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A meeting of the Board of Trustees of the Bryan Independent School District will be held on Monday, April 20, 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. Elementary Teachers of the Month

4.B. Secondary Teacher of the Month

4.C. Auxiliary Employee of the Month

4.D. BHS Shy-Annes State Championship

4.E. Celebrating Davila Middle School's partnership with Texas A&M University for the Presidential Artificial Intelligence Challenge

4.F. Community Partnership Award for Stylecraft Builders

4.G. Celebrating the Bryan ISD Education Foundation's Outstanding Achievement Award from the Texas Education Foundation Network

4.H. Celebrating State Powerlifting Competitors from Bryan High School and Rudder High School

4.I. Recognizing the Bryan Youth Sports Association

**5. Public Comment on Agenda Items**

**6. Public Comment on Non-Agenda Items**

7. Superintendent's Report Celebrating Student and Staff Accomplishments

**8. Board Member Reports**

8.A. Teaching and Learning Update on Texas Instructional Leadership, Instructional Materials, 1st Grade Report Cards, and the Teacher Incentive Allotment

8.B. Bryan City–School Joint Committee Update: BISD Bond projects and timelines, House Bill 2 School Funding Impact on Bryan ISD and the State, and Shared Park Projects & MOU Development

8.C. CTE, Fine Arts, and Athletics Committee Update on Student Accomplishments and Budget Planning

**9. Information Items**

9.A. Budget Development Series — Related to Budget Planning and Revenues

10. **Consent Agenda**

10.A. Consider approval of the meeting minutes for April 6th, 2026

10.B. Consider approval of financial statements and purchasing report for March 2026

10.C. Consider approval of the quarterly donation report

**BRYAN INDEPENDENT SCHOOL DISTRICT  
REPORT OF DONATIONS/GIFTS TO THE DISTRICT  
QUARTERLY REPORT JANUARY - MARCH 2026**



Date	Campus	Donor	Value of Gift	Recipient	Intended Use	Product/Description
01/13/26	District	H-E-B / Communities In Schools	4,866.00	Students	School Supplies	Monetary
01/12/26	District	Coach Blair Charities	40,000.00	Students	Special Olympics	Monetary
01/20/26	Branch Elementary	Saint Andrew's Episcopal Church	250.00	Music Class	Items for the Music program	Monetary
01/27/26	District	Petes Auto Care Center	500.00	Read by Third	Community Monthly Meetings	Monetary
01/28/26	Henderson Elementary	Armadillo Pizza LLC	124.74	Staff and Students	Spirit Day	Pizza
01/28/26	Henderson Elementary	Armadillo Pizza LLC	97.95	Staff and Students	Spirit Day	Pizza
01/28/26	Henderson Elementary	Ann W. Yager	2,500.00	Staff and Students	Staff and students needs	Monetary
01/30/26	District	Travis and Rebecca Bryan	1,000.00	Read by Third	Community Monthly Meetings	Monetary
02/02/26	Jones Elementary	The Law office of Jeff Paradowki	100.00	Coach Lori Stewart	Family Fitness Night	Monetary
02/04/26	Transportation	Education Foundation	1,500.00	Bus Drivers	Bus Driver Celebration - Food	Monetary
02/05/26	District	Mark and Shannon Scarmardo	1,000.00	Read by Third	Community Monthly Meetings	Monetary
02/06/26	Transportation	Education Foundation	100.00	Bus Drivers	Bus Driver Celebration	Monetary
02/10/26	Transportation	Education Foundation	200.00	Bus Drivers	Bus Driver Celebration	Monetary
02/11/26	Jones Elementary	Costco Wholesale College Station	100.00	Coach Lori Stewart	Student shirts	Monetary
02/11/26	Transportation	Education Foundation	250.00	Bus Drivers	Bus Driver Celebration	Monetary
02/13/26	Project Hope	Bob and Jill Morris	1,000.00	Project Hope	Supplies	Monetary
02/24/26	Navarro Elementary	David's Jewelry and Coin Exchange	200.00	Campus	To purchase cereal for students.	Monetary
02/24/26	District	Drymalla Construction	1,000.00	District	Retirement Banquet	Monetary
02/25/26	CTE	Monica Jackson	300.00	Students	Skills USA ULTI trip	Monetary
02/27/26	District	E3 Entegral	2,500.00	District	Retirement Banquet	Monetary
03/04/26	Navarro Elementary	Alexander United Methodist Church	50.00	Corina Zavala	To purchase Cereal for students.	Monetary
03/16/26	Human Resources	ESS	500.00	District	Retirement Dinner Celebration	Monetary
03/19/26	Branch Elementary	Mary Branch PTO	500.00	Campus	Field Trips	Monetary
03/24/26	CTE	Education Foundation	250.00	CTE	Students	Monetary
03/27/26	Community Affairs	M&M Apparel	500.00	Bryan ISD	Retirement Banquet	Monetary

10.D. Consider approval of a contract for the Annual Financial Audit renewal

April 20, 2026

To the Board of Trustees and Management of  
Bryan Independent School District  
801 South Ennis  
Bryan, Texas 77803

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, 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 June 30, 2026, and the related notes to the financial statements of:

Bryan Independent School District

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 the District’s Proportionate Share of the Net Pension Liability of a Cost-Sharing Multiple-Employer Pension Plan – Teacher Retirement System of Texas
4. Schedule of District’s Contributions – Teacher Retirement System of Texas Pension Plan
5. 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
6. Schedule of District’s Contributions – 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 June 30, 2026.

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 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. 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 the Government Auditing Standards (“GAGAS”); if applicable, any state or regulatory audit requirements; and Title 2 U.S. Code of Federal Regulations (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (“Uniform Guidance”).

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

### **Engagement Objective**

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 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.

Our procedures will include tests of documentary evidence that support the amounts and disclosures in the financial statements. Such tests may include 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 assets, or violations of laws or governmental regulations) may not be detected, even though the audit is properly planned and performed in accordance with applicable standards.

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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. Our engagement also does not include 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.

Rebecca Darling is the engagement partner or equivalent for the 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 June 2026. We will issue a written report only upon completion of our engagement. Our report will be addressed to the District's Board of Trustees and Management.

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, and the results of that testing. However, providing an opinion on internal control over financial reporting and compliance with respect to the financial statements 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 Uniform Guidance.

Our procedures will include a determination of major federal award programs in accordance with the Uniform Guidance, and the identification of the compliance requirements that are direct and material to such major programs. We will also perform other procedures we consider necessary to enable us to obtain reasonable assurance about whether the entity complied with the direct and material compliance requirements 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 to evaluate the effectiveness of the design and operation of internal controls that we consider relevant to preventing or detecting material noncompliance with the direct and material compliance requirements applicable to each of the entity's major federal award programs. Our report will include any significant deficiencies and/or 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 on the effectiveness of the internal control over compliance 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 the following 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
- Prepare reports required by TEA Data Feed Standards

GAGAS require that we perform and document an assessment of the skills, knowledge, and experience of the individual designated by the entity to oversee any non-attest services we perform. The entity has designated Norma Friddle, Assistant Superintendent of Business Services, or her designee, 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 for submitting 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 such information and ensure the 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 the 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, 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 applicable laws and regulations;
- 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. identifying all federal awards expended during the period;
- n. providing us with access to all information of which management is aware that is relevant to federal award programs;
- o. preparing the schedule of expenditures of federal awards (including notes and noncash assistance received) in accordance with the Uniform Guidance;
- p. the design, implementation, and maintenance of internal control over compliance;
- q. identifying and ensuring that entity complies with laws, regulations, grants, and contracts applicable to its activities and its federal award programs;
- r. following up and taking corrective action on reported audit findings from prior periods and preparing a summary schedule of prior audit findings;
- s. following up and taking corrective action on current period audit findings and preparing a corrective action plan for such findings;
- t. submitting the reporting package and data collection form to the appropriate parties;
- u. making us aware of any significant vendor relationships where the vendor is responsible for program compliance;
- v. 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
- w. 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

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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 the fee for this engagement will be \$75,700 for the financial statement audit and \$3,800 for each major program as applicable to the compliance audit.

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 and are subject to periodic review and change. 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. 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.

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, not to exceed \$3,000.

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](http://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.

*[Signatures on Next Page]*

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**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.**

Austin, 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.

**Bryan 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 (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.



## Report on the Firm's System of Quality Control

November 19, 2025

To the Partners of Weaver & Tidwell, L.L.P.  
and the National Peer Review Committee

We have reviewed the system of quality control for the accounting and auditing practice of Weaver & Tidwell, L.L.P. (the firm) applicable to engagements not subject to Public Company Accounting Oversight Board (PCAOB) permanent inspection in effect for the year ended May 31, 2025. Our peer review was conducted in accordance with the Standards for Performing and Reporting on Peer Reviews established by the Peer Review Board of the American Institute of Certified Public Accountants (Standards).

A summary of the nature, objectives, scope, limitations of, and the procedures performed in a system review as described in the Standards may be found at [www.aicpa.org/prsummary](http://www.aicpa.org/prsummary). The summary also includes an explanation of how engagements identified as not performed or reported on in conformity with applicable professional standards, if any, are evaluated by a peer reviewer to determine a peer review rating.

### **Firm's Responsibility**

The firm is responsible for designing and complying with a system of quality control to provide the Firm with reasonable assurance of performing and reporting in conformity with the requirements of applicable professional standards in all material respects. The firm is also responsible for evaluating actions to promptly remediate engagements deemed as not performed or reported on in conformity with the requirements of applicable professional standards, when appropriate, and for remediating weaknesses in its system of quality control, if any.

### **Peer Reviewer's Responsibility**

Our responsibility is to express an opinion on the design of and compliance with the firm's system of quality control based on our review.

### **Required Selections and Considerations**

Engagements selected for review included engagements performed under *Government Auditing Standards*, including compliance audits under the Single Audit Act; audits of employee benefit plans, an audit performed under FDICIA, and examinations of service organizations (SOC 1 and SOC 2 engagements).

As a part of our peer review, we considered reviews by regulatory entities as communicated by the firm, if applicable, in determining the nature and extent of our procedures.

## Opinion

In our opinion, the system of quality control for the accounting and auditing practice of Weaver & Tidwell, L.L.P. applicable to engagements not subject to PCAOB permanent inspection in effect for the year ended May 31, 2025, has been suitably designed and complied with to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. Firms can receive a rating of *pass*, *pass with deficiency(ies)* or *fail*. Weaver & Tidwell, L.L.P. has received a peer review rating of *pass*.

A handwritten signature in cursive script that reads "Eide Bailly LLP".

Eide Bailly LLP

10.E. Consider a Memorandum of Understanding with the Education Service Center Region 6 for the Texas Mentorship Training

# MEMORANDUM OF UNDERSTANDING

Between

**Education Service Center Region 6 (ESC Region 6)**

and

Bryan **Independent School District (ISD)**

## **LASO Cycle 4 – PREP Mentorship Program Texas Mentorship Training (TMT)**

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### **I. PURPOSE**

This MOU establishes the agreement between ESC Region 6 and Bryan ISD for participation in the **Texas Mentorship Training (TMT)** in support of the LASO Cycle 4 PREP Mentorship Program authorized under HB2.

The PREP Mentorship Program provides funding for districts to:

- Provide a minimum \$1,000 mentor stipend per beginning teacher.
  - Enroll staff members required to complete Pathway 1 and/or Pathway 2 Texas Mentorship Training through Region 6 as an authorized training provider.
  - Provide mentorship program support such as release time for mentoring activities and supplemental professional learning.
- 

### **II. TERM**

This agreement shall remain in effect for the 2026–2027 PREP Mentorship Program implementation cycle, including all required training sessions and reporting periods.

---

### **III. PROGRAM STRUCTURE**

#### **A. Pathway 1 – Mentoring Educators**

Participants:

- Mentor teachers mentoring beginning teachers in Year 1 or Year 2
- Appropriate district/campus staff working with beginning teachers

Training Structure:

- 24-30 hours of high-quality, competencies-aligned training
  - Embedded within five in-person training sessions provided by ESC Region 6
- 

**B. Pathway 2 – District & Campus Leaders**

Participants:

- District Program Manager
- Design Team members
- Appropriate school leaders

Training Structure:

- 15+ hours of competencies-aligned mentorship program design training
  - Embedded within four design sessions provided by ESC Region 6
- 

**IV. RESPONSIBILITIES OF ESC REGION 6**

ESC Region 6 agrees to:

1. Serve as an approved Texas Mentorship Training provider.
  2. Deliver Pathway 1 and Pathway 2 training aligned to TEA competencies.
  3. Provide training dates and session options as published in the ESC 6 TMT calendar.
  4. Maintain attendance documentation and certificates of attendance.
  5. Provide ongoing support, program manager check-ins, and office hours.
  6. Communicate with the designated District Program Manager.
  7. Provide invoices in alignment with the fee schedule below.
- 

**V. RESPONSIBILITIES OF Bryan \_\_\_\_\_ **ISD****

The ISD agrees to:

**A. Program Commitments**

1. Partner with ESC Region 6 as the approved TMT provider.
2. Appoint a District Program Manager.
3. Ensure Design Team members participate in required Pathway 2 sessions, attending each required session together.

4. Ensure all required participants complete TMT.
  5. Provide a minimum of 12 hours of release time per semester for mentoring activities.
- 

## **B. Mentor Qualifications**

The ISD shall ensure mentors:

- Teach in the same school as mentee (to the extent practicable).
  - Teach the same subject or grade level (to the extent practicable).
  - Agree to serve at least one school year.
  - Have at least three complete years of teaching experience.
  - Demonstrate instructional effectiveness and leadership.
  - Complete required training within the same school year in which training began.
- 

## **C. Funding Compliance**

The ISD acknowledges:

- Districts receive \$3,000 per beginning teacher assigned a mentor (up to 40).
  - \$1,000 per mentee must be used for mentor stipend.
  - \$500 per participant per pathway is required for Texas Mentorship Training.
  - Remaining funds may be used for release time, travel, additional stipends, and additional training.
- 

## **VI. FEE SCHEDULE**

### **Texas Mentorship Training Fees (ESC Region 6)**

<b>Service</b>	<b>Cost</b>
Pathway 1 – Mentoring Educators	\$500 per participant
Pathway 2 – District & Campus Leaders	\$500 per participant

### **Included in Training Fee:**

- All required in-person sessions
- Training materials
- Program manager virtual check-ins
- Ongoing support from ESC 6 TMT Specialists
- Attendance documentation

**Not Included:**

- Cost associated with release time such as substitute coverage.
- Travel expenses (if applicable)
- Mentor stipends (paid directly by district)
- Supplemental training and support provided at local level

**Payment Terms:**

- ESC Region 6 will invoice the district after participant count confirmation.
- Payment is due within 30 days of invoice.
- Fees are eligible expenses under PREP Mentorship funding.

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**VII. TERMINATION**

Either party may terminate this agreement with 30 days written notice. Termination does not relieve the ISD of statutory obligations tied to PREP funding requirements, nor relieve the district of payment obligations to the ESC once TMT training has commenced.

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**VIII. SIGNATURES**

**Education Service Center Region 6**

Name: Jennifer Graves, Ed.D.

Title: Director of Leadership, Learning & Accountability

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Bryan \_\_\_\_\_ ISD**

District Representative Name: \_\_\_\_\_

Title: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

10.F. Consider approval of the Memorandum of Understanding with Educational Service Center Region 6 for Reading Academies



Dedicated to Serve

Updated March 2026

**MEMORANDUM OF UNDERSTANDING**  
**For ESC Region 6 June 2026 TEA Texas Reading Academies**  
**Local Implementation with ESC 6 as Authorized Provider**

**RECITALS**

**WHEREAS**, Education Service Center Region 6 (ESC Region 6) serves as an Authorized Provider to conduct Reading Academies as required by House Bill 3 (2019) (the “Reading Academies”); and

**WHEREAS**, the provision of Reading Academies is being regulated by the Texas Education Agency (TEA) with the cooperation of Region 11 Education Service Center; and

**WHEREAS**, to accomplish the outcome of every Kindergarten (K) through 3<sup>rd</sup> Grade teacher and principal of K-3 campuses receiving Reading Academy training, TEA has published guidance in the form of letters, guidelines and other sources of information to school districts and FAQ guidance to Education Service Centers; and

**WHEREAS**, all of the TEA provided guidelines, rules and procedures indicate three (3) options (listed below) related to districts and charter schools in meeting the assurance that by the beginning of the 2024-2025 school year all K-3<sup>rd</sup> Grade teachers and K-3 principals have successfully completed the prescribed Reading Academy:

• **Option 1: Use ESC Region 6 as the Authorized Provider, Implementation through ESC 6 Enrollment,** for the delivery of the Comprehensive Model for teachers.

- District/Charter agrees to pay ESC Region 6 per participant at the TEA set rate of \$3,000 per Comprehensive Model Participant
- ESC Region 6 assumes the cost of providing training and delivery of services
- District/Charter assumes any cost associated with participant completion of Reading Academies including time allowances, staff travel, and substitute costs under the Teacher Comprehensive Model

• **Option 2: Local Implementation,**

in which the district/charter signs an MOU with ESC Region 6 as their Authorized Provider, then the district/charter employs staff to serve as Cohort Leaders and provides the Comprehensive Model of Reading Academies locally to participants. *Effective July 2023, TEA offers Teacher Reading Academies only through the Comprehensive Model.*

- **District/Charter pays ESC Region 6 the TEA established flat fee of \$12,000 per Cohort Leader for the Comprehensive Model with no more than 60 participants per Cohort Leader with a maximum number of one (1) Cohort per Leader. Additional cohort leaders incur the same fee, with the same cohort size limit.**

**WHEREAS**, ESC Region 6, as an Authorized Provider, will comply with all TEA guidelines, rules and procedures set forth related to Reading Academies by entering into this MOU with school districts/charters that opt to provide Reading Academy training for their K-3 teachers and K-3 Principals through Options 1 and/or 2 above; and

**WHEREAS**, ESC Region 6 and **Bryan Independent School District** (hereinafter the “District or Charter”) agree that the provisions set forth in this MOU are intended to set forth the respective responsibilities of the parties regarding the provision of Reading Academies to the District or Charter;

**NOW, THEREFORE**, in consideration of the mutual promises and subject to terms and conditions set forth herein, the Parties hereto agree as follows:

**I. Designation by District or Charter of Reading Academies Services to be Provided by ESC Region 6** The District or Charter opts for ESC Region 6 to serve as Authorized Provider and the district will provide Reading Academies locally using **Option 2**, as described above.

**Please initial to acknowledge your district/charter selects Option 2.**

**Option 2, Local Implementation: Use ESC Region 6 as the Authorized Provider, and the District will employ staff to act as Cohort Leader(s) and provide the Comprehensive model of the House Bill 3 Texas Reading Academies locally to teachers and principals.** (Hereinafter referred to as the “Local Implementation” or the “Second Option”)

- District pays a flat fee to the Authorized Provider PER COHORT LEADER, PER COURSE TERM  
*Note: All fees are set by TEA and are valid only through June 2026.*
- **\$12,000 per Cohort Leader for the Comprehensive Model** (no more than 60 participants per Cohort Leader with a maximum number of one (1) Cohort per Leader).
- Adding a support cohort leader to a local implementation cohort, and/or exceeding the limit of 60 participants, is subject to Authorized Provider and TEA approval, and may require the LEA to pay an additional fee.
- All Cohort Leaders must pass the required TEA Cohort Leader Screening and attend mandatory TEA Cohort Leader training prior to launching a Reading Academies Cohort.
- Fees are due upon billing.
  - The registration and enrollment period for the June 2026 cohort will be open from May 4, 2026, through July 20, 2026. Districts are responsible for ensuring that participants are enrolled before the registration and enrollment window closes. Please note that the registration and enrollment window is established by TEA.
- Local comprehensive cohorts can be launched in June 2026 under the terms of this agreement.
- Comprehensive courses must be completed within the course term and within a time frame of 4 to 11 months. (Course content cannot be completed sooner than 4 months after the launch date.)

## **II. Responsibilities of the Parties**

**For Option 2, Local Implementation, the responsibilities of the parties are as follows:**

### **a. For ESC Region 6:**

1. Communicate processes and support registration, enrollment, and administrative duties associated with Reading Academies;
2. Ensure Cohort Leader(s) employed by the district have passed the required TEA screener and completed mandatory TEA training prior to cohort launch;
3. Ensure the local implementation plan includes live session dates, makeup sessions, sufficient time for coaching sessions, and fully complies with all TEA rules and guidelines;
4. Serve as the liaison between the District and TEA on all matters related to implementation of Reading Academies;
5. Conduct program evaluation as determined by TEA;
6. Monitor and support Cohort Leaders in ensuring the quality and fidelity of Reading Academy implementation;
7. Provide logistical support and technical assistance to Cohort Leader(s); and
8. Provide printed Cohort Leader facilitator guides and participant notebooks (one guide per participant) for live sessions

### **b. For the District:**

1. Select and employ Cohort Leader(s) who successfully complete the required TEA screening;

2. Ensure Cohort Leader(s) attend required Cohort Leader training provided by TEA and any ongoing additional support training sessions offered by TEA.
3. Submit a local implementation plan that includes live session dates, makeup sessions, sufficient time for coaching sessions, and fully complies with all TEA rules and guidelines; 4. Provide continuous communications with ESC Region 6 Reading Academies lead staff on all aspects of implementation;
5. Support participants in the registration and enrollment process, including the creation of a TEA Learn account (Canvas LMS account provided by TEA), following guidance and support from an ESC 6 Reading Academies representative;
6. Provide all required evaluation information to ESC Region 6 that may be requested by TEA;
7. Provide all TEA requested information and documentation as implementation proceeds; 8. Pay appropriate Flat Fee(s) to ESC Region 6 upon billing;
9. Ensure all Cohort Leaders attend Cohort Leader collaboration meetings provided by ESC Region 6;
10. Ensure cohort leaders submit requested documentation to ESC 6, including tracking participant completion of Reading Academies requirements and coaching sessions;
11. Ensure participant fidelity to TEA live session attendance and participation in coaching sessions;
12. Ensure all Cohort Leaders abide by the established participant limitations and are provided appropriate time for fulfilling the roles and responsibilities of a Cohort Leader as established by TEA including:
  - a. The leader of a Comprehensive Cohort may lead a cohort of up to 60 participants - Comprehensive Cohort Leaders may only lead one cohort at a time, which constitutes a full time role regardless of the number of participants enrolled in the cohort.
  - b. Comprehensive Cohort Leader Additional Duties: A comprehensive cohort leader may have other duties and/or responsibilities that do not impede their ability to fulfill Reading Academies Cohort Leader responsibilities.
  - c. Cohort Leaders are responsible for providing guidance and feedback on participant artifact drafts in accordance with TEA guidelines and processes for submitting draft artifacts, prior to participants submitting artifacts for grading; Cohort leaders are responsible for providing support during the revision process for participants who do not pass artifacts in accordance with TEA guidelines for resubmission. Cohort leaders are responsible for grading participant artifacts resubmitted or submitted late, in accordance with TEA guidelines and scoring processes.
13. Acknowledge that the LEA will be held responsible for all Reading Academies Metrics as assigned by TEA. If local cohorts are not meeting expected TEA metrics, ESC 6 will consult with the district to determine the root cause and determine an action plan for addressing the root cause. 14. Acknowledge that the District will be responsible for all costs associated with Reading Academies materials beyond the allowable printing as determined by Region 6 ESC and in accordance with TEA business rules;
15. The District shall appoint a Reading Academies contact person that will communicate regularly with the Region 6 ESC Reading Academies representative and support the local coordination and implementation of Reading Academies;
16. The District shall communicate Reading Academies expectations to participants and collect signed "Participant Statement of Understanding" for all participants enrolled in the course. The statement of understanding will be provided by ESC Region 6 and should be kept for local records; and
17. The District shall ensure participants are able to complete the entirety of the Reading Academies content within the course time period, unless one of the following exceptions arises: Resignation, Retirement, Termination, Reassignment outside of K-3, FMLA, or another extreme circumstance deemed appropriate by TEA.
18. The District shall be solely responsible for complying with all TEA House Bill 2 (HB2) stipend requirements, including but not limited to stipend eligibility verification, disbursement of funds, documentation, record keeping, and maintenance of all required compliance records.

### III. TERM OF AGREEMENT

This Agreement shall be effective on **May 1, 2026**, and terminate, except as provided herein, on **June 30, 2027**, unless sooner terminated upon 30 days prior written notice by either party or upon completion of all training by ESC Region 6 of the District/Charter's personnel (the "Term"). Upon termination hereof, each party agrees to cooperate with the other to fulfill any action required by TEA in its regulation of Reading Academies.

### IV. FEES

Texas Reading Academies fees have been set by TEA as reflected in Section I of this MOU and will be assessed and collected by ESC Region 6 as established by TEA.

### V. ADDITIONAL TERMS AND CONDITIONS.

#### 1) Cohort and Participant Completion Specifics:

- a) The registration and enrollment period for the June 2026 cohort will be open from May 4, 2026, through July 20, 2026. Districts are responsible for ensuring that participants are enrolled before the registration and enrollment window closes. Please note that the registration and enrollment window is established by TEA.
  - b) Cohort participants failing to comply with requirements with no local plan in place for support may be removed from the Cohort at the discretion of Region 6 ESC and will be required to register and pay for another future Cohort;
  - c) Cohort participants that do not successfully complete Reading Academies according to TEA requirements will not fulfill House Bill 3 Reading Academies mandate and must register and pay for a future cohort in accordance with TEA guidelines;
  - d) Once a participant begins coursework, they will not be unenrolled from the course regardless of employment status unless removal is requested by the participant, or if the participant is inactive in the course with no communication with the cohort leader or ESC 6; and
  - e) It is the responsibility of the LEA to put in place a local policy regarding responsibility of Reading Academies fees in the event a participant does not complete Reading Academies successfully, or moves to another LEA after enrollment.
- 2) **Assignments.** Neither Party may assign this Agreement without the prior written consent of the other. 3) **Entire Agreement.** This Agreement contains all of the agreement between the Parties with respect to the matters contained herein and no prior agreement or understanding pertaining to any such matters shall be effective for any purpose.
- 4) **Independent Contractor Status.** Each party and its people are independent contractors in relation to the other party with respect to all matters arising under this Agreement. Nothing herein shall be deemed to establish a partnership, joint venture, association, or employment relationship between the parties.
- 5) **Third Party Beneficiaries.** Nothing in this Agreement creates, or will be deemed to create, third party beneficiaries of or under this Agreement.
- 6) **Governing Law.** This Agreement shall be governed, construed, and enforced according to the laws of the State of Texas, without giving effect to principles of conflicts of laws, and the Parties agree to resolve any dispute in the state and federal courts having jurisdiction in Walker County, Texas.
- 7) **Notices.** Notices sent to either party shall be effective when delivered in person or transmitted by fax machine or other official written communication; one (1) day after being sent by overnight courier; or two (2) days after being sent by first class mail postage prepaid, to the address or fax number, as the case may be, set forth in this Agreement. A facsimile of this Agreement and notices generated in good form by a fax machine (as well as a photocopy thereof) shall be treated as "original" documents admissible into evidence unless a document's authenticity is genuinely placed in question.
- 8) **Counterparts.** This Agreement and any amendment or supplement to this Agreement may be executed in two or more counterparts, each of which will constitute an original but all of which will together constitute a single instrument. Transmission by facsimile of an executed counterpart signature page hereof by a party hereto shall constitute due execution and delivery of this Agreement by such party.
- 9) **Sovereign Immunity.** Nothing in this Agreement shall be deemed to waive the sovereign immunity of ESC Region 6, of the staff and employees of ESC Region 6, or of the District

- 10) **Dispute Resolution.** The Executive Director of ESC Region 6 or his/her designee and the authorized agent of the District shall resolve disputes that develop under this Agreement.
- 11) **Amendments.** This Agreement may not be amended, modified or changed, nor shall any waiver of any provision hereof be effective, except by an instrument in writing and signed by each of the Parties

**IV. ACKNOWLEDGEMENTS**

Please initial to indicate your district has been provided with information and/or support from ESC 6 regarding the following:

Selecting pathways for meeting the HB 3 Texas Reading Academies mandate for K-3 teachers and principals by the deadline (Comprehensive ELAR, Comprehensive Biliteracy, or STR content)

Guidelines for designing comprehensive live session schedules and coaching schedules in accordance with TEA requirements

A Participant Statement of Understanding, provided by ESC 6, to be collected and kept at the local level

The local Cohort Leader will provide the District with a copy of the TEA Cohort Leader Agreement and Roles and Responsibilities update upon completion of the Cohort Leader training, provided by TEA, as a reference for determining job duties and responsibilities

25-26 Guidebook and Business Rules for Local Implementation has been provided

IN WITNESS WHEREOF, for adequate consideration and intending to be legally bound, the Parties hereto have caused this AGREEMENT to be executed by their duly authorized representatives.

The individuals signing below are authorized to do so by the respective Parties to this Agreement. **FOR**

**AND ON BEHALF OF THE DISTRICT/CHARTER** FOR AND ON BEHALF OF ESC REGION 6

By: \_\_\_\_\_ By: \_\_\_\_\_ LEA Authorized  
Signature ESC 6 Authorized Signature  
Superintendent \_\_\_\_\_ Jason, Jeitz, Associate Executive Director Title

\_\_\_\_\_ Date Date

\_\_\_\_\_ LEA Reading  
Academies Contact Person Dr. Jennifer Graves, Component Director

\_\_\_\_\_ Title of Reading Academies  
Contact ESC 6 Reading Academies Contact Person Jennifer Wright, Reading Academies Project Manager

\_\_\_\_\_ 3332 Montgomery Rd \_\_\_\_\_ Street Address  
Street Address

\_\_\_\_\_ Huntsville TX 77340 City, State Zip City, State Zip

\_\_\_\_\_ 936-435-8225 \_\_\_\_\_ Contact's Telephone Number  
Reading Academies Contact's Telephone Number



## 11. **Action Items**

11.A. Consider updates to Board Policy EIE (Local) Academic Achievement Retention and Promotion

**Curriculum Mastery** Promotion and course credit shall be based on mastery of the curriculum. Expectations and standards for promotion shall be established for each grade level, content area, and course and shall be coordinated with compensatory, intensive, and/or accelerated services. [See EHBC] The District shall comply with applicable state and federal requirements when determining methods for students with disabilities [see FB] or students who are English language learners [see EHBE and EKBA] to demonstrate mastery of the curriculum.

Students Receiving Special Education Services Any modified promotion standards for a student receiving special education services shall be determined by the student's admission, review, and dismissal (ARD) committee and documented in the student's individualized education program (IEP). [See EHBA series and EKB]

**Standards for Mastery** In addition to the factors in law that must be considered for promotion, mastery shall be determined as follows:

1. Course assignments and unit evaluations shall be used to determine student grades in a subject. An average of 70 or above on a scale of 100 based on course-level, grade-level standards (essential knowledge and skills) shall be considered a passing grade.
2. Mastery of the skills necessary for success at the next level shall be validated by assessments that may either be incorporated into unit or final exams or may be administered separately. Mastery of at least 70 percent of the objectives shall be required.

Kindergarten - 1 In kindergarten - 1<sup>st</sup> grade, promotion to the next grade level shall be based on mastery of at least 70 percent of the skills listed on the standards-based report card.

Grades 2-4 In grades 2-4, promotion to the next grade level shall be based on an overall average of 70 or above for all subject areas and a grade of 70 or above in English language arts/reading (ELAR), mathematics, science, and social studies.

Grades 5-8 In grades 5-8, promotion to the next grade level shall be based on an overall average of 70 or above for all subject areas and a grade of 70 or above in English language arts (ELA), mathematics, science, and social studies.

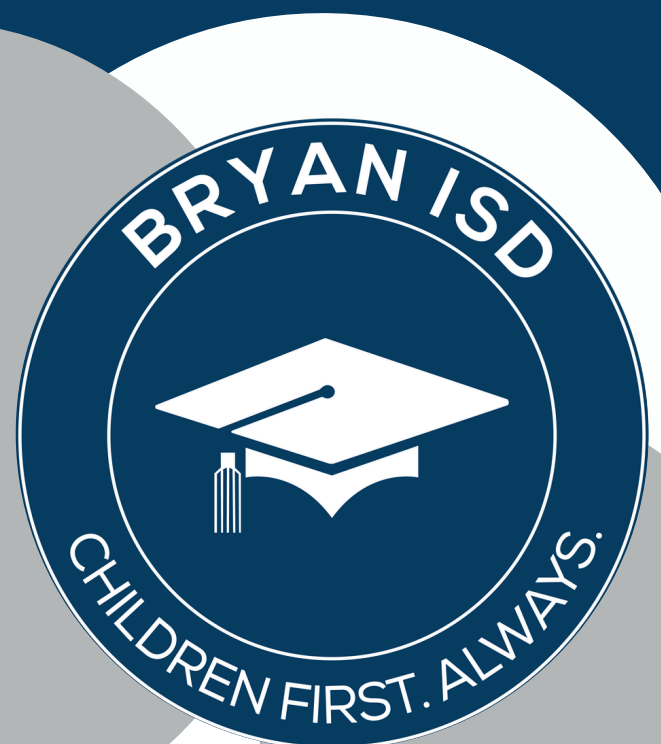
Alternate Promotion Criteria When students in grades 1-8 do not meet the promotion criteria as noted above, the District shall consider final grade placement in accordance with the following: student academic performance, standardized assessments, permanent records, and pertinent student information.

Grades 9-12 Grade-level advancement for students in grades 9-12 shall be earned by course credits. [See EI]

11.B. Discuss and consider approval of Instructional Materials for High School Mathematics

# Instructional Materials Review & Approval

## HIGH SCHOOL MATHEMATICS





# Instructional Materials Cycle of Review & Possible Adoption

2025-2026

2026-2027

2027-2028

2028-2029

2029-2030

2030-2031

**Math**

Review & Adopt 9-12

Advanced Math 6-8  
Review & Adopt 9-12

Subscription Ends  
Review & Adopt K-8

Subscription Ends  
Review & Adopt 9-12

**ELA/SLA**

Subscription Ends  
Review & Adopt 6-8

Book & Vocab List  
Review & Adopt K-12

**CTE**

Review & Adopt  
(Batch 1)

Review & Adopt  
(Batch 2)

Review & Adopt  
(Batch 3)

**Fine Arts**

Review & Adopt

**Science**

Subscription Ends  
Review & Adopt K-12

**LOTE**

Review & Adopt

**Social  
Studies**

Subscription Ends  
Review & Adopt K-12

**PRE-K**

Review & Adopt <sup>34</sup>

# SBOE Multi-Year Plan for Reviews

Cycle 2024	Cycle 2025	Cycle 2026	Cycle 2027	Cycle 2028	Cycle 2029	Cycle 2030	Cycle 2031
Materials in classrooms SY 2025-26	Materials in classrooms SY 2026-27	Materials in classrooms SY 2027-28	Materials in classrooms SY 2028-29	Materials in classrooms SY 2029-30	Materials in classrooms SY 2030-31	Materials in classrooms SY 2031-32	Materials in classrooms SY 2032-33
<b>Foundation Subjects</b> <ul style="list-style-type: none"> <li>Math K-12</li> <li>ELAR K-5</li> <li>SLAR K-5</li> </ul>	<b>Foundation Subjects</b> <ul style="list-style-type: none"> <li>Math K-12</li> <li>ELAR K-5</li> <li>SLAR K-5</li> </ul> <ul style="list-style-type: none"> <li>Math Supplemental</li> </ul>	<b>Foundation Subjects</b> <ul style="list-style-type: none"> <li>Math K-12</li> <li>Math Adv</li> <li>ELAR K-5</li> <li>SLAR K-5</li> </ul> <ul style="list-style-type: none"> <li>Math Supplemental</li> <li>RLA Supplemental</li> </ul> <b>Enrichment Subjects</b> <ul style="list-style-type: none"> <li>Positive Character Traits</li> <li>Fine Arts</li> <li>CTE (Batch 1)</li> </ul>	<b>Foundation Subjects</b> <ul style="list-style-type: none"> <li>Math K-12</li> <li>Math Adv</li> <li>ELAR K-5</li> <li>SLAR K-5</li> </ul> <ul style="list-style-type: none"> <li>Math Supplemental</li> <li>RLA Supplemental</li> </ul> <b>Enrichment Subjects</b> <ul style="list-style-type: none"> <li>Positive Character Traits</li> <li>Fine Arts</li> <li>CTE (Batch 1)</li> <li>CTE (Batch 2)</li> <li>Languages Other Than English (LOTE)</li> </ul>	<b>Foundation Subjects</b> <ul style="list-style-type: none"> <li>Math K-12</li> <li>Math Advanced</li> <li>ELAR K-5</li> <li>SLAR K-5</li> </ul> <ul style="list-style-type: none"> <li>Math Supplemental</li> <li>RLA Supplemental</li> </ul> <b>Enrichment Subjects</b> <ul style="list-style-type: none"> <li>Positive Character Traits</li> <li>Fine Arts</li> <li>CTE (Batch 1)</li> <li>CTE (Batch 2)</li> <li>CTE (Batch 3)</li> <li>Languages Other Than English (LOTE)</li> <li>Religious Literature</li> </ul>	<b>Foundation Subjects</b> <ul style="list-style-type: none"> <li>Math K-12</li> <li>Math Advanced</li> <li>ELAR K-12</li> <li>SLAR K-6</li> <li>Science K-12</li> <li>Social Studies K-12</li> </ul> <ul style="list-style-type: none"> <li>Math Supplemental</li> <li>RLA Supplemental</li> </ul> <b>Enrichment Subjects</b> <ul style="list-style-type: none"> <li>Positive Character Traits</li> <li>Fine Arts</li> <li>CTE (Batch 1)</li> <li>CTE (Batch 2)</li> <li>CTE (Batch 3)</li> <li>Languages Other Than English (LOTE)</li> <li>Religious Literature</li> </ul>	<b>Foundation Subjects</b> <ul style="list-style-type: none"> <li>Math K-12</li> <li>Math Advanced</li> <li>ELAR K-12</li> <li>SLAR K-6</li> <li>Science K-12</li> <li>Social Studies K-12</li> <li>Prekindergarten</li> </ul> <ul style="list-style-type: none"> <li>Math Supplemental</li> <li>RLA Supplemental</li> </ul> <b>Enrichment Subjects</b> <ul style="list-style-type: none"> <li>Positive Character Traits</li> <li>Fine Arts</li> <li>CTE (Batch 1)</li> <li>CTE (Batch 2)</li> <li>CTE (Batch 3)</li> <li>Languages Other Than English (LOTE)</li> <li>Religious Literature</li> </ul>	<b>Foundation Subjects</b> <ul style="list-style-type: none"> <li>Math K-12</li> <li>Math Advanced</li> <li>ELAR K-12</li> <li>SLAR K-6</li> <li>Science K-12</li> <li>Social Studies K-12</li> <li>Prekindergarten</li> </ul> <ul style="list-style-type: none"> <li>Math Supplemental</li> <li>RLA Supplemental</li> </ul> <b>Enrichment Subjects</b> <ul style="list-style-type: none"> <li>Positive Character Traits</li> <li>Fine Arts</li> <li>CTE (Batch 1)</li> <li>CTE (Batch 2)</li> <li>CTE (Batch 3)</li> <li>Languages Other Than English (LOTE)</li> <li>Religious Literature</li> <li>Health</li> <li>Physical Education</li> </ul>

Each year IMRA reviews will cumulatively expand to include more courses and categories of instructional materials.

# Instructional Materials and Technology Allotment (IMTA)

## What is the IMTA?

- Established by the 82nd Legislature in 2011
- Funding set aside by the SBOE out of the available school fund

## What can the IMTA fund?

- Instructional Materials
- Technology Equipment
- Related Software Systems



# Funding and New Entitlements

**Instructional Materials and Technology Allotment (IMTA)**



**\$2,354,085**

- Biennium Funding**
- Funding per student
  - Additional for EB
  - 80% available in year 1
  - Biennium: \$2,829,398



**Approved Instructional Materials Entitlement**



**\$1,475,280**

- Annual Funding**
- \$40 per student per year for approved materials
  - Accumulates



**State-Developed Open Educational Resources (OER) Entitlement**



**\$288,800**

- Annual Funding**
- \$20 per student per year for OER
  - Expires Annually
  - Requires TEA Approved Transition Plan

# Adoption Process

1

## Instructional Materials Committee

Members recommended by campus administration. All campuses and grade levels are represented.

2

## Develop Selection Rubrics

Committee reviews and edits selection rubrics to evaluate the instructional materials

3

## Teacher Review

Digital access to adoptable HQIM materials are provided to each campus so all teachers can participate in the review and provide input to the committee.

4

## Public Preview

Access to adoptable HQIM material was provided for public review.

5

## Top Publishers

After reviewing all feedback, the committee determines the top selections to attend a Publisher Showcase.

6

## Publisher Showcase

All teachers of that subject/grade were invited to attend the Publisher Showcase on February 17th-19th, 2026. Attendees completed the evaluation rubric and ranked the selections.

7

## Selection Recommendation

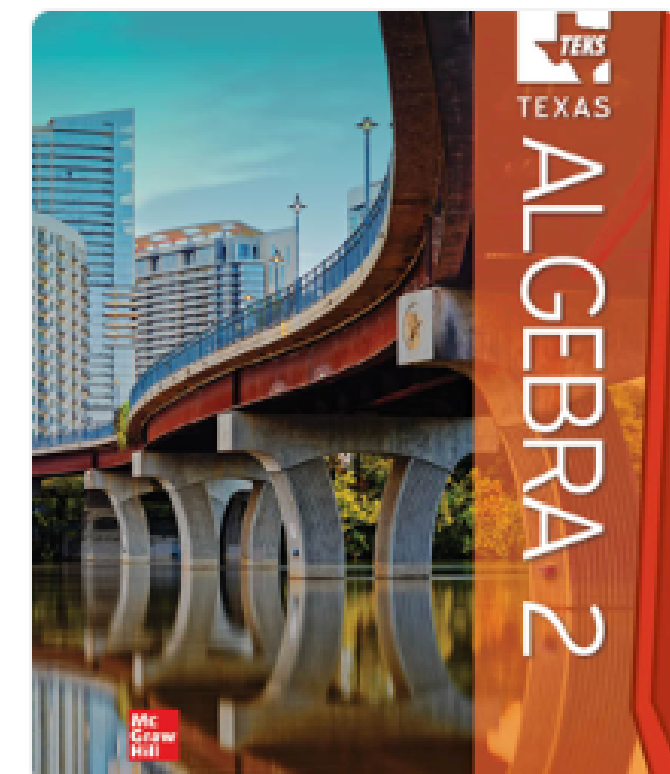
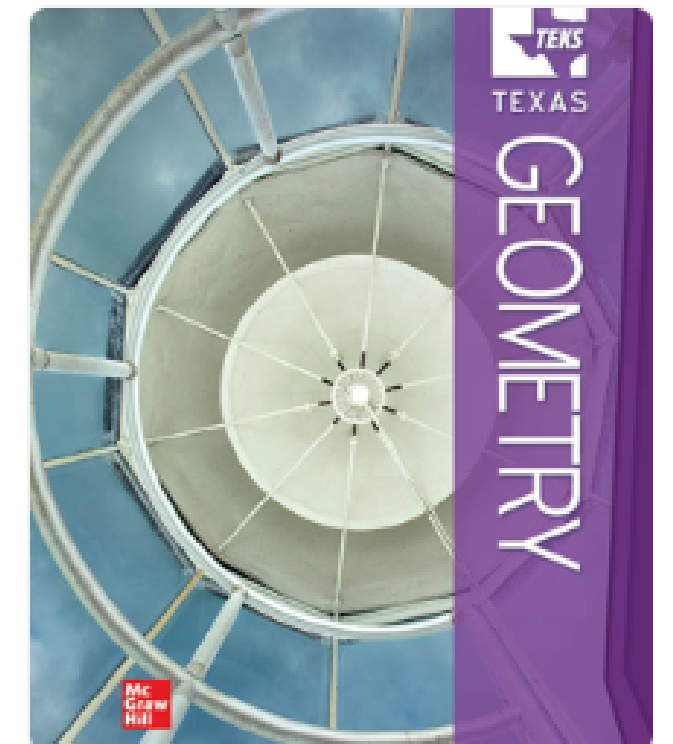
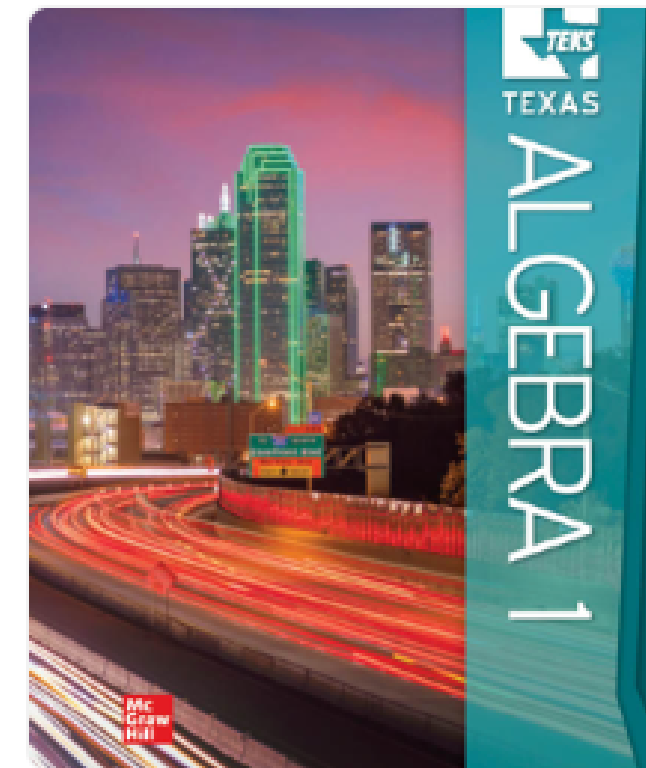
Based on teacher feedback and rankings, the administration recommends the following resources in accordance with Board Policy EFA Local.

# High School Math Recommendation

## Algebra I, Algebra II, Geometry

### McGraw-Hill

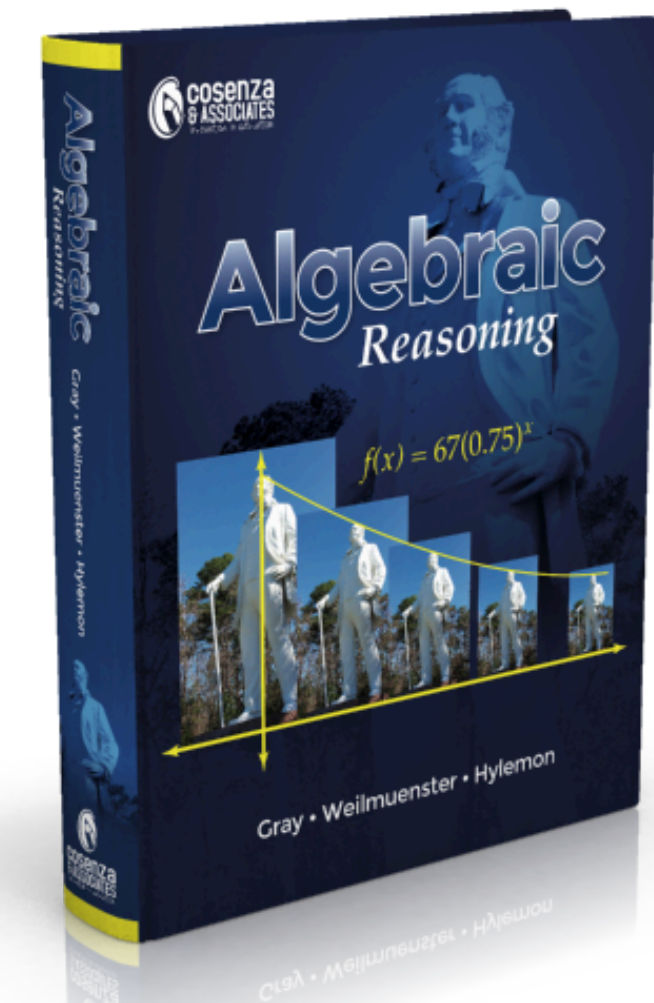
- 100% of TEKS included
- English and Spanish
- Materials include:
  - scope and sequence outlining TEKS taught,
  - overviews providing background knowledge and academic vocabulary, and
  - daily lesson plans
- College readiness support
- Teacher supports include guidance for:
  - the internalization of lesson plans
  - differentiated instruction
- Allows the publisher to adjust content in response to state-level changes.
- Digital materials allow for teacher customization to meet classroom needs.



# High School Math Recommendation Algebraic Reasoning

## Cosenza

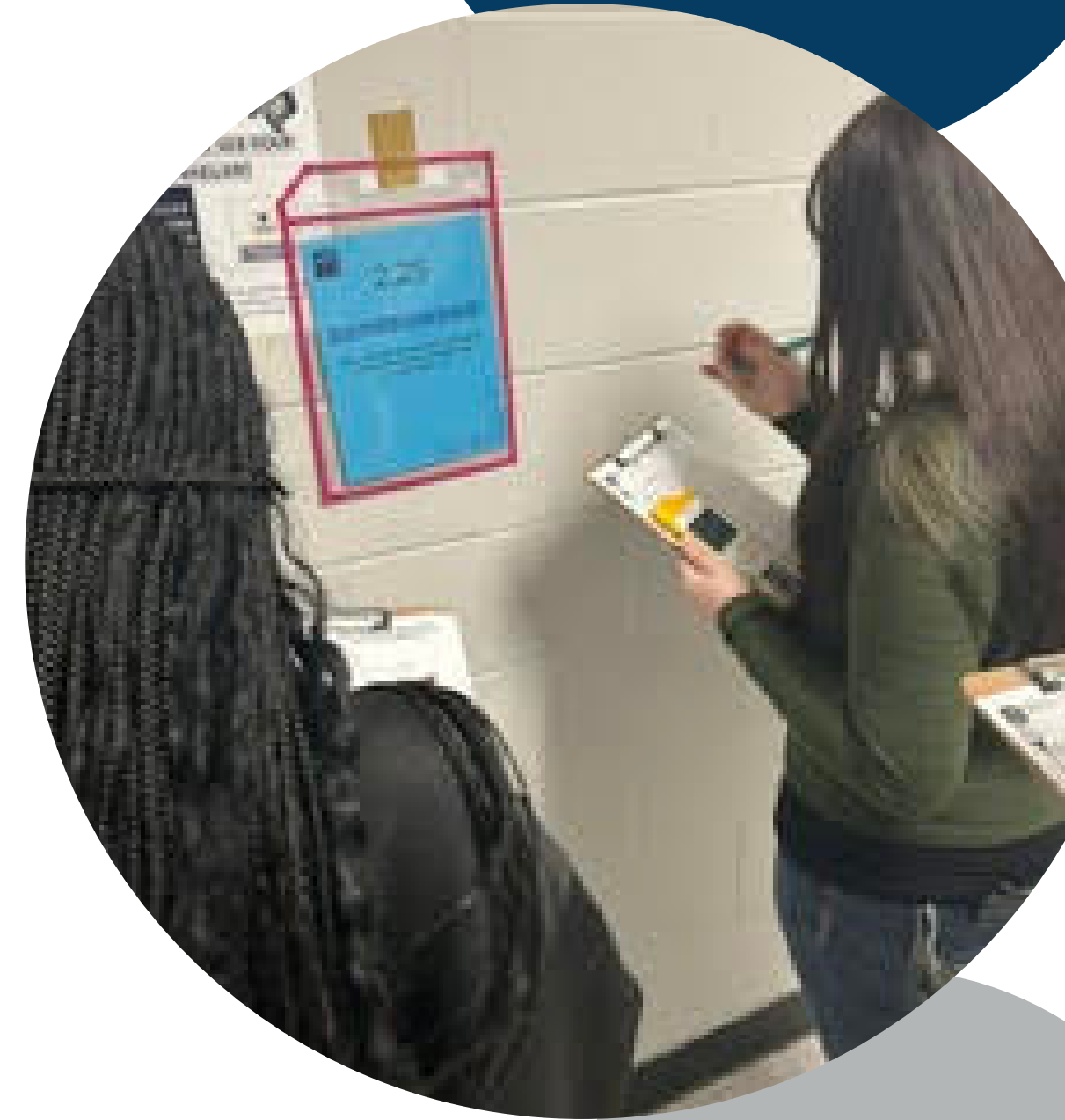
- 100% TEKS included
- Materials include:
  - scope and sequence outlining TEKS taught
  - overviews providing background knowledge and academic vocabulary
  - daily lesson plans
- Algebra 1 EOC intervention and support provided
- Teacher supports include guidance for:
  - the internalization of lesson plans
  - guidance for differentiated instruction
- Allows the publisher to adjust content in response to state-level changes
- Digital materials allow for teacher customization to meet classroom needs



# Next Steps

## ***Pending Board Approval***

- Complete the Certification of Provision of Instructional Materials
- Finalize and order materials through TEA's Educational Materials System (EMAT)
  - Funding comes directly from the State
  - Recommendation: 4 years with an approximate cost of \$390,000
- Anticipate materials arriving during the summer for rollout in August 2026.



# Instructional Materials Review & Approval

## HIGH SCHOOL MATHEMATICS



11.C. Discuss and consider approval of the Certification of Provision of Instructional Materials Survey 2026-2027

11.D. Consideration of and possible action on a proposed contract with Arcadis to provide design and construction administration services for the interior renovations to include multi-purpose rooms and other collaborative learning spaces identified in the 2025 Bond

11.E. Consideration of and possible action on a proposed contract with Arkitex Studio to provide design and construction administration services for the priority 1 floor finish improvements identified in the 2025 Bond

11.F. Consideration of and possible action on a proposed contract with GLS Architecture-Engineering-Surveying to provide design and construction administration services for the restroom finish improvements identified in the 2025 Bond

11.G. Consideration of and possible action on a proposed contract with SZS Architecture to provide design and construction administration services for the restroom finish improvements identified in the 2025 Bond

11.H. Consideration of and possible action on a proposed contract with PACT Design Group to provide design and construction administration services for the priority 1 wall finish improvements identified in the 2025 Bond

11.I. Consider approval for an update to the Minimum Prevailing Wage Rate Schedule



## Bryan Independent School District

Minimum Prevailing Wage Rate

Construction Type: Building, County: Brazos County in Texas

Davis Bacon Act: SAM.gov, GSA Publication Date: 01/02/2026

	<u>Rates</u>	<u>Fringes</u>
BOILERMAKER	\$33.17	\$24.92
ELEVATOR MECHANIC	\$53.59	\$38.435+a+b

**FOOTNOTES:**

a. 6% under 5 years based on regular hourly rate for all hours worked. 8% over 5 years based on regular hourly rate for all hours worked.

b. Holidays: New Year's Day; Memorial Day; Independence Day; Labor Day; Thanksgiving Day; Friday after Thanksgiving Day; Christmas Day; and Veterans Day.

**POWER EQUIPMENT OPERATOR**

(1) Tower Crane	\$ 32.85	\$13.10
(2) Cranes with Pile Driving or Caisson Attachment and Hydraulic Crane 60 tons and above	\$ 28.75	\$10.60
(3) Hydraulic cranes 59 Tons and under	\$32.35	\$13.10
IRONWORKER, ORNAMENTA	\$28.26	\$8.13
PLUMBER	\$39.98	\$11.61
PIPEFITTER (HVAC PipeInstallation Only)	\$42.09	\$12.96
PIPEFITTER (Excludes HVAC Pipe Installation)	\$37.15	\$16.92
SHEET METAL WORKER (HVAC Duct Installation Only)	\$29.70	\$13.85
BRICKLAYER	\$20.00	\$0.00
CARPENTER, Excludes Form Work	\$14.56	\$0.00
CEMENT MASON/CONCRETE FINISHER	\$14.68	\$0.00
ELECTRICIAN	\$22.96	\$4.83
FORM WORKER	\$11.83	\$0.00
INSULATOR - MECHANICAL (Duct, Pipe & Mechanical System Insulation)	\$19.77	\$7.13
IRONWORKER, REINFORCING	\$13.35	\$0.00
IRONWORKER, STRUCTURAL	\$20.74	\$5.25
LABORER: Common or General	\$11.57	\$0.00
LABORER: Mason Tender – Brick	\$10.96	\$0.00
LABORER: Mason Tender -Cement/Concrete	\$9.93	\$0.00
LABORER: Pipelayer	\$12.49	\$2.13
LABORER: Roof Tearoff	\$11.28	\$0.00

	<u>Rates</u>	<u>Fringes</u>
OPERATOR: Backhoe/Excavator/Trackhoe	\$14.33	\$0.00
OPERATOR: Bobcat/Skid Steer/Skid Loader	\$13.93	\$0.00
OPERATOR: Bulldozer	\$18.29	\$1.31
OPERATOR: Drill	\$16.22	\$0.34
OPERATOR: Forklift	\$15.00	\$0.00
OPERATOR: Grader/Blade	\$14.34	\$1.68
OPERATOR: Loader	\$14.01	\$0.44
OPERATOR: Mechanic	\$17.52	\$3.33
OPERATOR: Paver (Asphalt, Aggregate, and Concrete)	\$16.03	\$0.00
OPERATOR: Roller	\$13.11	\$0.00
PAINTER (Brush, Roller, and Spray)	\$13.14	\$0.00
ROOFER	\$13.75	\$0.00
SHEET METAL WORKER, Excludes HVAC Duct Installation	\$14.62	\$0.00
TILE FINISHER	\$11.22	\$0.00
TILE SETTER	\$14.74	\$0.00
TRUCK DRIVER: Dump Truck	\$11.97	\$1.23
TRUCK DRIVER: Flatbed Truck	\$19.65	\$8.57
TRUCK DRIVER: Semi-Trailer Truck	\$12.50	\$0.00
TRUCK DRIVER: Water Truck	\$12.00	\$4.11

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Executive Order 13658 generally applies to contracts subject to the Davis-Bacon Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. Executive Order 13658 does not apply to contracts subject only to the Davis-Bacon Related Acts regardless of when they were awarded. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least \$13.30 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2025. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)). The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

**Union Rate Identifiers** - A four-letter identifier beginning with characters other than ""SU"", ""UAVG"", ?SA?, or ?SC? denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate. Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

**Union Average Rate Identifiers** - The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate. A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

**Survey Rate Identifiers** - The ""SU"" identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier. SU wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

**State Adopted Rate Identifiers** - The ""SA"" identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which the classifications and rates under the SA identifier took effect under state law in the state from which the rates were adopted.

## WAGE DETERMINATION APPEALS PROCESS

1. Has there been an initial decision in the matter? This can be:
  - a) a survey underlying a wage determination
  - b) an existing published wage determination
  - c) an initial WHD letter setting forth a position on a wage determination matter
  - d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to [davisbaconinfo@dol.gov](mailto:davisbaconinfo@dol.gov) or by mail to:

Branch of Wage Surveys  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to [BCWD-Office@dol.gov](mailto:BCWD-Office@dol.gov) or by mail to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2. If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to [dba.reconsideration@dol.gov](mailto:dba.reconsideration@dol.gov) or by mail to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3. If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210.

11.J. Consider approval of purchase over \$50,000 for the replacement of the boiler at Neal Elementary



11.K. Consider approval of required reporting on three-point seat belts for school buses pursuant to Texas Senate Bill 546



Date: April 13, 2026

To: Bryan ISD Board of Trustees

Re: Senate Bill 546

89th Legislature requires that the Administration present the status of all school buses and how many are compliant with SB 546 3-Point Seat belt requirements. SB 546 amends Texas Transportation Code section 547.701, which requires that school buses be outfitted with certain equipment.

Previous law required a bus operated by or contracted for use by a school district for the transportation of schoolchildren to be equipped with a three-point seat belt for each passenger, including the operator. SB 546 eliminates an exception for a bus purchased by a school district that is a model year 2017 or earlier and requires that all school buses be equipped with 3-point seatbelts by September 1, 2029

To meet this requirement, the district would need to retrofit approximately 30 buses at an estimated cost of \$30,000 per bus, totaling approximately \$900,000.

The Administration recommends that a report be submitted to TEA describing our cost impacts as outlined in SB 546.

Bryan ISD has a recommended life cycle replacement of 15 years, although buses are frequently operated beyond 15 years. Bryan ISD is currently operating 6 buses older than 15 years.

- Bryan ISD currently has 121 buses in service.
  - 130 buses are needed to support operation effectively.
- 2025 Bond will purchase 29 buses over the next 3 years.
  - Avg. \$165K each
  - \$4.8mil total
- Bryan ISD has 49 buses without 3-point seatbelts.
  - 13 buses have lapbelt only.
  - 36 have no seatbelt.
  - In 2029, 2014 model year buses will be 15 years old. 19 buses.
  - Shop manager and Transportation Director will identify buses to retrofit.
  - Retrofit 30 buses with 3-point seatbelts.
    - Estimated cost of \$30K each.
    - \$900K total.

**12. Closed Session**

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

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

**13. Reconvene in Open Session**

**14. Adjourn**

Posted: Tuesday, April 14, 2026 @ 5:10 PM



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For the Board of Trustees