

# Agenda of Regular Meeting

## The Board of Trustees Abilene Independent School District

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A Regular Meeting of the Board of Trustees of Abilene Independent School District will be held Monday, December 8, 2025, beginning at 5:00 PM in the Boardroom, One AISD Center 241 Pine Street, Abilene, Texas 79601.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. Call to Order
- II. Closed Session: A Closed Session may be held under the provisions of Texas Government Code, Chapter 551 including but not limited to Section 551.071, Section 551.072, Section 551.074, Section 551.076, and Section 551.082, and Section 551.0821.
  - A. The Board may deliberate matters of Personnel, i.e. appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee. (Section 551.074)
    - I. Professional Employment Contracts
    - II. The Board will consider Rescission of Resignation from Concepcion Garcia.
  - B. The Board may consult with Legal Counsel regarding Pending or Contemplated Litigation and/ or Privileged Legal Advice. (Section 551.071)
  - C. The Board may discuss matters of Safety and Security. (Section 551.076)
  - D. The Board may discuss matters pertaining to Students necessarily involving personally identifiable information, e.g. Student Discipline. (Sections 551.082, 551.0821)
  - E. The Board may discuss the Value, Exchange and/or Disposition of Real Property. (Section 551.072)
- III. Reconvene from Closed Session (Approximately 6:30 p.m.)
  - A. Invocation
  - B. Pledge of Allegiance to the Flags of the United States of America and the State of Texas
  - C. Board/Superintendent Announcements
    - I. Teaching Minute
- IV. Recognitions
  - A. TAEA District of Distinction
  - B. CTAT CTE District of Distinction
  - C. Texas Tennis Coaches Association Awards

- V. Oral Communications from the Public
- VI. Consent Agenda
  - A. The Board will consider approval of the Budget Amendments.
  - B. The Board will consider accepting the October Financials.
  - C. The Board will consider approval of the Minutes of the November 6, 2025, Board Pathways Training Meeting; November 10, 2025, Regular Meeting; November 13, 2025, Special Called Meeting; and the November 20, 2025, Special Called Meeting.
  - D. The Board will consider approval of the Student Nutrition MRPC Interlocal Agreement.
  - E. The Board will consider approval of 2026-2027 AISD Academic Calendar.
  - F. The Board will consider approval of changes to the 2025-2026 Stafford Elementary Academic Calendar.
  - G. The Board will consider approval of EIC (LOCAL).
  - H. The Board will consider approval of a Resolution regarding Employee Compensation during Inclement Weather Closure.
  - I. The Board will consider approval of EIA (LOCAL).
- VII. Public Hearing for the 2024-2025 Financial Accountability Rating System of Texas (School FIRST)
  - A. Open Public Hearing
  - B. Receive Public Comment
  - C. Close Public Hearing
- VIII. Reports
  - A. Academic Performance Report
  - B. Pre-K Children's Learning Institute (CLI)
- IX. Business Items Requiring Board Action
  - A. The Board will consider approval of Eric Lemmons for SLAC Chairperson. Mrs. Lyndsey Williamson, Executive Director for Secondary
  - B. The Board will consider approval of acquisition of Library Materials. Mrs. Lyndsey Williamson, Executive Director for Secondary
  - C. The Board will consider disposition of Challenged Library Materials. Mrs. Lyndsey Williamson, Executive Director for Secondary
- X. The Board may take action relevant to Items Covered During Closed Session.
  - A. The Board will consider approval of Personnel Recommendations, if any.
    - I. Professional Employment Contracts
    - II. The Board will consider Rescission of Resignation from Concepcion Garcia.
  - B. Matters pertaining to Real Property, if any
  - C. Matters pertaining to Safety and Security, if any
  - D. Matters pertaining to Litigation, if any
  - E. Matters pertaining to Students, if any
- XI. Adjournment

**Abilene Independent School District Board Document - Agenda Item VI.A**

Meeting Date: December 8, 2025

Meeting Type: Regular Meeting

Item Type: Consent Agenda

Future Action Required: No

If Yes, Month: N/A

Subject: Budget Amendments

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Background Information: Attached are the budget amendments that require Board of Trustee consideration. Budget amendments needing Board approval are required whenever there is a transfer between functional categories, revenues or expenditures increase or decrease the budget, or a donation is received from an outside source. A summary of these budget amendments by functional category is provided for your review.

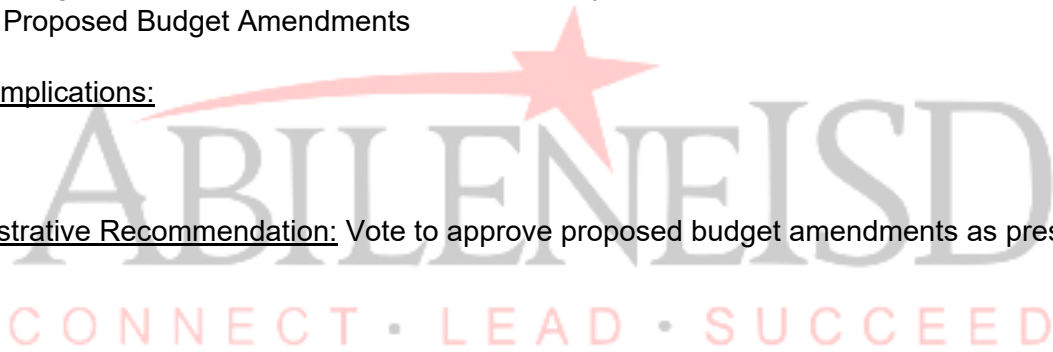
Attached Supporting Documents:

- Budget Amendments – General Fund Summary
- Budget Amendments – Other Funds Summary
- Proposed Budget Amendments

Fiscal Implications:

Administrative Recommendation: Vote to approve proposed budget amendments as presented.

Contact Person: Jennifer Hinds



**PROPOSED BUDGET AMENDMENTS**

**December 8, 2025**

	Account code	Revenues - Increase/ (Decrease)	Expenditures - Increase/ (Decrease)	Excess/ (Deficit)	Account Code Explanation			
					Fund	Function	Object	Organization
#1	199-13-6411-00-104-99-104		325.00		General	Staff Development	Travel-Employee	Bowie
	199-11-6399-00-104-11-104 (Transfer funds to pay for registration fee)		(325.00)		General	Instruction	Supplies	Bowie
#2	199-36-6399-68-001-91-011		751.06		General	Extracurricular Activities	Supplies	Abilene High
	199-36-6399-68-002-91-021		751.06		General	Extracurricular Activities	Supplies	Cooper High
	199-00-3110-00-000-00-000 (Split net proceeds from Halloween Girls Golf Tournament)			(1,502.12)	General	N/A	Budgeted Fund Balance	N/A
#3	199-00-5744-00-000-99-999	1,524.85			General	N/A	Donation	N/A
	199-11-6399-22-001-11-001 (Classroom AEF grant)		1,524.85		General	Instruction	Supplies	Abilene High
#4	199-53-6239-00-999-99-801		13,376.00		General	Data Processing	Education Service Center Services	Curriculum & Instruction
	199-11-6239-00-999-11-801 (Transfer funds to establish a Region XIV account to pay for TX Student Data System Support (TSDS))		(13,376.00)		General	Instruction	Education Service Center Services	Curriculum & Instruction
General Fund Totals		<u>1,524.85</u>	<u>3,026.97</u>	<u>(1,502.12)</u>				

# ABILENE INDEPENDENT SCHOOL DISTRICT

## SUMMARY OF PROPOSED BUDGET AMENDMENTS

### GENERAL FUND

#### December 8, 2025

	Approved budget	Proposed amendments	Proposed amended budget
<b>GENERAL FUND:</b>			
<b>Revenues -</b>			
Local	\$ 46,673,459	\$ 1,525	\$ 46,674,984
State	102,572,963	-	102,572,963
Federal	2,391,000	-	2,391,000
Total	<u>151,637,422</u>	<u>1,525</u>	<u>151,638,947</u>
<b>Expenditures -</b>			
Instruction	82,326,788	(12,176)	82,314,612
Instructional Resources and Media Services	2,068,196	-	2,068,196
Curriculum and Instructional Staff Development	1,247,758	325	1,248,083
Instructional Leadership	3,179,751	-	3,179,751
School Leadership	9,606,678	-	9,606,678
Guidance, Counseling and Evaluation Services	8,016,101	-	8,016,101
Social Work Services	1,913,541	-	1,913,541
Health Services	2,108,000	-	2,108,000
Student Transportation	5,711,867	-	5,711,867
Extracurricular Activities	3,562,838	1,502	3,564,340
General Administration	7,801,065	-	7,801,065
Plant Maintenance and Operations	16,084,454	-	16,084,454
Security and Monitoring Services	1,421,334	-	1,421,334
Data Processing Services	5,756,410	13,376	5,769,786
Community Services	629,757	-	629,757
Debt Services	2,607,865	-	2,607,865
Facilities Acquisition and Construction	-	-	-
Payments to JJAEP	275,000	-	275,000
Intergovernmental Charges	721,320	-	721,320
Total	<u>155,038,723</u>	<u>3,027</u>	<u>155,041,750</u>
<b>Other Resources</b>	-	-	-
<b>Other Uses</b>	-	-	-
<b>Excess Revenues Over/(Under) Expenditures</b>	<u>\$ (3,401,301)</u>	<u>\$ (1,502)</u>	<u>\$ (3,402,803)</u>

**Summary of Change in Budgeted Fund Balance:**

2025-26 Original Budgeted Deficit	(3,404,674)
Net Proceeds of Bev Ball Volleyball Tournament (Split between AHS & CHS)	(8,970)
Band Boosters Donation	3,032
Taylor Elem Donation	9,312
Net Proceeds of Halloween Girls Golf Tournament (Split between AHS & CHS)	(1,502)

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\$ (3,402,802)

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<b>Account Description</b>	<b>#1</b>	<b>#2</b>	<b>#3</b>	<b>#4</b>
Local			\$ 1,525	
State				
Federal				
<b>Total</b>	<b>-</b>	<b>-</b>	<b>1,525</b>	<b>-</b>
11-Instruction	(325.00)		1,525	(13,376)
12-Instructional Resources and Media Services				
13-Curriculum and Instructional Staff Dev	325.00			
21-Instructional Leadership				
23-School Leadership				
31-Guidance, Counseling and Evaluation Serv				
32-Social Work Services				
33-Health Services				
34-Student Transportation				
36-Extracurricular Activities		1,502		
41-General Administration				
51-Plant Maintenance and Operations				
52-Security and Monitoring Services				
53-Data Processing Services				13,376
61-Community Services				
71-Debt Services				
81-Facilities Acquisition and Construction				
95-Payments to JJAEP				
99-Intergovernmental Charges				
<b>Total</b>	<b>-</b>	<b>1,502</b>	<b>1,525</b>	<b>-</b>
<b>Other Resources</b>				
<b>Other Uses</b>				
<b>Excess Revenues Over/(Under) Expenditures</b>	<b>\$ -</b>	<b>\$ (1,502)</b>	<b>\$ -</b>	<b>\$ -</b>

<b>Account Description</b>	<b>#5</b>	<b>#6</b>	<b>#7</b>	<b>#8</b>
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Local				
State				
Federal				
Total		-	-	-
11-Instruction				
12-Instructional Resources and Media Services				
13-Curriculum and Instructional Staff Dev				
21-Instructional Leadership				
23-School Leadership				
31-Guidance, Counseling and Evaluation Serv				
32-Social Work Services				
33-Health Services				
34-Student Transportation				
36-Extracurricular Activities				
41-General Administration				
51-Plant Maintenance and Operations				
52-Security and Monitoring Services				
53-Data Processing Services				
61-Community Services				
71-Debt Services				
81-Facilities Acquisition and Construction				
95-Payments to JJAEP				
99-Intergovernmental Charges				
Total		-	-	-
<b>Other Resources</b>				
<b>Other Uses</b>				
<b>Excess Revenues Over/(Under) Expenditures</b>	\$	-	\$	-
			\$	-
			\$	-

Account Description	#9	#10	#11	#12
Local				
State				
Federal				
Total	-	-	-	-
11-Instruction				
12-Instructional Resources and Media Services				
13-Curriculum and Instructional Staff Dev				
21-Instructional Leadership				

23-School Leadership  
 31-Guidance, Counseling and Evaluation Serv  
 32-Social Work Services  
 33-Health Services  
 34-Student Transportation  
 36-Extracurricular Activities  
 41-General Administration  
 51-Plant Maintenance and Operations  
 52-Security and Monitoring Services  
 53-Data Processing Services  
 61-Community Services  
 71-Debt Services  
 81-Facilities Acquisition and Construction  
 95-Payments to JJAEP  
 99-Intergovernmental Charges

Total	-	-	-	-
<b>Other Resources</b>				
<b>Other Uses</b>				
<b>Excess Revenues Over/(Under) Expenditures</b>	\$ -	\$ -	\$ -	\$ -

<b>Account Description</b>	<b>#13</b>	<b>#14</b>	<b>#15</b>	<b>#16</b>
Local (57XX)				
State (58XX)				
Federal (59XX)				
<b>Total</b>	<hr/> -	<hr/> -	<hr/> -	<hr/> -
11-Instruction				
12-Instructional Resources and Media Services				
13-Curriculum and Instructional Staff Dev				
21-Instructional Leadership				
23-School Leadership				
31-Guidance, Counseling and Evaluation Serv				
32-Social Work Services				
33-Health Services				
34-Student Transportation				
36-Extracurricular Activities				
41-General Administration				
51-Plant Maintenance and Operations				
52-Security and Monitoring Services				
53-Data Processing Services				
61-Community Services				
71-Debt Services				
81-Facilities Acquisition and Construction				
95-Payments to JJAEP				
99-Intergovernmental Charges				
<b>Total</b>	<hr/> -	<hr/> -	<hr/> -	<hr/> -
<b>Other Resources</b>				
<b>Other Uses</b>				
<b>Excess Revenues Over/(Under) Expenditures</b>	<hr/> \$ -	<hr/> \$ -	<hr/> \$ -	<hr/> \$ -

<b>Account Description</b>	<b>#17</b>	<b>#18</b>	<b>#19</b>	<b>#20</b>
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23-School Leadership  
 31-Guidance, Counseling and Evaluation Serv  
 32-Social Work Services  
 33-Health Services  
 34-Student Transportation  
 36-Extracurricular Activities  
 41-General Administration  
 51-Plant Maintenance and Operations  
 52-Security and Monitoring Services  
 53-Data Processing Services  
 61-Community Services  
 71-Debt Services  
 81-Facilities Acquisition and Construction  
 95-Payments to JJAEP  
 99-Intergovernmental Charges

Total	-	-	-	-
<b>Other Resources</b>				
<b>Other Uses</b>				
<b>Excess Revenues Over/(Under) Expenditures</b>	\$ -	\$ -	\$ -	\$ -

Account Description	#25	#26	#27	#28	pc
					G
					R
Local					
State					
Federal					
Total	-	-	-	-	
11-Instruction					
12-Instructional Resources and Media Services					
13-Curriculum and Instructional Staff Dev					
21-Instructional Leadership					
23-School Leadership					
31-Guidance, Counseling and Evaluation Serv					
32-Social Work Services					
33-Health Services					
34-Student Transportation					
36-Extracurricular Activities					
41-General Administration					
51-Plant Maintenance and Operations					
52-Security and Monitoring Services					
53-Data Processing Services					
61-Community Services					
71-Debt Services					
81-Facilities Acquisition and Construction					
95-Payments to JJAEP					
99-Intergovernmental Charges					
Total	-	-	-	-	
<b>Other Resources</b>					O
<b>Other Uses</b>					O
<b>Excess Revenues Over/(Under) Expenditures</b>	\$ -	\$ -	\$ -	\$ -	E:

Account Description	#29	#30	#31	#32	
					G

Local				
State				
Federal				
Total		-	-	-
11-Instruction				
12-Instructional Resources and Media Services				
13-Curriculum and Instructional Staff Dev				
21-Instructional Leadership				
23-School Leadership				
31-Guidance, Counseling and Evaluation Serv				
32-Social Work Services				
33-Health Services				
34-Student Transportation				
36-Extracurricular Activities				
41-General Administration				
51-Plant Maintenance and Operations				
52-Security and Monitoring Services				
53-Data Processing Services				
61-Community Services				
71-Debt Services				
81-Facilities Acquisition and Construction				
95-Payments to JJAEP				
99-Intergovernmental Charges				
Total		-	-	-
<b>Other Resources</b>				<b>O</b>
<b>Other Uses</b>				<b>O</b>
<b>Excess Revenues Over/(Under) Expenditures</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>
				<b>E</b>

Account Description	#33	#34	#35	#36	
Local	\$	-	\$	-	\$
State					
Federal					
Total		-	-	-	-
11-Instruction					
12-Instructional Resources and Media Services					
13-Curriculum and Instructional Staff Dev					
21-Instructional Leadership					

23-School Leadership  
 31-Guidance, Counseling and Evaluation Serv  
 32-Social Work Services  
 33-Health Services  
 34-Student Transportation  
 36-Extracurricular Activities  
 41-General Administration  
 51-Plant Maintenance and Operations  
 52-Security and Monitoring Services  
 53-Data Processing Services  
 61-Community Services  
 71-Debt Services  
 81-Facilities Acquisition and Construction  
 95-Payments to JJAEP  
 99-Intergovernmental Charges

Total	-	-	-	-
<b>Other Resources</b>				<b>O</b>
<b>Other Uses</b>				<b>O</b>
<b>Excess Revenues Over/(Under) Expenditures</b>	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>
	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>
	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>
	<b>\$</b>	<b>-</b>	<b>\$</b>	<b>-</b>

**O**  
**O**  
**E:**

**ABILENE INDEPENDENT SCHOOL DISTRICT  
BUDGET AMENDMENTS  
GENERAL FUND - continued**

Account Description	#37	#38	#39	#40
<b>GENERAL FUND:</b>				
<b>Revenues -</b>				
Local	\$ -	\$ -	\$ -	\$ -
State				
Federal				
Total	-	-	-	-
11-Instruction				
12-Instructional Resources and Media Services				
13-Curriculum and Instructional Staff Dev				
21-Instructional Leadership				
23-School Leadership				
31-Guidance, Counseling and Evaluation Serv				
32-Social Work Services				
33-Health Services				
34-Student Transportation				
36-Extracurricular Activities				
41-General Administration				
51-Plant Maintenance and Operations				
52-Security and Monitoring Services				
53-Data Processing Services				
61-Community Services				
71-Debt Services				
81-Facilities Acquisition and Construction				
95-Payments to JJAEP				
99-Intergovernmental Charges				
Total	-	-	-	-
<b>Other Resources</b>				
<b>Other Uses</b>				
Excess Revenues Over/(Under) Expenditures	\$ -	\$ -	\$ -	\$ -

**ABILENE INDEPENDENT SCHOOL DISTRICT  
GENERAL FUND - continued**

Account Description	#41	#42	#43	#44
<b>GENERAL FUND:</b>				

**evenues -**

Local	\$	-	\$	-	\$	-	\$	-
State								
Federal								
Total		-		-		-		-

- 11-Instruction
- 12-Instructional Resources and Media Services
- 13-Curriculum and Instructional Staff Dev
- 21-Instructional Leadership
- 23-School Leadership
- 31-Guidance, Counseling and Evaluation Serv
- 32-Social Work Services
- 33-Health Services
- 34-Student Transportation
- 36-Extracurricular Activities
- 41-General Administration
- 51-Plant Maintenance and Operations
- 52-Security and Monitoring Services
- 53-Data Processing Services
- 61-Community Services
- 71-Debt Services
- 81-Facilities Acquisition and Construction
- 95-Payments to JJAEP
- 99-Intergovernmental Charges
- Total

	-	-	-	-
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**ther Resources**

**ther Uses**

**ccess Revenues Over/(Under) Expenditures**

\$	-	\$	-	\$	-	\$	-
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## ABILENE INDEPENDENT SCHOOL DISTRICT BUDGET AMENDMENTS GENERAL FUND - continued

Account Description	#45	#46	#47	#48
<b>GENERAL FUND:</b>				
<b>evenues -</b>				
Local	\$	-	\$	-
State				
Federal				
Total		-		-
<b>xpenditures -</b>				
11-Instruction				
12-Instructional Resources and Media Services				
13-Curriculum and Instructional Staff Dev				
21-Instructional Leadership				

23-School Leadership  
 31-Guidance, Counseling and Evaluation Serv  
 32-Social Work Services  
 33-Health Services  
 34-Student Transportation  
 36-Extracurricular Activities  
 41-General Administration  
 51-Plant Maintenance and Operations  
 52-Security and Monitoring Services  
 53-Data Processing Services  
 61-Community Services  
 71-Debt Services  
 81-Facilities Acquisition and Construction  
 95-Payments to JJAEP  
 99-Intergovernmental Charges

Total	-	-	-	-
<b>Other Resources</b>				
<b>Other Uses</b>				
<b>Excess Revenues Over/(Under) Expenditures</b>	\$ -	\$ -	\$ -	\$ -

# ABILENE INDEPENDENT SCHOOL DISTRICT SUMMARY OF PROPOSED BUDGET AMENDMENTS STUDENT NUTRITION FUND

**December 8, 2025**

	Approved budget	Proposed amendments	Proposed amended budget
<b>FOOD SERVICE FUND:</b>			
<b>Revenues -</b>			
Local	\$ 4,229,151	\$ -	\$ 4,229,151
State	399,046	-	399,046
Federal	8,645,800	-	8,645,800
Total	13,273,997	-	13,273,997
<b>Expenditures -</b>			
Food Service	13,107,986		13,107,986
Plant Maintenance and Operations	121,042		121,042
Debt Service	-		-
Total	13,229,028	-	13,229,028
<b>Other Resources</b>	-		-
<b>Other Uses</b>	-		-
<b>Excess Revenues Over/(Under) Expenditures</b>	\$ 44,969	\$ -	\$ 44,969

## DEBT SERVICE FUND December 8, 2025

	Approved budget	Proposed amendments	Proposed amended budget
<b>DEBT SERVICE FUND:</b>			
<b>Revenues -</b>			
Local	\$ 13,642,844	\$ -	\$ 13,642,844
State	-	-	-
Total	13,642,844	-	13,642,844
<b>Expenditures -</b>			
Debt Service	16,529,212	-	16,529,212
Other Intergovernmental Charges	-	-	-
Total	16,529,212	-	16,529,212
<b>Other Resources</b>	-		-
<b>Other Uses</b>	-		-
<b>Excess Revenues Over/(Under) Expenditures</b>	\$ (2,886,368)	\$ -	\$ (2,886,368)

**ABILENE INDEPENDENT SCHOOL DISTRICT  
SUMMARY OF PROPOSED BUDGET AMENDMENTS  
INTERNAL SERVICE FUND (WORKERS COMP)  
December 8, 2025**

	Approved budget	Proposed amendments	Proposed amended budget
<b>INTERNAL SERVICE FUND:</b>			
<b>Revenues -</b>			
Local	\$ 640,000	\$ -	\$ 640,000
Total	<u>640,000</u>	<u>-</u>	<u>640,000</u>
<b>Expenditures -</b>			
General Administration	640,000	-	640,000
Total	<u>640,000</u>	<u>-</u>	<u>640,000</u>
<b>Other Resources</b>	-	-	-
<b>Other Uses</b>	-	-	-
<b>Excess Revenues Over/(Under) Expenditures</b>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

**Abilene Independent School District Board Document - Agenda Item VI.B**

Meeting Date: December 8, 2025

Meeting Type: Regular Meeting

Item Type: Consent Agenda

Future Action Required: No

If Yes, Month: N/A

Subject: Monthly Financials

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Background Information: Attached are October 2025 financial reports. Included is additional information concerning tax collections, payroll information, employee counts, enrollment & average daily attendance.

Attached Supporting Documents: October 2025 Monthly Financial Packet

Fiscal Implications:

Administrative Recommendation: None

Contact Person: Jennifer Hinds



# ABILENE ISD



**MONTHLY FINANCIALS**  
**OCTOBER 2025**



# Table of CONTENTS

01

## **Memo**

Provides a synopsis of revenues and expenditures for the reporting month.

02

## **Budget vs Actual**

Compares actual revenue & expenditures through the reporting month against latest amended budget.

03

## **Revenue & Expenditure Comparison**

Compares prior year revenue & expenditures through the reporting month with current year revenue & expenditures.

04

## **Governmental Fund Types**

Compares revenue & expenditures through the reporting month for all funds. This includes General, Special Revenue, Debt Service, Workers Comp & Capital Projects.

05

## **Employee Counts**

Summary of employee counts through the reporting month by fund and by campus/department.

06

## **Employee Counts By Month**

Summary of employee counts compared to previous month

07

## **Payroll Counts**

Summary of payroll checks & direct deposits.

08

## **Student Enrollment/ADA**

Summary of the student enrollment and average daily attendance for the reporting month.

09

## **Projected ADA**

Summary of projected ADA vs Budgeted ADA by grading period.

10


## **Tax Collections**

Summary of cumulative tax collections vs total levy & prior year.

11

## **Monthly Donation Report**

Summary of monthly donations received for the reporting month.



# Memo



**To:** Dr. John Kuhn, Superintendent of Schools  
**CC:** Dr. Joseph Waldron, Deputy Superintendent  
**From:** Jennifer Hinds, Chief Financial Officer  
**Date:** December 8, 2025  
**Re:** October 2025 Financial Information

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Attached are the financial reports for the General Fund for the month ended October 31, 2025, and additional supplemental information for your review.

## Revenues

Current property tax revenue for financial statement purposes is recognized at 1/12 of the total budget current tax revenue each month to better match expenditures throughout the year. However, in the supplemental information, the actual current collections are shown compared to the same period in the previous year. Since property taxes are not levied until October 1 of each year, all taxes collected in September represent delinquent collections from prior year. Consequently, there are no current collections shown for September on the supplemental schedule. The District will continue to contract with the Taylor County CAD to collect all taxes, although by law, Jones County CAD is required to do the appraisals in Jones County. The Taylor and Jones CAD continues to do an outstanding job of aggressively monitoring and collecting taxes.

Budgeted State Foundation revenue and Available School Fund revenue is also recognized equally each month for financial statement purposes rather than recognizing actual receipts which are received in varying amounts throughout the year. As each grading period attendance information is received, the state revenue budget is reviewed.

Federal Revenue is under budget as of October 31, 2025, due to timing of expenditure reports being filed. This will resolve as we get further into the fiscal year.

## Expenditures

Payroll costs are within expectations with 19.73% of the total \$126.9M budget expended.

October expenditures for non-payroll costs continue to be a little higher than regular monthly spending due to the availability of the new budget. *Instructional Resources and Media Services* (FC 12) appear higher than the monthly portion of the budget due to payment of yearly license agreements for the new fiscal year. *Data Processing Services* (FC 53) are higher as well due to technology license agreements. Property tax appraisal fees are paid quarterly, accounting for the higher percentage of budget spent in *Intergovernmental Charges*. *Social Work Services* (FC 32) expenditures are at 16% of budget. Expenditure increase is due to continued increase in contract services costs and annual agreements that are paid at the beginning of the fiscal year. *Student Transportation* (FC 34) expenditures are at 13.79% of budget due to increase fuel costs. *Facilities Maintenance and Operations* (FC 51) expenditures are at 21.82% of budget. Expenditures are elevated due to annual property insurance payment due at the first of the fiscal year.

*Debt Service* (FC 71) and *Curriculum and Instructional Staff Development* (FC 13) are lower than budgeted due to timing of expenses. These expenses normally happen towards the end of the fiscal year.

If you have any questions, please contact me.

**Abilene Independent School District**  
**Revenues and Expenditures - Budget vs. Actual**  
**General Fund**  
**Period Ending October 2025**

	<u>Amended Budget</u>	<u>Year To Date</u>	<u>Difference</u>	<u>%</u>
<b>REVENUES</b>				
5700s - Local	\$ 46,667,287	\$ 9,040,859	\$ (37,626,428)	19.37%
5800s - State	102,572,963	16,263,861	(86,309,102)	15.86%
5900s - Federal	2,391,000	113,513	(2,277,487)	4.75%
Total Revenues	<u>\$ 151,631,250</u>	<u>\$ 25,418,233</u>	<u>\$ (126,213,017)</u>	16.76%
<b>EXPENDITURES</b>				
11 - Instruction	\$ 82,323,386	\$ 16,155,227	\$ 66,168,159	19.62%
12 - Instructional Resources and Media Services	2,068,196	446,642	1,621,554	21.60%
13 - Curriculum and Instructional Staff Development	1,246,340	121,881	1,124,459	9.78%
21 - Instructional Leadership	3,179,751	502,749	2,677,002	15.81%
23 - School Leadership	9,610,179	1,620,917	7,989,262	16.87%
31 - Guidance, Counseling and Evaluation Services	8,024,076	1,471,124	6,552,952	18.33%
32 - Social Work Services	1,913,541	459,268	1,454,273	24.00%
33 - Health Services	2,108,000	366,800	1,741,200	17.40%
34 - Student Transportation	5,713,383	1,314,261	4,399,122	23.00%
36 - Extracurricular Activities	3,551,868	1,322,246	2,229,622	37.23%
41 - General Administration	7,801,065	1,371,174	6,429,891	17.58%
51 - Facilities Maintenance and Operations	16,084,454	4,719,416	11,365,038	29.34%
52 - Security and Monitoring Services	1,421,334	156,184	1,265,150	10.99%
53 - Data Processing Services	5,756,410	1,430,019	4,326,391	24.84%
61 - Community Services	629,757	107,570	522,187	17.08%
71 - Debt Service	2,607,865	72,069	2,535,796	2.76%
95 - Juvenile Justice Program	275,000	21,505	253,495	7.82%
99 - Intergovernmental Charges	721,320	177,724	543,596	24.64%
Total Expenditures	<u>\$ 155,035,924</u>	<u>\$ 31,836,777</u>	<u>\$ 123,199,147</u>	20.54%
<b>EXCESS REVENUES AND OTHER RESOURCES OVER (UNDER) EXPENDITURES AND OTHER USES</b>				
	<u>\$ (3,404,674)</u>	<u>\$ (6,418,545)</u>	<u>\$ (9,823,219)</u>	
<b>EXPENDITURES BY OBJECT CODE:</b>				
6100s - Payroll	\$ 126,963,072	\$ 25,053,112	\$ 101,909,960	19.73%
6200s - Purchased and Contracted Services	13,112,714	1,057,537	12,055,177	8.06%
6300s - Supplies and Materials	6,276,364	2,488,323	3,788,041	39.65%
6400s - Miscellaneous Expenditures	4,968,909	3,151,473	1,817,436	63.42%
6500s - Debt Service	2,607,865	72,069	2,535,796	2.76%
6600s - Capital Outlay	1,107,000	14,265	1,092,735	1.29%
Total Expenditures	<u>\$ 155,035,924</u>	<u>\$ 31,836,777</u>	<u>\$ 123,199,147</u>	20.54%

**Abilene Independent School District  
Revenues and Expenditures - Comparison  
General Fund  
Periods Ended Oct 2025 and 2024**

	Year to Date				Increase/ (Decrease)	%
	2024	Encumbr.	Actuals	2025		
<b>REVENUES</b>						
Local	\$ 6,863,470	\$ -	\$ 9,040,859	\$ 9,040,859	\$ 2,177,389	31.72%
State	14,480,421	-	16,263,861	16,263,861	1,783,440	12.32%
Federal	-	-	113,513	113,513	113,513	#DIV/0!
Total Revenues	<u>\$ 21,343,890</u>	<u>\$ -</u>	<u>\$ 25,418,233</u>	<u>\$ 25,418,233</u>	<u>\$ 4,074,343</u>	<u>19.09%</u>
<b>EXPENDITURES</b>						
Instruction	\$ 16,395,141	\$ 597,949	\$ 16,155,227	\$ 16,753,176	\$ 358,035	2.18%
Instructional Resources and Media Services	545,569	30,457	446,642	477,099	(68,470)	-12.55%
Curriculum and Instructional Staff Development	546,211	29,310	121,881	151,191	(395,020)	-72.32%
Instructional Leadership	520,550	16,855	502,749	519,604	(946)	-0.18%
School Leadership	1,747,185	4,446	1,620,917	1,625,363	(121,822)	-6.97%
Guidance, Counseling and Evaluation Services	1,331,519	773	1,471,124	1,471,897	140,378	10.54%
Social Work Services	497,065	6,668	459,268	465,936	(31,129)	-6.26%
Health Services	417,690	12,000	366,800	378,800	(38,890)	-9.31%
Student Transportation	1,521,018	909,476	1,314,261	2,223,737	702,719	46.20%
Extracurricular Activities	1,536,636	205,754	1,322,246	1,528,000	(8,636)	-0.56%
General Administration	1,610,153	296,184	1,371,174	1,667,358	57,205	3.55%
Facilities Maintenance and Operations	5,547,405	352,178	4,719,416	5,071,594	(475,811)	-8.58%
Security and Monitoring Services	806,827	659,458	156,184	815,642	8,815	1.09%
Data Processing Services	2,410,134	423,001	1,430,019	1,853,020	(557,114)	-23.12%
Community Services	146,418	87,211	107,570	194,781	48,363	33.03%
Debt Services	45,291	35,734	72,069	107,803	62,512	138.02%
Facilities Acquisition and Construction	120,518	253,670	-	253,670	133,152	110.48%
Juvenile Justice Program	45,870	8,745	21,505	30,250	(15,620)	-34.05%
Intergovernmental Charges	173,046	-	177,724	177,724	4,678	2.70%
Total Expenditures	<u>\$ 35,964,247</u>	<u>\$ 3,929,869</u>	<u>\$ 31,836,777</u>	<u>\$ 35,766,646</u>	<u>\$ (197,601)</u>	<u>-0.55%</u>
<b>OTHER</b>						
EXCESS REVENUES AND OTHER RESOURCES OVER (UNDER) EXPENDITURES AND OTHER USES	<u>\$ (14,620,357)</u>	<u>\$ (3,929,869)</u>	<u>\$ (6,418,544)</u>	<u>\$ (10,348,413)</u>	<u>\$ 4,271,944</u>	
<b>EXPENDITURES BY OBJECT CODE:</b>						
Payroll	\$ 24,307,307	\$ -	\$ 25,053,112	\$ 25,053,112	\$ 745,805	3.07%
Purchased and Contracted Services	5,273,219	1,989,186	1,057,537	3,046,723	(2,226,496)	-42.22%
Supplies and Materials	2,098,768	579,913	2,488,323	3,068,236	969,468	46.19%
Miscellaneous Expenditures	3,914,145	195,090	3,151,473	3,346,563	(567,582)	-14.50%
Debt Service	45,291	35,734	72,069	107,803	62,512	138.02%
Capital Outlay	325,517	1,129,945	14,265	1,144,210	818,693	251.51%
Total Expenditures	<u>\$ 35,964,247</u>	<u>\$ 3,929,869</u>	<u>\$ 31,836,777</u>	<u>\$ 35,766,646</u>	<u>\$ (197,601)</u>	<u>-0.55%</u>

**Abilene Independent School District  
Revenues and Expenditures  
Governmental Fund Types  
Period Ending October 2025**

	<u>Revenues/ Other Resources</u>	<u>Expenditures/ Other Uses</u>	<u>Revenues Over/(Under) Expenditures</u>
<b>General Fund:</b>			
190 Shotwell Complex	\$ 402,872	234,750	\$ 168,122
197 Extracurricular (beyond District)		35,810	\$ (35,810)
199 General Operating	25,015,361	31,566,217	\$ (6,214,612)
Total	<u>\$ 25,418,233</u>	<u>\$ 31,836,777</u>	<u>\$ (6,418,544)</u>
<b>Special Revenue Fund:</b>			
205 Head Start	670,332	660,910	9,422
206 McKinney Vento Grant	16,720	25,965	(9,245)
211 ESEA Title I	593,113	2,849,444	(2,256,331)
224 IDEA-B Formula	-	1,124,035	(1,124,035)
225 IDEA-B Preschool	-	90,404	(90,404)
240 Food Service	2,464,476	2,302,624	161,852
244 Carl Perkins-Vocational Education	66,951	65,410	1,541
255 ESEA Title II, TPTR	-	125,688	(125,688)
263 Title III	924	17,860	(16,936)
288 Early Head Start	466,301	592,950	(126,649)
289 Title IV, Part A - SSAEP	-	42,146	(42,146)
309 Adult Education-Federal	165,749	152,337	13,412
312 Temp. Assistance for Needy Families-Federal	5,835	5,799	36
410 Textbook	119,925	10,007	109,918
412 Childcare Services	21,065	4,105	16,960
429 State Funded Special Revenue Funds	232,096	234,887	(2,791)
431 Adult Education-State	26,742	27,997	(1,255)
435 Deaf Ed - State	-	20,176	(20,176)
461 Campus Activity Fund	56,276	43,929	12,347
481 Holland Medical HS Community Donation	3,000	-	3,000
489 Abilene Education Foundation	36,085	47,781	(11,696)
492 Kids Learning Together	19,533	6,518	13,015
493 Homeless Supply Program	-	875	(875)
496 Regional Day School for the Deaf-Local	-	60,096	(60,096)
499 Other	11,029	-	11,029
Total	<u>\$ 4,977,975</u>	<u>\$ 8,511,943</u>	<u>\$ (3,533,966)</u>
<b>Debt Service Fund:</b>			
599 Debt Service	<u>\$ 777,120</u>	<u>\$ -</u>	<u>\$ 777,120</u>
<b>Workers Comp Fund:</b>			
770 Workers Comp	<u>\$ 128,855</u>	<u>\$ 124,924</u>	<u>\$ 3,931</u>

**Abilene Independent School District  
Employee Counts As of October 31, 2025**

Org	Campus/Department	October 2025 Employee Counts		
		General Fund	Other Funds	Total
<b>High Schools:</b>				
001	Abilene High School	166.250	17.200	183.450
002	Cooper High School	160.250	25.515	185.765
009	Holland Medical HS-HSU	8.000	-	8.000
010	ATEMS High School	43.000	9.000	52.000
011	The LIFT	2.000	-	2.000
<b>Middle Schools:</b>				
044	Madison Middle School	64.550	16.875	81.425
045	Mann Middle School	68.732	16.000	84.732
047	Clack Middle School	73.950	10.000	83.950
048	Craig Middle School	78.950	13.000	91.950
<b>Elementary Schools:</b>				
102	Austin Elementary	75.000	12.940	87.940
103	Bonham Elementary	60.240	10.730	70.970
104	Bowie Elementary	60.880	12.320	73.200
108	Dyess Elementary	60.500	15.340	75.840
112	Alcorta Elementary	45.900	9.330	55.230
113	Purcell Elementary	57.760	15.330	73.090
116	Stafford Elementary	52.668	14.330	66.998
121	Taylor Elementary	64.480	13.320	77.800
150	Ward Elementary	43.600	14.140	57.740
152	Martinez Elementary	56.280	13.680	69.960
153	Bassetti Elementary	63.330	12.330	75.660
<b>Other Campuses:</b>				
003	Woodson Center for Excellence	38.000	3.000	41.000
004	Adult Education	1.000	6.000	7.000
006	DAEP	19.000	-	19.000
008	Juvenile Detention Ctr	2.000	-	2.000
107	Crockett Early Head Start	3.000	73.060	76.060
120	Hartford/SAP	4.800	-	4.800
131	Planetarium	0.500	-	0.500
156	Long Early Learning Center	81.000	89.940	170.940
<b>Departments:</b>				
701	Superintendent	3.000	-	3.000
720	Student Services	6.000	-	6.000
726	Deputy Supt/Operations	5.000	-	5.000
727	Finance	4.000	-	4.000
728	Human Resources	10.500	-	10.500
729	Accounting & Payroll Department	11.000	-	11.000
731	Purchasing Department	7.000	-	7.000
733	Textbook/Instructional Materials	0.500	-	0.500
734	Leadership	4.500	-	4.500
735	Innovation and Program Development	1.000	-	1.000
740	AISD Districtwide	1.000	-	1.000
742	One AISD Center	2.000	-	2.000
800	Transportation	100.000	-	100.000
801	Curriculum & Instruction	11.000	2.600	13.600
804	Fine Arts	3.000	-	3.000
806	LRC Services	2.000	-	2.000
808	Technology Center	23.500	-	23.500
810	Employee Benefits	1.000	-	1.000
819	Social Workers	6.000	-	6.000
832	Director of CTE	3.000	-	3.000
852	Academic Support/Staff Development	1.000	-	1.000
862	Communications	5.000	-	5.000
863	Special Education	42.950	9.050	52.000
867	Bilingual Coordinator	4.000	-	4.000
872	Attendance Officers	3.000	-	3.000
873	Health Services	2.000	-	2.000
874	Athletics	5.000	-	5.000
876	Shotwell Concessions	-	1.000	1.000
880	Title I Office	-	6.000	6.000
893	AISD TV	1.000	-	1.000
908	Print Shop	1.000	-	1.000
925	PEIMS Department	5.000	-	5.000
938	Food Service	-	26.000	26.000
939	Catering (Food Service)	-	2.000	2.000
951	Maintenance	45.000	-	45.000
952	Warehouse	5.500	-	5.500
953	Custodial	4.000	-	4.000
954	Energy Management	1.000	-	1.000
<b>Total</b>		<b>1,786.070</b>	<b>470.030</b>	<b>2,256.100</b>

\*Employee Counts are based on assignment account FTE Percentage to enable us to determine which fund and campus the employee is assigned to.



**ABILENE INDEPENDENT SCHOOL DISTRICT  
STUDENT ENROLLMENT & ATTENDANCE DATA  
PERIOD ENDED OCTOBER 31, 2025**

**Student Enrollment Counts:**

	<b>2025-26 FY26 Enrollment Amount</b>	<b>2024-25 FY25 Enrollment Amount</b>	<b>Year-Over-Year Change</b>
September	14,456	14,607	(151.00)
October	14,426	14,538	(112.00)
November		14,539	(14,539.00)
December		14,409	(14,409.00)
January		14,435	(14,435.00)
February		14,446	(14,446.00)
March		14,436	(14,436.00)
April		14,383	(14,383.00)
May		14,304	(14,304.00)
June	N/A	N/A	N/A
July	N/A	N/A	N/A
August			

**Attendance Rate:**

	<b>2025-26 Attendance Rate</b>	<b>2024-25 Attendance Rate</b>	<b>Year-Over-Year Change</b>
September	94.60%	93.40%	1.20%
October	93.70%	95.40%	-1.70%
November		92.00%	-92.00%
December		90.20%	-90.20%
January		86.10%	-86.10%
February		92.20%	-92.20%
March		93.50%	-93.50%
April		94.80%	-94.80%
May		90.20%	-90.20%
June	N/A	N/A	N/A
July	N/A	N/A	N/A
August			

**Average Daily Attendance:**

	<b>2025-26 FY25 ADA Amount</b>	<b>2024-25 FY24 ADA Amount</b>	<b>Year-Over-Year Change</b>
September	13,675	13,643	32.44
October	13,517	13,869	(352.09)
November	-	13,376	(13,375.88)
December	-	12,997	(12,996.92)
January	-	12,429	(12,428.54)
February	-	13,319	(13,319.21)
March	-	13,498	(13,497.66)
April	-	13,635	(13,635.08)
May	-	12,902	(12,902.21)
June	N/A	N/A	N/A
July	N/A	N/A	N/A
August			

**ABILENE INDEPENDENT SCHOOL DISTRICT  
PROJECTED AVERAGE DAILY ATTENDANCE  
PERIOD ENDED OCTOBER 31, 2025**

**PROJECTED AVERAGE DAILY ATTENDANCE:**

	Cumulative ADA	2025-2026 Projected End of Year		Budget VS. Actual Cumulative	
		ADA	WADA	ADA	WADA
Budgeted	12,600	n/a	18,250.139		
Six week period -					
First <small>ENDS 9/22/2025</small>	13,273.060	13,273.060	19,612.685	673.060	1,362.546
Second	-	-	-	-	-
Third	-	-	-	-	-
Fourth	-	-	-	-	-
Fifth	-	-	-	-	-
Sixth	-	-	-	-	-

This information is presented to project what the ADA/WADA will be at the end of 2024-25. The projected ADA is based on a historical average that compares each six weeks cumulative ADA with the final ADA. WADA is calculated based on the various weights of each instructional setting. The State revenue budget is based on the budgeted ADA/WADA

**ABILENE INDEPENDENT SCHOOL DISTRICT  
SUPPLEMENTAL INFORMATION  
PERIOD ENDED October 31, 2025**

**TAX COLLECTIONS - current:**

	2025-26		2024-25		Variance Compared to Tax Levy (Cumulative)	
	Cumulative tax collections Amount	Percent	Cumulative tax collections Amount	Percent	Amount	Percent
Tax levy	\$ 60,955,105	100.00%	\$ 58,876,587	100.00%		
September	-	0.00%	-	0.00%	-	0.00%
October	2,909,647	4.77%	724,030	1.23%	2,159,899.00	3.54%

This information will be used to track District tax collections. Any significant deviations would potentially warrant an adjustment to the District budget. Taxes are officially levied on October 1. As a result, there are no current collections during the month of September each year. Tax collections become delinquent on January 31.

**NUMBER OF PAYROLL CHECKS AND DIRECT DEPOSITS:**

	2025-26	2024-25	Net
	Payroll checks/direct deposits		Change
September	2,196	2,379	(183)
October	2,196	2,391	(195)

This information is presented to determine if there are any significant fluctuations in the number of employees being paid in any given month. It only includes regular employees from all funding sources, but not any substitutes.



**Abilene ISD**  
**Monthly Donations Report**  
**October 2025**

<u>Date</u>	<u>Campus/Department</u>	<u>Donor Name</u>	<u>Donor Address</u>	<u>Value</u>	<u>Description of Donation</u>	<u>Purpose of Donation</u>	<u>Fund</u>
10/6/2025	Taylor Elementary	Taylor Elementary PTO	1719 East North 10th Abilene 79601	\$ 4,655.63	Monetary	Ice Machine in Teacher's Lounge	199
10/29/2025	Ward Elementary	Beltway Park Church	4009 Beltway S Abilene 79606	\$ 500.00	Monetary	Deaf Ed Project	461
10/31/2025	Crockett Elementary	Fry Residential Roofing LLC	1117 Portland Ave Abilene 79605	\$ 2,000.00	Monetary	Weekly Food/Snack Packs	461

**Abilene Independent School District Board Document - Agenda Item VI.A**

Meeting Date: December 8, 2025

Meeting Type: Regular Meeting

Item Type: Consent

Future Action Required: No

If Yes, Month: N/A

Subject: November 2025 Minutes

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Background Information:

Attached Supporting Documents:

- November 6, 2025 – Board Pathways Training Minutes
- November 10, 2025 – Regular Meeting Minutes
- November 13, 2025 – Special Called Meeting Minutes
- November 20, 2025 – Special Called Meeting Minutes

Fiscal Implications:



Administrative Recommendation:

Approve minutes as presented.

T • L E A D • S U C C E E D

Contact Person:

Robin Jones, Administrative Assistant to the Superintendent and Board of Trustees

Minutes of the November 6, 2025,  
Board Pathways Training of the Board of Trustees

The Board of Trustees of the Abilene Independent School District met in a Board Pathways Training Meeting at 4:30 p.m., November 6, 2025, in the Alta Vista Room at One AISD Center 241 Pine Street, Abilene, Texas 79601. Mrs. Angie Wiley, President of the Board of Trustees, called the meeting to order at 4:32 p.m., observed that a quorum was present, and stated that notice of the meeting had been duly posted in the time and manner prescribed by law.

Trustees present for all or part of the meeting: Mrs. Angie Wiley, President; Mr. Rodney Goodman, Vice President; Mrs. Cindy Earles, Secretary; Mr. Bill Enriquez, Assistant Secretary, Dr. Danny Wheat, Mr. Blair Schroeder, and Dr. Taylor Tidmore. Members absent: None

- I. Call to Order
  - A. Oral Communication from the Public

Mrs. Angie Wiley asked if anyone wishing to address the Board had completed a public comment card. There was one:

- Tammy Fogle – Library Books

- II. SGS Board Pathway Training

Training was provided by Ms. Dana Ray and Mr. Paul Pastorek of Civic Solutions Group.

- III. Closed Session: A Closed Session may be held under the provisions of Texas Government Code, Chapter 551 including but not limited to Section 551.071, Section 551.072, Section 551.074, Section 551.076, and Section 551.082, and Section 551.0821.

Mrs. Angie Wiley announced that a Closed Session would be held under the provisions of Texas Code, Chapter 551. The Board convened in Closed Session at 4:39 p.m.

- A. The Board may deliberate matters of Personnel, i.e. appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee. (Section 551.074)
- B. The Board may consult with Legal Counsel regarding Pending or Contemplated Litigation and/ or Privileged Legal Advice. (Section 551.071)
- C. The Board may discuss the Value, Exchange and/or Disposition of Real Property. (Section 551.072)

- IV. Reconvene from Closed Session

The Board reconvened at 8:31 p.m.

- V. The Board may take action relevant to Items Covered During Closed Session.
- VI. Adjournment

There being no further business, the meeting adjourned at 8:31 p.m.

**APPROVED:**

\_\_\_\_\_  
**President**

**ATTEST:**

\_\_\_\_\_  
**Secretary**

Minutes of the November 10, 2025,  
Regular Meeting of the Board of Trustees

The Board of Trustees of the Abilene Independent School District met in a Regular Meeting at 5:00 p.m., November 10, 2025, in the Boardroom at One AISD Center 241 Pine Street, Abilene, Texas 79601. Mrs. Angie Wiley, President of the Board of Trustees, called the meeting to order at 4:58 p.m., observed that a quorum was present, and stated that notice of the meeting had been duly posted in the time and manner prescribed by law.

Trustees present for all or part of the meeting: Mrs. Angie Wiley, President; Mr. Rodney Goodman, Vice President; Mrs. Cindy Earles, Secretary; Mr. Bill Enriquez, Assistant Secretary, Dr. Danny Wheat, and Dr. Taylor Tidmore. Members absent: Mr. Blair Schroeder

Administrators present for all or part of the meeting: Dr. John Kuhn, Superintendent; Dr. Joseph Waldron, Deputy Superintendent; Dr. Gustavo Villanueva, Associate Superintendent for Student Services; Mrs. Patti Blue, Associate Superintendent for Curriculum and Instruction; Mrs. Alison Sims, Associate Superintendent for the Development of Human Resources; Mrs. Jennifer Hinds, Chief Financial Officer; Dr. Jordan Ziemer, Executive Director for Communications; Mr. Jay Ashby, Executive Director for Innovation; and Mrs. Robin Jones, Assistant to the Superintendent and Board of Trustees.

- I. Call to Order
- II. Closed Session: A Closed Session may be held under the provisions of Texas Government Code, Chapter 551 including but not limited to Section 551.071, Section 551.072, Section 551.074, Section 551.076, and Section 551.082, and Section 551.0821.

Mrs. Angie Wiley announced that a Closed Session would be held under the provisions of Texas Code, Chapter 551. The Board convened in Closed Session at 4:59 p.m.

- A. The Board may deliberate matters of Personnel, i.e. appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee. (Section 551.074)
  - I. Professional Employment Contracts
- B. The Board may consult with Legal Counsel regarding Pending or Contemplated Litigation and/ or Privileged Legal Advice. (Section 551.071)
- C. The Board may discuss matters of Safety and Security. (Section 551.076)
  - I. Security Interlocal Agreement
- D. The Board may discuss matters pertaining to Students necessarily involving personally identifiable information, e.g. Student Discipline. (Sections 551.082, 551.0821)
- E. The Board may discuss the Value, Exchange and/or Disposition of Real Property. (Section 551.072)

- III. Reconvene from Closed Session (Approximately 6:30 p.m.)

The Board reconvened at 6:37 p.m.

- A. Invocation

Mrs. Angie Wiley called on Dr. Joseph Waldron, Deputy Superintendent, to give the invocation and lead the pledges.

- B. Pledge of Allegiance to the Flags of the United States of America and the State of Texas
- C. Board/Superintendent Announcements

Dr. John Kuhn shared the following upcoming events:

- 11/11 – Abilene ISD and Wylie ISD Receive \$75,000 grant for STEM education from Northrop Grumman
- 11/11 – Second PBL at Mann STEAM Academy
- 11/11 – Annual Veteran’s Day Parade at Dyess Elementary
- 11/11 – Veteran’s Flag Ceremony at Cooper High School
- 11/12 & 13 – SGS Learning Lab at Lubbock ISD
- 11/13 – Abilene High School Football Playoffs
- 11/14 – Cooper High School Football Playoffs
- 11/17 – TTUHSC – Campus Takeover for Cooper High School Students

Mrs. Angie Wiley expressed her appreciation to Dr. John Kuhn and his team for the work put into passing the VATRE.

- I. Teaching Minute

The Teaching Minute video highlighted TEKS ELA 2.2B and 2.6G taught by Mrs. Amanda Martin to her 2<sup>nd</sup> grade students at Bonham Elementary.

- IV. Recognitions

A. National Merit Commended Students

Mrs. Patti Blue recognized the following National Merit Commended Students:

- Mattye Straughn, ATEMS
- Kenneth Heck, Cooper High School
- Sontee Vinson, Cooper High School

B. AP Capstone Awards

Mrs. Patti Blue introduced Mr. James McGee, AP Capstone Instructor at Abilene High School, who recognized Anson Cobarruvias.

C. TxETA Awards of Distinction

Mrs. Brady Sloan-Duncan, Fine Arts Coordinator, shared that Abilene ISD received the Award of Distinction for Outstanding District for the 2<sup>nd</sup> year in a row. She also recognized the following:

- Kimberly Lewis, Theater Arts Teacher at Cooper High School – Outstanding Campus Award
- Amber Barber, Theater Arts Teacher at Craig Middle School – Exemplary Campus Award

D. Employee Awards

Dr. Jordan Ziemer recognized the follow employees:

- Paraprofessional – Aileen Bunting – Cooper High School
- Auxillary – Melissa Pine – Taylor
- Teacher – Pearl Gonzales – Clack
- New Teacher – Samantha Lozano – Abilene High School
- Student Support – Susan Blagrove – Diagnostic Speech Pathologist
- Substitute – Sharon Hendrix – Dyess Elementary

V. Oral Communications from the Public

Mrs. Angie Wiley asked if anyone wishing to address the Board had completed a public comment card. There were six as follows:

- Tammy Fogle – Books
- Bonnie Wallace – Books
- Marta Hollowell – Books
- Denise Ballew – Books
- Tali Mullins – Book Challenges
- Eric Bengs - SLAC

VI. Consent Agenda

Mrs. Angie Wiley asked if there was a motion regarding the Consent Agenda. Mr. Rodney Goodman made a motion to approve the Consent Agenda as present. The motion was seconded by Dr. Taylor Tidmore and passed 6-0.

Ayes: Enriquez, Tidmore, Wheat, Goodman, Earles, and Wiley

Nays: None

Absent: Schroeder

- A. The Board will consider approval of the Budget Amendments.
- B. The Board will consider accepting the September Financials.
- C. The Board will consider approval of the Minutes of the October 2, 2025, Workshop Meeting and the October 6, 2025, Regular Meeting.

VII. Reports

A. Academic Performance Report

Mrs. Lyndsey Williamson, Executive Director of Secondary, presented an update on the Advanced Placement Program at the high schools. The AP program provides high school students the opportunity to engage in college-level courses and assessments which promote academic rigor, critical thinking, and college readiness. Participation in AP courses and success on AP exams can lead to college credit. Other information shared included AP Program by the Numbers, Results Trends for the Past 5 Years, Improvements, Professional Development, Awards, National Recognition Program, National Merit Commended Scholars, and Priorities Moving Forward.

B. Technology Department

Mrs. Cary Owens, Chief Technology Officer, presented an overview of the current state of the Technology Department including Completed Projects, Current Projects, Future Goals, Programs and Services, and Personnel.

C. Resource Campus Designation

Mr. Jay Ashby presented an overview of Resource Campus Designation which is a State-authorized turnaround model created by House Bill 1525 during the 87<sup>th</sup> Legislative Session. The information shared included Resource Campus Eligibility Criteria, ACE Turnaround Pillars, Evidenced-Based Results Across State Initiatives, the Designation Process, How the Funding Works, and the Next Steps.

VIII. Business Items Requiring Board Action

- A. The Board will consider casting votes for the Board of Directors of the Jones County Appraisal District.

Mrs. Jennifer Hinds shared that votes are allotted based on the property value each entity has within the boundaries of Jones County. Abilene ISD has 243 votes which may be divided among any or all of the candidates. These votes can be assigned to nominees in any distribution the Board sees fit. Our administration recommended casting 243 votes for our nomination, Mr. Jim Bailey.

Mrs. Angie Wiley asked if there was a motion regarding the Board of Directors of the Jones County Appraisal District. Dr. Taylor Tidmore made a motion to approve the assignment of 243 votes to Mr. Jim Bailey for service on the Central Appraisal District of Jones County for a two-year term beginning on January 1, 2026. The motion was seconded by Dr. Danny Wheat and passed 6-0.

Ayes: Goodman, Enriquez, Wheat, Earles, Wiley, and Tidmore.

Nays: None

Absent: Schroeder

IX. The Board may take action relevant to Items Covered During Closed Session.

- A. The Board will consider approval of Personnel Recommendations, if any.
  - I. Professional Employment Contracts
- B. Matters pertaining to Real Property, if any
- C. Matters pertaining to Safety and Security, if any
  - I. Security Interlocal Agreement

Mrs. Angie Wiley asked if there was a motion regarding the Security Interlocal Agreement. Mr. Rodney Goodman made a motion to approve the Security Interlocal Agreement as presented in Closed Session. The motion was seconded by Mr. Bill Enriquez and passed 6-0.

Ayes: Tidmore, Earles, Wiley, Goodman, Enriquez, and Wheat

Nays: None

Absent: Schroeder

- D. Matters pertaining to Litigation, if any
- E. Matters pertaining to Students, if any

X. Adjournment

There being no further business, the meeting adjourned at 8:19 p.m.

**APPROVED:**

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**President**

**ATTEST:**

\_\_\_\_\_  
**Secretary**

Minutes of the November 13, 2025,  
Special Called Meeting of the Board of Trustees

The Board of Trustees of the Abilene Independent School District met in a Special Called Meeting at 5:00 p.m., November 13, 2025, in the Boardroom at One AISD Center 241 Pine Street, Abilene, Texas 79601. Mr. Rodney Goodman, Vice President of the Board of Trustees, called the meeting to order at 5:00 p.m., observed that a quorum was present, and stated that notice of the meeting had been duly posted in the time and manner prescribed by law.

Trustees present for all or part of the meeting: Mr. Rodney Goodman, Vice President; Mr. Bill Enriquez, Assistant Secretary, Dr. Danny Wheat, and Dr. Taylor Tidmore. Members absent: Mrs. Angie Wiley, President; Mrs. Cindy Earles, Secretary; and Mr. Blair Schroeder

Administrators present for all or part of the meeting: Dr. John Kuhn, Superintendent; Dr. Joseph Waldron, Deputy Superintendent; and Mrs. Robin Jones, Assistant to the Superintendent and Board of Trustees.

- I. Call to Order
- II. Oral Communication from the Public

Mr. Rodney Goodman asked if anyone wishing to address the Board had completed a public comment card. There was none.

- III. Canvass and Certify Results of the November 4, 2025 Voter Approval Tax Ratification Election (VATRE)

Dr. John Kuhn stated that as required by the Texas Election Code, Chapter 67, the Board of Trustees, acting as the Canvassing Authority, must canvass the official returns of the election as conducted by the elections offices of Taylor County and Jones County. He read the official vote totals as follows:

Taylor County Official Returns:

- Votes FOR: 4,145
- Votes AGAINST: 3,448

Jones County Official Returns:

- Votes FOR: 32
- Votes AGAINST: 51

Combined Totals for Abilene ISD VATRE Election:

- Total Votes FOR: 4,177
- Total Votes AGAINST: 3,499

Mr. Rodney Goodman asked if there was a motion to approve the official canvass of the November 4, 2025, Voter-Approval Tax Ratification Election as presented. Dr. Danny Wheat made a motion to approve the official canvass of the November 4, 2025, Voter-Approval Tax Ratification Election as presented. The motion was seconded by Mr. Bill Enriquez and passed 4-0.

Ayes: Enriquez, Goodman, Tidmore, and Wheat

Nays: None

Absent: Wiley, Earles, and Schroeder

On behalf of the Abilene ISD Board of Trustees, Mr. Rodney Goodman declared the official results of the November 4, 2025, Voter-Approval Tax Ratification Election as follows:

Votes FOR: 4,177

Votes AGAINST: 3,499

Based on these official results, the proposition has passed.

- IV. Adjournment

There being no further business, the meeting adjourned at 5:03 p.m.

**APPROVED:**

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**President**

**ATTEST:**

\_\_\_\_\_  
**Secretary**

Minutes of the November 20, 2025,  
Special Called Meeting of the Board of Trustees

The Board of Trustees of the Abilene Independent School District met in a Special Called Meeting at 5:00 p.m., November 20, 2025, in the Valley View Room at One AISD Center 241 Pine Street, Abilene, Texas 79601. Mrs. Angie Wiley, President of the Board of Trustees, called the meeting to order at 5:00 p.m., observed that a quorum was present, and stated that notice of the meeting had been duly posted in the time and manner prescribed by law.

Trustees present for all or part of the meeting: Mrs. Angie Wiley, President; Mr. Rodney Goodman, Vice President; Mr. Bill Enriquez, Assistant Secretary, Dr. Danny Wheat, Dr. Taylor Tidmore; Mr. Blair Schroeder. Members absent: Mrs. Cindy Earles.

Administrators present for all or part of the meeting: Dr. John Kuhn, Superintendent; Dr. Joseph Waldron, Deputy Superintendent; Dr. Gustavo Villanueva, Associate Superintendent for Student Services; Mrs. Patti Blue, Associate Superintendent for Curriculum and Instruction; Mrs. Alison Sims, Associate Superintendent for the Development of Human Resources; Mrs. Jennifer Hinds, Chief Financial Officer; Dr. Jordan Ziemer, Executive Director for Communications; and Mr. Jay Ashby, Executive Director for Innovation.

- I. Call to Order
  - A. Board/Superintendent Announcements/Information
- II. Oral Communication from the Public

Mrs. Angie Wiley asked if anyone wishing to address the Board had completed a public comment card. There was none.

- III. Business Items Requiring Board Action

- A. The Board will consider a Resolution Honoring Two Abilene High School Students.

Dr. Jordan Ziemer and Abilene Fire Chief Cande Flores recognized Abilene High School Students, Abby Bryan and Landon Vaughan, for their heroic action when they noticed flames inside a house on November 10, 2025. They were responsible for calling 911 and helping the family evacuate.

Mr. Blair Schroeder made a motion to approve the Resolution Honoring Abilene High School Students, Abby Bryan and Landon Vaughan, for their heroic actions. The motion was seconded by Dr. Danny Wheat and passed 6-0.

Ayes: Enriquez, Goodman, Wiley, Schroeder, Tidmore, and Wheat

Nays: None

Absent: Earles

- B. The Board will consider approval of the Martinez Elementary School Turnaround Plan (TAP).

Mrs. Patti Blue presented the Turnaround Plan (TAP) for Martinez Elementary School as required by TEA due to consistent low academic performance. Information was shared information that included what led to the TAP assignment for Martinez, how campus ratings are determined, and the TAP development process. Mrs. Blue also provided an overview of the Accelerating Campus Excellence (ACE) Model along with the benefits of the Model and the possible funding available for Planning, Implementation and Sustaining the ACE Model.

Dr. Taylor Tidmore made a motion to approve the Martinez Elementary Turnaround Plan as presented. The motion was seconded by Mr. Bill Enriquez and passed 6-0.

Ayes: Tidmore, Wiley, Goodman, Enriquez, Wheat, and Schroeder

Nays: None

Absent: Earles

- C. Annual School Plan (Information Only)

Mr. Jay Ashby shared an overview of how data from the Quality Schools Analysis is used by Abilene ISD campuses to identify priorities and drive continuous improvement. Focused plans have been developed by each campus that align with district goals and address key areas. The Annual School Plan summarizes districtwide alignment under the System of Great Schools framework and outlines the next steps for continued implementation and improvement.

- D. The Board will consider approval of K-8 Math Curriculum.

Mrs. Patti Blue shared information addressing the need for new K-8 math curriculum and the process for choosing new curriculum. Recommendations were made to adopt Amplify Math for grades K-5 and Bluebonnet Math for grades 6-8.

A motion was made by Mr. Rodney Goodman to approve the use of Amplify Math in grades K-5 and Bluebonnet Math in grades 6-8 starting in the 2026-2027 school year as presented. Mrs. Angie Wiley seconded the motion and it passed 5-0.

Ayes: Schroeder, Wiley, Enriquez, Tidmore, and Goodman

Nays: None

Absent: Earles, Wheat

E. The Board will consider approval of a LASO Cycle 4 Grant Application.

Mrs. Patti Blue shared that Learning Acceleration Support Opportunities (LASO) is a single, consolidated application that combines grants, allotments, and in-kind supports, bundled around a few key strategies to accelerate academic gains. Six of the fifteen initiatives that LASO Cycle 4 offers have been identified for potential applications because they target critical areas for achieving our Northstar Goal include supports in Curriculum & Instruction, Education & Training, and Innovative School Models. Mrs. Blue also shared the AISD LASO Cycle 4 Application plans and past LASO Grant continuations.

Mr. Rodney Goodman made a motion to approved the proposed LASO Cycle 4 Grant Application as presented. Mr. Blair Schroeder seconded the motion and it passed 5-0.

Ayes: Wiley, Goodman, Schroeder, Enriquez, and Tidmore

Nays: None

Absent: Earles, Wheat

IV. Adjournment

There being no further business, the meeting adjourned at 6:25 p.m.

**APPROVED:**

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**President**

**ATTEST:**

\_\_\_\_\_  
**Secretary**

## Abilene Independent School District Board Document – VI.D.1

Meeting Date: December 8, 2025

Meeting Type: Meeting

Item Type: Report

Future Action Required: No

If Yes, Month:

Subject: Consideration of continuing in an Interlocal Agreement with Region 10 Multi-Region Purchasing Cooperative (MRPC) for Student Nutrition

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Background Information: The administration respectfully asks the Board of Trustees to approve the annual Interlocal Agreement for the continued membership and participation with Region 10 Multi-Region Purchasing Cooperative for the period of July 1, 2026 – June 30, 2027. This cooperative administers the child nutrition cooperative purchasing and commodity processing program for the members with no annual fee for membership.

An Interlocal Contract is one the methods available to school districts for complying with procurement requirements as per Chapter 791 of the Texas Government Code, Chapter 271, Subchapter F of the Texas Local Government Code, and 44.031 of the Texas Education Code.

Attached Supporting Documents: The Interlocal Agreement including school addresses and the Resolution for the board's consideration.

Fiscal Implications: None

Administrative Recommendation: Vote to approve the Interlocal Agreement authorizing the Abilene Independent School District's participation in the Region 10 Multi-Region Purchasing Cooperative for the period of July 1, 2026 – June 30, 2027.

Contact Person: Jennifer Hinds

**Abilene Independent School District Board Document - Agenda Item XX.XX**

Meeting Date: December 8, 2025

Meeting Type: Regular Meeting

Item Type: Presentation

Future Action Required: Yes

If Yes, Month: December

Subject: 2026-2027 AISD Calendar

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Background Information:

Development of the 2026–2027 Academic Calendar commenced on September 16 with the initial meeting of the Calendar Committee. During this meeting, the committee reviewed a blank calendar framework and discussed the instructional and operational needs of both teachers and students. Based on these discussions, three draft calendars were prepared. These drafts were then reviewed by the committee for final adjustments and subsequently released for public feedback in early November. The District-Wide Consultation Committee met concurrently with the Calendar Committee on December 1 and approved Calendar Draft C to be presented to the board for final consideration.

Attached Supporting Documents:

Calendar Draft C

Fiscal Implications:

None

Administrative Recommendation:

Board approval of Calendar Draft C as the 2026-2027 Academic Calendar

Contact Person:

Alison Sims



# 2026-2027 Academic Calendar Draft C

Goal - 172-174 Student Days

Jul 2026							Aug 2026							Sep 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4							1			1	2	3	4	5
5	6	7	8	9	10	11	2	3	4	5	6	7	8	6	7	8	9	10	11	12
12	13	14	15	16	17	18	9	10	11	12	13	14	15	13	14	15	16	17	18	19
19	20	21	22	23	24	25	16	17	18	19	20	21	22	20	21	22	23	24	25	26
26	27	28	29	30	31		23	24	25	26	27	28	29	27	28	29	30			
							30	31				15	9						21	21

Oct 2026							Nov 2026							Dec 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	2	3	4	5	6	7			1	2	3	4	5
4	5	6	7	8	9	10	8	9	10	11	12	13	14	6	7	8	9	10	11	12
11	12	13	14	15	16	17	15	16	17	18	19	20	21	13	14	15	16	17	18	19
18	19	20	21	22	23	24	22	23	24	25	26	27	28	20	21	22	23	24	25	26
25	26	27	28	29	30	31	29	30						27	28	29	30	31		
					21	19						16	16						14	14

Jan 2027							Feb 2027							Mar 2027						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
					1	2		1	2	3	4	5	6		1	2	3	4	5	6
3	4	5	6	7	8	9	7	8	9	10	11	12	13	7	8	9	10	11	12	13
10	11	12	13	14	15	16	14	15	16	17	18	19	20	14	15	16	17	18	19	20
17	18	19	20	21	22	23	21	22	23	24	25	26	27	21	22	23	24	25	26	27
24	25	26	27	28	29	30	28							28	29	30	31			
31					19	18						20	18						18	16

Apr 2027							May 2027							Jun 2027						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3						1			1	2	3	4	5	
4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12
11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19
18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26
25	26	27	28	29	30		23	24	25	26	27	28	29	27	28	29	30			
					21	22	30	31				19	18							

This proposed calendar utilizes a 445 minute school day.

**Student Days**

Total Student Minutes	76095
State Required Minutes	75600
Minute Difference	495

**Key Dates**

AISD First Day of Classes	19-Aug-26
Last Day of AISD Classes	20-May-27
Graduation - Abilene High	
Graduation - ATEMS, Cooper High	

**Holidays**

Labor Day	9/7/2026
Columbus Day	10/12/2026
Thanksgiving	11/26/2026 11/23/2026-11/27/2026
Christmas Break	12/25/2026 12/21/2026 - 1/1/2027
MLK Holiday	1/18/2027
President's Day (student ho	2/15/2027
Spring Break	3/8/2027 - 3/12/2027
Good Friday	3/26/2027
Memorial Day	5/31/2027
Juneteenth	June 19, Observed June 18
Independence Day	7/4/2027, Holiday July 3

**STAAR**

Apr 6-16	3-8 ELA, Eng I, Eng II
Apr 13-Apr 23	5/8 Sci, 8 SS, Bio., US Hist.
Apr 20-Apr 30	3-8 Math, Alg I

**Calendar Key**

- { } Semester Grading Period Begins or Ends
- Professional Development Day
- Holidays
- Alternative Staff Development Day (AISD Closed)
- Work Day
- \* Early Release Days

**Teacher Days**

Days with students	171
Professional Development Days	8
Work Days	5
Alternative Staff Development	3
<b>Total Teacher Days</b>	<b>187</b>

First Semester Days -  
Second Semester Days -



# **Board of Trustees Meeting**

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*December 8, 2025*



# **2026-2027 Calendar Development Process**

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*Alison Sims*



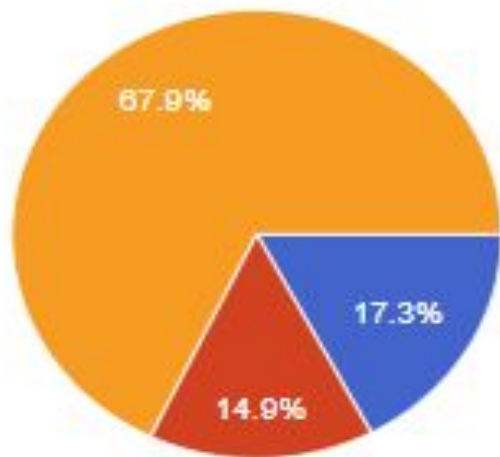
# **Calendar Recommendation**

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*Alison Sims*



# Student Survey Results

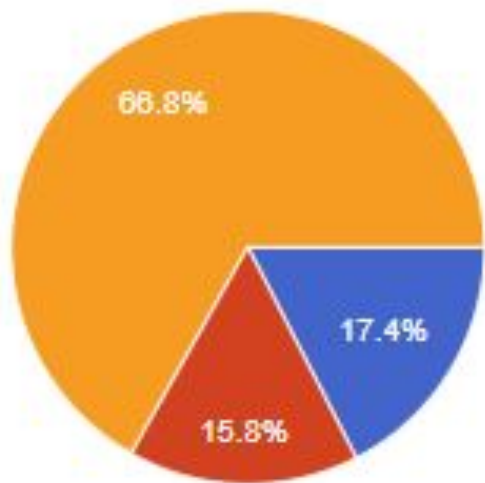


- Calendar A
- Calendar B
- Calendar C

249 Students  
responded



# Staff Survey Results

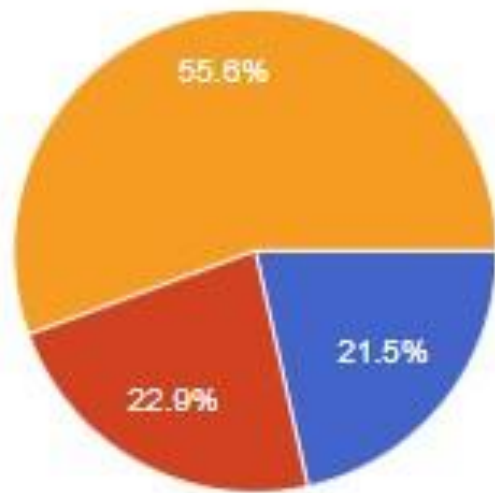


- Calendar A
- Calendar B
- Calendar C

482 Staff  
members  
responded



# Parent Survey Results



- Calendar A
- Calendar B
- Calendar C

665 Parents  
responded



## Highlights of Draft C:

- First day of school is on Wednesday, August 19
- Eight Professional Development Days
- Five Work Days
- Three Alternative Staff Development Days
- Week off for Thanksgiving
- Last day of school is before Memorial Day



# Recommendation: **Adoption of Calendar Draft C**

**Abilene Independent School District Board Document - Agenda VI.F.**

Meeting Date: December 8, 2025

Meeting Type: Regular Meeting

Item Type: Consent Agenda Future Action Required: Yes

Subject: Resource Campus Designation - Stafford Elementary Spring 2026 Calendar

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Background Information: Abilene ISD is pursuing Resource Campus Designation (RCD) for Stafford Elementary as part of a broader effort to strengthen student outcomes, stabilize staffing, and accelerate improvement at one of the district's highest-need campuses. If earned, RCD provides additional resources on a yearly per-pupil basis for as long as the campus maintains the requirements, creating a sustainable support model that does not rely on short-term grants.

A central requirement for RCD eligibility is adoption of a minimum instructional calendar that meets the state's criteria for Additional Days School Year (ADSY) and extended learning time. Stafford's proposed spring calendar includes the mandated number of regular instructional days and ADSY days and extended instructional minutes needed to maintain compliance with RCD rules. This calendar is designed to support stronger instruction, expanded intervention blocks, and improved school culture systems during the implementation period.

Attached Supporting Documents: Calendar, Presentation

Administrative Recommendation: Approve new 25-26 ADSY calendar for Stafford Elementary

Contact Person: Jay Ashby



# Proposed Stafford Elementary ADSY Calendar

# 2025-2026 Academic Calendar

Jul 2025							Aug 2025							Sep 2025						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
		1	2	3	4	5						1	2		1	2	3	4	5	6
6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13
13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20
20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27
27	28	29	30	31			24	25	26	27	28	29	30	28	29	30				
							31						14							20

Oct 2025							Nov 2025							Dec 2025						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4							1		1	2	3	4	5	6
5	6	7	8	9	10	11	2	3	4	5	6	7	8	7	8	9	10	11	12	13
12	13	14	15	16	17	18	9	10	11	12	13	14	15	14	15	16	17	18*	19	20
19	20	21	22	23	24	25	16	17	18	19	20	21	22	21	22	23	24	25	26	27
26	27	28	29	30	31		23	24	25	26	27	28	29	28	29	30	31			
						20	30						15							14

Jan 2026							Feb 2026							Mar 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	2	3	4	5	6	7	1	2	3	4	5	6	7
4	5	6	7	8	9	10	8	9	10	11	12	13	14	8	9	10	11	12	13	14
11	12	13	14	15	16	17	15	16	17	18	19	20	21	15	16	17	18	19	20	21
18	19	20	21	22	23	24	22	23	24	25	26	27	28	22	23	24	25	26	27	28
25	26	27	28	29	30	31								29	30	31				
						18							18							17

Apr 2026							May 2026							Jun 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4						1	2		1	2	3	4	5	6
5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13
12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20
19	20	21	22	23	24	25	17	18	19	20	21*	22	23	21	22	23	24	25	26	27
26	27	28	29	30			24	25	26	27	28	29	30	28	29	30				
						20	31						15							

### Student Days

Total Student Minutes	84545
State Required Minutes	76095
Minute Difference	<u>8450</u>

### Key Dates

Alisd First Day of Classes	12-Aug-25
Last Day of Stafford Classes	27-May-26
ADSY Days (6)	May 28-June 4

### Holidays

Labor Day	1-Sep
Columbus Day	13-Oct
Thanksgiving	27-Nov
Christmas Break	December 22-January 2
MLK Holiday	19-Jan
President's Day (student holiday)	16-Feb
Spring Break	9-13 Mar
Memorial Day	25-May
Juneteenth	June 19, Holiday June 18
Independence Day	7/4/2025, Holiday July 3

This proposed calendar utilizes a 445 minute school day.

Calendar Key	
{ }	Semester Grading Period Begins or Ends
	Professional Development Day
	Holidays
	Alternative Staff Development Day (Alisd Closed)
	Work Day
	Additional Days School Year Days (ADSY)
*	Early Release Days

First Semester Days - 83  
Second Semester Days - 98

Teacher Days	
Days with students	181
Professional Development Days	7
Work Days	4
Alternative Staff Development	3
Total Teacher Days	<u>195</u>



# **Resource Campus Designation Stafford Elementary**

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*Jay Ashby*

*Executive Director of Innovation and Program Development*



# Resource Campus Designation

- The Resource Campus designation is a turnaround school model established by HB 1525 during the 87th Texas Legislative Session and updated in the 89th.
  - In its first legislative iteration, no districts in Texas achieved RCD. The most recent legislative session aimed to make it more attainable.
- Campuses eligible for the Resource Campus designation may generate additional district revenue to help sustain innovative practices over time.



# What are the Resource Campus Eligibility Criteria

- 3 ratings of D, F, NR/NR1365\* within the last 10 years
- TIP required to obtain and maintain the designation
- ACE turnaround plan implementation
- Teacher Incentive Allotment (TIA)– 50% of teachers in foundation curriculum must have a designation
- Additional Days School Year (ADSY)– if elementary or middle school;
- Family Engagement Plan
- Positive Behavior Plan
- Plan to Implement High-Quality Instructional Materials (HQIM)
- Staffing Requirements:
  - All campus teachers of record in foundation curriculum must have 2 years teaching experience
  - Principals and teachers must apply or reapply
  - 1 counselor per 300 students & 1 certified mental health professional
- Annual fidelity of implementation data submission

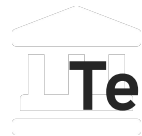
# Campus Resource Designation

## ACE

Fully implement the full model to target campus-specific needs.

## TIA

50% of teachers teaching foundation curriculum must be designated.



## Teachers

All teachers of record in foundation curriculum must have 2 years of teaching experience.



## ADSY

A base number of 175 days with a minimum of 6 ADSY for a total of at least 181 days.

## HQIM

Adopt rigorous research-based materials for core content.

## Student Support

1 counselor for every 300 students and 1 Certified Mental Health Professional.

# Campus Resource Designation

## ACE

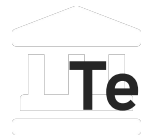
Fully implement the full model to target campus-specific needs.

**Stafford's 21-22 turnaround model met many of the ACE requirements**

## TIA

50% of teachers teaching foundation curriculum must be designated.

**Stafford's core curriculum staff currently is 54% TIA Designated**



## Teachers

All teachers of record in foundation curriculum must have 2 years of teaching experience.

**Met. Stafford has seven teachers that are designated as Teacher Apprentices with assigned Teacher Mentors**



## ADSY

A base number of 175 days with a minimum of 6 ADSY for a total of at least 181 days.

**The proposed spring calendar meets these requirements.**

## HQIM

Adopt rigorous research-based materials for core content.

**Stafford uses Bluebonnet RLA and the adopted Amplify Math is approved**

## Student Support

1 counselor for every 300 students and 1 Certified Mental Health Professional.

**A certified Social Worker has been assigned to Stafford and an additional counselor position will be posted**

# Proposed Stafford Spring 2026 Calendar

Jan 2026							Feb 2026							Mar 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	2	3	4	5	6	7	1	2	3	4	5	6	7
4	5	{6	7	8	9	10	8	9	10	11	12	13	14	8	9	10	11	12	13	14
11	12	13	14	15	16	17	15	16	17	18	19	20	21	15	{16	17	18	19	20	21
18	19	20	21	22	23	24	22	23	24	25	26	27	28	22	23	24	25	26	27	28
25	26	27	28	29	30	31								29	30	31				
						18							18							17

Apr 2026							May 2026							Jun 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
			1	2	3	4						1	2		1	2	3	4	5	6
5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13
12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20
19	20	21	22	23	24	25	17	18	19	20	21*	22	23	21	22	23	24	25	26	27
26	27	28	29	30			24	25	26	27	28	29	30	28	29	30				
						20	31						15							

## Holidays

Labor Day	1-Sep
Columbus Day	13-Oct
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Independence Day	7/4/2025, Holiday July 3

This proposed calendar utilizes a 445 minute school day.

### Calendar Key

{ } Semester Grading Period Begins or Ends

Professional Development Day

Holidays

Alternative Staff Development Day (AISD Closed)

Work Day

Additional Days School Year Days (ADSY)

\* Early Release Days

First Semester Days - 83

Second Semester Days - 98

### Teacher Days

Days with students	181
Professional Development Days	7
Work Days	4
Alternative Staff Development	3
<b>Total Teacher Days</b>	<b>195</b>



# What is the Designation Process?

- Meet all criteria prior to application process
- Submit Letter of Intent to TEA
- Submit designation application
- TEA review and due diligence
- Designation acceptance



# How does the Funding Work?

- Campuses that become designated as Resource Campuses are eligible for additional funding under the SB 1882 funding mechanism.
- This funding applies to districts with more than 5,000 students in ADA, in most cases.
- The funding is a permanent annual increase in the FSP entitlement for all students enrolled at the campus, each year moving forward, as long as the campus continues to implement the Resource Campus program requirements.
- Typical allotments range from \$900-\$1000 per student. AISD projected allotment is higher than this range.



# Stafford Staff Feedback

Stafford leadership and teacher leaders developed a plan for RCD requirements.

This plan was presented to the entire staff.

97% of staff members surveyed expressed support for the plan.



# Stafford Family Feedback

## Results of family survey:

- 89% said they were supportive or neutral regarding adding 4 additional days
  - 53.4% Very Supportive or Somewhat Supportive; 35.6% Neutral
- 64% said they were interested in after school enrichment
  - 30% said they may be interested in after school enrichment
- 45% said they were interested in summer learning opportunities
  - 37% said they may be interested in after school enrichment



# Next Steps

- December Regular Meeting Board Action: Consider approval of changes to 25-26 Stafford Elementary Academic Calendar

# Proposed Stafford Spring 2026 Calendar

Jan 2026							Feb 2026							Mar 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S
				1	2	3	1	2	3	4	5	6	7	1	2	3	4	5	6	7
4	5	{6	7	8	9	10	8	9	10	11	12	13	14	8	9	10	11	12	13	14
11	12	13	14	15	16	17	15	16	17	18	19	20	21	15	{16	17	18	19	20	21
18	19	20	21	22	23	24	22	23	24	25	26	27	28	22	23	24	25	26	27	28
25	26	27	28	29	30	31								29	30	31				
						18							18							17

Apr 2026							May 2026							Jun 2026						
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			1	2	3	4						1	2		1	2	3	4	5	6
5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13
12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20
19	20	21	22	23	24	25	17	18	19	20	21*	22	23	21	22	23	24	25	26	27
26	27	28	29	30			24	25	26	27	28	29	30	28	29	30				
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Teacher Days	
Days with students	181
Professional Development Days	7
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<b>Total Teacher Days</b>	<b>195</b>



Questions?

## Abilene Independent School District Board Document

Meeting Date: December 8, 2025

Meeting Type: Regular Board Meeting

Item Type: Consent Agenda

Future Action Required: No

If Yes, Month: N/A

Subject: Updates to EIC Local Policy

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### Background Information:

EIC Local Policy addresses Academic Achievement: Class Ranking

This policy was updated in August 2024. The update consisted of changes to how GPAs are calculated for students beginning with the graduating class of 2028. There is a contradiction in the calculation/exclusion statements. Removing “any credit recovery courses” from the list of exclusions will rectify this issue.

A change also needs to be made in the statement regarding Local Graduation Honors. It currently states the calculation will use grades “available at the time of calculation at the end of the fifth six-weeks grading period of the senior year.” Since we are currently on 9-week grading periods, “fifth six-weeks grading period” needs to be changed to “third nine-week grading period.”

### Attached Supporting Documents:

Curriculum & Instruction: Presentation

Fiscal Implications: None

### Administrative Recommendation:

Approval of changes presented to EIC Local Policy. This item will be added to the December 8<sup>th</sup> consent agenda.

### Contact Person:

Lyndsey Williamson, Executive Director of Secondary Education

Patti Blue, Associate Superintendent of Curriculum and Instruction

**PROPOSED REVISIONS (see pages 2 and 3)**

**Consistent  
Application for  
Graduating Class**

The District shall apply the same class rank calculation method and rules for local graduation honors for all students in a graduating class, regardless of the school year in which a student first earned high school credit.

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**Note:** The following provisions shall apply to students in the graduating class of 2025, 2026, and 2027.

---

**Calculation**

The District shall include in the calculation of class rank semester grades earned in high school credit courses taken in grades 9-12 only, unless excluded below.

The class rank calculation shall not include semester grades from a course that is retaken after a passing grade has been earned, and the new grade shall not be recorded on the transcript.

The calculation shall include failing grades until a failing grade is replaced with a passing grade.

**Exclusions**

The calculation of class rank shall exclude grades earned in any distance learning course, unless the course is an eligible course taken through the Texas Virtual School Network (TxVSN); any dual credit course; or through credit by examination, with or without prior instruction.

**Weighted Grade  
System**

**Categories**

*Advanced*

The District shall categorize and weight eligible courses as Advanced, Honors, and Regular in accordance with provisions of this policy and as designated in appropriate District publications.

Eligible Advanced Placement (AP) courses and courses locally designated as advanced shall be categorized and weighted as Advanced courses.

*Honors*

Eligible courses locally designated as honors shall be categorized and weighted as Honors courses.

*Regular*

All other eligible courses shall be categorized and weighted as Regular courses.

**Weighted Numerical  
Grade Average**

The District shall assign weights to semester grades earned in eligible courses and calculate a weighted numerical grade average, in accordance with the following:

ACADEMIC ACHIEVEMENT  
CLASS RANKING

EIC  
(LOCAL)

$$\frac{\begin{array}{l} \text{(sum of} \\ \text{grades)} \end{array} + \begin{array}{l} \text{(number of Advanced category grades 70} \\ \text{or above x 10) +} \\ \text{(number of Honors category grades 70 or} \\ \text{above x 5)} \end{array}}{\begin{array}{l} \text{(number} \\ \text{of grades)} \end{array} \times \begin{array}{l} \text{(standard number of grades accumulated} \\ \text{at this point in academic career)} \end{array}} = \text{GPA}$$

The District shall record unweighted numerical grades on student transcripts.

**Note:** The following provisions shall apply to students beginning with the graduating class of 2028.

**Calculation**

The District shall include in the calculation of class rank semester grades earned in high school credit courses taken in grades 9-12 only, unless excluded below.

The class rank calculation shall not include semester grades from a course that is retaken after a passing grade has been earned, and the new grade shall not be recorded on the transcript.

The calculation shall include failing grades until a failing grade is replaced with a passing grade.

Exclusions

The calculation of class rank shall exclude grades earned in physical education; any course substituted for physical education; any distance learning course, unless the course is a dual credit course; any course for which credit is earned outside the regular school day or regular school year; any local credit course; ~~any credit recovery course~~; or through credit by examination, with or without prior instruction.

**Weighted Grade System**

Categories

The District shall categorize and weight eligible courses as Advanced, Dual Credit, Honors, and Regular in accordance with provisions of this policy and as designated in appropriate District publications.

*Advanced*

Eligible Advanced Placement (AP) courses and courses locally designated as advanced shall be categorized and weighted as Advanced courses.

*Dual Credit*

Eligible dual credit courses shall be categorized and weighted as Dual Credit courses.

*Honors*

Eligible courses locally designated as honors shall be categorized and weighted as Honors courses.

*Regular*

All other eligible courses shall be categorized and weighted as Regular courses.

ACADEMIC ACHIEVEMENT  
CLASS RANKING

EIC  
(LOCAL)

Weighted Numerical  
Grade Average

The District shall assign weights to semester grades, including failing grades, earned in eligible courses and calculate a weighted numerical grade average, in accordance with the following:

Category	Weight
Advanced	plus 10
Dual Credit*	plus 7
Honors	plus 5
Regular	plus 0

\*A grade of 60-69 or D in a dual credit course shall receive high school credit, and the grade shall be converted to a 70 for purposes of calculating class rank.

The District shall record unweighted numerical grades on student transcripts.

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**Note:** The following provisions shall apply to all students, regardless of their graduating class.

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Transferred Grades

When a student transfers semester grades for courses that would be eligible under the Regular category and the District has accepted the credit, the District shall include the grades in the calculation of class rank.

When a student transfers semester grades for courses that would be eligible to receive additional weight under the District's weighted grade system, the District shall assign additional weight to the grades based on the categories and grade weight system used by the District only if a similar or an equivalent course is offered to the same class of students in the District.

Local Graduation  
Honors

For the purpose of determining honors to be conferred during graduation activities, the District shall calculate class rank in accordance with this policy and administrative regulations by using grades available at the time of calculation at the end of the ~~third nine-week grading period of fifth six-week grading period of~~ the senior year.

For the purpose of applications to institutions of higher education, the District shall also calculate class rank as required by state law. The District's eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class rank for the purpose of automatic admission under state law. [See EIC(LEGAL)]

ACADEMIC ACHIEVEMENT  
CLASS RANKING

EIC  
(LOCAL)

Valedictorian and  
Salutatorian

The valedictorian and salutatorian shall be the eligible students with the highest and second-highest rank, respectively. To be eligible for this local graduation honor, a student must:

1. Have been continuously enrolled in the District high school from which they will graduate for the four semesters immediately preceding graduation by September 1;
2. Be graduating after exactly eight semesters of enrollment in high school; and
3. Have completed the foundation program with the distinguished level of achievement.

*Ties*

In case of a tie in weighted numerical grade averages after calculation to the eighth decimal place, the District shall recognize all students involved in the tie as sharing the honor and title.

**Highest-Ranking  
Graduate**

The student meeting the local eligibility criteria for recognition as the valedictorian shall also be considered the highest-ranking graduate for purposes of receiving the honor graduate certificate from the state of Texas.

**Abilene Independent School District Board Document - Agenda Item IX.D.**

Meeting Date: December 8, 2025

Meeting Type: Regular Board Meeting

Item Type: Consent Agenda

Future Action Required: No

If Yes, Month: N/A

Subject: Resolution to Compensate Employees During Unexpected District Closures

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Background Information: This is a resolution that aligns with Board Policy to compensate employees during unexpected district closures, i.e. bad weather events. The resolution authorizes and directs the Superintendent to pay all employees for a regular duty day or portion of a day pursuant to Abilene ISD Board Policy for an unexpected closure of the District, including those employees who were idle and not working those days that will not be made up. The resolution also authorizes and directs the Superintendent, at the Superintendent's discretion, to provide employees who were required to work on site during any emergency closing during the 2025-26 school year premium pay. This resolution is being brought to the Board in compliance with Board Policy and is expected to be applied to all future closure events in the 2025-2026 School Year.

Attached Supporting Documents:

Resolution

Policy DEA (LOCAL)

Fiscal Implications:

None, these are budgeted costs.

Administrative Recommendation:

Approve as Presented.

Contact Person: Alison Sims

COMPENSATION AND BENEFITS  
COMPENSATION PLAN

DEA  
(LOCAL)

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

**Pay Administration**

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.

Annualized Salary

The District shall pay all salaried employees over 12 months in equal monthly or bimonthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Pay Increases

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine pay adjustments for individual employees, within the approved budget following established procedures.

*Mid-Year Pay  
Increases*

Contract  
Employees

A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements]

Noncontract  
Employees

The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.

**Pay During Closing**

If the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure. [See EB for the authority to close schools]

**RESOLUTION OF THE BOARD OF TRUSTEES OF  
ABILENE INDEPENDENT SCHOOL DISTRICT**

**WHEREAS**, the Board of Trustees (the “Board”) of the Abilene Independent School District (the “District”) is authorized by § 11.51 of the Texas Education Code (“TEC”) to govern and oversee the management of the public schools in the District; and

**WHEREAS**, Abilene ISD, or a portion thereof, has the potential for being forced to close during the 2025-2026 school year due to unforeseen circumstances; and

**WHEREAS**, during emergency closure events the vast majority of employees are directed to not come to work on those affected days and the Board believes there is a public purpose for paying employees for missed workdays that will not be made up; and

**WHEREAS**, the Board determines that in the event of an unplanned closure, there is a public purpose for providing premium pay to employees for working during that time; and

**WHEREAS**, the public purpose for payment of employees for the workdays missed would include increased morale, reduction of employee turnover, reducing the District’s exposure to possible unemployment or Fair Labor Standards Act claims, and equitable treatment of all employees.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE ABILENE INDEPENDENT SCHOOL DISTRICT:**

**RESOLVED**, the Board of Trustees finds that the public interest will be served by paying all employees who are idled due to unexpected closures of the District, or parts thereof, for missed workdays that will not be made up.

**RESOLVED**, the Board authorizes and directs the Superintendent to pay all employees for a regular duty day pursuant to Abilene ISD Board Policy DEA (LOCAL) for an unexpected closure of the District, or parts thereof, including those employees who were idle and not working on the unexpected closure days that will not be made up.

**RESOLVED**, the Board authorizes and directs the Superintendent, at the Superintendent’s discretion, to provide employees who are required to work on site during an emergency closure in the 2025-2026 school year premium pay, to be determined by the Superintendent.

**RESOLVED**, the Board of Trustees hereby (1) determines that these payments serve a public purpose, (2) retains sufficient control over the expenditures to ensure a public purpose is served, and (3) is confident the District will receive a return benefit.

**RESOLVED**, this resolution only applies to District closures due to unexpected or emergency reasons during the 2025-2026 school year. This resolution does not establish ongoing policy and Abilene ISD is under no obligation to pay employees for any other days not worked.

**PASSED AND APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_ 2025.

By: \_\_\_\_\_  
Angie Wiley, President of the Abilene ISD Board of Trustees

Attest: \_\_\_\_\_  
Cindy Earles, Board Secretary

## Abilene Independent School District Board Document

Meeting Date: December 8, 2025

Meeting Type: Regular Board Meeting

Item Type: Consent Agenda

Future Action Required: No

If Yes, Month: N/a

Subject: Updates to EIA Local Policy

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### Background Information:

EIA Local Policy addresses Academic Achievement: Grading/Progress Reports to Parents In the Progress Reporting section, the policy currently states that “The District shall issue grade reports/report cards every six weeks...” For the 25-26 school year the district moved to nine-week grading periods. EIA Local needs to be updated to reflect our current practice.

### Attached Supporting Documents:

Curriculum & Instruction: Presentation

Fiscal Implications: None

### Administrative Recommendation:

Approval of changes to EIA Local Policy. This item will be added to the December 8<sup>th</sup> consent agenda.

### Contact Person:

Lyndsey Williamson, Executive Director of Secondary Education

Patti Blue, Associate Superintendent of Curriculum and Instruction

### PROPOSED REVISIONS

<b>Relation to Essential Knowledge and Skills</b>	<p>The District shall establish instructional objectives that relate to the essential knowledge and skills for grade-level subjects or courses. These objectives shall address the skills needed for successful performance in the next grade or next course in a sequence of courses.</p> <p>Assignments, tests, projects, classroom activities, and other instructional activities shall be designed so that each student's performance indicates the level of mastery of the designated District objectives. The student's mastery level shall be a major factor in determining the grade for a subject or course.</p>
<b>Guidelines for Grading</b>	<p>The Superintendent or designee shall ensure that each campus or instructional level develops guidelines for teachers to follow in determining grades for students. These guidelines shall ensure that grading reflects a student's relative mastery of an assignment and that a sufficient number of grades are taken to support the grade average assigned. Guidelines for grading shall be clearly communicated to students and parents.</p> <p>In accordance with grading guidelines, a student shall be permitted a reasonable opportunity to redo an assignment or retake a test for which the student received a failing grade.</p>
<b>Semester / Final Examinations / Projects</b>	<p>Semester examinations/projects shall be administered for all high school credit courses at the end of each academic semester in the fall and spring. The semester examination/project shall count as ten percent of the final semester course grade.</p>
<b>Exemptions for Semester / Final Examinations / Projects</b>	<p>A student shall be permitted an exemption from the semester examination/project if the student meets eligibility criteria in administrative regulations.</p>
<b>Progress Reporting</b>	<p>The District shall issue grade reports/report cards every <del>nine</del> <b>six</b> weeks on a form approved by the Superintendent or designee. Performance shall be measured in accordance with this policy and the standards established in EIE.</p>
Interim Reports	<p>Interim progress reports may be issued at the teacher's discretion; however, notice of a student's consistent unsatisfactory performance shall be issued in accordance with law.</p>
Conferences	<p>Each year, the District shall provide at least two opportunities for in-person conferences between each parent and the student's teacher. Additional conferences may be requested by a teacher or parent as needed.</p>

**Academic  
Dishonesty**

A student found to have engaged in academic dishonesty shall be subject to grade penalties on assignments or tests and disciplinary penalties in accordance with the Student Code of Conduct. Academic dishonesty includes cheating or copying the work of another student, plagiarism, the use of artificial intelligence to complete an assignment in part or in whole unless approved by the classroom teacher [see CQD], and unauthorized communication between students during an examination. The determination that a student has engaged in academic dishonesty shall be based on the judgment of the classroom teacher or another supervising professional employee, taking into consideration written materials, observation, information from students, or the use of an artificial intelligence detection tool selected by the District.

**Abilene Independent School District Board Document - Agenda Item VII**

Meeting Date: December 8, 2025

Meeting Type: Regular

Item Type: Public Hearing

Future Action Required: No

If Yes, Month: N/A

Subject: Public Hearing on 2024-2025 School FIRST Report-based on Fiscal Year 23-24 Data

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Background Information: This is the 23rd year of School FIRST (Financial Integrity Rating System of Texas), a financial accountability rating system for Texas school districts. The Texas Education Agency developed the system in response to the 76<sup>th</sup> Texas Legislature in 1999. In August 2015, TEA implemented major changes to School FIRST in accordance with HB 5, Section 49, 83<sup>rd</sup> Texas Legislature. House Bill 5 amended Section 39.082 Texas Education Code to require TEA to combine the financial accountability rating system with the financial solvency system that had been administered separately to evaluate school districts. Beginning with the 20-21 rating system we are now rated with a letter score of “A” (Superior Achievement), “B” (Above-Standard Achievement), “C” (Standard Achievement), or “F” (Substandard Achievement) based on 21 indicators and a total 100 possible points. **In this FIRST report Abilene ISD scored 94 points and earned a Superior Achievement.**

Attached Supporting Documents: Presentation and the full FIRST report including all required disclosures.

Fiscal Implications: None.

Administrative Recommendation: Hold the public hearing, no additional action is required beyond the hearing.

Contact Person: Jennifer Hinds

**School FIRST**  
**FINANCIAL INTEGRITY RATING**  
**SYSTEM OF TEXAS**

Annual Report of  
Abilene Independent School District's  
2024-2025 School FIRST Rating  
(Based on 2023-2024 Data)



# **School FIRST**

## **(Financial Integrity Rating System of Texas)**

### **INTRODUCTION**

This is the 23<sup>rd</sup> year of School FIRST (Financial Integrity Rating System of Texas), a financial accountability rating system for Texas school districts. The Texas Education Agency developed the system in response to the 76<sup>th</sup> Texas Legislature in 1999. In August 2015, TEA implemented major changes to School FIRST in accordance with HB 5, Section 49, 83<sup>rd</sup> Texas Legislature. House Bill 5 amended Section 39.082 Texas Education Code to require TEA to combine the financial accountability rating system with the financial solvency system that had been administered separately to evaluate school districts.

The changes to the School FIRST system have been extensive over the years. The new School FIRST system has had separate worksheets for rating years 2014-15, 2015-16, and 2016-17 and subsequent years. For the 2014-15 rating year, there were only 7 indicators, with a district rating of either "Pass" or "Fail". For rating years 2015-16 and 2016-17, there were 15 indicators which were scored by either a Yes/No response or receive a numeric score. Since the inception of the 20-21 rating system, we are now rated with a letter score of "A" (Superior Achievement), "B" (Above-Standard Achievement), "C" (Standard Achievement), or "F" (Substandard Achievement) based on 20 indicators, and due to the impact of COVID, some of these indicators are not assessed.

The primary goal of School FIRST is to achieve quality performance in the management of a school district's financial resources, a goal made more significant due to the complexity of accounting associated with the Texas school finance system.

**School FIRST Indicators, Explanations and Results for Abilene ISD**

<b>#</b>	<b>Indicator/Explanation</b>	<b>23-24</b>	<b>22-23</b>
<b>1</b>	<b>Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?</b>	<b>Yes</b>	<b>Yes</b>
<b>2</b>	<b>Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion).</b>	<b>Yes</b>	<b>Yes</b>
<b>3</b>	<b>Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (A debt agreement is a legal agreement between a debtor (person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)</b>	<b>Yes</b>	<b>Yes</b>
<b>4</b>	<b>Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies?</b>	<b>Yes</b>	<b>Yes</b>
<b>5</b>	<b>Was the total net position in the governmental activities column in the Statement of Net Position greater than zero?</b>  This indicator was not scored for 2019-20, 2020-2021 or 2021-2022.	<b>PASS</b>	<b>PASS</b>
<b>6</b>	<b>Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures?</b>	<b>PASS</b>	<b>PASS</b>
<b>7</b>	<b>Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)?</b>  This indicator measures how long (in days) after the end of the fiscal year the District could have disbursed funds for its operating expenditures without receiving any new revenues.	<b>10/10</b>	<b>10/10</b>
<b>8</b>	<b>Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt?</b>  The Calculation is simply current assets divided by current liabilities.	<b>8/10</b>	<b>4/10</b>
<b>9</b>	<b>Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)?</b>	<b>10/10</b>	<b>10/10</b>

#	Indicator/Explanation	23-24	22-23
10	<b>Did the school district average less than 10% variance when comparing budgeted revenues to actual revenues for the last 3 fiscal years?</b>  This indicator is not being evaluated.	N/A	N/A
11	<b>Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency?</b>  Enrollment over the past 5 years did not automatically pass the district, and our long-term liabilities gave us a score of 0.6238. Over time this indicator should score higher as our long-term debt continues to go down.	8/10	8/10
12	<b>What is the correlation between future debt requirements and the district's assessed property value?</b>  As values continue to rise and debt is paid down, the ratio improves. Due to these factors, we earned full points on this indicator this year.	10/10	10/10
13	<b>Was the school district's administrative cost ratio equal to or less than the threshold ratio?</b>  This indicator measures the district's administrative costs to a predetermined reference based on ADA size. For ADA of 10,000 or more, to receive the maximum 10 points, the district must be less than or equal to 0.08555. The district is currently at 0.1097 scoring 8 out of 10 points.	8/10	8/10
14	<b>Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)?</b>  This indicator was not scored in 2021-2022.	10/10	10/10
15	<b>Was the school district's ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA? If the district did not submit pupil projections to TEA, did it certify TEA's projections?</b>  This indicator is not being evaluated in 2020-2021, 2021-2022, or 2022-2023.	5/5	N/A
16	<b>Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function?</b>  This indicator measures the PEIMS data submission to the annual financial report. If the total variances are less than 3 percent, 10 points are received. The district's variance was at 0.0% for this indicator.	PASS	PASS
17	<b>Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern?</b>	PASS	PASS

#	Indicator/Explanation	23-24	22-23
18	<p data-bbox="277 254 1243 380"><b>Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)</b></p> <p data-bbox="277 422 1122 480">The 2022-23 annual financial audit was free of any instances of material noncompliance as defined by the AICPA.</p>	10/10	10/10
19	<p data-bbox="277 491 1263 653"><b>Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?</b></p> <p data-bbox="277 690 1219 718">The district maintains all required fiscal postings on the AISD Finance webpage.</p>	5/5	5/5
20	<p data-bbox="277 728 1252 854"><b>Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?</b></p> <p data-bbox="277 892 1198 955">The district conducts comprehensive budget workshops through the spring and summer prior to the beginning of the fiscal year.</p>	PASS	PASS
21	<p data-bbox="277 966 1243 1058"><b>Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of financial hardship?</b></p>	PASS	PASS

## **DETERMINATION OF RATING**

There are 21 indicators that the district. A “Substandard Achievement” rating results in a failed status and a corrective action plan is required to be filed with the TEA. Otherwise, a district’s rating is determined based on the number of points received (100 points available):

- **A = Superior 90-100 points**
- **B = Above Standard 80-89 points**
- **C = Meets Standard 60-79 points**
- **F = Substandard Achievement < 60 points**

## **2024-2025 STATUS FOR ABILENE ISD**

The District was able to answer all twenty of the evaluated indicators affirmatively and earned a 94 out of a possible 100 points.

Rating:       **A, or Superior Rating**

## **CONCLUSION**

The Abilene Independent School District continues to be managed in a fiscally responsible manner as confirmed by the “A” rating. While funding for schools remains a critical issue, the District’s responsible financial management of taxpayers’ dollars helps ensure that the District is not only accountable for student learning, but also for achieving positive results that are both cost effective and efficient.

## **ADDITIONAL DISCLOSURES**

The following disclosures provide supplemental information regarding the Superintendent and Board members, as required by law.

### **Disclosure #1 – Superintendent’s Employment Contract**

**Requirement** – The District must provide a copy of the Superintendent’s employment contract that is effective on the date of the School FIRST hearing – either in this report or on the District’s website.

A copy of the Superintendent’s current employment contract is attached as Appendix 1.

### **Disclosure #2 – Reimbursements Received by the Superintendent and Board Members for Fiscal Year 2024 (September 1, 2023 – August 31, 2024)**

**Requirement** – The District must provide a summary schedule for the fiscal year of total reimbursements received by the Superintendent and each Board member. The schedule shall separately report reimbursements for meals, lodging, transportation, motor fuel, and other items (not including reimbursements for supplies and materials that were purchased for the operation of the school).

For the Twelve-Month Period Ended August 31, 2024	Superintendent	Board Member	Board Member	Board Member	Board Member	Board Member	Board Member	Board Member	Interim Sup	Superintendent	Board Member	Board Member
Description of Reimbursement	Dr. David Young	Daryl Zeller	Cindy Earles	Angie Wiley	Bill Enriquez	Dr. Danny Wheat	Derek Hood	Rodney Goodman	Dr. James Largent	Dr. John Kuhn	Dr. Taylor Tidmore	Blair Schroeder
Meals	\$ 327.00				\$ 33.00	\$ 33.00	\$ 55.00	\$ 33.00	35	22		
Lodging	\$ 2,869.55	\$ 284.56		\$ 564.42	\$ 809.13	\$ 929.87	\$ 865.38	\$ 809.13	11939.21	348.6	526.4	468.74
Transportation	\$ 2,178.13				\$ 226.25	\$ 113.13			2585.63	364	187.5	306.25
Motor Fuel					\$ 75.09							
Other	\$ 837.77	\$ 485.00		\$ 535.00	\$ 485.00	\$ 485.00	\$ 485.00	\$ 485.00	105	80	485	485
<b>Total</b>	<b>\$ 6,212.45</b>	<b>\$ 769.56</b>	<b>\$ -</b>	<b>\$ 1,099.42</b>	<b>\$ 1,402.22</b>	<b>\$ 1,674.12</b>	<b>\$ 1,518.51</b>	<b>\$ 1,327.13</b>	<b>\$ 14,664.84</b>	<b>\$ 814.60</b>	<b>\$ 1,198.90</b>	<b>\$ 1,259.99</b>

\*\*“Other” expenditures were mainly for conference registrations, professional membership dues, parking/ground transportation.

### **Disclosure #3 – Outside Compensation and/or Fees Received by the Superintendent for Professional Consulting and/or Other Personal Services in Fiscal Year 2024 (September 1, 2023 – August 31, 2024)**

**Requirement** – The District must provide a summary schedule for the fiscal year of the dollar amount of compensation and/or fees received by the Superintendent from another school district or any other outside entity in exchange for professional consulting and/or other personal services.

### **2023-2024 Outside Compensation/Fees Received – None (\$0.00)**

**Disclosure #4 – Gifts Received by the Executive Officers and Board Members (and First-Degree Relatives, if any) in Fiscal Year 2024 (September 1, 2023 – August 31, 2024)**

**Requirement** – The District must provide a summary schedule for the fiscal year of the total dollar amount received by the Superintendent and Board members of gifts having an economic value of \$250 or more in the aggregate. This only applies to gifts received from an outside entity that received payments from the District (e.g., vendors) and gifts from competing vendors that were not awarded contracts.

Dr. John Kuhn	No gifts from vendors or potential vendors were received
Dr. Danny Wheat	No gifts from vendors or potential vendors were received
Mrs. Angie Wiley	No gifts from vendors or potential vendors were received
Mrs. Cindy Earles	No gifts from vendors or potential vendors were received
Mr. Bill Enriquez	No gifts from vendors or potential vendors were received
Mr. Rodney Goodman	No gifts from vendors or potential vendors were received
Mr. Blaire Schroeder	No gifts from vendors or potential vendors were received
Dr. Taylor Tidmore	No gifts from vendors or potential vendors were received
Dr. James Largent	No gifts from vendors or potential vendors were received
Dr. David Young	No gifts from vendors or potential vendors were received
Mr. Derek Hood	No gifts from vendors or potential vendors were received
Mr. Daryl Zeller	No gifts from vendors or potential vendors were received

**Disclosure #5 – Business Transactions Between School District and Board Members for Fiscal Year 2024 (September 1, 2023 – August 31, 2024)**

**Requirement** – The District must provide a summary schedule for the fiscal year of the dollar amount by Board member for the aggregate amount of business transactions with the District.

Dr. Danny Wheat	No business transactions with the District
Mrs. Angie Wiley	No business transactions with the District
Mrs. Cindy Earles	No business transactions with the District
Mr. Bill Enriquez	No business transactions with the District
Mr. Rodney Goodman	No business transactions with the District
Mr. Blaire Schroeder	No business transactions with the District
Dr. Taylor Tidmore	No business transactions with the District
Dr. James Largent	No business transactions with the District
Dr. David Young	No business transactions with the District
Mr. Daryl Zeller	No business transactions with the District
Mr. Derek Hood	No business transactions with the District

**Disclosure #6 – Any other information the Board of Trustees of the School District determines to be useful – N/A**

# **APPENDIX 1**

## SUPERINTENDENT'S EMPLOYMENT CONTRACT

STATE OF TEXAS       §  
                                  §  
COUNTY OF TAYLOR   §

This contract is entered into by and between the Board of Trustees ("Board") of the Abilene Independent School District ("District") and Dr. John Kuhn, ("Superintendent").

The Board and Superintendent, for and in consideration for the terms stated in this Contract, hereby agree as follows:

### 1. TERM

- 1.1 **Initial Term.** The Board agrees to employ the Superintendent for a term beginning April 26, 2024 and ending June 30, 2027. The Board and the Superintendent (the "Parties") may extend the term of this Contract by agreement.
- 1.2 **Extension.** At any time during the Contract term, the Board may, in its sole discretion, reissue the Contract for an extended term. Failure to reissue the Contract for an extended term shall not constitute nonrenewal of the Contract under Texas Education Code, Chapter 21, or Board Policy
- 1.3 **No Right of Tenure.** The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

### 2. EMPLOYMENT

- 2.1 **Professional Certification.** The Superintendent agrees to maintain the required certification throughout the term of employment with the District. The Superintendent agrees to furnish to the Board President a copy of the Superintendent's credentials for the position of superintendent within thirty (30) days of this Agreement, or as specified in any addendum hereto. Superintendent's failure to provide the credentials as required herein, or if the Superintendent's certification expires, is canceled, revoked or surrendered, this Contract is void.
- 2.2 **Representations.** The Superintendent makes the following representations:
  - (a) Beginning of Contract. The Superintendent represents that he has disclosed to the Board, in writing, any arrest and any indictment, conviction, no contest or guilty plea, or other adjudication of the Superintendent, with the exception of routine traffic citations. The Superintendent understands that a criminal history record acceptable to the Board, at its sole discretion, is a condition precedent to this Contract. Superintendent's failure to disclose all arrests, indictments, convictions, pleas of no contest or guilty pleas or other adjudication, other than routine traffic citations, or failure to provide a criminal history acceptable to the Board shall make this Contract null and void.

- (b) During Contract. The Superintendent also agrees that during the term of this Contract the Superintendent will notify the Board, in writing, of any arrest or of any indictment, conviction, no contest or guilty plea, or other adjudication of the Superintendent, other than routine traffic citations. The Superintendent agrees to provide such notification in writing within three (3) calendar days of the event or any shorter period specified in Board policy.
- (c) False Statements and Misrepresentations. The Superintendent represents that any records or information provided in connection with his/her employment application are true and correct. Any false statements, misrepresentations, incorrect information or omissions of requested information, or fraud by the Superintendent in or concerning any required records or in the employment application may be good cause for termination or nonrenewal of this Contract as applicable.

2.3 **Duties.** The Superintendent is the educational leader and chief executive of the District and shall faithfully perform the duties of the Superintendent of Schools for the District as follows:

- (a) Authority. The Superintendent shall perform such duties and have such powers as may be prescribed by the law and the Board. The Board shall have the right to assign additional duties to the Superintendent and to make changes in responsibilities or work at any time during the contract term. All duties assigned by the Board shall be appropriate to and consistent with the professional role and responsibility of the Superintendent.
- (b) Standard. Except as otherwise permitted by law and this Contract, the Superintendent agrees to devote his/her full time and energy to the performance of his/her duties. The Superintendent shall perform his/her duties with reasonable care, skill, and diligence, and shall not engage in any conduct that interferes or conflicts with the Superintendent's responsibilities to the District. The Superintendent shall comply with all lawful Board directives, state and federal laws and rules. Board policy, and regulations as they exist or may hereafter be amended.
- (c) Reassignment. The Superintendent shall not be reassigned from the position of Superintendent to another position without the Superintendent's express written consent.

Board Meetings. The Superintendent shall attend all meetings of the Board and its committees, both public and closed, with the exception of closed meetings devoted to the consideration of any action or lack of action on the Superintendent's Contract, his salary and benefits, and/or the Superintendent's evaluation and performance; to interpersonal relationships or complaints between individual Board members ; to hear complaints against Board members; or when the Board is acting in its capacity as a tribunal to hear and resolve complaints.

- 2.4 **Outside Employment.** To the extent permitted by law and Board Policy, the Superintendent may, with prior written consent of the Board, undertake consulting work, speaking engagements, writing, lecturing and other professional duties and obligations that do not conflict or interfere with the Superintendent’s professional responsibilities to the District. For any such outside employment, the Superintendent agrees to comply with applicable ethics rules, laws, and Board Policy regarding reporting potential and actual conflict of interest. In addition, the Superintendent agrees to provide information regarding income from such activities to the District as necessary for financial reporting requirements.
- 2.5 **Residence.** The Superintendent agrees to live in the District during his term as Superintendent. It is the understanding of the parties to this Contract that the Superintendent shall move to the District as soon as it is reasonably feasible to do so, and that the Superintendent shall live in the District during the term of this Contract. The Superintendent will be provided with a term of up to 9 months to obtain residency within the District.
- 2.6 **Annual Physical.** The Superintendent agrees to have a comprehensive medical examination, at District expense, by a physician acceptable to both the Board and the Superintendent, once a year that shall include a full drug and alcohol screening, and to obtain a statement certifying that the Superintendent is physically able to perform his essential job functions with or without reasonable accommodation and did not test positive for controlled substances or dangerous drugs for which the Superintendent does not have a legal prescription. This statement shall be filed with the President of the Board and placed in the Superintendent’s personnel file.

**3. SALARY AND BENEFITS**

- 3.1 **Annual Base Salary.** The Superintendent’s salary shall be paid an annual base salary in the sum of Three Hundred Thousand Dollars (\$300,000.00). This annual base salary shall be paid to the Superintendent in equal installments on a twelve-month ratable basis consistent with District policy and in accordance with normal District payroll practices.
- 3.2 **Salary Adjustments.** At any time during the term of this Contract, the Board may, in its discretion, review and adjust the salary of the Superintendent, but in no event shall the Superintendent be paid less than the salary set forth in Section 3.1(b) above.
- 3.3 **Longevity Pay.** In order to encourage continuity of leadership in the District, the District wishes to provide additional compensation to the Superintendent as a reward for reaching certain longevity goals. This longevity payment shall be made as follows:

As long as the Superintendent remains employed with the District if the criteria below are met, the District shall contribute to a Supplemental Retirement Plan for the benefit of the Superintendent the following amounts and vest as follows:

<u>Date of Contribution</u>	<u>Amount</u>	<u>Vesting</u>
June 30, 2025	\$10,000	0%

June 30, 2026	\$15,000	0%
June 30, 2027	\$20,000	0%
June 30, 2028	\$25,000	0%
June 30, 2029	\$30,000	100%

The Supplemental Retirement Plan shall be a plan established under Sections 403(b) or 401(a) (the "Plan") of the Internal Revenue Code (the "Code"). The Plan shall be established as employer- paid with non-elective contributions by the District and the Superintendent shall have no right to receive such contributions in cash. The Plan shall each be established under a written plan document that meets the requirements of the Code and such documents are incorporated herein by reference. The funds for the Plan shall each be invested as determined solely by the Superintendent in such investment vehicles as are allowable under the Code for the applicable type of plan.

3.4 **Professional Growth.** The Superintendent shall devote the Superintendent's time, attention, and energy to the direction, administration, and supervision of the District. In furtherance of this endeavor, the Board, however, encourages the continued professional growth of the Superintendent through the Superintendent's active attendance at and participation in professional meetings at the local, regional, state and national levels, as deemed appropriate by the Board and Superintendent. The Board also encourages the Superintendent's participation in pertinent education seminars and courses offered by public or private institutions or by educational associations, as well as the participation in informational meetings with those individuals whose particular skills, expertise, or backgrounds would serve to improve the Superintendent's performance of the Superintendent's professional responsibilities for the District. In its encouragement of the Superintendent to grow professionally, the Board shall permit a reasonable amount of release time for the Superintendent as the Superintendent and the Board deem appropriate, to attend such seminars, courses or meetings, and shall pay the reasonable costs and expenses for the Superintendent's attendance at such professional growth activities, as deemed reasonable and appropriate by the Superintendent and the Board. The District shall also pay the Superintendent's membership dues to the national and state the American Association of School Administrators and the Texas Association of School Administrators.

3.5 **Civic Activities.** The Superintendent is encouraged to participate in community and civic affairs, including the chamber of commerce, civic clubs, governmental committees, and educational organizations. The Board concludes that such participation will serve a legitimate purpose related to the educational mission of the District. The Superintendent may hold offices or accept responsibilities in these professional organizations, provided that such responsibilities do not interfere with the performance of his duties as Superintendent. Prior to engaging in these activities, the Superintendent will notify the Board in writing of the activity. The Board will notify the Superintendent if the activity presents a conflict or interferes with the performance of his duties as Superintendent. The District shall pay for the cost of Superintendent's membership in two local civic organizations in which the Superintendent participates and related travel outside of the District, subject to advance Board approval.

3.6 **Business Expenses.** The District shall reimburse the Superintendent for reasonable business

expenses directly incurred by the Superintendent in the continuing performance of his duties under this Contract according to Board Policy. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board Policy, and shall comply with all financial accountability rules, as required by state law or promulgated by the Texas Education Agency.

3.7 **Vacations, Holidays and Sick Leave.** The Superintendent shall observe the same holidays and breaks as provided by the Board adopted annual calendar. The Superintendent shall be subject to the leave policies applicable to administrative employees on 226-day contracts. Subject to the Board's approval of the scheduling, the Superintendent may take the same number of "non-duty days" authorized by Board Policy for administrative employees on 226-day contracts, with the days to be in a single period or at different times. Non-duty days taken by the Superintendent will be taken at such time or times as will least interfere with the performance of the Superintendent's duties.

3.8 **Health and Medical Insurance.** The District shall pay the same premiums for hospitalization, major medical and dental insurance coverage, if applicable, for the Superintendent pursuant to the group health care plan(s) provided by the District for its employees.

3.9 **Legal Defense.**

(a) Covered Claims. To the extent consistent with law, including Texas Civil Practice and Remedies Code, Chapter 102, the District agrees to defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions, judgments, expenses, and attorneys' fees incurred in any civil legal proceeding brought against the Superintendent, in the Superintendent's individual or official capacity as Superintendent of the District acting within the course and scope of the Superintendent's employment ("Covered Claim"). The term "Covered Claim" expressly excludes any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees where it is determined by the Board that the Superintendent committed official misconduct or committed a willful or wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith. This indemnity also excludes any costs, fees, expenses or damages that would be recoverable or payable under an insurance contract, held either by the District or by the Superintendent. The District's obligation to indemnify does not apply to criminal investigations or criminal proceedings.

(b) Selection of Legal Counsel. The District and the Superintendent shall select the Superintendent's legal counsel for any covered claim by agreement, if such legal counsel is not also the District's legal counsel. If legal defense is provided through insurance coverage, the Superintendent's right to agree to legal counsel provided for the Superintendent will depend on the terms of the applicable insurance contract.

(c) Cooperation with District's Defense. The Superintendent agrees to fully cooperate with the District in the defense of any and all demands, claims, suits, actions, and legal proceedings brought against the District, regardless of whether the Superintendent is named as a party. Contingent on the Superintendent's providing such

full cooperation, the District shall reimburse the Superintendent 's reasonable related expenses, including travel and lodging expenses. The parties' obligations under this Section 3.9 shall survive the termination of this Contract.

- 3.10 **Texas Teacher Retirement System.** The District shall supplement the Superintendent's annual salary by an amount equal to one hundred percent (100%) of the Superintendent's portion of the monthly member contribution to the Texas Teacher Retirement System ("TRS") beginning on April 26, 2024 and continuing for the term of this Contract, with any extensions made by the Board for performance of Superintendent duties. This supplement shall include both the retirement and TRS-Care parts of the TRS member contribution, as applicable. This additional salary supplement shall be paid to the Superintendent in regular monthly payroll installments and shall be reported as "creditable compensation" by the District for purposes of TRS, to the extent permitted by TRS.
- 3.11 **Technology.** The District shall provide the Superintendent with a cell phone for both professional and personal use. The District shall have total responsibility for payment of said mobile telephone account. The Superintendent understands that information stored in his cell phone, computer or other device, whether owned by the District or Superintendent, is subject to public disclosure if such information is related to the public business of the School District or to his duties as Superintendent. Notwithstanding the location of personal data on the cell phone, computer or other device, whether owned by the District or Superintendent, the parties agree that any personal or private information of the Superintendent contained on such devices containing such data or information shall be deemed private and the Superintendent's sole property; provided it shall be the responsibility of the Superintendent to assert, and to bear any costs of asserting, privacy or other confidentiality privileges or rights as to any such data or information.

#### 4. EMPLOYMENT PERFORMANCE

- 4.1 **Development of Annual Performance Goals.** The Superintendent shall submit to the Board a preliminary list of goals for the District each year for the Board's consideration and adoption. The goals approved by the Board shall at all times be reduced to writing ("District Goals") and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The Superintendent shall submit to the Board for its approval, a plan to implement the goals. The Board agrees to work with and support the Superintendent in achieving the District Goals.
- 4.2 **Review of Performance.**
- (a) Time and Basis of Evaluation. The Board shall evaluate, in writing, the Superintendent's performance at least once each year during the term of this Contract, and at such other times as deemed necessary and appropriate by the Board. The evaluation format and procedure shall comply with the law and Board Policy. The Board's evaluation and assessment of the Superintendent shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description and shall be based, at least in part, on the District's progress towards accomplishing the District Goals. The Board shall endeavor to devote a portion of, or all of, one executive session annually to a

discussion of the working relationship between the Superintendent and the Board.

- (b) **Confidentiality.** Unless the Superintendent expressly requests otherwise in writing, the evaluation of the Superintendent shall at all times be conducted in executive session and shall be considered confidential to the extent permitted by law. Nothing herein shall prohibit the Board or the Superintendent from sharing the content of the Superintendent's evaluation with their respective legal counsel.
- (c) **Evaluation Format and Procedure.** The evaluation format and procedure shall be in accordance with the evaluation instrument selected by the Board in accordance with the provisions of this Contract, the Board's policies, and state and federal law. In the event the Board deems that the evaluation instrument, format and/or procedure is to be modified by the Board and such modifications would require new or different performance expectations, the Superintendent shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

- 4.3 **Criticisms, Complaints, and Suggestions.** The Board, individually and collectively, shall refer all substantive criticisms, complaints and suggestions called to the Board's attention either: (a) to the Superintendent for study and appropriate action, and the Superintendent shall investigate such matters and shall within a reasonable time inform the Board of the results of such effort; or (b) to the appropriate complaint resolution procedure as established by District Board policies.

## 5. SUSPENSION AND TERMINATION OF EMPLOYMENT

- 5.1 **Suspension.** In accordance with Texas Education Code Chapter 21, the Board may suspend the Superintendent without pay during the term of this Contract for good cause as reasonably determined by the Board, and with approval of this Contract. Any suspension and/or administrative leave with must be approved by majority vote of the members present at a meeting of the Board.
- 5.2 **Mutual Agreement.** This Contract may be terminated by the mutual agreement of the Superintendent and the Board in writing, upon such terms and conditions as may be mutually agreed upon.
- 5.3 **Non-Renewal and Termination of Contract.** Renewal, non-renewal, and termination of this Contract shall be in accordance with Board policy and applicable state and federal law.
- 5.4 **Retirement or Death.** This Contract shall be terminated upon the retirement or death of the Superintendent.
- 5.5 **Resignation.** The Superintendent may leave the employment of the District at the end of a school year without penalty by filing a written resignation with the Board. The resignation must be addressed to the Board and filed no later than the forty-fifth (45th) day before the first day of instruction of the following school year. The Superintendent may resign, with the consent of the Board, at any other time.

5.6 **Dismissal for Good Cause.** The Board may dismiss the Superintendent at any time for good cause as determined by the Board. The term “good cause” shall include, but not be limited to the following:

- (a) Failure to fulfill duties or responsibilities as set forth under the terms and conditions of this Contract;
- (b) Incompetence or inefficiency in the performance of required or assigned duties as documented by evaluations, supplemental memoranda, or other written communication from the Board (the terms and conditions of this paragraph shall not justify good cause unless the Board has provided the Superintendent reasonable opportunity to remediate any incompetence or inefficiency);
- (c) Insubordination or failure to comply with lawful written Board directives;
- (d) Failure to comply with the Board’s policies or the District’s administrative regulations;
- (e) Neglect of duties;
- (f) Drunkenness or excessive use of alcoholic beverages;
- (g) Illegal use of drugs, hallucinogens, or other substances regulated by the Texas Controlled Substances Act;
- (h) Conviction of a felony or crime involving moral turpitude;
- (i) Failure to meet the District’s standards of professional conduct;
- (j) Failure to comply with reasonable District professional development requirements regarding advanced course work or professional development;
- (k) Disability, not otherwise protected by law, that impairs performance of the required duties of the Superintendent;
- (l) Immorality, which is conduct the Board determines is not in conformity with the accepted moral standards of the community encompassed by the District. Immorality is not confined to sexual matters, but includes conduct inconsistent with rectitude or indicative of corruption, indecency, or depravity;
- (m) Assault on an employee or student;
- (n) Knowingly falsifying records or documents related to the District’s activities;
- (o) Conscious misrepresentation of facts to the Board or other District officials in the conduct of the District’s business;

- (p) Failure to fulfill requirements for superintendent certification;
- (q) Failure to fulfill the requirements of a deficiency plan under an Emergency Permit;
- (r) Any other reason constituting “good cause” under Texas law.

## 6. MISCELLANEOUS PROVISIONS

- 6.1 **Amendment.** This contract may not be amended except by written agreement of the parties.
- 6.2 **Governing Law and Venue.** This Contract shall be governed by the laws of the State of Texas, and the Parties agree that venue for any litigation relating to the Superintendent’s employment with the District, including this Contract, shall be Taylor County. If litigation is brought in federal court, the Parties agree that venue shall be the Northern District of Texas, Abilene Division.
- 6.3 **Entire Agreement.** This Contract embodies the entire agreement between the parties, and, except as expressly provided herein, cannot be changed, altered or amended except by written amendment signed by both parties.
- 6.4 **Paragraph Headings.** The headings used at the beginning of each numbered paragraph in this contract are not intended to have any legal effect; the headings do not limit or expand the meanings of the paragraphs that follow them.
- 6.5 **Severability.** In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision thereof, and this Contract shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein.
- 6.6 **Conflicts.** In the event of any conflict between the terms, conditions and provisions of this Contract and the provisions of the Board’s policies, or any permissive state or federal law, then, unless otherwise prohibited by law, the terms of this Contract shall take precedence over the contrary provisions of the Board’s policies or any such permissive law during the term of the Contract.
- 6.7 **Legal Representation.** Both Parties have been represented by legal counsel of their choice or have had the opportunity to consult with legal counsel, in the negotiation and execution of this Contract.
- 6.8 **Notices.**
  - (a) To Superintendent. The Superintendent agrees to keep a current address and phone number on file with the District’s human resources office and the Board President. The Superintendent agrees that the Board may meet any legal obligation it has to give the

Superintendent written notice regarding this Contract or the Superintendent's employment by hand-delivery, or by certified mail, regular mail, express delivery service to the Superintendent's address of record, and/or electronic mail sent to the Superintendent's District provided email account.


(b) To Board. The Board agrees that the Superintendent may meet any legal obligation to give the Board written notice regarding this Contract or the Superintendent's employment by providing one copy of the notice to the President of the Board and one copy to the Vice President of the Board. The Superintendent may provide such notices by hand-delivery, or by certified mail, regular mail, express delivery service, to the Board President's and Vice President's addresses of record, as provided by the District.

ABILENE INDEPENDENT SCHOOL DISTRICT

By:   
Daryl Zeller  
President, Board of Trustees

4-25-24  
Date

SUPERINTENDENT

By:   
Dr. John Kuhn,  
Superintendent of Schools

4-25-24  
Date

RATING YEAR  DISTRICT NUMBER



**Financial Integrity Rating System of Texas**

**2024-2025 RATINGS BASED ON SCHOOL YEAR 2023-2024 DATA - DISTRICT STATUS DETAIL**

<b>Name:</b> ABILENE ISD(221901)	<b>Publication Level 1:</b> 8/8/2025 12:54:09 PM
<b>Status:</b> Passed	<b>Publication Level 2:</b> 8/8/2025 4:49:42 PM
<b>Rating:</b> A = Superior Achievement	<b>Last Updated:</b> 8/8/2025 4:49:42 PM
<b>District Score:</b> 94	<b>Passing Score:</b> 70

#	Indicator Description	Updated	Score
1	<a href="#"><u>Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district’s fiscal year end date of June 30 or August 31, respectively?</u></a>	4/23/2025 6:09:55 PM	Yes
2	<a href="#"><u>Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)</u></a>	4/23/2025 6:09:55 PM	Yes
3	<a href="#"><u>Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)</u></a>	4/23/2025 6:09:55 PM	Yes
4	<a href="#"><u>Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies? (If the school district received a warrant hold and the warrant hold was not cleared within 30 days from the date the warrant hold was issued, the school district is considered to not have made timely payments and will fail critical indicator 4. If the school district was issued a warrant hold, the maximum points and highest rating that the school district may receive is 95 points, A = Superior Achievement, even if the issue surrounding the initial warrant hold was resolved and cleared within 30 days.)</u></a>	4/23/2025 6:09:55 PM	Yes Ceiling Passed
			1 Multiplier Sum
5	<a href="#"><u>Was the total net position in the governmental activities column in the Statement of Net Position (net of accretion of interest for capital appreciation bonds, net pension liability, and other post-employment benefits) greater than zero? (If it is not, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement, unless the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership. If the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership, the</u></a>	4/23/2025 6:09:55 PM	Ceiling Passed

	<u>maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>		
6	<u>Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>	4/23/2025 6:09:55 PM	Ceiling Passed
7	<u>Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:55 PM	10
8	<u>Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:55 PM	8
9	<u>Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:55 PM	10
10	This indicator is not being evaluated.		10
11	<u>Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's increase of students in membership over 5 years was 7 percent or more or 1,000 or more students in membership, then the school district passes this indicator.)</u>	4/23/2025 6:09:55 PM	8
12	<u>What is the correlation between future debt requirements and the district's assessed property value?</u>	4/23/2025 6:09:55 PM	10
13	<u>Was the school district's administrative cost ratio equal to or less than the threshold ratio? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:55 PM	8
14	<u>Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? If the student enrollment did not decrease, the school district will automatically pass this indicator.</u>	4/23/2025 6:09:55 PM	10
15	<u>Was the school district's ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA? If the district did not submit pupil projections to TEA, did it certify TEA's projections? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:55 PM	5
16	<u>Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function? (If the school district fails indicator 16, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>	4/23/2025 6:09:55 PM	Ceiling Passed
17	<u>Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern? (The AICPA defines material weakness.) (If the school district fails indicator 17, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement.)</u>	4/23/2025 6:09:55 PM	Ceiling Passed
18	<u>Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)</u>	4/23/2025 6:09:55 PM	10
19	<u>Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?</u>	4/23/2025 6:09:55 PM	5

20	<a href="#">Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?</a>	4/23/2025 6:09:55 PM	Ceiling Passed
21	<a href="#">Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?</a>	4/23/2025 6:09:55 PM	Ceiling Passed
			94 Weighted Sum
			1 Multiplier Sum
			(100 Ceiling)
			94 Score

**DETERMINATION OF RATING**

<b>A.</b>	Did the school district fail any of the critical indicators 1, 2, 3, or 4? If so, the school district's rating is <b>F for Substandard Achievement</b> regardless of points earned.	
<b>B.</b>	Determine the rating by the applicable number of points.	
	<b>A = Superior Achievement</b>	90-100
	<b>B = Above Standard Achievement</b>	80-89
	<b>C = Meets Standard Achievement</b>	70-79
	<b>F = Substandard Achievement</b>	<70
<p><b>No Rating = A school district receiving territory that annexes with a school district ordered by the commissioner under TEC 13.054, or consolidation under Subchapter H, Chapter 41. No rating will be issued for the school district receiving territory until the third year after the annexation/consolidation.</b></p> <p>The school district receives an <b>F</b> if it scores below the minimum passing score, if it failed any critical indicator 1, 2, 3, or 4, if the AFR or the data were not both complete, or if either the AFR or the data were not submitted on time for FIRST analysis.</p>		

**CEILING INDICATORS**

<p>Did the school district meet the criteria for any of the following <b>ceiling indicators</b> 4, 5, 6, 16, 17, 20, or 21? If so, the school district's applicable maximum points and rating are disclosed below. Please note, an F = Substandard Achievement Rating supersedes any rating earned as the result of the school district meeting the criteria of a ceiling indicator.</p>		
<b>Determination of rating based on meeting ceiling criteria.</b>	<b>Maximum Points</b>	<b>Maximum Rating</b>
<b>Indicator 4</b> (Timely Payments) - School district was issued a warrant hold.	95	A = Superior Achievement
<b>Indicator 5</b> (Total Net Position) - Negative total net position and do not have 7% or more or 1.000 or more increase in growth in students in membership over 5 years.	79	C = Meets Standard Achievement

<b>Indicator 6</b> (Average Change in Fund Balance) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
<b>Indicator 16</b> (PEIMS to AFR) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
<b>Indicator 17</b> (Material Weaknesses) - Response to indicator is <i>No</i> .	79	C = Meets Standard Achievement
<b>Indicator 20</b> (Property Values and Tax Discussion) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
<b>Indicator 21</b> (FSP Repayment Plan) - Response to indicator is <i>Yes</i> .	70	C = Meets Standard Achievement

Home Page: [Financial Compliance | Texas Education Agency](#) | Send comments or suggestions to [FinancialAccountability@tea.texas.gov](mailto:FinancialAccountability@tea.texas.gov)

**THE TEXAS EDUCATION AGENCY**  
 1701 NORTH CONGRESS AVENUE · AUSTIN, TEXAS, 78701 · (512) 463-9734

FIRST 5.15.14.0



# **Board of Trustees Meeting**

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*December 8, 2025*



**Public Hearing:  
2024-2025 School FIRST  
Financial Accountability Rating System of Texas**

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*Jennifer Hinds  
Chief Financial Officer*

*December 2025*



SCHOOL  
**FIRST**  
FINANCIAL INTEGRITY RATING SYSTEM OF TEXAS

- Financial **accountability** rating system
- Ensures Texas public schools are **held accountable** for their financial management practices & that they **improve** these practices
- System designed to encourage Texas public schools to **better manage** financial resources to **provide maximum allocation** possible for direct **instructional purposes**



## School FIRST Requirements:

- Hold a Public Hearing
- Advertise the Public Hearing
- Distribute the FIRST report
- Explain the rankings and any special circumstances that impacted scoring

## Primary Data Sources:

- PEIMS
  - Public Education Information Management System
- Annual Financial Statements (Audit)



## Highlights:

- 23rd Year of School FIRST
- AISD Superior Rating for the past 14 years
- Superior Rating for the 24-25 Report





## 2024-2025 RATINGS BASED ON SCHOOL YEAR 2023-2024 DATA - DISTRICT STATUS DETAIL

**Name:** ABILENE ISD(221901)

**Publication Level 1:** 8/8/2025 12:54:09 PM

**Status:** Passed

**Publication Level 2:** 8/8/2025 4:49:42 PM

**Rating:** A = Superior Achievement

**Last Updated:** 8/8/2025 4:49:42 PM

**District Score:** 94

**Passing Score:** 70



## Full Points for 18/21 Indicators:

Including:

- Clean Unmodified Timely Audit Submission
- Timely payments of debt and TRS
- Fund Balance & Cash on Hand
- Budget & Federal Program Management
- Debt per \$100 Assessed Property Value



## Reduced points for 3/21 Indicators:

- Ratio of Current Assets to Liabilities
- Ratio of Long-Term Liabilities to Assets
- Administrative Cost Ratio



Financial Integrity Rating System of Texas

### 2024-2025 RATINGS BASED ON 2023-2024 SCHOOL YEAR DATA INDICATOR TEST 8

Name: ABILENE ISD (221901)

Indicator: Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? See ranges below in the Determination of Points section.

Result/Points: 8

Last Updated: 4/23/2025 6:09:55 PM

#### FORMULA

Field	Value
Current Assets	70,635,610
/ Current Liabilities	28,243,654

Mathematical Breakdown: 2.5009

***\*This is a 4 point improvement from the previous year!***

#### RESULT DETERMINATION REFERENCE

##### DETERMINATION OF POINTS

10	8	6	4	2	0
$\geq 3.00$	$< 3.00 \geq 2.50$	$< 2.50 \geq 2.00$	$< 2.00 \geq 1.50$	$< 1.50 \geq 1.00$	$< 1.00$



Financial Integrity Rating System of Texas

2024-2025 RATINGS BASED ON 2023-2024 SCHOOL YEAR DATA INDICATOR TEST 11

Name: ABILENE ISD (221901)

Indicator: Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's increase of students in membership over 5 years was 7 percent or more or 1,000 or more students in membership, then the school district passes this indicator.)

Result/Points: 8

Last Updated: 4/23/2025 6:09:55 PM

FORMULA

Field	Value
( Long Term Liabilities /	227,665,207
Total Assets	364,936,194
<= 1	
) Or ( 2024 Total Students - 2020 Total Students /	14,482
2020 Total Students	16,456
>= Threshold for Five-Year Percent Increase in Students	16,456
) Or ( Change in Students >= Threshold for five year numerical Increase in Students	0.07
)	-1,974
)	1,000

Mathematical Breakdown:  $0.6238 \leq 1$  Or  $-0.12 \geq 0.07$  Or  $-1,974 \geq 1,000$

RESULT DETERMINATION REFERENCE

DETERMINATION OF POINTS

10	8	6	4	2	0
$\leq 0.60$	$>0.60 \leq 0.70$	$>0.70 \leq 0.80$	$>0.80 \leq 0.90$	$>0.90 \leq 1.00$	$>1.00$



Financial Integrity Rating System of Texas

### 2024-2025 RATINGS BASED ON 2023-2024 SCHOOL YEAR DATA INDICATOR TEST 13

Name:	ABILENE ISD (221901)
Indicator:	Was the school district's administrative cost ratio equal to or less than the threshold ratio? See ranges below in the Determination of Points section.
Result/Points	8
Last Updated:	4/23/2025 6:09:55 PM

#### FORMULA

Field	District Administrative Cost Ratio	Value	0.1097190961
And	ADA		12,959,201
Or	Sparse		false

#### RESULT DETERMINATION REFERENCE

ADA Size	10	8	6	4	2	0
10,000 and Above	<= 0.0855	> 0.0855 <= 0.1105	> 0.1105 <= 0.1355	> 0.1355 <= 0.1605	> 0.1605 <= 0.1855	> 0.1855
5,000 to 9,999	<= 0.1000	> 0.1000 <= 0.1250	> 0.1250 <= 0.1500	> 0.1500 <= 0.1750	> 0.1750 <= 0.2000	> 0.2000
1,000 to 4,999	<= 0.1151	> 0.1151 <= 0.1401	> 0.1401 <= 0.1651	> 0.1651 <= 0.1901	> 0.1901 <= 0.2151	> 0.2151
500 to 999	<= 0.1311	> 0.1311 <= 0.1561	> 0.1561 <= 0.1811	> 0.1811 <= 0.2061	> 0.2061 <= 0.2311	> 0.2311
Less than 500	<= 0.2404	> 0.2404 <= 0.2654	> 0.2654 <= 0.2904	> 0.2904 <= 0.3154	> 0.3154 <= 0.3404	> 0.3404
Sparse	<= 0.3364	> 0.3364 <= 0.3614	> 0.3614 <= 0.3864	> 0.3864 <= 0.4114	> 0.4114 <= 0.4364	> 0.4364



# Questions?



**Public Hearing:  
2024-2025 School FIRST  
Financial Accountability Rating System of Texas**

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*Jennifer Hinds  
Chief Financial Officer*

*December 2025*

**Abilene Independent School District Board Document - VIII A**

Meeting Date: December 8, 2025

Meeting Type: Regular

Item Type: Report

Future Action Required: NO

If Yes, Month: N/A

Subject: Bluebonnet K-5 RLA Update

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Background Information: This is the first year of implementing Bluebonnet RLA in grades K-5. We wanted to give you an update on how this is going.

Attached Supporting Documents:

None

Fiscal Implications:

NONE



Administrative Recommendation:

NONE

Contact Person:

Patti Blue



# **Board of Trustees Meeting**

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*December 8, 2025*



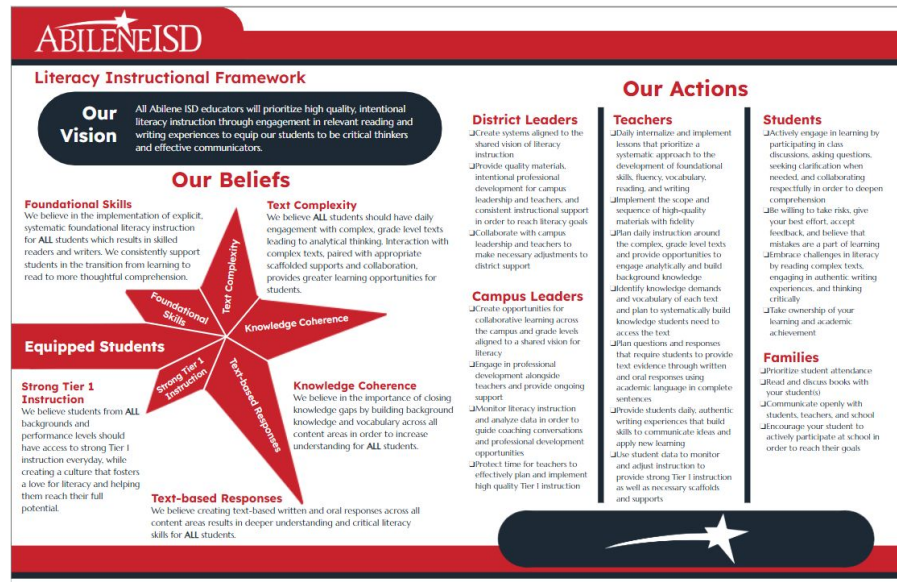
# Bluebonnet RLA Update

---

*Mandi Joiner - Elementary Reading Language Arts Coordinator*

# Strong Foundations Grants

- **Strong Foundations Planning Grant**
  - 2024-2025 school year
  - District created an RLA Framework based on research based instructional strategies
- **Strong Foundations Implementation Grant**
  - 2025-2026 school year
  - Year 1 of implementing Bluebonnet RLA Curriculum





# Summer and Fall Training

- Campus leaders, RLA Coordinator, and RLA coaches met in May and July to discuss **implementation expectations**.
- All teachers (including SPED), coaches, principals, and assistant principals attended **summer training** for Bluebonnet curriculum led by Brenna Muscatell from Region 14.
- Each circle brought RLA teachers together in **August** to internalize units and/or lessons.
- Each campus spent some of their time during the **three fall professional development days** to internalizing units and/or lessons.
- 4th and 5th grade teachers from the entire district got together on an October professional development day to **learn from Bluebonnet Ambassadors**.



# Support from RLA Coaches

- 4 Circle Coaches
- 2 additional coaches due to grant funds
- Collaborative planning sessions with each grade level
  - internalize units and/or lesson
  - analyze data
- Coaching
- Modeling and co-teaching
- Quarterly observations with feedback
- Regular classroom observations
- Twice a month meetings as an RLA team
- Ongoing support and training with Region 14



# Bluebonnet Ambassadors

**Each campus selected two teacher leaders to serve as Bluebonnet Ambassadors.**

## **Expectations:**

- Be a positive leader on their campus and share ideas about Bluebonnet implementation
- Open their classroom for other teachers to come observe
- Lead collaborative planning sessions
- Lead professional development sessions
- Collect and present feedback from teachers once each semester



# Implementation Goals

- **Bluebonnet Learning Implementation:** 100% teachers are implementing Bluebonnet RLA materials consistently for Tier 1 instruction by MOY
- **Stakeholder Investment :** 85% of teacher report confidence in the Bluebonnet RLA materials by EOY
- **Teacher Practice:** 75% teacher consistently internalize lessons for effective instructional delivery
- **Student Outcomes:** 100% of students engaged with grade level content from Bluebonnet RLA materials

# Observational Data

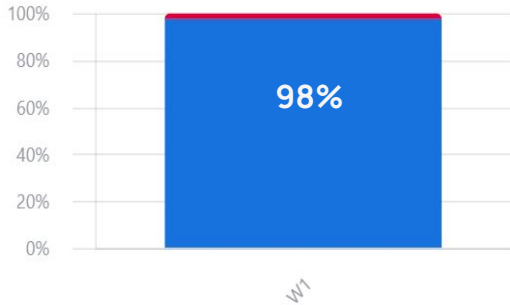
<h2>Observation &amp; Feedback Session</h2>	<h2>Learning Walks</h2>
<p><b>Purpose:</b> Observe and provide targeted support to improve implementation</p> <ul style="list-style-type: none"><li>● Coaches complete quarterly with Region 14</li><li>● Coaches provide one-on-one feedback to the teachers</li><li>● <b>132 classrooms</b> visited in 1st quarter</li><li>● <b>67 classrooms</b> visited in 2nd quarter</li></ul>	<p><b>Purpose:</b> Discover trends and adjust district systems</p> <ul style="list-style-type: none"><li>● RLA Coordinator, Region 14 representative, campus and district leaders complete quarterly walkthroughs (8 campuses per quarter)</li><li>● <b>40 classrooms</b> visited in 1st quarter</li><li>● <b>45 classrooms</b> visited in 2nd quarter</li></ul>
<p><b>Quarter 1 data was shared with coaches and campus leaders on October 24th and 31st. A similar process will occur after quarter 2.</b></p>	

# Implementation Goals - Quarter 1 Data

- **Bluebonnet Learning Implementation:** 100% teachers are implementing Bluebonnet RLA materials consistently for Tier 1 instruction by MOY

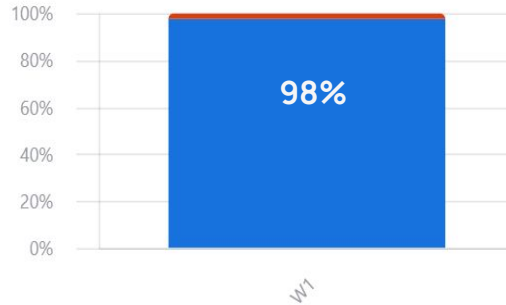
Lesson was within +/- 5 instructional days of the Bluebonnet Learning pacing guide.

INITIAL IMPLEMENTATION PHASE



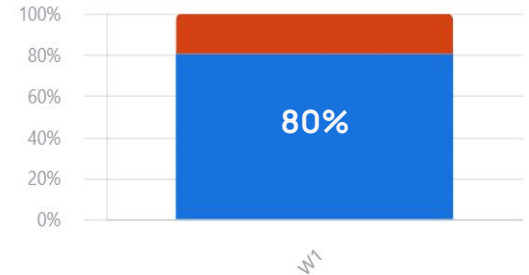
Bluebonnet Learning is being used for daily Tier 1 instruction for all students.

INITIAL IMPLEMENTATION PHASE



Teachers were not substituting or supplementing with other materials not approved for use by the campus/district.

INITIAL IMPLEMENTATION PHASE



# Implementation Goals - Quarter 1 Data

- **Stakeholder Investment** : 85% of teacher report confidence in the Bluebonnet RLA materials by EOY

## **BOY TEA Survey Results:**

66% of teachers agree or strongly agree to the following statement...

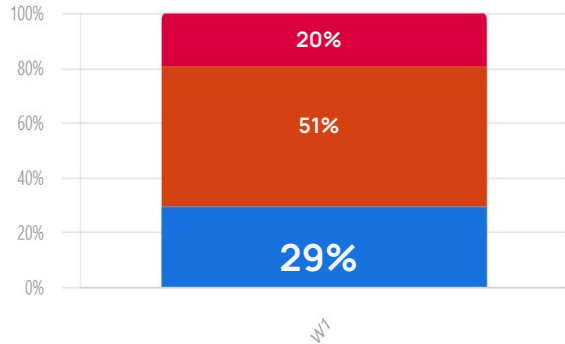
I am confident in my ability to teach a lesson with Bluebonnet RLA.

# Implementation Goals - Quarter 1 Data

- **Teacher Practice:** 75% teacher consistently internalize lessons for effective instructional delivery

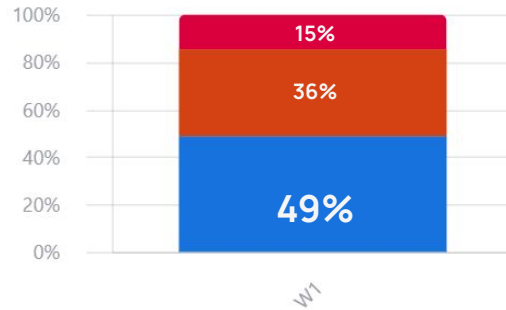
All materials were organized and readily available for the lesson.

INITIAL IMPLEMENTATION PHASE



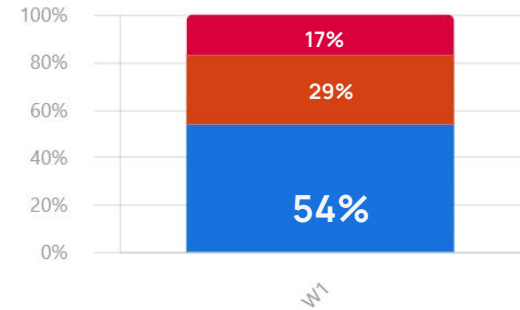
Teachers demonstrated understanding of the flow and purpose of the lesson.

INITIAL IMPLEMENTATION PHASE



Teachers implemented lesson as intended without "reading from a script."

INITIAL IMPLEMENTATION PHASE



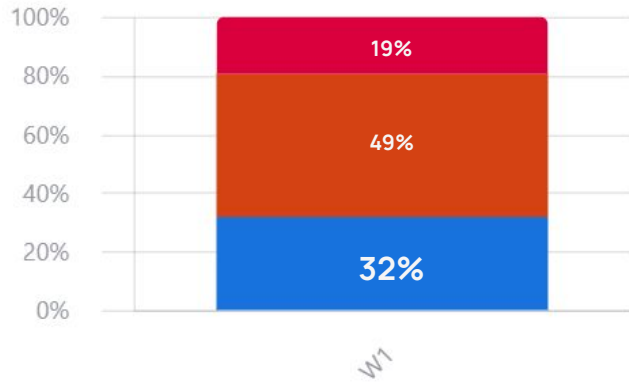
Blue = completely observed  
Orange = somewhat observed  
Red = net yet

# Implementation Goals - Quarter 1 Data

- **Student Outcomes:** 100% of students engaged with grade level content from Bluebonnet RLA materials

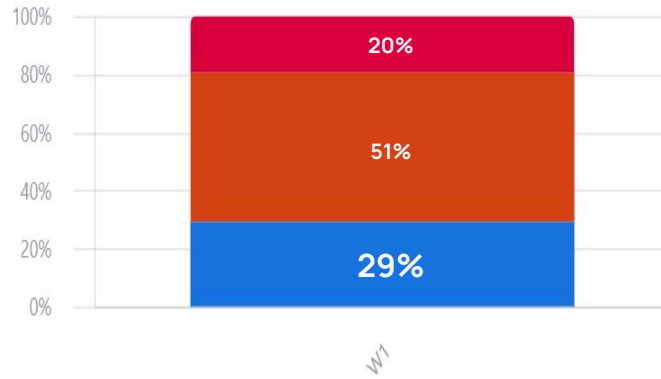
Students demonstrated increasing familiarity with embedded routines and strategies.

INITIAL IMPLEMENTATION PHASE



All students were given the opportunity to talk, write, practice, and productively grapple with grade-level content through the materials.

INITIAL IMPLEMENTATION PHASE



Blue = completely observed

Orange = somewhat observed

Red = net yet

# Academic Data



- **Bluebonnet unit assessments**
  - K-5th
  - Every 2-3 weeks
- **mCLASS**
  - K-2nd
  - 3 times per year
- **MAP**
  - K-5
  - 3 times per year
- **Benchmark Test**
  - 3rd-5th
  - February/March

# Bluebonnet Unit Assessments

<b>Domain 1 Average</b>	<b>3rd Grade</b>	<b>4th Grade</b>	<b>5th Grade</b>
<b>2025 STAAR</b>	<b>49% (77 C)</b>	<b>51% (78 C)</b>	<b>47% (75 C)</b>
<b>Bluebonnet Unit 2</b>	<b>38%</b>	<b>N/A</b>	<b>43%</b>
<b>Bluebonnet Unit 3</b>	<b>62%</b>	<b>53%</b>	<b>44%</b>
<b>Bluebonnet Unit 4</b>		<b>52%</b>	

We are tracking reading of words in Kindergarten starting in January. We have been tracking reading comprehension in 1st and 2nd grade.

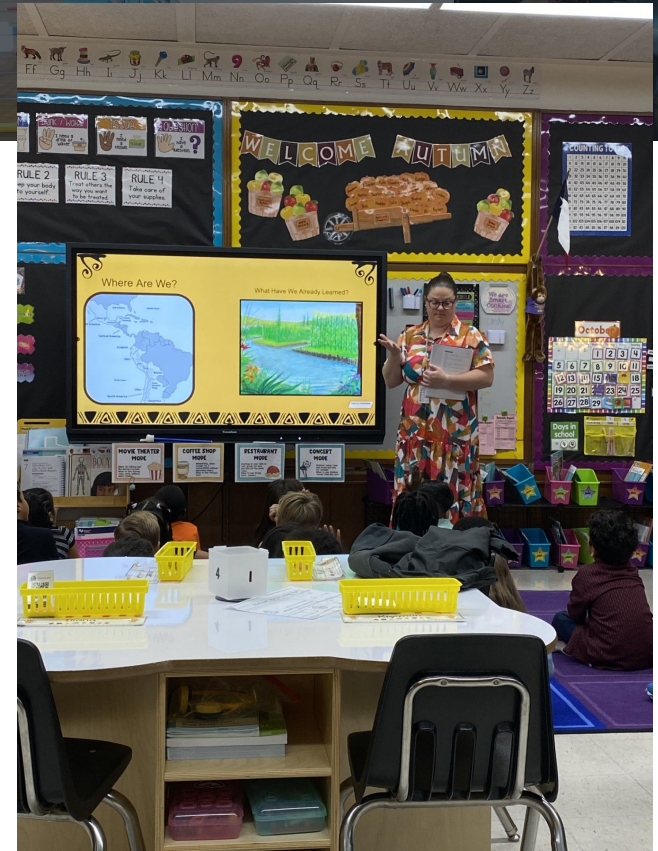
# Next Steps

- Address campus and district trends during collaborative planning meetings and coaching visits
- Continue to monitor student performance data
- Build teacher confidence through ongoing conversations and support from coaches and RLA Coordinator
- Build in additional STAAR practice in spring semester



# Celebrations

- Culminating Activities
- Consistency across campuses and the district
- Building knowledge coherence across grade levels
- Student engagement and excitement
- Students reading, writing, listening, and speaking about a particular topic





Questions?

**Abilene Independent School District Board Document - VIII B**

Meeting Date: December 8, 2025

Meeting Type: Regular

Item Type: Report

Future Action Required: NO

If Yes, Month: N/A

Subject: Pre-K Children's Learning Institute (CLI)

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Background Information: We are talking more and more about data collection and how we use it to monitor progress. We thought it would be good for you to learn more about how we do this for our littlest students. Julie Wilson sends you information in Board Notes but we thought it would be good to talk through this with you and to give you an opportunity to ask questions.

Attached Supporting Documents:

None

Fiscal Implications:

NONE



Administrative Recommendation:

NONE

Contact Person:

Patti Blue or Julie Wilson



# **Board of Trustees Meeting**

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*December 8, 2025*



# **Pre-K Children's Learning Institute (CLI)**

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*Patti Blue*

*Associate Superintendent for Curriculum and Instruction*

*Julie Wilson*

*Director of Early Childhood Programs*

# What is Children's Learning Institute

“The Children’s Learning Institute (CLI) at McGovern Medical School at The University of Texas Health Science Center at Houston (UTHealth Houston) is the preeminent resource for learning solutions that produce tested, proven, effective results through scientific research and evidence-based interventions.”

“Today, the Children’s Learning Institute provides clinical assessment, diagnoses and treats learning disorders, conducts cutting-edge research on techniques to enhance a child’s home and learning environments, and develops multi-modal teaching, learning, and coaching platforms. From before birth through young adulthood, our programs and services impact children across Texas and the nation.”

“Since 2003, CLI has been the designated **State Center for Early Childhood Development** to encourage the expansion of our programs and initiatives as well as to focus, develop, and orchestrate the implementation of evidence-based practices in education on a statewide basis”

-taken from Children’s Learning Institute Webpage





# CLI Pre-K Online Progress Monitoring Tool (CLI)

- Administered 3 times a year
- Measures School Readiness Goals in 4 Domains
  - Social/Emotional Development
  - Language and Literacy
  - Cognition (Mathematics & Scientific Reasoning)
  - Perceptual, Motor & Physical Development

# CLI Pre-K Online Progress Monitoring Tool (CLI)

## Ways Data is Collected:

- One to one - Student/Teacher “Testing”
- Teacher Observables Through a Checklist



# CLI Pre-K Online Progress Monitoring Tool (CLI)

- How do we use the data gathered?
  - Communicate with Parents which includes academic goals for home & school
  - Design Professional Development for Teachers and Staff including Practiced Based Coaching
  - Create Lesson Plans to address individualization/differentiated small groups
  - Select Instructional Materials based on strengths & needs revealed in data



# Areas to Address Based on CLI Data

## Head Start

- ★ Language and Literacy Domain: Letter-Sound Correspondence

## Long Early Learning

- ★ Language and Literacy Domain: Letter-Sound Correspondence
  - Recognize at least half of the letters of the alphabet and their sounds
    - Rapid Letter Naming
    - Letter Sound Correspondence

# Areas to Address Based on CLI Data Beginning of Year (BOY)

Recognize at least half of the letters of the alphabet and their sounds:

	Head Start	Long Early Learning
Rapid Letter Naming	46%	55%
Letter-Sound Correspondence	16%	20%



# 2024-2025 CLI Data End of Year (BOY)

Recognize at least half of the letters of the alphabet and their sounds:

	Head Start	BOY → EOY Growth	Long ELC	BOY → EOY Growth
Rapid Letter Naming	98%	25%	98%	53%
Letter-Sound Correspondence	43%	29%	52%	29%



Questions?

**Abilene Independent School District Board Document – Item IX.A**

Meeting Date: December 8, 2025

Meeting Type: Regular Board Meeting

Item Type: Presentation/Approval    Future Action Required: No    If Yes, Month: N/A

Subject: SLAC Recommendation- SLAC Chairperson

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Background Information:

The School Library Advisory Council met on November 17, 2025. During this meeting the committee considered and is recommending the following:

The SLAC unanimously recommends Eric Lemmons to serve as the SLAC Chairperson.

Attached Supporting Documents:

Curriculum & Instruction: Presentation

Fiscal Implications: None

Administrative Recommendation:

Approval of Eric Lemmons to serve as the SLAC Chairperson

Contact Person:

Lyndsey Williamson, Executive Director of Secondary Education

Patti Blue, Associate Superintendent of Curriculum and Instruction



## **SLAC Recommendation- Chairperson**

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*Lyndsey Williamson,  
Executive Director of Secondary Education*



## SLAC Meeting- November 17, 2025

Meeting agenda included the following:

- SB 13 Overview
- Consideration of a Chairperson
- Book Selection and Weeding Criteria Overview
- Books Recommended for Purchase
- Consideration/Review of Book Challenges
- Vote on Book Challenges

## SLAC Chairperson

- Per SB 13 and EFB Local Policy, the members shall select a committee chair
- SLAC Member, Eric Lemmons, was recommended and approved by the SLAC at the 11/17 meeting to serve in this role

Questions?

**Abilene Independent School District Board Document - Agenda Item: IX.B.**

Meeting Date: December 8, 2025

Meeting Type: Regular Board Meeting

Item Type: Presentation/Approval    Future Action Required: No    If Yes, Month: N/A

Subject: SLAC Recommendation- Procurement List

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Background Information:

The School Library Advisory Council met on November 17, 2025. During this meeting the committee reviewed and considered the list of books to be approved for procurement: [Fall 2025 Ordering List](#).

The SLAC is recommending all the books for approval. They are recommending the following books on the high school list be fully read and reviewed before being added to the library catalog:

- *Influenced*
- *Girl in Pieces*
- *God of the Woods*
- *Your Final Moments*
- *Night Owls*
- *Pick the Lock*
- *Such Lovely Skin*
- *Through Our Teeth*
- *When the Devil Signs*
- *The Whispering*
- *True Crimes* (AHS librarian reviewing first in series prior to purchase)

Attached Supporting Documents:

Curriculum & Instruction: Presentation

Fiscal Implications: Each campus is allotted funds to purchase library materials. There are no fiscal implications that extend beyond each campus' budget for this purpose.

Administrative Recommendation:

Consider the recommendations of the SLAC and approve the list of books for procurement.

Contact Person:

Lyndsey Williamson, Executive Director of Secondary Education

Patti Blue, Associate Superintendent of Curriculum and Instruction



## **SLAC Recommendation- Procurement List**

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*Lyndsey Williamson,  
Executive Director of Secondary Education*



## SLAC Meeting- November 17, 2025

Meeting agenda included the following:

- SB 13 Overview
- Consideration of a Chairperson
- Book Selection and Weeding Criteria Overview
- Books Recommended for Procurement
- Consideration/Review of Book Challenges
- Vote on Book Challenges

# Books Recommended for Procurement

- Elementary, Middle, and High School lists were presented for review (full list is linked in board doc and posted to AISD webpage)
- Each SLAC member has access to Titlewave
- SLAC recommending all books for approval
- Books will be options for campuses to purchase, if approved

# Books Recommended for Procurement

SLAC recommends the following books on the high school list be fully read and reviewed before adding to the library catalog:

*Influenced*  
*Girl in Pieces*  
*God of the Woods*  
*Your Final Moments*  
*Night Owls*  
*Pick the Lock*

*Such Lovely Skin*  
*Through Our Teeth*  
*When the Devil Signs*  
*The Whispering*  
*True Crimes* (AHS librarian  
reviewing first in series prior to  
purchase)

**Questions?**

**Abilene Independent School District Board Document - Agenda Item: IX.C.**

Meeting Date: December 8, 2025

Meeting Type: Regular Board Meeting

Item Type: Presentation/Approval

Future Action Required: No

If Yes, Month: N/A

Subject: SLAC Recommendations- Challenged Library Materials

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Background Information:

The School Library Advisory Council met on November 17, 2025. During this meeting the committee considered challenged library materials.

The committee reviewed 19 of the 27 titles that have been formally challenged. The following titles were considered and voted on by the SLAC:

- *I Am Not Your Perfect Mexican Daughter*
- *The Art of Racing in the Rain*
- *The Bluest Eye*
- *Boy Toy*
- *The Glass Castle*
- *The Haters*
- *Identical*
- *Kendra*
- *Kingdom of the Cursed*
- *Kingdom of the Feared*
- *Kite Runner*
- *The Lovely Bones*
- *Me and Earl and the Dying Girl*
- *Nineteen Minutes*
- *Poet X*
- *Sold*
- *Speak*
- *Thirteen Reasons Why*
- *Will Grayson, Will Grayson*

The remaining books that were formally challenged will be reviewed by the SLAC committee at the December 15, 2025, SLAC meeting with a recommendation to the board at the January 12<sup>th</sup> board meeting. Following are the remaining titles:

- *Tricks*
- *99 Days*
- *Suicide Notes of Beautiful Girls*
- *Crank*
- *Like a Love Story*
- *Black Flamingo*
- *Yolk*
- *Forever*

Attached Supporting Documents:

Curriculum & Instruction: Presentation

Fiscal Implications: None

Administrative Recommendation:

Consider and approve the recommendations of the SLAC regarding the challenged library materials discussed.

Contact Person:

Lyndsey Williamson, Executive Director of Secondary Education

Patti Blue, Associate Superintendent of Curriculum and Instruction

