THREE WAY
INDEPENDENT SCHOOL DISTRICT
247 CR 207, Stephenville, TX 76401 | 254.965.6496

Teddy Ott,
Superintendent

AGENDA TWISD Regular School Board Meeting

April 14, 2026 Board Room 5:30 PM

I. **Roll Call - Verify Quorum**

Tracie Hankins, Senaida Huerta, Duanea Armes, Lloyd Lietz, Cody Howle

II. **Citizen Comments**

III. **Staff Reports**

1. Financial Update
2. Principal's Report
3. Superintendent

IV. **Consent Agenda**

1. Consider approval or other action for minutes for the March 17, 2026 regular meeting.

2. Consider approval or other action regarding accounts payable report for payments made for the month of March 2026.

V. **Action Items**

1. Discussion, consideration, and possible action to adopt Interlocal Agreement / Resolution with ESC Region 11 Benefits Cooperative.

2. Discussion, consideration, and possible action regarding MOU with Cornerstone Christian Academy for the 26/27 SY.

3. Discussion, consideration, and possible action to approve the District of Innovation (DOI) Plan (Revised).

4. Discussion, consideration, and possible action regarding adoption of revised policies BDF, DBA, DK, DNB, EB and FDA to bring TWISD's DOI Plan into compliance.

5. Discussion, consideration, and possible action to set acceptable forms of Proof of Residence for in-district students.

6. Discussion, consideration, and possible action to appoint 2 members to committee.

VI. **Closed Session**

1. In accordance with Texas Open Meetings Law, Texas Government Code Section 551, Annotated in accordance with:

   Section 551.074 - to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee: Positions and Contracts

2. Discussion, consideration, and possible action on Staff Contracts.

VII. **Adjourn**

With no further business before the Board, this meeting is adjourned at _____ pm.

Closed Session Notice

Three Way Independent School District may convene into Closed Session on any matter related to any of the above agenda items for a purpose, such a closed session is allowed under Chapter 551, Texas Government Code. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meetings. Should any final action, final decision, or final vote be required in the opinion of the School Board with regard to any matter considered in such closed meeting then the final action, final decision, or final vote shall be either: (a) In the open meeting covered by the Notice upon the reconvening of the public meeting; or (b) At a subsequent public meeting of the School Board upon notice thereof; as the Board shall determine.

ADA Notice

In accordance with the Americans with Disabilities Act, persons who need accommodation to attend or participate in the meeting should contact Stephanie Ritchie at (254)965-6496 x 200 at least 48 hours prior to the meeting to request such assistance.

Certification

I, the undersigned authority, do hereby certify that this Notice of Meeting was posted in accordance with the regulations of the Texas Open Meetings Act on the front door of the Three Way Administration Building and the front door of the Three Way High School, a place convenient and readily accessible to the general public, as well as to school's website at www.twisd.us and said notice was posted at or before , and remained posted for at least two hours after said meeting was convened.

_____

Dr. Teddy Ott, Superintendent

Board Report Summary
2025-2026

MARCH

REVENUE	Est. Revenue	Rev. Realized To Date	Revenue Balance	% Realized	NOTES
Taxes	776,590.00	-541,618.43	234,971.57	69.74%	
Other Rev. Local	31,500.00	-58,911.50	-27,411.50	187.02%	
Total REVENUE - Local and Intermediate	**808,090.00**	**-600,529.93**	**207,560.07**	**74.31%**	
Total State Program Revenues	**2,704,699.99**	**-1,025,951.00**	**1,678,748.99**	**37.93%**	
TOTAL Revenue - LOCAL-STATE-FEDERAL	**3,512,789.99**	**-446,480.93**	**3,066,309.06**	**12.71%**	

Fund 199	Budget	Expenditure YTD	Balance	% Realized	
Function 11 INSTRUCTION					
6100 - Payroll Costs	-1,838,561.79	994,698.83	-843,862.96	54.10%	
6200 - Professional and Contracted Svs	-34,025.81	24,985.81	-9,040.00	73.43%	
6300 - Supplies and Materials	-39,710.00	17,607.73	-22,102.27	44.34%	
6400 - Other Operating Costs	-3,000.00	30,546.97	27,546.97	1018.23%	*Costs related to donation payback - $2,000 2024-25 Alaska Foundation*
6600 - Capital Outlay Land Building & Equipment	0.00	0.00	0.00	0.00%	
Total Function 11 INSTRUCTION	**-1,915,297.60**	**1,067,839.34**	**-847,458.26**	**55.75%**	
Function 12 INSTRUCTIONAL RESOURCES/MEDIA					
6100 - Payroll Costs	-5,776.54	3,125.82	-2,650.72	54.11%	
6200 - Professional & Contracted SVS	-1,687.00	1,687.00	0.00	100.00%	
6300 - Supplies and Materials	0.00	0.00	0.00	0.00%	
Total Function 12 INSTRUCTIONAL RESOURCES/MEDIA	**-7,463.54**	**4,812.82**	**-2,650.72**	**64.48%**	
Function 13 CURRICULUM & STAFF DEV					
6200 - Professional and Contracted Svs	0.00	0.00	0.00	0.00%	
6300 - Supplies & Materials	-24,000.00	24,932.13	932.13	103.88%	*Under budgeted*
6400 - Travel & Subsistence	-10,000.00	1,080.17	-8,919.83	10.80%	
Total Function 13 CURRICULUM & STAFF DEV	**-34,000.00**	**26,012.30**	**-7,987.70**	**76.51%**	
Function 23 SCHOOL LEADERSHIP					
6100 - Payroll Costs	-89,919.27	50,258.96	-39,660.31	55.89%	
6400 - Travel & Subsistence	-3,000.00	1,340.00	-1,660.00	44.67%	
Total Function 23 SCHOOL LEADERSHIP	**-92,919.27**	**51,598.96**	**-41,320.31**	**55.53%**	
Function 31 GUIDANCE AND COUNSELING SVS					
6100 - Payroll Costs	-127,203.93	79,206.62	-47,997.31	62.27%	
6300 - Supplies and Materials	-800.00	460.37	-339.63	57.55%	
6400 - Other Operating Costs	-2,000.00	279.12	-1,720.88	13.96%	
Total Function 31 GUIDANCE AND COUNSELING	**-130,003.93**	**79,946.11**	**-50,057.82**	**61.50%**	

Function 33 HEALTH SERVICES					
6100 Health Services	-67,911.16	37,266.52	-30,644.64	54.88%	
6300 - Supplies and Materials	-800.00	862.35	62.35	107.79%	*Student Drug Testing Not Budgeted for*
6400 - Other Operating Costs	-800.00	0.00	-800.00	0.00%	
Total Function 33 HEALTH SERVICES	**-69,511.16**	**38,128.87**	**-31,382.29**	**54.85%**	
Function 34 STUDENT TRANSPORTATION					
6100 - Payroll Costs	-25,520.84	14,157.01	-11,363.83	55.47%	
6200 - Professional & Constracted SVS	-3,000.00	11,144.35	8,144.35	371.48%	*Costs related to Bus #2 repairs*
6300 - Supplies and Materials	-2,000.00	7,763.38	5,763.38	388.17%	*Not enough budgeted*
6400 - Other Operating Costs	-6,173.00	5,506.64	-666.36	89.21%	
	-36,693.84	**38,571.38**	**1,877.54**	**105.12%**	
Function 36 CO-CURRICULAR ACTIVITIES					
6100 - Payroll Costs	-138,130.87	78,587.98	-59,542.89	56.89%	
6200 - Professional & Constracted SVS	-18,000.00	8,630.00	-9,370.00	47.94%	
6300 - Supplies and Materials	-42,000.00	38,134.78	-3,865.22	90.80%	
6400 - Other Operating Costs	-9,000.00	11,630.73	2,630.73	129.23%	*Costs related to UIL fees, student insurance*
Total Function 36 CO-CURRICULAR ACTIVITIES	**-207,130.87**	**136,983.49**	**-70,147.38**	**66.13%**	
Function 41 General Administration					
6100 - Payroll Costs	-163,144.88	88,331.45	-74,813.43	54.14%	
6200 - Professional & Constracted SVS	-59,462.38	63,340.36	3,877.98	106.52%	
6300 - Supplies and Materials	-2,000.00	1,155.57	-844.43	57.78%	
6400 - Other Operating Costs	-4,173.00	8,741.36	4,568.36	209.47%	*Not enough budgeted*
Total Function 41 GENERAL ADMINISTRATION	**-228,780.26**	**161,568.74**	**-67,211.52**	**70.62%**	
Function 51 Plant Maintenance & Operations					
6100 - Payroll Costs	-143,314.09	91,412.01	-51,902.08	63.78%	
6200 - Professional & Constracted SVS	-120,000.00	99,773.26	-20,226.74	83.14%	
6300 - Supplies and Materials	-40,000.00	22,194.79	-17,805.21	55.49%	
6400 - Other Operating Costs	-27,376.00	27,126.00	-250.00	99.09%	
6600 - Capital Outlay	0.00	0.00	0.00	0.00%	
Total Function 51 PLANT MAINTENANCE & OPERATION	**-330,690.09**	**240,506.06**	**-90,184.03**	**72.73%**	
Function 52 Security & Monitoring					
6100 - Payroll Costs	-66,995.89	22,558.26	-44,437.63	33.67%	
6200 - Professional & Constracted SVS	-55000.00	32,499.92	-22,500.08	59.09%	
6300 - Supplies and Materials	-4000.00	4,789.95	789.95	119.75%	*Costs related to ammo purchases for Guardian trainings*
6400 - Other Operating Costs	-250.00	1563.52	1313.52	625.41%	*Costs related to expenditures related to Marshall Program Implementat*
Total Function 52 DATA PROCESSING	**-126,245.89**	**61,411.65**	**-64,834.24**	**48.64%**	
Function 53 Data Processing					
6100 - Payroll Costs	-103,544.54	26,708.91	-76,835.63	25.79%	
6200 - Professional & Constracted SVS	-3,000.00	45,968.61	42,968.61	1532.29%	*No budget for IT Contracted Services*
6300 - Supplies and Materials	-3,000.00	6,850.44	3,850.44	228.35%	*Raptor Renewal for Visitor Mgmt System*
6400 - Other Operating Costs	-1,759.00	1,759.00	0.00	100.00%	
Total Function 53 DATA PROCESSING	**-111,303.54**	**81,286.96**	**-30,016.58**	**73.03%**	

Function 71 Debt Service				
6500 - Long Term Debt/Interest	-120,000.00	87,008.98	-32,991.02	72.51%
Total Function 71 DEBT SERVICE	**-120,000.00**	**87,008.98**	**-32,991.02**	**72.51%**
Function 81 Facilities Acq & Construction				
6600 - Bldg Purchase, Construction	0.00	-	0.00	0.00%
Total Function 81 FACILITIES ACQ & CONST	**0.00**	**-**	**0.00**	**0.00%**
Function 93 Payments-Shared				
6200 - Professional & Constracted SVS	-82,750.00	0.00	-82,750.00	0.00%
Total Function 93 PAYMENST-SHARED	**-82,750.00**	**0.00**	**-82,750.00**	**0.00%**
Function 99 Tax Appraisal & Collection				
6200 - Professional & Constracted SVS	-20,000.00	15,108.24	-4,891.76	75.54%
Total Function 99 TAX APPRAISAL & COLLECTION	**-20,000.00**	**15,108.24**	**-4,891.76**	**75.54%**
Total Function 00 OTHER USES	**0.00**	**0.00**	**0.00**	**0.00%**
TOTAL EXPENDITURES	**-3,512,789.99**	**2,090,783.90**	**-1,422,006.09**	**59.52%**

CASH FLOW vs EXPENDITURES

	Sep-25	Oct-25	Nov-25	Dec-25	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Totals	Est. Revenue	
CASH INFLOWS															
GENERAL FUND 199															
Foundation School Fund	-$447,116.00	-$362,351.00	-$194,385.00	-$7,993.00	-$3,113.00	-$3,113.00	-$7,880.00						**-$1,025,951.00**	-$2,461,326.00	41.68%
Available School Fund	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00						**$0.00**	-$72,564.00	0.00%
TRS On-Behalf	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00						**$0.00**	-$170,809.99	0.00%
M&O Taxes	-$913.89	-$1,137.90	-$26,920.98	-$168,448.71	-$47,670.31	-$241,737.05	-$54,789.59						**-$541,618.43**	-$776,590.00	69.74%
Other Local Revenue	-$96,277.04	-$930,005.26	-$229,062.94	-$373,168.61	-$411,995.01	-$433,147.06	-$1,399,576.99						**-$3,873,232.91**	-$31,500.00	12295.98%
Interest	-$342.91	-$619.62	-$402.17	-$404.99	-$537.93	-$456.57	-$514.32						**-$3,278.51**	$0.00	-$3,278.51
SPECIAL REVENUE 211,255,270,282,289,410,429															
State/Federal Money	-$53,059.03	-$83,137.40	-$234,847.01	-$42,147.56	-$61,367.80	-$50,028.43	-$39,422.52						**-$564,009.75**	-$1,709,538.59	32.99%
FOOD SERVICE 240															
Lunchroom	-$9,719.23	-$14,495.80	-$16,554.96	-$19,377.11	$0.00	-$8,443.68	-$13,846.10						**-$82,436.88**	-$168,510.57	48.92%
Total Revenues	**-$607,428.10**	**-$1,391,746.98**	**-$702,173.06**	**-$611,539.98**	**-$524,684.05**	**-$736,925.79**	**-$1,516,029.52**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**-$6,090,527.48**	-$5,390,839.15	112.98%
														Budget	
EXPENDITURES															
Expenditures 199	$317,402.48	$470,892.44	$255,689.83	$269,046.81	$239,692.49	$308,517.69	$229,542.16						**$2,090,783.90**	$2,484,870.18	84.14%
Expenditures 211,255,270,282,289,410,427	$59,972.95	$71,834.32	$221,757.05	$41,101.42	$50,261.48	$50,252.39	$47,058.46						**$542,238.07**	$225,207.19	240.77%
Expenditures 240	$16,848.20	$17,926.43	$16,089.94	$13,582.89	$13,009.42	$15,271.99	$12,126.24						**$104,855.11**	$155,327.47	67.51%
Total Expenditures	**$394,223.63**	**$560,653.19**	**$493,536.82**	**$323,731.12**	**$302,963.39**	**$374,042.07**	**$288,726.86**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$2,737,877.08**	$2,865,404.84	95.55%
Total Cash	**-$213,204.47**	**-$831,093.79**	**-$208,636.24**	**-$287,808.86**	**-$221,720.66**	**-$1,110,967.86**	**-$1,804,756.38**	**$0.00**	**$0.00**	**$0.00**	**$0.00**	**$0.00**			
Fund Balance															
General Fund - First Financial/Prosperity	-$200,342.91	-$200,619.62	-$200,402.17	-$200,404.99	-$204,334.00	-$200,456.57	-$667,077.94								
TexPool Transfers (Payroll/Bills)	-$500,000.00	-$525,000.00	$0.00	$0.00	-$200,000.00	-$175,000.00	-$750,000.00								
TexPool Investment Pool	-$707,883.28	-$1,035,877.59	-$1,039,273.46	-$1,039,382.43	-$845,389.65	-$672,335.50	-$1,425,563.50								
TexPool Transfers (Payroll/Bills)	$500,000.00	$525,000.00	$0.00	$0.00	$200,000.00	$175,000.00	$750,000.00								
Total Fund Balance	**-$908,226.19**	**-$1,236,497.21**	**-$1,239,675.63**	**-$1,239,787.42**	**-$1,049,723.65**	**-$872,792.07**	**-$2,092,641.44**	**$0.00**	**$0.00**	**0.00**	**$0.00**	**$0.00**			

THREE WAY
INDEPENDENT SCHOOL DISTRICT
247 CR 207, Stephenville, TX 76401 | 254.965.6496

Teddy Ott,
Superintendent

Regular School Board Meeting Minutes March 17, 2026

I. **Roll Call –** Meeting was called to order at 5:30 pm

Tracie Hankins, Senaida Huerta, Duanea Armes, Lloyd Lietz, and Cody Howle were in attendance.

Dr. Ott, Superintendent; Dr. Delka, Principal; Jennifer Bailey, Business Manager; Laura Parker, Counselor; Allison Walker, School Nurse; and Stephanie Ritchie, PEIMS/Admin Assistant were also in attendance.

II. **Citizen Comments** – There were no citizen comments

III. **Staff Reports**

1. Financial Update – Bailey presented
2. Principal's Report – Dr. Delka presented
3. Superintendent – Dr. Ott presented

IV. **Consent Agenda**

1. Consider approval or other action for minutes for the February 10, 2026 regular meeting.

2. Consider approval or other action regarding accounts payable report for payments made for the month of February 2026.

   Cody Howle moved to accept the consent agenda as presented. Lloyd Lietz seconded the motion. Motion carried 5/0.

V. **Action Items**

1. Discussion, consideration, and possible action regarding SHAC recommendation for Health & Human Development Curriculum Proposal.

   Cody Howle moved to accept the SHAC recommendation for the Academic Team to develop an implementation plan for Health and Human Development and return findings to the board. Senaida Huerta seconded the motion. Motion carried 5/0.

2. Discussion, consideration, and possible action to approve SY26/27 Calendar.

   Lloyd Lietz moved to approve Option 1 Calendar as presented, start date of August 3rd. Duanea Armes seconded the motion. Motion carried 5/0.

3. Discussion, consideration, and possible action to engage Snow Garrett Williams CPA for the 26/27 school year.

   Lloyd Lietz moved to engage Snow Garrett Williams CPA for the 26/27 SY. Cody Howle seconded the motion. Motion carried 5/0.

4. Discussion, consideration, and possible approval of certification to the State Board of Education (SBOE) and the commissioner that students have access to instructional materials covering all Texas Essential Knowledge and Skills (TEKS) for all required subjects, except physical education; and in accordance with Texas Administrative Code 19 TAC Sec 66.105, Three Way does certify that they protect against access to absence or harmful content in compliance with the requirements for certification under the Children's Internet Protection Act, 47 USC Sec 254(h)(5)(B) and (C).

   Lloyd Lietz moved to approve the certification to SBOE for instructional materials and compliance with the CIPA requirements as presented. Senaida Huerta seconded the motion. Motion carried 5/0.

5. Discussion, consideration, and possible action to approve the District of Innovation (DOI) Plan.

   Item postponed until future meeting.

6. Discussion, consideration, and possible action to approve the District Improvement Plan.

   Item postponed until future meeting.

Regular Session was recessed and Board entered closed session at 6:17pm.

VI. **Closed Session**

1. In accordance with Texas Open Meetings Law, Texas Government Code Section 551, Annotated in accordance with:

   Section 551.074 - to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee: Positions and Contracts

Closed Session ended and the Regular session was reconvened 6:43pm.

2. Discussion, consideration, and possible action on Administration and Term Staff Contracts.

VII. **Adjourn -** With no further business before the Board, this meeting is adjourned at 6:44 pm.

_____ _____

Board President Board Secretary

For the Month of March

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
010904	03-02-2026	HILAND DAIRY FOODS L	016895	6837673	240-35-6341.00-072-699000	MILK	247.10	N
010905	03-02-2026	THE DOWELL COMPANY	016901	2602-757929	199-51-6319.00-072-699000	PULLEY FOR FLAG & ROPE	40.15	N
			016901	2603-760758	199-51-6319.00-072-699000	KEY MADE	4.98	N
						Totals for Check 010905	**45.13**	
010906	03-02-2026	LABATT FOOD SERVICE	016897	02254190	240-35-6341.00-072-699000	FOOD	840.40	N
010907	03-02-2026	THE WATER SHOP	016892	32012	199-51-6269.00-072-699000	WATER COOLER RENTAL	100.00	N
			016892	32012	199-51-6319.00-072-699000	WATER & CUPS	513.50	N
						Totals for Check 010907	**613.50**	
010908	03-02-2026	IXL LEARNING	016905	S570562	429-11-6399.07-072-699000	IXL MATH LICENSES GRADES K-1	864.00	N
010909	03-02-2026	AMAZON CAPITAL	016903	1KC3-9GW1-	199-11-6399.01-072-611000	MANGANELLA DICTIONARIES CL	91.40	N
			016903	1DPG-XRF7-	199-51-6319.00-072-699000	NEW FLAGS FOR ELEM CAMPUS	39.59	N
						Totals for Check 010909	**130.99**	
010910	03-02-2026	DAIRY QUEEN	016899	THREEWAYISD	199-36-6412.00-072-691000	BBALL PLAYOFF GAME MEALS	67.75	N
010911	03-02-2026	WRIGHT'S ICE SERVICE	016888	7253	199-51-6269.00-072-699000	ICE MACHINE RENTAL	308.00	N
010912	03-02-2026	NEXTLINK	016894		199-51-6259.00-072-699000	PHONE & FAX	1,640.96	N
010913	03-02-2026	ERATH COUNTY	016904	SROMARCH26	199-52-6249.00-072-699000	SRO PROGRAM 2025-2026	5,900.00	N
010914	03-02-2026	DE LEON ISD	016900	TWISD	199-36-6399.00-101-691000	PLAYOFF GAME GYM RENTAL	300.00	N
010915	03-02-2026	KELLY OTT	016887		199-11-6399.00-072-625000	EB FAMILY ENGAGEMENT NIGHT	111.91	N
010916	03-02-2026	GOLD STAR FOODS INC	016893	3240666	240-35-6344.00-072-699000	COMMODITY DELIVERY	2.50	N
			016896	32333417	240-35-6344.00-072-699000	COMMODITY DELIVERY	97.44	N
						Totals for Check 010916	**99.94**	
010917	03-02-2026	TEXAS SHRED INC	016891	108101	199-41-6219.00-720-699000	DOCUMENT SHRED	100.00	N
010918	03-02-2026	TEXAS EDUCATION AGE	016889	F250108	199-11-6222.00-101-611000	VIRTUAL SCHOOL	2,600.00	N
010919	03-02-2026	OHM SHIVAM SHAKTI HI	016902	14401	199-34-6249.00-072-699000	OIL CHANGE SUBURBAN	122.10	N
010920	03-02-2026	TURF AND WATER LLC	016890	13665	199-51-6249.00-072-699000	REPAIRS TO SPRINKLER	740.40	N
010921	03-02-2026	PRIDDY ISD	016898	26021	199-36-6399.00-101-691000	DEC BBALL TOURNEY	700.00	N
010922	03-02-2026	SAGUARO TECHNOLOGI	016906	2451	199-53-6249.00-072-699000	IT SUPPORT FEBRUARY	1,500.00	N
010923	03-02-2026	SOMERVELL CENTRAL	016907	2026-02	199-99-6213.00-703-699000	QRTLY PMT SOMERVELL	260.01	N
010924	03-02-2026	DUNCAN DISPOSAL	016908	0794-017389272	199-51-6259.00-072-699000	DISPOSAL	1,488.31	N
010925	03-02-2026	ERATH COUNTY APPRAI	016909	94	199-99-6213.00-703-699000	2ND QTR PMT ERATH	4,850.65	N
010926	03-16-2026	HILAND DAIRY FOODS L	016921	6837830	240-35-6341.00-072-699000	MILK	228.93	N
010927	03-16-2026	THE DOWELL COMPANY	016916	2412-586285X	199-34-6319.00-072-699000	AUTO BOLT JACK STAND	.70	N
010928	03-16-2026	QUALITY PRINTING	016917	28961	199-41-6399.00-701-699000	ENVELOPES TWISD	300.00	N
010929	03-16-2026	MAYFIELD PAPER COMP	016918	4414756	199-51-6319.00-072-699000	JANITORIAL SUPPLIES	1,744.66	N
010930	03-16-2026	LABATT FOOD SERVICE	016914	03045121	240-35-6341.00-072-699000	FOOD	1,016.88	N

For the Month of March

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
010931	03-16-2026	DALE COLLUM	016915		199-51-6249.00-072-699000	TCEQ TEST SAMPLES	500.00	N
010932	03-16-2026	AMAZON CAPITAL	016920	1KP6-Q9V4-	199-11-6399.01-072-611000	TESTING SUPPLIES SNACKS	104.93	N
			016913	1XVY-1GX3-	199-11-6399.02-101-611000	MARCOM UIL SUPPLIES	108.20	N
			016920	1KP6-Q9V4-	199-11-6399.02-101-611000	TESTING SUPPLIES SNACKS	104.93	N
			016912	16L4-YH67-	199-11-6499.00-072-611000	BOOTS & BLOOMS	38.32	N
			016912	166Q-MJT4-	199-11-6499.00-072-611000	BOOTS & BLOOMS	19.98	N
			016920	1NWN-3HY9-	199-51-6319.00-072-699000	WATER FILTER REPLACEMENT	257.09	N
						Totals for Check 010932	**633.45**	
010933	03-16-2026	LEASOR CRASS PC	016910	29488	199-41-6211.00-701-699000	TELEPHONE CONF OTT/DELKA	124.00	N
010934	03-16-2026	TARLETON STATE UNIV	016922	T002653	199-51-6249.00-072-699000	LAB SAMPLE ANALYSIS	100.00	N
010935	03-16-2026	HICO ISD	016911		199-36-6412.00-072-691000	HICO TRACK MEET MEALS	240.00	N
010936	03-16-2026	STRATEGIC EQUIPMENT	016919	0994352	240-35-6269.00-072-699000	MILK COOLER RENTAL	267.00	N
010937	03-16-2026	NATIONAL BENEFIT SER	DEDCH		199-00-2159.00-003-600000	MAR DED TAX SHEL. ANNUITY	350.00	N
010938	03-16-2026	HIGGINBOTHAM PUBLIC	DEDCH		199-00-2153.00-005-600000	MAR DED HEALTH INSURANCE	372.57	N
			DEDCH		199-00-2153.00-009-600000	MAR DED HEALTH INSURANCE	281.97	N
			DEDCH		199-00-2153.00-010-600000	MAR DED LIFE INSURANCE	370.63	N
			DEDCH		199-00-2153.00-011-600000	MAR DED LIFE INSURANCE	5.40	N
			DEDCH		199-00-2153.00-013-600000	MAR DED LIFE INSURANCE	20.99	N
			DEDCH		199-00-2153.00-015-600000	MAR DED LIFE INSURANCE	54.40	N
			DEDCH		199-00-2153.00-016-600000	MAR DED LIFE INSURANCE	92.20	N
			DEDCH		199-00-2153.00-017-600000	MAR DED LIFE INSURANCE	292.74	N
			DEDCH		199-00-2153.00-018-600000	MAR DED LIFE INSURANCE	54.44	N
			DEDCH		199-00-2153.00-019-600000	MAR DED LIFE INSURANCE	.70	N
			DEDCH		199-00-2153.00-021-600000	MAR DED LIFE INSURANCE	17.90	N
			DEDCH		199-00-2153.00-022-600000	MAR DED HEALTH INSURANCE	512.13	N
			DEDCH		199-00-2153.00-024-600000	MAR DED LIFE INSURANCE	17.90	N
			DEDCH		199-00-2153.00-025-600000	MAR DED LIFE INSURANCE	9.00	N
			DEDCH		199-00-2153.00-026-600000	MAR DED LIFE INSURANCE	160.79	N
			DEDCH		199-00-2153.00-027-600000	MAR DED LIFE INSURANCE	7.00	N
			DEDCH		199-00-2153.00-031-600000	MAR DED HEALTH INSURANCE	112.38	N
			DEDCH		199-00-2159.00-012-600000	MAR DED MISCELLANEOUS DED	700.00	N
			DEDCH		199-00-2159.00-029-600000	MAR DED MISCELLANEOUS DED	15.90	N
			DEDCH		199-00-2159.00-030-600000	MAR DED MISCELLANEOUS DED	72.00	N
			DEDCH		199-00-2159.00-036-600000	MAR DED MISCELLANEOUS DED	98.00	N
			DEDCH		199-00-2159.00-037-600000	MAR DED MISCELLANEOUS DED	124.51	N
			DEDCH		199-00-2159.00-041-600000	MAR DED MISCELLANEOUS DED	115.40	N
						Totals for Check 010938	**3,508.95**	
010939	03-16-2026	LEGAL SHIELD	DEDCH		199-00-2159.00-034-600000	MAR DED MISCELLANEOUS DED	120.65	N
010940	03-16-2026	EECU	DEDCH		199-00-2159.00-035-600000	MAR DED HSA	500.00	N
010941	03-16-2026	AFLAC	DEDCH		199-00-2159.00-040-600000	MAR DED MISCELLANEOUS DED	210.92	N

For the Month of March

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
010942	03-16-2026	UNITED COOPERATIVE	016924		199-51-6259.00-072-699000	ELECTRIC	3,502.60	N
010943	03-16-2026	TX DEPT OF PUBLIC	016926	CRS2026013280	199-41-6499.00-720-699000	FACT CLEARINGHOUSE	1.00	N
010944	03-16-2026	PACK & MAIL PLUS	016925		199-41-6399.00-701-699000	FIRST CLASS MAIL OVERNIGHT S	53.17	N
010945	03-16-2026	BLUFF DALE ISD	016927		199-36-6399.00-101-691000	GYM RENTAL	1,100.00	N
010946	03-16-2026	THE HAY & FEED RANC	016923	1226	199-11-6399.00-101-622000	CHICKEN FEED	58.00	N
010947	03-16-2026	DE LEON ISD	016928		199-36-6399.00-101-691000	PLAYOFFS BOOKS/SCOREBOAR	135.85	N
010948	03-16-2026	REGION 16 ACCOUNTS	016929	0002604381	429-11-6499.07-072-699000	BLENDED LEARNING COHORT	400.00	N
010949	03-23-2026	LESLIE MANGANELLA	016932		199-11-6399.01-072-611000	REIMBURSE PEEP PROJECT	57.50	N
010950	03-23-2026	JAMES RIGDON	016931		199-36-6411.00-101-691000	TENNIS ENTRY FEE REIMBURSE	50.00	N
010951	03-23-2026	JUSTICE FITZGERALD	016930		199-11-6399.00-101-622000	ROYSE CITY FFA CONTEST MEAL	126.55	N
032326	03-23-2026	TRACTOR SUPPLY	016973		199-51-6319.00-072-699000	MAINTENANCE SUPPLIES	62.52	N
032420	03-24-2026	STAPLES	016975		429-11-6399.07-072-699000	BLENDED LEARNING POSTERS	84.50	N
032426	03-24-2026	WILEY FLOWER	016974		199-41-6499.00-720-699000	WILLIAMSON FLOWERS	153.19	N
032626	03-26-2026	EXXON MOBILE	016976		199-34-6311.00-072-699000	FFA TRIP FUEL	73.89	N
033026	03-30-2026	CICI'S PIZZA	016977		199-36-6399.03-101-622000	FFA CDE MEALS	51.00	N
270646	03-03-2026	EFTPS	016971		199-00-2151.00-000-600000	WH TAXES	11,387.50	N
			016971		199-00-2152.01-000-600000	EMPLOYER FICA	205.23	N
			016971		199-00-2152.01-000-600000	MEDICARE	3,001.29	N
			016971		199-00-2152.02-000-600000	EMPLOYEE FICA	205.23	N
			016971		199-00-2152.02-000-600000	MEDICARE DIST MATCH	3,001.29	N
						Totals for Check 270646	**17,800.54**	
511305	03-05-2026	FIRST FINANCIAL BANK	016958		199-00-1101.00-000-600000	INTRAFI DEBIT	1,943.00	N
511318	03-18-2026	FIRST FINANCIAL BANK	016959		199-00-1101.00-000-600000	INTRAFI DEBIT	4,683.34	N
605923	03-02-2026	PANDA EXPRESS	016960		199-36-6412.00-072-691000	BBALL PLAYOFF MEAL	134.66	N
606525	03-09-2026	ATWOODS	016961		199-51-6319.00-072-699000	DRILL BITS/WIRE	71.95	N
606621	03-09-2026	TACO CASA	016962		199-36-6399.03-101-622000	FFA CDE MEALS	54.80	N
607525	03-17-2026	DOORDASH	016963		199-41-6499.00-720-699000	DOORDASH CHARGE RUCAS	4.99	N
909744	03-03-2026	TEACHER RETIREMENT	016970		199-00-2153.00-002-600000	TRS ACTIVE CARE	16,629.00	N
			016970		199-00-2155.00-000-600000	MEMBER CONT	17,351.64	N
			016970		199-00-2155.00-000-600000	MEMBER TRS CARE	1,367.09	N
			016970		199-00-2155.01-000-600000	RE FED FUND	3,509.04	N
			016970		199-00-2155.02-000-600000	STATE MIN	4,056.37	N
			016970		199-00-2155.03-000-600000	RE FED FUND TRS CARE	531.68	N
			016970		199-00-2155.04-000-600000	TRS CARE	1,577.42	N
			016970		199-00-2155.08-000-600000	PUB EDUC	3,020.40	N
			016970		199-00-2155.09-000-600000	PENSION SURCHARGE	1,564.35	N
			016970		199-00-2155.10-000-600000	TRS CARE SURCHARGE	1,170.00	N
						Totals for Check 909744	**50,676.99**	

For the Month of March

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
999999	03-17-2026	CLAIMS ADMINISTRATIV	016966		199-11-6143.00-072-611000	WORKERS COMP POOL	225.00	N
			016966		199-11-6143.00-072-611000	WRONG AMOUNT	-225.00	N
			016967		199-11-6143.00-072-611000	WORKERS COMP POOL	267.00	N
			016967		199-11-6143.00-072-611000	WRONG CONTRA	-267.00	N
			016972		199-11-6143.00-072-611000	WORK COMP POOL AMOUNTS	267.00	N
						Totals for Check 999999	**267.00**	
999999	03-11-2026	PROSPERITY BANK	016968		199-41-6499.00-701-699000	CHECK ORDER FOR NEW ACCT	597.06	N
	03-13-2026	PROSPERITY BANK	016969		199-41-6499.00-701-699000	ANALYSIS ACCT SERVICE FEE	25.00	N
						Totals for Check 999999	**622.06**	
						Total Checks	**115,546.39**	

End of Report

EDUCATION SERVICE CENTER REGION 11 BENEFITS COOPERATIVE
INTERLOCAL AGREEMENT RESOLUTION AND AGREEMENT

WHEREAS, Three Way ISD, of Stephenville, Texas, ("Participant") pursuant to the authority granted under Chapter 791 Government Code, as amended, desires to join together with other school districts, charter schools, or governmental entities to participate in employee benefits offered by the Education Service Center Region 11 Employee Benefits Cooperative (the "ESC Region 11 BC"), holding the opinion that participation in these programs will be beneficial to the school district, charter school, or governmental entities and its employees;

WHEREAS, the ESC Region 11 BC is managed by a committee called the Board of Record that consists of the superintendents or chief executive officers or their designees from each of the Participants in the Coop;

NOW, THEREFORE BE IT RESOLVED that Board of Trustees of Participant requests the ESC Region 11 BC to include Three Way ISD as a participant. Participant acknowledges and agrees to the following:

1. The purposes of the ESC Region 11 BC are governmental functions or services that each party to this agreement is authorized to perform individually;
2. Any obligation to pay any fees will come from current revenues available to the Participant;
3. Such fees fairly compensate the parties performing the functions and services under the agreement;
4. This agreement incorporates the Operational Procedures developed by the Board of Record as it currently exists or may be hereafter amended by action of the Board of Record;
5. Participant delegates to the Board of Record authority to modify the Operational Procedures as the Board of Record deems in the best interests of the ESC Region 11 BC;
6. Participant delegates to the Board of Record all purchasing functions related to the purposes of this interlocal agreement to the maximum extent permitted by law;
7. Participant shall comply with the Operational Procedures as established, modified, and/or approved by the Board of Record;
8. The ESC Region 11 BC shall comply with the purchasing requirements for the purchase of personal property and services as required by Chapter 44 of the Education Code and Chapter 791 of the Local Government Code;
9. The term of this agreement shall be one year, from September 1, 2026, to August 31, 2027; and
10. Participant or the ESC Region 11 BC may terminate Participant's participation in the ESC Region 11 BC for any reason by giving written notice to the ESC Region 11 BC Board of Record sixty (60) calendar days before the anniversary date of this agreement.

BE IT FURTHER RESOLVED that the Board of Trustees of Participant authorizes its superintendent to execute any and all documents and take whatever action necessary to carry out the desires of the Board of Trustees as stated herein.

I certify that the foregoing is a true and correct copy of the resolution and agreement adopted by the Board of Trustees of Three Way ISD and that the same is reflected in the minutes of the Board meeting held _____.

In witness thereof, we hereunto affix our signatures this 14th day of April, 20 26.

BY:

_____	Tracie Hankins
Signature of School Board or Charter School Board President	Typed Name of School Board or Charter School Board President
_____	Senaida Huerta
Signature of School Board or Charter School Board Secretary	Typed Name of School Board or Charter School Board Secretary
_____	Dr. William Ott
Signature of District or Charter School Superintendent/Chief Financial Officer	Typed Name of District or Charter School Board Superintendent/Chief Financial Officer

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Name of Agency: _____

Address: _____

_____

Name of Contact Person: _____

Phone Number: _____

_____	Eric Cederstrom, Ed.D.
Signature of ESC Region 11 BC Board President	Typed Name of ESC Region 11 BC Board President
_____	Ravonne Allmon-Smith
Signature of ESC Region 11 BC Board Secretary	Typed Name of ESC Region 11 BC Board Secretary
_____	Brad Schnautz, Ed.D.
Signature of ESC Region 11 Executive Director	Typed Name of ESC Region 11 Executive Director
_____	
Date Approved by ESC Region 11 BC	

EARLY CHILDHOOD EDUCATION PARTNERSHIP
MEMORANDUM OF UNDERSTANDING
Between
THREE WAY INDEPENDENT SCHOOL DISTRICT
And
CORNERSTONE CHRISTIAN ACADEMY

This Early Childhood Education Partnership Memorandum of Understanding ("Agreement") for the 2026-2027 school year is made and entered into between Three Way Independent School District ("Three Way ISD") and Cornerstone Christian Academy ("Cornerstone"), hereinafter referred to as "party" or "parties". These parties agree to abide by the terms and provisions of this Agreement throughout its duration.

PURPOSE

The purpose of this Agreement is to put in writing a common understanding of the responsibilities of Three Way ISD and Cornerstone which serves a public purpose as they collaborate in an Early Childhood Partnership between a public-school Early Childhood program, and one or more childcare or private schools to provide high-quality education to three and four-year-old children thru second grade. The formal partnerships exist when eligible children are dually enrolled in childcare centers (private schools) and public school systems. The partnership allows for wrap-around care to better support the needs of working parents. Both Texas Workforce Commission (TWC) and Texas Education Agency (TEA) make funding available to promote partnerships between the private and public childcare systems.

NOW, THEREFORE, Three Way ISD and Cornerstone in consideration of the mutual covenants and agreements herein contained, do mutually agree to the following operating terms and conditions:

TERMS

I. ORGANIZATIONS

Three Way ISD is a Texas public independent school district located in Stephenville, Erath County, Texas.

Cornerstone is a §501(c)(3) Nonprofit Corporation operating Texas private school located in Granbury, Hood County, Texas.

II. RECOGNITION

Three Way ISD recognizes that Cornerstone provides instructional services to children ages 3 and up in grade levels Pre-Kindergarten, Kindergarten, 1st, and 2nd Grades.

Cornerstone recognizes that Three Way ISD pursuant to its Board Policy FDA (Local), has agreed to admit, eligible 3-year-old students and older who will be instructed at the

Cornerstone facilities located in Granbury, Texas, into Three Way ISD for the provision of early childhood services to such admitted 3-year-old students through second grade.

Three Way ISD recognizes Cornerstone desires to encourage the enrollment of eligible resident 3-year-old students through second grade into Three Way ISD's early childhood educational programs.

Cornerstone represents that it is eligible to contract with a school district in accordance with Texas Education Code §29.171.

Both Three Way ISD and Cornerstone recognize it is the mutual intent of the Parties hereto to operate their respective programs in such a coordinated manner to maximize the delivery of the Texas LEA's educational services to participating students in a coordinated manner to avoid program overlap, maximize the efficient allocation of qualified personnel, and meet all requirements placed upon the Parties by the respective programs which they operate.

III. STUDENT ELIGIBILITY CRITERIA

In Order to Participate in the Program Described Herein, a Child shall:

1. Be at least 3 years of age as of September 1st of the school year for which Pre-K admission is sought; and/or

2. Be 5 years or older as of September 1st of the school year for which admission is sought in grades Kindergarten or higher; and/or

3. Meet at least one or more of the following criteria for 3-year-old enrollment:

    a. Is unable to speak and comprehend the English language; and/or
    b. Is educationally disadvantaged (eligible to participate in the national free or reduced-price lunch program); and/or
    c. Is homeless, as defined by 42 U.S.C. Section 1143a, regardless of the residence of the child, either parent of the child, or the child's guardian or other person having lawful control of the child; and/or
    d. Is the child of an active-duty member of the armed forces of the United States, including the state military forces or a reserve component of the armed forces, who is ordered to active duty by proper authority; and/or
    e. Is the child of a member of the armed forces of the United States, including the state military forces or a reserve component of the armed forces, who was injured or killed while serving on active duty; and/or
    f. Is or ever has been in the conservatorship of the Department of Family and Protective Services (foster care) following an adversary hearing held as provided by Section 262.201, Family Code; and/or
    g. Is the child of a person eligible for the Star of Texas Award as:
        - A peace officer under Texas Government Code, Section 3106.002; and/or
        - A firefighter under Texas Government Code, Section 3106.003;

and/or

- An emergency medical first responder under Texas Government Code, Section 3106.004.

4. Be admitted into Three Way ISD as an inter-district transfer student under District Policy FDA (Local).

5. Be the child or dependent of a Three Way ISD or Cornerstone employee who meets the criteria set forth in Three Way ISD District Policy FDA (Local).

6. Be dually enrolled in Three Way ISD and Cornerstone. All students admitted into the program as Three Way ISD transfer students who meet the eligibility criteria in Paragraph 3 above will be allowed to participate on a tuition-free basis.

7. Be the younger sibling of a current student enrolled in the program.

IV. SERVICES PROVIDED AND RESPONSIBILITIES OF THE PARTIES

A. During the Term of this Agreement, Three Way ISD shall Provide:

1. At least four (2) hours of daily instruction meeting or exceeding all Texas Education Agency (TEA) requirements for High-Quality prekindergarten components in accordance with Texas Education Code§§ 29.167-29.172 for eligible 3-year-old students enrolled in its program.

2. At least seven (7) hours of daily instruction meeting or exceeding all TEA requirements for High-Quality Kindergarten, First, and/or Second Grades in accordance with Texas Education Code§§ 29.167-29.172 for eligible 5-year-old, or older, students enrolled in its program.

3. Curriculum and instructional materials necessary to support the instructional activities described above, including, but not limited to, instruction in cognitive, physical, and social development for participating children in each classroom.

4. Supplemental instructional resources as necessary to implement a high quality comprehensive early childhood education program.

5. Child Find obligations under the IDEA or § 504 in order to identify eligible students participating in the program described herein needing special education services, and ensure that those students receive appropriate, special education and related services.

6. Coordination with Cornerstone for the instructional process for students identified for special education services and other related services.

7. Leadership for at least one monthly meeting with Cornerstone administrators in order to ensure successful collaboration with the participating Administrators.

8. State and Campus Based Assessment and Progress Monitoring Tools to report the results to parents and guardians of enrolled students and to Cornerstone.

9. A qualified supervisor to fulfill the requirements of Texas Education Code § 29.167 when and, if applicable, to meet the expectations of High-Quality Prekindergarten Qualifications.

B. Transportation:

Three Way ISD shall not provide transportation services. If the Cornerstone elects to provide transportation services, it is at its discretion and shall not be included in this Agreement.

C. During the Term of this Agreement, Cornerstone shall Provide:

l. Classroom and common space that meets Texas Education Agency (TEA), Federal, and other State Agency requirements for early childhood education and/or childcare facilities.

2. Classroom furniture that meets TEA and other State Agency requirements for early childhood education and/or childcare facilities.

3. Programs operated directly by Cornerstone during those portions of the day when direct instruction is not being provided, are appropriately staffed in such a way to deliver services based on Three Way ISD and state requirements.

4. One TEA certified early childhood teacher for every twenty-two (22) eligible 3-year-old students.

5. One TEA certified teacher for every twenty-two (22) eligible 5-year-old, or older, students.

6. Technology necessary to support the instructional activities described above.

7. Designated staff with administrative duties to collect, enter, edit, or otherwise deliver enrollment information and documentation into the Ascender system *(e.g.,* vaccinations, Federal Free and Reduced Lunch eligibility, enrollment forms, birth certificates, Social Security numbers, parental permissions, and contacts, *etc.)* This person may also serve as the "Teacher of Record" for entering daily attendance data, if mutually agreed.

8. Daily attendance data that is entered into the Ascender system as "Teacher of Record" if the person in #7 above is not designated for such.

9. Daily class schedules and school calendar that aligns as closely as possible with the Three Way ISD school calendar. Variations in the school calendar may be made in consultation with Three Way ISD *(Le.,* more class days if daily instructional minutes are less than that of Three Way ISD, or alternative scheduled holidays) *(see D.3 below).*

10. Required vision and hearing screenings that are completed and timely uploaded for each student as required by TEA.

11. Staff to coordinate enrollment and health screening data entry with the Three Way ISD PEIMS Coordinator.

D. During the Term of this Agreement, the Parties shall Jointly Provide:

1. An early childhood program utilizing the best early childhood teaching practices.

2. Planning coordination and collaboration for instruction, shared resources, and services to meet the needs of eligible co-enrolled children when necessary.

3. Standardized daily instructional schedules which promote efficiency in staffing and provide each of the Parties with the opportunity to implement all of the daily requirements of their respective programs.

4. Program operations and, where possible, review in order to avoid duplication of efforts.

5. Academic program offerings and sequencing of offerings and instruction to ensure that daily instructional activities arc mutually supportive.

6. Collaboration on a regular basis to discuss the progress of the Agreement.

7. Analysis and sharing data for program planning and improvement.

8. Routine collaboration to meet attendance goals.

V. FUNDING

A. During the Term of this Agreement Three Way ISD shall:

1. Retain all funds earned by the Three Way ISD under the Texas Foundation School Program (Texas Education Code, Chapters 48 and 49).

2. Retain all other state grant funds generated by the Three Way ISD for the operation of any other State programs for which Three Way ISD becomes eligible under this program.

3. Retain all federal educational funds (excluding food service) earned by Three Way ISD for the operation of any of the federal programs for which Three Way ISD becomes eligible under this program.

4. Retain any other gifts or grant funds received by Three Way ISD for the operation of any its programs or for which Three Way ISD becomes eligible.

5. Three Way ISD shall calculate the initial extra funding generated by Cornerstone students at the beginning of the school year (or Agreement if after the school year has started) and establish an allocation for Cornerstone at a rate not to exceed one-half (1/2) of the Basic Allotment for students in K-2, and one-fourth (1/4) of the Basic Allotment for qualifying students in Pre-K, approved by the State of Texas from the Foundation School Program for the instructional year, according to the addendum detailing the financial arrangements.

6. Three Way ISD shall retain an administrative fee of five percent (.05) from Cornerstone allocation to provide both virtual and in person support of data collection, assessment support and other partnership related services.

7. Three Way ISD shall make available to Cornerstone the amount of funding as calculated above for the school year according to an agreed upon combination of: monthly, or quarterly, lease payments; staff salary(ies) and benefits; technology devices.

8. Three Way ISD shall perform a "settle-up" calculation upon receiving the district final Summary of Finance from the TEA upon completion of the academic year. In accordance with the calculation described above, any funding generated in excess of the initial calculated funds generated by Cornerstone students shall be sent to Cornerstone no later than the end of November of the following school year.

9. Three Way ISD shall process the FALL, Winter (Class Roster) and Summer submission each school year in accordance with TEA deadlines. Once submissions have been reviewed and accepted by TEA and money has been released to Three Way ISD shall, Three Way ISD shall will provide payment to Cornerstone Christian Academy within 15 business days from the date the funding is received. Fall PEIMS submission is due mid-December each year with resubmission due mid-January. Winter PEIMS (Class Roster) submission is due late March each year. Summer PEIMS submission is due mid-June each year with resubmission due by mid-July.

B. **During the Term of this Agreement Cornerstone may:**

1. Retain all funds for wrap-around services provided to students in the program. (Cornerstone may not charge tuition for Pre-K eligible children or K-2 children for instructional services provided by the Three Way ISD.)

2. Retain all funds received from the operation of the food service program and additional funds granted by the Texas Workforce Commission for child-care subsidies.

3. Retain any and all other gifts and grants awarded directly to Cornerstone.

4. Cornerstone reserves the right to charge private service fees for non-district related school hours, and any penalties or fees for late pickup, etc.

VI. IMPLEMENTATION AND DURATION

This Agreement will be effective from the date that the Agreement has been fully executed by both parties and shall continue for the term of 2026-2027 school year. The initial term shall commence on August 1, 2026, and end on July 31, 2027. This Agreement may be renewed for successive one-year terms.

This agreement may be amended by mutual agreement of both parties, and it is understood by both parties that at any time this Memorandum of Understanding may be terminated by written notification from either party to the other. The term of this Agreement may not be shortened without the express written consent of the Parties.

Six months prior to termination, the parties shall meet to review the progress and success of the Memorandum of Understanding and determine whether it shall be extended for an additional school year. In no event shall any single extension of this Memorandum of Understanding be for a term exceeding one (1) school year.

If either party wishes not to renew this Agreement, it may do so by providing notice of its intent at least ninety (90) days prior to the end of the initial term, or any extension thereof. In the event of a non-renewal notice, the respective obligations of the Parties under this Agreement will continue through the end of the one-year term during which such notice is given. Upon such notice of termination, both parties agree to return any records, property, or unused or unearned funds within 30 days of the end of such term.

VII. MISCELLANEOUS

Powers. This Memorandum of Understanding does not create a partnership or a joint venture, and neither Party has the authority to bind the other Party.

Limitation of Liability**.** Three Way ISD understands and agrees that Cornerstone has certified no funds under this Agreement, and Cornerstone shall have no cause of action whatsoever for money against Three Way ISD under this Agreement irrespective of the nature thereof. Three Way's sole remedy for breach of any provision of this Agreement is termination.

Cornerstone understands and agrees that Three Way ISD has certified no funds under this Agreement, and Three Way ISD shall have no cause of action whatsoever for money against

Cornerstone under this Agreement irrespective of the nature thereof. Cornerstone's sole remedy for breach of any provision of this Agreement is termination.

Notice. Any notice, demand, or request required or permitted to be delivered hereunder shall be deemed received when delivered in person or sent by United States mail, postage prepaid, certified mail, addressed to the party at the address set forth below:

To Three Way ISD: Dr. Teddy Ott
Superintendent, Three Way ISD
247 CR 207
Stephenville, Texas 76401

To Cornerstone: Jennifer Mitchell
Head of School, Cornerstone Christian Academy
5150 North Gate Road
Granbury, Texas 76049

Any party may, at any time, by written notice to the other party, designate different or additional persons or different addresses for the receipt of notices hereunder.

Immunity. Nothing in this Agreement shall waive or be deemed to waive the respective immunities of Three Way ISD or Cornerstone, including but not limited to governmental immunity, sovereign immunity or any immunity or defense that would otherwise be available to it against claims arising in the exercise of governmental powers and functions.

Legal Construction. No amendment, modification or alteration of the terms herein shall be binding unless the same be in writing, dated subsequent to the date of this Agreement and duly executed by both parties.

Governing Law. The obligation and undertakings of each of the parties to this Agreement are and shall be performed in Erath County, Texas and Hood County, Texas, respectfully. The validity of this Agreement and any of its terms and provisions, as well as the right and duties of the parties, shall be governed by the laws of the State of the Texas; and any venue for any action concerning this Agreement shall be in Erath County, Texas.

Entire Agreement. This Agreement embodies the complete understanding of the parties hereto, superseding all oral or written previous and contemporaneous agreements between the parties and relating to the matters in this Agreement.

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

Execution. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and constitute one and the same instrument.

Third Parties. This Agreement does not create any third-party beneficiaries. Nothing in this

Agreement or any attachment shall be construed to create, expand, or form a basis for liability to any third-party under any theory of law against either Three Way ISD or Cornerstone unless such a basis exists independent of this Agreement under state and federal law.

Agency. This Agreement does not create a principal agent relationship, partnership, or joint venture between the Parties hereto, nor does it authorize either party to serve as the legal representative or agent of the other. Neither party shall have any right or authority to assume, create, or incur any liability or any obligation of any kind, expressed or implied or in the name of or on behalf of the other party, except as agreed in this Agreement.

Insurance. Each party, at their own expense, shall provide and maintain, during the term of this Agreement, insurance, without retention, or self-insurance program, which shall provide general liability coverage for liability, property damage, and bodily injury. The Parties agree to exchange certificates of insurance upon request.

Waiver. No waiver of a breach or any provision of this Agreement by either party shall constitute a waiver of any subsequent breach of such provision. Failure of either party to enforce at any time, or from time to time, any provision of this Agreement shall not be construed as a waiver thereof.

Indemnification. To the fullest extent permitted by law, each party shall indemnify the other from and against any and all liability for damages arising out of or resulting from the performance of its work, but only to the extent such damages are caused by or result from an act of negligence, intentional tort, intellectual property infringement, or failure to pay a subcontractor or supplier, or any other entity over which the indemnitor exercises control. These indemnification obligations shall also be limited to damages attributable to bodily injury, sickness, disease, or death, or to injury to or destruction of tangible property, including loss of use resulting therefrom. The indemnification obligation contained in this paragraph shall not be construed to negate, abridge, or otherwise reduce other rights or obligations of indemnity which would otherwise exist as to a party or person described in this paragraph.

Confidentiality. The Parties understand the confidential nature of data involved in the transactions under this Agreement and particularly student information. Therefore, the Parties agree to maintain confidentiality of all confidential information to the extent required by law.

This Agreement will be effective upon the signature of both Parties.

SIGNATORIES

For Three Way Independent School District:

Dr. Teddy Ott, Superintendent	Date
Tracie Hankins, Board President	Date

For the Cornerstone Christian Academy:

Jennifer Mitchell, Head of School	Date
Trace Moore, Board President	Date

THREE WAY ISD *District of Innovation*

Three Way ISD District of Innovation Plan

Effective Dates:

Purpose

The District of Innovation (DOI) Plan provides Three Way ISD with local flexibility in certain areas of the Texas Education Code (TEC) to meet the unique needs of our students, families, and community. The plan seeks to enhance student achievement, instructional quality, operational efficiency, and community engagement while maintaining compliance with all federal and state laws.

1. First Day of Instruction

TEC Reference: TEC §25.0811

Current Law: TEC §25.0811 prohibits school districts from beginning instruction before the 4th Monday of August, unless a waiver is granted.

Proposed Flexibility:

The district may set the first day of instruction annually to best meet the needs of students and the community.
The start date may occur prior to the 4th Monday of August if approved by the Board of Trustees.
District leadership and site-based management committees will provide input from parents, staff, and stakeholders.
This flexibility allows for balanced instructional time, equitable learning opportunities across semesters, and alignment with local calendar needs.
Policies EB (LEGAL) and EB (LOCAL) will be updated to reflect this flexibility.

2. Teacher Certification

TEC Reference: TEC §21.003; TEC §22.0833

Current Law: TEC §21.003 requires appropriate state certification for all instructional and administrative personnel.

Proposed Flexibility:

The district may hire highly qualified teachers, experts, or professionals in hard-to-fill, high-demand, dual credit, and CTE courses without requiring state certification.

SPED and ESL certifications remain required.
The Superintendent, after consultation with the campus principal, will certify candidates meeting local qualifications.
Criminal background checks will be completed in compliance with TEC §22.0833.
Policies DBA (LEGAL/LOCAL) and DK (LEGAL/LOCAL) will be revised to reflect local credentialing authority.

Rationale: Flexibility enables expanded course offerings and innovative instructional practices in a rural setting, ensuring students have access to high-quality educational experiences.

3. Probationary Contracts

TEC Reference: TEC §21.002

Current Law: New teachers are generally placed on a 3-year probationary contract. Experienced teachers (≥5 of 8 years) new to the district are placed on a 1-year probationary contract.

Proposed Flexibility:

Experienced teachers (≥5 of 8 years) may be offered probationary contracts of up to 2 years, allowing more thorough evaluation.
All other teachers remain on 3-year probationary contracts, with a possible 4th year extension.
Returning employees may follow the same flexibility.

Rationale: Provides sufficient time to assess employee performance while maintaining fairness and consistency in evaluations.

4. Teacher Contract Days

TEC Reference: TEC §21.401

Current Law: Teachers are employed on a 10-month contract equivalent to 187 days.

Proposed Flexibility:

With a 4-day instructional week, teacher contract days will align with required student instructional minutes (75,600 minutes).
The district may adjust the total days of service while maintaining teacher salaries.

Rationale: Supports teacher recruitment, morale, and compensation competitiveness while ensuring instructional requirements are met.

5. Student/Teacher Ratios

TEC Reference: TEC §25.111, §25.112

Current Law: K–4 core classrooms cannot exceed 22:1 student-to-teacher ratio; districts must request a waiver if exceeded.

Proposed Flexibility:

District administration may allow slight deviations from 22:1 when enrollment, staffing, or classroom structure necessitates.
Parents are notified the next day, and the Board of Trustees is informed at the next meeting.

TEA waivers are not required for minor deviations under the DOI plan.
Options include hiring additional staff, creating a new class, or maintaining current class size for continuity.

Rationale: Ensures flexibility in staffing while maintaining stable and continuous learning environments.

6. School Health Advisory Council (SHAC)

TEC Reference: TEC §28.004

Current Law: SHAC meetings and procedures are strictly defined by TEC.

Proposed Flexibility:

Local control over SHAC operations including meeting frequency, officer selection, meeting documentation, and curriculum adoption.
Allows adaptation of health and human sexuality instruction to reflect community values.

Rationale: Empowers the district to meet local health education needs while fostering community engagement.

7. Teacher and Principal Evaluation

TEC Reference: TEC §21.203, §21.352, §21.354

Current Law: Teacher and principal evaluations must follow state-mandated T-TESS and T-PESS systems.

Proposed Flexibility:

The district will utilize a locally developed evaluation system reflecting best practices from T-TESS, T-PESS, PDAS, and other relevant models.

Teachers receive at least four informal walk-through evaluations annually.
Principals are evaluated annually using a locally developed plan.
Evaluations consider strengths, areas for growth, and district-specific goals.

Rationale: Provides evaluations tailored to the district's mission and instructional priorities.

8. Transfer Students

TEC Reference: TEC §25.036

Current Law: Transfers are generally accepted for a one-year commitment; academic performance may be considered.

Proposed Flexibility:

Eliminate the one-year commitment for transfer students.
Academic performance cannot disqualify a student from transfer; prior student records may be reviewed for appropriate placement only.
Transfers may be revoked for:
Behavioral violations
Excessive unexcused absences or tardies
Non-compliance with district rules
Families are notified in writing, and the Board of Trustees is informed.

Rationale: Creates a dynamic and responsive transfer policy while maintaining equity and accountability.

Legal Compliance

This DOI plan adheres to:

Texas Education Code §§12A.004, 21.002, 21.003, 21.401, 22.0833, 25.036, 25.0811, 25.111, 25.112, 28.004
TEA Commissioner Rules on Transfer Policies, Teacher Certification, and Class Size Waivers
TASB guidance on local innovation and flexibility

August 10, 2021 - August 10, 2026

First Day of Instruction

TEC Code Requiring Exemption: TEC §25.0811

TEC §25.0811 states that a school district may not begin student instruction before the 4th Monday of August. For many years, this was the rule; however, districts had the option of applying for a waiver to start earlier, even as early as the 2nd Monday in August.

Proposed Flexibility:

A flexible start date would allow for a calendar that best fits the needs of our students, community, and school. Having the flexibility to establish an earlier start date will enable the District to balance better the amount of instructional time available in each semester, providing classroom teachers the opportunity to deliver more equitable learning experiences for students in the fall and spring semesters. The district leadership and the site-based management committee will receive input from parents and staff members. Subject to the Board of Trustees' approval, decide on an annual basis the beginning date of school. Exemption from the Texas Education Code Section §25.081 will require revisions in the District policies at EB (LEGAL) and (LOCAL).

Teachers Certification

TEC Code Requiring Exemption: TEC §21.003

TEC §21.003 states that a person may not be employed as a teacher, teacher intern, teacher trainee, librarian, educational aide, administrator, educational diagnostician, or school counselor by a school district unless the person holds an appropriate certificate or permit issued as provided by Subchapter B.

Proposed Flexibility:

The state teacher certification requirements inhibit the District's ability to hire teachers to teach hard-to-fill, high-demand, dual credit, and career and technical courses. Three Way ISD is located in a rural area that limits course offerings and utilizes creative instructional methods district-wide. Allowing the district local control to enable students to obtain the educational benefits of such course offerings, the District seeks to establish its local qualification requirements and requirements for training professionals and experts to teach such courses instead of the requirements outlined in the law. This does not include SPED and ESL certifications. After consultation with the campus principal, the Superintendent will certify candidates meeting local credential guidelines. The Superintendent will notify the Board before the individual begins employment. Exemption from the Texas Education Code §21.003 will require the District to review its policies at DBA (LEGAL) and (LOCAL) as well as the policies at DK (LEGAL) and (LOCAL). All candidates must complete the criminal background check in compliance with State Board for Education Certification (SBEC) rules mandated by TEC §22.0833 for a non-certified employee.

Probationary Contracts

TEC Code Requiring Exemption: TEC §21.002

TEC 21.002: Current guidelines state that contracted employees new to education (less than 5 of 8 years) will be on probation for 3 years. Experienced contracted employees (reached 5 of 8 years) new to the district will have 1-year probation.

Proposed Flexibility:

About contracted employees, the proposed guideline will allow the district the option to issue probationary contracts not over 2 years for experienced teachers (5 of 8 years of experience) new to the district. All other teachers hired will remain on probation for 3 years with an option for a 4th year. This same rule applies to any employee returning to Three Way ISD. Allow more time for the district to fairly and thoroughly assess an employee's performance.

Teacher Contract Days

TEC Code Requiring Exemption: TEC §21.401

TEC 21.401: Current education law defines a teacher contract as a ten-month contract equivalent to 187 days.

Proposed Flexibility:

Three Way ISD has adopted a 4-day instructional week school calendar. Teacher contracts will reflect a 10-month contract. The district will determine the number of actual days of service. This attempts to align the teacher contract days to the required student 75,600 minutes. Increase the daily rate the district pays teachers. Enhance teacher recruitment by offering a more competitive compensation package than surrounding districts. Reduces teacher contract days from 187 to a decreased length without affecting teacher salaries. Improves teacher morale.

Student/Teacher Ratios

TEC Code Requiring Exemption: TEC §25.111

TEC 25.111 requires districts to employ a sufficient number of certified teachers to maintain an average ratio of at least 1 teacher for every 20 students in average daily attendance. State law also requires that a K-4 core classroom may not exceed a student-to-teacher ratio of 22:1. If classes exceed this cap, a waiver is required from the Texas Education Agency. If approved, the District must notify parents by specifying the class for which an exception from the limit imposed by Section 25.112(a) was granted and state the number of children in the class for which the exception was granted. TEC 25.111, 25.112, 25.113

Proposed Flexibility:

If the 22:1 class ratio is exceeded in grades K-4. In that case, the campus administrator shall notify the superintendent the same day that the ratio was exceeded, and the superintendent will report these findings to the Board of Trustees at the next board meeting. If there is not a regularly scheduled board meeting within two weeks, a special board meeting may be requested. The administration, including the superintendent, shall select one of the following actions to recommend:

Hiring an additional teacher, creating a new classroom for the grade level, or keeping the class intact because this option is more advantageous than separating students; the class size may slightly exceed the 22:1 student-to-teacher ratio. If the classroom exceeds 22:1, parent notification will be sent by the following day, and the exception is presented to the Board of Trustees. It will specify the class for which an exception from the limit imposed by Section 25.112(a) was granted. A TEA waiver will no longer be filed when a K-4 classroom exceeds 22:1 by the District Plan for Innovation. A class may return to a smaller student-to-teacher ratio before or after the waiver is formally granted, thus negating the notice or the need to cause parents and staff unnecessary concern. Students remain with the teacher and classmates they began the year with, fostering continuity and stability, which will support increased student achievement. Continue to explore avenues to reduce class sizes, but require the flexibility for staffing decisions that consider multiple variables, including time of year, enrollment projections, and the natural enrollment variations that occur during the school year.

School Health Advisory Council Meetings

TEC Code Requiring Exemption: TEC §25.111

TEC 28.004 states that a school district shall establish a local school health advisory council ("SHAC") to assist the district in ensuring that local community values are reflected in the district's health education instruction. While the District has established a SHAC, it will claim an exemption to section 28.004. An exemption would allow local control by the board of trustees, district administration, and the SHAC committee members to make determinations regarding the SHAC, such as the required number of days for meetings, the notices and retention of meeting minutes, the appointment and make-up of SHAC members and officers, the recording of meetings, and the adoption of curriculum material for the District's human sexuality instruction. On June 14, 2022, the Board of Trustees adopted findings declaring that TEC 28.004 is not in any of the prohibited exemptions that can be included in a District's local innovation plan under Texas Education Code 12A.004 and the list of Commissioner's prohibited exemptions in Texas Administrative Code Title 19, Chapter 102, subchapter JJ, Section 102.1209.

Proposed Flexibility:

Increased local control of the SHAC processes and procedures to allow Three Way ISD to be adaptive to the District's local community values regarding the district's health education instruction. Giving local control to the SHAC processes and procedures can be a positive step towards meeting the health education needs of the Three Way ISD community. It allows for greater flexibility and adaptability in tailoring health education instructions to fit the unique values and beliefs of the community. This can help ensure that the health education curriculum is relevant and resonates with students and their families. Additionally, it can foster a sense of ownership and investment in the health education program within the community. This could lead to increased engagement and participation, ultimately resulting in better health outcomes for students. Overall, increased local control of SHAC processes and procedures can be a powerful tool for creating healthier communities.

Teacher and Principal Evaluation

TEC Code Requiring Exemption: (TEC §21.203) (TEC §21.352) (TEC§21.354)

The state of Texas has used the Professional Development and Appraisal System (PDAS) teacher appraisal system since 1997. The state issued a new teacher and principal appraisal

system in 2016-2017, the Texas Teacher Evaluation and Support System (T-TESS) and the Texas Principal Evaluation and Support System (T-PESS).

Proposed Flexibility:

TWISD will utilize a locally developed teacher and principal evaluation tool. a) This instrument will be developed with input from campus administration and teachers. It will use staff input, PDAS, T-TESS, T-PESS, and other relevant best practices. b) TWISD will follow DNA (LOCAL) guidelines for annual or less than annual evaluation requirements, exceptions and eligibility, frequency, and annual review process. c) Every teacher will receive a minimum of four informal walk-throughs per year. d) The principal will continue to be evaluated annually on a locally developed plan. e) These locally developed plans should reflect the strengths, areas of concern, and goals of TWISD.

Transfer Students

TEC Code Requiring Exemption: TEC §25.036

Three Way ISD maintains a transfer policy under FDA LOCAL requiring nonresident students wishing to transfer to apply each school year. In approving transfer requests, the availability of space and instructional staff and the student's disciplinary history, academic records, and attendance records are evaluated. Transfer students must follow the District's attendance requirements, rules, and regulations. Violation of the terms of the agreement may result in a transfer request not being approved the following year. TEC 25.036 has been interpreted to establish the District's acceptance of a transfer as a one-year commitment.

Proposed Flexibility:

The District seeks to eliminate the provision of a one-year commitment in accepting transfer applications. The District will reserve the right to revoke the transfer of a student at any time during the year based on behavior, excessive tardies, attendance, or not remaining in good3 academic standing. This decision was made to improve the quality of education provided by the district. Students and parents will now have the flexibility to make decisions based on what is best for them without the fear of being locked into a one-year commitment. The district believes that this change will also help to ensure that students are held accountable for their behavior, attendance, and academic performance, which will ultimately lead to better outcomes for everyone involved. By removing the one-year commitment, the district hopes to create a more dynamic and responsive educational environment that will benefit all students, regardless of their needs or circumstances. With this new approach, the district is committed to providing a high-quality education that is accessible, inclusive, and tailored to the needs of every student.

PROPOSED REVISIONS: 3.11.2026

~~***Note:*** This local policy has been revised in accordance with the District's innovation plan.[1]~~

~~**School Health Advisory Council**~~

~~In accordance with the District's innovation plan, the District shall be exempt from the state law that requires the District's school health advisory council (SHAC) to have at least four meetings per year. In addition, the District shall be exempt from requirements regarding notices, retention of meeting minutes, appointment and makeup of SHAC members and officers, recording of meetings, and adoption of curriculum for the District's human sexuality instruction.~~

Note: For committees composed only of current Board members, see BDB.

Advisory Committees

For purposes of this policy, an advisory committee is a committee composed primarily of District staff, parents, other community members, and/or students. An advisory committee may also include Board members in numbers less than a quorum of the Board.

Formation of an advisory committee shall be by Board action. When establishing an advisory committee, the Board action shall, at a minimum, specify the:

- Number of members on the committee;
- Process to appoint members to the committee;
- Term of committee membership; and
- Responsibilities of the committee.

An advisory committee shall be fact-finding, deliberative, and advisory and shall not assume administrative duties or responsibilities. Advisory committees shall report their findings and recommendations to the Board.

Transacting Business

An advisory committee may transact business only within the specific authority granted by the Board. To be binding, all such committee recommendations must be reported to the Board at a regular or special meeting for approval and entry into the minutes as a public record.

Dissolution

An advisory committee shall be dissolved upon completion of the assigned task or Board action.

[1] Innovation Plan: https://www.twisd.us/

PROPOSED REVISIONS: 3.11.2026

~~***Note:*** This local policy has been revised in accordance with the District's innovation plan.[1]~~

Updating Credentials

All employees who have earned certificates, endorsements, or degrees of higher rank since the previous school year shall file with the District:

1. An official college transcript showing the highest degree earned and date conferred.
2. Proof of the certificate or endorsement.

Contract Personnel

The Superintendent or designee shall ensure that contract personnel possess valid credentials before issuing contracts.

~~**State Teacher Certification**~~

~~In accordance with the District's innovation plan, the District shall be exempt from the state law that generally requires school districts to hire teachers who are certified by the State Board for Educator Certification. State certification shall not be required for teachers of dual credit and career and technical education (CTE) courses. The Superintendent shall also have the authority to identify additional hard-to-fill and high-demand teaching areas for which state certification will not be required. All other teaching assignments shall require certification in accordance with state law.~~

~~In addition, the Superintendent shall have the authority to permit a certified teacher to teach up to two periods per day outside the teacher's certified field. [See DK]~~

Social Security Number

The District shall not use an employee's social security number as an employee identifier, except for tax purposes [see DC]. In accordance with law, the District shall keep an employee's social security number confidential.

~~[1] Innovation Plan: https://www.twisd.us/~~

PROPOSED REVISIONS: 3.11.2026

~~***Note:*** This local policy has been revised in accordance with the District's innovation plan.~~[1]

Superintendent's Authority

All personnel are employed subject to assignment and reassignment by the Superintendent or designee when the Superintendent determines that the assignment or reassignment is in the best interest of the District. Reassignment shall be defined as a transfer to another position, department, or facility that does not necessitate a change in the employment contract of a contract employee. Any change in an employee's contract shall be in accordance with policy DC.

Any employee may request reassignment within the District to another position for which he or she is qualified.

Campus Assignments

The principal's criteria for approval of campus assignments and reassignments shall be consistent with District policy regarding equal opportunity employment, and with staffing patterns approved in the District and campus plans. [See BQ series] In exercising their authority to approve assignments and reassignments, principals shall work cooperatively with the central office staff to ensure the efficient operation of the District as a whole.

~~In accordance with the District's local innovation plan exemption regarding SBEC certification, the Superintendent shall have the authority to approve a request by the principal for a qualified individual with experience in a dual credit field, career and technical education (CTE) field, or a hard-to-fill, high-demand content area to teach a dual credit course, CTE course, hard-to-fill course, or a high-demand content course.~~

~~In addition, the Superintendent shall have the authority to approve the principal's request to assign a certified teacher to teach up to two periods per day outside the teacher's certified field. All other teaching assignments shall require certification in accordance with state law. [See DBA]~~

Supplemental Duties

Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.

Work Calendars and Schedules

Subject to the Board-adopted budget and compensation plan and in harmony with employment contracts, the Superintendent shall determine required work calendars for all employees. [See DC, EB]

Daily time schedules for all employees shall be determined by the Superintendent or designee and principals.

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[1] ~~Innovation Plan: https://www.twisd.us/~~

PROPOSED REVISIONS: 3.19.2026

Principals

The District shall appraise principals using ~~a local appraisal process developed~~**the Texas Principal Evaluation and Support System (T-PESS)** in accordance with law and administrative regulations.

Other Campus Administrators

~~Campus~~**The appraisal system used for campus** administrators other than principals shall be ~~appraised according to a local appraisal process~~ determined by each administrator's position and job responsibilities and **shall consist of either a local appraisal system** developed in accordance with law and administrative regulations **or a modified version of the T-PESS**.

Frequency

District principals and other campus administrators shall be appraised annually.

PROPOSED REVISIONS: 3.11.2026 TJJ

~~***Note:*** This local policy has been revised in accordance with the District's innovation plan.[1]~~

~~**School Start Date**~~ ~~In accordance with the District's innovation plan, the District shall be exempt from the state law that generally prohibits instruction for students from beginning before the fourth Monday in August.~~

School Calendar The Superintendent shall be authorized to approve variations from the Board-adopted school calendar, as necessary.

School Closure The Board delegates to the Superintendent the authority to close schools for reasons of public health and safety.

~~[1] Innovation Plan: https://www.twisd.us/~~

PROPOSED REVISIONS: 3.16.2026

Note: This local policy has been revised in accordance with the District's innovation plan. ~~innovation plan~~.[1] [See AF(LOCAL)]

Authority

The Superintendent is authorized to accept or reject any transfer requests, provided that such action is without regard to race, religion, color, sex, disability, national origin, or ancestral language.

A resident student who becomes a nonresident during the course of a semester shall be permitted to continue in attendance for the remainder of the semester.

An approved transfer to the District is a privilege, not a right; therefore, it does not create a property interest or guarantee continued enrollment.

Transfer Requests

A nonresident student wishing to transfer into the District shall file an application for transfer each school year with the Superintendent ~~or designee~~. Approval for one school year shall not ensure approval for subsequent school years.

Factors

In approving transfers, the Superintendent ~~or designee~~ shall consider availability of space and instructional staff~~;~~, ~~and~~ the student's disciplinary history, ~~and~~ , attendance records, and academic performance; and the impact on resident students.

Transfer Agreements

A transfer student shall be notified in the written transfer agreement that he or she must follow all District policies, including the Student Code of Conduct, as well as all rules and regulations of the District. In addition, a student must maintain a rate of 98 percent attendance each semester and avoid excessive tardies or disciplinary infractions.

In accordance with the District's innovation plan, the District shall be exempt from ~~state law requiring~~the requirement for transfers ~~a transfer~~ to be for a one-year period. ~~The Superintendent may revoke a student's transfer at any time during a school year based on behavior, excessive tardies, or attendance~~. Therefore, violation of the terms of the agreement may result in revocation of the agreement during the school year or a transfer request not being approved for the following year.

Tuition

If the District charges tuition, the amount shall be set by the Board, within statutory limits.

Waivers	The Board may waive tuition for a student based on financial hardship upon written application by the student, parent, or guardian. [See FP]
Nonpayment	The District may initiate withdrawal of students whose tuition payments are delinquent.
Appeals	Any appeals shall be made in accordance with FNG(LOCAL) and GF(LOCAL), as appropriate.

[1] Innovation Plan: https://www.twisd.us/

THREE WAY ISD Acceptable Proof of Residence

1. Current tax appraisal documentation showing ownership

2. Current Mortgage Statement

3. Lease / Rental Agreement in your name

4. Notarized Affidavit from property owner that you reside at the address and a copy of property owner's proof of residency

5. Employee provided housing requires a letter from the employer with name and address resident.

6. Current Water, Sewer, Trash, Gas or Electric bill (how current does the bill need to be?)