

**BOARD OF TRUSTEES**  
**Regular Meeting Agenda**  
**September 16, 2025**  
**5:30 PM**

The Board of Trustees of the Midland Independent School District will attend the following Regular Meeting on September 16, 2025, beginning at 5:30 PM at  
Bowie Fine Arts Academy  
805 Elk Avenue  
Midland, Texas 79701.

*\*Please note that the District may add or remove agenda items up until 72 hours prior to the meeting. Pursuant to the Texas Open Meetings Act the District must publicly post this notice and agenda 72 hours prior to the meeting.*

***Public Forum: Participants must register to speak in person 5 minutes before the meeting begins, on the day of the meeting.***

1. Call to Order - Roll Call
2. Verification of Compliance with Open Meeting Law - this is to certify that the provisions of Section 551.001 of the Texas Government code have been met in connection with public notice of this meeting.
3. Moment of Silence
4. Pledge to the US Flag and Texas Flag
  - A. Lone Star Trails Elementary: Principal, Morgan Robertson: Pledge Leaders, Rosaley Nikolai & Isabella Smith
5. Public Forum
6. Consent Agenda
  - A. Approval of Board Meeting Minutes



# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** September 16, 2025

**Subject:** Approval of Board Meeting Minutes

**Consent Item**

### Executive Summary

Attached you will find minutes of meeting of the Board of Trustees for: Regular Board Meeting, August 26, 2025

Regular Meeting  
Tuesday, August 26, 2025 5:30 PM Central

Bowie Fine Arts Academy  
805 Elk Avenue  
Midland, Texas 79701

The Board of Trustees of the Midland Independent School District met for a Regular Board Meeting, Tuesday, August 26, 2025, beginning at 5:30 PM at Bowie Fine Arts Academy, 805 Elk Avenue, Midland Texas 79701,

The following members were present:

Brandon Hodges, President  
Joshua Guinn, Vice President  
Angel Hernandez, Secretary  
Tommy Bishop  
Michael Booker  
Sara Burleson  
Dr. Matt Friez

Stephanie Howard, Superintendent

1. Call to Order - Roll Call-All Present

2. Verification of Compliance with Open Meeting Law - this is to certify that the provisions of Section 551.001 of the Texas Government code have been met in connection with public notice of this meeting.

3. Moment of Silence

4. Pledge to the US Flag and Texas Flag

4.A. Scharbauer Elementary: Principal, Sally Smith: Pledge Leaders, Elijah Brown & Kaylee Robertson

5. Public Forum

Shantil Guilbeau	Concern at Greathouse Elementary
Barbara Yarbrough	Renaming of Lee HS
Reagan Hinojos	Campus plans, Continuing District and Board Issues
John McAfee	Concerns about moving forward. Requesting all African American staff members to ask for a 26-27 survey
Gianna Cerda	Dissolution of the Mariachi Band at MHS, GJH

## 6. Consent Agenda

The Board approved the consent agenda as presented. Motion made by Joshua Guinn and seconded by Dr. Matt Friez. Motion carried 7-0.

6.A. Approval of Board Meeting Minutes

6.B. Approval of Monthly Financials

6.C. Approval Excess Workers' Compensation Liability Insurance Renewal

6.D. Approval of Resolution Allowing for Adjunct 4-H Teachers

6.E. Approval of Donations over \$20,000

6.F. Approval of Revisions to Local Policies:

- DGBA(LOCAL): Personnel-Management Relations Employee Complaints/Grievances
- FNG(LOCAL): Student Rights and Responsibilities: Student and Parent Complaints/Grievances
- GF(LOCAL): Public Complaints

6.G. Approval of Out-of-State Student Travel

6.H. Approval of Memorandum of Understanding with West Texas A&M University

6.I. Approval of Amendments to the 2025-2026 Compensation Plan

## 7. Superintendent's Update

## 8. District Informational Reports

8.A. Bond 2023 Monthly Report

8.B. 2024-2025 Annual STAAR Report, Accountability Ratings, and School Improvement Report

8.C. Overview of District Procurement Processes

8.D. Report on Unfunded and Underfunded State Mandates Overview

## 9. Action Items

9.A. Discussion of and Request for Approval of 2025-2026 Annual Board Calendar in Accordance with Board Policy BBE(LOCAL)  
Approval of 2025-2026 Annual Board Calendar in Accordance with Board Policy BBE(LOCAL). This motion, made by Michael Booker and seconded by Angel Hernandez, Motion Carried 7-0

9.B. Discussion of and Request for Approval of Annual Targets to Measure Board Goals Including HB3 Early Literacy, Early Math, and CCMR Goals

Approval of Annual Targets to Measure Board Goals Including HB3 Early Literacy, Early Math, and CCMR Goals. This motion, made by Sara Burleson and seconded by Michael Booker, Motion Carried 7-0

9.C. Discussion of and Request for Approval of 2025-2026 Campus Improvement Plans-in Accordance with Board Policy BQ(LOCAL)  
Approval of 2025-2026 Campus Improvement Plans-in Accordance with Board Policy BQ(LOCAL). This motion, made by Sara Burleson and seconded by Angel Hernandez, Motion Carried 7-0

9.D. Discussion of and Request for Approval of CSP #25-02, 2023 Bond Package #4 Middle School Group A - Goddard Junior High and Midland Freshman High School Renovations/Improvements  
Approval of CSP #25-02, 2023 Bond Package #4 Middle School Group A - Goddard Junior High and Midland Freshman High School Renovations/Improvements. This motion, made by Angel Hernandez and seconded by Dr. Matt Friez, Motion Carried 7-0

9.E. Discussion of and Request for Approval of Budget Amendment #1  
Approval of Budget Amendment #1. This motion, made by Joshua Guinn and seconded by Tommy Bishop, Motion Carried 7-0

9.F. Discussion of and Request for Approval to Consider Adoption of an Order Authorizing the Issuance of Midland Independent School District Unlimited Tax Refunding Bonds, in One or more Series; Levying a Tax and Providing for the Security and Payment Thereof; Authorizing a Pricing Officer to Approve the Award of the Sale Thereof in Accordance with Specified Parameters; Authorizing the Redemption Prior to Maturity of Certain Outstanding Bonds; and Enacting Other Provisions Related Thereto  
Approval to Consider Adoption of an Order Authorizing the Issuance of Midland Independent School District Unlimited Tax Refunding Bonds, in One or more Series; Levying a Tax and Providing for the Security and Payment Thereof; Authorizing a Pricing Officer to Approve the Award of the Sale Thereof in Accordance with Specified Parameters; Authorizing the Redemption Prior to Maturity of Certain Outstanding Bonds; and Enacting Other Provisions Related Thereto. This motion, made by Tommy Bishop and seconded by Michael Booker, Motion Carried 7-0

9.G. Discussion of and Request for Approval of Capital Improvements Development Agreements Between Midland Independent School District and City of Midland, TX  
Approval of Capital Improvements Development Agreements Between Midland Independent School District and City of Midland, TX Motion passed 6/1 with Dr. Matt Friez opposed. This motion, made by Sara Burleson and seconded by Angel Hernandez, Motion Carried 6-1  
Dr. Matt Friez: Nay

9.H. Discussion of and Request for Approval of Budgeted Purchases Over \$50,000 for Fiscal Year 2025-2026

Approval of Budgeted Purchases Over \$50,000 for Fiscal Year 2025-2026. This motion, made by Tommy Bishop and seconded by Michael Booker, Motion Carried 7-0

9.I. Discussion of and Request for Approval of Oil & Gas Lease for San Jacinto, Bowie, & Agriculture Barn Request for Proposal RFP #24-214

Approval of Oil & Gas Lease for San Jacinto, Bowie, & Agriculture Barn Request for Proposal RFP #24-214. This motion, made by Joshua Guinn and seconded by Michael Booker, Motion Carried 7-0

#### **10. Closed session in accordance with Government Code Section 551.001 et. seq.**

**Section 551.071** - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law and discussion with counsel concerning protocols for obtaining agreed-upon procedures audit.

**Section 551.72** - For the purpose of discussing the purchase, exchange, lease or value of real property.

**Section 551.074** - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

Closed session began at 10:16 pm. This motion, made by Brandon Hodges and seconded by Joshua Guinn, Motion Carried 7-0

#### **11. Action Arising from Closed Session**

11.A. Consider and Take Action with Respect to Agreed-Upon Procedures Audit

The Board Approved the Agreed-Upon Procedures Audit

This motion, made by Brandon Hodges and seconded by Joshua Guinn, Motion Carried 7-0

#### **12. Information Items**

12.A. Board Committee Monthly Report

12.B. Reportable Purchase Orders Over \$50,000

12.C. Human Capital Monthly Routine Personnel Report

#### **13. Adjourn**

The Board adjourned at 11:51 pm. Motion made by Brandon Hodges and seconded by Joshua Guinn. Motion carried 7-0.

---

Brandon W. Hodges, President

---

Angel Hernandez, Secretary





# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** September 16, 2025  
**Presented by:** Tucker Durham, Chief Financial Officer  
**Subject:** Approval of the Monthly Financials

### Consent Item

#### **Executive Summary**

The attached financial report provides a summary of the district's cash flow for August 2025. It provides information on the originally adopted budget, the revised adopted budget, year-to-date activity, and the percentage of the revised budget utilized through the end of the previous month. The funds outlined in the report are the three legally adopted budgets the board must approve annually (general fund, child nutrition fund, and debt service fund). There are also two additional pages to show the year-to-date activities for the district self-insurance fund, including medical, dental, and workers' compensation and the district's staff housing fund. The last portion of the document outlines the district's year-to-date and anticipated cash flows throughout the fiscal year.



# Monthly Financial Report

*as of August 31, 2025*

**MIDLAND INDEPENDENT SCHOOL DISTRICT**  
**STATEMENT OF REVENUES AND EXPENDITURES**

**GENERAL FUND**

as of August 31, 2025

	Original Budget	Revised Budget	2025-2026 FYTD Activity	Percent of Revised Budget
<b>REVENUES</b>				
5710 Ad Valorem Taxes	\$ 331,581,078	\$ 331,581,078	\$ 455,420	0.14%
5700 Other Local Revenue	14,433,256	14,437,256	2,448,568	16.96%
5800 State Revenue	19,490,531	19,490,531	-	0.00%
5831 TRS On-Behalf	11,468,895	11,468,895	2,200,617	19.19%
5900 Federal Revenue	1,226,544	1,226,544	61,774	5.04%
<b>Total Revenues</b>	<b>378,200,304</b>	<b>378,204,304</b>	<b>5,166,378</b>	<b>1.37%</b>
<b>EXPENDITURES by FUNCTION</b>				
11 - Instructional Services	186,677,819	186,292,209	17,498,170	9.39%
12 - Instructional Resources and Media Services	3,052,511	3,052,511	227,239	7.44%
13 - Staff Development	4,659,852	4,660,852	989,442	21.23%
21 - Instructional Administration	6,544,709	6,544,709	1,267,120	19.36%
23 - Campus Administration	16,286,756	16,384,106	2,565,757	15.66%
31 - Guidance and Counseling	12,235,987	12,235,987	1,246,972	10.19%
32 - Social Services	289,291	289,291	21,702	7.50%
33 - Health Services	3,693,369	3,693,369	388,691	10.52%
34 - Student (Pupil) Transportation	8,261,225	8,261,225	919,300	11.13%
35 - Food Services	1,000	1,000	64,103	6410.34%
36 - Cocurricular / Extracurricular Activities	8,978,907	8,978,907	942,247	10.49%
41 - General Administration	7,060,616	7,060,616	1,294,706	18.34%
51 - Plant Maintenance and Operation	39,845,166	39,745,166	7,793,143	19.61%
52 - Security and Monitoring Services	8,219,090	8,219,090	983,621	11.97%
53 - Data Processing Services	7,299,094	7,299,094	1,578,697	21.63%
61 - Community Services	1,262,025	1,262,025	167,589	13.28%
71 - Debt Services	2,941,961	2,941,961	532,780	18.11%
81 - Facilities Acquisition and Construction	-	400,000	18,270	4.57%
91 - Contract Instructional Services (Ch. 49 Recap)	64,805,472	64,805,472	10,800,912	16.67%
93 - Shared Service Arrangements	-	-	-	0.00%
99 - Intergovernmental Charges	3,981,974	3,981,974	1,738,523	43.66%
<b>Total Expenditures</b>	<b>386,096,824</b>	<b>386,109,564</b>	<b>51,038,984</b>	<b>13.22%</b>
<b>OTHER FINANCING SOURCES (USES)</b>				
7900 Other Financing Sources	-	-	-	
8900 Other Financing Uses	-	-	-	
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>(7,896,520)</b>	<b>(7,905,260)</b>	<b>(45,872,606)</b>	
<b>EXPENDITURES by OBJECT</b>				
6100 Payroll	238,770,519	237,499,343	23,801,656	10.02%
6200 Contracted Services	55,076,667	55,633,505	9,731,136	17.49%
6224 Ch. 49 Recapture Payment	64,805,472	64,805,472	10,800,912	16.67%
6300 Supplies	11,025,560	11,138,353	1,103,004	9.90%
6400 Other Operating Expenses	10,392,648	10,719,584	4,893,302	45.65%
6500 Debt Service	2,941,961	3,125,110	629,105	20.13%
6600 Capital Outlay	3,083,997	3,188,197	79,870	2.51%
<b>Total Expenditures</b>	<b>386,096,824</b>	<b>386,109,564</b>	<b>51,038,984</b>	<b>13.22%</b>
<b>OTHER FINANCING SOURCES (USES)</b>				
7900 Other Financing Sources	-	-	-	
8900 Other Financing Uses	-	-	-	
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>(7,896,520)</b>	<b>(7,905,260)</b>	<b>(45,872,606)</b>	

**MIDLAND INDEPENDENT SCHOOL DISTRICT**  
**STATEMENT OF REVENUES AND EXPENDITURES**  
**CHILD NUTRITION FUND**  
*as of August 31, 2025*

	<u>Original Budget</u>	<u>Revised Budget</u>	<u>2025-2026 FYTD Activity</u>	<u>Percent of Revised Budget</u>
<b>REVENUES</b>				
5700 Other Local Revenue	\$ 3,959,264	\$ 3,959,264	\$ 176,101	4.45%
5800 State Revenue	61,500	61,500	-	0.00%
5900 Federal Revenue	13,473,500	13,473,500	29,129	0.22%
<b>Total Revenues</b>	<b>17,494,264</b>	<b>17,494,264</b>	<b>205,230</b>	<b>1.17%</b>
<b>EXPENDITURES by FUNCTION</b>				
35 - Food Services	17,494,264	17,494,264	1,734,495	9.91%
<b>Total Expenditures</b>	<b>17,494,264</b>	<b>17,494,264</b>	<b>1,734,495</b>	<b>9.91%</b>
<b>OTHER FINANCING SOURCES (USES)</b>				
7900 Other Financing Sources	-	-	35,462	
8900 Other Financing Uses	-	-	-	
<b>Net Other Financing Sources (Uses)</b>	<b>-</b>	<b>-</b>	<b>35,462</b>	
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>-</b>	<b>-</b>	<b>(1,493,803)</b>	
<b>EXPENDITURES by OBJECT</b>				
6100 Payroll	7,569,354	7,570,354	811,726	10.72%
6200 Contracted Services	1,756,000	1,249,880	336,161	26.90%
6300 Food & Other Supplies	7,517,910	7,957,910	476,175	5.98%
6400 Other Operating Expenses	651,000	651,120	110,433	16.96%
6600 Capital Outlay	-	65,000	-	0.00%
<b>Total Expenditures</b>	<b>17,494,264</b>	<b>17,494,264</b>	<b>1,734,495</b>	<b>9.91%</b>
<b>OTHER FINANCING SOURCES (USES)</b>				
7900 Other Financing Sources	-	-	35,462	
8900 Other Financing Uses	-	-	-	
<b>Net Other Financing Sources (Uses)</b>	<b>-</b>	<b>-</b>	<b>35,462</b>	
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>-</b>	<b>-</b>	<b>(1,493,803)</b>	

**MIDLAND INDEPENDENT SCHOOL DISTRICT**  
**STATEMENT OF REVENUES AND EXPENDITURES**  
**DEBT SERVICE FUND**  
*as of August 31, 2025*

	<u>Original Budget</u>	<u>Revised Budget</u>	<u>2025-2026 FYTD Activity</u>	<u>Percent of Revised Budget</u>
<b>REVENUES</b>				
5710 Ad Valorem Taxes	\$ 103,193,061	\$ 103,193,061	\$ 123,846	0.12%
5700 Other Local Revenue	900,000	900,000	302,948	33.66%
5800 State Revenue	477,332	477,332	-	0.00%
<b>Total Revenues</b>	<b>104,570,393</b>	<b>104,570,393</b>	<b>426,794</b>	<b>0.41%</b>
<b>EXPENDITURES by FUNCTION</b>				
71 - Debt Service (Principal)	45,255,000	45,255,000	-	0.00%
71 - Debt Service (Interest)	38,820,542	38,820,542	19,410,271	50.00%
71 - Bond Issuance Cost and Fees	20,494,851	20,494,851	22,219,901	108.42%
<b>Total Expenditures</b>	<b>104,570,393</b>	<b>104,570,393</b>	<b>41,630,172</b>	<b>39.81%</b>
<b>OTHER FINANCING SOURCES (USES)</b>				
7900 Other Financing Sources	-	-	-	
8900 Other Financing Uses	-	-	-	
<b>Net Other Financing Sources (Uses)</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>-</b>	<b>-</b>	<b>(41,203,378)</b>	
<b>EXPENDITURES by OBJECT</b>				
6500 Debt Service	104,570,393	104,570,393	41,630,172	39.81%
<b>Total Expenditures</b>	<b>104,570,393</b>	<b>104,570,393</b>	<b>41,630,172</b>	<b>39.81%</b>
<b>OTHER FINANCING SOURCES (USES)</b>				
7900 Other Financing Sources	-	-	-	
8900 Other Financing Uses	-	-	-	
<b>Net Other Financing Sources (Uses)</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>-</b>	<b>-</b>	<b>(41,203,378)</b>	

**MIDLAND INDEPENDENT SCHOOL DISTRICT**  
**STATEMENT OF REVENUES AND EXPENDITURES**  
**LOCAL CAPITAL PROJECTS FUND**  
*as of August 31, 2025*

	<u>Beginning Project Balance</u>	<u>Revised Budget</u>	<u>2025-2026 FYTD Activity</u>	<u>Percent of Revised Budget</u>
<b>REVENUES</b>				
Interest Income		\$ -	\$ 77,723	0.00%
<b>Total Revenues</b>		<b>-</b>	<b>77,723</b>	<b>0.00%</b>
<b>EXPENDITURES by PROJECT</b>				
Memorial Stadium Transformer Project	29,536	29,536	-	0.00%
Trane Project Phase III	90,602	90,602	55,301	61.04%
Trane Project Phase IV	62,442	62,442	64,425	103.18%
Non-Fixed Asset Expenditures	-	-	-	0.00%
Contingency	-	-	-	0.00%
<b>Total</b>	<b>182,580</b>	<b>182,580</b>	<b>119,726</b>	<b>65.57%</b>
<b>Ending Estimated Fund Balance</b>		<b>(182,580)</b>	<b>(42,003)</b>	
<b>Beginning Fund Balance</b>		<b>(4,042,090)</b>		
<b>Transfer In</b>		<b>-</b>		
<b>Net Change in Budget Balance</b>		<b>3,859,510</b>		

**MIDLAND INDEPENDENT SCHOOL DISTRICT**  
**STATEMENT OF REVENUES AND EXPENDITURES**

**SELF INSURANCE FUND**

as of August 31, 2025

	2025-2026 FYTD Activity <b>MEDICAL</b>	2025-2026 FYTD Activity <b>DENTAL</b>	2025-2026 FYTD Activity <b>WORKERS COMP</b>	2025-2026 FYTD Activity <b>TOTAL</b>
<b>REVENUES</b>				
Premiums Collected	\$ 1,632,129	\$ 90,854	\$ 158,392	\$ 1,881,376
Stop/Loss Rebates	-	-	-	-
Interest Income	34,171	-	-	34,171
<b>Total Revenues</b>	<b>1,666,300</b>	<b>90,854</b>	<b>158,392</b>	<b>1,915,547</b>
<b>EXPENDITURES</b>				
Medical/Dental/Workers Comp Claims	2,982,841	250,266	88,158	3,321,265
RX Claims	1,317,442	-	-	1,317,442
MISD Care Clinic	26,417	-	-	26,417
Claims Administration: BCBS/TASB	51,564	-	3,325	54,889
Other Administrative Expenses: TPA Fees	-	-	-	-
Stop/Loss	378,446	-	-	378,446
<b>Total Expenditures</b>	<b>4,756,710</b>	<b>250,266</b>	<b>91,483</b>	<b>5,098,459</b>
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>(3,090,410)</b>	<b>(159,412)</b>	<b>66,909</b>	<b>(3,182,913)</b>

**MIDLAND INDEPENDENT SCHOOL DISTRICT**  
**STATEMENT OF REVENUES AND EXPENDITURES**  
**HOUSING FUND**  
*as of August 31, 2025*

	2025-2026 FYTD Activity	2025-2026 FYTD Activity	2025-2026 FYTD Activity <b>TOWN &amp; COUNTRY</b>	2025-2026 FYTD Activity
	<b>STONEGATE</b>	<b>SIMPATICO</b>	<b>COUNTRY</b>	<b>TOTAL</b>
<b>REVENUES</b>				
Donations	\$ -	\$ -	\$ -	\$ -
Rental Income	-	12,142	20,155	32,297
Operating Transfers In	-	-	-	-
Misc. Income	-	-	-	-
<b>Total Revenues</b>	<b>-</b>	<b>12,142</b>	<b>20,155</b>	<b>32,297</b>
<b>EXPENDITURES</b>				
6200 Professional & Contracted Services	19,692	14,298	13,533	47,523
6300 Supplies & Materials	-	-	-	-
6400 Other Operating Expenses	-	-	-	-
6600 Capital Outlay	-	-	-	-
<b>Total Expenditures</b>	<b>19,692</b>	<b>14,298</b>	<b>13,533</b>	<b>47,523</b>
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>(19,692)</b>	<b>(2,157)</b>	<b>6,622</b>	<b>(15,226)</b>

# Cash Flow Year-to-Date

*as of August 31, 2025*

**MIDLAND INDEPENDENT SCHOOL DISTRICT**  
**CASH FLOW YEAR-TO-DATE**  
**GENERAL FUND**  
as of August 31, 2025

	<b>JULY</b> <b>ACTUAL</b>	<b>AUGUST</b> <b>ACTUAL</b>	<b>SEPTEMBER</b> <i>Projected</i>	<b>OCTOBER</b> <i>Projected</i>	<b>NOVEMBER</b> <i>Projected</i>	<b>DECEMBER</b> <i>Projected</i>	<b>JANUARY</b> <i>Projected</i>	<b>FEBRUARY</b> <i>Projected</i>	<b>MARCH</b> <i>Projected</i>	<b>APRIL</b> <i>Projected</i>	<b>MAY</b> <i>Projected</i>	<b>JUNE</b> <i>Projected</i>	<b>YEAR-END</b> <i>Projected</i>
<b>RECEIPTS</b>													
<b>Local Revenue</b>													
Tax Collections	227,420	228,000	700,000	1,550,000	17,750,000	28,750,000	72,600,000	125,500,000	62,000,000	2,000,000	17,600,000	1,300,000	330,205,420
Interest Income	1,095,828	838,623	825,000	675,000	575,000	575,000	675,000	930,000	1,200,000	1,225,000	1,225,000	1,100,000	10,939,450
Other Local Revenue	399,994	607,667	750,000	950,000	700,000	650,000	1,175,000	1,500,000	550,000	425,000	450,000	375,000	8,532,660
<b>State Revenue</b>													
Available School Fund	-	-	1,000,000	1,000,000	1,000,000	1,750,000	-	-	1,975,000	1,000,000	1,075,000	2,275,000	11,075,000
Foundation & Misc	-	-	1,800,000	430,000	-	-	-	-	-	-	62,000	4,000	2,296,000
<b>Federal Revenue</b>													
MAC/SHARS	8,504	1,186	60,000	75,000	45,000	15,000	18,000	-	-	-	7,500	18,000	248,190
Other Federal Funds	-	-	7,100	7,100	7,100	7,100	7,100	7,100	7,100	7,100	7,100	7,100	71,000
<b>Prior Year Revenue</b>													
PY Tax Collections	3,087,219	1,033,094	-	-	-	-	-	-	-	-	-	-	4,120,313
PY State Revenue	1,069,813	3,444,654	-	-	-	-	-	-	-	-	-	-	4,514,467
PY Federal Revenue	-	611,801	1,500,000	-	-	-	-	-	-	-	-	-	2,111,801
<b>Total Cash Inflows</b>	<b>5,888,778</b>	<b>6,765,024</b>	<b>6,642,100</b>	<b>4,687,100</b>	<b>20,077,100</b>	<b>31,747,100</b>	<b>74,475,100</b>	<b>127,937,100</b>	<b>65,732,100</b>	<b>4,657,100</b>	<b>20,426,600</b>	<b>5,079,100</b>	<b>374,114,301</b>
<b>DISBURSEMENTS</b>													
Payroll	11,330,564	10,825,070	11,500,000	12,000,000	12,000,000	15,000,000	11,500,000	13,000,000	11,500,000	11,500,000	14,000,000	16,500,000	150,655,634
Accounts Payable	7,213,757	14,053,666	12,000,000	16,000,000	13,000,000	12,500,000	13,000,000	11,500,000	11,250,000	10,500,000	14,000,000	12,000,000	147,017,423
Other (Whse, Prepaid, etc)	(2,885)	-	-	(2,000)	-	(2,000)	(2,000)	-	-	-	-	(5,000)	(13,885)
PY AP	1,066,445	277,655	-	-	-	-	-	-	-	-	-	-	1,344,100
PY Chapter 49	-	92,073,949	-	-	-	-	-	-	-	-	-	-	92,073,949
<b>Total Cash Outflows</b>	<b>19,607,881</b>	<b>117,230,340</b>	<b>23,500,000</b>	<b>27,998,000</b>	<b>25,000,000</b>	<b>27,498,000</b>	<b>24,498,000</b>	<b>24,500,000</b>	<b>22,750,000</b>	<b>22,000,000</b>	<b>28,000,000</b>	<b>28,495,000</b>	<b>391,077,222</b>
<b>Net Cash Flow</b>	<b>(13,719,104)</b>	<b>(110,465,317)</b>	<b>(16,857,900)</b>	<b>(23,310,900)</b>	<b>(4,922,900)</b>	<b>4,249,100</b>	<b>49,977,100</b>	<b>103,437,100</b>	<b>42,982,100</b>	<b>(17,342,900)</b>	<b>(7,573,400)</b>	<b>(23,415,900)</b>	<b>(16,962,921)</b>
<b>RECONCILIATION</b>													
<b>Beginning Cash Balance</b>	<b>306,139,057</b>	<b>292,245,550</b>	<b>180,012,415</b>	<b>163,154,515</b>	<b>139,843,615</b>	<b>134,920,715</b>	<b>139,169,815</b>	<b>189,146,915</b>	<b>292,584,015</b>	<b>335,566,115</b>	<b>318,223,215</b>	<b>310,649,815</b>	<b>306,139,057</b>
Monthly Net Cash Flow	(13,719,104)	(110,465,317)	(16,857,900)	(23,310,900)	(4,922,900)	4,249,100	49,977,100	103,437,100	42,982,100	(17,342,900)	(7,573,400)	(23,415,900)	(16,962,921)
Payroll for Other Funds	(717,939)	(586,028)	-	-	-	-	-	-	-	-	-	-	(1,303,967)
AP for Other Funds	(720,752)	(2,965,663)	-	-	-	-	-	-	-	-	-	-	(3,686,414)
Receipts for Other Funds	1,470,714	2,274,003	-	-	-	-	-	-	-	-	-	-	3,744,717
Transfers In/Out Other Funds	(89,877)	(669,813)	-	-	-	-	-	-	-	-	-	-	(759,690)
Outstanding Checks	1,620,697	1,725,267	-	-	-	-	-	-	-	-	-	-	3,345,964
AP Issued in Prior & Cleared	(1,733,773)	(1,542,001)	-	-	-	-	-	-	-	-	-	-	(3,275,774)
PR Issued in Prior & Cleared	(3,475)	(3,583)	-	-	-	-	-	-	-	-	-	-	(7,058)
<b>Ending Cash Balance</b>	<b>292,245,550</b>	<b>180,012,415</b>	<b>163,154,515</b>	<b>139,843,615</b>	<b>134,920,715</b>	<b>139,169,815</b>	<b>189,146,915</b>	<b>292,584,015</b>	<b>335,566,115</b>	<b>318,223,215</b>	<b>310,649,815</b>	<b>287,233,915</b>	<b>287,233,915</b>

**MIDLAND INDEPENDENT SCHOOL DISTRICT**  
**CASH FLOW YEAR-TO-DATE**  
**CHILD NUTRITION FUND**  
as of August 31, 2025

	<b>JULY</b> <b>ACTUAL</b>	<b>AUGUST</b> <b>ACTUAL</b>	<b>SEPTEMBER</b> <i>Projected</i>	<b>OCTOBER</b> <i>Projected</i>	<b>NOVEMBER</b> <i>Projected</i>	<b>DECEMBER</b> <i>Projected</i>	<b>JANUARY</b> <i>Projected</i>	<b>FEBRUARY</b> <i>Projected</i>	<b>MARCH</b> <i>Projected</i>	<b>APRIL</b> <i>Projected</i>	<b>MAY</b> <i>Projected</i>	<b>JUNE</b> <i>Projected</i>	<b>YEAR-END</b> <i>Projected</i>
<b>RECEIPTS</b>													
Local Revenue	45,100	163,804	325,000	450,000	370,000	250,000	250,000	425,000	275,000	360,000	320,000	15,000	3,248,903
State Revenue	-	-	-	-	-	-	-	-	60,000	-	-	-	60,000
Federal Revenue	88,010	25,806	900,000	1,350,000	1,400,000	1,000,000	950,000	1,125,000	1,325,000	1,000,000	1,400,000	1,000,000	11,563,815
<b>Total Cash Inflows</b>	<b>133,109</b>	<b>189,609</b>	<b>1,225,000</b>	<b>1,800,000</b>	<b>1,770,000</b>	<b>1,250,000</b>	<b>1,200,000</b>	<b>1,550,000</b>	<b>1,660,000</b>	<b>1,360,000</b>	<b>1,720,000</b>	<b>1,015,000</b>	<b>14,872,719</b>
<b>DISBURSEMENTS</b>													
Payroll	234,642	324,532	332,000	332,000	332,000	500,000	332,000	332,000	332,000	332,000	332,000	300,000	4,015,174
Accounts Payable	81,892	731,024.48	995,000.00	995,000.00	995,000.00	995,000.00	995,000.00	995,000.00	995,000.00	995,000.00	995,000.00	450,000	10,217,916
Inventory	2,885	-	-	-	-	-	-	-	-	-	-	1,500	4,385
PY AP	113,914	834	-	-	-	-	-	-	-	-	-	-	114,748
<b>Total Cash Outflows</b>	<b>433,333</b>	<b>1,056,390</b>	<b>1,327,000</b>	<b>1,327,000</b>	<b>1,327,000</b>	<b>1,495,000</b>	<b>1,327,000</b>	<b>1,327,000</b>	<b>1,327,000</b>	<b>1,327,000</b>	<b>1,327,000</b>	<b>751,500</b>	<b>14,352,223</b>
<b>Net Cash Flow</b>	<b>(300,224)</b>	<b>(866,781)</b>	<b>(102,000)</b>	<b>473,000</b>	<b>443,000</b>	<b>(245,000)</b>	<b>(127,000)</b>	<b>223,000</b>	<b>333,000</b>	<b>33,000</b>	<b>393,000</b>	<b>263,500</b>	<b>520,495</b>
<b>RECONCILIATION</b>													
<b>Beginning Cash Balance</b>	<b>4,111,304</b>	<b>4,010,011</b>	<b>3,686,746</b>	<b>3,584,746</b>	<b>4,057,746</b>	<b>4,500,746</b>	<b>4,255,746</b>	<b>4,128,746</b>	<b>4,351,746</b>	<b>4,684,746</b>	<b>4,717,746</b>	<b>5,110,746</b>	<b>4,111,304</b>
Monthly Net Cash Flow	(300,224)	(866,781)	(102,000)	473,000	443,000	(245,000)	(127,000)	223,000	333,000	33,000	393,000	263,500	520,495
Transfers In/Out Other Funds	157,636	454,300	-	-	-	-	-	-	-	-	-	-	611,936
AP Issued in Prior & Cleared	(3,827)	(41,210)	-	-	-	-	-	-	-	-	-	-	(45,037)
Outstanding Checks	45,122	130,427	-	-	-	-	-	-	-	-	-	-	175,548
<b>Ending Cash Balance</b>	<b>4,010,011</b>	<b>3,686,746</b>	<b>3,584,746</b>	<b>4,057,746</b>	<b>4,500,746</b>	<b>4,255,746</b>	<b>4,128,746</b>	<b>4,351,746</b>	<b>4,684,746</b>	<b>4,717,746</b>	<b>5,110,746</b>	<b>5,374,246</b>	<b>5,374,246</b>

**MIDLAND INDEPENDENT SCHOOL DISTRICT**  
**CASH FLOW YEAR-TO-DATE**  
**DEBT SERVICE FUND**  
*as of August 31, 2025*

	<b>JULY</b>	<b>AUGUST</b>	<b>SEPTEMBER</b>	<b>OCTOBER</b>	<b>NOVEMBER</b>	<b>DECEMBER</b>	<b>JANUARY</b>	<b>FEBRUARY</b>	<b>MARCH</b>	<b>APRIL</b>	<b>MAY</b>	<b>JUNE</b>	<b>YEAR-END</b>
	<b>ACTUAL</b>	<b>ACTUAL</b>	<i>Projected</i>	<i>Projected</i>	<i>Projected</i>	<i>Projected</i>	<i>Projected</i>	<i>Projected</i>	<i>Projected</i>	<i>Projected</i>	<i>Projected</i>	<i>Projected</i>	<i>Projected</i>
<b>RECEIPTS</b>													
Local Revenue													
Tax Collections	63,844	60,002	190,000	465,000	5,500,000	9,000,000	22,800,000	39,500,000	19,500,000	600,000	5,500,000	400,000	103,578,846
Interest Income	194,577	108,371	45,000	45,000	50,000	85,000	125,000	150,000	125,000	150,000	175,000	175,000	1,427,948
State Revenue	-	-	-	-	400,000	-	-	-	-	-	-	-	400,000
PY Tax Collections	958,634	321,169	-	-	-	-	-	-	-	-	-	-	1,279,804
<b>Total Cash Inflows</b>	<b>1,217,055</b>	<b>489,542</b>	<b>235,000</b>	<b>510,000</b>	<b>5,950,000</b>	<b>9,085,000</b>	<b>22,925,000</b>	<b>39,650,000</b>	<b>19,625,000</b>	<b>750,000</b>	<b>5,675,000</b>	<b>575,000</b>	<b>106,686,597</b>
<b>DISBURSEMENTS</b>													
Debt Service Payment	-	19,410,271	-	-	-	-	-	65,000,000	-	-	-	-	84,410,271
Debt Service Fees	-	22,219,901	5,000	-	-	500	500	-	1,000	-	4,000	-	22,230,901
PY AP	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Cash Outflows</b>	<b>-</b>	<b>41,630,172</b>	<b>5,000</b>	<b>-</b>	<b>-</b>	<b>500</b>	<b>500</b>	<b>65,000,000</b>	<b>1,000</b>	<b>-</b>	<b>4,000</b>	<b>-</b>	<b>106,641,172</b>
<b>Net Cash Flow</b>	<b>1,217,055</b>	<b>(41,140,630)</b>	<b>230,000</b>	<b>510,000</b>	<b>5,950,000</b>	<b>9,084,500</b>	<b>22,924,500</b>	<b>(25,350,000)</b>	<b>19,624,000</b>	<b>750,000</b>	<b>5,671,000</b>	<b>575,000</b>	<b>45,425</b>
<b>RECONCILIATION</b>													
<b>Beginning Cash Balance</b>	<b>52,160,780</b>	<b>53,377,835</b>	<b>12,238,205</b>	<b>12,468,205</b>	<b>12,978,205</b>	<b>18,928,205</b>	<b>28,012,705</b>	<b>50,937,205</b>	<b>25,587,205</b>	<b>45,211,205</b>	<b>45,961,205</b>	<b>51,632,205</b>	<b>52,160,780</b>
Monthly Net Cash Flow	1,217,055	(41,140,630)	230,000	510,000	5,950,000	9,084,500	22,924,500	(25,350,000)	19,624,000	750,000	5,671,000	575,000	45,425
Transfer to other funds	-	-	-	-	-	-	-	-	-	-	-	-	-
Outstanding Checks	-	1,000	-	-	-	-	-	-	-	-	-	-	1,000
AP Issued in Prior & Cleared	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Ending Cash Balance</b>	<b>53,377,835</b>	<b>12,238,205</b>	<b>12,468,205</b>	<b>12,978,205</b>	<b>18,928,205</b>	<b>28,012,705</b>	<b>50,937,205</b>	<b>25,587,205</b>	<b>45,211,205</b>	<b>45,961,205</b>	<b>51,632,205</b>	<b>52,207,205</b>	<b>52,207,205</b>





# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** September 16, 2025  
**Presented by:** Jessie Garcia, Chief of Human Capital  
**Subject:** Approval of Updated 2025-2026 T-TESS Appraiser List

### Consent Item

**Executive Summary**

The Board Policy DNA (Local) requires the board to approve a roster of certified Texas Teacher Evaluation and Support System (T-TESS) appraisers, authorized to evaluate teachers. The list has been recently revised to include any necessary additions or removals as certifications have been completed.

**Contact Person**

Jessie Garcia  
Chief of Human Capital

**Enclosure**

Updated 2025-2026 T-TESS Appraiser List



## 2025-2026 Midland ISD T-TESS Appraiser List

	<b>LAST</b>	<b>FIRST</b>	<b>T-TESS STATUS</b>
1.	Alba	Debra	Certified
2.	Albaugh	Kristin	Certified
3.	Almanza	Kathy	Certified
4.	Amancio	Maria	Certified
5.	Anderson	Kimberly	Certified
6.	Anderson	Sara	Certified
7.	Barraza	Julie	Certified
8.	Birks	Audrey	Certified
9.	Brown	Emily	Certified
10.	Bryant	Chris	Certified
11.	Carnett	Stephanie	Certified
12.	Cisneros	Lisa	Certified
13.	Cline	Michelle	Certified
14.	Courtright	Amanda	Certified
15.	Covarrubias	Pedro	Certified
16.	Delozier	Jennifer	Certified
17.	Dormier	Sarah	Certified
18.	Doster	Kelly	Certified
19.	Doughty	Laura	Certified
20.	Duarte	David	Certified
21.	Duewall	Tanya	Certified
22.	Edwards	Alexandra	Certified
23.	Elliott	Karl	Certified
24.	Farrer	Becky	Certified
25.	Fenske	Sarah	Certified
26.	Flader	Deanna	Certified
27.	Galindo	Alejandra	Certified
28.	Gamboa	Joshua	Certified
29.	Gamboa	Kim	Certified
30.	Godwin	Kristen	Certified
31.	Gomez	Natalie	Certified
32.	Gonzales	Maxine	Certified
33.	Gracia-Frias	Gisela	Certified
34.	Guarascio	Jamey	Certified
35.	Hall	Melanie	Certified
36.	Haupt	Cindy	Certified

37.	Hembree	Courtnee	Certified
38.	Hidalgo	Lisa	Certified
39.	Hilton	Angelina	Certified
40.	Iza	Liliana	Certified
41.	Jobes	Brenda	Certified
42.	Jones	Jennifer	Certified
43.	Jones	Patrick	Certified
44.	Kyle	Richard	Certified
45.	Lopez	Jose	Certified
46.	Loya	Luis	Certified
47.	Lujan	Erica	Certified
48.	Lutich	Traci	Certified
49.	Lynch	Cameron	Certified
50.	Maldonado	Daisy	Certified
51.	Malone	Doris	Certified
52.	Martinez	Tina	Certified
53.	McGuire	Cody	Certified
54.	Medina	Rebecca	Certified
55.	Merino	Ruth	Certified
56.	Messick	Andrea	Certified
57.	Middleton	Eddie	Certified
58.	Miller	Courtney	Certified
59.	Miller	Laura	Certified
60.	Nix	Christin	Certified
61.	Olade	Ixtchel	Certified
62.	Olivas	Steven	Certified
63.	Pegelow	Haylie	Certified
64.	Pettigrew	Nathan	Certified
65.	Pitts	Terri	Certified
66.	Pizarro	Arcie	Certified
67.	Portillo	Ray	Certified
68.	Prado	Yadira	Certified
69.	Pyles	Cyndi	Certified
70.	Ring	Misty	Certified
71.	Roberts	Christine	Certified
72.	Robertson	Morgan	Certified
73.	Rodriguez	Andrea	Certified
74.	Rodriguez	Cynthia	Certified
75.	Rodriguez	Karina	Certified

76.	Rosales	Griselda	Certified
77.	Saldana	Jami	Certified
78.	Schaaf	Anna	Certified
79.	Scott	Amanda	Certified
80.	Sellers	Monique	Certified
81.	Sherrod	Hollie	Certified
82.	Sloan	Autumn	Certified
83.	Smith	Janet	Certified
84.	Smith	Lori	Certified
85.	Smith	Sally	Certified
86.	Solano	Norma	Certified
87.	Teran	Tricia	Certified
88.	Thompson	Lena	Certified
89.	Tisdale	Michael	Certified
90.	Tynes	Christy	Certified
91.	Vargas	Lauren	Certified
92.	Verner	Monica	Certified
93.	Villarreal	Benjamin	Certified
94.	Whitney	Crystal	Certified

D. Approval of the Following Revised Policies and New Local Policy  
Revised Policies:

- BBB(LOCAL): Board Members: Elections
  - BBD(LOCAL): Board Members: Training and Orientations
  - BBFA(LOCAL): Ethics: Conflict of Interest Disclosures
  - BJC(LOCAL): Superintendent: Contract
  - CJ(LOCAL): Contracted Services
  - CKD(LOCAL): Safety Program/Risk Management: Emergency Medical Equipment and Procedures
  - DBD(LOCAL): Employment Requirements and Restrictions: Conflict of Interest
- New Policy:
- BBA(LOCAL): Board Members: Eligibility/Qualifications



# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** September 16, 2025

**Presented by:** Roberto Cedillo, Deputy Superintendent

**Subject:** Approval of the Following Revised Policies and New Local Policy

Revised Policies:

- BBB(LOCAL): Board Members: Elections
- BBD(LOCAL): Board Members: Training and Orientations
- BBFA(LOCAL): Ethics: Conflict of Interest Disclosures
- BJC(LOCAL): Superintendent: Contract
- CJ(LOCAL): Contracted Services
- CKD(LOCAL): Safety Program/Risk Management: Emergency Medical Equipment and Procedures
- DBD(LOCAL): Employment Requirements and Restrictions: Conflict of Interest

New Policy:

- BBA(LOCAL): Board Members: Eligibility/Qualifications

### Consent Item

#### Executive Summary

This set of policies includes updates to local board policies to ensure alignment with recent legislative requirements. Detailed summaries of the affected policies are provided.

#### **BBB(Local) – Board Members: Elections**

The changes to BBB(Local) are informed by the provisions of House Bill 3546 and 3629 and Senate Bill 1494. BBB(Local) has been revised to include a required statement on the trustee election ballot, stating that a potential candidate is aware that an individual is ineligible to serve as a trustee if they are required to register as a sex offender. Additionally, the policy has been updated to permit school districts to move their trustee elections to the uniform November election date. The policy now includes detailed guidance and procedures for making this transition in compliance with applicable regulations.

**Please note:** If your district already holds elections in November, your personalized redlined policy version may not reflect this change, as it is already aligned with current election timing.

**BBD(Local) – Board Members: Training and Orientation**

The changes to BBD(Local) are informed by the provisions of Senate Bill 204. BBD(Local) is updated to require all trustees to complete state-provided training on parental rights concerning the education of their children.

**BBFA(Local) – Ethics: Conflict of Interest Disclosures**

The changes to BBFA are informed by the provisions of House Bill 210. BBFA(Local) is updated to prohibit Board members from approving or influencing District contracts with vendors in which they have a substantial personal or financial interest, are closely related to someone who does, or from whom they have received gifts or services valued over \$250.

**BJC(Local) – Superintendent: Contract**

The changes to BJC(Local) are informed by the provisions of House Bill 762 and Senate Bill 237. BJC(Local) is a new local policy that outlines that the superintendent’s contract may include severance pay, but it must be limited to no more than 20 weeks of regular compensation, excluding paid leave, and is not permitted if the superintendent is terminated for misconduct. The policy also requires that all severance agreements must be publicly posted on the district’s website.

**CJ(Local) – Contracted Services**

The changes to CJ(Local) are informed by the provisions of House Bill 210. CJ(Local) is updated to prohibit vendors from bidding on or entering into contracts with the District if a Board member has a substantial interest in the vendor, is closely related to someone who does, or has received gifts or services over \$250 in value from the vendor. The policy also includes that vendors who violate this provision may face legal consequences, including potential criminal charges, under applicable laws.

**CKD(Local) – Safety Program/Risk Management: Emergency Medical Equipment And Procedures**

The changes to CKD(Local) are informed by the provisions of Senate Bill 865. CKD(Local) is a new local policy that establishes the requirements for CPR training and certification within the District, including who is required to be certified and approved providers for the training. The policy also outlines the standards and expectations for the District’s Cardiac Emergency Response Plan.

**DBD(Local) – Employment Requirements and Restrictions: Conflict of Interest**

The changes to DBD(Local) are informed by the provisions of House Bill 3372. DBD(Local) is updated to include a new section that outlines restrictions on administrators receiving financial benefits for personal services from businesses that do business with the District. It allows certain administrators to perform paid services for educational entities under specific conditions, including board approval, disclosure, and assurance that the work is done on personal time without conflict of interest; violations may result in a \$10,000 civil penalty per Occurrence.

**BBA(Local) – Board Members: Eligibility/Qualifications**

The creation of BBA(Local) is informed by the provisions of House Bill 3629. BBA(Local) is a new policy that prohibits registered sex offenders from serving as a trustee.

**Contact Person**

Roberto Cedillo, Deputy Superintendent

**Enclosure**

Proposed Revised Policies and New Policy Language

<b>Court Order</b>	The District shall conduct its Board member elections in accordance with the Single-Member District Voting Plan established in CA. No. MO-85-CA-001, United States District Court, Western District of Texas, Midland-Odessa Division, as long as such court order or other binding legal determination is in effect. A copy of the court order or other binding legal determination may be obtained from the Superintendent's office.
<b>Membership</b>	The Board shall consist of seven members.
<b>Method Of Election</b>	Election of Board members shall be by single-member districts.
<b><u>Ballot Statement</u></b>	<u>The application for a place on the ballot shall include a statement that the candidate is aware that a person is not eligible to serve as a trustee of an independent school district if the person is required to register as a sex offender.</u>
<b>Election Date</b>	General election of Board members shall be on the November uniform election date.
<b>Terms And Election Schedule</b>	Board members shall be elected for four-year terms, with elections conducted biennially, as follows:
Districts 3, 5, and 6	The election for single-member districts 3, 5, and 6 shall be held in 2026, 2030, 2034, and in four-year intervals thereafter.
Districts 1, 2, 4, and 7	The election for single-member districts 1, 2, 4, and 7 shall be held in 2028, 2032, 2036, and in four-year intervals thereafter.
<b>Method Of Voting</b>	
Majority Vote	To be elected, a candidate must receive a majority of the votes cast for the single-member district.

**Public Information  
Coordinator**

After Election Or Appointment      The Superintendent shall fulfill the responsibilities of the public information coordinator and shall receive, on behalf of Board members, the training specified by Government Code 552.012. [See GBAA]

After A Violation      A Board member who receives written notice from the attorney general that the member must complete Public Information Act (PIA) training described by GBAA(LEGAL) following the District's failure to comply with a PIA requirement shall complete the training within the timelines described in law. The completion of the training in response to such a notice cannot be delegated.

**Reporting Continuing  
Education Credit**

The Board President shall announce the status of each Board member's continuing education credit. The announcement shall be made annually at the last regular Board meeting before the District's uniform election date, whether or not an election is held. The announcement shall be reflected in the meeting minutes and, when necessary, posted on the District's website in accordance with law.

**Training and Orientation  
of the Board**

To the greatest extent practicable, the Superintendent shall ensure that all Board training-including Team of Eight and local orientation-is tailored to support the Board in adopting, monitoring, communicating, and evaluating the Superintendent's performance in achieving the Board's adopted Student Outcome Goals, as outlined in AE(LOCAL), BBE(LOCAL), and BQ(LOCAL). Training shall prioritize building Board capacity to:

1. Understand the difference between the Board and the Superintendent's duties and responsibilities.
2. Adopting, monitoring, and evaluating the Superintendent's achievement of the Board mission, vision, and Board adopted Student Outcome Goals, consistent with AE(LOCAL), BBE(LOCAL), and BQ(LOCAL).
3. Adopting, monitoring, and evaluating Board-required plans under Texas Education Code §§ 11.185 and 11.186 to ensure all students, and disaggregated student groups are reading or doing math at grade level or above by third grade and graduate college, career, and military ready.
4. Adopting, monitoring, and evaluating District's budget and finances in alignment with finance goals.
5. Understanding the Board Annual Calendar under BBE(LOCAL).
6. Adopting, monitoring, and evaluating school safety.

The Board and Superintendent will prioritize the expenditure of training funding for participation and attendance at in-person, local, and tailored training using District and Campus data, and only conferences that directly support the Board's adopted Student Outcome Goals and with a district-specific focus as enumerated in items 1-6 above.

Each trustee shall also complete state provided training on the rights of a parent regarding the education of the parent's child.

In addition to disclosures required by law, a Board member shall disclose to the Board any personal financial interest, business interest, or obligation or relationship that in any way creates a potential conflict of interest with a vote on a pending matter.

A Board member shall not use coercive means or promise special treatment in order to influence Board or District decisions, nor use the member's position to seek personal advantage. [See also BBF(LOCAL)]

**Annual Financial  
Management Report**

Each Board member shall provide to the District in a timely manner information necessary for the District's annual financial management report. [See CFA]

**Conflict of Interest:  
Vendors**

No Board member shall knowingly approve, participate in the approval of, or otherwise cause the District to enter into a contract with any vendor in which the Board member has a substantial interest; is related to an individual with a substantial interest within the second degree by consanguinity or affinity; or from whom the Board member has received, or has been promised, any gift or in-kind service with a value exceeding \$250.

Severance Pay

The superintendent's employment contract may include a section regarding severance pay. If the contract contains a section regarding severance pay, the section shall include:

1. A requirement that severance pay may not exceed the amount of compensation, at the rate at the termination of employment or the contract, the superintendent would have been paid for 20 weeks, excluding paid time off or accrued vacation leave; and
2. A prohibition of the provision of severance pay when the superintendent is terminated for misconduct.

The District shall post each severance agreement in a prominent place on the district's Internet website.

**Employment Assistance  
Prohibited**

No District employee shall assist a contractor or agent of the District or of any other school district in obtaining a new job if the employee knows, or has probable cause to believe, that the contractor or agent engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative file does not violate this prohibition.

No District contractor or agent shall assist an employee, contractor, or agent of the District or of any other school district in obtaining a new job if the contractor or agent knows, or has probable cause to believe, that the individual engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition.

[See also DC for prohibitions relating to employees]

**Conflict of Interest:  
Board Members**

A Vendor shall not bid on or enter into a contract with the District if a Board member has a substantial interest in the vendor, is related in the second degree by consanguinity or affinity to an individual who has a substantial interest in the vendor, or has received or has been promised a gift or in-kind services with a value of more than \$250.

Noncompliance with this policy may subject the vendor to legal liability, including potential criminal charges, in accordance with applicable state and federal laws.

Training & Certification

Each school nurse, assistant school nurse, athletic coach or sponsor, physical education instructor, marching band director, cheerleading coach, and any other school employee required by applicable law and each student who serves as an athletic trainer must participate in the instruction and maintain certification in cardiopulmonary resuscitation and the use of an automated external defibrillator from the American Heart Association, the American Red Cross, or a similar nationally recognized association.

Cardiac Emergency Response Plan

The superintendent or their designee shall develop and implement a cardiac emergency response plan that establishes safety procedures for a district or school employee or other appropriate personnel to follow in responding to a medical emergency involving cardiac arrest on district or school grounds.

In developing the plan, the superintendent or their designee shall:

1. Work directly with local emergency services providers to integrate the plan with the providers' protocols; and
2. Incorporate evidence-based practices of a nationally recognized guidelines-based organization focused on emergency cardiovascular care.

The plan shall include at a minimum:

1. The establishment of a cardiac emergency response team;
2. Procedures for activating the cardiac emergency response team in response to a medical emergency involving cardiac arrest;
3. The dissemination of the plan throughout each campus;
4. Ongoing training in first aid, cardiopulmonary resuscitation, and the use of automated external defibrillators, using evidence-based guidelines, for appropriate district or school employees, including school coaches, school nurses, and athletic trainers;
5. Annual practice drills in responding to a medical emergency involving cardiac arrest; and
6. Annual review, evaluation, and, if necessary, modification of the plan.

The initial plan shall be presented to and adopted by the Board no later than the end of the 2025-2026 school year. The plan shall be presented annually to the Board for final approval and adoption.

**Note:** For conflicts of interest and gifts and gratuities related to federal grants and awards, see CB and CBB.

**Disclosure—General Standard**

An employee shall disclose to his or her immediate supervisor a personal financial interest, a business interest, or any other obligation or relationship that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.

**Specific Disclosures**

**Substantial Interest**

The Superintendent shall file an affidavit with the Board President disclosing a substantial interest, as defined by Local Government Code 171.002, in any business or real property that the Superintendent or any of his or her relatives in the first degree may have.

Any other employee who is in a position to affect a financial decision involving any business entity or real property in which the employee has a substantial interest, as defined by Local Government Code 171.002, shall file an affidavit with the Superintendent; however, the employee shall not be required to file an affidavit for the substantial interest of a relative.

**Interest In Property**

The Superintendent shall be required to file an affidavit disclosing interest in property in accordance with Government Code 553.002.

**Annual Financial Management Report**

The Superintendent, as the executive officer of the District, shall provide to the District in a timely manner information necessary for the District's annual financial management report.

[See BBFA]

**Gifts**

An employee shall not accept or solicit any gift, favor, service, or other benefit that could reasonably be construed to influence the employee's discharge of assigned duties and responsibilities. [See CAA, CB, and CBB]

**Endorsements**

An employee shall not recommend, endorse, or require students to purchase any product, material, or service in which the employee has a financial interest or that is sold by a company that employs or retains the District employee during nonschool hours. No employee shall require students to purchase a specific brand of school supplies if other brands are equal and suitable for the intended instructional purpose.

**Sales**

An employee shall not use his or her position with the District to attempt to sell products or services.

**Nonschool Employment**

An employee shall disclose in writing to his or her immediate supervisor any outside employment that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.

**Private Tutoring**

An employee shall disclose in writing to his or her immediate supervisor any private tutoring of District students for pay.

**Administrators**

An administrator, as according to law, shall not receive any financial benefit for the performance of personal services for:

1. Any business entity that conducts or solicits business with the school district that employs the administrator.

Employment Requirements and Restrictions:  
Conflict of Interest

DBD  
(Local Policy)

An administrator, other than a member of a board of managers, superintendent, or assistant superintendent, may receive a financial benefit for the performance of personal services for:

1. An education business that provides services regarding the curriculum or administration of any school district; or
2. Another school district, open-enrollment charter school, or regional education service center

As long as:

1. A written contract describing the services to be performed by the administrator is provided to the board of trustees of the administrator's employing district; and
2. The board of trustees for the administrator's employing district votes to approve the contract after determining that:
  - a. The contract will not harm the district;
  - b. The arrangement does not present a conflict of interest; and
  - c. The services to be performed by the administrator will be performed entirely on the administrator's personal time.

A contract provided to a board of trustees under these conditions shall be subject to disclosure. An administrator who violates these terms may be liable to the state for a civil penalty in the amount of \$10,000 for each violation.

Eligibility

A person shall not serve as a trustee if they are required to register as a sex offender.

- 7. Superintendent's Update  
Presenter: Dr. Stephanie Howard
- 8. District Informational Reports
  - A. Bond 2023 Monthly Report  
Presenter: Parkhill

41



# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

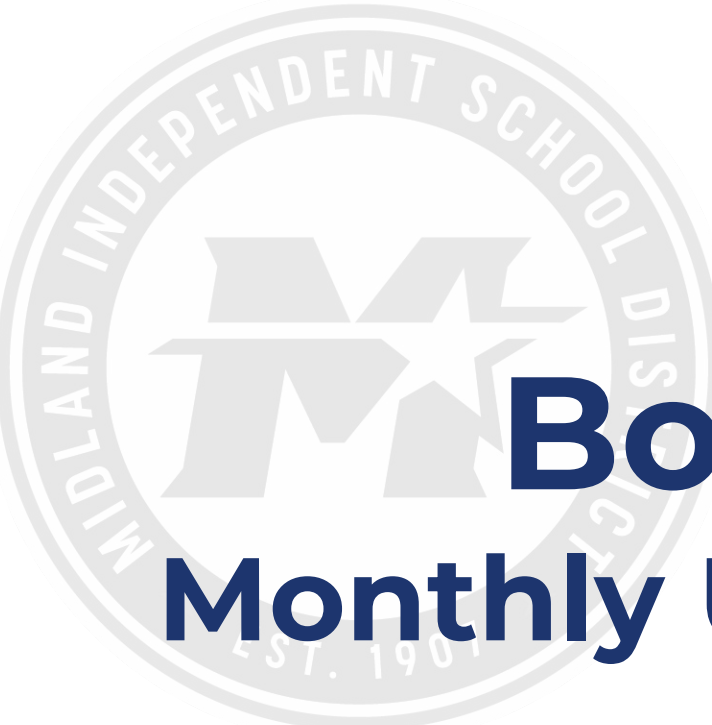
---

**Meeting Date:** September 16, 2025  
**Presented by:** Parkhill  
**Subject:** Bond 2023 Monthly Report

### District Report

#### **Executive Summary**

Presentation to provide an update on the progress of the 2023 Bond. Midland ISD is committed to providing transparency to the Board of Trustees and voters in Midland County on a monthly basis for all aspects of the approved bond of 2023. Monthly updates will include but are not limited to construction and project timelines, costs of projects and financial reports, and communication and marketing efforts.



# Bond 2023 Monthly Update #17



September 16, 2025



# PACKAGE 01

## Lone Star Trails Elementary School

Overall  
(Design & Construction)



Construction



- ★ Certificate of Occupancy issued
- ★ Punchlist/Minor fixes in Progress
- ★ Elevator repairs are complete and is working properly.
- ★ Main entry doors are fixed.
- ★ Door hardware for select interior doors is scheduled to arrive in late September.
- ★ Address numbers have been installed.
- ★ The marquee is pending Technical Design Guideline (TDG) standards for all elementary schools





# PACKAGE 02

## New High Schools

### Midland High School and Midland Lee High School

Overall  
(Design & Construction)



Construction



- ★ Construction documents complete and next partial GMP is being priced by CMAR teams
- ★ Wadley, Avalon & Thomason city agreements approved
- ★ Utilities at Lee site procurement started
- ★ GMP #1 approved
- ★ GMP #2 pending
- ★ Pilot furniture installed and being "test-driven" at four sites
- ★ Contractors fully mobilized on both sites
- ★ Full building permits obtained for both sites
- ★ Graphics package design underway
- ★ Process of moving select CTE equipment from existing campuses underway





# PACKAGE 03 Elem. Renovations Group A

Emerson, Franks, Houston, Lamar, Long, Parker, South & IDEA Travis Elementary Schools

- ★ Phase 2 Construction Documents are 80% complete, with targeted completion in October 2025. Anticipate final GMP approval this fall.
- ★ Phase 1 of the fire sprinkler was completed in August 2025 at South, IDEA Travis, Emerson, Parker, and Franks Campuses.
- ★ Completion of fire sprinkler work will be completed at Houston, Long, and Lamar during the summer of 2026.
- ★ Final GMP approval for the remaining portions of Package 3 is anticipated by December 2025.
- ★ The new entry construction at Lamar, Houston, and Franks, and the restroom renovations, and exterior maintenance construction at all remaining campuses is scheduled to begin in early 2026 and continue through the summer of 2026.
- ★ All package 3 construction is scheduled to be completed in the fall of 2026.

Overall  
(Design & Construction)



Construction



Franks New Entry



Lamar New Entry



Houston New Entry



# PACKAGE 04 Middle School Renovations

Overall  
(Design & Construction)



Construction



## Goddard Middle School & Midland Freshman High School

- ★ Bids were approved during the August Board Meeting.
- ★ Execution of the construction contract with Cerris Builders is currently underway.
- ★ Construction is anticipated to begin in October 2025.
- ★ The initial phases of construction will include new classroom and new administration area construction.
- ★ Future phases of construction will include kitchen renovations and existing classroom renovations.
- ★ The anticipated completion of construction work at Goddard and Midland Freshman is by December 2027.



Entry Rendering - Goddard MS



Entry Rendering - Midland MS





# PACKAGE 05

## Middle School Reno Group B

### Alamo Junior High School

- ★ Construction Documents complete - Alamo is currently being bid and due at the end of September.
- ★ It is anticipated that recommendations for awarding the contract will be at the October board meeting.
- ★ The first phase of construction consisting of the new classroom addition and the new library addition should begin by January 2026.
- ★ Future phases of construction will include kitchen renovations and existing classroom renovations.
- ★ The anticipated completion of construction work at Alamo is by early 2028.

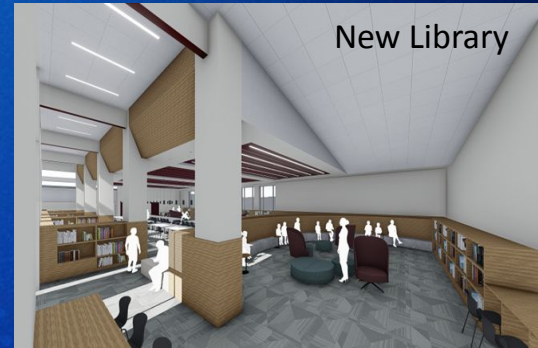
Overall  
(Design & Construction)



Construction



Exterior  
Drop-Off



New Library





# PACKAGE 05-A

# Middle School Multi-Purpose Buildings

## Alamo Junior High School & Abell Junior High School

- ★ The Multi-Purpose Building (MPB) construction is currently underway at both Alamo and Abell campuses.
- ★ Completion is currently scheduled for January 2026.

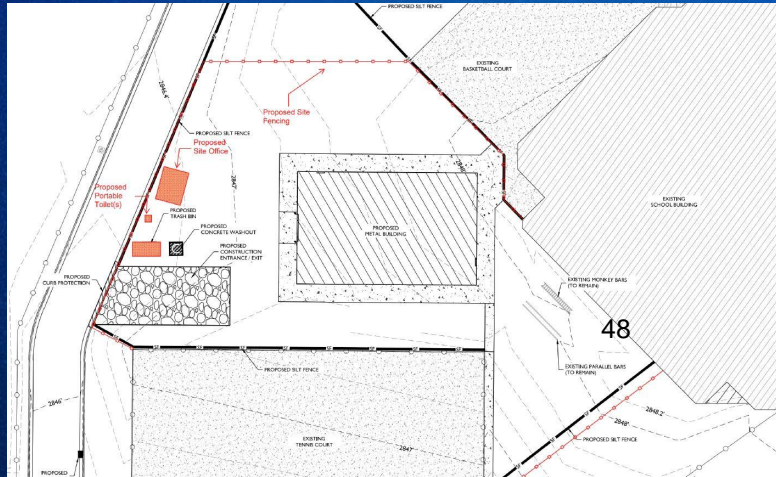
Overall  
(Design & Construction)



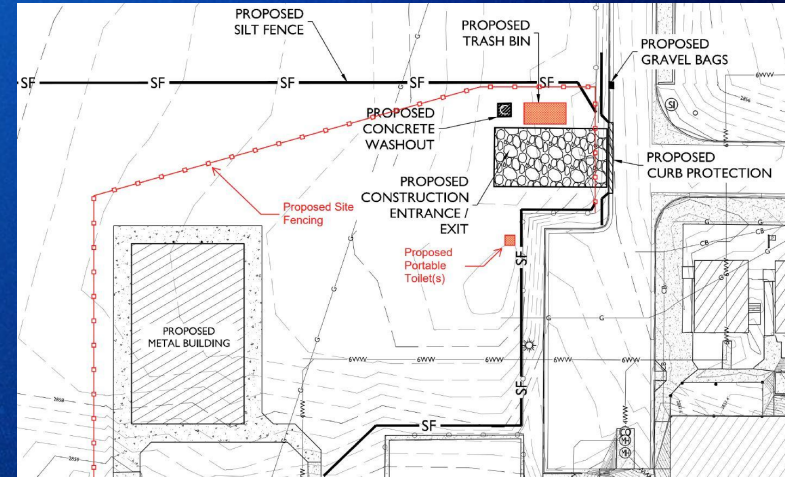
Construction



### Abell JHS proposed jobsite layout



### Alamo JHS proposed jobsite layout



# PACKAGE 08

## Elementary School Renovations

Santa Rita, Bush, Scharbauer & DeZavala Elementary Schools

- ★ Campus design is currently at the 100% Design Development Phase.
- ★ Completion of the Construction Documents, user meetings, and design review meetings will continue through the end of 2025
- ★ The bidding is currently anticipated to occur in early 2026.
- ★ Construction is currently expected to begin during the summer of 2026.



Overall  
(Design & Construction)



Construction





# PACKAGE 09

## Middle School Renovations

### Group C

Overall  
(Design & Construction)



Construction



### San Jacinto & Abell Middle Schools

- ★ Campus design is currently at the 95% Scope to Budget/Schematic Design Phase.
- ★ Completion of the design drawings for this package is currently scheduled for completion by summer 2026.
- ★ User meetings and design review meetings will continue through the design period.
- ★ Project completion is scheduled for fall 2028.





# PACKAGE 10 Elementary School Renovation Group C

Bonham, Burnet, Fannin, and Henderson Elementary Schools,  
Midland Alternative Program, and Coleman High School

Overall  
(Design & Construction)



Construction



- ★ Currently in the Scope to Budget/Schematic Design Phase.
- ★ Architects and Engineers have conducted several site review/existing condition walk throughs at the campuses with MISD maintenance staff during this past summer.
- ★ Construction is expected to begin summer 2026.





# PACKAGE 11

## Elementary School Reno Group C

Pease, Rusk, Bowie, Greathouse, Jones, and Milam Elementary Schools

- ★ Vandergriff Group Architects (Midland) approved in July meeting
- ★ Site visits and scoping walk throughs currently being scheduled
- ★ Full project targeting completion by Fall 2028

Overall  
(Design & Construction)



Construction



# OVERALL PROGRESS

## PACKAGES:



	01	02	03	04	05	06	07	08	09	10	11	12	13
	New ES (Lone Star Trails)	New LHS + MHS Campuses	ES Renovations - Group A	MS Renovations - Group A	MS Renovations - Group B	ES Safety/Security	Midland Freshman Site	ES Renovations - Group B	MS Renovations - Group C	ES Renovations - Group C	ES Renovations - Group D	NOT YET ASSIGNED	NOT YET ASSIGNED
Bond Budget	\$53.3m	\$985.2m	\$36.6m	\$71.4m	\$34.3m	\$4.0m	\$2.0m	\$22.5m	\$47.8m	TBD	TBD		
Actual Total	TBD	TBD	TBD	TBD	TBD			TBD	TBD	TBD			
% Overall Completion	98%	30%	55%	35%	30%	100%	100%	25%	10%	10%	0%		
Scheduled Finish	Oct '25	May '28	Jun '26	Jun '27	Jun '27	May '25	Feb '25	Jun '28	Jun '28	Jun '28	Jun '28		
Closeout	50%												
Punch/Outfit/Move-In	80%												
Construction		2%	40%										
Construction Procurement		50%	50%	95%	35%			25%					
Construction Documents		90%	80%						95%	10%			
Design Development													
Schematic Design											10%		
Design Team Selected													

53



**EXCELLENCE IN  
ACTION**



B. Student Attendance Report

Presenter: Cyndi Pyles, Tricia Teran, Susan Hendricks, Fallon Melane & Melissa Horner



# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** September 16, 2025  
**Presented by:** Cyndi Pyles, Tricia Teran, Susan Hendricks, Fallon Mclane & Melissa Horner  
**Subject:** Student Attendance Report

### District Report

**Executive Summary:**

This summary provides an overview of the challenges and actions related to student attendance and absenteeism for the Midland Independent School District (MISD) for the 2024-2025 school year. The district's attendance rate for the 24-25 school year of 92.5% is below its 2024-2025 target of 93.9%. The goal for the 25-26 school year is a 94% attendance rate.

To address these challenges, the district has collaborated with the courts to streamline truancy filing processes and has created a one-page guide for campuses and parents to clarify attendance procedures. The role of Truancy Coordinator has been integrated into the leadership department to increase accountability and improve support for campuses. This proactive approach aims to improve overall attendance rates and strengthen collaboration between campus and district leadership.

# Attendance Update



**Melissa Horner**  
Executive Director of Student Services

**Shawana Glenn**  
Leadership Coordinator

**Cyndi Pyles**  
Executive Director of School Leadership  
September 16, 2025



# Identified Problems

- **Chronic Absenteeism**
- **Inconsistency with Attendance Intervention Plan (AIP) Process**
- **Truancy Court Filing Frequency**
- **Attendance Rate has been consistently below state averages and below district target**
  - **94% Target for 25-26 School Year**
  - **Year To Date Attendance for this week is 95.01% -up from 94.8% this time last year**
- **Process/procedure changes between truancy courts and MISD**



# Chronic Absenteeism vs. Truancy

## Chronic Absenteeism

---

This occurs when a student misses 10% or more of the school year, regardless of whether the absences are excused or unexcused.

## Truancy

---

This is defined by law when a child fails to attend school on 10 or more days or parts of days within a six-month period, without a valid excuse.



## Truancy Timeline

1

### 2024-2025 School Year

The county transitioned from one truancy judge and clerk to four. Each judge and clerk started with their own individual procedures and processes for truancy cases.

2

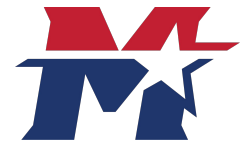
### April 2025

A meeting was held between the truancy judges and Midland ISD to establish shared, consistent procedures and processes for all truancy filings and cases.

3

### Summer 2025

Due to safety concerns for campus staff, the judges removed the home visit requirement. Home visits will now be provided only when requested by the judges.



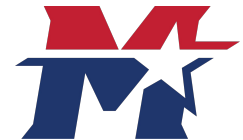
# Evolution of the Role of Truancy Officers

## Before 2015: Criminalization & Enforcement

- Students could be criminally prosecuted for "Failure to Attend School."
- The focus was primarily on punishment and fines.
- Truancy officers acted as attendance enforcers.
- There was less emphasis on addressing the underlying causes of absences.

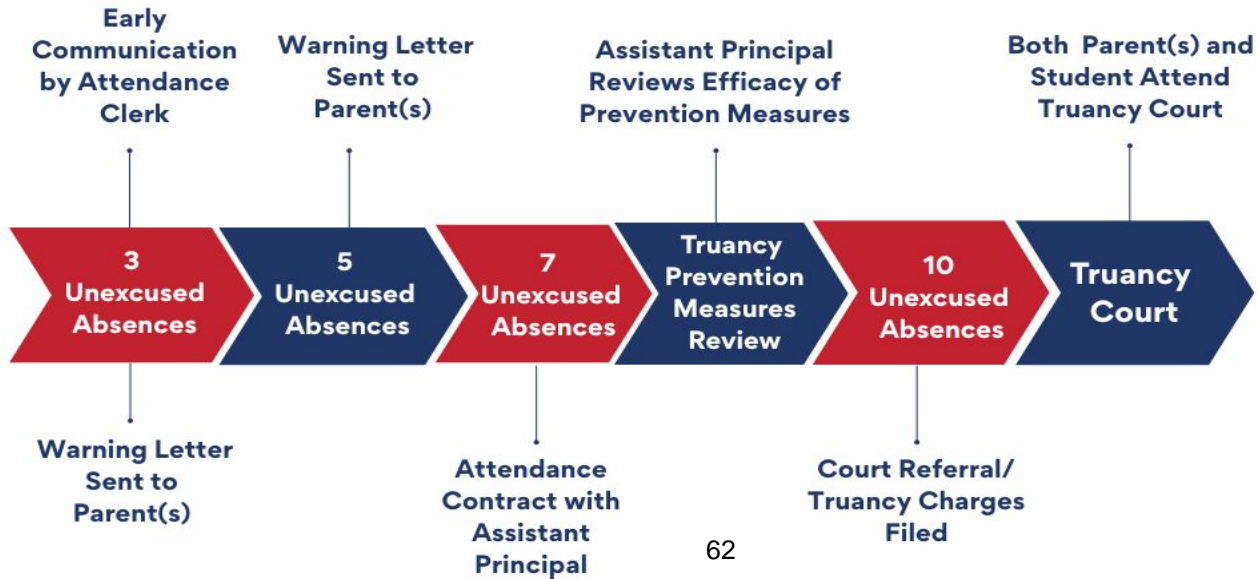
## After 2015: Prevention & Support

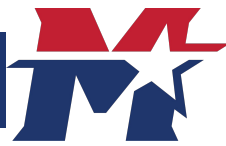
- Truancy is now a civil matter, not a criminal one.
- The law requires schools to use "Truancy Prevention Measures" (TPMs) first.
- The focus is on identifying and addressing underlying issues like homelessness or mental health.
- Personnel are now called "Truancy Prevention Facilitators" and act as support specialists.





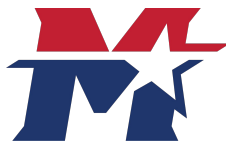
## Truancy Prevention Measures





- **Weekly Attendance Monitoring:** Track trends by grade, period, day, and class.
- **Address Concerns in a Timely Manner:** Implement Attendance Intervention Plans, assign make-up time, conduct parent conferences, and communicate with campus stakeholders, such as coaches and sponsors.
- **Communication:** Campuses utilize parent and staff newsletters, daily announcements, and social media to keep families, students, and staff informed of expectations and campus goal(s).
- **Consistency:** Alignment between campus leadership team members regarding attendance consequences and rewards.
- **Rewards:** Recognize and reinforce positive attendance and timeliness.

# Actions to Date and Outcomes



- **Truancy Coordinator** part of School Leadership Department
  - On campus, real-time support for attendance needs
- **Weekly Attendance Tracking** sent to District and Campus Leadership
  - Promotes Timely interventions
- **New School Related Absence Process and Timeline**
  - Eliminates errors and delays in data-entry
- **Updated and Simplified Truancy Filing Process**
  - Checklist for Assistant Principals
- **New Quick-Guide** for campuses and parents regarding attendance
  - Easy to read and promotes consistency between campuses
- **Collaboration and Support from Judges**
  - Increase Truancy Filings
  - Awareness of truancy filings and consequences

# Thank you



9. Action Items

A. Discussion of and Request for Approval of Pre-K-2nd Grade Annual Targets to Measure Annual Board Goals in Alignment with HB3 Early Literacy & HB3 Early Math

Presenter: Erin Bueno

67



# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** September 16, 2025

**Presented by:** Erin Bueno, Chief Academic Officer

**Subject:** **Discussion of and Request for Approval of Pre-K-2nd Grade Annual Targets to Measure Annual Board Goals in Alignment with HB3 Early Literacy & HB3 Early Math**

### Action Item

#### **Executive Summary**

The district and campus annual performance targets for Pre-Kindergarten through 2nd grade in the 2025–2026 school year will be submitted to the Board for review and approval. These targets are aligned with House Bill 3 requirements for Early Literacy (Grade 3 Reading) and Early Math (Grade 3 Math). They establish clear expectations for student achievement and postsecondary readiness, ensure compliance with state requirements, and support Midland ISD’s continuous improvement efforts in alignment with Board Policy AE(LOCAL) and the district’s long-term goals.

This presentation directly supports Midland ISD’s mission of ensuring all students graduate future-ready and aligns with:

- Board Goal A (Student Outcomes): Increase the percentage of students meeting grade-level expectations in reading and math as measured by STAAR.

Performance toward these goals will be monitored at both the district and campus levels throughout the year through a comprehensive system of ongoing progress measures and interim assessments. These targets are written as SMART goals within each Campus Improvement Plan (CIP) and are tracked at the campus level to ensure alignment, accountability, and progress toward the districtwide expectations.

#### **Recommendation**

Approval of annual performance targets in alignment with Board-adopted student outcome goals.

#### **Motion**

Accept the recommendations as presented.



# 2026 Annual Targets

House Bill 3: Early Childhood Literacy/Math & CCMR Plans

September 16, 2025

# Early Literacy Goals



## School Board Early Literacy Plan HB3 MISD

The percentage of 3rd grade students who score Meets Grade Level Performance or above on the Reading Language Arts STAAR assessment will increase from 46 % to 71% by 2030.

	All Students	Dyslexia	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed (Current)	Special Ed (Former)	Cont. Enrolled	Non-Cont. Enrolled	Econ Disadv	Emergent Bilingual
2025 Baseline	46%	22%	40%	39%	63%	66%	76%	43%	64%	17%	**TAPR Report			34%	29%
2026	51%	25%	43%	42%	66%	69%	79%	46%	67%	20%				37%	31%
2027	56%	28%	46%	45%	69%	72%	81%	47%	69%	22%				40%	33%
2028	61%	31%	49%	52%	72%	75%	84%	50%	72%	24%				43%	35%
2029	66%	34%	52%	55%	75%	78%	87%	53%	75%	26%				46%	37%
2030	71%	37%	55%	58%	78%	81%	90%	56%	78%	28%				49%	39%
Deadline	71%	37%	55%	58%	78%	81%	90%	56%	78%	28%				49%	39%

### The percentage of 2nd grade students who score Meets Grade Level Performance or above on iREADY

2025 Baseline	18%	1%
2026	58%	40%
2027	63%	42%
2028	68%	44%
2029	73%	46%
2030	78%	48%
Deadline	78%	48%

### The percentage of 1st grade students who score Meets Grade Level Performance or above on iREADY

2025 Baseline	12%	1%
2026	75%	40%
2027	80%	42%
2028	85%	44%
2029	90%	46%
2030	90%	48%
Deadline	90%	48%

### The percentage of Kindergarten students who score Meets Grade Level Performance or above on iREADY

2025 Baseline	21%
2026	60%
2027	65%
2028	70%
2029	75%
2030	80%
Deadline	80%

### The percentage of Pre-K students who are Proficient on Pre- Foundational Literacy Skills on CLI

2025 Baseline	7%
2026	80%
2027	80%
2028	85%
2029	85%
2030	90%
Deadline	90%

# EC Math Goals

School Board Early Math Plan HB3 MISD															
The percentage of 3rd-grade students who score Meets Grade Level Performance or above on Math STAAR assessment will increase from 42% to % 62 by 2030.															
	All Students	Dyslexia	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Special Ed (Former)	Cont. Enrolled	Non-Cont. Enrolled	Econ Disadv	Emergent Bilingual
2025 Baseline	42%	26%	38%	35%	58%	60%	69%		66%	23%				30%	10%
2026	46%	29%	41%	38%	61%	63%	70%		69%	25%				33%	12%
2027	50%	32%	44%	41%	64%	66%	71%		72%	27%				36%	14%
2028	54%	35%	47%	44%	67%	69%	72%		75%	29%				39%	16%
2029	58%	38%	50%	47%	70%	72%	75%		78%	31%				42%	18%
2030 Deadline	62%	41%	53%	50%	73%	75%	78%		81%	33%				45%	20%
The percentage of 2nd grade students who score Meets Grade Level Performance or above on iREADY															
	All Students	Dyslexia													
2025 Baseline	7%	1%													
2026	58%	40%													
2027	65%	42%													
2028	70%	44%													
2029	75%	46%													
2030 Deadline	80%	48%													
The percentage of 1st grade students who score Meets Grade Level Performance or above on iREADY															
	All Students	Dyslexia													
2025 Baseline	5%	1%													
2026	65%	40%													
2027	70%	42%													
2028	75%	44%													
2029	80%	46%													
2030 Deadline	85%	48%													
The percentage of Kindergarten students who score Meets Grade Level Performance or above on iREADY															
	All Students	Dyslexia													
2025 Baseline	9%														
2026	65%														
2027	70%														
2028	75%														
2029	80%														
2030 Deadline	85%														
The percentage of Pre-K students who are Proficient on Pre-Foundational Numeracy Skills on CLI															
	All Students	Dyslexia													
2025 Baseline	19%														
2026	83%														
2027	87%														
2028	89%														
2029	91%														
2030															



\*\* TAPR Report

# Annual Targets

## District All Students Testing Goals



Board Goal A: All students performing at or above grade level on STAAR assessments from third grade through graduation or on equivalent end-of-year assessment in grades prekindergarten through second grade in accordance BQ(LOCAL).

Grade	Subject	Baseline 2025	2026 Goal	2027 Goal	2028 Goal	2029 Goal	2030 Goal
PreK	Reading	7%	80%	85%	90%	90%	90%
	Math	19%	85%	85%	90%	90%	90%
Kinder	Reading	21%	75%	80%	85%	85%	85%
	Math	9%	65%	75%	80%	85%	85%
1st	Reading	12%	75%	80%	85%	85%	85%
	Math	5%	65%	70%	75%	80%	85%
2nd	Reading	18%	58%	63%	68%	73%	78%
	Math	7%	58%	63%	68%	73%	78%
3rd	Reading	46%	51%	56%	61%	66%	71%
	Math	42%	46%	50%	54%	58%	62%
4th	Reading	50%	54%	58%	To be determined pending legislative action on STAAR test.		
	Math	50%	55%	60%			
5th	Reading	51%	56%	61%			
	Math	45%	50%	55%			
	Science	29%	31%	33%			
6th	Reading	54%	56%	58%			
	Math	45%	50%	55%			
7th	Reading	45%	50%	55%			
	Math	17%	31%	36%			
8th	Reading	48%	53%	55%			
	Math	43%	48%	53%			
	Science	35%	40%	45%			
	Social Studies	18%	30%	35%			
English I	English I	35%	40%	45%			
English II	English II	41%	46%	51%			
Algebra I	Algebra I	31%	36%	41%			
Biology	Biology	54%	59%	64%			
U.S. History	U.S. History	58%	63%	68%			

# Annual Targets

## District Dyslexia Students Testing Goals



**Board Goal A: Dyslexia students, performing at or above grade level on STAAR assessments from third grade through graduation or on equivalent end-of-year assessment in grades prekindergarten through second grade in accordance BQ(LOCAL).**

Grade	Subject	Baseline 2025	2026 Goal	2027 Goal	2028 Goal	2029 Goal	2030 Goal						
PreK	Reading												
	Math												
Kinder	Reading												
	Math												
1st	Reading							1%	40%	42%	44%	46%	48%
	Math							1%	40%	42%	44%	46%	48%
2nd	Reading	1%	40%	42%	44%	46%	48%						
	Math	2%	41%	44%	46%	48%	50%						
3rd	Reading	22%	25%	28%	31%	34%	37%						
	Math	26%	29%	32%	35%	38%	41%						
4th	Reading	31%	34%	37%	To be determined pending legislative action on STAAR test.								
	Math	31%	34%	37%									
5th	Reading	22%	25%	28%									
	Math	26%	29%	32%									
	Science	16%	19%	22%									
6th	Reading	30%	33%	36%									
	Math	31%	34%	37%									
7th	Reading	19%	22%	25%									
	Math	12%	15%	18%									
8th	Reading	23%	26%	29%									
	Math	12%	15%	18%									
	Science	26%	29%	32%									
	Social Studies	8%	11%	14%									
English I	English I	15%	18%	21%									
English II	English II	25%	28%	31%									
Algebra I	Algebra I	18%	21%	24%									
Biology	Biology	40%	43%	46%									
U.S. History	U.S. History	46%	49%	52%									



# District All Students Testing Goals



**Board Goal A: All students performing at or above grade level on STAAR assessments from third grade through graduation or on equivalent end-of-year assessment in grades prekindergarten through second grade in accordance BQ(LOCAL).**

Grade	Subject	Baseline 2025	2026 Goal	2027 Goal	2028 Goal	2029 Goal	2030 Goal
PreK	Reading	7%	80%	85%	90%	90%	90%
	Math	19%	85%	85%	90%	90%	90%
Kinder	Reading	21%	75%	80%	85%	85%	85%
	Math	9%	65%	75%	80%	85%	85%
1st	Reading	12%	75%	80%	85%	85%	85%
	Math	5%	65%	70%	75%	80%	85%
2nd	Reading	18%	58%	63%	68%	73%	78%
	Math	7%	58%	63%	68%	73%	78%
3rd	Reading	46%	51%	56%	61%	66%	71%
	Math	42%	46%	50%	54%	58%	62%
4th	Reading	50%	54%	58%	To be determined pending legislative action on STAAR test.		
	Math	50%	55%	60%			
5th	Reading	51%	56%	61%			
	Math	45%	50%	55%			
	Science	29%	31%	33%			
6th	Reading	54%	56%	58%			
	Math	45%	50%	55%			
7th	Reading	45%	50%	55%			
	Math	17%	31%	36%			
8th	Reading	48%	53%	55%			
	Math	43%	48%	53%			
	Science	35%	40%	45%			
	Social Studies	18%	30%	35%			
English I	English I	35%	40%	45%			
English II	English II	41%	46%	51%			
Algebra I	Algebra I	31%	36%	41%			
Biology	Biology	54%	59%	64%			
U.S. History	U.S. History	58%	63%	68%			

## B or Above in Domain I

**Board Goal B: The District and all Campuses maintaining a B or above in Domain I of the Texas A-F Accountability System.**

	Performance Objectives	Baseline 2025	2026 Goal	2027 Goal	2028 Goal	2029 Goal	2030 Goal
Domain 1	The percentage of campuses who score a B or higher in Domain I will increase yearly.	22%	27%	32%	To be determined pending legislative action on STAAR test.		

## District All Students CCMR Goals

**Board Goal C: 100% of students graduating college-, career-, or military- ready, as defined by the Texas A-F Accountability System**

	Performance Objectives	Baseline 2025 (Class of 2024)	2026 (Class of 2025)**	2027 (Class of 2026)	2028 (Class of 2027)	2029 (Class of 2028)	2030 (Class of 2029)
CCMR	The percentage of students graduating CCMR ready with a focus on SAT, ACT, ASVAB, and IBCs will increase by 100%.	91.8%	89%**	91%	93%	96%	100%

## District All High-Quality Teachers

**Board Goal D: All students will be taught each day by a high-quality teacher who is rigorously coached and regularly evaluated specifically on meeting the Board's adopted Student Outcome Goals in BQ(LOCAL), and delivering instruction aligned with the Texas Essential Knowledge and Skills (TEKS).**

	Performance Objectives	Baseline 2025	2026 Goal	2027 Goal	2028 Goal	2029 Goal	2030 Goal
High Quality	The percentage of TIA eligible teachers will increase from 60% to 75% by 2030.	60%	63%	66%	69%	72%	75%
	The Percentage of certified teachers will increase from 71% to 86% by 2030.	71%	74%	77%	80%	83%	86%

**BQ (Local) EXHIBIT 1 District: Board Goal Annual Targets**

**\*\* Change due to new CCMR standards**

# District Dyslexia Students Testing Goals



**Board Goal A: Dyslexia students, performing at or above grade level on STAAR assessments from third grade through graduation or on equivalent end-of-year assessment in grades prekindergarten through second grade in accordance BQ(LOCAL).**

Grade	Subject	Baseline 2025	2026 Goal	2027 Goal	2028 Goal	2029 Goal	2030 Goal	
PreK	Reading							
	Math							
Kinder	Reading							
	Math							
1st	Reading	1%	40%	42%	44%	46%	48%	
	Math	1%	40%	42%	44%	46%	48%	
2nd	Reading	1%	40%	42%	44%	46%	48	
	Math	2%	41%	44%	46%	48%	50%	
3rd	Reading	22%	25%	28%	31%	34%	37%	
	Math	26%	29%	32%	35%	38%	41%	
4th	Reading	31%	34%	37%	To be determined pending legislative action on STAAR test.			
	Math	31%	34%	37%				
5th	Reading	22%	25%	28%				
	Matth	26%	29%	32%				
	Science	16%	19%	22%				
6th	Reading	30%	33%	36%				
	Math	31%	34%	37%				
7th	Reading	19%	22%	25%				
	Math	12%	15%	18%				
8th	Reading	23%	26%	29%				
	Math	12%	15%	18%				
	Science	26%	29%	32%				
	Social Studies	8%	11%	14%				
English I	English I	15%	18%	21%				
English II	English II	25%	28%	31%				
Algebra I	Algebra I	18%	21%	24%				
Biology	Biology	40%	43%	46%				
U.S. History	U.S. History	46%	49%	52%				

**BQ (Local) EXHIBIT 1 District: Board Goal Annual Targets**



## School Board Early Literacy Plan HB3 MISD

The percentage of 3rd-grade students who score Meets Grade Level Performance or above on the Reading Language Arts STAAR assessment will increase from 46 % to 71% by 2030.

	All Students	Dyslexia	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed (Current)	Special Ed (Former)	Cont. Enrolled	Non-Cont. Enrolled	Econ Disadv	Emergent Bilingual
2025 Baseline	46%	22%	40%	39%	63%	66%	76%	43%	64%	17%	**TAPR Report			34%	29%
2026	51%	25%	43%	42%	66%	69%	79%	46%	67%	20%				37%	31%
2027	56%	28%	46%	45%	69%	72%	81%	47%	69%	22%				40%	33%
2028	61%	31%	49%	52%	72%	75%	84%	50%	72%	24%				43%	35%
2029	66%	34%	52%	55%	75%	78%	87%	53%	75%	26%				46%	37%
2030 Deadline	71%	37%	55%	58%	78%	81%	90%	56%	78%	28%				49%	39%

### The percentage of 2nd grade students who score Meets Grade Level Performance or above on iREADY

2025 Baseline	18%	1%	
2026	58%	40%	
2027	63%	42%	
2028	68%	44%	
2029	73%	46%	
2030 Deadline	78%	48%	

### The percentage of 1st grade students who score Meets Grade Level Performance or above on iREADY

2025 Baseline	12%	1%	
2026	75%	40%	
2027	80%	42%	
2028	85%	44%	
2029	90%	46%	
2030 Deadline	90%	48%	

### The percentage of Kindergarten students who score Meets Grade Level Performance or above on iREADY

2025 Baseline	21%	
2026	60%	
2027	65%	
2028	70%	
2029	75%	
2030 Deadline	80%	

### The percentage of Pre-K students who are Proficient on Pre- Foundational Literacy Skills on CLI

2025 Baseline	7%	
2026	80%	
2027	80%	
2028	85%	
2029	85%	
2030 Deadline	90%	

BQ (Local) EXHIBIT 1 District: Board Goal Annual Targets

## School Board Early Math Plan HB3 MISD



The percentage of 3rd-grade students who score Meets Grade Level Performance or above on Math STAAR assessment will increase from 42% to % 62 by 2030.

	All Students	Dyslexia	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Special Ed (Former)	Cont. Enrolled	Non-Cont. Enrolled	Econ Disadv	Emergent Bilingual
2025 Baseline	42%	26%	38%	35%	58%	60%	69%		66%	23%	** TAPR Report			30%	10%
2026	46%	29%	41%	38%	61%	63%	70%		69%	25%				33%	12%
2027	50%	32%	44%	41%	64%	66%	71%		72%	27%				36%	14%
2028	54%	35%	47%	44%	67%	69%	72%		75%	29%				39%	16%
2029	58%	38%	50%	47%	70%	72%	75%		78%	31%				42%	18%
2030 Deadline	62%	41%	53%	50%	73%	75%	78%		81%	33%				45%	20%

The percentage of 2nd grade students who score Meets Grade Level Performance or above on iREADY

	All Students	Dyslexia
2025 Baseline	7%	1%
2026	58%	40%
2027	65%	42%
2028	70%	44%
2029	75%	46%
2030 Deadline	80%	48%

The percentage of 1st grade students who score Meets Grade Level Performance or above on iREADY

	All Students	Dyslexia
2025 Baseline	5%	1%
2026	65%	40%
2027	70%	42%
2028	75%	44%
2029	80%	46%
2030 Deadline	85%	48%

The percentage of Kindergarten students who score Meets Grade Level Performance or above on iREADY

	All Students	Dyslexia
2025 Baseline	9%	
2026	65%	
2027	70%	
2028	75%	
2029	80%	
2030 Deadline	85%	

The percentage of Pre-K students who are Proficient on Pre-Foundational Numeracy Skills on CLI

	All Students	Dyslexia
2025 Baseline	19%	
2026	85%	
2027	87%	
2028	89%	
2029	91%	
2030 Deadline	93%	

BQ (Local) EXHIBIT 1 District: Board Goal Annual Targets

B. Discussion of and Request for Approval of the Superintendent's Evaluation  
Timeline, Template, and Evaluation Criteria in Accordance with Board Policy BJCD  
(LOCAL)

79

Presenter: Kara Belew



# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** September 16, 2025  
**Presented by:** Kara Belew  
**Subject:** Discussion of and Request for Approval of the Superintendent's Evaluation Timeline, Template, and Evaluation Criteria in Accordance with Board Policy BJCD (Local)

### Action Item

#### **Executive Summary**

In accordance with policy, the Superintendent will submit a proposed Superintendent Evaluation Template for Board review and adoption. The template must align with AE(LOCAL), BJA(LOCAL), and BQ(LOCAL), with at least 50% of the criteria focused on Board-adopted Student Outcome Goals. It will be limited to fewer than fifteen criteria, each achievable within one school year, and include evidence-based performance measures and a scoring rubric to ensure fair and transparent evaluation. During this transition year, the Board authorized an extension beyond September 1. The Board will conduct the Superintendent's annual evaluation in January 2026 using the 2024-2025 Evaluation Document and in September 2026 using the 2025-2026 Evaluation Document.

#### **Recommendation**

Approval of the Superintendent's Evaluation Timeline, Template, and Evaluation Criteria in Accordance with the Board Policy BJCD (Local)

#### **Motion**

I move to Approve the Superintendent's Evaluation Timeline, Template, and Evaluation Criteria in Accordance with the Board Policy BJCD (Local)



## TIMELINE FOR SUMMATIVE SUPERINTENDENT EVALUATION

September 2025	Board approves Superintendent timeline and evaluation forms/process for evaluation period 2025-2026 (January 2026 and September 2026)
By December 1, 2025	Board members will receive the 2024-2025 <b>Superintendent Evaluation Form and supporting documents</b>
At the January 2026 Regular Board Meeting	In Executive Session at the January Regular Board Meeting the Board will finalize the 2024-2025 evaluation and the Board President will also facilitate Board discussion regarding the Superintendent’s contract.
	Action will be taken only during Open Session.
	Motion language shall stipulate any action taken on the contract in the September Regular Board Meeting.
	A copy of the Superintendent Evaluation will be maintained by the Superintendent and the District.

**As we transition to the new Superintendent Appraisal Process, the following dates will apply:**

September 1, 2026	Board members will receive the 2025-2026 <b>Superintendent Evaluation Form and supporting documents</b>
At the September 2026 Regular Meeting	In Executive Session, at the September Regular Board Meeting the Board will finalize the 2025-2026 evaluation and the Board President will also facilitate Board discussion regarding the Superintendent’s contract.
	Action will be taken only during Open Session.
	Motion language shall stipulate any action taken on the contract.
	A copy of the Superintendent Evaluation will be maintained by the Superintendent and the District.



## **Midland ISD Superintendent Evaluation - January 2026 (2024-2025 School Year)**

The Midland ISD 2024-2025 Superintendent Evaluation consists of two sections. In completing the evaluation, the Midland ISD Board of Trustees (the “Board”) will consult data provided by the Superintendent and other legally appropriate data the Board deems relevant.

### **Introduction**

The evaluation of the Superintendent is one of the most important tasks performed annually by the Board of Trustees of a Texas public school district. It is not a “checklist” or “snapshot activity.” Rather, it is an ongoing process focused on setting goals and priorities for the district and measuring achievement. Further, the evaluation process should encourage candid and full communication between the Board and the Superintendent in order to strengthen the management team and ensure a common commitment to the district’s goals and priorities. In accordance with Texas law, the evaluation of the Superintendent is a confidential record of the school district.

### **INSTRUCTIONS**

Each Board member shall complete a copy of this evaluation instrument. Using the measurement scale indicated, each Board member shall rate the Superintendent’s performance on the indicators to the right of each performance criteria. Where appropriate, each Board member should include comments to explain the rating given.

Not all indicators under a performance criterion may be of equal importance. Consequently, each Board member shall determine an overall rating for each performance criteria and shall enter that overall rating on the summative page. Prior to the completion of the evaluation instrument, each Board member should consider his or her own observations, information provided by the Superintendent, and other available relevant information.

At the annual evaluation, the Board President shall lead the Board through the evaluation process and compile the summative page of this evaluation instrument, which shall constitute the overall evaluation of the Superintendent by the Board.

The Board's evaluation of the Superintendent and the individual evaluation instruments completed by each Board member and the Superintendent are confidential documents and shall be kept secure.

### **Section I: Board Goals (in place in 2024-2025)**

The Board shall evaluate the Superintendent on the District's achievement of the Board's student outcome goals. Accomplishment of at least 75 percent of the adopted Goal Progress Measures shall be an automatic indicator of success; below that threshold, the Board's judgement shall be the indicator of success. (Board Goals and GPM Scorecard - Exhibit A)

### **Section II: Superintendent Evaluation Form - 50% (EXHIBIT B)**

The Board shall evaluate the Superintendent on general management performance (EXHIBIT B). Superintendent management responsibilities include the individual and collaborative duties identified in Board Policy BJA(LEGAL) and BJS(LOCAL) in effect prior to May 2025.

#### SECTION II RATING SCALE:

Exemplary

Proficient

Needs Improvement

Unsatisfactory

Any rating of "Needs Improvement or Unsatisfactory" must be accompanied by a comment indicating the nature of the deficiency or a statement of what the Board expected to see in performance that was not evident.

Superintendent's Evaluation Instrument  
Approved by the Board of Trustees on



# **EXHIBIT A**

## **Section I - Board Goals and GPM Scorecard**



# **EXHIBIT B**

## **Section II - Superintendent Evaluation**

## **Midland ISD Superintendent Evaluation Form(Exhibit B)**

### **SUPERINTENDENT'S EVALUATION AREAS**

1. Board/Superintendent Relations
2. Administrative Leadership
3. School/Community Relations

*In accordance with Texas law, the evaluation of the Superintendent is a confidential record of the District and may not be released without approval of the Board of Trustees.*

## Exhibit B-Superintendent's Performance Rating for Standard I: Board/Superintendent Relations

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Check one box for each indicator and circle the overall standard rating.</i>				
Shows ability to provide firm and definite recommendations to the Board	?	?	?	?
Understands the role of the Board in policy making while recommending policies to the board to enhance teaching and learning	?	?	?	?
Keeps Board informed regarding the operations of the district	?	?	?	?

<b>Overall Rating for Standard I</b> <i>(Circle one.)</i>	
--	--

**Unsatisfactory**

**Needs Improvement**

**Proficient**

**Exemplary**

**Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):**

## Exhibit B-Superintendent's Performance Rating for Standard II: Administrative Leadership

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
<i>Check one box for each indicator and circle the overall standard rating.</i>				
Ensures leadership and oversight of administrative and personnel management, bond oversight, finance, school law, facilities functions; ensuring that facilities are maintained and upgraded as necessary;	?	?	?	?
Manages budget development, implementation and progress monitoring that reflect sound business and fiscal practices;	?	?	?	?

<b>Overall Rating for Standard II</b> <i>(Circle one.)</i>	
---	--

**Unsatisfactory**

**Needs Improvement**

**Proficient**

**Exemplary**

**Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary, Needs Improvement or Unsatisfactory*):**

**Examples of evidence superintendent might provide:**

- |   |   |  |
|---|---|--|
| <ul style="list-style-type: none"> <li><input type="checkbox"/> Goals progress report</li> <li><input type="checkbox"/> Budget analyses and monitoring reports</li> <li><input type="checkbox"/> Budget presentations and related materials</li> <li><input type="checkbox"/> External reviews and audits</li> <li><input type="checkbox"/> Staff attendance, hiring, retention, and other HR data</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> Analysis of student feedback</li> <li><input type="checkbox"/> Analysis of staff feedback</li> <li><input type="checkbox"/> Analysis of safety and crisis plan elements and/or incidence reports</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> Relevant school committee meeting agendas/minutes/materials</li> <li><input type="checkbox"/> Analysis and/or samples of leadership team(s) schedule/agendas/materials</li> <li><input type="checkbox"/> Other: _____</li> </ul> |
|---|---|--|

## Exhibit B-Superintendent's Performance Rating for Standard III: School/Community Relations

Check one box for each indicator and circle the overall standard rating.

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
Fosters a positive school and organizational climate with an emphasis on teaching and learning;	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<b>Overall Rating for Standard IV</b> (Circle one.)	
--	--

**Unsatisfactory**

**Needs Improvement**

**Proficient**

**Exemplary**

**Comments and analysis (recommended for any overall rating; required for overall rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*):**

Examples of evidence superintendent might provide:

- |   |   |  |
|---|---|--|
| <ul style="list-style-type: none"> <li><input type="checkbox"/> Goals progress report</li> <li><input type="checkbox"/> Budget analyses and monitoring reports</li> <li><input type="checkbox"/> Budget presentations and related materials</li> <li><input type="checkbox"/> External reviews and audits</li> <li><input type="checkbox"/> Staff attendance, hiring, retention, and other HR data</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> Analysis of student feedback</li> <li><input type="checkbox"/> Analysis of staff feedback</li> <li><input type="checkbox"/> Analysis of safety and crisis plan elements and/or incidence reports</li> </ul> | <ul style="list-style-type: none"> <li><input type="checkbox"/> Relevant school committee meeting agendas/minutes/materials</li> <li><input type="checkbox"/> Analysis and/or samples of leadership team(s) schedule/agendas/materials</li> <li><input type="checkbox"/> Other: _____</li> </ul> |
|---|---|--|

Examples of evidence superintendent might provide

**Step 1: Assess Progress Toward Goals (Complete page 3-8 first; circle one for each set of goals.)**

I. Board /Superintendent Relations	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
II. Administrative Leadership	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
III. School/Community Relations	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded

**Board Member Summative Pages  
Evaluation Report: Superintendent**

<b>Superintendent:</b>	_____	_____	_____
<b>Board Member:</b>	_____	_____	_____
	<b>Name</b>	<b>Signature</b>	<b>Date</b>

**Board Member Summative Pages  
Evaluation Report: Superintendent**

**Step 2: Rate Overall Summative Performance** (*Based on Step 1 and Step 2 ratings; circle one.*)

**Unsatisfactory**

**Needs Improvement**

**Proficient**

**Exemplary**

**Step 3: Add Evaluator Comments**

Comments and analysis are recommended for any rating but are required for an overall summative rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory*.

**Board Member Summative Pages  
Evaluation Report: Superintendent**

<b>Superintendent:</b>	_____	_____	_____
<b>Board Member:</b>	_____	_____	_____
	<b>Name</b>	<b>Signature</b>	<b>Date</b>



## **Midland ISD Superintendent Evaluation September 2026 (2025-2026 School Year)**

### **INTRODUCTION**

The evaluation of the Superintendent is one of the most important tasks performed annually by the Board of Trustees of a Texas public school district. It is not a “checklist” or “snapshot activity.” Rather, it is an ongoing process focused on setting goals and priorities for the district and measuring achievement. Further, the evaluation process should encourage candid and full communication between the Board and the Superintendent in order to strengthen the management team and ensure a common commitment to the district’s goals and priorities. In accordance with Texas law, the evaluation of the Superintendent is a confidential record of the school district.

### **INSTRUCTIONS**

Each Board member shall complete a copy of this evaluation instrument. Using the measurement scale indicated, each Board member shall rate the Superintendent’s performance on the indicators to the right of each performance criteria. Where appropriate, each Board member should include comments to explain the rating given.

Not all indicators under a performance criterion may be of equal importance. Consequently, each Board member shall determine an overall rating for each performance criteria and shall enter that overall rating on the summative page. Prior to the completion of the evaluation instrument, each Board member should consider his or her own observations, information provided by the Superintendent, and other available relevant information.

At the annual evaluation, the Board President shall lead the Board through the evaluation process and compile the summative page of this evaluation instrument, which shall constitute the overall evaluation of the Superintendent by the Board.

The Board’s evaluation of the Superintendent and the individual evaluation instruments completed by each Board member and the Superintendent are confidential documents and shall be kept secure.

The Midland ISD Superintendent Evaluation consists of two sections. In completing the evaluation, the Midland ISD Board of Trustees (the “Board”) will consult data provided by the Superintendent and other legally appropriate data the Board deems relevant.



## Section I: Board Goals (Exhibit A) - 50%

The Board shall evaluate the Superintendent on the District's achievement of the Board's student outcome goals and annual targets.

**1 - Overall Reading / ELAR Results** – For students in grades 3-8 STAAR and English I and II EOC the percentage of students scoring meets or higher will improve from the 2025 baseline of 46. In the event the overall results do not improve when averaging all students in the tested grade levels, the Board shall review the scorecard for each grade level 3-8 and English I and II. If 50% of the tested areas met their annual targets and/or 75% of the tested areas saw improvement from 2025, this indicator is considered met.

**2 - Overall Math Results** - For students in grades 3-8 STAAR and Algebra I the percentage of students scoring meets or higher will improve from the 2025 baseline of 39. In the event the overall results do not improve when averaging all students in the tested grade levels, the Board shall review the scorecard for each grade level 3-8 and Algebra I. If 50% of the tested areas met their annual targets and/or 75% of the tested areas saw improvement from 2025, this indicator is considered met.

**3 - Overall Reading / ELAR Results** (students served through special education including dyslexia) – For students in grades K-8 (as measured by iReady) performing on grade level will increase from 10% to 30%.

In the event the overall results do not improve when averaging all students in the tested grade levels, the Board shall review the scorecard for each grade level K-8. If 50% of the tested areas met their annual targets and/or 75% of the tested areas saw improvement from 2025, this indicator is considered met.

**4 - Overall Math Results** (students served through special education including dyslexia) – For students in grades K-8 (as measured by iReady) performing on grade level will increase from 5% to 25%.

In the event the overall results do not improve when averaging all students in the tested grade levels, the Board shall review the scorecard for each grade level K-8. If 50% of the tested areas met their annual targets and/or 75% of the tested areas saw improvement from 2025, this indicator is considered met.



**5 - Accomplish one of the three indicators related to accountability ratings:**

District Accountability Rating improves from a 72 to a 75.

The percentage of campuses with a Domain I rating of a B or better improves from 22% to 27%

The percentage of A/B campuses increases from 38% to 45%

**6 - The College, Career, Military Readiness score** is at least 89 for the Class of 2025 (2026 Accountability Ratings). In the event the overall score is not met, the Board shall review the scorecard for each area below. If 50% of the metrics met their annual targets and/or 75% of the metrics saw improvement from 2025, this indicator is considered met.

The percentage of students earning dual credit hours will increase from 32% to 34%.

The percentage of students scoring a 3 or higher on AP exams will increase from 43% to 48%.

The percentage of students earning a college ready score on the SAT in the Class of 2026 will improve from 24% to 26%.

The percentage of students earning a college ready math score on the SAT in the Class of 2026 will improve from 15% to 17%.

There are six areas in Section I - to calculate Section I, each area will receive a met or did not meet.

75% + of the areas are met =	Masters
50% - 74% of the areas are met =	Met Standard
25% - 49% of the areas are met =	Approaches
<25 % of the areas are met =	Did Not Meet Standard



## **Section II: Superintendent Evaluation - 50% (EXHIBIT B)**

The Board shall evaluate the Superintendent on performance of annual progress in identified areas (Exhibit B)

Any rating of “Approaches or Did NOT meet Standard” must be accompanied by a comment indicating the nature of the deficiency or a statement of what the Board expected to see in performance that was not evident.



# EXHIBIT A

## Section 1 - Board Goals & Annual Targets



# **EXHIBIT B**

## **Section II – Superintendent Evaluation**

## Exhibit B- Section II - Superintendent Evaluation

	Did Not Meet Standard	Approaches	Met Standard	Masters
Prepare and present to the Board a balanced budget for the 2026-2027 school year	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Check one box for the indicator and circle the overall standard rating.

<b>Overall Rating</b> (Circle one.)	
--	--

**Did NOT Meet Standard**

**Approaches**

**Met Standard**

**Masters**

<b>Comments and analysis (recommended for any overall rating; required for overall rating of <i>Did NOT Meet Standard, Approaches, Met Standard, and Masters</i>):</b>	

## Board Member Summative Evaluation Report

Superintendent:	_____	_____	_____
Board Member:	_____	_____	_____
	Name	Signature	Date

**Board Goals (50%)**

**Superintendent Evaluation Form (50%)**

--

C. Discussion of and Possible Approval of the 2025-2026 Tax Rate  
Presenter: Tucker Durham

101



# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** September 16, 2025  
**Presented by:** Tucker Durham, Chief Financial Officer  
**Subject:** Discussion of and Possible Approval of the 2025-2026 Tax Rate

### Action Item

#### Executive Summary

The 2025-2026 budget was adopted based on a proposed overall tax rate of \$0.877, which was made up of the Maintenance and Operations (M&O) tax rate of \$ 0.6669 and the Interest and Sinking (I&S) tax rate of \$ 0.2101. Once the district submitted the Local Property Value Study (LPVS) at the end of July, the certified estimates provided by the CAD were higher than the April estimates, resulting in higher value growth. Due to the district's value growth, TEA set our maximum compression rate for 2025-2026 close to the floor. The proposed overall tax rate has decreased by 3.55 cents to \$0.8415, which is comprised of the Maintenance and Operations (M&O) tax rate of \$0.6314 and the Interest and Sinking (I&S) tax rate of \$0.2101.

In June, the Board of Trustees adopted a budget that would require a tax rate of \$ 0.6669 for M&O and \$0.2101 for I&S, for an overall tax rate of \$0.877. The total tax rate of \$0.877 was the advertised tax rate published in the Midland Reporter-Telegram on **June 14, 2025**. Since the proposed tax rate is less than the rate previously advertised and discussed, the district is not required to republish the notice nor conduct a public hearing prior to the adoption.

The adopted I&S tax rate will sustain the district's total debt obligation, including the recent refunding. This will allow the district to continue paying down debt quickly and save taxpayers from paying interest.

The district is required to state on the homepage of our website and ordinance adopted by the board that this tax rate will raise more taxes for maintenance and operations than last year's tax rate. As a reminder, TEA establishes the school district's maximum compression rate annually, and then any additional tier two pennies are added thereafter for the total M&O tax rate. TEA set the district maximum compression rate near the floor for the 2025-2026 fiscal year.

The required motion mentions a tax rate increase by a certain percentage. This number is based on the tax rate calculation worksheet for the maintenance and operations tax rate. TEA sets the district's

maximum compression rate (MCR) on an annual basis based on property value growth. Even though it states the tax rate is a 2.04% increase, the overall tax rate decreased by 3.55 cents compared to the previous year.

**Recommendation**

The administration recommends that the Board of Trustees adopt a maintenance and operations tax rate of \$0.6314 and an interest and sinking tax rate of \$0.2101 for a total tax rate of \$0.8415 per \$100 valuation.

**Motion**

I move that the property tax rate be increased by the adoption of a tax rate of \$0.8415, which is effectively a 2.04 percent increase in the tax rate.

ORDINANCE TO ADOPT 2025 AD VALOREM TAX RATE

September 16, 2025

An ordinance levying an annual ad valorem tax for the year 2025 setting specific tax rates, applicable to all real, personal, and mixed property situated within the Midland Independent School District.

BE IT ORDERED by the Board of Trustees of Midland Independent School District of Midland County, Texas to set the tax rate of \$100 valuation for the district for tax year 2025 at a total tax rate of \$0.8415 to be assessed and collected by tax officials designated by the district, as follows:

1. That an ad valorem tax rate for Maintenance and Operations for the general fund of \$0.6314 per \$100 cash valuation be and the same is hereby levied for the year 2025 on all real, personal and mixed property located and situated within the boundaries of the Midland Independent School District.
2. That an ad valorem tax rate for Interest and Sinking for the debt service fund of \$0.2101 per \$100 cash valuation be and the same is hereby levied for the year 2025 on all real, personal and mixed property located and situated within the boundaries of the Midland Independent School District.

THIS TAX RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE.

THE TAX RATE WILL EFFECTIVELY BE RAISED BY 2.04 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY (\$35.50).

Adopted this 16th day of September 2025, by the Board of Trustees.

IN CERTIFICATION THEREOF:

Signed: \_\_\_\_\_  
President

Attest: \_\_\_\_\_  
Secretary

# 2025 Tax Rate Calculation Worksheet

## School Districts with Chapter 313 and JETI Agreements

SCM-MIDLAND ISD (2025)

Phone (area code and number)

Taxing Unit's Address, City, State, Zip Code

Taxing Unit's Website Address

**GENERAL INFORMATION:** Tax Code Section 26.04(c) requires an officer or employee designated by the governing body to calculate the no-new-revenue tax rate and voter approval tax rate for the taxing unit. These tax rates are expressed in dollars per \$100 of taxable value calculated. The calculation process starts after the chief appraiser delivers to the taxing unit the certified appraisal roll or certified estimate of value and the estimated values of properties under protest. The designated officer or employee shall submit the rates to the governing body by August 7 or as soon thereafter as practicable. Tax Code Section 26.04(e-1) does not require school districts to certify tax rate calculations or comply with certain Tax Code notice requirements. School districts are required to provide notice regarding tax rate calculations pursuant to Education Code Chapter 44.

This worksheet is for school districts with Tax Code Chapter 313 or Government Code Chapter 403, Subchapter T, Texas Jobs, Energy, Technology, and Innovation Act (JETI) agreements only. School districts that do not have Chapter 313 or JETI agreements should use Comptroller Form 50-859 Tax Rate Calculation Worksheet, School District without Chapter 313 or JETI Agreements.

Water districts as defined under Water Code Section 49.001(1) should use Comptroller Form 50-858 Water District Voter-Approval Tax Rate Worksheet for Low Tax Rate and Developing Districts or Comptroller Form 50-860 Developed Water District Voter-Approval Tax Rate Worksheet.

All other taxing units should use Comptroller Form 50-856 Tax Rate Calculation, Taxing Units Other Than School Districts.

The Comptroller's office provides this worksheet to assist taxing units in determining tax rates. The Texas Education Agency (TEA) provides detailed information on and guidance to school districts in calculating their tax rates. Please review and rely on information provided by TEA when completing this worksheet. Additionally, the information provided in this worksheet is offered as technical assistance and not legal advice. Taxing units should consult legal counsel for interpretations of law regarding tax rate preparation and adoption.

### SECTION 1: No-New-Revenue Tax Rate

The no-new-revenue (NNR) tax rate enables the public to evaluate the relationship between taxes for the prior year and for the current year based on a tax rate that would produce the same amount of revenue if applied to the same properties that are taxed in both years (no new taxes). When appraisal values increase, the NNR tax rate should decrease.

Chapter 313 and JETI agreements allow a school district to limit the value of certain qualified property subject to the agreement for the purposes of maintenance and operations (M&O) taxation. The value of the same property is not limited for the purposes of debt service, or interest and sinking (I&S) taxation. School districts that have entered into a Chapter 313 or JETI agreement must calculate the NNR tax rate for M&O and I&S purposes separately and then add together to determine the current year total NNR tax rate.

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
1.	<b>Prior year total I&amp;S taxable value.</b> Enter the amount of the prior year taxable value on the prior year tax roll today. Include any adjustments since last year's certification; exclude one-fourth and one-third over-appraisal corrections made under Tax Code Section 25.25(d) from these adjustments. Exclude any property value subject to an appeal under Chapter 42 as of July 25 (will add undisputed value in Line 8). This total includes the taxable value of homesteads with tax ceilings (will deduct in Line 2). <sup>1</sup> Tex. Tax Code § 26.012(14) This also includes the taxable value of property subject to a Chapter 313 or JETI agreement prior to the limitation.	<b>\$51,237,762,286</b>
2.	<b>Prior year tax ceilings.</b> Enter the prior year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. <sup>2</sup> Tex. Tax Code § 26.012(14)	<b>\$1,600,211,844</b>
3.	<b>Preliminary prior year adjusted I&amp;S taxable value.</b> Subtract Line 2 from Line 1.	<b>\$49,637,550,442</b>
4 (a).	<b>Prior year taxable value not subject M&amp;O taxation, due to limitation under Tax Code Chapter 313.</b>  <b>A. Prior year I&amp;S value of property subject to Chapter 313 agreement.</b> Enter the total prior year appraised value of property subject to a Chapter 313 agreement: <span style="float: right;"><b>\$185,712,040</b></span> <b>B. Prior year M&amp;O value of property subject to Chapter 313 agreement.</b> Enter total prior year limited value of property subject to a Chapter 313 agreement: <span style="float: right;"><b>\$100,000,000</b></span> <b>C. Subtract B from A.</b> <span style="float: right;"><b>\$85,712,040</b></span>	
4(b).	<b>Prior year taxable value not subject to M&amp;O taxation, due to limitation under the JETI agreement.</b>  <b>A. Prior year I&amp;S value of property subject to the JETI agreement.</b> Enter the total prior year appraised value of property subject to a JETI agreement: <span style="float: right;"><b>\$0</b></span> <b>B. Prior year M&amp;O value of property subject to the JETI agreement.</b> Enter the total prior year limited value of property subject to the JETI agreement: <sup>3</sup> Tex. Gov. Code §403.605 <span style="float: right;"><b>\$0</b></span> <b>C. Subtract B from A.</b> <span style="float: right;"><b>\$0</b></span>	<b>\$0</b>

5.	<b>Preliminary prior year adjusted M&amp;O taxable value.</b> Add Line 4(a)C to Line 4(b)C and subtract from Line 3.	<b>\$49,551,838,402</b>
6.	<b>Prior year total adopted tax rate.</b> Separate the prior year adopted tax rate into its two components.  A. Prior year M&O tax rate: <span style="float: right;">0.66690000</span> B. Prior year I&S or debt rate: <span style="float: right;">0.21010000</span>	

2025 Tax Rate Calculation Worksheet – School Districts Form 50-884

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
7.	<b>Prior year taxable value lost because court appeals of ARB decisions reduced the prior year appraised value.</b>  A. Original prior year ARB values: <span style="float: right;">\$417,480,083</span> B. Prior year values resulting from final court decisions: <span style="float: right;">\$373,675,533</span> <small>C. Prior year value loss. Subtract B from A. <sup>4</sup> Tex. Tax Code § 26.012(13)</small>	<b>\$43,804,550</b>
8.	<b>Prior year taxable value subject to an appeal under Chapter 42, as of July 25.</b>  A. Prior year ARB certified value: <span style="float: right;">\$333,550,191</span> B. Prior year disputed value: <span style="float: right;">\$316,872,681</span> <small>C. Prior year undisputed value. Subtract B from A. <sup>5</sup> Tex. Tax Code § 26.012(13)</small>	<b>\$16,677,510</b>
9.	<b>Prior year Chapter 42 related adjusted values.</b> Add Line 7C and 8C.	<b>\$60,482,060</b>
10.	<b>Prior year M&amp;O taxable value, adjusted for actual and potential court-ordered adjustments.</b> The taxable value for M&O purposes should be less than the taxable value for I&S purposes. Add Line 5 and Line 9.	<b>\$49,612,320,462</b>
11.	<b>Prior year I&amp;S taxable value, adjusted for actual and potential court-ordered adjustments.</b> The taxable value for I&S purposes should be more than the taxable value for M&O purposes. Add Line 3 and Line 9.	<b>\$49,698,032,502</b>
12.	<b>Prior year taxable value of property in territory the school deannexed after Jan. 1, 2024.</b> Enter the prior year value of property in deannexed territory. <small><sup>6</sup> Tex. Tax Code § 26.012(15)</small>	<b>\$0</b>
13.	<b>Prior year taxable value lost because property first qualified for an exemption in the current year.</b> If the school district increased an original exemption, use the difference between the original exempted amount and the increased exempted amount. Do not include value lost due to freeport or goods-in- transit, temporary disaster exemptions. Note that lowering the amount or percentage of an existing exemption in the current year does not create a new exemption or reduce taxable value.  A. Absolute exemptions. Use the prior year market value: <span style="float: right;">\$25,688,038</span> B. Partial exemptions. The current year exemption amount or the current year percentage exemption times the prior year value: <span style="float: right;">\$185,637,031</span> <small>C. Value loss. Add A and B. <sup>7</sup> Tex. Tax Code § 26.012(15)</small>	<b>\$211,325,069</b>
14.	<b>Prior year taxable value lost because the property first qualified for agricultural appraisal (1-d or 1-d-1), timber appraisal, recreational/ scenic appraisal or public access airport special appraisal in the current year.</b> Use only properties that qualified in the current year for the first time; do not use properties that qualified in the prior year.  A. Prior year market value: <span style="float: right;">\$285,480</span> B. Current year productivity or special appraised value: <span style="float: right;">\$0</span> <small>C. Value loss. Subtract B from A. <sup>8</sup> Tex. Tax Code § 26.012(15)</small>	<b>\$285,480</b>
15.	<b>Total adjustments for lost value.</b> Add Lines 12, 13C and 14C.	<b>\$211,610,549</b>
16.	<b>Adjusted prior year M&amp;O taxable value.</b> Subtract Line 15 from Line 10. <span style="float: right;">Note: If the governing body of the school district governs a junior college district in a county with a population of more than two million, subtract the amount of M&amp;O taxes the governing body dedicated to the junior college district in the prior year from the result.</span>	<b>\$49,400,709,913</b>
17.	<b>Adjusted prior year I&amp;S taxable value.</b> Subtract Line 15 from Line 11. <span style="float: right;">Note: If the governing body of the school district governs a junior college district in a county with a population of more than two million, subtract the amount of M&amp;O taxes the governing body dedicated to the junior college district in the prior year from the result.</span>	<b>\$49,486,421,953</b>

18.	<b>Adjusted prior year total M&amp;O levy.</b> Multiply Line 6A by Line 16 and divide by \$100.	<b>\$329,453,334</b>
-----	---	----------------------

2025 Tax Rate Calculation Worksheet – School Districts Form 50-884

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
19.	<b>Adjusted prior year total I&amp;S levy.</b> Multiply Line 6B by Line 17 and divide by \$100.	<b>103,970,972.52325300</b>
20.	<p><b>Taxes refunded for years preceding the prior tax year.</b> Enter the amount of taxes refunded by the district for tax years preceding the prior tax year. Types of refunds include court decisions, Tax Code Section 25.25(b) and (c) corrections and Tax Code Section 31.11 payment errors. Do not include refunds for the prior tax year. This line applies only to tax years preceding the prior tax year. <sup>9</sup> Tex. Tax Code § 26.012(13)</p> <p><b>A. M&amp;O taxes refunded for tax years preceding the prior tax year:</b> <span style="float: right;"><b>\$863,674</b></span></p> <p><b>B. I&amp;S taxes refunded for tax years preceding the prior tax year:</b> <span style="float: right;"><b>\$69,183</b></span></p>	
21.	<b>Adjusted prior year M&amp;O levy with refunds.</b> Add Lines 18 and 20A. <sup>10</sup> Tex. Tax Code § 26.012(13)	<b>\$330,317,008</b>
22.	<b>Adjusted prior year I&amp;S levy with refunds.</b> Add Lines 19 and 20B. <sup>11</sup> Tex. Tax Code § 26.012(13)	<b>\$104,040,156</b>
23.	<p><b>Total current year I&amp;S taxable value on the current year certified appraisal roll today.</b> This value includes only certified values and includes the total taxable value of homesteads with tax ceilings (will deduct in line 25). These homesteads include homeowners age 65 or older or disabled. <sup>12</sup> Tex. Tax Code §§ 26.012, 26.04(c-2)</p> <p>A. Certified values: <sup>13</sup> Tex. Tax Code § 26.012(6) <span style="float: right;"><b>\$55,309,187,097</b></span></p> <p><b>B. Pollution control and energy storage system exemption:</b> Deduct the value of property exempted for the current tax year for the first time as pollution control or energy storage system property <span style="float: right;"><b>\$20,022,290</b></span></p> <p><b>C. Total current year value.</b> Subtract B from A. <span style="float: right;"><b>\$55,289,164,807</b></span></p>	
24.	<p><b>Total value of properties under protest or not included on certified appraisal roll.</b> <sup>14</sup> Tex. Tax Code § 26.01(c) and (d)</p> <p><b>A. Current year taxable value of properties under protest.</b> The chief appraiser certifies a list of properties still under ARB protest. The list shows the appraisal district's value and the taxpayer's claimed value, if any, or an estimate of the value if the taxpayer wins. For each of the properties under protest, use the lowest of these values. Enter the total value under protest. <sup>15</sup> Tex. Tax Code § 26.01(c)</p> <p><b>B. Current year value of properties not under protest or included on certified appraisal roll.</b> The chief appraiser gives school districts a list of those taxable properties that the chief appraiser knows about but are not included in the appraisal roll certification. These properties are also not on the list of properties that are still under protest. On this list of properties, the chief appraiser includes the market value, appraised value and exemptions for the preceding year and a reasonable estimate of the market value, appraised value and exemptions for the current year. Use the lower market, appraised or taxable value (as appropriate) Enter the total value not on the roll. <sup>16</sup> Tex. Tax Code § 26.01(d)</p> <p><b>C. Total value under protest or not certified.</b> Add A and B. <span style="float: right;"><b>\$70,892,138</b></span></p> <p><b>D. Total value under protest or not certified.</b> Add A and B. <span style="float: right;"><b>\$70,892,138</b></span></p>	<p><b>* Please contact Chief Appraiser to obtain estimated recognizable values of property under protest</b></p>
25.	<p><b>Current year tax ceilings and new property value for Chapter 313 and JETI limitations.</b></p> <p><b>A. Current year tax ceilings.</b> Enter the current year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. <sup>17</sup> Tex. Tax Code § 26.012(6)(A)(i) <span style="float: right;"><b>1,103,161,030</b></span></p> <p><b>B. Current year Chapter 313 new property value.</b> Enter the current year new property value of property subject to Chapter 313 agreements. <sup>18</sup> Tex. Tax Code § 26.012(6)(A)(ii) <span style="float: right;"><b>0</b></span></p> <p><b>C. Current year new property value for JETI agreements.</b> Enter the current year new property value of property subject to JETI agreements. <sup>19</sup> Tex. Tax Code § 26.012(6)(A)(iii) <span style="float: right;"><b>0</b></span></p> <p><b>D. Add A, B and C.</b> <span style="float: right;"><b>1,103,161,030</b></span></p>	
26.	Anticipated contested value. Affected taxing units enter the contested taxable value for all property that is subject to anticipated substantial litigation. <sup>20</sup> An affected taxing unit is wholly or partly located in a county that has a population of less than 500,000 and is located on the Gulf of Mexico. <sup>21</sup> If completing this section, the taxing unit must include supporting documentation in Section 6. <sup>22</sup> Taxing units that are not affected, enter 0.	<b>\$0</b>
27.	<b>Current year total I&amp;S taxable value.</b> Add Lines 23C and 24C. Subtract Line 25D and 26 <sup>23</sup>	<b>\$54,256,895,915</b>

28(a).	<b>Current year taxable value not subject M&amp;O taxation, due to limitation under Chapter 313.</b> <b>A. Current year I&amp;S value of property subject to Chapter 313 agreement.</b> Enter the total current year appraised value of property subject to a Chapter 313 agreement.	<b>\$55,309,187,097</b>	
		<b>B. Current year M&amp;O value of property subject to Chapter 313 agreement.</b> Enter the total current year limited value of property subject to a Chapter 313 agreement.	<b>\$55,270,864,537</b>
<b>C. Subtract B from A.</b>			
28(b).	<b>Current year taxable value not subject to M&amp;O taxation, due to limitation under the JETI agreement.</b> <b>A. Current year I&amp;S value of property subject to the JETI agreement.</b> Enter the total current year appraised value of property subject to a JETI agreement.	<b>\$0</b>	
		<b>B. Current year M&amp;O value of property subject to the JETI agreement.</b> Enter the total current year limited value of property subject to the JETI agreement: <sup>20 Tex. Gov. Code §403.605</sup>	<b>\$0</b>
<b>C. Subtract B from A.</b>			<b>\$0</b>

2025 Tax Rate Calculation Worksheet – School Districts		Form 50-884
Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
29.	<b>Current year total M&amp;O taxable value.</b> Add Line 28(a)C to Line 28(b)C and subtract from Line 27.	<b>\$54,218,573,355</b>
30.	<b>Total current year taxable value of properties in territory annexed after Jan. 1 of the prior tax year.</b> Include both real and personal property. Enter the current year value of property in territory annexed by the school district.	<b>\$0</b>
31.	<b>Total current year taxable value of new improvements and new personal property located in new improvements.</b> New means the item was not on the appraisal roll in the prior year. An improvement is a building, structure, fixture or fence erected on or affixed to land. New additions to existing improvements may be included if the appraised value can be determined. New personal property in a new improvement must have been brought into the school district after Jan. 1 of the prior tax year and be located in a new improvement.	<b>\$834,064,280</b>
32.	<b>Total adjustments to the current year taxable value.</b> Add Line 30 and Line 31.	<b>\$834,064,280</b>
33.	<b>Adjusted current year M&amp;O taxable value.</b> Subtract Line 32 from Line 29.	<b>\$53,384,509,075</b>
34.	<b>Adjusted current year I&amp;S taxable value.</b> Subtract Line 32 from Line 27.	<b>\$53,422,831,635</b>
35.	<b>Current year NNR M&amp;O tax rate.</b> Divide line 21 by line 33 and multiply by \$100. Please consult with counsel before using this rate for the purposes of Tax Code §26.05(b).	<b>0.61875067</b>
36.	<b>Current year NNR I&amp;S tax rate.</b> Divide line 22 by line 34 and multiply by \$100.	<b>0.19474849</b>
37.	<b>Current year NNR total tax rate.</b> Add Line 35 and Line 36.	<b>0.81349916</b>

**SECTION 2: Voter Approval Tax Rate**

The voter-approval tax rate is the highest tax rate that a taxing unit may adopt without holding an election to seek voter approval of the rate. Most school districts calculate a voter-approval tax rate that is split into three separate rates.<sup>25 Tex. Tax Code §26.08(n)</sup>

- Maximum Compressed Tax Rate (MCR):** A district's maximum compressed tax rate is defined as the tax rate for the current tax year per \$100 of valuation of taxable property at which the district must levy a maintenance and operations tax to receive the full amount of the tier one allotment.<sup>26 Tex. Edu. Code §48.2551(a)(3)</sup>
- Enrichment Tax Rate:**<sup>27 Tex. Tax Code §26.08(j) and Tex. Edu. Code §45.0032</sup> A district's enrichment tax rate is defined as any tax effort in excess of the district's MCR and less than \$0.17. The enrichment tax rate is divided into 'golden pennies' and the 'copper pennies.' School districts can claim up to 8 'golden pennies, not subject to compression, and 9 'copper pennies' which are subject to compression with any increases in the guaranteed yield.<sup>28 Tex. Edu. Code §§48.202(a-1)(2) and 48.202(f)</sup>
- Debt Rate:** The debt rate includes the debt service necessary to pay the school district's debt payments in the coming year. This rate accounts for principal and interest on bonds and other debt secured by property tax revenue. The MCR and DTR added together make up the school district's maintenance and operations (M&O) tax rate. Districts cannot increase the district's M&O tax rate to create a surplus in M&O tax revenue for the purpose of paying the district's debt service.<sup>29 Tex. Edu. Code §45.0021(a)</sup>  
If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate (disaster pennies) in the calculation this year. This adjustment will be made in Section 4 of this worksheet.  
A district must complete an efficiency audit before seeking voter approval to adopt a M&O tax rate higher than the calculated M&O tax rate, hold an open meeting to discuss the results of the audit, and post the results of the audit on the district's website 30 days prior to the election.<sup>30 Tex. Edu. Code §11.184(b)</sup> Additionally, a school district located in an area declared a disaster by the governor may adopt a M&O tax rate higher than the calculated M&O tax rate during the two-year period following the date of the declaration without conducting an efficiency audit.<sup>31 Tex. Edu. Code §11.184(b-1)</sup> Districts should review information from TEA when calculating their voter-approval rate.

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
38.	<b>Current year maximum compressed tax rate (MCR).</b> TEA will publish compression rates based on district and statewide property value growth. Enter the school districts' maximum compressed rate based on guidance from TEA. <sup>31</sup> Tex. Edu. Code §§48.255, 48.2551(b)(1) and (b)(2)	0.58140000
39.	<b>Current year enrichment tax rate.</b> Enter the greater of A and B. <sup>32</sup> Tex. Tax Code §26.08(n)(2) <b>A.</b> The district's prior year enrichment tax rate, minus any required reduction under Education Code Section 48.202(f) <b>B.</b> Enter \$0.05 per \$100 of taxable	0.05000000

2025 Tax Rate Calculation Worksheet – School Districts Form 50-884

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
40.	<b>Current year maintenance and operations (M&amp;O) tax rate (TR).</b> Add Lines 38 and 39. Note: M&O tax rate may not exceed the sum of \$0.17 and the district's maximum compressed rate. <sup>33</sup> Tex. Edu. Code §45.003(e)	0.63140000
41.	<b>Total current year debt to be paid with property tax revenue.</b> Debt means the interest and principal that will be paid on debts that: (1) Are paid by property taxes, (2) Are secured by property taxes, (3) Are scheduled for payment over a period longer than one year, and (4) Are not classified in the school district's budget as M&O expenses. <b>A. Debt</b> includes contractual payments to other school districts that have incurred debt on behalf of this school district, if those debts meet the four conditions above. Include only amounts that will be paid from property tax revenue. Do not include appraisal district budget payments. If the governing body of a taxing unit authorized or agreed to authorize a bond, warrant, certificate of obligation, or other evidence of indebtedness on or after Sept. 1, 2021, verify if it meets the amended definition of debt before including it here. <sup>34</sup> Tex. Tax Code §§26.012(10) and 26.04(b) Enter debt amount: <b>B. Subtract unencumbered fund</b> amount used to reduce total debt <b>C. Subtract state aid</b> received for paying principal and interest on debt for facilities through the existing debt allotment program and/or instructional facilities allotment program debt <b>D. Adjust debt:</b> Subtract B and C from A.	\$113,776,022 \$0 \$0 \$113,776,022
42.	<b>Certified prior year excess debt collections.</b> Enter the amount certified by the collector. <sup>35</sup> Tex. Tax Code §§26.012(10) and 26.04(b)	\$0
43.	<b>Adjusted current year debt.</b> Subtract line 42 from line 41D.	\$113,776,022
44.	<b>Current year anticipated collection rate.</b> If the anticipated rate in A is lower than actual rates in B, C and D, enter the lowest rate from B, C and D. If the anticipated rate in A is higher than at least one of the rates in the prior three years, enter the rate from A. Note that the rate can be greater than 100%. <sup>36</sup> Tex. Tax Code §§26.04(h), (h-1) and (h-2) <b>A.</b> Enter the current year anticipated collection rate certified by the collector. <sup>37</sup> Tex. Tax Code §26.04(b) <b>B.</b> Enter the prior year actual collection rates.. <b>C.</b> Enter the 2023 actual collection rate <b>D.</b> Enter the 2022 actual collection rate	98% 97% 98% 99% 99%
45.	<b>Current year debt adjusted for collections.</b> Divide Line 43 by Line 44.	\$115,920,552
46.	<b>Current year total taxable value.</b> Enter the amount on Line 27 of the No-New-Revenue Tax Rate Worksheet.	54,256,895,915
47.	<b>Current year debt rate.</b> Divide Line 45 by Line 46 and multiply by \$100.	0.21365128

<b>48.</b>	<b>Current year voter-approval tax rate.</b> Add Lines 40 and 47. If the school district received distributions from an equalization tax imposed under former Chapter 18, Education Code, add the NNR tax rate as of the date of the county unit system's abolition to the sum of Lines 40 and 47. <sup>38 Tex. Tax Code §26.08(g)</sup>	<b>0.84505128</b>
------------	---	-------------------

**SECTION 3: Voter Approval Rate Adjustment for Pollution Control**

A school district may raise its rate for M&O funds used to pay for a facility, device or method for the control of air, water or land pollution. This includes any land, structure, building, installation, excavation, machinery, equipment or device that is used, constructed, acquired or installed wholly or partly to meet or exceed pollution control requirements. The school district's expenses are those necessary to meet the requirements of a permit issued by the Texas Commission on Environmental Quality (TCEQ). The school district must provide the tax assessor with a copy of the TCEQ letter of determination that states the portion of the cost of the installation for pollution control.  
 This section should only be completed by a school district that uses M&O funds to pay for a facility, device or method for the control of air, water or land pollution.

Line	Voter-Approval Rate Adjustment for Pollution Control Requirements Worksheet	Amount/Rate
49.	<b>Certified expenses from the Texas Commission on Environmental Quality (TCEQ).</b> Enter the amount certified in the determination letter from TCEQ. <sup>39 Tex. Tax Code § 26.045(d)</sup> The school district shall provide its tax assessor with a copy of the letter. <sup>40 Tex. Tax Code § 26.045(i)</sup>	<b>\$0</b>
50.	<b>Current year total taxable value.</b> Enter the amount on Line 27 of the No-New-Revenue Tax Rate Worksheet.	<b>\$54,256,895,915</b>
51.	<b>Additional rate for pollution control.</b> Divide line 49 by line 50 and multiply by \$100.	<b>0.00000000</b>
52.	<b>Current year voter-approval tax rate, adjusted for pollution control.</b> Add line 51 and line 48.	<b>0.84505128</b>

**SECTION 4: Voter Approval Tax Rate Adjustment in Year Following Disaster**

If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate in the calculation this year. <sup>38 Tex. Tax Code §26.04(c)</sup> As such, it must reduce its voter-approval tax rate for the current tax year. This section applies to a school district in a disaster area that adopts a tax rate greater than its voter-approval tax rate without holding an election in the prior year, as provided for by Tax Code Section 26.042(e).

Line	Prior Year Disaster Adjustment Worksheet	Amount/Rate
53.	<b>Prior year adopted tax rate.</b> Add Line 6A and Line 6B of the No-New-Revenue Tax Rate Worksheet.	<b>0.87700000</b>
54.	<b>Prior year voter-approval tax rate.</b> If the school district adopted a tax rate above the prior year voter-approval tax rate without holding an election due to a disaster, enter the voter-approval tax rate from the prior year's worksheet.	<b>0.00000000</b>
55.	<b>Increase in the prior year tax rate due to disaster (disaster pennies).</b> Subtract Line 54 from Line 53.	<b>0.87700000</b>
56.	<b>Current year voter-approval tax rate, adjusted for the prior year disaster.</b> Subtract Line 55 from one of the following lines (as applicable): Line 48 or Line 52 (school districts with pollution control).	<b>0.00000000</b>

**SECTION 5: Total Tax Rate**

Indicate the applicable total tax rates as calculated above.

No-New-Revenue Tax Rate rate from Line 37	Enter the current year NNR tax	<b>0.81349916</b>
Voter-Approval Tax Rate current year voter-approval tax rate from Line 48, 52 or Line 56.	As applicable, enter the	<b>0.84505128</b>
	Indicate the line number used: <input style="width: 50px;" type="text" value="0"/>	

**SECTION 6: Addendum**

An affected taxing unit that enters an amount described by Tax Code Section 26.012(6)(C) in line 21 must include the following as an addendum:

- Documentation that supports the exclusion of value under Tax Code Section 26.012(6)(C); and
- Each statement submitted to the designated officer or employee by the property owner or entity as required by Tax Code Section 41.48(c)(2) for that tax year.

Insert hyperlinks to supporting documentation:

**SECTION 7: School District Representative Name and Signature**

Enter the name of the person preparing the tax rate as authorized by the governing body of the school district. By signing below, you certify that you are the designated officer or employee of the school district and have calculated the tax rates in accordance with requirements in Tax Code and Education Code. <sup>42 Tex. Tax Code §26.04(c)</sup>

print here   
 Printed Name of School District Representative  
 sign here   
 School District Representative

Date

For more information, visit our website: [comptroller.texas.gov/taxes/property-tax](http://comptroller.texas.gov/taxes/property-tax)

50-884 7-25/9



# Proposed 2025 Tax Rate

Tucker Durham

September 16, 2025

# Proposed Tax Rate

	<i>2024-2025</i>	<i>Proposed 2025-2026</i>
<i>MCR</i>	\$0.6169	\$0.5814
<i>Golden Penny</i>	\$0.0500	\$0.0500
<i>Total M&amp;O Tax Rate</i>	\$0.6669	\$0.6314
<i>Total I&amp;S Tax Rate</i>	\$0.2101	\$0.2101
<i>Total Tax Rate</i>	<b>\$0.8770</b>	<b>\$0.8415</b>

TEA's Floor & Ceiling Rates

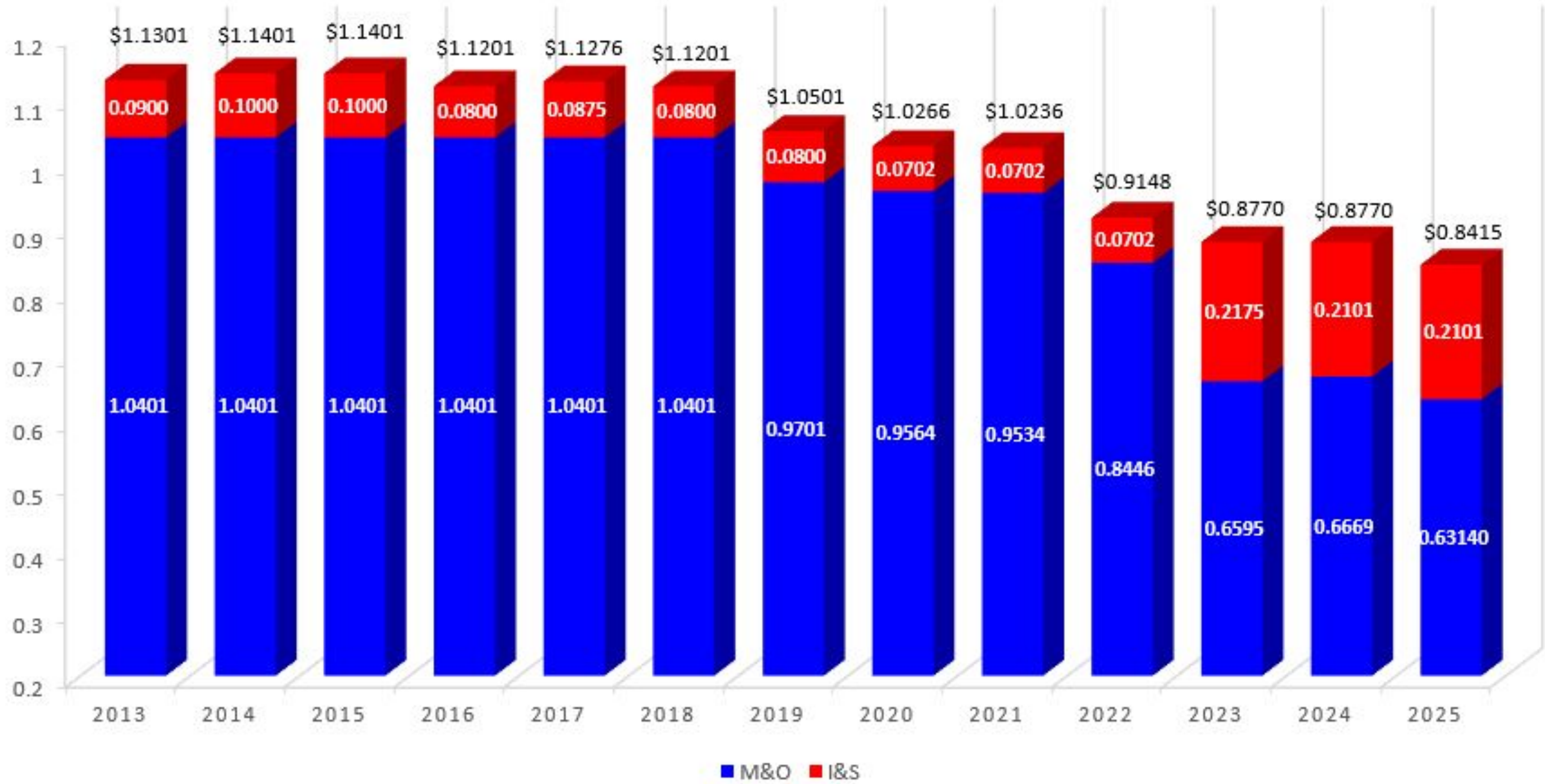
Floor - \$0.5689

Ceiling - \$0.6322

Basic allotment could be adjusted down if a district does not levy its maximum tier 1 tax rate Tex. Educ. Code 48.051(a)



# HISTORICAL TAX RATES



# Required Language & Motion

## ORDINANCE TO ADOPT 2025 AD VALOREM TAX RATE

September 16, 2025

An ordinance levying an annual ad valorem tax for the year 2025 setting specific tax rates, applicable to all real, personal, and mixed property situated within the Midland Independent School District.

BE IT ORDERED by the Board of Trustees of Midland Independent School District of Midland County, Texas to set the tax rate of \$100 valuation for the district for tax year 2025 at a total tax rate of \$0.8415 to be assessed and collected by tax officials designated by the district, as follows:

1. That an ad valorem tax rate for Maintenance and Operations for the general fund of \$0.6314 per \$100 cash valuation be and the same is hereby levied for the year 2025 on all real, personal and mixed property located and situated within the boundaries of the Midland Independent School District.
2. That an ad valorem tax rate for Interest and Sinking for the debt service fund of \$0.2101 per \$100 cash valuation be and the same is hereby levied for the year 2025 on all real, personal and mixed property located and situated within the boundaries of the Midland Independent School District.

THIS TAX RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE.

THE TAX RATE WILL EFFECTIVELY BE RAISED BY 2.04 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY (\$35.50).

Adopted this 16th day of September 2025, by the Board of Trustees.



# Recommendation

The administration recommends the Board of Trustees adopt a maintenance and operations tax rate of \$0.6314 and an interest and sinking tax rate of \$0.2101 for a total tax rate of \$0.8415 per \$100 valuation





D. Discussion of and Request for Approval of Budget Amendment #2  
Presenter: Tucker Durham

118



# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** September 16, 2025

**Presented by:** Tucker Durham, Chief Financial Officer

**Subject:** Discussion and Request for Approval of Budget Amendment #2

### Action Item

#### **Executive Summary**

Annually, school boards are required to approve a budget for three funds. The general fund, the child nutrition fund, and the debt service fund, by function. Functions help categorize expenses to indicate the purpose of all transactions.

The attached budget amendment contains cross-functional transfers that require board approval prior to moving funds in the budget, since the board approves budgets based on the function at the fund level. These requests are from budget owners who have determined funds need to be moved from one budgeted account to another but are in two separate functions. This budget amendment is not revising any revenue accounts, but is only to address the budget owner's needs to reallocate their budgeted dollars to another function.

The following changes reflect adjustments to the overall local budget in the amount of \$4000.00:

A donation in the amount of \$4,000.00 from the Permian Basin Workforce which has been designated for the Coleman Early Learning Center to support their classroom materials budget.

The following changes reflect adjustments to the overall CNS budget in the amount of \$6,148,257.66 :

CNS is requesting approval to transfer a portion of its fund balance to cover allowable expenses outlined in the TDA-approved spending plan, in order to reduce Excess Net Cash Resources in accordance with federal regulations (7 CFR 210.19(a)(1)) in the amount of \$5,270,000.00 and to cover PO rollovers in the amount of \$878,257.66.

#### **Recommendation**

The administration recommends the Board of Trustees approve the Budget Amendment #2 as presented

#### **Motion**

Approve as presented

**MIDLAND INDEPENDENT SCHOOL DISTRICT  
BUDGET AMENDMENT #2**

As of September 16, 2025

The Texas Education Agency requires that amendments to the adopted budget be reflected in the official minutes of the Board of Trustees during a given fiscal year. The following summary includes transfers and revisions to the initial budget.

	Original Budget	Revised Budget - JUL 25	Budget Amendment #2	Revised Budget - AUG 25
<b>GENERAL FUND</b>				
<b>REVENUES</b>				
5710 Ad Valorem Taxes	\$ 331,581,078.00	\$ 331,581,078.00	\$ -	\$ 331,581,078.00
5700 Other Local Revenue	\$ 14,433,256.00	\$ 14,433,256.00	\$ 4,000.00	\$ 14,437,256.00
5800 State Revenue	\$ 19,490,531.00	\$ 19,490,531.00	\$ -	\$ 19,490,531.00
5831 TRS On-Behalf	\$ 11,468,895.00	\$ 11,468,895.00	\$ -	\$ 11,468,895.00
5900 Federal Revenue	\$ 1,226,544.00	\$ 1,226,544.00	\$ -	\$ 1,226,544.00
<b>Total Revenues</b>	<b>\$ 378,200,304.00</b>	<b>\$ 378,200,304.00</b>	<b>\$ 4,000.00</b>	<b>\$ 378,204,304.00</b>
<b>EXPENDITURES by FUNCTION</b>				
11 - Instructional Services	\$ 186,677,819.00	\$ 186,283,469.00	\$ (70,562.50)	\$ 186,212,906.50
12 - Instructional Resources and Media Services	\$ 3,052,511.00	\$ 3,052,511.00	\$ -	\$ 3,052,511.00
13 - Staff Development	\$ 4,659,852.00	\$ 4,656,852.00	\$ (57,108.13)	\$ 4,599,743.87
21 - Instructional Administration	\$ 6,544,709.00	\$ 6,544,709.00	\$ (56,891.87)	\$ 6,487,817.13
23 - Campus Administration	\$ 16,286,756.00	\$ 16,384,106.00	\$ (12,722.00)	\$ 16,371,384.00
31 - Guidance and Counseling	\$ 12,235,987.00	\$ 12,235,987.00	\$ -	\$ 12,235,987.00
32 - Social Services	\$ 289,291.00	\$ 289,291.00	\$ -	\$ 289,291.00
33 - Health Services	\$ 3,693,369.00	\$ 3,693,369.00	\$ -	\$ 3,693,369.00
34 - Student (Pupil) Transportation	\$ 8,261,225.00	\$ 8,261,225.00	\$ 68,784.50	\$ 8,330,009.50
35 - Food Services	\$ 1,000.00	\$ 1,000.00	\$ -	\$ 1,000.00
36 - Curricular / Extracurricular Activities	\$ 8,978,907.00	\$ 8,978,907.00	\$ -	\$ 8,978,907.00
41 - General Administration	\$ 7,060,616.00	\$ 7,060,616.00	\$ -	\$ 7,060,616.00
51 - Plant Maintenance and Operation	\$ 39,845,166.00	\$ 39,745,166.00	\$ 500.00	\$ 39,745,666.00
52 - Security and Monitoring Services	\$ 8,219,090.00	\$ 8,219,090.00	\$ -	\$ 8,219,090.00
53 - Data Processing Services	\$ 7,299,094.00	\$ 7,299,094.00	\$ -	\$ 7,299,094.00
61 - Community Services	\$ 1,262,025.00	\$ 1,262,025.00	\$ -	\$ 1,262,025.00
71 - Debt Service (Capital Lease - Principal)	\$ 2,941,961.00	\$ 2,941,961.00	\$ -	\$ 2,941,961.00
81 - Facilities acquisition and construction	\$ -	\$ 400,000.00	\$ -	\$ 400,000.00
91 - Contract Instructional Services (Ch. 49 Recap)	\$ 64,805,472.00	\$ 64,805,472.00	\$ -	\$ 64,805,472.00
93 - Shared Service Arrangement	\$ -	\$ -	\$ 132,000.00	\$ 132,000.00
99 - Intergovernmental Charges	\$ 3,981,974.00	\$ 3,981,974.00	\$ -	\$ 3,981,974.00
<b>Total Expenditures</b>	<b>\$ 386,096,824.00</b>	<b>\$ 386,096,824.00</b>	<b>\$ 4,000.00</b>	<b>\$ 386,100,824.00</b>
Transfer Out to Other Funds	\$ -	\$ -	\$ -	\$ -
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>\$ (7,896,520.00)</b>	<b>\$ (7,896,520.00)</b>	<b>\$ -</b>	<b>\$ (7,896,520.00)</b>
<b>CHILD NUTRITION FUND</b>				
<b>REVENUES</b>				
5700 Other Local Revenue	\$ 3,959,264.00	\$ 3,959,264.00	\$ -	\$ 3,959,264.00
5800 State Revenue	\$ 61,500.00	\$ 61,500.00	\$ -	\$ 61,500.00
5900 Federal Revenue	\$ 13,473,500.00	\$ 13,473,500.00	\$ -	\$ 13,473,500.00
<b>Total Revenues</b>	<b>\$ 17,494,264.00</b>	<b>\$ 17,494,264.00</b>	<b>\$ -</b>	<b>\$ 17,494,264.00</b>
<b>EXPENDITURES by FUNCTION</b>				
35 - Food Services	\$ 17,494,264.00	\$ 17,494,264.00	\$ 6,148,257.66	\$ 23,642,521.66
<b>Total Expenditures</b>	<b>\$ 17,494,264.00</b>	<b>\$ 17,494,264.00</b>	<b>\$ 6,148,257.66</b>	<b>\$ 23,642,521.66</b>
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (6,148,257.66)</b>	<b>\$ (6,148,257.66)</b>
<b>DEBT SERVICE FUND</b>				
<b>REVENUES</b>				
5710 Ad Valorem Taxes	\$ 103,193,061.00	\$ 103,193,061.00	\$ -	\$ 103,193,061.00
5700 Other Local Revenue	\$ 900,000.00	\$ 900,000.00	\$ -	\$ 900,000.00
5800 State Revenue	\$ 477,332.00	\$ 477,332.00	\$ -	\$ 477,332.00
<b>Total Revenues</b>	<b>\$ 104,570,393.00</b>	<b>\$ 104,570,393.00</b>	<b>\$ -</b>	<b>\$ 104,570,393.00</b>
<b>EXPENDITURES by FUNCTION</b>				
71 - Debt Service (Principal, Interest & Bond Fees)	\$ 45,255,000.00	\$ 45,255,000.00	\$ -	\$ 45,255,000.00
71 - Debt Service (Interest)	\$ 38,820,542.00	\$ 38,820,542.00	\$ -	\$ 38,820,542.00
71 - Bond Issuance Cost and Fees	\$ 20,494,851.00	\$ 20,494,851.00	\$ -	\$ 20,494,851.00
<b>Total Expenditures</b>	<b>\$ 104,570,393.00</b>	<b>\$ 104,570,393.00</b>	<b>\$ -</b>	<b>\$ 104,570,393.00</b>
Other Sources/Uses (Net Effect of Bond Refunding)	\$ -	\$ -	\$ -	\$ -
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>\$ 119</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**MIDLAND INDEPENDENT SCHOOL DISTRICT**  
**BUDGET AMENDMENT #2**  
*As of September 16, 2025*

**TRANSFERS**

Budget amounts transferred across functions; they do not increase the total amount budgeted for the given fiscal year.

**REVISIONS**

Budget amounts in addition or reduction to the total amount approved in the initial budget. Revisions may increase/decrease the total amount given fiscal year and can reduce/increase fund balance.

	<u>Function</u>	<u>Amount</u>
<b>GENERAL FUND</b>		
<b>TRANSFERS &amp; REVISIONS</b>		
Transfer Requests from Campuses and Departments & Expenditure	11	\$ (70,562.50)
Offset;	12	\$ -
	13	\$ (61,108.13)
	21	\$ (56,891.87)
	23	\$ (12,722.00)
	34	\$ 68,784.50
	51	\$ 500.00
	90	\$ 132,000.00
	99	\$ -
Expenditure - Chapter 49 Increase	91	\$ -
Other Revenue Increase	Revenue	\$ 4,000.00
Revenue- Tax Levy	Revenue	
Revenue - State Revenue Increase	Revenue	
Transfer to Fund 698:		
Transfers from prior year		
Net Effect of Transfers & Revisions		\$ 4,000.00
<b>TOTAL NET CHANGE TO GENERAL FUND BUDGET</b>		<b>\$ 4,000.00</b>
 <b>CHILD NUTRITION FUND</b>		
<b>TRANSFERS/REVISIONS</b>		
Revenue - Federal Grant		
Expense - Federal Grant		\$ 6,148,257.66
Purchase of capital equipment for Child Nutrition Services		
Net Effect of Transfers/Revisions		\$ 6,148,257.66
<b>TOTAL NET CHANGE TO CHILD NUTRITION FUND BUDGET</b>		<b>\$ 6,148,257.66</b>
 <b>DEBT SERVICE FUND</b>		
<b>TRANSFERS/REVISIONS</b>		
Revenue - Tay Levy Increase	Revenue	
Expenditure - Defeasance of debt	71	
Net Effect of Transfers/Revisions		\$ -
<b>TOTAL NET CHANGE TO DEBT SERVICE FUND BUDGET</b>		<b>\$ -</b>

budgeted for the

E. Discussion and Possible Action to Approve a Resolution Certifying Compliance with Texas Education Code §11.05 and 28.0022(h) Regarding Prohibitions on Diversity, Equity, and Inclusion (DEI) Duties, and to Authorize the Superintendent to Submit the Required Annual Certification to the Texas Education Agency on or before September 30, 2025

123

Presenter: Roberto Cedillo



# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** September 16, 2025

**Presented by:** Roberto Cedillo, Deputy Superintendent

**Subject:** Discussion and Possible Action to Approve a Resolution Certifying Compliance With Texas Education Code § 11.05 and 28.0022(h) Regarding Prohibitions on Diversity, Equity, and Inclusion (DEI) Duties, and to Authorize the Superintendent to Submit the Required Annual Certification to the Texas Education Agency on or before September 30, 2025

### Action Item

#### **Executive Summary**

Senate Bill 12, passed during the 89th Texas Legislature's Regular Session in 2025, added Section 39.008 to the Texas Education Code, this new section requires school district superintendents, with board approval, to annually certify to the Texas Education Agency (TEA) that they are in compliance with specific laws.

The certification must confirm that the district is adhering to Education Code Section 11.005, which prohibits Diversity, Equity, and Inclusion (DEI) duties, as well as Section 28.0022(h), which outlines disciplinary policies for violations of prohibited instructional practices. The certification must be approved by a majority vote of the board during a public meeting with at least seven days' notice and must describe the district's policies, procedures, and any modifications adopted to ensure compliance. This resolution will authorize the Superintendent to submit the certification to the TEA by the deadline of September 30, 2025.

#### **Recommendation**

We recommend the approval of the resolution certifying compliance with Texas Education Code § 11.005 and 28.0022 (h) regarding prohibitions on diversity, equity, and inclusion (DEI) duties, and to authorize the Superintendent to submit the required annual certification to the Texas Education Agency on or before September 30, 2025. This action will fulfill the district's legal obligation under Senate Bill 12 to certify compliance with state law and direct the Superintendent to submit the necessary documentation to the TEA.

**Motion**

Move to approve the resolution certifying compliance with Diversity, Equity, and Inclusion (DEI) Provisions, which certifies that Midland ISD is in compliance with Texas Education Code § 11.005 and § 28.0022 (h). The motion also approves the certification prepared by the Superintendent describing the policies and procedures adopted by the District, and authorizes the Superintendent to submit the certification to the TEA on or before September 30, 2025.

**MIDLAND INDEPENDENT SCHOOL DISTRICT RESOLUTION  
CERTIFYING COMPLIANCE WITH DIVERSITY, EQUITY, AND  
INCLUSION (DEI) PROVISIONS**

WHEREAS, Senate Bill 12, 89th Legislature, Regular Session (2025), added Section 39.008 to the Texas Education Code, requiring each school district superintendent, with approval of the district's board of trustees, to annually certify to the Texas Education Agency ("TEA") compliance with certain laws; and

WHEREAS, the certification must include compliance with Education Code § 11.005 (Prohibition on Diversity, Equity, and Inclusion Duties) and § 28.0022(h) (Disciplinary Policies for Violations of Prohibited Instructional Practices); and

WHEREAS, Section 39.008 further requires the certification to be approved by majority vote of the board of trustees at a public meeting for which notice has been posted at least seven (7) days in advance, and to describe the district's policies, procedures, and any modifications adopted to ensure compliance with these statutes; and

WHEREAS, the Board of Trustees of the Midland Independent School District has reviewed the superintendent's proposed certification of compliance and supporting information regarding the district's adopted policies and procedures;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Midland Independent School District that:

1. The Board hereby certifies, as required by Tex. Educ. Code § 39.008, that MIDLAND ISD is in compliance with the provisions of § 11.005 and § 28.0022(h) of the Education Code.
2. The Board approves the certification prepared by the Superintendent describing the policies and procedures adopted by the District to implement these provisions, including any modifications made to ensure compliance, and identifying any cost savings resulting from such actions.
3. The Superintendent is hereby authorized and directed to submit the certification to TEA electronically on or before September 30, 2025, and to take any further actions necessary to ensure compliance with the requirements of Section 39.008.

Adopted this 16th day of September, 2025, by a majority vote of the Board of Trustees of the Midland Independent School District at a duly posted public meeting.

\_\_\_\_\_  
Brandon W. Hodges, Board President

\_\_\_\_\_  
Dr. Stephanie D. Howard, Superintendent

**10. Closed session in accordance with Government Code Section 551.001 et. seq.**

**Section 551.071-** For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.

**Section 551.72 -** For the purpose of discussing the purchase, exchange, lease or value of real property.

**Section 551.074-** For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

11. Action Arising from Closed Session

12. Information Items

A. Board Committee Monthly Report



# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** August 13, 2025  
**Presented by:** Tucker Durham, Chief Financial Officer  
**Subject:** Board Committee Report

### Information Item

#### Executive Summary

##### Proposed Tax Rate for Tax Year 2025-2026

The Committee reviewed the proposed tax rates for the 2025-2026 fiscal year in comparison to those for the 2024-2025 fiscal year, noting that the total tax rate would decrease. The Maximum Compressed Rate (MCR) for 2024-2025 was \$0.6169, while the proposed rate for 2025-2026 is slightly decreased to \$0.5814. The golden penny rate remained the same from 2024-2025 at \$0.0500. The total Maintenance and Operations (M&O) Rate decreased from \$0.6669 in 2024-2025 to a proposed \$0.6314 for 2025-2026, while the total Interest and Sinking (I&S) Rate will remain the same at 0.2101 in 2025-2026. With these proposed changes, the total tax rate will see a decrease from \$0.8770 in 2024-2025 to \$0.8415 in 2025-2026, for a total decrease of 3.55 cents. The Texas Education Agency (TEA) set the floor rate at \$0.5689 and the ceiling rate at \$0.6322, with the MCR determined annually based on property values.

Historically, tax rates have decreased due to state tax compression. The primary change from 2024 to 2025 is a slight decrease in the M&O rate (from \$0.6669 to \$0.6314), and no change in the I&S rate (\$0.2101).

The required ordinance for adopting the ad valorem tax rate will be discussed and adopted by the Board of Trustees on September 16th.

##### Changes in State Law

The Committee reviewed the following changes related to the 89th Texas Legislature, 2025, Regular Session. SB 1453, in coordination with SB 4 and SB 23 from the 89th Texas Legislature (2025), outlines changes to school finance in response to an increase in the state-mandated homestead exemption from \$100,000 to \$140,000. To offset the loss in local property tax revenue, the state will provide Additional State Aid for Homestead Exemption (ASAHE) to school districts. However, this aid comes with new compliance requirements. Districts must meet a minimum tax rate target, and failure to do so, particularly if they levy Interest & Sinking (I&S) taxes above the set minimum, will result in reductions to the new portion of (ASAHE) tied to the increased exemption. Additionally, districts are required to use ASAHE exclusively for debt service payments. Starting in the 2026–2027 school year, SB 1453 mandates that districts annually declare both a minimum and target tax rate, with at least 60% approval from the school board.

### **Analysis Assumption**

The Committee discussed different scenarios concerning defeasance and refunding. Scenario #1 would include reducing the I&S rate to a calculated minimum debt obligation. Scenario #2 would maintain the I&S rate at \$0.2101, allowing the district to defease bonds in FY 2026. Scenario #3 would maintain the I&S rate at \$0.2101 and issue refunding bonds for a target tax rate.

The main assumptions used for these scenarios are having a net taxable value certified for 2025-2026 of \$55,248,504, 422. The tax collection percentage of 98%. The estimated I&S Tax Levy of \$113,880,510. Scheduled Debt Service for 2025-2026 after the August 2025 Defeasance, would stand at \$79,743,650. The district's target I&S Tax Rate is \$0.2101. Each Scenario was presented with an aggregate amount as follows: Scenario #1 Base Case, No Defeasance, No Refunding with a projected ASAHE Funding for FY 2026 totaling 2,121,483, no interest savings. Scenario #2 with Defeasance to Maintain I&S with a projected ASAHE funding of \$0 for FY 2026 with an interest savings of \$38,520,634; Scenario #3 with Refunding Bonds to Maintain I&S with projected ASAHE Funding for FY 2026 \$2,00,901 with an interest savings of \$44,561,861. The District will recommend Scenario #3 for board discussion and approval, with a savings of \$48.4 million compared to Scenario #1.

### **Calendar Comparison**

The Committee also reviewed a presented timeline of dates for action that will be required for each scenario. Based on the recommendation of scenario 3, the district will recommend a parameter refining order at the August 26th board meeting. Afterwards, the district will work on a rating call, pricing and selling the refunds prior to setting the district's tax rate in September 2025.

Board Members and Staff Present: Vice President- Josh Guinn, Superintendent- Dr. Stephanie Howard, Deputy Superintendent- Robert Cedillo, Chief of Human Capital- Jessie Garcia, Chief of Communications Officer- Andrea Messick, Executive Director of Finance- Julia Willett-Weekly, Executive Assistant- Shelley Martin

Absent: President- Brandon Hodges

### **Contact Person**

Tucker Durham, Chief Financial Officer



# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** August 14, 2025  
**Presented by:** Anita Gamertsfelder  
**Subject:** Board Committee Report

### Information Item

#### Executive Summary

The Education Foundation has a 16 member board of directors made up of Midland community members. Our April meeting was held at Midland ISD, room 101.

- President's Report - Brian Stubbs
  - Executive Committee met in July
  - September meeting will be held at ATC
- Vice President - Bhavika Bhakta
  - Board seats and nominating schedule for 2026
- Superintendent's Report - Dr. Stephanie Howard
  - Thanked Todd Rogers for being a part of Convocation panel
  - Thanked Education Foundation for 344 AP Incentive payments
  - Meet the Teacher at all elementary campuses
  - Lone Star Trails ribbon cutting and building came in under budget
  - State Legislature passed hundreds of bills pertaining to parental rights
  - 30,103 projected students for 2025-26 school year
- MISD Trustee report - Sara Burlison
  - Team of Eight training will be livestreamed
  - Panel speaker for State of Education
- Director's report - Anita Gamertsfelder
  - State of Education table seats available
  - Micro Grants winning a Beacon Award for Outstanding Partnership
  - Emily Holeva hired as Community Connections Coordinator
  - MEF will receive donations for LHS rebranding
- Grants Committee update
  - Summer grants committee report and August Micro Grant presented
- Serving for Success re-do pickleball tournament details
- New Business
  - Annual board retreat will be held in November instead of December

- Discussion of new fundraiser event showcasing MISD

**Contact Person**

Anita Gamertsfelder

[anita.gamertfelder@midlandisd.net](mailto:anita.gamertfelder@midlandisd.net)





# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** September 16, 2025  
**Presented by:** Tucker Durham, Chief Financial Officer  
**Subject:** Reportable Purchase Orders over \$50,000- August 2025

### Information Item

#### **Executive Summary**

The Superintendent shall not be required to obtain Board approval for the following types of budgeted purchases, regardless of cost; however, purchases made shall subsequently be reported to the Board at the following monthly Board meeting:

1. A purchase made pursuant to a Board-approved interlocal contract, in accordance with law;
2. A purchase made through a cooperative purchasing program or state purchasing program that satisfies the District's obligation for competitive purchasing [see CH(LEGAL)];
3. A continuing or periodic purchase under a Board-approved bid or contract;
4. A purchase of produce or fuel.
5. A purchase of regulated utility services

#### **Contact Person**

Tucker Durham, Chief Financial Officer

**Reportable Purchase Orders Over \$50,000 - August 2025**

Purchase Order	Vendor	Description	Contract	Amount	Funding Source
7032600000	Midland Central Appraisal District	MCAD Quarterly Appraisal and Collection FY 25-26		\$3,528,230.09	Local Funds
7262600015	Powerschool Group LLC	License and Subscription-Business and Student ERP System 2025-2026	TIPS USA 210101	\$385,000.00	Local Funds
7262600016	Texas Education Agency	TEA Recapture Payment		\$92,073,949.00	Local Funds
7302600000	Leasor Crass P.C	Service Fees for Special Services, HR Personnel, Board Legal, Legal Consulting Services		\$87,500.00	Local Funds
8012600012	CharacterStrong Llc	Evidence base multi tier solution to support whole child success (behavior, safety and mental health)	Allied States# 24-7491	\$127,936.00	Federal Funds
8012600066	QuaverEd, Inc .	Curriculum that includes ready to use lessons, interventions, counselling curriculum, and behavior resources	TIPS # 240804	\$55,080.00	Federal Funds
8012600085	Imagine Learning Llc	Contract Service for Speech	Buyboard #748-24	\$411,750.00	Federal Funds
8012600104	Frontline Education	Frontline Education Annual Subscription Fee for Student Evaluation	Buyboard # 759-25	\$70,100.97	Local Funds
8012600109	Bilingual Speech Services	Bilingual Speech Service Contract	CTPA: RFP# 24-300	\$119,680.00	Local Funds
8012600114	Bilingual Speech Services	Contract Service for Speech Services	CTPA: RFP# 24-300	\$119,680.00	Local Funds
8012600121	Pearson Education Inc	Online Subscription for our assessments team use for students.	Buyboard # 748-24	\$77,193.00	Local Funds
8022600021	CEV Multimedia Ltd	ICEV TX Enterprise Plan TX - Pre/Post Tests (25 students bundle)	Buyboard # 748-24	\$160,155.00	Local Funds
8092600026	Studies Weekly Inc	Texas Studies Weekly - District wide - consumables including on-line subscription - English & Spanish - Term SY 2025-2026	Allied States # 24-7491	\$83,304.85	Various Funds
8172600024	The University of Texas of the Permian Basin	Teacher Registered Apprenticeship Fall 2025 Tuition - 28 enrollees		\$65,150.00	Federal Funds
8212600002	Communities in School of the Permian Basin	Communities In Schools of the Permian Basin-Coordinator Services	Interlocal-	\$112,500.00	Local Funds
8212600003	Care Solace, Inc DBA Addiction Treatment	Annual subscription for Care Solace service beginning 07/01/2025 and ending 06/30/2026. \$51,593.50 Social Services Care Coordination beginning 07/01/2025 and ending 06/30/2026. \$14,741.00	CTPA # 222015RFP (Ysleta)	\$66,334.50	Donation Funds
8732600006	Third Future Schools - Texas	2025-2026 Sam Houston Third Future 224 Funds	MidlandISD Interlocal	\$82,933.00	Federal Funds
8732600007	Third Future Schools - Texas	2025-2026 Lamar Third Future 224 Funds	MidlandISD Interlocal	\$87,811.00	Federal Funds
8732600008	IDEA Public Schools	2025-2026 IDEA Travis 224 Funds		\$168,975.00	Federal Funds
8732600009	Third Future Schools - Texas	2025-2026 Title I Sam Houston Third Future	MidlandISD Interlocal	\$62,651.00	Federal Funds
8732600010	Third Future Schools - Texas	2025-2026 Lamar Third Future Title I	MidlandISD Interlocal	\$102,448.00	Federal Funds
9322600049	Centegix	Centegix subscription 2025 -2026	Texbuy # AEPA RFP #025	\$510,900.00	Local Funds
9342600036	CDW Government LLC	CDW- VM Ware Renewal 25-26 CDW-G VMWare: Renewal of VMware software creates a virtual layer over a computer's hardware, dividing the hardware into multiple virtual computers, or VMs. Each VM can run its own operating system (OS) and act like a separate computer. VMware's virtualization layer maps physical hardware resources to virtual resources, so each VM has its own CPU, memory, disks, and I/O devices.	SW#121923	\$106,368.00	Local Funds
9382600040	Enterprise Fleet Management	Blanket Purchase Order for Enterprise White Fleet - Yearly rental per Department.	SW # 030122-EFM	\$663,323.64	Local Funds
9382600042	HopSkipDrive, Inc	Blanket Purchase Order for HopSkipDrive - From August 1st. - December 31st, 2025 for alternate transportation services.	Allied States# 24-7482	\$300,000.00	Local Funds
9392600029	City of Midland Water	City of Midland Water Utilities for the District		\$2,205,752.00	Local Funds
9392600035	Atmos Energy	Utilities for the District - Gas Expenditures Utility Contracts		\$639,266.00	Local Funds
9782600003	Frontline Education	Student Analytics Lab Subscription powered by Forecast 5 - 5 admins and unlimited regular users	Allied States# 24-7490	\$69,679.50	Local Funds
9782600004	Education Advanced Inc.	Testhound Subscription Renewal, Testhound ToolKit Renewal Auto Pilo Subscription, and Testhound ToolKit Renewal Performance - SY 2025-2026	TIPS # 240804	\$51,753.60	Local Funds





# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** September 16, 2025  
**Presented by:** Tucker Durham, Chief Financial Officer  
**Subject:** Donations over \$5,000-less than \$20,000

### Information Item

#### **Executive Summary**

Attached is a list of donations and their intended use provided to the district that do not require board approval per board policy **CHC (Local)—Other Revenues and Solicitations**. This is due to the donations being less than \$20,000, but over \$5,000.

#### **Contact Person**

Tucker Durham, Chief Financial Officer

Donations over \$5,000-Less than \$20,000-September 2025

Donor	Fund	Amount	Purpose/Description
Midland Education Foundation	Donation Fund-Fund 489	\$10,000.00	Designated donation for the Teaching and Learning Department-Magic School Bus Subscription
	<b>Total</b>	<b>\$10,000.00</b>	





# Midland Independent School District

---

## BOARD OF TRUSTEES AGENDA

---

**Meeting Date:** September 16, 2025  
**Presented by:** Jessie Garcia, Chief of Human Capital Management  
**Subject:** Human Capital Monthly Routine Personnel Report

### Information Item

#### **Executive Summary**

Monthly staffing reports offer valuable insights into employee turnover trends, which can indicate potential issues related to employee engagement or job satisfaction. As such, these reports are critical tools for managing a successful workforce.

#### **Contact Person**

Jessie Garcia



## STAFFING UPDATE

September 2025

District Resignation/Retirement data as of August 31, 2025

\*Year-to-Date: Resignation/retirement notices from non-certified, certified, professional contract staff members.

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
2021-2022	57	74	92	98	109	136	144	157	174	181	261	505	505
2022-2023	3	34	52	69	86	112	125	132	148	152	266	465	465
2023-2024	3	8	26	36	44	74	93	103	109	121	234	386	386
2024-2025	1	13	20	31	41	63	72	82	92	105	306	342	342
2025-2026	14	58											

SY24-25 YTD = 13

SY25-26 YTD = 58

Difference YTD = -45

\*Actuals per Month : Resignation/retirement notices from non-certified, certified, professional contract staff members.

	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Total
2025-2026	14	44											

**Summary:** The data in this report is currently under review as we have identified areas where the data has not been reported correctly. For example a teacher resigning in June has not been counted in the June report as their last day worked was in May. However, they were also not counted in May, creating a gap in the data. Moving forward, this information will be collected differently and new data comparisons to previous years will not be accurate as data for these fields has not been properly maintained in years past.

### Top Separation Reasons:

- Other Reasons
- Family Obligations

**Special Note:** The information contained in the table above is a snapshot of the data as of August 31, 2025. The data within the above table may change by a few each month due to various reasons (i.e., Family and Medical Leave, Temporary Disability Leave).

### Vacancy and Hiring Data for August 2025

Teacher fill rate as of August 31, 2025: **94% (49 unfilled)**

Bus Driver fill rate as of August 31, 2025: **89% (8 unfilled- 4 applications)**



OFFICE OF HUMAN CAPITAL MANAGEMENT  
 615 W. Missouri Avenue, Midland, Texas 79701  
[www.midlandisd.net](http://www.midlandisd.net)

## August 2025 Recommendations

### ELEMENTARY LEVEL RECOMENDATIONS

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE
GRAHAM, ASHLEY	2ND GRADE	BONHAM ELEMENTARY	8/4/2025
LUJAN ROJO, JOSE	2ND GRADE BIL	BONHAM ELEMENTARY	8/4/2025
MACARENO, MALAKHI	KINDERGARTEN	BONHAM ELEMENTARY	8/18/2025
MARIN SAYAS, LAURA	PRE-KINDERGARTEN BIL	BONHAM ELEMENTARY	8/4/2025
MARTIN, KALISSA	KINDERGARTEN	BONHAM ELEMENTARY	8/4/2025
RAMIREZ, YVETTE	2ND GRADE	BONHAM ELEMENTARY	8/4/2025
BURROLA IBARRA, NOEL	5TH GRADE	BURNET ELEMENTARY	8/4/2025
NEWBURG, YVETTE	5TH GRADE	BURNET ELEMENTARY	8/4/2025
PERKINS, JAMIE	6TH GRADE	BURNET ELEMENTARY	8/4/2025
RAMIREZ, ARANZA	2ND GRADE	BURNET ELEMENTARY	8/4/2025
SANDERS, GINGER	LIFE SKILLS	BURNET ELEMENTARY	8/4/2025
ZARAZUA, JASMINE	6TH GRADE	BURNET ELEMENTARY	8/4/2025
MADRID, CHRISSY	REGISTERED NURSE	DE ZAVALA ELEMENTARY	8/4/2025
CHEEK-FLOWERS, YVONNE	LIFE SKILLS	FANNIN ELEMENTARY	8/4/2025
FORTENBERRY, BELYNDA	1ST GRADE	FANNIN ELEMENTARY	8/4/2025
SPERLICH, MEREDITH	KINDERGARTEN	FANNIN ELEMENTARY	8/4/2025
TAYLOR, BREANNA	2ND GRADE	FANNIN ELEMENTARY	8/4/2025
VAN DER HOEVEN, LAURA	PRE-KINDERGARTEN	FANNIN ELEMENTARY	8/4/2025
BROUSSARD, TAYLOR	6TH GRADE	HENDERSON ELEMENTARY	8/4/2025
GARZA, MICHELLE	3RD GRADE	HENDERSON ELEMENTARY	8/4/2025
MALAVE MUNOZ, MARIA CAROLINA	1ST GRADE BIL	HENDERSON ELEMENTARY	8/4/2025
NOCE, JESSICA	5TH GRADE	HENDERSON ELEMENTARY	8/4/2025
OSBORN, TRISCILLA	3RD GRADE	HENDERSON ELEMENTARY	8/4/2025
PRUITT, RACHEL	5TH GRADE	HENDERSON ELEMENTARY	8/4/2025
SANCHEZ, ERIC	PE	HENDERSON ELEMENTARY	8/4/2025
BURKETT, MARK	RESOURCE/INCLUSION (PT)	JONES ELEMENTARY	8/4/2025
MUNOZ, JESSICA	3RD GRADE	JONES ELEMENTARY	8/4/2025
ROBLED0, ISRAEL	RESOURCE/INCLUSION (PT)	JONES ELEMENTARY	8/4/2025
SHADDEN REED, TRACI	6TH GRADE	JONES ELEMENTARY	8/4/2025
SPARKS, STEPHANIE	6TH GRADE	JONES ELEMENTARY	8/4/2025
MURDOCK, MARCIA	RESOURCE/INCLUSION	LONG ELEMENTARY	8/4/2025
NAVARRETE, JIMENA	1ST GRADE	LONG ELEMENTARY	8/4/2025
NAVARRETE, VIRIDIANA	2ND GRADE	LONG ELEMENTARY	8/4/2025
CADENA, CECILIA	PRE-KINDERGARTEN DUAL	MILAM ELEMENTARY	8/4/2025

DUNLAP, MALLORY	5TH GRADE DUAL	MILAM ELEMENTARY	8/4/2025
GOMEZ, ABIGAIL	1ST GRADE DUAL	MILAM ELEMENTARY	8/4/2025
KAMDEM, AIMEE	FOREIGN LANGUAGE	MILAM ELEMENTARY	8/4/2025
MORRISON, TRANCITO	2ND GRADE DUAL	MILAM ELEMENTARY	8/4/2025
PIRELA, SORAIMA	5TH GRADE DUAL	MILAM ELEMENTARY	8/4/2025
ROMO, NOEMI	4TH GRADE DUAL	MILAM ELEMENTARY	8/4/2025
SHERRILL, PERRY	FINE ARTS	MILAM ELEMENTARY	8/4/2025
ELLINGTON, RHONDA	5TH GRADE	RUSK ELEMENTARY	8/4/2025
LEWIS, PENNIE	3RD GRADE	RUSK ELEMENTARY	8/4/2025
REYES, VANESSA	6TH GRADE	RUSK ELEMENTARY	8/4/2025
GLOVER, PAULA	STEM	SOUTH ELEMENTARY	8/4/2025
MENDOZA, MARIO	4TH GRADE	SOUTH ELEMENTARY	8/4/2025
SALCIDO, MONICA	REGISTERED NURSE	SOUTH ELEMENTARY	8/4/2025
HERNANDEZ, CALI	5TH GRADE	PARKER ELEMENTARY	8/4/2025
LOPES, MONICA	KINDERGARTEN	PARKER ELEMENTARY	8/4/2025
REYES, JESSICA	LIFE SKILLS	PARKER ELEMENTARY	8/6/2025
BRAVO, JESSICA	KINDERGARTEN BIL	SANTA RITA ELEMENTARY	8/15/2025
TREVINO, LAURA	KINDERGARTEN	SANTA RITA ELEMENTARY	8/4/2025
COPELAND, MICHELLE	RESOURCE/INCLUSION	SCHARBAUER ELEMENTARY	8/4/2025
JOHNSON-REED, ARKO	KINDERGARTEN	SCHARBAUER ELEMENTARY	8/4/2025
MEINKOWSKY, SHEILA	RESOURCE/INCLUSION	SCHARBAUER ELEMENTARY	8/4/2025
SANDERS, KLAIRE	6TH GRADE	SCHARBAUER ELEMENTARY	8/4/2025
FENTEM, MARTHA	FINE ARTS	CARVER CENTER	8/4/2025
JORDAN, AMEE	3RD GRADE	CARVER CENTER	8/4/2025
RUBIO, ROSA	1ST / 2ND BIL	CARVER CENTER	8/4/2025
DENT, OLIVIA	REGISTERED NURSE, BSN	BUSH ELEMENTARY	8/4/2025
MAULDIN, MELISSA	LIFE SKILLS	BUSH ELEMENTARY	8/4/2025
PLYMELL, REBECCA	PRE-KINDERGARTEN	BUSH ELEMENTARY	8/4/2025
HERNANDEZ PAREDEZ, KAITLYN	3RD GRADE	GREATHOUSE ELEMENTARY	8/4/2025
MCAFEE, SARAH	3RD GRADE	GREATHOUSE ELEMENTARY	8/4/2025
LYNCH, CAMERON	ELEM - ADMINISTRATIVE INTERN	PEASE COMM-TECH ACADEMY	8/18/2025
ROUGEAUX, CANDICE	3RD GRADE	PEASE COMM-TECH ACADEMY	8/4/2025
TIMOFFEEVA, ELVIRA	FINE ARTS	PEASE COMM-TECH ACADEMY	8/26/2025
BOST GARCIA, MARIA	FINE ARTS	BOWIE FINE ARTS ACADEMY	8/4/2025
POOLE, MARY	3RD GRADE	BOWIE FINE ARTS ACADEMY	8/4/2025
SALINAS ELIZONDO, MAYTE	4TH GRADE	BOWIE FINE ARTS ACADEMY	8/11/2025
WARD, LAUREN	PRE-KINDERGARTEN	BOWIE FINE ARTS ACADEMY	8/4/2025
GONZALEZ, DAVID	6TH GRADE	YARBROUGH ELEMENTARY	8/4/2025
CARRILLO, CHRISTINE	5TH GRADE	BUNCHE ELEMENTARY	8/4/2025
CASTANON, ISABEL	6TH GRADE	BUNCHE ELEMENTARY	8/4/2025
DORADO, PERLA	2ND GRADE	BUNCHE ELEMENTARY	8/4/2025
GRAY, AZIZA	5TH GRADE	BUNCHE ELEMENTARY	8/4/2025
JURADO, LINDSEY	1ST GRADE	BUNCHE ELEMENTARY	8/4/2025
MILLER, JACQUELINE	3RD GRADE	BUNCHE ELEMENTARY	8/4/2025
NORRIS, KRISTIN	FINE ARTS	BUNCHE ELEMENTARY	8/4/2025
PEREZ, VERONICA	4TH GRADE	BUNCHE ELEMENTARY	8/4/2025
RONQUILLO, CESAR	PE	BUNCHE ELEMENTARY	8/4/2025
RONQUILLO, KARLA	KINDERGARTEN	141 BUNCHE ELEMENTARY	8/4/2025
SEGOVIA, CRYSTAL	6TH GRADE	BUNCHE ELEMENTARY	8/4/2025

ZUBIA RUBIO, BRISEIDA	KINDERGARTEN	BUNCHE ELEMENTARY	8/4/2025
TORIBIO, DELILAH	REGISTERED NURSE	IDEA TRAVIS ACADEMY	8/11/2025
ALONSO, IVONNE	6TH GRADE	LONE STAR TRAILS EL	8/4/2025
BALTAZAR, ISRAEL	3RD GRADE	LONE STAR TRAILS EL	8/4/2025
BALTAZAR, NICOLE	PRE-KINDERGARTEN	LONE STAR TRAILS EL	8/4/2025
BURNETT, CAYLI	PRE-KINDERGARTEN	LONE STAR TRAILS EL	8/4/2025
COBARRUBIA, RAGAN	REGISTERED NURSE	LONE STAR TRAILS EL	8/4/2025
DIZOL, SASHA	2ND GRADE	LONE STAR TRAILS EL	8/4/2025
GULER, CANAN	2ND GRADE	LONE STAR TRAILS EL	8/4/2025
HAYDEN, MICHELE	6TH GRADE	LONE STAR TRAILS EL	8/4/2025
MOORE, TERESA	4TH GRADE	LONE STAR TRAILS EL	8/4/2025
OBERMANN, AMY	KINDERGARTEN	LONE STAR TRAILS EL	8/4/2025
PERALES, LAURA	5TH GRADE	LONE STAR TRAILS EL	8/4/2025
POWERS, MADDISON	5TH GRADE	LONE STAR TRAILS EL	8/4/2025
RAMIREZ, MARISOL	3RD GRADE	LONE STAR TRAILS EL	8/4/2025
RATCLIFFE, CASSANDRA	4TH GRADE	LONE STAR TRAILS EL	8/4/2025
SHULTZ, MADISON	RESOURCE/INCLUSION	LONE STAR TRAILS EL	8/4/2025

## SECONDARY LEVEL RECOMENDATIONS

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE
COLLINS, ADAM	SOCIAL STUDIES	LEGACY SENIOR HIGH	8/4/2025
FRANCIS, CLARRISSA	CTE	LEGACY SENIOR HIGH	8/4/2025
GARZA, GARRETT	SOCIAL STUDIES	LEGACY SENIOR HIGH	8/4/2025
HAAS, LISA	CTE	LEGACY SENIOR HIGH	8/4/2025
JOHNSON, CHARLES	CTE	LEGACY SENIOR HIGH	8/4/2025
JOHNSON, MEGAN	CTE	LEGACY SENIOR HIGH	8/4/2025
KINMAN, RACHEL	CTE	LEGACY SENIOR HIGH	8/4/2025
KOCAK URBANOVA, ADRIANA	ENGLISH	LEGACY SENIOR HIGH	8/4/2025
LATHAM, JORDAN	CCMR COORDINATOR	LEGACY SENIOR HIGH	8/18/2025
LEEPER, JAY	A+ LAB	LEGACY SENIOR HIGH	8/4/2025
MCMILLAN, GARY	ORCHESTRA ASSISTANT DIRECTOR	LEGACY SENIOR HIGH	8/4/2025
NEVES, JAY	WELDING	LEGACY SENIOR HIGH	8/4/2025
OJO, KEHINDE	MATH	LEGACY SENIOR HIGH	8/4/2025
PRATHER, ANTHONY	THEATER ARTS	LEGACY SENIOR HIGH	8/4/2025
RIVERA, ARIADNA	REGISTERED NURSE, BSN	LEGACY SENIOR HIGH	8/4/2025
RUSSELL, TEVAYAN	RESOURCE/INCLUSION	LEGACY SENIOR HIGH	8/4/2025
SIMPSON JR., ARTHA	CTE	LEGACY SENIOR HIGH	8/4/2025
ALEMAN, JULIA	SCIENCE	MIDLAND SENIOR HIGH	8/4/2025
DEHOYOS, MELISSA	ENGLISH	MIDLAND SENIOR HIGH	8/4/2025
EDWARDS, COLBY	SOCIAL STUDIES	MIDLAND SENIOR HIGH	8/4/2025
GREENE, SHELBY	PE / HEALTH	MIDLAND SENIOR HIGH	8/4/2025
JASTI, SRIDEVI	MATH	MIDLAND SENIOR HIGH	8/4/2025
JOHNSON, PAMELA	MATH	MIDLAND SENIOR HIGH	8/4/2025
JUNIPER, EVELYN	MATH	MIDLAND SENIOR HIGH	8/4/2025
MARTINEZ, LORRINA	RESOURCE/INCLUSION	MIDLAND SENIOR HIGH	8/4/2025

MILLAR, SHAWNISAY	ENGLISH	MIDLAND SENIOR HIGH	8/4/2025
MILLER, GREGORY	MATH	MIDLAND SENIOR HIGH	8/4/2025
NAQVI, SYED	SCIENCE	MIDLAND SENIOR HIGH	8/4/2025
VARGAS, LAURA	SCIENCE	MIDLAND SENIOR HIGH	8/4/2025
BRIAN, CHRISTOPHER	ENGLISH	COLEMAN HIGH SCHOOL	8/4/2025
CHAPMAN, NATHAN	SCIENCE	COLEMAN HIGH SCHOOL	8/4/2025
KING, CHRISTIE	SOCIAL STUDIES	COLEMAN HIGH SCHOOL	8/4/2025
GAMEZ, ERIKA	FOREIGN LANGUAGE	EARLY COLLEGE H S @ MC	8/4/2025
HAMLIN, SARAH	SCIENCE	EARLY COLLEGE H S @ MC	8/4/2025
RHOADS, DAPHNE	SOCIAL STUDIES	EARLY COLLEGE H S @ MC	8/11/2025
SUNDERLAND, DAVID	MATH	EARLY COLLEGE H S @ MC	8/4/2025
REYES, MARIA	ENGLISH	MIDLAND ALTERNATIVE PROG	8/4/2025
TRYON, MELODYE	MATH	MIDLAND ALTERNATIVE PROG	8/4/2025
BERRY, REBECCA	PE / HEALTH	ALAMO JUNIOR HIGH	8/8/2025
COMPTON, MELINDA	RESOURCE/INCLUSION	ALAMO JUNIOR HIGH	8/4/2025
IBRAHIM, IFINA	MATH	ALAMO JUNIOR HIGH	8/4/2025
JORDAN, DANIEL	FINE ARTS	ALAMO JUNIOR HIGH	8/15/2025
MARTIN, SARAH	ENGLISH	ALAMO JUNIOR HIGH	8/4/2025
MUNOZ, CHRISTOPHER	BAND ASSISTANT DIRECTOR	ALAMO JUNIOR HIGH	8/4/2025
RAMIREZ, GABRIELA	MATH	ALAMO JUNIOR HIGH	8/4/2025
STUART, JEFFERY	SOCIAL STUDIES	ALAMO JUNIOR HIGH	8/6/2025
TURNER, BRIVES	CTE	ALAMO JUNIOR HIGH	8/4/2025
VELA, ANTONIO	PE / HEALTH	ALAMO JUNIOR HIGH	8/4/2025
WILLIAMS, PAMELA	RESOURCE/INCLUSION	ALAMO JUNIOR HIGH	8/4/2025
DAVIS, TONY	MATH	LEGACY FRESHMAN HIGH	8/8/2025
GOODEN, CARL	RESOURCE/INCLUSION	LEGACY FRESHMAN HIGH	8/4/2025
GRENIER, MICAELA	THEATER ARTS	LEGACY FRESHMAN HIGH	8/4/2025
HEATH, KYRSTIN	RESOURCE/INCLUSION	LEGACY FRESHMAN HIGH	8/4/2025
MANN, ALYSSA	MATH	LEGACY FRESHMAN HIGH	8/4/2025
OLIVAS, VANESSA	SCIENCE	LEGACY FRESHMAN HIGH	8/11/2025
RHOADES, JONATHAN	CHOIR DIRECTOR	LEGACY FRESHMAN HIGH	8/4/2025
RICHARDSON, KENYA	ENGLISH	LEGACY FRESHMAN HIGH	8/4/2025
VILLARREAL, ADAM	ENGLISH	LEGACY FRESHMAN HIGH	8/4/2025
BODDAPATI, SUMANTH	CTE	MIDLAND FRESHMAN HIGH	8/22/2025
BORJAS, SASKIA	SCIENCE	MIDLAND FRESHMAN HIGH	8/4/2025
BROWN, CIERRA	MATH	MIDLAND FRESHMAN HIGH	8/4/2025
JONES, VICKY	RESOURCE/INCLUSION	MIDLAND FRESHMAN HIGH	8/4/2025
PROCTOR, JULIE	CTE	MIDLAND FRESHMAN HIGH	8/4/2025
ECKEL, CHELSEY	RESOURCE/INCLUSION	SAN JACINTO JUNIOR HIGH	8/4/2025
GILBERT, AVERY	PE / HEALTH	SAN JACINTO JUNIOR HIGH	8/4/2025
HARRIS, SHALAWNDA	RESOURCE/INCLUSION	SAN JACINTO JUNIOR HIGH	8/27/2025
HUXFORD, PAUL	MATH	SAN JACINTO JUNIOR HIGH	8/4/2025
KEGLEY, LOGAN	SOCIAL STUDIES	SAN JACINTO JUNIOR HIGH	8/4/2025
MCROBERTS, MOLLY	SCIENCE	SAN JACINTO JUNIOR HIGH	8/4/2025
SAUCEDA, DEVIN	MATH	SAN JACINTO JUNIOR HIGH	8/4/2025
THOMAS, DELANNA	MATH	SAN JACINTO JUNIOR HIGH	8/4/2025
WOLF, LANCE	AUTISM	SAN JACINTO JUNIOR HIGH	8/4/2025
ALEMAN, MARIA	REACH ASSOCIATE	GODDARD JUNIOR HIGH	8/6/2025
AYERS, SONYA	ENGLISH	GODDARD JUNIOR HIGH	8/4/2025
BARNES, CHRISTINA	ENGLISH	GODDARD JUNIOR HIGH	8/4/2025

ENRIQUEZ, DANIEL	ENGLISH	GODDARD JUNIOR HIGH	8/4/2025
GOODMAN, ERICA	ENGLISH	GODDARD JUNIOR HIGH	8/4/2025
HAMETT, KATHLEEN	RESOURCE/INCLUSION	GODDARD JUNIOR HIGH	8/20/2025
HARRIS, SHALAWNDA	RESOURCE/INCLUSION	GODDARD JUNIOR HIGH	8/27/2025
LAWSON, JASMINE	CTE	GODDARD JUNIOR HIGH	8/8/2025
LINNEY, LORRI	ENGLISH	GODDARD JUNIOR HIGH	8/4/2025
MACIAS, SELINA	SCIENCE	GODDARD JUNIOR HIGH	8/4/2025
MANNING, CAITLYN	TEEN LEADERSHIP	GODDARD JUNIOR HIGH	8/4/2025
MARTINEZ, JONATHAN	PE / HEALTH	GODDARD JUNIOR HIGH	8/4/2025
NAVARRETE, ALEJANDRO	SOCIAL STUDIES	GODDARD JUNIOR HIGH	8/6/2025
REYES, AILEEN	SOCIAL STUDIES	GODDARD JUNIOR HIGH	8/4/2025
SUN, YUTING	SCIENCE	GODDARD JUNIOR HIGH	8/7/2025
TUTT, CATHLEEN	MATH	GODDARD JUNIOR HIGH	8/4/2025
VALDEZ SANCHEZ, MARIA	FINE ARTS	GODDARD JUNIOR HIGH	8/4/2025
VERGEL, RUBIANA	TEEN LEADERSHIP	GODDARD JUNIOR HIGH	8/8/2025
WHITED, RAEGAN	REGISTERED NURSE	GODDARD JUNIOR HIGH	8/4/2025
WILLIAMSON, HENRY	SCIENCE	GODDARD JUNIOR HIGH	8/4/2025
YOUNG, JONI	SOCIAL STUDIES	GODDARD JUNIOR HIGH	8/4/2025
BRINK, BONNIE	MATH	ABELL JUNIOR HIGH	8/4/2025
BROWNLEE, MAEGAN	ENGLISH	ABELL JUNIOR HIGH	8/4/2025
CAMPBELL, MICHAEL	MATH	ABELL JUNIOR HIGH	8/4/2025
CROWLEY, BRITTANY	ENGLISH	ABELL JUNIOR HIGH	8/4/2025
HILTON, MICHAEL	SCIENCE	ABELL JUNIOR HIGH	8/4/2025
LEWIS, DESMOND	ENGLISH	ABELL JUNIOR HIGH	8/4/2025
LOYA, LUIS	SPANISH	ABELL JUNIOR HIGH	8/4/2025
MARQUEZ, KARLA	SPANISH	ABELL JUNIOR HIGH	8/4/2025
MARTINEZ, ELIDA	ENGLISH	ABELL JUNIOR HIGH	8/4/2025
MENDOZA, SHELSEA	SCIENCE	ABELL JUNIOR HIGH	8/4/2025
MORRIS, BECKY	ENGLISH	ABELL JUNIOR HIGH	8/4/2025
NUNEZ, EMILY	MATH	ABELL JUNIOR HIGH	8/4/2025
ORTIZ, OLGA	BALANCED LITERACY	ABELL JUNIOR HIGH	8/4/2025
SHERWOOD, ROBERT	ORCHESTRA DIRECTOR	ABELL JUNIOR HIGH	8/4/2025
TICE, ELLIOT	SOCIAL STUDIES	ABELL JUNIOR HIGH	8/4/2025
ZAMARRIPA, CASSANDRA	ENGLISH	ABELL JUNIOR HIGH	8/4/2025
ZAMORA, WENDI	MATH	ABELL JUNIOR HIGH	8/4/2025

### ADMINISTRATIVE LEVEL RECOMMENDATIONS

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE
ALANIZ, RUBY	SPEECH PATHOLOGIST ASST	ADMINISTRATION	8/4/2025
CLIFTON, KEITHA	TALENT DEVELOPMENT	ADMINISTRATION	8/25/2025
HOLEVA, EMILY	DIST COMMUNITY CONNECTIONS & FOUNDATION	ADMINISTRATION	8/18/2025
TORRES, LINDSEY	DEAF & HARD OF HEARING	ADMINISTRATION	8/4/2025
URIAS, MICHELLE	VISUAL IMPAIRED	ADMINISTRATION	8/4/2025
WAGNER, DAVID	STUDENT INFORMATION SYSTEMS	ADMINISTRATION	8/4/2025



**OFFICE OF HUMAN CAPITAL MANAGEMENT**

615 W. Missouri Avenue, Midland, Texas 79701

[www.midlandisd.net](http://www.midlandisd.net)

# August 2025 Resignations

## ELEMENTARY LEVEL RESIGNATIONS

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE
GRAHAM, ASHLEY	2ND GRADE	BONHAM ELEMENTARY	8/26/2025
WATTS, DEBRA	KINDERGARTEN	BONHAM ELEMENTARY	8/12/2025
WATTS, DEBRA	KINDERGARTEN	BONHAM ELEMENTARY	8/12/2025
QUEZADA, ANA	LIFE SKILLS	BURNET ELEMENTARY	8/5/2025
BROCK, KATHERINE	6TH GRADE	FANNIN ELEMENTARY	8/6/2025
GAMINO HERNANDEZ, MONICA	KINDERGARTEN	JONES ELEMENTARY	8/28/2025
CORREA, TANEISHA	KINDERGARTEN	EMERSON ELEMENTARY	8/18/2025
LOAIZA RINCON, IRMA	KINDER BIL	RUSK ELEMENTARY	8/29/2025
MOLINAR, JORGE	5TH GRADE	SCHARBAUER ELEMENTARY	8/5/2025
O'ROURKE, RIKKI	LIBRARY MEDIA SPECIALIST	SCHARBAUER ELEMENTARY	8/8/2025
RUBIO, ROSA	1ST / 2ND BIL	CARVER CENTER	8/22/2025
CASILLAS, ROSEMARY	REGISTERED NURSE	BUNCHE ELEMENTARY	8/15/2025
HEREDIA, KAYLA	1ST GRADE	BUNCHE ELEMENTARY	8/8/2025
PETERSON, JENNIFER	5TH GRADE	BUNCHE ELEMENTARY	8/8/2025

## SECONDARY LEVEL RESIGNATIONS

NAME	JOB CLASS	CAMPUS/DEPARTMENT	EFFECTIVE DATE
MARTINEZ, ANNELIESE	ATHLETIC TRAINER	LEGACY SENIOR HIGH	8/18/2025
PAGE, ABIGAIL	SOCIAL STUDIES	LEGACY FRESHMAN HIGH	8/20/2025
ROJAS, MIRNA	SPANISH	LEGACY FRESHMAN HIGH	8/11/2025
KLATTENHOFF, JOHN	CTE	MIDLAND FRESHMAN HIGH	8/13/2025
RENTERIA, MARIA	FRHS - COUNSELOR	MIDLAND FRESHMAN HIGH	8/8/2025
VERGEL, RUBIANA	TEEN LEADERSHIP	GODDARD JUNIOR HIGH	8/26/2025
ORTIZ, OLGA	BALANCED LITERACY	ABELL JUNIOR HIGH	8/29/2025
RODRIGUEZ, DENISE	MATH	ABELL JUNIOR HIGH	8/6/2025

### ADMINISTRATIVE LEVEL RESIGNATIONS

<b>NAME</b>	<b>JOB CLASS</b>	<b>CAMPUS/DEPARTMENT</b>	<b>EFFECTIVE DATE</b>
FALCON, MARY JO	PAYROLL	ADMINISTRATION	8/1/2025
LAWRENCE, DEBRA	FINANCE SUPERVISOR	CHILD NUTRITION SERVICES	8/29/2025
LEWALLEN, ERIC	NETWORK ADMIN SPECIALIST	ADMINISTRATION	8/19/2025

### RETIREMENTS/OTHER

<b>NAME</b>	<b>JOB CLASS</b>	<b>CAMPUS/DEPARTMENT</b>	<b>EFFECTIVE DATE</b>
MCNABB, CYNTHIA	EXEC ASST - SUPT / BOARD LIAISON	ADMINISTRATION	8/29/2025

### 13. Adjourn

*If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.*

The notice for this meeting was posted in compliance with the Texas Open Meetings Act on \_\_\_\_\_.