

# Public Notice of Special Called Meeting

## The Board of Trustees Copperas Cove Independent School District

A Special Called Meeting of the Board of Trustees of Copperas Cove Independent School District will be held Monday, June 8, 2026, beginning at 5:00 PM in the CCISD Board Room, 408 S. Main St., Copperas Cove, TX 76522.

If, during the course of the meeting, the Board may lawfully conduct a closed meeting as to all or part of any item on the agenda, then, in accordance with applicable law, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). The Board shall not conduct a closed meeting unless a quorum of the Board first convenes in an open meeting for which proper notice has been given. Before any closed meeting is conducted, the presiding officer will publicly identify the section or sections of the Open Meetings Act or other applicable law authorizing the closed meeting. All final votes, actions, or decisions regarding any matter deliberated in a closed meeting shall only be taken in open meeting for which proper notice has been given. [See BEC(LEGAL)]

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice.

1. Call to Order
2. Citizen Comments
3. Good Things
  - A) Superintendent Recognition of Staff
4. Consideration to Approve a Resolution Regarding Expenditures of Un-Projected Revenues; Staff, Retention Bonuses; Amendments to the 2025-2026 Budget; Expenditures over \$50,000, Addressing Capital Needs; and Future Budget Relief
5. Closed Session
  - A) If, during the course of the meeting, the Board determines that a closed session is required, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Tex. Government Code, including but not limited to:
    - 551.071** Private consultation with the Board's attorney  
Private consultation with the District's attorney pursuant to Texas Government Code Section 551.071 to seek the advice of the District's attorney about: (A) pending or contemplated litigation; and/or (2) on a matter which the duty of the attorney to the government body clearly conflicts with the Texas Open Meetings Act
    - 551.072** Discussing purchase, exchange, lease, or value of real property
    - 551.073** Discussing negotiated contracts for prospective gifts or donations
    - 551.074** Discuss the appointment, employment, evaluation, duties, discipline, or

dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee.

**551.075** To confer with employees of the school district to receive information or to ask questions

**551.076** Considering the deployment, specific occasions for or implementation of security personnel or devices

**551.083** Considering the standards, guidelines, terms, or conditions the Board will follow or will instruct its representatives to follow, in consultation with representatives of employee groups

**551.084** Excluding witness from a hearing

6. Open Session
7. Consider and Take Possible Action Regarding the Resignation of Trustee Heather Copeland, Place 5
8. Consider and Take Possible Action Regarding Appointment of a Trustee to Fill the Unexpired Term for Place 5
9. Adjourn

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on:  
June 2, 2026

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For the Board of Trustees

**COPPERAS COVE INDEPENDENT SCHOOL DISTRICT  
BOARD OF TRUSTEES**

|          |                                       |                 |                 |
|----------|---------------------------------------|-----------------|-----------------|
| Date:    | <u>6/8/2026</u>                       | Presented By:   | <u>Dr. Hawk</u> |
|          | <u>Consideration to approve Board</u> | Related Page(s) | <u>Attached</u> |
| Subject: | <u>Resolution, etc.</u>               |                 |                 |

**Action**

**BOARD GOAL:**

**GOAL II: OPERATIONS** (Performance Goals: 5—Management of Administrative, Fiscal, and Facilities Function)

- **GOAL:** The district will be good stewards of taxpayer funds. The administration will implement specific procedures for budget development and expenditures to monitor spending and live within projected resources.

**BACKGROUND INFORMATION:**

The district was fortunate to encumber two sources of revenue this year that has not been budgeted: 1) Property Value Study Appeal (\$2.7 million dollars), and 2) Military Impact Aide (\$2.7 million dollars). I would ask for the ability to spend these funds in this way: 1) Fund the employees that are set to receive a 3% raise an additional \$500 retention bonus and the teachers would receive an additional \$500 for a total of \$1000 retention stipend paid out in August. This will help these groups offset the increase in insurance premiums. 2) LED lighting phase 3- this will retrofit the campus lighting to LED on all non-bond campuses. The district would see a payback over years to reduce the rising electricity cost. 3) Purchase one-time capital and deferred maintenance projects that would provide relief to the strained 2026-2027 budget.

**RECOMMENDATION:**

Administration recommends approval of the resolution as presented.

**BOARD ACTION REQUIRED**

Motion, second, vote

**COPPERAS COVE INDEPENDENT SCHOOL DISTRICT’S RESOLUTION  
REGARDING EXPENDITURES OF UNPROJECTED REVENUE; STAFF RETENTION  
BONUSES; AMENDMENT TO THE 2025-2026 BUDGET; EXPENDITURES OVER  
\$50,000; ADDRESSING CAPITAL NEEDS; AND  
FUTURE BUDGET RELIEF**

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**WHEREAS**, the Board of Trustees of Copperas Cove Independent School District (the “Board”) has determined that certain revenues received during the 2025-2026 fiscal year were not anticipated in the adopted budget; and

**WHEREAS**, during the 2025-2026 fiscal year, the District received unprojected revenues of approximately \$2.7 million in federal Impact Aid funding, and approximately \$2.7 million resulting from Property Value Study and related state funding adjustments; and

**WHEREAS**, the Board has identified opportunities to utilize unprojected revenues to support employee recruitment and retention, address deferred maintenance and capital improvement needs, and implement cost saving measures intended to provide budget relief and strengthen the District's financial position for the 2026–2027 fiscal year; and

**WHEREAS**, the Board has determined that increasing compensation for teachers and other District employees will support employee retention, recruitment, morale, and will promote continuity in educational services; and

**WHEREAS**, the Board has determined that investment in energy efficient lighting and related facility improvements will reduce future operating expenses, improve District facilities, and provide long term budgetary relief; and

**WHEREAS**, the Board has determined that certain capital improvements, deferred maintenance projects, equipment and vehicle replacements, and transportation related expenditures are necessary to support District operations, address infrastructure needs, and reduce future costs;

**WHEREAS**, the Board has determined that, due to inadequate state funding, the District must address identified operational and infrastructure needs to reduce future financial pressures, and that the actions authorized by this Resolution are in the best interests of the District and will promote efficient operations, and financial stability; and

**WHEREAS**, the Board has determined that it is in the best interest of the District to delegate certain authority to the District’s Superintendent of Schools to implement and execute the purposes of this Resolution.

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**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE COPPERAS COVE INDEPENDENT SCHOOL DISTRICT AS FOLLOWS:**

1. It is found that the foregoing recitals are true and correct and are hereby adopted as findings of fact by the Board of Trustees of the Copperas Cove Independent School District.
2. The Board hereby directs the Superintendent to amend the 2026-2027 employee compensation plan to include a \$1,000 retention bonus for teachers, and a \$500 retention bonus for all other eligible employees who received the 3% salary increase.
3. The Board hereby determines that capital improvement needs and deferred maintenance projects shall be procured as appropriate and in compliance with Board policy, and applicable laws, and authorizes amendments to the District budget as necessary to properly account for the expenditures of non-projected revenues.
4. The Board hereby delegates to the District's Superintendent of Schools the authority to work with the District's legal counsel to negotiate the necessary contracts pertaining to the capital improvements and maintenance projects on behalf of the Board and in compliance with Board policy.
5. With respect to capital improvement, transportation related, and deferred maintenance projects, the Board hereby delegates to the Superintendent of Schools, or the Superintendent's designee, authority to administer and oversee all procurement and contracting activities as permitted by Texas law, including the development and issuance of solicitations, establishment of evaluation criteria and processes, publication of required notices, appointment and use of evaluation committees, receipt and evaluation of submissions, negotiation of contracts, and performance of all other actions necessary or incidental to the procurement and execution of such projects.
6. The Board further delegates to the Superintendent or his designee the authority to publish and negotiate the terms and conditions of such contracts.
7. This Resolution shall take effect immediately.

**PASSED, ADOPTED, and APPROVED** this \_\_\_ day of \_\_\_\_\_ 2026, by the Board of Trustees of the Copperas Cove Independent School District by the following vote:

| <b><u>Board Members</u></b> | <b><u>Aye</u></b> | <b><u>No</u></b> | <b><u>Abstain</u></b> | <b><u>Absent</u></b> |
|-----------------------------|-------------------|------------------|-----------------------|----------------------|
| Joan Manning                | _____             | _____            | _____                 | _____                |
| Timothy Traeger             | _____             | _____            | _____                 | _____                |
| Sherry Hoffpauir            | _____             | _____            | _____                 | _____                |

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John Gallen \_\_\_\_\_  
Samantha Wilson \_\_\_\_\_  
Heather Copeland \_\_\_\_\_  
Jeff Gorres \_\_\_\_\_

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Joan Manning  
President, Board of Trustees

ATTEST:

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Heather Copeland  
Secretary, Board of Trustees

