



Waxahachie
INDEPENDENT SCHOOL DISTRICT

411 N. Gibson St. Waxahachie, TX 75165 • 972-923-4631 Phone • 972-923-4759 Fax. • wisd.org

Called Meeting and Workshop | AGENDA
Monday, August 26, 2024
4:00 PM
Live Stream:
<https://www.youtube.com/waxahachieisd>

A Called Meeting and Workshop of the Board of Trustees of Waxahachie Independent School District will be held Monday, August 26, 2024, beginning at 4:00 PM in the Waxahachie ISD Administration Building, 411 N. Gibson St., Waxahachie, TX 75165.

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

- I. CALL TO ORDER.
 - A. Announcement by the presiding officer that a quorum is present, that the meeting has been duly called, and that notice of the meeting has been duly posted for time and manner required by law.
- II. WORKSHOP.
 - A. Academic Review Workshop.
- III. CLOSED SESSION. Section 551.001 et seq. (if necessary)
 - A. Deliberation regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, including discussing complaints, hiring, resignation, termination, proposal for non renewal, proposal for termination, evaluation, promotion or demotion of personnel. Gov't Code 551.074
 - B. Deliberating the purchase, exchange, lease or value of real property. Gov't Code 551.072
 - C. Deliberation regarding security devices, personnel deployment, or security audits. Gov't Code 551.076.
 - D. Consulting privately with the board's attorney concerning contemplated litigation. Gov't Code 551.071.
- IV. RECONVENE TO OPEN SESSION.
- V. OPEN FORUM: Hearing of individuals or committees.**
- VI. OPEN PUBLIC HEARING.
 - A. Conduct a public hearing regarding the proposed 2024-2025 fiscal year budget and proposed M&O and I&S tax rates. 4
- VII. CLOSE PUBLIC HEARING.
- VIII. CONSENT ITEMS.
 - A. Consideration with possible action to approve the 2024-2025 Waxahachie ISD Compensation Plan. 5
 - B. Consideration with possible action to approve the quote for renewal of unemployment compensation insurance from TASB Risk Management fund at a cost not to exceed \$55,324. 7
 - C. Consideration with possible action to approve the renewal of workers compensation insurance coverage with Texas Political Subdivisions (TPS) Joint Self-Insurance Fund for the 2024-2025 fiscal year at a cost not to exceed \$398,290. 14

D.	Consideration with possible action to approve property/casualty, automobile liability, general liability, school board legal liability coverage from Texas Political Subdivisions (TPS) Joint Self-Insurance Fund at a cost not to exceed \$1,662,049.	17
E.	Consideration with possible action to approve contracts to conduct property value study audits from 2021-2022, 2022-2023, and 2023-2024 fiscal years for the purpose of verifying state funding accuracy with Linebarger, Goggan, Blair & Sampson, LLP on a contingent fee based on 10% of additional state aid qualified for. Additionally, consideration with possible action to approve a contract for the same service in 2024-2025 and future property value studies with the same contingent fee terms.	29
F.	Consideration with possible action to approve final amended 2023-2024 budgets	32
G.	Consideration with possible approval of the travel of the Career and Technical students for the All-American High School Film Festival in October.	43
H.	Consideration with possible action to approve a revised pay structure and stipend list.	44
I.	Consideration with possible action to approve a position upgrade as discussed in closed session.	71
IX.	ACTION ITEMS.	
A.	Consideration with possible action to adopt the proposed 2024-2025 fiscal year budget for the General Fund, Debt Service Fund, and the Child Nutrition Fund.	73
B.	Consideration with possible action to adopt the 2024-2025 maintenance and operations tax rate of \$0.7552 and interest & sinking rate of \$0.4129 for a total tax rate of \$1.1681 per \$100 in valuation.	75
C.	Consideration with possible action to name a delegate to the Texas Association of School Board's (TASB) Board Delegation.	77
X.	ADJOURN.	

If, during the course of the meeting, a 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, Texas Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). 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. [See BEC(LEGAL)]

Regular meetings of the Waxahachie ISD Board of Trustees begin at 5 p.m. To respect the time of those being recognized, recognitions will not begin before 6 p.m., and agenda items may be taken out of order to accommodate recognitions. Those being recognized are asked to arrive by 6 p.m.

*Audience participation is limited to the time allotted for those individuals who submit a Public Comment Card indicating the agenda or non-agenda topic they wish to address. At all other times during Board Meetings, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer. Speaker presentation time will be set by the Board President at the Board dais. No action may be taken regarding the information received by the Board.

**In accordance with state law, public comment may not be used to voice a complaint involving the naming of specific individuals, including but not limited to the names of district employees or students, even if the matter is listed on the agenda. Additionally, no information that may be reasonably linked to an individual person may be spoken about during public comment. All complaints may be directed through the appropriate administrative channels before being presented to the Board:

Students/Parents – Board Policy FNG(LOCAL);
Employee – Board Policy DGBA(LOCAL); or,
Community Member – Board Policy GF(LOCAL).

This agenda (one or more pages) is part of a document entitled NOTICE OF MEETING in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551. The Waxahachie ISD Administration Building, Board Room, 411 North Gibson Street, Waxahachie, Texas, 75165 is wheelchair accessible. A curb slope entry is available at the rear entrance.

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2024 **Presented By:** Ryan Kahlden

Subject: Public Hearing on Budget and Tax Rates **Related Page(s)** _____



EXECUTIVE SUMMARY:

In accordance with TEC §44.004, the District will conduct a public hearing regarding the proposed 2024-2025 fiscal year budget and proposed M&O and I&S tax rates.

ATTACHMENTS:

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
X	Priority #4	Financial Integrity

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2024 **Presented By:** Ryan Kahlden

Subject: Compensation Plan for 2024-2025 **Related Page(s)** _____

**Consent
Agenda Item**

EXECUTIVE SUMMARY:

The compensation plan for the 2024-2025 school year is presented for approval. While it is not common for the compensation plan to be presented outside of the annual budget book, there is a great desire within the administration to deploy staff pay increases for all staff if sufficient unanticipated funding is received during the fiscal year. This plan outlines that desire and would allow for such mid-year increases to be made.

ATTACHMENTS:

Compensation plan for 2024-2025

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
X	Priority #4	Financial Integrity

RECOMMENDATION:

Approve 2024-2025 compensation plan as presented

Compensation Plan for 2024-2025

Management is proposing no salary increases for all staff for the 2024-2025 school year. During the 2023-2024 fiscal year, management reviewed salary concerns from various departments and made appropriate adjustments to market value. Given the currently proposed funding available for the 2024-2025 fiscal year, funds are not currently available to appropriately increase compensation levels for all staff.

In addition to the stated compensation offered to employees, the District maintains a deferred compensation program for all staff that provides a net \$200 payment around the first week of December. This payment is on-top of published salary schedules and is available for all staff who are employed and work at least one-day before November 15 of the current calendar year.

The district is planning to continue utilizing the compensation for substitute positions that was enhanced with ESSER III funding.

The district remains committed to providing competitive salaries for our teaching staff, compared to surrounding districts as compiled as part of the United Educators Association (UEA) of Texas, DFW area salary survey for 2023-2024. In reviewing this survey, we noticed that the early career salaries for the district's teachers, librarians, counselors, and nurses were not as competitive with the surrounding metroplex schools as the more experienced salaries are. To address salary competitiveness, the district is taking a hard look at our staffing levels and becoming more lean where able to utilize cost savings for additional compensation, as appropriate.

At the publishing of this budget, the Texas Legislature is not expected to convene in a special session to address school district funding levels. If additional funds are made available to districts as a result of any regular or special session during this school year, or additional funds made available as a result of student enrollment beyond expectations, the district reserves the right to increase compensation for staff mid-year.

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2024 **Presented By:** Ryan Kahlden

Subject: Renew Unemployment Compensation Insurance **Related Page(s)** _____



EXECUTIVE SUMMARY:

The district utilizes the TASB Risk Management Fund intergovernmental risk pool to provide unemployment compensation insurance. The contribution rates for this line of coverage have remained relatively unchanged since we began participation with the fund. Renewal of this coverage is recommended.

ATTACHMENTS:

Renewal information from TASB Risk Management Fund for unemployment compensation insurance

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
X	Priority #4	Financial Integrity

RECOMMENDATION:

Approve renewal of unemployment compensation insurance for the 2024-2025 school year with the TASB Risk Management Fund.



July 23, 2024

Ryan Kahlden

Waxahachie ISD

Dear Ryan Kahlden,

The TASB Risk Management Fund is pleased to provide the following proposal for renewing your coverage for the coming year. The proposal reflects the Fund's ongoing commitment to the risk sharing partnership among its more than 1,000 members.

The Fund is the oldest and largest governmental risk pool serving public schools and other educational entities in Texas. The Fund is governed by a 19-member board of school trustees, superintendents, and administrators from member districts. The board ensures the Fund remains financially strong and responsive to member needs.

Fund programs and coverages continue to support the risks shared by Fund members but also reflect the challenging environments that Fund members face today.

The coverage proposal on the following pages includes terms and contribution amounts for the programs in which your organization participates. A summary of coverage changes and updates to the Fund's Coverage Agreements is included in this proposal. Coverage Agreements can also be accessed on the Fund's website.

Please review all terms, provisions, and features of this renewal proposal. When ready, you may accept your renewal proposal by signing the Contribution & Coverage Summary (CCS) and returning it by email to me or to TASBRMF@tasbrmf.org. You may also complete the electronic acceptance using the link in the renewal email sent to the designated Program Contact.

Please note, if you take no action, coverage will automatically renew under the terms of this renewal proposal. If you wish to terminate coverage, the Fund must receive written notice of termination at least 30 days prior to your renewal date. If you are unsure of your plans to renew or have questions about this renewal proposal or any aspect of your Fund membership, please contact Jennifer Jones or any member of TASB's Underwriting or Marketing teams at 800.482.7276.

Thank you for your membership in the TASB Risk Management Fund and your partnership with all Fund members. The Fund is proud to be your partner in managing risks and serving the students in your community.

Sincerely,
Jennifer Jones
Senior Risk Management Consultant
Division of Risk Management Marketing & Strategic Partnerships
Texas Association of School Boards, Inc.

TASB Risk Management Fund
12007 Research Blvd., Austin, Texas 78759-2439
P.O. Box 301, Austin, Texas 78767-0301
Toll-Free: 800.482.7276 | Austin area: 1 (512) 505-2814

CC:



Waxahachie ISD

Contribution & Coverage Summary (CCS)
Participation Period: 10/1/2024 through 9/30/2025

The following is a summary of coverages, limits, deductibles, and contribution amounts. More information about coverage, limits, deductibles, terms, and conditions are found on the following pages and are part of this CCS. Please review all pages of this CCS document and associated Fund Coverage Agreements.

This is not a declarations page. The Fund is not insurance but a self-insured risk pool through which members agree to share risk and actively participate in their contractual obligations as a member of the Fund.

Coverage	Limit	Deductible	Contribution
Unemployment Compensation	Statutory	No Deductible	\$55,324
Total Contribution			\$55,324

THIS IS NOT AN INVOICE. The TASB Risk Management Fund will issue an invoice when coverage is accepted by the Member. Total Contribution is an estimate and is subject to exposure audit.



Waxahachie ISD

Unemployment Compensation Participation Period: 10/1/2024 through 9/30/2025 Total Contribution: \$55,324

The following is a description of Unemployment Compensation (UC) coverage.

Unemployment Compensation Coverage	Contribution
UC – Pool	\$55,324

Unemployment Compensation Provisions

Agreement: This Agreement provides coverage for statutory unemployment compensation benefits and assistance with general unemployment compensation matters such as administrative hearings and filings with the Texas Workforce Commission (TWC). Coverage does not extend to litigation involving unemployment claims or other employment related matters.

As part of this Agreement, the Fund assumes responsibility for the Fund Member’s quarterly claim payments payable to TWC during the Participation Period. All benefit credits and reimbursements, including but not limited to federal CARES Act credits, received during or attributable to any period of the Fund Member’s participation in the Fund’s UC program for which the Fund paid benefits, are owed to the Fund. The Fund Member must be a reimbursing employer pursuant to the Texas Unemployment Compensation Act (TUCA) and must execute a Power of Attorney permitting the Fund to represent the Fund Member in its relations with TWC.

The Fund Member agrees to comply with the provisions of the TUCA, to respond timely to TWC requests and reporting requirements, and to comply with TWC rules and procedures. The Fund Member also agrees to implement loss prevention and cost containment recommendations from the Fund related to unemployment compensation benefits. The Fund Member agrees to submit wage reports through electronic reporting to the Fund or TWC according to Fund and TWC requirements. Any fines or penalties imposed for the Fund Member’s failure to comply with the TUCA will be the sole responsibility of the Fund Member. If the Fund advances payment of any fine or penalty, the Fund Member agrees to reimburse the Fund for all such costs. Upon termination of this coverage, the Fund Member agrees to assume responsibility for claim payments and reports due to the TWC.

Contribution: The contribution shown on this Contribution and Coverage Summary (CCS) is developed by the Fund and is based on the Fund’s overall expected unemployment compensation claims costs for the Participation Period and each individual Fund Member’s claims experience. The contribution is not adjustable during the coverage period due to changes in the Fund Member’s wages. However, the contribution may be adjusted by the Fund if payments due to TWC for the Fund Member’s unemployment compensation benefit payments for this Participation Period exceed 300% of the Fund Member’s annual UC contribution. The additional contribution adjustment will be based solely on the Fund Member’s own claims.

Assistance: The Fund’s services include assistance to the Fund Member with TWC hearings. Fund Member’s request for assistance constitutes authorization for the Fund to appoint an attorney to provide representation to the Fund Member before the TWC and for such attorney and other Fund representatives to have privileged communications with the Fund Member regarding claims subject to TWC administrative proceedings. The Fund’s assistance of the Fund Member under this provision does not extend to litigation involving unemployment claims or other employment-related matters.



Program Coordinators

The Fund Member is required to designate a Program Coordinator (Coordinator) with express authority to represent and bind the Fund Member in all program matters. Below are the current Coordinators associated with the Fund Member. If a Coordinator’s name and e-mail address are not listed or the Coordinator identified needs to be updated, please provide updated information to the Fund as soon as possible or include updates on this document.

Current Program Coordinators

Program	Name	Title	E-mail
TASB RMF- Unemployment Compensation	Ryan Kahlden	Assistant Superintendent of Finance	rkahlden@wisd.org

Program Coordinator Updates

Program	Name	Title	E-mail

If accepting this proposal electronically, you may scan and email this page to tasbrmf@tasbrmf.org to provide Program Coordinator updates.



Contribution & Coverage Summary General Provisions

Coverage: This CCS and the Fund’s corresponding Coverage Agreements for this Participation Period outline the coverage terms and limits.

Claims Reporting: The Fund Member will provide to the Fund timely notice of all claims as required in the Interlocal Participation Agreement, the applicable Fund Coverage Agreement, and this CCS. The lack of timely notice may result in a loss of coverage.

Definitions: Any terms not defined in this CCS will use the definition for that term from the corresponding Fund Coverage Agreement.

Payment: The Fund Member agrees to pay contributions based on a plan developed by the Fund. All contributions are payable upon receipt of an invoice from the Fund. The Fund will determine the contribution for each program and how each contribution is applied.

Termination: In addition to any CCS-specific provisions, the Interlocal Participation Agreement outlines the termination-related provisions that govern this CCS. These provisions include that this CCS may be terminated by either party, with termination effective at the end of the Participation Period, by giving written notice to the other party no later than 30 days before the end of the Participation Period. If the Fund Member ceases to be an Active or Associate member of the Texas Association of School Boards, Inc., this CCS will terminate at the end of the Participation Period, and the Fund will not offer a renewal CCS. If neither party terminates this CCS, any renewal CCS offered by the Fund becomes effective based on the terms of the renewal CCS and will bind the Fund Member.

Fund Member Authorization:

I approve this Contribution and Coverage Summary (CCS) and certify that this information is correct. I affirm that I am duly authorized to approve this CCS and that I have read and agree to this CCS and the Interlocal Participation Agreement.

Authorized Signature

Date

Printed Name

Title

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2024 **Presented By:** Ryan Kahlden

Subject: Workers Compensation Insurance Renewal 2024-2025 **Related Page(s)** _____



EXECUTIVE SUMMARY:

The district has utilized Texas Political Subdivisions (TPS) to provide workers compensation insurance coverage for a couple of school years.

This renewal is based on estimated payroll and will be audited by the carrier at the end of this fiscal year. An additional premium may be due based on actual payroll for this fiscal year.

ATTACHMENTS:

Renewal quote from TPS

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
X	Priority #4	Financial Integrity

RECOMMENDATION:

Approve renewal of workers compensation insurance coverage from Texas Political Subdivisions Joint Self-Insurance Fund for the 2024-2005 school year at price not to exceed \$398,290.

TEXAS POLITICAL SUBDIVISIONS JOINT SELF-INSURANCE FUND

PROPOSAL

Waxahachie ISD

Rating Period

September 01, 2024 to September 01, 2025

COVERAGE for RATING PERIOD	LIMIT of LIABILITY	TOTAL ANNUAL CONTRIBUTION
Workers' Compensation Injury or Illness - Each Employee	Statutory	\$398,290
Employer's Liability Bodily Injury by Accident - Each Accident Bodily Injury by Disease - Each Employee Bodily Injury by Disease - Interlocal Agreement	\$100,000 \$100,000 \$500,000	Included
Total Annual Contribution		\$398,290

Payment Options:

- TPS Guaranteed Cost Quote offers a monthly pay plan as follows:
 - Initial installment of \$42,319
 - with 11 monthly installments of \$32,361

- TPS Guaranteed Cost Quote offers a quarterly pay plan as follows:
 - Initial installment of \$107,041
 - with 3 quarterly installments of \$97,083

- TPS Annual Pay Plan: \$398,290

PAYROLL WORKSHEET

Member: Effective: 9/1/2024 to 9/1/2025 Rates Eff.: 6/1/2013 Contract Number:
 Waxahachie ISD

Code	Classification of Operations	No. of Employees	Payroll Estimate	Per \$100 of Payroll	Manual Contribution Before Adjustment
8810	Clerical Office Employees Noc	144	\$4,597,344	0.25	\$11,493
8868	School: Professional Employees	1,276	\$77,228,870	0.79	\$610,108
9101	School: All Other Employees & Drivers	380	\$10,631,284	4.42	\$469,903
Totals:		1,800	\$92,457,498		\$1,091,504

Guaranteed Cost

(1) Total Manual Contribution Before Adjustment (Column Total)	\$1,091,504
(2) Increased Employers Liability Factor	1.00
(3) Line 1 X Factor on Line 2 = Adjusted Manual Contribution	\$1,091,504
(4) Experience Modifier	0.89
(5) Line 3 X Factor on Line 4 = Standard Contribution	\$971,439
(6) Fund Factor	0.4100
Basic Contribution	\$398,290
Total Contribution	\$398,290

Payment Options:

- TPS Guaranteed Cost Quote offers a monthly pay plan as follows:
- | | |
|---------------------------------|----------|
| Initial installment of | \$42,319 |
| with 11 monthly installments of | \$32,361 |
- TPS Guaranteed Cost Quote offers a quarterly pay plan as follows:
- | | |
|----------------------------------|-----------|
| Initial installment of | \$107,041 |
| with 3 quarterly installments of | \$97,083 |
- TPS Annual Pay Plan: \$398,290

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2024 **Presented By:** Ryan Kahlden

Subject: Property/Casualty Insurance Renewal 2024-2025 **Related Page(s)** _____



EXECUTIVE SUMMARY:

The district has utilized Texas Political Subdivisions (TPS) to provide property/casualty, automobile, and error & omissions insurance coverage for a couple of school years.

Our property reinsurance quote represents a 20% increase in our premiums from the 2023-2024 fiscal year; 11% due to rising costs of insurance and roughly 9% due to added value of coverage. Also, our wind/hail deductible has increased from 1% to 2%, which is becoming more of the industry standard. The increase in our quoted premium is approximately \$277,800.

ATTACHMENTS:

Proposed coverage lines from TPS

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
X	Priority #4	Financial Integrity

RECOMMENDATION:

Approve renewal of property/casualty and auto liability insurance coverage from Texas Political Subdivisions Joint Self-Insurance Fund for the 2024-2025 school year at price not to exceed \$1,662,049.

SUMMARY OF PROPOSAL

Waxahachie ISD

09-01-2024 to 09-01-2025

COVERAGE	DEDUCTIBLE	TOTAL CONTRIBUTION
General Liability	Various See Proposal Page	\$7,125
School Board Legal Liability	\$25,000 Per Claim	\$42,526
Auto Liability	Various See Proposal Page	\$50,055
Physical Damage	Various See Proposal Page	\$39,966
Garagekeepers	Various See Proposal Page	\$562
Property	Refer to Property Proposal	\$1,503,015
Electronic Data, Media and Hardware	\$1,000 Per Occurrence	Included
Contractor's Equipment	\$1,000 Per Occurrence	Included
Musical/Band Instruments & Uniforms	\$1,000 Per Occurrence	Included
Equipment Breakdown	\$10,000 Per Accident	Included
Crime	Refer to Crime Proposal	\$1,708
Cyber Liability	Refer to Highlights	\$17,092
Crisis Management	Refer to Highlights	Included at no charge
Foreign & Domestic Terrorism	\$10,000 Per Occurrence	Applies to Property coverage only
Total Contribution		\$1,662,049

SPECIAL CONDITIONS:

Please note that the revised Property Coverage Document will be added effective 9/1/24. The mandatory addenda have been incorporated into the form. A copy of the revised form will be included with the proposal. Additionally, there is a new addendum for Equipment Breakdown. Contractors' Equipment (previously 351 and 351a) and other Inland Marine coverages will be included in the Other Coverages Addendum. A copy of both will be included with the proposal. A copy of the revised form will be provided with the proposal.

Crisis coverage is contingent upon receipt of updated SOV prior to binding. (Only locations listed in SOV are covered except as it relates to an off-site event.) Newly acquired/constructed locations should be reported to TPS as soon as possible.

Please review the proposal carefully, as some deductibles have changed.

A completed and signed renewal Cyber application will be required upon binding.

Pricing contemplates TPS writing all lines of coverage quoted.

This proposal shall automatically expire as of the effective date.

Coverage must be bound prior to the inception date and all contributions are due according to the terms of our billing invoice.

GENERAL LIABILITY

Waxahachie ISD

09-01-2024 to 09-01-2025

Proposal

	LIMITS / DEDUCTIBLES
General Aggregate	\$2,000,000
Products & Completed Operations Aggregate	\$2,000,000
Each Occurrence	\$1,000,000
Personal & Advertising Injury	\$1,000,000
Note: Deductible Limit applies per CLAIM	\$2,500
Fire Damage to Rented Premises	\$100,000
Employee Benefits (Not Claims-Made)	Included in General Liability Each Occurrence Limit of Self-Insurance
Employee Benefits Aggregate	Included in General Liability General Aggregate Limit (Subject to a Maximum Annual Aggregate of \$1,000,000)
Employee Benefits Deductible Limit	\$1,000
General Liability	\$7,125
Cyber Liability	\$17,092
Total Contribution	\$24,217
INCLUDED COVERAGES	EXCLUDED COVERAGES
Occurrence Form Bodily Injury Property Damage Personal Injury Advertising Injury Additional Coverage for: Elected and Appointed Officials Members of Boards or Commissions Employees & Volunteers Incidental Medical Malpractice Employee Benefits Liability Corporal Punishment	Employee-Related Claims Pollution Asbestos Coverage for: All Hospital Operations Contractors Law Enforcement Professional Liability (including security guard operations) School Board Legal Liability Terrorism Mold
Applicable Addenda:	
<p>The coverages and exclusions described above are not intended to be a complete listing but rather a sampling of some of the more important coverages provided. Please refer to the Coverage Document & addenda for complete coverages and exclusions.</p>	
SPECIAL CONDITIONS:	

TEXAS POLITICAL SUBDIVISIONS JOINT SELF-INSURANCE FUND

SCHOOL BOARD LEGAL LIABILITY

Waxahachie ISD

09-01-2024 to 09-01-2025

Proposal

Limits of Self-Insurance		
	Annual Aggregate	\$1,000,000
	Per Claim	\$1,000,000
	Per Claim Deductible	\$25,000
	Retro Date	09/01/2018
Total Contribution		\$42,526
HIGHLIGHTS	EXCLUDED COVERAGES	CONDITIONS of PROPOSAL
Claims-Made Coverage Defense costs in additions to limits Pays on Behalf of Duty to Defend 60 Day Notice of Cancellation Sexual Misconduct Limited Non-Pericuniary Defense	Punitive or Exemplary Damages Student-Student Sexual Abuse	Coverage must be written in conjunction with General Liability coverage.
Applicable Addenda:		
The coverages and exclusions described above are not intended to be a complete listing but rather a sampling of some of the more important coverages provided. Please refer to the Coverage Document & addenda for complete coverages and exclusions.		
SPECIAL CONDITIONS:		

AUTOMOBILE

Waxahachie ISD

09-01-2024 to 09-01-2025

COVERAGE	LIMITS	DEDUCTIBLE
Liability:		Combined BI & PD
BI - Each Person	\$ 100,000	\$ 25,000
BI - Each Accident	\$ 300,000	
PD - Each Accident	\$ 100,000	Each Accident
Collision	Actual Cash Value	\$1,000
Comprehensive	Actual Cash Value	\$1,000
GKLL Collision	\$50,000	
	Actual Cash Value	\$1,000
GKLL Comprehensive	\$50,000	
	Actual Cash Value	\$1,000
	Max Any One Event	\$5,000
HIRED Collision	\$50,000	\$1,000
HIRED Comprehensive	\$50,000	\$1,000
	Contributions:	
Liability	\$50,055	
Physical Damage	\$39,143	
Garagekeepers	\$562	
Hired Car Physical Damage	\$823	
Total Contribution:	\$90,583	
HIGHLIGHTS	EXCLUDED COVERAGES	CONDITION of PROPOSAL
60 day notice of cancellation Broad definition of Covered Party Hired PhysDam on a EXCESS Basis All owned, hired and non-owned vehicles for liability, including vehicles under long-term lease. Automatic coverage on vehicles acquired during policy term subject to annual self-audit.	Refer to coverage document for details. Personal Injury Protection Medical Payments Uninsured/Underinsured Motorists Terrorism Mold	This proposal contemplates 161 vehicles based on the schedule provided. Annual Payment ONLY Contribution adjusted at anniversary to reflect unit changes Physical Damage Coverage was requested for only selected vehicles.
Applicable Addenda: 215, 216a		
The coverages and exclusions described above are not intended to be a complete listing but rather a sampling of some of the more important coverages provided. Please refer to the Coverage Document & addenda for complete coverages and exclusions.		
SPECIAL CONDITIONS: <i>Deletion of any coverage is subject to Underwriter approval prior to binding. Automobile coverage may be written on a monoline basis subject to Underwriter approval</i>		

PROPERTY

Waxahachie ISD

09-01-2024 to 09-01-2025

<p>Limit of Self-Insurance Property Equipment Breakdown Causes of Loss Basis of Coverage Valuation Deductibles: Any Other Coverage Loss Windstorm/Hail* Earth Movement Flood Equipment Breakdown</p>	<p style="text-align: right;">\$421,924,617</p> <p style="text-align: center;">\$250,000,000 Maximum any one Accident</p> <p style="text-align: center;">All Risk of Direct Physical Loss or Damage Blanket</p> <p style="text-align: center;">Replacement Cost except ACV on Contractor's Equipment & Other IM Coverages</p> <p>\$100,000 Per Occurrence</p> <p>2% of Total Insurable Values at the time of the loss at each location subject to a minimum of \$500,000 any one Occurrence for all loss or damage arising out of Wind/Hail.</p> <p>\$150,000 Per Occurrence</p> <p>\$150,000 Per Occurrence</p> <p>\$10,000 Per Accident</p>
<p>Basic Contribution Electronic Data, Media and Hardware Contractor's Equipment Musical/Band Instruments & Uniforms Total Contribution:</p>	<p>\$1,501,312 \$1,047 \$468 \$188 \$1,503,015</p>
<p>OTHER COVERAGES</p>	<p>BASIC LIMITS</p>
<p>Newly Acquired Property Extra Expense Valuable Papers and Records Property In Transit Accounts Receivable Demolition Cost & ICC (Coverage A, B & C) Flood & Earth Movement Spoilage Outdoor Property (max per item may apply) Miscellaneous Unnamed Locations Unscheduled Tracks & Fields</p>	<p>\$10,000,000 \$5,000,000 \$5,000,000 \$1,000,000 \$5,000,000 A-Included B-\$1,000,000 & C-\$1,000,000 \$10,000,000 \$250,000 \$1,000,000 \$5,000,000 \$2,500,000</p>
<p>Applicable Addenda: 343, 365a</p>	
<p><i>* For the purpose of the windstorm/hail deductible each line item reported on SOV constitutes a separate location. It will apply to the total value at that location (sum of building content and TE, if applicable).</i></p>	
<p>The coverages and exclusions described above are not intended to be a complete listing but rather a sampling of some of the more important coverages provided. Please refer to the Coverage Document & addenda for complete coverages and exclusions.</p>	
<p style="text-align: center;">SPECIAL CONDITIONS:</p> <p><i>By binding this coverage, the Member consents to the survey of some or all of the Member's buildings and /or property by drone videos/photos utilizing a drone operated by a commercially licensed sUAS Remote Pilot.</i></p> <p><i>Please review the proposal carefully, as some deductibles have changed.</i></p>	

TEXAS POLITICAL SUBDIVISIONS JOINT SELF-INSURANCE FUND

SPECIAL EQUIPMENT

Waxahachie ISD

09-01-2024 to 09-01-2025

Proposal

COVERAGE	Values:	Causes of Loss	Valuation:	Deductible: Per Occurrence	Contribution
Electronic Data, Media and Hardware	\$1,000,000	All risk of Direct Physical Loss or Damage	RCV	\$1,000	\$1,047
Contractor's Equipment	\$100,000	All risk of Direct Physical Loss or Damage	ACV	\$1,000	\$468
Musical/Band Instruments & Uniforms	\$100,000	All risk of Direct Physical Loss or Damage	ACV	\$1,000	\$188
Total Contribution: Included in Property Proposal					
<i>SPECIAL CONDITIONS:</i>					
Coverage will not be written without Property Coverage.					

Please refer to the Coverage Document for complete coverages and exclusions.

CRIME

Waxahachie ISD

09-01-2024 to 09-01-2025

Proposal

Crime Coverages:	Single Loss Limit of Self-Insurance	Single Loss Deductible Amount
Coverage A - Fidelity/Employee Dishonesty Limit	\$100,000	\$1,000
Coverage B - Forgery or Alteration	\$50,000	\$1,000
Coverage C - On Premises	\$50,000	\$1,000
Coverage D - In Transit	\$50,000	\$1,000
Coverage E - MO & Counterfeit Money	\$50,000	\$1,000
	Total Contribution	\$1,708
Applicable Addenda & Coverage Forms:		
Please refer to the Coverage Document, Coverage Forms & Addenda for complete coverages and exclusions.		
SPECIAL CONDITIONS:		



TEXAS POLITICAL SUBDIVISIONS JSIF CYBER LIABILITY HIGHLIGHTS

GENERAL TERMS

Carrier	Chubb
A.M. Best Rating	A++ (Superior)
Consultants	Chubb Vendors & Partners: TPS utilizes an approved Chubb list for members Cyber Breach Coach, Forensics & Investigations, Notification & Monitoring and Public Relations to provide cyber management services.
Policy Number	EON G29012052 005
Territory	Territory is Worldwide unless amended with Excluded Countries
Deductibles	\$25,000 for members with revenues below \$50,000,000, \$50,000 for members with revenues between \$50,000,000-\$250,000,000 & \$100,000 for members with revenues greater than \$250,000,000 **social engineering deductible is \$100,000 per member** **Member deductibles do not erode Chubbs limit. After a member deductible is satisfied the member has access to full limits**
Annual Aggregate	\$1,000,000 for All Other / \$100,000 for Social Engineering Fraud & Payment Card
Ransomware Encounter Endorsement	If the proximate cause of a ransom loss were directly related to the member not having MFA implemented, the member's deductible would be \$100,000. Endorsement only applies if a member does not have MFA implemented for access to Email or Network. Additionally, the endorsement does not apply to any other type of loss, only ransom losses.
Neglected Software Exploit Endorsement	If a member knew (first known date) a patch, fix, or mitigation technique was available but did not implement it and had a <u>loss directly related to not implementing the patch, fix, or mitigation technique 46 days after the first known date</u> , the members limit for that loss would be reduced, and a coinsurance percentage would apply per this Period of Neglect chart. Period of Neglect - % of Coinsurance - Limit: 46-90 days - 5%/95% - \$500k, 91-180 days - 10%/90% - \$250k, 181-365 days - 25%/75% - \$150k or 365+ days - 50%/50% - \$100k. Coinsurance defined: If a loss of this type occurred, the normal member deductible would apply, then the member shares in the coinsurance limit split (member/Chubb) up to the limit for that period of neglect.
Protective Safeguards Exclusion Endorsement (Specified Security Safeguards)	The purpose of this endorsement is to exclude losses (cyber incidents) that specifically arise from a <u>direct result</u> of the members failure to implement MFA for remote access to email or network. For example, if a hacker is able to steal the ID's and passwords of individuals accessing a member network or email remotely, and the act of the hacker was due to the member not having MFA in place, coverage would not be extended. Coverage is still provided for losses (cyber incidents) that are not a <u>direct result</u> of not having MFA in place (i.e., just because there was a hack into a system, or a members employee falls for a phishing email scheme, or losing a laptop or sending information to the wrong email recipients, or any other losses (cyber incidents) that was not the <u>direct result</u> of the member not having MFA implemented, or a Log4Shell vulnerability.

COVERAGE	LIMIT/WAITING PERIOD	COVERAGE DESCRIPTION
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First Party Coverage

CYBER INCIDENT RESPONSE FUND

Notification	Limit	\$1,000,000	Provides coverage for drafting notification letters and reports and communicates as required with any regulatory, administrative, or supervisory authority. Retaining call center and other related services for notification as required by law. Notifying a natural person whose PI has been wrongfully disclosed or otherwise compromised, including retaining a notification service.
Credit Monitoring	Limit		Provides credit monitoring, credit freezing, credit thawing, healthcare record monitoring (where available), social media monitoring, password management service, or fraud alert services.
Public Relations	Limit		Provides expenses related to retaining the services of a public relations or crisis communications firm for the purpose of protecting or restoring the reputation of or mitigating financial harm to the insured.
Forensics Investigation	Limit		Provides expenses for retaining the services of a third-party computer forensics firm to determine the cause and scope of a cyber incident.
Criminal Reward	Limit		Provides any reasonable amount to an informant or information not otherwise available which leads to the arrest and conviction of a natural person or an entity responsible.

Limits for Non-Panel Providers \$250,000/\$250,000

BUSINESS INTERRUPTION LOSS & EXTRA EXPENSES

Business Interruption Loss & Extra Expenses	Limit	\$1,000,000	Provides coverage for continuing normal operating and payroll expenses (net profit before tax) that would have been earned had no interruption in service of an Insured's computer system occurred.
	Waiting Period	< \$250M Revenues = 12 Hours & > \$250M Revenues = 18 Hours	

CONTINGENT BUSINESS INTERRUPTION LOSS & EXTRA EXPENSES

Contingent Business Interruption Loss & Extra Expenses	Limit	\$1,000,000	Provides coverage for continuing normal operating and payroll expense (net profit before tax) that would have been earned had no interruption in service of a shared computer system occurred.
	Waiting Period	< \$50M Revenues = 12 Hours, > \$50M - < \$250M Revenues = 18 Hours & > \$250M Revenues = 24 Hours	

DIGITAL DATA RECOVERY

Data Recovery	Limit	\$1,000,000	Provides reasonable & necessary costs incurred by an insured to replace, restore, recreate, re-collect or recover digital data from written records or form partially or fully matching electronic records. Includes loss from fraudulent infiltration & manipulation of Telephone System.
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NETWORK EXTORTION THREAT

Network Extortion	Limit	\$1,000,000	Provides reasonable & necessary expenses incurred, including money, cryptocurrencies (including Bitcoin), or other considerations surrendered as payment.
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CYBER CRIME

Social Engineering Fraud	Limit	\$100,000	Covers payment for loss of money or securities sustained directly from Social Engineering Fraud committed by a person purporting to be a vendor, client, or employee.
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Third Party Liability Coverage

CYBER, PRIVACY & NETWORK SECURITY LIABILITY

Liability	Limit	\$1,000,000	Covers any error, misstatement, misleading statement, act, omission, neglect, breach of duty, or other offense actually or allegedly committed or attempted by any insured.
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PAYMENT CARD LOSS

Payment Card Loss	Limit	\$100,000	Covers monetary assessments, fines, penalties, chargebacks, reimbursements, and fraud recoveries due to the actual or alleged failure of payment card loss.
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REGULATORY PROCEEDINGS

Regulatory Proceedings	Limit	\$1,000,000	Covers regulatory fines of any civil monetary fine or penalty imposed by a federal, state, local, or foreign governmental entity in such entity's regulatory or official capacity.
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ELECTRONIC, SOCIAL & PRINT MEDIA LIABILITY

Electronic, Social & Print Media	Limit	\$1,000,000	Covers damages and claim expenses related to any error, misstatement, misleading statement, act, omission, or neglect of breach of duty actually or allegedly committed or attempted by an insured. Or posted on the insured's website, printed material, or posted on any social media site or anywhere on the internet.
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CLAIMS PROCESSING PROCEDURE

Immediately report all claims directly to TPS at claims@tpspool.org, 800-588-0013 or directly to the Director of Claims at 972-835-5221

This is a summary of coverage. Please refer to the policy form & endorsements for specific policy details and exclusions. Full policy & endorsement details are available on the TPS website at www.tpspool.org

Revised on March 24, 2023



TEXAS POLITICAL SUBDIVISIONS JSIF CRISIS MANAGEMENT (Workplace Violence) HIGHLIGHTS

GENERAL TERMS

Carrier	Beazley Group (Lloyd's Syndicate 2623/0623)
Insured	TPS Property and Liability Members (Insured person means a human third party individual, who is in or on the location(s), except when specifically excluded under any Section of this Policy. Insured person does not include the assailant of any deadly weapon event.)
A.M. Best Rating	A+ (Superior)
Consultants	CrisisRisk Strategies LLC: Crisis Response (Event Responder) Firm approved to provide crisis management services (www.crisisrisk.com).
Policy Number	B0595E01708702022
Deductible	\$0 for Crisis Management Services, Event Responder, and AD&D. \$10,000 for each Deadly Weapons Event.
Type	Occurrence and in the Aggregate
Limits	\$2,250,000 each occurrence w/\$2,250,000 Aggregate (see below for sub-limits)
Purpose	Provided as a value added service to assist TPS member's in the event of a workplace violence or similar crisis event. Submission of member's most recent property Statement-of-Values (SOV) is required upon renewal.
Triggering Event	Deadly weapon event means any event involving an assailant where a weapon has been used or brandished on any member location(s) that was provided to TPS in the member's SOV.

COVERAGE	LIMIT/INDEMNITY/WAITING PERIOD	COVERAGE DESCRIPTION
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PROPERTY DAMAGE

Property Damage	Limits	\$2,250,000 w/\$2,250,000 AGG	Indemnifies against physical loss or physical damage to insured property caused by a deadly weapon event. In the event that fire or sprinkler leakage ensues from a deadly weapon event, then physical loss or physical damage to insured property directly caused by that ensuing fire or sprinkler leakage is included. Additionally: A. The costs incurred to put up temporary plates or board up openings if repair or replacement of damaged glass is delayed; B. The costs incurred in the removal of debris, including biological cleaning and sanitizing; C. The costs incurred in re-filling, recharging or replacing any fire extinguishers, local or fixed fire suppression or gas flooding systems, sprinkler installations and sprinkler heads, and in having any fire or intruder alarms, or closed circuit television equipment re-set; D. The costs incurred in replacing locks to external doors if security at the location(s) is compromised in consequence.
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ACCIDENTAL DEATH & DISMEMBERMENT

AD&D	Per Person Limit	\$50,000	Benefit for loss of limb, mutilation, loss of sight, loss of speech, loss of hearing, permanent total disability or death.
	Aggregate Limit	\$2,250,000	

MEDICAL EXPENSES

Medical Expenses	Limits	\$25,000 w/\$2,250,000 AGG	Reimburses for payments made to an eligible person, regardless of fault, in respect of medical expenses necessarily incurred solely and directly by the eligible person as a result of identifiable physical injury due to an accident directly caused by a deadly weapon event occurring at any of the location(s).
	Indemnity Period	356 Days	

CRISIS MANAGEMENT SERVICES

Crisis Management Services	Limits	\$2,250,000 w/\$2,250,000 AGG	Provides for the reasonable & necessary expense, in connection with a deadly weapon event, incurred in the provision of crisis management services directly after such deadly weapon event. Includes, but not limited to, emergency travel & accommodation for eligible person(s) & their immediate family member(s), child care for the immediate family member(s) of eligible person(s), brand rehabilitation, public relations, media management, legal, crisis counselling, site security, remediation, recovery & restoration. Additionally at underwriters sole and entire discretion, they will consider other expense costs not listed above which are directly incurred.
	Indemnity Period	\$250,000 w/\$1,000,000 AGG 90 Days & 1st Anniversary	

CIRCUMSTANCE - EVENT RESPONDER

Event Responder	Limit	Unlimited (outside limit)	Provides for event responder fees associated with the provision of Prevention Services and Crisis Response by the event responder following any specific circumstance.
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COUNSELLING SERVICES

Counselling Services	Limits	\$350,000 Each Event \$15,000 Each Person \$1,000,000 AGG	Provides for reasonable and necessary expense incurred in the provision of counselling services to any eligible person and their immediate family member(s) in connection with a deadly weapon event that occurs during the period of insurance at any of the location(s).
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FUNERAL EXPENSES

Funeral Expenses	Limits	\$350,000 Each Event \$15,000 Each Person \$1,000,000 AGG	Provides for reasonable and necessary funeral expenses incurred in connection with a deadly weapon event that occurs during the period of insurance at any of the location(s).
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EXTRA EXPENSE EXTENSION FOR THREAT

Extra Expense Extension for Threat	Limits	\$350,000 Each Event \$1,000,000 AGG	Additionally insures for the reasonable and necessary extra expense incurred following a threat.
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EXTRA EXPENSE EXTENSION

Extra Expense Extension	Limits	\$350,000 Each Event \$1,000,000 AGG	Provides for the reasonable and necessary extra expense incurred in order to continue as nearly as practicable the normal conduct of business services following a deadly weapon event.
	Indemnity Period	356 (all other) or 30 (prevention of access)	

LOSS OF TUITION FEES EXTENSION

Loss of Tuition Fees	Limits	\$250,000 Each Loss \$2,250,000 AGG	In the event of a deadly weapon event that occurs during the period of insurance, provides for the actual loss sustained resulting directly from the reduction in tuition fees during the period of indemnity.
	Indemnity Period	356 Days	

DEMOLITION, CLEARANCE & MEMORIALIZATION COSTS EXTENSION

Demolition, Clearance & Memorialization Costs	Limits	\$250,000 Each Event \$10,000 Each Loss for Memorial Plaques \$1,000,000 AGG	Provides for reasonable and necessary costs, for demolition, removal, memorial, incurred as a direct result of a deadly weapon event.
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OFF-SITE COVERAGE EXTENSION

Off-Site Coverage	Limits	\$250,000 Each Event \$1,000,000 AGG	Off-site incident means a deadly weapon event which occurs during the period of insurance at a location in the United States other than the insured location, to an employee or insured person who was participating in a sporting event sanctioned or acting within the scope of his or her employment at the time of the off-site incident. If a deadly weapon event occurs at an off-site location that has not previously been agreed prior to the event and where such event / activity was being conducted under your care, custody and control then only liable to pay the event responder fees.
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CHILD ABDUCTION EXTENSION

Child Abduction	Limits	\$250,000 Each Event \$1,000,000 AGG	In the event of an Abduction of a Covered Child that occurs during the Period of Insurance, the Underwriters shall be liable for the loss sustained by the Named Insured directly attributable to, either, the Abduction or to the Named Insured's efforts to counter or mitigate the effects of the Abduction, and which will comprise.
	Indemnity Period	Varies	

CLAIMS PROCESSING PROCEDURE

Immediately report all claims directly to TPS at claims@tps.pool.org, 800-588-0013 or directly to the Director of Claims at 972-835-5221

Should you require immediate assistance with an incident or possible incident, contact the CrisisRisk Strategies LLC

Event Responder 24-hour/7-day @ 860-677-3790 or DWP@crisisrisk.com

This is a summary of coverage, please refer to the policy form for specific policy details and exclusions. Full policy & endorsement details are available on the TPS website at www.tps.pool.org



TEXAS POLITICAL SUBDIVISIONS JSIF TERRORISM HIGHLIGHTS

GENERAL TERMS

Carrier	Ironshore Insurance Service LLC (A Liberty Mutual Company)		
Insured	TPS Property Members		
A.M. Best Rating	A (Excellent)		
Policy Number	3642600		
Territory	United States		
Deductibles	\$10,000 (24 hour Ingress/Egress/Service Interruption)		
Limit	\$100,000,000 Per Occurrence & In The Aggregate		
Type	Foreign & Domestic Terrorism/Sabotage (real property)		
Purpose	Provided to assist TPS members in the event of a Property Terrorism Event		

COVERAGE	LIMIT/INDEMNITY PERIOD/MILES	COVERAGE DESCRIPTION	
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Underlying Sublimits

ACCOUNTS RECEIVABLE

Accounts	Limit	\$250,000	As per property coverage document.
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BUSINESS INTERRUPTION

Business	Limit	\$1,000,000	Available if applied for.
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CIVIL OR MILITARY AUTHORITY

Civil or Military Authority	Limit	\$1,000,000	Actual loss sustained during the period of time when access to real or personal property is prohibited by an order of civil or military authority.
	Indemnity Period	30 days	
	Miles	1	

DEBRIS REMOVAL EXPENSES

Debris Removal Expenses	Limit	\$1,000,000	Covers the necessary and reasonable expense of removal from locations of debris.
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DECONTAMINATION COSTS EXCLUDING NCBR

Decontamination Costs	Limit	\$250,000	Covers decontamination costs excluding nuclear, chemical, biological and radiological.
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DEMOLITION & ICC

Demolition & ICC	Limit	\$1,000,000	Covers enforcement of any law, ordinance, governmental directive or standard in effect at the time of loss or damage regulating the construction, repair or use and occupancy of the property.
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ELECTRONIC DATA PROCESSING EQUIPMENT MEDIA (Physical Damage Only)

Electronic Data Processing	Limit	\$1,000,000	As per property coverage document.
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ERROR & OMISSIONS

Error & Omissions	Limit	\$1,000,000	Covers direct physical loss or damage due to any error or unintentional omission.
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FINE ARTS

Fine Arts	Limit	\$250,000	Covers breakage of art, glass, windows, statuary, sculptures, marble, glassware, porcelain, bric-a-brac, antique furniture: antique jewelry or similar fragile articles, unless such breakage.
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FIRE PROTECTIVE SYSTEMS

Fire Protective	Limit	\$10,000	As per property coverage document.
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INGRESS/EGRESS

Ingress/Egress	Limit	\$1,000,000	Provides coverage for actual loss sustained during the period of time when ingress to or egress from the real or personal property is prohibited.
	Indemnity Period	30 days	
	Miles	1	

KEY & LOCK EXPENSE

Key & Lock	Limit	\$250,000	Covers necessary key & lock expenses.
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LANDSCAPING

Landscaping	Limit	\$10,000	Covers minimal landscape expense.
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LEASEHOLD INTEREST

Leasehold Interest	Limit	\$1,000,000	Available if applied for.
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MISSCELLANEOUS UNNAMED LOCATIONS

Miscellaneous Unnamed	Limit	\$1,000,000	As per property coverage document.
	Indemnity Period	30 days	

NEWLY ACQUIRED LOCATIONS

Newly Acquired Locations	Limit	\$10,000,000	As per property coverage document.
	Indemnity Period	90 days	

PRESERVATION OF PROPERTY

Preservation of Property	Limit	\$250,000	Reimburses expenses incurred in taking reasonable and necessary actions for the temporary protection and preservation of property.
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PROFESSIONAL FEES

Professional Fees	Limit	\$250,000	Covers reasonable and necessary expenses incurred to accountants, architects, auditors, engineers, or other professionals or employees to prepare and certify particulars or details of claims.
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RELOCATION EXPENSE

Relocation	Limit	\$1,000,000	Covers necessary relocation expense.
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RENTAL INCOME

Rental Income	Limit	\$1,000,000	Available if applied for.
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SERVICE INTERRUPTION			
Service Interruption	Limit	\$1,000,000	Covers physical loss or damage to property and/or time element coverage arising from physical loss or damage.
	Indemnity Period	30 days	
	Miles	1	
SOFT COSTS			
Soft Costs	Limit	\$250,000	Covers necessary soft costs.
TRANSIT			
Transit	Limit	\$250,000	Covers loss resulting from loss or damage to property in transit.
VALUABLE PAPERS			
Valuable Papers	Limit	\$250,000	As per property coverage document.
CLAIMS PROCESSING PROCEDURE			
Immediately report all claims directly to TPS at claims@tpspool.org , 800-588-0013 or directly to the Director of Claims at 972-835-5221			
<i>*This is a summary of coverage, please refer to the policy form for specific policy details and exclusions.*</i>			

Revised on October 31 2018

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2024 **Presented By:** Ryan Kahlden

Subject: Engage Linebarger firm for PVS Audits **Related Page(s)** _____

**Consent
Agenda Item**

EXECUTIVE SUMMARY:

Property values are likely the most significant funding element in the current formula used by the state. Property values not only drive the most significant component of local revenues for the district, they are also used by the state to determine local share vs state share in the funding formulas. With all of the importance put upon property values, the district is looking to engage the Linebarger law firm to review our property value studies (PVS) conducted by the Comptrollers office to ensure complete accuracy. Minor variances in values certified as part of the PVS could yield significant swings in our state revenues.

The goal of these engagements is to identify where property values were not certified accurately with the ultimate goal of bringing additional state aid to the district. The cost of these engagements is a contingent 10% based on additional state aid received.

ATTACHMENTS:

Audit contracts with Linebarger for 2021-2022 through 2023-2024 and 2024-2025 and forward

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
X	Priority #4	Financial Integrity

RECOMMENDATION:

Approve contracts with Linebarger, Goggin, Blair & Sampson, LLP for the purposes of conducting 2021-2022, 2022-2023, 2023-2024, and 2024-2025 property value study audits on a contingent fee basis of 10% of additional state aid received.

CONTRACT

This Contract is between the law firm of Linebarger Goggan Blair & Sampson, LLP, hereinafter referred to as Firm, and Waxahachie Independent School District, hereinafter referred to as District. This Contract is for the administrative audit of the property value study findings as conducted by the Comptroller's Office as of January 1, 2021 for the school year 2021-2022, January 1, 2022 for the school year 2022-2023, January 1, 2023 for the school year 2023-2024. Firm and District agree as follows:

I.

Administrative and Judicial Appeal Services

Firm agrees to represent District in the administrative audit of the property value study conclusions for District. Included in such administrative representation is the gathering and analysis of evidence as may be necessary or appropriate, presentation of the audit at administrative hearings, and prosecution of any judicial appeal. Firm agrees to retain any necessary consultants as required.

II.

Fees and Expenses

Firm agrees to bear the costs of preparing and presenting the administrative audit and prosecuting any judicial appeal including the expenses, if any, for other consultants.

District agrees to pay Firm as compensation for services under this Contract a contingent fee equal to ten percent (10%) of the additional State aid that District qualifies for in the year 2021-2022, 2022-2023, 2023-2024, as a result of the administrative audit or judicial appeal until this contract is terminated by either Firm or District. Payment of the fee to Firm shall be made in single payments following the certification of State aid amounts by the Commissioner of Education, or as agreed upon in a letter to District executed by a partner of the Firm.

Compliance with Tx. Govt. Code 2271.002. In order to comply with Tx. Govt. Code 2271.002, the Firm verifies that it does not boycott Israel and will not boycott Israel during the term of the contract.
Compliance with Tx. Govt. Code 2274.002, added by Acts 2021, 87th Leg., R.S., Ch. 529 (S.B. 13). In order to comply with Tx. Govt. Code 2274.002, the Firm hereby certifies that it does not boycott energy companies and will not boycott energy companies during the term of the agreement.
Compliance with Tx. Govt. Code 2274.002, added by Acts 2021, 87th Leg., R.S., Ch. 529 (S.B. 19). In order to comply with Tx. Govt. Code 2274.002, the Firm certifies that it does not have a practice, policy, guidance, or directive that discriminates against a firearm entity or firearm trade association; and that it will not discriminate during the term of the contract against a firearm entity or firearm trade association.

This Contract is executed on _____, 2024 at Ellis County, Texas.

Waxahachie Independent School District

Linebarger Goggan Blair & Sampson, LLP

By: _____

By: _____

PARTNER

TITLE

CONTRACT

This Contract is between the law firm of Linebarger Goggan Blair & Sampson, LLP, hereinafter referred to as Firm, and Waxahachie Independent School District, hereinafter referred to as District. This Contract is for the administrative appeal, audit, and any judicial appeal of the property value study findings as conducted by the Comptroller's Office as of January 1, 2024 for the school year 2024-2025 and for each succeeding year's study. Firm and District agree as follows:

I.

Administrative and Judicial Appeal Services

Firm agrees to represent District in the administrative appeal, audit, and any judicial appeal of the property value study conclusions for District. Included in such administrative and judicial appeal representation is research of the preliminary conclusions, the gathering and analysis of property sales, appraisals and such other evidence as may be necessary or appropriate, presentation of the appeal at administrative hearings, and prosecution of any judicial appeal. Firm agrees to retain any necessary consultants or appraisers as required.

II.

Fees and Expenses

Firm agrees to bear the costs of preparing and presenting the administrative appeal, audit, and prosecuting any judicial appeal including the expenses, if any, for appraisers or other consultants.

District agrees to pay Firm as compensation for services under this Contract a contingent fee equal to ten percent (10%) of the additional State aid that District qualifies for as a result of the administrative, judicial appeal, or audit. Payment of the fee to Firm shall be made following the certification of State aid amounts by the Commissioner of Education, or as agreed upon in a letter to District executed by a partner of the Firm.

III.

Termination

This contract covers the 2024 study and each succeeding annual study until this contract is terminated by either Firm or District. Firm or District may terminate this contract by providing 30 days written notice to the other party.

Compliance with Tx. Govt. Code 2271.002. In order to comply with Tx. Govt. Code 2271.002, the Firm verifies that it does not boycott Israel and will not boycott Israel during the term of the contract.

Compliance with Tx. Govt. Code 2274.002, added by Acts 2021, 87th Leg., R.S., Ch. 529 (S.B. 13). In order to comply with Tx. Govt. Code 2274.002, the Firm hereby certifies that it does not boycott energy companies and will not boycott energy companies during the term of the agreement.

Compliance with Tx. Govt. Code 2274.002, added by Acts 2021, 87th Leg., R.S., Ch. 529 (S.B. 19). In order to comply with Tx. Govt. Code 2274.002, the Firm certifies that it does not have a practice, policy, guidance, or directive that discriminates against a firearm entity or firearm trade association; and that it will not discriminate during the term of the contract against a firearm entity or firearm trade association.

This Contract is executed on _____, 2024 at Ellis County, Texas.

Waxahachie Independent School District

Linebarger Goggan Blair & Sampson, LLP

By: _____

By: _____
PARTNER

TITLE

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2024 **Presented By:** Ryan Kahlden

Subject: Amending Final 23-24 Budget **Related Page(s)** 10

**Consent
Agenda Item**

EXECUTIVE SUMMARY:

Board approval of final 2023-2024 amended budget.

ATTACHMENTS:

Reports detailing General Operating, Interest & Sinking and Enterprise Funds final amended budgets.

BOARD PRIORITY GOALS		
	Priority #1	Student Growth
	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
X	Priority #4	Financial Integrity

RECOMMENDATION:

Administration recommends that the 2023-2024 amended budgets be approved as presented.

Waxahachie ISD 2023-24 Final Amendments to Budget at 8/31/24

	Adopted Gen. Fund 1XXX	Amended Gen. Fund 1XXX	Proposed Budget Amendments- Increases Gen. Fund 1XXX	Proposed Budget Amendments- (Decreases) Gen. Fund 1XXX	Proposed Revised Budget Gen. Fund 1XXX	Explanation
REVENUES						
5700 LOCAL & INTER. SOURCE REVENUE	62,993,497	63,005,300		(2,433,997)	60,571,303	
5800 STATE PROGRAM REVENUES	54,335,548	54,335,548		(254,008)	54,081,540	
5900 FEDERAL REVENUES	2,000,000	2,000,000		(1,000,000)	1,000,000	
7900 OTHER RESOURCES	-	-			-	
TOTAL REVENUES	119,329,045	119,340,848	-	(3,688,005)	115,652,843	
00 TRANSFERS IN						
11 INSTRUCTIONAL RESOURCES & MEDIA SER	70,567,598	71,786,726		(3,077,756)	68,708,970	
12 INSTRUCTIONAL RESOURCES & MEDIA SER	1,417,523	1,417,523	7,688		1,425,211	
13 CURRICULUM & INSTRUCTIONAL STAFF DEV.	1,765,761	1,757,762	41,519		1,799,281	
21 INSTRUCTIONAL LEADERSHIP	2,867,576	2,866,176	255,549		3,121,725	
23 SCHOOL ADMINISTRATION	6,947,041	6,905,895	77,186		6,983,081	
31 GUIDANCE AND COUNSELING SERVICES	3,118,966	3,161,885	16,927		3,178,812	
32 SOCIAL WORK SERVICES					-	
33 HEALTH SERVICES	1,486,871	1,484,871	11,669		1,496,540	
34 STUDENT (PUPIL) TRANSPORTATION	4,070,619	5,100,939	846,509		5,947,448	
35 FOOD SERVICES	-	-	33,099		33,099	
36 COCURRICULAR/EXTRACURRICULAR ACTIV.	5,080,856	5,572,110	94,406		5,666,516	
41 GENERAL ADMINISTRATION	3,735,228	3,735,229	22,596		3,757,825	
51 PLANT MAINTENANCE AND OPERATION	11,404,898	11,504,898	1,149,548		12,654,446	
52 SECURITY & MONITORING SERVICES	2,148,770	2,148,770	529,031		2,677,801	
53 DATA PROCESSING SERVICES	1,936,246	1,936,246	119,182		2,055,428	
61 COMMUNITY SERVICES	259,812	259,812		(1,288)	258,524	
91 CONT.INST.SVCS/PUBLIC			700,000		700,000	
81 FACILITIES	825,000	518,250			518,250	
95 JJAEP	40,000	40,000	300		40,300	
99 OTHER	655,000	655,000	240,000		895,000	
TOTAL APPROPRIATIONS	118,327,765	120,852,092	4,145,209	(3,079,044)	121,918,257	
Approved by Board:	Yes	No	Date:	Signed:		

FC OBJ	2023-24		2023-24		2023-24		2023-24		2023-24	
	FYTD Activity	Amount	Original Budget	Revised Budget	Unencumbered Balance	FYTD %	Unencumbered Balance	FYTD %	Unencumbered Balance	FYTD %
00 LOCAL/INTER. SOURCES	60,528,215.62	0.00	62,993,497	60,571,303	43,087.38	99.93	43,087.38	99.93	43,087.38	99.93
00 STATE PROGRAM REV.	45,585,757.07	0.00	54,335,548	54,081,540	8,495,782.93	84.29	8,495,782.93	84.29	8,495,782.93	84.29
00 FEDERAL PROG. REV.	-2,273,856.34	0.00	2,000,000	1,000,000	3,273,856.34	-227.39	3,273,856.34	-227.39	3,273,856.34	-227.39
00 PAYROLL COSTS	0.00	0.00	0	0	0.00	0.00	0.00	0.00	0.00	0.00
00 OTHER RESOURCES	22,452.90	0.00	0	0	-22,452.90	0.00	-22,452.90	0.00	-22,452.90	0.00
00 gen	103,862,569.25	0.00	119,329,045	115,652,843	11,790,273.75	89.81	11,790,273.75	89.81	11,790,273.75	89.81
-- Revenue	103,862,569.25	0.00	119,329,045	115,652,843	11,790,273.75	89.81	11,790,273.75	89.81	11,790,273.75	89.81
00	0.00	0.00	0	0	0.00	0.00	0.00	0.00	0.00	0.00
00 PAYROLL COSTS	0.00	0.00	0	0	0.00	0.00	0.00	0.00	0.00	0.00
00 OTHER OPERATING EXP.	0.00	0.00	0	0	0.00	0.00	0.00	0.00	0.00	0.00
00	0.00	0.00	0	0	0.00	0.00	0.00	0.00	0.00	0.00
00 gen	0.00	0.00	0	0	0.00	0.00	0.00	0.00	0.00	0.00
11 PAYROLL COSTS	63,066,844.39	0.00	66,656,609	63,069,100	2,255.61	100.00	2,255.61	100.00	2,255.61	100.00
11 PRO./CONTRACTED SVC.	1,251,137.10	17,408.00	1,344,436	1,540,850	272,304.90	82.33	272,304.90	82.33	272,304.90	82.33
11 SUPPLIES	3,136,258.45	61,962.49	2,146,334	3,587,996	389,775.06	89.14	389,775.06	89.14	389,775.06	89.14
11 OTHER OPERATING EXP.	214,745.25	7,204.81	404,219	273,022	51,071.94	81.29	51,071.94	81.29	51,071.94	81.29
11 CAPITAL PROJECTS	237,992.01	0.00	16,000	238,002	9.99	100.00	9.99	100.00	9.99	100.00
11 INSTRUCTION	67,906,977.20	86,575.30	70,567,598	68,708,970	715,417.50	98.96	715,417.50	98.96	715,417.50	98.96
12 PAYROLL COSTS	1,216,995.17	0.00	1,265,823	1,273,511	56,515.83	95.56	56,515.83	95.56	56,515.83	95.56
12 PRO./CONTRACTED SVC.	23,417.75	0.00	26,268	29,260	5,842.25	80.03	5,842.25	80.03	5,842.25	80.03
12 SUPPLIES	114,562.23	0.00	121,032	115,616	1,053.77	99.09	1,053.77	99.09	1,053.77	99.09
12 OTHER OPERATING EXP.	5,453.01	245.00	4,400	6,824	1,125.99	83.50	1,125.99	83.50	1,125.99	83.50
12 CAPITAL PROJECTS	0.00	0.00	0	0	0.00	0.00	0.00	0.00	0.00	0.00
12 INST. RESOURCES & ME	1,360,428.16	245.00	1,417,523	1,425,211	64,537.84	95.47	64,537.84	95.47	64,537.84	95.47
13 PAYROLL COSTS	1,474,619.10	0.00	1,465,657	1,474,676	56.90	100.00	56.90	100.00	56.90	100.00
13 PRO./CONTRACTED SVC.	82,237.48	0.00	52,739	94,139	11,901.52	87.36	11,901.52	87.36	11,901.52	87.36
13 SUPPLIES	43,491.70	11,180.01	54,586	62,243	7,571.29	87.84	7,571.29	87.84	7,571.29	87.84
13 OTHER OPERATING EXP.	133,146.31	7,020.85	192,779	168,223	28,055.84	83.32	28,055.84	83.32	28,055.84	83.32
13 CURRICULUM DEV. & INS	1,733,494.59	18,200.86	1,765,761	1,799,281	47,585.55	97.36	47,585.55	97.36	47,585.55	97.36
21 PAYROLL COSTS	3,050,702.29	0.00	2,804,376	3,050,746	43.71	100.00	43.71	100.00	43.71	100.00
21 PRO./CONTRACTED SVC.	16,165.77	0.00	4,800	17,500	1,334.23	92.38	1,334.23	92.38	1,334.23	92.38
21 SUPPLIES	19,990.92	4,666.30	16,200	26,994	2,336.78	91.34	2,336.78	91.34	2,336.78	91.34
21 OTHER OPERATING EXP.	17,277.55	700.00	42,200	26,485	8,507.45	67.88	8,507.45	67.88	8,507.45	67.88
21 INSTRUCTIONAL LEADER	3,104,136.53	5,366.30	2,867,576	3,121,725	12,222.17	99.61	12,222.17	99.61	12,222.17	99.61

FC OBJ	2023-24		2023-24		2023-24		2023-24	
	FYTD Activity	Encumbered Amount	Original Budget	Revised Budget	Unencumbered Balance	FYTD %	Unencumbered Balance	FYTD %
23 PAYROLL COSTS	6,840,544.09	0.00	6,760,737	6,840,623	78.91	100.00	78.91	100.00
23 PRO./CONTRACTED SVC.	0.00	478.41	5,000	480	1.59	99.67	1.59	99.67
23 SUPPLIES	82,271.66	6,911.35	94,204	93,005	3,821.99	95.89	3,821.99	95.89
23 OTHER OPERATING EXP.	42,585.85	1,000.00	87,100	48,973	5,387.15	89.00	5,387.15	89.00
23 SCHOOL LEADERSHIP	6,965,401.60	8,389.76	6,947,041	6,983,081	9,289.64	99.87	9,289.64	99.87
31 PAYROLL COSTS	2,969,880.31	0.00	3,069,671	3,086,598	116,717.69	96.22	116,717.69	96.22
31 PRO./CONTRACTED SVC.	0.00	0.00	0	0	0.00	0.00	0.00	0.00
31 SUPPLIES	68,944.97	1,770.00	36,460	73,133	2,418.03	96.69	2,418.03	96.69
31 OTHER OPERATING EXP.	13,789.85	58.00	12,835	19,081	5,233.15	72.57	5,233.15	72.57
31 GUIDANCE & COUNSELIN	3,052,615.13	1,828.00	3,118,966	3,178,812	124,368.87	96.09	124,368.87	96.09
32 PAYROLL COSTS	0.00	0.00	0	0	0.00	0.00	0.00	0.00
32 PRO./CONTRACTED SVC.	0.00	0.00	0	0	0.00	0.00	0.00	0.00
32 OTHER OPERATING EXP.	0.00	0.00	0	0	0.00	0.00	0.00	0.00
32 SOCIAL WORK SERVICES	0.00	0.00	0	0	0.00	0.00	0.00	0.00
33 PAYROLL COSTS	1,430,133.06	0.00	1,441,846	1,453,515	23,381.94	98.39	23,381.94	98.39
33 PRO./CONTRACTED SVC.	14,209.85	0.00	5,000	14,700	490.15	96.67	490.15	96.67
33 SUPPLIES	21,139.15	0.00	33,175	21,475	335.85	98.44	335.85	98.44
33 OTHER OPERATING EXP.	2,761.99	0.00	6,850	6,850	4,088.01	40.32	4,088.01	40.32
33 DEBT SERVICE	0.00	0.00	0	0	0.00	0.00	0.00	0.00
33 HEALTH SERVICES	1,468,244.05	0.00	1,486,871	1,496,540	28,295.95	98.11	28,295.95	98.11
34 PAYROLL COSTS	3,362,751.42	0.00	2,917,119	3,362,771	19.58	100.00	19.58	100.00
34 PRO./CONTRACTED SVC.	106,827.61	3,256.56	110,000	112,517	2,432.83	97.84	2,432.83	97.84
34 SUPPLIES	640,237.00	62,825.39	619,500	731,811	28,748.61	96.07	28,748.61	96.07
34 OTHER OPERATING EXP.	167,478.45	4,582.19	98,000	519,090	347,029.36	33.15	347,029.36	33.15
34 CAPITAL PROJECTS	623,752.15	597,480.00	326,000	1,221,259	26.85	100.00	26.85	100.00
34 PUPIL TRANSPORTATION	4,901,046.63	668,144.14	4,070,619	5,947,448	378,257.23	93.64	378,257.23	93.64
35 PAYROLL COSTS	25,507.24	0.00	0	25,689	181.76	99.29	181.76	99.29
35 OTHER OPERATING EXP.	7,409.48	0.00	0	7,410	0.52	99.99	0.52	99.99
35 CAPITAL PROJECTS	0.00	0.00	0	0	0.00	0.00	0.00	0.00
35 FOOD SERVICES	32,916.72	0.00	0	33,099	182.28	99.45	182.28	99.45
36 PAYROLL COSTS	3,625,440.17	0.00	3,531,235	3,625,641	200.83	99.99	200.83	99.99
36 PRO./CONTRACTED SVC.	280,512.03	2,018.75	219,939	291,259	8,728.22	97.00	8,728.22	97.00
36 SUPPLIES	326,920.30	27,313.62	296,288	369,942	15,708.08	95.75	15,708.08	95.75
36 OTHER OPERATING EXP.	672,383.19	5,336.88	1,033,394	860,506	182,785.93	78.76	182,785.93	78.76

FC OBJ	2023-24		2023-24		2023-24		2023-24		2023-24	
	FYTD Activity	Encumbered Amount	Original Budget	Revised Budget	Unencumbered Balance	FYTD %				
36 CAPITAL PROJECTS	518,166.89	0.00	0	519,168	1,001.11	99.81				
36 COCURR./EXTRACURR.AC	5,423,422.58	34,669.25	5,080,856	5,666,516	208,424.17	96.32				
41 PAYROLL COSTS	2,708,400.19	0.00	2,678,058	2,711,111	2,709.37	99.90				
41 PRO./CONTRACTED SVC.	376,337.58	11,865.00	504,550	534,054	145,851.42	72.69				
41 SUPPLIES	80,101.91	19,526.68	91,435	111,834	12,205.63	89.09				
41 OTHER OPERATING EXP.	260,432.49	22,079.54	454,185	364,762	82,250.19	77.45				
41 CAPITAL PROJECTS	29,064.00	0.00	7,000	36,064	7,000.00	80.59				
41 GENERAL ADMINISTRATI	3,454,336.17	53,471.22	3,735,228	3,757,825	250,016.61	93.35				
51 PAYROLL COSTS	6,437,886.59	0.00	6,447,085	6,496,573	58,586.41	99.10				
51 PRO./CONTRACTED SVC.	2,828,426.59	81,086.17	2,512,600	3,324,214	414,701.24	87.52				
51 SUPPLIES	811,850.66	55,266.50	800,000	876,311	9,193.84	98.95				
51 OTHER OPERATING EXP.	1,285,673.64	18,216.18	1,440,213	1,606,727	302,837.18	81.15				
51 CAPITAL PROJECTS	309,398.95	39,202.70	205,000	350,621	2,019.35	99.42				
51 PLANT MAINTENANCE &	11,673,336.43	193,771.55	11,404,898	12,654,446	787,338.02	93.78				
52 PAYROLL COSTS	1,866,687.54	0.00	1,454,270	1,866,701	13.46	100.00				
52 PRO./CONTRACTED SVC.	687,756.13	0.00	620,000	699,347	11,590.87	98.34				
52 SUPPLIES	78,703.82	14,240.66	64,000	90,656	-2,288.48	102.52				
52 OTHER OPERATING EXP.	18,688.85	0.00	10,500	21,097	2,408.15	88.59				
52 CAPITAL PROJECTS	0.00	0.00	0	0	0.00	0.00				
52 SECURITY & MONITORIN	2,651,836.34	14,240.66	2,148,770	2,677,801	11,724.00	99.56				
53 PAYROLL COSTS	1,012,310.42	0.00	910,417	1,012,324	13.58	100.00				
53 PRO./CONTRACTED SVC.	640,752.17	2,000.00	595,195	656,645	13,892.83	97.88				
53 SUPPLIES	314,494.64	1,308.38	370,251	325,301	9,496.98	97.08				
53 OTHER OPERATING EXP.	10,626.47	0.00	15,383	16,158	5,531.53	65.77				
53 CAPITAL PROJECTS	44,158.92	0.00	45,000	45,000	841.08	98.13				
53 DATA PROCESSING SERV	2,022,342.62	3,309.38	1,936,246	2,055,428	29,776.00	98.55				
61 PAYROLL COSTS	211,965.91	0.00	219,882	218,594	6,628.09	96.97				
61 PRO./CONTRACTED SVC.	0.00	0.00	1,431	0	0.00	0.00				
61 SUPPLIES	30,147.85	0.00	27,241	30,148	0.15	100.00				
61 OTHER OPERATING EXP.	9,616.65	40.00	11,258	9,782	125.35	98.72				
61 COMMUNITY SERVICES	251,730.41	40.00	259,812	258,524	6,753.59	97.39				
71 DEBT SERVICE	0.00	0.00	0	0	0.00	0.00				
71 DEBT SERVICES	0.00	0.00	0	0	0.00	0.00				

EC OBJ	2023-24		2023-24		2023-24		2023-24	
	FYTD Activity	Encumbered Amount	Original Budget	Revised Budget	Unencumbered Balance	FYTD %		
81 PRO./CONTRACTED SVC.	2,000.00	0.00	0	3,000	1,000.00	66.67		
81 SUPPLIES	0.00	0.00	0	0	0.00	0.00		
81 CAPITAL PROJECTS	391,005.86	91,836.95	825,000	515,250	32,407.19	93.71		
81 FACILITIES ACQ. & CO	393,005.86	91,836.95	825,000	518,250	33,407.19	93.55		
91 PRO./CONTRACTED SVC.	0.00	0.00	0	700,000	700,000.00	0.00		
91 CONT.INST.SVCS.\PUBL	0.00	0.00	0	700,000	700,000.00	0.00		
95 PRO./CONTRACTED SVC.	40,250.00	0.00	40,000	40,300	50.00	99.88		
95 PYMTS.TO JJAEP PROGR	40,250.00	0.00	40,000	40,300	50.00	99.88		
99 PRO./CONTRACTED SVC.	891,475.87	0.00	655,000	895,000	3,524.13	99.61		
99 OTHER OPERATING EXP.	0.00	0.00	0	0	0.00	0.00		
99 Other Governmental C	891,475.87	0.00	655,000	895,000	3,524.13	99.61		
-- Expense	117,326,996.89	1,180,088.37	118,327,765	121,918,257	3,411,170.74	97.20		
Grand Revenue Totals	103,862,569.25	0.00	119,329,045	115,652,843	11,790,273.75	89.81		
Grand Expense Totals	117,326,996.89	1,180,088.37	118,327,765	121,918,257	3,411,170.74	97.20		
Grand Totals	13,464,427.64	1,180,088.37	1,001,280	6,265,414	8,379,103.01	214.90		
	Loss	Loss	Profit	Loss	Profit			

Number of Accounts: 13568

***** End of report *****

FC OBJ	2023-24		2023-24		2023-24		2023-24	
	FYTD Activity	Encumbered Amount	Original Budget	Revised Budget	Unencumbered Balance	FYTD %		
00 LOCAL/INTER. SOURCES	33,337,358.96	0.00	33,699,502	33,186,442	-150,916.96	100.45		
00 STATE PROGRAM REV.	3,555,423.00	0.00	0	3,555,423	0.00	100.00		
00 FEDERAL PROG. REV.	53,063.20	0.00	100,000	100,000	46,936.80	53.06		
00 OTHER RESOURCES	0.00	0.00	0	0	0.00	0.00		
00 gen	36,945,845.16	0.00	33,799,502	36,841,865	-103,980.16	100.28		
-- Revenue	36,945,845.16	0.00	33,799,502	36,841,865	-103,980.16	100.28		
00 DEBT SERVICE	0.00	0.00	0	0	0.00	0.00		
00	0.00	0.00	0	0	0.00	0.00		
00 gen	0.00	0.00	0	0	0.00	0.00		
71 DEBT SERVICE	37,671,937.51	0.00	37,842,888	37,842,888	170,950.49	99.55		
71 DEBT SERVICES	37,671,937.51	0.00	37,842,888	37,842,888	170,950.49	99.55		
-- Expense	37,671,937.51	0.00	37,842,888	37,842,888	170,950.49	99.55		
Grand Revenue Totals	36,945,845.16	0.00	33,799,502	36,841,865	-103,980.16	100.28		
Grand Expense Totals	37,671,937.51	0.00	37,842,888	37,842,888	170,950.49	99.55		
Grand Totals	726,092.35	0.00	4,043,386	1,001,023	274,930.65	72.54		
	Loss		Loss	Loss	Loss			

Number of Accounts: 29

***** End of report *****

Waxahachie ISD 2023-24 Final Amendments to Budget at 8/31/2024

	Adopted Ent. Fund	Amended Ent. Fund	Proposed Budget Amendments- Increases Ent. Fund	Proposed Budget Amendments- (Decreases) Ent. Fund	Proposed Revised Budget Ent. Fund	Explanation
	7XXX	7XXX	7XXX	7XXX	7XXX	
5700 LOCAL & INTER. SOURCE REVENUE	1,992,000	1,992,000	22,870		2,014,870	
5800 STATE PROGRAM REVENUES	354,874	354,874			354,874	
5900 FEDERAL REVENUES					-	
7900 OTHER RESOURCES	3,090,000	3,090,000	326,225		3,416,225	
TOTAL REVENUES	5,436,874	5,436,874	349,095	-	5,785,969	
APPROPRIATIONS BY FUNCTION						
11 INSTRUCTIONAL RESOURCES & MEDIA SER	-	-	-	-	-	
12 INSTRUCTIONAL RESOURCES & MEDIA SER	-	-	-	-	-	
13 CURRICULUM & INSTRUCTIONAL STAFF DEV.	-	-	-	-	-	
21 INSTRUCTIONAL LEADERSHIP	-	-	-	-	-	
23 SCHOOL ADMINISTRATION	-	-	-	-	-	
31 GUIDANCE AND COUNSELING SERVICES	-	-	-	-	-	
32 SOCIAL WORK SERVICES	-	-	-	-	-	
33 HEALTH SERVICES	-	-	-	-	-	
34 STUDENT (PUPIL) TRANSPORTATION	-	-	-	-	-	
35 FOOD SERVICES	5,102,544	5,469,163	541,787		6,010,950	
36 COCURRICULAR/EXTRACURRICULAR ACTIV.						
41 GENERAL ADMINISTRATION						
51 PLANT MAINTENANCE AND OPERATION	79,572	79,572	1,000		80,572	
52 SECURITY & MONITORING SERVICES						
53 DATA PROCESSING SERVICES						
61 COMMUNITY SERVICES	628,121	653,121			653,121	
71 DEBT SERVICE						
81 FACILITIES						
8900 OTHER USES			-	-	-	
TOTAL APPROPRIATIONS	5,810,237	6,201,856	542,787	-	6,744,643	
	Yes	No				
Approved by Board:						
Date:						
Signed:						

FC OBJ	2023-24		2023-24		2023-24		2023-24	
	FYTD Activity	Encumbered Amount	Original Budget	Revised Budget	Unencumbered Balance	FYTD %		
00 LOCAL/INTER. SOURCES	2,775,406.83	0.00	1,992,000	2,014,870	-760,536.83	137.75		
00 STATE PROGRAM REV.	655,702.64	0.00	354,874	354,874	-300,828.64	184.77		
00 FEDERAL PROG. REV.	0.00	0.00	0	0	0.00	0.00		
00 PAYROLL COSTS	0.00	0.00	0	0	0.00	0.00		
00 OTHER RESOURCES	3,590,194.20	0.00	3,090,000	3,416,225	-173,969.20	105.09		
00 gen	7,021,303.67	0.00	5,436,874	5,785,969	-1,235,334.67	121.35		
-- Revenue	7,021,303.67	0.00	5,436,874	5,785,969	-1,235,334.67	121.35		
00	0.00	0.00	0	0	0.00	0.00		
00 gen	0.00	0.00	0	0	0.00	0.00		
11 PAYROLL COSTS	0.00	0.00	0	0	0.00	0.00		
11 INSTRUCTION	0.00	0.00	0	0	0.00	0.00		
35 PAYROLL COSTS	2,580,374.87	0.00	2,817,084	2,817,084	236,709.13	91.60		
35 PRO./CONTRACTED SVC.	18,404.23	0.00	4,000	18,790	385.77	97.95		
35 SUPPLIES	2,746,348.35	204,478.31	2,177,460	2,971,569	20,742.34	99.30		
35 OTHER OPERATING EXP.	8,655.06	0.00	4,000	11,500	2,844.94	75.26		
35 CAPITAL PROJECTS	51,063.68	11,750.58	100,000	192,007	129,192.74	32.71		
35 FOOD SERVICES	5,404,846.19	216,228.89	5,102,544	6,010,950	389,874.92	93.51		
51 PAYROLL COSTS	0.00	0.00	0	0	0.00	0.00		
51 PRO./CONTRACTED SVC.	80,190.00	0.00	79,572	80,572	382.00	99.53		
51 PLANT MAINTENANCE &	80,190.00	0.00	79,572	80,572	382.00	99.53		
61 PAYROLL COSTS	525,994.98	0.00	568,990	568,990	42,995.02	92.44		
61 PRO./CONTRACTED SVC.	5,499.33	0.00	20,569	19,569	14,069.67	28.10		
61 SUPPLIES	52,226.30	226.28	35,200	53,700	1,247.42	97.68		
61 OTHER OPERATING EXP.	8,645.61	0.00	3,362	10,862	2,216.39	79.60		
61 CAPITAL PROJECTS	0.00	0.00	0	0	0.00	0.00		
61 COMMUNITY SERVICES	592,366.22	226.28	628,121	653,121	60,528.50	90.73		
81 CAPITAL PROJECTS	0.00	0.00	0	0	0.00	0.00		
81 FACILITIES ACQ. & CO	0.00	0.00	0	0	0.00	0.00		
-- Expense	6,077,402.41	216,455.17	5,810,237	6,744,643	450,785.42	93.32		
Grand Revenue Totals	7,021,303.67	0.00	5,436,874	5,785,969	-1,235,334.67	121.35		

FC OBJ	2023-24		2023-24		2023-24		2023-24	
	FYTD Activity	Encumbered Amount	Original Budget	Revised Budget	Unencumbered Balance	FYTD %		
Grand Expense Totals	6,077,402.41	216,455.17	5,810,237	6,744,643	450,785.42	93.32		
Grand Totals	943,901.26	216,455.17	373,363	958,674	1,686,120.09	-98.46		
	Profit	Loss	Loss	Loss	Loss			

Number of Accounts: 1022

***** End of report *****

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2024 **Presented By:** Ashley Binnicker

Subject: Travel to All American High School Film Festival, New York City **Related Page(s)** _____



EXECUTIVE SUMMARY:

Consideration with possible action to approve Waxahachie High School’s Arts, Audio Video Technology, and Communication students to travel to New York City for a high school film competition and convention pursuant to WISD Board Policy FMG (Local).

BOARD PRIORITY GOALS		
X	Priority #1	Student Growth
	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
	Priority #4	Financial Integrity

RECOMMENDATION:

We recommend that the board approve the travel of the Career and Technical Students to the All-American High School Film Festival in October.

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2024 **Presented By:** Theresa Burkhalter

Subject: Pay Structures & Stipends **Related Page(s)** 1



EXECUTIVE SUMMARY:

The Human Resources Department is requesting approval of the revised pay structures and stipend list.

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
X	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
	Priority #4	Financial Integrity

RECOMMENDATION:

Approve stipend list.



Memorandum

To: Dr. Jerry Hollingsworth

From: Theresa Burkhalter, Assistant Superintendent of Human Resources

Date: August 26, 2024

Subject: Pay Structures and Stipends

Due to a clerical error, several stipends were missing from the list sent to the board in June. The list has been updated. The pay structures have been revised to include board approved changes. The Human Resources Department requests approval for the updated stipend list.

Administrative/Professional Pay Plan -2024 - 2025

Waxahachie ISD

1	
Supervisor, Child Care	207
Supervisor, Child Nutrition	226
Supervisor, Custodial	242
Supervisor, Energy Management	242
Supervisor, Fixed Assets/Textbook Custodian	226
Supervisor, Maintenance, Electrical, Plumbing	242
Supervisor, Maintenance: Grounds, Paint	242
Supervisor, Night Shift Custodians	242
Supervisor, Technology	226
Supervisor, Transportation	226
Webmaster	226

Daily		\$241.34	\$290.76	\$340.19
226	Days	54,543	70,365	76,883
242	Days	58,404	70,365	82,326
260	Days	62,748	75,599	88,449

2	
ARD Facilitator	187
Assistant, School Psychologists	197
Assistant Speech Path	187
Assistant Diagnostician	197
Instructional Coach	197
Network Engineer I	226
Certified Occupational Therapist Asst (COTA)	187

Daily		\$270.30	\$325.65	\$381.01
187	Days	50,545	60,897	71,249
197	Days	53,248	64,154	75,059
207	Days	55,951	67,410	78,869
226	Days	61,087	73,598	86,109
242	Days	65,412	76,121	92,205

3	
Interns, School Psychologists	197
Interns, Speech Language Path	187
Interns, Diagnostician	197
Network Engineer II	226
Specialist, Transition	197
Student Advisor	207

Daily		\$289.21	\$348.45	\$407.69
187	Days	54,082	65,160	76,238
197	Days	56,975	68,645	80,315
207	Days	59,867	72,129	84,392
226	Days	65,362	78,750	92,138
242	Days	69,989	84,325	98,661

4	
Asst Principal, ES	207
Dean of Students Health Sciences	226
Diagnostician	197
Diagnostician, Lead	207
Occupational Therapist	187
Operations Manager, Technology	226
School Psychology	197
Specialist, Behavior	197
Speech Language Pathologist	197

Daily		\$326.80	\$379.23	\$444.94
187	Days	61,111	70,915	83,205
197	Days	64,379	74,707	87,654
207	Days	67,647	78,500	92,103
226	Days	73,856	85,705	100,557
242	Days	79,085	91,773	107,677

5	
Coordinator, Assessment & Accountability	207
Coordinator, Bilingual	207
Coordinator, CCMR	217
Coordinator, Communications	226
Coordinator, Community Outreach	226
Coordinator, Compliance & Assessment (SPED)	207
Coordinator, Counseling & Mental Health Services	207
Coordinator, CTE	207
Coordinator, Dyslexia	207
Coordinator, Elementary ELAR	207
Coordinator, Elementary Math	207
Coordinator, Elementary TLC	487
Coordinator, ESL	207

Daily		\$336.56	\$398.94	\$464.76
207	Days	69,668	82,581	96,206
217	Days	73,033	86,571	100,854
226	Days	76,062	90,161	105,036

Coordinator, GT/AA/STEM	207
Coordinator, Instructional Technology	207
Coordinator, MTSS	207
Coordinator, Professional Learning	207
Coordinator, Safety & Security	226
Coordinator, Secondary Content	207
Coordinator, Teacher Development & Retention	207

6

Assistant Principal, Global	217
Assistant Principal, JH	217
Coordinator, Boys Athletics	226
Coordinator, Girls Athletics	226
Director Band	226
Director, Health & Wellness	226

Daily		\$349.00	\$424.21	\$473.62
226	Days	78,875	95,871	107,037

7

Associate Director, Athletics	226
Assistant Principal, HS	217
Principal, ES	217
Associate Director, Special Services	226
Associate Principal, HS	226
Director, Accounting	226
Director, Assessment & Accountability	226
Director, Bilingual/ESL Services	226
Director, Counseling & 504	226
Director, CTE	226
Director, Federal Programs & Grants	226
Director, Fine Arts	226
Director, Food Services	226
Director, GT/AA/STEM	226
Director, Payroll	226
Director, PEIMS	226
Director, PK-12 Teaching/ Learning	226
Director, Sports Medicine	226
Director, Support Services	226
Director, Technology	226
Director, Transportation	226

Daily		\$369.76	\$442.83	\$515.90
217	Days	80,238	96,095	111,949
226	Days	83,566	100,080	116,592

8

Daily		\$405.45	\$482.69	\$559.92
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Director, Alternative Learning	226
Director, Public Relations	226
Director, Student/Campus Services	226
Principal, Global HS	226
Principal, JH	226
Project Manager, Facilities & Bond	226

226	Days	91,632	109,087	126,542
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9

Principal, HS	226
Exec. Director Athletics	226
Exec. Director Special Services	226

Daily	\$504.07	\$600.08	\$696.10
226	Days	113,919	135,618

10

Assistant Superintendent of Elementary Leadership	226
Assistant Superintendent of Human Resources	226
Assistant Superintendent of Professional Leadership	226
Assistant Superintendent of Secondary Leadership	226
Chief Financial Officer	226
General Counsel	226

Daily	\$534.32	\$636.09	\$737.86
226	Days	120,756	143,756

Administrative/Professional Pay Plan -2024 - 2025

Waxahachie ISD

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Supervisor, Transportation	226
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226	Days	65,362	78,750	92,138
242	Days	69,989	84,325	98,661

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Occupational Therapist	187
Operations Manager, Technology	226
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226	Days	73,856	85,705	100,557
242	Days	79,085	91,773	107,677

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Coordinator, Bilingual	207
Coordinator, CCMR	217
Coordinator, Communications	226
Coordinator, Community Outreach	226
Coordinator, Compliance & Assessment (SPED)	207
Coordinator, Counseling & Mental Health Services	207
Coordinator, CTE	207
Coordinator, Dyslexia	207
Coordinator, Elementary ELAR	207
Coordinator, Elementary Math	207
Coordinator, Elementary TLC	207
Coordinator, ESL	207
Coordinator, GT/AA/STEM	207
Coordinator, Instructional Technology	207

Daily		\$336.56	\$398.94	\$464.76
207	Days	69,668	82,581	96,206
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226	Days	76,062	90,161	105,036

Coordinator, MTSS	207
Coordinator, Professional Learning	207
Coordinator, Safety & Security	226
Coordinator, Secondary Content	207
Coordinator, Teacher Development & Retention	207

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Assistant Principal, Global	217
Assistant Principal, JH	217
Coordinator, Boys Athletics	226
Coordinator, Girls Athletics	226
Director Band	226
Director, Health & Wellness	226

Daily	\$349.00	\$424.21	\$473.62
226 Days	78,875	95,871	107,037

7	
Associate Director, Athletics	226
Assistant Principal, HS	217
Principal, ES	217
Associate Director, Special Services	226
Associate Principal, HS	226
Director, Accounting	226
Director, Assessment & Accountability	226
Director, Bilingual/ESL Services	226
Director, Counseling & 504	226
Director, CTE	226
Director, Federal Programs & Grants	226
Director, Fine Arts	226
Director, Food Services	226
Director, GT/AA/STEM	226
Director, Payroll	226
Director, PEIMS	226
Director, PK-12 Teaching/ Learning	226
Director, Sports Medicine	226
Director, Support Services	226
Director, Technology	226

Daily	\$369.76	\$442.83	\$515.90
217 Days	80,238	96,095	111,949
226 Days	83,566	100,080	116,592

Director, Transportation 226

8	
Director, Alternative Learning	226
Director, Public Relations	226
Director, Student/Campus Services	226
Principal, Global HS	226
Principal, JH	226
Project Manager, Facilities & Bond	226

Daily	\$405.45	\$482.69	\$559.92
226 Days	91,632	109,087	126,542

9	
Principal, HS	226
Exec. Director Athletics	226
Exec. Director Special Services	226

Daily	\$504.07	\$600.08	\$696.10
226 Days	113,919	135,618	157,318

10	
Assistant Superintendent of Elementary Leadership	226
Assistant Superintendent of Human Resources	226
Assistant Superintendent of Professional Leadership	226
Assistant Superintendent of Secondary Leadership	226
Chief Financial Officer	226
General Counsel	226

Daily	\$534.32	\$636.09	\$737.86
226 Days	120,756	143,756	166,756

Waxahachie ISD Salary Schedule – 2024–2025

Teachers/Librarians/Counselors/Registered Nurses

Step	Salary
0	\$54,600
1	\$55,080
2	\$55,233
3	\$55,539
4	\$55,947
5	\$56,355
6	\$56,559
7	\$57,171
8	\$58,069
9	\$58,681
10	\$59,293
11	\$59,905
12	\$60,321
13	\$60,945
14	\$61,569
15	\$62,193
16	\$62,818
17	\$63,442
18	\$64,066
19	\$64,690
20	\$65,315
21	\$65,939
22	\$66,563
23	\$67,187
24	\$67,812
25	\$68,436
26	\$69,060
27	\$69,684
28	\$70,309
29	\$70,933
30	\$71,557

Classroom Facilitator	\$40,00
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**Waxahachie ISD pays \$1500 for a masters degree and \$3000 for a doctoral degree*

***Degrees must be conferred by March 1, 2025 in order to receive the degree stipend for the current year. Stipends for degrees earned in May will be applied the following school year. (Do we need to continue this practice?)*

Instructional Support 2024-2025

Waxahachie ISD

Pay Grade	Job Title	Calendars	Minimum		
Campus			Hourly		\$15.00
	Campus Based Substitute	187	187	Days	\$22,440
Campus			Hourly		\$16.50
	Instructional Aide Special Ed. - 1:1	187	187	Days	\$24,684
1			Hourly		\$13.92
	Instructional Aide	187	187	Days	\$20,825
	Instructional Aide, Bilingual	187	190	Days	\$21,159
	Instructional Aide, Child Care Worker	190	197	Days	\$21,939
	Instructional Aide, Computer Lab	187			\$26,012
	Instructional Aide, ESL	187			\$26,429
	Instructional Aide, Library	187			\$27,403
	Instructional Aide, Library (HS)	197			\$31,198
	Instructional Aide, Music	187			\$31,699
	Instructional Aide, Nurse	187			\$32,867
	Instructional Aide, PE	187			
	Instructional Aide, Pre-K	187			
	Instructional Aide, Pre-K (Bil)	187			
	Instructional Aide, Pre-K Art	187			
	Instructional Aide, Pre-K PE	187			
	Instructional Aide, Sp Ed	187			
	Instructional Aide, Sp Ed (Bil)	187			
	Instructional Aide, Sp Ed (ECSE)	187			
	Instructional Aide, Sp Ed Resource	187			
	Instructional Aide, STEM Lab	187			
	Instructional Aide, Title I	187			
	Instructional Aide. Sp Ed Inclusion	187			
2			Hourly		\$15.41
	Instructional Aide, Separate Settings	187	187	Days	\$23,049
	Instructional Aide, Sp Ed Life Skills	187			\$28,801
	Instructional Aide, Sp Ed PBSE	187			\$34,554
	Instructional Aide, Sp Ed SLE	187			
	Instructional Aide, Job Coach	187			
3			Hourly		\$17.36
	Bachelor's Degree Aide	187	187	Days	\$25,972
	Bachelor's Degree Aide, Bilingual	187			\$32,306
	Bachelor's Degree Aide, Child Care Worker	190			\$38,900
	Bachelor's Degree Aide, Computer Lab	187			
	Bachelor's Degree Aide, ESL	187			
	Bachelor's Degree Aide, Library	187			
	Bachelor's Degree Aide, Library (HS)	197			
	Bachelor's Degree Aide, Music	187 ⁵⁴			
	Bachelor's Degree Aide, Nurse	187			

Bachelor's Degree Aide, PE	187
Bachelor's Degree Aide, Pre-K	187
Bachelor's Degree Aide, Pre-K (Bil)	187
Bachelor's Degree Aide, Pre-K Art	187
Bachelor's Degree Aide, Pre-K PE	187
Bachelor's Degree Aide, Sp Ed	187
Bachelor's Degree Aide, Sp Ed (Bil)	187
Bachelor's Degree Aide, Sp Ed (ECSE)	187
Bachelor's Degree Aide, Sp Ed Resource	187
Bachelor's Degree Aide, STEM Lab	187
Bachelor's Degree Aide, Title I	187
Bachelor's Degree Aide, Sp Ed Inclusion	187

4

Bachelor's Degree Aide, Separate Settings	187
Bachelor's Degree Aide, Sp Ed LS	187
Bachelor's Degree Aide, Sp Ed PBSE	187
Bachelor's Degree Aide, Sp Ed SLE	187
Bachelor's Degree, Job Coach	187

Hourly		\$18.36	\$21.60	\$26.00
187	Days	\$27,466	\$32,313	\$38,896

Clerical Support – 2024–2025

Waxahachie ISD

Pay Grade	Job Title	Calendars	Hourly		Minimum
1			Hourly		\$13.87
	Receptionist/Clerk	207	187	Days	20,753
	Receptionist/Clerk, ARD	187	207	Days	22,972
	Receptionist/Clerk, TLI	226	226	Days	25,081
	Receptionist/Clerk, Campus	207			
	Receptionist/Clerk, Support Services	226			
2			Hourly		\$15.05
	Clerk, Attendance JH	207	207	Days	24,915
	Clerk, Attendance/PEIMS ES	207	226	Days	27,201
	Clerk, Attendance/PEIMS HS	226			
	Clerk, Attendance/PEIMS DAEP	207			
	Clerk, Attendance DAEP	207			
	Receptionist, District	226			
3			Hourly		\$16.97
	Choir Accompanist	207	207	Days	28,107
	Registrar, Global	226	226	Days	30,687
	Registrar/PEIMS, JH	207			
	Secretary, Assistant Principal	207			
	Secretary Counselor	207			
	School Age Parent Program Manager	207			
4			Hourly		\$18.08
	Registrar, HS	226	207	Days	29,948
	Secretary, DAEP	207	226	Days	32,697
	Secretary, Principal ES	207			
	Secretary, Principal Global	226			
	Secretary, Principal JH	207			
	Textbook/Asset Assistant	226			
5			Hourly		\$19.39
	Associate, PEIMS/Records - Special Population	226	226	Days	35,057
	Secretary, TLI Dept. Support	226	242	Days	37,539
	Secretary, Child Nutrition	226			
	Secretary, CTE	226			
	Secretary, Fine Arts	226			
	Secretary, Public Relations	226			
	Secretary, Support Services	226			
	Secretary, Technology	226			
	Secretary, Transportation	226			
	Secretary, Principal HS	226			
6			Hourly		\$22.17
	Administrative Assistant, Athletics	226	226	Days	40,092

Administrative Assistant, Special Populations	226
Specialist, Accounting I	226
Specialist, Accounts Payable I	226
Specialist, Employee Benefits I	226
Specialist, Grant Administration	226
Specialist, HR Position Mgmt I	226
Specialist, Payroll I	226
Specialist, PEIMS Data I	226
Specialist, Student Data I	226
Administrative Associate, TLI	226
Administrative Associate, Business	226
Administrative Associate, Elem/Sec Learning	226
Administrative Associate, HR	226
Administrative Associate Legal/Student Svc.	226

242	Days	42,930
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7

Tech I, Application Integration Specialist	242
Tech I, Audio/Video/Media, Lead	242
Tech I, Repair Specialist	242
Tech I, System Specialist	242
Tech I, Systems Support Specialist	242

Hourly	\$23.04
226	Days
242	Days

8

Specialist, Accounting II	226
Specialist, Accounts Payable II	226
Specialist, Employee Benefits II	226
Specialist, HR Position Mgmt II	226
Specialist, Payroll II	226
Specialist, PEIMS Data II	226
Specialist, Student Data II	226
Tech II, Application Integration Specialist	242
Tech II, Audio/Video/Media, Lead	242
Tech II, Cyber Security	242
Tech II, MDM Administrator	242
Tech II, Repair Specialist	242
Tech II, System Specialist	242
Tech II, Systems Support Specialist	242

Hourly	\$24.29
226	Days
242	Days

9

Executive Assistant, Superintendent	226
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Hourly	\$26.17
197	Days
226	Days

Midpoint	Maximum
\$17.33	\$20.80
25,933	31,120
28,707	34,448
31,341	37,610

\$18.81	\$22.26
31,142	36,857
34,001	40,240

\$20.19	\$24.84
33,428	41,130
36,496	44,905

\$21.72	\$26.61
35,961	44,069
39,262	48,114

\$23.48	\$28.19
42,452	50,968
45,457	54,576

\$27.38	\$32.58
49,501	58,903

53,005	63,073
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\$27.74	\$32.93
50,154	59,537
53,705	63,752

\$29.11	\$34.43
52,631	62,249
56,357	66,656

\$32.31	\$38.44
50,914	60,587
58,409	69,506

Auxiliary 2024-2025 Pay Plan

Waxahachie ISD

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint
1			Hourly	\$13.24	\$14.91
	Bus Driver Trainee	varies			
	Bus Monitor	186			
	Crossing Guard	177			
2			Hourly	\$14.35	\$17.28
	Cafeteria Assistants	190			
	Custodian	260			
3			Hourly	\$15.47	\$18.58
	Delivery Driver	260			
	Groundskeeper	260			
	Groundskeeper, Athletics	260			
	Lead Custodian - ES	260			
	Lead Custodian - JH	260			
	Warehouse Assistant	260			
4			Hourly	\$16.58	\$20.22
	Assistant Cafeteria Manager -JH, HS	191			
	Cafeteria Manager - ES	191			
	Cafeteria Manager - JH	191			
	Cafeteria Manager - PreK	191			
	Carpenter Helper	260			
	Dispatcher (Transportation)	187			
	Filter Technician	260			
	Fuel Technician	260			
	General Maintenance	260			
	Groundskeeper Team Lead	260			
	Lead Custodian HS	260			
	Non-CDL Driver	186			
5			Hourly	\$18.73	\$22.85
	Child Nutrition Kitchen Tech Asst	260			
	Painter	260			
	Warehouse Supervisor	260			
6			Hourly	\$21.81	\$26.27
	Child Nutrition Equipment Tech	260			
	Cafeteria Manager - HS	191			
	Electrician (General)	260			
	Fleet Manager	260			
	HVAC (General)	260			
	Pest Control	260			
	Plumber (General)	260			
	Security, Certified (+ \$2.00)	187, 197			
	Security, Non-Certified	187, 197			

Vehicle Mechanic (Transportation)	260
Welder	260

7

Electrician (Journey License)	260
HVAC Certified Mechanic (Licensed)	260
IPM Coordinator	260
Lead Carpenter	260
Lead Grounds	260
Lead Mechanic	260
Lead Security Officer	226
Plumber (Journey License)	260
Shop Foreman	260

Hourly	\$25.38	\$29.62
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BD

Bus Driver	186
Bus Driver - Lead Trainer, CDL +\$0.75	226
Dispatcher, CDL +\$1.00	226
Field Trip Coordinator, CDL, +\$1.25	226
Route Coordinator, CDL, +\$1.25	226
Special Education Coordinator, CDL, +1.25	226
Trainer, CDL, +\$0.50	226

Hourly	\$20.41	\$26.25
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Maximum

\$16.58

\$21.59

\$21.70

\$23.86

\$26.96

\$30.74

\$35.04

\$32.09

Substitute 2024 – 2025 Pay Plan
Waxahachie ISD

Job Type	Daily Rate	Long Term Rate, 11+ Days
Certified Teacher	\$105	\$155
Registered Nurse	\$135	\$135
Bachelor's Degree or Higher	\$95	\$125
Non-Degreed or Associate Degree	\$85	\$115
Paraprofessional	\$80	\$115

WISD Athletic Stipends – 2024-2025

Sport	Stipend Amount	Extra Days	# Per Campus
Baseball			
Head Coach	\$10,000	5	1
First Assistant Coach HS	\$8,000	5	1
Assistant Coach HS	\$5,000	5	3
9 th Grade Coach – as needed	\$5,000	5	0
Basketball			
Head Coach	\$10,000	5	2
First Assistant Coach HS	\$8,000	5	1
Assistant Coach HS	\$5,000	5	4
9 th Grade Coach – as needed	\$5,000	5	0
Assistant Coach JH	\$2,000	0	8
Campus Coordinator			
Campus Coordinator JH	\$2,500	10	2
Def/Off Coord 2 nd Sport	\$8000	0	2
Cross Country			
Head Coach- To 207 days	\$8,000	0	1
Assistant Coach HS	\$4,500	10	2
Assistant Coach JH	\$2,000	5	2
Football			
Offensive Coordinator	\$10,000	20	1
Defensive Coordinator	\$10,000	20	1
Assistant Coach Football HS	\$5,000	10	15
9 th Grade Coach - as needed	\$5,000	10	0
Assistant Coach JH	\$2,000	10	8
Golf			
Head Coach	\$8,000	0	2
Summer Facility Opening	\$3,000	0	1
Assistant Coach HS	\$4,000	0	1
Golf Coach JH	\$2,000	0	1
Power Lifting			
Head Coach	\$6,500	0	2
Soccer			
Head Coach	\$10,000	5	2
First Assistant Coach HS	\$8,000	5	1
Assistant Coach HS	\$5,000	5	6
Assistant Coach JH	\$2,000	0	2

Sport	Stipend Amount	Extra Days	# Per Campus
Softball			
Head Coach	\$10,000	5	1
First Assistant Coach HS	\$8,000	5	1
Assistant Coach HS	\$5,000	5	3
Swimming			
Head Coach	\$8,000	0	1
Assistant Swim Coach	\$4000	0	1
Tennis			
Head Coach – To 207 days	\$8,000	0	1
Assistant Coach	\$4,000	10	1
Tennis JH	\$2,000	0	1
Track			
Head Coach	\$8,000	3	2
Assistant Coach HS	\$5,000	3	11
Assistant Coach JH	\$2,000	0	8
Volleyball			
Head Coach	\$10,000	10	1
First Assistant Coach HS	\$8,000	10	1
Assistant Coach HS	\$5,000	10	3
Assistant Coach JH	\$2,000	5	4
Athletic Trainer			
Athletic Trainer HS DW	\$8,000	20	3
Athletic Trainer JH- DW	\$8,000	20	0
As needed with growth			
Audio/Visual Operations			
AV/Scoreboard Director	\$4,500	0	1
Assistant Video Operator	\$2,500	0	1
HS Athletic Liaison			
	\$2,000	10	1
Physical Education (PE)			
**PE Lead (Elementary) -DW	\$3,000	0	1
PE Lead (Secondary) - DW	\$4,000	0	1
*Strength & Conditioning			
	\$3,000	0	0
UIL Compliance - Boys/Girls			
	\$10,000	0	2

*The strength and conditioning coach assignment will not include 207-day employees and is a summer assignment only.

** PE Lead for elementary as needed or added with growth.

Coaches will cap at 10 extra days or the highest day of two sports per year and the days will be paid at the daily rate. No extra days for Junior High Coordinators.

***There will be a three-sport maximum for stipends.

***Defensive and Offensive Coordinators earn a second sport stipend for admin duty. \$8000 each

Athletic Game Worker Pay Scale 2023-2024 - DRAFT

Football								
Duty	Level	\$	Duty	Level	\$	Duty	Level	\$
Facility Gate Attendant	Varsity	60 - 100	Clock/Scoreboard/Spotter	Varsity	45	Pressbox Elev. Oper.	Other	60
Facility Gate Attendant	Sub-V	25	Clock/Scoreboard/Spotter	Sub-V	25	Pressbox Host	Varsity	225
Facility Gate Attendant	JH	15	Clock/Scoreboard/Spotter	JH	15	Pressbox Host	Playoff	75-225*
Facility Gate Attendant	Playoff	60 - 100	Clock/Scoreboard/Spotter	Playoff	45	Pressbox Host	Other	75-225*
Facility Gate Attendant	Other	60 - 100	Clock/Scoreboard/Spotter	Other	75	Pressbox Host Asst.	Varsity	60
Facility Supervisor	Varsity	75	Field Access Gate	Varsity	80	Pressbox Host Asst.	Playoff	60
Facility Supervisor	Sub-V	50	Field Access Gate	Playoff	80	Pressbox Host Asst.	Other	60
Facility Supervisor	JH	35	Field Access Gate	Other	80-100*	Pressbox Manager	Playoff	75-125*
Facility Supervisor	Playoff	75-250*	Lockerroom Attendant	Varsity	60	Pressbox Manager	Other	75-125*
Facility Supervisor	Other	75-250*	Lockerroom Attendant	Playoff	60	Tickets Manager	Varsity	300
Game Administrator	Varsity	30-75*	Lockerroom Attendant	Other	75	Tickets Mgr Asst.	Varsity	75
Game Administrator	Sub-V	30-75*	Usher -.5 Time of Full	Varsity	30-60	Tickets Reserve Clk.	Varsity	150
Game Administrator	JH	30-75*	Usher -.5 Time of Full	Playoff	60			
Game Administrator	Playoff	30-75*	Usher -.5 Time of Full	Other	75			
Game Administrator	Other	30-75*	NDN Vision Director	Playoff	125-205*			
Game Announcer	Varsity	60	NDN Vision Director	Other	125-250*			
Game Announcer	Sub- V	25	NDN Vision Assistant	Varsity	60			
Game Announcer	JH	15	NDN Vision Assistant	Playoff	60			
Game Announcer	Other	75	NDN Vision Assistant	Other	75			
Game Chain Crew	Varsity	75	Pressbox Admin/Foyer	Varsity	75			
Game Chain Crew	Sub-V	30	Pressbox Admin/Foyer	Playoff	75			
Game Chain Crew	JH	20	Pressbox Admin/Foyer	Other	75			
Game Chain Crew	Playoff	75	Pressbox Elev Oper.	Varsity	60			
Game Chain Crew	Other	75	Pressbox Elev Oper.	Playoff	60			
Baseball/Softball/ Soccer								
Duty	Level	\$	Duty	Level	\$	Duty	Level	\$
Facility Field Prep	Playoff	75	Game Administrator	Playoff	30-75*	Facility Gate Attendant	Varsity	45-75
Facility Field Prep	Other	75	Game Administrator	Other	30-75*	Facility Gate Attendant	Sub-V	25
Facility Supervisor	Playoff	75-150*	Announcer/Scoreboard	Varsity	45	Facility Gate Attendant	Playoff	45-75
Facility Supervisor	Other	75-150*	Announcer/Scoreboard	Sub-V	25	Facility Gate Attendant	Other	45-75
Game Administrator	Varsity	30-75*	Announcer/Scoreboard	Playoff	45			
Game Administrator	Sub-V	30-75*	Announcer/Scoreboard	Other	60			
Gym								
Duty	Level	\$	Duty	Level	\$	Duty	Level	\$
Facility Supervisor	Playoff	75-150*	Annc/Scoreboard/Bks/Mus	Varsity	45	Game Doorman	JH	20
Facility Supervisor	Other	75-150*	Annc/Scoreboard/Bks/Mus	Sub-V	25	Game Doorman	Playoff	20
Game Administrator	Varsity	30-75*	Annc/Scoreboard/Bks/Mus	JH	15	Game Doorman	Other	20
Game Administrator	Sub-	30-75*	Annc/Scoreboard/Bks/Mus	Playoff	45			
Game Administrator	JH	30-75*	Annc/Scoreboard/Bks/Mus	Other	60	Facility Gate Attendant	Varsity	45 - 75
Game Administrator	Playoff	30-75*	Game Doorman	Varsity	20	Facility Gate Attendant	Sub-V	25
Game Administrator	Other	30-75*	Game Doorman	Sub- V	20	Facility Gate Attendant	Playoff	45 - 75
						Facility Gate Attendant	Other	45 - 75
Duty	Level	\$						
Athletic Trainer	Playoff	75						

*Based on event size and request

() based on a combined position

Other positions as the need arises not represented above \$15 - \$75

Curricular and Co-Curricular Stipends – 2024-2025- Revised

Stipend	\$	Campus
Academic Decathlon Sponsor	\$2,500	WHS
Art – Jr. VASE – per teacher	\$500	DW
Assistant Band Director	\$10,000	HS
Director - JH	\$8,500	JH
Assistant Band Director - JH	\$6,500	JH
Cheer Sponsor (Varsity) - HS	\$8,000	HS
Cheer (JV) -HS	\$6,000	HS
Cheer (Freshman) - HS	\$5,000	HS
Cheer Sponsor - JH	\$2,500	JH
Choir Director – HS - 207 Days	\$7,500	HS
Choir Asst. Director - HS	\$4,000	HS
Choir Director - JH	\$3,500	JH
Choir Assistant - JH	\$2,500	JH
Color Guard (Head) - HS	\$3,500	HS
Color Guard (Assistant) - HS	\$2,500	HS
Junior Class Sponsor - WHS	\$500	WHS
Senior & Junior Class Sponsor- Global	\$500	GHS
Senior Class Sponsor - WHS	\$750	WHS
Counselor* - DW	\$2,000	DW
Lead Counselor - WHS	\$2,000	WHS
CTE		
CTSO Duties –WHS & Global	\$500	HS
Culinary Arts (new) - HS	\$5,300	HS
Agriculture & Project Management- HS	\$5,000	HS
Shot Gun Club Sponsor - HS	\$2,500	HS
Ag Lead/Barn Manager	\$2,500	HS
Lambs 1	\$2000	HS
Rabbits (1)	\$2000	HS
Metal (2)	\$2000	HS
Pigs (1)	\$2000	HS
Greenhouse	\$2000	HS
Department Head - WHS	\$2,000	WHS
Department Head - Global	\$750	GHS
Department Head - JH	\$1,000	JH
Drill Team Sponsor - HS	\$10,000	HS
Drill Team Sponsor (JV) - HS	\$5,000	HS
Drill Team Sponsor - JH	\$4,000	JH
Language		
Bilingual - Elem	\$4,000	EL
ESL (Classroom as Bilingual) - Elem	\$1,000	EL
ESL Teacher - Secondary	\$1,000	JH, HS
Dual Language Lead Elem/JH	\$1,500	EL/JH
Foreign Language –Max (\$600 per class)	\$3,000	HS
Team Leader – Pre-K	\$500	EL
Interact Sponsor - Global	\$500	GHS
Interact Sponsor (X2) - WHS	\$500	WHS
Grade Level Chair – Elem (Grades 1-6)	\$750	ELM
LEO Club Sponsor -WHS	\$500	WHS

Stipend	\$	Campus
Librarian (Lead)- DW	\$2,500	DW
Math Teacher Max (\$600 per class) up to	\$3,000	JH/HS
National Honor Society - WHS	\$1,000	WHS
National Honor Society Sponsor - Global	\$500	GHS
National Honor Society Sponsor - JH	\$500	JH
Newspaper Sponsor - WHS	\$2,000	WHS
Social Media - WHS	\$2000	
Robotics Team Sponsor (x2) - WHS	\$1,200	WHS
TSA – Robotics Sponsor - Global	\$500	GHS
Science Teacher Max (\$600 per class)- Sec	\$3,000	HS
Secondary Extra Class (per semester) - WHS	\$32500	WHS
Special Education- CM, Incl, Resource	\$1,000	DW
Special Education- ECSE, PBSE, SLE, LS,18+	\$3,000	DW
Special Educations: Lead Diagnostician,SLP	\$1,500	Sped
Diagnosticians, LSSP, Speech Paths, & OTs	\$2,000	DW
Assistant: Speech Path, Diagnostician, LSSP	\$1000	DW
Deaf & Hard of Hearing – SPED & LOTE	\$5000	DW
Teacher of Visually Impaired	\$5000	DW
Student Council		
Student Council Sponsor - WHS	\$1,500	WHS
Student Council Sponsor – Global	\$1,000	GHS
Junior HS	\$750	JH
Summer School		
Summer School Instruction	\$30.00/hr	DW
Summer School Recovery	\$25.00/hr	DW
Summer School Aides & Secretaries (Hourly)	\$15.00	DW
TAFE Sponsor - WHS/JH	\$500	JH/WHS
Theater Arts Director – WHS (226 days)	\$10,000	WHS
Theater Arts Assistant Director - WHS	\$5,000	WHS
Theater Arts Director - Global	\$2,500	GHS
Theater Arts Director - JH	\$2,500	JH
Theatrical Design	\$2,000	WHS
UIL Coach (per team/competition) Elem/JH	\$150	EL/JH
UIL Coach (per team/ competitions)	\$800	GHS/WHS
• Add'l \$100 Regional & State		GHS/WHS
UIL Coordinator - Elem	\$500	EL
UIL Coordinator - JH	\$1,000	JH
UIL Coordinator - Global	\$1,000	GHS
UIL Coordinator - WHS	\$2,000	WHS
UIL Debate Coach - WHS	\$1,500	WHS
UIL Debate Coach - Global	\$1,000	GHS
Written Translator - District	\$4,500	DW
Yearbook Sponsor - Elem	\$400	EL
Yearbook Sponsor - JH	\$1,500	JH
Yearbook Sponsor - Global	\$750	GHS
Yearbook Sponsor - WHS	\$2,000	WHS

Hourly & Grant Stipends

Stipend		\$
Dual Credit (As assigned by master schedule and/or College/University schedule)		-
Tutoring, Test Prep		\$25.00
Travel Allowance (travel between 2 schools daily)		\$450.00 (Annual)
Travel Allowance (travel between 3+ schools daily)		\$650.00 (Annual)
CN Travel Allowance (travel to CN office daily)		\$450.00 (Annual)
Tutoring, Before/After School		\$25.00
Homebound Night Teacher		\$30.00
After School Detention Monitor		\$25.00
Saturday School Monitor		\$25.00
Graduation Sign Language Interpreter		\$25.00
Special Olympics Coach		\$25.00
Summer Professional Help off calendar/ Admin PG's 1-6		\$50.00
CTE – Expanded Program Access Coordinator – Tier 1	Grant - Based on Available Funds Annually	\$1500.00
CTE – Expanded Program Access Coordinator – Tier 2	Grant - Based on Available Funds Annually	\$2500.00
CTE – Expanded Program Access Coordinator – Tier 3	Grant - Based on Available Funds Annually	\$5000.00
Learning Acceleration Support Opportunities (LASO)	Grant – Based on Available Funds Annually	\$13,000
Incentive for Advanced Placement Passing Scores	Average \$50 per student passing HS Budget	\$15,000.00
Advanced Placement	Grant - Based on Available Funds Annually	\$250.00
TCLAS Intern, Clinical Teacher	TCLAS Grant	\$20,000
(TIA) Teacher Incentive Allotment	TIA Grant as determined by TEA	TBD by TEA
National Board Certification Teacher to Lead cohort	TIA - District	\$350.00
Reading Academy	TEA Grant Funds	TBD by TEA
Math Academy	TEA Grant Funds	TBD by TEA
Launch Mentor (1 st Year Teacher Mentors 1-2 Candidates)	Title II Funds	\$500.00
Launch Mentor (1 st Year Teacher Mentor -3+ Candidates)	Title II Funds	\$1,000.00
Incentive for Day Care Workers	Grant Texas Workforce – Based on Available Funds	\$1000.00

Administrators are not eligible for stipends. If position returns to teacher pay scale, employee is eligible for stipend amount.

*All employees in the district who are serving in these positions are eligible to receive this stipend.

Each elementary is authorized 7 stipends for grade level chairs (k5 and Specials). Elementary campuses with two SPED specialized instruction units (SLE, Life Skills, PBSE, ECSE) will receive an additional stipend allowance for SPED.

Each secondary campus is allocated 6 stipends for department chairs (English, Math, Social Studies, Science, Fine Arts, and SPED). High schools are allocated an additional department chair stipend for Languages Other Than English.

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2024 **Presented By:** Theresa Burkhalter

Subject: Position Change Request **Related Page(s)** 1



EXECUTIVE SUMMARY:

The Human Resources Department is requesting approval of position upgrade.

ATTACHMENTS:

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
X	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
	Priority #4	Financial Integrity

RECOMMENDATION:

Approve position upgrade.



Memorandum

To: Dr. Jerry Hollingsworth

From: Theresa Burkhalter, Assistant Superintendent of Human Resources

Date: August 26, 2024

Subject: Position Upgrade Request

The security team has a new structure in place. The team is requesting to upgrade two security officer positions to team leads. Two existing team members will elevate to the Lead Security Officer positions. There will be a total of three security team leads. Estimated cost: \$11,000.

Waxahachie Independent School District BOARD OF TRUSTEES

Date: August 26, 2024 **Presented By:** Ryan Kahlden

Subject: Adopt budgets for General Fund, Debt Service, and Child Nutrition Funds 2024-2025 **Related Page(s)** _____



EXECUTIVE SUMMARY:

Before the start of the fiscal year, the Board of Trustees is required to adopt an original operation budget for the general fund, debt service fund, and child nutrition fund.

As part of the budget preparation process, district staff have conducted three budget workshops with the board to review expected revenues and expenditures for the upcoming school year. During these workshops, priorities for funding were identified which has led to the budgets that are presented for approval at this time.

ATTACHMENTS:

Budget summary report for General Fund, Debt Service Fund, and Child Nutrition Fund for 2024-2025.

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
X	Priority #4	Financial Integrity

RECOMMENDATION:

Adopt 2024-2025 operating budgets for General Fund, Debt Service Fund, and Child Nutrition Fund as presented.

WAXAHACHIE INDEPENDENT SCHOOL DISTRICT

FISCAL YEAR 2024-2025

BUDGET FOR ADOPTION - ALL FUNDS

	General Fund	Debt Service	Child Nutrition
	Proposed	Proposed	Proposed
REVENUES			
5711 Current Property Taxes	\$ 68,000,000	\$ 37,450,530	\$ -
5712 Delinquent Property Taxes	300,000	90,000	-
5719 Other Tax Revenue	300,000	30,000	-
5729 Single Age Parent Education	50,000	-	-
5735 Out of District Tuition - CTE	-	-	-
5739 Miscellaneous Tuition Charges	14,000	-	-
5742 Investment Earnings	1,147,000	1,458,592	150,000
5743 Rent	55,000	-	-
5749 Local Source Revenue	111,000	-	2,000
5751 Food Service Sales	-	-	1,706,000
5752 Athletic Activity	137,500	-	-
5811 Per Capita Apportionment	6,161,210	-	-
5812 Foundation School Program	40,576,243	-	-
5828 Pre-K State Program	-	-	-
5829 Revenues from TEA	-	3,326,966	235,564
5831 Other State Revenues	5,951,422	-	213,895
5929 QSCB Interest Reimbursements	-	100,000	-
5931 SHARS Reimbursements from Medicaid	1,000,000	-	-
7952 School Breakfast Program	-	-	675,000
7953 National School Lunch Program	-	-	2,675,000
7954 USDA Commodities	-	-	-
TOTAL REVENUES	123,803,375	42,456,088	5,657,459
EXPENDITURES			
11 Instruction	71,971,467	-	-
12 Instructional Resources	1,456,066	-	-
13 Curriculum & Instructional Staff Development	1,816,094	-	-
21 Instructional Leadership	3,373,731	-	-
23 School Leadership	7,412,791	-	-
31 Guidance / Counseling	3,728,833	-	-
32 Social Work Services	-	-	-
33 Health Services	1,652,780	-	-
34 Student Transportation	4,444,482	-	-
35 Food Services	-	-	5,575,062
36 Extracurricular Activities	5,226,836	-	-
41 General Administration	3,339,074	-	-
51 Maintenance and Operations	12,464,326	-	82,397
52 Security and Monitoring	2,221,432	-	-
53 Data Processing Services	1,960,159	-	-
61 Community Services	250,304	-	-
71 Debt Service	-	42,456,087	-
81 Capital Outlay	700,000	-	-
91 Contracted Instructional Services	820,000	-	-
95 Juvenile Justice Alternative Education Program	40,000	-	-
99 Other Governmental Charges	925,000	-	-
TOTAL EXPENDITURES	123,803,375	42,456,087	5,657,459
BUDGET SURPLUS (DEFICIT)	\$ -	\$ 1	\$ -

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2024 **Presented By:** Ryan Kahlden

Subject: Adopt Tax Rates **Related Page(s)** _____



EXECUTIVE SUMMARY:

In accordance with TEC §44.004, the district will conduct a public hearing regarding the proposed 2024-2025 proposed maintenance & operations rate of \$0.7552 and interest & sinking rate of \$0.4129, for a total tax rate of \$1.1681 per \$100 in valuation.

ATTACHMENTS:

Ordinance to set tax rates for 2024

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
X	Priority #4	Financial Integrity

RECOMMENDATION:

Adopt M&O tax rate of \$0.7552 and I&S tax rate of \$0.4129.

ORDINANCE TO SET TAX RATE FOR 2024
(2024-2025 SCHOOL YEAR)

An ordinance levying an annual ad valorem tax for the year 2024, setting specific tax rates applicable to all real, personal, and mixed property situated within the Waxahachie Independent School District, setting due date and providing for penalties and interest on delinquent taxes.

BE IT ORDAINED by the Board of Trustees of the Waxahachie Independent School District of Ellis County, Waxahachie, Texas:

1. That an ad valorem tax rate of **\$1.1681 per \$100** cash valuation as said values are fixed by the Appraisal Review Board, and the same is hereby levied for tax year 2024 on all real property, personal property, and mixed property located and situated within the confines and boundaries of the Waxahachie Independent School District as of January 1, of this year.
2. That the above-specified ad valorem tax rate be distributed as follows:
 - a. **\$0.7552** rate for the local maintenance and operations (M&O) fund.
 - b. **\$0.4129** rate for the debt service, bonded indebtedness, and interest and sinking (I&S) fund.
3. Any person failing to pay their taxes on or before January 31, 2025, shall be subject to the maximum penalties thereon allowed by law to be collected on delinquent taxes. All delinquent taxes shall bear interest at the highest per annum interest rate allowed by law to be collected on delinquent taxes and shall bear interest from the date of delinquency until paid.
4. Taxes which are due the Waxahachie Independent School District that remain delinquent on July 1st of the tax year in which they become delinquent for the 2024 and later tax years, on accounts which have been assigned to the Waxahachie Independent School District's delinquent tax attorney on or before July 1st, incur an additional penalty of 20% of the amount of taxes, penalty and interest due at the time the taxes, penalty, and interest are paid.

Such taxes are to be assessed and collected by the tax officials designated by the 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 0.30 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$3.00.

PASSED, APPROVED, AND EFFECTIVE, THIS 26TH DAY OF AUGUST, 2024.

Dusty Autrey
President, Board of Trustees

Debbie Timmermann
Secretary, Board of Trustees

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2024 **Presented By:** Dr. Jerry D. Hollingsworth

Subject: TASB Assembly Delegate **Related Page(s)** 2



EXECUTIVE SUMMARY:

Each participating district in the September TASA/TASB Conference in San Antonio has the opportunity to nominate a representative from the local Board to the Texas Association of School Board's (TASB) Board Delegation. Attached you will find a TASB flier that outlines the role of a Board Delegate to the TASB Board Delegate Assembly.

This assembly takes place in conjunction with the TASA/TASB Conference in San Antonio at the end of September. During the Board meeting, the Board President will ask for nominations and a subsequent vote to designate a delegate to the Assembly who will represent WISD.

ATTACHMENTS:

TASB Delegate Information

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
	Priority #2	Honor and Support Staff
X	Priority #3	Community and Stakeholder Relationships
	Priority #4	Financial Integrity

RECOMMENDATION:

Board approves the nominations and a subsequent vote of a delegate to the Texas Association of School Board's Assembly.

Understand why it's important.



About Delegate Assembly

Simply put, the TASB Delegate Assembly is your annual membership meeting. Most importantly, this event is where all members have a voice in the overall direction of the organization — from electing who will serve on the TASB Board to approving the education issues that will be included in the TASB Advocacy Agenda.

Your board's voice

As an Active Member of TASB, your board has the exclusive right to have a voting Delegate at the Assembly. Your Delegate will be the voice for your board, ensuring the priorities for your district and community are reflected in TASB's work.

Your Delegate must be a trustee on your board. You also may select a second trustee to serve as an Alternate. Your representatives may trade off time on the Assembly floor to ensure your board's voting privileges are covered.

2024 Assembly

WHEN:
Saturday, Sept. 28

12:30 p.m.
Regional Caucuses

2 p.m.
Delegate Assembly

WHERE:
Grand Hyatt, San Antonio

Delegate Assembly is held in conjunction with txEDCON24 in San Antonio.

Lunch is provided to Delegates and Alternates during the caucuses.

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**TASB Delegate
Assembly**

 tasb.org/delegate

Name your Delegate.

2



Place an item on your upcoming board agenda.

Take action now, so you are prepared when registration opens in July.

Suggested agenda language:

- **Item name:** Discuss and consider board approval of a Delegate and Alternate to the 2024 Texas Association of School Boards (TASB) Delegate Assembly.
- **Background:** TASB's 2024 Delegate Assembly will be held Sept. 28, 2024, during txEDCON24 in San Antonio. Attending Delegate Assembly gives the board the chance to participate in the democratic process that governs TASB. Delegates will elect TASB officers and directors, vote on TASB's Advocacy Agenda, have the opportunity to interact with other board members in our region, and earn continuing education training credit.
- **Recommended Action:** I recommend that the Board of Trustees name [INSERT NAME] as the Official Voting Delegate and [INSERT NAME] as the Alternate to the 2024 TASB Delegate Assembly.



Select your Delegate and Alternate.

Your Delegate, or Alternate, will be voting on important Association business, so carefully consider who you want representing your board and district. As school board members, all of you already have the most important qualification: a passion for Texas public schools and the students they serve. Now, think about who would best fit these qualities:

- **Knowledge:** The Assembly will consider a wide range of advocacy issues. Who has the best background on the challenges and concerns for your district and community?
- **Voice:** Delegates may submit amendments to proposed action items. Who would be best equipped to consider how amendments may affect your district and then take action based on your board's priorities?
- **Commitment:** The Regional Caucuses and Assembly are held during the Saturday of txEDCON24. Who can commit their time to the full meeting?

Name your delegate.

Step 2 continued



Register your representatives

New this year, registration will open in July as part of txEDCON24 registration. Make sure your board takes action now to select your representatives, so you are ready as soon as registration opens!

Your superintendent or superintendent secretary will be able to submit your board's Delegate and Alternate at the same time as they register your team for convention.

More information will be shared in late June.

“ My favorite time is when we review our legislative priorities, and the important, thoughtful discussions that arise from different viewpoints, different experiences, different needs. One thing that never fails to shine through is the common belief about doing the best for our children — all children.”

***– Sandy Hughey
North East ISD***



Watch for your Assembly materials.

In early September, the *Delegate Handbook* and Nominations Committee Report will be posted at tasb.org/delegate. Your registered Delegate and Alternate, as well as your board president and superintendent, will receive an email when the materials are available.

Questions?

If you have any questions about Delegate Assembly or naming your board's representatives, contact TASB Board and Management Services at **800-580-8272** or membercommunications@tasb.org.

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Assembly**

 tasb.org/delegate

Discover the Delegate experience.

3



The role of a Delegate

TASB's Delegate Assembly is the once-a-year opportunity for TASB members to have a voice in the overall direction of the Association. Each Active Member sends a Delegate to participate in the Assembly. This ensures that every school and education service center board that is a TASB Active Member has a vote on the issues under consideration.

" Make sure that the person representing has reviewed the resolutions and talked to the board and superintendent about issues affecting their district."

***– Josie Smith-Wright
Gonzales ISD***

As your board's representative, you serve as the voice not just for your board, but also your district, your students, and your community.

Here are the key things you need to know to prepare for your role as a Delegate.



20 days before the assembly

The *Delegate Handbook* and Nominations Committee Report will be posted in early September. These materials cover the action items under consideration by this year's Assembly. You will receive an email when the materials are available. Then, it's time to prepare for the meeting.

- 1. Review the materials.** Make sure you are familiar with all the items under consideration.
- 2. Come prepared to share your district's voice.** Work with your fellow board members to determine how your board stands on the action items and if you have concerns to take to the Assembly.
- 3. Study the Delegate Assembly rules and Action Form.** Like any governing body, there are rules and processes to ensure a productive meeting.
- 4. Watch your mail!** You will receive an envelope with your Delegate ribbon, which you can attach to your name badge when you arrive at the txEDCON. This ribbon will grant you access to all of the Delegate Assembly activities.

Discover the Delegate experience.

Step 3 continued



Day of the assembly

12:30-1:30 p.m., Regional Caucus:

You will start your Delegate duties by attending your regional caucus. This is a great opportunity to meet with colleagues from your region, including your TASB Directors. You will discuss the agenda items and get answers to any questions you may have about the Assembly and processes.

Lunch will be provided!

1:45 p.m., Action Forms: You may use the Action Form at the back of the *Handbook* to pull items for individual consideration or to propose an amendment to an item. The forms must be turned in to the Information Center near the Assembly floor entrance by 1:45 p.m.

2-4:30 p.m., Assembly: The Assembly will convene promptly at 2 p.m. You should plan to arrive by 1:45 p.m. so you can find your section on the floor, which is divided by TASB region. TASB staff members, holding red clipboards, are assigned to each area to check you in and assist you during the meeting.

“ At the caucuses, you get to meet other school board members from your region — and maybe do a little bragging about your sport teams!”

*– Fred Contreras
Grape Creek ISD*



But what about...?

If you have any questions about Delegate Assembly, we are here to help! Your TASB Directors will be with you every step of the way, leading your regional caucus and sitting near you on the Assembly floor. TASB staff will be stationed at the Information Center near the main entrance of the Assembly floor from noon until the end of the meeting.

If you have questions before the meeting, contact the TASB Board and Management Services team at **800-580-8272** or membercommunications@tasb.org.

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Assembly**

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