



Waxahachie
INDEPENDENT SCHOOL DISTRICT

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

Called Meeting and Public Hearing |
AGENDA
Tuesday, August 26, 2025
5:00 PM
Live Stream:
<https://www.youtube.com/waxahachieisd>

A Called Meeting and Public Hearing of the Board of Trustees of Waxahachie Independent School District will be held Tuesday, August 26, 2025, beginning at 5:00 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. 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.
- III. RECONVENE TO OPEN SESSION.
- IV. OPEN FORUM: Hearing of individuals or committees.**
- V. OPEN PUBLIC HEARING.
 - A. Conduct a public hearing regarding the budget and tax rates. 3
- VI. CLOSE PUBLIC HEARING.
- VII. REPORTS.
 - A. Informational report regarding the nomination process of a person to serve on the Board of Directors of the Ellis County Appraisal District. 15
- VIII. CONSENT AGENDA.
 - A. Consideration and approval of minutes from previous meetings. 19
 - B. Consideration with possible approval to amend the final 2024-2025 operating budgets as presented. 22
 - C. Consideration with possible action to approve the renewal of property/casualty and auto liability insurance coverage from Texas Political Subdivisions Joint Self-Insurance Fund for the 2025-2026 school year at a price not to exceed \$1,490,246. 23
 - D. Consideration with possible action to approve the renewal of workers' compensation insurance coverage for the 2025-2026 fiscal year from Texas 44

	Political Subdivisions (TPS) Joint Self Insurance Fund at an estimated cost of \$418,292.	
E.	Consideration with possible approval to ratify contracts for special education providers where we are unable to fill positions with qualified candidates.	47
F.	Consideration with possible action to approve the 2025-2026 district-wide stipend schedule as presented.	134
G.	Consideration with possible action to approve certification waivers for classroom teachers.	145
H.	Consideration with possible action to approve the purchase of two district vehicles from Caldwell Country Chevrolet at a cost not to exceed \$129,700.	147
IX.	ACTION ITEMS.	
A.	Consideration with possible approval to adopt the Maintenance and Operations (M&O) and Interest and Sinking (I&S) tax rates for 2025.	152
B.	Consideration with possible action to adopt the 2025-2026 operating budgets for General Fund, Debt Service Fund, and Child Nutrition Fund as presented.	154
C.	Consideration with possible action to name a delegate to the Texas Association of School Boards' (TASB) Board Delegation.	156
D.	Consideration with possible action to approve Policy EFB(LOCAL) as presented.	157
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, 2025 **Presented By:** Ryan Kahlden

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



EXECUTIVE SUMMARY:

In accordance with TEC §44.004, the District will conduct a public hearing regarding the proposed 2025-2026 fiscal year budget and proposed M&O and I&S tax rates.

ATTACHMENTS:

None

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

Public Hearing: 2025-2026 Budget and Tax Rate

Ryan Kahlden, Chief Financial Officer

Budget Development Timeline

Jan/Feb: Meet with campuses and department leaders to reviewing staffing needs and requests for special funding.

March 23: Developed and reviewed 2025-2026 budget priorities with Trustees in Budget Workshop #1

April: Received estimate of property values from appraisal district

June 10: Review and confirm 2025-2026 budget priorities with Trustees in budget Workshop #2

July 25: Received certified taxable values from appraisal district

July 28: Discuss staff compensation plan with Trustees in budget workshop #3

August 11: Review budget plans for 2025-2026 with Trustees in budget workshop #4

Budget Development Timeline (cont.)

August 12: Completed Truth in Taxation worksheet

August 13: Published notice of public hearing on proposed budget and tax rates

August 26: Public hearing and action to approve 2025-2026 proposed budget and 2025 tax rate

September 1: Adopted budgets go into effect

Determining our Budget Priorities

Tier I

- Grow fund balance/balanced budget
- Staff salary increase
- Lumpkins Practice Field Improvement

Tier II

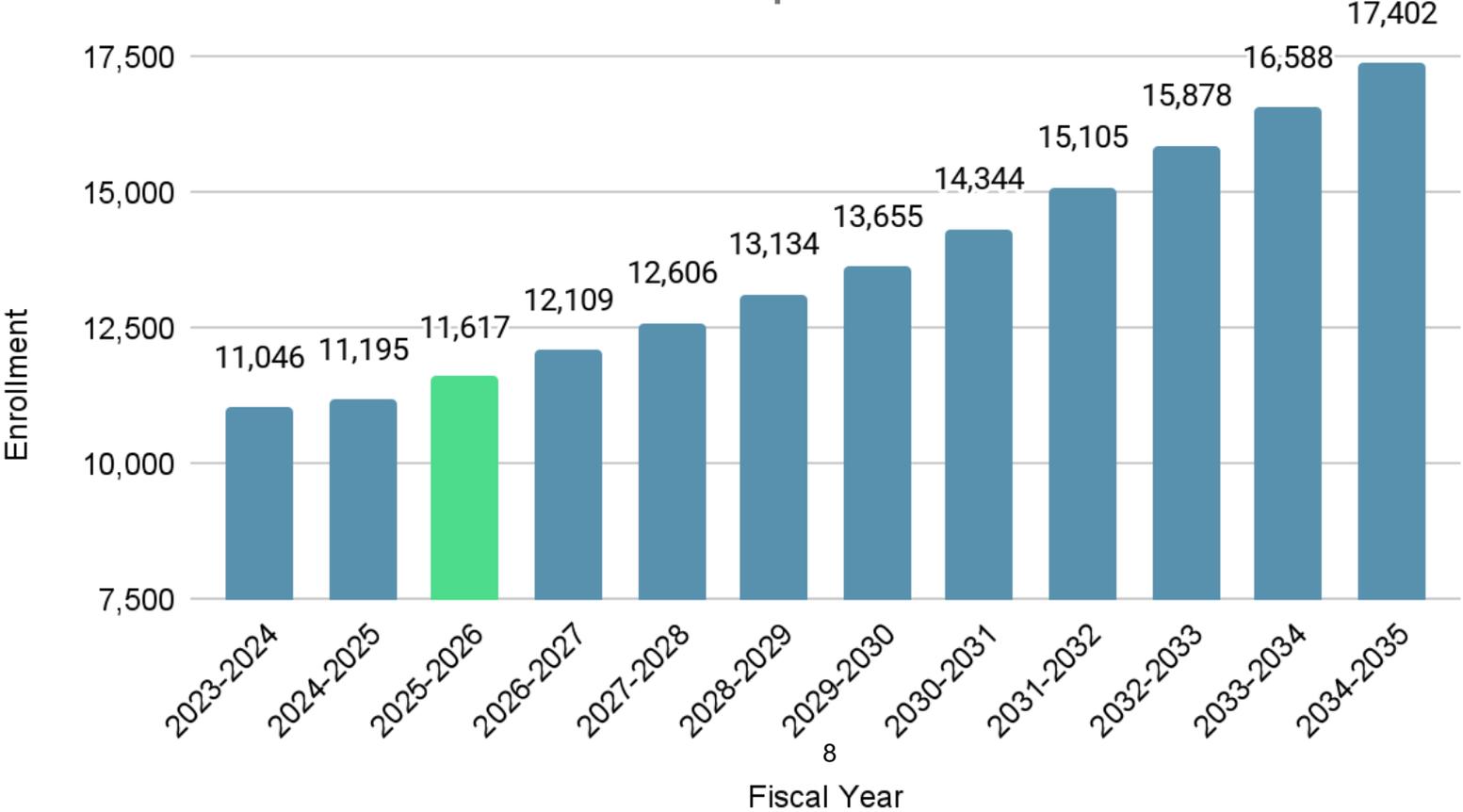
- Increase budget for bus replacements
- Increase budget for replacement of laptops to maintain 1:1
- Reduce employees' cost for healthcare
- Restore operational budgets to pre-cut levels

Tier III

- Develop retirement matching program
- Attendance buy-back program

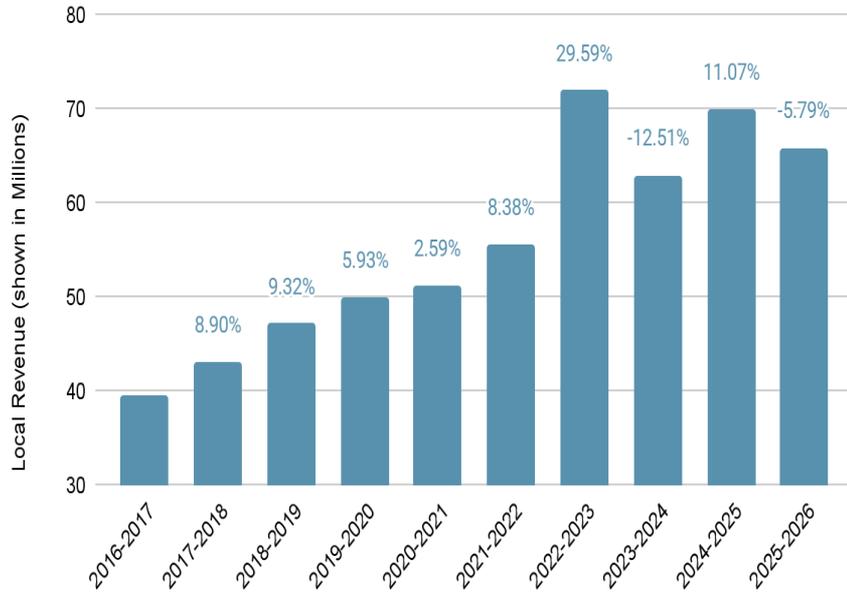
Other Priorities

Enrollment Expectations

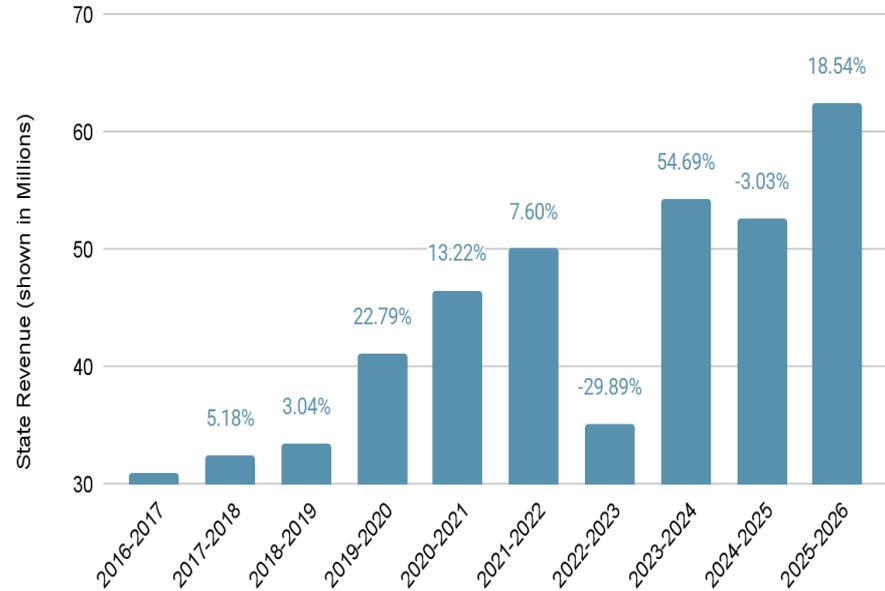


General Fund Revenue Expectations

Budgeted Local Revenue

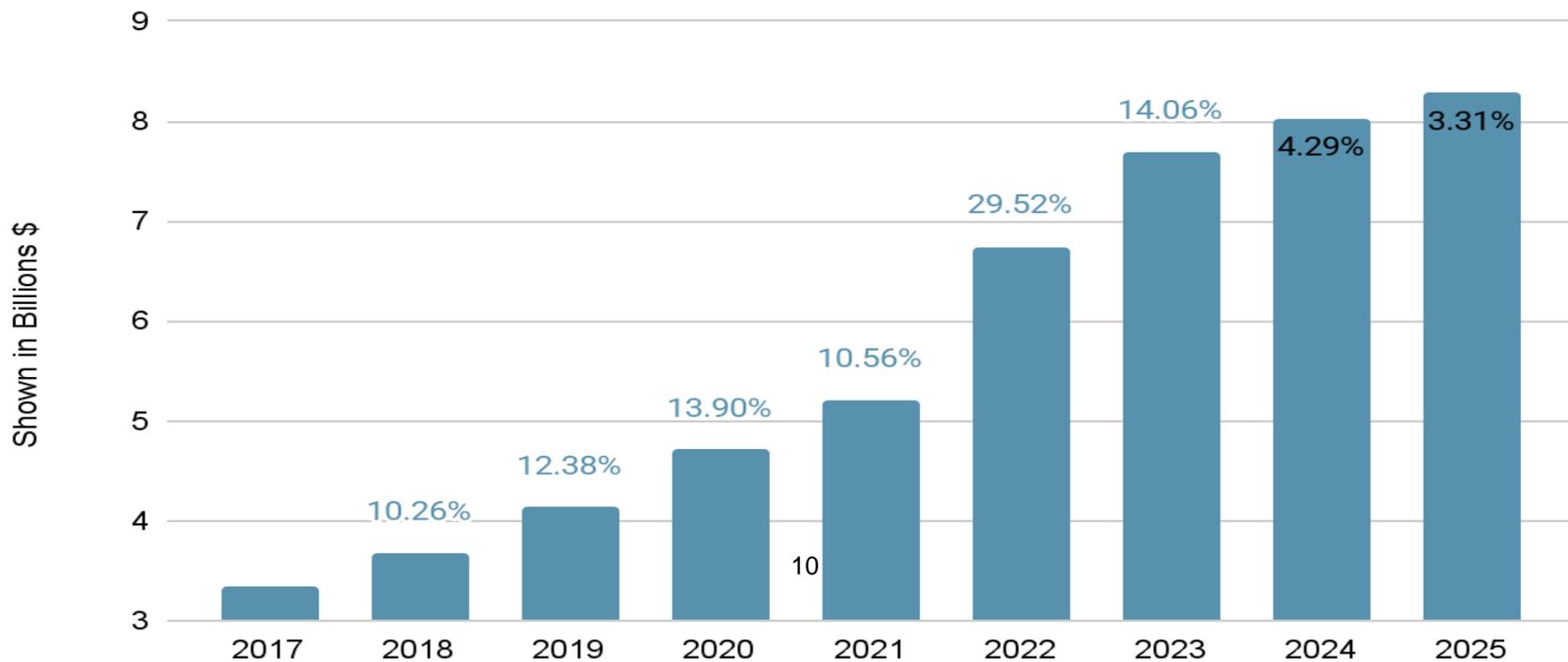


Budgeted State Revenue



Property Values

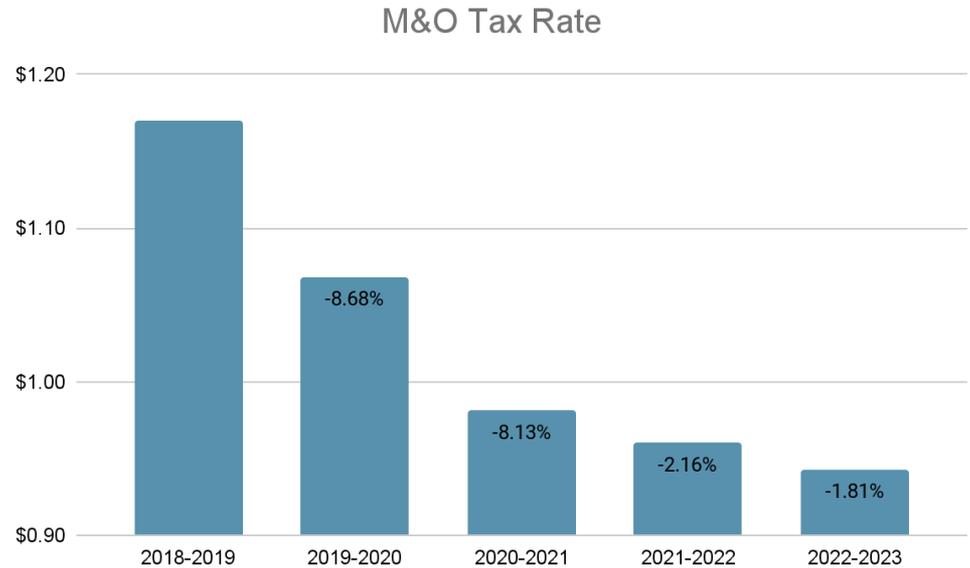
Freeze Adjusted Taxable Value



Maintenance and Operations Budget Highlights

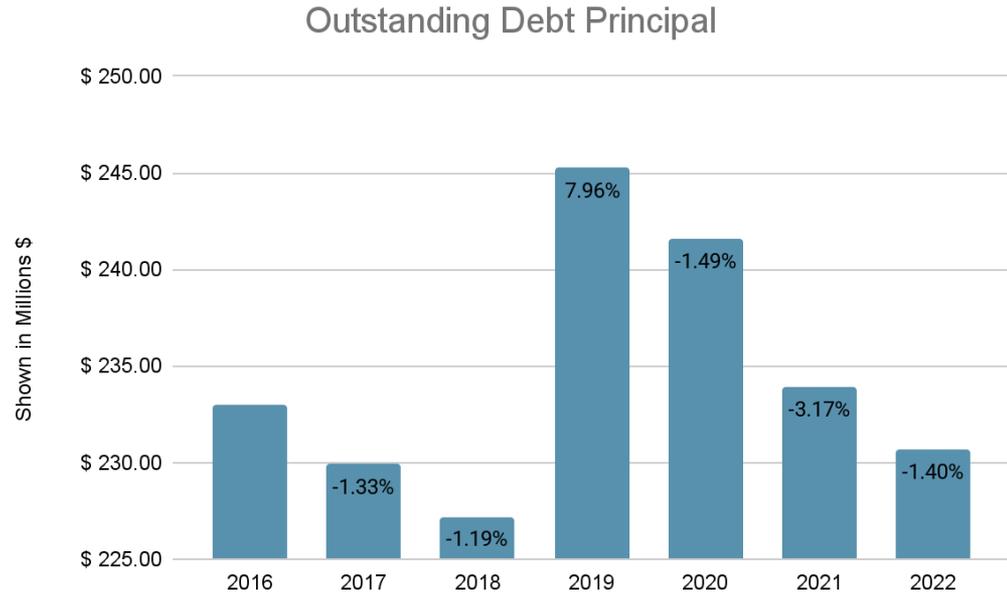
- Pay increase for all staff
- Increased starting pay for teachers, librarians, counselors, nurses, and athletic trainers \$2,600 (\$57,000)
- 5% pay increase for all staff on auxiliary, clerical, paraprofessional, and professional pay scales
- 3% pay increase for staff on administrative pay scale

- Proposed rate: \$0.7552

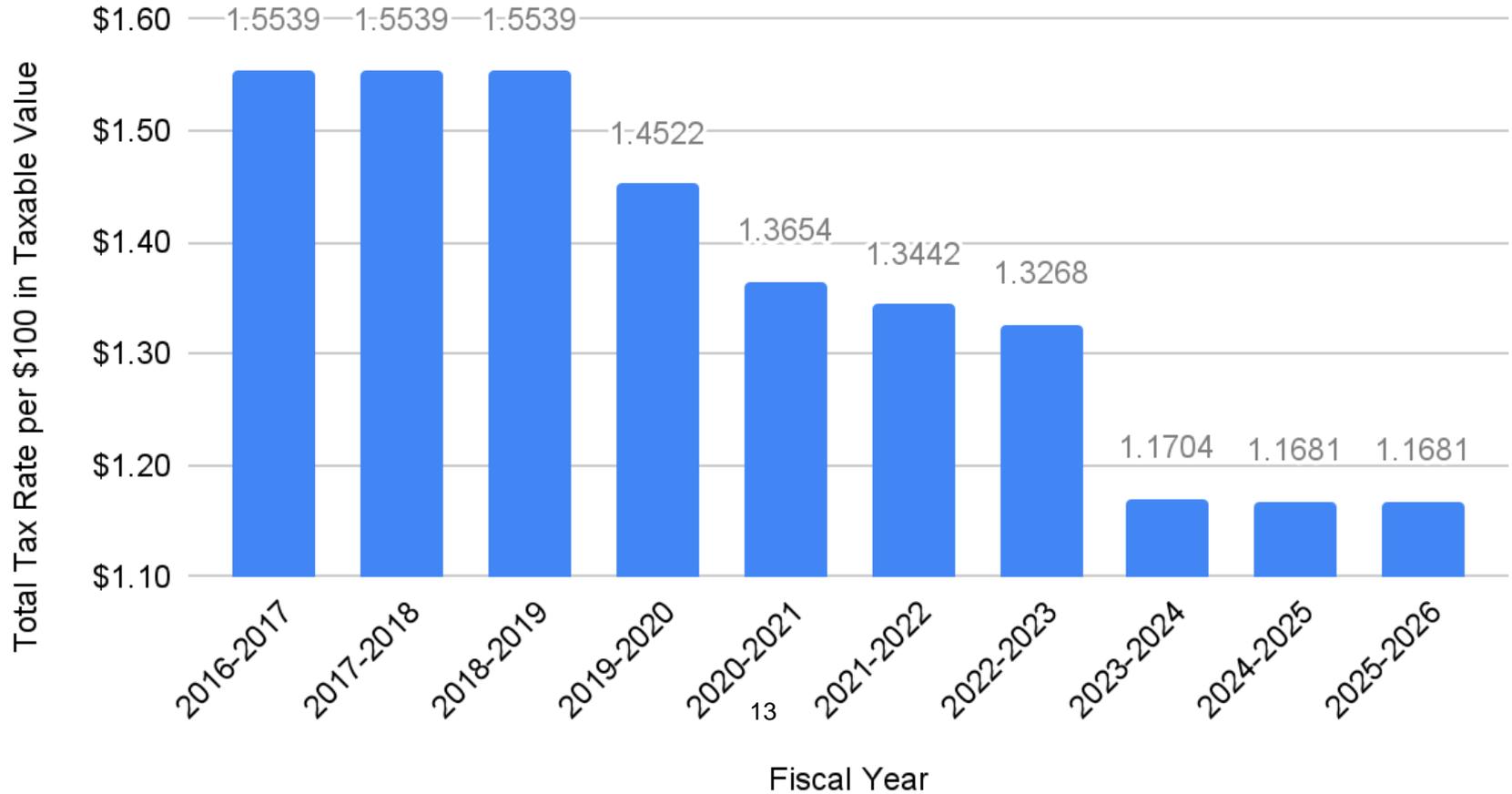


Interest and Sinking Budget Highlights

- Expecting expenditures in excess of revenues
 - Plan to utilize some I&S fund balance to maintain tax rate
- Proposed tax rate: \$0.4129 (unchanged since 2023-2024)
- Outstanding debt principal: \$779,324,446



10 Year Tax Rate Trend



Public Comments

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2025 **Presented By:** Ryan Kahlden

Subject: Nominations for Appraisal Board **Related Page(s)** Report



EXECUTIVE SUMMARY:

Ryan Kahlden will outline the process by which two persons will be appointed to the Ellis County Appraisal District Board of Directors for a two-year term, with a focus on the nomination process. Nominations will be made at the regular September board meeting after an overview of the process at this meeting.

ATTACHMENTS:

Letter from appraisal district on the process and BOD Guidelines & Responsibilities

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



ELLIS APPRAISAL DISTRICT
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Board of Directors
 Richard Keeler, Chairman
 David Hurst, Vice-Chairman
 Paula Baucum, Secretary
 Members
 Rusty Ballard George Ricks
 T.Walter Erwin Jennifer Zarate
 Dani Muckleroy
 Richard Rozier, Ex-Oficio Member
 Kathy Rodrigue, Chief Appraiser

August 18, 2025

Voting Taxing Units of the Ellis Appraisal District:

It is election time and the **2026 Board of Directors Taxing Unit Voting Entitlements** are enclosed. The 2026 Election is for the **two appointed directors positions** who served for a one-year term in 2025. The total possible votes to be cast is 2,000 (1,000 votes x 2 positions).

The FIRST step for in this process is NOMINATIONS. Each taxing unit may **nominate by resolution** adopted by its governing body (sample enclosed) one candidate for each position to be filled on the board of directors. The presiding officer of the governing body of the unit shall submit the name(s) of the unit's nominee(s) to the chief appraiser **before October 15th**.

Before October 30th, the chief appraiser will prepare a ballot, listing the candidates and shall deliver a copy of the ballot to the presiding officer of your unit. **The SECOND step in this process is for your governing body to VOTE.** The governing body shall determine its **vote by resolution** (sample enclosed) and submit it to the chief appraiser before December 15th. Your voting entitlement may be cast for one candidate or distributed as the governing body chooses. Mathematically, it should take 667 votes to secure a position on the board. The chief appraiser will count the votes, declare the five candidates who received the largest cumulative vote totals elected, and submit the results before December 31st to each governing body.

Taxing Units with more than 5% of the total vote are listed on the following page and have additional requirements under Section 6.03(k-1). This includes Ellis County, Ennis, Midlothian, Red Oak and Waxahachie ISDs and Cities of Midlothian and Waxahachie.

Please mark these dates for the governance of the Ellis Appraisal District:

- Before October 15** Your governing body submits candidate(s) name(s) (with bio) to the chief appraiser
- Before October 30 I will prepare and deliver a ballot to the presiding officer of your unit
- Before December 15*** Your governing body will vote by resolution and submit to the chief appraiser
- Before December 31 I will send the results of the election to each governing body

Please make plans on your scheduled meetings to consider and act on these matters. Your vote is very important to the continued leadership of this board.

I have asked the current board members Rick Keeler and Walter Erwin about their interest in serving another term. **Walter Erwin from Ennis is interested in continuing to serve on the BOD.**

So that all taxing units in the election are familiar with any new candidates, **please submit a short bio and contact information** (email and cell phone) **for any newly nominated candidate.** Please contact me if you have any questions.

Respectfully submitted,

Kathy Rodrigue, RPA

Taxing Units with More than 5% of Total Votes in Board of Directors Election

SECTION 3. Section 6.03, Tax Code, is amended by amending Subsection (k) and adding Subsection (k-1) to read as follows:

(k) Except as provided by Subsection (k-1), the [The] governing body of each taxing unit entitled to vote shall determine its vote by resolution and submit it to the chief appraiser before December 15. The chief appraiser shall count the votes, declare the five candidates who receive the largest cumulative vote totals elected, and submit the results before December 31 to the governing body of each taxing unit in the district and to the candidates. For purposes of determining the number of votes received by the candidates, the candidate receiving the most votes of the conservation and reclamation districts is considered to have received all of the votes cast by conservation and reclamation districts and the other candidates are considered not to have received any votes of the conservation and reclamation districts. The chief appraiser shall resolve a tie vote by any method of chance.

(k-1) This subsection applies only to an appraisal district established in a **county with a population of 120,000 or more**. The governing body of each taxing unit entitled to **cast at least five percent of the total votes** must determine its vote by resolution adopted **at the first or second open meeting of the governing body that is held after the date the chief appraiser delivers** (before October 15th) **the ballot to the presiding officer of the governing body**. The governing body must **submit its vote to the chief appraiser not later than the third day following the date the resolution is adopted**.

This **law applies** to the following taxing units that make up 84.16% of the total votes:

Ellis County	16.42%	with	328 votes
Ennis ISD	8.50%	with	170 votes
Midlothian ISD	19.32%	with	386 votes
Red Oak ISD	7.60%	with	152 votes
Waxahachie ISD	16.88%	with	337 votes
City of Midlothian	7.74%	with	155 votes
City of Waxahachie	7.70%	with	154 votes

ELLIS APPRAISAL DISTRICT 2026 BOARD OF DIRECTORS

Eligibility:

Person must have resided in the appraisal district for at least two years immediately preceding the date the individual takes office. Person may not be an employee of a taxing unit served by the appraisal district, but may be an elected official or a member of the governing body. A person may not be appointed if related within the second degree of consanguinity or affinity to either an appraiser who appraiser property for use in the appraisal district's appraisal review board proceedings or a tax representative who represents taxpayers for compensation before the appraisal district's appraisal review board. A person may not have delinquent taxes for more than 60 days after the date the person knew or should have known of the delinquency.

Term:

For 2026, two (2) appointed members will begin serving a four-year term 2026-2029 and in 2028, three (3) appointed members will be serving a four-year term 2028-2031.

Meetings:

Meetings are required quarterly but are typically held 6-10 times a year typically on the second Thursday of the month at 8:30am or at the call of the chair.

Compensation:

Directors may not receive a salary, per diem, or other compensation. They are reimbursed for reasonable and necessary expenses incurred in the performance of a director's duties if included in the appraisal district budget.

Training:

Effective 9/1/2025, BOD members are required to attend an 8-hour training session prior to service covering:

The role and functions of the chief appraiser, board of directors, appraisal review board and taxpayer liaison officer; the comptroller regarding the property tax system; the importance of maintaining the independence of an appraisal office from political pressure; the importance of prompt, courteous, and fair treatment of the public; the finance and budgeting requirements for an appraisal district, including appropriate controls to ensure that expenditures are proper; the procurement and contracting requirements for an appraisal district, including appropriate controls to ensure there are no conflicts of interest; the requirements of Chapters 551, 552, 2001 of the Government Code; other laws relating to public officials, including conflicts of interest laws; and the standards of ethics imposed by the Uniform Standards of Professional Appraisal Practice; and the professions regulated under Chapter 1151, Occupations Code.

General Statement of Functions:

The board of directors has the following primary responsibilities:

- Establish the appraisal district's office;
- Adopt the appraisal district's annual operating budget and bi-annual reappraisal plan;
- Contract for necessary services;
- Hire a chief appraiser;
- Appoint a taxpayer liaison officer; and
- Make general policy on the appraisal district's operation.

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2025 **Presented By:** Nisa Redd

Subject: Board meeting minutes August 11, 2025 **Related Page(s)** Minutes



EXECUTIVE SUMMARY:

Attached are the proposed minutes from the August 11, 2025, meeting.

ATTACHMENTS:

Board Meeting Minutes August 11, 2025.

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

RECOMMENDATION:

Administration recommends that the attached minutes be approved as presented.

Minutes August 11, 2025
Board of Trustees Regular Meeting and Workshop
Waxahachie Independent School District

The Board of Trustees of the Waxahachie Independent School District met on August 11, 2025, in the WISD Board room. President Dusty Autrey called the workshop portion of the meeting to order at 4:00 pm. Trustees Adrian Cooper, Debbie Timmermann, Judd McCutchen, and Kim Kriegel were present in person. Trustee Ryan Pitts arrived to the meeting at approximately 4:04 pm. WISD Superintendent Rebecca McCutchen, Interim Associate Superintendent of Educational Operations Kevin Freels, Assistant Superintendent of Learning Stephanie Heimbuch, Chief Financial Officer Ryan Kahlden, Assistant Superintendent of Human Resources Theresa Burkhalter, and Director of Student Services Sean Cagle, as well as other administrators, were also present.

Chief Financial Officer Ryan Kahlden conducted board budget workshop #4.

The Board entered closed session at 4:22 pm. The Board reconvened to Open Session at 4:52 pm to begin the regular portion of the board meeting.

Oliver Bowden (Finley) and Anthony Bowden (Northside) led the audience in the pledges to the Texas and US flags.

No one spoke in open forum.

ACTION ITEMS:

A. Trustee Debbie Timmermann motioned to approve Policy FNCE (Local). Trustee Ryan Pitts seconded, and it passed 6-0.

B. Trustee Kim Kriegel motioned to approve the following: For the 2025-2026 school year, we delegate contractual authority to obligate the school district under Texas Education Code(TEC) §11.1511(c)(4) to the superintendent, solely for the purpose of obligating the district under TEC, §48.257 and TEC, Chapter 49, Subchapters A and D, and the rules adopted by the commissioner of education as authorized under TEC, 49.006. This included approval of the Agreement for the Purchase of Attendance Credit or the Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding). Trustee Adrian Cooper seconded, and it passed 6-0.

C. Trustee Judd McCutchen motioned to affirm the WISD 2025-2026 compensation plan that was approved at the July 28, 2025 Board meeting and reject all other proposals (including the one presented tonight). Trustee Ryan Pitts seconded, and it passed 4-2. Trustees Kim Kriegel and Debbie Timmermann voted against the motion.

D. Board President Autrey removed action item D from the agenda which was the establishment of the 2027-2028 attendance zones between Waxahachie High School and establish the attendance zones for the anticipated construction and opening of junior high school #4.

Superintendent Rebecca McCutchen presented the Trustees with her Superintendent report which highlighted the recent WISD Back to School Bash, the WISD Convocation, the enrollment projection, and the release date for accountability reports.

WISD Project Manager, Stephen Mott, gave an update on 2023 bond projects.

Director of Student Services, Sean Cagle, presented the Trustees with a report on Policy EFB (Local).

Executive Director of Athletics, Brian Rogers, gave an informational report on the WISD Extracurricular Code of Conduct for the 2025-2026 school year.

Director of Student Services, Sean Cagle, presented the Trustees with a report on the 2025-2026 WISD Student Handbook.

INFORMATIONAL ITEMS:

Monthly update on the maintenance department's work orders.

CONSENT ITEMS:

Trustee Kim Kriegel made a motion to approve Consent Agenda Items A-G. Trustee Debbie Timmermann seconded, and the motion passed 6-0.

Those items were:

- A. Minutes from previous meetings.
- B. Monthly bid reports, purchase orders requiring board approval, and proposed budget amendments.
- C. Monthly financial reports that include cash position, revenue reports, budget summary, tax collection report.
- D. The approval of the 2025-2026 Progress Report and Report Card reporting dates and the 2025-2026 UIL Academic Eligibility Grade Check dates.
- E. The approval of the renewal of unemployment compensation insurance for the 2025-2026 school year.
- F. The approval of the 2025-2026 Waxahachie ISD hazardous bus routes.
- G. The approval of the purchase of up to seven hundred student technology devices.

Trustee Kim Kriegel made a motion to adjourn. Trustee Adrian Cooper seconded, and the motion passed 6-0. The meeting adjourned at 6:01 pm.

Dusty Autrey, President

Ryan Pitts, Secretary

Date

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2025 **Presented By:** Ryan Kahlden

Subject: Amend final budgets for 2024-2025 **Related Page(s)** _____



EXECUTIVE SUMMARY:

At the end of every fiscal year, the Trustees are asked to amend the final budget to outline actual expenditures for the fiscal year without exceeding the budget in any functional area.

ATTACHMENTS:

Proposed budget amendments.

		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:

Amend final 2024-2025 operating budgets as presented.

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2025 **Presented By:** Ryan Kahlden

Subject: Property/Casualty Insurance Renewal 2025-2026 **Related Page(s)** 20



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 an 11% decrease in our premiums from the 2024-2025 fiscal year primarily due to lower insurance rates for property coverage. The total cost of our coverage for property, auto liability, school board legal liability, general liability, crime, and auto physical damage coverage is \$1,490,246 for the 2025-2026 fiscal year.

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 2025-2026 school year at price not to exceed \$1,490,246.



**TEXAS POLITICAL SUBDIVISIONS
PROPERTY/CASUALTY JOINT SELF-INSURANCE FUND
INTERLOCAL AGREEMENT
CONTRACT NUMBER F0747**

(Guaranteed Cost Plan For Pooled Political Subdivisions)

This Interlocal Agreement entered into by and between the Texas Political Subdivisions Property/Casualty Joint Self-Insurance Fund (hereinafter referred to as "Fund") and the undersigned political subdivision of the State of Texas (hereinafter referred to as "Fund Member") is for the purpose of providing property, casualty and/or liability coverage, and other risk management services as needed for the "Fund Member" and their employees.

WITNESSETH:

The undersigned Fund Member, in accordance with the Interlocal Cooperation Act, Chapter 791 of the Texas Government Code and the interpretations thereof, along with other authorizing statutes, including Chapter 2259, Subchapter B of the Texas Government Code pertaining to other risks or hazards, and in consideration of other political subdivisions executing similar Interlocal Agreements, does hereby agree to become a Member of the Fund. The conditions of membership agreed upon by and between the parties are as follows:

SECTION I. - DEFINITIONS

Throughout the Texas Political Subdivisions Joint Self-Insurance Fund Interlocal Agreement, words and phrases that appear in bold have special meaning. They are defined below.

- a. **Allocated Loss Expense** - the costs incurred in processing claims, including but not limited to court costs, expenses for investigation and adjustment of claims, legal expenses, cost containment services (such as PPO discounts, rehabilitation services, medical management services), costs in protection and pursuit of subrogation/recovery rights, and similar expenses chargeable to a particular claim (excluding ordinary overhead expenses of the Fund and/or its designee such as salaries and other fixed expenses which shall be deemed unallocated expenses).
- b. **Board** - the Board of Trustees of the Texas Political Subdivisions Property/Casualty Joint Self-Insurance Fund.
- c. **Coverage Document(s)** - the annual document or documents for each line of coverage selected by the Fund Member, setting forth in exact detail the coverages, limits of self-insurance, deductibles, exclusions and conditions. The lines of coverage available to the Fund Member may include Property, General Liability, Automobile Liability and Physical Damage, School Board Legal Liability, Law Enforcement Legal Liability, Public Officials Legal Liability, Crime, Cyber, Crisis, and/or such other coverages that the Fund may offer.

- d. **Loss** - the sums actually paid or payable by the Fund in the settlement or satisfaction of any claim or suit for which a Fund member is liable either by adjudication or settlement made with the written consent of the Fund.

SECTION II. - TERMS AND CONDITIONS

1. **Non-Assessable.** The Fund is a non-assessable self-insurance pool.
2. **Risk Sharing Agreement.** The Fund is a self-insurance risk pool through which its Members agree to share risk and actively participate in their contractual obligations to lessen the risk and cost for all Members. This document and any **Coverage Document(s)** are not contracts of insurance. The Fund is not an insurance company. Rather, this Interlocal Agreement is an agreement between the Fund and the Fund Member to pay all covered **Losses** subject to all provisions, including the definitions, terms, and conditions of this Interlocal Agreement, along with any **Coverage Document(s)** issued pursuant hereto.
3. **Program Participation.** At the Fund's discretion, each Fund Member may adopt any or all of the self-insurance coverages offered by the Fund. Whichever self-insurance coverage(s) the Fund Member accepts, the Fund Member agrees to adopt and accept the coverages, provisions, terms, conditions, exclusions and limitations of the applicable **Coverage Document(s)**. The limits of self-insurance, optional coverages and deductibles selected by the Fund Member will be shown on the Declarations of each **Coverage Document**.

The Fund Member should examine the deductible provisions of the **Coverage Document(s)** selected to determine the Fund Member's obligations to reimburse the Fund if the Fund pays part or all of any deductible in handling a **Loss**, claim or suit. The Fund Member should also examine the deductible provisions to determine the expenditures that the Fund may make that apply to and may exhaust any deductible selected.

4. **Non-Waiver of Texas Tort Claims Act.** If the Fund Member adopts one or more of Fund's self-insurance plan(s) which cover liability exposures, it is understood that by participating in this self-insurance pool, the Fund Member does not intend to waive any of the immunities that its officers or employees now possess. The Fund Member recognizes the Texas Tort Claims Act and its limitations to certain governmental functions as well as its monetary limitations, and that by executing this Agreement does not agree to expand those limitations.
5. **Contributions.** The Fund Member agrees to pay contributions to the Fund based on the Fund's rating system. Contributions are payable to the Fund on an annual basis in advance of the Fund Members' effective date, and subsequently, in advance of the anniversary of the Fund Member's effective date.
6. **Failure to Pay Contributions.** In the event the Fund Member fails or refuses to make payments of contributions on a timely basis as herein provided, the Fund reserves the right to terminate such Fund Member by giving ten (10) days written notice and to collect any and all contributions that are earned pro rata for the period(s) preceding contract termination. Any Fund Member that is terminated hereunder shall forfeit any of the refunds that have not been paid prior to the date of termination.

7. **Self-Audits.** Prior to each anniversary of the effective date of this Agreement, the Fund may obtain from the Fund Member data as requested by the Fund in the form of a self-audit that may be used to determine the final contribution for the previously ended coverage period unless otherwise waived by the Fund. Based on the data submitted, a final contribution by the Fund Member or return of contribution to the Fund Member will be calculated. The Fund reserves the right to audit the relevant records of any Fund Member.
8. **Exposure Summary.** Commensurate with the execution of this Agreement and annually thereafter, the Fund Member shall complete the appropriate exposure summary. Intentional misstatements on the exposure summary shall be grounds for cancellation.
9. **Loss Control Services.** Loss control services will be supplied by the Fund and/or its designee to Fund Members to assist them in following a plan of loss control that may result in reduced **Losses**. The undersigned Fund Member agrees that it will cooperate in instituting any and all reasonable loss control recommendations for the purpose of eliminating or minimizing hazards that would contribute to **Losses**. The Fund Member's failure to cooperate with reasonable loss control recommendations shall constitute a material breach of this Agreement. In the event that the recommendations submitted on behalf of the Fund seem unreasonable, the Fund Member shall have the right to appeal to the **Board**, and the decision of the **Board** shall be final. The Fund makes no warranty on Fund loss prevention recommendations.
10. **Administration of Claims.** Pursuant to the terms and conditions of the applicable self-insurance **Coverage Documents**, the Fund and/or its designee agrees to administer any and all claims after notice of claim has been given and to provide a defense where appropriate. The Fund Member hereby appoints the Fund and/or its designee as its agent to act in all matters pertaining to processing and handling of all claims and shall cooperate fully in supplying any information needed or helpful in the administration of those claims. The Fund and/or its designee shall carry on all negotiations with any third parties or their representatives and negotiate within authority granted by the Fund, including, without limitation, decisions concerning claim values, payment due on claims, settlement, subrogation, litigation, and/or appeals. The Fund and/or its designee shall retain and supervise legal counsel on behalf of and at the expense of the Fund (subject to any applicable deductible) as necessary for the prosecution and defense of any litigation.
11. **Choice of Defense Counsel.** At the sole option of the Fund and/or its designee, a Fund Member may be allowed to choose the legal counsel it deems most appropriate for the handling of any individual claim.
12. **Decisions on Individual Claims.** All decisions on individual claims shall be made by the Fund and/or its designee, which includes the decision to appeal or not to appeal a final adjudication at the trial court level. However, any Fund Member shall have the right to consult with the Fund and/or its designee on any claim and have the right to appeal any decision made by the Fund and/or its designee to the **Board**. Any suit brought or defended by the Fund shall be brought or defended only in the name of the Fund Member and/or its officers or employees.

13. **Claims Data.** Periodically each Fund Member will be provided data including a statement of claims cumulative for said Fund Member by Effective Date of that Fund Member.
14. **Claims Handling After Termination for Failure to Pay Contributions.** If this Agreement is terminated as provided for in Section II, Paragraph 6, those claims handling services provided by the Fund and/or its designee as described in Section II, Paragraphs 10 and 11 will continue on those claims occurring prior to the termination of this Interlocal Agreement until they are ultimately and finally disposed of and closed. All other obligations under this Interlocal Agreement will end on the date of termination or expiration.
15. **Case Reserves.** The Fund shall maintain case reserves and supplemental reserves computed in accordance with generally accepted actuarial principles, taking into account historical and other data, designed to measure claims development and claims incurred but not yet reported, so that funds will be available to meet these claims as they become due.
16. **Unencumbered Monies.** The Fund shall invest unencumbered monies in accordance with **Board** approved guidelines. All monies that are on deposit with the Fund, and the investment earnings from these particular monies, shall be used for the benefit of the Fund Members until such time as the **Board** may deem that it is financially prudent to declare excess contribution refunds. No current or former Fund Member is entitled to an individual allocation or portion of Members' Equity (Fund "surplus").
17. **Sufficient Insurance and/or Reinsurance.** The Fund shall at all times maintain adequate insurance and/or reinsurance to protect the financial integrity of the Fund. This insurance and/or reinsurance is provided so that Fund Members will have no joint or several liability other than their required contribution and to insure that the Fund Member shall at no time be on an assessable basis beyond the amount set forth in this Interlocal Agreement. The **Board**, however, reserves the right to adjust the insurance and/or reinsurance coverage
18. **Annual Audit of Fund.** The Fund agrees that all Fund transactions will be audited annually by an independent certified public accounting firm.
19. **Rating Mechanisms.** In order to have a complete and well-understood basis for required contributions to the Fund, various rating mechanisms have been utilized as a guide. There is no intention to bestow rating authority over this plan of self-insurance upon the Texas Department of Insurance or any other regulatory authorities. Any word or phrase used in this Interlocal Agreement, which is ordinarily used in the insurance context, but not in the self-insurance context, shall be construed as consistent with the self-insurance concept except where the context clearly indicates no other possible construction.
20. **Annual Actuarial Report and Operational Responsibility.** As the parties responsible for the Fund, the **Board** and the Administrative Staff shall primarily and constantly keep foremost in its deliberations and decisions in operating the Fund that each of the participating Fund Members is a "self-insured." In conjunction with the annual Actuarial Report, the Fund and/or its designee shall carefully review, study and consider the actual claims or loss experience (including reserves for future claims payments) of each of the Fund Members in order to maintain as nearly as possible an equitable and reasonable administration of the Fund as applied to each Fund Member.

21. **Fund Member to Appoint Coordinator.** The Fund Member agrees that it will appoint a Coordinator of department head rank or higher and that the Fund and/or its designee shall not be required to contact any other individual except this person. Any notice to or any agreements with the Coordinator shall be binding upon the Fund Member. The Fund Member may change the Coordinator by giving written notice to the Fund. The appointment of a Coordinator does not prohibit the Fund from contacting other employees of the Fund Member.
22. **Fund Member to Abide by Bylaws and Policies.** The Fund Member acknowledges that it has received a copy of the Bylaws of the Fund, and it agrees to abide by these Bylaws and any amendments thereto and any and all policies and procedures of the Fund.
23. **Duty to Notify Fund of Changes.** The Fund Member shall have a duty to notify the Fund of any material changes to its operations or exposures. The Fund Member further agrees to timely provide all necessary information to the Fund and/or its designee and to timely execute all necessary documents as may be needed or required for the administration of the Fund.
24. **Right of Appeal to Board of Trustees.** The Fund Member shall have the right to appeal any decision or recommendation of the Fund and/or its designee to the **Board**, whose determination will be final. Any appeal shall be made in writing to the Fund Secretary within 60 days of decision or recommendation of the Fund and/or its designee.
25. **Right to Recovery.** The Fund Member shall take no action to release, discharge or impair its right to seek recovery of any amounts paid under this Agreement from any person or entity legally responsible for the property damage, bodily injury, or death for which such payment is made. Nor may the Fund Member assign such rights without the express, written approval of the Fund.
26. **Dissolution of the Fund.** Upon dissolution of the Fund formed pursuant to this and similar Agreement(s) with Fund Members, any assets of the Fund shall be used to pay its debts and obligations, and any remaining assets shall be distributed to the Fund Members or used for any other lawful purpose, as determined by the **Board**.
27. **Entire Agreement.** This Interlocal Agreement, together with all the Amendments, Supplements and other attachments hereto, constitutes the entire agreement between the parties and supersedes all previous Interlocal Agreements, promises, representations, understandings and negotiations, whether written or oral, between the parties with respect to the subject matter hereof.
28. **Severability; Interpretation.** If any portion of this Interlocal Agreement shall be declared illegal or held unenforceable for any reason, the remaining portions hereof shall continue in full force and effect. Any questions of particular interpretation shall not be interpreted against the drafter of this Agreement, but rather in accordance with the fair meaning thereof.

29. **Responsibility for Negligence, Errors or Omissions.** It is the intent of the Parties that the Fund and/or its designee and the Fund Member each shall bear responsibility for any of its own negligence or its own error or omission, including, but not limited to claims alleging violations of the Texas Insurance Code, the Deceptive Trade Practices and Consumer Protection Act, and the common law duty of good faith.
30. **Fund Accountability.** The Fund and/or its designee shall not be held accountable for any increased cost or expense to the Fund Member involving payments of claims under any contention by the Fund Member that a claim service, risk management service, loss control service, or administrative service could have been handled differently.
31. **Dispute Resolution.** This Interlocal Agreement shall be governed by and construed in accordance with the laws of the State of Texas, without regard to conflict of laws principles that would require the application of the laws of another state. The Fund retains its governmental immunity except to the extent it is waived by the legislature. The parties agree that the following adjudication procedures apply to any legal dispute, and that the Fund Member's right to file suit against the Fund is contingent upon compliance with these procedures pursuant to the Texas Local Government Code:
- a. Prior to filing suit, the Fund Member must comply with all of its obligations under this Interlocal Agreement including an appeal to the Fund's **Board** as described by Section II, Paragraph 12 hereinabove. A good-faith appeal to the **Board** is a pre-suit adjudication procedure that is required before litigation by a Fund Member against the Fund.
 - b. Prior to filing suit, the Fund Member will participate in good faith in mediation in Dallas County, Texas before a mediator approved by both parties; and
 - c. Any suit against the Fund must be brought in Dallas County, Texas.

In the event of a lawsuit or formal adjudication between a Fund Member and the Fund, the prevailing party is entitled to recover reasonable and necessary attorneys' fees and expenses, including expert fees, that are equitable and just.

32. **Waiver and Estoppel.** No provision of this Interlocal Agreement will be deemed waived by either party unless expressly waived in writing by the waiving party. No waiver shall be implied by delay or any other act or omission. No waiver by either party of any provision of this Agreement shall be deemed a waiver of such provision with respect to any subsequent matter relating to such provision. Estoppel may not be asserted against either party so as to prevent that party from enforcing or insisting on the other party's compliance with any provision of this Agreement.
33. **Amendment by Notice.** The Fund may amend this Interlocal Agreement upon renewal for any reason including changes to the terms. The Fund shall provide the Fund Member written notice of such amendment, which shall only apply prospectively. If Fund Member fails to give the Fund timely written notice of termination, Fund Member shall be deemed to have consented to the Fund's amendment and agrees to abide by and be bound by the amendment, without necessity of obtaining Fund Member's signature.

34. **Assignment.** This Interlocal Agreement or any duties or obligations imposed by this Agreement shall not be assignable by Fund Member without the prior written consent of the Fund. The Fund Member shall not transfer any interest in Fund claim-related payments to any third party, including, but not limited to, litigation finance companies, attorneys, banks, public adjusters, architects, engineers, or contractors. Any action by the Fund Member which grants or attempts to grant to any third party an interest in or control over any claim payment, including, but not limited to, the Member's entry into a contingent fee contract, will immediately suspend any obligation by the Fund to make any claim payment under this Agreement. The obligation of the Fund to make any such claim payments shall not be restored unless and until the Fund Member provides the Fund with evidence reasonably satisfactory to the Fund that any such transfer or attempt to transfer an interest in or control over such claim payment to a third party has effectively been terminated.
35. **Authorization.** By the execution of this Interlocal Agreement, the undersigned individuals warrant that they have been authorized by all requisite governance action to enter into and to perform the terms and conditions of this Agreement and that the Fund Member authorizes the Chief Executive Officer or equivalent, or the designated Coordinator named pursuant to Section II, Paragraph 21 hereinabove, to approve and bind the Fund Member to any current or future **Coverage Document(s)** entered into pursuant to this Agreement.
36. **Notice.** Unless expressly stated otherwise in this Interlocal Agreement, any notice required or provided under this Agreement by either party to the other party shall be in writing and shall be sent by first class mail, postage prepaid or by a carrier for overnight service or by electronic means typically used in commerce. Notice to the Fund shall be sufficient if made or addressed as follows: TPS Self-Insurance Fund, P.O. Box 803356, Dallas, TX 75380. The Fund's required notice address may be updated through explicit written or electronic notice to Fund Members. Notice to a Fund Member shall be sufficient if addressed to the Fund Member's Chief Executive Officer or equivalent, or the designated Coordinator, and mailed to the Fund Member's physical or electronic address of record on file with the Fund.

37. **This Interlocal Agreement shall commence at 12:01 a.m. on the date shown as "effective date" on the signatory page of this Agreement, and shall remain in force and effect until terminated as hereinafter provided. This Agreement may be terminated by (a) mutual consent or by (b) either party by giving sixty (60) days prior written notice of termination to the other party or (c) as otherwise specified in this Interlocal Agreement or the Bylaws of the Fund.**

TO BE COMPLETED BY FUND MEMEBER

<u>Waxahachie ISD</u>	_____
Fund Member Name	Signature of Authorized Official
_____	_____
Date	Type Name

	Title

THE PROPERTY CASUALTY COORDINATOR FOR THE FUND MEMBER IS:

Coordinator Name & Title:	<u>Ryan Kahlden</u>
Mailing Address:	<u>411 N Gibson, Waxahachie, TX 75165</u>
Street Address:	_____
Telephone Number:	<u>972-923-4631</u>
Fax Number:	<u>972-923-4658</u>

TO BE COMPLETED BY TPS FUND OFFICE

<u>September 01, 2025</u>	<u>F0747</u>
Effective Date of Agreement	Contract Number
	<u>8/13/2025</u>
Signature of Fund Secretary	Date

SUMMARY OF PROPOSAL

Waxahachie ISD

09-01-2025 to 09-01-2026

COVERAGE	DEDUCTIBLE	TOTAL CONTRIBUTION
General Liability	Various See Proposal Page	\$7,224
School Board Legal Liability	\$25,000 Per Claim	\$43,200
Auto Liability	Various See Proposal Page	\$54,192
Physical Damage	Various See Proposal Page	\$45,575
Garagekeepers	Various See Proposal Page	\$590
Property	Refer to Property Proposal	\$1,319,059
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	\$18,698
Crisis Management	Refer to Highlights	Included at no charge
Foreign & Domestic Terrorism	\$10,000 Per Occurrence	Applies to Property coverage only
Total Contribution		\$1,490,246
<p>SPECIAL CONDITIONS:</p> <p><i>Please note that TPS has revised the Property Casualty Interlocal Agreement effective 1/1/25. A copy has been included with the Proposal. A signed copy will be required upon binding.</i></p> <p><i>Crisis coverage is contingent upon receipt of an updated Schedule of Values (SOV) prior to binding. (Only locations listed in the 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.</i></p> <p><i>Pricing contemplates TPS writing all lines of coverage quoted.</i></p> <p><i>This proposal shall automatically expire as of the effective date.</i></p> <p><i>Coverage must be bound prior to the inception date and all contributions are due according to the terms of our billing invoice.</i></p>		

GENERAL LIABILITY

Waxahachie ISD

09-01-2025 to 09-01-2026

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	\$7,224
Cyber Liability	\$18,698
Total Contribution	\$25,922
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:	
107, 140	
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:	

TEXAS POLITICAL SUBDIVISIONS JOINT SELF-INSURANCE FUND

SCHOOL BOARD LEGAL LIABILITY

Waxahachie ISD

09-01-2025 to 09-01-2026

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		\$43,200
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:		
405		
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

09-01-2025 to 09-01-2026

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	\$54,192	
Physical Damage	\$44,711	
Garagekeepers	\$590	
Hired Car Physical Damage	\$864	
Total Contribution:	\$100,357	
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 164 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, 237		
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

09-01-2025 to 09-01-2026

<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;">\$457,524,617</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</p> <p style="padding-left: 40px;">Electronic Data, Media and Hardware</p> <p style="padding-left: 40px;">Contractor's Equipment</p> <p style="padding-left: 40px;">Musical/Band Instruments & Uniforms</p> <p>Total Contribution:</p>	<p>\$1,317,356</p> <p style="padding-left: 40px;">\$1,047</p> <p style="padding-left: 40px;">\$468</p> <p style="padding-left: 40px;">\$188</p> <p>\$1,319,059</p>
<p>OTHER COVERAGES</p>	<p>BASIC LIMITS</p>
<p>Newly Acquired Property</p> <p>Extra Expense</p> <p>Valuable Papers and Records</p> <p>Property In Transit</p> <p>Accounts Receivable</p> <p>Demolition Cost & ICC (Coverage A, B & C)</p> <p>Flood & Earth Movement</p> <p>Spoilage</p> <p>Outdoor Property (max per item may apply)</p> <p>Miscellaneous Unnamed Locations</p> <p>Unscheduled Tracks & Fields</p>	<p>\$10,000,000</p> <p>\$5,000,000</p> <p>\$5,000,000</p> <p>\$1,000,000</p> <p>\$5,000,000</p> <p>A-Included B-\$1,000,000 & C-\$1,000,000</p> <p>\$10,000,000</p> <p>\$250,000</p> <p>\$1,000,000</p> <p>\$5,000,000</p> <p>\$2,500,000</p>
<p>Applicable Addenda: 303, 304, 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>	

TEXAS POLITICAL SUBDIVISIONS JOINT SELF-INSURANCE FUND

SPECIAL EQUIPMENT

Waxahachie ISD

09-01-2025 to 09-01-2026

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.

TEXAS POLITICAL SUBDIVISIONS JOINT SELF-INSURANCE FUND

CRIME

Waxahachie ISD

09-01-2025 to 09-01-2026

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 <i>**social engineering deductible is \$100,000 per member**</i> <i>**Member deductibles do not erode Chubbs limit. After a member deductible is satisfied the member has access to full limits**</i>
Annual Aggregate	\$1,000,000 for All Other \$2,000,000 available to members with total revenues of \$100,000,000+ with underwriting approval . \$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 loss directly related to not implementing the patch, fix, or mitigation technique 46 days after the first known date , 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.

COVERAGE	LIMIT/WAITING PERIOD	COVERAGE DESCRIPTION
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First Party Coverage

CYBER INCIDENT RESPONSE FUND

Coverage	Limit	Waiting Period	Description
Notification	\$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			Provides credit monitoring, credit freezing, credit thawing, healthcare record monitoring (where available), social media monitoring, password management service, or fraud alert services.
Public Relations			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			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			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

Coverage	Limit	Waiting Period	Description
Business Interruption Loss & Extra Expenses	\$1,000,000	< \$250M Revenues = 12 Hours & > \$250M Revenues = 18 Hours	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.

CONTINGENT BUSINESS INTERRUPTION LOSS & EXTRA EXPENSES

Coverage	Limit	Waiting Period	Description
Contingent Business Interruption Loss & Extra Expenses	\$1,000,000	< \$50M Revenues = 12 Hours, > \$50M - < \$250M Revenues = 18 Hours & > \$250M Revenues = 24 Hours	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.

DIGITAL DATA RECOVERY

Coverage	Limit	Waiting Period	Description
Data Recovery	\$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.

NETWORK EXTORTION THREAT

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

CYBER CRIME

Coverage	Limit	Waiting Period	Description
Social Engineering Fraud	\$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.

Third Party Liability Coverage

CYBER, PRIVACY & NETWORK SECURITY LIABILITY

Coverage	Limit	Waiting Period	Description
Liability	\$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.

PAYMENT CARD LOSS

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

REGULATORY PROCEEDINGS

Coverage	Limit	Waiting Period	Description
Regulatory Proceedings	\$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.

ELECTRONIC, SOCIAL & PRINT MEDIA LIABILITY

Coverage	Limit	Waiting Period	Description
Electronic, Social & Print Media	\$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.

CLAIMS PROCESSING PROCEDURE

Immediately report all claims directly to TPS at claims@tspool.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.tspool.org



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	B0507NU2502855
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.
		\$250,000 w/\$1,000,000 AGG	
	Indemnity Period	90 Days & 1st Anniversary	Additionally at underwriters sole and entire discretion, they will consider other expense costs not listed above which are directly incurred.

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	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).
		\$15,000 Each Person	
		\$1,000,000 AGG	

FUNERAL EXPENSES

Funeral Expenses	Limits	\$350,000 Each Event	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).
		\$15,000 Each Person	
		\$1,000,000 AGG	

EXTRA EXPENSE EXTENSION FOR THREAT ENDORSEMENT

Extra Expense Extension for Treat	Limits	\$350,000 Each Event	40 Additionally insures for the reasonable and necessary extra expense incurred following a threat.
		\$1,000,000 AGG	

EXTRA EXPENSE EXTENSION ENDORSEMENT

Extra Expense Extension	Limits	\$350,000 Each Event	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.
		\$1,000,000 AGG	
	Indemnity Period	356 (all other) or 30 (prevention of access) Days	
LOSS OF TUITION FEES EXTENSION ENDORSEMENT			
Loss of Tuition Fees	Limits	\$250,000 Each Loss	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.
		\$2,250,000 AGG	
	Indemnity Period	356 Days	
DEMOLITION, CLEARANCE & MEMORIALIZATION COSTS EXTENTION ENDORSEMENT			
Demolition, Clearance & Memorialization Costs	Limits	\$250,000 Each Event	Provides for reasonable and necessary costs, for demolition, removal, memorial, incurred as a direct result of a deadly weapon event.
		\$10,000 Each Loss for Memorial Plaques	
		\$1,000,000 AGG	
OFF-SITE COVERAGE EXTENSION ENDORSEMENT			
Off-Site Coverage	Limits	\$250,000 Each Event	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.
		\$1,000,000 AGG	
CHILD ABDUCTION EXTENSION ENDORSEMENT			
Child Abduction	Limits	\$250,000 Each Event	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.
		\$1,000,000 AGG	
	Indemnity Period	Varies	
SWATTING ENDORSEMENT			
Swatting Endorsement	Limits	\$250,000 Each Event	Anonymous threat coverage means a situation, action, event, behavior, or information containing a threat made against you or a report of a fictitious Deadly Weapon Event, either to an emergency service provider or to you directly, which does not come from an identifiable assailant. We will only be liable to provide crisis management support and counselling services as defined in the policy and its endorsements.
		\$1,000,000 AGG	
BUSINESS INTERRUPTION EXTENSION ENDORSEMENT			
Business Interruption Extension	Limits	\$2,250,000 Each Loss	A direct result of the necessary interruption of your business services due to prevention of access to any of your location(s) by order of a civil or military authority, provided that such order is a sole and direct result of a deadly weapon event occurring at such location(s) and for a period of time not exceeding thirty (30) consecutive days from the date of such deadly weapon event.
		\$2,250,000 AGG	
	Indemnity Period	356 Days	
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			
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			
<i>*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.tpspool.org*</i>			

Revised on March 14, 2025



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, 2025 **Presented By:** Ryan Kahlden

Subject: Workers Compensation Insurance Renewal
2025-2026 **Related Page(s)** 2



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. The initial premium this year is approximately \$20,000 more than last year's premium due to increasing claims and increased payroll.

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 2025-2026 school year at price not to exceed \$418,292.

TEXAS POLITICAL SUBDIVISIONS JOINT SELF-INSURANCE FUND

PROPOSAL

Waxahachie ISD

Rating Period

September 01, 2025 to September 01, 2026

COVERAGE for RATING PERIOD	LIMIT of LIABILITY	TOTAL ANNUAL CONTRIBUTION
Workers' Compensation Injury or Illness - Each Employee	Statutory	\$418,292
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		\$418,292

Payment Options:

- TPS Guaranteed Cost Quote offers a monthly pay plan as follows:
- | | |
|---------------------------------|----------|
| Initial installment of | \$44,446 |
| with 11 monthly installments of | \$33,986 |
- TPS Guaranteed Cost Quote offers a quarterly pay plan as follows:
- | | |
|----------------------------------|-----------|
| Initial installment of | \$112,418 |
| with 3 quarterly installments of | \$101,958 |
- TPS Annual Pay Plan: \$418,292

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2025 **Presented By:** Ryan Kahlden

Subject: Contracted Providers for SPED **Related Page(s)** 86



EXECUTIVE SUMMARY:

The district has many opening for teaching and certified specialist positions within special education that we have been unable to fill as part of a statewide shortage of qualified personnel. As a matter of ensuring that we can provide an appropriate education for our students, the district is seeking to ratify the attached contracts to provide services during the 2025-2026 school year. For the contracts that allow for the district to withdraw with sufficient notice, we will continue seeking qualified candidates and will terminate the contract when one is found.

ATTACHMENTS:

Various quote comparison forms for contracted positions

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

RECOMMENDATION:

Ratify contracts for special education providers where we are unable to fill positions with qualified candidates.

Waxahachie Independent School District
Quote Comparison Form

In accordance with Board policy CH (LOCAL), all purchases over \$5,000 are required to record at least three quotes received before a purchase order is issued. The use of this form is recommended, though not required, for all purchases below \$5,000. All quotes for purchases over \$5,000 should be remitted to the business office for recordkeeping.

Name of Person securing quotes: Lisa Easton
Department: Special Populations
Budget Allocated for Purchase: \$134,400.00
Item(s) being quoted: Contract Employee - Jr. High Life Skills Teacher

Vendor #1: Company Name: Spotter Staffing
Representative: Dawn Callahan Dennis
Vendor Approved via: Mansfield ISD
Amount Quoted: \$134,400.00

Vendor #2: Company Name: National Recruiting Consultants
Representative: Stefanie Murphy
Vendor Approved via: Special Education Related Vendor List
Amount Quoted: \$112,000.00

Vendor #3: Company Name: ProCare Therapy
Representative: Kelsey Hicks
Vendor Approved via: Plano ISD
Amount Quoted: \$128,000

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use
(vendor) Spotter Staffing for the procurement of (item) Jr. High Life Skills Teacher.

Erin Edmondson
Campus Principal / Department Head / Administrator

7/24/25
Date

Business Office Approval _____

_____ Date

Explanation: Spotter Staffing is the only company with Sped Teachers available.

\$84.00 / Hr
 40 Hrs / week
 40 weeks
 \$134,400.00



Spotter Work Order

Employee	Billing Rate	Overtime Billing Rate (over 40 hours)	Start Date	End Date
Mable Jon-Ubabuco	\$ 84.00/hour	\$ 108.00/hour	7/29/25	5/22/26

Position/Approval:

For this position, the person responsible for approving hours is:

Name: Lisa Easton	Email: leaston@wisd.org	Phone: (972) 923-4631
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Spotters Operations Director, Amanda Fosnaugh (afosnaugh@spotterstaffing.com) will contact the approving manager to go over approval process.

The start and end date are flexible, but notice must be given to Spotter from Client. A standard work week for this position is 40 hours per week. Any time worked beyond these standard hours must be approved by Erin Edmondson prior to the contractor working those hours or they will not be billed.

Each party represents and warrants that the person signing this Work Order on its behalf has been and is, on the date of this Work Order, duly authorized by all necessary corporate or other appropriate action to execute this Work Order. This Work Order is subject to the agreed upon terms and conditions between Spotter and Waxahachie ISD that has been previously agreed to.

To maintain the highest quality service Spotter sets up consistent “check-in” meetings with our contractor’s direct reports. To start, weekly calls seem to be the best approach and as we go through the contract, we can adjust as needed. Please list the contact details below for whom we should be contacting to set up these “check-in” meetings.

Check In Contact:

Name: Erin Edmondson	Direct Phone: 972-923-4638	Email: eedmondson@wisd.org
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Location of position:

Finley Jr. High School 2401 Brown St. Waxahachie, TX
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Caseload details:

Jr. High School Self Contained Life Skills Classroom
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Billing:

District Billing Address:	State	Zip
411 N. Gibson Waxahachie		

District Billing Contact	Lisa Easton
Email	Leaston@waxahachie.org
Phone	972-923-4638

Spotter shall submit invoices detailing charges to Client. These invoices will list the name of each Spotter Contract Employee assigned to Client and all charges applicable to each Spotter Contract Employee. Unless otherwise specified in a Work Order, Client shall pay to Spotter the total amount set forth on each invoice within 30 days of receipt of the invoice (the "Due Date"). Invoices that are more than seven (7) days past due are subject to a late charge of one percent (1%) per month on the amount of the past due balance. Interest will not be compounded on the past due balance.

Post Offer Screening:

This section will lay out the responsibilities of Spotter LLC and _Waxahachie ISD__ regarding post offer screenings. Texas Senate Bill No. 9 makes it mandatory that any employee who will be in contact with students have proper screening. Spotter will coordinate with school to ensure the completion of the following:

- Fingerprint – Federal criminal history records check ***Spotter is unable to provide an equivalent federal background check to a public school without coordinating with the school.**
- Statewide Sex Offender Database check
- Statewide Murderer and Violent Offender Against Youth Database

Spotter will provide state licensure and credentialing. Please indicate if any other post offer screenings are required.

Other post offer screenings:

If Client chooses to forgo the federal background check then Client shall defend, indemnify and hold Spotter LLC, its affiliates and their respective directors, officers, advisors, employees and agents (collectively, "Spotter Indemnites") harmless from and against any and all actions, causes of action, costs (including reasonable legal fees), claims, damages, liabilities and expenses (collectively "losses") relating to or arising from actions by Spotter Contractor as a result of background issue not searched for or caused by use of drug or substance not tested for, any misrepresentation, negligence or willful misconduct by Client or any its affiliates and their respective directors, officers, advisors, employees and agents (collectively, "Client Indemnites"). This indemnity shall not apply to the extent that such Losses are determined to have resulted



from negligence or willful misconduct of Spotter LLC; or for which Spotter LLC is obligated to indemnify the Client Indemnitees.

AGREED AND ACCEPTED:

Spotter LLC.

By: _____ Date: _____

Dr. Dawn Callahan Dennis
Client Manager

Waxahachie ISD

By: _____ Date: _____

Name: _____

Title: _____



Price Sheet

Physical Therapy	\$80.00
Bilingual PT	\$83.00
Physical Therapy Assistant	\$70.00
Occupational Therapy	\$80.00
Bilingual OT	\$83.00
Occupational Therapy Assistant	\$70.00
Speech Language Pathologists	\$83.00
Bilingual Speech Language Pathologist	\$86.00
Speech Language Pathologist CFY	\$70.00
Speech Language Pathologist Assistant	\$70.00
Bilingual SLPA	\$72.00
Audiologist	\$80.00
School Psychologists/LSSP	\$88.00
Bilingual School Psychologist/LSSP	\$90.00
Educational Diagnostician	\$75.00
Bilingual Educational Diagnostician	\$79.00
School Registered Nurses	\$75.00
Bilingual RN	\$80.00
Social Worker/LPC	\$80.00
Bilingual SW/LPC	\$80.00
LPN	\$52.00
Bilingual LPN	\$55.00
C.N.A.	\$43.00
Board Certified Behavior Analyst/BCBA	\$88.00
Bilingual BCBA	\$92.00
Special Education Teachers	\$67.00
Bilingual SPED Teacher	\$70.00
Orientation & Mobility	\$80.00
Teacher of the Visually Impaired	\$75.00
Teacher of the Deaf	\$75.00
Substitute Certified Teacher	\$63.00
General Certified Teacher	\$63.00
Paraprofessional	\$40.00
Sign Language Interpreter	\$75.00
Braillist	\$73.00
Special Education Counselor	\$76.00
ARD Facilitator	\$75.00
Registered Behavior Tech/RBT	\$60.00
Bilingual RBT	\$65.00
Dyslexia Therapist	\$75.00
Adaptive PE	\$78.00

- All hourly rates for contractors placed through National Recruiting Consultants are all-inclusive hourly rates.
- You cannot convert the NRC contractor to a permanent employee during their booked assignment and for a period of two years after they are submitted to your district. After two years there is no buy-out fee if the contractor converts to a full-time employee with your district.
- All rates listed are the same for in-person or teletherapy.
- NRC does not provide or supply the testing kits, protocols, or materials for the contractors, those must be provided by the school district.

Hourly Rates

Service Offering	Hourly Rates
Speech Language Pathologist	\$83-95
Speech Language Pathologist Assistant	\$75-81
Occupational Therapist	\$82-93
Certified Nurse Assistant	\$55-60
Behavior Technician	\$65-70
Physical Therapist	\$88-95
Physical Therapist Assistant	\$75-80
School Psychologist	\$95-105
Registered Nurse	\$80-86
Licensed Vocational Nurse	\$65-74
Teachers of the Visually Impaired	\$85-95
Counselor/Social Worker	\$90-97
Paraprofessional	\$55-60
Adaptive Physical Education Teacher	\$90-95
Deaf and Hard of Hearing Teacher	\$93-100
Sign Language Interpreter	\$65-73
General Education Teacher	\$67-75
Counselor	\$85-95
BCBA	\$93-100

Waxahachie Independent School District

Quote Comparison Form

In accordance with Board policy CH (LOCAL), all purchases over \$5,000 are required to record at least three quotes received before a purchase order is issued. The use of this form is recommended, though not required, for all purchases below \$5,000. All quotes for purchases over \$5,000 should be remitted to the business office for recordkeeping.

Name of Person securing quotes: Lisa Easton
 Department: Special Populations
 Budget Allocated for Purchase: \$139,200.00
 Item(s) being quoted: Contract Employee - Elementary Life Skills Teacher

Vendor #1: Company Name: Spotter Staffing
 Representative: Dawn Callahan Dennis
 Vendor Approved via: Mansfield ISD
 Amount Quoted: \$139,200.00

Vendor #2: Company Name: National Recruiting Consultants
 Representative: Stefanie Murphy
 Vendor Approved via: Special Education Related Vendor List
 Amount Quoted: \$112,000.00

Vendor #3: Company Name: ProCare Therapy
 Representative: Kelsey Hicks
 Vendor Approved via: Plano ISD
 Amount Quoted: \$128,000

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use
 (vendor) Spotter Staffing for the procurement of (item) Elementary Life Skills Teacher.

Gin Edmondson
 Campus Principal / Department Head / Administrator

7/24/25
 Date

Business Office Approval _____

_____ Date

Explanation: Spotter Staffing is the only company with Sped Teachers available.

\$87. / Hr
 40 Hrs / WK
 40 weeks
 \$139,200.00

Spotter Work Order

Employee	Billing Rate	Overtime Billing Rate (over 40 hours)	Start Date	End Date
Robyn Toliver	\$ 87.00/hour	\$ 112.00/hour	7/29/25	5/22/26

Position/Approval:

For this position, the person responsible for approving hours is:

Name: Lisa Easton	Email: leaston@wisd.org	Phone: (972) 923-4631
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Spotters Operations Director, Amanda Fosnaugh (afosnaugh@spotterstaffing.com) will contact the approving manager to go over approval process.

The start and end date are flexible, but notice must be given to Spotter from Client. A standard work week for this position is 40 hours per week. Any time worked beyond these standard hours must be approved by Erin Edmondson prior to the contractor working those hours or they will not be billed.

Each party represents and warrants that the person signing this Work Order on its behalf has been and is, on the date of this Work Order, duly authorized by all necessary corporate or other appropriate action to execute this Work Order. This Work Order is subject to the agreed upon terms and conditions between Spotter and Waxahachie ISD that has been previously agreed to.

To maintain the highest quality service Spotter sets up consistent “check-in” meetings with our contractor’s direct reports. To start, weekly calls seem to be the best approach and as we go through the contract, we can adjust as needed. Please list the contact details below for whom we should be contacting to set up these “check-in” meetings.

Check In Contact:

Name: Erin Edmondson	Direct Phone: 972-923-4638	Email: eedmondson@wisd.org
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Location of position:

Clift Elementary 650 Parks School House Rd. Waxahachie, TX
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Caseload details:

Elementary Self Contained Life Skills Classroom grades K-5
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Billing:

District Billing Address:	State	Zip
411 N. Gibson Waxahachie		

District Billing Contact	Lisa Easton
Email	Leaston@waxahachie.org
Phone	972-923-4638

Spotter shall submit invoices detailing charges to Client. These invoices will list the name of each Spotter Contract Employee assigned to Client and all charges applicable to each Spotter Contract Employee. Unless otherwise specified in a Work Order, Client shall pay to Spotter the total amount set forth on each invoice within 30 days of receipt of the invoice (the "Due Date"). Invoices that are more than seven (7) days past due are subject to a late charge of one percent (1%) per month on the amount of the past due balance. Interest will not be compounded on the past due balance.

Post Offer Screening:

This section will lay out the responsibilities of Spotter LLC and _Waxahachie ISD__ regarding post offer screenings. Texas Senate Bill No. 9 makes it mandatory that any employee who will be in contact with students have proper screening. Spotter will coordinate with school to ensure the completion of the following:

- Fingerprint – Federal criminal history records check ***Spotter is unable to provide an equivalent federal background check to a public school without coordinating with the school.**
- Statewide Sex Offender Database check
- Statewide Murderer and Violent Offender Against Youth Database

Spotter will provide state licensure and credentialing. Please indicate if any other post offer screenings are required.

Other post offer screenings:

If Client choses to forgo the federal background check then Client shall defend, indemnify and hold Spotter LLC, its affiliates and their respective directors, officers, advisors, employees and agents (collectively, "Spotter Indemnitees") harmless from and against any and all actions, causes of action, costs (including reasonable legal fees), claims, damages, liabilities and expenses (collectively "losses") relating to or arising from actions by Spotter Contractor as a result of background issue not searched for or caused by use of drug or substance not tested for, any misrepresentation, negligence or willful misconduct by Client or any its affiliates and their respective directors, officers, advisors, employees and agents (collectively, "Client Indemnitees"). This indemnity shall not apply to the extent that such Losses are determined to have resulted



from negligence or willful misconduct of Spotter LLC; or for which Spotter LLC is obligated to indemnify the Client Indemnitees.

AGREED AND ACCEPTED:

Spotter LLC.

By: _____ Date: _____

Dr. Dawn Callahan Dennis
Client Manager

Waxahachie ISD

By: _____ Date: _____

Name: _____

Title: _____



Price Sheet

Physical Therapy	\$80.00
Bilingual PT	\$83.00
Physical Therapy Assistant	\$70.00
Occupational Therapy	\$80.00
Bilingual OT	\$83.00
Occupational Therapy Assistant	\$70.00
Speech Language Pathologists	\$83.00
Bilingual Speech Language Pathologist	\$86.00
Speech Language Pathologist CFY	\$70.00
Speech Language Pathologist Assistant	\$70.00
Bilingual SLPA	\$72.00
Audiologist	\$80.00
School Psychologists/LSSP	\$88.00
Bilingual School Psychologist/LSSP	\$90.00
Educational Diagnostician	\$75.00
Bilingual Educational Diagnostician	\$79.00
School Registered Nurses	\$75.00
Bilingual RN	\$80.00
Social Worker/LPC	\$80.00
Bilingual SW/LPC	\$80.00
LPN	\$52.00
Bilingual LPN	\$55.00
C.N.A.	\$43.00
Board Certified Behavior Analyst/BCBA	\$88.00
Bilingual BCBA	\$92.00
Special Education Teachers	\$67.00
Bilingual SPED Teacher	\$70.00
Orientation & Mobility	\$80.00
Teacher of the Visually Impaired	\$75.00
Teacher of the Deaf	\$75.00
Substitute Certified Teacher	\$63.00
General Certified Teacher	\$63.00
Paraprofessional	\$40.00
Sign Language Interpreter	\$75.00
Braillist	\$73.00
Special Education Counselor	\$76.00
ARD Facilitator	\$75.00
Registered Behavior Tech/RBT	\$60.00
Bilingual RBT	\$65.00
Dyslexia Therapist	\$75.00
Adaptive PE	\$78.00

- All hourly rates for contractors placed through National Recruiting Consultants are all-inclusive hourly rates.
- You cannot convert the NRC contractor to a permanent employee during their booked assignment and for a period of two years after they are submitted to your district. After two years there is no buy-out fee if the contractor converts to a full-time employee with your district.
- All rates listed are the same for in-person or teletherapy.
- NRC does not provide or supply the testing kits, protocols, or materials for the contractors, those must be provided by the school district.

Hourly Rates

Service Offering	Hourly Rates
Speech Language Pathologist	\$83-95
Speech Language Pathologist Assistant	\$75-81
Occupational Therapist	\$82-93
Certified Nurse Assistant	\$55-60
Behavior Technician	\$65-70
Physical Therapist	\$88-95
Physical Therapist Assistant	\$75-80
School Psychologist	\$95-105
Registered Nurse	\$80-86
Licensed Vocational Nurse	\$65-74
Teachers of the Visually Impaired	\$85-95
Counselor/Social Worker	\$90-97
Paraprofessional	\$55-60
Adaptive Physical Education Teacher	\$90-95
Deaf and Hard of Hearing Teacher	\$93-100
Sign Language Interpreter	\$65-73
General Education Teacher	\$67-75
Counselor	\$85-95
BCBA	\$93-100

Waxahachie Independent School District Quote Comparison Form

In accordance with Board policy CH (LOCAL), all purchases over \$5,000 are required to record at least three quotes received before a purchase order is issued. The use of this form is recommended, though not required, for all purchases below \$5,000. All quotes for purchases over \$5,000 should be remitted to the business office for recordkeeping.

Name of Person securing quotes: Lisa Easton
 Department: Special Populations
 Budget Allocated for Purchase: \$139,200.00
 Item(s) being quoted: Contract Employee - Jr. High PBSE Teacher

Vendor #1: Company Name: Spotter Staffing
 Representative: Dawn Callahan Dennis
 Vendor Approved via: Mansfield ISD
 Amount Quoted: \$139,200.00

Vendor #2: Company Name: National Recruiting Consultants
 Representative: Stefanie Murphy
 Vendor Approved via: Special Education Related Vendor List
 Amount Quoted: \$112,000.00

Vendor #3: Company Name: ProCare Therapy
 Representative: Kelsey Hicks
 Vendor Approved via: Plano ISD
 Amount Quoted: \$128,000

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use
 (vendor) Spotter Staffing for the procurement of (item) Jr. High PBSE Teacher.

Erin Edmondson
 Campus Principal / Department Head / Administrator

7/24/25
 Date

Business Office Approval _____

_____ Date

Explanation: Spotter Staffing is the only company with Sped Teachers available.

\$87.00/Hr
 40 Hrs/week
 40 weeks
 \$139,200.00



Spotter Work Order

Employee	Billing Rate	Overtime Billing Rate (over 40 hours)	Start Date	End Date
Lathera Addison	\$ 87.00/hour	\$ 112.00/hour	7/29/25	5/22/26

Position/Approval:

For this position, the person responsible for approving hours is:

Name: Lisa Easton	Email: leaston@wisd.org	Phone: (972) 923-4631
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Spotters Operations Director, Amanda Fosnaugh (afosnaugh@spotterstaffing.com) will contact the approving manager to go over approval process.

The start and end date are flexible, but notice must be given to Spotter from Client. A standard work week for this position is 40 hours per week. Any time worked beyond these standard hours must be approved by Erin Edmondson prior to the contractor working those hours or they will not be billed.

Each party represents and warrants that the person signing this Work Order on its behalf has been and is, on the date of this Work Order, duly authorized by all necessary corporate or other appropriate action to execute this Work Order. This Work Order is subject to the agreed upon terms and conditions between Spotter and Waxahachie ISD that has been previously agreed to.

To maintain the highest quality service Spotter sets up consistent "check-in" meetings with our contractor's direct reports. To start, weekly calls seem to be the best approach and as we go through the contract, we can adjust as needed. Please list the contact details below for whom we should be contacting to set up these "check-in" meetings.

Check In Contact:

Name: Erin Edmondson	Direct Phone: 972-923-4638	Email: eedmondson@wisd.org
-------------------------	-------------------------------	-------------------------------

Location of position:

Coleman Jr. High School 275 Indian Dr. Waxahachie, TX

Caseload details:

Jr. High School Self Contained PBSE Classroom



Billing:

District Billing Address:	State	Zip
411 N. Gibson Waxahachie		

District Billing Contact	Lisa Easton
Email	Leaston@waxahachie.org
Phone	972-923-4638

Spotter shall submit invoices detailing charges to Client. These invoices will list the name of each Spotter Contract Employee assigned to Client and all charges applicable to each Spotter Contract Employee. Unless otherwise specified in a Work Order, Client shall pay to Spotter the total amount set forth on each invoice within 30 days of receipt of the invoice (the "Due Date"). Invoices that are more than seven (7) days past due are subject to a late charge of one percent (1%) per month on the amount of the past due balance. Interest will not be compounded on the past due balance.

Post Offer Screening:

This section will lay out the responsibilities of Spotter LLC and _Waxahachie ISD__ regarding post offer screenings. Texas Senate Bill No. 9 makes it mandatory that any employee who will be in contact with students have proper screening. Spotter will coordinate with school to ensure the completion of the following:

- Fingerprint – Federal criminal history records check ***Spotter is unable to provide an equivalent federal background check to a public school without coordinating with the school.**
- Statewide Sex Offender Database check
- Statewide Murderer and Violent Offender Against Youth Database

Spotter will provide state licensure and credentialing. Please indicate if any other post offer screenings are required.

Other post offer screenings:

If Client chooses to forgo the federal background check then Client shall defend, indemnify and hold Spotter LLC, its affiliates and their respective directors, officers, advisors, employees and agents (collectively, "Spotter Indemnites") harmless from and against any and all actions, causes of action, costs (including reasonable legal fees), claims, damages, liabilities and expenses (collectively "losses") relating to or arising from actions by Spotter Contractor as a result of background issue not searched for or caused by use of drug or substance not tested for, any misrepresentation, negligence or willful misconduct by Client or any its affiliates and their respective directors, officers, advisors, employees and agents (collectively, "Client Indemnites"). This indemnity shall not apply to the extent that such Losses are determined to have resulted



from negligence or willful misconduct of Spotter LLC; or for which Spotter LLC is obligated to indemnify the Client Indemnitees.

AGREED AND ACCEPTED:

Spotter LLC.

By: _____ Date: _____

Dr. Dawn Callahan Dennis
Client Manager

Waxahachie ISD

By: _____ Date: _____

Name: _____

Title: _____



Price Sheet

Physical Therapy	\$80.00
Bilingual PT	\$83.00
Physical Therapy Assistant	\$70.00
Occupational Therapy	\$80.00
Bilingual OT	\$83.00
Occupational Therapy Assistant	\$70.00
Speech Language Pathologists	\$83.00
Bilingual Speech Language Pathologist	\$86.00
Speech Language Pathologist CFY	\$70.00
Speech Language Pathologist Assistant	\$70.00
Bilingual SLPA	\$72.00
Audiologist	\$80.00
School Psychologists/LSSP	\$88.00
Bilingual School Psychologist/LSSP	\$90.00
Educational Diagnostician	\$75.00
Bilingual Educational Diagnostician	\$79.00
School Registered Nurses	\$75.00
Bilingual RN	\$80.00
Social Worker/LPC	\$80.00
Bilingual SW/LPC	\$80.00
LPN	\$52.00
Bilingual LPN	\$55.00
C.N.A.	\$43.00
Board Certified Behavior Analyst/BCBA	\$88.00
Bilingual BCBA	\$92.00
Special Education Teachers	\$67.00
Bilingual SPED Teacher	\$70.00
Orientation & Mobility	\$80.00
Teacher of the Visually Impaired	\$75.00
Teacher of the Deaf	\$75.00
Substitute Certified Teacher	\$63.00
General Certified Teacher	\$63.00
Paraprofessional	\$40.00
Sign Language Interpreter	\$75.00
Braillist	\$73.00
Special Education Counselor	\$76.00
ARD Facilitator	\$75.00
Registered Behavior Tech/RBT	\$60.00
Bilingual RBT	\$65.00
Dyslexia Therapist	\$75.00
Adaptive PE	\$78.00

- All hourly rates for contractors placed through National Recruiting Consultants are all-inclusive hourly rates.
- You cannot convert the NRC contractor to a permanent employee during their booked assignment and for a period of two years after they are submitted to your district. After two years there is no buy-out fee if the contractor converts to a full-time employee with your district.
- All rates listed are the same for in-person or teletherapy.
- NRC does not provide or supply the testing kits, protocols, or materials for the contractors, those must be provided by the school district.

Hourly Rates

Service Offering	Hourly Rates
Speech Language Pathologist	\$83-95
Speech Language Pathologist Assistant	\$75-81
Occupational Therapist	\$82-93
Certified Nurse Assistant	\$55-60
Behavior Technician	\$65-70
Physical Therapist	\$88-95
Physical Therapist Assistant	\$75-80
School Psychologist	\$95-105
Registered Nurse	\$80-86
Licensed Vocational Nurse	\$65-74
Teachers of the Visually Impaired	\$85-95
Counselor/Social Worker	\$90-97
Paraprofessional	\$55-60
Adaptive Physical Education Teacher	\$90-95
Deaf and Hard of Hearing Teacher	\$93-100
Sign Language Interpreter	\$65-73
General Education Teacher	\$67-75
Counselor	\$85-95
BCBA	\$93-100

Waxahachie Independent School District

Quote Comparison Form

In accordance with Board policy CH (LOCAL), all purchases over \$5,000 are required to record at least three quotes received before a purchase order is issued. The use of this form is recommended, though not required, for all purchases below \$5,000. All quotes for purchases over \$5,000 should be remitted to the business office for recordkeeping.

Name of Person securing quotes: Lisa Easton
 Department: Special Populations
 Budget Allocated for Purchase: \$134,400.00
 Item(s) being quoted: Contract Employee - SLE Teacher Dunaway

Vendor #1: Company Name: Spotter Staffing
 Representative: Dawn Callahan Dennis
 Vendor Approved via: Mansfield ISD
 Amount Quoted: \$134,400.00

Vendor #2: Company Name: National Recruiting Consultants
 Representative: Stefanie Murphy
 Vendor Approved via: Special Education Related Vendor List
 Amount Quoted: \$112,000.00

Vendor #3: Company Name: ProCare Therapy
 Representative: Kelsey Hicks
 Vendor Approved via: Plano ISD
 Amount Quoted: \$128,000

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use
 (vendor) Spotter Staffing for the procurement of (item) SLE Teacher at Dunaway.

Evin Edmondson

 Campus Principal / Department Head / Administrator

7/24/25

 Date

 Business Office Approval

 Date

Explanation: Spotter Staffing is the only company with Sped Teachers available.

\$ 84.00 / Hr
 40 Hrs / week
 40 weeks
 \$ 134,400.00



Spotter Work Order

Employee	Billing Rate	Overtime Billing Rate (over 40 hours)	Start Date	End Date
Jalysa Walton	\$ 84.00/hour	\$ 107.00/hour	7/29/25	5/22/26

Position/Approval:

For this position, the person responsible for approving hours is:

Name: Lisa Easton	Email: leaston@wisd.org	Phone: (972) 923-4631
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Spotters Operations Director, Amanda Fosnaugh (afosnaugh@spotterstaffing.com) will contact the approving manager to go over approval process.

The start and end date are flexible, but notice must be given to Spotter from Client. A standard work week for this position is 40 hours per week. Any time worked beyond these standard hours must be approved by Erin Edmondson prior to the contractor working those hours or they will not be billed.

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To maintain the highest quality service Spotter sets up consistent “check-in” meetings with our contractor’s direct reports. To start, weekly calls seem to be the best approach and as we go through the contract, we can adjust as needed. Please list the contact details below for whom we should be contacting to set up these “check-in” meetings.

Check In Contact:

Name: Erin Edmondson	Direct Phone: 972-923-4638	Email: eedmondson@wisd.org
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Location of position:

Dunaway Elementary School 600 Dallas, S US Hwy 77 Waxahachie, TX
--

Caseload details:

SLE Elementary Classroom



Billing:

District Billing Address:	State	Zip
411 N. Gibson Waxahachie		

District Billing Contact	Lisa Easton
Email	Leaston@waxahachie.org
Phone	972-923-4638

Spotter shall submit invoices detailing charges to Client. These invoices will list the name of each Spotter Contract Employee assigned to Client and all charges applicable to each Spotter Contract Employee. Unless otherwise specified in a Work Order, Client shall pay to Spotter the total amount set forth on each invoice within 30 days of receipt of the invoice (the "Due Date"). Invoices that are more than seven (7) days past due are subject to a late charge of one percent (1%) per month on the amount of the past due balance. Interest will not be compounded on the past due balance.

Post Offer Screening:

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- Statewide Murderer and Violent Offender Against Youth Database

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Other post offer screenings:

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from negligence or willful misconduct of Spotter LLC; or for which Spotter LLC is obligated to indemnify the Client Indemnitees.

AGREED AND ACCEPTED:

Spotter LLC.

By: _____ Date: _____

Dr. Dawn Callahan Dennis
Client Manager

Waxahachie ISD

By: _____ Date: _____

Name: _____

Title: _____



Price Sheet

Physical Therapy	\$80.00
Bilingual PT	\$83.00
Physical Therapy Assistant	\$70.00
Occupational Therapy	\$80.00
Bilingual OT	\$83.00
Occupational Therapy Assistant	\$70.00
Speech Language Pathologists	\$83.00
Bilingual Speech Language Pathologist	\$86.00
Speech Language Pathologist CFY	\$70.00
Speech Language Pathologist Assistant	\$70.00
Bilingual SLPA	\$72.00
Audiologist	\$80.00
School Psychologists/LSSP	\$88.00
Bilingual School Psychologist/LSSP	\$90.00
Educational Diagnostician	\$75.00
Bilingual Educational Diagnostician	\$79.00
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Bilingual RN	\$80.00
Social Worker/LPC	\$80.00
Bilingual SW/LPC	\$80.00
LPN	\$52.00
Bilingual LPN	\$55.00
C.N.A.	\$43.00
Board Certified Behavior Analyst/BCBA	\$88.00
Bilingual BCBA	\$92.00
Special Education Teachers	\$67.00
Bilingual SPED Teacher	\$70.00
Orientation & Mobility	\$80.00
Teacher of the Visually Impaired	\$75.00
Teacher of the Deaf	\$75.00
Substitute Certified Teacher	\$63.00
General Certified Teacher	\$63.00
Paraprofessional	\$40.00
Sign Language Interpreter	\$75.00
Brailist	\$73.00
Special Education Counselor	\$76.00
ARD Facilitator	\$75.00
Registered Behavior Tech/RBT	\$60.00
Bilingual RBT	\$65.00
Dyslexia Therapist	\$75.00
Adaptive PE	\$78.00

- All hourly rates for contractors placed through National Recruiting Consultants are all-inclusive hourly rates.
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- NRC does not provide or supply the testing kits, protocols, or materials for the contractors, those must be provided by the school district.

Hourly Rates

Service Offering	Hourly Rates
Speech Language Pathologist	\$83-95
Speech Language Pathologist Assistant	\$75-81
Occupational Therapist	\$82-93
Certified Nurse Assistant	\$55-60
Behavior Technician	\$65-70
Physical Therapist	\$88-95
Physical Therapist Assistant	\$75-80
School Psychologist	\$95-105
Registered Nurse	\$80-86
Licensed Vocational Nurse	\$65-74
Teachers of the Visually Impaired	\$85-95
Counselor/Social Worker	\$90-97
Paraprofessional	\$55-60
Adaptive Physical Education Teacher	\$90-95
Deaf and Hard of Hearing Teacher	\$93-100
Sign Language Interpreter	\$65-73
General Education Teacher	\$67-75
Counselor	\$85-95
BCBA	\$93-100

Waxahachie Independent School District

Quote Comparison Form

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Name of Person securing quotes: Lisa Easton
Department: Special Populations
Budget Allocated for Purchase: \$ 144,000.00
Item(s) being quoted: Contract Employee - SLP

Vendor #1: Company Name: Spotter Staffing
 Representative: Dawn Callahan Dennis
Vendor Approved via: Mansfield ISD
Amount Quoted: \$144,000.00

Vendor #2: Company Name: National Recruiting Consultants
 Representative: Stefanie Murphy
Vendor Approved via: Special Education Related Vendor List
Amount Quoted: \$ 132,800.00

Vendor #3: Company Name: Firefly Professional Service Proveders LLC
 Representative: Caroline Stanaford
Vendor Approved via: Grand Prairie ISD
Amount Quoted: \$152,000.00

Based on the quotes received, I believe it is the most advantegous to Waxahachie ISD to use **Spotter Staffing** for the procurement of **SLP - Contracted Employee** .


Campus Principal / Department Head / Administrator

8/4/25
Date

Business Office Approval

Date



Spotter Work Order

Employee	Billing Rate	Overtime Billing Rate (over 40 hours)	Start Date	End Date
Clacie Mouser	\$ 90.00/hour	\$ 116/hour	7/28/25	5/22/26

Position/Approval:

For this position, the person responsible for approving hours is:

Name: Lisa Easton	Email: leaston@wisd.org	Phone: (972) 923-4631
-------------------	-------------------------	-----------------------

Spotters Operations Director, Amanda Fosnaugh (afosnaugh@spotterstaffing.com) will contact the approving manager to go over approval process.

The start and end date are flexible, but notice must be given to Spotter from Client. A standard work week for this position is 40 hours per week. Any time worked beyond these standard hours must be approved by Erin Edmondson prior to the contractor working those hours or they will not be billed.

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To maintain the highest quality service Spotter sets up consistent “check-in” meetings with our contractor’s direct reports. To start, weekly calls seem to be the best approach and as we go through the contract, we can adjust as needed. Please list the contact details below for whom we should be contacting to set up these “check-in” meetings.

Check In Contact:

Name: Erin Edmondson	Direct Phone: 972-923-4638	Email: eedmondson@wisd.org
-------------------------	-------------------------------	-------------------------------

Location of position:

Jimmie Ray Elementary School - 250 Saratoga Dr, Waxahachie, TX 75165
--

Caseload details:

5 days per week on site at Jimmie Ray Elementary.

Billing:

District Billing Address:	State	Zip
411 N. Gibson Waxahachie	Texas	65165

District Billing Contact	Lisa Easton
Email	Leaston@waxahachie.org



Phone	972-923-4638
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Spotter shall submit invoices detailing charges to Client. These invoices will list the name of each Spotter Contract Employee assigned to Client and all charges applicable to each Spotter Contract Employee. Unless otherwise specified in a Work Order, Client shall pay to Spotter the total amount set forth on each invoice within 30 days of receipt of the invoice (the "Due Date"). Invoices that are more than seven (7) days past due are subject to a late charge of one percent (1%) per month on the amount of the past due balance. Interest will not be compounded on the past due balance.

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Other post offer screenings:

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AGREED AND ACCEPTED:

Spotter LLC.



By: *Dawn Callahan Dennis* Date: 7.24.25

Dr. Dawn Callahan Dennis
Client Manager

Waxahachie ISD

By: *Erin Edmondson* Date: 7-31-25

Name: *Erin Edmondson*

Title: *Director of Special Populations*



Price Sheet

Physical Therapy	\$80.00
Bilingual PT	\$83.00
Physical Therapy Assistant	\$70.00
Occupational Therapy	\$80.00
Bilingual OT	\$83.00
Occupational Therapy Assistant	\$70.00
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Bilingual School Psychologist/LSSP	\$90.00
Educational Diagnostician	\$75.00
Bilingual Educational Diagnostician	\$79.00
School Registered Nurses	\$75.00
Bilingual RN	\$80.00
Social Worker/LPC	\$80.00
Bilingual SW/LPC	\$80.00
LPN	\$52.00
Bilingual LPN	\$55.00
C.N.A.	\$43.00
Board Certified Behavior Analyst/BCBA	\$88.00
Bilingual BCBA	\$92.00
Special Education Teachers	\$67.00
Bilingual SPED Teacher	\$70.00
Orientation & Mobility	\$80.00
Teacher of the Visually Impaired	\$75.00
Teacher of the Deaf	\$75.00
Substitute Certified Teacher	\$63.00
General Certified Teacher	\$63.00
Paraprofessional	\$40.00
Sign Language Interpreter	\$75.00
Brailist	\$73.00
Special Education Counselor	\$76.00
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Registered Behavior Tech/RBT	\$60.00
Bilingual RBT	\$65.00
Dyslexia Therapist	\$75.00
Adaptive PE	\$78.00

- All hourly rates for contractors placed through National Recruiting Consultants are all-inclusive hourly rates.
- You cannot convert the NRC contractor to a permanent employee during their booked assignment and for a period of two years after they are submitted to your district. After two years there is no buy-out fee if the contractor converts to a full-time employee with your district.
- All rates listed are the same for in-person or teletherapy.
- NRC does not provide or supply the testing kits, protocols, or materials for the contractors, those must be provided by the school district.

Re: Waxahachie ISD Speech Language Pathologists

From Caroline Stanaford <caroline@fireflypsp.com>

Date Wed 06/18/2025 8:34 AM

To Lisa Easton <leaston@wisd.org>

 1 attachment (158 KB)

Price Sheet- Firefly Professional Service Providers.pdf;

CAUTION: This email originated from outside of the organization. Do not click links, open attachments, or reply unless you recognize the sender's email address and know the content is safe.

Good Morning Lisa!

Attached is our price sheet for our SLP (Monolingual & Bilingual) and SLPA (Monolingual & Bilingual). We also offer OT and PT services- please see pricing for those below as well:

SLP (Monolingual): \$90/Hr.

SLP (Bilingual): \$95/Hr.

SLPA (Monolingual): \$80/Hr.

SLPA (Bilingual): \$85/Hr.

OT (Monolingual): \$90/Hr.

OT (Bilingual): \$95/Hr.

PT (Monolingual): \$95/Hr.

PT (Bilingual): \$100/Hr.

Please let me know if you need anything else from us and I will be happy to send! Looking forward to seeing you today at 11 AM with Abby Chaffin!!

Thanks,
Caroline Stanaford

On Wed, Jun 18, 2025 at 8:04 AM Lisa Easton <leaston@wisd.org> wrote:

Hi Caroline,

I hope you're doing well!

Would you mind sending me Spotter's current price list for all provider types? Specifically, I'm looking for rates for SLPs, SLPAs, Diagnosticians, OTs, PTs, and any others you have available.

Thank you so much—I really appreciate it!

Waxahachie Independent School District

Quote Comparison Form

In accordance with Board policy CH (LOCAL), all purchases over \$5,000 are required to record at least three quotes received before a purchase order is issued. The use of this form is recommended, though not required, for all purchases below \$5,000. All quotes for purchases over \$5,000 should be remitted to the business office for recordkeeping.

Name of Person securing quotes: Lisa Easton
Department: Special Populations
Budget Allocated for Purchase: \$155,000.00
Item(s) being quoted: SLP - Contracted Employee

Vendor #1: Company Name: Spotter Staffing LLC
Representative: Dawn Callahan Dennis
Vendor Approved via: Mansfield ISD
Amount Quoted: \$152,000.00

Vendor #2: Company Name: National Recruiting Consultants
Representative: Stefanie Murphy
Vendor Approved via: Special Education Related Vendor List
Amount Quoted: \$137,600.00 (None Available)

Vendor #3: Company Name: Firefly Professional Service Providers LLC
Representative: Caroline Stanaford
Vendor Approved via: Grand Prairie ISD
Amount Quoted: \$152,000.00 (None Available)

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use **Spotter Staffing LLC** for the procurement of **SLP - Contracted Employee**.

Erin Edmondson
Campus Principal / Department Head / Administrator

6-25-25
Date

Business Office Approval

Date



Spotter Work Order

Employee	Billing Rate	Overtime Billing Rate (over 40 hours)	Start Date	End Date
Kimberly Liebke	\$ 95.00/hour	\$ 122.50/hour	7/28/25	5/22/25

Position/Approval:

For this position, the person responsible for approving hours is:

Name: Lisa Easton	Email: leaston@wisd.org	Phone: (972) 923-4631
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Spotters Operations Director, Amanda Fosnaugh (afosnaugh@spotterstaffing.com) will contact the approving manager to go over approval process.

The start and end date are flexible, but notice must be given to Spotter from Client. A standard work week for this position is 40 hours per week. Any time worked beyond these standard hours must be approved by Erin Edmondson prior to the contractor working those hours or they will not be billed.

Each party represents and warrants that the person signing this Work Order on its behalf has been and is, on the date of this Work Order, duly authorized by all necessary corporate or other appropriate action to execute this Work Order. This Work Order is subject to the agreed upon terms and conditions between Spotter and Waxahachie ISD that has been previously agreed to.

To maintain the highest quality service Spotter sets up consistent “check-in” meetings with our contractor’s direct reports. To start, weekly calls seem to be the best approach and as we go through the contract, we can adjust as needed. Please list the contact details below for whom we should be contacting to set up these “check-in” meetings.

Check In Contact:

Name: Erin Edmondson	Direct Phone: 972-923-4638	Email: eedmondson@wisd.org
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Location of position:

Turner Prekindergarten Academy: 614 N Getzendaner St, Waxahachie, TX 75165 and an additional elementary school (TBD)
--

Caseload details:

<p>5 days per week on site – Caseload will be assigned as follows:</p> <ol style="list-style-type: none"> 1. Turner Prekindergarten Academy: 2 days per week for assessment, ARDs and potential supervision of an SLPA. Will provide support as required. 2. Elementary School – TBD: 3 days per week for SLPA supervision, evaluations, ARDs and support as required.
--

\$95 / Hr
 40 hrs / WK
 40 Wks
 \$152,000.00



Billing:

District Billing Address:	State	Zip
411 N. Gibson Waxahachie	Texas	65165

District Billing Contact	Lisa Easton
Email	Leaston@waxahachie.org
Phone	972-923-4638

Spotter shall submit invoices detailing charges to Client. These invoices will list the name of each Spotter Contract Employee assigned to Client and all charges applicable to each Spotter Contract Employee. Unless otherwise specified in a Work Order, Client shall pay to Spotter the total amount set forth on each invoice within 30 days of receipt of the invoice (the “Due Date”). Invoices that are more than seven (7) days past due are subject to a late charge of one percent (1%) per month on the amount of the past due balance. Interest will not be compounded on the past due balance.

Post Offer Screening:

This section will lay out the responsibilities of Spotter LLC and _Waxahachie ISD__ regarding post offer screenings. Texas Senate Bill No. 9 makes it mandatory that any employee who will be in contact with students have proper screening. Spotter will coordinate with school to ensure the completion of the following:

- Fingerprint – Federal criminal history records check ***Spotter is unable to provide an equivalent federal background check to a public school without coordinating with the school.**
- Statewide Sex Offender Database check
- Statewide Murderer and Violent Offender Against Youth Database

Spotter will provide state licensure and credentialing. Please indicate if any other post offer screenings are required.

Other post offer screenings:

If Client chooses to forgo the federal background check then Client shall defend, indemnify and hold Spotter LLC, its affiliates and their respective directors, officers, advisors, employees and agents (collectively, “Spotter Indemnitees”) harmless from and against any and all actions, causes of action, costs (including reasonable legal fees), claims, damages, liabilities and expenses (collectively “losses”) relating to or arising from actions by Spotter Contractor as a result of background issue not searched for or caused by use of drug or substance not tested for, any misrepresentation, negligence or willful misconduct by Client or any its



affiliates and their respective directors, officers, advisors, employees and agents (collectively, "Client Indemnitees"). This indemnity shall not apply to the extent that such Losses are determined to have resulted from negligence or willful misconduct of Spotter LLC; or for which Spotter LLC is obligated to indemnify the Client Indemnitees.

AGREED AND ACCEPTED:

Spotter LLC.

By: _____ Date: _____

Dr. Dawn Callahan Dennis
Client Manager

Waxahachie ISD

By: Erin Edmondson Date: 6/17/25

Name: Erin Edmondson

Title: Director of Special Populations



Price Sheet

Physical Therapy	\$80.00
Bilingual PT	\$83.00
Physical Therapy Assistant	\$70.00
Occupational Therapy	\$80.00
Bilingual OT	\$83.00
Occupational Therapy Assistant	\$70.00
Speech Language Pathologists	\$83.00
Bilingual Speech Language Pathologist	\$86.00
Speech Language Pathologist CFY	\$70.00
Speech Language Pathologist Assistant	\$70.00
Bilingual SLPA	\$72.00
Audiologist	\$80.00
School Psychologists/LSSP	\$88.00
Bilingual School Psychologist/LSSP	\$90.00
Educational Diagnostician	\$75.00
Bilingual Educational Diagnostician	\$79.00
School Registered Nurses	\$75.00
Bilingual RN	\$80.00
Social Worker/LPC	\$80.00
Bilingual SW/LPC	\$80.00
LPN	\$52.00
Bilingual LPN	\$55.00
C.N.A.	\$43.00
Board Certified Behavior Analyst/BCBA	\$88.00
Bilingual BCBA	\$92.00
Special Education Teachers	\$67.00
Bilingual SPED Teacher	\$70.00
Orientation & Mobility	\$80.00
Teacher of the Visually Impaired	\$75.00
Teacher of the Deaf	\$75.00
Substitute Certified Teacher	\$63.00
General Certified Teacher	\$63.00
Paraprofessional	\$40.00
Sign Language Interpreter	\$75.00
Brailist	\$73.00
Special Education Counselor	\$76.00
ARD Facilitator	\$75.00
Registered Behavior Tech/RBT	\$60.00
Bilingual RBT	\$65.00
Dyslexia Therapist	\$75.00
Adaptive PE	\$78.00

- All hourly rates for contractors placed through National Recruiting Consultants are all-inclusive hourly rates.
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SLP (Monolingual): \$90/Hr.

SLP (Bilingual): \$95/Hr.

SLPA (Monolingual): \$80/Hr.

SLPA (Bilingual): \$85/Hr.

OT (Monolingual): \$90/Hr.

OT (Bilingual): \$95/Hr.

PT (Monolingual): \$95/Hr.

PT (Bilingual): \$100/Hr.

Please let me know if you need anything else from us and I will be happy to send! Looking forward to seeing you today at 11 AM with Abby Chaffin!!

Thanks,
Caroline Stanaford

On Wed, Jun 18, 2025 at 8:04 AM Lisa Easton <leaston@wisd.org> wrote:

Hi Caroline,

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Thank you so much—I really appreciate it! 83

Waxahachie Independent School District

Quote Comparison Form

In accordance with Board policy CH (LOCAL), all purchases over \$5,000 are required to record at least three quotes received before a purchase order is issued. The use of this form is recommended, though not required, for all purchases below \$5,000. All quotes for purchases over \$5,000 should be remitted to the business office for recordkeeping.

Name of Person securing quotes: Lisa Easton
Department: Special Populations
Budget Allocated for Purchase: \$63,000
Item(s) being quoted: Contract Employee - O&M / TVI

Vendor #1: Company Name: Superior Pediatric Care, Inc
Representative: Sherri Galvan
Vendor Approved via: Cedar Hill ISD Vendor
Amount Quoted: \$62,400

Vendor #2: Company Name: National Recruiting Consultants
Representative: Stefanie Murphy
Vendor Approved via: Special Education Related Vendor List
Amount Quoted: \$41,600

Vendor #3: Company Name: ProCare Therapy
Representative: Kelsey Hicks
Vendor Approved via: Plano ISD
Amount Quoted: \$49,400

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use
(vendor) Superior Pediatric Care, Inc. for the procurement of (item) O&M/TVI Services.

Erin Edmondson
Campus Principal / Department Head / Administrator

7/24/25
Date

Business Office Approval _____

_____ Date

Explanation: There are no other O&M/TVI available from the other 2 contract companies. We have contracted Ms. Jones for many years and she knows our students and system well. 84

**WAXAHACHIE INDEPENDENT SCHOOL DISTRICT
SPECIAL EDUCATION
2025-2026 EDUCATIONAL YEAR
CONTRACTED SERVICES AGREEMENT
TVI/O&M SERVICES**

*\$120.00 / Hr
13 Hrs / week
40 weeks
\$62,400.00*

Billing Entity: Superior Pediatric Care, Inc.
Address: PO Box 79267
Saginaw, Texas 76179
Contracted Service/Fees: TVI/O&M Services: \$120.00/hour
Approximately 13 hours per week
Tax ID#: 75-2768755
Telephone: (817) 926-3330
Email: sherrie@superiorpediatric.com
Student's Names: As outlined in IEP and ARD meetings.

OBJECTIVES: Provide contracted services to students identified and assessed with IEP goals and objectives for 2025-2026 educational year. Participate in SHARS program for district.

This contract is in effect from the signing date below for the duration of one year unless otherwise specified by both parties.

Sherrie Halvan
07/23/2025
Contracted Consultant

Erin Edmondson
Authorized Representative for District

The provision of these services does not represent a conflict of interest between Waxahachie Independent School District and SPC, Inc.



Price Sheet

Physical Therapy	\$80.00
Bilingual PT	\$83.00
Physical Therapy Assistant	\$70.00
Occupational Therapy	\$80.00
Bilingual OT	\$83.00
Occupational Therapy Assistant	\$70.00
Speech Language Pathologists	\$83.00
Bilingual Speech Language Pathologist	\$86.00
Speech Language Pathologist CFY	\$70.00
Speech Language Pathologist Assistant	\$70.00
Bilingual SLPA	\$72.00
Audiologist	\$80.00
School Psychologists/LSSP	\$88.00
Bilingual School Psychologist/LSSP	\$90.00
Educational Diagnostician	\$75.00
Bilingual Educational Diagnostician	\$79.00
School Registered Nurses	\$75.00
Bilingual RN	\$80.00
Social Worker/LPC	\$80.00
Bilingual SW/LPC	\$80.00
LPN	\$52.00
Bilingual LPN	\$55.00
C.N.A.	\$43.00
Board Certified Behavior Analyst/BCBA	\$88.00
Bilingual BCBA	\$92.00
Special Education Teachers	\$67.00
Bilingual SPED Teacher	\$70.00
Orientation & Mobility	\$80.00
Teacher of the Visually Impaired	\$75.00
Teacher of the Deaf	\$75.00
Substitute Certified Teacher	\$63.00
General Certified Teacher	\$63.00
Paraprofessional	\$40.00
Sign Language Interpreter	\$75.00
Brailist	\$73.00
Special Education Counselor	\$76.00
ARD Facilitator	\$75.00
Registered Behavior Tech/RBT	\$60.00
Bilingual RBT	\$65.00
Dyslexia Therapist	\$75.00
Adaptive PE	\$78.00

- All hourly rates for contractors placed through National Recruiting Consultants are all-inclusive hourly rates.
- You cannot convert the NRC contractor to a permanent employee during their booked assignment and for a period of two years after they are submitted to your district. After two years there is no buy-out fee if the contractor converts to a full-time employee with your district.
- All rates listed are the same for in-person or teletherapy.
- NRC does not provide or supply the testing kits, protocols, or materials for the contractors, those must be provided by the school district.

Hourly Rates

Service Offering	Hourly Rates
Speech Language Pathologist	\$83-95
Speech Language Pathologist Assistant	\$75-81
Occupational Therapist	\$82-93
Certified Nurse Assistant	\$55-60
Behavior Technician	\$65-70
Physical Therapist	\$88-95
Physical Therapist Assistant	\$75-80
School Psychologist	\$95-105
Registered Nurse	\$80-86
Licensed Vocational Nurse	\$65-74
Teachers of the Visually Impaired	\$85-95
Counselor/Social Worker	\$90-97
Paraprofessional	\$55-60
Adaptive Physical Education Teacher	\$90-95
Deaf and Hard of Hearing Teacher	\$93-100
Sign Language Interpreter	\$65-73
General Education Teacher	\$67-75
Counselor	\$85-95
BCBA	\$93-100

Waxahachie Independent School District

Quote Comparison Form

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Name of Person securing quotes: Lisa Easton
Department: Special Populations
Budget Allocated for Purchase: \$ 128,000.00
Item(s) being quoted: Contract Employee - SLP

Vendor #1: Company Name: TSH Speech Language Services, PLLC
Representative: Tracy Hernandez
Vendor Approved via: Special Education Related Vendor
Amount Quoted: \$128,000.00

Vendor #2: Company Name: National Recruiting Consultants
Representative: Stefanie Murphy
Vendor Approved via: Special Education Related Vendor List
Amount Quoted: \$ 132,800.00

Vendor #3: Company Name: Spotter Staffing
Representative: Dawn Callahan Dennis
Vendor Approved via: Mansfield ISD
Amount Quoted: \$ 128,000.00

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use *Firefly Professional Service Providers* for the procurement of *SLP - Contracted Employee*.

Erin Edmondson
Campus Principal / Department Head / Administrator

7-16-25
Date

Business Office Approval

Date

\$80.00 / Hr
40 Hrs / WK
40 weeks
\$

TSH SPEECH LANGUAGE SERVICES, PLLC
CONTRACTOR AGREEMENT
(2025 – 2026)

This Independent Contractor Agreement (“Agreement”) is made between Waxahachie Independent School District (WISD) with a mailing address of 411 N Gibson St, City of Waxahachie, State of Texas (“Client”) to provide speech and language services on behalf of Robbie E Howard Jr High School as the Primary campus and other schools within WISD for students requiring services as part of its overall Special Education Programs.

AND

TSH Speech Language Services, PLLC with a principal mailing address of PO Box 2705, City of Cedar Hill, State of Texas 75106 (“Contractor”). The Client and Contractor shall be known collectively as the “Parties”.

WHEREAS this Agreement shall be made effective on the 4th day of August, 2025.

THE PARTIES AGREE AS FOLLOWS:

1. Services to Be Performed

Contractor agrees to perform the following services (“Services”):

- Speech-Language therapy
- Evaluations / Re-evaluations
- ARD preparation / attendance
- Review / Prepare and maintain therapy documentation and professional records and reports for all students receiving Services – may include developing IEPs
- Parent Notice and Consent Meetings
- Case management and review
- Medicaid Billing / SHARS Requirements
- Teacher / Staff Collaboration
- Supervision of licensed assistants (IF NEEDED)

Client's Initials - _____ Contractor's initials - STH

2. Payment

In consideration for the Services to be performed by Contractor, Client agrees to pay Contractor in the following manner:

Hourly Rates

2025-26 School Year

- Evaluations - \$80.00
- Speech Therapy - \$80.00
- ARD Prep/Attendance / Case Management / Review - \$80.00*
- Notice and Consent Parent Meeting - \$80.00*
- Staff Collaboration - \$80.00*
- Supervision (if needed) - \$80.00

*Minimum billing of ½ hour

Travel time to and from the school(s) is billed and included within the hourly therapy rate.

An invoice will be submitted from the Contractor accounting software to WISD Accounts Payable email account at the end of every two weeks (normally second Friday of each month) and payable within 30 calendar days. Services not paid within 30 calendar days are subject to a late fee of \$25 each week until payment is received. Exceptions are considered for school closures at the discretion of the Contractor.

The invoice will include the following: an invoice number, the dates covered by the invoice, a summary of the work performed, and any other information or details in accordance with this Agreement.

Contractor will maintain malpractice insurance and is responsible for Social Security and Income Tax withholdings.

Contractor will comply with all Federal, State and Local regulations concerning IDEA and maintenance of confidentiality.

Contractor has submitted EPCNT and W-9 form within the WISD RFP that can be used and kept on file at WISD.

Contractor will provide up to 850 hours of Service (direct and indirect) from start date of August 4, 2025 through May 20, 2026 unless additional hours are requested by WISD.

Client's Initials - _____ Contractor's initials - 

3. Expenses

Contractor shall be responsible for all expenses incurred while performing Services under this Agreement. This includes automobile and other travel expenses; professional licensure / certification and continuing education fees; cell phone and meal expenses; and malpractice insurance premiums.

4. Vehicle and Testing Materials

Contractor will furnish personal vehicle to and from designated campus.

Contractor will provide evaluation kits for student assessments unless the district requires other tests to be used to provide the Services required by this Agreement.

Contractor will provide therapy supplies to be used in addition to what may be available on the campus. Client will not require Contractor to rent or purchase any equipment, product, or service as a condition of entering into this Agreement.

Client / School will provide duplicating / copy / print services and a secure computer with the required software to access WISD required programs and email services via network / wireless and remote access.

5. Independent Contractor Status

Contractor is an independent contractor, and the Contractor shall not be deemed Client's direct employee. In its capacity as an independent contractor, Contractor agrees and represents, and Client agrees, as follows:

- Contractor has the right to perform Services for others during the term of this Agreement.

- Contractor has the sole right to control and direct the means, manner, and method by which the Services required by this Agreement will be performed in accordance with the students' IEP. Contractor shall select starting and quitting times, days of work, and order the work is performed taking into account student and campus schedules.

- The Services required by this Agreement shall be performed by Contractor, and Client shall not hire, supervise, or pay any assistants to help Contractor unless the Client decides to place or assign a licensed assistant with the Contractor.

- Contractor shall not be required by Client to devote full time to the performance of the Services required by this Agreement.

Client's Initials - _____ Contractor's initials



6. Business Licenses, Permits, and Certificates

Contractor represents and warrants that Contractor will comply with all federal, state, and local laws requiring professional licensure and certification to carry out the Services to be performed under this Agreement.

7. State and Federal Taxes

Client shall not:

Withhold FICA (Social Security and Medicare taxes) from Contractor's payments or make FICA payments on Contractor's behalf; Make state or federal unemployment compensation contributions on Contractor's behalf; or withhold state or federal income tax from Contractor's payments.

Contractor shall:

Pay all taxes incurred while performing Services under this Agreement—including all applicable income taxes and, if Contractor is not a corporation, self-employment (Social Security) taxes.

8. Fringe Benefits

Contractor understands that the Contractor is ineligible to participate in any employee pension, health benefits, vacation pay, sick pay, or other fringe benefit plan of Client.

9. Unemployment Compensation

Client shall make no state or federal unemployment compensation payments on behalf of Contractor. Contractor will not be entitled to these benefits in connection with work or Services performed under this Agreement.

10. Workers' Compensation

Client shall not obtain workers' compensation insurance on behalf of Contractor.

11. Insurance

Client shall not provide insurance coverage of any kind for Contractor. Contractor shall obtain the following insurance coverage and maintain it during the entire term of this Agreement:

- Automobile liability insurance for each vehicle used in the performance of this Agreement.

- Malpractice insurance coverage certificate # AHY-886085007 in the amount of \$1,000,000 /per incidence occurrence with an annual aggregate of \$3,000,000.

Client's Initials - _____ Contractor's initials - ASH

If requested, Contractor shall provide Client with proof of this insurance.

12. Indemnification

Contractor shall indemnify and hold Client harmless from any loss or liability arising from performing Services under this Agreement.

13. Term of Agreement

This agreement will become effective on the Effective Date after being signed by both Parties and will terminate on the earlier of: the date Contractor completes the Services required by this Agreement or the Client or Contractor terminates this Agreement in accordance with Section 14.

14. Terminating the Agreement

Either Client or Contractor may terminate this Agreement at any time by giving 14 business days' written notice to the other party of the intent to terminate.

15. Exclusive Agreement

This is the entire Agreement between Contractor and Client.

16. Modifying the Agreement

This Agreement may be modified only in writing and signed by both parties.

17. Confidentiality

Contractor acknowledges that it will be necessary for Client to disclose certain confidential and proprietary information to Contractor in order for Contractor to perform duties under this Agreement. Accordingly, Contractor will not disclose or use, either during or after the term of this Agreement, any proprietary information of Client without Client's prior written permission except to the extent necessary to perform Services on Client's behalf. And, Contractor will not disclose or use, either during or after the term of this Agreement, any confidential information in any manner that is in violation of the Family Educational Rights and Privacy Act (FERPA).

Upon termination of Contractor's Services to Client, Contractor shall deliver to Client all materials in Contractor's possession relating to Client's business.

Client's Initials - _____ Contractor's initials - 

18. Applicable Law

This Agreement shall be governed under the laws in the State of Texas, without giving effect to conflict of laws principles.

19. Signature Area

Client's Signature _____ Date _____

Print Name _____

Contractor's Signature Tracy Hernandez Date 05/21/2025

Print Name: Tracy S Hernandez

Name of Company: TSH Speech Language Services, PLLC

Title of Signer: Owner / Founder

Taxpayer ID Number (EIN): 88-3678276

Client's Initials - _____ Contractor's initials - TSH



Price Sheet

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Bilingual SLPA	\$72.00
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Bilingual Educational Diagnostician	\$79.00
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Bilingual RN	\$80.00
Social Worker/LPC	\$80.00
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LPN	\$52.00
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Rate Proposal

Spotter’s goal is to provide a service that delivers exceptional value inclusive of cost. Rates are proposed in range form. Rate ranges allow Spotter to provide an appropriate cost specific to the variations of the individual need.

Position	Hourly Bill Rate Range
Speech Language Pathologist	\$75.00 - \$98.00
Special Education Teacher	\$73.00 - \$85.00
Occupational Therapist	\$75.00 - \$96.00
Social Worker	\$75.00 - \$85.00
Physical Therapist	\$75.00 - \$85.00
Speech Language Pathology Assistant	\$65.00 - \$75.00
Certified Occupational Therapy Assistant	\$65.00 - \$75.00
Physical Therapy Assistant	\$65.00 - \$75.00
Diagnostician	\$78.00 - \$100.00
Licensed Specialist in School Psychology	\$90.00 - \$100.00

Contract to Hire Duration
Waxahachie Independent School District has the option to convert a Spotter Staffing contracted employee for no cost once the employee has worked a total of 1250 hours on contract (equivalent to one Waxahachie ISD school year).

Early Conversion Pro-Rated Schedule
A Spotter contract employee can be converted to Waxahachie ISD payroll prior to 1250 hours worked with a pro-rated fee equal to 30% of the estimated remaining billable hours.

Waxahachie Independent School District

Quote Comparison Form

In accordance with Board policy CH (LOCAL), all purchases over \$5,000 are required to record at least three quotes received before a purchase order is issued. The use of this form is recommended, though not required, for all purchases below \$5,000. All quotes for purchases over \$5,000 should be remitted to the business office for recordkeeping.

Name of Person securing quotes: Lisa Easton
Department: Special Populations
Budget Allocated for Purchase: \$ 140,000.00
Item(s) being quoted: Diagnostician

Vendor #1: Company Name: BlazerWorks / New Directions / ProCare
Representative: Hannah Bates
Vendor Approved via: Keller ISD Vendor
Amount Quoted: \$132,800.00

Vendor #2: Company Name: National Recruiting Consultants
Representative: Stefanie Murphy
Vendor Approved via: Special Education Related Vendor List
Amount Quoted: \$ 120,000.00 (None Available)

Vendor #3: Company Name: Spotter Staffing LLC
Representative: Dawn Callahan Dennis
Vendor Approved via: Mansfield ISD
Amount Quoted: \$ 136,000.00 (None Available)

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use **Firefly Professional Service Providers** for the procurement of **Contract Employee - Diagnostician**

Erin Edmondson
Campus Principal / Department Head / Administrator

6-25-25
Date

Business Office Approval

Date



ADDENDUM A Client Assignment Confirmation

\$83/Hr
40 hrs/WK
40 weeks
\$132,800.00

This Client Assignment Confirmation is entered into and executed as of the signature date below and Agreement between the Client and New Direction Solutions, LLC dba ProCare Therapy ("ProCare" or ProCare for hours worked by Consultant on the following terms:

Assignment Details

ProCare Consultant: Janet Cox

School District Name (Client): Waxahachie ISD

Start Date: 08/13/2025 End Date: 05/20/2026

Start and End dates are subject to change based on the credentialing and licensure process as well as adjustment in the school district's calendar.

Position: Diagnostician

Bill Rate per hour: \$83.00 Minimum Hours per week: 37.5-40

Overtime Rate per hour: 1.5 times Bill Rate

Billing Workweek: Monday – Friday

Miscellaneous: --

Sales tax or gross receipts tax will be added to professional fees if required or allowed by state law and client is not a tax-exempt entity.

If the Company's Consultant should be required to travel to other locations at the specific request of the Client, the Client will be responsible for all expenses incurred.

Option of virtual services will be offered by the Company in lieu of onsite services.

All precautions will be taken by the Client to create a safe and healthy environment.

Client agrees that it will not directly or indirectly, personally or through an agent or agency, contract with or employ any Consultant introduced or referred by Subvendor for a period of (12) months after the latest date of introduction, referral, or end of contract placement. If Client or its affiliate enters into such a relationship or refers Consultant to a third party for employment, Client agrees to pay an amount equal to \$22,500 or thirty-five (35) percent (whichever is greater) of the Consultant's first year's annual salary, including any signing bonus, as agreed upon at the time of hiring. Payment is due and payable to the Company upon start date.

BlazerWorks Account Manager Information: Hannah Bates
hannah.bates@blazerworks.com
6784974784

318804 - Waxahachie ISD

Erin Edmondson
Director of Special Populations
July 02, 2025 13:25 UTC
IP: 38.133.206.13

**Terms and conditions outlined in this Client Assignment Confirmation will be considered agreed upon by all parties unless ProCare is notified of changes by Client within forty-eight (48) hours of client's receipt of this Client Assignment Confirmation.*



Price Sheet

Physical Therapy	\$80.00
Bilingual PT	\$83.00
Physical Therapy Assistant	\$70.00
Occupational Therapy	\$80.00
Bilingual OT	\$83.00
Occupational Therapy Assistant	\$70.00
Speech Language Pathologists	\$83.00
Bilingual Speech Language Pathologist	\$86.00
Speech Language Pathologist CFY	\$70.00
Speech Language Pathologist Assistant	\$70.00
Bilingual SLPA	\$72.00
Audiologist	\$80.00
School Psychologists/LSSP	\$88.00
Bilingual School Psychologist/LSSP	\$90.00
Educational Diagnostician	\$75.00
Bilingual Educational Diagnostician	\$79.00
School Registered Nurses	\$75.00
Bilingual RN	\$80.00
Social Worker/LPC	\$80.00
Bilingual SW/LPC	\$80.00
LPN	\$52.00
Bilingual LPN	\$55.00
C.N.A.	\$43.00
Board Certified Behavior Analyst/BCBA	\$88.00
Bilingual BCBA	\$92.00
Special Education Teachers	\$67.00
Bilingual SPED Teacher	\$70.00
Orientation & Mobility	\$80.00
Teacher of the Visually Impaired	\$75.00
Teacher of the Deaf	\$75.00
Substitute Certified Teacher	\$63.00
General Certified Teacher	\$63.00
Paraprofessional	\$40.00
Sign Language Interpreter	\$75.00
Braillist	\$73.00
Special Education Counselor	\$76.00
ARD Facilitator	\$75.00
Registered Behavior Tech/RBT	\$60.00
Bilingual RBT	\$65.00
Dyslexia Therapist	\$75.00
Adaptive PE	\$78.00

- All hourly rates for contractors placed through National Recruiting Consultants are all-inclusive hourly rates.
- You cannot convert the NRC contractor to a permanent employee during their booked assignment and for a period of two years after they are submitted to your district. After two years there is no buy-out fee if the contractor converts to a full-time employee with your district.
- All rates listed are the same for in-person or teletherapy.
- NRC does not provide or supply the testing kits, protocols, or materials for the contractors, those must be provided by the school district.



Rate Proposal

Spotter’s goal is to provide a service that delivers exceptional value inclusive of cost. Rates are proposed in range form. Rate ranges allow Spotter to provide an appropriate cost specific to the variations of the individual need.

Position	Hourly Bill Rate Range
Speech Language Pathologist	\$75.00 - \$98.00
Special Education Teacher	\$73.00 - \$85.00
Occupational Therapist	\$75.00 - \$96.00
Social Worker	\$75.00 - \$85.00
Physical Therapist	\$75.00 - \$85.00
Speech Language Pathology Assistant	\$65.00 - \$75.00
Certified Occupational Therapy Assistant	\$65.00 - \$75.00
Physical Therapy Assistant	\$65.00 - \$75.00
Diagnostician	\$78.00 - \$100.00
Licensed Specialist in School Psychology	\$90.00 - \$100.00

Contract to Hire Duration
 Waxahachie Independent School District has the option to convert a Spotter Staffing contracted employee for no cost once the employee has worked a total of 1250 hours on contract (equivalent to one Waxahachie ISD school year).

Early Conversion Pro-Rated Schedule
 A Spotter contract employee can be converted to Waxahachie ISD payroll prior to 1250 hours worked with a pro-rated fee equal to 30% of the estimated remaining billable hours.

Waxahachie Independent School District

Quote Comparison Form

In accordance with Board policy CH (LOCAL), all purchases over \$5,000 are required to record at least three quotes received before a purchase order is issued. The use of this form is recommended, though not required, for all purchases below \$5,000. All quotes for purchases over \$5,000 should be remitted to the business office for recordkeeping.

Name of Person securing quotes: Lisa Easton
Department: Special Populations
Budget Allocated for Purchase: \$95,000.00
Item(s) being quoted: Contract Employee - Physical Therapist

Vendor #1: Company Name: ProCare Therapy / BlazerWorks
Representative: Hannah Bates
Vendor Approved via: Keller ISD Vendor
Amount Quoted: \$95,000.00

Vendor #2: Company Name: Spotter Staffing
Representative: Dawn Callahan Dennis
Vendor Approved via: Mansfield ISD
Amount Quoted: \$85,000.00

Vendor #3: Company Name: Firefly Professional Service Proveders LLC
Representative: Caroline Stanaford
Vendor Approved via: Grand Prairie ISD
Amount Quoted: \$95,000.00

Based on the quotes received, I believe it is the most advantegous to Waxahachie ISD to use *ProCare/BlazerWorks* for the procurement of *Physical Therapist - Contracted Employee* .

Evin Edmondson
Campus Principal / Department Head / Administrator

8-12-25
Date

Business Office Approval

Date

This Client Assignment Confirmation is entered into and executed as of the signature date below and supplements the Client Services Agreement between the Client and New Direction Solutions, LLC dba ProCare Therapy ("ProCare" or "the Company"). Client will pay ProCare for hours worked by Consultant on the following terms:

Assignment Details

ProCare Consultant: Elena Maes

School District Name (Client): Waxahachie ISD

Start Date: 08/18/2025 End Date: 05/20/2026

Start and End dates are subject to change based on the credentialing and licensure process as well as adjustment in the school district's calendar.

Position: PT

Bill Rate per hour: \$95.00 Minimum Hours per week: 25

Overtime Rate per hour: 1.5 times Bill Rate

Billing Workweek: Monday – Friday

Miscellaneous:

--

Sales tax or gross receipts tax will be added to professional fees if required or allowed by state law and client is not a tax-exempt entity.

If the Company's Consultant should be required to travel to other locations at the specific request of the Client, the Client will be responsible for all expenses incurred.

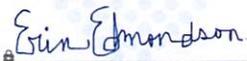
Option of virtual services will be offered by the Company in lieu of onsite services.

All precautions will be taken by the Client to create a safe and healthy environment.

-

BlazerWorks Account Manager Information: Hannah Bates
hannah.bates@blazerworks.com
6784974784

318804 - Waxahachie ISD



Erin Edmondson
Director of Special Populations
August 11, 2025 23:12 UTC
IP: 38.133.206.13



Rate Proposal

Spotter’s goal is to provide a service that delivers exceptional value inclusive of cost. Rates are proposed in range form. Rate ranges allow Spotter to provide an appropriate cost specific to the variations of the individual need.

Position	Hourly Bill Rate Range
Speech Language Pathologist	\$75.00 - \$98.00
Special Education Teacher	\$73.00 - \$85.00
Occupational Therapist	\$75.00 - \$96.00
Social Worker	\$75.00 - \$85.00
Physical Therapist	\$75.00 - \$85.00
Speech Language Pathology Assistant	\$65.00 - \$75.00
Certified Occupational Therapy Assistant	\$65.00 - \$75.00
Physical Therapy Assistant	\$65.00 - \$75.00
Diagnostician	\$78.00 - \$100.00
Licensed Specialist in School Psychology	\$90.00 - \$100.00

Contract to Hire Duration
 Waxahachie Independent School District has the option to convert a Spotter Staffing contracted employee for no cost once the employee has worked a total of 1250 hours on contract (equivalent to one Waxahachie ISD school year).

Early Conversion Pro-Rated Schedule
 A Spotter contract employee can be converted to Waxahachie ISD payroll prior to 1250 hours worked with a pro-rated fee equal to 30% of the estimated remaining billable hours.

Re: Waxahachie ISD Speech Language Pathologists

From Caroline Stanaford <caroline@fireflypsp.com>

Date Wed 06/18/2025 8:34 AM

To Lisa Easton <leaston@wisd.org>

 1 attachment (158 KB)

Price Sheet- Firefly Professional Service Providers.pdf;

CAUTION: This email originated from outside of the organization. Do not click links, open attachments, or reply unless you recognize the sender's email address and know the content is safe.

Good Morning Lisa!

Attached is our price sheet for our SLP (Monolingual & Bilingual) and SLPA (Monolingual & Bilingual). We also offer OT and PT services- please see pricing for those below as well:

SLP (Monolingual): \$90/Hr.

SLP (Bilingual): \$95/Hr.

SLPA (Monolingual): \$80/Hr.

SLPA (Bilingual): \$85/Hr.

OT (Monolingual): \$90/Hr.

OT (Bilingual): \$95/Hr.

PT (Monolingual): \$95/Hr.

PT (Bilingual): \$100/Hr.

Please let me know if you need anything else from us and I will be happy to send! Looking forward to seeing you today at 11 AM with Abby Chaffin!!

Thanks,
Caroline Stanaford

On Wed, Jun 18, 2025 at 8:04 AM Lisa Easton <leaston@wisd.org> wrote:

Hi Caroline,

I hope you're doing well!

Would you mind sending me Spotter's current price list for all provider types? Specifically, I'm looking for rates for SLPs, SLPAs, Diagnosticians, OTs, PTs, and any others you have available.

Thank you so much—I really appreciate it!

Waxahachie Independent School District

Quote Comparison Form

In accordance with Board policy CH (LOCAL), all purchases over \$5,000 are required to record at least three quotes received before a purchase order is issued. The use of this form is recommended, though not required, for all purchases below \$5,000. All quotes for purchases over \$5,000 should be remitted to the business office for recordkeeping.

Name of Person securing quotes: Lisa Easton
Department: Special Populations
Budget Allocated for Purchase: \$ 140,000.00
Item(s) being quoted: SLP-CF - Contracted Employee

Vendor #1: Company Name: Firefly Professional Service Providers LLC
 Representative: Caroline Stanaford
Vendor Approved via: Grand Prairie ISD
 Amount Quoted: \$139,200.00

Vendor #2: Company Name: National Recruiting Consultants
 Representative: Stefanie Murphy
Vendor Approved via: Special Education Related Vendor List
 Amount Quoted: \$132,800.00 (None Available)

Vendor #3: Company Name: Spotter Staffing LLC
 Representative: Dawn Callahan Dennis
Vendor Approved via: Mansfield ISD
 Amount Quoted: \$144,000.00 (None Available)

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use **Firefly Professional Service Providers** for the procurement of **SLP-CF - Contracted Employee**.

Evin Edmondson
Campus Principal / Department Head / Administrator

6-25-25
Date

Business Office Approval

Date



Client Service Agreement

\$87/Hr
40 hrs/wk
40 weeks
\$ 139,200.00

This Client Service Agreement executed on the **26th of June**, in the year of **2025**, is between Firefly Professional Service Providers LLC and the following school system: Waxahachie Independent School District (hereby referred to as the "Client").

Responsibilities

1. Client acknowledges Firefly Professional Service Providers LLC as both the supplier and the employer of Speech Therapist, Abby Chaffin, beginning on **July 28th, 2025** and ending on **June 3rd, 2026**.
2. Client agrees to refrain from any attempts, directly or indirectly, to employ or contract this therapist, once presented, apart from Firefly Professional Service Providers LLC for a period of one year. Client may hire directly by paying Firefly Professional Service Providers LLC a finder's fee of 25% of the therapist's annual salary.
3. Client is obligated to compensate Firefly Professional Service Providers LLC for all hours worked by therapist based off the 197-day district calendar. Hours will be guaranteed at no more than 40 hours per week for 40 weeks for a maximum of 1600 hours during this contract period, unless mutually agreed upon by the school system and the therapist for extended hours. **Payments are due upon receipt of invoice.**
 - **Any payments not received within 30 days of the invoice date will incur a late fee of 1.5% per invoice until paid in full.**
4. Client agrees to provide therapist with any on site materials required for the performance and the completion of all job-related tasks.
5. Firefly Professional Service Providers LLC assumes the responsibility of qualifying all contracted therapists, as well as providing their compensation throughout the term hereof.
6. Firefly Professional Service Providers LLC agrees to provide school system with proof of license, professional references, background check clearances, and any medical examinations and vaccinations required in your school system upon request. In addition, Firefly Professional Service Providers LLC will provide general and professional liability insurance for all its employees at a rate of \$1,000,000 per occurrence and \$3,000,000 in Aggregate.
7. The hourly rate will be billed at **\$87.00**. The client will work with therapist to work agreed upon hours for services weekly.
8. Either party may terminate this agreement at any time, with or without cause, by providing at least ninety (90) days advance written notice of the termination date to the other party. Termination of this agreement will have no effect upon the rights and obligations of the parties arising out of any transaction occurring prior to the effective date of such termination or the additional fee responsibility.
9. Both parties reserve the right to immediately dismiss any Firefly Professional Service Providers LLC therapist if proven to be incompetent, unqualified, or engaged in misconduct.
10. This agreement shall be governed by and in accordance with the laws of the State of Texas.

School System: _____
 By: _____
 Title: _____
 Signature: _____
 Date: _____

Firefly Professional Service Providers LLC
 By: _____
 Title: _____
 Signature: _____
 Date: _____



Price Sheet

Physical Therapy	\$80.00
Bilingual PT	\$83.00
Physical Therapy Assistant	\$70.00
Occupational Therapy	\$80.00
Bilingual OT	\$83.00
Occupational Therapy Assistant	\$70.00
Speech Language Pathologists	\$83.00
Bilingual Speech Language Pathologist	\$86.00
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Bilingual School Psychologist/LSSP	\$90.00
Educational Diagnostician	\$75.00
Bilingual Educational Diagnostician	\$79.00
School Registered Nurses	\$75.00
Bilingual RN	\$80.00
Social Worker/LPC	\$80.00
Bilingual SW/LPC	\$80.00
LPN	\$52.00
Bilingual LPN	\$55.00
C.N.A.	\$43.00
Board Certified Behavior Analyst/BCBA	\$88.00
Bilingual BCBA	\$92.00
Special Education Teachers	\$67.00
Bilingual SPED Teacher	\$70.00
Orientation & Mobility	\$80.00
Teacher of the Visually Impaired	\$75.00
Teacher of the Deaf	\$75.00
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General Certified Teacher	\$63.00
Paraprofessional	\$40.00
Sign Language Interpreter	\$75.00
Brailist	\$73.00
Special Education Counselor	\$76.00
ARD Facilitator	\$75.00
Registered Behavior Tech/RBT	\$60.00
Bilingual RBT	\$65.00
Dyslexia Therapist	\$75.00
Adaptive PE	\$78.00

- All hourly rates for contractors placed through National Recruiting Consultants are all-inclusive hourly rates.
- You cannot convert the NRC contractor to a permanent employee during their booked assignment and for a period of two years after they are submitted to your district. After two years there is no buy-out fee if the contractor converts to a full-time employee with your district.
- All rates listed are the same for in-person or teletherapy.
- NRC does not provide or supply the testing kits, protocols, or materials for the contractors, those must be provided by the school district.



Rate Proposal

Spotter’s goal is to provide a service that delivers exceptional value inclusive of cost. Rates are proposed in range form. Rate ranges allow Spotter to provide an appropriate cost specific to the variations of the individual need.

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Special Education Teacher	\$73.00 - \$85.00
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Speech Language Pathology Assistant	\$65.00 - \$75.00
Certified Occupational Therapy Assistant	\$65.00 - \$75.00
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Diagnostician	\$78.00 - \$100.00
Licensed Specialist in School Psychology	\$90.00 - \$100.00

Contract to Hire Duration
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Early Conversion Pro-Rated Schedule
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Waxahachie Independent School District

Quote Comparison Form

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Name of Person securing quotes: Lisa Easton
Department: Special Populations
Budget Allocated for Purchase: \$ 144,000.00
Item(s) being quoted: Contract Employee - SLP

Vendor #1: Company Name: KR Speech Services
Representative: Kristen Richmond
Vendor Approved via: Mansfield ISD
Amount Quoted: \$144,000.00

Vendor #2: Company Name: National Recruiting Consultants
Representative: Stefanie Murphy
Vendor Approved via: Special Education Related Vendor List
Amount Quoted: \$ 132,800.00

Vendor #3: Company Name: Spotter Staffing
Representative: Dawn Callahan Dennis
Vendor Approved via: Mansfield ISD
Amount Quoted: \$ 128,000.00

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use **Firefly Professional Service Providers** for the procurement of **SLP - Contracted Employee**.

Evin Edmondson
Campus Principal / Department Head / Administrator

7-16-25
Date

Business Office Approval

Date

**KR Speech Services
5029 Nash Lane
Keller, Texas 76244
270.584.3919**



\$90.00 / Hr
40 Hrs / WK
40 Weeks
\$144,000.00

CONTRACTED SERVICES AGREEMENT

**Contracted Party: KRISTEN M. RICHMOND DBA KR SPEECH SERVICES, LLC
Identification (SS) No. 84-4444558**

Mailing Address: 5029 NASH LN, KELLER, TX 76244

Telephone : (270) 584-3919 Email: KRSPEECHSERVICES@GMAIL.COM

WHEREAS, this Contracted Services Agreement ("Agreement") is entered into between Waxahachie Independent School District ("School District" or "WISD") and **KRISTEN M. RICHMOND DBA KR SPEECH SERVICES, LLC** ("Contracted Party"), for the purpose of providing certain and specific services.

WHEREAS, Contracted Party declares that it is engaged in an independent business and has complied with all federal, state and local laws regarding business permits and licenses of any kind that may be required to carry out the said business and the tasks to be performed under this agreement.

WHEREAS, Contracted party declares that it is engaged in the same or similar activities for other clients and that WISD is not contracted party's sole and only client or customer.

WHEREAS, it is understood that no conflict of interest is presented to either party in the hiring of the Contracted Party to provide such service(s). Contracted party hereby notifies WISD that it falls into any of the following categories:

- X contract SLP provided by KR Speech Services-Lakeisha Fields**

THEREFORE, the parties agree that the following services are to be performed under this contract: **CONTRACT SPEECH LANGUAGE PATHOLOGIST SERVICES AS NEEDED BY WAXAHACHIE ISD DURING CONTRACT PERIOD.**

Responsibilities of Contracted Party:

1. Provides service(s) according to the terms of this contract.
2. Verify all training areas required of Texas public school educators are known and understood by the Contracted Party (student record confidentiality, for example).
3. Notify School District if any condition(s) of this contract require revision.
4. Comply with Senate Bill 9 (SB9), as enacted by the 2007 legislature.
5. Contracted Party does not currently nor will it during the term of this contract boycott Israel. "Boycott Israel" means refusing to deal with, terminating business activities with, or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations specifically with Israel, or with a person or entity doing business in Israel or in an Israeli-controlled territory, but does not include an action made for ordinary business purposes.

Responsibilities of School District:

1. Approve reasonable payment of Contracted Party up to, but not exceeding, the amount specified on this contract.
2. Review any necessary revision(s) to this contract and secure approval of all contracting parties.

TERMS OF PAYMENT. WISD shall pay contracted party according to the following terms and conditions:

CONTRACT SPEECH LANGUAGE PATHOLOGIST SERVICES AT \$90 PER HOUR WITH A MAXIMUM OF 1350 HOURS DURING THE CONTRACT PERIOD AS NEEDED BY WAXAHACHIE ISD. NOT TO EXCEED \$121, 500.00

Contracted party shall submit time sheets or an invoice, as appropriate, for the work performed per this Agreement.

INSTRUMENTALITIES. Contracted party shall supply all equipment, tools, materials, and supplies to accomplish the designated tasks.

PARTIES' RELATIONSHIP. Contracted party retains the sole right to control or direct the manner in which the services described herein are to be performed. Contracted party will perform his/her duties herein in accordance with local, state, and federal laws, rules, and regulations and will comply with the administrative regulations and policies of WISD. Subject to the foregoing, WISD retains the right to inspect, halt, prescribe/recommend alterations to the work to insure its final conformity with that specified herein.

PAYROLL AND TAXES. No payroll or employment taxes of any kind shall be withheld or paid with respect to payment to contracted party. The payroll or employment taxes that are the subject of this paragraph include but are not limited to FICA, federal personal income tax, state personal income tax, state disability insurance tax, and state employment insurance tax. Contracted party shall pay its own taxes.

WORKERS' COMPENSATION. No workers' compensation insurance has been or will be obtained by the WISD on account of contracted party or its employees, agents, or representatives.

EMPLOYEE BENEFITS. Contracted party will not have any claim under this Agreement or otherwise against WISD for vacation/holiday pay, sick leave, unemployment insurance, retirement benefits, disability benefits, or employee benefits of any kind.

TERM AND TERMINATION. This agreement shall be effective on August 13th, 2025 and shall end on May 20th, 2026. During the contract period, if Contracted Party becomes unable, unwilling, or fails to provide the services under this contract, School District may withhold payment to Contracted Party. Either party may terminate this contract with thirty (30) days written notice to the other party. School District may terminate this contract immediately without any penalty if Contracted Party violates the terms of this Agreement.

Agreed to on this 2nd day of **July, 2025**, at Tarrant County, State of Texas.

Kristen Richmond M.S CCC/SLP

~~Contracted Party - KR Speech Services, LLC~~

Erin Edmondson

Erin Edmondson (Jul 8, 2025 12:19 CDT)

WISD Representative

Erin Edmondson

07/02/2025

Date

07/08/2025

Date

KR Speech Services Contract-Lakiesha Fields WISD 25-26

Final Audit Report

2025-07-08

Created:	2025-07-02
By:	Kristen Richmond (krspeechservices@gmail.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAOVEmS3Bpvl8xeunXt6KCh_zADC4Hqs-

"KR Speech Services Contract-Lakiesha Fields WISD 25-26" History

-  Document created by Kristen Richmond (krspeechservices@gmail.com)
2025-07-02 - 8:40:34 PM GMT
-  Document emailed to eedmonson@wisd.org for signature
2025-07-02 - 8:40:38 PM GMT
-  Document emailed to Kristen Richmond (krspeechservices@gmail.com) for signature
2025-07-02 - 8:40:38 PM GMT
-  Document e-signed by Kristen Richmond (krspeechservices@gmail.com)
Signature Date: 2025-07-02 - 8:41:24 PM GMT - Time Source: server
-  Email viewed by eedmonson@wisd.org
2025-07-08 - 4:38:26 PM GMT
-  Signer eedmonson@wisd.org entered name at signing as Erin Edmondson
2025-07-08 - 5:19:09 PM GMT
-  Document e-signed by Erin Edmondson (eedmonson@wisd.org)
Signature Date: 2025-07-08 - 5:19:11 PM GMT - Time Source: server
-  Agreement completed.
2025-07-08 - 5:19:11 PM GMT



Price Sheet

Physical Therapy	\$80.00
Bilingual PT	\$83.00
Physical Therapy Assistant	\$70.00
Occupational Therapy	\$80.00
Bilingual OT	\$83.00
Occupational Therapy Assistant	\$70.00
Speech Language Pathologists	\$83.00
Bilingual Speech Language Pathologist	\$86.00
Speech Language Pathologist CFY	\$70.00
Speech Language Pathologist Assistant	\$70.00
Bilingual SLPA	\$72.00
Audiologist	\$80.00
School Psychologists/LSSP	\$88.00
Bilingual School Psychologist/LSSP	\$90.00
Educational Diagnostician	\$75.00
Bilingual Educational Diagnostician	\$79.00
School Registered Nurses	\$75.00
Bilingual RN	\$80.00
Social Worker/LPC	\$80.00
Bilingual SW/LPC	\$80.00
LPN	\$52.00
Bilingual LPN	\$55.00
C.N.A.	\$43.00
Board Certified Behavior Analyst/BCBA	\$88.00
Bilingual BCBA	\$92.00
Special Education Teachers	\$67.00
Bilingual SPED Teacher	\$70.00
Orientation & Mobility	\$80.00
Teacher of the Visually Impaired	\$75.00
Teacher of the Deaf	\$75.00
Substitute Certified Teacher	\$63.00
General Certified Teacher	\$63.00
Paraprofessional	\$40.00
Sign Language Interpreter	\$75.00
Braillist	\$73.00
Special Education Counselor	\$76.00
ARD Facilitator	\$75.00
Registered Behavior Tech/RBT	\$60.00
Bilingual RBT	\$65.00
Dyslexia Therapist	\$75.00
Adaptive PE	\$78.00

- All hourly rates for contractors placed through National Recruiting Consultants are all-inclusive hourly rates.
- You cannot convert the NRC contractor to a permanent employee during their booked assignment and for a period of two years after they are submitted to your district. After two years there is no buy-out fee if the contractor converts to a full-time employee with your district.
- All rates listed are the same for in-person or teletherapy.
- NRC does not provide or supply the testing kits, protocols, or materials for the contractors, those must be provided by the school district.



Rate Proposal

Spotter’s goal is to provide a service that delivers exceptional value inclusive of cost. Rates are proposed in range form. Rate ranges allow Spotter to provide an appropriate cost specific to the variations of the individual need.

Position	Hourly Bill Rate Range
Speech Language Pathologist	\$75.00 - \$98.00
Special Education Teacher	\$73.00 - \$85.00
Occupational Therapist	\$75.00 - \$96.00
Social Worker	\$75.00 - \$85.00
Physical Therapist	\$75.00 - \$85.00
Speech Language Pathology Assistant	\$65.00 - \$75.00
Certified Occupational Therapy Assistant	\$65.00 - \$75.00
Physical Therapy Assistant	\$65.00 - \$75.00
Diagnostician	\$78.00 - \$100.00
Licensed Specialist in School Psychology	\$90.00 - \$100.00

Contract to Hire Duration
Waxahachie Independent School District has the option to convert a Spotter Staffing contracted employee for no cost once the employee has worked a total of 1250 hours on contract (equivalent to one Waxahachie ISD school year).

Early Conversion Pro-Rated Schedule
A Spotter contract employee can be converted to Waxahachie ISD payroll prior to 1250 hours worked with a pro-rated fee equal to 30% of the estimated remaining billable hours.

Waxahachie Independent School District

Quote Comparison Form

In accordance with Board policy CH (LOCAL), all purchases over \$5,000 are required to record at least three quotes received before a purchase order is issued. The use of this form is recommended, though not required, for all purchases below \$5,000. All quotes for purchases over \$5,000 should be remitted to the business office for recordkeeping.

Name of Person securing quotes: Lisa Easton
Department: Special Populations
Budget Allocated for Purchase: \$109,000.00
Item(s) being quoted: Contract Employee - SLE Teacher at Ray

Vendor #1: Company Name: National Recruiting Consultants
Representative: Stefanie Murphy
Vendor Approved via: Special Education Related Vendor List
Amount Quoted: \$108,800.00

Vendor #2: Company Name: Spotter Staffing
Representative: Dawn Callahan Dennis
Vendor Approved via: Mansfield ISD
Amount Quoted: \$136,000.00

Vendor #3: Company Name: ProCare Therapy
Representative: Kelsey Hicks
Vendor Approved via: Plano ISD
Amount Quoted: \$128,000.00

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use **National Recruiting** for the procurement of **SLE Teacher - Contracted Employee**.

Erin Edmondson
Campus Principal / Department Head / Administrator

8/18/2025
Date

Business Office Approval

Date



NATIONAL RECRUITING
CONSULTANTS

\$68.00 / Hr
40 Hrs / week
40 weeks
\$108,800.00

EMPLOYEE DETAILS

Contractor Name: Kevin Wilson
Contractor Position: Special Education Teacher

ASSIGNMENT DETAILS

Location: Waxahachie ISD
Dates: 2025/2026 school year – exact dates TBD
Schedule: Work week is Monday-Sunday, scheduled 40 hours per week
Work Schedule: Full-time in-person position

BILL Rate

All-inclusive Hourly Rate: \$68.00
Overtime Rate: Base Rate plus one-half (1.5) per hour for all hours worked more than (40) forty hours per week or according to applicable state law. All overtime must be pre-approved by supervisor.

TIMEKEEPING

Client agrees to designate an authorized agent to review and approve all time and approved expenses, when applicable, no later than Monday by 5 p.m. CST of each week. Client’s approval of Employees’ time certifies that the hours submitted are correct, the work was performed to Client’s satisfaction and authorizes NRC to bill Client for the hours worked.

TERMS AND CONDITIONS

By signing this Confirmation Letter, I acknowledge and accept terms outlined to be accurate. I understand that the terms are binding and in conjunction with the mutually signed RFP and/or Agreement unless otherwise modified in writing.

This assignment is contingent upon completion of all required onboarding and/or state licensure. After acceptance of a confirmation letter and at any point during the assignment, Client may cancel the assignment so long as a 30-day written notice is given.

You cannot convert the NRC contractor to a permanent employee during their booked assignment and for a period of two years after they are submitted to your district. After two years there is no buy-out fee if the contractor converts to a full-time employee with your district.

Client Signature: _____

NRC Signature: Stefanie Murphy

Date: _____

Date: Jul 17 2025 06:59 PDT



Rate Proposal

Spotter’s goal is to provide a service that delivers exceptional value inclusive of cost. Rates are proposed in range form. Rate ranges allow Spotter to provide an appropriate cost specific to the variations of the individual need.

Position	Hourly Bill Rate Range
Speech Language Pathologist	\$75.00 - \$98.00
Special Education Teacher	\$73.00 - \$85.00
Occupational Therapist	\$75.00 - \$96.00
Social Worker	\$75.00 - \$85.00
Physical Therapist	\$75.00 - \$85.00
Speech Language Pathology Assistant	\$65.00 - \$75.00
Certified Occupational Therapy Assistant	\$65.00 - \$75.00
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Diagnostician	\$78.00 - \$100.00
Licensed Specialist in School Psychology	\$90.00 - \$100.00

Contract to Hire Duration
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Early Conversion Pro-Rated Schedule
 A Spotter contract employee can be converted to Waxahachie ISD payroll prior to 1250 hours worked with a pro-rated fee equal to 30% of the estimated remaining billable hours.

Hourly Rates

Service Offering	Hourly Rates
Speech Language Pathologist	\$83-95
Speech Language Pathologist Assistant	\$75-81
Occupational Therapist	\$82-93
Certified Nurse Assistant	\$55-60
Behavior Technician	\$65-70
Physical Therapist	\$88-95
Physical Therapist Assistant	\$75-80
School Psychologist	\$95-105
Registered Nurse	\$80-86
Licensed Vocational Nurse	\$65-74
Teachers of the Visually Impaired	\$85-95
Counselor/Social Worker	\$90-97
Paraprofessional	\$55-60
Adaptive Physical Education Teacher	\$90-95
Deaf and Hard of Hearing Teacher	\$93-100
Sign Language Interpreter	\$65-73
General Education Teacher	\$67-75
Counselor	\$85-95
BCBA	\$93-100

Waxahachie Independent School District Quote Comparison Form

In accordance with Board policy CH (LOCAL), all purchases over \$5,000 are required to record at least three quotes received before a purchase order is issued. The use of this form is recommended, though not required, for all purchases below \$5,000. All quotes for purchases over \$5,000 should be remitted to the business office for recordkeeping.

Name of Person securing quotes: Lisa Easton
 Department: Special Populations
 Budget Allocated for Purchase: \$109,000.00
 Item(s) being quoted: Contract Employee - SLE Teacher at Ray

Vendor #1: Company Name: National Recruiting Consultants
 Representative: Stefanie Murphy
 Vendor Approved via: Special Education Related Vendor List
 Amount Quoted: \$108,800.00

Vendor #2: Company Name: Spotter Staffing
 Representative: Dawn Callahan Dennis
 Vendor Approved via: Mansfield ISD
 Amount Quoted: \$136,000.00

Vendor #3: Company Name: ProCare Therapy
 Representative: Kelsey Hicks
 Vendor Approved via: Plano ISD
 Amount Quoted: \$128,000.00

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use National Recruiting for the procurement of SLE Teacher - Contracted Employee.

Evin Edmondson
 Campus Principal / Department Head / Administrator

8/18/2025
 Date

 Business Office Approval

 Date



NATIONAL RECRUITING
CONSULTANTS

\$68.00 / Hr
40 Hrs / week
40 weeks
\$108,800.00

EMPLOYEE DETAILS

Contractor Name: Rebecca Parker
Contractor Position: Special Education Teacher

ASSIGNMENT DETAILS

Location: Waxahachie ISD
Dates: 2025/2026 school year – exact dates TBD
Schedule: Work week is Monday-Sunday, scheduled 40 hours per week
Work Schedule: Full-time in-person position

BILL Rate

All-inclusive Hourly Rate: \$68.00
Overtime Rate: Base Rate plus one-half (1.5) per hour for all hours worked more than (40) forty hours per week or according to applicable state law. All overtime must be pre-approved by supervisor.

TIMEKEEPING

Client agrees to designate an authorized agent to review and approve all time and approved expenses, when applicable, no later than Monday by 5 p.m. CST of each week. Client’s approval of Employees’ time certifies that the hours submitted are correct, the work was performed to Client’s satisfaction and authorizes NRC to bill Client for the hours worked.

TERMS AND CONDITIONS

By signing this Confirmation Letter, I acknowledge and accept terms outlined to be accurate. I understand that the terms are binding and in conjunction with the mutually signed RFP and/or Agreement unless otherwise modified in writing.

This assignment is contingent upon completion of all required onboarding and/or state licensure. After acceptance of a confirmation letter and at any point during the assignment, Client may cancel the assignment so long as a 30-day written notice is given.

You cannot convert the NRC contractor to a permanent employee during their booked assignment and for a period of two years after they are submitted to your district. After two years there is no buy-out fee if the contractor converts to a full-time employee with your district.

Client Signature: _____

NRC Signature: Stefanie Murphy

Date: _____

Jul 17 2025 06:59 PDT
Date: _____



Rate Proposal

Spotter’s goal is to provide a service that delivers exceptional value inclusive of cost. Rates are proposed in range form. Rate ranges allow Spotter to provide an appropriate cost specific to the variations of the individual need.

Position	Hourly Bill Rate Range
Speech Language Pathologist	\$75.00 - \$98.00
Special Education Teacher	\$73.00 - \$85.00
Occupational Therapist	\$75.00 - \$96.00
Social Worker	\$75.00 - \$85.00
Physical Therapist	\$75.00 - \$85.00
Speech Language Pathology Assistant	\$65.00 - \$75.00
Certified Occupational Therapy Assistant	\$65.00 - \$75.00
Physical Therapy Assistant	\$65.00 - \$75.00
Diagnostician	\$78.00 - \$100.00
Licensed Specialist in School Psychology	\$90.00 - \$100.00

Contract to Hire Duration
 Waxahachie Independent School District has the option to convert a Spotter Staffing contracted employee for no cost once the employee has worked a total of 1250 hours on contract (equivalent to one Waxahachie ISD school year).

Early Conversion Pro-Rated Schedule
 A Spotter contract employee can be converted to Waxahachie ISD payroll prior to 1250 hours worked with a pro-rated fee equal to 30% of the estimated remaining billable hours.

Hourly Rates

Service Offering	Hourly Rates
Speech Language Pathologist	\$83-95
Speech Language Pathologist Assistant	\$75-81
Occupational Therapist	\$82-93
Certified Nurse Assistant	\$55-60
Behavior Technician	\$65-70
Physical Therapist	\$88-95
Physical Therapist Assistant	\$75-80
School Psychologist	\$95-105
Registered Nurse	\$80-86
Licensed Vocational Nurse	\$65-74
Teachers of the Visually Impaired	\$85-95
Counselor/Social Worker	\$90-97
Paraprofessional	\$55-60
Adaptive Physical Education Teacher	\$90-95
Deaf and Hard of Hearing Teacher	\$93-100
Sign Language Interpreter	\$65-73
General Education Teacher	\$67-75
Counselor	\$85-95
BCBA	\$93-100

Waxahachie Independent School District

Quote Comparison Form

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Name of Person securing quotes: Lisa Easton
Department: Special Populations
Budget Allocated for Purchase: \$115,000
Item(s) being quoted: SLPA - Contracted Employee

Vendor #1: Company Name: National Recruiting Consultants
 Representative: Stefanie Murphy
Vendor Approved via: Special Education Related Vendor List
Amount Quoted: \$112,000.00

Vendor #2: Company Name: FireFly Professional Service Providers LLC
 Representative: Caroline Stanaford
Vendor Approved via: Grand Prairie ISD
Amount Quoted: \$128,000.00

Vendor #3: Company Name: Spotter Staffing
 Representative: Dawn Callahan Dennis
Vendor Approved via: Mansfield ISD
Amount Quoted: \$120,000.00

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use **National Recruiting Consultants** for the procurement of **SLPA - Contracted Employee**.

Evin Edmondson

Campus Principal / Department Head / Administrator

6-25-25

Date

Business Office Approval

Date



\$70/Hr
40 hr/wk
40 WKS
\$112,000.00

EMPLOYEE DETAILS

Contractor Name: Marci Conrad
Contractor Position: SLPA

ASSIGNMENT DETAILS

Location: Waxahachie ISD
Dates: 2025/2026 school year, exact dates TBD
Schedule: Work week is Monday-Sunday, scheduled up to 40 hours per week
Work Schedule: Full-time in person schedule

BILL Rate

All-inclusive Hourly Rate: \$70.00
Overtime Rate: Base Rate plus one-half (1.5) per hour for all hours worked more than (40) forty hours per week or according to applicable state law. All overtime must be pre-approved by supervisor.

TIMEKEEPING

Client agrees to designate an authorized agent to review and approve all time and approved expenses, when applicable, no later than Monday by 5 p.m. CST of each week. Client's approval of Employees' time certifies that the hours submitted are correct, the work was performed to Client's satisfaction and authorizes NRC to bill Client for the hours worked.

TERMS AND CONDITIONS

By signing this Confirmation Letter, I acknowledge and accept terms outlined to be accurate. I understand that the terms are binding and in conjunction with the mutually signed RFP and/or Agreement unless otherwise modified in writing.

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You cannot convert the NRC contractor to a permanent employee during their booked assignment and for a period of two years after they are submitted to your district. After two years there is no buy-out fee if the contractor converts to a full-time employee with your district.

Client Signature: _____

NRC Signature: _____

Date: _____

Date: _____

Re: Waxahachie ISD Speech Language Pathologists

From Caroline Stanaford <caroline@fireflypsp.com>

Date Wed 06/18/2025 8:34 AM

To Lisa Easton <leaston@wisd.org>

 1 attachment (158 KB)

Price Sheet- Firefly Professional Service Providers.pdf;

CAUTION: This email originated from outside of the organization. Do not click links, open attachments, or reply unless you recognize the sender's email address and know the content is safe.

Good Morning Lisa!

Attached is our price sheet for our SLP (Monolingual & Bilingual) and SLPA (Monolingual & Bilingual). We also offer OT and PT services- please see pricing for those below as well:

SLP (Monolingual): \$90/Hr.

SLP (Bilingual): \$95/Hr.

SLPA (Monolingual): \$80/Hr.

SLPA (Bilingual): \$85/Hr.

OT (Monolingual): \$90/Hr.

OT (Bilingual): \$95/Hr.

PT (Monolingual): \$95/Hr.

PT (Bilingual): \$100/Hr.

Please let me know if you need anything else from us and I will be happy to send! Looking forward to seeing you today at 11 AM with Abby Chaffin!!

Thanks,
Caroline Stanaford

On Wed, Jun 18, 2025 at 8:04 AM Lisa Easton <leaston@wisd.org> wrote:

Hi Caroline,

I hope you're doing well!

Would you mind sending me Spotter's current price list for all provider types? Specifically, I'm looking for rates for SLPs, SLPAs, Diagnosticians, OTs, PTs, and any others you have available.

Thank you so much—I really appreciate it!



Rate Proposal

Spotter’s goal is to provide a service that delivers exceptional value inclusive of cost. Rates are proposed in range form. Rate ranges allow Spotter to provide an appropriate cost specific to the variations of the individual need.

Position	Hourly Bill Rate Range
Speech Language Pathologist	\$75.00 - \$98.00
Special Education Teacher	\$73.00 - \$85.00
Occupational Therapist	\$75.00 - \$96.00
Social Worker	\$75.00 - \$85.00
Physical Therapist	\$75.00 - \$85.00
Speech Language Pathology Assistant	\$65.00 - \$75.00
Certified Occupational Therapy Assistant	\$65.00 - \$75.00
Physical Therapy Assistant	\$65.00 - \$75.00
Diagnostician	\$78.00 - \$100.00
Licensed Specialist in School Psychology	\$90.00 - \$100.00

Contract to Hire Duration

Waxahachie Independent School District has the option to convert a Spotter Staffing contracted employee for no cost once the employee has worked a total of 1250 hours on contract (equivalent to one Waxahachie ISD school year).

Early Conversion Pro-Rated Schedule

A Spotter contract employee can be converted to Waxahachie ISD payroll prior to 1250 hours worked with a pro-rated fee equal to 30% of the estimated remaining billable hours.

Waxahachie Independent School District

Quote Comparison Form

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Name of Person securing quotes: Lisa Easton
Department: Special Populations
Budget Allocated for Purchase: \$139,200.00
Item(s) being quoted: Contract Employee - Elementary Life Skills Teacher

Vendor #1: Company Name: Spotter Staffing
Representative: Dawn Callahan Dennis
Vendor Approved via: Mansfield ISD
Amount Quoted: \$139,200.00

Vendor #2: Company Name: National Recruiting Consultants
Representative: Stefanie Murphy
Vendor Approved via: Special Education Related Vendor List
Amount Quoted: \$112,000.00

Vendor #3: Company Name: ProCare Therapy
Representative: Kelsey Hicks
Vendor Approved via: Plano ISD
Amount Quoted: \$128,000

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use
(vendor) Spotter Staffing for the procurement of (item) Elementary Life Skills Teacher.

Erin Edmondson
Campus Principal / Department Head / Administrator

7/24/25
Date

Business Office Approval _____

_____ Date

Explanation: Spotter Staffing is the only company with Sped Teachers available.

\$87.00/Hr
 40 Hrs/week
 40 weeks
 \$139,200.00



Spotter Work Order

Employee	Billing Rate	Overtime Billing Rate (over 40 hours)	Start Date	End Date
Belvis Garcia	\$ 87.00/hour	\$ 112.00/hour	7/29/25	5/22/26

Position/Approval:

For this position, the person responsible for approving hours is:

Name: Lisa Easton	Email: leaston@wisd.org	Phone: (972) 923-4631
-------------------	-------------------------	-----------------------

Spotters Operations Director, Amanda Fosnaugh (afosnaugh@spotterstaffing.com) will contact the approving manager to go over approval process.

The start and end date are flexible, but notice must be given to Spotter from Client. A standard work week for this position is 40 hours per week. Any time worked beyond these standard hours must be approved by Erin Edmondson prior to the contractor working those hours or they will not be billed.

Each party represents and warrants that the person signing this Work Order on its behalf has been and is, on the date of this Work Order, duly authorized by all necessary corporate or other appropriate action to execute this Work Order. This Work Order is subject to the agreed upon terms and conditions between Spotter and Waxahachie ISD that has been previously agreed to.

To maintain the highest quality service Spotter sets up consistent “check-in” meetings with our contractor’s direct reports. To start, weekly calls seem to be the best approach and as we go through the contract, we can adjust as needed. Please list the contact details below for whom we should be contacting to set up these “check-in” meetings.

Check In Contact:

Name: Erin Edmondson	Direct Phone: 972-923-4638	Email: eedmondson@wisd.org
-------------------------	-------------------------------	-------------------------------

Location of position:

Wilemon STEAM Academy 600 W 2nd St Waxahachie, TX

Caseload details:

Elementary Self Contained Life Skills Classroom grades K-5
--



Billing:

District Billing Address:	State	Zip
411 N. Gibson Waxahachie		

District Billing Contact	Lisa Easton
Email	Leaston@waxahachie.org
Phone	972-923-4638

Spotter shall submit invoices detailing charges to Client. These invoices will list the name of each Spotter Contract Employee assigned to Client and all charges applicable to each Spotter Contract Employee. Unless otherwise specified in a Work Order, Client shall pay to Spotter the total amount set forth on each invoice within 30 days of receipt of the invoice (the “Due Date”). Invoices that are more than seven (7) days past due are subject to a late charge of one percent (1%) per month on the amount of the past due balance. Interest will not be compounded on the past due balance.

Post Offer Screening:

This section will lay out the responsibilities of Spotter LLC and _Waxahachie ISD__ regarding post offer screenings. Texas Senate Bill No. 9 makes it mandatory that any employee who will be in contact with students have proper screening. Spotter will coordinate with school to ensure the completion of the following:

- Fingerprint – Federal criminal history records check ***Spotter is unable to provide an equivalent federal background check to a public school without coordinating with the school.**
- Statewide Sex Offender Database check
- Statewide Murderer and Violent Offender Against Youth Database

Spotter will provide state licensure and credentialing. Please indicate if any other post offer screenings are required.

Other post offer screenings:

If Client chooses to forgo the federal background check then Client shall defend, indemnify and hold Spotter LLC, its affiliates and their respective directors, officers, advisors, employees and agents (collectively, “Spotter Indemnitees”) harmless from and against any and all actions, causes of action, costs (including reasonable legal fees), claims, damages, liabilities and expenses (collectively “losses”) relating to or arising from actions by Spotter Contractor as a result of background issue not searched for or caused by use of drug or substance not tested for, any misrepresentation, negligence or willful misconduct by Client or any its affiliates and their respective directors, officers, advisors, employees and agents (collectively, “Client



Indemnitees"). This indemnity shall not apply to the extent that such Losses are determined to have resulted from negligence or willful misconduct of Spotter LLC; or for which Spotter LLC is obligated to indemnify the Client Indemnitees.

AGREED AND ACCEPTED:

Spotter LLC.

By: *Dawn Callahan Dennis* Date: 7.22.25

Dr. Dawn Callahan Dennis
Client Manager

Waxahachie ISD

By: _____ Date: _____

Name: _____

Title: _____



Price Sheet

Physical Therapy	\$80.00
Bilingual PT	\$83.00
Physical Therapy Assistant	\$70.00
Occupational Therapy	\$80.00
Bilingual OT	\$83.00
Occupational Therapy Assistant	\$70.00
Speech Language Pathologists	\$83.00
Bilingual Speech Language Pathologist	\$86.00
Speech Language Pathologist CFY	\$70.00
Speech Language Pathologist Assistant	\$70.00
Bilingual SLPA	\$72.00
Audiologist	\$80.00
School Psychologists/LSSP	\$88.00
Bilingual School Psychologist/LSSP	\$90.00
Educational Diagnostician	\$75.00
Bilingual Educational Diagnostician	\$79.00
School Registered Nurses	\$75.00
Bilingual RN	\$80.00
Social Worker/LPC	\$80.00
Bilingual SW/LPC	\$80.00
LPN	\$52.00
Bilingual LPN	\$55.00
C.N.A.	\$43.00
Board Certified Behavior Analyst/BCBA	\$88.00
Bilingual BCBA	\$92.00
Special Education Teachers	\$67.00
Bilingual SPED Teacher	\$70.00
Orientation & Mobility	\$80.00
Teacher of the Visually Impaired	\$75.00
Teacher of the Deaf	\$75.00
Substitute Certified Teacher	\$63.00
General Certified Teacher	\$63.00
Paraprofessional	\$40.00
Sign Language Interpreter	\$75.00
Brailist	\$73.00
Special Education Counselor	\$76.00
ARD Facilitator	\$75.00
Registered Behavior Tech/RBT	\$60.00
Bilingual RBT	\$65.00
Dyslexia Therapist	\$75.00
Adaptive PE	\$78.00

- All hourly rates for contractors placed through National Recruiting Consultants are all-inclusive hourly rates.
- You cannot convert the NRC contractor to a permanent employee during their booked assignment and for a period of two years after they are submitted to your district. After two years there is no buy-out fee if the contractor converts to a full-time employee with your district.
- All rates listed are the same for in-person or teletherapy.
- NRC does not provide or supply the testing kits, protocols, or materials for the contractors, those must be provided by the school district.

Hourly Rates

Service Offering	Hourly Rates
Speech Language Pathologist	\$83-95
Speech Language Pathologist Assistant	\$75-81
Occupational Therapist	\$82-93
Certified Nurse Assistant	\$55-60
Behavior Technician	\$65-70
Physical Therapist	\$88-95
Physical Therapist Assistant	\$75-80
School Psychologist	\$95-105
Registered Nurse	\$80-86
Licensed Vocational Nurse	\$65-74
Teachers of the Visually Impaired	\$85-95
Counselor/Social Worker	\$90-97
Paraprofessional	\$55-60
Adaptive Physical Education Teacher	\$90-95
Deaf and Hard of Hearing Teacher	\$93-100
Sign Language Interpreter	\$65-73
General Education Teacher	\$67-75
Counselor	\$85-95
BCBA	\$93-100

Waxahachie Independent School District
BOARD OF TRUSTEES

Date: August 26, 2025 **Presented By:** Theresa Burkhalter

Subject: 2025-2026 Stipends **Related Page(s)** 14



EXECUTIVE SUMMARY:

The Human Resources Department is requesting approval of stipends for 2025-2026 school year.

ATTACHMENTS:

Memorandum

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

RECOMMENDATION:

Approve stipends for 2025-2026 school year.

Curricular and Co-Curricular Stipends – 2025-2026

Waxahachie ISD

District Wide Stipends	Amount	Campus	Number per campus
Art – Jr. VASE – per teacher	500	DW	varies
Assistant: Speech Pathologist, Diagnostician, School Psychologist	\$1000	DW	varies
Counselor	\$2,000	DW	varies
Deaf & Hard of Hearing Teacher – SPED & LOTE	\$5,000	DW	varies
Diagnostician, School Psychologist, Speech Pathologist, Occupational Therapist	\$2,000	DW	varies
Lead Counselor	\$2,000	DW	1 districtwide
Lead Librarian	\$2,500	DW	1 districtwide
Special Education Leads: Lead Diagnostician, Lead Speech Language Pathologist, Lead Behavior & Related Services	\$1,500	DW	1/each specialty
Special Education Teacher: Inclusion, Modified, Resource	\$3,000	DW	varies
Special Education Teacher: Separate Settings	\$5,000	DW	varies
Summer School Aides & Secretaries (Hourly)	\$15.00	DW	varies
Summer School Credit Recovery Teachers	\$25.00/hr	DW	varies
Summer School Instruction	\$30.00/hr	DW	varies
Summer School Nurse or Counselor	30	DW	varies
Visually Impaired Teacher	\$5,000	DW	1 districtwide
Written Translator - District	\$4,500	DW	1 districtwide

High School Stipends	Amount	WHS/GHS/DAEP	Number per campus
Academic Decathlon Sponsor	\$2,500	WHS	1
Ag Lead Teacher/Barn Manager	\$2,500	WHS	1
Agriculture - Cattle	2,000	WHS	1
Agriculture - Contest Manager	2,500	WHS	1
Agriculture - Greenhouse	\$2,000	WHS	1
Agriculture - Lambs/Goats	\$2,000	WHS	1
Agriculture - Pigs	\$2,000	WHS	2
Agriculture - Rabbits	\$2,000	WHS	1
Agriculture & Project Management	\$5,000	WHS	1
Agriculture, CTE - Metal	\$2,000	WHS	5
Assistant Band Director	\$10,000	WHS	1
Choir Asst. Director	\$4,000	WHS	1
Choir Director 207 Days	\$7,500	WHS	1
Color Guard Assistant	\$2,500	WHS	1
Color Guard Head Director	\$3,500	WHS	1
CTSO Duties	\$500	WHS	varies
Culinary Arts	\$5,300	WHS	3
Department Head	\$750	GHS	7
Department Head	\$2,000	WHS	7
Drill Team Coach - Freshmen	\$5,000	WHS	1
Drill Team Coach - Junior Varsity	\$6,000	WHS	1
Drill Team Coach - Varsity	\$10,000	WHS	1
ESL Teacher - Secondary	\$1,000	WHS/GHS/DAEP	varies
Foreign Language –Max (\$600 per class)	\$3,000	WHS	varies
Head Band Director (226 days)	\$15,000	WHS	1
Interact Sponsor	\$500	GHS	1

Interact Sponsor - WHS	\$500	WHS	2
Junior Class Sponsor - WHS	\$500	WHS	1
LEO Club Sponsor	\$500	WHS	1
Math Teacher Max - <i>\$600 per class up to \$3000</i>	\$3,000	WHS/GHS/DAEP	varies
National Honor Society - WHS	\$1,000	WHS	1
Newspaper Sponsor - WHS	\$2,000	WHS	1
NHS Sponsor - GHS	\$500	GHS	1
Robotics Team Sponsor	\$1,200	WHS	2
Science Teacher Max <i>-\$600 per class up to \$3000</i>	\$3,000	WHS/GHS/DAEP	varies
Secondary Extra Class (per semester)	\$3,250	WHS	varies
Senior & Junior Class Sponsor	\$500	GHS	2
Senior Class Sponsor	\$750	WHS	1
Shot Gun Club Sponsor	\$2,500	WHS	1
Social Media	\$2,000	WHS	1
Student Council Sponsor	\$1,000	GHS	1
Student Council Sponsor	\$1,500	WHS	1
TAFE Sponsor	\$500	WHS	1
Theater Arts Assistant Director	\$5,000	WHS	1
Theater Arts Director	\$2,500	GHS	1
Theater Arts Director (226 days)	\$10,000	WHS	1
Theatrical Design	\$2,000	WHS	1
TSA – Robotics Sponsor	\$500	GHS	1
UIL Coach (per team/ competitions)	\$800	GHS/WHS	varies
UIL Coordinator	\$1,000	GHS	1
UIL Coordinator	\$2,000	WHS	1
UIL Debate Coach	\$1,000	GHS	1
UIL Debate Coach	\$1,500	WHS	1
UIL Region or State level Competitions, per event	\$100	GHS/WHS	varies
Yearbook Sponsor	\$750	GHS	1
Yearbook Sponsor	\$2,000	WHS	1

Junior High Stipends	Amount	Campus	Number Per Campus
Assistant Band Director	\$6,500	JH	1
Choir Assistant	\$2,500	JH	1
Choir Director	\$3,500	JH	1
Department Head	\$1,000	JH	6
Drill Team Coach	4,000	JH	1
Dual Language Lead Teacher	\$1,500	JH	1
Dual Language Teacher	\$4,000	HJH only	varies
ESL Teacher	\$1,000	JH	1
Head Band Director	\$8,500	JH	1
Math Teacher - <i>\$600 per section up to \$3000</i>	\$3,000	JH	varies
National Honor Society Sponsor	\$500	JH	1
Science Teacher - <i>\$600 per section up to \$3000</i>	\$3,000	JH	varies
Student Council Sponsor	\$750	JH	1
TAFE Sponsor	\$500	JH	1
Theater Arts Director	\$2,500	JH	1
UIL Coach (per team/competition)	\$150	JH	varies
UIL Coordinator	\$1,000	JH	1
Yearbook Sponsor	\$1,500	JH	1
Elementary School Stipends	Amount	Campus	Number per Campus

Dual Language Lead Teacher	\$1,500	EL	1
Dual Language Teacher	\$4,000	EL	varies
ESL-Dual Language Teacher	\$1,000	EL	varies
Grade Level Lead Teacher	\$750	EL	7
Pre Kindergarten Team Lead	\$500	EL	1
UIL Coach (per team)	\$150	EL	varies
UIL Coordinator	\$500	EL	1
Yearbook Sponsor - <i>professional staff member</i>	\$400	EL	1

Hourly and Grant Stipends	Funding Source	Amount
Advanced Placement	Grant - Based on Available Funds	\$250
After School Detention Monitor	Local	\$25.00/hour
Distinguished Math Teacher	Grant	\$10,000
Sign Language Interpreter, Graduation/Convocation	Local	\$25.00/hour
Homebound Night Teacher	Local	\$30.00/hour
Incentive for Advanced Placement Passing Scores	Average \$50 per student passing HS	\$15,000
Intern, Clinical Teacher, up to 6 interns/year	TCLAS Grant	\$20,000
M.I.N.T - Mentors Investing in New Teachers, 1 per campus	Title II Funds	\$500 - \$250 Fall, \$250 Spring
Math Academy	TEA Grant Funds	TBD by TEA
National Board Certification Teacher to Lead cohort	TIA - District	\$350
Reading Academy	TEA Grant Funds	TBD by TEA
Saturday School Monitor	Local	\$25.00/hour
Special Olympics Coach	Local	\$25.00/hour
Student Nutrition Manager Travel Allowance	Local	\$450 (annual)
Summer Professional Help, off-contract professionals	Local	\$50.00/hour
Teacher Incentive Allotment-TIA	TIA Grant as determined by TEA	TBD by TEA
Travel Allowance (travel between 2 schools daily)	Local	\$450 (Annual)
Travel Allowance (travel between 3+ schools daily)	Local	\$650 (Annual)
Tutoring, before/after school, extra duty pay	Local	\$25.00/hour
Tutoring, test prep	Local	\$25.00/hour

Dual Credit Stipend, GHS

The following Dual Credit Stipend is for all Waxahachie Global High staff, adjunct dual credit professors or part- or full-time Waxahachie ISD staff members, who will be assigned to teach dual credit courses during any part of the school day during the 2025-2026 school year.

Each dual credit stipend is for a one semester dual credit course. Each stipend amount is based on the recommended stipend amount from the higher education partner. The two, current higher education partnerships at Waxahachie Global High are Navarro College and the University of Texas at Tyler.

Dual Credit course Type and Higher Education Partner	Stipend Amount per semester
Non-WISD staff member teaching a 0-9th period dual credit course for Navarro College, capped at 4 courses per semester.	\$700 per credit hour
Non-WISD staff member teaching a 0-9th period dual credit course for UT Tyler, capped at 4 courses per semester	\$300 per course
Non-WISD staff member teaching on high school schedule	\$65/day
WISD staff member teaching a 1st-8th period dual credit course for Navarro College	\$500 per course \$750 per science course with lab \$150 per PE course

WISD staff member teaching a 1st-8th period dual credit course for UT Tyler.	\$500 per course \$750 per science course with lab
WISD staff member teaching a 0 or 9th period dual credit course for Navarro College, capped at 2 courses per semester	\$700 per credit hour
WISD staff member teaching a 0 or 9th period dual credit course for UT Tyler, capped at 2 courses per semester	\$3000 per course
Summer dual credit course for Navarro College, capped at 2 per summer session	\$1800 per course \$2175 per science course with lab \$500 per PE course
Summer dual credit course for UT Tyler, capped at 2 courses per summer session	\$3000 per course

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

*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.

Athletic Stipends – 2025-2026

Waxahachie ISD

Districtwide Stipends			
Stipend Name	Amount	Extra Days	# Districtwide
Administrative Duty	\$8,000	0	2
Assistant Video Operator	\$2,500	0	1
Athletic Trainer	\$8,000	20	4
Athletics Coordinator - JH	\$2,500	10	2
AV/Scoreboard Director	\$4,500	0	1
Coach, Stipend only as needed	\$5,000	0	2
HS Athletic Liaison	\$2,000	10	1
PE Lead (Elementary) -DW*	\$3,000	0	1
PE Lead (Secondary) - DW	\$4,000	0	1
Strength & Conditioning	\$3,000	0	0
Summer Strength & Conditioning for 187 day coaches, hourly stipend	\$25.00/hour	0	20
UIL Compliance	10,000	0	1

Campus Based Stipends			
Stipend Name	Amount	Extra Days	# per Campus
<u>Baseball</u>			
Head Coach	\$10,000	5	1
First Assistant Coach HS	\$8,000	5	1
Assistant Coach HS	\$5,000	5	3
<u>Basketball</u>			
Head Coach	\$10,000	5	2
First Assistant Coach HS	\$8,000	5	2
Assistant Coach HS	\$5,000	5	4
9 th Grade Coach – stipend only if needed	\$5,000	0	1
Assistant Coach JH	\$2,000	0	8
<u>Cheer</u>			
Head Coach - Varsity	\$10,000	10	1
Assistant Coach - JV	\$6,000	0	1
Assistant Coach - Freshmen	\$5,000	0	1
Assistant Coach - Junior High	\$4,000	0	1
<u>Cross Country</u>			
Head Coach	\$8,000	0	1
Assistant Coach HS	\$4,500	10	2

Assistant Coach JH	\$2,000	5	1
<u>Football</u>			
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	5
<u>Golf</u>			
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
<u>Power Lifting</u>			
Head Coach	\$6,500	0	2
<u>Soccer</u>			
Head Coach	\$10,000	5	2
First Assistant Coach HS	\$8,000	5	2
Assistant Coach HS	\$5,000	5	4
Assistant Coach Freshmen	\$5,000	0	1
Assistant Coach JH	\$2,000	0	2
<u>Softball</u>			
Head Coach	\$10,000	5	1
First Assistant Coach HS	\$8,000	5	1
Assistant Coach HS	\$5,000	5	3
<u>Swimming</u>			
Head Coach	\$8,000	0	1
Assistant Swim Coach	\$4000	0	1
<u>Tennis</u>			
Head Coach	\$8,000	0	1
Assistant Coach	\$4,000	10	1
Tennis JH	\$2,000	0	1
<u>Track</u>			
Head Coach	\$8,000	3	2
Assistant Coach HS	\$5,000	3	11
Assistant Coach JH	\$2,000	0	10

<u>Volleyball</u>			
Head Coach	\$10,000	10	1
First Assistant Coach HS	\$8,000	10	1
Assistant Coach HS	\$5,000	10	2
Assistant Coach, stipend only	\$5,000	0	1
Assistant Coach JH	\$2,000	5	4
*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.			
*Maximums: High School - 3 stipends, Junior High - 4 stipends			

Athletic Game Worker Pay Plan 2025-2026

Waxahachie ISD

Football		
<u>Duty</u>	<u>Level</u>	<u>Rate per Game</u>
Clock/Scoreboard/Spotter	Varsity	\$45
Clock/Scoreboard/Spotter	Sub-V	\$25
Clock/Scoreboard/Spotter	JH	\$20
Clock/Scoreboard/Spotter	Playoff	\$45
Clock/Scoreboard/Spotter	Other	\$75
Facility Gate Attendant	Varsity	\$60 - \$100
Facility Gate Attendant	Sub-V	\$25
Facility Gate Attendant	JH	\$20
Facility Gate Attendant	Playoff	\$60 - \$100
Facility Gate Attendant	Other	\$60 - \$100
Facility Supervisor	Varsity	\$75
Facility Supervisor	Sub-V	\$50
Facility Supervisor	JH	\$35
Facility Supervisor	Playoff	\$75-\$250*
Facility Supervisor	Other	\$75-\$250*
Field Access Gate	Varsity	\$80
Field Access Gate	Playoff	\$80
Field Access Gate	Other	\$80-\$100*
Game Administrator	Varsity	\$30-\$75*
Game Administrator	Sub-V	\$30-\$75*
Game Administrator	JH	\$30-\$75*
Game Administrator	Playoff	\$30-\$75*
Game Administrator	Other	\$30-\$75*
Game Announcer	Varsity	\$60
Game Announcer	Sub- V	\$25
Game Announcer	JH	\$20
Game Announcer	Other	\$75
Game Chain Crew	Varsity	\$75
Game Chain Crew	Sub-V	\$30
Game Chain Crew	JH	\$20
Game Chain Crew	Playoff	\$75
Game Chain Crew	Other	\$75
Lockerroom Attendant	Varsity	\$60
Lockerroom Attendant	Playoff	\$60
Lockerroom Attendant	Other	\$75
NDN Vision Assistant	Varsity	\$60
NDN Vision Assistant	Playoff	\$60
NDN Vision Assistant	Other	\$75

NDN Vision Director	Playoff	\$125-\$250*
NDN Vision Director	Other	\$125-\$250*
Pressbox Admin/Foyer	Varsity	\$75
Pressbox Admin/Foyer	Playoff	\$75
Pressbox Admin/Foyer	Other	\$75
Pressbox Elev Oper.	Varsity	\$60
Pressbox Elev Oper.	Playoff	\$60
Pressbox Elev. Oper.	Other	\$60
Pressbox Host Asst.	Varsity	\$60
Pressbox Host Asst.	Playoff	\$60
Pressbox Host Asst.	Other	\$60
Pressbox Host	Varsity	\$225
Pressbox Host	Playoff	\$75-\$225*
Pressbox Host	Other	\$75-\$225*
Pressbox Manager	Playoff	\$75-\$125*
Pressbox Manager	Other	\$75-\$125*
Tickets Manager	Varsity	\$300
Tickets Mgr Asst.	Varsity	\$75
Tickets Reserve Clk.	Varsity	\$150
Usher -.5 Time of Full	Varsity	\$30-\$60
Usher -.5 Time of Full	Playoff	\$60
Usher -.5 Time of Full	Other	\$75

Baseball/Softball/Soccer	Level	Rate per Game
<u>Duty</u>	<u>Level</u>	<u>\$</u>
Facility Field Prep	Playoff	\$75
Facility Field Prep	Other	\$75
Facility Supervisor	Playoff	\$75-\$150*
Facility Supervisor	Other	\$75-\$150*
Game Administrator	Varsity	\$30-\$75*
Game Administrator	Sub-V	\$30-\$75*
Game Administrator	Playoff	\$30-\$75*
Game Administrator	Other	\$30-\$75*
Announcer/Scoreboard	Varsity	\$45
Announcer/Scoreboard	Sub-V	\$25
Announcer/Scoreboard	Playoff	\$45
Announcer/Scoreboard	Other	\$60
Facility Gate Attendant	Varsity	\$45-\$75
Facility Gate Attendant	Sub-V	\$25
Facility Gate Attendant	Playoff	\$45-\$75
Facility Gate Attendant	Other	\$45-\$75

Gym		
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Duty	Level	Rate per Game
Facility Supervisor	Playoff	\$75-\$150*
Facility Supervisor	Other	\$75-\$150*
Game Administrator	Varsity	\$30-\$75*
Game Administrator	Sub-	\$30-\$75*
Game Administrator	JH	\$30-\$75*
Game Administrator	Playoff	\$30-\$75*
Game Administrator	Other	\$30-\$75*
Annc/Scoreboard/Bks/Mus	Varsity	\$45
Annc/Scoreboard/Bks/Mus	Sub-V	\$25
Annc/Scoreboard/Bks/Mus	JH	\$20.00
Annc/Scoreboard/Bks/Mus	Playoff	\$45
Annc/Scoreboard/Bks/Mus	Other	\$60
Game Doorman	Varsity	\$20
Game Doorman	Sub- V	\$20
Game Doorman	JH	\$20
Game Doorman	Playoff	\$20
Game Doorman	Other	\$20
Facility Gate Attendant	Varsity	\$45 - \$75
Facility Gate Attendant	Sub-V	\$25
Facility Gate Attendant	Playoff	\$45 - \$75
Facility Gate Attendant	Other	\$45 - \$75

Other	Level	Rate per Game
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

Waxahachie Independent School District
BOARD OF TRUSTEES

Date: August 26, 2025 **Presented By:** Theresa Burkhalter

Subject: Certification Waivers **Related Page(s)** 1



EXECUTIVE SUMMARY:

The Human Resources Department is requesting approval of certification waivers.

ATTACHMENTS:

Memorandum

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

RECOMMENDATION:

Approve certification waivers.



Memorandum

To: Becky McCutchen
From: Theresa Burkhalter, Assistant Superintendent of Human Resources
Date: August 26, 2025
Subject: Waiver for Classroom Teachers

BACKGROUND

Consideration and Possible Approval of Certification Waiver for Classroom Teachers:

A new waiver to address staffing shortages, which are being experienced nationwide, that would allow Districts to employ persons who do not meet requirements to teach without the necessary certification. The district currently has approximately thirty individuals who would be considered under this waiver. The district will provide expectations to each candidate. The employees will also be at-will and cannot serve in Special Education or bilingual classrooms. This waiver would be for one to three years in length.

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2025 **Presented By:** Ryan Kahlden

Subject: Purchase of district vehicles **Related Page(s)** 4



EXECUTIVE SUMMARY:

The district is seeking to purchase two additional vehicles for staff and student transportation. These vehicles would be suburbans to supplement our current white fleet. These vehicles are on the lot and will be delivered before the end of the month. This purchase would be from currently appropriated funds.

ATTACHMENTS:

Quote comparison form and quote from Caldwell Country Chevrolet

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

RECOMMENDATION:

Approve purchase of two district vehicles from Caldwell Country Chevrolet at a cost not to exceed \$129,700.00.

Waxahachie Independent School District Quote Comparison Form

In accordance with Board policy CH (LOCAL), all purchases over \$5,000 are required to record at least three quotes received before a purchase order is issued. The use of this form is recommended, though not required, for all purchases below \$5,000. All quotes for purchases over \$5,000 should be remitted to the business office for recordkeeping.

Name of Person securing quotes: Jennifer Gutierrez
 Department: Transptation
 Budget Allocated for Purchase: 199 E 34 6631 00 926 0 99 000
 Item(s) being quoted: Two Suburbans LS

Vendor #1: Company Name: Caldwell Company
 Representative: Averyt Knapp
 Vendor Approved via: Buyboard 724-23
 Amount Quoted: \$129,700.00

Vendor #2: Company Name: Sam Pack's Five Star Chevorlet
 Representative: John Butler
 Vendor Approved via: Buyboard #724-23
 Amount Quoted: \$128,924.88

Vendor #3: Company Name: _____
 Representative: _____
 Vendor Approved via: _____
 Amount Quoted: _____

Based on the quotes received, I believe it is the most advantegous to Waxahachie ISD to use
 (vendor) Caldwell Company for the procurement of (item) Suburbans.



 Campus Principal / Department Head / Administrator

8/18/25

 Date

Business Office Approval _____ Date _____

Explanation: Using Caldwell Company can ensure we receive two suburbans before 08/31/25.

QUOTE# 00AA-STOCK

CONTRACT PRICING WORKSHEET

End User: WAXAHACHIE ISD	Contractor: CALDWELL COUNTRY
Contact Name: ERNEST WILSON	CALDWELL COUNTRY
Email: EWILSON@WISD.ORG	Prepared By: Averyt Knapp
Phone #: 214-533-5388	Email: aknapp@caldwellcountry.com
Fax #:	Phone #: 979-567-6116
Location City: WAXAHACHIE, TX	Fax #: 979-567-4376
Date Prepared: AUGUST 15, 2025,	Address: P. O. Box 27, Caldwell, TX 77836
Contract Number: BUY BOARD #724-23	Tax ID # 87-3266036
Product Description : 2025 CHEVROLET SUBURBAN LS CC10906	
A Base Price & Options:	\$64,450

B Fleet Quote Option:

Code	Description	Cost	Code	Description	Cost
	3 RD ROW BENCH FOLD DOWN -AFTERMARKET LEATHER-ALL ROWS, LS PACKAGE, 4X2, 5.3L-V8, 10-SPD AUTOMATIC, LOCKING REAR AXLE DIFFERENTIAL, 18" ALUMINUM WHEELS, CARPET FLOOR W/MATS, (ALL WEATHER FLOOR LINER FRONT TO REAR), AIR CONDITION FRONT AND REAR, AMFM-STEREO W/BLUETOOTH, TILT, CRUISE, POWER WINDOWS, POWER LOCKS, POWER MIRRORS, KEYLESS ENTRY W/REMOTE START, DEEP TINT GLASS, RUNNING BOARD, TRAILER TOW HITCH, REAR VISION CAMERA, REAR PEDESTRIAN ALERT, LANE KEEP ASSIST, LANE DEPARTURE WARNING	INCL		**MUST DELIVERY PRIOR TO AUGUST 31, NO EXCEPTIONS**	
	GM WARRANTY 5YR/100,000 MILES POWERTRAIN @ N/C	INCL		CALDWELL COUNTRY PO BOX 27 CALDWELL, TEXAS 77836	
	PRICES VALID FOR 30 DAYS BUT SUBJECT TO CHANGE DUE TO SUPPLY CHAIN CHALLENGES			REVERIFY PRICING BEFORE ISSUING PURCHASE ORDER. COMMODITY SURCHARGES MAY APPLY AFTER PO ISSUED	
			149		
Subtotal B					INCL

C Unpublished Options					
Code	Description	Cost	Code	Description	Cost
Subtotal C					
D Other Price Adjustments (Installation, Delivery, Etc...)					
Subtotal D					\$300
E Unit Cost Before Fee & Non-Equipment Charges (A+B+C+D)					\$64,650
Quantity Ordered					2
Subtotal E					\$129,300
F Non-Equipment Charges (Trade-In, Warranty, Etc...)					
BUY BOARD					\$400
G. Color of Vehicle: WHITE					
H. Total Purchase Price (E+F)					\$129,700
Estimated Delivery Date:				UNITS IN STOCK - IMMEDIATE PRIOR TO AUGUST 31	

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2025 **Presented By:** Ryan Kahlden

Subject: Adopt Tax Rates **Related Page(s)** 1



EXECUTIVE SUMMARY:

In accordance with TEC §44.004, the district will conduct a public hearing regarding the proposed 2025-2026 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. These rates are unchanged from the current tax rates.

ATTACHMENTS:

Ordinance to set tax rates for 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 M&O tax rate of \$0.7552 and I&S tax rate of \$0.4129.

**ORDINANCE TO SET TAX RATE FOR 2025
(2025-2026 SCHOOL YEAR)**

An ordinance levying an annual ad valorem tax for the year 2025, setting specific tax rates applicable to all real, personal, and mixed property situated within the 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 2025 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, 2026, 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 2025 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 14.80 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$150.56.

PASSED, APPROVED, AND EFFECTIVE, THIS 26TH DAY OF AUGUST, 2025.

Dusty Autrey
President, Board of Trustees

Ryan Pitts
Secretary, Board of Trustees

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2025 **Presented By:** Ryan Kahlden

Subject: Adopt budgets for General Fund, Debt Service, and Child Nutrition Funds 2025-2026 **Related Page(s)** 1



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 2025-2026.

		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 2025-2026 operating budgets for General Fund, Debt Service Fund, and Child Nutrition Fund as presented.

WAXAHACHIE INDEPENDENT SCHOOL DISTRICT

FISCAL YEAR 2025-2026

BUDGET FOR ADOPTION - ALL FUNDS

	<u>General Fund</u>	<u>Debt Service</u>	<u>Child Nutrition</u>
	<u>Proposed</u>	<u>Proposed</u>	<u>Proposed</u>
REVENUES			
5711 Current Property Taxes	\$ 63,000,000	\$ 34,926,672	\$ -
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	1,347,000	1,400,000	150,000
5743 Rent	55,000	-	-
5749 Local Source Revenue	711,000	-	2,000
5751 Food Service Sales	-	-	2,048,000
5752 Athletic Activity	137,500	-	-
5811 Per Capita Apportionment	4,128,611	-	-
5812 Foundation School Program	52,343,842	-	-
5828 Pre-K State Program	-	-	-
5829 Revenues from TEA	-	4,298,781	125,000
5831 Other State Revenues	5,986,909	-	254,389
5929 QSCB Interest Reimbursements	-	100,000	-
5931 SHARS Reimbursements from Medicaid	100,000	-	-
7952 School Breakfast Program	-	-	675,000
7953 National School Lunch Program	-	-	2,675,000
7954 USDA Commodities	-	-	-
TOTAL REVENUES	<u>128,473,862</u>	<u>40,845,453</u>	<u>5,929,389</u>
EXPENDITURES			
11 Instruction	75,701,782	-	-
12 Instructional Resources	1,333,636	-	-
13 Curriculum & Instructional Staff Development	1,888,070	-	-
21 Instructional Leadership	3,285,172	-	-
23 School Leadership	6,842,850	-	-
31 Guidance / Counseling	3,886,926	-	-
32 Social Work Services	83,394	-	-
33 Health Services	1,625,365	-	-
34 Student Transportation	4,941,783	-	-
35 Food Services	-	-	5,846,992
36 Extracurricular Activities	5,002,704	-	-
41 General Administration	3,316,723	-	-
51 Maintenance and Operations	13,334,587	-	82,397
52 Security and Monitoring	2,566,319	-	-
53 Data Processing Services	2,171,124	-	-
61 Community Services	264,202	-	-
71 Debt Service	-	42,080,116	-
81 Capital Outlay	300,000	-	-
91 Contracted Instructional Services	820,000	-	-
95 Juvenile Justice Alternative Education Program	60,000	-	-
99 Other Governmental Charges	925,000	-	-
TOTAL EXPENDITURES	<u>128,349,637</u>	<u>42,080,116</u>	<u>5,929,389</u>
BUDGET SURPLUS (DEFICIT)	<u>\$ 124,225</u>	<u>\$ (1,234,663)</u>	<u>\$ -</u>

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2025 **Presented By:** Ryan Kahlden

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



EXECUTIVE SUMMARY:

Each participating district in the September TASA/TASB Conference in Houston 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 Houston 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.

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: August 26, 2025 **Presented By:** Sean Cagle

Subject: EFB(LOCAL)-Library Materials (School Library Advisory Council **Related Page(s)** 6

**Action
Agenda Item**

EXECUTIVE SUMMARY:

The 89th Texas Legislative Session passed Senate Bill 13 and was signed into law by Governor Greg Abbott. The law requires the District to have a library materials acquisition policy in place. This policy would establish a School Library Advisory Council (SLAC), that would review library materials and make recommendations to the Board for approval. The SLAC would also be involved in any challenge to District Library holdings. This policy is EFB(LOCAL).

ATTACHMENTS:

EFB (LOCAL)-Library Materials (final draft)

		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:

Board approval of EFB(LOCAL) as presented.

Note: For information related to the selection of instructional materials, see EFA.

The purpose of this policy is to ensure that the District provides a wide range of library materials for students and faculty that support student achievement and present varying levels of difficulty, diversity of appeal, and a variety of points of view. This policy also provides standards for collection development and the selection and evaluation of library materials.

**School Library
Advisory Council**

The Board has established a school library advisory council (SLAC). At the first meeting of the SLAC, the members shall select a chair.

The SLAC shall meet at least two times each year but may hold additional meetings in order to consider recommendations from District staff and fulfill its statutory duties.

**Collection
Development Policy**

In this policy, "library materials" is defined by law and may include printed and electronic library acquisitions, including online catalogs, and other ancillary or supplementary materials maintained in a campus library. [See EFB(LEGAL)]

The library collection development standards shall apply to all library materials available for use or display, including material contained in school libraries, classroom libraries, online catalogs, library mobile applications used in the District, and any other library catalog a student may access.

In developing library collections, the District shall consider the age groups, grade levels, and access to library material by all students on a campus.

Responsibility

The District shall ensure the members of the SLAC, librarians, professional library staff, and other designated professional staff are trained or receive information on the proper collection development standards.

The Superintendent shall develop administrative procedures to ensure that library collections comply with applicable law, library standards, and the District's collection development purpose and goals.

**Collection
Development Goals**

In addition to the requirements in state law and rules, the District's library collections shall:

1. Present multiple viewpoints related to controversial issues [see EMB regarding instruction about controversial issues].

2. Provide a wide range of background information that will enable students to make intelligent decisions in their daily lives.
3. Include accurate and authentic factual content from authoritative sources.
4. Have a high degree of potential user appeal and interest.
5. Offer a global perspective that promotes equity of access, including print and nonprint materials such as electronic and multimedia, to meet the needs of individual learners.
6. Represent diverse viewpoints and cultural groups of the state and their contributions to the state, the nation, and the world, to ensure the collection embodies the background of all students.

Recommendation
and Procurement of
Materials

Library materials shall be recommended and procured in accordance with guidelines adopted by the Texas State Library and Archives Commission and the District standards and priorities expressed in this policy.

Librarians and other professional staff shall assist the SLAC in developing the list of library material recommendations to be presented to the Board. The librarians and other professional staff shall ensure that the materials:

1. Enrich and support the TEKS and the state and local curriculum, taking into consideration students' varied interests, maturity levels, abilities, and learning styles.
2. Foster growth in factual knowledge, literary appreciation, aesthetic values, and societal standards.
3. Encourage the enjoyment of reading, foster high-level thinking skills, support personal learning, and encourage discussion based on rational analysis.
4. Represent ethnic, religious, and cultural groups of the state and their contributions to the state, the nation, and the world.

The Superintendent shall ensure that administrative procedures regarding the development of recommendations of library materials consider at least two of the following factors:

1. Recommendations from students, parents or guardians, teachers, and District residents.
2. Consultation with District teachers and library staff.
3. Consultation with library staff from other districts.
4. Extensive review of the library material.

5. Context of the library material, including overall fit within the existing collection and support of District curriculum.
6. Reviews of the library material from sources such as professional journals in library science, recognized professional education or content journals with book reviews, national and state award recognition lists, library science field experts, and highly acclaimed author and literacy expert recommendations.
7. Coverage of topics, authors, series, or genres that fill gaps in the school library collection.

The SLAC shall recommend to the Board a list of library materials for procurement.

The Board shall consider the SLAC's recommended list of library materials that have been donated or proposed by the SLAC for procurement. Each Board member may propose changes before the Board takes action on the list of donated or proposed library materials.

The Board shall either approve or reject the library materials that have been donated or proposed for procurement.

Donated and
Proposed
Procurement List

At least 30 days prior to the Board's vote to accept donated library materials or approve procurement of library materials, the Superintendent shall make accessible to the public the list of library materials in accordance with law.

Access Plan

The District shall allow efficient parental access to the District's library and any available online catalogs.

Online catalogs shall be publicly available. The District shall publish information about library material titles, including how and where material can be accessed.

Each campus shall communicate the following to parents and guardians:

- Access to policies relating to school libraries and library materials;
- Consistent access to library materials and resources; and
- Opportunities for students, parents and guardians, educators, and community members to provide feedback on library materials and services.

Parental
Involvement

Parents and guardians are the primary decision-makers regarding their child's access to library material. In general, a student is afforded the opportunity to self-select library materials as part of literacy development and the library program. District staff may assist a

student in selecting library material; however, the ultimate determination of appropriateness remains with the student and parent or guardian. Parents and guardians are encouraged to communicate with the campus librarian and their child's teacher about special considerations regarding library materials self-selected by their child.

In accordance with state law and administrative procedures, parents or guardians may submit to the principal or a staff member designated by the principal a list of library materials that the parent's or guardian's child shall not be allowed to check out or access for use outside of the school library. The Superintendent shall develop procedures that permit a parent or guardian to submit the request in at least one of the methods permitted by law.

The parent or guardian may select alternative library materials for their child. [For information on parental rights regarding instructional materials and other instructional resources, see EFA(LEGAL).]

The District shall focus on maximizing transparency with parents while meeting student needs and providing enrichment opportunities with library materials. Parental involvement in library acquisition, maintenance, and campus activities is encouraged.

*Access
Procedures*

School Library

A parent or guardian who wishes to access a school's library shall first submit a request to the principal. The principal or a staff member designated by the principal shall work with the parent or guardian to determine a time to access the library that will not interfere with the delivery of instruction or disrupt student use of library services.

Library Catalog

A parent or guardian who wishes to access the catalog of library materials for any school in the District shall submit a written request to the school's principal. The principal or a staff member designated by the principal shall respond to the request in accordance with administrative procedures.

*Protection from
Inappropriate
Material*

In accordance with law and guidance from the Texas State Library and Archives Commission, library materials shall not include "harmful material"; any library material that is pervasively vulgar or educationally unsuitable; any library material containing indecent or profane content; any library material that refers a person to a website, including by use of a link or QR code, containing content legally prohibited under law; or any other material legally prohibited from inclusion in a public school library. [See EFB(LEGAL)]

Obscene material is not protected by the First Amendment to the United States Constitution.

	<p>Library materials shall comply with the Children’s Internet Protection Act (CIPA), including technology protection measures. [See CQ]</p>
Challenge of Library Material	<p>A District employee, a parent or guardian of a District student, or a District resident may challenge library material maintained in the District’s library program.</p> <p>The SLAC shall recommend to the Board for adoption the procedures for challenging library materials.</p>
Guiding Principles	<p>The following principles shall guide the review of a challenge of library material:</p> <ol style="list-style-type: none">1. An individual may challenge library material used in the District’s library program, despite the fact that the professional staff, SLAC, and the Board followed the proper procedure and adhered to the objectives and criteria for recommending and procuring library materials set out in this policy.2. Access to challenged material shall be restricted during the challenge process. <p>In addition to compliance with state law and this policy, a criterion for the final decision on challenged library materials is the appropriateness of the material for its intended use. No challenged library material shall be removed solely because of the ideas expressed in the library material or the personal background of the library material’s author or the personal background of the characters in the material.</p>
Formal Challenge	<p>The District shall make the Texas Education Agency form to challenge library material available on the District’s website.</p> <p>If a District employee, a parent or guardian of a District student, or a District resident wishes to challenge library material, they shall follow the procedures to complete and submit the challenge form.</p> <p>In addition to copies of the completed form being provided to the members of the SLAC in accordance with law, copies shall also be provided to the Board, the Superintendent, the school librarian, and any other staff designated in administrative procedures.</p>
SLAC Recommendation	<p>The SLAC shall consider the challenge in accordance with Board-adopted procedures and in accordance with law and shall make a recommendation to the Board.</p> <p>Any meeting of the SLAC or a review committee, if any, must comply with the meeting requirements under Education Code 33.024(g) and (h), including required notices, meeting minutes, audio or</p>

video recordings, and submission of minutes and audio or video recordings of the meeting to the District.

The Superintendent, the school librarian, the individual submitting the challenge, and any other appropriate staff shall receive a copy of the SLAC's recommendation.

Appeal

An individual who submitted a challenge may appeal the decision of the SLAC to the Board in accordance with the challenge procedures.

When considering the appeal, the Board shall consider the factors in Education Code 33.027(f). The Board shall consider appeals in accordance with timelines set out in law.

Frequency of Review

After a library material has been challenged and the Board determines not to remove the library material from a school library catalog, it may not be challenged again before the second anniversary of the Board's final decision not to remove the material.

Removal of Library Materials

If a challenge to a library material results in the removal of the library material from the school library catalog, each teacher assigned as the classroom teacher at the grade level for which the library material was removed shall be notified and instructed to remove any copy of the library material from the teacher's classroom library, if applicable.

Maintenance of Library Materials

In accordance with state guidelines and District administrative procedures, collections shall be evaluated and updated regularly based on the collections' age, relevance, diversity, and variety. The Superintendent shall ensure administrative procedures are established for regular maintenance of the library collection on each campus. Standard maintenance procedures for any library collection include repair, replacement, and removal of materials as necessary. Regular maintenance shall also include scheduled inventories of the collection. Disposal of any District-owned library materials shall be in accordance with District policy and procedures. [See C]

Gifts and Donations

The Board shall accept gifts and donations of library materials with the understanding that the use and disposition of the materials and monies will be in accordance with District policy and the selection criteria noted above. [See CDC]

Policy Review

This policy shall be reviewed at least every three years and revised as necessary.

Policy Recommendations Action Report

(August 26, 2025)

EFB(LOCAL) Policy changes

(LOCAL)

- The 89th Texas Legislative Session passed Senate Bill 13 and was signed into law by Governor Greg Abbott. The law requires the District to have a library materials acquisition policy in place. Our policy would establish a School Library Advisory Council, that would review library materials and make recommendations to the Board for approval.

EFB(LOCAL) Policy changes

- Establishes the creation of a School Library Advisory Council (SLAC). The SLAC with other district staff will develop a list of library material recommendations to be presented for Board review and approval.
- The SLAC will meet a minimum of two times per year.
- A list of SLAC approved materials must be made available to the public 30 days prior to board approval
- Meetings must comply with requirements under Education Code 33.024 (g) and (h)
 - Notices, Minutes, Audio or Video recording
- The SLAC will also be involved in the event of a challenge to any library material
- Process to appoint SLAC members is being developed and will be described in the Administrative Guidelines

EFB(LOCAL) Policy changes

(LOCAL)

- The School Library Advisory Council (SLAC) appointment process (to be in WISD Administrative Guidelines):

Legal Requirements

- Must have at least 5 members
- Must have a majority of voting members that are parents of WISD enrolled students and not WISD staff
- WISD Board may appoint 1 or more non voting members

WISD Administrative Guidelines

- We recommend 14 members (2 appointed by each board member)
- Thus at least 8 members will have to be parents of WISD students who are not WISD staff
- WISD Board may appoint 1 or more non voting members

EFB(LOCAL) Policy changes

Next Steps

- Attached to your board book is:
 - Draft policy for EFB(LOCAL)
- We are requesting approval of EFB(LOCAL) as presented.

Questions?