

**WACO INDEPENDENT SCHOOL DISTRICT
REGULAR MEETING
WISD Conference Center
115 S 5th Street
Waco, Texas 76701**

Thursday, May 19, 2022 - 6:00 PM

A Regular Meeting of the Board of Trustees of Waco Independent School District will be held May 19, 2022, beginning at 6:00 PM in the WISD Conference Center, 115 S 5th Street, Waco, Texas.

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

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

AGENDA

1. **Call to Order**
2. **Oath of Office**
3. **Public Comments on Agenda Items**
4. **Closed Session (TEXAS GOVERNMENT CODE, SUBCHAPTERS D AND E)**
 - 4.A. CONSULTATION WITH ATTORNEY - 551.071
 - 4.B. PERSONNEL MATTERS - 551.074
5. **Reconvene in Open Session**
6. **Moment of Silence and Pledge of Allegiance**
7. **Consider, Discuss and Take Appropriate Action Regarding the Reorganization of the Board of Trustees**
 - 7.A. President
 - 7.B. Vice President
 - 7.C. Secretary
8. **Special Recognitions**
 - 8.A. Pledge Leaders
 - 8.B. UIL State Theatrical Design Contest
 - 8.C. Visual Art Scholastic Event
 - 8.D. Dell Scholars
 - 8.E. Heart of Texas Regional History Day Awards
 - 8.F. Texas Caucus of Black School Board Members Scholarship
 - 8.G. Linebarger Goggan Blair and Sampson Scholarship Recipients
 - 8.H. UIL Band Competition
 - 8.I. Community Partner Award
9. **Superintendent's Report**
 - 9.A. Graduation Update

- 9.B. Behavior Academy for Campus Teams
- 9.C. Behavior Boot Camp for New Teachers
- 9.D. WHS Design Thinking Studio
- 9.E. Waco ISD Education Foundation Teacher Enrichment Grants
- 10. **Consent Agenda: Consider and Take Appropriate Action**
 - 10.A. Amendments to the 2021-2022 Budget
 - 10.B. Bid Award for Athletic Supplies, Equipment and Repairs
 - 10.C. Bid Award for Educational Consultants, Professional Development, and Other Student-Based Contracted Services
 - 10.D. Approve Bid Award for Food Services Management Company
 - 10.E. Bid Award for General Merchandise - Local Retailers
 - 10.F. Bid Award for Instructional Support Provider for Literacy Training
 - 10.G. Bid Award for Kitchen Equipment for the Child Nutrition Program
 - 10.H. Bid Award for Restaurant & Catering Services
 - 10.I. Bid Award for Child Nutrition Services Miscellaneous Vehicles
 - 10.J. Purchases of \$50,000 under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service
 - 10.K. Presentation and Discussion of Monthly Financial Reports for the Period Ended April 30, 2022
 - 10.L. Vision, Mission and Goals
 - 10.M. Renewal of the Current District of Innovation Plan
 - 10.N. Adoption of Amended Board Policy EIC(LOCAL): Class Ranking
 - 10.O. Amendment #11 to the Professional Services Contract with O'Connell Robertson for the Design of Kendrick Elementary School
 - 10.P. Amendment #12 to the Professional Services Contract with O'Connell Robertson for the Design of the South Waco Elementary School Renovation Project
 - 10.Q. Construction Materials Testing Services for G. W. Carver Middle School
 - 10.R. Commissioning Services for 2021 Bond Program Projects
 - 10.S. Dual Credit Partnership Agreement, Memorandum of Understanding for P-TECH, Memorandum of Understanding for College Prep Mathematic and English Language Arts, Addendum to Dual Credit Memorandum of Understanding
 - 10.T. Board of Trustee Meeting Minutes
 - 10.T.1. Regular Meeting - April 28, 2022
- 11. **Consider, Discuss and Take Appropriate Action Regarding Guaranteed Maximum Price (GMP) #1 for Waco High School - Site Utilities, Paving, Structural Steel and Roofing**
Presenter: Gloria Barrera
- 12. **Review and Discuss Waco ISD's Preliminary Property Values and Budget Projections**
Presenter: Sheryl Davis
- 13. **Review and Discuss 2022-2023 Budget Cuts**
Presenter: Dr. Susan Kincannon
- 14. **Review and Discuss the Texas Association of School Board's (TASB) Pay Maintenance Study Guide**
Presenter: Jennifer Barton, TASB

15. Consider, Discuss and Take Appropriate Action Regarding Annual Salary Increases

Presenter: Dr. Daniel Lopez

16. Announcements

17. Adjournment

Waco Independent School District
Board of Trustees Meeting Agenda Item

Date: May 19, 2022

Contact Person: Alice Jauregui

RE: Special Recognitions

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Background Information:

Pledge Leaders

Each month, one campus selects two students to lead the Pledge of Allegiance at the regular business meeting of the Waco ISD Board of Trustees. For the month of May, Andrea Lara-Zarazua and John'quavion Johnson from Indian Spring Middle School were selected for this honor.

UIL State Theatrical Design Contest

The UIL State Theatrical Design Contest was held Wednesday, May 4 in Round Rock at the Round Rock Performing Arts Center.

Marisella Suarez, senior at University High School, qualified as a State finalist in Division II

Set Design for the play *Agatha Christie's Murder on the Orient Express*, Adapted for the stage by Ken Ludwig.

Bailee Barton, senior at Waco High School, qualified as a State finalist in Division II Costume Design, and placed fourth in the state for her design work for the play *Agatha Christie's Murder on the Orient Express*, Adapted for the stage by Ken Ludwig.

Visual Art Scholastic Event

The Texas Art Education Association (TAEA) has sponsored the Visual Art Scholastic Event (VASE) since 1994. VASE is the only art event of its kind in the nation. Only academically eligible high school students in grades 9-12 from throughout Texas can participate in VASE. This year, the state VASE event was held at San Marcos High School of San Marcos Consolidated School District on April 30, 2022.

The following students received recognition at the event:

Maritza Degollado advanced to state and won a gold medal in division 3, all-state

Lili Bien advanced to state and won a gold medal in division 3, all-state

Julianna Ayala advanced to state and won a gold medal in division 1, all-state

Zander Lim advanced to state, making this his fourth consecutive year to advance. Lim won gold medals in Division 1, 2, 3 for three consecutive years. He is the first Waco ISD student to advance to state all four years of his VASE participation. In total, he has accrued eight regional, four state qualifying, and three state medals.

Dell Scholars

The Dell Scholars program was designed to provide a support system for the challenges many students face while pursuing a degree. Dell Scholars receive the following financial and other support:

- \$20,000 scholarship to be disseminated over the course of student's academic career (or max six years)
- Personalized, multifaceted support for the academic, financial, and emotional life challenges that may prevent students from completing college
- Laptop computer with four-year warranty
- Textbook credits (\$500 annually for four years) to be used for textbook purchases and rentals and/or textbook solutions (via Chegg Study)
- Scholars Resource Network that connects students and their families with resources to deal with stress, debt, managing childcare, and life circumstance
- Access to teletherapy services that connect students to professional counseling

The following University High School students were recently named Dell Scholars:

Elizabeth Sanchez
Karen Salazar
Saul Rangel

Heart of Texas Regional History Day Awards

The Heart of Texas Regional History Fair competition was held at Baylor University on February 25. It is an affiliate of National History Day in Washington, D.C. The contest is one of the largest regional fairs in the state, with an average of over 350 participants per year.

Each student chooses a historical topic in any subject that is relevant to the annual theme. The theme for this year's History Fair was "Debate and Diplomacy in History: Successes, Failures, and Consequences."

Students conduct research using primary and secondary sources, analyze and interpret their findings, and create and present original research papers, exhibits, performances, websites, or documentaries. Additionally, they submit a process paper and an annotated bibliography.

Marc Gaytan placed third with his individual website creation, "The Berlin Conference of 1884-1885."

Keleigh Duryee and Madison Vigil placed second with their group website creation, "The Debate on the Nature of Eugenics," and advanced to the state competition.

Adamaris Estrada placed first with her individual performance, "A Wine Stain on the Flag," and advanced to state.

Texas Caucus of Black School Board Members Scholarship

The Texas Caucus of Black School Board Members (TCBSBM) has partnered with donors to make 2022 scholarship opportunities available to students who are graduating from TCBSBM member districts.

The TCBSBM / TASB 2022 Scholarship provides one-year scholarships for up to \$3,000 to ten African American students with academic achievement and financial need working towards a first-year college degree. Fields of consideration may include business, finance management, coding, education, technology, engineering, marketing, law, or related fields.

Daylen Sauls, University High School senior, is a 2022 TCBSBM / TASB scholarship recipient.

Linebarger Goggan Blair and Sampson Scholarship

The Linebarger Goggan Blair and Sampson Scholarship provides one-year scholarships of up to \$1,000 to five African American students with average academic achievement and financial need working towards a community college degree, or trade school certification.

Avi'onne Thomas, Waco High School senior, is a recipient of the 2022 Linebarger Goggan Blair and Sampson scholarship.

UIL Band Competition

The University High School Band participated in the UIL Concert and Sight-Reading Competition on April 21 and 20.

The varsity and non-varsity bands each earned the highest rating a band can receive, superior. This is the first time in University High School history that both groups have earned sweepstakes, earning an average of first division ratings from all six judges. This is the varsity band's third consecutive sweepstakes award.

The Waco High School band also participated in the UIL Concert and Sight-reading competition and the varsity band earned a superior rating in concert with the non-varsity band earned a superior rating in sight reading.

Waco High School band members participated in the UIL Solo and Ensemble Contest and the following students earned a superior rating:

Brass Quintet - Zarrio Greer, Devin Cook, Emma Wirth, Ivan Lorenzo, Juan Camacho

Brass Quartet - Thomas Hannigan, Tevin Parker, Soledad Valenzuela, Astrid Lopez

Brass Quartet - Ernesto Lopez, Daniel Alarcon, Mauricio Rivera, Uriel Ramos

Brass Quartet - James "JD" Reid, Luis Garcia, Jacob Zuniga, Dario Contreras

Percussion Trio - Jordan Diaz, Hans Sellers, Mario Flores

Trumpet Solo - Zarrio Greer

Multiple Percussion Solo - Darius McLin

Marimba Solo - Jordan Diaz

Community Partner Award

Each month, Waco ISD recognizes a community partner making a difference for students with the Waco ISD Award for Outstanding Community Partners. The recognition celebrates the theme for the 2021-2022 school year "We are Waco ISD" and acknowledges that it's not just our employees and students who make the Waco ISD community a great place to teach and learn.

In May, the District is recognizing VOICE. VOICE's mission is to empower children and their families to lead healthy and productive lives by promoting success in education, nurturing wellness in mind and body, and developing skills in tomorrow's global leaders. VOICE achieves this in Waco ISD by providing school supplies for students, snacks for tutorials or Saturday school, offering drug prevention incentives, providing presentations for tobacco free month, and food and clothing items for school pantries. Their CAP program aids students and their families to navigate the Federal Application for Student Aid and assists with college readiness, among other things.

Fiscal Implications:

None

Administration Recommendations:

For discussion only

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Sheryl Davis

RE: Amendments to the 2021-2022 Budget

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Background Information:

The Texas Education Agency has established additional requirements for school district budget preparation. As part of these requirements, a school district must amend the official budget before exceeding a functional expenditure category, i.e., instruction, administration, etc., in the total district budget. Attached are copies of the proposed amendments to the Official Budget identifying details of the requests. The following summarizes the effect of these amendments by functional category.

Summary:

Amendment #045: Brazos High School Credit Recovery Center (Fund 199)

This amendment will reallocate budgeted funds from school leadership contracted services, supplies, and employee travel to instructional miscellaneous operating costs to purchase diplomas. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>	
Source of Funds:	\$	502	School Leadership
Use of Funds:	\$	502	Instruction
Fund Balance Effect		None	

Amendment #046: Hillcrest Professional Development School (Fund 199)

This amendment will reallocate budgeted funds from instructional supplies to extracurricular activities extra duty pay for time associated with the Showtime Company. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>	
Source of Funds:	\$	150	Instruction
Use of Funds:	\$	150	Extracurricular Activities
Fund Balance Effect		None	

Amendment #047: Curriculum and Instruction (Fund 199)

This amendment will increase local revenues received for donations received from Baylor University and increase offsetting expenditures in curriculum and instructional staff development for costs associated with training for the associated Professional Development Schools. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>
Source of Funds:	\$ 1,335	Local & Intermediate Source Revenue
Use of Funds:	\$ 1,335	Curriculum & Instructional Staff Development
Fund Balance Effect	None	

Amendment #048: Crestview Elementary School (Fund 199)

This amendment will reallocate funds budgeted for resource and media services other reading materials and health services overtime for support staff to instructional materials to purchase manipulatives and classroom supplies. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>
Source of Funds:	\$ 8,630	Curriculum & Instructional Staff Development
Use of Funds:	\$ 8,630	Instruction
Fund Balance Effect	None	

Amendment #049: Districtwide Tax Increment Financing Zone (Funds 199 and 599)

This amendment will increase the estimated tax collections for properties located in the Tax Increment Financing Zones 1-3 and increase the offsetting pass-through payments into the Tax Increment Fund. This amendment is required because of a correction in the Base Taxable Year Values and, consequently, the Tax Increment Fund Captured Taxable Value for those properties. The Base Taxable Year Values had previously incorrectly been adjusted with changes in market values. As a result of the correction, the pass-through tax collections and subsequent payments have increased significantly. This information was not available in developing the 2021-2022 budgets. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>
Source of Funds:	\$ 2,000,000	Revenue for Local and Intermediate Sources
Use of Funds:	\$ 2,000,000	Revenue for Local and Intermediate Sources and Payments to the Tax Increment Fund
Fund Balance Effect	None	

A copy of the amendments are attached for your review detailing line items to be adjusted.

Fiscal Implications:

The budget amendments have no impact on fund balance. However, Amendment #049 which increases both revenues from local sources and subsequent pass-through payments into the Tax Increment Fund could ultimately negatively impact the fund balances of both the General Fund and Debt Services Fund by an estimated \$206,028 and \$99,497, respectively.

Administrative Recommendation(s):

The administration recommends that the Board of Trustees approve the budget amendments, as presented.

**WACO INDEPENDENT SCHOOL DISTRICT
AMENDMENT BUDGET FORM**

AMENDMENT # 049

CAMPUS OR DEPARTMENT: Districtwide Tax Increment Financing Zone (Funds 199 and 599)

DATE: 5/19/2022

BUDGET CODE								A	B	C	D
FUND	FNC	OBJ	SO	ORG	PRG	LOPT	DESCRIPTION	CURRENT APPROPRIATION	CURRENT ACCOUNT BALANCE	REQUESTED INCREASE (DECREASE)	AMENDED APPROPRIATION
199	00	5711	00	000	00	000	Taxes - Current Year Levy	(67,677,143)	(2,255,442.05)	1,393,972	(66,283,171)
199	00	5746	00	000	00	000	Taxes Collected for the Tax Increment Fund	(4,895,996)	1,356,237.84	(1,600,000)	(6,495,996)
199	00	5749	00	000	00	000	Other Local Source Revenue	(175,000)	1,304,375.39	(1,393,972)	(1,568,972)
199	97	6499	99	999	99	000	Miscellaneous Operating Costs	6,533,499	(1,274,358.80)	1,600,000	8,133,499
599	00	5711	00	000	00	000	Taxes - Current Year Levy	(14,549,859)	(484,578.45)	300,503	(14,249,356)
599	00	5746	00	000	00	000	Taxes Collected for the Tax Increment Fund	(1,052,586)	271,565.29	(400,000)	(1,452,586)
599	00	5746	00	000	00	000	Other Local Source Revenue	-	300,502.95	(300,503)	(300,503)
599	97	6499	40	999	99	000	Miscellaneous Operating Costs	1,052,586	(271,565.29)	400,000	1,452,586

REASON FOR REQUEST: The City of Waco and the McLennan County Tax Assessor-Collector's Office corrected the Base Taxable Year Value and, consequently, the Tax Increment Fund Captured Taxable Value for properties located in the Tax Increment Financing Zones 1-3. The Base Taxable Year Values had previously incorrectly been adjusted with market changes. As a result of the correction, the pass-through tax collections and subsequent payments have increased significantly. This information was not available during the development of the 2021-2022 budget. To offset the negative impact of the change, the Tax Increment Investment Zone Board decided to close Tax Increment Fund #2 and distribute the remaining assets of the fund. It is projected that these actions will result in a net loss in revenue of \$206,028 in the General Fund and \$99,497 in the Debt Services Fund.

BUDGET ADMINISTRATOR / _____


Chief Financial Officer

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: S. Smith/E. Love

RE: Bid Award for Athletic Supplies, Equipment and Repairs

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Background Information:

Sealed bids, RFP # 22-1215 Athletic Supplies, Equipment and Repairs, were received for the purpose of creating a list of vendors that the Athletic Department can utilize on an as needed basis for their procurement needs. We received seventy-one vendor responses for this bid. The vendor list is attached for your review. All valid responses were accepted; therefore, no evaluation score sheets are attached.

This initial bid will expire on May 30, 2027. If additional vendors are needed, supplemental bids will be issued on an as needed basis.

Fiscal Implications:

The cost of these supplies will be charged to the appropriate campus/department budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the list of vendors submitted for the Athletic Supplies, Equipment and Repairs bid, as presented.

RFP # 22-1215

Athletic Supplies, Equipment Repairs

Vendor Name	City	State
2 Crazy B Designs	Hewitt	TX
AAI Trophies & Awards	Plano	TX
Advanced Exercise (Advanced Healthstyles Fitness Equipment Inc. DBA Advanced Exercise)	Littleton	CO
Alert Services, Inc.	San Marcos	TX
Au Concepts & Designs	Liberty Hill	TX
Austin Ink	Waco	TX
Axiom Advertising (Bosque Forms, Inc)	Waco	TX
B F Hurley Mat Co, Inc	LaGrange	GA
Benchmark Signs	Weatherford	TX
Brown Industries, Inc.	Media	PA
BSN Sports	Dallas	TX
Carey's Sporting Goods	Fort Worth	TX
Carols Creations	Killeen	TX
Champion Teamwear (It's Greek To Me, Inc)	Manhattan	KS
Cheerleading Company (Movie Show Video Mgmt)	Dallas	TX
Cintas First Aid & Safety	Austin	TX
Coastal Enterprises (Joy Products of California, Inc.)	Fountain Valley	CA
Colorado Time Systems	Loveland	CO
Complete Supply, Inc.	Dallas	TX
Concourse Team Express LLC (Team Express)	San Antonio	TX
Daktronics, Inc.	Brookings	SD
Dugout Sports	Spring	TX
Dynamic Fitness & Strength LLC (Dynamic Fabrication & Finishing LLC)	Eau Claire	WI
Flaghouse Inc.	Hasbrouck Heights	NJ
Game Changing Image	Oologah	OK
Game Day Rejuvenation (Stone Road Ventures)	Wylie	TX
Gandy Ink (G & G Investments)	San Angelo	TX
Graphic Garage	Waco	TX
Henry Schein Inc	Melville	NY
Hole in the Roof Marketing (Hole in the Roof)	Waco	TX
Image Maker 4U, Inc.	Hughes Springs	TX
Jostens, Inc.	Minneapolis	MN
Keller Trophy & Awards	Keller	TX
Korney Board Aids	Roxton	TX
Landscape Supply (Waco Landscape Supply, LP)	Waco	TX
LISCO Sports (LISCO Sports, LLC)	Lubbock	TX
Medco Supply Company (Performance Health Supply)	Amherst	NY
MFAC, LLC M-F Athletic (M-F Athletic Company inc)	Cranston	RI
Oates Specialties LLC	Huntsville	TX
Ole Boi Clothing Custom T-Shirt Printing & Embroidery	Waco	TX
Pioneer Athletics (Pioneer Mfg. Company)	Cleveland	OH
PLAE Vertical, Inc (PLAE)	Canton	GA

RFP # 22-1215
Athletic Supplies, Equipment Repairs

Vendor Name	City	State
Porta Phone Co. (Porta Phone Co. Inc.)	Narragansett	RI
Power Lift (Conner Athletic Products Inc.)	Jefferson	IA
Promaxima MFG	Houston	TX
Pyramid School Products (Pyramid Paper Company)	Tampa	FL
REP Fitness	Denver	CO
Richey Athletics	Michigantown	IN
Riddell	San Antonio	TX
Sandys Dancewear (Sandys Dancewear Too, Inc)	Waco	TX
School Health Corporation	Hanover Park	IL
School Life (imagestuff.com)	Spring	TX
School Specialty	Greenville	WI
SimpliFaster Inc	Pleasanton	CA
Speed Stacks, Inc.	Englewood	CO
SSR Jackets (Custom Chenille Embroidery, INC.)	Dallas	TX
Starks Janitorial Services	Mesquite	TX
Sticker Universe (Peel Enterprises Inc)	Waco	TX
Swim Shops of the Southwest (Adolf Kiefer & Associates)	Spring	TX
Team Go Figure (Single Piece Apparel)	Mesquite	TX
TeamBuildr	Landover	MD
The Master Teacher, Inc	Manhattan	KS
The PlayWell Group, Inc.	Boerne	TX
The Soccer Corner (Plano Sports Soccer, Inc.)	Carrollton	TX
U.S. Games (BSN Sports, Inc.)	Dallas	TX
Varsity Spirit Fashion	Bartlett	TN
Virkim Inc	Hewitt	TX
W Promotions/T-shirts Plus/New York Clothiers (T.Weaver Enterprises)	Waco	TX
Waco Restaurant Supply (Waco Hotel Supply)	Waco	TX
Weldon, Williams & Lick, Inc.	Fort Smith	AR

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: S. Smith

RE: Bid Award for Educational Consulting, Professional Development, and Other Student-Based Contracted Services

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Background Information:

Request for Proposal, RFP # 21-1182, Educational Consulting, Professional Development, and Other Student-Based Contracted Services have been received for the purpose of creating a list of vendors which can service the District. We received one (1) response during the past month. The recommended vendor will be added to our previously approved list of one hundred and forty-five (145) responses.

Examples of the types of services covered under this RFP are:

- Academic Educational Consultant
- Professional / Staff Development Training
- Motivational or Professional Speaker
- Program Review/Recommendation Services
- Data/Statistical Analysis
- Curriculum Design
- Evaluator Services
- Judging Services
- Technology Analysis / Consultant
- Operations Analysis / Consultant
- Grant Evaluation Services
- Presentations / Programs for staff and students (e.g. authors)
- Marching Band / Drill / Cheer Design and Choreography (includes camps)
- Theatre Coaching Services
- Instructors for outside of the school day classes (art, photography, gardening, tennis, Zumba, etc.)
- Speaker(s) for Assembly Programs
- Other services deemed appropriate for this request

In an effort to create inclusivity with our consulting, professional development, and student-based contracted services vendors and in light of changes made in 2019 by the Texas Education Agency's, Financial Accountability Systems Resource Guide (FASRG) Module 5 – Purchasing, the Business Services Department has elected to utilize the Extended Period for Multiple Award Contracts as shown in the FASRG excerpt shows.

3.16.6 Limited Response Period versus Extended Period for Multiple Award Contracts

Normal procurement practices will allow solicitation responses to be submitted to the district within a limited, specific time period, usually two to three weeks. The district may want to review past policies to determine if a limited response time is in the best interest of the district and the needs of its end users.

Consideration may need to be given to have an extended opening for receiving responses.

- **Limited Response Period.** This choice is considered a normal, formal RFP. Examples include newspaper advertisements and awards made and limited to only the responders that submitted and awarded for the solicitation.

- Extended Response Period. This choice is more informal than a limited response period. The major difference is the date the responses are due. This method allows for responses to be accepted throughout an extended period such as the date of the contract award expiration and awards made periodically. Periodic board approval may also be required. For newspaper advertisements, our District will continue to publicize periodic republication through our website and continue to enlist the assistance of the three (3) Chamber of Commerce's, as received on this first solicitation. The advertisement will address concerns about transparency by announcing the solicitation to new readers even though the statutory requirements were met by the initial publication.

The intent for awarding additional vendors to this bid will be done on an as needed basis. Vendors submitting a response by the end of each month will be submitted for consideration at the next board meeting.

Fiscal Implications:

The cost of these items will be charged to the appropriate campus/department budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the additional one (1) vendor for the Educational Consulting, Professional Development, and Other Student-Based Contracted Services bid, as presented.

Renaissance Learning, Inc.

Company Name: Renaissance Learning, Inc.

Street Address: 2911 Peach Street

City, State, Zip: Wisconsin Rapids, WI 54494

Contact Name: Lynn Gill, Director of Proposal Solutions

Contact Phone Number: (800) 338-4204

Contact Email Address: askproposals@renaissance.com

Category of Service Provided: Other applicable service

Target Audience: Students, teachers, administrators, principals, and parents

Description of Services: Renaissance provides the following: Educational computer software, assessment materials, instructional materials, library supplies, teacher resources, professional development, consulting, and technical services.

Pricing: Renaissance's price structure varies and depends on software, professional service, or technical services purchased. Price structure includes annual per student subscriptions of our products, print materials per classroom, per school licenses, and per site purchases for remote and onsite services. Customers may receive a volume discount on orders based on total amount of invoice before shipping and processing fees are added; items already discounted do not qualify. Subscription minimums vary by product.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Smith/Reece

RE: Approve the Bid Award for Food Services Management Company

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Background Information:

Sealed Bids, RFP # 21-1209 have been opened and evaluated for the purpose of awarding a contract for a Food Services Management Company. In attendance at the pre-bid virtual meeting, were representatives from Focus Foods, Chartwell, Southwest Foodservice Excellence, and Sodexo Services of Texas. We received proposals from four of the attendees: Chartwell, Southwest Foodservice Excellence, and Sodexo Services of Texas.

After the proposals were evaluated by Business Services and the District's food services compliance staff, the recommendation was made to continue to contract with Sodexo Services of Texas, Limited Partnership. The District has been pleased with the services previously provided and their proposal offered the best overall pricing.

This award is contingent upon approval from Texas Department of Agriculture (TDA). While all required documents have been submitted to TDA and our Request for Proposal (RFP) has moved into the final approval stage, as of the date agenda items were due, the District had not received a notice of approval. Staff has been in communication with TDA and they understand the need to have this approved at the May 19, 2022 Board Meeting.

Fiscal Implications:

The cost of these services will be charged to the National School Breakfast and Lunch Program Fund.

Administrative Recommendation(s):

The Administration recommends that the contract for a Food Service Management Company for school nutrition programs be awarded to Sodexo Services, contingent upon approval by the Texas Department of Agriculture.

Food Service Management Company Services

RFP # 21-1209

Pricing

Compass Group USA, Inc. by and through its Chartwell Division			
Program	FSMC's Proposed Fixed Price per Mean or Equivalent	SFA's Estimated Annual Means or Meal Equivalents - all sites	FSMC's Proposed Cost to SFA-all sites (extended cost)
Breakfast	\$ 1.30	\$ 893,025.00	\$ 1,160,932.50
Lunch	\$ 1.93	\$ 1,590,732.00	\$ 3,070,112.76
At-Risk After-School (snacks)	\$ 0.082	\$ 32,451.00	\$ 26,609.82
At-Risk After-School (supper)	\$ 1.93	\$ 100,501.00	\$ 193,966.93
Summer (SFSP) Breakfst	\$ 1.88	\$ 94,200.00	\$ 177,096.00
A la Carte (Equivalent)	\$ 1.93	\$ 121,216.00	\$ 233,946.88
Catering (Equivalent)	\$ 1.93	\$ 9,902.00	\$ 19,110.86
Company's Proposed Total Cost to SFA:			\$ 4,881,775.75

Sodexo Services of Texas Limited Partnership			
Program	FSMC's Proposed Fixed Price per Mean or Equivalent	SFA's Estimated Annual Means or Meal Equivalents - all sites	FSMC's Proposed Cost to SFA-all sites (extended cost)
Breakfast	\$1.545	\$ 893,025.00	\$ 1,379,723.63
Lunch	\$1.589	\$ 1,590,732.00	\$ 2,527,673.15
At-Risk After-School (snacks)	\$1.000	\$ 32,451.00	\$ 32,451.00
At-Risk After-School (supper)	\$2.200	\$ 100,501.00	\$ 221,102.20
Summer (SFSP) Breakfst	\$1.589	\$ 94,200.00	\$ 149,683.80
A la Carte (Equivalent)	\$1.839	\$ 121,216.00	\$ 222,916.22
Catering (Equivalent)	\$1.839	\$ 9,902.00	\$ 18,209.78
Company's Proposed Total Cost to SFA:			\$ 4,551,759.78

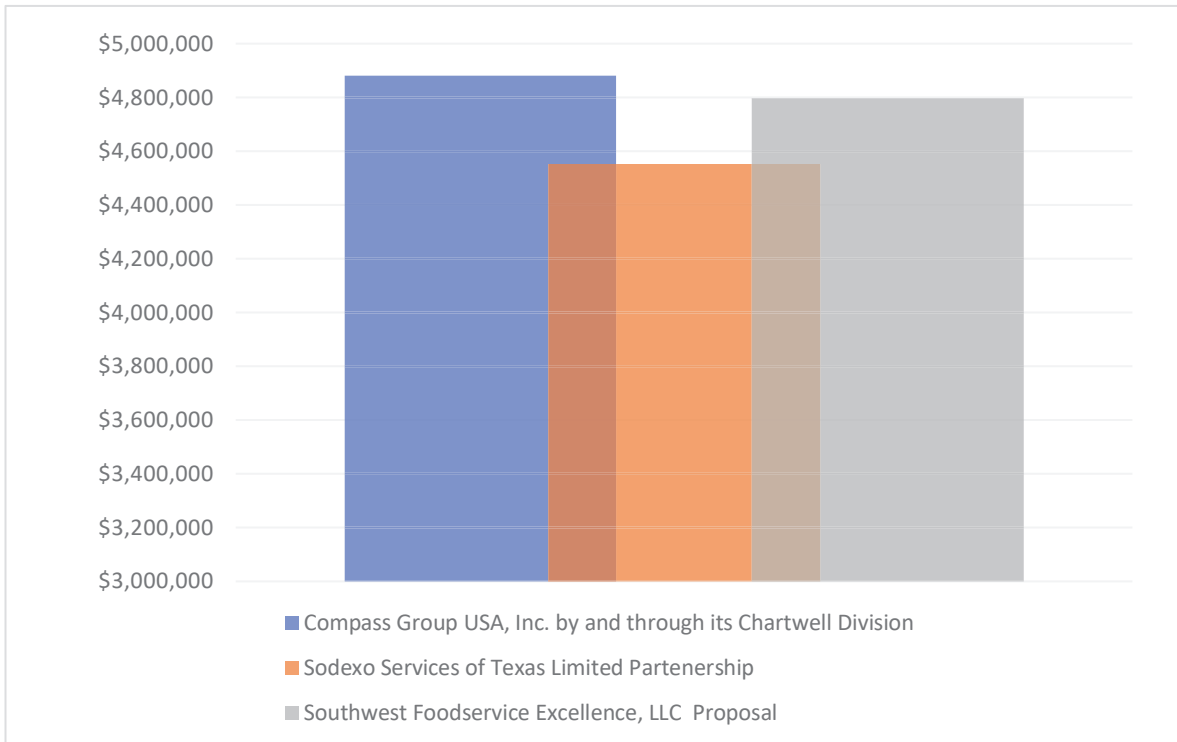
Southwest Foodservice Excellence, LLC Proposal			
Program	FSMC's Proposed Fixed Price per Mean or Equivalent	SFA's Estimated Annual Means or Meal Equivalents - all sites	FSMC's Proposed Cost to SFA-all sites (extended cost)
Breakfast	\$ 1.47	\$ 893,025.00	\$ 1,312,746.75
Lunch	\$ 1.80	\$ 1,590,732.00	\$ 2,863,317.60
At-Risk After-School (snacks)	\$ 0.054	\$ 32,451.00	\$ 17,523.54
At-Risk After-School (supper)	\$ 1.99	\$ 100,501.00	\$ 199,996.99
Summer (SFSP) Breakfst	\$ 1.23	\$ 94,200.00	\$ 115,866.00
A la Carte (Equivalent)	\$ 2.05	\$ 121,216.00	\$ 248,492.80
Catering (Equivalent)	\$ 3.99	\$ 9,902.00	\$ 39,508.98
Company's Proposed Total Cost to SFA:			\$ 4,797,452.66

Food Service Management Company Services

RFP # 21-1209

Pricing

Program	FSMC's Proposed Fixed Price per Mean or Equivalent	SFA's Estimated Annual Means or Meal Equivalents - all sites	FSMC's Proposed Cost to SFA-all sites (extended cost)
Compass Group USA, Inc. by and through its Chartwell Division			\$ 4,881,775.75
Sodexo Services of Texas Limited Partnership			\$ 4,551,759.78
Southwest Foodservice Excellence, LLC Proposal			\$ 4,797,452.66




FSMC Vendor Scoring Summary Form B

Transfer the scores from each committee member evaluator to this summary form.

Vendor 1 Compass -	Vendor 2 Sodexo	Vendor 3 SFE	Vendor 4	Vendor 5	Criteria
98.24	26.00	98.67			Cost - FSMC with the lowest price receives the maximum points. The other vendors receive points equal to the lowest price divided by their meal price multiplied by 25 (or maximum points) - Do not round. - 25 points or more
5.00	5.00	5.00			Guaranty in RFP Included in Proposal. (No points for increased guarantee or not meeting guarantee) Maximum of 5 points
10.00	10.00	10.00			Years of Experience in working with Child Nutrition Programs – Maximum of 10 points 10+ years = 10 points 5 years = 5 points 9 years = 9 points 4 years = 4 points 8 years = 8 points 3 years = 3 points 7 years = 7 points 2 years = 2 points 6 years = 6 points 1 year = 1 point
8.00	8.00	8.00			Service Capability Plan – Points determined by SFA
5.00	5.00	5.00			Financial Conditions/Stability, Business Practices – Points determined by SFA
2.00	2.00	2.00			Accounting and Reporting Systems – Points determined by SFA
8.00	8.00	8.00			Promotion of the Child Nutrition Programs – Points determined by SFA
24.00	24.00	24.00			Personnel Management/Staffing Considerations – Points determined by SFA
10.00	10.00	10.00			Student Engagement – Points determined by SFA
2.00	2.00	2.00			Compliance/Audit History – Points determined by SFA
					Other: Specify – Points determined by SFA
98.24	100.00	98.67			Total Points

Attestation: Under the penalty of perjury, I attest that no one attempted to influence the scoring of committee members. All evaluations were completed independently and without bias. I properly communicated all information received without adding comments that may influence members in one direction or another. I understand if it is determined that bias was injected in this process, the FSMC contract will be invalidated, and all costs incurred will need to be paid with local funds. Federal Child Nutrition Funds may not be used for contracts resulting from unfair procurement.

Printed Name of Committee Head Sherry Smith
 Signature of Committee Head  Date 5/5/2022

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: May 19, 2022 **Contact Person:** S. Smith

RE: Bid Award for General Merchandise -- Local Retailers

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Background Information:

Sealed bids, RFP # 19-1141-1, General Merchandise Local Retailers was issued and responses received for the purpose of creating a supplemental list of awarded local vendors that the District can procure from on an as needed basis. These vendors represent local retailers in our area that provide support to the community and surrounding areas which benefits Waco ISD. We received one hundred-nine valid responses in the original bid. This was a supplemental bid in which we received twelve (12) additional responses. All recommended vendors are indicated on the attached list for your consideration.

This bid will expire September 30, 2024, with additional supplemental bids issued at the end of each bid year.

Fiscal Implications:

The cost of these purchases will be charged to the appropriate campus/department budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the list of vendors to be awarded on the General Merchandise Local Retailers bid, as presented.

RFP # 19-1141-2
Local Retailer's General Merchandise and Services

New Responding Suppliers	City	State
Astro Events of Waco	Waco	TX
Award Specialties, inc.	Waco	TX
Batteries Plus Waco/Temple/Harker Heights (Glacierbeach)	Waco	TX
Capital Filtrations Inc	Austin	TX
Carquest of Hewitt (Pavelka Truck & Auto Parts Inc.)	Hewitt	TX
City Tire and Battery	Waco	TX
Landscape Supply (Waco Landscape Supply, LP)	Waco	TX
Ole Boi Clothing Custom T-Shirt Printing & Embroidery	Waco	TX
UniFirst Corporation	Hewitt	TX
Virkim Inc	Hewitt	TX
Waco Bounce House Rentals LLC (03/01/2018)	Eddy	TX
Waco's All About Travel	Waco	TX
Previously Awarded Vendors	City	State
2 Crazy B Designs	Hewitt	TX
A-1 Banner & Sign Co. Inc.	Waco	TX
Ad Spectations (Ad Spectations LLC)	Waco	TX
Air Flow Filter Service, Ltd	Waco	TX
Alamo Structural Steel	Waco	TX
All Around Custom Tees (Timothy Wilkerson)	Waco	TX
Allen Glass Company	Hewitt	TX
Allen Samuels House of Travel	Waco	TX
Aramark Uniform Service (Aramark)	Waco	TX
ARC Abatement 1, Ltd.	Waco	TX
Art Center of Waco (Waco Creative Art Center, Inc.)	Waco	TX
Astro Events of Waco	Waco	TX
Autoczec (Polansky's, Inc.)	West	TX
Award Specialties, inc.	Waco	TX
Axiom Advertising (Bosque Forms, Inc.)	Waco	TX
Azbell Electronics Inc. (Billy Azbell Electronics Inc.)	Waco	TX
B & S Port-O-Jons	Waco	TX
Barnes & Noble (Barnes & Noble Inc)	Atlanta	GA
Batteries Plus Waco/Temple/Harker Heights (Glacierbeach)	Waco	TX
Big Frog Custom T-shirts & More (Waco, Tx)	Waco	TX
Brazos Media Technologies, LLC	Waco	TX
BUGSDOTCOM Termite and Pest	Waco	TX
C2M Tech (Wedgeworth Enterprises)	Carrollton	TX
Caldwell Electric (Industrial Electric Repairs & Sales, Inc.)	Waco	TX
Carrousel Prints Inc.	Waco	TX
Centex Carpet & Interiors	Waco	TX
Cen-Tex Roof Systems	Waco	TX
Charles L. Perkins, Sr.	Waco	TX
Cotton's Customs	Bellmead	TX
CTWP (HayDay Inc.)	Waco	TX
Decker Equipment/School Fix (Decker Inc.)	Vassar	MI
Diesel Power Supply Co.	Waco	TX
Division 7 Waterproofing	Waco	TX

RFP # 19-1141-2
Local Retailer's General Merchandise and Services

Previously Awarded Vendors	City	State
Dreamfly Promotions, Inc.	West	TX
DuPuy Oxygen & Supply, Company, Inc.	Waco	TX
Dynamic Designs Inc. (Killeen Dynamic Designs Inc.)	Killeen	TX
E&M Equipment Services	Palmer	TX
Echo Transportation (Echo Tours & Charters, LP)	Dallas	TX
E-Clips Letter Jackets, LLC	Waco	TX
Elite Airless	Hewitt	TX
Environmental Health Solutions, LLC	China Spring	TX
Equipment Depot	Waco	TX
Equipment Depot	Waco	TX
ESESIS Environmental Partners, Corp	Elm Mott	TX
Firmin Business Forms, Inc.	Waco	TX
Flatt Stationers, Inc	Mexia	TX
Gene Ives Acoustic & Tile Co.	Waco	TX
Golden's Books	Waco	TX
Gradel Printing Inc.	Waco	TX
Grant Goss	Waco	TX
Gross-Yowell	Waco	TX
H & H Sign Co.,Inc.	Waco	TX
H.A.D. Ink	Waco	TX
HALO Branded Solutions Inc.	Sterling	IL
HEB Grocery Company	Houston	TX
Herff Jones/Overall Recognition (Overall Recognition LLC)	Waco	TX
Hobby Lobby Creative Centers (Hobby Lobby Stores, Inc.)	Oklahoma City	OK
Hole in the Roof Marketing (Hole in the Roof)	Waco	TX
Hometown Spirit, LLC (Hometown Spirit)	Robinson	TX
Ink & Stitches (A Jill of All Trades)	Waco	TX
Interstate Mobility, LLC	Waco	TX
iPest Solutions (IPF Solutions LLC)	Waco	TX
Irrigation Supply Inc.	Hewitt	TX
Jackson Sign & Lighting, Inc.	Waco	TX
JAKZ Designs	Waco	TX
JJ's Balloons	Waco	TX
John Pack Photography (John Pack Photography Inc.)	Waco	TX
Johnstone Supply Dallas (Frigelar North America dba Johnstone Supply)	Dallas	TX
Justin Seed Company	Justin	TX
Kleen-Air Filter Service & Sales (Allison Enterprises, Inc.)	Groesbeck	TX
L & M Electronics (L & M Sales)	Waco	TX
Leggott Trailers of Waco, Inc	Waco	TX
Lone Star Tire (David M. Novy)	Waco	TX
Ludwig Saw and Tool Sharpening	WACO	TX
M & D Music Co	China Spring	TX
Mackie Business Forms, Inc.	Hewitt	TX
Maguire Fire Equip. Inc (Esquire Fire & Safety)	Waco	TX
Mardel Christian and Education (Mardel, Inc.)	Oklahoma City	OK
MC Art Supplies (A&J Williams Investments, LLC)	Waco	TX

RFP # 19-1141-2
Local Retailer's General Merchandise and Services

Previously Awarded Vendors	City	State
McCoy's	Waco	TX
Morrison Supply Company	Fort Worth	TX
Music & Arts (Guitar Center Inc.)	Frederick	MD
North Waco Tropical Fish	waco	TX
Office Depot	Fort Worth	TX
Ole Boi Clothing Custom T-Shirt Printing & Embroidery	Waco	TX
One TouchPoint - Southwest	Austin	TX
Party City Corporation	Rockaway	NJ
Pendley Party Productions & Rentals (Pendley Party Productions Inc.)	Waco	TX
Perry Office Plus (Perry Office Products)	Temple	TX
Pioneer Steel and Pipe Co., Inc.	Waco	TX
Pioneer Vacuum Service LLC	Lorena	TX
Prufrock Press Inc	Waco	TX
QTI Promotions & Apparel	Waco	TX
Reed's Flowers	Waco	TX
Resco (E & O Invesntments,LLC.)	Hewitt	TX
Roy Beatty Cleaners (Jerry Petty Enterprises, Inc.)	Waco	TX
Sam's Club	Waco	TX
Scribbles (M&D Duo Investments, LLC)	Waco	TX
Sherwin Williams (The Sherwin Williams Company)	Waco	TX
Smoot-Anderson Co., Inc.	Waco	TX
STAT Informatic Solutions	Killeen	TX
Swift Uniforms	Waco	TX
T&G Chemical and Supply	Waco	TX
T.E.A.M. Solutions, Inc. (Texas Energy & Automation Management Solutions, Inc.)	Waco	TX
Tarpley Music Company, Inc	Amarillo	TX
Tarpley Music Company, Inc	Amarillo	TX
TFE (Technology For Education, LLC.)	Hewitt	TX
The Driveway Company	Temple	TX
THE UPS STORE 6593 (Holy Ship LLC)	Waco	TX
Total Office Solutions	Waco	TX
Travel Time (Waco Travel Time)	Waco	TX
Triple S Sports (Triple S Sales, Inc)	Waco	TX
Valley Mills Feed & Hardware	Valley Mills	TX
Virkim Inc	Hewitt	TX
W.W. Grainger	Waco	TX
Waco Auto Glass Center	Waco	TX
Waco Restaurant Supply (Waco Hotel Supply)	Waco	TX
Walmart	Bellmead	TX
Warren's Engraving	Waco	TX
Wesley Blanton Service Co/WBSCO	Hewitt	TX
Winston Watercooler of Waco LTD	Waco	TX
Wolfe Wholesale Florist, Inc.	Waco	TX

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: S. Smith/D. Cornblum

RE: Bid Award for Instructional Support Provider for Literacy Training

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Background Information:

Requests for Proposals # 22-1220, was issued for the purpose of soliciting vendors that can provide instructional support to Waco ISD staff for literacy training. We received one (1) response for this project.

The Waco ISD has developed a three year balanced literacy professional development plan. The plan's goal is to provide a training and support solution for teachers to build capacity in best practices in the balanced literacy model. This RFP seeks to secure the required staff training for year three of the elementary school plan, year two of the middle school plan, and year one of the high school plan.

The evaluation team determined that the proposal offered by Warren Instructional Network offers a fully customizable training program that meets all of the District's needs for the third year of this professional development plan.

The District was pleased with the services that Warren Instructional Network provided to the District in the first two years of the three-year plan and would like to continue with them for year three of the plan.

A bid tabulation and weighted average evaluation scoresheet is attached for your review.

Fiscal Implications:

The total cost of this project is \$173,750 and will come from identified Curriculum and Instruction funds.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve Warren Instructional Network as the Instructional Support Provider for Literacy Training, as presented.

RFP # 22-1220
 Instructional Support Provider for Literacy Training
 Bid Tabulation

Description	Warren Instructional Network (Kyle Warren)	
	Unit	Extended
Total turn-key price for year one of the high school training plan	\$6,250.00	\$6,250.00
Total turn-key price for year two of the middle school training plan	\$58,750.00	\$58,750.00
Total turn-key price for year three of the elementary school training plan	\$108,750.00	\$108,750.00
	Total Price	\$173,750.00

Evaluation Scoresheet
RFP#22-1220 Instructional Support Provider for Literacy Training

Evaluation Criteria:	Max Points	Warren Instructional Network
Cost:		
Purchase Price	35	
Average		28
Long-term cost to District to acquire vendor's goods and/or services	5	
Average		5
Experience and Reputation:		
Experience doing business with Waco ISD	5	
Average		5
Experience doing business with other Texas school districts	5	
Average		5
Quality of Goods and Services:		
Based on external references	5	
Average		5
Reputation of vendor and of vendor's goods and/or services generally	5	
Average		5
Extent to which the goods and/or services meet the District's needs	30	
Average		25
Compliance:		
Impact on District's ability to comply with laws relating to historically underutilized businesses	0	0
Vendor (or its parent company or majority owner) has principal place of business in Texas or employs at least 500 people in Texas (excludes contracts for telecommunications and information services, building construction and maintenance, and instructional materials)	0	0
Other Relevant Factors:		
Provided reasonable assurance that vendor has capacity to provide the required training with existing personnel	10	
Average		10
Total:	100	78

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Smith/Reece

RE: Bid Award for Kitchen Equipment for the Child Nutrition Program

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Background Information:

Competitive Sealed Bid (CSB) # 22-1216, has been issued and opened for the purpose of soliciting qualified vendors to provide kitchen equipment for the Child Nutrition Program. We received eleven (11) responses for this bid.

This bid consisted of eighty (80) line items in which they were evaluated by line to determine which vendor offered the best overall price for each piece of kitchen equipment. Line items one (1) through sixty-two (62) were evaluated and recommended in Groups A-J. This represented 30 evaluation scoresheets and 10 bid tabulations. Line sixty-three (63) through line eighty (80) represents fifty-four (54) evaluation scoresheets and 18 bid tabulations. After the Child Nutrition Department evaluated all items based on the criteria posted in the bid, it was determined that a consolidated recommendation would better serve for this line item bid.

Due to new Texas Department of Agriculture (TDA) requirements, all Child Nutrition purchases over \$50,000, must be bid under a formal procurement method and requires all bidding documents, evaluations and bid tabulation be forwarded to Texas Department of Agriculture (TDA) for formal approval and therefore this bid award is contingent upon TDA approval.

Fiscal Implications:

The total cost of the awarded equipment is \$ 1,579,901.41 and will come from the National School Breakfast and Lunch Program Fund.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the award of kitchen equipment for the Child Nutrition Program, contingent upon approval by the Texas Department of Agriculture.

Bid #22-1216
Child Nutrition Kitchen Equipment Bid

Awarded by Group (Gropus A-J) and Individual Items (Items #63-80)

Group A	ISI	\$ 103,714.26
Group B	ISI	\$ 389,254.26
Group C	Mission	\$ 27,055.96
Group D	Mission	\$ 1,500.00
Group E	Sam Tell	\$ 6,317.28
Group F	Jean's	\$ 2,561.52
Group G	Mission	\$ 1,990.00
Group H	AceMart	\$ 266,669.07
Group I	Mission	\$ 153,327.00
Group J	Mission	\$ 150,562.00
Item # 63	Sam Tell	\$ 36,470.60
Item # 64	Mission	\$ 1,080.00
Item # 65	Douglas	\$ 3,284.26
Item # 66	Sam Tell	\$ 513.60
Item # 67	ISI	\$ 4,723.60
Item # 68	Mission	\$ 1,200.00
Item # 69	Mission	\$ 149,056.00
Item # 70	A-Tex	\$ 29,884.00
Item # 71	Sam Tell	\$ 3,095.95
Item # 72	Douglas	\$ 12,517.44
Item # 73	ISI	\$ 5,709.48
Item # 74	ISI	\$ 55,430.16
Item # 75	Mission	\$ 25,396.00
Item # 76	Mission	\$ 8,026.00
Item # 77	AceMart	\$ 29,898.56
Item # 78	Mission	\$ 20,820.00
Item # 79	Douglas	\$ 73,320.48
Item # 80	Sam Tell	\$ 16,523.93

TOTAL	\$ 1,579,901.41
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Awarded by Vendor

1	1st Choice	\$ -
2	AceMart	\$ 296,567.63
3	A-Tex	\$ 29,884.00
4	Douglas	\$ 89,122.18
5	Hubert	\$ -
6	ISI	\$ 558,831.76
7	Jean's	\$ 2,561.52
8	Mission	\$ 540,012.96
9	Pasco	\$ -
10	Sam Tell	\$ 62,921.36
11	Supreme	\$ -

TOTAL	\$ 1,579,901.41
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Bid #22-1216
Child Nutrition Services Kitchen Equipment

ItemNo	Item Description
GROUP A AWARDED AS ALL-OR-NONE - PROVIDE SHIPPING AS A TOTAL AMOUNT FOR ALL ITEMS	
1	Mobile Mixer/Equipment Table - Stainless steel base and undershelf, 30" x 36" with locking casters
2	Mobile Mixer/Equipment Table - Stainless steel base and undershelf, 24" x 30" with locking casters
3	Mobile Mixer/Equipment Table - Stainless steel base and undershelf, 30" x 30" with locking casters
4	Equipment Stand, Stainless steel base and undershelf, 36"L x 30" W on SS bullet feet
5	Equipment Stand, Stainless steel base and undershelf, 84"L x 30" W on SS bullet feet
6	Worktable, with 5" backsplash and stainless steel base, legs and undershelf
7	Worktable, with 5" backsplash and stainless steel base,undershelf and with 4 stainless steel swivel casters, 2 locking
8	Worktable, 14 gauge stainless steel top and 18 guage stainless steel legs and undershelf, 72"W x 30"D with 2 drawers and 2 pairs of drawer adapters - drawer installed on each side
9	Worktable, 14 gauge stainless steel top and 18 guage stainless steel legs and undershelf, 60"W x 30"D with 1 drawer and 1 pair of drawer adapters
10	Regaline Sink, one compartment - 2 drainboards, 14 gauge, 304 stainless steel with 20" x 20" bowl
11	Regaline Sink, one compartment - 2 drainboards, 14 gauge, 304 stainless steel with 20" x 20" bowl
12	Regaline Sink - 4 compartment with 2 drainboards. 162" long, 36" drainboards
13	Regaline Sink - 4 compartment with 2 drainboards. 162" long, 24" drainboards
	Freight
GROUP B AWARDED AS ALL-OR-NONE - PROVIDE SHIPPING AS A TOTAL AMOUNT FOR ALL ITEMS	
14	Double stack electric convection oven, stainless steel front, top and sides with 6" seismic legs, 208/60/3.
15	Double stack full-size gas convection oven, stainless steel front, top and sides with 6" seismic legs
	Freight
GROUP C AWARDED AS ALL-OR-NONE - PROVIDE SHIPPING AS A TOTAL AMOUNT FOR ALL ITEMS	
16	Sheet / bun pan, rolling cart, aluminum construction, heavy duty on 5" full swivel non-marking casters
17	Full Size Mobile Front Lading, FIFO Aluminum Can Rack - 156 capacity #10 cans
	Freight
GROUP D AWARDED AS ALL-OR-NONE - PROVIDE SHIPPING AS A TOTAL AMOUNT FOR ALL ITEMS	
18	Angled Shelf/Visual Merchandising Cart, 4-tier, 36"W x 18"D x 68"H, reversible wire shelves with adjustable angle, (4) 63"H posts, includes 3-1/2" donut bumpers, 300 lbs. capacity per shelf, Valu-Gard® green epoxy finish, (2) swivel & (2) swivel/brake 5" casters with resilient tread, NSF
19	Angled Shelf, wire, 36"W x 18"D, reversible, 3-1/4" up-turn on front, 1-1/4" up-turn on rear, for angled shelf/visual merchandising cart, includes hanger rails,Valu-Gard® green epoxy finish, NSF
	Freight
GROUP E AWARDED AS ALL-OR-NONE - PROVIDE SHIPPING AS A TOTAL AMOUNT FOR ALL ITEMS	
20	Basket Cart, 18"W x 24"L x 37"H with (2) 8" Deep Black Adjustable Basket Shelves. Dolly / Cart, Basket Transport Trolley With 2 shelves and 4 locking casters
21	23' x 18" x 8" White Divider Tote BoxContainers for above basket cart
	Freight
GROUP F AWARDED AS ALL-OR-NONE - PROVIDE SHIPPING AS A TOTAL AMOUNT FOR ALL ITEMS	
22	Sa-T-Ice Tote container, 5 gallon filling container
23	Saf-T-Knife Station, sanitary, secure knife storage containers
	Freight
GROUP G AWARDED AS ALL-OR-NONE - PROVIDE SHIPPING AS A TOTAL AMOUNT FOR ALL ITEMS	
24	12" swing nozzle w/ stream regulator and 1/2" NPT. 8" c/c wall mount mixing faucet. To fit above Advance Tabco Sinks
25	Waste drain valve w/lever handle, 3 1/2" sink openings, 2 NPT male outlet & 1-1/2 NPT Male adapter. To fit above Advance Tabco Sink
	Freight

Bid #22-1216
Child Nutrition Services Kitchen Equipment

GROUP H		AWARDED AS ALL-OR-NONE - PROVIDE SHIPPING AS A TOTAL AMOUNT FOR ALL ITEMS
26	Roll-in single door roll-in refrigerator for 72" High Racks	
27	2-Section Reach-in Refrigerator, 2 solid doors, Left/Right hinging, SS front and doors	
28	1-Section Refrigerator Pass-thru, stainless steel doors and fronts right/right hinging	
29	1-Section Refrigerator Pass-thru, stainless steel doors and fronts left/left hinging	
30	3-section solid door narrow-pass-thru referigerator, stainless steel on casters	
31	1-Section Half length door, 32" deep, hot food holding cabinet, pass-thru on casters	
Freight		

GROUP I		AWARDED AS ALL-OR-NONE - PROVIDE SHIPPING AS A TOTAL AMOUNT FOR ALL ITEMS
32	Reach-in 2-door refrigerator, 115/60/1, Stainless steel solid doors and front, with 4" diameter casters, with locks on front set	
33	Reach-in 2-door freezer, 115/60/1, Stainless steel solid doors and front, with 4" diameter casters, with locks on front set	
34	Milk Cooler, 12 crate dual sided, stainless steel exterior, stainless steel interior	
35	Milk Cooler, 16 crate dual sided, stainless steel exterior, stainless steel interior	
36	Milk Cooler, 8 crate dual sided, stainless steel exterior, stainless steel interior	
37	Glass door merchandiser refrigerator with swing door, stainless steel exterior	
38	Slide Glass door merchandiser, with LED Lighting with 2 1/2" diameter casters, barrel lock and TrueTrac gravity feed organizers. 115/60/1, 76 15/16"H x 47 1/8"W x 24 3/8"D	
39	Refrigerated Merchandiser, two-section, (8) shelves, (2) Low-E thermal glass sliding doors, LED interior lights, powder coated steel exterior, white aluminum interior with stainless steel floor, R290 Hydrocarbon refrigerant, 1/2 HP, 115v/60/1-ph, 8.5 amps, NEMA 5-15P, cULus, UL EPH Classified, Made in USA	
Freight		

GROUP J		AWARDED AS ALL-OR-NONE - PROVIDE SHIPPING AS A TOTAL AMOUNT FOR ALL ITEMS
40	Cayenne® Griddle, counter top, electric, 24"W x 20"D x 12-1/2"H overall, (24"W x 16-1/2"D x 1/2" thick polished griddle plate), front grease trough with grease drawer, (1) thermostatic control, stainless steel front & sides, 3.0kW, 220v/60/1-ph, 13.6 amps, 3 cord with NEMA 6-15P, cETLus, NSF	
41	CAYENNE® Griddle, gas, countertop, 24"W x 27"D x 17-1/2"H, 3/4" thick polished steel griddle plate, (2) thermostatically controlled metal control knobs, 12"W heating zone per control, 19" cooking surface depth, 2-3/4"H backsplash & tapered sidesplashes, stainless & aluminized steel construction, gas regulator valve, 4" adjustable legs, 56,000 BTU, CSA, imported (ships natural gas includes LP conversion kit) (model FTG1024)	
42	Cayenne® Gas Hot Plate, natural gas, with 26,000 BTU per burner, 23 5/8" Wide , 169 #, 4 burner unit, 104, 000 BTU Output, with 1 drip tray	
43	Planetary Mixer, bench model, 20 quart, 20-3/8"W x 20-3/8"D x 35-5/8"H, 3-speed belt driven transmission, #12 attachment hub, digital timer with automatic stop & audible shutoff signal, thermal overload protection, includes: dough hook, wire whisk, flat beater, stainless mixing bowl, safety bowl guard, 1/2 HP, 110-120v/60/1-ph, 10 amps, cord with NEMA 5-15P, NSF, cETLus, imported (MIX1020)	
44	Deli Slicer, heavy duty, manual, 35° gravity feed, 13" blade with safe blade removal system, 25-3/16"W x 28-3/4"D x 24-1/4"H, belt drive, slice thickness up to 1", kickstand, QuanTanium® coated non-stick plate, anodized aluminum body, non-skid rubber feet, 1/2 hp, 120v/60/1-ph, 2.0 amps, cord with NEMA 5-15P, cULus, UL EPH Classified, UL-Sanitation, model #SLP300E/S	
45	Hotplate, electric, 15"W x 27-3/8"D x 12-3/8"H, (2) 8-11/16" solid plate burners (front-back), stainless steel construction, rear safety skirt, adjustable legs, 208-240v/60/1-ph, 3000-4000 watts, 14.4-16.6 amps, cord with NEMA 6-30P, NSF, cETLus, model# STA8002	
46	Cayenne® Hotplate, gas, countertop, 12"W x 27"D x 14-7/8"H, (2) burners, 26,000 BTU per burner, cast iron grates, manual metal control knobs, stainless steel drip pan, stainless & aluminized steel construction, 52,000 BTU, CSA (ships Natural gas includes LP conversion kit) (model HPA1002)	
47	Super Pan V® Food Pan, 1/2 size long, 2-1/2" deep, 3.8 qt capacity, 22 gauge, 300 series stainless steel, reinforced pour corners, reverse formed flattened edges, anti-jamming design, NSF, Made in USA, Jacob's Pride® Collection, Limited Lifetime Warranty	
48	Super Pan V® Food Pan, 1/2 size long, 4" deep, 6 qt capacity, 22 gauge, 300 series stainless steel, reinforced pour corners, reverse formed flattened edges, anti-jamming design, NSF, Made in USA, Jacob's Pride® Collection, Limited Lifetime Warranty	
49	24" Mobile Countertop Breathguard, sized for standard banquet tables, work with most warmers, chafers & buffet service pieces, easy to assemble, adjustable curved acrylic panel, stainless poles with molded adjustment knob for heights from 14-1/4" to 25-1/4", Iron Powder Coated base, shipped knocked down, replacement parts available, Made in USA	
50	36" Mobile Countertop Breathguard, sized for standard banquet tables, work with most warmers, chafers & buffet service pieces, easy to assemble, adjustable curved acrylic panel, stainless poles with molded adjustment knob for heights from 14-1/4" to 25-1/4", Iron Powder Coated base, shipped knocked down, replacement parts available, Made in USA	
51	48" Mobile Countertop Breathguard, sized for standard banquet tables, work with most warmers, chafers & buffet service pieces, easy to assemble, adjustable curved acrylic panel, stainless poles with molded adjustment knob for heights from 14-1/4" to 25-1/4", Iron Powder Coated base, shipped knocked down, replacement parts available, Made in USA	

Child Nutrition Services Kitchen Equipment

52	60" Mobile Countertop Breathguard, sized for standard banquet tables, work with most warmers, chafers & buffet service pieces, easy to assemble, adjustable curved acrylic panel, stainless poles with molded adjustment knob for heights from 14-1/4" to 25-1/4", Iron Powder Coated base, shipped knocked down, replacement parts available, Made in USA
53	Traex® Color-Mate™ Food Storage Box, 20"W x 15"D x 7"deep, molded in handles, special blend plastic, HACCP clarified purple (allergen-free), NSF (bulk pack - minimum order of 150)
54	Spoodle®, 3 oz., solid, stainless with Grip 'N Serv® black plastic handle, equipped with all-natural antimicrobial, 13-1/16" overall length, Made in USA
55	Super Pan V® Steam Table Pan Cover, stainless, full size, reinforced flat solid, 20-7/8" x 12-13/16" x 1/2", fits all full-size pans, NSF, Made in USA
56	Frozen Beverage Granita Machine, counter top, 15-1/2"W x 19-1/2"D x 27"H, (2) 2.64 gallon bowls, each bowl independently controlled with on/off, granita mode with consistency control or frozen beverage mode with temperature control, magnetic drive system, gasketless spigot, bowl light with on/off switch, large compressor, 120v/60/1-ph, 10 amps, cord, NEMA 5-15P, cETLus, NSF
57	Frozen Beverage Granita Machine, counter top, 23-1/2"W x 19-1/2"D x 27"H, (3) 2.64 gallon bowls, each bowl independently controlled with on/off, granita mode with consistency control or frozen beverage mode with temperature control, magnetic drive system, gasketless spigot, bowl light with on/off switch, large compressor, 120v/60/1-ph, 13.9 amps, cord, NEMA 5-20P, cETLus, NSF
58	4-Series Signature Server® Stainless Steel Countertop with Cold Food Station, self contained refrigeration, 60"W x 28"D x 30"H, modular, enclosed base, with stainless steel 50-1/4"W x 19-7/8"D x 8" deep top well, 4-pan size, cULus
	1 year warranty against defects in materials & workmanship
	Black Laminate, standard, nc
	6-Series Velocity Breath Guard, single-sided, adjustable, for 4-pan/well 4-series front-of-house serving system, 59"W x 3/8" thick tempered glass panels, 11 gauge stainless steel tubing, (8) pre-set positions, accommodates full-serve, self-serve, & horizontal position, push-button mechanism enables single-person adjustment, LED light strip: 120-volt, 15 watt, 0.1 amp, 60 hz, NSF, Made in USA (contact factory for price)
	Upgrade to 14 gauge stainless steel work surface for, 60"W 4-Series Signature Server® Cold Pan (required for this breath guard)
	Customer Side- Plate Rest - with lift-off bracket, ADA 4-Series Signature Server® with Stainless Steel Countertops, 60"W x 7"D
	Open Storage Module, for 60"W 4-Series Signature Server®, 16-1/2"H opening (opening width depends on unit type), stainless steel
	Paddle latch hinged door(s) with lock, for 60"W 4-Series Signature Server®, stainless steel, door matches base color, opening width depends on unit type, doors match base color (must add storage option)
	4-Series Signature Server® Swivel Casters, 4"H, (2) braked, standard
	59
1 year warranty against defects in materials & workmanship	
120v/60/1-ph	
Black Laminate, standard, nc	
6-Series Velocity Breath Guard, single-sided, adjustable, for 4-pan/well 4-series front-of-house serving system, 59"W x 3/8" thick tempered glass panels, 11 gauge stainless steel tubing, (8) pre-set positions, accommodates full-serve, self-serve, & horizontal position, push-button mechanism enables single-person adjustment, heat strip with LED lighting: 120-volt, 1120 watt, 9.3 amp, 60 hz, NSF, Made in USA (contact factory for price)	
Upgrade to 14 gauge stainless steel work surface for, (4) well 60"W 4-Series Signature Server® Hot Food Base (required for this breath guard)	
Customer Side- Plate Rest - with lift-off bracket, ADA 4-Series Signature Server® with Stainless Steel Countertops, 60"W x 7"D	
Open Storage, for 60"W 4-Series Signature Server®, with reinforced bottom shelf (Bag-In-A-Box), 16-1/2"H opening (opening width depends on unit type), stainless steel	
Paddle latch hinged door(s) with lock, for 60"W 4-Series Signature Server®, stainless steel, door matches base color, opening width depends on unit type, doors match base color (must add storage option)	
4-Series Signature Server® Swivel Casters, 4"H, (2) braked, standard	
Paddle latch hinged door(s) with lock, for 46"W 4-Series Signature Server®, stainless steel, door matches base color, opening width depends on unit type, doors match base color (must add storage option)	
60	Heated Cubed Display Case, countertop, full service, 35-7/16"W x 21-1/4"D x 37"H, straight front glass, (2) rear sliding glass doors, deck plus (2) shelves, illuminated interior, 104° - 158°F temperature range, 730 watts, 120v/60/1-ph, 6.1 amps, cord with NEMA 5-15P, cETLus, ETL-Sanitation (model #HDE8236)
61	Refrigerated Cubed Display Case, countertop, pass-thru, 59"W x 21-1/4"D x 37"H, (2) front sliding glass doors, (2) rear sliding glass doors, deck plus (2) shelves, illuminated interior, R134a refrigerant, 32° - 68°F temperature range, 1/3 HP, 120v/60/1-ph, 8.2 amps, cord with NEMA 5-15P, cETLus, ETL-Sanitation (model #RDE8460)
62	Refrigerated Cubed Display Case, countertop, pass-thru, 35-3/8"W x 21-1/4"D x 37"H, (2) front sliding glass doors, (2) rear sliding glass doors, deck plus (2) shelves, illuminated interior, R134a refrigerant, 32° - 68°F temperature range, 1/4 HP, 120v/60/1-ph, 4.3 amps, cord with NEMA 5-15P, cETLus, ETL-Sanitation (model #RDE8436)
	Freight

GROUP K AWARD AS INDIVIDUAL ITEMS - PLEASE PROVIDE SHIPPING, WHERE APPLICABLE, SEPARATE PER ITEM

63	Double stack electric steamer on rack, connectionless, on locking casters
64	16" Hard coated anodized aluminum perforated cutter pizza pan

Child Nutrition Services Kitchen Equipment

65	Curved Lid Novelty Display Freezer - 28"
66	Pizza Cutter, Stainless Steel, 4" Diameter, Sani-Safe with Black Handle
67	Blue Hose Gas Connector Kit - Moveable gas connector kit, 3/4" inside diameter, 48" long with stainless steel braid
68	Manual Can Opener, with Stainless Steel Base
69	36" Vertical Open Air Cooler w/3 Levels 120/208-240v/1 phase
70	Braising Pan / Tilt Skillet, solid one-piece construction, power tilting, with 10" deep pan body on rounded leg stand with single pantry water faucet and flanged feet, 208V/3 phase
71	Atmospheric Hot Water Dispenser
72	30" Air cooled regular size cube ice machine, 500# with 532 # ice storage bin
73	Three-stage electric sharpener, 5' cord, 125 watt.
74	Impingement Plus Electric Impinger, conveyor oven, electric, double deck 208V/50/60/3
75	Electric Countertop Rotational Impinger Oven, 29 1/2"
76	Greaseless Hot Air Fryer
77	Countertop Air Cooled Ice Machine and Water Dispenser, 40 # bin storage
78	Stainless Steel Fold Away Chafer Frame, 24"L x 13"W x 9 3/4"H
79	Open display merchandiser, 36" length, 17.1 cu.ft., 115v/60/1, NEMA 5-20P, 15.5 Amps, 3/4 HP with security cover and add additional Stainless steel security cover
80	High speed accelerated cooking counter top Oven

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: S. Smith

RE: Bid Award for Restaurant & Catering Services

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Background Information:

Request for Proposals, RFP # 19-1150, Restaurant & Catering Services have been received for the purpose of creating a list of vendors which can service the District in their Restaurant and Catering needs. We received one (1) response since the last bid was awarded.

The one new vendor, to be considered with the previously approved fifty-six (56) vendors, are attached for your consideration.

In an effort to create inclusivity with our local Restaurant and Catering vendors and in light of changes made in 2019 by the Texas Education Agency's, Financial Accountability Systems Resource Guide (FASRG) Module 5, Purchasing the Business Services Department has elected to utilize the Extended Period for Multiple Award Contracts as shown in the FASRG excerpt shows.

3.16.6 Limited Response Period versus Extended Period for Multiple Award Contracts

Normal procurement practices will allow solicitation responses to be submitted to the district within a limited, specific time period, usually two to three weeks. The district may want to review past policies to determine if a limited response time is in the best interest of the district and the needs of its end users. Consideration may need to be given to have an extended opening for receiving responses.

- Limited Response Period. This choice is considered a normal, formal RFP. Examples include newspaper advertisements and awards made and limited to only the responders that submitted and awarded for the solicitation.
- Extended Response Period. This choice is more informal than a limited response period. The major difference is the date the responses are due. This method allows for responses to be accepted throughout an extended period such as the date of the contract award expiration and awards made periodically. Periodic board approval may also be required. For newspaper advertisements, our District will continue to publicize periodic republication through our website and continue to enlist the assistance of the three (3) Chamber of Commerce's, as received on this first solicitation. The advertisement will address concerns about transparency by announcing the solicitation to new readers even though the statutory requirements were met by the initial publication.

The intent for awarding additional vendors to this bid will be done on an as needed basis. Vendors submitting a response by the end of each month will be submitted for consideration at the next board meeting.

Fiscal Implications:

The cost of these items will be charged to the appropriate campus/department budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the one (1) additional vendor for the Restaurant & Catering Services bid, as presented.

RFP # 19-1150
Restaurant and Catering Services

New Responding Supplier	City	State	Bid #	Expiration Date
DoubleDave's Pizzaworks (Hearne Pizza LLC)	Waco	TX	19-1150	1/30/2025
Previously Awarded Vendors	City	State	Bid #	Expiration Date
Andy's Frozen Custard (Andy's Texas #5, LLC)	Austin	TX	19-1150	1/30/2025
Apex Coffee Roasters	Waco	TX	19-1150	1/30/2025
Backyard Bar Stage and Grill	WACO	TX	19-1150	1/30/2025
Blanek's Custom Catering by Big Daddy's (Joe Blanek)	Robinson	TX	19-1150	1/30/2025
Boardwalk on Elm	waco	TX	19-1150	1/30/2025
Bush's Chicken	Waco	TX	19-1150	1/30/2025
Cafe Venture Catering and Fuddruckers	Lubbock	TX	19-1150	1/30/2025
Chaney Brothers Coffee Truck (Waco Coffee Company)	Waco	TX	19-1150	1/30/2025
Chick-Fil-a at Baylor University (Sykora Family Enterprises)	Waco	TX	19-1150	1/30/2025
Chick-Fil-a of Waco	Waco	TX	19-1150	1/30/2025
Coach's Smoke BBQ (Josey's BBA, Inc.)	Waco	TX	19-1150	1/30/2025
Chuy's Opco Inc.	Austin	TX	19-1150	1/30/2025
Fazoli's (FazTex Restaurants, Inc.)	Austin	TX	19-1150	1/30/2025
Franklin Avenue Mac House (Cheddar Box, LLC)	Waco	TX	19-1150	1/30/2025
Fuego Waco II, LLC	Waco	TX	19-1150	1/30/2025
Gelu Italian Ice (Waco Coffee Company, LLC)	Waco	TX	19-1150	1/30/2025
George's Restaurant & Catering (George's 1 LTD)	Waco	TX	19-1150	1/30/2025
Good'N Gone Cookie Jar	Waco	TX	19-1150	1/30/2025
Heritage Creamery (Heritage Creamery LLC)	Waco	TX	19-1150	1/30/2025
HTeaO (N2T LLC)	Amarillo	TX	19-1150	1/30/2025
Jason's Deli (Deli Management, Inc.)	Waco	TX	19-1150	1/30/2025
Jimmy Johns (Butts Largest Investment Group II, Inc)	Waco	TX	19-1150	1/30/2025
Jon Lillie's Steakhouse	waco	TX	19-1150	1/30/2025
Kona Ice of Waco LLC (Tie Dye Interprises)	Waco	TX	19-1150	1/30/2025
Kurbide Coffee & Goods	Waco	TX	19-1150	1/30/2025
La Fiesta Restaurant (Wanda Patlis Inc)	Waco	TX	19-1150	1/30/2025
Little Caesars Pizza (RENO LTD)	Hewitt	TX	19-1150	1/30/2025
Lula Jane's LLC	Waco	TX	19-1150	1/30/2025
McAlister's Deli (The Saxton Group)	Dallas	TX	19-1150	1/30/2025
Mo Cookies	Waco	TX	19-1150	1/30/2025
Newk's-1033-Waco-TX (Newk's Eatery)	Waco	TX	19-1150	1/30/2025
Nightlight Donuts & Coffee	Woodway	TX	19-1150	1/30/2025
Ninfas Mexican Restaurant (Texas RODCO Waco)	Waco	TX	19-1150	1/30/2025
Panda Express INC	Waco	TX	19-1150	1/30/2025
Papa Bear	Waco	TX	19-1150	1/30/2025
Peter Piper Pizza (Pizza Properties Inc)	El Paso	TX	19-1150	1/30/2025
Po' Boy Place	Waco	TX	19-1150	1/30/2025
Pop's Lemonade Co	Waco	TX	19-1150	1/30/2025
Raising Canes (Raising Canes Restaurants, LLC)	Plano	TX	19-1150	1/30/2025
Revival Eastside Eatery	Waco	TX	19-1150	1/30/2025
Rosa's Café & Tortilla Factory	Waco	TX	19-1150	1/30/2025
Rosati's of Waco (Odling Pizza LLC)	Waco	TX	19-1150	1/30/2025
Shiple Do-Nuts (January Investments Inc.)	Waco	TX	19-1150	1/30/2025
Southern Roots Brewing (Southern Roots Taproom LLC)	Waco	TX	19-1150	1/30/2025

RFP # 19-1150
Restaurant and Catering Services

Previously Awarded Vendors	City	State	Bid #	Expiration Date
Subway (Benchmark Subs)	Waco	TX	19-1150	1/30/2025
Sweetness Desserts (Laura Summersett)	Waco	TX	19-1150	1/30/2025
Sweets by Rachel	Waco	TX	19-1150	1/30/2025
Talk More Meals	Waco	TX	19-1150	1/30/2025
The Olive Branch (Stewart Branch)	Waco	TX	19-1150	1/30/2025
Tony DeMaria's BBQ	Waco	TX	19-1150	1/30/2025
Triple B's Smokehouse (J&C Triple B, LLC)	Waco	TX	19-1150	1/30/2025
Uncle Dan's Bar-B-que and Catering (D.W.Henderson Corp)	Waco	TX	19-1150	1/30/2025
Waco Cha	Waco	TX	19-1150	1/30/2025
Walkons Waco	Waco	TX	19-1150	1/30/2025
What About Cupcakes? (What About Cupcakes LLC)	Waco	TX	19-1150	1/30/2025
Zookies Investments LLC	Waco	TX	19-1150	1/30/2025

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: April 28, 2022

Contact Person: Smith/Reece

RE: Bid Award for Child Nutrition Services Miscellaneous Vehicles

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Background Information:

Competitive Sealed Bid (CSB) # 22-1214, has been issued and opened for the purpose of soliciting qualified vendors to provide four (4) vehicles for the Child Nutrition Department. In the solicitation, we requested pricing for one (1) 2022 Silverado Truck, one (1) 16' International Utility Truck and two (2) Ford Cargo Vans. This bid was issued because of new guidelines from Texas Department of Agriculture (TDA) in which the District can no longer use Purchasing Cooperatives to obtain quotes for purchases if the total aggregate amount exceeds \$50,000, when using Child Nutrition Services Funds.

While we were able to solicit a sufficient number of Dealerships to bid on these items, very few, if any, had vehicles available to submit a response. We did, however receive one (1) response for the 16' International Utility Truck from Southwest International Trucks.

Southwest International Trucks submitted a bid for a 2024 16' International Utility Truck in the amount of \$ 103,026.60. The Child Nutrition Department recommends that the District accept this bid offer. If approved, delivery is scheduled for the early part of 2023.

Fiscal Implications:

The cost of this project will come from National School Breakfast and Lunch Program funds and is contingent upon TDA approval.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the bid award to Southwest International Trucks for the 16' International Utility Truck, contingent upon approval by the Texas Department of Agriculture.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: S. Smith

RE: Purchases over \$50,000 under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service

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Background Information:

In April 2020, the Board approved a change in Board Policy CH (Local) that requires all purchase requests over \$50,000 to be approved by the Board of Trustees prior to being made. These purchases will be made under a pre-existing bid or purchasing cooperative. The following purchase requests have been made as of May 19, 2022:

Pre-Existing Bid:

- Branching Minds-\$61,530.00- multi-tiered student support software system (RTI_MTSS) for academic and behavioral interventions for the Special Education Department. Waco ISD Bid #17-1096-Multi-Tier Support System.
- Renaissance Learning - \$412,909.53- universal screening tool and supplemental computerized instructional resource system – Waco ISD Bid #21-1200 Instructional Material and Classroom Supplies, Equipment and Services

Purchasing Cooperative:

- Curriculum Associates - \$73,429.25 – diagnostic and intervention resource for math for Tier 2 and 3 – BuyBoard Bid #653-21 Instructional Materials and Classroom Teaching Supplies and Equipment
- Mobile Modular Management Corporation- \$94,737.00 – a bathroom portable building for the Tennyson Middle School renovation project – BuyBoard Bid #637-21 Modular Buildings, Classrooms, and Relocation Services
- Global Vending Group - \$95,090.00 – library book vending machines for each campus to address learning loss and improve student engagement – Central Texas Purchasing Alliance Cooperative through Round Rock ISD’s Bid # 19-162 Awards and Incentive Products

- Dodge City - \$56,770.00 – 2022 Ram 1500 Crew Cab 4x2 for the Police Department – BuyBoard Bid #601-19 Vehicles, Heavy Duty Trucks, Police Motorcycles, Parts, and Service Labor

Fiscal Implications:

The cost of these goods and services will be charged to the appropriate departmental budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the purchase requests over \$50,000, as presented.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Sheryl Davis

**RE: Presentation and Discussion of Monthly Financial Reports for the
Period Ended April 30, 2022**

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Background Information:

Attached are the compiled April monthly financial reports for the following:

- General Fund
- Food Service Fund
- Debt Service Fund
- Internal Services Fund

These interim financial statements have been prepared utilizing data generated from the automated financial system and do not include any information related to other special revenue funds, capital projects funds, or trust and agency funds. Balances included in the report are unaudited and may change as a result of final year end closing entries and audit activities.

Fiscal Implications:

None.

Administrative Recommendations:

The Administration recommends that the Board of Trustees accept the monthly and quarterly financial reports for the period ended April 30, 2022, as presented.



**Waco Independent School
District
Business & Support Services**

Sheryl Davis
Chief Finance Officer

P.O. Box 27, Waco, Texas 76703
Phone: 254-755-9440

May 12, 2022

Board of Trustees
Waco Independent School District
Waco, Texas

The accompanying balance sheets, statements of revenues, expenditures and changes in fund balance, and encumbrances and expenditures by fund, function and object for the month ending April 30, 2022 have been compiled for the General Fund, Food Service Fund, Debt Service Fund, and Internal Services Fund. Final cash reconciliation procedures and financial audit activities may result in additional adjustments to the April financial statements. These preliminary financial reports are prepared utilizing the following assumptions:

- Revenue: Recorded on a cash basis with adjustments to accrual basis to be made at August 31, 2022.
- Expenditure: Totals on the "Statement of Revenues, Expenditures and Changes in Fund Balance" include expenditures occurring during the interim period reported. Balances will be adjusted to accrual basis at August 31, 2022. Outstanding encumbrances are included on the "Encumbrances and Expenditures by Fund, Function and Object" schedule, only.
- Beginning Fund Balance: Represents August 31, 2021 audited ending fund balance.

I have not performed an audit or review of these financial statements. Please do not hesitate to call if you have any questions or need further assistance.

Sheryl Davis
Chief Finance Officer

Comparison of Fiscal Year 2021-2022 Revenues and Expenditures to Previous Fiscal Year as of April 30, 2022

Variations in revenues and expenditures as compared to the previous year are primarily due to the cyclical nature of budgetary receipts and expenditures. The larger variances are explained in this summary.

General Fund

Revenues:

5710 Local Property Taxes – Collections at the end of March increased \$1,958,277 over last year. Collections as a percent of budget were 95.12% compared to 100.69% last year. Collections, as a percent of budget, as of March 31, 2020 was 94.67% and is consistent with the current year's collection. Last year's percentage was an anomaly due to the issues in certifying the 2020 property values. That said, it is projected that the correction in the computation of pass-through payments into the Tax Increment Fund will decrease current year levy collections maintained by the District by approximately \$1.4 million. An amendment is on the agenda for approval this month to realign revenues and expenditures related to the Tax Increment Reinvestment Zone.

5730 Tuition and Fees – Current year revenue reflects an increase of \$98,487 over last year.

5740 Other Local Revenue – Revenues have increased \$3,073,751 from last year. The increase is due to a number of factors. Tax collections for properties in the Tax Increment Reinvestment Zone have increased \$781,326. This increase is mostly offset by an increase in expenditures in function 97 for the pass-through payments to the Tax Increment Fund. As discussed above, a correction has been made to the calculation of pass-through payments into the Tax Increment Fund. Additionally, Tax Increment Reinvestment Zone #2 was closed at the end of 2021. The District received a payment of \$1.7 million of its share of the remaining funds. \$1.4 million was credited to the general fund with the remaining \$0.3 million going to the debt service fund. Current year revenues also reflect payments received for the general fund's expenditures in relation to the fire at G. W. Carver Middle School of \$1.1 million. Losses in revenues from investment earnings, facilities rentals, and miscellaneous local revenues make up the difference.

5750 Extracurricular Activities – With the return to a normal events schedule, revenues from extracurricular activities have increased \$190,470 or 45.5% over last year.

5810 Per Capita and Foundation School Program Revenue – Booked revenue has increased \$4.2 million over last year. Last year's lower revenue reflected near final settlement payments to the Texas Education Agency. No settlement payment was due for the 2020-2021 fiscal period. Enrollment as of the Fall PEIMS submission is down 631 students from that projected in estimating Foundation School Program (FSP) revenue for 2021-2022 as we were expecting a rebound from the 2020-2021 school year. Attendance rates have also been significantly lower. The State will once more provide some funding relief through a hold-harmless adjustment. Attendance rates for the first four six weeks will be adjusted to the average attendance rates for the same period in school year 2019-2020. Projections, based on average daily attendance for the first five six weeks with the hold harmless adjustment, would indicate a loss in Foundation School Program revenue of approximately \$7.5 million for the year.

5900 Federal Sources Revenue – Revenue has increased \$249,361 over last year. This is primarily from an increase in indirect cost recoveries related to expenditures from the federal stimulus funds.

Functional Expenditures:

Expenditures in the functional categories appear to be consistent with last year’s spending pattern with the exceptions shown below.

11 Instruction – The increase of \$1.8 million is primarily due to salary increases. That cost has been offset by an increase in salary savings resulting from unfilled positions.

12 Instructional Resources and Media – Expenditures have increased \$89,642 over last year. The increase is due to the replacement of library furniture for Alta Vista Elementary which sustained water damage during the winter storm. The purchase, costing \$93,066, was covered through insurance proceeds.

21 Instructional Leadership – Expenditures have decreased \$302,849 from last year. The decrease is in payroll costs and is a result of the restructuring of instructional administration this past summer.

31 Guidance, Counseling, and Evaluation Services – The increase of \$129,463 results from the addition of evaluative staff in special education.

33 Health Services – Expenditures have decreased \$117,068 from last year. Last year’s expenditures included a significant outlay for supplies to protect employees during the pandemic.

34 Student Transportation – The decrease in expenditures of \$917,588 is primarily due to \$725,604 in bus purchases being record in the prior year. While the District approved an increase in contractual services, rising from the pay increase for bus drivers, aides and other personnel, the lack of drivers has eliminated routes and the ability to provide buses for field trips. No bus purchases have been budgeted for the 2021-2022 fiscal year.

36 Extracurricular Activities – The increase of \$953,740 results from the addition of a number of new positions, including a coordinator for middle school athletics and strengthening coaches, as well as purchases of supplies and equipment to enhance the middle school program. Due to supply chain issues, many of the purchase orders issued last summer were not received until the beginning of this fiscal year.

41 General Administration – The addition of the Deputy Superintendent position as well as a restructuring of the Human Resources Department are the primary drivers behind the increase in expenditures over last year.

53 Data Processing Services -- Expenditures have increased \$559,995 over last year. The increase is primarily due to the upgrades to the student and business systems.

81 Facilities Acquisition and Construction – The \$3.5 million in expenditures are related to major construction projects for the replacement of the Paul Tyson Field and the replacement of the walk-in cooler/freezer units for the District’s child nutrition program. With the receipt of the proceeds from the issuance of the Series 2022 General Obligation Bonds, expenditures for design fees for the Waco High and G.W. Carver Middle schools replacement projects have been moved to the capital projects fund.

95 Juvenile Justice Program – While not back to 2019-2020 levels, participation in the Challenge Academy has begun to normalize. The April statements still show an increase of \$259,040 over last year due to the earlier deadline for the agenda, the April charges of \$76,369 have not yet been recorded. Recent projections, discussed with the Challenge Academy Board, indicate that the program will end the year in a positive position and an additional assessment will not be required for the current school year.

97 Payments to Tax Increment Fund – Pass-through payments of tax collections for properties located in the Tax Increment Reinvestment Zones have increased \$648,495. As discussed previously, a change was made in the calculation of the captured values of these properties and the methodology in collecting payments resulting in significant increases in the revenue and payments into the Tax Increment Funds.

Food Service Fund

Revenues:

5750 Extracurricular Activities – Revenues generated through adult meals and catering are also beginning to normalize from last year increasing \$194,806. This is a continued improvement over previous months as students and teachers returned to in-person instruction.

5900 Federal Sources Revenue – Federal reimbursements for meals have increased \$3.6 million. This change reflects the return of students to in-person instruction. However, revenue increases are partially offset by accompanying increases in expenditures.

Functional Expenditures:

Expenditures in the functional categories appear to be consistent with last year's spending pattern with the exceptions shown below.

35 Food Services – Expenditures have increased \$1.9 million over last year. The increase is due to the purchase of food, non-food supplies, and equipment as we continue to have a large number of vacancies in the workforce. The District has budgeted approximately \$1.7 million for major equipment replacement projects in an effort to reduce the excess fund balance.

Debt Service Fund

Revenues:

5710 Local Property Taxes – Property tax collections at the end of March have increased \$384,845 in comparison to last year. The change in the calculation of pass-through payments into the Tax Increment Fund is expected to shift revenues from collections for the current year's levy to other local revenue. Most of the loss should be covered by the distribution of funds from the closure of the Tax Increment Reinvestment Zone #2.

5740 Other Local Revenue – Revenues have increased \$464,958 over last year. This is attributable to collections for properties located in Tax Increment Reinvestment Zone. As mentioned for the general fund, approximately \$0.3 million of the refund of remaining assets from the closure of the Tax Increment Reinvestment Zone #2 was credited to the debt service fund. These increases are partially offset by losses in investment income.

Functional Expenditures:

Expenditures in the functional categories appear to be consistent with last year's spending pattern with the exceptions shown below.

71 Debt Service – Expenditures decreased \$448,067 from last year. The debt payment schedule reflected a \$1.1 million decrease in debt payments between the two years. However, in setting the 2021 tax rate, the Board approved a rate that would allow the District to defease \$1.5 million of the 2016 Series Refunding Bonds.

97 Payments to Tax Increment Fund – As discussed, payments have increased \$161,722.

Proprietary Fund – Governmental Activities – Internal Service Fund

The District utilizes an Internal Services Fund to account for its fully-insured group health insurance plan as well as its partially self-insured workers' compensation and unemployment coverages. Internal service funds are utilized to account for the financing of goods or services provided by one organizational unit of the school district to other organizational units. It essentially facilitates the allocation of costs to all funding sources.

Operating revenues and operating expenses have been included in a detail designed to provide relevant information. Revenues from District contributions (assessments to other funds) are distinguished from revenues from employee contributions to health insurance. Expenses detail claims payments, medical and prescription drugs, administrative fees, and stop-loss or excess insurance costs.

As of April 30, 2022, expenditures exceed revenues by \$601,037. The loss is primarily attributable to increases in medical and prescription drug claims. Claims for three members totaled \$406,695 at the end of February. The District will receive reimbursement of any claims exceeding \$150,000 through our stop-loss coverage. The increase in administrative fees is primarily due to a timing difference in the billing of fees related to the workers' compensation program. The following chart reflects net operations for the various programs accounted for in the fund:

Program	Revenues	Expenditures	Net
Group Health Insurance	\$ 9,088,403	\$ 9,726,424	\$ (638,021)
Unemployment Compensation	155,962	42,786	113,176
Workers' Compensation	201,251	235,139	(33,888)
Wellness Programs*	0	42,305	(42,305)
Total	\$ 9,445,617	\$ 10,046,654	\$ (601,037)

*Under the terms of the agreement with Blue Cross-Blue Shield, the District receives an annual claims credit of \$150,000 to use for wellness programs.

Unemployment shows an expenditure of \$42,786 for the year. At this point, the District has fully utilized the Federal CARES Act credit remaining from 2020-2021. Claims for the quarter ended December 31, 2021 were only \$18,752. This amount is comparable to pre-COVID levels. Billings for unemployment are running about three months behind the period close so we will, most likely, not receive the billing for the period ending March 31, 2022 until June.

While workers' compensation claims expenditures are consistent with last year, the billing of the administrative cost changed this year and is now due at the beginning of the year instead of quarterly. This resulted in an increase of \$83,261 over this time last year. Billings are also running about a month behind for workers' compensation claims.

Reserves for estimated incurred-but-not-reported (IBNR) claims for the fully self-funded health insurance plan totaled \$596,227 for medical claims, an increase of \$44,891 over last year, and \$54,091 for prescription drugs, a decrease of \$7,662, at August 31, 2021. Additionally, reserves for the estimated allocated loss adjustment expense (ALAE) for the partially self-funded workers' compensation plan totaled \$167,712, a decrease of \$22,119. Overall, this is an increase of only \$15,110 in estimates over the prior year. The audited beginning net position at September 1, 2021 is \$3,564,375.

Waco Independent School District
BALANCE SHEET
GENERAL FUND
As of April 30, 2022

ASSETS

Cash and Temporary Investments	\$	73,004,913
Property Taxes Receivable, Net of Allowance of \$1,998,835		1,453,863
Due from Other Governments		2,310,229
Accrued Interest		18,723
Due from Other Funds		9,192,112
Other Receivables		30,201
Inventories		404,867
Total Assets	\$	<u>86,414,908</u>

LIABILITIES

Accounts Payable	\$	681,384
Other Current Liabilities		488,718
Payroll Withholdings and Contributions Payable		1,253,967
Accrued Wages Payable		13,526,902
Due to Other Funds		4,205,440
Due to Other Governments		33,058
Unearned Revenue		-
Total Liabilities	\$	<u>20,189,469</u>

DEFERRED INFLOWS OF RESOURCES

Unavailable Revenues - Property Taxes	\$	1,453,863
Total Deferred Inflows of Resources	\$	<u>1,453,863</u>

FUND BALANCES

Nonspendable Fund Balance	\$	404,867
Restricted Fund Balance		1,001,953
Committed Fund Balance		7,052,025
Assigned Fund Balance		-
Unassigned Fund Balance		56,312,731
Total Fund Balances	\$	<u>64,771,576</u>
Total Liabilities and Fund Balances	\$	<u>86,414,908</u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended April 30, 2022

		GENERAL FUND								
		(Memo)		(Memo)						
		Monthly		Year-to-Date						
	Adopted Budget	Amended Budget	Current 4/30/2022	Prior Year 4/30/2021	Current 4/30/2022	Prior Year 4/30/2021	Difference- Amended Budget to YTD Actual	CY YTD As % of Budget	PY YTD As % of Budget	
REVENUES										
LOCAL SOURCES										
5710	Local Property Taxes	\$ 69,502,581	69,502,581	492,059	1,101,300	66,108,179	64,149,902	(3,394,402)	95.12%	100.69%
5720	Services to Other Districts	90,176	90,176	7,338	8,261	55,448	60,636	(34,728)	61.49%	69.54%
5730	Tuition & Fees	85,000	85,000	21,450	6,071	166,740	68,253	81,740	196.16%	70.36%
5740	Other Local Revenue	5,367,596	7,481,651	264,227	455,413	9,351,678	6,277,927	1,870,027	124.99%	82.39%
5750	Extracurricular Activities	221,000	221,000	16,916	19,691	376,510	186,040	155,510	170.37%	124.86%
5760	Intermediate Source (C.E.D.)	-	-	-	-	1,000,004	-	1,000,004	0.00%	0.00%
	Total Local Sources	\$ 75,266,353	77,380,408	801,990	1,590,736	77,058,559	70,742,758	(321,849)	99.58%	98.71%
STATE SOURCES										
5810	Per Capita & FSP Act	\$ 78,313,994	78,313,994	6,735,963	5,348,564	46,244,657	41,948,431	(32,069,337)	59.05%	53.11%
5820	Other State Program (TEA)	-	-	-	-	500	53,319	500	0.00%	0.00%
5830	Other State Program	7,260,615	7,260,615	544,179	543,567	4,471,037	4,434,848	(2,789,578)	61.58%	66.30%
	Total State Sources	\$ 85,574,609	85,574,609	7,280,142	5,892,131	50,716,194	46,436,598	(34,858,415)	59.27%	54.03%
FEDERAL SOURCES										
5900	Federal Sources Revenue	3,908,900	3,908,900	237,935	222,414	3,097,684	2,848,323	(811,216)	79.25%	97.75%
	Total Revenues	\$ 164,749,862	166,863,917	8,320,067	7,705,281	130,872,437	120,027,679	(35,991,480)	78.43%	74.77%
EXPENDITURES										
11	Instruction	\$ 89,278,274	90,237,415	8,065,060	8,385,740	63,612,198	61,813,212	26,625,217	70.49%	68.43%
12	Instructional Resources & Media	963,609	1,067,346	79,217	84,856	741,022	651,380	326,324	69.43%	57.82%
13	Curriculum & Staff Development	4,526,701	4,637,235	319,224	374,528	2,569,365	2,697,141	2,067,870	55.41%	51.90%
21	Instructional Leadership	3,619,018	3,789,220	291,793	373,993	2,305,710	2,608,559	1,483,510	60.85%	60.94%
23	School Leadership	10,130,698	10,266,977	869,529	911,040	6,755,956	6,693,561	3,511,021	65.80%	68.48%
31	Guidance, Counseling & Evaluation	5,451,254	5,237,278	455,952	478,148	3,626,329	3,496,866	1,610,949	69.24%	69.69%
32	Social Work Services	897,678	951,889	73,406	78,800	524,296	569,505	427,593	55.08%	60.53%
33	Health Services	1,562,518	1,562,518	134,884	157,535	1,053,739	1,170,807	508,779	67.44%	67.86%
34	Student Transportation	3,789,590	4,487,668	44,735	284,703	1,810,499	2,728,087	2,677,169	40.34%	56.59%
35	Food Services	-	38,290	-	-	38,290	-	-	0.00%	0.00%
36	Extracurricular Activities	5,408,768	5,726,366	452,053	377,198	3,907,044	2,953,304	1,819,322	68.23%	61.03%
41	General Administration	6,838,759	6,996,091	465,608	430,041	4,016,635	3,700,622	2,979,456	57.41%	59.62%
51	Plant Maintenance & Operations	17,091,637	21,198,231	1,070,217	1,273,497	10,935,710	10,871,084	10,262,521	51.59%	52.12%
52	Security & Monitoring Services	2,652,597	2,883,443	175,707	191,930	1,711,304	1,735,278	1,172,139	59.35%	66.38%
53	Data Processing Services	3,876,226	3,888,229	174,664	166,729	2,738,790	2,178,795	1,149,439	70.44%	72.94%
61	Community Services	528,187	629,991	40,704	50,906	323,347	414,271	306,644	51.33%	59.17%
81	Facilities Acquisition & Construction	40,183	6,373,856	-	316,323	4,229,650	716,885	2,144,206	0.00%	7.60%
93	Shared Services Arrangements	345,000	345,000	-	-	-	-	345,000	0.00%	0.00%
95	Juvenile Justice Program	700,000	700,000	-	-	395,510	136,470	304,490	56.50%	17.72%
97	Payments to Tax Increment Fund	6,533,499	6,533,499	13,394	1,668,938	7,821,252	7,172,757	(1,287,753)	119.71%	81.46%
99	Other Intergovernmental Charges	820,288	820,288	-	-	527,450	510,423	292,838	64.30%	61.17%
	Total Expenditures	\$ 165,054,484	178,370,830	12,726,147	15,604,905	119,644,096	112,819,007	58,726,734	67.08%	62.11%
	Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ (304,622)	(11,506,913)	(4,406,080)	(7,899,624)	11,228,341	7,208,672	22,735,254		
OTHER FINANCING SOURCES (USES)										
7900	Other Sources	-	-	-	-	-	68,700	-		
8900	Other Uses	(689,443)	(689,443)	-	-	-	(5,732)	(689,443)		
	Total Other Financing Source (Uses)	\$ (689,443)	(689,443)	-	-	-	62,968	(689,443)		
	Total Changes in Fund Balances	\$ (994,065)	(12,196,356)	(4,406,080)	(7,899,624)	11,228,341	7,271,640	23,424,697		
	Fund Balances, Beginning	41,078,214	53,543,236			53,543,235	52,680,447	(1)		
	Fund Balances, Ending	\$ 40,084,149	41,346,880			64,771,576	59,952,087	23,424,696		

Waco Independent School District
EXPENDITURES AND ENCUMBERED FUNDS BY FUNCTION AND MAJOR OBJECT
GENERAL FUND
For the Period Ended April 30, 2022

							<i>(Memo)</i>	
		Payroll	Purchased & Contracted	Supplies & Materials	Other Operating	Capital Outlay	Total Year-to-Date	Total Year-to-Date
		Costs	Services	Costs	Costs	Costs	4/30/2022	4/30/2021
		<u>6100</u>	<u>6200</u>	<u>6300</u>	<u>6400</u>	<u>6600</u>	<u>6000</u>	<u>6000</u>
11	Instruction	\$ 59,527,462	2,185,060	2,622,061	392,981	30,246	64,757,810	64,712,248
12	Instructional Resources & Media	595,557	34,650	118,889	3,075	5,390	757,561	684,823
13	Curriculum & Staff Development	2,211,273	203,238	84,110	154,145	-	2,652,766	2,796,507
21	Instructional Leadership	2,110,849	70,742	78,484	102,149	-	2,362,224	2,829,381
23	School Leadership	6,572,961	31,466	131,848	80,045	-	6,816,320	6,734,013
31	Guidance, Counseling & Evaluation	3,429,154	168,734	21,950	12,997	-	3,632,835	3,503,306
32	Social Work Services	518,626	2,479	3,084	3,332	-	527,521	602,895
33	Health Services	1,002,168	3,620	53,691	3,011	-	1,062,490	1,184,497
34	Student Transportation	-	2,638,796	244,068	(24,621)	-	2,858,243	3,480,870
35	Food Services	-	-	-	-	38,290	38,290	-
36	Co/Extracurricular Activities	2,304,134	418,326	773,036	639,097	104,919	4,239,512	3,297,354
41	General Administration	2,867,108	847,895	170,427	348,112	5,996	4,239,538	3,999,058
51	Plant Maintenance & Operations	5,300,657	7,167,708	1,228,687	782,613	183,737	14,663,402	13,770,019
52	Security & Monitoring Services	1,231,980	360,705	214,720	4,164	242,615	2,054,184	1,916,387
53	Data Processing Services	1,080,020	413,546	1,339,028	21,489	21,732	2,875,815	2,263,911
61	Community Services	180,729	193,244	18,177	9,729	-	401,879	503,490
81	Facilities Acquisition & Construction	-	-	-	-	6,261,863	6,261,863	9,394,822
93	Shared Services Arrangements	-	-	-	-	-	-	-
95	Juvenile Justice Program	-	-	-	395,510	-	395,510	762,950
97	Payments to Tax Incremental Fund	-	-	-	7,821,252	-	7,821,252	7,172,757
99	Other Intergovernmental Charges	-	527,450	-	-	-	527,450	510,423
Total Expenditures & Encumbered Funds		<u>\$ 88,932,678</u>	<u>15,267,659</u>	<u>7,102,260</u>	<u>10,749,080</u>	<u>6,894,788</u>	<u>128,946,465</u>	<u>130,119,711</u>

Waco Independent School District
BALANCE SHEET
CHILD NUTRITION FUND
As of April 30, 2022

ASSETS

Cash and Temporary Investments	\$ 4,329,840
Due from Other Governments	1,524,174
Accrued Interest	1,458
Due from Other Funds	<u>1,610,408</u>
Total Assets	<u><u>\$ 7,465,880</u></u>

LIABILITIES

Accounts Payable	\$ 366,134
Accrued Wages Payable	<u>299,142</u>
Total Liabilities	<u><u>\$ 665,276</u></u>

FUND BALANCES

Restricted Fund Balance	<u>\$ 6,800,604</u>
Total Fund Balances	<u><u>\$ 6,800,604</u></u>
Total Liabilities and Fund Balances	<u><u>\$ 7,465,880</u></u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended April 30, 2022

CHILD NUTRITION FUND

	Adopted Budget	Amended Budget	(Memo) Monthly		(Memo) Year-to-Date		Difference- Amended Budget to YTD Actual	CY YTD As % of Budget	PY YTD As % of Budget	
			Current	Prior Year	Current	Prior Year				
			4/30/2022	4/30/2021	4/30/2022	4/30/2021				
REVENUES										
LOCAL SOURCES										
5740	Other Local Revenue	\$ 25,000	25,000	390	345	3,566	31,746	(21,434)	14.26%	131.23%
5750	Extracurricular Activities	402,900	402,900	36,820	29,974	330,029	135,223	(72,871)	81.91%	53.62%
	Total Local Sources	\$ 427,900	427,900	37,210	30,319	333,595	166,969	(94,305)	77.96%	60.41%
STATE SOURCES										
5820	Other State Program (TEA)	\$ -	-	-	50,317	-	50,317	-	0.00%	96.76%
	Total State Sources	\$ -	-	-	50,317	-	50,317	-	0.00%	96.76%
FEDERAL SOURCES										
5900	Federal Sources Revenue	\$ 9,141,280	9,141,280	1,250,261	794,192	8,834,909	5,256,525	(306,371)	96.65%	75.20%
	Total Revenues	\$ 9,569,180	9,569,180	1,287,471	874,828	9,168,504	5,473,811	(400,676)	95.81%	74.79%
EXPENDITURES										
35	Food Services	\$ 10,968,269	13,319,651	851,707	756,602	7,066,391	5,202,801	6,253,260	53.05%	55.17%
	Total Expenditures	\$ 10,968,269	13,319,651	851,707	756,602	7,066,391	5,202,801	6,253,260	53.05%	55.17%
	Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ (1,399,089)	(3,750,471)	435,764	118,226	2,102,113	271,010	5,852,584		
OTHER FINANCING SOURCES (USES)										
7900	Other Sources	-	-	-	-	-	565,252	-		
8900	Other Uses	-	-	-	-	-	-	-		
	Total Other Financing Sources (Uses)	\$ -	-	-	-	-	565,252	-		
	Total Changes in Fund Balances	\$ (1,399,089)	(3,750,471)	435,764	118,226	2,102,113	836,262	5,852,584		
	Fund Balances, Beginning	2,758,147	4,689,546			4,698,491	3,092,933	8,945		
	Fund Balances, Ending	\$ 1,359,058	939,075			6,800,604	3,929,195	5,861,529		

Waco Independent School District
EXPENDITURES AND ENCUMBERED FUNDS BY FUNCTION AND MAJOR OBJECT
CHILD NUTRITION FUND
For the Period Ended April 30, 2022

							<i>(Memo)</i>
	Payroll Costs	Purchased & Contracted Services	Supplies & Materials	Other Operating Costs	Capital Outlay	Total Year-to-Date 4/30/2022	Total Year-to-Date 4/30/2021
	6100	6200	6300	6400	6600	6000	6000
35 Food Services	\$ 2,256,388	33,184,272	1,870,394	3,413	1,596,064	38,910,531	5,487,489
Total Expenditures & Encumbered Funds	<u>\$ 2,256,388</u>	<u>33,184,272</u>	<u>1,870,394</u>	<u>3,413</u>	<u>1,596,064</u>	<u>38,910,531</u>	<u>5,487,489</u>

Waco Independent School District
BALANCE SHEET
DEBT SERVICE FUND
As of April 30, 2022

ASSETS

Cash and Temporary Investments	\$ 16,520,138
Property Taxes Receivable, Net of Allowance of \$447,960	<u>315,295</u>
Total Assets	<u><u>\$ 16,835,433</u></u>

LIABILITIES

Due to Other Funds	\$ 527,295
Due to Other Governments	<u>19,998</u>
Total Liabilities	<u><u>\$ 547,293</u></u>

DEFERRED INFLOWS OF RESOURCES

Unavailable Revenues - Property Taxes	<u>\$ 315,295</u>
Total Deferred Inflows of Resources	<u><u>\$ 315,295</u></u>

FUND BALANCES

Restricted Fund Balance	<u>\$ 15,972,845</u>
Total Fund Balances	<u><u>\$ 15,972,845</u></u>
Total Liabilities and Fund Balances	<u><u>\$ 16,835,433</u></u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended April 30, 2022

DEBT SERVICE FUND

	Adopted Budget	Amended Budget	(Memo) Monthly		(Memo) Year-to-Date		Difference- Amended Budget to YTD Actual	CY YTD As % of Budget	PY YTD As % of Budget
			Current	Prior Year	Current	Prior Year			
			4/30/2022	4/30/2021	4/30/2022	4/30/2021			
REVENUES									
LOCAL SOURCES									
5710 Local Property Taxes	\$ 14,884,859	14,884,859	105,809	237,412	14,213,135	13,828,290	(671,724)	95.49%	99.31%
5740 Other Local Revenue	1,064,586	1,064,586	6,867	2,772	1,657,202	1,192,244	592,616	155.67%	9.22%
Total Local Sources	\$ 15,949,445	15,949,445	112,676	240,184	15,870,337	15,020,534	(79,108)	99.50%	97.35%
STATE SOURCES									
5820 Other State Program (TEA)	\$ 307,292	307,292	-	-	286,169	285,550	(21,123)	0.00%	0.00%
Total State Sources	\$ 307,292	307,292	-	-	286,169	285,550	(21,123)	0.00%	0.00%
Total Revenues	\$ 16,256,737	16,256,737	112,676	240,184	16,156,506	15,306,084	(100,231)	99.38%	99.21%
EXPENDITURES									
71 Debt Service	\$ 16,206,517	16,206,517	-	-	3,704,709	4,152,776	12,501,808	22.86%	28.24%
97 Payments to Tax Increment Fund	1,070,729	1,070,729	2,893	1,990	1,345,187	1,183,465	(274,458)	125.63%	80.35%
Total Expenditures	\$ 17,277,246	17,277,246	2,893	1,990	5,049,896	5,336,241	12,227,350	29.23%	32.99%
Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ (1,020,509)	(1,020,509)	109,783	238,194	11,106,610	9,969,843	12,127,119		
OTHER FINANCING SOURCES (USES)									
7900 Other Sources	-	-	-	-	-	124,160,122	-		
8900 Other Uses	-	-	-	-	-	(123,123,290)	-		
Total Other Financing Source (Uses)	\$ -	-	-	-	-	1,036,832	-		
Total Changes in Fund Balances	\$ (1,020,509)	(1,020,509)	109,783	238,194	11,106,610	11,006,675	12,127,119		
Fund Balances, Beginning	4,816,349	4,866,235			4,866,235	3,990,782	-		
Fund Balances, Ending	\$ 3,795,840	3,845,726			15,972,845	14,997,457	12,127,119		

Waco Independent School District
Statement of Net Position
Proprietary Fund
As of April 30, 2022

	Governmental Activities ----- Internal Service Fund
Assets	
Current assets:	
Due from other funds	\$ 3,832,770
Other receivables	1,465
Prepaid items-health insurance	23,689
Total Assets	\$ 3,857,924
Liabilities	
Current liabilities:	
Accounts payable	\$ 122,782
Other current liabilities	771,720
Health claims payable	84
Total current liabilities	\$ 894,586
Total liabilities	\$ 894,586
Net position	
Unrestricted net position	\$ 2,963,338
Total net position	\$ 3,857,924

Waco Independent School District
Statement of Revenues, Expenses, and Changes in Net Position
Budget and Actual
For the Period Ended April 30, 2022

Proprietary Fund
Governmental Activities - Internal Service Fund

	Budget	(Memo)		(Memo)		Difference Budget to Current Year-to-Date	CY YTD As % of Budget	PY YTD As % of Budget
		Monthly		Year-to-Date				
		Current 4/30/2022	Prior Year 4/30/2021	Current 4/30/2022	Prior Year 4/30/2021			
Operating revenues:								
Employee contributions:								
Group health	\$ 3,034,000	\$ 293,427	\$ 263,237	\$ 2,213,250	\$ 2,402,181	\$ (820,750)	72.95%	67.10%
Assessments to other funds:								
Group health	9,800,000	801,644	761,134	6,402,128	6,244,131	(3,397,872)	65.33%	67.85%
Unemployment	155,000	19,210	4,498	155,962	36,403	962	100.62%	67.41%
Workers compensation	230,000	19,661	12,456	163,056	167,981	(66,944)	70.89%	36.60%
Prescription drug rebates	860,000	-	-	473,026	-	(386,974)	55.00%	0.00%
Insurance recovery	-	-	-	38,195	-	38,195	0.00%	0.00%
Total operating revenues	<u>\$ 14,079,000</u>	<u>1,133,942</u>	<u>1,041,325</u>	<u>9,445,617</u>	<u>8,850,696</u>	<u>(4,633,383)</u>	<u>67.09%</u>	<u>66.57%</u>
Operating expenses:								
Administrative fees	\$ 1,539,900	94,717	94,295	843,087	1,017,750	696,813	54.75%	72.07%
Claims expense:								
Medical claims	7,153,600	1,125,049	469,353	5,738,429	3,981,757	1,415,171	80.22%	51.79%
Prescription drug claims	3,926,200	278,668	280,758	2,229,677	2,230,923	1,696,523	56.79%	60.66%
Unemployment	185,000	-	-	42,786	70,668	142,214	23.13%	80.12%
Workers compensation	265,000	-	-	125,934	106,032	139,066	47.52%	30.37%
Stop-loss insurance	1,625,000	-	129,034	1,024,436	1,039,147	600,564	63.04%	55.86%
Wellness Program	54,000	2,745	-	42,305	-	11,695	78.34%	0.00%
Total operating expenses	<u>\$ 14,748,700</u>	<u>1,501,179</u>	<u>973,440</u>	<u>10,046,654</u>	<u>8,446,277</u>	<u>4,702,046</u>	<u>68.12%</u>	<u>56.09%</u>
Change in net position	\$ (669,700)	<u>(367,237)</u>	<u>67,885</u>	<u>(601,037)</u>	<u>404,419</u>	<u>68,663</u>		
Net position:								
Net position, beginning	\$ 3,564,375			3,564,375	3,935,906	-		
Net position, ending	<u>\$ 2,894,675</u>			<u>\$ 2,963,338</u>	<u>\$ 4,340,325</u>	<u>\$ 68,663</u>		

Waco Independent School District
Statement of Cash Flows
For the Period Ended April 30, 2022

Proprietary Fund

	Governmental Activities Internal Service Fund
Cash flows from operating activities:	
Cash received from employee contributions	\$ 293,427
Cash received from assessments to other funds	1,207,752
Cash payments for claims	(1,403,717)
Cash payments for professional and contracted services	(94,717)
Cash payments for wellness program	(2,745)
Net cash provided by operating activities	\$ -
Net increase in cash and cash equivalents	\$ -
Cash and cash equivalents at beginning of year	-
Cash and cash equivalents at end of year	\$ -
Reconciliation of operating income to net cash provided by operating activities:	
Operating gain	\$ (367,237)
Effects of increases and decreases in current assets and liabilities:	
Decrease in receivables	394,177
Decrease in accounts payable	(27,108)
Increase in claims liability	168
Net cash provided by operating activities	\$ -

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Dr. Susan Kincannon

RE: Vision, Mission and Goals

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Background Information

In accordance with Policy BQ(LOCAL), the Board shall approve and periodically review the District’s vision, mission, and goals to improve student performance. The Administration facilitated the creation of a new vision and mission statement with campus and district administrators in the spring of 2020. The Board reviewed and refined the statements in April and May of 2020, and formally adopted them on May 20, 2020.

Mission

The mission of Waco ISD is to provide an educational foundation that empowers and values all.

Vision

The vision of Waco ISD is to grow students and staff to create a better future for all.

Board Goals

The Administration recommends the following 10 goals be continued for 2022-2023. Objectives and strategies in the District Improvement Plan will be reviewed and refined over the summer and presented to the Board for approval in August.

1. Engage families and the community to support student achievement and enhance district goals.
2. Recruit, develop, and retain highly qualified teachers and staff to increase the percentage of teachers with more than five years of experience and decrease the turnover rate.
3. Ensure a guaranteed and viable curriculum, customized to the needs of the district.
4. Develop and implement plans, systems and processes to support improved campus A-F ratings, focusing on removing labels and ensuring academic success for students.
5. Coordinate the entire instructional program, including federal resources, to support increased student achievement for all student groups.
6. Create and sustain safe and supportive learning environments.

7. Evaluate, develop and/or refine district processes and systems.
8. Build capacity for school leadership.
9. Provide technology to support teaching and learning initiatives and district operations.
10. Ensure well-maintained, quality teaching and learning spaces.

Fiscal Implications

Waco ISD's vision, mission and goals will drive the 2022-2023 District Improvement Plan and 2022-2023 budget.

Administrative Recommendation(s)

Approve vision, mission and goals for 2022-2023

Waco Independent School District

Board of Trustee Meeting Agenda

Date: May 19, 2022

Contact Person: Dr. Josie Gutierrez

RE: Renewal of the Current District of Innovation Plan

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Background Information:

HB 1842 was passed during the 84th Texas Legislative Session in 2015 to provide Texas public school districts the option to be designated as a District of Innovation (DOI). The DOI allows traditional independent school districts exemptions from most of the state laws that are not applicable to open enrollment charter schools in Texas. These laws could include: site-based decision making, uniform school start dates, minimum minutes of instruction, class size and student/teacher ratios, 90 percent attendance rules, student discipline provisions, teacher certification/contracts, teacher benefits, and teacher/principal appraisal systems.

The Waco ISD’s District of Innovation Committee was approved in April of 2016 and worked to develop a plan from May to January 2016. On February 6, 2017, the Quality District Advisory Committee held a public meeting and the Board of Trustees approved the plan on March 16, 2017. As set forth in Chapter 12A and Texas Education Agency (TEA) rules, a DOI plan can remain in effect up to five years. The current Waco ISD DOI plan is up for renewal at the end of the 2021-2022 school year.

The Waco ISD DOI plan has offered flexibilities that are now part of regular practice in the district, resulting in a need to renew the plan. The Waco ISD DOI plan consist of nine areas of exemptions that include:

- 1) School calendar
- 2) Minutes of instruction and length of the instructional day
- 3) Class size ratio
- 4) Minimum attendance for class credit or final grade
- 5) Absences for college visits
- 6) Teacher instructional assignments
- 7) New teacher probationary contracts
- 8) Student attendance – Truancy Prevention Measures
- 9) Student discipline

The current DOI plan is attached to this document and provides an explanation about each of these exemptions.

In addition, renewal procedures were followed in accordance with the Commissioner's Rules Concerning Innovation Districts. The procedures that have been completed to date are provided below.

- The plan has been posted on the Waco ISD website and meets the 30-day posting requirement for renewal.
- The Quality District Advisory Committee held a public meeting on January 24, 2022 to review the current DOI plan and decide whether to recommend to the Board of Trustees that the plan be amended, rescinded, or renewed. After reviewing the plan, QDAC members had the opportunity to ask clarifying questions and make recommendations to amend the current DOI plan.
- On January 24, 2022, the QDAC voted unanimously to renew the current plan with no amendments. The same nine areas remained on the District's DOI.
- In February 2022, prior to the February 24, 2022 Board of Trustee's Meeting, the Commissioner of Education was notified of the intent for the Board to vote on the adoption of the current plan as part of its renewal process. In response to the District's submission, TEA provided feedback regarding the plan and edits were made to the plan.

Additional actions that are required for renewal include that:

- The Board of Trustees approve the DOI plan for renewal by an affirmative vote of two-thirds of the membership of the board.
- The District will ensure a copy of the DOI is posted on the District's website.
- The District will provide TEA with a copy of the current local innovation plan no later than the 15th day after the date on which the Board of Trustees finalizes the renewal.

Fiscal Implications:

None

Administrative Recommendations:

Administration recommends that the Board of Trustees approve the renewal of the current District of Innovation plan.

WACO INDEPENDENT SCHOOL DISTRICT

DISTRICT OF INNOVATION PLAN

Initially approved by the Waco ISD Board of Trustees on March 16, 2017, and updated March 25, 2022.

1. School Calendar

Statutory Citation: Texas Education Code (TEC) Section 25.0811 (First Day of Instruction) and TEC Section 25.0812 (Last Day of School)

WISD will be exempt from the first day of instruction requirements listed in TEC 25.0811 and the last day of instruction requirements listed in TEC 25.0812.

WISD will develop and seek board approval of a localized school calendar which best meets the needs of the Waco Independent School District's students, parents, staff, and community. The WISD calendar development process will be localized with central administration assisting the WISD Quality District Advisory Committee (QDAC) in the development of one or more school year calendars. The calendars will then be submitted to the district staff and community for a vote and the calendar with the most votes will be presented to the Board of Trustees for their review and consideration for approval. Final calendar approval including when the WISD school year starts and ends will be made by the locally elected WISD Board of Trustees.

Rationale

- Provides flexibility to customize the WISD school calendar and change the TEC mandated first and last days of the school year if needed.
- DISTRICT GOAL: Number of required teaching days and student minutes per day do not change.
- EXAMPLE: If WISD teachers requested beginning the school year two days earlier so faculty could have a day at the end of each six weeks for entering grades/parent conferences/work days, the calendar could be adapted.
- Administration and QDAC would develop multiple district calendars, and District Staff would vote on one to submit to the Board of Trustees for approval.

2. Minutes of Instruction and Length of the Instructional Day

Statutory Citation: TEC Sec. 25.081 (Operation of Schools – 75,600 minutes of instruction) TEC 25.0811 (First Day of Instruction) and TEC 25.083 (School Day Interruptions).

WISD will meet or exceed the 75,600 minutes of instruction (including intermissions and recesses) as required in TEC Sec. 25.081. In addition, WISD will continue to meet or exceed the Texas Education Agency Student Attendance Accounting Handbook Subsection 5.5 CTE (Contact-Hour) attendance codes V1, V2, V3, V4, V5, or V6.

The district will be exempt from the requirements regarding the first day of school (TEC 25.081) and school day interruptions (TEC 25.083).

The exemption will provide local campuses greater flexibility on the length of the instructional day, the first day of school, and school day interruptions. WISD will be able to customize student schedules as needed in order to best meet the needs of students while ensuring that the 75,600 minutes of instruction are completed.

Rationale

- Provides flexibility on the length of the instructional day, the first day of school, and school day interruptions.
- **DISTRICT GOAL:** Not an attempt to lengthen or shorten days.
- **EXAMPLE:** Allows WISD to let half days count as long as TEC total minutes of instruction (75,600) is met for the year.
- **Conference Periods and Duty-Free Lunch:** Teachers will continue to have at least 450 minutes of planning time within each two-week period in increments of not less than 45 minutes within the instructional day (TEC Sec. 21.04). Teachers will continue to have duty free lunch (TEC Sec. 21.405)

3. Class Size Ratio

Statutory Citation: TEC Sec. 25.112 (Class Size Ratios) and TEC 25.111 (Student/Teacher Ratios)

WISD will continue to meet the TEC 25.112 required 22 to 1 class size ratio for Kindergarten through fourth grades during the first six weeks (30 instructional days) of the school year. WISD will be exempt from requirements of TEC 25.112 and TEC 25.111 after the first six weeks of instruction. WISD central administrators will work with the campus principal and the teacher(s) to determine if a class exceeding 22 to 1 should be divided or allowed to exceed the TEC limit. The exemption would allow WISD flexibility and not require the district to seek class size waivers from the Texas Education Agency. WISD will continue to utilize locally developed class size staffing guidelines for kindergarten through grade four classes. Parental notification as required in TEC 15.113 will continue to be provided by WISD.

Rationale

- (Applicable only after the first six weeks of classes) WISD would like the flexibility in K through 4th grades to increase class sizes from 22 to 1. WISD staffing guidelines for classes which exceed 22 to 1 will continue to be followed. The district will continue to work diligently to keep class sizes at 22 to 1 and a teacher may be added at any time during the school year if the Superintendent determines it to be in the best interest of the students.
- Students could **ONLY** be added with the approval of **BOTH** the principal and the teacher whose class has exceeded the 22 to 1 ratio.
- The WISD Board will receive during their monthly open meeting a report listing any K through 4th grade classes which have exceeded the 22 to 1 ratio.
- Parents with students in a class which exceed the 22 to 1 ratio will continue to be notified in writing by the campus.
- **DISTRICT GOAL:** This is **NOT** an increase in class size across the board.
- **EXAMPLE:** In the 5th six-week period, a new student moves to a campus that has four 4th grade teachers and 22 students in each class. Current TEC guidelines and administrative requirements would require one of the classes be split into two smaller classes, or a waiver be requested.

4. Minimum Attendance for Class Credit or Final Grade

Statutory Citation: TEC Sec. 25.092 (Minimum Attendance for Class Credit or Final Grade)

WISD will be exempt from the restriction that seat time (90 percent attendance) must be met in order for a student to receive class credit or a final grade as required in TEC Sec. 25.092. In order to be eligible to meet the exemption, a student must maintain a grade of 80 or greater in the course. The teacher of record and campus principal must approve an individual student's exemption from the TEC Sec. 25.092 attendance requirements.

It is noted that WISD's exemption is not a substantive exemption from compulsory attendance or UIL rules. In addition, teachers will continue to fully assign or determine grades in accordance with TEC Sec. 28.0214 (Finality of Grade) and 28.0216 (District Grading Policy).

Rationale

- Currently all students are limited in the number of days they may miss for school related activities.
- Class work missed by the student will have to be made up and all grades for the course will be determined by the student's teacher.
- The exemption provides opportunities for WISD students with less than 90 percent attendance and a class grade average of 80 or greater to receive credit for a course upon approval.

5. Absences for College/University Visits

Statutory Citation: TEC Sec. 25.087 (b-2) (Excused Absences for Higher Education Visits)

WISD will be exempt from the higher education student two-day excused absence limit listed in TEC Sec. 25.087 (b-2).

WISD will establish the number of days that a student may receive an excused absence while visiting an institution of higher education. The current limit of two days does not allow time for a student to travel to an out-of-state or some in-state institutions. WISD high school principals, counselors, and central staff will propose a policy change to the Board for their consideration for approval. (Board Policy FEA Local)

Rationale

- Currently students are allowed to miss only two days for college visits, limiting how many campuses they can visit.
- DISTRICT GOAL: Allow more than two, but only with administrator approval, and the Board of Trustees would have to approve a policy change.

6. Teacher Instructional Assignment(s)

Statutory Citation: TEC Sec. 21.003

WISD will continue to employ and have State Board for Educator Certification (SBEC) certified teaching staff. In the case that an appropriately certified teacher cannot be found, the district will be

exempt from the requirements of TEC Sec. 21.003, which limit WISD's ability to assign staff to meet local needs. Except in CTE Classes, if the teacher remains in the position for more than one school year, the teacher will be required to obtain the appropriate certification. WISD teachers will have the option of applying to WISD and/or their campus principal to teach certain courses in which they may have college hours and expertise. Examples of some of the exemptions include:

- Allow a teacher who is certified to teach through grade 6 to teach courses in grades seven and/or eight.
- Allow a teacher certified to teach elementary reading be the reading teacher of record for middle and/or high school students.
- Allow a teacher certified in middle school or high school mathematics to teach elementary grades such as fourth and or fifth.
- Allow a teacher to teach one or two classes out of field in an area or areas that the teacher has college coursework and expertise.
- Allow for greater flexibility in determining appropriate CTE experience in order to teach a CTE course.

WISD will continue to provide parent notification when their student has a teacher providing instruction under the exemption as required by TEC 21.057.¹

Rationale

- DISTRICT GOAL: Provides WISD latitude in providing opportunities for teachers certified in certain subjects and grade levels the ability to teach in more areas, including:
- Elementary reading specialists who teach reading on secondary campuses;
- 6th grade middle school teachers who teach 7th and 8th grade classes;
- Middle and high school math teachers who teach in elementary schools;
- Teachers who fill gaps in one or two classes outside their certification area at the high school level;
- Technical instructors at the high school level.
- WISD teachers will have the opportunity to apply within the district or on their own campus to teach certain courses in which they have college hours and expertise.
- Parents with students in a class that has a teacher utilizing the exemption will be notified in writing by the campus

7. New Teacher Probationary Contracts

Statutory Citation: TEC Sec. 21.102 (Probationary Contracts)

WISD will be exempt from the TEC Sec. 21.102 (b) and (c) beginning in January 2017. WISD will extend the maximum number of years that a teacher may be extended a probationary contract to:

¹ Bilingual/ESL and Special Education teachers must continue to be SBEC certified.

- For a first year teacher with zero years of experience, the district may extend the one-year probationary contract for a maximum period of five years. (Allows up to five one-year probationary contracts from the current statute which allows for a maximum of three years.)
- For an experienced teacher who is new to WISD, the district may extend the one-year probationary contract for a maximum period of three years. (Changes to up to three one-year probationary contracts from the current statute which allows for a maximum of one year.)

The WISD exemption will allow the district greater flexibility to determine if a new teacher will be effective in the classroom. A teacher may be offered a term contract or employment not extended earlier with administrative recommendation and board approval. The exemption is for teachers hired after January 1, 2017 and does not apply to staff members hired before this date.

Rationale

- Waco ISD would like to extend probationary contracts for first-year teachers up to five years and for experienced new teachers up to three years and base the term length on performance.
- DISTRICT GOAL: With challenges the District faces, this allows teachers more time to develop professionally before a long-term decision on their employment is determined.

8. Student Attendance – Truancy Prevention Measures (TPM)

Statutory Citation: TEC Sec. 25.0915 (TPM)

Waco ISD will allow each campus site-based committee to determine the appropriate official attendance time/period for their campus. Each campus site-based committee will review attendance data and make an attendance time/period recommendation to the administration for WISD Board approval. WISD will utilize Texas Education Agency Student Attendance Accounting Handbook Section 3.6.2.2 along with 19 TAC 129.21(h) (3) and 19 TAC 129.21 (h). For student attendance funding eligibility, the district will utilize Texas Education Agency Student Attendance Accounting Handbook Section 3.2.2 referred to as the “two-through-four-hour rule.”

Waco ISD’s at-risk students are often in school, but may be late and tardy to class. Several factors may account for their tardiness to school, which include but are not limited to:

- Assisting their younger siblings to get ready for school.
- Walking their siblings to their school and then walking to their campus.
- Limited options for private transportation to school if they missed the school bus.
- Homeless or living in different locations during the week.

Many times, the students are listed as absent due to their missing the WISD designated attendance period. The absences accumulate and may place the student in jeopardy of failing and/or truancy. In order to meet the local needs of WISD at-risk students, the district will develop guidelines for the minimum number of minutes a student must be in attendance during the day to be counted present. The official Average Daily Attendance (ADA) time/period will be determined by each campus site-based committee and approved by the WISD Board. The attendance exemption will provide one TPM measure to assist the district’s students.

Rationale

- WISD is asking to be exempt from documenting attendance across the District only at 9:30 a.m., and instead allow campus site-based committees to determine the appropriate attendance time/period.
- DISTRICT GOAL: Without this exemption, a student who arrived for class at 9:45 a.m. and completes the rest of the school day would be counted absent. With this proposed exemption, the student would be credited for attending school that day provided they were in attendance for at least 4 hours.
- Campuses would still have their own guidelines for tardiness.

9. Student Discipline

Statutory Citation: TEC Sec. 37.0012

Currently, Senate Bill 107 requires the designation of a campus behavior coordinator on each campus. This designee is responsible for maintaining student discipline and the implementation of Chapter 37, Subchapter A.

Waco ISD will be exempt from TEC Sec. 37.0012 related to the designation of a (singular) campus behavior coordinator for each campus. WISD utilizes a multi-administrator team process for student discipline which includes the campus principal and assistant principal(s). WISD will designate all campus administrative personnel assigned to a campus as the behavior coordinator for their campus.

Rationale

- WISD is asking for an exemption from the TEC guidelines that require one person to sign all discipline paperwork on a campus.
- WISD will continue to follow Texas Education Code Chapter 37 for student discipline procedures including a teacher's right to remove a student from class (TEC Sec. 37.002).
- DISTRICT GOAL: Allows administrators to be part of a discipline team, and the responsibility for paperwork would depend on the administrator's assigned grade level and their relationship with the student and family.

DISTRICT OF INNOVATION SUMMARY

Exemptions are NOT locked in for five years. They can be evaluated each year and amendments can be made with QDAC and Board approval.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Deena Cornblum

RE: Adoption of Amended Board Policy EIC(LOCAL): Class Ranking

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Background Information

Board Policy EIC(LOCAL) establishes how grade point averages will be calculated to determine class rank and local honors for high school students. A committee worked together to revise the policy during the 2020-2021 school year. For the purpose of local honors to be conferred during graduation activities, the current policy states that the District shall calculate class rank by using grades available at the end of the third week of the final six-week grading period of the senior year.

The District has learned that obtaining dual credit grades according to the schedule stated in policy is not possible due to variations with end of semester timelines between MCC, TSTC, and WISD. To create alignment, the attached amendment would use grades available at the end of the third week of May of the senior year to determine local honors.

Normally, Board Policy BF(LOCAL) requires an amendment to local policy to be introduced at one meeting and adopted at a subsequent meeting. However, in order for this amendment to take effect prior to next week's graduation ceremonies, the Administration is recommending that the Board adopt the amendment in one meeting.

Fiscal Implications

None

Administrative Recommendation(s)

Waive the second reading and adopt the amendment to Board Policy EIC(LOCAL), as presented.

PROPOSED REVISIONS

Consistent Application for Graduating Class

The District shall apply the same class rank calculation method and rules for local graduation honors for all students in a graduating class, regardless of the school year in which a student first earned high school credit.

Note: The following provisions shall apply to students in the graduating classes of 2021, 2022, and 2023.

Calculation

The District shall include in the calculation of class rank semester grades earned in high school credit courses taken in grades 9–12 only, unless excluded below.

The calculation shall include failing grades.

Exclusions

The calculation of class rank shall exclude any course for which a pass/fail grade is assigned and any grades earned through credit by examination, with or without prior instruction.

In addition, a student shall be permitted to exclude from the calculation of his or her class rank any eligible course that is not required for completion of his or her personal graduation plan.

Weighted Grade System

The District shall categorize and weight eligible courses as Tier 3, Tier 2, and Tier 1 in accordance with provisions of this policy and as designated in appropriate District publications.

Categories

Tier 3

Eligible Advanced Placement (AP) courses, dual credit courses, and courses locally designated as advanced shall be categorized and weighted as Tier 3 courses.

Tier 2

Eligible pre-advanced courses and other courses locally designated as college readiness courses shall be categorized and weighted as Tier 2 courses.

Tier 1

All other eligible courses, including specifically designated local credit courses, shall be categorized and weighted as Tier 1 courses.

Weighted Numerical Grade Average

The District shall assign weights to semester grades earned in eligible courses and calculate a weighted numerical grade average, in accordance with the following:

Category	Weight
Tier 3	multiplied by 1.15
Tier 2	multiplied by 1.10

Category	Weight
Tier 1	multiplied by 1.00

The District shall record unweighted numerical grades on student transcripts.

Note: The following provisions shall apply to students beginning with the graduating class of 2024.

Calculation

The District shall include in the calculation of class rank semester grades earned in Advanced Placement (AP) courses taken in grades 6–8 and in high school credit courses taken in grades 9–12, but only in the following subject areas: English, mathematics, science, social studies, economics, languages other than English, and all dual credit courses in these areas.

The calculation shall include failing grades.

Exclusions

The calculation of class rank shall exclude grades earned in any course for which a pass/fail grade is assigned; any local credit course; any course taken for credit recovery or remediation; distance learning in the form of traditional correspondence courses; any course for which credit is earned outside the regular school day or regular school year; and through credit by examination, with or without prior instruction.

Weighted Grade System

The District shall categorize and weight eligible courses as Tier 4, Tier 3, Tier 2, and Tier 1 in accordance with provisions of this policy and as designated in appropriate District publications.

Categories

Tier 4

Eligible Advanced Placement (AP) courses shall be categorized and weighted as Tier 4 courses.

Tier 3

Eligible dual credit courses shall be categorized and weighted as Tier 3 courses.

Tier 2

Eligible pre-advanced courses shall be categorized and weighted as Tier 2 courses.

Tier 1

All other eligible courses shall be categorized and weighted as Tier 1 courses.

Weighted Numerical Grade Average

The District shall assign weights to semester grades earned in eligible courses and calculate a weighted numerical grade average, in accordance with the following:

Category	Weight
Tier 4	multiplied by 1.20
Tier 3	multiplied by 1.15
Tier 2	multiplied by 1.10
Tier 1	multiplied by 1.00

The District shall record unweighted numerical grades on student transcripts.

Note: The following provisions shall apply to all students, regardless of their graduating class.

Transferred Grades

When a student transfers semester grades for courses that would be eligible under at least the Tier 1 category and the District has accepted the credit, the District shall include the grades in the calculation of class rank.

When a student transfers semester grades for courses from an accredited school that would be eligible to receive additional weight under the District's weighted grade system, the District shall assign additional weight to the grades based on the categories and grade weight system used by the District only if the same course is offered to the same class of students in the District.

Local Graduation Honors

For the purpose of determining honors to be conferred during graduation activities, the District shall calculate class rank in accordance with this policy and administrative regulations by using grades available at the time of calculation at the end of the third ~~week~~ Friday of the six-week grading period in May of the senior year.

For the purpose of applications to institutions of higher education, the District shall also calculate class rank as required by state law. The District's eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class rank for the purpose of automatic admission under state law. [See EIC(LEGAL)]

Valedictorian and Salutatorian

The valedictorian and salutatorian shall be the eligible students with the highest and second highest rank, respectively. To be eligible for this local graduation honor, a student must:

1. Have been continuously enrolled in the same District high school for the four semesters immediately preceding graduation;
2. Have been enrolled and in attendance in at least four academic courses each year of high school;
3. Be graduating after exactly eight semesters of enrollment in high school; and
4. Have completed the foundation program with the distinguished level of achievement.

Breaking Ties

In case of a tie in weighted numerical grade averages after calculation to the fourth decimal place, the District shall calculate a weighted numerical grade average using only eligible grades in Tier 4, Tier 3, and Tier 2 courses taken in grades 9–12 to determine recognition as valedictorian or salutatorian. If the tie is not broken after applying these methods, the District shall recognize all students involved in the tie as sharing the honor and title.

Highest-Ranking Graduate

The student meeting the local eligibility criteria for recognition as the valedictorian shall also be considered the highest-ranking graduate for purposes of receiving the honor graduate certificate from the state of Texas.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Gloria Barrera

RE: Amendment #11 to the Professional Services Contract with O’Connell Robertson for the Design of Kendrick Elementary School

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Background Information:

On January 23, 2020, the Board of Trustees approved a professional services agreement with O’Connell Robertson for various architectural and engineering projects throughout the district.

After initial approval, this agreement has been subsequently amended to cover each project that they have worked on. This professional services agreement needs to be amended once again to cover the work that that will be doing to design the new Kendrick Elementary School. Design services will be paid for with bond funds.

The new Kendrick Elementary School is scheduled to open in August of 2025. O’Connell Robertson’s proposal for the Kendrick Elementary School design services is attached to this memo along with Amendment #11.

Fiscal Implications

Architectural services have been agreed upon as a fixed fee of 6% of the construction budget for new designs.

Based on the construction budget of \$29,904,151, the total design services fee for Kendrick Elementary School will be \$1,794,250. Reimbursable expense allowance for this project will be \$89,700.00.

Budget Summary	Kendrick ES
Hard Costs Sub Total	29,904,151
Fees / PM / Expenses	2,467,092
Other Developmental Costs (Survey / Geotech / Etc)	224,281
Furnishings Fixtures and Equipment	869,939
IT Systems (Projectors, Network, Security, Phone)	869,939
Project Contingency	1,136,358
Total Project Cost	35,471,760

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the amendment to O'Connell Robertson's professional services agreement for the design of the new Kendrick Elementary School, and authorize the Superintendent to execute the final corresponding contract for these services as presented.



May 13, 2022

Mrs. Gloria Barrera
Chief Officer of Facilities and Operations
Waco Independent School District
501 Franklin Avenue
Waco, Texas 76701

RE: Proposal for Professional Services
Kendrick Elementary School

Dear Gloria:

The Waco ISD 2021 Bond Program supports a vision for the District's future elevating the opportunity for students and teachers, and O'Connell Robertson is proud to continue support in the implementation of the projects. The replacement facility for Kendrick Elementary school will set a foundation for supporting the Elementary School Grade levels for the campus and future bond programs.

The Kendrick Elementary School replacement is currently planned to support 750 students in 86,500 square feet of space on the existing site. The estimated construction costs are \$29.9M with a total project cost of \$35.4M. O'Connell Robertson proposes the following services and fees for the project:

Design Schedule: June 2022 to Summer 2023

Construction Schedule: Summer 2023 to Summer 2025

Proposed Services: Architectural, MEP Engineering, Structural Engineering, Civil Engineering, Landscape Architecture Design, IT/Security, and Kitchen Planning in accordance with the prime agreement

Basic Services: We would propose a fixed stipulated sum fee of \$1,794,250. This fee represents 6.0% of the estimated construction costs.

Reimbursable Expenses: We would propose an allocation of \$89,700 for reimbursable expenses.

O'Connell Robertson is appreciative of our partnership and opportunity with Waco ISD. We look forward to getting started on this exciting project!

Thank you,

Jarrod Sterzinger, AIA, LEED AP
Principal

Austin
811 Barton Springs Rd, Suite 900
Austin, TX 78704
512.478.7286

San Antonio
4040 Broadway, Suite 300
San Antonio, Texas 78209
210.224.6032

Houston
700 Milam, Suite 1300
Houston, Texas 77002
713.487.1583

oconnellrobertson.com



AIA® Document G802™ – 2017

Amendment to the Professional Services Agreement

PROJECT: *(name and address)*
Kendrick Elementary School

AGREEMENT INFORMATION:
Date: January 20, 2020

AMENDMENT INFORMATION:
Amendment Number: 011
Date: May 19, 2022

OWNER: *(name and address)*
Waco Independent School District
501 Franklin Avenue
Waco, Texas 76701

ARCHITECT: *(name and address)*
O'Connell Robertson
811 Barton Springs Road, Suite 900
Austin, Texas 78704

The Owner and Architect amend the Agreement as follows:
Basic design services for the replacement of Kendrick Elementary School.

The Architect's compensation and schedule shall be adjusted as follows:

Compensation Adjustment:

The Architect's fee for this project shall be a fixed stipulated fee of \$1,794,250. This fee represents 6.0% of the estimated project budget of \$29,904,151, but shall not be subject to adjustment based on the actual Cost of the Work.

The fee will be paid in accordance with the compensation schedule set forth in Section 6.1 of the AIA Document B102-2017.

Schedule Adjustment:

The following dates are anticipated for the project:
Design Notice to Proceed - June 2022
Construction Notice to Proceed - Summer 2023
Construction Substantial Completion - Summer 2025

SIGNATURES:

O'Connell Robertson
ARCHITECT *(Firm name)*

SIGNATURE
Jarrod Sterzinger, AIA, LEED AP,
Principal
PRINTED NAME AND TITLE

May 19, 2022
DATE

Waco Independent School District
OWNER *(Firm name)*

SIGNATURE
Susan Kincannon, Ed.D.
Superintendent
PRINTED NAME AND TITLE

May 19, 2022
DATE

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Gloria Barrera

RE: Amendment #12 to the Professional Services Contract with O’Connell Robertson for the Design of the South Waco Elementary School Renovation Project

=====

Background Information:

On January 23, 2020, the Board of Trustees approved a professional services agreement with O’Connell Robertson for various architectural and engineering projects throughout the district.

After initial approval, this agreement has been subsequently amended to cover each project that they have worked on. This professional services agreement needs to be amended once again to cover the work that that will be doing to design the renovations to South Waco Elementary School. Design services will be paid for with bond funds.

The new South Waco Elementary School is scheduled to open in August of 2025.

O’Connell Robertson’s proposal for the South Waco Elementary School design services is attached to this memo along with Amendment #12.

Fiscal Implications

Architectural services have been agreed upon as a fixed fee of 6.5% of the construction budget for renovations. Based on the construction budget of \$21,000,000, the total design services fee for South Waco Elementary School will be \$1,365,000. Reimbursable expense allowance for this project will be \$68,300.00.

Budget Summary	South Waco
Hard Costs Sub Total	21,013,144
Fees / PM / Expenses	1,786,117
Other Developmental Costs (Survey / Geotech / Etc)	105,066
Project Contingency	798,499
Total Project Cost	23,702,826

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the amendment to O'Connell Robertson's professional services agreement for the design of the renovations to South Waco Elementary School, and authorizes the Superintendent to execute the final corresponding contracts for these services as presented.



May 13, 2022

Mrs. Gloria Barrera
Chief Officer of Facilities and Operations
Waco Independent School District
501 Franklin Avenue
Waco, Texas 76701

RE: Proposal for Professional Services
South Waco Elementary School

Dear Gloria:

The Waco ISD 2021 Bond Program supports a vision for the District's future elevating the opportunity for students and teachers, and O'Connell Robertson is proud to continue support in the implementation of the projects. The addition and renovations for South Waco Elementary school will be based on the foundation set by the Kendrick Elementary School program + goals.

The South Waco Elementary School additions and renovations are planned to support an expanded 750 student population maximizing use of the existing building. The estimated construction costs are \$21.0M with a total project cost of \$23.7M. O'Connell Robertson proposes the following services and fees for the project:

Design Schedule: June 2022 to Summer 2023

Construction Schedule: Summer 2023 to Summer 2025

Proposed Services: Architectural, MEP Engineering, Structural Engineering, Civil Engineering, Landscape Architecture Design, IT/Security, and Kitchen Planning in accordance with the prime agreement

Basic Services: We would propose a fixed stipulated sum fee of \$1,365,850. This fee represents 6.5% of the estimated construction costs.

Reimbursable Expenses: We would propose an allocation of \$68,300 for reimbursable expenses.

O'Connell Robertson is appreciative of our partnership and opportunity with Waco ISD. We look forward to getting started on this exciting project!

Thank you,

Jarrod Sterzinger, AIA, LEED AP
Principal

Austin
811 Barton Springs Rd, Suite 900
Austin, TX 78704
512.478.7286

San Antonio
4040 Broadway, Suite 300
San Antonio, Texas 78209
210.224.6032

Houston
700 Milam, Suite 1300
Houston, Texas 77002
713.487.1583

oconnellrobertson.com



AIA® Document G802™ – 2017

Amendment to the Professional Services Agreement

PROJECT: *(name and address)*
South Waco Elementary School

AGREEMENT INFORMATION:
Date: January 20, 2020

AMENDMENT INFORMATION:
Amendment Number: 012
Date: May 19, 2022

OWNER: *(name and address)*
Waco Independent School District
501 Franklin Avenue
Waco, Texas 76701

ARCHITECT: *(name and address)*
O'Connell Robertson
811 Barton Springs Road, Suite 900
Austin, Texas 78704

The Owner and Architect amend the Agreement as follows:
Basic design services for the replacement of South Waco Elementary School.

The Architect's compensation and schedule shall be adjusted as follows:

Compensation Adjustment:

The Architect's fee for this project shall be a fixed stipulated fee of \$1,365,850. This fee represents 6.5% of the estimated project budget of \$21,013,144, but shall not be subject to adjustment based on the actual Cost of the Work.

The fee will be paid in accordance with the compensation schedule set forth in Section 6.1 of the AIA Document B102-2017.

Schedule Adjustment:

The following dates are anticipated for the project:
Design Notice to Proceed - June 2022
Construction Notice to Proceed - Summer 2023
Construction Substantial Completion - Summer 2025

SIGNATURES:

O'Connell Robertson
ARCHITECT *(Firm name)*

SIGNATURE
Jarrod Sterzinger, AIA, LEED AP,
Principal
PRINTED NAME AND TITLE

May 19, 2022
DATE

Waco Independent School District
OWNER *(Firm name)*

SIGNATURE
Susan Kincannon, Ed.D.
Superintendent
PRINTED NAME AND TITLE

May 19, 2022
DATE

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Gloria Barrera

RE: Construction Materials Testing Services for G.W. Carver Middle School

Background Information

Professional services are required to be procured in accordance with Chapter 2254, Section 2254.003 of the Texas Government Code. This code states, the entity may not select a provider or professional services or award a contract for the services on the basis of competitive bids, rather it shall make the selection and award on the basis of 'demonstrated competence and qualifications to perform the services'. Construction Materials Testing is considered a professional service as it requires oversight of a licensed engineer.

Intertek/PSI provided the geotechnical investigation services for the design of G. W. Carver Middle School. The District requested a proposal from PSI to provide construction materials testing as a continuance of these services. The testing of construction materials and systems is required by the State of Texas and is a significant quality assurance measure that protects the district's investment by confirming that the materials installed will meet the performance specifications.

The Administration has reviewed the proposal from Intertek/PSI and finds it to be reasonable. Intertek/PSI has provided services to the District for other projects including Paul Tyson Field.

The administration recommends that Intertek/PSI be approved to provide materials testing services for the G.W. Carver Middle School. PSI brings impressive expertise and outstanding qualifications to the materials testing process and will benefit Waco ISD by providing quality and performance assurance, protecting the district's investment in these new facilities.

Fiscal Implications

The materials testing services for G.W. Carver Middle School will not exceed \$94,135.00.

Administrative Recommendation(s):

Approve Intertek/PSI to provide materials testing services for G.W. Carver Middle School and authorize the superintendent to execute a contract.

SERVICE WORK ORDER

This Service Work Order is subject to all terms and conditions of the Master Professional Services Agreement between Owner and Consultant, and shall become part of the Master Professional Services Agreement upon execution by Owner. Any amendment or modification of this Service Work Order must be in writing and signed by both parties.

1. **Agreed Services.** The agreed Services shall include the following, as further set forth in Consultant's attached proposal: _____ Per Exhibit A _____.

If applicable, any additional agreed Services, technical specifications, and/or drawings shall be as set forth and listed in the Consultant's Proposal attached hereto.

2. **Deadline for Performance.** Consultant shall complete performance of the Services specified herein on or before
June 1, 2023.
3. **Place of Performance.** Consultant shall perform the Services specified herein at the following location(s)

Per Exhibit A _____.
4. **Agreed Total Price.** The parties hereby agree that the Total Compensation for all Services under this Service Work Order is \$ 94,135.00, as specified in the proposal attached hereto.
5. **Owner's Authorized Representative.** Owner's authorized representative for acceptance of any Services under this Service Work Order is: Alexander Villanueva
Assistant Director Of Facilities, WISD

AUTHORIZED AND ACCEPTED: CONSULTANT/

Professional Services Industries. Inc.

By:  Date: 05/13/2022
Name: Mike Phares
Title: Regional Director

OWNER/ _____

By: _____ Date: _____
Name: Susan Kincannon
Title: Superintendent, WISD

EXHIBIT A: Consultant's Proposal, dated - 0301-373791 dated 05/12/2022.



May 12, 2022

Waco Independent School District

4315 Beverly Drive
Waco, Texas 76711

Attn: Mr. Alexander Villanueva
Phone: (254) 752-3497
Email: alexander.villanueva@wacoisd.org

Re: Construction Materials Testing and Observation Proposal
Carver Middle School
1601 J J Flewellen Road
Waco, TX 76704
PSI Proposal No.: 0301- 373791

Dear Mr. Villanueva:

Professional Service Industries, Inc. (PSI) is pleased to submit the following proposal to perform Construction Materials Testing and Observation Services for the **Carver Middle School project in Waco, Texas**. We understand our scope of work is limited to material testing and observation on a call out as needed basis. We understand the project consists of a Steel Framed Structure approximately 131,834 SF of footprint area.

PSI has the technical capabilities, personnel and equipment resources, and local expertise to provide you with superior testing and observation services. We are consistently ranked by Engineering News Record magazine as one of the nation's largest consulting engineering firms and PSI is considered the leading firm of our type in the engineering and construction industry. PSI has licensed, registered, and certified professionals, and offers the comfort of using one of America's largest and respected engineering companies.

PSI proposes to provide experienced, technical personnel to perform testing services as requested in general accordance with project specifications. We propose to accomplish the work on a unit fee basis in accordance with the unit rates provided herein and our work will be performed pursuant to the PSI General Conditions which are incorporated herein and made a part of this proposal. PSI's fees will be determined by the actual amount of technical time and materials expended on the project and the amount of laboratory testing performed. Our proposed services are for the typical Quality Assurance Services and do include "Special Inspections." Please note, however, the Building Code specifically prohibits the performance of "Special Inspections" as an agent of the Contractor.

Please note that the fees for our services are directly related to the contractor's schedule, the quantity of service requests, the quantity and frequency of failed tests / retests, construction delays and other issues outside the control of PSI. We will work with your firm in order to control the budget for our services; however, invoices will be based on your scheduling and service requests.

Construction Hive™ is the primary report distribution platform used by PSI to provide a better experience to our clients. You will have 24hour access to your reports on this website from any internet enabled device with a web browser. Construction Hive™ has powerful report viewing, retrieval and searching capabilities that allow you to find the information you are looking for faster and with greater ease. An additional fee may be assessed if a different method of report distribution is requested.

This proposal includes our services to observe, test and report on the construction activities listed below. Please note that our services will be performed on an intermittent, call-out, as requested basis. This proposal does not include full time or continuous on-site observation services. Scheduling will be the responsibility of our client's designated representative. Requests for services must be coordinated prior to the close of the business day preceding the requested activity. A technician overtime rate or a project management fee may be assessed to provide services without adequate notification.

We will commence work upon receipt of a fully executed copy of this proposal in its entirety including PSI General Conditions. Please be sure to fill out the attached Project Data Sheet for timely distribution of reports.

We look forward to providing our services during construction of the above referenced project. Please do not hesitate to contact our office with any questions or concerns.

Respectfully submitted,
Professional Service Industries, Inc.

Darshan S. Vora
 Darshan S. Vora
 Project Manager

Mike Phares
 Mike Phares, CWI
 Principal Consultant

- Attachments: Anticipated Construction Materials Testing Services
 Proposed Scope of Work, Assumption, and Basis for Estimate
 Schedule of Services and Fees
 PSI General Notes
 Project Data Sheet
 PSI General Conditions

Proposal Acceptance	
Date:	Agreed to this _____ day of _____, 2022
Signature:	
Printed Name:	
Title:	
Firm:	

Invoice Requirements	
Your Purchase Order No.:	
Billing E-mail Address*	
<u>Billing Address</u>	<u>Mailing Address (if different)</u>

* = required



Anticipated Construction Materials Testing Services

Project: Carver Middle School - Waco, Texas

	Unit	Quantity	Unit Price	Item Total
Earthwork Testing and Observation				
Building Pad Preparation				
Senior Engineering Technician (In-place Density Testing)	Per Hour	150	\$55.00	\$8,250.00
Laboratory Moisture Density Relationship (Standard / Modified)	Each	4	\$203.00	\$812.00
Atterberg Limit Determination	Each	4	\$71.00	\$284.00
Sieve Analysis	Each	4	\$44.00	\$176.00
Percent Passing No. 200 Sieve	Each	4	\$60.00	\$240.00
Unified Soil Classification	Each	4	\$28.00	\$112.00
Sample Preparation	Each	4	\$71.00	\$284.00
Soil Sample Retrieval	Per Trip	3	\$200.00	\$600.00
Nuclear Density Gauge	Per Trip	30	\$45.00	\$1,350.00
Transportation Charge	Per Trip	30	\$65.00	\$1,950.00
Report Review	Each	34	\$36.00	\$1,224.00
	Sub-Total			\$15,282.00
Utility Trench Backfill				
Senior Engineering Technician (In-place Density Testing)	Per Hour	28	\$55.00	\$1,540.00
Nuclear Density Gauge	Per Trip	7	\$45.00	\$315.00
Transportation Charge	Per Trip	7	\$65.00	\$455.00
Report Review	Each	7	\$36.00	\$252.00
	Sub-Total			\$2,562.00
Earthwork Testing and Observation Estimate				\$17,844.00
Drilled Pier Installation Observation				
Drilled Shaft Pier Observation				
Senior Engineering Technician	Per Hour	288	\$55.00	\$15,840.00
Senior Engineering Technician - Overtime Hours	Per Hour	72	\$82.00	\$5,904.00
Concrete Cylinders (Cured and/or Tested in Compression)	Each	180	\$20.00	\$3,600.00
Concrete Specimen Retrieval	Per Trip	20	\$200.00	\$4,000.00
Equipment Charge	Per Trip	36	\$45.00	\$1,620.00
Transportation Charge	Per Trip	36	\$65.00	\$2,340.00
Report Review	Each	72	\$36.00	\$2,592.00
	Sub-Total			\$35,896.00
Drilled Pier Installation Observation Estimate				\$35,896.00
Reinforcing Steel Observation				
Cast-In-Place Concrete Reinforcing Steel Observation				
Senior Engineering Technician	Per Hour	40	\$55.00	\$2,200.00
Transportation Charge	Per Trip	10	\$65.00	\$650.00
Report Review	Each	10	\$36.00	\$360.00
	Sub-Total			\$3,210.00
Reinforcing Steel Observation Estimate				\$3,210.00



Concrete Testing and Observation

Structural Concrete

Engineering Technician (Concrete Sampling and Testing)	Per Hour	90	\$48.00	\$4,320.00
Engineering Technician - Overtime Hours	Per Hour	30	\$72.00	\$2,160.00
Concrete Cylinders (Cured and/or Tested in Compression)	Each	250	\$20.00	\$5,000.00
Concrete Specimen Retrieval	Per Trip	5	\$200.00	\$1,000.00
Equipment Charge	Per Trip	15	\$45.00	\$675.00
Transportation Charge	Per Trip	15	\$65.00	\$975.00
Report Review	Each	65	\$36.00	\$2,340.00

Sub-Total **\$16,470.00**

Concrete Testing and Observation Estimate **\$16,470.00**

Masonry Observation

Masonry Observation

Engineering Technician (Grout and Mortar Sampling and Testing)	Per Hour	28	\$48.00	\$1,344.00
Masonry Cubes (2in x 2in x 2in Cubes)	Each	21	\$20.00	\$420.00
Grout Prisms (3in x 3in x 6in)	Each	28	\$20.00	\$560.00
Masonry Specimen Retrieval	Per Trip	3	\$200.00	\$600.00
Transportation Charge	Per Trip	7	\$65.00	\$455.00
Report Review	Each	14	\$36.00	\$504.00

Sub-Total **\$3,883.00**

Masonry Testing and Observation Estimate **\$3,883.00**

Structural Steel Observation

Structural Steel Observation

Structural Steel Technician (CWI)	Per Hour	75	\$100.00	\$7,500.00
Transportation Charge	Per Trip	15	\$65.00	\$975.00
Report Review	Each	15	\$36.00	\$540.00

Sub-Total **\$9,015.00**

Structural Steel Observation Estimate **\$9,015.00**

Engineering & Technical Services

Administrative and Technical Services

Project Manager	Per Hour	8	\$108.00	\$864.00
Project Set-up	Each	1	\$165.00	\$165.00

Sub-Total **\$1,029.00**

Professional Engineering Services

Report of Required Special Inspections	Each	1	\$275.00	\$275.00
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Sub-Total **\$275.00**

Engineering & Technical Services Estimate **\$1,304.00**

Construction Materials Testing and Observation Estimated Total

\$87,622.00



Specialty Testing Services

Fire-proofing Inspection

Special Inspection Technician	Per Hour	32	\$100.00	\$3,200.00
Transportation Charge	Per Trip	8	\$65.00	\$520.00
Report Review	Each	8	\$36.00	\$288.00
Sub-Total				\$4,008.00

Anchor Bolt Inspection

Special Inspection Technician	Per Hour	20	\$100.00	\$2,000.00
Transportation Charge	Per Trip	5	\$65.00	\$325.00
Report Review	Each	5	\$36.00	\$180.00
Sub-Total				\$2,505.00

Specialty Testing Services Estimate \$6,513.00

**Estimated Total
 (Including Specialty Testing Services)**

\$94,135.00



MASTER PROFESSIONAL SERVICES AGREEMENT

THIS MASTER PROFESSIONAL SERVICES AGREEMENT (“Agreement”) is made and entered into on the Effective Date, as hereinafter defined, by and between _____ (“Consultant”), and _____ Independent School District (“Owner” or “District”), for provision of [*survey, materials testing, geotechnical, commissioning, test and balance, etc.*] and related services to the District, on an as-needed basis, subject to the terms and conditions herein.

NOW, THEREFORE, in consideration of the mutual promises and covenants hereinafter set forth, and for other good and valuable consideration, the sufficiency of which is hereby acknowledged and the receipt of which shall be acknowledged by endorsement thereof, the parties do hereby agree as follows:

1. **Services to be Performed by Consultant**—Upon request by the District, Consultant shall prepare and present a Service Work Order covering the provision of certain _____ services on District public works projects (“Services”). Each Service Work Order shall set forth the scope of the Services to be performed by Consultant, the location of the services or subject project, the cost of the services, any deliverables to be provided to Owner, any information or actions required of the Owner in connection with the Services, and the timelines or deadlines associated with Services, on the form attached hereto as Exhibit “B.” Each Service Work Order duly executed by the District and Consultant shall be subject to the terms and conditions of this Agreement and is hereby incorporated into this Agreement, to the extent permitted by Section 17. Consultant is not guaranteed any certain or minimum amount of assignments from Owner under this Agreement. All services provided by Consultant shall be performed according to the standards of his profession in a manner consistent with that level of care and skill ordinarily exercised by members of the same professions currently practicing under similar conditions.
2. **Compensation**—In consideration of the services performed by Consultant under this Agreement, the Owner shall pay to Consultant the compensation set forth in each applicable Service Work Order. Additional services and reimbursable expenses shall be compensated at the rate and manner set forth in this Agreement and the applicable Work Order. Payments shall be due within 30 days following receipt of a valid and undisputed invoice, upon completion of the Services or other progress milestone as agreed to in a Service Work Order.
3. **Time of Completion**—Consultant shall complete the work specified in the Work Order, in a timely manner, in accordance with the Owner’s schedule for

the subject project. Consultant shall not commence with any Services until a Work Order has been executed by both Consultant and a duly authorized representative of the District.

4. **Relationship of the Parties**—It is understood and agreed that Consultant is an independent contractor and neither Consultant nor any employees, volunteers, or agents contracted by Consultant shall be deemed for any purposes to be employees, volunteers or agents of Owner. Consultant shall assume full responsibility for the action of such employees, volunteers, or agents while performing any services incident to this Agreement, and shall remain solely responsible for their supervision, daily direction and control, payment of salary (including withholding of income taxes and social security), workers' compensation, disability benefits and like requirements and obligations.
5. **No Waiver of Immunity**—Owner does not waive or relinquish any immunity or defense on behalf of itself, its trustees, officers, employees, and agents as a result of its execution of this Agreement and performance of the functions or obligations described herein.
6. **Insurance and Indemnity**—For the term of this Agreement, Consultant agrees to maintain and keep on file with Owner all insurance coverages as set forth in Exhibit A to this Agreement. Consultant shall provide valid renewal or amended certificates, as required in Exhibit A.

Consultant agrees to indemnify and hold harmless Owner, its trustees and employees against any and all losses, costs, expenses and liabilities, including but not limited to reasonable attorneys' fees and court costs, to the extent they arise out of Consultant's negligent acts or omissions.

7. **Compliance with Laws**—Consultant shall maintain any and all applicable license(s) and certification(s) necessary to perform any Services contemplated by this Agreement. Consultant shall observe and comply with all Federal, State, County and local laws, and Owner's Board Policies that in any manner affect the provision of Services and performance of all obligations undertaken pursuant to this Agreement.
8. **Authorization of Agreement**—Each party represents and warrants to the other that execution of this Agreement has been duly authorized, and that this Agreement constitutes a valid and enforceable obligation of such party according to its terms. This Master Agreement is not exclusive, and does not guarantee that Consultant shall receive any minimum or specific volume of work from Owner.

9. **No Waiver**—No waiver of a breach of any provision of this Agreement shall be construed to be a waiver of any breach of any other provision. No delay in acting with regard to any breach of any provision shall be construed to be a waiver of such breach.

10. **Notices**—Any notice required or permitted to be given under this Agreement shall be in writing, and shall be deemed to have been given when delivered by hand delivery, or when deposited in the United States Post Office, by registered or certified mail, postage prepaid, return receipt requested, if mailed. Notices shall be addressed as follows:

If to Consultant:

[Insert]

If to Owner:

[Insert]

Any party may designate a different address by giving the other party ten (10) days written notice in the manner provided above.

11. **No Assignment**—No assignment of this Agreement, or any duty or obligation of performance hereunder, shall be made in whole or in part by either party without the prior written consent of the other party.

12. **Amendments**—This Agreement may be amended or modified by, and only by, a written instrument approved by the Owner in accordance with Owner’s Board Policy.

13. **Termination**—Owner may terminate this Agreement with or without cause upon seven (7) days written notice to Consultant. Consultant shall be entitled to compensation for all services provided up to the effective date of termination. Consultant may terminate this Agreement upon thirty (30) days written notice in the event of non-payment or other default by Owner.

14. **Section Headings**—The headings of sections contained in this Agreement are for convenience only, and they shall not, expressly or by implication, limit, define, extend or construe the terms or provisions of the sections of this Agreement.

15. **Governing Law**—This Agreement is made in Texas and shall be construed, interpreted, and governed by Texas law. The parties shall consent to the

jurisdiction and venue of the courts of _____ County, Texas, for any action under this Agreement.

16. **Duplicate Originals**—This Agreement may be executed in counterparts or electronically, either of which shall have the same full force and effect of the original Agreement, and each of which shall constitute but one and the same instrument.
17. **Complete Understanding**— This Agreement and all Exhibits, Supplements and Amendments thereto shall constitute the complete understanding of Consultant and Owner. This Agreement constitutes the sole and only agreement of the parties to it and supersedes any prior understandings or written or oral agreements between the parties respecting the subject matter of this Agreement. Any terms or conditions contained in any Work Order, or to an attachment to any Work Order which purport to limit, waive, relinquish any liabilities of Consultant, or legal rights of the Owner, or which conflict with any terms within this Agreement, are hereby expressly excluded, void and unenforceable unless this Agreement is specifically amended to restate such term, condition or limitation in the main body of this Agreement. The appearance of such matters in any Proposal or attachment to a Work Order will be of no legal force or effect, as the attachment of any proposal to a Work Order is intended to only provide detailed information relating to the scope, deliverables, deadlines and fees relating to Consultant's services.
18. **Certifications.** Consultant hereby certifies that it is not a company identified on the Texas Comptroller's list of companies known to have contracts with, or provide supplies or services to, a foreign organization designated as a Foreign Terrorist Organization by the U.S. Secretary of State under federal law. Consultant hereby certifies and verifies that neither Consultant, nor any affiliate, subsidiary, or parent company of Consultant, if any (the "Consultant Companies"), boycotts Israel, and Consultant agrees that Consultant and Consultant Companies will not boycott Israel during the term of this Agreement. For purposes of this Agreement, the term "boycott" shall mean and include terminating business activities or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations with Israel, or with a person or entity doing business in Israel or in an Israeli-controlled territory.

Consultant further verifies that: (1) it does not, and will not for the duration of the contract, boycott energy companies or (2) the verification required by Section 2274.002 of the Texas Government Code does not apply to the contract.

Consultant further verifies that: (1) it does not, and will not for the duration of the contract, have a practice, policy, guidance, or directive that discriminates against a firearm entity or firearm trade association or (2) the verification required by Section 2274.002 of the Texas Government Code does not apply to the contract.

19. **Effective Date and Term**—The “Effective Date” of this Agreement shall be the date that all necessary and authorized representatives of Owner have endorsed the same, and shall continue through the end the Owner’s current fiscal year. Thereafter, this Agreement shall automatically renew for additional subsequent one-year periods, subject to the termination provisions set forth herein.

CONSULTANT



Signature

Mike Phares, Regional Head
Printed Name and Title

05/13/2022
Date

Waco INDEPENDENT
SCHOOL DISTRICT

Signature

Susan Kincannon, Ed,D
Superintendent, WISD
Printed Name and Title

Date

**EXHIBIT A
CONSULTANT INSURANCE REQUIREMENTS**

<u>Insurance Required</u>	<u>Limit Required</u>
Automobile Liability insurance covering Any Auto	\$1,000,000 Combined Single Limit
Comprehensive (Commercial) General Liability insurance including Products, Completed Operations, Independent Contractors, Broad Form Property Damage, Pollution and Blanket Contractual Liability coverage. Any XCU exclusions to be removed when underground work is performed.	\$1,000,000 Occurrence \$2,000,000 Aggregate \$1,000,000 Personal Injury \$ 500,000 Fire Damage \$ 5,000 Medical Payments Per Project Aggregate Evidence of coverage must be shown on certificates of insurance.
Professional Errors & Omissions Liability insurance required for all licensed or certified professionals and engineers	\$1,000,000 Per Claim/Occurrence \$2,000,000 Aggregate Retroactive Date preceding date of contract must be shown in the Comments/Remarks Section of ACORD application. Professional Errors and Omissions Liability Insurance shall be maintained for three (3) years past substantial completion of construction contract. If coverage is cancelled or non-renewed prior to contract completion date, the Consultant shall purchase "Extended Reporting Period" coverage for a three (3) year period.
Workers Compensation insurance with limits to comply with the requirements of the Texas Workers' Compensation Act.	Statutory Limits
Employers Liability insurance	\$1,000,000
Umbrella or Excess Liability	\$1,000,000

Insurance Conditions

All insurance coverage shall be issued on an Occurrence form (except Professional Liability insurance, which may be issued on a "Claims Made" form) by companies acceptable to District and licensed to do business in the State of Texas by the Texas Department of Insurance. Such companies shall have a Best's Key rating of at least "A- X".

All certificates must include:

1. A 30 day notice of cancellation of any non-renewal, cancellation to any of the policies, and copies of CG 02 05, TE 02 02A and WC 42 06 01 or their equivalents specifically naming the District;
2. "Additional Insured" on the Property, General Liability and Automobile Liability and policies naming the District.
3. A "Waiver of Subrogation" clause in favor of the District will be attached to the Workers Compensation, General Liability, and Automobile Liability.

In addition to certificates of insurance, copies of policy endorsements must be provided: (a) listing the District as Additional Insured, and (b) showing waivers of subrogation in favor of the District Consultant shall be responsible for payment of all deductibles.

The District reserves the right to review the insurance requirements during the effective period of any contract to make reasonable adjustments to insurance coverage and limits when deemed reasonably prudent by District based upon changes in statutory laws, court decisions or potential increase in exposure to loss.

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Gloria Barrera

RE: Commissioning Services for 2021 Bond Program Projects
=====

Background Information

Professional services are required to be procured in accordance with Chapter 2254, Section 2254.003 of the Texas Government Code. This code states, the entity may not select a provider or professional services or award a contract for the services on the basis of competitive bids, rather it shall make the selection and award on the basis of 'demonstrated competence and qualifications to perform the services'.

The administration recommends that Bath Commissioning Corporation be approved to provide commissioning services for the 2021 Bond program projects. Bath Commissioning Corporation brings considerable expertise and outstanding qualifications to the commissioning process and will benefit Waco ISD by providing quality, performance and cost control assurance.

Facilities that are thoroughly commissioned perform more effectively and reliably with fewer quality issues throughout construction and the life of the facility.

In addition to commissioning services, Bath Commissioning Corporation will be providing constructability reviews during the construction document process and will assist with value engineering efforts.

Fiscal Implications

The commissioning fees for Waco High School, G.W. Carver Middle School and Tennyson Middle School are shown below:

- Waco High School – \$340,760
- G.W. Carver Middle School – \$261,740
- Tennyson Middle School - \$296,880

Administrative Recommendation(s):

Approve Bath Commissioning Corporation for commissioning services in relation to the District's bond construction projects and authorize the superintendent to execute a contract for Waco High School, G.W. Carver Middle School and Tennyson Middle School.

SERVICE WORK ORDER

This Service Work Order is subject to all terms and conditions of the Master Professional Services Agreement between Owner and Consultant, and shall become part of the Master Professional Services Agreement upon execution by Owner. Any amendment or modification of this Service Work Order must be in writing and signed by both parties.

1. **Agreed Services.** The agreed Services shall include the following, as further set forth in Consultant's attached proposal:

Provide commissioning services as set forth in Exhibit A.

If applicable, any additional agreed Services, technical specifications, and/or drawings shall be as set forth and listed in the Consultant's Proposal attached hereto.

2. **Deadline for Performance.** Consultant shall complete performance of the Services specified herein on or before **December 15, 2026**
3. **Place of Performance.** Consultant shall perform the Services specified herein at the following location(s)
New Waco High School
4. **Agreed Total Price.** The parties hereby agree that the Total Compensation for all Services under this Service Work Order is \$340,760.00, as specified in the proposal attached hereto.
5. **Owner's Authorized Representative.** Owner's authorized representative for acceptance of any Services under this Service Work Order is: Roger Perez, Energy Manager WISD.

AUTHORIZED AND ACCEPTED:

CONSULTANT/ BATH GROUP, INC.

By:  Date: May 13, 2022
Name: Brian L. Mende, P.E., CCP
Title: Senior Engineer/Certified Commissioning Agent

OWNER/WACO INDEPENDENT SCHOOL DISTRICT

By: _____ Date: _____
Name: Susan Kincannon, Ed.D
Title: Superintendent Waco Independent School District

EXHIBIT A: Consultant's Proposal, dated April 25, 2022



April 25, 2022

Gloria Barrera, REFP, LEED AP
Chief Officer of Facilities & Operations
Waco Independent School District
501 Franklin Ave
Waco, Texas 76701

**Ref: Construction Commissioning Services
Waco High School**

Dear Ms. Barrera:

Thank you for inviting Bath Commissioning Corporation to submit a proposal for professional commissioning services for the new Waco High School. We have reviewed the 100% Design Development drawings and we are pleased to offer this fee proposal to perform the commissioning of the specific systems we discussed. Below is a brief written scope of work that is intended to be a brief description of the proposed work included on our Man-Hour Scope form B-101 attached to this letter.

Scope of Work

Design Review:

We will perform 1 design review of 100% Construction Documents of the MEP systems. This review will focus on coordination issues between all MEP trades, Value Engineering Items that may reduce construction cost, and energy saving ideas/methods that may be used in the building design and operation to reduce overall energy cost.

Building Envelope:

We will coordinate the Building Envelope Commissioning with Waco ISD and the Architect. We will be available to review and coordinate the following test (note, all tests should be included in the construction documents to be performed by the Contractor, if not, then Bath will assist Waco ISD in procuring the testing agency):

Mock-Up

- One (1) adhesion test for wall air/water/vapor barrier
- One (1) adhesion test for roof membrane
- One (1) pull test for each sealant/substrate combination

- One (1) window water leakage test per ASTM E1105
- There will be no dynamic load testing of the windows.

In-Situ

- Four (4) adhesion test for wall air/water/vapor barrier
- Two (2) adhesion test for roof membrane
- One (1) pull test for each sealant/substrate combination (up to 10 total)
- Three (4) window water leakage test per ASTM E1105
- Two (2) thermographic (infrared) analysis of building envelope.
- There will be no dynamic load testing of the windows.

Envelope inspection services during construction are not included within this proposal.

MEP Commissioning:

Review submittals: The submittal reviews will include of all systems that are to be commissioned and include HVAC equipment, HVAC Controls, Electrical Controls and energy consuming Plumbing equipment.

Provide reviews/comments on all sections relevant to commissioning to Waco ISD and the project A/E.

Develop commissioning plans and forms for the documentation of all commissioning functions. All commissioning documentation will be controlled using an on-line database developed specifically for this project.

Conduct meetings to kick-off the functional testing with the contractors. It is expected that there will be one meeting. There will be one meeting to introduce the parties and review the process with the participants prior to beginning the functional performance tests.

Make multiple field observations prior to functional performance testing. These observations will include the installation of the controls, HVAC equipment, and ductwork pressure testing. An observation report will be formally submitted after each observation in a timely manner.

Perform functional performance testing of the HVAC, Plumbing and Electrical systems. This will be conducted on-site during building turnover and includes change of season as required.

Verify training has been conducted and coordinated properly; review O&M manuals of the equipment commissioned to verify completeness; create, maintain and update an issue log for all commissioned equipment; produce a final report will all commissioning forms including contractor supplied start-ups, functional performance test procures, equipment identification, etc.; and produce a searchable PDF for the maintenance staff that includes links for easy access to the drawings, specifications, submittals, O&M manuals and all commissioning forms.

MEP Systems to be Commissioned

HVAC Systems:

HVAC systems to be commissioned:

- Chilled Water System
- Hot Water System
- Air Handling Units
- DOAS Units
- Energy Recovery Units
- Rooftop Units
- Fan Coil Units
- Unit Heaters/Radiant Heaters
- Terminal Units – 25% (at least 45)
- Lab Supply/Exhaust Systems
- Kitchen Exhaust Systems
- Fans – Exhaust and Relief
- Split Systems
- Chillers
- Cooling Towers
- Boilers
- Pumps
- Building Automation System

All functional tests are to be performed by the Commissioning Authority.

Plumbing Systems:

Plumbing systems to be commissioned:

- Boilers
- Water Heating System and Pumps
- Sump Pumps

Electrical Systems:

Electrical systems to be commissioned:

- Electrical Documentation (pre-functional only)
- Lighting Controls (20% interior – 100% exterior)
- Standby Power Systems

All functional tests are to be performed by the Commissioning Authority with the assistance of the contractors.

We offer to provide professional building commissioning services for a fixed fee amount of **\$340,760.00.**

Deliverables

- Meeting Minutes and Observation Reports
- Initial and Updated Issue Logs
- Equipment Identification and Pre-functional Checklists
- Functional Performance Test Procedures
- O&M Review Forms
- Training Verification Checklists
- Final Commissioning Report
- Searchable System Manual

Timeline

We can begin work on this project immediately and have sufficient staff available to meet the project's expected delivery dates.

Hourly Rates and Previous Proposals

If additional work is required we will use the billing rates as indicated on our Man-Hour estimate.

We look forward with great interest to working with you on this exciting project.

Sincerely yours,
Bath Commissioning Corporation



Brian Mende, P.E.

SERVICE WORK ORDER

This Service Work Order is subject to all terms and conditions of the Master Professional Services Agreement between Owner and Consultant, and shall become part of the Master Professional Services Agreement upon execution by Owner. Any amendment or modification of this Service Work Order must be in writing and signed by both parties.

1. **Agreed Services.** The agreed Services shall include the following, as further set forth in Consultant's attached proposal:

Provide commissioning services as set forth in Exhibit A.

If applicable, any additional agreed Services, technical specifications, and/or drawings shall be as set forth and listed in the Consultant's Proposal attached hereto.

2. **Deadline for Performance.** Consultant shall complete performance of the Services specified herein on or before June 1, 2024
3. **Place of Performance.** Consultant shall perform the Services specified herein at the following location(s)
GW Carver Middle School
4. **Agreed Total Price.** The parties hereby agree that the Total Compensation for all Services under this Service Work Order is \$261,740.00, as specified in the proposal attached hereto.
5. **Owner's Authorized Representative.** Owner's authorized representative for acceptance of any Services under this Service Work Order is: Roger Perez, Energy Manager WISD.

AUTHORIZED AND ACCEPTED:

CONSULTANT/ BATH GROUP, INC.

By:  Date: May 13, 2022
Name: Brian L. Mende, P.E., CCP
Title: Senior Engineer/Certified Commissioning Agent

OWNER/WACO INDEPENDENT SCHOOL DISTRICT

By: _____ Date: _____
Name: Susan Kincannon, Ed.D
Title: Superintendent Waco Independent School District

EXHIBIT A: Consultant's Proposal, dated April 28, 2022



April 28, 2022

Gloria Barrera, REFP, LEED AP
Chief Officer of Facilities & Operations
Waco Independent School District
501 Franklin Ave
Waco, Texas 76701

**Ref: Construction Commissioning Services
Carver Middle School**

Dear Ms. Barrera:

Thank you for inviting Bath Commissioning Corporation to submit a proposal for professional commissioning services for the new Carver Middle School. We have reviewed the 100% Construction Documents drawings and we are pleased to offer this fee proposal to perform the commissioning of the specific systems we discussed. Below is a brief written scope of work that is intended to be a brief description of the proposed work included on our Man-Hour Scope form B-101 attached to this letter.

Scope of Work

Design Review:

Design review and project setup is to be performed under a separate purchase order and is not in the scope of work of this proposal.

Building Envelope:

We will coordinate the Building Envelope Commissioning with Waco ISD and the Architect. We will be available to review and coordinate the following test (note, all tests should be included in the construction documents to be performed by the Contractor, if not, then Bath will assist Waco ISD in procuring the testing agency):

Mock-Up

- One (1) adhesion test for wall air/water/vapor barrier
- One (1) adhesion test for roof membrane
- One (1) pull test for each sealant/substrate combination
- One (1) window water leakage test per ASTM E1105
- There will be no dynamic load testing of the windows.

In-Situ

- Four (4) adhesion test for wall air/water/vapor barrier
- Two (2) adhesion test for roof membrane
- One (1) pull test for each sealant/substrate combination (up to 10 total)
- Three (4) window water leakage test per ASTM E1105
- Two (2) thermographic (infrared) analysis of building envelope.
- There will be no dynamic load testing of the windows.

Envelope inspection services during construction are not included within this proposal.

MEP Commissioning:

Review submittals: The submittal reviews will include of all systems that are to be commissioned and include HVAC equipment, HVAC Controls, Electrical Controls and energy consuming Plumbing equipment.

Provide reviews/comments on all sections relevant to commissioning to Waco ISD and the project A/E.

Develop commissioning plans and forms for the documentation of all commissioning functions. All commissioning documentation will be controlled using an on-line database developed specifically for this project.

Conduct meetings to kick-off the functional testing with the contractors. It is expected that there will be one meeting. There will be one meeting to introduce the parties and review the process with the participants prior to beginning the functional performance tests.

Make multiple field observations prior to functional performance testing. These observations will include the installation of the controls, HVAC equipment, and ductwork pressure testing. An observation report will be formally submitted after each observation in a timely manner.

Perform functional performance testing of the HVAC, Plumbing and Electrical systems. This will be conducted on-site during building turnover and includes change of season as required.

Verify training has been conducted and coordinated properly; review O&M manuals of the equipment commissioned to verify completeness; create, maintain and update an issue log for all commissioned equipment; produce a final report will all commissioning forms including contractor supplied start-ups, functional performance test procures, equipment identification, etc.; and produce a searchable PDF for the maintenance staff that includes links for easy access to the drawings, specifications, submittals, O&M manuals and all commissioning forms.

MEP Systems to be Commissioned

HVAC Systems:

HVAC systems to be commissioned:

- Chilled Water System
- Hot Water System
- Air Handling Units
- DOAS Units
- Makeup Air Units
- Rooftop Units
- Fan Coil Units
- Unit Heaters/Radiant Heaters
- Terminal Units – 25% (at least 25)
- Lab Supply/Exhaust Systems
- Kitchen Exhaust Systems
- Fans – Exhaust and Relief
- Split Systems
- Chillers
- Boilers
- Pumps
- Building Automation System

All functional tests are to be performed by the Commissioning Authority.

Plumbing Systems:

Plumbing systems to be commissioned:

- Boilers
- Water Heating System and Pumps
- Sump Pumps

Electrical Systems:

Electrical systems to be commissioned:

- Electrical Documentation (pre-functional only)
- Lighting Controls (20% interior – 100% exterior)
- Standby Power Systems

All functional tests are to be performed by the Commissioning Authority with the assistance of the contractors.

We offer to provide professional building commissioning services for a fixed fee amount of **\$261,740.00.**

Deliverables

- Meeting Minutes and Observation Reports
- Initial and Updated Issue Logs
- Equipment Identification and Pre-functional Checklists
- Functional Performance Test Procedures
- O&M Review Forms
- Training Verification Checklists
- Final Commissioning Report
- Searchable System Manual

Timeline

We can begin work on this project immediately and have sufficient staff available to meet the project's expected delivery dates.

Hourly Rates and Previous Proposals

If additional work is required we will use the billing rates as indicated on our Man-Hour estimate.

We look forward with great interest to working with you on this exciting project.

Sincerely yours,
Bath Commissioning Corporation



Brian Mende, P.E.

SERVICE WORK ORDER

This Service Work Order is subject to all terms and conditions of the Master Professional Services Agreement between Owner and Consultant, and shall become part of the Master Professional Services Agreement upon execution by Owner. Any amendment or modification of this Service Work Order must be in writing and signed by both parties.

1. **Agreed Services.** The agreed Services shall include the following, as further set forth in Consultant's attached proposal:

Provide commissioning services as set forth in Exhibit A.

If applicable, any additional agreed Services, technical specifications, and/or drawings shall be as set forth and listed in the Consultant's Proposal attached hereto.

2. **Deadline for Performance.** Consultant shall complete performance of the Services specified herein on or before **August 18, 2025**
3. **Place of Performance.** Consultant shall perform the Services specified herein at the following location(s)
Tennyson Middle School
4. **Agreed Total Price.** The parties hereby agree that the Total Compensation for all Services under this Service Work Order is \$296,880.00, as specified in the proposal attached hereto.
5. **Owner's Authorized Representative.** Owner's authorized representative for acceptance of any Services under this Service Work Order is: Roger Perez, Energy Manager WISD.

AUTHORIZED AND ACCEPTED:

CONSULTANT/ BATH GROUP, INC.

By:  Date: May 13, 2022
Name: Brian L. Mende, P.E., CCP
Title: Senior Engineer/Certified Commissioning Agent

OWNER/WACO INDEPENDENT SCHOOL DISTRICT

By: _____ Date: _____
Name: Susan Kincannon, Ed.D
Title: Superintendent Waco Independent School District

EXHIBIT A: Consultant's Proposal, dated April 25, 2022



April 25, 2022

Gloria Barrera, REFP, LEED AP
Chief Officer of Facilities & Operations
Waco Independent School District
501 Franklin Ave
Waco, Texas 76701

**Ref: Construction Commissioning Services
Tennyson Middle School**

Dear Ms. Barrera:

Thank you for inviting Bath Commissioning Corporation to submit a proposal for professional commissioning services for the new Tennyson Middle School. We have not received any drawings on the school and have been told to assume it will be similar to Carver Middle School except that we are to include design reviews of 100% DD, 50% CD and 90% CD drawings and backcheck all comment. Below is a brief written scope of work that is intended to be a brief description of the proposed work included on our Man-Hour Scope form B-101 attached to this letter.

Scope of Work

Design Review:

We will perform three (3) design reviews. One (1) review at 100% Design Development, one (1) at 50% Construction Documents, and one (1) at 90% Construction Documents. We will also backcheck all review comments. These reviews will focus on coordination issues between all MEP trades, Value Engineering Items that may reduce construction cost, energy saving ideas/methods that may be used in the building design and operation to reduce overall energy cost and a complete review of the specification for equipment and testing requirements.

Building Envelope:

We will coordinate the Building Envelope Commissioning with Waco ISD and the Architect. We will be available to review and coordinate the following test (note, all tests should be included in the construction documents to be performed by the Contractor, if not, then Bath will assist Waco ISD in procuring the testing agency):

Mock-Up

- One (1) adhesion test for wall air/water/vapor barrier
- One (1) adhesion test for roof membrane
- One (1) pull test for each sealant/substrate combination
- One (1) window water leakage test per ASTM E1105
- There will be no dynamic load testing of the windows.

In-Situ

- Four (4) adhesion test for wall air/water/vapor barrier
- Two (2) adhesion test for roof membrane
- One (1) pull test for each sealant/substrate combination (up to 10 total)
- Three (4) window water leakage test per ASTM E1105
- Two (2) thermographic (infrared) analysis of building envelope.
- There will be no dynamic load testing of the windows.

Envelope inspection services during construction are not included within this proposal.

MEP Commissioning:

Review submittals: The submittal reviews will include of all systems that are to be commissioned and include HVAC equipment, HVAC Controls, Electrical Controls and energy consuming Plumbing equipment.

Provide reviews/comments on all sections relevant to commissioning to Waco ISD and the project A/E.

Develop commissioning plans and forms for the documentation of all commissioning functions. All commissioning documentation will be controlled using an on-line database developed specifically for this project.

Conduct meetings to kick-off the functional testing with the contractors. It is expected that there will be one meeting. There will be one meeting to introduce the parties and review the process with the participants prior to beginning the functional performance tests.

Make multiple field observations prior to functional performance testing. These observations will include the installation of the controls, HVAC equipment, and ductwork pressure testing. An observation report will be formally submitted after each observation in a timely manner.

Perform functional performance testing of the HVAC, Plumbing and Electrical systems. This will be conducted on-site during building turnover and includes change of season as required.

Verify training has been conducted and coordinated properly; review O&M manuals of the equipment commissioned to verify completeness; create, maintain and update an issue log for all commissioned equipment; produce a final report will all commissioning forms including contractor supplied start-ups, functional performance test procures, equipment identification, etc.; and produce a searchable PDF for the maintenance staff that includes links for easy access to the drawings, specifications, submittals, O&M manuals and all commissioning forms.

MEP Systems to be Commissioned

HVAC Systems:

HVAC systems to be commissioned:

- Chilled Water System
- Hot Water System
- Air Handling Units
- DOAS Units
- Makeup Air Units
- Rooftop Units
- Fan Coil Units
- Unit Heaters/Radiant Heaters
- Terminal Units – 25% (at least 25)
- Lab Supply/Exhaust Systems
- Kitchen Exhaust Systems
- Fans – Exhaust and Relief
- Split Systems
- Chillers
- Boilers
- Pumps
- Building Automation System

All functional tests are to be performed by the Commissioning Authority.

Plumbing Systems:

Plumbing systems to be commissioned:

- Boilers
- Water Heating System and Pumps
- Sump Pumps

Electrical Systems:

Electrical systems to be commissioned:

- Electrical Documentation (pre-functional only)
- Lighting Controls (20% interior – 100% exterior)
- Standby Power Systems

All functional tests are to be performed by the Commissioning Authority with the assistance of the contractors.

We offer to provide professional building commissioning services for a fixed fee amount of **\$296,880.00.**

Deliverables

- Design Reviews at 100 DD, 50% CD, and 90% CD.
- Meeting Minutes and Observation Reports
- Initial and Updated Issue Logs
- Equipment Identification and Pre-functional Checklists
- Functional Performance Test Procedures
- O&M Review Forms
- Training Verification Checklists
- Final Commissioning Report
- Searchable System Manual

Timeline

We can begin work on this project immediately and have sufficient staff available to meet the project's expected delivery dates.

Hourly Rates and Previous Proposals

If additional work is required we will use the billing rates as indicated on our Man-Hour estimate.

We look forward with great interest to working with you on this exciting project.

Sincerely yours,
Bath Commissioning Corporation



Brian Mende, P.E.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Deena Cornblum

RE: Dual Credit Partnership Agreement, Memorandum of Understanding for P-TECH, Memorandum of Understanding for College Prep Mathematic and English Language Arts, and Addendum to Dual Credit Memorandum of Understanding

=====

Background Information

Board Policy GNC(LEGAL) provides that an agreement between a district and a community college be approved by the boards or designees of both the district and the college. The partnership agreement must address student eligibility requirements, faculty qualifications, location and student composition of classes, provision of student learning and support services, eligible course, grading criteria, transcription of credit, and funding provisions.

Waco ISD offers opportunities for students to earn college credit from McLennan Community College (MCC) while in high school. Courses are offered on the college campus, on the high school campus, and/or online. The course crosswalk was revised to address realignment needs and to streamline course offerings.

The board will also review the Memorandum of Understanding (MOU) with MCC for College Prep Mathematics and English Language Arts Courses, which allows Waco ISD to provide these courses to meet the needs of students who are not deemed to be college ready.

Finally, a P-TECH Memorandum of Understanding is included. This MOU establishes a partnership for course offerings and student support needed for the P-TECH model.

Each of the corresponding documents are attached for your review.

Fiscal Implications

MCC provides free dual credit tuition for students qualifying for free and reduced lunch. For 2021-2022, Waco ISD paid \$115,379.35 in tuition to MCC for students who did not qualify for free and reduced lunch.

Administrative Recommendation(s):

Approve the Dual Credit Partnership Agreement, Memorandum of Understanding for P-TECH, Memorandum of Understanding for College Prep Mathematic and English Language Arts, and Addendum to Dual Credit Memorandum of Understanding, as presented.



Dual Credit Partnership Agreement

August 1, 2022 – July 31, 2023

I. Parties

This Dual Credit Partnership Agreement ("Agreement") is entered into between McLennan Community College ("MCC") and Waco Independent School District ("ISD") and is designed to allow high school students from the ISD to earn dual high school and college credit by enrolling in MCC credit courses.

II. Purpose and Background

In accordance with the rules and regulations of the Texas Higher Education Coordinating Board (THECB), MCC offers regular college credit courses in Core Curriculum, Foreign Language, and Career and Technology for dual credit high school students. If the ISD approves these college courses for dual credit, high school students meeting MCC admission requirements can enroll in these courses and receive college and high school credit simultaneously.

In order to ensure the quality of dual credit courses and to facilitate communications and understanding between the ISD and MCC, the following provisions are agreed to by MCC and the ISD where dual credit courses are offered.

III. Statewide Goals for Dual Credit

Pursuant to Texas House Bill 1638 (85th Legislature, 2017), MCC and Waco ISD set forth the following goals for dual credit programs in Texas, as prescribed by the Texas Higher Education Coordinating Board (THECB) and the Texas Education Agency (TEA).

1. GOAL 1: Create collaborative outreach efforts
 - a. The MCC dual credit program will collaborate with the ISD to provide information sessions for parents, students, and high school counselors addressing the potential benefits, risks, and costs of dual credit.
 - b. MCC will provide online information regarding the dual credit program, including contact information, eligibility requirements, the enrollment process, cost data, and potential benefits/risks of dual credit coursework.
 - c. MCC recruiters will collaborate with the ISD to provide additional assistance to students and families seeking information or assistance with enrolling at MCC.
2. GOAL 2: Improve transition to and acceleration through postsecondary education
 - a. The MCC dual credit program requires all new dual credit students to complete an online orientation to facilitate the transition to college coursework.
 - b. The dual credit program will collaborate with the ISD to provide in-person or video conference orientation sessions upon request.
 - c. The program has identified a Transfer Block of courses that transfer well to Texas public colleges to encourage selection of courses that will apply to a four-year degree.

- d. Dual credit students will be encouraged by MCC to enroll only in courses applicable to their selected degree plan.
3. GOAL 3: Provide college advising and student support services to promote success
 - a. The MCC dual credit program requires all students selecting courses outside of the Transfer Block or accumulating more than 15 semester credit hours to meet with a college transfer advisor each semester prior to registration.
 - b. All support services at MCC are available to dual credit students. Note that the College provides online and in-person tutoring, library instruction, and success coaching to promote student success.
 - c. MCC and the ISD will collaborate to encourage dual credit students to make use of support services available at the College.
 4. GOAL 4: Ensure quality and rigor of dual credit courses
 - a. MCC is committed to quality and rigor in its dual credit courses. As required by the THECB and the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), the quality and rigor of dual credit courses shall be the same as courses taught at the college campus.
 - b. Dual credit faculty, including faculty hired from the ISD, will meet the credentialing standards set by the THECB and SACSCOC.
 - c. Oversight of dual credit faculty and course content will occur according to the same standards and processes employed on the MCC campus.
 5. TOOLS: Identify tools to assist students and families with selecting endorsements and dual credit courses as well as navigating the college process.
 - a. The THECB provides the following four tools at this website:
<http://www.thecb.state.tx.us/plan-pay-complete-college/>
 - 1) College for All Texans
 - 2) Exploring College Options
 - 3) Applying for College
 - 4) Paying for College
 - b. The TEA has made the following tools available to the public.
 - 1) Graduation Toolkit: <https://tea.texas.gov/sites/default/files/14Grad-toolkit-booklet.pdf>
 - 2) CTE Pathways: <https://tea.texas.gov/academics/college-career-and-military-prep/career-and-technical-education/approved-cte-programs-study>
 - c. The Texas Workforce Commission provides tools to assist with career selection and education planning at <https://twc.texas.gov/students>.

Metrics associated with the state dual credit goals, such as students' future college enrollment and success, will be tracked by MCC's Office of Institutional Effectiveness.

IV. Eligible Courses

1. Courses approved for MCC Dual Credit for a high school student must be foreign language, in the MCC core curriculum, in a state-approved Field of Study curriculum, in the WECM, or an ACGM course with one of the following rubrics: ACCT, AGRI,

ARCH, BCIS, BUSI, COSC, CRIJ, ENGR, ENGT, FORE, FORS, HORT, RNSG. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85, (i)(2)]

2. Courses approved for dual credit for a high school student must be applicable to a college certificate or degree.
3. This agreement does not apply to MCC Continuing Education courses.
4. See Appendix A for the crosswalk of MCC courses accepted by the ISD with the corresponding high school course information. The ISD may add courses to be articulated for credit by submitting an addendum to this agreement at any time during the academic year.
5. The sequence of courses below is recommended for ISD students beginning dual credit in grade nine (9) with the intent of students earning an associate degree by high school graduation.

Associate Degree Sequence	Fall	Spring
Grade 9	EDUC/PSYC 1300 (3)	ARTS 1301 or MUSI 1306 or DRAM 1310 (3)
Grade 10 Order of BCIS and SPCH may be reversed.	HIST 1301 (3) SPCH 1315 (3)	HIST 1302 (3) BCIS 1305* (3)
Summer	Elective: _____ (3)	
Grade 11	ENGL 1301 (3) GOVT 2305 (3) MATH: _____ (3)	ENGL 1302 (3) GOVT 2306 (3) Elective: _____ (3)
Summer	ENGL 2321 or ENGL 2328 (3)	
Grade 12	Science: _____ (4) SOCI 1301 or PSYC 2301 or ECON 2301 (3) Elective: _____ (3)	Science: _____ (4) Elective: _____ (3) Elective: _____ (3)
<p>Courses may be adjusted with the assistance of an MCC advisor, taking into consideration a student's academic goals at both MCC and future colleges. *BCIS 1305 may not be a required course on all degree plans. However, the course is recommended to build computer skills.</p>		

V. Student Eligibility

1. High school students must meet all eligibility requirements set forth in the THECB Rules.

2. Eligible students may first enroll in dual credit courses in the fall semester of grade nine (9).
3. Eligibility for High School Pathways courses/programs ends six (6) weeks prior to high school graduation.
4. McLennan Community College requires that dual credit students:
 - a. have the written approval of the high school principal or counselor, parent or guardian, and a Counseling Specialist in Student Development or a Dual Credit Coordinator at MCC; and
 - b. unless otherwise exempt, score a 351 or above on the reading section of the TSI Assessment or 945 on the TSI Assessment 2 ELAR multiple choice test or overall passing score on the TSI Assessment 2 ELAR section to qualify for academic courses and workforce courses contained in an AAS or workforce Level 2 certificate;
 - c. satisfy the prerequisites of the desired course and/or program, including additional sections of the TSI Assessment relevant to the requested course or program.

MCC **recommends** high school students score 347 on the reading section of the TSI Assessment or 945 on the TSI Assessment 2 ELAR section before enrolling in workforce education dual credit courses contained in a Level 1 certificate program, or a program leading to a credential of less than a Level 1 certificate.

5. All dual credit students must meet the testing and placement guidelines stipulated in the MCC catalog, the THECB rules, and the Texas Education Code.

A high school student is eligible to enroll in academic dual credit courses if the student:

- a. Demonstrates college readiness by achieving the minimum passing standards under the provisions of the Texas Success Initiative (TSI); or
- b. demonstrates that he or she is exempt under the provisions of TSI.

A high school student is also eligible to enroll in dual credit courses (academic; workforce courses for AAS or Level 2 certificates) under the following conditions:

- a. Courses that require demonstration of TSI college readiness in reading and/or writing: if the student achieves score of 4000 on the English 2 STAAR EOC, an EBRW score of 460 on the PSAT/NMSQT, or an English score of 435 on the ACT-Aspire.
- b. Courses that require demonstration of TSI college readiness in mathematics: if the student achieves a score of 4000 on the Algebra I STAAR EOC and a passing grade in the Algebra II course, a mathematics score of 510 on the PSAT/NMSQT, or a mathematics score of 431 on the ACT-Aspire.

To be eligible for enrollment in a dual credit course offered by McLennan Community College, students must meet all regular prerequisite requirements designated for particular courses. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85 (b)]

6. Prospective high school students must complete the MCC admission process prior to registration. Students must also submit a recent Bacterial Meningitis Shot Record (within

the past five (5) years) if scheduling a course on the MCC campus. Information is also available on the MCC High School Pathways website.

7. Prospective high school students must have consent of a parent or guardian to participate in the program prior to registration for the first dual credit course.
8. Each semester, prospective high school students must submit a MCC High School Pathways Schedule Request approved by the high school counselor or principal. The Schedule Request must be on file at MCC at the time of registration. The Schedule Request is available through the MCC High School Pathways online enrollment portal.
9. High school students will complete the online High School Pathways Orientation prior to registration for the second semester of coursework at MCC. As required by law, students will also complete Title IX training prior to registration for the second semester of coursework.
10. High school students not following the Transfer Block, detailed on the MCC High School Pathways website, and those who accumulate more than fifteen (15) credit hours will consult with an MCC advisor each semester prior to course registration.
11. High school students taking MCC courses for dual credit will be treated as college students. It is expected that high school students taking MCC courses as dual credit will conduct themselves as college students. A collegiate classroom environment is expected. Controversial material may be addressed. The level of maturity of the high school student should be one of the criteria considered by high school officials prior to approving individuals for enrollment.
12. Dual credit students with less than a 2.0 grade point average (GPA) in MCC courses after completion of six (6) credit hours will be suspended from the program. MCC enrollment may resume after completion of the high school diploma or upon approval by MCC of a suspension appeal.
13. Dual credit students who have three (3) or more withdrawals on their college transcript will be suspended from the program. MCC enrollment may resume after completion of the high school diploma or upon approval by MCC of a suspension appeal.
14. The awarding of high school credit for graduation is at the discretion and approval of the ISD.

VI. Student Composition of Class

1. Dual credit courses will be composed of dual credit students only or of dual and college credit students.

VII. Instructional Calendar

1. Both MCC and the ISD will maintain their own instructional calendars, to begin in August/September and continue through May/June. However, students who are enrolled in dual credit courses at the MCC campus will be expected to attend classes even when

the ISD is not in session. Any issues of transportation will need to be addressed and resolved by the student and/or ISD. MCC will not be required to provide transportation.

2. Students enrolled in online dual credit courses will be expected to participate regardless of the ISD calendar.
3. In situations involving dual credit courses on a high school campus, schedule conflicts between the institutions, including ISD holidays and dates of state-mandated testing, will be resolved on a case-by-case basis, but in all instances the contact time for the College course will be maintained either by an additional course meeting or other solution acceptable to both MCC and ISD.

VIII. Faculty Selection, Supervision and Evaluation

1. As required by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), MCC controls all aspects of its educational programs. Each educational program for which academic credit is awarded is approved by the faculty and the administration. MCC will maintain qualified faculty who demonstrate the ability to deliver college-level course content with high quality and effectiveness.
2. In order to serve as an instructor of record at MCC, for freshman and sophomore level courses designed for transfer to a baccalaureate degree, faculty should have a minimum of a master's degree with at least 18 graduate hours in the discipline in which they are teaching. In appropriate areas, work experience, professional licensure, and certification are also considered. Degrees and graduate credit hours held by faculty members, whether full time or part-time, must have been earned at a U. S. regionally accredited institution. [SACSCOC, Principles of Accreditation, 3.7.1]
3. In order to serve as an instructor of record at MCC, for associate degree courses designed to prepare students specifically for employment in career and technical areas, instructors should have a minimum of three (3) years of experience in the field, appropriate certification or professional licensure, and educational background and credentials at the same level as or higher than the certificate or degree being awarded in the program. Degrees and graduate credit hours held by faculty members, whether full time or part-time, must have been earned at a U. S. regionally accredited institution. [SACSCOC, Principles of Accreditation, 3.7.1]
4. ISD faculty hired by MCC to teach dual credit courses at the high school site will follow the same application and screening procedures as adjuncts hired to teach at the MCC campus. Employment will only be awarded after approval by the appropriate division or program chair.
5. MCC shall evaluate instructors of college courses offered for dual credit using the same or comparable procedures used for faculty teaching at the MCC campus. Faculty teaching courses for dual credit shall comply with MCC's standards of instruction and policies. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85 (e)(2)] [SACSCOC, Principles of Accreditation, 3.7.2]

When such evaluations include classroom observation, the ISD will provide access to the classroom in question to the appropriate MCC personnel. The MCC personnel will be expected to comply with the standard ISD visitor screening process.

MCC classroom observations of ISD faculty hired to teach dual credit courses at the high school are separate and distinct from observations made by the ISD for the purposes of district evaluation and employment. ISD observations will be conducted according to district policy with the understanding that 1) the college classroom should experience minimal disruption and 2) the course content, assessment methods, texts, and materials are approved by MCC and may not be altered at the discretion of the ISD.

6. The appropriate representatives of the MCC academic department will evaluate the performance of faculty teaching college courses offered as dual credit. Included in this evaluation will be a determination of how well the faculty member performs in achieving the desired learning outcomes. Additionally, the evaluation will include a review of performance on the items delineated in Section VI, item 9. The evaluation will be forwarded to the Vice President of Instruction for a decision regarding continued employment as an adjunct instructor for dual credit courses. In the event it is determined that a faculty member employed by the ISD will not be granted continued employment, the ISD will be informed in a timely manner. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85 (e)(2)] [SACSCOC, Principles of Accreditation, 3.7.2]
7. MCC will pay ISD faculty members hired to teach dual credit courses at the high school site in the same manner as other adjunct employees of MCC.
8. The MCC Division Chair of the program area oversees instructional content for college courses taught for dual credit. All course content, learning outcomes, and instructional objectives will be consistent with courses taught on the MCC campus. All instructors must have a syllabus that incorporates instructional objectives and intellectual competencies posted on the MCC website, by the MCC deadline.
9. Faculty teaching college courses for dual credit are expected to carry out the following:
 - a. Teach assigned courses, with the same level of rigor of a regular college course, according to approved course syllabi and learning outcomes associated with course. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85 (f)]
 - b. Provide each student with a syllabus/class outline that explains the expectations of the instructor, learning outcomes, attendance policy, cheating policy, and other information needed by the student (Examples: timelines, required class materials, outside assignments, course pre-requisites, etc.).
 - c. Check student enrollment in the course. If a student's name does not appear on the MCC class roll, the student may not attend class. If a student's name does not appear, the student should be instructed to contact the MCC High School Pathways Office to complete the enrollment process.
 - d. Arrive on time for classes or notify the High School Pathways Office and the high school as early as possible of an inability to meet a class.
 - e. Submit an instructor absence form to the division director to document each absence.
 - f. Maintain control of the class. If there is a discipline problem that requires immediate attention, contact the administrator in charge on that campus.

Additionally, report any serious classroom discipline issues to the MCC Conduct Office, the High School Pathways Office, and the high school administrator.

- g. Submit Textbook Request Forms to the appropriate academic department for each course taught every semester, by the MCC deadline.
 - h. Keep class record books, lesson assignments, and other necessary materials or equipment available for substitute instructors.
 - i. Submit all required class rosters, student grade reports, and required documentation, by MCC deadlines.
 - j. Maintain accurate attendance records for all classes.
 - k. Assign both an alphanumeric *and* numeric grade for each dual credit student. MCC grades will be submitted through the WebAdvisor system.
 - l. Maintain a copy of grade books for each dual credit class at the high school. If MCC personnel need to review grade books, the High School Pathways Program Director and/or the appropriate Division Chair will request and receive a copy at that time. Detailed records should be saved for one (1) calendar year following the end of the course. If employment with MCC ends, records for the previous year should be submitted to the appropriate Division Chair.
 - m. Maintain a Brightspace course shell for each section taught, to include at minimum professor contact information, a course syllabus, grade book, and attendance records.
 - n. Check MCC email on a regular basis for information on deadlines, reporting, grades, etc. This is one form of official communication from the college.
 - o. Attend faculty meetings and other special meetings called by the High School Pathways Office, Division Chair, Dean of Arts and Sciences, Dean of Health Professions, Dean of Workforce & Public Service, Vice President of Instruction, or the President, when possible.
 - p. Direct students seeking accommodations for disabilities to the MCC Accommodations Coordinator for appropriate action. The instructor should not give opinions about disabilities or provide accommodations for disabilities prior to receiving appropriate direction from the MCC Accommodations Coordinator.
 - q. Provide the institution with an updated Curriculum Vitae, which includes educational history.
 - r. Keep the High School Pathways Office informed regarding matters affecting the welfare of students, faculty, and MCC.
 - s. Participate in evaluation procedures in relation to the above stated requirements under this agreement. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85 (e)(2)] [SACSCOC, Principles of Accreditation, 3.7.2]
10. The ISD shall perform criminal background checks as required by applicable law on all persons teaching dual credit courses that are not paid directly by MCC. The ISD is responsible for ensuring that all such individuals have met acceptable standards under such background checks.
 11. MCC is responsible for criminal background checks as required by applicable law on all persons teaching dual credit courses that are paid directly by MCC. MCC is responsible for ensuring that all such individuals have met acceptable standards under such background checks.
 12. As with all MCC instructors, faculty teaching courses offered for dual credit who are also employed by the ISD are subject to MCC policies, rules, and regulations. Faculty

employed by the ISD will be required to meet the same teaching expectations as other faculty at MCC, expectations delineated in Section VIII, item 9.

13. Faculty teaching courses offered for dual credit who are also employed by the ISD will be required to participate in a minimum of four (4) hours per year of MCC professional development activities, activities such as MCC Professional Development Day, Dual Credit Faculty Seminar, and courses offered through the MCC Center for Instructional Design. For purposes of this agreement, the year shall run from the Fall semester through the end of the Summer 2 semester.

IX. Location of Classes

1. Dual credit courses may be taught on the college campus or on the high school campus, or by distance education, including Internet delivery and/or blended courses. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85 (c)]
2. For dual credit courses taught exclusively to high school students on the high school campus and for dual credit courses taught electronically, McLennan Community College complies with applicable rules and procedures for offering courses at a distance. In addition, dual credit courses taught electronically comply with the THECB's Principles of Good Practice for Courses Offered Electronically.

X. Transcription of Credit

For dual credit courses, high school as well as college credit should be transcribed immediately upon a student's completion of the performance required in the course. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85 (h)]

XI. Academic Policies

1. All academic policies applicable to courses taught on MCC campuses shall apply to dual credit high school students enrolled in face-to-face campus, distance education, and courses, as outlined in the MCC policies and catalog. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85 (g)(1)]
2. Students violating MCC policies relating to academic integrity will be subject to the consequences described in the course syllabus and the relevant MCC policies. Such violations will also be reported to the ISD, but college policy and consequences will have precedence in these situations.

XII. Student Services

1. Students taking college classes for dual credit may utilize the same services that are available to other MCC students. MCC is responsible for ensuring timely and efficient access to such services as academic advising, learning materials (e.g., library resources), and other services for which the student may be eligible. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85 (g)(2)]

2. Dual credit students are entitled to access online tutoring or face-to-face tutoring at no cost to the student.
3. Students seeking 504-type accommodations for dual credit courses will arrange for those services through the MCC Accommodations/Disability Services office. For details, please visit <http://www.mclennan.edu/disability/>.
4. Dual credit students 17 years of age or older will have the same access to mental health counseling on the MCC campus as other students since parental notification is not required for this age group. Due to HIPAA regulations, requests for mental health counseling made by students younger than 17 will be referred to the respective school counselor or behavioral intervention specialist for mental health counseling.
5. One ISD employee per high school campus will be designated as a facilitator for dual credit students. The facilitator will maintain familiarity with MCC resources and services and assist in guiding dual credit students to those services.
6. College Advising:
 - a. Academic advising for MCC dual credit courses will be the responsibility of the High School Pathways Advisor, currently Ms. Stephanie Trammell, and will occur prior to start date of the relevant semester. The High School Pathways Advisor may directly advise dual credit students or coordinate advising for students through MCC's Advising & Career Services office.
 - b. Academic advising for high school coursework and high school graduation will be the responsibility of an ISD counselor.
 - c. Dual credit students who adhere to the MCC Transfer Block, detailed below, will be permitted to enroll in fifteen (15) college credit hours without a mandatory college advising visit. However, students are encouraged to seek college advising. Students who do not adhere to the Transfer Block or reach the fifteen (15) hour limit will meet with an advisor at least once per semester prior to registration.

Select any of these courses:
HIST 1301
HIST 1302
ENGL 1301
ENGL 1302
GOVT 2305
GOVT 2306

Future full-time McLennan students:
PSYC/EDUC 1300

Select no more than 1 of these courses:
ARTS 1301
DRAM 1310
MUSI 1306

Select no more than 1 of these courses*:
ECON 2301
PSYC 2301
SOCI 1301

*Some college degree plans require one specific course from this category. Students should check the future college degree plan or seek college advising voluntarily.

- d. Students will be advised for dual credit courses based on self-identified career and educational goals. Students will not be advised to enroll in courses not appropriate for those identified goals, particularly in courses unlikely to transfer to the student's intended future college.
- e. MCC does not recommend students enroll in more than six (6) semester credit hours the first semester of dual credit.

- f. MCC recommends that dual credit students with an MCC GPA below 2.5 reduce the MCC course load in order to focus on fewer courses with the goal of raising the overall college GPA.
- g. High school counselors are encouraged to participate in advising sessions with their students.
- h. Advising sessions may be scheduled on the high school campus, on the MCC campus, or online via video conference.
- i. Advising notes will be maintained in the MCC system for each student for future reference.
- j. Common terminology:
 - 1) Applicable toward a degree: Refers to a course that will transfer to a school and apply toward a specific degree plan.
 - 2) Core curriculum: A basic set of course options required of all students at a particular institution; commonly refers to the Texas state core curriculum.
 - 3) Course transfer: Refers to whether or not a course will be accepted by another institution of higher education. It is possible for a course to transfer as an elective but not apply toward a specific degree plan.
 - 4) Degree plan: A detailed set and sequence of courses leading to a specified degree in a major.
 - 5) Maximum time frame: A government stipulation that financial aid will only pay for 150% of coursework toward a post-secondary credential. Dual credit coursework applies toward this limit.
 - 6) Satisfactory progress: A government requirement that high school graduates maintain a 2.0 or higher GPA and complete 67% or more of attempted courses to remain eligible for state/federal financial aid. Dual credit coursework may impact this status after high school graduation.

XIII. Student Conduct

1. Dual credit students will be subject to MCC student conduct rules, policies and procedures as set forth in the MCC *Highlander Guide* (Student Handbook) while on the MCC campus and/or while in attendance at MCC classes. Students may also be subject to ISD student conduct policies as determined by the ISD.
2. Failure to comply with MCC conduct policies may result in dismissal of the student from MCC courses.
3. MCC and the partner ISD will cooperate in disciplinary issues to the extent possible. When not possible, each institution may impose separate student penalties according to its own policies and practices in matters related to discipline and academic integrity.
4. Disciplinary issues will be reported and addressed according to published college policy. ISD employees who are not also employed by MCC may contact the MCC Conduct Office or the High School Pathways office for guidance in reporting an issue.
5. The ISD will notify MCC of student behavioral issues that would impact a dual credit course, particularly in regards to matters concerning student safety.
6. In the event ISD disciplinary measures prevent a dual credit student from attending an MCC course, the student, ISD, and MCC will consult regarding possible outcomes. If the

student's absences will exceed 25% of course meetings, and if no satisfactory alternative can be found, the student will be withdrawn from the MCC course for disciplinary reasons.

7. In the event a conduct or academic-integrity-related visit to the high school is needed, the ISD will facilitate a meeting between the student(s) in question and the appropriate MCC personnel. The MCC personnel will be expected to comply with the standard ISD visitor screening process.

XIV. Course Curriculum, Instruction, and Grading

1. The MCC Division Chair of the program area oversees instructional content for college courses taught for dual credit.
2. MCC shall ensure that a college course offered for dual credit at the high school and the corresponding course offered at the College are equivalent with respect to the curriculum, contact hours, course maximum, materials, instruction, and method/rigor of evaluation of student performance, regardless of student composition of the class. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85 (f)]
3. All MCC instructors must have a syllabus on file which incorporates the policy and procedure for learning outcomes, grading policies, and disability services.
4. Instructors shall follow MCC grading policies for awarding college credit.
5. Faculty will participate in providing information for the assessment of student learning outcomes as required by the Southern Association of Colleges and Schools Commission on Colleges. This includes, but is not limited to, the submission of summary scores/data where such information is needed for evaluating departmental success and the submission of student work for secondary evaluation by the division to ensure that relevant learning outcomes are achieved in any given course.

XV. Grade Reports

1. MCC will provide grade reports for dual credit students each semester following the conclusion of the final exam period.
2. Grades will be reported via an unofficial college transcript that provides information regarding courses, letter and numeric grades, and cumulative GPA.
3. Progress reports may be requested by an ISD during the semester for dual credit-only courses offered on the high school campus with the following restrictions.
 - a. Requests will be made to the High School Pathways office via email and will identify the course, section, and date the progress report is needed.
 - b. A high school will request no more than two progress reports per semester.
4. Progress reports will not be an option for dual credit students in online sections and/or in sections in which they are blended with traditional college students. Instead, students

may log in to Brightspace to provide the ISD with current grade information from the online course gradebook.

XVI. Transfer of Courses

McLennan Community College is fully accredited by the SACSCOC, and basic academic, general education courses are readily transferable to other public institutions of higher education in Texas. However, since each college has its own policy regarding the transferability of courses, students are strongly advised to check with the college they plan to attend after high school, other than MCC, in order to determine the transferability of MCC courses.

CTE/Workforce education courses are not designed for transfer beyond the community college level. However, programs exist at some universities that allow these courses to be applied directly to baccalaureate degree requirements. Students are encouraged to check with prospective universities concerning programs such as the BAAS, BAT, and other similar programs.

XVII. Academic Regulations

1. An MCC class minimum of fifteen (15) students is deemed necessary for a dual credit-only course section. Any exceptions will be approved by the Vice President of Instruction.
2. MCC courses offered as dual credit, regardless of where they are taught, follow the same college calendar, syllabus requirements, course outline, grading procedure, and other instructional and evaluative policies and procedures. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85 (g)(1)]
3. The Texas Education Code and SACSCOC do not allow for outside influence on college grading systems.
4. Letter grades are given in accordance with policies printed in the college catalog. Whenever possible, numerical grades will be provided to the high school counselor by the High School Pathways Office. Dual credit grades will be provided to the ISD each semester the week following final exams.
5. In the event of a grade dispute, the MCC policy for grade appeals will be followed. Please see the MCC catalog and/or the *Highlander Guide*.
6. Dual credit students may withdraw from a course and receive a grade of "W" at any time during the semester on/prior to the MCC official drop deadline specified in the College Calendar located in the class schedule or catalog. After the MCC official drop deadline, dual credit students will follow published MCC policy in regards to withdrawing from courses and the grade recorded for such courses. It is the student's responsibility to officially withdraw from a course or verify that the instructor initiated the withdrawal procedure.

XVIII. Attendance and Funding

1. Students enrolled in college credit courses will follow current MCC attendance policies. Attendance will be taken at MCC based on the published College Attendance Policy.

2. The cost of tuition and fees will be based on the current McLennan Community College tuition and fee schedule for dual credit students.
3. State funding for college courses offered for dual credit will be available to both the ISD and MCC based upon current funding rules of the State Board of Education and the Texas Higher Education Coordinating Board. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85 (i)(1)]
4. MCC waives tuition and standard fees for students demonstrating financial need. Information and an application form for this tuition exemption are available through the High School Pathways office and the online enrollment portal. Tuition for other students will be the responsibility of the student or the ISD.
5. Textbooks, transportation, classroom supplies, and special fees will be the responsibility of the student or the ISD.
6. MCC will consider the use of free or low-cost open educational resources for courses as may be deemed appropriate by the faculty member and MCC.

XIX. Classroom Facilities and Technology

1. The ISD agrees to provide MCC faculty and dual credit high school students with the facilities and technology necessary to support a college learning environment.
2. The high school or ISD will ensure MCC faculty and the dual credit students have access on ISD devices and through ISD Internet service to MCC email, Brightspace, Zoom, WebAdvisor, the MCC Library, and other software programs approved by MCC for campus-wide use.
3. Dual credit students will regularly need access to devices capable of running online exam monitoring programs and devices and/or Internet access unrestricted by the ISD internet filter. In addition, some courses may require audio or video recording capability. Such access is vital for academic integrity measures, Internet-based course materials, research, and course projects. Student resources are available on the MCC campus to fulfill such needs should the student choose to implement them.
4. MCC recommends the ISD assign students enrolled in online dual credit courses to a computer lab with a facilitator for at least one class period per day.

XX. Data Sharing

Student records transferred between MCC and Waco ISD shall remain the sole property of the institution that created the records. Data that is transferred must be used consistent with the Family Educational Rights and Privacy Act (FERPA), HIPAA, and ISD and MCC policies and procedures for managing student education records and other confidential information.

The Parties expressly understand that MCC and the ISD are subject to the requirements of the Texas Public Information Act. In the event that any student records must be released pursuant to state or federal law, as determined by a court or administrative agency with jurisdiction over the matter, the Parties shall continue to treat a confidential any student records received or created

under this Agreement except to the extent specifically required by the court or administrative order. The Parties shall mark as "CONFIDENTIAL" all records that are released.

XXI. Indemnity and Liability

1. To the extent allowed by law, the ISD does hereby agree to defend, indemnify, and hold harmless MCC, its Board of Trustees, agents, employees, and representatives, from and against any and all causes of action, claims, liabilities, debts, or judgments arising from or related to: (1) the actions or omissions of ISD instructors provided under this Agreement; or (2) the actions or omissions of any employee, agent, instructor, or anyone else acting on behalf of the ISD in the performance of this Agreement.
2. To the extent permitted by applicable law, the ISD assumes all liability related to or arising from the acts and/or omissions of its employees, contractors, agents, or representatives related to this Agreement or the dual credit program.

XXII. Force Majeure

Neither Party hereto will be liable or responsible to the other for any loss or damage, or for any delays or failure to perform (other than the performance of payment obligations), due to causes beyond either Party's reasonable control, including but not limited to acts of God; flood; fire; earthquake; explosion; order, requisition, or necessity of the government; war, invasion or hostilities (whether war is declared or not); terrorist threats or acts, riot, or other civil unrest; regional or national emergency; revolution; insurrection; epidemic or pandemic; lock-outs, strikes or other labor disputes (whether or not relating to either Party's workforce); restraints or delays affecting carriers or inability or delay in obtaining supplies of adequate or suitable materials; telecommunication breakdown or power outage; and/or any other circumstances of like character. Should performance of any obligation (other than any payment obligations) created under this Agreement become illegal, impossible, impracticable, not reasonably possible, or if a Party is otherwise prevented or hindered from complying by a force majeure incident as described in this section or any other cause not enumerated herein but which is beyond the reasonable control of the Party whose performance is affected, then the performance of any such obligation is suspended during the period of, and only to the extent of, such prevention or hindrance, provided the affected Party provides reasonable notice as soon as practicable (within 45 days) following an event of force majeure and exercised all reasonable diligence to remove the cause of force majeure.

XXIII. Miscellaneous

1. Both parties agree to have a spirit of cooperation and to endeavor to provide a positive collegiate-level experience for those high school students with the maturity and academic preparation to be successful in college-level courses.
2. All policies and requirements set forth herein are subject to the THECB Rules, and, in the event of conflict, the THECB Rules govern and apply. [TAC 19, Part 1, Chapter 4, Subchapter D, §4.85, (i)(2)]
3. This Agreement may only be modified in writing signed by both parties.

4. This Agreement will become effective on the date the last party executes it and will remain in effect until either party decides to terminate same. Either party may terminate this Agreement without cause by giving the other party notice in writing at least thirty (30) days before the beginning of the first day of the MCC semester or ISD semester, whichever is earlier.
5. Nothing herein shall waive the parties' immunity to suit or liability as established by applicable law.
6. The parties to this Agreement are not in a joint venture, partnership, or otherwise.
7. This Agreement shall be governed by the laws of Texas.
8. All parties to this Agreement agree to abide by and comply with all applicable laws regarding student privacy including, but not limited to, FERPA.
9. Notwithstanding anything to the contrary in this agreement, MCC acknowledges, stipulates and agrees that nothing in this agreement shall be construed as a waiver of any defenses available to the ISD under applicable law, including, without limitation, any statutory or governmental immunity from suit and liability.
10. MCC is aware and acknowledges that the ISD (a public entity) is subject to constitutional and statutory limitations on its ability to enter into certain terms and conditions of the agreement, which may include those terms and conditions relating to: liens on the school property; disclaimers and limitations of warranties; disclaimers and limitations of liability for damages; waivers, disclaimers, and limitations on legal rights, remedies, requirements, and processes; limitations of time in which to bring legal action; granting control of litigation or settlement to another party; liability for acts or omissions of third parties; payment of attorney's fees; dispute resolution; indemnities; and confidential information. Terms and conditions relating to these limitations will only be binding on the school to the extent permitted by the constitution and the laws of the state of Texas.
11. The signatures below indicate and represent that the governing boards of both MCC and ISD have approved this Agreement.

XXIV. Other Agreements with the ISD

This agreement does not apply to MCC Continuing Education courses offered in the ISD, nor other agreements between MCC and the ISD. MCC and the ISD will have a separate and distinctive agreement for MCC Continuing Education courses offered to ISD students.

XXV. Accommodations/Disabilities

Dual credit students who may require accommodations in order to have proper access to meet course requirements due to a documented disability should contact MCC Accommodations (Disability Services) as soon as possible. Students will be required to complete the registration form in WebAdvisor, submit documentation for the diagnosed disability, and meet with the Accommodations Coordinator. Faculty and the student will receive an email confirming all accommodations. Faculty may also review accommodations by accessing their roster via

WebAdvisor, and students may review their accommodations under the My Accommodations Plan in WebAdvisor. Please note that instructors are not required to provide classroom accommodations to students until appropriate verification from Accommodations (Disability Services) has been provided. Note also that accommodations may differ between the high school and college. For additional information, please visit mclennan.edu/disability.

Students with questions or who require assistance with disabilities involving physical, classroom, or testing accommodations should contact:

Accommodations (Disability Services)
disabilities@mclennan.edu
254-299-8122
Student Services Center Room 319

MCC policies related to accommodations will apply to students enrolled in dual credit courses. In appropriate circumstances, MCC and the ISD may collaborate to provide accommodations to dual credit students.

XXVI. Title IX

MCC cares about student safety and values an environment where students and instructors can successfully teach and learn together. Individuals who would like to report an incident of sexual misconduct are encouraged to immediately contact the Title IX Coordinator at titleix@mclennan.edu or by calling Dr. Drew Canham (Chief of Staff for Diversity, Equity and Inclusion) at (254) 299-8645. Individuals also may contact the MCC Police Department at (254) 299-8911 or the Student Counseling Center at MCC by calling (254) 299-8210. The MCC Student Counseling Center is a confidential resource for students. Note: Disclosures by students under 17 years old may be subject to mandated reporting requirements related to minors' safety and/or releases to parents/guardians.

McLennan's Title IX webpage (<http://www.mclennan.edu/titleix/>) contains more information about definitions, reporting, confidentiality, resources, and what to do if someone is a victim of sexual misconduct, gender-based violence or the crimes of rape, acquaintance rape, sexual assault, sexual harassment, stalking, dating violence or domestic violence.

In the event a Title IX-related visit to the high school is needed, the ISD will facilitate a meeting between the student(s) in question and the appropriate MCC personnel. The MCC personnel will be expected to comply with the standard ISD visitor screening process.

XXVII. Non-Discrimination

Neither McLennan Community College nor Waco Independent School District will discriminate against any individual regardless of race, color, religion, national or ethnic origin, gender, disability, age, veteran status, genetic information, sexual orientation, gender identity, pregnancy, or other legally protected category in its educational programs, activities, or employment as required by Title VI or Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Educational Amendments Act of 1972, and the Age Discrimination Act of 1978.

The following staff member is designated to handle inquiries regarding nondiscrimination policies: Drew Canham, Chief of Staff for Equity and Inclusion, 1400 College Drive, 254-299-8645, titleix@mclennan.edu.

P-TECH Memorandum of Understanding
August 1, 2022 – July 31, 2023

CREATION OF THE P-TECH

This document is executed as a Memorandum of Understanding (MOU) between McLennan County Junior College District, an Institute of Higher Education (herein referred to as MCC) , and the Waco Independent School District (herein referred to as ISD), a local public school, which are both located in McLennan County, Texas. It has been developed for the support of the Waco Early College High School as a Pathways in Technology Early College High School (P-TECH) under the auspices of the Texas Education Agency (TEA) Early College High School Designation pursuant to the authority granted in compliance with section 29.551-557 of the Texas Education Code.

WHEREAS, the purpose of this agreement is to outline the collaboration of the parties, as listed above, in support of Waco P-TECH.

WHEREAS, the parties to this MOU desire a Pathways in Technology Early College High School and seek to provide for enrollment in college courses by the P-TECH students in accordance with the Texas Higher Education Coordinating Board (THECB) Rules, as codified under Title 19, Part 1, Chapter 4, Subchapter G of the Texas Administrative Code;

WHEREAS, both Waco ISD and MCC are willing and able to facilitate development of this program to benefit underserved students;

WHEREAS: MCC and Waco ISD are authorized by state law to establish and enter into agreements for P-TECH programs;

NOW, THEREFORE, the parties to this MOU mutually agree to the following:

Purpose

This school, serving grades 9-12, will offer traditionally underserved students (at-risk, economically disadvantaged students, students who are English language learners, and first generation college students) an opportunity to complete a high school diploma and earn up to 60 credit hours toward an Associate degree. While attending the P-TECH, these students will develop a commitment to learning, a capacity for critical thinking, an understanding of their future role as community leaders, and the academic and technical skills necessary to achieve success in these and other arenas. Students graduating from the P-TECH will enter post-secondary education and/or training with significant advanced standing.

Principles

- A. To establish a mutually beneficial partnership between MCC and the ISD that allows a flexible and creative response to the missions and organizational/fiscal needs of both institutions.
- B. To collaborate in the planning, implementation, and continuous improvement of Pathways in Technology Early College High School programs, including provision for faculty, staff, and administration.
- C. To provide rigorous college readiness and early college credit courses.
- D. To collaborate financially to address costs of both partners and assist each in obtaining necessary funds from local, state, federal and private/foundation sources to operate the program successfully and without student fees. MCC will waive tuition and standard fees for

- students identified as economically disadvantaged according to the established guidelines for the MCC dual credit tuition exemption. Day to day costs, such as transportation to and from the MCC campus, will be the responsibility of the P-TECH.
- E. To assure that classes and activities of the P-TECH on the MCC campus will occur with students integrated on an age-appropriate basis in accordance with college readiness guidelines established by the Texas Higher Education Coordinating Board and the Texas Education Code.
 - F. To share use of facilities including classrooms, labs, offices and libraries in ways that reduce operating costs and promote collaboration of students, faculty, staff, and community members in program success.
 - G. To promote student success through participation in college visits and in academic and admission procedures, including advisement, registration procedures, assessment and placement procedures, at MCC. In addition, weekend, Saturday, or summer programs and activities, and extracurricular activities may be offered by the ISD, MCC, or both. Students will gain access to the MCC facilities by way of their MCC student ID cards.
 - H. To ensure the selection of students based on the intent of the program, a selection that will reflect the diversity of the student populations identified.

Term

Subject to the approval of the Program application by TEA, any additional approvals that may be required from the THECB, and annual approval as required by law or by TEA or THECB, the term of this MOU shall commence upon the date that the second of the Parties has signed this MOU (“Commencement Date”) and shall expire on July 31, 2023 (“Expiration Date”). Notwithstanding the foregoing, both Parties acknowledge and agree that a condition precedent to a Party’s signing the MOU is approval of the Agreement by that Party’s governing board. The time period between the Commencement Date and the Expiration Date shall be referred to as (“Initial Term”). Upon mutual written agreement by the Parties and approval as may be required by the Parties’ governing boards, TEA, and THECB, this MOU may be extended for a one-year renewal term (“Renewal Term”). As used in this MOU, the term (“Term”) shall mean the Initial Term, or such shorter period of time in the event of termination of this MOU at any time on notice by either party as set forth on page 7 below.

Governance

- A. The Early College High School established under this agreement will be governed by state and federal laws and regulations, as well as ISD, and college policies and requirements. The ISD shall apply to the Texas Education Agency for the establishment and continued approval of a P-TECH designation.
- B. A Steering Committee comprised of representatives of MCC and the ISD, and co-chaired by the MCC President and the ISD Superintendent, shall meet once per semester, or as mutually agreed to by both parties, to evaluate instructional and programmatic activities, identify problems, issues and challenges that arise, and make recommendations regarding more effective coordination and collaboration. The Steering Committee shall make reports, at least annually, to their respective boards.
- C. An Advisory Committee will be created for the purpose of establishing local, state, and national partnerships, to leverage opportunities for fund development, innovative projects, and overall sustainability. The advisory committee shall meet at least twice annually and shall consist of representatives from MCC, the ISD, local and regional communities. The Advisory committee and all other subcommittees established under this entity will report as needed and as requested to the Steering Committee.
- D. The P-TECH Director/Principal (chief administrative officer of the P-TECH) will be appointed by the Superintendent of the ISD. The Director will be an employee of the ISD. The ISD will be responsible for payment of benefits, if any, to the Director, and the Director shall not be entitled to receive employee benefits from the MCC, including, but not limited to, unemployment

compensation, workers' compensation, health insurance and retirement benefits. The ISD assumes full responsibility for workers' compensation insurance and for payment of all federal, state and local taxes or contributions, including, but not limited to, unemployment insurance, Medicare and income taxes with respect to the Director. Should the school Director position become vacant and the need to appoint a new Director arise, following all ISD Human Resources Policies and Procedures, MCC will have the opportunity to be represented on the Director search committee and take part in the deliberations. The ISD agrees to assign the Director as soon as a qualified candidate is identified and hired. An adequate number of faculty for high school credit-only courses, counselor(s), clerical staff, and any other high school personnel that may be necessary, will be the responsibility of the ISD.

- E. This Agreement does not create a partnership or a joint venture between the parties hereto, nor does it authorize either party to serve as the legal representative or agent of the other. Neither party will have any right or authority to assume, create, or incur any liability or any obligation of any kind, expressed or implied, against or in the name of or on behalf of the other party.

Location

The Pathways in Technology Early College High School will offer courses at the P-TECH campus for ISD students served in 9th and 10th grades. P-TECH courses for 11th and 12th grades will be held at the MCC campus as appropriate. Approved locations and delivery models can include:

- P-TECH site
- MCC campus
- Internet Delivery, including hybrid

Subchapter B, Chapter 39

The P-TECH shall comply with State Board of Education rules regarding administration of the assessment instruments as required by Subchapter B, Chapter 39 and shall adopt a policy that requires a student's performance on an end-of-course assessment instrument for a course listed in this subsection in which the student is enrolled to account for 15 percent of the student's final grade for the course. In addition, the P-TECH will administer the Texas Success Initiative college placement exam to all incoming ninth (9th) graders to assess college readiness and to enable students to begin college courses based on their performance as soon as students are able and willing.

P-TECH students will be required to participate in the appropriate end-of-course assessment instruments for secondary-level courses in Algebra I, biology, English I, English II, and United States history as specified in Texas Education Code 39. 023. Early College High School students will be required to participate in Algebra I EOC in grade 8; English Language Arts I EOC and Biology EOC in grade 9; and English Language Arts II EOC and United States History EOC in grade 10.

Grading Periods and Policies

P-TECH students classified as freshmen and sophomores will be enrolled in coursework at the P-TECH campus. P-TECH students classified as juniors and seniors will receive course instruction at the MCC campus, as appropriate.

Grading periods and policies for high school courses will be governed by ISD high school policies and procedures. All grades will be recorded in a numerical format or other format approved by the ISD. ISD Grade Point Average (GPA) policies will remain in place for the P-TECH students. P-TECH course grades are weighted for Grade Point Average purposes as specified by the ISD. All grading practices and policies are defined in the P-TECH Student and Parent Handbook.

Grading periods and policies for college credit courses will be under the authority of the College. MCC grading practices are on a semester rotation. The Course Catalog, syllabi and policies at MCC will determine the grading practices. Grades for college credit coursework will be provided to the P-TECH each semester the week following final exams.

Eligible Courses

1. Courses approved for dual credit for a P-TECH student must be applicable to a college certificate or degree.
2. This agreement does not apply to MCC Continuing Education courses.

Student Eligibility

1. P-TECH students will not be asked to meet a minimum high school GPA in order to enroll in coursework.
2. Eligibility requirements specified in the dual credit portion of this agreement will apply.

Courses of Study

Courses of study will be developed to allow the implementation of rigorous academic standards. Courses to be included will apply to an associate degree, post-secondary certificate, or industry certification.

Associate of Arts/Associate of Science—P-TECH		
	Fall	Spring
Grade 9	PSYC/EDUC 1300 (P-TECH site or online)	ARTS 1301 (online)
Grade 10	HIST 1301 (P-TECH site) SPCH 1315 (P-TECH site or online)	HIST 1302 (P-TECH site) BCIS 1305* (online)
Summer	Elective: _____ (MCC campus/online)	
Grade 11	ENGL 1301 (P-TECH site) GOVT 2305 (MCC campus/online) MATH: _____ (MCC campus/online)	ENGL 1302 (P-TECH site) GOVT 2306 (MCC campus/online) Elective: _____ (MCC campus/online)
Summer	ENGL Literature (MCJC campus/online)	
Grade 12	Science: _____ (MCC campus/online) SOC1 1301 or PSYC 2301 or ECON 2301 (MCC campus/online) Elective: _____ (MCC campus/online)	Science: _____ (MCC campus/online) Elective: _____ (MCC campus/online) Elective: _____ (MCC campus/online)
Courses may be adjusted with the assistance of an MCC advisor, taking into consideration a student's academic goals at both MCC and future colleges.		
*BCIS 1305 may not be a required course on all degree plans. However, the course is recommended to build computer skills.		

Curriculum Alignment

Curriculum alignment will be assured through completed grade level based “crosswalks” or matrices that delineate which P-TECH courses may be taken for college credit. The crosswalks will be reviewed annually by MCC and the P-TECH.

See Appendix A for the detailed course crosswalk.

Instructional Materials

Instructional materials for high school courses will be under the authority of the ISD and the P-TECH. Instructional materials will be provided that align with approved PEIMS courses as specified by the Texas Education Code, the High School curriculum and teacher syllabi.

Students enrolled in MCC courses will use instructional materials adopted by MCC. The P-TECH will be responsible for purchasing appropriate materials, including college textbooks, for students enrolled in college credit courses. P-TECH faculty teaching college credit courses may select their own instructional materials as long as they are in compliance with MCC policies.

To the extent possible, MCC will coordinate with the ISD to reduce college textbook costs through use over multiple semesters and/or the use of low-cost open educational resources.

Assistance, Student Waivers and Fees

MCC agrees to waive tuition and standard fees for students identified as economically disadvantaged according to the established guidelines for the MCC dual credit tuition exemption. Tuition and fees for the remaining students who do not qualify for MCC exemptions will be the responsibility of the ISD. P-TECH students will not have financial responsibility for tuition, fees or transportation costs associated with the program.

P-TECH Enrollment and Attendance

Students are eligible to enroll in the P-TECH after they have filled out all necessary application forms, including parental support forms. The ISD will select students through a blind scoring of each application according to the application rubric. All students enrolled in high school courses will be expected to follow current ISD attendance policies. Attendance records will be taken for all courses offered at the P-TECH campus.

Students enrolled in college credit courses will follow current MCC attendance policies. Attendance will be taken at MCC based on the published College Attendance Policy.

Building a College Culture

The P-TECH and MCC will establish a learning community that blends high school and college, instilling a college-going culture among participating students. P-TECH students will:

- develop a four-year high school graduation plan and post-secondary plan;
- participate in high school credit classes and college credit classes for which students receive both high school and college credit; and
- participate in an advisory program which provides college campus orientation, academic counseling, college and career planning and additional student counseling.

Professional Development

Professional Development of the P-TECH staff will be on-going, and will be provided through a selected Campus Improvement Team. The MCC liaison will meet with the Team to identify any challenges and make recommendations to the Principal for effective coordination, collaboration and continued development of the P-TECH. P-TECH faculty teaching college credit courses will be expected to participate in professional development activities offered by MCC, a minimum of 4 hours per academic year, which may include Professional Development Day, the annual Dual Credit Seminar, general faculty meetings, and division meetings. Professional development of MCC faculty will be addressed by MCC.

MCC will endeavor to provide professional development opportunities that will promote interaction between P-TECH , MCC faculty and advisors.

Procedures for Collecting and Sharing Data

Student data will be collected at the P-TECH facility in accordance with state regulations and ISD data collection procedures. All student data will be disaggregated from the High School general population. Student data to be shared with MCC will include, but is not limited to, demographic and academic information, including TSI readiness by grade level, SAT/ACT and PSAT scores, number of hours taken and credits earned, GPA's, results of State assessments, and any other data necessary to assess program effectiveness in accordance with the Family Education Rights and Privacy Act.

The Parties agree to maintain the records of all students in accordance with all applicable federal, state, and local laws. In accordance with the Family Education Rights and Privacy Act ("FERPA") (20 U.S.C. §1232g) and ISD Board Policy, all records relating to students which are generated or maintained by either party shall be considered education records in accordance with applicable laws and policies. All parties shall maintain the confidentiality of these and all education records in accordance with all applicable state, federal and local laws and regulations, including FERPA. For purposes of this agreement, each party designates the other party as its agent with legitimate educational interest in the students' educational records for purposes of FERPA.

Records related to teacher qualifications will be maintained by the ISD and MCC in accordance with current institutional policies related to privacy and recordkeeping. ISD teachers applying for adjunct faculty positions with MCC will submit appropriate paperwork directly to MCC.

Evaluation

The ISD and MCC will develop a plan for the evaluation of the P-TECH program to be completed each year that will include, but not be limited to, attendance and retention rates, GPA of high school-credit only courses and college courses, satisfactory progress in college courses, and adequate progress toward the college-readiness of the students in the program.

Additional Requirements--Dual Credit at MCC

Given that a P-TECH program is a specialized form of dual credit, the MCC policies regarding dual credit will also apply to P-TECH students from the ISD unless noted otherwise in the P-TECH portion of the agreement.

A separate section of this agreement details the dual credit agreement between MCC and the ISD, covering both P-TECH students (except as noted above) and traditional dual credit students from the ISD.

Severability

If any clause or provision of this agreement is determined to be illegal, invalid, or unenforceable under present or future laws effective during the term of this agreement, including any renewals, then in that event it is the intent of the parties hereto that the remainder of this agreement shall not be affected thereby, and it is also the intent of the parties to this agreement that in lieu of each clause or provision of this agreement that is illegal, invalid or unenforceable, there be added as part of this agreement a clause or provision as similar in terms to such illegal, invalid or unenforceable clause or provision as may be possible and be legal, valid and enforceable.

Termination

This agreement and partnership may be terminated by either party upon ninety (90) days written notice to the other party. In the event of termination during the initial term of this agreement, the effective date of termination shall be as of June 30 following the notice. It is the intent of both parties that no termination shall be made during the middle of the school year which will disrupt the academic progress for the students of the P-TECH, unless the parties mutually agree.

Provision for Discontinuation

Discontinuation of the P-TECH program will only be allowed at the end of a grade level cohort, or when a cohort graduates. Discontinuation of the program will provide for the support of students enrolled in the program to ensure proper planning for graduation, and meet all the required elements of the program until complete discontinuation of the program.

WACO SCHOOL DISTRICT

**MEMORANDUM OF UNDERSTANDING
WACO INDEPENDENT SCHOOL DISTRICT AND
McLENNAN COMMUNITY COLLEGE
COLLEGE PREP MATHEMATICS AND ENGLISH LANGUAGE ARTS COURSES**

This Memorandum of Understanding (MOU) is entered into as of the 1st day of August, 2022 (the “Effective Date”) between the Waco Independent School District (Waco ISD), a Texas independent school district located at 501 Franklin Ave., Waco, TX 76701, and McLennan Community College (MCC), a community college located at 1400 College Drive, Waco, Texas 76708.

WHEREAS, The State of Texas mandated via House Bill 5, Section 10 that each school district shall partner with at least one institution of higher education to develop and provide courses in college preparatory mathematics and English Language Arts;

WHEREAS, the parties have agreed to enter into a collaborative agreement where students who are deemed not to be college ready per House Bill 5, Section 10;

WHEREAS, Waco Independent School District (Waco ISD) and McLennan Community College (MCC) jointly recognized an opportunity to create seamless pathways for students to enter into college level work in Mathematics and English Language Arts without further remediation;

NOW, THEREFORE, in consideration of the mutual covenants and conditions contained in this MOU and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, Waco ISD and MCC, intending to be legally bound, agree as follows:

1. Scope of Services. Waco ISD and MCC agree to collaborate to develop and maintain developmental Mathematics and English Language Arts courses that meet the terms of this agreement as outlined in the Support and Services section of this MOU. Waco ISD and MCC will communicate regularly to maintain the integrity and evaluate the effectiveness of the program.
2. Term. The term of this MOU shall begin on August 1, 2022, and continue for a period of one year. Either party may terminate this MOU, without cause, upon at least thirty (30) days prior written notice to the other party, with termination effective upon the expiration of the thirty (30) days or as mutually agreed to by the parties.
3. Support and Services. Waco ISD and MCC agree to the following conditions:
 - A. MCC agrees to the following for both the Mathematics and English Language Arts courses:

- i. To share data and provide feedback regarding student success on entry-level college Mathematics and English Language Arts courses;
 - ii. To train advisors to recognize and honor course(s) on school district transcripts;
 - iii. To ensure that eligible students are counseled directly into college level Mathematics, English Language Arts, and all other courses that require Mathematics and English Language Arts college readiness;
- B. MCC agrees to the following for the college preparatory Mathematics courses:
- i. To provide Student Learning Outcomes;
 - ii. To provide Instructor Plans (IPs) for the courses being offered;
 - iii. To recommend a Math XL-based product (such as MyMathLab or MyFoundationsLab) for each student enrolled in the course;
- C. MCC agrees to the following for the college preparatory English Language Arts course:
- i. To provide the Student Learning Outcomes for the Integrated Reading and Writing (INRW 0402) course;
 - ii. To provide the syllabi, including types of essays required (i.e., expository, persuasive, and critical analysis) and the rubrics for grading those essays, including the reading skills assessments required;
 - iii. To recommend use of the McLennan-adopted INRW textbook and the associated online product, Connect, for each student enrolled in the course;
- D. Waco ISD agrees to the following for both the Mathematics and English Language Arts courses:
- i. To provide highly qualified instructors for the courses being taught;
 - ii. To identify students who are not college ready as stated in HB 5;
 - iii. To provide professional development and resources required to teach the Mathematics and English Language Arts courses;
 - iv. To identify successful completion of the course(s) on the student transcripts as determined by the State of Texas PEIMS number;
 - v. To provide curriculum for the course that is consistent with MCC Student Learning Outcomes;
 - vi. To follow the Waco ISD grading expectations;
 - vii. To administer the relevant portions of the TSI Assessment as the final exam for the year-long course sequences without exception, including the Adult Basic Education (ABE) portions of the TSI Assessment;
 - viii. To provide assistance with college enrollment and financial aid applications;
- E. Waco ISD agrees to the following for the college preparatory Mathematics course:
- i. To teach Elementary Algebra during the fall semester and Intermediate Algebra the spring semester;
 - ii. To administer the Mathematics section of the TSI assessment as the final exam, including the Adult Basic Education (ABE) portions of the TSI Assessment;
 - iii. To ensure transferability of the course grade to MCC, the student must have a passing score on the Mathematics section of the TSI Assessment;

- F. Waco ISD agrees to the following for the college preparatory English Language Arts course:
- i. To teach a course in Integrated Reading and Writing (INRW 0402) that focuses on critical reading and college-level writing, as well as college readiness skills;
 - ii. To use the curricular objectives and assignments established by MCC, including grading methods and rubrics for essays, and the particular major reading exams;
 - iii. To administer the reading and writing sections of the TSI Assessment as the final exam for the course, including the Adult Basic Education (ABE) portions of the TSI Assessment;
 - iv. To ensure transferability of the course grade to MCC, the student must have passing scores on the reading and writing sections of the TSI Assessment.
4. Non-Compliance. Notwithstanding any provision herein to the contrary, if MCC does not comply with any part of the MOU, and the failure to comply is not corrected within thirty (30) calendar days after written notice from Waco ISD, this MOU may be terminated immediately upon written notice from Waco ISD, at Waco ISD's sole discretion.
5. Liability. Neither Waco ISD nor its trustees, officers, employees or agents shall have any liability or responsibility for any claim or cause or action of any person or group arising from (a) the use of district property and/or equipment by MCC and MCC's officers, volunteers, employees, contractors, agents, invitees, licensees, participants, and visitors, or (b) non-compliance with this MOU, or (c) any act, omission, or negligence of MCC, or any of its officers, agents, employees, contractors, invitees, licensees, volunteers, participants or visitors.
- Except as may otherwise be provided herein, Waco ISD makes no expressed or implied warranties of any kind, to the fullest extent permissible under applicable law, Waco ISD disclaims all warranties, express or implied, including, but not limited to, warranties of performance, merchantability, fitness for a particular purpose, accuracy, omissions, completeness, and delays, except as expressly provided herein or as required by law, under no circumstances shall Waco ISD be liable for exemplary, special, punitive, consequential, or incidental damages, including, without limitation, lost profits, business revenue, or goodwill due to any cause whatsoever, even if Waco ISD has been advised of the possibility of such damages.
6. Indemnity. MCC and Waco ISD agree that both institutions shall indemnify, defend, and hold harmless each other as well as past, present, and future trustees, officers, and employees, from and against all claims, demands, causes of action, damages, costs, and expenses, including, without limitation, court costs and reasonable attorney's fees, of any kind or nature asserted by any third party, occurring or in any way incident to, arising out of, or in connection with any acts of MCC's participants, visitors, agents, employees, contractors, invitees, or licensees done in connection with this MOU. Both institution's obligations under this clause shall survive termination or expiration of this MOU.
7. Notice. All notices or other communications required or permitted hereunder shall be in writing, and shall be personally delivered or sent by registered or certified mail, return

receipt requested, courier delivery, electronic mail, facsimile or receipted overnight mail, and shall be deemed received upon the earlier of (a) the date of delivery, if personally delivered, or (b) three (3) business days after the date of posting by the U.S. postal service, if mailed. All such notices or communications shall be addressed as follows:

If to Waco ISD:

Dr. Susan Kincannon, Superintendent
Waco Independent School District
501 Franklin Avenue
Waco, TX 76701

If to MCC:

Dr. Johnette McKown
President, McLennan Community College
1400 College Drive
Waco, TX 76708

Either party may change such address for notice for the party designated to receive such notice by giving written notice to the other party as provided in this paragraph.

8. Relationship of the Parties. It is understood and agreed that MCC is a separate legal entity from Waco ISD and MCC is not an employee, agent, joint venture, or partner of Waco ISD. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between Waco ISD and either MCC or any employee or agent of MCC.
9. No Waiver of Waco ISD's Immunity. The execution of this MOU and the performance by Waco ISD of any of its obligations hereunder are not, and are not intended to waive or relinquish, and Waco ISD shall not waive or relinquish, any governmental, sovereign immunity or defense from or to liability or prosecution available to Waco ISD, its trustees, officers, employees, or agents under federal or Texas laws.
10. No Third Party Beneficiaries. Nothing in this MOU shall be deemed or construed to create any third party beneficiaries or otherwise give any third party any claim or right of action against any party to this MOU.
11. Governing Law and Venue. This MOU shall be governed by and construed in accordance with the laws of the State of Texas, without regard to its conflicts of laws provisions. The mandatory and exclusive venue for the adjudication or resolution of any dispute arising out of this Agreement shall be in McLennan County, Texas.
12. Entire Agreement. This MOU and the attached and incorporated addendum or exhibits, if any, contain the entire agreement of the parties relative to the purpose(s) of the MOU and supersede any other representations, agreements, arrangements, negotiations, or understanding, oral or written, between the parties of this MOU.
13. Severability. In the event that any one or more of the provisions contained in this MOU shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provisions, and the

MOU shall be construed as if such invalid, illegal, or unenforceable provision had never been contained in it.

14. Interpretation. The parties agree that the normal rules of construction that require that any ambiguities in this MOU are to be construed against the drafter shall not be employed in the interpretation of this MOU.
15. Changes and Amendments. This MOU may be amended, modified, and/or supplemented only by the mutual agreement of the parties, in writing, to be attached to the incorporated in this MOU.
16. Assignment. Neither this MOU nor any rights, duties, or obligations under it shall be assignable by MCC without the prior written acknowledgment and authorization of Waco ISD. Any attempted assignment by MCC without Waco ISD's prior written consent shall be void.
17. No Waiver. No failure on the part of either party at any time to require the performance by the other party of any term hereof shall be taken or held to be a waiver of such term or in any way affect such party's right to enforce such term, and no waiver on the part of either party of any term hereof shall be taken or held to be a waiver of any other term hereof or the breach thereof. No waiver, alteration, or modification or any of the provisions of this MOU shall be binding unless in writing and signed by duly authorized representatives of the parties hereto.
18. Captions. The captions herein are for convenience and identification purposes only, are not an integral part hereof, and are not to be considered in the interpretation of any part hereof.
19. Counterparts. This MOU may be executed in separate counterparts, each of which when so executed shall be an original, but all of such counterparts shall together constitute but one and the same instrument.
20. Non-Discrimination. Neither McLennan Community College nor Waco ISD will discriminate on the basis of sex, age, handicap, race, color, and national origin in its educational and vocational programs, activities, or employment as required by Title IX, Section 504 and Title VI.

NOTICE: TEXAS COLLEGE BRIDGE PROGRAM

McLennan Community College has signed an MOU with Texas College Bridge and thereby supports compliance with HB 5 in this manner. Student scores from the Texas College Bridge program are delivered directly to the College to be utilized to determine readiness for college courses and to determine appropriate placement. TSIA scores are not necessary to determine college readiness for students who have completed the Texas College Bridge program satisfactorily.

Texas College Bridge is a program separate from the college prep agreement detailed above with a separate memorandum of understanding the district may sign with the state of Texas. Interested districts may find additional information at texascollegebridge.org.



Partnership Agreements: Dual Credit Agreement,
P-TECH MOU, and College Prep Course MOU
August 1, 2022 – July 31, 2023

SIGNATURE PAGE

2022-2023 Partnership Agreements


**McLennan Community College
and
Waco Independent School District**

Superintendent


Date

Printed Name

On behalf of Waco Independent School District



Dr. Johnette McKown
President
McLennan Community College



Date

WACO ISD

COURSE CROSSWALK 2022-2023

Updated: 02/21/2022

Signed: 

Agreement Type: Dual Credit, PTECH, PTECH, HB5 College Prep

College Course	College Course Name	MCC Pathway or Credential	High School Course to be Articulated	Amount of High School		Course for: Dual Credit, PTECH, ECHS, PTECH, All
				HS Credit	Endorsement	
ACCT 2301	Principals of Financial Accounting	AAS, Accounting	13016800 Financial Analysis	1	Business & Industry	Dual Credit, PTECH
ACCT 2302	Principles of Managerial Accounting	AAS, Accounting	13016700 Accounting II	1	Business & Industry	Dual Credit, PTECH
ACNT 1303	Introduction to Accounting	AAS, Accounting	13016600 Accounting I	1	Business & Industry	Dual Credit, PTECH
ARTS 1301	Art Appreciation	Core	03500110 Art Appreciation	1	Arts & Humanities	Dual Credit, PTECH
ARTS 1303	Art History I	Core	03500400 Art IV	1	Arts & Humanities	Dual Credit, PTECH
BCIS 1305	Business Computer Applications	Core	13011400 Business Information Management I	1	Business & Industry	Dual Credit, PTECH
BIOL 1322	Nutrition & Diet Therapy	AA, Field of Study in Nursing	13024500 Lifetime Nutrition and Wellness	0.5	Public Services	Dual Credit, PTECH
BIOL 1406	Biology for Science Majors	Core	13037200 Scientific Research & Design (A)*^	0.5	STEM	Dual Credit, PTECH
BIOL 1407	Biology for Science Majors II	Core	13037200 Scientific Research & Design (B)*^	0.5	STEM	Dual Credit, PTECH
BIOL 1408	Biology for Non-Science Majors I	Core	13037200 Scientific Research & Design (A)*^	0.5	STEM	Dual Credit, PTECH
BIOL 1409	Biology for Non-Science Majors II	Core	13037200 Scientific Research & Design (B)*^	0.5	STEM	Dual Credit, PTECH

BIOL 2401	Anatomy and Physiology I	Core	13020600 Anatomy & Physiology (A)	0.5	STEM and Public Services	Dual Credit, PTECH
BIOL 2402	Anatomy and Physiology II	Core	13020600 Anatomy & Physiology (B)	0.5	STEM and Public Services	Dual Credit, PTECH
BIOL 2404	Anatomy and Physiology (specialized)	Core	13020600 Anatomy & Physiology or IHE11200 Science, Institution of Higher Education Endorsed	1	Public Service OR STEM	Dual Credit, PTECH
BIOL 2420	Microbiology for Non-Science Majors	Core	13020700 Medical Microbiology	1	STEM and Public Services	Dual Credit, PTECH
CHEM 1405	Chemistry for Non-Science Majors	Core	03040000 Chemistry or 13037201 Scientific Research & Design I*^	1	STEM	Dual Credit, PTECH
CHEM 1411	General Chemistry I	Core	03040000 Chemistry (A) or 13037201 Scientific Research & Design I (A)*^	0.5	STEM	Dual Credit, PTECH
CHEM 1412	General Chemistry II	Core	03040000 Chemistry (B) or 13037201 Scientific Research & Design I (B)*^	0.5	STEM	Dual Credit, PTECH
COMM 1307	Intro to Mass Communication	Core	03241401 Contemporary Media	1	Foundation	Dual Credit, PTECH
CRIJ 1301	Intro to Criminal Justice	AA, Field of Study in Criminal Justice	13029300 Law Enforcement I	1	Public Services	Dual Credit, PTECH
CRIJ 1306	Court Systems and Practices	AA, Field of Study in Criminal Justice	13029600 Court Systems & Practices	1	Public Services	Dual Credit, PTECH
CRIJ 1310	Fundamentals of Criminal Law	AA, Field of Study in Criminal Justice	13028900 Federal Law Enforcement and Protective Services	1	Public Services	Dual Credit, PTECH
CRIJ 1313	Juvenile Justice System	AA, Field of Study in Criminal Justice	13030100 Practicum in Law, Public Safety, Corrections and Security	2	Public Services	Dual Credit, PTECH
CRIJ 2313	Correctional Systems and Practices	AA, Field of Study in Criminal Justice	13029700 Correctional Services	1	Public Services	Dual Credit, PTECH
CRIJ 2314	Criminal Investigations	AA, Field of Study in Criminal Justice	13029550 Criminal Investigations	1	Public Services	Dual Credit, PTECH
CRIJ 2328	Police Systems and Practices	AA, Field of Study in Criminal Justice	13029400 Law Enforcement II	1	Public Services	Dual Credit, PTECH

DRAM 1310	Introduction to Theater	Core	03250100 Theater I	1	Arts & Humanities	Dual Credit, PTECH
ECON 2301	Principles of Macroeconomics	Core	03310300 Economics with Emphasis on the Free Enterprise System	0.5	Multidisciplinary	Dual Credit, PTECH
ECON 2302	Principles of Microeconomics	Core	03310301 Economics Adv. Studies	0.5	Arts & Humanities	Dual Credit, PTECH
EDUC 1300	Learning Frameworks	Core	N1290050 College Transition	0.5	Foundation	Dual Credit, PTECH
EDUC 1301	Introduction to the Teaching Profession	AA, Teaching	N1300510 Communication and Technology in Education	1	Public Services	Dual Credit, PTECH
EDUC 2301	Introduction to Special Populations	AA, Teaching	(New Innovative Course) Teaching Strategies for Special Populations	1	Public Services	Dual Credit, PTECH
EMSP 1160	Clinical - EMT	EMT, Level 1 Certificate	13030100 Practicum in Law, Public Safety, Corrections, and Security	1	Public Services	Dual Credit, PTECH
EMSP 1173	EMS Agility & Fitness	EMT, Level 1 Certificate	PES00052 Foundations of Personal Fitness or; PES00053 Adventure/Outdoor Education or; PES00054 Aerobic Activities or; PES00055 Individual or Team Sports	0.5	Foundation	Dual Credit, PTECH
EMSP 1501	Emergency Medical Technician	EMT, Level 1 Certificate	N1303015 Emergency Medical Technician, Basic	0.5	Public Services	Dual Credit, PTECH
EMSP 2271	Simulation in Respiratory Care	EMT, Level 1 Certificate	12701500 Problem Based Research or; 12701510 Problem Based Research or; 1201520 Problem Based Research	1	Public Services	Dual Credit, PTECH
ENGL 1301	Composition I	Core	03220400 English IV (A)	0.5	Multidisciplinary	Dual Credit, PTECH
ENGL 1301	Composition I	Core	03220300 English III (A)	0.5	Multidisciplinary	Dual Credit, PTECH
ENGL 1302	Composition II	Core	03220400 English IV (B)	0.5	Multidisciplinary	Dual Credit, PTECH
ENGL 1302	Composition II	Core	03220300 English III (B)	0.5	Multidisciplinary	Dual Credit, PTECH

ENGL 2311	Technical & Business Writing	Core	03221100 Research & Technical Writing	1	Foundation	Dual Credit, PTECH
ENGL 2321	British Lit (I & II combined)	Core	03221800 Independent Study English I*	1	Foundation	Dual Credit, PTECH
ENGL 2322	British Literature I	Core	03221820 Independent Study English III	1	Foundation	Dual Credit, PTECH
ENGL 2326	American Lit (I & II combined)	Core	03221800 Independent Study English I*	1	Foundation	Dual Credit, PTECH
ENGL 2328	American Literature II	Core	03221600 Humanities	1	Foundation	Dual Credit, PTECH
ENVR 1101	Environmental Science I, Lab	Core	03020000 Environmental Systems	Local 1	STEM	Dual Credit, PTECH
ENVR 1301	Environmental Science I, Lecture	Core	03020000 Environmental Systems	1	STEM	Dual Credit, PTECH
GEOL 1401	Earth Science Lecture and Lab	Core	03060200 Earth & Space Science	1	STEM	Dual Credit, PTECH
GEOL 1403	Physical Geology (Lect & Lab)	Core	03060200 Earth & Space Science	1	STEM	Dual Credit, PTECH
GOVT 2305	Federal Government	Core	03330100 US Government	0.5	Multidisciplinary	Dual Credit, PTECH
GOVT 2306	Texas Government	Core	03380002 Special Topics in Social Studies I	0.5	Arts & Humanities	Dual Credit, PTECH
HIST 1301	United States History I	Core	03340100 US History A	0.5	Multidisciplinary	Dual Credit, PTECH
HIST 1302	United States History II	Core	03340100 US History B	0.5	Multidisciplinary	Dual Credit, PTECH
HIST 2321	World Civilizations I	Elective, AA-General Studies	03340400 World History Studies (A)	0.5	Arts & Humanities and Multidisciplinary	Dual Credit, PTECH
HIST 2322	World Civilizations II	Elective, AA-General Studies	03340400 World History Studies (A)	0.5	Arts & Humanities and Multidisciplinary	Dual Credit, PTECH
HPRS 1206	Essentials to Medical Terminology	AA, Field of Study in Nursing	13020300 Medical Terminology	1	Public Service	Dual Credit, PTECH
HUMA 1301	Introduction to Humanities I	Core	03221600 Humanities	1	Foundation	Dual Credit, PTECH
HUMA 1315	Fine Arts Appreciation	Core	03500110 Art Appreciation	1	Foundation	Dual Credit, PTECH

MATH 1314	College Algebra	Core	03101100 Pre-Calculus (A) or 03102500 Independent Study In Mathematics I (A)*	0.5	STEM	Dual Credit, PTECH
MATH 1316	Plane Trigonometry	Core	03101100 Pre-Calculus (B) or 03102500 Independent Study In Mathematics I (B)*	0.5	STEM	Dual Credit, PTECH
MATH 1324	Math for Business and Social Science	Core	13018000 Financial Mathematics	1	Foundation	Dual Credit, PTECH
MATH 1325	Calculus for Business and Social Science	Core	IHE11100 Mathematics, Institution of Higher Education Endorsed	1	STEM	Dual Credit, PTECH
MATH 1332	Contemporary Mathematics	Core	03102510 Advanced Quantitative Reasoning	1	STEM	Dual Credit, PTECH
MATH 1342	Elementary Statistical Methods	Core	03102530 Statistics	1	Foundation	Dual Credit, PTECH
MATH 1350	Mathematics for Teachers I	Core	03102500 Independent Study in Math I (A)*	0.5	STEM	Dual Credit, PTECH
MATH 1351	Mathematics for Teachers II	Core	03102500 Independent Study in Math I (B)*	0.5	STEM	Dual Credit, PTECH
MATH 2412	Pre-Calculus Mathematics	Core	IHE11100 Mathematics, Institution of Higher Education Endorsed	1	STEM	Dual Credit, PTECH
MATH 2413	Calculus I	Core	IHE11100 Mathematics, Institution of Higher Education Endorsed (A)	1	STEM	Dual Credit, PTECH
MATH 2414	Calculus II	Core	IHE11100 Mathematics, Institution of Higher Education Endorsed (B)	1	STEM	Dual Credit, PTECH
MUSI 1306	Music Appreciation	Core	03155600 Music Appreciation	1	Arts & Humanities	Dual Credit, PTECH
MUSI 1310	American Music	Core	03155700 Music Studies, Music Appreciation II	1	Arts & Humanities	Dual Credit, PTECH
PHIL 1301	Introduction to Philosophy	Core	03380002 Special Topics in Social Studies I*	0.5	Arts & Humanities and Multidisciplinary	Dual Credit, PTECH
PHYS 1401	College Physics I	Core	03050000 Physics (A) or Scientific Research and Design (A)*^	0.5	STEM	Dual Credit, PTECH
PHYS 1402	College Physics II	Core	03050000 Physics (B) or Scientific Research and Design (B)*^	0.5	STEM	Dual Credit, PTECH
PHYS 2425	University Physics I	Core	IHE11200 Science, Institution of Higher Education Endorsed~	1	STEM	Dual Credit, PTECH
PSYC 2301	General Psychology	Core	03350100 Psychology	0.5	Arts & Humanities	Dual Credit, PTECH

PSYC 2314	Lifespan Growth & Development	Core	13014300 Human Growth & Development	1	Public Service	Dual Credit, PTECH
PSYC 2319	Social Psychology	Core	03380002 Special Topics in Social Studies I*	0.5	Arts & Humanities and Multidisciplinary	Dual Credit, PTECH
SOCI 1301	Introduction to Sociology	Core	03370100 Sociology	0.5	Arts & Humanities	Dual Credit, PTECH
SOCI 2336	Criminology	AA, Field of Study in Criminal Justice	N1303012 Forensic Psychology	1	Public Services	Dual Credit, PTECH
SPCH 1311	Introduction to Speech Communication	Core	03241400 Communication Applications	0.5	Foundation	Dual Credit, PTECH
SPCH 1315	Public Speaking	Core	03240900 Public Speaking I	1	Foundation	Dual Credit, PTECH
SPCH 1318	Interpersonal Communication	Core	03241200 Independent Study in Speech I*	1	Foundation	Dual Credit, PTECH
SPCH 1321	Business & Professional Communication	Core	13009900 Professional Communications	1	Foundation	Dual Credit, PTECH
TECA 1354	Child Growth & Development	AAS, Child Development	13024700 Child Development	1	Public Services	Dual Credit, PTECH

**WACO INDEPENDENT SCHOOL DISTRICT
BOARD MEETING MINUTES**

Regular Meeting, April 28, 2022 - 6:00 p.m.
WISD Administration Offices Board Room

BOARD MEMBERS PRESENT

Angela Tekell (Departed at 8:03)
Stephanie Korteweg
Jose Vidana
Keith Guillory
Jeremy Davis

BOARD MEMBERS ABSENT

Emily Iazzetti

CALL TO ORDER

Angela Tekell, Board President, called the meeting of the Waco Independent School District Board of Trustees to order at 6:01 p.m. She stated that a quorum of Board Members was present, that the meeting had been duly called, and that the notice of the meeting had been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

PUBLIC COMMENTS ON AGENDA ITEMS

Public comments were made by Hope Mustakim

SPECIAL RECOGNITION

The Board recognized new Waco ISD PD Officer Ryan Mason. Officer Mason completed the Police Academy at Navarro College in February 2021. He has served as a patrol officer for Lacy-Lakeview Police Department and joined the Waco ISD Police Department in April 2022.

REVIEW AND DISCUSS REPORT ON BOARD MEMBER CONTINUING EDUCATION

CREDIT

The State Board of Education requires the School Board President to announce the Continuing Education Credits for each Board Member.

Angela Tekell, Board President, announced the following:

- Angela Tekell, Jeremy Davis, Keith Guillory and Emily Iazzetti have completed and exceeded the required continuing education.
- Stephanie Korteweg and Jose Vidana have completed almost all of their required continuing education and have exceeded their required hours for some areas but are deficient in meeting all of the required continuing education.

The Board convened in closed session at 6:09 p.m.

CLOSED SESSION (TEXAS GOVERNMENT CODE, SUBCHAPTERS D AND E)

RECONVENE IN OPEN SESSION

The Board reconvened in open session at 6:48 p.m.

MOMENT OF SILENCE AND PLEDGE OF ALLEGIANCE

SPECIAL RECOGNITIONS

Valeri Valdez and Iker Martinez, from Kendrick Elementary, led the Pledge of Allegiance.

Tennyson Middle School 2022 Central Texas Science and Engineering Fair

Four students from the ATLAS Academy at Tennyson Middle School were recognized for placing in the top four percent of student scientists in Texas at the 2022 Texas Science and Engineering Fair held at Texas A&M University on March 25 and 26. Twenty-two of twenty-nine projects were selected to compete at the 2022 Central Texas Science and Engineering Fair.

- Gabriela Guerra-Sanchez - 1st Place Behavioral and Social Sciences
- Graceila Guerrero - 2nd Place Behavioral and Social Sciences
- Hadley Moore, Evalee Smith and Rashel Villa - 2nd Place Biomedical and Health Sciences
- Avion Anderson and Yadhira Salinas - 1st Place Earth and Environmental Sciences
- Cassandra Saucedo - 2nd Place Earth and Environmental Sciences
- Tristan Perou and Tyrion Jones - 3rd Place Energy: Sustainable Materials and Design
- Andrew Llano - Honorable Mention Energy: Sustainable Materials and Design
- Emmanuel Perez - 3rd Place Plant Sciences
- Kevin Santos - 1st Place Robotics and Intelligent Machines
- Tamarkus Hicks - 2nd Place Robotics and Intelligent Machines
- Matthew Everett, Bates Dyer and James Nava - 3rd Place Robotics and Intelligent Machines
- Emmanuel Grajeda - Honorable Mention Translational Medical Science
- Avion Anderson and Yadhira Salinas - 1st place Regional Water Prize
- Gabriela Guerra-Sanchez - Nominee for Broadcom Masters Competition 2022

2022 Dell Scholars

Three University High School students were recognized as Dell Scholars:

- Elizabeth Sanchez
- Karen Salazar
- Saul Rangel

Dell Scholars receive the following support:

- \$20,000 scholarship to be disseminated over the course of student's academic career (or max six years)
- Personalized, multifaceted support for the academic, financial, and emotional life challenges that may prevent students from completing college
- Laptop computer with four-year warranty
- Textbook credits (\$500 annually for four years) to be used for textbook purchases and rentals and/or textbook solutions (via Chegg Study)
- Scholars Resource Network that connects students and their families with resources to deal with stress, debt, managing childcare and life circumstance
- Access to teletherapy services that connect students to professional counseling

Texas Incentive Allotment Designated Teachers

There were 47 teachers recognized for having earned a TIA designation from TEA:

- Master Level
 - Brittney Bunton, Dean Highland
 - Nolan Garrett, Bell's Hill
- Exemplary Level
 - Alison Davis, Lake Air
 - Jennifer Garza, Bell's Hill
 - Margie Gillenwater, Crestview
 - Iris Hernandez, Bell's Hill
 - Shanna Jones, Waco High School
 - Kristi Lopez, Bell's Hill
 - Maria Martinez, Bell's Hill
 - Lindsey Melancon, Bell's Hill
 - Victoria Nava-Cabrera, Provident Heights
 - Greg Oubre, Dean Highland
 - Rosa Pryor, Dean Highland
 - Alina Rodriguez, Bell's Hill
 - Raquel Sabido, Lake Air
 - Christine Sargologos, West Avenue
 - Melanie Simmons, Bell's Hill

April 28, 2022

- Lisa Ward, South Waco
- Fallon Warren, Lake Air
- Ronald Williams, Bell's Hill
- Angelettelia Wright, West Avenue
- Robyn Zechman, Kendrick
- Recognized Level
 - Victoria Abouk, Lake Air
 - Yolanda Anzures, Cedar Ridge
 - Megan Barragan Taylor, Lake Air
 - Michelle Beam, Bell's Hill
 - Darla Bertino, Dean Highland
 - Eunice Caballero, Bell's Hill
 - April Cobb, Dean Highland
 - Sara Curtiss, Dean Highland
 - Kallie Davis, Bell's Hill
 - Shawn Dewett, Waco High School
 - Carmen Diaz-Perez, West Avenue
 - Brent Fudge, Lake Air
 - Mariela Gutierrez, Cedar Ridge
 - Marianne Hardesty, Bell's Hill
 - Jose Hernandez, Dean Highland
 - Jill Kolinek, Kendrick
 - Phillips Muriel, West Avenue
 - Kassandra Murillo, Dean Highland
 - Elizabeth Nelon, Parkdale
 - Elizabeth Reynoso, Bell's Hill
 - Dario Solis Nieves, Bell's Hill
 - Raelynn Spicer, Lake Air
 - Iliana Torres Quintero, Bell's Hill
 - Miranda Unger, Dean Highland

Community Partner Award

Seventh and James Baptist Church was recognized as the Outstanding Community Partner.

SUPERINTENDENT'S REPORT

Prekindergarten Roundup

The Prekindergarten Roundup Fun Fest was held at the Waco ISD Athletic Complex on April 23, 2022. The drive-thru event allowed families to register for the next school year. Families were also able to park and participate in fun

activities such as University High School cheer performances, Waco High Jazz band performances, a City of Waco Fire Department Fire Truck, Waco ISD Food Truck, Kona Ice, Special Characters (Batman and Captain America) and games.

Families could also visit and get information from several community groups such as STAR Kids Blue Cross Blue Shield of Texas, STARRY Counseling, VOICE, Telehealth Services, Waco Family Medicine, Imagination Library of Waco, Methodist Children's Home Family Outreach and the Mayborn Museum.

A total of 259 children completed or started the registration process for the fall.

Update on Budget Development

Dr. Kincannon stated Sheryl Davis provided an overview of the budget planning process at last month's meeting. The district has lost 813 students since the pandemic began. Declined enrollment, along with low attendance rates, have resulted in a loss of state revenue.

Ms. Davis projected an approximate \$11.4 million deficit in this year's budget before the application of the hold harmless provision. With the hold harmless adjustment to the deficit for the current year it is projected to be \$6.6 million and revenue losses for next year are projected to be \$4.4 million.

Waco ISD is planning on \$5-\$6 million in cuts for next year. Most of these cuts will be in personnel costs. Dr. Kincannon expects nearly all of those cuts can be accomplished through attrition, meaning they would occur through resignations, retirements and reassignments. She expects to cut at least \$1 million dollars in positions from district level administration and other centralized services.

Partnership with Texas Tech for Master of Education in Applied Behavior Analysis

Dr. Kincannon explained that Waco ISD has been in conversation with Texas Tech University (Lubbock) regarding a special partnership to provide an online Master of Education Degree in Applied Behavior Analysis.

Up to ten Waco ISD teachers will be selected to participate.

The two year, online program will begin this fall. Once our candidates complete the coursework and a practicum, they will be eligible to sit for a certification exam for one of the most sought after credentials: Board Certified Behavior Analyst (BCBA).

Summer Enrichment Program

Waco ISD has partnered with multiple community organizations to provide district sponsored participation in summer camp activities. Partners include the YMCA, Girl Scouts, Art Center Waco, Baylor, World Hunger Relief, and the Waco Civic Theatre, among others.

CONSENT AGENDA: CONSIDER AND TAKE APPROPRIATE ACTION

- Amendments to the 2021-2022 Budget
- Bid Award for Educational Consulting, Professional Development, and Other Student-Based Contracted Services
- Bid Award for Restaurant & Catering Services
- Purchases over \$50,000 Under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service
- Annual Certification of Provision of Instructional Materials for the 2022-2023 School Year
- Presentation and Discussion of Monthly Financial Reports for the Period Ended March 31, 2022
- Prekindergarten Program Update
- Construction Delivery Method for District Construction Projects
- Administrator Contract Renewals and/or Extensions for 2022-2023 and Professional Contract Renewals for 2022-2023
- Amendment to Performance Contract Between Waco ISD and Transformation Waco
- New Course Request: State Credit Reading Courses for Emergent Bilingual Students
- Board of Trustee Meeting Minutes
 - Regular Meeting - March 31, 2022

The consent item “Amendment to Performance Contract Between Waco ISD and Transformation Waco” was pulled for further discussion.

Stephanie Korteweg made a motion, seconded by Jose Vidana, to approve the consent agenda as presented. The motion carried unanimously (5-0).

Keith Guillory made a motion, seconded by Jeremy Davis, to approve the Amendment to the Performance Contract Between Waco ISD and Transformation Waco that was presented at the March 31, 2022, meeting. The motion was opened for discussion.

Upon conclusion of the discussion, a vote was taken to approve the Amendment to the Performance Contract Between Waco ISD and Transformation Waco that was presented at the March 31, 2022, School Board Meeting.

- Trustee Keith Gillory - For
- Trustee Stephanie Korteweg - Against
- Madam President Angela Tekell - Against
- Trustee Jose Vidana - For
- Trustee Jeremy Davis - For

The motion passed 3-2.

REVIEW AND DISCUSS THE TEACHER INCENTIVE ALLOTMENT UPDATE

The Teacher Incentive Allotment (TIA) program was provided through the passage of House Bill 3 (HB3) and provides a local optional teacher designation system with the intent of identifying highly effective teachers and generating additional state funds to use for teacher compensation. Teachers can be designated as recognized, exemplary or master level teacher depending on the level of success they have in student growth, teacher performance and leadership practices.

In the first year of TIA, the District will have 47 teachers who have earned a TIA designation. Over a 5-year period, the first group of designated teachers will generate approximately \$2.7 million dollars in TIA allotments.

CONSIDER, DISCUSS AND TAKE APPROPRIATE ACTION REGARDING THE SCHEMATIC DESIGN FOR TENNYSON MIDDLE SCHOOL

Doug Dawson, O'Connell Robertson, presented the Tennyson Middle School Schematic Design.

Keith Guillory made a motion, seconded by Jeremy Davis, to approve the Schematic Design for Tennyson Middle School as presented and authorize O'Connell Robertson to proceed with the Design Development phase. The motion carried unanimously (4-0).

CONSIDER, DISCUSS AND TAKE APPROPRIATE ACTION REGARDING GUARANTEED MAXIMUM PRICE (GMP) #2 FOR G.W. CARVER - DEMOLITION, SITE UTILITIES, PAVING AND TRACK

On Wednesday, March 24, 2022, as part of the competitive sealed proposal process, CORE Construction conducted an on-site pre-proposal conference to answer questions regarding GMP #2 and allow interested contractors to view the campus. Proposals were received March 31, 2022.

Keith Guillory made a motion, seconded by Jose Vidana, to approve GMP #2 for G.W. Carver Middle School, authorize the Superintendent to sign Amendment 2 with CORE and execute the Notice to Proceed on the scope of work associated with GMP #2. The motion carried unanimously (4-0).

ANNOUNCEMENTS

Kyle DeBeer, Chief of Staff made the following announcements:

- Early Voting will continue until Tuesday, May 3
- The Groundbreaking Ceremony for G.W. Carver is Friday, May 6, at 9 a.m.
- Election Day is Saturday, May 7

ADJOURNMENT

The meeting was adjourned at 8:41 p.m.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Gloria Barrera

RE: Consider, Discuss and Take Appropriate Action Regarding Guaranteed Maximum Price (GMP) #1 for Waco High School – Site Utilities, Paving, Structural Steel and Roofing

=====

Background Information:

At this time, district administration is recommending the Board approve GMP #1 for Waco High School which includes site utilities, paving, structural steel and roofing.

GMP #2 will include the building construction and will be brought to the Board for consideration and approval at the August Board meeting.

On Wednesday, March 24, 2022 as part of the competitive sealed proposal process, Rogers O'Brien, on behalf of the District, solicited proposals for these trades. Thirty-eight proposals were received April 21st.

Proposals were reviewed and scoped by Rogers O'Brien, O'Connell Robertson, and district administration. Due to budget constraints and a volatile bidding climate, alternates were solicited as part of the bidding process.

District administration is recommending postponement of approval of any alternates, except for the roofing alternate, until the final Guaranteed Maximum Price #2 is presented to the board in August. At that time, recommendations for acceptance of alternates will be brought forward if the budget allows.

Attached for your review is Rogers O'Brien's Executive Summary for GMP #1 totaling \$31,258,884 (thirty-one million, two hundred fifty-eight thousand, eight hundred and eighty-four dollars) and O'Connell Robertson's recommendation letter. GMP #1 is within budget for this scope of work.

Fiscal Implications

Funding for Waco High School is from the 2021 bond program. The following represents the total project budget for Waco High School from the 2021 bond program:

Budget Summary	Waco HS
Hard Costs Sub Total	140,800,000
Fees / PM / Expenses	11,346,441
Furnishings Fixtures and Equipment	3,285,847
IT Systems (Projectors, Network, Security, Phone)	3,285,847
Project Contingency	927,500
Total Project Budget	159,645,635

Administrative Recommendation(s):

Approve GMP #1 for Waco High School including Alternate #8, authorize the Superintendent to sign Amendment #1 with Rogers O’Brien and execute the Notice to Proceed on the scope of work associated with GMP #1.



AIA[®] Document A133[™] – 2019 Exhibit A

Guaranteed Maximum Price Amendment

This Amendment dated the twenty third day of June in the year two thousand twenty-two, is incorporated into the accompanying AIA Document A133[™]–2019, Standard Form of Agreement Between Owner and Construction Manager as Constructor where the basis of payment is the Cost of the Work Plus a Fee with a Guaranteed Maximum Price dated the sixth day of December in the year two thousand twenty-one (the "Agreement")
(*In words, indicate day, month, and year.*)

for the following **PROJECT:**
(*Name and address or location*)

Replacement Waco High School
RFP #21-1192
2020 N. 42nd
Waco, TX 76710

THE OWNER:
(*Name, legal status, and address*)

Waco Independent School District
501 Franklin Avenue
Waco, TX 76701

THE CONSTRUCTION MANAGER:
(*Name, legal status, and address*)

Rogers O'Brien Construction Company, LLC
3901 S. Lamar Blvd, Suite 200
Austin, TX 78704

TABLE OF ARTICLES

- A.1 GUARANTEED MAXIMUM PRICE
- A.2 DATE OF COMMENCEMENT AND SUBSTANTIAL COMPLETION
- A.3 INFORMATION UPON WHICH AMENDMENT IS BASED
- A.4 CONSTRUCTION MANAGER'S CONSULTANTS, CONTRACTORS, DESIGN PROFESSIONALS, AND SUPPLIERS

ARTICLE A.1 GUARANTEED MAXIMUM PRICE

§ A.1.1 Guaranteed Maximum Price

Pursuant to Section 3.2.6 of the Agreement, the Owner and Construction Manager hereby amend the Agreement to establish a Guaranteed Maximum Price. As agreed by the Owner and Construction Manager, the Guaranteed Maximum Price is an amount that the Contract Sum shall not exceed. The Contract Sum consists of the Construction Manager's Fee plus the Cost of the Work, as that term is defined in Article 6 of the Agreement.

ADDITIONS AND DELETIONS:

The author of this document has added information needed for its completion. The author may also have revised the text of the original AIA standard form. An *Additions and Deletions Report* that notes added information as well as revisions to the standard form text is available from the author and should be reviewed. A vertical line in the left margin of this document indicates where the author has added necessary information and where the author has added to or deleted from the original AIA text.

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

AIA Document A201[™]–2017, General Conditions of the Contract for Construction, is adopted in this document by reference. Do not use with other general conditions unless this document is modified.

Init.

§ A.1.1.1 The Contract Sum is guaranteed by the Construction Manager not to exceed thirty-one million two hundred fifty-eight thousand eight hundred eighty-four (\$ 31,258,884), subject to additions and deductions by Change Order as provided in the Contract Documents.

§ A.1.1.2 **Itemized Statement of the Guaranteed Maximum Price.** Provided below is an itemized statement of the Guaranteed Maximum Price organized by trade categories, including allowances; the Construction Manager’s contingency; alternates; the Construction Manager’s Fee; and other items that comprise the Guaranteed Maximum Price as defined in Section 3.2.1 of the Agreement.
(Provide itemized statement below or reference an attachment.)

Refer to the scope of work shown and identified in Exhibit A.

§ A.1.1.3 The Construction Manager’s Fee is set forth in Section 6.1.2 of the Agreement.

§ A.1.1.4 The method of adjustment of the Construction Manager’s Fee for changes in the Work is set forth in Section 6.1.3 of the Agreement.

§ A.1.1.5 **Alternates**

§ A.1.1.5.1 Alternates, if any, included in the Guaranteed Maximum Price:

Item	Price
8. Provide 80-mil TPO in-lieu of SBS Roof	(\$448,402)

§ A.1.1.5.2 Subject to the conditions noted below, the following alternates may be accepted by the Owner following execution of this Exhibit A. Upon acceptance, the Owner shall issue a Modification to the Agreement.
(Insert below each alternate and the conditions that must be met for the Owner to accept the alternate.)

Item	Price	Conditions for Acceptance
1. Weight Room Addition	\$135,321	
2. Dance Suite Addition	\$389,323	
3. Not Applicable		
4. Academic Courtyard Balcony / Stair	\$82,731	
5. CTE Classroom Addition	\$246,588	
6. CTE Autotech Addition	\$253,055	
7. Not Applicable		
9. Remove 5/8" Substrate Board from Roofing	(\$110,205)	
*All alternates provided are for scopes of work included in GMP-01 documents. Items 1-7 will have cost(s) associated with them from additional scopes in future GMP packages. All pricing shown for the alternates are full value with all allowed markups included (i.e. Insurance, Fee, etc.).		

§ A.1.1.6 Unit prices, if any:
(Identify the item and state the unit price and quantity limitations, if any, to which the unit price will be applicable.)

Item	Units and Limitations	Price per Unit (\$0.00)
Not applicable.		

ARTICLE A.2 DATE OF COMMENCEMENT AND SUBSTANTIAL COMPLETION

§ A.2.1 The date of commencement of the Work shall be:
(Check one of the following boxes.)

The date of execution of this Amendment.

Established as follows:

(Insert a date or a means to determine the date of commencement of the Work.)

The date of commencement will be established by the Notice to Proceed.

If a date of commencement of the Work is not selected, then the date of commencement shall be the date of execution of this Amendment.

§ A.2.2 Unless otherwise provided, the Contract Time is the period of time, including authorized adjustments, allotted in the Contract Documents for Substantial Completion of the Work. The Contract Time shall be measured from the date of commencement of the Work.

§ A.2.3 Substantial Completion

§ A.2.3.1 Subject to adjustments of the Contract Time as provided in the Contract Documents, the Construction Manager shall achieve Substantial Completion of the entire Work:

(Check one of the following boxes and complete the necessary information.)

Not later than () calendar days from the date of commencement of the Work.

By the following date: December 15, 2025

§ A.2.3.2 Subject to adjustments of the Contract Time as provided in the Contract Documents, if portions of the Work are to be completed prior to Substantial Completion of the entire Work, the Construction Manager shall achieve Substantial Completion of such portions by the following dates:

Portion of Work	Substantial Completion Date
Phase 1 – Trice Parking	August 19, 2022

§ A.2.3.3 If the Construction Manager fails to achieve Substantial Completion per phase as provided in this Section A.2.3, liquidated damages, if any, shall be assessed as set forth in Section 6.1.6 of the Agreement.

ARTICLE A.3 INFORMATION UPON WHICH AMENDMENT IS BASED

§ A.3.1 The Guaranteed Maximum Price and Contract Time set forth in this Amendment are based on the Contract Documents and the following:

§ A.3.1.1 The following Supplementary and other Conditions of the Contract:

Document	Title	Date	Pages
Not Applicable			

§ A.3.1.2 The following Specifications:
(Either list the Specifications here, or refer to an exhibit attached to this Amendment.)

The O’Connell Robertson specifications issues on 3/23/2022 Package #1 Set of construction documents, 4/7/2022 Addendum #1, and referenced in Exhibit A.

Section	Title	Date	Pages
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§ A.3.1.3 The following Drawings:
(Either list the Drawings here, or refer to an exhibit attached to this Amendment.)

The O’Connell Robertson drawings issued on 3/23/2022 Package #1 Set of construction documents, 4/7/2022 Addendum #1, and referenced in Exhibit A.

(Table deleted)
(Paragraph deleted)
(Table deleted)

(Paragraphs deleted)

§ A.3.1.5 Allowance Expenditure Authorization. At the Owner's discretion, a minor change in the work or expenditures that do not warrant a change in Contract Sum may be paid from a designated Allowance. In such cases, a written Allowance Expenditure Authorization (AEA) in the form attached hereto as "Exhibit B" is required. An AEA form is a document prepared by the Architect and signed by the Architect, Owner, and Construction Manager. An AEA may be comprised of a single executed Change Proposal, an accumulation of executed Change Proposals. No extensions to the Contract Time sought in any request for allowance expenditure or change proposal request submitted by the Construction Manager shall be considered to be granted unless the Owner and the Architect expressly approve an adjustment to the Contract Time in a duly authorized and executed Change Order. All markups to work funded through an AEA must follow the requirements of the Article 7 of the AIA Document A201-2017, Changes in the Work.(Identify each allowance.)

Item	Price
Contractor Contingency	\$576,613
Owner Contingency	\$288,307
Escalation Contingency	\$353,288
Lifting Beam Assembly Allowance (S1.1Q/R)	
a. Allowance of 15-tons of steel included in proposal	\$37,500
Band Tower Allowances	\$10,000
Temporary Drives, Fire Lane, and Staging	\$107,300

§ A.3.1.6 Assumptions and clarifications, if any, upon which the Guaranteed Maximum Price is based:
(Identify each assumption and clarification.)

As identified in Exhibit A.

§ A.3.1.7 The Guaranteed Maximum Price is based upon the following other documents and information:
(List any other documents or information here, or refer to an exhibit attached to this Amendment.)

Other items as identified in Exhibit A.

ARTICLE A.4 CONSTRUCTION MANAGER'S CONSULTANTS, CONTRACTORS, DESIGN PROFESSIONALS, AND SUPPLIERS

§ A.4.1 The Construction Manager shall retain the consultants, contractors, design professionals, and suppliers, identified below:

(List name, discipline, address, and other information.)

As identified in Exhibit A.

This Amendment to the Agreement entered into as of the day and year first written above.

OWNER *(Signature)*

Susan Kincannon, Ed.D, Superintendent
(Printed name and title)

DocuSigned by:

Cisco Hobbs

5/16/2022

CONSTRUCTION MANAGER *(Signature)*

Cisco Hobbs, President
(Printed name and title)

Init.

Additions and Deletions Report for AIA® Document A133™ – 2019 Exhibit A

This Additions and Deletions Report, as defined on page 1 of the associated document, reproduces below all text the author has added to the standard form AIA document in order to complete it, as well as any text the author may have added to or deleted from the original AIA text. Added text is shown underlined. Deleted text is indicated with a horizontal line through the original AIA text.

Note: This Additions and Deletions Report is provided for information purposes only and is not incorporated into or constitute any part of the associated AIA document. This Additions and Deletions Report and its associated document were generated simultaneously by AIA software at 09:27:51 ET on 05/16/2022.

PAGE 1

This Amendment dated the twenty third day of June in the year two thousand twenty-two, is incorporated into the accompanying AIA Document A133™–2019, Standard Form of Agreement Between Owner and Construction Manager as Constructor where the basis of payment is the Cost of the Work Plus a Fee with a Guaranteed Maximum Price dated the sixth day of December in the year two thousand twenty-one (the "Agreement")

...

Replacement Waco High School
RFP #21-1192
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Waco Independent School District
501 Franklin Avenue
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...

Rogers O'Brien Construction Company, LLC
3901 S. Lamar Blvd, Suite 200
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PAGE 2

§ A.1.1.1 The Contract Sum is guaranteed by the Construction Manager not to exceed thirty-one million two hundred fifty-eight thousand eight hundred eighty-four (\$ 31,258,884), subject to additions and deductions by Change Order as provided in the Contract Documents.

...

Refer to the scope of work shown and identified in Exhibit A.

...

8. Provide 80-mil TPO in-lieu of SBS Roof (\$448,402)

...

1. Weight Room Addition \$135,321
2. Dance Suite Addition \$389,323

3. Not Applicable	
4. Academic Courtyard Balcony / Stair	\$82,731
5. CTE Classroom Addition	\$246,588
6. CTE Autotech Addition	\$253,055
7. Not Applicable	
9. Remove 5/8" Substrate Board from Roofing	(\$110,205)

*All alternates provided are for scopes of work included in GMP-01 documents. Items 1-7 will have cost(s) associated with them from additional scopes in future GMP packages. All pricing shown for the alternates are full value with all allowed markups included (i.e. Insurance, Fee, etc.).

...

Not applicable.

...

PAGE 3 Established as follows:

The date of commencement will be established by the Notice to Proceed.

...

By the following date: December 15, 2025

...

Phase 1 – Trice Parking August 19, 2022

§ A.2.3.3 If the Construction Manager fails to achieve Substantial Completion per phase as provided in this Section A.2.3, liquidated damages, if any, shall be assessed as set forth in Section 6.1.6 of the Agreement.

...

Not Applicable

...

The O’Connell Robertson specifications issues on 3/23/2022 Package #1 Set of construction documents, 4/7/2022 Addendum #1, and referenced in Exhibit A.

...

The O’Connell Robertson drawings issued on 3/23/2022 Package #1 Set of construction documents, 4/7/2022 Addendum #1, and referenced in Exhibit A.

Number

Title

Date

§ A.3.1.4 The Sustainability Plan, if any:
(If the Owner identified a Sustainable Objective in the Owner’s Criteria, identify the document or documents that comprise the Sustainability Plan by title, date and number of pages, and include other identifying information. The Sustainability Plan identifies and describes the Sustainable Objective; the targeted Sustainable Measures;

implementation strategies selected to achieve the Sustainable Measures; the Owner's and Construction Manager's roles and responsibilities associated with achieving the Sustainable Measures; the specific details about design reviews, testing or metrics to verify achievement of each Sustainable Measure; and the Sustainability Documentation required for the Project, as those terms are defined in Exhibit C to the Agreement.)

Title	Date	Pages
-------	------	-------

Other identifying information:

§ A.3.1.5 Allowances, if any, included in the Guaranteed Maximum Price:

(Identify Allowance Expenditure Authorization. At the Owner's discretion, a minor change in the work or expenditures that do not warrant a change in Contract Sum may be paid from a designated Allowance. In such cases, a written Allowance Expenditure Authorization (AEA) in the form attached hereto as "Exhibit B" is required. An AEA form is a document prepared by the Architect and signed by the Architect, Owner, and Construction Manager. An AEA may be comprised of a single executed Change Proposal, an accumulation of executed Change Proposals. No extensions to the Contract Time sought in any request for allowance expenditure or change proposal request submitted by the Construction Manager shall be considered to be granted unless the Owner and the Architect expressly approve an adjustment to the Contract Time in a duly authorized and executed Change Order. All markups to work funded through an AEA must follow the requirements of the Article 7 of the AIA Document A201-2017, Changes in the Work.(Identify each allowance.)

PAGE 4

Contractor Contingency	\$576,613
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a. Allowance of 15-tons of steel included in proposal	\$37,500
Band Tower Allowances	\$10,000
Temporary Drives, Fire Lane, and Staging	\$107,300

...

As identified in Exhibit A.

...

Other items as identified in Exhibit A.

...

As identified in Exhibit A.

...

Susan Kincannon, Ed.D, Superintendent

Cisco Hobbs, President

Certification of Document's Authenticity

AIA® Document D401™ – 2003

I, _____, hereby certify, to the best of my knowledge, information and belief, that I created the attached final document simultaneously with its associated Additions and Deletions Report and this certification at 09:27:51 ET on 05/16/2022 under Order No. 2114275593 from AIA Contract Documents software and that in preparing the attached final document I made no changes to the original text of AIA® Document A133™ – 2019 Exhibit A, Guaranteed Maximum Price Amendment, as published by the AIA in its software, other than those additions and deletions shown in the associated Additions and Deletions Report.



(Signed)

Principal

(Title)

5.16.2022

(Dated)



Rogers-O'Brien
CONSTRUCTION



GMP-01 Proposal Package

WACO ISD - WACO HIGH SCHOOL

MAY 11, 2022





Waco High School

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- 01 Project Summary
- 02 GMP Cost Summary
- 03 Allowances & Contingencies
- 04 Alternates
- 05 Clarifications & Assumptions
- 06 Subcontractor Participation Summary
- 07 Early General Conditions
- 08 Document Log
- 09 Project Schedule





Rogers-O'Brien
CONSTRUCTION
www.R-O.com

May 11, 2022

Dr. Susan Kincannon
Waco Independent School District
501 Franklin Avenue
Waco, Texas 76701

RE: Waco High School GMP 01 Proposal

Dr. Kincannon,
Thank you for the opportunity to submit our GMP-01 proposal package for Waco High School.

This proposal includes budgeting for limited scopes of work shown in GMP-01 documents through Addendum 01 provided by O'Connell Robertson, more specifically described as:

- Structural Steel (minus miscellaneous steel)
- Roofing (minus details that will be covered in GMP-02)
- Erosion Controls
- Earthwork
- Asphalt Paving
- Concrete Paving
- Pavement Markings
- Wet Utilities

The attached documents provide for a GMP-01 amount of \$31,258,884 and are within the GMP-01 budget previously established.

Following this letter, you will find all the pertinent information needed to review for issuance of a notice to proceed for this work.

Again, thank you for this tremendous opportunity. We look forward to starting this wonderful endeavor with Waco Independent School District and building a solid foundation for future generations of the community.

Sincerely,

Charlie Hamilton
Project Director



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Rogers-O'Brien
CONSTRUCTION

ITEM 02 – GMP-01 COST SUMMARY

DIVISION	Description	Price
05	Structural Steel	\$ 13,416,251
07	Roofing	\$ 4,639,577
31	Earthwork & Asphalt Paving	\$ 4,396,975
31	Erosion Control	\$ 62,785
32	Site Concrete	\$ 1,011,464
32	Pavement Markings	\$ 43,700
33	Utilities	\$ 4,375,583
	Contingencies & Allowances	\$ 1,382,150
	Cost-of-Work SUBTOTAL	\$ 29,328,485
	Fee	\$ 614,651
	General Conditions	\$ 1,315,748
	SUBTOTAL	\$ 1,930,399
	TOTAL	\$ 31,258,884



ITEM 03 - ALLOWANCES AND CONTINGENCIES

1. Lifting Beam Assembly Allowance (\$1.1Q/R)	\$37,500
a. Allowance of 15-tons of steel included in proposal	
2. Installing/Erecting Owner Furnished Band Tower Allowance (\$1.70)	\$10,000
3. Roofing Material Escalation Allowance (7% of Roofing Budget)	\$353,288
4. Temporary Drives, Temporary Fire Lane, and Temporary Staging	\$107,300
5. Owner Contingency (1%)	\$288,307
6. Contractor Contingency (2%)	\$576,613

**ITEM 04 – ALTERNATES**

1. Weight Room Addition	\$135,321
2. Dance Suite Addition	\$389,323
3. TBD	\$NA
4. Academic Courtyard Balcony/Stair Addition	\$82,731
5. CTE Classroom/s Addition	\$246,588
6. CTE Auto Tech Addition.	\$253,055
7. TBD	\$NA
8. Provide 80-mil TPO in-lieu-of SBS Roof	(\$448,402)
9. Remove 5/8" Substrate Board from Roofing	(\$110,205)

Note:

All alternates provided are for scopes of work included in GMP-01 documents. Items 1-7 will have cost(s) associated with them from additional scopes in future GMP packages. All pricing shown for the alternates are full value with all allowed markups included (i.e. Insurance, Fee, etc.).



ITEM 05 – CLARIFICATIONS & ASSUMPTIONS

The following is a list of bid clarifications and assumptions to be included with our proposal.

Division 1 – General Requirements

1. Our proposal is based on Bid Package 1 documents by O'Connell Robertson dated March 23, 2022.
 - a. Addenda-01 dated April 7, 2022
 - b. Geotech Report by PSI dated September 22, 2021.
2. Owner shall furnish contractor evidence satisfactory to Contractor and its' surety of adequate interim financing for this project.
3. All site development permits are to be executed prior to construction start.
4. Architect to provide coordinates at two (2) column or grid lines to allow us to set-up and turn a true 90-degree angle 2-weeks prior to starting foundations.
5. Any cost break outs provided in our proposal are for accounting purposes only and cannot be used as true deducts if related scopes of work are removed.
6. GMP pricing will be held until May 27, 2022. If notice to proceed is not received for project release for GMP 01 specific scopes prior to this deadline, we reserve the right to reprice at current market prices.
7. The proposed schedule is dependent upon the issuance of a site development permit, the execution of a signed contract between Rogers-O'Brien Construction and the Owner, and May 2022 Board Approval.
8. Building Permit paid for and provided by Owner.
9. This proposal is based on a Sales Tax Exempt certificate being provided by the owner.
10. We assume the Bid Documents satisfy all applicable code requirements; therefore, we exclude all costs associated with modifications arising from Bid Documents conflicting with code requirements.
11. Price excludes all costs for impact fees; inspection fees; city maintenance bond fees; pro-rata charges; utility connection and/or meter fees, etc.; and all other such costs customarily paid for by the Owner.
12. Price excludes architectural and engineering design fees, unless required to be delegated design as defined in the drawings and/or specifications.
13. We exclude any costs associated with employee screenings and identification if required by WISD.
14. Testing laboratory services are excluded, but we will coordinate as required during construction.





Division 2 – Existing Conditions

1. We assume that all salvage activities will be conducted by the owner prior to any Notice to Proceed, except for as noted in the drawings and/or specifications. This includes, but is not limited to, any sports equipment, lighting, structures, etc.
2. We will divert/recycle waste to the extents possible based on material and availability, but do not guarantee a percentage of waste generated will be met.
3. Price excludes cost impacts relative to damage, repairs, modification, or relocation of any existing underground infrastructure and/or other concealed conditions not specifically shown on the project documents.
4. Price excludes the removal, remediation, or transportation of any unknown contaminants on the job site, including environmental/asbestos surveys.
5. If any item is not specifically called out to be demolished/removed, we do not have it included with our price.
6. Building and Structure demolition and/or abatement is not included.
7. We exclude removal and/or relocation of any franchise or city owned utilities.
8. Removal of overhead lines, utility poles, lighting is excluded. We will coordinate with the utility provider.

Division 3 – Concrete

1. No scope included with GMP-01.

Division 4 – Masonry/Stone

1. No scope included with GMP-01.

Division 5 – Metals

1. We have included a lifting beam assembly allowance of 15-tons per S1.1Q/R valued at \$37,500.
2. Standard 2.5" bearing is not adequate for top chord extensions based on loading criteria. We will coordinate elevations prior to detailing and notify of any changes needed.
3. Deflection at top chord extensions over 6' long may be excessive; the manufacturer recommends full depth cantilever square ends. We have provided per manufacturers recommendation. Alternatively, outriggers may be designed by the Engineer of Record and anchored to the joists with appropriate loading information provided and pricing updated.
4. Architecturally exposed acoustical roof deck provided with G90 galvanized prime paint with white top and bottom finish.



Dallas/Fort Worth
214.962.3000



Austin
512.486.3800

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Houston
713.783.2500



San Antonio
210.598.8400



5. AESS finishes, High Performance Coatings, and Powder coating on Steel excluded.
6. Locking Rails at Locking gallery provided per 4/S5.61.
7. We exclude heavy Pipe supports unless designed by EOR (S1.2 note 12).
8. We exclude providing any crane matting.
9. We exclude hangers without an attached Catwalk on 6/S1.41 located East of M6.9 between MM-MP.
10. We include an erection/install allowance of \$10,000 for the owner provided band tower; S1.70.
11. We exclude all miscellaneous structural and architectural steel in GMP-01.

Division 6 – Wood/Plastics

1. No scope included with GMP-01.

Division 7 – Thermal/Moisture Protection

1. We exclude Roof Hatches, Smoke Vents, Roof Ladders, Ships Ladders, and Skylights.
2. We exclude Aluminum Walkway Covers and Prefab Canopies.
3. Roof Expansion joints to be per roof manufacturer.
4. We have included an allowance for 2,000-linear feet of standard roof walkway pads.
5. We have included roof detailing per roofing manufacturer. Any roof detailing provided in additional documents to be priced at that time.
6. We have included a 7% escalation for roofing material.
7. We exclude all other division 7 trades except for roofing.

Division 8 – Doors and Windows

1. No scope included with GMP-01.

Division 9 – Finishes

1. No scope included with GMP-01.

Division 10 – Specialties

1. No scope included with GMP-01.

Division 11 – Equipment

1. No scope included with GMP-01.





Division 12 – Furnishings

1. No scope included with GMP-01.

Division 13 – Special Construction

1. No scope included with GMP-01.

Division 14 – Elevators

1. No scope included with GMP-01.

Division 21 – Fire Protection

1. No scope included with GMP-01.

Division 22 – Plumbing

1. No scope included with GMP-01.

Division 23 – HVAC

1. No scope included with GMP-01.

Division 26 – Electrical

1. No scope included with GMP-01.

Division 31 – Earthwork

1. All work at the courtyard is excluded from GMP-01.
2. We exclude all work associated with the retaining walls in GMP-01.
3. Site stripping's are to be stockpiled onsite for entire duration of project and re-used for general fill and if approved to be used for topsoil. Stripping's not used at conclusion of project will be hauled away.
4. Termite pre-treatment is excluded.
5. Lime stabilization is excluded.
6. We are including allowances for Temporary Drives (5,000-sf), Temporary Fire Lane (1,000-lf), and Temporary Staging Area (1,600-sf) totaling \$107,300.





7. The paving sections are included per the Civil plans; C3.06.
8. We are including 6" of moisture conditioned subgrade provided under all asphalt paving (LD, MD, HD) and HD-Concrete paving.
9. Tennis courts, Practice fields, Pole vault, and Discuss areas will be graded per Civil documents, but no fill or compaction is included.
10. Planting bed excavation and fill are excluded.
11. Topsoil is excluded form GMP-01.

Division 32 – Exterior Improvements

1. All work at the courtyard is excluded from GMP-01.
2. We exclude all work associated with the retaining walls in GMP-01.
3. We exclude site concrete associated with band tower, paver sub-slabs, flagpoles, light poles, transform pad, and dumpster pads.
4. Includes one coat of standard traffic paint at markings for standard spaces, handicap spaces, and fire lane striping.
5. We exclude any stop signs and directional signage.
6. We have included 16-ea handicap parking signs and 42-ea wheel stops.
7. We exclude painting any light pole bases.
8. We exclude any public street markings and traffic buttons/reflectors.

Division 33 – Utilities

1. Site utilities exclude inspection fees and meter fees.
2. Excludes relocation of existing franchise utilities required due to location of new utilities.
3. The single relocated Fire Hydrant is not shown to be reconnected to any line. The cost for the reconnection will come from contingency funds.
4. Gas lines are excluded from this GMP-01.
5. Site Electrical, including but not limited to, underground ducts/ductbanks, structures, and light poles are excluded.





Rogers-O'Brien
CONSTRUCTION

ITEM 06 – GMP-01 SUBCONTRACTOR PARTICIPATION

Scope	Total Invitations Sent	Local Invitations Sent	Total Sub Proposals Received	Local Sub Proposals Received	Local Sub Included in GMP Cost-of-Work %
Plan Rooms & Contractor Associations	24	4	na	na	
Structural Steel	151	13	8	1	46.20%
Roofing	179	8	8	3	
Earthwork	164	16	3	1	
Erosion Control	45	1	3	1	0.14%
Asphalt Paving	82	1	6	1	
Site Concrete/Paving	81	5	3	0	
Pavement Markings	65	2	4	0	
Utilities	155	10	3	0	



Rogers-O'Brien
CONSTRUCTION
www.R-O.com

May 11, 2022

Dr. Susan Kincannon
Waco Independent School District
501 Franklin Avenue
Waco, Texas 76701

RE: ITEM 07 – EARLY WORK GENERAL CONDITIONS

Dr. Kincannon,

Due to early commencement of construction (consisting of Phase 01 of the work), we are requesting additional General Conditions in the amount of \$106,045 to manage and supervise said work. Phase 01, involving the construction of a new parking lot, is scheduled to begin immediately after the 2021-2022 school year ends. As referenced in Article 1.1.4.2 of our standard form of agreement, construction was originally scheduled to commence on August 1, 2022. By starting this phase of construction earlier, it will allow the project to complete a piece of the permanent parking early. This parking will be for use as needed by the campus through all phases of construction.

As noted in the following page, this General Conditions request will consist of a half-time Senior Project Manager, full-time Project Superintendent, and a half-time Quality Manager for the time between the end of the 2021-2022 school year and original commencement date for construction.

Please review and let us know if you have any questions. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads 'Charlie Hamilton'.

Charlie Hamilton
Project Director





TEXAS' PREMIER BUILDER

Group	Phase	Description	Total Amount
00.00.00		General Conditions	
	00.30.00	Administrative Requirements	
		Senior Project Manager	29,068
		Superintendent (SUPT2)	46,819
		Quality Manager (QM2)	18,145
01.00.00		General Requirements	
	01.52.00	Construction Facilities	
		First Aid Facilities	358
		PPE	943
		Sanitary Facilities	1,137
	01.53.00	Temporary Construction	
		Water and Ice	1,711
	01.56.00	Temporary Barriers and Enclosures	
		Temporary Fencing w/ Red Mesh	7,864


Estimate Totals


Description	Amount	Totals
	106,045	106,045
<i>Total</i>		<i>106,045</i>


		WISD Waco High School			
08 - DRAWING LOG					
SHEET NUMBER	SHEET TITLE	MOST CURRENT	Bid Package 1	Addendum 1 4/7/22	
GENERAL					
G1.01	COVER SHEET	3/23/2022	*		
G1.01A	DRAWING INDEX	4/7/2022			*
G1.1	DRAWING INDEX & NOTES	3/23/2022	*		
CIVIL					
C1.01	CONSTRUCTION NOTES	3/23/2022	*		
C1.02	FINAL PLAT (1 OF 3)	3/23/2022	*		
C1.03	FINAL PLAT (2 OF 3)	3/23/2022	*		
C1.04	FINAL PLAT (3 OF 3)	3/23/2022	*		
C2.01	EXISTING CONDITIONS & DEMOLITION (1 OF 4)	3/23/2022	*		
C2.02	EXISTING CONDITIONS & DEMOLITION (2 OF 4)	3/23/2022	*		
C2.03	EXISTING CONDITIONS & DEMOLITION (3 OF 4)	3/23/2022	*		
C2.04	EXISTING CONDITIONS & DEMOLITION (4 OF 4)	3/23/2022	*		
C2.05	EROSION & SEDIMENTATION CONTROL PLAN	3/23/2022	*		
C3.00	OVERALL SITE AND DIMENSIONAL CONTROL PLAN	4/7/2022	*		*
C3.01	OVERALL SITE PHASING PLAN	3/23/2022	*		
C3.02	SITE & DIMENSIONAL CONTROL PLAN (1 OF 4)	4/7/2022	*		*
C3.03	SITE & DIMENSIONAL CONTROL PLAN (2 OF 4)	4/7/2022	*		*
C3.04	SITE & DIMENSIONAL CONTROL PLAN (3 OF 4)	3/23/2022	*		
C3.05	SITE & DIMENSIONAL CONTROL PLAN (4 OF 4)	4/7/2022	*		*
C3.06	PAVING PLAN	4/7/2022	*		*
C3.07	FIRE PROTECTION PLAN	3/23/2022	*		
C4.00	OVERALL UTILITY PLAN	3/23/2022	*		
C4.01	OVERALL UTILITY PHASING PLAN	3/23/2022	*		
C4.02	UTILITY PLAN (1 OF 4)	3/23/2022	*		
C4.03	UTILITY PLAN (2 OF 4)	3/23/2022	*		
C4.04	UTILITY PLAN (3 OF 4)	3/23/2022	*		
C4.05	UTILITY PLAN (4 OF 4)	3/23/2022	*		
C4.06	PUBLIC WASTEWATER PLAN & PROFILE (1 OF 3)	3/23/2022	*		
C4.07	PUBLIC WASTEWATER PLAN & PROFILE (2 OF 3)	3/23/2022	*		
C4.08	PUBLIC WASTEWATER PLAN & PROFILE (3 OF 3)	3/23/2022	*		
C5.00	OVERALL GRADING PLAN	4/7/2022	*		*
C5.01	OVERALL GRADING PHASING PLAN	3/23/2022	*		
C5.02	DETAILED GRADING PLAN (1 OF 8)	4/7/2022	*		*
C5.03	DETAILED GRADING PLAN (2 OF 8)	3/23/2022	*		
C5.04	DETAILED GRADING PLAN (3 OF 8)	3/23/2022	*		
C5.05	DETAILED GRADING PLAN (4 OF 8)	4/7/2022	*		*
C5.06	DETAILED GRADING PLAN (5 OF 8)	3/23/2022	*		
C5.07	DETAILED GRADING PLAN (6 OF 8)	4/7/2022	*		*
C5.08	DETAILED GRADING PLAN (7 OF 8)	3/23/2022	*		
C5.09	DETAILED GRADING PLAN (8 OF 8)	3/23/2022	*		
C6.00	OVERALL EXISTING DRAINAGE PLAN	3/23/2022	*		
C6.01	OVERALL PROPOSED DRAINAGE PLAN	3/23/2022	*		
C6.02	OVERALL STORMDRAIN PLAN	4/7/2022	*		*
C6.03	STORMDRAIN PLAN (1 OF 4)	4/7/2022	*		*
C6.04	STORMDRAIN PLAN (2 OF 4)	3/23/2022	*		
C6.05	STORMDRAIN PLAN (3 OF 4)	3/23/2022	*		
C6.06	STORMDRAIN PLAN (4 OF 4)	3/23/2022	*		
C6.07	CITY STORM PLAN & PROFILE	3/23/2022	*		


		WISD Waco High School			
08 - DRAWING LOG					
SHEET NUMBER	SHEET TITLE	MOST CURRENT	Bid Package 1	Addendum 1 4/7/22	
C6.10	POND A & B PLAN	3/23/2022	*		
C6.20	POND A WQ DETAILS	3/23/2022	*		
C6.21	POND B WQ DETAILS	3/23/2022	*		
C7.00	EROSION & SEDIMENTATION CONTROL DETAILS	3/23/2022	*		
C7.01	SITE DETAILS (1 OF 3)	3/23/2022	*		
C7.02	SITE DETAILS (2 OF 3)	3/23/2022	*		
C7.03	SITE DETAILS (3 OF 3)	3/23/2022	*		
C7.04	WATER DETAILS (1 OF 3)	3/23/2022	*		
C7.05	WATER DETAILS (2 OF 3)	3/23/2022	*		
C7.06	WATER DETAILS (3 OF 3)	3/23/2022	*		
C7.07	WASTEWATER DETAILS (1 OF 3)	3/23/2022	*		
C7.08	WASTEWATER DETAILS (2 OF 3)	3/23/2022	*		
C7.09	WASTEWATER DETAILS (3 OF 3)	3/23/2022	*		
C7.10	STORM DETAILS (1 OF 2)	3/23/2022	*		
C7.11	STORM DETAILS (2 OF 2)	3/23/2022	*		
STRUCTURAL					
S0.00	STRUCTURAL NOTES	4/7/2022	*	*	
S0.01	STRUCTURAL NOTES	4/7/2022	*	*	
S0.02	SPECIAL INSPECTIONS	4/7/2022	*	*	
S1.0	COMPOSITE LOWER LEVEL FOUNDATION PLAN	4/7/2022	*	*	
S1.0A	LOWER LEVEL FOUNDATION PLAN – AREA A	4/7/2022	*	*	
S1.0Ad	LOWER LEVEL DIMENSION PLAN - AREA A	4/7/2022	*	*	
S1.0B	LOWER LEVEL FOUNDATION PLAN – AREA B	4/7/2022	*	*	
S1.0Bd	LOWER LEVEL DIMENSION PLAN – AREA B	4/7/2022	*	*	
S1.0C	LOWER LEVEL FOUNDATION PLAN – AREA C	4/7/2022	*	*	
S1.0Cd	LOWER LEVEL DIMENSION PLAN – AREA C	4/7/2022	*	*	
S1.1	COMPOSITE UPPER LEVEL FOUNDATION & FRAMING PLAN	4/7/2022	*	*	
S1.1A	UPPER LEVEL FRAMING PLAN - AREA A	4/7/2022	*	*	
S1.1Ad	UPPER LEVEL DIMENSION PLAN - AREA A	4/7/2022	*	*	
S1.1B	UPPER LEVEL FRAMING PLAN - AREA B	4/7/2022	*	*	
S1.1Bd	UPPER LEVEL DIMENSION PLAN - AREA B	4/7/2022	*	*	
S1.1C	UPPER LEVEL FRAMING PLAN - AREA C	4/7/2022	*	*	
S1.1C-a	AREA C ALTERNATE PLANS	4/7/2022	*	*	
S1.1Cd	UPPER LEVEL DIMENSION PLAN - AREA C	4/7/2022	*	*	
S1.1D	UPPER LEVEL FOUNDATION PLAN - AREA D	4/7/2022	*	*	
S1.1Dd	UPPER LEVEL DIMENSION PLAN - AREA D	4/7/2022	*	*	
S1.1E	UPPER LEVEL FOUNDATION PLAN - AREA E	4/7/2022	*	*	
S1.1Ed	UPPER LEVEL DIMENSION PLAN - AREA E	4/7/2022	*	*	
S1.1F	UPPER LEVEL FOUNDATION PLAN - AREA F	4/7/2022	*	*	
S1.1Fd	UPPER LEVEL DIMENSION PLAN - AREA F	4/7/2022	*	*	
S1.1G	UPPER LEVEL FOUNDATION PLAN - AREA G	4/7/2022	*	*	
S1.1Gd	UPPER LEVEL DIMENSION PLAN - AREA G	4/7/2022	*	*	
S1.1H	UPPER LEVEL FOUNDATION PLAN - AREA H	4/7/2022	*	*	
S1.1Hd	UPPER LEVEL DIMENSION PLAN - AREA H	4/7/2022	*	*	
S1.1J	UPPER LEVEL FOUNDATION PLAN - AREA J	4/7/2022	*	*	
S1.1Jd	UPPER LEVEL DIMENSION PLAN - AREA J	4/7/2022	*	*	
S1.1K	UPPER LEVEL FOUNDATION PLAN - AREA K	4/7/2022	*	*	
S1.1Kd	UPPER LEVEL DIMENSION PLAN - AREA J	4/7/2022	*	*	
S1.1L	UPPER LEVEL FOUNDATION PLAN - AREA L	4/7/2022	*	*	

		WISD Waco High School		
08 - DRAWING LOG				
SHEET NUMBER	SHEET TITLE	MOST CURRENT	Bid Package 1	Addendum 1 4/7/22
S1.1Ld	UPPER LEVEL DIMENSION PLAN - AREA L	4/7/2022	*	*
S1.1M	UPPER LEVEL FOUNDATION PLAN - AREA M	4/7/2022	*	*
S1.1Md	UPPER LEVEL DIMENSION PLAN - AREA M	4/7/2022	*	*
S1.1N	UPPER LEVEL FOUNDATION PLAN - AREA N	4/7/2022	*	*
S1.1Nd	UPPER LEVEL DIMENSION PLAN - AREA N	4/7/2022	*	*
S1.1P	UPPER LEVEL FOUNDATION PLAN - AREA P	4/7/2022	*	*
S1.1Pd	UPPER LEVEL DIMENSION PLAN - AREA P	4/7/2022	*	*
S1.1Q/R	UPPER LEVEL FOUNDATION PLAN - AREA Q & R	4/7/2022	*	*
S1.1Q/Rd	UPPER LEVEL DIMENSION PLAN - AREA Q	4/7/2022	*	*
S1.2	COMPOSITE ROOF FRAMING PLAN	4/7/2022	*	*
S1.2A	ROOF FRAMING PLAN - AREA A	4/7/2022	*	*
S1.2Ad	ROOF DIMENSION PLAN - AREA A	4/7/2022	*	*
S1.2B	ROOF FRAMING PLAN - AREA B	4/7/2022	*	*
S1.2Bd	ROOF DIMENSION PLAN - AREA B	4/7/2022	*	*
S1.2C	ROOF FRAMING PLAN - AREA C	4/7/2022	*	*
S1.2Cd	ROOF DIMENSION PLAN - AREA C	4/7/2022	*	*
S1.2D	ROOF FRAMING PLAN - AREA D	4/7/2022	*	*
S1.2Dd	ROOF DIMENSION PLAN - AREA D	4/7/2022	*	*
S1.2E	ROOF FRAMING PLAN - AREA E	4/7/2022	*	*
S1.2Ed	ROOF DIMENSION PLAN - AREA E	4/7/2022	*	*
S1.2F	ROOF FRAMING PLAN - AREA F	4/7/2022	*	*
S1.2Fd	ROOF DIMENSION PLAN - AREA F	4/7/2022	*	*
S1.2G	ROOF FRAMING PLAN - AREA G	4/7/2022	*	*
S1.2G-a	AREA G ALTERNATE PLANS	4/7/2022	*	*
S1.2Gd	ROOF DIMENSION PLAN - AREA G	4/7/2022	*	*
S1.2H	ROOF FRAMING PLAN - AREA H	4/7/2022	*	*
S1.2H-a	AREA H ALTERNATE PLANS	4/7/2022	*	*
S1.2Hd	ROOF DIMENSION PLAN - AREA H	4/7/2022	*	*
S1.2J	ROOF FRAMING PLAN - AREA J	4/7/2022	*	*
S1.2Jd	ROOF DIMENSION PLAN - AREA J	4/7/2022	*	*
S1.2K	ROOF FRAMING PLAN - AREA K	4/7/2022	*	*
S1.2Kd	ROOF DIMENSION PLAN - AREA K	4/7/2022	*	*
S1.2L	ROOF FRAMING PLAN - AREA L	4/7/2022	*	*
S1.2Ld	ROOF DIMENSION PLAN - AREA L	4/7/2022	*	*
S1.2M	ROOF FRAMING PLAN - AREA M	4/7/2022	*	*
S1.2Md	ROOF DIMENSION PLAN - AREA M	4/7/2022	*	*
S1.2N	ROOF FRAMING PLAN - AREA N	4/7/2022	*	*
S1.2Nd	ROOF DIMENSION PLAN - AREA N	4/7/2022	*	*
S1.2P	ROOF FRAMING PLAN - AREA P	4/7/2022	*	*
S1.2P-a	AREA P ALTERNATE PLANS	4/7/2022	*	*
S1.2Pd	ROOF DIMENSION PLAN - AREA P	4/7/2022	*	*
S1.2Q/R	ROOF FRAMING PLAN - AREAS Q & R	4/7/2022	*	*
S1.2Q/Rd	ROOF DIMENSION PLAN - AREA Q & R	4/7/2022	*	*
S1.3D	HIGH ROOF FRAMING PLAN - AREA D	4/7/2022		*
S1.3Dd	HIGH ROOF DIMENSION PLAN - AREA D	4/7/2022		*
S1.3E	HIGH ROOF FRAMING PLAN - AREA E	4/7/2022		*
S1.3Ed	HIGH ROOF DIMENSION PLAN - AREA E	4/7/2022		*
S1.40	ENLARGED PLANS - THEATER	4/7/2022	*	*
S1.41	ENLARGED PLANS - THEATER	4/7/2022	*	*

		WISD Waco High School		
08 - DRAWING LOG				
SHEET NUMBER	SHEET TITLE	MOST CURRENT	Bid Package 1	Addendum 1 4/7/22
S1.42	ENLARGED PLANS - THEATER	4/7/2022	*	*
S1.43	ENLARGED PLANS - AREA E	4/7/2022	*	*
S1.70	BAND TOWER FOUNDATION PLAN & DETAILS	4/7/2022	*	*
S1.90	COURTYARD FOUNDATION PLAN	4/7/2022	*	*
S1.91	COURTYARD FOUNDATION DETAILS	4/7/2022	*	*
S1.92	COURTYARD FOUNDATION DETAILS	4/7/2022	*	*
S3.00	TYPICAL CONCRETE DETAILS	4/7/2022	*	*
S3.01	TYPICAL SLAB-ON-GRADE DETAILS	4/7/2022	*	*
S3.10	TYPICAL PIER DETAILS	4/7/2022	*	*
S3.11	TYPICAL PIER DETAILS	4/7/2022	*	*
S3.12	SLAB ON GRADE FOUNDATION SECTIONS	4/7/2022	*	*
S3.13	FOUNDATION DETAILS	4/7/2022	*	*
S3.14	FOUNDATION DETAILS	4/7/2022	*	*
S3.20	FOUNDATION DETAILS	4/7/2022	*	*
S3.30	FOUNDATION DETAILS - THEATER	4/7/2022	*	*
S4.00	TYPICAL CMU DETAILS	4/7/2022	*	*
S4.01	TYPICAL CMU DETAILS	4/7/2022	*	*
S5.00	BASE PLATE AND EMBED PLATE DETAILS	4/7/2022	*	*
S5.01	TYPICAL STEEL CONNECTIONS	4/7/2022	*	*
S5.02	TYPICAL STEEL CONNECTIONS	4/7/2022	*	*
S5.20	TYPICAL COMPOSITE STEEL FLOOR DETAILS	4/7/2022	*	*
S5.21	TYPICAL COMPOSITE STEEL FLOOR DETAILS	4/7/2022	*	*
S5.22	COMPOSITE STEEL FLOOR DETAILS	4/7/2022	*	*
S5.30	TYPICAL STEEL ROOF DETAILS	4/7/2022	*	*
S5.31	TYPICAL STEEL ROOF DETAILS	4/7/2022	*	*
S5.32	TYPICAL STEEL ROOF DETAILS	4/7/2022	*	*
S5.33	STEEL ROOF DETAILS	4/7/2022	*	*
S5.34	STEEL ROOF DETAILS	4/7/2022	*	*
S5.35	STEEL ROOF DETAILS	4/7/2022	*	*
S5.36	STEEL ROOF DETAILS	4/7/2022	*	*
S5.37	STEEL ROOF DETAILS	4/7/2022	*	*
S5.38	STEEL ROOF DETAILS	4/7/2022	*	*
S5.39	STEEL FRAMING DETAILS	4/7/2022	*	*
S5.40	STEEL FRAMING DETAILS - COMMONS CURTAIN WALL	4/7/2022	*	*
S5.41	STEEL FRAMING DETAILS - BRIDGE	4/7/2022	*	*
S5.42	STEEL FRAMING DETAILS - MEZZANINE	4/7/2022	*	*
S5.43	STEEL FRAMING DETAILS	4/7/2022	*	*
S5.44	STEEL FRAMING DETAILS	4/7/2022	*	*
S5.45	STEEL FRAMING DETAILS	4/7/2022	*	*
S5.48	STEEL FRAMING DETAILS	4/7/2022	*	*
S5.60	STEEL FRAMING DETAILS - THEATER	4/7/2022	*	*
S5.61	STEEL FRAMING DETAILS - THEATER	4/7/2022	*	*
S5.62	STEEL FRAMING DETAILS - THEATER	4/7/2022	*	*
S5.63	STEEL FRAMING DETAILS - THEATER	4/7/2022	*	*
S5.65	STEEL FRAMING DETAILS - THEATER	4/7/2022	*	*
S5.70	STEEL CUSTOM TRUSS DETAILS - THEATER	4/7/2022	*	*
S5.71	STEEL CUSTOM TRUSS DETAILS - THEATER	4/7/2022	*	*
S6.00	TYPICAL BRACED FRAME DETAILS	4/7/2022	*	*

		WISD Waco High School		
08 - DRAWING LOG				
SHEET NUMBER	SHEET TITLE	MOST CURRENT	Bid Package 1	Addendum 1 4/7/22
S6.01	BRACED FRAME ELEVATIONS - AREA A	4/7/2022	*	*
S6.02	BRACED FRAME ELEVATIONS - AREA B	4/7/2022	*	*
S6.03	BRACED FRAME ELEVATIONS - AREA C	4/7/2022	*	*
S6.04	BRACED FRAME ELEVATIONS - AREA D	4/7/2022	*	*
S6.05	BRACED FRAME ELEVATIONS - AREA E	4/7/2022	*	*
S6.06	BRACED FRAME ELEVATIONS - AREA F	4/7/2022	*	*
S6.07	BRACED FRAME ELEVATIONS - AREA G	4/7/2022	*	*
S6.08	BRACED FRAME ELEVATIONS - AREA H	4/7/2022	*	*
S6.09	BRACED FRAME ELEVATIONS - AREA J	4/7/2022	*	*
S6.10	BRACED FRAME ELEVATIONS - AREA M	4/7/2022	*	*
S6.11	BRACED FRAME ELEVATIONS - AREA M	4/7/2022	*	*
S6.12	BRACED FRAME ELEVATIONS - AREA N	4/7/2022	*	*
S7.00	ELEVATOR PIT DETAILS	4/7/2022	*	*
S7.10	ELEVATOR DETAILS	4/7/2022	*	*
ARCHITECTURAL				
A3.10	COMPOSITE ROOF PLAN	4/7/2022	*	*
A3.11	ROOF PLAN - AREAS A, B, C, E	4/7/2022		*
A3.12	ROOF PLAN - AREAS D, F, G	4/7/2022		*
A3.12a	ROOF PLAN - AREA G - ALT #5 & #6	4/7/2022		*
A3.13	ROOF PLAN - AREAS H, J, K	4/7/2022		*
A3.13a	ROOF PLAN - AREA H - ALT #1	4/7/2022		*
A3.14	ROOF PLAN - AREAS L, M, N, P, Q & R	4/7/2022		*
A3.14a	ROOF PLAN - AREA P - ALT #2	4/7/2022		*

		WISD Waco High School	
08 - SPECIFICATION LOG			
Division	SHEET TITLE	MOST CURRENT	Bid Package 1
0	PROCUREMENT AND CONTRACTING DOCUMENTS		
00 01 07	Seals Page	3/23/2022	*
00 10 00	Table of Contents	3/23/2022	*
00 31 32	Geotechnical Data	3/23/2022	*
	Geotechnical Report	3/23/2022	*
	Geotechnical Supplemental Letter	3/23/2022	*
1	General Requirements		
01 10 00	Summary	3/23/2022	*
01 25 00	Substitution Procedures	3/23/2022	*
	Substitution Request Form-Bidding Phase	3/23/2022	*
	Substitution Request Form-Executed Contract	3/23/2022	*
01 26 00	Contract Modification Procedures	3/23/2022	*
01 29 00	Payment Procedures	3/23/2022	*
01 31 00	Project Management and Coordination	3/23/2022	*
01 32 00	Construction Progress Documentation	3/23/2022	*
01 32 33	Photographic Documentation	3/23/2022	*
01 33 00	Submittal Procedures	3/23/2022	*
01 40 00	Quality Requirements	3/23/2022	*
01 50 00	Temporary Facilities and Controls	3/23/2022	*
01 51 00	Temporary Utilities	3/23/2022	*
01 57 13	Temporary Erosion and Sediment Control	3/23/2022	*
01 57 13.10	Spill Response	3/23/2022	*
01 58 13	Temporary Project Signage	3/23/2022	*
01 60 00	Product Requirements	3/23/2022	*
01 73 00	Execution	3/23/2022	*
01 74 19	Construction Waste Management and Disposal	3/23/2022	*
01 77 00	Closeout Procedures	3/23/2022	*
01 78 23	Operation and Maintenance Data	3/23/2022	*
01 78 39	Project Record Documents	3/23/2022	*
01 79 00	Demonstration and Training	3/23/2022	*
2	Existing Conditions		
02 30 00	Sunsurface Investigation	3/23/2022	*
02 41 00.10	Site Demolition	3/23/2022	*
3	Concrete		
03 30 00	Cast- In-Place Concrete - Site	3/23/2022	*
03 30 00.10	Controlled Low Strength Backfill	3/23/2022	*
5	Metals		
05 12 00	Structural Steel Framing	3/23/2022	*
05 21 00	Steel Joist Framing	3/23/2022	*
05 31 00	Steel Decking	3/23/2022	*
7	Thermal and Moisture Prevention		
07 52 16	Styrene-butadiene-styrene (SBS) Modified Bituminous Membrane Roofing	3/23/2022	*
14	Conveying Equipment		
14 21 23.16	Machine Room-less Electric Traction Passenger Elevators	3/23/2022	*

		WISD Waco High School	
08 - SPECIFICATION LOG			
Division	SHEET TITLE	MOST CURRENT	Bid Package 1
14 42 00	Vertical Platform Lifts	3/23/2022	*
31	Earthwork		
31 10 00	Site Clearing	3/23/2022	*
31 10 00.10	Tree Protection	3/23/2022	*
31 22 00	Grading	3/23/2022	*
31 23 16	Excavation	3/23/2022	*
31 23 16.13	Trenching	3/23/2022	*
31 23 16.14	Trench Excavation Protection	3/23/2022	*
31 23 16.26	Rock Removal	3/23/2022	*
31 23 23	Fill	3/23/2022	*
31 32 13.16	Cement Soil Stabilization	3/23/2022	*
31 32 13.19	Lime Soil Stabilization	3/23/2022	*
31 37 00	Riprap	3/23/2022	*
32	Exterior Improvements		
32 01 16.74	In Place Hot Reused Asphalt Paving	3/23/2022	*
32 01 20	Preparation for Resurfacing Concrete Pavements	3/23/2022	*
32 11 23	Aggregate Base Courses	3/23/2022	*
32 12 50	Site Pavement	3/23/2022	*
32 13 13.10	Concrete Curbs, Gutters and Sidewalks	3/23/2022	*
32 14 13	Precast Concrete Unit Paving	3/23/2022	*
32 17 13	Parking Bumpers	3/23/2022	*
32 17 23.13	Painted Pavement Markings	3/23/2022	*
32 32 23	Segmental Retaining Walls	3/23/2022	*
32 92 19	Seeding	3/23/2022	*
32 92 23	Sodding	3/23/2022	*
33	Utilities		
33 01 10.58	Disinfection of Water Utility Piping Systems	3/23/2022	*
33 02 30	Jacking, Boring or Tunneling Pipe	3/23/2022	*
33 02 73	Site Concrete Encasement, Cradles, Saddles and Collars	3/23/2022	*
33 05 13.10	Site Castings	3/23/2022	*
33 05 61	Concrete Manholes	3/23/2022	*
33 14 16	Site Water Utility Distribution Piping	3/23/2022	*
33 31 13	Site Sanitary Sewerage Gravity Piping	3/23/2022	*
33 41 00	Subdrainage	3/23/2022	*
33 42 11	Stormwater Gravity Piping	3/23/2022	*
33 42 13	Stormwater Culverts	3/23/2022	*
33 71 19	Electrical Underground Ducts, Ductbanks, and Manholes	3/23/2022	*

WACO HIGH SCHOOL SCHEDULE PROJECT SCHEDULE as of 10-Mar-22



Act ID	Activity Name	Orig Dur	Start	Finish	2022												2023												2024												2025												2026																							
					J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D												
WACO HIGH SCHOOL SCHEDULE																																																																												
EXECUTIVE SUMMARY																																																																												
SUMMARY																																																																												
S1000	PRECONSTRUCTION DURATION (CAL DAYS)	329	12-Aug-21 A	07-Sep-22	PRECONSTRUCTION DURATION (CAL DAYS)																																																																							
S1010	PROJECT DURATION (CAL DAYS)	1601	12-Aug-21 A	26-Dec-25	PROJECT DURATION (CAL DAYS)																																																																							
S1020	WEATHER DAYS ALLOTTED (27 TOTAL - 27 REMAINING)	27	10-Mar-22	15-Apr-22	WEATHER DAYS ALLOTTED (27 TOTAL - 27 REMAINING)																																																																							
S1030	CONSTRUCTION DURATION (CAL DAYS)	1312	25-May-22	26-Dec-25	CONSTRUCTION DURATION (CAL DAYS)																																																																							
S01	PHASE 1 SUMMARY DURATION (CAL DAYS)	87	25-May-22	19-Aug-22	PHASE 1 SUMMARY DURATION (CAL DAYS)																																																																							
S02	PHASE 2 SUMMARY DURATION (CAL DAYS)	698	01-Aug-22	28-Jun-24	PHASE 2 SUMMARY DURATION (CAL DAYS)																																																																							
S03	PHASE 3 SUMMARY DURATION (CAL DAYS)	239	27-Feb-23	23-Oct-23	PHASE 3 SUMMARY DURATION (CAL DAYS)																																																																							
S04	PHASE 4 SUMMARY DURATION (CAL DAYS)	145	11-Jul-24	02-Dec-24	PHASE 4 SUMMARY DURATION (CAL DAYS)																																																																							
S05	PHASE 5 SUMMARY DURATION (CAL DAYS)	249	25-Oct-24	30-Jun-25	PHASE 5 SUMMARY DURATION (CAL DAYS)																																																																							
S06	PHASE 6 SUMMARY DURATION (CAL DAYS)	185	25-Jun-25	26-Dec-25	PHASE 6 SUMMARY DURATION (CAL DAYS)																																																																							
MILESTONES																																																																												
CONTRACT MILESTONES																																																																												
CM01	NOTICE TO PROCEED (CAL DAYS)	0	25-May-22*		◆ NOTICE TO PROCEED (CAL DAYS)																																																																							
CM02	ISSUANCE OF PERMIT	0	08-Sep-22		◆ ISSUANCE OF PERMIT																																																																							
CM03	PROJECT COMPLETION (1,316 CAL DAYS)	0		26-Dec-25*	◆ PROJECT COMPLETION (1,316 CAL DAYS)																																																																							
INTERIM MILESTONES																																																																												
IM01	SUBSTANTIAL COMPLETION - PHASE 1	0		19-Aug-22	◆ SUBSTANTIAL COMPLETION - PHASE 1																																																																							
IM03	SUBSTANTIAL COMPLETION - PHASE 3	0		23-Oct-23	◆ SUBSTANTIAL COMPLETION - PHASE 3																																																																							
IM02	SUBSTANTIAL COMPLETION - PHASE 2	0		28-Jun-24	◆ SUBSTANTIAL COMPLETION - PHASE 2																																																																							
IM04	SUBSTANTIAL COMPLETION - PHASE 4	0		02-Dec-24	◆ SUBSTANTIAL COMPLETION - PHASE 4																																																																							
IM05	SUBSTANTIAL COMPLETION - PHASE 5	0		30-Jun-25	◆ SUBSTANTIAL COMPLETION - PHASE 5																																																																							
IM06	SUBSTANTIAL COMPLETION - PHASE 6	0		26-Dec-25	◆ SUBSTANTIAL COMPLETION - PHASE 6																																																																							
WEATHER TRACKING																																																																												
W1000	JULY 2022 ALLOTTED WEATHER DAYS	1	01-Jul-22*	01-Jul-22	JULY 2022 ALLOTTED WEATHER DAYS																																																																							
W1010	AUGUST 2022 ALLOTTED WEATHER DAYS	2	01-Aug-22*	02-Aug-22	AUGUST 2022 ALLOTTED WEATHER DAYS																																																																							
W1020	SEPTEMBER 2022 ALLOTTED WEATHER DAYS	2	01-Sep-22*	02-Sep-22	SEPTEMBER 2022 ALLOTTED WEATHER DAYS																																																																							
W1030	OCTOBER 2022 ALLOTTED WEATHER DAYS	3	03-Oct-22*	05-Oct-22	OCTOBER 2022 ALLOTTED WEATHER DAYS																																																																							
W1040	NOVEMBER 2022 ALLOTTED WEATHER DAYS	2	01-Nov-22*	02-Nov-22	NOVEMBER 2022 ALLOTTED WEATHER DAYS																																																																							
W1050	DECEMBER 2022 ALLOTTED WEATHER DAYS	2	01-Dec-22*	02-Dec-22	DECEMBER 2022 ALLOTTED WEATHER DAYS																																																																							
W1060	JANUARY 2023 ALLOTTED WEATHER DAYS	2	03-Jan-23*	04-Jan-23	JANUARY 2023 ALLOTTED WEATHER DAYS																																																																							
W1070	FEBRUARY 2023 ALLOTTED WEATHER DAYS	2	01-Feb-23*	02-Feb-23	FEBRUARY 2023 ALLOTTED WEATHER DAYS																																																																							
W1080	MARCH 2023 ALLOTTED WEATHER DAYS	3	01-Mar-23*	03-Mar-23	MARCH 2023 ALLOTTED WEATHER DAYS																																																																							
W1090	APRIL 2023 ALLOTTED WEATHER DAYS	3	03-Apr-23*	05-Apr-23	APRIL 2023 ALLOTTED WEATHER DAYS																																																																							

Act ID	Activity Name	Orig Dur	Start	Finish	2022												2023												2024												2025												2026											
					J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
P1060	50% DD PRICING REVIEW	3	15-Nov-21 A	18-Nov-21 A	DD PRICING REVIEW																																																											
P1080	100% DD PRICING PREPARE	18	11-Jan-22 A	09-Feb-22 A	100% DD PRICING PREPARE																																																											
P1100	100% DD PRICING REVIEW	5	10-Feb-22 A	02-Mar-22 A	100% DD PRICING REVIEW																																																											
GMP 01 (CIVIL, STEEL, ROOFING)																																																																
P1090	GMP 01 DOCUMENTS DEVELOP	60	11-Jan-22 A	22-Mar-22	GMP 01 DOCUMENTS DEVELOP																																																											
P1200	SITE DEVELOPMENT PERMIT CITY REVIEW 01	20	01-Feb-22 A	28-Feb-22 A	SITE DEVELOPMENT PERMIT CITY REVIEW 01																																																											
P1210	SITE DEVELOPMENT PERMIT CONSULTANT COMMENTS 01	10	01-Mar-22 A	14-Mar-22	SITE DEVELOPMENT PERMIT CONSULTANT COMMENTS 01																																																											
P1220	SITE DEVELOPMENT PERMIT CITY REVIEW 02	10	15-Mar-22	28-Mar-22	SITE DEVELOPMENT PERMIT CITY REVIEW 02																																																											
P1110	GMP 01 PRICING PREPARE	21	23-Mar-22	20-Apr-22	GMP 01 PRICING PREPARE																																																											
P1230	SITE DEVELOPMENT PERMIT CONSULTANT COMMENTS 02	5	29-Mar-22	04-Apr-22	SITE DEVELOPMENT PERMIT CONSULTANT COMMENTS 02																																																											
P1240	SITE DEVELOPMENT PERMIT CITY REVIEW 03	10	05-Apr-22	18-Apr-22	SITE DEVELOPMENT PERMIT CITY REVIEW 03																																																											
P1250	SITE DEVELOPMENT PERMIT CONSULTANT COMMENTS 03	5	19-Apr-22	25-Apr-22	SITE DEVELOPMENT PERMIT CONSULTANT COMMENTS 03																																																											
P1120	GMP 01 PRICING REVIEW	10	21-Apr-22	04-May-22	GMP 01 PRICING REVIEW																																																											
P1260	SITE DEVELOPMENT PERMIT ISSUANCE	5	26-Apr-22	02-May-22	SITE DEVELOPMENT PERMIT ISSUANCE																																																											
P1330	GMP 01 DOCUMENTS TO GLORIA FOR BOARD MEETING	4	05-May-22	10-May-22	GMP 01 DOCUMENTS TO GLORIA FOR BOARD MEETING																																																											
P1340	GMP 01 DOCUMENTS PREPARATION FOR BOARD MEETING	7	11-May-22	19-May-22	GMP 01 DOCUMENTS PREPARATION FOR BOARD MEETING																																																											
P1350	GMP 01 APPROVAL - MAY 2021 BOARD MEETING	0		19-May-22	GMP 01 APPROVAL - MAY 2021 BOARD MEETING																																																											
GMP 02 (REMAINING)																																																																
P1070	70% CD DOCUMENTS DEVELOP	53	11-Jan-22 A	04-Apr-22	70% CD DOCUMENTS DEVELOP																																																											
P1130	70% CD PRICING PREPARE	15	05-Apr-22	25-Apr-22	70% CD PRICING PREPARE																																																											
P1140	100% CD DOCUMENTS DEVELOP	44	05-Apr-22	06-Jun-22	100% CD DOCUMENTS DEVELOP																																																											
P1150	70% CD PRICING REVIEW	5	26-Apr-22	02-May-22	70% CD PRICING REVIEW																																																											
P1160	100% CD PRICING PREPARE	20	07-Jun-22	05-Jul-22	100% CD PRICING PREPARE																																																											
P1270	BUILDING PERMIT CITY REVIEW 01	20	07-Jun-22	05-Jul-22	BUILDING PERMIT CITY REVIEW 01																																																											
P1170	100% CD PRICING REVIEW	15	06-Jul-22	26-Jul-22	100% CD PRICING REVIEW																																																											
P1280	BUILDING PERMIT CONSULTANT COMMENTS 01	10	06-Jul-22	19-Jul-22	BUILDING PERMIT CONSULTANT COMMENTS 01																																																											
P1290	BUILDING PERMIT CITY REVIEW 02	10	20-Jul-22	02-Aug-22	BUILDING PERMIT CITY REVIEW 02																																																											
P1190	GMP 02 ESTABLISHMENT	5	27-Jul-22	02-Aug-22	GMP 02 ESTABLISHMENT																																																											
P1300	BUILDING PERMIT DESIGN TEAM COMMENTS 02	5	03-Aug-22	09-Aug-22	BUILDING PERMIT DESIGN TEAM COMMENTS 02																																																											
P2650	GMP 02 DOCUMENTS TO GLORIA FOR BOARD MEETING	5	03-Aug-22	09-Aug-22	GMP 02 DOCUMENTS TO GLORIA FOR BOARD MEETING																																																											
P1310	BUILDING PERMIT CITY REVIEW 03	10	10-Aug-22	23-Aug-22	BUILDING PERMIT CITY REVIEW 03																																																											
P2660	GMP 02 DOCUMENTS PREPARATION FOR BOARD MEETING	7	10-Aug-22	18-Aug-22	GMP 02 DOCUMENTS PREPARATION FOR BOARD MEETING																																																											
P2670	GMP 02 APPROVAL - AUGUST 2021 BOARD MEETING	0		18-Aug-22	GMP 02 APPROVAL - AUGUST 2021 BOARD MEETING																																																											
P1320	BUILDING PERMIT DESIGN TEAM COMMENTS 03	5	24-Aug-22	30-Aug-22	BUILDING PERMIT DESIGN TEAM COMMENTS 03																																																											
P1180	BUILDING PERMIT ISSUANCE	5	31-Aug-22	07-Sep-22	BUILDING PERMIT ISSUANCE																																																											
BUYOUT / PROCUREMENT																																																																
P2000	STRUCTURAL STEEL BUYOUT	5	05-May-22	11-May-22	STRUCTURAL STEEL BUYOUT																																																											
P2010	JOIST/DECK SUBMIT	30	12-May-22	23-Jun-22	JOIST/DECK SUBMIT																																																											
P2020	STRUCTURAL STEEL SUBMIT	20	12-May-22	09-Jun-22	STRUCTURAL STEEL SUBMIT																																																											
P2030	STRUCTURAL STEEL REVIEW / ACCEPT	10	10-Jun-22	23-Jun-22	STRUCTURAL STEEL REVIEW / ACCEPT																																																											
P2040	STRUCTURAL STEEL PROCUREMENT	125	24-Jun-22	21-Dec-22	STRUCTURAL STEEL PROCUREMENT																																																											

Act ID	Activity Name	Orig Dur	Start	Finish	2022												2023												2024												2025												2026																							
					J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D												
BUILDING SKIN																																																																												
02-1350	FRAMING/SHEATHING EXTERIOR	60	17-Apr-23	10-Jul-23	FRAMING/SHEATHING EXTERIOR																																																																							
02-1380	WATERPROOFING	40	15-May-23	10-Jul-23	WATERPROOFING																																																																							
02-1390	ROOFING	75	15-May-23	28-Aug-23	ROOFING																																																																							
02-1420	MASONRY EXTERIOR	75	13-Jun-23	26-Sep-23	MASONRY EXTERIOR																																																																							
02-1430	GLASS & GLAZING	75	13-Jun-23	26-Sep-23	GLASS & GLAZING																																																																							
02-1460	PERIMETER SEALANTS	20	15-Aug-23	12-Sep-23	PERIMETER SEALANTS																																																																							
INTERIOR CONSTRUCTION																																																																												
02-1320	FRAMING	80	03-Apr-23	24-Jul-23	FRAMING																																																																							
02-1360	SHAFTWALLS	30	17-Apr-23	26-May-23	SHAFTWALLS																																																																							
02-1400	ELECT ROUGH-IN WALL	50	15-May-23	24-Jul-23	ELECT ROUGH-IN WALL																																																																							
02-1410	PLUMBING ROUGH-IN WALL	50	15-May-23	24-Jul-23	PLUMBING ROUGH-IN WALL																																																																							
02-1440	INSULATION	30	13-Jun-23	24-Jul-23	INSULATION																																																																							
02-1450	FIREPROOFING/	30	25-Jul-23	05-Sep-23	FIREPROOFING/																																																																							
02-1470	PLUMBING ROUGH-IN OH	50	15-Aug-23	24-Oct-23	PLUMBING ROUGH-IN OH																																																																							
02-1480	ELECT ROUGH-IN OH	50	15-Aug-23	24-Oct-23	ELECT ROUGH-IN OH																																																																							
02-1490	FIRE SPRINKLER ROUGH-IN	50	15-Aug-23	24-Oct-23	FIRE SPRINKLER ROUGH-IN																																																																							
02-1500	MECH ROUGH-IN OH	50	15-Aug-23	24-Oct-23	MECH ROUGH-IN OH																																																																							
02-1510	MECH ROUGH-IN VERTICAL PENETRATIONS	60	15-Aug-23	07-Nov-23	MECH ROUGH-IN VERTICAL PENETRATIONS																																																																							
02-1520	GYPBOARD SHEATHING	90	13-Sep-23	18-Jan-24	GYPBOARD SHEATHING																																																																							
02-1530	LOW VOLTAGE	40	25-Oct-23	21-Dec-23	LOW VOLTAGE																																																																							
02-1540	TAPE, FLOAT, PAINT	90	08-Nov-23	14-Mar-24	TAPE, FLOAT, PAINT																																																																							
02-1550	CEILING GRID	40	19-Jan-24	14-Mar-24	CEILING GRID																																																																							
02-1560	MILLWORK	60	02-Feb-24	25-Apr-24	MILLWORK																																																																							
02-1570	LIGHTING	90	23-Feb-24	28-Jun-24	LIGHTING																																																																							
02-1580	CEILINGS HARD LID	60	15-Mar-24	07-Jun-24	CEILINGS HARD LID																																																																							
02-1590	FINAL PAINT	40	29-Mar-24	23-May-24	FINAL PAINT																																																																							
02-1600	FLOORING	60	29-Mar-24	21-Jun-24	FLOORING																																																																							
02-1610	DOORS & HARDWARE	65	29-Mar-24	28-Jun-24	DOORS & HARDWARE																																																																							
02-1620	PUNCH LIST & ACCEPTANCE	20	03-Jun-24	28-Jun-24	PUNCH LIST & ACCEPTANCE																																																																							
PHASE 3 - DEMO EAST WING																																																																												
DEMOLITION																																																																												
03-1000	MAKE SAFE	15	27-Feb-23	17-Mar-23	MAKE SAFE																																																																							
03-1010	HAZARDOUS MATERIALS ABATEMENT	30	20-Mar-23	28-Apr-23	HAZARDOUS MATERIALS ABATEMENT																																																																							
03-1020	DEMO BUILDING	15	01-May-23	19-May-23	DEMO BUILDING																																																																							
SITE																																																																												
03-1040	SITE EXCAVATION	15	22-May-23	12-Jun-23	SITE EXCAVATION																																																																							
03-1060	ROUGH GRADE	20	13-Jun-23	10-Jul-23	ROUGH GRADE																																																																							
03-1080	CURB AND GUTTER	15	11-Jul-23	31-Jul-23	CURB AND GUTTER																																																																							
03-1090	CRUSHED LIMESTONE BASE	15	11-Jul-23	31-Jul-23	CRUSHED LIMESTONE BASE																																																																							
03-1100	IRRIGATION	15	01-Aug-23	21-Aug-23	IRRIGATION																																																																							
03-1110	SIDEWALKS	20	22-Aug-23	19-Sep-23	SIDEWALKS																																																																							

Exhibit B

ALLOWANCE EXPENDITURE AUTHORIZATION (AEA)

**WACO ISD
Facilities and Construction Department**

Project: **XXX**

Authorization Number: **XXX**

From: **XXX**

To: **XXX**

Date: **XXX**

Waco ISD Purchase Order Number: **XXX**

Re: **XXX**

Contract For: **XXX**

You are authorized to perform the following item(s) of work and to adjust the Allowance Sum accordingly:

XXX
XXX

THIS IS NOT A CHANGE ORDER AND DOES NOT INCREASE OR DECREASE THE CONTRACT AMOUNT

Owner Allowance Balance	\$0.00
Owner Allowance Expenditures prior to this Authorization.....	\$0.00
Owner Allowance Balance after to this Authorization.....	\$0.00
Owner Allowance will be increased or decreased by this Authorization.....	\$0.00
New Allowance Balance.....	\$0.00

APPROVAL RECOMMENDED

XXX
A/E

By _____ Date _____

CONTRACTOR ACCEPTANCE

XXX
Contractor

By _____ Date _____

OWNER RECOMMENDATION

XXX
Owner's Project Manager [Name and Title]

By _____ Date _____

OWNER APPROVAL

[Printed Name]
[Title]

By _____ Date _____

Attachments

Copies: Owner Contractor Consultants _____ _____ _____ File

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Sheryl Davis

RE: Review and Discuss Waco ISD’s Preliminary Property Values and Budget Projections

=====

Background Information:

The administration will present a brief update on the 2022 preliminary property values. We will continue to discuss attendance projections as they relate to the 2021-2022 revenue projections and discuss the impact of TEA's hold harmless provision and will close with a discussion of the 2022-2023 base budget, cost issues and considerations, and resultant ending position.

Fiscal Implications:

None.

Administrative Recommendation(s):

The report is presented for information, only.



2022-2023

Budget Update

May 19, 2022





Agenda



- **Enrollment, Average Daily Attendance and Hold Harmless Provisions**
- **2021-2022 General Fund Projections**
- **2022 Local Property Values and Projected Tax Rates**
- **2022-2023 General Fund Base Budget, Additional Costs and Projected Ending Position**



Enrollment & Average Daily Attendance

School Year	Fall PEIMS Enrollment	Total ADA per PEIMS Submission	Final ADA as Percent Fall PEIMS	TEA Summary of Finances ADA *w Hold Harmless	ADA Utilized for Budget Purposes	* State Hold Harmless Provisions
2014-2015	14,978	13,484	90.0%	13,484	13,453	
2015-2016	14,946	13,528	90.5%	13,528	13,452	
2016-2017	15,081	13,649	90.5%	13,649	13,455	
2017-2018	14,823	13,379	90.3%	13,379	13,669	
2018-2019	14,758	13,334	90.4%	13,334	13,301	
2019-2020	14,796	11,329	76.6%	13,354*	13,257	First 4 six weeks actual ADA with last two based on 2017-2018 ADA patterns
2020-2021	14,428	12,925	89.6%	13,188*	13,241	Received funding based on 2019-2020 ADA w 3-year trend of 100.4%, 13,537.681, difference came from ESSER funds
2021-2022	14,086	<i>11,832</i>	<i>84.0%</i>	<i>12,402*</i> 209	13,261	First 4 six weeks based on target percentage attendance rate from 2019-2020, 5 th & 6 th actual
2022-2023	<i>14,020</i>		<i>88.5%</i>		<i>12,337</i>	<i>Nothing proposed at this time</i>



Calculation of 2021-2022 Hold Harmless

Actual Average Daily Attendance for First Four Six Weeks				
Six Weeks 1	Six Weeks 2	Six Weeks 3	Six Weeks 4	Actual Average
11,756.000	12,241.400	12,232.300	11,454.700	11,921.100
Actual Average Daily Attendance Rate for First Four Six Weeks				87.90%
Target Percentage Attendance Rate (TPAR) Established by TEA				94.21%

TPAR Average	5 th Six Weeks	6 th Six Weeks	Annualized ADA
12,777.016	11,739.600	<i>11,565.034</i>	<i>12,402.116</i>



2021-2022 General Fund Projections

Total Fund Balance – Beginning		\$ 53,543,236
Revenues:		
Local	\$ 79,490,516	
State	77,894,159	
Federal	4,291,819	161,676,494
Expenditures		(167,866,537)
Expenditures over Revenues		(6,190,043)
Other Resources & (Uses)		(638,353)
Expenditure & Uses over Revenue & Resources		(6,828,396)
Total Fund Balance – Ending		\$ 46,714,840

211

**Includes \$6,064,969 for Tyson & CNS walk-in cooler/freezer construction*

2022 Local Property Values

Tax Year	Net Taxable Values		Value Adjustment	Percent Change from:	
	Preliminary	Certified		Preliminary	Prior Year's
2015	5,033,516,985	4,764,656,779	(268,860,206)	-5.34%	+4.29%
2016	5,337,750,193	5,251,460,667	(86,289,526)	-1.62%	+10.22%
2017	5,952,976,568	5,744,499,011	(208,477,557)	-3.50%	+9.39%
2018	6,530,822,722	6,341,596,283	(189,226,439)	-2.90%	+10.39%
2019	7,014,667,561	6,827,446,082	(187,221,479)	-3.21%	+7.66%
2020	7,587,072,447	7,247,140,447	(339,932,000)	-4.48%	+6.74%
2021	7,421,037,502	7,557,152,053	136,114,551	+1.83%	+4.28%
2022	10,191,374,271	9,773,735,622	(417,638,649)	-4.10%	+29.3%

Chief Appraiser's estimate of adjusted net taxable value



Impact of \$40,000 Homestead Exemption

Homestead Exemption Amount	Total Homestead Exemptions	Net Taxable Value	Freeze Taxable Value <i>(includes Transfer Adjustment)</i>	Freeze Adjusted Taxable Value
\$ 25,000	\$ 337,360,954	\$ 9,968,729,484	\$ 861,562,962	\$ 9,107,166,522
\$ 40,000	\$ 539,777,526	\$ 9,773,735,622	\$ 773,977,357	\$ 8,999,758,265

Homeowner will see an additional \$15,000 increase in their homestead exemption

Total impact on the District is a decrease in net taxable value of \$202,416,572

2021

Local Property Values

- School FIRST requires a discussion of property values with School Board within 120 days of adopting budget
- Current year State-certified property values are used in the formulas to calculate State Foundation School Program (FSP) revenue
- District must now calculate State values
- Differences in values are primarily related to local exemptions and deductions such as the Freeport exemption, leased vehicles, pollution control, and solar energy deductions
- State allows deductions for values in the Tax Increment Reinvestment Zone and deferred taxes
- Estimated 2022 “T-2” value for Foundation School Program funding purposes is: \$8,641,975,745





Tax Rate

- The Maintenance & Operations tax rate is subject to compression each year based estimated statewide property value growth compared to local property value growth
- By law, the tax year 2022 limitation on the Maximum Compressed Tax (MCR) Rate is set at \$0.8046
- The Voter Approval (or rollback) Tax Rate includes any previously voter approved pennies for Tier 2 Funding, Level 1 (Golden Pennies) and Level 2 (Copper Pennies – as previously compressed under HB 3)

Computation of Tax Rate	
2021 Comptroller Certified Taxable Value	\$ 6,619,558,654
2021 Chief Appraiser's Certified Values	\$ 7,557,152,053
2022 Chief Appraiser's Certified* Values	\$ 9,773,735,622
Central Appraisal District (CAD) Value Growth	29.33%
2022 Chapter 311 Value Exemption Expired (TIF)	\$ 530,186,399
Growth Net of Expiring Chapter 311 Agreement	20.85%
2022 Comptroller Certified School District Value	\$ 8,561,137,286
Prior Year Maximum Compressed Tax Rate (MCR)	\$0.8861
Local Preliminary MCR	\$0.7585
2022 State Compression Percentage	\$0.8941
2022 Limitation on MCR	\$0.8046
MCR (lesser of state or local limited under law)	\$0.8046
Add: Voter Approved Golden Pennies	\$0.0800
Add: Voter Approved Copper Pennies (compressed)	\$0.0583
2022 Total M&O Tax Rate	\$0.9429
2022 I&S Tax Rate (required to pay debt service)	\$0.2311
2022²¹⁵ Voter Approved Tax Rate	\$1.1740



Year-to-Year Comparison of Tax Rates

Tax	2021	2022	Increase / (Decrease)
Maintenance & Operations (General Fund)	\$ 1.02440	\$ 0.94290	\$ (0.08150)
Interest & Sinking (Debt Service)	\$ 0.22024	\$ 0.23110	\$ 0.01086
Total Tax Rate	\$ 1.24464	\$ 1.17400	\$ (0.07064)

Projected rates based on preliminary property values

The debt rate promoted during the bond election was \$0.0824 for a similar sized issue. The increased property values effectively decrease the tax rate needed for debt service by approximately \$0.7000.



Dates for Approval of Tax Rate & Budget



July 18 – August 1:
TEA data collection
of certified values
for setting Tier 1 tax
rate

August 5: TEA
deadline for
certification of Tier 1
tax rate, MCR final in
10 days if no appeal

August 21: Last day
to post notice of
meeting to discuss
budget and
proposed tax rate

August 31: Deadline
to adopt budget

September 30 (or 60
days after certified
appraisal roll): Last
day to adopt a tax
rate



2022-2023

General Fund Base Budget

Total Fund Balance – Beginning		\$ 46,714,840
Revenues:		
Local	\$ 91,078,884	
State	64,126,893	
Federal	4,407,500	159,613,277
Expenditures:		
Base Budget	164,714,301	
Special Education Increase	808,000	
Other Rate Adjustments	1,002,673	166,524,974
Expenditure & Uses over Revenue & Resources		(6,911,697)
Total Fund Balance – Ending		\$ 39,803,143

218



Cost of Salary Increase to General Fund

Employee Group	2.0%	2.5%	3.0%
Teachers	\$ 1,131,876	\$ 1,408,640	\$ 1,685,213
Administrative Professional	745,830	897,817	1,052,332
Paraprofessional	409,296	483,841	559,670
Auxiliary	390,001	420,435	451,715
Total Cost Estimate	\$ 2,677,003	\$ 3,210,733	\$ 3,748,930
Cost Attributable to Special Revenue Funds	361,385	433,437	506,091
Estimated Cost to General Fund	\$ 2,315,618	\$ 2,777,296	\$ 3,242,839



Possible Budget Strategies

- Shift up to \$4 million in current general fund costs to federal stimulus funding, ESSER II and/or ESSER III
- Reduce base budget by \$5 million
- Adopt a budget where expenditures exceed revenues, utilizing unassigned fund balance to cover the difference



Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Susan Kincannon

RE: Review and Discuss 2022-2023 Budget Cuts

=====

Background Information

For the last several months, the Administration has engaged in budget planning activities for next year including reviewing staffing at each campus and department, analyzing data trends for enrollment and attendance, and becoming familiar with changes made to the state finance template. This process, as usual, is ongoing until the budget is adopted by the Board of Trustees in August. However, unprecedented challenges caused by the global pandemic have greatly complicated planning for 2022-2023.

Decreased student enrollment and attendance, along with delayed decisions by the state regarding hold harmless provisions, have made budget forecasting more difficult and resulted in a negative outlook for Waco ISD. At this time, preliminary budget projections for the General Fund budget, without proposed salary increases, show planned expenditures at approximately \$6.9 above general fund revenues.

In order to address the budget shortfall and provide salary increases for employees, the Administration has set a goal to reduce costs by \$5 million in next year’s budget. After careful review of a number of strategies to reduce the budget, cuts will likely be made in the following areas:

- Cuts totaling \$1,258,000 at the administration building and other centralized services – this includes up to 17 employee positions and related services.
- Reductions to professional teaching positions of \$1.2 million due to enrollment loss – the district anticipates the attrition of up to 20 teaching positions due to the need for fewer teachers.
- A reduction of \$300,000 in discretionary, non-payroll allocations – campuses and departments would each lose 10% in non-payroll allocations.
- Reassignment of first and second grade literacy aides (\$1,134,000) and library aides (\$429,000) to other available positions within the district – the district is currently overstaffed in comparison to districts of similar size.

- Reduction of secondary administrative and/or non-classroom professional positions (\$500,000) – the district is currently overstaffed in comparison to other districts.

These cuts, totaling \$4,821,000, are necessary for the district to offset the costs of reduced enrollment and address salaries to support the immediate needs of our employees as they grapple with inflationary increases to the cost of living.

Over the course of the summer, the Administration will continue to review budget line items to identify additional cost savings to bring the total budget reductions for 2022-2023 to at least \$5 million.

Fiscal Implications

A \$5 million cut to general fund expenditures is needed for 2022-2023.

Administrative Recommendation(s):

Report only.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Dr. Daniel Lopez

RE: Review and Discuss the Texas Association of School Boards (TASB) Pay Maintenance Study Guide

=====

Background Information

Waco ISD engaged the HR Services Division of the Texas Association of School Boards (TASB) to conduct a Pay Systems Maintenance Study. This presentation provides market comparisons, recommendations, and cost models that were derived as a result of the maintenance review for compensation that was conducted in the Spring of 2022.

The pay systems maintenance addressed the following employee groups: Teachers, Exempt Staff, and Non-Exempt Staff. Recommendations provided in the report are intended only as information for decision-making purposes.

Fiscal Implications

None

Administrative Recommendation(s)

No action is required. This information is presented for review and discussion only.

Pay Systems Maintenance

**Waco
Independent School District**

May 2022

Jennifer Barton



HR Services

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Introduction

Waco ISD (WISD) engaged the HR Services Division of the Texas Association of School Boards (TASB) to provide pay system maintenance. TASB offers this maintenance service to former clients that have adopted a market-based pay plan.

The report presents a summary of our findings and recommendations based on two percentage adjustment models requested by the district. It includes a market comparison of key benchmark jobs, a cost estimate of the requested pay increase adjustments, a new teacher placement guide, and pay range structures for other job groups.

Project Activities

The following tasks were completed according to the district's service agreement:

- Set up pay file modeling templates using a snapshot of actual employee data.
- Reviewed competitive pay for teachers and key benchmark jobs.
- Reviewed and adjusted teacher hiring schedule and other pay range structures as needed.
- Calculated individual employee pay adjustments.
- Calculated cost estimates for adjustment models.
- Recommended strategic adjustments for improvement of pay problems.
- Conducted a virtual briefing and delivered a report to district leadership team.

Employee data files will be transferred electronically upon completion of the project.

Note: Pay adjustments are based on the snapshot of district employee data at the time data was received by TASB. Districts are responsible for updating payroll systems and calculating pay for any subsequent new hires.

Market Summary

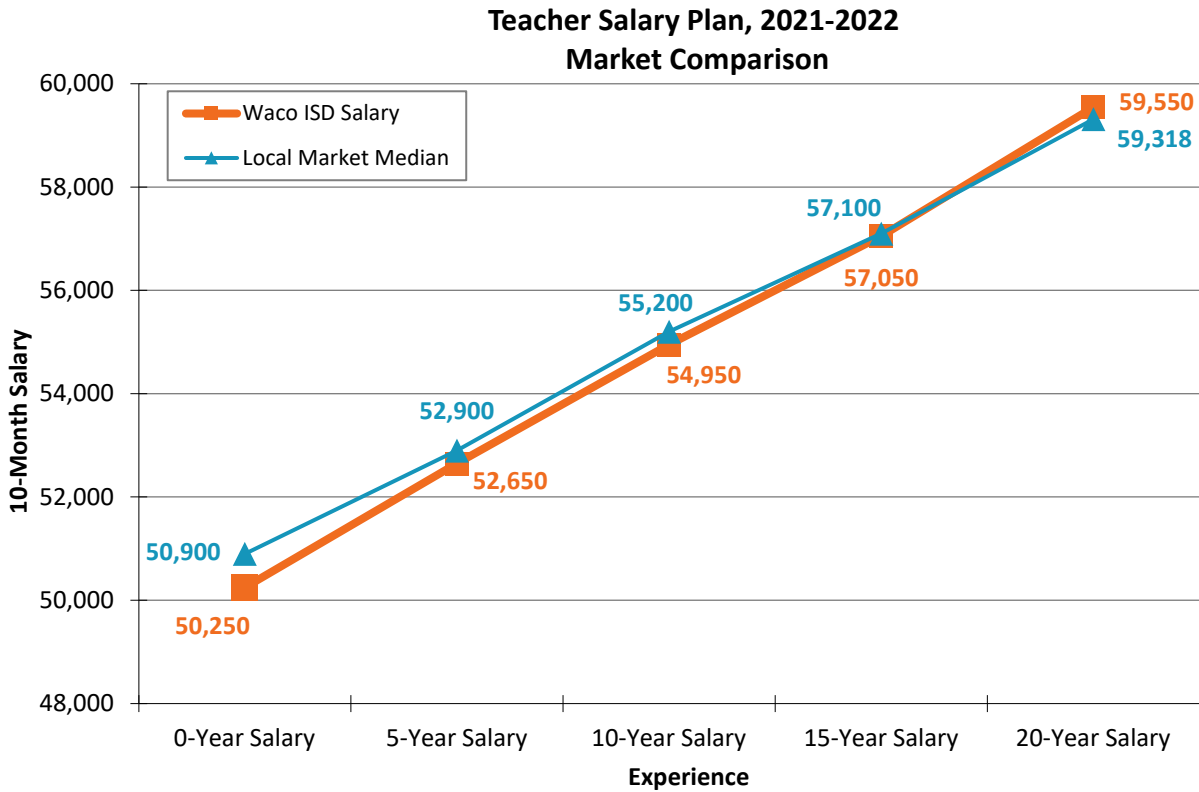
Comparison districts were selected on the basis of enrollment and location. School district data was obtained from the most recent available surveys conducted by TASB HR Services. Non-school market data for the Waco metro area from multiple third-party sources was incorporated for positions with similar jobs outside of K-12 education. Statewide market data for districts of enrollment of 10,000 to 24,999 was used for high-level central administrator jobs.

District	Enrollment
Waco ISD	14,399
Belton ISD	13,333
Bryan ISD	16,166
College Station ISD	13,613
Copperas Cove ISD	8,050
Desoto ISD**	9,355
Duncanville ISD	11,908
Georgetown ISD	12,483
Killeen ISD	43,956
Leander ISD	41,676
Mansfield ISD	35,063
Midway ISD-McLennan County	8,218
Pflugerville ISD	25,433
Round Rock ISD	50,453
Temple ISD	8,264
Tyler ISD**	18,130
Waxahachie ISD	10,073

** District did not participate in survey. Teacher schedules collected from the district.

Teacher Market Comparison

Teacher salaries at WISD are at market at most surveyed points in the range. Starting pay (0 years) is furthest from market at 1 percent below market or a dollar differential of \$650 below market. Teacher pay is aligned with market, but the average salary is 3 percent below market or a dollar differential of \$1,702 below market median.



Teacher Salaries by Experience
Bachelor's degree, 10 months

District	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary
1 Mansfield ISD	\$58,300	\$59,735	\$61,456	\$63,061	\$64,491	\$63,653
2 Duncanville ISD	\$53,000	\$54,000	\$55,500	\$57,100	\$59,200	\$58,900
3 Waxahachie ISD	\$52,550	\$54,750	\$58,038	\$61,098	\$64,158	\$59,165
4 Desoto ISD**	\$52,000	\$53,550	\$55,350	\$57,050	\$58,550	
5 Killen ISD	\$52,000	\$53,406	\$56,045	\$58,115	\$60,185	\$56,172
6 Pflugerville ISD	\$51,900	\$53,000	\$55,500	\$58,000	\$60,500	\$56,689
7 Belton ISD	\$51,400	\$52,900	\$55,200	\$57,700	\$60,200	\$55,700
8 Temple ISD	\$50,900	\$52,900	\$54,900	\$57,100	\$60,100	\$58,279
9 Leander ISD	\$50,900	\$52,489	\$54,784	\$57,159	\$59,431	\$55,753
10 Georgetown ISD	\$50,300	\$52,100	\$53,898	\$56,728	\$58,743	\$54,985
11 Round Rock ISD	\$50,250	\$52,150	\$55,325	\$57,425	\$59,318	\$56,276
12 Copperas Cove ISD	\$50,000	\$51,500	\$53,000	\$54,750	\$57,250	\$51,980
13 Tyler ISD**	\$48,750					
14 Bryan ISD	\$48,000	\$49,250	\$51,400	\$54,450	\$57,750	\$52,500
15 College Station ISD	\$47,000	\$48,000	\$49,750	\$52,150	\$56,150	\$52,714
16 Midway ISD-McLennan County	\$46,100	\$48,339	\$50,789	\$53,935	\$56,834	\$51,231
Waco ISD	\$50,250	\$52,650	\$54,950	\$57,050	\$59,550	\$54,261
Median	\$50,900	\$52,900	\$55,200	\$57,100	\$59,318	\$55,963
Comparison to Median	99%	100%	100%	100%	100%	97%
<i>Dollar Difference</i>	<i>(\$650)</i>	<i>(\$250)</i>	<i>(\$250)</i>	<i>(\$50)</i>	<i>\$232</i>	<i>(\$1,702)</i>
Rank Order	11	9	9	10	7	11

In the table above, the horizontal arrow indicates how WISD's starting (0-year) teacher salary compares to a sorted list of the peer districts in the market.

The table below includes common teacher stipends and how the district compares with peers. This comparison may be helpful if the district is considering adjusting stipend amounts or offerings. Offering stipends for hard-to-fill positions is one method of remaining competitive with peer districts.

Stipend	Waco ISD	Median Stipend	Districts Reporting
Master’s Degree – General	--	\$1,000	11 of 14
Master’s Degree – Subject-Area	--	\$3,315	1 of 14
Secondary Math	\$8,000	\$2,750	8 of 14
Secondary Science	\$8,000	\$2,750	8 of 14
Bilingual	\$5,000	\$5,000	14 of 14
Special Education General/Resource	\$1,500	\$1,250	6 of 14
Special Education Self-Contained	\$3,000	\$2,000	10 of 14

The tables below show the employee groups included in this study as well as the average market comparison for each.

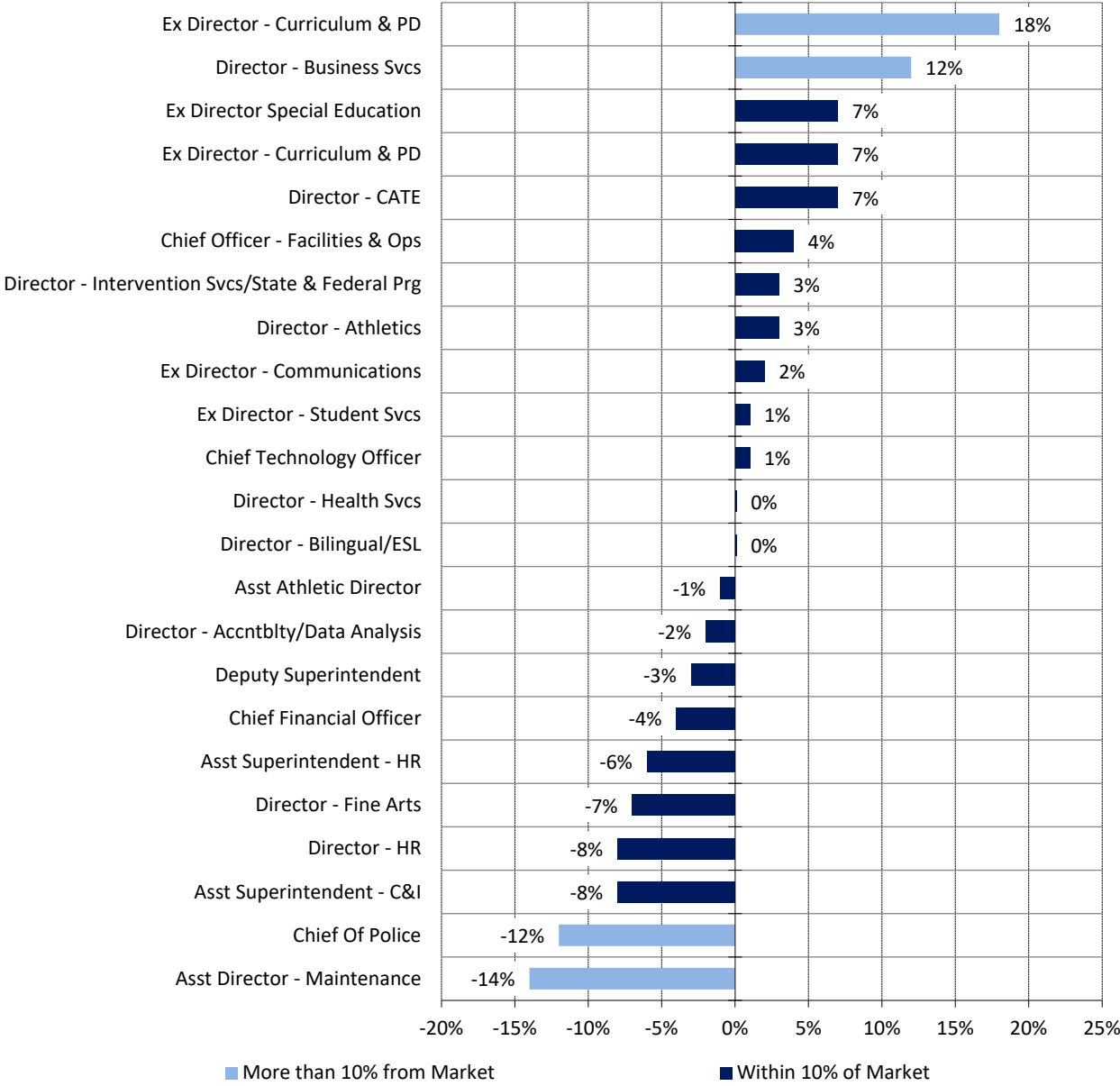
Exempt Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Number of Benchmarks
Central Administration	100%	100%	23
Campus Administration	100%	105%	7
Professional	99%	103%	34

Nonexempt Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Clerical & Technical	96%	102%	98%	23
Instructional Support	108%	115%	108%	11
Auxiliary	103%	112%	109%	20

Central Administration Market Comparison

Across benchmark central administration positions in WISD are 100 percent of market on average with jobs ranging from 14 percent below to 18 percent above market. The competitive range for most jobs is within 10 percent of market, and two jobs in this group are more than 10 percent below market. Due to the number of single incumbent jobs in this group, market comparisons are based on statewide market values of comparable size districts (enrollment 10,000 to 24,999).

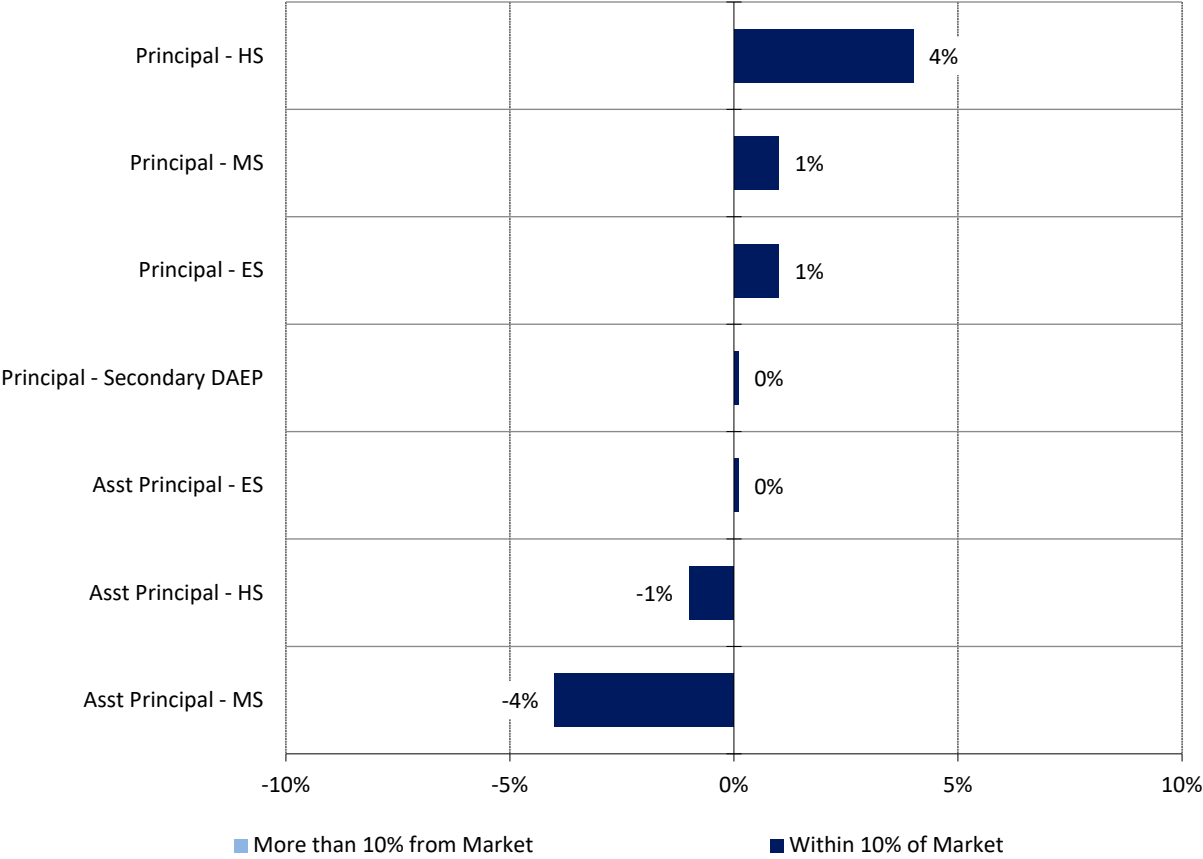
Waco ISD: Central Administration Comparisons to Market, 2021-2022



Campus Administration Market Comparison

Across benchmark campus administration jobs, WISD is paying 100 percent of market, on average. Jobs range between 4 percent below to 4 percent above market. Overall, campus administrators are paid within 10 percent of market medians which is considered competitive. Middle school and high school assistant principal are the two positions paid below 100 percent of market in this group.

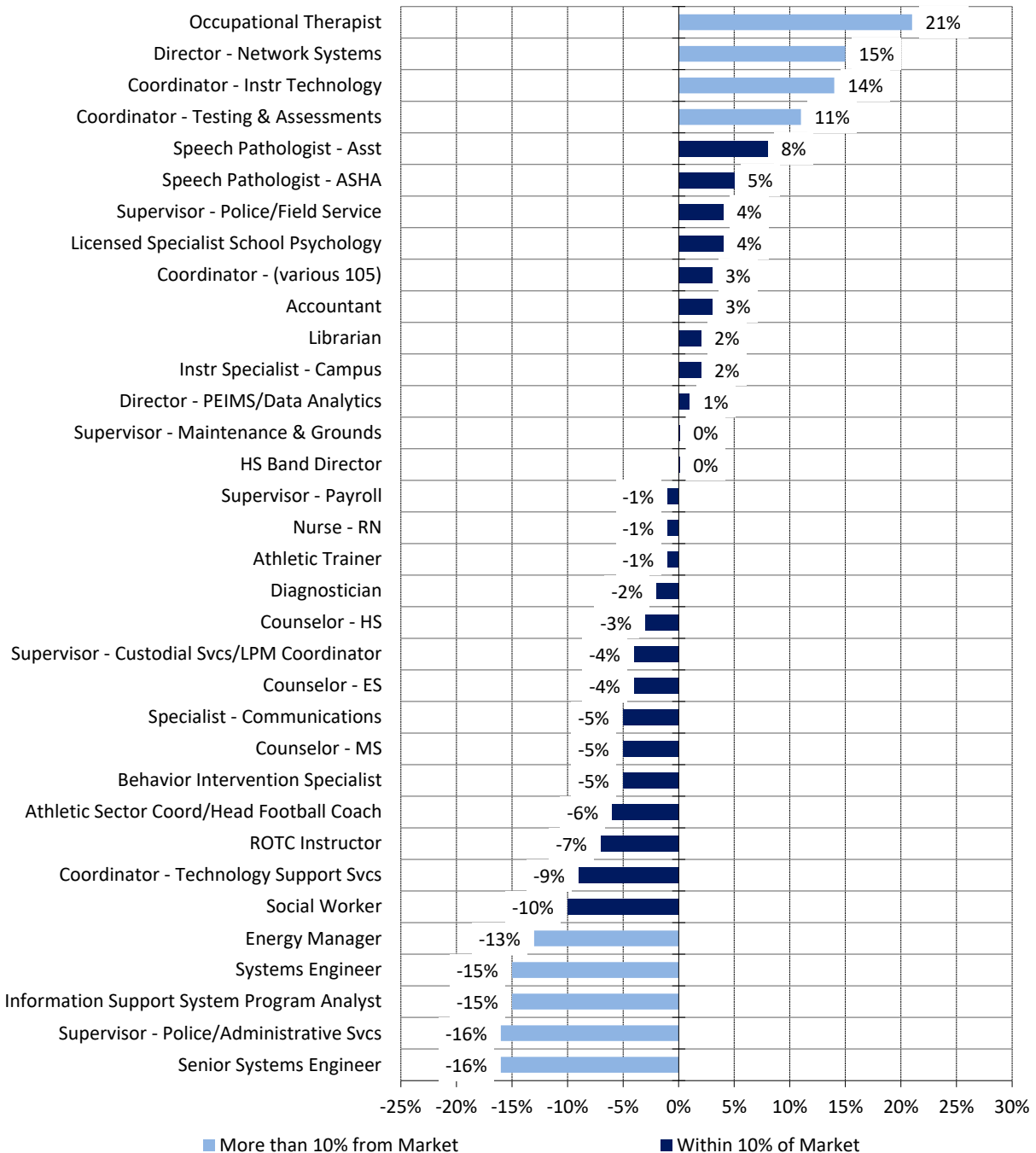
**Waco ISD:
Campus Administration Comparisons to Market, 2021-2022**



Professional Market Comparison

Across benchmark professional positions, WISD is 99 of market, on average. Jobs within this group range from 16 percent below market to 21 percent above market medians. Five jobs in this group are more than 10 percent below market. Most jobs in this group are paid within a competitive range.

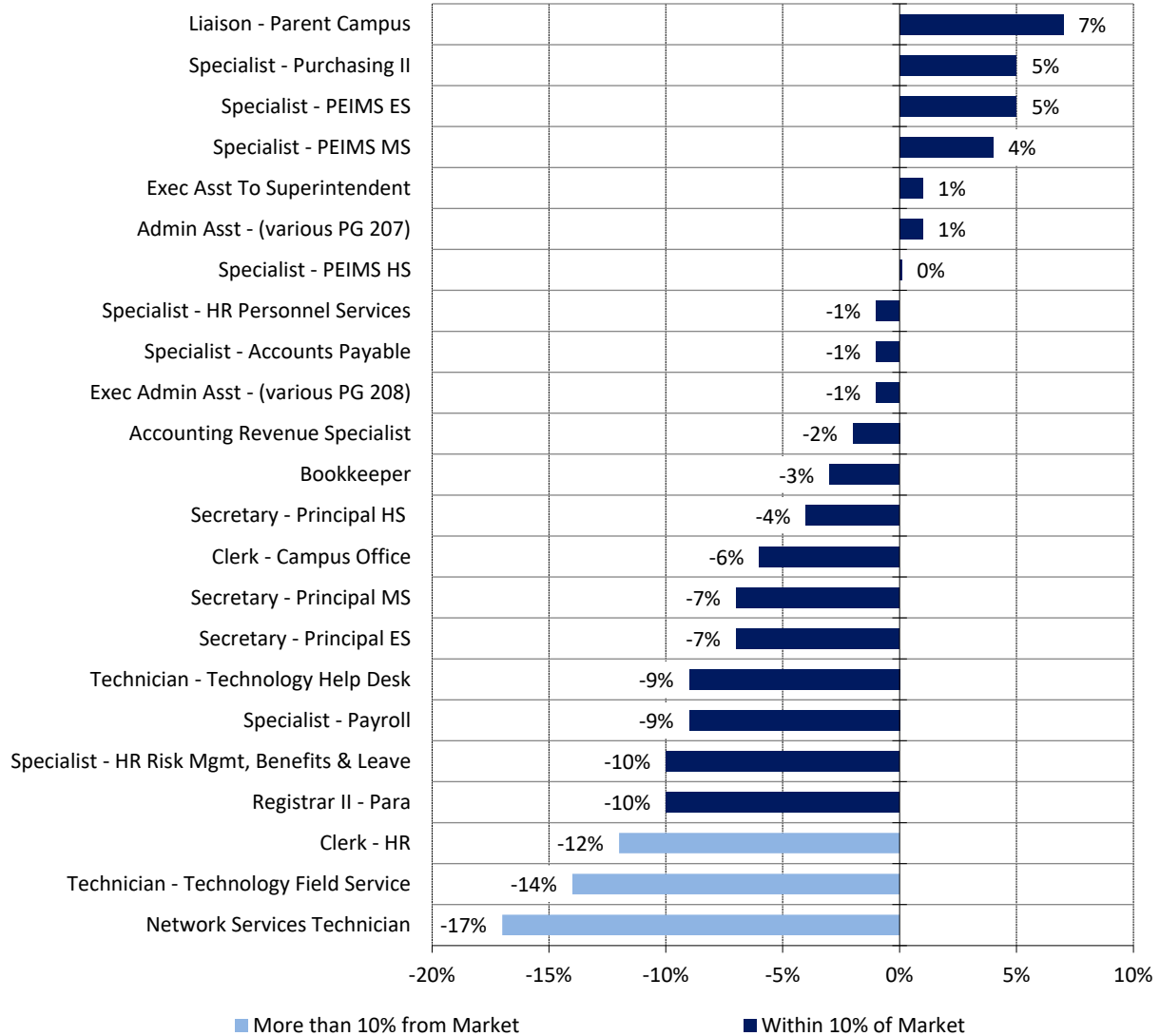
**Waco ISD:
Professional Comparisons to Market, 2021-2022**



Clerical & Technical Market Comparison

Across benchmark clerical and technical jobs, the district is paying 96 percent of market, on average. Individual jobs range from 17 percent below market median to 7 percent above market median. Three jobs in this group are paid more than 10 percent below market with Technician – Communication Systems paid lowest to market.

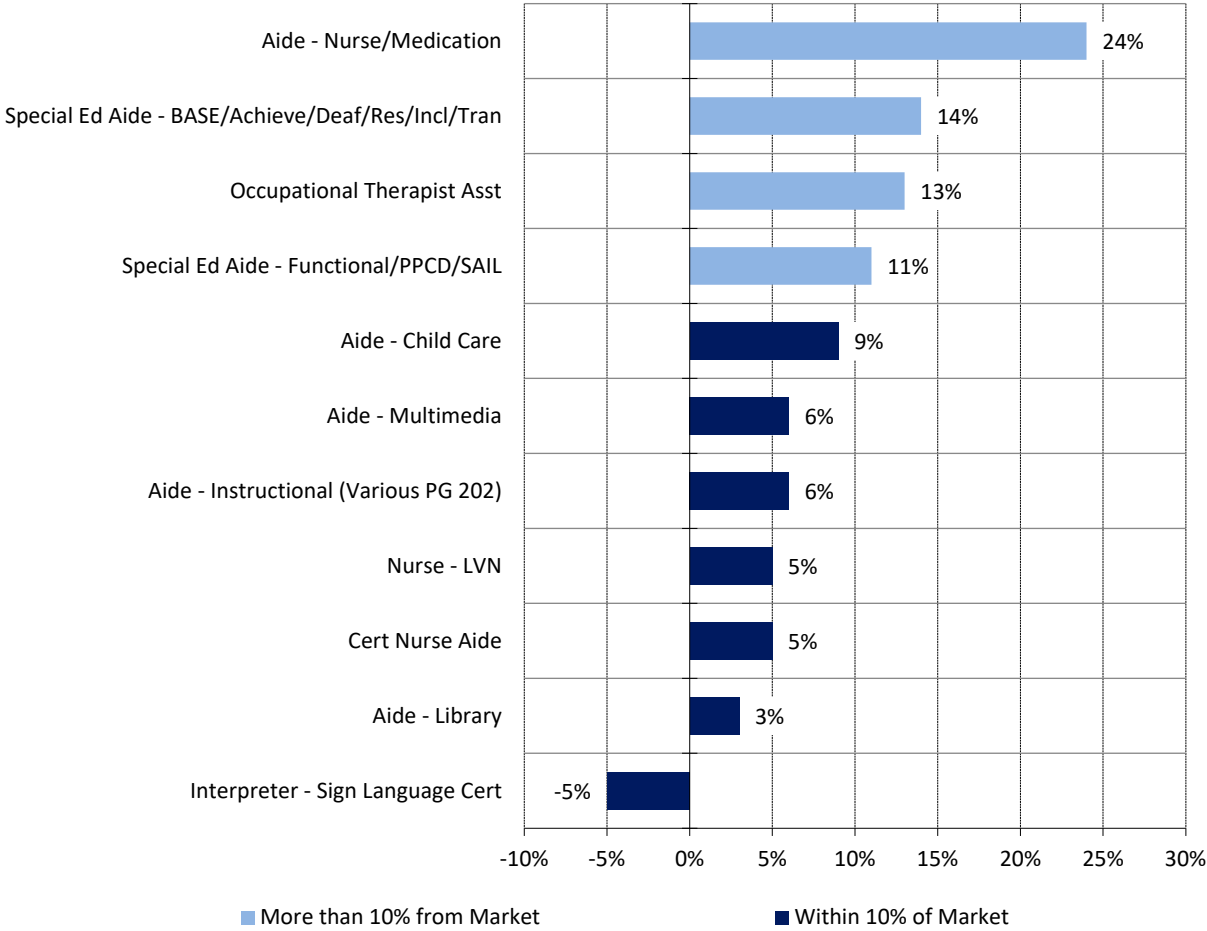
**Waco ISD:
Clerical & Technical Comparisons to Market, 2021-2022**



Instructional Support Market Comparison

Across benchmark instructional support jobs, the district is paying 108 percent of market, on average. Individual jobs range between 5 percent below market median to 24 percent above market median. Overall, instructional support positions in WISD are paid very competitively in the district.

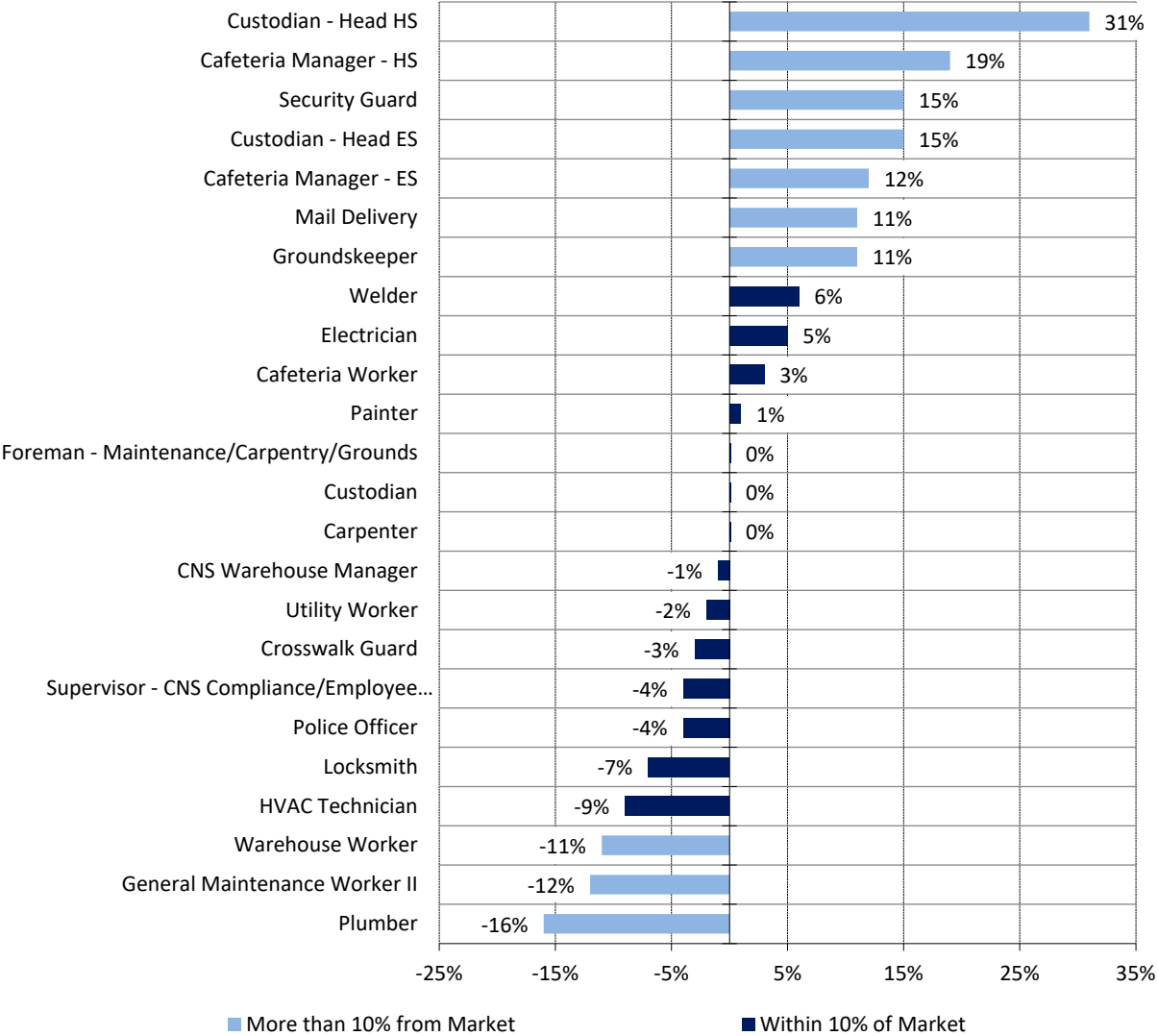
**Waco ISD:
Instructional Support Comparisons to Market, 2021-2022**



Auxiliary Market Comparison

Across benchmark auxiliary jobs, the district is paying 103 percent of market, on average. Individual jobs range from 16 percent below market median to 31 percent above market median. Three jobs are paid more than 10 percent below market with plumber paid lowest to market. Overall, most auxiliary jobs are paid within a competitive range.

**Waco ISD:
Auxiliary Comparisons to Market, 2021-2022**



Summary and Recommendations

Summary

Waco ISD continues to make strong efforts to maintain market competitiveness and internal pay equity for all employee pay groups. The district continues to refine employee pay systems to support the district's recruitment and retention efforts.

Recommendations

Following is a listing of recommendations for the Waco ISD compensation plan.

Recommendation 1:

Adopt the proposed pay plans with adjustments for 2022–2023. The recommended plans provide strong starting salaries, midpoints aligned with market values, and jobs aligned within the pay structures.

Recommendation 2:

Implement one of the proposed pay increase models to improve market competitiveness for all pay groups. The characteristics and specific details of the model are described in the next section.

Recommendation 3:

Provide adjustments to improve market competitiveness and maintain internal pay equity.

Recommended adjustments include:

- Adjustments to 1 percent above the proposed pay grade minimum for employees whose pay is still below the minimum after the general pay increase is applied.
- Adjustments for employees in the educator career pathway to ensure pay is at least 2 percent above the daily rate of a teacher with the same experience.
- Strategic adjustments for employees in the paraprofessional and auxiliary groups that provide 1 percent of midpoint for anyone whose pay is less than 90 percent of midpoint after other adjustments are applied.
- Placement scale adjustments for employees in pay grades 201 through 203 of the paraprofessional group and pay grades 301 and 302 of the auxiliary group that aligns pay by experience by dividing minimum and midpoint by 15 years of experience.

Recommendation 4:

The district should consider freezing the pay rates of employees already paid at or above the maximum of their assigned pay grade. By honoring the pay grade maximums, the district can control pay equity and help maintain the integrity of the overall pay system.

Recommendation 5:

Continue to conduct an annual review of the compensation plan to ensure market competitiveness and maintain internal equity.

Model 1

The following pages include a summary cost estimate, proposed teacher hiring schedule, and proposed pay plans for exempt and nonexempt pay groups for **Model 1**.

- Teachers receive a 2.0 percent market general pay increase (GPI), equal to a \$1,125 increase per continuing teacher
- Other pay groups, including administrative/professional, paraprofessional, and auxiliary, receive a 2.0 percent of midpoint GPI

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2021-2022 Current Costs
Teachers					
\$50,925 starting salary	1,012		\$1,131,876		\$54,615,615
^{1c} 2.0% general pay increase (\$1,125)		1,012	\$1,131,876	2.1%	
Administrative Professional	425		\$744,104		\$30,428,170
^{1c} 2.0% of pay range midpoint increase		419	\$634,185	2.1%	
2.0% increase to employees over range max		6	\$5,332	0.0%	
Adjustments to 1.0% above pay range minimum		5	\$40,361	0.1%	
Teacher pay equity adjustments		21	\$26,851	0.1%	
Strategic adjustment		55	\$37,375	0.1%	
Paraprofessional	590		\$409,296		\$15,392,188
^{1c} 2.0% of pay range midpoint increase		579	\$325,557	2.1%	
2.0% increase to employees over range max		11	\$4,781	0.0%	
Placement scale adjustments		51	\$54,701	0.4%	
Strategic adjustment		68	\$24,257	0.2%	
Auxiliary	327		\$390,001		\$8,670,137
^{1c} 2.0% of pay range midpoint increase		323	\$189,139	2.2%	
2.0% increase to employees over range max		4	\$3,065	0.0%	
Adjustments to 1.0% above pay range minimum		62	\$32,647	0.4%	
Placement scale adjustments		140	\$144,114	1.7%	
Strategic adjustment		54	\$21,036	0.2%	
Subtotal - General Pay Increase	2,354	2,354	\$2,293,935	2.1%	
Subtotal - Implementation/Equity Adjustments		456	\$381,342	0.3%	
Total Cost Estimate			\$2,675,277	2.5%	\$109,106,110

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

Model 2

The following pages include a summary cost estimate, proposed teacher hiring schedule, and proposed pay plans for exempt and nonexempt pay groups for **Model 2**.

- Teachers receive a 2.5 percent of market general pay increase (GPI), equal to a \$1,400 increase per continuing teacher
- Other pay groups, including administrative/professional, paraprofessional, and auxiliary, receive a 2.5 percent of midpoint GPI

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2021-2022 Current Costs
Teachers					
\$51,200 starting salary	1,012		\$1,408,640		\$54,615,615
^{1c} 2.5% general pay increase (\$1,400)		1,012	\$1,408,640	2.6%	
Administrative Professional	425		\$897,817		\$30,428,170
^{1c} 2.5% of pay range midpoint increase		419	\$792,028	2.6%	
2.5% increase to employees over range max		6	\$7,318	0.0%	
Adjustments to 1.0% above pay range minimum		5	\$39,168	0.1%	
Teacher pay equity adjustments		21	\$26,209	0.1%	
Strategic adjustment		49	\$33,094	0.1%	
Paraprofessional	590		\$483,841		\$15,392,188
^{1c} 2.5% of pay range midpoint increase		576	\$407,231	2.6%	
2.5% increase to employees over range max		14	\$6,169	0.0%	
Placement scale adjustments		51	\$47,801	0.3%	
Strategic adjustment		63	\$22,640	0.1%	
Auxiliary	327		\$420,435		\$8,670,137
^{1c} 2.5% of pay range midpoint increase		323	\$234,666	2.7%	
2.5% increase to employees over range max		4	\$3,922	0.0%	
Adjustments to 1.0% above pay range minimum		55	\$26,163	0.3%	
Placement scale adjustments		138	\$136,133	1.6%	
Strategic adjustment		50	\$19,551	0.2%	
Subtotal - General Pay Increase	2,354	2,354	\$2,859,974	2.6%	
Subtotal - Implementation/Equity Adjustments		432	\$350,759	0.3%	
Total Cost Estimate			\$3,210,733	2.9%	\$109,106,110

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

Model 3

The following pages include a summary cost estimate, proposed teacher hiring schedule, and proposed pay plans for exempt and nonexempt pay groups for **Model 3**.

- Teachers receive a 3.0 percent of market general pay increase (GPI), equal to a \$1,675 increase per continuing teacher
- Other pay groups, including administrative/professional, paraprofessional, and auxiliary, receive a 3.0 percent of midpoint GPI

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2021-2022 Current Costs
Teachers					
\$51,475 starting salary	1,012		\$1,685,213		\$54,615,615
^{1c} 3.0% general pay increase (\$1,675)		1,012	\$1,685,213	3.1%	
Administrative Professional	425		\$1,051,324		\$30,428,170
^{1c} 3.0% of pay range midpoint increase		414	\$949,072	3.1%	
3.0% increase to employees over range max		11	\$9,770	0.0%	
Adjustments to 1.0% above pay range minimum		5	\$37,974	0.1%	
Teacher pay equity adjustments		21	\$25,564	0.1%	
Strategic adjustment		43	\$28,944	0.1%	
Paraprofessional	590		\$559,670		\$15,392,188
^{1c} 3.0% of pay range midpoint increase		575	\$489,442	3.2%	
3.0% increase to employees over range max		15	\$7,938	0.1%	
Placement scale adjustments		48	\$41,006	0.3%	
Strategic adjustment		60	\$21,284	0.1%	
Auxiliary	327		\$451,715		\$8,670,137
^{1c} 3.0% of pay range midpoint increase		323	\$283,233	3.3%	
3.0% increase to employees over range max		4	\$4,779	0.1%	
Adjustments to 1.0% above pay range minimum		42	\$20,159	0.2%	
Placement scale adjustments		137	\$125,843	1.5%	
Strategic adjustment		46	\$17,701	0.2%	
Subtotal - General Pay Increase	2,354	2,354	\$3,429,447	3.1%	
Subtotal - Implementation/Equity Adjustments		402	\$318,475	0.3%	
Total Cost Estimate			\$3,747,922	3.4%	\$109,106,110

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

Waco ISD

2022-2023 New Hire Guide for Teachers

Model 1: \$50,925 starting, 2.0% GPI

Years of Experience	New Hire Salary
0	\$50,925
1	\$51,375
2	\$51,825
3	\$52,275
4	\$52,775
5	\$53,275
6	\$53,775
7	\$54,275
8	\$54,775
9	\$55,275
10	\$55,675
11	\$56,075
12	\$56,475
13	\$56,875
14	\$57,275
15	\$57,675
16	\$58,175
17	\$58,675
18	\$59,175
19	\$59,675
20	\$60,175
21	\$60,675
22	\$61,075
23	\$61,475
24	\$61,875
25	\$62,275
26	\$62,675
27+	\$63,075

Continuing Teachers will receive an increase of
\$1,125

The salaries listed above are based on 10-month employment for the 2022-2023 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Waco ISD

2022-2023 New Hire Guide for Teachers

Model 2: \$51,200 starting, 2.5% GPI

Years of Experience	New Hire Salary
0	\$51,200
1	\$51,650
2	\$52,100
3	\$52,550
4	\$53,050
5	\$53,550
6	\$54,050
7	\$54,550
8	\$55,050
9	\$55,550
10	\$55,950
11	\$56,350
12	\$56,750
13	\$57,150
14	\$57,550
15	\$57,950
16	\$58,450
17	\$58,950
18	\$59,450
19	\$59,950
20	\$60,450
21	\$60,950
22	\$61,350
23	\$61,750
24	\$62,150
25	\$62,550
26	\$62,950
27+	\$63,350

Continuing Teachers will receive an increase of
\$1,400

The salaries listed above are based on 10-month employment for the 2022-2023 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Waco ISD

2022-2023 New Hire Guide for Teachers

Model 3: \$51,475 starting, 3.0% GPI

Years of Experience	New Hire Salary
0	\$51,475
1	\$51,925
2	\$52,375
3	\$52,825
4	\$53,325
5	\$53,825
6	\$54,325
7	\$54,825
8	\$55,325
9	\$55,825
10	\$56,225
11	\$56,625
12	\$57,025
13	\$57,425
14	\$57,825
15	\$58,225
16	\$58,725
17	\$59,225
18	\$59,725
19	\$60,225
20	\$60,725
21	\$61,225
22	\$61,625
23	\$62,025
24	\$62,425
25	\$62,825
26	\$63,225
27+	\$63,625

Continuing Teachers will receive an increase of
\$1,675

The salaries listed above are based on 10-month employment for the 2022-2023 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

2022-2023 Proposed Administrative Professional Pay Plan

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
101						
			Daily	\$239.90	\$288.00	\$336.10
	Coordinator - Attendance And Truancy	202	153 Days	36,705	44,064	51,423
	Coordinator - PDS	153	187 Days	44,861	53,856	62,851
	Deaf Ed Interpreter Services Specialist	196	196 Days	47,020	56,448	65,876
	Facilitator - Human Resources	226	202 Days	48,460	58,176	67,892
	Facilitator - Professional Development	187	203 Days	48,700	58,464	68,228
	Facilitator - Restorative Discipline	226	207 Days	49,659	59,616	69,573
	Family Engagement Specialist	226	212 Days	50,859	61,056	71,253
	Homeless Student Parent/Community Specialist	203	226 Days	54,217	65,088	75,959
	Intern - Professional Practicum Student	202				
	Lead Parent Educator	202				
	Liaison - Parent & Community Support	226				
	LSPSP Case Manager	202				
	LSSP - Intern	202				
	Manager - Afterschool/Summer Enrichment	226				
	Manager - Athletic Scheduling & Equipment	226				
	Parent Educator	202				
	Parent Educator - Inspiracion	202				
	Records Management Specialist	226				
	Restorative Justice Facilitator	226				
	Specialist - Campus Parent/ Community Involvement	212, 226				
	Specialist - Communications	226				
	Specialist - Dropout Credit Recovery	212				
	Specialist - Family Support	207, 226				
	Specialist - Inspiracion Program	226				
	Strength And Conditioning Coach	226				
102						
			Daily	\$259.10	\$311.04	\$362.98
	Accountant - Professional	226	187 Days	48,452	58,164	67,877
	Afterschool Program Specialist	226	202 Days	52,338	62,830	73,322
	At-Risk Interventionist	226	207 Days	53,634	64,385	75,137
	Behavior Intervention Specialist	207	212 Days	54,929	65,940	76,952
	Behavior Intervention Specialist/Coach	207	226 Days	58,557	70,295	82,033
	Business Services Accountant	226	240 Days	62,184	74,650	87,115
	Coordinator - Afterschool Program Support & Curriculum	226				
	Coordinator - Librarian And Technology Supervisor	212				
	Coordinator - PYP	187				
	Energy Manager	226				
	Grant Accountant	226				
	Homeless Students Population Specialist	187				
	Information Support System Program Analyst	226				
	Intern - Behavior Analyst	212				
	Network Infrastructure Engineer	226				
	Network Systems Engineer	226				
	Specialist - At-Risk Students	207				
	Specialist - Campus Testing	187				
	Specialist - College Career Military Readiness	212				
	Specialist - Information Systems	226				
	Specialist - Public Relations	207				
	Specialist - Threat Assessment & Violence Prevention	212				
	Speech Pathologist - Asst	187				
	Supervisor - Custodial Services/LPM Coordinator	240				
	Supervisor - Maintenance & Grounds	240				
	Supervisor - Risk Management And Benefits	226				
	Systems Engineer	226				
	Technology Facilitator	202				
	Television Production Manager/Producer	226				
	Transition Specialist	202				

2022-2023 Proposed Administrative Professional Pay Plan

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
103						
	Athletic Trainer	202	187 Days	\$277.23	\$332.81	\$388.39
	Blended Learning, Innovation And Research	202	188 Days	51,842	62,235	72,629
	Counselor - ES	190, 203	190 Days	52,119	62,568	73,017
	Counselor - ES At-Risk	190	193 Days	52,674	63,234	73,794
	Counselor - MS	203, 212	202 Days	53,505	64,232	74,959
	Counselor - Special Education	190	203 Days	56,000	67,228	78,455
	Data Specialist	207	207 Days	56,278	67,560	78,843
	ESL Strategist/ Interventionist	187	212 Days	57,387	68,892	80,397
	ESL Strategist/Interventionist - HS	187	226 Days	58,773	70,556	82,339
	Facilitator - ARD	202		62,654	75,215	87,776
	Instructional Coach - Kindergarten & First Grade	207				
	Instructional Coach - Montessori Secondary	202				
	Instructional Coach - Prek And Kindergarten	207				
	Instructional Specialist - Campus	202, 207				
	Instructional Specialist - Dyslexia	187				
	Liaison - Greater Waco Academies Family/Community	226				
	Librarian - ES	188				
	Librarian - HS	193				
	Librarian - MS	188				
	Master Teacher	202				
	Nurse - RN	187				
	Reading Recovery Lead	202				
	Social Worker - Parent / Community Involvement	202				
	Special Education	202				
	Specialist - Transition	202				
	Supervisor - Community Outreach For Homeless Students	203				
	Supervisor - Payroll	226				
	Supplemental Instruction Specialist	212				
104						
	Asst Principal - ES	207, 226	187 Days	\$299.41	\$359.43	\$419.45
	Board Certified Behavior Analyst - BCBA	212	190 Days	55,990	67,213	78,437
	Counselor - Career - Greater Waco Advanced Health Care Academy	212	202 Days	56,888	68,292	79,696
	Counselor - Career - Greater Waco Advanced Manufacturing Academy	212	203 Days	60,481	72,605	84,729
	Counselor - Challenge Academy	190	207 Days	60,780	72,964	85,148
	Counselor - HS	203	212 Days	61,978	74,402	86,826
	Counselor - Lead HS	226	226 Days	63,475	76,199	88,923
	Diagnostician	202		67,667	81,231	94,796
	Licensed Specialist School Psychology	202				
	Occupational Therapist	190				
	Speech Pathologist - ASHA	187				
	Supervisor - Police/Field Service	226				
105						
	Asst Principal - Alt	207	207 Days	\$314.37	\$377.40	\$440.43
	Asst Principal - DAEP	207	212 Days	65,075	78,122	91,169
	Asst Principal - MS	207	226 Days	66,646	80,009	93,371
	Coordinator - Advanced Academics	226		71,048	85,292	99,537
	Coordinator - Athletics MS	226				
	Coordinator - Communications	207				
	Coordinator - Counseling And SEL	226				
	Coordinator - Curriculum And Instruction	226				
	Coordinator - District Behavior Intervention	207				
	Coordinator - District Reading	226				
	Coordinator - English Language Learner	207				
	Coordinator - HST Curriculum & Certifications	226				
	Coordinator - Instructional Technology	226				
	Coordinator - Librarian	212				
	Coordinator - Professional Development	226				

Waco ISD

2022-2023 Proposed Administrative Professional Pay Plan

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Coordinator - Research And Assessment	226			
	Coordinator - Special Education	226			
	Coordinator - State And Federal Programs	226			
	Coordinator - Student Management	226			
	Coordinator - Technology Support Services	226			
	Coordinator - Testing & Assessments	226			
	Coordinator - TW Nonprofit Systems	226			
	Coordinator- Section 504 Compliance & Response To Intervention	226			
	Dean - Atlas Academy	226			
	Dean - Instruction MS	226			
	Dean - Student Services MS	226			
	Senior Security Systems Engineer	226			
	Senior Systems Engineer	226			
	Supervisor - Police/Administrative Services	226			

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Associate Principal - HS	226
Asst Athletic Director	226
Asst Director - Facilities & Preventative Maintenance	226
Asst Director - Human Resources	226
Asst Director - Maintenance	226
Asst Principal - HS	207
Chief Of Police	226
Dean - Academies	226
Dean - GWAHCA	226
Dean - GWAMA	226
Dean - Instruction HS	226
Dean - Waco ISD Future Educators Academy	226
Director - Accountability And Data Analysis	226
Director - Advanced Academics	226
Director - Digital Innovation And Learning	226
Director - Early Childhood Education	226
Director - Health Services	226
Director - Network Systems	226
Director - Opportunity Culture	226
Director - PEIMS/Data Analytics	226
Principal - Credit Recovery	226
Principal - ES	226

Daily	\$355.24	\$426.46	\$497.68
207 Days	73,535	88,277	103,020
226 Days	80,284	96,380	112,476

107

Athletic Sector Coordinator - Head Football Coach	226
Director - Bilingual/ESL	226
Director - Business Services	226
Director - Career & Technology Education	226
Director - Challenge Academy	226
Director - Fine Arts	226
Director - Human Resources	226
Director - Intervention Services & State And Fed. Programs	226
Director - Professional Development TZ	226
Director - Strategic Evaluation Systems And Support	226
Principal - MS	226
Principal - Secondary DAEP	226

Daily	\$390.47	\$464.84	\$539.21
226 Days	88,246	105,054	121,861

2022-2023 Proposed Administrative Professional Pay Plan

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
108					
	Chief Communications Officer	226	\$437.32	\$520.62	\$603.92
	Director - Athletics	226	226 Days	98,834	117,660
	Ex Director - Communications	226			136,486
	Ex Director - Curriculum & Professional Development	226			
	Ex Director - Elementary Education	226			
	Ex Director - Human Resources	226			
	Ex Director - School Leadership	226			
	Ex Director - Secondary Education	226			
	Ex Director - Special Education	226			
	Ex Director - Student Services	226			
	Ex Director - Student Support	226			
	Principal - HS	226			
109					
	Asst Superintendent - Curriculum And Instruction	226	\$542.28	\$645.57	\$748.86
	Asst Superintendent - Human Resources	226	226 Days	122,555	145,899
	Asst Superintendent For Student Services And Support	226			169,242
	Chief Financial Officer	226			
	Chief Officer Of Facilities And Operations	226			
	Chief Technology Officer	226			
110					
	Chief Of Staff	226	\$623.62	\$742.41	\$861.20
	Deputy Superintendent	226	226 Days	140,938	167,785

2022-2023 Proposed Paraprofessional Pay Plan

Waco ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
201						
	After School Worker	207	Hourly	\$12.10	\$14.75	\$17.41
	Receptionist - Campus	193	193 Days	18,682	22,774	26,881
			207 Days	20,038	24,426	28,831
202						
	Aide - Behavior Support	187	Hourly	\$13.19	\$16.08	\$18.97
	Aide - Bilingual Instructional	187	180 Days	18,994	23,155	27,317
	Aide - Child Care	187	187 Days	19,732	24,056	28,379
	Aide - Inspiracion Classroom Asst	187	188 Days	19,838	24,184	28,531
	Aide - Instructional	187				
	Aide - Instructional - Compensatory	187				
	Aide - Instructional (SIT)	187				
	Aide - Instructional Math	187				
	Aide - Instructional/Library	187				
	Aide - ISS	187				
	Aide - Library	187, 188				
	Aide - Multimedia	187				
	Aide - Nurse/Medication	187				
	Aide - Physical Education	187				
	Aide - Pre K	187				
	Aide - Pre K/Bilingual	187				
	Aide - Pre K/KG	187				
	Aide - Primary Literacy	187				
	Aide - Reset Classroom	187				
	Aide - Student Support	187				
	Certified Nurse Aide	187				
	Intern - After School Worker, Fitness	180				
	Reach Associate	187				
	Teacher Resident	187				
203						
	Aide - Special Ed - PPCD	187	Hourly	\$14.51	\$17.69	\$20.87
	Aide - SPED	187	187 Days	21,707	26,464	31,222
	Aide - SPED - 18-21 Transition	187	193 Days	22,403	27,313	32,223
	Aide - SPED - Achieve	187	202 Days	23,448	28,587	33,726
	Aide - SPED - Aspire	187	212 Days	24,609	30,002	35,396
	Aide - SPED - Base	187	226 Days	26,234	31,984	37,733
	Aide - SPED - Deaf Ed	187				
	Aide - SPED - Early Childhood	187				
	Aide - SPED - ECSE	187				
	Aide - SPED - FA/Achieve	187				
	Aide - SPED - FA/Aspire	187				
	Aide - SPED - Functional Academic	187				
	Aide - SPED - Inclusion	187				
	Aide - SPED - Resource/Inclusion	187				
	Aide - SPED - SAIL	187				
	Bilingual Asst - Special Ed	202				
	Clerk - Athletic	212				

2022-2023 Proposed Paraprofessional Pay Plan

Waco ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
	Clerk - Campus Office	193				
	Clerk - Campus Office Bilingual	193				
	Clerk - English Learners Department Testing	226				
	Clerk - Human Resources	226				
	Clerk - Print & Mail Center	226				
	Clerk - SPED	202				
	Registered Behavior Technician	187				
204			Hourly	\$15.23	\$18.57	\$21.91
	Liaison - Parent Campus	193	193 Days	23,515	28,672	33,829
	Secretary - Principal ES	226	196 Days	23,881	29,118	34,355
	Specialist - Parent Involvement	202	202 Days	24,612	30,009	35,407
	Specialist - PEIMS ES	196	226 Days	27,536	33,575	39,613
	Specialist - PEIMS HS	196				
	Specialist - PEIMS MS	196				
205			Hourly	\$16.59	\$20.24	\$23.89
	Liaison - Attendance Court	202	202 Days	26,809	32,708	38,606
	Registrar II - Para	226	226 Days	29,995	36,594	43,193
	Secretary - Alt	226				
	Secretary - DAEP	226				
	Secretary - GWAHCA	226				
	Secretary - GWAMA	226				
	Secretary - Principal MS	226				
206			Hourly	\$17.76	\$21.66	\$25.56
	Bookkeeper	226	187 Days	26,569	32,403	38,238
	Director - Child Care	187	226 Days	32,110	39,161	46,212
	Interpreter - Sign Language Noncertified	187				
	Secretary - Principal HS	226				
	Specialist - Police Support Services	226				
	Specialist - Warehouse	226				
207			Hourly	\$19.47	\$23.74	\$28.01
	Accounting Revenue Specialist	226	187 Days	29,127	35,515	41,903
	Admin Asst - Athletics	226	202 Days	31,464	38,364	45,264
	Admin Asst - Bernard & Audre Rapport Vision Center	202	226 Days	35,202	42,922	50,642
	Admin Asst - Bilingual	226				
	Admin Asst - Career & Technology Education	226				
	Admin Asst - Child Nutrition Services	226				
	Admin Asst - Custodial Services	226				
	Admin Asst - Fine Arts	226				
	Admin Asst - Homeless Department	187				
	Admin Asst - Maintenance	226				
	Admin Asst - PEIMS	226				
	Admin Asst - Police	226				
	Admin Asst - Student Management	226				
	Bookkeeper - Athletics	226				

2022-2023 Proposed Paraprofessional Pay Plan

Waco ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
	Float Nurse - LVN	187			
	Network Services Technician	226			
	Nurse - LVN	187			
	Specialist - Accounts Payable	226			
	Specialist - Bilingual Assessor	226			
	Specialist - HR Personnel Services	226			
	Specialist - HR Risk Mgmt, Benefits & Leave	226			
	Specialist - Maintenance Business	226			
	Specialist - Payroll	226			
	Specialist - Purchasing II	226			
	Specialist - SPED, PEIMS	226			
	Technician - Technology Field Service	226			
	Technician - Technology Help Desk	226			

208		Hourly	\$22.00	\$26.83	\$31.66	
	Exec Admin Asst - Business & Financial Services	226	187 Days	32,912	40,138	47,363
	Exec Admin Asst - Communications	226	226 Days	39,776	48,509	57,241
	Exec Admin Asst - Curriculum & Instruction	226				
	Exec Admin Asst - Human Resources	226				
	Exec Admin Asst - Operations	226				
	Exec Admin Asst - Special Education	226				
	Exec Admin Asst - Student Services	226				
	Exec Admin Asst - Technology Services	226				
	Interpreter - Sign Language Certified	187				
	Specialist - Admin Budget	226				
	Specialist - Admin Budget, ESSER	226				
	Specialist - PEIMS Interface	226				
	Technician - Communication Systems	226				

209		Hourly	\$25.74	\$31.39	\$37.04	
	Buyer	226	187 Days	38,507	46,959	55,412
	Exec Asst To Superintendent	226	226 Days	46,538	56,753	66,968
	Occupational Therapist Asst	187				
	Specialist - Admin Budget II	226				
	Specialist - Student Services Interface	226				

2022-2023 Paraprofessional Placement Scale

Waco ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2022-2023 Total Exp	Pay Grades		
		201	202	203
Minimum	0	\$12.10	\$13.19	\$14.51
	1	\$12.28	\$13.38	\$14.72
	2	\$12.45	\$13.57	\$14.93
	3	\$12.62	\$13.76	\$15.14
	4	\$12.79	\$13.95	\$15.35
	5	\$12.96	\$14.14	\$15.56
	6	\$13.13	\$14.33	\$15.77
	7	\$13.30	\$14.52	\$15.98
	8	\$13.47	\$14.71	\$16.19
	9	\$13.64	\$14.90	\$16.40
	10	\$13.81	\$15.09	\$16.61
	11	\$13.98	\$15.28	\$16.82
	12	\$14.15	\$15.47	\$17.03
	13	\$14.32	\$15.66	\$17.24
	14	\$14.49	\$15.85	\$17.45
Midpoint	15	\$14.75	\$16.08	\$17.69
Maximum		\$17.41	\$18.97	\$20.87

2022-2023 Proposed Auxiliary Pay Plan

Waco ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum			
301	Crosswalk Guard	178	Hourly	\$11.28	\$13.75	\$16.23		
			178 Days	16,063	19,580	23,112		
302	Cafeteria Worker	180	Hourly	\$12.29	\$14.99	\$17.69		
			180 Days	17,698	21,586	25,474		
			240 Days	23,597	28,781	33,965		
303	Custodian	240	Hourly	\$13.40	\$16.34	\$19.28		
			180 Days	19,296	23,530	27,763		
			226 Days	24,227	29,543	34,858		
			240 Days	25,728	31,373	37,018		
			Cafeteria Worker - Lead	180	180 Days	19,296	23,530	27,763
			CNS Warehouse Worker	226	226 Days	24,227	29,543	34,858
			Custodian - Lead	240	240 Days	25,728	31,373	37,018
			Floor Care Specialist	240				
Groundskeeper	240							
Mail Delivery	226							
Utility Worker	240							
304	Cafeteria Manager - Trainee	184	Hourly	\$14.73	\$17.97	\$21.21		
			184 Days	21,683	26,452	31,221		
			240 Days	28,282	34,502	40,723		
			General Maintenance Worker I	240				
Utility Worker - Lead	240							
Warehouse Worker	240							
305	Cafeteria Manager - ES	184	Hourly	\$16.06	\$19.58	\$23.10		
			184 Days	23,640	28,822	34,003		
			207 Days	26,595	32,424	38,254		
			240 Days	30,835	37,594	44,352		
			Custodian - Head ES	240				
			General Maintenance Worker II	240				
			Groundskeeper - Equipment Operator	240				
			Security Guard	207				
Technician - Pest Control	240							
Utility Worker - WISD Stadium	240							
306	Cafeteria Manager - MS	184	Hourly	\$17.50	\$21.35	\$25.20		
			184 Days	25,760	31,427	37,094		
			240 Days	33,600	40,992	48,384		
			Custodian - Head MS	240				
			General Maintenance Worker III	240				
			Groundskeeper - Irrigation	240				
			Groundskeeper - Lead	240				
Warehouse Worker - Senior	240							

2022-2023 Proposed Auxiliary Pay Plan

Waco ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
307			Hourly	\$19.08	\$23.27	\$27.46
	Cafeteria Manager - HS	184	184 Days	28,086	34,253	40,421
	Carpenter	240	240 Days	36,634	44,678	52,723
	Custodian - Head Admin	240				
	Custodian - Head HS	240				
	Energy Controls Technician II	240				
	Facilities Construction Lead	240				
	Locksmith	240				
	Painter	240				
	Pest Control - Lead	240				
	Plumber - Preventive Maintenance	240				
	Roofer	240				
	Specialist - Warehouse Receiving	240				
	Welder	240				
308			Hourly	\$21.18	\$25.83	\$30.48
	Custodial Asst Supervisor (Day)	240	240 Days	40,666	49,594	58,522
	Electrician	240				
	HVAC Technician	240				
	Plumber	240				
	Preventive Maintenance Lead	240				
	Technician - Asbestos	240				
309			Hourly	\$22.67	\$27.64	\$32.61
	CNS Warehouse Manager	226	226 Days	40,987	49,973	58,959
	Custodial Assistant Supervisor (Night)	240	240 Days	43,526	53,069	62,611
	Electrical Section Lead	240				
	Foreman - Building Maintenance/Carpentry	240				
	Foreman - Grounds	240				
	HVAC Section Lead	240				
	Plumber - Section Lead	240				
	Supervisor - CNS Compliance/Employee Relation	226				
	Supervisor - CNS Development/Operations	226				
310			Hourly	\$24.70	\$30.13	\$35.56
	Police Officer	207, 226	207 Days	40,903	49,895	58,887
			226 Days	44,658	54,475	64,292

2022-2023 Auxiliary Placement Scale

Waco ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2022-2023 Total Exp	Pay Grades	
		301	302
Minimum	0	\$11.28	\$12.29
	1	\$11.44	\$12.47
	2	\$11.60	\$12.65
	3	\$11.76	\$12.83
	4	\$11.92	\$13.01
	5	\$12.08	\$13.19
	6	\$12.24	\$13.37
	7	\$12.40	\$13.55
	8	\$12.56	\$13.73
	9	\$12.72	\$13.91
	10	\$12.88	\$14.09
	11	\$13.04	\$14.27
	12	\$13.20	\$14.45
	13	\$13.36	\$14.63
Midpoint	15	\$13.75	\$14.99
Maximum		\$16.23	\$17.69

Detailed Market Comparisons

Waco ISD

Teacher Stipend Comparisons, 2021-2022

District	Student Enrollment	Master's Degree - General	Master's Degree - Subject-Area	Secondary Math	Secondary Science	Special Education General/Resource	Special Education Self-Contained	Bilingual	ESL General	ESL Dual Language	National Board Certification	Campus Assignment
1 Belton ISD	13,333	\$1,000				\$1,500	\$1,500	\$6,000				
2 Bryan ISD	16,166	\$1,500		\$2,000	\$2,000	\$2,000	\$2,000	\$6,000	\$500	\$500		\$2,000
3 College Station ISD	13,613	\$2,000						\$5,000				
4 Copperas Cove ISD	8,050	\$1,000		\$10,000	\$3,000	\$1,000	\$1,500	\$3,000		\$2,000		
5 Duncanville ISD	11,908			\$3,500	\$3,500			\$5,000				
6 Georgetown ISD	12,483	\$500					\$1,000	\$6,000		\$2,000		
7 Killeen ISD	43,956	\$1,175	\$3,315	\$3,120	\$3,120		\$3,500	\$5,000			\$1,175	
8 Leander ISD	41,676						\$2,000	\$7,000			\$1,500	
9 Mansfield ISD	35,063							\$3,680	\$1,575			
10 Midway ISD-McLennan County	8,218	\$1,000		\$1,000	\$1,000	\$1,000	\$1,000	\$2,000			\$2,000	
11 Pflugerville ISD	25,433	\$1,250		\$2,000	\$2,000	\$1,500	\$2,500	\$7,000				
12 Round Rock ISD	50,453	\$1,000					\$2,000	\$7,000			\$1,000	
13 Temple ISD	8,264	\$1,000		\$2,500	\$2,500			\$5,000	\$1,500			
14 Waxahachie ISD	10,073	\$1,500		\$3,000	\$3,000	\$1,000	\$3,000	\$4,000	\$1,000	\$1,000		
Waco ISD	14,399			\$8,000	\$8,000	\$1,500	\$3,000	\$5,000	\$1,000	\$1,000		
Median Stipend		\$1,000	\$3,315	\$2,750	\$2,750	\$1,250	\$2,000	\$5,000	\$1,250	\$1,500	\$1,338	\$2,000
Average Stipend		\$1,175	\$3,315	\$3,390	\$2,515	\$1,333	\$2,000	\$5,120	\$1,144	\$1,375	\$1,419	\$2,000
Count		11	1	8	8	6	10	14	4	4	4	1
Dollar Difference from Median				\$5,250	\$5,250	\$250	\$1,000	\$0	(\$250)	(\$500)		

Footnotes:

Special Education General/Resource:

Pflugerville ISD - SPED - General

Special Education Self-Contained:

Georgetown ISD - BCS (ILC = \$500)

Killeen ISD - Skills, TLC, CASTLE 1-3

Midway ISD-McLennan County - HR Services edit: copied from SpEd General

Pflugerville ISD - SPED - ECSE Self-Contained

Waxahachie ISD - life skills, structured learning environment, behavior class

Waco ISD

Teacher Incentive Comparisons, 2021-2022

District	Student Enrollment	Dept Chair/ Grade Leader HS	Dept Chair/ Grade Leader MS	Dept Chair/ Grade Leader ES	Mentor Teacher	Foreign Language	Signing Bonus	Other Incentive
1 Belton ISD	13,333							
2 Bryan ISD	16,166	\$2,000	\$450	\$450	\$500	\$2,000		
3 College Station ISD	13,613	\$2,250	\$1,000		\$500		\$1,500	
4 Copperas Cove ISD	8,050	\$1,500	\$1,500	\$1,500	\$500	\$2,000		
5 Duncanville ISD	11,908	\$1,000	\$1,000			\$3,500		
6 Georgetown ISD	12,483	\$3,000	\$1,000		\$150			\$800
7 Killeen ISD	43,956	\$2,000	\$1,400		\$875		\$2,080	\$1,755
8 Leander ISD	41,676	\$2,000	\$1,000	\$250	\$500			
9 Mansfield ISD	35,063	\$2,100	\$1,100	\$1,050	\$500			
10 Midway ISD-McLennan County	8,218	\$3,000	\$1,000	\$500	\$500	\$1,000		\$3,000
11 Pflugerville ISD	25,433	\$4,000	\$1,000	\$750	\$1,000	\$2,000		\$2,000
12 Round Rock ISD	50,453	\$1,500	\$1,000	\$600	\$500			\$2,000
13 Temple ISD	8,264	\$2,000	\$1,000		\$500			
14 Waxahachie ISD	10,073	\$2,000	\$1,000	\$750	\$1,000	\$3,000		\$3,000
Waco ISD	14,399	\$1,000	\$1,000	\$1,000	\$500	\$3,000	\$1,500	\$500
Median Stipend		\$2,000	\$1,000	\$675	\$500	\$2,000	\$1,790	\$2,000
Average Stipend		\$2,181	\$1,035	\$731	\$585	\$2,250	\$1,790	\$2,093
Count		13	13	8	12	6	2	6
<i>Dollar Difference from Median</i>		<i>(\$1,000)</i>	<i>\$0</i>	<i>\$325</i>	<i>\$0</i>	<i>\$1,000</i>	<i>(\$290)</i>	<i>(\$1,500)</i>

Footnotes:

Other Incentives:

Georgetown ISD - \$800 paid for Doctorate

Killeen ISD - Doctorate

Midway ISD-McLennan County - Doctoral degree

Waco ISD - New teacher with clinical teaching experience at least 2 semesters in Waco ISD through Baylor or Tarleton Universities

Waxahachie ISD - Ph.D.

Pflugerville ISD - Doctorate

Round Rock ISD - Doctorate

Waco ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Central Administration

Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market	
1	Assistant Director - Athletics	Asst Athletic Director	0	S	31	\$98,000	\$97,394	99%	\$95,528	97%
2	Chief Academic Officer	Asst Superintendent - Curriculum And Instruction	0	S	41	\$145,987	\$133,642	92%	\$143,284	98%
3	Chief Facilities and Operations Officer	Chief Officer Of Facilities And Operations	0	S	36	\$149,088	\$155,000	104%	\$143,284	96%
4	Chief Financial Officer	Chief Financial Officer	0	S	49	\$152,700	\$145,957	96%	\$143,284	94%
5	Chief Human Resources Officer	Asst Superintendent - Human Resources	0	S	46	\$143,715	\$135,000	94%	\$143,284	100%
6	Chief of Police	Chief Of Police	0	S	22	\$97,418	\$85,469	88%	\$95,528	98%
7	Chief Technology Officer	Chief Technology Officer	0	S	40	\$128,061	\$129,357	101%	\$143,284	112%
8	Communications Officer	Ex Director - Communications	0	S	48	\$113,788	\$115,500	102%	\$115,552	102%
9	Deputy Superintendent	Deputy Superintendent	0	S	29	\$166,814	\$162,500	97%	\$150,448	90%
10	Director of Athletics (Non-Coaching)	Director - Athletics	0	S	46	\$123,350	\$126,586	103%	\$115,552	94%
11	Director of Bilingual Education	Director - Bilingual/ESL	0	S	43	\$100,491	\$100,491	100%	\$103,171	103%
12	Director of Career & Technical Education	Director - Career & Technology Education	0	S	49	\$101,398	\$108,548	107%	\$103,171	102%
13	Director of Curriculum/Instruction	Ex Director - Curriculum & Professional Development	0	S	41	\$108,485	\$115,586	107%	\$115,552	107%
14	Director of Finance/Business Manager	Director - Business Services	0	S	48	\$106,063	\$118,871	112%	\$103,171	97%
15	Director of Fine Arts	Director - Fine Arts	0	S	44	\$105,967	\$99,018	93%	\$103,171	97%
16	Director of Human Resources	Director - Human Resources	0	S	47	\$106,438	\$97,576	92%	\$103,171	97%
17	Director of Maintenance	Asst Director - Maintenance	0	S	48	\$104,874	\$90,416	86%	\$95,528	91%
18	Director of Nursing & Health Services	Director - Health Services	0	S	44	\$88,266	\$88,566	100%	\$95,528	108%
19	Director of Professional Development	Ex Director - Curriculum/Professional Devlp	0	S	26	\$98,123	\$115,586	118%	\$115,552	118%
20	Director of Research, Evaluation, & Accountability	Director - Accountability And Data Analysis	0	S	32	\$102,263	\$99,809	98%	\$95,528	93%
21	Director of Special Education	Ex Director Of Special Education	0	S	53	\$110,134	\$117,586	107%	\$115,552	105%
22	Director of Student Services	Ex Director - Student Services	0	S	41	\$112,125	\$112,871	101%	\$115,552	103%
23	Federal Programs Administrator	Director - Intervention Services & State And Fed. Programs	0	S	47	\$100,090	\$103,000	103%	\$103,171	103%
District Comparison to Market							2021-2022 Pay	100%	Plan	100%

Notes

S Market salary is median of statewide responses for student enrollment of 10,000 to 24,999

Summary of Pay Comparisons to Market	
Above (Over 110%)	2
At market (90% - 110%)	19
Below (Less than 90%)	2

Benchmark Position	Market Days	District Days	Annual Rate Compared to Market	Daily Rate Compared to Market
Director of Library & Media Services	226	212	90%	96%

Waco ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Campus Administration

	Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Assistant Principal - ES	Asst Principal - ES	0	M	14	\$68,246	\$68,250	100%	\$74,402	109%
2	Assistant Principal - HS	Asst Principal - HS	-9	M	14	\$78,953	\$78,424	99%	\$87,497	111%
3	Assistant Principal - MS	Asst Principal - MS	-7	M	14	\$73,696	\$70,575	96%	\$78,122	106%
4	Principal - DAEP/JJAEP	Principal - Secondary DAEP	0	M	14	\$98,060	\$98,507	100%	\$103,171	105%
5	Principal - ES	Principal - ES	6	M	14	\$89,803	\$90,888	101%	\$95,528	106%
6	Principal - HS	Principal - HS	0	M	14	\$119,628	\$124,529	104%	\$115,552	97%
7	Principal - MS	Principal - MS	0	M	14	\$99,905	\$100,850	101%	\$103,171	103%
District Comparison to Market							2021-2022 Pay	100%	Plan	105%

Notes

M Market salary is median of reporting comparison districts

Summary of Pay Comparisons to Market	
Above (Over 110%)	-
At market (90% - 110%)	7
Below (Less than 90%)	-

Benchmark Position	Market Days	District Days	Annual Rate Compared to Market	Daily Rate Compared to Market
Assistant Principal - HS	216	207	99%	104%
Assistant Principal - MS	214	207	96%	99%
Principal - ES	220	226	101%	99%

Waco ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Professional

	Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Accountant (Degreed)	Accountant	0	C	8	\$66,383	\$68,505	103%	\$70,295	106%
2	Athletic Trainer	Athletic Trainer	-5	M	14	\$71,292	\$70,527	99%	\$67,228	94%
3	Behavior Specialist	Behavior Intervention Specialist	7	M	14	\$65,077	\$61,591	95%	\$64,385	99%
4	Communications Specialist	Specialist - Communications		NS		\$61,809	\$58,699	95%	\$65,088	105%
5	Custodial Supervisor	Supervisor - Custodial Services/LPM Coordinator	-5	C	12	\$64,632	\$62,031	96%	\$71,712	111%
6	Database Administrator	Information Support System Program Analyst	0	C	11	\$81,385	\$69,131	85%	\$70,295	86%
7	Diagnostician	Diagnostician	5	M	14	\$67,826	\$66,557	98%	\$72,605	107%
8	District Testing Coordinator	Coordinator - Testing & Assessments	0	M	10	\$83,919	\$93,502	111%	\$85,292	102%
9	Energy Manager	Energy Manager	0	C	8	\$86,826	\$75,959	87%	\$65,088	75%
10	Head Football Coach	Athletic Sector Coord/Head Football Coach	0	M	12	\$108,256	\$102,081	94%	\$103,171	95%
11	High School Band Director	HS Band Director	-13	M	13	\$78,861	\$79,152	100%	\$78,377	99%
12	Instructional Coach (Campus Level)	Instructional Specialist - Campus	5	M	13	\$63,561	\$65,085	102%	\$67,228	106%
13	Instructional Coordinator	Coordinator - (various 105)	0	M	11	\$78,571	\$81,061	103%	\$85,292	109%
14	Instructional Technology Specialist	Coordinator - Instructional Technology	0	M	12	\$72,281	\$82,473	114%	\$85,292	118%
15	IT Coordinator/Manager	Coordinator - Technology Support Services	0	C	11	\$91,909	\$83,876	91%	\$85,292	93%
16	Librarian	Librarian	3	M	13	\$61,394	\$62,710	102%	\$64,232	105%
17	Licensed Specialist in School Psychology	Licensed Specialist School Psychology	5	M	14	\$66,409	\$69,020	104%	\$72,605	109%
18	Maintenance Supervisor	Supervisor - Maintenance & Grounds	12	C	8	\$72,437	\$72,150	100%	\$71,712	99%
19	Network Administrator	Director - Network Systems	0	C	13	\$75,665	\$86,808	115%	\$95,528	126%
20	Nurse (RN)	Nurse - RN	0	C	14	\$59,773	\$59,007	99%	\$62,235	104%
21	Occupational Therapist	Occupational Therapist	-2	C	13	\$66,246	\$80,240	121%	\$68,292	103%
22	Payroll Supervisor	Supervisor - Payroll	0	C	10	\$68,162	\$67,818	99%	\$75,215	110%
23	PEIMS Manager	Director - PEIMS/Data Analytics	0	M	13	\$86,649	\$87,808	101%	\$95,528	110%
24	Police Lieutenant	Supervisor - Police/Administrative Services	0	C	3	\$87,897	\$73,688	84%	\$85,292	97%
25	Police Sergeant	Supervisor - Police/Field Service	0	C	5	\$67,258	\$70,178	104%	\$81,231	121%
26	ROTC Instructor	ROTC Instructor	-19	M	11	\$80,996	\$75,671	93%	\$65,377	81%
27	School Counselor - ES	Counselor - ES	-7	M	14	\$64,194	\$61,644	96%	\$63,234	99%
28	School Counselor - HS	Counselor - HS	-4	M	14	\$69,654	\$67,644	97%	\$72,964	105%
29	School Counselor - MS	Counselor - MS	-3	M	14	\$67,821	\$64,766	95%	\$67,560	100%

Waco ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Professional

Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market	
30 Social Worker	Social Worker	5	M	9	\$64,189	\$58,065	90%	\$67,228	105%	
31 Speech-Language Pathologist	Speech Pathologist - ASHA	-3	C	14	\$63,962	\$67,029	105%	\$67,213	105%	
32 Speech-Language Pathology Assistant	Speech Pathologist - Asst	0	C	10	\$48,191	\$51,934	108%	\$58,164	121%	
33 Systems Programmer/Analyst - Entry	Systems Engineer	0	C	3	\$75,605	\$63,940	85%	\$70,295	93%	
34 Systems Programmer/Analyst - Senior	Senior Systems Engineer	0	C	5	\$90,242	\$75,792	84%	\$85,292	95%	
District Comparison to Market							2021-2022 Pay	99%	Plan	103%

Notes

- M Market salary is median of reporting comparison districts
- C Market salary is average of non-school and school markets
- NS Market salary is median value of non-school market

Summary of Pay Comparisons to Market		
	Above (Over 110%)	4
	At market (90% - 110%)	25
	Below (Less than 90%)	5

Benchmark Position	Market Days	District Days	Annual Rate Compared to Market	Daily Rate Compared to Market
Behavior Specialist	200	207	95%	91%
High School Band Director	220	207	100%	107%
Maintenance Supervisor	237	249	100%	95%
ROTC Instructor	226	207	93%	102%
School Counselor - ES	197	190	96%	100%

Waco ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Clerical & Technical

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate	2021-2022 District Rate	2021-2022 District Rate Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Accounting Clerk	Accounting Revenue Specialist	C	8	\$22.24	\$21.73	98%	\$23.52	106%
2	Accounts Payable Clerk	Specialist - Accounts Payable	C	14	\$21.30	\$21.07	99%	\$23.52	110%
3	Bookkeeper - HS	Bookkeeper	M	11	\$19.49	\$18.84	97%	\$21.46	110%
4	Campus Attendance/PEIMS Data Clerk - ES	Specialist - PEIMS ES	M	14	\$16.19	\$16.98	105%	\$18.57	115%
5	Campus Attendance/PEIMS Data Clerk - HS	Specialist - PEIMS HS	M	14	\$16.62	\$16.55	100%	\$18.57	112%
6	Campus Attendance/PEIMS Data Clerk - MS	Specialist - PEIMS MS	M	13	\$16.46	\$17.10	104%	\$18.57	113%
7	Campus Secretary	Clerk - Campus Office	M	11	\$16.64	\$15.71	94%	\$17.69	106%
8	Computer Technician	Technician - Technology Field Service	C	14	\$25.17	\$21.69	86%	\$23.52	93%
9	Director Secretary	Admin Asst - (various PG 207)	M	14	\$20.91	\$21.14	101%	\$23.52	112%
10	District PEIMS Specialist	Specialist - PEIMS Interface	M,X	11	\$34.79	\$25.14	72%	\$25.87	74%
11	Employee Benefits Specialist	Specialist - HR Risk Mgmt, Benefits & Leave	C	13	\$24.91	\$22.53	90%	\$23.52	94%
12	Executive Administrative Secretary	Exec Admin Asst - (various PG 208)	M	14	\$25.94	\$25.78	99%	\$25.87	100%
13	Help Desk Technician	Technician - Technology Help Desk	C	12	\$23.98	\$21.82	91%	\$23.52	98%
14	Human Resources Specialist	Specialist - HR Personnel Services	C	13	\$23.02	\$22.73	99%	\$23.52	102%
15	Network Technician	Network Services Technician	C	7	\$31.99	\$26.63	83%	\$23.52	74%
16	Parent Liaison	Liaison - Parent Campus	M	7	\$15.83	\$16.99	107%	\$17.69	112%
17	Payroll Clerk	Specialist - Payroll	C	14	\$22.03	\$20.10	91%	\$23.52	107%
18	Principal Secretary - ES	Secretary - Principal ES	M	14	\$18.59	\$17.37	93%	\$18.57	100%
19	Principal Secretary - HS	Secretary - Principal HS	M	14	\$21.52	\$20.57	96%	\$21.46	100%
20	Principal Secretary - MS	Secretary - Principal MS	M	14	\$19.04	\$17.75	93%	\$19.87	104%
21	Purchasing Clerk	Specialist - Purchasing II	C	10	\$21.06	\$22.15	105%	\$23.52	112%

Waco ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Clerical & Technical

Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate	2021-2022 District Rate	2021-2022 District Rate Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market	
22 Receptionist - Central Office	Clerk - Human Resources	M	13	\$20.15	\$17.68	88%	\$17.69	88%	
23 Registrar - HS	Registrar II - Para	M	12	\$20.82	\$18.77	90%	\$19.87	95%	
24 Superintendent Secretary	Exec Asst To Superintendent	M	14	\$33.68	\$34.13	101%	\$31.31	93%	
25 Telecommunications Technician	Technician - Communication Systems	C,X	6	\$30.43	\$22.20	73%	\$25.87	85%	
District Comparison to Market						2021-2022 Pay	96%	Plan	102%

Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- X** Market comparison is excluded from overall counts and averages

Summary of Pay Comparisons to Market		
	Above (Over 110%)	-
	At market (90% - 110%)	20
	Below (Less than 90%)	3

Waco ISD

Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Clerical & Technical
Pay Range Minimums

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate Minimum	2021-2022 District Rate Minimum	2021-2022 District Minimum Compared to Market
1	Accounting Clerk	Accounting Revenue Specialist	M	8	\$19.35	\$19.29	100%
2	Accounts Payable Clerk	Specialist - Accounts Payable	M	14	\$18.41	\$19.29	105%
3	Bookkeeper - HS	Bookkeeper	M	10	\$16.21	\$17.60	109%
4	Campus Attendance/PEIMS Data Clerk - ES	Specialist - PEIMS ES	M	13	\$14.07	\$15.23	108%
5	Campus Attendance/PEIMS Data Clerk - HS	Specialist - PEIMS HS	M	13	\$14.07	\$15.23	108%
6	Campus Attendance/PEIMS Data Clerk - MS	Specialist - PEIMS MS	M	12	\$13.98	\$15.23	109%
7	Campus Secretary	Clerk - Campus Office	M	10	\$14.13	\$14.00	99%
8	Computer Technician	Technician - Technology Field Service	M	13	\$21.11	\$19.29	91%
9	Director Secretary	Admin Asst - (various PG 207)	M	13	\$17.79	\$19.29	108%
10	District PEIMS Specialist	Specialist - PEIMS Interface	M,X	10	\$29.48	\$21.21	72%
11	Employee Benefits Specialist	Specialist - HR Risk Mgmt, Benefits & Leave	M	12	\$21.17	\$19.29	91%
12	Executive Administrative Secretary	Exec Admin Asst - (various PG 208)	M	13	\$21.01	\$21.21	101%
13	Help Desk Technician	Technician - Technology Help Desk	M	11	\$21.22	\$19.29	91%
14	Human Resources Specialist	Specialist - HR Personnel Services	M	12	\$21.17	\$19.29	91%
15	Network Technician	Network Services Technician	M	7	\$27.96	\$19.29	69%
16	Parent Liaison	Liaison - Parent Campus	M	6	\$14.82	\$14.51	98%
17	Payroll Clerk	Specialist - Payroll	M	14	\$19.52	\$19.29	99%
18	Principal Secretary - ES	Secretary - Principal ES	M	13	\$16.09	\$15.23	95%
19	Principal Secretary - HS	Secretary - Principal HS	M	13	\$17.86	\$17.60	99%
20	Principal Secretary - MS	Secretary - Principal MS	M	13	\$16.09	\$16.29	101%
21	Purchasing Clerk	Specialist - Purchasing II	M	10	\$18.46	\$19.29	105%
22	Receptionist - Central Office	Clerk - Human Resources	M	12	\$16.54	\$14.51	88%

Waco ISD

Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Clerical & Technical
Pay Range Minimums

Benchmark Position		District Job Title	Note	Districts Reporting	2021-2022 Market Rate Minimum	2021-2022 District Rate Minimum	2021-2022 District Minimum Compared to Market	
23	Registrar - HS	Registrar II - Para	M	11	\$16.28	\$16.29	100%	
24	Superintendent Secretary	Exec Asst To Superintendent	M	12	\$26.60	\$25.67	97%	
25	Telecommunications Technician	Technician - Communication Systems	M,X	6	\$26.51	\$21.21	80%	
District Comparison to Market							Plan	98%

Notes

M Market minimum is median of reporting comparison districts

X Market comparison is excluded from overall counts and averages

Summary of Minimum Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	21
	Below (Less than 90%)	2

Waco ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Instructional Support

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate	2021-2022 District Rate	2021-2022 District Rate Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market	
1	Certified Nursing Assistant	Certified Nurse Aide	NS		\$14.56	\$15.28	105%	\$16.08	110%	
2	Certified Occupational Therapy Assistant	Occupational Therapist Asst	NS		\$27.36	\$30.80	113%	\$31.31	114%	
3	Child Care Worker	Aide - Child Care	NS		\$12.71	\$13.85	109%	\$16.08	127%	
4	Classroom Teacher Aide	Aide - Instructional (Various PG 202)	M	14	\$14.33	\$15.22	106%	\$16.08	112%	
5	Computer Lab Aide	Aide - Multimedia	M	8	\$13.90	\$14.78	106%	\$16.08	116%	
6	Deaf-Education Interpreter (Basic)	Interpreter - Sign Language Certified	C	4	\$24.84	\$23.50	95%	\$25.87	104%	
7	Library Aide	Aide - Library	M	11	\$14.85	\$15.34	103%	\$16.08	108%	
8	Licensed Vocational Nurse (LVN)	Nurse - LVN	C	12	\$22.17	\$23.36	105%	\$23.52	106%	
9	Nursing Assistant (non-certified)	Aide - Nurse/Medication	NS		\$14.08	\$17.41	124%	\$16.08	114%	
10	Special Education Aide - General/Resource	Special Ed Aide - BASE/Achieve/Deaf/Res/Incl/Tran	M	14	\$14.02	\$16.01	114%	\$17.69	126%	
11	Special Education Aide - Self-Contained	Special Ed Aide - Functional/PPCD/SAIL	M	13	\$14.07	\$15.66	111%	\$17.69	126%	
District Comparison to Market							2021-2022 Pay	108%	Plan	115%

Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market

Summary of Pay Comparisons to Market	Above (Over 110%)	4
	At market (90% - 110%)	7
	Below (Less than 90%)	-

Waco ISD

Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Instructional Support
Pay Range Minimums

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate Minimum	2021-2022 District Rate Minimum	2021-2022 District Minimum Compared to Market
1	Classroom Teacher Aide	Aide - Instructional (Various PG 202)	M	13	\$12.00	\$13.19	110%
2	Computer Lab Aide	Aide - Multimedia	M	8	\$12.06	\$13.19	109%
3	Deaf-Education Interpreter (Basic)	Interpreter - Sign Language Certified	M	4	\$22.14	\$21.21	96%
4	Library Aide	Aide - Library	M	10	\$12.35	\$13.19	107%
5	Licensed Vocational Nurse (LVN)	Nurse - LVN	M	11	\$19.43	\$19.29	99%
6	Special Education Aide - General/Resource	Special Ed Aide - BASE/Achieve/Deaf/Res/Incl/Tran	M	13	\$12.21	\$14.51	119%
7	Special Education Aide - Self-Contained	Special Ed Aide - Functional/PPCD/SAIL	M	13	\$12.82	\$14.51	113%
District Comparison to Market						Plan	108%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market	
Above (Over 110%)	2
At market (90% - 110%)	5
Below (Less than 90%)	-

Waco ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Auxiliary

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate	2021-2022 District Rate	2021-2022 District Rate Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Cafeteria Manager - ES	Cafeteria Manager - ES	M	13	\$16.30	\$18.21	112%	\$19.41	119%
2	Cafeteria Manager - HS	Cafeteria Manager - HS	M	13	\$19.22	\$22.82	119%	\$23.06	120%
3	Cafeteria Worker	Cafeteria Worker	C	13	\$12.48	\$12.89	103%	\$13.75	110%
4	Carpenter	Carpenter	C	11	\$22.56	\$22.65	100%	\$23.06	102%
5	Crossing Guard	Crosswalk Guard	M	8	\$12.32	\$11.98	97%	\$13.75	112%
6	Custodian	Custodian	C	13	\$12.97	\$12.92	100%	\$23.06	178%
7	District Child Nutrition Supervisor	Supervisor - CNS Compliance/Employee Relations/Operations	M	8	\$26.41	\$25.41	96%	\$27.40	104%
8	Electrician	Electrician	C	12	\$25.49	\$26.74	105%	\$25.14	99%
9	General Laborer	Utility Worker	NS		\$14.81	\$14.52	98%	\$16.34	110%
10	General Maintenance Worker	General Maintenance Worker II	C	13	\$19.22	\$16.86	88%	\$19.41	101%
11	Groundskeeper	Groundskeeper	C	14	\$14.37	\$15.97	111%	\$16.34	114%
12	HVAC Mechanic (Licensed)	HVAC Technician	C	13	\$25.55	\$23.34	91%	\$25.14	98%
13	Lead Custodian - ES	Custodian - Head ES	M	13	\$15.31	\$17.63	115%	\$19.41	127%
14	Lead Custodian - HS	Custodian - Head HS	M	13	\$16.68	\$21.82	131%	\$23.06	138%
15	Locksmith	Locksmith	NS		\$22.56	\$21.07	93%	\$23.06	102%
16	Mail Clerk	Mail Delivery	NS		\$15.45	\$17.11	111%	\$16.34	106%
17	Maintenance Foreman	Foreman - Maintenance/Carpentry/Grounds	C	8	\$26.41	\$26.38	100%	\$27.40	104%
18	Painter	Painter	C	11	\$20.26	\$20.54	101%	\$23.06	114%
19	Pest Control Specialist	Pest Control - Lead	C,X	7	\$19.30	\$25.42	132%	\$23.06	119%
20	Plumber	Plumber	C	11	\$26.77	\$22.55	84%	\$25.14	94%
21	Police Officer/Certified Peace Officer	Police Officer	C	5	\$29.17	\$28.10	96%	\$29.87	102%

Waco ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Auxiliary

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate	2021-2022 District Rate	2021-2022 District Rate Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market	
22	Security Guard	Security Guard	C	7	\$15.37	\$17.62	115%	\$19.41	126%	
23	Warehouse Assistant	Warehouse Worker	M	11	\$17.37	\$15.40	89%	\$17.81	103%	
24	Warehouse Supervisor	CNS Warehouse Manager	M	9	\$26.28	\$25.90	99%	\$27.40	104%	
25	Welder	Welder	NS		\$22.32	\$23.62	106%	\$23.06	103%	
District Comparison to Market							2021-2022 Pay	103%	Plan	112%

Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market

Summary of Pay Comparisons to Market	
	Above (Over 110%) 7
	At market (90% - 110%) 14
	Below (Less than 90%) 3

Waco ISD

Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Auxiliary
Pay Range Minimums

Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate Minimum	2021-2022 District Rate Minimum	2021-2022 District Minimum Compared to Market
1 Cafeteria Manager - ES	Cafeteria Manager - ES	M	12	\$14.53	\$15.92	110%
2 Cafeteria Manager - HS	Cafeteria Manager - HS	M	12	\$16.50	\$18.91	115%
3 Cafeteria Worker	Cafeteria Worker	M	12	\$11.08	\$11.28	102%
4 Carpenter	Carpenter	M	10	\$18.59	\$18.91	102%
5 Crossing Guard	Crosswalk Guard	M	8	\$11.00	\$11.28	103%
6 Custodian	Custodian	M	12	\$11.08	\$18.91	171%
7 District Child Nutrition Supervisor	Supervisor - CNS Compliance/Employee Relations/Operations	M	7	\$24.78	\$22.47	91%
8 Electrician	Electrician	M	11	\$20.08	\$20.61	103%
9 General Maintenance Worker	General Maintenance Worker II	M	12	\$15.41	\$15.92	103%
10 Groundskeeper	Groundskeeper	M	13	\$12.42	\$13.40	108%
11 HVAC Mechanic (Licensed)	HVAC Technician	M	12	\$21.08	\$20.61	98%
12 Lead Custodian - ES	Custodian - Head ES	M	12	\$13.34	\$15.92	119%
13 Lead Custodian - HS	Custodian - Head HS	M	12	\$14.72	\$18.91	129%
14 Maintenance Foreman	Foreman - Maintenance/Carpentry/Grounds	M	7	\$21.14	\$22.47	106%
15 Painter	Painter	M	10	\$16.88	\$18.91	112%
16 Pest Control Specialist	Pest Control - Lead	M,X	7	\$18.23	\$18.91	104%
17 Plumber	Plumber	M	10	\$21.48	\$20.61	96%

Waco ISD

Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Auxiliary
Pay Range Minimums

Benchmark Position		District Job Title	Note	Districts Reporting	2021-2022 Market Rate Minimum	2021-2022 District Rate Minimum	2021-2022 District Minimum Compared to Market
18	Police Officer/Certified Peace Officer	Police Officer	M	5	\$28.90	\$24.49	85%
19	Security Guard	Security Guard	M	7	\$13.58	\$15.92	117%
20	Warehouse Assistant	Warehouse Worker	M	10	\$13.92	\$14.60	105%
21	Warehouse Supervisor	CNS Warehouse Manager	M	8	\$22.76	\$22.47	99%
District Comparison to Market						Plan	109%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market		
	Above (Over 110%)	6
	At market (90% - 110%)	13
	Below (Less than 90%)	1

Waco ISD Pay System Maintenance



Jennifer Barton, HR and Compensation Consultant

May 19, 2022



This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional advisor. Consult with your attorney or professional advisor to apply these principles to specific fact situations.



TASB Pay Maintenance Process

Data Collection

Pay data & processes

Kick-off discussions



Market Pay Review

Gather market data

Match common jobs



Build Models for Improvement

Align pay structures

Adjust employee pay



Pay System Objectives

- **Recruit Employees**

- Competitive entry rates
- Competitive pay for experienced new hires

- **Pay for Job Value**

- Prevent overpayment or underpayment

- **Retain Employees**

- Advance pay to market rates
- Market-competitive pay increases

- **Control Costs**

- Salary plan and increases driven by budget



Market Pay Strategy

Market rate is intentionally set:

- Market value
- District goals

Range parameters are set to limit employee pay variance from the target rate.

Goal is to pay employees near target rate.

Target rate is adjusted regularly.

275





Market Districts

District	Enrollment	Teachers and Exempt
<i>Waco ISD</i>	14,399	
Belton ISD	13,333	X
Bryan ISD	16,166	X
College Station ISD	13,613	X
Copperas Cove ISD	8,050	X
Desoto ISD	9,355	**
Duncanville ISD	11,908	X
Georgetown ISD	12,483	X
Killeen ISD	43,956	X
Leander ISD	41,676	X
Mansfield ISD	35,063	X
Midway ISD-McLennan County	8,218	X
Pflugerville ISD	25,433	X
Round Rock ISD	50,453	X
Temple ISD	8,264	X
Tyler ISD	18,130	**
Waxahachie ISD	276 10,073	X

** District did not participate in survey. Teacher schedules collected from the district.



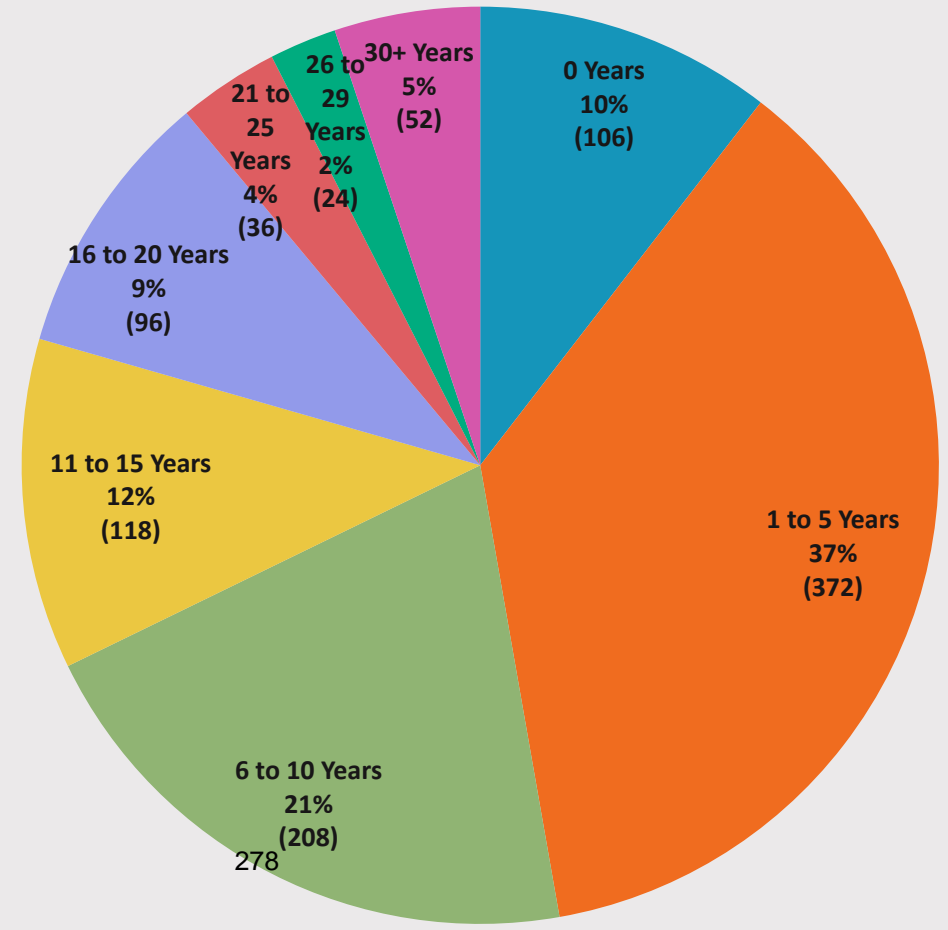
Other Waco Metro Area Market Sources

- Economic Research Institute
- CompAnalyst



Teachers – Demographics

Experience of Current Teachers

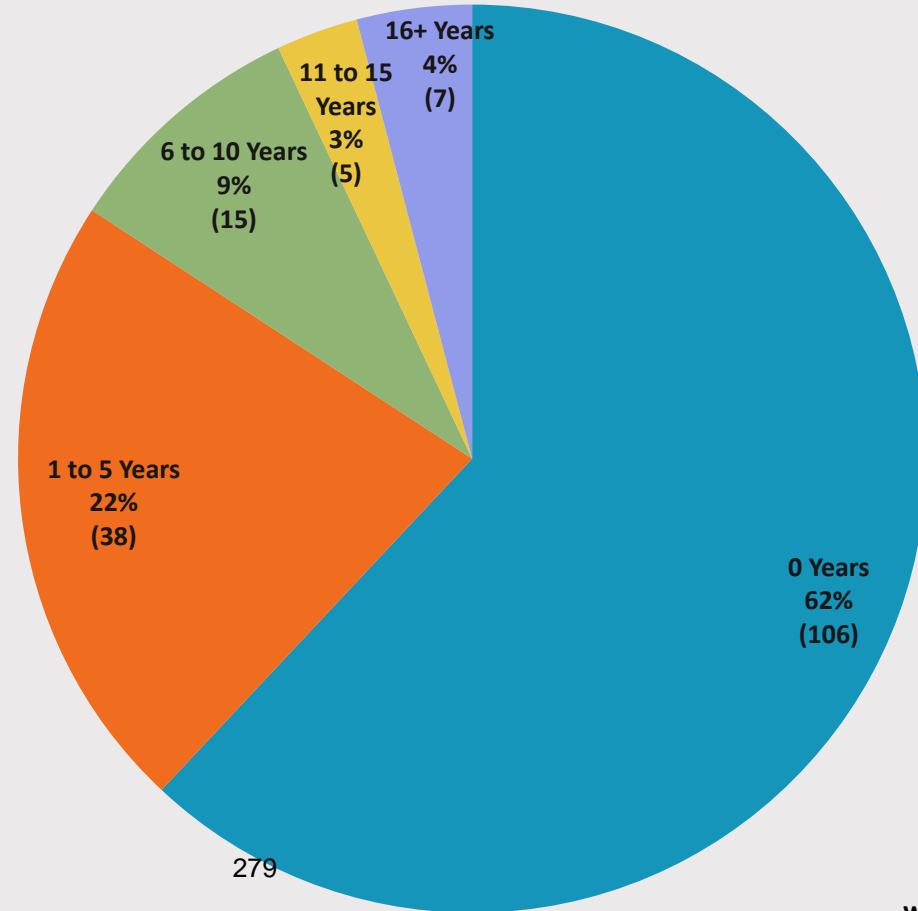


1,012 Teachers



Teachers – Demographics

Experience of Newly Hired Teachers

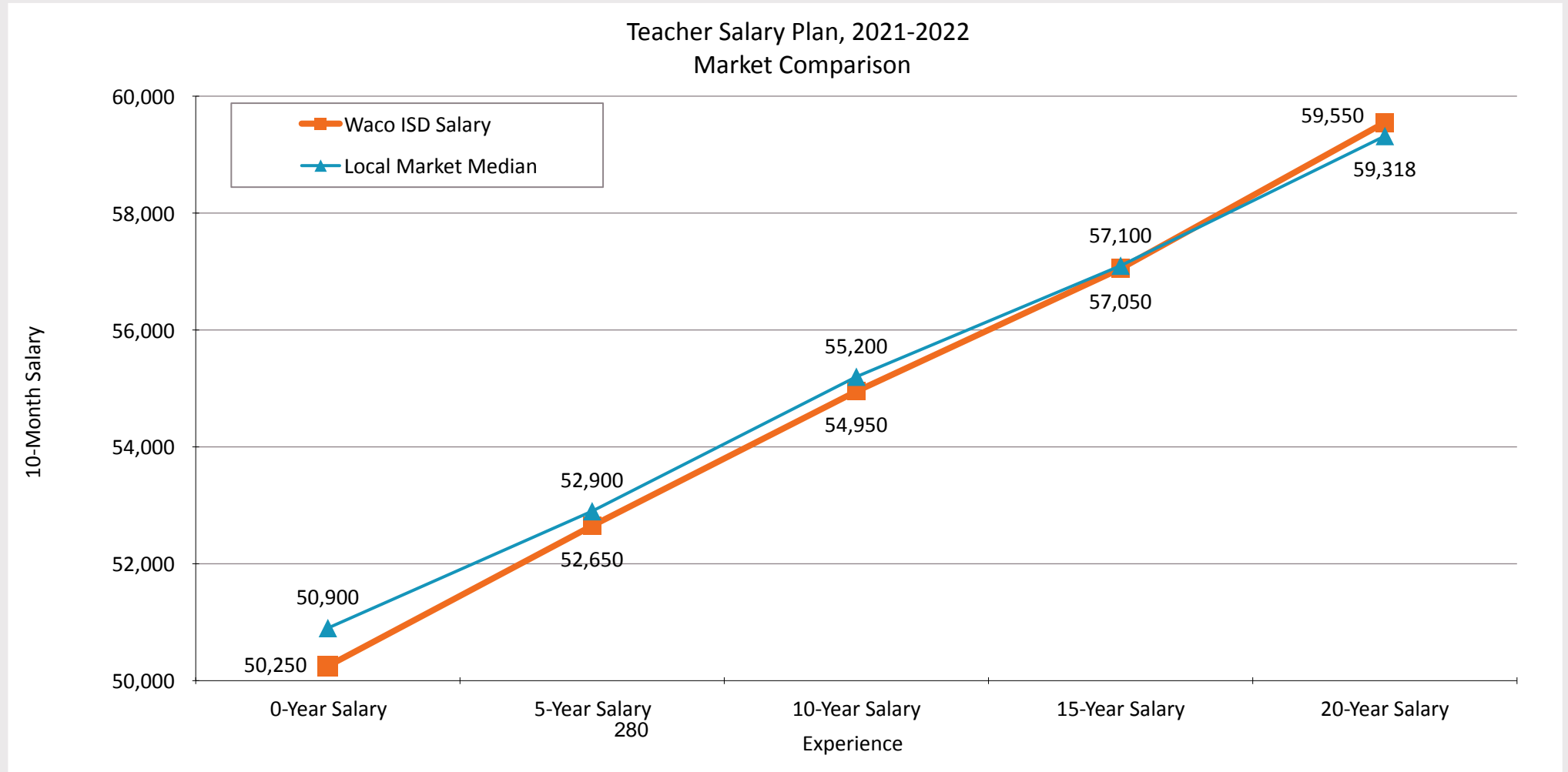


279

171 Teachers
with 0 years of local experience in 2021-2022



Teachers – Market Graph





Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years
Waco ISD Salary	\$50,250	\$52,650	\$54,950	\$57,050	\$59,550
Local Market Median	\$50,900	\$52,900	\$55,200	\$57,100	\$59,318
% Difference from Market	99%	100%	100%	100%	100%
Difference from Market	(\$650)	(\$250)	(\$250)	(\$50)	\$232



Teachers – Market Stipends

Stipend	Waco ISD	Median Stipend	Districts Reporting
Secondary Math	\$8,000	\$2,750	8 of 14
Secondary Science	\$8,000	\$2,750	8 of 14
Special Education - General/Resource	\$1,500	\$1,250	6 of 14
Special Education - Self-Contained	\$3,000	\$2,000	10 of 14
Bilingual	\$5,000	\$5,000	14 of 14
ESL – General	\$1,000	\$1,250	4 of 14
ESL – Dual Language Program 282	\$1,000	\$1,500	4 of 14



Exempt– Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Number of Benchmarks
Central Administration	100%	100%	23
Campus Administration	100%	105%	7
Professional	99%	103%	34



Nonexempt – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Clerical and Technical	96%	102%	98%	23
Instructional Support	108%	115%	108%	11
Auxiliary	103%	112%	109%	24



Extra Duty – Market Stipends

Stipend Group	Average Market Difference	Number of Benchmarks
Athletics	-\$26	31
Performing Arts	-\$834	17
Academics	\$505	9



Recommendation 1

Implement pay structure adjustments to align with market

- Four structures – Teacher, administrative/professional, paraprofessional, and auxiliary
- Improve starting salaries
- Midpoints aligned with market
- Jobs aligned within structures



Recommendation 2

Adopt a general pay increase (GPI) to maintain market position

- Model 1: 2% for all job groups
- Model 2: 2.5% for all job groups
- Model 3: 3% for all job groups
- For teacher structure, GPI calculated as a percentage of market median salary
- For other pay groups, GPI calculated as a percentage of employee's pay grade midpoint



Recommendation 3

Provide adjustments to address market differences and maintain equity

- Bring to 1% above minimum
- Strategic adjustments for select pay groups (1% of midpoint if more than 10% below midpoint)
- Educator career pathway adjustments (2% above teacher rate)
- Placement scale adjustments for paraprofessional and auxiliary group in select pay grades



Recommendation 4

Improve pay equity and budget management by implementing strong pay discipline for employees paid above the maximum of their pay grade



Recommendation 5

Continue to annually review district compensation plan and update as needed to maintain market competitiveness



Cost – Model 1 (2.0%)

Model 1: \$50,925 teacher starting salary			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$1,131,876	\$0	\$1,131,876
Administrative Professional	\$639,517	\$104,587	\$744,104
Paraprofessional	\$330,338	\$78,958	\$409,296
Auxiliary	\$192,204	\$197,797	\$390,001
Total	\$2,293,935	\$381,342	\$2,675,277
% of Current Costs	2.1%	0.3%	2.5%



Cost – Model 2 (2.5%)

Model 2: \$51,200 teacher starting salary			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$1,408,640	\$0	\$1,408,640
Administrative Professional	\$799,346	\$98,471	\$897,817
Paraprofessional	\$413,400	\$70,441	\$483,841
Auxiliary	\$238,588	\$181,847	\$420,435
Total	\$2,859,974	\$350,759	\$3,210,733
% of Current Costs	2.6%	0.3%	2.9%



Cost – Model 3 (3.0%)

Model 3: \$51,475 teacher starting salary			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers	\$1,685,213	\$0	\$1,685,213
Administrative Professional	\$958,842	\$92,482	\$1,051,324
Paraprofessional	\$497,380	\$62,290	\$559,670
Auxiliary	\$288,012	\$163,703	\$451,715
Total	\$3,429,447	\$318,475	\$3,747,922
% of Current Costs	3.1%	0.3%	3.4%

Jennifer Barton, HR and Compensation Consultant

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Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: May 19, 2022

Contact Person: Dr. Daniel Lopez

RE: Consider, Discuss, and Take Appropriate Action Regarding Annual Salary Increases

=====

Background Information:

Per DEA (LOCAL), the Superintendent is required to recommend to the Board of Trustees an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives.

During the spring of 2022, TASB HR Services performed a pay maintenance review. After an extensive review of that study, as well as the District’s goals for hiring and retaining highly qualified employees, the attached information is provided for Board review and consideration for the 2022-2023 Compensation Plan.

Proposed salary increases for 2022-2023 include:

- A \$1,675 salary increase for employees paid on the Teacher Pay Schedule. This increase is an average of 3% of the midpoint for all continuing teachers. First-year teachers will be paid \$51,475, an increase of \$1,225 over the 2021-2022 starting pay of \$50,250.
- A 3% of the appropriate pay grade midpoint increase for all other employee pay groups (Administrative/Professional, Paraprofessional, and Auxiliary).
- Equity adjustments as identified by TASB to support:
 - 1) an adjustment of 1 percent above the proposed pay range minimum for administrative/professional, paraprofessional and auxiliary employees whose pay is below the minimum of the proposed pay grade after the general pay increase is applied. This adjustment will ensure current employees are paid more than newly hired employees with the same years of experience.
 - 2) an increase where needed for employees within the educator career pathway (instructional specialists, counselors, librarians, assistant principals, etc.) to ensure the pay rate is at least 2 percent above the daily rate the employee would receive as a teacher based on their creditable years of experience. This ensures no professional on the pathway is making less than a teacher with the same years of experience.
 - 3) a strategic adjustment of 1 percent of midpoint to move pay closer to market value for administrative/professional employees whose pay is below 90 percent of the market after the general pay increase and all other adjustments are applied.

4) application of a placement scale to pay grades 201 through 203 to align employee pay by years of experience. Placement scales divide the minimum and midpoint in each pay grade by 15 years to help spread pay for staff to avoid pay compression.

5) a strategic adjustment of 1 percent of midpoint to move pay closer to market value for employees in pay grades 204 through 209 whose pay is below 90 percent of the market after the general pay increase and all other adjustments are applied.

6) changes to paygrade boxes to move custodians and cafeteria workers from pay grade 301 to 302 and all positions on a 302 pay grade to the 303 pay grade.

7) Apply a 15 years to midpoint placement scale to pay grades 301 to 305 to align employee pay by years of experience and avoid compression.

8) a strategic adjustment of 1 percent of midpoint to move pay closer to market value for employees in pay grades without a placement scale and whose pay is below 90 percent of the market after the general pay increase and all other adjustments are applied.

Increased Stipends in the following areas:

- Bilingual Teacher stipend increase from \$5,000 to \$6,000.
- Increase of one Special Education Visually Impaired Teacher stipend from \$3,000 to \$6,000.
- Addition of one new \$2,000 stipend for a Lead Speech-Language Pathologists to assist with the oversight of SLP and SLP assistants.
- Four \$2,500 stipends for Future Educators Academy teachers (2 teachers at UHS and 2 teachers at WHS) for the 2022-2023 and 2023-2024 school years. Must teach Principles of Education, Instructional Practices and/or Practicum through the Future Educators Academy. These grant funded stipends will end when grant funding is no longer available.
- Two \$7,000 stipends for audio-visual production and two \$3,000 stipends for photography to support athletic events.

Fiscal Implications:

The estimated cost of the proposed salary increases, with equity adjustments, is \$3.7 million. The cost of the increases will be included in the proposed budget for 2022-2023.

Administrative Recommendation(s):

Approve salary increases as presented.

**WACO I.S.D.
COMPENSATION
PLAN
2022-2023**



**Waco ISD
2022-2023
New Hire Guide for Teachers**

Years of Experience	New Hire Salary
0	\$51,475
1	\$51,925
2	\$52,375
3	\$52,825
4	\$53,325
5	\$53,825
6	\$54,325
7	\$54,825
8	\$55,325
9	\$55,825
10	\$56,225
11	\$56,625
12	\$57,025
13	\$57,425
14	\$57,825
15	\$58,225
16	\$58,725
17	\$59,225
18	\$59,725
19	\$60,225
20	\$60,725
21	\$61,225
22	\$61,625
23	\$62,025
24	\$62,425
25	\$62,825
26	\$63,225
27+	\$63,625

Continuing Teachers will receive an increase of \$1,675

The salaries listed above are based on 10-month (187-days) employment for the 2022-2023 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed.

Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

2022-2023 Proposed Administrative Professional Pay Plan

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
101					
	Coordinator - Attendance And Truancy	202	153 Days 36,705	44,064	51,423
	Coordinator - PDS Site	153	187 Days 44,861	53,856	62,851
	Facilitator - Professional Development	187	196 Days 47,020	56,448	65,876
	Facilitator - Restorative Discipline	226	202 Days 48,460	58,176	67,892
	Family Engagement Specialist	226	203 Days 48,700	58,464	68,228
	Homeless Student Parent/Community Specialist	203	207 Days 49,659	59,616	69,573
	Intern - Professional Practicum Student	202	212 Days 50,859	61,056	71,253
	Lead Parent Educator	202	226 Days 54,217	65,088	75,959
	Liaison - Parent & Community Support	226			
	LSPSP Case Manager	202			
	LSSP - Intern	202			
	Manager - Afterschool/Summer Enrichment	226			
	Manager - Athletic Scheduling & Equipment	226			
	Parent Educator	202			
	Parent Educator - Inspiracion	202			
	Records Management Specialist	226			
	Restorative Justice Facilitator	226			
	Specialist - Campus Parent/ Community Involvement	212, 226			
	Specialist - Communications	226			
	Specialist - Deaf Ed Interpreter Services	196			
	Specialist - Dropout Credit Recovery	212			
	Specialist - Family Support (TW)	207, 226			
	Specialist - Inspiracion Program (TW)	226			
	Strength And Conditioning Coach	226			
102					
	Accountant - Professional	226			
	Afterschool Program Specialist	226			
	At-Risk Interventionist	226	187 Days 48,452	58,164	67,877
	Behavior Intervention Specialist	207	202 Days 52,338	62,830	73,322
	Behavior Intervention Specialist/Coach	207	207 Days 53,634	64,385	75,137
	Business Services Accountant	226	212 Days 54,929	65,940	76,952
	Coordinator - Afterschool Program Support & Curriculum	226	226 Days 58,557	70,295	82,033
	Coordinator - Librarian And Technology Supervisor	212	240 Days 62,184	74,650	87,115
	Coordinator - PYP	187			
	Energy Manager	226			
	Facilitator - Human Resources	226			
	Grant Accountant	226			
	Homeless Students Population Specialist	187			
	Information Support System Program Analyst	226			
	Intern - Behavior Analyst	212			
	Library Media Specialist - ES	188			
	Library Media Specialist - MS	188			
	Network Infrastructure Engineer	226			
	Network Systems Engineer	226			
	Specialist - At-Risk Students	207			
	Specialist - Campus Testing	187			
	Specialist - College Career Military Readiness	212			

Specialist - Information Systems	226
Specialist - Public Relations	207
Specialist - Threat Assessment & Violence Prevention	212
Speech Pathologist - Asst	187
Supervisor - Custodial Services/LPM Coordinator	240
Supervisor - Maintenance & Grounds	240
Supervisor - Warehouse	240
Systems Engineer	226
Technology Facilitator	202
Television Production Manager/Producer	226
Transition Specialist	202

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Athletic Trainer	202
Blended Learning, Innovation And Research - Master Teacher (TW)	202
Counselor - ES	190, 203
Counselor - ES At-Risk	190
Counselor - MS	203, 212
Counselor - Special Education	190
Data Analyst - Elementary (TW)	207
Data Specialist	207
ESL Strategist/ Interventionist	187
ESL Strategist/Interventionist - HS	187
Facilitator - ARD	202
Instructional Coach - Kindergarten & First Grade	207
Instructional Coach - Montessori Secondary	202
Instructional Coach - Prek And Kindergarten	207
Instructional Specialist - Campus	202
Instructional Specialist - RDSPD	207
Instructional Specialist - Dyslexia	187
Liaison - Greater Waco Academies Family/Community	226
Librarian - ES	188
Librarian - HS	193
Librarian - MS	188
Master Teacher (TW)	202
Nurse - RN	187
Reading Recovery Lead	202
Social Worker - Parent / Community Involvement (TW)	202
Special Education - Master Teacher (TW)	202
Specialist - Transition	202
Supervisor - Community Outreach For Homeless Students	203
Supervisor - Payroll	226
Supervisor - Risk Management And Benefits	226
Supplemental Instruction Specialist	212

Daily	\$277.23	\$332.81	\$388.39
187 Days	51,842	62,235	72,629
188 Days	52,119	62,568	73,017
190 Days	52,674	63,234	73,794
193 Days	53,505	64,232	74,959
202 Days	56,000	67,228	78,455
203 Days	56,278	67,560	78,843
207 Days	57,387	68,892	80,397
212 Days	58,773	70,556	82,339
226 Days	62,654	75,215	87,776

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Asst Principal - ES	207,226
Board Certified Behavior Analyst - BCBA	212
Counselor - Career - Greater Waco Advanced Health Care Academy	212
Counselor - Career - Greater Waco Advanced Manufacturing Academy	212
Counselor - Challenge Academy	190
Counselor - HS	203
Counselor - Lead HS	226
Diagnostician	202
District Behavior Specialist	207

Daily	\$299.41	\$359.43	\$419.45
187 Days	55,990	67,213	78,437
190 Days	56,888	68,292	79,696
202 Days	60,481	72,605	84,729
203 Days	60,780	72,964	85,148
207 Days	61,978	74,402	86,826
212 Days	63,475	76,199	88,923
226 Days	67,667	81,231	94,796

Licensed Specialist School Psychology	202
Occupational Therapist	190
Social Worker - Clinical	226
Speech Pathologist - ASHA	187
Supervisor - Police/Field Service	226

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Asst Principal - Credit Recovery	207
Asst Principal - DAEP	207
Asst Principal - MS	207
Coordinator - Advanced Academics	226
Coordinator - Athletics MS	226
Coordinator - Bilingual	212
Coordinator - Communications	207
Coordinator - Counseling And SEL	226
Coordinator - Curriculum And Instruction	226
Coordinator - District Behavior Intervention	207
Coordinator - District Reading	226
Coordinator - English Language Learner	207
Coordinator - HST Curriculum & Certifications	226
Coordinator - Instructional Technology	226
Coordinator - Librarian	212
Coordinator - Professional Development	226
Coordinator - Research And Assessment	226
Coordinator - Special Education	226
Coordinator - State And Federal Programs	226
Coordinator - Student Management	226
Coordinator - Technology Support Services	226
Coordinator - Testing & Assessments	226
Coordinator - TW Nonprofit Systems	226
Coordinator - Section 504 Compliance & Response To Intervention	226
Dean - Atlas Academy	226
Dean - Instruction MS	226
Dean - Student Services MS (TW)	226
Senior Security Systems Engineer	226
Senior Systems Engineer	226
Supervisor - Police/Administrative Services	226

Daily	\$314.37	\$377.40	\$440.43
207 Days	65,075	78,122	91,169
212 Days	66,646	80,009	93,371
226 Days	71,048	85,292	99,537

106

Associate Principal - HS	226
Asst Athletic Director	226
Asst Director - Facilities & Preventative Maintenance	226
Asst Director - Human Resources	226
Asst Director - Maintenance	226
Asst Principal - HS	207
Chief Of Police	226
Dean - Academies	226
Dean - GWAHCA	226
Dean - GWAMA	226
Dean - Waco ISD Future Educators Academy	226
Director - Accountability And Data Analysis	226
Director - Advanced Academics	226
Director - Early Childhood Education	226
Director - Health Services	226
Director - Network Systems	226

Daily	\$355.24	\$426.46	\$497.68
207 Days	73,535	88,277	103,020
226 Days	80,284	96,380	112,476

Director - Opportunity Culture	226
Director - PEIMS/Data Analytics	226
Principal - Credit Recovery	226
Principal - ES	226

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Athletic Sector Coordinator - Head Football Coach	226
Director - Attendance and Outreach	226
Director - Bilingual/ESL	226
Director - Career & Technology Education	226
Director - Challenge Academy	226
Director - Fine Arts	226
Director - Human Resources	226
Director - Intervention Services & State And Fed. Programs	226
Director - Professional Development (TW)	226
Director - Purchasing	226
Director - Strategic Evaluation Systems & Support	226
Director - Strategic Planning & Communications	226
Principal - MS	226
Principal - DAEP	226

Daily	\$390.47	\$464.84	\$539.21
226 Days	88,246	105,054	121,861

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Chief Communications Officer(TW)	226
Director - Athletics	226
Ex Director - Communications	226
Ex Director - Curriculum & Professional Development	226
Ex Director - Elementary Education	226
Ex Director - Finance	226
Ex Director - Human Resources	226
Ex Director - School Leadership (TW)	226
Ex Director - Secondary Education	226
Ex Director - Special Education	226
Ex Director - School Advocacy (TW)	226
Ex Director - Student Services	226
Ex Director - Student Support	226
Principal - HS	226

Daily	\$437.32	\$520.62	\$603.92
226 Days	98,834	117,660	136,486

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Asst Superintendent - Curriculum And Instruction	226
Asst Superintendent - Human Resources	226
Asst Superintendent For Student Services And Support	226
Chief Financial Officer	226
Chief Officer Of Facilities And Operations	226
Chief Technology Officer	226

Daily	\$542.28	\$645.57	\$748.86
226 Days	122,555	145,899	169,242

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Chief Of Staff	226
Deputy Superintendent	226

Daily	\$623.62	\$742.41	\$861.20
226 Days	140,938	167,785	194,631

2022-2023 Proposed Paraprofessional Pay Plan
Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
201			Hourly	\$12.10	\$14.75	\$17.41
	After School Worker	207	193 Days	18,682	22,774	26,881
	Receptionist - Campus	193	207 Days	20,038	24,426	28,831
202			Hourly	\$13.19	\$16.08	\$18.97
	Aide - Behavior Support	187	180 Days	18,994	23,155	27,317
	Aide - Bilingual Instructional	187	187 Days	19,732	24,056	28,379
	Aide - Child Care	187	188 Days	19,838	24,184	28,531
	Aide - Inspiracion Classroom Asst	187				
	Aide - Instructional	187				
	Aide - Instructional - Compensatory	187				
	Aide - Instructional (SIT)	187				
	Aide - Instructional Math	187				
	Aide - Instructional/Library	187				
	Aide - ISS	187				
	Aide - Library	187, 188				
	Aide - Multimedia	187				
	Aide - Nurse/Medication	187				
	Aide - Physical Education	187				
	Aide - Pre K	187				
	Aide - Pre K/Bilingual	187				
	Aide - Pre K/KG	187				
	Aide - Primary Literacy	187				
	Aide - Reset Classroom	187				
	Aide - Student Support	187				
	Certified Nurse Aide	187				
	Intern - After School Worker, Fitness	180				
	Reach Associate	187				
	Teacher Resident	187				
203			Hourly	\$14.51	\$17.69	\$20.87
	Aide - Special Ed - PPCD	187	187 Days	21,707	26,464	31,222
	Aide - SPED	187	193 Days	22,403	27,313	32,223
	Aide - SPED - 18-21 Transition	187	202 Days	23,448	28,587	33,726
	Aide - SPED - Achieve	187	212 Days	24,609	30,002	35,396
	Aide - SPED - Aspire	187	226 Days	26,234	31,984	37,733
	Aide - SPED - Deaf Ed	187				
	Aide - SPED - ECSE	187				
	Aide - SPED - Inclusion	187				
	Aide - SPED - Resource/Inclusion	187				
	Aide - SPED - SAIL	187				
	Bilingual Asst - Special Ed	202				

Clerk - Athletic	212
Clerk - Campus Office	193
Clerk - Campus Office Bilingual	193
Clerk - English Learners Department Testing	226
Clerk - Human Resources	226
Clerk - Print & Mail Center	226
Clerk - SPED	202
Receptionist - Administration	226
Registered Behavior Technician	187

204	
Liaison - Parent Campus	193
Secretary - Principal ES	226
Specialist - Parent Involvement	202
Specialist - PEIMS ES	196
Specialist - PEIMS HS	196
Specialist - PEIMS MS	196

Hourly	\$15.23	\$18.57	\$21.91
193 Days	23,515	28,672	33,829
196 Days	23,881	29,118	34,355
202 Days	24,612	30,009	35,407
226 Days	27,536	33,575	39,613

205	
Liaison - Attendance Court	202
Registrar II - Para	226
Secretary - Credit Recovery/Challenge	226
Secretary - DAEP	226
Secretary - GWAHCA	226
Secretary - GWAMA	226
Secretary - Principal MS	226

Hourly	\$16.59	\$20.24	\$23.89
202 Days	26,809	32,708	38,606
226 Days	29,995	36,594	43,193

206	
Bookkeeper	226
Director - Child Care	187
Interpreter - Sign Language Noncertified	187
Secretary - Principal HS	226
Specialist - Police Support Services	226
Specialist - Warehouse	226

Hourly	\$17.76	\$21.66	\$25.56
187 Days	26,569	32,403	38,238
226 Days	32,110	39,161	46,212

207	
Accounting Revenue Specialist	226
Admin Asst - Athletics	226
Admin Asst - Bernard & Audre Rapport Vision Center	202
Admin Asst - Bilingual	226
Admin Asst - Career & Technology Education	226
Admin Asst - Child Nutrition Services	226
Admin Asst - Custodial Services	226
Admin Asst - Fine Arts	226
Admin Asst - Homeless Department	187
Admin Asst - Maintenance	226
Admin Asst - PEIMS	226
Admin Asst - Police	226

Hourly	\$19.47	\$23.74	\$28.01
187 Days	29,127	35,515	41,903
202 Days	31,464	38,364	45,264
226 Days	35,202	42,922	50,642

Admin Asst - Student Management	226
Bookkeeper - Athletics	226
Float Nurse - LVN	187
Network Services Technician	226
Nurse - LVN	187
Specialist - Accounts Payable	226
Specialist - Bilingual Assessor	226
Specialist - HR Personnel Services	226
Specialist - HR Risk Mgmt, Benefits & Leave	226
Specialist - Maintenance Business	226
Specialist - Payroll	226
Specialist - Purchasing II	226
Specialist - SPED PEIMS	226
Technician - Technology Field Service	226
Technician - Technology Help Desk	226

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Exec Admin Asst - Business & Financial Services	226
Exec Admin Asst - Communications	226
Exec Admin Asst - Curriculum & Instruction	226
Exec Admin Asst - Human Resources	226
Exec Admin Asst - Operations	226
Exec Admin Asst - Special Education	226
Exec Admin Asst - Student Services	226
Exec Admin Asst - Technology Services	226
Interpreter - Sign Language Certified	187
Specialist - Admin Budget	226
Specialist - Admin Budget, ESSER	226
Specialist - PEIMS Interface	226
Technician - Communication Systems	226

Hourly	\$22.00	\$26.83	\$31.66
187 Days	32,912	40,138	47,363
226 Days	39,776	48,509	57,241

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Buyer	226
Exec Asst To Superintendent	226
Occupational Therapist Asst	187
Specialist - Admin Budget II	226
Specialist - Student Services Interface	226

Hourly	\$25.74	\$31.39	\$37.04
187 Days	38,507	46,959	55,412
226 Days	46,538	56,753	66,968

**2022-2023 Proposed Auxiliary Pay Plan
Waco ISD**

*Annual amounts are based on 8 hours per day

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
301			Hourly	\$11.28	\$13.75	\$16.23
	Crosswalk Guard	178	178 Days	16,063	19,580	23,112
302			Hourly	\$12.29	\$14.99	\$17.69
	Cafeteria Worker	180	180 Days	17,698	21,586	25,474
	Custodian	240	240 Days	23,597	28,781	33,965
303			Hourly	\$13.40	\$16.34	\$19.28
	Cafeteria Worker - Lead	180	180 Days	19,296	23,530	27,763
	CNS Warehouse Worker	226	226 Days	24,227	29,543	34,858
	Custodian - Lead	240	240 Days	25,728	31,373	37,018
	Floor Care Specialist	240				
	Groundskeeper	240				
	Mail Delivery	226				
	Utility Worker	240				
304			Hourly	\$14.73	\$17.97	\$21.21
	Cafeteria Manager - Trainee	184	184 Days	21,683	26,452	31,221
	General Maintenance Worker I	240	240 Days	28,282	34,502	40,723
	Utility Worker - Lead	240				
Warehouse Worker	240					
305			Hourly	\$16.06	\$19.58	\$23.10
	Cafeteria Manager - ES	184	184 Days	23,640	28,822	34,003
	Custodian - Head ES	240	207 Days	26,595	32,424	38,254
	General Maintenance Worker II	240	240 Days	30,835	37,594	44,352
	Groundskeeper - Equipment Operator	240				
	Security Guard	207				
	Technician - Pest Control	240				
	Utility Worker - WISD Stadium	240				
306			Hourly	\$17.50	\$21.35	\$25.20
	Cafeteria Manager - MS	184	184 Days	25,760	31,427	37,094
	Custodian - Head MS	240	240 Days	33,600	40,992	48,384
	General Maintenance Worker III	240				
	Groundskeeper - Irrigation	240				
	Groundskeeper - Lead	240				
	Warehouse Worker - Senior	240				

307		Hourly	\$19.08	\$23.27	\$27.46
Cafeteria Manager - HS	184	184 Days	28,086	34,253	40,421
Carpenter	240	240 Days	36,634	44,678	52,723
Custodian - Head Admin	240				
Custodian - Head HS	240				
Energy Controls Technician II	240				
Facilities Construction Lead	240				
Locksmith	240				
Painter	240				
Pest Control - Lead	240				
Plumber - Apprentice/Trainee	240				
Roofer	240				
Specialist - Warehouse Receiving	240				
Welder	240				

308		Hourly	\$21.18	\$25.83	\$30.48
Custodial Asst Supervisor (Day)	240	240 Days	40,666	49,594	58,522
Electrician - Licensed	240				
HVAC Technician	240				
Plumber - Licensed	240				
Preventive Maintenance Lead	240				
Technician - Asbestos	240				

309		Hourly	\$22.67	\$27.64	\$32.61
CNS Warehouse Manager	226	226 Days	40,987	49,973	58,959
Custodial Assistant Supervisor (Night)	240	240 Days	43,526	53,069	62,611
Electrical Section Lead	240				
Foreman - Building Maintenance/Carpentry	240				
Foreman - Grounds	240				
HVAC - Chiller Specialist	240				
HVAC Section Lead	240				
Plumber - Section Lead	240				
Supervisor - CNS Compliance/Employee Relation	226				
Supervisor - CNS Development/Operations	226				

310		Hourly	\$24.70	\$30.13	\$35.56
Police Officer	207, 226	207 Days	40,903	49,895	58,887
		226 Days	44,658	54,475	64,292

**Waco Independent School District
2022-2023 Stipend Schedule**

A stipend form must be completed and submitted to Human Resources by the appropriate principal and/or district administrator. All stipends are subject to certification and schedule verification. Stipends are prorated based on the number of sections taught in the subject/content area. Most annual stipends are paid over 24 paychecks for the year, unless otherwise noted.

Stipend Description	Stipend Amount
High School - Content/Critical Shortage	
Math / Physics High School Stipend (CERTIFIED ONLY)	\$8,000
Science High School Stipend (CERTIFIED ONLY)	\$8,000
Engineering High School (Funded out of CTE Budget)	\$8,000
English I and II High School (prorated per section)	\$1,400
High School - Special Programs	
Certified Nurse Assistant (CNA) Teacher - Requires RN designation and Texas Department of Aging and Disability Services approval	\$8,000
Advanced Certified Nurse Assistant (CNA) Teacher - Requires RN designation	\$8,000
Certified Nurse Assistant (CNA) Teacher - Requires LVN designation and Texas Department of Aging and Disability Services approval	\$4,000
Welding	\$4,500
Future Educators Academy Teacher - Two teachers from each WHS and UHS - Grow Your Own Grant Funded for 22-23 and 23-24 only - Must teach Principles of Education, Instructional Practices and/or Practicum	\$2,500
High School - Fine Arts	
High School Band Director (207 Day Calendar) - Includes Lead Cluster Responsibilities	\$16,000
High School Assistant Band Director (207 Day Calendar)	\$7,500
High School Mariachi Band Director	\$3,000
High School Steel Drum Director	\$1,500
Color Guard/Flag Corps	\$2,000
Jazz/Stage Band	\$2,000
ROTC Marching Guards (207 day calendar)	\$3,000
High School Choir Director	\$6,000
High School Assistant Choir Director	\$4,000
High School Show Choir Director	\$1,000
High School Orchestra Director (Multi Campuses)	\$8,500
High School Theater Arts Director	\$6,000
High School Assistant Theater Arts Director	\$4,000
Performing Arts Facility Manager	\$3,000
High School Extracurricular, UIL & Other Academic Activities/Programs	
Cheerleader Sponsor, Varsity	\$5,000
Cheerleader Sponsor, Asst. Varsity	\$3,000
Drill Team Sponsor, Varsity	\$4,500
Drill Team Sponsor, Asst. Varsity	\$3,000
High School Yearbook Sponsor	\$2,000

High School Student Council Sponsor	\$1,500
High School UIL Coordinator	\$2,000
High School UIL Debate Sponsor	\$1,500
High School UIL Speech Sponsor	\$1,500
High School UIL Academic Contest Sponsor (per event)	\$700
High School Academic Decathlon Sponsor	\$3,000
High School Assistant Academic Decathlon Sponsor	\$1,500
High School Mock Trial Sponsor	\$3,000
Middle School - Fine Arts	
Math Stipend Middle School (MATH CERTIFIED ONLY)	\$6,000
Science Middle School Stipend (SCIENCE CERTIFIED ONLY)	\$6,000
Math & Science Middle School (GENERALIST CERTIFIED) - Stipend amount will be prorated based on the number of sections taught in the content area	50% of the content stipend, maximum of \$3,000
Middle School - Fine Arts	
Middle School Band Director	\$6,000
Middle School Assistant Band Director	\$4,000
Middle School Choir Director	\$3,000
Middle School Orchestra Director – Per Campus	\$2,000
Middle School Theater Arts Director	\$3,000
Middle School Extracurricular, UIL & Other Academic Activities/Programs	
Middle School Cheerleader Sponsor	\$2,000
Middle School UIL Coordinator	\$1,000
Middle School UIL Academic Contests (per event)	\$400
Elementary - Content/Critical Shortage, Special Programs & Other Academics/UIL	
Elementary Bilingual Teacher (CERTIFIED ONLY)	\$6,000
ESL - Elementary (CERTIFIED ONLY)	
1 to 6 Students or up to 25% of Students Assigned to Teacher	\$500
7-12 Students or 26 to 50% of Students Assigned to Teacher	\$1,000
13-18 Students or 51 to 75% of Students Assigned to Teacher	\$1,500
19-23+ Students or 76% to 100% of Students Assigned to Teacher	\$2,000
Choral Music - Cluster Lead Teacher (Elementary)	\$4,000
Elementary School UIL Coordinator	\$500
Campus - Various Levels - Academics, Special Programs & Other Extracurriculars/Academic Activities/UIL	
Discipline Alternative (DAEP) Classroom Teacher	\$1,000
Foreign Languages (CERTIFIED)	\$3,000
ESL - Secondary (CERTIFIED ONLY)	
1% to 25% Students Served	\$500
26% to 50% Students Served	\$1,000
51% to 75% Students Served	\$1,500
76% to 100% Students Served	\$2,000
New Teacher Campus Coordinator (1 per campus, paid annually in June)	\$1,000
Safe School Student Coordinator (Must be paid by campus budget and duties performed outside of work hours)	\$1,150
History Fair Campus Coordinator	\$500
Non-UIL Advanced Competition (outside of contract period)	\$500

Transformation Waco	
Master Teacher, Transformation Waco	\$13,000
TIA Teacher Expert, Transformation Waco	\$750
Opportunity Culture	
Multi-Classroom Leader (MCL)	\$13,000
Multi-Classroom Leader (MCL) II	\$16,000
Master Team Reach Teacher (MTRT)	\$5,000
Team Reach Teacher (TRT)	\$2,500
Reach Associate (RA)	\$1.3369 per hour added to hourly rate of pay (equivalent of \$2000 stipend)
Teacher Leadership	
Grade Level Chair, Elementary (Grades PK-5)	\$1,000
Campus Specials Chair, Elementary (Grades PK-5)	\$1,000
Department Chair, Secondary (Core, Special Ed, Fine Arts)	\$1,000
Reading Recovery Teacher Leader - Stipend covers extra days worked or attending training outside of regular contracted work days	\$13,000
Special Education Program Areas	
Special Education SAIL Teacher	\$4,000
Special Education Self-Contained PPCD, Achieve, Aspire	\$3,000
Special Education Visually Impaired Teacher	\$6,000
Special Education Inclusion/Resource Teacher with Core Content Cert	\$1,500
RDSPD Teacher with Deaf Ed Certification	\$1,000
Special Olympics Coach	\$2,500
Bilingual/Translator Diagnostician*	\$3,000
Bilingual/Translator Speech Pathologist*	\$3,000
Bilingual/Translator LSSP*	\$3,000
Bilingual/Translator ARD Facilitator*	\$3,000
*Must possess appropriate professional certification(s); be proficient in Spanish (understand, read, write, speak, and translate); have the ability to conduct and facilitate Special Education related meetings between staff, students and parents; and complete all required documentation/paperwork and related processes within certification area.	
District - Various Levels - Academics & Special Programs	
Bilingual/Translator Dyslexia Specialist - Must possess appropriate professional certification(s) including bilingual teaching credentials; be proficient in Spanish (understand, read, write, speak, and translate); have the ability to conduct and facilitate dyslexia assessments and instruct bilingual students, conduct related meetings between staff, students and parents; and complete all required documentation/paperwork and related processes within certification area.	\$3,000
Gifted & Talented Itinerant Teacher (CERTIFIED)	\$2,000
Counselor, Lead High School	\$1,000
Counselor, Lead Middle School	\$1,000

Counselor, Lead Elementary	\$1,000
Lead Speech Language Pathologist (ASHA certified)	\$2,000
Lead Elementary Art Teacher	\$1,000
Lead Secondary Art Teacher	\$1,000
Lead Physical Education Teacher	\$2,000
Lead Parent as Teacher (PAT Program)	\$2,000
Suspend Kids to School / Saturday Diversion Program Oversight	\$7,000
PDS Mentor Stipend (Baylor) - paid bi-annually in December and May	Various Amounts - Assigned by Baylor School of Education
New Teacher Mentor Stipend - paid annually in June	\$500 per assigned mentee
Athletic Stipends	
HS Campus Athletic Coordinator (1 Boys, 1 Girls Per Campus)	\$7,000
Head Varsity Coach	
Baseball	\$8,000
Basketball	\$9,000
Cross Country	\$7,000
Golf (Year Round)	\$6,000
Powerlifting	\$3,000
Soccer	\$8,000
Softball	\$8,000
Tennis	\$7,500
Track	\$7,000
Volleyball	\$8,000
Football Offensive/Defensive Coordinator*	\$8,500
Assistant Varsity/JV/9th Coach	
Baseball, Varsity Asst.	\$5,000
Baseball, JV/9th	\$4,000
Basketball, Varsity Asst.	\$5,000
Basketball, JV/9th	\$4,000
Football, Varsity Asst.*	\$6,500
Football, JV/9th**	\$5,500
Powerlifting, Varsity Asst.	\$2,000
Soccer, Varsity Asst.	\$5,000
Soccer, JV/9th	\$4,000
Softball, Varsity Asst.	\$5,000
Softball, JV	\$4,000
Tennis, Asst.	\$3,500
Track/Cross Country, Asst.	\$3,000
Volleyball, Varsity Asst.	\$5,000
Volleyball, JV/9th	\$4,000
After School Single Sport Assistant (except football)	\$2,000

*Includes \$1,000 for football related responsibilities: 15 days report prior to first day for teachers and \$500 for football spring training (if applicable).	
**Includes \$500 for football related responsibilities: 15 days early report (if applicable)	
Middle School Athletics	
Athletic Coordinator, Middle School (1 Boys, 1 Girls per school)	\$2,000
Basketball, Middle School	\$2,000
Cross Country, Middle School	\$2,000
Football, Middle School	\$2,000
Golf, Middle School	\$2,000
Head Football, Middle School	\$3,500
Soccer, Middle School	\$1,600
Tennis, Middle School	\$2,000
Track, Middle School	\$2,000
Volleyball, Middle School	\$2,000
Single Sport (After School), Middle School	\$1,200
Miscellaneous Athletic Stipends	
Audio-Visual - Athletic Support	\$7,000
Photographer - Athletic Support	\$3,000
Tournament Coordination	\$700