

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

Thursday, August 28, 2025 - 6:00 PM

A Regular Meeting of the Board of Trustees of Waco Independent School District will be held August 28, 2025, 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. **Public Comments on Agenda Items**
3. **Moment of Silence and Pledge of Allegiance**
4. **Special Recognitions**
 - 4.A. Pledge Leaders
 - 4.B. Region 12 Teachers of the Year
 - 4.C. Community Partner Award
5. **Superintendent's Report**
 - 5.A. Back to School Events Recap
 - 5.B. First Two Weeks of School
 - 5.C. Dedication for Kendrick Elementary
 - 5.D. Strategic Plan Update
 - 5.E. Introduction of the Executive Director of Elementary Education
6. **Public Meeting to Discuss Budget and Proposed Tax Rate for the 2025-2026 Fiscal Year**

Presenter: Sheryl Davis
7. **Information Items/Reports**
 - 7.A. Monthly Financial Reports for the Period Ended July 31, 2025
8. **Consent Agenda: Consider and Take Appropriate Action**
 - 8.A. Amendments to the 2024-2025 Budget
 - 8.B. Resolution Committing Unassigned General Fund Balance as of August 31, 2025
 - 8.C. Bid Award for Educational and Other School District Related Software

- 8.D. Bid Award for Educational Consultants, Professional Development, and Other Student-Based Contracted Services
- 8.E. Bid Award for Local Retailers' General Merchandise
- 8.F. Bid Award for Maintenance Supplies, Equipment and Services
- 8.G. Bid Award for Restaurant and Catering Services
- 8.H. Bid Award for Freezer, Cooler and Generator Renovations for Child Nutrition Services
- 8.I. Bid Award for Advanced Email Security Solution (E-Rate)
- 8.J. Bid Award for Multi-Factor Authentication (E-Rate)
- 8.K. Bid Award for Offsite Immutable Backups Solution
- 8.L. Bid Award for Security Information and Event Management (E-Rate)
- 8.M. Bid Award for Vulnerability Management Solution (E-Rate)
- 8.N. Job Order Contract (JOC) Renewal for Refrigeration Services
- 8.O. Purchases in Excess of \$50,000 Under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Services
- 8.P. Second Reading of Board Policy Update 124
- 8.Q. Second Reading of Board Policy Update 125
- 8.R. Change to Board Policy FD (LOCAL)-A Admissions
- 8.S. Change to Board Policy FM (LOCAL)-X Student Activities
- 8.T. Change to Board Policy EFB (LOCAL) Instructional Resources: Library Materials
- 8.U. T-TESS Appraisers for the 2025-2026 School Year
- 8.V. Amendment to the Teacher Compensation Plan
- 8.W. 4-H Extracurricular Status Request
- 8.X. Designation of Public Information Act Non-Business Days
- 8.Y. Memorandum of Understanding Between the Waco ISD and Transformation Waco for the Bernard and Audre Rapoport Vision Center
- 8.Z. School District Teaching Permit for Selected Teacher Candidates to Teach a Non-Core Academic CTE Course
- 8.AA. Board of Trustees Meeting Minutes
 - 8.AA.1. July 24, 2025 - Regular Meeting
 - 8.AA.2. August 6, 2025 - Special Meeting
 - 8.AA.3. August 6, 2025 - Workshop Meeting
 - 8.AA.4. August 14, 2025 - Special Meeting
 - 8.AA.5. August 21, 2025 - Workshop Meeting
- 9. **Consider, Discuss and Take Appropriate Action Regarding Alta Vista Elementary School and Kendrick Elementary School Consolidation and Closing and Renaming**
Presenter: Dr. Melissa King-Knowles
- 10. **Consider, Discuss and Take Appropriate Action Regarding Adoption of the Budgets for the 2025-2026 Fiscal Year**
Presenter: Sheryl Davis
- 11. **Consider, Discuss and Take Appropriate Action Regarding a Resolution Adopting the Tax Rate for the 2025 Tax Year** (Strategic Plan Priority 4.1)
Presenter: Sheryl Davis
- 12. **Review and Discuss Timing and Funding for a Future Bond Election to Address Facility Needs**
Presenter: Sheryl Davis and Gloria Barrera

13. **Announcements**
14. **Review and Discuss Potential Contracts on Real Property**
15. **Consideration of Personnel**
 - 15.A. Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee
 - 15.B. Hear a Complaint or Charge Against an Officer or Employee
16. **Adjournment**

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

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: August 28, 2025

Contact Person: Jill Anderson

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 August, Brooklyn Golden and Kennan Woods from South Waco Elementary were selected for this honor.

Region 12 Teachers of the Year

Each year, Waco ISD recognizes an Elementary and Secondary Teacher of the year for the district. This year, we are thrilled to celebrate both of our Teacher of the Year recipients as Region 12 Teachers of the Year.

On August 4, 2025, Dara Altamirano, West Avenue Elementary First-Grade Teacher, and Taylor Adame, Waco High School Social Studies Department Head and U.S. History Teacher, were presented as the 2026 Region 12 Elementary and Secondary Teachers of the Year, respectively.

Dara Altamirano has taught at West Avenue Elementary School since 2023. She has been in education for 13 years, serving Waco ISD in various capacities since 2015, and teaching for three years in Austin ISD.

Altamirano is committed to fostering a love for reading and writing in her students. She has created a learning environment that is supportive, safe, and engaging to build a strong foundation for her students’ future academic success. Altamirano is also passionate about inspiring and mentoring other teachers to cultivate the next generation of effective educators. She finds great joy in helping both young learners and fellow teachers grow, and hopes to create joy for them in return.

Taylor Adame has taught U.S. History at Waco High School since 2020 and has served as the Social Studies Department Head since 2022. Adame has been in education for ten years, previously serving for four years at another Waco ISD campus and one year in Duncanville ISD.

Adame is passionate about connecting historical events to contemporary issues, and encourages her students to analyze the past to apply its lessons to the present. She hopes that her classroom is where history shifts into action and empowers her students to shape their community. Outside of teaching, Adame strives to establish a school culture where every student is seen, supported and valued. She knows that just because a student is not on her roster doesn't mean they are not in her reach, and works to help build better futures for the students of Waco High School.

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.

This August, the district is recognizing Joe Davila and Mike O'Malley with Raising Cane's for their partnership with Waco ISD. Raising Cane's has supported the district by donating beverages and food for numerous events at the campus level and districtwide. They have generously donated gift cards and gift baskets for Teacher Appreciation Week, partnered with campuses for fundraising events, given their time to help set up learning spaces, and recently gave 125 Box Combo gift cards to students supporting the Waco ISD Convocation, which totaled in value over \$1,400.

Fiscal Implications:

None

Administration Recommendations:

For discussion only

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Person: Sheryl Davis

RE: Public Meeting to Discuss the 2025-2026 Budget and Proposed Tax Rate

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Background Information:

In accordance with Section 44.004 of the Education Code, the District must conduct a public hearing to discuss the 2025-2026 budgets and the proposed tax rate. All requirements for budget adoption and setting the tax rate will be met with the holding of this public hearing. The purpose of the hearing is to allow any taxpayer of the District to present any comments regarding the budget or the proposed tax rate.

Notice of the public hearing was published in the newspaper on August 16, 2025. Additionally, both the notice and the proposed budget as compared to the prior year have been posted on the District's website since that date.

Fiscal Implications:

None

Administrative Recommendations:

No action is required. The public hearing is for input only.



2025-2026

**Public Meeting on
Budget & Tax Rates**

August 28, 2025

Education Code 44.002

- The Superintendent shall prepare, or cause to be prepared, a budget covering all proposed expenditures of the District for the following fiscal year
- A summary of the proposed budget, as compared to the prior year's revised budget, is posted on the District's Financial Transparency web page at:
www.wacoisd.org/departments/financial-transparency/proposed-budget

Texas Property Tax Law

- The Texas Constitution, Tax Code, and Education Code embody the concepts of truth-in-taxation which require school districts to comply with certain steps in adopting tax rates
- Texas school district tax rates are composed of two parts, a Maintenance & Operations (M&O) rate and an Interest & Sinking (I&S) rate:
 - M&O taxes help pay the operating expenses of the district such as salaries, utilities, supplies, equipment, and contracted services
 - I&S taxes pay the principal and interest on voter-approved bond issued to construct or improve school facilities or purchase major equipment such as school buses
- Property tax collections through both the M&O and I&S tax rates serve as the “local” match in leveraging state revenue

Truth-in-Taxation

Proposed Tax Rate	
Maintenance Tax <i>(proposed rate for maintenance & operations)</i>	\$ 0.766400/\$100
Debt Service Tax <i>(proposed rate to pay bonded indebtedness approved by local taxpayers)</i>	\$ 0.260200/\$100
Comparison of Proposed Budget with Last Year's Budget	
Maintenance and Operations	-3.04% decrease
Debt Service	0.59% increase
Total Expenditures	-2.57% decrease
<p><i>The applicable percentage increase or decrease (or difference) in the amount budgeted in the preceding fiscal year and the amount budgeted for the fiscal year that begins during the current tax year is indicated for each of the expenditure categories</i></p>	

Truth-in-Taxation

Total Appraised Value and Total Taxable Value		
	Preceding Tax Year	Current Tax Year
Total appraised value* of all property	\$ 14,239,440,610	\$ 14,417,713,628
Total appraised value* of new property**	\$ 249,487,970	\$ 170,171,853
Total taxable value*** of all property	\$ 8,517,131,178	\$ 8,354,461,480
Total taxable value*** of new property**	\$ 212,155,454	\$ 155,086,598
*Appraised value is the amount shown on the appraisal roll and defined by Section 1.04(8), Tax Code		
**New property is defined by Section 26.012(17), Tax Code		
***Taxable value is defined by Section 1.04(10), Tax Code		
Total amount of outstanding and unpaid bonded indebtedness*		\$ 444,040,000
*Outstanding principal		

Truth-in-Taxation

Comparison of Proposed Rates with Last Year's Rates

	Maintenance & Operations	Interest & Sinking*	Total	Local Revenue per Student	State Revenue per Student
Last year's rate	\$ 0.766400	\$ 0.282500	\$ 1.048900	\$ 7,737	\$ 6,957
Rate to maintain same level of maintenance & operations revenue and pay debt service	\$ 0.694100	\$ 0.260230	\$ 0.954330	\$ 7,117	\$ 7,591
Proposed rate	\$ 0.766400	\$ 0.260200	\$ 1.026600	\$ 7,642	\$ 7,824

**The Interest & Sinking Fund tax revenue is used to pay for bonded indebtedness on construction, equipment, or both. The bonds, and the tax rate necessary to pay those bonds, were approved by the voters of this district.*

Truth-in-Taxation

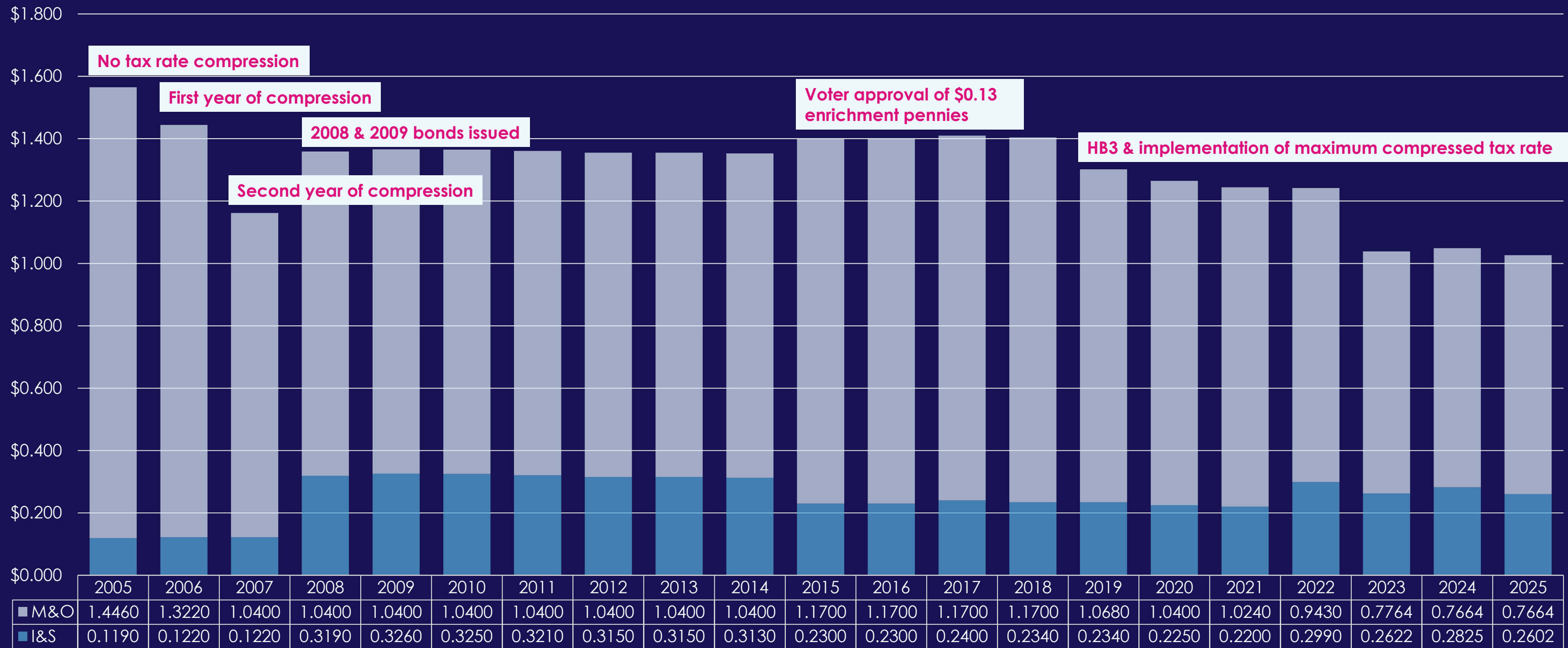
Comparison of Proposed Levy with Last Year's Levy on Average Residence

	Last Year	This Year
Average market value of residences	\$ 239,496	\$ 246,768
Average taxable value of residences	\$ 110,918	\$ 91,698
Last year's rate versus proposed rate per \$100 valuation	\$ 1.048900	\$ 1.026600
Taxes due on average residence	\$ 1,163.42	\$ 941.37
Increase (decrease) in taxes		\$ -222.05

Under state law, the dollar amount of school taxes imposed on the residence homestead of a person 65 years of age or older or of the surviving spouse of such a person, if the surviving spouse was 55 years of age or older when the person dies, may not be increased above the amount paid in the first year after the person turned 65, regardless of changes in tax rate or property value.

Notice of Voter-Approval Rate: The highest tax rate the district can adopt before requiring voter approval at an election is \$1.026625. This election will be automatically held if the district adopts a rate in excess of the voter-approval rate of \$1.026625.

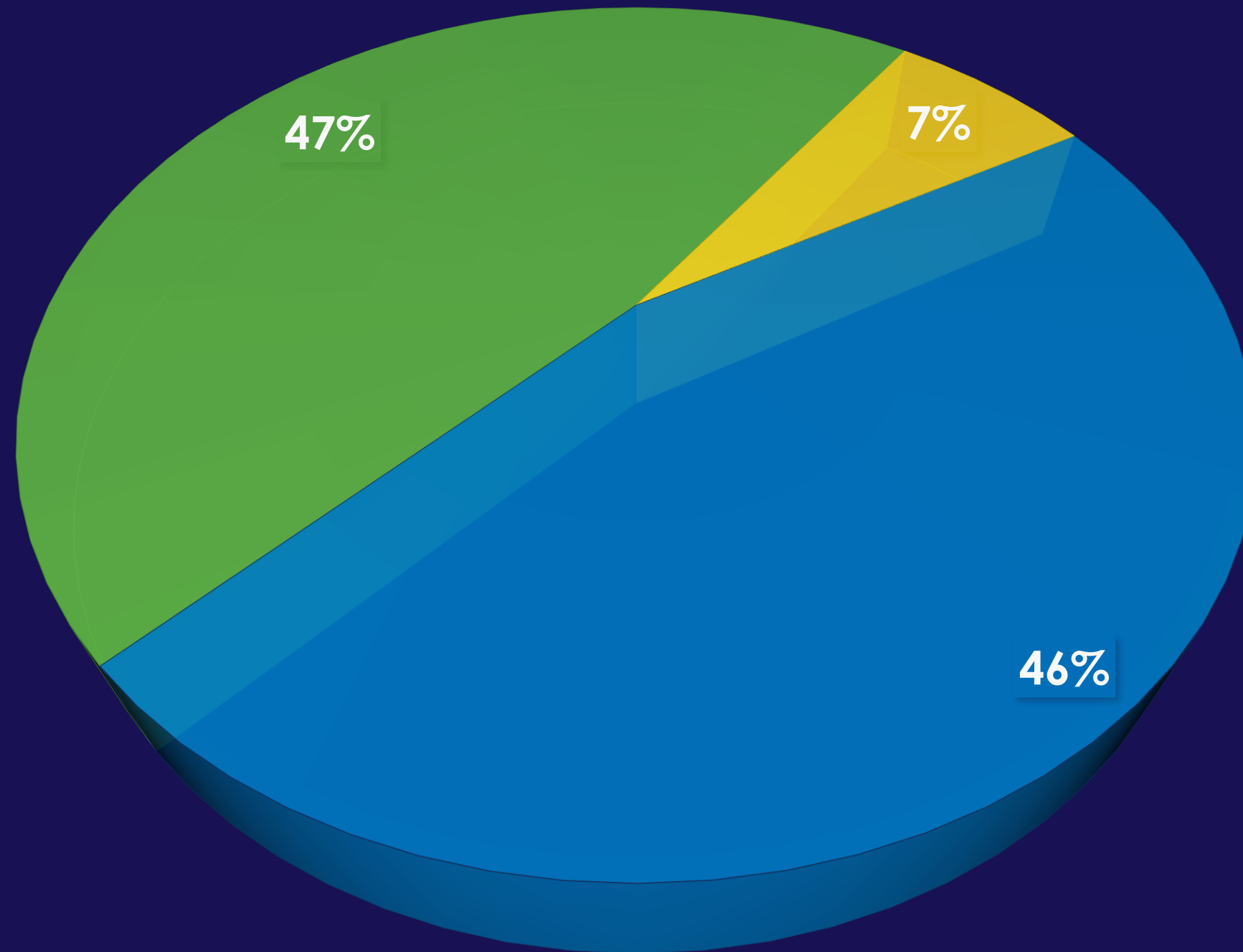
Property Tax Rates 2005 to Present



2025-2026 Official Budget Summary

	General Fund	Child Nutrition Fund	Debt Service Fund	Summary Total
Estimated Revenue	\$ 162,474,938	11,643,012	25,911,725	200,029,675
Appropriations	168,880,277	11,643,012	26,149,268	206,970,728
Increase (decrease)	(6,405,339)	0	(237,543)	(6,642,882)
Operating transfers	(298,171)	0	0	(298,171)
Increase (decrease)	(6,703,510)	0	(237,543)	(6,941,053)
Beginning fund balance	61,017,960	7,320,007	5,571,931	73,909,898
Ending fund balance	\$ 54,314,450	7,320,007	5,334,388	66,968,845

Official Budget by Revenue Source

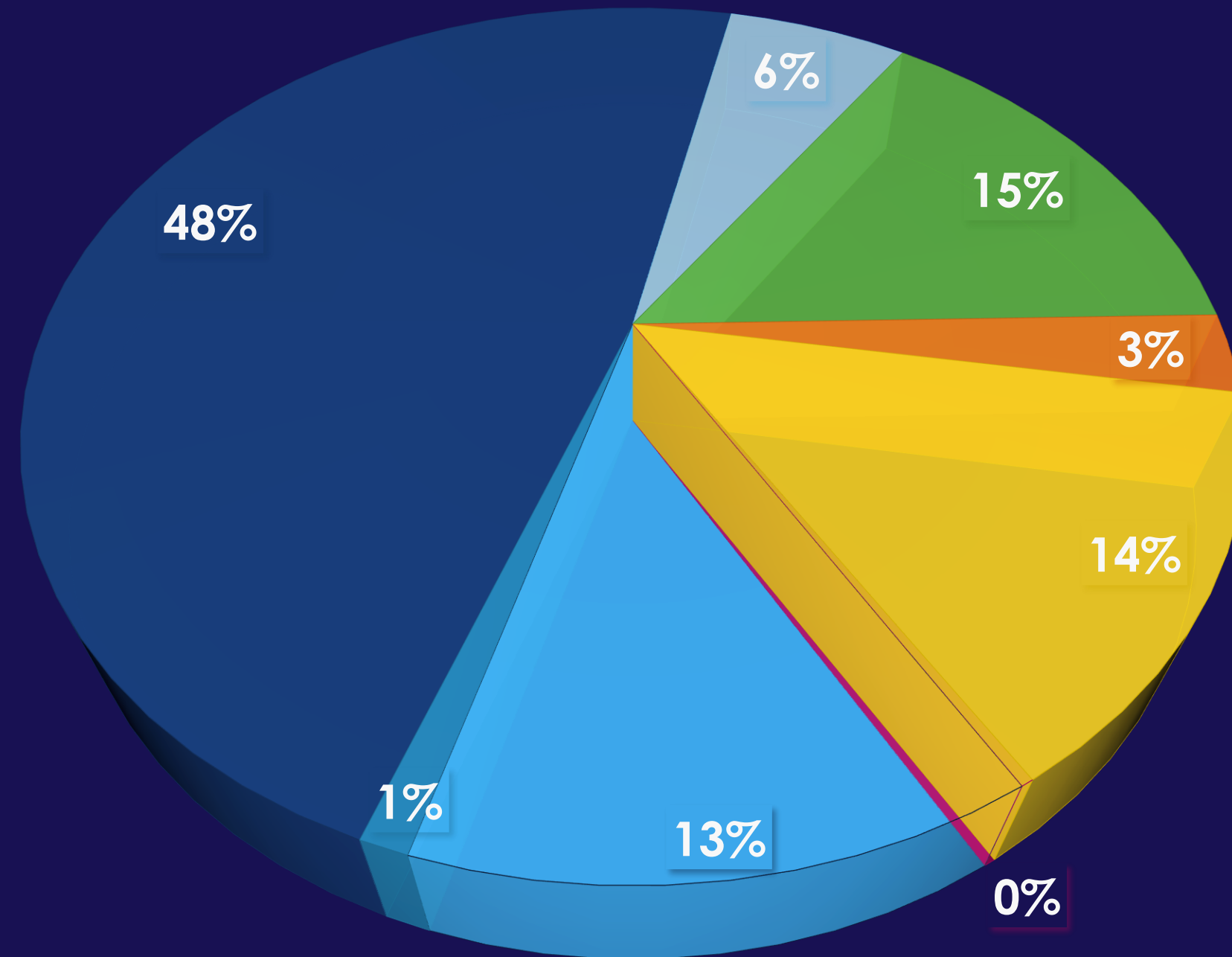


■ Local & Intermediate Source Revenue

■ State Program Revenue

■ Federal Program Revenue

Official Budget by Major Function of Expenditure



■ Instruction & Instructional Related Services

■ Administrative Support Services

■ Debt Service

■ Instructional & School Leadership

■ Non-student Based Support Services

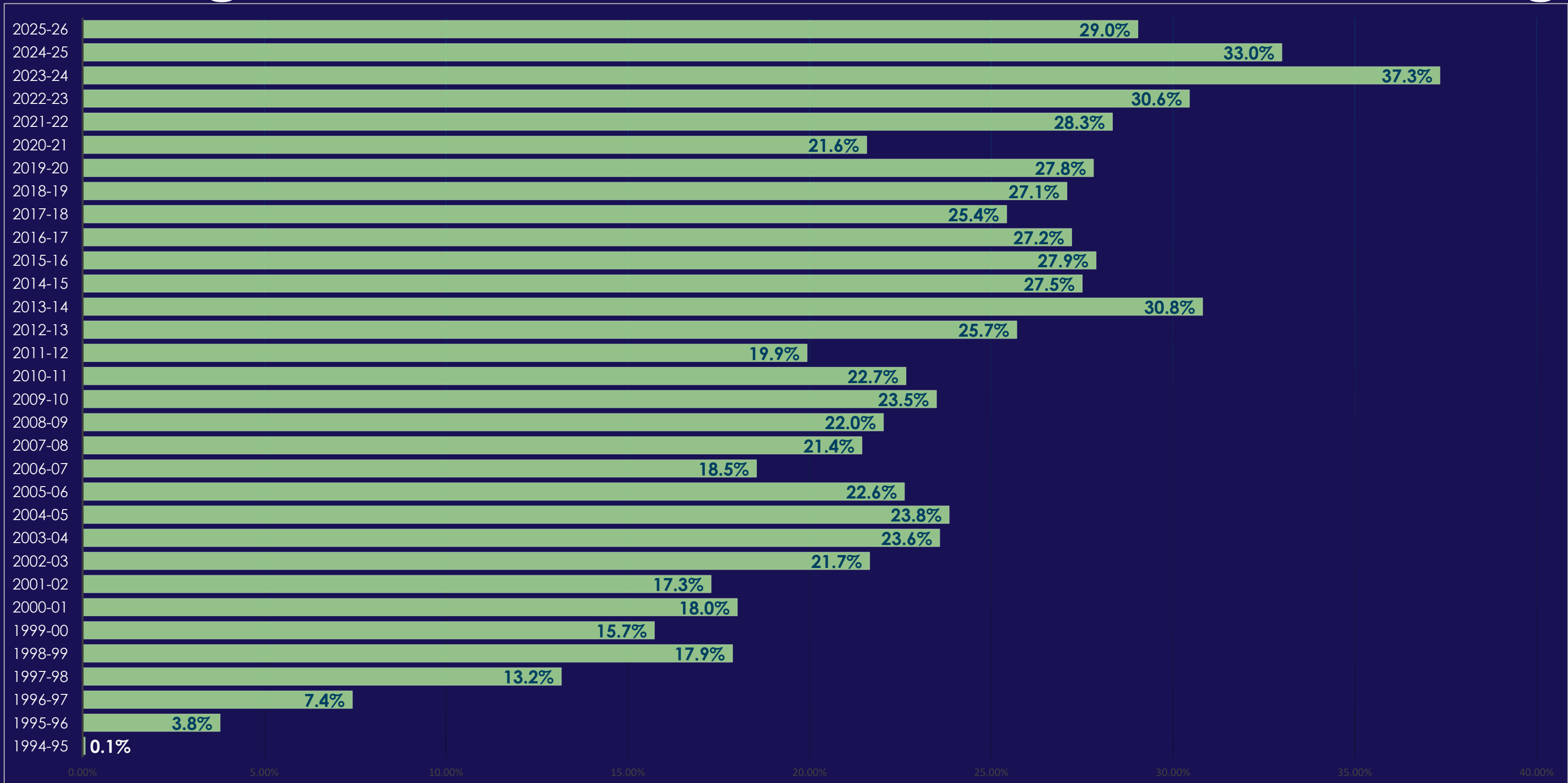
■ Intergovernmental Charges

■ Student Support Services

■ Community Services

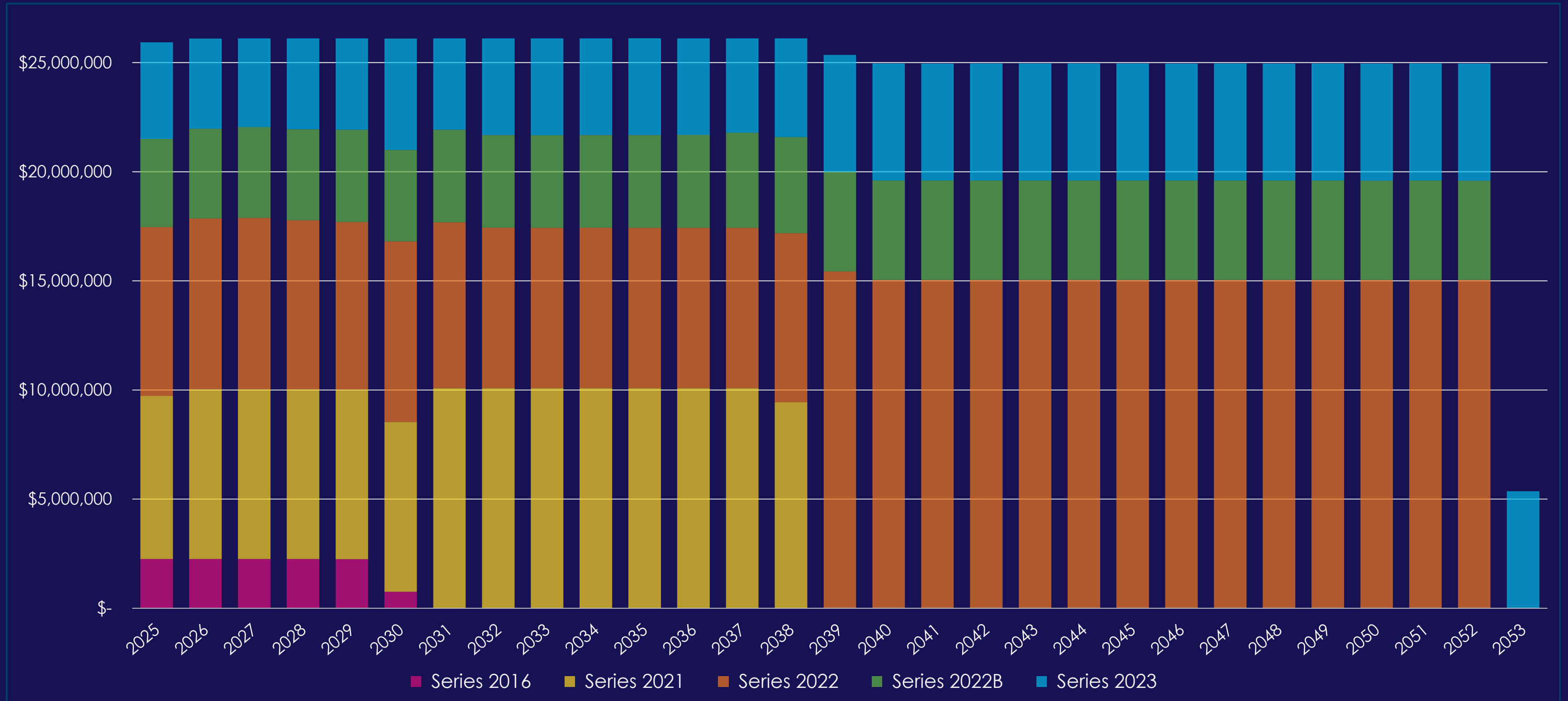
Wisdom works wonders.

Unassigned Fund Balance as a Percent of Budget



Wisdom works wonders.

Future Principal & Interest on Existing Bonds



Public Input

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Person: Sheryl Davis

RE: Monthly Financial Reports for the Period Ended July 31, 2025

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Background Information:

Attached are the compiled July 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 monthly financial reports for the period ended July 31, 2025 are presented for information, only. No action is required.

Sheryl Davis
Chief Financial Officer

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

August 21, 2025

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 July 31, 2025 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 financial statements. These preliminary financial reports are prepared utilizing the following assumptions:

- Revenue: Recorded on a cash basis with adjustments to accrual basis made at August 31, 2025.
- 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, 2025. Outstanding encumbrances are included on the "Encumbrances and Expenditures by Fund, Function, and Object" schedule, only.
- Beginning
Fund Balance: Represents August 31, 2024 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 2024-2025 Revenues and Expenditures to Previous Fiscal Year as of July 31, 2025

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 as of the end of July have increased \$1.9 million over last year and, as a percent of estimated revenue, collections have increased by 5.7%. Value adjustments as of the end of July have resulted in a decrease of \$118.4 million in value compared to \$220.9 million last year. Additionally, the current year levy has decreased \$1.3 million with an additional decrease of \$1.1 million in prior years' taxes due. This is a much lower adjustment than last year where the current year's levy had decreased \$5.5 million and the prior years' levy had decreased \$1.8 million. The prior years' levy adjustments have been significantly impacted by the change in the homestead exemption and freeze. Final collections for 2024-2025 are projected to be \$1.8 million less than originally budgeted. This decrease will be substantially offset by an increase in state Foundation School Funding.

5730 Tuition and Fees – Current year revenue reflects an increase of \$46,524 over last year. To date, we have collected \$179,889 in tuition revenue serving an average of 31 students, 8 of whom are children of employees (not necessarily children of classroom teachers). Although we have calculated a preliminary tuition rate of \$5,912 for the 2025-2026 school year, changes in state funding allow that children of classroom teachers are eligible for Foundation School Funding for prekindergarten.

5740 Other Local Revenue – Revenues have decreased \$1.3 million from last year. This is primarily attributable to the receipt of \$500,000 in insurance recoveries, associated with hail damages, in November 2023. Additionally, earnings on investments have decreased \$741,917 due to lower interest rates.

5810 Per Capita and Foundation School Program Revenue – The financial statements reflect an increase of \$0.4, Foundation School Program revenue is currently projected to be \$5.7 million over budgeted estimates. This amount includes the Teacher Incentive Allotment of \$2.9 million (for which both revenues and expenditures were amended into the budget in June and were paid out on the August 15th payroll). Other increases in state revenue include special education and career and technology education funding and additional aid for the adjustments arising from the limitation on tax increases on the homesteads of the elderly or disabled. These increases are partially offset by losses in regular and compensatory education as well as the tax collections mentioned above. The District appealed the preliminary values from the Comptroller's 2021 Property Value Study that are utilized in determining state Foundation School Program revenue. We received approval from the Texas Comptroller's Office and the Texas Education Agency has adjusted the 2021-2022 summary of finances by \$731,135. Payment in that amount was received on August 5, 2025.

5900 Federal Sources Revenue – Revenues have increased \$2.0 million over last year primarily due to the recording of indirect cost recoveries associated with the finalization of federal stimulus funds as of September 30th.

Functional Expenditures:

The termination of the partnership with Transformation Waco for the management of a number of the district’s campuses, resulted in a revenue loss of \$1.6 million to the District. This loss was offset by reductions in appropriations throughout the budget, particularly in functional expenditures for curriculum and staff development, instructional leadership, school leadership, social work services, and general administration. Expenditures in the functional categories appear to be consistent with last year’s spending pattern with the exceptions shown below.

11 Instruction – Expenditures have decreased \$0.5 million from last year. Salary savings, due to vacancies in teaching positions, are currently projected to be about \$1.8 million for the fiscal year.

12 Instructional Resources and Media Services – As discussed during budget development, librarian positions, added through federal stimulus funds, were going to be picked up by the general fund effective this year. This change in funding source is responsible for the increase in expenditures of \$0.8 million.

13 Curriculum and Instructional Staff Development – Expenditures have decreased \$0.5 million or 14.9%. As mentioned above, the termination of the agreement with Transformation Waco resulted in the elimination of a number of supplemental positions including two administrative positions performing curriculum and instructional staff development functions.

21 Instructional Leadership – The decrease of \$.5 million is again due to the elimination of positions from the Transformation Zone operations management.

23 School Leadership – For the 2024-2025 school years the campuses, previously under contracted management, were subject to the District’s staffing guidelines. Adherence to these guidelines resulted in the elimination of five administrative and three paraprofessional positions and is reflected in the decreased expenditure of \$0.9 million.

31 Guidance, Counseling and Evaluation Services – Expenditures have increased \$0.7 million over last year. This increase is primarily due to the increase in diagnosticians and other evaluation services in the special education department.

32 Social Work Services – Positions funded in the Transformation Zone included three social work positions which were eliminated with the end of the management contract. As a result, expenditures have decreased \$0.3 million.

33 Health Services – The increase of \$145,949 represents an increase of 11.2% over last year. This is due, in part, to the shift in staffing campus clinics with registered nurses rather than aides of licensed vocational nurses. Additionally, there has been very little turnover in the current year, reducing salary savings recognized in developing the original budget.

34 Student Transportation – Expenditures have increase \$1.3 million. The increase is a combination of increased costs arising from bringing the service in-house as well as the receipt of three micro-buses and five special education buses costing \$1.0 million. All of the new buses have been received. The operating increase of \$0.3 million is substantially offset by an increase in state funding of \$0.2 million due to better reporting of route mileage and ridership.

41 General Administration – Two administrative positions were eliminated with the Transformation Zone management contract. Additionally, contracted services for the executive officer and program consultant, had reduced expenditures by \$0.8 million.

51 Plant Maintenance and Operations – Expenditures have increased \$2.0 million. Approximately \$0.4 million of the increase results from to the almost 40% increase in property insurance. Utilities, excluding telephone, are expected to exceed the adopted budget by \$69,713. This overage is a result of new construction. The remainder is in expenditures for maintenance projects funded after the budget was adopted.

52 Security and Monitoring Services – The increase of \$0.4 million is primarily due to the increase in salary and benefit expenditures which are partially offset by a decrease in contracted services. Almost all of the positions added to staff all District campuses are currently filled. At sites where the positions have not been filled, the District continues to place contracted off-duty officers from other agencies. Expenditures include \$64,915 for a police car received in September and \$603,383 in substitute security through contracted services.

53 Data Processing Services – Expenditures have increased \$1.4 million over last year, most of this increase is due to the recording of the expenditure side of E-Rate reimbursements for technology equipment at the new Waco High School and the additions and renovations at South Waco Elementary School. E-Rate reimbursements at this point are \$966,669. Another \$191,941 of the increased expenditure will be funded through the New Instructional Facilities Allotments for Waco High and Kendrick Elementary Schools.

61 Community Services – Upon the termination of the management partnership with Transformation Waco, the District entered into an agreement for the continuation of wrap-around services to the previously managed campuses. The increase of \$0.3 million reflects those costs. This contract ended June 14, 2025.

71 Debt Service – The increase of \$0.3 million results from the accounting of new copier leases. This amount is offset in other financing sources as required under GASB Statement 87.

95 Juvenile Justice Program – An increase in daily rates and the District’s participation in the program has resulted in increased expenditures of \$0.2 million. Rates for the 2025-2026 school year will remain constant.

Child Nutrition Fund

Revenues:

5740 Other Local Revenue – The increase of \$0.2 million is in earnings on investments, a result of a more consistent investment strategy for the current year.

5900 Federal Sources Revenue – Federal reimbursements for meals shows an increase of \$0.2 million.

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 \$1.7 million over last year. Expenditures of \$1.5 million, for the purchase of food service equipment items, have been made, as proposed under the District’s plan to draw down the excess fund balance. Bids have been awarded for additional purchases needed to facilitate compliance and prevent recapture of the funds. The bid for walk-in cooler/freezer units and backup generators at campuses throughout the District is scheduled to be awarded at the August Board meeting. These projects are part of the plan, approved by the Texas Department of Agriculture to reduce the excess fund balance in the Child Nutrition Fund.

Debt Service Fund

Revenues:

5710 Local Property Taxes – Property tax collections at the end of July have increased \$2.4 million in comparison to last year. This is primarily due to the \$0.02035 increase in the I&S tax rate to cover debt service costs for the 2024-2025 fiscal year as well as the difference in levy adjustments discussed under the general fund.

5820 Other State Program Revenue – The increase in State program revenue of \$0.5 million represents additional State aid for the change in the homestead exemption (ASAHE) for facilities.

Functional Expenditures:

71 Debt Service – The decrease in debt service of \$0.9 million reflects the lower interest payments that were due in February. The February payments on the various debt issues are strictly interest and do not include any principal. The second of the semi-annual principal payments will be made in August along with the interest for the last six months. Total debt payments for the year will exceed last year’s debt by \$36,271.

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, administrative fees, and stop-loss or excess insurance costs.

As of July 31, 2025, revenues exceeded expenditures by \$0.4 million, compared to a deficit of \$0.1 million last year. An increase in District contributions of \$1.0 million is partially responsible for the plan’s improvement. The increased contribution went into effect in January with the beginning of the plan year. Prescription drug rebates generated under the CVS plan have increased \$0.6 million. This is less than the increase discussed in June because the District had changed providers from Express Scripts to CVS for the 2024 plan year and had received the first of the increased rebates in July last year. Through July, medical claims reflect an increase of \$0.3 million but claims for the

month increased \$0.6 million. Prescription drug claims continue to climb, increasing \$0.9 million over last year.

The following chart reflects net operations for the various programs accounted for in the fund:

Program	Revenues	Expenditures	Net
Group Health Insurance	\$ 15,340,958	\$ 15,365,510	\$ (25,552)
Unemployment Compensation	80,467	71,597	8,870
Workers' Compensation	838,483	395,356	443,127
Wellness Programs	43,758	38,478	5,280
Total	\$ 16,303,667	\$ 15,870,941	\$ 432,725

Under the terms of the agreement with United Health Care, the District may be reimbursed up to \$50,000 for eligible wellness program costs. In December, we utilized the funding to replace audiometers throughout the District, purchased equipment for a wellness center as well as swag for health fair activities. For the 2025 plan year, the District is utilizing these wellness funds for fees related to the newly initiated weight management program.

Unemployment shows an expense of \$71,597 for the year. This amount is for the quarter ended June 30, 2025.

Workers' compensation claims expenses have increased \$52,214 and TASB's administrative fee, paid at the beginning of the year, totaled \$120,516, an increase of \$17,243 over last year. While contribution rates under TASB's coverage increased overall, with the transition to an in-house transportation system, we added coverage for transportation staff. Driver rates run about 80% of the rates for police officers and 76% of the rates for auxiliary workers but are significantly higher than the rates for professional and clerical staff. As a result, contributions have increased \$135,637.

Reserves for estimated incurred-but-not-reported (IBNR) claims for the fully self-funded health insurance plan totaled \$562,000 for medical claims and \$110,000 for prescription drugs, at August 31, 2024. Additionally, reserves for the estimated allocated loss adjustment expense (ALAE) for the partially self-funded workers' compensation plan totaled \$273,429. In total this is an increase in the estimated liability of \$609,137. The audited beginning net position at September 1, 2024 was \$1,640,250. This is an increase of \$56,419 over last year's beginning fund balance.

Waco Independent School District
BALANCE SHEET
GENERAL FUND
As of July 31, 2025

ASSETS

Cash and Temporary Investments	\$ 74,290,058
Property Taxes Receivable, Net of Allowance of \$992,196	2,161,643
Accrued Interest	147,617
Due from Other Funds	2,205,864
Other Receivables	71,004
Inventories	350,797
Deferred Expenditures	<u>1,053</u>
Total Assets	<u><u>\$ 79,228,035</u></u>

LIABILITIES

Accounts Payable	\$ 653,362
Payroll Withholdings and Contributions Payable	1,749,485
Accrued Wages Payable	3,818,664
Due to Other Funds	2,626,765
Due to Other Governments	<u>340,363</u>
Total Liabilities	<u><u>\$ 9,188,639</u></u>

DEFERRED INFLOWS OF RESOURCES

Unavailable Revenues - Property Taxes	<u>\$ 2,161,643</u>
Total Deferred Inflows of Resources	<u><u>\$ 2,161,643</u></u>

FUND BALANCES

Nonspendable Fund Balance	\$ 351,850
Restricted Fund Balance	-
Committed Fund Balance	1,032,822
Assigned Fund Balance	-
Unassigned Fund Balance	<u>66,493,082</u>
Total Fund Balances	<u><u>\$ 67,877,753</u></u>
Total Liabilities and Fund Balances	<u><u>\$ 79,228,035</u></u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended July 31, 2025

GENERAL 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			
			7/31/2025	7/31/2024	7/31/2025	7/31/2024			
REVENUES									
LOCAL SOURCES									
5710 Local Property Taxes	\$ 67,283,414	67,283,414	299,502	303,248	65,305,261	63,422,337	(1,978,153)	97.06%	91.34%
5720 Services to Other Districts	77,000	77,000	3,818	2,863	79,480	73,026	2,480	103.22%	96.09%
5730 Tuition & Fees	150,000	150,000	-	-	179,889	133,365	29,889	119.93%	70.56%
5740 Other Local Revenue	2,982,880	3,564,584	283,011	375,967	3,873,722	5,215,739	309,138	108.67%	138.73%
5750 Extracurricular Activities	379,400	379,400	1,704	-	500,154	353,994	120,754	131.83%	112.63%
5760 Intermediate Source	381,000	381,000	-	-	401,567	328,691	20,567	105.40%	0.00%
Total Local Sources	\$ 71,253,694	71,835,398	588,035	682,078	70,340,073	69,527,153	(1,495,325)	97.92%	93.82%
STATE SOURCES									
5810 Per Capita & FSP Act	\$ 72,248,367	75,046,225	9,166,972	11,773,018	62,910,353	63,264,284	(12,135,872)	83.83%	86.05%
5830 Other State Program	7,740,070	7,740,070	584,015	574,240	6,521,408	6,218,103	(1,218,662)	84.26%	83.32%
Total State Sources	\$ 79,988,437	82,786,295	9,750,987	12,347,258	69,431,761	69,482,387	(13,354,534)	83.87%	85.79%
FEDERAL SOURCES									
5900 Federal Sources Revenue	3,718,789	4,637,207	59,915	22,116	4,450,744	2,441,969	(186,463)	95.98%	45.18%
Total Revenues	\$ 154,960,920	159,258,900	10,398,938	13,051,452	144,222,578	141,451,509	(15,036,322)	90.56%	88.13%
EXPENDITURES									
11 Instruction	\$ 88,021,699	91,306,807	2,032,154	1,445,837	74,266,804	74,755,915	17,040,003	81.34%	81.86%
12 Instructional Resources & Media	1,422,823	1,494,720	29,170	10,626	1,295,309	505,696	199,411	86.66%	72.14%
13 Curriculum & Staff Development	3,372,422	3,348,494	234,742	256,225	2,693,991	3,165,606	654,503	80.45%	73.06%
21 Instructional Leadership	3,415,549	3,436,123	261,789	321,857	2,930,936	3,423,781	505,186	85.30%	84.65%
23 School Leadership	9,519,505	9,587,006	579,760	630,845	8,329,172	9,235,941	1,257,834	86.88%	87.10%
31 Guidance, Counseling & Evaluation	7,040,303	7,370,767	316,508	256,697	6,289,026	5,627,360	1,081,741	85.32%	86.83%
32 Social Work Services	543,622	443,362	12,619	13,732	346,583	625,097	96,779	78.17%	76.23%
33 Health Services	1,622,342	1,698,768	51,430	44,621	1,451,066	1,305,117	247,702	85.42%	84.36%
34 Student Transportation	4,927,508	6,016,306	172,902	133,399	4,420,558	3,164,689	1,595,748	73.48%	53.95%
35 Food Service	-	21,157	-	-	21,157	-	0	100.00%	0.00%
36 Extracurricular Activities	5,577,914	6,283,290	190,762	308,288	4,970,149	5,114,204	1,313,141	79.10%	83.76%
41 General Administration	6,349,454	6,991,563	402,321	541,576	5,375,977	6,144,477	1,615,586	76.89%	80.50%
51 Plant Maintenance & Operations	20,313,668	23,238,275	1,168,343	1,042,178	18,047,945	16,044,965	5,190,330	77.66%	80.29%
52 Security & Monitoring Services	3,692,568	4,352,749	179,632	225,153	3,805,805	3,412,951	546,944	87.43%	85.80%
53 Data Processing Services	3,430,585	4,826,884	193,855	162,663	4,294,618	2,858,033	532,266	88.97%	87.31%
61 Community Services	1,039,707	1,046,187	12,206	58,043	859,029	519,768	187,158	82.11%	97.39%
71 Debt Service	318,000	318,000	19,832	16,369	536,233	220,525	(218,233)	168.63%	73.02%
93 Shared Services Arrangements	300,000	322,000	-	-	307,599	300,000	14,401	40.74%	99.34%
95 Juvenile Justice Program	555,000	755,000	-	-	641,535	462,460	113,465	366.59%	79.05%
97 Payments to Tax Increment Fund	175,000	175,000	(6,239)	-	70,726	99,339	104,274	7.56%	82.78%
99 Other Intergovernmental Charges	935,000	935,000	-	-	861,976	833,438	73,024	0.50%	88.85%
Total Expenditures	\$ 162,572,669	173,967,458	5,851,783	5,468,110	141,816,193	137,819,361	32,151,265	81.52%	81.32%
Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ (7,611,749)	(14,708,558)	4,547,154	7,583,342	2,406,385	3,632,148	17,114,943		
OTHER FINANCING SOURCES (USES)									
7900 Other Sources	-	97,312	-	-	323,103	503,624	225,791		
8900 Other Uses	(535,000)	(535,000)	-	-	-	-	(535,000)		
Total Other Financing Source (Uses)	\$ (535,000)	(437,688)	-	-	323,103	503,624	(309,209)		
Total Changes in Fund Balances	\$ (8,146,749)	(15,146,246)	4,547,154	7,583,342	2,729,488	4,135,772	17,875,734		
Fund Balances, Beginning	49,904,907	65,148,265			65,148,265	57,995,361	-		
Fund Balances, Ending	\$ 41,758,158	50,002,019			67,877,753	62,131,133	17,875,734		

Waco Independent School District
EXPENDITURES AND ENCUMBERED FUNDS BY FUNCTION AND MAJOR OBJECT
GENERAL FUND
For the Period Ended July 31, 2025

							<i>(Memo)</i>		
		Payroll	Purchased & Contracted	Supplies & Materials	Other Operating	Debt Services	Capital Outlay	Total Year-to-Date	Total Year-to-Date
		Costs	Services	6300	Costs	6500	6600	7/31/2025	7/31/2024
		6100	6200	6300	6400	6500	6600	6000	6000
11	Instruction	\$ 68,873,059	2,831,406	2,398,282	491,914	-	250,931	74,845,592	75,485,542
12	Instructional Resources & Media	1,210,749	4,141	72,624	2,969	-	6,499	1,296,982	508,177
13	Curriculum & Staff Development	2,327,315	116,893	67,259	217,002	-	32,924	2,761,392	3,282,648
21	Instructional Leadership	2,727,834	31,537	79,485	99,213	-	21,861	2,959,931	3,468,949
23	School Leadership	8,042,267	99,962	125,154	115,595	-	5,204	8,388,183	9,280,976
31	Guidance, Counseling & Evaluation	6,133,720	42,426	80,106	44,179	-	-	6,300,431	5,669,507
32	Social Work Services	340,671	280	705	5,023	-	-	346,680	625,179
33	Health Services	1,415,036	6,347	43,770	10,206	-	-	1,475,359	1,323,869
34	Student Transportation	3,010,164	139,203	810,425	(526,313)	-	1,080,656	4,514,137	4,599,328
35	Child Nutrition	-	-	-	-	-	21,157	21,157	-
36	Co/Extracurricular Activities	2,758,782	680,315	695,976	981,543	-	200,120	5,316,735	5,578,899
41	General Administration	3,941,333	990,935	168,127	399,209	-	5,970	5,505,574	6,380,509
51	Plant Maintenance & Operations	8,775,079	7,200,326	1,434,689	1,854,897	-	391,402	19,656,393	16,996,565
52	Security & Monitoring Services	2,514,445	943,744	265,460	36,189	-	179,796	3,939,633	3,734,306
53	Data Processing Services	1,507,960	267,780	2,114,925	22,454	-	559,405	4,472,524	2,955,604
61	Community Services	694,882	158,901	1,449	4,401	-	-	859,633	529,527
71	Debt Service	-	-	-	-	536,233	-	536,233	220,525
81	Facilities Acquisition & Construction	-	-	-	-	-	-	-	-
93	Shared Services Arrangements	-	-	-	307,599	-	-	307,599	300,000
95	Juvenile Justice Program	-	-	-	641,535	-	-	641,535	462,460
97	Payments to Tax Increment Fund	-	-	-	70,726	-	-	70,726	99,339
99	Other Intergovernmental Charges	-	861,976	-	-	-	-	861,976	833,438
Total Expenditures & Encumbered Funds		\$ 114,273,296	14,376,172	8,358,435	4,778,342	536,233	2,755,926	145,078,404	142,335,345

Waco Independent School District
BALANCE SHEET
CHILD NUTRITION FUND
As of July 31, 2025

ASSETS

Cash and Temporary Investments	\$ 8,888,234
Due from Other Governments	97,898
Accrued Interest	94,380
Other Receivables	17,897
Total Assets	<u>\$ 9,098,408</u>

LIABILITIES

Accounts Payable	\$ 55,097
Accrued Wages Payable	98,724
Due to Other Funds	645,262
Total Liabilities	<u>\$ 799,083</u>

FUND BALANCES

Restricted Fund Balance	\$ 8,299,325
Total Fund Balances	<u>\$ 8,299,325</u>
Total Liabilities and Fund Balances	<u>\$ 9,098,408</u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended July 31, 2025

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 7/31/2025	Prior Year 7/31/2024	Current 7/31/2025	Prior Year 7/31/2024			
REVENUES									
LOCAL SOURCES									
5740 Other Local Revenue	\$ 65,000	65,700	33,777	35,628	397,387	230,229	331,687	604.85%	920.92%
5750 Extracurricular Activities	550,000	550,000	2,621	5,814	599,324	558,600	49,324	108.97%	147.39%
Total Local Sources	\$ 615,000	615,700	36,398	41,442	996,711	788,829	381,011	161.88%	195.25%
STATE SOURCES									
5820 Other State Program (TEA)	\$ 39,000	39,000	-	-	42,235	42,615	3,235	108.29%	0.00%
Total State Sources	\$ 39,000	39,000	-	-	42,235	42,615	3,235	108.29%	0.00%
FEDERAL SOURCES									
5900 Federal Sources Revenue	\$ 10,835,400	10,835,400	70,791	84,167	10,164,624	9,941,068	(670,776)	93.81%	93.72%
Total Revenues	\$ 11,489,400	11,490,100	107,190	125,609	11,203,570	10,772,512	(286,530)	97.51%	97.83%
EXPENDITURES									
35 Food Services	\$ 12,325,453	15,414,476	334,161	275,684	10,679,617	8,994,379	4,734,859	69.28%	65.48%
Total Expenditures	\$ 12,325,453	15,414,476	334,161	275,684	10,679,617	8,994,379	4,734,859	69.28%	65.48%
Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ (836,053)	(3,924,376)	(226,971)	(150,075)	523,953	1,778,134	4,448,329		
OTHER FINANCING SOURCES (USES)									
7900 Other Sources	-	-	-	-	70,866	63,393	70,866		
Total Other Financing Sources (Uses)	\$ -	-	-	-	70,866	63,393	70,866		
Total Changes in Fund Balances	\$ (836,053)	(3,924,376)	(226,971)	(150,075)	594,820	1,841,527	4,519,196		
Fund Balances, Beginning	6,776,660	7,704,506			7,704,506	5,873,954	-		
Fund Balances, Ending	\$ 5,940,607	3,780,130			8,299,325	7,715,481	4,519,196		

Waco Independent School District
EXPENDITURES AND ENCUMBERED FUNDS BY FUNCTION AND MAJOR OBJECT
CHILD NUTRITION FUND
For the Period Ended July 31, 2025

							<i>(Memo)</i>
	Payroll Costs	Purchased & Contracted Services	Supplies & Materials	Other Operating Costs	Capital Outlay	Total Year-to-Date 7/31/2025	Total Year-to-Date 7/31/2024
	<u>6100</u>	<u>6200</u>	<u>6300</u>	<u>6400</u>	<u>6600</u>	<u>6000</u>	<u>6000</u>
35 Food Services	\$ 3,544,646	4,367,212	1,715,520	132,559	1,627,842	11,387,779	9,284,784
Total Expenditures & Encumbered Funds	<u>\$ 3,544,646</u>	<u>4,367,212</u>	<u>1,715,520</u>	<u>132,559</u>	<u>1,627,842</u>	<u>11,387,779</u>	<u>9,284,784</u>

Waco Independent School District
BALANCE SHEET
DEBT SERVICE FUND
As of July 31, 2025

ASSETS

Cash and Temporary Investments	\$ 23,358,738
Property Taxes Receivable, Net of Allowance of \$281,215.58	597,914
Due from Other Funds	-
Other Receivables	-
Total Assets	<u>\$ 23,956,652</u>

LIABILITIES

Accounts Payable	\$ -
Due to Other Governments	38,511
Total Liabilities	<u>\$ 38,511</u>

DEFERRED INFLOWS OF RESOURCES

Unavailable Revenues - Property Taxes	\$ 597,914
Total Deferred Inflows of Resources	<u>\$ 597,914</u>

FUND BALANCES

Restricted Fund Balance	\$ 23,320,227
Total Fund Balances	<u>\$ 23,320,227</u>
Total Liabilities and Fund Balances	<u>\$ 23,956,652</u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended July 31, 2025

DEBT SERVICE FUND

	Adopted Budget	Amended Budget	(Memo)		(Memo)		Difference- Amended Budget to YTD Actual	CY YTD As % of Budget	PY YTD As % of Budget
			Monthly		Year-to-Date				
			Current 7/31/2025	Prior Year 7/31/2024	Current 7/31/2025	Prior Year 7/31/2024			
REVENUES									
LOCAL SOURCES									
5710 Local Property Taxes	\$ 23,531,688	23,531,688	107,075	101,818	24,043,394	21,682,627	511,706	102.17%	97.21%
5740 Other Local Revenue	106,000	106,000	82,941	196,018	677,542	669,405	571,542	639.19%	124.66%
Total Local Sources	\$ 23,637,688	23,637,688	190,016	297,836	24,720,936	22,352,033	1,083,248	104.58%	97.86%
STATE SOURCES									
5820 Other State Program (TEA)	\$ 2,358,804	2,358,804	-	1,015,734	2,726,084	2,202,872	367,280	115.57%	93.36%
Total State Sources	\$ 2,358,804	2,358,804	-	1,015,734	2,726,084	2,202,872	367,280	115.57%	93.36%
Total Revenues	\$ 25,996,492	25,996,492	190,016	1,313,570	27,447,020	24,554,905	1,450,528	105.58%	97.43%
EXPENDITURES									
71 Debt Service	\$ 25,950,492	25,950,492	-	-	8,058,596	9,003,899	17,891,896	31.05%	34.75%
97 Payments to Tax Increment Fund	46,000	46,000	(1,345)	-	32,277	33,652	13,723	70.17%	88.56%
Total Expenditures	\$ 25,996,492	25,996,492	(1,345)	-	8,090,872	9,037,551	17,905,620	31.12%	34.82%
Total Changes in Fund Balances	\$ -	-	191,361	1,313,570	19,356,148	15,517,353	19,356,148		
Fund Balances, Beginning	3,669,624	3,964,079			3,964,079	5,075,474	-		
Fund Balances, Ending	\$ 3,669,624	3,964,079			23,320,227	20,592,827	19,356,148		

Waco Independent School District
Statement of Net Position
Proprietary Fund
As of July 31, 2025

	Governmental Activities ----- Internal Service Fund
Assets	
Current assets:	
Due from other funds	\$ 2,537,791
Other receivables	81,140
Prepaid items-health insurance	816,782
Total assets	\$ 3,435,713
Liabilities	
Current liabilities:	
Accounts payable	\$ 417,309
Other current liabilities	945,429
Total current liabilities	\$ 1,362,738
Total liabilities	\$ 1,362,738
Net position	
Unrestricted net position	\$ 2,072,975
Total net position	\$ 3,435,713

Waco Independent School District
Statement of Revenues, Expenses, and Changes in Net Position
Budget and Actual
For the Period Ended July 31, 2025

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 7/31/2025	Prior Year 7/31/2024	Current 7/31/2025	Prior Year 7/31/2024			
Operating revenues:								
Employee contributions:								
Group health	\$ 3,791,900	304,465	\$ 316,362	3,422,565	\$ 3,464,071	(369,335)	90.26%	93.88%
Assessments to other funds:								
Group health	10,907,700	927,038	781,532	9,688,652	8,703,446	(1,219,048)	88.82%	89.08%
Unemployment	72,100	5,613	7,130	80,467	43,922	8,367	111.61%	114.13%
Workers compensation	837,900	62,161	68,758	831,637	696,000	(6,263)	99.25%	157.76%
Wellness Program	50,000	-	-	43,758	-	(6,242)	87.52%	0.00%
Prescription drug rebates	2,228,700	-	605,415	2,229,742	1,598,992	1,042	100.05%	198.88%
Insurance recovery	-	-	-	6,846	10,108	6,846	0.00%	0.00%
Total operating revenues	<u>\$ 17,888,300</u>	<u>1,299,278</u>	<u>1,779,199</u>	<u>16,303,667</u>	<u>14,516,537</u>	<u>(1,584,633)</u>	<u>91.14%</u>	<u>98.46%</u>
Operating expenses:								
Administrative fees	\$ 1,379,600	69,440	159,721	1,101,400	1,089,949	278,200	79.83%	94.76%
Claims expense:								
Medical claims	7,243,200	1,168,483	543,729	6,258,464	5,989,924	984,736	86.40%	67.38%
Prescription drug claims	6,635,000	798,614	639,687	6,370,549	5,511,059	264,451	96.01%	116.50%
Unemployment	80,000	-	-	71,597	73,376	8,403	89.50%	333.53%
Workers compensation	619,100	8,987	-	274,840	222,626	344,260	44.39%	118.62%
Stop-loss insurance	1,881,400	161,602	306,195	1,755,614	1,726,041	125,786	93.31%	114.03%
Wellness Program	50,000	-	-	38,478	42,720	11,522	76.96%	85.44%
Total operating expenses	<u>\$ 17,888,300</u>	<u>2,207,126</u>	<u>1,649,332</u>	<u>15,870,941</u>	<u>14,655,694</u>	<u>2,017,359</u>	<u>88.72%</u>	<u>88.59%</u>
Change in net position	\$ -	<u>(907,849)</u>	<u>129,867</u>	432,725	(139,158)	432,725		
Net position:								
Net position, beginning	<u>\$ 1,976,289</u>			<u>1,640,250</u>	<u>1,585,716</u>	<u>(336,039)</u>		
Net position, ending	<u>\$ 1,976,289</u>			<u>2,072,975</u>	<u>1,446,559</u>	<u>96,686</u>		

Waco Independent School District
Statement of Cash Flows
For the Period Ended July 31, 2025

Proprietary Fund

	Governmental Activities ----- Internal Service Fund
Cash flows from operating activities:	
Cash received from employee contributions	\$ 304,465
Cash received from assessments to other funds	1,902,661
Cash payments for claims	(1,976,084)
Cash payments for stop loss premiums	(161,602)
Cash payments for professional and contracted services	(69,440)
Net cash provided by operating activities	\$ 0
Net increase in cash and cash equivalents	\$ 0
Cash and cash equivalents at beginning of year	-
Cash and cash equivalents at end of year	\$ 0
Reconciliation of operating income to net cash provided by operating activities:	
Operating gain (loss)	\$ (907,849)
Effects of increases and decreases in current assets and liabilities:	
Increase in receivables	560,021
Decrease in prepaid items	(42,908)
Decrease in accounts payable	390,735
Net cash provided by operating activities	\$ 0

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Person: Sheryl Davis

RE: Amendments to the 2024-2025 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 is a copy of the proposed amendment to the Official Budget identifying details of the request. The following summarizes the effect of the amendment by functional category.

Summary:

Amendment #070: Debt Service (Fund 199)

This amendment will place budget to cover debt services for capital leases and subscription-based information technology arrangements. Funds to cover the accounting will come from unused contingency funds. 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	\$ 268,825	Debt Service
Use of Funds	\$ 268,825	Instruction, Curriculum & Instructional Staff Development, Instructional Leadership, Student Transportation Services, General Administration
Fund Balance Effect	None	

Amendment #071: Districtwide (Fund 199)

This amendment will reallocate excess instructional supplies to extra-duty, overtime, contracted services, general supplies, dues and miscellaneous operating costs for library and media services, school leadership, and guidance and counseling services to meet administrative needs for the start of school. 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	\$ 241,030	School Leadership, Extra-curricular Activities, Security & Monitoring Services, Data Processing Services
Use of Funds	\$ 241,030	Library & Media Services, School Leadership, Guidance & Counseling Services
Fund Balance Effect	None	

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

Fiscal Implications:

The amendments have no impact on the fund balance.

Administrative Recommendation(s):

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

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Person: Sheryl Davis

RE: Resolution Committing Unassigned General Fund Balance as of August 31, 2025

=====

Background Information:

Policy CE (Local), approved by the Board on August 25, 2010, allows for the commitment and assignment of fund balances for specific purposes. Attached is a resolution to commit an estimated \$2,052,292 of unassigned general operating fund balance for the following purposes:

- \$250,000 for campus furniture replacement planned for the Greater Waco Advanced Manufacturing Academy and, due to renovations at the campus, not completed at August 31, 2025;
- \$232,613 for major maintenance projects not completed at August 31, 2025; and
- \$1,569,679 for roofing repairs, resulting from the June 16, 2023 hail storm, and not completed as of August 31, 2025; and

Amounts shown reflect maximum amounts for these commitments. Committed fund balances will be adjusted pending final expenditures at August 31, 2025.

Since outstanding purchase orders demonstrate the District's intent to spend the resources, purchase orders not received as of August 31, 2025 will be reported as committed fund balance. Encumbrances for outstanding purchase orders in the governmental funds, excluding child nutrition and capital projects funds, as of this date, total \$4,496,167 and may include some amounts committed above. Ultimately, the committed fund balance will be reduced by purchases received by August 31st.

Funds may be committed for any outstanding deficit reflected in the internal services fund for self-funded health insurance and workers' compensation to cover liability exposures in excess of actuarially determined reserves and stop-loss insurance coverage. Current projections for the 2024-2025 fiscal year indicate that expenditures will not exceed revenues. With a beginning fund balance of \$1.6 million, the fund will not end in a deficit position. It is believed that adequate funds have been appropriated in the 2025-2026 budget to cover expenditure requirements in the internal services fund.

The total fund balance of Campus Activity Funds, reported in Special Revenue Funds shall also be committed to campus related activities.

Fiscal Implications:

This resolution potentially decreases the unassigned fund balance.

Administrative Recommendations:

The Administration recommends approval of a Resolution committing unassigned general operating fund balance for purposes described above.

**RESOLUTION
COMMITTING FUND BALANCE
OF THE WACO INDEPENDENT SCHOOL DISTRICT**

The Board of Trustees of the Waco Independent School District being convened in Regular Session at its regular meeting place within the boundaries of the Waco Independent School District, on the 28th day of August, 2025.

WHEREAS, the Governmental Accounting Standards Board (GASB) adopted Statement 54 (GASB 54), a standard for governmental fund balance reporting and governmental fund type definitions effective for fiscal years beginning after June 15, 2010; and

WHEREAS, the Waco Independent School District has elected to implement GASB 54 requirements, and to apply such requirements to its year ending August 31, 2025 financial statements; and

WHEREAS, the Board of Trustees of the Waco Independent School District have determined that a portion of the unassigned general operating fund balance should be allocated toward future capital construction, equipment, and other major improvement and repair needs of the District;

NOW THEREFORE, BE IT RESOLVED that the Waco Independent School District Board of Trustees commits portions of its August 31, 2025 General Fund unassigned fund balance as follows:

- Committed Fund Balance – Other
 - Campus Furniture Replacement 250,000
 - Major Maintenance Improvement and Repair Projects 232,613
 - Roofing Repairs 1,569,679

BE IT ALSO RESOLVED: that the Waco Independent School District Board of Trustees commits any encumbrances (e.g., purchase orders, contracts) outstanding at year-end as appropriate. The encumbrances do not constitute expenditures or liabilities because the commitments will be reappropriated and honored during the subsequent year.

BE IT ALSO RESOLVED: that the Waco Independent School District Board of Trustees commits any outstanding deficit reflected in the internal services fund for self-funded health insurance and workers' compensation to cover liability exposures in excess of actuarially determined reserves and stop-loss insurance coverage.

BE IT ALSO RESOLVED that the Waco Independent School District Board of Trustees commits the total fund balance of Campus Activity Funds, reported in the Special Revenue Funds, to projects related to campus activities.

BE IT ALSO RESOLVED: that the provisions of this Resolution shall be effective as of the date of adoption and shall remain in effect until modified by action of the Board of Trustees.

INTRODUCED AND PASSED by the Waco Independent School District Board of Trustees, this 28th day of August, 2025.

Jose Vidaña
President, Board of Trustees

Jim Patton
Secretary, Board of Trustees

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date August 28, 2025

Contact Person: S. Smith/J. Allen

RE: Bid Award for Educational Software and Other School District Related Software

=====

Background Information:

Request for Proposal, RFP # 24-1277, Educational Software and other School District Related Software, have been received for the purpose of creating a list of vendors which can provide software needs for the District on an as needed basis. We have received fifty-seven (57) responses for this initial bid. We received four (4) additional vendors this past month. The list has been attached for your consideration.

In an effort to allow for maximum participation with our Educational Software and Other School District Related Software and in light of changes made in 2019 by the Texas Education Agency's, Financial Accountability Systems Resource Guide (FASRG) Module 5 Purchasing, the Purchasing 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 four (4) additional vendors for the Educational Software and Other School District Related Software, as presented.

RFP # 24-1277
Educational Software and Other School District Related Software
Vendors August 2025

Responding Supplier	City	State
806 Technologies, Inc.	Plano	TX
Accelerate Education	Anthem	AZ
E-Control Systems, Inc.	Sherman Oaks	CA
TouchMath Acquisition LLC (TouchMath LLC)	Colorado Springs	CO
Previously Responding Supplier	City	State
Beable Education, Inc.	Lakewood	NJ
Blueprint (Spotlight Series Holdings)	Miami Beach	FL
BrainPOP LLC	New York	NY
Cengage Learning, Inc.	Mason	OH
Curriculum Associates, LLC	North Billerica	MA
Different Roads to Learning	New York	NY
Discovery Education, Inc.	Charlotte	NC
eCampus Systems (Figtree Technologies Inc)	McKinney	TX
Edmentum, Inc.	Bloomington	MN
Education Advanced, Inc.	Tyler	TX
Edusmart (Learn-Ed)	Austin	TX
Encyclopaedia Britannica Inc.	Chicago	IL
Essential Skills (Essential Skills Software Inc)	Aurora	ON
ExploreLearning, LLC	Dallas	TX
Flinn Scientific, Inc.	Batavia	IL
Footsteps2Brilliance, Inc.	Washington	DC
FSS Software Topco LP (Follett Software, LLC)	McHenry	IL
GraceNotes, LLC.	Houston	TX
Hatch, Inc.	Winston Salem	NC
Heinemann (Greenwood Publishing Group LLC)	Portsmouth	NH
Houghton Mifflin Harcourt Publishing	Geneva	IL
iDismiss, LLC	Dallas	TX
Imagine Learning LLC	Tempe	AZ
Innovative Learning Concepts Inc.	Colorado Springs	CO
Insignia Software Corporation	Edmonton	AB
IXL Learning, Inc.	San Mateo	CA
Journeyed.com, Inc.	Allen	TX
Lab Resources, Inc.	Tomball	TX
Learning 2020 dba Penda Learning (Penda Learning)	Loveland	CO
Learning A-Z, LLC	Dallas	TX
Learning Without Tears	Cabin John	MD
Lexia Learning Systems LLC	Concord	MA
Lone Star Learning (Lone Star Learning Sales & Marketing, Inc.)	Lubbock	TX
MindRise Learning	Driftwood	TX
MobyMax (MobyMax Education, LLC)	Pittsburgh	PA
NoodleTools, Inc.	Pala Alto	CA
Perch (Catalyft Labs, Inc.)	Cambridge	MA
Perfection Learning Corporation	Logan	IA
PROGRESS LEARNING LLC	Atlanta	GA
Rhythm Monster, LLC	Prairie Grove	AR

RFP # 24-1277
 Educational Software and Other School District Related Software
 Vendors August 2025

Previously Responding Supplier	City	State
Romeo Music	Coppell	TX
Rosen Classroom Or Rosen Digital OR Jackdaw Publications (Rosen Publishing Group, Inc.)	New York	NY
Rosetta Stone LLC	San Mateo	CA
Savvas Learning Company	Paramus	NJ
ScholasticInc.	New York	NY
SchoolsPLP	Phoenix	AZ
Sirius Education Solutions (Sirius Education Solutions LLC)	Austin	TX
Stats Medic, LLC	Grand Rapids	MI
STEMfinity, LLC	Boise	ID
Super Duper Publications (Super Duper Inc)	Greenville	SC
Teachers Discovery	Auburn Hills	MI
The Writing Academy, LLC	Kemah	TX
ThinkCERCA.com, Inc.	Chicago	IL
Three Minute Theory (TTT United, LLC)	Oceanside	NY
TOPTALENT LEARNING	Plano	TX
Vernier Science Education (Vernier Software & Technology Inc.)	Beaverton	OR

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Person: S. Smith

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

=====

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 twelve (12) responses during the past month. The recommended vendors will be added to our previously approved list of four hundred seventeen (417) 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 twelve (12) vendors for the Educational Consulting, Professional Development, and Other Student-Based Contracted Services bid, as presented.

Ainwaled Consulting LLC

Company Name: Ainwaled Consulting LLC

Street Address: 304 Katie Elder Drive

City, State, Zip: Jarrell, TX 76537

Contact Name: DeLawnia Comer-HaGans

Contact Phone Number: 214-437-5593

Contact Email Address: delawnia@ainwaledconsulting.com

Category of Service Provided: Evaluator Services

Target Audience: Professional/Staff Development Training: Academic educational consultant

Description of Services: Academic Educational Consulting Services Delivering strategic, research-based support to empower schools, educators, & district leaders, our consulting services are designed to strengthen academic performance, operational efficiency, & data-driven decision-making. Services are tailored to align with the district’s strategic goals, improvement plans, & compliance requirements. Professional/Staff Development Training: Program Review/Recommendation Services: Data/Statistical Analysis: Curriculum Design: Evaluator Services: Operations Analysis/Consultant: Grant Evaluation Services.

Pricing: Services at rate of \$200 per hour. I would provide a discount to Waco ISD & charge \$125 per hour of service provided which equates to \$1,000 for an 8-hour day.

Be Heard Education (FRB Educational Consulting)

Company Name: Be Heard Education

Street Address: 3577 Mortons Landing Drive

City, State, Zip: Ellenwood, GA 30294

Contact Name: Felicia Heard

Contact Phone Number: 678-464-8342

Contact Email Address: ifo@beheardedu.com

Category of Service Provided: Academic Educational Consultant

Target Audience: 2-12 Teachers all Subject Areas

Description of Services: Instructional coaching, Professional Development, Relationship Building, Data Teams, Curriculum Writing, Rigor Relevance

Pricing: Instructional Coaching & professional learning session all Day \$2400: half a day \$1800

Betterment Speech & Language Therapy, PLLC

Company Name: Betterment Speech and Language Therapy, PLLC

Street Address: 2909 E Arkansas Ln, Suite C-140

City, State, Zip: Arlington, TX 76010

Contact Name: Jaime-Li Brown

Contact Phone Number: 469-315-1858

Contact Email Address: info@bettermentspeech.com

Category of Service Provided: Other applicable service

Target Audience: Special Education Department for Students

Description of Services: Betterment Speech & Language Therapy, PLLC offers school-based speech-language pathology services designed to support PreK–12 students in achieving meaningful communication outcomes. We deliver IDEA-aligned, evidence-based services that include comprehensive speech & language evaluations; individual & group therapy; ARD/IEP participation & compliance documentation; eligibility determinations & re-evaluations; teacher & parent consultation: professional development. Our services are student-centered, collaborative, & results-driven. We are committed to partnering with Waco ISD to deliver high-quality, compliant, & compassionate speech-language services that promote communication success across academic settings.

Pricing: Our standard hourly rate for direct speech-language therapy & evaluation services is \$120/hour. In recognition of the opportunity to partner with Waco ISD, we are offering a 10% discounted rate of \$108/hour. No additional fees for travel, routine team meetings, or standard administrative coordination.

Creative Climb Academy

Company Name: Creative Climb Academy

Street Address: 108 Zarley Drive

City, State, Zip: Copperas Cove, TX 76522

Contact Name: Christina Robinson

Contact Phone Number: 757-775-3027

Contact Email Address: christina@creativeclimbacademy.net

Category of Service Provided: Educational Activity Provider for Students

Target Audience: Students who need credit recovery to get back on track toward graduating from high school.

Description of Services: Creative Climb Academy agrees to provide certified instructors, Edmentum support monitoring, virtual tutoring, attendance tracking, SPED & EB support services, academic reporting & exam preparation.

Pricing: The fee is \$250 per student, with an initial enrollment of 30 students per high school campus.

Education Powerment LLC

Company Name: Education Powerment LLC

Street Address: 2425 Whited St

City, State, Zip: Pittsburgh, Pa, 15226

Contact Name: Ebonie Lamb

Contact Phone Number: 412-973-5723

Contact Email Address: action@educationpowerment.com

Category of Service Provided: Professional/Staff Development Training

Target Audience: Teachers & Administrators

Description of Services: Professional Development (PD): New teacher training & professional development Job- Embedded Instructional Coaching: On-site and virtual coaching cycles for new teachers Classroom walkthroughs tied to instructional goals & district priorities. Individualized coaching plans for new teachers.

Pricing: Professional Development (Half Day)- \$1,750 Professional Development (Full Day)- \$2,500 Group Coaching- \$2,000 for 90 minutes: one to one job embedded coaching- \$1000 for 60 minutes

GOAT Educators (Nicole Thompson)

Company Name: GOAT Educators, LLC

Street Address: 3200 Lenox Rd. NE C303
City, State, Zip: Atlanta, GA 30324
Contact Name: Nicole Thompson
Contact Phone Number: 267-938-0459
Contact Email Address: info@nicolethompsonspeaks.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: Teachers, administrators, students, community
Description of Services: Leadership Strategy Sessions: Strategic planning with leadership teams on trauma-competent practices & implementation. Classroom Coaching & Walkthroughs: Observations & strengths-based feedback sessions for teachers to enhance trauma-informed practices. Educator Reflection & Resilience Circles: Custom Professional Development Sessions: Data Review & Progress Monitoring: Resilience, Emotional Regulation, & Leadership: Culturally Responsive Family Engagement.
Pricing: Pricing for services range from \$55,000.00 to \$100,000.00 with three options.

Learning A-Z, LLC

Company Name: Learning A-Z, LLC
Street Address: 17855 Dallas Parkway, Suite 400
City, State, Zip: Dallas, TX 75287
Contact Name: Lizzie Jarzombek
Contact Phone Number: 866-889-3729
Contact Email Address: lizzie.jarzombek@learninga-z.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: Teachers, district administrators, school leaders, & anyone who will be using Learning A-Z solutions or reporting.
Description of Services: Learning A-Z's Professional Learning Services deliver targeted solutions to address unique district, school, or organizational needs. During planning process, our experts collaborate with each district to tailor a program that ensures educators can make the greatest impact on student learning. Virtual Professional Learning-Webinars & Webinar Series. On-site Professional Learning-Customized Workshops: Train-the-Trainer: Lesson Modeling & Coaching Support: Resource Mapping. Our team of experts identifies & strategically integrates Learning A-Z resources into the district's curriculum. This helps districts identify the resources that align with their instructional framework, standards & learning outcomes.
Pricing: Pricing for services range from \$500.00 to \$500,000.00

Loving Guidance LLC (Conscious Discipline Holdings LLC)

Company Name: Conscious Discipline Holdings, LLC (dba Loving Guidance, LLC)
Street Address: 648 Trestle Point
City, State, Zip: Sanford, FL 32771
Contact Name: Customer Care
Contact Phone Number: 407-366-0233
Contact Email Address: customercare@consciousdiscipline.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: Teachers, staff, admin, districts, parents
Description of Services: In person training, in-person coaching, virtual coaching

Pricing: All fees include payment of instructor, stay & travel.

Michael Aguilar (Michael David Aguilar)

Company Name: Michael Aguilar
Street Address: 2020 N 42nd St
City, State, Zip: Waco, TX, 76710
Contact Name: Michael Aguilar
Contact Phone Number: 254-644-0866
Contact Email Address: michaelaguilar7225@gmail.com
Category of Service Provided: Fine Arts Services (Band, Choir, Theater)
Target Audience: Students interested in participating in Waco High's Mariachi Program
Description of Services: I teach basic mariachi techniques and styles, history of mariachi & fundamental rhythm playing. I founded a mariachi program at Baylor University (Mariachi Osos Dorados). I played the trumpet in Baylor's Golden Wave Band. Guitar is my primary instrument.
Pricing: \$25 Hourly

Shining Light Consulting and Learning, LLC

Company Name: Shining Light Consulting and Learning, LLC
Street Address: 291 Bienterra Trail #8
City, State, Zip: Rockford, IL 61107
Contact Name: DeAnna Lynn
Contact Phone Number: 815-979-9038
Contact Email Address: contact@shininglightconsultingfirm.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: Early Childhood teachers and school leaders (Birth - 2nd grade)
Description of Services: This comprehensive support package is designed for schools ready to deeply shift school climate & significantly improve Kindergarten readiness outcomes. Ideal for schools using Early Childhood, SB207, or Literacy-focused funding. Ideal for schools looking to boost Kindergarten readiness through SEL-aligned practices. Deal for schools piloting Social-Emotional & Literacy programming or schools with limited budgets. Pricing varies for Workshops, Toolkits, & Coaching Sessions.
Pricing: Language Arts/Early Literacy & Social Emotional Transformation: 6-Month Partnership = \$24,890: Focused Resilience & Literacy Skill Building: 3 Months of Support = \$15,692: Introductory SE & Early Literacy Support: 1 Month of Support = \$7,696 *Hourly - \$250/hour: Daily - \$1400/day: Half Day - \$700/half day

Spivey Literacy Solution LLC

Company Name: Spivey Literacy Solution LLC
Street Address: 3905 Candace Drive
City, State, Zip: Fort Worth, TX, 76119
Contact Name: Laneta Spivey
Contact Phone Number: 682-231-2403
Contact Email Address: TLS@SpiveyLiteracySolution.com
Category of Service Provided: Professional/Staff Development Training
Target Audience: Elementary & Middle School Teachers & Instructional Leaders, Instructional Coaches

& New Teachers

Description of Services: Spivey Literacy Solution LLC is dedicated to empowering educators & students through evidence-based literacy strategies & customized professional development. We partner with school districts to improve reading outcomes by providing targeted instructional support, curriculum consulting, & teacher training aligned with state standards. Our mission is to close literacy gaps & foster lifelong learning through practical, research-driven solutions.

Pricing: Pricing for services range from \$1500.00 to \$20,000.00

TaJu Educational Solutions

Company Name: TaJu Educational Solutions

Street Address: 817 Ogden Ave. #3910

City, State, Zip: Lisle, IL,60532

Contact Name: Alexandra Guilamo

Contact Phone Number: 312-683-6310

Contact Email Address: info@tajulearning.com

Category of Service Provided: Professional/Staff Development Training

Target Audience: Regular Education Teachers, Bilingual Teachers, Principals, Superintendents, Other School-level Administrators, & Other District-level Administrators

Description of Services: TaJu has experience designing, developing & delivering individualized & team coaching, training & consultation to teachers & staff at various levels to support their ability to identify, implement & adapt dual-language evidence-based curricular & instructional approaches. The professional development has been designed to build teacher/staff knowledge & integration of the program structure, the curriculum, the students, & promising practices into daily instructional decision-making & actions.

Pricing: TaJu Price Structure 5 District Consultancy & Technical Support – 10 participant max per day \$6000 per day Professional Development – 40 participant max per day \$5400-\$6450 per day Job-Embedded Coaching – 15 participant max per day \$5400 per day. Materials: Books range=\$29.98-\$39.95 per unit & Poster sets=\$199.95 per set.

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Person: S. Smith

RE: Bid Award for Local Retailers' General Merchandise

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Background Information:

Request for Proposal, RFP # 24-1263, Local Retailers' General Merchandise have been received for the purpose of creating a list of vendors from the Greater Waco Area that can provide supplies, equipment, and services for the District on an as needed basis. We have received fifty-six (56) responses for this initial bid. We received two (2) additional vendors this past month. The list has been attached for your consideration.

In an effort to allow maximum participation for vendors currently residing in the Greater Waco Area, as well as new vendors moving into the area, the Waco Independent School District is electing to engage in Extended Period for Multiple Award Contracts as allowed under the Texas Education Agency's, Financial Accountability Systems Resource Guide (FASRG), Module 5: Purchasing, exhibited below.

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.

Additional vendors will be added as needed. Vendors submitting a bid by the end of each month will be recommended 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 two (2) new vendors for the Local Retailers' General Merchandise, as presented.

RFP # 24-1263
Local Retailer's General Merchandise
Vendors for August 2025

New Responding Suppliers	City	State
Stanley Ford McGregor	McGregor	TX
Integ	Waco	TX
Previously Awarded Suppliers	City	State
2 Crazy B Designs	Hewitt	TX
25N Coworking Waco (25N Waco, LLC)	Waco	TX
A & K Express Inflatables (Orlando Ray Galindo-Beverly)	Waco	TX
A-1 Banner & Sign Co., Inc.	Waco	TX
ACE Fence & Supply (Ace Commercial Fence, Inc.)	Robinson	Tx
AHP Media Technology	Hewitt	TX
Air Flow Filter Service, Ltd	Waco	TX
ARC Abatement 1, Inc.	Waco	TX
Astro Events of Waco	Waco	TX
Award Specialties, Inc.	Waco	TX
Axiom Advertising (Bosque Forms, Inc.)	Waco	TX
Barnes & Noble	Waco	TX
Batteries Plus Waco/Temple/Harker Heights (Glacierbeach	Waco	TX
Big Ben Dry Cleaners	Waco	TX
Bosque Fence and Supply, LLC. (Jeff Bray)	Waco	TX
Bugsdotcom Termite and Pest	Waco	TX
Centex Carpet & Interiors	Waco	TX
CTWP (Hayday, Inc.)	Waco	TX
Diesel Power Supply Co.	Waco	TX
Dream Big Balloons	China Spring	TX
Express Yourself Designs	Waco	TX
Firmin Business Forms	Waco	TX
Flow Plumbing Services, LLC	Waco	TX
Gene Ives Accoustic & Tile Co	Waco	TX
Gross-Yowell	Waco	TX
HEB Grocery Store	Waco	TX
Herff Jones/Overall Recognition (Overall Recognition LLC)	Waco	TX
Hidefwilly (will Suarez)	Waco	TX
Hobby Lobby Creative Centers (Hobby Lobby Stores, Inc.)	Waco	TX
Hole in the Roof Marketing (Hole in the Roof)	Waco	TX
Jeff's Balloons	Waco	TX
Kleen-Air Filter Services & Sales (Allison Enterprises Inc.)	Groesbeck	TX
Landscape Supply (Waco Landscape Supply, LP)	Waco	TX
Mardel Christian and Education (Mardel Inc.)	Waco	TX
North Waco Tropical Fish	Waco	TX
Paramount Waste Water (Paramount Porta-Potty)	Temple	TX
Peerport Collective	Waco	TX
Pendley Party Productions & Rentals	Waco	TX
Resco (E & O Investments, LLC)	Waco	TX
Smoot-Anderson Co., Inc.	Waco	TX
Stephanie Asselin	Waco	TX
Swift Uniforms	Waco	TX
T&G Chemical and Supply	Waco	TX

RFP # 24-1263
 Local Retailer's General Merchandise
 Vendors for August 2025

Previously Awarded Suppliers	City	State
T.E.A.M. Solutions, Inc.	Waco	TX
Tarpley Music Company, Inc.	Waco	TX
TDR COMP	Robinson	TX
Tessera Technology Group	Woodway	TX
Texas Security Equipment, Inc.	Waco	TX
Total Office Solutions	Waco	TX
Triple S Sports (Triple S Sales, Inc.	Waco	TX
Vincent Thomas	Waco	TX
Virkim, Inc.	Waco	TX
Waco Bounce House Rentals, LLC	Eddy	TX
Wesley Blanton Service Co/WBSCO	Hewitt	TX

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Person: S. Smith/G. Barrera

RE: Bid Award for Maintenance Supplies, Equipment, and Services

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Background Information:

Request for Proposal, RFP # 22-1229, Maintenance Supplies, Equipment, and Services have been received for the purpose of creating a list of vendors which can provide supplies, equipment, and services for the Facilities and Maintenance and Custodial Departments. We have received one hundred sixty-two (162) responses for this initial bid. We received five (5) additional vendors this past month. The list has been attached for your consideration.

In an effort to allow for maximum participation with our Maintenance and Custodial 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 Purchasing 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 five (5) additional new vendors for the Maintenance Supplies, Equipment, and Services bid, as presented.

RFP # 22-1229
Maintenance Supplies, Equipment and Services
Vendors for August 2025

Responding Supplier	City	State
ALERT Radar (DJ Hopkins, Inc.)	Mountain Home	AR
Herc Rentals, Inc.	Austin	TX
Holt Cat (Holt Texas Ltd)	Waco	TX
Parking Garage Solutions, LLC deb PGW Solutions	Houston	TX
Washer Power, LLC	Waco	TX
Previously Awarded Vendors	City	State
A&H Refrigeration Company, Inc.	Waco	TX
A-1 Banner & Sign Company, Inc.	Waco	TX
A-1 Vacuum Center, Inc.	Conroe	TX
AAA Elevator Inspections	Austin	TX
Access Lift & Service Company, Inc.	Peaster	TX
ACE Fence & Supply (Ace Commercial Fence, Inc.)	Robinson	TX
Acme Architectural Hardware	College Station	TX
AHP Media Technology	Hewitt	TX
Air Flow Filter Service, Ltd.	Waco	TX
Alamo Iron Works (Triple-S Steel Supply, LLC)	San Antonio	TX
Allen Glass Company	Hewitt	TX
American Consulting	Austin	TX
ARC Abatement 1, Ltd.	Waco	TX
Arrow Magnolia International, Inc.	Dallas	TX
AutoCzech/Soljonhof	West	TX
B F Hurley Mat Co, Inc.	LaGrange	GA
B&B Repair Shop	West	TX
Bain Paper Company	Waco	TX
Barnett Contracting, Inc.	Waco	TX
Batteries Plus Waco/Temple/Harker Heights (Glacierbeach)	Waco	TX
Belfor (Belfor USA Group, Inc.)	Waco	TX
Benchmark Signs	Weatherford	TX
Bill's Discount Tire Service (Maria G. Castanon-Vega)	Waco	TX
Bleacher Service Company (Gilbert D. Trevino)	Moody	TX
Brandt (The Brandt Companies, LLC)	Waco	TX
Brem's Fencing LLC	Valley Mills	TX
Brewer Lock and Safe	Waco	TX
BUGSDOTCOM Termite and Pest	Waco	TX
Bullseye Glass (Bullseye Glass LLC)	Waco	TX
Carquest of Hewitt (Pavelka Truck and Auto Parts, Inc)	Hewitt	TX
CCP Industries, Inc. (The Tranzonic Companies)	Richmond Heights	OH
Centex Carpet & Interiors	Waco	TX
Central Texas Mobile Storage	Waco	TX
Century HVAC Distributing	Dallas	TX
CF Supply, Inc.	Waco	TX
CheckSammy, Inc.	Plano	TX
City Tire and Battery	Waco	TX
Clarks Small Engine Repair	Lacy Lakeview	TX
Cleaning Robotics, LLC	Luling	LA

RFP # 22-1229
Maintenance Supplies, Equipment and Services
Vendors for August 2025

Previously Awarded Vendors	City	State
Climatec, LLC	Austin	TX
Code-3 Fire & Safety Products	Waco	TX
Communication Concepts	Fort Worth	TX
Competitive Choice, Inc.	Houston	TX
Complete Supply, Inc.	Dallas	TX
Core Controls	Dallas	TX
Dealers Electrical Supply	Waco	TX
DenaliCS (Denali Construction Services, LP)	Carrollton	TX
Dent Enterprises LLC	Desoto	TX
DH Pace Company, Inc.	Coppell	TX
Diesel Power Supply Company	Waco	TX
Duncan's Commercial Lock	Wichita Falls	TX
Emerge Services, LLC	Conroe	TX
Encore Fence	Temple	TX
Environmental Concerns, Inc.	Waco	TX
Epic Solar Control, LLC	McKinney	TX
Equipment Depot	Waco	TX
Fairway Supply	Irving	TX
Fastsigns Waco (Red Bird Digital Media LLC)	Waco	TX
Filterbuy Incorporated	Talladega	AL
Firetrol Protection Systems (Heather Foster)	Austin	TX
Fissco Supply (Frigelar North America DBA Fissco Supply)	Dallas	TX
Fitzgerald Lawnscaoper Ltd.	Woodway	TX
Flip Lok, LLC	Houston	TX
Flow Plumbing Services, LLC	Waco	TX
Fort Worth Window Cleaning, Inc.	Haltom City	TX
Fred's Power Wash (Washer Power)	Waco	TX
Gene Ives Acoustic & Tile Company	Waco	TX
Global Industrial (Global Equipment Company, Inc.)	Buford	GA
Grones Environmental Services	Waco	TX
Ground Penetrating Radar Systems	Maumee	OH
H & H Sign Co., Inc	Waco	TX
H. B. Blake Company	Hewitt	TX
Hardin & Associates Holdings, LLC	Carrollton	TX
HCS Inc. (MB Home Construction)	Waco	TX
Hill Country Paints (Wendy Hui Anderson)	Waco	TX
Image Maker 4U, Inc.	Hughes Springs	TX
Independent Hardware, Inc.	Philadelphia	PA
Interboro Packaging Corporation	Montgomery	NY
Intercon Environmental, Inc.	Mansfield	TX
Intermountain Lock & Security Supply	Salt Lake City	UT
J.K. Brown	Moody	TX
Jackson Sign & Lighting	Waco	TX
JGA Roofing	Waco	TX
JLM Contracting, LLC	Waco	TX

RFP # 22-1229
Maintenance Supplies, Equipment and Services
Vendors for August 2025

Previously Awarded Vendors	City	State
Justin Seed Company	Justin	TX
Kinco Inc., Overhead Door Co of Waco	Waco	TX
Lady Liberty Flag and Flagpole (Convict Hill Floor Covering & Design, Inc.)	Austin	TX
Landscape Supply (Waco Landscape Supply, LP)	Waco	TX
LD Tebben Co/Pax Services Group	Waco	TX
Lea Park & Play, Inc.	Richardson	TX
Lennox Industries (Lennox Industries, Inc.)	Richardson	TX
Liftcrete Solutions (Green Foam Solutions, Inc.)	Waco	TX
Lonestar Chiller Systems (Lonestar Chiller Systems LLC)	Crawford	TX
Lonestar Truck Group Waco (Lonestar Freighliner Group, LLC	Waco	TX
Loop 340 Overhead Door (Sideline Enterprises, Inc.)	Waco	TX
Ludwig Saw AND Tool Sharpening	Waco	TX
M.A.N.S Distributors, Inc.	Carrollton	TX
Marks Plumbing Parts (John W Gasparini, Inc.)	Fort Worth	TX
MJM Commercial HVAC, LLC (Motl)	Robinson	TX
Morrison Supply Company (Reece USA)	Waco	TX
National Wholesale Supply Company	Woodway	TX
NEI Datacom (Nemmer Electric, Inc.)	Waco	TX
Newman Technology Solutions	Temple	TX
Otuy, Inc	Provo	UT
P&E Mechanical Contractors, LLC	Waco	TX
Patriot Supply Company	Brady	TX
Perry Office Plus (Perry Office Products)	Temple	TX
Pioneer Steel and Pipe Co., Inc.	Waco	TX
Pioneer Vacuum Services, LLC	Waco	TX
Pye Barker Fire	Waco	TX
R&R Tactical, LLC	Hewitt	TX
Ranger Security Solutions (Ranger Elite Management, LLC)	Temple	TX
RBO Technologies, LLC	Waco	TX
Regian Tool and Equipment	Waco	TX
Resco (E & O investments, LLC)	Hewitt	TX
Richards Equipment Company	Waco	TX
Ryberg Plumbing LLC	Waco	TX
School Bus Safety Company	Hudson	OH
Sentinel Air Conditioning and Heating	Spring	TX
Share Corporation	Milwaukee	WI
Sherwin Williams (The Sherwin Williams Company)	Waco	TX
Shiffler Equipment Sales, Inc.	Chardon	OH
Sims Plastics of Waco	Waco	TX
Smith Supply Co. LLC	Temple	TX
Smoot-Anderson Company, Inc.	Waco	TX
Solar Supply	Waco	TX
Southern Clean Pressure Washing (Michael Jackson)	Ferris	TX
Southern Tire Mart	Dallas	TX
Southwest Maintenance, LTD	Waco	TX

RFP # 22-1229
Maintenance Supplies, Equipment and Services
Vendors for August 2025

Previously Awarded Vendors	City	State
Starks Janitorial Services	Mesquite	TX
Steeles Garage Door Solutions	Belton	TX
Sunrise Environmental LLC (Jessica L Marquesen)	Bridgeport	TX
SWS Concrete Contractor (Scott W Schreiber)	Waco	TX
T & W Tire	Waco	TX
T&G Chemical and Supply	Waco	TX
T.E.A.M. Solutions, Inc. (Texas Energy & Automation Management Solutions, Inc.)	Waco	TX
Tanglewood ATX, LLC	Leander	TX
Texas Alternator Starter Service (McAdamsGroup, LLC)	Austin	TX
Texas Security Equipment, Inc.	Waco	TX
The Reynolds Company (D. Reynolds Co., LLC)	Fort Worth	TX
The Roof Co. Waco, LLC	Waco	TX
TJ's Professional Painting and Construction, LLC	Red Oak	TX
Tradesman Service	Waco	TX
Trane	Fort Worth	TX
Truck Alignment Frame, LLC	Elm Mott	TX
Tuff Shed	Waco	TX
Tyggr Roofing & Construction Company	Morgan	TX
UniFirst Corporation	Hewitt	TX
Unifirst First Aid & Safety	Earth City	MO
United Ag & Turf	Waco	TX
United Refrigeration, Inc.	Waco	TX
Versalift Southwest	Waco	TX
Virkim, Inc.	Hewitt	TX
Visual Techniques	Longview	TX
Waco Fencing & Stuff	Waco	TX

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Person: S. Smith

RE: Bid Award for Restaurant & Catering Services

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Background Information:

Request for Proposal, 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) additional response since the last bid was awarded.

The one (1) new vendor, to be considered with the previously approved eighty (80) 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
 Vendors for August 2025

New Responding Supplier	City	State
Jersey Mikes Waco (Carpo Enterprises, LLC)	Waco	TX
Previously Awarded Vendors	City	State
Andy's Frozen Custard (Andy's Texas #5, LLC)	Austin	TX
Apex Coffee Roasters	Waco	TX
Backyard Bar Stage and Grill	Waco	TX
Bigwards Smokehouse	Waco	TX
Blanek's Custom Catering by Big Daddy's (Joe Blanek)	Robinson	TX
Boardwalk on Elm	Waco	TX
Bush's Chicken	Waco	TX
Cafe Venture Catering and Fuddruckers	Lubbock	TX
Chaney Brothers Coffee Truck (Waco Coffee Company)	Waco	TX
Chick-fil-A at Baylor University (Sykora Family Enterprises)	Waco	TX
Chick-fil-A of Waco	Waco	TX
Chuy's Opco Inc.	Austin	TX
Cicis Pizza (Smitty Investments)	Waco	TX
Coach's Smoke BBQ (Josey's BBA, Inc.)	Waco	TX
DoubleDave's Pizzaworks (Hearne Pizza, LLC)	Waco	TX
Fazoli's (FazTex Restaurants, Inc.)	Austin	TX
Firehouse Subs (Brazos Valley Subs)	Waco	TX
Fish City Grill	Waco	TX
Franklin Avenue Mac House (Cheddar Box, LLC)	Waco	TX
Freebirds World Burrito (TavistockFreebirds, LLC)	Waco	TX
Frenchie Daddy French Toast	Waco	TX
Fuego Waco II, LLC	Waco	TX
Gelu Italian Ice (Waco Coffee Company, LLC)	Waco	TX
George's Restaurant & Catering (George's 1, Ltd.)	Waco	TX
Good'N Gone Cookie Jar	Waco	TX
Hecho en Waco	Waco	TX
Heritage Creamery (Heritage Creamery, LLC)	Waco	TX
HTeaO (N2T, LLC)	Amarillo	TX
Ichiban	Waco	TX
Jason's Deli (Deli Management, Inc.)	Waco	TX
Jeremiah's Italian Ice of Waco	Waco	TX
Jimmy Johns (Butts Largest Investment Group II, Inc.)	Waco	TX
Jon Lillie's Steakhouse	Waco	TX
Kings Chicken Wings	Waco	TX
Kona Ice of Waco, LLC (Tie Dye Interprises)	Waco	TX
Kurbside Coffee & Goods	Waco	TX
La Fiesta Restaurant (Wanda Patlis, Inc.)	Waco	TX
LC Texas LLC (Little Caesars Pizza)	Waco	TX
Little Caesars Pizza (Reno, Ltd.)	Hewitt	TX
Lotz of Bunz, LLC	Waco	TX
Lula Jane's, LLC	Waco	TX
McAlister's Deli (The Saxton Group)	Dallas	TX
Mo Cookies	Waco	TX
Newk's-1033-Waco-TX (Newk's Eatery)	Waco	TX

RFP # 19-1150
 Restaurant and Catering Services
 Vendors for August 2025

Andy's Frozen Custard (Andy's Texas #5, LLC)	Austin	TX
Nightlight Donuts & Coffee	Woodway	TX
Ninfas Mexican Restaurant (Texas rodco Waco)	Waco	TX
Nothing Bundt Cakes (DOXA JaM LLC)	Waco	TX
Ohana Shaved Ice and ice Cream	Hewitt	TX
Panda Express, Inc.	Waco	TX
Panera Bread	Waco	TX
Papa Bear	Waco	TX
Performance Foodservice Group Roma (PFG Holdings, LLC)	Temple	TX
Peter Piper Pizza (Pizza Properties, Inc.)	El Paso	TX
Po' Boy Place	Waco	TX
Pop's Lemonade Company	Waco	TX
Raising Canes (Raising Canes Restaurants, LLC)	Plano	TX
Revival Eastside Eatery	Waco	TX
Roni's Mac Bar	Waco	TX
Rosa's Café & Tortilla Factory	Waco	TX
Rosati's of Waco (Odling Pizza, LLC)	Waco	TX
Sascee's Southern Eatery	Waco	TX
Shipleigh Do-Nuts (S. Valley Mills Dr, Waco Dr., Speight Ave.)	Waco	TX
Southern Roots Brewing (Southern Roots Taproom, LLC)	Waco	TX
Subway (Benchmark Subs)	Waco	TX
Sweetness Desserts (Laura Summersett)	Waco	TX
Sweets by Rachel	Waco	TX
Talk More Meals	Waco	TX
Texas Roadhouse	Waco	TX
The Olive Branch (Stewart Branch)	Waco	TX
Toaster Yolk Café	Waco	TX
Tony DeMaria's BBQ	Waco	TX
Travelin' Toms (CTX Coffee, LLC)	Waco	TX
Tres Manos Coffee	Waco	TX
Triple B's Smokehouse (J&C Triple B, LLC)	Waco	TX
Uncle Dan's Bar-B-que and Catering (D.W.Henderson Corporation)	Waco	TX
Waco Cha	Waco	TX
Walkons Waco	Waco	TX
What About Cupcakes? (What About Cupcakes, LLC)	Waco	TX

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 28,2025 **Contact Person:** S. Smith/T. Alcala

RE: Bid Award for Freezer, Cooler and Generator Renovations for Child Nutrition Services

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Background Information:

Competitive Sealed Proposal, CSP # 25-1289, has been opened and evaluated for the purpose of awarding a qualified vendor to perform turn-key services. The successful contractor will be responsible for the freezer and cooler renovations for Parkdale Elementary, Cedar Ridge Elementary, Greater Waco Advanced Manufacturing Academy (GWAMA), Lake Air Montessori, Brook Avenue Elementary and Provident Heights Elementary. In addition to the freezer and cooler projects, the contractor will be responsible for the generator renovations as University High School, Tennyson Middle School, Waco High School and, G.W. Carver Middle School. We received two (2) responses for these services. After evaluating each response, the committee is recommending that HCS, Inc., be awarded as the successful contractor to perform these services.

Fiscal Implications:

The cost of these services, \$1,198,800.00, will be charged to the Child Nutrition Services budget, contingent upon approval from Texas Department of Agriculture (TDA).

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the bid award for Freezer, Cooler and Generator Renovations for Child Nutrition Services to HCS, Inc., as presented.

Bid Tabulation
CSP # 25-1289
CNS Freezer, Cooler Generator Renovations

Supplier Response	Freezer, Cooler	Generator	Total cost	Points
HCS, Inc.	\$814,600.00	\$384,200.00	\$1,198,800.00	40.00
BSH Construction	\$950,500.00	\$348,500.00	\$1,299,000.00	36.91

Supplier Scoring Summary

25-1289 Addendum 2 - CNS Freezer, Cooler & Generator Renovations

Supplier	Rank	Score	Total Project Cost	Positive experience with Waco ISD	Experience doing similar projects of like size and complexity	Experience doing business with School Districts	Based on External References	Safety Record
		100	40.00	10.00	15.00	15.00	15.00	5.00
HCS Inc	1	69.25	40.00	5.00	11.00	12.33	5.67	5.00
BSH Construction	2	62.41	36.91	0.00	12.33	9.67	7.00	5.00

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 28,2025 _____ **Contact Person: S. Smith/J. Allen**

RE: Bid Award for Advanced Email Security Solution (E-Rate)

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Background Information:

Request for Proposal, RFP # 25-1281, Advanced Email Security Solution, has been opened and evaluated for the purpose of awarding a qualified vendor to perform necessary protection in the areas of Threat Protection & Filtering, Integration & Compatibility, User Awareness & Phishing Protection, Advanced Threat Intelligence & Incident Response and Compliance & Data Loss Prevention.

The Federal Communications Commission (FCC) launched the Schools and Libraries Cybersecurity Pilot Program to gather the data needed to better understand whether and how universal service funds can be used to support the cybersecurity needs of schools and libraries.

The Schools and Libraries Cybersecurity Pilot Program (Pilot Program) provides up to \$200 million to selected participants over a three-year term to buy a wide variety of eligible cybersecurity services and equipment. Waco ISD was selected and given a Preliminary Pre-Discount Commitment Amount of \$607,430.00. The Pilot Program will use the same E-Rate discount of 90% and the district share will be 10% of the awarded total within the Preliminary Pre-Discount committed amount.

We received twenty (20) responses for these services. After evaluating each response, the committee determined that Scinary Cybersecurity, LLC offered the best solution that met the needs of the District and, therefore, is recommending that they be awarded this bid for Advanced Email Security Solution. The Pricing Worksheet and Evaluation scoresheet are attached for your review.

Fiscal Implications:

The remaining 10% cost of \$22,741.20 will be charged to the departmental contracted services budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the bid award for Advanced Email Security Solution to Scinary Cybersecurity, as presented.

25-1281 Advanced Email Security Solutions
Pricing Sheet

Proposer:	Pricing:
360cyberx, LLC	535,509.00
Alchemy Technology Group	123,000.00
CDW Government LLC	97,909.11
Concourse Tech Inc.	130,933.19
Crown Castle Fiber LLC	988,200.00
Dahill Office	840,461.76
DHE Computer Systems	407,425.76///935,045.20
Fulcrum Technology Solutions	343,133.91
Layer 3 Communications	160,150.00
Netsync Network Solutions	523,260.00
Plante Moran	1,684,500.00
Questivity Inc.	146,020.50
Red River Technology LLC	136,350.00
Scinary Cybersecurity, LLC	227,412.00
SHI Government Solutions	297,389.85
Southern Computer Warehouse	139,500.00
United Data Technologies, Inc.	123,900.00
vPrime Tech, Inc.	135,806.60
Weaver Technologies	256,130.00
Zones, LLC	430,804.52

Supplier Scoring Summary

25-1281 - Advanced Email Security Solution - Scoring Round

Supplier	Rank	Score	Price of E-rate Goods and Services	Exoerience doing this type of business	Experience doing this type of business	Based on External References	Extenten on which the goods and services meet the district's needs
Scinary Cybersecurity, LLC	1	77.22	17.22	5.00	10.00	15.00	30.00
Alchemy Technology Group	2	76.84	31.84	5.00	0.00	10.00	30.00
Red River Technology LLC	3	73.72	28.72	5.00	10.00	15.00	15.00
SHI Government Solutions	4	73.17	13.17	5.00	10.00	15.00	30.00
CDW Government LLC	5	70.00	40.00	5.00	10.00	15.00	0.00
Zones LLC	6	69.03	9.03	5.00	10.00	15.00	30.00
Netsync Network Solutions	7	67.49	7.49	5.00	10.00	15.00	30.00
360cyberx, LLC	8	67.31	7.31	5.00	10.00	15.00	30.00
DHE Computer Systems	9	64.19	4.19	5.00	10.00	15.00	30.00
Southern Computer Warehouse, I	10	58.07	28.07	5.00	10.00	15.00	0.00
UDT	11	56.61	31.61	5.00	0.00	5.00	15.00
Fulcrum Technology Solutions,	12	56.41	11.41	5.00	5.00	5.00	30.00
Weaver Technologies, LLC	13	55.29	15.29	5.00	10.00	15.00	10.00
Dahill Office Technology Corpo	14	54.66	4.66	5.00	10.00	15.00	20.00
Crown Castle Fiber LLC	15	53.96	3.96	5.00	0.00	15.00	30.00
Plante Moran	16	52.33	2.33	5.00	10.00	15.00	20.00
Questivity Inc	17	51.82	26.82	5.00	0.00	5.00	15.00
Concourse Tech Inc.	18	49.91	29.91	5.00	0.00	15.00	0.00
Layer 3 Communications	19	49.45	24.45	5.00	0.00	5.00	15.00
vPrime Tech Inc	20	48.84	28.84	5.00	0.00	15.00	0.00

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 28, 2025 **Contact Person:** S. Smith/J. Allen

RE: Bid Award for Multi-factor Authentication (E-Rate)

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Background Information:

Request for Proposal, RFP # 25-1282, Multi-factor Authentication, has been opened and evaluated for the purpose of awarding a qualified vendor to perform necessary protection in the areas of Authentication Methods, Integration & Compatibility, User Enrollment & Management Security and Compliance, Policy and Compliance.

The Federal Communications Commission (FCC) launched the Schools and Libraries Cybersecurity Pilot Program to gather the data needed to better understand whether and how universal service funds can be used to support the cybersecurity needs of schools and libraries.

The Schools and Libraries Cybersecurity Pilot Program (Pilot Program) provides up to \$200 million to selected participants over a three-year term to buy a wide variety of eligible cybersecurity services and equipment. Waco ISD was selected and given a Preliminary Pre-Discount Commitment Amount of \$607,430.00. The Pilot Program will use the same E-Rate discount of 90% and the district share will be 10% of the awarded total within the Preliminary Pre-Discount committed amount.

We received fifteen (15) responses for these services. After evaluating each response, the committee determined that Netsync Network Solutions offered the best solution and one that met the needs of the District and therefore is recommending that they be awarded this bid for Multi-factor Authentication. The Pricing Worksheet and Evaluation scoresheet are attached for your review

Fiscal Implications:

The remaining 10% cost of \$1,236.20 will be charged to the departmental contracted services budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the bid award, for Multi-factor Authentication, to Netsync Network Solutions, as presented.

RFP # 25-1282 Multi-factor Authentication
Pricing Sheet

Proposer:	Price:
360cyber, LLC	\$ 27,984.40
CDW Government, LLC	\$ 35,639.50 or \$ 38,876.50
Concourse Tech	\$ 26,082.00
DHE Computer Solutions	\$ 12,870.00
Fulcrum Technology	\$ 145,260.00
GTS Technology Solutions	\$ 22,950.00
Identisys, Inc.	\$ 12,900.00
Netsync Network Solutions	\$ 12,361.96
Plante Moran	\$ 76,800.00
Questivity, Inc.	\$ 10,821.00
Red River Technology, LLC	\$ 14,080.00
Scinary Cybersecurity	\$ 29,700.00
Sterling Computers Corp	\$ 45,344.06
United Data Technologies	\$ 8,904.91
vPrime, Tech, Inc.	\$ 5,381.00

Supplier Scoring Summary

25-1282 Addendum 1 - Multi-factor Authentication (MFA)

Supplier	Rank	Score	Proposed Pricing	Experience doing this type of business	Experience doing business with other Texas school districts	Based on External References	Extent to which goods and services meet the districts' needs
	100	40.00	5.00	10.00	15.00	30.00	
Netsync Network Solutions	1	77.41	17.41	5.00	10.00	15.00	30.00
Red River Technology LLC	2	75.29	15.29	5.00	10.00	15.00	30.00
vPrime Tech Inc	3	75.00	40.00	5.00	0.00	15.00	15.00
360cyberx, LLC	4	67.69	7.69	5.00	10.00	15.00	30.00
Scinary Cybersecurity, LLC	5	67.25	7.25	5.00	10.00	15.00	30.00
Sterling Computers Corp.	6	64.75	4.75	5.00	10.00	15.00	30.00
CDW Government LLC	7	64.54	4.54	5.00	10.00	15.00	30.00
GTS Technology Solutions, Inc.	8	64.38	9.38	5.00	5.00	15.00	30.00
Plante Moran	9	62.80	2.80	5.00	10.00	15.00	30.00
DHE Computer Systems	10	61.72	16.72	5.00	10.00	15.00	15.00
Concourse Tech Inc.	11	58.25	8.25	5.00	0.00	15.00	30.00
IdentiSys Inc	12	55.65	15.65	5.00	10.00	10.00	15.00
Questivity Inc	13	54.89	19.89	5.00	0.00	15.00	15.00
UDT	14	54.17	24.17	5.00	0.00	15.00	10.00
Fulcrum Technology Solutions,	15	48.15	1.48	5.00	3.33	8.33	30.00

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 28, 2025 **Contact Person:** S. Smith/J. Allen

RE: Bid Award for Offsite Immutable Backups Solution (E-Rate)

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Background Information:

Request for Proposal, RFP # 25-1283, Offsite Immutable Backups Solution, has been opened and evaluated for the purpose of awarding a qualified vendor to perform necessary protection in the areas of Backup & Data Protection Capabilities, Integration & Compatibility, Recover & Restoration, Security & Compliance and Monitoring & Reporting.

The Federal Communications Commission (FCC) launched the Schools and Libraries Cybersecurity Pilot Program to gather the data needed to better understand whether and how universal service funds can be used to support the cybersecurity needs of schools and libraries.

The Schools and Libraries Cybersecurity Pilot Program (Pilot Program) provides up to \$200 million to selected participants over a three-year term to buy a wide variety of eligible cybersecurity services and equipment. Waco ISD was selected and given a Preliminary Pre-Discount Commitment Amount of \$607,430.00. The Pilot Program will use the same E-Rate discount of 90% and the district share will be 10% of the awarded total within the Preliminary Pre-Discount committed amount.

We received thirteen (13) responses for these services. After evaluating each response, the committee determined that Southern Computer Warehouse offered the best solution and one that met the needs of the District and therefore is recommending that they be awarded this bid for Offsite Immutable Backups Solution. The Pricing Worksheet and Evaluation scoresheet are attached for your review.

Fiscal Implications:

The remaining 10% cost of \$1,799.50 will be charged to the departmental contracted services budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the bid award for Offsite Immutable Backups Solution be awarded to Southern Computer Warehouse, as presented.

RFP # 25-1283
Offsite Immutable Backups Solution
Pricing Sheet

Proposer:	Price:
DHE Computer Systems	\$ 630,710.31
Fulcrum Technology Solutions.	\$ 568,248.04
GTS Technology Solutions	\$ 112,882.10
Infojini, Inc.	\$ 1,871,237.43
Layer 3 Communications	\$ 2,633,840.10
Netsync Network Solutions	\$ 177,591.12
Plante Moran	\$ 189,900.00
Questivity, Inc.	\$ 201,033.58
SHI Government Solutions	\$ 11,298.94
Southern Computer Warehouse	\$ 17,995.00
Sterling Computers Corp.	\$ 1,473,509.10
vPrime Tech, Inc.	\$ 13,776.80
Weaver Technologies	\$ 2,019,375.02

Supplier Scoring Summary

25-1283 Addendum 1 - Offsite Immutable Backups Solution

Supplier	Rank	Score	Proposed Pricing	Experience doing this type of business	Experience doing business with other Texas school districts	Based on External References	Extent to which good or services meet the districts' needs
		100	40.00	5.00	10.00	15.00	30.00
Southern Computer Warehouse, I	1	85.12	25.12	5.00	10.00	15.00	30.00
vPrime Tech Inc	2	82.81	32.81	5.00	0.00	15.00	30.00
SHI Government Solutions	3	66.67	40.00	5.00	6.67	15.00	0.00
Netsync Network Solutions	4	62.55	2.55	5.00	10.00	15.00	30.00
Plante Moran	5	62.38	2.38	5.00	10.00	15.00	30.00
DHE Computer Systems	6	60.80	0.80	5.00	10.00	15.00	30.00
Sterling Computers Corp.	7	60.31	0.31	5.00	10.00	15.00	30.00
Weaver Technologies, LLC	8	60.22	0.22	5.00	10.00	15.00	30.00
GTS Technology Solutions, Inc.	9	59.00	4.00	5.00	5.00	15.00	30.00
Questivity Inc	10	52.25	2.25	5.00	0.00	15.00	30.00
Infojini, Inc.	11	50.24	0.24	5.00	0.00	15.00	30.00
Layer 3 Communications	12	50.17	0.17	5.00	0.00	15.00	30.00
Fulcrum Technology Solutions,	13	44.13	0.80	5.00	3.33	5.00	30.00
Dahill Office Technology Corpo	14	5.00	0.00	0.00	0.00	5.00	0.00

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 28, 2025 **Contact Person:** S. Smith/J. Allen

RE: Bid Award for Security Information and Event Management (E-Rate)

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Background Information:

Request for Proposal, RFP # 25-1284, Security Information and Event Management, has been opened and evaluated for the purpose of awarding a qualified vendor to perform necessary protection in the areas of Authentication Methods, Integration & Compatibility, User Enrollment & Management Security and Compliance, Policy and Compliance.

The Federal Communications Commission (FCC) launched the Schools and Libraries Cybersecurity Pilot Program to gather the data needed to better understand whether and how universal service funds can be used to support the cybersecurity needs of schools and libraries.

The Schools and Libraries Cybersecurity Pilot Program (Pilot Program) provides up to \$200 million to selected participants over a three-year term to buy a wide variety of eligible cybersecurity services and equipment. Waco ISD was selected and given a Preliminary Pre-Discount Commitment Amount of \$607,430.00. The Pilot Program will use the same E-Rate discount of 90% and the district share will be 10% of the awarded total within the Preliminary Pre-Discount committed amount.

We received sixteen (16) responses for these services. After evaluating each response, the committee determined that Red River Technology, LLC., offered the best solution and one that met the needs of the District and therefore is recommending that they be awarded this bid for Security Information and Event Management. The Pricing Worksheet and Evaluation scoresheet are attached for your review

Fiscal Implications:

The remaining 10% cost of \$20,900.00 will be charged to the departmental contracted services budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the bid award for Security Information and Event Management be awarded to Red River Technology, LLC., as presented.

RFP # 25-1284
Security Information and Event Management - Pricing Sheet

Proposer:	Price:
Alchemy Technology Group	\$ 300,380.58
CDW Government, LLC	\$ 81,620.00
ClevrOne, LLC	\$ 133,470.00
Concourse, Tech, Inc.	\$ 258,930.00
Crown Castle Fiber, LLC	\$ 568,728.00
DHE Computer Systems	\$193,413.33//\$478,830.33//\$224,988.33//\$597,135.33//\$673,503.91//\$1,200,923.35
Fulcrum Technology Solutions	\$ 1,009,321.60
Global Solutions Group	\$ 1,675,350.00
Infoblox	no price included
Layer 3 Communications	\$ 605,340.00
Netsync Network Solutions	404,465.70///475,598.70
Plante Moran	\$ 255,600.00
Red River Technology, LLC	\$ 209,000.00
Securely Managed, LLC	\$ 180,000.00
SHI Government Solutions	\$ 356,657.77
Technuf, LLC	127,334.55 or 144,769.51

Supplier	Rank	Score	Proposed Pricing	Experience doing this type of business	Experience doing business with other Texas school districts	Based on External References	Extent to which goods and services meets the districts' needs
Red River Technology LLC	1	75.62	15.62	5.00	10.00	15.00	30.00
CDW Government LLC	2	70.00	40.00	5.00	10.00	15.00	0.00
Securely Managed LLC	3	68.14	18.14	5.00	0.00	15.00	30.00
Plante Moran	4	67.77	12.77	5.00	10.00	15.00	25.00
SHI Government Solutions	5	64.15	9.15	5.00	5.00	15.00	30.00
Technuf LLC	6	62.55	22.55	5.00	5.00	15.00	15.00
Netsync Network Solutions	7	61.86	6.86	5.00	10.00	15.00	25.00
ClevrOne LLC	8	59.46	24.46	5.00	0.00	15.00	15.00
Layer 3 Communications	9	58.72	5.39	5.00	3.33	15.00	30.00
Fulcrum Technology Solutions,	10	54.91	3.24	5.00	10.00	11.67	25.00
DHE Computer Systems	11	52.72	2.72	5.00	10.00	15.00	20.00
Global Solutions Group, Inc.	12	51.95	1.95	5.00	0.00	15.00	30.00
Alchemy Technology Group	13	50.87	10.87	5.00	5.00	15.00	15.00
Crown Castle Fiber LLC	14	40.74	5.74	5.00	0.00	15.00	15.00
Concourse Tech Inc.	15	37.61	12.61	5.00	0.00	15.00	5.00
Infoblox	16	21.67	0.00	5.00	0.00	6.67	10.00

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 28, 2025 **Contact Person:** S. Smith/J. Allen

RE: Bid Award for Vulnerability Management Solution (E-Rate)

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Background Information:

Request for Proposal, RFP # 25-1285, Vulnerability Management Solution, has been opened and evaluated for the purpose of awarding a qualified vendor to perform necessary protection in the areas of Authentication Methods, Integration & Compatibility, User Enrollment & Management Security and Compliance, Policy and Compliance.

The Federal Communications Commission (FCC) launched the Schools and Libraries Cybersecurity Pilot Program to gather the data needed to better understand whether and how universal service funds can be used to support the cybersecurity needs of schools and libraries.

The Schools and Libraries Cybersecurity Pilot Program (Pilot Program) provides up to \$200 million to selected participants over a three-year term to buy a wide variety of eligible cybersecurity services and equipment. Waco ISD was selected and given a Preliminary Pre-Discount Commitment Amount of \$607,430.00. The Pilot Program will use the same E-Rate discount of 90% and the district share will be 10% of the awarded total within the Preliminary Pre-Discount committed amount.

We received nineteen (19) responses for these services. After evaluating each response, the committee determined that Red River Technology, LLC., offered the best solution and one that met the needs of the District and therefore is recommending that they be awarded this bid for Vulnerability Management Solution. The Pricing Worksheet and Evaluation scoresheet are attached for your review.

Fiscal Implications:

The remaining 10% cost of \$9,186.00 will be charged to the departmental contracted services budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the bid award for Vulnerability Management Solution to Red River Technology LLC., as presented.

RFP # 25-1285 Vulnerability Management Solution
Pricing Sheet

Proposer:	Price:
360cyberx, LLC	\$ 395,757.81
Alchemy Technology	\$ 200,152.73
Carahsoft Technology	\$ 69,842.40
CDW Government	\$ 300,533.97
ClevrOne, LLC	\$ 99,230.00
Concourse Tech, Inc.	\$ 344,137.23
Crown Castle Fiber	\$ 706,392.00
Cydo offense, LLC	\$ 861,000.00
DHE Computer Systems	6,765.02///502,530///791,184.46
Fulcrum Technology	\$ 767,145.69
Global Solutions Group	\$ 323,832.92
Layer 3 Communications	\$ 1,634,096.00
Martin Yarborough	\$ 42,000.00
Plante Moran	\$ 772,200.00
Red River Technology	\$ 91,860.00
Ricoh American Corp.	No price was found in proposal
Saint Corporation	\$ 149,630.08
Securely Managed, LLC	\$ 165,500.00
SHI Government Solutions	\$ 293,794.60

Supplier Scoring Summary

25-1285 Addendum 1 - Vulnerability Management Solution

Supplier	Rank	Score	Proposed Pricing	Experience doing this type of business	Experience doing business with other Texas school districts	Based on External References	Extent to which goods and services meet the districts' needs
Red River Technology LLC	1	78.29	18.29	5.00	10.00	15.00	30.00
Carahsoft Technology Corp.	2	74.05	24.05	5.00	0.00	15.00	30.00
Martin Yarborough & Associates	3	70.00	40.00	5.00	10.00	15.00	0.00
CDW Government LLC	4	65.59	5.59	5.00	10.00	15.00	30.00
360cyberx, LLC	5	64.25	4.25	5.00	10.00	15.00	30.00
Securely Managed LLC	6	60.15	10.15	5.00	0.00	15.00	30.00
Alchemy Technology Group	7	58.39	8.39	5.00	0.00	15.00	30.00
Plante Moran	8	57.18	2.18	5.00	10.00	15.00	25.00
SHI Government Solutions	9	55.72	5.72	5.00	3.33	11.67	30.00
Concourse Tech Inc.	10	54.88	4.88	5.00	0.00	15.00	30.00
Crown Castle Fiber LLC	11	52.38	2.38	5.00	0.00	15.00	30.00
DHE Computer Systems	12	52.12	2.12	5.00	10.00	15.00	20.00
ClevrOne LLC	13	51.93	16.93	5.00	0.00	15.00	15.00
SAINT Corporation	14	51.23	11.23	5.00	0.00	15.00	20.00
Layer 3 Communications	15	46.03	1.03	5.00	0.00	15.00	25.00
Fulcrum Technology Solutions,	16	45.52	2.19	5.00	3.33	5.00	30.00
CYDOFFENSE LLC	17	45.28	1.95	5.00	0.00	8.33	30.00
Global Solutions Group, Inc.	18	45.19	5.19	5.00	0.00	15.00	20.00
Ricoh Americas Corporation	19	5.00	0.00	0.00	0.00	5.00	0.00

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Person: S. Smith/T. Acala

RE: Job Order Contract (JOC) Renewal for Refrigeration Services

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Background Information:

Request for Bids, Job Order Contract (JOC) # 22-1225, has been opened and evaluated for the purpose of awarding a contract for Refrigeration Services. We received three (3) bids for this service. After evaluating the bid proposals, the Child Nutrition Department recommends the primary vendor be awarded to A & H Refrigeration, Inc., while McCloskey Mechanical be awarded as an additional vendor.

The Child Nutrition Services has been pleased with the service they have received and would like to exercise their option to renew this bid.

This bid will expire August 31, 2026 with no additional renewal options.

Fiscal Implications:

The cost of this service will be charged to the departmental contracted services budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the Job Order Contract (JOC) award for Refrigeration Services to A & H Refrigeration, Inc., as the primary vendor, and McCloskey Mechanical as an additional vendor for projects between \$5,000 and \$500,000, as presented.

JOC # 22-1225
Refrigeration Services
Bid Tabulation

Responding Supplier	City	State	Hourly Rate
A&H Refrigeration Co., Inc.	Waco	TX	\$50.00
McCloskey Mechanical	Blackwood	NJ	\$64.00

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 28, 2025

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 or are an allowed professional service not requiring competitive procurement. The following purchase requests have been made as of August 20, 2025:

Pre-Existing Bid:

1. Savvas - \$ 76,063.00 - Social Studies Textbooks K-5 and Grade 12 – Waco ISD Bid # 21-1200, Instructional Materials
2. Texas Computer Education Association (TCEA) - \$81,600.00 – Online on-demand training for teachers for instructional technology - WISD Bid # 21- 1182 Educational Consulting, Professional Development, and Other Student-Based Contracted Services
3. Frontline Education – \$596,607.06 - Yearly Cost of our Student and Business Information System including all additional modules - WISD Bid # 21-1193 Student and Business Information System
4. CDW Government LLC – \$66,216.44 – XProtect Server and Device License - Security camera licensing and software subscription - WISD Bid # 20-1179 Educational Software
5. CDW Government LLC - \$65,925.00– Google Suite Workspace – WISD Bid #20-1179 Educational Software
6. Houghton Mifflin Harcourt Publishing \$ 84,000.00 - Professional Development - Waco ISD Bid # 21-1182, Educational Consulting
7. Warren Instructional Network \$ 72,500.00 - Professional Development - Waco ISD Bid # 21-1182, Educational Consulting

8. Candor Consulting - \$ 428,080.00 – Special Education Contracted Services – Waco ISD Bid # 22-1232, Special Education Consulting
9. Connected for Kids Therapy - \$ 118,400.00 – Special Education Contracted Services – Waco ISD Bid # 22-1232, Special Education Consulting
10. Amergis - \$ 760,800.00 - Special Education Contracted Services – Waco ISD Bid # 22-1232, Special Education Consulting
11. Good Seed - \$275,000.00 - Special Education Contracted Services – Waco ISD Bid # 21-1182, Educational Consulting
12. LaTonya Richardson - \$111,000.00 – Special Education Contracted Services – Waco ISD Bid # 22-1232, Special Education Consulting
13. Jennifer Paltijon - \$111,000.00 – Special Education Contracted Services – Waco ISD Bid # 21-1182, Educational Consulting
14. Everway (N2Y) - \$63,048.47 - Special Education Contracted Services – Special Education Materials - Waco ISD Bid # 22-1219 Special Education

Purchasing Cooperative:

15. Sames Bastrop Ford - \$ 172,460.00 - 4 additional Waco ISD Police Vehicles - TIPS Contract # 240901, Law Enforcement Vehicles
16. Blue Box - \$55,377.57 - Teacher Shelves for Waco High School - CTPA, Northwest ISD, Bid # 024-026-03-1025
17. MicroShare - \$64,000.00 – Content Keeper annual expense - Web content filter for all internet traffic – TIPS Purchasing Cooperative Contract # 220105 Technology Solutions Products and Services
18. SHI Government Solutions, Inc./Dell Marketing, Inc. - \$171,780.64 – Microsoft Office annual expense for district license – Includes all Windows and MS Office licenses for all devices and servers in the district – Texas Department of Information Resources (DIR) Contract# DIR-TSO-3763 Dell Branded Manufacturer Hardware, Software and Related Services
19. Instructure - \$67,107.00- Learning management system for secondary students and faculty - OMNIA Bid # R201402 Learning Management System
20. Netsync Network Solutions - \$75,449.20 - PURE Storage solution - Provide maintenance and system support for district storage – Choice Partners Bid # 21/031KN-41 Technology Products and Services

21. Solid Border, Inc. - \$82,826.21 - Palo Alto Firewall - Anti threat protection for the district network- BuyBoard Bid # 661-22 Technology Equipment, Products, Services, and Software - BuyBoard Bid # 692-23 Software as a Service (Saas),
22. Cybersecurity Assessments and Related Products and Services SHI Government Solutions, Inc, - \$104,080.00 – Lightspeed Student Mobile Device monitoring software for classrooms; Digital insights network traffic – Texas Department of Information Resources (DIR) Contract# DIR-TSO-3763 Dell Branded Manufacturer Hardware, Software and Related Services
23. Raptor Technologies- \$155,000.00 - Student safety annual software access fee for visitor management, student reunification, training and services, and emergency management solution; Funding to come from SAFE Grant BuyBoard Contract # 661-22 Technology Equipment, Products, Services and Software
24. DeMoulin Brothers & Company \$226,741.90 - New Band Uniforms for Waco High School Buy Board Contract # 670-22, Uniforms and Accessories
25. Finalsite - \$60,527.00 - Core Communication Platform - Blackboard WCM Conversion Custom, branded mobile app with access to student information, news, calendars, social media, notifications and other vital school information. TIPS Contract # 201701
26. Smartstart - \$ 300,500.00 – Special Education Contracted Services – CTPA – Alief ISD RFP # MA-2440 Special Education Teacher, Licensed Specialist in School Psychology (LSSP) Services
27. F.W. Walton- \$599,757.00 Administration Building Roof Replacement Insurance Claim-Contracted Services TIPS#241001

Other:

28. EMA - \$102,000.00 – Professional Services SECO Loan Utility Assessment Report (UAR) Services for WISD – Professional Engineering Services, exempt from the bidding process.

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: August 28, 2025

Contact Person: Elizabeth Cox

RE: Second Reading of Board Policy Update 124

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Background Information

The Administration requests that the Board of Trustees adopt revisions to Board Policy Update 124. The first reading of the revised Update 124 was provided to the board at the July 24, 2025, regular board meeting.

Board Policy Update 124 from the Texas Association of School Boards encompasses changes in law from the 88th Regular Legislative Session that have immediate effect on the governance and management of the district. The legal policies are provided for your information only. The local policies included in this packet provide additions, deletions, and revisions that clarify the current policy language.

Update 124 proposes changes to the following local policies:

- CAA: Fiscal Management Goals and Objectives, Financial Ethics
- CDA: Other Revenues, Investments
- CY: Intellectual Property
- DH: Employees Standards of Conduct
- EHB: Curriculum Design, Special Programs
- EHBB: Special Programs, Gifted and Talented Students
- FFG: Student Welfare, Child Abuse and Neglect
- GKA: Community Relations, Conduct on School Premises

Fiscal Implications

None

Administrative Recommendation(s):

Adopt the revised Board Policy Update 124 as presented.

All Trustees, employees, vendors, contractors, agents, consultants, volunteers, and any other parties who are involved in the District's financial transactions shall act with integrity and diligence in duties involving the District's fiscal resources.

Note: See the following policies and/or administrative regulations regarding conflicts of interest, ethics, and financial oversight:

- Code of ethics:
 - for Board members— BBF
 - for employees— DH
- Financial conflicts of interest:
 - for public officials— BBFA
 - for all employees— DBD
 - for vendors— CHE
- Compliance with state and federal grant and award requirements: CB, CBB
- Financial conflicts and gifts and gratuities regarding federal funds: CB, CBB
- Systems for monitoring the District's investment program: CDA
- Budget planning and evaluation: CE
- Compliance with accounting regulations: CFC
- Activity fund management: CFD
- Criminal history record information for employees: DBAA, DC
- Disciplinary action for fraud by employees: DCD, DCE, and DF series

Fraud and Financial Impropriety

The District prohibits fraud and financial impropriety, as defined below, in the actions of its Trustees, employees, vendors, contractors, agents, consultants, volunteers, and others seeking or maintaining a business relationship with the District.

Definition

Fraud and financial impropriety shall include but not be limited to:

1. Forgery or unauthorized alteration of any document or account belonging to the District.
2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

3. Misappropriation of funds, securities, supplies, or other District assets, including employee time.
4. Impropriety in the handling of money or reporting of District financial transactions.
5. Profiteering as a result of insider knowledge of District information or activities.
6. Unauthorized disclosure of confidential or proprietary information to outside parties.
7. Unauthorized disclosure of investment activities engaged in or contemplated by the District.
8. Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the District, except as otherwise permitted by law or District policy. [See CB, DBD]
9. Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment.
10. Failure to provide financial records required by federal, state, or local entities.
11. Failure to disclose conflicts of interest as required by law or District policy.
12. Any other dishonest act regarding the finances of the District.
13. Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards.

Financial Controls and Oversight

Each employee who supervises or prepares District financial reports or transactions shall set an example of honest and ethical behavior and shall actively monitor his or her area of responsibility for fraud and financial impropriety.

Fraud Prevention

The Superintendent ~~or designee~~ shall maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

Reports

Any person who suspects fraud or financial impropriety in the District shall report the suspicions immediately to a person with authority to investigate the suspicions, including any supervisor, the Superintendent ~~or designee~~, the Board President, or local law enforcement.

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure

may be necessary to complete a full investigation or to comply with law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.

Protection from Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]

Fraud Investigations

In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.

Response

If an investigation substantiates a report of fraud or financial impropriety, the Superintendent ~~or designee~~ shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration.

If an employee is found to have committed fraud or financial impropriety, the Superintendent ~~or designee~~ shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor.

When circumstances warrant, the Board, Superintendent, or a designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds.

The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.

Federal Awards Disclosure

~~The~~ In connection with federal awards, the District shall promptly disclose, ~~in a timely manner~~ in writing ~~to the federal awarding agency or pass-through entity, all violations~~ whenever the District has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations ~~potentially affecting~~ found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal ~~grant~~ award. [See CBB]

Analysis of Fraud

After any investigation substantiates a report of fraud or financial impropriety, the Superintendent ~~or designee~~ shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent ~~or designee~~ shall ensure that

appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

Investment Authority

The Superintendent or other person designated by Board resolution shall serve as the investment officer of the District and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures. All investment transactions except investment pool funds and mutual funds shall be settled on a delivery versus payment basis.

**Approved
Investment
Instruments**

From those investments authorized by law and described further in CDA(LEGAL) under Authorized Investments, the Board shall permit investment of District funds, including bond proceeds and pledged revenue to the extent allowed by law, in only the following investment types, consistent with the strategies and maturities defined in this policy:

1. Obligations of, or guaranteed by, governmental entities as permitted by Government Code 2256.009.
2. Certificates of deposit and share certificates as permitted by Government Code 2256.010.
3. Fully collateralized repurchase agreements permitted by Government Code 2256.011.
4. A securities lending program as permitted by Government Code 2256.0115.
5. Banker's acceptances as permitted by Government Code 2256.012.
6. Commercial paper as permitted by Government Code 2256.013.
7. No-load mutual funds, except for bond proceeds, and no-load money market mutual funds, as permitted by Government Code 2256.014.
8. A guaranteed investment contract as an investment vehicle for bond proceeds, provided it meets the criteria and eligibility requirements established by Government Code 2256.015.
9. Public funds investment pools as permitted by Government Code 2256.016.

Safety

The primary goal of the investment program is to ensure safety of principal, to maintain liquidity, and to maximize financial returns within current market conditions in accordance with this policy. Investments shall be made in a manner that ensures the preservation of capital in the overall portfolio, and offsets during a 12-month

period any market price losses resulting from interest-rate fluctuations by income received from the balance of the portfolio. No individual investment transaction shall be undertaken that jeopardizes the total capital position of the overall portfolio.

Investment Management

In accordance with Government Code 2256.005(b)(3), the quality and capability of investment management for District funds shall be in accordance with the standard of care, investment training, and other requirements set forth in Government Code Chapter 2256.

Liquidity and Maturity

Any internally created pool fund group of the District shall have a maximum dollar weighted maturity of 180 days. The maximum allowable stated maturity of any other individual investment owned by the District shall not exceed two years from the time of purchase. The Board may specifically authorize a longer maturity for a given investment, within legal limits.

The District's investment portfolio shall have sufficient liquidity to meet anticipated cash flow requirements.

Diversity

The investment portfolio shall be diversified in terms of investment instruments, maturity scheduling, and financial institutions to reduce risk of loss resulting from overconcentration of assets in a specific class of investments, specific maturity, or specific issuer.

Monitoring Market Prices

The investment officer shall monitor the investment portfolio and shall keep the Board informed of significant changes in the market value of the District's investment portfolio. Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, commercial or investment banks, financial advisers, and representatives/advisers of investment pools or money market funds. Monitoring shall be done monthly or more often as economic conditions warrant by using appropriate reports, indices, or benchmarks for the type of investment.

Monitoring Rating Changes

In accordance with Government Code 2256.005(b), the investment officer shall develop a procedure to monitor changes in investment ratings and to liquidate investments that do not maintain satisfactory ratings.

Funds/Strategies

Investments of the following fund categories shall be consistent with this policy and in accordance with the applicable strategy defined below. All strategies described below for the investment of a particular fund should be based on an understanding of the suitability of an investment to the financial requirements of the District and consider preservation and safety of principal, liquidity, marketability of an investment if the need arises to liquidate before maturity, diversification of the investment portfolio, and yield.

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

Operating Funds The primary objective of investment strategies for operating funds is to ensure that anticipated cash flows are matched with adequate investment liquidity. Because the funds are pooled for investment purposes, the portfolio shall address the varying needs of all funds in the pooled fund group. The highest quality securities shall be chosen to ensure preservation of principal, liquidity, and ultimate marketability in the case of needed liquidity. The secondary objective is to create a portfolio structure that will experience minimal volatility during economic cycles. Diversification shall be addressed by using different local government investment pools and by purchasing quality short- to medium-term securities that will complement each other in a laddered maturity structure. A cash flow analysis of these funds shall be used to determine any funds available for longer term investments. Investments shall be made in accordance with this cash flow analysis.

Custodial Funds Investment strategies for custodial funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

Debt Service Funds Investment strategies for debt service funds shall have as their primary objective sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents. Maturities longer than one year are authorized provided legal limits are not exceeded.

Capital Project Funds Investment strategies for capital project funds shall have as their primary objective sufficient investment liquidity to timely meet capital project obligations. Maturities longer than one year are authorized provided legal limits are not exceeded.

Enterprise Funds Investment strategies for enterprise fund investments shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

Safekeeping and Custody The District shall retain clearly marked receipts providing proof of the District's ownership. The District may delegate, however, to an investment pool the authority to hold legal title as custodian of investments purchased with District funds by the investment pool.

Sellers of Investments Prior to handling investments on behalf of the District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]

Representatives of brokers/dealers [and representatives with distributors of investment pools](#) shall be registered with the Texas

State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC) and be in good standing with the Financial Industry Regulatory Authority (FINRA). [Distributors of investment pools shall also be a registrant in good standing with the Municipal Securities Rulemaking Board \(MSRB\).](#)

Soliciting Bids for CDs

In order to get the best return on its investments, the District may solicit bids for certificates of deposit in writing, by telephone, or electronically, or by a combination of these methods.

Interest Rate Risk

To reduce exposure to changes in interest rates that could adversely affect the value of investments, the District shall use final and weighted-average-maturity limits and diversification.

The District shall monitor interest rate risk using weighted average maturity and specific identification.

Internal Controls

A system of internal controls shall be established and documented in writing and must include specific procedures designating who has authority to withdraw funds. Also, they shall be designed to protect against losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the District. Controls deemed most important shall include:

1. Separation of transaction authority from accounting and recordkeeping and electronic transfer of funds.
2. Avoidance of collusion.
3. Custodial safekeeping.
4. Clear delegation of authority.
5. Written confirmation of telephone transactions.
6. Documentation of dealer questionnaires, quotations and bids, evaluations, transactions, and rationale.
7. Avoidance of bearer-form securities.

These controls shall be reviewed by the District's independent auditing firm.

Annual Review

The Board shall review this investment policy and investment strategies not less than annually and shall document its review in writing, which shall include whether any changes were made to either the investment policy or investment strategies.

Annual Audit

In conjunction with the annual financial audit, the District shall perform a compliance audit of management controls on investments and adherence to the District's established investment policies.

Intellectual Property	All copyrights, trademarks, and other intellectual property rights be- longing to the District shall remain with the District at all times. Ex- cept as provided by law, policy, or written authorization from the Superintendent, the use of District intellectual property shall be lim- ited to District-related purposes.
Students	A student shall retain all rights to their own work created as part of instruction or using District technology resources.
Employees <i>District Ownership</i>	As an agent of the District, an employee, including a student em- ployee, shall not have rights to work he or she creates created on District time or using District technology resources. The District shall own any work or work product created by a District employee in the course and scope of his or her District employment, including the right to obtain patents or copyrights.
<i>Employee Ownership</i>	If the employee obtains a patent for such work, the employee shall grant a non-exclusive, non-transferable, perpetual, royalty-free, Districtwide license to the District for use of the patented work. A District employee shall own any work or work product produced on his or her own personal time, away from his or her job and with personal equipment and materials, including the right to obtain pa- tents or copyrights.
<i>Permission A District employee may apply to the</i> Exception	The Superintendent or designee shall have the authority to permit use of District materials and equipment in his or her creative devel- oping the employee's own projects, provided the employee agrees either in writing to grant to the District a non-exclusive, non-transfer- able nonexclusive, nontransferable, perpetual, royalty-free, District- wide license to use the work, or permits the District to be listed as co-author or co-inventor if the District contribution to the work is substantial. District materials do not include student work, all rights to which are retained by the student.
Works Made for Hire Independent Contractors	The District may hire an independent contractor for specially com- missioned work(s) works under a written works-made-for-hire agreement that provides that the District shall own the work prod- uct created under the agreement, as permitted by copyright law. In- dependent contractors shall comply with copyright law in all works commissioned.
Return of Intellectual Property	Upon the termination of any person's association with the District, all permission to possess, receive, or modify the District's intellec- tual property shall also immediately terminate. All such persons shall return to the District all intellectual property, including but not limited to any copies, no matter how kept or stored, and whether directly or indirectly possessed by such person.

Copyright

Unless the proposed use of a copyrighted work is an exception under the “fair use” guidelines maintained by the Superintendent ~~or designee~~, the District shall require an employee or student to obtain a license or permission from the copyright holder before copying, modifying, displaying, performing, distributing, or otherwise employing the copyright holder’s work for instructional, curricular, or extracurricular purposes. This policy does not apply to any work sufficiently documented to be in the public domain.

Technology Use

~~All persons are prohibited from using~~ Use of District technology in violation of any law, including copyright law, ~~is prohibited~~. Only appropriately licensed ~~images, applications, programs, or other software~~ may be used with District technology resources. ~~No person shall use the~~ The District’s technology resources shall not be used to post, publicize, or duplicate information in violation of copyright law. The ~~Board shall direct the Superintendent or designee to~~ shall employ all reasonable measures to prevent the use of District technology resources in violation of the law. ~~All persons~~ Any person using District technology resources in violation of law shall lose user privileges in addition to other sanctions. [See BBI and CQ]

~~Electronic Media~~

~~Unless a license or permission is obtained, electronic media in the classroom~~ Performances and Displays

The display and performance of copyrighted material, including motion pictures ~~and other audiovisual~~, dramatic works, ~~must be used in~~ musical performances, or other audio and visual works, may only occur as part of instructional activities and in accordance with the following:

- As a regular part of teaching and directly related to the ~~course of~~ curriculum;
- During face-to-face teaching activities ~~as defined by law~~;
- When viewed in a classroom or designated place of instruction; and
- With a lawfully made copy or through authorized access.

Designated Agent

The District shall designate an agent to receive notification of alleged online copyright infringement and shall notify the U.S. Copyright Office of the designated agent’s identity. The District shall include on its ~~Web site~~ website information on how to contact the District’s designated agent and a copy of the District’s copyright policy. Upon notification, the District’s designated agent shall take all actions necessary to remedy any violation. The District shall provide the designated agent appropriate training and resources necessary to protect the District.

If a content owner reasonably believes that the District’s technology resources have been used to infringe upon a copyright, the owner may notify the designated agent.

Trademark

The District protects all District and campus trademarks, including names, logos, mascots, and symbols, from unauthorized use.

School-Related Use

The District grants permission to students, student organizations, parent organizations and other District-affiliated school-support or booster organizations to use, without charge, District and campus trademarks to promote a group of students, an activity or event, a campus, or the District, if the use is in furtherance of a school-related business or activity. The Superintendent ~~or designee~~ shall determine what constitutes use in furtherance of a school-related business or activity and is authorized to revoke permission if the use is improper or does not conform to administrative regulations.

Public Use

Members of the ~~general~~ public, outside organizations, vendors, commercial manufacturers, wholesalers, and retailers shall not use District trademarks without ~~the written permission of~~ authorization from the Superintendent ~~or designee~~. Any production of merchandise with District trademarks for sale or distribution must be pursuant to a trademark licensing agreement and may be subject to the payment of royalties.

Any individual, organization, or business that uses District ~~or campus~~ trademarks without appropriate authorization ~~shall~~ may be subject to legal action.

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educators' Code of Ethics. [See DH(EXHIBIT)]

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.

An employee wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]

Violations of Standards of Conduct

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD and DF series]

Weapons Prohibited

The District prohibits the use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on District property at all times.

Exceptions

No violation of this policy occurs when:

1. Use or possession of a firearm by a specific employee is authorized by Board action. ~~[See the CKE series]~~ [see the CKE series];
2. A District employee who holds a Texas handgun license stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, provided the handgun or other firearm is not in plain view; or
3. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

Electronic Communication

Use with Students

A certified employee, licensed employee, or any other employee designated in writing by the Superintendent or a campus principal may use electronic communication, as this term is defined by law, with currently enrolled students only about matters within the scope of the employee's professional responsibilities.

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an employee

shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

Unless authorized above, all other employees are prohibited from using electronic communication directly with students who are currently enrolled in the District. The employee handbook or other administrative regulations shall further detail:

1. Exceptions for family and social relationships;
2. The circumstances under which an employee may use text messaging to communicate with individual students or student groups;
3. Hours of the day during which electronic communication is discouraged or prohibited; and
4. Other matters deemed appropriate by the Superintendent ~~or~~ designee.

In accordance with ethical standards applicable to all District employees [see DH(EXHIBIT)], an employee shall be prohibited from using electronic communications in a manner that constitutes prohibited harassment or abuse of a District student; adversely affects the student's learning, mental health, or safety; includes threats of violence against the student; reveals confidential information about the student; or constitutes an inappropriate communication with a student, as described in the Educators' Code of Ethics.

An employee shall have no expectation of privacy in electronic communications with students. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use	All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct. If an employee's use of electronic communication violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.
Reporting Improper Communication	In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.
Disclosing Personal Information	An employee shall not be required to disclose his or her personal email address or personal phone number to a student.

Safety Requirements Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.

Harassment or Abuse An employee shall not engage in prohibited harassment, including sexual harassment, of:

1. Other employees. [See DIA]
2. Students. [See FFH; see FFG regarding child abuse and neglect.]

While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.

An employee shall report child abuse or neglect as required by law. [See FFG]

Relationships with Students An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. [See FFH]

As required by law, the District shall notify the parent of a student with whom an educator is alleged to have engaged in certain misconduct. [See FFF]

Tobacco and Nicotine Products and E-Cigarettes

~~An employee shall not smoke or use tobacco products or e-cigarettes on District property, in District vehicles, or at school-related activities. [See also GKA]~~

An employee is prohibited from possessing or using any type of tobacco product, e-cigarette, or any other electronic vaporizing device while on school property, in a District vehicle, or while attending an off-campus school-related activity. An employee is also prohibited from possessing or using any type of nicotine product, including nicotine pouches, regardless of whether the product contains tobacco, while on District property, in a District vehicle, or while attending an off-campus school-related activity.

An employee's supervisor is authorized to approve an exception to this policy for a smoking cessation product.

Alcohol and Drugs / Notice of Drug-Free Workplace As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered “under the influence” of a controlled substance.

Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee’s job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee’s personal use; or
3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee’s child or other individual for whom the employee is a legal guardian.

Sanctions

An employee who violates these drug-free workplace provisions shall be subject to disciplinary sanctions. Sanctions may include:

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;
3. Termination from employment with the District; and
4. Referral to appropriate law enforcement officials for prosecution.

Notice

Employees shall receive a copy of this policy.

**Arrests, Indictments,
Convictions, and
Other Adjudications**

An employee shall notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for

any felony, any misdemeanor (excluding minor traffic offenses punishable by fine only), and any offense involving moral turpitude. The obligation to notify as set forth in the preceding sentence includes, but is not limited to, offenses and conduct as indicated below:

1. Crimes involving school property or funds;
2. Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
3. Crimes that occur wholly or in part on school property or at a school-sponsored activity; or
4. Crimes involving moral turpitude, which include:
 - Dishonesty; fraud; deceit; theft; misrepresentation;
 - Deliberate violence;
 - Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
 - Possession or conspiracy to possess, transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;
 - Driving while intoxicated (DWI);
 - Acts constituting abuse or neglect under the Texas Family Code; or
 - Acts involving public intoxication, unlawful use of controlled substances, or operating a motor vehicle under the influence of alcohol or a controlled substance.

Dress and Grooming An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

Dyslexia and Related Disorders

The District shall comply with all applicable state rules and standards adopted by the State Board of Education and guidance published by the commissioner of education to implement the program to test regarding students for with dyslexia and related disorders, including the “Dyslexia Handbook” and the provision of dyslexia instruction for students with dyslexia or a related disorder as determined by the student’s admission, review, and dismissal committee.

In accordance with administrative procedures, the District shall provide regular training opportunities for teachers of students with dyslexia that include new research and practices for educating students with dyslexia.

Referral	Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.
Screening and Identification Process	<p>The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year.</p> <p>The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the assessment identification procedures and services for the program prior to beginning the screening and identification process.</p>
Parental Consent	The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.
Identification Criteria	The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.
Assessments	Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.
Selection	A selection placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs of gifted students, as required by law.
Notification	The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.

Reassessment	If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.
Transfer Students	When a student identified as gifted by a previous school district enrolls in the District, the selection placement committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate.
Interdistrict	[See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]
Intradistrict	A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.
Furloughs	The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student. In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.
Exit Provisions	The District shall monitor student performance in response to gifted and talented program services. If at any time the selection placement committee or a parent determines it is in the best interest of the student to exit the program is not meeting the student's educational needs , the committee shall meet with the parent and student before finalizing an exit decision.
Appeals	A parent, student, or educator may appeal any final decision of the selection placement committee regarding selection for or exit from services in the gifted and talented program. Appeals shall be made first to the selection placement committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.
Program Evaluation	The District shall annually evaluate the effectiveness of the District's gifted and talented program, and the results of the evaluation shall be used to modify and update the District and campus im-

provement plans. The District shall include parents in the evaluation process and shall share the information with Board members, administrators, teachers, school counselors, students in the gifted and talented program, and the community.

Funding

The ~~District's~~ Superintendent shall develop administrative procedures to ensure that 100 percent of the state funds allocated for the gifted and talented program ~~shall address effective use of funds for programs~~ are spent providing and ~~services consistent with the standards in the state plan~~ enhancing the District's program and that a method accounting for expenditures related to the gifted and talented ~~students~~ program is established and aligns with the Texas Education Agency's financial compliance guidance.

Community Awareness

The District shall ensure that information about the District's gifted and talented program is available to parents and community members and that they have an opportunity to develop an understanding of and support for the program.

**Program to Address
Child Sexual Abuse,
Trafficking, and
Maltreatment**

The District's program to address child sexual abuse, trafficking, and other maltreatment of children, as included in the District improvement plan and the student handbook, shall include:

1. Methods for increasing staff, student, and parent awareness regarding these issues, including prevention techniques and knowledge of likely warning signs indicating that a child may be a victim;
2. Age-appropriate, research-based antivictimization programs for students;
3. Actions that a child who is a victim should take to obtain assistance and intervention; and
4. Available counseling options for affected students.

Training

The District shall provide training to employees as required by law and District policy. Training shall address techniques to prevent and recognize sexual abuse, trafficking, and all other maltreatment of children, including children with significant cognitive disabilities. [See DMA]

[See BBD for Board member training requirements and BJCB for Superintendent continuing education requirements.]

**Reporting Child
Abuse and Neglect**

Any person who has reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect has a legal responsibility, under state law, to immediately report the suspected abuse or neglect to an appropriate authority.

As defined in state law, child abuse and neglect include both sex and labor trafficking of a child.

The following individuals have an additional legal obligation to submit a written or oral report within 48 hours of learning of the facts giving rise to the suspicion of abuse or neglect:

1. Any District employee, agent, or contractor who suspects a child's physical or mental health or welfare has been adversely affected by abuse or neglect.
2. A professional who has reasonable cause to believe that a child has been or may be abused or neglected or may have been a victim of indecency with a child. A professional is anyone licensed or certified by the state who has direct contact with children in the normal course of duties for which the individual is licensed or certified.

A person is required to make a report if the person has reasonable cause to believe that an adult was a victim of abuse or neglect as a

child and the person determines in good faith that disclosure of the information is necessary to protect the health and safety of another child or an elderly or disabled person.

[For parental notification requirements regarding an allegation of educator misconduct with a student, see FFF.]

Oral Reports

As required by law, an oral report made to the Texas Department of Family and Protective Services (DFPS) is recorded.

Restrictions on Reporting

In accordance with law, an employee is prohibited from using or threatening to use a parent's refusal to consent to administration of a psychotropic drug or to any other psychiatric or psychological testing or treatment of a child as the sole basis for making a report of neglect, unless the employee has cause to believe that the refusal:

1. Presents a substantial risk of death, disfigurement, or bodily injury to the child; or
2. Has resulted in an observable and material impairment to the growth, development, or functioning of the child.

Making a Report

Reports may be made to any of the following:

1. A state or local law enforcement agency;
2. The Child Protective Services (CPS) division of ~~the Texas Department of Family and Protective Services (DFPS)~~ at (800)-252-5400 or the [Texas Abuse Hotline Website](#)¹;
3. A local CPS office; or
4. If applicable, the state agency operating, licensing, certifying, or registering the facility in which the suspected abuse or neglect occurred.

However, if the suspected abuse or neglect involves a person responsible for the care, custody, or welfare of the child, the report must be made to DFPS, unless the report is to the state agency that operates, licenses, certifies, or registers the facility where the suspected abuse or neglect took place; or the report is to the Texas Juvenile Justice Department as a report of suspected abuse or neglect in a juvenile justice program or facility. As defined by law, a person responsible for the care, custody, or welfare of a child includes school personnel and volunteers and day-care workers. [See FFG(LEGAL)]

An individual does not fulfill his or her responsibilities under the law by only reporting suspicion of abuse or neglect to a campus princi-

pal, school counselor, or another District staff member. Furthermore, the District is prohibited from requiring an employee to first report his or her suspicion to a District or campus administrator.

In accordance with law, an individual must provide their name and telephone number when making a report. If the individual making the report is a school employee, agent, or contractor, they must also provide their business address and profession.

Confidentiality

~~In accordance with state law, the~~The identity of a person making a report of suspected child abuse or neglect shall be kept confidential and disclosed only in accordance with the law and the rules of the investigating agency.

Immunity

A person who in good faith reports or assists in the investigation of a report of child abuse or neglect is immune from civil or criminal liability.

Failing to Report Suspected Child Abuse or Neglect

By failing to report suspicion of child abuse or neglect, an employee:

1. May be placing a child at risk of continued abuse or neglect;
2. Violates the law and may be subject to legal penalties, including criminal sanctions for knowingly failing to make a required report;
3. Violates Board policy and may be subject to disciplinary action, including possible termination of employment; and
4. May have his or her certification from the State Board for Educator Certification suspended, revoked, or canceled in accordance with 19 Administrative Code Chapter 249.

It is a criminal offense to coerce someone into suppressing or failing to report child abuse or neglect.

Responsibilities Regarding Investigations

In accordance with law, District officials shall be prohibited from:

1. Denying an investigator's request to interview a child at school in connection with an investigation of child abuse or neglect;
2. Requiring that a parent or school employee be present during the interview; or
3. Coercing someone into suppressing or failing to report child abuse or neglect.

District personnel shall cooperate fully and without parental consent, if necessary, with an investigation of reported child abuse or neglect. [See GKA]

Waco ISD
161914

STUDENT WELFARE
CHILD ABUSE AND NEGLECT

FFG
(LOCAL)

¹ Texas Abuse Hotline Website <http://www.txabusehotline.org>

DATE ISSUED: ~~11/10/2021~~ 1/30/2025
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FFG(LOCAL)-A

119 Adopted:

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Access to District Property

Authorized District officials, including school resource officers and District police officers if applicable, may refuse to allow a person access to property under the District's control in accordance with law.

District officials may request assistance from law enforcement in an emergency or when a person is engaging in behavior rising to the level of criminal conduct.

Ejection or Exclusion under Education Code 37.105

In accordance with Education Code 37.105, a District official shall provide a person refused entry to or ejected from property under the District's control written information explaining the right to appeal such refusal of entry or ejection under the District's grievance process.

A person appealing under the District's grievance process shall be permitted to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See FNG and GF]

Off-Campus Activities

Employees shall be designated to ensure appropriate conduct of participants and others attending a school-related activity at non-District or out-of-District facilities. Those so designated shall coordinate their efforts with persons in charge of the facilities.

Prohibitions

Tobacco and E-Cigarettes

The District prohibits smoking and the use of tobacco products ~~and~~, e-~~cigarettes~~, or other electronic vaporizing devices on District property, in District vehicles, or at school-related activities.

Weapons

The District prohibits the unlawful use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on all District property at all times.

Exceptions

No violation of this policy occurs when:

1. A Texas handgun license holder stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, as long as the handgun or other firearm is not in plain view; or
2. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Person: Elizabeth Cox

RE: Second Reading of Board Policy Update 125

=====

Background Information

The Administration requests that the Board of Trustees adopt revisions to Board Policy Update 125. The first reading of the revised Update 125 was provided to the board at the July 24, 2025, regular board meeting.

Board Policy Update 125 covers several policies that address board operations, such as election of board officers, creation of board committees, and formation of advisory committees. The legal policies are provided for your information only. The local policies included in this packet provide additions, deletions, and revisions that clarify the current policy language.

Update 125 proposes changes to the following local policies:

- BDAA: Officers and Officials, Duties and Requirements of Board Officers
- BDB: Board Internal Organization, Board Committees
- BDF: Board Internal Organization, Advisory Committees
- EI: Academic Achievement
- FDE: Admission, School Safety Transfers
- FEC: Attendance, Attendance for Credit
- FFAC: Wellness and Health Services, Medical Treatment

Please see the Explanatory Notes included in this update packet for a description of the specific changes for each policy.

Fiscal Implications

None

Administrative Recommendation(s):

Adopt the revised Board Policy Update 125 as presented.

OFFICERS AND OFFICIALS
DUTIES AND REQUIREMENTS OF BOARD OFFICERS

BDAA
(LOCAL)

Board Officers

The Board shall elect a President, a Vice President, and a Secretary who shall be members of the Board. ~~The Board may assign a District employee to provide clerical assistance to the Board.~~ Officers shall be elected by majority vote of the members present and voting.

Vacancy

A vacancy among officers of the Board shall be filled by majority action of the Board.

Term and Duties

Board officers shall serve for a term of ~~one year~~ **one year** or until a successor is elected. Officers may succeed themselves in office. Each officer shall perform any legal duties of the office and other duties as required by action of the Board.

President

In addition to the duties required by law, the President of the Board shall:

1. Preside at all Board meetings unless unable to attend.
2. Have the right to discuss, make motions ~~and~~, **propose** resolutions, and vote on all matters coming before the Board.

Vice President

The Vice President of the Board shall:

1. Act in the capacity and perform the duties of the President of the Board in the event of the absence or incapacity of the President.
2. Become President only upon being elected to the position.

Secretary

The Secretary of the Board shall:

1. Ensure that an accurate record is kept of the proceedings of each Board meeting.
2. Ensure that notices of Board meetings are posted and sent as required by law.
3. In the absence of the President and Vice President, call the meeting to order and act as presiding officer.
4. Sign or countersign documents as directed by action of the Board.

Special Committees

~~The President shall appoint members to special~~**Note:** For ad-
visory committees ~~created by the Board to fulfill specific~~
~~assignments, unless otherwise provided that include~~
staff, parents, community members, or students, see
BDF.

Board Committees

For purposes of this policy, a Board committee is a committee com-
posed only of current Board members.

Formation of a Board committee shall be by Board action. ~~These~~
~~committees may include District personnel~~When establishing a
Board committee, the Board action shall, at a minimum, specify
the:

- Number of Board members on the committee;
- Process to appoint Board members to the committee;
- Term of committee membership; and ~~citizens. The function of~~
~~committees~~
- Responsibilities of the committee.

A Board committee shall be fact-finding, deliberative, and advisory,
~~but not administrative. Special~~and shall make recommendations in
the areas of their responsibility. Board committees shall report their
findings and recommendations to the Board and shall ~~be dissolved~~
~~upon completion of the assigned task or vote of the Board~~not as-
sume administrative duties or responsibilities.

~~The President of the Board and the Superintendent shall be ex offi-~~
~~cio members of all Board committees, unless otherwise provided~~
~~by Board action.~~

Transacting
Business

~~Committees may transact business only within the specific author-~~
~~ity granted~~Unless specified by the Board. ~~To be binding, all such~~
~~business~~, a Board committee shall not have final decision-making
authority. Board committee recommendations must be reported to
the Board at ~~the next~~a regular or special meeting ~~for approval and~~
~~entry into the minutes as a public record.~~ The Board shall not ac-
cept a Board committee's recommendation without due considera-
tion of the matter.

Dissolution

A Board committee shall be dissolved upon Board action.

Note: For committees composed only of current Board members, see BDB.

**Advisory
Committees**

For purposes of this policy, an advisory committee is a committee composed primarily of District staff, parents, other community members, and/or students. An advisory committee may also include Board members in numbers less than a quorum of the Board.

Formation of an advisory committee shall be by Board action. When establishing an advisory committee, the Board action shall, at a minimum, specify the:

- Number of members on the committee;
- Process to appoint members to the committee;
- Term of committee membership; and
- Responsibilities of the committee.

An advisory committee shall be fact-finding, deliberative, and advisory and shall not assume administrative duties or responsibilities. Advisory committees shall report their findings and recommendations to the Board.

Transacting
Business

An advisory committee may transact business only within the specific authority granted by the Board. To be binding, all such committee recommendations must be reported to the Board at a regular or special meeting for approval and entry into the minutes as a public record.

Dissolution

An advisory committee shall be dissolved upon completion of the assigned task or Board action.

ACADEMIC ACHIEVEMENT

EI
(LOCAL)

**Certificate of
Coursework
Completion**

The District shall not issue a certificate of coursework completion to a student who fails to meet all state and local requirements for graduation. [See EIF, FMH]

Partial Credit

When a student earns a passing grade in only half of a course and the ~~combined grade for~~ average of both halves is lower than 70, the District shall award the student credit for the half with the passing grade.

Safe Schools Data

The Superintendent shall ensure that the District complies with Texas Education Agency (TEA) guidelines for the collection and maintenance of data regarding:

1. Mandatory expellable offenses committed at school or at a school-related or school-sponsored activity, on or off school property [see FOD]; and
2. Any student who becomes a victim of one of the following violent criminal offenses, ~~as defined by the Penal Code~~, while on the premises of the school the student attends or while attending a school-sponsored or school-related activity, on or off school property:
 - a. Attempted murder;
 - b. Indecency with a child;
 - c. Aggravated kidnapping;
 - d. Aggravated assault on someone other than a District employee or volunteer;
 - e. Sexual assault or aggravated sexual assault against someone other than a District employee or volunteer;
 - f. Aggravated robbery; ~~or~~
 - g. Continuous sexual abuse of a young child or disabled individual; ~~or~~
 - ~~g~~-h. Bullying.

School Safety Transfers

The parent of a student who becomes a victim of a violent criminal offense as described in the state guidance for unsafe school choice options or who is assigned to a campus identified by TEA as persistently dangerous shall be offered a transfer to a safe public or charter school within the District.

For each transfer requested, the District shall explore transfer options, as appropriate. Options may include a transfer agreement with another school district.

From a Persistently Dangerous School

The parent of a student attending a school identified as persistently dangerous shall be provided notification of his or her right to request a transfer. Notification shall occur at least 14 days prior to the start of the school year or, for a student enrolling subsequently, upon the student's enrollment.

The parent must submit to the Superintendent an application for transfer. The Superintendent shall complete the transfer prior to the

beginning of the school year, if applicable, or within 14 calendar days of the request for a subsequently enrolling student.

Any transfer arranged for a student from a campus identified by TEA as persistently dangerous shall be renewed so long as the campus from which the student transferred retains that designation.

The District shall maintain, in accordance with the District's record retention schedule, documentation of notification to parents of the transfer option, transfer applications submitted, and action taken.

For a Victim of a
Violent Criminal
Offense

Within 14 calendar days after a violent criminal offense described above occurs in or on the premises of the school the student attends or while attending a school-sponsored or school-related activity, on or off school property, the District shall notify the parent of a student who is a victim of the offense of the parent's right to request a transfer. The parent must submit to the Superintendent an application for transfer. The Superintendent shall approve or disapprove the request within 14 calendar days of its submission.

Any transfer arranged for a student who was a victim of a violent crime as described above shall be renewed so long as the threat to the student exists at the campus to which the student would typically be assigned.

For each offense, the District shall maintain for at least five years documentation of the nature and date of the offense, notification to the parent of the transfer option, transfer applications submitted, action taken, and other relevant information regarding the offense.

**Additional Transfer
Options**

In circumstances described by Education Code 25.0341, a parent of a student who has been the victim of a sexual assault, regardless of whether the offense occurred on or off school property, may request a transfer of the parent's child or the student assailant from the same campus.

[For other transfer provisions, see also FDA and FDB.]

Waco Independent School District
Board of Trustees Meeting Agenda Item

Date: August 28, 2025

Contact Person: Ed Love

RE: Change to Board Policy FD (LOCAL)-A Admissions

Background Information:

The 89th Texas Legislature introduced Senate Bill 401 (SB 401), which changes the rules for homeschool student participation in University Interscholastic League (UIL) activities. Previously, school districts had the option to “opt in” to allow non-enrolled homeschool students to participate in UIL activities.

Under SB 401, school districts are now required to allow non-enrolled homeschool students who meet UIL eligibility standards the opportunity to participate in UIL activities on behalf of the school, in the same manner as enrolled students, unless the school board votes to opt out by September 1, 2025.

At their July Regular Meeting the Waco ISD Board of Trustees voted to approve opting out of allowing homeschool students to participate in UIL activities. Changes to board policies FD(LOCAL) Admissions and FM (LOCAL) Student Activities are recommended to reflect the board’s decision.

Fiscal Implications:

N/A

Administrative Recommendation:

The administration recommends that the Board of Trustees approve the proposed changes to FD (LOCAL)-A to reflect opting out of allowing homeschool students to participate in UIL activities.

PROPOSED REVISIONS

Persons Age 21 and Over	The District shall not admit into its public schools any person age 21 or over unless otherwise required by law.
Registration Forms	The student's parent, legal guardian, or other person having lawful control shall annually complete registration forms. A student who has reached age 18 shall be permitted to complete these forms.
Proof of Residency	In accordance with administrative regulations, the parent, guardian, or other person having lawful control of the student under order of a court shall present proof of residency. The District may investigate stated residency as necessary.
Minor Living Apart	A minor student residing in the District but whose parent, guardian, or other person having lawful control under a court order does not reside in the District shall present a power of attorney or an authorization agreement as provided in Chapter 34 of the Family Code assigning responsibility for the student in all school-related matters to an adult resident of the District.
Person Standing in Parental Relation	
Misconduct	A minor student living apart who has engaged in misconduct that results in any of the consequences found in Education Code 25.001(d) shall not be permitted to attend a District school.
Exceptions	Based on an individual student's circumstance, the Superintendent shall have authority to grant exceptions to the requirement for a power of attorney or authorization agreement and to the exclusion for misconduct.
Extracurricular Activities	The Superintendent shall determine whether a minor student living apart is present in the District for the primary purpose of participating in extracurricular activities.
<u>Students Not Enrolled</u>	A student enrolled in a private school, including a homeschool, shall not be eligible for concurrent enrollment in the District nor for participation in curricular or extracurricular activities. [See EEL and FM]
Nonresident Student in Grandparent's After-School Care	<p>The parent and grandparent of a nonresident student requesting admission under Education Code 25.001(b)(9) shall provide to the Superintendent the required information on the grandparent's residency and complete a form provided by the District describing the extent of after-school care to be provided by the grandparent.</p> <p>The Superintendent shall have authority to approve or deny such admissions requests in accordance with criteria approved by the Board.</p>
"Accredited" Defined	For the purposes of this policy, "accredited" shall be defined as accreditation by TEA, an equivalent agency from another state, or an

accrediting association recognized by the commissioner of education.

Grade-Level Placement

Accredited Schools

The parent, guardian, or other person having lawful control of a student enrolling in a District school from an accredited public, private, or parochial school shall provide evidence of the prior schooling outside the District. The student shall be placed initially at the grade level reached elsewhere, pending observation by the classroom teacher, guidance personnel, and the principal. On the basis of these observations and results of tests that may be administered by appropriate District personnel, the principal shall determine the final grade placement.

Nonaccredited Schools

A student enrolling in a District school from a nonaccredited public, private, or parochial school, including a homeschool, shall be placed initially at the discretion of the principal, pending observation by classroom teachers, guidance personnel, and the principal. Criteria for placement may include:

1. Scores on achievement tests, which may be administered by appropriate District personnel.
2. Recommendation of the sending school.
3. Prior academic record.
4. Chronological age and social and emotional development of the student.
5. Other criteria deemed appropriate by the principal.

Transfer of Credit

Accredited Texas Public Schools

Credit toward state graduation requirements earned in an accredited public school district in Texas shall be transferable and recognized by the District.

Other Accredited or Nonaccredited Schools

Before recognizing credit in a course earned in an accredited non-public school, an accredited school outside of Texas, or a nonaccredited school, appropriate personnel shall evaluate a student's records and transcript. The District may require the student to demonstrate mastery of the content or use alternative methods to verify course content for the award of credit.

Transition Assistance

In accordance with law, when a student who is identified as homeless or in substitute care enrolls in the District, the District shall assess the student's available records and other relevant information to ensure credit, including proportionate credit, is awarded appropriately for all subjects and courses taken prior to enrollment.

[See EI]

Withdrawal

A parent or guardian wishing to withdraw a minor student shall present a signed statement that includes the reason for the withdrawal. A student who is 18 or older may submit a withdrawal statement without a parent's or guardian's signature.

[For District withdrawal of students no longer in attendance, see FEA(LOCAL).]

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: August 28, 2025

Contact Person: Ed Love

RE: Change to Board Policy FM (LOCAL)-X Student Activities

=====

Background Information:

The 89th Texas Legislature introduced Senate Bill 401 (SB 401), which changes the rules for homeschool student participation in University Interscholastic League (UIL) activities. Previously, school districts had the option to “opt in” to allow non-enrolled homeschool students to participate in UIL activities.

Under SB 401, school districts are now required to allow non-enrolled homeschool students who meet UIL eligibility standards the opportunity to participate in UIL activities on behalf of the school, in the same manner as enrolled students, unless the school board votes to opt out by September 1, 2025.

At their July Regular Meeting the Waco ISD Board of Trustees voted to approve opting out of allowing homeschool students to participate in UIL activities. Changes to board policies FD(LOCAL) Admissions and FM (LOCAL) Student Activities are recommended to reflect the board’s decision.

Fiscal Implications:

N/A

Administrative Recommendation:

The administration recommends that the Board of Trustees approve the proposed changes to FM (LOCAL)-X to reflect opting out of allowing homeschool students to participate in UIL activities.

PROPOSED REVISIONS

Extracurricular Activity Absences

The District shall make no distinction between absences for UIL activities and absences for other extracurricular activities approved by the Board.

A student shall be allowed in a school year a maximum of 15 extracurricular absences not related to post-district competition; however, a student shall be allowed unlimited absences for participation in post-district, state, or national competition.

[\[For eligibility of a private school student, including a homeschool student, to participate in extracurricular activities, see FD\(LOCAL\).\]](#)

Suspension from Extracurricular Activities

In accordance with law, a student shall be suspended from participation in any extracurricular activity sponsored by the District or UIL after a grade evaluation period in which the student received a grade lower than the equivalent of 70 on a scale of 100 in any academic class other than an identified advanced class. [See FM(LEGAL)] The following additional provisions shall apply:

1. A student enrolled in an advanced course, as listed in FM(LEGAL), shall be exempt from suspension only if the grade is between 60 or 69; therefore, a student enrolled in an advanced course shall not be exempt from suspension if the grade is below 60.
2. A student shall be eligible for only one exemption under these rules.

Use of District Facilities

School-sponsored student groups may use District facilities with prior approval of the appropriate administrator. Other student groups may use District facilities in accordance with policy FNAB.

Waco Independent School District

Board of Trustees Meeting Agenda

Date: August 28, 2025

Contact Person: Deena Cornblum

RE: Change to Board Policy EFB (LOCAL) Instructional Resources: Library Materials

=====

Background Information:

Senate Bill 13 (89th Legislature) takes effect September 1, 2025, and requires school boards to adopt a local policy governing the acquisition of library materials. It also directs the Texas State Library and Archives Commission (TSLAC) to adopt updated school library collection development standards by April 1, 2026, and requires the Texas Education Agency (TEA) to issue a model acquisition policy and a standard form to be used for book challenges. TASB published EFB(LOCAL) policy models in late July 2025; however, the TASB LEGAL Policy will not be available until October 2025 with update 126. Although some elements are still forthcoming, districts must have a compliant local policy in place for the 2025–26 school year. TASB’s EFB(LOCAL)-ALT option provides a compliant framework now and can be refined as state guidance is finalized.

To ensure timely compliance and clear implementation, the administration has:

- Drafted Waco ISD’s EFB(LOCAL)-ALT for adoption now, aligned to current statute.
- Prepared interim procedures for library acquisitions and challenges.
- Outlined a plan that gives parents access to the library catalog, visibility into their child’s checkouts, and the ability to set book checkout restrictions.
- Scheduled a policy review checkpoint to incorporate the TEA model, TASB LEGAL Update 126, and TSLAC standards as soon as they are released.

Fiscal Implications:

None

Administrative Recommendation:

The administration recommends that the Board adopt EFB(LOCAL)-ALT as presented.



Senate Bill 13 — EFB(LOCAL) Policy: Library Materials

Required Response & Board Policy Changes

August 2025

Senate Bill 13

- Relating to library materials/catalogs and parental rights regarding access by a parent's child to library materials.
- Four areas within the bill impact Waco ISD's proposed EFB(LOCAL):
 - 1) Parental rights & access
 - 2) State-mandated library collection standards
 - 3) Procedures for library material acquisition
 - 4) Formalized challenge & appeal processes
- Passed June 20, 2025 • Effective September 1, 2025



Parental Rights & Access

- Parents may view student records, including library checkout records.
- Parents must have access to the school library catalog.
- Parents may submit a list of materials their child may not check out or use outside the library.
- If using an LMS/online portal, parents must be shown a record of each library checkout.



State-Mandated Library Collection Standards

- The Texas State Library and Archives (TSLAC) must adopt updated school library collection standards by April 1, 2026.
- Standards must:
 - Prohibit content that is legally defined as harmful, sexually explicit, indecent, profane, or links to inappropriate online content.
 - Apply to all library materials (school/classroom libraries, digital catalogs, or mobile apps).
 - Recognize parents as the primary decision-makers for student access.
 - Ensure transparency and protect against removing materials solely for ideas or author background.



Procedures for Library Material Acquisition

- Board must approve all new/donated materials (except exact replacements).
- Proposed materials must be publicly viewable for 30 days before approval.
- TEA will provide a model policy (to be developed) for the 2025–26 school year.



Challenge & Appeal Processes

- Who can challenge: parents, district residents, or district employees.
- Challenges must be submitted in writing using the TEA form.
- Access to material is restricted during review.
- The Committee reviews material per policy and responds on a statutory timeline.
- The decision may be appealed to the Board (TEC 33.027(f)).
- If materials are removed, classroom copies must be removed. If retained, material are barred from future challenges for 2 years.

Waco ISD Response & Proposed Policy Changes



Collections & Digital Access

- Library Collections
- WISD will:
 - Apply district collection standards to school and classroom libraries.
 - Train librarians and designated staff on selection, evaluation, and maintenance.
 - Align selections to TEKS, student needs, and collection gaps.
- Digital Libraries
- WISD will:
 - Route access through the district catalog in the Destiny Follett system on the district website.
 - Disable or restrict digital sources that bypass catalog visibility or parental controls.
 - Consolidate links on the district website for parent access.

Collections & Digital Access

- Parental Access
- WISD will:
 - Ensure parents can access the library catalog via the Destiny Follett system on the district and each campus website.
- Parents can:
 - View all student records, including library checkout records.
 - Access the school library catalog.
 - Restrict student access to titles.



Adoption of Standards & Policy

- Adopt TASB EFB(LOCAL) to meet statutory requirements for 2025–26.
- Adopt The Texas State Library and Archives (TSLAC) school library collection standards upon publication (by April 1, 2026).
- Provide training for librarians and designated staff on new standards and procedures.

Acquisition Process & Proposed Quarterly Timeline

- **Library books will be reviewed for procurement on a quarterly basis: October, January, April, June**
- **Step 1:** Librarians analyze collection gaps, student interests, and TEKS to define needs and create lists to be sent to the Lead Librarian.
- **Step 2:** The Lead Librarian will vet titles using professional journals/resources, compile the Quarterly Proposed List to be considered by the board for procurement
- **Step 3:** Next Board meeting the Board reviews and approves or rejects titles for procurement.
- *This process includes books donated to schools.*

Challenge Process – Waco ISD

- The district will publish the TEA challenge form on the district website when released.
- The challenge process begins at the campus level with the building principal.
- Upon receipt of a formal challenge, the material will be restricted from student access during review.
- The Superintendent or designee will appoint an Advisory Council to include the lead librarian, librarians, instructional staff, and district level staff.
- Advisory Council must respond within 90 days if applicable.

Challenge Process – Waco ISD

- Board must act at the next open meeting after recommendation or within 90 days.
- The committee will review the full work and then issue a written recommendation. The decision may be appealed to the Board.
- If the book is removed, applicable teachers will be notified to remove classroom copies.
- If the book is retained in the library collection, a two-year bar on re-challenging the same book will be enacted.

Administrative Recommendation

- Adopt EFB(LOCAL) for Waco ISD for 2025–26 to ensure compliance and enable implementation.
- Rationale:
 - The policy provides robust acquisition, transparency, and challenge procedures.
 - Material procurement will go through a multistep process that includes community viewing and comments as well as board approval before purchase.
 - The recommended policy provides expanded parent access and controls.
 - Any digital resource that we are not able to filter or allow access to parents has been removed.
 - Policies and documents are still being developed and we will have better information in the coming months should we choose to take further action.



Implementation – Key Dates & Deliverables

- By Sep 1, 2025: Publish WISD Library Information on WISD website + with catalogs, policies, and contacts.
- September 2025: Communicate parent access.
- October 2025: Monitor TASB LEGAL Update 126; align local procedures as needed.
- Upon TEA release: Post challenge form; train campus staff on receipt and processing.
- By April 1, 2026: Adopt the Texas State Library and Archives standards; update training and procedures.





WACO INDEPENDENT SCHOOL DISTRICT

QUESTIONS?

PROPOSED POLICY

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

Collection Development Policy

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

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

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

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

Responsibility

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

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

Collection Development Goals

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

1. Present multiple viewpoints related to controversial issues [see EMB regarding instruction about controversial issues].
2. Provide a wide range of background information that will enable students to make intelligent decisions in their daily lives.
3. Include accurate and authentic factual content from authoritative sources.
4. Have a high degree of potential user appeal and interest.

INSTRUCTIONAL RESOURCES
LIBRARY MATERIALS

EFB
(LOCAL)

5. Offer a global perspective that promotes equity of access, including print and nonprint materials such as electronic and multimedia, to meet the needs of individual learners.
6. Represent diverse viewpoints and cultural groups of the state and their contributions to the state, the nation, and the world, to ensure the collection embodies the background of all students.

Recommendation
and Procurement of
Materials

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

Librarians and other professional staff shall develop recommendations to be presented to the Board. The librarians and other professional staff shall ensure that the materials:

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

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

1. Recommendations from students, parents or guardians, teachers, and District residents.
2. Consultation with District teachers and library staff.
3. Consultation with library staff from other districts.
4. Extensive review of the library material.
5. Context of the library material, including overall fit within the existing collection and support of District curriculum.
6. Reviews of the library material from sources such as professional journals in library science, recognized professional education or content journals with book reviews, national and

state award recognition lists, library science field experts, and highly acclaimed author and literacy expert recommendations.

7. Coverage of topics, authors, series, or genres that fill gaps in the school library collection.

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

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

Donated and
Proposed
Procurement List

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

Access Plan

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

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

Each campus shall communicate the following to parents and guardians:

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

Parental
Involvement

Parents and guardians are the primary decision-makers regarding their child's access to library material. In general, a student is afforded the opportunity to self-select library materials as part of literacy development and the library program. District staff may assist a student in selecting library material; however, the ultimate determination of appropriateness remains with the student and parent or guardian. Parents and guardians are encouraged to communicate with the campus librarian and their child's teacher about special considerations regarding library materials self-selected by their child.

In accordance with state law and administrative procedures, parents or guardians may submit to the principal or a staff member

designated by the principal a list of library materials that the parent's or guardian's child shall not be allowed to check out or access for use outside of the school library. The Superintendent shall develop procedures that permit a parent or guardian to submit the request in at least one of the methods permitted by law.

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

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

*Access
Procedures*

School Library

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

Library Catalog

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

Protection from
Inappropriate
Material

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

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

Library materials shall comply with the Children's Internet Protection Act (CIPA), including technology protection measures. [See CQ]

**Challenge of Library
Material**

A District employee, a parent or guardian of a District student, or District resident may challenge library material maintained in the District's library program.

Guiding Principles The following principles shall guide the review of a challenge of library material:

1. An individual may challenge library material used in the District's library program, despite the fact that the professional staff and the Board followed the proper procedure and adhered to the objectives and criteria for recommending and procuring library materials set out in this policy.
2. Access to challenged material shall be restricted during the challenge process.

In addition to compliance with state law and this policy, a criterion for the final decision on challenged library materials is the appropriateness of the material for its intended use. No challenged library material shall be removed solely because of the ideas expressed in the library material or the personal background of the library material's author or the personal background of the characters in the material.

Informal Challenge When the District or a campus receives an objection to the appropriateness of a library material, the appropriate librarian or administrator shall try to resolve the matter informally. The librarian or administrator shall explain the selection process and discuss the intended purpose for the library material.

~~The librarian or~~ campus administrator shall offer a concerned parent or guardian an alternative library material to be used by the child in place of the material and, if requested, shall restrict the child's ~~access~~ access the material objected to by the parent or guardian.

If the individual wishes to make a formal challenge, the administrator shall make available to the individual a copy of this policy and the form to request a formal challenge of the library material.

Formal
Challenge

The District shall make the Texas Education Agency form to challenge library material available on the District's website.

If a District employee, a parent or guardian of a District student, or a District resident wishes to challenge library material, they shall follow the procedures to complete and submit the challenge form.

After a challenge form is submitted, the form shall be provided to the Superintendent. Copies of the form shall be provided to the school librarian, the Board, and any other staff designated in administrative procedures.

*Challenge
Committee*

The ~~principal~~ District shall appoint a challenge committee and notify ~~committee~~ committee members in accordance with administrative procedures.

The challenge committee shall include the librarian and at least one member of the instructional staff who is familiar with the material's content. Other members of the committee may include District-level staff, secondary-level students, parents or guardians, and any other appropriate individuals.

The District shall provide members of the committee the relevant materials to review in accordance with the deadlines established in administrative procedures and in accordance with law.

Any meeting of the committee must comply with the meeting requirements under Education Code 33.024(g) and (h), including required notices, meeting minutes, audio or video recordings, and submission of minutes and audio or video recordings of the meeting to the District.

All members of the committee shall review the challenged library material in its entirety and determine whether the material conforms to this policy and whether the material will continue to be available in the library. The committee shall prepare a written report of its findings.

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

Appeal

An individual who submitted a challenge may appeal the decision to the Board. The individual must provide the notice of appeal in accordance with administrative procedures.

The Board shall hear the appeal and render a decision in accordance with the timelines established in law.

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

*Frequency of
Review*

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

Removal of Library
Materials

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

**Maintenance of
Library Materials**

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

Gifts and Donations

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

Policy Review

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

Waco Independent School District

Board of Trustee Workshop Agenda Item

Date: August 28, 2025

Contact Person: Dr. Ronnita Carridine

RE: T-TESS Appraisers for 2025-2026 School Year

=====
Background Information:

Per DNA (Local), the Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher’s supervisor.

Attached is the 2025-2026 T-TESS Appraiser list for Board consideration. T-TESS Administrators who may serve as Second Appraisers for 2025-2026 are designated in the attached list with an asterisk (*).

Fiscal Implications:

None

Administrative Recommendation(s):

The administration recommends approval of the 2025-2026 T-TESS Appraisers list as presented.

**2025-2026 T-TESS Appraisers
August 28, 2025**

Last Name	First Name	Role
Alexander	Joseph	Principal
Allen	Thia	Assistant Principal
Alvarado	Nancy	Principal
Antonio	Maria	Assistant Principal
Atnip	Amy	Principal
Barton	Crystal	Assistant Principal
Beauchamp	Janae	Associate Principal
Beheler	Christopher	Assistant Principal
Brown	Micah	Assistant Principal
Carpenter*	Larry	District Administrator
Carridine*	Ronnita	District Administrator
Cavazos	Sage	Assistant Principal
Collier	Krystal	Assistant Principal
Cooper	Shalonder	Assistant Principal
Cornblum*	Deena	District Administrator
Cousins	Ebony	Principal
Dean	Haley	Principal
Detlefsen	Cari	Principal
Emerson	Jennifer	Assistant Principal
Ephraim	Corey	Resident Assistant Principal
Eskew	Brittney	Assistant Principal
Fetsko	Angelia	Dean (Academies)
Fisher	Joni	Assistant Principal
Flentge	Amanda	Assistant Principal
Goldberg	Michael	Assistant Principal
Guajardo	Diana	Assistant Principal
Hamilton*	Suzanne	District Administrator
Herrell	Jennifer	Coordinator (Academies)
Ingram	Kristi	Principal
Johnson	Qunisha	Principal
Kersch	Becky	Assistant Principal
Kidd*	Jeremy	District Administrator
Knight	Kathleen	District Coordinator
Knox	Bradley	Assistant Principal
Lange	Erin	Principal
Latchison*	Daphanie	Director Credit Recovery
Lee	Twana	Assistant Principal
Lewis	Reginald	Assistant Principal
Logan*	Karmen	District Administrator
Love	Alfreda	Assistant Principal
Lozano	Isabel	Principal

McAdoo	Alonzo	District Administrator
McMillan	Bradford	Principal
Moore	Bamma	Assistant Principal
Ocampo	Cari	Director MCC
Orchard	Amber	Assistant Principal
Ortiz	Lena	Principal
Parker	Rhonda	Assistant Principal
Pritchard*	Melissa	District Coordinator
Sanders*	Brittany	District Coordinator
Saxenian*	Lisa	District Administrator
Schneider	Alesia	Assistant Principal
Smith	Katrina	Assistant Principal
Sora	Chemise	Assistant Principal
Stewart, Jr.	James	Assistant Director CTE
Vasquez	Victoria	Resident Assistant Principal
Volkman	Troy	Principal
Walker	Lisa	Assistant Principal
Weeks	Jessica	Principal
Weeks	John	Principal
Whitaker	Courtney	Principal
White	Gregory	Assistant Principal
Williams*	Yolanda	District Administrator
Wooden	Denise	Associate Principal
Yourman	Christie	Principal

*Second Appraisers

Updated August 2025

Waco Independent School District
Board of Trustees Meeting Agenda Item

Date: August 28, 2025

Contact Person: Dr. Ronnita Carridine

RE: Amendment to the Teacher Compensation Plan

=====

Background Information:

Upon review, it was discovered that the teacher placement scale presented to the Board earlier contained mathematical errors that affected salary calculations. The revised scale corrects these errors and ensures accurate placement for all newly hired teaching staff.

- The revised teacher compensation plan, including the corrected placement scale, is presented for Board approval.
- Teachers hired between August 4, 2025, and August 28, 2025, will retain the previously presented placement scale for the current school year (2025-26). However, these teachers will be adjusted to the correct salary placement for the 2026-27 school year.

Fiscal Implications:

There are no additional fiscal implications associated with this correction.

Administrative Recommendation:

It is recommended that the Board approve the revised teacher placement scale as presented.

Waco ISD

2025-2026 Placement Scale Teachers

Years of Experience	New Placement Scale Salary
0	\$54,000
1	\$54,500
2	\$55,075
3	\$56,425
4	\$56,775
5	\$59,725
6	\$60,175
7	\$60,675
8	\$61,175
9	\$61,675
10	\$62,175
11	\$62,675
12	\$63,175
13	\$63,575
14	\$63,975
15	\$64,375
16	\$64,775
17	\$65,175
18	\$65,575
19	\$66,075
20	\$66,575
21	\$67,075
22	\$67,575
23	\$68,075
24	\$68,575
25	\$68,975
26	\$69,375
27+	\$69,775

Hiring Placement Scale	
10-Month Hiring Range Minimum	\$54,000
10-Month Hiring Range Maximum	\$70,175
<i>Continuing Teachers 1-2 years will receive an increase of \$1,500.00</i>	
<i>Continuing Teachers 3-4 years will receive an increase of \$2,500.00</i>	
<i>Continuing Teachers 5-27+ years will receive an increase of \$5,000.00</i>	
<p>The salaries listed above are based on 10-month employment for the 2025-2026 school year. The salary placement scale is 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.</p> <p>Salaries are determined individually with consideration for job-related experience and credentials.</p>	
<p>The salary ranges in this placement scale do not reflect any statutorily required salary allotments enacted by the Texas Legislature in the 88th Session or subsequently called Special Sessions. The district reserves the right to adjust salary amounts for the 2025-26 school year in response to legislative changes. Impacted district employees will receive written notice of salary adjustments, if any, prior to the penalty free resignation deadline for the 2025-26 school year.</p>	

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Person: Deena Cornblum

RE: 4-H Extracurricular Status Request

=====

Background Information

19 TAC §129.21(j)permits students who are participating in off-campus activities with a professional member of the school district or an adjunct staff member of the school district to be counted as present for attendance purposes. The school board must approve the agreement for an adjunct staff member to supervise the activity.

Extension agents may be awarded adjunct staff member status. McLennan County requests the agents listed on the enclosed Adjunct Faculty Agreement be awarded adjunct staff member status.

19 TAC §76.1001 defines an extracurricular activity as an activity sponsored by the University Interscholastic League (UIL), the school district board of trustees, or an organization sanctioned by resolution of the board of trustees.

This resolution recognizes 4-H as an extracurricular activity in Waco ISD. By approving this request, WISD allows the same attendance accounting for students who elect to participate in 4-H as in other district-approved extracurricular activities.

Fiscal Implications

None

Administrative Recommendation(s):

Approve the 2025-2026 Resolution of Extracurricular Status of 4-H Organization and the Adjunct Faculty Request to award extension agents adjunct staff member status.

EXTRACURRICULAR STATUS REQUEST

Request for Extracurricular Status for 4-H

MCLENNAN COUNTY EXTENSION SERVICE

 TEXAS A&M
AGRI LIFE
 EXTENSION

July 24, 2025

Dr. Tiffany Spicer, Superintendent
 Waco ISD
 PO BOX 27
 Waco, TX 76703

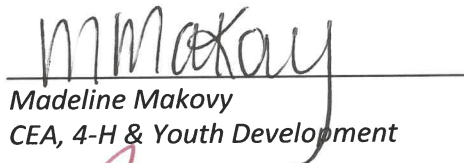
Dear Dr. Tiffany Spicer:

On behalf of the 4-H members of McLennan County, I/we hereby respectfully request that the 4-H organization, by the attached resolution, be sanctioned as an extracurricular activity. We request the enclosed RESOLUTION be presented for consideration at the next scheduled meeting of the Board of Trustees of the Waco ISD. I/we further request that questions regarding this RESOLUTION be directed to me/us in a timely manner so that I/we may prepare and present an appropriate response so as not to delay action on this request.

Finally, I/we request that a signed copy of this RESOLUTION, along with a copy of the minutes of the Board meeting, be forwarded to me/us for my/our files.

Thank you and members of the Board of Trustees for your consideration of this request.

Sincerely,



Madeline Makovy
 CEA, 4-H & Youth Development



Jerod Meurer
 CEA, Natural Resources



Chisa Brigham
 CEA, 4-H Youth & Development



Dr. Shane McLellan
 CEA, Ag & Natural Resources



Rachel Esquivel
 CEA, Family & Community Health

Attachment: Resolution for Extracurricular Status of 4-H Organization

McLennan County Extension
 4224 Cobbs Drive
 Waco, Texas 76710

16 | <https://mclennan.agrilife.org/> | Tel. 254.757.5180 | Fax. 254.757.5097

EXTRACURRICULAR STATUS REQUEST

Resolution requesting Extracurricular Status for 4-H

RESOLUTION

EXTRACURRICULAR STATUS OF 4-H ORGANIZATION

Be it hereby resolved that upon this date, the duly elected Board of Trustees of the

_____ **Waco Independent School District** _____

meeting in public with a quorum present and certified, did adopt this resolution that recognizes the

_____ **McLennan County** _____

County Texas 4-H Organization as approved for recognition and eligible for extracurricular status consideration under 19 Texas Administrative Code, Chapter 76.1, pertaining to extracurricular activities.

Participation by 4-H members under provisions of this resolution are subject to all rules and regulations set forth under the 19 Texas Administrative Code as interpreted by this Board and designated officials of this school district.

Texas A&M AgriLife Extension will request academic eligibility for all 4-H competitive activities, regardless if a school absence is or is not required, and for non-competitive purposes when an absence is required.

Approved this _____ day of _____, 20_____.

Board of Trustee

Dr. Tiffany Spicer

ADJUNCT FACULTY REQUEST

Cover Letter requesting Adjunct Faculty Status

MCLENNAN COUNTY EXTENSION SERVICE

July 24, 2025

Dr. Tiffany Spicer, Superintendent
 Waco ISD
 PO BOX 27
 Waco, Tx 76703

On behalf of the McLennan County Extension Staff, I/we hereby respectfully request approval of the attached Adjunct Faculty Agreement with the Waco Independent School District.

The State Board of Education passed an amendment to 19 TAC§129.21 (j). Requirements for Student Attendance Accounting for State Funding Purposes allows public school students to be considered "in attendance" when participating in off-campus activities with an adjunct staff member of the school district. Section 3 of the Student Attendance Handbook states:

(1) *The student is participating in an activity that is approved by the local board of school trustees and is under the direction of a member of the professional or paraprofessional staff of the school district, or an adjunct staff member who:*

- (A) *has a minimum of a bachelor's degree; and*
- (B) *is eligible for participation in the Teacher Retirement System of Texas.*

McLennan County requests the agents listed on the enclosed Adjunct Faculty Agreement be awarded adjunct staff member status for the period of time indicated on the agreement.

I hope Waco Independent School District will accept this request. Please let me know if you would like to schedule an appointment to discuss the amendment and request or if you need further information.

Thank you and members of the Board of Trustees for your consideration of this request.

Madeline Makovy
 CEA, 4-H & Youth Development

Jerod Meurer
 CEA, Natural Resources

Chisa Brigham
 CEA, 4-H Youth & Development

Sincerely,

Dr. Shane McLellan
 CEA, Ag & Natural Resources

Rachel Esquivel
 CEA, Family & Community Health

ADJUNCT FACULTY REQUEST

Adjunct Faculty Agreement

THE STATE OF TEXAS
COUNTY OF McLennan

On this date, at a regularly scheduled and posted meeting, came the Board of Trustees of the Waco Independent School District, hereinafter referred to as "District." A quorum having been established; the Board proceeded to consider the appointment of the herein named individual(s) as an adjunct member of the Waco Independent School District.

Upon consideration and vote of _____ in favor, _____ is hereby named as adjunct faculty member(s) of the _____ Independent School District subject to the following considerations and provisions of such appointment to wit:

1. This appointment shall commence on the _____ day of _____, 20____ and remain in effect until the _____ day of _____, 20____.

2. This appointment will include the Texas A&M AgriLife Extension Service employees listed below:

NAME	TITLE	DEGREE	INSTITUTION	DATE
Madeline Makovy	CEA, 4-H & Youth Development	B.S.	Tarleton State University	2022
Dr. Shane McLellan	CEA, Agriculture & Natural Resources	Doctor of Education	Texas A&M University	2014
Jerod Meurer	CEA, Natural Resources	M.S.	Texas A&M University – Kingsville	2015
Chisa Brigham	CEA, 4-H & Youth Development	M.S.	Tarleton State University	2017
Rachel Esquivel	CEA, Family & Community Health	B.S.	Texas A&M University	2020

3. Adjunct faculty member(s) will receive no compensation, salary, or remuneration from Waco Independent School District.
4. Adjunct faculty member(s) is and shall remain an employee, in good standing, of the Texas A&M AgriLife Extension Service.
5. Adjunct faculty member(s) is and shall remain under the direct supervision of either the District Extension Administrator of District 8 or Dr. Shane McLellan County Extension Director.
6. Adjunct faculty member(s) shall receive all group insurance benefits, workman's compensation insurance benefits, unemployment insurance, and any and all other plans for the benefit of Texas A&M AgriLife Extension Service employees. District shall have no responsibility for any of such benefits or plans.

Adjunct faculty member(s) shall direct the activities and participation of students of the school district in sponsored and approved activities as designated from time to time by adjunct faculty members for which notice shall be given to School District administrative personnel. Adjunct faculty members' activities and participation with students of the School District are directed, supervised, and controlled by and through supervisory personnel of Texas A&M AgriLife Extension Service pursuant to the supervisory authority of the District Extension Administrator or County Extension Director. Adjunct faculty member(s) is not the employee of the School District, and School District does not nor shall not supervise, direct or control the activities and/or participation of such Madeline Makovy, Dr. Shane McLellan, Jerod Meurer, Chisa Brigham, and Rachel Esquivel County Extension Agent(s) who have/has been herein designated as an adjunct faculty member.

This appointment is made by the Independent School District by and through the Board of Trustees of said district for the benefit of allowing voluntary student participation in programs conducted by the Texas A&M AgriLife Extension Service in recognition of the educational benefits arising from such participation and activities and/or directed by the Texas A&M AgriLife Extension Service. This appointment is made in accordance with the provisions of Section 129.21 (j)(1) of the Texas Administrative Code authorizing the school to deem such participating students in attendance for foundation school program purposes.

This appointment of the herein named **McLennan** County Extension Agent(s) **Madeline Makovy, Dr. Shane McLellan, Jerod Meurer, Chisa Brigham, and Rachel Esquivel** (Extension employee) is/are not intended nor shall be construed as a waiver of any claim or defense of sovereign or governmental immunity from liability now possessed by **Waco** Independent School District or any of its employees, agents, officers, and/or board members in the performance of governmental functions.

Signed this _____ day of _____, 20_____.

Waco Independent School District

By: _____

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: August 28, 2025

Contact Person: Elizabeth Cox

RE: Designation of Public Information Act Non-Business Days

=====

Background Information:

Texas Government Code section 552.0031 defines business days for purposes of the Texas Public Information Act (PIA) requests and allows governmental bodies to designate up to 10 non-business days in a calendar year during which offices are closed. The designation of these additional non-business days for school districts must be made by the board of trustees.

A business day is defined as a day other than:

- A Saturday or Sunday.
- A national holiday: New Year’s Day; Martin Luther King, Jr., Day; Presidents Day; Memorial Day; Independence Day; Labor Day; Veterans Day; Thanksgiving Day; and Christmas Day.
- A state holiday: Confederate Heroes Day; Texas Independence Day; San Jacinto Day; Emancipation Day; Lyndon Baines Johnson Day; the Friday after Thanksgiving Day; the 24th day of December; and the 26th day of December.
- Rosh Hashanah, Yom Kippur, and Good Friday, if observed by the public information officer of the school district.
- The Friday or Monday before or after a national or state holiday listed above, if the holiday falls on the weekend and the district observes the holiday on that Friday or Monday.

Based on the 2025-2026 instructional calendar for Waco ISD, the administration recommends designating Oct. 13, 2025, Nov. 26, 2025, Dec. 29, 2025, Dec. 30, 2025, Dec. 31, 2025, March. 10, 2026, March. 11, 2026, March. 12, 2026, June 29, 2026, and June 30, 2026 as nonbusiness days.

Fiscal Implications:

None

Administration Recommendations:

The Administration recommends that the Board of Trustees approve the proposed non-business days as listed in this memo.

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: August 28, 2025

Contact Person: Dr. Tiffany Spicer

RE: Memorandum of Understanding Between the Waco ISD and Transformation Waco for the Bernard and Audre Rapoport Vision Center

=====

Background Information:

This Memorandum of Understanding (MOU) is submitted for approval and outlines the continued partnership between Transformation Waco (TW), a 501(c)(3) non-profit organization, and Waco Independent School District (the District) on the Bernard and Audre Rapoport Vision Center (Vision Center) through December 2025. This partnership supports the district’s goal to ensure the Vision Center remains a vital resource for students, delivering essential eye care services that support academic success and overall well-being. The district administration is currently working through future plans with additional community resources to support the Vision Center following the completion of this agreement with TW.

Fiscal Implications:

Maintain budgeted expenditures associated with providing a vehicle to transport students and providing a facility for the Vision Center. Staffing and additional operational costs to be provided by Transformation Waco through December 2025.

Administration Recommendations:

The Administration recommends that the Board of Trustees approve the memorandum of understanding between Waco ISD and Transformation Waco for the Bernard and Audre Rapoport Vision Center, as presented.

**Contract for Operation of the Bernard and Audre Rapoport Vision Center
First Semester of 2025-2026 School Year**

The purpose of this contract between Transformation Waco, a 501(c)3 non-profit organization, (“TW”) and Waco Independent School District (the “District”) is to provide for the continued oversight, funding and operation of The Bernard and Audre Rapoport Vision Center (the “Vision Center”).

TW shall:

1. Fund the full operation of the Vision Center, including the optometrist, coordinator, and assistant, from August 19 through October 1, with more limited operation through the end of 2025.
 - The optometrist will serve students four days per week (Tuesday– Friday) through October 1, and will shift to one day per week during October, November, and December
2. Continue to fund the positions of administrative assistant and center assistant at the Vision Center through December 31.
3. Cover fuel and maintenance costs for the District-owned Suburban which shall be used by TW exclusively to transport students to the Vision Center and/or to any other health care provider to which a student may be referred by the Vision Center and not used for any other purpose by TW.
4. Maintain an insurance policy (currently with Republic-Vanguard Insurance Company) covering the use of the District-owned Suburban.
5. Have a formal driver eligibility and verification process that includes license checks, annual motor vehicle record reviews, and a signed certification from each authorized driver of the District-owned Suburban (currently Elizabeth De La Hoya and Julie Pyle).
6. Continue to comply with the Confidentiality and FERPA Compliance agreement executed by TW on August 7, 2025 (Executed copy attached as Exhibit A)
7. Collaborate with WISD to transition Vision Center permission forms to ParentSquare or another secure digital platform.
8. The parties will designate representatives to work together to develop a transition plan for ongoing services to be provided at the Vision Center beginning January 5, 2026, which plan will include the following terms:
 - TW shall transfer all Vision Center equipment and contents owned by TW to WISD or a partner selected by the District
 - If the equipment is to be moved as part of the transition plan the

specifics will be addressed in the transition plan (and shall include that any move will be by a professional with experience transporting similar equipment, with the cost (estimated to exceed \$2,000) to be paid by the District or by the partner selected by the District to take over such services)

- Beginning January 5, 2026, the costs of repair and maintenance of the Vision Center equipment shall be the responsibility of the District
- Timeline:
 - October–November 2025: Programmatic discussions with District and any partner selected by the District (growth, lessons learned, Medicaid enrollment, documentation needs)
 - November–December 2025: Develop and finalize a formal Transfer of Practice Plan
 - December 19, 2025: Deadline for the plan to be approved by both parties (last day before winter break)
 - January 5, 2026: Transfer of clinic equipment, supplies, materials, and WISD patient data
- Party representatives:
 - TW: Dr. Robin McDurham
 - District: Dr. Tiffany Spicer

The District shall:

1. Provide continued access to the space used by the Vision Center through December 31, 2025,
2. Provide use of the District-owned suburban currently used by TW on days when students are transported to the Vision Center
3. Provide ongoing computer and internet access for employees designated by the TW CEO through December 31, 2025
4. Provide assistance in collecting and submitting any documentation, student data or outcomes relevant to services delivered on district campuses, to the extent requested by the U.S. Department of Education for reporting purposes. Specifically, the District will provide i-Ready assessment scores and behavior and attendance records for students who receive services through the Vision Center on District campuses, so that TW can fulfill its reporting requirements to the U.S. Department of Education for the FY25 Full-Service Community Schools grant.
5. Assist TW Staff with obtaining written parental consent to render services.

6. Assist students with transportation for Vision Center Services.
7. If applicable, cover the cost of moving the Vision Center equipment, as well as maintenance and repair of such equipment beginning January 5, 2026, all as set forth above.

Terms and Provisions

Term. The term of this Agreement shall begin on the date signed by both parties and end on December 31, 2025. This Agreement is subject to termination for noncompliance as set forth below.

Non-Compliance. Notwithstanding any provision herein to the contrary, if TW does not comply with any part of this Agreement, and the failure to comply is not corrected within thirty (30) calendar days after written notice from the District, this Agreement may be terminated immediately upon written notice from the District, at the District's sole discretion.

Liability. Neither the District 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 TW and TW's officers, volunteers, employees, contractors, agents, invitees, licensees, participants, and visitors, or (b) non-compliance with this Agreement, or (c) any act, omission, or negligence of TW, or any of its officers, agents, employees, contractors, invitees, licensees, volunteers, participants or visitors. Likewise, neither TW 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 the District and the District's officers, volunteers, employees, contractors, agents, invitees, licensees, participants, and visitors, or (b) non-compliance with this Agreement, or (c) any act, omission, or negligence of the District, or any of its officers, agents, employees, contractors, invitees, licensees, volunteers, participants or visitors.

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: *(Dr. Tiffany Spicer, Superintendent of Schools for Waco ISD, tiffany.spicer@wacoisd.org, P.O. Box 27, Waco, Texas, 76703; Dr. Robin McDurham, Chief Executive Officer for Transformation Waco, robin.mcdurham@wacoisd.org, 3005 Edna Avenue, Waco, Texas 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.

Relationship of the Parties. It is understood and agreed that TW is a separate legal entity from the District, and TW is not an employee, agent, joint venture, or partner of the District. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between the District and either TW or any employee or agent of TW.

No Waiver of the District's Immunity. The execution of this Agreement and the performance by the District of any of its obligations hereunder are not, and are not intended to waive or relinquish, and WISD shall not waive or relinquish, any governmental, sovereign immunity or defense from or to liability or prosecution available to the District, its trustees, officers, employees, or agents under federal or Texas laws.

No Third-Party Beneficiaries. The provisions of this Agreement are and will be for the benefit of the District and TW only and are not for the benefit of any third party, and accordingly nothing in this Agreement 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 Agreement.

Governing Law and Venue. This Agreement 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.

Entire Agreement. This Agreement and the attached and incorporated addendum or exhibits, if any, contain the entire agreement of the parties relative to the purpose(s) of the Agreement and supersede any other representations, agreements, arrangements, negotiations, or understanding, oral or written, between the parties of this Agreement.

Severability. In the event that any one or more of the provisions contained in this Agreement 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 this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained in it.

Interpretation. The parties agree that the normal rules of construction that require that any ambiguities in this Agreement are to be construed against the drafter shall not be employed in the interpretation of this Agreement.

Changes and Amendments. This Agreement 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 Agreement.

Assignment. Neither this Agreement nor any rights, duties, or obligations under it shall be assignable by TW without the prior written acknowledgment and authorization of the District. Any attempted assignment by TW without the District's prior written consent shall be void.

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 Agreement shall be binding unless in writing and signed by duly authorized representatives of the parties hereto.

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.

Counterparts. This Agreement may be executed in separate counterparts, each of which when so executed shall be an original, but all such counterparts shall together constitute but one and the same instrument.

Non-Discrimination. Neither TW nor the District will discriminate on any basis prohibited by applicable law, including but not limited to, the basis of sex, age, handicap, race, color, and national origin in its educational and vocational programs, activities, or employment.

Attorneys' Fees. In the event of any litigation arising out of this Agreement, the prevailing party shall be entitled to reasonable attorneys' fees and costs.

IN CONSIDERATION OF THE FOREGOING TERMS AND CONDITIONS, the parties have caused this contract to be executed by duly authorized representatives of the Parties on the date as set forth below.

Waco Independent School District

Superintendent of Schools
(Printed Name)

Signature

Date

Transformation Waco, Inc.

Authorized Representative
(Printed Name)

Signature

Date

Waco Independent School District

Board of Trustees Meeting Agenda

Date: August 28,2025

Contact Person: Dr. Ronnita Carridine

RE: School District Teaching Permit for Selected Teacher Candidates to Teach a Non-Core Academic CTE Course

=====

Background Information:

Since 1995, Texas law has allowed school districts to issue a school district permit to someone who does not hold a teaching certificate, subject to approval by the Commissioner of Education (Texas Education Code 21.055). For "non-core academic career and technical education (CTE) courses" only, state law allows the school district's Board of Trustees the authority to determine if a school district may issue a school district teaching permit without approval by the Commissioner of Education (House Bill 2205, 84th Regular Legislative Session).

In order for a non-core academic CTE teacher candidate to be qualified for a school district teaching permit, the individual must demonstrate subject matter expertise, such as:

- Professional work experience
- Formal training and education
- Relevant industry license, certification, or registration
- Any combination of work experience, training, and education, or industry credentials related to the subject matter he or she will be teaching

A bachelor's degree is not a requirement.

The administration requests that the following candidate be issued a school district teaching permit effective for the 2025-2026 school year.

John Doshier- Business

Degree in Business Administration and decades of experience in corporate environments as a corporate trainer

Jamie Kindred- Nursing

Degree in Nursing, currently working towards Masters degree in Nursing Administration and has a decade worth of hands-on experience

Roger Lynch- Welding/Manufacturing

Construction company business owner and decades of experience in welding and manufacturing environments

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the named teacher candidate to be issued a school district teaching permit, which will allow them to teach assigned non-core academic career and technology courses for Waco ISD.

WACO INDEPENDENT SCHOOL DISTRICT

Board Meeting Minutes

Regular Meeting, Thursday, July 24, 2025 - 6:00pm

WISD Administration Offices Board Room

BOARD MEMBERS PRESENT

Jose Vidana
Jeremy Davis
Jim Patton
Keith Guillory
Angelo Ochoa
Taylor Bledsoe
Arash Abnoussi

BOARD MEMBERS ABSENT

CALL TO ORDER

Jose Vidana, Board President, called the meeting of the Waco Independent School District Board of Trustees to order at 6:00 p.m. He 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

None

MOMENT OF SILENCE AND PLEDGE OF ALLEGIANCE

SPECIAL RECOGNITIONS

Pledge Leaders

Taylor and Tyler Freeman, students from Waco High School, led the Pledge of Allegiance.

National Educators Rising Conference & Competition

Waco ISD students in the Future Educators Academy earned top honors and recognition at the National Educators Rising Competition and Conference.

- First Place - “Inside Our Schools Spanish” Category: Jessica Lara (University High School) and Saul Torres (Waco High School)
- Selected Presenters: Sylvia Arellano (Waco High School) and Karyme Reyes (Waco High School)

UIL State Theatrical Design Competition Champions

Waco ISD students qualified for and competed at the UIL State Theatrical Design Competition in Austin. The following students placed in their competitions, achieving distinction of being in the top six 5A high school students in Texas.

Waco High School

2nd Scenic Design - Lily Howell

4th Costume Design - Eisley Lawson

2nd Group Design - Eleanor Rhodes (Scenic), ClairePrather (Marketing), Sarah Townsend (Hair

and Make Up), Abbie Sanders (Costume)

University High School

5th Hair and Make Up - Natalie Rodriguez

International Thespian Festival

The following Waco ISD students advanced to compete at the International Thespian Festival in Bloomington, Indiana, following their performances at the UIL State Theatrical Design Competition and the UIL State One Act Play Contest.

Waco High School

University High School

Elena Aagesen

Rashi Sharp

Derrick Thomas

Lydia Allen

Katarina Telep

Avion Anderson

Miriam Goodsum

Sarah Townsend

Karis Henderson

Angelo Woods

Eisley Lawson

Eleanor Rhodes

Joshua Nelson

Addison Roark

Texas Education Agency Title III Leader of the Year

Waco ISD's Director of Bilingual and ESL Education, Grace Benson, was recognized by the Texas Education Agency as the state's Title III Symposium 2025 Leader of the Year.

Community Partner Award

Magnolia Foundation was honored with the TASB Stand Up for Public Education Award as the July Waco ISD Community Partner of the Month.

SUPERINTENDENT'S REPORT

Introduction of the Assistant Superintendent of Human Resources

Dr. Spicer introduced Dr. Ronnita Carridine as the Assistant Superintendent of Human Resources. She has served the district since 2020. She brings two decades of leadership experience in education, including principalship in Fort Worth ISD.

Introduction of J.H. Hines Elementary Principal

Dr. Spicer introduced Dr. Ebony Cousins as the Principal of J.H. Hines Elementary. She returns to Waco ISD with two decades of experience in public education. Most recently as Assistant Principal at Castleman Creek Elementary in Midway.

Introduction of West Avenue Elementary Principal

Dr. Spicer introduced Dr. Craig Volkmann as the principal of West Avenue Elementary. He previously served as the assistant principal of Cedar Ridge Elementary and brings over 20 years of experience in school improvement, student support and instructional leadership.

Introduction of Executive Director of Communications

Dr. Spicer introduced Jill Anderson as the Executive Director of Communications. She has 19 years of experience in nonprofit, municipal and higher education communications. She is an Accredited Public Relations (APR) professional and holds an executive MBA from Baylor University.

Superintendent's Superhero Run and Family Fest

Dr. Spicer invited the community to the Back-to-School Family Fest on Saturday, July 26, 2025 from 9:00-12:00 p.m. at University High School. New this year is the Superintendent's Superhero Run 5K & 1K walk/run.

Meet the Teacher

Dr. Spicer shared that the Elementary Meet the Teacher will be held August 7, 2025 from 5:00-7:00 p.m. and Secondary Meet the Teacher events will be held August 11, 2025 from 5:00-7:30 p.m.

INFORMATION ITEMS/REPORTS

- Monthly Financial Reports for the Period Ended June 30, 2025
- First Reading of Board Policy 124
- First Reading of Board Policy 125

CONSENT AGENDA: CONSIDER AND TAKE APPROPRIATE ACTION

- Amendments to the 2024-2025 Budget
- Bid Award for Educational and Other School District Related Software
- Bid Award for Educational Consultants, Professional Development, and Other Student-Based Contracted Services
- Bid Award for Maintenance Supplies, Equipment and Services
- Bid Award for Restaurant and Catering Service
- Bid Award for Music Supplies, Equipment and Services
- Purchases in Excess of \$50,000 under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service
- Interlocal Cooperation Agreement and Fiscal Agent Contract between the McLennan County Challenge Academy and Participating Districts for the 2025-2026 School Year
- Interlocal Participation Agreement Renewal with the Texas Association of School Boards (TASB) Risk Management Fund for Property, Auto Liability and Physical Damage, School Liability Insurance, and Workers' Compensation Coverage for the 2025-2026 Fiscal Year
- Memorandum of Understanding Between Economic Opportunities Advancement Corporation (EOAC) Head Start and Waco ISD for the 2025-2026 School Year
- Memorandum of Understanding Between Texas A & M University Health Science Center and the Waco ISD for Pediatric and Adolescent Behavioral Health Services via Telehealth
- Memorandum of Understanding Between the Waco ISD and Partner Independent School Districts for Tuition and Building Fee Rates for the Greater Waco Advanced Manufacturing and Health Care Academies for the 2025-2026 School Year
- Amendment to the Interlocal Agreement Between the McLennan County Juvenile Probation Department and the Waco ISD for Child Nutrition Services for the 2025-2026 School Year

- Child Nutrition Services Adult Meal Pricing Increase for the 2025-2026 School Year
- UIL Homeschool Student Participation
- School District Teaching Permit for Selected Teacher Candidates to Teach a Non-Core Academic CTE Course
- Change to Board Policy CFB (Local) Accounting: Inventories
- Low Attendance Waivers
- Amendment to Optional Flexible School Day Program (OFSDP) Application
- Board of Trustees Meeting Minutes
 - June 17, 2025 - Special Board Meeting
 - June 18, 2025 - Regular Board Meeting
 - June 24, 2025 - Special Board Meeting

President Jose Vidana entertained a motion to approve the consent agenda as presented. Jeremy Davis made a motion, seconded by Jim Patton. The motion passed unanimously (7-0).

REVIEW AND DISCUSS BUDGET UPDATE

Sheryl Davis, Chief Financial Officer, presented an update on the 2025-2026 budget including the preliminary general fund budget, revenue estimates and cost increases.

REVIEW DISCUSS AND TAKE APPROPRIATE ACTION REGARDING THE 2025-2026 COMPENSATION MANUAL

Dr. Ronnita Carridine, Assistant Superintendent of Human Resources, proposed a 2% general pay increase for all eligible employees along with the following changes:

- \$2,500 retention stipend for teachers with 3-4 years of experience
- \$5,000 retention stipend for teachers with 5+ years of experience
- Pay grade reclassifications
- Extra Duty pay increases
- New stipends for dyslexia and lead teacher roles
- Relocation reimbursements
- District health insurance contribution increased to \$608 per month, with a continued \$500 annual flexible spending account contribution for employees waiving coverage.

President Jose Vidana entertained a motion to approve the 2025-2026 Compensation Manual as presented. Keith Guillory made a motion, seconded by Jim Patton. The motion passed unanimously (7-0).

CONSIDER, DISCUSS AND TAKE APPROPRIATE ACTION REGARDING HAZARDOUS ROUTES

Texas Education Code 42.155 (d) permits districts to receive supplemental state funding for transporting regular students who live within two miles of their school but face hazardous traffic conditions if they walk. Travis Cheatham reviewed and identified hazardous routes for the 2025-2026 school year.

President Jose Vidana entertained a motion to approve the resolution regarding Hazardous Routes. Keith Guillory made a motion, seconded by Jeremy Davis. The motion passed unanimously (7-0).

CONSIDER, DISCUSS, AND TAKE APPROPRIATE ACTION REGARDING HB 1481 REQUIRED POLICY ADOPTION

Dr. Melissa King-Knowles and Dr. Suzanne Hamilton presented changes to HB 1481 which requires districts to adopt or amend policies regulating the possession, use and storage of personal communication devices during the instructional day. Waco ISD will revise policy, develop campus storage procedures and provide staff training and parent communication before the upcoming school year.

President Jose Vidana entertained a motion to approve the HB 1481 required policy adoption. Keith Guillory made a motion, seconded by Jeremy Davis. The motion passed unanimously (7-0).

ANNOUNCEMENTS

Elizabeth Cox, Chief of Staff, shared the following announcements:

- Student registration continues for the 2025-2026 school year
- August 4, 2025 - Convocation

REVIEW AND DISCUSS POTENTIAL CONTRACTS ON REAL PROPERTY

The board convened into closed session at 8:05 p.m.

The board reconvened at 9:50 p.m.

CONSIDERATION OF PERSONNEL

- Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee
- Hear a Complaint or Charge Against an Officer or Employee

UPDATE ON STUDENT DISCIPLINE MATTER

CONSIDER, DISCUSS AND TAKE APPROPRIATE ACTION TO RENEW A GOOD CAUSE EXCEPTION UNDER TEXAS EDUCATION CODE SECTION 37.0814

Elizabeth Cox discussed HB 3, which requires one armed security officer per campus. Waco ISD claimed an exception on August 24, 2023. HB 121 now requires exceptions to expire after one year, with annual reevaluation and renewal. Due to ongoing funding challenges, personnel shortages, and high demand for qualified officers, administration recommends the Board to renew the good cause exception and alternative for the 2025-2026 school year.

President Jose Vidana entertained a motion to Renew a Good Cause Exception Under Texas Education Code Section 37.0814. Keith Guillory made a motion, seconded by Arash Abnoussi. The motion passed unanimously (7-0).

CONSIDER, DISCUSS AND TAKE APPROPRIATE ACTION TO AMEND THE DISTRICT'S ALTERNATIVE STANDARD UNDER TEXAS EDUCATION CODE SECTION 37.0814.

Following the renewal of good cause exception, the Board is required to adopt an alternative standard. Administration proposed an amended plan addressing safety and security contingencies for all campuses, including increased patrols and rapid response coordination with Waco ISD Police and local law enforcement. Since 2023, compliance efforts have included hiring 12 additional security offices, with two supervisor positions proposed for the 2025-2026 school year. Costs have exceeded state safety allotments

by over \$1 million annually and despite increased state funding, a projected \$2.6 million shortfall remains, raising long-term financial concerns.

President Jose Vidana entertained a motion to Amend the District's Alternative Standard Under Texas Education Code Section 37.0814. Keith Guillory made a motion, seconded by Jim Patton. The motion passed unanimously (7-0).

ADJOURNMENT

The meeting adjourned at 9:58 p.m.

Board President

Board Secretary

WACO INDEPENDENT SCHOOL DISTRICT

Board Meeting Minutes

Special Meeting, Wednesday, August 6, 2025 - 5:00pm

WISD Administration Offices Board Room

BOARD MEMBERS PRESENT

Jose Vidana
Jeremy Davis
Keith Guillory
Angelo Ochoa
Taylor Bledsoe
Arash Abnoussi

BOARD MEMBERS ABSENT

Jim Patton

CALL TO ORDER

Jose Vidana, Board President, called the meeting of the Waco Independent School District Board of Trustees to order at 5:03 p.m. He 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

None

CONSENT AGENDA: CONSIDER AND TAKE APPROPRIATE ACTION

- Student Code of Conduct
- Cost Share Agreement Between Communities in Schools and Waco ISD for the 2025-2026 School Year

President Jose Vidana entertained a motion to approve the consent agenda as presented. Keith Guillory made a motion, seconded by Taylor Bledsoe. The motion passed unanimously (6-0).

ADJOURNMENT

The meeting adjourned at 5:05 p.m.

Board President

Board Secretary

WACO INDEPENDENT SCHOOL DISTRICT

Board Meeting Minutes

Workshop Meeting, Wednesday, August 6, 2025 - 5:00pm

WISD Administration Offices Board Room

BOARD MEMBERS PRESENT

Jose Vidana
Jeremy Davis
Keith Guillory
Angelo Ochoa
Taylor Bledsoe
Arash Abnoussi

BOARD MEMBERS ABSENT

Jim Patton

CALL TO ORDER

Jose Vidana, Board President, called the meeting of the Waco Independent School District Board of Trustees to order at 5:06 p.m. He 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.

REVIEW AND DISCUSS STRATEGIC PLAN

The Board of Trustees reviewed and discussed the District’s Strategic Plan with the senior leadership team. Board members provided feedback and asked clarifying questions.

NEW BOARD MEMBER TRAINING

Dr. Jodi Duran, facilitated a training session for newly elected board members. The purpose of the training is to provide foundational knowledge and guidance related to board governance, district policies, and the role and responsibilities of trustees.

ADJOURNMENT

The meeting adjourned at 6:43 p.m.

Board President

Board Secretary

WACO INDEPENDENT SCHOOL DISTRICT

Board Meeting Minutes

Special Meeting, Thursday, August 14, 2025 - 6:00pm

WISD Administration Offices Board Room

BOARD MEMBERS PRESENT

Jose Vidana
Jeremy Davis
Jim Patton
Angelo Ochoa
Taylor Bledsoe
Arash Abnoussi

BOARD MEMBERS ABSENT

Keith Guillory

CALL TO ORDER

Jose Vidana, Board President, called the meeting of the Waco Independent School District Board of Trustees to order at 6:01 p.m. He 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

None

CONSIDER, DISCUSS AND TAKE APPROPRIATE ACTION REGARDING THE NOTICE OF PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE FOR THE 2025-2026 FISCAL YEAR, SETTING THE PROPOSED TAX RATE AND THE DATE, TIME AND PLACE FOR THE PUBLIC MEETING

Sheryl Davis, Chief Financial Officer, shared the notice of the public meeting. The proposed budget and tax rate will be posted on August 15, 2025.

There will be a public meeting to discuss the budget and proposed tax rate before the August 28, 2025 regular meeting begins. The budget and tax rate will be adopted after the public meeting.

President Jose Vidana entertained a motion to approve the Notice of Public Meeting to Discuss Budget and Proposed Tax Rate for the 2025-2026 Fiscal Year, Setting the Proposed Tax Rate and the Date, Time and Place for the Public Meeting. Jeremy Davis made a motion, seconded by Taylor Bledsoe. The motion was passed unanimously (6-0).

REVIEW AND DISCUSS THE PROPOSED BUDGET AND TAX RATE FOR THE 2025-2026 FISCAL YEAR.

Sheryl Davis, Chief Financial Officer, presented the proposed budget for funds included in the budget as well as for funds for which the District is the fiscal agent (GWAMA, GWACHA, Day School for the Deaf Program, and the McLennan County Challenge Academy). Information on the proposed tax rate was also presented.

REVIEW AND DISCUSS POTENTIAL CONTRACTS ON REAL PROPERTY

The board convened into closed session at 7:07 p.m.

The board reconvened at 8:11 p.m.

CONSIDERATION OF PERSONNEL

- Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee
- Hear a Complaint or Charge Against an Officer or Employee

ADJOURNMENT

The meeting adjourned at 8:16 p.m.

Board President

Board Secretary

WACO INDEPENDENT SCHOOL DISTRICT

Board Meeting Minutes

Workshop Meeting, Thursday, August 21, 2025 - 6:00pm

WISD Administration Offices Board Room

BOARD MEMBERS PRESENT

Jose Vidana
Jeremy Davis
Jim Patton
Keith Guillory
Taylor Bledsoe
Arash Abnoussi

BOARD MEMBERS ABSENT

Angelo Ochoa

CALL TO ORDER

Jose Vidana, Board President, called the meeting of the Waco Independent School District Board of Trustees to order at 6:01 p.m. He 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.

REVIEW AND DISCUSS BOARD OPERATING PROCEDURES

Dr. Jodi Duron with MoakCasey facilitated a conversation with the Board of Trustees reviewing and discussing the Board Operating Procedures.

GOVERNANCE TEAM (BOARD AND SUPERINTENDENT) TEAM BUILDING AND SELF-ASSESSMENT

Dr. Jodi Duron with MoakCasey facilitated the *Team of 8* training with the Board of Trustees and Superintendent, Dr. Tiffany Spicer. The session focused on strengthening governance practices and building collaboration between the School Board and Superintendent.

ADJOURNMENT

The meeting adjourned at 9:21 p.m.

Board President

Board Secretary

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: August 28, 2025

Contact Person: Dr. Melissa King-Knowles

RE: Consider, Discuss, and Take Appropriate Action Regarding Alta Vista Elementary School and Kendrick Elementary School Consolidation and Closing and Renaming

=====

Background Information:

The new Kendrick Elementary opened August of 2025. With the opening of the new campus, the student populations of Kendrick Elementary and 51% of Alta Vista Elementary Schools were consolidated under one campus identification number. The remaining Alta Vista students were rezoned to South Waco Elementary School.

As a part of the process for a closing campus, the District administration submitted a request to the Texas Education Agency (TEA) on February 24, 2025, for the closure of Alta Vista Elementary School campus code 161914101. Dr. Tiffany Spicer, Dr. Melissa King-Knowles, Sheryl Davis, Dr. Deena Cornblum and Jessica Steele met with TEA representatives on April 9, 2025 to discuss the rationale for the request for the closure of one school and the consolidation of the students enrolled at the closing campus to two existing schools: South Waco Elementary and the new Kendrick Elementary. The Waco ISD team was informed that a TEA agency committee would review and make a decision.

On August 14, 2025 , TEA’s Office of Governance and Accountability formally advised the District that they would not approve the closure of the Alta Vista Elementary campus code. Kendrick ES has received the majority of the students due to the specialized bilingual programming offered at both Alta Vista and Kendrick Elementary Schools. With the bilingual program students, Kendrick Elementary ended up with a higher percentage of students. The committee’s decision was to reassign Alta Vista’s campus identification code to Kendrick ES.

TEA advised us that we can continue using the former Alta Vista’s campus identification number by renaming the campus Kendrick Elementary.

Fiscal Implications:

None

Administration Recommendations:

The Administration recommends that the Board of Trustees approves the closing of Kendrick Elementary School, currently identified as campus code 161914112 and rename Alta Vista Elementary School, currently identified as campus code 161914101, Kendrick Elementary.

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Person: Sheryl Davis

RE: Consider, Discuss, and Take Appropriate Action Regarding Adoption of the Budgets for the 2025-2026 Fiscal Year

=====

Background Information:

In accordance with Section 44.002 of the Education Code, the Superintendent has caused to be prepared a proposed budget covering all estimated revenue and proposed expenditures of the district for the 2025-2026 fiscal year. Under rules adopted by the State Board of Education, the annual official budget includes the general, food service and debt service funds. The proposed budget was presented to the Board of Trustees at a specially called meeting on August 14, 2025.

The proposed General Fund budget of \$168,880,277, Child Nutrition Fund budget of \$11,643,012 and Debt Service Fund budget of \$26,149,268 are presented on the attached schedule.

The Budgets were prepared under the following assumptions:

- ADA estimated at 11,502
- Local net taxable property values of \$8,807,683,968 with \$16,687,470 in value under protest
- Maintenance and Operations Tax Rate of \$0.766400/\$100 of assessed value
- Interest and Sinking Tax Rate at \$0.260200/\$100 of assessed value

As provided for under HB2, Classroom teachers (as defined under TEC 48.158) with five or more years of experience received a \$5,000 salary increase and classroom teachers with three to four years of experience received a \$2,500 increase. Waco ISD also approved a \$1,500 increase for classroom teachers with one to two years of experience and increased the starting salary on the teacher schedule from \$53,000 to \$54,000. Other employee groups were given salary increases based on 2% of the midpoint of their respective pay grade.

The district's monthly contribution to group health insurance was increased from \$558.60 to \$608.40 per employee per month for the plan year beginning January 1, 2026. This is effectively a 9% increase to the budget. The average increase in health care costs over recent years has been 8.4% per annum. Employee contribution rates will increase between 0.0% and 12.2% depending on coverage, plan selection, and possible benefit changes.

The proposed budgets were developed based on an M&O tax rate of \$0.766400 and an I&S tax rate of \$0.260200 per \$100 of valuation for a total tax rate of \$1.026600. This is a \$0.022340 decrease from the total 2024 tax rate of \$1.048940.

Included in the budget are the State Compensatory funds. The Texas Education Agency allots funds for school districts annually for state compensatory education (SCE). SCE

funds may be used to provide a compensatory, intensive, or accelerated instruction program that enables the students to be performing at grade level at the conclusion of the next regular school term. SCE is defined in law as programs and/or services designed to supplement the regular education program to directly increase the academic achievement of students identified as at risk of dropping out of school. A district may not budget funds received for any other purpose until the district adopts a budget to support additional accelerated instruction under Texas Education Code Section 42.152, Subsection (b-1). Included in the budgeted amounts presented for the General Fund is \$12,077,084 of SCE funds. The District is projected to receive \$18,903,680 from the state through the Foundation School Program. The minimum expenditure of 55% has been repealed under state law. This budget represents 63.9% of the projected revenues.

Also attached are budgets for the McLennan County Challenge Academy and the Regional Day School for the Deaf, both of which Waco ISD acts as the fiscal agent, and the locally funded budgets for the Greater Waco Advanced Health Care and Manufacturing Academies. These budgets are primarily funded through contributions from member/participating districts.

The proposed budget for the McLennan County Challenge Academy and the Greater Waco Advanced Health Care Academy balance estimated revenues with proposed appropriations. Estimated revenues will fall short of covering budgeted expenditures for the Regional Day School for the Deaf by \$230,247 and the Greater Waco Advanced Manufacturing Academy by \$67,924. These funds must be subsidized by the District’s General Fund by an estimated \$298,171. All students enrolled in the Regional Day School for the Deaf are counted in the District’s attendance and generate Foundation School Program revenue for the General Fund.

Fiscal Implications:

Adoption of the proposed budgets provides funding for District operations for fiscal year 2025-2026.

Administrative Recommendations:

The administration recommends the Board of Trustees consider and approve budgets for the 2025-2026 fiscal year in the following amounts, as presented.

Official Budget:

General Fund	\$168,880,277
Child Nutrition Fund	11,643,012
Debt Service Fund	26,149,268

Other Budgets:

Greater Waco Advanced Health Care Academy	\$ 1,251,414
Greater Waco Advanced Manufacturing Academy	1,369,217
McLennan County Challenge Academy	1,037,398
Regional Day School for the Deaf	794,844

Waco Independent School District

Official Budget

2025-2026

	General Fund	Child Nutrition Fund	Debt Service Fund	Memorandum Total
Revenues:				
Local & Intermediate Source Revenue	\$ 68,712,211	836,805	22,038,385	91,587,401
State Program Revenue	90,793,327	42,235	3,873,340	94,708,902
Federal Program Revenue	2,969,400	10,763,972	-	13,733,372
Total Revenues	<u>162,474,938</u>	<u>11,643,012</u>	<u>25,911,725</u>	<u>200,029,675</u>
Appropriations:				
Instruction	93,906,052	-	-	93,906,052
Instructional Resources & Media Services	1,730,627	-	-	1,730,627
Instructional Staff Development & Curriculum Development	3,296,964	-	-	3,296,964
Instructional Leadership	3,236,966	-	-	3,236,966
School Leadership	9,450,823	-	-	9,450,823
Guidance, Counseling & Evaluation Svcs	7,661,768	-	-	7,661,768
Social Work Services	403,668	-	-	403,668
Health Services	1,651,775	-	-	1,651,775
Student Transportation	4,017,993	-	-	4,017,993
Food Services	-	11,643,012	-	11,643,012
Extracurricular Activities	5,770,086	-	-	5,770,086
General Administration	6,089,657	-	-	6,089,657
Plant Maintenance & Operations	20,563,018	-	-	20,563,018
Security & Monitoring Services	4,351,661	-	-	4,351,661
Data Processing Services	3,559,527	-	-	3,559,527
Community Services	581,856	-	-	581,856
Debt Service	480,710	-	26,115,742	26,596,452
Facilities Acquisition & Construction	-	-	-	-
Payments to Shared Services Arrangement	325,000	-	-	325,000
Payments to Juvenile Justice Alternative Education Program	708,000	-	-	708,000
Payments to Tax Increment Fund	108,580	-	33,526	142,106
Other Intergovernmental Charges	985,546	-	-	985,546
Total Appropriations	<u>168,880,277</u>	<u>11,643,012</u>	<u>26,149,268</u>	<u>206,672,557</u>
Excess (Deficiency) of Estimated Revenues Over Appropriations	(6,405,339)	-	(237,543)	(6,642,882)
Other Financing Sources/(Uses)	(298,171)	-	-	(298,171)
Net Change in Fund Balance	<u>(6,703,510)</u>	<u>-</u>	<u>(237,543)</u>	<u>(6,941,053)</u>
Fund Balance, beginning of year	57,643,785	7,320,007	5,571,931	70,535,723
Fund Balance, end of year	50,940,275	7,320,007	5,334,388	63,594,670
Non-spendable Fund Balance	(381,226)	-	-	(381,226)
Restricted Fund Balance:				
Retirement of Long-term Debt	-	-	(5,334,388)	(5,334,388)
National School Lunch & Breakfast Program	-	(7,320,007)	-	(7,320,007)
Other Restricted Fund Balance	-	-	-	-
Committed Funds	<u>(5,267,243)</u>	<u>-</u>	<u>-</u>	<u>(5,267,243)</u>
Unassigned Fund Balance	<u>\$ 45,291,806</u>	<u>-</u>	<u>-</u>	<u>45,291,806</u>

Waco Independent School District
Other Proposed Budgets
2025-2026

	Greater Waco Health Care Academy	Advanced Manufacturing Academy	McLennan Co. Challenge Academy	Regional Day School for the Deaf	Memorandum Total
Revenues:					
Local and Intermediate Source Revenue	\$ 1,204,600	1,242,600	895,897	523,060	3,866,157
State Program Revenue	46,814	58,693	141,501	41,537	288,545
Total Revenues	<u>\$ 1,251,414</u>	<u>1,301,293</u>	<u>1,037,398</u>	<u>564,597</u>	<u>4,154,702</u>
Appropriations:					
Instruction	\$ 953,362	947,930	635,854	705,237	3,242,383
Instructional Staff and Curriculum Development	8,800	102,247	-	89,607	200,654
Instructional Leadership	116,526	108,559	-	-	225,085
School Leadership	-	-	217,559	-	217,559
Guidance, Counseling and Evaluation Svcs	92,726	92,747	89,985	-	275,458
Plant Maintenance and Operations	80,000	117,734	2,000	-	199,734
Payments to Shared Services Arrangement	-	-	92,000	-	92,000
Total Appropriations	<u>\$ 1,251,414</u>	<u>1,369,217</u>	<u>1,037,398</u>	<u>794,844</u>	<u>4,452,873</u>
Appropriations	\$ -	(67,924)	-	(230,247)	(298,171)
Other Financing Sources/(Uses)	-	67,924	-	230,247	298,171
Net Change in Deferred Revenue	\$ -	-	-	-	-
Deferred Revenue, beginning of year	-	-	346,512	-	346,512
Deferred Revenue, end of year	<u>\$ -</u>	<u>-</u>	<u>346,512</u>	<u>-</u>	<u>346,512</u>

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Person: Sheryl Davis

RE: Consider, Discuss, and Take Appropriate Action Regarding a Resolution Adopting the Tax Rate for the 2025 Tax Year

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Background Information:

Annually, the Board of Trustees must determine the property tax rate necessary to provide sufficient local revenues to fund the adopted budget for the succeeding fiscal year. The tax rate must be in two parts: (1) an Interest and Sinking Fund (I&S) tax rate is determined to levy sufficient taxes required to service the interest and principal requirements for the District’s outstanding bonded debt; (2) a Maintenance and Operations (M&O) tax rate is determined to meet the District’s share of the general operating fund budget. All legal requirements for setting the 2025 tax rate have been accomplished except for the formal adoption of the resolution establishing the tax rate. The Notice of Public Meeting to Discuss Budget and Proposed Tax Rate was published in the Waco Tribune on August 16, 2025. A copy of the notice is attached.

The administration is recommending an M&O tax rate of \$0.766400/\$100 assessed value and a proposed I&S rate of \$0.260200/\$100 assessed value for 2025 for a total tax rate of \$1.026600/\$100 assessed value. The 2024 M&O rate was \$0.766400/\$100 assessed value and the I&S rate was \$0.282500/\$100 assessed value. Additional State Aid for the Homestead Exemption and the fund balance may also be utilized in funding the District’s 2025-2026 debt service.

This year’s proposed tax rate exceeds the no-new-revenue tax rate. **The vote on the resolution setting the tax rate must be a record vote.** The motion to adopt the resolution must be made in the following form:

“I move that the property tax rate be increased by the adoption of a tax rate of \$1.026600, which is effectively a 2.35 percent increase in the tax rate.”

The District may not set the 2025 tax rate above the \$1.026600/\$100 assessed value published in the attached public notice. The resolution supporting the adoption of proposed tax rate proposal is attached.

Fiscal Implications:

The proposed tax rate will generate funding for the General Fund and the Debt Service Fund budgets as adopted by the Board of Trustees.

Administrative Recommendations:

The administration recommends adoption, by resolution, of the proposed 2025 tax rate of \$1.026600/\$100, \$0.766400/\$100 assessed value for Maintenance and Operations and \$0.260200/\$100 assessed value for Interest and Sinking. **The motion must be made in the above form.**

Randy H. Riggs, CPA
 McLennan County
 Tax Assessor/Collector



P O Box 406
 Waco TX 76703
 (254) 757-5130
 randy.riggs@mclennan.gov

Dear Waco Independent School District

Under the Truth-in-Taxation laws, it is the duty of the Tax Assessor-Collector to calculate the No-New-Revenue Tax Rate and the Voter-Approval Tax Rate for the entities for which he collects tax and to publicize these rates and other items of information in a way that will come to the attention of the entities' property owners. After this has been done, the governing bodies of the taxing units must adopt by ordinance, resolution, or order the rate for the current tax year. Our office has complied with the calculation and publication requirement.

Enclosed you will find a copy of your unit's 2025 rate calculations as published in:
 The Waco Tribune Herald

******IF YOUR UNIT'S TAX RATE CONTAINS A DEBT COMPONENT, YOU MUST ADOPT THE DEBT RATE CALCULATED IN THE VOTER-APPROVE RATE CALCULATIONS. ******

Below you will find items that will help you in determining your 2025 tax rate. If you have any questions, feel free to contact this office.

- 1) Total Certified Taxable Value - Value certified to us by the appropriate Appraisal District(s) that includes all real and personal property with all applicable exemptions deducted.
- 2) Taxable Value of New Improvements - Value of properties that appear on the roll
- 3) Anticipated Collection Rate (ACR) for the coming year used to adjust the Debt Component of the No-New-Revenue Tax Rate (NNR) to offset expected delinquencies. The ACR is the best estimate of the total amount of taxes, penalty, interest, and attorney fee that will be collected between July 1, 2024 and June 30, 2025. If your NNR does not contain a debt component, the ACR will have no effect on the calculation.

2025 Total Certified Taxable Value	\$	8,786,598,844.00
2025 Taxable Value Still Under ARB Review	\$	16,687,470.00
2025 Adjusted Taxable Value For School District	\$	8,195,155,940.00
2025 Taxable Value Of New Improvements	\$	155,086,598.00
2025 Anticipated Collection Rate		100%
2025 Voter Approval Rate	\$1.026625	Per \$100 Valuation
2025 Proposed Rate	\$1.026600	Per \$100 Valuation

NOTICE OF PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE

The Waco ISD will hold a public meeting at 6:00 PM, August 28, 2025 in Waco ISD Administration Building Conference Center 115 South 5th St Waco TX 76701. **The purpose of this meeting is to discuss the school district's budget that will determine the tax rate that will be adopted. Public participation in the discussion is invited.**

The tax rate that is ultimately adopted at this meeting or at a separate meeting at a later date may not exceed the proposed rate shown below unless the district publishes a revised notice containing the same information and comparisons set out below and holds another public meeting to discuss the revised notice.

Maintenance Tax	\$0.766400/\$100 (proposed rate for maintenance and operations)
School Debt Service Tax	\$0.260200/\$100 (proposed rate to pay bonded indebtedness)
Approved by Local Voters	

Comparison of Proposed Budget with Last Year's Budget

The applicable percentage increase or decrease (or difference) in the amount budgeted in the preceding fiscal year and the amount budgeted for the fiscal year that begins during the current tax year is indicated for each of the following expenditure categories.

Maintenance and operations	-3.04 % decrease
Debt Service	0.59 % increase
Total Expenditures	-2.57 % decrease

Total Appraised Value and Total Taxable Value (as calculated under Section 26.04, Tax Code)

	<u>Preceding Tax Year</u>	<u>Current Tax Year</u>
Total appraised value* of all property	\$14,239,440,610	\$14,417,713,628
Total appraised value* of new property**	\$249,487,970	\$170,171,853
Total taxable value*** of all property	\$8,517,131,178	\$8,354,461,480
Total taxable value*** of new property**	\$212,155,454	\$155,086,598

*Appraised value is the amount shown on the appraisal roll and defined by Section 1.04(8), Tax Code.

** "New property" is defined by Section 26.012(17), Tax Code.

*** "Taxable value" is defined by Section 1.04(10), Tax Code.

Bonded Indebtedness

Total amount of outstanding and unpaid bonded indebtedness* \$444,040,000

*Outstanding principal.

Comparison of Proposed Rates with Last Year's Rates

	<u>Maintenance & Operations</u>	<u>Interest & Sinking Fund*</u>	<u>Total</u>	<u>Local Revenue Per Student</u>	<u>State Revenue Per Student</u>
Last Year's Rate	\$0.766400	\$0.282500	\$1.048900	\$7,737	\$6,957
Rate to Maintain Same Level of Maintenance & Operations Revenue & Pay Debt Service	\$0.694100	\$0.260230	\$0.954330	\$7,117	\$7,591
Proposed Rate	\$0.766400	\$0.260200	\$1.026600	\$7,642	\$7,824

*The Interest & Sinking Fund tax revenue is used to pay for bonded indebtedness on construction, equipment, or both.

The bonds, and the tax rate necessary to pay those bonds, were approved by the voters of this district.

Comparison of Proposed Levy with Last Year's Levy on Average Residence

	<u>Last Year</u>	<u>This Year</u>
Average Market Value of Residences	\$239,496	\$246,768
Average Taxable Value of Residences	\$110,918	\$91,698
Last Year's Rate Versus Proposed Rate per \$100 Value	\$1.048900	\$1.026600
Taxes Due on Average Residence	\$1,163.42	\$941.37
Increase (Decrease) in Taxes		\$-222.05

Under state law, the dollar amount of school taxes imposed on the residence homestead of a person 65 years of age or older or of the surviving spouse of such a person, if the surviving spouse was 55 years of age or older when the person died, may not be increased above the amount paid in the first year after the person turned 65, regardless of changes in tax rate or property value.

Notice of Voter-Approval Rate: The highest tax rate the district can adopt before requiring voter approval at an election is \$1.026625. This election will be automatically held if the district adopts a rate in excess of the voter-approval rate of \$1.026625.

Fund Balances

The following estimated balances will remain at the end of the current fiscal year and are not encumbered with or by a corresponding debt obligation, less estimated funds necessary for operating the district before receipt of the first state aid payment.

Maintenance and Operations Fund Balance(s)	\$48,900,057
Interest & Sinking Fund Balance(s)	\$5,571,932

A school district may not increase the district's maintenance and operations tax rate to create a surplus in maintenance and operations tax revenue for the purpose of paying the district's debt service.

Visit [Texas.gov/PropertyTaxes](https://www.texas.gov/PropertyTaxes) to find a link to your local property tax database on which you can easily access information regarding your property taxes, including information about proposed tax rates and scheduled public hearings of each entity that taxes your property.

The 86th Texas Legislature modified the manner in which the voter-approval tax rate is calculated to limit the rate of growth of property taxes in the state.

Waco Independent School District

Resolution of the Board to Set Tax Rate

Date: August 28, 2025

On this date, we, the Board of Trustees of the Waco Independent School District, hereby levy or set the tax rate on \$100 valuation for the District for the tax year 2025 at a total tax rate of \$1.026600, to be assessed and collected by the duly specified assessor and collector, as follows:

\$ 0.766400 for the purpose of maintenance and operations, and

\$ 0.260200 for the purpose of payment of principal and interest on debts

This year’s levy to fund maintenance and operations expenditures does not exceeds last year’s maintenance and operations tax levy. The ordinance, resolution, or order setting this year’s tax rate does not require the statements about “tax increase” as specified in §26.05(b) of the Texas Property

Such taxes are to be assessed and collected by the tax assessor-collector for the County of McLennan, Texas, as the tax assessor-collector for the Waco Independent School District as designated by the District.

Adopted this 28th day of August, 2025 by the Board of Trustees of the Waco Independent School District.

Governing Body Members’ Signatures:

José Vidaña, President
Board of Trustees
Waco Independent School District

ATTEST:

Jim Patton, Secretary

2025 Tax Rate Calculation Worksheet

Form 50-859

School Districts without Chapter 313 and JETI Agreements

Waco ISD	254-755-9440
School District's Name	Phone (area code and number)
PO Box 27 Waco, TX 76703	https://www.wacoisd.org
School District's Address, City, State, ZIP Code	School District's Website Address

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

This worksheet is for **school districts without Tax Code Chapter 313 or Government Code Chapter 403, Subchapter T, Texas Jobs, Energy, Technology, and Innovation Act (JETI) agreements only.** School districts that have a Chapter 313 or JETI agreement should use Comptroller Form 50-884 *Tax Rate Calculation Worksheet, School Districts with Chapter 313 and JETI Agreements*.

Water districts as defined under Water Code Section 49.001(1) do not use this form. Use Comptroller Form 50-858 *Water District Voter-Approval Tax Rate Worksheet for Low Tax Rate and Developing Districts* or Comptroller Form 50-860 *Developed Water District Voter-Approval Tax Rate Worksheet*.

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

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

SECTION 1: No-New-Revenue Tax Rate

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

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
1.	Prior year total taxable value. Enter the amount of the prior year taxable value on the prior year tax roll today. Include any adjustments since last year's certification; exclude one-fourth and one-third over-appraisal corrections made under Tax Code Section 25.25(d) from these adjustments. Exclude any property value subject to an appeal under Chapter 42 as of July 25 (will add undisputed value in Line 6). This total includes the taxable value of homesteads with tax ceilings (will deduct in Line 2). ¹	\$ 8,126,677,171
2.	Prior year tax ceilings. Enter the prior year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. ²	\$ 719,796,592
3.	Preliminary prior year adjusted taxable value. Subtract Line 2 from Line 1.	\$ 7,406,880,579
4.	Prior year total adopted tax rate.	\$ 1.048940 / \$100
5.	Prior year taxable value lost because court appeals of ARB decisions reduced prior year appraised value. A. Original prior year ARB values: \$ 235,360,240 B. Prior year values resulting from final court decisions: - \$ 188,120,218 C. Prior year value loss. Subtract B from A. ³	\$ 47,240,022
6.	Prior year taxable value subject to an appeal under Chapter 42, as of July 25. A. Prior year ARB certified value: \$ 986,182,560 B. Prior year disputed value: - \$ 153,308,110 C. Prior year undisputed value. Subtract B from A. ⁴	\$ 832,874,450
7.	Prior year Chapter 42-related adjusted values. Add Line 5 and 6.	\$ 880,114,472
8.	Prior year taxable value, adjusted for actual and potential court-ordered adjustments. Add Line 3 and Line 7.	\$ 8,286,995,051

¹ Tex. Tax Code §26.012(14)
² Tex. Tax Code §26.012(14)
³ Tex. Tax Code §26.012(13)
⁴ Tex. Tax Code §26.012(13)

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
9.	Prior year taxable value of property in territory the school deannexed after Jan. 1, of the prior year. Enter the prior year value of property in deannexed territory. ⁵	\$ 0
10.	<p>Prior year taxable value lost because property first qualified for an exemption in the current year. If the school district increased an original exemption, use the difference between the original exempted amount and the increased exempted amount. Do not include value lost due to freeport goods-in-transit, or temporary disaster exemptions. Note that lowering the amount or percentage of an existing exemption in the current year does not create a new exemption or reduce taxable value.</p> <p>A. Absolute exemptions. Use prior year market value: \$ 8,157,933</p> <p>B. Partial exemptions. Current year exemption amount or current year percentage exemption times prior year value: .. + \$ 620,646,755</p> <p>C. Value loss. Add A and B.⁶</p>	\$ 628,804,688
11.	<p>Prior year taxable value lost because property first qualified for agricultural appraisal (1-d or 1-d-1), timber appraisal, recreational/scenic appraisal or public access airport special appraisal in the current year. Use only properties that qualified in the current year for the first time; do not use properties that qualified in the prior year.</p> <p>A. Prior year market value. \$ 40,379</p> <p>B. Current year productivity or special appraised value: - \$ 500</p> <p>C. Value loss. Subtract B from A.⁷</p>	\$ 39,879
12.	Total adjustments for lost value. Add Lines 9, 10C and 11C.	\$ 628,844,567
13.	Adjusted prior year taxable value. Subtract Line 12 from Line 8.	\$ 7,658,150,484
14.	Adjusted prior year total levy. Multiply Line 4 by Line 13 and divide by \$100.	\$ 80,329,403
15.	Taxes refunded for years preceding prior year. Enter the amount of taxes refunded by the district for tax years preceding the prior year. Types of refunds include court decisions, Tax Code Section 25.25(b) and (c) corrections and Tax Code Section 31.11 payment errors. Do not include refunds for the prior tax year. This line applies only to tax years preceding the prior tax year. ⁸	\$ 1,871,161
16.	<p>Adjusted prior year levy with refunds. Add Line 14 and Line 15.⁹</p> <p><small>Note: If the governing body of the school district governs a junior college district in a county with a population of more than two million, subtract the amount of taxes the governing body dedicated to the junior college district in the prior year from the result.</small></p>	\$ 82,200,564
17.	<p>Total current year taxable value on the current year certified appraisal roll today. This value includes only certified values and includes the total taxable value of homesteads with tax ceilings (will deduct in line 19). These homesteads include homeowners age 65 or older or disabled.¹⁰</p> <p>A. Certified values.¹¹ \$ 8,786,598,844</p> <p>B. Pollution control and energy storage system exemption: Deduct the value of property exempted for the current tax year for the first time as pollution control or energy storage system property: - \$ 0</p> <p>C. Total current year value. Subtract B from A.</p>	\$ 8,786,598,844
18.	<p>Total value of properties under protest or not included on certified appraisal roll.¹²</p> <p>A. Current year taxable value of properties under protest. The chief appraiser certifies a list of properties still under ARB protest. The list shows the appraisal district's value and the taxpayer's claimed value, if any, or an estimate of the value if the taxpayer wins. For each of the properties under protest, use the lowest of these values. Enter the total value under protest.¹³ \$ 16,687,470</p> <p>B. Current year value of properties not under protest or included on certified appraisal roll. The chief appraiser gives school districts a list of those taxable properties that the chief appraiser knows about but are not included in the appraisal roll certification. These properties are also not on the list of properties that are still under protest. On this list of properties, the chief appraiser includes the market value, appraised value and exemptions for the preceding year and a reasonable estimate of the market value, appraised value and exemptions for the current year. Use the lower market, appraised or taxable value (as appropriate). Enter the total value not on the roll.¹⁴ + \$ 0</p> <p>C. Total value under protest or not certified. Add A and B.</p>	\$ 16,687,470

⁵ Tex. Tax Code §26.012(15)
⁶ Tex. Tax Code §26.012(15)
⁷ Tex. Tax Code §26.012(15)
⁸ Tex. Tax Code §26.012(13)
⁹ Tex. Tax Code §26.012(13)
¹⁰ Tex. Tax Code §§26.012 and 26.04(c-2)
¹¹ Tex. Tax Code §26.012(6)
¹² Tex. Tax Code §26.01(c) and (d)
¹³ Tex. Tax Code §26.01(c)
¹⁴ Tex. Tax Code §26.01(d)

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
19.	Current year tax ceilings. Enter current year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. ¹⁵	\$ 453,043,776
20.	Anticipated contested value. Affected taxing units enter the contested taxable value for all property that is subject to anticipated substantial litigation. ¹⁶ An affected taxing unit is wholly or partly located in a county that has a population of less than 500,000 and is located on the Gulf of Mexico. ¹⁷ If completing this section, the taxing unit must include supporting documentation in Section 6. ¹⁸ Taxing units that are not affected, enter 0.	\$ 0
21.	Current year total taxable value. Add Lines 17C and 18C. Subtract Lines 19 and 20. ¹⁹	\$ 8,350,242,538
22.	Total current year taxable value of properties in territory annexed after Jan. 1, of the prior year. Include both real and personal property. Enter the current year value of property in territory annexed by the school district.	\$ 0
23.	Total current year taxable value of new improvements and new personal property located in new improvements. New means the item was not on the appraisal roll in the prior year. An improvement is a building, structure, fixture or fence erected on or affixed to land. New additions to existing improvements may be included if the appraised value can be determined. New personal property in a new improvement must have been brought into the school district after Jan. 1, of the prior year, and be located in a new improvement.	\$ 155,086,598
24.	Total adjustments to the current year taxable value. Add lines 22 and 23.	\$ 155,086,598
25.	Adjusted current year taxable value. Subtract line 24 from line 21.	\$ 8,195,155,940
26.	Current year NNR tax rate. Divide line 16 by line 25 and multiply by \$100.	\$ 1.003038 /\$100

SECTION 2: Voter-Approval Tax Rate

The voter-approval tax rate is the highest tax rate that a taxing unit may adopt without holding an election to seek voter approval of the rate. Most school districts calculate a voter-approval tax rate that is split into three separate rates.²⁰

- Maximum Compressed Tax Rate (MCR):** A district’s maximum compressed tax rate is defined as the tax rate for the current tax year per \$100 of valuation of taxable property at which the district must levy a maintenance and operations tax to receive the full amount of the tier one allotment.²¹
- Enrichment Tax Rate:**²² A district’s enrichment tax rate is defined as any tax effort in excess of the district’s MCR and less than \$0.17. The enrichment tax rate is divided into golden pennies and copper pennies. School districts can claim up to 8 golden pennies, not subject to compression, and 9 copper pennies which are subject to compression with any increases in the guaranteed yield.²³
- Debt Rate:** The debt rate includes the debt service necessary to pay the school district’s debt payments in the coming year. This rate accounts for principal and interest on bonds and other debt secured by property tax revenue.

The MCR and Enrichment Tax Rate added together make up the school district’s maintenance and operations (M&O) tax rate. Districts cannot increase the district’s M&O tax rate to create a surplus in M&O tax revenue for the purpose of paying the district’s debt service.²⁴

If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate (disaster pennies) in the calculation this year. This adjustment will be made in Section 4 of this worksheet.

A district must complete an efficiency audit before seeking voter approval to adopt a M&O tax rate higher than the calculated M&O tax rate, hold an open meeting to discuss the results of the audit, and post the results of the audit on the district’s website 30 days prior to the election.²⁵ Additionally, a school district located in an area declared a disaster by the governor may adopt a M&O tax rate higher than the calculated M&O tax rate during the two-year period following the date of the *declaration without conducting an efficiency audit*.²⁶ Districts should review information from TEA when calculating their voter-approval tax rate.

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
27.	Current year maximum compressed tax rate (MCR). TEA will publish compression rates based on district and statewide property value growth. Enter the school districts’ maximum compressed rate based on guidance from TEA. ²⁷	\$ 0.628100 /\$100

¹⁵ Tex. Tax Code §26.012(6)(B)
¹⁶ Tex. Tax Code §§26.012(6)(C) and 26.012(1-b)
¹⁷ Tex. Tax Code §26.012(1-a)
¹⁸ Tex. Tax Code §26.04(d-3)
¹⁹ Tex. Tax Code §26.012(6)
²⁰ Tex. Tax Code §26.08(n)
²¹ Tex. Edu. Code §48.2551(a)(3)
²² Tex. Tax Code §26.08(i) and Tex. Edu. Code §45.0032
²³ Tex. Edu. Code §§48.202(a-1)(2) and 48.202(f)
²⁴ Tex. Edu. Code §45.0021(a)
²⁵ Tex. Edu. Code §11.184(b)
²⁶ Tex. Edu. Code §11.184(b-1)
²⁷ Tex. Edu. Code §§48.255, 48.2551(b)(1) and (b)(2)

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
28.	Current year enrichment tax rate. Enter the greater of A and B. ²⁸ A. Enter the district's prior year enrichment tax rate, minus any required reduction under Education Code Section 48.202(f) \$ 0.138300 /\$100 B. \$0.05 per \$100 of taxable value \$ 0.050000 /\$100	\$ 0.138300 /\$100
29.	Current year maintenance and operations (M&O) tax rate. Add Lines 27 and 28. Note: M&O tax rate may not exceed the sum of \$0.17 and the district's maximum compressed rate. ²⁹	\$ 0.766400 /\$100
30.	Total current year debt to be paid with property tax revenue. Debt means the interest and principal that will be paid on debts that: (1) Are paid by property taxes; (2) Are secured by property taxes; (3) Are scheduled for payment over a period longer than one year; and (4) Are not classified in the school district's budget as M&O expenses. A. Debt includes contractual payments to other school districts that have incurred debt on behalf of this school district, if those debts meet the four conditions above. Include only amounts that will be paid from property tax revenue. Do not include appraisal district budget payments. If the governing body of a taxing unit authorized or agreed to authorize a bond, warrant, certificate of obligation, or other evidence of indebtedness on or after Sept. 1, 2021, verify if it meets the amended definition of debt before including it here. ³⁰ Enter debt amount: \$ 26,105,743 B. Subtract unencumbered fund amount used to reduce total debt. - \$ 0 C. Subtract state aid received for paying principal and interest on debt for facilities through the existing debt allotment program and/or instructional facilities allotment program..... - \$ 3,873,340 D. Adjust debt: Subtract B and C from A.	\$ 22,232,403
31.	Certified prior year excess debt collections. Enter the amount certified by the collector. ³¹	\$ 502,948
32.	Adjusted current year debt. Subtract line 31 from line 30D.	\$ 21,729,455
33.	Current year anticipated collection rate. If the anticipated rate in A is lower than actual rates in B, C and D, enter the lowest rate from B, C and D. If the anticipated rate in A is higher than at least one of the rates in the prior three years, enter the rate from A. Note that the rate can be greater than 100%. ³² A. Enter the current year anticipated collection rate certified by the collector. ³³ 100.00 % B. Enter the 2024 actual collection rate 102.00 % C. Enter the 2023 actual collection rate 97.00 % D. Enter the 2022 actual collection rate 103.00 %	100.00 %
34.	Current year debt adjusted for collections. Divide Line 32 by Line 33. Note: If the governing body of the school district governs a junior college district in a county with a population of more than two million, add the amount of taxes the governing body proposes to dedicate to the junior college district in the current year to the result.	\$ 21,729,455
35.	Current year total taxable value. Enter the amount on Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 8,350,242,538
36.	Current year debt rate. Divide Line 34 by Line 35 and multiply by \$100.	\$ 0.260225 /\$100
37.	Current year voter-approval tax rate. Add Lines 29 and 36. If the school district received distributions from an equalization tax imposed under former Chapter 18, Education Code, add the NNR tax rate as of the date of the county unit system's abolition to the sum of Lines 29 and 36. ³⁴	\$ 1.026625 /\$100

²⁸ Tex. Tax Code §26.08(n)(2)
²⁹ Tex. Edu. Code §45.003(d)
³⁰ Tex. Tax Code §26.012(7)
³¹ Tex. Tax Code §§26.012(10) and 26.04(b)
³² Tex. Tax Code §§26.04(h), (h-1) and (h-2)
³³ Tex. Tax Code §26.04(b)
³⁴ Tex. Tax Code §26.08(g)

SECTION 3: Voter-Approval Tax Rate Adjustment for Pollution Control

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

This section should only be completed by a school district that uses M&O funds to pay for a facility, device or method for the control of air, water or land pollution.

Line	Voter-Approval Rate Adjustment for Pollution Control Requirements Worksheet	Amount/Rate
38.	Certified expenses from the Texas Commission on Environmental Quality (TCEQ). Enter the amount certified in the determination letter from TCEQ. ³⁵ The school district shall provide its tax assessor with a copy of the letter. ³⁶	\$ 0 _____
39.	Current year total taxable value. Enter the amount on Line 21 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 8,350,242,538 _____
40.	Additional rate for pollution control. Divide line 38 by line 39 and multiply by \$100.	\$ 0.000000 _____/\$100
41.	Current year voter-approval tax rate, adjusted for pollution control. Add line 37 and line 40.	\$ 1.026625 _____/\$100

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

If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate in the calculation this year. ³⁷ As such, it must reduce its voter-approval tax rate for the current tax year.

This section applies to a school district in a disaster area that adopts a tax rate greater than its voter-approval tax rate without holding an election in the prior year, as provided for by Tax Code Section 26.042(e).

Line	Prior Year Disaster Adjustment Worksheet	Amount/Rate
42.	Prior year adopted tax rate. Enter the rate in Line 4 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 1.048940 _____/\$100
43.	Prior voter-approval tax rate. If the school district adopted a tax rate above the prior year voter-approval tax rate without holding an election due to a disaster, enter the voter-approval tax rate from the prior year's worksheet.	\$ 0.000000 _____/\$100
44.	Increase in the prior year tax rate due to disaster (disaster pennies). Subtract Line 43 from Line 42.	\$ 0.000000 _____/\$100
45.	Current year voter-approval tax rate, adjusted for prior year disaster. Subtract Line 44 from one of the following lines (as applicable): Line 37 or Line 41 (school districts with pollution control).	\$ 1.026625 _____/\$100

SECTION 5: Total Tax Rate

Indicate the applicable total tax rates as calculated above.

No-New-Revenue Tax Rate \$ 1.003038 _____/\$100

Enter the current year NNR tax rate from Line 26.

Voter-Approval Tax Rate \$ 1.026625 _____/\$100

As applicable, enter the current year voter-approval tax rate from Line 37, Line 41 or Line 45. Indicate the line number used: 37

³⁵ Tex. Tax Code §26.045(d)
³⁶ Tex. Tax Code §26.045(i)
³⁷ Tex. Tax Code §26.042(f) and Tex. Edu. Code §45.0032(d)

SECTION 6: Addendum

An affected taxing unit that enters an amount described by Tax Code Section 26.012(6)(C) in Line 20 must include the following as an addendum:


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

Insert hyperlinks to supporting documentation:

SECTION 7: School District Representative Name and Signature

Enter the name of the person preparing the tax rate as authorized by the governing body of the school district. By signing below, you certify that you are the designated officer or employee of the school district and have calculated the tax rates in accordance with requirements in Tax Code and Education Code.³⁸

print here ▶ Randy H Riggs
 Printed Name of School District Representative

sign here ▶ 
 School District Representative

8-6-25
 Date

³⁸ Tex. Tax Code §26.04(c)

**§26.05(b) of Property Tax Code
Steps Required for Adoption of Tax Rate**

Entity Name: Waco ISD

Date: 08/06/2025 02:31 PM

Language Required in the Motion Setting This Year's Tax Rate:

This year's proposed tax rate exceeds the no-new-revenue tax rate. The vote on the ordinance, resolution, or order setting the tax rate must be a record vote. A motion to adopt the ordinance, resolution, or order must be made in the following form:

I move that the property tax rate be increased by the adoption of a tax rate of 1.026600, which is effectively a 2.35 percent increase in the tax rate.

Statement Required in the Ordinance, Resolution, or Order Setting This Year's Tax Rate:

This year's tax levy to fund maintenance and operations expenditures does not exceed last year's maintenance and operations tax levy. The ordinance, resolution, or order setting this year's tax rate does not require the statements about "tax increase" as specified in §26.05(b) of Property Tax Code.

Statement That Must be Posted on the Home Page of Any Internet Website Operated by the Taxing Unit:

This year's tax levy to fund maintenance and operations expenditures does not exceed last year's maintenance and operations tax levy. A statement about "tax increase" as specified by §26.05(b) of Property Tax Code is not required to be included on the home page of any Internet website operated by Waco ISD.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 28, 2025

Contact Persons: Sheryl Davis, Gloria Barrera

RE: Review and Discuss Timing and Funding for a Future Bond Election to Address Facility Needs

Background Information

In November of 2020, Waco ISD undertook a Long Range Facility Planning Process that included district administration and community stakeholders. The result of the 2020 planning effort was the development of the 2021 bond program. The Board of Trustees approved calling for the bond in August and in November the bond was approved by 58.8% of the voters. The five projects included in the 2021 bond are almost complete, and the program remains on schedule and within budget.

The Long Range Facilities Plan developed in 2020 listed more needs than the District could afford at that time. The projects and needs that were identified surpassed \$900 million. Some of the items that were listed, but were not deemed highest priority in 2021, and were not included in the bond program are:

- Major Improvements at the District stadium, administration building, North Waco, transportation and maintenance facilities
- Over \$80 million in Deferred Maintenance projects
- Over \$20 million in Capital Improvement projects for various schools

Another challenging topic that was undertaken by the bond planning committee was the consolidation of schools. It is expected that a future Waco ISD bond will also need to deal with this question due to declining enrollment, budget constraints and the need for further staffing and operational efficiencies.

It is also important to note, there are financial impacts that must be considered, as they could affect WISD’s bond capacity. These include declining enrollment, the governmental funds’ net position, the current asset to debt ratio, property values, as well as new and impending legislation mandating changes at the state level.

If the District were to begin bond planning in September of 2026, the Board could then call for the bond election in February 2027 with the election following in May. If the bond passes, the first new facilities would likely be complete in the fall of 2029.

Fiscal Implications

N/A

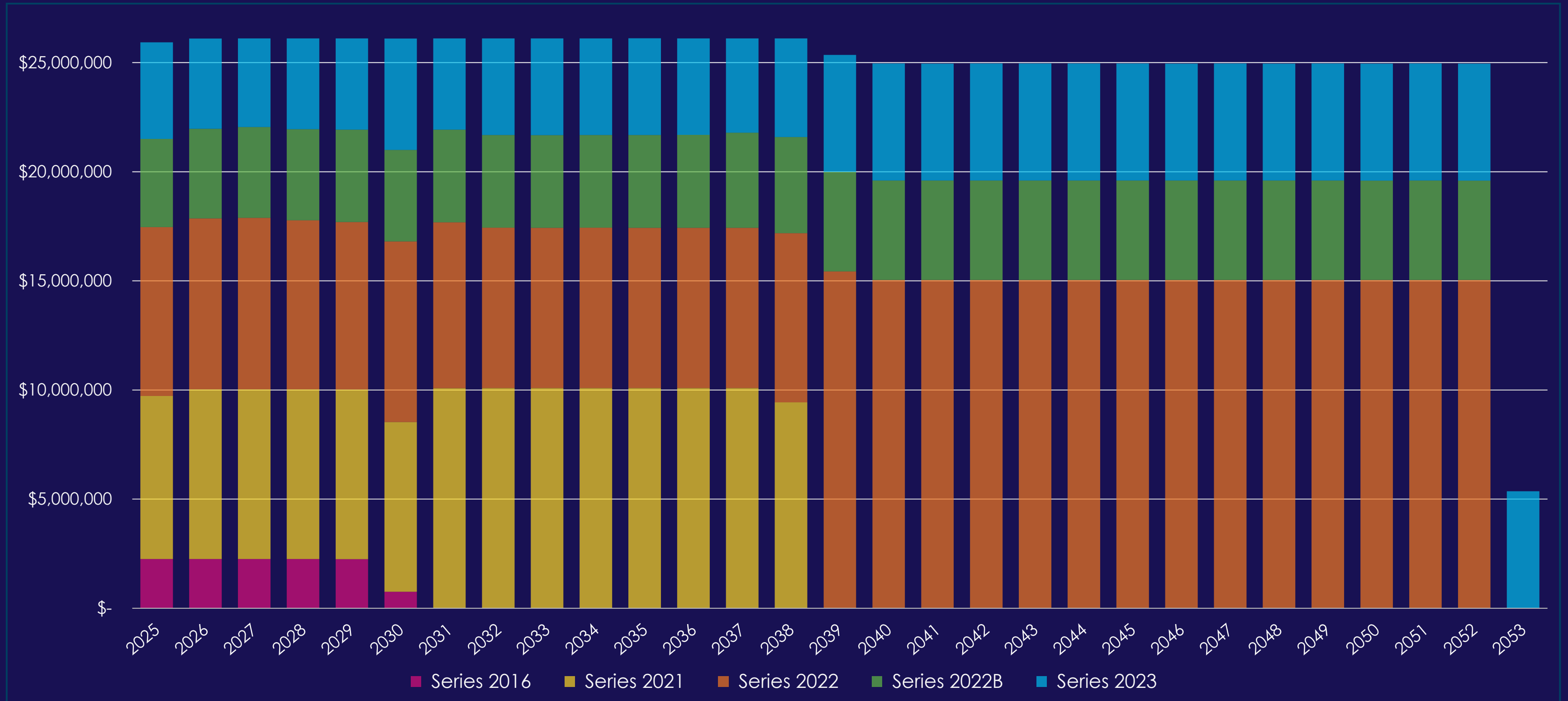
Administrative Recommendation(s)

This item was requested to be included on the agenda for discussion. At this time there are no Administrative recommendations.

Review and Discuss Timing and Funding for a Future Bond Election to Address Facility Needs

August 28, 2025

Future Principal & Interest on Existing Bonds





Assets to Debt Ratio

11. Assets to Debt Ratio

Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's increase of students in membership over 5 years was 7 percent or more or 1,000 or more students in membership, then the school district passes this indicator.)

	2024 2022-2023	2025 2023-2024	2026 2024-2025	2027 2025-2026
Long Term Liabilities (governmental activities column from the Statement of Net Position)	485,544,215	480,362,519	470,676,378	660,426,378
Total Assets (governmental activities column from the Statement of Net Position)	692,451,865	686,736,209	671,960,808	668,960,808
	0.7012	0.6995	0.7005	0.9872
<=	1	1	1	1
Total Students	13,797	13,488	13,332	12,316
Total Students, four years prior	14,696	14,854	14,393	14,053
Total Students, four years prior	14,696	14,854	14,393	14,053
Threshold for Five-Year Percent Increase in Students	(0.0612)	(0.0920)	(0.0737)	(0.1236)
>=	0.0700	0.0700	0.0700	0.0700
Change in Students	(899)	(1,366)	(1,061)	(1,737)
Threshold for five year numerical Increase in Students	1,000	1,000	1,000	1,000

Mathematical Breakdown

0.7012 <= 1 Or	0.6995 <= 1 Or	0.7005 <= 1 Or	0.7005 <= 1 Or
(0.0612) >= 0.07 Or	(0.0920) >= 0.07 Or	(0.0737) >= 0.07 Or	(0.1236) >= 0.07 Or
(899) >= 1,000	(1366) >= 1,000	(1061) >= 1,000	(1737) >= 1,000
6	8	6	0

10	8	6	4	2	0
<=0.60	>0.60 <=0.70	>0.70 <=0.80	>0.80 <=0.90	>0.90 <=1.00	>1.00 ²¹⁰



Future Debt to Assessed Property Value

12. Correlation between Future Debt Requirements & District's Assessed Property Value

What is the correlation between future debt requirements and the district's assessed property value?

	2024	2025	Projected	
	2022-2023	2023-2024	2026	2027
			2024-2025	2025-2026
Enter the district's total local and intermediate revenue (5700s, fund 599)	25,495,325	22,538,205	24,856,322	22,038,385
Enter the district's total revenues (code 5020, fund 599)	25,944,463	24,824,795	27,582,406	25,911,725
Enter the district's long term liabilities from schedule A-1 in the annual audit report	485,544,215	480,362,519	444,040,000	633,790,000
Enter the district's current year assessed property value for debt service (T8)	8,384,359,251	8,450,321,653	8,605,427,890	8,777,536,448
Debt per \$100 of assessed value	5.6908	5.1609	4.6500	6.1412
Total Points	8	8	8	8

10	8	6	4	2	0
<= 4	> 4 <= 7	> 7 <= 10	> 10 <= 11.5	> 11.5 <= 13.5	> 13.5

Based on 2025 certified values, one penny of tax rate will raise \$828,000 in the debt service fund, excluding any hold harmless adjustment



WACO INDEPENDENT SCHOOL DISTRICT

Rating Agencies' Considerations

MOODY'S RATINGS

U.S. Public Finance

ISSUER COMMENT

2 June 2025

RATING

Issuer Rating ¹

Aa2 No Outlook

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CLIENT SERVICES

Americas 1-212-553-1653

Asia Pacific 852-3551-3077

Japan 81-3-5408-4100

EMEA 44-20-7772-5454

Waco Independent School District, TX

Update to credit metrics

Issuer profile

Waco Independent School District is located in McLennan County in east central Texas, approximately midway between Dallas and Austin.

Key indicators

Exhibit 1

Waco Independent School District, TX

	2021	2022	2023	2024	Aa Medians
Economy					
Resident income	56.5%	58.2%	61.4%	N/A	118.5%
Full value (\$000)	\$6,383,599	\$6,881,467	\$8,415,050	\$8,967,053	\$4,184,901
Population	108,288	108,501	109,246	N/A	32,217
Full value per capita	\$58,950	\$63,423	\$77,028	N/A	\$123,578
Enrollment	14,428	14,086	13,824	13,517	4,143
Enrollment trend	-0.9%	-1.5%	-2.5%	-2.2%	-1.0%
Financial performance					
Operating revenue (\$000)	\$180,696	\$181,122	\$181,390	\$186,697	\$76,434
Available fund balance (\$000)	\$56,263	\$56,405	\$60,410	\$68,615	\$21,177
Net cash (\$000)	\$66,757	\$71,845	\$80,616	\$67,080	\$26,035
Available fund balance ratio	31.1%	31.1%	33.3%	36.8%	29.2%
Net cash ratio	36.9%	39.7%	44.4%	35.9%	35.9%
Leverage					
Debt (\$000)	\$155,274	\$344,405	\$490,402	\$480,213	\$52,318
ANPL (\$000)	\$210,894	\$187,319	\$151,681	\$132,564	\$107,625
OPEB (\$000)	\$44,674	\$40,249	\$28,116	\$23,259	\$8,874
Long-term liabilities ratio	227.4%	315.8%	369.5%	340.7%	301.4%
Implied debt service (\$000)	\$11,347	\$10,891	\$24,053	\$34,066	\$3,696
Pension tread water (\$000)	\$5,429	\$3,465	\$6,391	\$6,963	\$1,705
OPEB contributions (\$000)	\$959	\$1,066	\$1,088	\$1,101	\$363
Fixed-costs ratio	9.8%	8.5%	17.4%	22.6%	9.8%

For definitions of the metrics in the table above please refer to the [US K-12 Public School Districts Methodology](#) or see the Glossary in the Appendix below. Metrics represented as N/A indicate the data were not available at the time of publication. The medians come from our most recently published [K12 Median Report](#).

Sources: US Census Bureau, Waco Independent School District, TX's financial statements and Moody's Ratings

Moody's Ratings

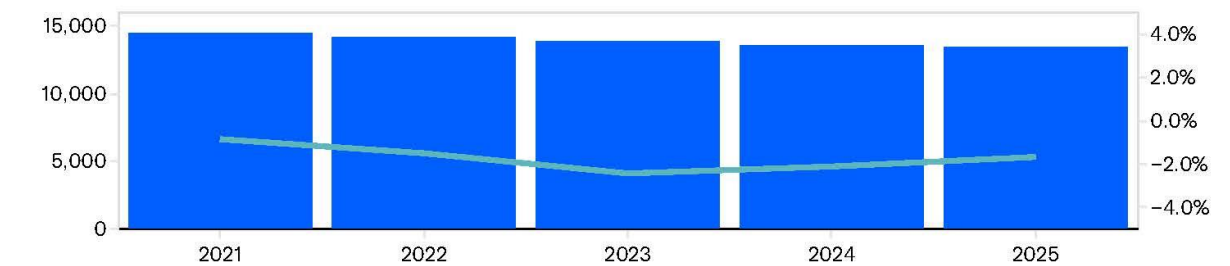
U.S. Public Finance

Economy

Exhibit 2

Enrollment

■ Enrollment (LHS) — Enrollment trend (three-year CAGR in enrollment) (RHS)



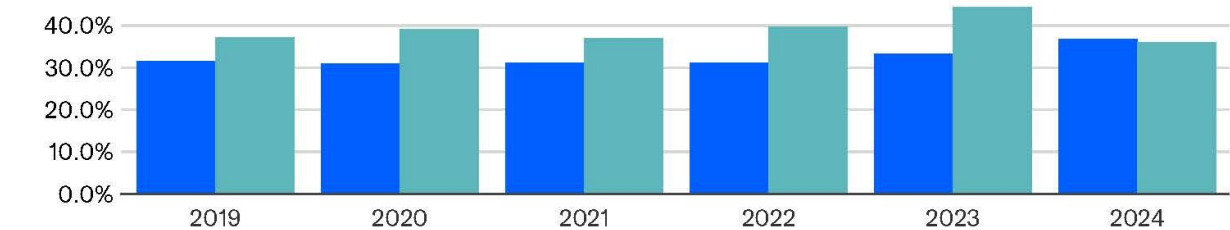
Source: Moody's Ratings

Financial performance

Exhibit 3

Financial Trends

■ Fund Balance as a % of Revenues ■ Cash Balance as a % of Revenues



Source: Moody's Ratings



WACO INDEPENDENT SCHOOL DISTRICT

Bond Issuance Scenario from 2021

Preliminary Tax Rate Impact Analysis

Scenario 2: 10-Cent I&S Tax Rate Increase

1 FYE (8/31)	2 After Frozen Net TAV	3 Existing I&S Tax Debt Service	4 \$249.255MM November 2021 Election			7 Bonds to be Defeased	8 Less: Frozen Levy Revenue	9 Less: ASAHE Revenue	10 Less: Other Available Revenue	11 Total Projected Net Debt Service	12 Projected I&S Tax Rate
			\$124.145MM Series 2022	\$125.11MM Series 2023	Debt Service						
2020	\$5,789,261,244	\$13,533,813			\$0		(\$730,000)	(\$300,000)	(\$45,000)	\$12,458,813	\$0
2021	5,810,063,405	13,651,000			0	797,250	(900,000)	(312,059)	(45,000)	13,191,191	0.2341
2022	5,955,314,990	13,610,300			0	855,000	(900,000)		(45,000)	13,520,300	0.2341
2023	6,804,197,865	11,553,100	11,519,564		11,519,564	(75,000)	(900,000)		(45,000)	22,052,664	0.3341
2024	7,674,302,812	10,827,350	6,124,250	8,938,371	15,062,621	(75,000)	(900,000)		(45,000)	24,869,971	0.3341
2025	7,674,302,812	10,831,100	7,355,900	7,705,938	15,061,838	(75,000)	(900,000)		(45,000)	24,872,938	0.3341
2026	7,674,302,812	11,133,350	7,353,363	7,404,475	14,757,838	(75,000)	(900,000)		(45,000)	24,871,188	0.3341
2027	7,674,302,812	11,135,500	7,356,788	7,401,300	14,758,088	(75,000)	(900,000)		(45,000)	24,873,588	0.3341
2028	7,674,302,812	11,133,750	7,355,750	7,404,088	14,759,838	(75,000)	(900,000)		(45,000)	24,873,588	0.3341
2029	7,674,302,812	11,130,600	7,350,250	7,402,413	14,752,663	(75,000)	(900,000)		(45,000)	24,863,263	0.3340
2030	7,674,302,812	11,135,800	7,350,288	7,401,275	14,751,563	(75,000)	(900,000)		(45,000)	24,867,363	0.3341
2031	7,674,302,812	11,129,000	7,355,438	7,400,463	14,755,900	(75,000)	(900,000)		(45,000)	24,864,900	0.3340
2032	7,674,302,812	11,137,100	7,355,275	7,404,763	14,760,038	(75,000)	(900,000)		(45,000)	24,877,138	0.3342
2033	7,674,302,812	11,135,000	7,354,800	7,403,750	14,758,550	(75,000)	(900,000)		(45,000)	24,873,550	0.3341
2034	7,674,302,812	11,137,500	7,353,800	7,402,425	14,756,225	(75,000)	(900,000)		(45,000)	24,873,725	0.3341
2035	7,674,302,812	11,133,700	7,352,063	7,400,575	14,752,638	(75,000)	(900,000)		(45,000)	24,866,338	0.3340
2036	7,674,302,812	11,138,200	7,354,375	7,402,988	14,757,363	(75,000)	(900,000)		(45,000)	24,875,563	0.3342
2037	7,674,302,812	11,134,850	7,355,313	7,404,238	14,759,550	(75,000)	(900,000)		(45,000)	24,874,400	0.3342
2038	7,674,302,812	10,483,250	7,354,663	7,404,113	14,758,775	(1,575,000)	(900,000)		(45,000)	22,722,025	0.3052
2039	7,674,302,812	0	7,352,213	7,402,400	14,754,613	0	(900,000)		(45,000)	13,809,613	0.1855
2040	7,674,302,812	0	7,352,750	7,403,888	14,756,638	0	(900,000)		(45,000)	13,811,638	0.1855
2041	7,674,302,812	0	7,355,850	7,403,150	14,759,000	0	0		(45,000)	14,714,000	0.1977
2042	7,674,302,812	0	7,351,088	7,404,975	14,756,063	0	0		(45,000)	14,711,063	0.1976
2043	7,674,302,812	0	7,353,463	7,403,938	14,757,400	0	0		(45,000)	14,712,400	0.1976
2044	7,674,302,812	0	7,352,338	7,404,825	14,757,163	0	0		(45,000)	14,712,163	0.1976
2045	7,674,302,812	0	7,352,500	7,402,213	14,754,713	0	0		(45,000)	14,709,713	0.1956
2046	7,674,302,812	0	7,353,525	7,400,888	14,754,413	0	0		(45,000)	14,709,413	0.1956
2047	7,674,302,812	0	7,354,988	7,400,425	14,755,413	0	0		(45,000)	14,710,413	0.1956
2048	7,674,302,812	0	7,351,463	7,400,400	14,751,863	0	0		(45,000)	14,706,863	0.1955
2049	7,674,302,812	0	7,352,738	7,400,388	14,753,125	0	0		(45,000)	14,708,125	0.1956
2050	7,674,302,812	0	7,353,175	7,404,963	14,758,138	0	0		(45,000)	14,713,138	0.1956
2051	7,674,302,812	0	7,352,350	7,403,488	14,755,838	0	0		(45,000)	14,710,838	0.1956
2052	7,674,302,812	0	7,354,838	7,400,750	14,755,588	0	0		(45,000)	14,710,588	0.1956
2053	7,674,302,812	0	0	7,391,325	7,391,325	0	0		(45,000)	7,346,325	0.0977
Total		\$ 218,104,263	\$ 223,545,151	\$ 223,909,183	\$ 447,454,334	\$ (1,047,750)	\$ (18,730,000)	\$ (612,059)	\$ (1,530,000)	\$ 643,638,788	

*Assumes tax rate based on annual service requirements 9/1-8/31; assumes 97.00% collection rate.

Preliminary; subject to change.



What Was Done vs. What Was Identified

DONE

Bond Program A

Bond 1	\$ 375,324,958
Waco High School	\$ 155,224,102
New Middle School 1 (Carver / Indian Spring)	\$ 73,928,604
New Elementary School 1 (South Waco)	\$ 31,889,115
New Middle School 2 (Tennyson)	\$ 79,842,892
New Elementary School 1 (Kendrick)	\$ 34,440,245
District Wide Goals	\$ -
CIP Projects	\$ -

Bond 2	\$ 283,699,983
High School of Choice	\$ 37,700,000
New Elementary School 3	\$ 34,440,245
New Centralized Pre-K	\$ 48,248,750

District Wide Goals (50% of Total)	\$ 37,000,000
CIP Projects (50% of Total)	\$ 126,310,988

Bond 3	\$ 252,536,719
Centralized CTE Facilities	\$ 25,447,500
New Elementary School 4 and 5	\$ 63,778,231
District Wide Goals (50% of Total)	\$ 37,000,000
CIP Projects (50% of Total)	\$ 126,310,988

Facilities Master Plan	
Replacement + Facility Consolidation	\$ 584,939,684
Implementation of Districtwide Goals (i.e. no portables)	\$ 74,000,000
Capital Improvement Projects	\$ 252,621,976
Total Facilities Master Plan	\$ 911,561,660

From May 5, 2021 PEC Meeting



Key Take Aways From 2021 Long Range Plan

- Five Elementary Schools Identified for Future Replacement
- Major Renovations of Multiple Other Schools
- Upgrades to Waco ISD Stadium and District Infrastructure
- Over \$250,000,000 in Deferred Maintenance Projects



WACO INDEPENDENT SCHOOL DISTRICT

Thank You!

Wisdom works wonders.