

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

Thursday, December 18, 2025 - 6:00 PM

A Regular Meeting of the Board of Trustees of Waco Independent School District will be held December 18, 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. Senior Leadership Team Retirement Recognitions
 - 4.C. Community Partner Award
5. **Superintendent's Report**
 - 5.A. Holiday Performances and Traditions
 - 5.B. Update on GT Programming
6. **Information Items/Reports**
 - 6.A. Monthly and Quarterly Financial Reports for the Period Ended November 30, 2025
 - 6.B. Report on Gifts to Waco ISD
7. **Consent Agenda: Consider and Take Appropriate Action**
 - 7.A. Amendments to the 2025-2026 Budget
 - 7.B. Bid Award for Educational Consultants, Professional Development, and Other Student-Based Contracted Services
 - 7.C. Bid Award for Local Retailers' General Merchandise
 - 7.D. Bid Award for Maintenance Supplies, Equipment, and Services
 - 7.E. Bid Award for Auctioneer Services
 - 7.F. Bid Award for Fire Alarm Repair Services
 - 7.G. Bid Renewal for Insurance Consultant
 - 7.H. Purchases in Excess of \$50,000 under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service

- 7.I. Pay Rate for Temporary Police Officers
- 7.J. Library Books Purchase
- 7.K. Board of Trustees Meeting Minutes
 - 7.K.1. November 20, 2025 - Regular Meeting
- 8. **Priority 4 - 4.2 Technology and Training for Teaching, Learning and Effectiveness**
Presenter: Jerry Allen
- 9. **Consider, Discuss and Take Appropriate Action on Kickstart Kids Course**
Presenter: Dr. Melissa King-Knowles
- 10. **Announcements**
- 11. **Review and Discuss Potential Contracts on Real Property**
- 12. **Consideration of Personnel**
 - 12.A. Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee
 - 12.B. Hear a Complaint or Charge Against an Officer or Employee
- 13. **Adjournment**

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: December 18, 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 December, we have the pleasure of welcoming Tennyson (ATLAS) students, Greer Bledsoe and Andray Serrano.

Community Partner Award

Waco ISD is thrilled to recognize Pack of Hope as our December community partner. Waco ISD is incredibly fortunate to have such a powerful and dedicated partnership with Pack of Hope. Thank you for your tireless work in supporting the well-being of our students and families.

Sheryl Davis Retirement

As Ms. Sheryl Davis, Chief Financial Officer of 22 years, prepares for her well-deserved retirement, we take this opportunity to honor her exceptional contributions and years of dedicated service.

Ed Love Retirement

Affectionately called “Coach Love” by all who know him at Waco ISD, Mr. Ed Love, Athletic Director, is retiring after an impressive 44 years of dedicated service to Waco ISD. It is our distinct privilege to celebrate his remarkable achievements and long-standing devotion to our district.

Fiscal Implications:

None

Administration Recommendations:

For discussion only

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: December 18, 2025

Contact Person: Sheryl Davis

**RE: Monthly and Quarterly Financial Reports for the Period Ended
November 30, 2025**

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Background Information:

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

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

Also attached are the quarterly reports for the following:

- Tax Collection Report
- Cash and Investment Report
- Cash Flow Projection

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

Fiscal Implications:

None.

Administrative Recommendations:

The Administration recommends that the Board of Trustees accept the monthly and quarterly financial reports for the period ended November 30, 2025, as presented.



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

Sheryl Davis
Chief Finance Officer

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

December 9, 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 November 30, 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, 2026.
- 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, 2026. Outstanding encumbrances are included on the "Encumbrances and Expenditures by Fund, Function, and Object" schedule, only.
- Beginning Fund Balance: Represents August 31, 2025 unaudited 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 2025-2026 Revenues and Expenditures to Previous Fiscal Year as of November 30, 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 November have increased \$51,805 over last year and, as a percent of estimated revenue, are ahead last year's collections by approximately 0.4%. The increase in revenue is due to the increase in collections as the M&O tax rate for is unchanged between the 2024 and 2025 tax years. Even more significant is that, even though the appraised values of properties increased 1.8%, the new exemptions resulted in a decrease in taxable value of 4.7%.

5730 Tuition and Fees – Tuition for ineligible prekindergarten students is down \$28,962 or 48.5%. The overall loss in prekindergarten enrollment is 113 students or 14.5%.

5750 Extracurricular Activities – Revenues shown on the November report have decreased \$59,647 from last year or 21.6%. This decrease is primarily in football gate receipts and concession sales.

5810 Per Capita and Foundation School Program Revenue – Revenue has increased \$9.0 million over last year. Although last year's revenue was reduced to settle the overpayment in the 2023-2024 school year, most of this increase is due to the shift in funding from local property tax collections to state funding resulting from the increases in exemptions.

Functional Expenditures:

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

11 Instruction – The increase of \$4.1 million is primarily due to the tuition payments of \$2.3 million for students attending the Greater Waco Advanced Academies. Although the money remains in the District's cash accounts, the offsetting revenue is reflected in the special revenue funds. Last year the tuition payments were not made until December so were not included in the November statement. The remaining increase is largely due to the significant increase in teacher pay funded through the Teacher Retention Allotment.

12 Instructional Resources & Media – Expenditures have increased \$92,678 over last year. This is a result of transferring library staff out of ESSER funding and back into the general fund as of October 1, 2024.

13 Curriculum & Instructional Staff Development – Most of the \$110,836 increase is due to the purchase of Franklin Covey's Leader in Me instructional framework of \$62,745.

31 Guidance, Counseling & Evaluation Services – Increases in the identification of students as special needs continues to drive costs of diagnostic and evaluation services. As a result expenditures have increased \$218,740 or 11.0% over last year.

34 Student Transportation Services – Expenditures have declined \$374,606 from 2024-2025. This decrease is due to start-up costs incurred last fall as the District transitioned to an in-house transportation program, primarily the receipt of three micro-buses in October, 2024.

51 Plant Maintenance and Operations – Expenditures have increased \$673,755 over last year. A number of factors are contributing to the increase including, increased utility costs and increased property insurance costs as well as the work on projects not completed in 2025. These increases were anticipated in developing the 2025-2026 budget.

52 Security & Monitoring Services – Current year vehicle purchases are also impacting expenditures for the police department resulting in an increase of almost \$200,000 over last year, at this time.

53 Data Processing Services – The 15.9% increase in expenditures is due to an increase of \$252,811 in data processing supplies, equipment and software.

61 Community Services – The decrease of \$141,184 is twofold, partially due to the termination of the wrap-around services with Transformation Waco and the timing of payments for Community in Schools.

Child Nutrition Fund

Revenues:

5750 Extracurricular Activities – Revenues from catering and ala carte meals has decreased \$61,562 or 27.2% from last year. Several factors have contributed to the decrease. Ala carte sales are down due the required pricing increase and a number of campuses did not start selling snacks until later in the school year or are restricting snack purchases to Fridays. Additionally, non-compliant drinks and food are no longer sold in the coffee kiosk at University High School and the new or revamped coffee kiosks at both high schools are running behind in start-up.

5900 Federal Sources Revenue – Federal reimbursements for meals have increased \$919,791 or 24.8% from last year. Although the District has experienced a loss in enrollment of 3.8%, there was one additional day of instruction during the months of September and October this year so much of the increase is a timing increase. As a participant in the Community Eligibility Program, the District's percentage of reimbursement is based on direct certification from enrollment in other need-based programs for low-income students, such as SNAP, TANF, Medicaid, children in foster care or identified as homeless, migrant, or eligible for state-sponsored pre-kindergarten programs, as of April 1st. The reimbursement rate has for the 2025-2026 school year was once again set at 100%.

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 decreased \$154,924 from last year. The decrease is primarily due to equipment purchases of \$489,883 made in September and October last year offset by increases in food costs.

Debt Service Fund

Revenues:

5710 Local Property Taxes – Property tax collections at the end of October have decreased \$122,734 in comparison to last year. Collections as a percent of budget have increased 0.2%.

5820 Other State Program Revenue – Because the increased property tax exemptions had to have voter approval in November, the Texas Education Agency was delayed in its calculation of the Additional State Aid for Homestead Exemptions. It is expected that funding will flow to districts in late December or early January.

Functional Expenditures:

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

97 Payments to Tax Increment Fund – Expenditures are consistent with last year and budget projections.

Proprietary Fund – Governmental Activities – Internal Service Fund

The District utilizes an Internal Services Fund to account for its self-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 November 30, 2025, revenues exceeded expenses by \$276,950. That is a \$427,850 improvement in performance compared to the prior year when expenses exceeded revenues by \$105,900. This improvement is due to the increase in employer contributions. And, while medical claims decreased \$41,293, prescription drug claims increased \$71,058. The following chart reflects net operations for the various programs accounted for in the fund:

Program	Revenues	Expenses	Net
Group Health Insurance	\$ 3,668,544	\$ 3,434,827	\$ 233,716
Unemployment Compensation	18,629	26,319	(7,690)
Workers’ Compensation	212,121	161,198	50,923
Total	\$ 3,899,295	\$ 3,622,345	\$ 276,950

Unemployment reflects claims for the quarter ended September 30, 2025. The \$26,319 in claims is an increase of \$15,397 or 140.9% over last year. This increase demonstrates the impact of bus driver work calendars on unemployment activity.

Workers' compensation claims expenditures have decreased \$12,539 from last year. TASB's administrative fee was paid at the beginning of the year and totals \$123,068, an increase of \$2,552.

Reserves for estimated incurred-but-not-reported (IBNR) claims for the fully self-funded health insurance plan totaled \$1,413,000 for medical claims with no run-out for prescription drugs, at August 31, 2025. This is an increase of \$751,000. Additionally, reserves for the estimated allocated loss adjustment expense (ALAE) for the partially self-funded workers' compensation plan totaled \$249,336, a decrease of \$24,093. In total estimated liabilities for incurred-but-not-reported claims were \$1,662,336. The unaudited beginning net position at September 1, 2025 is projected to be \$2,042,014. This is an estimated increase of \$401,764 over last year's beginning fund balance.

Tax Collections

Cumulative value adjustments as of November 30, 2025, have decreased the certified taxable values by \$24.4 million bringing the adjusted taxable value to \$8,762,229,719. This is a decrease of \$425.6 million over last year's adjusted value at this point in time. However, for the same period last year value adjustments had decreased the taxable value by \$32.7 million.

The number of accounts paid has increased 2,248 over this time last year. Current year tax collections have decreased \$65,979 while collections on prior years' levies with related penalties, interest, and attorney fees have decreased \$21,817.

Taxes receivable at November 30, 2025 (including levy adjustments through October 31, 2025), total \$83,658,672.

Waco Independent School District
BALANCE SHEET
GENERAL FUND
As of November 30, 2025

ASSETS

Cash and Temporary Investments	\$ 113,274,960
Property Taxes Receivable, Net of Allowance of \$1,362,782	1,942,709
Due from Other Governments	3,780,446
Accrued Interest	78,255
Due from Other Funds	-
Other Receivables	69,732
Inventories	290,384
Deferred Expenditures	<u>3,108</u>
Total Assets	<u><u>\$ 119,439,596</u></u>

LIABILITIES

Accounts Payable	\$ 697,290
Other Current Liabilities	
Payroll Withholdings and Contributions Payable	1,684,327
Accrued Wages Payable	10,606,166
Due to Other Funds	3,541,164
Due to Other Governments	-
Unearned Revenue	<u>8,680</u>
Total Liabilities	<u><u>\$ 16,537,627</u></u>

DEFERRED INFLOWS OF RESOURCES

Unavailable Revenues - Property Taxes	<u>\$ 1,942,709</u>
Total Deferred Inflows of Resources	<u><u>\$ 1,942,709</u></u>

FUND BALANCES

Nonspendable Fund Balance	\$ 293,493
Restricted Fund Balance	-
Committed Fund Balance	1,585,167
Unassigned Fund Balance	<u>99,080,600</u>
Total Fund Balances	<u><u>\$ 100,959,259</u></u>
Total Liabilities and Fund Balances	<u><u>\$ 119,439,596</u></u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended November 30, 2025

GENERAL 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 11/30/2025	Prior Year 11/30/2024	Current 11/30/2025	Prior Year 11/30/2024			
REVENUES									
LOCAL SOURCES									
5710 Local Property Taxes	\$ 64,323,431	64,323,431	3,336,177	4,216,104	5,321,894	5,270,089	(59,001,537)	8.27%	7.83%
5720 Services to Other Districts	75,000	75,000	7,502	6,549	27,961	24,638	(47,039)	37.28%	32.00%
5730 Tuition & Fees	130,000	130,000	10,371	20,848	30,737	59,699	(99,263)	23.64%	39.80%
5740 Other Local Revenue	3,306,080	2,378,804	362,627	298,798	969,155	910,561	(1,409,649)	40.74%	25.63%
5750 Extracurricular Activities	535,100	535,100	54,062	62,042	215,863	275,510	(319,237)	40.34%	72.62%
5760 Intermediate Source (C.E.D.)	342,600	342,600	-	-	-	-	(342,600)	0.00%	0.00%
Total Local Sources	\$ 68,712,211	67,784,935	3,770,738	4,604,340	6,565,610	6,540,496	(61,219,326)	9.69%	9.11%
STATE SOURCES									
5810 Per Capita & FSP Act	\$ 82,770,806	82,408,309	8,470,797	6,803,561	43,416,920	34,375,456	(38,991,389)	52.69%	47.58%
5830 Other State Program	8,022,521	8,022,521	607,658	594,232	1,798,526	1,750,209	(6,223,995)	22.42%	22.61%
Total State Sources	\$ 90,793,327	90,430,830	607,658	7,397,793	45,215,446	36,125,665	(45,215,384)	50.00%	45.16%
FEDERAL SOURCES									
5900 Federal Sources Revenue	2,969,400	2,969,400	70,341	47,135	241,057	284,946	(2,728,343)	8.12%	7.66%
Total Revenues	\$ 162,474,938	161,185,165	4,448,737	12,049,267	52,022,112	42,951,107	(109,163,053)	32.27%	27.62%
EXPENDITURES									
11 Instruction	\$ 93,906,052	94,421,731	6,888,865	6,724,541	27,901,084	23,796,385	66,520,647	29.55%	26.98%
12 Instructional Resources & Media	1,730,627	1,730,627	113,654	118,626	486,306	393,628	1,244,321	28.10%	27.67%
13 Curriculum & Staff Development	3,296,964	3,296,964	198,907	200,302	856,071	745,235	2,440,893	25.97%	22.50%
21 Instructional Leadership	3,236,966	3,236,966	214,912	227,905	816,685	843,591	2,420,282	25.23%	24.71%
23 School Leadership	9,450,823	9,534,660	684,632	682,262	2,519,561	2,419,012	7,015,099	26.43%	25.41%
31 Guidance, Counseling & Evaluation	7,661,768	7,674,851	606,124	545,377	2,199,817	1,981,076	5,475,034	28.66%	28.05%
32 Social Work Services	403,668	402,168	31,862	32,294	112,979	110,545	289,189	28.09%	20.33%
33 Health Services	1,651,775	1,651,775	125,254	135,657	448,140	477,298	1,203,635	27.13%	29.38%
34 Student Transportation	4,017,993	4,017,993	256,881	387,888	1,024,912	1,399,519	2,993,081	25.51%	23.46%
36 Extracurricular Activities	5,770,086	6,112,084	371,059	373,436	1,566,744	1,600,245	4,545,340	25.63%	28.38%
41 General Administration	6,089,657	6,108,769	404,549	353,659	1,600,059	1,542,279	4,508,710	26.19%	23.65%
51 Plant Maintenance & Operations	20,563,018	26,218,418	1,113,548	897,460	6,281,290	5,607,535	19,937,128	23.96%	25.44%
52 Security & Monitoring Services	4,351,661	4,352,644	308,979	302,549	1,329,921	1,183,835	3,022,723	30.55%	31.56%
53 Data Processing Services	3,559,527	3,559,527	196,680	215,349	1,845,580	1,592,769	1,713,947	51.85%	46.43%
61 Community Services	581,856	253,256	23,472	77,588	121,727	262,911	131,529	48.06%	25.17%
71 Debt Service	480,710	612,478	83,882	79,281	141,646	129,247	470,832	23.13%	40.64%
93 Shared Services Arrangements	325,000	325,000	-	-	-	-	325,000	0.00%	0.00%
95 Juvenile Justice Program	708,000	708,000	-	-	180,248	180,067	527,752	25.46%	32.44%
97 Payments to Tax Increment Fund	108,580	108,580	(9,249)	-	(11,119)	675	119,699	-10.24%	0.39%
99 Other Intergovernmental Charges	985,546	985,546	-	-	218,355	206,912	767,191	22.16%	22.13%
Total Expenditures	\$ 168,880,277	175,312,037	11,614,011	11,354,174	49,640,006	44,472,765	125,672,031	28.32%	26.83%
Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ (6,405,339)	(14,126,872)	(7,165,274)	695,093	2,382,106	(1,521,658)	16,508,978		
OTHER FINANCING SOURCES (USES)									
7900 Other Sources	-	2,648,403	32,200,000	-	32,200,000	-	29,551,597		
8900 Other Uses	(298,171)	(298,171)	-	-	-	-	(298,171)		
Total Other Financing Source (Uses)	\$ (298,171)	2,350,232	32,200,000	-	32,200,000	-	29,253,426		
Total Changes in Fund Balances	\$ (6,703,510)	(11,776,640)	25,034,726	695,093	34,582,106	(1,521,658)	46,358,746		
Fund Balances, Beginning	50,940,275	66,377,153			66,377,153	60,710,018	-		
Fund Balances, Ending	\$ 44,236,765	54,600,513			100,959,259	59,188,360	46,358,746		

Waco Independent School District
EXPENDITURES AND ENCUMBERED FUNDS BY FUNCTION AND MAJOR OBJECT
GENERAL FUND
For the Period Ended November 30, 2025

	Payroll Costs 6100	Purchased & Contracted Services 6200	Supplies & Materials 6300	Other Operating Costs 6400	Debt Services 6500	Capital Outlay 6600	Total Year-to-Date 11/30/2025 6000	(Memo) Total Year-to-Date 11/30/2024 6000
11 Instruction	\$ 24,392,426	2,872,596	725,896	182,523	-	6,842	28,180,284	25,974,441
12 Instructional Resources & Media	422,014	-	67,542	152	-	-	489,707	395,192
13 Curriculum & Staff Development	710,490	90,272	24,289	55,846	-	-	880,897	789,970
21 Instructional Leadership	751,468	14,616	35,976	56,243	-	-	858,303	897,720
23 School Leadership	2,446,051	41,250	29,771	33,689	-	-	2,550,762	2,451,131
31 Guidance, Counseling & Evaluation	2,005,142	89,124	104,721	8,036	-	-	2,207,022	2,004,747
32 Social Work Services	111,072	-	5	2,406	-	-	113,483	111,883
33 Health Services	443,426	2,160	4,688	937	-	-	451,212	483,541
34 Student Transportation	970,996	78,212	246,716	(131,382)	-	-	1,164,543	2,295,452
36 Co/Extracurricular Activities	842,532	518,942	282,674	367,265	-	-	2,011,413	1,827,978
41 General Administration	1,072,715	299,607	150,491	246,615	-	-	1,769,429	1,661,250
51 Plant Maintenance & Operations	2,522,141	3,391,910	715,379	2,050,457	-	218,558	8,898,444	6,865,353
52 Security & Monitoring Services	869,927	338,521	150,758	20,968	-	267,319	1,647,493	1,585,299
53 Data Processing Services	417,431	177,265	1,451,837	11,165	-	-	2,057,698	2,038,031
61 Community Services	26,497	94,000	1,240	700	-	-	122,438	377,828
71 Debt Service	-	-	-	-	206,754	-	206,754	150,926
93 Shared Services Arrangements	-	-	-	-	-	-	-	-
95 Juvenile Justice Program	-	-	-	180,248	-	-	180,248	180,067
97 Payments to Tax Increment Fund	-	-	-	(11,119)	-	-	(11,119)	675
99 Other Intergovernmental Charges	-	218,355	-	-	-	-	218,355	425,266
Total Expenditures & Encumbered Funds	\$ 38,004,329	8,226,832	3,991,982	3,074,751	206,754	492,718	53,997,365	50,516,749

Waco Independent School District
BALANCE SHEET
CHILD NUTRITION FUND
As of November 30, 2025

ASSETS

Cash and Temporary Investments	\$ 6,967,325
Due from Other Governments	3,257,368
Accrued Interest	23,726
Due from Other Funds	955,447
Inventories	-
Total Assets	<u>\$ 11,221,763</u>

LIABILITIES

Accounts Payable	\$ 1,349,961
Accrued Wages Payable	204,301
Due to Other Funds	-
Total Liabilities	<u>\$ 1,554,262</u>

FUND BALANCES

Restricted Fund Balance	\$ 9,667,501
Total Fund Balances	<u>\$ 9,667,501</u>
Total Liabilities and Fund Balances	<u>\$ 11,221,763</u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended November 30, 2025

CHILD NUTRITION 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 11/30/2025	Prior Year 11/30/2024	Current 11/30/2025	Prior Year 11/30/2024			
REVENUES									
LOCAL SOURCES									
5740 Other Local Revenue	\$ 186,370	186,370	23,679	29,534	76,936	89,849	(109,434)	41.28%	138.23%
5750 Extracurricular Activities	650,435	650,435	52,502	73,564	165,027	226,589	(485,408)	25.37%	41.20%
Total Local Sources	\$ 836,805	836,805	76,181	103,099	241,963	316,438	(594,842)	28.92%	51.45%
STATE SOURCES									
5820 Other State Program (TEA)	\$ 42,235	42,235	-	-	-	-	(42,235)	0.00%	0.00%
Total State Sources	\$ 42,235	42,235	-	-	-	-	(42,235)	0.00%	0.00%
FEDERAL SOURCES									
5900 Federal Sources Revenue	\$ 10,763,972	10,763,972	2,080,341	1,005,102	4,631,686	3,711,895	(6,132,286)	43.03%	34.26%
Total Revenues	\$ 11,643,012	11,643,012	2,156,522	1,108,201	4,873,649	4,028,333	(6,769,363)	41.86%	35.06%
EXPENDITURES									
35 Food Services	\$ 11,643,012	13,264,195	791,344	922,677	3,421,344	3,576,269	9,842,851	25.79%	25.75%
Total Expenditures	\$ 11,643,012	13,264,195	791,344	922,677	3,421,344	3,576,269	9,842,851	25.79%	25.75%
Excess (Deficiency) of Revenues Over (Under) Expenditures	\$ -	(1,621,183)	1,365,177	185,524	1,452,305	452,064	3,073,488		
OTHER FINANCING SOURCES (USES)									
7900 Other Sources	-	-	-	-	-	-	-		
Total Other Financing Sources (Uses)	\$ -	-	-	-	-	-	-		
Total Changes in Fund Balances	\$ -	(1,621,183)	1,365,177	185,524	1,452,305	452,064	3,073,488		
Fund Balances, Beginning	7,320,007	8,215,196			8,215,196	7,704,506	-		
Fund Balances, Ending	\$ 7,320,007	6,594,013			9,667,501	8,156,570	3,073,488		

Waco Independent School District
EXPENDITURES AND ENCUMBERED FUNDS BY FUNCTION AND MAJOR OBJECT
CHILD NUTRITION FUND
For the Period Ended November 30, 2025

							<i>(Memo)</i>
	<u>Payroll Costs</u>	<u>Purchased & Contracted Services</u>	<u>Supplies & Materials</u>	<u>Other Operating Costs</u>	<u>Capital Outlay</u>	<u>Total Year-to-Date 11/30/2025</u>	<u>Total Year-to-Date 11/30/2024</u>
	6100	6200	6300	6400	6600	6000	6000
35 Food Services	\$ 1,127,573	2,111,401	398,504	67,142	1,515,463	5,220,084	4,896,091
Total Expenditures & Encumbered Funds	<u>\$ 1,127,573</u>	<u>2,111,401</u>	<u>398,504</u>	<u>67,142</u>	<u>1,515,463</u>	<u>5,220,084</u>	<u>4,896,091</u>

Waco Independent School District
BALANCE SHEET
DEBT SERVICE FUND
As of November 30, 2025

ASSETS

Cash and Temporary Investments	\$ 7,448,927
Property Taxes Receivable, Net of Allowance of \$423,355	565,184
Due from Other Governments	46,205
Total Assets	<u>\$ 8,060,316</u>

LIABILITIES

Accounts Payable	\$ 825
Due to Other Governments	-
Total Liabilities	<u>\$ 825</u>

DEFERRED INFLOWS OF RESOURCES

Unavailable Revenues - Property Taxes	\$ 565,184
Total Deferred Inflows of Resources	<u>\$ 565,184</u>

FUND BALANCES

Restricted Fund Balance	\$ 7,494,307
Total Fund Balances	<u>\$ 7,494,307</u>
Total Liabilities and Fund Balances	<u>\$ 8,060,316</u>

Waco Independent School District
STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET AND ACTUAL
For the Period Ended November , 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 10/31/2025	Prior Year 10/31/2024	Current 10/31/2025	Prior Year 10/31/2024			
REVENUES									
LOCAL SOURCES									
5710 Local Property Taxes	\$ 21,584,124	21,584,124	1,132,942	1,549,467	1,813,582	1,936,316	(19,770,542)	8.40%	8.23%
5740 Other Local Revenue	454,261	454,261	19,503	19,770	58,015	52,538	(396,246)	12.77%	49.56%
Total Local Sources	\$ 22,038,385	22,038,385	1,152,445	1,569,238	1,871,597	1,988,854	(20,166,788)	8.49%	8.41%
STATE SOURCES									
5820 Other State Program (TEA)	\$ 3,873,340	3,873,340	-	2,593,259	-	2,593,259	(3,873,340)	0.00%	109.94%
Total State Sources	\$ 3,873,340	3,873,340	-	2,593,259	-	2,593,259	(3,873,340)	0.00%	109.94%
Total Revenues	\$ 25,911,725	25,911,725	1,152,445	4,162,497	1,871,597	4,582,113	(24,040,128)	7.22%	17.63%
EXPENDITURES									
71 Debt Service	\$ 26,115,742	26,115,742	-	-	2,475	1,650	26,113,267	0.01%	0.01%
97 Payments to Tax Increment Fund	33,526	33,526	(1,994)	-	(2,199)	146	35,725	-6.56%	0.32%
Total Expenditures	\$ 26,149,268	26,149,268	(1,994)	-	276	1,796	26,148,992	0.00%	0.01%
Total Changes in Fund Balances	\$ (237,543)	(237,543)	1,154,439	4,162,497	1,871,321	4,580,317	2,108,864		
Fund Balances, Beginning	5,334,388	5,622,986			5,622,986	3,964,079	0		
Fund Balances, Ending	\$ 5,096,845	5,385,443			7,494,307	8,544,396	2,108,865		

Waco Independent School District
Statement of Net Position
Proprietary Fund
As of November 30, 2025

	Governmental Activities ----- Internal Service Fund
Assets	
Current assets:	
Due from other funds	\$ 3,280,445
Other receivables	-
Prepaid items-health insurance	997,321
Total assets	\$ 4,277,765
Liabilities	
Current liabilities:	
Accounts payable	296,465
Other current liabilities	\$ 1,662,336
Total current liabilities	\$ 1,958,801
Total liabilities	\$ 1,958,801
Net position	
Unrestricted net position	\$ 2,318,964
Total net position	\$ 4,277,765

Waco Independent School District
Statement of Revenues, Expenses, and Changes in Net Position
Budget and Actual
For the Period Ended November 30, 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 11/30/2025	Prior Year 11/30/2024	Current 11/30/2025	Prior Year 11/30/2024			
Operating revenues:								
Employee contributions:								
Group health	\$ 3,882,886	296,680	\$ 313,799	890,482	\$ 941,508	(2,992,404)	22.93%	24.83%
Assessments to other funds:								
Group health	11,514,055	927,680	773,324	2,777,562	2,316,782	(8,736,493)	24.12%	21.24%
Unemployment	66,387	6,160	7,143	18,629	25,183	(47,758)	28.06%	34.93%
Workers compensation	781,564	68,002	75,420	204,517	250,332	(577,047)	26.17%	29.88%
Wellness Program	-	-	-	500	-	500	0.00%	0.00%
Prescription drug rebates	2,971,655	-	-	-	-	(2,971,655)	0.00%	0.00%
Insurance recovery	-	-	-	7,604	-	7,604	0.00%	0.00%
Total operating revenues	<u>\$ 19,216,547</u>	<u>1,298,522</u>	<u>1,169,687</u>	<u>3,899,295</u>	<u>3,533,806</u>	<u>(15,317,252)</u>	<u>20.29%</u>	<u>13.25%</u>
Operating expenses:								
Administrative fees	\$ 1,274,068	66,125	108,358	329,866	457,286	944,202	25.89%	33.15%
Claims expense:								
Medical claims	7,477,484	19,389	311,557	1,157,781	1,199,074	6,319,703	15.48%	16.55%
Prescription drug claims	8,186,098	481,098	310,304	1,579,549	1,508,491	6,606,549	19.30%	22.74%
Unemployment	75,177	26,319	-	26,319	10,922	48,858	35.01%	13.65%
Workers compensation	611,638	-	(184)	38,130	50,668	573,508	6.23%	8.18%
Stop-loss insurance	2,129,264	162,553	153,679	490,700	458,264	1,638,564	23.05%	24.36%
Total operating expenses	<u>\$ 19,753,729</u>	<u>755,484</u>	<u>883,713</u>	<u>3,622,345</u>	<u>3,684,706</u>	<u>16,131,384</u>	<u>18.34%</u>	<u>20.66%</u>
Change in net position	\$ (537,182)	<u>543,038</u>	<u>285,973</u>	276,950	(150,900)	814,132		
Net position:								
Net position, beginning	\$ 3,005,465			2,042,014	1,640,250	(963,451)		
Net position, ending	<u>\$ 2,468,283</u>			<u>2,318,964</u>	<u>1,489,350</u>	<u>(149,319)</u>		

Waco Independent School District
Statement of Cash Flows
For the Period Ended November 30, 2025

Proprietary Fund

	Governmental Activities ----- Internal Service Fund
Cash flows from operating activities:	
Cash received from employee contributions	\$ 296,680
Cash received from assessments to other funds	458,804
Cash payments for claims	(526,807)
Cash payments for stop loss premiums	(162,553)
Cash payments for professional and contracted services	(66,125)
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)	\$ 543,038
Effects of increases and decreases in current assets and liabilities:	
Increase in receivables	(1,829,488)
Decrease in prepaid items	(206,855)
Decrease in accounts payable	1,493,306
Net cash provided by operating activities	\$ (0)

Waco Independent School District
TAX COLLECTION REPORT
For the Quarter Ended November 30, 2025

	Year-to-Date	
	Current	Prior Year
	11/30/2025	11/30/2024
Certified Taxable Value	\$ 8,786,598,844	\$ 9,220,525,177
Cumulative Value Adjustments	(24,369,125)	(32,676,637)
Adjusted Taxable Value	\$ 8,762,229,719	\$ 9,187,848,540
Tax Rate	\$ 1.026600	\$ 1.048940
Paid Accounts	14,760	12,512

	Quarter		Year-to-Date	
	Current	Prior Year	Current	Prior Year
	11/30/2025	11/30/2024	11/30/2025	11/30/2024
Collections / (Refunds):				
Current Year	\$ 6,850,252	\$ 6,916,232	6,850,252	6,916,232
Prior Years	135,419	152,326	135,419	152,326
Penalties & Interest	136,487	138,669	136,487	138,669
Other	121,461	124,189	121,461	124,189
Total Collections	\$ 7,243,619	\$ 7,331,415	7,243,619	7,331,415

Disbursements:				
Payments to Tax Increment Fund	\$ 13,318	\$ (821)	13,318	(821)
Attorney Fees	(121,461)	(124,189)	(121,461)	(124,189)
Appraisal Commission Fees	(658)	(551)	(658)	(551)
Total Disbursements	\$ (108,800)	\$ (125,560)	(108,800)	(125,560)
Net Cash Inflow	\$ 7,134,819	\$ 7,205,854	7,134,819	7,205,854

Collections as a Percent of Original Levy:				
Current Collections	7.8%	7.5%	7.8%	7.6%
Total Collections	8.0%	7.6%	8.0%	7.7%

	Current Year's Levy	Prior Years' Levies	Total
Taxes Receivable at Period End:			
Beginning Balance	\$ -	4,294,031	4,294,031
Tax Levy	87,758,964	-	87,758,964
Levy Adjustments	(1,036,688)	(371,964)	(1,408,652)
Levy (Paid) / Refunded	(6,850,252)	(135,419)	(6,985,672)
Ending Balance	\$ 79,872,024	3,786,648	83,658,672

Sheryl Davis
Chief Financial Officer

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

December 9, 2025

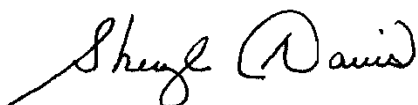
Board of Trustees
Waco Independent School District
Waco, Texas

Following is the quarterly summary of cash and investments held by the school district as of November 30, 2025. As of that date, the District had approximately \$14.6 million in on demand deposits at Extraco Bank. Another \$26.7 million was deposited in other FDIC insured investments including: \$5.6 million in the Texas Range Certificate of Deposit program, \$11.6 million in a TFNB Insured Deposit Program, and \$9.4 million in a Landing Rock Funds account. The Landing Rock Fund is a liquid investment alternative that combines no risk (100% FDIC insured) with a higher yield than we were achieving through the insured cash shelter account. The District's investments in public funds investment pools totaled \$124.9 million.

Additionally, \$5.0 million invested in the Texas TERM program matured on October 15, generating \$40,000 in recognized gain. These investments are record at net asset value. As of the end of November, accrued interest on investments totaled \$101,981.

Total cash and investments for the District as of November 30, 2025, was \$166.1 million. This is up \$34.2 million from total cash and investments at the end of the last quarter. This increase is typical as state funding disbursements increase in August and September for districts of our wealth. During the quarter, the District expended approximately \$6.4 million in capital projects funds. Approximately \$7.4 million of the total cash and investments is restricted for debt service, \$6.9 million for Child Nutrition Services, and \$36.7 million for capital projects funds.

Also attached is the cash flow projection for the quarter ending November 30, 2025. If you have any questions, please do not hesitate to call.



Sheryl Davis
Chief Finance Officer
Business and Financial Services

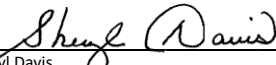
Waco Independent School District
CASH AND INVESTMENT REPORT
For the Quarter Ended November 30, 2025
REPORT OF INVESTMENT ACTIVITY

Description	Coupon or Average Rate of Return	Weighted Average Maturity or Maturity Date	Market Value 8/31/2025	Book Value 8/31/2025	Interest Earnings	Purchases & Transfers In	Sales & Transfers Out	Changes in Market Value	Market Value 11/30/2025	Book Value 11/30/2025	Accrued Interest
CASH IN DEPOSITORY (EXTRACO):											
Operating Revenues	3.560%		\$ 4,332,824	\$ 4,332,824	\$ 47,321				\$ 5,164,872	\$ 5,164,872	\$ -
Accounts Payable	3.560%		6,173,840	6,173,840	34,368				1,717,856	1,717,856	-
Payroll	3.560%		142,686	142,686	13,951				427,944	427,944	-
District Activity	3.560%		675,870	675,870	7,007				897,647	897,647	-
Child Nutrition Services	3.560%		387,096	387,096	4,218				713,002	713,002	-
Capital Projects 2022	3.560%		3,094,273	3,094,273	18,796				1,658,565	1,658,565	-
Capital Projects 2022B	3.560%		434,404	434,404	13,012				2,138,305	2,138,305	-
Capital Projects 2023	3.560%		1,865,078	1,865,078	18,186				1,866,034	1,866,034	-
Total Cash in Depository (Extraco)			<u>17,106,072</u>	<u>17,106,072</u>	<u>156,859</u>				<u>14,584,225</u>	<u>14,584,225</u>	<u>-</u>
FDIC INSURED INVESTMENTS:											
Texas Range-Certificate of Deposit Program											
General Fund			3,595,000	3,595,000	-	\$ 480,000	\$ (488,000)	\$ -	3,587,000	3,587,000	78,255
Child Nutrition Services			2,000,000	2,000,000	-	-	-	-	2,000,000	2,000,000	23,726
Landing Rock-FDIC Insured Deposit Program											
General Fund	3.630%		6,310,831	6,310,831	61,058	-	-	-	6,371,889	6,371,889	-
Debt Service Fund	3.630%		3,012,559	3,012,559	29,147	-	-	-	3,041,706	3,041,706	-
TFNB-FDIC Insured Deposit Program	4.078%		8,032,613	8,032,613	84,358	-	-	-	8,116,971	8,116,971	-
TFNB-FDIC Insured Deposit Program	4.078%		3,427,996	3,427,996	36,001	-	-	-	3,463,996	3,463,996	-
Total Other FDIC Insured Investments			<u>26,378,998</u>	<u>26,378,998</u>	<u>210,564</u>	<u>480,000</u>	<u>(488,000)</u>	<u>-</u>	<u>26,581,562</u>	<u>26,581,562</u>	<u>101,981</u>
PUBLIC FUNDS INVESTMENT POOLS											
LONE STAR: (S&P Rating = AAAM)											
General Fund Corporate Overnight Plus	4.900%	53	1,173,393	1,173,393	67,254	28,479,194	-	-	29,719,841	29,719,841	-
General Fund Corporate Overnight Fund	4.882%	45	3,052,968	3,052,968	32,385	-	-	-	3,085,352	3,085,352	-
Government Overnight Fund											
General Fund	4.701%	31	613,067	613,067	6,319	-	-	-	619,386	619,386	-
Capital Projects 2022	4.701%	31	6,441,851	6,441,851	56,458	-	(2,000,000)	-	4,498,309	4,498,309	-
TEXAS CLASS: (S & P AAAM)											
General Fund	4.386%	43	3,025,184	3,025,184	32,178	-	-	-	3,057,361	3,057,361	-
Capital Projects 2022B	4.386%	43	8,627,413	8,627,413	66,468	-	(4,000,000)	-	4,693,881	4,693,881	-
TEXASDAILY: (S&P Rating = AAAM)											
General Fund	4.230%	45	8,122,969	8,122,969	116,260	6,992,657.24	(480,720.00)	-	14,751,166	14,751,166	-
Child Nutrition Services	4.230%	45	5,534,883	5,534,883	51,341	-	(1,338,855)	-	4,247,369	4,247,369	-
Capital Projects 2023	4.230%	45	52,235	52,235	538	-	-	-	52,772	52,772	-
Capital Projects 2023	4.230%	45	22,604,212	22,604,212	232,580	-	(1,000,000)	-	21,836,793	21,836,793	-
Debt Service Fund	4.230%	45	2,161	2,161	22	-	-	-	2,183	2,183	-
TEXPOOL: (S&P Rating = AAAM)											
General Fund	3.990%	38	21,626,144	21,626,144	243,333	59,136,610	(47,000,000)	-	34,006,087	34,006,087	-
Debt Service Fund	3.990%	38	2,556,889	2,556,889	31,045	1,738,242	(1,650)	-	4,324,526	4,324,526	-
Total for Public Funds Investment Pools			<u>83,433,367</u>	<u>83,433,367</u>	<u>936,180</u>	<u>96,346,704</u>	<u>(55,821,225)</u>	<u>-</u>	<u>124,895,026</u>	<u>124,895,026</u>	<u>-</u>
Total Cash and Cash Equivalents			<u>126,918,436</u>	<u>126,918,436</u>	<u>1,303,603</u>	<u>96,826,704</u>	<u>(56,309,225)</u>	<u>-</u>	<u>166,060,813</u>	<u>166,060,813</u>	<u>101,981</u>

Waco Independent School District
CASH AND INVESTMENT REPORT
For the Quarter Ended November 30, 2025
REPORT OF INVESTMENT ACTIVITY

Description	Coupon or Average Rate of Return	Weighted Average Maturity or Maturity Date	Market Value 8/31/2025	Book Value 8/31/2025	Interest Earnings	Purchases & Transfers In	Sales & Transfers Out	Changes in Market Value	Market Value 11/30/2025	Book Value 11/30/2025	Accrued Interest
INVESTMENTS by Net Asset Value (NAV)											
Texas TERM Dec 25-General Fund	0.992%	10/15/2025	4,960,000	4,960,000	-	-	(5,000,000)	40,000	-	-	-
Total Investments by Net Asset Value			4,960,000	4,960,000	-	-	(5,000,000)	40,000	-	-	-
Total Cash, Cash Equivalents, and Investments			\$ 131,878,436	\$ 131,878,436	\$ 1,303,603	\$ 96,826,704	\$ (61,309,225)	\$ 40,000	\$ 166,060,813	\$ 166,060,813	\$ 101,981

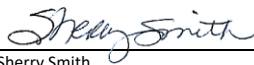
We believe the data presented for the quarter ended November 30, 2024 are accurate in all material respects, and are presented in a manner that fairly sets forth the investment standing of the Waco Independent School District. This report was prepared in compliance with the Waco Independent School District's Investment Policy and the Public Funds Investment Act of the State of Texas.



Sheryl Davis
Chief Financial Officer

12/9/2025

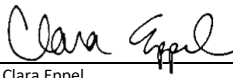
Date



Sherry Smith
Executive Director of Finance

12/9/2025

Date

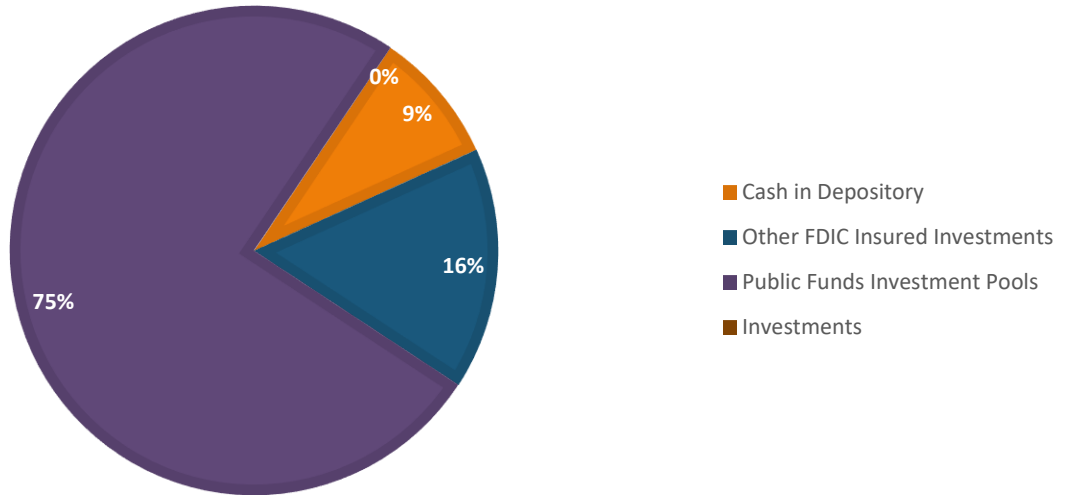


Clara Eppel
Accounting Director

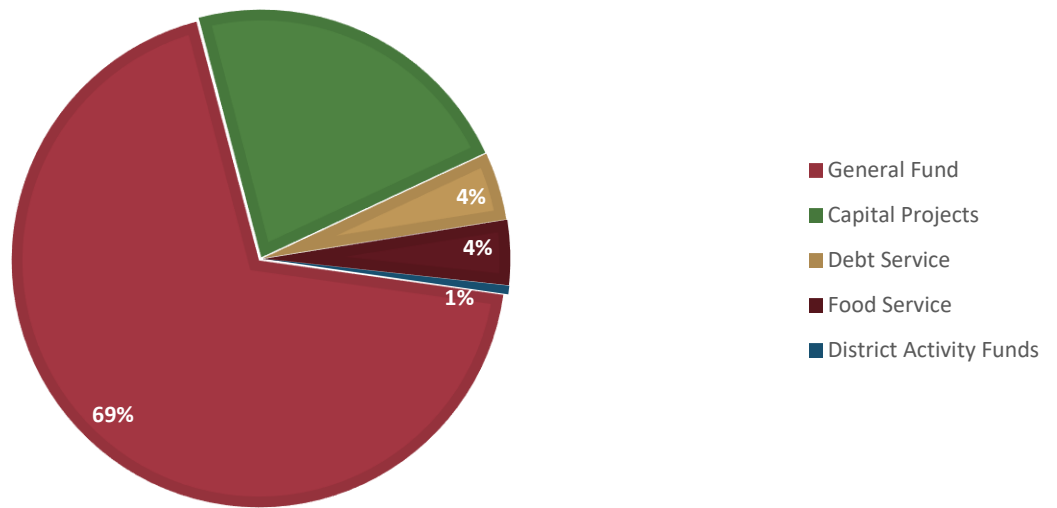
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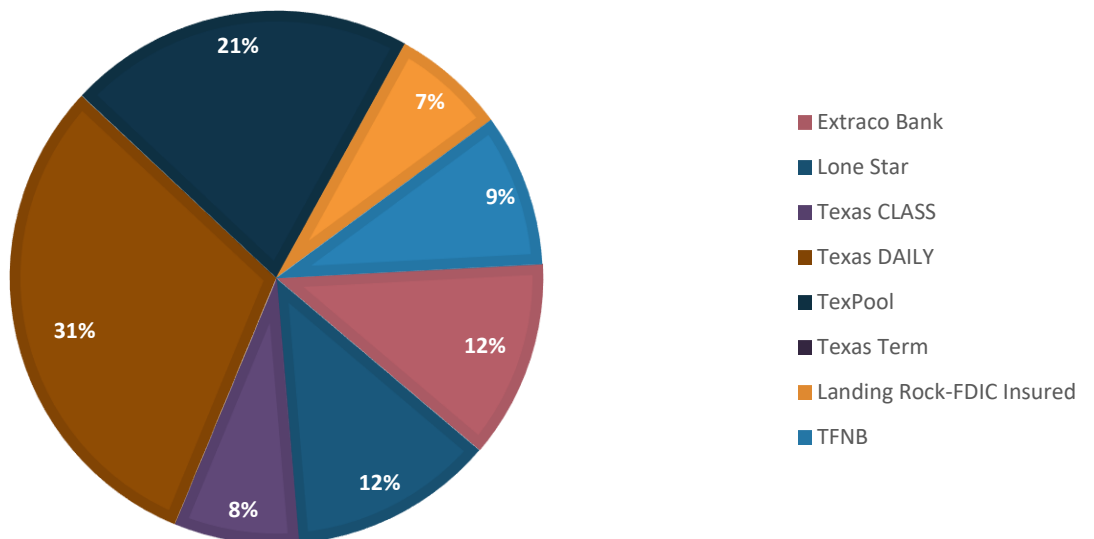
PORTFOLIO COMPOSITION BY INVESTMENT



PORTFOLIO COMPOSITION BY FUND



INTEREST EARNINGS BY ISSUER



Waco Independent School District
CASH FLOW PROJECTIONS
For the Quarter Ended November 30, 2025

	<u>December</u>	<u>January</u>	<u>February</u>
Cash and Cash Equivalents, Beginning Balance	\$ 166,060,813	\$ 210,890,428	\$ 272,474,370
Tax Revenue	24,134,675	39,421,812	13,446,618
Investment Earnings Revenue	434,534	434,534	434,534
Other Local Revenue	2,480,990	1,868,341	2,268,950
State Revenue	-	-	-
Federal Revenue	2,017,043	3,480,126	3,601,489
Payroll Disbursements	(7,506,409)	(7,373,105)	(7,476,545)
Accounts Payable Disbursements	(8,255,964)	(9,006,024)	(12,477,033)
Cash and Cash Equivalents, Ending Balance	<u>210,890,428.17</u>	<u>\$ 272,474,370</u>	<u>\$ 312,179,539</u>

2025 Actual Tax Collections (Net of TIF Pass-Through)

	Current Year's	Prior Years'	Penalty &	Total
	Levy	Levy	Interest	
September, 2024	-	143,664	55,689	199,353
October	1,304,098	(110,616)	48,818	1,242,301
November	5,612,134	119,276	34,161	5,765,571
December	24,702,931	53,713	28,809	24,785,454
January, 2025	40,493,640	(35,646)	26,806	40,484,800
February	13,638,896	8,163	162,140	13,809,199
March	953,585	22,784	140,284	1,116,653
April	473,015	(36,314)	89,334	526,035
May	520,471	64,342	98,617	683,429
June	378,076	(11,237)	73,031	439,870
July	296,915	16,235	85,844	398,994
August	102,923	39,288	61,037	203,248
Total Collections	<u>\$ 88,476,683</u>	<u>\$ 273,652</u>	<u>\$ 904,570</u>	<u>\$ 89,654,906</u>

2026 Actual and Projected Tax Collections (Net of TIF Pass-Through)

	Current Year's	Prior Years'	Penalty &	Total
	Levy	Levy	Interest	
September, 2025	-	112,249	57,250	169,498
October	2,349,191	96,447	49,145	2,494,782
November	4,501,062	(73,276)	30,092	4,457,877
December	24,054,319	52,303	28,053	24,134,675
January, 2026	39,430,420	(34,710)	26,102	39,421,812
February	13,280,787	7,949	157,883	13,446,618
March	928,547	22,186	136,600	1,087,333
April	460,595	(35,360)	86,988	512,223
May	506,805	62,652	96,028	665,485
June	368,149	(10,942)	71,114	428,321
July	289,119	15,808	83,590	388,518
August	100,221	38,257	59,434	197,912
Total Collections	<u>\$ 86,269,214</u>	<u>\$ 253,562</u>	<u>\$ 882,279</u>	<u>\$ 87,405,054</u>

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: December 8, 2025

Contact Person: Stephanie Hines

RE: Report on gifts to Waco ISD

=====

Background Information (Gifts >\$50,000 for Board Approval):

No gifts valued over \$50,000 were reported for the **December 2025** report.

Fiscal Implications (All Gifts):

A total increase of **\$40,169.56** in cash, items, and services donated to Waco ISD was recorded **September 2025 through November 2025.**

Administrative Recommendation(s):

Report only.

Date	Name	Cash	Item	Service	Total	Description	Campus
9/5/2025	Brazos Higher Education	\$ 5,000.00			\$ 5,000.00	Donation to purchase student scrubs, testing vouchers & supplies	Greater Waco Advanced Health Care Academy
9/5/2025	Shepherd's Heart		\$ 550.00		\$ 550.00	Food pantry donation	University High School
9/11/2025	Alliance Bank Central Texas		\$ 1,500.00		\$ 1,500.00	Donated t-shirts for staff for Kendrick dedication	Kendrick Elementary
9/19/2025	Amy's Attic Self Storage		\$ 30.00		\$ 30.00	Various campus supplies	Parkdale Elementary
9/19/2025	Shepherd's Heart		\$ 550.00		\$ 550.00	Food pantry donation	University High School
9/22/2025	H-E-B		\$ 538.08		\$ 538.08	912 laminated folders @ \$0.59 each	Communications Department
9/30/2025	Fabled Bookshop & Café		\$ 200.00		\$ 200.00	4-\$50 gift cards for UHS Teachers of the Month (Dec/Jan)	University High School
9/30/2025	Champions Barber Academy		\$ 200.00		\$ 200.00	4-\$50 gift cards for UHS Teachers of the Month (Sept/Oct)	University High School
10/1/2025	Be Kind Coffee		\$ 15.00		\$ 15.00	Gift Card	Brook Avenue
10/1/2025	Around the World Bakery		\$ 15.00		\$ 15.00	Gift Card	Brook Avenue
10/2/2025	Greater Waco Realty	\$ 300.00			\$ 300.00	Donation for Mountainview Elementary Boys Night	Mountainview Elementary
10/8/2025	Various Donors	\$ 3,239.00			\$ 3,239.00	Waco High Theatre Fundraiser	Waco High School
10/8/2025	Ludus Technologies, Inc.	\$ 23.62			\$ 23.62	Donation proceeds from WHS Theatre production	Waco High School
10/10/2025	Bankston's Comics		\$ 195.00		\$ 195.00	68 comics for UHS English Dept @ \$2.50 each	University High School
10/10/2025	Rick Caywood Ministries		\$ 211.68		\$ 211.68	14 cases of chips for Trunk-or-Treat event	Waco ISD Police Department
10/15/2025	Various Donors		\$ 650.00		\$ 650.00	Books donated in honor of Karen Kemp	Provident Heights
10/17/2025	Alexis Leigh Durumd	\$ 5,000.00			\$ 5,000.00	General donation to Brook Avenue	Brook Avenue
10/18/2025	Various Donors		\$ 596.02		\$ 596.02	Minute to Give it: Peter and the Star Catcher proceeds	Waco High School
10/22/2025	Wyatt Lodge #21		\$ 200.00		\$ 200.00	Composition books, pencils, and folders	G.W. Carver Middle School
10/31/2025	St. Paul's Episcopal Church		\$ 1,210.00		\$ 1,210.00	220 bags of food for students	West Avenue Elementary
10/31/2025	Goodwill		\$ 500.00		\$ 500.00	Vouchers for Students	University High School
10/31/2025	VOICE		\$ 750.00		\$ 750.00	Mum making supplies for Trojan Excellence Parent Event	University High School
10/31/2025	Bush's Chicken		\$ 75.00		\$ 75.00	Drinks for Trojan Excellence Parent Event	University High School
10/31/2025	Sacred Heart Folklorico			\$ 400.00	\$ 400.00	Performance at Fiesta Trojan Parent Event	University High School
10/31/2025	Conjunto El Rebelion Norte			\$ 800.00	\$ 800.00	Performance at Fiesta Trojan Parent Event	University High School
10/31/2025	Lienzo Charro El Caporal Horse			\$ 1,200.00	\$ 1,200.00	Performance at Fiesta Trojan Parent Event	University High School
10/31/2025	Shepherd's Heart		\$ 1,725.00		\$ 1,725.00	Food pantry donation	University High School
10/31/2025	Family of Faith		\$ 300.00		\$ 300.00	Food pantry donation	University High School
10/31/2025	VOICE		\$ 200.00		\$ 200.00	Food donation for Trojan Excellence Parent Event	University High School
11/4/2025	Scripps Howard Foundation		\$ 12,241.61		\$ 12,241.61	Donated 5 books per student via the Scholastic Book Fair	West Avenue Elementary
11/7/2025	Rick Caywood Ministries		\$ 2,791.53		\$ 2,791.53	Drink donation for Trunk-or-Treat event	Waco ISD Police Department
11/12/2025	St. Paul's Episcopal Church		\$ 1,540.00		\$ 1,540.00	280 bags of food for students	West Avenue Elementary
11/13/2025	SouthState Bank	\$ 550.00			\$ 550.00	General donation to the Adopt-a-School program	University High School
11/14/2025	Alliance Bank Central Texas		\$ 100.00		\$ 100.00	Gift cards to purchase turkeys for families in need	Crestview Elementary
11/14/2025	Ludus Technologies, Inc.	\$ 159.02			\$ 159.02	Donation proceeds from WHS Theatre production	Waco High School
11/16/2025	McLennan Co Diaper Collective		\$ 135.00		\$ 135.00	27 small packs of diapers	Waco High School
11/17/2025	Helberg BBQ		\$ 100.00		\$ 100.00	2-\$50 gift cards for UHS Teacher of the Month (Nov)	University High School
11/17/2025	Cha Community		\$ 140.00		\$ 140.00	Assorted t-shirts & pop funk items for Comic Fest / Teen Lit Fest 2026 - giveaways	University High School
11/17/2025	Central National Bank		\$ 188.00		\$ 188.00	188 - \$1 gold coins for student perfect attendance	Parkdale Elementary
11/19/2025	St. Paul's Episcopal Church		\$ 1,551.00		\$ 1,551.00	282 bags of food for students	West Avenue Elementary
11/20/2025	Sam's Club		\$ 50.00		\$ 50.00	gift card to purchase cookies for Crestival	Crestview Elementary
	Totals	\$ 9,271.64	\$ 28,497.92	\$ 2,400.00	\$ 40,169.56		

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: December 18, 2025

Contact Person: Sheryl Davis

RE: Amendments to the 2025-2026 Budget

=====

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 #014: State and Federal Programs (Fund 199)

This amendment will reallocate funds from curriculum and instructional staff development supplies to instructional leadership supplies. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>
Source of Funds	\$ 1,000	Curriculum & Instructional Staff Development
Use of Funds	\$ 1,000	Instructional Leadership
Unearned Revenue Effect	None	

Amendment #015: Teaching and Learning (Fund 199)

This amendment will reallocate funds from curriculum and instructional staff development supplies to instructional leadership staff tuition and fees for principal resident candidates. 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	\$ 600	Curriculum & Instructional Staff Development
Use of Funds	\$ 600	Instructional Leadership
Fund Balance Effect	None	

Amendment #016: Tennyson Middle School (Fund 199)

This amendment will reallocate funds from school leadership employee travel to curriculum and instructional staff development employee travel. 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	\$ 896	School Leadership
Use of Funds	\$ 896	Curriculum & Instructional Staff Development
Fund Balance Effect	None	

Amendment #017: Human Resources – Teacher Incentive Allotment (Fund 199)

This amendment will reallocate funds from school leadership employee travel to curriculum and instructional staff development employee travel. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines.

		<u>TEA Revenue/Function Description</u>
Source of Funds	\$ 2,500	General Administration
Use of Funds	\$ 2,500	Curriculum & Instructional Staff Development
Fund Balance Effect		None

Amendment #018: Districtwide (Fund 199)

This amendment will place budget for the capital expenditures and proceeds from newly acquired material software subscriptions, as required under Governmental Accounting Standards Board Statement #96, subscription-based instructional technology arrangements. 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	\$ 528,222	Other Resources, Data Processing Services
Use of Funds	\$ 528,222	Data Processing Services, Debt Service
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 fund balances.

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: December 18, 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 five (5) responses during the past month. The recommended vendors will be added to our previously approved list of four hundred fifty-one (451) 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 five (5) vendors for the Educational Consulting, Professional Development, and Other Student-Based Contracted Services bid, as presented.

All Aboard Fun Train

Company Name: All Aboard Fun Train
Street Address: 5110 Cole Lane
City, State, Zip: College Station, TX 76472
Contact Name: Sherry Piper
Contact Phone Number: 979-777-4345
Contact Email Address: allaboardfuntrain@gmail.com
Category of Service Provided: Other applicable service
Target Audience: Kids & adults both can ride in train cars
Description of Services: Ride on event train that has several cars fitting kids & adults with seat belt. It can ride on any terrain.
Pricing: 2 hours - \$375, 3 hours - \$500, 4 hours - \$625, 5 hours - \$750, 6 hours - \$875, 7 hours - \$1,000, 8 hours \$1,125. Plus \$0.90 cents a mile one way from College Station, TX.

BonFire Leadership Solutions

Company Name: BonFire Leadership Solutions
Street Address: 7051 W Bopp Road
City, State, Zip: Tucson, AZ 85735
Contact Name: Dr. Christopher Bonn
Contact Phone Number: 520-437-9557
Contact Email Address: chris@bonfireleadershipsolutions.com
Category of Service Provided: Academic Educational Consultant
Target Audience: K–12 educators, administrators, instructional staff, student support personnel & campus/district leadership teams.
Description of Services: We provide full-service professional development, leadership coaching, HR compliance support, strategic planning facilitation, instructional improvement training, & student-safety-focused workshops. Services include: On-site & virtual professional development sessions; Leadership coaching; HR compliance assistance; Instructional improvement training; Cultural competency & trauma-informed practices; Safety & risk-management training; Development of strategic plans, needs assessments & performance metrics; Customized workshops & long-term capacity-building programs. Services are aligned to federal, state, ESSA & accreditation expectations & tailored to meet the unique needs of each district.
Pricing: Our services billed at \$150 per hour, billed in 15-minute increments. All invoices issued on Net 30 terms. Travel, lodging, meal reimbursements & mileage rates follow GSA/IRS federal per diem & are billed at actual cost. Airfare, hotel, or transportation will be reimbursed according to current federal guidelines. Customized project scope can be negotiated.

Classical Academic Press, dba ClassicalU.com

Company Name: Classical Academic Press, dba ClassicalU.com
Street Address: 3500 Market Street Ste102 39
City, State, Zip: Camp Hill, PA, 17011

Contact Name: Jesse Hake
 Contact Phone Number: 717-857-3362
 Contact Email Address: jhake@classicalsubjects.com
 Category of Service Provided: Professional/Staff Development Training
 Target Audience: Faculty at Live Oak Classical School & Valor Preparatory Academy (Waco, TX)
 Description of Services: Annual professional development educator training
 Pricing: \$215.46 per educator annually (up to 4): \$161.46 per educator annually (2-24): \$107.46 per educator annually (25-49): \$96 per educator annually (50+)

Inclusive Skills Coaching & Training LLC

Company Name: Inclusive Skills Coaching & Training, LLC
 Street Address: 5900 Balcones Drive Suite 100
 City, State, Zip: Austin, TX 78731
 Contact Name: Michele Lammers
 Contact Phone Number: 254-302-5281
 Contact Email Address: mlammers@inclusiveskillstraining.com
 Category of Service Provided: Professional/Staff Development Training
 Target Audience: PK–12 teachers. Transition/CTE teams supporting employability & independent living skills. Family engagement programs.
 Description of Services: Programming to support neurodivergent learners & build social & transition skills. We offer TECPDS-, NASW- & CCE- approved workshops on inclusive instruction, SEL, social-skills development, autism supports, behavior strategies, trauma-informed practices, Universal Design for Learning, accommodations & effective collaboration with families & teams. We provide special education consulting including classroom observations, instructional coaching, inclusion planning, behavior supports, IEP/504 consultation & MTSS alignment. Transition programs include employability training, workplace readiness, independent living skills, money management, self-advocacy & decision-making. Engagement programs using tabletop role-playing games (TTRPGs) to strengthen communication, collaboration & problem-solving for teens & young adults. Family engagement workshops on SEL, advocacy, transition preparation & supporting neurodivergent youth at home.
 Pricing: Pricing for services range from \$75.00 to \$2,200.00

J 29:11, LLC dba M&A Heights Consulting Group

Company Name: J 29:11, LLC dba M&A Heights Consulting Group
 Street Address: 1145 CR 12
 City, State, Zip: Bay Springs, MS 39422
 Contact Name: Demetric Blankinship
 Contact Phone Number: 601-670-6923
 Contact Email Address: maheightsconsulting@gmail.com
 Category of Service Provided: Academic Educational Consultant
 Target Audience: Educators, faculty, staff
 Description of Services: The goal is to provide professional development focused on one of the most foundational drivers of student success: strong, intentional relationships. The professional development offered is practical, interactive & tailored to the real challenges educators face. Key outcomes include: Strategies for building trust & connection with students from day one; Relationship-driven instructional techniques

that increase engagement & deepen learning; Methods for fostering a positive, inclusive classroom culture that supports academic & social-emotional growth. Goal is to empower educators with actionable approaches that strengthen relationships & elevate instruction & student outcomes.

Pricing:

Cost Estimate: Half-Day I- Full Day In-Person: \$800–\$2,500 (based on travel & group size); Virtual 60-90-Minute Session: \$300–\$600 (depending on audience size)

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: December 18, 2025

Contact Person: S. Smith

RE: Bid Award for Local Retailers' General Merchandise

=====

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 sixty-three (63) responses for this initial bid. We received one (1) additional vendor this past month which 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 one (1) new vendor for the Local Retailers' General Merchandise, as presented.

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

New Responding Suppliers	City	State
McCoy's Building Supply (McCoy Corporation)	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
Bea-Real Ent	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
DJ88 (Johnny Carreon)	Waco	TX
Dream Big Balloons	China Spring	TX
DuPuy Oxygen & Supply, Company, Inc.,	Waco	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
Integ	Waco	TX
Interstate Mobility	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

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

Previously Awarded Suppliers	City	State
Peerport Collective	Waco	TX
Pendley Party Productions & Rentals	Waco	TX
Rapoport Academy/Triple Win Waco	Waco	TX
Resco (E & O Investments, LLC)	Waco	TX
Smoot-Anderson Co., Inc.	Waco	TX
Stanley Ford McGregor	McGregor	TX
Stephanie Asselin	Waco	TX
Swift Uniforms	Waco	TX
T&G Chemical and Supply	Waco	TX
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
Wizard Wash & Paint	Waco	TX
Wolfe Wholesale Florist, Inc.	Waco	TX

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: December 18, 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 seventy-five (175) responses for this initial bid. We received five (5) additional vendors this past month which 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 December 2025

Responding Supplier	City	State
1st FP Waco, LLC	Lorena	TX
Best in Class School Services (Pala Supply Company, Inc.)	Lubbock	TX
Jasper Engines & Transmissions (Jasper Engine Exchange Inc.)	Jasper	IN
McCoy's Building Supply (McCoy Corporation)	Waco	TX
TDCJ Ellis Bus Repair (Texas Department of Criminal Justice)	Huntsville	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
ALERT Radar (DJ Hopkins, Inc.)	Mountain Home	AR
Allen Glass Company	Hewitt	TX
Alliance Electrical Group LLC	Woodway	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
Bowen Electric	Waco	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

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

Previously Awarded Vendors	City	State
City Tire and Battery	Waco	TX
Clarks Small Engine Repair	Lacy Lakeview	TX
Cleaning Robotics, LLC	Luling	LA
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
E&M Equipment Services	Palmer	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 Lawscaper 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
Hensel Electric	Waco	TX
Herc Rentals, Inc.	Austin	TX
Hill Country Paints (Wendy Hui Anderson)	Waco	TX
Holt Cat (Holt Texas Ltd)	Waco	TX
Image Maker 4U, Inc.	Hughes Springs	TX
Independent Hardware, Inc.	Philadelphia	PA

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

Previously Awarded Vendors	City	State
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
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
Parking Garage Solutions, LLC deb PGW Solutions	Houston	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
Rob Pelletier Construction, Inc.	Dayton	TX
RTS Tactical (Ambitec Inc.)	Miami Beach	FL
Ryberg Plumbing LLC	Waco	TX
School Bus Safety Company	Hudson	OH
Sentinel Air Conditioning and Heating	Spring	TX

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

Previously Awarded Vendors	City	State
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
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
Tater's Cycles (Tater's Cycles, LLC)	Waco	TX
Temperature Control Systems, Inc.	Dallas	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 Hydro Wash	Waco	TX
Waco Lock and Key, LLC	Waco	TX
Washer Power, LLC	Waco	TX
WESCO Chemicals, Inc.	Waxahachie	TX
Winston Watercooler of Waco LTD	Waco	TX
Wizard Wash & Paint	Waco	TX
Woodard Builders Supply Company	Fort Worth	TX

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: December 18, 2025

Contact Person: S. Smith/G. Barrera

RE: Approve Bid Award for Auctioneer Services

=====

Background Information:

Requests for Proposals, RFP # 25-1301, have been issued for the purpose of awarding a vendor to provide auctioneer services for the District. We received three (3) responses for this solicitation, Clark Auction Company, LLC, Garner & Associates, Auctioneers, and Royal Auction Group, Inc. After the evaluation process was complete, the Maintenance and Facilities Department recommended Clark Auction Company as the company which best met the needs of the District while offering the best overall value.

The evaluation summary report and pricing worksheet is attached for your review.

This bid will expire December 31, 2026, with three (3) additional one (1) year renewal options, if mutually agreeable between both parties.

Fiscal Implications:

The cost of these services will be deducted from auction proceeds.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees award the contract for Auctioneer Services to Clark Auction Company, as presented.

25-1301 Addendum 1
 Auctioneer Services

Responding Supplier	City	State	Percentage of Gross Sales charged to the District	Buyer's Premium - charge on top of the bid price
Clark Auction Company, LLC	Crawford	TX	9%	8%
Garner & Associates, Auctioneers	Waco	TX	18%	15%
Royal Auction Group, Inc.	Tampa	FL	2%	12%

25-1301 Addendum 1 - Auctioneer Services - Scoring Round

<i>Supplier</i>	<i>Rank</i>	<i>Score</i>	<i>Percent of Gross Sales</i>	<i>Experience doing business</i>	<i>Experience doing business with Waco ISD</i>	<i>Experience doing this type of business</i>	<i>Experience doing business with other School Districts</i>	<i>External References</i>	<i>Auctioneer License</i>	<i>Narrative</i>
	100	40.00	5.00	10.00	15.00	20.00	5.00	5.00		
Clark Auction Company, LLC	1	88.33	30.00	5.00	10.00	13.33	20.00	5.00	5.00	
Royal Auction Group, Inc.	2	85.00	40.00	0.00	10.00	6.67	18.33	5.00	5.00	
Garner & Associates, Auctioneer	3	70.00	20.00	3.33	10.00	10.00	18.33	5.00	3.33	

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: December 18, 2025

Contact Person: S. Smith/G. Barrera

RE: Bid Award for Fire Alarm Repair Services

=====

Background Information:

Request for Proposal, RFP # 25-1298, Fire Alarm Repair Services, has been issued and opened for the purpose of awarding a contractor to provide Fire Alarm Repairs on an as needed basis for the District. We received five (5) responses for this solicitation, 1st FP Waco, LLC, Century Fire Protection, LLC, Firetrol Protection Systems, JM Electronic Engineering, Inc., and NEI Datacom. After the Facilities and Maintenance Department evaluated the bids, it was determined Firetrol Protection Systems offered the best value to the District and therefore recommends they be the awarded contractor. A bid tabulation along with a scoring detail report is attached for your review

This bid will expire November 30, 2026 with three (3) additional one (1) year renewal options if mutually agreeable with both parties.

Fiscal Implications:

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

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the bid award for Fire Alarm Repairs Services to Firetrol Protection Systems, as presented.

RFP # 25-1298
Fire Alarm Repair Services
Bid Tabulation

Vendor	1ST FP Waco, LLC	Century Fire Protection, LLC	Firetrol Protection Systems	JM Electronic Engineering, Inc.	NEI Datacom
Maximum Hourly Rate for Licensed Fire Alarm Technician	\$ 95.00	\$ 125.00	\$ 100.00	\$ 100.00	\$ 55.00
Maximum Hourly Rate for Licensed Fire Alarm Laborer	\$ 95.00	\$ 90.00	\$ 75.00	\$ 80.00	\$ 35.00
Materials Mark up	25-50%	25%	25%	25%	20%
Annual Price to Inspect all Panels	\$ 25,000.00	\$ 45,000.00	\$ 24,650.00	\$ 27,000.00	\$ 34,500.00

Points assigned as follow:

50 % - Hourly Rate for Licensed Technician	11.57	8.80	11.00	11.00	20.00
50% - Annual Inspection Cost	19.72	10.96	20.00	18.26	14.29
Total Points	31.29	19.76	31.00	29.26	34.29

25-1298 Addendum 1 - Fire Alarm Repair Services - Scoring Round

<i>Supplier</i>	<i>Rank</i>	<i>Score</i>	<i>Price</i>	<i>Experience doing Business with Waco ISD</i>	<i>Experience doing this type of business</i>	<i>Experience doing business w other School District</i>	<i>Based on External References</i>	<i>Fire Alarm Certificate</i>
	100		40.00	5.00	15.00	15.00	20.00	5.00
Firetrol Protection Systems	1	88.67	31.00	5.00	15.00	12.67	20.00	5.00
NEI Datacom	2	81.62	34.29	5.00	12.67	8.00	18.33	3.33
JM Electronic Engineering, Inc.	3	80.26	29.26	0.00	12.67	15.00	18.33	5.00
1st FP Waco, LLC	4	72.29	31.29	0.00	12.67	6.67	18.33	3.33
Century Fire Protection LLC	5	54.43	19.76	0.00	12.67	5.33	13.33	3.33

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: December 18, 2025

Contact Person: S. Smith/R. Carradine

RE: Bid Renewal for Insurance Consultant

=====

Background Information:

The District issued RFP # 24-1274 for the purpose of hiring an Insurance Consultant Services. Responses were received from Gallagher Benefit Services, Higginbotham Public Section and McGriff Insurance Services. While the District received three responses, one vendor did not offer a price for their services and therefore did not receive any points for pricing.

The district requires an insurance consultant in order to provide information on the health of our self-funded plan. Specifically a consultant provides: monthly claims analysis; renewal analysis; annual actuarial reports for financial reporting; benefit administration assessments including projections of claims liability and cost implications of active employee health and welfare benefits plan integration or consolidation, coverage comparison analysis and recommendations as to plan design, carrier selections and funding mechanisms; carrier marketing and negotiations; legislative and corporate compliance supports; disruption analysis reports; market benchmarking studies; employee education programs and communication materials; as well as assisting with day-to-day administrative assistance such as employee meetings to introduce program or plan changes.

Using Gallagher Benefit Services allows the District to receive group discounts made available because of the large number of school districts participating in pooled arrangements. This pooling of districts increases the volume of prescriptions processed and therefore increases the prescription discounts received for all districts in the Gallagher Benefit's pool. In addition, Gallagher is offering a full dependent audit with their annual fee. This audit can help identify covered lives who do not qualify for Waco ISD health insurance. This audit should produce additional cost savings to the district.

The evaluation committee selected Gallagher Benefit Services, whom the district has been using for the past eight years and has been pleased with the services we have received and wishes to exercise our option to renew this contract for an additional one (1) year period. This contract has three (3) additional one (1) year renewal options remaining. This renewal is agreeable with Gallagher Benefits Services.

Fiscal Implications:

The cost of these consulting services is \$75,000 per year and is charged, along with claims, prescription drug, and stop-loss premiums, to the internal services fund where costs are recovered through employee contributions and charges to other District funds. There was no increase in cost from the previous contract with the district.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the awarding of the insurance consultant proposal to Gallaher Benefit Services, as presented.

RFP # 24-1274
Insurance Consultant
Pricing Worksheet

Proposer	Proposed Cost	Price Points
Gallagher Benefit Services	\$ 75,000.00	20.00
Higginbotham Public Sector	\$ 75,000.00	20.00
McGriff Insurance	\$ -	0.00

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: December 18, 2025

Contact Person: S. Smith

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

=====

Background Information:

In April 2020, the Board approved a change in Board Policy CH (Local) that requires all purchase requests over \$50,000 to be approved by the Board of Trustees prior to being made. These purchases will be made under a pre-existing bid or purchasing cooperative. The following purchase requests have been made as of December 4, 2025:

Purchasing Cooperative:

1. Honey Roofing Systems LLC - \$ 344,734.50 – Replace roof at Parkdale Elementary – TIPS Contract # 24060401

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 Trustees Meeting Agenda Item**

Date: December 18, 2025

Contact Person: Dr. Ronnita Carridine

RE: Pay Rates of Temporary Police Officers

=====

Background Information:

Our district continues to experience staffing challenges within the Police Department., making it difficult to fill full-time police officer positions. To maintain adequate campus coverage and support safety operations, the district must rely on temporary police officers.

Currently, Waco ISD does not have an established hourly rate for temporary police officers, which affects consistency and limits our ability to competitively recruit qualified personnel. To address this need and support district safety efforts, it is recommended that Waco ISD establish a new hourly pay rate for temporary police officers.

Auxiliary	Police Officer - Temp	\$32.30	Hourly Rate
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Fiscal Implications:

Costs associated with temporary police officers will be funded through the Police Department's budget. Expenditures will be supported by vacancy savings from unfilled positions and overtime funds. The proposed rate is not expected to require additional budget amendments at this time.

Administrative Recommendation:

Approve a temporary hourly rate for police officers as proposed above.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: December 18, 2025

Contact Person: Dr. Deena Cornblum

RE: Library Books Purchase

=====

Background Information

In accordance with Senate Bill 13 (SB 13), the district previously adopted a local policy requiring board approval of library materials prior to their inclusion in campus catalogs. The list of proposed library books was posted on the district website on November 18, 2025, for the required 30-day public review period. The list is now being presented to the Board of Trustees for formal approval in compliance with state law.

Fiscal Implications

Funding is allocated in campus budgets. Costs per campus will vary depending on campus requests.

Administrative Recommendation(s):

It is recommended that the Board approve the proposed list of library books as presented

Title	Author/Illustrator	Intended Audience
A loud winter's nap	Hudson, Katy	Elementary
A Strange Thing Happened in Cherry Hall	Warga, Jasmine	Elementary/Middle
Across So Many Seas	Behar, Ruth	Elementary/Middle
All about grief	McKinney, Lora-Ellen	Elementary/Middle
All-Time Favorite Barbeque Recipes	Better Homes and Gardens	Middle
All-Time Favorite Pies	Better Homes and Gardens	Middle
Are You Hungry Tonight? Elvis' Favorite Recipes	Brenda Arlene Butler	Middle
Bake Anime	Bushman, Emily J.	Middle
Billie Builds a Robocorn	Lourenco, Jose	Elementary
Bruce Saves the Planet	Higgins, Ryan	Elementary
Buffalo dreamer = Paskwawimostos opowatam	Duncan, Violet	Elementary
Cactus Queen : Minerva Hoyt establishes Joshua Tree National Pa	Alexander, Lori	Elementary
CHECKING YOU OUT	Chen, Jennifer	High
Chinese Cooking	Better Homes and Gardens	Middle
Concrete From the Ground Up	Theule, Larissa	Elementary/Middle
Cooking from the Spirit	Brown, Tabitha	Middle/High
Cooking with the Crunch Bros	Kim, Jeff and Jordan Kim	Middle
Cry	Valdés, Alisa	Middle/High
DEAD FAKE	Ralph, Vincent	High
Earthquake Shack	Hara, Susie	High
Facing Feelings: Inside the World of Raina Telgemeier	Telgemeier, Raina	Elementary
Fake Skating	Painter, Lynn	High
FLIRTING WITH MURDER	Sellet, Amanda	Middle/High
Flurry, Float, Fly! : The story of a Snowstorm	Salas, Laura	Elementary
Foodie faces	Wurtzel, Bill	Elementary
Forever Ripley	Hoyle, McCall	Elementary/Middle
Fowl Play	O'Donnell Tubb, Kristin	Elementary/Middle
FREE GIRLS	McCallum, Kristen	High
Ghost Pepper: Flavors of Ash	Lullabi, Ludo	Middle/High
Guinness World Records 2026	Guinness World Records, Ed	Elementary/Middle
Holiday Cookies 100+ Fun and Festive Treats	Collister, Linda	Middle
Holiday Scrap Crafts	Mitchell, Marti	Middle
Homemade Cookies Cook Book	Better Homes and Gardens	Middle
Hooky. Volume 3	Tur, Miriam Bonastre	Elementary/Middle
How rude! : animals that burp, toot, spit, and screech tosurvive (Stiefel, Chana	Elementary
How to Hatch	Ackerman, Sara	Elementary
Humble Pie	John, Jory	Elementary
I hate this place vol. 1 and 2	Starks, Kyle, et al.	Middle/High
I quit	Tracy, Kristen	Elementary
Impossible creatures	Rundell, Katherine	Elementary/Middle
In the Company of Wolves	Fariás, Antonio	Middle/High
Into the Deep Blue	Archer, Jennifer E.	High

Title	Author/Illustrator	Intended Audience
InvestiGators. Class action	Green, John Patrick	Elementary
It Waits In The Forest	Dass, Sarah	High
Jang: The Soul of Korean Cooking (More than 60 Recipes Featuring Gochujang,	Kang, Mingoo	Middle
Jax Freeman and the Phantom Shriek	Mbalia, Kwame	Elementary/Middle
Kill Her Twice	Lee, Stacy	High
Killer Story	St. Amant, Claire	High
Legendarios The Beginning of All Things	Arenas Valenti, Karla	Elementary
Library girl	Horvath, Polly	Elementary/Middle
Lola	Valenti, Karla Arenas	Elementary/Middle
Loser	Grimes, Nikki	Elementary/Middle
Mabuhay!	Sterling, Zack	Elementary/Middle
Manatee Summer	Griffith, Evan	Elementary/Middle
NIGHT TERROR	Ralph, Vincent	High
Octopus ocean : geniuses of the deep	Leiren-Young, Mark	Elementary/Middle
OXFORD BLOOD	Davis-Featherstone, Rachel	High
PERSEPHONE'S CURSE	Leno, Katrina	Middle/High
Pocket full of colors : the magical world of Mary Blair, Disney artist extrao	Guglielmo, Am	Elementary/Middle
Refugee, the graphic novel	Gratz, Alan	Elementary/Middle
Rick Riordan Presents: The Dark Becomes Her	Lin, Judy I.	Middle/High
Saphie the One-Eyed Cat Volume 2	Joho	Elementary
SECONDS TO SPARE	Reiss, Rachel	High
Sew Much Trouble	Green, John	Elementary/Middle
Shadow Warrior (Spider-Man)	Aoki, Shogo	Elementary/Middle
SHAPES OF LOVE	Penalba, L.V.	High
Sick! : the twists and turns behind animal germs	Montgomery, Heather L	Elementary/Middle
Sonnets and Serpents	Lowham, Elizabeth	High
Spicy Salsas & Moles: A Cookbook for Lovers of Mexican Heat	Sanchez, Ericka and Nicole Presley	Middle
Sports superheroes. Vol. #2,Wilma Rudolph	Bycel, Josh, etc.	Elementary/Middle
Star Wars. The Last Order	Mbalia, Kwame	Middle/High
Surprise-Inside Cakes: Amazing Cakes for Every Occasion--With a Little Somet	Rettke, Amanda	Middle
The Adventures of Penguin and Panda	Maier, Brenda	Elementary/Middle
The African-American Heritage Cookbook: Traditional Recipes and Fond I	Quick Tillery, Caroline	Middle/High
The Anime cafe	Estero, Nadine	Middle
The bedtime book of incredible questions : real life adventures in curiosity	Thomas, Isabel	Elementary/Middle
The Book of Shame: AN EXTRA FABULOUS COLLECTION	Stafford, Zach M.	Middle/High
The Closest Thing to a Normal Life	Méndez Guevara, Michael	High
The Curse of the Lost Cave, Vol. 2	Bearce, Stephanie	Elementary/Middle
THE DAY THE BOOKS DISAPPEARED	Ho, Joanna	Elementary/Middle
The day the crayons made friends	Daywalt, Drew	Elementary
THE FALL OF IRIS HENLEY	Graham, Jennifer	High
The Family Dinner: Great Ways to Connect with Your Kids, One Meal at a Time	David, Laurie, and Kirstin Uhrenholdt	Middle/High
The house with a dragon in it	Lake, Nick	Elementary/Middle

Title	Author/Illustrator	Intended Audience
The Iguanodon's horn : how artists and scientists put a dinosaur back tog	Rubin, Sean	Elementary/Middle
The Inbetweens	Erin Hicks, Faith	Middle/High
The invincible List of Lani Li	Bybee, Veeda	Elementary/Middle
THE LAST VAMPIRE	Garber, Romina	High
The Millicent Quibb School of Etiquette for young ladies of mad science	McKinnon, Kate	Elementary/Middle
The Night War	Brubaker Bradley, Kimberly	Elementary/Middle
The One and Only Family	Applegate, Katherine	Elementary
The Search Committee	Skinner, José	High
The Strange Wonders of Roots	Griffith, Evan	Elementary/Middle
The ultimate science cookbook for kids : 75+ edible experiments	Towler, Paige	Elementary/Middle
The wild river and the great dam : the construction of Hoover Dam and th	Boughton, Simon	Elementary/Middle
The wild robot on the island	Brown, Peter	Elementary
THEY CALL HER REGRET	Desamours, Channelle	High
THEY WANT US DEAD	Montblanc, CL	High
Tia Fortuna's new home	Behar, Ruth	Elementary
Tomatoes on trial : the fruit v. vegetable showdowns	Metcalfe, Lindsay	Elementary
Waffle Lot of Love	Clanton, Ben	Elementary
Wild beings	Brouwers, Dorien	Elementary
Winging It	Wagner Lloyd, Megan	Elementary
WNBA Series: History of Women's Hoops Book Set	Whiting, Jim	Elementary/Middle
You Are the Land	Littlebird, Steph	Elementary

WACO INDEPENDENT SCHOOL DISTRICT

Board Meeting Minutes

Regular Meeting, Thursday, November 20, 2025 - 6:00pm

WISD Administration Offices Board Room

BOARD MEMBERS PRESENT

Jose Vidana

Jeremy Davis (*left at 7:56 p.m.*)

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

Students Richard Mills, Lily Wilson, Farrah Foster, Damien Rodriguez, Luis Reyna and Kaled Arias from the Deaf and Hard of Hearing Class at Lake Air Montessori Magnet along with students Adeline Allen, Xavier Allen, Reagan Maldonado and Kailyn Maldonado, led the Pledge of Allegiance.

Wesley Zuniga - Rubik's WCA World Championship Competitor

Wesley Zuniga, a Tennyson Middle School student, competed in the Rubik's WCA World Championship in Seattle, Washington in June 2025.

Community Partner Award

Shepherd's Heart Food Pantry was honored with the TASB Stand Up for Public Education Award as the November Waco ISD Community Partner of the Month.

The board convened into closed session at 6:14 p.m.

The board reconvened at 7:54 p.m.

SUPERINTENDENT'S REPORT

Superintendent's Student Advisory Committee

Dr. Spicer provided an update on the Middle School and High School Superintendent Student Advisory Committees. Students reviewed instructional calendars and shared feedback that highlighted both their needs and appreciation for teachers.

Thanksgiving in Waco ISD

Dr. Spicer expressed her gratitude to Waco ISD students, staff and the community as Thanksgiving approaches. She highlighted the district's Child Nutrition Services team, which recently hosted 20 Thanksgiving meals for nearly 8,000 people, creating meaningful family experiences across the district. She encouraged all to rest and enjoy time with loved ones over the holiday.

PEIMS Snapshot Data

Dr. Spicer provided an update on district enrollment for the 2025-2026 school year. As of the official snapshot date, the district records indicate 12,910 students enrolled, a decrease of approximately 466 students from last year.

INFORMATION ITEMS/REPORTS

- Monthly Financial Reports for the Period ended October 31, 2025
- Intruder Detection Audit Report Finding Notice

CONSENT AGENDA: CONSIDER AND TAKE APPROPRIATE ACTION

- Amendments to the 2025-2026 Budget
- Bid Award for Education Software and Other School District Related Software
- Bid Award for Educational Consultants, Professional Development, and Other Student-Based Contracted Services
- Bid Award for Local Retailers' General Merchandise
- Bid Award for Maintenance Supplies, Equipment, and Services
- Bid Award for Alarm Monitoring Services
- Bid Award for Instructional Materials and Classroom Supplies
- Bid Award for Library Supplies, Equipment, and Services
- Bid Award for Miscellaneous Kitchen Equipment for the Child Nutrition Program
- Bid Award for Stop Loss Insurance
- Purchases in Excess of \$50,000 under Pre-Existing Bid, Purchasing Cooperative, or Allowed Professional Service
- Class Size Waivers
- Resolution to Cast Votes in the McLennan County Appraisal District Board of Directors Election
- Approve Amendment to Legal Services Agreement
- Authorization to Execute the Sidewalk Easement for Waco High School
- Approve the Use of 2021 Bond Funds for Re-Roofing South Waco Elementary
- Approve Master Service Agreement and Proposal From Armko Consulting for Roofing Consultant Services for South Waco Elementary School Re-Roofing
- Resolution Regarding Bullet-Resistant Components of Law Enforcement Vehicles
- Second Reading to Amend Board Policy CV (LOCAL) As Related to Prevailing Wage Rate
- Approve Purchase of Domestic Water Booster Pumps for Waco High School
- Board of Trustees Meeting Minutes
 - October 30, 2025 - Regular Meeting
 - November 4, 2025 - Special Meeting

Board President, Jose Vidana, entertained a motion to approve the consent agenda as presented excluding item *7.F Bid Award for Alarm Monitoring Services*. Angelo Ochoa made a motion, seconded by Taylor Bledsoe. The motion passed unanimously (6-0).

Mr. Keith Guillory indicated that he wished to abstain from voting on item *7.F Bid Award for Alarm Monitoring Services*. Taylor Bledsoe made a motion, seconded by Jim Patton. The motion passed (5-0) with Mr. Guillory abstaining.

CONSIDER, DISCUSS AND TAKE APPROPRIATE ACTION ON EXPANDING PARTNERSHIP WITH WACO FAMILY MEDICINE TO INCLUDE BEHAVIORAL HEALTH SERVICES

Dr. Tiffany Spicer and Dr. Jackson Griggs, CEO of Waco Family Medicine, provided an update on the district's longstanding partnership. The district is continuing to grow its school-based health offerings, including enhanced dental services, a transition of vision services and a new initiative to add on-site behavioral health clinics beginning in early 2026.

Board President, Jose Vidana, entertained a motion to approve the MOU expanding partnership with Waco Family Medicine to include behavioral health services. Angelo Ochoa made a motion, seconded by Jim Patton. The motion was passed unanimously (6-0)

REVIEW AND DISCUSS PRIORITY 3 - 3.1 INCREASE PARENT AND FAMILY ENGAGEMENT

Jill Anderson, Executive Director of Communications, presented an update on Strategic Plan Priority 3.1, which focuses on strengthening parent and family engagement. The report highlighted progress in building PTA organizations, increasing communication through ParentSquare, gathering parent feedback through meetings and surveys and expanding campus-based engagement activities.

CONSIDER, DISCUSS AND TAKE APPROPRIATE ACTION RENAMING THE WACO HIGH SCHOOL ATHLETICS WEIGHT ROOM

Mr. Ed Love, Athletics Director, recommended naming the Waco High School weight room in honor of alumnus Andrew Billings. A 2013 graduate, Billings earned statewide and national recognition for his athletic achievements and now plays in the NFL. He has remained deeply committed to Waco ISD through youth camps, powerlifting events, attendance and literacy initiatives, teacher min-grants and community partnerships. His ongoing service and accomplishments make him a deserving honoree and strong role model for students.

Board President, Jose Vidana, entertained a motion to approve renaming the Waco High School Athletics Weight room after alumnus Andrew Billings. Jim Patton made a motion, seconded by Angelo Ochoa. The motion was passed unanimously (6-0).

ANNOUNCEMENTS

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

- 11/21 - Student Holiday/Staff In-Service Day
- 11/22 - UHS playoff game
- 12/4-12/18 - campus holiday programs
- 12/18 - December board meeting

REVIEW AND DISCUSS POTENTIAL CONTRACTS ON REAL PROPERTY

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

CONSIDER, DISCUSS AND TAKE APPROPRIATE ACTION ON SUPERINTENDENT CONTRACT

Board President, Jose Vidana, entertained a motion to approve the superintendent addendum attached to these minutes. Jim Patton made a motion, seconded by Jeremy Davis. The motion passed unanimously (7-0).

ADJOURNMENT

The meeting adjourned at 8:51 p.m.

Board President

Board Secretary

Addendum to Superintendent's Contract

Pursuant to action taken on November 20, 2026, at its meeting, the Board of Trustees (the "Board") of WACO INDEPENDENT SCHOOL DISTRICT and DR. TIFFANY SPICER (the "Superintendent") agree to further extend and amend the Superintendent's Contract (the "Contract") initially approved by the Board on October 15, 2024, as follows:

Paragraph 1.1 Term. The District shall extend the Term of the Contract by one (1) year, with the new ending date of June 30, 2029.

Paragraph 3.1 Salary. The District shall increase the Superintendent's annual base salary from Two Hundred Thirty-Four Thousand Five Hundred Sixty and No/100 Dollars (\$234,560.00) to Two Hundred Forty-Eight Thousand One Hundred Thirty Three and No/100 Dollars (\$248,133.00). Beginning with the 2026 – 2027 budget, the Superintendent's Salary shall be increased by the same percentage, if any, that the Board approves for teachers.

Paragraph 3.1.2 Supplemental Retirement Plan. The District shall increase the contribution by the District to the Supplemental Retirement Plan by increasing the Additional Salary (defined in Paragraph 3.1.2 of the Contract) of the Superintendent percentage from five percent (5%) to ten percent (10%).


The Board and the Superintendent agree that there have been no oral modifications to the Superintendent's Contract. All other terms and conditions of the Contract shall remain in full force and effect.

I have read this Addendum and agree to abide by its terms and conditions:

Superintendent: 

Date signed: 11/20/25

Waco Independent School District

By: 
President, Board of Trustees

Date signed: 11-20-25

Waco Independent School District Board
of Trustee Meeting Agenda Item

Date: December 18, 2025

Contact Person: Jerry Allen

RE: Review and Discuss Strategic Plan Priority 4 - 4.2: Technology and Training for Teaching, Learning and Effectiveness

=====

Background Information

The Waco ISD Strategic Plan Priority 4.2 focuses on promoting teaching and learning through equipping our educators, staff, and students with technology and training needed to advance teaching, learning and district effectiveness.

The attached presentation provides an update on district progress toward that that priority and includes the following areas of focus:

- Establishing and maintaining a Minimum Technology Standard for all classrooms.
- Providing on-demand 24/7 professional development.
- Integrating instructional technology into the curriculum.

Fiscal Implications

NA

Administrative Recommendation(s):

For discussion only.



WACO INDEPENDENT SCHOOL DISTRICT

District Improvement Plan: Progress Report



Our Foundation for Excellence: The Four Strategic Pillars



Students



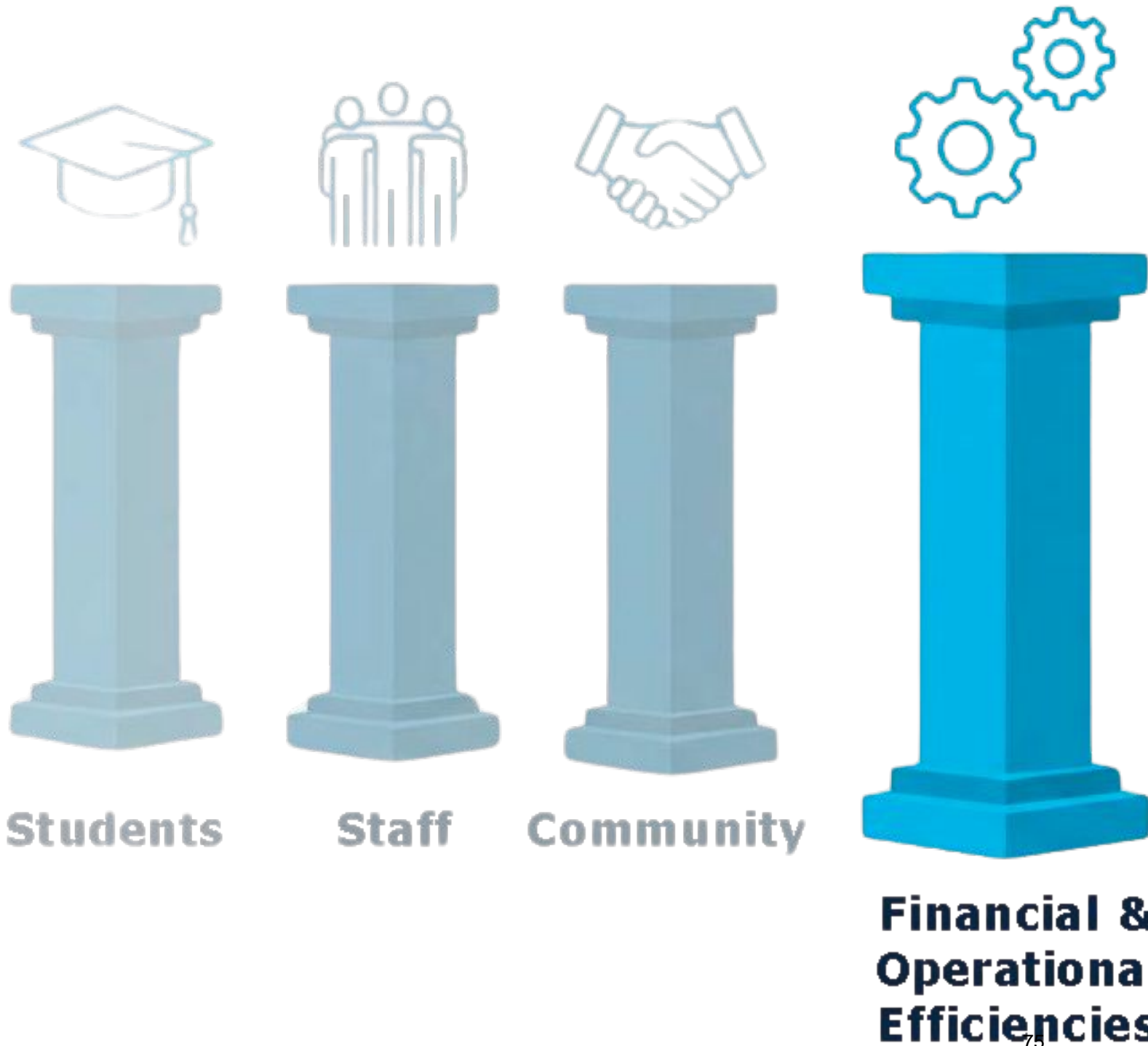
Staff



Community



**Financial & Operational
Efficiencies**



Tonight's Focus:

Goal 4: Evaluate, develop, and/or refine financial and operation processes and systems.

Performance Objective 2:

Equip our educators, staff, and students with technology and training needed to advance teaching, learning, and district effectiveness.

Performance Objective 4.2:

Equip our educators, staff, and students with the technology and training needed to advance teaching, learning, and district effectiveness.

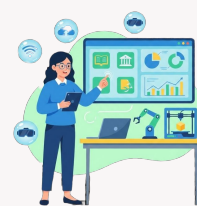
Key Strategies:



Establish Minimum Technology Standards



Provide On-Demand Professional Development



Integrate technology into the Curriculum



Wisdom works wonders.



WACO INDEPENDENT SCHOOL DISTRICT

Strategy 4.2.1: Ensuring Equitable Classroom Technology for All

The Strategy

Establish and maintain a minimum technology standard for all classroom resources

Outcome to Date



All classrooms meet the 2025-26 Minimum Technology Standard.



Laptop



Monitor



Docking
Station



Document
Camera



Projector
with Sound

Enhancements: ClearTouch Interactive Panels deployed to all Secondary Campuses for all classrooms. All Elementary Campuses have ClearTouch for each grade level and the library. The following Elementary have an interactive panel for each teacher: Brook Ave, West Ave, Lake Air Montessori.

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WACO INDEPENDENT SCHOOL DISTRICT

Strategy 4.2.2: Empowering Staff with On-Demand Professional Development

The Strategy

Provide on-demand professional development for all faculty, staff, and students to build expertise in instructional technology.

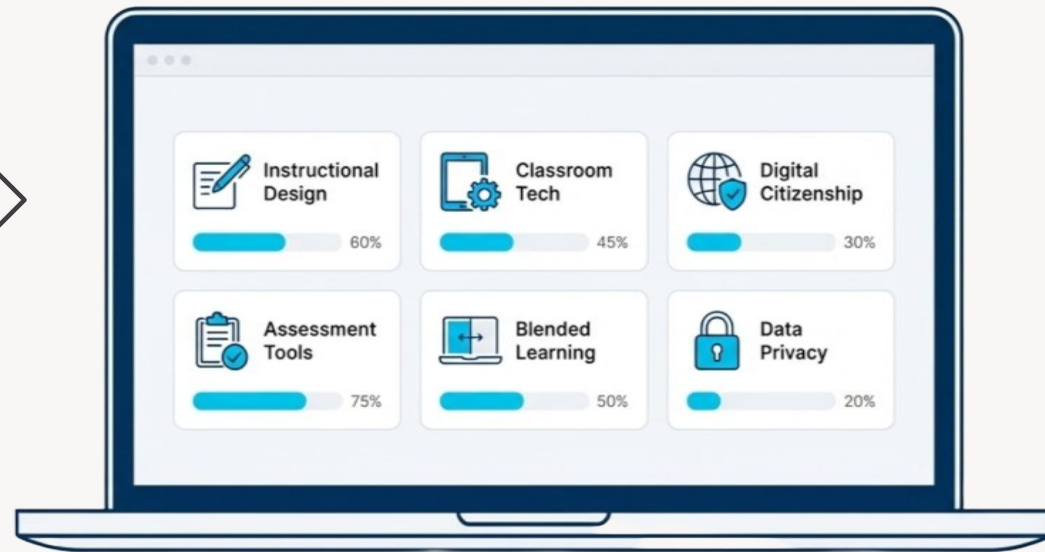
Outcome to Date

Systems Deployed and Ongoing:

All staff have access to our online, on-demand training platform through TCEA- Texas Computer Education Association.

*Future on-demand training for Parents (Knowledge Boosters)

*Beginning January: Tech Tuesday trainings provided by Technology Services to all staff on the hour, every hour. Short training nudges over technology integration.



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Strategy 4.2.3: Integrating Technology Directly into Curriculum

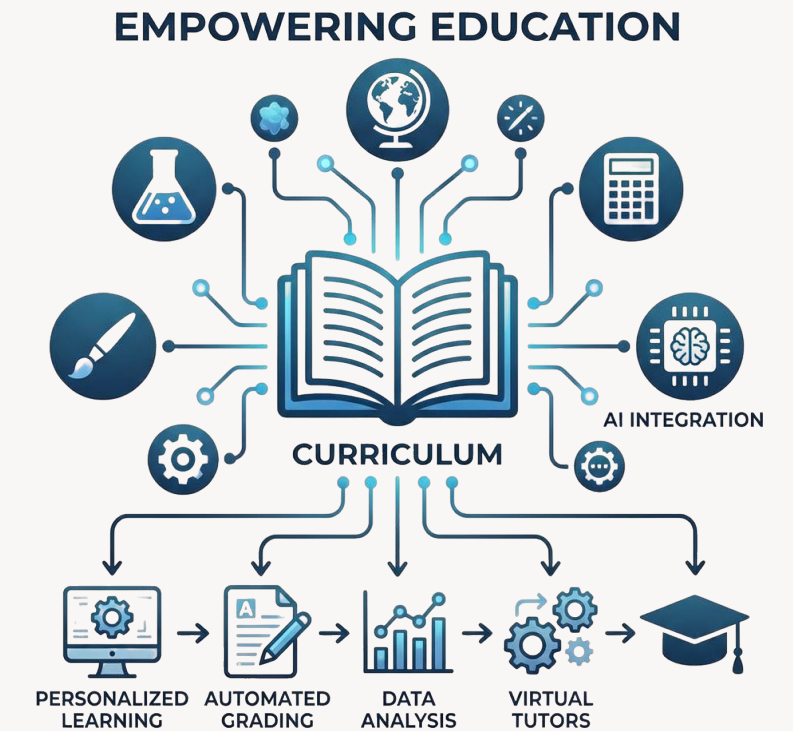
The Strategy

Integrate vetted, district approved instructional technology into the curriculum guides and lesson plans.

Outcome to Date

Deep Curriculum Integration

Technology is now embedded in core instruction through district-wide learning platforms.



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Summary of Progress for Strategic Priority 4 Goal 2:

- 100% of classrooms meet the minimum technology standard for 2025 - 2026 school year.**
- All staff have access to 24/7 on-demand professional development through TCEA.**
- Technology is fully integrated into curriculum delivery across all grade levels.**



Thank You

Questions & Discussions

Wisdom works wonders.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: December 18, 2025

Contact Person: Dr. Melissa King-Knowles

RE: Consider and Take Appropriate Action: New Course Request

=====

Course Title: KickStart (Kids)

Background Information

PEIMS Code: 82900XXX (6th), 82990XXX (7th), 83800XXX (8th)

Course Type: TEA-approved Innovative Course

Course Description:

Kickstart Kids is a TEA approved program created by Chuck Norris that uses martial arts to teach character building values to students in public schools. The program is designed to equip young people with the tools and skills necessary to resist negative peer pressure, avoid self-destructive behaviors, and make responsible decisions when faced with life choices as it teaches character through karate. This elective course will promote a sense of community, emphasize students making healthy choices, and encourage achievement. The curriculum focuses on eight core values: honesty, loyalty, courage, discipline, respect, dedication, kindness, and responsibility.

In an effort to expand elective opportunities for students at the middle school level, provide exposure to healthy alternatives for wellness pursuits outside of traditional sports, and foster student to school connections, Waco ISD would like to pursue offering this course at all middle school campuses.

This is a TEA-approved Innovative Course and requires board approval under TAC §74.27.

Fiscal Implications

\$125,000 per year per campus

Administrative Recommendation(s):

Approve new courses as presented.



New Course Proposal

Exciting Possibilities for Waco ISD Students!





Background Information: Character Through Karate

- Texas based 501(c)(3) non-profit founded by Chuck Norris
- Mental & physical strength to face life's challenges
- 2011 partnership with Rachel's Challenge
- Thousands of students across Texas served each year
- Black-belt instructors = role models
- Values curriculum allows students learn & develop their sense of self-confidence



Values Curriculum Monthly Focus Areas

HONESTY	LOYALTY	COURAGE	DISCIPLINE	RESPECT	DEDICATION	KINDNESS	RESPONSIBILITY
							
 	 	 	 	 	 	 	 
I AM HONEST WITH MYSELF AND OTHERS.	I AM LOYAL TO MYSELF, MY FRIENDS, MY FAMILY, AND MY TEAM.	I AM COURAGEOUS WHENEVER I AM FACED WITH A CHALLENGE.	I DISCIPLINE MYSELF TO ACHIEVE MY GOALS.	I RESPECT MYSELF AND OTHERS AT ALL TIMES.	I AM DEDICATED TO IMPROVING MY LIFE IN ALL AREAS.	I AM KIND, GRATEFUL, AND GENEROUS.	I AM RESPONSIBLE FOR MY THOUGHTS AND ACTIONS.



SCHOOL LOCATIONS 2025/26

Character through Karate

Kickstart Kids is currently in 58 schools, 14 school districts and 11 counties in Texas.

Alvin ISD

Manvel Junior High School
Rodeo Palms Junior High School

Bryan ISD

Davila Middle School
Jane Long Intermediate School
Rayburn Intermediate School
Sadberry Intermediate School

Carrollton-Farmers Branch ISD

Blalack Middle School
Bush Middle School
Field Middle School
Perry Middle School
Polk Middle School

El Paso ISD

Gullien Middle School
Hill PK-8 School
Murphree PK-8 School
Navarrete Middle School

Fort Bend ISD

Baines Middle School
Bowie Middle School
Crockett Middle School
Dulles Middle School
First Colony Middle School
Fort Settlement Middle School
Garcia Middle School
Hodges Bend Middle School
Lake Olympia Middle School
McAuliffe Middle School
Missouri City Middle School
Quail Valley Middle School
Sartartia Middle School
Sugar Land Middle School
Thornton Middle School

Galveston ISD

Central Middle School

Georgetown ISD

Tippit Middle School

Grand Prairie ISD

Arnold Middle School
Fannin Middle School
Jackson Middle School
Travis World Language Academy

EL PASO ISD

4 schools

CARROLLTON - FARMERS BRANCH ISD

5 schools

GRAND PRAIRIE ISD

4 schools

IRVING ISD 4 schools

GEORGETOWN ISD

1 school

BRYAN ISD

4 schools

NAVASOTA ISD

1 school

PFLUGERVILLE ISD

3 schools

HOUSTON ISD

9 schools

FORT BEND ISD

15 schools

STAFFORD MSD

1 school

LAMAR CISD

4 schools

GALVESTON ISD

1 school

Houston ISD

Black Middle School
Burbank Middle School
Hamilton Middle School
Hogg Middle School
Lanier Middle School
Meyerland Middle School
Pershing Middle School
Revere Middle School
Stevenson Middle School

Lamar CISD

Lamar Junior High School
Polly Ryon Middle School
Reading Junior High School
Wessendorff Middle School

Navasota ISD

Navasota Junior High School

Pflugerville ISD

Dessau Middle School
Pflugerville Middle School
Westview Middle School

Stafford MSD

Stafford Middle School

Serving Students & Schools Across Texas



WACO INDEPENDENT SCHOOL DISTRICT





Next Steps

- Board Approval
- Determine pilot location(s) and logistics
- MOU with KickStart
- Seek alternative funding sources (grant funding)



Thank you!

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