

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

Thursday, February 5, 2026 - 6:15 PM

A Special Meeting of the Board of Trustees of Waco Independent School District will be held February 5, 2026, beginning at 6:15 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. **Review, Discuss and Take Appropriate Action Regarding the Resolution for Wage Payments Due to Severe Winter Weather**
4. **Approve Resignation of Trustee Keith Guillory**
5. **Review and Discuss Vacancy of District At-Large Trustee**
6. **Set Trustee Special Election for District At-Large for Saturday, May 2, 2026 and Approve the Amended Order of Election**

Se Convoca a Elecciones Especiales Para Elegir a un Miembro del Consejo Directivo del Distrito, Para El sábado, 2 de mayo de 2026, y se Aprobará la Orden de Elección Modificada.

7. **Adjournment**

Waco Independent School District
Board of Trustee Meeting Agenda

Item

Date: February 5, 2026

Contact Person: Dr. Tiffany Spicer

RE: Review, Discuss and Take Appropriate Action Resolution for Wage Payments Due to Severe Winter Weather

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Background Information:

On January 25, 2026, freezing temperatures and precipitation required area superintendents to make the decision to close districts. Waco ISD closed all campuses and district facilities for January 26-28, 2026.

Policy DEA(Local) allows for the Board of Trustees to authorize through resolution or other action, to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, as long as the resolution or action reflects the purpose served by the expenditure. Continuing wage payments to employees during this emergency closure serves the public purpose of maintaining morale, reducing turnover, and ensuring continuity for reopening school after a severe winter weather event.

Waco ISD has a substantial public interest in protecting the health and safety of its students, staff, and community and finds that a need exists to expend funds for purposes necessary in the conduct of Waco ISD, including delegating the Superintendent the authority to:

1. Continue wage payments to all regular employees, contractual and noncontractual, salaried and non-salaried, who were instructed not to report to work during the emergency closure from January 26-28, 2026;
2. Institute premium pay for any hours worked by non-exempt employees required to work on-site during the emergency closure at a rate of time and one-half.

Fiscal Implications:

Salaries are included in the 2025-2026 allocated budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the Resolution for Wage Payments Due To Severe Winter Weather.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: February 5, 2026

Contact Person: Elizabeth Cox

RE: Review and Discuss Vacancy of District At Large Trustee

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Background Information:

Keith Guillory submitted a letter of resignation for his position as the Trustee representing At Large Place 6 on February 2, 2026. His current term expires May 2027. Mr. Guillory intends to continue his service on the Board until May 2, 2026, and the state’s holdover doctrine allows for this.

Under state law, a vacancy occurs when a resignation is accepted by the Board or on the eighth day after receipt, whichever occurs first. The Board will have the opportunity to accept Mr. Guillory’s resignation on February 5; if accepted, a vacancy will exist at that time. The Board may then discuss and take action to fill the vacancy.

Because more than one year remains in the unexpired term, state law requires the remaining Board members to either appoint a replacement or call a special election to fill the vacancy no later than 180 days after it occurs.

Over the past decade, both methods have been used to fill Board vacancies in Waco ISD. The most recent vacancy was filled by appointment in May 2025, a decision driven by the fact that the regular election had already passed and the next May election was more than 180 days away.

In contrast, when a vacancy occurred in late January 2023, the Board chose to fill the position by special election. At that time—similar to the present—there was sufficient time under the election law calendar to add a special election to an already ordered May election. Allowing voters to directly select their representative was cited then, and in other past instances, as the preferred approach when feasible.

To hold a special election in May 2026, state law requires the Board to order the election “as soon as practicable after the vacancy occurs,” and no later than February 17, 2026. Should trustees approve as a part of their February 5 meeting to fill the vacancy by holding a special election in conjunction with the regularly scheduled school board election on May 2, 2026, filing to run as a candidate in the special election would open Friday, February 6 at 8 a.m. and close Monday, March 3 at 5 p.m.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: February 5, 2026

Contact Person: Elizabeth Cox

RE: Set Trustee Special Election for District At-Large for Saturday, May 2, 2026 and Approve the Amended Order of Election

Se Convoca a Elecciones Especiales Para Elegir a un Miembro del Consejo Directivo del Distrito, Para El sábado, 2 de mayo de 2026, y se Aprobará la Orden de Elección Modificada.

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Background Information:

The McLennan County Elections Office has prepared the attached amended order for an election to be held on Saturday, May 2, 2026, to elect candidates to three-year terms representing District 3, Place 3 and At-Large, Place 7 and to fill the final year of the unexpired term representing District 2, Place 2 and now At-Large, Place 7 on the Waco ISD Board of Trustees.

If the Board chooses to fill the At Large Place 7 vacancy by special election and the proposed order is approved on February 5, the filing period for the unexpired term for At Large Place 7 will start on February 6 and end at 5 p.m. on March 3.

If approved, a prior order of election from January 26, 2026, will be set aside and replaced in its entirety by this amended order.

The filing period for District 3 and At Large, Place 7 started on Jan. 14 and ends at 5 p.m. on Feb. 13.

Applications for a place on the ballot for can be filed in the Superintendent’s Office on the 10th Floor of the Waco ISD Administration Building at 501 Franklin Avenue between 8 a.m. and 5 p.m. Monday through Friday. Applications can also be filed by mail or by email.

Waco ISD will participate in a joint election conducted by the McLennan County Elections Office with other local entities. Some entities may cancel uncontested elections.

A list of early voting sites and Election Day vote centers is included with the order. Ballots for all participating entities will be available at all early voting sites and Election Day vote centers. Early voting will take place April 20-28. Election Day is May 2.

Fiscal Implications:

Funds to pay for the election services contract with the county are included in the 2025-2026 budget.

Administrative Recommendation(s):

If the board has accepted Trustee Guillory's resignation and determined that it would like to fill the vacancy by special election, the administration recommends the board set the special election and approve the Amended Order of Election, as presented.

**AMENDED ORDER OF GENERAL AND SPECIAL ELECTIONS
(MODIFICADA ORDEN DE LA ELECCIÓN GENERAL)**

An election is hereby ordered to be held on May 2, 2026, for voting in a General Election to elect one (1) person for each position to serve the full term of three (3) years for two (2) School Board Members (District 3 and At-Large, Place 7) and for voting in a Special Election to elect one (1) person for the unexpired term of two (2) School Board Members (District 2 and At-Large) for the Waco Independent School District.

(Por la presente se ordena que se llevará a cabo una elección el 2 de mayo de 2026, para votar en una elección general para elegir una (1) persona para que sirvan los termino completos de tres (3) años para los dos (2) junta de regentes (distrito núm. 3 y en general, lugar núm. 7) y para votar en una elección especial para elegir una (1) persona para que sirva los termino no completo para dos (2) junta de regentes (distrito núm. 2 y en general) para el distrito escolar independiente de Waco.)

The execution of a Joint Election Agreement with Bellmead, Beverly Hills, Crawford, Gholson, Golinda, Hewitt, Lacy Lakeview, Lorena, McGregor, Waco, Woodway, Bosqueville ISD, China Spring ISD, Connally ISD, Crawford ISD, La Vega ISD, Lorena ISD, Mart ISD, Midway ISD, Robinson ISD, Waco ISD, Tehuacana Creek Water Improvement District # 1, and Castleman Creek Watershed Association is hereby authorized and approved.

(La ejecución de un acuerdo de elección conjunta con Bellmead, Beverly Hills, Crawford, Gholson, Golinda, Hewitt, Lacy Lakeview, Lorena, McGregor, Waco, Woodway, Bosqueville ISD, China Spring ISD, Connally ISD, Crawford ISD, La Vega ISD, Lorena ISD, Mart ISD, Midway ISD, Robinson ISD, Waco ISD, Tehuacana Creek Water Improvement District # 1, y Castleman Creek Watershed Association se autoriza y aprueba.)

**LOCATION(S) OF POLLING PLACES
(DIRECCIÓN(ES) DE LAS CASILLAS ELECTORALES)**

**See attached List
(Véase la lista adjunta)**

Early Voting by personal appearance will be conducted at:
(La votación adelantada en persona se llevará a cabo todos los días en:)

**Early Voting Sites:
(Lugares de votación adelantada)**

McLennan County Elections Administration Office (Main Early Voting Site)

Records Building (Basement)
214 North 4th Street, Suite 300
Waco, TX 76701

Robinson Community Center

106 W. Lyndale Drive
Robinson, TX 76706

Waco Multi-Purpose Community Center

1020 Elm Avenue
Waco, TX 76704

West Waco Library/Genealogy

5301 Bosque Boulevard
Waco, TX 76710

Hewitt City Hall/Library
200 Patriot Court
Hewitt, TX 76643

The dates and times of Early Voting are:
(Los días y horas de votación adelantada son:)

Monday (lunes)	April 20, 2026 (20 de abril de 2026)	8:00 AM – 5:00 PM
Tuesday (martes)	April 21, 2026 (21 de abril de 2026)	No Early Voting – State Holiday (No hay votación anticipada - Feriado estatal)
Wednesday (miércoles)	April 22, 2026 (22 de abril de 2026)	8:00 AM - 5:00 PM
Thursday (jueves)	April 23, 2026 (23 de abril de 2026)	8:00 AM - 5:00 PM
Friday (viernes)	April 24, 2026 (24 de abril de 2026)	8:00 AM - 5:00 PM
Saturday (sabado)	April 25, 2026 (25 de abril de 2026)	8:00 AM - 5:00 PM
Sunday (domingo)	April 26, 2026 (26 de abril de 2026)	1:00 PM - 5:00 PM
Monday (lunes)	April 27, 2026 (27 de abril de 2026)	7:00 AM - 7:00 PM
Tuesday (martes)	April 28, 2026 (28 de abril de 2026)	7:00 AM - 7:00 PM

Applications to vote by mail should be mailed to:
(Las solicitudes para poder votar por deben ser enviadas a:)

McLennan County Elections Administration
Mailing Address: P.O. Box 2450 Waco, Texas 76703-2450
Physical Address: 214 N. 4th Street, Suite 300 Waco, Texas 76701
Fax: (254) 757-5041
Phone: (254) 757-5043
ballotbymail@co.mclennan.tx.us
www.mclennanvotes.com

Applications for ballot by mail must be received no later than the close of business on April 20, 2026:
(Las solicitudes para votar por correo tendrán que ser recibidas antes del fin del día laboral el 20 de abril 2026:)

Issued this the _____ day of _____, 2026.
(Emitada el día _____ de _____ 2026.)

President, Waco Independent School District
(presidente, distrito escolar independiente de Waco)

Signature of School Board Member
(Firma del miembro de la junta escolar)

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Signature of School Board Member
(Firma del miembro de la junta escolar)

MAY 2, 2026 ELECTION DAY VOTE CENTERS

(2 de mayo de 2026 Centros de Voto Para el Día de las Elecciones)

Axtell ISD Administration Building	1100 Longhorn Parkway, Axtell
Baylor Hurd Welcome Center	901 S University Parks Dr, Waco
Bellmead Civic Center	3900 Parrish Street, Bellmead
Beverly Hills City Hall	3418 Memorial Drive, Beverly Hills
Bruceville-Eddy ISD Special Events Center	1 Eagle Drive, Eddy
Carver Park Baptist Church	1020 E. Herring Avenue, Waco
Cesar Chavez Middle School	700 S. 15 th Street, Waco
Chalk Bluff Baptist Church	5993 Gholson Road, Waco
China Spring ISD Administration Bldg.	12166 Yankie Road, China Spring
Crawford Methodist Church	375 W 6 th Street, Crawford
Dewey Community Center	925 N. 9 th Street, Waco
Fellowship Bible Church	5200 Speegleville Road, McGregor
Gholson First Baptist Church	228 Wildcat Drive, Gholson
H. G. Isbill Junior High	305 S. Van Buren Street, McGregor
Heart of Texas Council of Governments	1514 S. New Road, Waco
Hewitt City Hall/Library	200 Patriot Court, Hewitt
Hewitt First Baptist Church	301 S. 1 st Street, Hewitt
Journey Christian Community	10424 China Spring Road, Waco
Lacy Lakeview Civic Center	505 E. Craven Avenue, Waco
Lorena First Baptist Church	307 E. Center Street, Lorena
Mart ISD Administration Building	1100 JL Davis Avenue, Mart
MCC Conference Center	4601 N. 19 th Street, Waco
Midway ISD ITC Building	109 Panther Way, Hewitt
Moody First United Methodist Church	500 6 th Street, Moody
Riesel ISD Urbantke Gymnasium	702 E. Frederick Street, Riesel
Robinson Community Center	106 W. Lyndale Avenue, Robinson
South Waco Community Center	2815 Speight Avenue, Waco
South Waco Library	2737 S. 18 th Street, Waco
Speegleville Baptist Church	469 Speegle Road, Waco
St. Alban's Episcopal Church	305 N. 30 th Street, Waco
St. Louis Activity Center (Windsor Ave. Parking)	2415 Cumberland Avenue, Waco
Texas A&M AgriLife Extension	4224 Cobbs Drive, Waco
University High School	3201 S. New Road, Waco
Waco 25 th Street Fire Station (No.6)	1006 N. 25 th Street, Waco
Waco First Assembly of God Church	6701 Bosque Boulevard, Waco
Waco Multi-Purpose Community Center	1020 Elm Avenue, Waco
West Community Center	200 Tokio Road, West
Woodway City Hall	922 Estates Drive, Woodway
Woodway First Baptist Church (The Venue)	110 Ritchie Road, Woodway