

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

Thursday, August 6, 2026 - 6:30 PM

A Special Meeting of the Board of Trustees of Waco Independent School District will be held August 6, 2026, beginning at 6:30 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. **Consent Agenda: Consider and Take Appropriate Action**
 - 3.A. Amendments to the 2025-2026 Budget
 - 3.B. Second Reading of Board Policy Update 127
 - 3.C. Cost Share Agreement Between Communities-in-Schools and Waco ISD for the 2026-2027 School Year
 - 3.D. Application for Waiver of Penalties and Interest
 - 3.E. Senate Bill 12 Annual Certification of Compliance
 - 3.F. School District Teaching Permit for Selected Teacher Candidates to Teach a Non-Core Academic CTE Course
 - 3.G. Purchases in Excess of \$50,000 Under Pre-Existing Bids, Purchasing Cooperatives or Allowed Professional Services
 - 3.H. Board Meeting Minutes
 - 3.H.1. June 18, 2026 - Regular Meeting
4. **Review and Discuss the Proposed Budget and Tax Rate for the 2026-2027 Fiscal Year**

Presenter: Sherry Smith
5. **Consider, Discuss, and Take Appropriate Action Regarding the Notice of Public Meeting to Discuss Budget and Proposed Tax Rate for the 2026-2027 Fiscal Year, Setting the Proposed Tax Rate and the Date, Time and Place for the Public Meeting**

Presenter: Sherry Smith
6. **Review and Discuss Potential Contracts on Real Property**
7. **Consideration of Personnel**

- 7.A. Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee
- 7.B. Hear a Complaint or Charge Against an Officer or Employee
- 8. **Review and Discuss District Safety Audit (DARtool)**
- 9. **Consider, Discuss and Take Appropriate Action to Renew a Good Cause Exception under Texas Education Code Section 37.0814**
Presenter: Elizabeth Cox
- 10. **Consider, Discuss and Take Appropriate Action to Amend the District's Alternative Standard under Texas Education Code 37.0814**
Presenter: Elizabeth Cox
- 11. **Adjournment**

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

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 6, 2026

Contact Person: Sherry Smith

RE: Amendments to the 2025-2026 Budget

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Background Information:

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

Summary:

Amendment #051: Transportation Department (Fund 199)

This amendment will reallocate funds from insurance proceeds to contracted vehicle maintenance for the repair of a school bus damaged in an accident. 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	\$ 2,767	Insurance Recovery
Use of Funds	\$ 2,767	Contracted Vehicle Maintenance

Fund Balance Effect **None**

Amendment #052: Maintenance Department (Fund 199)

This amendment will reallocate funds from insurance proceeds to contracted building maintenance and repair for damage to roofs in the district. 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	\$ 1,223,891	Insurance Recovery
Use of Funds	\$ 1,223,891	Contracted Building Maintenance & Repair

Fund Balance Effect **None**

Amendment #053: Teacher Incentive Allotment-TIA (Fund 199)

This amendment will reallocate funds from administrative fees and contracted services to the appropriate function for mandatory teacher professional development. 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	\$	16,150	Other Miscellaneous Contracted Services
Source of Funds	\$	8,850	Fees
Use of Funds	\$	22,500	Other Miscellaneous Contracted Services
Use of Funds	\$	2,500	Miscellaneous Operating Costs

Fund Balance Effect **None**

Amendment #054: Districtwide (Fund 199)

This amendment will place budget to cover the initial payment amount due to Third Future Schools on August 15, 2026. 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	\$	907,966	Unassigned Fund Balance
Use of Funds	\$	907,966	Other Miscellaneous Contracted Services

Fund Balance Effect **Decrease**

Amendment #055: Professional Development (Fund 199)

This amendment will place revenue to match donations received in order to provide meals and drinks for the New Teacher Launch days. These adjustments are required to appropriately reclassify the budget to the proper expenditure codes per TEA accounting guidelines

Source of Funds	\$	8,050	Revenue – Foundation Gifts
Use of Funds	\$	8,050	Miscellaneous Operating Costs

Fund Balance Effect **None**

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

Fiscal Implications:

Amendment #054 will decrease general fund balances in the amount of \$907,966. The remaining amendments have no impact on fund balances.

Administrative Recommendation(s):

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

AMENDMENT # 051

DATE: 8/20/2026

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**BUDGET ADMINISTRATOR /
DEPARTMENT HEAD**

Chief Financial Officer

YOU CANNOT REDUCE A BUDGET BY MORE THAN THE CURRENT ACCOUNT BALANCE AMOUNT.

AMENDMENT #52

DATE: 8/20/2026

2,447,782

BUDGET ADMINISTRATOR /
DEPARTMENT HEAD

Chief Financial Officer

Shirley Smith

AMENDMENT #053

DATE: 8/1/2026

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**BUDGET ADMINISTRATOR /
DEPARTMENT HEAD**

Steve Smith
Chief Financial Officer

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AMENDMENT # 054

DATE: 8/6/2026

0BUDGET ADMINISTRATOR /
DEPARTMENT HEAD

Chief Financial Officer

AMENDMENT # 055

DATE: 8/6/2026

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**BUDGET ADMINISTRATOR /
DEPARTMENT HEAD**

YOU CANNOT REDUCE A BUDGET BY MORE THAN THE CURRENT ACCOUNT BALANCE AMOUNT.

**Waco Independent School District
Board of Trustee Meeting Agenda Item**

Date: August 6, 2026

Contact Person: Elizabeth Cox

RE: Second Reading of Board Policy Update 127

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Background Information

Board Policy Update 127 includes revisions to legal framework documents based in large part on changes resulting from the 89th Regular Legislative Session. Corresponding changes to local policies offered for consideration address the following topics:

- BJCF(Local): Superintendent - Nonrenewal
- CAA(Local): Fiscal Management Goals And Objectives - Financial Ethics
- DC(Local): Employment Practices
- DH(Local): Employee Standards Of Conduct
- DP(Local): Personnel Positions
- DPA(Local): Personnel Positions - Principals
- DPB(Local): Personnel Positions - Other Personnel Positions
- EHBB(Local): Special Programs - Gifted And Talented Students
- FFF(Local): Student Welfare - Student Safety

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

Fiscal Implications

None

Administrative Recommendation(s):

At this time, Board Policy Update 127 is presented for its second and final reading before adoption.

Reasons

The Board's decision not to renew the Superintendent's contract shall not be based on the Superintendent's exercise of Constitutional rights or based unlawfully on race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. Reasons for the nonrenewal of the Superintendent's contract shall be:

1. Deficiencies pointed out in evaluations, supplemental memoranda, or other communications.
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Insubordination or failure to comply with Board directives.
5. Failure to comply with Board policies or administrative regulations.
6. Failure of the District to make measurable progress toward the goals stated in the District improvement plan. [See BQ]
7. Conducting personal business during school hours when it results in neglect of duties.
8. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.
9. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.
10. Failure to meet the District's standards of professional conduct.
11. Failure to report to the Board any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL). [See DH]
12. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]
13. Failure to comply with reasonable District requirements regarding advanced coursework or professional improvement and growth.

14. Disability, not otherwise protected by law, that prevents the Superintendent from performing the essential functions of the job, [with or without reasonable accommodation](#).
15. Any activity, school-connected or otherwise, that, because of publicity given it or knowledge of it among students, faculty, or the community, impairs or diminishes the Superintendent's effectiveness in the District.
16. Any breach by the Superintendent of an employment contract or any reason specified in the Superintendent's employment contract.
17. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, staff, or the Board.
18. Behavior that presents a danger of physical harm to a student or other individuals.
19. Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.
20. Use of profanity in the course of performing any duties of employment, whether on or off District premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.
21. Falsification of records or other documents related to the District's activities.
22. Falsification or omission of required information on an employment application.
23. Misrepresentation of facts to the Board or other District officials in the conduct of District business.
24. Failure to fulfill or maintain requirements for Superintendent certification, unless granted a waiver by the commissioner of education.
25. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.
26. Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.
27. [Engaging in or assigning to another individual, whether intentionally or knowingly, an instruction, guidance, activities, or programming prohibited by law. \[See EMB\]](#)

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

28. Engaging in or assigning to another individual, whether intentionally or knowingly, diversity, equity, and inclusion duties prohibited by law.

~~27-29.~~ Any reason constituting good cause for terminating the contract during its term.

**Notice of Proposed
Nonrenewal**

If the Board determines that the Superintendent's contract should be considered for nonrenewal, the Board shall deliver to the Superintendent written notice of the proposed nonrenewal in accordance with law.

Request for Hearing

If the Superintendent desires a hearing after receiving notice of the proposed nonrenewal, the Superintendent shall notify the Board in writing not later than the 15th day after receiving the notice. When the Board receives a timely request for a hearing on proposed nonrenewal, the hearing shall be held not later than the 15th day after receipt of the request, unless the parties mutually agree to a delay. The Superintendent shall be given notice of the hearing date as soon as it is set.

Hearing Procedure

Unless the Superintendent requests that the hearing be open, the hearing shall be conducted in closed meeting with only the members of the Board, the Superintendent, their chosen representatives, and such witnesses as may be called in attendance. Witnesses may be excluded from the hearing until called to present evidence. The Superintendent and the Board may each be represented by a person designated in writing to act for them. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

The conduct of the hearing shall be under the presiding officer's control and shall generally follow the steps listed below:

1. After consultation with the parties, the presiding officer shall impose reasonable time limits for presentation of evidence and closing arguments.
2. The hearing shall begin with the Board's presentation, supported by such proof as it desires to offer.
3. The Superintendent may cross-examine any witnesses for the Board.
4. The Superintendent may then present such testimonial or documentary proofs, as desired, to offer in rebuttal or in general support of the contention that the contract be renewed.

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

5. The Board may cross-examine any witnesses for the Superintendent and offer rebuttal to the testimony of the Superintendent's witnesses.

6. Closing arguments may be made by each party.

A record of the hearing shall be made so that a certified transcript can be prepared, if required.

Board Decision

The Board may consider only such evidence as is presented at the hearing. After all the evidence has been presented, if the Board determines that the reasons given in support of the recommendation to not renew the Superintendent's contract are lawful, supported by the evidence, and not arbitrary or capricious, it shall so notify the Superintendent by a written notice not later than the 15th day after the date on which the hearing is concluded. This notice shall also include the Board's decision on renewal, which decision shall be final.

No Hearing

If the Superintendent fails to request a hearing, the Board shall take the appropriate action and notify the Superintendent in writing of that action not later than the 30th day after the date the notice of proposed nonrenewal was sent.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

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

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

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

**Fraud and Financial
Impropriety**

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

Definition

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

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

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

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

**Financial Controls
and Oversight**

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

Fraud Prevention

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

Reports

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

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure may be necessary to complete a full investigation or to comply with

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

	law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.
<i>Protection from Retaliation</i>	Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]
Fraud Investigations	In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.
Response	If an investigation substantiates a report of fraud or financial impropriety, the Superintendent shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration. If an employee is found to have committed fraud or financial impropriety, the Superintendent shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor. When circumstances warrant, the Board, Superintendent, or a designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds. The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.
Federal Awards Disclosure	In connection with federal awards, the District shall promptly disclose in writing whenever the District has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal award. [See CBB]
Analysis of Fraud	After any investigation substantiates a report of fraud or financial impropriety, the Superintendent shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent shall ensure that appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

Personnel Duties	The Superintendent shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.
Posting Vacancies	The Superintendent or designee shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.
Applications	All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position. [For information related to the evaluation of criminal history records, see DBAA.]
Relationship To District Administrators	An applicant for employment who is related to a District administrator within the second degree by blood or marriage, as defined in this policy, shall disclose the nature of the relationship during the application process. The District shall employ such an applicant only with Board approval.
<i>Definition</i>	For purposes of this policy, relatives within the second degree by blood or marriage shall be defined as: spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, sibling, brother-in-law, or sister-in-law.
Employment of Contractual Personnel	The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel in positions other than teacher. The Board delegates to the Superintendent final authority to employ contractual personnel to serve on a teacher contract. The Board retains final authority for employment of all other contractual personnel. [See DCA, DCB, DCC, and DCE as appropriate]
Employment of Noncontractual Personnel	Note: For employment of a bus driver related to a Board member or the Superintendent, see DBE(LEGAL). The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCD]

EMPLOYMENT PRACTICES

DC
(LOCAL)

**Employment
Assistance
Prohibited**

No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and ~~DH~~(EXHIBIT ~~DH~~(LEGAL) for the Educators' Code of Ethics.]

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

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

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

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

**Violations of
Standards of
Conduct**

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

Weapons Prohibited

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

Exceptions

No violation of this policy occurs when:

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

**Electronic
Communication**

Use with Students

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

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

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

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

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

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

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

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Prohibited Classroom Instruction or Activities	An employee is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB].
Prohibited Diversity, Equity, and Inclusion Duties	An employee shall be subject to disciplinary action, including termination of employment, if the employee, intentionally or knowingly: • Engages in diversity, equity, and inclusion (DEI) duties. • Assigns to another individual DEI duties. [See BT(LEGAL)]
Social Transitioning	An employee shall be prohibited from assisting a District student with social transitioning, as the term is defined in law. This prohibition includes providing any information to a District student about social transitioning or guidelines intended to assist a District student with social transitioning.
Safety Requirements	Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.
Harassment or Abuse	An employee shall not engage in prohibited harassment, including sexual harassment, of: 1. Other employees. [See DIA] 2. Students. [See FFH; see FFG regarding child abuse and neglect.] While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents. An employee shall report child abuse or neglect as required by law. [See FFG]
Relationships with Students	An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. As required by law, the District shall notify the parent of a student with whom a District employee or person acting as a service provider for the District is alleged to have engaged in certain misconduct. [See FFF for parent notification requirements and DHB and DHC for reporting requirements.]

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

**Tobacco and
Nicotine Products
and E-Cigarettes**

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

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

**Alcohol and Drugs /
Notice of Drug-Free
Workplace**

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

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

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

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

Exceptions

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

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

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

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

Notice

Employees shall receive a copy of this policy.

Arrests, Indictments, Convictions, and Other Adjudications

An employee shall notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any misdemeanor (excluding minor traffic offenses punishable by fine only), and any offense involving moral turpitude. The obligation to notify as set forth in the preceding sentence includes, but is not limited to, offenses and conduct as indicated below:

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

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

- Acts constituting abuse or neglect under the Texas Family Code; or
- Acts involving public intoxication, unlawful use of controlled substances, or operating a motor vehicle under the influence of alcohol or a controlled substance.

Dress and Grooming

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

PERSONNEL POSITIONS

DP
(LOCAL)

**Principal
Qualifications**

In addition to the minimal certification requirement, a principal shall have at least:

1. Working knowledge of curriculum and instruction;
2. The ability to evaluate instructional program and teaching effectiveness;
3. The ability to manage budgets and personnel and to coordinate campus functions;
4. The ability to explain policy, procedures, and data;
5. Strong communications, public relations, and interpersonal skills;
6. Prior experience in instructional leadership roles; and
7. Other qualifications deemed necessary by the Board and included in the job description.

School Counselors

In accordance with law, a school counselor shall spend 80 percent of the counselor's work time on duties that are components of a comprehensive school counseling program (CSCP). [See FFEA]

If the Board approves a determination by the administration that due to District or campus staffing needs or other reasons a school counselor is prevented from spending 80 percent of the counselor's work time on duties that are components of a CSCP, the Board shall direct the Superintendent to develop a revised job description for the school counselor that addresses the percentage of the school counselor's time that shall be spent on duties related to the components of a CSCP and the duties the school counselor is expected to perform in the remaining work time. The Superintendent shall report to the Board regarding adjustments to a school counselor's duties under this provision.

PERSONNEL POSITIONS
PRINCIPALS

DPA
(LOCAL)

Qualifications

In addition to the minimal education and certification requirements established in the job description, a principal shall have at least:

1. Working knowledge of curriculum and instruction;
2. The ability to evaluate instructional program and teaching effectiveness;
3. The ability to manage budgets and personnel and to coordinate campus functions;
4. The ability to implement policy and procedures;
5. The ability to interpret data;
6. Strong communications, public relations, and interpersonal skills;
7. Prior experience in instructional leadership roles; and
8. Other qualifications deemed necessary by the Board and included in the job description.

PERSONNEL POSITIONS
OTHER PERSONNEL POSITIONS

DPB
(LOCAL)

School Counselors

In accordance with law, a school counselor shall spend 80 percent of the counselor's work time on duties that are components of a comprehensive school counseling program (CSCP). [See FFEA]

If the Board approves a determination by the administration that due to District or campus staffing needs or other reasons a school counselor is prevented from spending 80 percent of the counselor's work time on duties that are components of a CSCP, the Board shall direct the Superintendent to develop a revised job description for the school counselor that addresses the percentage of the school counselor's time that shall be spent on duties related to the components of a CSCP and the duties the school counselor is expected to perform in the remaining work time. The Superintendent shall report to the Board regarding adjustments to a school counselor's duties under this provision.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Referral

Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.

Screening and
Identification
Process

The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year.

The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the identification procedures and services for the program prior to beginning the screening and identification process.

Parental Consent

The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.

Selection

Identification
Criteria

The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.

Assessments

Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.

*Selection Matrix
or Threshold
System*

If the selection process relies on a matrix or threshold system, the use of a scoring value based on race, ethnicity, sex, socioeconomic status, or disability shall be prohibited.

Placement
Committee

A placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs and identification of gifted students, as required by law.

Notification

The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.

Reassessment

If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.

Transfer Students

Interdistrict

When a student identified as gifted by a previous school district enrolls in the District, the placement committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate.

[See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]

Intradistrict

A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.

Furloughs

The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student.

In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.

Exit Provisions

The District shall monitor student performance in response to gifted and talented program services. If at any time the placement committee or a parent determines the program is not meeting the student's educational needs, the committee shall meet with the parent and student before finalizing an exit decision.

Appeals

A parent, student, or educator may appeal any final decision of the placement committee regarding services in the gifted and talented program. Appeals shall be made first to the placement committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.

Program Evaluation

The District shall annually evaluate the effectiveness of the District's gifted and talented program, and the results of the evaluation

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

shall be used to modify and update the District and campus improvement plans. The District shall include parents in the evaluation process and shall share the information with Board members, administrators, teachers, school counselors, students in the gifted and talented program, and the community.

Funding

The Superintendent shall develop administrative procedures to ensure that 100 percent of the state funds allocated for the gifted and talented program are spent providing **for** and enhancing the District's program and that a method accounting for expenditures related to the gifted and talented program is established and aligns with the Texas Education Agency's financial compliance guidance.

**Community
Awareness**

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

Note: See policies DHB and DHC for information on other required reports regarding alleged misconduct against a student.

The District shall notify a parent of a student with whom a District employee or a person acting as a service provider for the District is alleged to have engaged in misconduct, informing the parent:

1. As soon as feasible that the alleged misconduct may have occurred;
2. Whether the individual was terminated following an investigation of the alleged misconduct or resigned before completion of the investigation; and
3. Whether a report was submitted to the Texas Education Agency or State Board for Educator Certification concerning the alleged misconduct.

For purposes of this policy, misconduct is defined as an individual's **alleged:**

1. **Alleged** abuse or commission of an otherwise unlawful act with a student ~~or involvement in~~;
2. **Involvement in or soliciting** a romantic relationship, or soliciting or engaging in sexual contact, **with a student**;
3. **Engaging in inappropriate communications with a student**; or
- ~~4.~~ **Failing to maintain appropriate boundaries** with a student.

Notice of Suspected Criminal Offense

Except as provided by state law regarding child abuse investigations, the District shall notify a parent not later than one business day after the date an employee first suspects that a criminal offense has been committed against the parent's child.

[See also FFG for reporting requirements related to child abuse and FFH for parental notification requirements regarding prohibited conduct as defined by that policy.]

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: August 6, 2026

Contact Person: Dr. Suzanne Hamilton

**RE: Cost Share Agreement Between Communities-in-Schools and Waco
ISD for the 2026-2027 School Year**

Background Information:

The Waco ISD and Communities-in-Schools of the Heart of Texas (CIS) are entering into a cooperative effort to provide school-based support services to students and their families in order to increase their level of academic success. CIS is a thoroughly evaluated dropout prevention program with a foundation of integrated student support systems. CIS will implement the Texas Education Agency's Case Management Model, utilizing the full array of the following six (6) component services to meet the diverse needs of CIS students and their families.

Supportive Guidance/Counseling	Enrichment Activities
Health and Human Services	Parent and Family
Engagement Academic Support	Career and College Readiness

CIS Support Services will be provided by 17 full-time CIS Campus Staff at the following campuses:

- | | |
|---|---|
| <ul style="list-style-type: none">• Bell's Hill ES• Brook Avenue ES• Cedar Ridge ES• Cesar Chavez MS• Crestview ES• G.W. Carver MS• Hillcrest PDS• J.H. Hines ES• Kendrick ES | <ul style="list-style-type: none">• Lake Air Montessori Magnet School• Mountainview ES• Parkdale ES• Provident Heights ES• Tennyson MS• University HS• Waco HS• West Avenue ES |
|---|---|

District cost for the CIS Support Services in Waco ISD for 2026-2027 -
\$1,615,000

- Waco ISD agrees to pay \$100,000, which represents 6% of the total cost of program implementation.
- CIS agrees to match the district's cost share with \$1,161,750, which represents 75% of the total cost of program implementation.
- CIS will provide an additional one-time Gap Fund contribution of \$353,250, representing approximately 19% of the total program cost.

The term of this agreement shall be from September 1, 2026, through August 31, 2027, which is automatically extended for one calendar year on the first day of every August, unless one or both parties request modification of, and the cancellation of this Memorandum, before June 30th of any year. Either party may cancel this agreement if thirty days' written notice is provided to the other party.

Fiscal Implications:

Waco ISD will assume a total of \$100,000, which represents 6% of the total cost associated with the implementation of CIS programming on seventeen (17) campuses. Funds will be used from the appropriate district budget.

Administration Recommendations:

The Administration recommends that the Board of Trustees approve the cost share agreement between Waco ISD and Communities in Schools of the Heart of Texas for services, as presented

Contract for Communities In Schools of the Heart of Texas Support Services

School Year: 2026-2027

The Texas Education Agency (“TEA”) administers the Communities In Schools (“CIS”) program in accordance with the Texas Education Code §33.152 and provides guidance to local CIS programs for implementation of programs statewide based on a model designed for Texas.

The primary goals of CIS are to help students who demonstrate early warning signs for dropping out of school to improve in academics, attendance, and/or behavior and, ultimately, to stay in school, graduate, and achieve in life.

Parties to Contract

This contract is entered into by and between **Waco ISD** hereinafter referred to as “District”, and **Communities In Schools of the Heart of Texas**, a 501(c)3 non-profit organization, hereinafter referred to as “CIS”.

The Parties agree to enter into a cooperative effort to provide school-based support services to at-risk students and their families.

In support of this contract, CIS shall:

1. Fully implement and adhere to CIS program requirements on each campus served by CIS, in accordance with the guidance provided by the Texas Education Agency which has established rules and procedures for the operation of the program.
2. Provide overall management and supervision of CIS programs and employees on named District campuses. CIS employees assigned to District campuses are responsible for developing, implementing, and managing the CIS program and activities under the direction of the CIS Chief Executive Officer and the CIS Board of Directors. **While CIS employees are an additional resource and support to the campus, TEA requirements as well as CIS responsibilities restrict them from accepting additional duties generally fulfilled by District employees (administrative, clerical, substitute teacher, or otherwise).** However, CIS staff are able to show their support by assisting the campus in other ways.

When possible, CIS Site Coordinators will be hired with the concurrence of the Campus Principal. All CIS personnel assigned to campus sites remain employees of CIS and will receive direct supervision from their direct supervisor who is responsible for their performance and demeanor. Input from the Principal of the school campus will be obtained for the Site Coordinator’s annual performance evaluation. **Any questions or concerns regarding the performance of any CIS Site Coordinator should be directed as soon as possible to the Supervisor assigned to the Site Coordinator or the Chief Program Officer.**

3. Follow the calendar of the assigned District. CIS employs both exempt and non-exempt salaried employees. It is CIS policy that no employee may work overtime (more than 40 hours per week) without prior and expressed authorization from the CIS Chief Executive Officer.

4. Develop and provide the principal of the assigned campus with a CIS Campus Plan. The CIS Campus Plan is an annual, formal written agreement developed by CIS and signed by the principal, which contains all the information, requirements, standards, processes, and forms necessary to develop a plan that reflects the service needs of a campus and its students, as well as all of the services that will be provided to students and their families. The CIS Campus Plan includes an Agreement which addresses the role of CIS in the Campus Improvement Plan, the access to student records that CIS will have, the sharing of student data, CIS responsibilities, school responsibilities, reporting of data, and any other issues critical to the success of the CIS program.
5. Implement the Texas Education Agency's Case Management Model utilizing the full array of the following six (6) component services to meet the diverse needs of CIS students and their families:
 - Supportive Guidance/Counseling
 - Health & Human Services
 - Academic Support
 - Enrichment Activities
 - Parent and Family Engagement
 - Career and College Readiness
6. Provide multidisciplinary case management for students and coordinate the resources of the community to benefit students and families. The number of case managed students for each CIS Site Coordinator is determined each year by TEA's contract with CIS.
7. CIS-HOT will provide each high school campus, named in this agreement, with access to the CIS-HOT Workforce Program. This program will deliver services to in-school youth through the support and guidance of dedicated Career Coaches, aimed at promoting career exploration, skill development, and workforce readiness.
8. Ensure the integrity of the CIS program service delivery initiatives by providing training and support (managerial, administrative, logistical and technical) to all CIS staff assigned to District campuses.
9. Provide periodic progress reports to the District's CIS Representative as well as an annual report of program outcomes.
10. Safeguard all student data and information according to TEA policy for CIS programs as well as federal and state laws, specifically FERPA, HIPPA, and HB300.

In support of this contract, the District shall:

1. Facilitate and support the implementation and adherence to CIS program requirements on each campus served by CIS.
2. Allow CIS Staff to obtain written parental consent to access student records and render services using the official Texas Education Agency Parent Consent and Release of Information forms.
3. **Allow CIS, with written parental consent, access to student information such as school records, test scores, attendance, free/reduced lunch status, at-risk list, public assistance status, and grades through access to all necessary student databases including but not limited to: Eduphoria, TEAMS, TxEIS, etc.**
4. Allow CIS, in the absence of written parental consent, but acting at the request and on behalf of the District/Campus, access to student information in order to provide services. This allows the local CIS program to provide crisis type services, at the request of a school official, until a signed Parental Consent- Release of Information (PC-ROI) form is obtained.

5. Identify CIS as a Contract Provider who will be granted access to student data and listed in the District's FERPA notification to parents, i.e.; "Code of Conduct Book", "Student Handbook", etc.
6. Include CIS as a partner in addressing dropout issues and is written into the District and Campus Improvement Plans (note: TEA requires that CIS be included in the District and Campus Improvement Plans).
7. Provide each CIS Staff with office space, to include: internet access and District software programs access (to facilitate communication and student data retrieval), office furniture, phone, printer/access to a printer, janitorial services, maintenance/repair, and utilities.
8. Assist with the distribution and collection of Parent Consent Forms by adding the CISHOT PC-ROI in all Campus Registration Documents – electronic or paper

CIS Support Services will be provided by 17 full-time CIS Campus Staff at the following campuses:

- Bell's Hill ES
- Brook Avenue ES
- Carver MS
- Cedar Ridge ES
- Cesar Chavez MS
- Crestview ES
- Hillcrest ES
- JH Hines ES
- Kendrick ES
- Lake Air Montessori
- Mountain View ES
- Parkdale ES
- Provident Heights ES
- Tennyson MS
- University HS
- West Avenue ES
- Waco HS

District Cost Share for the 2026–2027 School Year

The total cost of CIS Support Services in Waco ISD for the 2026–2027 school year is **\$1,615,000**.

- **Waco ISD** agrees to contribute **\$100,000**, representing approximately **6%** of the total program cost.
- **Communities In Schools of the Heart of Texas (CIS)** agrees to contribute **\$1,161,750**, representing approximately **75%** of the total program cost.
- **CIS** will provide an additional **one-time Gap Fund contribution of \$353,250**, representing approximately **19%** of the total program cost. This contribution is made possible through a limited allocation from the CIS Gap Fund and is available **only for the 2026–2027 school year**. The Gap Fund is a temporary funding source with limited availability and should not be considered a recurring or guaranteed source of funding in future agreements. Future Gap Fund assistance, if available, will be determined annually at the sole discretion of CIS and is intended to support all participating CIS partner districts, subject to available funding.

Timeline: 8/1/2026 contract signed and due back to CIS
9/1/2026 CIS will send the invoice to the district

The term of this agreement shall be from September 1, 2026, through August 31, 2027, which is automatically extended for one calendar year on the first day of every August, unless one or both parties

request modification of, and the cancellation of this Memorandum, prior to June 30th of any year. Either party may cancel this agreement if thirty days written notification is provided to the other party.

CISHOT reserves the right to increase cost-share amounts per contract year to address increases in operational expenses.

Waco ISD:

_____	_____
Superintendent Signature	Date

Communities In Schools of the Heart of Texas:

	07/01/2026
_____	_____
Chief Executive Officer Signature	Date

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 6, 2026

Contact Person: S. Smith

RE: Application for Waiver of Penalties and Interest

=====

Background Information:

On July 10, 2026, the Waco ISD received a request for a waiver of penalties and interest for the property located at 1100 Preston St. (Account No: 48-011800-009000-0). This matter was referred to our tax collection attorneys, McCreary Veselka Bragg & Allen PC. After their review of the facts surrounding this issue, they have determined that the request does not qualify for a waiver of penalties and interest because: 1) there was no act or omission by the appraisal district that prevented the property owners from paying the tax, and 2) the property owners are beyond the time-period to pay the tax in full and are precluded from their remedies under Texas Tax Code Section 33.011(a).

McCreary Veselka Bragg & Allen PC recommends that the Waco ISD deny this waiver of penalties and interest request.

Fiscal Implications:

None

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees deny the request for a waiver of penalties and interest for the property located at 1100 Preston St. (Account No: 48-011800-009000-0), as presented.

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: August 6, 2026

Contact Person: Elizabeth Cox

RE: Senate Bill 12 Annual Certification of Compliance

=====

Background Information:

Senate Bill (SB) 12, enacted by the 89th Texas Legislature, established Texas Education Code (TEC) §39.008, requiring school districts and open-enrollment charter schools to annually certify compliance with specified state laws. Beginning with the 2026–2027 school year, each school system must submit a board-approved certification of compliance to the Texas Education Agency (TEA) no later than September 30 of each school year.

To assist school systems in preparing a certification of compliance, TEA provided an optional template. Waco ISD is utilizing the provided template.

Fiscal Implications:

N/A

Administration Recommendations:

The administration recommends the Board approve the SB 12 Certification of Compliance included with this item for submission to TEA.

TEC §39.008: Certification of Compliance with Certain Laws Required

Section 1: School System Information

Name of School District or Charter School: _____ **Waco Independent School District** _____

County-District Number (CDN): _____ **161914** _____

Superintendent/CEO Name: _____ **Dr. Tiffany Spicer** _____

Certification School Year: _____ **2026-2027** _____

Section 2: Description of Required Policies and Procedures

Provide a description or attach a copy of the policies and procedures required by TEC, §§11.005(c) and 28.0022(h) and describe how employees and contractors were notified of these policies and procedures.

To meet the requirements of TEC §§11.005(c) and 28.0022(h), Waco ISD took the following steps:

- **Reviewed the requirements of Senate Bill 12 and the related provisions of the Texas Education Code.**
- **Reviewed and implemented the applicable TASB policy updates and local policy recommendations.**
- **Reviewed relevant handbooks, existing local policy language and conducted central office department level discussions.**
- **Provided the applicable policies and procedures to district employees and contractors through onboarding and documentation.**

The district's policies and related procedures are set out in the attached "Attachment to the TEA Senate Bill 12 Compliance Certification." That attachment lists the specific board policies Waco ISD reviewed and adopted, including BT(LEGAL), CJ(LEGAL)/CJ(LOCAL), DF(LEGAL), DFBB(LOCAL), DH(LOCAL), and BJCF(LOCAL).

Section 3: Policy or Program Changes

Were any existing policies, programs, procedures, or trainings altered to ensure compliance with TEC, §§39.008, 11.005, and 28.0022? ☒ Yes ☐ No

If yes, describe or attach a copy of the changes below.

Please see the district's policies and related procedures set out in the attached "Attachment to the TEA Senate Bill 12 Compliance Certification." The policy language and legal framework documents were reviewed and incorporated as applicable to the district's certification.

Section 4: Cost Savings

Were there any cost savings resulting from actions taken to comply with TEC, §39.008? ☐ Yes ☒ No

Total cost savings: \$ _____ **N/A** _____

If yes, describe or attach a copy of the cost savings.

Section 5: Board Approval

Date of Board/Governing Body Meeting: _____ **August 6, 2026** _____

Meeting notice was posted on LEA website at least seven days in advance: ☒ Yes ☐ No

Public testimony opportunity provided during meeting: ☒ Yes ☐ No

Certification approved by majority vote: ☐ Yes ☐ No

Section 6: Certification Statement

By signing below, the undersigned certifies that the information contained in this document is true and correct and that the district or charter school is in compliance with the requirements of Texas Education Code §§39.008, 11.005(c), and 28.0022(h).

Superintendent/CEO Signature: _____

Date: _____

SWORN TO AND SUBSCRIBED before me on this _____ day of _____, 20____.

Notary Public, State of Texas

Waco Independent School District

Attachment to TEA Senate Bill 12 Compliance Certification

Relevant Policies and Procedures

To align with Senate Bill 12 compliance requirements, specifically addressing prohibited diversity, equity, and inclusion duties under Texas Education Code § 11.005 and instructional prohibitions under Texas Education Code § 28.0022, Waco ISD reviewed and incorporated the following board policies and legal framework documents:

Section 2 of TEA's Compliance Certification Template [11.005(c) and 28.0022(h)]

Policy	Relevancy	TASB Numbered Update
BJCF(LOCAL) Superintendent: Nonrenewal	Engaging in or assigning prohibited DEI duties or instructional activities prohibited by law is included among the reasons the superintendent's contract may be nonrenewed.	127
BT(LEGAL) Prohibition on Diversity, Equity, and Inclusion Activities	The legal framework addresses Senate Bill 12's prohibition on DEI activities and includes relevant definitions, prohibited activities, and certification requirements.	126
CJ(LEGAL) and CJ(LOCAL) Contracted Services	The provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties prohibited under Senate Bill 12. Violations may result in termination of the contract.	126
DF(LEGAL) Termination of Employment	The legal framework addresses the prohibition on DEI duties and prohibited classroom instruction.	126
DFBB(LOCAL) Term Contracts: Nonrenewal	Engaging in or assigning prohibited DEI duties or instructional activities prohibited by law is included among the reasons a term-contract employee may be nonrenewed.	126
DH(LOCAL) Employee Standards of Conduct	The policy includes sections concerning prohibited classroom instruction or activities and prohibited diversity, equity, and inclusion duties.	126

Section 3 of TEA's Compliance Certification Template [39.008, 11.005, and 28.0022]

Policy	Relevancy	TASB Numbered Update
BJA(LEGAL) Superintendent: Qualifications and Duties	The legal framework includes information concerning the certifications that must be provided to TEA.	126
BT(LEGAL) Prohibition on Diversity, Equity, and Inclusion Activities	The legal framework addresses Senate Bill 12's prohibition on DEI activities and includes relevant definitions, prohibited activities, and certification requirements.	126
CDC(LEGAL) Other Revenues: Gifts and Solicitations	A district may not accept private funding to develop, purchase, or select curriculum materials or to provide teacher training or professional development related to a concept listed in Texas Education Code 28.0022(a)(4)(A).	119

Policy	Relevancy	TASB Numbered Update
CJ(LEGAL) and CJ(LOCAL) Contracted Services	The provisions reflect that contractors may not engage in or assign instructional activities prohibited by law or DEI duties prohibited under Senate Bill 12. Violations may result in termination of the contract.	126
CMD(LEGAL) Equipment and Supplies Management: Instructional Materials Care and Accounting	When providing instructional materials for the required curriculum and grade levels, the district protects students from obscene or harmful content as required for compliance with Texas Education Code 28.0022.	122
CQA(LEGAL) Technology Resources: District, Campus, and Classroom Websites	The legal framework includes the requirement to post notice at least seven days before the meeting at which the certification of compliance with Texas Education Code 11.005 and 28.0022 is discussed.	126
DG(LEGAL) Employee Rights and Privileges	Teachers may not be compelled to discuss a widely debated and currently controversial issue of public policy or social affairs and may not be disciplined based on an allegation that they did so while using SBOE-approved instructional materials and teaching with fidelity.	119 and 122
EMB(LEGAL) Miscellaneous Instructional Policies: Teaching About Controversial Issues	The legal framework includes the requirements established by Texas Education Code 28.0022.	126
FOA(LEGAL) Student Discipline: Removal by Teacher or Bus Driver	A teacher may not remove a student from class based on a single incident when the student is reasonably discussing certain debated and controversial topics subject to Texas Education Code 28.0022.	126

Additional Policies and Procedures Reviewed

In addition to the policies listed above, Waco ISD reviewed relevant handbooks, procedures, and existing local policy language, including the following as applicable:

- Policy AE — Educational Philosophy
- Policy CH — Purchasing and Acquisition
- Policy CV — Facilities Construction
- Policy DEA — Compensation and Benefits: Compensation Plan
- Policy FDA — Admissions: Interdistrict Transfers
- Student Code of Conduct
- Student Handbook
- Employee Handbook
- Purchasing documentation and related processes

Waco Independent School District

Board of Trustees Meeting Agenda

Date: August 5, 2026

Contact Person: Dr. Ronnita Carridine

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

=====

Background Information:

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

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

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

A bachelor's degree is not a requirement.

The administration requests that the following candidate be issued a school district teaching permit effective for the 2026-2027 school year.

Melissa Lucky- Education

Michelle Peacock- Health Science

Hector Ariz Mendi- Health Science

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the named

teacher candidate to be issued a school district teaching permit, which will allow them to teach assigned non-core academic career and technology courses for Waco ISD.

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 6, 2026

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 August 3, 2026:

Waco ISD Existing Bids:

1. McGraw Hill: \$ 69,247.71 – Advanced Reading for District-Wide Reading – Instructional Materials and Classroom Supplies, Bid # 25-1295

Purchasing Cooperatives:

2. Symmetry Sports Lighting: \$679,750.00 – Lighting at Sports Complex – TIPS Contract # 240104-01, Sports Lighting and Parking Light.
3. Honey Roofing Systems, LLC: \$ 211,995.00 – Repair roof damage due to hail/TASB Claim funded at Alta Vista, TIPS Contract # 24060401

Other:

4. Walker Partners Engineers/Surveyors: \$ 315,000.00 – Professional Surveying and Civil Engineering Services to Waco ISD in connection with the proposal to provide Athletic Improvement for University High School and Cesar Chavez Middle School

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 request over \$50,000, as presented.

WACO INDEPENDENT SCHOOL DISTRICT
Board Meeting Minutes

Regular Meeting, Thursday, June 18, 2026- 6:00pm
WISD Administration Offices Board Room

BOARD MEMBERS PRESENT

Angelo Ochoa
Jim Patton
Jose Vidana
Jeremy Davis
Arash Abnoussi
Everett Phipps

BOARD MEMBERS ABSENT

Taylor Bledsoe

CALL TO ORDER

Angelo Ochoa, 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 ALLEGEIANCE

SPECIAL RECOGNITIONS

Pledge Leaders

G.W. Carver Middle School student Jaleya Davis and Waco High School students, Torian Barnett and Lilly Rose, led the Pledge of Allegiance.

Fine Arts Earns National Honor

Waco ISD Fine Arts Department was recognized for being named a 2026 National Association of Music Merchants Foundation Best Communities for Music Education recipient.

State Visual Arts Scholastic Event Qualifiers

The following Waco ISD students were congratulated for qualifying for the State Visual Arts Scholastic Event.

University High School

Lluvia Vega
Gabriella Suzrea
Naila Jamshid
Danna Villareal

Waco High School

Brittany Leija
Maigual Davila

State 4-H Roundup

The following Waco ISD students were recognized for their success at the State 4-H Roundup:

- Torian Barnett - 1st Place in the Speech Competition category
- Karyme Reyes - 2nd Place in the Photography category
- Lilly Rose - 9th Place in Oped Educational Presentation category

State Track Meet

The Board congratulated University High School student, Rogelio Enriquez, for competing in the 2026 UIL State Track Meet. Rogelio placed ninth in the Boys 5A Shot Put Finals.

State Speech Contest

The Board recognized University High School student Damari West for his performance at the 2026 UIL State Speech Contest. Damari advanced to the finals after placing fourth in the preliminary round and finished among the Top 8 in Prose Oral Interpretation.

Lone Star Investment Pool Board of Trustees Appointment

Dr. Spicer was recognized for her appointment to the Lone Star Investment Pool Board of Trustees. She will serve on the thirteen-member statewide board, providing oversight and fiscal stewardship related to investment policies, audits and financial management through February 2029.

Community Partner Award

VOICE was honored with the Community Partner Award for their service and commitment to Waco ISD students.

SUPERINTENDENT'S REPORT

Introduction of Kendrick Elementary School Principal

Dr. Spicer introduced Dr. Barbara Page as the new principal of Kendrick Elementary School. Dr. Page brings more than ten years of experience in public education including leadership roles at Rapoport Academy, Midway ISD and Waco ISD. Dr. Spicer highlighted Dr. Page's strong instructional leadership, commitment to bilingual education, focus on student achievement and dedication to fostering a positive campus culture.

Introduction G.W. Carver Middle School Principal

Dr. Spicer introduced Bamma Moore as the new principal of G.W. Carver Middle School. Principal Moore has dedicated 25 years to public education including serving in Waco ISD as an Assistant Principal and Associate Principal at G.W. Carver and Assistant Principal at Waco High School. Dr. Spicer recognized her longstanding commitment to the district, instructional leadership and vision for academic excellence and positive school culture.

Superintendent's Super Hero Run and Family Fest

Dr. Spicer invited the community to the Back-to-School Super Hero 5K and Family Fest on Saturday, August 1, 2026 from 9:00-12:00pm at Waco High School.

Back-to-School Employee Convocation - Culture of Joy

Dr. Spicer announced the District will participate in the 2026 Culture of Joy Back-to-School Convocation hosted by the Baylor Center for School Leadership in partnership with Region 12 school districts. The event will be on August 3, 2026 at the Foster Pavilion and will celebrate public education.

INFORMATION ITEMS/REPORTS

- Monthly and Quarterly Financial Reports for the Period Ended May 31, 2026
- Intent to Apply for Federal Every Student Succeeds Act (ESSA) Funds
- School Health Advisory Council (SHAC) Annual Progress Report
- First Reading of Policy Update 127
- Report on Gifts to Waco ISD

CONSENT AGENDA: CONSIDER AND TAKE APPROPRIATE ACTION

- Amendments to the 2025-2026 Budget
- Bid Award for Maintenance Supplies, Equipment and Services
- Bid Award of Educational Consultants, Professional Development and Other Student-Based Contracted Services
- Bid Award for Local Retailers' General Merchandise
- Bid Award for Educational Software and Other School District Related Software
- Amendment to the Interlocal Agreement between the McLennan County Juvenile Probation Department and Waco ISD for Child Nutrition Services for the 2026-2027 School Year
- Child Nutrition Services Amendment to Adult Meal Pricing for the 2026-2027 School Year
- Memorandum of Understanding Between Economic Opportunities Advancement Cooperation (EOAC) Head Start and Waco ISD for the 2026-2027 School Year
- Memorandum of Understanding Between the Waco ISD and Partner Independent School Districts for Tuition and Building Fee Rates for the Greater Waco Advanced Manufacturing and Health Care Academies for the 2026-2027 School Year
- Purchases in Excess of \$50,000 Under Pre-Existing Bids, Purchasing Cooperatives or Allowed Professional Services
- Financial Advisory Services Engagement
- Reading Academy Stipend
- School District Teaching Permit for Selected Teacher Candidates to Teach a Non-Core Academic CTE Course
- 2026-2027 Student Handbook
- 2026-2027 Student Code of Conduct
- YMCA MOU Amendment
- Acceptance of Gifts Over \$50,000
- Library Books Purchase
- Hiring of an Employee Related to a Current Administrator
- Resolution for the Historic Lofts of Waco High Development
- Board of Trustees Meeting Minutes
 - April 29, 2026 - Special Meeting
 - May 14, 2026 - Regular Meeting
 - May 14, 2026 - Special Meeting
 - June 2, 2026 - Workshop Meeting

- June 9, 2026 - Special Meeting
- June 9, 2026 - Workshop Meeting

Board President, Angelo Ochoa, entertained a motion to approve the consent agenda as presented excluding item *7.J. Purchases in Excess of \$50,000 Under Pre-Existing Bids, Purchasing Cooperatives or Allowed Professional Services*. Jim Patton made a motion, seconded by Jeremy Davis. The motion passed unanimously (6-0).

Mr. Everett Phipps indicated that he wished to recuse his vote on item *7.J. Purchases in Excess of \$50,000 Under Pre-Existing Bids, Purchasing Cooperatives or Allowed Professional Services*. Jeremy Davis made a motion, seconded by Dr. Arash Abnoussi. The motion passed (5-0).

REVIEW AND DISCUSS BUDGET UPDATE

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

REVIEW, DISCUSS AND TAKE APPROPRIATE ACTION REGARDING THE 2026-2027 COMPENSATION MANUAL

Dr. Ronnita Carridine, Assistant Superintendent of Human Resources, proposed the following salary adjustments for the 2026-2027 school year:

- All teachers will receive a 2% GPI based on the midpoint of their paygrade
- All administrative/professional staff will receive a 2% GPI based on the midpoint of their paygrade
- All paraprofessional staff will receive a 4% GPI based on the midpoint of their paygrade
- All auxiliary staff will receive a 4% GPI based on the midpoint of their paygrade
- December Retention Bonus for all employees: \$500

Board President, Angelo Ochoa, entertained a motion to approve the 2026-2027 Compensation Manual. Jim Patton made a motion, seconded by Jeremy Davis. The motion passed unanimously (6-0).

REVIEW, DISCUSS AND TAKE APPROPRIATE ACTION ON STRATEGIC DISTRICT ENHANCEMENTS FUNDING FROM GENERAL FUND

Jerry Allen, Interim Chief Operations Officer, presented an update to support districtwide enhancements aligned with the Strategic Plan priorities. The proposed projects include improvements to district safety, technology, operations equipment, transportation and the police department.

Board President Angelo Ochoa made a motion to approve the budget transfer. Jeremy Davis made a motion, seconded by Everett Phipps. The motion passed unanimously (6-0).

PUBLIC HEARING TO EVALUATE THE EFFECTIVENESS OF ACCELERATED INSTRUCTION/INTERVENTIONS

Board President Angelo Ochoa opened the Public Hearing at 7:03 p.m. Kourtnei Parnell, Executive Director of Interventions, provided the board with an update on the effectiveness of accelerated instruction/interventions. Waco ISD provides accelerated instruction in reading and

math for students identified as at-risk. This includes students flagged through early reading screenings and those who did not meet standards on the STAAR assessment.

No public comments were made. The public meeting was closed at 7:25 p.m.

REVIEW AND DISCUSS PRIORITY 3 - 3.3 STRATEGIC COMMUNICATION AND BRANDING

Jill Anderson, Executive Director of Communications, provided the Board with an update on the implementation of Strategic Plan Priority 3.3 highlighting efforts to strengthen district communications through data-driven strategies.

REVIEW, DISCUSS AND TAKE APPROPRIATE ACTION ON AMENDMENT TO OPTIONAL FLEXIBLE DAY SCHOOL (OFSDP) PROGRAM

Dr. Deena Cornblum, Assistant Superintendent of Teaching and Learning, presented the Optional Flexible School Day Program (OFSDP) application for Waco High School and University High School. The program provides flexible scheduling and credit recovery opportunities for students at risk of dropping out or losing credit due to attendance challenges, allowing eligible students to complete coursework through in-person and, when approved, virtual instructional.

Board President, Angelo Ochoa, made a motion to approve the amendment to the Optional Flexible School Day Program. Jim Patton made a motion, seconded by Jeremy Davis. The motion passed unanimously (6-0).

REVIEW, DISCUSS AND TAKE APPROPRIATE ACTION REGARDING HAZARDOUS ROUTES

Texas Education Code 42.155 (d) permits districts to receive supplemental state funding for transporting regular students who live within two miles of their school but face hazardous traffic conditions if they walk. Monique Brock, Acting Transportation Director, reviewed and identified hazardous routes for the 2026-2027 school year. Board President, Angelo Ochoa, made a motion to approve the resolution regarding hazardous routes. Everett Phipps made a motion, seconded by Dr. Arash Abnoussi. The motion passed unanimously (6-0).

ANNOUNCEMENTS

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

- Online registration is open for the 2026-2027 school year
- 6/19 - District closed for the Juneteenth Holiday
- 6/20 - CenTex African American Chamber Juneteenth Parade
- 6/29 - 7/3 - District closed for the July 4th Holiday
- No regular meeting scheduled for July
- 8/6 - Special Board Meeting
- Acknowledgement of the passing of Mr. Norman Manning.

REVIEW AND DISCUSS POTENTIAL CONTRACTS ON REAL PROPERTY

The board convened into closed session at 8:15 p.m.

The board reconvened at 8:43 p.m.

CONSIDERATION OF PERSONNEL

Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee

Hear a Complaint or Charge Against an Officer or Employee

ADJOURNMENT

The meeting was adjourned at 8:43 p.m.

Board President

Board Secretary

Waco Independent School District

Board of Trustee Meeting Agenda Item

Date: August 6, 2026

Contact Person: Sherry Smith

RE: Review and Discuss the Proposed Budget and Tax Rate for the 2026-2027 Fiscal Year

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Background Information:

On or before a date set by the State Board of Education, the superintendent shall prepare, or cause to be prepared, a proposed budget covering all estimated revenue and proposed expenditures of the district for the following fiscal year. The budget must be prepared according to generally accepted accounting principles; rules adopted by the State Board of Education; and adopted policies of the board of trustees.

The administration will present information on the proposed budgets for funds included in the official budget. Information will also be presented on the proposed tax rate including a review of the draft notice for publication.

Fiscal Implications:

None

Administrative Recommendations:

Action will be taken in a separate item to approve the proposed tax rate and set the date of the public hearing on the proposed budget and tax rate.



2026-2027

Proposed Budget & Tax Rates

August 6, 2026

Wisdom works wonders.

Legal Requirements

- A proposed budget must be prepared no later than August 20th
- A public hearing must be held prior to the adoption of the budget and tax rate
- Minimum ten day notice must be published in the local newspaper and on the district's website
- Budget must be adopted by August 31st
- Budget must be adopted prior to the approval of the tax rate
- The Board must approve the General Fund, Child Nutrition Fund, and Debt Service Fund

New Changes for Fiscal Year 2027

Dean Highland and South Waco Elementary Schools have entered into an 1882 Charter School agreement with Third Future Schools

Partnership with Pearson Virtual Schools

Both of these partnerships will increase State revenue and instructional (function 11 expenditures)

Historical and Projected -Enrollment & Average Daily Attendance (ADA) for Waco ISD

School Year	Fall PEIMS Enrollment	Total ADA	Final ADA as a Percent of Fall PEIMS	ADA Utilized for Budget Purposes
2022-2023	13,823	11,909	86.2%	12,461
2023-2024	13,517	11,758	87.0%	11,816
2024-2025	13,366	11,666	87.3%	11,645
2025-2026	12,876	11,336	88.0%	11,502
2026-2027	12,376	11,000	87.3%	11,352

The 11,000 projected ADA is for our traditional students, including the students attending Dean Highland and South Waco. The 11,352 ADA used for budget purposes includes an estimated 400 enrollment increase for the students that will attend the Pearson Virtual Network program.

Proposed FY 2027 General Fund Budget and comparison to the prior fiscal year

	2025-2026 Original Budget	2026-2027 Proposed Budget	Difference
Local & intermediate source	68,712,211	66,225,537	(2,486,674)
State programs	90,793,327	109,036,808	18,243,481
Federal programs	2,969,400	2,095,742	(873,658)
Total revenues	162,474,938	177,358,087	14,883,149
Instruction & instructional related services	98,933,643	110,511,818	11,578,175
Instructional & school leadership	12,687,789	13,201,659	513,870
Student support services	19,505,290	18,090,858	(1,414,432)
Administrative support services	6,089,657	6,206,965	117,308
Non-student based support services	28,474,206	28,113,235	(360,971)
Community services	581,856	145,349	(436,507)
Debt service	480,710	699,280	218,570
Intergovernmental and other charges	2,127,126	2,139,080	11,954
Total expenditures/appropriations	168,880,277	179,108,246	10,227,967
		(1,750,159)	Proposed Deficit

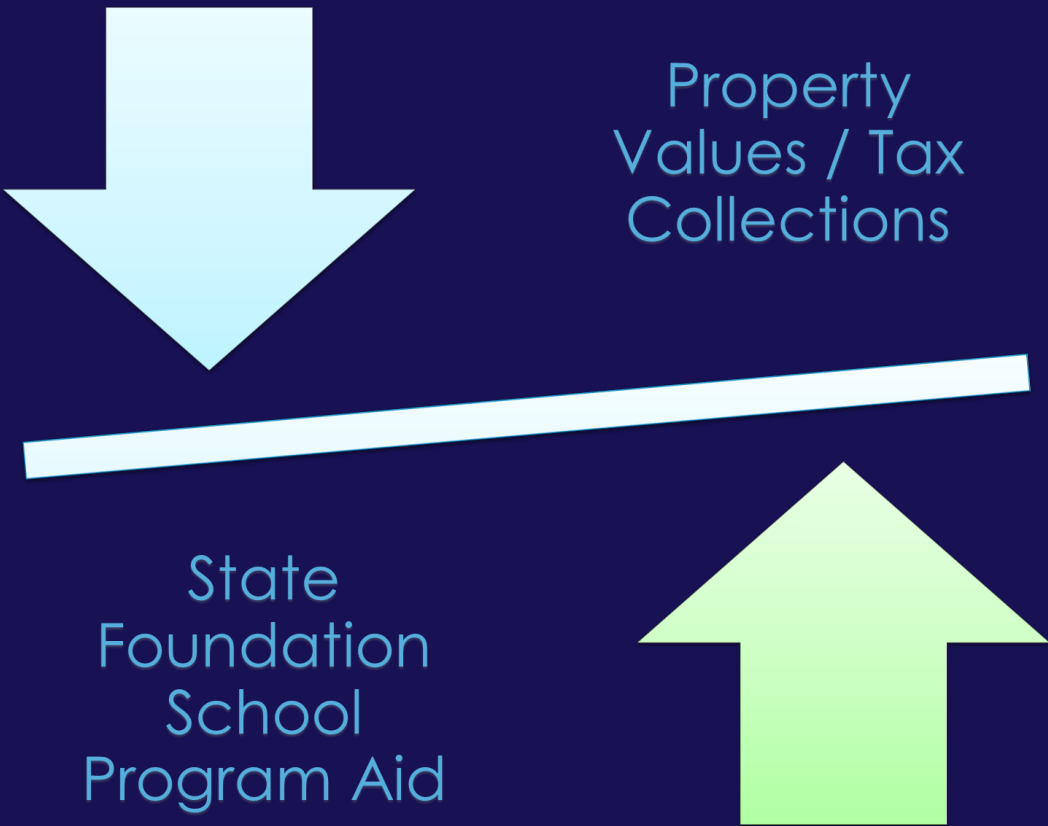
2027 Detailed General Fund Revenues

	FY26 Adopted Budget	FY27 Proposed Budget	Difference
Local & Intermediate Source Revenues			
Local property taxes	64,323,431	61,835,107	(2,488,324)
Fiscal agent fees	75,000	85,000	10,000
Tuition	130,000	75,000	(55,000)
Investment income	2,900,000	3,000,000	100,000
Rentals	172,100	190,750	18,650
Extracurricular activities	475,100	461,100	(14,000)
Other local revenues	293,980	228,580	(65,400)
Intermediate source	342,600	350,000	7,400
State Program Revenues			
Foundation School & Available School Fund	82,770,806	100,727,651	17,956,845
Teacher Retirement On-behalf Payments	8,022,521	8,309,157	286,636
Federal Program Revenue			
Indirect cost recoveries	1,620,000	1,270,000	(350,000)
Medicaid Programs (SHARS & MAC)	1, 123,800	583,038	(540,762)
Direct program revenue	225,600	242,704	17,104
Total revenues	162,474,938	177,358,087	14,883,149

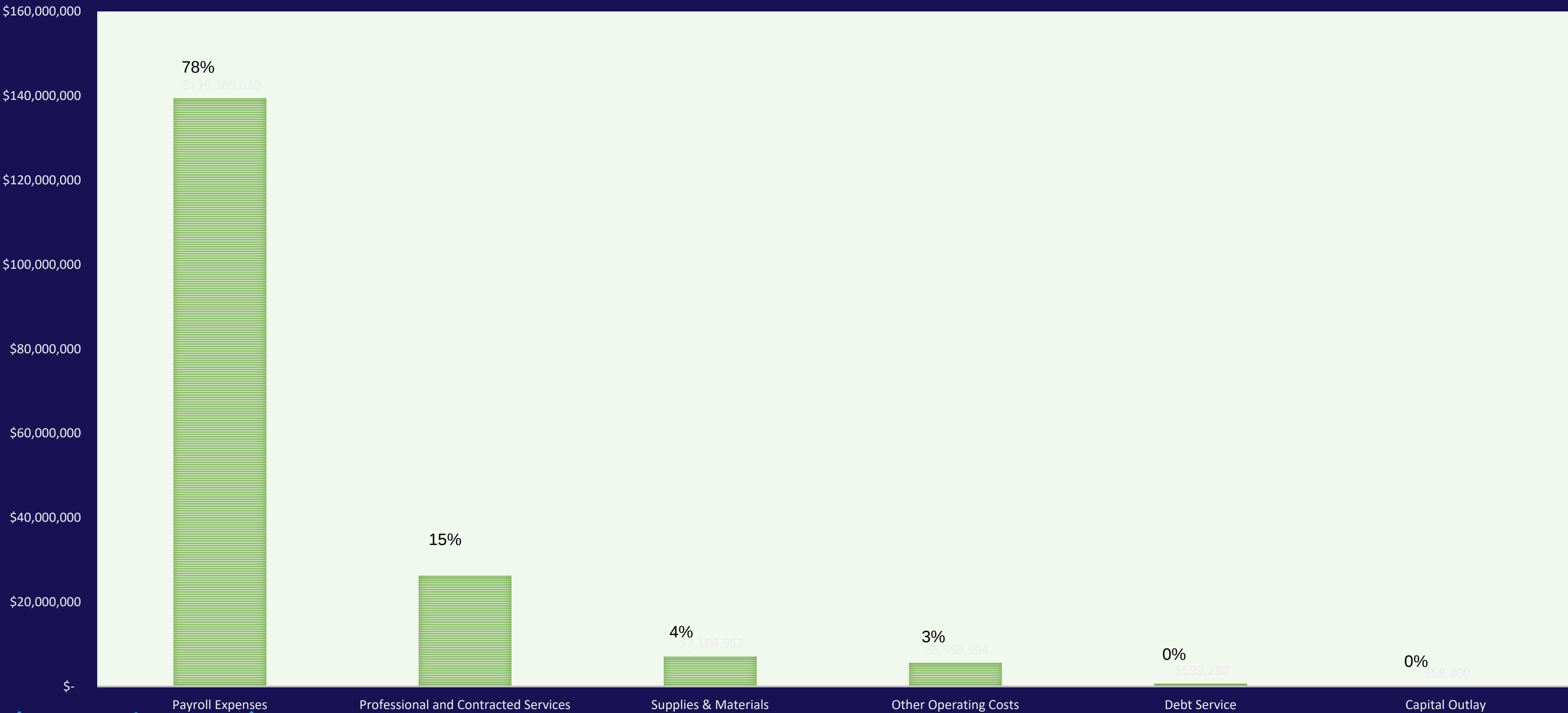
Deep Dive into FY26 and FY27 Revenue Differences

2026-2027 Foundation School Fund (FSF) Budget	93,916,301
2026-2027 FSF budget WITHOUT 1882 and virtual programs	79,482,472
2025-2026 Foundation School Fund Budget	77,508,206
Difference in FSF between FY26 and FY27 if no new programs	1,974,266
Difference between FY26 and FY27 local tax collections	(2,373,224)

The relationship between State Foundation School Program Aid and Property Values / Tax Collections is such that as one increases, the other decreases.



2026-2027 Proposed Expenditure Budget



Proposed 2026-2027 Child Nutrition Fund Budget

	2025-2026 Original Budget	2026-2027 Proposed Budget	Difference
Local & intermediate source	836,805	842,000	5,195
State programs	42,235	42,100	(135)
Federal programs	10,763,972	10,488,717	(275,255)
Total revenues	11,643,012	11,372,817	(270,195)
Food services:			
Payroll costs	4,548,984	4,208,280	(340,704)
Professional & contracted services	4,961,285	5,106,152	144,867
Supplies & materials	1,680,443	1,712,085	31,642
Other operating costs	152,300	146,300	(6,000)
Capital outlay	300,000	200,000	(100,000)
Total expenditures/appropriations	11,643,012	11,372,817	(270,195)
Net change in fund balance	0	0	

Proposed 2026-2027 Debt Service Fund Budget

	2025-2026 Original Budget	2026-2027 Proposed Budget	Difference
Local & intermediate source			
Property tax collections	21,617,650	21,961,047	343,397
Investment earnings	420,375	425,000	4,625
State programs (ASAHE - hold harmless)	3,873,340	4,416,845	543,505
Total revenues	25,911,725	26,802,892	891,527
Debt service			
Principal payments on bonds	10,250,000	10,745,000	495,000
Interest on bonded indebtedness	15,855,742	15,361,892	(493,850)
Other fees	10,000	19,000	9,000
Other governmental charges (TIF payments)	33,526	36,000	2,474
Total expenditures / appropriations	26,149,268	26,161,892	12,624
Net change in fund balance	(237,543)	650,000	

Historical Net Taxable Property Values

Tax Year	Net Taxable Values		Value Adjustment	Percent Change from:		Homestead Exemption
	Preliminary	Certified		Preliminary	Prior Year	
2022	9,773,735,622	8,838,221,086	(935,514,536)	- 9.57%	+16.95%	\$ 40,000
2023	10,101,801,466	9,191,914,689	(909,886,777)	- 9.01%	+ 4.00%	\$ 100,000
2024	9,808,290,401	9,237,012,137	(571,278,264)	- 5.82%	+ 0.49%	\$ 100,000
2025	9,165,084,795	8,807,683,968	(357,400,827)	- 3.90%	- 4.65%	\$ 140,000
2026	9,055,633,914	8,429,082,329	(626,551,585)	- 6.90%	- 4.00%	\$ 140,000

Computation of the Proposed 2026 Tax Rates

Per \$100 of value

2026 Maximum Compressed Rate (lesser of state or local limited under law*)	\$0.625400
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Add: Voter Approved Golden Pennies	\$0.080000
Add: Voter Approved Copper Pennies (compressed)	\$0.058300

2026 Total M&O Tax Rate	\$0.763700
2026 I&S Tax Rate (required to pay debt service)	\$0.271174
2026 Proposed Tax Rate	\$1.034874

* If we were a high property growth district, we could set a rate lower than the MCR; however, it could not drop below the floor of .5628, which is 90% of the MCR.

Year-to-Year Comparison of Tax Rates

Tax	2024	2025	2026	Increase/ (Decrease)
Maintenance & Operations (General Fund)	\$ 0.76640	\$ 0.76640	\$ 0.763700	- \$ 0.00270
Interest & Sinking (Debt Service Fund)	\$ 0.28254	\$ 0.26020	\$ 0.271174	\$ 0.010974
Total Tax Rate	\$ 1.04894	\$ 1.02660	\$ 1.034874	\$ 0.008274

A fraction of a penny

Year-to-Year Comparison of Adopted Deficit Budgets

	2023	2024	2025	2026	2027
General Fund Deficit Budget	(3,363,486)	(4,626,717)	(8,146,749)	(6,703,510)	(1,750,159)

Next Steps...

Publish Notice of Budget and Tax Rate Meeting. This notice must be 10 to 30 days before the date of the public meeting.

Conduct the Budget and Tax Rate Public Meeting

Adopt the Budget

Adopt the Tax Rate (must be done after the budget is adopted)

September 1, 2026 – 1st day of the new fiscal year!



THANK YOU

Taxpayer Impact Statement

(Pursuant to Texas Government Code 551.043(c)(2))

Tax Year	Median-Valued Homestead**	Tax Rate per \$100 of Value	Estimated Property Tax Bill
FY 2025-2026 (TY 2025)	\$200,000	\$1.02660	\$2,053.20
FY 2026-2027 (TY 2026)	\$192,810	\$1.034874	\$1,995.34

2026-2027	
General Fund	Proposed Budget
Local & intermediate source	66,225,537
State programs	109,036,808
Federal programs	2,095,742
Total revenues	177,358,087
Instruction & instructional related services	110,511,818
Instructional & school leadership	13,201,659
Student support services	18,090,858
Administrative support services	6,206,965
Non-student based support services	28,113,235
Community services	145,349
Debt service	699,280
Intergovernmental and other charges	2,139,080
Total expenditures / appropriations	179,108,246

2026-2027 Proposed Budget	
Child Nutrition Fund	
Local & intermediate source	842,000
State programs	42,100
Federal programs	10,488,717
Total revenues	11,372,817
Food services:	
Payroll costs	4,208,280
Professional & contracted services	5,106,152
Supplies & materials	1,712,085
Other operating costs	146,300
Capital outlay	200,000
Total expenditures/appropriations	11,372,817

2026-2027 Proposed Budget	
Debt Service Fund	
Local & intermediate source	
Property tax collections	21,961,047
Investment earnings	425,000
State programs (ASAHE - hold harmless)	4,416,845
Total revenues	26,802,892
Debt service	
Principal payments on bonds	10,745,000
Interest on bonded indebtedness	15,361,892
Other fees	19,000
Other governmental charges (TIF payments)	36,000
Total expenditures / appropriations	26,161,892

Waco Independent School District
Board of Trustee Meeting Agenda Item

Date: August 6, 2026

Contact Person: Sherry Smith

RE: Consider, Discuss and Take Appropriate Action Regarding the Notice of Public Meeting to Discuss Budget and Proposed Tax Rate for the 2026-2027 Fiscal Year, Setting the Proposed Tax Rate and the Date, Time, and Place for the Public Meeting

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Background Information:

In accordance with Texas Education Code Section 44.004, NOTICE OF BUDGET AND TAX RATE MEETING; BUDGET ADOPTION, when the budget has been prepared under section 44.002, the president shall call a meeting of the Board of Trustees for the purpose of adopting a budget for the succeeding fiscal year. The purpose of this meeting is to discuss the school district's budget that will determine the tax rate that will be adopted. The president shall provide for the publication of notice of the budget and proposed tax rate meeting in a daily, weekly, or biweekly newspaper published in the district.

Inasmuch as the budget has been prepared as required under Section 44.002, the Board of Trustees should consider the proposed tax rate and set the date, time, and place to invite public discussion on the proposed 2026-2027 budget and the 2026 tax rate to support the proposed budget.

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

A public notice of the date of the meeting will be published in the Waco Tribune between the 30th and 10th day prior to the public meeting. A copy of the notice, to be published, is attached along with the tax rate calculation forms used by the District's designated officer, the Chief Financial Officer, to calculate the District's no-new-revenue tax rate and voter-approval tax rate.

Fiscal Implications:

None

Administrative Recommendations:

The administration recommends that the Board of Trustees approve the Notice of Public Meeting to Discuss Budget and Proposed Tax Rate for the 2026-2027 fiscal year, setting the proposed tax rate and the date, time, and place for the public meeting, August 20, 2026 at 6:00 p.m. at the Waco ISD Administration Building.

Waco Independent School District
Board of Trustees Board Meeting Item

Date: August 6, 2026

Contact Person: Dr. Suzanne Hamilton

RE: District Audit Reporting Tool (DARtool)

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Background Information:

Per Sec. 37.108(c), A school district shall report the results of the safety and security audit conducted under Subsection (b) to the district's board of trustees and, in the manner required by the Texas School Safety Center, to the Texas School Safety Center. Texas Government Code Chapter 551.076 provides that deliberation regarding security devices or security audits may be conducted in a closed session.

Fiscal Implications:

None

Administrative Recommendation(s):

Review only. No action needed.

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: August 6, 2026

Contact Person: Elizabeth Cox

RE: Consider, Discuss, and Take Appropriate Action to Renew a Good Cause Exception under Texas Education Code Section 37.0814

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Background Information:

House Bill 3 passed by the 88th Texas Legislature in 2023 introduced Section 37.0814 to the Texas Education Code. It requires that districts have at least one “armed security officer” per campus, with the person (essentially) required to be a commissioned peace officer. In addition, the statute permits boards that are unable to comply with the “armed security officer” requirement (due to availability of funding or personnel who are commissioned peace officers) to claim a good cause exception. If a board of trustees claims a good cause exception the board must develop an alternative standard with which the district is able to comply.

House Bill 121 passed by the 89th Texas Legislature this year amends Section 37.0814 to include the provision that a good cause exception claimed by a board of trustees expires on the first anniversary of the date the exception is claimed. On the expiration of the exception, the board must reevaluate whether the board is able to comply with this section and, if not, renew both the good cause exception and alternative standard.

The Waco ISD Board of Trustees last unanimously took action to claim a good cause exception and develop an alternative standard on July 24, 2025.

Despite an increased investment of significant district funds and successfully hiring additional police officers within the Waco ISD Police Department, the Waco ISD Administration remains concerned about a lack of adequate funding and the high demand for qualified law enforcement personnel in McLennan County and across the state negatively impacting the District’s ability to be in full compliance with the technical requirements of the statute at all times.

Considering long-term funding challenges, personnel shortages, and responsible contingency planning it is the administration’s recommendation that the Board of Trustees renew their claim of a good cause exception and develop an alternative standard with which the District is able to comply.

Fiscal Implications:

None

Administration Recommendations:

The administration recommends that the Board of Trustees renew their claim a good cause exception under Texas Education Code Section 37.0814 due to lack of funding and a lack of qualified personnel.

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: August 6, 2026

Contact Person: Elizabeth Cox

RE: Consider, Discuss and Take Appropriate Action to Amend the District's Alternative Standard under Texas Education Code Section 37.0814

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Background Information:

If the Board has renewed their claim of a good cause exception under the preceding agenda item, then the Board is required to develop an alternative standard with which the district is able to comply. The Board previously approved an alternative standard that has been in place for almost two years.

A proposed amended alternative standard plan has been developed by the District in which relevant safety and security contingencies for all District campuses have been considered. The plan will provide for increased patrols and rapid response times, among other strategic details, from the Waco ISD Police Department and city and county law enforcement partners.

Due to the sensitive nature of the safety and security matters involved in developing a proposed amended alternative standard and the specific provisions of that alternative standard, the administration will present the details of a proposed amended alternative standard to the Board in closed session.

Fiscal Implications:

Since 2023 compliance with Section 37.0814 for Waco ISD has included increasing the Waco ISD Police Department with 12 additional officers and the two new supervisor positions within the department. Costs associated with this continue to exceed existing safety allotments provided by the State. In the first two years of implementation, the district costs for House Bill 3 “armed security officers” exceeded the state’s safety allotment by well over \$2 million.

Increases in the safety allotment provided during the recent 89th Texas Legislature did support the district’s efforts to staff and operationalize a comprehensive district safety plan that complies with all relevant school safety state law requirements. However, school safety revenue for 2026-2027 is projected to still fall short by more than \$3.5 million in district expenditures for just one budget year.

Without additional funding from the State, significant concerns about the long-term financial implications of compliance with Section 37.0814 remain.

Administration Recommendations:

The administration recommends the Board approve the District’s Alternative Standard under Texas Education Code Section 37.0814