

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

Monday, July 13, 2026 - 5:30 PM

A Special Meeting of the Board of Trustees of Waco Independent School District will be held July 13, 2026, beginning at 5:30 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.

AGENDA

1. **Call to Order**
2. **Review, Discuss and Take Appropriate Action on Special Education Positions
Salary Adjustment
Presenter: Dr. Tiffany Spicer**
3. **Adjournment**

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

Waco Independent School District

Board of Trustees Meeting Agenda Item

Date: July 13, 2026

Contact Person: Dr. Tiffany Spicer

RE: Review, Discuss and Take Appropriate Action on Special Education Positions Salary Adjustment

Background Information:

Special Education is a high priority area for Waco ISD. Specialized positions within this department have become increasingly difficult to staff. This concern plagues districts across the country and is due to a highly competitive market where the demand exceeds the supply. In order to ensure our district remains the leading district in our region, we propose a salary adjustment for two of our high need, critical positions in special education: diagnostician and school psychologists. These positions are key to foundational work tied to the evaluation process.

Waco ISD, like many districts, has faced significant hurdles in filling Special Education vacancies at both the campus and district levels. These critical shortages have frequently forced the district to contract services from external groups, which provides inconsistent relief and places a strain on the district's finances due to higher costs. Furthermore, these vacancies cause unsustainable workloads for current staff, leading to burnout, increased absenteeism, and mid-year departures, which disproportionately impacts high-need roles such as diagnosticians and school psychologists.

Fiscal Implications:

Both positions, School Psychologist and Diagnostician, will move to the next pay grade which will provide a pay increase to be more marketable in those respective positions.

Administration Recommendations:

Approve the proposed salary adjustment for both the School Psychologist and Diagnostician positions.