



A meeting of the Board of Trustees of the Bryan Independent School District will be held on Monday, July 21, 2025, beginning at 6:00 PM in the Boardroom of the Administration Building, 801 South Ennis Street, Bryan, Texas 77803, where a quorum of the Board of Trustees will be present.

The subjects to be discussed, considered, or upon which any formal action may be taken are listed below. Items do not have to be taken in the order shown on this meeting agenda. A closed meeting may be held at any time during the open meeting as authorized by various sections of the Texas Government Code. When this occurs, a formal statement will be made by the president or presiding officer of the Board of Trustees.

1. Call to Order

2. Welcome

3. Pledges of Allegiance to the United States and Texas Flags

4. Spotlight

4.A. Visual Arts Recognition - District of Distinction

5. Board Member Reports

5.A. Superintendent Update on Student and Staff Celebrations

Superintendent Update



July 21, 2025



2025-2026

Outstanding District for Theatre



Bryan ISD Theatre - Outstanding District for Theatre

Rayburn Intermediate - Exemplary School for Theatre

Davila Middle School - Outstanding School for Theatre

CELEBRATIONS
TxETA Award



BRYAN HIGH SCHOOL



JENNY PONZIO

Bonham Elementary



The Eagle
Readers'
choice
 '25 *award*
WINNER

2025 **BEST PUBLIC SCHOOL**



2025 **BEST PUBLIC/PRIVATE SCHOOL TEACHER**



CELEBRATIONS *The Best of the Best*



TEXAS A&M UNIVERSITY Undergraduate Recruitment EST. 1876 Proud Texas **AGGIE**

PAY TO THE ORDER OF Madison Pierce \$ 1,000.00

One thousand and 00/100 DOLLARS

land

TEXAS A&M UNIVERSITY Undergraduate Recruitment EST. 1876 Proud Texas **AGGIE**

PAY TO THE ORDER OF Nataly Fajardo \$ 1,000.00

and 00/100 DOLLARS

land

TEXAS A&M UNIVERSITY Undergraduate Recruitment EST. 1876 Proud Texas **AGGIE**

PAY TO THE ORDER OF Sarah Castillo \$ 1,000.00

One thousand and 00/100 DOLLARS

Keys to Aggeland

CELEBRATIONS

2025 HISPANIC FORUM SCHOLARSHIP GALA



CELEBRATIONS
NEW TURF AT MERRILL GREEN STADIUM

5.B. Executive Board Committee Report

5.C. Finance Board Committee Report

6. Information Items

6.A. Bond Steering Update

BRYAN INDEPENDENT SCHOOL DISTRICT

2025-2026

BOND STEERING COMMITTEE



BOND STEERING COMMITTEE

Our Committee Members

- A comprehensive group of stakeholders including:
 - Parents, students, administrators, teachers, community leaders, residents, etc.
- Represent a diverse cross section of our district
- Bring varying perspectives from our communities
- Totaling: 13 Committee Meetings



PURPOSE, PROCESS, SCHOOL FINANCE, & COMMITTEE RECOMMENDATION

PURPOSE

- Review information related to the District's facility needs, enrollment trends, and educational vision
- Prioritize student needs
- Develop a fiscally responsible plan
- Work with the "big picture"
- Provide input regarding District's facilities ability to support education in your community
- Provide insight into what the broader community might support
- Serve as ambassadors for the process and the proposed plan



PURPOSE, PROCESS, SCHOOL FINANCE, & COMMITTEE RECOMMENDATION

PROCESS



Introduction,
Framework,
Goal-Setting, Public
School Finance

Demographics, Facility
Conditions, Departmental
Needs, Financial Capacity &
Tax Impact Scenarios

Conceptual plans,
options, bond proposal

Reaching consensus,
final proposal for Board
of Trustees
consideration

PURPOSE, PROCESS, SCHOOL FINANCE, & COMMITTEE RECOMMENDATION

SCHOOL FINANCE



PURPOSE, PROCESS, SCHOOL FINANCE, & COMMITTEE RECOMMENDATION

DEBT
CEILING

\$0.50
\$0.49
\$0.48
\$0.47
\$0.46
\$0.45
\$0.44
\$0.43
\$0.42
\$0.41
\$0.40
\$0.39
\$0.38
\$0.37
\$0.36
\$0.35
\$0.34
\$0.33
\$0.32
\$0.31
\$0.30
\$0.29
\$0.28
\$0.27
\$0.26
\$0.25
\$0.24
\$0.23
\$0.22
\$0.21
\$0.20
\$0.19
\$0.18
\$0.17
\$0.16
\$0.15
\$0.14
\$0.13
\$0.12
\$0.11
\$0.10
\$0.09
\$0.08
\$0.07
\$0.06
\$0.05
\$0.04
\$0.03
\$0.02
\$0.01
\$0.00

Available I&S Tax Rate

Existing I&S Tax Rate

\$400M

Bond Election Amount

Up to \$400 Million

I&S Tax Rate Increase

None
Staggered Sale 2026,
2029, and 2031

Required Ballot Language:

THIS IS A PROPERTY TAX INCREASE





WHAT IS THE BOND STEERING COMMITTEE RECOMMENDATION?





BOND PROPOSITION POSSIBLE PROJECTS



PROJECT REVIEW - DISTRICT-WIDE PROJECTS

Project Name
1.1 Transportation - Buses & Vehicles (\$5,000,400)
1.2 Transportation – Technology & Security Systems (\$405,000)
1.3 Instructional Technology – Classroom Displays (\$4,060,178)
1.4 Infrastructure Technology – Phone System (\$2,927,036)
1.5 Infrastructure Technology – Campus Public Address System (\$3,633,766)
1.7 Safety & Security – Security Camera & Monitoring System (\$836,390)
Total: \$16,862,770



PROJECT REVIEW - LIFECYCLE & PRIORITY MAINTENANCE

Project Name
3.1/3.2 Roof Replacements – P1 (\$16,146,387), P2 (\$8,406,162)
3.3 Building Sealant Replacement (\$2,841,023)
3.5/3.6 Mechanical Improvements P1 (\$29,817,104), P2 (\$4,244,258)
3.7/3.8 Electrical Improvements – P1 (\$5,217,312), P2 (\$1,008,080)
3.9 Plumbing Improvements – P1 (\$8,668,862)
3.10 Technology Improvements – P1 (\$500,744)
3.11 Life Safety & Security Improvements – P1 (\$7,175,242)

Project Name
3.13 / 3.14 Site Improvements/Civil Improvements P1 (\$4,501,572), P2 (\$4,446,390)
3.15 / 3.17 Wall and Floor Finish Improvements P1 (\$4,164,597), (\$4,925,652)
3.21 Restroom Finishes (\$14,056,899)
3.22 Misc. Interior Renovations (i.e. Multipurpose Rooms, Teaching Theaters) (\$3,150,000)
3.23 BHS - Lifecycle & Priority Maintenance Equipment/System Replacements (\$25,073,156)
Total: \$144,343,431



PROJECT REVIEW - ATHLETICS, FINE ARTS, & CTE

Project Name

2.1 Fine Arts – Uniforms & Equipment (\$739,638)

2.6 Athletics – Scoreboards (\$1,087,020)

2.7 Athletics - Batting Cage Covers (\$847,414)

2.8 Athletics – Synthetic Turf Baseball & Softball Fields (\$12,590,163)

2.9 Athletics – Synthetic Turf Football Fields & Track Refresh (\$11,494,381)

2.10 CTEC – Teaching Facility & Equipment Needs (\$9,566,692)

2.11 Athletics – Concessions, Fieldhouse Renovations (\$5,611,328)

Total: \$41,936,636



PROJECT REVIEW - BRYAN HIGH RENOVATIONS

Project Name

4.3 BHS Kitchen Expansion (\$3,283,475)

4.4 BHS Cafeteria Expansion (\$1,864,854)

4.11 BHS Renovation – CTE (\$29,383,200)

4.121 BHS Renovation - Locker Rooms, Mariachi, Drill Team Space (\$5,430,015)

4.16 BHS Auditorium Building Addition (\$23,643,682)

Total: \$63,605,226



PROJECT REVIEW - RUDDER RENOVATIONS

Project Name
5.3 RHS CTE - New Lab Space (\$3,836,271)
5.4 RHS New Competition Gym & Weight Room Expansion (\$21,818,789) *updated project
5.6 RHS Renovation of Dance Hall and Provide New Band Hall (\$5,542,977)
Total: \$31,198,037

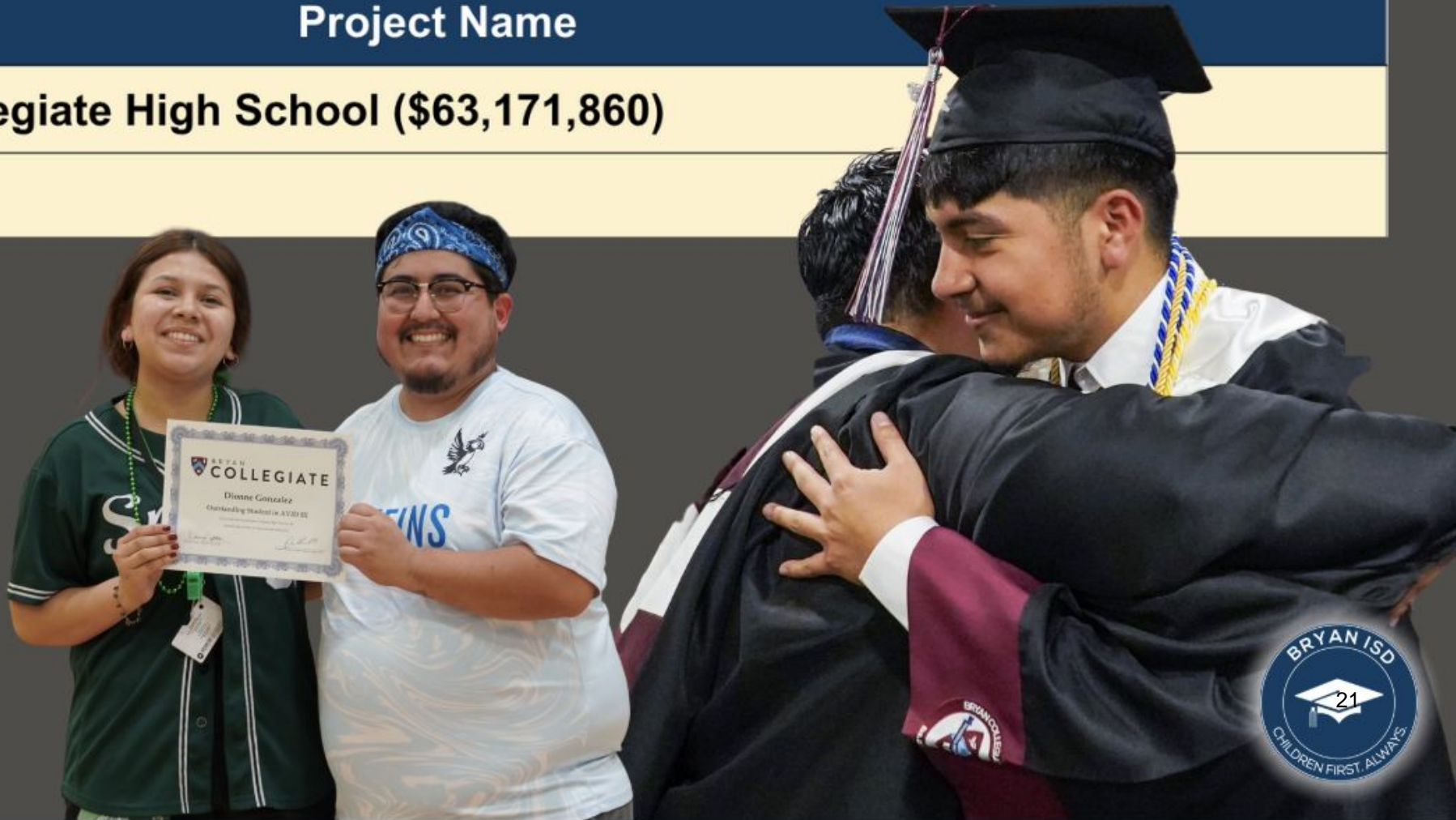


PROJECT REVIEW - BRYAN COLLEGIATE RENOVATIONS

Project Name

6.1 Rebuild- Bryan Collegiate High School (\$63,171,860)

Total: \$63,171,860



PROJECT REVIEW - MERRILL GREEN STADIUM

Project Name

7.2 Merrill Green New Video Board and Sound System (\$2,299,352)

7.4 Merrill Green New Field House (50,000 SF) (\$33,494,106)

- **Includes:**

- Two-story Field House with Dressing Facilities for BHS and RHS, Weight Room, Coaches Offices, Meeting Room, Classrooms / Multi-Purpose Support Space
- Additional sports will be provided dedicated space in the new fieldhouse, which will free up room in the main locker room for cheer, drill team, and color guard.

Total: \$35,793,458



PROJECT REVIEW - ATHLETICS, FINE ARTS, & CTE

Project Name
District-Wide Projects (\$16,862,770)
Athletics, Fine Arts, and CTE (\$41,936,636)
Lifecycle & Priority Maintenance (\$144,343,431)
Bryan High School Renovations and Additions (\$63,605,226)
Rudder High School Renovations and Additions (\$31,198,037)
Bryan Collegiate High School Rebuild (63,171,860)
Merrill Green Stadium Renovations & New Field House (\$35,793,458)
Total: \$396,911,418



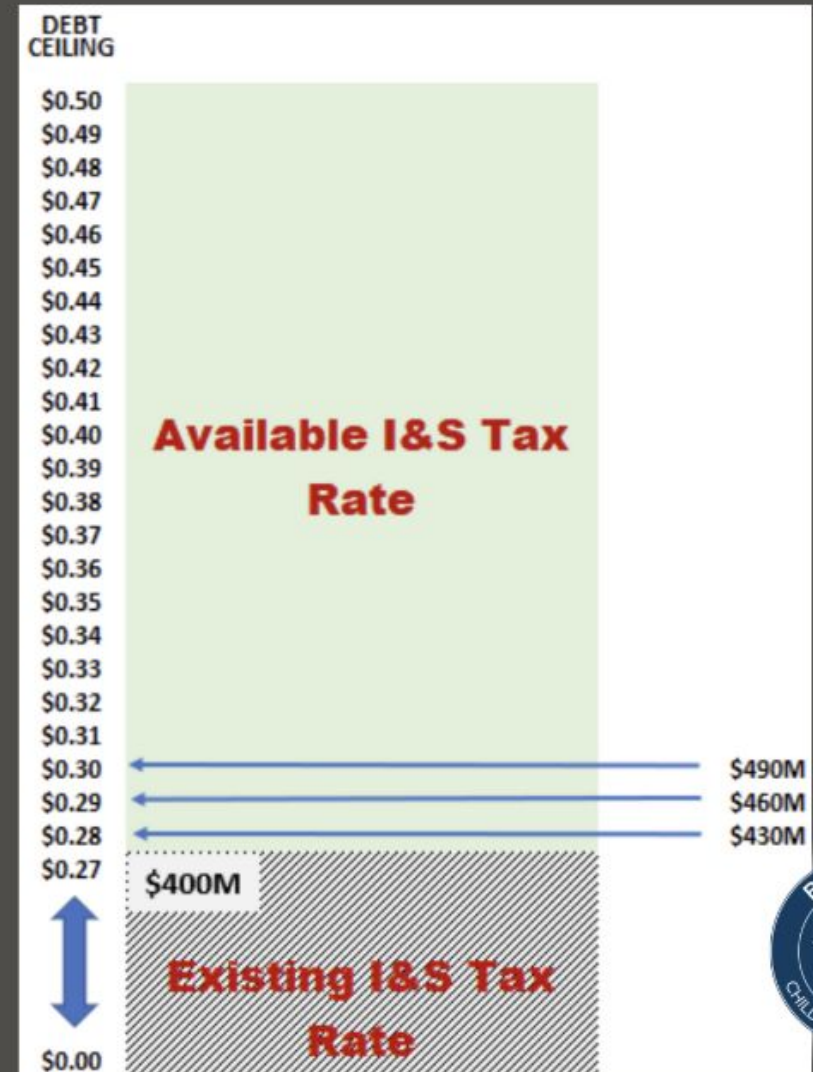
COMMITTEE DISCUSSION REQUEST

Bond Election Amount	I&S Tax Rate Increase
\$400 Million	None

We have up to a \$400 million bonding capacity with no effect on the current tax rate. Proposed bond referendum is \$396,911,418.

Required Ballot Language:

*****THIS IS A PROPERTY TAX INCREASE*****



NEXT STEPS



KEY DATES AND DEADLINES

<u>Deadline</u>	<u>Dates</u>
Last Day to Order General Election or Election on a Measure	Monday, August 18, 2025
Last Day to Register to Vote	Monday, October 6, 2025
First Day of Early Voting	Monday, October 20, 2025 <i>17th day before election day falls on a Saturday, first day moves to next business day</i>
Last Day to Apply for a Mail Ballot	Friday, October 24, 2025
Last Day of Early Voting	Friday, October 31, 2025
Election Day	Tuesday, November 4, 2025



A young boy with short hair is smiling broadly, showing his teeth. He has both hands raised in the air, palms facing forward, in a gesture of gratitude or excitement. He is wearing a blue t-shirt with a black graphic that includes the word 'BRITAIN' and a stylized figure. The background is a blurred outdoor setting, possibly a sports field or stadium, with green grass and some structures in the distance.

THANK YOU.

7. Public Comment on Non-Agenda Item

8. Public Comment on Agenda Item

9. Consent Agenda

9.A. Consider Approval of the Meeting Minutes for June 2, June 9, and June 16, 2025



BRYAN ISD BOARD OF TRUSTEES MEETING

The Bryan ISD Board of Trustees met for a special meeting on June 2, 2025, at 12:00 p.m., in the Boardroom of the Bryan ISD Administration Building, located at 801 South Ennis Street, Bryan, TX 77803.

Board members present:

- David Stasny (President)
- Felicia Benford (Vice President)
- Joel Bryan (Secretary)
- Ruthie Waller
- Dr. Julie Harlin-Wolf
- Leo Gonzalez, II
- David R. Stennis

CALL TO ORDER REGULAR MEETING

Board President David Stasny called the workshop to order at 12:00 p.m. A warm welcome was extended to all in attendance.

Information Items

Update on the Budget Development Status for 2025-2026

Assistant Superintendent of Business Services Kevin Beesaw provided a recap of the budget. Public Schools receive \$6,160 per student yearly, which has not changed since 2019. House Bill 2 - School Finance was amended and passed by the House on April 16, 2025. The amended bill will increase the basic allotment of \$395.00 per student. Due to the lack of action at the state level and consultation with TASB/TASBO, the administration will not make any recommendations regarding compensation and stipends for the 2025-2026 school year. The administration recommends adopting the budget under current law. Additional meetings will be held, and information will be released as it is received from the legislature. A Public Hearing to adopt the budget is scheduled for June 16.

Strategic Plan and Bond Steering Update

Deputy Superintendent Dr. Brian Merrell provided an update on the Strategic Planning process and the Bond Steering Committee. The Strategic Planning process began in March 2025. The committee comprises over 50 stakeholders, representing a diverse range of community members. Since starting the work, the committee has held nine meetings, during which they have received updates from various departments and received expert advice from a demographer. The committee has also been provided with facility condition assessments that include possible improvements at all schools, construction costs, and an analysis of the district's financial capacity for its facilities. Major potential categories for need are general purpose for mechanical,

engineering, plumbing, technology, and athletics. If the district decides to go out for a Bond, a referendum will be held listing the purpose of the Bond and all the areas for improvement. A bond election amounting to \$400 million would not have a tax rate increase. Additional meetings are scheduled for June 23 and, if needed, July 9. The date for the Board to consider a possible Bond would be August 18, 2025.

Teaching and Learning Annual Purchases for Supplemental Educational Support and Operational Software Solutions

The Associate Superintendent of Teaching and Learning, Dr. Barbara Ybarra, provided a general overview of the supplemental educational support and operational software solutions recommendations for the 2025-2026 school year. Most of the programs are federally funded, with a few locally financed, according to current law. Specialized Educational Services (SESI) is a highly structured therapeutic learning environment designed to support students with significant behavioral and emotional needs.

Public Comment On Agenda Item

No comment cards were presented.

ITEMS FOR DISCUSSION AND OR ACTION CONSENT AGENDA

A **motion** was made by Leo Gonzalez, II, and seconded by Felicia Benford to approve all the items listed on the consent agenda as presented.

- Resolution Designating Investment Officers for Bryan ISD
- 2025-2026 Pregnancy Related Services On-Campus (CEHI) Waiver
- 2025-2026 Staff Development Waiver
- 2025-2026 Calendar, Less than 75,600 Minutes for Students Taking Dual Credit Courses at Institutions of Higher Education (IHE) Waiver

The motion passed unanimously.

ITEMS FOR DISCUSSION AND OR ACTION / REGULAR AGENDA

DISCUSS AND CONSIDER APPROVAL OF A CONTRACT RENEWAL WITH THE KICKSTART KIDS PROGRAM FOR THE 2025-26 SCHOOL YEAR

Executive Director of Athletics, Dereck Rush, reported that Bryan ISD has had a long and successful relationship with the Kickstart Kids Martial Arts and Character Development Program. The program started in 2013 and has now expanded. The program serves approximately 482 students across the district at Davila Middle School, Jane Long Intermediate School, Sam Rayburn Intermediate School, and Sadberry Intermediate School. The annual cost to Bryan ISD is \$78,000 per campus, \$312,000 total. This program is funded with Title 1 grant funds.

A **motion** was made by Julie Harlin and seconded by Ruthie Waller to authorize District Administration to enter into a contract with Kickstart Kids for the 2025-2026 school year. *The motion passed unanimously.*

DISCUSS AND CONSIDER APPROVAL OF A PURCHASE OVER \$50,000 FOR SKYWARD ENTERPRISE SOFTWARE ANNUAL SUPPORT RENEWALS FOR THE 2025-2026 SCHOOL YEAR

Jennifer Lemons, Director of Data Services, provided an update on the Skyward renewal. The Skyward support contract is for the 2025-2026 school year. Pricing includes the Business

Management System, Student Information System, and server hosting service. By moving to Skyward, the district estimated total cost savings of \$21,000. The total support amount requested for 2025-2026 is \$253,239. This amount can be 100% funded from the 2025-2026 Data Services budget.

A **motion** was made by Leo Gonzalez, II, and seconded by Felicia Benford for the approval of the contract to Skyward in the amount of \$253,239 for Skyward Enterprise Software Annual Support renewals, as presented. *The motion passed unanimously.*

Closed Session

CONVENE IN CLOSED SESSION

President David Stasny called for a closed session at 1:22 p.m. as authorized by Texas Government Code Chapter 551.071, 551.074, 551.0821, and 551.087 for the subjects allowed.

DISCUSS ISSUES PERTAINING TO APPOINTMENT, EMPLOYMENT, EVALUATION, REASSIGNMENT, DUTIES, DISCIPLINE, OR DISMISSAL OF A PUBLIC OFFICER OR EMPLOYEE - TEXAS GOVERNMENT CODE SECTION 551.074

The agenda item was discussed in a session closed to the public.

DISCUSSION RELATED TO A PUBLIC SCHOOL STUDENT WHEREIN PERSONALLY IDENTIFIABLE INFORMATION WILL NECESSARILY BE REVEALED - TEXAS GOVERNMENT CODE SECTIONS 551.0821

The agenda item was discussed in a session closed to the public.

CONSULTATION WITH ATTORNEY TO DISCUSS LEGAL REQUIREMENTS AND FINANCIAL TERMS OF JETI TAX INCENTIVE PROGRAM - TEXAS GOVERNMENT CODE SECTIONS 551.071 AND 551.087

The agenda item was discussed in a session closed to the public.

DISCUSS ISSUES RELATED TO THE PURCHASE, EXCHANGE, LEASE, OR VALUE OF REAL PROPERTY

The agenda item was discussed in a session closed to the public.

Reconvene in Open Session

The Board reconvened in an open session at 2:33 p.m. The Board took no action during the closed session.

CONSIDER APPROVAL OF THE RECOMMENDATION TO HIRE THE DIRECTOR OF TRANSPORTATION

A **motion** was made by Ruthie Waller and seconded by Felicia Benford to approve the Superintendent's recommendation to hire Bryant Washington, Jr., as the Director of Transportation Services. *The motion passed unanimously.*

CONSIDER APPROVAL OF THE RECOMMENDATION TO HIRE THE PRINCIPAL OF JOHNSON

ELEMENTARY

A **motion** was made by Leo Gonzalez, II, and seconded by Felicia Benford to approve the Superintendent's recommendation to hire Laura De La Rosa as the Principal of Johnson Elementary. *The motion passed unanimously.*

ADJOURN

There being no further business, the meeting adjourned at 2:34 p.m.

President

Secretary



BRYAN ISD BOARD OF TRUSTEES MEETING

The Bryan ISD Board of Trustees met for a regular meeting on June 16, 2025, at 6:00 p.m., in the Boardroom of the Bryan ISD Administration Building, located at 801 South Ennis Street, Bryan, TX 77803.

Board members present:

- David Stasny (President)
- Felicia Benford (Vice President)
- Joel Bryan (Secretary)
- Ruthie Waller
- Dr. Julie Harlin
- Leo Gonzalez, II

Absent

- David R. Stennis

CALL TO ORDER REGULAR MEETING

Board President David Stasny called the regular meeting to order at 6:00 p.m. and welcomed all attendees.

Pledge of Allegiance

A pre-recorded video of students from Stephen F. Austin Middle School was shown for both the American and Texas pledges.

Spotlight

Auxiliary Employee of the Month

Claudell Lipscomb, Assistant Director of Transportation, introduced Imelda Davila as the Auxiliary Employee of the Month for the Transportation Department. Ms. Davila received a certificate of appreciation and a gift card from Truist Bank.

Community Spotlight Destination Bryan and City of Bryan for the Texas Association of Basketball Coaches Girls Basketball Showcase

Executive Director of Athletics, Dereck Rush, introduced members of Destination Bryan and Staff from the Legends Event Center. Coach Rush thanked both entities for their continued support of Bryan ISD.

Recognition of Bryan High School Teacher, Christopher Lehde - Monster Jam Project

Assistant Director of Career and Technical Education (CTE), Laura King, introduced Bryan High School CTE Teacher, Christopher Lehde. Lehde and 14 CTE students were the only team in the country to partner with Northern Tool's Tools for a once-in-a-lifetime experience for the Trade program. The mini Monster Jam Truck made its debut in Austin on June 9 and will be featured at Pit Parties for the next three years.

Board Members Reports

Superintendent's Update - Student and Staff Celebrations

Superintendent Ginger Carrabine provided a comprehensive update on district student activities and staff celebrations. Accolades were given throughout as the district celebrated over 1000 students at the graduation ceremonies held at the end of May. For five consecutive years, Bryan ISD has been named one of the best communities or districts for music education. The new marketing campaign, "This Could be You," featuring a billboard of graduates, was launched. The billboard spotlighted graduates' plans after graduation.

Finance Board Committee Report - Budget Update

Trustee Leo Gonzalez, II, stated that the committee met on June 10, 2025. The committee discussed the 2025-2026 budget and the implementation of House Bill 2, which Governor Abbott signed. HB 2 provides an increase in teacher pay. Teachers with 3-4 years of service will receive a \$2,500 raise, and those with five or more years of service will receive a \$5,000 raise. The bill did not include adequate funding for raises for other essential positions that support instruction. The administration will continue to monitor information obtained from the State.

Executive Board Committee Report - Legislative Update

Board Secretary Joel Bryan stated that the committee met on June 9, 2025. The committee received a high-level overview of House Bill 2, along with an update on the financial impact it will have on the district. The committee also received information for the upcoming Summer Leadership Institute Conference.

Bond Oversight Update - Status of Bond Projects and Expenditures

Trustee, Dr. Julie Harlin-Wolf, stated that the committee met on June 4, 2025, at Sadberry Intermediate. The committee received an update on the past bond expenditures. From this meeting, it was reported that the district was on track for all budget expenditures for the 2019-2020 bond.

Information Items

Public Hearing 2025-206 Budget

Assistant Superintendent of Business Services, Norma Friddle, provided an update on the 2025-2026 Budget. An overview of the budget, revenue, and projected revenue was presented. The General Fund budget was prepared at the estimated tax rate of \$0.6565 per \$100 of valuation. The final proposed budget for the General Fund has expenses exceeding revenue by approximately \$6.7 million. Compensation will be addressed with a budget amendment after more guidance is received from the Texas Education Agency.

Receive and Discuss an Update from the Bond Steering Committee Relating to the Committee's Work Associated with its Evaluation of District Facilities and Needs that May be Considered in Connection with a Possible November 2025 Bond Election

Executive Director of Technology Services, Julea Johnson, Assistant Superintendent of Business Services, Norma Friddle, Executive Director of Athletics, Dereck Rush, Assistant Director of Fine Arts, Jacob Justice, Assistant Director of CTE, Laura King, and Construction Project Manager, Bobby Griffin, provided an update from the Bond Steering Committee. A bond proposal for possible district-wide projects was presented.

The district has a bonding capacity of up to \$400 million, with no impact on the current tax rate. However, the required ballot language will state this is a property tax increase. The last day to order the general election or an election on a measure is Monday, August 18, 2025. Election Day is Tuesday, November 4, 2025.

Public Comment on Non-Agenda Item

No comment cards were presented.

Public Comment on Agenda Item

No comment cards were presented.

ITEMS FOR DISCUSSION AND OR ACTION / CONSENT AGENDA

A **motion** was made by Leo Gonzalez, II, and seconded by Felicia Benford to approve the items listed on the consent agenda. *The motion passed unanimously.*

- Meeting Minutes May 5, 2025
- Meeting Minutes May 19, 2025
- Financial Statements and Purchasing Report for May 2025
- 2025-2026 Memorandum of Understanding between Brazos County Juvenile Board and Bryan ISD relating to the Placement of Bryan ISD Students in Juvenile Services Academy/Juvenile Justice Alternative Education Program
- Bryan ISD Investment Policy
- Purchase Over \$50,000 for NWEA Measures of Academic Progress
- Purchase Over \$50,000 for School Object's Eduphoria! Suite
- Purchase Over \$50,000 for Branching Minds
- Purchase Over \$50,000 for Frontline eStar
- Resolution to Budget and Prioritize State Compensatory Funds for the 2025-26 Fiscal Year
- Purchase Over \$50,000 for ELLevation
- Purchase Over \$50,000 for Reading Horizons
- Purchase Over \$50,000 for Read 180 and The Code
- Memorandum of Understanding with Tarleton State University for the Educator Preparation Program
- Memorandum of Understanding with the Mental Health Routine Services Authority of the Brazos Valley
- Memorandum of Understanding with the Texas A&M Chapter of Advise Texas
- Special Education Contracted Services Over \$50,000
- Resolution: Updating the Signers on the TexPool Accounts

Action Items

Consider Approval of Budget Amendment for the General Fund, Debt Service Fund, and Food Service Fund for the Year Ended June 30, 2025

Assistant Superintendent of Business Services, Kevin Beesaw, presented a proposed budget amendment for the General Fund, Debt Service Fund, and the Food Service Fund. Revenue is allocated to support additional expenses, including increased investment earnings, Teacher Incentive Allotment (TIA) payouts, an increase in state funding resulting from the homestead exemption hold harmless provision, additional federal programs, and increased meals served under the "everyone eats free" model. There are various transfers between functions to align the budget with final expected actual expenditures, as well as adjustments made due to the change in fiscal year end from August 31 to June 30.

A **motion** was made by Joel Bryan and seconded by Ruthie Waller for the approval of the budget amendment for the year ending June 30, 2025, as presented. *The motion passed unanimously.*

Consider Approval of a Resolution for the Commitment of Fund Balance for the Year Ending June 30, 2025

Assistant Superintendent of Business Services, Kevin Beesaw, stated that per policy CE(LOCAL) and GASB 54, the Trustees must annually decide on the amounts or percentages in the areas of committed fund balance. The attached resolution allocates 100% of the fund balance to the Group Benefits Risk Pool, Workers' Compensation Fund, and Student Activity Funds. For the General Fund, the resolution requires commitments in amounts to be determined by the Superintendent for specific areas that could materially affect the budget if deemed necessary. For the General Fund commitments, a report was presented detailing the Superintendent's recommendations..

A motion was made by Leo Gonzalez, II, and seconded by Felicia Benford for the approval of the attached resolution committing Fund Balance for the year ending June 30, 2025, as presented. *The motion passed unanimously.*

Consider Approval of Purchase Over \$50,000 for Armed Security Guards

Assistant Superintendent of Business Services, Kevin Beesaw, stated that to meet the requirements of HB3 for armed guards at all Bryan ISD campuses, it is recommended that the partnership with TNT Security Solutions be continued. This agreement will place an armed guard at each campus that does not currently have a Bryan Police Department School Resource Officer (SRO).

The proposed 3% increase will increase the hourly wage to \$37.60.

A **motion** was made by Ruthie Waller and seconded by Joel Bryan for the approval of the contract with TNT Security Solutions in the amount of \$859,607, as presented. *The motion passed unanimously.*

Consider Approval of the Budget for the Year Ending June 30, 2025, for the General Fund, Debt Service Fund, and Food Service Fund

Assistant Superintendent of Business Services Norma Friddle presented the recommended budget for the General Fund, Debt Service Fund, and Food Service Fund, totaling \$184,661,710. Estimated expenditures exceed projected revenue by \$6,742,760 for the year ending June 30, 2026. The budget was prepared to support the district's goals. More details on the proposed budget can be found in the accompanying notes to the attached summary of budgeted funds.

A **motion** was made by Leo Gonzalez, II, and seconded by Ruthie Waller to approve the recommended budget for the year ending June 30, 2026, for the General Fund, Debt Service Fund, and Food Service Fund as presented. *The motion passed unanimously.*

Consideration and Possible Action to Select the Delivery Method Providing the Best Value for the Way Finding & Graphics, Door Hardware, Exterior Waterproofing Repairs and Maintenance, and to Authorize the Superintendent or her Designee to take all Action for the Procurement of such Services Pursuant to Statute and Board Policy

Assistant Superintendent of Business Services, Kevin Beesaw, stated that the administration was recommending the use of an interlocal agreement, i.e., a purchasing cooperative, as the procurement method for Wayfinding & Graphics and Door Hardware at various elementary campuses as part of the Elementary Phase 2 Renovations.

Board Policy CV (Local) states that the project delivery/contract award method to be used for each construction contract valued at or above \$50,000 shall be the competitive sealed proposal method. If another method is deemed to be more appropriate for a particular project. In that case, the Superintendent or designee shall submit a recommendation to the Board to consider, determine, and approve as the best value, before advertising.

A **motion** was made by Leo Gonzalez, II, and seconded by Joel Bryan to approve the the Board select the interlocal purchasing cooperative method of procurement of construction services as providing the best value for the Wayfinding & Graphics, Door Hardware, and Exterior Waterproofing Repairs and Maintenance and authorize the Superintendent or designee to take all action for the procurement of such services pursuant to statute and Board Policy. *The motion passed unanimously.*

Discuss and Consider Approval of the School Leaders' Liability Insurance Annual Renewal

Assistant Superintendent of Business Services, Kevin Beesaw, reported that the School Leaders Liability Insurance policy's current term expires June 30, 2025. Per policy CH (Local), administration is presenting to Trustees the annual policy renewal for the District's School Leaders Liability Insurance for the term July 1, 2025, through June 30, 2026. ANCO Insurance requested proposals on behalf of Bryan ISD and received declinations from numerous carriers stating they could not match the current carrier's terms, conditions, and premiums.

AIG has proposed an annual renewal premium of \$63,764 for a \$5,000,000 shared limit for Errors and Omissions Liability and Employment Practices Liability. The expiring premium was \$37,210 for all coverages for the period from November 30, 2024, to June 30, 2025, last year. All coverages will remain the same for the new policy year and include "Full Prior Acts" coverage.

A **motion** was made by Felicai Benford and seconded by Joel Bryan to approve AIG as Bryan ISD's School Leaders Liability Insurance Carrier as presented. *The motion passed unanimously.*

Discuss and Consider Approval of a Purchase Over \$50,000 for Excess Workers' Compensation Insurance

Assistant Superintendent of Business Services, Kevin Beesaw, stated that Bryan ISD is self-insured for Workers' Compensation coverage. The administration recommended renewing with Midwest Employers Casualty Company based on the company's financial stability and strong financial rating.

A **motion** was made by Joel Bryan and seconded by Ruthie Waller for the approval of the renewal of the excess workers' compensation insurance coverage with Midwest Employers Casualty Company, as presented. *The motion passed unanimously.*

Discuss and Consider Approval of a Purchase Over \$50,000 for Property, General Liability, Cybersecurity, and Automobile Insurance

Assistant Superintendent of Business Services, Kevin Beesaw, reported that the property's general liability and auto insurance expire on June 30, 2025. This market has continued to harden, and some insurance companies still do not write these types of policies in Texas, citing the high cost of climate-related disasters, increased construction costs, and inflation. As in the last couple of years, other carriers declined to submit a quote, citing market conditions in general and our loss runs for the previous five years, which included two large hailstorms (2020 and 2021) and the winter storm freeze of 2021. This year, the 2020 hailstorm was excluded from our loss runs, allowing more companies to submit quotes and resulting in increased competition. With that being said, we were able to get a renewal quote from our current carrier, Texas Political Subdivisions (TPS). The expiring policy premium was \$2,309,941, covering a 10-month period to align the policy with the fiscal year. The 12-month renewal quote is \$2,382,508.

A **motion** was made by Ruthie Waller and seconded by Leo Gonzalez, II, to approve Texas Political Subdivisions (TPS) as the property, general liability, and automobile insurance carrier for the policy period July 1, 2025, through June 30, 2026, as presented.

Closed Session

CONVENE IN CLOSED SESSION

President David Stasny called for a closed session on the subjects allowed at 8:57 p.m. as authorized by Texas Government Code Chapters 551.074, 551.0821, 551.072 and 551.087.

DISCUSS ISSUES PERTAINING TO APPOINTMENT, EMPLOYMENT, EVALUATION, REASSIGNMENT, DUTIES, DISCIPLINE, OR DISMISSAL OF A PUBLIC OFFICER OR EMPLOYEE - TEXAS GOVERNMENT CODE SECTION 551.074

The agenda item was discussed in a session closed to the public.

DISCUSSION RELATED TO A PUBLIC SCHOOL STUDENT WHEREIN PERSONALLY IDENTIFIABLE INFORMATION WILL NECESSARILY BE REVEALED - TEXAS GOVERNMENT CODE SECTIONS 551.0821

The agenda item was discussed in a session closed to the public.

Conduct Superintendent Formative Evaluation - Texas Government Code 551.074

The agenda item was discussed in a session closed to the public.

Economic Development Discussion Regarding America Foundry JETI Application - Texas Government Code Chapter 403, Sec. 551.087

The agenda item was discussed in a session closed to the public.

CONSULTATION WITH ATTORNEY TO DISCUSS LEGAL REQUIREMENTS AND FINANCIAL TERMS OF JETI TAX INCENTIVE PROGRAM - TEXAS GOVERNMENT CODE SECTIONS 551.071 AND 551.087

The agenda item was discussed in a session closed to the public.

Discuss Issues Related to the Purchase, Exchange, Lease, or Value of Real Property - Texas Government Code Chapter 551.072

The agenda item was discussed in a session closed to the public.

Reconvene in Open Session

The Board reconvened in an open session at 10:20 p.m. No action was taken during the closed session.

ADJOURN

There being no further business, the meeting adjourned at 10:20 p.m.

President

Secretary



BRYAN ISD BOARD OF TRUSTEES MEETING

The Bryan ISD Board of Trustees met for a special meeting on June 9, 2025, at 1:00 p.m., in the Boardroom of the Bryan ISD Administration Building, located at 801 South Ennis Street, Bryan, TX 77803.

Board members present:

- David Stasny (President)
- Felicia Benford (Vice President)
- Joel Bryan (Secretary)
- Ruthie Waller
- Dr. Julie Harlin-Wolf
- Leo Gonzalez, II
- David R. Stennis

CALL TO ORDER REGULAR MEETING

Board President David Stasny called the Special meeting to order at 1:02 p.m. A warm welcome was extended to all in attendance.

Information Items

RECEIVE AND DISCUSS AN UPDATE FROM THE BOND STEERING COMMITTEE RELATING TO THE COMMITTEE'S WORK ASSOCIATED WITH ITS EVALUATION OF DISTRICT FACILITIES AND NEEDS THAT MAY BE CONSIDERED IN CONNECTION WITH A POSSIBLE NOVEMBER 2025 BOND ELECTION

Deputy Superintendent Dr. Brian Merrell, Assistant Superintendent of Business Services, Norma Friddle, Executive Director of Technology Services, Julea Johnson, Executive Director of Athletics, Dereck Rush, Assistant Director of Career and Technical Education Laura King, Assistant Director of Fine Arts Jacob Justice, and Construction Manager Bobby Griffin, provided a review of the Bond Steering Committee's work associated with the needs of the district and the possibility of a November Bond election.

The administration stated that a bond project of up to \$400 million would not result in a tax rate increase. However, due to specific laws regarding bonds, the required ballot language will state that it will result in a property tax increase. The committee, composed of multiple stakeholders, met for over 10 weeks to narrow the scope of various projects by receiving expert advice from multiple sources to determine the best approach for transitioning from a strategic plan to a bond steering committee.

Additional meetings are scheduled for June 23 and a potential meeting on July 9 if needed.

Closed Session

CONVENE IN CLOSED SESSION

Closed session was omitted.

DISCUSS ISSUES PERTAINING TO APPOINTMENT, EMPLOYMENT, EVALUATION, REASSIGNMENT, DUTIES, DISCIPLINE, OR DISMISSAL OF A PUBLIC OFFICER OR EMPLOYEE - TEXAS GOVERNMENT CODE SECTION 551.074

The agenda item was omitted from the agenda.

ADJOURN

There being no further business, the meeting adjourned at 3:02 p.m.

President

Secretary

9.B. Consider Approval of the Purchasing Report for June 2025

9.C. Consider Approval of the TTESS Calendar for 2025-2026

9.D. Consider Approval of 2025-26 Memorandum of Understanding Between Bryan
ISD and College Station ISD for Student Enrollment at the Career and Technical
Education Complex (CTEC)

Bryan Independent School District
Memorandum of Understanding

Bryan Independent School District (“BISD”) and the Partner Independent School Districts (individually “Partner ISD”), enter the following Memorandum of Understanding for the 2025-2026 school year regarding the Bryan Career and Technical Education Complex (“Bryan CTEC”).

Now therefore the parties to the Memorandum of Understanding mutually agree to the following:

I. Purpose:

Whereas BISD operates Bryan CTEC as a half day Career and Technical Education program for Juniors and Seniors offering course in the following programs:

- a. Automotive Technology
- b. Construction Technology
- c. Industrial Engineering and Robotics
- d. Welding Technology

II. Student Eligibility Requirement:

- a. In order to apply to enroll in the Bryan CTEC a student must have current Sophomore or Junior standing at a Partner ISD;
- b. A student must have the written approval of his/her Partner ISD in order to apply to enroll in the Bryan CTEC; and
- c. A student must have completed the application to enroll in the Bryan CTEC.

III. Academic Calendar for the Bryan CTEC

- a. The Bryan CTEC will follow the BISD academic calendar for the 2025-2026 school year. This will apply to grades, attendance, holidays, etc.
- b. If a Partner ISD academic calendar differs from the BISD academic calendar, it is the responsibility of the Partner ISD to submit a copy of their academic calendar to BISD prior to the start of the 2025-2026 school year.

IV. Grades

- a. The Bryan CTEC will submit each student’s marking period/six weeks to the student’s home campus at each student’s sending Partner ISD, respectively, based on the BISD academic calendar.
- b. The Bryan CTEC will provide access for grades at all times to each Partner ISD designee and parent/guardian for all students enrolled from the Partner ISD.
- c. If the grading cycle of a Partner ISD is different from the BISD grade cycle, then the Partner ISD may give an incomplete until the BISD grade cycle is completed.

V. Attendance

- a. All students enrolled in the Bryan CTEC from a Partner ISD are expected to attend the Bryan CTEC for the entire school year. Students will not be permitted to withdraw from the Bryan CTEC without Partner ISD's and Bryan CTEC's written approval.
- b. In the event a student enrolled in the Bryan CTEC becomes pregnant during the school year, BISD may require a medical release/authorization approving the student's continued attendance/participation in the Bryan CTEC.
- c. In the event a student enrolled in the Bryan CTEC is unable to continue attending the Bryan CTEC due to medical/health reasons (including, but not limited to pregnancy) the sending Partner ISD will be responsible for providing any homebound and/or pregnancy related services to that student.
- d. The Bryan CTEC will submit student attendance to each student's home campus weekly.
- e. Students are expected to attend the Bryan CTEC according to the BISD academic calendar.
 - i. For instance, if a Partner ISD is not in school, but BISD is, then Partner ISD's students are expected to be present at the Bryan CTEC in which the student is enrolled.
 - ii. If BISD has a scheduled student holiday, but a Partner ISD does not, students from that Partner ISD will not attend the Bryan CTEC on the BISD scheduled student holiday.
 - iii. If a student from a Partner ISD has a school related event causing the student to be absent from the Bryan CTEC, the Partner ISD will notify the Bryan CTEC as soon as confirmation of the event and the student's participation has occurred.

VI. Tuition and Billing

- a. BISD will bill the Partner ISD for the cost of tuition per credit course which shall be calculated as follows: Basic Allotment x 1/6 x CTE Weight. ¹ For example, based on the projected Basic Allotment and CTE Weight for the 2025-2026 school year the tuition per credit course for the 2025-2026 school year would be $\$6,215 \times 1/6 \times 1.47 = \$1,522$. However, if the Basic Allotment or CTE Weight amounts are adjusted by the State of Texas prior to the start of the school year the tuition amount may change.
 - i. Student tuition will be prorated in the event a student moves out of the Partner ISD's attendance zone.
 - ii. If a student is removed for disciplinary reasons, the student's tuition will not be prorated based on the number of days enrolled.
 - iii. If a student wishes to withdraw for personal reasons, tuition will not be prorated.
 1. BISD reserves the right to make exceptions on the proration rules set forth above regarding disciplinary and personal withdrawals as determined by Campus Director of the Bryan CTEC.
 - iv. Invoices will be calculated for each student enrolled for each Partner ISD. After the 10th class day of the 2025-2026 academic school year, the full fee of \$1,522.00 per one credit course per student will be charged and billed to the student's ISD.
 - v. An invoice will be mailed out to each Partner ISD for each student enrolled (from the Partner ISD) at the Bryan CTEC during the 2025-2026 school year. Invoices will be mailed after completion of the first six weeks grading cycle of BISD. Payments will be due in two installments with ½ of the tuition due by October 31, 2025 and the remaining ½ of the tuition due by January 31, 2026.

¹The Basic Allotment and the CTE Weight under this MOU shall be the Basic Allotment and the CTE Weight amounts provided by the Texas Education Agency for the 2025-2026 school year as required under the Texas Education Code and Texas Administrative Code.

VII. Other Fees

- a. Any and all fees for Dual Credit, certification, backgrounds checks, fingerprinting, drug screening, required immunizations, or health tests required will be paid by the student or the sending Partner ISD, as determined by Partner ISD administration.

VIII. Course Offerings

- a. The Bryan CTEC will provide a course list to Partner ISD's prior to the start of the 2025-2026 school year.

IX. Discipline

- a. It is the expectation that students will maintain the highest level of discipline and safety at the Bryan CTEC. It is the expectation that each Partner ISD will support the Bryan CTEC in maintaining discipline. Discipline enforcement will be the responsibility of the sending Partner ISD for its students enrolled in the Bryan CTEC. The Bryan CTEC will use a discipline mode that, to the extent feasible, simulates practices for employees in current professional workplaces. Representatives from the Bryan CTEC will provide detailed report for each student to the student's home campus of the Partner ISD for that campus to use in making a decision on a discipline incident. Partnering districts are expected to enforce their normal disciplinary rules to students of the Bryan CTEC.
- b. Any expulsion, suspension, removal to ISS or DAEP will be administered by the Partner ISD. All ISS and DAEP placements will take place at the Partner ISD.
- c. The Bryan CTEC reserves the right to remove a student at any time for disciplinary reasons.

X. Special Education/504

- a. It is ultimately the responsibility of the Partner ISD to ensure that a student's IEP/504 accommodation plan is implemented as written, as well as to conduct all student ARD and 504 meetings.
- b. Prior to the start of the school year, each Partner ISD will provide written notification to the Bryan CTEC of all Special Education and 504 students, including all IEP plans and accommodation plans from the Partner ISD.
- c. The Bryan CTEC will implement the IEP/504 accommodation plan as written with one exception; it is the responsibility of the sending Partner ISD to provide additional staff support if designated in a student's IEP/504 accommodation plan.
- d. Each sending Partner ISD agrees to invite a Bryan CTEC representative (from the Bryan CTEC in which a particular student is enrolled) to attend and offer feedback for all student ARD and 504 meetings.

XI. Partner ISD's Responsibilities

Each Partner ISD understands and agrees that it is making a commitment to work collaboratively to achieve project goals and also agrees to the following:

- a. Support and utilize the Bryan CTEC;
- b. Provide transportation for accepted students to and from the Bryan CTEC and to and from the sending Partner ISD;
- c. Ensure students enrolled at the Bryan CTEC are provided the opportunity to have breakfast and lunch at a student's home campus within the sending Partner ISD;

- d. Agrees to work with the Bryan CTEC to accept marking period grades earned by students to calculate the final average for the course and award course credit as appropriate.
- e. Agrees to share all of the following data for the Carl Perkins Grant reporting criteria:
 - i. All demographics of all students attending the Bryan CTEC
 - ii. Certification information – passing rate, as well as failure rate (if applicable)
 - iii. Number of students in each pathway at Bryan CTEC
 - iv. Number of industry partnerships
 - v. Number of college credit hours earned
 - vi. Advanced credits earned (academic Dual credits or AP/IB scores)
 - vii. Number of students in: internships, mentoring, job shadowing, WBL, or working
 - viii. CTSO statistics: membership, participation, advancement in competitions
 - ix. Post-secondary plans for all students

XII. Multiple Counterparts and Facsimile

This Memorandum of Understanding may be executed in separate or multiple counterparts by the parties, each of which shall be deemed to be the original. All of such counterparts shall be considered as one and the same instrument notwithstanding the fact that various counterparts are signed by one of the parties, and all such copies shall be considered as one and the same Memorandum of Understanding. In addition, any true and correct photocopy or facsimile copy of this Memorandum of Understanding together with any signature on such documents transmitted by any of the parties shall be deemed to be originals and may be utilized by any party for any purpose whatsoever, including all proceedings relating to this Contract. Upon request by any party, any counterpart, photocopy, or facsimile copy shall be substituted with the actual signed copy or be executed by the parties without affecting the effective date or actual execution dates.

Bryan Independent School District

By: _____
 Ginger Carrabine, Superintendent
 Bryan Independent School District

Date: _____

Partner ISD

By: _____
 Tim Harkrider, Superintendent
 College Station Independent School District

Date: _____

9.E. Consider Approval of 2025-26 Memorandum of Understanding Between Bryan ISD and Snook ISD for Student Enrollment at the Career and Technical Education Complex (CTE).

Bryan Independent School District
Memorandum of Understanding

Bryan Independent School District (“BISD”) and the Partner Independent School Districts (individually “Partner ISD”), enter the following Memorandum of Understanding for the 2025-2026 school year regarding the Bryan Career and Technical Education Complex (“Bryan CTEC”).

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 - viii. CTSO statistics: membership, participation, advancement in competitions
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Bryan Independent School District

By: _____
 Ginger Carrabine, Superintendent
 Bryan Independent School District

Date: _____

Partner ISD

By: _____
 John O'Brien, Interim Superintendent
 Snook Independent School District

Date: _____

9.F. Request to Increase Contracted Services for Special Education

Memo: Request for Reallocation of Funds for Special Education Services and Evaluations

Summary of Approved Proposal:

To address a critical shortage in special education support services, the District previously approved a cost-neutral plan to redirect unspent salary funds from vacant positions to contracted services. This flexible approach allows the District to utilize a pool of approved vendors to fill urgent gaps while maintaining compliance with student service requirements. Approved contracted services include:

- 6 SLP/SLPA positions – \$486,000
- 1 School Psychologist – \$87,000
- 1 Teacher of the Visually Impaired – \$62,000

Total previously approved not-to-exceed amount: \$635,000

Contracts are structured with a 20-day termination clause to allow a smooth transition should vacancies be filled internally. Approved vendors include Candor, Stepping Stones, Parallel, and National Recruiting.

Additional/New Request for an Additional SLPA:

Due to a recent resignation, an additional SLPA vacancy has been identified. The special education department requests an increase to the previously approved contract amount to cover one additional SLPA.

- Additional SLPA – \$81,000 (estimated cost based on current compensation rates)

Revised not-to-exceed total: \$716,000

The department recommends approval of this increase to continue meeting student needs without service interruption.

9.G. Purchase Request Over \$50,000 for Contracted Services for Deaf Education Interpreters

AGREEMENT FOR PROFESSIONAL SERVICES – BRYAN INDEPENDENT SCHOOL DISTRICT



SERVICES: Interpreting Services

CONTRACTOR: GLOBO Language Solutions, LLC

SCHOOL YEAR: 2025-26

Bryan Independent School District

AGREEMENT FOR PROFESSIONAL SERVICES – INDEPENDENT CONTRACTOR

THIS AGREEMENT FOR PROFESSIONAL SERVICES – INDEPENDENT CONTRACTOR

Agreement is made between District and the individual or entity identified as the consultant (“Consultant”) in Schedule 1 which is attached hereto and made a part of this Agreement for all purposes.

For good and valuable consideration (including, without limitation, the mutual promises made in this Agreement) the District and the Consultant hereby agrees as follows:

1. **Parties.** Bryan Independent School District (“the District”) is an independent school district organized and operating in accordance with the laws of the State of Texas. The administrative offices of the District are located at 801 S. Ennis St., Bryan TX 77803. Consultant is a Pennsylvania Limited Liability Company, located in Pennsylvania, and further identified by Schedule 1, incorporated herein for all purposes.

2. **Legal Compliance.** As a material condition of this Agreement, Consultant agrees to the submission of specific information which includes any licenses, permits or certifications relating to the Consultant’s qualifications and/or authority to provide the Services, liability insurance and provision of fingerprinting results when and if required for onsite/in person services. Consultant further warrants and represents, as a material condition to this Agreement, that it shall comply with all applicable laws, regulations, requirements, and guidelines that currently exist or may exist or be amended during the term of this Agreement regarding Consultant’s provision of services herein, and that such applicable laws, regulations, requirements, and guidelines are automatically incorporated into this Agreement.

3. **Description of Services.** The District engages the Consultant to provide, and the Consultant agrees to provide the services (“Services”) described in Schedule 1. The District shall designate the individuals in the District for whom the Consultant shall provide Services hereunder, and the calendar time frames within which Services must be provided; however, the Consultant shall determine the specific dates and times of the Consultant’s Services and the legal and professional means and methods by which the Consultant will accomplish the Services. The Consultant represents and warrants that it, and/or its employees are regularly engaged in the business of performing professional services such as the Services described herein and that all employees or contractors are fully and appropriately licensed, authorized and legally certified to provide Services described in Schedule 1. During the term of this Agreement, the Consultant may provide services for individuals or entities other than the District and is not required to devote all of its time or resources to the provision of Services to the District.

4. **Payment for Services.** The District agrees to pay the consultant in accordance with the price and payment terms set forth in Schedule 1, and the consultant agrees to accept such amounts as full payment for Services provided pursuant to this Agreement. Payment shall be made in accordance with Chapter 2251 of the Texas Government Code which shall govern remittance of payment and remedies for late payment and non-payment. Payment of invoices will be sent to:

GLOBO Language Solutions LLC
P.O. Box 412439
Boston, MA 02241-2439

ACH payment will be sent to:
Bank of America, N.A.
ABA or Routing Number:
0383011388360 Account Number:
383011388360
For Credit to: Globo Language Solutions, LLC

For wire transfers payment will be sent to:
Routing/Transit (ABA) Number: 0260-0959-3
SWIFT: BOFAUS3N

5. **Independent Contractor Relationship.** THE DISTRICT AND THE CONSULTANT SPECIFICALLY ACKNOWLEDGE THAT IT IS THEIR MUTUAL AGREEMENT AND INTENTION THAT THE CONSULTANT IS AN INDEPENDENT CONTRACTOR OF THE DISTRICT IN THE PERFORMANCE OF SERVICES UNDER THIS AGREEMENT. Consultant represents and warrants that it is an independent contractor that will furnish their own tools, products, and services. Consultant, its officers, employees, agents, representatives are not employees of the District. Consultant represents and warrants that it has no right to claims for wages, vacation pay, sick leave, retirement benefits, health benefits, social security, disability, worker's compensation benefits, or other benefits of any kind.

6. **Criminal History Reports.** Pursuant to Texas Education Code 22.0834, Consultant shall obtain criminal history reports through the criminal history clearinghouse for each employee or contractor who will have direct contact with students, and certify to the District that employees or contractors having direct contact with students have no disqualifying criminal history, as defined by Texas Education Code 22.085(a).

7. **Confidentiality of Student Information.** As an independent contractor retained by the District to perform Services under this Agreement, the Consultant shall be deemed a "school official" as that term is defined in the District's Board Policy. Further, it is understood and agreed that in order to perform Services hereunder, it will be necessary for the Consultant to review and be provided access to the "educational records" (as that term is defined in the Texas Education Code and the Family Education Rights and Privacy Act) of students of the District for whom the Consultant provides Services hereunder. The Consultant agrees to maintain the confidentiality of any and all educational records of students in the District that are disclosed to, or reviewed by, the Consultant in accordance with Federal and state laws, rules and regulations.

The District shall take appropriate action to ensure confidentiality of GLOBO's confidential information and/or proprietary software, including GLOBO's proprietary platform, GLOBO HQ and GLOBO's processes and procedures, to which the District may have access and to treat it with the same degree of care that it uses to protect its own confidential information of like kind and value, but in no case less than a commercially reasonable degree of care. The District agrees to maintain the Confidential Information of the GLOBO in strict confidence and use it only for the purpose and to the extent necessary under the terms of this Agreement.

8. **Non-Reimbursement of Expenses.** The District shall not be liable to the Consultant for any expenses paid or incurred by the Consultant including, without limitation, materials/supplies, business and travel expenses unless specifically agreed to in writing by the District.

9. **Tax Duties and Responsibilities.** The District shall not pay or withhold any Federal, state or local taxes of any kind relating to payments made to Consultant for Services provided hereunder. Consultant is responsible for, and agrees to pay, all Federal, state or local taxes relating to payments received by Consultant for the performance of Services hereunder, including, without limitation, Federal income taxes, Social Security taxes, Federal Unemployment Compensations taxes, and other fees, charges, licenses or other payments required by law.

10. **Insurance.** The Consultant shall comply with all laws, rules and regulations applicable to worker's compensation and shall provide the District with a certificate of any workers' compensation insurance that is required by law, and certificates of such other types of insurance as the District may reasonably request, in such form and in such amount as shall reasonably be acceptable to the District. Throughout the term of this contract the Consultant shall obtain and maintain professional liability insurance in the amount of no less than \$1,000,000.00. Such policy must be issued by a duly licensed insurance company authorized to do business under the laws of the State of Texas.

11. **Indemnification.** CONSULTANT SHALL INDEMNIFY AND HOLD THE DISTRICT, ITS TRUSTEES, OFFICERS, EMPLOYEES, AGENTS AND REPRESENTATIVES HARMLESS FROM ANY AND ALL CLAIMS, DAMAGES, EXPENSES, LOSSES, SUITS, ACTIONS, JUDGMENTS, COSTS, AWARDS AND FEES, INCLUDING ATTORNEY'S FEES, ARISING OUT OF CONSULTANT'S PROVISION OF SERVICES HEREUNDER OR THE PERFORMANCE BY CONSULTANT, OR ANY OF ITS EMPLOYEES OR AGENTS, OF THIS AGREEMENT. CONSULTANT SHALL HAVE NO INDEMNIFICATION OBLIGATION FOR ANY CLAIMS, DEMANDS, ACTIONS OR PROCEEDINGS INVOLVING THE NEGLIGENCE, GROSS NEGLIGENCE, AND/OR RECKLESS CONDUCT OF THE DISTRICT.

12. **Term and Termination.** This Agreement shall commence on the date specified as the Effective Date below and shall continue for a term of one (1) year. The Agreement may be extended by mutual agreement for additional twelve (12) month terms. Either party may terminate this Agreement, with or without cause, by giving 30

days written notice of termination to the other party.

13. **No Authority To Bind the District.** The Consultant has no authority to enter into contracts or agreements on behalf of the District or in any way to act for or on behalf of the District.

14. **Notice.** Any notice or other communication given in connection with this Agreement shall be in writing and shall be delivered either by hand or by certified mail, return receipt requested, to the other party at the address for that party specified herein. Either party may change its address stated herein by giving written notice of the change in accordance with the provisions of this Section.

District Notice:
ATTN: Superintendent
Bryan ISD
801 S. Ennis St.
Bryan TX 77803

Notice to Consultant:
ATTN: Office of General Counsel
GLOBO Language Solutions, LLC
Tow Logan
100 N. 18th Street, Suite 300 #3465
Philadelphia, PA 19103

15. **Assignment.** Because of the professional nature of the Services to be provided by the Consultant to the District hereunder, the Consultant may not assign any or all of his or her rights, duties or obligations hereunder to any other person without the prior written consent of the District.

16. **Entire Agreement.** This Agreement constitutes the entire understanding and agreement between the parties with respect to the subject matter hereof. **The District and the Consultant each represent, warrant and agree that no promise or agreement which is not expressed herein has been made to or by either party and that neither party is relying upon any statements or representations other than those that are set forth in this Agreement.**

17. **Modification and Non-Waiver.** This Agreement may not be modified or amended except by written agreement executed by the parties hereto. The failure by either party to exercise any of its rights under this Agreement shall not be deemed a waiver of such rights or a waiver of any past, existing or future breach of this Agreement by the other party. Nothing in this Agreement will be deemed to waive, modify or amend any legal defense available at law or in equity to either of the Parties nor to create any legal rights or claim on behalf of any third party. Neither of the Parties waives, modifies or alters to any extent whatsoever the availability of any defense of immunity under the laws of the United States of America and/or the State of Texas

18. **Governing Law.** This Agreement is made according to the laws of the state of Texas. The parties expressly agree that this Agreement is governed by and will be construed and enforced in accordance with the laws of the State of Texas and Brazos County. Venue for any dispute arising from this Agreement shall be in Brazos County, Texas.

19. **No Third Party Beneficiaries.** Nothing in this Agreement is intended, nor shall be deemed, to confer any benefits on any third party.

20. **No Boycott.** Pursuant to Texas Government Code Chapter 2271, if the value of services provided in this Agreement exceeds \$100,000.00, and Consultant is a company with more than 10 employees, then Consultant warrants that it does not boycott Israel and shall not boycott Israel during the term of this Agreement. Pursuant to Texas Government Code, Chapter 2274, Consultant represents and warrants that it does not and will not boycott energy companies. Pursuant to Texas Government Code, Chapter 2274, Consultant represents and warrants that it does not and will not discriminate against firearm entities or firearm trade associations.

21. **Certification Regarding Terrorist Organizations.** Pursuant to Sections 2252.151-.154 of the Texas Government Code, the Contractor hereby certifies that it is not a company identified on the Texas Comptroller's list of companies known to have contracts with, or provide supplies or services to, a foreign organization designated as a Foreign Terrorist Organization by the U.S. Secretary of State under federal law.

22. **Felony Conviction.** Pursuant to Texas Education Code Section 44.034, Consultant must give advance written notice if Consultant's owner or employee has been convicted of a felony. This paragraph requiring advance notice does not apply to a publicly-held corporation.

23. **Child Support.** Pursuant to Texas Family Code, Section 231.006, Consultant certifies that it is not ineligible to receive the specified grant, loan, or payment and acknowledges that the Agreement may be terminated, and payment may be withheld if this certification is inaccurate.

24. **Conflict Of Interest.** If applicable, CIQ Form as required by Board policy and law and found at <http://www.ethics.state.tx.us/forms/CIQ.pdf> will be executed and delivered to the District prior to Consultant's delivery of services.

25. **Exclusive Remedy and Limitation Liability.** For the purposes of the exclusive remedy and limitations of liability set forth in this section, GLOBO shall be deemed to include GLOBO, its affiliates and respective successors, and the directors, officers, employees, agents, subcontractors, representatives, suppliers and interpreters and translators (who may be employees or independent contractors) of GLOBO and damages refer collectively to all injury, damage, loss or expense incurred, other than GLOBO's indemnity obligations outlined in Section 11 of this Agreement. The charges for services provided by GLOBO are established and relied on the exclusive remedy and limitations of liability set forth in this section, other than GLOBO's indemnity obligations outlined in Section 11 of this Agreement. The District acknowledges that it elects to accept charges calculated on this basis and agrees that this allocation of risk of liability is fair, reasonable and not unconscionable, other than GLOBO's indemnity obligations outlined in Section 11 of this Agreement. The District understands and acknowledges that the charges for interpreter and translation services are unrelated to the value of the District's business and/or operations or the potential for indirect, incidental, consequential and special damages or any other damage in excess of those allowed by this section. In accordance with the understandings set forth above, the parties agree as follows: (i) GLOBO's entire liability, other than GLOBO's indemnity obligations outlined in Section 11 of this Agreement, and the District's exclusive remedy for damages caused by defect or failure of interpreter and translation services, or arising from the performance or nonperformance of any services under this agreement, regardless of the form of action, whether in contract, tort, including negligence, strict liability or otherwise, shall be limited to a credit or refund of the charges for the service which gave rise to the claim; and (ii) GLOBO shall not be liable for any indirect, incidental, special or consequential damages, or for lost profits, savings or revenues of any kind, whether or not GLOBO had knowledge, actual or constructive, that such damages might be incurred, other than GLOBO's indemnity obligations outlined in Section 11 of this Agreement.. This subsection shall survive failure of an exclusive remedy.

26. **Usage of Services.** The District represents that language services will be used for its own internal purposes. Prohibited uses include: transmission of messages or other material which constitute an infringement of copyrights or trademarks, unauthorized disclosure of trade secrets, any criminal prohibitions regarding the use of telephones to transmit obscene threatening or harassing messages, a libelous or slanderous statement; or a violation of any applicable statute or state law or regulation.

IN WITNESS WHEREOF, the parties have executed this Agreement on the dates indicated by their signatures below. The "Effective Date" shall be the date on which the last party to sign this Agreement executes this Agreement.

GLOBO Language Solutions

Bryan Independent School District

By: _____

By: _____

Title: _____

Title: _____

Date: _____

Date: _____

Bryan Independent School District
SCHEDULE 1
TO
AGREEMENT FOR PROFESSIONAL SERVICES - INDEPENDENT CONTRACTOR

Name of Consultant: GLOBO Language Solutions, LLC
Address: P.O. Box 412439 Boston, MA 02241-2439
Telephone Number: (800) 555-3010

E-Mail:

troy@helloglobo.com Tax Identification or SSN#:

272896376

Please submit an updated vita, copies of current licenses, permits, certifications, proof of liability insurance and current fingerprint results.

GENERAL RESPONSIBILITIES OF THE CONSULTANT –

1. The Consultant will provide language services according to the rules and regulations of the governing boards of such professionals, the Texas Education Agency, District Policy, and the applicable state and federal law.
2. The Consultant will maintain and provide, if any, current copies of license/certificates of all professionals providing services to Bryan ISD under this Agreement.

SERVICE COST OF CONTRACTORS

See Attached Exhibit A, incorporated into this agreement for all purposes.

TERM OF AGREEMENT: July 1, 2025 to June 30, 2026

The consultant agrees to submit a written billing statement to the district on a monthly basis to the address included in the Notice section of the Agreement. The written statement must identify the days the consultant provided services, the type of services provided, initials of students served, campus and the amount of time spent: start time and end time. Payment will be made within thirty (30) days after approval of services provided.

Exhibit A: GLOBO Scope of Services

On-Demand Audio and Video Remote Interpreting

- 250+ languages
- 24/7/365 service
- Dedicated access number
- User instructional materials
- Dedicated Support
- GLOBO HQ™ Access
 - Real-time call detail reports
 - Actionable analytics
 - Quality Assurance
- Monthly electronic billing with detailed invoice

On-demand Audio/Video Rates

Service	Rate
Monthly Minimum	100 minutes (WAIVED)
Set Up Fee	\$99.00 (WAIVED)
On Demand Telephone Interpreting (Audio): All Languages	\$0.79 per minute
On Demand Video Remote Interpretation: All Spoken Languages	\$0.89 per minute
On Demand Video Remote Interpretation: American Sign Language (ASL)	\$2.89 per minute

- Customer agrees to provide a credit card to have on file. The credit card will be charged in the event the Customer is delinquent on payment of invoices.
- Minimum usage of 100 minutes required per month for Audio Interpreting and Video Remote Interpretation services. If the Customer uses less than 100 minutes of Audio Interpretation Services and 100 Minutes of Video Remote Interpretation Services in a given month, the difference will be charged at the respective per minute rate. The Monthly Minimum usage rate will not be charged for the first month of services. The Monthly Minimum will only be charged if Customer chooses to enable Audio Interpretation and/or Video Remote Interpretation Services.

Optional Audio/Video Services

Service	Rate
Toll Free Number	+\$0.03 per minute
Audio Recording + 1 year of retention/storage	+\$0.03 per minute
Audio Recording + 6 years of retention/storage	+\$0.06 per minute
Video Recording + 1 year of retention/storage	+\$0.06 per minute
Video Recording + 6 years of retention/storage	+\$0.08 per minute
Third Party Dial-out	+\$0.05 per minute
International Calls	+\$0.05 per minute

Scheduled Audio, Video, and On-Site Interpreting

Telephone and Video interpreting along with On-site Interpreting can be pre-scheduled for either the same day (rush rates apply) or a future date. Scheduled calls are recommended for special circumstances, including, but not limited to, calls expected to last for more than 1 hour in duration, calls involving languages of lesser diffusion, calls of particular technical vocabulary, calls requiring simultaneous interpretation and calls requesting interpreter preference (i.e. specific interpreter, gender, etc.)

Scheduled Audio and Video Remote Interpreting Rates

Service	Consecutive Rate	Simultaneous Rate
Scheduled Telephone Interpreting: All Spoken Languages	\$ 1.05 per minute	\$ 1.97 per minute
Scheduled Video Remote Interpreting: All Spoken Languages	\$1.58 per minute	\$ 2.08 per minute
Scheduled Video Remote Interpreting: American Sign Language	\$63 per hour (1 Hour Min.)	\$63 per hour (1 Hour Min)

Additional Scheduled Audio / Video Terms

- Spoken language scheduled calls are subject to a 30 minute minimum; thereafter, calls are billed by the per minute audio/video interpretation rate set forth above. ASL scheduled calls are subject to a one hour minimum; thereafter, calls are billed in 15 minute increments at the per minute rate set forth above. Calls will be billed the greater of the estimated duration or 1 hour
- Calls scheduled more than 24 hours in advance of the call will be billed at the normal respective service rate set forth above.
- Rush rates will apply for anything scheduled less than 24 business hours in advance: the Rush Rate is a 25% charge.
- Cancellation fees will apply in the following manner:
 - Same-day (less than 24 hours in advance) cancellation - full scheduled cost will be billed
 - 24 hour or more notice - no charge
- Calls requiring international dial outs will be charged at one and a half times the client's normal telephone interpreting per minute rate.
- Calls requiring Simultaneous Interpretation are billed in 4-hour minimum increments

Scheduled On-Site Interpreting Rates

Service	Consecutive Rate	Simultaneous Rate
On-Site Interpreting: Spanish	\$75.35 per hour	\$115.50 per hour
On-Site Interpreting: All Other Spoken Languages	\$75.35 per hour	\$110.55 per hour
On-Site Interpreting: American Sign Language	\$63 per hour	N/A

- Every hour past 8 hours will be charged at 1.5 times the hourly fee
- All on-site consecutive appointments require a 2-hour minimum. Simultaneous require a 4-hour minimum
- 1 Hour of Travel time will be charged for all onsite appointments in addition to the 2 hour minimum referenced above

Additional On-Site Terms

Scenario	Rate
After Hours (8am-5pm local time Monday - Friday is standard hours)	\$20/hour surcharge
Rush Requests (less than 1 business day)	\$20/hour surcharge (Note: Multi-day events require a minimum 1 week' notice to avoid rush charges)
Spoken Language cancellation	If canceled less than 1 business day prior to scheduled appointment, billed at 100% of all pre-determined fees
ASL Cancellation	If canceled less than 2 business days prior to scheduled appointment, billed at 100% of pre-determined rates.
Equipment for simultaneous interpretation	Per project

Communication Access Realtime Translation (CART)

GLOBO provides remote CART and Typewell transcription services. GLOBO's CART transcriptionists are required to have prior experience in educational transcription and hold at least one industry standard certification (NCRA, CRC, Typewell, etc.).

Service	Rate	Note
Remote Real-Time Transcription Services (using the TypeWell platform)	\$115.50 per hour	2 hour minimum applies
Editing Fee	\$89.25 Per project	If formal edits are required, an editing fee will be charged for all assignments to allow the transcriber to send a finalized transcript to the student after each class
After hours (8am-5pm local time is standard business hours)	\$20/hour surcharge	
Rush request (less than 1 business day)	\$20/hour surcharge	

Document Translation

Upload, manage and track even your most complicated translation projects through GLOBO HQ. We utilize only the most qualified translators and train them in accordance with ISO 17100:2015. One of the guiding philosophies of GLOBO's approach to managing on-going projects is assigning dedicated teams of translators to work a project from initiation to completion. GLOBO's rigorous three-step TEP translation process further reduces errors and ensures accuracy.

Language	Rate
Spanish (US/Latin)	\$0.15 per word
Albanian, Bosnian, Bulgarian, Croatian, Czech, Dutch, Flemish, French, German, Hungarian, Italian, Norwegian, Polish, Portuguese, Romanian, Russian, Serbian, Slovak, Slovenian, Spanish (Spain), Turkish, Ukrainian	\$0.22 per word
Arabic, Bengali, Cantonese, Chinese (Traditional and Simplified), Danish, Dari, Farsi, Finnish, Greek, Gujarati, Haitian Creole, Hebrew, Hindi, Indonesian, Korean, Malay, Malayalam, Mandarin, Norwegian, Panjabi, Pashto, Sindhi, Sinhalese, Swedish, Tamil, Thai, Urdu, Vietnamese	\$0.24 per word
Burmese and Burmese Dialects	\$0.27 per word
Afrikaans, Amharic, Armenian, Azeri, Belorussian, Cape Verdean Creole, Estonian, Faroese, Fulani, Georgian, Hausa, Icelandic, Japanese, Khmer (Cambodian), Lao, Latin, Latvian, Lithuanian, Macedonian, Mixteco Bajo, Somali, Sotho, Tagalog, Tigrinya, Tswana, Uzbek, Xhosa, Yiddish, Zulu	\$0.29 per word
All Other Languages	Quoted upon request

Translation Memory Discounts

Translation Memory Match %	Discount
100% Match	85% discount
95% Match	85% discount
85% Match	60%discount
75% Match	40%discount
50% Match	40% discount

Additional Document Translation Terms

Service	Rate
Project Minimum	\$85.00 per project
Formatting/ Desktop Publishing	\$85.00 per hour
Rush Rates	Rush rates are calculated at 25%-100% additional charge to the original rate and will be determined per project.

Translation Turnaround

Est. Word Count	Standard TAT	Rush TAT
1,250	3 Business days	24-48 Hours
2,500	3 Business days	2 Business days
5,000	4 Business days	3 Business days
5,000+	Per Project	Per Project

Additional Translation Services

Quotes will be provided on an individual project basis for the following services:

- Transcreation
- Subtitling and Transcription
- Voiceover Recording
- Multimedia Services
- Braille, Section 508 Remediation, and other Accessibility Services

Fluency Testing

GLOBO's Fluency Testing allows customers to leverage bilingual staff and employees for direct communication with limited-English proficient patients.

Language	Rate
Arabic, Chinese-Mandarin, English, French, German, Italian, Korean, Persian-Farsi, Portuguese, Russian, Spanish, Haitian- Creole	\$90 per administration
Afrikaans, Akan-Twi, Albanian, Amharic, Armenian, Assyrian, Azerbaijani, Belorussian, Bengali, Bosnian, Bulgarian, Burmese, Cambodian, Cebuano, Chechen, Chinese-Cantonese, Croatian, Czech, Danish, Dari, Dhivehi, Djerma/Zarma, Dutch, English, Estonian, Ewe, Finnish, Fon, Fula/Peul, Fula/Toucouleur, Ga, Georgian, Greek, Gujarati, Haitian Creole, Haryanvi, Hassaniya, Hausa, Hebrew, Hilgaynon, Hindi, Hmong-Mong, Hungarian, Icelandic, Igbo, Ilocano, Indonesian, Japanese, Javanese, Kashmiri, Kazakh, Kinkongo, Kinyarwanda, Krio, Kurdish, Kurdish- Kamanji, Kurdish-Sorani, Lao, Latvian, Lingala, Luganda, Macedonian, Malay, Malayalam, Mandingo-Bambara, Mandingo- Malinke, Marathi, Mongolian, Nepali, Norwegian, Pashto, Pashto- Peshawari, Polish, Punjabi, Romanian, Samoan, Serbian/Croatian, Sindhi, Sinhalese, Slovak, Slovenian, Somali, Swahili, Swedish, Tagalog, Taiwanese, Tajik, Tamil, Tausug, Telugu, Thai, Tibetan, Tigrinya, Turkish, Uighur, Ukrainian, Urdu, Uzbek, Vietnamese, Wolof, Wu, Yoruba, Zulu	\$120 per administration
Baluchi, Kurmanji, Sorani, Turkmen,	\$195 per administration

The prices reflected in this Scope of Work are based upon the discussions and negotiations by and between the Parties upon entering into this Agreement. GLOBO shall have the right to negotiate a change in these rates in the event that the language mix of Spanish and other languages used is significantly different than proposed, GLOBO's cost to provide the services increases significantly, and/or to reflect consumer price index fluctuations.

10. Closed Session

10.A. Discuss Issues Pertaining to Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee - Texas Government Code Chapter 551.074

10.B. Discussion Related to a Public School Student Wherein Personally Identifiable Information will Necessarily be Revealed - Texas Government Code Sections 551.0821

10.C. Discuss Financial Information from a Business Prospect Considering Locating in the District - Texas Government Code 551.087

11. Reconvene in Open Session

12. Action Items

12.A. Consider Approval of the Recommendation for Employee Compensation for the 2025-2026 School Year



Compensation Planning

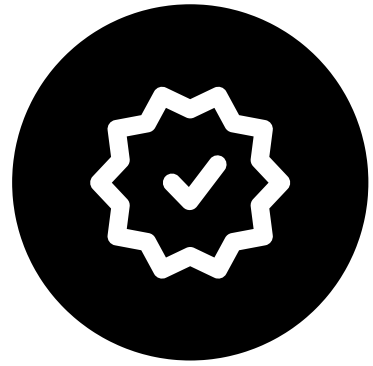
July 21, 2025



Compensation Goals



Ensure Market Competitiveness



Support equity & fairness



Financial sustainability



Streamlining the Budget (What have we done?)

2023-2024

- Reduction in central administration staffing
- Reduce Staff Conference Travel
- Shifting Positions to Federal Funding
- FAST Dual Credit Savings
- ESS Cost Reduction
- Middle School Schedule Adjustment
- Other Staffing Adjustments

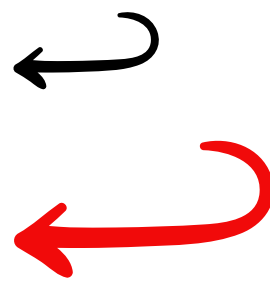
2024-2025

- Additional reductions in central administration staffing
- Increased School Nutrition Cost Sharing
- Further reduction of Staff Conference Travel
- Through attrition, reviewing all positions for potential consolidation and cost savings.
- Review contract renewals

2025-2026

- Through attrition, reviewing all positions for potential consolidation and cost savings.
- Refining Skyward position control to analyze vacancies
- Eliminate ESSER retention stipends
- Reduce some campus level positions

		Option A Adopted
Total Adopted Revenues		177,918,950
Base Pay (24-25) includes district level reductions: Ex. Dir of SL, Asst. Dir. Fine Arts, CTE, 504, Bilingual Coord., Admin of Student Affairs, Clerical at BISD Admin, Athl. Director, and other position downgrades		144,925,588
Stipends: Academic, UIL, Fine Arts, athletics, etc.		4,100,000
Overtime		1,000,000
Comp Time		375,000
All other supplemental pay		1,000,000
Summer School Payroll		790,000
Teacher Retention Allotment (3-4 yrs experience = \$2,500 increase base salary) (5+ yrs experience = \$5,000 increase base salary)		HB2 4,300,000
Support Staff Retention Allot: TCH Matrix Staff		HB2 565,000
Group health insurance:		
Employer contribution to close current deficit		1,000,000
Total Payroll		158,055,588
Non Payroll Budgets (Campus, Dpts, State Prog)		24,068,122
Summer school supplies		38,000
ESS - Sub Pay		2,500,000
Total Non Payroll		26,606,122
Total Payroll & Non Payroll		184,661,710
Net effect on fund balance		(6,742,760)
Total savings identified in staffing since budget adoption		4,918,817
Adjusted Deficit		(1,823,943)



Streamlining the Budget

2025-2026

- Conduct a careful review of all non-instructional contract renewals to ensure necessity and value.
- Examine all requisitions closely for need and appropriateness.
- Training: Shift to virtual training opportunities where feasible
- Travel: Limit staff travel for conferences and professional development
- Technology: Delay non-critical device replacements or upgrades



Compensation Options B, C, and D

Every Option Includes:

- Increase Yr 0 Teacher by **\$1,500**
- Increase Yr 1-2 Teacher by **\$2,500**
- Increase all other positions historically tied to the teacher salary schedule by **\$5,000**
 - Counselors
 - Registered Nurse's
 - Certified Librarians
 - Instructional Coaches
 - SLPAs
- Market Adjustments for select pay grades
- December payment for all *hourly* staff **\$500**
- Bus driver attendance incentive
 - \$50/week
- Contribution to health insurance fund = \$1,000,000
- Savings: Vacancy reductions and non-fillable positions = (\$4,918,817)

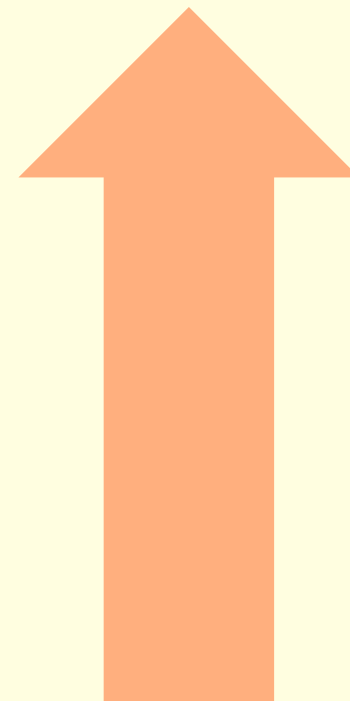
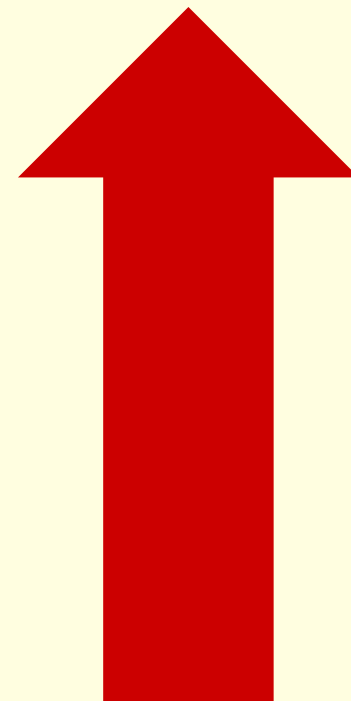
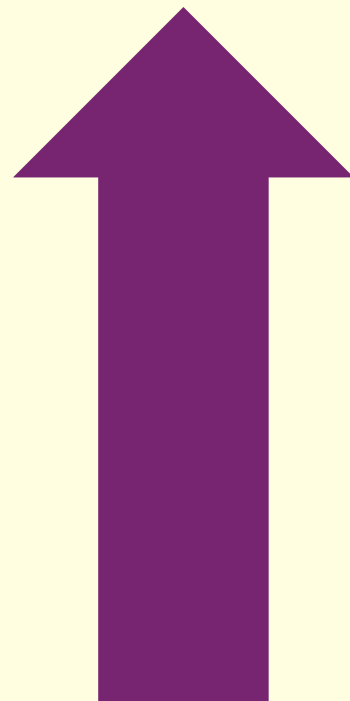


PLAN



Compensation Options B, C, and D

	Hourly Staff @ 3% incr. Salary Staff @ 2% incr.	Hourly Staff @ 4% incr. Salary Staff @ 2% incr.	All non HB2 staff @ 3%
	Option B	Option C	Option D
Option cost	1,300,463	1,538,523	1,692,425



PLAN



Compensation Options B, C, and D

	Hourly Staff @ 3% incr. Salary Staff @ 2% incr.	Hourly Staff @ 4% incr. Salary Staff @ 2% incr.	All non HB2 staff @ 3%
	Option B	Option C	Option D
Base Pay	144,925,588	144,925,588	144,925,588
Vacancy reductions / Non-fillable positions	(4,918,817)	(4,918,817)	(4,918,817)
Cost of consistent options	16,317,450	16,317,450	16,317,450
Option specific cost	1,300,463	1,538,523	1,692,425
Total Revised Payroll	157,624,684	157,862,744	158,016,646
Non Payroll Budgets (Campus, Dpts, State Prog)	24,068,122	24,068,122	24,068,122
Summer school supplies	38,000	38,000	38,000
ESS - Sub Pay	2,500,000	2,500,000	2,500,000
Total Non Payroll	26,606,122	26,606,122	26,606,122
Total Payroll & Non Payroll	184,230,806	184,468,866	184,622,768
Net effect on fund balance	(6,311,856)	(6,549,916)	(6,703,818)

PLAN





Compensation Planning

July 21, 2025

Questions



12.B. Discuss and Consider Approval of School Resource Unit Interlocal Agreement between Bryan ISD and the City of Bryan

**SCHOOL RESOURCE UNIT INTERLOCAL AGREEMENT BETWEEN
CITY OF BRYAN AND
BRYAN INDEPENDENT SCHOOL DISTRICT**

THIS INTERLOCAL AGREEMENT (the “Agreement”) is hereby made and entered into by and between the CITY OF BRYAN, a home-rule municipal corporation organized under the laws of the State of Texas (hereinafter “City”), and the BRYAN INDEPENDENT SCHOOL DISTRICT, an independent school district and political subdivision of the State of Texas, (hereinafter “District”), each acting by and through its duly authorized representatives. City and District may be collectively referred to herein as “Parties” or individually as a “Party.”

WHEREAS, Chapter 791 of the TEXAS GOVERNMENT CODE, also known as the INTERLOCAL COOPERATION ACT, authorizes all local governments to contract with each other to provide a governmental function or service that each party to the contract is authorized to perform individually and in which the contracting parties are mutually interested; and

WHEREAS, the City has established a School Resource Unit (hereinafter “SRU”), with law enforcement officers from the Bryan Police Department (hereinafter “Police Department”) and

WHEREAS, the Parties recognize the outstanding benefits of the SRU to the citizens of the City and to the faculty, students, and parents of the District; and

WHEREAS, it is in the best interest of the Parties and the citizens of the City and the faculty, students, and parents of the District to continue the SRU;

NOW, THEREFORE, in consideration of the mutual covenants and agreements hereafter set forth, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree as follows:

ARTICLE I. DEFINITIONS.

The following terms shall have the following meanings when used in this Agreement:

§1.1 “**Chief of Police**” shall mean the Chief of Police of the City of Bryan or his/her designee.

§1.2 “**School Superintendent**” shall mean the School Superintendent of the District or his/her designee.

§1.3 “**School Resource Unit**” shall mean a group of ten officers and one sergeant assigned to an organizational component within the Police Department who work largely on District school campuses.

§1.4 “**Law Enforcement Officer**” shall mean any City of Bryan Peace Officer who has been commissioned under the laws of this state.

1

ARTICLE II. PURPOSE OF THE AGREEMENT.

§2.1 The purpose of this agreement is for the Police Department to assign uniformed police officers and marked patrol cars to the schools outlined on Attachment A, for the School Resource Unit per the terms of this agreement.

§2.2 The School Resource Officer, hereinafter referred to as “SRO”, will work with the school administrator(s) to maintain a peaceful campus environment and take appropriate action regarding illegal activity occurring on-campus or at school related functions.

ARTICLE III. TERMS OF THE AGREEMENT.

§3.1 This Agreement shall be effective on the 1st day of August 2025, and shall be in effect for a period of one year.

§3.2 The Police Department shall provide SROs to provide service to the designated campuses on each day that school is in regular session. The District will provide the Police Department with a school calendar for the upcoming school year on or before June 1st of each year.

(a) As needed, one or more SROs will be available a week prior to the first day of school (8/13/25) for BISD staff training.

(b) A minimum of two (2) SROs will be available for work on summer school campuses.

§3.3 During days that schools are not in session, an SRO is subject to other assignments as determined by the Police Department.

§3.4 This agreement shall be revised and renewed annually.

ARTICLE IV. OBLIGATIONS OF PARTIES.

§4.1 The City, including members of the SRU, shall have the status of an independent contractor for the purposes of this Agreement. A member of the SRU assigned to the District is an employee of the City and shall not be considered an employee of the District. As such, the SRU shall be subject to Police Department control, supervision, policies, procedures and General Orders.

§4.2 All police reports, citations, and other written documents generated by the SRU are the property of the City and will be maintained by the Police Department.

§4.3 Compensation and fringe benefits shall be paid directly by the City and shall be in accordance with the Police Department's policies as established for its employees. The City shall maintain appropriate Worker's Compensation and Unemployment Insurance coverage for each member of the SRU in accordance with coverage maintained for all other police officers employed by the City. 1

§4.4 The Police Department will provide members of the SRU with uniforms and equipment in accordance with Police Department policy.

§4.5 If two-way radios are utilized for intra-campus communication, the District will provide the SRO with a portable two-way radio to enable the SRO to communicate directly with campus administrators.

§4.6 The Police Department will provide members of the SRU with all training necessary for the acquisition and maintenance of state licensing and certification requirements for police officers.

(a) This training and certification takes place throughout the year and may necessitate the temporary absence of the SRO from his/her assigned campus.

(b) The District will provide members of the SRU with necessary training specific to the function of the SRU, including but not limited to the Basic School Resource Officer course approved by the Texas Commission on Law Enforcement and guidelines regarding the Family Educational Rights and Privacy Act (FERPA). The district will be responsible for any and all expenses arising from such training, including travel, lodging and meals in accordance with district policy up to \$12,000.00. The Police Department will provide a vehicle for training travel. The Police Department will control oversight of all other SRU training needs within predetermined budgetary constraints of the Police Department and the District. The District will consult with the Police Department to determine training needs prior to registering or committing to training.

§4.7 When an SRO is temporarily absent from his/her assigned campus for training or other reasons on a day that the school is in session, the Police Department will make reasonable efforts to provide a police presence for that campus by assigning other SROs or police officers to spend a portion of the school day on the affected campus. When a police officer is needed on campus at times when the SRO or other officer is not on campus, school personnel should call police dispatch at 361-3888 (non-emergency) or dial 9-1-1 in case of emergency.

§4.8 The District will provide the SRO with access to an office that affords security and privacy and such equipment as is necessary at the assigned school. This equipment should include, but is not limited to, a

telephone, copier, weapon safe for long guns, filing space capable of being secured and access to a computer and/or secretarial assistance.

§4.9 Fingerprints and background investigation records for members of the SRU shall remain in the custody of the Police Department.

ARTICLE V. SRU PERSONNEL SELECTION, TRANSFER AND REMOVAL.

§5.1 The SRU Selection Panel will be comprised of Police Department representatives as determined by the Chief of Police and a District representative as determined by the District superintendent. The Chief of Police will make the final decision on all appointments and assignments related to the SRU.

§5.2 An SRO may request to transfer to another school. The transfer may be approved provided:

- (a) The principals of each affected school agree with the transfer; 1
- (b) The SRU sergeant, Patrol Division Commander and Patrol Services Bureau Commander agree with the transfer; and
- (c) The transfer is approved by the Chief of Police.

§5.3 If the District is dissatisfied with the performance of an SRO, the District will notify the SRU sergeant who will attempt to resolve the issue to the satisfaction of both the District and the Police Department. If the SRU sergeant cannot resolve the issue, he/she will refer the issue with a recommended course of action to the Patrol Division Commander.

§5.4 The Police Department may take appropriate corrective or disciplinary action regarding any allegation of misconduct on the part of an SRO in accordance with Police Department policy and civil service guidelines.

§5.5 The Police Department is responsible for providing annual performance evaluations to each member of the SRU, and input from appropriate school personnel will be solicited.

§5.6 The Chief of Police may dismiss or reassign an SRU member based on Departmental guidelines and/or General Orders and when it is in the best interest of the City and/or District.

ARTICLE VI. SCHOOL RESOURCE OFFICER RESPONSIBILITIES.

§6.1 The SRO will work in concert with the school principal(s), or the school designate, meeting with the principal(s) on a periodic basis.

§6.2 The SRO will check in and out with designated school staff upon arriving or departing from campus unless circumstances prevent the SRO from doing so.

§6.3 The SRO may provide informational programs for District staff on issues related to alcohol and other drugs and the law, violence, gangs, safety and security, including Armed Intruder training.

§6.4 The SRU will provide assistance at lockdown and/or evacuation drills conducted by the District.

§6.5 The SRO will act as a communication liaison with law enforcement agencies, and provide basic information concerning students on the campus served by the officer.

§6.6 The SRO will gather information regarding potential problems such as criminal activity, gang activity and student unrest, and attempt to identify particular individuals who may be a substantial or material disruptive influence to the school and/or students.

§6.7 The SRO will take appropriate law enforcement action, consistent with a police officer's duty. As soon as practicable, the SRO shall make the principal of the school aware of such action. At the principal's

request, the SRO shall take appropriate law enforcement action against intruders and unwanted guests who may appear at the school and related school functions, to the extent that the

SRO may do so under the authority of law. Whenever practicable, the SRO will advise the principal before requesting additional police assistance on campus.

§6.8 The SRO shall not act as a school disciplinarian or perform school administrative duties. However, if the principal believes an incident involves a violation of the law, the principal shall contact the SRO and the SRO will then determine whether law enforcement action is appropriate.

§6.9 The SRO may perform other duties as may be mutually agreed upon in writing by the Police Department and the District.

§6.10 Provided further that nothing required herein is intended to or will constitute a relationship or duty for the assigned police officer or the City beyond the general duties that exist for law enforcement officers within the state.

ARTICLE VII. DISTRICT STAFF RESPONSIBILITIES.

§7.1 Staff will notify an SRO or other police department member without delay when a potential serious crime or incident on campus is reported to District personnel. Serious crimes or incidents include, but are not limited to, death or serious injury of any person, kidnapping, sexual assault and other sex crimes, terroristic threat, or firearms on campus. The Police Department will ensure the District is afforded the opportunity to conduct any administrative investigation parallel with the criminal investigation, including being present in interviews conducted. In case of conflict, however, the criminal investigation will be given precedence over the administrative.

§7.2 When notified by the Police Department, the Brazos County County Attorney's Office or the Brazos County DA's Office of items of evidentiary value under the control of the District, District staff will ensure those items are not altered, damaged, or destroyed prior to being legally appropriated by the Police Department.

ARTICLE VIII. COST SHARING.

§8.1 The District agrees to reimburse the City for seventy-five percent of the annual salaries and fringe benefits for the officers and sergeant involved in the SRU, as well as one half the operation costs of SRU vehicles and one-half of the replacement cost of one fully equipped police vehicle as reflected in Attachment B. The District and the City agree the salary reimbursement rate will remain at seventy-five percent for the 2025/2026 school year. A reevaluation of the salary reimbursement rate and allotted staffing of the SRU will occur in the 2026/2027 school year agreement in anticipation of changes to the school campuses to be monitored.

§8.2 For annual budgeting purposes, the cost of the SRU will be projected by the Police Department and agreed upon in time for the District and City to incorporate the projection into the annual budget planning process of both entities.

§8.3 The City and District will share the cost of training for the SROs as stipulated in Section 4.6 above.

§8.4 In the event an SRU member works overtime as described in Sections 9.3 and 9.4 below, these hours will be tracked by the SRU Sergeant and the full cost of this approved overtime, including fringe benefits and city expenses, will be paid by the District. A breakdown of overtime costs specific to each SRO at the time of this agreement is included in Attachment C below. In the event those costs change during the school year through raises or other personnel changes, the Police Department will make written notification to the BISD Assistant Superintendent of Business Services.

§8.5 The City will invoice the District quarterly in equal installments of \$267,191.00 each, plus any overtime expenses incurred in accordance with Section 8.4 above. Invoices will be sent on or about October

31, 2025; January 31, 2026; April 30, 2026; and July 31, 2026. The District shall pay within 30 days of invoice date.

§8.6 In the case of long-term absences by an SRO, the Police Department will provide a temporary replacement for the SRO. Absences without replacement coverage for a period of ten or more days will result in proportional financial credit being given to the District on the next quarterly invoice. The amount of credit will be determined by ratio of days missed to school session days in the quarter multiplied by the absent officer's salary and fringe benefit total for the quarter as determined from Attachment C.

§8.7 Other than scheduled spring break, summer break, and Christmas break, in the event school is not in session either campus-wide or district-wide for an extended period, affected officers will be given other police assignments as designated by the Department, and credit will be given the District as listed in Section 8.6 above. In the event of a district-wide hiatus for an entire quarter, the District will not be invoiced and will not be responsible for its portion of SRU costs for that quarter.

§8.8 In the event the City does not receive payment within thirty days of the due date, the City is authorized to terminate this agreement without further notice. Further, failure by the City to make demand for payment due is not a waiver of the District's obligation to make timely payment. Further, if the District defaults in the payment of any obligation hereunder, the District is liable for expenses incurred by the City as a result of such default, including but not limited to costs and interest at the rate of one percent (1%) for each month on all past due amounts. The amount of expenses incurred and interest accrued, if any, is deemed to be in addition to any monies due for law enforcement services rendered hereunder.

ARTICLE IX. TIME AND PLACE OF PERFORMANCE.

§9.1 The Police Department will ensure that the SROs report to the campus of their assigned school each day that school is in session during the regular school year. Each SRO will work an 80 hour, two week pay period as determined by the SRU sergeant with input from the school principal or his designate. The SRO's activities will be dedicated to the assigned school campus except for:

- (a) Follow-up home visits when needed as a result of school related student problems. 1
- (b) School related off-campus activities when the principal requests officer participation and it is approved by the Police Department.
- (c) Response to off-campus, but school-related criminal activity.
- (d) Response to emergency law enforcement activities or court appearances.
- (e) Transport of persons arrested on campus to a detention or holding facility.
- (f) Other official business approved by the SRU sergeant.
- (g) Rover SROs will have primary responsibility for an assigned intermediate school, but will respond to all campuses as they are needed at the direction of the SRU sergeant.

§9.2 Regular working hours may be adjusted on a situational basis with the consent of the SRU sergeant. These adjustments shall be approved prior to implementation and are intended to cover potential problem areas or scheduled school related activity requiring the presence of a law enforcement officer.

§9.3 Upon written request from the principal (or his/her designate), the SRU Sgt may assign an SRO to work overtime, not to exceed five hours per pay period, for a specific purpose or to address a specific issue on campus. The Police Department will not make overtime assignments under this section outside of a District request.

§9.4 In order to accommodate the need for SRO campus presence during the entirety of a fully scheduled school day in lieu of additional staffing, SROs may work a 9 hour shift requiring an hour of overtime each day. This overtime shall be considered separate from any request originating from District personnel provided in 9.3.

ARTICLE X. TERMINATION AND DEFAULT.

§10.1 Prior to the expiration of the Term, either Party is authorized to terminate this Agreement without cause by giving the other party at least thirty (30) days advance written notice of its intention to do so, specifying therein the effective date of such termination.

§10.2 Except as outlined in Section 8.8 above, if either party breaches this agreement and/or its obligations hereunder, the non-breaching party shall give written notice thereof and the breaching party shall have 30 days to cure the alleged breach. In the event the breach is not cured within the 30 days, the non-breaching party may terminate this Agreement with or without notice.

§10.3 In the event this Agreement is terminated for any reason before the expiration of the term, the City shall prepare a final accounting, as of the effective date of the termination, of the District's share of the School Resource Unit and submit an appropriate invoice to the District.

ARTICLE XI. NOTICE.

1

§11.1 Any notice permitted or required to be given to the City, hereunder, may be given by registered or certified United States Postal Mail, postage prepaid, return receipt requested, and addressed to:

Chief of Police Bryan Police
Department
P.O. Box 1000 Bryan,
Texas 77805

§11.2 Any notice permitted or required to be given to the District, hereunder, may be given by registered or certified United States Postal Mail, postage prepaid, return receipt requested, and addressed to:

Superintendent of Instructional Services Bryan
Independent School District
801 S. Ennis
Bryan, Texas 77803

§11.3 Notice shall be deemed given upon deposit of the notice in the United States Postal Mail as aforesaid.

§11.4 Either Party may designate a different address by giving at least ten (10) days written notice in the manner provided above.

ARTICLE XII. MISCELLANEOUS.

§12.1 Entire Agreement. The Terms and provisions of this agreement constitute the entire Agreement between the City and the District, and no modification of this agreement is effective unless in writing and executed by all parties.

§12.2 No Waiver. Nothing herein shall be construed as a waiver of any defense or immunity that any party is entitled by statute or common law.

§12.3 Severability. If any provision of this agreement shall be held invalid, illegal, or unenforceable by a court or other tribunal of competent jurisdiction, the validity, legality, and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. The Parties shall use their best efforts to

replace the respective provision or provisions of the agreement with legal terms and conditions approximating the original intent of the Parties.

§12.4 No Assignment. This agreement and the rights and obligations contained herein may not be assigned by any Party without the prior written approval of the other Party to this agreement. 1

§12.5 Current Revenues. Each Party shall make payments for the performance of governmental functions or services under this Agreement from current revenues, lawfully available.

THE UNDERSIGNED AUTHORIZED REPRESENTATIVES OF THE PARTIES have executed this Agreement to be effective as of the first day of August, 2025 (the “Effective Date”).

Bryan Independent School District

City of Bryan

David Stasny, Board President

Bobby Gutierrez, Mayor

Attest:

Melissa Brunner, City Secretary

Approved As To Form.

Thomas Leeper, City Attorney

Approval Recommended.

Dean Swartzlander, Chief of Police

1

**School Resource Unit Interlocal
Agreement**

- Stephen F. Austin Junior High School
- Arthur L. Davila Junior High School
- Bryan High School
- Mary Catherine Harris High School/Bryan Collegiate High School/DAEP Campus
- James Earl Rudder High School
- Davila Middle School
- Stephen F. Austin Middle School

1

School Resource Unit Interlocal Agreement

ATTACHMENT B

**BRYAN POLICE DEPARTMENT
INFORMATIONAL MEMO**

TO: GINGER CARRABINE, BISD SUPERINTENDENT

FROM: DAVID JOHNSON, ASSISTANT CHIEF OF POLICE – PATROL SERVICES BUREAU

THRU: DEAN SWARTZLANDER, CHIEF OF POLICE SUBJECT:

SCHOOL RESOURCE UNIT

DATE: MAY 27, 2025

For the 2025-26 school year beginning in August 2025, we are projecting the cost of the School Resource Unit to be \$1,464,568 based on ten (10) officer positions and one sergeant position allocated to the unit. This figure includes total costs of salaries, benefits, vehicle-operating costs and vehicle replacement costs. Not included is any overtime or training costs as delineated in this Interlocal Agreement.

We are proposing to share the cost of the School Resource Unit with the school district. The BISD share for the 2025-26 school year will be \$1,068,765.

A breakdown of the cost is reflected in the following table.

	SALARIES	BENEFITS	VEHICLE OPERATING COSTS	VEHICLE REPLACEMENT COST
ANNUAL TOTAL	\$991,167	\$354,758	\$31,345	\$87,298
B.I.S.D. SHARE	\$1,009,444		\$15,672	\$43,649

School Resource Unit Interlocal Agreement

ATTACHMENT C

The overtime coverage (9.4) will be implemented only on days with full schedules and students present on campus. The additional hour per officer per full school day will allow for adequate coverage. The total cost below is the estimated cost addressed in 9.4, as the actual overtime accrual will be impacted during periods of sick leave and vacation, due to flexibility of staff development days, and as a result of additional overtime coverage requested by the district.

The following is a list of all full calendar days with students present on campus.

School Calendar Year 2025 – 2026

<u>August 2025</u>	<u>September 2025</u>	<u>October 2025</u>	<u>November 2025</u>	<u>December 2025</u>
13	20	18	14	13
<u>January 2026</u>	<u>February 2026</u>	<u>March 2026</u>	<u>April 2026</u>	<u>May 2026</u>
17	19	17	20	14

The total number of full school days for the calendar year 2025-2026 is approximately **165 days**.

The total number of additional hours for 11 Officers is approximately **1815 hours**.
Reimbursement rates per officer (including fringe):

<u>Overtime (hourly)</u>	<u>Requested hours</u>	<u>Overtime (per Officer)</u>	
Albarado	\$ 85.44 X 165	\$14,098.18	1
Blair	\$ 68.99 X 165	\$11,383.70	
Markantes	\$ 84.01 X 165	\$13,861.19	
Fajardo	\$ 63.05 X 165	\$10,403.86	
Popham	\$ 68.99 X 165	\$11,383.70	
Gallardo	\$ 72.83 X 165	\$12,017.01	
Pouland	\$ 68.99 X 165	\$11,383.70	
Haynes	\$ 85.55 X 165	\$14,116.11	
Ruebush	\$ 100.65 X 165	\$16,607.54	
Jennings	\$ 63.01 X 165	\$10,395.89	
Total	1815	\$139,071.93	1
Lukach	\$ 81.34 X 165	\$13,421.06	

12.C. Consider Approval of Revisions to Board Policy FNCE (LOCAL): Student Conduct Personal Communication Devices/Electronic Devices

PROPOSED REVISIONS

Note: For searches of personal ~~telecommunications~~ communi-
cation devices or other personal electronic devices, see
FNF.

Personal Use
~~Telecommunications~~
Communication
Devices

A student shall not use a personal communication device on school property during the school day. While on school property, the student shall store any personal communication device in accordance with administrative regulations.

A student who violates this policy or any regulations shall be subject to discipline in accordance with the Board-adopted Student Code of Conduct.

An authorized District employee may confiscate a student's personal ~~telecommunications~~ communication device, ~~including a mobile telephone, that is~~ used in violation of this policy or any applicable ~~campus rules~~ regulations.

~~A confiscated personal telecommunications device shall be released for a fee determined by the Board. In accordance with the student handbook, the student or the student's parents may retrieve the device after paying the fee.~~

If a personal ~~telecommunications~~ communication device is not retrieved, the District shall dispose of the device after providing the notice required by law.

~~Other Electronic
Devices~~

~~Guidelines regarding other personal electronic devices shall be addressed in the student handbook.~~

Instructional Use

~~A student shall obtain prior approval before using personal telecommunications or other personal electronic devices for on-campus instructional purposes. The student shall also acknowledge receipt and understanding of applicable regulations and shall sign the appropriate user agreements. [See CQ]~~

Exceptions

A student shall be authorized to use a personal communication device on school property during the school day only under the following circumstances:

1. The student's use is necessary for implementation of the student's individualized education program, a 504 plan, or a similar program or plan;
2. The student's use is required due to a documented need based on a directive from a qualified physician; or

STUDENT CONDUCT
PERSONAL ~~TELECOMMUNICATIONS~~ COMMUNICATION DEVICES/ELEC-
TRONIC DEVICES

FNCE
(LOCAL)

	<p><u>3. The student's use is necessary to comply with a health or safety requirement imposed by law or as part of the District or campus safety protocols.</u></p>
<p><u>Implementation</u></p>	<p><u>The Superintendent shall develop regulations to implement this policy.</u></p>
<p><u>Compliance</u></p>	<p><u>Annually, the Superintendent shall report to the Board on the implementation and compliance of this policy.</u></p>

HB 1481

Update



Texas has officially banned cell phones in schools



by Xochilt Garcia
June 27, 2025



School districts and charter schools have 90 days since Abbott signed the cellphone ban to adopt one of two policies: completely ban cell phones from school grounds or store them away during school hours. Credit: Kylie Cooper / The Texas Tribune

Texas governor signs statewide cellphone ban for public schools into law

—
Texas schools must now enforce rules requiring students to lock away cellphones during school hours.





HB 1481: Cell Phones

- School districts & charters must adopt a policy prohibiting use of cell phones while on school property during the school day.
- In adopting a policy, district or school must authorize use necessary to implement IEP, 504 plan, or other similar program/plan; by a student with a documented need based on doctor directive; or as necessary to comply with health or safety requirement.
- School systems have flexibility on the specific mechanism used to prohibit.
- School boards have until 90 days after effective date (effective June 20) to adopt cell phone policy.
- TEA must provide a model policy.

HB 1481

Definition of Personal Communication Device

In this section, "personal communication device" means a telephone, cell phone such as a smartphone or flip phone, tablet, smartwatch, radio device, paging device, or any other electronic device capable of telecommunication or digital communication

HB 1481 - Requirements

The policy may provide for the school district or open-enrollment charter school to:

1. Comply with this section by:

- a. prohibiting a student from bringing a personal communication device on school property; **or**
- b. designating a method for the storage of a student's personal communication device while the student is on school property during the school day

The policy must authorize the use of a personal communication device if:

1. necessary to implement an individualized education program, a plan created under Section 504, Rehabilitation Act of 1973 (29 U.S.C. Section 794), or a similar program or plan;
2. by a student with a documented need based on a directive from a qualified physician; or
3. necessary to comply with a health or safety requirement imposed by law or as part of the district's or school's safety protocols.

Draft Policy FNCE(LOCAL)

Bryan ISD
021902

STUDENT CONDUCT
PERSONAL ~~TELECOMMUNICATIONS~~ COMMUNICATION DEVICES/ELECTRONIC DEVICES

FNCE
(LOCAL)

PROPOSED REVISIONS

Note: For searches of personal ~~telecommunications~~ communication devices or other personal electronic devices, see FNF.

Personal Use
~~Telecommunications~~ Communication Devices

A student shall not use a personal communication device on school property during the school day. While on school property, the student shall store any personal communication device in accordance with administrative regulations.

A student who violates this policy or any regulations shall be subject to discipline in accordance with the Board-adopted Student Code of Conduct.

An authorized District employee may confiscate a student's personal ~~telecommunications~~ communication device, ~~including a mobile telephone, that is~~ used in violation of this policy or any applicable campus rules regulations.

~~A confiscated personal telecommunications device shall be released for a fee determined by the Board. In accordance with the student handbook, the student or the student's parents may retrieve the device after paying the fee.~~

If a personal ~~telecommunications~~ communication device is not retrieved, the District shall dispose of the device after providing the notice required by law.

~~Other Electronic Devices~~

~~Guidelines regarding other personal electronic devices shall be addressed in the student handbook.~~

Instructional Use

~~A student shall obtain prior approval before using personal telecommunications or other personal electronic devices for on-campus instructional purposes. The student shall also acknowledge receipt and understanding of applicable regulations and shall sign the appropriate user agreements. [See CQ]~~

Exceptions

A student shall be authorized to use a personal communication device on school property during the school day only under the following circumstances:

1. The student's use is necessary for implementation of the student's individualized education program, a 504 plan, or a similar program or plan;
2. The student's use is required due to a documented need based on a directive from a qualified physician; or

Proposed revisions 7-9-25

1 of 2

FNCE(LOCAL)-A to S

STUDENT CONDUCT
~~TELECOMMUNICATIONS~~ COMMUNICATION DEVICES/ELECTRONIC DEVICES

FNCE
(LOCAL)

3. The student's use is necessary to comply with a health or safety requirement imposed by law or as part of the District or campus safety protocols.

The Superintendent shall develop regulations to implement this policy.

Annually, the Superintendent shall report to the Board on the implementation and compliance of this policy.

Proposed revisions 7-9-25

2 of 2

FNCE(LOCAL)-A to S

- Student Communication Devices must be turned off and stored (backpack, purse, etc.) during the school day and may not be seen or used.
 - The school day encompasses the first bell to the last bell.
- Devices may be used before and after school.

HB 1481 & the Student Code of Conduct

Since HB 1481 has been signed into law, it will also appear as a section in the Student Code of Conduct.

- The district is working with campus administrators, legal counsel, and the Texas Education Agency to develop these guidelines and parameters.

HB 1481 Timeline

June 20, 2025: Governor Abbott signs HB 1481

July 2025: Refinement of the Student Code of Conduct

July 21, 2025: Consider Changes to Board Policy

July-August 2025: Communication to Students and Parents

August 4, 2025: Consider Student Code of Conduct

HB 1481

Update



13. Adjourn

Posted: Thursday, July 17, 2025, 4:30 p.m.



For the Board of Trustees