ARLINGTON INDEPENDENT SCHOOL DISTRICT
REGULAR MEETING OF THE BOARD OF TRUSTEES
Thursday, April 9, 2026 at 5:00 PM

NOTICE of Regular Meeting of the Board of Trustees at the Arlington Independent School District Administration Building - Board Room, 690 East Lamar Boulevard, Arlington, Texas 76011.

Meetings may be viewed online at www.aisd.net. One or more members of the Board of Trustees may participate in this meeting via videoconference call. A quorum of the Board of Trustees will be physically present at the Administration Building.

Members of the public who desire to address the board regarding an item on this agenda must comply with the following registration procedures: Members of the public seeking to provide comments concerning an agenda item or non-agenda item shall be required to register at https://www.aisd.net/boardmeetingspeakerrequest **NO LATER THAN 3:00 p.m. the day of the board meeting** indicating (1) person's name; (2) subject the member of the public wishes to discuss, and; (3) telephone number at which the member of the public may be reached.

1. **CALL TO ORDER: 5:00 p.m., Room 401**
2. **WORKSHOP: Strategic Plan Development** **7**
3. **CLOSED MEETING: Board Conference Room**
   Adjournment to closed meeting pursuant to Sections 551.071 (consultation with attorney to seek and receive legal advice); 551.072 (discuss the purchase, exchange, lease or value of real property); Section 551.073 - (negotiating contracts for prospective gifts or donations); Section 551.074 - (consider the appointment, employment, evaluation, reassignment, duties, discipline, non-renewal or dismissal of a public officer or employee, or to hear complaints or charges against a public officer or employee); Section 551.076 - (consider the deployment, or specific occasions for implementation, of security, including: personnel, devices, deployment, reports, audits, evaluation, and updates); Section 551.082 - (discussing or deliberating the discipline of a public school child or children, or a complaint or charge is brought against an employee of the school district by another employee); Section 551.0821 - (deliberating in a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the deliberation); Section 551.083 (considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements).

   3.A. Personnel, including; New Hires, Retirements, Resignations, Leaves of Absence, Dismissals, Terminations, Non-Renewals, Non-Extensions, and Evaluation

3.B. Consult Attorney Regarding Potential and Pending Litigation

3.C. Consider Termination of Probationary Contract Employee Justin Thompson

4. **RECONVENE INTO OPEN SESSION: 7:30 p.m., Board Room**

5. **PLEDGE:**

6. **RECOGNITIONS:**
This time has been designated for the purpose of allowing programs and/or presentations relating to matters such as curricular, extracurricular, co- curricular and PTA type activities.

6.A. Student Performance

6.B. Student of the Month

6.C. English and Spanish District Spelling Bee Winners

6.D. Swimming Regional and State Qualifiers

6.E. Community Partner Award

7. **OPEN FORUM FOR AGENDA ITEMS:**
Must Pre-Register. Registration as stated above must be completed in its entirety and submitted no later than 3:00 p.m. This first Open Forum is limited to agenda items other than personnel. Any personnel concern should be brought directly to the Superintendent or Board President prior to the meeting, who will guide you to the proper procedure pursuant to Board Policy. Speakers will be limited to three (3) minutes. When more than one individual wishes to address the same agenda item, the President may ask the group to appoint one spokesperson.

8. **COMMITTEE AND STAFF REPORTS:**

8.A. Governance Committee Report

8.B. Finance and Academics Committee Report

8.C. 2019 Bond Update Report 55

8.D. Teacher Retirement System Active Care Follow-Up Report 66

8.E. Key Progress Measures Report: Campuses In Need of Improvement 77

9. **ACTION:**

9.A. Consider Approval of an Exemption Claim for Texas Senate Bill 546 Required Reporting on School Bus Seat Belt Compliance 91

9.B. Consider Approval of Blanton ES Transportation Plan 103

9.C. Consider Termination of Probationary Contract Employee Justin Thompson

10. **CONSENT AGENDA:**

10.A. Approval of Minutes of Prior Meetings 114

10.B. Approval of Purchases Greater Than $100,000 119

10.C. Approval of Instructional Materials and Technology Allotment 2026-2027 Expenditures 121

10.D. Approval of Personnel Recommendations: New Hires, Retirements, Resignations, Leaves of Absence, Dismissals, Terminations, Non-Renewals, Non-Extensions 123

10.E. Approval of Joint Election Agreement and Contract for Election Services 126

11. **OPEN FORUM FOR NON-AGENDA ITEMS:**
Must Pre-Register. Registration as stated above must be completed in its entirety and submitted no later than 3:00 p.m. Any personnel concern should be brought directly to the Superintendent or Board President prior to the meeting, who will guide you to the proper procedure pursuant to Board Policy. Speakers will be limited to three (3) minutes. When more than one individual wishes to address the same agenda item, the President may ask the group to appoint one spokesperson.

12. **SUPERINTENDENT COMMENTS:**
This time is for the Superintendent to acknowledge varying kinds of activities occurring within the district. This includes such items as recognition of outstanding performance by district staff and/or students, the initiating of new programs and special activities. The Superintendent will report on the following subjects:

12.A. District Priorities.

12.B. Recognition of outstanding performance by district staff and students.

12.C. Initiation of new programs and special activities.

13. **TRUSTEE COMMENTS:**
This time on the Agenda allows each member to inform other Board Members, the administrative staff and the public of activities which are of interest. The Board Members will report on the following subjects:

13.A. Board member attendance at various school and community events.

13.B. Board member announcement of various upcoming school and community events.

13.C. Board member visits to various campuses.

13.D. Board member recognition of outstanding performance by district staff and students.

13.E. Board member recognition of new programs and special activities.

14. **CLOSED MEETING:**
At any time during the meeting the Board may adjourn into closed meeting for consultation with its attorney (Texas Government Code section 551.071) or for a posted agenda item pursuant to Texas Government Code sections 551.072 - 551.084.

15. **ADJOURNMENT:**

The agenda order may be adjusted by the Presiding Officer at any time during the meeting.

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, chapter 551, subchapters D and E or Texas Government Code section 418.183(f).

If, during the course of the meeting covered by this Notice, the Board should determine that a closed meeting of the Board should be held or is required in relation to any item included in this notice, then such closed meeting is authorized by Texas Government Code Section 551.001, et. seq., for any of the following reasons:

Section 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.

Section 551.072 - For the purpose of discussing the purchase, exchange, lease or value of real property.

Section 551.073 - For the purpose of negotiating contracts for prospective gifts or donations.

Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

Section 551.076 - To consider the deployment, or specific occasions for implementation, of security, including: personnel, devices, deployment, reports, audits, evaluation, and updates.

Section 551.082 - For the purpose of deliberating in a case involving discipline of a public school child or children, or in a case in which a complaint or charge is brought against an employee of the school district by another employee and the complaint or charge directly results in a need for a hearing.

Section 551.0821 - For the purpose of deliberating in a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the deliberation.

Section 551.083 - For the purpose of considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements provided for by Section 13.901 of the Texas Education Code.

Section 551.084 - For the purpose of excluding a witness or witnesses from a hearing during examination of another witness.

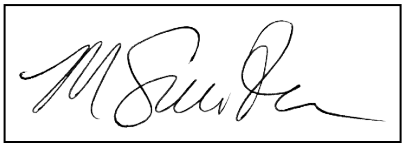
Should any final action, final decision or final vote be required in the opinion of the Board with regard to any matter considered in such closed meeting, then such final action, final decision or final vote shall be at either:

A. the open meeting covered by this notice upon the reconvening of this public meeting, or
B. at a subsequent public meeting of the Board upon notice thereof, as the Board shall determine.

Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

CERTIFICATE AS TO POSTING OR GIVING OF NOTICE

On this 6th day of April 2026 at 5:00 p.m., this notice was posted on a bulletin board at a place convenient to the public at the central administrative office of the Arlington Independent School District, 690 East Lamar Boulevard, Arlington, Texas and readily accessible to the general public at all times beginning at least 72 hours preceding the scheduled time of the meeting.



Matt Smith, Ed.D., Superintendent

Arlington
INDEPENDENT SCHOOL DISTRICT

STRATEGIC PLAN DEVELOPMENT

Board Workshop
April 9, 2026

PURPOSE

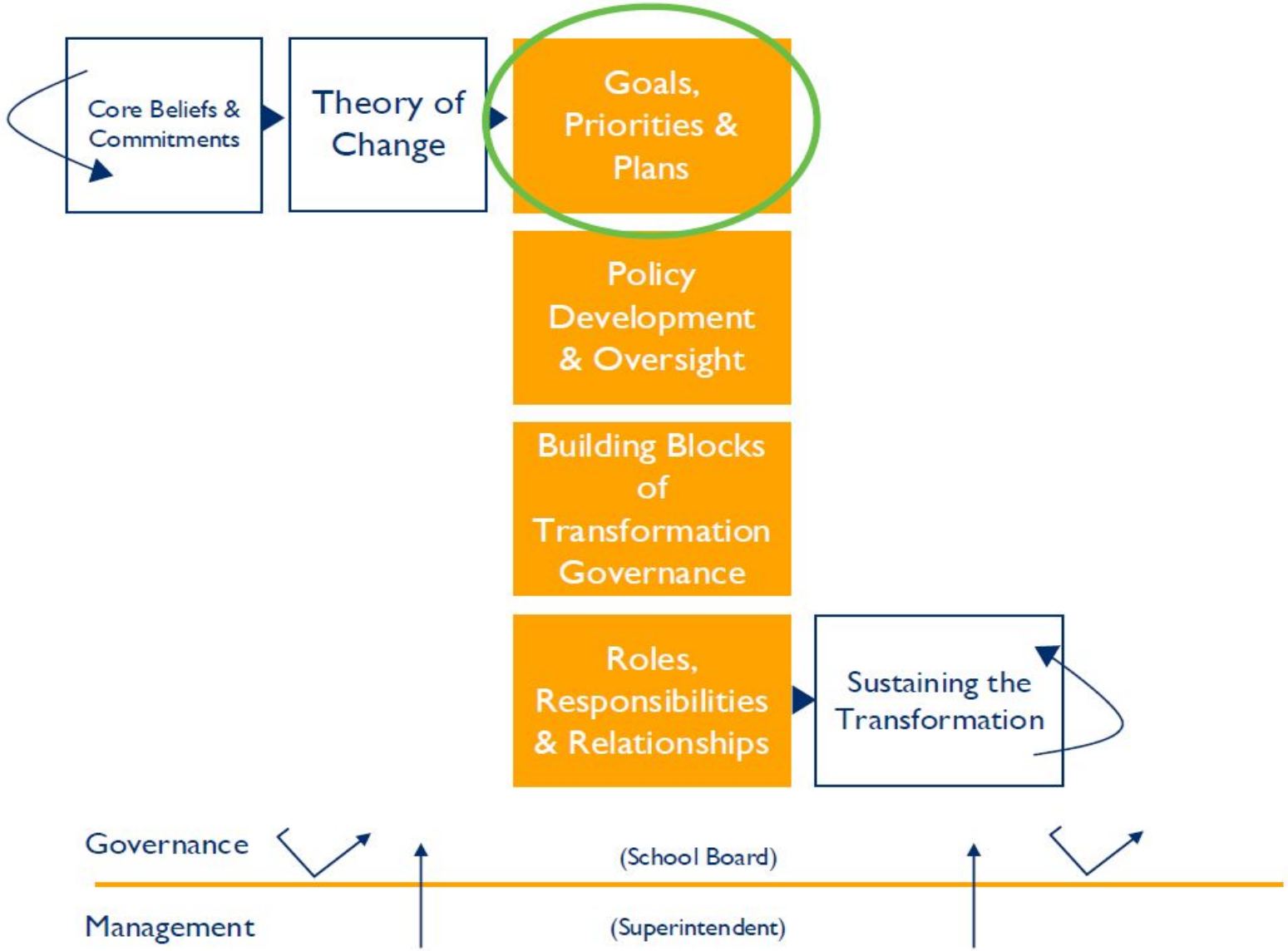
Review the current status of our Strategic Plan Development in alignment with the TSBI training, discuss Strategic Objectives, and gain additional Board input on next steps.

WORKSHOP AGENDA

1. Process and Actions
   a. Review Transformation Governance Framework and Model for Goals, Priorities, and Plans
   b. Note Arlington ISD Actions Taken
2. Strategic Objectives
   a. Board Input
   b. Identify Next Step with Strategic Objectives
3. Annual Plans
4. Board Needs for Completion

10

Transformation Governance Framework



The Holdsworth Center

Adapted from Center for Reform of School Systems

holdsworthcenter.org

Multiple Components of Setting Direction - *Who does what?*



Transformation Governance Model



Governance & management responsibilities

Board develops with superintendent input; Board adopts

- Mission
- Core Beliefs & Commitments
- Theory of Change

Superintendent creates/recommends; Board approves

- Strategic Plan
- Goals
- Priorities
- Plans

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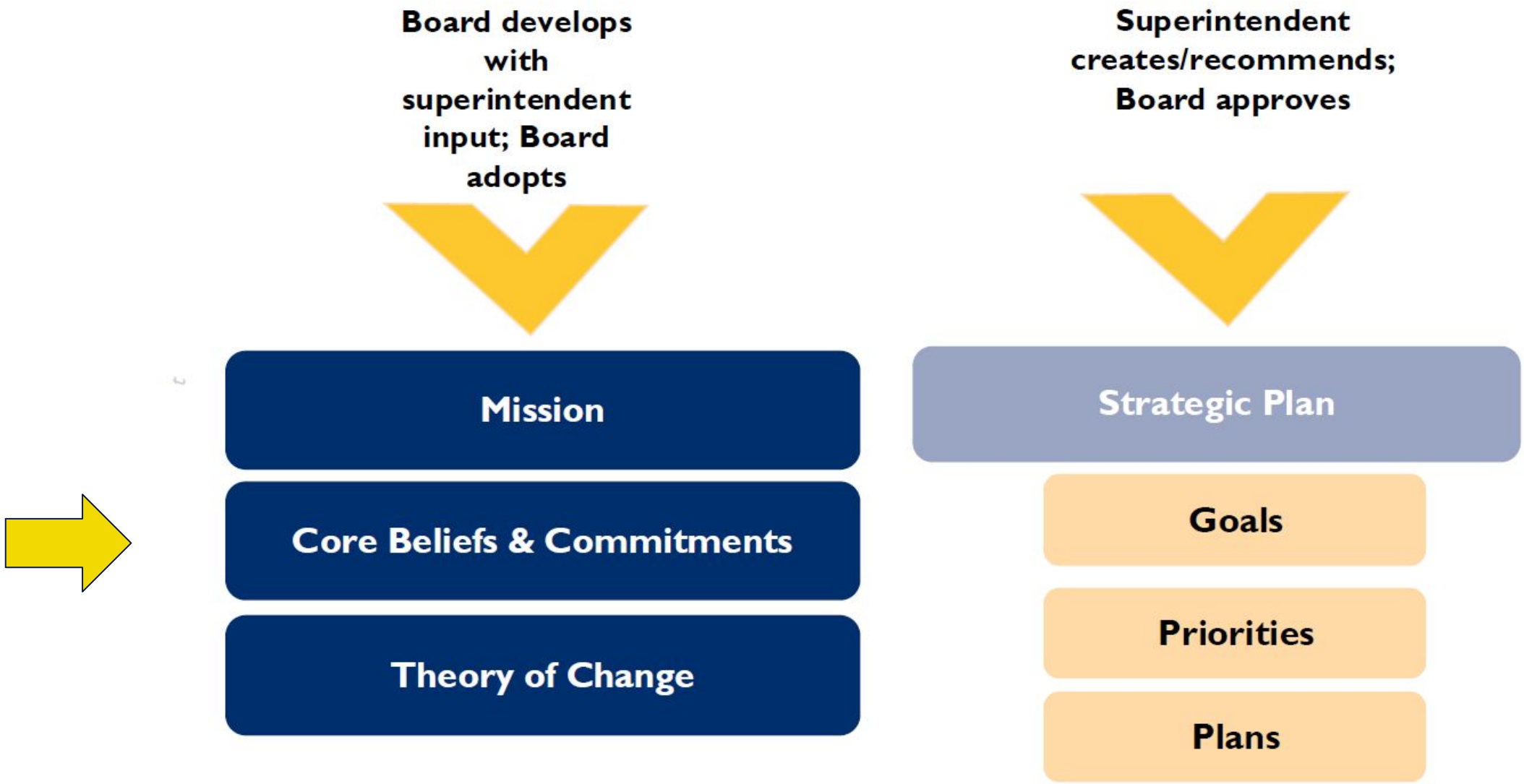
- Strategic Plan
- Goals
- Priorities
- Plans

ADOPTED: February 19, 2026

VISION: Arlington ISD creates exceptional learning experiences that inspire all students, empower their dreams, and prepare them for the future.

NOTE: Mission statements will be determined at the campus and department level aligned with the Arlington ISD Vision.

Governance & management responsibilities



ADOPTED: September 18, 2025



Governance & management responsibilities

Board develops with superintendent input; Board adopts

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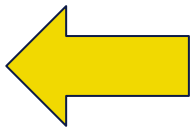
Governance & management responsibilities

Board develops with superintendent input; Board adopts

- Mission
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The strategic plan establishes the direction of the district

What the strategic plan must do…

- **Incorporate a broad set of stakeholder voices**
  - The board
  - Staff – campus & central office based
  - Parents & students
  - The community
- **Clearly articulate the most important 5-year goals**
  - "Big Rocks" – things that won't change over a 5-year period
  - A smaller number of big goals is better than a lot of small goals
- **Provide a broad, inclusive destination against which all work in the district can – and should – be aligned**

…and does not need to do

- **Script every action the district will take to achieve the goals**
- **Include goals for every operational area of the school district**
  - The work of the entire district should support the goals
  - The actions of each operational area that support the goals should be outlined in the DIP

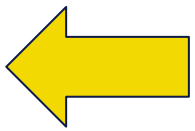
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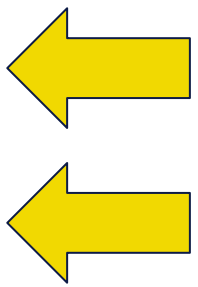
Governance & management responsibilities

Board develops with superintendent input; Board adopts

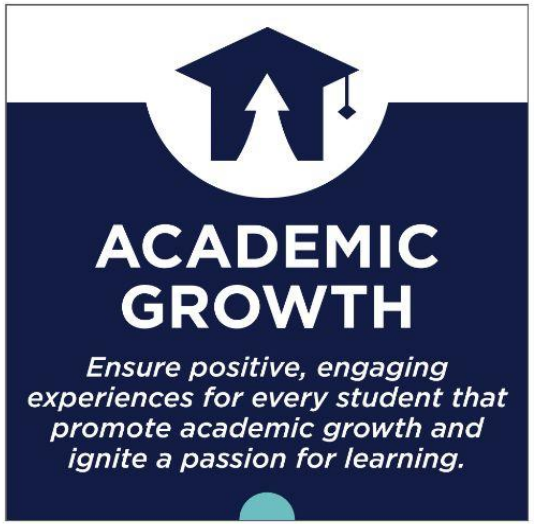
- Mission
- Core Beliefs & Commitments
- Theory of Change

Superintendent creates/recommends; Board approves

- Strategic Plan
- Goals
- Priorities
- Plans



ADOPTED: September 19, 2024
(REVISED: September 18, 2025)











PRIORITY	GOALS	KEY PROGRESS MEASURE
ACADEMIC GROWTH	Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.	1. *Meet all HB 3 Goals for the 2025-26 school year.* 2. *Implement Structured Literacy research-based practices in all K-3 literacy classrooms as documented by administrator classroom visits by April 30, 2026.* 3. *Develop a Curriculum Management Plan that incorporates findings from the Curriculum Management Audit and begin implementation by April 30, 2026.*
CULTURE	Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.	1. *Increase our Net Promoter Score from 24 to 30 on the annual staff survey by June 15, 2026.* 2. *Engage students, staff, and families in clearly defining the desired student experience in Arlington ISD by March 30, 2026.* 3. *Reduce the number of campuses having a D or F rating in the state accountability ratings by 50% or more by August 2026.*
SAFETY & DISCIPLINE	Create safe and productive learning environments in which every student and staff member can thrive.	1. *Increase the Procedural Effectiveness factor score from the Campus Safety Working Conditions domain on the annual staff survey from 4.0 to 4.1 (of 5.0) by June 15, 2026.* 2. *By January 30, 2026, 100% of campuses will implement their behavior support plan with fidelity as evidenced by observation and coaching with the Office of School Leadership.*
MARKETING & ENGAGEMENT	Involve families and community stakeholders as valued partners in student learning.	1. *Increase our Net Promoter Score from 41 to 42 on the annual parent/family survey.* 2. *Measure the impact of a targeted marketing campaign to re-engage families that have chosen charter school options by March 30, 2026.*
TALENT & RESOURCES	Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.	1. *Reduce the general fund budget deficit by 33% by June 16, 2026 while maintaining the general fund operating fund balance threshold at 25% and maintaining 60% of total adopted budgeted funds in Instruction and Instruction-Related Services (Functions 11, 12, and 13).* 2. *Develop and implement a comprehensive program evaluation process that directly supports our district priorities by March 30, 2026.*

5-Year Strategic Plan

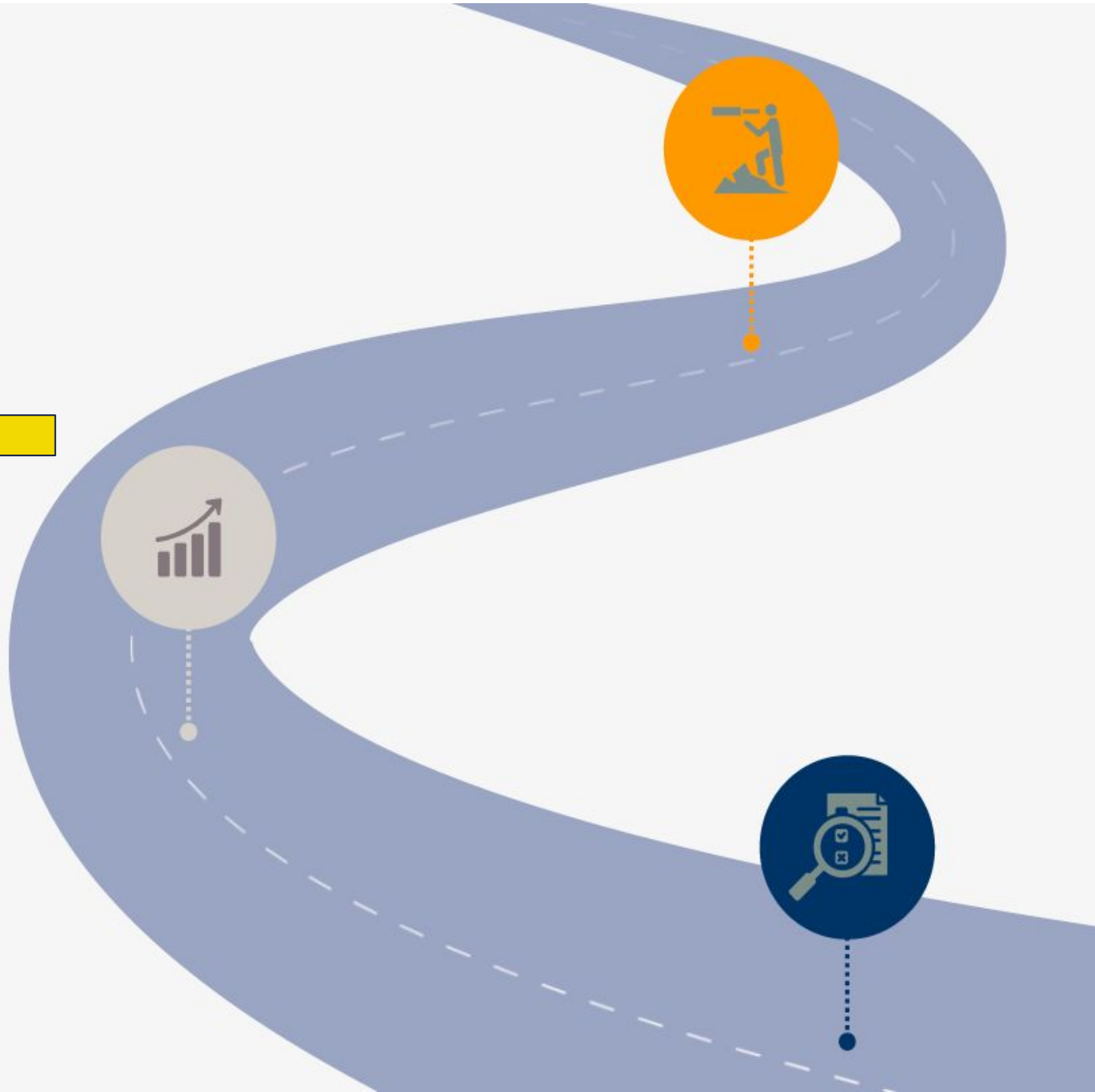
Defines 3-4 key priorities
States the goals tied to those priorities
Provides direction, not a list of tactics

Annual Improvement Plan

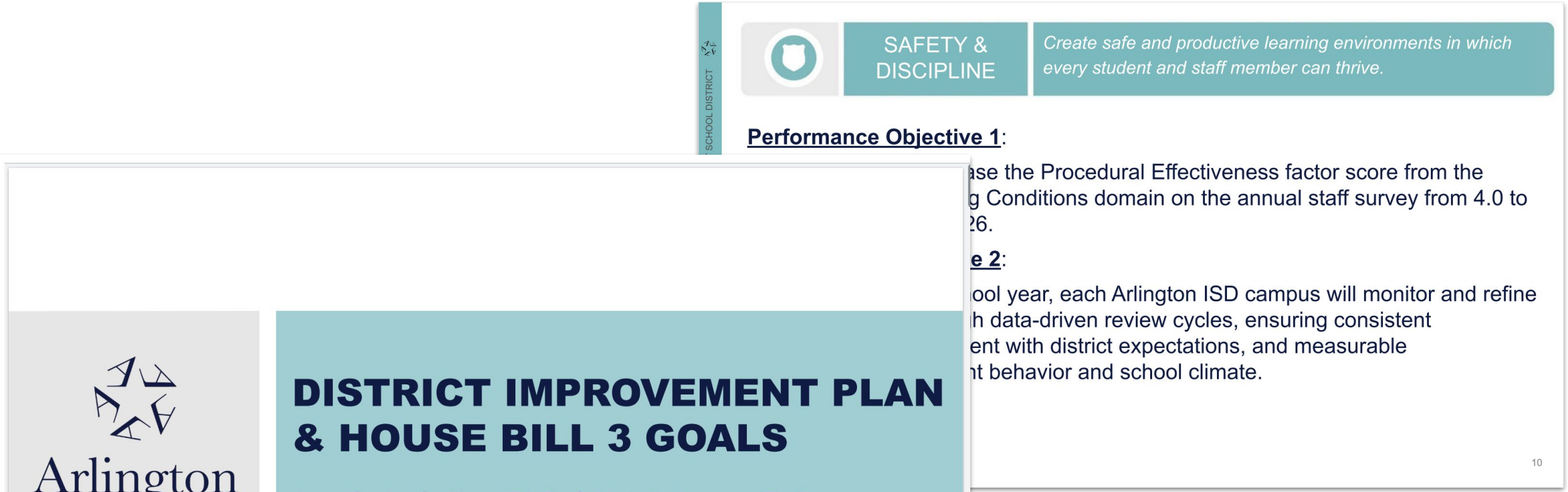
Defines yearly actions
Uses annual data
Connects goals to day-to-day work

Annual Superintendent Goals & Evaluation

Defines SMART, aligned goals
Sets annual targets
Outlines progress reporting



ADOPTED: September 18, 2025



SCHOOL DISTRICT

SAFETY & DISCIPLINE

Create safe and productive learning environments in which every student and staff member can thrive.

Performance Objective 1:

ase the Procedural Effectiveness factor score from the
g Conditions domain on the annual staff survey from 4.0 to
26.

e 2:

ool year, each Arlington ISD campus will monitor and refine
h data-driven review cycles, ensuring consistent
ent with district expectations, and measurable
t behavior and school climate.

10

Arlington
INDEPENDENT SCHOOL DISTRICT

DISTRICT IMPROVEMENT PLAN & HOUSE BILL 3 GOALS

Jennifer L. Collins, Ed.D. & Natalie Lopez, Ph.D.

5-Year Strategic Plan

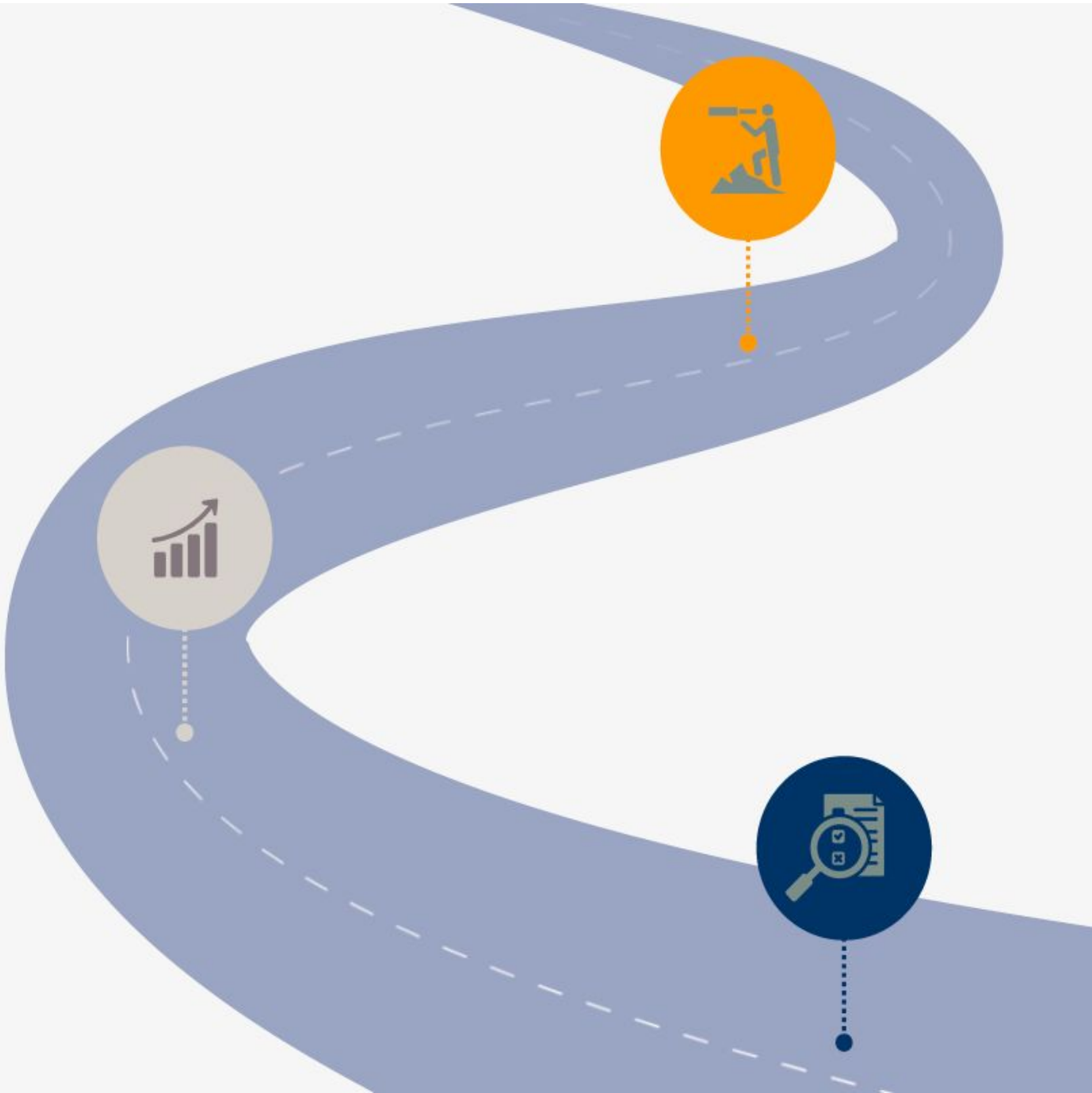
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States the goals tied to those priorities
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Annual Improvement Plan

Defines yearly actions
Uses annual data
Connects goals to day-to-day work

Annual Superintendent Goals & Evaluation

Defines SMART, aligned goals
Sets annual targets
Outlines progress reporting



ADOPTED: October 2, 2025

PRIORITY	GOALS	KEY PROGRESS MEASURE
ACADEMIC GROWTH	Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.	1. *Meet all HB 3 Goals for the 2025-26 school year.* 2. *Implement Structured Literacy research-based practices in all K-3 literacy classrooms as documented by administrator classroom visits by April 30, 2026.* 3. *Develop a Curriculum Management Plan that incorporates findings from the Curriculum Management Audit and begin implementation by April 30, 2026.*
CULTURE	Establish an inclusive culture of respect, support and continuous improvement for all and families.	1. *Increase our Net Promoter Score from 24 to 30 on the annual staff survey by June 15, 2026.* 2. *Engage students, staff, and families in clearly defining the desired student experience in Arlington ISD by March 30, 2026.* 3. *Reduce the number of campuses having a D or F rating in the state accountability ratings by 50% or more by August 2026.*
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FORMAT OF PRIORITIES & KPMS

PRIORITY STATEMENT

Big, broad transformational statement that points us in a direction.

GOAL

Strategic, high-level, and often inspirational outcomes we aim to achieve.

KEY PROGRESS MEASURES

The administrative team has developed annual targets in SMART goal format for Board consideration. When possible, these KPMs will be lead measures that help our organization strive toward our priorities.

ARLINGTON INDEPENDENT SCHOOL DISTRICT

SAMPLE CYCLE OF REPORTING



ARLINGTON ISD **2025-2026 PRIORITIES**

PRIORITY	GOALS	KEY PROGRESS MEASURE
ACADEMIC GROWTH	Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.	1. *Meet all HB 3 Goals for the 2025-26 school year.* 2. *Implement Structured Literacy research-based practices in all K-3 literacy classrooms as documented by administrator classroom visits by April 30, 2026.* 3. *Develop a Curriculum Management Plan that incorporates findings from the Curriculum Management Audit and begin implementation by April 30, 2026.*
CULTURE	Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.	1. *Increase our Net Promoter Score from 24 to 30 on the annual staff survey by June 15, 2026.* 2. *Engage students, staff, and families in clearly defining the desired student experience in Arlington ISD by March 30, 2026.* 3. *Reduce the number of campuses having a D or F rating in the state accountability ratings by 50% or more by August 2026.*
SAFETY & DISCIPLINE	Create safe and productive learning environments in which every student and staff member can thrive.	1. *Increase the Procedural Effectiveness factor score from theCampus Safety Working Conditions domain on the annual staff survey from 4.0 to 4.1 (of 5.0) by June 15, 2026.* 2. *By January 30, 2026, 100% of campuses will implement their behavior support plan with fidelity as evidenced by observation and coaching with the Office of School Leadership.*
MARKETING & ENGAGEMENT	Involve families and community stakeholders as valued partners in student learning.	1. *Increase our Net Promoter Score from 41 to 42 on the annual parent/family survey.* 2. *Measure the impact of a targeted marketing campaign to re-engage families that have chosen charter school options by March 30, 2026.*
TALENT & RESOURCES	Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.	1. *Reduce the general fund budget deficit by 33% by June 16, 2026 while maintaining the general fund operating fund balance threshold at 25% and maintaining 60% of total adopted budgeted funds in Instruction and Instruction-Related Services (Functions 11, 12, and 13).* 2. *Develop and implement a comprehensive program evaluation process that directly supports our district priorities by March 30, 2026.*



Vision: Arlington ISD creates exceptional learning experiences that inspire all students, empower their dreams, and prepare them for the future.



IMPROVEMENT PLANNING



Arlington
INDEPENDENT SCHOOL DISTRICT

STRATEGIC OBJECTIVES

The strategic plan establishes the direction of the district

What the strategic plan must do…	…and does not need to do

• **Incorporate a broad set of stakeholder voices**
  ○ The board
  ○ Staff – campus & central office based
  ○ Parents & students
  ○ The community
• **Clearly articulate the most important 5-year goals**
  ○ "Big Rocks" – things that won't change over a 5-year period
  ○ A smaller number of big goals is better than a lot of small goals
• **Provide a broad, inclusive destination against which all work in the district can – and should – be aligned**
	• **Script every action the district will take to achieve the goals**
	• **Include goals for every operational area of the school district**
	  ○ The work of the entire district should support the goals
	  ○ The actions of each operational area that support the goals should be outlined in the DIP

BOOKENDS TO THE PLAN

PRIORITIES	GOALS
Academic Growth	Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.
Culture	Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.
Safety & Discipline	Create safe and productive learning environments in which every student and staff member can thrive.
Marketing & Engagement	Involve families and community stakeholders as valued partners in student learning.
Talent & Resources	Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

COMPLETING THE PLAN

PRIORITIES	STRATEGIC OBJECTIVES	ANNUAL GOALS (KPMs, DIP, CIP)	GOALS
Academic Growth			Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.
Culture			Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.
Safety & Discipline			Create safe and productive learning environments in which every student and staff member can thrive.
Marketing & Engagement			Involve families and community stakeholders as valued partners in student learning.
Talent & Resources			Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

STRATEGIC OBJECTIVES

PRIORITIES	STRATEGIC OBJECTIVES	25-26	26-27	27-28	28-29	29-30	GOALS
Academic Growth							Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.
Culture							Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.
Safety & Discipline							Create safe and productive learning environments in which every student and staff member can thrive.
Marketing & Engagement							Involve families and community stakeholders as valued partners in student learning.
Talent & Resources							Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

DRAFT STRATEGIES & KPMs

Measure of Success 2.1: Advance Student Well-Being

Strengthen the overall student experience by fostering a positive culture and climate, rigorous and engaging academics, and meaningful social-emotional development opportunities.

Accountable:	OSL
Responsible:	Campus Principals, Research & Accountability, Academic Services, Guidance & Counseling, Marketing & Communi
Consulted:	Campus Principals,
Informed:	HR, Finance, Parents, Community, Board

Strategies & Key Progress Measures

2025-26	2026-27	2027-28
	District-wide implementation of the vertically aligned SEL Framework	Development of a proces ensure that every studer connected to at least on advocate on campus.
	Implementation of year 1 of the Curriculum Management Audit plan	Implementation of year 2 Curriculum Management plan
	Increase our Student Experience & Well-Being Index from 2.8 to 2.9 (on a 4.0 scale) on the student survey by June 2027	Increase our Student Experience & Well-Being from 2.9 to 3.0 (on a 4.0 on the student survey by 2028
	Development of an onboarding approach for students moving from elem to JH	Intentional implementati the onboarding strategie students moving from el JH
	Conduct student focus groups annually to gather qualitative insight into strengths and potential improvements to the student experience	Development of an onbo approach for any new st regardless of grade leve

Measure of Success 2.2: Boost Employee Engagement

Cultivate an environment that prioritizes employee well-being as a foundation for strong commitment, satisfaction, and promotion of the district.

Accountable:	HR
Responsible:	Research & Accountability, OSL
Consulted:	Principals, SEC
Informed:	All Staff, Board

Strategies & Key Progress Measures

2025-26	2026-27	2027-28	2028-29	2029-30
Increase our Net Promoter Score from 24 to 30 on the annual staff survey by June 15, 2026.	Increase our Net Promoter Score from ___ to ___ on the annual staff survey by June 2027.	Increase our Net Promoter Score from ___ to ___ on the annual staff survey by June 2028.	Increase our Net Promoter Score from ___ to ___ on the annual staff survey by June 2029.	Increase our Net Promoter Score from ___ to ___ on the annual staff survey by June 2030.
	Establish a process to review and strengthen job descriptions to enhance role clarity and support effective alignment of responsibilities	Implement the first phase of the job description revision process	Implement the second phase of the job description revision process	Implement the third phase of the job description revision process
	Utilize the solicited feedback from the mid-year staff pulse check to inform improvement opportunities/suggestions, implement feasible changes, and communicate approach with stakeholders.	Implement a variety of listening session opportunities with various campus and district stakeholders based on feedback from mid-year staff pulse check to get ideas on how to improve the employee experience.		
	Design an intentional onboarding process for campus staff highlighting district culture including our guiding documents and district swag.	Implementation of campus onboarding process.	Conduct analysis of exit interview themes and determine a process to address deficiencies	
		Design an intentional onboarding approach for district staff highlighting district culture including our guiding documents and district swag.	Implementation of district onboarding process	

Priority 1: Academic Growth

Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.

Cultivate the Student Experience

1.1 Ensure every student experiences joyful, meaningful learning that fosters curiosity and belonging, builds confidence and character, and prepares them with future-ready skills.

Improve Academic Performance

1.2 Improve student academic achievement by increasing the number of A and B-rated schools while ensuring that all campuses are rated C or better.

Elevate Student Voice & Choice

1.3 Empower students to lead, create, and compete, by increasing student participation in arts, athletics, extracurriculars, and/or leadership programs.

Priority 2: Culture

Establish an inclusive culture of respect, support, and continuous improvement for all students, staff, and families.

Prioritize Student Well-Being

2.1 Strengthen the overall student experience by fostering a positive culture and climate, rigorous and engaging academics, and meaningful social-emotional development opportunities.

Boost Employee Engagement

2.2 Cultivate an environment that strengthens employee commitment, satisfaction, and promotion of the district.

Priority 3: Safety & Discipline

Create safe and productive learning environments in which every student and staff member can thrive.

Strengthen Safe & Supportive Learning Environments

3.1 Establish expectations and supports for positive student behavior that ensure students and staff thrive in classrooms that have a sense of belonging, experience psychological safety and opportunities to grow.

Strengthen Safe & Supportive Physical Environments

3.2 Cultivate environments that are safe from physical and external threats, including cybersecurity.

Priority 4: Marketing & Engagement

Involve families and community stakeholders as valued partners in student learning.

Maximize Student Enrollment

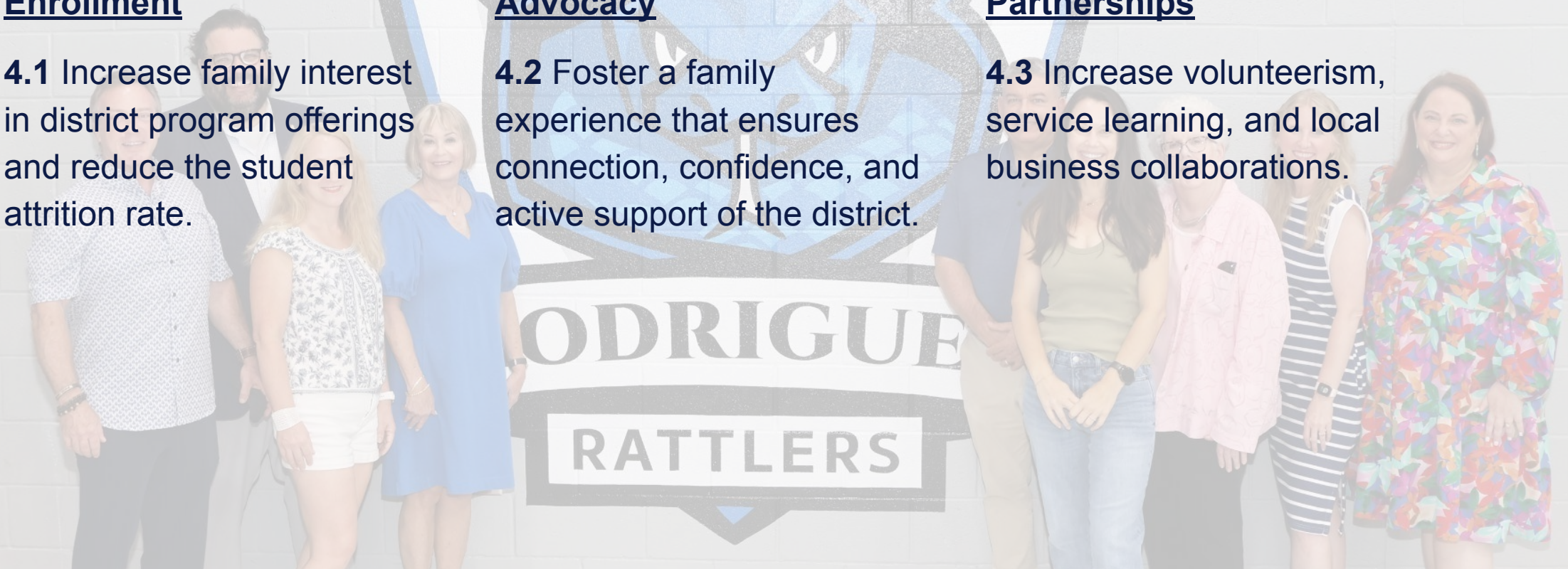
4.1 Increase family interest in district program offerings and reduce the student attrition rate.

Empower Family Advocacy

4.2 Foster a family experience that ensures connection, confidence, and active support of the district.

Expand Community Partnerships

4.3 Increase volunteerism, service learning, and local business collaborations.



Priority 5: Talent & Resources

Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Ensure Fiscal Stability

5.1 Achieve durable fiscal stability by closing the district's deficit and adopting a sustainable budget model.

Build a Talent Pipeline

5.2 Establish a perpetual talent pipeline through recruitment, grow-your-own, and retention strategies.

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BOARD INPUT NEEDED

Is there a desire to formally adopt the strategic objectives (content), or is there a preference to wait and adopt the final publication (design)?

SAMPLE STRATEGIC PLAN FORMATS & ANNUAL ACCOUNTABILITY REPORTS

Sample Strategic Plan: Friendswood ISD

45

Goals, Specific Results & Timeline cont.

Goal 4: We will strategically allocate resources and spaces that support and inspire learning and growth for all.

1. 4.1 Create Instructional Design Guidelines that drive the creation of inspiring learning spaces for all learners.
2. 4.2 Apply Instructional Design Guidelines to our Friendswood ISD student and teacher needs to create inspiring learning spaces.
2. 4.3 Prioritize the allocation of resources and personnel that support targeted learning outcomes.

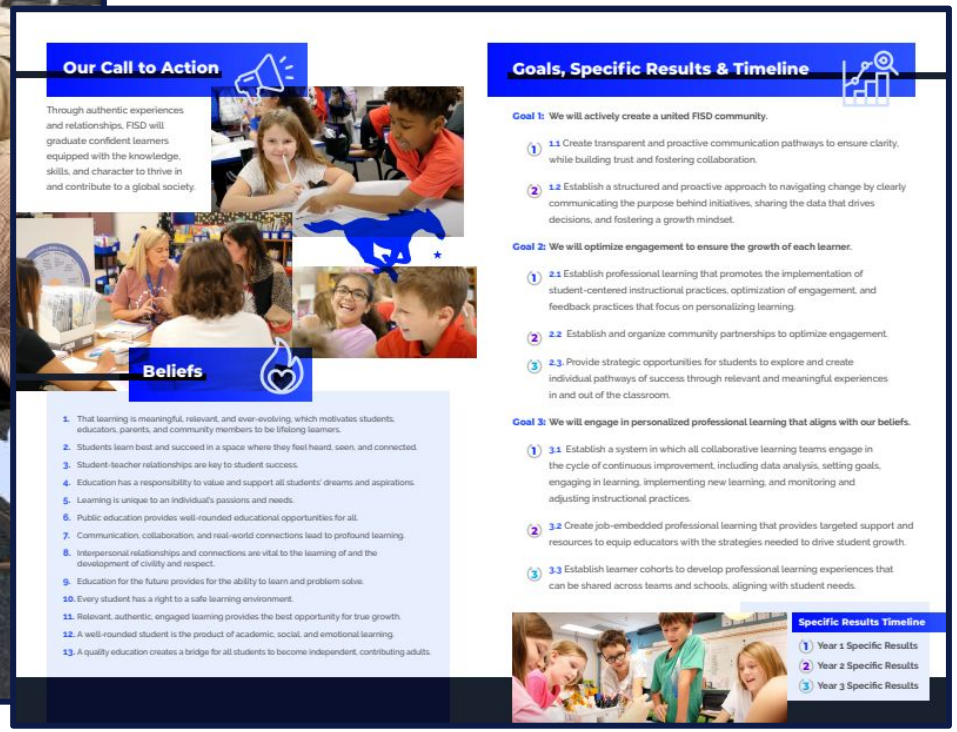
Goal 5: We will cultivate a safe learning community that supports the social, emotional, and mental well-being of all stakeholders.

1. 5.1 Implement our targeted system for social emotional student identification and intervention strategies.
2. 5.2 Construct a research based system to measure baseline and progress which will drive programs to benefit social emotional instruction.
3. 5.3 Expand community partnerships to address identified needs of all students, staff, and families.





powered by engage2learn



Our Call to Action

Through authentic experiences and relationships, FISD will graduate confident learners equipped with the knowledge, skills, and character to thrive in and contribute to a global society.

Beliefs

1. That learning is meaningful, relevant, and ever-evolving, which motivates students, educators, parents, and community members to be lifelong learners.
2. Students learn best and succeed in a space where they feel heard, seen, and connected.
3. Student-teacher relationships are key to student success.
4. Education has a responsibility to value and support all students' dreams and aspirations.
5. Learning is unique to an individual's passions and needs.
6. Public education provides well-rounded educational opportunities for all.
7. Communication, collaboration, and real-world connections lead to profound learning.
8. Interpersonal relationships and connections are vital to the learning of and the development of civility and respect.
9. Education for the future provides for the ability to learn and problem solve.
10. Every student has a right to a safe learning environment.
11. Relevant, authentic, engaged learning provides the best opportunity for true growth.
12. A well-rounded student is the product of academic, social, and emotional learning.
13. A quality education creates a bridge for all students to become independent, contributing adults.

Goals, Specific Results & Timeline

Goal 1: We will actively create a united FISD community.

1. 1.1 Create transparent and proactive communication pathways to ensure clarity, while building trust and fostering collaboration.
2. 1.2 Establish a structured and proactive approach to navigating change by clearly communicating the purpose behind initiatives, sharing the data that drives decisions, and fostering a growth mindset.

Goal 2: We will optimize engagement to ensure the growth of each learner.

1. 2.1 Establish professional learning that promotes the implementation of student-centered instructional practices, optimization of engagement, and feedback practices that focus on personalizing learning.
2. 2.2 Establish and organize community partnerships to optimize engagement.
3. 2.3 Provide strategic opportunities for students to explore and create individual pathways of success through relevant and meaningful experiences in and out of the classroom.

Goal 3: We will engage in personalized professional learning that aligns with our beliefs.

1. 3.1 Establish a system in which all collaborative learning teams engage in the cycle of continuous improvement, including data analysis, setting goals, engaging in learning, implementing new learning, and monitoring and adjusting instructional practices.
2. 3.2 Create job-embedded professional learning that provides targeted support and resources to equip educators with the strategies needed to drive student growth.
3. 3.3 Establish learner cohorts to develop professional learning experiences that can be shared across teams and schools, aligning with student needs.

Specific Results Timeline

1. Year 1 Specific Results
2. Year 2 Specific Results
3. Year 3 Specific Results

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Sample Strategic Plan:

Boston Public Schools


BRIGHT Spots

Essentials for Instructional Equity

Closing Opportunity and Achievement Gaps

Social-Emotional Learning, Health and Wellness

ESSENTIALS FOR INSTRUCTIONAL EQUITY

CHALLENGES

SIGNIFICANT ACHIEVEMENT GAPS PERSIST

2/3 OF BPS SCHOOLS WERE CONSTRUCTED BEFORE WORLD WAR II

BPS HAS LOST STUDENTS TO CHARTERS

Overview

Every student - regardless of race, ethnicity, gender, disability, sexual orientation, religion, citizenship status, socioeconomic status, or zip code - deserves an excellent, culturally and linguistically relevant education and opportunities that help them achieve their full potential. BPS serves highly talented students who are impacted by social, systemic and social barriers, and racism in and outside of school. Nearly 30,000 BPS students (more than 50% of our student population) have specific needs as English Learners and/or students with disabilities, and/or experience economic disadvantage. Black and Latinx students comprise 76% of BPS enrollment. Historically, Black and Latinx boys, English Learners, and students with disabilities have been excluded from access to more rigorous coursework and inclusive general education settings at disproportionate rates. We will take bold, deliberate, and explicit action to eliminate opportunity and achievement gaps for our most vulnerable students.

PRIORITIES

01 ELIMINATE OPPORTUNITY AND ACHIEVEMENT GAPS

Equitable and Excellent Student Outcomes.

ANCHOR GOAL #1

BPS graduates will be ready for success in college, career, and life.

aligned progress measures

(All measures disaggregated by EL, SWD, race, economic disadvantage, and other groups)

EARLY LITERACY

GRADE LEVEL PROMOTION

GRADUATION

ELA ACHIEVEMENT

MATH ACHIEVEMENT

SCIENCE ACHIEVEMENT

EL PROGRESS

SUSPENSION

OAG IMPLEMENTATION

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Boston School Committee 8

Superintendent Brenda Cassellius 10

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Summary of COMMITMENTS + Priorities

01 ELIMINATE OPPORTUNITY AND ACHIEVEMENT GAPS

Equitable and Excellent Student Outcomes

ANCHOR GOAL #1 BPS graduates will be ready for success in college, career, and life.

02 ACCELERATE LEARNING

High-quality schools and joyful classrooms district-wide

ANCHOR GOALS 2 BPS schools will demonstrate strong growth in ELA and Math.

03 AMPLIFY ALL VOICES

ANCHOR GOALS 3 BPS schools will implement the core elements of family engagement.

04 EXPAND OPPORTUNITY

Fair and equitable funding and welcoming environments

ANCHOR GOAL# 4 BPS schools will be funded to meet the unique needs of the students they serve.

05 CULTIVATE TRUST

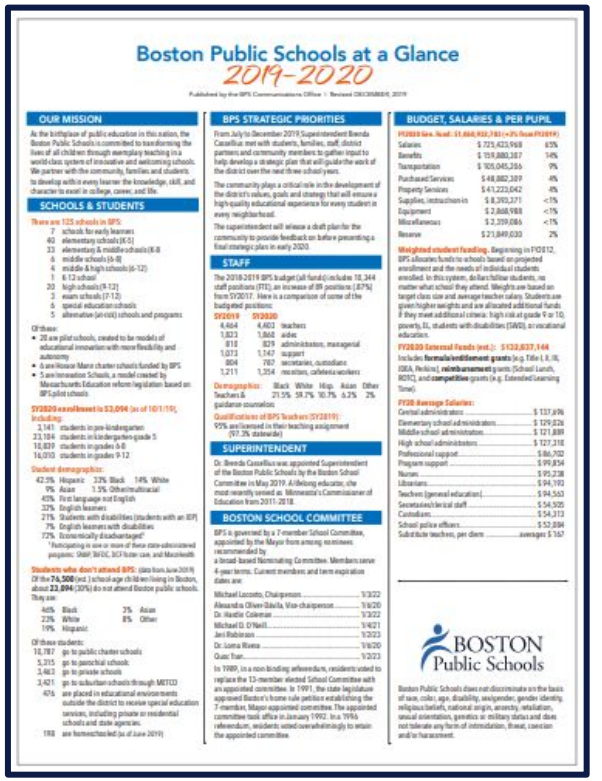
Caring and competent staff that reflect our students and are focused on service

ANCHOR GOALS 5 BPS school and central office staff will reflect the students we serve.

06 ACTIVATE PARTNERSHIPS

Expand learning beyond the classroom and connect the community to the classroom

ANCHOR GOALS 6 BPS schools will have established partnerships with community, employer, and higher education organizations that expand learning beyond the classroom and create pathways to college and career success.


Boston Public Schools at a Glance 2019-2020

OUR MISSION

SCHOOLS & STUDENTS

BPS STRATEGIC PRIORITIES

STAFF

SUPERINTENDENT

BOSTON SCHOOL COMMITTEE

BUDGET, SALARIES & PER PUPIL

BOSTON Public Schools

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Sample Strategic Plan: Northwest ISD



Northwest
INDEPENDENT SCHOOL DISTRICT

STRATEGIC GOALS
2023-2028

Our Core Beliefs

1. Kids come first.
2. Continuous learning is essential to prepare for college and career opportunities.
3. Each student's success is the shared responsibility of students, families, schools, and communities.
4. Learning is influenced by environment.

Our Vision

Northwest ISD empowers learners and leaders to positively impact the world.

Our Mission

Northwest ISD, in collaboration with students, families, communities, and global partners, will engage in a culture of learning that prepares all students to confidently navigate their future.

Strategic Goals

Strategic Goal 1

Northwest ISD will provide personalized learning experiences and cultivate the growth and achievement of every student.

NISD PRIORITIES:

Literacy

1.1 Our students will annually increase literacy proficiency to reach or exceed grade-level standards.

Academic Progress

1.2 Our students will achieve individualized academic goals to reach a year's growth or more in all content areas.

College, Career, Military & Life Readiness

1.3 Our students will graduate life ready and prepared for success in career, college, or military service.

Strategic Goal 2

Northwest ISD will recruit, value, and retain highly effective staff prepared to meet the individual needs of our students and learning community.

NISD PRIORITIES:

Recruit

2.1 Northwest ISD will have an unwavering commitment to attract and welcome high-quality staff.

Value

2.2 Northwest ISD will invest in all staff through a culture of support, development, and empowerment to make a positive impact on the learning community.

Retain

2.3 Northwest ISD will retain highly effective staff through meaningful relationships, ongoing support, and professional growth opportunities.

Strategic Goal 3

Northwest ISD will foster a safe environment and a culture of engagement that values the voices of all students, staff, families, and community members.

NISD PRIORITIES:

Engagement

3.1 Northwest ISD will foster an environment of engagement with every member of our community through collaborative dialogue and partnership opportunities.

Culture

3.2 Northwest ISD will model and instill a culture of belonging where all students, staff, families, and community voices are heard and valued.

Safety

3.3 Northwest ISD will continuously improve, maintain and communicate systems of support to strengthen the physical and emotional well-being of our students, staff, and community.

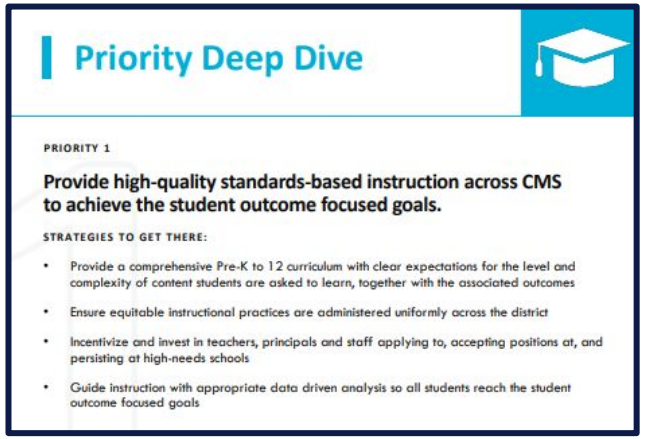
Sample Strategic Plan: Charlotte-Mecklenburg Schools



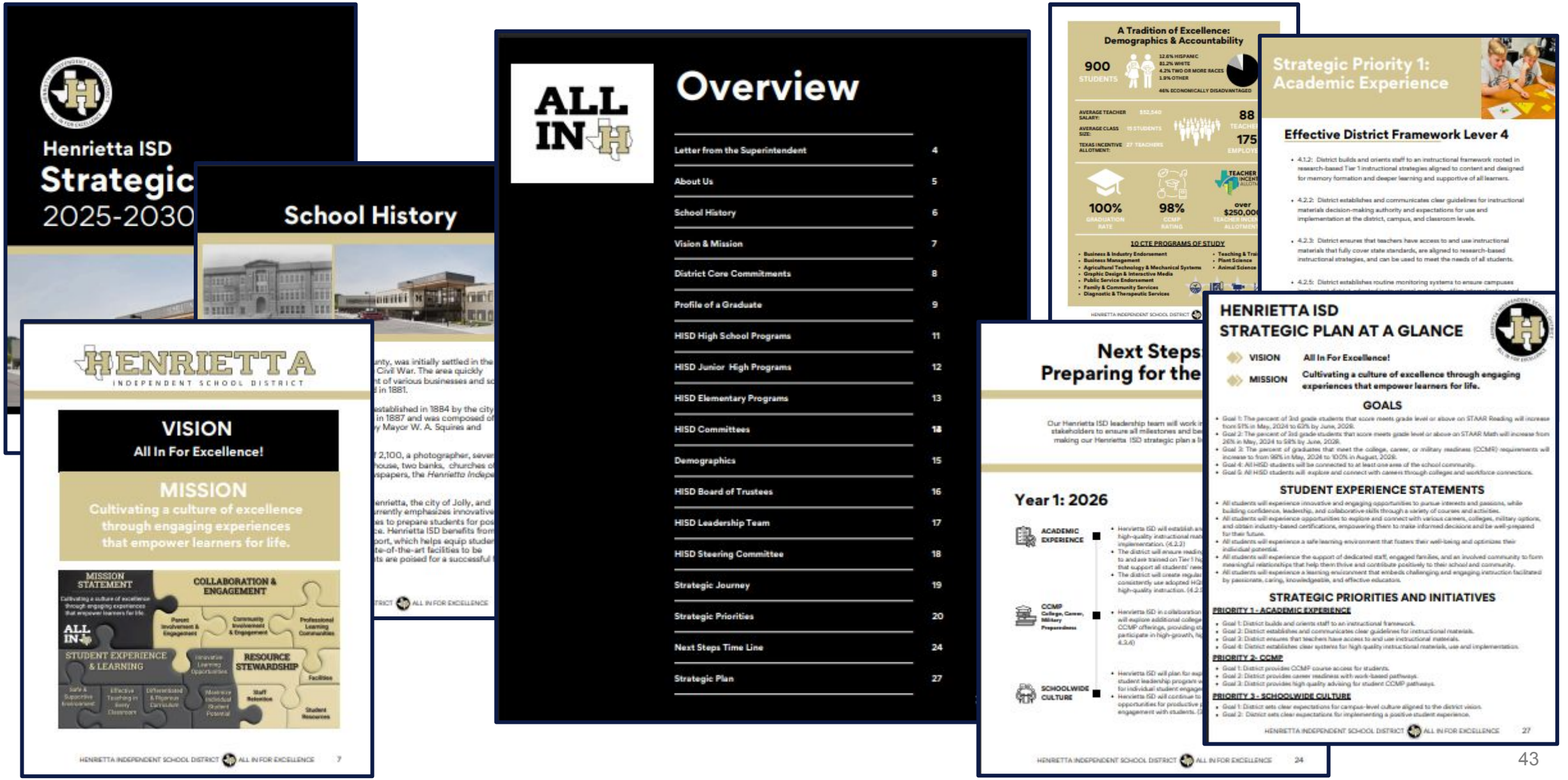




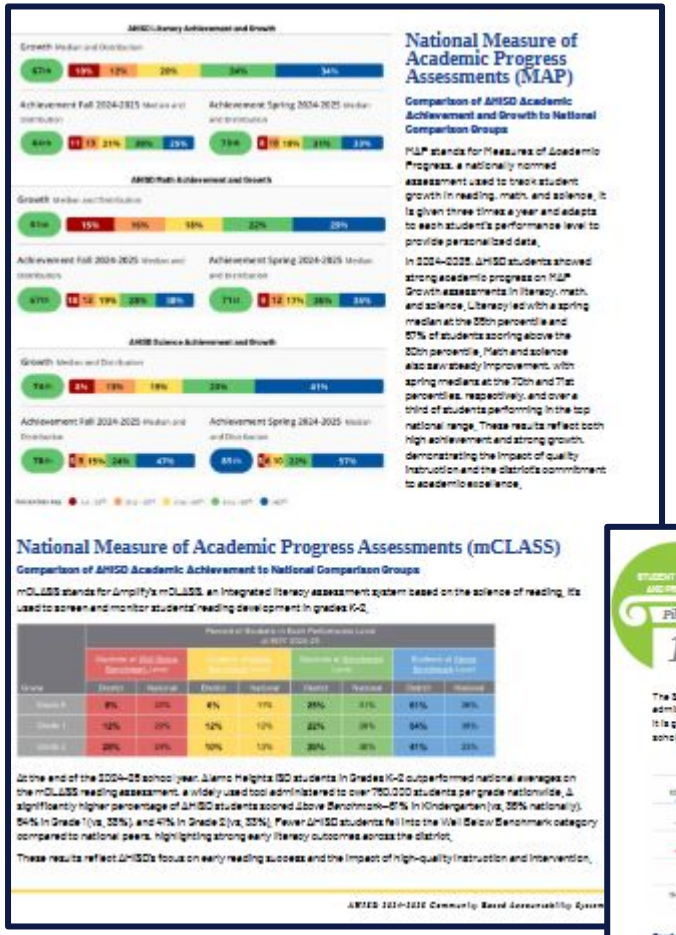




Sample Strategic Plan: Henrietta ISD



Sample Accountability Reporting: Alamo Heights ISD



National Measure of Academic Progress Assessments (MAP)

Comparison of AHISD Academic Achievement and Growth to National Comparison Groups

MAP stands for Measures of Academic Progress, a nationally normed assessment used to track student growth in reading, math, and science. It is given three times a year and adapts to each student's performance level to provide personalized data.

In 2024–2025, AHISD students showed strong academic progress on MAP Growth assessments in literacy, math, and science. Literacy led with a spring median at the 55th percentile and 57% of students scoring above the 50th percentile. Math and science also saw steady improvement, with spring medians at the 70th and 71st percentiles, respectively, and over a third of students performing in the top national range. These results reflect both high achievement and strong growth, demonstrating the impact of quality instruction and the district's commitment to academic excellence.

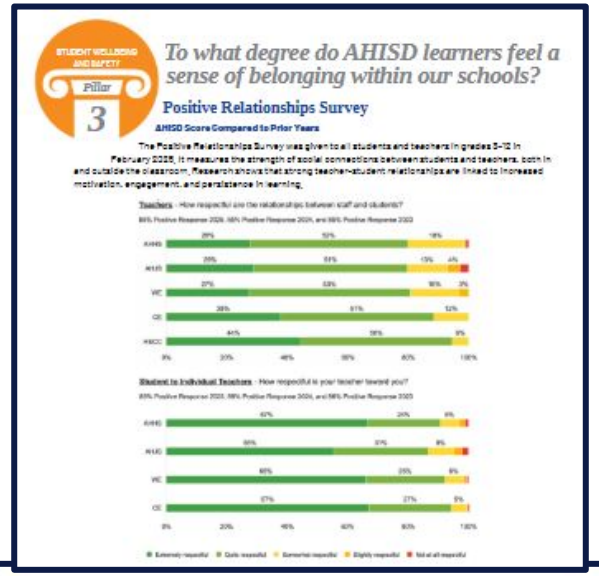
National Measure of Academic Progress Assessments (mCLASS)

Comparison of AHISD Academic Achievement to National Comparison Groups

mCLASS stands for Amplify's mCLASS, an integrated literacy assessment system based on the science of reading. It's used to screen and monitor students' reading development in grades K–2.

At the end of the 2024–25 school year, Alamo Heights ISD students in Grades K–2 outperformed national averages on the mCLASS reading assessment, a widely used tool administered to over 750,000 students per grade nationwide. A significantly higher percentage of AHISD students scored *Above Benchmark*—61% in Kindergarten (vs. 36% nationally), 54% in Grade 1 (vs. 33%), and 41% in Grade 2 (vs. 33%). Fewer AHISD students fell into the *Well Below Benchmark* category compared to national peers, highlighting strong early literacy outcomes across the district.

These results reflect AHISD's focus on early reading success and the impact of high-quality instruction and intervention.



Pillar 3 — STUDENT WELLBEING AND SAFETY

To what degree do AHISD learners feel a sense of belonging within our schools?

Positive Relationships Survey

AHISD Score Compared to Prior Years

The Positive Relationships Survey was given to all students and teachers in grades 3–12 in February 2025. It measures the strength of social connections between students and teachers, both in and outside the classroom. Research shows that strong teacher-student relationships are linked to increased motivation, engagement, and persistence in learning.

Teachers – How respectful are the relationships between staff and students?

89% Positive Response 2024; 88% Positive Response 2024; and 88% Positive Response 2025

Student to Individual Teachers – How respectful is your teacher toward you?

85% Positive Response 2023; 88% Positive Response 2024; and 88% Positive Response 2025



Pillar 1 — STUDENT LEARNING AND PROGRESS

To what degree are AHISD learners academically ready for their next stage of learning?

PSAT

Comparison of AHISD 11th grade students to Texas and national comparison groups on PSAT

The Scholastic Assessment Test (SAT) is an entrance exam used by most colleges and universities to make admissions decisions. The PSAT is a primer for the SAT. Taking the PSAT is optional as a freshman and sophomore, it is given to all Junior students at AHHS. PSAT assessments provide students benefits like over $950 million in scholarship opportunities and information about their potential to succeed in Advanced Placement courses.

PSAT

Findings: AHISD scores surpass both national and Texas comparison scores. AHISD continues to offer a free of charge School Day PSAT exam available to all students in the 11th grade in the fall.

Quotes from AHISD Parents in our Feedback February survey:

"Student growth and achievement are clearly a top priority in AHISD."

"This district is deeply committed to helping every student reach their full potential."

"I appreciate the whole-child approach and the focus on success in both academics and life."

2025 Academic Accolades

Pillar 2 — STUDENT READINESS

To what degree are AHISD learners academically ready for their next stage of learning?

Student College Entrance Exams

Comparison of AHISD students to Texas and National Comparison Groups on SAT and ACT

The Scholastic Assessment Test (SAT) and American College Testing (ACT) are college entrance exams used by most colleges and universities to make admissions decisions. Data reflects high school graduates who took the SAT or ACT during high school. If a student took the exam more than once, only the most recent score is included. SAT is scored out of 1600, and ACT is scored out of 36.

ACT

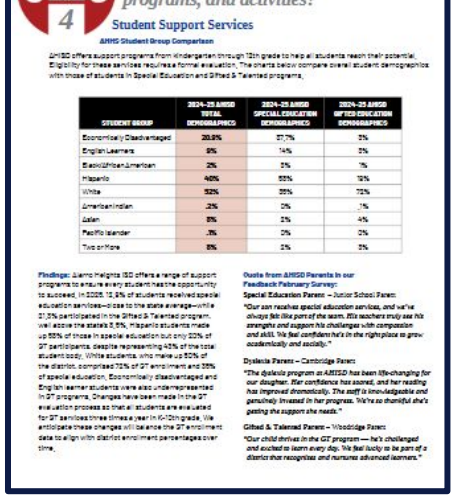
SAT

AHISD School Day SAT Results

Review of % of Students Meeting College Ready Benchmark Scores

AHISD provides all AHHS Juniors the opportunity to take the SAT during the school day at no cost.

The score report helps determine college readiness in math and English language arts. Students meeting the SAT Math benchmark have a 75% chance of earning at least a C in entry-level college math courses. Those meeting the Reading and Writing benchmark have a 75% chance of earning at least a C in college-level courses in history, literature, social sciences, or writing.



To what degree do all students have access and inclusion within school supports, programs, and activities?

Pillar 4 — ENGAGED, WELL-ROUNDED STUDENTS

Student Support Services

AHISD Student Group Comparison

AHISD offers support programs from Kindergarten through 12th grade to help all students reach their potential. Eligibility for these services requires a formal evaluation. The charts below compare overall student demographics with those of students in Special Education and Gifted & Talented programs.

STUDENT GROUP	2024-25 AHISD TOTAL DEMOGRAPHICS	2024-25 AHISD SPECIAL EDUCATION DEMOGRAPHICS	2024-25 AHISD GIFTED EDUCATION DEMOGRAPHICS
Economically Disadvantaged	20.8%	37.7%	5%
English Learners	9%	14%	5%
Black/African American	2%	3%	1%
Hispanic	46%	55%	18%
White	52%	35%	72%
American Indian	.2%	0%	.1%
Asian	8%	3%	4%
Pacific Islander	.1%	0%	0%
Two or More	8%	3%	3%

Findings: Alamo Heights ISD offers a range of support programs to ensure every student has the opportunity to succeed. In 2025, 12.9% of students received special education services—close to the state average—while 21.3% participated in the Gifted & Talented program, well above the state's 8.9%. Hispanic students made up 55% of those in special education but only 22% of GT participants, despite representing 45% of the total student body. White students, who make up 50% of the district, comprised 72% of GT enrollment and 35% of special education. Economically disadvantaged and English learner students were also underrepresented in GT programs. Changes have been made in the GT evaluation process so that all students are evaluated for GT services three times a year in K-12th grade. We anticipate these changes will balance the GT enrollment data to align with district enrollment percentages over time.

Quote from AHISD Parents in our Feedback February Survey:

Special Education Parent – Junior School Parent:

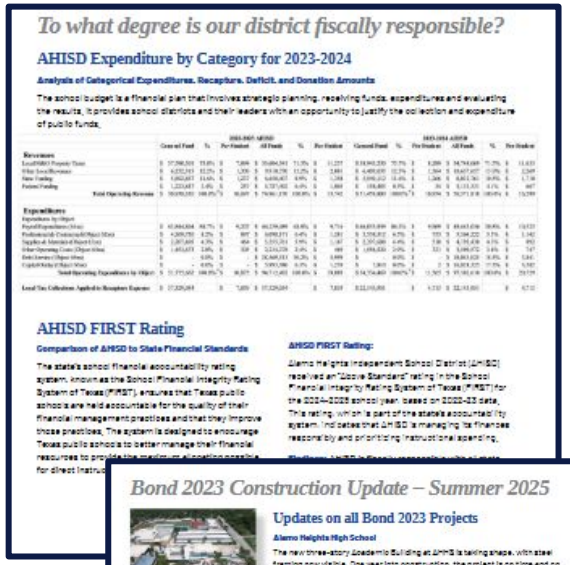
"Our son receives special education services, and we've always felt like part of the team. His teachers truly see his strengths and support his challenges with compassion and skill. We feel confident he's in the right place to grow academically and socially."

Dyslexia Parent – Cambridge Parent:

"The dyslexia program at AHISD has been life-changing for our daughter. Her confidence has soared, and her reading has improved dramatically. The staff is knowledgeable and genuinely invested in her progress. We're so thankful she's getting the support she needs."

Gifted & Talented Parent – Woodridge Parent:

"Our child thrives in the GT program — he's challenged and excited to learn every day. We feel lucky to be part of a district that recognizes and nurtures advanced learners."



To what degree is our district fiscally responsible?

AHISD Expenditure by Category for 2023-2024

Analysis of Categorical Expenditures, Receipts, Deficit, and Donation Amounts

The school budget is a financial plan that involves strategic planning, receiving funds, expenditures and evaluating the results. It provides school districts and their leaders with an opportunity to justify the collection and expenditure of public funds.

AHISD FIRST Rating

Comparison of AHISD to State Financial Standards

The state's school financial accountability rating system, known as the School Financial Integrity Rating System of Texas (FIRST), ensures that Texas public schools are held accountable for the quality of their financial management practices and that they improve those practices. The system is designed to encourage Texas public schools to better manage their financial resources to provide the greatest possible opportunity for direct instructional spending.

AHISD FIRST Rating:

Alamo Heights Independent School District (AHISD) received an "Above Standard" rating in the School Financial Integrity Rating System of Texas (FIRST) for the 2024–2025 school year, based on 2023–24 data. This rating, which is part of the state's accountability system, indicates that AHISD is managing its finances responsibly and prioritizing instructional spending.



Bond 2023 Construction Update – Summer 2025

Updates on all Bond 2023 Projects

Alamo Heights High School

The new three-story Academic Building at AHHS is taking shape, with steel framing now visible. One year into construction, the project is on time and on budget, and the building is scheduled to open in August 2026.

The Visitor's Bleacher Complex at Dram Stadium is also progressing and expected to be completed by late August 2025, featuring new bleachers, locker rooms, concessions, bathrooms, and meeting space.

Cambridge Elementary

Construction began right after school let out in May. Upgrades include:

- Renovated cafeteria with better sound control, reconfigured kitchen and dining space, and added restrooms
- A new multipurpose room and updated central plant (plumbing, HVAC, electrical)
- Refreshed classrooms and hallways with durable finishes and energy-efficient LED lighting
- Library updates

Classrooms for 1st–3rd grade will be complete in time for the August 2026 return. The project runs through Spring 2027.

Woodridge Elementary

While smaller in scope than Cambridge, all classrooms and hallways are being refreshed. By August, upgrades to 3rd and 4th grade classrooms will be complete.

Major work includes:

- Expanded 5th grade classrooms (students will use portables in Spring 2026)
- Updated cafeteria and library

This project will wrap up by August 2026.

AHISD Athletic Complex at Robbins

Work is underway on a new softball field, bleachers, locker rooms, and meeting spaces, with completion expected before the 2026 softball season. The Robbins building will be removed to create more parking. Tennis court resurfacing is also planned.

Upcoming Projects at Howard ECC & AHJS

At the May Board Meeting, Bartlett Cocke was selected as the contractor for Project 3, which includes:

- A new Howard Early Childhood Center, with construction beginning in Spring 2026 behind the current building
- Planned upgrades at Alamo Heights Junior School

Stay Connected

Visit ahisd.net/Bond2023Updates for renderings, FAQs, timelines, and regular updates. Updates are also provided via Board Meetings, the School Views publication, and AHISD social media.

Sample Accountability Reporting:

Clear Creek ISD



Message to *Our Community*

This year, the Clear Creek Independent School District embraced innovation with bold purpose and unwavering passion. From classrooms alive with cre… every learner, we continue to redefine what world-c…

Our annual report, World-Class Education: Fueling E… our mission. It is about more than academic excelle… ambition, and equipping students to create their fut…

In the 2024–2025 school year, we advanced our Vi… successful Launch course, a 6th grade progression … Effective People and career exploration. We also fu… to improve learning environments and chartered in… destination for families.

This report highlights the achievements and aspirat… explore the data, celebrate the stories, and join us i…

Karen Engle, Ed.D.
Superintendent of Schools

Jonathan Cottrell, President
Jessica Cejka, Vice President
Jeff Larson, Secretary
Jay Cunningham, Member
Rebecca Lilley, Member
Jamieson Mackay, Member
Arturo Sanchez, Member



Academic Achievement

Clear Creek ISD continues to shine as a leader in academic excellence across the Houston region and the nation.

In 2025, the Texas Education Agency awarded the District an overall rating of 88 (B), with strong marks in Student Achievement (88) and Closing the Gaps (88). Compliments this, NICHE, a national school ranking organization, ranked CCISD with an overall A.

These ratings place Clear Creek ISD among the top-performing school districts in the Greater Houston area.

2025 Texas Ed… Accountabili…

88

Percentage of Stude… Grade Level or Above
CCISD
State

Percentage of Stu… Grade Level or Abov…
CCISD
State

Percentage of Stu… Grade Level in …
CCISD
State

2025 NICHE Rating Summary

ACADEMICS	TEACHERS	COLLEGE PREP
A	A	A+

Houston Area NICHE Ranking

#2 of 59 Best Places to Teach in Houston Area

#5 of 55 Districts with the Best Teachers in Houston Area

#6 of 52 Best School Districts in Houston Area

#17 … Most Diver… Districts in H…

BY THE NUMBER…

45 Schools

13 Cities

39K+ Students

2nd Largest Emplo…

82 Languages

96.4%+ Graduation Rate

2023 National Merit Semifinalists

NATIONALLY RECOGNIZED
FINE ARTS & ATHLETICS
PROGRAMS

2024-25 State Champions
Clear Creek High School Water Polo
CCISD Robotics

2024-2025 Top District Honors

EXCELLENCE IN EDUCATION AWARDS — Outstanding School Board Finalists

EDUCATIONAL RESULTS PARTNERSHIP — Top Performing School District

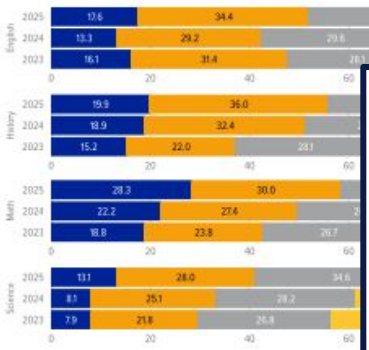
NICHE — 2025 Best School District

ACT Performance - All Testers

Year	ACT	# of Students	Avg English	Avg Math	Avg Reading	Avg Science
2024-25	District	266	22.6	22.9	24.8	24.2
2024-25	State	0	0	0	0	0
2024-25	Global	0	18.7	19.1	20.2	19.7
2023-24	District	290	22.5	22.5	24.8	23.4
2023-24	State	0	18.4	19.1	20.1	19.6
2023-24	Global	0	18.6	19	20.1	19.6
2022-23	District	410	20.4	20.9	22.1	21.2
2022-23	State	88,670	18.2	19.1	20	19.5
2022-23	Global	1,386,335	18.6	19	20.1	19.6

Source: ACT Summary, ACT Online Reporting by Date Interaction / Data unavailable from ACT at time of publishing

AP Test Scores by Test Type



Career and Technical Education Certifications Earned



A total of 1,586 Career and Technical Education (CTE) certifications were earned by CCISD students in the 2024-25 school year. These Industry-based Certifications (IBC) prepare students for success in the workforce or in post-secondary education.

- Automotive Technology: 21
- Certified Nursing Assistant: 49
- Computer Maintenance: 22
- Computer Technician: 8
- Cosmetology: 6
- Teacher Education Training and Child Guidance: 33
- Child Guidance: 56
- Culinary Arts: 34
- Floral Design: 770
- Construction Technology and Metal Manufacturing: 106
- Patient Care Technician: 148
- Pharmacy Technician: 52
- Dentistry: 44
- Cybersecurity: 19
- Veterinary Medical Applications: 18
- Advanced Animal Science: 50
- Practicum in Veterinary Medicine: 21
- Welding: 57
- Agriculture Mechanics: 72

Clear Creek ISD's College, Career, and Military Readiness (CCMR) scores show steady improvement, reflecting the district's commitment to preparing every student for success beyond graduation.

The Texas Education Agency tracks how well students are prepared for post-secondary opportunities. CCISD has seen a 20% increase in CCMR Readiness Rates compared to prior years. The District's CCMR Score is 77. The CCMR data is based on the prior year's graduating class.

Several CCISD high schools stand out for their leadership in post-secondary readiness.

- Clear Horizons Early College High School continues to earn statewide recognition for enabling students to graduate with both a diploma and an associate degree.
- The District earned 26 TEA distinction designations in Post-Secondary Readiness, underscoring how deeply these values run across all campuses.
- CTE programs now offer credentials in fields ranging from aerospace engineering and cybersecurity to health science and digital media.

Looking Ahead to 2026 and Beyond

Clear Creek ISD's 2025 Annual Report reflects a district that is more than classrooms and test scores. It is a launchpad for the future. Guided by the Vision 2030 Strategic Plan, CCISD is expanding the Leader in Me program, elevating intermediate experiences through STREAM innovation, and opening new doors with college and career pathways like the P-TECH healthcare program.

Early learning expansion has given every four-year-old access to Pre-K, and literacy rates are rising across the district. At the secondary level, students are thriving in advanced academics, Career & Technical Education, and dual credit programs that prepare them for college, careers, and service. With 26 TEA distinctions in post-secondary readiness and an A+ in College Prep from NICHE, CCISD stands among Houston's top districts.

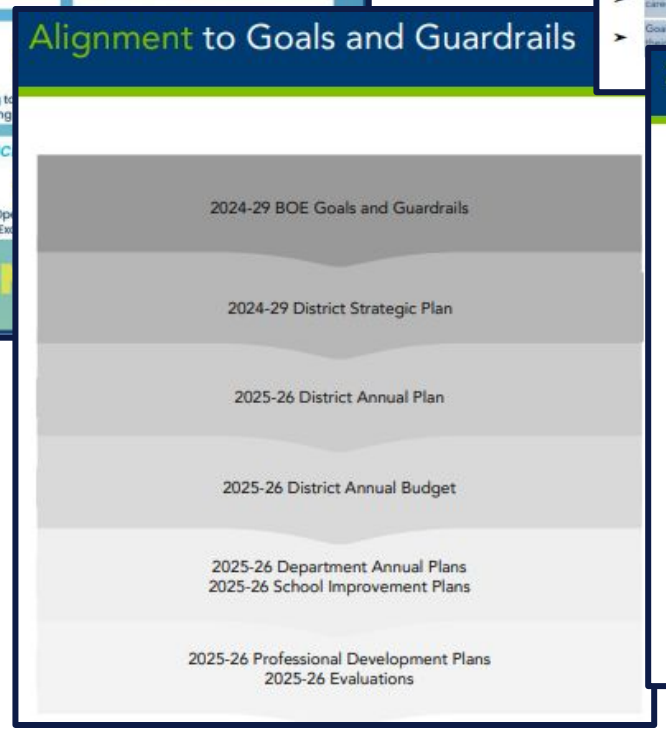
Looking forward, CCISD is preparing to open a full-time virtual program to meet the needs of families in search of a high quality education on their time schedule. This program, which will begin in 2026, will position Clear Creek ISD to remain competitive in the education field.

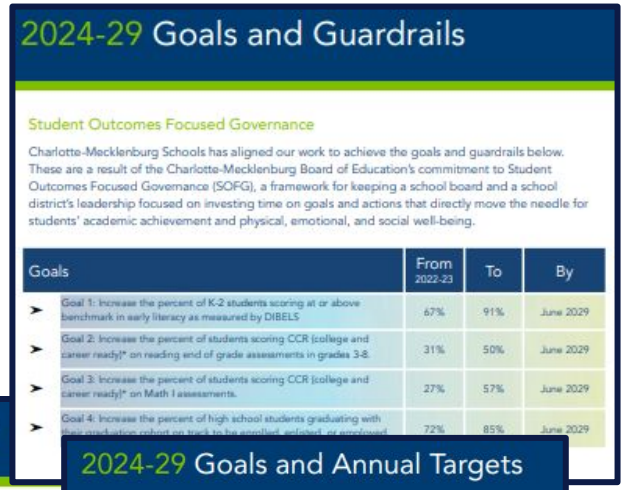
Behind these achievements are the students, staff, and families who make CCISD exceptional.

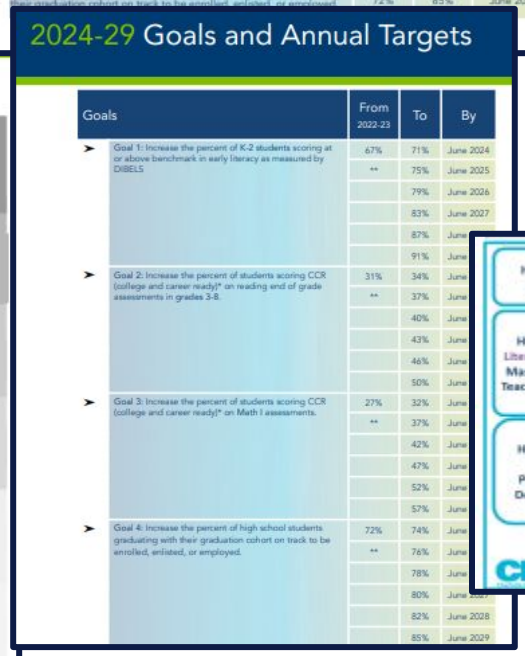
Sample Accountability Reporting:

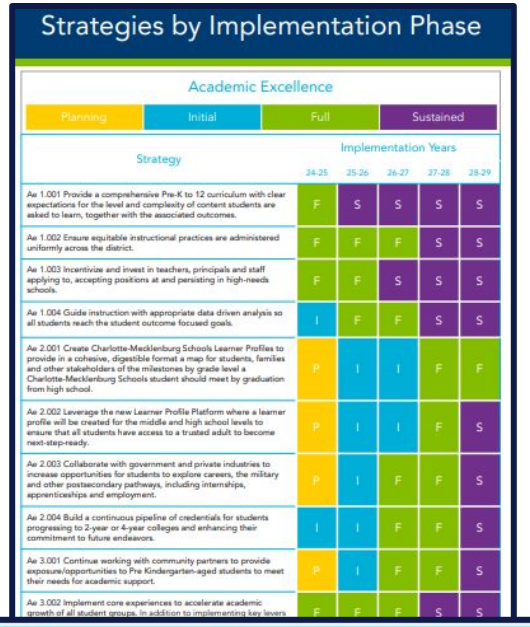
Charlotte-Mecklenburg Schools

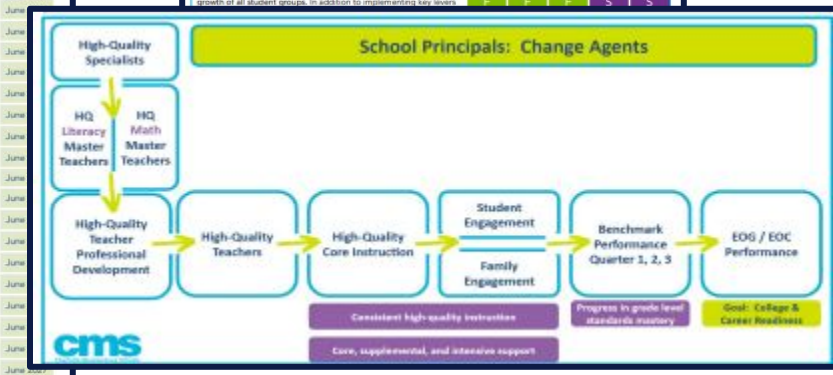












ARLINGTON INDEPENDENT SCHOOL DISTRICT

BOARD INPUT NEEDED

- What are the components we want to include in the Strategic Plan Publication?

- What are the different ways we want to report to the community about the progress we are making towards our strategic objectives?



NEXT STEPS

Arlington Independent School District
Board of Trustees Meeting

April 9, 2026

Contact Person: Wm. Kelly Horn

Board Agenda Presented for: **Action:** ☐ **Report:** ☑ **Consent:** ☐

Supporting Documents: **None:** ☐ **Attached:** ☑

Meeting Agenda Item: 2019 Bond Update Report

District Priority / Goals Addressed

This report, focused on the Talent & Resources Board Priority, provides the Board an update on progress of the 2019 Bond Program.

Background

Arlington voters approved a general bond proposition for $966 million on November 5, 2019. The 2019 Bond Program is a capital improvements program that includes new construction, renovations, and facility condition improvements along with capital purchases for technology, fine arts, and transportation.

A total of $966,000,000 in bonds have been authorized and sold as of March 2025, for the 2019 Bond Program. Construction continues to progress in all five phases of the 2019 Bond Program.

Administration will provide an update on the 2019 bond program.

Fiscal Implications

There is no direct fiscal impact, but the report confirms the Board's oversight of the 2019 bond.

Recommendation

None

Submitted by: Michael Hill Ed.D **Date:** April 2, 2026

ACADEMIC GROWTH
Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.

CULTURE
Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.

SAFETY & DISCIPLINE
Create safe and productive learning environments in which every student and staff member can thrive.

MARKETING & ENGAGEMENT
Involve families and community stakeholders as valued partners in student learning.

TALENT & RESOURCES
Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Arlington
INDEPENDENT SCHOOL DISTRICT
More Than a Remarkable Education

2019 BOND UPDATE REPORT

April 9, 2026
Regular Board Meeting



Bond Program Financial Summary
Phases I-V

	Budget	Encumbered	Expended	Allocated
Facilities	$852,726,335	$139,891,407	$603,745,047	$109,089,881
Fine Arts	$6,955,752	$379,617	$5,463,262	$112,872
Technology	$90,829,000	$1,127,698	$83,587,895	$6,113,407
Transportation	$15,488,913	$1,666,882	$13,604,062	$217,969
Totals	**$966,000,000**	**$143,065,603**	**$706,400,267**	**$115,534,129**
			Miscellaneous Costs and Additional Proceeds	
			Bond Issuance Costs	-$5,242,704
			Projected Interest Arbitrage Liability	-$20,977,755
			Interest and Additional Proceeds	$64,895,743
			Total Available Funds	**$38,675,284**

Note: Totals may not add due to rounding. Information as of March 25, 2026.

Project Status – by Phase

Phases I-V

Phase	Number of Projects
Design	9
Bid	14
Construction	21
Closeout	12
Completed	45
Total Projects	**101**

Facility Planning & Construction

PHASE I PROJECTS

Construction	Closeout	Completed	
Bowie HS – Softball Field	Glaspie Field	Administration Building	Gunn JHS / FADL
Seguin HS – Softball Field	Martin HS	Ashworth ES – Courtyard Concrete	Johns ES – Courtyard Concrete
		Berry ES	Jones FADL Academy
		Crow Leadership Academy	Playgrounds – Phase I
		District-Wide Bottle Fillers	Shackelford JHS
		Ditto ES – Chiller Replacement	Thornton ES
		Food and Nutrition Service Ctr.	Webb ES

Facility Planning & Construction

PHASE II PROJECTS

Construction	Closeout	Completed	
Foster ES	Arlington HS FADL	Playground Sitework – Phase II	Duff ES
Johns ES	Atherton ES	Playground Equipment – Phase II	Hale ES
Wilemon Field		Arlington HS	So. Davis ES
		Sam Houston HS	Bowie HS – Football Field and Track Resurfacing
		Bailey JHS	Seguin HS – Football Field and Track Resurfacing
		Adams ES	

Facility Planning & Construction

PHASE III PROJECTS

Construction	Closeout	Completed
Lamar HS	Rodriguez JHS	Playground Sitework – Phase III
Little ES	Amos ES	Playground Equipment – Phase III
Miller ES	Goodman ES	Anderson ES – HVAC
Cravens Field	Key ES	Short ES
	Pope ES	
	Speer ES	

Facility Planning & Construction

PHASE IV PROJECTS

Design	Bidding	Construction	Closeout	Completed
Burgin ES	Bowie HS	Dipert CTC	Farrell ES	Rankin ES – Landscaping
Ditto ES	Butler ES	Swift ES – Renovations	Fitzgerald ES – HVAC	Turning Point Secondary School
Morton ES	Dunn ES	Swift ES – Paving		
Workman JHS	Hill ES	Swift ES – Gym Addition		
Young JHS	Rankin ES	Service Ctr. – Security, Transportation & Health		
Kooken EC	Sherrod ES			
	Wimbish WLA			

Facility Planning & Construction

PHASE V PROJECTS

Design	Bidding	Construction	Completed	
Boles JHS	JHS - Concessions	CFACE	Seguin HS	Ferguson EC – HVAC
Food Service Whse.	Bryant ES	Hilldale Annex	Ashworth ES	Barnett JHS – Paint
Moore ES	Corey FADL Academy	Anderson ES	Bebensee ES	Nichols JHS – Paint
	Crouch ES	Starrett ES	Patrick ES	Ousley JHS – HVAC
	Ellis ES	Williams ES	Peach ES	600 New York
	Larson ES	Wood ES	Pearcy STEM Academy	North Distribution Center
	Remynse ES	PDC	West ES – HVAC	Service Center Renovations

HUB Participation

PHASES I-V

Project Description	Budget	Tier II HUB Participation Commitment %	Tier II HUB Participation Amount	Expenses To Date	Tier II % HUB Participation Achieved To Date	Tier II HUB Participation Amount To Date
2019 BOND PROGRAM PHASES I-V HUB TOTALS	**$ 563,459,843**	**24.15%**	**$ 136,091,044**	**$ 516,794,493**	**25.27%**	**$ 130,592,426**

Note: Totals above are excerpted from the 03/25/2026 HUB report

DISCUSSION



Arlington Independent School District
Board of Trustees Meeting

April 9, 2026

Contact Person: Holly Stambaugh

Board Agenda Presented for: **Action:** ☐ **Report:** ☑ **Consent:** ☐

Supporting Documents: **None:** ☐ **Attached:** ☑

Meeting Agenda Item: Teacher Retirement System Active Care Follow-Up Report

District Priority / Goals Addressed

To review the current and potential healthcare and wellness opportunities to inform recommendations for future plan options and cost management strategies to enhance our talent and resources.

Background

To provide information regarding Arlington ISD healthcare plans and alternative strategies to address costs and improve wellness.

Fiscal Implications

None

Recommendation

None

Submitted by: Scott Kahl **Date:** March 31, 2026

ACADEMIC GROWTH
Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.

CULTURE
Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.

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Create safe and productive learning environments in which every student and staff member can thrive.

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Involve families and community stakeholders as valued partners in student learning.

TALENT & RESOURCES
Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Teacher Retirement System Active Care Follow-up Report

Holly Stambaugh
April 9, 2026

PURPOSE

68

To review the current and potential healthcare and wellness opportunities to inform recommendations for future plan options and cost management strategies to enhance our talent and resources.



History of Advocacy and Wellness Efforts

Legislative Advocacy

- Arlington ISD advocated for district flexibility to exit TRS-ActiveCare due to rising, unsustainable costs (during the 2019 Legislative Session). Included testimony in front of House Committee and sponsor of legislation.
- District advocacy contributed to TRS reviewing plan designs, including cost-control adjustments and regional high-deductible options.
- Senate Bill 1444 (2021) subsequently passed to allow school districts to opt out of TRS-ActiveCare, strengthening long-term cost management options.



Employee Wellness Initiative

- Employee Wellness Program launched in 2018 to improve employee health and reduce long-term medical claim trends.
- Implemented Wellness Champions (stipend positions) to promote a culture of health and wellness across campuses and departments.
- Collective focus on preventative care and employee wellness to support healthcare cost stabilization.
- Multiple case studies indicated incentives can lead to better engagement and outcomes. (Wellness Case Studies)

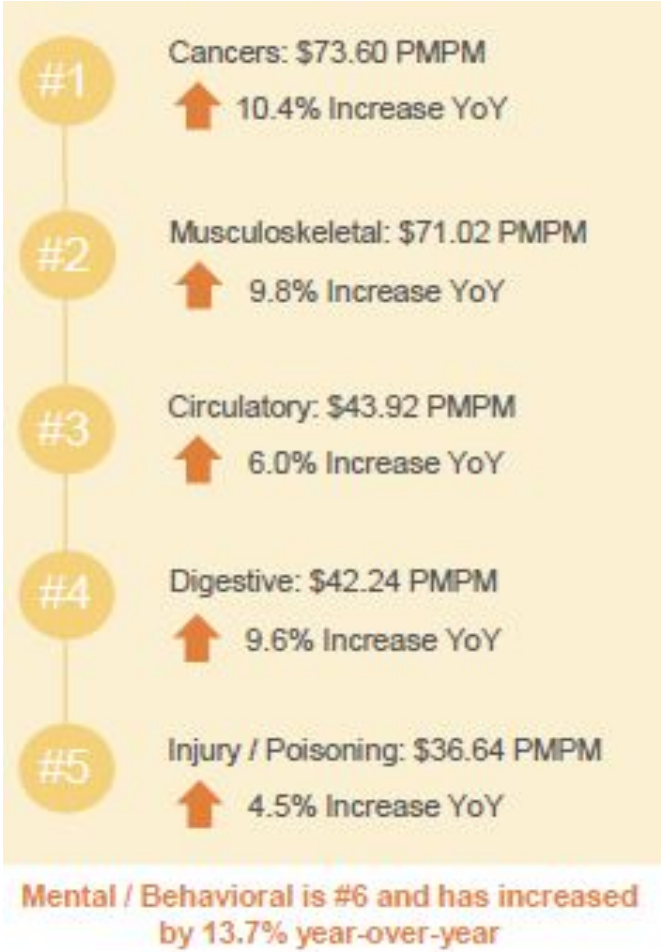


Healthcare Costs: Root Causes

Goal: Stabilize healthcare premiums and preserve employee access to care.

AISD Current Healthcare Cost Position

- **$11M of $45M in AISD claims are driven by 20 high-cost cases** ($150K–$1.5M each).
- TRS-ActiveCare pooled risk /+ high-cost regional rating drive premium increases.
- Ongoing **~10% annual rate increases** strain budgets and offset salary gains.
- AISD claims-to-premium ratio: **115%** (paying out more than collected in premiums).
- Exiting TRS-ActiveCare **necessitates maintaining a sustainable claims-to-premium ratio below 100%** prior to assuming independent risk.
- District wellness improvements and lower claims can become diluted when pooled into a larger risk structure (Region 11 and statewide).
- Increased district contributions consistent with non educational employers would positively impact employee premiums.



Gallagher Resources (Market Statewide Data)

Market Comparative Premiums

Monthly Employer vs. Employee Contributions (2019–2024)*

Single Coverage – Monthly Premiums

Year	Total Monthly Premium	Employer Share	Employer Share %	Employee Share
2019	~$574	~$476	82.9%	~$98 (17%)
2020	~$623	~$517	83.0%	~$106
2021	~$645	~$536	83.1%	~$109
2022	~$659	~$547	83.0%	~$112
2023	~$703	~$584	83.1%	~$119
2024	~$746	~$619	83.0%	~$127

Family Coverage – Monthly Premiums

Year	Total Monthly Premium	Employer Share	Employer Share %	Employee Share
2019	~$1,711	~$1,198	70.0%	~$513 (30%)
2020	~$1,779	~$1,299	73.0%	~$480
2021	~$1,814	~$1,323	72.9%	~$491
2022	~$1,872	~$1,347	72.0%	~$525
2023	~$1,997	~$1,418	71.0%	~$579
2024	~$2,131	~$1,532	71.9%	~$599

📌 Note: Actual contributions vary by employer size, industry, plan type (PPO, HMO, HDHP), and region. These are national averages for employer-sponsored health plans across all sectors.

- With the $51 per month wellness incentive, AISD would be ranked at number 19 on the United Educators Association District comparison for healthcare contributions (2025-2026).
- Employers (private sector) typically cover about 83% for single coverage vs. 72% for family/dependent coverage.
- Over the years private sector employers have kept pace with premium increases.
- Arlington ISD employer contribution ranges from approximately 63% for single coverage vs. 16% family/dependent coverage (with wellness incentive).
- Arlington ISD would need to contribute an additional **$125** for employee only coverage, **$1,050** for Family coverage, **$450** for employee/child coverage and **$550** for employee/spouse coverage to align with private sector employers' contributions.
  - Employee only coverage cost would be as low as $130 per month (**$5.2M)**
  - Family coverage would be as low as $535 per month (**$1.5M)**
  - Employee/child as low as $195 per month (**$5.4M)**
  - Employee/spouse as low $650 per month (**$400k)**

*Projected districtwide cost impact for comparative employer contributions is **~$12.5M**

Higginbotham Resources

Southwestern Health Resources Model

Projected Premiums (based on current AISD claims cost) - SWHR vs. TRS Active Care

	Cost Projections - SWHR Funding to max claims experience
$350,000 Stop Loss	
Employee Only	$ 649.73
Employee + Spouse	$ 1,292.89
Employee + Children	$ 1,175.95
Employee + Family	$ 1,819.10

These premiums are May 2025 and may increase if claim trends continue to rise.

Self-funded plan would result in changes in healthcare providers for some employees and require stop-loss protection.

Medical Plan	Tiers	TRS 2025-2026
TRS-ActiveCare Primary	Employee Only	**$554**
	Employee + Spouse	**$1,496**
	Employee + Children	**$942**
	Employee + Family	**$1,884**
TRS-ActiveCare HD	Employee Only	**$570**
	Employee + Spouse	**$1,539**
	Employee + Children	**$969**
	Employee + Family	**$1,938**

- With stop-loss insurance, the employer pays claims up to the stop-loss limit, and the insurance carrier reimburses the employer for claims that exceed that limit.
- If the stop loss is $350,000 the employer pays the first $350,000 in claims for any person and the stop loss carrier pay eligible claims beyond $350,000.
- With $36M in premiums collected and $45M claims paid, stop-loss coverage would still leave the district covering roughly **$6M** beyond collected premiums.

CareATC Clinic Model

Addition of AISD personalized clinics

- Onsite clinics (employer-sponsored health clinics) are workplace-based medical centers that provide employees with convenient access to care.
- Onsite clinics reduce overall costs by convenient access to care, preventative care focus, chronic condition management, etc.

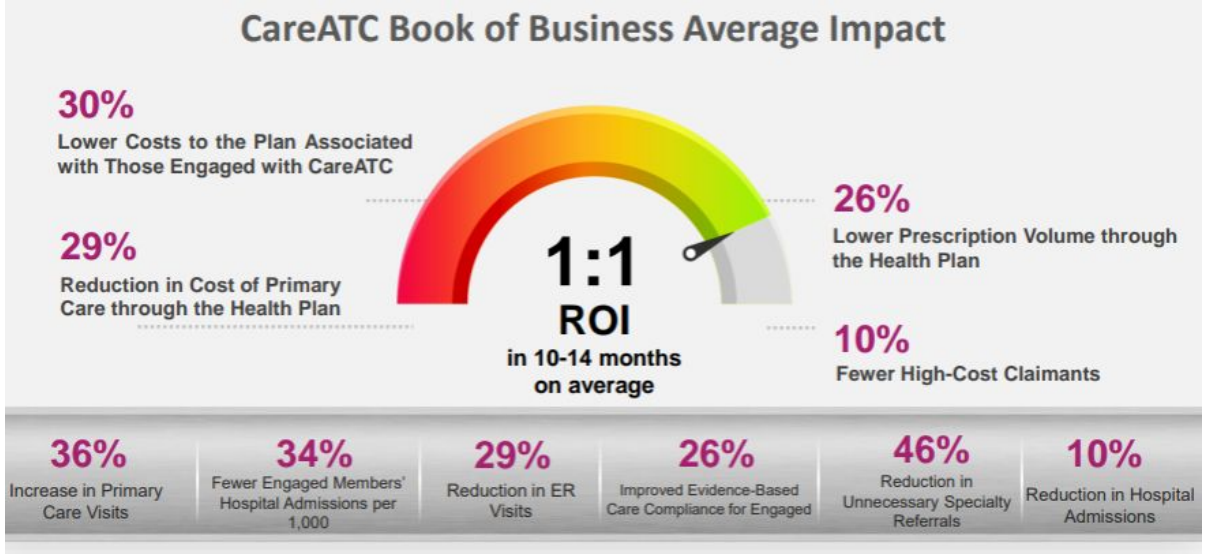
Arlington ISD Clinic option considerations:

Option 1: Enhance Existing Shared-Site Model
Leverage the five existing shared-site clinic locations, with the addition of a full-time provider (or more) at the current Arlington clinic to expand capacity and improve access for AISD members.

Option 2: Dedicated On-Site Clinic + Shared-Site Access
Establish a new, AISD-exclusive on-site clinic at a centrally located site (mutually agreed upon), while also providing continued access to the five existing shared-site clinic locations to ensure broader geographic coverage and flexibility.

Option 3: Expand Shared-Site Network
Utilize the five existing shared-site clinic locations and add a sixth shared-site clinic in North Arlington (location mutually agreed upon) to increase access and convenience for AISD members.

Option 4: Dedicated On-Site Clinic Only
Develop a new AISD-exclusive on-site clinic at a centrally located site (mutually agreed upon), focused solely on serving AISD members.



Cost estimate $2.5 - $3M per year

Wellness Plan Impact to Claims Reduction

"It costs less to get well if you didn't get sick"

- Wellness – GOLD (current: includes $51 additional contribution)
- Wellness – PLATINUM (new: includes $189; if TRS rates increase the contribution may need to increase)
- Non-Wellness - State only contribution (currently $314 district contribution, state requires a minimum of $225)

Based on 2025-2026 TRS rates

TRS Active Care Primary with $240 in wellness incentive rates (most utilized plan)

Tiers	TRS 2025-2026	AISD paraprofessional Rate	Employee Rate	Employee Rate
Employee Only	$554	$240	$189	$0
Employee + Spouse	$1,496	$1,182	$1,131	$942
Employee + Children	$942	$628	$577	$388
Employee + Family	$1,884	$1,570	$1,519	$1,330

Tiers	TRS 2025-2026	AISD Professional Cost	Employee Rate	Employee Rate
Employee Only	$554	$255	$204	$15
Employee + Spouse	$1,496	$1,197	$1,146	$957
Employee + Children	$942	$643	$592	$403
Employee + Family	$1,884	$1,585	$1,534	$1,345

AISD Healthcare Cost Reduction Strategy

TALENT & RESOURCES

- ***TRS Active Care is considering a pilot program limited to two districts for the 2026-2027 school year.***
  - Pilot may offer tiered provider networks within the same plan.
  - Employee choice of tier would impact cost of plan.
- ***Consider Affordability of Market Based Increase in District Premium Contribution (up to ~$12.5 M per year to align with private sector).***
- ***Enhance Wellness Incentive (~$1M estimated year 1 cost).***
  - Increase the wellness premium credit for employees who complete required wellness activities.
  - Benefit from stronger preventative wellness initiatives to reduce current claims ratio of 115%.
- ***Adjust (lower) district premium contribution for Non-Wellness Participants***
  - Limit the district premium contribution to the state minimum for employees who choose not participate in the wellness program.
- ***Develop onsite clinics for Arlington ISD employees (~$3M per year).***
  - Resource for biometrics, sick visits and cost-effective care.
- ***Pursue transition to self-funded plan (with dedicated provider model) once claims ratio reaches 95% or below.***
  - Self-funded plan provides the district with greater plan design autonomy for cost efficiencies.



DISCUSSION

Arlington Independent School District
Board of Trustees Meeting

April 9, 2026

Contact Person: Bret Champion

Board Agenda Presented for: **Action:** ☐ **Report:** ☑ **Consent:** ☐

Supporting Documents: **None:** ☐ **Attached:** ☑

Meeting Agenda Item: Key Progress Measures Report: Campuses in Need of Improvement

District Priority / Goals Addressed

Academic Growth: Meet all HB 3 Goals for the 2025-26 school year. Reduce the number of campuses having a D or F rating in the state accountability ratings by 50% or more by August 2026.

Background

Arlington ISD students recently completed Benchmark testing for the 2025-26 school year, a key leading measure as we move towards STAAR testing in April. At the previous meeting, we shared overall district results. At this meeting, we will specifically share results and next steps from our highest needs campuses.

Fiscal Implications

None

Recommendation

Report only

Submitted by: Bret A. Champion **Date:** March 31, 2026

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Arlington

INDEPENDENT SCHOOL DISTRICT

Regular Board Meeting | April 9, 2026

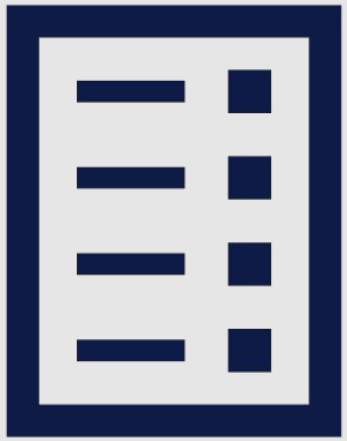
Arlington
INDEPENDENT SCHOOL DISTRICT

Key Progress Measures Report: Campuses In Need of Improvement

Dr. Bret Champion, Chief Schools Officer

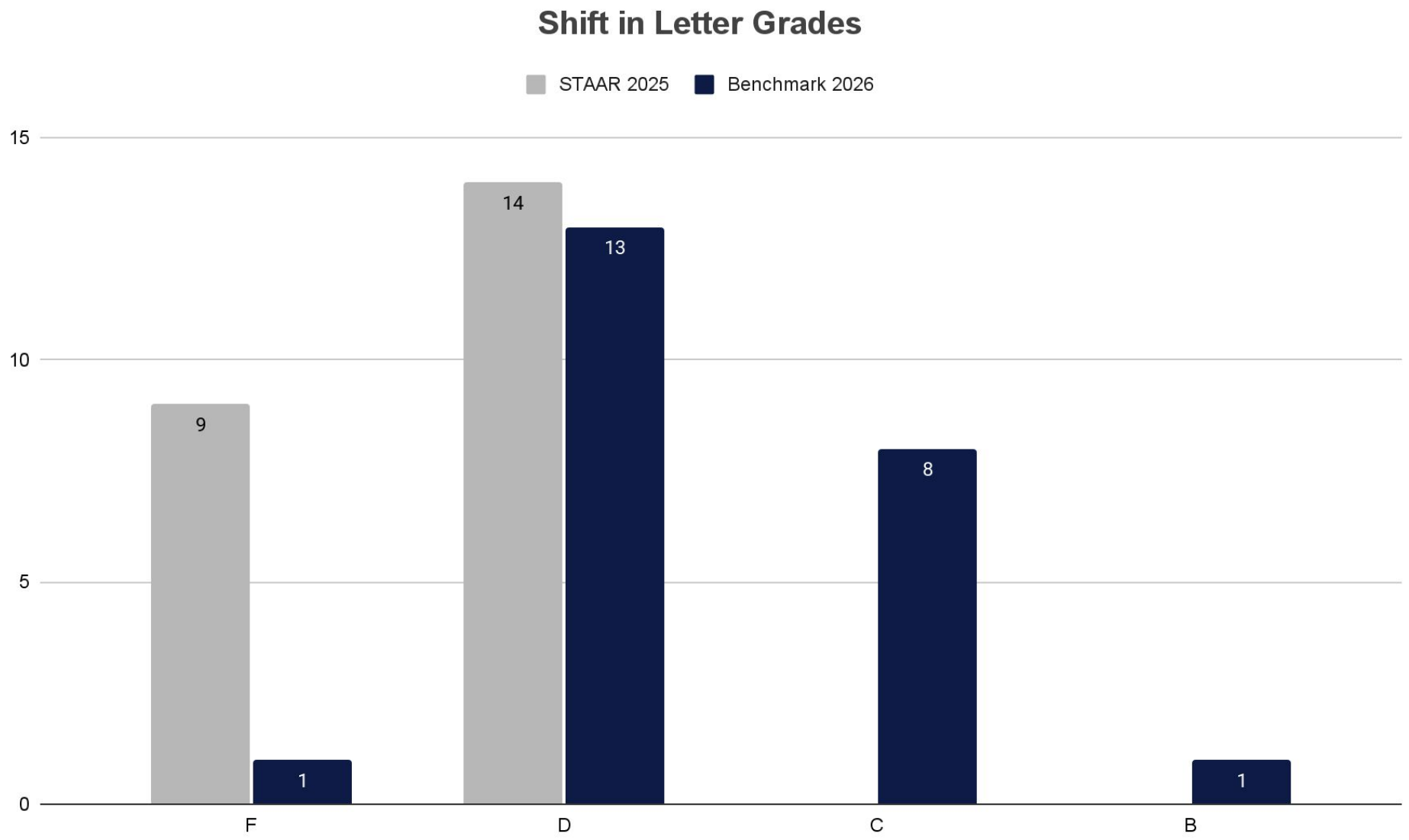
PURPOSE

Provide the Board of Trustees and stakeholders with an overview of the status of prior year D and F campuses after the Benchmark assessment, and hear from campus leaders on how they are addressing concerns.

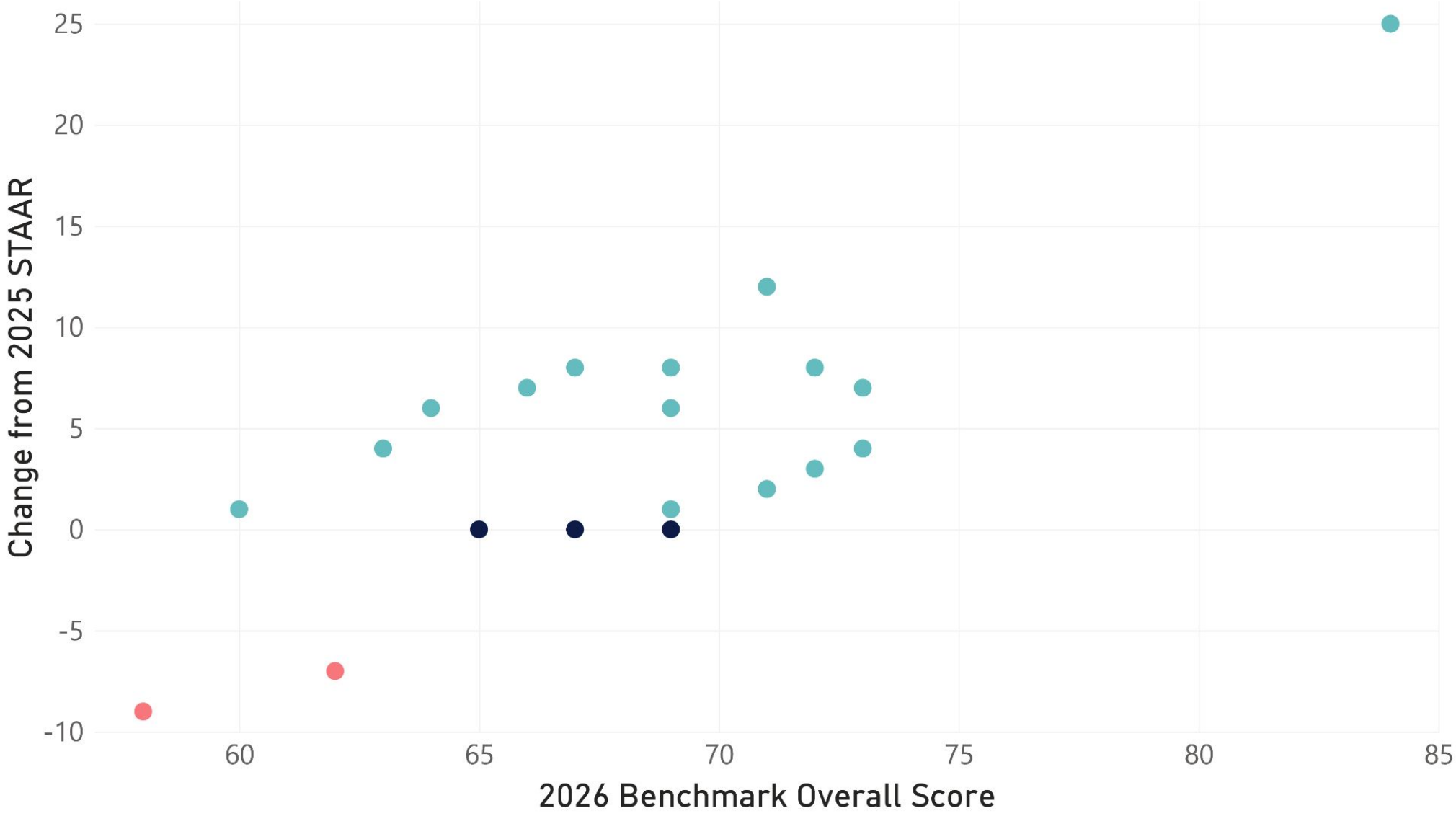


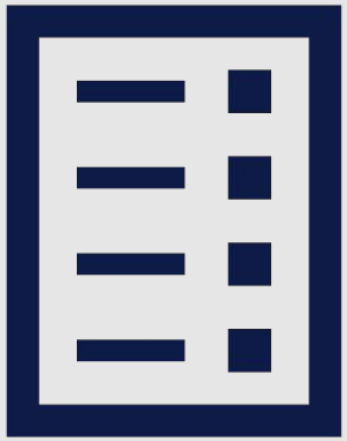
Benchmark Status and Growth Trends

Benchmark Status of 2024–25 D & F Campuses



Benchmark Progress of 2024–25 D & F Campuses





Closing the Gaps

Closing the Gaps - Math

85

	2024 STAAR			2026 Benchmark			Change		
Student Group	Approaches	Meets	Masters	Approaches	Meets	Masters	Approaches	Meets	Masters
All Students	55	25	7	55	27	9	0	2	2
Asian	85	57	29	81	62	36	-4	5	7
Black	51	21	6	50	22	7	-1	1	1
Hispanic	54	24	7	55	27	9	1	3	2
American Indian*	59	33	7	47	27	7	-12	-6	0
Pacific Islander*	67	33	8	64	27	9	-3	-6	1
Two or More Races	59	28	9	58	25	11	-1	-3	2
White	63	33	10	67	37	16	4	4	6
Cont Enrolled	57	26	8	58	29	10	1	3	2
Non Cont Enrolled	50	22	6	50	23	8	0	1	2
Eco Dis	54	24	7	55	26	9	1	2	2
English Learners	56	25	8	56	29	10	0	4	2
SpEd	26	7	1	33	9	2	7	2	1
Former SpEd	63	36	9	68	38	21	5	2	12

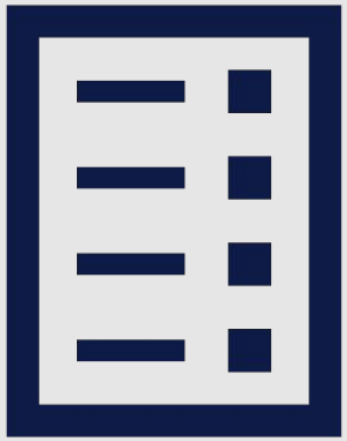
**Note*: Results for smaller student groups may fluctuate more from year to year due to limited sample sizes.

Closing the Gaps - Reading

86

	2024 STAAR			2026 Benchmark			Change		
Student Group	Approaches	Meets	Masters	Approaches	Meets	Masters	Approaches	Meets	Masters
All Students	58	30	8	61	34	10	3	4	2
Asian	83	63	29	80	64	32	-3	1	3
Black	59	30	9	61	33	10	2	3	1
Hispanic	56	28	6	60	32	9	4	4	3
American Indian*	59	25	6	53	34	22	-6	9	16
Pacific Islander*	54	31	0	58	25	8	4	-6	8
Two or More Races	68	38	13	69	39	12	1	1	-1
White	68	41	13	70	45	21	2	4	8
Cont Enrolled	60	31	8	64	36	11	4	5	3
Non Cont Enrolled	54	27	7	54	29	8	0	2	1
Eco Dis	57	28	7	60	33	10	3	5	3
English Learners	55	27	7	58	32	10	3	5	3
SpEd	24	6	1	30	9	1	6	3	0
Former SpEd	63	28	9	65	37	17	2	9	8

**Note*: Results for smaller student groups may fluctuate more from year to year due to limited sample sizes.

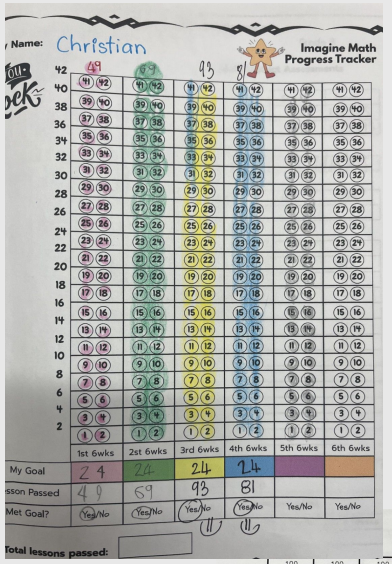


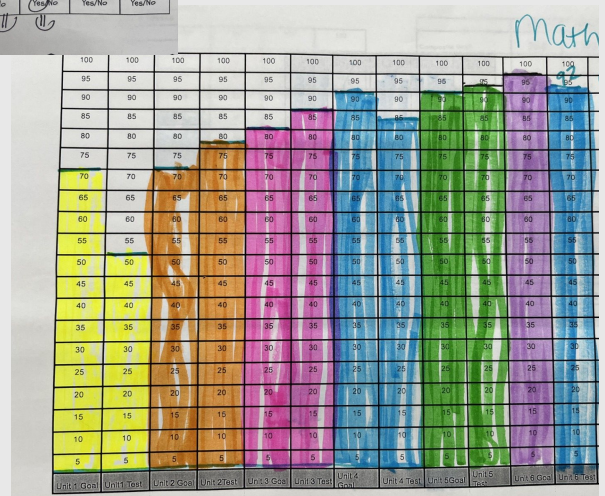
Improvement in Practice: Campus Spotlights

Thornton Elementary

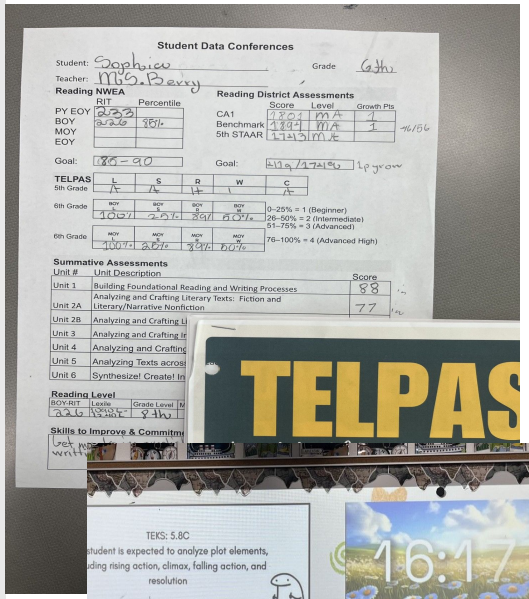
Campus Improvement in Action

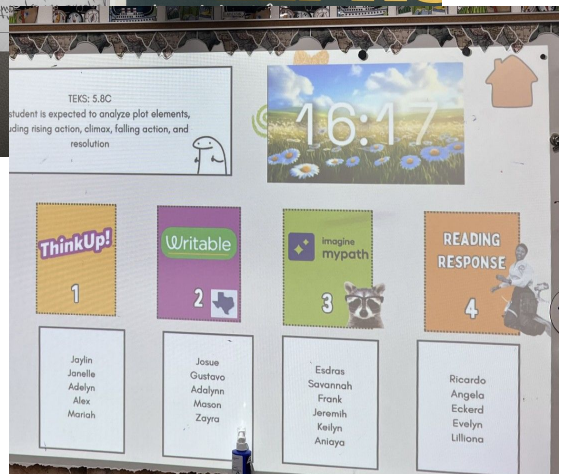
Clear Focus on Goals



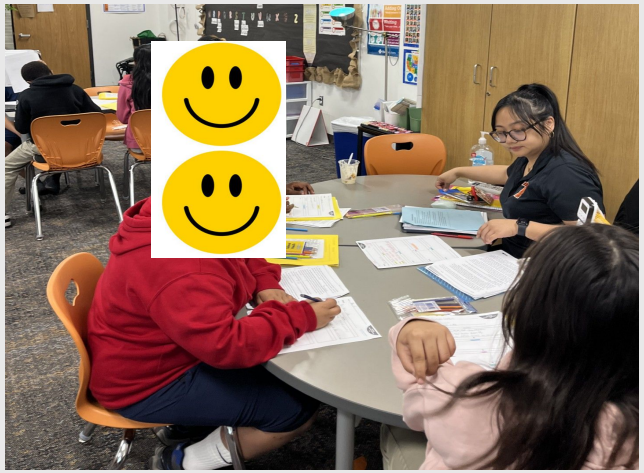


Best Practices for EB Students





Systematic Support for Teachers and Students

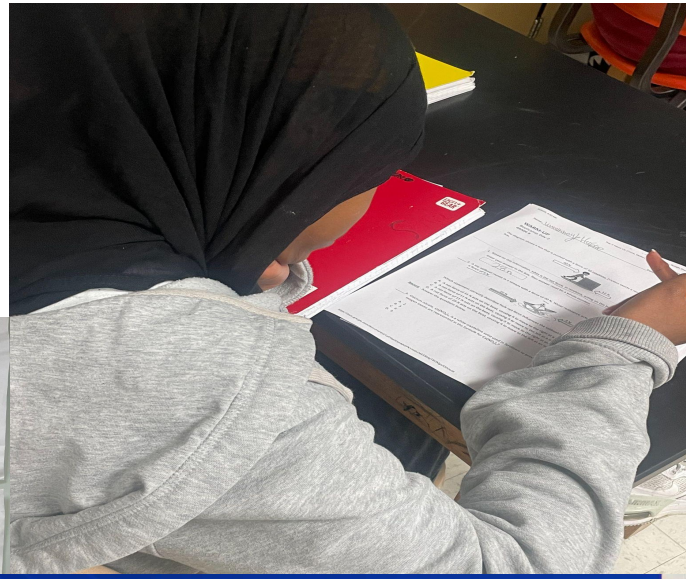


ARLINGTON INDEPENDENT SCHOOL DISTRICT

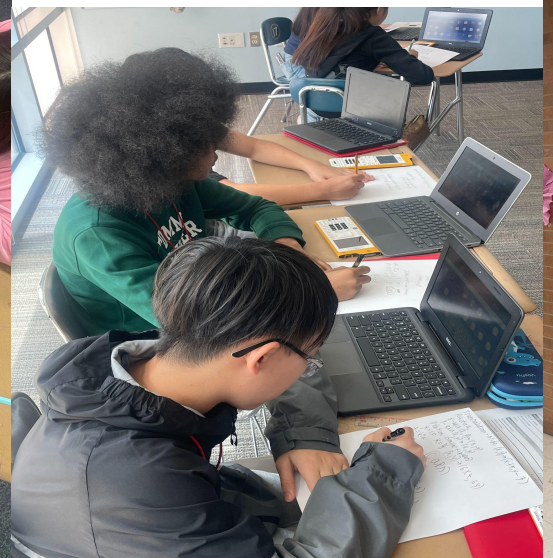
Workman Junior High

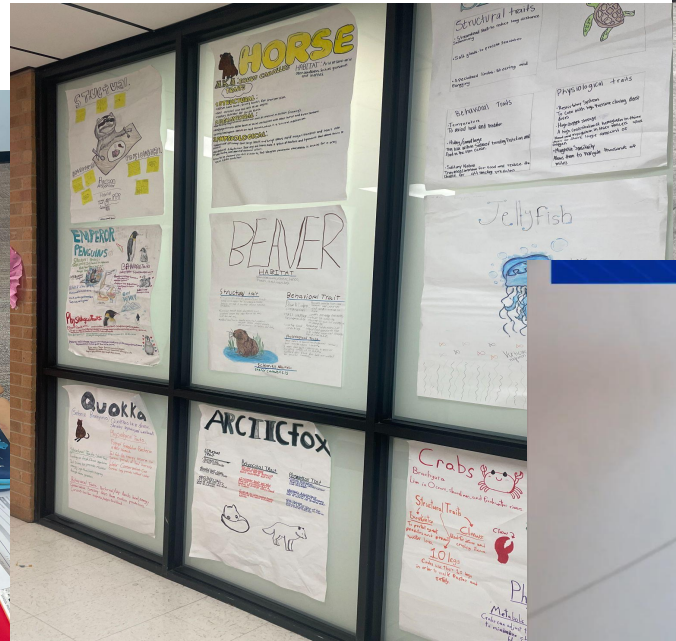
Data Driven Decisions Drive Increased Outcomes

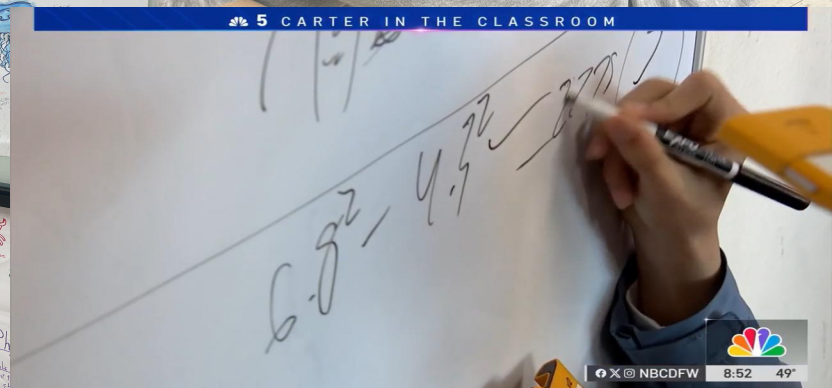
- High leverage TEKS focus for **all** students
- Domain 3 data analysis for Academic Achievement (30%) & Academic Growth (50%)
- Domain 3 teacher moves
- Regression conversations with counselors
- “You are a Super STAAR” encouragement cards













DISCUSSION

Arlington Independent School District
Board of Trustees Meeting

April 9, 2026

Contact Person: Michael Hill, Ed.D

Board Agenda Presented for: **Action:** ☑ **Report:** ☐ **Consent:** ☐

Supporting Documents: **None:** ☐ **Attached:** ☑

Meeting Agenda Item: Consider Approval of an Exemption Claim for Texas Senate Bill 546 Required Reporting on School Bus Seat Belt Compliance

District Priority / Goals Addressed

Talent & Resources: Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Background

Texas Senate Bill 546 (89th Legislature, 2025) requires three-point seat belts on all school buses operated or contracted by school districts. Effective September 1, 2025, it requires districts to report costs to the Texas Education Agency to retrofit buses without belts. Districts must discuss non-compliance in public meetings if funds are unavailable, and the law allows accepting grants for installation. The reporting deadline to the Texas Education Agency is May 29, 2026.

Fiscal Implications

Fiscal implications range from $0 to approximately $4 million dollars, depending on which option we consider.

Recommendation

Considering our current financial challenges, administration recommends the Board consider the exception due to the financial impact on the district.

Submitted by: Michael Hill Ed.D **Date:** April 2, 2026

ACADEMIC GROWTH
Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.

CULTURE
Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.

SAFETY & DISCIPLINE
Create safe and productive learning environments in which every student and staff member can thrive.

MARKETING & ENGAGEMENT
Involve families and community stakeholders as valued partners in student learning.

TALENT & RESOURCES
Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Exemption Claim for Texas Senate Bill 546 Required Reporting on School Bus Seat Belt Compliance

Michael Hill , Ed.D
Chief Operations Officer
April 9, 2026
Regular Board Meeting

Purpose

93

Provide the Board with an overview of:

- **Requirements of SB 546**
- **District current compliance status**
- **Cost estimates**
- **Options for consideration**

SB 546: Required Reporting on School Bus Seat Belt Costs

Legislative Overview & Background

94

- SB 546 requires three-point seat belts for all passengers and drivers.
- Applies to all school buses and activity buses
- Effective September 1, 2025
- Full compliance by 2029
- Board action by the end of the 2026 school year



Board Options

95

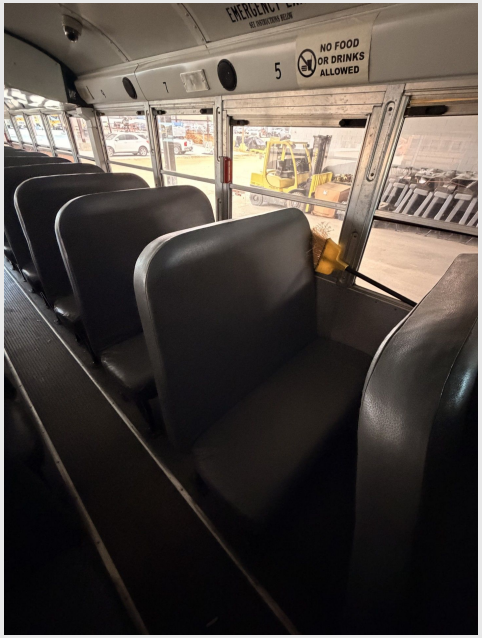
- School boards may comply by adding three point seat belts to all buses that do not currently have them.
- School boards may approve an exemption if funding is not available.

  Report decision to TEA by May 29, 2026 through the state database. (Administration)

Current Fleet Status

96

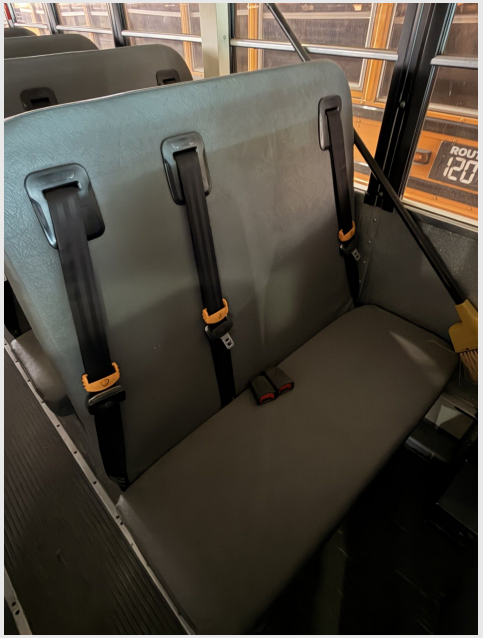
71 buses with no seat belts



54 buses w/ 2 pt. Seat belts



106 buses w/ 3 pt. belts



Current Fleet Status

97

- Currently, 125 buses are non-compliant
  - All buses are at various ages and have various miles

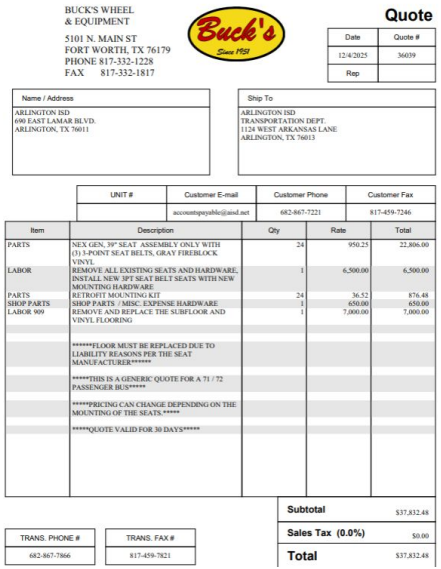




Financial Impact

98

Total cost estimate to bring all 125 non-compliant buses into compliance is estimated at $3,986,974.00.



BUCK'S WHEEL & EQUIPMENT
5101 N. MAIN ST
FORT WORTH, TX 76179
PHONE 817-332-1228
FAX 817-332-1817

Quote

Date	Quote #
12/4/2025	36039
Rep	

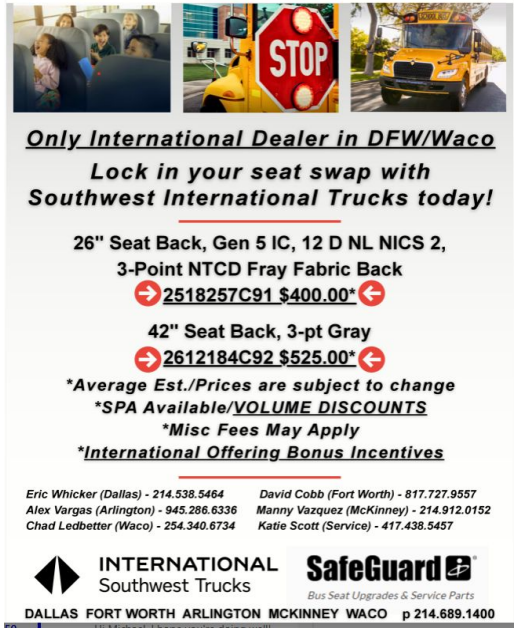
Name / Address	Ship To
ARLINGTON ISD 690 EAST LAMAR BLVD. ARLINGTON, TX 76011	ARLINGTON ISD TRANSPORTATION DEPT. 1124 WEST ARKANSAS LANE ARLINGTON, TX 76013

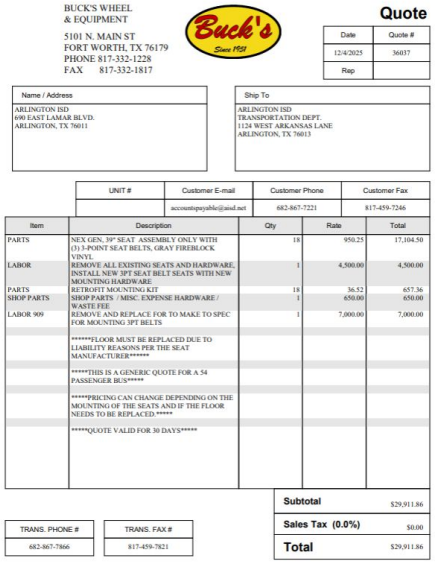
UNIT #	Customer E-mail	Customer Phone	Customer Fax
	accountspayable@aisd.net	682-867-7221	817-459-7246

Item	Description	Qty	Rate	Total
PARTS	NEX GEN, 39" SEAT ASSEMBLY ONLY WITH (3) 3-POINT SEAT BELTS, GRAY FIREBLOCK VINYL	24	950.25	22,806.00
LABOR	REMOVE ALL EXISTING SEATS AND HARDWARE, INSTALL NEW 3PT SEAT BELT SEATS WITH NEW MOUNTING HARDWARE	1	6,500.00	6,500.00
PARTS	RETROFIT MOUNTING KIT	24	36.52	876.48
SHOP PARTS	SHOP PARTS / MISC. EXPENSE HARDWARE	1	650.00	650.00
LABOR 909	REMOVE AND REPLACE THE SUBFLOOR AND VINYL FLOORING	1	7,000.00	7,000.00
	******FLOOR MUST BE REPLACED DUE TO LIABILITY REASONS PER THE SEAT MANUFACTURER******			
	******THIS IS A GENERIC QUOTE FOR A 71 / 72 PASSENGER BUS******			
	******PRICING CAN CHANGE DEPENDING ON THE MOUNTING OF THE SEATS.******			
	******QUOTE VALID FOR 30 DAYS******			

Subtotal	$37,832.48
Sales Tax (0.0%)	$0.00
Total	$37,832.48

TRANS. PHONE #	TRANS. FAX #
682-867-7866	817-459-7821





BUCK'S WHEEL & EQUIPMENT
5101 N. MAIN ST
FORT WORTH, TX 76179
PHONE 817-332-1228
FAX 817-332-1817

Quote

Date	Quote #
12/4/2025	36037
Rep	

Name / Address	Ship To
ARLINGTON ISD 690 EAST LAMAR BLVD. ARLINGTON, TX 76011	ARLINGTON ISD TRANSPORTATION DEPT. 1124 WEST ARKANSAS LANE ARLINGTON, TX 76013

UNIT #	Customer E-mail	Customer Phone	Customer Fax
	accountspayable@aisd.net	682-867-7221	817-459-7246

Item	Description	Qty	Rate	Total
PARTS	NEX GEN, 39" SEAT ASSEMBLY ONLY WITH (3) 3-POINT SEAT BELTS, GRAY FIREBLOCK VINYL	18	950.25	17,104.50
LABOR	REMOVE ALL EXISTING SEATS AND HARDWARE, INSTALL NEW 3PT SEAT BELT SEATS WITH NEW MOUNTING HARDWARE	1	4,500.00	4,500.00
PARTS	RETROFIT MOUNTING KIT	18	36.52	657.36
SHOP PARTS	SHOP PARTS / MISC. EXPENSE HARDWARE / WASTE FEE	1	650.00	650.00
LABOR 909	REMOVE AND REPLACE FOR TO MAKE TO SPEC FOR MOUNTING 3PT BELTS	1	7,000.00	7,000.00
	******FLOOR MUST BE REPLACED DUE TO LIABILITY REASONS PER THE SEAT MANUFACTURER******			
	******THIS IS A GENERIC QUOTE FOR A 54 PASSENGER BUS******			
	******PRICING CAN CHANGE DEPENDING ON THE MOUNTING OF THE SEATS AND IF THE FLOOR NEEDS TO BE REPLACED.******			
	******QUOTE VALID FOR 30 DAYS******			

Subtotal	$29,911.86
Sales Tax (0.0%)	$0.00
Total	$29,911.86

TRANS. PHONE #	TRANS. FAX #
682-867-7866	817-459-7821

Other Considerations

99

- Cost vs remaining bus lifespan
- Budget impact
- Alignment with replacement schedule
- Fleet use
- Timeline for reporting requirements

Recommendation Options

100

Administration recommends the Board:

Option 1: Full retrofit of the fleet that is out of compliance

Option 2: Lack of funding exemption



Recommendation

101

Option 2: Lack of funding exemption





Discussion

Arlington Independent School District
Board of Trustees Meeting

April 9, 2026

Contact Person: Michael Hill, Ed.D

Board Agenda Presented for: **Action:** ☑ **Report:** ☐ **Consent:** ☐

Supporting Documents: **None:** ☐ **Attached:** ☑

Meeting Agenda Item: Consider Approval of Blanton ES Transportation Plan

District Priority / Goals Addressed

Culture: Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.

Background

Earlier this spring, the Board approved the closure of Blanton Elementary School effective at the end of the 2025 – 2026 school year. Students have been rezoned to Burgin, Crow, Goodman, and Swift Elementary Schools.
Throughout the closure process, families consistently expressed concerns regarding transportation access to their newly assigned campuses.

Fiscal Implications

Financial implications will be limited, and will be determined after student ridership is confirmed.

Recommendation

Administration recommends the Board approve a transportation option to support students impacted by the Blanton Elementary closure, with implementation for the 2026–2027 school year and a formal one-year evaluation.

Submitted by: Michael Hill Ed.D **Date:** April 2, 2026

ACADEMIC GROWTH
Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.

CULTURE
Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.

SAFETY & DISCIPLINE
Create safe and productive learning environments in which every student and staff member can thrive.

MARKETING & ENGAGEMENT
Involve families and community stakeholders as valued partners in student learning.

TALENT & RESOURCES
Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Blanton ES Transportation Plan

Michael Hill, Ed.D
Chief Operations Officer

April 9, 2026

Regular Board Meeting

Purpose

105

Provide the Board with Transportation options to consider for students and families impacted by the closure of Blanton Elementary.

Background Information

106

- Earlier this Spring, the Board approved administrations recommendation to close Blanton Elementary at the end of the 2025-2026 school year.
- Blanton students were rezoned to Burgin, Crow, Goodman & Swift Elementary schools.
- During meetings discussing the closure, parents in the Blanton community consistently shared concerns about the need for transportation to and from school as a result of the closure.

The Reality

107

- Approximately 50 students zoned to Swift would be eligible for transportation based on the current 2-mile standard.
- Approximately 370 students would not be eligible based on the current 2-mile standard.



Parent Survey

108

The district administered a **Transportation Needs** survey to the Blanton parents.

- Will you need transportation?
- AM, PM, Both
- Are there any special transportation needs?



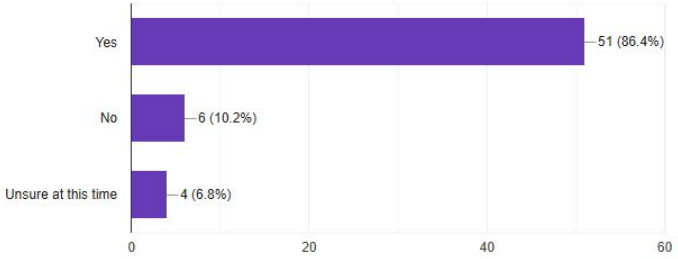
Parent Survey Results

109

Will your child need district-provided transportation to and from their new school?

Copy chart

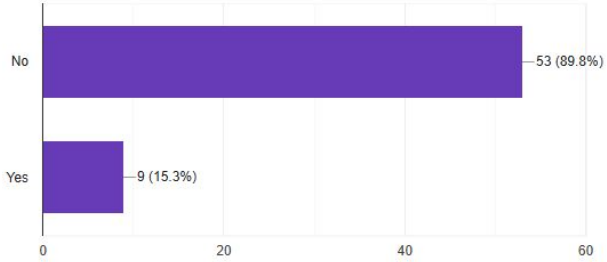
59 responses



Do you anticipate any special transportation considerations?

Copy chart

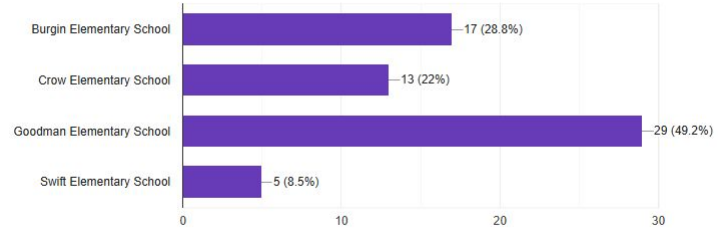
59 responses



New Assigned School **(select one)**:

Copy chart

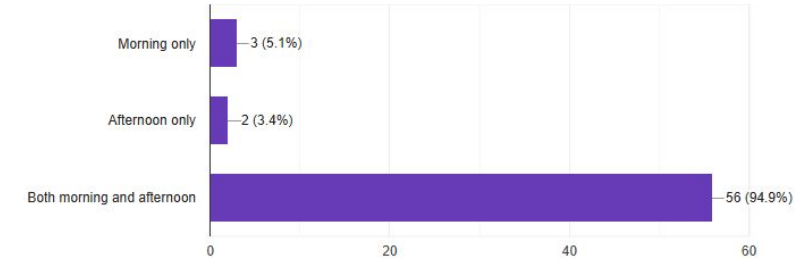
59 responses



If transportation is provided, would your child ride the bus:

Copy chart

59 responses



Transportation Options

110

Option 1	Option 2 Most Efficient	Option 3 Highest Cost
Transportation for eligible riders only.	Hub transportation for Blanton families who have requested. HUBS to be determined…and consistent with Academy Transportation	Neighborhood transportation for Blanton families who have requested.

Conduct a formal review after one year. (Ridership, family feedback, attendance impact, other)

Some families may be closer to their new assigned school than to the HUB stop.

Financial Impact

111

- The financial impact of either of these options will be limited to additional fuel.
- We run a tiered routing system.
  - Each bus ideally has 3 runs (HS, ES, JH) equating to a route
  - Some buses only have 2 runs
  - Adding the additional runs for the students impacted by the Blanton closure is manageable…does not require additional staff

Recommendation

112

Administration recommends the Board approve option 2 for providing transportation for students impacted by the closure of Blanton Elementary School who are assigned to Burgin, Crow, Goodman & Swift Elementary schools.

Administration will monitor the effectiveness and impact of the decision and report back to the Board.





Discussion

ARLINGTON INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
MINUTES

Regular Meeting — March 26, 2026, 5:00 p.m.

Members Present: Sarah McMurrough, Brooklyn Richardson, Larry Mike, David Wilbanks, Melody Fowler, Leanne Haynes

Members Absent: Justin Chapa

Media Present: None

CALL TO ORDER: Board Chambers

Vice President McMurrough called the meeting to order at 5:31 p.m. with six trustees present at the Administration Building, 690 E. Lamar Boulevard, Arlington, Texas.

CLOSED MEETING: Board Conference Room

Vice President McMurrough adjourned to a closed meeting at 5:31 p.m. pursuant to Sections 551.071 through 551.084 and 551.089 of the Texas Government Code in accordance with the Texas Open Meetings Act for the topics set forth on the agenda.

RECONVENE INTO OPEN SESSION: Board Room

Vice President McMurrough convened the Board into the open meeting at 6:36 p.m. Six trustees were present at the Administration Building, 690 E. Lamar Boulevard, Arlington, Texas.

President Chapa was unable to join tonight's meeting.

A quorum of the Board was physically present at the Administration Building. Members of the public could access the meeting via the AISD website at www.aisd.net.

OPENING CEREMONY:

Barbara Limon, a sixth grader at South Davis Elementary, led the audience in the Pledge of Allegiance.

RECOGNITIONS:

A. Purchasing Award

The Purchasing Department was recognized for earning the TASBO Purchasing Award of Merit for the fourth consecutive year. This award honors school districts that demonstrate high professional standards in procurement, with only about 14% of districts statewide receiving the distinction in 2026. The

department's work, though largely behind the scenes, plays a critical role in supporting campuses and departments across the district. Appreciation was expressed for their dedication and impact, and team members were invited forward for recognition.

RECESS

Vice President McMurrough adjourned the meeting at 6:43 p.m. for a brief recess. The meeting was reconvened at 6:51 p.m. with 6 trustees in attendance.

OPEN FORUM FOR AGENDA ITEMS:

None

REPORTS:

A. Finance and Academics Report

The Finance and Academics Committee, led by Vice President Sarah McMurrough, met last and received a presentation on Senate Bill 546, presented by Dr. Hill, along with a Teacher Incentive Allotment (TIA) update from Chief Human Resources Officer Scott Kahl and a presentation on instructional materials from Chief Academic Officer Dr. Steven Wurtz.

B. Financial Futures Committee Report

Committee Chair Mr. Blake Davidson presented the committee's charge, which focused on budget reduction strategies aligned with the Board's goal to reduce the general fund deficit while maintaining key financial thresholds. The committee's primary recommendation is to implement a phased approach to adjust the district's staff-to-student ratio over the next three years to better align with peer districts and address budget challenges. The committee also requested a more detailed district position analysis to support future recommendations.

C. Bullying Standards Prevention and Reporting Report

The District's Bullying Task Force has completed its initial review of current practices, policies, and reporting procedures related to bullying. The committee examined district data, reviewed investigation and reporting processes, and identified opportunities to strengthen prevention, response, and student support systems. As part of this work, the district compared its procedures with the Texas Education Agency's Minimum Standards for Bullying Prevention to ensure alignment with state requirements and best practices. The Task Force also emphasized the importance of consistent campus practices, timely investigations, and clear communication with students and families.

D. Arlington ISD Learning Acceleration Support Opportunities (LASO) Grants Received Report

Chief Academic Officer Dr. Steven Wurtz presented an overview of the LASO Cycle 4 grant opportunities, which total several million dollars and align with district priorities related to academic growth and staff development. The grants focus on three key areas: strengthening instructional materials and leadership, building a pipeline of high-quality educators, and expanding student learning

opportunities, including additional instructional days. Notable components include teacher residency and “grow your own” programs, expanded access to computer science courses, and a redesigned school calendar model at select campuses

E. Benchmark Academic Progress Report

Arlington ISD students recently completed Benchmark testing for the 2025–26 school year, serving as a key indicator ahead of STAAR testing in April. The Board will receive an update on the data and its implications for instructional planning and support. The district remains focused on meeting all HB 3 academic growth goals and reducing the number of campuses with a D or F rating by 50% or more by August 2026.

F. Arlington ISD Strategic Plan Report

Deputy Superintendent Dr. Jennifer Collins shared that over the past year, trustees, administrators, and staff have collaborated to develop a comprehensive strategic plan aligned to the district’s vision and priorities. The plan outlines key objectives to be achieved by 2030 across each priority area. The plan will serve as the foundation for future district, campus, and department improvement planning.

CONSENT ITEMS:

A. Approval of Minutes of Prior Meetings

B. Approval of Purchases Greater Than $100,000

C. Approval of Bids

D. Approval of Monthly Financial Report- December

E. Approval of Donations

F. Approval of Salvage Property

G. Approval of Engagement Letter with Audit Firm

H. Approval of the US Department of Labor 2026 Prevailing Wage Scale for Tarrant County for the

2019 Bond Program-Phases I-V and Miscellaneous District Construction Projects

I. Request for Board Approval of Personal Services Contract Between Arlington ISD Administrator(s)

and an Educational Business or Entity

J. Approval of School Library Advisory Council (SLAC) Challenged Library Materials

Recommendations.

K. Approval of School Library Advisory Council (SLAC) Additional Approved Recommendations for

Procurement Listing.

Motion made by Brooklyn Richardson, seconded by David WIbanks, to approve the consent agenda items as presented.

Voting For: 5
(Sarah McMurrough, Brooklyn Richardson, Melody Fowler, David Wilbanks, Leanne Haynes)

Voting Against: 1
(Larry Mike)

OPEN FORUM FOR NON-AGENDA ITEMS:

Steven Poole- Board Policy DEC

SUPERINTENDENT'S REPORT:

Superintendent Smith's report highlighted district efforts related to safety and discipline, including facility improvements funded by the 2019 bond that provide enhanced learning spaces and storm shelters. He recognized facilities staff for their ongoing work to maintain safe campuses and acknowledged community partner Texas Trust for honoring these employees. Dr. Smith also shared a recent CTE student experience at a Grand Prix event, where students explored various career pathways. Trustees provided brief campus visit updates, commended the State of the District event, and noted requests for improved access to HB3 goals and a future strategic plan workshop.

SCHOOL BOARD'S REPORT:

Trustee Larry Mike shared highlights from a recent visit to Crow Leadership Academy, recognizing campus staff and students for their engagement and positive learning environment. Trustees also commended district leadership and staff for a successful State of the District event, noting strong community participation and effective storytelling. Additionally, a request was made to improve accessibility of HB3 goals on the district website by disaggregating data by student subgroups. A future board workshop on the strategic plan was also requested for further discussion.

Secretary Richardson reported that Trustee Wilbanks requested improved accessibility of HB3 goals on the district website, including disaggregation by student subgroups. He also requested that a board workshop on the strategic plan be scheduled for further discussion. Vice-President McMurrough noted that the workshop request would be considered at a future board officers meeting.

ADJOURNMENT:

Vice President McMurrough adjourned the meeting at 8:28 p.m. The Board did not return to closed session.

END OF RECORDED MINUTES
March 26, 2026

Secretary **President**

Arlington Independent School District
Board of Trustees Meeting

April 9, 2026

Contact Person: Lisa Phillips

Board Agenda Presented for: **Action:** ☐ **Report:** ☐ **Consent:** ☑

Supporting Documents: **None:** ☐ **Attached:** ☑

Meeting Agenda Item: Approval of Purchases Greater Than $100,000

District Priority / Goals Addressed

Within the Board's priority of Talent and Resources, this agenda item requests Board approval for purchases exceeding $100,000, as required by District Policy CH (Local).

Background

District policy mandates that all purchases exceeding $100,000 receive board approval to maintain transparency and fiscal responsibility. These purchases support a variety of programs and needs across departments. Each recommended purchase has been reviewed by the appropriate departments and adheres to procurement standards.

Fiscal Implications

The total fiscal impact of these purchases is estimated at $2.2M. Funding for these items is available through the approved district budget under the designated funding source.

Recommendation

It is recommended that the board approve the proposed purchases over $100,000 as presented. These purchases are essential to maintaining high standards of service, safety, and educational quality within the district.

Submitted by: Norberto Rivas **Date:** March 30, 2026

ACADEMIC GROWTH
Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.

CULTURE
Establish an inclusive culture of respect, support and continuous improvement for all students, staff and families.

SAFETY & DISCIPLINE
Create safe and productive learning environments in which every student and staff member can thrive.

MARKETING & ENGAGEMENT
Involve families and community stakeholders as valued partners in student learning.

TALENT & RESOURCES
Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Arlington Independent School District
FY26 Purchases Greater than $100,000 Report
Date April 9, 2026

Control Number	AISD Department	Budget Owner	Vendor Name	Description	Fund Source	Estimated	Purchase Method
04-09-26-01	Technology	Kyle Berger	Zayo Group LLC	Renewal 23-28 Dedicated Internet Access Services E-Rate	Local	$120,000	23-28
04-09-26-02	Special Education	Cindy Brown	Merakey Allos	Provide Educational and Related Services to Students with Autism	Federal Grant	$320,000	26-06
04-09-26-03	Special Education	Cindy Brown	Lango Interpretation Services	Language Interpretation Services	Federal Grant	$275,000	26-06
04-09-26-04	Special Education	Cindy Brown	Frontline	Student Data Management Software System	Federal Grant	$225,000	Allied States
04-09-26-05	Financial Services	Bridget Lewis	Whitley Penn	Annual Financial Audit	Local	$117,500	Professional Services
04-09-26-06	Facility Serives	Kelly Horn	Cool Tech A/C Heat and Refrigeration	Replace Condensing Units in Food Service Warehouse Cooler	Local	$140,000	24-17
04-09-26-07	Fine Arts	Gary Barnard	Sweetwater Sound, LLC	Instruments and Equipment for Fine Arts Ensembles across Campuses	Bond	$1,031,297	TIPS
						$2,228,797	

Arlington Independent School District
Board of Trustees Meeting

April 9, 2026

Contact Person: Steven Wurtz

Board Agenda Presented for: **Action:** ☐ **Report:** ☐ **Consent:** ☑

Supporting Documents: **None:** ☐ **Attached:** ☑

Meeting Agenda Item: Approval of Instructional Materials and Technology Allotment 2026-2027 Expenditures

District Priority / Goals Addressed

This item supports the Board goal of Academic Growth by ensuring access to high-quality, standards-aligned instructional materials and technology. Approval of IMTA-allowable resources strengthens instruction, supports diverse learner needs, and enhances student outcomes for the 2026–2027 school year.

Background

The Texas state legislature established an Instructional Materials and Technology Allotment (IMTA) that entitles each district to a specific funding amount determined by the Texas Education Agency (TEA) commissioner based on legislative appropriation on a biennial allocation. This funding is utilized by public school districts to support the purchase of instructional materials, technology equipment, certain related software, systems and services to support learning in the classroom.

Fiscal Implications

Recommended instructional materials and equipment for IMTA expenditures to support learning during the 2026-2027 school year equate to $2,820,414.65

Recommendation

The Administration recommends the approval to purchase of the proposed instructional materials and technological equipment using funding provided by the Instructional Materials and Technology Allotment.

Submitted by: 

Date: March 31, 2026

ACADEMIC GROWTH
Ensure positive, engaging experiences for every student that promote academic growth and ignite a passion for learning.

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Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

Course/Content	Program Requested	Publisher	Amount
ELAR K-5	Into Reading 2.0	HMH	$2,204,397.09
ELAR K-5 Special Ed classrooms	Into Reading 2.0	HMH	$218,650.56
Social Studies	DBQ Online Subscription	The DBQ Company	$31,200.00
AP Math	Practice of Statistics	Bedford, Freeman, Worth	$9,625.00
AP US History	US History	Perfection Learning	$25,704.00
AP World History	World History	Perfection Learning	$134,476.80
French	T'es Branche?	Carnegie Learning	$30,350.80
German	Deutsch So Aktuell	Carnegie Learning	$447.04
Spanish	Asi Se Dice	McGraw Hill	$7,848.06
CTE	Computer Science	Code HS	$4,165.00
CTE	Agriculture, Hospitality, Auto Tech	Goodheart Wilcox	$41,574.30
CTE	Business Marketing, Finance	iCev Multimedia	$24,150.00
CTE	Business	eDynamic Learning	$6,000.00
CTE	Sports Business	Sports Career Learning	$3,594.00
CTE	Social Media & Marketing	Student CTE	$10,250.00
Pre-K	Phonics	DHLL Fonetica Stage 1	$67,982.00
		Total	**$2,820,414.65**

Arlington Independent School District
Board of Trustees Meeting

April 9, 2026

Contact Person: Melody Lopez

Board Agenda Presented for: **Action:** ☐ **Report:** ☐ **Consent:** ☑

Supporting Documents: **None:** ☐ **Attached:** ☑

Meeting Agenda Item: Approval of Personnel Recommendations: New Hires, Retirements, Resignations, Terminations, and Non-Renewals

District Priority / Goals Addressed

The purpose of this consent item is to approve the personnel items, which includes new hires, retirements, resignations, terminations, and non-renewals. This action aligns with the District's priority of maximizing Talent and Resources by ensuring appropriate staffing adjustments.

Background

Information on new hires, retirements, resignations, terminations, and non-renewals is presented for approval on a monthly basis.

Fiscal Implications

None

Recommendation

Administration recommends approval of new hires, retirements, resignations, terminations, and non-renewals as presented.

Submitted by: Scott Kahl **Date:** March 31, 2026

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New Employees Hired 03/02/26 - 03/30/2026

LAST NAME	FIRST NAME	LOCATION	POSITION	START DATE	LEVEL
REECE	CRYSTAL	FOOD SERVICE	FOOD AND NUTRITION SUPERVISOR	04/01/2026	ADMIN
RIMMER	VALERIE	BEBENSEE	2ND ESL	03/23/2026	ELEM
MASON	JONESIA	FITZGERALD	PRE K ESL	03/24/2026	ELEM
WASHINGTON	QUAVON	CROUCH	SPED - ABLE	03/10/2026	ELEM
PRIMM	MARNETT	WILLIAMS	SPED - INCLUSION	03/12/0206	ELEM
ONEAL	YANCY	BOWIE	SPED - SEAS	03/10/2026	ELEM
ROBNETT	ALYSSA	RODRIGUEZ	7-8 ENGLISH/READING	03/27/2026	SEC
LEWIS	ROBERT	SAM HOUSTON	SPED - INCLUSION	03/12/2026	SEC

Elementary Summary	
Teacher	3
Teacher ESL	2
Total	**5**

Secondary Summary	
Teacher	2
Teacher ESL	0
Total	**2**

Non-Campus Staff Summary	
ADMIN	1
Total	**1**

Grand Total	**8**

Separation of Service - Effective Between March 02, 2026 to March 30, 2026
For Information Only. No Board Action Required.

CODE	LAST NAME	FIRST NAME	ORGANIZATION	JOB TITLE	LAST WORK DAY	Yrs
Caring for Family Member(s) (1)	Rivera Ruiz	Jennifer	Patrick Elementary	Attendance Clerk - Elementary	3/4/2026	0
Certification Reason (1)	Kirkpatrick	Magdalena	Anderson Elementary	ESL Elementary Teacher K-6 (Bil. Waiver)	3/22/2026	0
District Initiated - Violation of AISD Employee Handbook	Hill	Shaitamisha	South Davis Elementary	Classroom Assistant Elementary - Pre-K	3/12/2026	2
(2)	Montagnino	Joanna	Sherrod Elementary	Classroom Assistant Elementary Special Ed - Alt Curriculum	3/5/2026	0
Employee Initiated - Resigned in Lieu of Termination	Anthony	Rhonda	Fitzgerald Elementary	Attendance Clerk - Elementary	3/10/2026	8
(3)	Lofton	Rhonda	Atherton Elementary	Classroom Assistant Elementary - Pre-K	3/23/2026	2
	McCullough	Justin	Arlington High School	Math Teacher 9-12	3/9/2026	6
Employment Outside of Education	Ortega	Jessica	Ousley Jr High School	Attendance Clerk - Junior High	3/4/2026	0
(3)	Roach	Kyle	Spec Ed Support Services	Classroom Assistant Special Ed - Deaf Education	3/13/2026	0
	Williams	Tarus	Special Education	Classroom Assistant Community Based Transition	3/13/2026	20
Employment with Another District	Acosta	Perla	Purchasing	Clerk - Purchasing	3/13/2026	2
(4)	Anderson	Christopher	Fine Arts	Director - Fine Arts	3/12/2026	7
	Cruz	Jonathan	Bowie High School	Social Studies Teacher 9-12/Coach	3/13/2026	12
	Higgins	Brittany	Technology Operations	Technician - District Support	3/13/2026	3
Reason Not Specified	Caldwell	Jynine	Larson Elementary	Assistant Principal - Elementary	3/13/2026	6
(5)	Camargo	Sandra	Johns Elementary	Bilingual Elementary Teacher PK	3/9/2026	6
	Kuakumensah-Ocloo	Kofi	Bowie High School	French Teacher 9-12	3/12/2026	1
	Olvera	Johnny	Lamar High School	Classroom Assistant High School Special Ed - Alt Curriculum	3/11/2026	0
	Richard-Flenory	Beyla	Kooken Elementary	Classroom Assistant Elementary - Pre-K	3/9/2026	0
Regular Retirement (1)	Dolan	Jeffrey	Little Elementary	Classroom Assistant Elementary Special Ed - Alt Curriculum	3/13/2026	7

Total Separations
(20)

Arlington Independent School District
Board of Trustees Meeting

April 9, 2026

Contact Person: Samantha Crossnoe

Board Agenda Presented for: **Action:** ☐ **Report:** ☐ **Consent:** ☑

Supporting Documents: **None:** ☐ **Attached:** ☑

Meeting Agenda Item: Approval of Joint Election Agreement and Contract for Election Services

District Priority / Goals Addressed

This supports Arlington ISD's priority of Talent and Resources by ensuring an efficient, compliant, and well-coordinated election process. It also advances the district's commitment to Marketing and Engagement by providing stakeholders with a meaningful opportunity to participate in decision-making that impacts students, staff, and familes.

Background

Tarrant County Elections Administration provides, ballots, electronic voting equipment for early voting, services of election judges and election clerks for early voting and Election Day Voting and certain other expenses related to the May 2, 2026, election.

Fiscal Implications

The estimated obligation is $202,642.47

Recommendation

Administration recommends the Board of Trustees approve the Joint Election Agreement and Contract for Election Services with Tarrant County Elections Administration for the May 2, 2026 election.

Submitted by: Samantha Crossnoe **Date:** March 31, 2026

ACADEMIC GROWTH
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CULTURE
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TALENT & RESOURCES
Maximize our resources and people to promote a thriving district while maintaining sound fiscal management.

THE STATE OF TEXAS

COUNTY OF TARRANT

JOINT ELECTION AGREEMENT AND CONTRACT FOR ELECTION SERVICES

THIS CONTRACT for election services is made by and between the Tarrant County Elections Administrator and the following political subdivisions located entirely or partially inside the boundaries of Tarrant County:

CITY OF ARLINGTON	CITY OF EULESS
CITY OF FOREST HILL	CITY OF FORT WORTH
CITY OF GRAND PRAIRIE	CITY OF GRAPEVINE
CITY OF HASLET	CITY OF HURST
CITY OF KELLER	CITY OF AZLE
CITY OF KENNEDALE	CITY OF NORTH RICHLAND HILLS
CITY OF PELICAN BAY	CITY OF RICHLAND HILLS
CITY OF RIVER OAKS	CITY OF SAGINAW
CITY OF BEDFORD	CITY OF WESTWORTH VILLAGE
TOWN OF EDGECLIFF VILLAGE	TOWN OF FLOWER MOUND
TOWN OF PANTEGO	TOWN OF TROPHY CLUB
TOWN OF WESTLAKE	CITY OF BLUE MOUND
CITY OF DALWORTHINGTON GARDENS	ROANOKE WARD 1
BIRDVILLE ISD	ARLINGTON ISD
CROWLEY ISD	CASTLEBERRY ISD
KENNEDALE ISD	GRAPEVINE-COLLEYVILLE ISD
WHITE SETTLEMENT ISD	MANSFIELD ISD
TROPHY CLUB MUD 1	LEWISVILLE ISD DISTRICT 5

The Tarrant County Elections Administrator and the political subdivisions mentioned above may be collectively referred to as “Parties” or individually as a “Party”.

This Contract is made pursuant to Texas Election Code Sections 31.092 and 271.002 – 271.004, if applicable, and Texas Education Code Section 11.0581 for a joint May 2, 2026 election to be administered by the undersigned Tarrant County Elections Administrator, hereinafter referred to as “Elections Administrator.” This term includes the Assistant Elections Administrator in the Elections Administrator’s absence or disability.

RECITALS

Each Participating Authority listed above plans to hold a general and/or special election on May 2, 2026. If a run-off election or a repeat election is necessary because of legal action, the date of that election will be June 13, 2026.

The County owns an electronic voting system, the Hart InterCivic Verity Voting System (Version 2.7), which has been duly approved by the Secretary of State pursuant to Texas Election Code Chapter 122, as amended, and is compliant with the accessibility requirements for persons with disabilities set forth by Texas Election Code Section 61.012. The contracting political subdivisions, also known interchangeably as “Entities” or “Participating Authority(ies)”, desire to use the

_____ _____ CMH

EA Initials Entity Rep Initials

County's electronic voting system and to compensate the County for such use and to share in certain other expenses connected with joint elections in accordance with the applicable provisions of Chapters 31 and 271 of the Texas Election Code, as amended. The entity desires to contract for the voting system as described, in tandem with the County's elections services through the Elections Administrator's office, and to compensate the County for such use and to share in other expenses connected with join elections in accordance with the applicable provisions of law and of this contract.

NOW THEREFORE, in consideration of the mutual covenants, agreements, and benefits to the Parties, IT IS AGREED as follows:

I. ADMINISTRATION

The Parties agree to hold a joint election with each other ("Joint Election") in accordance with Chapter 271 of the Texas Election Code and this Agreement. The Tarrant County Elections Administrator shall coordinate, supervise, and handle all aspects of administering the Joint Election as provided in this Agreement. Each Participating Authority agrees to pay the Tarrant County Elections Administrator for equipment, supplies, services, and administrative costs as provided in this Agreement. The Tarrant County Elections Administrator shall serve as the administrator for the Joint Election; however, each Participating Authority shall remain responsible for the decisions and actions of its officers necessary for the lawful conduct of its election. The Elections Administrator shall provide advisory services in connection with decisions to be made and actions to be taken by the officers of each Participating Authority as necessary. Legal advice to or legal representation of the Entities/Political Subdivisions/Participating Authorities by the Election Administrator's office or lawyers who advise or represent the Election Administrator is not included herewith; each Entity should consult with its own counsel for any legal issues that arise, or with the Texas Secretary of State, as appropriate.

It is understood that other political subdivisions may wish to participate in the use of the County's electronic voting system and polling places, and it is agreed that the Elections Administrator may enter into other contracts for election services for those purposes on terms and conditions generally similar to those set forth in this Contract. In such cases, costs shall be pro-rated among the participants according to Section XI of this Contract.

Each Participating Authority agrees to adopt the Verity Voting System v. 2.7, from HART InterCivic, as the Voting System for this election, so that it may be used, in accordance with the terms and conditions specified in the certification order issued by the Texas Secretary of State, for all forms of voting, including election day voting at polling locations, early voting in person, early voting by mail, and provisional voting.

At each polling location, joint participants shall share voting equipment and supplies to the extent possible. The Participating Authorities shall share a mutual ballot in those polling places where jurisdictions overlap. However, in no instance shall a voter be permitted to receive a ballot containing an office or proposition stating a measure on which the voter is ineligible to vote. Multiple ballot styles shall be available in those shared polling places where jurisdictions do not overlap.

II. LEGAL DOCUMENTS

Each Participating Authority shall be responsible for the preparation, adoption, and publication of all required election orders, resolutions, notices, and any other pertinent documents required by the Texas Election Code and/or the Participating Authority's governing body, charter, or ordinances, except that the Elections Administrator shall be responsible for the preparation and publication of all voting system testing notices that are required by the Texas Election Code.

Preparation of the necessary materials for notices and the official ballot shall be the responsibility of each Participating Authority, including translation to languages other than English, including (but not necessarily limited to), as required by law, Spanish and Vietnamese. Each Participating Authority shall provide a copy of their respective election orders and notices to the Tarrant County Elections Administrator.

III. VOTING LOCATIONS

The Elections Administrator shall select and arrange for the use of and payment for all Election Day voting locations. Voting locations will be, whenever possible, the usual voting location for each election precinct in elections conducted by each participating city, and shall be compliant with the accessibility requirements established by Election Code Section 43.034 and the Americans with Disabilities Act (ADA). The proposed voting locations are listed in Attachment A of this

Agreement. In the event that a voting location is not available or appropriate, the Elections Administrator will arrange for use of an alternate location with the approval of the affected Participating Authorities. The Elections Administrator shall notify the Participating Authorities of any changes from the locations listed in Attachment A.

If polling places for the May 2, 2026 joint election are different from the polling place(s) used by a Participating Authority in its most recent election, the authority agrees to post a notice no later than May 2, 2026 at the entrance to any previous polling places in the jurisdiction stating that the polling location has changed and stating the political subdivision's polling place names and addresses in effect for the May 2, 2026 election. This notice shall be written in both the English, Spanish, and Vietnamese languages.

IV. ELECTION JUDGES, CLERKS, AND OTHER ELECTION PERSONNEL

The Elections Administrator shall be responsible for the appointment of the presiding judge and alternate judge for each polling location. The Elections Administrator shall make emergency appointments of election officials if necessary.

Upon request by the Elections Administrator, each Participating Authority agrees to assist in recruiting polling place officials who are bilingual [(fluent in both English and Spanish) and (fluent in both English and Vietnamese)]. In compliance with the Federal Voting Rights Act of 1965, as amended, each polling place containing more than 5% Hispanic or Vietnamese population as determined by the most recent Census used for such determinations shall have one or more election officials who are fluent in both English and Spanish, or both English and Vietnamese, as applicable. If a presiding judge is not bilingual, and is unable to appoint a bilingual clerk, the Elections Administrator may recommend a bilingual worker for the polling place. If the Elections Administrator is unable to recommend or recruit a bilingual worker, the Participating Authority or authorities served by that polling place shall be responsible for recruiting a bilingual worker for interpretation and translation services as needed at that polling place.

The Elections Administrator shall notify all election judges of the eligibility requirements of Subchapter C of Chapter 32 of the Texas Election Code and will take the necessary steps to ensure that all election judges appointed for the Joint Election are eligible to serve.

The Elections Administrator shall arrange for the training and compensation of all election judges and clerks. The Elections Administrator shall arrange for the date, time, and place for presiding election judges to pick up their election supplies. Each presiding election judge will be sent a letter from the Elections Administrator notifying the judge of the appointment, the time and location of training and distribution of election supplies, and the number of election clerks that the presiding judge may appoint.

Each election judge and clerk will receive compensation at the hourly rate established by Tarrant County pursuant to Texas Election Code Section 32.091 or other law applicable to compensation for the election-related work. The election judge will receive an additional sum of $25.00 for picking up the election supplies prior to Election Day and for returning the supplies and equipment to the central counting station after the polls close.

Election judges and clerks who attend voting equipment training and/or procedures training shall be compensated at the same hourly rate that they are to be paid on Election Day.

The Elections Administrator may employ other personnel necessary for the proper administration of the election, including such part-time help as is necessary to prepare for the election, to ensure the timely delivery of supplies during early voting and on Election Day, and for the efficient tabulation of ballots at the central counting station. Part-time personnel working as members of the Early Voting Ballot Board and/or central counting station on election night will be compensated at the hourly rate set by Tarrant County in accordance with Election Code Sections 87.005, 127.004, and 127.006.

V. PREPARATION OF SUPPLIES AND VOTING EQUIPMENT

The Elections Administrator shall arrange for all election supplies and voting equipment including, but not limited to, official ballots, sample ballots, voter registration lists, and all forms, signs, maps and other materials used by the election judges at the voting locations. The Elections Administrator shall ensure availability of tables and chairs at each polling place and shall procure rented tables and chairs for those polling places that do not have tables and/or chairs.

The Elections Administrator shall provide the necessary voter registration information, maps, instructions, and other information needed to enable the election judges in the voting locations that have more than one ballot style to conduct a proper election.

Each Participating Authority shall furnish the Elections Administrator a list of candidates and/or propositions showing the order and the exact manner in which the candidate names and/or proposition(s) are to appear on the official ballot (including titles and text in each language in which the authority's ballot is to be printed). Each Participating Authority shall be responsible for proofreading and approving the ballot insofar as it pertains to that authority's candidates and/or propositions.

The joint election ballots that contain ballot content for more than one joint participant because of overlapping territory shall be arranged in the following order: Independent School District, City, Water District(s), College District, and other political subdivisions.

The Elections Administrator shall be responsible for the preparation, testing, and delivery of the voting equipment for the election, as required by the Election Code.

The Elections Administrator shall conduct criminal background checks on relevant employees upon hiring as required by Election Code Section 129.051(g).

VI. EARLY VOTING

The Participating Authorities agree to conduct joint early voting and to appoint the Election Administrator as the Early Voting Clerk in accordance with Sections 31.097 and 271.006 of the Texas Election Code. Each Participating Authority agrees to appoint the Elections Administrator's permanent county employees as deputy early voting clerks. The Participating Authorities further agree that the Elections Administrator may appoint other deputy early voting clerks to assist in the conduct of early voting as necessary, and that these additional deputy early voting clerks shall be compensated at an hourly rate set by Tarrant County pursuant to Section 83.052 of the Texas Election Code. Deputy early voting clerks who are permanent employees of the Tarrant County Elections Administrator or any Participating Authority shall serve in that capacity without additional compensation.

Early Voting by personal appearance will be held at the locations, dates, and times listed in Attachment "B" of this document. Any qualified voter of the Joint Election may vote early by personal appearance at any of the joint early voting locations.

As Early Voting Clerk, the Elections Administrator shall receive applications for early voting ballots to be voted by mail in accordance with Chapters 31 and 86 of the Texas Election Code. Any requests for early voting ballots to be voted by mail received by the Participating Authorities shall be forwarded immediately by fax or courier to the Elections Administrator for processing. The Elections Administrator will be responsible for managing the Annual Ballot by Mail voters for whom the Elections Administrator has received an Application for Ballot by Mail, including maintaining and making available the early voting roster information in conformance with Section 87.121 of the Texas Election Code. Upon request of a participating authority, the Early Voting Clerk will promptly make all information contained within the early voting roster available for inspection by the participating authority, including the information maintained under Section 87.121(f). The Participating Authorities understand that, as specified in section 87.121, information on the roster for a person to whom an early voting mail ballot has been sent is not available for public inspection, except to the voter seeking to verify that the information pertaining to the voter is accurate, until the first business day after election day.

In addition to making the information on the roster for a person who votes an early voting ballot by personal appearance available for public inspection not later than the beginning of the regular business hours on the day after the date the information is entered on the roster, the Elections Administrator shall post on the county website each Participating Authority's early voting report on a daily basis and a cumulative final early voting report following the close of early voting. In accordance with Section 87.121(g) of the Election Code, the daily reports showing the previous day's early voting activity will be posted to the county website no later than 10:00 AM each business day.

VII. EARLY VOTING BALLOT BOARD AND SIGNATURE VERIFICATION COMMITTEE

The Elections Administrator shall appoint an Early Voting Ballot Board (EVBB) to process early voting results from the Joint Election. The Presiding Judge, with the assistance of the Elections Administrator, shall appoint two or more additional members to constitute the EVBB. The Elections Administrator shall determine the number of EVBB members required to efficiently process the early voting ballots. The EVBB appointees are listed in Attachment C.

The Elections Administrator shall determine whether a Signature Verification Committee (SVC) is necessary, and if so, shall appoint the members as listed on Attachment C.

VIII. CENTRAL COUNTING STATION AND ELECTION RETURNS

The Elections Administrator shall be responsible for establishing and operating the central and remote counting stations to receive and tabulate the voted ballots in accordance with the provisions of the Texas Election Code and of this Agreement.

The Participating Authorities hereby, in accordance with Section 127.002, 127.003, and 127.005 of the Texas Election Code, appoint the central counting station officials as listed in Attachment C.

The Counting Station Manager or his/her representative shall deliver timely cumulative reports of the election results as precinct report to the central and remote counting stations and are tabulated. The Counting Station Manager shall be responsible for releasing unofficial cumulative totals and precinct returns from the election to the joint participants, candidates, press, and general public by distribution of hard copies at the central counting station or by electronic distribution and by posting to the Tarrant County web site. To ensure the accuracy of reported election returns, results printed on the tapes produced by Tarrant County's voting equipment will not be released to the Participating Authorities at the remote collection sites or by phone from individual polling locations.

The Elections Administrator will prepare the unofficial canvass reports that are necessary for compliance with Election Code Section 67.004 after all precincts have been counted and will deliver a copy of these unofficial canvass reports to each Participating Authority as soon as possible after all returns have been tabulated. Each Participating Authority shall be responsible for the official canvass of its respective election(s).

The Elections Administrator will prepare the electronic precinct-by-precinct results reports for uploading to the Secretary of State as required by Section 67.017 of the Election Code. The Elections Administrator agrees to upload these reports for each Participating Authority unless requested otherwise.

The Elections Administrator shall be responsible for conducting the post-election manual recount required by Section 127.201 of the Texas Election Code unless a waiver is granted by the Secretary of State. Notification and copies of the recount, if waiver is denied, will be provided to each Participating Authority and the Secretary of State's Office.

IX. PARTICIPATING AUTHORITIES WITH TERRITORY OUTSIDE TARRANT COUNTY

Each Participating Authority with territory containing population outside Tarrant County agrees that the Elections Administrator shall administer only the Tarrant County portion of those elections.

X. RUNOFF ELECTIONS

Each Participating Authority shall have the option of extending the terms of this Agreement through its runoff election, if applicable. In the event of such runoff election, the terms of this Agreement shall automatically extend unless the Participating Authority notifies the Elections Administrator in writing within three (3) business days after the original election, not counting election day.

Each Participating Authority shall reserve the right to reduce the number of early voting locations and/or Election Day voting locations in a runoff election.

Each Participating Authority agrees to order any runoff election(s) at its meeting for canvassing the votes from the May 2, 2026 election.

Each Participating Authority eligible to hold runoff elections agrees that the date of the runoff election, if necessary, shall be June 13, 2026.

XI. ELECTION EXPENSES AND ALLOCATION OF COSTS

The Participating Authorities agree to share the costs of administering the Joint Election. Allocation of costs, unless specifically stated otherwise, is mutually agreed to be shared according to a formula which is based on the number of registered voters in each Participating Authorities' territory and is determined by adding together the overall expenses and dividing the expenses among the Participating Authorities on a pro-rata basis dependent on the number of registered voters in each Participating Authority's jurisdiction that are participating in the election.

Costs for Voting by Personal Appearance shall be allocated based upon the actual costs associated with each voting site. Each Participating Authority shall be responsible for a pro-rata portion of the actual costs associated with each voting site.

Costs for Early Voting by Mail shall be allocated according to the actual number of ballots mailed to each Participating Authority's voters.

Participating Authorities having the majority of their voters in another county, and fewer than 700 registered voters in Tarrant County, and that do not have an Election Day polling place or early voting site within their jurisdiction shall pay a flat fee of $500 for election expenses. There is a minimum $500 per election charge.

Each Participating Authority agrees to pay the Tarrant County Elections Administrator an administrative fee equal to ten percent (10%) of its total billable costs (but not less than $ 75.00) in accordance with Section 31.100(d) of the Texas Election Code.

The Tarrant County Elections Administrator shall deposit all funds payable under this Contract into the appropriate fund(s) within the county treasury in accordance with Election Code Section 31.100.

Cost schedule and invoicing.

A cost estimate for the services, equipment, and supplies provided by the Elections Administrator for the election and the runoff election is shown below and in section XII of this Agreement. This cost estimate shall serve as the cost schedule agreed upon by the contracting Parties, as referenced in Section 31.093(a), Texas Election Code.

As soon as reasonably possible after the election or the runoff election, the Elections Administrator will submit an itemized invoice to each Party: (i) for the actual expenses he/she incurred as described above and (ii) for the Elections Administrator's fee as described above. The invoice shall reflect any advance monies paid and any direct payments made. The Elections Administrator will use his/her best efforts to submit the invoice within thirty (30) days after the election or within ten (10) days after the runoff election.

The Elections Administrator's invoice shall be due and payable by each Party to the address set forth in the invoice within thirty (30) days after its receipt by the Party. If the Party disputes any portion of the invoice, the Party shall notify the Elections Administrator in writing within such thirty-day period, or the invoice will be presumed to be a true and accurate rendering of the amount that is due.

XII. COST ESTIMATES AND DEPOSIT OF FUNDS

The total estimated obligation for each Participating Authority under the terms of this Agreement is listed below. Each Participating Authority agrees to pay the Tarrant County Elections Administrator a deposit of approximately 75% of this estimated obligation within fifteen (15) days after execution of this Agreement. The exact amount of each Participating Authority's obligation under the terms of this Agreement shall be calculated after the May 2, 2026 election (or runoff election, if applicable), and if the amount of an authority's total obligation exceeds the amount deposited, the authority shall pay to the Elections Administrator the balance due within thirty (30) days after the receipt of the final invoice from the Elections Administrator. However, if the amount of the authority's total obligation is less than the amount deposited, the Elections Administrator shall refund to the authority the excess amount paid within thirty (30) days after the final costs are calculated.

The total estimated obligation and required deposit for each Participating Authority under the terms of this Agreement shall be as follows:

Political Subdivision	Registered Voters	Estimated Cost	Deposit Due
ARLINGTON ISD	184,269	$ 202,642.47	$ 151,981.85
BIRDVILLE ISD	83,522	$ 91,099.55	$ 68,324.66
CASTLEBERRY ISD	10,420	$ 11,858.57	$ 8,893.93
CITY OF ARLINGTON	211,679	$ 231,359.70	$ 173,519.78
CITY OF AZLE	7,856	$ 9,129.31	$ 6,846.98
CITY OF BEDFORD	31,562	$ 35,462.80	$ 26,597.10
CITY OF BLUE MOUND	1,217	$ 1,873.30	$ 1,404.98
CITY OF DALWORTHINGTON GARDENS	1,805	$ 2,477.78	$ 1,858.34
CITY OF EULESS	32,680	$ 36,759.47	$ 27,569.60
CITY OF FOREST HILL	7,585	$ 8,788.18	$ 6,591.13
CITY OF FORT WORTH	509,966	$ 560,820.11	$ 420,615.08
CITY OF GRAND PRAIRIE	39,637	$ 66,127.09	$ 49,595.32
CITY OF GRAPEVINE	33,292	$ 37,273.67	$ 27,955.25
CITY OF HASLET	3,649	$ 4,407.04	$ 3,305.28
CITY OF HURST	23,614	$ 26,348.12	$ 19,761.09
CITY OF KELLER	34,167	$ 37,768.17	$ 28,326.13
CITY OF KENNEDALE	5,950	$ 6,932.53	$ 5,199.40
CITY OF NORTH RICHLAND HILLS	47,511	$ 51,919.65	$ 38,939.74
CITY OF PELICAN BAY	1,416	$ 2,147.87	$ 1,610.90
CITY OF RICHLAND HILLS	5,083	$ 6,052.44	$ 4,539.33
CITY OF RIVER OAKS	3,980	$ 4,838.36	$ 3,628.77
CITY OF SAGINAW	15,553	$ 17,404.62	$ 13,053.46
CITY OF WESTWORTH VILLAGE	1,783	$ 2,554.68	$ 1,916.01
CROWLEY ISD	71,940	$ 79,002.89	$ 59,252.17
GRAPEVINE-COLLEYVILLE ISD	57,055	$ 63,163.36	$ 47,372.52
KENNEDALE ISD	14,206	$ 15,846.18	$ 11,884.64
LEWISVILLE ISD DISTRICT 5	741	$ 1,378.43	$ 1,033.82
MANSFIELD ISD	108,800	$ 117,750.83	$ 88,313.12
ROANOKE WARD 1	43	$ 500.00	$ 75.00
TOWN OF EDGECLIFF VILLAGE	2,539	$ 3,284.13	$ 2,463.10
TOWN OF FLOWER MOUND	747	$ 1,384.60	$ 1,038.45
TOWN OF PANTEGO	1,861	$ 2,561.80	$ 1,921.35
TOWN OF TROPHY CLUB	449	$ 500.00	$ 75.00
TOWN OF WESTLAKE	1,556	$ 2,220.64	$ 1,665.48
TROPHY CLUB MUD 1	687	$ 1,322.10	$ 991.58
WHITE SETTLEMENT ISD	23,439	$ 26,126.58	$ 19,594.94
Totals	1,582,259	$ 1,771,087.02	$ 1,327,715.28

XIII. WITHDRAWAL FROM CONTRACT DUE TO CANCELLATION OF ELECTION

_____ _____
EA Initials Entity Rep Initials CMH

Any Participating Authority may withdraw from this Agreement and the Joint Election should it cancel its election in accordance with Sections 2.051 - 2.053 of the Texas Election Code. The withdrawing authority is fully liable for any expenses incurred by the Tarrant County Elections Administrator on behalf of the authority plus an administrative fee of ten percent (10%) of such expenses (but not less than $ 75.00). Any monies deposited with the Elections Administrator by the withdrawing authority shall be refunded, minus the aforementioned expenses and administrative fee if applicable.

It is agreed that any of the joint election early voting sites that are not within the boundaries of one or more of the remaining Participating Authorities, with the exception of the early voting site located at the Tarrant County Elections Center, may be dropped from the joint election unless one or more of the remaining Participating Authorities agree to fully fund such site(s). In the event that any early voting site is eliminated under this section, an addendum to the Contract shall be provided to the remaining participants within five days after notification of all intents to withdraw have been received by the Elections Administrator.

XIV. RECORDS OF THE ELECTION

The Elections Administrator is hereby appointed general custodian of the voted ballots and all records of the Joint Election as authorized by Section 271.010 of the Texas Election Code.

Access to the election records shall be available to each Participating Authority as well as to the public in accordance with applicable provisions of the Texas Election Code and the Texas Public Information Act. The election records shall be stored at the offices of the Elections Administrator or at an alternate facility used for storage of county records. The Elections Administrator shall ensure that the records are maintained in an orderly manner so that the records are clearly identifiable and retrievable.

Records of the election shall be retained and disposed of in accordance with the provisions of Section 66.058 of the Texas Election Code. If records of the election are involved in any pending election contest, investigation, litigation, or public information request, the Elections Administrator shall maintain the records until final resolution or until final judgment, whichever is applicable. It is the responsibility of each Participating Authority to bring to the attention of the Elections Administrator any notice of pending election contest, investigation, litigation or public information request which may be filed with the Participating Authority.

XV. RECOUNTS

A recount may be obtained as provided by Title 13 of the Texas Election Code. By signing this document, the presiding officer of the contracting Participating Authority agrees that any recount shall take place at the offices of the Elections Administrator, and that the Elections Administrator shall serve as Recount Supervisor and the Participating Authority's official or employee who performs the duties of a secretary under the Texas Election Code shall serve as Recount Coordinator.

The Elections Administrator agrees to provide advisory services to each Participating Authority as necessary to conduct a proper recount.

XVI. MISCELLANEOUS PROVISIONS

1. It is understood that to the extent space is available, other districts and political subdivisions may wish to participate in the use of the County's election equipment and voting places, and it is agreed that the Elections Administrator may contract with such other districts or political subdivisions for such purposes and that in such event there may be an adjustment of the pro-rata share to be paid to the County by the Participating Authorities.

2. The Elections Administrator shall file copies of this document with the Tarrant County Judge and the Tarrant County Auditor in accordance with Section 31.099 of the Texas Election Code.

3. Nothing in this Contract prevents any Party from taking appropriate legal action against any other Party and/or other election personnel for a breach of this Contract or a violation of the Texas Election Code.

4. This Agreement shall be construed under and in accord with the laws of the State of Texas, and all obligations of the Parties created hereunder are performable in Tarrant County, Texas.

5. In the event that one or more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provision hereof and this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.

6. All Parties shall comply with all applicable laws, ordinances, and codes of the State of Texas, all local governments, and any other entities with local jurisdiction.

7. The waiver by any party of a breach of any provision of this Agreement shall not operate as or be construed as a waiver of any subsequent breach.

8. Any Amendments of this Agreement shall be of no effect unless in writing and signed by all Parties hereto.

9. In the event of an emergency or unforeseen event on Election Day that requires adjustment to these procedures to keep the election operating in a timely, fair, and accessible manner, Elections Administrator may make such adjustments to the procedures herein as the circumstances require.

[Signature Pages Follow]

XVII. JOINT CONTRACT ACCEPTANCE AND APPROVAL

By the signatures on the attached pages, the Elections Administrator and the representative of each entity warrant and represent that they are authorized to enter into this Contract.

WITNESS THE FOLLOWING SIGNATURES AND SEAL ON THE DATE SHOWN BELOW:

The Elections Administrator:

_____
Clint Ludwig
Elections Administrator

Date_____

The State of Texas §
County of Tarrant §

Before me, the undersigned authority, on this day personally appeared Clint Ludwig, known to me to be the person whose name is subscribed to the foregoing instrument and acknowledged to me that he executed the same for the purpose and consideration therein expressed. Given under my hand and seal of office on this the _____ day of _____, 20__.

(Seal)

_____
Signature of Notary

_____ _____ CMH
EA Initials Entity Rep Initials

By the signatures on the attached pages, the Contracting Officer and the representative of each entity warrant and represent that they are authorized to enter into this Contract.

WITNESS THE FOLLOWING SIGNATURES AND SEAL ON THE DATE SHOWN BELOW:

ARLINGTON INDEPENDENT SCHOOL DISTRICT:

_____ CMH
Justin Chapa, President
Arlington Independent School District
Board of Trustees

Date_____

The State of Texas §
County of Tarrant §

Before me, the undersigned authority, on this day personally appeared JUSTIN CHAPA, known to me to be the person whose name is subscribed to the foregoing instrument and acknowledged to me that he executed the same for the purpose and consideration therein expressed. Given under my hand and seal of office on this the _____ day of _____, 20__.

(Seal)

_____
Signature of Notary

Attachment C: Appointed Election Officials

EARLY VOTING BALLOT BOARD MEMBERS:

Presiding Judge: Amie Super
Alternate Presiding Judge: Kat Cano
Other members as appointed.

CENTRAL COUNTING STATION MEMBERS:

Counting Station Manager: Clint Ludwig, Elections Administrator
Tabulation Supervisor: Stacey Behymer, Technology Resources Coordinator
Presiding Judge: Amie Super

_____ _____
EA Initials Entity Rep Initials