

Agenda of Special Called / Workshop Meeting

The Board of Trustees

Copperas Cove Independent School District

A Special Called / Workshop Meeting of the Board of Trustees of Copperas Cove Independent School District will be held July 20, 2026, beginning at 5:00 PM in the CCISD Board Room, 408 S. Main St., Copperas Cove, TX 76522.

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, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). 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. [See BEC(LEGAL)]

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice.

1. Call to Order
2. Mission Statement:
The mission of Copperas Cove ISD is to provide exceptional opportunities for each student through exemplary instruction, which inspires academic success, personal excellence, and responsible citizenship.
3. Citizen Comments on Agenda Items
4. Good Things
(A) Students: 4
 1. TEPSA Student Leadership Award
 2. UIL Texas State Solo and Ensemble
5. Information Items
(A) Finance 5
 3. Tax Report | Analysis of Delinquent Taxes & Services
 4. Monthly | Quarterly Financial Report
 5. Financial Statements & Payment of Bills
(B) Human Resources 22
 6. New Hires 2026 - 2027 School Year
 7. Resignations
 8. Personnel Vacancies
 9. Support Personnel Vacancies
(C) Operations and Support Summer Reports 31
 10. Nursing
 11. Child Nutrition
 12. Safety & Security

13. Maintenance	
(D) Technology Report	68
(E) Budget Workshop	
(F) Board Activity Calendar	76
14. July 2026	
15. August 2026	
16. September 2026	
6. Consent Agenda	
(A) Consider Approval of Previous Board of Trustees Meeting Minutes	79
17. Special Called/Workshop Meeting - June 8, 2026	
18. Regular Meeting - June 22, 2026	
(B) Consider Approval of the 26-27 SY Impact Aid Travel:	
NAFIS Fall Conference - Washington, DC - September 20-22, 2026	
NAFIS Spring Conference - Washington, DC - March 14-16, 2027	
(C) Consider Approval of the Bob Thompson Academy XXXIV	86
(D) Consider Approval of Amendments to Policy EHBG(LOCAL), BED (LOCAL), FD(LOCAL), Update 127, and Annual Policy Review	87
(E) Consider Approval of the Advanced Courses for Exemption from the University Interscholastic League (UIL) "No Pass, No Play" Provision for the 2026-2027 School Year	94
(F) Consider Approval of the CCISD Credit by Exam (CBE) for Acceleration (EA) List of Tests for Both Acceleration and/or Credit Recovery Purposes	
(G) Consider Approval of the 2026 - 2027 Remote Homebound Waiver	98
(H) Consider Approval of the 2026 - 2027 Staff Development Minutes Waiver Request	102
(I) Consider Approval of the Adjunct Faculty Agreements for Texas A&M AgriLife County Extension Agents in Bell and Coryell Counties for the 2026–2027 School Year	106
(J) Consider Approval of an Interlocal Government Agreement to Share Facilities with the City of Copperas Cove	107
(K) Consider Approval of the HB3 Resolution for Armed Security Officer Requirements	113
(L) Consider Approval of the Adoption of an Election Order for Copperas Cove ISD Board of Trustee Elections to be held on November 3, 2026	116
(M) Consider Approval of the Election Services Contracts with Coryell and Bell Counties	123
(N) Consider Approval of the Before and After School Agreement with the Armed Services YMCA (ASYMCA) Killeen	159
(O) Deliberate and Possible Action to Approve the First Addendum to the Interlocal Agreement — Public/Private Education Partnerships between Copperas Cove ISD and Fort Davis ISD, Extending the Term of the Agreement for an Additional Thirty (30) Days Through July 30, 2026	166
(P) Consider Approval of the List of Approved T-TESS Appraisers for the 2026–2027 School Year	168
(Q) Purchases over \$50,000	

- 1 Consider Approval of a Contract with New Direction Solutions, 170
LLC dba ProCare Therapy Speech Language Pathologist Assistant
(\$100,000.00 Budgeted Funds)
- (R) Out of State Trip Request 175
19. UDA National Dance Team Championship for Varsity & JV Copperettes and
Sponsors - January 14-18, 2027 - Orlando, FL
7. Closed Meeting:
 20. **551.076 - Three-year CCISD Safety and Security Audit**
If, during the course of the meeting, the Board determines that a closed session is
required, the Board will conduct a closed meeting in accordance with the Texas Open
Meetings Act, Tex. Government Code, including but not limited to:
551.071, Consultation with Attorney
551.072, Real Property
551.074, Personnel Matters
551.075, Conference with Employees
551.076, Security Devices
551.082, School Children/District Employees/Disciplinary Matter or Complaint
551.083, Considering the standards, guidelines, terms, or conditions the Board will
follow or will instruct its representatives to follow, in consultation with representatives
of employee groups
551.084, Investigation
8. Reconvene Meeting
9. Adjournment

Copperas Cove ISD does not discriminate against any person because of race, color, religion, sex, national origin, disability, age or on any other basis prohibited by law.



Board of Trustees

Date of Meeting **July 27, 2026**

Item Type **Recognition**

Item Name

Good Things - Student Recognitions

District Goal

Communications/Community Partnerships: Promote positive undertakings in CCISD that demonstrate effective learning, highlight district successes, and share student college and career readiness.

Summary
(Purpose/
Objective)

Fairview/Jewell & Martin Walker Elementary groups which received TEPSA Student Leadership Award in 2025-26 school year

Recognition of CCHS Band and Choir Gold Medalists at UIL Texas State Solo & Ensemble Contest

Fiscal Impact

N/A

Administrative
Recommendation

N/A

Attachments

N/A

Contact Person

Kurtis Quillin, Director of Communications

E-Mail Address

kurtis.quillin@ccisd.com



Status Report to
COPPERAS COVE INDEPENDENT SCHOOL DISTRICT
Concerning the Collection of Delinquent Property Taxes

July 6, 2026

Sergio Garcia, Partner
sgarcia@pbfcmlaw.com
512-610-0713
Adam Dockery, Associate Attorney
adockey@pbfcmlaw.com
512-610-0741
3301 Northland Drive, Ste. 505
Austin, Texas 78731



July 6, 2026

Dr. Brent Hawkins, Superintendent
Mr. Clifton Heath, CFO
Copperas Cove Independent School District
408 S. Main St.
Copperas Cove, TX 76522

RE: Status Report on Delinquent Property Tax Collections – June 2026

Dear Dr. Hawkins and Mr. Heath:

Enclosed, you will find our latest status report including:

- A. Monthly Collections Overview
- B. June Collection Highlights
- C. 2025 Turnover (July 1, 2026)
- D. 5-year Turnover Collections Summary
- E. 5-year Levy Collections Summary

Collection activity in June reflected the expected trend, with taxpayers taking advantage of the opportunity to pay delinquent taxes before July 1 to avoid the additional collection penalty. We anticipate continued collection efforts throughout the summer as accounts remaining unpaid are turned over to our firm for research, payment agreements, and potential legal action.

It is a pleasure to continue working with Copperas Cove ISD. We appreciate your confidence in our firm and remain available to answer any questions regarding the enclosed report or any aspect of the collection process.

Sincerely,

Adam Dockery

A. MONTHLY COLLECTIONS

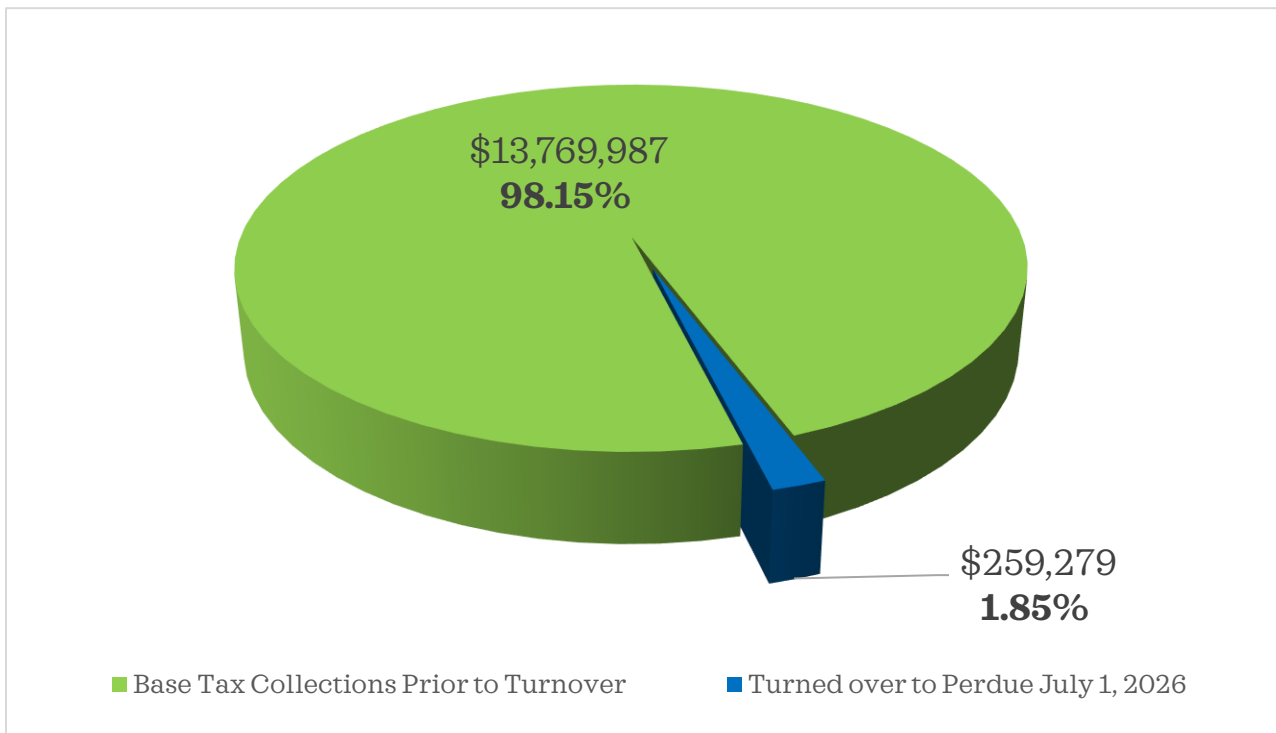
Deposit Date from 6/1/2026 to 6/30/2026 and Tax Units = 8 and Tax Year = 2025

Type	Gen Operating	Interest Sinking	Special 1	Total
COP - Copperas Cove ISD				
Current				
Levy	35,189.31	0.00	0.00	35,189.31
Interest	1,741.73	0.00	0.00	1,741.73
Penalty	3,542.50	0.00	0.00	3,542.50
Abstract	275.00	0.00	0.00	275.00
Rendition Penalty	164.70	0.00	0.00	164.70
Rendition Penalty Admin Fee	(8.23)	0.00	0.00	(8.23)
Recalc Refund	(4,954.75)	0.00	0.00	(4,954.75)
Current	35,950.26	0.00	0.00	35,950.26
Delinquent				
Levy	3,989.43	216.07	0.00	4,205.50
Interest	1,325.90	113.98	0.00	1,439.88
Penalty	479.85	25.93	0.00	505.78
Abstract	22.23	0.00	0.00	22.23
Rendition Penalty	9.34	0.00	0.00	9.34
Rendition Penalty Admin Fee	(0.47)	0.00	0.00	(0.47)
Recalc Refund	(898.24)	(23.95)	0.00	(922.19)
Delinquent	4,928.04	332.03	0.00	5,260.07
Distribution Total	40,878.30	332.03	0.00	41,210.33

B. COLLECTION HIGHLIGHTS

Suits Paid / Resolved	2 (\$2,507.68)
New Payment Agreement Added	\$2,000 per month (\$14k owed)
Addresses Found (Research)	25

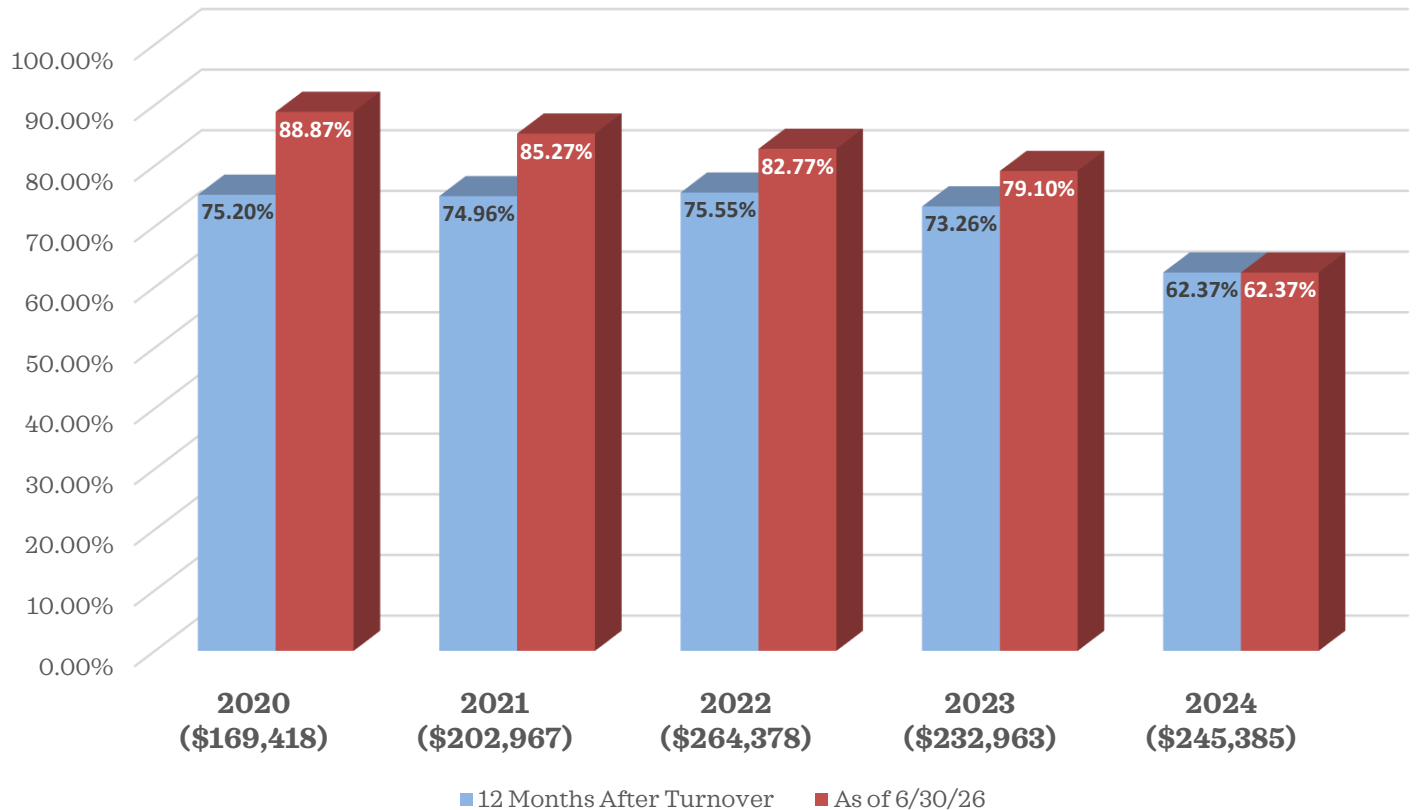
C. 2025 Tax Year Levy & Turnover



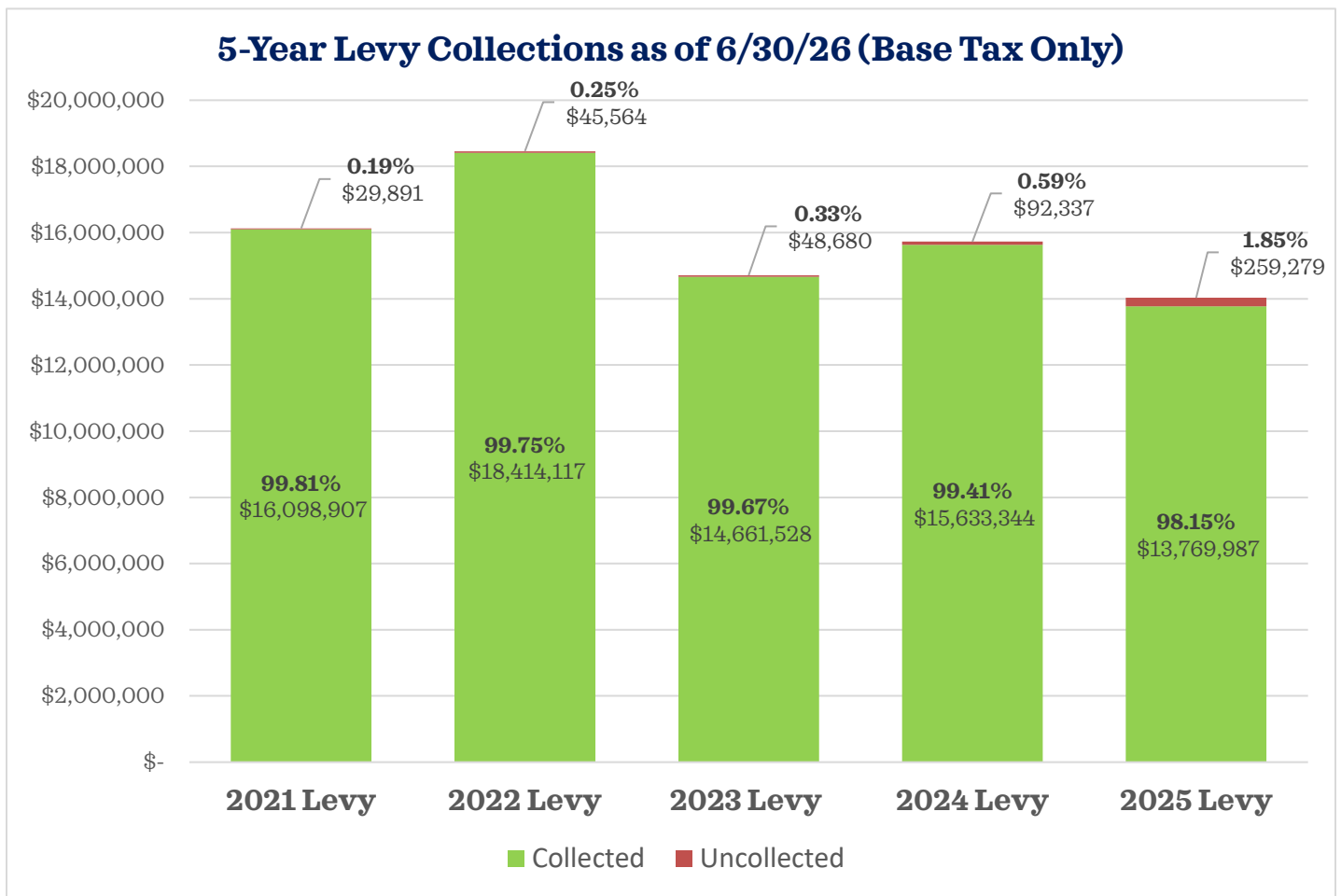
D. TURNOVER COLLECTIONS SUMMARY

Tax Year	Levy	Turnover (July 1)	Balance as of 6/30/26	Turnover Collected
2020	\$ 15,644,050	\$169,418 (1.08%)	\$ 18,863	88.87%
2021	\$ 16,128,798	\$202,967 (1.26%)	\$ 29,891	85.27%
2022	\$ 18,459,681	\$264,378 (1.43%)	\$ 45,564	82.77%
2023	\$ 14,710,208	\$232,963 (1.58%)	\$ 48,680	79.10%
2024	\$ 15,725,681	\$245,385 (1.56%)	\$ 92,337	62.37%

Turnover Collections (Base Tax Only)
 First 12 Months / As of June 30, 2026



E. TOTAL LEVY COLLECTIONS



Copperas Cove ISD
Comparison Reports
As of June 30, 2026

	199 General Operating	511 Interest & Sinking	240 Child Nutrition
Revenue:	\$92,506,905.46	\$40,673.27	\$3,415,532.63
Expenditure:	\$93,952,727.53	\$0.00	\$4,131,821.19
Encumbered:	\$8,825,152.52	\$0.00	\$346,253.78
Balance:	(\$10,270,519.59)	\$40,673.27	(\$1,062,542.34)

Copperas Cove ISD

3rd Quarterly Investment Report

Quarter: 3/1/2026 to 5/31/2026

The District's cash and investment balances for the three-month period of March 1, 2026 thru May 31, 2026, reflect the investment objectives and guidelines expressed in the District's Investment Policy. District investments include:

- long term securities
- temporary investments held by TASB Lone Star Investment Pool
- temporary investments held by the Texas Local Government Investment Pool (TexPool)
- temporary investments held by the Texas CLASS Investment Pool (Texas CLASS)

The following is a summary of the District's cash and temporary investment position by fund group on May 31, 2026. These funds are liquid and available immediately, subject to outstanding obligations.

	Cash	Investments	Total
General & Special Funds	\$ 16,627,714.02	\$ 68,977,488.52	\$ 85,605,202.54
Child Nutrition Services Fund	\$ 33,944.86	\$ 401,692.00	\$ 435,636.86
Debt Service Fund	\$ 1,145.36	\$ 3,241,603.08	\$ 3,242,748.44
Insurance Fund	\$ 8,045.91	\$ 522,692.35	\$ 530,738.26
Capital Projects Fund	\$ 9,657.85	\$ 79,833,362.78	\$ 79,843,020.63
	\$ 16,680,508.00	\$ 152,976,838.73	\$ 169,657,346.73

Investment Securities

Per CCISD's legal and local investment policy, an investment is authorized in several different instruments. Currently, the District has investments in federal agencies and municipal bonds. These funds are semi-liquid; they become available upon maturity, or when called or sold. The following table lists the investment bonds owned by CCISD as of May 31, 2026.

Bond Investment	Interest Rate	Date Purchased	Maturity Date	Par Value	Cost(Units)	Market Value	Annual Interest
FFCB NOTE	4.75	11/1/2011	1/16/2029	\$398,000.00	\$398,000.00	\$404,061.54	\$ 18,905.00
FFCB NOTE	4.3	11/1/2011	11/24/2028	\$948,000.00	\$948,000.00	\$951,962.64	\$ 40,764.00
FFCB NOTE	4.93	11/1/2011	2/1/2028	\$236,000.00	\$236,000.00	\$239,580.12	\$ 11,634.00
FFCB NOTE	4	11/1/2011	6/15/2027	\$69,000.00	\$69,000.00	\$69,092.46	\$ 2,760.00
FHLB NOTE	5	11/1/2011	9/28/2029	\$230,000.00	\$230,000.00	\$236,440.00	\$ 42,500.00
FNMA	1.875	10/6/2016	9/24/2026	\$500,000.00	\$500,000.00	\$497,105.00	\$ 9,375.00
			TOTAL	\$2,381,000.00	\$2,381,000.00	\$2,398,241.76	\$ 125,938.00

Interest

The following table depicts the interest earned by each investment category. The District's total interest earnings from investments were \$1,190,513.75 for the March 1, 2026 thru May 31, 2026, 3rd quarter.

Interest Earned for the Quarter Ending May 31, 2026				
	Mar-26	Apr-26	May-26	Total
Checking	\$ 10,653.38	\$ 16,154.18	\$ 14,398.08	\$ 41,205.64
Lone Star	\$ 464,403.87	\$ 344,451.45	\$ 203,833.93	\$ 1,012,689.25
TexPool	\$ 129.25	\$ 124.71	\$ 127.73	\$ 381.69
Securities	\$ 36,404.89	\$ 50,141.34	\$ 49,690.94	\$ 136,237.17
Total	\$ 511,591.39	\$ 12 410,871.68	\$ 268,050.68	\$ 1,190,513.75

Portfolio Composition as of May 31, 2026:

Entity	Amount	% of total
Bancorp South	\$ 16,680,508.00	9.69%
Lone Star Investment Pool	\$ 69,996,079.01	40.68%
TexPool Investment Pool	\$ 41,611.62	0.02%
Texas CLASS Investment	\$ 82,939,148.10	48.20%
Security (Market Value)	\$ 2,398,241.76	1.39%
Total	\$ 172,055,588.49	100.00%

Compliance Certification

This investment Report is in full compliance with Copperas Cove ISD's Investment Policy and relevant provisions of Texas Government Code Chapter 2256.

Clifton Heath

Clifton Heath
Chief Financial Officer
Copperas Cove ISD

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Check Number	Payee	Check Amount	Check Date
167037	A-1 BANNER & SIGN CO. INC	\$2,702.00	06/05/2026
167038	ALL AMERICAN SIGNS INC	\$1,493.85	06/05/2026
167039	AMERICAN DANCE/DRILL TEAM	\$1,125.00	06/05/2026
167040	BAKER'S GAS & WELDING SUPPLIES	\$12,149.55	06/05/2026
167041	BOYCE, JENNIFER	\$6.30	06/05/2026
167042	BRIGHTSPEED (DBA), CONN PARENT CORP	\$324.36	06/05/2026
167043	CAMESE, MORGAN STACY	\$1,800.00	06/05/2026
167044	CARRIER ENTERPRISE LLC - SC	\$229.60	06/05/2026
167045	CENGAGE LEARNING	\$902.79	06/05/2026
167046	CENTEX RECOGNITION	\$105.00	06/05/2026
167047	CHEAPER THAN DIRT	\$4,350.00	06/05/2026
167048	CITY OF COPPERAS COVE UTILITY ADMIN	\$2,741.52	06/05/2026
167049	COMPACT CONSTRUCTION EQUIPMENT LLC, BOBCAT OF TEMPLE	\$4,770.91	06/05/2026
167050	CTRMA PROCESSING	\$88.47	06/05/2026
167051	DOMINO'S PIZZA- COPPERAS COVE	\$104.89	06/05/2026
167052	EMS LINQ INC.	\$3,139.70	06/05/2026
167053	ENNIS ISD	\$1,061.36	06/05/2026
167054	EWELL EDUCATIONAL SERVICES, INC.	\$140.00	06/05/2026
167055	FIGUEROA, GLADYS	\$74.00	06/05/2026
167056	FLOWERS BAKING CO OF SAN ANTONIO	\$2,872.80	06/05/2026
167057	GRAINGER	\$0.00	06/05/2026
167058	GRAINGER	\$1,190.81	06/05/2026
167059	HARDIES FRESH FOODS	\$20,080.77	06/05/2026
167060	HCTRA, VIOLATIONS	\$23.26	06/05/2026
167061	HONEY'S ROOFING LLC	\$217,793.75	06/05/2026
167062	JONES, LYNNE	\$18.85	06/05/2026
167063	KEMPNER WATER SUPPLY	\$100.00	06/05/2026
167064	KLEM, YOLANDA EVETTE	\$6.55	06/05/2026
167065	LABATT FOOD SERVICE	\$60,679.32	06/05/2026
167066	LAWSON PRODUCTS INC	\$1,404.11	06/05/2026
167067	LUDWIG, KALE	\$149.25	06/05/2026
167068	MARTINEZ, MARCO ALEXANDER	\$1,200.00	06/05/2026
167069	NATIONAL WHOLESALE SUPPLY, INC, NWS	\$0.00	06/05/2026
167070	NATIONAL WHOLESALE SUPPLY, INC, NWS	\$0.00	06/05/2026
167071	NATIONAL WHOLESALE SUPPLY, INC, NWS	\$3,290.23	06/05/2026
167072	NIETO, JODY LEE	\$60.00	06/05/2026
167073	OAK FARMS	\$37,651.30	06/05/2026
167074	PANORAMA EDUCATION, INC	\$24,532.50	06/05/2026
167075	PEARSON EDUCATION INC	\$0.00	06/05/2026
167076	PEARSON EDUCATION INC	\$326.52	06/05/2026
167077	PERMA-BOUND BOOKS	\$0.00	06/05/2026
167078	PERMA-BOUND BOOKS	\$3,027.20	06/05/2026
167079	PIKES PEAK OF AUSTIN	\$972.47	06/05/2026
167080	PITNEY BOWES GLOBAL FINANCIAL SVCS	\$1,346.73	06/05/2026
167081	POWERPRINT TEES	\$7,454.55	06/05/2026
167082	RAY & WOOD	\$4,084.00	06/05/2026
167083	SEGUIN INDEPENDENT, SCHOOL DISTRICT	\$1,130.00	06/05/2026
167084	SOSA, CELESTINO	\$2,000.00	06/05/2026
167085	TARPLEY MUSIC CO, INC	\$800.00	06/05/2026
167086	TAX APPRAISAL DISTRICT OF BELL	\$1,413.50	06/05/2026
167087	TEXAS COMMISSION ON LAW ENFORCEMENT	\$50.00	06/05/2026
167088	THE CERTIFIED WELDING AND TESTING CO. INC.	\$300.00	06/05/2026
167089	UNITED REFRIGERATION INC	\$0.00	06/05/2026
167090	UNITED REFRIGERATION INC	\$4,733.32	06/05/2026

167091	UWORLD, MLLC	\$10,125.00	06/05/2026
167092	VOCATIONAL AG TEACHERS, AG TEACH ASSOC	\$350.00	06/05/2026
167093	WALSH GALLEGOS KYLE ROBINSON & DE LOS SANTOS	\$396.00	06/05/2026
167094	WC OF TEXAS	\$109.85	06/05/2026
167095	WEST MUSIC COMPANY	\$299.00	06/05/2026
167096	WORKERS ASSISTANCE PROGRAM, INC	\$2,209.60	06/05/2026
EFT	AMAZON.COM LLC	\$20,690.48	06/05/2026
EFT	THE BALDWIN GROUP SOUTHWEST, LLC	\$48.58	06/05/2026
EFT	BECKA, AUTUMN LYNN	\$6.80	06/05/2026
EFT	BROWN, JACQUELINE ROSE	\$111.00	06/05/2026
EFT	BUTTERWORTH, KRISTEN SLOAN	\$95.00	06/05/2026
EFT	COOPER, JADE ARNAE	\$111.00	06/05/2026
EFT	FOLLETT CONTENT SOLUTIONS	\$2,066.45	06/05/2026
EFT	FRANKLIN, HANNAH CLAIRE	\$2,771.60	06/05/2026
EFT	FRONTLINE EDUCATION	\$44,740.30	06/05/2026
EFT	FULLER, CONNOLLY FITZGERALD	\$111.00	06/05/2026
EFT	GOLDEN, STACIE MARIE	\$69.00	06/05/2026
EFT	HEB GROCERY COMPANY	\$6,144.54	06/05/2026
EFT	HEXCO INC	\$353.50	06/05/2026
EFT	HILGENBERG, KELLY TERESE	\$88.23	06/05/2026
EFT	JACKSON, CAROLYN MARIE	\$95.00	06/05/2026
EFT	LANDERS, MICHELLE DENISE	\$37.05	06/05/2026
EFT	LAWRENCE, ROBIN AMBER	\$95.00	06/05/2026
EFT	LEXIA VOYAGER SOPRIS INC.	\$829.40	06/05/2026
EFT	LIVENGOOD, KARIE ANN	\$50.00	06/05/2026
EFT	MCGAW, HANNAH MARIE	\$50.00	06/05/2026
EFT	MCKINNEY JR, LONNIE RAY	\$111.00	06/05/2026
EFT	MENDEZ LIZARDO, YARELIS	\$80.62	06/05/2026
EFT	MIETZNER MEYER, ANGELA PETRA	\$74.00	06/05/2026
EFT	NATIONAL HEALTHCAREER ASSOCIATION, ASSESS TECH INST	\$10,014.00	06/05/2026
EFT	NEW DIRECTION SOLUTIONS, LLC, DBA PROCARE THERA	\$2,310.00	06/05/2026
EFT	NEWBERRY, CHRISTINA LYNN	\$3,688.50	06/05/2026
EFT	ORTIZ, ADAM ROBERT	\$72.00	06/05/2026
EFT	PARTS TOWN, LLC.	\$5,100.56	06/05/2026
EFT	PATTERSON, TRACY SUZANNE	\$111.00	06/05/2026
EFT	POVOLISH, CHRISTEN NOEL	\$95.00	06/05/2026
EFT	REDING, CALLY MCKENZIE	\$166.96	06/05/2026
EFT	RESPONDUS, INC	\$4,545.00	06/05/2026
EFT	SCHOOL SPECIALTY INC	\$1,866.96	06/05/2026
EFT	SHANNON, JEFFREY	\$111.00	06/05/2026
EFT	SHEAFFER, TRICIA RENE	\$55.54	06/05/2026
EFT	SHUCK, JIMMY W	\$100.00	06/05/2026
EFT	SHUCK, REBEKAH	\$74.00	06/05/2026
EFT	THE STEPPING STONES GROUP, LLC	\$0.00	06/05/2026
EFT	THE STEPPING STONES GROUP, LLC	\$50,827.50	06/05/2026
EFT	STUBBS, BETHANY COLLEEN	\$95.00	06/05/2026
EFT	SWEENEY, TONYA LYNN	\$111.00	06/05/2026
EFT	TEX AIR FILTERS, AIR RELIEF TECH	\$6,689.04	06/05/2026
EFT	UNIFIRST HOLDINGS, INC.	\$3,871.10	06/05/2026
EFT	WADHWANI, NITU B	\$45.67	06/05/2026
EFT	WENDT, DIANIA MARIE	\$78.59	06/05/2026
EFT	WISE, MICHELLE	\$50.00	06/05/2026
EFT	YATES, LISA JANE	\$74.00	06/05/2026
EFT	YAWN, SARAH ELAINE	\$41.69	06/05/2026
165509	OUTDOORS TOMORROW FOUNDATION	-\$5,187.00	06/10/2026

167097	AMPLIFY EDUCATION INC	\$4,346.60	06/12/2026
167098	AT&T MOBILITY	\$4,535.09	06/12/2026
167099	ATMOS ENERGY	\$1,433.29	06/12/2026
167100	AUTOZONE	\$55.40	06/12/2026
167101	BLUUM USA, INC.	\$22,431.45	06/12/2026
167102	BRANDABILITY, INC	\$1,121.93	06/12/2026
167103	CEN-TEX FIRE & SECURITY, LLC	\$1,633.83	06/12/2026
167104	CHARTER COMMUNICATIONS HOLDINGS, LLC, SPECTRUM	\$3,504.20	06/12/2026
167105	CITY OF COPPERAS COVE *DUMP	\$792.99	06/12/2026
167106	CITY OF COPPERAS COVE	\$600.00	06/12/2026
167107	COCHRAN, RUSSEL	\$684.00	06/12/2026
167108	COPPERAS COVE LEADER PRESS	\$480.00	06/12/2026
167109	CROWD PLEASERS DANCE	\$500.00	06/12/2026
167110	DEALERS ELECTRICAL SUPPLY COMPANY	\$0.00	06/12/2026
167111	DEALERS ELECTRICAL SUPPLY COMPANY	\$3,307.41	06/12/2026
167112	DIVINE SIGNS & PRINTING, SHANNON DODD	\$1,477.00	06/12/2026
167113	EASY WAY SAFETY SERVICES, INC.	\$135.08	06/12/2026
167114	EDUCATION SERVICE CTR REG 12	\$1,500.00	06/12/2026
167115	EDUCATIONAL ENTERPRISES RECORDING COMPANY, DEBORAH TALLE	\$200.00	06/12/2026
167116	EDUPHORIA! INCORPORATED	\$14,090.00	06/12/2026
167117	FAJARDO, ELIZABETH	\$19.30	06/12/2026
167118	FERGUSON FACILITIES SUPPLY	\$0.00	06/12/2026
167119	FERGUSON FACILITIES SUPPLY	\$0.00	06/12/2026
167120	FERGUSON FACILITIES SUPPLY	\$0.00	06/12/2026
167121	FERGUSON FACILITIES SUPPLY	\$0.00	06/12/2026
167122	FERGUSON FACILITIES SUPPLY	\$12,442.81	06/12/2026
167123	FLORIDA VIRTUAL SCHOOL	\$51,633.50	06/12/2026
167124	FRANCIS, KATRINA RENEE	\$1,728.00	06/12/2026
167125	GANDY INK	\$557.55	06/12/2026
167126	GRAFTON SCHOOL INC, GRAFTON INT HEALT	\$1,653.93	06/12/2026
167127	HCTRA, VIOLATIONS	\$280.67	06/12/2026
167128	HENNINGER, JOSEPH	\$60.04	06/12/2026
167129	HOLT TRUCK CENTERS	\$38,865.00	06/12/2026
167130	INTEGRITY URGENT CARE, BILLING DEPART	\$1,000.00	06/12/2026
167131	KEITH ACE HARDWARE	\$0.00	06/12/2026
167132	KEITH ACE HARDWARE	\$0.00	06/12/2026
167133	KEITH ACE HARDWARE	\$0.00	06/12/2026
167134	KEITH ACE HARDWARE	\$0.00	06/12/2026
167135	KEITH ACE HARDWARE	\$0.00	06/12/2026
167136	KEITH ACE HARDWARE	\$0.00	06/12/2026
167137	KEITH ACE HARDWARE	\$0.00	06/12/2026
167138	KEITH ACE HARDWARE	\$0.00	06/12/2026
167139	KEITH ACE HARDWARE	\$0.00	06/12/2026
167140	KEITH ACE HARDWARE	\$0.00	06/12/2026
167141	KEITH ACE HARDWARE	\$0.00	06/12/2026
167142	KEITH ACE HARDWARE	\$0.00	06/12/2026
167143	KEITH ACE HARDWARE	\$0.00	06/12/2026
167144	KEITH ACE HARDWARE	\$0.00	06/12/2026
167145	KEITH ACE HARDWARE	\$0.00	06/12/2026
167146	KEITH ACE HARDWARE	\$0.00	06/12/2026
167147	KEITH ACE HARDWARE	\$0.00	06/12/2026
167148	KEITH ACE HARDWARE	\$0.00	06/12/2026
167149	KEITH ACE HARDWARE	\$0.00	06/12/2026
167150	KEITH ACE HARDWARE	\$0.00	06/12/2026
167151	KEITH ACE HARDWARE	\$0.00	06/12/2026

167152	KEITH ACE HARDWARE	\$0.00	06/12/2026
167153	KEITH ACE HARDWARE	\$0.00	06/12/2026
167154	KEITH ACE HARDWARE	\$0.00	06/12/2026
167155	KEITH ACE HARDWARE	\$0.00	06/12/2026
167156	KEITH ACE HARDWARE	\$3,098.92	06/12/2026
167157	KILLEEN DAILY HERALD	\$1,775.17	06/12/2026
167158	LAWSON PRODUCTS INC	\$200.61	06/12/2026
167159	MANSFIELD OIL COMPANY OF GAINESVILLE INC.	\$17,773.63	06/12/2026
167160	MUNOZ-VAUGHN, SILVIA	\$24.30	06/12/2026
167161	MUSIC IN MOTION INC	\$33.05	06/12/2026
167162	NAVIGATE360, LLC	\$1,736.70	06/12/2026
167163	ORIENTAL TRADING COMPANY, 25365747	\$395.60	06/12/2026
167164	OUTDOORS TOMORROW FOUNDATION	\$5,187.00	06/12/2026
167165	PEARSON EDUCATION INC	\$0.00	06/12/2026
167166	PEARSON EDUCATION INC	\$44,157.50	06/12/2026
167167	PERMA-BOUND BOOKS	\$0.00	06/12/2026
167168	PERMA-BOUND BOOKS	\$6,785.20	06/12/2026
167169	PETET, BEN	\$648.00	06/12/2026
167170	PIKES PEAK OF AUSTIN	\$497.60	06/12/2026
167171	PINNACLE MEDICAL MGMT CORPORATION	\$1,093.00	06/12/2026
167172	PLANK ROAD PUBLISHING INC	\$135.45	06/12/2026
167173	POWERPRINT TEES	\$1,494.00	06/12/2026
167174	PRESTO-X-RENTOKIL NORTH AMERICA, INC.	\$0.00	06/12/2026
167175	PRESTO-X-RENTOKIL NORTH AMERICA, INC.	\$0.00	06/12/2026
167176	PRESTO-X-RENTOKIL NORTH AMERICA, INC.	\$4,994.97	06/12/2026
167177	RAE SECURITY	\$6,769.50	06/12/2026
167178	RIDDELL ALL AMERICAN SPORTS	\$3,439.00	06/12/2026
167179	ROBINSON, KASIE	\$124.10	06/12/2026
167180	SHI GOVERNMENT SOLUTIONS INC	\$1,195.04	06/12/2026
167181	SOUTHERN TIRE MART	\$4,335.00	06/12/2026
167182	SOUTHERN FLORAL COMPANY	\$1,208.32	06/12/2026
167183	STEVE WEISS MUSIC, INC.	\$29.95	06/12/2026
167184	TASB RMF WORKER'S COMP	\$43,402.43	06/12/2026
167185	TASBO	\$155.00	06/12/2026
167186	TEXAS BANDMASTERS ASSOC INC	\$0.00	06/12/2026
167187	TEXAS BANDMASTERS ASSOC INC	\$1,000.00	06/12/2026
167188	TEXAS MUSIC EDUCATORS ASSN	\$1,080.00	06/12/2026
167189	TEXAS MULTI-CHEM, LTD.	\$5,911.00	06/12/2026
167190	TRAHAN, AUDREY ANN	\$20.10	06/12/2026
167191	VALENTINE, PORCIA	\$62.10	06/12/2026
167192	VALERO MARKETING & SUPPLY, WEX BANK	\$343.14	06/12/2026
167193	VARSITY SPIRIT FASHIONS, VARSITY BRANDS	\$3,946.95	06/12/2026
167194	WHITE, ELLIOT MARIA	\$54.00	06/12/2026
167195	WILSON LANGUAGE TRAINING CORP	\$36,779.10	06/12/2026
167196	WORTH HYDROCHEM OF CENTRAL TEXAS, INC	\$297.00	06/12/2026
EFT	ADVANCE AUTO PARTS	\$354.98	06/12/2026
EFT	AMAZON.COM LLC	\$30,239.07	06/12/2026
EFT	DAVIS, KEESHA LATOYA	\$112.00	06/12/2026
EFT	DJ'S CREATIVE CORNER	\$4,800.00	06/12/2026
EFT	DOUG'S MOBILE HYDRAULIC HOSES, LLC	\$1,214.28	06/12/2026
EFT	FINNEY, YLIRIS	\$126.00	06/12/2026
EFT	GARDNER, NATASHA	\$50.70	06/12/2026
EFT	HOLT TRUCK CENTERS OF TEXAS LLC	\$12,479.77	06/12/2026
EFT	J. W. PEPPER & SON, INC	\$701.06	06/12/2026
EFT	JACKSON PSYCHOLOGICAL CONSULTING SERVICES, STEPHANIE JACKS	\$1,710.00	06/12/2026

EFT	LINDE GAS & EQUIPMENT INC., PRAXAIR DISTR	\$2,403.93	06/12/2026
EFT	MARTIN, KESHA ANN	\$218.00	06/12/2026
EFT	NEXTIVA, INC	\$258.41	06/12/2026
EFT	PARTS TOWN, LLC.	\$877.81	06/12/2026
EFT	POWELL LAW GROUP, LLP	\$4,966.00	06/12/2026
EFT	PROJECT LEAD THE WAY INC	\$1,027.00	06/12/2026
EFT	ROCHESTER ARMORED CAR CO, INC	\$798.07	06/12/2026
EFT	SHERWIN-WILLIAMS	\$472.47	06/12/2026
EFT	SIMECEK, ANGELA K	\$25.75	06/12/2026
EFT	SIMPSON, AMY ELIZABETH	\$60.00	06/12/2026
EFT	SMART TEMPS A DIGI INTERNATIONAL COMPANY	\$402.04	06/12/2026
EFT	SUTHERLAND BUILDING MATERIAL CENTERS, LP, HOMEBASE	\$1,127.54	06/12/2026
EFT	TEX AIR FILTERS, AIR RELIEF TECH	\$11,555.28	06/12/2026
EFT	TURNER, ROBERT EDWARD	\$56.00	06/12/2026
EFT	UNIFIRST HOLDINGS, INC.	\$1,129.26	06/12/2026
EFT	VASQUEZ-SOLIS, ASHLEY DELAIN	\$23.35	06/12/2026
EFT	VIRKIM INC	\$4,985.75	06/12/2026
167197	ATMOS ENERGY	\$0.00	06/19/2026
167198	ATMOS ENERGY	\$0.00	06/19/2026
167199	ATMOS ENERGY	\$0.00	06/19/2026
167200	ATMOS ENERGY	\$4,260.76	06/19/2026
167201	AUTISTIC TREATMENT CENTER, INC.	\$40,963.07	06/19/2026
167202	BSN SPORTS LLC	\$1,812.60	06/19/2026
167203	CENTEX EXCHANGE CLUB OF COPPERAS COVE	\$300.00	06/19/2026
167204	CF SUPPLY INC	\$2,194.19	06/19/2026
167205	CITY OF COPPERAS COVE UTILITY ADMIN	\$0.00	06/19/2026
167206	CITY OF COPPERAS COVE UTILITY ADMIN	\$0.00	06/19/2026
167207	CITY OF COPPERAS COVE UTILITY ADMIN	\$0.00	06/19/2026
167208	CITY OF COPPERAS COVE UTILITY ADMIN	\$0.00	06/19/2026
167209	CITY OF COPPERAS COVE UTILITY ADMIN	\$20,078.33	06/19/2026
167210	CROSSIN RESTORATION, LLC	\$1,097,871.70	06/19/2026
167211	DUMOND, ETHAN	\$59.97	06/19/2026
167212	EDUCATION SERVICE CTR REG 12	\$180.00	06/19/2026
167213	FERNANDEZ, SABRINA	\$20.40	06/19/2026
167214	FITZGERALD, GREGORY R	\$111.00	06/19/2026
167215	FLOYETTE ORIGINALS	\$2,830.00	06/19/2026
167216	HANK'S TIRE & MUFFLER	\$190.00	06/19/2026
167217	HOME BUILDERS INSTITUTE, HBI	\$450.00	06/19/2026
167218	JOHNSON, MARIE	\$55.40	06/19/2026
167219	MOSER, JULIE	\$6.30	06/19/2026
167220	NORTH TEXAS TOLLWAY AUTHORITY	\$41.10	06/19/2026
167221	O'REILLY AUTO PARTS*	\$0.00	06/19/2026
167222	O'REILLY AUTO PARTS*	\$0.00	06/19/2026
167223	O'REILLY AUTO PARTS*	\$0.00	06/19/2026
167224	O'REILLY AUTO PARTS*	\$1,909.95	06/19/2026
167225	ORTA, ISABEL ALEXIA	\$1,500.00	06/19/2026
167226	POWERPRINT TEES	\$1,315.00	06/19/2026
167227	PRO TECH TRACK & TENNIS INC	\$216,500.00	06/19/2026
167228	RLS INTERESTS INC DBA PRIME SYSTEMS	\$17,109.30	06/19/2026
167229	RODRIGUEZ, VICTORIA	\$1,500.00	06/19/2026
167230	RUSH BUS CENTER	\$511.47	06/19/2026
167231	SANFIORENZO, LAURA	\$20.51	06/19/2026
167232	SMITH SUPPLY CO LLC	\$521.40	06/19/2026
167233	TEXAS COUNCIL OF ADMIN OF SPECIAL ED/T-CASE	\$0.00	06/19/2026
167234	TEXAS COUNCIL OF ADMIN OF SPECIAL ED/T-CASE	\$440.00	06/19/2026

167235	TXU ENERGY	\$88,821.21	06/19/2026
EFT	AMAZON.COM LLC	\$5,467.51	06/19/2026
EFT	ANDERSON, RAYMOND EDWIN	\$111.00	06/19/2026
EFT	BLUETRITON BRANDS INC	\$175.56	06/19/2026
EFT	BREDWELL, JESSICA	\$60.00	06/19/2026
EFT	CAMERA ARTISTRY	\$95.00	06/19/2026
EFT	CARTER, TINA G	\$111.00	06/19/2026
EFT	CRAWLEY, AMANDA	\$56.00	06/19/2026
EFT	CRYER, KERRY HOLLE	\$44.00	06/19/2026
EFT	GRIFFIN, PATTIE	\$600.00	06/19/2026
EFT	HAWKINS, BRENT EDWARD	\$52.98	06/19/2026
EFT	HOLT TRUCK CENTERS OF TEXAS LLC	\$5,196.54	06/19/2026
EFT	HUNTER, DOUGLAS ERWIN	\$112.00	06/19/2026
EFT	IMPERIAL BAG & PAPER CO LLC, IMPERIAL BAG &	\$384.86	06/19/2026
EFT	MARINA, KENNETH NEIL	\$53.00	06/19/2026
EFT	MID TEX TESTING LLC	\$29,250.00	06/19/2026
EFT	PERRY OFFICE PLUS	\$24,850.71	06/19/2026
EFT	POBEE, ADWOA AMANKRAWA	\$43.10	06/19/2026
EFT	ROBBINS, MADDISON GRACE	\$1,149.28	06/19/2026
EFT	THE STEPPING STONES GROUP, LLC	\$10,800.00	06/19/2026
EFT	SYMMETRY SPORTS, LLC	\$649,750.00	06/19/2026
167265	CTRMA PROCESSING	\$18.04	06/25/2026
EFT	U.S. BANK NATIONAL ASSOCIATION	\$110,169.44	06/25/2026
167236	AMERICAN FENCE & SUPPLY CO	\$1,555.06	06/26/2026
167237	AVINEXT	\$33,265.33	06/26/2026
167238	BRIGHTSPEED (DBA), CONN PARENT CORP	\$0.00	06/26/2026
167239	BRIGHTSPEED (DBA), CONN PARENT CORP	\$0.00	06/26/2026
167240	BRIGHTSPEED (DBA), CONN PARENT CORP	\$12,269.90	06/26/2026
167241	BSN SPORTS LLC	\$675.47	06/26/2026
167242	CENTEX RECOGNITION	\$633.00	06/26/2026
167243	CITY OF COPPERAS COVE UTILITY ADMIN	\$0.00	06/26/2026
167244	CITY OF COPPERAS COVE UTILITY ADMIN	\$0.00	06/26/2026
167245	CITY OF COPPERAS COVE UTILITY ADMIN	\$19,665.19	06/26/2026
167246	CROSSIN RESTORATION, LLC	\$19,200.00	06/26/2026
167247	CTRMA PROCESSING	\$13.46	06/26/2026
167248	EDUCATION SERVICE CTR REG 12	\$525.00	06/26/2026
167249	EDUCATION SERVICE CTR REG 13	\$0.00	06/26/2026
167250	EDUCATION SERVICE CTR REG 13	\$0.00	06/26/2026
167251	EDUCATION SERVICE CTR REG 13	\$0.00	06/26/2026
167252	EDUCATION SERVICE CTR REG 13	\$0.00	06/26/2026
167253	EDUCATION SERVICE CTR REG 13	\$0.00	06/26/2026
167254	EDUCATION SERVICE CTR REG 13	\$0.00	06/26/2026
167255	EDUCATION SERVICE CTR REG 13	\$2,520.00	06/26/2026
167256	FLORIDA VIRTUAL SCHOOL	\$3,000.00	06/26/2026
167257	HCTRA, VIOLATIONS	\$82.18	06/26/2026
167258	HONEY'S ROOFING LLC	\$100,675.85	06/26/2026
167259	MANSFIELD OIL COMPANY OF GAINESVILLE INC.	\$33,996.45	06/26/2026
167260	SMITH SUPPLY CO LLC	\$627.75	06/26/2026
167261	T-MOBILE USA INC.	\$31.37	06/26/2026
167262	UWORLD, MLLC	\$11,325.00	06/26/2026
167263	WAKLEY, ANNA MARIA	\$21.15	06/26/2026
167264	WILSON LANGUAGE TRAINING CORP	\$39.60	06/26/2026
EFT	ACR III LSC HOLDINGS LLC, HERFF JONES LLC	\$10,588.07	06/26/2026
EFT	AMAZON.COM LLC	\$9,923.79	06/26/2026
EFT	BOYCE, KEYLYNN FAYE	\$74.00	06/26/2026

EFT	DELLERE, RONDA CHERYL	\$84.00	06/26/2026
EFT	EDMONDS, BONNIE MONIKA	\$84.00	06/26/2026
EFT	EDMONDS, GARY LAMAR	\$84.00	06/26/2026
EFT	GARBACKY, REBECCA MARIE	\$74.00	06/26/2026
EFT	HAIRE, MICHAEL	\$84.00	06/26/2026
EFT	HAWKINS, BRENT EDWARD	\$333.00	06/26/2026
EFT	HOLLISTER, DAWN RENEE	\$266.85	06/26/2026
EFT	IAMS, GILBERT	\$84.00	06/26/2026
EFT	LEGO BRAND RETAIL, INC., LEGO EDUCATION NA	\$2,798.90	06/26/2026
EFT	LOPEZ TORRES, SAYRA M	\$14.65	06/26/2026
EFT	OLSON, RACHEL MAE	\$348.00	06/26/2026
EFT	RIVERA, JOSE LUIS	\$8.05	06/26/2026
EFT	SANCHEZ, JENNY ANN	\$132.00	06/26/2026
EFT	SKYWARD INC	\$675.00	06/26/2026
EFT	STARK, DANIEL JAMES	\$74.00	06/26/2026
EFT	THE STEPPING STONES GROUP, LLC	\$10,455.30	06/26/2026
EFT	THOMPSON, MATTHEW RAYMOND	\$12.00	06/26/2026
EFT	WIDDER, COLE JOSHUA	\$39.02	06/26/2026



Board of Trustees

Date of Meeting July 27, 2026

Item Type Action

Item Name

New Hires

District Goal

Human Resources: CCISD will recruit, develop and retain a high-quality and diverse staff.

Summary
(Purpose/
Objective)

New hire recommendations for the 2026-2027 school year are submitted for the July 2026 board meeting.

Fiscal Impact

None

Administrative
Recommendation

Administration recommends approval of the recommendations attached.

Attachments

New Hire Recommendations

Contact Person

Dr. Lindsie O'Neill Almquist ,
Executive Director of Human Resources

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E-Mail Address

almquistl@ccisd.com

2025-2026 NEW HIRE PROFESSIONAL CONTRACTS

NAME	EMP/TRANS DATE	POSITION	CAMPUS	YEARS EXP IN PROPOSED POSITION	YEARS EXP IN EDUCATION OR FIELD	COLLEGE TO ISSUE DEGREE	CERTIFICATION	LAST DISTRICT TAUGHT
Allen, Alexnadra	8/3/2026	Teacher	Fairview/Miss Jewell Elementary			Southern New Hampshire		
Boyd, Nyah	8/3/2026	RISE Classroom Instructor	Copperas Cove Junior High School					
Bredwell, Jessica	7/6/2026	Director of Digital Learning and Innovation	Instructional Services			Texas A&M		Copperas Cove ISD
Brockett, Hannah	8/3/2026	Teacher	Fairview/Miss Jewell Elementary					
Bryan, Amanda	7/13/2026	Instructional Coach	Copperas Cove Junior High School			University of North Texas		Copperas Cove ISD
Byrd, Brandin	8/3/2026	Teacher/Coach	Copperas Cove Junior High School			Univeristy of Texas El Paso		
Caal, Marcie	8/3/2026	CTE Teacher	Copperas Cove High School			Prudue University Global Campus		Copperas Cove ISD
Cooper, Jade	7/6/2026	Dean of Academics	Copperas Cove High School			University of Mary Hardin		Copperas Cove ISD
Dekort, Kristy	8/3/2026	Teacher	House Creek Elementary			Excelsior College		
Duffield, Toni	7/27/2026	Virtual Diagnostician	Special Education					
Duran, Jennifer	7/27/2026	Diagnostician Intern	Special Education					
Dusek, Shelby	8/3/2026	Teacher	Martin Walker Elementary			Texas A&M University Corpus Christi		
Esselman, Danielle	8/3/2026	Teacher	J.L. Williams/Lovett Ledger Elementary			Capella Univeristy		
Fair, Rachelle	8/3/2026	Teacher	Mae Stevens Early Learning Academy					
Gallegos, Jacqueline	8/3/2026	RISE Classroom Instructor	J.L. Williams/Lovett Ledger Elementary			Indiana Wesleyan Univeristy		Copperas Cove ISD
Garza, Alfredo	7/6/2026	Special Education Coordinator	Special Education			Texas A&M University Central Texas		Copperas Cove ISD
Grant, Kristian	7/28/2026	Social Emotional Learning Facilitator	J.L. Williams/Lovett Ledger Elementary			Texas A&M University Arlington		Copperas Cove ISD
Hendrich, Dominique	8/3/2026	RISE Classroom Instructor	C.R. Clements/Hollie Parsons Elementary			Indiana Wesleyan Univeristy		Copperas Cove ISD
Honeycutt, Kristy	7/27/2026	Virtual Diagnostician	Special Education					
Hunter, Douglas	6/1/2026	Director of Saftey and Security	Security					Copperas Cove ISD
Ingram, Samantha	8/3/2026	Teacher	Copperas Cove High School					
Jackson, Brandi	7/27/2026	School Psychologist	Special Education					
Kelsay, Caron	8/3/2026	Teacher	C.R. Clements/Hollie Parsons Elementary			Grand Canyon University		
Khamis, Fatma	8/3/2026	Teacher	Hettie Halstead Elementary			Texas A&M University Central Texas		Copperas Cove ISD
Lee, Lisa Michelle	7/13/2026	Counselor	S. C. Lee Junior High School					
Logan, Jakard	7/27/2026	Speech Language Pathologist	Special Education					
Loughridge, LaShanda	7/27/2026	Virtual Diagnostician	Special Education			Univeristy of St. Thomas		
Martin, Alyson	8/3/2026	Certified Occupational Therpay Assisant	Special Education			Brigham Young University		
Martinez, Crystal	7/13/2026	Assistant Principal	Copperas Cove Junior High School			Western Governors University		Copperas Cove ISD
Mills, Marlaina	7/13/2026	Instructional Coach	Copperas Cove High School			Sephen Austin Univeristy		Copperas Cove ISD
Mobley, Mary	8/3/2026	Teacher	Copperas Cove Junior High School			Texas A&M University Central Texas		Copperas Cove ISD
Moses, Portia	8/3/2026	Special Education Counselor	Special Education			University of Lousiana		Copperas Cove ISD
Moya Mendoza, Cinthya	8/3/2026	Teacher	Martin Walker Elementary			American Public Univeristy		
Mytnik, Erika	8/3/2026	Teacher	Hettie Halstead Elementary					
Nash, Allison	8/3/2026	RISE Classroom Instructor	C.R. Clements/Hollie Parsons Elementary					
Natale, Katelynn	7/13/2026	Instructional Coach	C.R. Clements/Hollie Parsons Elementary			Texas A&M University Corpus Christi		
Nattiel, Candace	8/3/2026	Teacher	Fairview/Miss Jewell Elementary			Trident University International		
Nietsche, Ashley	8/3/2026	Teacher	Mae Stevens Early Learning Academy			Texas A&M University Central Texas		Copperas Cove ISD
Pellegrino, Amanda	7/27/2026	Diagnostician Intern	Special Education			Columbus State University		
Pierce, Amanda	7/13/2026	Social Emotional Learning Facilitator	House Creek Elementary			Florida State University		Copperas Cove ISD
Powell, Olivia	8/3/2026	Teacher	C.R. Clements/Hollie Parsons Elementary					Copperas Cove ISD
Richard, Taylor	8/3/2026	Teacher	S. C. Lee Junior High School					
Robbins, Madison	7/13/2026	Instructional Coach	Fairview/Miss Jewell Elementary			Texas A&M University Central Texas		
Sanders, Latresha	8/10/2026	Teacher	Copperas Cove Junior High School					
Santini-Graves, Shonda	8/3/2026	Teacher	Copperas Cove High School			Univeristy of Texas		
Sharp, Angela	7/13/2026	Director of Special Programs	Special Education			Stephen F Austin University		Copperas Cove ISD
Stevenson, Floyd	7/13/2026	Assistant Director of Safety and Secuity	Security			Central Texas College		Copperas Cove ISD

2025-2026 NEW HIRE PROFESSIONAL CONTRACTS

Stivers, Michele	7/6/2026	Coordinator of Assesment & Accountability	Copperas Cove High School			Texas A&M University Central Texas		
Taylor, Brittany	8/3/2026	Teacher	Copperas Cove Junior High School			Indiana Wesleyan Univeristy		
Terry, Melody	8/3/2026	Teacher	House Creek Elementary			University of Maryland		
Thomas, Melvin	8/3/2026	Teacher	S. C. Lee Junior High School			Sam Houston State University		
Thornton, Rebecca	7/6/2026	Special Education Coordinator	Special Education			Jacksonville State University		Copperas Cove ISD
Torres, Ashley	8/3/2026	Teacher	Fairview/Miss Jewell Elementary			Texas A&M University Central Texas		
Williams, Faith	8/3/2026	Teacher	Hettie Halstead Elementary			Alder Gradate School		
Zarco, Leticia	8/3/2026	RISE Classroom Instructor	C.R. Clements/Hollie Parsons Elementary			Western Goveners University		
Zepeda, Kelsey	7/27/2026	Virtual Speech Language Pathologist	Special Education			Abilene Christian College		
		*tentative date	*subject TBD					*Certification Pending/ **Emergency Permit/ ***DOI Local Certification



Board of Trustees

Date of Meeting July 27, 2026

Item Type Report

Item Name

Resignations (Written Only)

District Goal

Human Resources: CCISD will recruit, develop and retain a high-quality and diverse staff.

Summary
(Purpose/
Objective)

Resignations are provided, as needed, for Board information.

Fiscal Impact

None

Administrative
Recommendation

None

Attachments

Resignations

Contact Person

Dr. Lindsie O'Neill Almquist,
Executive Director of Human Resources

25

E-Mail Address

almquistl@ccisd.com

2026-2027 Resignations Instructional Support

[illegible]

2025-2026 Vacancies Instructional Support

Position	# of Vacancies	Campus/Department	as of Date	Notes
Aide, ESL	1	Copperas Cove High School		
Aide, SPED	2	Copperas Cove High School		
Teacher, JROTC	1	Copperas Cove High School		
Teacher, Science	1	Copperas Cove High School		
Teacher, Spanish	1	Copperas Cove High School		
Aide, SPED	3	Copperas Cove Junior High School		
Aide, ESL	1	Copperas Cove Junior High School		
Teacher, History	1	Copperas Cove Junior High School		
Aide, Life Skills	1	C.R. Clements/Hollie Parsons Elementary		
Teacher, ESL Interventionist	1	Hettie Halstead Elementary		
Aide, Title Intervention	1	Mae Stevens Early Learning Academy		
Aide, Instructional	1	Martin Walker Elementary		
Teacher, Inclusion	1	S.C. Lee Junior High		
Licensed School Psychologist	1	Special Education Department		
Speech Language Pathologist Assistant	2	Special Education Department		
Aide, ESL	1	Williams Ledger Elementary		
Aide, Inclusion	1	Williams Ledger Elementary		
Aide Total Vacancies -	12			
Teacher Total Vacancies -	6			
Professional Support Vacancies -	3			
Admin Total Vacancies -	0			

2025-2026 Vacancies Instructional Support

Aide Total Vacancies -	8			
Teacher Total Vacancies -	23			
Professional Support Vacancies -	10			
Admin Total Vacancies -	1			

2025-2026 Vacancies Instructional Support

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SUPPORT PERSONNEL VACANCIES - JULY 2026				
POSITION	CAMPUS/DEPT	# of Vacancies	as of date	Notes
Registrar Secretary	CCHS	1	7/13/2026	
Cafeteria Worker/Cook	Child Nutrition	10	7/13/2026	
Parent Community Outreach Coordinator	CPE	1	7/13/2026	
Cafeteria Monitor	HHE	1	7/13/2026	
Crossing Guard	Maintenance	2	7/13/2026	
Custodian	Maintenance	5	7/13/2026	
HVAC I	Maintenance	1	7/13/2026	
Cafeteria Monitor	MWE	1	7/13/2026	
Bus Aide	Transportation	2	7/13/2026	
Bus Driver	Transportation	5	7/13/2026	

Copperas Cove ISD School Nursing



Summer Activities

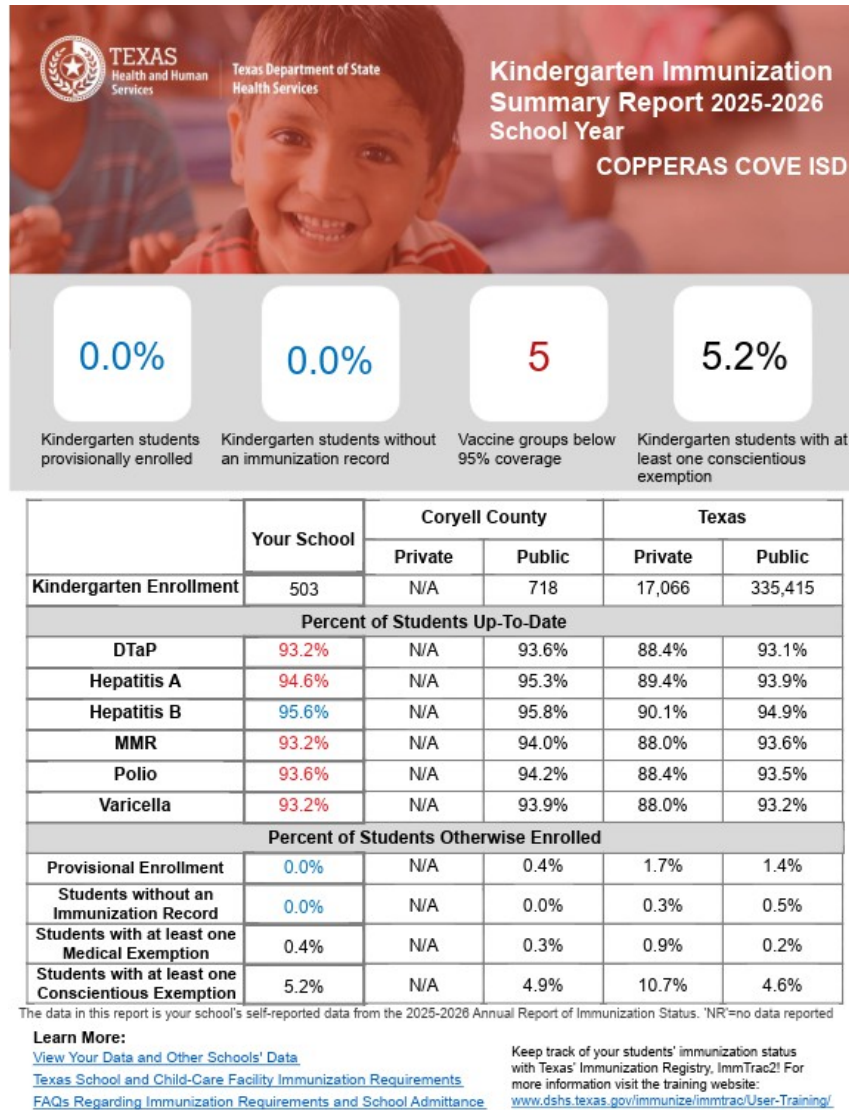
- We are interviewing for LVN at FJE
- Nurses will be working registration July 21-23.
- All nurses will return July 28th



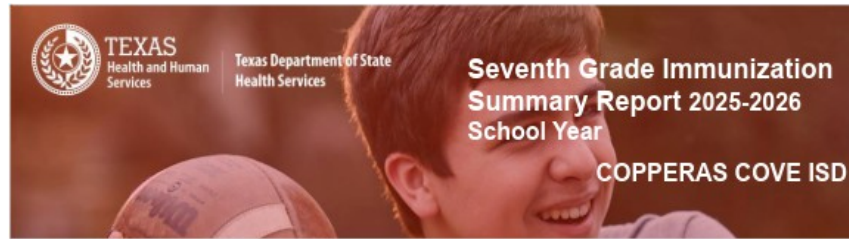
Bleeding Control Class

- 44 Students showed up to Bleeding Control Class that was held in June.

Results for 25-26 immunization report for kindergarten



Results for 25-26 immunization report for 7th grade



0.0%

Seventh Grade students provisionally enrolled

0.2%

Seventh Grade students without an immunization

0

Vaccine groups below 95% coverage

3.5%

Seventh Grade students with at least one conscientious exemption

	Your School	Coryell County		Texas	
		Private	Public	Private	Public
Seventh Grade Enrollment	597	N/A	842	15,337	391,374
Percent of Students Up-To-Date					
TDap/Td	96.3%	N/A	95.6%	88.8%	93.5%
MCV4	96.5%	N/A	95.6%	87.8%	93.2%
Hepatitis A	98.5%	N/A	97.7%	92.9%	96.9%
Hepatitis B	98.7%	N/A	98.7%	92.9%	97.3%
MMR	98.2%	N/A	97.9%	92.9%	97.3%
Polio	98.3%	N/A	97.9%	93.0%	97.1%
Varicella	98.5%	N/A	98.0%	92.6%	96.9%
Percent of Students Otherwise Enrolled					
Provisional Enrollment	0.0%	N/A	0.0%	1.1%	0.6%
Students without an Immunization Record	0.2%	N/A	0.1%	0.5%	0.4%
Students with at least one Medical Exemption	0.3%	N/A	0.2%	0.8%	0.2%
Students with at least one Conscientious Exemption	3.5%	N/A	4.2%	9.8%	3.8%

The data in this report is your school's self-reported data from the 2025-2026 Annual Report of Immunization Status. 'NR'=no data reported

Learn More:

[View Your Data and Other Schools' Data](#)

[Texas School and Child-Care Facility Immunization Requirements](#)

[FAQs Regarding Immunization Requirements and School Admittance](#)

Keep track of your students' immunization status with Texas' Immunization Registry, ImmTrac2! For more information visit the training website:

www.dshs.texas.gov/immunize/immtrac/User-Training/



Copperas Cove ISD Child Nutrition Department and Warehouse Department

The Child Nutrition Department July 2026 Nutrition Nibbles:

All Students Eat Free Breakfast and Free Lunch at Copperas Cove ISD!

Summer Feeding Program comes to an end on July 9, 2026

Summer Meals Served:

Breakfast: 2747

Lunch: 4705

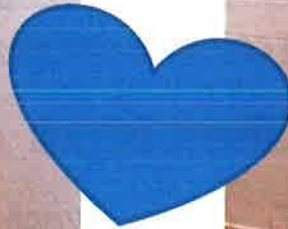
Just a few highlights from our Summer Feeding Program...through the eyes of our children in Copperas Cove! Just because school ends; hunger doesn't. We are proud to have continued to feed our kids through the Summer months.



Copperas Cove ISD...A Foundation of Excellence – A Future of Success



Copperas Cove ISD Child Nutrition Department and Warehouse Department



Copperas Cove ISD...A Foundation of Excellence – A Future of Success



Copperas Cove ISD

Child Nutrition Department and Warehouse Department



During Summer Feeding we tried some new things this year to increase participation such as Bites with a Book and welcoming guardians/grandparents to come and bring their grandchild to eat free meals!



Copperas Cove ISD...A Foundation of Excellence – A Future of Success

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Copperas Cove ISD

Child Nutrition Department and Warehouse Department

During the Summer Feeding Program, we always encourage staff who are 'not' currently a Manager but have shown a strong work ethic and drive to step up and be a Cafeteria Manager during the Summer Feeding Program. We had two outstanding staff accept the challenge this Summer and were rock stars!

**SUMMER MEAL
SERVICE SPOTLIGHT
MANAGER**

DONNIE OVERBY

Donnie has been with the district for 4 years. He is currently working as manager at the Ave E Kitchen for the Summer Meal Service Program. Donnie has fed a total of 663 meals for the month of June!

WAY TO GO DONNIE!

#ONEPACKONEPURPOSE

**SUMMER MEAL
SERVICE SPOTLIGHT
MANAGER**

KRISTINA BACHIE

Kristina has been with the district for 7 years. She is currently working as manager at the Halstead Elementary Kitchen for the Summer Meal Service Program. Kristina has fed a total of 4171 meals for the month of June!

WAY TO GO KRISTINA!

#ONEPACKONEPURPOSE

Copperas Cove ISD...A Foundation of Excellence – A Future of Success



Copperas Cove ISD

Child Nutrition Department and Warehouse Department



Yes! WE feed the DAWGS!

We will have our Annual Child Nutrition Job Fair on July 16, 2026 where we will be looking to add some awesome staff to the CN Pack!



Some of our Amazing Child Nutrition Team recently attended Texas Association School Nutrition Summer Conference where they 'led the pack' in state awards...**#onepackonepurpose**

IT'S A GREAT DAY TO BE A DAWG!

Awards Included:

Five Awards for Nutrition Education which spotlighted several managers for their outstanding work; Melissa Moreno, Rachel Vasquez, Juneth Anderson, and Leslie Fraser.

Our CCISD CN also won awards for Breakfast Participation Increase and Lunch Participation Increase for the 2025-2026 School Year.

Lorrie Hornaday won the award for 2025-2026 Partnership in Education for her outstanding contribution to the meals served each day.

Melissa Bryan won the School Nutrition Director of Year Award for Texas.

Copperas Cove ISD...A Foundation of Excellence – A Future of Success



Copperas Cove ISD

Child Nutrition Department and Warehouse Department

During the Summer months our Warehouse has a huge amount of work to accomplish! Each year we hire some students from Copperas Cove High School to complete our goals! We are so thankful for our student warehouse workers; Tristian Armstrong, Alena Right, Tristen Plottner, Jayden Carswell.



Tristian Armstrong- CCHS -Sophomore (left)

Alena Right- CCHS Senior (Right)



Copperas Cove ISD...A Foundation of Excellence – A Future of Success



Copperas Cove ISD

Child Nutrition Department and Warehouse Department

CCISD Warehouse Staff: Yolanda Pitts

James Welling

Mary Sanchez

Ryan Miner

Matt Boyce

Warehouse Deliveries: June 2026

Monthly number of Office Supplies delivered to schools: 11

Monthly number of Custodial Deliveries to schools: 6

Monthly number of deliveries of Child Nutrition items to cafeterias: 66

Number of Deliveries from Vendors to CCISD Warehouse: 24

Number of Book deliveries: 0

Number of **transcripts ordered/picked up** by former CCISD Students:

TRANSCRIPTS PICKED UP: 21

TRANSCRIPTS MAILED: 60

TOTAL TRANSCRIPTS ORDERED: 80

MAIL PIECES AVERAGE PER DAY: 52





COPPERAS COVE

A Foundation of Excellence • A Future of Success

SUMMER 2026

Safety & Security Update

Completed work, current priorities, and upcoming training

Doug Hunter | Director of Safety & Security

Copperas Cove Independent School District





Summer at a Glance

This summer’s work focused on four connected priorities: planning, physical security, program development, and partnerships.

01 Planning & Compliance

- EOP and annex updates
- Three-year safety audit
- Raptor drill scheduling
- Sentinel reporting

02 Physical Security

- Correct door numbering
- Breaching equipment
- Ballistic shields
- CRG map updates

03 Programs & Policy

- Marshal Handbook
- Good Cause Exception
- TCOLE MOU renewal
- Best-practice initiatives

04 Partnerships & Training

- CCPD and CCSO collaboration
- Coryell County ADA support
- Community outreach
- Marshal training plan

Core outcome

Stronger plans, better-equipped campuses, clearer expectations, and deeper first-responder coordination before students return.



Emergency Planning & Compliance

CORE DOCUMENTS UPDATED

- Emergency Operations Plan update
- Reunification Annex update
- Active Threat Annex update
- All required drills entered into Raptor for the upcoming school year

3-YEAR SAFETY & SECURITY AUDIT

Completed

Safety & Security Committee — July 16
School Board — July 27

SAFE & SUPPORTIVE SCHOOL PROGRAM

Sentinel report in progress

Working with Dr. James to complete and submit the report before the July 31 deadline.

Result: compliance work is moving from document updates to district-wide implementation.



Physical Security & Emergency Access

EVERY CAMPUS

Standardized identification
and response equipment
installed district-wide.



Door Numbering

Correct door numbers were installed at every campus to support faster, clearer emergency communication and response.

Response Equipment

Breaching equipment and ballistic shields were installed at every campus.

CRG Access

Coordinated with local constables to add them to CRG maps, expanding first-responder access to CCISD facility maps.

Map Location Updates

Sent updated locations for door numbers, Stop the Bleed kits, AEDs, fire extinguishers, breaching equipment, and ballistic shields.



Program Development & Continuous Improvement

The audit identified opportunities to strengthen preparedness. Several improvements are already underway.

- 01

Student Preparedness

Offer Stop the Bleed training to students in 7th grade and higher.
- 02

Substitute Readiness

Teach EOP fundamentals during new substitute teacher orientation.
- 03

Marshal Expectations

Completed a School Marshal Handbook outlining specific duties and functions; distributed to principals and assistant principals for review.
- 04

Program Compliance

Renewed the CCISD MOU with TCOLE and completed a new Good Cause Exception for Board presentation on July 27.
- 05

Professional Identity

Began designing updated School Marshal patches and uniforms.





Community & Interagency Partnerships

Summer activities also strengthened relationships with law enforcement, prosecutors, and the community.

JUL 08

Welcome Wednesday

Spoke at the Copperas Cove Police Department community event on school safety and the Standard Response Protocol.

JUL 15

CCISD Leadership Summit

Coordinated with a Coryell County Assistant District Attorney to discuss the role of educators in criminal investigations and practical best practices.

JUL 22

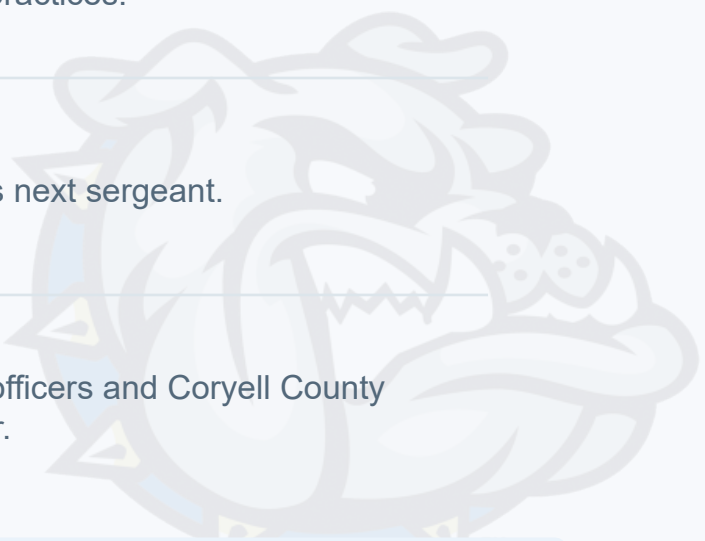
CCSO Promotion Board

Assist the Coryell County Sheriff’s Office in selecting its next sergeant.

JUL 22–24

Combatives Course

Co-teach a course with Copperas Cove PD for CCPD officers and Coryell County deputies—bringing CCSO, CCPD, and CCISD together.



Partnership value: common language, common tactics, and stronger coordination before an emergency occurs.



July Milestones & Deadlines

A concentrated two-week period will move several major projects from completion to presentation, training, and submission.

Leadership Summit

CCSO Board

School Board

ADA presentation

Sergeant selection

Audit + Good Cause



Safety Committee

Combatives

Sentinel

Audit presentation

CCPD + CCSO + CCISD

SSSP report deadline

Immediate focus: finish the SSSP submission, prepare audit and Good Cause presentations, and execute scheduled partnership activities.



School Marshal Training Plan

Training is scheduled to reinforce district expectations, tactical readiness, safe student support, and annual qualification.

01 Handbook Review

Review the newly written School Marshal Handbook and clarify duties, responsibilities, and reporting expectations.

02 Building Clearing

Refresh individual and team movement, communication, and room-entry fundamentals.

03 ALERRT Active Shooter

Complete active shooter response training focused on rapid, coordinated intervention.

04 Handle With Care

Reinforce safe, appropriate intervention and student management practices.

05 Annual Qualification

Full range day and annual firearms qualification conducted with Copperas Cove Police Department.

Desired outcome: a trained, standardized marshal team prepared to respond consistently across all CCISD campuses.



NEXT STEPS

Finish strong. Start ready.

- Complete July presentations and Sentinel submission
- Launch substitute, student, and marshal training initiatives
- Continue equipment, mapping, and interagency coordination
- Carry audit improvements into the 2026–2027 school year



**One Pack. One Purpose.
Prepared to Respond.**



MAINTENANCE

Department Updates



OUR MISSION:



- “Support services takes pride in providing exceptional customer service for our Students, Staff and the community with the utmost dedication to assure safe, clean and functional district facilities.”

LEADERSHIP:



Thomas Haire
Director



Christopher Richards
Assistant
Director

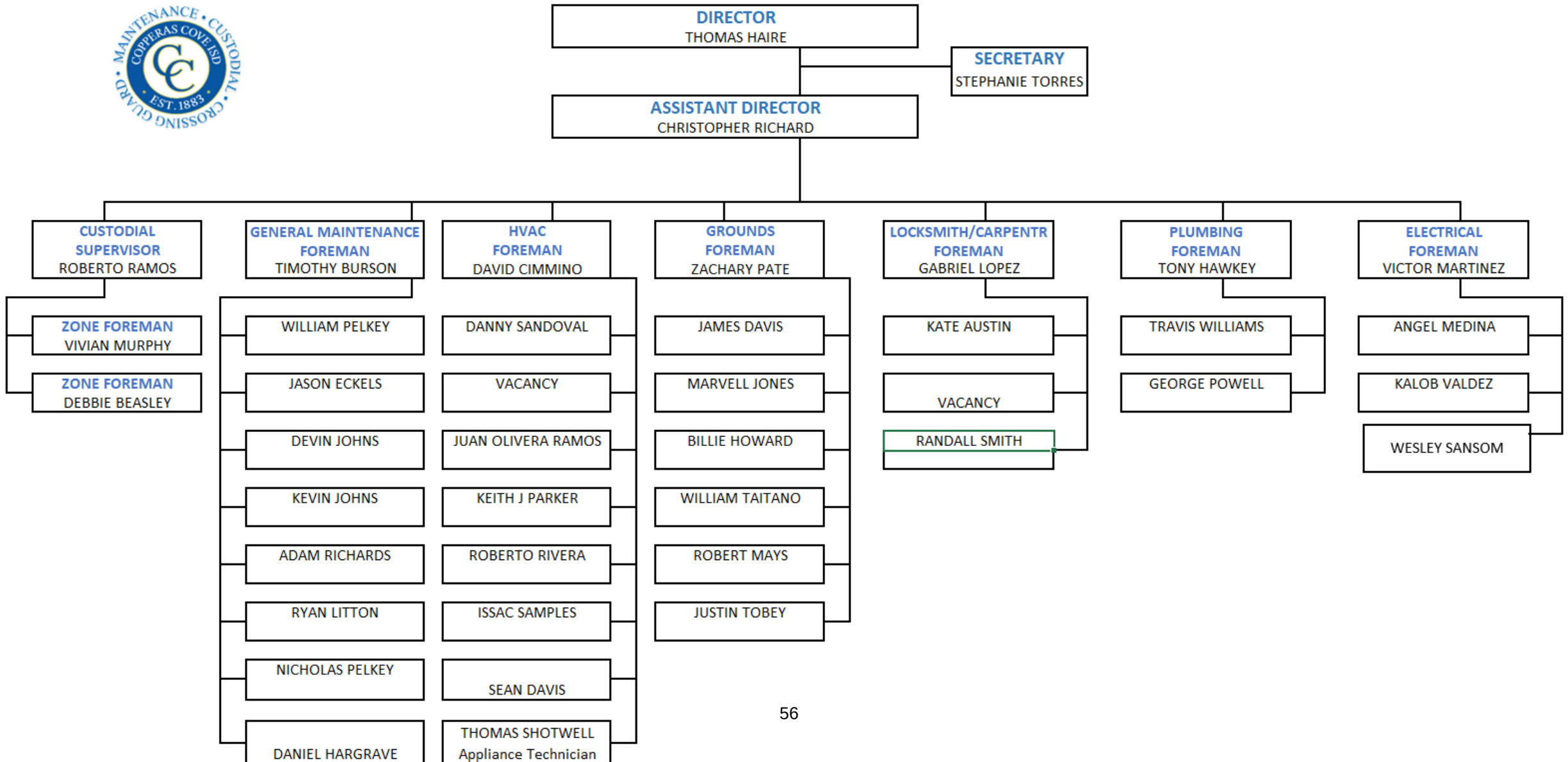


Robert Ramos
Custodial &
Crossing
guard
supervisor



Stephanie Torres
Secretary

Maintenance



CUSTODIAL OVERVIEW:

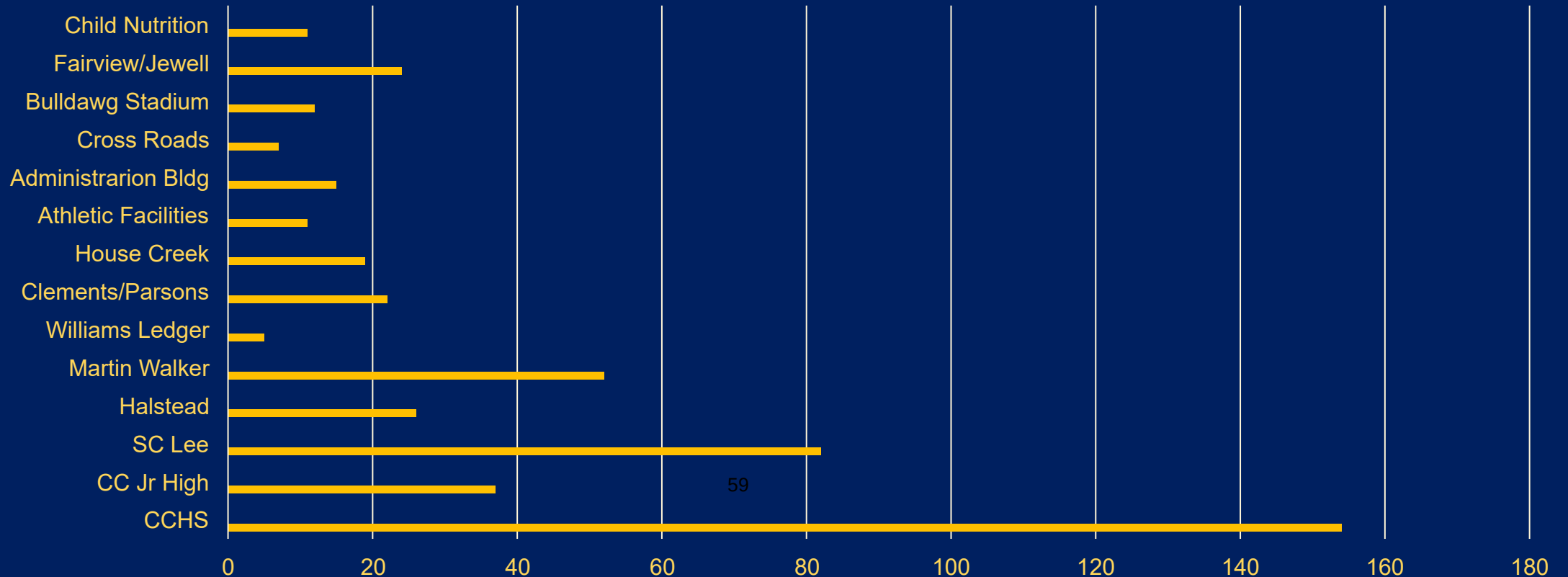
- 5 Open custodial positions.
- Waxing floor for all schools and facilities.
- Summer cleaning an all schools and facilities.

CROSSING GUARDS:

- Fully Staffed.
- Following safety procedures.

WORK ORDERS:

Work Order Submission Monthly Average by Location:



CARPENTRY/ LOCKSMITH:

- Installing doors on projects around district.
- P.M.'s on all locks around district.
- Trimming out new windows at daycare
- Building new cabinets for daycare.

ELECTRICAL:

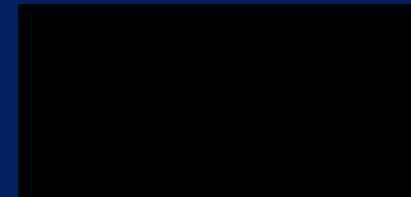
- Installed lighting and power at daycare.
- Installed power for planner at CPE.
- Installed new lighting in maintenance office.
- Trimming out projects around district.
- Removed power from portables at MWE.

GENERAL MAINTENANCE:

- Remodel daycare, paint and cove base.
- Painted back poles at WLE.
- Hung net on practice field at CCHS.
- Remodel project underway at CCJHS office.
- Ave E.(CTIA) office remodel painted and ceiling being installed.

GROUNDS:

- Ground crew working with general maintenance on projects.
- Beautification of main entrance to CCHS.
- Trimming trees and shrubs around district.
- Treating grounds around district with herbicide and insecticide.



HVAC:

- Ice machine installation at CPE.
- Service PM's on coils of all facilities.
- Ice machine cleaning and PM's at all facilities.
- Safety sensor checks at SC LEE.
- Ran Ducting at CCJH and CTIA.

PLUMBING:

- Replacing water heater at daycare.
- Cleaned and rerouted water drainage at Roberts Town.
- Repair water leak at CCJHS field.
- Gas PM's at all facilities.

MAJOR PROJECTS:

- Working on completing the new Daycare.

Our team is
proud
to serve
CCISD!





Report Date: June 2026
Prepared by: Technology Department

Overview

Technology Services Board Report

July 2026 – Building the Ship While We Sail

As we closed out another successful summer school session, I found myself thinking about how much has changed over the past year.

We started summer school, supported our students and staff throughout the session, and brought it to a close without any major technology issues. In the technology world, sometimes the biggest success is when nobody notices us. The devices worked, the network stayed up, and instruction continued.

While summer school was moving along, the Technology Services team was already beginning the next leg of our journey.

Over the past year, I have talked a lot about our ship—leaving the harbor, setting a course, navigating rough waters, and making sure we have the right crew in place. This summer, much of our work has been focused on something even more important: strengthening the ship itself.

Many of the projects completed over the past year may not always be visible from the deck, but they are the foundation that will allow us to move faster and more efficiently in the future. Every network upgrade, account migration, device replacement, and infrastructure project has been another piece of that foundation.

And the goal has remained the same: making technology easier, more reliable, and more effective for our students and staff.

One District. One Identity. One Direction.

One of our largest summer projects has been completing the final phase of moving our network and email accounts into one unified profile and identity structure.

This has been a year-long process, and it was absolutely necessary.

For years, the district operated with different systems, different domains, and different identities. That created unnecessary complexity for our staff, our students, and the Technology Services team supporting them.

We have now brought those pieces together.

It may sound like a simple change, but underneath the surface, this was a major undertaking. This work creates a cleaner foundation for account management, security, application access, and future technology projects.

Sometimes moving the ship forward means adding a bigger engine. Other times, it means rebuilding the navigation system so everyone is finally sailing from the same map.

This project does exactly that.

Preparing the Next Crew

Our student interns have also joined us again this summer and are helping the Technology Services team prepare for the upcoming school year.

They are working alongside our staff, learning real technical skills while helping prepare devices, classrooms, and technology for students and teachers.

I have always believed that one of the best investments we can make is giving students the opportunity to work beside professionals and experience what a career in technology actually looks like.

We are not just preparing technology for next year. We are helping prepare the next generation of the crew.

Securing Technology Before the Market Shifts

Several major technology purchases were approved during the past month, including Chromebooks for third-grade students, interactive classroom boards to replace aging projectors in fourth- and fifth-grade classrooms, and new carts to support those devices.

These purchases were structured so the district could secure equipment and pricing now, with invoicing occurring in the next budget year.

This is the first time in my career that I have felt it necessary to make technology purchases this way. The chipset market has been unpredictable, product availability has been changing, and pricing has been fluctuating.

Waiting carried a real risk of higher costs or equipment not arriving in time for the beginning of school.

There are decisions that feel routine when you make them, and there are decisions you believe you may look back on later and be thankful you made when you did.

I believe this will be one of those decisions.

We secured the equipment our students and teachers need, protected the district from unnecessary market risk, and positioned ourselves to begin the school year ready to go.

Building Our Own Highway Between Campuses

Another major project approved last month will begin moving forward this year: the approximately \$2 million project to install the district's own fiber ring connecting our campuses.

Currently, we lease fiber connectivity. While that model has served the district, it also means we are dependent on another provider's infrastructure, capacity, and timelines.

Owning our fiber infrastructure changes that.

This project will allow the district to control the speeds necessary to support future instructional and operational needs while also building redundancy into the network.

The best part is the cost to our local taxpayers: through state and federal funding support, 100 percent of the eligible project cost is being covered.

This is not simply another technology upgrade. This is infrastructure that can serve the district for decades.

If our technology systems are the ship, this fiber ring becomes the waterway connecting every part of our fleet.

Cutting Loose an Expensive Anchor

We are also working to complete another major cost-saving project: modernizing the district's telephone infrastructure.

The biggest challenge has not been the technology itself. We have encountered delays and roadblocks as we work through the transition away from traditional copper telephone lines.

The telecommunications industry is moving away from these older POTS lines, and maintaining them has become increasingly expensive. Historically, these services have cost the district approximately \$120,000 to \$130,000 annually.

Our new solution will allow us to maintain the telephone numbers and services the district needs, while adding redundancy, at an estimated annual cost of approximately \$14,000.

That represents a potential annual savings of more than \$100,000.

We are working aggressively to complete this transition before the next major billing cycle.

Sometimes moving a ship forward is not about adding something new.

Sometimes you have to cut loose the anchor that has been slowing you down.

The Voyage Continues

This summer is about more than preparing devices and classrooms for another school year.

It is about continuing the work we started more than a year ago.

We have spent much of this journey rebuilding the foundation: modernizing systems, improving security, simplifying accounts, replacing aging classroom technology, preparing our network for the future, developing students through internships, and finding ways to reduce long-term operating costs.

Not every part of building a ship is exciting. Some of the most important work happens below the deck, where very few people ever see it.

But when the wind picks up and the waters get rough, that foundation is what keeps the ship moving forward.

We are still sailing.

The difference is that today, our ship is stronger, our systems are becoming simpler, our infrastructure is being built for the future, and our course is becoming clearer.

There is still plenty of water ahead of us—and plenty of work to do—but we are no longer trying to keep an old ship afloat.

We are building one capable of taking our students and staff wherever the future leads.



SUMMER KICKOFF

The Crew That Keeps the Ship Sailing



We kicked off our summer work with a trip to the ice cream store—a little fun before diving into another busy season of projects, upgrades, campus preparation, and the behind-the-scenes work that keeps our district moving forward.

This team is the crew that keeps the ship sailing. Their teamwork, dedication, and willingness to tackle whatever comes next make the difference every day.

Lightspeed Alert: Copperas Cove Independent School District

Download PDF

School(s)

Select schools

Date range*

📅 Last 12 months (07/2025 – 06/2026)

Overview

About this data

Total incidents

2,259

Human Review

Imminent (Call)

13

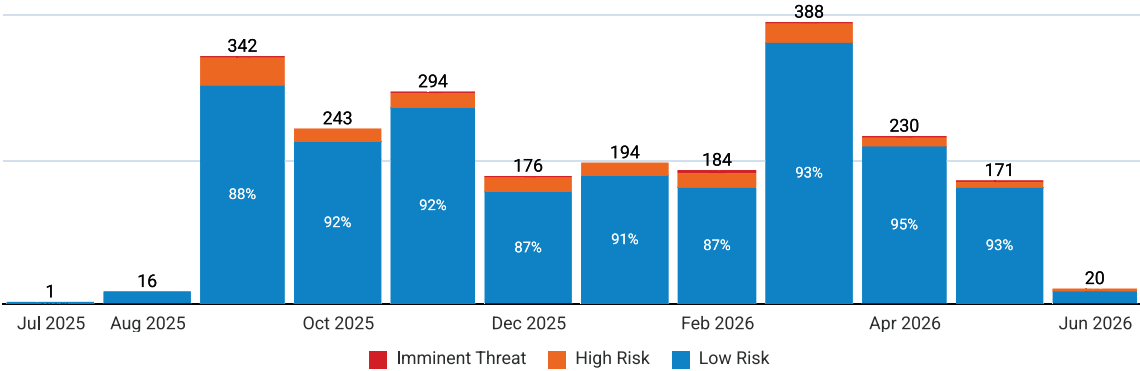
High Risk (Email)

190

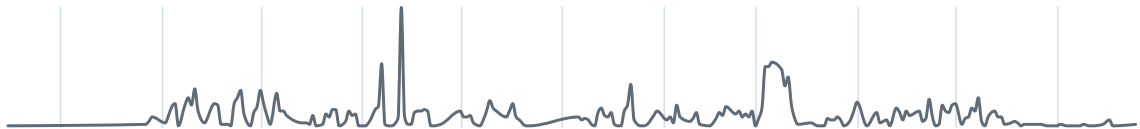
Low Risk

2,036

Monthly incidents



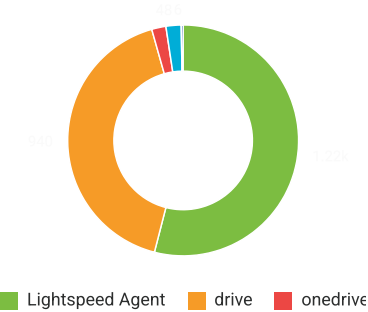
Daily incident volume trend



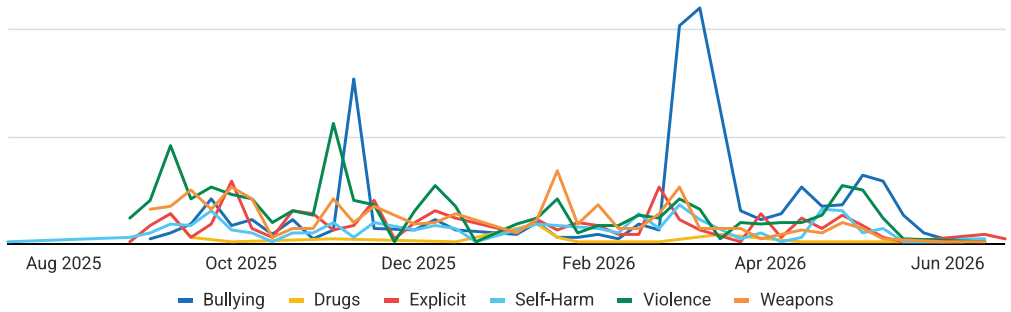
Sources & categories

About this data

Incidents by source



Weekly: Incidents by category



School breakdown

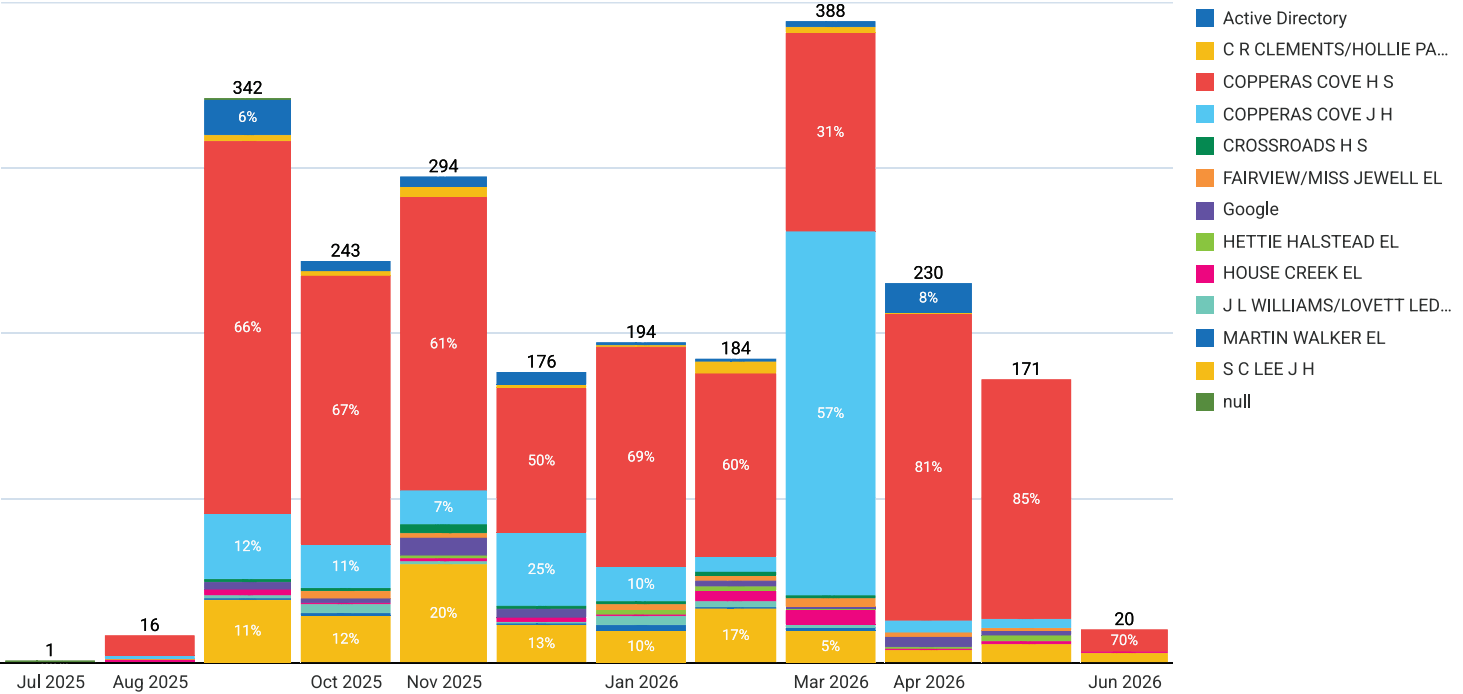
School(s)

Select schools

About this data

Monthly incidents by school

SIS integration is required to view data by school. You can isolate data for a school by selecting it from the legend on the right.



Alert

Last 90 days [View all cases](#)



16

OPEN CASES



299

CLOSED CASES



125

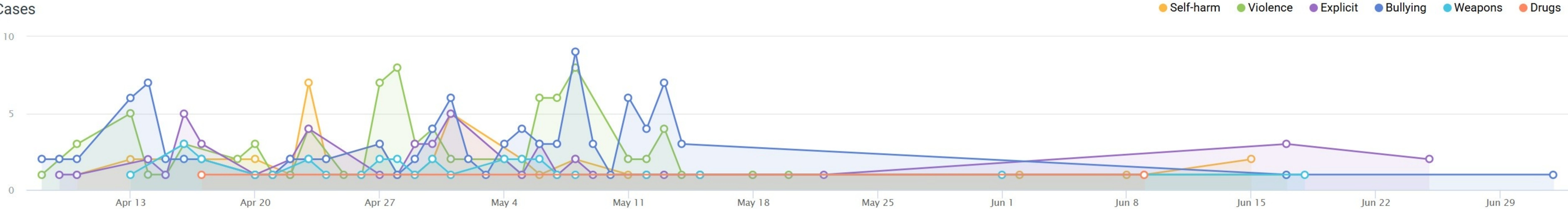
USERS



311

UNASSIGNED CASES

Cases



+ Create ▾		MON 29	TUE 30	WED Jul 1	THU 2	FRI 3	SAT 4
5	6	7	8	9	10	11	
12	13	14	15	16	17	18	
19	20 ● 5pm Special Calle	21	22	23	24	25	
26	27 ● 6pm Board of Trus	28	29	30	31	Aug 1	
				76			

+ Create ▾

MON
27

TUE
28

WED
29

THU
30

FRI
31

SAT
Aug 1

● 6pm Board of Trus

2

3

● 7:30am Convocat

● 9am HS V Tennis

● 9:30am HS 9th Vo

● 2pm WLE Ribbon

4

● 9am HS V Tennis v

● 1pm LLA - Dawg H

● 4pm HS V Tennis

5

6

● 7:30am Dawg Hou

● 2pm HS V Tennis v

7

● 9am HS V Tennis

8

● 9am HS Volleyball

9

10

● 2pm HS V Tennis v

● 5pm Special Calle

11

HS Volleyball @ Thi

● 10am Volleyball v

● 4pm HS V Tennis v

12

13

Volleyball v Westwood Tourney (time TBD)

14

● 5:30pm JV Volleyb

15

16

17

● 7am FIRST DAY OF

● 6pm Board of Trus

18

● 5pm Volleyball v E

19

20

Volleyball Gatesville Tourney (time TBD)

JV Gold Football v

● 7pm Dawg Footba

21

22

23

24

25

● 5pm Volleyball v N

26

27

9b & 9c Volleyball Lometa Tournament (time TBD)

Volleyball Texas Legends Invitational (time TBD)

● 4:30pm HS JV Ter

2 more

28

● 7pm Dawg Footba

29

30

31

Sep 1

● 4:30pm Volleyball

2

3

HS 9th Volleyball @

HS JV Football @ C

● 8am HS Cross Co

3 more

4

● 5:30pm Volleyball

● 7pm Dawg Footba

5

77



+ Create ▾

MON
31

TUE
Sep 1

WED
2

THU
3

FRI
4

SAT
5

● 4:30pm Volleyball

● HS 9th Volleyball @

● HS JV Football @ C

● 8am HS Cross Co

● 4:30pm HS JV Ter

2 more

● 5:30pm Volleyball

● 7pm Dawg Footba

6

7

8

9

10

11

12

● 4pm HS V Tennis

● 5pm CJH 7th Foot

● 5pm Volleyball v E

JH CROSS COUNTI

● 9am Lee VB @ Ge

● 3pm Quarterly Su

● 5pm CJH 8th Foot

9AB JV Volleyball Burnet Tourney (time TBD)

● 8am HS Cross Co

● 4:30pm HS JV Ter

● 5pm HS 9th Footb

4 more

● 5pm Volleyball v H

● 7pm Dawg Footba

13

14

15

16

17

18

19

● 5pm CJH 7th Foot

● 5pm Lee 7th Foot

● 5pm Special Calle

● 5pm Volleyball v C

● 5pm HS 9th Footb

● 5pm HS JV Footba

● 5pm JV Gold Foot

● 7pm Dawg Footba

● 5pm Volleyball v L

9AB JV Volleyball S

20

21

22

23

24

25

26

● 4pm HS V Tennis

● 5pm CJH 8th Foot

● 5pm Lee 8th Foot

● 4:30pm HS JV Ter

● 5pm HS 9th Footb

● 5pm HS JV Footba

● 5pm JV Gold Foot

● 5pm Volleyball v T

● 7pm Dawg Footba

27

28

29

30

Oct 1

2

3

● 6pm Regular SB M

● 4pm HS V Tennis

● 5pm CJH 8th Foot

● 5pm Lee 8th Foot

● 5pm Volleyball v M

CJH CROSS COUN

● 8am HS Cross Co

● 4:30pm HS JV Ter

● 5pm HS 9th Footb

● 5pm HS JV Footba

● 5pm Volleyball v E

● 7pm Dawg Footba

● 10am 9B Volleyba

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**COPPERAS COVE INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date: 7/27/2026 Presented By: Dr. Hawkins
 Previous Board Minutes Related Page(s) See Attached
Subject: _____

Action

BOARD GOAL:

Finance and Operations Goal—CCISD will exercise fiscal and operational responsibility.

BACKGROUND INFORMATION:

These minutes document the previous meetings that occurred in CCISD.

RECOMMENDATION:

Approve as Consent Agenda Item

BOARD ACTION REQUIRED

Motion-Second-Vote

Special Called Meeting
Monday, June 8, 2026 5:00 PM Central

CCISD Board Room
408 S. Main St.
Copperas Cove, TX 76522

Heather Copeland: Present
John Gallen: Present
Jeff Gorres: Absent
Sherry Hoffpauir: Present
Joan Manning: Present
Timothy Traeger: Present
Samantha Wilson: Present
Present: 6, Absent: 1.

1. Call to Order

Board President, Joan Manning, called the meeting to order at 5:00 PM on Monday, June 8, 2026

2. Citizen Comments

Angel Muniz

3. Good Things

3.A) Superintendent Recognition of Staff

Mr. Marshall Chauvin, Mrs. Kat Baney and Dr. Amanda were recognized and presented with the superintendent coin of excellence

3. Consideration to Approve a Resolution Regarding Expenditures of Un-Projected Revenues; Staff, Retention Bonuses; Amendments to the 2025-2026 Budget; Expenditures over \$50,000, Addressing Capital Needs; and Future Budget Relief

A motion was made by Sherry Hoffpauir to accept the resolution regarding expenditures of un-projected revenues; staff, retention bonuses; amendments to the 2025-2026 budget; expenditures over \$50,000, addressing capital needs; and future budget relief.

Mike Wilburn seconded the motion.

All members voted by saying 'Aye'.

Voting Detail:

John Gallen: Aye
Jeff Gorres: Absent
Sherry Hoffpauir: Aye
Joan Manning: Aye
Timothy Traeger: Aye
Heather Copeland: Aye

Samantha Wilson: Aye

Voting Summary: Aye: 6, Nay: 0, Absent: 1

4. Closed Session

The meeting was adjourned into closed session at 5:43 PM

5.A) If, during the course of the meeting, the Board determines that a closed session is required, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Tex. Government Code, including but not limited to:

551.071 Private consultation with the Board's attorney

Private consultation with the District's attorney pursuant to Texas Government Code Section 551.071 to seek the advice of the District's attorney about: (A) pending or contemplated litigation; and/or (2) on a matter which the duty of the attorney to the government body clearly conflicts with the Texas Open Meetings Act

551.072 Discussing purchase, exchange, lease, or value of real property

551.073 Discussing negotiated contracts for prospective gifts or donations

551.074 Discuss the appointment, employment, evaluation, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee.

551.075 To confer with employees of the school district to receive information or to ask questions

551.076 Considering the deployment, specific occasions for or implementation of security personnel or devices

551.083 Considering the standards, guidelines, terms, or conditions the Board will follow or will instruct its representatives to follow, in consultation with representatives of employee groups

551.084 Excluding witness from a hearing

6. Open Session

The meeting reconvened at 6:13 PM

7. Consider and Take Possible Action Regarding the Resignation of Trustee Heather Copeland, Place 5

A motion was made by Samantha Wilson to accept the resignation of Trustee Heather Copeland.

Timothy Traeger seconded the motion.

All members voted by saying 'Aye'.

Voting Detail:

John Gallen: Aye

Jeff Gorres: Absent

Sherry Hoffpauir: Aye

Joan Manning: Aye

Timothy Traeger: Aye

Heather Copeland: Abstain

Samantha Wilson: Aye

Voting Summary: Aye: 5, Nay: 0, Absent: 1 Abstain: 1

8. Consider and Take Possible Action Regarding Appointment of a Trustee to Fill the Unexpired Term for Place 5

A motion was made by Sherry Hoffpauir to accept the appoint Mr. Mike Wilburn as the interim board member until November 3, 2026, election.

Samantha Wilson seconded the motion.

All members voted by saying 'Aye'.

Voting Detail:

John Gallen: Aye

Jeff Gorres: Absent

Sherry Hoffpauir: Aye

Joan Manning: Aye

Timothy Traeger: Aye

Mike Wilburn: Abstain

Samantha Wilson: Aye

Voting Summary: Aye: 5, Nay: 0, Absent: 1, Abstain: 1

9. Adjourn

President, Joan Manning, adjourned the meeting at 6:16 PM

X

Joan Manning
Board President

X

John Gallen
Board Vice-President

Regular Meeting
Monday, June 22, 2026 6:00 PM Central

CCISD Board Room
408 S. Main St.
Copperas Cove, TX 76522

Mike Wilburn: Present
John Gallen: Present
Jeff Gorres: Absent
Sherry Hoffpauir: Present
Joan Manning: Present
Timothy Traeger: Present
Samantha Wilson: Present

Present: 6, Absent: 1

1. Call to Order

Board President, Joan Manning, called the meeting to order at 6:00 PM

2. Pledge of Allegiance

Presenter: Timothy Traeger

3. Invocation

Presenter: Samantha Wilson

4. Mission Statement:

The mission of Copperas Cove ISD is to provide exceptional opportunities for each student through exemplary instruction, which inspires academic success, personal excellence, and responsible citizenship.

Presenter: John Gallen

5. Citizen Comments on Agenda Items

No comments

6. Administer the Oath of Office and Statement of Office

Dr. Hawkins administered the Oath of Office to Mr. Mike Wilburn for Place 5

7. Good Things

7.A) SLI (Summer Leadership Institute) and TREA (Texas Rural Education Association) Update

7.B) Williams Ledger Student Program

8. Information Items

8.A) CCMR Report - Dr. Amanda Crawley

2025 RDA Special Education Summary

Copperas Cove ISD received an overall SPED Determination Level of “Meets Requirements (DL 1)” in the 2025 Results Driven Accountability report.

Academic Performance

Special education STAAR 3–8 passing rates were strongest in Reading Language Arts at 52.1% and Mathematics at 47.6%. Science was 42.6%. Social Studies was the lowest 3–8 tested area at 32.0%.

For STAAR EOC, special education students performed strongest in Biology at 82.1% and U.S. History at 79.8%. Algebra I was 64.3%. English I and II was 42.5%.

Graduation, Dropout, and Postsecondary Readiness

The special education graduation rate was 87.3%, with 69 graduates out of a class of 79. The annual dropout rate for grades 7–12 was 1.0%, with 7 dropouts out of 674 students. These indicators reflect positive outcomes in student persistence and completion.

Discipline

Special education total disciplinary removals were reported at 15.9%, which met the state target. Indicators related to removals greater than 10 days, ISS greater than 10 days, and OSS/expulsion greater than 10 days also met state standards.

Overall Summary

Overall, the 2025 RDA report reflects that Copperas Cove ISD's special education program meets requirements, with particular strengths in compliance, graduation rate, dropout rate, LRE indicators, discipline, Biology EOC, and U.S. History EOC. Areas for continued focus include STAAR 3–8 Social Studies, STAAR 3–8 Reading/Math/Science, English I/II EOC, Algebra I EOC.

8.B) District Salvage Auction Report - Dr. Jimmy Shuck

8.C) Finance

1. Tax Report | Analysis of Delinquent Taxes & Services
2. Monthly | Quarterly Financial Report
3. Financial Statements & Payment of Bills

8.D) Human Resources

1. New Hires 2026 - 2027 School Year
2. Resignations
3. Personnel Vacancies
4. Support Personnel Vacancies

8.E) Board Activity Calendar

1. July 2026
2. August 2026

8.F) Update 127 TASB Board Policy; BED(LOCAL); TASB Recommended Annually Reviewed Policies

8.G) Legal Opinion Regarding Gov't Code Chapter 573

9. Administrative Reports

9.A) Bond 2025 Update — GLS and Berry & Clay

9.B) 2025 - 2026 Student Outcomes

9.C) Construction Update

10. Consent Agenda

10.A) Board of Trustees Meeting Minutes:
May 4, 2026 - Special Called | Workshop Meeting
May 11, 2026 - Special Called Meeting
May 12, 2026 - Regular Meeting

10.B) Budget Amendment(s)

10.B)1. Budget Amendment to the 2025-2026 Fiscal Year Fund 199 Operating Budget

10.C) Items Exceeding \$50,000

10.C)1. Technology Fiber Optic Network Service Agreement WANRack, LLC (E-Rate and State Funded)

10.C)2. Purchase of ClearTouch Interactive Boards with Stands and Voice Amplification Microphone Kits (TIPS 230901–226,948.96 Budgeted Funds)

10.C)3. Purchase Technology & Infrastructure Service - Internet & Wide Area Network (WAN) Service (Spectrum E Rate Bid \$43,470.00 - Budgeted Funds)

10.D) Consider and Approve the 2026 - 2027 ESC Contracts

10.E) Consider and Approve Superintendent Constraints

10.F) Consider and Approve the Yearly Board Meeting Planning Calendar

10.G) Consider and Approve the Board Meetings Calendar

A motion was made by John Gallen to approve the consent agenda items as presented.

Timothy Traeger seconded the motion.

All members voted by saying 'Aye'.

Mike Wilburn: Aye, John Gallen: Aye, Jeff Gorres: Absent, Sherry Hoffpauir: Aye, Joan

Manning: Aye, Timothy Traeger: Aye, Samantha Wilson: Aye

Aye: 6, Nay: 0, Absent: 1

11. Adjournment

Board President, Joan Manning, adjourned the meeting at 7:04 PM

X

Joan Manning
Board President

X

John Gallen
Board Vice President



**COPPERAS COVE INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date:	<u>7/27/2026</u>	Presented By:	<u>Dr. Hawk</u>
Subject:	<u>Consideration to approve Bob Thompson (Region 13) Leadership Academy</u>	Related Page(s)	<u></u>

Action

BOARD GOAL:

BACKGROUND INFORMATION:

The Thompson Executive Leadership Institute (TELI) Superintendent Academy is a nationally known advanced leadership development program for superintendents in Texas and surrounding states. Our goal is to assist successful superintendents in achieving even higher levels of discipline and growth.

RECOMMENDATION:

This opportunity is for the Superintendent, Dr. Hawkins, and must come from a nomination. This professional development is an honor and comes with all hotels, fees, airfare, etc. as no expense to the district. The expense is paid through the Leadership Academy.

BOARD ACTION REQUIRED

Motion, second, vote



**COPPERAS COVE INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Date:	<u>7/27/2026</u>	Presented By:	<u>Dr. Hawk</u>
Subject:	<u>Consideration to approve policy updates and reviews</u>	Related Page(s)	<u>attached</u>

Action

BOARD GOAL:

BACKGROUND INFORMATION:

TASB recommends policy annual reviews which are attached as well as the other policies that are in the annual policy cycle.

RECOMMENDATION:

Motion, second, vote

BOARD ACTION REQUIRED

PROPOSED POLICY

**Children of District
Employees Not
Meeting Eligibility
Requirements**

The children of District employees who do not meet the state eligibility requirements but do meet the age requirement shall be permitted to attend the District prekindergarten program on a space-available basis.

BOARD MEETINGS
PUBLIC PARTICIPATION

BED
(LOCAL)

Limit on Participation	Audience participation at a Board meeting is limited to the portion of the meeting designated to receive public comment in accordance with this policy. At all other times during a Board meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer.
Public Comment	Public comment shall occur at the beginning of the meeting. [See FA]
Regular Meetings	At regular Board meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting.
Special Meetings	At all other Board meetings, public comment shall be limited to items on the agenda posted with notice of the meeting.
Procedures	Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board. Except as permitted by this policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed three minutes per meeting.
Meeting Management	When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may adjust the time allotted to each speaker. However, no individual shall be given less than one minute to make comments.
Board's Response	Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with notice of the meeting.
Complaints and Concerns	The presiding officer or designee shall determine whether an individual addressing the Board has attempted to solve a matter administratively through resolution channels established by policy. If not, the individual shall be referred to the appropriate policy to seek resolution: • Employee complaints: DGBA • Student or parent complaints: FNG • Public complaints: GF

Disruption

The Board shall not tolerate disruption of the meeting by members of the audience. If, after at least one warning from the presiding officer, any individual continues to disrupt the meeting by his or her words or actions, the presiding officer may request assistance from law enforcement officials to have the individual removed from the meeting.

ADMISSIONS

FD
(LOCAL)

Persons Age 21 and Over	The District shall not admit into its public schools any person age 21 or over unless otherwise required by law.
Registration Forms	The student's parent, legal guardian, or other person having lawful control shall annually complete registration forms. A student who has reached age 18 shall be permitted to complete these forms.
Proof of Residency	In accordance with administrative regulations, the parent, guardian, or other person having lawful control of the student under order of a court shall present proof of residency. The District may investigate stated residency as necessary.
Minor Living Apart	A minor student residing in the District but whose parent, guardian, or other person having lawful control under a court order does not reside in the District shall present a power of attorney or an authorization agreement as provided in Chapter 34 of the Family Code assigning responsibility for the student in all school-related matters to an adult resident of the District.
Person Standing in Parental Relation	
Misconduct	A minor student living apart who has engaged in misconduct that results in any of the consequences found in Education Code 25.001(d) shall not be permitted to attend a District school.
Exceptions	Based on an individual student's circumstance, the Superintendent shall have authority to grant exceptions to the requirement for a power of attorney or authorization agreement and to the exclusion for misconduct.
Extracurricular Activities	The Superintendent shall determine whether a minor student living apart is present in the District for the primary purpose of participating in extracurricular activities.
Students Not Enrolled	A student enrolled in a private school, including a homeschool, shall not be eligible for concurrent enrollment in the District nor for participation in curricular or extracurricular activities. [See EEL and FM]
Nonresident Student in Grandparent's After-School Care	The parent and grandparent of a nonresident student requesting admission under Education Code 25.001(b)(9) shall provide to the Superintendent the required information on the grandparent's residency and complete a form provided by the District describing the extent of after-school care to be provided by the grandparent. The Superintendent shall have authority to approve or deny such admissions requests in accordance with criteria approved by the Board.
"Accredited" Defined	For the purposes of this policy, "accredited" shall be defined as accreditation by TEA, an equivalent agency from another state, or an

ADMISSIONS

FD
(LOCAL)

accrediting association recognized by the commissioner of education.

**Grade-Level
Placement**

Accredited Schools

The parent, guardian, or other person having lawful control of a student enrolling in a District school from an accredited public, private, or parochial school shall provide evidence of the prior schooling outside the District. The student shall be placed initially at the grade level reached elsewhere, pending observation by the classroom teacher, guidance personnel, and the principal. On the basis of these observations and results of tests that may be administered by appropriate District personnel, the principal shall determine the final grade placement.

Nonaccredited
Schools

A student enrolling in a District school from a nonaccredited public, private, or parochial school, including a homeschool, shall be placed initially at the discretion of the principal, pending observation by classroom teachers, guidance personnel, and the principal. Criteria for placement may include:

1. Scores on achievement tests, which may be administered by appropriate District personnel.
2. Recommendation of the sending school.
3. Prior academic record.
4. Chronological age and social and emotional development of the student.
5. Other criteria deemed appropriate by the principal.

Transfer of Credit

Accredited Texas
Public Schools

Credit toward state graduation requirements earned in an accredited public school district in Texas shall be transferable and recognized by the District.

Other Accredited or
Nonaccredited
Schools

Before recognizing credit in a course earned in an accredited non-public school, an accredited school outside of Texas, or a nonaccredited school, appropriate personnel shall evaluate a student's records and transcript. The District may require the student to demonstrate mastery of the content or use alternative methods to verify course content for the award of credit.

Transition
Assistance

In accordance with law, when a student who is identified as homeless or in substitute care enrolls in the District, the District shall assess the student's available records and other relevant information to ensure credit, including proportionate credit, is awarded appropriately for all subjects and courses taken prior to enrollment.

[See EI]

ADMISSIONS

FD
(LOCAL)

Withdrawal

A parent or guardian wishing to withdraw a minor student shall present a signed statement that includes the reason for the withdrawal. A student who is 18 or older may submit a withdrawal statement without a parent's or guardian's signature.

[For District withdrawal of students no longer in attendance, see FEA(LOCAL).]



Board of Trustees

Date of Meeting **July 27, 2026**

Item Type **Action**

Item Name

Consider and Take Action on the Advanced Courses for Exemption from the University Interscholastic League (UIL) "No Pass, No Play" Provision for the 2026 2027 School Year

District Goal

Teaching and Learning: Actively engage both teachers and students in comprehensive and consistent educational experiences that foster meaningful learning.

Summary
(Purpose/
Objective)

Districts may identify honors courses in the subject areas of ELA, Mathematics, Science, Social Studies, Economics, or Languages Other Than English for exemption of "No Pass, No Play", but must identify such courses prior to the semester in which any exemptions related to extracurricular activities occur.

All College Board Advanced Placement (AP) courses offered in all disciplines are eligible for exemption of No Pass, No Play.

All Dual Credit courses taken for English Language Arts, Mathematics, Science, Social Studies, Economics, or Languages Other Than English credit as part of the Foundation School Program with an Endorsement are eligible for exemption from the "No Pass, No Play" rule.

All Career and Technical Education (CTE) courses taken for math or science credit as part of the Foundation School Program with an Endorsement are eligible for exemption from the "No Pass, No Play" rule.

Fiscal Impact

None

Administrative
Recommendation

Approve the Advanced Courses for Exemption from the University Interscholastic League (UIL) "No Pass, No Play" Provision for the 2025 2026 school year.

Attachments

UIL Exemption for "No Pass, No Play" Course List

Contact Person

Jeff Shannon, Copperas Cove High School Principal

E-Mail Address

jeffrey.shannon@ccisd.com

Honors, Dual Credit, and AP Courses 2026-2027

English

English I Honors
English II Honors
AP English III Language
AP English IV Literature
AP Seminar

Mathematics

Algebra I Honors
Geometry Honors
Algebra II Honors
Pre-Calculus Honors
Calculus Honors
AP Calculus
AP Statistics
AP Pre-Calculus

Fine Arts

AP Studio Art (2D & 3D Design)/Drawing
AP Art Sculpting 3D
AP Music Theory
Art Appreciation Dual Credit

Career & Technology Education*

Digital Electronics (PLTW)
Engineering Design & Development (PLTW)
Engineering (PLTW)
Civil Engineering
Engineering Math
Robotics 2
Engineering Science
Advanced Soil Science
Food Science
Statistics and Business Making Decisions
AP Computer Science
Medical Math

**These CTE Courses are exempt if substituted for Math or Science credit on the Foundation School Program with Endorsement.

Science

Biology Honors
Chemistry Honors
AP Physics 1
AP Physics 2
AP Biology

AP Chemistry
AP Physics C
AP Environmental Science

Social Studies

World Geography Honors
World History Honors
AP World History
AP US History
AP Government
AP Economics
AP Human Geography
AP Psychology
AP Sociology

Foreign Language

French I Honors
French II Honors
French III Honors AP
French IV
German I Honors
German II Honors
German III Honors
AP German IV
German V Honors
AP German V
Spanish I Honors
Spanish II Honors
Spanish III Honors
Spanish IV Honors
AP Spanish IV
AP Spanish V

Dual Credit

British Literature I
British Literature II
American Literature I & II
Composition I
Composition II
College Algebra
Pre-Calculus
Calculus
Statistics
Advanced Quantitative Reason
Anatomy & Physiology I & II
Biology
Microbiology

Chemistry I & II
Physics I & II
Environmental Science I
Animal Science
US History I & II
World History I & II
Government (U.S. & Texas)
Economics (Macro & Micro)
Human Geography
Philosophy
Western Civilization I & II
World Regional Geography
Psychology
Sociology
Public Speaking

The dual credit courses listed are the most common courses taken at CCHS and is not a comprehensive list. CTC, Tarleton State University, Coastal Bend College, Lamar State College Orange, Lamar Institute of Robotics, and CCISD have a memorandum of understanding for multiple dual credit courses. All English Language arts, mathematics, science, social studies, economics, and languages other than English courses in the MOU for CTC, Tarleton State University, Coastal Bend College, Lamar State College Orange, and Lamar Institute Of Robotics are recommended for the exemption.



Board of Trustees

Date of Meeting **July 27, 2026**

Item Type **Action**

Item Name

Consider and Take Action on the 2026-2027 Remote Homebound Waiver

District Goal

Teaching and Learning: Actively engage both teachers and students in comprehensive and consistent educational experiences that foster meaningful learning.

Summary
(Purpose/
Objective)

The remote homebound instruction waiver allows a school district to instruct regular education and special education students. The district may count the student in attendance by providing services from a homebound assigned teacher. Waivers are approved on a student by student basis, therefore multiple waivers could be applied for throughout the course of the 2026-2027 school year as emergency circumstances occur that deem homebound instruction necessary for student(s).

Fiscal Impact

None

Administrative
Recommendation

CCISD Instructional Services Department is asking for permission to apply for the waiver.

Attachments

Waiver Information

Contact Person

Dr. Amanda Crawley, Deputy Superintendent of Instructional Services

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E-Mail Address



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State Waiver Types — General

This page outlines the general waivers available through TEA.

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[Certification](#)

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[Course Requirement - Career and Technical Education \(CTE\)](#)

[Pregnancy Related Services On-Campus](#)

[Remote Conferencing Instruction/Remote Homebound Instruction](#)

[School Safety](#)

[Other as Specified](#)

[Other Miscellaneous](#)

Accelerated Instruction

Texas law requires all students who do not achieve approaches or higher on STAAR grades 3 through 8 or EOC assessments to be provided accelerated instruction. 

Course Requirement – Career and Technical Education (CTE)

This allows districts and charter schools to request a waiver of the Texas Administrative Code requirements to offer a CTE course for a credit length different from what is specified in code.

Pregnancy Related Services On-Campus

This allows districts and charter schools to request a waiver¹ to offer Pregnancy-Related Services Compensatory Education Home Instruction (CEHI) on a district's campus.

Special education students who qualify for Pregnancy Related Services (PRS) may receive homebound instruction on campus if the district has an approved waiver.

The waiver is not required for students receiving full-day instruction in a remote setting.

Requirements include:

- Provide transportation as needed.
- Serve students at home if medically indicated.
- Maintain a maximum ratio of four students to one teacher.
- Do not use self-paced, computer-based instruction to fulfill the four hours of CEHI.

Remote Conferencing Instruction/Remote Homebound Instruction

Remote Conferencing Instruction

Per the [Student Attendance Accounting Handbook](#) (SAAH), Section 12.3.1:

- if a school district provides instruction through remote conferencing to a **regular education student due to a temporary medical condition**, the district may, with approval of a waiver request, count that instruction as classroom time for FSP funding purposes and count the student attendance for FSP funding purposes, provided certain requirements are met.

Per SAAH Section 12.3.2:

- if a school district provides instruction through remote conferencing to a **special education student** for all or part of the school day, the district may count that instruction as classroom time for FSP funding purposes, including in the calculation of contact hours, provided certain requirements are met.

Remote Homebound Instruction

Remote homebound instruction is remote instruction provided through:

- The General Education Homebound (GEH) program, or
- The Compensatory Education Home Instruction (CEHI) program

All program requirements must be met except for in-person instruction from the homebound teacher.

- For eligible **regular education students**, districts may, with an approved waiver, count the student in attendance for FSP funding purposes
- For **special education students**, districts may, with an approved waiver, count the student in attendance for FSP funding purposes, including weighted funding, provided requirements are met.

School Safety

This allows districts and charter schools to request waivers related to:

- [Emergency Operations Plan \(TEC §37.108\)](#) 
- Facilities Standards ([TEC §37.351](#) ; [19 TAC §61.1031](#) )
- Operational and Instructional Time for School Safety Training ([TEC, §25.0815](#) )
- Other (for school safety-related requirements not listed above)

Other as Specified

If your district or charter school would like to apply for one of the waivers described below, please select "Other" from the Waiver/Exception Application Type drop down menu.



Board of Trustees

Date of Meeting July 27, 2026

Item Type Action

Item Name

Consider and Take Action on the 2025-2026 Staff Development Minutes Wavier Request

District Goal

Teaching and Learning: Actively engage both teachers and students in comprehensive and consistent educational experiences that foster meaningful learning.

Summary
(Purpose/
Objective)

This waiver allows the district to train staff on various educational strategies designed to improve student performance in lieu of student instruction during the school year. This waiver provides for a maximum of 2,100 total waiver minutes to use for professional development for districts.
This may allow for late start, early release, all day staff development or a combination of these options.

Fiscal Impact

None

Administrative
Recommendation

CCISD Instructional Services Department is asking for permission to apply for the waiver.

Attachments

Waiver Information

Contact Person

Dr. Amanda Crawley, Deputy Superintendent of Instructional Services

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E-Mail Address

crawleya@ccisd.com



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State Waiver Types — Expedited

This page provides information on expedited waivers available through TEA. Some waivers may be approved for up to three years.

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[Foreign Exchange Student](#)

[Modified Schedule/State Assessment Testing Days](#)

[Staff Development](#)

[Teacher Portal for the Texas Assessment Program Data](#)

Foreign Exchange Student

This waiver allows districts or charter schools to limit the number of foreign exchange students to **5 or more** per high school under [Texas Education Code \(TEC\) §25.001 \(e\)](#). [↗](#)

- Approval of this waiver is not retroactive and takes effect on the date that the agency approves the application.
- Districts and charter schools must enroll foreign exchange students who arrive or request enrollment prior to the waiver approval date.

Waiver Guidelines and FAQ

- [Foreign Exchange Student Waiver Guidelines](#)

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- [Foreign Exchange Student Waiver FAQ's](#)

Modified Schedule/State Assessment Testing Days

This waiver allows the district or charter school to modify class schedules so that students who are not being tested attend school after the state assessment testing period has ended, reducing interruptions during the testing period.

Students who are not being tested must still meet the maximum two-through-four-hour requirement for funding (see [SAAH](#) 3.6.6 Attendance Accounting during Testing Days).

Staff Development

This waiver allows districts and charter schools to provide staff training on educational strategies designed to improve student performance in place of student instruction during the school year. The waiver provides up to 2,100 total minutes for professional development for districts and charter schools that provide operational and instructional minutes.

Effective with the 2025–2026 school year, districts and open-enrollment charter schools operating on a four-day school week are not eligible to receive a staff development waiver.

Each district and open-enrollment charter school may determine how to apply its approved *Staff Development Minutes Waiver*. For example, schools may offer early release, late start, full-day staff development, or a combination. However, total staff development waiver minutes may not exceed 2,100 minutes per year.

This waiver applies only to staff development provided in place of student instruction during the school year. *Staff Development Minutes Waiver* minutes may not be used before the first day of student instruction or after the last day of student instruction.

On staff development days when students attend part of the day, districts and open-enrollment charter school must provide at least 120 minutes of student instruction to receive full ADA funding.

Instructional minutes are defined in the [SAAH](#) as the portion of the school day in which instruction takes place, along with certain exceptions. Any waiver minutes reported must reflect actual staff development minutes provided.

Districts and charter schools should continue to provide high-quality staff development that supports improved student outcomes.

Teacher Portal for the Texas Assessment Program Data

TEA provides a teacher portal for assessment data that complies with [TEC §32.258](#) .

Districts that choose to meet requirements by providing teacher access through a local student data system must apply for an expedited waiver from TEA. The local data portal must meet the following requirements:

- Be accessible to all teachers in the core subject areas (reading language arts, mathematics, science, and social studies)
- Allow teachers to view their own students' assessment data.
- Allow districts to decide whether to extend access to non-core teachers, while ensuring a valid educational purpose under the Family Educational Rights and Privacy Act (FERPA)
- Include student data for the past 10 years, showing progress in student achievement.
- Make student data available on or before the first instructional day of the following school year
- Allow comparisons of student performance at the classroom, campus, district, and state levels.
- Include a link to the TEA website for [statewide reports](#) (statewide data does not need to be stored locally)
- As a condition of granting a waiver from the state teacher portal, local systems must make all required data available to teachers.

Districts and charter schools that receive this waiver must still provide teacher-student linking information in summer PEIMS submissions. There is no waiver from the PEIMS submission requirement.





Board of Trustees

Date of Meeting July 27, 2026

Item Type Action

Item Name

Consider and Take Action on the Adjunct Faculty Agreements for Texas A&M Agrilife County Extension Agents in Bell, Coryell and Lampasas Counties for the 2026-2027 School Year

District Goal

Communications/Community Partnerships: Expand opportunities for stakeholders' involvement in activities that foster academic success, personal excellence and responsible citizenship in our students while recognizing community partners.

Summary
(Purpose/
Objective)

The Texas Administrative Code 129.21(k)(1) allows public school students to be considered 'in attendance' when participating in off-campus activities with an adjunct staff member of the school district. Sec.3 of TEA's Student Attendance Handbook states: "If the student is participating in an activity which is approved by the local board and is under the direction of a professional staff member of the school district or an adjunct staff member, then the student may be counted as in attendance. This adjunct staff member must have a minimum of a bachelor's degree and be eligible for participating in the Teacher Retirement System of Texas." All County Extension Agents meet this requirement.

The TEA Student Handbook further adds, "To qualify for funding purposes, the certified district staff member/adjunct must be accompanying the students as an official of the school district for the specific purpose of supervising the students and must be approved by the school board to supervise the activity. For example, students participating in 4-H activities which are supervised by a County Extension Service Agent who are approved by the Board of Trustees and have the appropriate adjunct faculty agreement."

Fiscal Impact

Allowing students participating in 4-H and other Texas Cooperative Extension activities to be counted in attendance while away from school, creates an increase in ADA.

Administrative
Recommendation

The administration recommends approval of the Adjunct Faculty Agreements.

Attachments

Bell County: Adjunct Faculty Agreement, Memorandum and Resolution
Coryell County: Adjunct Faculty Agreement, Memorandum and Resolution
Lampasas County: Adjunct Faculty Agreement, Memorandum and Resolution

Contact Person

Brent Hawkins, Ed.D., Superintendent¹⁰⁶

E-Mail Address

brent.hawkins@ccisd.com



Board of Trustees

Date of Meeting

Item Type

Action

Item Name

Consider and Take Action on an Interlocal Government Agreement to Share Facilities with the City of Copperas Cove

District Goal

Facilities: Facilities will support innovation, equity, student performance, and community partnerships.

Summary
(Purpose/
Objective)

The District is recommending the approval of an Interlocal Government Agreement to Share Facilities with the City of Copperas Cove. This is an annual agreement that permits both entities to share specified facilities. There are minor changes to the proposed agreement for the 2026-2027 school year as outlined below:

1. Date changes
2. Updated coaches in Appendix A

Fiscal Impact

None

Administrative
Recommendation

Approve the Interlocal Government Agreement with the City of Copperas Cove

Attachments

Interlocal Government Agreement to Share Facilities

Contact Person

Dr. Jimmy Shuck, Deputy Superintendent for O&S

E-Mail Address

jimmy@ccisd.com

INTERLOCAL GOVERNMENT AGREEMENT TO SHARE FACILITIES

STATE OF TEXAS, COUNTY OF CORYELL

This Agreement is entered into on the 1st day of September, 2026 between the City of Copperas Cove, a municipal corporation of the State of Texas, herein called the “City” and the Copperas Cove Independent School District, a public school of the State of Texas, herein called the “District.”

WHEREAS, the governing bodies of the City of Copperas Cove and the Copperas Cove Independent School District desire to share facilities with each other for the betterment of the community;

WHEREAS, the City and the District seek to re-affirm their long-standing sharing of facility arrangements by formulating a written agreement defining the terms and conditions of shared facilities; and

WHEREAS, the City and the District have determined that in the best interest of taxpayer funds and overall efficiency of service delivery and agreement for sharing facilities is desired.

NOW THEREFORE, THE FOLLOWING TERMS AND CONDITIONS ARE AGREED:

SECTION I

ENTITIES DEFINED

This Agreement is applicable only to the legal government entities stated above, and does not apply to organizations associated with, but not legally a part of, each entity. Usage by organizations other than the stated entities must be approved by both the “City” and “District”.

SECTION II

DISTRICT FACILITIES AVAILABLE TO THE CITY

Unless specifically stated, the facilities owned by the District that are available to the City free of charge and are covered under this Agreement include the following facilities for the indicated dates and hours:

- 1) Outdoor Practice Fields at all elementary and intermediate schools year-round, but only after 4:00 p.m. on school days and between the hours of 8:00 a.m. and 8:00 p.m. on all other days. Scheduling subject to standard District policy and availability as coordinated with the Athletic Director.
- 2) Up to five (5) gymnasiums excluding the Copperas Cove High School competition gym. Scheduling subject to standard District policy and availability as coordinated with the Athletic Director.
- 3) The gymnasium at Avenue E Learning Center. Scheduling subject to standard District policy and availability as coordinated with the Athletic Director.
- 4) The Soccer Complex at Avenue E Alternative Learning Center for games only at times coordinated with Athletic Director.
- 5) Track usage for special events must be scheduled subject to standard District policy and availability as coordinated with the Athletic Director. Summer Track programs are directed and coordinated by the CCISD Athletic Department.
- 6) The use of a computer lab for adult and senior citizens basic computer instruction for up to 48 hours of use (evening and weekend) per year. Scheduling subject to standard District policy and availability.

- 7) The use of the CCISD community garden located at 701 West Avenue D. Usage of the community garden will be under the direction of the Deputy Superintendent, Operations and Support. Water service for the community garden will be provided by the City.

SECTION III

CITY FACILITIES AVAILABLE TO THE DISTRICT

Unless specifically stated, the facilities owned by the City that are available to the District free of charge and are covered under this Agreement include the following facilities for the indicated dates and hours:

- 1) The City Civic Center year-round use; scheduling subject to standard City policy and availability.
- 2) City Park and South Park Pools year-round for official swim team use and CCISD staff events; scheduling subject to availability.
- 3) Softball field #3, #4, and #5 at the City Park.
 - * Girls softball field #3 not available mid-March through July.
 - * Adult softball field #5 year-round use scheduling subject to standard City policy and availability.
 - * Field #4 year-round use scheduling subject to standard City policy and availability.
- 4) Hills of Cove Golf Course year-round golf program for the official team.
 - * Unlimited use of golf course and driving range 7 days a week. (Monday through Friday and weekends and holidays after 12:00 p.m. Tee times subject to availability.) "Unlimited use of golf course" pertains to green/restoration fees only. All other fees such as cart rentals and trails fees must be paid in full.
 - * Use restricted to golf coaches and team members of the High School and Junior High School golf programs, as group or individuals with approved adult coach supervision. See Appendix A.
 - * Three (3) tournaments per year.
 - * Use of golf course and driving range during the summer for Junior Golf Camps sponsored by CCISD.
 - * Cart(s) will be provided to CCISD golf coaches during scheduled practices and CCISD tournaments only. All other times carts must be rented.
 - * Prior to CCISD tournaments, CCISD point of contact will declare NLT 14 days prior to tournament the # of carts needed for coaches and/or athletic directors.
 - * CCISD Head Golf Coach must provide the golf course administrator with an updated player roster every time a player is added or removed and/or prior to the Fall and Spring Seasons.
- 5) Use of Channel 10 subject to availability.
- 6) Baseball fields year-round use. Scheduling subject to standard City policy and availability.

SECTION IV

ADDITIONAL USAGE

If either the City or the District requests the expansion of the number of hours set forth in this Agreement, or if either the City or the District requests the use of additional facilities not described in Sections II or III of this Agreement, facilities may be made available based on mutual agreement, and availability of the facility.

SECTION V

MAINTENANCE OF FACILITIES

Maintenance of facilities, to include repairs, upkeep, and custodial services shall be the responsibility of the entity, which owns the facility. When using the other entity's facility, however, each entity shall agree to leave it in the same condition, as it was when the activity began, and shall endeavor to keep the facility as clean as possible.

SECTION VI

SUPERVISION

In cases where the District is using City facilities under the provisions of this Agreement, such activities shall be considered as District sponsored, be an integral part of the District's instructional program, and shall be under the supervision of District personnel designated by the District.

In cases where the City is using District facilities under the provisions of this Agreement, such activities shall be considered as City sponsored, be an integral part of the City's program, and shall be under the supervision of City personnel designated by the City.

SECTION VII

RESPONSIBILITY AND LIABILITY

In cases where the District uses City facilities under the provisions of the agreement, the District agrees to abide by all City rules and regulations while on City property. In addition, the District also agrees to be responsible for any and all claims, which may arise from the usage, and shall hold the City harmless from any liability claims, which may arise from the event. The District also agrees to be responsible for any property damage, which may arise from such usage.

In cases where the City uses District facilities under the provisions of the agreement, the City agrees to abide by all District rules and regulations while on District property. In addition, the City also agrees to be responsible for any and all claims, which may arise from the usage, and shall hold the District harmless from any liability claims, which may arise from the event. The City also agrees to be responsible for any property damage, which may arise from such usage.

SECTION VIII

POINT OF CONTACT

Unless otherwise stated, the point of contact for the District for implementing and scheduling usage under the provisions of this Agreement shall be the Deputy Superintendent for Operations and Support. All requests to use District facilities from the City must be submitted by the City point of contact in writing (fax, email, etc.), and it shall be his/her responsibility to coordinate the usage with District personnel and issue written approval to such requests. All District requests to use City facilities must originate with the Deputy Superintendent and be in writing.

Unless otherwise stated, the point of contact for the City for implementing and scheduling usage under the provisions of this Agreement shall be the Director of Parks and Recreation. All requests to use City facilities from the District must be in writing (fax, email, etc.), and it shall be his/her responsibility to coordinate the usage with City personnel, and issue written approval to such requests. All City requests to use District facilities must originate with the Director of Parks and Recreation and be in writing.

SECTION IX

ADMINISTRATIVE PROCEDURES AND SCHEDULING

District activities have precedence in usage of district facilities. In order for the City to use District facilities, the City's point of contact shall submit a written request to the District's point of contact. It shall be the District point of contact's responsibility to work with other District personnel to determine if the facility is available, and to work out the scheduling. Once this has been done, the District point of contact shall inform the City in writing within seven (7) days on the status of the request and the determination made, and shall file copies with appropriate District personnel. The District point of contact shall be responsible for monitoring City usage of District facilities in respect to the provisions of this Agreement.

City activities have precedence in usage of City facilities. In order for the District to use City facilities, the District's point of contact shall submit a written request to the City's point of contact. It shall be the City point of contact's responsibility to work with other City personnel to determine if the facility is available, and to work out the scheduling.

Once this has been done, the City point of contact shall inform the District in writing within seven (7) days on the status of the request and the determination made, and shall file copies with appropriate City personnel. The City point of contact shall be responsible for monitoring District usage of City facilities in respect to the provisions of this Agreement.

SECTION X
TERM OF AGREEMENT

This annual Agreement will be reviewed in August by both parties. Effective dates of this Agreement are September 1, 2026 to August 31, 2027.

Either party may terminate this Agreement upon thirty (30) days written notice to the other at the following addresses:

City of Copperas Cove
Attn: City Manager
507 S. Main
Copperas Cove, TX 76522

Copperas Cove ISD
Attn: School Superintendent
408 S. Main Street
Copperas Cove, TX 76522

Either party may request re-negotiation of the Agreement with 30 days notice.

Agreement is hereby approved and executed in duplicate originals on this ____ day of August, 2026, by the representatives of the City and the District as authorized by their governing bodies.

Ryan Haverlah
City Manager

Brent Hawkins, Ed.D.
Superintendent

ATTEST:

ATTEST:

Lisa Wilson
City Secretary

Monica Hall
Secretary to the Superintendent

Appendix A

CCISD Golf Coaches 2026-2027

Cooper Carlton

Lance Garner

Maddie Miller

Jayce Elliot – Lee JH

Deryl Clark – Cove JH



Board of Trustees

Date of Meeting **July 20, 2026**

Item Type **Action**

Item Name

Consider and Take Action to Approve HB3 Resolution for Armed Security Officer Requirements

District Goal

Summary
(Purpose/
Objective)

Board Goal 2

1. House Bill 121 now requires that the Good Cause Exception for not assigning an armed peace officer to a campus must be renewed annually.
<https://capitol.texas.gov/tlodocs/89R/billtext/html/HB00121F.htm>

(d-1) A good cause exception claimed by the board of trustees of a school district under Subsection (c) expires on the first anniversary of the date the exception is claimed. On the expiration of the exception, the board must reevaluate whether the board is able to comply with this section and, if not, renew:

1. the claim for an exception under Subsection (c); Texas Legislature Online - 89(R) History for HB 121

2. I have attached a copy of a sample Good Cause Exemption from TASB for any districts that need to use the good cause exception because they do not have a commissioned peace officer assigned to each school in the district.

3. There has been some confusion regarding whether or not armed security guards meet the standard of having an armed security officer at each campus. Armed security guards only meet this requirement if they are also licensed peace officers. Being a Level III armed security guard does not meet this requirement, just like school marshals and school guardians do not meet this requirement. I have attached a document from TASB providing more details regarding this. Below I have copied and pasted the relevant sections (highlighting added). Can a school district meet the standard of at least one armed security officer present during regular school hours at each campus with individuals other than commissioned peace officers? No, not without first claiming a good cause exception. The statute states that an armed security officer described by Section 37.0814(a) must be: (1) a school district peace officer; (2) a school resource officer; or (3) a commissioned peace officer employed as security personnel.

4. Who is a commissioned peace officer employed as security personnel? Texas Education Code section 37.081 states that a school board has four options for employing security personnel: • employing or contracting with security personnel; • entering into an MOU for SROs provided by a local law enforcement agency or a city or county that employs commissioned peace officers; • contracting with a security services contractor licensed under Texas Occupations Code chapter 1702 for a commissioned security officer who has completed the Department of Public Safety (DPS) Level II or III training course; and/or • commissioning its own peace officers. Note that not all of the available options for employing security personnel meet the requirements of Section 37.0814 as the individuals are not commissioned peace officers. Districts may still hire non-peace officer security personnel, however, either as part of their good cause exception alternative standard or in addition to peace officers.

Fiscal Impact

None

Administrative
Recommendation

Approve HB3 Resolution

Attachments

Good Cause Exception

Contact Person

Dr. Jimmy Shuck, Deputy Superintendent for O&S

E-Mail Address

jimmy@ccisd.com

Resolution to Declare or Renew a Good Cause Exception for Texas Education Code section 37.0814

Published online in [TASB School Law eSource](#)

WHEREAS, Section 37.0814 of the Texas Education Code requires that the board of trustees of each school district shall determine the appropriate number of armed security officers for each district campus;

WHEREAS, Section 37.0814(a) of the Texas Education Code requires the board to ensure that at least one armed security officer is present during regular school hours at each district campus;

WHEREAS, Section 37.0814(b) of the Texas Education Code requires that at least one armed security officer at each campus be a commissioned peace officer, namely a school district peace officer; a school resource officer; a commissioned peace officer employed as security personnel under Section 37.081 of the Texas Education Code; a reserve deputy sheriff appointed under Section 85.004 of the Local Government Code; a reserve police officer appointed under Section 37.0816 of the Texas Education Code; or an honorably retired peace officer who meets the requirements of Section 37.0814(b)(6) of the Texas Education Code;

WHEREAS, Section 37.0814(c) of the Texas Education Code provides that if the board of trustees of a school district is unable to comply with this section, the board may claim a good cause exception if the district's noncompliance is due to the availability of funding or qualified personnel;

[Include paragraph below if renewing a good cause exception]

[WHEREAS, Section 37.0814(d-1) of the Texas Education Code requires the board of trustees of a school district that has previously claimed a good cause exception to reevaluate annually whether the board is able to ensure that at least one armed security officer is present during regular school hours at each district campus and, if not, renew the board's good cause exception;]

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of _____ School District hereby determines that the School District is unable to ensure that at least one armed security officer, as defined by law, is present during regular school hours at each district campus;

BE IT FURTHER RESOLVED that the Board of Trustees determines that:

[Choose one or both.]

The District's noncompliance is due to lack of available funding. ***[Add local details about lack of available funding here.]***

[AND/OR]

The District's noncompliance is due to lack of available qualified personnel. ***[Add local details about lack of available qualified personnel here.]***

[Make elections below based on if initially claiming or renewing an existing good cause exception]

FINALLY, BE IT RESOLVED that the Board of Trustees, having **[claimed] [OR] [renewed]** a good cause exception, will **[develop and document an] [OR] [update, if necessary, and renew the]** alternative standard with which the district is able to comply, in accordance with Sections 37.0814(d) and (e) of the Texas Education Code.

Adopted this _____ (*date*) day of _____ (*month*), _____ (*year*), by the Board of Trustees.

Presiding officer's signature:

Secretary's signature:



Board of Trustees

Date of Meeting **July 27, 2026**

Item Type **Action**

Item Name

Consider and Take Action on the Adoption of an Election Order for Copperas Cove ISD Board of Trustees Election to be Held on November 3, 2026

District Goal

Communications/Community Partnerships: Expand opportunities for stakeholders' involvement in activities that foster academic success, personal excellence and responsible citizenship in our students while recognizing community partners.

Summary
(Purpose/
Objective)

Trustee positions designated as Place 5 (currently interim Mike Wilburn filling the unexpired term of Heather Copeland), Place 6 (currently John Gallen), and Place 7 (currently Jeff Gorres) will be included on the ballot.

The trustee election will be held on the November uniform election date, November 3, 2026. The election will be conducted under a joint agreement with Coryell and Bell County.

Fiscal Impact

None

Administrative
Recommendation

The administration recommends adoption of the election order.

Attachments

Election Order for Copperas Cove ISD

Contact Person

Monica Hall, Supt. Secretary

116

E-Mail Address

hallm@ccisd.com



ORDER OF ELECTION FOR COPPERAS COVE ISD BOARD OF TRUSTEES

An election is hereby ordered to be held on November 3, 2026, for the purpose of Trustee positions designated as:

Place 5 (currently interim Mike Wilburn)- Unexpired term ending in 2028

Place 6 (currently John Gallen) – Full three-year term

Place 7 (currently Jeff Gorres) – Full three-year term

Applications for a place on the ballot shall be filed by **5:00 PM, August 17, 2026.**

Early voting by personal appearance will be conducted each weekday at:

> For Coryell County Voters <

Copperas Cove Early Voting

Center

809 S Main St.
Copperas Cove, TX 76522

Gatesville Main St. Annex

800 E Main St, Ste B
Gatesville, TX 76528

Dates and Times - TBD

> For Bell County Voter <

Belton - Bell County Belton Annex,
550 East 2nd Ave Belton, TX 76513

Killeen - Bell County Annex, 304
Priest Drive Killeen, TX 76541

Killeen - Jackson Professional
Learning Center, 902 Rev R A
Abercrombie Dr. Killeen, TX 76543

Killeen - Senior Center @ Lions
Club Park, 1700 E. Stan
Schlueter Loop, Killeen, TX 76542

Temple - Temple ISD Admin
Building, 401 Santa Fe Way, Temple,
TX 76501

Salado - Salado Church of Christ,
217 North Stagecoach, Salado, TX
76571

Harker Heights - Parks & Recreation
Center, 307 Millers Crossing, HH, TX
76548

Morgan's Point Event Center, 60
Morgan's Point Blvd Morgan's Point
Resort TX 76513

Dates and Times - TBD

Election Day November 3, 2026 - 7:00 am – 7:00 pm

Election Day Polling Locations:

- ❖ These are county-wide vote centers. You may vote at any location regardless of the precinct where you live.

Coryell County Voters

Copperas Cove Civic Center	1206 W. Ave. B	Copperas Cove
Holy Family Catholic Church	1001 Georgetown Rd.	Copperas Cove
Eastside Baptist Church	1202 ML King Jr., BLVD	Copperas Cove
Gatesville Civic Center	303 Veterans Memorial Loop	Gatesville
Evant City Hall	598 E Hwy 84	Evant
Flat Community Center	159 CR 334	Flat
Oglesby Community Center	118 Main St.	Oglesby
Turnersville Community Center	8115 FM 182	Gatesville

Bell County Voters

Bell County Polling Site Locations.

Site #	Polling Site	Address	City	State	Zip Code
1	Belton Nazarene Church	1701 Sparta Road	Belton	TX	76513
2	North Belton Annex	1605 N. Main Street	Belton	TX	76513
3	Belton Senior Center	842 S. Mitchell Street	Belton	TX	76513
4	Morgan's Point Event Center (New Site) (EV)	60 Morgan's Point Blvd	Morgan's Point Resort	TX	76513
5	Bliss Community Center	109 S. Evans Street	Little River Academy	TX	76554
6	Liberty Christian Center	4107 Westcliff Road	Killeen	TX	76543
7	Bartlett City Hall	140 W. Clark Street	Bartlett	TX	76511
8	First Baptist Church Holland	506 Dixie Drive	Holland	TX	76534
9	Christian House of Prayer	3300 E. Stan Schlueter Loop	Killeen	TX	76542
10	Nolanville City Hall	101 N. 5th Street	Nolanville	TX	76559
11	Belton Annex (EV)	550 E. 2nd Avenue	Belton	TX	76513
12	VFW Post 3892	201 VFW Drive	Harker Heights	TX	76548
13	Harker Heights Parks & Recreation Center (EV)	307 Millers Crossing	Harker Heights	TX	76548
14	Salado Church of Christ Activities Center (EV)	217 N. Stagecoach	Salado	TX	76571
15	Lakeview Baptist Church	7717 HWY 317	Belton	TX	76513
16	Jackson Professional Learning Center (EV)	902 Rev R A Ambercrombie Drive	Killeen	TX	76543
17	Killeen Senior Center @ Lions Club Park (EV)	1700 E. Stan Schlueter Loop	Killeen	TX	76542
18	Grace Christian Center	1401 E. Elms Road	Killeen	TX	76542
19	St. Paul Chong Hasang Catholic Church	1000 E. FM 2410	Harker Heights	TX	76548
20	First Baptist Church of Trimmier	6405 Chapparral Road	Killeen	TX	76542
21	Troy Community Center	201 E. Main Street	Troy	TX	76579
22	VFW Post 1820	3302 Airport Road	Temple	TX	76504
23	Northside Church of Christ	3401 N. 3rd Street	Temple	TX	76501
24	House of Hope Outreach	5625 E. US Hwy 190	Temple	TX	76502
25	Cross Church on Birdcreek	2202 Birdcreek Drive	Temple	TX	76502
26	Immanuel Baptist Church	1401 W. Central Avenue	Temple	TX	76504
27	Temple ISD Admin Building (New Site) (EV)	401 Santa Fe Way	Temple	TX	76501
28	Temple College	130 E Marvin R. Felder Drive	Temple	TX	76501
29	Grace Temple Ministries	801 S. 13th Street	Temple	TX	76504
30	St. Joseph Catholic Church Fellowship Hall	20220 FM 485	Burlington	TX	76519
31	First Baptist Church of Moffat	13929 Moffat Road	Temple	TX	76502
32	First Baptist Church of Rogers	5 Prairie Avenue	Rogers	TX	76569
33	First Church of the Nazarene	5000 S 31st Street	Temple	TX	76502
34	Boys Ranch Road	3275 Boys Ranch Road	Kempner	TX	76539
35	Triple 7 Fire Station	258 Triple 7 Trail	Killeen	TX	76542
36	Killeen Annex (EV)	304 Priest Drive	Killeen	TX	76541
37	Robert M. Shoemaker High School	3302 Clear Creek Road	Killeen	TX	76541
38	Skyline Baptist Church	906 Trimmier Road	Killeen	TX	76541
39	Westside Baptist Church	711 Stagecoach Road	Killeen	TX	76542
40	Killeen Utilities Department	210 W. Avenue C	Killeen	TX	76541
41	The Journey Church (New Site)	5300 Bunny Trail	Killeen	TX	76549
42	Sugar Loaf Elementary School	1517 Barbara Lane	Killeen	TX	76549

Applications for ballot by mail shall be mailed to:

For: Coryell County

Coryell County: Justin Carothers

P.O. Box 6

Gatesville, TX 76528

254-248-3144

E-mail: tac@coryelltax.com

For: Bell County

Bell County: Dr. Desi Roberts

P.O. Box 1629

Belton, TX 76513

254-933-5780

E-mail: desi.roberts@bellcounty.texas.gov

Applications for ballots by mail must be received no later than the close of business on
October 23, 2026.

Issued this 27th day of July 2026

Signature of Presiding Officer

Board Member

Board Member

Board Member

Board Member

Board Member

Board Member

Instruction Note: A copy of this election order must be delivered to the County Clerk/Elections Administrator and Voter Registrar not later than 60 days before Election Day.



ORDEN DE ELECCIÓN PARA LA JUNTA DE REGENTES DE COPPERAS COVE ISD

Por la presente se ordena que se llevará a cabo una elección el 3 de noviembre 2026 con el propósito de:
Regentes por puestos designado como
número 5 (actualmente interino Mike Wilburn) – Plazo remanente que vence en 2028
número 6 (actualmente John Gallen) – un término complete de tres años
número 7 (actualmente Jeff Gorres) – un término complete de tres años

Solicitudes para un lugar en la boleta serán presentadas por: 5:00 p.m., el 17 de Agosto, 2026
La votación adelantada en persona se llevará a cabo:

> Para Votantes del Condado de Coryell <

Copperas Cove Early Voting

Center

809 S Main St
Copperas Cove, TX 76522

Gatesville Main St. Annex

800 E Main St, Ste B
Gatesville, TX 76528

Fechas y horarios TBD

> Para Votantes del Condado de Bell <

Belton - Bell County Belton Annex,
550 East 2nd Ave Belton, TX 76513

Killeen - Bell County Annex, 304
Priest Drive Killeen, TX 76541

Killeen - Jackson Professional
Learning Center, 902 Rev R A
Abercrombie Dr. Killeen, TX 76543

Killeen - Senior Center @ Lions
Club Park, 1700 E. Stan
Schlueter Loop, Killeen, TX 76542

Temple - Temple ISD Admin
Building, 401 Santa Fe Way, Temple,
TX 76501

Salado - Salado Church of Christ,
217 North Stagecoach, Salado, TX
76571

Harker Heights - Parks & Recreation
Center, 307 Millers Crossing, HH, TX
76548

Morgan's Point Event Center, 60
Morgan's Point Blvd Morgan's Point
Resort TX 76513

Fechas y horarios TBD

Día de votación 11/03/2026 7:00 am – 7:00 pm

Sitio:

Estos son centros de votación en todo el condado. Puede votar en cualquier lugar, independientemente del precinto donde viva.

Votantes del Condado de Coryell

Copperas Cove Civic Center	1206 W. Ave. B	Copperas Cove
Holy Family Catholic Church	1001 Georgetown Rd.	Copperas Cove
Eastside Baptist Church	1202 ML King Jr., BLVD	Copperas Cove
Gatesville Civic Center	303 Veterans Memorial Loop	Gatesville
Evant City Hall	598 E Hwy 84	Evant
Flat Community Center	159 CR 334	Flat
Oglesby Community Center	118 Main St.	Oglesby
Turnersville Community Center	8115 FM 182	Gatesville

Votantes del Condado de Bell

Bell County Polling Site Locations.

Site #	Polling Site	Address	City	State	Zip Code
1	Belton Nazarene Church	1701 Sparta Road	Belton	TX	76513
2	North Belton Annex	1605 N. Main Street	Belton	TX	76513
3	Belton Senior Center	842 S. Mitchell Street	Belton	TX	76513
4	Morgan's Point Event Center (New Site) (EV)	60 Morgan's Point Blvd	Morgan's Point Resort	TX	76513
5	Bliss Community Center	109 S. Evans Street	Little River Academy	TX	76554
6	Liberty Christian Center	4107 Westcliff Road	Killeen	TX	76543
7	Bartlett City Hall	140 W. Clark Street	Bartlett	TX	76511
8	First Baptist Church Holland	506 Dixie Drive	Holland	TX	76534
9	Christian House of Prayer	3300 E. Stan Schlueter Loop	Killeen	TX	76542
10	Nolanville City Hall	101 N. 5th Street	Nolanville	TX	76559
11	Belton Annex (EV)	550 E. 2nd Avenue	Belton	TX	76513
12	VFW Post 3892	201 VFW Drive	Harker Heights	TX	76548
13	Harker Heights Parks & Recreation Center (EV)	307 Millers Crossing	Harker Heights	TX	76548
14	Salado Church of Christ Activities Center (EV)	217 N. Stagecoach	Salado	TX	76571
15	Lakeview Baptist Church	7717 HWY 317	Belton	TX	76513
16	Jackson Professional Learning Center (EV)	902 Rev R A Ambercrombie Drive	Killeen	TX	76543
17	Killeen Senior Center @ Lions Club Park (EV)	1700 E. Stan Schlueter Loop	Killeen	TX	76542
18	Grace Christian Center	1401 E. Elms Road	Killeen	TX	76542
19	St. Paul Chong Hasang Catholic Church	1000 E. FM 2410	Harker Heights	TX	76548
20	First Baptist Church of Trimmier	6405 Chapparral Road	Killeen	TX	76542
21	Troy Community Center	201 E. Main Street	Troy	TX	76579
22	VFW Post 1820	3302 Airport Road	Temple	TX	76504
23	Northside Church of Christ	3401 N. 3rd Street	Temple	TX	76501
24	House of Hope Outreach	5625 E. US Hwy 190	Temple	TX	76502
25	Cross Church on Birdcreek	2202 Birdcreek Drive	Temple	TX	76502
26	Immanuel Baptist Church	1401 W. Central Avenue	Temple	TX	76504
27	Temple ISD Admin Building (New Site) (EV)	401 Santa Fe Way	Temple	TX	76501
28	Temple College	130 E Marvin R Felder Drive	Temple	TX	76501
29	Grace Temple Ministries	801 S. 13th Street	Temple	TX	76504
30	St. Joseph Catholic Church Fellowship Hall	20220 FM 485	Burlington	TX	76519
31	First Baptist Church of Moffat	13929 Moffat Road	Temple	TX	76502
32	First Baptist Church of Rogers	5 Prairie Avenue	Rogers	TX	76569
33	First Church of the Nazarene	5000 S 31st Street	Temple	TX	76502
34	Boys Ranch Road	3275 Boys Ranch Road	Kempner	TX	76539
35	Triple 7 Fire Station	258 Triple 7 Trail	Killeen	TX	76542
36	Killeen Annex (EV)	304 Priest Drive	Killeen	TX	76541
37	Robert M. Shoemaker High School	3302 Clear Creek Road	Killeen	TX	76541
38	Skyline Baptist Church	906 Trimmier Road	Killeen	TX	76541
39	Westside Baptist Church	711 Stagecoach Road	Killeen	TX	76542
40	Killeen Utilities Department	210 W. Avenue C	Killeen	TX	76541
41	The Journey Church (New Site)	5300 Bunny Trail	Killeen	TX	76549
42	Sugar Loaf Elementary School	1517 Barbara Lane	Killeen	TX	76549

Las solicitudes para boletas que se votarán en ausencia por correo deberán enviarse a:

Por Condado de Coryell:

Coryell County: Justin Carothers

P.O. Box 6

Gatesville, TX 76528

E-mail: tac@coryelltax.com

mail: desi.roberts@bellcounty.texas.gov

Por Condado de Bell:

Bell County: Dr. Desi Roberts

P.O. Box 1629

Belton, TX 76513

E-

*Las solicitudes para boletas que se votarán en ausencia por correo deberán recibirse para el fin de las horas de negocio el **23 de octubre 2026**.*

Emitido este día 27 de julio 2026

Firma del Oficial que Preside

Board Member

Board Member

Board Member

Board Member

Board Member

Board Member

Nota de instrucción: Se deberá entregar una copia de esta orden de elección al/a la Secretario(a) del Condado/Administrador(a) de Elecciones y el/la Registrador(a) de Votantes a más tardar 60 días antes del día de elección.



Board of Trustees

Date of Meeting July 27, 2026

Item Type Action

Item Name

Consider and Take Action on Election Services Contracts with Coryell and Bell Counties

District Goal

Communications/Community Partnerships: Expand opportunities for stakeholders' involvement in activities that foster academic success, personal excellence and responsible citizenship in our students while recognizing community partners.

Summary

(Purpose/
Objective)

In accordance with the Texas Election Code and the Texas Education Code, for the purpose of electing trustees for places five (5), six (6) and seven (7).

A joint election is required by Section 11.0581 of the Education Code. As Copperas Cove ISD has voters in Coryell and Bell Counties and our elections are held on the same date as state and county officials, the contracting officers for election services are as follows:

Justin K. Carothers - Coryell County Tax Assessor/Collector
Jeannette Araiza- Bell County Elections Chief Deputy

The election services contract with Coryell County will be shared with Coryell County, the City of Copperas Cove, and Copperas Cove ISD. The election services contract with Bell County will be shared with Bell County and Copperas Cove ISD.

Fiscal Impact

Estimate: \$18,000.00 - Budgeted funds

Administrative
Recommendation

The administration recommends approval of the election services contracts with Coryell and Bell Counties.

Attachments

1. Contract for Election Services - Coryell County
2. Contract for Election Services - Bell County

Contact Person

Monica Hall, Secretary to the Superintendent

E-Mail Address

hallm@ccisd.com



Bell County

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ELECTION AGREEMENT AND CONTRACT FOR ELECTION SERVICES

THIS Uniform Election Agreement and Contract for Election Services (Contract) is made by and between the Bell County Elections Administrator (Elections Administrator) and political subdivisions (Participating Authority or Participating Authorities, namely _____ located entirely inside the boundaries of Bell County.

This contract is made pursuant to the Texas Election Code Sections 31.092 and Texas Education Code Section 11.0581 for an election to be held on the uniform election date of **November 3rd, 2026**, and administered by Dr. Desi Roberts, Bell County Elections Administrator. This contract supersedes all prior contracts and agreements regarding the conduct of elections between a Participating Authority and the Bell County Elections Department. Participating Authorities who desire to utilize Bell County Elections Services shall return the signed contract for participation during the Uniform Election of November 3rd, 2026, **on or before August 20, 2026**. Send all documents to jeannette.araiza@bellcounty.texas.gov and desi.roberts@bellcounty.texas.gov. Throughout this period, open accessibility and communication shall be maintained.

RECITALS

WHEREAS, each Participating Authority plans on holding an election on November 3rd, 2026;

WHEREAS, Bell County owns an electronic voting system, the Election System and Software (ES&S) voting system, which includes the DS200 precinct scanner, the DS850 central scanner, and the ExpressVote ballot marking device and 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 Participating Authorities express their desire to share the use of Bell County's electronic voting system, to compensate Bell County for such use, and to share in certain other expenses connected with this uniform election, in accordance with the applicable provisions of Chapters 31 of the Texas Election Code, and 281 of the Texas Health and Safety Code as amended, and

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

I. ADMINISTRATION

The Participating Authorities agree to participate in a Uniform Election with Bell County in accordance with the Texas Election Code, all other applicable Texas Codes or laws, and this Contract. The Elections Administrator shall coordinate, supervise, and administer all aspects of the Election as this contract provides. Each Participating Authority agrees to compensate the Elections Administrator for equipment, programming, election workers, supplies, services, and administrative costs as provided in this contract. The Elections Administrator shall serve as the Election Officer for this Uniform Election; however, each Participating Authority shall be held accountable for its information sharing and required documents necessary for the lawful conduct of this Uniform Election. The Elections Administrator shall obtain all required approval or authorization from the Bell County Commissioners' Court, the Elections Board, and Advisories from the Elections Department, Office of the Texas Secretary of State.

It is understood that other political subdivisions and districts may wish to participate in the use of Bell 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 outlined in this contract. In such cases, costs shall be prorated among the participants according to Section XII of this Contract. Political subdivisions agrees to approve and return their ballot proofs within 24 hours to avoid missing preparation deadlines.

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



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governing body, charter, or ordinances, except that the Elections Administrator shall be responsible for the preparation and publication of all voting equipment testing notices that the Texas Election Code requires. Election orders should include language that would not necessitate amending the order if any of the Early Voting and/or Election Day polling places change.

Preparation of the necessary materials for notices and the official ballot language shall be the responsibility of each Participating Authority, including providing the text in English and Spanish. Each Participating Authority shall provide a copy of its respective election orders and notices to the Elections Administrator. Participating Authorities shall adhere to detailed timelines established to maintain the progress of election preparation. A Participating Authority risks exclusion from ballot programming activities if deadlines are missed.

III. NONPERFORMANCE

The Elections Administrator will inform each Participating Authority of any problems or deficiencies in their respective performance of obligations under this contract, including but not limited to non-adherence to deadlines for requests for information of each Participating Authority by the Elections Administrator, and may set a reasonable period to cure or obtain adequate assurance that any such problems or deficiencies will be timely addressed and corrected. **The Participating Authority's failure to remedy issues or deficiencies related to its obligations, duties, and responsibilities in accordance with all terms and conditions of this Agreement will be considered in any future contracts with the Elections Administrator. Any Participating Authority failing to perform will reimburse the Elections Administrator for additional costs and expenses to Bell County, including all costs associated with interference in conducting the Election.** Participating Authority is required to respond immediately to request for information.

IV. VOTING LOCATIONS

The Elections Administrator shall select and arrange for the use of and payment for all Election Day voting locations. Voting locations shall comply with the accessibility requirements established by Election Code Section 43.034 and the Americans with Disabilities Act (ADA). The proposed Election Day voting locations may be amended. In the event a voting location is not available or appropriate, the Elections Administrator will arrange for the use of an alternate site. The Elections Administrator shall notify the Participating Authorities.

If polling places for the November 3, 2026, Election are different from the polling place(s) used by a Participating Authority in its most recent Election the Elections Administrator agrees to post a notice no later than November 1, 2026, at the entrance to any previous polling places in the jurisdiction stating that the polling location has changed and listing the Participating Authority's polling place names and addresses in effect for the November 3, 2026, election. This notice shall be written in both English and Spanish.

V. ELECTION JUDGES, CLERKS, AND OTHER ELECTION PERSONNEL

The Elections Administrator will compensate, train, and support all election workers.

The Elections Administrator will take the necessary steps to ensure that all election judges appointed for the Election are eligible to serve and meet the eligibility requirements in Subchapter C of Chapter 32 of the Texas Election Code and meet any requirements to serve as an Election Worker set forth by the Bell County Commissioners Court.

The Elections Administrator shall arrange for the training and compensation of all election judges, clerks, and election personnel. The Elections Administrator shall arrange the date, time, and place for the presiding election judges to pick up their election supplies. As outlined in Sec. 32.009 of the Texas Election Code, each presiding election judge and an alternate presiding judge shall be given written notice of their appointment. The notice from the Elections Administrator will include the polling location and the number of election clerks the presiding judge may appoint. The number of poll workers will be based on the specific site; however, 4 to 6 poll workers are estimated.



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Each election Judge and Clerk will receive compensation at the hourly rate established by Bell County pursuant to Texas Election Code Section 32.091. The election judge will be compensated for mandated training events, picking up the election supplies before Election Day, and returning the supplies and equipment to the central counting station after the polls close.

On the date of the drafting of this contract, the compensation rates established by Bell County are:

Early Voting – Deputy Early Voting Clerks (\$17 an hour), Assistant Clerks (\$15 an hour)
Election Day – Presiding Judge (\$17.00 an hour), Alternate Judge (\$17.00 an hour), Clerk (\$15.00 an hour)

Election judges and clerks who attend ADA, voting equipment, and training procedures shall be compensated at the hourly rates listed above.

The Elections Administrator may employ other personnel as 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, for the efficient tabulation of ballots at the central counting station, and the post-election processes conducted by warehouse personnel. Part-time personnel supporting the Early Voting Ballot Board and/or central counting station on Election Night will be compensated at the hourly rate set by Bell County in accordance with Election Code Sections 88.005, 128.004, and 128.006.

Per Sec. 31.098 of the Texas Election Code, the Elections Administrator is authorized to contract with third persons for election services and supplies. The Elections Administrator will pay the actual cost of such third-person services and supplies and will be reimbursed by the Participating Authorities.

VI. PREPARATION OF SUPPLIES AND VOTING EQUIPMENT

The Elections Administrator shall arrange for all election supplies and voting equipment, including, but not limited to, Bell County's electronic voting system, ADA remediation equipment and equipment, 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 the availability of tables and chairs at each polling place. The Elections Administrator shall be responsible for conducting all required testing of the electronic equipment, as required by Chapters 128 and 129 of the Texas Election Code.

Participants shall share voting equipment and supplies to the extent possible. A single ballot containing all the offices or propositions stating measures to be voted on at a particular polling place may be used in a Uniform election. A voter may not be permitted to select a ballot containing an office or proposition stating a measure on which the voter is ineligible to vote. The Elections Administrator shall provide the necessary voter registration information, maps, instructions, and other information needed. The Elections Administrator shall ensure that all voting equipment is programmed with the appropriate ballot styles to conduct a fair election. The Elections Administrator will arrange for the transportation of all voting equipment and signage to the voting sites.

Within a designated timeframe Each Participating Authority shall furnish the Elections Administrator with 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 of offices and text in both English and Spanish languages). The Participating Authorities are required to submit information in a format or template requested by the Elections Administrator. Each Participating Authority shall be responsible for proofreading and approving the ballot pertaining to that authority's candidates and/or propositions. Each Participating Authority shall also be responsible for proofing and approving the audio recording of the ballot insofar as it pertains to that authority's candidates and/or propositions. The Elections Administrator shall not delay the entire process for any delayed submission or approval.

If a Participating Authority identifies an error after approval of their respective ballot proof(s), and any programming and/or audio files require changes, the Participating Authority approving the original ballot and audio proof will be responsible for the total cost of reprogramming, if required. This will include the cost of reprogramming ballot language and/or audio files for other Participating Authorities as necessary due to software limitations.



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Early Voting by Personal Appearance and/or the use of Vote Centers, Texas Election Code Section 43.008, on Election Day shall be conducted exclusively on Bell County's electronic voting system.

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

The Elections Administrator may conduct criminal background checks for relevant election officials, staff, and temporary workers upon hiring as required by Election Code 129.051(g).

VII. EARLY VOTING

The Election Administrator shall serve as the Early Voting Clerk per Sections 31.098 and 281.006, Texas Election Code. The Elections Administrator shall appoint Deputy Early Voting clerks to assist in the conduct of Early Voting as necessary, and these additional Deputy Early Voting clerks shall be compensated at an hourly rate set by Bell County pursuant to Section 83.052 of the Texas Election Code. Deputy Early Voting clerks who are permanent Bell County Elections Administration employees may be paid from the election services contract fund for contractual duties performed outside of regular business hours (Sec. 31.100(e), Texas Election Code.

Early Voting by personal appearance will be held at the designated locations, dates, and times. In the event a voting location is not available or appropriate, the Elections Administrator will arrange for the use of an alternate site. The Elections Administrator shall notify the Participating Authorities of any changes to the locations. Any Bell County qualified voter of the General Election may vote early by personal appearance at any one of the 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 address of the Early Voting Clerk is as follows:

Mailing Address
Early Voting Clerk
Bell County Elections Department
P.O. Box 1629
Belton, Texas 76513

Physical Location
Early Voting Clerk
550 East 2nd Avenue
Belton, Texas 76513

After the first day of Early Voting, the Elections Administrator shall post on the Bell County Elections Office webpage the Early Voting turnout by Early Voting polling location by day and a cumulative final Early Voting turnout report following the close of Early Voting.

VIII. EARLY VOTING BALLOT BOARD

The Bell County Early Voting Ballot Board (EVBB) shall process Early Voting results from the Uniform Election. The Presiding Judges, with the assistance of the Elections Administrator (Elections Board), shall appoint two or more additional members (clerks) to constitute the EVBB. The Elections Administrator shall determine the number of EVBB members required to efficiently process the Early Voting ballots. The date and time for convening the EVBB are recommended by the Presiding Judge and approved by the Elections Administrator.



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IX. CENTRAL COUNTING STATION AND ELECTION RETURNS

The Elections Administrator will take the necessary steps to establish and operate the central counting station to receive and tabulate the voted ballots per the provisions of the Texas Election Code and this contract.

The Counting Station Manager (Elections Administrator) or an approved representative shall deliver timely cumulative reports of the election results as precincts report to the central counting station and are tabulated. The Counting Station Manager shall be responsible for releasing unofficial cumulative totals and center returns from the Election to the participants, candidates, press, and public by the distribution of electronic copies at the central counting station and by posting to the Bell County Elections Office webpage. To ensure the accuracy of reported election returns, results printed on the tapes produced by Bell County's voting equipment will not be released to the Participating Authorities at any individual polling locations.

The Elections Administrator will prepare the unofficial canvass reports that are necessary for compliance with Election Code Section 68.004 after all precincts have been counted and will deliver a copy of the unofficial canvass 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. Each Participating Authority should ensure its canvass dates are scheduled after the Elections Administrator publishes the final tabulation (Not before 6:00 pm the following Tuesday after Elections Day).

The Elections Administrator will prepare the electronic results reports for uploading to the Secretary of State as required by Section 68.018 of the Election Code.

The Elections Administrator shall be responsible for conducting the post-election manual recount required by Section 128.201 of the Texas Election Code unless the Secretary of State grants a waiver. The notification will be posted on the official webpage.

X. PARTICIPATING AUTHORITIES WITH TERRITORY OUTSIDE BELL COUNTY

Bell County Elections will not consider conducting elections in territories outside of Bell County.

XI. RUNOFF ELECTIONS

Each Participating Authority shall have the option of extending the terms of this contract through its runoff election, if applicable. In the event of such a runoff election, the terms of this contract shall automatically extend unless the Participating Authority notifies the Elections Administrator in writing within three business days of the original Election.

The Elections Administrator shall reserve the right to reduce the number of Early Voting locations and/or Election Day voting locations in a runoff election. If necessary, any voting changes made by a Participating Authority between the original Election and the runoff election shall be submitted by the authority making the change to the United States Department of Justice for the preclearance required by the Federal Voting Rights Act of 1965, as amended.

Each Participating Authority agrees to order any runoff election(s) at its meeting for canvassing the votes from the November 4, 2025, election and to conduct its drawing for ballot positions at or immediately following such meeting to expedite preparations for its runoff election.

Each Participating Authority eligible to hold runoff elections after the November 4, 2025, Election Date agrees that the date of a necessary runoff election shall be held in accordance with the Election Code.



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XII. ELECTION EXPENSES AND ALLOCATION OF COSTS

Charges. In consideration of the Uniform election services provided hereunder by the Elections Administrator, the Participating Authorities will be charged a share of election costs, a staffing agency fee for election workers, an administrative fee, and the lease of voting equipment.

1. **Share of Election Costs.** Each Participating Authority's share of election costs will be (i) a base fee of 10%, (ii) plus an equal share of the total of all costs incurred by the Elections Administrator in connection with the administration of elections of other entities held at the same time as the Election. The sum of the base charges from all Participating Authorities will be subtracted from the total of all costs before allocating the remaining costs to each Participating Authority. Each Participating Authority's share of the remaining (allocated) costs will be determined by dividing the total cost by the number of Participating Authorities. An itemized cost list is the basis for the final Total Cost report/invoice, which will be submitted to each Participating Authority after the Election.
2. Each Participating Authority's share of the staffing fee for election workers will be an even share among entities.
3. **Lease of Voting Equipment.** Per Texas Election Code Section 123.032(d), the following prices for leasing county-owned voting equipment:
 - ExpressVote Ballot Marking Device
 - DS200 Precinct Scanner;
 - DS850 Central Count scanner to cover the duration of the Election;
 - Electronic poll book.

The Participating Authority's share of voting equipment costs will be evenly divided. If applicable, the leasing cost will be calculated once for the Early Voting period and once for Election Day. If the County acquires additional equipment, different voting equipment, or upgrades existing equipment during the term of this contract, the charge for the use of the equipment may be reset or adjusted.

- a) **Administrative Fee.** Each Participating Authority agrees to pay the Bell County Elections Administrator an administrative fee equal to ten percent (10%) of its total billable costs, less than the staffing agency fee, in accordance with Section 31.100(d) of the Texas Election Code.
 - b) **Technical Support.** The Elections Administrator will contract with the elections equipment vendor to provide on-site support and consultation for Election Day at an estimated amount of \$5000.
4. Other charges may include, but are not limited to, printing fees and postage for ballot-by-mail.

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

XIII. WITHDRAWAL FROM CONTRACT DUE TO CANCELLATION OF ELECTION

Any Participating Authority may withdraw from this contract, and the Election should it determine a cancellation of its Election is in accordance with Sections 2.051 - 2.053 of the Texas Election Code. Official written notification (ordinance canceling the election) should be forwarded to the Election Administrator within 48 hours.



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XIV. RECORDS OF THE ELECTION

The Elections Administrator is appointed general custodian of the voted ballots and all Election records as authorized by Acts 2009, 81st Leg., R.S., Ch. 465 (S.B. 281), Sec. 2, eff. September 1, 2009, or Sec. 66.001. GENERAL CUSTODIAN OF ELECTION RECORDS.

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 Office of the Elections Administrator or at an alternate facility to store County records. The Elections Administrator shall ensure that the records are maintained in order so that they are 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 open records 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 open records request that may be filed with the Participating Authority.

XV. RECOUNTS OR CONTESTED ELECTION

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 or a location approved by the Elections Administrator. 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.

In the event of a contested election, the expenses of a new election ordered by a court of competent jurisdiction or Participating Authority will be paid for and by the Participating Authority in accordance with Texas Election Code 221.014

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

XVI. MISCELLANEOUS PROVISIONS

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

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.

This contract shall be construed under and in accordance with the laws of the State of Texas, and all obligations of the parties created hereunder are performable in Bell County, Texas.

If one or more of the provisions contained in this contract 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 contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.



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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.

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

Any amendments to this contract shall be of no effect unless in writing and signed by all parties hereto.

Participating Authority agrees to act in good faith in the performance of this agreement and shall immediately contact and notify the Elections Administrator of any potential problems or issues relevant to the subject matter of this contract.

XVII. COST ESTIMATES AND PAYMENT OF FUNDS

The total *estimated* cost for the November 4, 2025, Uniform Election is subject to change. Each Participating Authority's portion will be a cost-sharing approach, and all reasonable cost reduction methods will be adopted. As soon as reasonably possible after the Election, the Elections Administrator will submit an itemized invoice to each Participating Authority based on the actual expenses. The exact amount of each Participating Authority's obligation under the terms of this contract shall be calculated after the Election (or runoff election, if applicable). A final invoice from the Elections Administrator will be provided with the payable amount. Each Participating Authority shall make its payment within 45 days of receiving the invoice from the Elections Administrator. To expedite election preparation, **each Participating Authority should make every effort to return its signed copy of this contract within ten days of receipt.**

XVIII. SIGNATURE PAGE

WITNESS BY MY HAND THIS THE _____ DAY OF _____, 2026.

Dr. Desi Roberts CPM
Elections Administrator
Bell County, Texas
desi.roberts@bellcounty.texas.gov

WITNESS BY MY HAND THIS THE _____ DAY OF _____, 2026.

PARTICIPATING AUTHORITY:

Name of Participating Authority: _____

By: _____

Printed Name: _____

Official Title: _____



Bell County
The Office of the Elections Administration

550 E. 2nd Ave
P.O. Box 1629
Belton, Texas 76513
254.933.5774
Fax 254.933.6754
Elections@BellCounty.Texas.gov
Voter.Registration@BellCounty.Texas.gov

Application for Political Subdivision General Election 11.03.2026

Entity Type: ☐ Municipal ☐ School ☐ Other _____

Entity Name: _____

Mailing Address: _____

Physical Address: _____

City, State, Zip Code: _____

Primary Contact for this election: _____

Email Address: _____

Phone Number: _____

After Hours Phone Number: _____

Secondary Contact for this election: _____

Email Address: _____

Phone Number: _____

After Hours Phone Number: _____

Email Address: _____



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CONTESTS AND CANDIDATES

Please list races in the order as it is to appear on the ballot. If you have multiple areas, precincts, districts, please assign them to the particular race in which that area can vote. Please provide the **English AND Spanish** version for each race as well as any Propositions.

(1) Race/Office Name: _____

Candidates Names: _____

Vote for Instruction: _____

Example: Vote for 2

Year term if applicable: _____

Example: Two year term

Number of Write-Ins: _____

Areas, Precincts, Districts assigned to this race: _____

(2) Race/Office Name: _____

Candidates Names: _____

Vote for Instruction: _____

Example: Vote for 2

Year term if applicable: _____

Example: Two year term



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Number of Write-Ins: _____

Areas, Precincts, Districts assigned to this race: _____

(3) Race/Office Name: _____

Candidates Names: _____

Vote for Instruction: _____

Example: Vote for 2

Year term if applicable: _____

Example: Two year term

Number of Write-Ins: _____

Areas, Precincts, Districts assigned to this race: _____

(4) Race/Office Name: _____

Candidates Names: _____

Vote for Instruction: _____

Example: Vote for 2

Year term if applicable: _____

Example: Two year term

Number of Write-Ins: _____



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Areas, Precincts, Districts assigned to this race: _____

(5) Race/Office Name: _____

Candidates Names: _____

Vote for Instruction: _____

Example: Vote for 2

Year term if applicable: _____

Example: Two year term

Number of Write-Ins: _____

Areas, Precincts, Districts assigned to this race: _____

PROPOSITIONS / BONDS / TAXES

Please attach any propositions, bonds, taxes or other issues that are to appear on the ballot.

Please provide the **English AND Spanish version.**

If you have any questions, please contact the Bell County Elections Administration at 254-933-5774 Ext: 7121 or you can email: jeannette.araiza@bellcounty.texas.gov .

Thank you,

Bell County Elections Administration



Bell County

The Office of Elections Administration

Dr. Desi Roberts, Elections Administrator

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P.O. Box 1629
Belton, Texas 76513
254.933.5774
Fax 254.933.6754
Elections@BellCounty.Texas.gov
Voter.Registration@BellCounty.Texas.gov

TO: Participating Entities
FROM: Bell County Elections Department
RE: Estimated cost for administering General Elections (3 November 2026)
Rev. Date: 06.01.2026

ITEMIZED EXPENSES

This is a County-wide estimate

Description	Unit Price	Amount
Administrative Fee	10%	\$
Poll Presiding and Alternate Judges (EV: 14 x 2 wk. 60 hrs? = \$14,280)	86 x \$17.00 avg. x wk. 13 hrs.	\$33,286.00
Poll Workers (Clerks) (EV: 66 x 2 wk. 60 hrs? = \$59,400)	190 x \$15.00 avg. x 2 wk. 13 hrs.	\$96,450.00
Technicians	5 x (\$15 avg((OT)). x 20 hrs.	\$1500.00
Polling Site Rental	3 x Sites	\$1000.00
Advertisement	\$1600	\$1600.00
Equipment Delivery	4 x \$30 avg. X 8 hours	\$960.00
ELECTION EQUIPMENT		
DS850 tabulating equipment as per TEC Sec.'s 214.044, 215.002	\$5000.00	\$5000.00
AT&T/Verizon Hot Spot Cards (86 x ePollbooks)	\$4600.00	\$4600.00
ELECTION PROGRAMMING (for 625 election equipment)		
Candidate/Responses @ \$8.40		
ExpressVote ENG Candidates / Yes-No @ \$10.75		
ExpressVote ENG Contest/Issues @ \$17.85		
ExpressVote SPA Candidates / Yes-No @ \$10.75		
ExpressVote SPA Contest/Issues @ \$17.85		
Media Burn (Programming):	\$	\$
ExpressVote ENG/SPA Props/Amends @ \$42.10		
Use of DS200	\$10.00 each (13 days)	\$
Use of Electronic Poll Books	\$10.00 each (13 days)	\$
Use of ExpressVote	\$10.00 each (13 days)	\$
Technical Support (2 days) (ES&S) for Central Count Station	\$5,000.00	\$5000.00
BALLOTS		
Official Election Day Ballots - Absentee	\$0.26	\$
Official Election Day Ballots - Election Day	\$0.26	\$
Official Election Day Ballots - Coding	\$0.26	\$
Official Election Day Ballots - Sample	\$0.26	\$
Official Election Day Ballots - Test	\$0.26	\$
Printing Supplies (Blank Ballot Stocks)	\$37000.00	\$37000.00
Ballot Card Stock (0.1050 per)	EV: ED:	\$
Flat Fee for Supply Kits (EV: 7, ED: 42) \$25	\$1225.00	\$
Elections Sites Supply Kits (EV: \$70 x # of sites & ED: \$70 x # of sites)	0	\$
Postage for Ballot By Mail + Postage	10000	\$24,000.00
Shipping & Handling	\$1000.00	\$300.00
Cost Sharing amount will be based on # of Participating Entities		
Amount Due		\$ 214,646.00



Bell County

The Office of Elections Administration

Dr. Desi Roberts, Elections Administrator

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Postage for Ballot By Mail + Postage	10000	\$24,000.00
Shipping & Handling	\$1000.00	\$300.00
Cost Sharing amount will be based on # of Participating Entities		
Amount Due		\$ 210,696.00

November 3, 2026
Joint General Election
Contract for Election Services
COPPERAS COVE ISD

November 3, 2026
Joint General and Special Elections

Table of Contents

I.....Duties and Services of Contracting Officer
II..... Duties and Services of School District
III.....General Provisions

**THE STATE OF TEXAS
COUNTY OF CORYELL
COPPERAS COVE ISD**

§

**CONTRACT FOR
ELECTION SERVICES**

BY THE TERMS OF THIS CONTRACT made and entered into by and between the COPPERAS COVE ISD, hereinafter referred to as the "SCHOOL," and Justin Carothers, Tax Assessor Collector of Coryell County, Texas, hereinafter referred to as "CONTRACTING OFFICER," pursuant to the authority in Subchapter D, Section 31.092, of Chapter 31, of the Texas Election Code, agree to the following particulars in regard to coordination, supervision and running of the School's November 3, 2026 Joint General and Special Elections.

THIS AGREEMENT is entered into in consideration of the mutual covenants and promises hereinafter set out. IT IS AGREED AS FOLLOWS:

I. DUTIES AND SERVICES OF CONTRACTING OFFICER. The Contracting Officer shall be responsible for performing the following duties and shall furnish the following services and equipment:

A. The Contracting Officer shall arrange for appointment, notification (including writ of election), training and compensation of all presiding judges, alternate judges, the judge of the Central Counting Station and judge of the Early Voting Balloting Board.

a. The Contracting Officer shall be responsible for notification of each Election Day and Early Voting presiding judge and alternate judge of his or her appointment. The Contracting Officer will determine the number of clerks to work in the Central Counting Station and the number of clerks to work on the balloting board.

b. Election judges will be trained by the contracting officer.

c. The Contracting Officer shall compensate each election judge and worker. Each judge shall receive \$12.00 per hour for services rendered. Each alternate judge and clerk shall receive \$12.00 per hour for services rendered.

B. The Contracting Officer shall procure, prepare, and distribute voting machines, election kits and election supplies.

a. The Contracting Officer shall secure election kits which include the legal documentation required to hold an election and all supplies including locks, pens, magic markers, etc.

b. The Contracting Officer shall secure all tables, chairs, and legal documentation required to run the central counting station.

c. The Contracting Officer shall provide all lists of registered voters required for use on Election Day and for the early voting period required by law. The Election Day list of registered voters shall be arranged in alphabetical order by polling place, in lieu of alphabetic by each precinct in each polling place.

d. The Contracting Officer shall procure and arrange for the distribution of all election equipment and supplies required to hold an election.

1. Equipment includes voting machines, ADA compliance headphones, transfer cases, voting signs and tote boxes.

2. Supplies include smart cards, sample ballots, early voting mail ballots, pens, tape, markers, etc.

C. The Contracting Officer, Justin Carothers, shall be appointed the Early Voting Clerk by the School.

a. The Contracting Officer shall supervise and conduct Early Voting by mail and in person and shall secure personnel to serve as Early Voting Deputies.

b. Early Voting by personal appearance for the School's November 3, 2026, Joint General and Special Elections shall be conducted during the time period and at the locations listed in Exhibit A. All voting by personal appearance on Election Day shall be held in the designated County precincts as shown in Exhibit B.

c. All applications for an Early Voting mail ballot shall be received and processed by the Coryell County Tax Office, P.O. Box 6, Gatesville, TX 76528.

1. Application for mail ballots erroneously mailed to the School shall immediately be faxed to the Contracting Officer for timely processing. The original application shall then be forwarded to the Contracting Officer for proper retention.

2. All Federal Post Card Applicants (FPCA) will be sent a mail ballot. No postage is required.

d. The Contracting Officer shall arrange for the use of all Election Day polling places.

E. The Contracting Officer shall be responsible for establishing and operating the Central Counting Station to receive and tabulate the voted ballots in accordance with Section 127.001 of the election Code and of this agreement. Counting Station Manager and Central Count Judge shall be Justin Carothers. The Tabulation Supervisor shall be Bill Wheelless.

a. The tabulation supervisor shall prepare, test and run the county's tabulation system in accordance with statutory requirements and county policies, under the auspices of the Contracting Officer.

b. The Public Logic and Accuracy Test of the electronic voting system shall be conducted.

c. Election night reports will be available to the School District at the Central Counting Station on election night. Provisional ballots will be tabulated after election night in accordance with law.

d. The Contracting Office shall prepare the unofficial canvass report after all precincts have been counted, and will provide a copy of the unofficial canvass to the School as soon as possible after all returns have been tallied.

e. The Contracting Officer shall be appointed the custodian of the voted ballots and shall retain all election material for a period of 22 months.

1. Pending no litigation and as prescribed by law, the voted ballots shall be shredded 22 months after the election.

2. The School can obtain the list of registered voters from the Elections Administration Office after this retention period. Pending

any litigation and if the School does not request the lists, the Contracting Officer shall destroy them.

f. The Contracting Officer shall conduct a manual count as prescribed by Section 127.201 of the Texas Election Code and submit a written report to the School District in a timely manner. The Secretary of State may waive this requirement. If applicable, a written report shall be submitted to the Secretary of State as required by Section 127.201(E) of the aforementioned code.

II. DUTIES AND SERVICES OF THE SCHOOL. The School shall assume the following responsibilities:

A. The School shall prepare the election orders, resolutions, notices, justice department submissions, official canvass and other pertinent documents for adoption by the appropriate office or body. The School assumes the responsibility of posting all notices and likewise promoting the schedules for Early Voting and Election Day.

B. The School shall procure and provide the Contracting Officer with the ballot layout and Spanish interpretation in an electronic format.

a. The School District shall deliver to the Contracting Officer as soon as possible, but no later than **August 17, 2026**, the official wording of the School's November 3, 2026, Joint General and Special Elections.

b. The School shall approve the ballot format and audio cards prior to the final printing.

C. The School shall post the publication of election notice by the proper methods with the proper media.

D. The School shall prepare and submit to the U.S. Department of Justice under the Federal Voting Rights Act of 1965, any required submissions on voting changes.

E. The School shall compensate the Contracting Officer for any additional verified cost incurred in the process of running this election or for a manual count this election may require.

F. The School shall pay the Contracting Officer the cost of conducting the election, including the 10% administrative fee, pursuant to the Texas Election Code, Sec. 31.100 within 30 days of the final billing. The Contracting Officer shall place the funds in a “contract fund” as prescribed by Section 31.100 of the Texas Election Code. The final payment should be delivered within the mandatory time frame to:

Coryell County Tax Assessor Collector
P.O. Box 6
Gatesville, TX 76528

III. GENERAL PROVISIONS.

A. Nothing contained in this contract shall authorize or permit a change in the officer with whom or the place at which any document or record relating to the School’s November 3, 2026, General and Special Elections is to be filed or the place at which any function is to be carried out, or any nontransferable functions specified under Section 31.096 of the Texas Election Code.

B. Upon request, the Contracting Officer will provide copies of all invoices and other charges received in the process of running said elections for the School.

C. The Contracting Officer shall file copies of this contract with the County Judge and the County Auditor of Coryell County, Texas.

a. The cost estimate for the runoff will be separate from the General election and should be paid in full after the final invoice is sent following the runoff.

WITNESS BY MY HAND THIS THE ____ DAY OF _____ 2026.

Justin Carothers
Tax Assessor Collector
Coryell County, Texas

WITNESS BY MY HAND THIS THE ____ DAY OF _____ 2026.

COPPERAS COVE ISD

Contracting Officer

**Contract for Election Services
COPPERAS COVE ISD**

Exhibit A

Early voting by personal appearance will be conducted each weekday at:

**800 E. Main St. Suite B Gatesville TX 76528
809 S. Main St., Copperas Cove TX 76522**

Between the hours of:

October 19-23	8 am – 5 pm
October 24	7 am – 7 pm
October 25	11 am – 5 pm
October 26-30	7 am – 7 pm

Contract for Election Services COPPERAS COVE ISD

Exhibit B

This election will be held under the newly adopted County wide polling place program. A voter may vote at any of the following vote centers. You do not have to vote in the precinct where you live.

(Esta elección se celebrará en el recientemente aprobado todo el Condado programa electoral. Cada elector podrá votar en cualquiera de los siguientes centros votación. Usted no tiene que votar en el recinto electoral en el cual usted vive.)

November 3, 2026 – 7 am – 7 pm

Copperas Cove Civic Center	1206 W Ave B, Copperas Cove
Holy Family Catholic Church	1001 Georgetown Rd, Copperas Cove
Eastside Baptist Church	1202 ML King Jr BLVD, Copperas Cove
Gatesville Civic Center	303 Veterans Memorial Loop, Gatesville
Evant City Hall	598 E Hwy 84, Evant
Flat Community Center	159 CR 334, Flat
Oglesby Community Center	118 Main St, Oglesby
Turnersville Community Center	8115 FM 182, Gatesville



Justin K. Carothers

Tax Assessor/Collector
Voter Registrar

P.O. Box 6 Gatesville, TX 76528

254-248-3144

254-865-2519 fax

tac@coryelltax.com

07-09-2026

Copperas Cove ISD
Attn: Monica Hall
408 S Main Street
Copperas Cove TX 76522

Estimate

November 3, 2026 General Election

HART ballot production & programming	1,560.00
Labor - Election Day	1,080.00
Labor- Early Voting	1,925.00
Ballot costs	500.00
Technical support/setup/programming	1,400.00
10% Administrative fee	646.50

Total due	\$7,111.50
------------------	-------------------

Thank you,

Justin K. Carothers

Coryell County Tax Assessor Collector

November 3, 2026
Joint General Election
Contract for Election Services
COPPERAS COVE ISD

November 3, 2026
Joint General and Special Elections

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COPPERAS COVE ISD

Contracting Officer

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COPPERAS COVE ISD**

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November 3, 2026 – 7 am – 7 pm

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Holy Family Catholic Church	1001 Georgetown Rd, Copperas Cove
Eastside Baptist Church	1202 ML King Jr BLVD, Copperas Cove
Gatesville Civic Center	303 Veterans Memorial Loop, Gatesville
Evant City Hall	598 E Hwy 84, Evant
Flat Community Center	159 CR 334, Flat
Oglesby Community Center	118 Main St, Oglesby
Turnersville Community Center	8115 FM 182, Gatesville



Board of Trustees

Date of Meeting **July 27, 2026**

Item Type **Action**

Item Name

Consider and Take Action on the Before and After School Agreement with the Armed Services YMCA (ASYMCA) Killeen

District Goal

Communications/Community Partnerships: Expand opportunities for stakeholders' involvement in activities that foster academic success, personal excellence and responsible citizenship in our students while recognizing community partners.

Summary
(Purpose/
Objective)

The District annually enters into an agreement with the ASYMCA to allow them to offer before and after school care at all CCISD Elementary campuses. There are no changes to the agreement this year.

Fiscal Impact

None

Administrative
Recommendation

Approve the Before and After School Agreement with the Armed Services YMCA (ASYMCA) Killeen

Attachments

Before and After School Agreement with the Armed Services YMCA (ASYMCA) Killeen

Contact Person

Dr. Derrick James, Chief of Administration

E-Mail Address

derrick.james@ccisd.com

ARMED SERVICES YMCA KILLEEN AND COPPERAS COVE ISD

BEFORE & AFTER SCHOOL AGREEMENT

This agreement is made the 6th day of July 2026, by and between Copperas Cove Independent School District (CCISD) and the Armed Services YMCA Killeen (ASYMCA) for the purposes,

WHEREAS, a need has been identified in the CCISD for a day care program; and

WHEREAS, the ASYMCA has proposed a method of fulfilling those needs; and

WHEREAS, students and parents in the CCISD would benefit from such a day care program;

NOW THEREFORE, the CCISD and the ASYMCA agree as follows:

I. PROGRAM

- A. The ASYMCA shall sponsor, conduct, and provide, and the CCISD shall allow and cooperate in the provisions of a Before School and an After School Care program at all CCISD Elementary Facilities.
- B. After School Care: In consideration for the ASYMCA's provision of services, the CCISD hereby waives all fees from the ASYMCA during the times the After School Day Care program is conducted at the CCISD Facilities.

II. HOURS

- A. After-School Care: The After-School Day Care program shall be conducted at the aforementioned CCISD facilities each school day between the time that school is dismissed and 6:00pm. The program shall continue until 6:30pm each day if five (5) or more children at a facility will remain until 6:30pm.
- B. Before-School Care: The Before-School Day Care program shall be conducted at the aforementioned CCISD facilities each school day between 6:00am and the time that school begins.
- C. The ASYMCA shall be responsible for securing all areas used at each facility at closing each day that the day care program is held at a CCISD facility.
- D. The ASYMCA shall provide the following equipment, services, and/or facilities, if necessary:
 - 1. Movable storage unit (s)
 - 2. Custodial Services
 - 3. Building Security

- E. The CCISD shall designate an area in each facility for the placement of the ASYMCA provided equipment and/or facilities.

III. HOLIDAYS

Programs sponsored and conducted for the day care program participants during school holidays and during the summer months shall be held at locations other than the CCISD facilities unless previously scheduled and approved by the campus principal or designee.

IV. CHILDCARE FEE

- A. The ASYMCA shall be responsible for the cost, charge or collection of any fees for participation in the ASYMCA childcare programs and shall be responsible for the granting or denial of full or partial fee waivers.
- B. The CCISD shall not be responsible for the cost, charge, or collection of any fees for participation in the childcare program, nor shall the CCISD be responsible for the granting or denial of full or partial fee waivers.

V. AVAILABLE SPACE

A. The spaces to be used by the ASYMCA for providing childcare services shall be as agreed to by the ASYMCA and the Principal at each facility. If the ASYMCA and the facility Principal are unable to agree, the Principal shall determine the space to be used by the ASYMCA, provided however, the following areas of the specified CCISD facilities shall be included in the space made available to the ASYMCA during the program hours of the childcare program:

1. Outdoor Play Area
2. Indoor program area which shall include space for table activities and interest centers
3. Restroom Facilities
4. Water Fountains
5. Storage Space (if available)
6. Telephone Line Access (to be paid by the ASYMCA)
7. Flow Area between Above-Specified Spaces

B. The CCISD reserves the right to utilize the foregoing areas, for either school purposes or for other childcare programs and the ASYMCA understands that this agreement does not constitute an exclusive license to the ASYMCA for the use of said areas.

C. The ASYMCA shall be responsible for keeping the available areas in a neat and orderly condition, and shall replace, at the expense of the ASYMCA, any damaged equipment or any damage to a CCISD facility because of the negligence of the ASYMCA.

D. The ASYMCA shall be responsible for securing all areas used at each facility at closing each day that the childcare program is held at a CCISD facility.

E. The ASYMCA shall provide the following equipment, services, and/or facilities, if necessary:

1. Moveable Storage Unit (s)
2. Custodial Services
3. Building Security

F. The CCISD shall designate an area in each facility for the placement of the ASYMCA provided equipment and/or supplies.

VI. COSTS

- A. The ASYMCA shall bear all costs associated with the initiation and provision of the day care program, including, without limitation, the cost of obtaining necessary licenses, materials, and staff.
- B. The ASYMCA shall pay for the installation of an additional telephone jack at each facility and shall provide a telephone to be used only at the direction of the ASYMCA. The location of the telephone jack at each facility shall be designated by the Principal at each facility.

VII. STANDARDS AND LICENSING

Each day care program at each specified site shall be licensed by the Texas Department of Protective Services (TDPRS) as a licensed day care center. The ASYMCA shall initiate and proceed with the application process and all other procedures necessary to obtain licensing by the TDPRS. The Principal of each CCISD facility participating in the day care program shall cooperate with the ASYMCA in the licensing process by providing documents and information necessary to secure licensing. The ASYMCA shall adhere to all licensing requirements and regulations. In accordance with Senate Bill 9, all employees of the ASYMCA are required to submit to a national criminal background fingerprint check prior to employment.

VIII. STUDENTS

A. PARTICIPATION

1. Each student participating in the day care program shall participate at the CCISD facility at which the student normally attends school, unless specifically designated otherwise. The CCISD shall not be responsible for transporting participating students from one CCISD facility to another CCISD facility.

2. The number of students permitted to participate in the day care program at each facility may be limited by the TDPRS licensed space allotted. Access to the day care program shall in no event be denied because of race, color, sex, national origin, or handicapping condition.

3. Each student's participation in the day care program shall be completely voluntary. Neither the CCISD nor the ASYMCA shall coerce parents or students to participate in the program.

B. DAILY RESPONSIBILITIES

1. The ASYMCA shall take complete charge of the students participating in the program upon the students' arrival at the day care area.

2. The ASYMCA shall abide by and shall enforce standard school rules, including, without limitation, rules requiring walking in the halls and keeping the facilities clean. The ASYMCA shall also establish rules for behavior for students participating in the day care program.

3. The ASYMCA shall take attendance each day of the program

4. The ASYMCA shall keep all students participating in the day care program in the areas designated unless such students are accompanied by staff.

IX. PROMOTION AND PUBLIC RELATIONS

A. The ASYMCA shall be responsible for promoting the day care program and recruiting students to participate in the program. The CCISD shall assist the ASYMCA by allowing information to be distributed through the schools. All distributed information shall specify that the CCISD is neither sponsoring nor operating the program and that the CCISD is not responsible for the care of treatment of the students participating in the program.

B. The ASYMCA shall contact parents of students as necessary and shall encourage parent involvement.

C. The ASYMCA shall hold conferences with each Principal on a regular basis to discuss progress, success, and any problems in the program.

X. STAFF

Training, supervision, and compensation of all staff participating in the ASYMCA program shall be the sole responsibility of the ASYMCA.

XI. INSURANCE AND INDEMNIFICATION

A. During the term of the Agreement, and any extensions thereof, the ASYMCA shall maintain comprehensive general liability insurance in the amount of two million dollars (\$2,000,000). Prior to the initiation of the daycare program, the ASYMCA shall furnish the CCISD with a

valid current certificate of insurance evidencing the above by a company or companies with a rating of not less than B+ in the last available Best Rating Guide. All such policies shall include clauses whereby each underwriter agrees to waive its rights of subrogation against the CCISD. The limits of liability shown for each type of insurance coverage to be provided by the ASYMCA pursuant hereto shall not be deemed to constitute a limitation of the ASYMCA's liability for claims hereunder or otherwise.

- C. To the fullest extent permitted by law, the ASYMCA shall indemnify, defend and hold harmless the CCISD, its' trustees, officers, employees, representatives and agents from and against all suits, demands, claims, causes of action, damages, losses, costs and expenses (including legal fees and court costs) caused by, resulting from, arising out of injury or death to employees, students, or other persons, even though such loss, cost, damage, injury, claim, demand, suit or expense may be attributable to the joint, concurrent, comparative, or contributory negligence of any party indemnified hereby. The liability of the ASYMCA, its agents, servants, employees, or sub-contractors hereunder shall not be limited to any minimum insurance limits set forth in the agreement. The CCISD may, at its option, participate in the defense of such claim or suit without relieving the ASYMCA of any obligation hereunder. Such obligation shall not be construed to negate, abridge, or reduce any other rights or obligations of indemnity which would otherwise exist as to any party or person described in this paragraph.

XII. COPPERAS COVE ISD STAFF DISCOUNTS

- A. District Employee Discount: During the Term of this Agreement, ASYMCA shall offer a discount of thirty percent (30%) to current District employees for ASYMCA membership, childcare, camps, and all other programs including but not limited to swim lessons, sports, and STEM classes.

XIII. TERM OF AGREEMENT

This agreement shall begin on the day set forth above and shall expire on the last school day of the 2026-2027 School Year, at which time the parties may extend or renegotiate the agreement by mutual consent.

XIV. MODIFICATION

This agreement may be modified by written approval of the Killeen Independent School District Board of Trustees, or its designee.

XV. ENTIRE AGREEMENT

This document is the Final Agreement of the parties hereto. There are no representatives or promises between the parties other than those set out herein.

XVI. APPLICABLE LAW

This Agreement shall be governed by and construed in accordance with the laws of the State of Texas.

XVII. MULTIPLE ORIGINALS

This Agreement may be executed in a number of identical counter parts, each of which shall be deemed an original for all purposes.

XVIII. AUTHORITY

The undersigned warrants that he or she is duly authorized to execute this Agreement on behalf of the entity named.

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement on the dates stated.

COPPERAS COVE INDEPENDENT SCHOOL DISTRICT

By: _____ Date: _____
Dr. Brent Hawkins, Superintendent

By:  _____ Date: 7-6-26
ARMED SERVICES YMCA KILLEEN
Sheri Yerrington, Executive Director

STATE OF TEXAS §
§
COUNTY OF JEFF DAVIS §
§

Page 1 of 2

Except as expressly amended herein, all hourly rates, reimbursement provisions, and other payment terms in Section III shall remain unchanged.

3. Ratification of Agreement

Except as expressly modified by this Addendum, all terms and conditions of the Agreement shall remain unchanged and in full force and effect, and are hereby ratified and confirmed by the Parties.

4. Conflict

In the event of any conflict between the terms of this Addendum and the terms of the Agreement, the terms of this Addendum shall control.

5. Counterparts; Electronic Signatures

This Addendum may be executed in counterparts, each of which shall be deemed an original, and all of which together shall constitute one instrument. Electronic and scanned signatures shall be deemed effective for all purposes.

6. Authorization

Fort Davis ISD
401 W. Webster Ave, #1339
Fort Davis, TX 79734

Copperas Cove ISD
404 E. Main St.
Copperas Cove, Texas 76522

Authorized Signature

Authorized Signature

Date

Date



Board of Trustees

Date of Meeting **July 27, 2026**

Item Type **Action**

Item Name

Consider and Take Action on CCISD List of Approved Appraisers for 2026-2027 School Year

District Goal

Human Resources: CCISD will recruit, develop and retain a high-quality and diverse staff.

Summary
(Purpose/
Objective)

We are addressing the requirements of §150.1003(d),(1),(2),(3) of the Commissioner's Rules Concerning Educator Appraisal, Copperas Cove Independent School District Board of Trustees Policies DNA[LEGAL] and DNA[LOCAL]. The codes, policies and regulations form the structure of our teacher appraisal system and require the approval of the list of appraisers.

The employees on the attached list have recently been certified, or completed the refresher training to be re-certified as appraisers for the Texas Educator Evaluation and Support System (T-TESS).

Fiscal Impact

N/A

Administrative
Recommendation

Approve the appraisers on the attached list as presented.

Attachments

CCISD List of Approved Appraisers 2026-2027 School Year

Contact Person

Dr. Lindsie Almquist, Exec. Dir. of HR¹⁶⁸

E-Mail Address

lindsie.almquist@ccisd.com

Last Name of T-TESS Appraiser	First Name of T-TESS Appraiser	Appraiser or Alternate Appraiser
Alaniz	Felix	Appraiser
Bellah	Leslie	Appraiser
Brown	Jacqueline	Appraiser
Burse	Lydia	Appraiser
Butterworth	Kristen	Appraiser
Canto	Lauryn	Appraiser
Chauvin	Marshall	Appraiser
Cooper	Jade	Appraiser
Crawley	Patrick	Appraiser
Cresswell	Jennifer	Appraiser
Fuller	Connolly	Appraiser
Jackson	Carolyn	Appraiser
Lawrence	Robin	Appraiser
Martinez	Crystal	Appraiser
McKinney	Lonnie	Appraiser
Mendoza	Victoria	Appraiser
Moss	Samantha	Appraiser
Orr	Betsy	Appraiser
Patterson	Tracy	Appraiser
Peacock	Heather	Appraiser
Povolish	Cristen	Appraiser
Shannon	Jeff	Appraiser
Shuck	Rebekah	Appraiser
Stubbs	Bethany	Appraiser
Supinski	Michael	Appraiser
Swank	Emily	Appraiser
Sweeney	Tonya	Appraiser
Thompson	Kelly	Appraiser
Turner	Robert	Appraiser
Vazquez	Vanessa	Appraiser
Almquist	Lindsie	Alternate Appraiser
Baney	Katherine	Alternate Appraiser
Crawley	Amanda	Alternate Appraiser
James	Derrick	Alternate Appraiser
Kenobbe	Megan	Alternate Appraiser
Lavallee	Cynthia	Alternate Appraiser
Link	Chrissa	Alternate Appraiser
Sharp	Angela (Angie)	Alternate Appraiser
Shuck	Jimmy	Alternate Appraiser
Turner	Katherine Breanne	Alternate Appraiser



Board of Trustees

Date of Meeting **July 27, 2026**

Item Type **Action**

Item Name

Contract for New Direction Solutions. LCC dba ProCare Therapy Speech Language Pathologist Assistant (Julie Kammer-Budget Funds-\$100,000.00)

District Goal

Human Resources: CCISD will recruit, develop and retain a high-quality and diverse staff.

Summary

(Purpose/
Objective)

Julia Kammer will provide Speech Language Pathologist Assistance Services for CCISD Special Programs Department as needed

Fiscal Impact

\$100,000.00 from Budget Funds

Administrative
Recommendation

Adminstration recommends the approval of the contract for Julia Kammer

Attachments

Contract Service Agreement
Assignment Confirmation Addendum

Contact Person

Cynthia Lavalley, Sped Director

170

E-Mail Address

cynthia.lavalley@ccisd.com

AGREEMENT WITH INDEPENDENT CONTRACTOR TO PROVIDE SPECIAL SERVICES

This Agreement is entered into between Copperas Cove Independent School District ("CCISD") and New Direction Solutions, LLC dba Procure ("Contractor"), for the provision of Speech Language Pathologist Assistant (hereinafter "Services") to CCISD students. This Agreement is the final agreement between CCISD and Contractor, and it controls the relationship between the parties hereto after the date of the Agreement.

WHEREAS, CCISD recognizes its responsibility and obligation to provide for the aforementioned educational services to its students; and

WHEREAS, CCISD acknowledges it does not have the resources nor employed staff necessary to provide these services through its own power or control; and

WHEREAS, Contractor desires to contract with CCISD to provide said services in exchange for fair compensation;

NOW, THEREFORE, in consideration of the recitals, terms, conditions and mutual covenants herein, the parties hereto do hereby agree as follows:

1. **Term.** The Term of this Agreement shall be for one school year, running from August 17, 2026, until May 26, 2027. This Agreement may be renewed for successive one-year terms by written agreement signed by authorized representatives of each party. Either party may terminate this agreement for any reason with 30 days written notice.
2. **Scope of Provided Service.** Contractor and/or Contractor's employees or agenda will provide [assessments, ARDs, and report writing] on an as-needed basis to those students identified by CCISD. Contractor agrees to provide Services in the normal manner in which they offer Services. Contractor agrees to be solely responsible for creating and providing a curriculum that satisfies each student's Individual Education Plan, and shall supply their own test kits, scoring forms, instructional materials, and any other necessary supplies to provide Services. While Contractor retains control over the method and manner in which they provide Services, Contractor warrants that the provided Services will satisfy CCISD's obligations for providing a free and appropriate public education (FAPE) to CCISD students.
3. **Compensation.** The Services shall be compensated at a rate of [\$70.00 an hour]. CCISD will compensate Contractor for all Services provided on a monthly basis. Payment will be made to

Contractor within 30 days of receipt of each invoice. Nothing in this Agreement entitles Contractor to a specific number of hours or projects in any given month or Term. In order to be paid for providing Services, Contractor agrees to provide CCISD with monthly invoices which include an itemized list of services performed, including a detailed description of the types of services, student initials, as well as date, time, and location services were performed. Contractor understands that a failure to conform to these requirements may delay payment. Types of services include testing, writing evaluation reports, and preparing for or attending ARD meetings. Bilingual rates will only be paid when a bilingual assessment is specifically requested by CCISD. CCISD shall not compensate Contractor for Student/Teacher Holidays, Video Flex Days, or Staff Professional Development/Student Holidays.

4. **Confidential Student Information.** Pursuant to the Family Educational Rights and Privacy Act, Contractor shall be considered a school official with a legitimate educational interest for the limited purpose of receiving student information in order to perform the services under this Agreement. Contractor shall not disclose student information received under this Agreement to any third party without the prior written consent of the parent or eligible student. On expiration or termination of this Agreement by either party, Contractor shall immediately return or destroy all student information received from CCISD.
5. **Criminal Background Check.** Texas Education Code Chapter 22 requires entities/individuals that contract with school districts to provide services to obtain criminal history and/or fingerprinting record information regarding covered employees who will have direct contact with students in the provision of Services under this Agreement. Contractor must certify to CCISD that it has complied with this requirement. Contractor's employees and representatives agree to wear a name tag and otherwise comply with visitors' requirements and requests when present on any property owned by CCISD.
6. **Liability Insurance.** Contractor warrants they are self-insured and agree that they will carry their own liability insurance and provide a copy of said insurance policy to CCISD for recordkeeping.
7. **Independent Contractors.** Both Parties to this Agreement are independent contractors, and nothing contained herein shall be construed to place the Parties in the relationship of partners, joint venture, or employee, and neither Party shall have the power to obligate or bind the other whatsoever beyond the terms of this Agreement. To the extent Contractor employs individuals to provide the Services, Contractor has sole control and authority over those individuals and those individuals will not be considered CCISD employees for any purpose.
8. **Severability.** If any provision of this Agreement is held to be illegal, invalid or unenforceable by a court of competent jurisdiction, the parties shall, if possible, agree on a legal, valid and enforceable substitute provision which is as similar in effect to the deleted provision as possible. The remaining portion of the Agreement not declared illegal, invalid or unenforceable will, in

any event, remain valid and effective for the term remaining unless the provision found illegal, invalid or unenforceable goes to the essence of this Agreement.

9. **Indemnification.** Contractor shall indemnify, defend and hold harmless CCISD, CCISD's directors, officers, agents and employees, and each one of them, from and against any and all claim, suites, and damages of whatever nature made or asserted by a present or former employee or agent of Contractor, of its parent, subsidiary or affiliate companies, arising out of or in any way related to services provided by the Contractor under this Agreement, related to negligent, fraudulent, or illegal action or omission of Contractor or Contractor's employees, agents, or related personnel. Contractor agrees to indemnify CCISD from and against any and all claims arising out of its submission of data or analytical results which are false or incorrect as a result of willful, intentional, or negligent acts or omissions by Contractor or Contractor's personnel.
10. **Governing Law.** The provisions of this Agreement shall be construed, interpreted and governed by the substantive laws of the State of Texas, including all matters of construction, validity and performance but without giving effect to Texas choice-of-law or conflict-of-law principles. The Parties both recognize that federal, state, and local laws may apply to services covered herein. Both Parties agree to assure, to the best of their ability, that services provided are rendered according to all applicable laws and regulations.
11. **Counterparts.** This Agreement may be executed in two or more counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument.
12. **No Third-Party Beneficiaries.** This Agreement is not intended to and shall not confer upon any other person or business entity, other than the parties hereto, any rights or remedies with respect to the subject matter of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the day and year executed below.

For Contracto

Date July 15, 2026 19:09 UTC

Erika York / New Direction Solutions, LLC dba Procure

For Copperas Cove ISD:

Date:

Dr. Brent Hawkins, Superintendent

ADDENDUM A
Client Assignment Confirmation

This Client Assignment Confirmation is entered into and executed as of the signature date below and supplements the Client Services Agreement between the Client and New Direction Solutions, LLC dba ProCare Therapy ("ProCare" or "the Company"). Client will pay ProCare for hours worked by Consultant on the following terms:

Assignment Details

ProCare Consultant: Julia Kammer PID: *

School District Name (Client): Copperas Cove ISD

Start Date: 08/17/2026 End Date: 05/26/2027

Start and End dates are subject to change based on the credentialing and licensure process as well as adjustment in the school district's calendar.

Position: SLPA

Bill Rate: \$70.00 Minimum Hours: 37.5

Billing Workweek: Monday – Friday

Miscellaneous:

*

Sales tax or gross receipts tax will be added to professional fees if required or allowed by state law and client is not a tax-exempt entity.

If ProCare Consultant should be required to travel to other locations at the specific request of the Client, the Client will be responsible for all expenses incurred.

Option of virtual services will be offered by ProCare in lieu of onsite services.

All precautions will be taken by the Client to create a safe and healthy environment.

Early Termination: In the event Client cancels or terminates an assignment, other than for cause and/or documented performance issues, the Client agrees to pay thirty (30) days of billing at the agreed-upon bill rate and weekly hours. In addition, the client will reimburse all costs incurred by the Company or Consultant in connection with the assignment. Such costs may include, but are not limited to, housing, travel, credentialing, and any other non-refundable expenses.

Account Representative Information: **Erika York**
erika.york@procare.therapy.com
770-723-3772

By: 70686 - Copperas Cove ISD

Print Name: _____

Title: _____

Date: _____

By: New Direction Solutions, LLC dba ProCare Therapy

Print Name: _____

Title: _____

Date: _____



Board of Trustees

Date of Meeting **July 27, 2026**

Item Type **Action**

Item Name

Out-of-State Trip Request - January 14 - 18, 2027 to Orlando, FL for UDA National Dance Team Championship for Varsity & JV Copperettes and Sponsors

District Goal

Teaching and Learning: Actively engage both teachers and students in comprehensive and consistent educational experiences that foster meaningful learning.

Summary
(Purpose/
Objective)

The Disney Imagination Campus program is a nationally recognized educational experience that provides students with professional-level training in dance performance, leadership, teamwork, and creative expression. Participants work with Disney entertainment professionals and instructors who provide insight into performance techniques, choreography, show production, and the entertainment industry. Students can apply classroom and performance skills in a real-world setting while representing their school and community.

The team will also attend the UDA National Dance Team Championship, one of the most prestigious dance team events in the nation. While attending, students will have the opportunity to observe elite high school and collegiate dance teams competing at the highest level. Watching these performances provides a unique educational experience as students analyze advanced choreography, technical execution, performance quality, game-day routines, and team dynamics.

Fiscal Impact

\$2,491 per Student
\$2,789 per Sponsor

Administrative
Recommendation

Administration recommends the approval of the out-of-state trip to Orlando, FL for UDA National Dance Team Championship for Varsity & JV Copperettes and Sponsors.

Attachments

Out-of-State Trip Request

Contact Person

Dr. Amanda Crawley, Deputy Superintendent of Instructional Svcs.

E-Mail Address

crawleya@ccisd.com

Out of State Trip Request Form

Submitted by: Heather Owens

Date Submitted: June 25th 2026

Campus: Copperas Cove High School

Who will go on the trip?	Varsity and JV Copperettes and Sponsors	
What is the purpose of the trip?	Students will have opportunity to watch college dance teams compete and UDA Nationals as well as experience a variety of Broadway dance classes and shows, historical sites and cultural diversity in another part of the U.S.	
When will the trip take place?	January 14th-18th 2027	
Where will the person/people go?	Orlando, Florida	
What is the account number for funding the trip? Must come from 6411 or 6412	Students self paying through Summit Travel Portal, some booster and some fundraising activities account 461	
What is the cost of the trip?	Registration fee: \$2,491	
	Meals: 10 meals or meal vouchers	
	Mileage:	Airfare: Included in trip package
	Substitute:	
	Hotel: Included in trip package	
	Other expenses (e.g. Airport Shuttle/Parking): Included in trip package	
	Total: \$2,491 per student	
How is this trip addressed in your campus or the district plan?	District Plan Goal These experiences directly support the Copperettes' mission of excellence and align with CCISD's commitment to developing well-rounded students through meaningful extracurricular opportunities.	

- ★ **Car Rental – Contact the Business Office for Vendors**
- ★ Attach supporting documentation of School Board approval.
- ★ Submit form and documentation to the Superintendent's Secretary. Information must be received two weeks prior to the regularly scheduled Board meeting. If Board approval is necessary for purchasing airline tickets or for paying pre-registration fees, information must be submitted three months prior to the out of state trip.