



Agenda of Regular Meeting

The Board of Trustees Florence Independent School District

A Regular Meeting of the Board of Trustees of Florence Independent School District will be held March 23, 2026, beginning at 7:00 PM in the Florence High School, 401 FM 970, Florence, Texas 76527.

Videoconference Notice: A quorum of the Board of Trustees will be physically present at the Florence High School Library, 401 FM 970, Florence, Texas 76527, and it is the intent to have a quorum of the Board present at that location. Pursuant to Texas Government Code 551.127 if a quorum of the Board is physically present at the designated location, other Trustees may attend and participate in this meeting via videoconference.

In accordance with the Texas Open Meetings Act, the board may enter into closed session at any time during deliberations pursuant to TOMA Governance Code Sections.

- 551.071 (consultation with attorney):
- 551.072 (deliberation regarding real property):
- 551.073 (deliberation regarding prospective gift):
- 551.074 (personnel matters):
- 551.076 (deliberation regarding security devices):
- 551.082 (discipline of student or complaints against employees):
- 551.083 (consultation with representative of employee group): and
- 551.084 (excluding witnesses from board investigation):

When appropriate the board may provide a brief clarification of board actions (not exceeding five minutes) immediately prior to closed session and/or prior to adjournment.

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.

- I. **Call to Order**
- II. **Pledges of Allegiance**
 - Presenter:** Charlie Giddens
 - II.A. United States Pledge
 - II.B. Texas Pledge
- III. **Invocation**
 - Presenter:** Jeff Stone
- IV. **Recognitions**

- IV.A. Student Recognitions
Presenter: Rick Kirkpatrick/Dr. Kelly Avritt
- IV.B. Teacher of the Month
Presenter: Rick Kirkpatrick/Dr. Kelly Avritt
- V. **Public Comment**
- VI. **Superintendent Report**
- VII. **Consent Agenda: Consideration, Discussion and Appropriate Action**
 - VII.A. Minutes of February 23, 2026 - Regular Meeting
- VIII. **Items Brought Down from Other Agenda Sections for Discussion and Appropriate Action**
- IX. **Regular Business: Consideration, Discussion and Appropriate Action**
 - IX.A. Consideration and Possible Action to Approve a Proposal from SustainedED to Support Bluebonnet K-5 Implementation, K-5 Math Planning, and Secondary Math Planning
Presenter: Rick Kirkpatrick
 - IX.B. Consideration and Possible Action Regarding the Delivery Method of Construction Services Pursuant to Texas Government Code Ch. 2269 for the Agricultural Facility Renovation Project
Presenter: Rick Kirkpatrick
 - IX.C. Consideration and Possible Action Regarding Selection of a Design Professional for the Agricultural Facility Renovation Project and Delegate Authority to the Superintendent to Negotiate and Enter into a Contract
Presenter: Rick Kirkpatrick
 - IX.D. Consideration and Possible Action to Submit a Staff Development Waiver for the Upcoming 2026-2027 School Year
Presenter: Rick Kirkpatrick
 - IX.E. Consideration and Possible Action to File a Missed School Days Waiver
Presenter: Rick Kirkpatrick
 - IX.F. Consideration and Possible Action to Approve a Letter of Agreement with the Central Texas Food Bank to Establish the Feeding Futures School Pantry Program within FISD.
Presenter: Dr. Kelly Avritt
- X. **Executive Session**
 - X.A. Personnel, Texas Government Code §551.074 (If needed)
Presenter: Rick Kirkpatrick
- XI. **Action Taken from Closed Session**
 - XI.A. Consideration and Possible Action to Approve Teacher Contracts for the 2026-2027 School Year
Presenter: Rick Kirkpatrick
- XII. **Items for Future Board Meetings**
- XIII. **Reports (no board action required)**
 - XIII.A. Finance Reports
 - XIII.B. Enrollment/Attendance Report
 - XIII.C. Campus Reports
 - XIII.D. Library Books Proposed for Future Purchase
 - XIII.E. Resignations/New Hires

XIV. Adjournment

Regular Meeting

Monday, February 23, 2026 7:00 PM

Florence High School Library, 401 FM-970, Florence, TX 76527

I.	Call to Order	
	The meeting was called to order at 7:02pm.	
II.	Pledges of Allegiance	Ed Navarette
	II.A. United States Pledge	
	II.B. Texas Pledge	
III.	Invocation	Jason Earp
IV.	Recognitions	
	IV.A. Teacher of the Month	Rick Kirkpatrick/Dr. Kelly Avritt
V.	Public Comment	
VI.	Superintendent Report	
	VI.A. Interim Assessment Report	Dr. Kelly Avritt
	VI.B. Special Education Department Update	Rachael Hull
	VI.C. Three-Point Seat Belt Report	Rick Kirkpatrick
VII.	Consent Agenda: Consideration, Discussion and Appropriate Action	
	VII.A. Meeting Minutes of January 22, 2026 - Public Hearing	
	VII.B. Meeting minutes of January 22, 2026 - Regular Meeting	
	VII.C. Meeting Minutes of February 2, 2026 - Special Called	
	VII.D. Security Camera Replacement Project - Aerowave Technologies LLC - Buy Board Contract # 751-24 - \$309,446.00	Rick Kirkpatrick
	VII.E. Stage Lighting and Controls Replacement Project at Florence High School - Texas Scenic Company - Buy Board Contract #752-24 - \$159,850.00	Rick Kirkpatrick
	VII.F. Florence High School Cafetorium AV Replacement Project - Telepro Communications - Buy Board Contract #230105 - \$195,550.00	Rick Kirkpatrick
VIII.	Items Brought Down from Other Agenda Sections for Discussion and Appropriate Action	
IX.	Regular Business: Consideration, Discussion and Appropriate Action	
	IX.A. Consideration and Possible Action to Approve a Resolution Requiring Every Campus of the District to Provide Students and Employees with an Opportunity to Participate in a Period of Prayer and Reading of the Bible or Other Religious Text on Each School Day in Accordance with the Law	Rick Kirkpatrick

I motion to not adopt the attached resolution which would establish a daily period of prayer and reading of the Bible or other religious texts on each school day. This motion, made by Jason Earp and seconded by Jeff Stone, Passed.

J.T. Atkinson: Yea
Pete Burson: Absent
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea

Yea: 6, Nay: 0, Absent: 1

IX.B. Consideration and Possible Action Rick Kirkpatrick
to Approve a Resolution Authorizing
Payment to All District Employees on
Emergency Closure Days

I move to approve the resolution authorizing payment to all district employees for the emergency closure days on January 26, 27, and 28, 2026. This motion, made by Charles Giddens and seconded by Anthony DeAugustineo, Passed.

J.T. Atkinson: Yea
Pete Burson: Absent
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea

Yea: 6, Nay: 0, Absent: 1

IX.C. Consideration and Possible Action Rick Kirkpatrick
to Approve the Rankings of the

Proposals for the 2026 HVAC Upgrades at Florence High School, Florence Middle School, and the Former Florence Elementary School and Authorize the Superintendent to Negotiate and Execute the Contract with the Highest Ranked Proposer, Provided There Are No Material Cost Changes to the Contract Included in the Procurement Package. If a Contract is Unable to be Reached with the Highest Ranked Proposer, the Board of Trustees Authorizes the Superintendent to End Contract Negotiations Formally and in Writing and then Begin Negotiations with the Next Ranked Proposer Until a Satisfactory Contract is Reached.

I move to Approve the Rankings of the Proposals for the 2026 HVAC Upgrades at Florence High School, Florence Middle School, and the Former Florence Elementary School, Reject Alternatives 2, 3 and 4, and Authorize the Superintendent to Negotiate and Execute the Contract with the Highest Ranked Proposer, Provided There Are No Material Cost Changes to the Contract Included in the Procurement Package. If a Contract is Unable to be Reached with the Highest Ranked Proposer, the Board of Trustees Authorizes the Superintendent to End Contract Negotiations Formally and in Writing and then Begin Negotiations with the Next Ranked Proposer Until a Satisfactory Contract is Reached. This motion, made by Jason Earp and seconded by Anthony DeAugustineo, Passed.

J.T. Atkinson: Yea
Pete Burson: Absent
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea
Yea: 6, Nay: 0, Absent: 1

IX.D. Consideration and Possible Action Rick Kirkpatrick
to Approve Professional Contracts for
the 2026-2027 School Year

I move to approve the Professional Contracts for the 2026-2027 school year as presented. This motion, made by Anthony DeAugustineo and seconded by Charles Giddens, Passed.

J.T. Atkinson: Yea
Pete Burson: Absent
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea
Yea: 6, Nay: 0, Absent: 1

IX.E. Consideration and Possible Action Rick Kirkpatrick
to Approve Administrator Contracts for
the 2026-2027 School Year

I move to approve the Administrative Contracts for the 2026-2027 school year as presented. This motion, made by Jeff Stone and seconded by Jason Earp, Passed.

J.T. Atkinson: Yea
Pete Burson: Absent
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea
Yea: 6, Nay: 0, Absent: 1

IX.F. Consideration and Action to Approve Rick Kirkpatrick
an Out of State Trip for Dr. Russell
Porterfield

I move to approve the out-of-state trip
for Dr. Russell Porterfield as
presented. This motion, made by Charles
Giddens and seconded by Anthony
DeAugustineo, Passed.

J.T. Atkinson: Yea
Pete Burson: Absent
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea
Yea: 6, Nay: 0, Absent: 1

IX.G. Consideration and Possible Action Rick Kirkpatrick
to Approve an Early Resignation Notice
Incentive for Employees of Florence ISD

I move to approve the Early Resignation
Incentive for \$1,000.00 based on the
terms presented. This motion, made by
Jeff Stone and seconded by Jason Earp,
Passed.

J.T. Atkinson: Yea
Pete Burson: Absent
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea
Yea: 6, Nay: 0, Absent: 1

IX.H. Consideration and Possible Action Rick Kirkpatrick
to Receive and Accept the Certification
of Unopposed Candidates for the

Florence ISD Board of Trustees Election
I move to receive and accept the
Certification of Unopposed Candidates
for the May 2, 2026, Florence ISD Board
of Trustees Election. This motion, made
by Jeff Stone and seconded by Anthony
DeAugustineo, Passed.

J.T. Atkinson: Yea
Pete Burson: Absent
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea
Yea: 6, Nay: 0, Absent: 1

IX.I. Consideration and Possible Action Rick Kirkpatrick
to Approve the Order of Cancellation
for the Board of Trustees Election on
May 2, 2026

I move to approve the Order of
Cancellation and certify that Mr. Pete
Burson, Place 1, Mr. Timothy Marfell,
Place 2, and Mr. Anthony DeAugustineo,
Place 3, are unopposed and hereby
elected. This motion, made by Jason
Earp and seconded by Charles Giddens,
Passed.

J.T. Atkinson: Yea
Pete Burson: Absent
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea
Yea: 6, Nay: 0, Absent: 1

IX.J. Consideration and Possible Action Rick Kirkpatrick/Eric
to Approve Budget Amendment Number 1 Banfield
Move to approve budget amendment number
1 as presented. This motion, made by
Jason Earp and seconded by Anthony
DeAugustineo, Passed.

J.T. Atkinson: Yea
Pete Burson: Absent
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea
Yea: 6, Nay: 0, Absent: 1

IX.K. Consideration and Possible Action Rick Kirkpatrick/Dr.
to Approve Bluebonnet Learning as the Kelly Avritt
K-5 Reading/Language Arts Curriculum.

I move to approve the adoption of
Bluebonnet Learning for the K-5
Reading/Language Arts curriculum. This
motion, made by Jeff Stone and seconded
by Anthony DeAugustineo, Passed.

J.T. Atkinson: Yea
Pete Burson: Absent
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea
Yea: 6, Nay: 0, Absent: 1

IX.L. Consideration and Possible Action Rick Kirkpatrick/Dr.
to Approve the Targeted Improvement Kelly Avritt
Plan for Florence Elementary School and
Florence Middle School

I move to approve the Targeted
Improvement Plan for Florence
Elementary School and Florence Middle
School. This motion, made by Jason Earp
and seconded by Charles Giddens,
Passed.

J.T. Atkinson: Yea
Pete Burson: Absent
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Yea
Ed Navarette: Yea
Jeff Stone: Yea
Yea: 6, Nay: 0, Absent: 1

X. **Executive Session**

XI. **Action Taken from Closed Session**

XII. **Items for Future Board Meetings**

XIII. **Reports (no board action required)**

XIII.A. Finance Reports

XIII.B. Enrollment/Attendance Report

XIII.C. Campus Reports

XIII.D. Resignations/New Hires

XIII.E. Strategic Plan Update

XIV. **Adjournment**

The meeting was adjourned at 8:10pm.

Board Secretary, Jason Earp

Board President, Ed Navarette

Proposal *to* Support Bluebonnet K-5 RLA Implementation, K-5 Math, and Secondary Math Planning *at*



via **LASO Cycle 4 LIFT Grant**



2026-2027 School Year

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LASO Cycle 4 Implementation and Planning Support

Overview

SustainED Leaders takes a deeply customized, high-touch approach to HQIM implementation.

Customized & High Touch Approach

Our approach is never one-size-fits-all. Instead of relying on generic tools, we tailor everything to the district's specific instructional vision, protocols, and priorities. As a result, our work feels fully integrated for teachers and leaders — it aligns with what they already know and believe about good instruction while elevating practice across the board.

Based on district priorities and campus needs, we provide **high-touch support at campuses** that builds trust and delivers real-time support across ***instructional planning, professional development, curriculum implementation, data analysis, and other key areas of need aligned with the Effective Schools Framework (ESF)***. We focus on building the capacity of leaders and teachers to lead continuous instructional improvement in their schools so that all students' learning is maximized.



Our Commitment to Impact: Bluebonnet K-5 RLA Support and K-5 Math & Secondary Math Planning

Through this grant, SustainED Leaders will support the implementation of Bluebonnet K-5 RLA, the planning of K-5 Math and Secondary Math, and the strengthening of instructional systems. In our support of schools, we will collaborate with district leaders and work side-by-side with school leaders and teachers to accelerate all students' learning and increase student achievement.



Description of Services for Florence ISD

Through the LASO Cycle 4 LIFT Grant, SustainED Leaders will partner with the Florence ISD team to support leaders and teachers with the implementation of HQIM Bluebonnet K-5 RLA, and planning/instructional systems support for K-5 Math and Secondary Math. In addition to direct campus support, SustainED Leaders will partner with Florence ISD leaders to provide district-level implementation support and professional development to leaders and teachers throughout the district. Lastly, SustainED Leaders will facilitate district-wide professional development for district leaders and campus leaders on key instructional systems identified through the Needs Assessment.

In our partnership with the district and schools, the SustainED team will **build deep, trusting relationships with all stakeholders** by: aligning our support to district leaders and working collaboratively with district teams, **working side-by-side with leaders and teachers** in a supportive and non-evaluative manner, engaging in consistent and collaborative communication with school and district staff, and continuously refining and aligning our support to best meet the needs of each school and the district.

District-Level Partnership & Implementation Support

Our team will provide customized support aligned with the district's instructional vision and systems to strengthen the implementation of Bluebonnet K-5 RLA and district-level implementation and planning support for K-5 Math and Secondary Math, accelerating student achievement at partner schools. Our team will support: 1) strategic planning and documentation, including the development and submission of the Needs Assessment, Assessment Audit, and Action Plan; 2) implementation milestones, including facilitating Instructional Framework design, adoption decisions, and Action Plan updates; 3) monitoring and reporting, including leading monthly support meetings and conducting classroom/PLC learning walks; and 4) administrative coordination, including managing participant rosters, touchpoint schedules, and observation dashboard access. Additionally, SustainED Leaders can provide supplemental, customized support to district leaders as needed.

Collaboration with Florence ISD Leadership & Learning Team

Our team will collaborate regularly with the Florence ISD team to align our coaching and support of leaders and teachers at partner schools and provide professional development to leaders and teachers throughout the district. SustainED Leaders will align our training, coaching, and support to the Florence ISD vision and existing systems, including the use of protocols, tools, and Florence ISD-specific curricular resources. The focus of our collaboration with school leadership and learning services will be defined in partnership with district leaders, including 1) regular collaboration / strategic planning meetings to calibrate support of schools, 2) side-by-side instructional rounds / calibration walks of the school, 3) aligning the coaching and support of leaders and teachers, and 4) reviewing trends and providing targeted training and coaching support.



District-Level Partnership & Support

Bluebonnet K-5 RLA Implementation & K-5 Math & Secondary Math Planning / Instructional Systems

In partnership with Florence ISD leaders, SustainED will lead the project management and submission of TEA deliverables and required grant materials, plan and facilitate ongoing monthly support meetings, lead / co-lead regular learning walks, and collaborate with district leaders in designing and implementing customized support plans for each school.

	Needs Assessment	District Level Coaching	Learning Walks
Description / Topics*	<p>SustainED will collaborate with district leaders to conduct a comprehensive Needs Assessment to guide strategic planning and strengthen the implementation of Bluebonnet K-5 RLA and planning for K-5 Math and Secondary Math. The assessment will focus on:</p> <ul style="list-style-type: none"> • Implementation Goals • Conditions for Success • Internalization and PLCs • Observation and Feedback • Assessment Strategy 	<p>SustainED Leaders will work with district leaders on a weekly or alternating weekly basis to review progress, refine support, and provide targeted coaching for school leaders, instructional coaches, and teachers. This includes modeling lessons, observing instruction, delivering real-time feedback, and aligning professional learning to strengthen HQIM implementation and student outcomes.</p>	<p>Collaborative learning walks will be used to monitor the strength of implementation of the Bluebonnet curriculum.</p> <p>Implementation advisors and LEA leaders will work collaboratively to complete walks and analyze the findings.</p>
Frequency*	<p>Bluebonnet K-5 RLA and Instructional Systems Support for K-5 Math and Secondary Math</p> <p>Weekly / Support As-Needed</p>	<p>Bluebonnet K-5 RLA and Instructional Systems Support for K-5 Math and Secondary Math</p> <p>Weekly or Bi-Monthly Supports (LIFT Requirements: Monthly)</p>	<p>Bluebonnet K-5 RLA and Instructional Systems Support for K-5 Math and Secondary Math</p> <p>4 Learning Walks per Year</p>
Approximate Dates	<p>March 2026 - June 2026</p>	<p>July 2026 - May 2027</p>	<p>Quarter 1 / Quarter 2 Quarter 3 / Quarter 4</p>

**Customized implementation support will be determined in partnership with district leaders.*



Campus-Level Support - *Bluebonnet K-5 RLA Implementation, and K-5 / Secondary Math Planning*

The SustainED team will partner with district leaders in creating customized support plans for each school, which our team will implement via side-by-side coaching and support of school leaders and teachers. The customized plans will support all learners and the teachers and staff supporting those students, e.g., gen-ed, bilingual, SPED, and/or other. Our support of schools will primarily focus on accelerating all students' learning by strengthening the implementation of Bluebonnet K-5 RLA, and custom support for instructional systems and K-5/Secondary Math:

- Planning & leading internalization PLC meetings
- Coaching and developing leaders and teachers
- Analyzing student work and data
- Planning and implementing Tier 2 and 3 interventions and reteach lessons
- Strengthening school culture
- Other customized supports as needed, determined by observation trends and priorities set by district leaders
- Customized supports for instructional systems and K-5 Math and Secondary Math, as determined by the needs assessment

Customized School Support - School-Level Implementation

In partnership with the Florence ISD team and campus leaders, SustainED Leaders will provide customized, flexible support for coaches and teachers - examples of which are outlined below:

Leaders / Instructional Coaches	Teachers
<ul style="list-style-type: none"> ● Additional customized professional learning sessions ● Side-by-side coaching of leaders and instructional coaches ● Side-by-side teacher observation and feedback session ● Modeling PLC meetings / unit & lesson internalization ● Observing instruction, identifying trends, and determining strategic refinements to enhance teaching and learning ● Strategy on school systems and structures ● Coaching leaders / coaches to strengthen the fidelity of systems 	<ul style="list-style-type: none"> ● Additional customized professional learning sessions ● Observing and coaching teachers using customized tools ● Modeling lessons and/or specific instructional strategies ● Side-by-side unit / lesson internalization ● Real-time coaching of teachers ● Providing exemplars of internalized units and lessons ● Customized instructional solutions aligned to meet the needs of students



Professional Learning - Bluebonnet K-5 RLA Implementation, and K-5 / Secondary Math Planning

SustainED Leaders will partner with the Florence ISD team to design and deliver TEA-required and customized professional learning for instructional systems and Bluebonnet K-5 RLA at the partner schools.

SustainED Leaders will provide professional development to additional leaders and teachers throughout the district; *the number of additional leaders and teachers, training dates, and topics will be determined in partnership with district leaders.*

Professional learning will be customized to align with Florence ISD’s vision and culture, incorporating district tools and protocols.

TEA Instructional Systems Professional Learning	TEA HQIM Professional Learning	Customized Professional Learning
<p>Scope of K-5 Math and Secondary Math Planning Grant</p> <p>Session topics will be determined by the Needs Assessment and Florence ISD team collaboration, and could include:</p> <ul style="list-style-type: none"> ● Observation and Feedback ● PLCs ● Performance Management ● RBIS ● School-Wide Culture and Routines 	<p>Session topics will be determined by the Needs Assessment and Florence ISD team collaboration, and could include:</p> <ul style="list-style-type: none"> ● Initial Product Training - K-5 RLA (7 hours) ● Foundational Skills in Practice ● Leveraging HQIM for Direct Teach ● Strategies to Maintain Pacing and Student Engagement ● Monitoring Student Work and Adjusting Instruction ● Mastering Foundational Skills ● Purposeful Practice ● Internalization Best Practices 	<p><i>Topics will be determined in collaboration with the Florence ISD team based on observation & feedback trends.</i></p> <p><i>Potential topics include, but are not limited to:</i></p> <ul style="list-style-type: none"> ● Classroom Systems & Routines ● 100% Student Engagement ● Checks for Understanding & Questioning ● Supporting Productive Struggle ● Feedback for Learning ● Customizing HQIM to Maximize Student Engagement ● Analyzing Student Work ● Analyzing Data and Planning Reteach Lessons ● Planning for Interventions ● Supporting & Engaging EB Students



Bluebonnet K-5 RLA Implementation and K-5 / Secondary Math Planning: Scope & Sequence

Professional Learning: SustainED Leaders will design, customize, and deliver all TEA-required HQIM professional development and instructional systems professional development. *The scope, sequence, and content of professional learning will be customized in partnership with Florence ISD leaders.*

Side-by-Side Coaching & Support: SustainED Leaders will deliver side-by-side coaching and support to leaders and teachers to strengthen implementation of the Bluebonnet K-5 RLA and instructional systems in K-5 Math and Secondary Math, accelerating all students' learning. Above and beyond grant requirements, the Florence ES campus will receive weekly coaching, and Florence JH instructional systems support will be identified and determined according to the needs assessment.

Semester 1

	June - July	August	September	October	November	December
Professional Learning	Bluebonnet Learning / Instructional Systems Professional Learning	Bluebonnet Learning / Instructional Systems Professional Learning		Bluebonnet Learning / Instructional Systems Professional Learning		
Side-by-Side Coaching & Support <i>Flexible Supports</i>		Side-by-side coaching / support of leaders & teachers <i>In-Person</i>	Side-by-side coaching / support of leaders & teachers <i>In-Person</i>	Side-by-side coaching / support of leaders & teachers <i>In-Person</i>	Side-by-side coaching / support of leaders & teachers <i>In-Person</i>	Side-by-side coaching / support of leaders & teachers <i>In-Person</i>
Observations		Observation #1			Observation #2	

Semester 2

	January	February	March	April	May
Professional Learning	Bluebonnet Learning / Instructional Systems Professional Learning	Bluebonnet Learning / Instructional Systems Professional Learning			
Side-by-Side Coaching & Support <i>Flexible Supports</i>	Side-by-side coaching / support of leaders & teachers <i>In-Person</i>	Side-by-side coaching / support of leaders & teachers <i>In-Person</i>	Side-by-side coaching / support of leaders & teachers <i>In-Person</i>	Side-by-side coaching / support of leaders & teachers <i>In-Person</i>	Side-by-side coaching / support of leaders & teachers <i>In-Person</i>
Observations	Observation #3		Observation #4		



Bluebonnet K-5 RLA Implementation, K-5 Math, and Secondary Math Planning - District Level & Campus Level	Cost
District-Level Implementation Support: Action Plans, Weekly or Bi-Monthly Supports, Learning Walks	70% of LASO Cycle 4 Leadership & Instructional Foundations for Texas (LIFT)
District-Wide Required Professional Learning for Bluebonnet K-5 RLA Implementation and K-5 / Secondary Math Instructional Systems	
Additional Customized Professional Learning for Bluebonnet K-5 RLA Implementation and K-5 / Secondary Math Instructional Systems	
Weekly Coaching for Bluebonnet K-5 RLA Implementation and K-5 / Secondary Math Instructional Systems	
LIFT Subtotal: 70% of LASO Cycle 4 LIFT Base Grant <i>(TEA Approved Provider Allocation)</i>	\$340,200
Total Cost	\$340,200

Signed,

Signature - Florence ISD Representative

Signature

Name, Title - Florence ISD Representative

Jacob Stainbrook, CEO of SustainedED Leaders

Date

Date



About SustainED Leaders

SustainED Leaders is an education nonprofit dedicated to developing education leaders and teachers and strengthening instructional capacity to improve student outcomes. We partner with schools and districts to provide strategic coaching, curriculum implementation support, and leadership development that create sustainable, equity-driven instructional improvement.

Our Unique Approach

We take a unique approach to developing instructional coaches in our focus on:

- **High-Touch Support:** We engage deeply and consistently with leaders and instructional coaches, often weekly, providing hands-on, side-by-side coaching that accelerates outcomes.
- **Relentless Focus on the Instructional Core:** Our approach prioritizes curriculum, instruction, and student engagement, ensuring that every initiative directly impacts teaching quality and student learning outcomes.
- **Strategic Leadership & Instructional Expertise:** We work at the intersection of organizational leadership, instructional strategy, and classroom practice, equipping leaders to lead sustainable, instructional improvement campus and district-wide.
- **Commitment to Impact:** We are outcomes-driven, continually refining our approach to ensure that every coaching session, professional learning, and strategy leads to improved teacher practice and student achievement.
- **Customizable & Scalable Implementation:** We recognize that every district has unique challenges and priorities. Our coaching, curriculum support, and leadership development services are customized to district context, ensuring alignment with district goals while maintaining best-in-class instructional rigor.

By focusing on evidence-based practices and research-based high-quality instructional materials (HQIM), we empower leaders to drive impactful changes that yield meaningful results for all students.

Description of Coaching Services

SustainED Leaders provides high-impact, personalized coaching designed to strengthen instructional leadership, improve teaching practices, and drive student achievement. Our side-by-side coaching model ensures that leaders and instructional coaches receive real-time, actionable feedback and support, equipping them to refine their skills and create sustainable change in their schools. Our coaching focus includes:

- **Leadership Coaching:** Supporting principals, assistant principals, district leaders, and instructional coaches in building strong coaching systems, analyzing instructional data, and creating a culture of continuous improvement.
- **Teacher-Facing Coaching:** Providing job-embedded, side-by-side coaching to help educators effectively internalize curriculum, implement high-quality instruction, and engage all students in rigorous learning experiences.
- **Customized Professional Learning:** One-on-one, small-group, and whole-staff training tailored to the unique needs of districts, campuses, and instructional teams.
- **District-Wide Implementation Support:** Providing district-wide professional learning and strategic planning to support the development of instructional leadership and effective coaching at every level.

SustainED + Florence ISD: LIFT Scope of Work



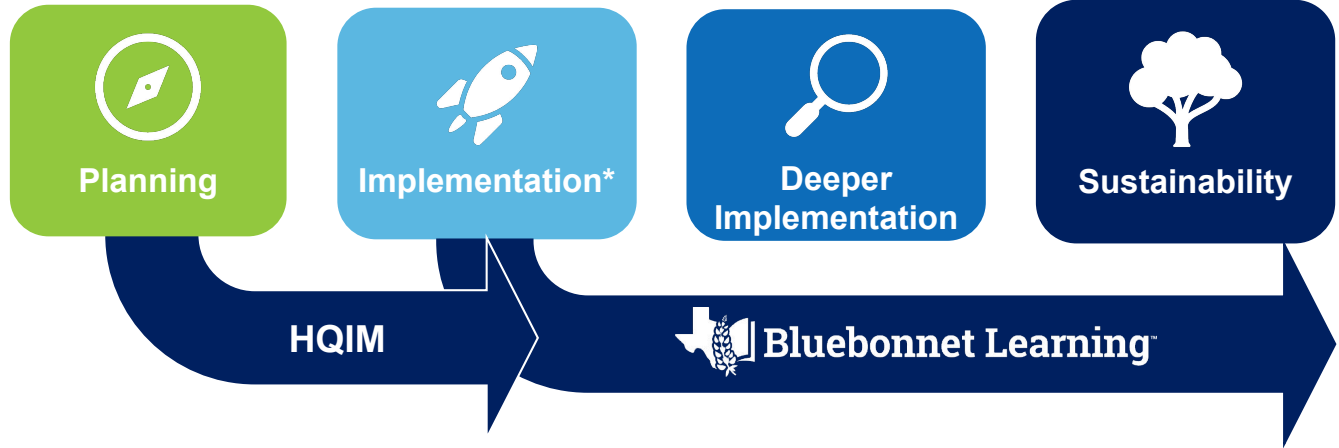


LIFT Requirements

LIFT is up to a **three-year program** that provides school system supports for **sustainable implementation of HQIM** through aligned supports and strong systems. Across multiple years, school systems receive support refining operational and instructional systems.



School systems that adopt a Bluebonnet Learning product in their planning year or begin in the Implementation Phase are eligible for two additional years of support.





LIFT Requirements



Leadership and Instructional Foundations for Texas (LIFT)



LIFT School Improvement PLC Supports (LIFT SI PLC) Add-On

- Comprehensive support for districts to adopt HQIM and implement Bluebonnet Learning over multiple year
 - **Monthly Touchpoints**
 - Partnership with an Approved Provider team to support leaders at all levels and progress monitor the planning and implementation process for a district, with the possibility of 3 years of ongoing support (**reduced by ~30%, but continued funding in Years 2 and 3**)
- A one-year grant providing targeted support to campuses in School Improvement that are also participating in the LIFT program, with a focus on strengthening instructional systems and HQIM implementation.
 - **SI campuses in the SI PLC** grant will receive **double the touch points** with an approved provider (2x per month, minimum).

LIFT Requirements



**Monthly
Classroom
Observations &
Leader Coaching**



**High-Quality
Professional
Learning**



**Instructional
Systems Support**



**Customized
Technical
Assistance**

LIFT is designed around monthly supports at the district and campus level

SustainED + Florence ISD LIFT

SustainED & Florence ISD's approach to LIFT will provide increased, customized supports to district leaders, campus leaders, and teachers to strengthen the implementation of the curriculum and accelerate student achievement.

Type of Support	LIFT Requirements	SustainED + Florence
Professional Learning	4 - 6 TEA turnkey sessions for coaches and teachers	10 - 12 total for coaches and teachers, including customized PD for district
District-Level Coaching	District-Level Coaching <i>(Monthly)</i>	District-Level Coaching & Support <i>(Weekly or Bi-Monthly Supports - District Preference based on capacity)</i>
K-5 RLA Side-by-Side Coaching & School Acceleration	10 total for district and each campus - Florence ES <i>(Monthly)</i>	30+ side-by-side school coaching visits <i>(Weekly Supports)</i>
K-5 Math Planning & Secondary Math Planning	Based on Needs Assessment	Professional Learning and Instructional Systems Support for K-5 Math & Secondary Math Based on Needs Assessment

Description of Program

Type of Support	Other Providers	SustainED
Professional Learning	TEA Turnkey Sessions	<p>Summer BOY Training & Additional Training During School Year</p> <p><i>Customized Professional Learning</i></p>
Implementation Team	District Coach & Campus Coach	<p>Integrated Team of Former School & District Leaders with Curriculum Expertise</p>
Strategic Planning	<p>Needs Assessment</p> <p>Action Plan (District Created)</p>	<p>District Level & School-Level Strategic Planning</p> <p><i>Cross-Team Planning: School Leadership, C&I, Assessment, Intervention, Student Services</i></p>
Customized Curriculum Support	-	<p>Design & Creation of Resources</p> <p><i>Assessments, Observation Look For Documents</i></p>

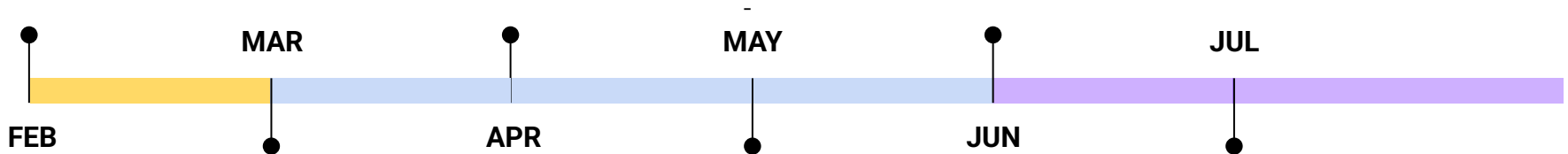
Spring & Summer 2026 Partnership Timeline

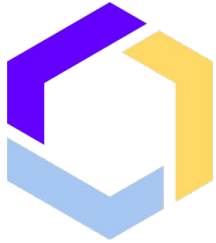
STRATEGIC PLANNING BEGINS

- Master Schedule
- Professional Development
- Vision Setting
- Systems Planning
- Assessments
- Interventions / Reteaches

DISTRICT PLANNING & PROFESSIONAL DEVELOPMENT

- Summer Professional Development
- District Planning -
 - Assessments
 - Systems Design & Creation
 - Executive Director Collaboration
 - School Leader Collaboration





SustainedED Leaders



Contact Us:

Melinda Cardenas

melinda.cardenas@sustainedleaders.org

404-731-8167

Appendix: SustainED Approach



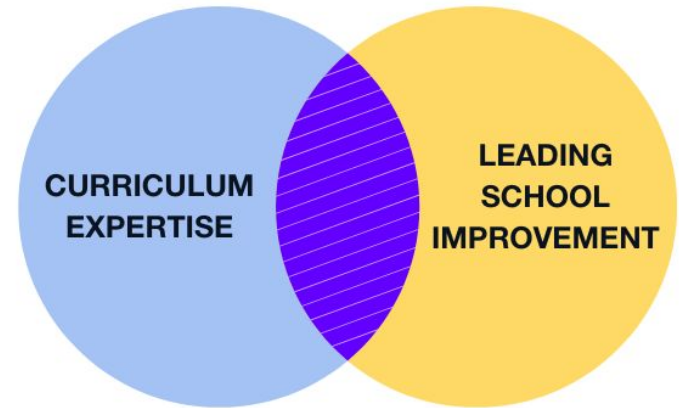
Leading School Improvement & Implementing HQIM



Coaching & Support + Deep Curriculum Expertise

Our team leverages experience in leading school improvement and deep curriculum expertise to drive academic results for all students.

1. **District Level:** support the strategic implementation of HQIM through scheduling, assessment, interventions, and customizations
2. **School Level:** curriculum-specific PLC, DDI, and observation / feedback systems that provide laser-focused support to build instructional coherence
3. **Teacher Level:** develop teachers to implement HQIM with fidelity while effectively customizing HQIM lessons and planning and delivering Tier 2 and 3 instruction



HQIM Adoption & Implementation

Driving district-wide improvement in math instruction through **aligned strategy**, high-quality **professional learning**, and **sustained, job-embedded coaching** for leaders and teachers.



Strategic Planning for Implementation of HQIM



Customized Strategic Planning

- Instructional Block Vision
- Tier 1 Curriculum & Supplemental Resources
- Master Schedule
- Tier 2 & 3 Interventions
- Assessment & DDI Strategy
- PLC & Planning Systems
- Distributed Campus Leadership & Coaching Systems
- STAAR Success Plan



Professional Learning for All Stakeholders



Customized Professional Learning

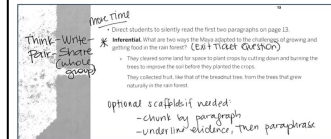
- Customize Implementation of HQIM
- Teacher Facing
 - District Aligned Initiatives
 - Pedagogical Moves
- Leader Facing
 - Instructional Leadership
 - DDI, Observation and Feedback
- District-Team Facing
 - Systems & Structures

Math: Deep + Meaningful Internalization

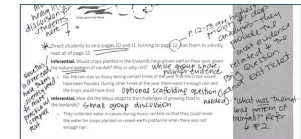
Review the **Evidence of Deep Internalization** to identify we can look for that gives us evidence that teachers have deeply internalized each lesson.

Evidence of Deep Internalization	
Mathematics	
Teacher has ...	
<input type="checkbox"/>	Read the objective and completed the exit ticket
<input type="checkbox"/>	Read and parodied the script / script / lesson
<input type="checkbox"/>	Solved the math problems using the curriculum specific strategies
<input type="checkbox"/>	Identified high-leverage questions to ask that are aligned to lesson objective
<input type="checkbox"/>	Defined response strategies for students
<input type="checkbox"/>	Broke pacing into smaller chunks (2 min - 5 min)
Planned in Supports for All Learners:	
<input type="checkbox"/>	Chunking Concept Development / Teacher Lesson
<input type="checkbox"/>	Planned in additional engagement strategies: Think-Pair-Share,
<input type="checkbox"/>	Identified the times to: Actively Monitor and ask how they will be looking and listening for the oral or written responses
<input type="checkbox"/>	Provided Sentence Stems for students

Reading: Deep + Meaningful Internalization



Engagement Strategies + Pacing + Scaffolds



Prioritization of Questions + Scaffolding Questions



HQIM Implementation Support at School Level

Campus Leaders: Side-by-Side Support & Coaching

We work elbow-to-elbow with leaders to build their capacity using evidence-based practices:

- Observing & Coaching Teachers
- Leading Lesson Internalization PLC Meetings
- Analyzing Data & Reviewing Student Work
- A-Team Meetings & Distributed Leadership
- Time Management





HQIM Implementation Support at School Level

Teachers: Unit and Lesson Internalization

We work side by side with teachers, leaders, and instructional coaches to:

- Design & Implement PLC Internalization Structures & Protocols
- Create Systems for Internalization of Lessons and Units
- Outline Strategies for Effective Unit & Lesson Internalization - Define Expectations



Previous learning in Lesson 2:
- 1st read for literal understanding of this text
- engaged with key vocabulary
- began identifying adaptations of the Mayan
- understand of farming methods

LESSON
3
Organization of the Maya Civilization

PRIMARY FOCUS OF LESSON: key Academic TERMS: how the Mayans organized their society

Reading: Students will describe the geographical features of the Maya and explain ways in which the (adapt) to the (rivers landscape). Mesoamerica is a region of multiple native types of

changed in response to need

Writing: Students will compose sentences from notes and construct a logical paragraph describing the geographical features of Maya civilization.

FORMATIVE ASSESSMENT

Activity Page 31 Excerpt from "Golden Age of the Maya" Students read the chapter and answer comprehension questions. **LESSON OBJECTIVES**

Purpose of Lesson in Unit:
- connects directly to Unit Essential Q (What makes a civilization?) and Lessons 1-5 guiding question (What features defined the Maya civilization?)

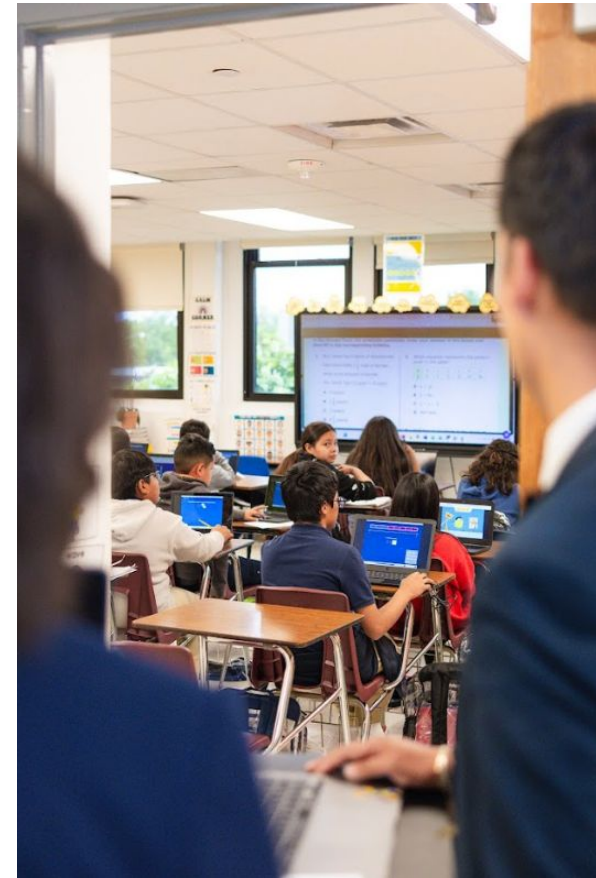


HQIM Implementation Support at School Level

Leaders & Teachers: Coaching Teachers

We work side by side with leaders and instructional coaches to coach teachers:

- Pedagogical Skills
- Real-Time Coaching
- Instructional Rounds / Calibration Walks
- Observation & Feedback Meetings
- Modeling Lessons
- Lesson Rehearsals



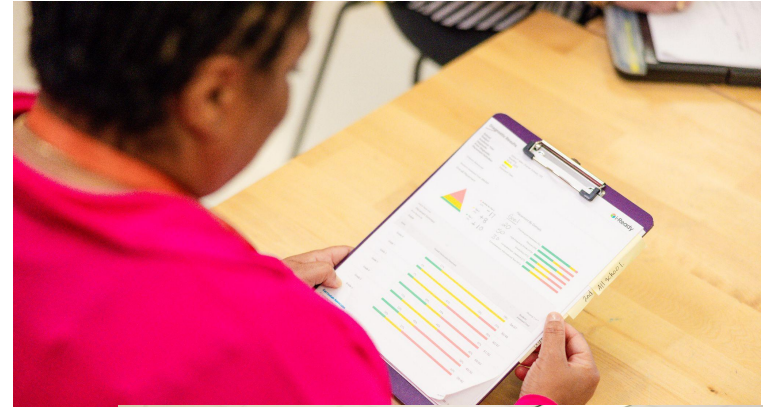


HQIM Implementation Support at School Level

Leaders & Teachers: Assessments & Analyzing Student Work + Data

We work side by side with leaders, instructional coaches, and teachers to:

- Create Systems for Assessment
- Define Systems for Data Collection & Analysis
- Define Exemplar Student Work Expectations
- Analyze Student Work & Identify Trends
- Plan Reteach Lessons & Interventions





Customized Curricular Resources

LIFT + Philanthropic Support

Reading Curriculum & Instruction Support

Provide customized resources aligned to Bluebonnet Reading including planning tools, exemplar lesson supports, and implementation guidance to enhance daily instruction.

- K-2 ELAR Skills
- K-2 Spanish Skills
- 3-5 Reading

Geology
Grade 4: Unit 7, Lesson 1

Bluebonnet
3rd Grade SWI Instructional Pacing Guide

Week 1	Monday	Tuesday	Wednesday	Thursday
Unit	Unit 1: Classic Tales: The Wind in the Willows		Lesson 3 The Open Road	
Lesson	Lesson 1 The River Bank, Part I	Lesson 2 The River Bank, Part II	Lesson 3 The Open Road	Lesson 4 The Wild Wood
LO	I will be able to compare and contrast the two characters from <i>The Wind in the Willows</i> .	I will answer questions to demonstrate understanding of a text, referring explicitly to the text as the basis for my answers. I will use descriptions of actions, thoughts, and feelings to create a scene from Rat's perspective.	I will answer questions to demonstrate understanding of a text, using text evidence to support an appropriate response.	I will ask and answer questions to demonstrate understanding of a text, referring explicitly to the text as the basis for my answers. I will write collaboratively to produce an alternative ending to a story.
SC	I can identify the major characters. I can compare the relationship between the two characters. I can contrast the relationship between the two characters.	I can answer specific questions about the text <i>The Wind in the Willows</i> . I can identify relevant text evidence. I can use relevant text evidence to support my answers.	I can retell the sequence of events using images. I can identify the conflict and resolution of the story. I can give examples of the theme of friendship, loyalty, and responsibility demonstrated by the characters in <i>The Wind in the Willows</i> .	I can ask questions to demonstrate my understanding. I can identify text evidence. I can use text evidence to support my answers.

3rd Grade Bluebonnet RLA Reading
Weeks 1-3 | Unit 1, Lesson 1-10

Adapted excerpt from "Like Summer Tempests Came His Tears"

(1) "I'm going to stroll down to Toad Hall and get into clothes of my own. I've had enough of adventures," Toad said. "I will lead a quiet life. I'll be respectable and work on projects around the house. Maybe I'll do a little gardening. I will always have dinner for my friends when they come to see me. I will keep my jeep ready for outings to the country. It will be like the good old days, before I got restless, and wanted to do things."

(2) "Stroll down to Toad Hall?" cried the Rat. "What are you talking about? Haven't you heard?"

Florence High School - Meat Processing Lab

Probable Estimate of Costs

3/9/2026

Total Project Cost			\$ 1,800,000
FF&E			\$ 100,000
Permits / Investigation			\$ 50,000
A/E Fee			\$ 186,200
Contingency			\$ 100,000
Total Construction Cost			\$ 1,329,338
Contingencies		5%	\$ 63,302
Preconstruction Services	1	25000	\$ 25,000
General Conditions	8	15000	\$ 120,000
General Requirements		5%	\$ 53,383
Temp / Phasing Requirements		5%	\$ 50,841
Demolition	1925	40	\$ 77,000
Structural Allowance	1925	50	\$ 96,250
Cooler/Freezer	1925	225	\$ 433,125
Flooring	1925	12.5	\$ 24,063
Electrical Work	1925	50	\$ 96,250
Mechanical Work	1925	25	\$ 48,125
Plbg Work	1925	35	\$ 67,375
IT	1925	5	\$ 9,625
Classroom Misc MEP	1	25000	\$ 25,000
Generator	1	100000	\$ 100,000
DDC System	30	500	\$ 15,000
Dehumidification	1	25000	\$ 25,000



March 9, 2026

Rick Kirkpatrick
Superintendent
Florence ISD
306 College Avenue
Florence, Texas 76527

RE: Proposal for Professional Services
Florence High School – Meat Processing Lab

Dear Rick,

Austin
811 Barton Springs Road
Suite 900
Austin, TX 78704
512.478.7286

San Antonio
4040 Broadway, Suite 300
San Antonio, TX 78209
210.224.6032

Houston
1301 Fannin, Suite 755
Houston, Texas 77002
713.487.1583

oconnellrobertson.com

We appreciate you reaching out to us to walk the Florence High School CTE building and learning about the opportunities and challenges you are having in the facility. The legacy of success for the was clearly evident in the program's awards and presence for the public. Based on the our walk, we feel a replacement of the cooler/freezer system supporting the fabrication and processing area will be needed to maintain the program while addressing the needs of the aging facility. We have developed the following proposal of services to support those efforts:

1 Project Understanding

Florence High School located at 401 FM 970 support Career and Technical Education in the westernmost building on site. The Meat Processing Lab supports the Butcher Program and Meat Market with 1,850 sf of classroom space and 1,925 sf of lab space. The lab currently supports and requires the following:

- The CTE programs support between 12 and 20 students per class through the educational pathway. The program will receive 200-400 lbs of raw product at a time, with a maximum of 1,000 lbs being held in storage. Cleaning is a required part of the curriculum for all students requiring cleaning twice per day.
- The program is currently County Certified for Food & Health Safety requiring inspections twice a year. It is additionally inspected by USDA representatives.
- Classroom space to support overall instruction including direct connection to the lab space. Instruction often includes visual display of carcasses.
- Lab space supports the intake, processing, fabrication, and cooking of raw products including cattle, pork, and lamb. Cooler and processing areas are required to support a 36°F temperature while the freezer is required to support a -10°F temperature. Cooking of products are completed within an enclosed and ventilated dry and wet smoker.
- The meat market provides a public facing shop for community members to purchase product. Members of the public are required to check-in at the FHS front office before arriving at the market.
- The space was originally constructed in 1999. Through walking the space, the following challenges are being experienced needing to potentially be addressed:
 - Existing wall construction assumed to be all three variants of insulated cooler panels, FRP over metal studs, and FRP over wood studs show signs of wear and tear.
 - Floors do not slope edge-to-edge requiring water to be physically moved to the drains.
 - The hose bib on the east wall of the Processing area does not function.



- Odor can be randomly present coming from the local floor drains, and FISD staff requested the lines leading to the grease trap be flushed to include the floor drain in the locker room.
- Removal of storage above the blast freezer and cooked product cooler.
- Inclusion of a DDC system to monitor temperature throughout all freezer/cooler compartments.
- Considerations for the addition of desiccant / dehumidification equipment.
- Consider replacement of the wet / dry smoker due to end of life existing equipment.
- Consider reuse of the existing cooling equipment which has been in service for +/- 1 year.
- Consideration of the addition of a generator to maintain cooler/freezer temperatures in the event of a power outage
- Installation of temporary walls and or temporary coolers to support continued operation of the program.

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2 Services

This proposal is intended to complement the Owner/Architect agreement based on the AIA B101-2017 as negotiated defining the basic services, additional services, and consultant team.

3 Project Team

The following firms are the proposed team:

O'Connell Robertson	Architecture + Interiors
O'Connell Robertson	Mechanical and Electrical Engineering
Dunaway	Structural Engineering
Atlas Consulting	IT/AV Technology

4 Schedule

Based on our understanding of the project at this time, we would outline the following schedule based on a Construction Manager at-Risk delivery with multiple GMP packages:

Design Phase			
Design Notice to Proceed		3/24/2026	
Schematic Design	3/25/2026	4/14/2026	20 days
Design Development	4/15/2026	5/15/2026	30 days
Contract Documents	5/16/2026	6/15/2026	30 days
Permitting	6/16/2026	9/14/2026	90 days
GMP 1 - Bidding and Approval	4/15/2026	5/30/2026	45 days
GMP 2 - Bidding and Approval	6/15/2026	7/30/2026	45 days
Construction	5/31/2026	12/13/2026	196 days
Demolition	5/31/2026	6/28/2026	28 days
Cooler/Freezer Procurement	6/7/2026	8/30/2026	84 days
General Construction	7/31/2026	11/28/2026	120 days
Substantial Completion	11/29/2026	12/13/2026	14 days
Owner Move-In	12/13/2026	1/3/2027	21 days



5 Fee

For the services noted above, we would propose a **total fee of \$186,200**.

6 Reimbursable Expenses

The Client will reimburse for the costs plus 5% for any publications or materials, postage, travel exceeding 50 miles, printing or other costs related to the distribution of information related to the scope of this proposal.

7 Hourly Rate Schedule

Should additional services be required and approved, the following hourly rates will govern the costs of additional services:

Principal	\$340
Associate Principal	\$280
Sr. Registered Architect	\$250
Registered Architect	\$225
Designer/Space Planner	\$160
Sr. Registered Engineer	\$250
Registered Engineer	\$225
Sr. PME Designer	\$230
PME Designer	\$160
CAD/Production II	\$150
CAD/Production I	\$120
Sr. Commissioning Agent	\$265
Commissioning Agent	\$165
Sr. Registered Interior Design	\$225
Construction Administration	\$230
Project Construction Coordinator	\$125
Project Manager	\$240
Communication Leader	\$210
Communication Specialist	\$200
Administrative	\$115

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8 Exclusions

The following services are excluded from the scope of this proposal:

- A. Facility Condition Assessments
- B. All work related to hazardous materials
- C. Destructive investigation
- D. Testing and Balancing / Mechanical Unit Pre-Audit
- E. Civil Survey and Geotechnical Engineering
- F. Civil Engineering, Off-site analysis, evaluation, design, and/or documentation
- G. Scope of work outside the building envelope
- H. Record Documents
- I. Furnishings, Fixtures, and Equipment design, procurements, and/or installation
- J. Detailed Cost Estimating
- K. AEGBP / LEED Design
- L. Energy Modeling
- M. Basic or Enhanced Commissioning as required by USGBC's LEED rating
- N. Building envelope commissioning



O'Connell Robertson is honored to support the improvements at Florence High School supporting the Meat Processing Lab. We see this project fulfilling FISD's mission of providing a safe, engaging learning environment with equitable support, high expectations, and diversified instruction.

Thank you,

Name, Title

Approved by: _____

Date: _____

Signature approval constitutes a Notice to Proceed to O'Connell Robertson.

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2026-2027 SCHOOL CALENDAR

JULY						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER						
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13	14	15	16	17	18	19
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27	28	29	30			

OCTOBER						
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER						
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8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER						
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		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY						
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					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH						
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL						
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				1	2	3
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY						
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						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- First Day/Last Day of School
- Staff/Student Holiday
- New Teacher Orientation
- Professional Development/Student Holiday/Staff Work Day
- Staff PD Trade Days and Student Holiday
- Student/Staff Early Out
- Student Early Out

←→ Registration	1st 9 Weeks	August 12-October 8	39 days
	2nd 9 Weeks	October 13-December 18	42 days
←→ Testing Window	3rd 9 Weeks	January 5-March 12	44 days
	4th 9 Weeks	March 22-May 27	45 Days

Full Days 166
 Early Release Days 4
 Total Days 170
 PD/Work Days 18

8/12 - First Day of School
 5/27 - Last Day of School
 5/28 - Graduation

October 26 - Parent Conference Day
 March 5 - Parent Conference Day
 January 4 - Teacher Work Day
 May 28 - Teacher Work Day

Inspire • Empower • Achieve

2026-2027 Teacher Contract Recommendations

FIRST NAME	LAST NAME	YRS PROFESSIONAL EXPERIENCE as of EOY 2026	YRS PROFESSIONAL IN DISTRICT as of EOY 2026	CURRENT JOB DESCRIPTION	2026-2027 RECOMMENDED CONTRACT	2026-2027 OTHER ADDENDUM
PETER	ACOSTA	29	5	Band Director	TERM	
DENIELLE	BAILEY	11	11	CTE-AG/Food Tech/Meat Market	TERM	
JENNIFER	BAKER	6	2	7th ELAR/Coach	DUAL TERM	CDL
PAULA	BARDSHAR	18	3	Dyslexia	TERM	
CHRISTOPHER	BELIVEAU	11	8	Math-Geometry	TERM	
KELLY	BERG	37	1	8th Grade SS	TERM	Retire/Rehire
JOSHUA	BLAKE	13	3	SS-W Geo/Eco/US Govt/Coach	DUAL TERM	CDL
MELANIE	BOWLING	6	6	4th Grade/Math/Science	TERM	
HEATHER	BOWMAN	13	8	SPED/Dyslexia/Math Resource	DUAL TERM	CDL
SANDRA	BRANDON	25	3	District Librarian	TERM	
DENNIS	BRATTON	13	13	CTE-AG/Meat Market	TERM	CDL
MEGAN	BRIZENDINE	7	7	5th Grade/ELAR/SS	TERM	
WENDIE	BURROUGHS	18	4	6th Grade Science	TERM	
ZANE	BUSCH	34	5	Science-Biology	TERM	Retire/Rehire
KIMBERLY	CANNON	7	7	PreK	PROB 2	
ALONSO	CANO	2	2	PreK Bilingual	TERM	
SAVANNA	CARMAN	3	2	3rd Grade/ELAR/SS	TERM	
KORLEE	CARRUTHERS	6	3	Art	TERM	
APRIL	COLE	13	2	SPED Resource Reading	TERM	
MELISSA	CUTRIGHT	11	11	1st Grade/Math/ELAR/SS	TERM	
ALEXANDRA	DANIEL	6	3	Math-PRE-CAL & MM	TERM	
ALEXIS	DAVIS	2	2	Assistant Band Director	DUAL/TERM	
JAMES	DUNCAN	33	3	DAEP/Credit Recovery & English 3/Coach	DUAL TERM	CDL
BARBARA	ELMORE	13	3	SPED T4/Coach	DUAL TERM	CDL
DOYLE	FITZ	6	2	SPED TI/FAC	TERM	
HALEY	FOEH	2	2	CTE-Floral/Science	TERM	
KAREN	FOOTE	14	4	5th Grade/Science	TERM	

2026-2027 Teacher Contract Recommendations

FIRST NAME	LAST NAME	YRS PROFESSIONAL EXPERIENCE as of EOY 2026	YRS PROFESSIONAL IN DISTRICT as of EOY 2026	CURRENT JOB DESCRIPTION	2026-2027 RECOMMENDED CONTRACT	2026-2027 OTHER ADDENDUM
CASEY	GEORG	22	2	Science-Physics/A&P Honors	PROB 3	
THERESA	GILL	19	3	ELAR-English & ESOL 1 AP Lit	TERM	
TIMOTHY	GONYEA	1	1	7th Grade Science	PROB 2	
MICAELA	GONZALEZ	4	1	8th Grade ELAR	PROB 2	
SHERYL	GOODNIGHT	7	4	8th Grade Science	TERM	
SHARLA	HAM	1	1	Science-Chemistry	PROB 1	
RACHEL	HARRIS	30	24	3rd Grade ELAR/SS	TERM	
BROOKLYNNE	HARTY	3	3	2nd Grade/Math/Science	TERM	
SHARA	HERNANDEZ	10	2	5th Grade/ELAR	TERM	
SARAH	HOSMAN	7	3	SPED Resource Reading/Math	TERM	
ELIJAH	HOUSE	5	3	SS-W History/AP W History/Coach	DUAL TERM	CDL
ELIZABETH	HOWELL	8	2	7th Grade Math	TERM	
MADISON	HOWRY	1	1	7th Grade SS	PROB 2	
JOHN	HUBBARD	21	9	PE	TERM	
JANNA	JACKSON	26	1	3rd Grade/SLAR/Math/Science	PROB 2	
JAMIE	JAMES "Campise"	4	4	5th Grade/Math	TERM	
JESSICA	KUEHNE	16	4	Interventionist - ESL Support	TERM	
REBECCA	LEWIS	2	2	CTE-Business	TERM	
KRISTIN	MATHSON	18	13	Kindergarten/Math	TERM	
AMANDA	MERRELL	21	1	ELAR/Theatre Teacher	TERM	
BRENDA	MORO	19	2	SPED T2 Math/SS-FAC	TERM	
ANGEL	NOBLE-COURS	10	1	SPED Inclusion	PROB 2	
DESTINY	NOLES	10	10	4th Grade/Math/Science	TERM	
DIANA	ORTIZ	2	2	Art	TERM	
MISTY	OVERFELT	11	6	CTE-Science	TERM	
CHERYL	OWENS	15	23	2nd Grade SS	TERM	
BAILEY	OWENS	3	1	Inclusion/Behavior	PROB 2	

2026-2027 Teacher Contract Recommendations

FIRST NAME	LAST NAME	YRS PROFESSIONAL EXPERIENCE as of EOY 2026	YRS PROFESSIONAL IN DISTRICT as of EOY 2026	CURRENT JOB DESCRIPTION	2026-2027 RECOMMENDED CONTRACT	2026-2027 OTHER ADDENDUM
NAVIN	PALICHERLA	10	10	Math-Algebra I	TERM	
LESLIE	PARCHMAN	8	8	1st Grade/Self-Contained	TERM	
AUSTIN	PARTON	7	3	SS-US History/Coach	DUAL TERM	CDL
ISABEL	PAYNE	12	8	Kindergarten (Bilingual)/SLAR	TERM	
JOSE	PENA	3	3	PE/Coach	DUAL PROB 2	CDL
SABBATHA	PENA	2	2	Electives/Coach	DUAL PROB 2	CDL
ANDREW	PENCE	10	3	4th Grade/ELAR/SS	TERM	Retire/Rehire
SARA	PIERCE	13	3	Math-Algebra II	TERM	
CHRISTY	PORTERFIELD	17	2	Kindergarten/ELAR	TERM	
KIVI	POTEAT	5	5	6th Math/Coach	DUAL TERM	CDL
CONNIE	RAMIREZ	35	31	1st Grade (Bilingual)/SLAR	TERM	
RETA	RATCLIFFE	4	3	Kindergarten/Science	TERM	
CLARIVÉE	RIVERA DOMENA	1	1	Spanish	DOI	
MICHELLE	ROGERS	20	5	Interventionist - ESL/Coach	DUAL TERM	CDL
RICHARD	SCALES	13	8	Interventionist - Math	DUAL PROB 2	CDL
ANJA	SCHAEFER	25	6	ELAR-English 4 & DC 3&4 & AP Lang	TERM	
ROLANDO	SHAW	3	3	Electives/YB/Art	DOI	
TAYLOR	ST TOURS	9	9	Dyslexia	TERM	
SARAH	STEPHENS	5	3	4th Grade/ELAR/SLAR/SS	TERM	
TRACI	TOMLINSON	29	3	SPED T1 Math/Geometry	TERM	
BRYCE	TRULL	2	2	8TH Grade Math	TERM	
BRITTANY	TURNER	9	1	3rd Grade/Math/Science	PROB 2	
KAROLINE	TURNER	1	1	8th Grade C & C, Tech Apps	TERM	
VICTOR	VARELA	26	1	6th Grade Health/Coach	DUAL PROB 2	CDL
BRITT	VILLINES	3	3	6th Grade SS/Coach	DUAL TERM	CDL
ANNA	VILLINES	1	1	Electives/Girls Coach	DOI	
PENNIE	WALTERS	20	1	2nd Grade (Bilingual)/SLAR	PROB 2	

2026-2027 Teacher Contract Recommendations

FIRST NAME	LAST NAME	YRS PROFESSIONAL EXPERIENCE as of EOY 2026	YRS PROFESSIONAL IN DISTRICT as of EOY 2026	CURRENT JOB DESCRIPTION	2026-2027 RECOMMENDED CONTRACT	2026-2027 OTHER ADDENDUM
DAVID	WILLINGHAM	21	20	CTE-Business/Accounting	TERM	
ASHLEY	WRIGHT	13	11	1st Grade/ELAR/Science	TERM	
MARISA	WRIGHT	19	1	2nd Grade/ELAR	PROB 2	
LINDSAY	ZIMMER	2	2	6th Grade ELAR/Coach	PROB 2	

AGENDA SUPPLEMENT

Florence ISD Financial Information

Meeting Date: MARCH 2026 - Report Only
Prepared by Eric Banfield, Business Manager

As Of: FEBRUARY 28, 2026

- A FISC Investment Report
 - Investment Report/Bank Balances

- B Financial Reports
 - Cash Flow Projection Revenues/Expenditures Fund 199 & Fund 599
 - Board Amendments Fund 199

- C Combined Funds Board Report [FIN3051]
 - Comparison of Revenues & Expend. to Budget All Funds

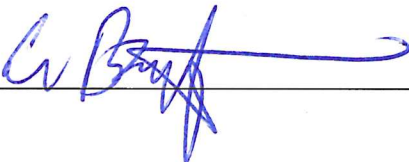
- D Board Report [FIN3050]
 - Comparison of Revenue to Budget - General Fund (199)
 - Comparison of Expenditures and Encumbrances to Budget - General Fund (199)
 - Comparison of Revenue to Budget - Child Nutrition (240)
 - Comparison of Expenditures and Encumbrances to Budget - Child Nutrition (240)
 - Comparison of Revenue to Budget - Debt Service (599)
 - Comparison of Expenditures and Encumbrances to Budget - Debt Service (599)

These updates are for the Trustees' review.

**Florence Independent School District
Investment Report – Compliance Statement**

This report is presented in accordance with the Texas Government Code Section 2256. The below signed Investment Officers hereby certify that, to the best of their knowledge, Florence ISD is in compliance with the relevant provisions of Government Code 2256 and with the stated policies and strategies of Florence ISD.

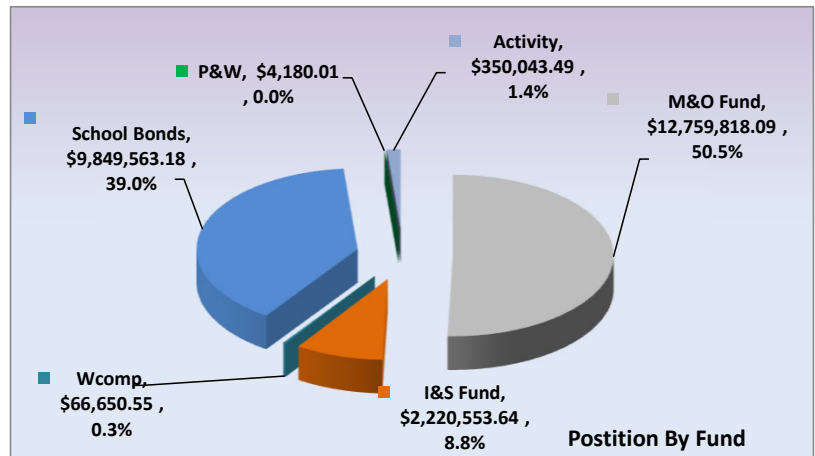
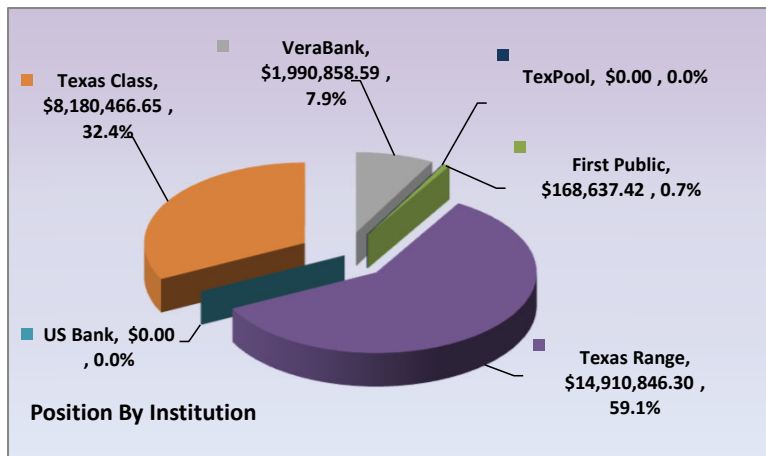

_____ Rick Kirkpatrick, Superintendent


_____ Eric Banfield, Business Manager

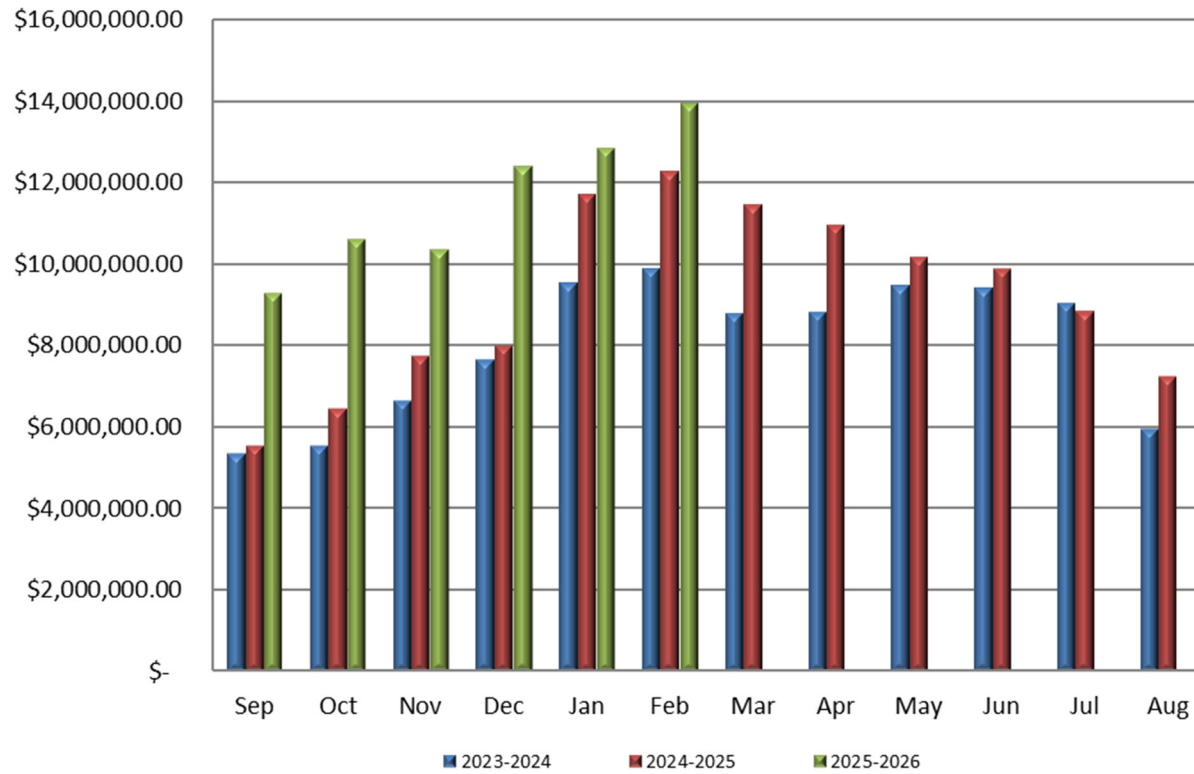
FLORENCE INDEPENDENT SCHOOL DISTRICT
Investment Report
FEBRUARY 28, 2026

Institution	Fund	Interest Rate	Account	Beginning Balance	Ending Balance	YTD Interest	MONTHLY Interest
				9/1/2025	2/28/2026		
TexPool-M & O	M&O	3.72%	TexPool	\$ 16,452.13	\$ 0.00	\$ 246	\$ -
TexPool-I & S	I&S	3.72%	Texpool	\$ 34,274.69	\$ (0.00)	\$ 513	\$ -
Texas Class - M & O	M&O	3.85%	Class	\$ 1,053,626.93	\$ 6,243,417.31	\$ 60,296	\$ 16,492
Texas Class - I & S	I&S	3.85%	Class	\$ 300,000.00	\$ 1,937,049.34		\$ 5,640
US Bank Custodial Account	F699		2022 Bond	\$ 0.00	\$ 0.00	\$ -	\$ -
First Public-Interest & Sink	I&S	3.70%	Gov. Overnight	\$ 1,331.05	\$ 1,357.17	\$ 26	\$ 4
First Public-M & O	M&O	3.70%	Gov. Overnight	\$ 164,061.17	\$ 167,280.25	\$ 3,219	\$ 470
Texas Range - 2022 Bond	F699	3.72%	Daily	\$ 43,409.95	\$ 44,262.89	\$ 853	\$ 125
Texas Range - 2022 Bond	F699	3.86%	Select	\$ 7,274,195.63	\$ 6,357,785.15	\$ 129,590	\$ 18,546
Texas Range - 2024 Bond	M&O	3.72%	Select	\$ 4,558,224.19	\$ 2,932,349.73	\$ 74,126	\$ 8,505
Texas Range M & O	M&O	3.72%	Daily	\$ 3,076,850.36	\$ 5,576,448.53	\$ 99,598	\$ 40,752
Texas Range - 2019 Bond	F699	3.72%	Daily	\$ 0.00	\$ 0.00	\$ -	\$ -
Total Investments				\$ 16,522,426.10	\$ 23,259,950.37	\$ 368,467	\$ 90,534
VeraBank				9/1/2025	2/28/2026		
Workers Comp	WC	3.00%	Money Market	\$ 66,463.51	\$ 66,650.55	\$ 987	\$ 140
Purple & White Trust	P&W	3.00%	Money Market	\$ 4,118.48	\$ 4,180.01	\$ 62	\$ 9
Total Money Market Accounts				\$ 70,581.99	\$ 70,830.56	\$ 1,048	\$ 149
VeraBank				9/1/2025	2/28/2026		
Maintenance & Operating	M&O	3.00%	Checking	\$ 1,542,632.90	\$ 433,472.99	\$ 21,158	\$ 3,166
Interest Sinking	I&S	3.00%	Checking	\$ 380,892.63	\$ 282,147.13	\$ 3,961	\$ 594
		3.00%		\$ -	\$ -	\$ -	\$ -
2022 BOND	697	3.00%	Checking	\$ 1,790,900.77	\$ 389,595.58	\$ 11,718	\$ 843
2024 BOND	699	3.00%	Checking	\$ 98,852.06	\$ 125,569.83	\$ 1,672	\$ 264
Payroll	Payroll	3.00%	Checking	\$ 292,088.62	\$ 339,199.01	\$ 3,774	\$ 528
Activity Account	Activity	3.00%	Checking	\$ 329,649.80	\$ 350,043.49	\$ 5,277	\$ 749
Total Checking Accounts				\$ 4,435,016.78	\$ 1,920,028.03	\$ 47,560	\$ 6,145
Total for District				\$ 21,028,025	\$ 25,250,809	\$ 417,075	\$ 96,828

Institution	Account	Beginning Balance	Additions	Subtractions	Ending Balance	Monthly Change	Unrealized Gains & (Losses) - Securities
		2/1/2026			2/28/2026		
TexPool-M & O	3.72% TexPool	\$ 0.00	\$ -	\$ -	\$ 0.00	\$ -	
TexPool-I & S	3.72% Texpool	\$ (0.00)	\$ -	\$ -	\$ (0.00)	\$ -	
Texas Class - M & O	3.85% Class	\$ 3,645,791.14	\$ 2,597,626.17	\$ -	\$ 6,243,417.31	\$ 2,597,626.17	
Texas Class - I & S	3.85% Class	\$ 1,931,409.61	\$ 5,639.73	\$ -	\$ 1,937,049.34	\$ 5,639.73	
US Bank Custodial Account	2022 Bond	\$ 0.00	\$ -	\$ -	\$ 0.00	\$ -	
First Public-Interest & Sink	3.70% Gov. Overnight	\$ 1,353.36	\$ 3.81	\$ -	\$ 1,357.17	\$ 3.81	
First Public-M & O	3.70% Gov. Overnight	\$ 166,810.15	\$ 470.10	\$ -	\$ 167,280.25	\$ 470.10	
Texas Range - 2022 Bond	3.72% Daily	\$ 44,137.89	\$ 125.00	\$ -	\$ 44,262.89	\$ 125.00	
Texas Range - 2022 Bond	3.86% Select	\$ 6,339,238.89	\$ 18,546.26	\$ -	\$ 6,357,785.15	\$ 18,546.26	
Texas Range - 2024 Bond	3.86% Select	\$ 2,923,844.89	\$ 8,504.84	\$ -	\$ 2,932,349.73	\$ 8,504.84	
Texas Range M & O	3.72% Daily	\$ 5,535,696.24	\$ 40,752.29	\$ -	\$ 5,576,448.53	\$ 40,752.29	
Texas Range - 2019 Bond	3.72% Daily	\$ 0.00	\$ -	\$ -	\$ 0.00	\$ -	
Total Investments		\$ 20,588,282.17			\$ 23,259,950.37	\$ 2,671,668.20	AVERAGE COLLECT
VeraBank		2/1/2026			2/28/2026		
Workers Comp	3.00% Money Market	\$ 66,657.52	\$ 140.42	\$ 147.39	\$ 66,650.55	\$ (6.97)	
Purple & White Trust	3.00% Money Market	\$ 4,171.21	\$ 8.80	\$ -	\$ 4,180.01	\$ 8.80	
Total Money Market Accounts		\$ 70,828.73			\$ 70,830.56	\$ 1.83	
VeraBank		2/1/2026			2/28/2026		AVERAGE COLLECT
Maintenance & Operating	3.00% Checking	\$ 1,751,809.38	\$ 352,530.36	\$ 1,670,866.75	\$ 433,472.99	\$ (1,318,336.39)	
Interest Sinking	3.00% Checking	\$ 281,553.17	\$ 593.96	\$ -	\$ 282,147.13	\$ 593.96	
	3.00% 0.0000%	\$ -	\$ -	\$ -	\$ -	\$ -	
2022 BOND	3.00% Checking	\$ 418,933.62	\$ 843.19	\$ 30,181.23	\$ 389,595.58	\$ (29,338.04)	
2024 BOND	3.00% Checking	\$ 125,305.49	\$ 264.34	\$ -	\$ 125,569.83	\$ 264.34	
Payroll	3.00% Checking	\$ 203,111.96	\$ 1,068,934.00	\$ 932,846.95	\$ 339,199.01	\$ 136,087.05	
Activity Account	3.00% Checking	\$ 366,016.52	\$ 7,716.52	\$ 23,689.55	\$ 350,043.49	\$ (15,973.03)	
Total Checking Accounts		\$ 3,146,730.14			\$ 1,920,028.03	\$ (1,226,702.11)	
Total for District		\$ 23,805,841.04			\$ 25,250,808.96	\$ 1,444,967.92	



Florence ISD Total Investment Values



*Bond proceeds are not included in the investment value total.

FLORENCE ISD - 2025-2026*Cash Flow Projection***General Operating - M&O***Beginning***RECEIPTS**

	September Current	October Current	November Current	December Current	January Current	February Current	March Projected
<i>Beginning</i>	5,033,585	7,611,583	8,898,825	8,432,776	9,253,811	10,810,033	11,262,539
Tax Collections - Current	28,704	26,565	704,670	1,950,855	2,739,638	1,932,047	225,516
Tax Collections - Delinquent	1,920	42,727	15,324	17,141	8,641	8,105	1,857
Penalties & Interest	11,814	9,816	16,924	4,814	11,838	7,965	19,472
Other Local Revenue	43,298	38,580	33,822	47,125	36,033	64,206	45,000
State Revenue - ASF	44,267	44,267	44,299	44,267	0	0	40,000
State Revenue - Foundation	3,857,702	2,532,642	0	98,699	0	0	0
Other State Revenue, On-Behalf / Other	62,748	62,888	61,500	64,031	64,284	63,707	58,000
Federal Funds (Other)	0	0	0	8,052	0	0	0
Transfers, Other	0	0	0	0	0	0	0
Total Receipts	4,050,453	2,757,486	876,538	2,234,984	2,860,434	2,076,030	389,845

DISBURSEMENTS

Payroll	1,112,956	1,105,698	1,122,836	1,100,951	1,129,860	1,050,250	1,110,250
Expenditures other than payroll	359,499	364,546	219,751	312,998	174,352	569,424	260,000
TEA/Projects/Other	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	3,850	0
Other Uses	0	0	0	0	0	0	0
Total Disbursements	1,472,455	1,470,244	1,342,587	1,413,949	1,304,212	1,623,524	1,370,250

Net Change	2,577,998	1,287,242	(466,049)	821,035	1,556,222	452,506	(980,405)
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Ending M&O	7,611,583	8,898,825	8,432,776	9,253,811	10,810,033	11,262,539	10,282,134
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Interest and Sinking Fund

<i>Beginning</i>	412,621	431,988	468,909	793,324	2,243,466	2,199,350	3,061,131
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Tax Collections - Current	13,462	11,717	320,735	858,433	1,203,409	848,003	101,854
Tax Collections - Delinquent	1,336	19,417	1,378	7,731	7,376	4,046	500
Penalties & Interest	3,405	4,495	988	2,136	1,056	3,495	0
State Revenue	0	0	0	579,520	0	0	0
Interest / Transfers	1,164	1,292	1,314	2,322	4,591	6,237	6,200
Total Receipts	19,367	36,921	324,415	1,450,142	1,216,431	861,781	108,554

I&S Debt	0	0	0	0	1,260,547	0	0
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Total Disbursements	0	0	0	0	1,260,547	0	0
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Net Change in Cash	19,367	36,921	324,415	1,450,142	(44,116)	861,781	108,554
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Ending I&S	431,988	468,909	793,324	2,243,466	2,199,350	3,061,131	3,169,685
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FLORENCE ISD - 2025-2026*Cash Flow Projection***General Operating - M&O***Beginning*

	April	May	June	July	August	TOTALS	BUDGET
	Projected	Projected	Projected	Projected	Projected		
RECEIPTS							
Tax Collections - Current	148,893	148,893	148,893	148,893	35,000	8,238,568	8,352,461
Tax Collections - Delinquent	1,857	1,857	1,857	1,857	1,857	105,000	105,000
Penalties & Interest	19,472	19,472	19,472	19,472	25,000	185,529	180,000
Other Local Revenue	31,000	31,000	31,000	10,000	50,000	461,064	434,500
State Revenue - ASF	40,000	40,000	49,000	39,500	35,000	420,600	491,869
State Revenue - Foundation	0	0	0	0	10,000	6,499,043	6,470,500
Other State Revenue, On-Behalf / Other	58,000	533,000	58,000	57,118	62,000	1,205,276	1,204,500
Federal Funds (Other)	0	0	0	0	0	8,052	0
Transfers, Other	0	0	0	0	0	0	0
Total Receipts	299,222	774,222	308,222	276,840	218,857	17,123,131	17,238,830

DISBURSEMENTS

Payroll	1,100,000	1,050,000	1,050,000	1,110,250	1,110,250	13,231,219	13,394,521
Expenditures other than payroll	250,000	190,802	250,000	250,000	325,000	3,526,372	3,844,309
TEA/Projects/Other	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0
Other Uses	0	0	0	0	0	0	0
Total Disbursements	1,350,000	1,240,802	1,300,000	1,360,250	1,435,250	16,683,523	17,238,830

Net Change	(1,050,778)	(466,580)	(991,778)	(1,083,410)	(1,216,393)	439,608	
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<i>Ending M&O</i>	9,231,356	8,764,775	7,772,997	6,689,586	5,473,193	5,473,193	
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Interest and Sinking Fund*Beginning*

RECEIPTS							
Tax Collections - Current	82,952	82,952	82,952	82,952	22,000	3,711,538	3,772,372
Tax Collections - Delinquent	500	500	500	500	500	44,283	12,000
Penalties & Interest	0	0	0	0	0	15,576	8,000
State Revenue	0	0	0	0	0	579,520	580,000
Interest / Transfers	6,000	6,000	6,000	2,000	1,000	44,120	45,000
Total Receipts	89,452	89,452	89,452	85,452	23,500	4,395,037	4,417,372

I&S Debt	0	0	0	283,491	2,536,200	4,080,238	4,087,372
Total Disbursements	0	0	0	283,491	2,536,200	4,080,238	4,087,372

Net Change in Cash	89,452	89,452	89,452	(198,039)	(2,512,700)	314,799	
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<i>Ending I&S</i>	3,259,137	3,348,589	3,438,041	3,240,002	727,302	727,420	
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Board Amendments - General Fund 199		Revenue & Other Resources	Expenditures & Other Uses
Current Amended Budget Total		\$ 17,238,830	\$ 17,238,830
	Adopted Rev./Exps.	\$17,238,830	\$17,238,830
	Other Res./Uses		\$0
CHANGES:			
<u>September</u>	<u>Fund - Function</u>		
None			
<u>October</u>			
None			
<u>November</u>			
None			
<u>December:</u>			
None			
<u>January</u>			
None			
<u>February:</u>			
None			
<u>March</u>			
None			
<u>April:</u>			
None			
<u>May:</u>			
None			
<u>June</u>			
None			
<u>July:</u>			
None			
<u>August</u>			
None			

Comparison of Revenue to Budget
 As of February

	Estimated Revenue	Current Realized Revenue	Realized Revenue To Date	Revenue Balance	Percent Realized
General Operating Funds					
199 / 6 - GENERAL FUND 5000	17,238,830.00	-2,076,030.33	-14,884,194.61	2,354,635.39	86.34%
Totals 5000 R E C E I P T S	17,238,830.00	-2,076,030.33	-14,884,194.61	2,354,635.39	86.34%
Totals 7000	.00	.00	.00	.00	.00%
Totals General Operating Funds	17,238,830.00	-2,076,030.33	-14,884,194.61	2,354,635.39	86.34%
Special Revenue Funds					
211 / 6 - TITLE I 5000	183,337.00	.00	.00	183,337.00	.00%
224 / 6 - IDEA B 5000	238,297.00	.00	.00	238,297.00	.00%
225 / 6 - PRESCHOOL-SPECIAL ED 5000	3,355.00	.00	.00	3,355.00	.00%
240 / 6 - CHILD NUTRITION 5000	921,447.00	-64,510.55	-413,948.45	507,498.55	44.92%
255 / 6 - TITLE II TPTR 5000	34,283.00	.00	.00	34,283.00	.00%
263 / 6 - TITLE III, PART A, LIMITED ENG 5000	38,470.00	.00	.00	38,470.00	.00%
265 / 6 - 21ST CENTURY LEARNING 5000	317,722.00	.00	.00	317,722.00	.00%
289 / 6 - SUMMER SCHOOL LEP 5000	14,535.00	.00	-1,424.00	13,111.00	9.80%
461 / 6 - CAMPUS ACTIVITY FUND 5000	123,265.47	-748.59	-125,060.96	-1,795.49	101.46%
Totals 5000 R E C E I P T S	1,874,711.47	-65,259.14	-540,433.41	1,334,278.06	28.83%
Totals 7000	.00	.00	.00	.00	.00%
Totals Special Revenue Funds	1,874,711.47	-65,259.14	-540,433.41	1,334,278.06	28.83%
Interest & Sinking Funds					
599 / 6 - DEBT SERVICE 5000	4,417,372.00	-861,781.34	-3,918,624.20	498,747.80	88.71%
Totals 5000 R E C E I P T S	4,417,372.00	-861,781.34	-3,918,624.20	498,747.80	88.71%
Totals 7000	.00	.00	.00	.00	.00%
Totals Interest & Sinking Funds	4,417,372.00	-861,781.34	-3,918,624.20	498,747.80	88.71%
Construction Funds					
697 / 6 - 2024 BOND PROJECTS 5000	.00	-8,769.18	-75,797.26	-75,797.26	.00%
699 / 6 - 2022 BOND PROJECTS 5000	.00	-19,514.45	-146,160.88	-146,160.88	.00%
Totals 5000 R E C E I P T S	.00	-28,283.63	-221,958.14	-221,958.14	.00%
Totals 7000	.00	.00	.00	.00	.00%
Totals Construction Funds	.00	-28,283.63	-221,958.14	-221,958.14	.00%
Proprietary Funds					
753 / 6 - WORKER'S COMP INSURANCE FUND 5000	.00	-140.42	-986.90	-986.90	.00%
Totals 5000 R E C E I P T S	.00	-140.42	-986.90	-986.90	.00%
Totals 7000	.00	.00	.00	.00	.00%
Totals Proprietary Funds	.00	-140.42	-986.90	-986.90	.00%
Expendable Trust Funds					

Combined Funds Board Report
 Combined Funds Recap by Fund
 FLORENCE ISD

Comparison of Revenue to Budget
 As of February

	Estimated Revenue	Current Realized Revenue	Realized Revenue To Date	Revenue Balance	Percent Realized
Expendable Trust Funds					
829 / 6 - PURPLE AND WHITE SCHOLARSHIP 5000	.00	-8.80	-4,420.53	-4,420.53	.00%
865 / 6 - STUDENT ACTIVITY FUNDS 5000	1,750.65	.00	-1,750.65	.00	100.00%
Totals 5000 R E C E I P T S	1,750.65	-8.80	-6,171.18	-4,420.53	352.51%
Totals 7000	.00	.00	.00	.00	.00%
Totals Expendable Trust Funds	1,750.65	-8.80	-6,171.18	-4,420.53	352.51%
Total Revenues 5000	23,532,664.12	-3,031,503.66	-19,572,368.44	3,960,295.68	83.17%
Total Revenues 7000	.00	.00	.00	.00	.00%
Total Revenues	23,532,664.12	-3,031,503.66	-19,572,368.44	3,960,295.68	83.17%

Comparison of Expenditures and Encumbrances to Budget
 As of February

	<u>Appropriation</u>	<u>Encumbrance</u>	<u>Current Expenditure</u>	<u>Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
General Operating Funds						
199 / 6 - GENERAL FUND 6000	-17,238,830.00	227,816.12	1,619,676.63	7,976,055.37	-9,034,958.51	46.27%
Totals 6000 EXPENDITURES	-17,238,830.00	227,816.12	1,619,676.63	7,976,055.37	-9,034,958.51	46.27%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals General Operating Funds	-17,238,830.00	227,816.12	1,619,676.63	7,976,055.37	-9,034,958.51	46.27%
Special Revenue Funds						
211 / 6 - TITLE I 6000	-183,337.00	5,174.22	41,583.87	122,199.63	-55,963.15	66.65%
224 / 6 - IDEA B 6000	-238,297.00	.00	9,627.90	35,954.26	-202,342.74	15.09%
225 / 6 - PRESCHOOL-SPECIAL ED 6000	-3,355.00	1,750.00	.00	.00	-1,605.00	-.00%
240 / 6 - CHILD NUTRITION 6000	-951,447.00	77,093.50	98,081.43	448,947.70	-425,405.80	47.19%
255 / 6 - TITLE II TPTR 6000	-34,283.00	9,500.00	3,920.00	29,310.00	4,527.00	85.49%
263 / 6 - TITLE III, PART A, LIMITED ENG 6000	-38,470.00	.00	10,247.86	29,987.16	-8,482.84	77.95%
265 / 6 - 21ST CENTURY LEARNING 6000	-317,722.00	145.47	27,779.84	136,649.45	-180,927.08	43.01%
289 / 6 - SUMMER SCHOOL LEP 6000	-14,535.00	.00	.00	.00	-14,535.00	-.00%
410 / 6 - INSTRUCTIONAL ALLOTMENT 6000	.00	272.99	4,340.70	8,327.70	8,600.69	.00%
429 / 6 - PK GRANT 6000	.00	5,931.74	.00	15,870.00	21,801.74	.00%
461 / 6 - CAMPUS ACTIVITY FUND 6000	-397,978.81	41,493.05	17,596.54	103,186.68	-253,299.08	25.93%
Totals 6000 EXPENDITURES	-2,179,424.81	141,360.97	213,178.14	930,432.58	-1,107,631.26	42.69%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Special Revenue Funds	-2,179,424.81	141,360.97	213,178.14	930,432.58	-1,107,631.26	42.69%
Interest & Sinking Funds						
599 / 6 - DEBT SERVICE 6000	-4,087,372.00	.00	.00	1,262,047.75	-2,825,324.25	30.88%
Totals 6000 EXPENDITURES	-4,087,372.00	.00	.00	1,262,047.75	-2,825,324.25	30.88%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Interest & Sinking Funds	-4,087,372.00	.00	.00	1,262,047.75	-2,825,324.25	30.88%
Construction Funds						
697 / 6 - 2024 BOND PROJECTS 6000	.00	.00	.00	1,674,953.95	1,674,953.95	.00%
699 / 6 - 2022 BOND PROJECTS 6000	.00	2,434,136.19	74,441.62	2,423,193.89	4,857,330.08	.00%
Totals 6000 EXPENDITURES	.00	2,434,136.19	74,441.62	4,098,147.84	6,532,284.03	.00%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Construction Funds	.00	2,434,136.19	74,441.62	4,098,147.84	6,532,284.03	.00%
Proprietary Funds						
753 / 6 - WORKER'S COMP INSURANCE FUND 6000	.00	.00	6,693.19	45,491.67	45,491.67	.00%
Totals 6000 EXPENDITURES	.00	.00	6,693.19	45,491.67	45,491.67	.00%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Proprietary Funds	.00	.00	6,693.19	45,491.67	45,491.67	.00%

Comparison of Expenditures and Encumbrances to Budget
 As of February

	<u>Appropriation</u>	<u>Encumbrance</u>	<u>Current Expenditure</u>	<u>Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
Expendable Trust Funds						
865 / 6 - STUDENT ACTIVITY FUNDS 6000	-21,037.51	.00	336.00	915.21	-20,122.30	4.35%
Totals 6000 EXPENDITURES	-21,037.51	.00	336.00	915.21	-20,122.30	4.35%
Totals 8000	.00	.00	.00	.00	.00	.00%
Totals Expendable Trust Funds	-21,037.51	.00	336.00	915.21	-20,122.30	4.35%
Total Expenditures 6000	-23,526,664.32	2,803,313.28	1,914,325.58	14,313,090.42	-6,410,260.62	60.84%
Total Expenditures 8000	.00	.00	.00	.00	.00	.00%
Total Expenditures	-23,526,664.32	2,803,313.28	1,914,325.58	14,313,090.42	-6,410,260.62	60.84%

	Estimated Revenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
5000 - RECEIPTS					
5700 - LOCAL REVENUE					
5710 - LOCAL REAL-PROPERTY TAXES	8,637,461.00	-1,948,117.17	-7,560,532.06	1,076,928.94	87.53%
5720 - REV FM SRVCS TO LOCAL ED AG	.00	.00	.00	.00	.00%
5730 - TUITION & FEES FROM PATRONS	2,000.00	.00	.00	2,000.00	.00%
5740 - LOCAL REVENUE	395,000.00	-63,697.41	-232,940.76	162,059.24	58.97%
5750 - ENTERPRISING ACTIVITIES	30,500.00	-508.00	-30,791.31	-291.31	100.96%
5760 - OTHER REV FM LOCAL SOURCE	7,000.00	.00	-5,690.14	1,309.86	81.29%
Total LOCAL REVENUE	9,071,961.00	-2,012,322.58	-7,829,954.27	1,242,006.73	86.31%
5800 - STATE PROGRAM REVENUES					
5810 - PER CAPITA-FOUNDATION REV	7,462,369.00	.00	-6,666,143.00	796,226.00	89.33%
5820 - OTHER STATE REVENUE	.00	.00	.00	.00	.00%
5830 - TRS STATE REVENUE	704,500.00	-63,707.75	-380,044.54	324,455.46	53.95%
Total STATE PROGRAM REVENUES	8,166,869.00	-63,707.75	-7,046,187.54	1,120,681.46	86.28%
5900 - FEDERAL PROGRAM REVENUES					
5920 - OBJECT DESCR FOR 5920	.00	.00	.00	.00	.00%
5930 - VOC ED NON FOUNDATION	.00	.00	.00	.00	.00%
5940 - E C I A AND E S E A	.00	.00	-8,052.80	-8,052.80	.00%
Total FEDERAL PROGRAM REVENUES	.00	.00	-8,052.80	-8,052.80	.00%
7000 - OTHER RESOURCE ACCOUNTS					
7900 - OTHER RESOURCES					
7910 - OBJECT DESCR FOR 7910	.00	.00	.00	.00	.00%
Total OTHER RESOURCES	.00	.00	.00	.00	.00%
Total Revenue Local-State-Federal	17,238,830.00	-2,076,030.33	-14,884,194.61	2,354,635.39	86.34%

FLORENCE ISD

Fund 199 / 6 GENERAL FUND

As of February

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES						
11 - INSTRUCTION						
6100 - PAYROLL COSTS	-7,865,461.00	.00	3,314,138.78	604,838.03	-4,551,322.22	42.14%
6200 - PURCHASE & CONTRACTED SVS	-401,753.00	7,088.79	217,726.75	21,199.00	-176,937.46	54.19%
6300 - SUPPLIES AND MATERIALS	-303,754.00	21,542.95	170,784.97	22,569.44	-111,426.08	56.22%
6400 - OTHER OPERATING EXPENSES	-84,500.00	3,265.97	24,102.51	2,479.44	-57,131.52	28.52%
6600 - CPTL OUTLY LAND BLDG & EQUIP	.00	.00	.00	.00	.00	.00%
Total Function11 INSTRUCTION	-8,655,468.00	31,897.71	3,726,753.01	651,085.91	-4,896,817.28	43.06%
12 - INSTRUCTIONAL RESOURCES/MEDIA						
6100 - PAYROLL COSTS	-165,654.00	.00	75,303.20	12,964.05	-90,350.80	45.46%
6200 - PURCHASE & CONTRACTED SVS	-4,475.00	.00	4,434.46	.00	-40.54	99.09%
6300 - SUPPLIES AND MATERIALS	-26,000.00	7,926.00	4,347.76	2,760.20	-13,726.24	16.72%
6400 - OTHER OPERATING EXPENSES	-750.00	149.00	.00	.00	-601.00	-.00%
Total Function12 INSTRUCTIONAL	-196,879.00	8,075.00	84,085.42	15,724.25	-104,718.58	42.71%
13 - CURRIC DEV/INSTRUC STAFF DEV						
6100 - PAYROLL COSTS	-214,172.00	.00	78,299.89	13,051.67	-135,872.11	36.56%
6200 - PURCHASE & CONTRACTED SVS	-61,500.00	12,308.00	45,933.00	200.00	-3,259.00	74.69%
6300 - SUPPLIES AND MATERIALS	-10,800.00	273.12	3,046.88	1,216.88	-7,480.00	28.21%
6400 - OTHER OPERATING EXPENSES	-24,500.00	2,606.55	6,622.04	525.00	-15,271.41	27.03%
Total Function13 CURRIC DEV/INSTRUC STAFF	-310,972.00	15,187.67	133,901.81	14,993.55	-161,882.52	43.06%
21 - INSTRUCTIONAL ADMINISTRATION						
6100 - PAYROLL COSTS	-426,867.00	.00	163,676.05	27,326.06	-263,190.95	38.34%
6200 - PURCHASE & CONTRACTED SVS	.00	.00	3,344.96	383.94	3,344.96	.00%
6300 - SUPPLIES AND MATERIALS	-14,600.00	94.47	991.31	.00	-13,514.22	6.79%
6400 - OTHER OPERATING EXPENSES	-3,450.00	1,434.00	578.00	578.00	-1,438.00	16.75%
Total Function21 INSTRUCTIONAL	-444,917.00	1,528.47	168,590.32	28,288.00	-274,798.21	37.89%
23 - SCHOOL LEADERSHIP						
6100 - PAYROLL COSTS	-1,049,673.00	.00	526,069.66	88,113.43	-523,603.34	50.12%
6200 - PURCHASE & CONTRACTED SVS	.00	.00	.00	.00	.00	.00%
6300 - SUPPLIES AND MATERIALS	-26,050.00	429.73	4,566.26	628.64	-21,054.01	17.53%
6400 - OTHER OPERATING EXPENSES	-19,390.00	2,580.58	2,064.88	326.25	-14,744.54	10.65%
Total Function23 SCHOOL LEADERSHIP	-1,095,113.00	3,010.31	532,700.80	89,068.32	-559,401.89	48.64%
31 - GUIDANCE AND COUNSELING SVS						
6100 - PAYROLL COSTS	-397,336.00	.00	207,532.74	39,655.77	-189,803.26	52.23%
6200 - PURCHASE & CONTRACTED SVS	-14,600.00	.00	.00	.00	-14,600.00	-.00%
6300 - SUPPLIES AND MATERIALS	-38,571.00	3,096.45	6,591.71	290.00	-28,882.84	17.09%
6400 - OTHER OPERATING EXPENSES	-3,925.00	.00	6,924.65	.00	2,999.65	176.42%
Total Function31 GUIDANCE AND COUNSELING	-454,432.00	3,096.45	221,049.10	39,945.77	-230,286.45	48.64%
32 - ATTENDANCE & SOCIAL WORK SVS						
6100 - PAYROLL COSTS	.00	.00	.00	.00	.00	.00%
6200 - PURCHASE & CONTRACTED SVS	-2,500.00	.00	.00	.00	-2,500.00	-.00%
6300 - SUPPLIES AND MATERIALS	-1,700.00	.00	.00	.00	-1,700.00	-.00%
6400 - OTHER OPERATING EXPENSES	-1,300.00	.00	.00	.00	-1,300.00	-.00%
Total Function32 ATTENDANCE & SOCIAL WORK	-5,500.00	.00	.00	.00	-5,500.00	-.00%
33 - HEALTH SERVICES						
6100 - PAYROLL COSTS	-175,591.00	.00	84,376.74	14,093.03	-91,214.26	48.05%
6200 - PURCHASE & CONTRACTED SVS	-400.00	381.95	.00	.00	-18.05	-.00%
6300 - SUPPLIES AND MATERIALS	-10,500.00	.00	6,552.28	731.75	-3,947.72	62.40%
6400 - OTHER OPERATING EXPENSES	-1,460.00	.00	.00	.00	-1,460.00	-.00%

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES						
33 - HEALTH SERVICES						
Total Function33 HEALTH SERVICES	-187,951.00	381.95	90,929.02	14,824.78	-96,640.03	48.38%
34 - PUPIL TRANSPORTATION-REGULAR						
6100 - PAYROLL COSTS	-678,536.00	.00	268,930.38	45,464.50	-409,605.62	39.63%
6200 - PURCHASE & CONTRACTED SVS	-42,175.00	2,801.10	19,206.44	6,726.67	-20,167.46	45.54%
6300 - SUPPLIES AND MATERIALS	-163,300.00	7,481.98	62,974.14	13,646.40	-92,843.88	38.56%
6400 - OTHER OPERATING EXPENSES	101,000.00	91.50	34,527.62	32,582.25	135,619.12	34.19%
6600 - CPTL OUTLY LAND BLDG & EQUIP	-5,000.00	.00	.00	.00	-5,000.00	-.00%
Total Function34 PUPIL TRANSPORTATION-	-788,011.00	10,374.58	385,638.58	98,419.82	-391,997.84	48.94%
35 - FOOD SERVICE						
6100 - PAYROLL COSTS	.00	.00	15,807.20	3,018.90	15,807.20	.00%
Total Function35 FOOD SERVICE	.00	.00	15,807.20	3,018.90	15,807.20	.00%
36 - CO-CURR/EXTRACURR ACTIVITIES						
6100 - PAYROLL COSTS	-458,791.00	.00	231,084.90	37,176.11	-227,706.10	50.37%
6200 - PURCHASE & CONTRACTED SVS	-77,450.00	1,435.85	62,683.27	9,637.50	-13,330.88	80.93%
6300 - SUPPLIES AND MATERIALS	-80,390.00	6,730.24	46,097.67	7,730.04	-27,562.09	57.34%
6400 - OTHER OPERATING EXPENSES	-196,110.00	11,164.04	35,200.23	4,902.12	-149,745.73	17.95%
6600 - CPTL OUTLY LAND BLDG & EQUIP	.00	.00	.00	.00	.00	.00%
Total Function36 CO-CURR/EXTRACURR	-812,741.00	19,330.13	375,066.07	59,445.77	-418,344.80	46.15%
41 - GENERAL ADMINISTRATION						
6100 - PAYROLL COSTS	-664,978.00	.00	370,713.73	61,674.69	-294,264.27	55.75%
6200 - PURCHASE & CONTRACTED SVS	-171,050.00	4,250.00	70,833.78	8,358.11	-95,966.22	41.41%
6300 - SUPPLIES AND MATERIALS	-43,000.00	2,035.77	11,328.64	3,728.57	-29,635.59	26.35%
6400 - OTHER OPERATING EXPENSES	-86,445.00	7,260.02	46,302.15	11,103.44	-32,882.83	53.56%
6600 - CPTL OUTLY LAND BLDG & EQUIP	.00	.00	.00	.00	.00	.00%
Total Function41 GENERAL ADMINISTRATION	-965,473.00	13,545.79	499,178.30	84,864.81	-452,748.91	51.70%
51 - PLANT MAINTENANCE & OPERATION						
6100 - PAYROLL COSTS	-1,095,728.00	.00	537,862.77	89,781.06	-557,865.23	49.09%
6200 - PURCHASE & CONTRACTED SVS	-810,681.00	17,309.76	422,244.52	92,713.17	-371,126.72	52.09%
6300 - SUPPLIES AND MATERIALS	-154,569.00	12,283.09	74,968.03	19,786.45	-67,317.88	48.50%
6400 - OTHER OPERATING EXPENSES	-290,750.00	308.96	274,502.42	276,138.52	-15,938.62	94.41%
6600 - CPTL OUTLY LAND BLDG & EQUIP	.00	.00	12,700.00	.00	12,700.00	.00%
Total Function51 PLANT MAINTENANCE &	-2,351,728.00	29,901.81	1,322,277.74	478,419.20	-999,548.45	56.23%
52 - SECURITY SERVICES						
6100 - PAYROLL COSTS	-44,404.00	.00	22,686.08	.00	-21,717.92	51.09%
6200 - PURCHASE & CONTRACTED SVS	-249,680.00	72,724.60	142,381.30	23,119.20	-34,574.10	57.03%
6300 - SUPPLIES AND MATERIALS	-5,000.00	.00	.00	.00	-5,000.00	-.00%
6400 - OTHER OPERATING EXPENSES	-1,000.00	.00	49.00	.00	-951.00	4.90%
Total Function52 SECURITY SERVICES	-300,084.00	72,724.60	165,116.38	23,119.20	-62,243.02	55.02%
53 - DATA PROCESSING						
6100 - PAYROLL COSTS	-157,330.00	.00	79,069.72	13,093.06	-78,260.28	50.26%
6200 - PURCHASE & CONTRACTED SVS	-94,701.00	.00	105,633.17	4,572.14	10,932.17	111.54%
6300 - SUPPLIES AND MATERIALS	-31,200.00	17,236.16	8,655.42	458.35	-5,308.42	27.74%
6400 - OTHER OPERATING EXPENSES	-7,525.00	1,525.49	398.29	334.80	-5,601.22	5.29%
6600 - CPTL OUTLY LAND BLDG & EQUIP	.00	.00	.00	.00	.00	.00%
Total Function53 DATA PROCESSING	-290,756.00	18,761.65	193,756.60	18,458.35	-78,237.75	66.64%

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES						
71 - DEBT SERVICE						
6500 - DEBT SERVICE	-203,805.00	.00	21,752.52	.00	-182,052.48	10.67%
Total Function71 DEBT SERVICE	-203,805.00	.00	21,752.52	.00	-182,052.48	10.67%
81 - CAPITAL PROJECTS						
6600 - CPTL OUTLY LAND BLDG & EQUIP	.00	.00	.00	.00	.00	.00%
Total Function81 CAPITAL PROJECTS	.00	.00	.00	.00	.00	.00%
91 - EXCESS						
6200 - PURCHASE & CONTRACTED SVS	-70,000.00	.00	.00	.00	-70,000.00	-.00%
Total Function91 EXCESS	-70,000.00	.00	.00	.00	-70,000.00	-.00%
95 - PAYMENTS TO JJAEP						
6200 - PURCHASE & CONTRACTED SVS	.00	.00	.00	.00	.00	.00%
6400 - OTHER OPERATING EXPENSES	-25,000.00	.00	19,862.00	.00	-5,138.00	79.45%
Total Function95 PAYMENTS TO JJAEP	-25,000.00	.00	19,862.00	.00	-5,138.00	79.45%
99 - TAX DISTRICT						
6200 - PURCHASE & CONTRACTED SVS	-80,000.00	.00	19,590.50	.00	-60,409.50	24.49%
Total Function99 TAX DISTRICT	-80,000.00	.00	19,590.50	.00	-60,409.50	24.49%
8000 - OBJECT DESCR FOR 8000						
00 - DISTRICT WIDE						
8900 - OTHER USES ACCOUNTS	.00	.00	.00	.00	.00	.00%
Total Function00 DISTRICT WIDE	.00	.00	.00	.00	.00	.00%
Total Expenditures	-17,238,830.00	227,816.12	7,976,055.37	1,619,676.63	-9,034,958.51	46.27%

Comparison of Revenue to Budget

FLORENCE ISD

As of February

Fund 240 / 6 CHILD NUTRITION

	Estimated Revenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
5000 - RECEIPTS					
5700 - LOCAL REVENUE					
5740 - LOCAL REVENUE	5,000.00	.00	.00	5,000.00	.00%
5750 - ENTERPRISING ACTIVITIES	133,000.00	-2,136.55	-57,844.49	75,155.51	43.49%
Total LOCAL REVENUE	138,000.00	-2,136.55	-57,844.49	80,155.51	41.92%
5800 - STATE PROGRAM REVENUES					
5820 - OTHER STATE REVENUE	.00	.00	.00	.00	.00%
5830 - TRS STATE REVENUE	35,000.00	.00	.00	35,000.00	.00%
Total STATE PROGRAM REVENUES	35,000.00	.00	.00	35,000.00	.00%
5900 - FEDERAL PROGRAM REVENUES					
5920 - OBJECT DESCR FOR 5920	745,000.00	-62,374.00	-352,958.75	392,041.25	47.38%
5930 - VOC ED NON FOUNDATION	3,447.00	.00	-3,145.21	301.79	91.24%
Total FEDERAL PROGRAM REVENUES	748,447.00	-62,374.00	-356,103.96	392,343.04	47.58%
7000 - OTHER RESOURCE ACCOUNTS					
7900 - OTHER RESOURCES					
7910 - OBJECT DESCR FOR 7910	.00	.00	.00	.00	.00%
Total OTHER RESOURCES	.00	.00	.00	.00	.00%
Total Revenue Local-State-Federal	921,447.00	-64,510.55	-413,948.45	507,498.55	44.92%

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES						
35 - FOOD SERVICE						
6100 - PAYROLL COSTS	-449,747.00	.00	211,754.63	41,850.16	-237,992.37	47.08%
6200 - PURCHASE & CONTRACTED SVS	-14,900.00	1,236.00	7,693.00	309.00	-5,971.00	51.63%
6300 - SUPPLIES AND MATERIALS	-483,500.00	75,857.50	229,475.07	55,922.27	-178,167.43	47.46%
6400 - OTHER OPERATING EXPENSES	-3,300.00	.00	25.00	.00	-3,275.00	.76%
6600 - CPTL OUTLY LAND BLDG & EQUIP	.00	.00	.00	.00	.00	.00%
Total Function35 FOOD SERVICE	-951,447.00	77,093.50	448,947.70	98,081.43	-425,405.80	47.19%
Total Expenditures	-951,447.00	77,093.50	448,947.70	98,081.43	-425,405.80	47.19%

Comparison of Revenue to Budget

FLORENCE ISD

As of February

Fund 599 / 6 DEBT SERVICE

	Estimated Revenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
5000 - RECEIPTS					
5700 - LOCAL REVENUE					
5710 - LOCAL REAL-PROPERTY TAXES	3,792,372.00	-855,543.84	-3,321,492.11	470,879.89	87.58%
5740 - LOCAL REVENUE	45,000.00	-6,237.50	-17,612.09	27,387.91	39.14%
Total LOCAL REVENUE	3,837,372.00	-861,781.34	-3,339,104.20	498,267.80	87.02%
5800 - STATE PROGRAM REVENUES					
5820 - OTHER STATE REVENUE	580,000.00	.00	-579,520.00	480.00	99.92%
Total STATE PROGRAM REVENUES	580,000.00	.00	-579,520.00	480.00	99.92%
7000 - OTHER RESOURCE ACCOUNTS					
7900 - OTHER RESOURCES					
7910 - OBJECT DESCR FOR 7910	.00	.00	.00	.00	.00%
7940 - OTHER RESOURCES	.00	.00	.00	.00	.00%
Total OTHER RESOURCES	.00	.00	.00	.00	.00%
Total Revenue Local-State-Federal	4,417,372.00	-861,781.34	-3,918,624.20	498,747.80	88.71%

	<u>Budget</u>	<u>Encumbrance YTD</u>	<u>Expenditure YTD</u>	<u>Current Expenditure</u>	<u>Balance</u>	<u>Percent Expended</u>
6000 - EXPENDITURES						
41 - GENERAL ADMINISTRATION						
6400 - OTHER OPERATING EXPENSES	.00	.00	.00	.00	.00	.00%
Total Function41 GENERAL ADMINISTRATION	.00	.00	.00	.00	.00	.00%
71 - DEBT SERVICE						
6400 - OTHER OPERATING EXPENSES	.00	.00	.00	.00	.00	.00%
6500 - DEBT SERVICE	-4,087,372.00	.00	1,262,047.75	.00	-2,825,324.25	30.88%
Total Function71 DEBT SERVICE	-4,087,372.00	.00	1,262,047.75	.00	-2,825,324.25	30.88%
Total Expenditures	-4,087,372.00	.00	1,262,047.75	.00	-2,825,324.25	30.88%

Florence ISD 2025-2026 Enrollment Report

	EE	PK	K	1st	2nd	3rd	4th	5th	Total	6th	7th	8th	Total	9th	10th	11th	12th	Total	Total
Enrollment Monthly	F.E.S.									F.M.S.				F.H.S. District					
September 3, 2025	0	41	76	72	82	87	81	91	530	79	82	86	247	101	74	94	75	344	1121
October 06, 2025	0	41	75	71	82	87	80	94	530	80	84	88	252	105	75	94	75	349	1131
November 6, 2025	0	40	78	71	84	86	80	94	533	80	84	88	252	104	75	94	75	348	1133
December 4, 2025	0	40	77	72	84	88	79	94	534	81	84	87	252	102	75	94	75	346	1132
January 6, 2026	0	40	77	72	83	88	79	94	533	80	85	89	254	101	73	92	74	340	1127
February 13, 2026	0	40	77	73	83	89	77	94	533	80	85	90	255	100	73	86	79	338	1126
March 3, 2026	0	41	75	73	83	89	76	92	529	80	85	88	253	100	72	88	80	340	1122
April 16, 2026									0				0					0	0
May 14, 2026									0				0					0	0

Enrollment First Day of School

August 24, 2015	0	57	60	67	67	69	67	78	465	72	70	80	222	82	61	87	70	300	987
August 22, 2016	0	30	70	63	70	67	77	70	447	86	79	81	246	79	77	61	77	294	987
August 21, 2017	1	35	50	79	66	74	78	74	457	77	89	82	248	86	78	77	67	308	1013
August 20, 2018	1	29	69	56	78	78	81	78	470	76	81	94	251	84	91	81	74	330	1051
August 15, 2019	0	36	73	70	57	87	67	85	475	81	78	85	244	94	79	86	77	336	1055
August 31, 2020	0	30	57	78	78	57	88	66	454	87	90	80	257	92	92	74	85	343	1054
August 12, 2021	1	34	67	72	66	72	61	88	461	67	91	90	248	90	87	84	61	322	1031
August 18, 2022	3	42	80	75	78	79	86	68	511	90	76	93	259	96	95	92	82	365	1135
August 16, 2023	2	35	77	77	75	72	81	85	504	72	91	78	241	97	95	91	84	367	1112
August 14, 2023	1	41	57	79	81	74	84	78	495	78	72	98	248	74	108	81	82	345	1088
August 13, 2025	0	40	71	65	80	86	81	90	513	79	80	82	241	98	74	92	72	336	1090

Enrollment Peims Snapshot Date

October 30, 2015	0	65	63	69	67	70	73	79	486	72	78	81	231	87	62	91	69	309	1026
October 28, 2016	2	33	75	68	73	70	75	71	467	86	83	85	254	83	83	62	76	304	1025
October 27, 2017	2	40	51	80	72	78	77	73	473	80	92	86	258	94	79	77	67	317	1048
October 26, 2018	3	31	73	58	79	80	87	78	489	78	86	96	260	86	95	83	73	337	1086
October 25, 2019	3	39	81	74	60	86	88	86	517	85	80	90	255	101	79	86	81	347	1119
October 30, 2020	3	33	61	78	75	54	90	67	461	90	93	81	264	93	96	75	86	350	1075
October 29, 2021	3	34	77	74	75	80	65	97	505	73	95	98	266	96	97	88	65	346	1117
October 28, 2022	3	43	82	73	81	79	85	69	515	94	83	98	275	100	101	93	83	377	1167
October 27, 2023	6	39	77	79	83	77	82	90	533	76	96	78	250	96	95	91	88	370	1153
October 25, 2024	1	44	65	82	87	79	84	81	523	79	83	100	262	78	106	84	89	357	1142
October 31, 2025	0	40	77	71	83	86	80	94	531	80	83	88	251	104	75	94	75	348	1130

Enrollment End of School

June 4, 2015	0	55	64	69	69	66	77	62	462	79	77	75	231	74	85	77	72	308	1001
June 2, 2016	0	65	66	70	68	72	73	77	491	74	77	76	227	80	62	78	71	291	1009
May 25, 2017	3	35	76	63	69	74	72	70	462	85	84	84	253	81	80	67	73	301	1016
May 31 2018	1	42	53	80	75	74	76	71	472	78	86	85	249	91	77	76	66	310	1031
May 30 2019	1	34	73	58	81	79	85	77	488	76	83	95	254	80	92	79	66	317	1059
May 28, 2020	6	41	80	76	57	86	65	86	497	87	82	87	256	98	77	83	79	337	1090
May 27, 2021	6	35	65	79	72	58	89	66	470	92	92	81	265	101	98	75	89	363	1098
May 26, 2022	4	34	80	75	77	82	69	94	515	79	94	99	272	97	95	90	69	351	1138
May 25, 2023	6	49	82	74	86	82	86	72	537	98	82	95	275	95	95	83	84	357	1169
May 23, 2024	7	33	77	79	79	75	80	86	516	73	98	77	248	105	93	87	90	375	1139
May 29, 2025	1	40	67	80	89	75	89	80	521	79	80	95	254	71	99	76	89	335	1110

Enrollment w/Race & SpEd Totals TX (District)

Enrolled As Of: 03/04/2026

Florence ISD

			White		Asian		Black		Am Ind		Pac Is		Multi		Hisp		IsSpEd
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Entity 001	Grade 09	100	46	42	1	0	1	0	3	5	0	0	2	0	29	30	15
Entity 001	Grade 10	72	29	28	1	0	2	0	5	1	1	1	1	3	20	20	13
Entity 001	Grade 11	88	32	41	1	0	1	2	1	5	0	2	1	2	14	28	12
Entity 001	Grade 12	80	33	34	0	1	0	0	6	3	0	0	0	3	20	19	3
Entity 001	All Grades	340	140	145	3	1	4	2	15	14	1	3	4	8	83	97	43
Entity 041	Grade 06	80	26	43	0	2	0	1	2	2	0	0	2	2	17	28	11
Entity 041	Grade 07	85	36	41	1	0	0	0	1	2	0	0	2	2	19	26	17
Entity 041	Grade 08	88	44	37	0	2	0	1	0	2	0	1	0	1	30	22	13
Entity 041	All Grades	253	106	121	1	4	0	2	3	6	0	1	4	5	66	76	41
Entity 101	Grade 01	73	30	38	0	0	0	1	1	0	0	1	2	0	17	24	13
Entity 101	Grade 02	83	37	37	0	0	0	1	1	1	0	0	2	4	25	26	11
Entity 101	Grade 03	89	40	42	0	0	0	1	0	1	0	1	1	3	20	25	18
Entity 101	Grade 04	76	35	31	0	0	0	1	0	4	0	0	3	2	18	23	16
Entity 101	Grade 05	92	37	48	0	0	0	2	2	2	0	0	0	1	27	26	18
Entity 101	Grade K	75	31	34	1	0	1	1	2	2	0	0	2	1	19	18	10
Entity 101	Grade PK	41	17	19	0	1	1	0	1	1	0	0	1	0	13	15	1
Entity 101	All Grades	529	227	249	1	1	2	7	7	11	0	2	11	11	139	157	87
Total Counts by Gender:		1,122	473	515	5	6	6	11	25	31	1	6	19	24	288	330	171
Total Counts by Race:		1,122	White		Asian		Black		Amer Indian		Pacific Isl		Multiracial		Hispanic		IsSpEd
			988		11		17		56		7		43		618		171



Florence News

3/01/2026 From: Principal Paredes

Officer Sanchez (SRO)

SRO Day – We would love for you to watch this short video showing how much our school appreciates our SRO, Officer Sanchez. He is always here to protect our students and our campus. For SRO Day, students lined up to show their appreciation, and it was beautiful to see how loved he is and how grateful we are for his dedication to our school community.

[SRO Appreciation Video \(Click to Watch\)](#)

Character Trait for March -

Step Up

Develop strength to face something difficult.

This month we are focused on helping students understand that courage is not a magical remedy for fear. Instead, courage is a choice to push through fear, self-doubt, and anxiety to do things that feel hard or frightening. We are partnering with you this month to grow your child's courage. This month's activities will help your child understand that courage can equip them to make a positive impact at home, in school, and in the community.



1 ENGAGE: Courage Role-Play

Discuss having the courage to do the right thing. As a family, role-play situations with your child where they might have to demonstrate courage. For example, role-play what it would look like if they saw a friend being rude to someone else at school. What would they do? How can courage help them stand up for what is right?



2 EMPOWER: Roles at Home

Create a list of household chores. Assign the various chores to each family member. Discuss any additional tools or support needed to accomplish each job. Have a weekly family check-in to celebrate success in completing each job by taking turns giving each family member an affirmation. Rotate chores and ask what additional support is needed.



3 EXCEL: Try Something New

Ask each family member to share something positive they want to do but have been afraid to try. Discuss what fears are getting in the way and steps to overcome those fears. Encourage everyone to try something new this month. Don't forget to celebrate each family member when they do!

Conversation Starters

♥ Think of a friend at school you consider to be courageous. What are some ways they show courage?

♥ Describe a time when you were fearful at school, but you were able to overcome it because of your courage. What helped you to be courageous?
♥ Think of a recent failure at school. What was a lesson you learned from this experience?

Week 23- Students will take weekly spelling test every Friday.

Practice Listening and Writing the 1000 Words at Home

To support your child's reading, spelling, and writing fluency, I am adding an audio resource for the 1,000 words that students have in their purple folders. Just click on the link below and this audio will allow students to practice listening and writing the words at home. Please help us by encouraging your child to listen to the words and write them down. This practice will not only improve their fluency but also contribute to becoming a more confident and skilled reader. Thank you for your continued support in reinforcing these skills at home!

- [100 Words](#)
- [200 Words](#)
- [300 Words](#)
- [400 Words](#)
- [500 Words](#)
- [600 Words](#)
- [700 Words](#)
- [800 Words](#)
- [900 Words](#)
- [1000 Words](#)

Reminders:

- Ensure students complete Formative Loop
- Practice Fluency Words
- Read nightly so they can take AR quizzes at school
- Practice Spelling Words
- Practice IXL at home!

Mark your Calendar!

3/6- Student Holiday/Parent Teacher Conferences

3/13- Early Dismissal for Spring Break

3/16-3/20- Spring Break



Ercilia Paredes

Ercilia is using Smore to create beautiful newsletters



FMS Board Brief

March 4, 2026

.....

BuffsBeTheBestTheyCanBe

.....

Upcoming Campus Events

March 6-13th

- TELPAS Testing

March 6th

- Student Holiday

March 9th

- FMS Track HOME

March 13th

- Early Release at 12:40pm
- Students vs Staff Tournament

CKH Word of the Month for March - Courage



Student designed bulletin board in cafeteria!

Attendance Rates

YTD: 8/13-2/20 Campus Attendance Rates: 95.14%

6th Grade - 94.47%

7th Grade - 95.72%

8th Grade - 95.19%

Herd Highlights

February Teacher of the Month

Jessica Kuehne

Mrs. Kuehne is the embodiment of **selflessness and dedication**, making her a truly deserving choice for Teacher of the Month. Whether she is going above and beyond to help a student reach their full potential or offering a motivating hand to her colleagues, she consistently puts others first. Her unwavering professionalism shines through in her specialized work with our **EB students and TELPAS**, where her commitment to student growth creates a lasting impact. By constantly

innovating new ways to help every child reach their goals, she perfectly exemplifies our school motto. Mrs. Kuehne is more than just an educator; she is a **shining role model** of hard work and heart, representing the very best of what a teacher can be. Thank you, Mrs. Kuehne, for being the inspiration we all strive to follow!

February Students of the Month

Each month, our FMS teachers vote for a grade level student of the month. Students who emulate our Motto: BuffsBeTheBestTheyCanBe! These students were announced and celebrated during lunches!



Leo Lopez
6th Grade



Jennifer Morales-Cordova
7th Grade



James Schulz
8th Grade

Track

Track Season Is Officially Underway!

Congratulations to our 8th grade boys on earning 1st place at their first meet!

What a fantastic first two track meets for all of our Buffs! We're so proud of their effort, sportsmanship, and willingness to compete and grow. A big thank you to our coaches and families for your support, this is just the beginning, and we can't wait to see what the rest of the season holds!



Band UIL Concert and Sight-Reading

Our FMS Varsity Band traveled to Lago Vista on March 3rd for the UIL Band Concert and Sight-Reading contest! Not only did they crush it on stage and earn the Sweepstakes Award, but they came back with a shiny new trophy!

Congratulations band!



Fine Arts Showcase

Thinking back about our Fine Arts Showcase and all of the amazing work our students put on display! Thank you again to our students, fine arts teachers, and families for making this showcase such a special celebration of creativity and hard work!



Operational Test Command with Fort Hood's Adopt-A-School Program

Friday February 27th, our campus took flight with an exciting visit from the Operational Test Command with Fort Hood's Adopt-A-School program!

Students had the opportunity to learn about drone technology and explore real-world applications from the military and non-military perspective. From STEM connections to career pathways, this engaging presentation sparked curiosity and inspired future innovators.



Exploring High School Opportunities

Our 8th graders had the opportunity to explore their future today! Students learned about the Health Sciences and Business pathways, gaining insight into real-world careers, high school course options, and the skills needed to succeed beyond the classroom. Thank you to our presenters for helping students envision what's possible!



Health Sciences



Business Pathway



PAFNR

Sweetheart Dance

What a fantastic night at our Middle School Dance! The music was loud, the dance floor was full, and the memories were made! Our students showed up ready to have fun. Thank you to everyone who helped make the night such a success!



Youth Livestock Shows



Emily Miller

Bell County Youth Livestock Show
Grand Champion Junior Stock Horse
1st in Ranch Trail
1st in Ranch Pleasure
2nd in Cow Boxing
Grand Champion Junior Speed Horse
1st in Barrel Racing
1st in Straight Away Barrels



Braxton Butler

Bell County Youth Livestock Show
Champion Duroc (market pig)
Reserve Champion Chester (market pig)
Reserve Champion Light Weight Goat

San Antonio

5th Place Duroc Market Hog

FLORENCE TRACK & FIELD

2026

<u>DATE</u>	<u>LOCATION</u>	<u>DIVISION</u>
2/23	Holland	7th/8th
3/2	Granger	7th/8th
3/9	Florence	7th/8th
3/27	Blanco	7th/8th
4/1	Comfort (District)	7th/8th

Head Girls: Jennifer Baker
Head Boys: Kivi Poteat

Principal: Lauren Neil
Superintendent: Rick Kirkpatrick
Athletic Director: Robert Draper



Florence Middle School

718 S. Patterson Avenue
Florence, TX 76527
Phone: 254-793-2504

[Website](#)



Lauren Neil



FHS Board Update

March 2026

Student Enrollment

FHS has 340 students and 105 EB students.

Celebrations and Program Updates

HOSA

At the HOSA Area 1 Spring Leadership Conference, We had several members compete! They represented FHS well and we got many compliments on how respectful our students were. Here are the results:

EMT got 7th place, and the team was made up of Ella Morrison and Korbin Keese.

Speaking Skills: 1st place Rylee Smithee and 2nd place was Katalina Martienz. Both are advancing to the State Leadership Conference March 23 - 26 at Corpus Christi.

I am very proud of all these students. Both speaking events had them stepping out of their comfort zones! To me, they knocked it out of the park. I am proud of our EMT team for giving their best effort even though they did not advance to state.

Band

STATE BOUND!

Congratulations to these outstanding musicians advancing to the UIL Solo & Ensemble STATE Contest!

🎸 Musicians with their hardware! 🎸

🌟 Braeden Seaboch – Flute Solo (Not Pictured)

🎵 Jane Gower – Percussion Solo

🎷 Saxophone Quartet

Betsy Bradford

Anna Castillo

Aaron Williams

Esperanza Tapp

Brass Quintet

Celeste Bradford

Cristopher Gomez

Sebastian Gomez

Eric Ramirez

Jazmin Figueroa-Stinnett

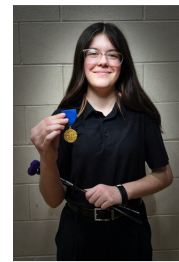
Not Pictured: Woodwinds Quartet

Braeden Seaboch

Roy Scott

Kieran Seaboch

Christopher Kleinfield



Powerlifting Regionals

Girls:

Lacy Allen

Kimber Bliton

Hensley Bowman

Iliana Davila

Maritah Figueroa Stinnet

Brylee Stanfield

Allyson Swanson

Boys:

Chris Garcia Chamorro

Jackson Edwards

Caleb Wikinson

FFA

Jessi Threet - Breed Champion Poland at National Western in Denver

Class Winning Gilt at San Antonio Livestock Show

2nd place and 5th overall Chester White at San Angelo Livestock Show

2nd place duroc at San Angelo Livestock Show

Brynlee Cody - Class Winner and Heavy Weight Champion at San Antonio Livestock Show

FHS Happenings

February was a busy and productive month at FHS, filled with academic focus and student success across multiple programs.

Our students participated in the ELA Stand Alone Field Test and engaged in a highly successful TELPAS Boot Camp. Students worked diligently during the camp and reported that the strategies provided were extremely helpful. We saw clear dividends during TELPAS testing, particularly in the speaking component. Many students prepared with multiple pages of written notes and approached the assessment with increased confidence. To further support student success, we structured testing in smaller groups. In previous years, some students were hesitant to fully engage in the speaking portion due to self-consciousness when presenting in front of peers. This year, we observed a noticeable increase in confidence and performance.

Our Fine Arts Showcase was a tremendous success and highlighted the talent and dedication of our students and directors. FFA launched CDE season strong, demonstrating the continued growth of our agricultural program. HOSA advanced two students to state competition, reflecting the strength of our health science pathway.

Our staff maximized February professional development days by analyzing student performance data and refining strategies to better connect with and engage students in meaningful learning. Additionally, One Act Play hosted a community performance, and our students delivered an outstanding production. We are especially grateful to Mrs. Merrell for revitalizing this program after several years without a play. Her leadership has reestablished an important opportunity for student expression and campus culture.

February demonstrated strong academic focus, increased student confidence, and continued excellence across extracurricular programs. We look forward to building on this momentum as we continue in the spring semester.

Important Dates

3/7 - UIL One Act Play @ Blanco

3/13 - IPR 3.3 Ends/Early Out

3/16 - 3/20 - Spring Break

3/28 - UIL Academic Meet @ Llano

3/31 - SAT/PSAT School Day

CCMR

CCMR will look a little different this year. Students must be a CTE program completer and earn their Industry Based Certification (IBC). So, many students that earned their IBC last year will not be counted in our CCMR percentage until the end of the year when they complete their program of study.

Current CCMR Percentage: 54%

If all students complete their program of study we currently would be at 86%.

35% of our our seniors are also TSI Complete scoring a college ready score on both the math and ELA portions of the SAT or TSIA2.



Russell Porterfield

Russell is using Smore to create beautiful newsletters

FISD RESIGNATIONS

First	Last	Resigned	First Day Work	Last Day of Work	Job Title	Campus	Reason
Tonya	Papasan	2/26/2026	5/28/2024	5/29/2026	Special Education Teacher - Resource	FMS	Moving
Angela	Gower	3/3/2026	8/4/2006	6/16/2026	Assistant Principal	FES	Retiring
Aaron	Jimenez	3/4/2026	7/31/2025	5/29/2026	ELAR/Coach	FHS	Going to another district
Emily	Squyres	3/4/2026	7/7/2025	5/29/2026	CTE - Ag	FHS	Going to another district

3/23/2026