CONNALLY INDEPENDENT SCHOOL DISTRICT
NOTICE AND AGENDA OF REGULAR MEETING

The Board of Trustees of Connally Independent School District will hold a Regular Meeting at 5:30 PM on Tuesday, November 17, 2026 at the Connally Administration Building, 200 Cadet Way, Waco, Texas 76705. The subjects to be discussed are listed on the agenda which is attached to and made part of the notice.

On November 11, 2026, this Notice is posted on the bulletin board in a place convenient and readily accessible to the general public at four o'clock p.m. on said date.

AGENDA

1. **Call to Order**
2. **Pledge and Invocation**
3. **Public Comments on Agenda Items**
4. **Special Recognitions**
    - A. Veteran's Day 2
5. **Superintendent's Report**
    - A. Native American Heritage Month
    - B. Literacy Update
6. **Student Outcomes**
    - A. Elementary School Student Outcomes Update 3
    - B. Teaching Effectiveness Data 4
7. **Report Only**
    - A. Progress Measures for Board Goals 5
    - B. Progress Measures for Superintendent Guardrails 8
    - C. Quarterly Investment Report 11
8. **Action Items**
    - A. Review and Approve District and Campus Improvement Plans 18
    - B. Review and Approve the Board's October Time Use Tracker 44
    - C. Review and Approve the Professional Services Agreement with Spalding Nichols Lamp Langlois and Walsh Gallegos Kyle Robinson & De Los Santos P.C. for District Legal Counsel 47
9. **Consent Agenda**
    - A. Regular Board Meeting Minutes for October 20, 2026 48
    - B. Designation of Nonbusiness Days Under the Texas Public Information Act 54
    - C. Purchases over $50,000 55
10. **Announcement**
11. **Adjournment**

Josie Gutierrez, Superintendent

The Board of Trustees reserves the right to enter into a closed meeting at any point in the meeting, which is permitted by Texas Government Code, Sections 551.101-551.071-551.076, 551.082, and Texas Education Code, Section 39.096. The Board of Trustees reserves to take action in the open portion discussed in closed meeting.

Connally Independent School District

Board of Trustee Meeting Agenda Item

November 17, 2026

Item: Special Recognitions

Contact Person: Dr. Josie Gutierrez

Presented for: Information

Supporting Documents: None

Background Information:

Connally ISD is proud to recognize Veteran's Day and honor the brave men and women who have served our country. We extend our heartfelt gratitude to all veterans.

We would like to extend a special thank you to the veterans within our Connally ISD family. We are honored to recognize our very own staff members who have served. Their commitment to serving others continues to make a difference in the lives of our students and community.

Fiscal Implications:

None

Administrative Recommendation(s):

None

Connally Independent School District

Board of Trustee Meeting Agenda Item

November 17, 2026

Item: Elementary School Student Outcomes Update

Contact Person: Dr. Francine Taylor

Presented for: Information Only

Supporting Documents: None

Background Information:

This agenda item presents an executive progress update on Connally Elementary School for the fall semester of the 2026–2027 school year. The report synthesizes campus academic progress toward Board Goal 1 (Increase 3rd Grade Reading Proficiency) and Board Goal 2 (Increase 3rd Grade Math Proficiency), while reviewing foundational operational factors and early campus accomplishments.

Student performance and progress are evaluated through two primary diagnostic systems: Curriculum-Based Assessments (CBAs), administered every six weeks to measure TEKS mastery, and NWEA MAP assessments, administered three times annually to track longitudinal growth.

Fiscal Implications:

None

Administrative Recommendation(s):

None

Connally Independent School District

Board of Trustee Meeting Agenda Item

November 17, 2026

Item: Teaching Effectiveness

Contact Person: Dr. Ricky Edison

Presented for: Report Only

Supporting Documents: None

Background Information:

The purpose of this report is to provide the Board of Trustees with an update regarding teaching effectiveness across Connally Independent School District for the first quarter of the 2026–2027 school year. Research consistently demonstrates that high-quality classroom instruction is the single most impactful in-school factor influencing student achievement and growth. Frequent, purposeful classroom walkthroughs are essential to Connally ISD's continuous improvement framework, allowing campus leaders to monitor instructional rigor, assess student engagement, and provide timely, actionable feedback to teachers.

Fiscal Implications:

None

Administrative Recommendation(s):

None

Connally Independent School District

Board of Trustee Meeting Agenda Item

November 17, 2026

Item: Progress Measure Goals for Board Goals

Contact Person: Dr. Josie Gutierrez

Presented for: Report Only

Supporting Documents: Attached

Background Information:

The Connally ISD Board of Trustees is committed to improving student achievement by increasing proficiency in third-grade reading and math on state assessments and ensuring College, Career and Military Readiness for all students. The Progress Measure Goals being presented support the 3 Board Goals.

The progress measures are designed to serve as the critical lead indicators for our three primary board goals. While board goals span five years, progress measures establish the specific, quantifiable milestones required to ensure we remain on track through the year. By regularly monitoring these targeted indicators, the Board and Superintendent can evaluate the effectiveness of our current initiatives, identify emerging trends early, and make data-informed adjustments to instruction and operation well before annual outcomes are finalized. Presenting these measures provides full transparency into our strategic implementation and reinforces our shared commitment to continuous improvement and accountability. The district will develop a monitoring calendar to establish regular checkpoints and guide ongoing discussions for Board progress goals.

Fiscal Implications:

None

Administrative Recommendation(s):

None

Connally ISD - Goals

Goal 1

Early Literacy:

- The percentage of third-grade students who score "Meets Grade Level" or above on STAAR Reading will increase from 28% in June 2026 to 59% by August 2031.

Goal 2

Early Mathematics:

- The percentage of third-grade students who score 'Meets Grade Level' or above on STAAR Math will increase from 22% in June 2026 to 59% in June 2031.

Goal 3

College, Career & Military Readiness:

- The percentage of graduates that meet the CCMR criteria by either College Ready or Career Ready will increase from 31% in August 2026 to 65% by August 2031.

Connally Goals with Goal Progress Measures

Goal 1	Goal 2	Goal 3
3rd Grade Reading - The percentage of third-grade students who score "Meets Grade Level" or above on STAAR Reading will increase from 28% in June 2026 to 59% by August 2031.	**3rd Grade Math – The percentage of third-grade students who score 'Meets Grade Level' or above on STAAR Math will increase from 22% in June 2026 to 59% in June 2031.**	**CCMR - The percentage of graduates that meet the CCMR criteria by either College Ready or Career Ready will increase from 31% in August 2026 to 65% by August 2031.**
GPM 1.1 – The percentage of students who score at meets grade level or above on the Kinder NWEA-MAP reading assessment will increase from 36% in October 2026 to 50% by May 2031. |2026 – 36%| 2027 - 39%|2028 - 42%|2029 - 45%|2030 - 48 %|2031 - 50%|	GPM 2.1 – The percentage of students who score at meets grade level or above on the Kinder NWEA-MAP math assessment will increase from 38% in October 2026 to 50% by May 2031. |2026 – 38%| 2027 - 41%|2028 - 43%|2029 - 46%|2030 - 48%|2031 - 50%|	GPM 3.1 – The percentage of students in grades 11 - 12 who meet CCMR Criteria on the TSIA in reading and mathematics will increase from 7% in October 2026 to 45% by Aug 2031. |2026 – 7%| 2027 - 15%|2028 - 23%|2029 - 31%|2030 - 38%|2031 - 45%|
GPM 1.2 – The percentage of students who score at meets grade level or above on the 1st Grade NWEA-MAP reading assessment will increase from 30% in October 2026 to 55% by May 2031. |2026 – 30%| 2027 - 35%|2028 - 40%|2029 -45%|2030 - 50%|2031 - 55%|	GPM 2.2 – The percentage of students who score at meets grade level or above on the 1st Grade NWEA-MAP math assessment will increase from 40% in October 2026 to 55% by May 2031. |2026 – 40%| 2027 - 43%|2028 - 46%|2029 - 49%|2030 - 52%|2031 - 55%|	GPM 3.2 – The percentage of students in grades 11 - 12 who complete an IBC and complete a Program of Study will increase from 8% in October 2026 to 45% by Aug 2031. |2026 – 8%| 2027 - 15%| 2028 - 23%| 2029 -30%| 2030 - 37%|2031 - 45%|
GPM 1.3 – The percentage of students who score at meets grade level or above on the 2nd Grade NWEA-MAP reading assessment will increase from 17% in October 2026 to 60% by May 2031. |2026 – 17%| 2027 - 29%|2028 - 41%|2029 -47%|2030 - 53%|2031 - 60%|	GPM 2.3 – The percentage of students who score at meets grade level or above on the 2nd Grade NWEA-MAP math assessment will increase from 13% in October 2026 to 60% by May 2031. |2026 – 13%| 2027 - 25%|2028 - 39%|2029 - 46%|2030 - 53%|2031 - 60%|	GPM 3.3 – The percentage of students in grades 11-12 who meet CCMR criteria in Dual Credit (ELA and/or Math) will increase from 0% in October 2026 to 50% by Aug 2031 |2026 – 0%| 2027 - 10%|2028 - 20%|2029 - 30%|2030 - 40%|2031 - 50%|

Connally Independent School District

Board of Trustee Meeting Agenda Item

November 17, 2026

Item: Progress Measures for Superintendent Guardrails

Contact Person: Dr. Josie Gutierrez

Presented for: Report Only

Supporting Documents: Attached

Background Information:

Progress measures are established to serve as critical lead indicators and clear monitoring benchmarks for the Superintendent Guardrails, ensuring operational and instructional practices directly support district stability and excellence. While board goals outline our long-term vision for student success, the guardrails define the explicit operational boundaries within which that vision must be executed. Setting clear progress measures around keeping all campuses above D and F ratings, preventing the persistence or growth of ineffective teaching, and ensuring full implementation of High Quality Instructional Materials (HQIM) in district approved courses allows the board to monitor compliance and implementation fidelity in real time.

By tracking these metrics continuously, leadership can proactively address operational challenges, deploy timely support, and maintain non-negotiable standards of quality and equity across every classroom. The district will develop a monitoring calendar to establish regular checkpoints and guide ongoing discussions for Superintendent Guardrails progress.

Fiscal Implications:

None

Administrative Recommendation(s):

None

Connally ISD – Superintendent Guardrails

Guardrail 1

Campus Accountability:

- The Superintendent shall not allow the number of D or F rated campuses to increase or remain the same.

Guardrail 2

Effective Teachers:

- The Superintendent shall not allow the number of ineffective teachers to increase or remain the same.

Guardrail 3

High-Quality Materials:

- The Superintendent shall not allow the use of any non-district approved instructional materials in any classroom.

Connally Guardrails with Progress Measures

Guardrail 1 The Superintendent shall not allow the number of D or F rated campuses to increase or remain the same.	Guardrail 2 The Superintendent shall not allow the number of ineffective teachers to increase or remain the same.	Guardrail 3 The Superintendent shall not allow the use of any non-district approved instructional materials in any classroom.
OPM 1.1 –The retention rate of highly effective teachers will increase from 20% in August 2026 to 70% in August 2031. ● *Highly Effective Teachers:* Current 2026: 20% | 2027: 30% | 2028: 40% | 2029: 50% | 2030: 60% | 2031: 70%	OPM 2.1 - The number of TIA designated teachers at each campus will increase from 24% in August 2026 to 50% in August of 2031. ● Current 2026: 24% | 2027: 30% | 2028: 35% | 2029: 40% | 2030: 45% | 2031: 50%	OPM 3.1 –The percentage of classrooms in K-8/EOC within 1-3 days of the core curriculum pacing guide during classroom walkthroughs will increase from 75% in August 2026 to 100% by August 2031. ● Current 2026: 75% | 2027: 80% | 2028: 85% | 2029: 90% | 2030: 95% | 2031: 100%
OPM 1.2 – The number of TIA designated teachers at each campus will increase from 24% in August 2026 to 50% in August of 2031. ● Current 2026: 24% | 2027: 30% | 2028: 35% | 2029: 40% | 2030: 45% | 2031: 50%	OPM 2.2 – The percentage of low performing schools with a principal designated as highly effective will increase from 0% in August 2026 to 100% by August 2031. ● Current 2026: 0% | 2027: 33% | 2028: 66% | 2029: 100% | 2030: 100% | 2031: 100%	OPM 3.2 – The percentage of teachers observed productively engaging students through research based instructional strategies (RBIS) will increase from 25% in August 2026 to 75% by August 2031. ● Current 2026: 25% | 2027: 35% | 2028: 45% | 2029: 55% | 2030: 65% | 2031: 75%
OPM 1.3 – The percentage of school vacancies on the first day of school will continue to be 0% from August 2026 to August 2031.	OPM 2.3 - The percentage of students who did not meet grade level on the STAAR assessment in any grade or subject in the prior school year and scheduled with recognized, exemplary, or master designated teacher in the next school year will increase from 1% in August 2026 to 50% by August 2031. ● Current 2026: 1% | 2027: 10% | 2028: 20% | 2029: 30% | 2030: 40% | 2031: 50%	OPM 3.3 – The percentage of classrooms utilizing the adopted HQIM Curriculum with fidelity in K-8/EOC during classroom walkthroughs will increase from 85% in August 2026 to 100% by August 2031. ● Current 2026: 85% | 2027: 88% | 2028: 91% | 2029: 94% | 2030: 97% | 2031: 100%

Connally Independent School District

Board of Trustee Meeting Agenda Item

November 17, 2026

Item: Quarterly Investment Report

Contact Person: Jerry N. Allen

Presented for: Report Only

Supporting Documents: Attached

Background Information:

Under the Texas Public Funds Investment Act (PFIA), school districts are legally mandated to report their investment portfolios to the Board of Trustees to ensure public funds are being managed with complete transparency, safety, and local oversight.

Fiscal Implications:

The following is the Connally Independent School District's quarterly investment report for the period ending September 30, 2026, shows total cash and investments increasing to $15,116,807.57 from $14,219,793.11 on July 1, 2026 . During the quarter, the district generated $109,154.33 in fully accrued interest earnings across its operating, debt service, and pooled accounts. All funds remain in full compliance with the Texas Public Funds Investment Act (PFIA) and district investment policies, prioritizing principal safety, liquidity, and statutory yield. Normal operational cycles, payroll obligations, and debt-service payments were successfully managed while maintaining high credit ratings and robust liquidity.

Administrative Recommendation(s):

None



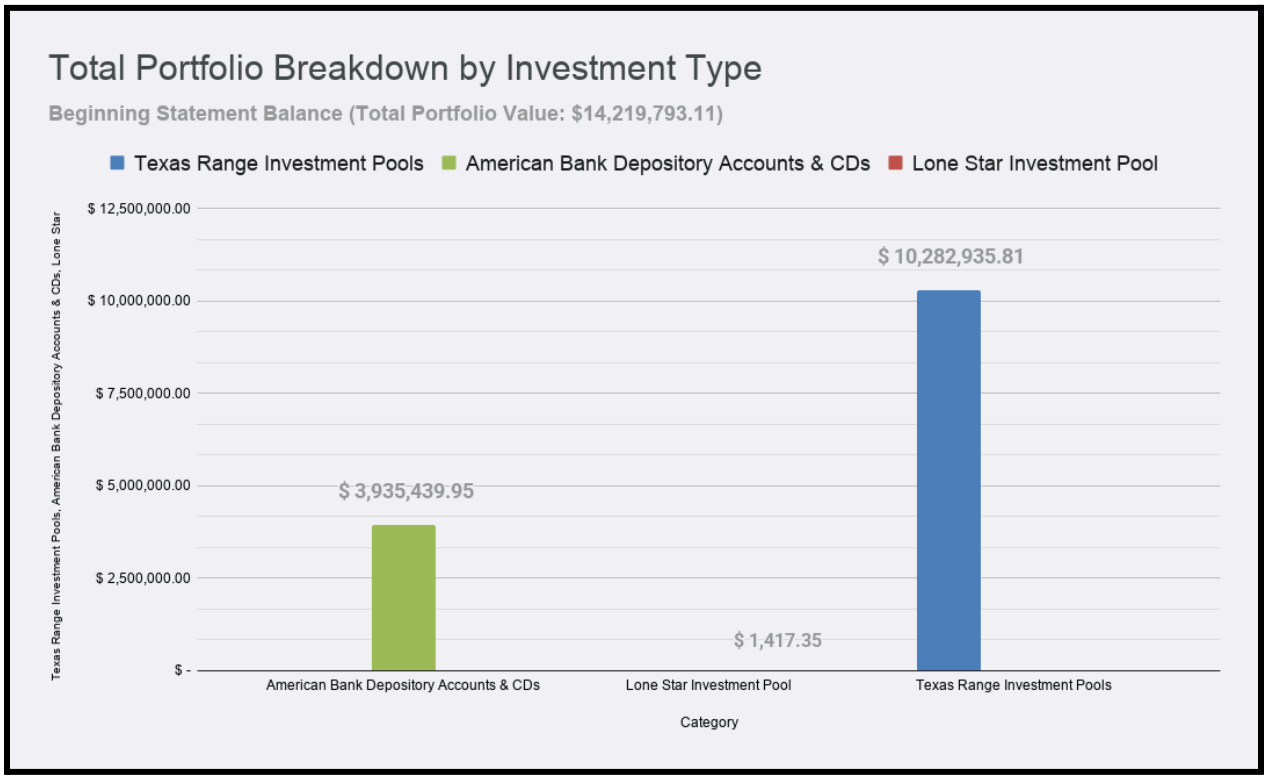
Executive Summary & Public Funds Investment Act Compliance

In compliance with the Texas Public Funds Investment Act (PFIA), Texas Government Code §2256.023, and Connally ISD School Board Policy CDA (Legal/Local), this report presents the comprehensive narrative, schedule of transactions, beginning balances, ending market values, and interest accruals across all District funds and pooled investment groups for the quarter of fiscal year 2026–2027 (July 1, 2026, through September 30, 2026).

The primary objectives of the District's investment strategy—in strict order of priority—are safety of principal, liquidity to meet cash flow requirements, and yield within statutory boundaries. All current investments held by the District meet or exceed statutory credit quality criteria, and the portfolio remains in full compliance with the District's adopted Investment Policy and Texas Government Code Chapter 2256.

Analysis of Beginning Balances (July 1, 2026)

At the opening of the quarter on **July 1, 2026**, the District's consolidated cash, pooled investment, and depository holdings totaled **$14,219,793.11**. Holdings were maintained across three primary asset management divisions designed to ensure daily operational liquidity while capturing competitive yields on excess operating and debt service reserves:



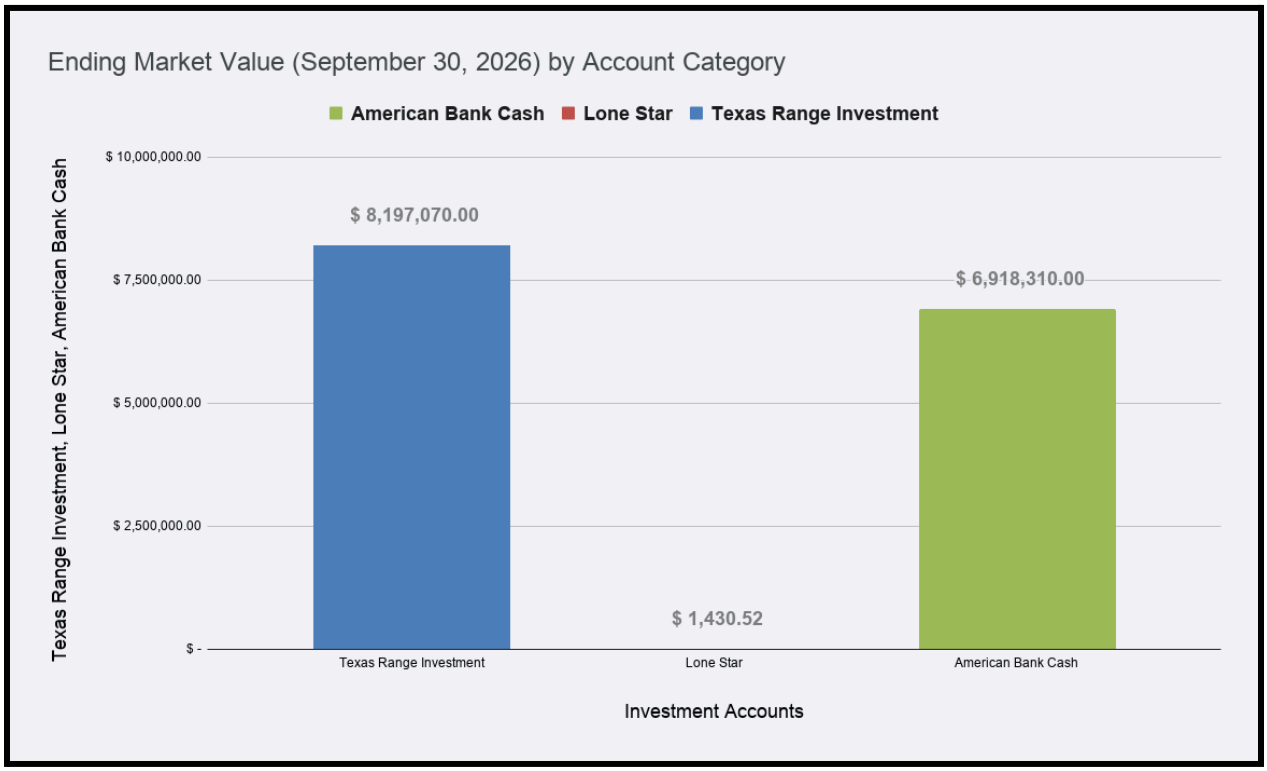
- **Texas Range Investment Pools ($10,282,935.81 | 72.31% of total portfolio):**
  - *General Fund Daily Pool:* **$8,544,553.60**, invested in a local government investment pool yielding 3.90%. This pool housed the bulk of the District's operating fund reserves following end-of-year tax collections.
  - *Debt Service (I&S) Daily Pool:* **$1,738,382.21**, yielding 3.90%, allocated strictly to meet required principal and interest payment schedules for bonded debt.

- **Lone Star Investment Pool ($1,417.35 | 0.01% of total portfolio):**
  - Maintained as secondary pool reserves across three specialized funds:
    - *Government Overnight Fund (General Operating):* **$1,034.72** (yielding 3.89%).
    - *Government Overnight Fund (Interest & Sinking):* **$382.39** (yielding 3.89%).
    - *Corporate Overnight Plus Fund (Interest & Sinking):* **$0.24** (yielding 4.05%).

- **American Bank Depository Accounts & CDs ($3,935,439.95 | 27.68% of total portfolio):**
    - *General Fund Money Market Account (MMA):* **$2,593,150.72**, yielding 2.89%, serving as the District's immediate liquid operational backstop.
    - *Interest & Sinking Certificate of Deposit:* **$577,430.34**, earning 2.350% with a stated maturity of December 9, 2026.
    - *General Operating Certificate of Deposit:* **$576,714.59** (statement balance at July 1, 2026), yielding 1.500% with a scheduled maturity date of August 7, 2026. ***This was liquidated into the General Fund Money Market Account (MMA) at the scheduled maturity date.***
    - *Payroll Clearing Account:* **$131,218.89**, yielding 0.310%.
    - *General Operating Checking:* **$94,968.51**, yielding 0.310%.
    - *Interest & Sinking Demand Checking:* **$56,925.41**, yielding 1.695%.

Analysis of Ending Market Value (September 30, 2026) & Quarterly Activity

During the quarter ended **September 30, 2026**, total net transactions reflected normal late-summer and early-fall operational cycles—characterized by capital outlay, payroll obligations, preparation for the 2026–2027 school year, and scheduled debt-service maturities without substantial incoming property tax revenue.



Across all funds, the District posted **$109,154.33** in fully accrued interest earnings. Total closing portfolio value rose to **$15,116,807.57** on September 30, 2026.

- **Texas Range Liquidity Drawdowns:**
    - To support ongoing operational and payroll requirements, **$1,101,674.54** was withdrawn from the General Fund Daily Pool. The fund recognized **$78,604.72** in accrued interest, resulting in an ending market value of **$7,677,357.05**.
    - A planned disbursement of **$1,265,000.00** from the Debt Service Daily Pool was executed for debt obligations. Supplemented by **$10,709.76** in quarterly interest, the ending balance closed at **$519,708.74**.
    - Texas Range ending combined balance: **$8,197,065.79**.

- **Lone Star Investment Stability:**
    - Lone Star accounts remained stable, recording minimal transfers ($9.62 into Government Overnight General and $3.55 into Government Overnight I&S) and **$13.17** in aggregate quarterly interest earnings.
    - Lone Star ending combined balance: **$1,430.52**.

- **American Bank Operational Dynamics & Certificate of Deposit Maturation:**
    - **CD Maturity Execution:** The General Operating Certificate of Deposit matured on **August 7, 2026**, as scheduled. The entire principal of **$576,714.59** along with accrued interest was systematically liquidated and transferred back into the General Fund Money Market Account.
    - **General Fund Money Market Account:** The District concentrated operational balances within the General Fund MMA, processing **$9,502,498.62** in inflows against **$6,560,108.52** in outflows and accruing **$15,998.77** in interest, bringing the account balance up to **$5,551,539.59**.
    - **Active Depository Balances:** General Operating closed at **$542,176.15**; Payroll Clearing closed at **$777,412.13**; and Interest & Sinking cash closed at **$8,508.91**.
    - **Continuing CD Holding:** The I&S Certificate of Deposit remained active, adding **$3,420.29 in accrued interest** to conclude the period at a market value of **$580,850.63** ahead of its December 9, 2026 maturity date.
    - American Bank ending combined balance: **$6,918,311.26**.

Statement of Statutory & Policy Compliance

We hereby certify that:

1. The investment portfolio of Connally Independent School District as of September 30, 2026, is in full compliance with the investment strategy stated in Board Policy CDA (Legal and Local) and the Public Funds Investment Act (PFIA), Texas Government Code Chapter 2256.
2. Depository bank deposits at American Bank were insured by the FDIC and fully collateralized by eligible securities pledged to the District and held in safekeeping under an independent third-party custodial agreement.
3. Investment pools utilized (Texas Range and Lone Star) maintain the highest attainable credit rating from a nationally recognized statistical rating organization, operating in full adherence to Texas Government Code § 2256.016.

Submitted jointly and signed by the designated Investment Officers of Connally Independent School District:

_____

Jerry N. Allen
Chief Financial Officer / Investment Officer

_____

Dr. Josie Gutierrez
Superintendent of Schools / Investment Officer

_____

Jennifer Moss
Business Manager / Investment Officer

Connally ISD

QUARTERLY INVESTMENT REPORT

Connally Independent School District
Cash and Investment Report

Firm & Account Information	Maturity Date	Beginning Statement Balance July 1, 2026	Interest Earnings for Quarter	Transfers In	Transfers Out	Ending Market Value September 30, 2026	Average Rate of Return
TEXAS TERM INVESTMENTS:							
(S&P rating = AAAm)							
Texas Range Investment General Fund Daily		8,544,553.60	78,604.72	234,477.99	(1,101,674.54)	7,677,357.05	3.90%
Texas Range Investment Debt Service Daily		1,738,382.21	10,709.76	46,326.53	(1,265,000.00)	519,708.74	3.90%
Texas Range Investment Quarter Ending Totals		10,282,935.81	89,314.48	280,804.52	(2,366,674.54)	8,197,065.79	
LONE STAR INVESTMENTS:							
(S&P rating = AAAf/S1+)							
Government Overnight Fund (General)		1,034.72	9.62	9.62	-	1,044.34	3.89%
Government Overnight Fund (I&S)		382.39	3.55	3.55	-	385.94	3.89%
Corporate Overnight Plus Fund (I&S)		0.24	-	-	-	0.24	4.05%
Lone Star Quarter Ending Totals		1,417.35	13.17	13.17	-	1,430.52	
TOTAL INVESTMENTS		$ 10,284,353.16	$ 89,327.65	$ 280,817.69	$ (2,366,674.54)	$ 8,198,496.31	
AMERICAN BANK ACCOUNTS:							
General Operating		94,968.51	327.20	2,874,986.13	(2,428,105.69)	542,176.15	0.310%
Payroll		131,218.89	274.12	6,292,246.07	(5,646,326.95)	777,412.13	0.310%
Certificate of Deposit (GOF)	08/07/2026	576,714.59	-	-	(576,714.59)	-	1.500%
General Fund (Money Market)		2,593,150.72	15,998.77	9,502,498.62	(6,560,108.52)	5,551,539.59	2.89%
Interest & Sinking		56,925.41	133.50	1,277,403.92	(1,325,953.92)	8,508.91	0.750%
Certificate of Deposit (I&S)	12/09/2026	577,430.34	3,420.29	-	-	580,850.63	2.350%
American Bank Cash Quarter Ending Totals		3,935,439.95	19,826.68	17,072,148.61	(14,109,103.98)	6,918,311.26	
TOTAL CASH AND INVESTMENTS		$ 14,219,793.11	$ 109,154.33	$ 17,352,966.30	$ (16,475,778.52)	$ 15,116,807.57	
		Statement of compliance with investment strategy and the Act					

Connally Independent School District

Board of Trustee Meeting Agenda Item

November 17, 2026

Item: Review and Approve District and Campus Improvement Plans

Contact Person: Dr. Josie Gutierrez

Presented for: Action

Supporting Documents: Attached

Background Information:

In accordance with state and local policy, the Board must annually approve district and campus improvement plans.

The Connally ISD District Improvement Plan was developed following a comprehensive needs assessment and in collaboration with district leadership and staff across various programs and departments. The Superintendent and district leaders also worked closely with campus principals to ensure that Campus Improvement Plans align with district goals and objectives.

Both the District Improvement Plan and Campus Improvement Plans are designed to guide the district's ongoing efforts to strengthen instructional practices and improve student outcomes across all campuses.

Fiscal Implications:

None

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the District and Campus Improvements Plans as presented.

Connally Independent School District

District Improvement Plan

2026-2027



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Goals 3
Goal 1: The percentage of third-grade students who score "Meets Grade Level" or above on STAAR Reading will increase from 28% in June 2026 to 59% by August 2031.The percentage of third-grade students who score "Meets Grade Level" or above on STAAR Math will increase from 22% in June 2026 to 59% by August 2031. 3
Goal 2: The percentage of students who score "Meets Grade-Level" or above in Reading STAAR will increase from 22% in June 2026 to 59% in August 2031. The percentage of students who score "Meets Grade-Level" or above in Math STAAR will increase from 17% in June 2026 to 50% in August 2031. 7
Goal 3: The percentage of graduates that meet the CCMR criteria by either College Ready or Career Ready will increase from 31% in August 2026 to 65% by August 2031. . 12
Goal 4: The percentage of effective teachers retained in CISD will increase from 70% in June 2026 to 81% in August 2031. The percentage of teachers identified as highly effective teachers will increase from 20% in September 2026 to 70% in August 2031. 14
Goal 5: As a result of high-performing operational systems, the percentage of campuses earning an D or F accountability rating will decrease from 80% of schools in August 2026 to 0% of schools in August 2031. Additionally, the percentage of campuses earning an A or B rating will increase from 20% in August 2026 to 100% in August 2031. .. 18

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Goals

Revised/Approved: October 30, 2026

Goal 1: The percentage of third-grade students who score "Meets Grade Level" or above on STAAR Reading will increase from 28% in June 2026 to 59% by August 2031.The percentage of third-grade students who score "Meets Grade Level" or above on STAAR Math will increase from 22% in June 2026 to 59% by August 2031.

Performance Objective 1: Increase reading and math proficiency on district and state assessments.

HB3 Goal

Evaluation Data Sources: Lexile MAP Growth, DOL, CBAs, MAP Growth, 3rd Grade STAAR Meets and Masters, iLab metrics, walkthrough data, T-TESS Domains 2 & 3, Circle Growth

Strategy 1 Details	21
Strategy 1: PreK - Grade 3 students will access literature aligned to students' Lexile level and teachers monitor student selections. **Strategy's Expected Result/Impact:** Students engage with appropriately challenging texts, supporting growth in reading comprehension, fluency, and MAP/STAAR reading performance. **Staff Responsible for Monitoring:** Teachers, Library Media Specialist, Special Education Teachers	

Strategy 2 Details
Strategy 2: Implement K - Grade 3 Reading & Math high quality instructional materials (HQIM) and lessons with fidelity during Tier 1 and Tier 2 (Intervention Block) instruction. **Strategy's Expected Result/Impact:** Consistent implementation of standards-aligned HQIM will strengthen Tier 1 and Tier 2 instruction and increase student mastery of grade-level Reading and Math standards. **Staff Responsible for Monitoring:** Principal/Associate Principal, Assistant Superintendent of Instruction, Chief Education Officer

Strategy 3 Details
Strategy 3: Grade 3 teachers pre-teach academic vocabulary during the daily intervention block. **Strategy's Expected Result/Impact:** Students will develop stronger academic vocabulary and background knowledge, improving their ability to access and demonstrate understanding of grade-level content. **Staff Responsible for Monitoring:** Principal/Associate Principal, Assistant Superintendent of Instruction, Chief Education Officer

Strategy 4 Details

Strategy 4: PreK - Grade 3 teachers provide small-group explicit instruction during the intervention block.

Strategy's Expected Result/Impact: Students will receive targeted instruction based on identified learning needs, accelerating progress toward grade-level mastery in reading and math.

Staff Responsible for Monitoring: Principals/Associate Principals, Assistant Superintendent of Instruction, Chief Education Officer

Strategy 5 Details

Strategy 5: PreK - Grade 3 teachers use CISD's nine student engagement strategies and table top tools with fidelity during Tier 1 (1st teach, DOL, & differentiated learning time) and Tier 2 (Intervention Block).

Strategy's Expected Result/Impact: More consistent use of high-leverage engagement strategies will increase active student participation, time on task, and access to rigorous grade-level instruction.

Staff Responsible for Monitoring: Principals/Associate Principals, Assistant Superintendent of Instruction, Chief Education Officer

Funding Sources: - General Fund

Strategy 6 Details

Strategy 6: Grades 2-3 students who master the daily Demonstration of Learning (DOL) participate in the Innovation Lab and complete an individualized student portfolio with a culminating student showcase presentation.

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Strategy's Expected Result/Impact: Students demonstrating mastery will receive meaningful extension opportunities that deepen learning, promote student ownership, and increase the number of students reaching advanced levels of performance.

Staff Responsible for Monitoring: Innovation Lab Teachers, Principals/Associate Principals, Chief Education Officer

Funding Sources: - General Fund

Strategy 7 Details

Strategy 7: Coaching-in-the-moment will be provided to PreK - Grade 3 reading and math teachers during classroom observations.

Strategy's Expected Result/Impact: Teachers will receive timely, actionable feedback that strengthens instructional practice and increases the consistency and quality of Tier 1 instruction.

Staff Responsible for Monitoring: Principals, Associate Principals, Assistant Superintendent of Instruction, Chief Education Officer, and Superintendent

Strategy 8 Details

Strategy 8: Provide high-quality professional development to PreK - Grade 3 Reading & Math teachers in RBIS, AIM curriculum materials, and the Cadet 12.

Strategy's Expected Result/Impact: Teachers will strengthen their knowledge and implementation of RBIS, curriculum materials, and instructional expectations, resulting in more consistent high-quality instruction.

Staff Responsible for Monitoring: Principals, Associate Principals, Assistant Superintendent of Instruction, Chief Education Officer, & Superintendent

Funding Sources: - General Fund

Strategy 9 Details

Strategy 9: Provide after-school enrichment hour in grades PreK - Grade 3 with cross-disciplinary lesson plans aligned to state standards.

Strategy's Expected Result/Impact: Students will have additional opportunities to engage in standards-aligned, cross-curricular learning that reinforces academic skills beyond the regular school day.

Staff Responsible for Monitoring: Executive Director of Support, Chief Operations Officer, and Site Administrator

Funding Sources: - General Fund

Strategy 10 Details

Strategy 10: Provide an extended-school year summer school for Grades K - 3 learners who are behind grade level in Reading & Math based on enrollment criteria.

Strategy's Expected Result/Impact: Students who are significantly below grade level will receive additional targeted instructional time designed to reduce learning gaps and accelerate progress toward grade-level expectations.

Staff Responsible for Monitoring: Executive Director of Support, Assistant Superintendent of Instruction, and Principals/Associate Principals

Funding Sources: - General Fund

Strategy 11 Details

Strategy 11: Implement high-quality Professional Learning Communities (PLC) with a focus on unit and lesson curriculum modules for PK-3 teachers. 23

Strategy's Expected Result/Impact: Teachers will strengthen lesson preparation and instructional alignment through collaborative curriculum internalization, resulting in more consistent effective instructional delivery.

Staff Responsible for Monitoring: Principals/Associate Principals, Assistant Superintendent of Instruction, Chief Education Officer, and Superintendent

Strategy 12 Details

Strategy 12: Implementation of Frog Street & Heggerty PreK Curriculum with fidelity.

Strategy's Expected Result/Impact: Consistent implementation of the PreK curriculum will strengthen early literacy, language, and foundational skills and improve kindergarten readiness.

Staff Responsible for Monitoring: Principal/Associate Principal, Chief Education Officer

Strategy 13 Details

Strategy 13: Conduct scheduled data dives using EddiAI that drive high-leverage action steps.

Strategy's Expected Result/Impact: Campus and district leaders will identify student learning gaps more quickly and translate data into timely, high-leverage instructional actions and reteach lessons.

Staff Responsible for Monitoring: Principals/Associate Principals, Assistant Superintendent of Instruction, Chief Education Officer, & Superintendent

Funding Sources: - General Fund

Strategy 14 Details
Strategy 14: Provide leadership development to elementary principal and associate principal. **Strategy's Expected Result/Impact:** Principals and associate principals will strengthen their instructional leadership, coaching, and data-use practices, improving their ability to support teacher effectiveness and student outcomes. **Staff Responsible for Monitoring:** Assistant Superintendent of Instruction, Chief Education Officer

Strategy 15 Details
Strategy 15: Kindergarten through grade 3 students will use paper and digital adaptive tools (Spring Math, mCLASS, Amplify Boost, ST Math for Grades K-1, and Zearn for Grades 2-3) during the intervention block and use data to inform small-group instruction. **Strategy's Expected Result/Impact:** Students will receive differentiated practice aligned to identified skill gaps, while teachers use resulting data to provide more targeted small-group instruction. **Staff Responsible for Monitoring:** Principals/Associate Principals, Chief of Education, Assistant Superintendent of Instruction

Strategy 16 Details
Strategy 16: Daily "specials" time provided to grades PreK - Grade 3 students will include lessons aligned to state standards with a cross-curricular focus on reading, math, science, and social studies TEKS. **Strategy's Expected Result/Impact:** Students will receive engaging, standards-aligned enrichment that reinforces core academic concepts while supporting creativity and engagement. **Staff Responsible for Monitoring:** Chief Education Officer, Principals/Associate Principals **Funding Sources:** - General Fund

Goal 2: The percentage of students who score "Meets Grade-Level" or above in Reading STAAR will increase from 22% in June 2026 to 59% in August 2031. The percentage of students who score "Meets Grade-Level" or above in Math STAAR will increase from 17% in June 2026 to 50% in August 2031.

Performance Objective 1: By May 2027, students in grades K-8 will engage with "appropriately challenging" Lexile-leveled digital and print texts.

Evaluation Data Sources: Alexandria Library Circulation Platform, Lexile MAP growth

Strategy 1 Details
Strategy 1: Increase the circulation rate from September 2026 to May of 2027. **Strategy's Expected Result/Impact:** Librarians will begin to set reading goals with all students to establish baseline reading goals. **Staff Responsible for Monitoring:** Librarians, Chief Education Officer, Principal/Associate Principals **Funding Sources:** - General Fund
Strategy 2 Details
Strategy 2: Audit and update campus library collections to ensure they are coded by Lexile ranges by May of 2027. 25 **Strategy's Expected Result/Impact:** Students will increase the number of books they are reading aligned to their Lexile levels and increase their reading levels. **Staff Responsible for Monitoring:** Librarians, Chief Education Officer, Principals/Associate Principals **Funding Sources:** - General Fund
Strategy 3 Details
Strategy 3: Schedule student-led "reading time" with early childhood students utilizing student athletes and other volunteers. **Strategy's Expected Result/Impact:** Librarians will collaborate with Athletic Coaches and other volunteers to set up a schedule for students to attend a reading session, as well as choose the appropriate reading level. **Staff Responsible for Monitoring:** Librarians, Chief Education Officer, Principal/Associate Principals **Funding Sources:** - General Fund

Goal 2: The percentage of students who score "Meets Grade-Level" or above in Reading STAAR will increase from 22% in June 2026 to 59% in August 2031. The percentage of students who score "Meets Grade-Level" or above in Math STAAR will increase from 17% in June 2026 to 50% in August 2031.

Performance Objective 2: Increase Reading and Math Proficiency on district and state assessments across all grade levels.

High Priority

Evaluation Data Sources: Lexile MAP Growth, DOL, CBAs, MAP Growth, STAAR & EOC Meets/Masters, iLab metrics, walkthrough data, % of students successfully completing the student showcase, T-TESS Domains 2 & 3

Strategy 1 Details
Strategy 1: Grades 4 - 8 & EOC students have access to literature aligned to students' Lexile level. **Strategy's Expected Result/Impact:** Students will consistently engage with appropriately challenging texts, supporting growth in reading comprehension, fluency, and MAP reading performance. **Staff Responsible for Monitoring:** Library Media Specialist, Teachers, Chief Education Officer, Principal/Associate Principals

Strategy 2 Details	26
Strategy 2: Implement Grades 4 - 8 & EOC Reading & Math HQIM curriculum materials and lessons with fidelity during Tier 1 and Tier 2 (Intervention Block). **Strategy's Expected Result/Impact:** Consistent implementation of standards-aligned HQIM will strengthen Tier 1 and Tier 2 instruction and increase student mastery of grade-level Reading and Math standards. **Staff Responsible for Monitoring:** Teacher, Special Education Teachers and Principal/Associate Principal, Assistant Superintendent of Instruction, Chief Education Officer	

Strategy 3 Details
Strategy 3: Grades 4 - 8 & EOC teachers pre-teach academic vocabulary during the daily intervention block. **Strategy's Expected Result/Impact:** Students will strengthen the academic vocabulary needed to access increasingly complex grade-level texts, tasks, and assessments. **Staff Responsible for Monitoring:** Principal/Associate Principal, Assistant Superintendent of Instruction, Chief Education Officer

Strategy 4 Details
Strategy 4: Grades 4 - 8 & EOC teachers provide small-group explicit instruction during the intervention block. **Strategy's Expected Result/Impact:** Students will receive targeted instruction based on demonstrated learning needs, accelerating progress toward mastery of grade-level standards. **Staff Responsible for Monitoring:** Principals/Associate Principals, Assistant Superintendent of Instruction, Chief Education Officer

Strategy 5 Details

Strategy 5: Grades 4 - 8 & EOC teachers use CISD's nine student engagement strategies and table top tools with fidelity during Tier 1 (1st teach, DOL, & differentiated learning time) and Tier 2 (Intervention Block).

Strategy's Expected Result/Impact: More consistent use of high-leverage engagement strategies will increase active participation, time on task, and access to rigorous grade-level instruction.

Staff Responsible for Monitoring: Principals/Associate Principals, Assistant Superintendent of Instruction, Chief Education Officer

Funding Sources: - General Fund

Strategy 6 Details

Strategy 6: Students in grades 4-5 (fall/spring) and 6-8 (spring) who master the daily Demonstration of Learning (DOL) will successfully move to the Innovation Lab and complete an individualized student portfolio with a culminating student showcase presentation.

Strategy's Expected Result/Impact: Students demonstrating mastery will receive extension opportunities that deepen learning, promote student ownership, and increase the number of students reaching advanced levels of performance.

Staff Responsible for Monitoring: Reading & Math Teachers, Innovation Lab Teachers, Principals/Associate Principals, Chief Education Officer

Funding Sources: - General Fund

Strategy 7 Details

Strategy 7: Coaching-in-the-moment will be provided to Grades 4-12 teachers during classroom observations.

Strategy's Expected Result/Impact: Teachers will receive timely, actionable feedback that strengthens instructional practice and increases consistency in the quality of Tier 1 instruction.

Staff Responsible for Monitoring: Principals, Associate Principals, Assistant Superintendent of Instruction, Chief Education Officer, & Superintendent

Strategy 8 Details

Strategy 8: High-quality professional development provided to Grades 4 - 8 & EOC RLA & Math teachers in RBIS, AIM curriculum materials, and the Cadet 12.

Strategy's Expected Result/Impact: Teachers will strengthen implementation of RBIS, curriculum materials, and district instructional expectations, resulting in stronger instructional quality and student outcomes.

Staff Responsible for Monitoring: Principals/Associate Principals, Assistant Superintendent of Instruction, Chief Education Officer, & Superintendent

Funding Sources: - General Fund

Strategy 9 Details

Strategy 9: Provide after-school enrichment hour in grades 4-5 with cross-disciplinary lesson plans aligned to state standards.

Strategy's Expected Result/Impact: Students will have additional opportunities to reinforce academic skills through engaging, standards-aligned, cross-curricular learning experiences.

Staff Responsible for Monitoring: Executive Director of Support, Chief Education Officer, Executive Director of Human Resources, Assistant Principals, and Teachers/ Support Staff

Funding Sources: - General Fund

Strategy 10 Details

Strategy 10: Provide an extended-school year summer school for Grades 4 - 8 learners who are two or more years behind grade level in Reading & Math based on enrollment criteria.

Strategy's Expected Result/Impact: Students who are significantly below grade level will receive additional targeted instructional time designed to close learning gaps and accelerate progress.

Staff Responsible for Monitoring: Executive Director of Support, Assistant Superintendent of Instruction, Principals/Associate Principals

Funding Sources: - General Fund

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Strategy 11 Details

Strategy 11: Implement high-quality Professional Learning Communities (PLC) with a focus on unit and lesson curriculum modules for grade 4-12 teachers.

Strategy's Expected Result/Impact: Teachers will improve lesson preparation, standards alignment, and instructional coherence through collaborative internalization of curriculum units and lessons.

Staff Responsible for Monitoring: Principals/Associate Principals, Assistant Superintendent of Instruction, Chief Education Officer, and Superintendent

Strategy 12 Details

Strategy 12: Conduct scheduled data dives using EddiAI that drive high-leverage action steps with grade 4-12 core content teachers.

Strategy's Expected Result/Impact: Leaders and teachers will use student performance data to identify priority learning gaps and implement timely instructional responses

Staff Responsible for Monitoring: Principals, Associate Principals, Assistant Superintendent of Instruction, Chief Education Officer, & Superintendent

Funding Sources: - General Fund

Strategy 13 Details

Strategy 13: Provide leadership development to all campus principals and associate principals.

Strategy's Expected Result/Impact: Principals and associate principals will strengthen their instructional leadership, coaching, and data-use practices, improving support for teacher effectiveness and student achievement.

Staff Responsible for Monitoring: Assistant Superintendent of Instruction

Strategy 14 Details
Strategy 14: Grades 4 - 8 students will use paper and digital adaptive tools (Spring Math, mCLASS, Amplify Boost, Zearn for Grades 4-5, and Mathia for Grades 6-8) during intervention block and teachers will use this data to inform small-group instruction. **Strategy's Expected Result/Impact:** Students will receive differentiated practice aligned to identified needs, while teachers use adaptive-program data to strengthen small-group instruction and intervention. **Staff Responsible for Monitoring:** Principals/Associate Principals, Chief Education Officer, Assistant Superintendent of Instruction

Goal 3: The percentage of graduates that meet the CCMR criteria by either College Ready or Career Ready will increase from 31% in August 2026 to 65% by August 2031.

Performance Objective 1: The percentage of graduates that meet the criteria for CCMR will increase from 88% August 2028 (2026 graduates) to 92% by August 2029 (2027 graduates).

HB3 Goal

Strategy 1 Details
Strategy 1: Increase the number of 2027 graduates who have met SAT/ACT/TSIA-2 in both reading and math through TAG time tutorials. **Strategy's Expected Result/Impact:** More students will meet college-readiness benchmarks in both reading and mathematics, increasing the percentage of graduates earning a CCMR indicator through college readiness. **Staff Responsible for Monitoring:** Director of CTE, Principal/Associate Principal, and Graduation Coach, HS Counselors
Strategy 2 Details
Strategy 2: Ensure JROTC students complete the four-year program of study and score 31 on the ASVAB assessment. 30 **Strategy's Expected Result/Impact:** More JROTC students will complete the full program of study and meet qualifying ASVAB benchmarks, expanding military-readiness pathways for graduates. **Staff Responsible for Monitoring:** Director of CTE, Principal/Associate Principal, and Graduation Coach, JROTC Sargent
Strategy 3 Details
Strategy 3: Ensure 9-12 students take the articulation of CTE courses in a program of study that leads to an industry-based certification. **Strategy's Expected Result/Impact:** More students will complete coherent CTE programs of study that prepare them to earn aligned industry-based certifications and meet CCMR criteria. **Staff Responsible for Monitoring:** HS Counselors, Director of CTE, Principal/Associate Principal
Strategy 4 Details
Strategy 4: Ensure students who take the articulation of CTE courses in a program of study pass the aligned industry-based certification assessment. **Strategy's Expected Result/Impact:** A greater percentage of CTE students will successfully earn aligned industry-based certifications, increasing career readiness and CCMR attainment. **Staff Responsible for Monitoring:** HS Counselors **Funding Sources:** - State Career & Technical

Strategy 5 Details
Strategy 5: Increase the number of seniors who take Dual Credit in Math or English **Strategy's Expected Result/Impact:** More seniors will successfully participate in college-level coursework and earn qualifying dual credit, increasing college readiness and CCMR attainment. **Staff Responsible for Monitoring:** HS Counselors, Principal/Associate Principal, Director of CTE **Funding Sources:** - State Career & Technical

Strategy 6 Details
Strategy 6: Increase the number of special education seniors who meet their CCMR goal **Strategy's Expected Result/Impact:** More students receiving special education services will meet an identified CCMR indicator, reducing gaps in postsecondary readiness outcomes. **Staff Responsible for Monitoring:** HS Counselors, CTE Director, Principal/Associate Principal, Special Education case managers

Goal 4: The percentage of effective teachers retained in CISD will increase from 70% in June 2026 to 81% in August 2031. The percentage of teachers identified as highly effective teachers will increase from 20% in September 2026 to 70% in August 2031.

Performance Objective 1: The percentage of teachers being retained will increase from 50% in August 2026 to 60% in August 2027.

Evaluation Data Sources: Quarterly stay interviews, spot observation report, teacher tier progress correlated to student performance, coaching log analysis, and climate survey

Strategy 1 Details
Strategy 1: Review teacher performance and academic data to tier teachers with appropriate support. **Strategy's Expected Result/Impact:** Increase the number of effective teachers. **Staff Responsible for Monitoring:** Executive Director of HR, Principal/Associate Principal, Assistant Superintendent of Instruction
Strategy 2 Details
Strategy 2: Gather immediate feedback from staff through Stay Interviews conducted at mid-year to identify and mitigate any systemic retention issues. **Strategy's Expected Result/Impact:** Campus leadership will identify emerging concerns related to workload, school culture, leadership support, morale, and job satisfaction early enough to respond and reduce employee turnover. **Staff Responsible for Monitoring:** Executive Director of HR
Strategy 3 Details
Strategy 3: Build sustainable systems that support and retain campus administrators such as leadership training and coaching support. **Strategy's Expected Result/Impact:** Campus administrators will have access to consistent leadership development, coaching, and professional support that strengthens their capacity to increase student outcomes. **Staff Responsible for Monitoring:** Executive Director of HR

Goal 4: The percentage of effective teachers retained in CISD will increase from 70% in June 2026 to 81% in August 2031. The percentage of teachers identified as highly effective teachers will increase from 20% in September 2026 to 70% in August 2031.

Performance Objective 2: Pay administrators aligned to effectiveness with a hold harmless during SY 2027-28 and fully align administrator pay to effectiveness in 2028-29.

Evaluation Data Sources: Data aligned to the administrator effectiveness framework

Strategy 1 Details
Strategy 1: Conduct bi-weekly meetings with district staff to develop a campus administrator strategic compensation plan. **Strategy's Expected Result/Impact:** Campus leader retention rate, teaching effectiveness, and student outcomes on MAP and STAAR. **Staff Responsible for Monitoring:** Regional Assistant Superintendent of Talent, Chief Education Officer **Funding Sources:** - General Fund
Strategy 2 Details
Strategy 2: Engage in monthly meetings with district leadership team to ensure department alignment and development/refinement of systems. **Strategy's Expected Result/Impact:** Build system-level alignment and trust in the development of a campus strategic compensation system while ensuring the compensation framework reflects district leadership priorities. **Staff Responsible for Monitoring:** Regional Assistant Superintendent of Talent, Chief Education Officer, Superintendent
Strategy 3 Details
Strategy 3: Conduct stakeholder meetings with administrators regularly. **Strategy's Expected Result/Impact:** Increase transparency and trust while preparing administrators for the transition to an effectiveness-based compensation to improve campus leader retention and student outcomes. **Staff Responsible for Monitoring:** Regional Assistant Superintendent of Talent

Goal 4: The percentage of effective teachers retained in CISD will increase from 70% in June 2026 to 81% in August 2031. The percentage of teachers identified as highly effective teachers will increase from 20% in September 2026 to 70% in August 2031.

Performance Objective 3: Design a strategic compensation system that aligns to teacher effectiveness.

Evaluation Data Sources: Teacher effectiveness framework data, stakeholder feedback, and instructional coaching data

Strategy 1 Details
Strategy 1: Conduct bi-weekly meetings with district staff to develop a teacher strategic compensation plan. **Strategy's Expected Result/Impact:** Teacher retention rate, teaching effectiveness, and student outcomes on MAP and STAAR. **Staff Responsible for Monitoring:** Regional Assistant Superintendent of Talent, Chief Education Officer
Strategy 2 Details
Strategy 2: Conduct monthly meetings with district leadership team to ensure department alignment and development or refinement of systems. **Strategy's Expected Result/Impact:** Build system-level alignment and trust in the development of a campus strategic compensation system while ensuring the compensation framework reflects district leadership priorities. 34 **Staff Responsible for Monitoring:** Regional Assistant Superintendent of Talent, Chief Education Officer, Superintendent
Strategy 3 Details
Strategy 3: Conduct stakeholder meetings with teacher representatives once a month beginning by the spring semester. **Strategy's Expected Result/Impact:** Increase transparency and trust while preparing teachers for the transition to an effectiveness-based compensation to improve teacher retention and student outcomes. **Staff Responsible for Monitoring:** Regional Assistant Superintendent of Talent

Goal 4: The percentage of effective teachers retained in CISD will increase from 70% in June 2026 to 81% in August 2031. The percentage of teachers identified as highly effective teachers will increase from 20% in September 2026 to 70% in August 2031.

Performance Objective 4: District will reduce the number of uncertified teachers by 50% through targeted certification support, monitoring, and recruitment efforts.

Evaluation Data Sources: District certification records and HR staffing reports

Strategy 1 Details
Strategy 1: Develop a district plan to reduce the number of uncertified teachers by 50%. **Strategy's Expected Result/Impact:** 50% reduction of teachers who are uncertified, improving teaching effectiveness. **Staff Responsible for Monitoring:** Executive Director of HR, Chief Operating Officer
Strategy 2 Details
Strategy 2: Provide individualized certification support and guidance to all uncertified teachers, monitor teacher certification status regularly through HR and district records, and develop certification timelines and action plans for teachers who are not fully certified. 35 **Strategy's Expected Result/Impact:** Uncertified teachers will receive individualized certification support, have an established certification action plan, and demonstrate documented progress toward meeting certification requirements. **Staff Responsible for Monitoring:** Executive Director of HR, Chief Operating Officer

Goal 5: As a result of high-performing operational systems, the percentage of campuses earning an D or F accountability rating will decrease from 80% of schools in August 2026 to 0% of schools in August 2031. Additionally, the percentage of campuses earning an A or B rating will increase from 20% in August 2026 to 100% in August 2031.

Performance Objective 1: By June 2027, the district will improve facility environmental standards and meal participation to assist with the increase of district-wide Average Daily Attendance.

Evaluation Data Sources: Child Nutritional Services Point of Sales; Operational Work Order System

Strategy 1 Details
Strategy 1: Implement a rigorous preventative maintenance schedule for HVAC systems to improve air quality and reduce health-related absences. **Strategy's Expected Result/Impact:** Begin a life cycle of scheduled maintenance and custodial deep cleaning to ensure a healthy environment. **Staff Responsible for Monitoring:** Director of Maintenance, Custodial Services Leads, Chief Operating Officer **Funding Sources:** - General Fund 36
Strategy 2 Details
Strategy 2: Child Nutritional Services menus will be sent to families via Parent Square to increase parental knowledge of meals provided, and influence meal participation while promoting attendance. **Strategy's Expected Result/Impact:** Ensure that menus are communicated to the community via Parent Square monthly. **Staff Responsible for Monitoring:** Child Nutritional Services Director, Chief Operating Officer **Funding Sources:** - General Fund

Goal 5: As a result of high-performing operational systems, the percentage of campuses earning an D or F accountability rating will decrease from 80% of schools in August 2026 to 0% of schools in August 2031. Additionally, the percentage of campuses earning an A or B rating will increase from 20% in August 2026 to 100% in August 2031.

Performance Objective 2: By June 2027, 100% of K-8 mathematics and reading learning environments will meet the CISD Minimum Instructional Resources that affect student outcomes.

Evaluation Data Sources: Operational Work Order System

Strategy 1 Details
Strategy 1: Establish an "Instructional Readiness Resource Audit" checklist that defines "Minimum Instructional Resources" needed in every classroom; such as interactive technology, student and teacher devices, single sign on for digital instructional resources. **Strategy's Expected Result/Impact:** Create a life cycle of scheduled technology and instructional resource additions or updates/replacements. **Staff Responsible for Monitoring:** Director Technology, Chief Operating Officer **Funding Sources:** - General Fund 37

Strategy 2 Details
Strategy 2: Conduct a comprehensive district-wide "Operational Readiness Audit" to identify classrooms and facilities falling below these minimal standards, including Technology, Maintenance, and custodial services. **Strategy's Expected Result/Impact:** Create a life cycle of scheduled maintenance/operational resource additions or updates/replacements for classrooms. **Staff Responsible for Monitoring:** Director of Maintenance, Chief Operating Officer **Funding Sources:** - General Fund

Goal 5: As a result of high-performing operational systems, the percentage of campuses earning an D or F accountability rating will decrease from 80% of schools in August 2026 to 0% of schools in August 2031. Additionally, the percentage of campuses earning an A or B rating will increase from 20% in August 2026 to 100% in August 2031.

Performance Objective 3: Optimize Human Resource systems which include position management workflow, hiring/on-boarding, employee investigations, certification compliance, and evaluations to improve effectiveness, efficiency and alignment.

Evaluation Data Sources: Needs assessment and position control records.

Strategy 1 Details
Strategy 1: Target high-performing operational systems within Human Resources by implementing and/or strengthening automated workflows, streamlining talent acquisition processes, and utilizing data-driven practices to support employee retention and workforce planning. **Strategy's Expected Result/Impact:** The optimized position management process will result in improved workflow efficiency, increased accuracy and consistency of position data across departments and campuses. **Staff Responsible for Monitoring:** Executive Director of HR, Chief Operating Officer

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Strategy 2 Details
Strategy 2: Implement a standardized, timely, and data-driven administrative evaluation process that strengthens accountability, supports employee development, and aligns individual performance with organizational priorities. **Strategy's Expected Result/Impact:** Improve accountability and employee performance while ensuring individual goals remain aligned with organizational priorities. **Staff Responsible for Monitoring:** Executive Director of HR, Chief Operating Officer

Goal 5: As a result of high-performing operational systems, the percentage of campuses earning an D or F accountability rating will decrease from 80% of schools in August 2026 to 0% of schools in August 2031. Additionally, the percentage of campuses earning an A or B rating will increase from 20% in August 2026 to 100% in August 2031.

Performance Objective 4: As a result of high-performing operational systems, the percentage of campuses earning a D or F accountability rating will decrease from 80% of schools in August 2026 to a minimum of 33% of schools in August 2027.

Evaluation Data Sources: Discipline data, team center data, counselor sessions, and BIP supports, Discipline data, team center data

Strategy 1 Details
Strategy 1: Implement and teach self-regulation strategies to students in the Team Center to keep K-3 students in Tier 1 instruction. **Strategy's Expected Result/Impact:** Students referred to the Team Center will develop stronger self-regulation skills, reducing repeated behavioral disruptions and increasing successful return to and participation in Tier 1 instruction. **Staff Responsible for Monitoring:** Team Center Teachers, Campus Counselors, Special Education Teachers

Strategy 2 Details	39
Strategy 2: Ensure students in grade K-8 use iLEAD 30 minutes per week during the intervention block. **Strategy's Expected Result/Impact:** Consistent use of iLEAD will strengthen students' social-emotional and self-management skills, contributing to improved behavior, engagement, and student outcomes. **Staff Responsible for Monitoring:** Principals/Associate Principals, Chief Education Officer, Assistant Superintendent of Instruction	

Goal 5: As a result of high-performing operational systems, the percentage of campuses earning an D or F accountability rating will decrease from 80% of schools in August 2026 to 0% of schools in August 2031. Additionally, the percentage of campuses earning an A or B rating will increase from 20% in August 2026 to 100% in August 2031.

Performance Objective 5: By June 2027, increase the percentage of identified students demonstrating positive engagement indicators--including attendance, behavior, and classroom participation--by 10 percentage points over the fall 2026 baseline through the consistent implementation of Tier 1 social-emotional learning supports.

Strategy 1 Details

Strategy 1: Collaborate with teachers to provide at least two Tier 1 social-emotional learning lessons or activities per semester at each grade level and coordinate campus wellness initiatives that promote resilience, self-regulation, positive relationships, and student connections.

Strategy's Expected Result/Impact: Improved school climate and increased student engagement, classroom participation, and readiness for learning.

Staff Responsible for Monitoring: Director of CTE/Counseling, Principal/Associate Principals, Executive Director of Student Support Services

Funding Sources: - Title IV, Part A-SSAEP, - General Fund

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Strategy 2 Details

Strategy 2: Analyze universal screening data each semester and collaborate with teachers and campus administrators to identify trends and students demonstrating early signs of disengagement through attendance, behavior, classroom participation, and referrals.

Strategy's Expected Result/Impact: Earlier identification of student needs and more targeted campus supports designed to prevent continued disengagement.

Staff Responsible for Monitoring: Director of CTE/Counseling, Principal/Associate Principals, Executive Director of Student Support Services

Strategy 3 Details

Strategy 3: Provide short-term individual and small-group interventions for students identified through screening data, referrals, classroom observations, or self-referrals, and monitor changes in attendance, behavior, and classroom participation.

Strategy's Expected Result/Impact: Increased student use of coping and self-regulation skills and measurable improvement in student engagement indicators.

Staff Responsible for Monitoring: Director of CTE/Counseling, Principal/Associate Principals, Executive Director of Student Support Services

Funding Sources: - General Fund, - Title IV, Part A-SSAEP

Goal 5: As a result of high-performing operational systems, the percentage of campuses earning an D or F accountability rating will decrease from 80% of schools in August 2026 to 0% of schools in August 2031. Additionally, the percentage of campuses earning an A or B rating will increase from 20% in August 2026 to 100% in August 2031.

Performance Objective 6: By June 2027, strengthen family and community engagement and track the data for the 2026-2027 school year to collect baseline data.

Evaluation Data Sources: Evaluation Data Sources: Sign-in sheets for family engagement and parent/teacher conferences

Strategy 1 Details
Strategy 1: Coordinate and support a minimum of four family engagement events across the district that foster strong partnerships between schools, families, and the community through a PTO. **Strategy's Expected Result/Impact:** Increased parental engagement and community partnerships. **Staff Responsible for Monitoring:** Director of Communication and Strategic Partnerships, Principals/Associate Principals **Funding Sources:** - Title I, Part A 41
Strategy 2 Details
Strategy 2: Conduct two parent conference events per year. **Strategy's Expected Result/Impact:** Increased parental involvement. **Staff Responsible for Monitoring:** Director of Communication and Strategic Partnerships, Principals/Associate Principals **Funding Sources:** - Title IV, Part A-SSAEP
Strategy 3 Details
Strategy 3: Utilize Parent Square in English and Spanish as the main source of communication with families. **Strategy's Expected Result/Impact:** Increased use of Parent Square. **Staff Responsible for Monitoring:** Director of Communication and Strategic Partnerships, Principals/Associate Principals **Funding Sources:** - Title IV, Part A-SSAEP

Strategy 4 Details
Strategy 4: Create a Superintendent Advisory Committee that includes students in grades 5-12. **Strategy's Expected Result/Impact:** Increased knowledge of the student experience and student voice opportunities. **Staff Responsible for Monitoring:** Director of Communication and Strategic Partnerships, Superintendent **Funding Sources:** - Title IV, Part A-SSAEP

Goal 5: As a result of high-performing operational systems, the percentage of campuses earning an D or F accountability rating will decrease from 80% of schools in August 2026 to 0% of schools in August 2031. Additionally, the percentage of campuses earning an A or B rating will increase from 20% in August 2026 to 100% in August 2031.

Performance Objective 7: By June 2027, strengthen community presence and strategic partnerships by tracking participation in community meetings, events, and collaborative initiatives during the 2026-2027 school year to establish baseline data.

Evaluation Data Sources: Sign-in sheets, MOUs, meeting notes and agendas collected

Strategy 1 Details
Strategy 1: Implement a proactive communications plan that includes tracking baseline data in 2026-2027 school year to strengthens the district's image through website and social media updates, balanced recognition of students and staff, and timely media releases. **Strategy's Expected Result/Impact:** Increased positive visibility, greater community awareness of district's accomplishments, and improved public perception. **Staff Responsible for Monitoring:** Director of Communication and Strategic Partnerships

Strategy 2 Details
Strategy 2: Collaborate strategically with the Connally Alumni Association to research and develop a district-wide donation and fundraising plan that establishes procedures for alumni and donor engagement, community sponsorships, gift acceptance, and fundraising campaigns while exploring the feasibility of launching an Education Foundation. **Strategy's Expected Result/Impact:** Stronger alumni and community partnerships, increased opportunities to support district priorities, and the development of a clear framework for establishing a future Education Foundation. **Staff Responsible for Monitoring:** Director of Communication and Strategic Partnerships

Connally Independent School District

Board of Trustee Meeting Agenda Item

October 20, 2026

Item: Review and Approve the Board's October Time Use Tracker

Contact Person: Kathy Ferrell

Presented for: Action

Supporting Documents: Attached

Background Information:

As part of the Board of Trustees' continued commitment to effective governance and strong student outcomes, the Board will review and approve the October Time Use Tracker Sheet.

This tracker will provide a clearer understanding of how board members allocated their time and key duties. The tracker is intended to serve as a planning and reflection tool that supports effective governance practices.

Fiscal Implications:

None

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the Time Use Tracker as presented.

CONNALLY INDEPENDENT SCHOOL DISTRICT
NOTICE AND AGENDA OF REGULAR MEETING

The Board of Trustees of Connally Independent School District will hold a Regular Meeting at 5:30 PM on Tuesday, October 20, 2026 at the Connally Administration Building, 200 Cadet Way, Waco, Texas 76705. The subjects to be discussed are listed on the agenda which is attached to and made part of the notice.

On October 9, 2026, this Notice is posted on the bulletin board in a place convenient and readily accessible to the general public at four o'clock p.m. on said date.

AGENDA

1. **Call to Order** **5:30 - Other - 2 min**
2. **Pledge and Invocation**
3. **Public Comments on Agenda Items**
4. **Superintendent's Report** **5:32- Other 3 min**
   - A. National Principals Appreciation Month
   - B. Talent Development **5:35- P/A - 5 min**
5. **Student Outcomes** **5:40- P/A- 10 min**
   - A. Board Goal 1: RLA Progress Update
   - B. Board Goal 2: Math Progress Update
   - C. Board Goal 3: CCM Progress Update
6. **Action Items**
   - A. Discuss and Take Appropriate Action on Board Goal 3: Ensure College, Career, and Military Readiness for All Students **5:50 - V/G - 10 min**
   - B. Discuss and Take Appropriate Action on Board Quarterly Self-Evaluation **6:00 - P/A -50 min**
   - C. Review, Discuss, and Approve Time Use Trackers
7. **Review and Discuss Emergent Bilingual Annual Program Evaluation** **6:50 -S/T- 10min**
7. **Consent Agenda** **7:00 -S/P -1 min**
   - A. Board Meeting Minutes for September 15, 2026
   - B. TEA ESL Waiver Application
   - C. Enrichment Hour Administrator Stipend
   - D. Substitute Teacher Rates, Administrator Substitute Rate, Relocation Incentive
8. **Announcements** **7:01- Other -3 min**
9. **Adjournment** **7:04**

Josie Gutierrez, Superintendent

The Board of Trustees reserves the right to enter into a closed meeting at any point in the meeting, which is permitted by Texas Government Code, Sections 551.101-551.071-551.076, 551.082, and Texas Education Code, Section 39.096. The Board of Trustees reserves to take action in the open portion discussed in closed meeting.

TIME USE TRACKER	Connally ISD	QTR:	2	Date:	10/20/26

Framework Pillars	Student Outcome Minutes	Adult Behavior Minutes	The board tracks its time spent during public authorized meetings	Other Topic Minutes
Vision and Goals	10		← Minutes setting student outcome goals	
		0	← Minutes setting constraints or theories of action	
Progress and Accountability	10		← Minutes receiving, discussing, and voting on Student Outcome Goal Monitoring Reports according to the **board adopted** Monitoring Calendar	
		5	← Minutes receiving, discussing, and voting on Constraint Monitoring Reports according to the **board adopted** Monitoring Calendar	
	0		← Minutes evaluating the superintendent on student outcome goals, GPMs, constraints, and CPMs	
		50	← Minutes performing board self-evaluations using the LSG Integrity Instrument	
Systems and Processes			Minutes discussing, debating, and voting on other agenda items (including consent agenda items) →	1
Advocacy and Engagement	0		← Minutes hosting two-way communication meetings on student outcome goals, constraints, theories of action and/or progress toward student outcome goals ← Minutes recognizing the accomplishments of students and staff regarding progress on student outcome goals	
Synergy and Teamwork			Minutes fulfilling statutorily required public hearings, forums, and comments Minutes fulfilling statutorily required or Lone Star Governance workshops Minutes in closed session as permitted by law	
Other			Any time spent on an activity that does not meet the conditions listed above →	8
TOTALS	20	55	84	9

Use For Student Outcome and Adult Behavior Minutes Percentage Calculation:	75	÷	84	× 100 =	89.29%	% Student Outcome and Adult Behavior Minutes
Use For Student Outcome Minutes Percentage Calculation:	20	÷	84	× 100 =	23.81%	% Student Outcome Minutes

Trustees Present	Trustees Absent	% Attendance
2	1	66.67%

Count of 'Other' Agenda Items
3

Goals Discussed	Goals on Target	% on Target
3		0.00%

Consent Items	Consent Items Removed	% Remaining on Consent Agenda
4	0	100.00%

GPMs Discussed	GPMs on Target	% on Target
		0.00%

Connally Independent School District

Board of Trustee Meeting Agenda Item

November 17, 2026

Item: Review and Approve the Professional Services Agreement with Spalding Nichols Lamp Langlois and Walsh Gallegos Kyle Robinson & De Los Santos P.C. for District Legal Counsel

Contact Person: Jerry N. Allen

Presented for: Action

Supporting Documents: None

Background Information:

A Request for Qualifications (RFQ) for Legal Services was posted on the Connally ISD website and in the Waco Tribune-Herald on September 12, 2026. Following careful review and evaluation of all submitted qualifications in accordance with Board Policy BDD (LEGAL), BDD (LOCAL), and CH (LEGAL), the administration recommends retaining the following legal service providers to serve as the District's legal counsel:

- Spalding Nichols Lamp Langlois – Human Resources & Employment Law, General Counsel & Governance, Parent & Student Law, Procurement, Facilities & Real Estate, Special Education, and Litigation & Appeals

- Walsh Gallegos Kyle Robinson & De Los Santos P.C. – Special Education & Student Rights

Fiscal Implications:

Legal services will be performed on an hourly rate basis set forth in written agreements. Funding for these legal services is budgeted and accounted for within the approved 2026–2027 district budget.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve retaining the legal service providers as presented.

CONNALLY INDEPENDENT SCHOOL DISTRICT
Board Meeting Minutes
Regular Board Meeting, October 20, 2026 - 5:30 P.M.
Connally Administrative Office
200 Cadet Way
Waco, TX 76705

Board Members Present:
Matthew Stufflebeam
Linda Lindsey Peoples

Board Members Absent:
Carla Thomas

Call to Order:
Matthew Stufflebeam, Board President, called the meeting of the Connally Independent School District Board of Trustees to order at 5:30 P.M. He stated that a quorum of the Board Members was present, that the meeting had been duly called, and notice of the meeting had been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

Invocation and Pledge:
Students, Quincy Johnson and Josiah Stevens led the Pledge of Allegiance and David Tate with Chalk Bluff Baptist Church led the invocation.

Public Comments Regarding Items on the Agenda:
None

Superintendent's Report:
National Principals Appreciation Month
Dr. Gutierrez recognized Connally ISD's three campus principals in honor of National Principals Appreciation Month. She expressed her appreciation for their dedication and commitment to supporting students, teachers, and community. Dr. Gutierrez acknowledged the significant responsibilities of a campus principal and the important role their leadership plays in improving student outcomes.

Talent Development
Dr. Gutierrez reported an update on the district's talent development initiatives, emphasizing the second pillar of the district's Theory of Action: aligned professional learning and targeted coaching.

She reported that principals, associate principals, and district instructional leaders conduct weekly classroom spot observations to collect data and monitor instructional delivery, classroom management, and student learning.

Dr. Gutierrez highlighted the professional development opportunities for elementary teachers focused on strengthening intervention block instruction. Training includes RLA and Math small-group explicit instruction, schoolwide expectations, using Amplify Boost to guide RLA intervention, and effective implementation of intervention blocks and DOLs through Eduphoria.

Dr. Gutierrez highlighted the district's focus on in-the-moment coaching, which provides teachers with immediate feedback, instructional modeling, and targeted support to strengthen classroom practices.

Student Outcomes:

Board Goal 1: RLA Progress Update

Dr. Hosick presented an update on Reading Language Arts (RLA) student performance using curriculum-based assessment (CBA) data for kindergarten through eighth grade as part of the district's Cadet Academy Model.

She explained that the CBA data includes mid-module and end-of-module assessments aligned with the district's curriculum implementation. The results establish beginning-of-year baseline data to measure student academic growth throughout the school year.

At Connally Elementary School, RLA performance was higher in grades one and two compared to other elementary grade levels. At Connally Junior High School, RLA performance was higher in eighth grade compared to grades six and seven.

Dr. Hosick emphasized that the district will continue monitoring student performance and providing regular updates to the Board throughout the school year.

Board Goal 2: Math Progress Update

Dr. Hosick presented an update on mathematics student performance using curriculum-based assessment (CBA) data for kindergarten through eighth grade as part of the district's Cadet Academy Model.

The presentation included beginning-of-year baseline data from mid-module and end-of-module assessments aligned with the district's mathematics curriculum.

At Connally Elementary School, mathematics performance was higher in kindergarten and grades three through five compared to grades one and two. At Connally Junior High School, eighth-grade students demonstrated higher mathematics performance compared to grades six and seven.

Dr. Hosick explained that the assessment results will serve as a baseline for measuring student progress throughout the school year. The district will continue reviewing mathematics performance and providing updates to the Board as additional assessment data becomes available.

College, Career, and Military Readiness (CCMR)
Hermann Pereira presented an update on College, Career, and Military Readiness (CCMR), including student participation in college readiness assessments, dual credit coursework, industry based certifications, and military readiness opportunities.

There were approximately 677 students who participated in SAT, ACT, and TSIA assessments.

Action Items:
Discuss and Take Appropriate Action on Board Goal 3: Ensure College, Career, and Military Readiness for All Students
Dr. Gutierrez presented Board Goal 3, which focuses on increasing College, Career, and Military Readiness for all students. She explained that the goal has been revised to include dual credit as an additional CCMR indicator, resulting in an adjusted baseline and annual performance targets. The revised goal establishes a target of increasing CCMR performance from 31% to 65% by August 2031.

President Matthew Stufflebeam called for a motion to approve Board Goal 3 as presented. Linda Peoples Lindsey made the motion, which was seconded by Matthew Stufflebeam. The motion was carried unanimously.

Discuss and take Appropriate Action on Board Quarterly Self-Evaluation
Kathy Ferrell, Lone Star Governance Board Coach, facilitated the Board's first quarterly self-evaluation using the Lone Star Governance Integrity Instrument. Ms. Ferrell reviewed the purpose of the evaluation process and emphasized the importance of Board reflection, accountability, and continuous improvement in governance practices focused on student outcomes.

The Board reviewed its progress in key governance areas, including vision and goals, progress and accountability, systems and processes, advocacy and engagement, and synergy and teamwork.

Throughout the evaluation, Board members discussed current performance, identified areas for improvement, and established targets for the next quarterly evaluation. The discussion included the adoption of student outcome goals, development of Goal Progress Measures and Guardrail Progress Measures, future implementation of a

monitoring calendar, and continued alignment of Board practices with Lone Star Governance expectations.

The Board also discussed the importance of clearly defined governance responsibilities, adherence to Board and Superintendent Guardrails, and maintaining a consistent focus on student achievement.

Ms. Ferrell acknowledged the Board's progress since its initial baseline evaluation and encouraged continued development of governance practices.

President Matthew Stufflebeam entertained a motion to approve the Board's quarterly self-evaluation as presented. Linda Lindsey Peoples made the motion, which was seconded by President Stufflebeam. The motion was carried unanimously.

Review, Discuss, and Approve Time Use Trackers
Ms. Ferrell presented the Board's Time Use Trackers for July, August, and September and reviewed the allocation of Board meeting time toward student outcomes and governance responsibilities.

She highlighted the Board's progress in increasing the amount of meeting time dedicated to student achievement and related adult behaviors. The presentation reflected that approximately 50% of the Board's meeting time during the reviewed period was focused on activities supporting improved student outcomes.

Ms. Ferrell complemented the Board for its continued commitment to prioritizing student achievement and discussed opportunities to further improve meeting efficiency through the appropriate use of consent agenda items.

She explained that time use trackers will continue to be reviewed regularly to support governance reflection, accountability, and alignment with Lone Star Governance expectations.

President Matthew Stufflebeam called for a motion to approve the Time Use Trackers as presented. Linda Lindsey Peoples made the motion, and was second by Matthew Stufflebeam. The motion was carried unanimously.

Review and Discuss Emergent Bilingual Program Evaluation:
Dr. Hosick presented the Bilingual/English as a Second Language (ESL) Program Evaluation for the 2025–2026 school year.

The presentation included an overview of emerging bilingual student enrollment, academic performance, language proficiency, student reclassification, bilingual

exceptions and ESL waivers, and the district's comprehensive professional development plan.

The district reported serving 113 emerging bilingual students at the elementary level, 22 at the junior high level, and 69 at the high school level during the 2025–2026 school year. Student performance data included results from the Texas English Language Proficiency Assessment System (TELPAS) and STAAR assessments.

Consent Agenda: Consider and Take Appropriate Action:

- Board Meeting Minutes for September 15, 2026
- TEA ESL Waiver Application
- Enrichment Hour Administrator Stipend
- Substitute Teacher Rates, Administrator Substitute Rate, Relocation Incentive

President Matthew Stufflebeam entertained a motion to approve the consent agenda as presented. Linda Peoples Lindsey made a motion, which was second by Matthew Stufflebeam. The motion carried unanimously.

Announcements:

Hermann Pereira, Director of Communications, shared the following announcements:

- 10/21, Central Texas Food Bank Mobile Distribution
- 10/26, State of the Community: City of Lacy Lakeview and Connally ISD
- 10/27, Staff Trunk or Treat Event
- 10/28, Cadet Service Awards
- 10/29, CJH Football vs. Brownwood
- 10/29, Elementary PTO Meeting
- 10/30, CHS Football vs. Brownwood - Senior Night
- 10/30, Superintendent Student Advisory Council - HS
- 10/31, UIL Area Round Marching Band
- 11/9, District Site-Based Meeting
- 11/13, Superintendent Student Advisory Council - Elementary
- 11/17, CISD Board Meeting

Adjournment:

The meeting adjourned at 7:04 PM.

Board President

Board Secretary

Connally Independent School District

Board of Trustee Meeting Agenda Item

November 17, 2026

Item: Designation of Nonbusiness Days Under the Texas Public Information Act

Contact Person: Keith Hannah

Presented for: Action

Supporting Documents: None

Background Information:

The Texas Public Information Act establishes deadlines for governmental bodies to respond to requests for public information. Certain days may qualify as nonbusiness days under the Act and are excluded when calculating applicable response deadlines.

The District seeks Board approval to designate ten qualifying nonbusiness days in accordance with applicable statutory requirements. This designation is intended to provide clarity and consistency in calculating statutory deadlines while ensuring the District remains compliant with the Texas Public Information Act.

The designated dates will be December 21, 2026 - January 1, 2027.

Fiscal Implications:

None

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the designation of nonbusiness days for purposes of calculating deadlines under the Texas Public Information Act as presented.

Connally Independent School District

Board of Trustee Meeting Agenda Item

November 17, 2026

Item: Purchases over $50,000

Contact Person: Jerry N. Allen

Presented for: Action

Supporting Documents: Attached

Background Information:

According to Board Policy CH Local, all purchase requests to a single vendor with an aggregate of over $50,000.00 annually must be approved by the Board of Trustees prior to being made. These purchases will be made under a pre-existing bid or purchasing cooperative. The following purchase requests have been made as of November 17, 2026:

- Due to higher-than-expected medical claims exceeding premiums during the 2025–2026 plan year, Connally ISD elected to switch insurance carriers to prevent these deficits from driving up future rates. While these unpaid claims would have rolled over had we stayed, terminating the contract triggered an unbudgeted obligation under the attached "Run Out Services Agreement" to settle all incurred claims and protect employees from direct provider billing.

Fiscal Implications:

Resolving this agreement necessitates an immediate, unbudgeted expenditure of $201,352.45 to address the prior plan year shortfall and preliminary runout claims through October, following the application of the district's remaining $85,537.51 claim reserve balance. While additional runout exposure may arise in the coming months as lagging claims are processed, submitted filings through early November remain under initial projections, suggesting the remaining financial liability should remain limited.

Administrative Recommendation(s):

The Administration recommends that the Board of Trustees approve the request for purchases over $50,000.00 as presented.

RUN OUT SERVICES
AGREEMENT

This Agreement, effective for the period beginning September 1, 2026 and ending August 31, 2027 is entered into by Connally Independent School District, an entity duly organized an existing under the laws of the state of Texas (hereinafter referred to as the "Plan Sponsor") and Allegiance Benefit Plan Management, Inc., a corporation duly organized and existing under the laws of the state of Montana (hereinafter referred to as the "TPA").

WHEREAS, the Plan Sponsor sponsors a self-funded employee welfare benefit plan (the Plan); and

WHEREAS, the Plan Sponsor provides for its employees, a program of health and welfare benefits under the plan; and

WHEREAS, the Plan Sponsor, as a participating employer, contracted with the TPA to perform certain services with respect to the Plan pursuant to a prior Administrative Services Agreement (ASA); and

WHEREAS, the Plan Sponsor has notified the TPA that it will be terminating its participation in the ASA and any amendments thereto, effective August 31, 2026; and,

WHEREAS, the Plan Sponsor has requested that the TPA continue to process the claims of the Plan Sponsor's Covered Persons for claims incurred under the Plan through 12:00 midnight, August 31, 2026;

THEREFORE, in consideration of the promises and mutual covenants contained herein, the Plan Sponsor and the TPA enter into this Run Out Services Agreement for the Plan.

ARTICLE I. DEFINITIONS

For the purposes of this Agreement the following words and phrases have the meanings set forth below, unless the context clearly indicates otherwise and wherever appropriate, the singular shall include the plural and the plural shall include the singular.

1.1 "Claim" means each bill, invoice, claims form or other document representing a request for payment for medical, dental or vision services, or for payment of shortterm disability if applicable, which is received by the TPA. Each such document will be considered to be one "Claim", regardless of the number of itemized lines on the document and regardless of whether the document is a duplicate of a previous document or whether the services indicated on the document are eligible for coverage under the applicable Plan.

1.2 "Claimant" means any person or entity submitting expenses for payment or reimbursement from the Plan.

1.3 "Claims Payment Account" means an account utilized by the Plan Sponsor for payment or reimbursement for Covered Services, which Account balances shall be an asset of the Plan Sponsor and not the Plan.

1.4 "Covered Person" is any person who is properly enrolled and entitled to benefits from the Plan.

1.5 "Covered Services" means the care, treatments, services or supplies described in the Plan Document as eligible for payment or reimbursement from the Plan.

1.6 "Employer" means the Plan Sponsor and any successor organization or affiliate of such Employer which assumes the obligations of the Plan and this Agreement.

1.7 "Fee Schedule" means the listing of fees or charges for services provided under this Agreement. The Fee Schedule is contained in Appendix A and is a part of this Agreement.

1.8 "Health Care Providers" means physicians, dentists, hospitals, or other health care practitioners or health care facilities that are duly licensed and authorized to receive payment or reimbursement for Covered Services provided under the terms of the Plan.

1.9 "Plan" means the self-funded health and welfare benefit plan, which is the subject of this Agreement and which the Plan Sponsor has established pursuant to the Plan Document.

1.10 "Plan Document" means the instrument or instruments that set forth and govern the duties of the Plan Sponsor and eligibility and benefit provisions of the Plan which provide for the payment or reimbursement of Covered Services.

1.11 “Plan Participant” is any employee, retiree or COBRA beneficiary who is properly enrolled and eligible for benefits under the Plan.

1.12 “Run Out Period” means the period of time that the TPA will process claims and provide the other services described in this Agreement, for claims incurred by Plan Participants and their covered Dependents. The specific period for this Agreement commences September 1, 2026.

1.13 "Summary Plan Description" means the document that describes the terms and conditions under which the Plan operates.

1.14 “Working Days” shall mean a regular business day which is not a recognized federal or banking holiday, and specifically excluding any Saturday or Sunday.

ARTICLE II. RELATIONSHIP OF THE PARTIES

2.1 The Plan Sponsor delegates to the TPA only those powers and responsibilities with respect to development, maintenance and administration of the Plan which are specifically enumerated in this Agreement. Any function not specifically delegated to and assumed by the TPA in writing pursuant to this Agreement shall remain the sole responsibility of the Plan Sponsor.

2.2 The parties acknowledge that:

(a) This is a contract for administrative services only as specifically set forth herein;

(b) The TPA shall not be obligated to disburse more in payment for Claims or other obligations arising under the Plan than the Plan Sponsor shall have made available in the Claims Payment Account; and

(c) This Agreement shall not be deemed a contract of insurance under any laws or regulations. The TPA does not insure, guarantee or underwrite the liability of the Plan Sponsor under the Plan. The Plan Sponsor has total responsibility for payment of Claims under the Plan and all expenses incidental to the Plan.

2.3 Except as specifically set forth herein, this Agreement shall inure to the benefit of and be binding upon the parties hereto and their respective legal successors provided, however, neither party may assign this Agreement without the prior written consent of the other.

2.4 Any dispute as to the applicability of this Agreement between the parties or the respective rights and obligations of the parties under this Agreement which the parties are unable to resolve, shall be determined by arbitration. Either party may submit the dispute to arbitration before a single arbitrator and in accordance with the rules of the American Arbitration Association. The party that does not substantially prevail shall pay the cost of such arbitration. The decision of the arbitrator shall be final and binding upon the parties and may be filed with any court of competent jurisdiction and enforced as judgment of that court.

2.5 It is agreed by the parties to this Agreement that any cause of action brought by either party to this contract must be made within two (2) years of the date of occurrence of any alleged breach, infraction or dispute, or within two (2) years of the termination date of this Agreement, whichever occurs first.

2.6 The TPA will provide monthly reports to the Plan Sponsor concerning claims processed for the Plan through the term of this Agreement.

2.7 The TPA may secure the services of actuaries, computer service firms, insurance consultants, legal counsel, accountants and any other entities that it deems necessary in performing its duties under this Agreement. At the discretion of the TPA such services may be performed directly by it, wholly or in part, through a subsidiary or affiliate of the TPA or under an agreement with an organization, agent, advisor or other person of its choosing. Any such services resulting in a charge not agreed to in the Fee Schedule must first be authorized in writing by the Plan Sponsor.

2.8 The TPA agrees to be duly licensed as a third party administrator to the extent required under applicable law and agrees to maintain such licensure throughout the term of this Agreement.

2.9 The Plan Sponsor recognizes that the TPA is licensed and/or registered as a third party administrator in numerous states. The TPA makes no representation or warranties with regard to any states wherein the TPA is not currently licensed or registered as of the date of this Agreement.

2.10 The TPA will possess throughout the term of this Agreement an in-force fidelity bond or other insurance as may be required by state and federal laws for the protection of its clients. Additionally, the TPA agrees to comply with any state or federal statutes or regulations regarding its operations.

2.11 The TPA shall be entitled to rely, without investigation or inquiry, upon any written or oral information or communication of the Plan Sponsor or Agents, including but not limited to: Consultants, Actuaries, Attorneys, Accountants, Auditors, Managed Care Organizations, Preferred Provider Organizations, Pharmacy Benefit Management Companies, Mental Health Care Management Companies or Brokers retained by the Plan Sponsor.

2.12 The TPA will indemnify, defend, save and hold the Plan Sponsor harmless from and against any and all claims, suits, actions, liabilities, losses or damages including court costs and attorney's fees with respect to the Plan which directly result from or arise out of the dishonest, fraudulent, grossly negligent or criminal acts of the TPA or its employees, except for any acts taken at the specific direction of the Plan Sponsor.

2.13 The Plan Sponsor accepts all legal and financial liability for its own actions or inactions as well as the actions or inactions of its authorized representatives. The Plan Sponsor shall ensure that no such legal or financial liabilities shall be borne by the TPA and shall indemnify and hold the TPA harmless for the same.

2.14 The terms and conditions of this Agreement apply only to those claims incurred prior to September 1, 2026, but processed by the TPA during the term of this Agreement. The TPA shall have no obligation or responsibility of any nature for claims incurred on or after September 1, 2026 or any other Plan issues that occur after August 31, 2027.

However, upon specific request of the Plan Sponsor, for claims incurred before September 1, 2026, but received by the TPA after August 31, 2027, the TPA may:

(a) process specific claims for a per claim processed fee of $25.00, provided that the TPA's claims processing system contains sufficient claim processing information for the Plan Sponsor's Plan on the date any such request is made, or

(b) in the alternative, forward unprocessed claims to an address designated by the Plan Sponsor, for a claims forwarding fee of $25.00 per claim.

2.15 In addition to the requirements of section 2.12, for any Claims, appeals or Provider Inquiries (as defined in section 3.16) received by the Plan Sponsor or the TPA prior to the execution of this Agreement, the Plan Sponsor shall indemnify and hold harmless TPA from any complaint, claim, penalty or expense incurred as a result of the Plan Sponsor's failure to comply with the requirements or provisions of applicable, federal, state, and local laws, rules and regulations.

ARTICLE III. THE TPA'S RESPONSIBILITIES

The TPA will provide the following Plan administrative services for the Plan Sponsor. The fee for these services will be set forth in Appendix A attached hereto:

3.1 Maintain Plan records based on eligibility information submitted by the Plan Sponsor as to the dates on which a Covered Person's coverage commences and terminates.

Maintain Plan records of Plan coverage applicable to each Covered Person based on information submitted by the Plan Sponsor.

Maintain Plan records regarding payments of Claims, denials of Claims, and Claims pended.

3.2 Process Claims which were incurred before September 1, 2026, by Covered Persons, according to the terms of the Plan Document as construed by the Plan Sponsor. These Claims will be processed in accordance with prevailing industry practices, and the TPA will use an industry-recognized method of determining usual, customary, and reasonable charges.

Decide as to the validity of a Claim or the need for additional information within fourteen (14) Working Days of the date the Claim is received by the TPA.

If additional information is needed, send through the U.S. Mail to the appropriate persons (with a copy to the Plan Participant) a request for the required information. The TPA will have no responsibility of any nature for claims for which responses are received after the termination date of this Agreement, except to forward the responses to the Plan Sponsor.

When all necessary documents and Claim form information has been received and the Claim has been approved, a Claim check or draft will be remitted on the next claim batch dispersal date provided that the Plan Sponsor has provided funds for such claim or advance funding has been provided by the excess loss insurance carrier. All claims will remain in a processed but pended status until funded by the Plan Sponsor or its excess loss insurance carrier up to the termination date of this Agreement.

3.3 After termination of this Agreement, a summary report of any pended claims that remain unfunded will be provided to the Plan Sponsor, and said pended claims will be moved to a view-only claim status in the TPA's system. The TPA will have no further responsibility or liability of any nature regarding those claims. The TPA will inform any Plan Participant or Health Care Provider who inquires about any claim which is pended for lack of funds that such claim has been received and processed and is pending receipt of funds. No further explanation will be required of the TPA under such circumstances.

3.4 Process, issue, and distribute Claims checks or drafts as instructed by the Plan Sponsor to Plan Participants, Health Care Providers, or others as may be applicable.

The TPA shall establish and maintain usual and customary investigative benefit and claim review procedures within the usual standard of care in the TPA industry. The TPA shall take reasonable measures and precautions to prevent the allowance and payment of improper benefits and claims. The TPA shall not be liable for fraud by any Health Care Provider or for errors in claims payments made to Covered Persons or designated assignees in good faith. If a

claim payment error is discovered, the Covered Person will be notified and requested to refund payment. In the event that the Covered Person or their assignee does not respond to the refund request or refuses payment the Plan Sponsor will be notified. The Plan Sponsor shall have the right to bring action against any employee or provider of service who does not voluntarily agree to repay the Plan for payments made in error.

Every week the TPA will notify the Plan Sponsor of the Claim batch amount required to be deposited to the Claims Payment Account to pay the Claims liability as these Claims occur. Failure to advance this amount within five (5) Working Days of receipt of said notice will result in immediate termination of this Agreement.

3.5 Notify Covered Persons in writing through the U.S. Mail of ineligible Claims received. The Explanation of Benefits form (EOB) indicates the reason why such claim is ineligible for payment. The EOB shall also contain notice of the written Claims review and appeal procedure in the Plan. This notification will be made within an average of fourteen (14) Working Days of the date the TPA receives the complete Claim, including any information received in accordance with Section 3.2 and any Plan interpretations by the Plan Sponsor.

3.6 Maintain local telephone service and toll-free telephone lines for inquiries made by Covered Persons regarding the status of their claims. Such telephone lines may be recorded by the TPA.

3.7 Respond to Claims inquiries by a Covered Person, the estate of a Covered Person, an authorized member of a Covered Person's family unit, the Covered Person's authorized legal representative or an authorized Health Care Provider.

3.8 Maintain information that identifies a Covered Person in a confidential manner. The TPA agrees to take all reasonable precautions to prevent disclosure or the use of Claims information for a purpose unrelated to the administration of the Plan.

The TPA will only release this information for certificate of need reviews; for medical necessity determinations; to set uniform data standards; to update relative values scales; to use in Claims analysis; to further cost containment programs; to verify eligibility; to comply with federal, state or local laws; for coordination of benefits; for subrogation; in response to a civil or criminal action upon issuance of a subpoena; or with the written consent of the Covered Person or their legal representative.

3.9 Maintain a Claim file on every Claim reported to it by the Covered Persons. Copies of such records shall be made available to the Plan Sponsor during a regularly scheduled Working Day at the office of the TPA for consultation, review, and audit upon advance notice of a minimum of fourteen (14) Working Days.

The Plan Sponsor shall pay for any audit made at its request or at the request of the Plan Sponsor's stop loss carrier. A fee of fifteen cents ($.15) per photocopy or $500 per magnetic disc or part thereof will be paid by the Plan Sponsor or Plan auditor on behalf of the Plan Sponsor for any Plan Claim or other record. Electronically stored data will be produced only in the TPA's current data/software format, and the TPA shall have no obligation to provide customized programming or electronic data formats. The TPA will charge a fee of not less than $2,500.00 for services, assistance and consultation connected with such an audit. A retainer of $2,500.00 for the audit fee shall be paid in advance and shall become non-refundable on the day an audit commences. The TPA shall charge its usual charges, as stated in Appendix A hereto, for professional, managerial and clerical time against the retainer. Charges in excess of the retainer shall be billed as incurred.

Any audit must be conducted by an auditor mutually acceptable to the Plan Sponsor and the TPA, and the audit shall include, but not necessarily be limited to, a review of procedural controls, a review of system controls, a review of Plan provisions, a review of a statistically valid, random sampling of Claims, and comparison of results to TPA industry performance standards and any statistical models previously agreed to by the Plan Sponsor and the TPA in writing.

3.10 Provide the following reports:

(a) monthly summary of benefits paid analysis by type of Claim and total dollar amounts;

(b) monthly check register; and

(c) other reports agreed to in writing by the TPA.

3.11 For claims incurred after August 31, 2026, the TPA will not be responsible for or provide subrogation services or reimbursement services during the Run Out Period or after the Run Out Period.

3.12 Forward all ongoing claims overpayment cases in the TPA's possession to the Plan Sponsor for any additional action the Plan Sponsor deems necessary.

The TPA will not be responsible for or provide overpayment recovery services during the Run Out Period or after the Run Out Period.

3.13 Upon termination of this Agreement, a summary paid claim report of all claims paid during the term of this Agreement, copies of any governmental reports, and plan documents will be remitted to the Plan Sponsor. Until that time, these records will be maintained at the TPA's principal administrative office. After that time, claim files are available to the Plan Sponsor. Copies of any materials in storage will be available to the Plan Sponsor for a copy fee of fifteen cents ($.15) per page copied plus a retrieval fee of ten dollars ($10.00) per box or CD ROM diskette accessed. The Plan Sponsor shall have ninety (90) days from the date of termination of this Agreement to designate and request the records in storage that it wishes to be forwarded.

3.14 The TPA will have no responsibility or obligation of any nature for COBRA services during the Run Out Period or after the Run Out Period.

3.15 For claims incurred prior to September 1, 2026, the TPA will act as a limited claims fiduciary during the Run Out Period and provide decisions on First Level of Benefit Determination Reviews and Second Level of Benefit Determination Reviews ("Claims Appeals Process") for the fee set out in Appendix A (infra). The Plan Sponsor will pay the actual cost of any independent expert medical consultation necessary during the Claims Appeal Process to determine claims eligibility under the Plan.

3.16 For claims incurred prior to September 1, 2026, the TPA will review and respond to written requests for claim reviews, payment disputes or other inquiries from Health Care Providers that are not from a Covered Person or the Covered Person's authorized representative ("Provider Inquiry") during the Run Out Period. The Plan Sponsor will pay the actual cost of any independent expert medical consultation necessary to review and respond to a Provider Inquiry.

3.17 The TPA will have no responsibility or obligation of any nature to respond to appeals or provider inquiries after the Run Out Period.

3.18 Upon written request of Plan Sponsor, the TPA will provide written confirmation of the TPA's compliance with the gag clause prohibition (Consolidated Appropriations Act, 2021) during the Run Out Period in relation to: (1) Cigna network contracts; (2) Montana Allegiance Direct network contracts; and (3) this Agreement. If the written request from Plan Sponsor is received at least thirty (30) days prior to the filing deadline, the written confirmation of the TPA's compliance will be provided at least fifteen (15) days prior to the deadline. The TPA assumes none of the Plan's responsibility for filing the gag clause prohibition attestation or liability for complying with the filing.

3.19 For claims incurred prior to September 1, 2026 for which a subrogation/reimbursement case has been opened by the TPA prior to September 1, 2026, the TPA will perform subrogation and reimbursement services during the Run Out Period as described and for the fee set out in Appendix B (attached and incorporated herein).

3.20 For claims incurred prior to September 1, 2026 and received during the Run Out Period, the TPA will perform subrogation and reimbursement services during the Run Out Period as described and for the fees set out in Appendix A (infra.) and Appendix B (infra.).

3.21 At the conclusion of the Run Out Period, the TPA will forward all ongoing subrogation/reimbursement cases in the TPA's possession to the Plan Sponsor for any additional action the Plan Sponsor deems necessary. The TPA will not be responsible for or provide subrogation services or reimbursement service after the Run Out Period.

ARTICLE IV. THE PLAN SPONSOR'S RESPONSIBILITIES

The Plan Sponsor or Employer will:

4.1 Resolve all Plan ambiguities and disputes relating to the Plan eligibility of a Covered Person, Plan coverage, denial of Claims or decisions regarding appeal or denial of Claims, or any other Plan interpretation questions. The Plan Sponsor will respond to any written request made by the TPA within five (5) Working Days or prior to the termination date of this Agreement, whichever occurs first.

The TPA will administer and process Claims in accordance with Article III if the Plan Document and Summary Plan Description are clear and unambiguous as to the validity of the Claims and the Covered Persons' eligibility for coverage under the Plan. If processing a benefit Claim requires interpretation of ambiguous Plan language, and the Plan Sponsor has not previously indicated to the TPA the proper interpretation of the language, then the Plan Sponsor will be responsible for resolving the ambiguity or any other dispute.

The Plan Sponsor's decision as to any Claim (whether or not it involves a Plan ambiguity or other dispute) shall be final and binding unless modified or reversed by a court or regulatory agency having jurisdiction over such Claim matter.

4.2 Prospectively fund the Claims Payment Account every week and grant the TPA drafting authority for payment of claims or administrative expenses of the Plan or the Plan Sponsor. Failure to fully comply with this provision will result in termination of this Agreement by the TPA within five (5) Working Days after notice of a claims fund batch amount is sent to the Plan Sponsor via facsimile telephone request, if funds are not remitted by the Plan Sponsor, within five (5) Working Days of receipt of the request.

4.3 Not demand or require the TPA, under any circumstances, to issue claim drafts for Claims, or any other costs arising out of the subject matter of this Agreement, unless the Plan Sponsor has so authorized and has previously deposited sufficient funds to cover such payment(s).

4.4 Acknowledge that it is the Plan Sponsor, Plan Administrator, and Named Fiduciary. As such, the Plan Sponsor retains full discretionary control and authority and discretionary responsibility in the operation and administration of the Plan.

4.5 Hold confidential information obtained that is proprietary to the TPA or information or material not generally known by personnel other than management employees of the TPA. Except as prohibited by the Consolidated Appropriations Act, 2021, the Plan Sponsor acknowledges that such proprietary information shall include financial information, reasonable and customary Claims levels, and Claims administration guidelines or procedures of the TPA or its affiliates or subcontractors.

4.6 Pay, in accordance with the Fee Schedule, in advance, the TPA's fees for services rendered under this Agreement. It is specifically agreed and disclosed that the TPA may withdraw from the Claims Payment Account any fee then due to the TPA prior to application of the funds in the Claims Payment Account to payment of Claims or any other costs arising out the Plan or the subject matter of this Agreement.

4.7 Pay the actual cost of any expert medical consultation required to determine claims eligibility under the Plan as a claims cost.

4.8 Have the sole responsibility for filing an annual gag clause prohibition attestation in compliance with the Consolidated Appropriations Act, 2021.

ARTICLE V. DURATION OF AGREEMENT

5.1 This Agreement shall commence on September 1, 2026 and end on August 31, 2027. This Agreement may not be extended in any manner, by either party hereto.

5.2 The TPA may, at its sole option, terminate this Agreement with five (5) Working Days' written notice upon the occurrence of any one or more of the following events pertaining to the Plan Sponsor:

(a) The Plan Sponsor fails to pay administration fees or other fees for the TPA's services upon presentation for payment and in accordance with the Fee Schedule;

(b) The Plan Sponsor fails to comply with any federal, state, or other government statute, rule, or regulation;

(c) The Plan Sponsor, through its acts, practices, or operations, exposes the TPA to any existing or potential investigation or litigation;

(d) Court appointment of a permanent receiver for all or substantially all of the Plan Sponsor's assets;

(e) A general assignment for the benefit of creditors by the Plan Sponsor;

(f) The filing of a voluntary or involuntary petition of bankruptcy, if such petition is not dismissed within forty-five (45) days of the date of filing, provided that an order for relief from automatic stay has been obtained, or with respect to a Chapter 11 proceeding, that the bankrupt or Bankruptcy Trustee fails to reaffirm this Agreement and provide adequate assurances pursuant to 11 U.S.C. 365; or

(g) Failure to fund Claims as required by this Agreement.

5.3 The Plan Sponsor may, at its option, terminate this Agreement with five (5) Working Days' written notice upon the occurrence of any one or more of the following events pertaining to the TPA:

(a) Court appointment of a permanent receiver for all or substantially all of the TPA's assets;

(b) A general assignment for the benefit of creditors by the TPA;

(c) The filing of a voluntary or involuntary petition of bankruptcy, if such petition is not dismissed within forty-five (45) days of the date of filing, provided that an order for relief from automatic stay has been obtained, or with respect to a Chapter 11 proceeding, that the bankrupt or Bankruptcy Trustee fails to reaffirm this Agreement and provide adequate assurances pursuant to 11 U.S.C. 365;

(d) The TPA fails to comply with any federal, state, or other government statute, rule, or regulation; or

(e) The TPA loses its licensure or certification required by law to continue its business or continue as the TPA.

5.4 If this Agreement is terminated prior to August 31, 2027, as a result of the breach or non performance by the Plan Sponsor of any condition or term of this Agreement, or as the result of any event specified in subsection 5.2 of this Agreement, the TPA shall have no liability or responsibility of any nature to refund any advance payment for the TPA's services made by the Plan Sponsor according to the terms and conditions of this Agreement, and any retained funds shall be considered liquidated damages for the TPA's costs incurred as fixed costs, and to prepare for and perform services pursuant to this Agreement, and not as a penalty.

5.5 The TPA agrees that if after the termination of this Agreement, the Plan Sponsor requires reports or information in the possession of the TPA for purposes of responding to audits, appeals or regulatory inquiries, for a period not to exceed seven (7) years after the termination of this Agreement, the TPA will provide information in its possession and support as requested from the Plan Sponsor for the fees set out in the Fee Appendix of this Agreement as applicable. All fees, information content and assistance from the TPA under this paragraph must be agreed upon between the parties in advance, in writing.

ARTICLE VI. MISCELLANEOUS

6.1 This Agreement, together with all addenda, exhibits, and appendices supersedes any and all prior representations, conditions, warranties, understandings, proposals, or other agreements between the Plan Sponsor and the TPA hereto, oral or written, in relation to the services and systems of the TPA, which are rendered or are to be rendered in connection with its assistance to the Plan Sponsor in the administration of the Plan.

6.2 This Agreement, together with the aforesaid addenda, exhibits, and appendices constitutes the entire agreement of whatsoever kind or nature existing between or among the parties.

6.3 The parties hereto, having read and understood this entire Agreement, acknowledge and agree that there are no other representations, conditions, promises, agreements, understandings, or warranties that exist outside this Agreement which have been made by either of the parties hereto, which have induced either party or has led to the execution of this Agreement by either party. Any statements, proposals, representations, conditions, warranties, understandings, or agreements which may have been heretofore made by either of the parties hereto, and which are not expressly contained or incorporated by reference herein, are void and of no effect.

6.4 This Agreement may be executed in two or more counterparts, each and all of which shall be deemed an original and all of which together shall constitute but one and the same instrument.

6.5 In the event any provision of this Agreement is held to be invalid, illegal, or unenforceable for any reason and in any respect, such invalidity, illegality, or unenforceability shall in no event affect, prejudice, or disturb the validity of the remainder of this Agreement, which shall remain in accordance with its terms.

6.6 The Plan Sponsor will notify the TPA within five (5) Working Days of any inquiry or threatened litigation made by any Covered Person or authorized representative of any Covered Person related to Plan Documents, Plan Records, Claims, Claims Appeals, Claims Disputes, threatened litigation, lawsuits pertaining to the Plan or any inquiry or threatened litigation made by any federal or state authority regarding the Plan.

6.7 In the event that either party is unable to perform any of its obligations under this Agreement because of natural disaster, labor unrest, civil disobedience, acts of war (declared or undeclared), or actions or decrees of governmental bodies (any one of these events which is referred to as a "Force Majeure Event"), the party who has been so affected shall immediately notify the other party and shall do everything possible to resume performance.

Upon receipt of such notice, all obligations under this Agreement shall be immediately suspended. If the period of non-performance exceeds fourteen (14) Working Days from the receipt of notice of the Force Majeure Event, the

party whose ability to perform has not been so affected may, by giving ten (10) Working Days' written notice, terminate this Agreement.

6.8 All notices required to be given to either party by this Agreement shall, unless otherwise specified in writing, be deemed to have been given three (3) Working Days after deposit in the U.S. Mail, first class postage prepaid, certified mail, return receipt requested.

Any official notice to the TPA will be mailed to the attention of the President and CEO at 2806 South Garfield St., Missoula, MT 59801.

Any official notice to the Plan Sponsor will be mailed Keith Hannah, Connally Independent School District, 200 Cadet Way, Waco, TX 76705.

6.9. This Agreement shall be interpreted and construed in accordance with the laws of the state of Montana except to the extent superseded or pre-empted by federal law.

6.10. No forbearance or neglect on the part of either party to enforce or insist upon any of the provisions of this Agreement shall be construed as a waiver, alteration, or modification of the Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on their behalf by their duly authorized representatives' signatures, effective as of the date first above written.

CONNALLY INDEPENDENT SCHOOL DISTRICT (PLAN SPONSOR)	**ALLEGIANCE BENEFIT PLAN MANAGEMENT, INC. (TPA)**
BY: _____	By: _____
NAME: _____	NAME: Stephen A. Tahta
TITLE: _____	TITLE: **President and CEO**

APPENDIX A
FEE SCHEDULE AND
FINANCIAL ARRANGEMENT

I. Fee Schedule

The Plan Sponsor and the TPA hereby agree to the compensation schedules set forth below as being the sole compensation to the TPA for any of its services which relate to the Plan.

A. Run out services fees for 12 months of benefit plan claims processing services for health benefits were included in the Participating Employer Level Funded Funding and Fee Agreement previously executed by the parties.

B. An audit assistance fee retainer of $2,500.00, to be paid immediately upon receipt by the TPA of notice of an audit. Audit fees shall be $100.00 per hour for executive/ professional services, $75.00 per hour for managerial/technical services and $25.00 per hour for clerical services, which fees shall be billed against the retainer.

C. Hourly fee of $175.00 for welfare plan consulting. Such services must be agreed to in advance by the Plan Sponsor.

D. Hourly fee of $175.00 for special claims history research. Such services must be agreed to in advance by the Plan Sponsor.

E. Final fee of $500.00 for forwarding electronic eligibility/enrollment files in the TPA's format to the Plan Sponsor (if requested).

F. Final fee of $2,500.00 for forwarding electronic claim system history files in the TPA's format to the Plan Sponsor (if requested).

G. A fee of $175.00 per hour for any ad-hoc reports requested by the Plan Sponsor during the Run Out Period.

H. Any PPO access fees or pay for performance fees required to process claims under the terms of this Agreement.

I. All out of network savings fees incurred per claim.

J. A fee of $1,000.00 for submission of the reporting due in 2027 under Section 204 of the Consolidated Appropriations Act, 2021 on behalf of the Plan for claims paid by the TPA from January 1, 2026 through December 31, 2026. Plan Sponsor must provide any information or data required for the TPA to complete the filing by May 1st of the reporting year.

K. QPA/Mediation fees of 13% of savings and as applicable federal mediator's fee set by law.

L. Continuity of Care (COC) fee of $12.00 per COC letter sent and up to $275.00 per case for case review.

M. Maintenance of all shoppable procedures files website as required by the Consolidated Appropriations Act, 2021 included in the run out services fee.

N. A pass through of fees to Zelis based on the TPA's contract with Zelis for services related to claims editing and payment integrity.

O. Allegiance Care Management medical review fees:

Doctors: $300.00/hour
Nurses: $110.00/hour

P. A fee of $750 for each First Level Benefit Determination Review performed by TPA as well as for each Second Level Benefit Determination Review performed by TPA during the Run Out Period plus the actual cost of any independent expert medical consultation necessary during the Claims Appeal Process.

Q. A fee of $50 for each review and response to a Provider Inquiry performed and provided by TPA plus the actual cost of any independent expert medical consultation necessary to review and respond to a Provider Inquiry.

R. A fee of $350.00 per subrogation/reimbursement case opened during the Run Out Period for initial processing, claims history research and reporting related to subrogation and reimbursement services in addition to the fees described in Appendix B (infra.).

II. Financial Arrangement

The Plan Sponsor agrees to fund all claims no less frequently than weekly, and within five (5) Working Days of receipt of notice of the claim batch amount from the TPA.

The Plan Sponsor agrees to pay the administrative and claims processing fees under this Agreement no less frequently than weekly, and within five (5) Working Days of receipt of the invoice from the TPA for the same.

APPENDIX B
SUBROGATION AND REIMBURSEMENT SERVICES

The Plan Sponsor and the TPA hereby agree that the TPA will perform certain services in connection with the Plan regarding subrogation and reimbursement rights of the Plan and for the fees stated in this Appendix and any related fees in Appendix A (infra.).

A. The TPA shall provide recovery services for subrogation and reimbursement of Complete Claims paid by the Plan. Subrogation services shall include direct recovery on behalf of the Plan against third parties and reimbursement services shall include recovery of Plan funds from those Covered Persons who have recovered damages from third parties. Such services shall include review of paid Complete Claims and applicable medical records, identifying potential subrogation and reimbursement claims, follow up questionnaires to Covered Persons and Health Care Providers, additional research as necessary, notification to Health Care Providers, Covered Persons, and their authorized representatives, settlement of claims with prior authorization from the Plan Administrator, and other acts necessary to effectuate recovery of Plan funds.

B. The Plan Sponsor shall pay direct costs incurred by the TPA if written approval is given in advance by the Plan Sponsor for subrogation and reimbursement services, including, but not limited to costs of consultants, outside legal counsel, and other professionals. The Plan Sponsor shall also pay the TPA thirty percent (30%) of the total funds recovered from subrogation or reimbursement less any direct costs incurred by the TPA. The Plan Sponsor shall never receive less than seventy percent (70%) of any subrogation recovery.

C. If necessary to retain outside legal counsel for recovery of Plan funds, the Plan Sponsor shall have sole discretion to select and retain legal counsel.

D. The Plan Sponsor and the TPA acknowledge that negotiation or waiver of a subrogation/reimbursement claim may be necessary as a result of state or federal law or the specific facts and circumstances of the disputed Claim. The TPA shall refer any requests for negotiation or waiver of a claim to the Plan Sponsor for final settlement.

AMENDMENT to PARTICIPATING EMPLOYER LEVEL FUNDED FUNDING AND FEE AGREEMENT

Effective July 1, 2026, the Education Service Center Region 12 Universal Benefits Consortium (UBC), the Participating Employer, Connally Independent School District and Allegiance Benefit Plan Management, Inc. (TPA) hereby agree the Participating Employer Agreement between the parties for the period September 1, 2025 and ending on August 31, 2028 (Agreement) is amended and made a part of that Agreement as set out below:

Participating Employer Level Funded Funding and Fee Agreement:

Termination date change

The Participating Employer and TPA hereby agree that the contract period for the Agreement for the period September 1, 2025 through August 31, 2028 is hereby amended to terminate on August 31, 2026.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed on their behalf by their duly authorized representatives' signatures, effective as of the date first written above.

PARTICIPATING EMPLOYER: Connally Independent School District

By: _____
(Name/Title)

By: _____
(Signature)

Date: _____

ALLEGIANCE BENEFIT PLAN MANAGEMENT, INC.
2806 S. Garfield St.
Missoula, MT 59801

by: **Stephen Tahta**
President & CEO

By: _____
(Signature)

Date: _____