



Agenda of Regular Meeting Thursday, September 18, 2025

The Board of Trustees Richardson ISD

A Regular Meeting of the Board of Trustees of Richardson ISD will be held Thursday, September 18, 2025, beginning at 6:00 PM in the Administration Building, 400 S. Greenville Ave, Richardson, TX 75081.

Prior to or during consideration of agenda subjects, the board will hear public comments from any member of the public who has complied with District procedures for signing up to speak. The notice for this meeting was posted on September 12, 2025.

Public Comments: - Persons wishing to address the Board must complete an online Public Comment form by signing up at <https://web.risd.org/board/public-comments/> beginning when the meeting agenda is posted through 12:00 p.m. on the day of the meeting. RISD will not accept submissions after 12:00 p.m. on the posted meeting date. Persons who do not have access to a computer to complete the Public Comment form online may contact the Board Office during normal business hours at 469-593-0403 (español 469-593-0312) for assistance. Persons wishing to speak must complete the online registration form in full and be present at the meeting to make his/her own comments during the designated time for Public Comment to be eligible to speak. Any registered speaker who is absent from the meeting at the time for Public Comment forfeits the opportunity to address the Board at that meeting.

Disruptions. Disruptive behavior will not be tolerated during a meeting. After providing at least one warning to a disruptive visitor, the presiding officer may request assistance from law enforcement officials to remove from the meeting any person who continues to disrupt the meeting by utterances or actions. A visitor who exhibits disruptive behavior in a subsequent meeting may be issued a trespass warrant. It is a criminal offense for a person, with intent to prevent or disrupt a lawful meeting, to substantially obstruct or interfere with the ordinary conduct of a meeting by physical action or verbal utterance.

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

I. **CALL TO ORDER**

A. Pledge of Allegiance / Moment of Silence

B. Announcements / Communications

Recognition of Schools, Students and Staff

6

II. **PUBLIC COMMENT FOR PUBLIC HEARING**

Agenda Related Topic

III.	PUBLIC HEARING 2025-2026 PROPOSED TAX RATE	8
IV.	PUBLIC COMMENT SECTION Comments from visitors who submitted the form requesting to address Board Members.	
	A. Agenda Related Topic	
	B. Non-Agenda Related Topic	
V.	CONSENT / CONFIRMATION AGENDA ITEMS Submitted for Action and/or Information	
	A. Minutes of August 7, August 21 and August 26, 2025 Action Item	24
	B. Human Resources Report Action/Information Item	38
	C. Recommended Specified Best Value/Low Bids, Contracts and Cumulative Purchases Action/Information Item	54
	Part A: New Bids - For Approval Miscellaneous Consultant Services (SY25-26) Commodity Discount Providers Third Party Staffing Services Kitchen Dish Machine and Booster Heater Equipment Including Installation for Child Nutrition Demography Services Construction Manager-At-Risk Natatorium Renovation Projects	
	Part B: Bid Renewals - For Approval Office Supplies and Related Items for Child Nutrition Department	
	Part C: Purchase and Contract Information (Greater than \$100,000) - For Approval Purchases, Contracts, Contract Modifications & Change Orders: Dallas Central Appraisal District - Frontline Education - IEP eStar 7/1/2025 - 6/30/2028 (RISD #23-270) RollKall Technologies, LLC - Off Duty Security Services (RISD #25-344) United Mechanical - Replace (2) chillers at PDC (RISD # 22-186) Mobile Communications America - WiFi Capable radios (Buyboard # 696-23) Emergent Tree - licenses and training for specific campuses on Tier 2 behavior practices and interventions (RISD # 23-270 and 22-184)	
	Part D: Interlocals, MOU's, and Other - For Approval Interlocal Agreements: Texas Woman's University - Clinical Affiliation Agreement - 5- year term Choice Partners Cooperative 2025-2026 Participation Agreement July 1, 2025- June 30, 2026 (Smallwares, Preventative Maintenance, Repairs for Food Services)	
	Memorandums of Understanding: None	
	Cooperative Agreements: Labatt Food Service - per Multi Region Purchasing Cooperative #2021-02 (Full Line Grocery, NOI FFS Distribution) through June 30, 2026 JourneyED.com, Inc- per TIPS 230105 (Technology Software and Services) through May 30, 2028 3CLOUD per Plano ISD 2021-047-S3 (Administrative Consulting Services) through May 31, 2026 Mythics LLC per Omnia R240202 (Oracle Products and Services) through December 31, 2027 Klement Distributions, Inc. - Delivered Ice Cream for the 2025-2026 school year (MRPC)	

RTI Scheduler Gammon Application LLC- per TIPS 240402 (Office and School Supplies, Products, and Services
Albourn & Associates LLC - per BuyBoard 699-23 (Translation Services) through May 31, 2026.
Wesco Distribution, Inc dba Anixter- per Omnia Partners R240809 (Maintenance, Repair, and Operations (MRO) Supplies
Equipment, and Related Products and Services) through October 31, 2027
Carahsoft Technology Corporation per (Omnia R240303 Software Solutions and Services) through December 31, 2027
Southern Tire Mart, LLC per TIPS (Tires and Associated Goods and Services) through June 30, 2026
IdentiSys, Inc- per Buyboard 759-25 (Technology Software and Services) through January 31, 2026
The Library Corporation DBA Carl Corporation or Techlogic per Equalis R10-1118 (Library Management Solutions) through
June 30, 2026
Rene Bates Auctioneers per Buyboard #708-23 (Auction Services) through August 31, 2026
Procure Solutions dba Procure Software Holdings, LLC-per EPCNT Lewisville ISD #F1072A-23 (Instructional Materials, Teaching
Aids, Supplies, Software, Equipment, and other related products and Services) through January 28, 2026

Other:

None

Part E: Contracts, Contract Modifications & Change Orders: Less than \$100,000 (Information Only)

The Stepping Stones on behalf of LeAnne Hendrickson - Fulfill all special education teacher responsibilities for the position assigned to, including: planning and delivering instruction, writing, implementing and monitoring student Individual Educations Programs, preparing for and attending Admission, Review and Dismissal committee meetings, and participating in campus team meetings and staff development through May 22, 2026.

Translation & Interpretation Network - Foreign language translation services to include written language translation for Special Education documents, as required. Foreign language interpretation services to include on-demand phone and video interpretations as well as scheduled consecutive interpretation onsite through July 31, 2026.

Bilingual Speech Services on behalf of Lindsey Leander - Speech Language Pathology: To provide support to District Speech Language Pathology Team to include but not limited to collaboration with campus teams, attendance in Multi-Tiered Support Systems meetings, comprehensive speech language therapy, writing Individualized Education Program completing evaluations, updating progress, and attendance of Admission, Review and Dismissal meetings through 2025-26 school year.

Jan Doughman Lucio - Assist the Instructional Technology Department by providing services to campuses and departments, which will include but will not be limited to campus technology needs and troubleshooting and distribution of devices through June 30, 2026.

Amanda Harrison - Pearce High School Color Guard Director & Tech, which includes but is not limited to: costume and music coordinator, choreographer, and student coach through May 22, 2026.

Lead Partners LLC - to increase student learning and development, to develop our teachers to increase Tier 1 instruction with all students as assigned with our respective schools framework - school improvement work through June 30, 2026.

LeTourneau & Associates on behalf of Stacie Brown - to provide support to District Speech Language Pathology Team to include but not limited to collaboration with campus teams, attendance in Multi-Tiered Support Systems meetings, comprehensive speech language therapy, writing Individualized Education Program, completing evaluations, updating progress and attendance of Admission, Review and Dismissal meetings through 2025-26 school year.

Bilingual Speech Services on behalf of Terri Johnson - Speech Language Pathology: To provide support to District Speech Language Pathology Team to include but not limited to collaboration with campus teams, attendance in Multi-Tiered Support Systems meetings, comprehensive speech language therapy, writing Individualized Education Program completing evaluations, updating progress, and attendance of Admission, Review and Dismissal meetings through 2025-26 school year.

Part F: Cumulative Purchases - Information Only

Cumulative Purchases from Qualified Vendors:

1GPA

ALLIED STATES (Region 19)

BUY BOARD - Texas Association of School Boards

CCGPF - Collin County Governmental Purchasing Forum

CPGPC - Choice Partners
 CTPA
 DIR - State of Texas Department of Information Resources
 EPCNT - Education Purchasing Cooperative of North Texas
 SOURCEWELL - Sourcewell (previously NJPA)
 MRPC
 OMNIA Partners - TCPN/IPA/US Communities
 TCCPP - Tarrant County Cooperative Purchasing Program
 TIPS - The Interlocal Purchasing System
 TPASS - Texas Procurement and Support Services
 EQUALIS
 E&I - Cooperative Services

D.	Schedule of Upcoming Bids	63
	Information Item	
E.	Bond Expenditure Report	65
	Information Item	
F.	Budget Status Report	69
	Action Item	
G.	Consider T-Tess Appraisers for 2025-2026	78
	Action Item	
H.	Consider Superintendent Contract Amendment	79
	Action Item	
I.	Review and Approval of Investment Policy and Investment Strategy — Policy CDA (Local)	80
	Action Item	
J.	Resolution Designating Investment Officers for the District	90
	Action Item	
K.	Review and Approve Qualified Investment Brokers	92
	Action Item	
L.	Review and Approve Independent Sources of Instruction for the Training of Investment Officers	94
	Action Item	
M.	Approval to Ratify Agreements as Presented	96
	Action Item	
VI.	ACTION / INFORMATION ITEMS	
A.	Consider Gifts	101
	Action Item	
B.	Consider Adoption of Tax Rate for the 2025-2026 School Year	103
	Action Item	
C.	Consider Classroom Waivers	106
	Action Item	
D.	Review District Improvement Plan and House Bill 3 Goals	112
	Information Item	
VII.	CLOSED MEETING	

If, during the course of the meeting, the Board of Trustees should determine that a closed session is required, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, including but not limited to Section 551.071-Consultation with Attorney and 551.074 - Personnel Matters.

VIII. RECONVENE

Open Meeting to vote on matters considered in Closed Meeting, if applicable.

IX. ADJOURNMENT

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]

The background of the image is a waving American flag. The stars and stripes are clearly visible, with the blue field of stars on the left and the red and white stripes on the right. The flag appears to be moving, creating a sense of dynamic energy.

**I pledge allegiance
To the Flag of the
United States of America,
and to the Republic
for which it stands,
one Nation under God,
indivisible, with liberty
and justice for all.**

The background of the image is the Texas state flag, featuring a blue field with a white five-pointed star on the left, and a white and red field on the right. The text is overlaid on the right side of the flag.

**Honor the Texas flag;
I pledge allegiance
to thee, Texas,
one state under God,
one and indivisible.**

Link to Tax Rate Adoption Presentation:

<https://docs.google.com/presentation/d/1aUho9e1uCvvHoFYyH5YJ9QwcB0KP4yvwOIRU10-Zwrg/edit?usp=sharing>



2025-2026

Tax Rate Adoption

September 18, 2025



OUR NORTH STAR GOAL: EVERY STUDENT, TEACHER, AND LEADER WILL MEET OR EXCEED THEIR ACADEMIC GROWTH GOALS.

Agenda



- Tax rate adoption
- General Fund budget update



Property Tax Facts (Certified Tax Roll)



Description	Total	Residential	Commercial
Parcels - Count	65,910	53,042	12,868
Parcels - %		80.5%	19.5%
Certified Taxable Value - Amount	\$33,586,742,779	\$16,960,831,832	\$16,625,910,947
Certified Taxable Value - %		50.5%	49.5%

- 29% of residential accounts have an over 65 levy freeze - 28% in prior year
- Current year reappraisal rate 85.1% - prior year 77.8%
- Property above 105% and below 95% of expected value is reappraised



Tax Rate Comparison



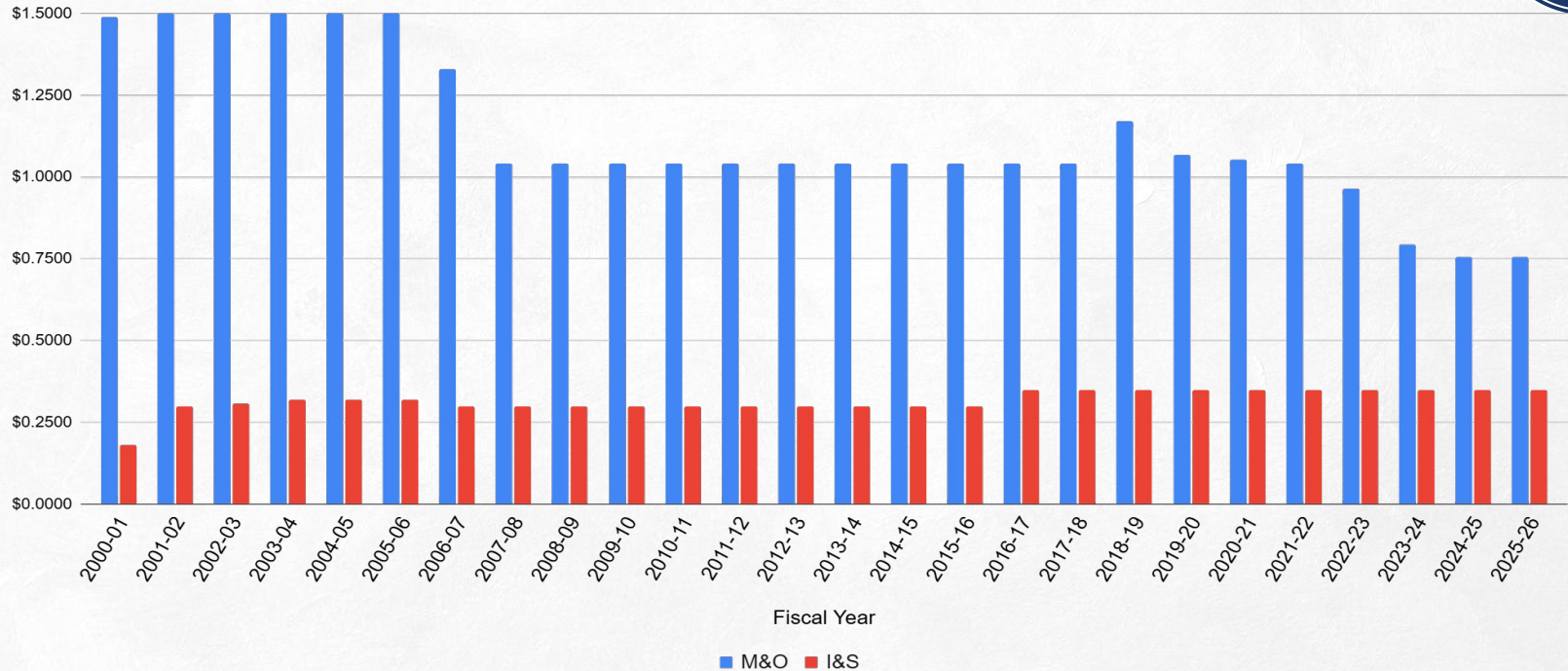
Description	Adopted 2024-2025	Proposed 2025-2026
Maintenance & Operations Tax Rate		
Tier I - Maximum Compressed Rate	\$0.6169	\$0.6169
Tier II - Pennies	\$0.1383	\$0.1383
Maintenance & Operations Tax Rate	\$0.7552	\$0.7552
Interest & Sinking Tax Rate (Debt Service)	\$0.3500	\$0.3500
Total Tax Rate	\$1.1052	\$1.1052

M&O tax rate of \$0.7405 was presented during the June budget adoption. The rate change is due to HB2 passed during the 89th Texas Legislature. A new notice was published on September 5.

- Proposed tax rate same as prior year
- Remaining 3.17¢ requires a voter approval tax ratification election



Tax Rate History



Property Value Comparison



Description	Certified 2024-2025	Certified 2025-2026	Value Change	Percent Change
Market Value	\$47,596,901,210	\$46,766,067,780	(\$830,833,430)	(1.75%)
Taxable Value	\$35,489,155,350	\$33,586,742,779	(\$1,902,412,571)	(5.36%)
Capped Loss	\$2,634,374,373	\$1,515,043,274	(\$1,119,331,099)	(42.5%)
Taxable Value Under Protest	\$318,111,942	\$1,457,763,269	\$1,139,651,327	358.3%

- Homestead: 24-25 = \$100,000; 25-26 = \$140,000 assuming passage of constitutional amendments
- Over 65 Exemption: 24-25 = \$10,000; 25-26 = \$60,000 assuming passage of constitutional amendments
- Property sales negatively impacted by interest rate increases



Area School District Property Value Comparison



School District	Market Value Percent Change	Taxable Value Percent Change
Allen ISD	3.26%	2.08%
Carrollton-Farmers Branch ISD	3.45%	2.37%
Frisco ISD	2.72%	1.66%
Garland ISD	(0.49%)	(4.32%)
Mesquite ISD	1.15%	(4.78%)
Plano ISD	2.09%	(4.85%)
Richardson ISD	(1.75%)	(5.36%)
Wylie ISD	2.22%	(3.29%)



State Funding



- Formulas (PRIMARILY ENROLLMENT) determine the size of the glass (district's entitlement).
- Local property taxes and state funding are combined to reach the entitlement (fill the glass).
- Local Revenue in Excess of Entitlement is recaptured.



General Fund 2025–26 Budget Update



	Adopted 25-26	Changes	Amended 25-26
Property Tax Revenue	\$246,765,677	(\$30,012,061)	\$216,753,616
State Revenue	\$109,233,603	\$35,571,049	\$144,804,652
Other Revenue	\$56,127,500		\$56,127,500
Recapture Payment	\$6,638,967	(\$2,167,713)	\$4,471,254
Payroll Expenditures	\$389,436,021	\$4,233,216	\$393,669,237
Other Expenditures	\$44,636,767	\$1,653,284	\$46,290,051
Deficit	(\$28,584,975)	\$1,840,201	(\$26,744,774)



Motion Language



Motion language includes the state “I move that the property tax rate be increased by the adoption of a tax rate of \$1.1052, which is effectively a 9.09% increase in the tax rate.”

This language is required by Tax Code §26.05 and is calculated by comparing the proposed tax rate to the No New Revenue tax rate.



Final Thoughts





BOARD OF TRUSTEES RICHARDSON INDEPENDENT SCHOOL DISTRICT

Procedures for Public Comments During Board Meetings

The Board of Trustees of the Richardson Independent School District welcomes members of the public to its meetings. The purpose of meetings is to allow trustees to conduct the business of the District. Although Board meetings are held in public, they are not public meetings and the public does not have a right to participate except as provided by the Board. The Board offers a limited open forum at meetings through its Public Comment Sections to provide opportunities for members of the public to convey information to the Board.

The Board adopted the following procedures concerning public comments to facilitate the efficient operation of meetings:

Public Comment Section

- The Board of Trustees will include a Public Comment Section on the posted Agenda for each meeting. The Board holds regular monthly business meetings each month of the year, excluding July. Business meetings typically are scheduled for the first Thursday of the month. The Board schedules work sessions to address topics of study or as other needs arise. The Board reserves the third Thursday of each month for work sessions, but they also may be scheduled at any other time when a need arises. The Board reserves the right to schedule or reschedule meetings as necessary to meet the operational needs of the District. A written Agenda is posted for each Board meeting at least 72 hours before the meeting is scheduled. If an Emergency Meeting is authorized, an agenda will be posted at least one hour before the meeting is scheduled.

The Public Comment Section for agenda-related topics ordinarily will be placed on the Agenda just prior to the first business item on the Agenda. Where appropriate for efficient meeting management, the section for comments related to non-agenda topics may be placed on the Agenda after other action and information items. A speaker who attempts to address a non-agenda related topic during any period reserved for agenda-related topics is engaging in disruptive behavior. The speaker must stop his or her comments when directed.

- When necessary for effective meeting management, to accommodate large numbers of individuals wishing to address the Board at a meeting, or when otherwise advisable to accommodate specific circumstances, the Board delegates to the presiding officer the authority to make adjustments to these public comment procedures. Such adjustments may include, without limitation, adjusting when public comment will occur during a meeting, reordering agenda items, deferring public comment on non-agenda items, continuing an agenda item to a later meeting, temporarily revising public comment procedures as necessary if a meeting is conducted via videoconference, providing expanded opportunity for public comment, or establishing an overall time limit for public comments and adjusting the time allotted to each speaker.

Speaker Topics

- Regular Business Meetings. Speakers may comment on specific Agenda items, as well as matters not on the posted Agenda (i.e. non-agenda items), during the Public Comment Section at regular business meetings.
- Work Sessions or Other Called Meetings. Speakers may comment only on specific agenda items during the Public Comment Section at work sessions and other called meetings.
- Public Hearings. When RISD gives notice of a public hearing, speakers may complete a separate online public comment form for the public hearing. Speakers may only comment on the specific topic noticed for the public hearing. All other rules noted herein apply to comments during a public hearing.

Public Comment Form

- Persons wishing to address the Board must complete an online Public Comment form by signing up at the designated registration form link on the District's website beginning when the meeting agenda is posted through 12:00 p.m. on the day of the meeting. RISD will not accept submissions after 12:00pm on the posted meeting date. Persons wishing to speak must complete the designated registration form in full and be present at the meeting to make his/her own comments during the designated time for Public Comment to be eligible to speak. Any registered speaker who is absent from the meeting at the time for Public Comment forfeits the opportunity to address the Board at that meeting.
- In addition to identifying information, each speaker must indicate the specific Agenda item about which he or she wishes to comment and/or identify the non-Agenda topic of the comments.
- If RISD gives notice of a public hearing, it will provide a separate designated registration form link on the District's website for the public hearing that persons who wish to speak must complete. Individuals will be able to register beginning when the meeting agenda for

the public hearing is posted through 12:00 p.m. on the day of the meeting. RISD will not accept comment cards after 12:00pm on the posted meeting date.

- Persons who do not have access to a computer to complete the Public Comment form online may contact the Board Office at 469-593-0403 for assistance. The online form is required to be completed by no later than 12:00 pm on the day of the posted meeting.

Written Materials

- A speaker who wishes to provide written materials to the Board of Trustees must bring at least nine (9) copies of the materials to the Board meeting. A copy of the materials will be provided to the trustees before the speaker is called. The speaker may not distribute materials when he or she is called to speak.

Time

- Each speaker is limited to a total of three* minutes and a speaker may not use time of another speaker to extend his or her comment period. Note: A speaker who addresses the Board through a translator will have six* minutes to present comments to ensure that non-English speakers receive the same opportunity to address the Board.

- Staff will set a three*-minute digital timer for each speaker. The speaker shall end his or her comments when the timer expires. Any speaker who fails to stop speaking and yield the podium at the end of his or her allotted time is considered out of order and may be escorted from the podium and/or asked to leave the meeting.

(*Unless the comment period has been limited as provided herein.)

Single comment

- A speaker may complete one online Public Comment form for each meeting. A speaker who comments during a public hearing is not ineligible to speak during the regular public comment period.

Protocol for Speakers

- The Board Secretary will call the name of each speaker who has submitted a public comment card and state the topic(s) on which the individual has registered to speak.
- Each speaker should approach the podium when his or her name is called. An adjustable microphone is affixed to the podium in the Auditorium. The speaker should clearly state his or her name and the school or school(s) the speaker's children attend or have attended before beginning to comment.
- The Board will not engage in dialogue with a speaker. Specific factual information or reference to an existing policy may be furnished in response to inquiries or statements. The Board cannot deliberate or make a decision on any subject that is not on the Agenda.
- The public comment period is not the appropriate forum for presentation of formal complaints. RISD maintains a formal grievance policy to address complaints. The Board will only consider formal complaints that remain unresolved after they have been addressed through proper administrative channels and when they have been placed on the Agenda. Attacks of a personal nature against Board members, RISD staff, students, or other citizens by name or unique title will not be allowed or tolerated. Speakers who wish to make a complaint regarding an employee should comply with the appropriate complaint policy. (DGBA – Employee Complaints; FNG – Student/Parent Complaints; GF – Public Complaints). Complaint policies are available on the RISD website.
- Remarks or other conduct that disrupt the meeting are considered out of order and will not be allowed. Visitors and staff must listen quietly and respectfully during the public comment section whether they agree or disagree with a speaker's message. It is not appropriate for staff or visitors to clap, cheer, boo, display banners, or otherwise engage in disruptive conduct. Persons who disrupt the meeting will be cautioned to observe meeting rules. Persons who persist in disrupting the meeting may be removed from the meeting.

Consent for Online Publication

RISD may audio and video record its meetings. A person who chooses to speak during the Public Comment Section is consenting to the online audio/video publication of his or her comments.

Reasonable Accommodation and Translation

Persons desiring to make a public comment who need reasonable accommodations of a disability or who require a language translator should contact the Board office at 469-593-0403 in advance of the meeting to request assistance.

Approved: September 15, 2022



JUNTA DIRECTIVA DISTRITO ESCOLAR INDEPENDIENTE DE RICHARDSON

Procedimientos para los comentarios del público durante las reuniones de la Junta Directiva

La Junta Directiva del Distrito Escolar Independiente de Richardson da la bienvenida a los miembros del público a sus reuniones. El propósito de las reuniones es permitir a los miembros de la Junta conducir los negocios del Distrito. Aunque las reuniones de la Junta Directiva se celebran en público, no son reuniones públicas y el público no tiene derecho a participar, salvo lo dispuesto por la Junta. La Junta ofrece un foro abierto limitado en las reuniones a través de su Sección de Comentarios Públicos para proporcionar oportunidades a los miembros del público para transmitir información a la Junta.

La Junta Directiva adoptó los siguientes procedimientos relativos a los comentarios del público para facilitar el funcionamiento eficiente de las reuniones:

Sección de comentarios del público

- La Junta Directiva incluirá una sección de comentarios del público en el orden del día de cada reunión. La Junta celebra reuniones mensuales de trabajo todos los meses del año, excepto julio. Las reuniones de trabajo suelen celebrarse el primer jueves de cada mes. La Junta Directiva programa sesiones de trabajo para tratar temas de estudio o cuando surgen otras necesidades. La Junta se reserva el tercer jueves de cada mes para las sesiones de trabajo, pero también pueden programarse en cualquier otro momento cuando surja una necesidad. La Junta se reserva el derecho de programar o reprogramar las reuniones según sea necesario para satisfacer las necesidades operativas del Distrito. Se publica una agenda por escrito para cada reunión de la Junta Directiva al menos 72 horas antes de su realización. Si se autoriza una reunión de emergencia, se publicará una agenda al menos una hora antes de la fecha de la reunión.

La sección de comentarios del público para los temas relacionados con la agenda se incluirá normalmente en la agenda justo antes del primer punto de la misma. Cuando sea conveniente para una gestión eficaz de la reunión, la sección de comentarios relacionados con temas no incluidos en la agenda podrá incluirse después de otros puntos de acción e información. Un orador que intente abordar un tema no relacionado con la agenda durante cualquier período reservado para los temas relacionados con la agenda está incurriendo en un comportamiento perturbador. El orador deberá interrumpir sus comentarios cuando se le indique.

- Cuando sea necesario para la gestión eficaz de la reunión, para dar cabida a un gran número de personas que deseen dirigirse a la Junta en una reunión, o cuando sea aconsejable para adaptarse a circunstancias específicas, la Junta delega en el presidente la autoridad para hacer ajustes a estos procedimientos de comentarios del público. Dichos ajustes pueden incluir, sin limitación, la adaptación del momento en que se producirán los comentarios del público durante una reunión, la reordenación de los puntos del orden del día, el aplazamiento de los comentarios del público sobre los puntos no incluidos en el orden del día, la continuación de un punto del orden del día para una reunión posterior, la revisión temporal de los procedimientos de comentarios del público según sea necesario si una reunión se lleva a cabo a través de videoconferencia, la ampliación de las oportunidades para los comentarios del público, o el establecimiento de un límite de tiempo general para los comentarios del público y el ajuste del tiempo asignado a cada orador.

Temas de los oradores

- Reuniones ordinarias de trabajo. Los oradores podrán hacer comentarios sobre puntos específicos de la agenda, así como sobre asuntos que no figuren en la agenda (es decir, puntos no incluidos en la agenda), durante la sección de comentarios del público en las reuniones ordinarias de trabajo.
- Sesiones de trabajo u otras reuniones convocadas. Los oradores sólo pueden comentar puntos específicos de la agenda durante la sección de comentarios del público en las sesiones de trabajo y otras reuniones convocadas.
- Audiencias públicas. Cuando RISD notifica una audiencia pública, los oradores pueden completar un formulario de comentarios públicos en línea separado para la audiencia pública. Los oradores sólo pueden hacer comentarios sobre el tema específico anunciado para la audiencia pública. Todas las demás normas indicadas aquí se aplican a los comentarios durante una audiencia pública.

Formulario de comentarios públicos

- Las personas que deseen dirigirse a la Junta deben llenar un formulario de comentarios públicos en línea inscribiéndose en el enlace del formulario de registro designado en la página web del Distrito a partir del momento en que se publique la agenda de la reunión y hasta las 12:00 p.m. del día de la reunión. RISD no aceptará presentaciones después de las 12:00 p.m. de la fecha de la reunión publicada. Las personas que deseen hacer uso de la palabra deben completar el formulario de registro designado en su totalidad y estar presentes en la reunión para hacer sus propios comentarios durante el tiempo designado para los Comentarios Públicos para tener derecho a hablar. Cualquier orador registrado que se ausente de la reunión a la hora de los Comentarios Públicos perderá la oportunidad de dirigirse a la Junta en esa reunión.
- Además de la información de identificación, cada orador debe indicar el punto específico del orden del día sobre el que desea

comentar y/o identificar el tema no incluido en el orden del día de los comentarios.

- Si RISD avisa de la celebración de una audiencia pública, proporcionará un enlace a un formulario de registro designado por separado en el sitio web del Distrito para la audiencia pública que las personas que deseen intervenir deberán rellenar. Las personas podrán inscribirse a partir del momento en que se publique el orden del día de la audiencia pública hasta las 12:00 horas del día de la reunión. El RISD no aceptará tarjetas de comentarios después de las 12:00 p.m. de la fecha de la reunión anunciada.
- Las personas que no tengan acceso a una computadora para completar el formulario de comentarios públicos en línea pueden comunicarse con la Oficina de la Junta al 469-593-0403 para obtener ayuda. El formulario en línea debe completarse antes de las 12:00 p.m. del día de la reunión publicada.

Materiales escritos

Un orador que desee proporcionar materiales escritos a la Junta Directiva debe traer al menos nueve (9) copias de los materiales a la reunión de la Junta. Se proporcionará una copia de los materiales a los miembros de la Junta antes de que el orador sea convocado. El orador no podrá distribuir materiales cuando sea llamado a hablar.

Tiempo

- Cada orador está limitado a un total de tres* minutos y un orador no puede utilizar el tiempo de otro orador para extender su período de comentarios. Nota: Un orador que se dirija a la Junta a través de un traductor dispondrá de seis* minutos para presentar sus comentarios a fin de garantizar que las personas que no hablan inglés tengan la misma oportunidad de dirigirse a la Junta.

- El personal pondrá un reloj digital de tres* minutos para cada orador. El orador terminará sus comentarios cuando el tiempo expire. Cualquier orador que no deje de hablar y ceda el podio al final de su tiempo asignado se considerará fuera de lugar y podrá ser escoltado del podio y/o se le pedirá que abandone la reunión.

(*A menos que el período de comentarios se haya limitado según lo dispuesto en el presente documento).

Un solo comentario

Un orador puede completar un formulario de comentarios públicos en línea para cada reunión. Un orador que comente durante una audiencia pública no podrá intervenir durante el periodo de comentarios públicos regular.

Protocolo para los oradores

- La secretaria de la Junta llamará por su nombre a cada orador que haya presentado una tarjeta de comentarios públicos e indicará el tema o temas sobre los que se ha inscrito para hablar.
- Cada orador deberá acercarse al podio cuando se diga su nombre. En el podio del Auditorio hay un micrófono ajustable. El orador debe decir claramente su nombre y la escuela o escuelas a las que asisten o han asistido sus hijos/as antes de comenzar a comentar.
- La Junta no entablará un diálogo con el orador. En respuesta a las preguntas o declaraciones, se puede proporcionar información específica sobre los hechos o hacer referencia a una política existente. La Junta no puede deliberar ni tomar una decisión sobre ningún tema que no figure en la agenda.
- El período de comentarios públicos no es el foro apropiado para la presentación de quejas formales. El RISD mantiene una política de quejas formales para atenderlas. La Junta sólo considerará las quejas formales que queden sin resolver después de que se hayan abordado a través de los canales administrativos adecuados y cuando se hayan incluido en el orden del día. No se permitirán ni tolerarán los ataques de carácter personal contra los miembros de la Junta, el personal de RISD, los estudiantes u otros ciudadanos por su nombre o título. Los oradores que deseen presentar una queja sobre un empleado deberán cumplir con la política de quejas correspondiente. (DGBA - Quejas de empleados; FNG - Quejas de estudiantes/padres; GF - Quejas del público). Las políticas de quejas están disponibles en la página web de RISD.
- Los comentarios u otras conductas que perturben la reunión se consideran fuera de lugar y no se permitirán. Los visitantes y el personal deben escuchar en silencio y con respeto durante la sección de comentarios del público, tanto si están de acuerdo como si no lo están con el mensaje del orador. No es apropiado que el personal o los visitantes aplaudan, chiflen, abucheen, muestren pancartas o adopten cualquier otra conducta perturbadora. Las personas que perturben la reunión serán amonestadas para que respeten las normas de la misma. Las personas que persistan en perturbar la reunión podrán ser expulsadas de la misma.

Consentimiento para la publicación en línea

RISD puede grabar sus reuniones en audio y video. Una persona que elija hablar durante la Sección de Comentarios Públicos está consintiendo la publicación en línea de sus comentarios en audio y video.

Acomodación razonable e interpretación

Las personas que deseen hacer un comentario público y que necesiten adaptaciones razonables de una discapacidad o que requieran un traductor de idiomas deben ponerse en contacto con la oficina de la Junta al 469-593-0403 antes de la reunión para solicitar asistencia.

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 18, 2025

Department: Board of Trustees Office

Submitted by: Viri Gutierrez, Administrative Manager - Board Relations

ACTION ITEM

TOPIC: Minutes of August 7, August 21 and August 26, 2025, Board Meetings

BACKGROUND INFORMATION

Minutes recorded on above date(s).

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board of Trustees approve the minutes of the 2025 meeting(s) listed above.

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Board of Trustees
August 7, 2025

The Board of Trustees of the Richardson Independent School District met in a Regular Meeting at 6:00 P.M. in the Administration Building, 400 South Greenville Avenue, Richardson, Texas with the following present: Mr. Chris Poteet, President; Ms. Rachel McGowan, Secretary; Ms. Regina Harris, Mrs. Debbie Rentería, Mrs. Vanessa Pacheco, and Mrs. Megan Timme. As well as Mrs. Tabitha Branum, Superintendent; Mr. Mike Jasso, Chief of Staff; Ms. Leticia McGowan, General Counsel; Dr. Chris Goodson, Assistant Superintendent of Human Resources; Dr. Kristin Leeper, Assistant Superintendent of Teaching and Learning; Mr. David Pate, Assistant Superintendent of Finance and Support Services; Dr. Melissa Heller, Assistant Superintendent of Strategy and Engagement; Mr. Henry Hall, Assistant Superintendent of Technology and Dr. Matthew Gibbins, Assistant Superintendent of Administrative Services and Mrs. Sandra Hayes Assistant Superintendent for Bond and Implementation.

Present

Eric Eager

Absent

Mr. Chris Poteet, welcomed Raelynn Benners from PHS, to help lead the pledges of Allegiance.

Pledges of Allegiance

Public Speakers:

Public Comment

- Eric Stengel - Proposed 2025 Bond Election
- Elaine Bonavita - Senate Bill 10
- Rachel Kestner - Senate Bill 12
- Euan Blackman - Proposed 2025 Bond Election, Student Performance Results

Dr. Melissa Heller presented the recognitions listed below.

Recognitions

The Board recognized the following:

Partner Recognitions

- Yondr - Sponsored lunch for New Hire Welcome Week
- State Farm - Donated to Teacher Supply Store
- Applied Materials - Donated to Teacher Supply Store
- Commit - Provided the Dallas County Promise Economic Mobility Award
- Economic Mobility Systems - Provided the Dallas County Promise Economic Mobility Award

Staff Recognitions

- Thomas Gipson- Executive Director of Transportation
- Justine Huddleston - Director of Communication and Marketing

Student Recognitions

- Raelynn Benner - National PTA Reflections Awardee

A motion was made by Megan Timme and seconded by Debbie Rentería to approve the consent agenda as follows:

No. 9051
Consent Agenda

- Minutes of June 6, and July 24, 2025 Meetings
- Human Resources Report
- Recommended Specified Bids, Contracts, and Cumulative Purchases:
Action/Information Item
Part A: New Bids - For Approval
Miscellaneous Consultant Services (SY24-25)
Miscellaneous Consultant Services (SY25-26)
Commodity Discount Providers (Spring 2025)
Commodity Discount Providers (Fall 2025)
Uniforms - Departmental
Grounds and Landscaping Equipment, Parts, Supplies and Services
Mowing and Irrigation Services for Select Campuses
General Maintenance - Equipment, Parts, Supplies and Services
Part B: Bid Renewals - For Approval
None
Part C: Purchase and Contract Information (Greater than \$100,000) - For Approval
Purchases, Contracts, Contract Modifications & Change Orders:

Direct Energy Market - Electricity estimate for SY25-26 (RISD # 1531)
City of Richardson - Water, wastewater, and other utilities estimate for SY25-26
Offen Petroleum - 2025-2026 Fuel (per TCCPP 2023-070)
Atmos Energy Corporation - Natural gas utilities estimate for SY25-26
City of Dallas - Water, wastewater estimate for SY 25-26
Texas Political Subdivisions - General Liability, School Board Liability, Cyber Liability, Auto Liability and Physical Damage, Crisis Management (TPS Interlocal Agreement)
IXL Learning - IXL site license (Grades 9-12) Math and ELA renewal 9/26/2025 - 9/26/2028 (RISD # 23-270)
Tyler Technologies - Tyler Munis Application Services 4/01/2026 - 3/31/2027
Certified Personnel LLC - Temporary Labor for Child Nutrition 2025-2026 school year (RISD # 22-204)
HEC Software - Reading Horizon Instructional Material 2-year license (TIPS 240804)
Footsteps 2 Brilliance - Digital platform to support emergent bilingual students language proficiency and academic achievement in English and Spanish in grades PK - 3 for students served in Dual Language 2 Way and Dual Language 1 Way programs (TIPS 230807)
Amplify - Grade K-2 Skills Reader Set licenses 7/1/2025 - 6/30/2026 (RISD Bid #21-121)
Fusion Recycling - Recycling services estimate for SY 25-26 (RISD # 24-299)
Amplify - Grade 3-5 Skills Reader Set licenses 7/1/2025 - 6/30/2026 (RISD Bid #21-121)
City of Garland - Water, wastewater, electricity, other utilities estimate for SY 25-26
JourneyEd.com - Adobe console renewal (4 years) (TIPS 230105)
Landmark Interior Builders, Inc. - Berkner HS Repair walls from BenQ TV Installs (RISD Bid 22-181)
Waste Connections - Trash pickup services estimate for SY25-26 (RISD 24-299)
Candor Consulting & Diagnostics on behalf of Kristina Nofziger - to provide support to District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission Review and Dismissal meetings through 6/4/26.
SHC Services Inc dba Supplemental Health Care on behalf of Anne Marden - to provide support to District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through 6/4/26.
Candor Consulting & Diagnostics on behalf of Jordan Kidd Tyler - to provide support to District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission Review and Dismissal meetings through 6/4/26.
Candor Consulting & Diagnostics on behalf of Rebecca Spencer - to provide support to District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission Review and Dismissal meetings through 6/4/26.
Carline Lindley (dba OEJ Educational Consulting PLLC) - to provide support to District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission Review and Dismissal meetings through 6/4/26.
Tia Crossley dba Crossley Psychological Services, PLLC - to provide support to District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.
United Chester Industries Inc. - grease interceptor at Prestonwood Elementary per RISD bid 22-186
United Chester Industries Inc. - grease interceptor at Bowie Elementary per RISD bid 22-186
United Chester Industries Inc. - grease interceptor at Carolyn Bukhair Elementary per RISD bid 22-186
Amergis Healthcare Staffing Inc on behalf of Krystal Simpson - Fulfill all teacher responsibilities for the position assigned to, including, but not limited to:

planning and delivering instruction, preparing for and attending ARD committee meetings, and participating in campus team meetings and staff development through May 22, 2026.

Part D: Interlocals, MOU's, and Other - For Approval

Interlocal Agreements:

Texas Political Subdivisions - General Liability, School Board Liability, Cyber Liability, Auto Liability and Physical Damage, Crisis Management (TPS Interlocal Agreement)

Dallas County - Facility use at Dobie Pre-Kindergarten School upon execution for (15) years with (3) 5-year renewal options

Assignment of Dallas County's Interest in the Agreement with Richardson Independent School District for Shared Access and Utilization of the Facility Located at 14040 Rolling Hills Lane in Dallas to the Esperanza Community Center at Dobie Local Government Corporation

UTD Federal Work-Study Agreement - AVID Tutors 0% matching funds

UTD Federal Work-Study Agreement - AVID Tutors 25% matching funds

Memorandums of Understanding:

Dallas County Juvenile Justice Education Program (DCJEP) for school year 2025-2026 ending 7/31/2026

University of Texas Southwestern Medical Center for Youth Aware of Mental Health (YAM) Program and Wellness Ambassador Training Program for (1) year with (4) one-year renewal options

Cooperative Agreements:

SHI Government Solutions per TIPS 230105 (Technology Solutions, Products and Services) through May 31, 2028

Walnut Creek - per Multi Region Purchasing Cooperative #2023-04 (Fresh Produce Meats) through June 30, 2026

Walmart Inc. - per Omnia 13-23 15-02 through August 31, 2026

Frontline Technologies Group LLC dba Frontline Education per Allied States Cooperative ESC 19 #24-7490 (Student and Financial Software Systems) through July 31, 2028

MJYC tech. per TIPS 250106 (Technology Solutions Products and Services) through May 30, 2030

Avid Center per Belton ISD 2410-45-372 (Instructional Materials, Supplies, Equipment and Services) through March 31, 2026

3CLOUD per Plano ISD 2021-047-S3 Administrative Consulting Services

Footsteps 2 Brilliance Inc. per TIPS #230807 (Academic and Educational Goods and Services) through October 30, 2028

Ace Mart Restaurant Supply per MRPC RFP 2022-09 (Smallwares) through June 30, 2026

CDW-G. per DIR TSO-4159 (Academic and Educational Goods and Services) through December 27, 2025

Samsara Inc. per Sourcewell 020221-SAM (Fleet Management and Smart Cities) through March 26, 2026

Star Autism Support LLC per Plano IS 2023-035-S1 (Classroom and Instructional Supplies, Materials and Equipment) through August 24, 2026

PortionPac Chemical Corp. per Multi Region Purchasing Cooperative #2023-07 (Sanitation Systems and Safety Training) through June 30, 2026

Window Film Depot, Inc. per TIPS 250101 (Safety Equipment, Supplies and Services) through March 31, 2028

Best Press per EPCNT Dallas ISD 170874 (Large Format Printing and Fulfillment Services) through August 23, 2027.

Ussery Printing Company Inc. per EPCNT Dallas ISD 170874 (Large Format Printing and Fulfillment Services) through August 23, 2027.

Howard Technology Solutions - per BuyBoard Technology: Software and Services through January 31, 2028.

Keilers Holdings Inc. dba Cy-Fair Tire per TIPS 230403 (Tires and Associated Goods and Services) through June 30, 2026

National Inventors Hall of Fame per Plano IS 2023-035-S2 (Classroom and Instructional Supplies, Materials and Equipment) through August 24, 2025

Other:

Atmos Energy - temporary construction easements lease agreement 2-year term

Vantage Point - technology equipment recycler through May 31, 2026

ACT Education Corp. - Texas ACT District Choice Testing Program

Part E: Contracts, Contract Modifications & Change Orders: Less than \$100,000 (Information Only)

Translation & Interpretation Network, LLC - to provide foreign language translation services to include written language translation for Special Education documents as required and foreign language interpretation services to include on-demand phone and video interpretation as well as scheduled consecutive interpretation onsite through July 31, 2026

SHC Services Inc dba Supplemental Health Care on behalf of Margaret McNeil - to provide support to District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026

National Recruiting on behalf of Meredith Robertson - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026.

National Recruiting on behalf of Alyssa Anderson - to provide support to Richardson Independent School District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026

Tina Kollar dba Educational Consulting LLC - to provide support to District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission, Review and Dismissal meetings through June 4, 2026

Candor Consulting & Diagnostics on behalf of Jordan Kidd Tyler - to provide support to District Evaluation staff including but not limited to educational assessment, report writing, and attendance of Admission Review and Dismissal meetings through 6/4/26

SHC Services Inc dba Supplemental Health Care on behalf of Sandi Heussner - to provide support to District Speech Language Pathology Team to include but not limited to collaboration with campus teams, attendance in Multi-Tiered Support Systems meetings, comprehensive speech language therapy, writing Individualized Education Program, completing evaluations, updating progress and attendance of Admission, Review and Dismissal meetings, for an anticipated 12 weeks, during 2025-26 school year

Bilingual Speech Services on behalf of Lindsay Leander - to provide support to District Speech Language Pathology Team to include but not limited to collaboration with campus teams, attendance in Multi-Tiered Support Systems meetings, comprehensive speech language therapy, writing Individualized Education Program completing evaluations, updating progress, and attendance of Admission, Review and Dismissal meetings through 2025-26 school year

Erin LaRue - to provide support to District Speech Language Pathology Team to include but not limited to collaboration with campus teams, attendance in Multi-Tiered Support Systems meetings, comprehensive speech language therapy, writing Individualized Education Program completing evaluations, updating progress, and attendance of Admission, Review and Dismissal meetings through 2025-26 school year.

Granicus - renewing subscription fee through August 8, 2026 (TIPS 220105)

Margaret Carver - to provide support to District Speech Language Pathology Team to include but not limited to collaboration with campus teams, attendance in Multi-Tiered Support Systems meetings, comprehensive speech language therapy, writing Individualized Education Program completing evaluations, updating progress and attendance of Admission, Review and Dismissal meetings, for an anticipated 12 weeks, during 2025-26 school year.

Jana Schofield - to provide support to District Speech Language Pathology Team to include but not limited to collaboration with campus teams, attendance in Multi-Tiered Support Systems meetings, comprehensive speech language therapy, writing Individualized Education Program completing evaluations, updating progress and attendance of Admission, Review and Dismissal meetings

Bilingual Speech Services on behalf of Terri Johnson - to provide support to District Speech Language Pathology Team to include but not limited to collaboration with campus teams, attendance in Multi-Tiered Support Systems meetings, comprehensive speech language therapy, writing Individualized Education Program completing evaluations, updating progress, and attendance of Admission, Review and Dismissal meetings through 2025-26 school year

Part F: Cumulative Purchases - Information Only

Cumulative Purchases from Qualified Vendors:

1GPA

ALLIED STATES (Region 19)

BUY BOARD - Texas Association of School Boards

CCGPF - Collin County Governmental Purchasing Forum

CPGPC - Choice Partners

CTPA

DIR - State of Texas Department of Information Resources

EPCNT - Education Purchasing Cooperative of North Texas

SOURCEWELL - Sourcewell (previously NJPA)

OMNIA Partners - TCPN/IPA/US Communities

PPPCP - Prospering Pals

TIPS - The Interlocal Purchasing System

TPASS - Texas Procurement and Support Services

EQUALIS)

- Approval to Ratify Agreements listed in Schedule A
- Acceptance of Quarterly Investment Report
- Schedule of Upcoming Bids
- Bond Expenditure Reports
- Monthly Financial Statements
- Acceptance of 2025 Certified Appraisal Role and Anticipated Tax Collection
- Approval of Identification of Exempt Courses for UIL No Pass/No Play
- Approval of Military Leave Compensation
- Approval of Teacher Appraisal Calendar
- Approval of Principal/Administrator Calendar
- Life Skills Program for Student Parents - CEHI Waiver
- Order Authorizing Amendment to an Order Authorizing the Issuance of Richardson Independent School District Unlimited Tax School Building and Refunding Bonds, Originally Approved May 1, 2025
- Approval of Staff Development Waiver
- TEA CTE Summer Grant 25-26
- TEA Laso Cycle III Strong Foundations Notice of Award
- TEA 25-26 Texas Education for Homeless Children & Youth Notice of Application

The motion passed 6-0

Chris Poteet, Rachel McGowan, Regina Harris, Debbie Rentería, Vanessa Pacheco, Megan Timme
None

Yeas
Nays

Mr. Pate, Assistant Superintendent of Finance and Support Services, presented the following gifts of \$5,000 or more:

No. 9052
Gifts

- Brentfield Elementary PTA donated \$11,551.94 to Brentfield Elementary to pay for class coverage for parent-teacher conferences.
- Lake Highlands Elementary PTA donated \$30,018.33 to Lake Highlands Elementary to pay for substitutes, tutors, and supplemental classroom supplies.
- Big Six Foundation donated \$7,123.24 to Mohawk Elementary to pay for supplemental instructional supplies.
- Whiterock Elementary PTA donated \$109,000.00 to White Rock Elementary to pay for instructional support, tutors, and extra pay for grade level lead teachers.

A motion was made by Regina Harris and seconded by Rachel McGowan, to approve the resolution, whereas, the Board of Trustees has considered the gifts of \$5,000 or more as listed and whereas, the Board recognizes that monetary gifts to the District will require an adjustment to the overall adopted budget; and whereas, ensuring timely and accurate financial record keeping supports the Board's Strategic Objectives and Strategies; therefore, be it resolved, that the Board of Trustees of the Richardson Independent School District accepts the gifts of \$5,000 or more as listed and approves amending the District's overall budget to reflect receipt of the monetary gifts.

The motion passed 6-0.

Chris Poteet, Rachel McGowan, Regina Harris, Debbie Rentería, Vanessa Pacheco, Megan Timme
None

Yeas
Nays

Dr. Jason Tharp and Mr. Tony Parker, presented updates regarding the Student Code of Conduct for the year 2025-2026 school year:

No.9053
25-26 Student
Code of Conduct

- Alignment with Chapter 37 legislative changes
- Includes Code of Civility
- Refinements in language and structure to improve clarity and accessibility
- Process improvements based on feedback from 24-25 implementation

A motion was made by Regina Harris and seconded by Vanessa Pacheco to approve the 2025 - 2026 Student Code of Conduct as presented. Whereas, Chapter 37 of the Texas Education Code requires each school district to adopt a Student Code of Conduct to establish behavioral expectations and communicate consequences for violations; whereas, updates to Chapter 37 and related state guidelines for 2025–2026 have been reviewed and incorporated into RISD’s Student Code of Conduct; whereas, District administrators, in collaboration with the Office of the General Counsel, have reviewed and revised the Student Code of Conduct to reflect these changes, add a Code of Civility, and clarify disciplinary procedures and language; whereas, the Board affirms its commitment to maintaining a safe, supportive, and respectful learning environment consistent with its mission and legal obligations; therefore, be it resolved that the Board of Trustees approves the 2025–2026 Richardson ISD Student Code of Conduct as presented and directs the Superintendent to ensure its timely and accessible distribution to students, parents, and staff in accordance with state law

The motion passed 6-0.

Chris Poteet, Rachel McGowan, Regina Harris, Debbie Rentería, Vanessa Pacheco, Megan Timme
None

Yeas
Nays

A motion was made by Debbie Rentería and seconded Megan Timme, to approve the resolution whereas, the Richardson Independent School district is considered a property wealth school district as defined by Texas Education Code (TEC), §§48.257 and Chapter 49; and whereas, on August 28, 1993, the voters of the Richardson Independent School District (RISD or the District) authorized the District to achieve the required equalized wealth level through the purchase of attendance credits from the State pursuant to Chapter 41 of the Texas Education Code (Option 3); and whereas, May 5, 2001, the voters of the RISD authorized the District to also be able to achieve the required equalized wealth level through the education of nonresident students pursuant to Chapter 41 of the Texas Education Code (Option 4); and whereas, the Board of Trustees of the RISD accepted the results of said elections at duly called meetings on August 30, 1993, and May 8, 2001, respectively; and whereas, RISD used Option 4 contracts to achieve significant savings during the 2001- 02, 2002-03, 2003-04, 2004-05, 2005-06, and 2006-07 school years; and whereas, the Board recognizes that changes in the school finance system may reduce the number of districts with which RISD could successfully partner in Option 4 agreements, thus requiring the District to use Option 3 for all or part of its required recapture for the coming year; and whereas, the Board desires to identify the most cost-effective method available under state law to meet its recapture obligations for the 2025 - 2026 school year; and whereas, the Board finds that of the five options available under current state law to equalize RISD’s property wealth, Option 4 and then Option 3 are currently the most cost effective and support the Board’s strategies and ensure excellence in operations; and whereas, RISD must submit required documents to the Texas Education Agency concerning the Option 3 and/or Option 4 agreements prior to adoption of its tax rate, if it wishes to use a combination of Option 3 and/or Option 4 during the 2025 - 2026 school year; and whereas, House Bill (HB) 3 repealed Chapter 41 of the Texas Education Code, and transferred certain sections to Chapter 49, and revised formulas used to determine entitlement under the Foundation School Program (FSP) by adding Subchapter F, Texas Education Code § 48.257, Local Revenue in Excess of Entitlement; therefore be it resolved that for the 2025-2026 school year, we delegated contractual authority to obligate the school district under Texas Education Code (TEC)

No. 9054
Authority to
Execute Option 3
and/or Option 4
Agreements for
Wealth
Equalization

§11.1511(c)(4) to the superintendent, solely for the purpose of obligating the district under TEC, §48.257 and TEC, Chapter 49, Subchapters A and D, and the rules adopted by the commissioner of education as authorized under TEC, 49.006. This included approval of the Agreement for the Purchase of Attendance Credit or the Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding).

The motion passed 6-0.

Chris Poteet, Rachel McGowan, Regina Harris, Debbie Rentería, Vanessa Pacheco, Megan Timme
None

Yeas
Nays

A motion was made by Rachel McGowan and seconded by Vanessa Pacheco to approve the revisions to FNCE (LOCAL) Student Conduct - Personal Telecommunication Electronic Devices as presented. Whereas, the Board of Trustees regularly reviews and updates its policies to ensure they conform to applicable law, best practices, and the Board's mission, beliefs, and strategic objectives; and whereas, changes from the 89th Legislative Session, specifically House Bill 1481, require school districts to prohibit student use of personal communication devices at school during the school day; and whereas, House Bill 1481 has specific policy requirements that necessitate an update to the District's existing communication devices policy; and whereas, the Board has reviewed the proposed revision to Board Policy FNCE (LOCAL)- Student Conduct: Personal Telecommunications/Electronic Devices as presented by staff, and finds that the proposed revision to Board Policy FNCE (LOCAL)- Student Conduct: Personal Telecommunications/Electronic Devices is appropriate and necessary to ensure that the District's policy conforms to applicable law, best practices, and the Board's mission, beliefs, and strategic objectives; therefore, be it resolved, that the Board of Trustees of the Richardson Independent School District adopts and approves the proposed revision to FNCE (LOCAL)- Student Conduct: Personal Telecommunications/Electronic Devices.

The motion passed 6-0.

No. 9055
Revisions -
FNCE (LOCAL)
Student Conduct:
Personal
Telecommunicatio
ns Electronic
Devices

Chris Poteet, Rachel McGowan, Regina Harris, Debbie Rentería, Vanessa Pacheco, Megan Timme
None

Yeas
Nays

A motion was made by Megan Timme and seconded by Regina Harris to approve FD (LOCAL) Admissions and Board Policy FM: Student Activities as presented. Whereas, the Board of Trustees regularly reviews and updates its policies to ensure they conform to applicable law, best practices, and the Board's mission, beliefs, and strategic objectives; and whereas, changes from the 89th Legislative Session, specifically Senate Bill 401, require school districts to develop a board approved policy prior to the beginning of the school year to restrict the participation in University Interscholastic League-sponsored activities by non-enrolled students; and whereas, the Board has reviewed the proposed revision to Board Policy FD (Local)- Admissions and Board Policy FM (Local)- Student Activities as presented by staff, and finds that the proposed revision to Board Policy FD (Local)- Admissions and Board Policy FM (Local)- Student Activities is appropriate and necessary to ensure that the District's policy conforms to applicable law, best practices, and the Board's mission, beliefs, and strategic objectives; therefore, be it resolved, that the Board of Trustees of the Richardson Independent School District adopts and approves the proposed revision to Board Policy FD (Local)- Admissions and Board Policy FM (Local)- Student Activities.

The motion passed 6-0.

No. 9056
FD (LOCAL)
Admissions and
Board Policy FM:
Student Activities

Chris Poteet, Rachel McGowan, Regina Harris, Debbie Rentería, Vanessa Pacheco, Megan Timme
None

Yeas
Nays

A motion was made by Regina Harris and seconded by Debbie Renteria to approve the EFB (LOCAL) Instructional Resources: Library Materials. Whereas, the Board of Trustees regularly reviews and updates its policies to ensure they conform to applicable law, best practices, and the Board's mission, beliefs, and strategic objectives; and whereas, changes from the 89th Legislative Session, specifically Senate Bill 13, require school districts to develop a board approved policy prior to the beginning of the school year to address the acquisition of library materials and the creation of a local school library advisory council; and whereas, Senate Bill 13 has specific policy requirements that necessitate an update to the District's existing library materials policy; and whereas, the Board has reviewed the proposed revision to Board Policy EFB(LOCAL) – Instructional Resources: Library Materials as presented by staff, and finds that the proposed revision to Board Policy EFB(LOCAL) – Instructional Resources: Library Materials is appropriate and necessary to ensure that the District's policy conforms to applicable law, best practices, and the Board's mission, beliefs, and strategic objectives; therefore, be it resolved, that the Board of Trustees of the Richardson Independent School District adopts and approves the proposed revision to Policy EFB(LOCAL) – Instructional Resources: Library Materials.

The motion passed 6-0.

No. 9057
EFB (LOCAL)
Instructional
Resources: Library
Materials

Chris Poteet, Rachel McGowan, Regina Harris, Debbie Rentería, Vanessa Pacheco, Megan Timme
None

Yeas
Nays

Dr. Matthew Gibbins provided the annual updated of the Child Abuse Reporting Policies and administrative guidelines related to prevention and reporting of child abuse and neglect including Policy FFG (Local).

Annual Review of
Child Abuse
Reporting Policy

Mr. Henry Hall provided an annual update regarding the Child Internet Protection Act including policies CQ (Local) and CQ (Legal). RISD uses several mechanisms to monitor and control web browsing by staff and students including ContentKeeper.	Annual Review of Child Internet Protection Act Policy
Mrs. Hayes, Assistant Superintendent of Bond Planning and Implementation presented a recap of the recommendations made by the Bond Steering Committee. A motion was made by Megan Timme and seconded by Rachel McGowan to approve the 2025 Bond Election Order and Notice as presented. Whereas, the Board of Trustees desires to obtain voter approval for a Bond Program to complete necessary capital projects funded by bond sales; and whereas, as required by law based upon the anticipated expenditures under the bond program if approved, RISD must present three bond propositions for voter approval; and whereas, the cumulative total of the three recommended bond propositions is \$1,400,000,000; and whereas, the election will be held on November 4, 2025, and the District traditionally has held its elections in conjunction with the countywide election; and whereas, by holding the bond election with the countywide general election and contracting with the Dallas County Elections Department to conduct the election, the District can realize cost savings and other efficiencies, which supports the Board’s strategic goal to increase efficiency and effectiveness in operation and personnel and seek additional fiscal resources to accomplish our call to action; therefore, be it resolved, that the Board of Trustees of the Richardson Independent School District approves the Bond Election Order and Notice as attached hereto, and as may be amended as to precinct voting locations by recommendation of the Dallas County Elections Department, and further authorizes the Superintendent or her designee to contract with the Dallas County Elections Department to conduct the election. The motion passed 6-0.	No. 9058 2025 Bond Election Order and Notice
Chris Poteet, Rachel McGowan, Regina Harris, Debbie Rentería, Vanessa Pacheco, Megan Timme None	Yeas Nays
Mr. Poteet announced the board would take a break at 7:47 p.m.	Break
Dr. Gina Ortiz, Senior Executive Director of Accountability and Continuous Improvement, presented an update on student performance and an accountability preview. Key highlights included an overview of accountability, spring 2025 STAAR results, CCMR, and the next steps. Information presented included: <ul style="list-style-type: none"> ● CCMR data showed an increase from 70% to 95% for Class of 2024 ● Students performed higher than the state in 13 of 20 areas at Meets level, and 17 of 20 above state at Masters level ● Targeted areas of improvement ● Spring 2025 STAAR overview and changes to accountability ● Preliminary accountability projections Dr. Ortiz emphasized the continued focus on student growth, and also provided information regarding the next steps and expectations.	Student Performance Update and Accountability Preview
Superintendent Branum stated that campuses are ready to welcome students on August 12.	Superintendent Start of School Update
At 9:27 p.m. Mr. Poteet announced that the board would convene to a closed session in accordance with the Texas Open Meetings Act, Texas Government Code Section 551.071 - consultation with attorney and Section 551.074 - Personnel matters and duties of public officer.	Closed Session
At 11:22 p.m. the board reconvened having taken no action in closed session.	Reconvene
Mr. Poteet adjourned the meeting at 11:23 p.m. on August 7, 2025.	Adjourn
Approved as submitted on September 18, 2025.	

Secretary

President

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Board of Trustees
August 21, 2025

The Board of Trustees of the Richardson Independent School District met in a Work Session Meeting at 6:02 P.M., in the Administration Building, 400 South Greenville Avenue, Richardson, Texas with the following present: Mr. Chris Poteet, President; Mrs. Rachel McGowan, Vice President; Mrs. Debbie Rentería, Secretary; Ms. Regina Harris, Mr. Eric Eager, Mrs. Megan Timme and Mrs. Vanessa Pacheco. As well as Mrs. Tabitha Branum, Superintendent; Ms. Leticia McGowan, General Counsel; Mr. Mike Jasso, Assistant Superintendent of Operations; Dr. Chris Goodson, Assistant Superintendent of Human Resources; Dr. Kristin Leeper, Assistant Superintendent of Teaching and Learning; Dr. Melissa Heller, Assistant Superintendent of Strategy and Engagement; Mr. Henry Hall, Assistant Superintendent of Technology; Mrs. Sandra Hayes, Assistant Superintendent for Bond Planning and Implementation; Dr. Matthew Gibbins, Assistant Superintendent of Administrative Services, and Mr. David Pate, Assistant Superintendent of Finance and Support Services.

Present

None

Absent

Public Speakers

Public Comment

- Euan Blackman - Construction Projects

Mrs. Branum presented the board with a Start of the School update.

Superintendent's Start of the School Update

Information presented included:

- Educational laws brought forward from the 89th Legislative Session
- Human Resources hired 561 new staff for the district
- Teacher turnover less in 24-25 than in 23-24
- Transportation implemented new bus badge system
- Teaching and Learning trained over 2800 teachers
- Professional Learning provided various learning opportunities and conferences

The Board thanked Mrs. Branum and her staff for helping students and staff have a successful start to the 25-26 school year.

Mrs. Le Estes, Executive Director of Planning, Design and Construction, presented an update regarding 2025 summer and Bond 2021 construction projects.

2025 Summer and Bond 2021 Construction Projects Presentation

- Renovations were made to Hamilton Park Pacesetter Magnet, Northrich Elementary, and Stults Road.
- Little Rams / Little Wildcats Child Learning Academy, 3rd daycare, within budget and completed.
- CTE projects included LHHS cosmetology lab and veterinary lab as well as a BHS mini-salon.
- The Furniture Fair in the summer concluded with standardized elementary classroom furniture.

The Board followed with questions and commended Mrs. Estes and her team for their timely work on learning environments over the summer.

At 7:47 P.M., Mr. Poteet announced that the board would take a break and reconvene into a closed session in accordance with Sections 551.071 - consultation with attorney, section 551.074 - personnel matters and duties of public officer.

Closed Session

At 10:30 P.M., the board reconvened in open session having taken no action in closed session.

Reconvene

Mr. Poteet adjourned the meeting at 10:30 P.M. on August 21, 2025.

Adjourned

Approved as submitted on September 18, 2025.

Secretary

President

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Board of Trustees
August 26, 2025

<p>The Board of Trustees of the Richardson Independent School District met in a Called Meeting at 1:07 P.M., at 400 S. Greenville Avenue, Richardson, Texas, with the following present: Mr. Chris Poteet, President; Mrs. Rachel McGowan, Vice-President; Ms. Regina Harris and Mr. Eric Eager. As well as Mrs. Tabitha Branum, Superintendent; Ms. Leticia McGowan, General Counsel; Mr. Gilbert Garcia, Assistant General Counsel; Ms. Kathryn Long, RISD External Legal Counsel; Mrs. Lynn Rossi Scott, RISD External Legal Counsel and Dr. Matthew Gibbins, Assistant Superintendent of Administrative Services.</p>	Present
<p>Debbie Rentería, Vanessa Pacheco and Megan Timme</p>	Absent
<p>At 2:04 P.M., Mr. Poteet opened the DGBA (Local) Level III Grievance Hearing: Mr. Grzegorz Smolinski. The hearing was held in a closed meeting. Mr. Smolinski made his presentation to the board followed by Ms. Kathryn Long’s response on behalf of the district. Mr. Poteet announced that the Board would excuse themselves to convene into closed session in order to deliberate in accordance with Section 552.071 of the Texas Open Meetings Act.</p>	DGBA (Local) Level III Grievance Hearing – Smolinski (#6)
<p>At 1:38 P.M., the Board returned to open session having taken no action in closed session. Mr. Poteet noted that based on the information and the record presented in the grievance, that the grievance be denied. A motion was made by Eric Eager and seconded by Rachel McGowan, for the board to deny Mr. Smolinski’s grievance. The motion passed 4 – 0.</p>	No. 9059 Smolinski Grievance (#6)
<p>Chris Poteet, Rachel McGowan, Regina Harris, and Eric Eager None</p>	Yeas Nays
<p>Mr. Poteet stated that the action taken serves as a grievance notice of the Board’s decision and the grievance is concluded.</p>	Smolinski Grievance (#6) Concluded
<p>At 1:39 P.M., Mr. Poteet opened the DGBA (Local) Level III Grievance Hearing: Mr. Grzegorz Smolinski. The hearing was held in a closed meeting. Mr. Smolinski made his presentation to the board followed by Ms. Kathryn Long’s response on behalf of the district. Mr. Poteet announced that the Board would excuse themselves to convene into closed session in order to deliberate in accordance with Section 552.071 of the Texas Open Meetings Act.</p>	DGBA (Local) Level III Grievance Hearing – Smolinski (#7)
<p>At 2:19 P.M., the Board returned to open session having taken no action in closed session. Mr. Poteet noted that based on the information and the record presented in the grievance, that the grievance be denied. A motion was made by Regina Harris and seconded by Eric Eager, for the board to deny Mr. Smolinski’s grievance. The motion passed 4 – 0.</p>	No. 9060 Smolinski Grievance (#7)
<p>Chris Poteet, Rachel McGowan, Regina Harris, and Eric Eager None</p>	Yeas Nays
<p>Mr. Poteet stated that the action taken serves as a grievance notice of the Board’s decision and the grievance is concluded.</p>	Smolinski Grievance (#7) Concluded
<p>Mr. Poteet announced the board would take a brief break, before beginning the next grievance.</p>	Break

At 2:31 P.M., Mr. Poteet opened the DGBA (Local) Level III Grievance Hearing: Mrs. Susan Herzfeld. The hearing was held in a closed meeting. Mrs. Herzfeld along with her representative, Mr. Euan Blackman, made her presentation to the board followed by Ms. Katheryn Long's response on behalf of the district. Mr. Poteet announced that the Board would excuse themselves to convene into closed session in order to deliberate in accordance with Section 552.071 of the Texas Open Meetings Act.

DGBA (Local)
Level III
Grievance
Hearing –
Herzfeld
(#5)

At 3:30 P.M., the Board returned to open session having taken no action in closed session. Mr. Poteet noted that based on the information and the record presented in the grievance, that the grievance be denied, and also directed the Superintendent to ensure that policy and practice related to public information act are in compliance with applicable law. A motion was made by Eric Eager and seconded by Regina Harris, for the board to deny Mrs. Herzfeld's grievance. The motion passed 4 - 0.

No. 9061
Herzfeld
Grievance
(#5)

Chris Poteet, Rachel McGowan, Regina Harris, and Eric Eager
None

Yeas
Nays

Mr. Poteet stated that the action taken serves as a grievance notice of the Board's decision and the grievance is concluded.

Herzfeld
Grievance
(#5)
Concluded

Mr. Poteet announced the hearings were adjourned at 3:31 P.M.

Adjourned

Approved as submitted on September 18, 2025.

Secretary

President

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 18, 2025

Submitted by: Christopher B. Goodson, Ed.D.
Assistant Superintendent, Human Resources

ACTION ITEM

TOPIC: Human Resources Report

BACKGROUND INFORMATION

Listed on the following pages is the Human Resources Report. Part A of this report includes the appointments of professional personnel. The Assistant Superintendent of Human Resources has reviewed this report and recommends that the Board employ the individuals listed to work in the Richardson Schools during the 2025-2026 school year under the salary schedule adopted by the Board, subject to assignment and reassignment as determined by the Superintendent.

Also submitted for your information in Part B of the Human Resources Report, are appointments of paraprofessionals and classified employees, and separations of professional, paraprofessional, and classified personnel.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board of Trustees approve Part A of the Human Resources Report, dated September 18, 2025.

RESOLUTION

WHEREAS, the Board of Trustees has approved the appropriate budgets and staffing allocations for the Richardson Independent School District and the following recommendations fall within those guidelines; and

WHEREAS, the appointment of highly qualified, student-focused staff supports the Board's vision, values, goals, and mission;

THEREFORE, BE IT RESOLVED that the Board of Trustees of the Richardson Independent School District approves Part A of the Human Resources Report for September 18, 2025.

PART A: Proposed Personnel Actions Submitted for Board of Trustees' Approval

APPOINTMENTS OF PROFESSIONAL PERSONNEL:

ELEMENTARY

NAME	ASSIGNMENT	START DATE	ORGANIZATION
ARANGO, ALEJANDRO	ASSOCIATE TEACHER FT	07/29/2025	SKYVIEW ELEMENTARY
ARCEO, AYLIN	ASSOCIATE TEACHER FT	08/04/2025	AUDELIA CREEK ELEMENTARY
BAILEY, ALISA	TEACHER	07/29/2025	HAMILTON PARK PACESETTER
BELL, ALEXIS	INSTRUCTIONAL COACH	07/29/2025	SPRING VALLEY ELEMENTARY
BELL-THOMAS, MICHELE	TEACHER	08/08/2025	CAROLYN G BUKHAIR ELEM
BENTON, MATTHEW	TEACHER	07/29/2025	YALE ELEMENTARY
BISHOP, EMMA	TEACHER	07/29/2025	NORTHLAKE ELEMENTARY
BROOKS, ALEXANDER	TEACHER	07/31/2025	NORTHRICH ELEMENTARY
BROWN, ANGELA	TEACHER	08/05/2025	SKYVIEW ELEMENTARY
CAMPOS, KAYLA	ASSOCIATE TEACHER FT	08/04/2025	SKYVIEW ELEMENTARY
CISNEROS, OSCAR	TEACHER	07/29/2025	STULTS ROAD ELEMENTARY
COLLINS, LINDSEY	TEACHER	07/29/2025	AIKIN ELEMENTARY
DANIELS, MARQUEL	ASSOCIATE TEACHER FT	07/29/2025	BIG SPRINGS ELEMENTARY
DAO, DUSTIN	TEACHER	07/29/2025	WALLACE ELEMENTARY
DICKINSON, WHITNEY	TEACHER	07/29/2025	BIG SPRINGS ELEMENTARY
DONAYRE, JERICKA	TEACHER	07/31/2025	AUDELIA CREEK ELEMENTARY
DOUGLAS, CAROLINE	TEACHER	07/29/2025	FORESTRIDGE ELEMENTARY
DUBOSE, BRIAN	TEACHER	07/29/2025	MOSS HAVEN ELEMENTARY
ESCOBEDO ZAVALA, YARY	TEACHER	08/05/2025	SKYVIEW ELEMENTARY
FUMIN WHITE, LOUISA	ASSOCIATE TEACHER FT	08/04/2025	BOWIE ELEMENTARY
GONZALEZ DE ECHENIQUE, MAIBETH	ASSOCIATE TEACHER FT	08/04/2025	RISD ACADEMY
GONZALEZ, EAN	TEACHER	07/29/2025	STULTS ROAD ELEMENTARY
HART, CEDRIC	ASSOCIATE TEACHER FT	08/05/2025	RISD ACADEMY
HASSENBOEHLER, ELISABETH	TEACHER	07/29/2025	AUDELIA CREEK ELEMENTARY
HENSLEY, TAYLOR	TEACHER	07/29/2025	FORESTRIDGE ELEMENTARY
HERNANDEZ, CLAUDIA	TEACHER	07/29/2025	CAROLYN G BUKHAIR ELEM
HERNANDEZ, RAQUEL	TEACHER	08/04/2025	STULTS ROAD ELEMENTARY

CONTINUED APPOINTMENTS OF PROFESSIONAL PERSONNEL:			
ELEMENTARY			
NAME	ASSIGNMENT	START DATE	ORGANIZATION
HILTON, KALI	TEACHER	08/08/2025	O. HENRY ELEMENTARY
HOLLEY, BIANCA	ASSOCIATE TEACHER	08/04/2025	SKYVIEW ELEMENTARY
HUDSON, CHRISHIANNA	TEACHER	07/29/2025	AUDELIA CREEK ELEMENTARY
ISBELL, ALINA	TEACHER	07/29/2025	RISD ACADEMY
IZUOGU, UGOMMA	ASSOCIATE TEACHER	08/04/2025	LITTLE RAMS/WILDCATS CLA
JOHNSON PERKINS, KAREN	TEACHER	07/29/2025	RISD ACADEMY
JOHNSON, KASEY	COUNSELOR	07/29/2025	MATH/SCIENCE/TECH MAGNET
JONES, LORENZO	TEACHER	07/29/2025	HAMILTON PARK PACESETTER
KINSLEY, BROOKE	TEACHER	07/29/2025	SKYVIEW ELEMENTARY
KLINE, CATHERINE	TEACHER	07/31/2025	BRENTFIELD ELEMENTARY
KORCHINSKY, PAIGE	TEACHER	07/29/2025	RICHARDSON HEIGHTS ELEM
LARA, ROGELIO	TEACHER	07/29/2025	STULTS ROAD ELEMENTARY
LAWSON, DENAE	TEACHER	07/29/2025	NORTHWOOD HILLS ELEMENTARY
LEE-BROWN, NADEJ	TEACHER	08/04/2025	NORTHRICH ELEMENTARY
LEVCHENKO, DARIA	TEACHER	07/29/2025	AUDELIA CREEK ELEMENTARY
LONGORIA, EVELIA	TEACHER	07/29/2025	DOVER ELEMENTARY
MALDONADO, LIZBETH	ASSOCIATE TEACHER	08/04/2025	AUDELIA CREEK ELEMENTARY
MALONE, JOHN	TEACHER	07/29/2025	BOWIE ELEMENTARY
MANLEY, WILEM	ASSOCIATE TEACHER	07/29/2025	YALE ELEMENTARY
MCKINNON, KIMBER	TEACHER	08/07/2025	BRENTFIELD ELEMENTARY
MERRILL, KHADIJA	TEACHER	07/29/2025	SKYVIEW ELEMENTARY
MILLER, BRITTANY	TEACHER	07/29/2025	MOSS HAVEN ELEMENTARY
MITCHELL, DARCY	TEACHER	07/29/2025	BIG SPRINGS ELEMENTARY
MONTELLANO, BLANCA	TEACHER	07/29/2025	WALLACE ELEMENTARY
MORA, EMILY	TEACHER	07/29/2025	STULTS ROAD ELEMENTARY
MORTON, DEIDRE	TEACHER	08/14/2025	MERRIMAN PARK ELEMENTARY
MOSES, NICESE	ASSOCIATE TEACHER FT	08/04/2025	AIKIN ELEMENTARY
NJOKU, JIMMA	ASSOCIATE TEACHER FT	08/05/2025	RISD ACADEMY
OROZCO, VERONICA	TEACHER	07/29/2025	LAKE HIGHLANDS ELEMENTARY
PEREZ MONDRAGON, MARICELA	TEACHER	07/29/2025	RISD ACADEMY

CONTINUED APPOINTMENTS OF PROFESSIONAL PERSONNEL:			
ELEMENTARY			
NAME	ASSIGNMENT	START DATE	ORGANIZATION
PEREZ NEGRON, ERIKA	TEACHER	08/04/2025	MARK TWAIN ELEMENTARY
PERKINS, STARISHA	TEACHER	08/04/2025	SKYVIEW ELEMENTARY
PICON, ALEXIA	ASSOCIATE TEACHER FT	07/29/2025	RISD ACADEMY
RIVADELO, JAIME	TEACHER	07/29/2025	JESS HARBEN ELEMENTARY
ROLAND, JAVAUN	TEACHER	07/29/2025	AUDELIA CREEK ELEMENTARY
ROSE, TAMEISHA	ASSOCIATE TEACHER	07/29/2025	SKYVIEW ELEMENTARY
SANTOS, LYSA	TEACHER	07/29/2025	AUDELIA CREEK ELEMENTARY
SCOTT, RACHEL	ASSOCIATE TEACHER	07/31/2025	HAMILTON PARK PACESETTER
SEANEZ-TRUJILLO, LILIANA	COUNSELOR	07/31/2025	WESTWOOD: M/S/L MAGNET
SERRATO, JESUS	TEACHER	07/29/2025	STULTS ROAD ELEMENTARY
SHABAZZ, RASHEEDAH	TEACHER	07/31/2025	DARTMOUTH ELEMENTARY
SPAIN, JULIA	TEACHER	08/28/2025	SKYVIEW ELEMENTARY
STEGALL, KELLI	TEACHER	07/29/2025	SPRING CREEK ELEMENTARY
SWIECH, KATHERINE	ASSOCIATE TEACHER FT	07/31/2025	AUDELIA CREEK ELEMENTARY
TALAVERA, NOEMI	TEACHER	07/29/2025	STULTS ROAD ELEMENTARY
TAYLOR, SHAMICKA	ASSOCIATE TEACHER FT	07/29/2025	FORESTRIDGE ELEMENTARY
THOMPSON, SUSAN	TEACHER	07/29/2025	MOHAWK ELEMENTARY
TRUJILLO, ANDREA	ASSOCIATE TEACHER	07/29/2025	RICHLAND ELEMENTARY
VERGARA, ERICK	TEACHER	07/29/2025	AIKIN ELEMENTARY
VICTORES, CHINA	ASSOCIATE TEACHER	07/29/2025	RICHLAND ELEMENTARY
VILLANUEVA, CINDY	TEACHER	07/29/2025	WALLACE ELEMENTARY
WALKER, CHANEY	TEACHER	07/29/2025	MERRIMAN PARK ELEMENTARY
WALLACE, MATTHEW	ASSOCIATE TEACHER FT	07/29/2025	WALLACE ELEMENTARY
WEASBY, ISAIAH	TEACHER	08/13/2025	AUDELIA CREEK ELEMENTARY
WILLIAMS, CLAIRE	TEACHER	07/29/2025	NORTHRICH ELEMENTARY
WILLIAMS, EMMA	TEACHER	07/29/2025	NORTHRICH ELEMENTARY

CONTINUED APPOINTMENTS OF PROFESSIONAL PERSONNEL:			
SECONDARY			
NAME	ASSIGNMENT	START DATE	ORGANIZATION
BOSWORTH, INDY	TEACHER	07/29/2025	PARKHILL JUNIOR HIGH
CALDWELL, KENTARIUS	TEACHER	07/29/2025	BERKNER HIGH SCHOOL
CAMARENA, ALMA	TEACHER	07/29/2025	LAKE HIGHLANDS HIGH SCHOOL
CARPENTIER, MONIQUE	TEACHER	07/29/2025	FOREST MEADOW MID SCHOOL
DOWNING, MARY	TEACHER	07/29/2025	LAKE HIGHLANDS HIGH SCHOOL
EALY, STEPHANIE	TEACHER	08/11/2025	FOREST MEADOW MID SCHOOL
FALLS, BRIANNA	TEACHER	07/29/2025	WESTWOOD: M/S/L MAGNET
FRANCIS, ANDRE	TEACHER	07/29/2025	JJ PEARCE HIGH SCHOOL
FRASHER, DOUGLAS	TEACHER	07/29/2025	LIBERTY JUNIOR HIGH
GARDNER, CANDICE	TEACHER	08/04/2025	LIBERTY JUNIOR HIGH
GARNER, CATHRYN	TEACHER	07/29/2025	FOREST MEADOW MID SCHOOL
GEORGE, LEAH	TEACHER	07/29/2025	LAKE HIGHLANDS MID SCHOOL
HARPER, EDWARD	TEACHER	08/05/2025	LAKE HIGHLANDS HIGH SCHOOL
HASTINGS, KATHERINE	TEACHER	07/29/2025	LAKE HIGHLANDS MID SCHOOL
HINDMAN, KELLI	ASSOCIATE TEACHER	08/04/2025	APOLLO JUNIOR HIGH
HOLLIS, SAVANNAH	ASSOCIATE TEACHER	07/29/2025	FOREST MEADOW MID SCHOOL
HUDGENS, HAYLEY	TEACHER	07/29/2025	R NORTH JUNIOR HIGH
HUDSON, DAVIS	TEACHER	07/29/2025	APOLLO JUNIOR HIGH
HUNT, LOGAN	TEACHER	07/29/2025	JJ PEARCE HIGH SCHOOL
LIU, BRITTANY	TEACHER	08/20/2025	BERKNER HIGH SCHOOL
LOPEZ, BROOKE	INSTRUCTIONAL COACH	07/29/2025	FOREST MEADOW MID SCHOOL
LOYD, JESSICA	TEACHER	07/29/2025	LAKE HIGHLANDS HIGH SCHOOL
MARTINEZ, DAVID	TEACHER	08/04/2025	LAKE HIGHLANDS HIGH SCHOOL
MARTINEZ, VERONICA	TEACHER	07/29/2025	LAKE HIGHLANDS MID SCHOOL
MAY, KENDALL	TEACHER	07/29/2025	FOREST MEADOW MID SCHOOL
MUSAH, TREDONNA	TEACHER	07/29/2025	LIBERTY JUNIOR HIGH
NALODKA, MADISON	TEACHER	07/29/2025	LAKE HIGHLANDS HIGH SCHOOL
OGAGA, STEPHANIE	TEACHER	07/29/2025	FOREST MEADOW MID SCHOOL
RICHARDSON, TABITHA	ASSISTANT PRINCIPAL	08/01/2025	BERKNER HIGH SCHOOL
ROBBINS, CHRISTOPHER	TEACHER	07/29/2025	LAKE HIGHLANDS HIGH SCHOOL

CONTINUED APPOINTMENTS OF PROFESSIONAL PERSONNEL:			
SECONDARY			
NAME	ASSIGNMENT	START DATE	ORGANIZATION
RUTLEDGE, RACHEL	TEACHER	07/29/2025	FOREST MEADOW MID SCHOOL
SCALISE, HANNAH	TEACHER	07/31/2025	LIBERTY JUNIOR HIGH
SEWELL, MICHAEL	TEACHER	07/29/2025	LAKE HIGHLANDS HIGH SCHOOL
SULLIVAN, ELIZABETH	TEACHER	07/29/2025	FOREST MEADOW MID SCHOOL
THOMPSON, CHERISH	TEACHER	07/29/2025	FOREST MEADOW MID SCHOOL
VALENTINE, RYAN	TEACHER	07/31/2025	BERKNER HIGH SCHOOL
VAWTER, JUSTIN	TEACHER	07/31/2025	BERKNER HIGH SCHOOL
WADE, JAJUAN	TEACHER	07/29/2025	JJ PEARCE HIGH SCHOOL
WALSH, ADRIENNE	TEACHER	07/29/2025	PARKHILL JUNIOR HIGH
YOUNGBLOOD, CORBIN	SOCIAL WORKER	08/11/2025	FOREST MEADOW MID SCHOOL
ZVERINA, MIKAYLA	TEACHER	07/29/2025	FOREST MEADOW MID SCHOOL
CENTRAL ADMINISTRATION			
NAME	ASSIGNMENT	START DATE	ORGANIZATION
None			
ADMINISTRATIVE PROFESSIONAL			
NAME	ASSIGNMENT	START DATE	ORGANIZATION
BAYONNE, TRACY	INSTRUCTIONAL SUPP SPEC CAMP	08/04/2025	SPECIAL STUDENT SERVICES
BELOW, JAQUANDALYN	STUDENT CULTURE COACH	07/29/2025	SKYVIEW ELEMENTARY
CHANG, SHAN-LING	NURSE	08/04/2025	HEALTH SERVICES
CONGROVE, STACEY	BEHAVIOR SPECIALIST	08/07/2025	SPECIAL STUDENT SERVICES
GONZALEZ, KERI	SPEECH THERAPIST	07/29/2025	SPECIAL STUDENT SERVICES
MARKULIN, JASON	BEHAVIOR SPECIALIST	08/04/2025	SPECIAL STUDENT SERVICES
NGUYEN, CATHERINE	SPEECH THERAPIST	08/04/2025	SPECIAL STUDENT SERVICES
ODOM, SAMANTHA	BEHAVIOR SPECIALIST	08/04/2025	SPECIAL STUDENT SERVICES
PLETT, CAROLYN	OCCUPATIONAL THERAPIST	08/04/2025	SPECIAL STUDENT SERVICES
RECKS, ZOE	SPEECH THERAPIST	07/29/2025	SPECIAL STUDENT SERVICES
SMALL, JESSICA	PRGRAM SPECIALIST I	08/25/2025	CAREER & TECHNOLOGY ED
SOWELS, TARA	DIRECTOR	07/29/2025	ENGLISH AS SECOND LANGUAGE

CONTINUED APPOINTMENTS OF PROFESSIONAL PERSONNEL:			
ADMINISTRATIVE PROFESSIONAL			
NAME	ASSIGNMENT	START DATE	ORGANIZATION
WOOD, MONICA	DIAGNOSTICIAN	07/31/2025	SPECIAL STUDENT SERVICES
ZIMMERMANN, CAROLINE	SPEECH THERAPIST	07/29/2025	SPECIAL STUDENT SERVICES

PART B: Personnel Actions Submitted for Board of Trustees' Information

APPOINTMENTS of Paraprofessional and Classified Personnel:

CLASSIFIED	DATE	POSITION	LOCATION
BELAY, MILLEN	08/11/2025	CHILD NUTRITIONIST	CHILD NUTRITION
BURLESON, VERNON	08/04/2025	CAMPUS SECURITY	SAFETY & SECURITY
BUTLER, GLORIA	08/04/2025	CHILD NUTRITION MANAGER I.5	BIG SPRINGS ELEMENTARY
CABELLO, CATRINA	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
CARTER, LAQUAVIA	08/28/2025	CHILD NUTRITIONIST	CHILD NUTRITION
CASTILLO FUENTES, MARIA	08/12/2025	CHILD NUTRITIONIST	SKYVIEW ELEMENTARY
CASTOR, BRENDA	08/08/2025	CHILD NUTRITIONIST	CHILD NUTRITION
CHAMPION, TAYLOR	08/07/2025	BUS MONITOR	TRANSPORTATION
DASIA, J'MYIKING	08/04/2025	CAMPUS SECURITY	SAFETY & SECURITY
DIAZ LEON, YOCELYN	08/11/2025	CHILD NUTRITIONIST	AIKIN ELEMENTARY
DIAZ TORRES, GREIDYS	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
FAVELA, ORALIA	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
FITZGERALD, SHAQUITA	08/11/2025	CHILD NUTRITIONIST	CHILD NUTRITION
FUNCHES, TINA	08/19/2025	CHILD NUTRITIONIST	CHILD NUTRITION
GHEBREINDRIAS, SELAMAWIT	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
GIDEY, YOHANNES	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
GIRMA, TIMAJ	08/07/2025	BUS MONITOR	TRANSPORTATION
GONZALEZ, LISSETTE	08/11/2025	CHILD NUTRITIONIST	CHILD NUTRITION
GREEN, LATIA	08/07/2025	BUS MONITOR	TRANSPORTATION
HASSEN, NEJAT	08/08/2025	CHILD NUTRITIONIST	CHILD NUTRITION
HILL, SHAUNDRA	08/08/2025	CHILD NUTRITIONIST	CHILD NUTRITION
IBARRA, MIGUEL	07/28/2025	VEHICLE MECHANIC	TRANSPORTATION
ISLAM, MD	08/07/2025	BUS MONITOR	TRANSPORTATION
JACKSON, MICHELLE	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
JACKSON, NICKI	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
LEFFALL, CADENA	08/07/2025	BUS DRIVER	TRANSPORTATION
LEWIS, MICHELLE	08/18/2025	CHILD NUTRITIONIST	CHILD NUTRITION
MARTIN, JORDAN	08/07/2025	BUS MONITOR	TRANSPORTATION
MARTINEZ, ISABEL	08/12/2025	CHILD NUTRITIONIST	CHILD NUTRITION

CONTINUED APPOINTMENTS of Paraprofessional and Classified Personnel:			
CLASSIFIED	DATE	POSITION	LOCATION
MASTERS, KATHY	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
MCKINNEY, JOAQUIN	08/07/2025	BUS MONITOR	TRANSPORTATION
MENDEZ AGUIRRE, VIRGINIA	08/18/2025	CHILD NUTRITIONIST	FOREST MEADOW MID SCHOOL
MENDOZA, LUISA	08/11/2025	CHILD NUTRITIONIST	CHILD NUTRITION
MEYERS, MARLENE	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
MINOR, BRANDI	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
MONCRIEF, JAIME	08/18/2025	CHILD NUTRITIONIST	CHILD NUTRITION
MONTOYA GARCIA, YUDY	08/08/2025	CHILD NUTRITIONIST	CHILD NUTRITION
MORA DIAZ, CELSO	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
MORIN, ALEXCIS	08/12/2025	CHILD NUTRITIONIST	CHILD NUTRITION
NEALY, TEONNA	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
NGUYEN, NGA	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
OBREGON MARTINEZ, LAURA	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
RAMIREZ, MARIA	08/08/2025	CHILD NUTRITIONIST	CHILD NUTRITION
REESE, LISA	08/12/2025	CHILD NUTRITIONIST	CHILD NUTRITION
RIZVANOVIC, ARMANDO	08/04/2025	SECURITY	SAFETY & SECURITY
RODRIGUEZ CORONA, PEDRO	08/07/2025	GROUNDS II	GROUNDS
SILESHI, ABEBECH	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
SMITH, ALYSSA	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
SMITH, SHANTELL	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
THOMAS, WANDA	08/07/2025	BUS DRIVER	TRANSPORTATION
TORREALBA, MARLENE	08/15/2025	CHILD NUTRITIONIST	CHILD NUTRITION
TUBBS, LATRICE	08/07/2025	BUS MONITOR	TRANSPORTATION
TURNER, JARRIT	08/07/2025	BUS MONITOR	TRANSPORTATION
URBINA RAMIREZ, NATASHA	08/15/2025	CHILD NUTRITIONIST	CHILD NUTRITION
VEGA, PRISCILLA	08/13/2025	CHILD NUTRITIONIST	ARAPAHO CLASSICAL MAGNET
WAITES, STEPHANIE	08/07/2025	BUS MONITOR	TRANSPORTATION
WEERASINGHE, DEWIKA	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
WILLIAMS, MARIAN	08/07/2025	BUS DRIVER	TRANSPORTATION

CONTINUED APPOINTMENTS of Paraprofessional and Classified Personnel:			
CLASSIFIED	DATE	POSITION	LOCATION
WILLIS, ASHLEIGH	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
WORKNEH, SELOME	08/06/2025	CHILD NUTRITIONIST	CHILD NUTRITION
PARAPROFESSIONAL	DATE	POSITION	LOCATION
ABDEL SAYED, ENTESAR	07/29/2025	SPED AIDE	RICHLAND ELEMENTARY
ACOSTA, ALMA -DOLORES	08/27/2025	AIDE I	LITTLE MUSTANGS CLA
AKBAR, HALEEMA	08/18/2025	AIDE I	LITTLE RAMS/WILDCATS CLA
AKBAR, KHANSA	08/18/2025	AIDE I	LITTLE RAMS/WILDCATS CLA
ALLEN, BRITTANY	07/29/2025	SPED AIDE	MERRIMAN PARK ELEMENTARY
AMEYA, EYERUS	08/04/2025	CAREGIVER	LITTLE RAMS/WILDCATS CLA
ANDERSON, AILYSHA	08/04/2025	CAREGIVER	LITTLE RAMS/WILDCATS CLA
ARREOLA, ANABEL	08/11/2025	SPED AIDE	LAKE HIGHLANDS HIGH SCHOOL
AVILA ALONSO, JEIDYS	07/29/2025	SPED AIDE	MARK TWAIN ELEMENTARY
AVILA, MARIA	07/29/2025	SPED AIDE	AUDELIA CREEK ELEMENTARY
BALOCH, AMBAREEN	08/18/2025	CAREGIVER	LITTLE RAMS/WILDCATS CLA
BANKS, QUADASIA	07/29/2025	SPED AIDE	RICHARDSON HEIGHTS ELEM
BARRAZA, ANGELICA	08/18/2025	SPED AIDE	STULTS ROAD ELEMENTARY
BERRY, LATRINA	08/04/2025	AIDE I	PRE KINDERGARTEN
BREITINGER, CARLY	08/04/2025	CLERK10MO	FOREST LANE ACADEMY
BURNS, KIESHA	08/04/2025	SECRETARY II	BERKNER HIGH SCHOOL
CANTU, CAMILA	08/04/2025	AIDE I	WESTWOOD: M/S/L MAGNET
CARTER, KAMELA	08/25/2025	AIDE I	LITTLE RAMS/WILDCATS CLA
CASEY, REBECCA	08/04/2025	SECRETARY II	RICHARDSON HIGH SCHOOL
CLARK, LATONYA	08/04/2025	SPED AIDE	MOSS HAVEN ELEMENTARY
CURTIS, JUDITH	07/29/2025	SPED AIDE	MATH/SCIENCE/TECH MAGNET
DAVIS ELIAS, TAMALA	08/04/2025	AIDE I	PRAIRIE CREEK ELEMENTARY
DAVISON, SHANIIA	07/29/2025	SPED AIDE	HAMILTON PARK PACESETTER
DERBY, AMANDA	08/04/2025	AIDE I	BRENTFIELD ELEMENTARY
DRAPER, RELISA	07/29/2025	SPED AIDE	DOVER ELEMENTARY
DUSSUAU, GERALDINE	07/29/2025	SPED AIDE	HAMILTON PARK PACESETTER
DUSSUAU, JACOB	08/04/2025	LIBRARY ASSISTANT	HAMILTON PARK PACESETTER
ELLIS, NATAIYA	08/04/2025	AIDE I	LITTLE RAMS/WILDCATS CLA

CONTINUED APPOINTMENTS of Paraprofessional and Classified Personnel:			
PARAPROFESSIONAL	DATE	POSITION	LOCATION
EMMANUEL UMEJURU, GIFT	07/29/2025	SPED AIDE	HAMILTON PARK PACESETTER
FLORES CASTILLO, ANAHELY	08/14/2025	SPED AIDE	LAKE HIGHLANDS MID SCHOOL
FOARD, FAIRRAH	08/04/2025	EDUCATIONAL ASSISTANT	RICHARDSON HIGH SCHOOL
FOKAR, LAMYA	07/29/2025	CAREGIVER	LITTLE RAMS/WILDCATS CLA
FREEMAN, BOBBYE	08/04/2025	CAREGIVER	LITTLE RAMS/WILDCATS CLA
GABINO, SHERLYN	08/04/2025	AIDE I	WALLACE ELEMENTARY
GALLO, AMANDA	08/04/2025	ELEMENTARY TECHNICAL SUPPORT	INSTRUCTIONAL TECH SUPPORT
GAMBOA, ISABEL	07/29/2025	SPED AIDE	BOWIE ELEMENTARY
GARCIA HINESTROZA, MARTHA	08/12/2025	SPED AIDE	NORTHLAKE ELEMENTARY
GORDON, TAYLOR	07/29/2025	SPED AIDE	FOREST LANE ACADEMY
HACKNEY, MORGAN	07/29/2025	SPED AIDE	WHITE ROCK ELEMENTARY
HAMILTON, PHELESHA	07/29/2025	SPED AIDE	FOREST LANE ACADEMY
HAMILTON, THELMA	07/28/2025	SITE COORDINATOR I	EXTENDED LEARNING
HASSELBACH, PAUL	07/29/2025	SPED AIDE	HAMILTON PARK PACESETTER
HATCHER, CHANTE	08/07/2025	SECRETARY II	LAKE HIGHLANDS MID SCHOOL
HELM, BRANDON	07/29/2025	SPED AIDE	LIBERTY JUNIOR HIGH
HERNANDEZ, MARIA	07/29/2025	SPED AIDE	YALE ELEMENTARY
HOTAK, PARWANA	08/04/2025	AIDE I	LITTLE RAMS/WILDCATS CLA
IGWEBUIKE, OBINNA	08/14/2025	SPED AIDE	STULTS ROAD ELEMENTARY
LACY, AYDRIANA	08/04/2025	AIDE I	JESS HARBEN ELEMENTARY
LANDRY, KEMYRA	07/29/2025	SPED AIDE	RICHARDSON TERRACE ELEM
LARA, MIA	07/29/2025	SPED AIDE	JESS HARBEN ELEMENTARY
LAZO, ANTHONY	07/29/2025	SPED AIDE	RICHLAND ELEMENTARY
LESTER, SHAYQUANETTE	08/04/2025	CAREGIVER	LITTLE RAMS/WILDCATS CLA
LEWIS, GRANT	08/05/2025	SPED AIDE	PRESTONWOOD ELEMENTARY
LUNA, IDALIA	07/31/2025	SPED AIDE	BOWIE ELEMENTARY
MARTINEZ ROMERO, BRENDA	08/18/2025	AIDE I	LITTLE EAGLES CLA
MARTINEZ, STEPHANIE	07/29/2025	STUDENT DATA SPEC	C MCAULIFFE LEARNING CTR
MAZUMDER, SUBARNA	08/21/2025	AIDE I	LITTLE RAMS/WILDCATS CLA
MEJIA SALGADO, MARIA	07/28/2025	SDS/SECRETARY II	NORTHLAKE ELEMENTARY
MEYR, ELIZABETH	08/26/2025	CAREGIVER	LITTLE RAMS/WILDCATS CLA
MISHI, RUBAYA	08/04/2025	AIDE I	LITTLE RAMS/WILDCATS CLA

CONTINUED APPOINTMENTS of Paraprofessional and Classified Personnel:			
PARAPROFESSIONAL	DATE	POSITION	LOCATION
MOJICA NAVA, ASHLEY	07/28/2025	STUDENT DATA SPEC	NORTHRICH ELEMENTARY
MORRIS, TAMIEKA	07/29/2025	SPED AIDE	RICHARDSON TERRACE ELEM
MULU, YORDANOS	07/29/2025	SPED AIDE	DARTMOUTH ELEMENTARY
MYERS, RAVEN	08/04/2025	AIDE I	MERRIMAN PARK ELEMENTARY
NAVARRO, KAITLIN	07/28/2025	AIDE I	LITTLE RAMS/WILDCATS CLA
OROZCO, ERICKA	08/04/2025	AIDE I	LITTLE RAMS/WILDCATS CLA
PAGE, JACQUELINE	08/26/2025	ELEMENTARY TECHNICAL SUPPORT	INSTRUCTIONAL TECH SUPPORT
PALMER, MACAYLA	08/04/2025	SECRETARY II	R NORTH JUNIOR HIGH
PARSON, TOI	08/04/2025	AIDE I	AIKIN ELEMENTARY
PHILLIP, JODI	08/04/2025	AIDE I	CANYON CREEK ELEMENTARY
PISHNAMAZ, SIDDIQA	08/04/2025	CAREGIVER	LITTLE RAMS/WILDCATS CLA
PLIEGO, MARIA	07/29/2025	SPED AIDE	JESS HARBEN ELEMENTARY
RANDLE, PATSY	08/11/2025	SPED AIDE	AUDELIA CREEK ELEMENTARY
RANDO, ANA	08/04/2025	SECRETARY II	JJ PEARCE HIGH SCHOOL
RANGEL, YASMIN	08/01/2025	SPED AIDE	YALE ELEMENTARY
RIVERA, ALMIRA	08/04/2025	SPED AIDE	SKYVIEW ELEMENTARY
RIZVI, IQRA	08/04/2025	AIDE I	LITTLE RAMS/WILDCATS CLA
ROBINSON, ERYKA	08/04/2025	AIDE I	CAROLYN G BUKHAIR ELEM
RUSSELL, ALESSANDRA	08/04/2025	AIDE I	JJ PEARCE HIGH SCHOOL
SAAVEDRA, CLAUDIA	08/20/2025	EXEC ASSISTANT I	SAFETY & SECURITY
SABRI, SHEREEN	07/30/2025	SPED AIDE	FORESTRIDGE ELEMENTARY
SANCHEZ, NAIVIEL	08/20/2025	AIDE I	LITTLE RAMS/WILDCATS CLA
SAYEGILEKLAY, JASMINE	08/20/2025	SPED AIDE	BIG SPRINGS ELEMENTARY
SCOURTEN, CONSUELLA	08/04/2025	CLERK10MO	BIG SPRINGS ELEMENTARY
SERRATOS-CARDOSO, MARIA	08/04/2025	AIDE I	STULTS ROAD ELEMENTARY
SHAFEEQUE, NIDHA	07/29/2025	SPED AIDE	MATH/SCIENCE/TECH MAGNET
SHERAW, SVETLANA	07/31/2025	SPECIAL ED AIDE/AIDE I	LAKE HIGHLANDS ELEMENTARY
SILVERIO, ESMERALDA	08/04/2025	AIDE I	AUDELIA CREEK ELEMENTARY
SMITH-WOODS, ASHTON	07/29/2025	SPED AIDE	LAKE HIGHLANDS MID SCHOOL
SOSA, TIMOTHY	08/25/2025	SPED AIDE	MATH/SCIENCE/TECH MAGNET
STRINGER, CHERYL	08/04/2025	SPECIAL EDUCATION AIDE	SPECIAL STUDENT SERVICES
SULTANA, JESMEEN	08/07/2025	SPED AIDE	JJ PEARCE HIGH SCHOOL

CONTINUED APPOINTMENTS of Paraprofessional and Classified Personnel:			
PARAPROFESSIONAL	DATE	POSITION	LOCATION
TERRELL, GLENDA	08/04/2025	SPED AIDE	FOREST MEADOW MID SCHOOL
TESFAYE, ESETE	08/04/2025	CAREGIVER	LITTLE RAMS/WILDCATS CLA
THELEN, TERI	07/29/2025	AIDE I	STULTS ROAD ELEMENTARY
TOLA, GENO	08/04/2025	AIDE I	LITTLE RAMS/WILDCATS CLA
TRENT, TARYN	08/04/2025	SECRETARY I	LAKE HIGHLANDS MID SCHOOL
TREVINO, MARCUS	08/04/2025	AIDE I	RICHARDSON HIGH SCHOOL
TRUJILLO RIVERA, SINDY	07/29/2025	SPED AIDE	FORESTRIDGE ELEMENTARY
TUTHILL, HANNAH	08/12/2025	SPECIAL EDUCATION AIDE	SPECIAL STUDENT SERVICES
VILLEGAS SALAZAR, MANUELA	08/20/2025	AIDE I	LITTLE RAMS/WILDCATS CLA
WALKER, JOSHUA	08/28/2025	SPED AIDE	BIG SPRINGS ELEMENTARY
WALKER, RAINE	08/18/2025	CLERK10MO	RICHARDSON HIGH SCHOOL
WALKER, REAGYN	08/04/2025	SPED AIDE	DARTMOUTH ELEMENTARY
WOODSON, BOBBY	08/19/2025	SPED AIDE	BIG SPRINGS ELEMENTARY
ZERINGUE, KENNY	08/04/2025	SPED AIDE	R WEST TECH MAGNET

PART B: Personnel Actions Submitted for Board of Trustees' Information

SEPARATIONS OF PERSONNEL:

PROFESSIONAL/ CLASSIFIED/PARA- PROFESSIONAL	NAME	ASSIGNMENT/ SUBJECT/GRADE	LOCATION	DATE EFFECTIVE	RISD TENURE
PARAPROFESSIONAL	AKHTER, ROSHNE	SPED AIDE	FORESTRIDGE ELEMENTARY	5/23/2025	3
PARAPROFESSIONAL	ALVARADO ROBLES, MARIA	SPED AIDE	DOVER ELEMENTARY	5/23/2025	9
PARAPROFESSIONAL	ARDON, KATELYN	NURSE	HEALTH SERVICES	8/15/2025	5
PROFESSIONAL SECONDARY	AVISO, SHARON	TEACHER	FOREST MEADOW MID SCHOOL	8/27/2025	2
PROFESSIONAL SECONDARY	BARRIOS, DAN	TEACHER	LAKE HIGHLANDS HIGH SCHOOL	5/23/2025	5
CLASSIFIED	BOURGUILLON, DAVON	CAMPUS SECURITY	SAFETY & SECURITY	5/23/2025	1
PROFESSIONAL SECONDARY	BUCKNER, COLTON	TEACHER	BERKNER HIGH SCHOOL	5/23/2025	1
PARAPROFESSIONAL	CADY, KARLA	ELEMENTARY TECH SUPPORT	INSTRUCTIONAL TECH SUPPORT	5/23/2025	11
PARAPROFESSIONAL	CANTU, CAMILA	AIDE I	WESTWOOD: M/S/L MAGNET	8/11/2025	0
PROFESSIONAL ELEMENTARY	CASTANEDA, GERARDO	ASSOCIATE TEACHER FT	DOVER ELEMENTARY	5/23/2025	2
CLASSIFIED	DERAMUS, KIARA	CHILD NUTRITION MANAGER I	STULTS ROAD ELEMENTARY	5/23/2025	1
PROFESSIONAL SECONDARY	DUNAVANT, BRADLEY	TEACHER	JJ PEARCE HIGH SCHOOL	5/23/2025	3
PARAPROFESSIONAL	GALLO, AMANDA	ELEMENTARY TECH SUPPORT	INSTRUCTIONAL TECH SUPPORT	8/5/2025	0
PROFESSIONAL SECONDARY	GALLO, WILLIAM	CAMPUS ADMIN	PEARCE HS LEARNING COMM	8/31/2025	33
CLASSIFIED	GHEBREINDRIAS, SELAMAWIT	CHILD NUTRITIONIST	CHILD NUTRITION	8/15/2025	0
PROFESSIONAL SECONDARY	GRISSOM, MARCIA	TEACHER	RICHARDSON HIGH SCHOOL	5/23/2025	33
CLASSIFIED	GURMESSA, MOLA	CUSTODIAL I	LAKE HIGHLANDS HIGH SCHOOL	8/11/2025	6
PROFESSIONAL ELEMENTARY	HALVERSON, CATHRYN	TEACHER	BRENTFIELD ELEMENTARY	5/23/2025	3
CLASSIFIED	HARDEN, AUDREY	CHILD NUTRITIONIST	CHILD NUTRITION	5/23/2025	0
PROFESSIONAL ELEMENTARY	HERNANDEZ, MISTY	INSTRUCTIONAL COACH	MERRIMAN PARK ELEMENTARY	5/23/2025	9
PROFESSIONAL ELEMENTARY	HERNANDEZ, RAQUEL	TEACHER	STULTS ROAD ELEMENTARY	8/6/2025	0
PARAPROFESSIONAL	HONEYCUTT, DENA	STUDENT DATA SPEC	MERRIMAN PARK ELEMENTARY	5/30/2025	0
CLASSIFIED	INGRAM, JOSIAH	SECURITY	SAFETY & SECURITY	8/14/2025	0
CLASSIFIED	JIMENEZ GUERRERO, EDUALIX	CHILD NUTRITIONIST	CHILD NUTRITION	5/23/2025	0
CLASSIFIED	JOHN, DALTON	CUSTODIAL II	ARAPAHO CLASSICAL MAGNET	8/22/2025	15
CLASSIFIED	JULSCLIFF, SOLOMON	GROUNDS II	GROUNDS	7/31/2025	6
PARAPROFESSIONAL	KHAN, MALAKA	HEALTH AIDE	HEALTH SERVICES	8/11/2025	1
CLASSIFIED	KNOWLES, LAVETTA	BUS DRIVER	TRANSPORTATION	5/23/2025	0

Continued SEPARATIONS OF PERSONNEL:					
PROFESSIONAL/ CLASSIFIED/PARA- PROFESSIONAL	NAME	ASSIGNMENT/ SUBJECT/GRADE	LOCATION	DATE EFFECTIVE	RISD TENURE
CLASSIFIED	KYLES, SHANTEL	CHILD NUTRITION ASST MGR	LAKE HIGHLANDS MID SCHOOL	5/23/2025	2
PROFESSIONAL SECONDARY	LEVY, IRVING	TEACHER	BERKNER HIGH SCHOOL	8/12/2025	6
CLASSIFIED	LEWIS, MICHELLE	CHILD NUTRITIONIST	CHILD NUTRITION	8/18/2025	0
PARAPROFESSIONAL	LOPEZ SANCHEZ, CHRISTINA	SPED AIDE	FOREST MEADOW MID SCHOOL	5/23/2025	1
PROFESSIONAL ELEMENTARY	MAHON, KATHRYN	TEACHER	AUDELIA CREEK ELEMENTARY	8/8/2025	4
PROFESSIONAL SECONDARY	MALCOM, JULIE	TEACHER	BERKNER HIGH SCHOOL	5/23/2025	2
PARAPROFESSIONAL	MALONE, KEVIN	SPED AIDE	BERKNER HIGH SCHOOL	5/23/2025	0
PARAPROFESSIONAL	MCNAUGHTON, STEPHANIE	STUDENT DATA SPEC	CANYON CREEK ELEMENTARY	8/8/2025	1
PARAPROFESSIONAL	MENDEZ, LILIA	SPED AIDE	LITTLE RAM/WILDCAT CLA AT SRE	5/23/2025	4
PARAPROFESSIONAL	MOLINA, MICHELLE	AIDE I	LITTLE RAM/WILDCAT CLA AT SRE	5/23/2025	1
CLASSIFIED	MORA DIAZ, CELSO	CHILD NUTRITIONIST	CHILD NUTRITION	8/14/2025	0
PARAPROFESSIONAL	MORRIS, JOANNA-KAY	SPED AIDE	DARTMOUTH ELEMENTARY	5/23/2025	7
PROFESSIONAL SECONDARY	MURRAY, ZOE	TEACHER	RICHARDSON HIGH SCHOOL	5/23/2025	2
PROFESSIONAL ELEMENTARY	NJOKU, JIMMA	ASSOCIATE TEACHER FT	RISD ACADEMY	8/18/2025	0
PROFESSIONAL ELEMENTARY	OLIVER, KATERIN	TEACHER	MATH/SCIENCE/TECH MAGNET	8/15/2025	0
PARAPROFESSIONAL	ORZECH, MISTY	ADMIN SPECIALIST III	FEDERAL PROGRAMS & GRANTS	5/13/2025	2
PROFESSIONAL ELEMENTARY	OWENS, MORGAN	TEACHER	RISD ACADEMY	5/23/2025	2
CLASSIFIED	RAGSDALE, TAMEKIA	BUS DRIVER	TRANSPORTATION	8/7/2025	3
PARAPROFESSIONAL	REED, MARSHA	SECRETARY II	LAKE HIGHLANDS HIGH SCHOOL	8/21/2025	2
PARAPROFESSIONAL	RIZVI, IQRA	AIDE I	PRE KINDERGARTEN	8/4/2025	0
PROFESSIONAL ELEMENTARY	ROBERTS, SHELBY	TEACHER	MERRIMAN PARK ELEMENTARY	8/8/2025	3
PARAPROFESSIONAL	RODRIGUEZ, BRENDA	ADMIN SPECIALIST II	TAX DEPARTMENT	8/8/2025	3
PARAPROFESSIONAL	ROJAS GUERERE, DELIANNIS	AIDE I	PRE KINDERGARTEN	5/23/2025	0
CLASSIFIED	RUIZ, ADAM	SECURITY OFFICER	SAFETY & SECURITY	8/6/2025	2
PROFESSIONAL ELEMENTARY	SAVAGE, LILY	ASSOCIATE TEACHER FT	WALLACE ELEMENTARY	5/23/2025	1
PROFESSIONAL ELEMENTARY	SEATON, AMBRESHIA	TEACHER	AUDELIA CREEK ELEMENTARY	5/23/2025	1
CLASSIFIED	SEEKRI, RAJ	CHILD NUTRITION MGR I	LAKE HIGHLANDS ELEMENTARY	5/23/2025	51
PROFESSIONAL ADMINISTRATION	SELLERS, JON	EXEC DIRECTOR	TRANSPORTATION	8/29/2025	28
PROFESSIONAL SECONDARY	SNODGRASS, VERA	TEACHER	R WEST TECH MAGNET	5/23/2025	4
CLASSIFIED	SOUTHALL, STEPHANIE	CHILD NUTRITION SUPERVIS	CHILD NUTRITION	8/6/2025	1

Continued SEPARATIONS OF PERSONNEL:					
PROFESSIONAL/ CLASSIFIED/PARA- PROFESSIONAL	NAME	ASSIGNMENT/ SUBJECT/GRADE	LOCATION	DATE EFFECTIVE	RISD TENURE
PROFESSIONAL ADMINISTRATION	SULLIVAN, KIMBERLY	EXECUTIVE DIRECTOR	STUDENT SERVICES	8/27/2025	32
PARAPROFESSIONAL	TALLEY, SARAH	SPED AIDE	WHITE ROCK ELEMENTARY	5/23/2025	3
PROFESSIONAL ELEMENTARY	THOMAS, SHAQUITA	TEACHER	SKYVIEW ELEMENTARY	5/23/2025	5
PROFESSIONAL ELEMENTARY	URBANUS, GRACE	TEACHER	NORTHRICH ELEMENTARY	5/23/2025	4
PARAPROFESSIONAL	VALDEZ, LETICIA	SPED AIDE	NORTHRICH ELEMENTARY	8/14/2025	19
PROFESSIONAL ELEMENTARY	VELA, ABIGAIL	ASSOCIATE TEACHER	HAMILTON PARK PACESSETTER	5/23/2025	13
PARAPROFESSIONAL	VENCES RODRIGUES, ANGEL	SPED AIDE	BIG SPRINGS ELEMENTARY	5/23/2025	3
PARAPROFESSIONAL	WILLIAMS, JENNIFER	SPED AIDE	MATH/SCIENCE/TECH MAGNET	5/23/2025	8
CLASSIFIED	WILLIS, ASHLEIGH	CHILD NUTRITIONIST	CHILD NUTRITION	8/11/2025	0
PROFESSIONAL SECONDARY	WRIGHT, LAURA	SOCIAL WORKER	FOREST MEADOW MID SCHOOL	8/8/2025	1
PARAPROFESSIONAL	YOUNG, KAYLAN	AIDE I	BERKNER HIGH SCHOOL	8/22/2025	3
PARAPROFESSIONAL	ZAMORA VELASQUEZ, EDITH	CLERK	RICHARDSON HIGH SCHOOL	8/11/2025	1

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 18, 2025

Submitted by: David Pate, Assistant Superintendent of Finance & Support Services

INFORMATION AND ACTION ITEM

TOPIC: Specified Best Value/Low Bids, Contracts, and Cumulative Purchases

BACKGROUND INFORMATION:

Bids for the items listed in Part A on the attached sheets were advertised and received for opening in the RISD Purchasing Department. The bid(s) listed under Part A are recommended for acceptance as the lowest responsive bid(s) or other qualifying bid that meets specifications and provides the best value to the District. If the lowest responsive bid does not fall within the budgeted amount for the item, supportive justification and information has been requested and may be made available.

Bids listed in Part B reflect vendors recommended for renewal of an existing bid that was originally approved as providing the best value/lowest responsive bid for the district.

Part C sets out purchases, contracts, contract modifications, and any contract change orders recommended for approval. The amount of items listed in Part C exceeds \$100,000. Purchases and contract(s) for the goods and services reflected under Part C have been reviewed and negotiated, where appropriate. Each contract is within the budgeted amount for the item, category, or service. As indicated, certain purchases and contracts have been renegotiated, modified, or otherwise changed. Any such changes recommended are within budgeted amounts.

Part D reflects Interlocal Agreements or other Memorandums of Understanding that address agreements and understandings between other local governmental entities or certain nonprofit organizations. These items are recommended for the Board's approval.

Part E is provided for the Board's information. The items reflected in this section involve contract amounts of less than \$100,000. Board policy CH (Local) delegates purchasing authority to the Superintendent for expenditure of budgeted amounts for goods and services under \$100,000.

Part F is provided for the Board's information. This section provides information about cumulative purchases from state-approved vendors under contracts or buying

cooperative agreements that the Board already has approved. All such purchases have been made through established District procedures to ensure that the purchase provided the best buy at the lowest available price.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board approve the items recommended under Parts A, B, C, and D. The items in Parts E and F are provided for the Board's information.

PROPOSED RESOLUTION

Whereas, in compliance with state purchasing and procurement requirements and other applicable law, the RISD Purchasing Department, in collaboration with the end-user departments, has solicited, received, opened, and considered responsive bids for contracts to procure various goods and services required for District operations and has made recommendations for the acceptance and approval of bids and contracts that provide the best value to the District; and

WHEREAS, the district has collaborated with other local government entities to develop Interlocal Agreements and Memoranda of Understanding to obtain goods or share services; and

WHEREAS, the District has made cumulative purchases from previously qualified vendors in accordance with applicable procedures for services and has entered into contracts for goods and services within the Superintendent's delegated purchasing authority; and

WHEREAS, effective management of the District's purchasing and acquisition processes supports the Board's strategic objectives and strategies; now

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District accepts, and/or approves the recommended bids, contracts, and Interlocal Agreements and Memoranda of Understanding set out in Parts A, B, C, and D on the attached pages.

Board Agenda September 18, 2025

PART A - New Bids -- For Approval

Bid Number	Description	Recommended Vendor	Amount	Budgeted Amount	Number of Responses	Number Of No Bid Responses	Bids Sought
25-344	Miscellaneous Consultant Services (SY25-26)	RollKall Technologies, LLC - Off Duty Security Relay Graduate School of Education - Professional Staff Development Great Minds PBC - Professional Staff Development Jana Schofield - Speech Pathologist Soliant Health LLC - SpEd/Health Services staffing Abacoll Solutions LLC - Consulting Services To Be Like Me - Prof Staff Development			7		
25-339	Commodity Discount Providers	J&S Franchises Investments LLC dba Rush Bowls Elsaidi Associates, LLC dba The Supply Biz West Coast Arborists, Inc. dba Western Certified Arborists SOLID Surface Care, Inc. Hogan Truck Leasing, Inc, AutoZone, Inc. dba ALLDATA LLC Positive Promotions, Inc. The String Bean Restaurant TeamBuilder, LLC Procure Solutions North Houston Athletics	Compliance		7		
25-343	Third Party Staffing Services	22nd Century Technologies, Inc. Ad-A-Staff Inc. Adil Business Systems INC Altiora Consulting LLC Amergis Educational Staffing Arch Staffing & Consulting LLC BE Staffing Solutions LLC Birch Agency, Inc BuzzClan, LLC C. A. Community Services Candor Consulting and Diagnostics, LLC CodeForce 360 COGENT Infotech Corporation CornerStone Staffing Corporate Solutions General Inc. FirstNet Global LLC Infojini, Inc. Infostride Inc. Laine Federal			41		

LanceSoft
 Legacy Solutions, Inc
 Marathon Staffing Group, Inc.
 Medical Edge Recruitment
 MGR Workforce
 Morgan Recruitment Corporation
 National Recruiting Consultants
 Noor Staffing Group
 Openwork LLC
 Raya Workforce
 Specialized Assessment & Consulting
 Spotter Staffing
 SuiteMate Staffing Solutions, Inc
 Supplemental Health Care
 Taylor Smith Consulting, LLC
 TeleSolv Consulting
 The Stepping Stones Group, LLC
 TRYFACTA, INC.
 UpSela
 Your Talent Consultancy
 Zen Educate
 Zencon Group Inc.

25-345	Kitchen Dish Machine and Booster Heater Equipment Including Installation for Child Nutrition	Chef's Depot	\$ 489,716.38	3	57
25-346	Demography Services	Zonda Education	\$ 145,500.00	4	22
25-351	Construction Manager-At-Risk Natatorium Renovation Projects	Hill & Wilkinson Construction Group, Ltd	\$20,000.00 (Preconstruction Fee Only) Berker HS \$20,000.00 (Preconstruction Fee Only) Pearce HS	5	7

PART B - Bid Renewals -- For Approval							
--	--	--	--	--	--	--	--

Bid Number	Description	Recommended Vendor	Amount	Budgeted Amount	Number of Responses	Number Of No Bid Responses	Bids Sought
22-193	Office Supplies and Related Items for Child Nutrition Department	Staples Contract & Commercial LLC					

PART C - Purchase and Contract Information (Greater than \$100,000) -- For Approval	
Purchases, Contracts, Contract Modifications & Change Orders: Greater than \$100,000	Amount

Dallas Central Appraisal District -	\$ 1,338,146.00
Frontline Education - IEP eStar 7/1/2025 - 6/30/2028 (RISD #23-270)	\$ 601,143.96
RollKall Technologies, LLC - Off Duty Security Services (RISD #25-344)	\$ 390,000.00
United Mechanical - Replace (2) chillers at PDC (RISD # 22-186)	\$ 332,789.00
Mobile Communications America - WiFi Capable radios (Buyboard # 696-23)	\$ 199,936.00
Emergent Tree - licenses and training for specific campuses on Tier 2 behavior practices and interventions (RISD # 23-270 and 22-184)	\$ 109,365.00

PART D - Interlocals, MOU's, and Other -- For Approval

Interlocals

Texas Woman's University - Clinical Affiliation Agreement - 5- year term

Choice Partners Cooperative 2025-2026 Participation Agreement July 1, 2025- June 30, 2026 (Smallwares, Preventative Maintenance, Repairs for Food Services)

Memorandum of Understanding

None

Cooperative Agreements	Not to Exceed
Labatt Food Service - per Multi Region Purchasing Cooperative #2021-02 (Full Line Grocery, NOI FFS Distribution) through June 30, 2026	\$ 6,000,000.00
JourneyED.com, Inc. - per TIPS 230105 (Technology Software and Services) through May 30, 2028	\$ 500,000.00
3CLOUD per Plano ISD 2021-047-S3 (Administrative Consulting Services) through May 31, 2026	\$ 500,000.00
Mythics LLC per Omnia R240202 (Oracle Products and Services) through December 31, 2027	\$ 250,000.00
Klement Distributions, Inc. - Delivered Ice Cream for the 2025-2026 school year (MRPC)	\$ 150,000.00
RTI Scheduler Gammon Application LLC - per TIPS 240402 (Office and School Supplies, Products, and Services)	\$ 150,000.00
Albom & Associates LLC - per BuyBoard 699-23 (Translation Services) through May 31, 2026.	\$ 150,000.00
Wesco Distribution, Inc dba Anixter - per Omnia Partners R240809 (Maintenance, Repair, and Operations (MRO) Supplies Equipment, and Related Products and Services) through October 31, 2027	\$ 150,000.00
Carahsoft Technology Corporation per (Omnia R240303 Software Solutions and Services) through December 31, 2027	\$ 80,000.00
Southern Tire Mart, LLC per TIPS (Tires and Associated Goods and Services) through June 30, 2026	\$ 75,000.00
IdentiSys, Inc. - per Buyboard 759-25 (Technology Software and Services) through January 31, 2026	\$ 75,000.00
The Library Corporation DBA Carl Corporation or Techlogic per Equalis R10-1118 (Library Management Solutions) through June 30, 2026	\$ 50,000.00
Rene Bates Auctioneers per Buyboard #708-23 (Auction Services) through August 31, 2026	\$ 50,000.00
Procare Solutions dba Procure Software Holdings, LLC -per EPCNT Lewisville ISD #F1072A-23 (Instructional Materials, Teaching Aids, Supplies, Software, Equipment, and other related products and Services) through January 28, 2026	\$ 20,000.00

Other

None

PART E - Contracts, Contract Modifications & Change Orders: Less than \$100,000 (Information Only)	Amount
---	---------------

<p>The Stepping Stones on behalf of LeAnne Hendrickson - Fulfill all special education teacher responsibilities for the position assigned to, including: planning and delivering instruction, writing, implementing and monitoring student Individual Educations Programs, preparing for and attending Admission, Review and Dismissal committee meetings, and participating in campus team meetings and staff development through May 22, 2026.</p>	\$ 99,500.00
<p>Translation & Interpretation Network - Foreign language translation services to include written language translation for Special Education documents, as required. Foreign language interpretation services to include on-demand phone and video interpretations as well as scheduled consecutive interpretation onsite through July 31, 2026.</p>	\$ 84,000.00
<p>Bilingual Speech Services on behalf of Lindsey Leander - Speech Language Pathology: To provide support to District Speech Language Pathology Team to include but not limited to collaboration with campus teams, attendance in Multi-Tiered Support Systems meetings, comprehensive speech language therapy, writing Individualized Education Program completing evaluations, updating progress, and attendance of Admission, Review and Dismissal meetings through 2025-26 school year.</p>	\$ 39,000.00
<p>Jan Doughman Lucio - Assist the Instructional Technology Department by providing services to campuses and departments, which will include but will not be limited to campus technology needs and troubleshooting and distribution of devices through June 30, 2026.</p>	\$ 35,000.00
<p>Amanda Harrison - Pearce High School Color Guard Director & Tech, which includes but is not limited to: costume and music coordinator, choreographer, and student coach through May 22, 2026.</p>	\$ 30,000.00
<p>Lead Partners LLC - to increase student learning and development, to develop our teachers to increase Tier 1 instruction with all students as assigned with our respective schools framework - school improvement work through June 30, 2026.</p>	\$ 23,000.00
<p>LeTourneau & Associates on behalf of Stacie Brown - to provide support to District Speech Language Pathology Team to include but not limited to collaboration with campus teams, attendance in Multi-Tiered Support Systems meetings, comprehensive speech language therapy, writing Individualized Education Program, completing evaluations, updating progress and attendance of Admission, Review and Dismissal meetings through 2025-26 school year.</p>	\$ 20,000.00
<p>Bilingual Speech Services on behalf of Terri Johnson - Speech Language Pathology: To provide support to District Speech Language Pathology Team to include but not limited to collaboration with campus teams, attendance in Multi-Tiered Support Systems meetings, comprehensive speech language therapy, writing Individualized Education Program completing evaluations, updating progress, and attendance of Admission, Review and Dismissal meetings through 2025-26 school year.</p>	\$ 19,000.00

PART F - Cumulative Purchases -- Information Only**Cumulative Purchases from Qualified Vendors:**

	Amount
1GPA	\$ 4,225.02
ALLIED STATES (Region 19)	\$ 147,110.41
BUY BOARD - Texas Association of School Boards	\$ 1,385,250.77
CCGPF	\$ 1,320.00
CPGPC - Choice Partners	\$ 643,365.65
CTPA	\$ 4,910.04
DIR - State of Texas Department of Information Resources	\$ 61,429.86
EPCNT - Education Purchasing Cooperative of North Texas	\$ 313,269.71
SOURCEWELL - Sourcwell (previously NJPA)	\$ 320,254.66
MRPC	\$ 46,352.00
OMNIA Partners - TCPN/IPA/US Communities	\$ 136,512.07
TCCPP	\$ 950,000.00
TIPS - The Interlocal Purchasing System	\$ 1,132,746.48
TPASS - Texas Procurement and Support Services	\$ 16,000.00
EQUALIS	\$ 3,662,560.88
E&I - Cooperative Services	\$ 83,000.00
TOTAL:	\$ 8,908,307.55

BOARD AGENDA - September 18, 2025
RECOMMENDED SPECIFIED BID COMMENTS

Bid #	Description	Comments
25-344	Miscellaneous Consultant Services	This RFP (unsealed) establishes a roster of vendors to be used for consulting contracts. Vendors will be added as responses are submitted to the district and approved for district use. Contracts will be reported as needed per the BOT reporting guidelines. The term for this roster of vendors ends 8/31/2030.
25-339	Commodity Discount Providers	This RFP (unsealed) establishes a roster of vendors to be used for various district commodities. Vendors will be added as responses are submitted to the district and approved for district use. The term end date for these vendors will be assigned per commodity.
25-343	Third Party Staffing Services	This RFP establishes a roster of vendors to provide various third party staffing services for various departments district-wide. The award for this RFP is five years beginning October 1, 2025 - September 30, 2030.
25-345	Kitchen Dish Machine and Booster Heater Equipment Including Installation for Child Nutrition	This RFP was solicited to establish a single vendor to provide kitchen dish machines and booster heater equipment at identified school kitchens.
25-346	Demography Services	This RFP was solicited to establish a single vendor to provide demography services. The term of this award is (3) years beginning September 19, 2025 - September 30, 2028 with (2) one-year renewal options.
25-351	Construction Manager at Risk - Natatorium Renovation Projects	Proposals were solicited from all RISD approved CMAR's. In accordance with step two of the construction manager-at-risk process, these award recommendations are based on the qualification submittals and fee proposals of each respondent. The award recommendations are for preconstruction services only as approval to proceed with actual construction is dependent on the next bond passage.

Bid Renewals:

Bid #	Description	Comments
22-193	Office Supplies & Related Items for Child Nutrition	IFB establishing a qualified vendor for procurement of office supplies for Child Nutrition Department. This is the last of three annual renewal options

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 18, 2025

Submitted by: David Pate, Assistant Superintendent of Finance & Support Services

INFORMATION ITEM

TOPIC: Upcoming Bids

BACKGROUND INFORMATION

Attached is a schedule of anticipated bids for the next 12 months.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent presents this schedule for the Board's information.

BOT Meeting

October

Consulting Services for Transportation RFQ

November

Classroom Music Supplies

Stage Rentals and Event Related Items

HVAC Equipments, Supplies, and Services

December

Property Insurance

January

February

Moving Supplies and Services

March

April

May

Athletic & PE Equipment & Supplies

June

Serving Line for Child Nutrition Department

Computers and Service

Copiers (District-wide)

Paper (Specialty)

Teaching Aids

Fundraisers

Special Education Supplies, Equipment and Related Items

August

September

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 18, 2025

Submitted by: David Pate, Assistant Superintendent of Finance and Support Services

INFORMATION ITEM

TOPIC: Bond Expenditure Reports

BACKGROUND INFORMATION

The Bond Program Management Department prepares a report of the 2016 bond authorization expenditures each month. These reports are presented as part of a process to ensure community understanding and provide a degree of oversight of financial decisions regarding these monies.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent presents these reports for the Board's information.

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Bond Expenditures By Project Through August 26, 2025
Bond Series 2016

	Original Budget	Amended Budget	Spent and Committed	% Spent To Date	Balance	Estimate To Complete	Available or (Shortage)	Amounts Issued 2016 Bond	Changes from Prior Report 16-Jul-25			
									Spent and Committed	Estimate to Complete	Available or (Shortage)	
Instruction & Technology												
Athletics	9,205,140	8,636,905	8,636,905	100.0%	-	-	-	9,205,140	-	-	-	
Career & Technical Education	16,332,244	16,315,063	16,315,063	100.0%	-	-	-	16,332,244	-	-	-	
Fine Arts	7,405,580	6,867,231	6,867,231	100.0%	-	-	-	7,405,580	-	-	-	
Health Services	266,780	358,445	358,445	100.0%	-	-	-	266,780	-	-	-	
Innovative Instructional Space/Library Media	19,188,412	16,238,121	16,238,121	100.0%	-	-	-	19,188,412	-	-	-	
Instructional Technology	59,216,049	59,095,911	59,095,911	100.0%	-	-	-	59,216,049	-	-	-	
Junior Reserve Officer Training Corp (JROTC)	623,500	565,923	565,923	100.0%	-	-	-	623,500	-	-	-	
Language Arts	1,914,445	1,878,280	1,878,280	100.0%	-	-	-	1,914,445	-	-	-	
Languages Other Than English	1,185,800	1,188,737	1,188,737	100.0%	-	-	-	1,185,800	-	-	-	
Mathematics	1,151,550	1,151,369	1,151,369	100.0%	-	-	-	1,151,550	-	-	-	
Multipurpose Activity Centers	59,981,665	49,892,912	49,892,912	100.0%	-	-	-	59,981,665	-	-	-	
PACE After School Program	216,000	216,000	216,000	100.0%	-	-	-	216,000	-	-	-	
Physical Education & Health	489,400	448,362	448,362	100.0%	-	-	-	489,400	-	-	-	
Science	2,656,702	2,689,598	2,689,598	100.0%	-	-	-	2,656,702	-	-	-	
Social Studies	311,523	311,708	311,708	100.0%	-	-	-	311,523	-	-	-	
Special Education	1,438,000	4,860,883	4,860,883	100.0%	-	-	-	1,438,000	-	-	-	
Student Assistance Programs	55,875	55,262	55,262	100.0%	-	-	-	55,875	-	-	-	
Student Performance and Evaluation	410,000	365,573	365,573	100.0%	-	-	-	410,000	-	-	-	
Visual Arts	547,697	465,795	465,795	100.0%	-	-	-	547,697	-	-	-	
	<u>182,596,362</u>	<u>171,602,079</u>	<u>171,602,079</u>	<u>100.0%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>182,596,362</u>	<u>-</u>	<u>-</u>	<u>-</u>	
Infrastructure and Support												
Enterprise Technology	35,565,000	31,437,902	26,969,089	85.8%	4,468,813	4,468,813	-	35,565,000	-	-	-	
Facilities	97,507,693	88,072,347	86,469,824	98.2%	1,602,523	1,602,523	-	97,507,693	171,245	(171,245)	-	
Furniture, Office Equipment, Copiers	7,534,426	9,354,001	9,203,786	98.4%	150,215	150,215	-	7,534,426	-	-	-	
Maintenance & Operations	3,294,834	3,294,269	3,294,269	100.0%	-	-	-	3,294,834	-	-	-	
Program and Project Management	1,282,044	1,329,012	1,243,418	93.6%	85,593	85,593	-	1,282,044	540	(540)	-	
Transportation	3,349,835	1,773,307	1,599,438	90.2%	173,868	173,868	-	3,349,835	-	-	-	
	<u>148,533,832</u>	<u>135,260,837</u>	<u>128,779,825</u>	<u>95%</u>	<u>6,481,012</u>	<u>6,481,012</u>	<u>-</u>	<u>148,533,832</u>	<u>171,785</u>	<u>(171,785)</u>	<u>-</u>	
Construction												
Construction	107,271,359	132,034,300	132,034,300	100.0%	-	-	-	107,271,359	-	-	-	
	<u>107,271,359</u>	<u>132,034,300</u>	<u>132,034,300</u>	<u>100.0%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>107,271,359</u>	<u>-</u>	<u>-</u>	<u>-</u>	
TOTAL 2016 BOND	<u>438,401,553</u>	<u>438,897,216</u>	<u>432,416,204</u>	<u>98.5%</u>	<u>6,481,012</u>	<u>6,481,012</u>	<u>-</u>	<u>438,401,553</u>	<u>171,785</u>	<u>(171,785)</u>	<u>-</u>	

(1) "Estimate To Complete" includes 100% of the original project estimate for projects not yet bid and estimated cost of projects in progress.

(2) From the total bond amount, \$84M was issued on 7/21/16, \$225M was issued on 5/31/17, and \$128M was issued on 6/13/19

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 18, 2025

Submitted by: David Pate, Assistant Superintendent of Finance and Support Services

INFORMATION ITEM

TOPIC: Bond Expenditure Reports

BACKGROUND INFORMATION

The Bond Program Management Department prepares a report of the 2021 bond authorization expenditures each month. These reports are presented as part of a process to ensure community understanding and provide a degree of oversight of financial decisions regarding these monies.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent presents these reports for the Board's information.

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Bond Expenditures By Project Through August 26, 2025
Bond Series 2021

	Original Budget	Amended Budget	Spent and Committed	% Spent To Date	Balance	Estimate To Complete	Available or (Shortage)	Amounts Issued 2021 Bond	Changes from Prior Report 16-Jul-25		
									Spent and Committed	Estimate to Complete	Available or (Shortage)
Instruction & Technology											
Accountability Continuous Imp	2,580,000	2,580,000	1,835,983	71.2%	744,017	744,017	-	2,580,000	(603)	603	-
Advance Learning Services	3,745,000	3,745,000	1,256,356	33.5%	2,488,644	2,488,644	-	3,745,000	-	-	-
Athletics	11,405,260	11,405,260	10,155,042	89.0%	1,250,218	1,250,218	-	11,405,260	43,730	(43,730)	-
Bilingual	1,610,000	1,610,000	924,622	57.4%	685,378	685,378	-	1,610,000	275,550	(275,550)	-
Career & Technical Education	14,250,000	14,250,000	13,662,706	95.9%	587,294	587,294	-	14,250,000	4,913	(4,913)	-
English as Second Language	3,183,130	3,183,130	1,867,865	58.7%	1,315,265	1,315,265	-	3,183,130	-	-	-
Fine Arts Music and Theatre	10,924,000	10,924,000	7,913,900	72.4%	3,010,100	3,010,100	-	10,924,000	59,401	(59,401)	-
Health Services	273,000	273,000	247,548	90.7%	25,452	25,452	-	273,000	-	-	-
Innovative Instructional Space/Library Media	2,943,000	2,943,000	2,624,894	89.2%	318,106	318,106	-	2,943,000	19,166	(19,166)	-
Instructional Technology	70,521,762	70,521,762	62,345,414	88.4%	8,176,348	8,176,348	-	70,521,762	2,254,878	(2,254,878)	-
JROTC	560,970	560,970	238,678	42.5%	322,292	322,292	-	560,970	5,114	(5,114)	-
Language Arts	5,965,050	5,965,050	5,115,539	85.8%	849,511	849,511	-	5,965,050	-	-	-
Language Other Than English	441,000	441,000	400,663	90.9%	40,337	40,337	-	441,000	-	-	-
Literacy & Intervention	6,819,514	6,819,514	6,438,080	94.4%	381,434	381,434	-	6,819,514	-	-	-
Mathematics	3,728,000	3,728,000	3,519,850	94.4%	208,150	208,150	-	3,728,000	-	-	-
Physical Education & Health	525,000	525,000	475,571	90.6%	49,429	49,429	-	525,000	2,214	(2,214)	-
PreKindergarten	1,586,970	1,586,970	1,082,035	68.2%	504,935	504,935	-	1,586,970	8,527	(8,527)	-
Prevention Programming	100,000	100,000	22,182	22.2%	77,818	77,818	-	100,000	-	-	-
Print Services	2,040,000	2,040,000	1,937,194	95.0%	102,806	102,806	-	2,040,000	(694)	694	-
Science	3,180,000	3,180,000	3,128,096	98.4%	51,904	51,904	-	3,180,000	-	-	-
Social Studies	574,000	574,000	573,993	100.0%	7	7	-	574,000	212,760	(212,760)	-
Special Student Services	2,978,741	2,978,741	1,488,910	50.0%	1,489,831	1,489,831	-	2,978,741	12,551	(12,551)	-
Teaching and Learning Svcs	1,559,030	1,559,030	966,256	62.0%	592,774	592,774	-	1,559,030	(4,484)	4,484	-
Visual Arts	893,900	893,900	761,891	85.2%	132,009	132,009	-	893,900	16,790	(16,790)	-
	<u>152,387,327</u>	<u>152,387,327</u>	<u>128,983,265</u>	<u>84.6%</u>	<u>23,404,062</u>	<u>23,404,062</u>	<u>-</u>	<u>152,387,327</u>	<u>2,909,813</u>	<u>(2,909,813)</u>	<u>-</u>
Infrastructure and Support											
Enterprise Technology	40,580,000	40,580,000	36,293,545	89.4%	4,286,455	4,286,455	-	40,580,000	52,228	(52,228)	-
Facilities	118,300,963	117,469,892	90,200,083	76.8%	27,269,809	27,269,809	-	118,300,963	3,782,624	(3,782,624)	-
Furniture, Office Equipment, Copiers	24,077,400	24,077,400	22,767,655	94.6%	1,309,745	1,309,745	-	24,077,400	908,884	(908,884)	-
Maintenance & Operations	4,307,511	4,307,511	2,677,670	62.2%	1,629,841	1,629,841	-	4,307,511	(364)	364	-
Program and Project Management	1,138,200	1,138,200	1,042,868	91.6%	95,332	95,332	-	1,138,200	21,878	(21,878)	-
Safety and Security	7,471,466	7,471,466	1,000,903	13.4%	6,470,563	6,470,563	-	7,471,466	102,796	(102,796)	-
Transportation	11,025,652	11,025,652	10,856,554	98.5%	169,098	169,098	-	11,025,652	-	-	-
	<u>206,901,192</u>	<u>206,070,121</u>	<u>164,839,279</u>	<u>80.0%</u>	<u>41,230,842</u>	<u>41,230,842</u>	<u>-</u>	<u>206,901,192</u>	<u>4,868,046</u>	<u>(4,868,046)</u>	<u>-</u>
Construction											
Construction	383,062,817	383,062,817	372,794,917	97.3%	10,267,900	10,267,900	-	383,062,817	67,914	(67,914)	-
	<u>383,062,817</u>	<u>383,062,817</u>	<u>372,794,917</u>	<u>97.3%</u>	<u>10,267,900</u>	<u>10,267,900</u>	<u>-</u>	<u>383,062,817</u>	<u>67,914</u>	<u>(67,914)</u>	<u>-</u>
TOTAL 2021 BOND	<u>742,351,336</u>	<u>741,520,265</u>	<u>666,617,461</u>	<u>89.9%</u>	<u>74,902,804</u>	<u>74,902,804</u>	<u>-</u>	<u>742,351,336</u>	<u>7,845,773</u>	<u>(7,845,773)</u>	<u>-</u>

(1) "Estimate To Complete" includes 100% of the original project estimate for projects not yet bid and estimated cost of projects in progress.

(2) From the total bond amount, \$200M was issued on 07/19/21, \$200M was issued on 06/08/22, \$200M was issued on 11/30/22, \$125M was issued 07/15/2024

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 18, 2025

Submitted by: David Pate, Assistant Superintendent of Finance & Support Services

ACTION ITEM

TOPIC: Budget Status Report – 2025-2026 Annual Budget

BACKGROUND INFORMATION

In compliance with the Texas Education Code and also with TEA Financial Accounting and Reporting Budgeting Module, the expenditure budget for the District must be approved by the Board of Trustees. The annual budget includes Funds 199 (Operating), 240 (Child Nutrition), and 599 (Debt Service) and is adopted by function and object series as prescribed by the Budgeting Module.

Many changes in function expenditures occur within each month. To keep the Board informed of these changes, the Budget Status Report for expenditures is presented for approval on a monthly basis. Changes in function expenditures or appropriations in amounts greater than \$5,000 are not made until the Board of Trustees gives its approval.

SUPERINTENDENT’S RECOMMENDATION

The Superintendent recommends that the Board of Trustees of the Richardson Independent School District approve the Budget Status Report as listed on the following pages.

RESOLUTION

WHEREAS, the Board of Trustees adopted the budget for the fiscal year in June; and

WHEREAS, changes occur in expenditures during the year; and

WHEREAS, these changes are necessary for the successful education of the students in the district and

WHEREAS, ensuring timely and accurate financial record keeping supports the Board’s Strategic Objectives and Strategies;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District approve the Budget Status Report on the following pages.

Summary of Budget - Proposed Amendments - All Official Funds
 Summary as of Date September 18, 2025

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 105,377,608	\$ -	\$ -	\$ -	\$ 105,377,608	\$ -	\$ -	\$ -	\$ 105,377,608
Revenues									
Local	382,231,162	-	-	-	382,231,162	-	-	-	382,231,162
State	140,732,432	-	-	-	140,732,432	-	-	-	140,732,432
Federal	20,082,619	-	-	-	20,082,619	-	-	-	20,082,619
Total Revenues	543,046,213	-	-	-	543,046,213	-	-	-	543,046,213
Expenditures									
Function 11 - Instruction	271,936,976	-	-	-	271,936,976	125,161	4,291,620	1,174	276,354,931
Function 12 - Library/Media Services	6,103,854	-	-	-	6,103,854	8,487	-	1,500	6,113,841
Function 13 - Curriculum/Instructional Staff Development	8,400,967	-	-	-	8,400,967	16,489	-	5,516	8,422,972
Function 21 - Instruction Leadership	8,081,984	-	-	-	8,081,984	60,365	-	(56,719)	8,085,630
Function 23 - School Leadership	27,407,598	-	-	-	27,407,598	3,093	-	26,310	27,437,001
Function 31 - Guidance / Counseling	23,060,289	-	-	-	23,060,289	21,013	-	(25)	23,081,277
Function 32 - Social Work Services	1,565,692	-	-	-	1,565,692	-	-	-	1,565,692
Function 33 - Health Services	6,310,698	-	-	-	6,310,698	-	-	324	6,311,022
Function 34 - Student Transportation	9,512,524	-	-	-	9,512,524	224,680	-	(91,000)	9,646,204
Function 35 - Child Nutrition	20,200,901	-	-	-	20,200,901	-	-	-	20,200,901
Function 36 - Co-curricular / Extracurricular Activities	3,626,509	-	-	-	3,626,509	32,252	11,075	9,900	3,679,736
Function 41 - General Administration	10,011,273	-	-	-	10,011,273	13,105	565,579	6,580	10,596,537
Function 51 - Maintenance & Operations	38,736,069	-	-	-	38,736,069	40,882	100,000	90,196	38,967,147
Function 52 - Security Services	7,236,251	-	-	-	7,236,251	41,910	-	-	7,278,161
Function 53 - Data Processing Services	5,201,720	-	-	-	5,201,720	186,328	-	-	5,388,048
Function 61 - Community Services	4,418,149	-	-	-	4,418,149	2,222	100,000	5,020	4,525,391
Function 71 - Debt Administration	103,616,171	-	-	-	103,616,171	-	46,328	-	103,662,499
Function 72 - Debt Administration	41,786,324	-	-	-	41,786,324	-	-	-	41,786,324
Function 73 - Debt Administration	20,000	-	-	-	20,000	-	-	-	20,000
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	1,224	1,224
Function 91 - Intergovernmental Charges	6,638,967	-	-	-	6,638,967	-	-	-	6,638,967
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	255,704	-	-	-	255,704	-	-	-	255,704
Function 95 - Payments to JJAEP	50,000	-	-	-	50,000	-	-	-	50,000
Function 97 - Payments to Tax Increment	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	1,338,146	-	-	-	1,338,146	-	-	-	1,338,146
Total Expenditures	605,516,766	-	-	-	605,516,766	775,987	5,114,602	-	611,407,355
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	10,500,000	-	-	-	10,500,000	-	-	-	10,500,000
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	150,000	-	-	-	150,000	-	-	-	150,000
8911 Transfers Out	(1,000,000)	-	-	-	(1,000,000)	-	-	-	(1,000,000)
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
Total Other Plan Sources (Uses)	9,650,000	-	-	-	9,650,000	-	-	-	9,650,000
Ending Fund Balance	\$ 52,557,055	\$ -	\$ -	\$ -	\$ 52,557,055	\$ (775,987)	\$ (5,114,602)	\$ -	\$ 46,666,466

Note: The beginning fund balance reflects the 2024-25 ending fund balance less nonspendable balances and restrictions, commitments and assignments in the General Fund per the 2024-25 final BSR, plus unspent encumbrances that rolled to 2025-26.

Summary of Budget - Proposed Amendments - General Operating Fund
 Summary as of Date September 18, 2025

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 67,527,119	\$ -	\$ -	\$ -	\$ 67,527,119	\$ -	\$ -	\$ -	\$ 67,527,119
Revenues									
Local	261,743,177	-	-	-	261,743,177	-	-	-	261,743,177
State	133,233,603	-	-	-	133,233,603	-	-	-	133,233,603
Federal	6,500,000	-	-	-	6,500,000	-	-	-	6,500,000
Total Revenues	401,476,780	-	-	-	401,476,780	-	-	-	401,476,780
Expenditures									
Function 11 - Instruction	271,936,976	-	-	-	271,936,976	125,161	4,291,620	1,174	276,354,931
Function 12 - Library/Media Services	6,103,854	-	-	-	6,103,854	8,487	-	1,500	6,113,841
Function 13 - Curriculum/Instructional Staff Development	8,400,967	-	-	-	8,400,967	16,489	-	5,516	8,422,972
Function 21 - Instruction Leadership	8,081,984	-	-	-	8,081,984	60,365	-	(56,719)	8,085,630
Function 23 - School Leadership	27,407,598	-	-	-	27,407,598	3,093	-	26,310	27,437,001
Function 31 - Guidance / Counseling	23,060,289	-	-	-	23,060,289	21,013	-	(25)	23,081,277
Function 32 - Social Work Services	1,565,692	-	-	-	1,565,692	-	-	-	1,565,692
Function 33 - Health Services	6,310,698	-	-	-	6,310,698	-	-	324	6,311,022
Function 34 - Student Transportation	9,512,524	-	-	-	9,512,524	224,680	-	(91,000)	9,646,204
Function 35 - Child Nutrition	250,000	-	-	-	250,000	-	-	-	250,000
Function 36 - Co-curricular / Extracurricular Activities	3,626,509	-	-	-	3,626,509	32,252	11,075	9,900	3,679,736
Function 41 - General Administration	10,011,273	-	-	-	10,011,273	13,105	565,579	6,580	10,596,537
Function 51 - Maintenance & Operations	38,269,401	-	-	-	38,269,401	40,882	100,000	90,196	38,500,479
Function 52 - Security Services	7,236,251	-	-	-	7,236,251	41,910	-	-	7,278,161
Function 53 - Data Processing Services	5,201,720	-	-	-	5,201,720	186,328	-	-	5,388,048
Function 61 - Community Services	4,418,149	-	-	-	4,418,149	2,222	100,000	5,020	4,525,391
Function 71 - Debt Administration	34,513	-	-	-	34,513	-	46,328	-	80,841
Function 72 - Debt Administration	540	-	-	-	540	-	-	-	540
Function 73 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	1,224	1,224
Function 91 - Intergovernmental Charges	6,638,967	-	-	-	6,638,967	-	-	-	6,638,967
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	255,704	-	-	-	255,704	-	-	-	255,704
Function 95 - Payments to JJAEP	50,000	-	-	-	50,000	-	-	-	50,000
Function 97 - Payments to Tax Increment Fund	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	1,338,146	-	-	-	1,338,146	-	-	-	1,338,146
Total Expenditures	439,711,755	-	-	-	439,711,755	775,987	5,114,602	-	445,602,344
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	10,500,000	-	-	-	10,500,000	-	-	-	10,500,000
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	150,000	-	-	-	150,000	-	-	-	150,000
8911 Transfers Out	(1,000,000)	-	-	-	(1,000,000)	-	-	-	(1,000,000)
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
Total Other Plan Sources (Uses)	9,650,000	-	-	-	9,650,000	-	-	-	9,650,000
Ending Fund Balance	\$ 38,942,144	\$ -	\$ -	\$ -	\$ 38,942,144	\$ (775,987)	\$ (5,114,602)	\$ -	\$ 33,051,555

Note: The beginning fund balance reflects the 2024-25 ending unrestricted fund balance per the 2024-25 final BSR, plus unspent encumbrances that rolled to 2025-26.

Summary of Budget - Proposed Amendments - Child Nutrition Fund

Summary as of Date September 18, 2025

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 2,595,756				\$ 2,595,756				\$ 2,595,756
Revenues									
Local	3,570,500	-	-	-	3,570,500	-	-	-	3,570,500
State	75,000	-	-	-	75,000	-	-	-	75,000
Federal	13,582,619	-	-	-	13,582,619	-	-	-	13,582,619
Total Revenues	17,228,119	-	-	-	17,228,119	-	-	-	17,228,119
Expenditures									
Function 11 - Instruction	-	-	-	-	-	-	-	-	-
Function 12 - Library/Media Services	-	-	-	-	-	-	-	-	-
Function 13 - Curriculum/Instructional Staff Development	-	-	-	-	-	-	-	-	-
Function 21 - Instruction Leadership	-	-	-	-	-	-	-	-	-
Function 23 - School Leadership	-	-	-	-	-	-	-	-	-
Function 31 - Guidance / Counseling	-	-	-	-	-	-	-	-	-
Function 32 - Social Work Services	-	-	-	-	-	-	-	-	-
Function 33 - Health Services	-	-	-	-	-	-	-	-	-
Function 34 - Student Transportation	-	-	-	-	-	-	-	-	-
Function 35 - Child Nutrition	19,950,901	-	-	-	19,950,901	-	-	-	19,950,901
Function 36 - Co-curricular / Extracurricular Activities	-	-	-	-	-	-	-	-	-
Function 41 - General Administration	-	-	-	-	-	-	-	-	-
Function 51 - Maintenance & Operations	466,668	-	-	-	466,668	-	-	-	466,668
Function 52 - Security Services	-	-	-	-	-	-	-	-	-
Function 53 - Data Processing Services	-	-	-	-	-	-	-	-	-
Function 61 - Community Services	-	-	-	-	-	-	-	-	-
Function 71 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 72 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 73 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	-	-	-	-	-	-	-	-	-
Function 95 - Payments to JJAEP	-	-	-	-	-	-	-	-	-
Function 97 - Payments to Tax Increment Fund	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Total Expenditures	20,417,569	-	-	-	20,417,569	-	-	-	20,417,569
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	-	-	-	-	-	-	-	-	-
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	-	-	-	-	-	-	-	-	-
8911 Transfers Out	-	-	-	-	-	-	-	-	-
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
Total Other Plan Sources (Uses)	-	-	-	-	-	-	-	-	-
Ending Fund Balance	\$ (593,694)	\$ -	\$ -	\$ -	\$ (593,694)	\$ -	\$ -	\$ -	\$ (593,694)

Note: The beginning fund balance reflects the 2024-25 ending fund balance less nonspendable balances per the 2024-25 final BSR, plus unspent encumbrances that rolled to 2025-26.

Summary of Budget - Proposed Amendments - Debt Service Fund
 Summary as of Date September 18, 2025

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 35,254,733				\$ 35,254,733				\$ 35,254,733
Revenues									
Local	116,917,485	-	-	-	116,917,485	-	-	-	116,917,485
State	7,423,829	-	-	-	7,423,829	-	-	-	7,423,829
Federal	-	-	-	-	-	-	-	-	-
Total Revenues	124,341,314	-	-	-	124,341,314	-	-	-	124,341,314
Expenditures									
Function 11 - Instruction	-	-	-	-	-	-	-	-	-
Function 12 - Library/Media Services	-	-	-	-	-	-	-	-	-
Function 13 - Curriculum/Instructional Staff Development	-	-	-	-	-	-	-	-	-
Function 21 - Instruction Leadership	-	-	-	-	-	-	-	-	-
Function 23 - School Leadership	-	-	-	-	-	-	-	-	-
Function 31 - Guidance / Counseling	-	-	-	-	-	-	-	-	-
Function 32 - Social Work Services	-	-	-	-	-	-	-	-	-
Function 33 - Health Services	-	-	-	-	-	-	-	-	-
Function 34 - Student Transportation	-	-	-	-	-	-	-	-	-
Function 35 - Child Nutrition	-	-	-	-	-	-	-	-	-
Function 36 - Co-curricular / Extracurricular Activities	-	-	-	-	-	-	-	-	-
Function 41 - General Administration	-	-	-	-	-	-	-	-	-
Function 51 - Maintenance & Operations	-	-	-	-	-	-	-	-	-
Function 52 - Security Services	-	-	-	-	-	-	-	-	-
Function 53 - Data Processing Services	-	-	-	-	-	-	-	-	-
Function 61 - Community Services	-	-	-	-	-	-	-	-	-
Function 71 - Debt Administration	103,581,658	-	-	-	103,581,658	-	-	-	103,581,658
Function 72 - Debt Administration	41,785,784	-	-	-	41,785,784	-	-	-	41,785,784
Function 73 - Debt Administration	20,000	-	-	-	20,000	-	-	-	20,000
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	-	-	-	-	-	-	-	-	-
Function 95 - Payments to JJAEP	-	-	-	-	-	-	-	-	-
Function 97 - Payments to Tax Increment Fund	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Total Expenditures	145,387,442	-	-	-	145,387,442	-	-	-	145,387,442
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	-	-	-	-	-	-	-	-	-
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	-	-	-	-	-	-	-	-	-
8911 Transfers Out	-	-	-	-	-	-	-	-	-
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
Total Other Plan Sources (Uses)	-	-	-	-	-	-	-	-	-
Ending Fund Balance	\$ 14,208,605	\$ -	\$ -	\$ -	\$ 14,208,605	\$ -	\$ -	\$ -	\$ 14,208,605

Note: The beginning fund balance reflects the 2024-25 ending fund balance less nonspendable balances per the 2024-25 final BSR, plus unspent encumbrances that rolled to 2025-26.

BOARD MEETING
September 18, 2025

FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)

ACCOUNTS	REASON	AMOUNT	
To	199.11.63991.119.33.1063.000.000	Consumable Supplies Teaching	378.00
To	199.11.64991.119.11.1055.000.000	Food Consumed by Students	6,995.00
To	199.11.63991.119.30.1055.000.000	Consumable Supplies Teaching	1,172.00
To	199.11.63991.119.30.1608.000.000	Consumable Supplies Teaching	200.00
From	199.11.63991.999.11.1600.996.000	Consumable Supplies Teaching	(22,367.00)
To	199.11.61170.119.11.0000.000.000	Extra Pay OT Prof Personnel	1,221.00
To	199.11.64990.119.11.0000.000.000	Other Misc Operating Cost	146.00
To	199.11.62995.119.11.0000.000.000	Contracted Substitute Teachers	3,300.00
To	199.11.63991.119.11.1025.000.000	Consumable Supplies Teaching	325.00
To	199.11.63991.119.11.1033.000.000	Consumable Supplies Teaching	200.00
To	199.11.63991.119.11.1042.000.000	Consumable Supplies Teaching	75.00
To	199.11.63991.119.11.1093.000.000	Consumable Supplies Teaching	200.00
To	199.11.64120.119.11.1095.000.000	Student Travel and Training	900.00
To	199.11.63991.119.11.1600.000.000	Consumable Supplies Teaching	2,326.00
To	199.11.63992.119.11.2546.000.000	Consumable Supplies Technology	200.00
To	199.11.63991.119.25.1016.000.000	Consumable Supplies Teaching	648.00
To	199.11.63991.119.33.1600.000.000	Consumable Supplies Teaching	983.00
From	199.11.63991.849.24.0000.996.000	Consumable Supplies Teaching	(3,770.00)
From	199.11.61170.849.24.0000.996.000	Extra Pay OT Prof Personnel	(30,875.00)
From	199.11.61210.849.24.0000.996.000	Extra Duty Pay OT Supp Pers	(4,375.00)
From	199.11.62995.849.24.0000.996.000	Contracted Substitute Teachers	(1,575.00)
From	199.11.64990.849.24.0000.996.000	Other Misc Operating Cost	(1,525.00)
To	199.11.61170.849.24.0000.849.000	Extra Pay OT Prof Personnel	30,875.00
To	199.11.61210.849.24.0000.849.000	Extra Duty Pay OT Supp Pers	4,375.00
To	199.11.64990.849.24.0000.849.000	Other Misc Operating Cost	1,525.00
To	199.11.63991.849.24.0000.849.000	Consumable Supplies Teaching	3,770.00
To	199.11.62995.849.24.0000.849.000	Contracted Substitute Teachers	1,575.00
To	199.11.63990.120.11.1600.000.000	Other Supplies and Materials	4,000.00
To	199.11.62695.002.11.0000.838.000	Rentals Lease SBITA/SW Non Cap	3,570.00
To	199.11.62695.003.11.0000.838.000	Rentals Lease SBITA/SW Non Cap	3,213.00
To	199.11.62695.004.11.0000.838.000	Rentals Lease SBITA/SW Non Cap	2,737.00
To	199.11.62695.005.11.0000.838.000	Rentals Lease SBITA/SW Non Cap	2,737.00
To	199.11.62695.042.11.0000.838.000	Rentals Lease SBITA/SW Non Cap	1,309.00
To	199.11.62695.044.11.0000.838.000	Rentals Lease SBITA/SW Non Cap	952.00
To	199.11.62695.045.11.0000.838.000	Rentals Lease SBITA/SW Non Cap	714.00
To	199.11.62695.047.11.0000.838.000	Rentals Lease SBITA/SW Non Cap	1,547.00
To	199.11.62695.048.11.0000.838.000	Rentals Lease SBITA/SW Non Cap	773.50
To	199.11.62695.049.11.0000.838.000	Rentals Lease SBITA/SW Non Cap	654.50
To	199.11.62695.050.11.0000.838.000	Rentals Lease SBITA/SW Non Cap	714.00
From	199.11.63991.048.11.3006.000.000	Consumable Supplies Teaching	(1,175.00)
From	199.11.63991.121.11.1131.000.000	Consumable Supplies Teaching	(600.00)
From	199.11.63991.121.11.1132.000.000	Consumable Supplies Teaching	(600.00)
From	199.11.63991.121.11.1133.000.000	Consumable Supplies Teaching	(600.00)
From	199.11.63991.121.11.1134.000.000	Consumable Supplies Teaching	(600.00)
From	199.11.63991.121.11.1135.000.000	Consumable Supplies Teaching	(600.00)
From	199.11.63991.121.11.1130.000.000	Consumable Supplies Teaching	(600.00)
From	199.11.63991.121.37.1086.000.000	Consumable Supplies Teaching	(50.00)
From	199.11.63991.121.30.1055.000.000	Consumable Supplies Teaching	(200.00)
From	199.11.63991.121.11.1025.000.000	Consumable Supplies Teaching	(1,800.00)
From	199.11.63991.121.11.1042.000.000	Consumable Supplies Teaching	(800.00)
To	199.11.63991.121.11.1600.000.000	Consumable Supplies Teaching	7,100.00
To	199.11.63991.121.30.1600.000.000	Consumable Supplies Teaching	200.00
From	199.11.63990.120.11.1600.000.000	Other Supplies and Materials	(2,000.00)
To	199.11.63991.106.23.1062.000.000	Consumable Supplies Teaching	1,392.00
From	199.11.63991.106.23.1063.000.000	Consumable Supplies Teaching	(1,392.00)
From	199.11.63991.108.11.1132.000.000	Consumable Supplies Teaching	(100.00)
From	199.11.62994.108.11.1133.000.000	Printing/Duplication	(300.00)
From	199.11.63991.108.11.1130.000.000	Consumable Supplies Teaching	(100.00)
To	199.11.62994.108.11.0000.000.000	Printing/Duplication	300.00
To	199.11.63991.108.11.1600.000.000	Consumable Supplies Teaching	287.00

FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)

ACCOUNTS	REASON	AMOUNT
From 199.11.63991.108.25.1016.000.000	Consumable Supplies Teaching	(87.00)
From 199.11.61170.849.24.0000.849.000	Extra Pay OT Prof Personnel	(14,800.00)
From 199.11.63991.123.11.0000.000.000	Consumable Supplies Teaching	(26.00)
From 199.11.63990.948.11.0000.996.000	Other Supplies and Materials	(4,500.00)
To 199.11.63990.948.11.0000.948.000	Other Supplies and Materials	4,500.00
To 199.11.63990.948.11.0000.996.000	Other Supplies and Materials	4,500.00
From 199.11.63990.948.11.0000.948.000	Other Supplies and Materials	(4,500.00)
To 199.11.63991.123.11.1131.000.000	Consumable Supplies Teaching	92.00
From 199.11.63991.123.11.1132.000.000	Consumable Supplies Teaching	(36.00)
To 199.11.63991.123.11.1133.000.000	Consumable Supplies Teaching	108.00
To 199.11.63991.123.11.1134.000.000	Consumable Supplies Teaching	92.00
To 199.11.63991.123.11.1135.000.000	Consumable Supplies Teaching	124.00
To 199.11.63991.123.11.1136.000.000	Consumable Supplies Teaching	188.00
To 199.11.63991.123.11.1130.000.000	Consumable Supplies Teaching	120.00
To 199.11.64120.123.11.3031.000.000	Student Travel and Training	20.00
To 199.11.63990.123.25.1016.000.000	Other Supplies and Materials	64.00
From 199.11.63991.123.23.1085.000.000	Consumable Supplies Teaching	(1,089.00)
To 199.11.64991.123.23.1085.000.000	Food Consumed by Students	500.00
To 199.11.63991.123.23.0000.000.000	Consumable Supplies Teaching	700.00
From 199.11.62995.123.25.0000.000.000	Contracted Substitute Teachers	(64.00)
To 199.11.62995.123.24.0000.000.000	Contracted Substitute Teachers	370.00
From 199.11.62995.123.24.0000.000.000	Contracted Substitute Teachers	(370.00)
From 199.11.63992.123.11.0000.000.000	Consumable Supplies Technology	(1,600.00)
From 199.11.62993.123.11.0000.000.000	NLA-WebBased Software-62695	(100.00)
To 199.11.62994.123.11.0000.000.000	Printing/Duplication	100.00
From 199.11.64990.123.11.0000.000.000	Other Misc Operating Cost	(300.00)
To 199.11.63991.123.11.0000.000.000	Consumable Supplies Teaching	303.00
To 199.11.62995.123.11.0000.000.000	Contracted Substitute Teachers	800.00
From 199.11.63991.123.11.1025.000.000	Consumable Supplies Teaching	(140.00)
To 199.11.63991.123.11.1033.000.000	Consumable Supplies Teaching	156.00
To 199.11.63991.123.11.1093.000.000	Consumable Supplies Teaching	6.00
From 199.11.63991.123.23.1056.000.000	Consumable Supplies Teaching	(111.00)
From 199.11.63990.004.11.0000.000.000	Other Supplies and Materials	(5,000.00)
From 199.11.62995.003.24.0000.000.000	Contracted Substitute Teachers	(1,500.00)
From 199.11.62995.003.25.0000.000.000	Contracted Substitute Teachers	(500.00)
From 199.11.62995.003.22.0000.000.000	Contracted Substitute Teachers	(4,000.00)
From 199.11.63991.003.21.1600.000.000	Consumable Supplies Teaching	(1,000.00)
From 199.11.63991.050.11.1600.000.000	Consumable Supplies Teaching	(3,000.00)
To 199.11.64110.044.21.3006.000.000	Travel, Train, Subsistence EE	1,500.00
From 199.11.63991.049.11.1600.000.000	Consumable Supplies Teaching	(500.00)
To 199.11.62995.142.11.0000.000.000	Contracted Substitute Teachers	3,000.00
From 199.11.63991.868.22.1626.868.000	Consumable Supplies Teaching	(1,000.00)
From 199.11.63991.049.11.1600.000.000	Consumable Supplies Teaching	(1,061.70)
To 199.11.62990.948.11.1141.948.000	Misc Contracted Services	10,000.00
To 199.11.63991.143.30.1600.000.000	Consumable Supplies Teaching	4,000.00
To 199.11.61250.106.11.0000.000.000	Temp Part Time Support Pers	7,500.00
From 199.11.63991.051.11.1600.000.000	Consumable Supplies Teaching	(4,000.00)
To 199.11.63992.119.11.0000.000.000	Consumable Supplies Technology	230.00
From 199.11.63991.129.11.1600.000.000	Consumable Supplies Teaching	(199.00)
From 199.11.63990.850.11.1500.850.000	Other Supplies and Materials	(5,900.00)
TOTAL FUNCTION 11		1,174.30
To 199.12.63990.119.99.2517.000.000	Other Supplies and Materials	100.00
To 199.12.63290.119.99.2517.000.000	Other Reading Materials	900.00
From 199.12.63293.121.99.2517.000.000	Library Books Media less 5K	(500.00)
To 199.12.63293.120.99.2517.000.000	Library Books Media less 5K	2,000.00
From 199.12.63993.864.99.0000.864.000	Consumable Supplies Office	(1,000.00)
TOTAL FUNCTION 12		1,500.00

FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)

ACCOUNTS	REASON	AMOUNT
From 199.13.63990.948.99.0000.996.000	Other Supplies and Materials	(375.00)
To 199.13.63990.948.99.0000.948.000	Other Supplies and Materials	375.00
To 199.13.63990.948.99.0000.996.000	Other Supplies and Materials	375.00
From 199.13.63990.948.99.0000.948.000	Other Supplies and Materials	(375.00)
To 199.13.64110.123.99.0000.000.000	Travel, Train, Subsistence EE	16.00
To 199.13.64110.050.99.0000.000.000	Travel, Train, Subsistence EE	3,000.00
To 199.13.63290.050.99.0000.000.000	Other Reading Materials	1,500.00
To 199.13.64992.868.22.1626.868.000	Food Consumed by EE Onsite	1,000.00
TOTAL FUNCTION 13		5,516.00
From 199.21.63990.838.99.0000.996.000	Other Supplies and Materials	(4,000.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(18,921.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(878.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(1,655.00)
From 199.21.63990.948.99.0000.996.000	Other Supplies and Materials	(2,500.00)
To 199.21.63990.948.99.0000.948.000	Other Supplies and Materials	2,500.00
To 199.21.63990.948.99.0000.996.000	Other Supplies and Materials	2,500.00
From 199.21.63990.948.99.0000.948.000	Other Supplies and Materials	(2,500.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(1,500.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(1,500.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(3,000.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(765.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(10,000.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(4,000.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(7,500.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(4,000.00)
To 199.21.64110.864.99.0000.864.000	Travel, Train, Subsistence EE	1,000.00
TOTAL FUNCTION 21		(56,719.00)
To 199.23.63993.119.99.0000.000.000	Consumable Supplies Office	398.00
To 199.23.61210.119.99.0000.000.000	Extra Duty Pay OT Supp Pers	1,000.00
From 199.23.63993.849.24.0000.996.000	Consumable Supplies Office	(3,000.00)
From 199.23.64990.849.24.0000.996.000	Other Misc Operating Cost	(2,500.00)
From 199.23.64996.849.24.0000.996.000	Staff Awards and Incentives	(480.00)
To 199.23.63993.849.24.0000.849.000	Consumable Supplies Office	3,000.00
To 199.23.64996.849.24.0000.849.000	Staff Awards and Incentives	480.00
To 199.23.64990.849.24.0000.849.000	Other Misc Operating Cost	2,500.00
To 199.23.64999.048.99.0000.000.000	Employee Clothing not uniforms	1,175.00
To 199.23.64990.108.99.0000.000.000	Other Misc Operating Cost	84.12
To 199.23.63999.108.99.0000.000.000	Equipment	520.64
To 199.23.63990.108.99.0000.000.000	Other Supplies and Materials	14.83
From 199.23.63993.108.99.0000.000.000	Consumable Supplies Office	(619.59)
To 199.23.63998.849.24.0000.849.000	Furniture	14,800.00
To 199.23.64950.108.99.0000.000.000	Dues	878.00
To 199.23.64992.902.99.0000.902.000	Food Consumed by EE Onsite	1,655.00
To 199.23.64950.123.99.0000.000.000	Dues	26.00
To 199.23.64950.123.99.0000.000.000	Dues	26.00
To 199.23.63993.123.99.0000.000.000	Consumable Supplies Office	25.00
To 199.23.64992.049.99.0000.000.000	Food Consumed by EE Onsite	500.00
To 199.23.64992.902.99.0000.902.000	Food Consumed by EE Onsite	765.00
To 199.23.64999.049.99.0000.000.000	Employee Clothing not uniforms	1,061.70
To 199.23.64992.051.99.0000.000.000	Food Consumed by EE Onsite	4,000.00
TOTAL FUNCTION 23		26,309.70
To 199.31.63993.119.99.0000.000.000	Consumable Supplies Office	225.00
From 199.31.63993.121.99.0000.000.000	Consumable Supplies Office	(250.00)
To 199.31.64991.106.99.0000.000.000	Food Consumed by Students	150.00
From 199.31.63993.106.99.0000.000.000	Consumable Supplies Office	(150.00)
TOTAL FUNCTION 31		(25.00)
To 199.33.63990.119.99.3021.000.000	Other Supplies and Materials	225.00
From 199.33.63990.849.24.0000.996.000	Other Supplies and Materials	(150.00)
To 199.33.63990.849.24.0000.849.000	Other Supplies and Materials	150.00
From 199.33.63990.121.99.3021.000.000	Other Supplies and Materials	(100.00)
From 199.33.63990.106.99.3021.000.000	Other Supplies and Materials	(150.00)
To 199.33.64991.106.99.3021.000.000	Food Consumed by Students	150.00
To 199.33.63992.129.99.3021.000.000	Consumable Supplies Technology	199.00
TOTAL FUNCTION 33		324.00

FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)

ACCOUNTS	REASON	AMOUNT
From 199.34.63111.931.99.0000.931.000	Gasoline Other Fuel Buses	(41,000.00)
From 199.34.63190.931.99.0000.931.000	Other Supplies Maint and Ops	(50,000.00)
TOTAL FUNCTION 34		(91,000.00)
From 199.36.63990.948.99.0000.996.000	Other Supplies and Materials	(5,000.00)
To 199.36.63990.948.99.0000.948.000	Other Supplies and Materials	5,000.00
To 199.36.63990.948.99.0000.996.000	Other Supplies and Materials	5,000.00
From 199.36.63990.948.99.0000.948.000	Other Supplies and Materials	(5,000.00)
To 199.36.63990.882.91.0000.882.000	Other Supplies and Materials	4,000.00
To 199.36.62990.850.99.1500.850.000	Misc Contracted Services	5,900.00
TOTAL FUNCTION 36		9,900.00
To 199.41.64292.734.99.0000.734.000	Liability Insurance	6,500.00
To 199.41.62994.734.99.0000.734.000	Printing/Duplication	50.00
To 199.41.63994.734.99.0000.734.000	Postage	30.00
TOTAL FUNCTION 41		6,580.00
From 199.51.64291.999.99.0000.734.000	Property Insurance	(6,580.00)
From 199.51.62490.935.99.0000.935.000	Other Cont Maint and Repair	(1,223.87)
To 199.51.63190.931.99.0000.931.000	Other Supplies Maint and Ops	50,000.00
To 199.51.63110.931.99.0000.931.000	Gasoline Other Fuel Vehicles	41,000.00
To 199.51.61210.003.99.0000.000.000	Extra Duty Pay OT Supp Pers	3,000.00
To 199.51.63990.003.99.0000.000.000	Other Supplies and Materials	4,000.00
TOTAL FUNCTION 51		90,196.13
To 199.61.64990.119.99.0000.000.000	Other Misc Operating Cost	250.00
To 199.61.64990.004.99.0000.000.000	Other Misc Operating Cost	5,000.00
From 199.61.63992.966.99.0000.951.000	Consumable Supplies Technology	(230.00)
TOTAL FUNCTION 61		5,020.00
To 199.81.66192.121.99.0000.935.000	Land Improvements-Depreciate	1,223.87
TOTAL FUNCTION 81		1,223.87
TOTAL FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)		0.00

OTHER PLAN CHANGES - OPERATING FUND (199)

ACCOUNTS	REASON	AMOUNT
To 199.11.61190.999.11.0000.997.000	Teacher Retention Allotment	4,133,216.00
To 199.11.64990.999.11.0000.729.000	Student Badges	81,885.00
To 199.11.64990.999.11.0000.729.000	Student Badges	36,724.00
To 199.11.64990.999.11.0000.729.000	Student Badges	22,218.00
To 199.11.64990.999.11.0000.729.000	Student Badges	16,440.00
To 199.11.63990.949.11.0000.949.000	Gift to Visual Arts	1,136.83
TOTAL FUNCTION 11		4,291,619.83
To 199.36.64121.948.99.0000.931.000	Gifts to Transportation	11,075.00
TOTAL FUNCTION 36		11,075.00
To 199.41.66580.729.99.0000.729.000	Planware Software	33,000.00
To 199.41.64390.729.99.0000.729.000	Election Costs	522,564.00
To 199.41.63990.726.99.0000.726.000	Gifts for Backpack Bash	10,015.00
TOTAL FUNCTION 41		565,579.00
To 199.51.62490.935.99.0000.935.000	Mowing contract	100,000.00
TOTAL FUNCTION 51		100,000.00
To 199.61.63990.966.99.0000.996.000	Child Learning Academy	100,000.00
TOTAL FUNCTION 61		100,000.00
To 199.71.65120.917.99.0000.729.000	Rent to Network of Community Services	46,328.00
TOTAL FUNCTION 71		46,328.00
TOTAL OTHER PLAN CHANGES - OPERATING FUND (199)		5,114,601.83

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 18, 2025
Department: Human Resources
Submitted by: Christopher B. Goodson, Ed.D.
Assistant Superintendent, Human Resources

ACTION ITEM

TOPIC: Teacher Appraisers for 2025 – 2026

BACKGROUND INFORMATION:

On June 13, 2016, the Board of Trustees adopted the Texas Teacher Evaluation and Support System (T-TESS) as the primary appraisal system for RISD’s classroom teachers. The Commissioner’s Rules, set out at 19 TAC, Chapter 150, Subchapter AA Teacher Appraisal, specify an appraiser must be the teacher’s supervisor or a person approved by the Board of Trustees. The Commissioner’s Rules further specify the qualifications an appraiser must meet. See 19 TAC §150.1005 (b) (appraiser must hold a comparable administrator/supervisor certificate established by the State Board for Educator Certification, or supervisory staff whose job description includes the appraisal of teachers and who is not a classroom teacher). All appraisers must satisfactorily complete required state-approved and local training and pass a certification test. Periodic recertification and training also is required for T-TESS appraisers.

SUPERINTENDENT’S RECOMMENDATION

The Superintendent recommends that the Board of Trustees approve the attached list of administrators as teacher appraisers for the 2025 – 2026 school year.

PROPOSED RESOLUTION

WHEREAS, the Commissioner’s Rules require that the Board of Trustees approve all persons who are authorized to appraise classroom teachers under the Texas Teacher’s Evaluation System (T-TESS); and

WHEREAS, the Commissioner’s Rules set out requirements and qualifications for persons who appraise classroom teachers under T-TESS; **WHEREAS**, District administrators have participated in training and other activities to obtain certification to conduct teacher appraisals under T-TESS; and

WHEREAS, ensuring qualified staff are available to conduct appropriate, meaningful appraisals of classroom teachers supports the Board’s goal that RISD will recruit, develop, and retain a high-performing, student-focused and diverse staff;

THEREFORE, BE IT RESOLVED that the Board of Trustees for the Richardson Independent School District approves the attached list of administrators as teacher appraisers for the 2025 – 2026 school year:

**BOARD OF TRUSTEES
RICHARDSON INDEPENDENT SCHOOL DISTRICT
RICHARDSON, TEXAS**

Date: September 18, 2025

Submitted by: Board Services through Leticia D. McGowan, General Counsel

ACTION ITEM

TOPIC: Fourth Amendment to Superintendent Employment Contract

BACKGROUND INFORMATION:

The Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to the authority of Chapter 11, Subchapters D and E, Section 11.201 of the Texas Education Code and Chapter 21 of the Texas Education Code, and Section 2.2 of the Superintendent's Contract have agreed to amend the Superintendent's Employment Contract and the Board has determined that this amendment is necessary for the conduct of the public schools within the District.

RECOMMENDATION:

The Board finds that this amendment is necessary for the conduct of public schools within Richardson ISD and recommends that the Board approve the proposed amendment to the Superintendent's Employment Contract.

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 18, 2025

Submitted by: David Pate, Assistant Superintendent of Finance and Support Services

ACTION ITEM

**TOPIC: Review the Investment Policy and Investment Strategy – Policy CDA (Local)
– Other Revenues: Investments**

BACKGROUND INFORMATION

Board Policy CDA (Legal): Other Revenues: Investments, sets out the language of Government Code section 2256.005(e), which requires the Board to review the District’s investment policy and investment strategies at least annually and to adopt a written instrument confirming the review. The written instrument also must record any changes made to the policy and/or strategies.

The Investment Committee has reviewed its annual consideration and review of the Board’s investment policy and strategies. Based on its review, the committee does not recommend changes to local policy CDA or underlying investment strategies. The proposed policy is attached for the Board’s review.

SUPERINTENDENT’S RECOMMENDATION

The Superintendent presents the attached policy CDA (Local) for the Board’s annual review and recommends that the Board adopt the policy CDA (Local) without changes policy.

Annual Review

Investment Policy and Strategy

In compliance with Board Policy CDA (Legal), the Board has completed the annual review of the investment policy and investment strategies of the District. No changes have been made to either the investment policy or the investment strategies.

ATTEST BY:

Board President

Board Secretary

September 18, 2025

Policy

It is the policy of the District to invest public funds in a manner that ensures the safety of invested funds, maintains sufficient liquidity to provide for the daily needs of the District, and provides the highest investment return. All investments made by the District shall comply with the Public Funds Investment Act (Texas Government Code Chapter 2256, Subchapter A) and all federal, state, and local statutes, rules, and regulations.

Prudence

Investments shall be made with judgment and care, under then-prevailing circumstances, which a person of prudence, discretion, and intelligence exercises in the management of the person's own affairs, not for speculation, but for investment, considering the probable safety of the capital, as well as the probable income to be derived.

The standard of prudence to be used by investment officials shall be the "prudent person" standard and shall be applied in the context of managing an overall portfolio. Investment officers acting in accordance with written procedures and the investment policy and exercising due diligence shall be relieved of personal responsibility for an individual security credit risk or market price changes, provided that deviations from expectations are reported in a timely fashion and appropriate action is taken to control adverse developments.

Objectives

In order of importance, the primary objectives of the District's investment activities are:

Safety — Investments of the District shall be selected in a manner that seeks to ensure the preservation of capital in the overall portfolio. To meet this objective, the portfolio must be diversified in such a way that potential losses of individual securities do not exceed the income generated from the remainder of the portfolio.

Liquidity — The District's investment portfolio will remain sufficiently liquid to enable the District to meet all operating requirements that can be reasonably anticipated based upon cash flow projections, which are to be prepared on a combination of a weekly, monthly, and annual basis.

Return on investment — The District's investment portfolio shall be designed with the objective of attaining a rate of return throughout budgetary and economic cycles, commensurate with the District's investment risk constraints and the cash flow characteristics of the portfolio.

Investment Strategy

The District shall have a written investment strategy for each fund or group of funds it controls. Covered funds shall include the:

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

Covered Funds

1. General fund;
2. Special revenue fund(s) — including funds used to account for federal, state, and local grants, as well as the food service fund and the campus activity fund;
3. Debt service funds;
4. Capital project funds;
5. Proprietary funds — including the funds used to account for the workers' compensation program; and
6. Custodial funds— including the student activity fund.

The District shall follow the investment strategies listed below, in order of importance, for each covered fund:

1. Each investment option shall be reviewed to ensure understanding of the suitability of the investment to the financial requirements of the District;
2. Investments shall be selected that provide preservation and safety of invested funds;
3. Investments shall support the District's objective to remain sufficiently liquid;
4. Investments shall be marketable if the need arises to liquidate invested funds before maturity;
5. The investment type shall be consistent with the Board's desired diversification of the investment portfolio; and
6. All invested funds of the District shall attain a rate of return commensurate with the District's investment risk constraints and the cash flow characteristics of the portfolio.

**Authority for
Investment Program**

The Superintendent or designee, as identified by Board resolution, shall serve as the investment officer of the District and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures.

**Quality and
Capability of
Investment
Management**

Designated investment officers of the District shall participate in periodic training through courses and seminars offered by professional organizations, associations, and other independent sources approved by the Board to ensure the quality and capability of investment management in compliance with the PFIA.

**Ethics and Conflicts
of Interest**

Officers and employees involved in the investment process shall refrain from personal business activity that could conflict with

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

proper execution of the investment program or that could impair their ability to make impartial decisions. Employees and investment officers shall disclose to the Superintendent any material financial interest in financial institutions that could conduct business within this jurisdiction, and they shall further disclose any large personal financial/investment positions that could be related to the performance of the District, particularly with regard to the time of purchases and sales. A District investment officer who has a personal relationship [see Gov't Code 2256.005] with a business organization offering to engage in an investment transaction with the District, or who is related within the second degree by affinity or consanguinity to a qualified representative in that organization, shall file a statement disclosing that personal business interest in the manner described in the Personal Interest section of CDA(LEGAL).

**Sellers of
Investments**

The investment officer will maintain a list of financial institutions, approved by the Board, who are authorized to provide investment services. Prior to handling investments on behalf of the District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]

Representatives of brokers/dealers and representatives with distributors of investment pools shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC), and be in good standing with the Financial Industry Regulatory Authority (FINRA). Distributors of investment pools shall also be a registrant in good standing with the Municipal Securities Rulemaking Board (MSRB).

An annual review of the financial condition and registration of new qualified bidders shall be conducted by the investment officer.

Competitive Bidding

The District shall require at least three competitive offers or bids for all individual security purchases and sales except for:

1. Transactions with money market mutual funds and local government investment pools, and
2. Treasury and agency securities purchased at issue through an approved broker/dealer or financial institution.

**Authorized and
Suitable Investments**

From those investments authorized by law and described in CDA(LEGAL), the Board shall permit investment of District funds in the following investment types only, consistent with the strategies and maturities defined in this policy:

1. Obligations, including letters of credit, of the United States or its agencies and instrumentalities; direct obligations of the state of Texas or its agencies; other obligations, the principal

and interest of which are unconditionally guaranteed or insured by, or backed by the full faith and credit of, the state of Texas, the United States, or its instrumentalities, including obligations that are fully guaranteed or insured by the FDIC or by the explicit full faith and credit of the United States; obligations of states, agencies, counties, cities, and other political subdivisions of any state rated as to investment quality by a nationally recognized investment rating firm not less than A or its equivalent. Gov't Code 2256.009

2. Certificates of deposit (CDs) issued by a depository institution that has its main office or branch office in Texas, that is guaranteed or insured by the FDIC or its successor and is secured by obligations described in item 1 above, including mortgage-backed securities directly issued by a federal agency or instrumentality that have a market value of not less than the principal amount of the certificates or are secured in any other manner and amount provided by law for the deposits of the investment entity; or CDs invested through an approved broker or depository institution that has its main office or a branch office in Texas, is appointed by the District as custodian, and who arranges for the deposit of funds in CDs in one or more federally insured depository institutions, in which the full amount of the principal and accrued interest is insured by the United States or its instrumentalities. Gov't Code 2256.010 Bids for certificates of deposit may be solicited orally, in writing, electronically, or in any combination of those methods. *Gov't Code 2256.005(c)*
3. Fully collateralized repurchase agreements that have a defined termination date, are secured by a combination of cash and obligations of the United States or its instrumentalities, are pledged to the District, held in the District's name, and deposited with a third party selected and approved by the Board, and placed through a primary government securities dealer, as defined by the Federal Reserve or a bank domiciled in Texas. *Gov't Code 2256.011* The District shall have a master repurchase agreement signed with the bank or dealer with whom all repurchase agreements are traded.
4. No-load money market mutual funds that are regulated by the SEC, have a dollar-weighted average stated maturity of 90 days or fewer, are invested exclusively in obligations described by items 1-3 above, and include in their investment objectives the maintenance of a stable net asset value of \$1 for each share. Investments in mutual funds shall be limited to the percentages authorized by Government Code 2256.014(c). *Gov't Code 2256.014*

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

5. A public funds investment pool meeting the requirements of Government Code 2256.016. *Gov't Code 2256.016* The District currently invests in the following public funds investment pools:
 - a. Lone Star Investment Pool (maximum dollar-weighted average maturity is 60 days);
 - b. TexPool (maximum dollar-weighted average maturity is 60 days); and
 - c. TexSTAR (maximum dollar-weighted average maturity is 60 days).
6. Guaranteed investment contracts that have a defined termination date and are secured by obligations described by Government Code 2256.09(a)(1), excluding those obligations described by Government Code 2256.09(b), in an amount at least equal to the amount of bond proceeds invested under the contract; such obligations must be pledged to the District and held in the District's name with an approved third party. *Gov't Code 2256.015*
7. Commercial paper with a stated maturity of 270 days or less from the date of its issuance and rated not less than A-1 or P-1 or an equivalent rating by at least two nationally recognized agencies or one nationally recognized credit rating agency and fully secured by an irrevocable letter of credit issued by a bank organized and existing under the laws of the United States or any state.

**Effect of Loss of
Required Rating**

The District shall take all prudent measures consistent with its investment policy to liquidate an investment that does not have the minimum rating.

Existing Investments

The District is not required to liquidate investments that were authorized investments mandated by the Board-adopted investment policy at the time of purchase.

Collateral

Collateralization shall be required on two types of investments:

1. Certificates of deposit; and
2. Repurchase agreements.

In order to anticipate market changes and provide a level of security for all funds, the collateralization level will be 110 percent of market value of principal and accrued interest.

The District chooses to limit collateral to those items that are listed as authorized investments above.

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

Collateral shall always be held by an independent third party with whom the District has a current custodial agreement. A clearly marked evidence of ownership (safekeeping receipt) must be supplied to the District and retained. The investment officer shall grant the right of collateral substitution with prior notice.

Interest Rate Risk

To reduce exposure to changes in interest rates that could adversely affect the value of investments, the District shall use final and weighted-average-maturity limits and diversification. The District shall monitor interest rate risk using weighted average maturity and specific identification.

Market Pricing

Market prices shall be monitored for all investments, excluding investment pools and mutual funds, acquired with public funds as described by Government Code 2256.09(a)(1). Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, financial advisers, and representatives of investment pools and money market funds.

Monitoring Rating Changes

In accordance with Government Code 2256.005(b), the investment officer shall develop a procedure to monitor changes in investment ratings and to liquidate investments that do not maintain satisfactory ratings.

Safekeeping and Custody

All security transactions, including collateral for repurchase agreements, entered into by the District shall be conducted on a delivery-versus-payment (DVP) basis. Securities shall be held by a third-party custodian designated by the Board and held in the District's name as evidenced by safekeeping receipts.

Diversification

The District shall diversify its investments by security type and institution. The asset mix of the District's portfolio is expressed in terms of maximum commitment so as to allow sufficient flexibility to take advantage of market considerations within the context of this policy. The asset mix requirements are as follows:

Investment	Maximum
Money Market Accounts	10% (maximum)
Certificates of Deposit	50% (maximum)
U.S. Treasury Obligations	100% (maximum)
U.S. Government Securities	100% (maximum)
Repurchase Agreements	15% (maximum)
Public Funds Investment Pools	100% (maximum)
Guaranteed Investment Contracts	25% (maximum)

Investment	Maximum
Commercial Paper	20% (maximum)

Maximum Maturity

To the extent possible, the District shall attempt to match its investments with anticipated cash flow requirements. Unless matched to a specific cash flow, the District shall not directly invest in securities maturing more than 24 months from the date of purchase. However, securities other than bond proceeds with a maturity of greater than 12 months shall not exceed 20 percent of the total portfolio.

Bond proceeds may be invested in securities exceeding 12 months without a percent cap if the maturity of such investments is made to coincide as nearly as practicable with the expected use of the funds.

Internal Control

The investment portfolio, as well as compliance with this policy, shall be reviewed annually by the Board and the District's external auditor in conjunction with the annual audit of the District's financial statements. *Gov't Code 2256.005(m)*

Reporting

The chief financial officer shall present to the Board a quarterly report, prepared by the investment officer, on the investment portfolio, including the following:

1. The beginning market value for the period, the cost of investments, the ending market value for the period, and the fully accrued interest for the period;
2. The book value and market value of each separately invested asset at the end of the reporting period by the type of asset, percentage of portfolio, and fund type invested;
3. The maturity of each investment; and
4. The compliance of the investment portfolio as it relates to this policy and the District's investment strategy.

The District shall retain an independent auditor to formally review its investment reports at least annually; the auditor shall report the results of the review to the Board.

Annual Review and Adoption of Investment Policy

The Board shall review its investment policy and investment strategies not less than annually. The Board shall adopt a written instrument by resolution stating that it has reviewed the investment policy and investment strategies and that the resolution so adopted shall record any changes made to either the investment policy or investment strategies.

Annual Audit

In conjunction with the annual financial audit, the District shall perform a compliance audit or management controls on investments and adherence to the District's established investment policies.

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 18, 2025

Submitted by: David Pate, Assistant Superintendent of Finance and Support Services

ACTION ITEM

TOPIC: Resolution Designating Investment Officers for the District

BACKGROUND INFORMATION

In compliance with Board Policy CDA (Local): Other Revenues: Investments, the Board shall adopt a written instrument that designates the Chief Financial Officer, Executive Director of Finance and Cash Manager as investment officers for the District.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent provides the attached Certificate of Secretary for the Board's approval.

Certificate of Secretary

For the Richardson Independent School District

The undersigned hereby certifies as the duly elected and acting Secretary of the Richardson Independent School District, that the following is a true and correct copy of a resolution adopted by the School Board of the Richardson Independent School District to be effective on the 18th day of September 2025 and that said resolution has not been rescinded, modified or changed:

Resolved, that the Assistant Superintendent of Finance and Support Services, Executive Director of Finance, and the Cash Manager are hereby authorized as Investment Officers for the District and empowered for and in the name of the District to do any of the following:

- From time to time, change operational processing within the depository contract.
- Sign by facsimile signature, checks or drafts against any account of the District, which, if by facsimile, may be relied upon, regardless of by who or what means the same may have been imprinted on said instruments, as valid, effective, conclusive and binding for all purposes upon the District as if the same had in fact been manually executed for and on behalf of the District.
- Negotiate and conclude any contract or agreement which they may deem necessary, proper, or convenient for establishing and maintaining adequate banking functions.
- Authorize and initiate wire transfer of funds from District accounts, and appoint and designate in writing any Officer, agent or employee of the District to authorize and initiate wire transfer of funds from District account.

In Witness whereof, the undersigned has executed this Certificate of Secretary as of the _____ day of _____, and caused to be affixed hereto the seal of said District.

Board Secretary

September 18, 2025

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 18, 2025

Submitted by: David Pate, Assistant Superintendent of Finance and Support Services

ACTION ITEM

TOPIC: Review of Qualified Investment Brokers

BACKGROUND INFORMATION

In compliance with Board Policy CDA (Local): *Other Revenues: Investments*, the Board shall review, revise, and adopt a list of brokers qualified to do business with the District.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board approves the attached list of qualified investment brokers.

Annual Review of

Qualified Investment Brokers

In compliance with the Board Policy CDA (Local), the Board authorizes the following list of qualified brokers to engage in investment transactions with the District. The qualified brokers are:

Hilltop Securities Asset Management (HSAM)

Approved Broker/Dealers under HSAM

Academy Securities **
BofA Securities*
BOK Financial
Brean Capital
Daiwa Capital Markets*
FHN Financial
Goldman, Sachs & Co*
Great Pacific Securities**
JP Morgan Securities*
KeyBanc Capital Markets
Loop Capital Markets **
Mizuho Securities*
Morgan Stanley & Co*
Multi-Bank Securities **
Oppenheimer & Co.
Piper Sandler & Co
Raymond James
RBC Capital Markets*
Rice Financial **
Siebert Williams Shank **
Stifel Financial
StoneX
TD Securities*
UBS Securities*
UMB Bank
U.S. Bancorp Investments
Wells Fargo Securities*

*Indicates firm is a Primary Dealer.

**Indicates firm is a Historically Underutilized Business (HUB),
Minority/Women Owned Business (MWOB), or Veteran Owned Business.

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 18, 2025

Submitted by: David Pate, Assistant Superintendent of Finance and Support Services

ACTION ITEM

TOPIC: Review of Independent Sources of Instruction for the Training of Investment Officers

BACKGROUND INFORMATION

In compliance with Board Policy CDA (Local): Other Revenues: Investments, the Board shall annually approve the independent sources of instruction for investment officers for the District. Attached are independent training sources submitted for Board review and approval.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board approves the attached list of independent sources of instruction for the training of investment officers.

Investment Training Organizations
As of August 2025
Richardson Independent School District

Education Service Centers

Government Finance Officer Association

Government Finance Officer Association of Texas

Government Treasurer's Organization of Texas

Hilltop Securities

North Central Texas Council of Governments

Texas Association of School Administrators

Texas Association of School Boards

Texas Association of School Business Officials

Texas Municipal League

Texas State University

UNT Center for Public Management

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: September 18, 2025

Submitted by: David Pate, Assistant Superintendent of Finance and Support Services

ACTION ITEM

TOPIC: Approval to Ratify Agreement

BACKGROUND INFORMATION

The Purchasing Department facilitates requests for bids and proposals. District staff review, evaluate and score all bids and proposals. The evaluation committee recommends a vendor or vendors as appropriate for the product or services sought. The district engages with the top ranked vendor(s) and attempts to negotiate final contracts. District personnel finalized the contract(s) listed in Schedule A after the start date.

SUPERINTENDENT'S RECOMMENDATION

The Board of Trustees of the Richardson Independent School District approve and ratify the contracts for products or services as described in Schedule A.

PROPOSED RESOLUTION

WHEREAS, the Board of Trustees consistent with the requirement to maintain proper contract compliance; and

WHEREAS, the District seeks to enter into and ratify an agreement;

BE IT THEREFORE RESOLVED, that the Board of Trustees of the Richardson Independent School District hereby approves Administration to enter into and ratify the agreements for products or services as described in Schedule A and be it further resolved the Assistant Superintendent of Finance and Support Services is authorized to execute such contracts.

APPROVED on the 18th day of September.

Board of Trustees

By: _____
Name: Chris Poteet
Title: President

Date Signed: September 18, 2025

ATTEST:

By: _____
Name: Debbie Renteria
Title: Secretary

Date Signed: September 18, 2025

Schedule A

Procurement Method	Vendor	Description	Amount	Contract Term
Sole Source	Dallas County Elections Department	Constitutional Amendment, Special and Joint Election	\$509,556.92	November 4, 2025 Election
Sole Source	Dallas County Elections Department	Lease of premises for Vote Center for the November 4, 2025 Joint Election custodial services	\$0.00	November 4, 2025 Election
Sole Source	Dallas County, Texas	Elections Services Contract		November 4, 2025 Election
Agreement	Dallas Holocaust and Human Rights Museum	Upstander Partnership Agreement		August 1, 2025 - June 30, 2026
RISD RFP 22-199	Amerigis Healthcare Staffing Inc on behalf of Erica Green	Fulfill all teacher responsibilities for the position assigned to, including, but not limited to: planning and delivering instruction, preparing for and attending ARD committee meetings, and participating in campus team meetings and staff development through May 22, 2026.	\$106,000.00	August 12, 2025 - May 22, 2026
RISD RFP 22-199	Amerigis Healthcare Staffing Inc on behalf of David Bernal	Fulfill all teacher responsibilities for the position assigned to, including, but not limited to: planning and delivering instruction, preparing for and attending ARD committee meetings, and participating in campus team meetings and staff development through May 22, 2026.	\$106,000.00	August 12, 2025 - May 22, 2026

RISD RFP 22-199	Amerigis Healthcare Staffing Inc on behalf of Judy Villareal	Fulfill all teacher responsibilities for the position assigned to, including, but not limited to: planning and delivering instruction, preparing for and attending ARD committee meetings, and participating in campus team meetings and staff development through May 22, 2026.	\$107,000.00	July 29, 2025 - May 22, 2026
RISD 23-260	Behavior Network	Special Education Services for student L.G.	\$125,500.00	August 11, 2025 - May 22, 2026
RISD 23-260	Behavior Network	Special Education Services for student J.B.	\$125,500.00	August 11, 2025 - May 22, 2026
Interlocal Agreement	Texas A&M University	Texas A&M coordinates support for RISD (specifically LHHS and RHS) by providing an additional support person to assist in promoting the college-going culture at the campus and to increase the number of students who are pursuing higher education.	\$15,000 per advisor	August 11, 2025 - June 15, 2026
Interlocal Agreement	ESC Region 10	CTE Instructional Framework Package - Cohort 3	.50 per secondary student	July 1, 2025 - June 30, 2026
Interlocal Agreement	ESC Region 10	CTE Instructional Framework Package	\$21,036.00	July 1, 2025 - June 30, 2026
EPCNT Lewisville ISD F1072A-23	Procare Solutions	Procare Essentials Desktop	\$1,788.00	August 1, 2025 - July 31, 2026
Interlocal Agreement	Lamar University	Student Teaching/Student Practicum Experiences with RISD Mentors		August 21, 2025 - August 21, 2030 with (1) 5-year renewal option
Interlocal Agreement	City of Dallas	School Resource Officer Program		October 11, 2024 - October 10, 2029 with (1) 5-year renewal option

Professional Service Agreement #21-129	Teach for America	Teacher candidate recruitment, selection and hiring for SY25-26, SY 26-27, SY27-28	\$5,000 per teacher each year; \$105,000 for SY25-26	September 23, 2024 - May 30, 2029
EPCNT Plano ISD 2021-047-S3	3Cloud	Cooperative Agreement	\$200,000.00	August 27, 2025 - May 31, 2026 with (3) one-year renewals

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 18, 2025

Submitted by: David Pate, Assistant Superintendent of Finance & Support Services

ACTION ITEM

TOPIC: Gifts

BACKGROUND INFORMATION:

The following gifts to the Richardson Independent School District were received as of August 2025. The Board of Trustees formally accepts gifts to the District of \$5,000 or more as described on the following pages. Gifts or donations of less than \$5,000 and a cumulative year-to-date total are also included for your information.

The Board's acceptance of gifts shall not be construed as a testimonial or endorsement by the Board or the District of a product or business enterprise.

By acknowledging these gifts and formally accepting those of \$5,000 or more, the Board also ratifies corresponding adjustments to the applicable organizations' budgets. Gifts of equipment or supplies do not require an adjustment in an organization's budget. The Superintendent's Advisory Council has approved this adjustment. Staff will provide the Board with the necessary information to formally amend the District's overall budget at the appropriate time.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board accept the gifts of \$5,000 or more as listed on the following pages.

RESOLUTION

WHEREAS, the Board of Trustees has considered the gifts of \$5,000 or more as listed on the following pages; and

WHEREAS, the Board recognizes that monetary gifts to the District will require an adjustment to the overall adopted budget; and

WHEREAS, ensuring timely and accurate financial record keeping supports the Board's Strategic Objectives and Strategies;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District accepts the gifts of \$5,000 or more as listed on the following pages and approves amending the District's overall budget to reflect receipt of the monetary gifts.

\$5,000 or More

To	From	Purpose	Cash Received	Estimated Supply/Equip Value
Canyon Creek Elementary	Canyon Creek PTA	Payroll for instructional specialist	\$30,000.00	
Lake Highlands High School	Shoreline Church Dallas	Supplemental Instructional Supplies for Campus Culture Coach	\$10,000.00	
Merriman Park Elementary	Merriman Park PTA	Tutoring, teacher training, and payroll for substitutes, instructional support specialists, interventionist, and outdoor learning teacher	\$136,125.00	
Northwood Hills Elementary	NWHE PTA	Supplemental Instructional Supplies for Adventure Camps	\$6,800.00	
Wallace Elementary	Steve Stovall	Installation of exterior channel sign		\$8,000.00
Wallace Elementary	Wallace PTA	Black out roller shades in gym		\$13,200.00
RISD Strategy and Engagement	Fossil	Backpack Bash	\$9,955.00	
			\$192,880.00	\$21,200.00
Total Cash & Supply/Equipment Value - Gifts Over \$5,000 September 2025			\$214,080.00	

Less Than \$5,000

To	From	Purpose	Cash Received	Estimated Supply/Equip
Canyon Creek Elementary	Charities Aid Foundation	Supplemental Instructional Supplies	\$400.00	
Mohawk Elementary	Mohawk PTA	Supplemental Special Education Instructional Supplies	\$286.37	
Prestonwood Elementary	PWE PTA	Outdoor garden raised bed kits	\$1,259.68	
RISD Strategy and Engagement	Peach Skin Sheets, LLC	Backpack Bash	\$60.00	
RISD Transportation	Berkner Area Band Club	Transportation on 7/16/25 and 7/18/25	\$1,050.00	
RISD Transportation	Lake Highlands Area Band Club	Transportation to Camp Wisdom	\$330.00	
RISD Transportation	Lake Highlands Area Band Club	Transportation for Lake Highlands MS and Forest Meadow MS	\$2,212.50	
RISD Transportation	Pearce Area Band Club	Transportation to and from Prothro Center	\$495.00	
			\$6,093.55	\$0.00
Total Cash & Supply/Equipment Value - Gifts Under \$5,000			\$6,093.55	
Grand Total of All Gifts Over & Under \$5,000 September 2025			\$220,173.55	

Prior Year Comparison

Fiscal YTD Cash & Supply/Equipment Value - Gifts Over \$5,000	\$374,273.51
Fiscal YTD Cash & Supply/Equipment Value - Gifts Under \$5,000	\$14,217.88
Fiscal YTD Total of All Gifts Over & Under \$5,000 September 2025	\$388,491.39
Fiscal YTD Total of All Gifts Over & Under \$5,000 September 2024	\$408,731.51
Increase / (decrease) compared to prior year	(\$20,240.12)

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 18, 2025

Submitted by: David Pate, Assistant Superintendent of Finance and Support Services

ACTION ITEM

TOPIC: Adopt Tax Rate for the 2025 – 2026 School Year

BACKGROUND INFORMATION:

Section 26.05(a) of the Texas Property Tax Code requires the Board to adopt its tax rate in a public meeting before the later of September 30 or the 60th day after the date the taxing unit received the certified appraisal roll. The chief appraiser provided the certified appraisal roll on July 24, 2025. In accordance with Texas Tax and Education Codes, as well as Texas Education Agency (“TEA”) guidelines, the certified value was provided to TEA for the calculation of the maximum compressed tax rate. Section 26.05(b) of the Texas Property Tax Code further requires a school district taxing entity to use the certified appraisal roll to calculate both the no-new-revenue tax rate and the voter approval tax rate. RISD used the certified appraisal roll to calculate both rates as the Tax Code requires. At least sixty percent of the Board of Trustees must vote to approve the tax rate.

The Board of Trustees held a public hearing on September 18, 2025, during which it explained the tax rate the Board would consider. Adoption of a tax rate today complies with the timelines set out in the Tax Code. RISD also has received guidance from TEA about the appropriate calculation of its tax rate.

The proposed maintenance and operations tax rate of \$0.7552 and interest and sinking tax rate of \$0.35, which is a total proposed tax rate of \$1.1052 per \$100 valuation, does not exceed the voter approval tax rate and does not exceed the tax rate published in the revised public notice on September 5.

SUPERINTENDENT’S RECOMMENDATION:

The Superintendent recommends that the Board of Trustees set the 2025 tax rate as described in the attached resolution.

RESOLUTION

WHEREAS, the Texas Property Tax Code requires the Board to adopt its tax rate in a public meeting before the later of September 30 or the 60th day after the date the taxing unit receives the certified appraisal roll and that the District used the certified value to calculate its rate; and

WHEREAS, the Board held a public hearing on the proposed tax rate on September 18, 2025, and the District (i) received the certified appraisal roll on July 24, 2025, and (ii) used the certified value to calculate its tax rate; and

WHEREAS, adoption of the tax rate as presented in the public hearing, and described more specifically below, supports Goal 5 of Strategic Plan 2023 to increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish the Call to Action;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District:

(i) hereby levies and adopts the following tax rate on \$100 valuation for this school district for the tax year 2025:

\$0.75520 for the purposes of **maintenance and operation, and**

\$0.35000 for the **payment of principal and interest on bonded debt** of this school district; which results in

\$1.10520 as the **total tax rate**; and

(ii) hereby authorizes the Tax Assessor/Collector to assess and collect the taxes of the Richardson Independent School District.

FURTHER, the RISD Board of Trustees declares, as required by Tax Code § 26.05 (b)(1):

THE TAX RATE WILL EFFECTIVELY BE RAISED BY 9.09 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$92.12.

PASSED by at least 60% of the members of the RISD Board of Trustees on this 18th day of September 2025.

Board of Trustees
Richardson Independent School District

By _____
Name: Chris Poteet
Title: President

Date Signed: September 18, 2025

ATTEST:

By _____
Name: Debbie Rentería
Title: Secretary

Date Signed: September 18, 2025

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: September 18, 2025

Division: Administrative Services

Submitted by: Matthew Gibbins, Ed.D. – Asst. Supt. of Administrative Services
Michael Freeman - Coordinating Director Access and Enrollment

ACTION ITEM

TOPIC: Class-Size Exceptions

BACKGROUND INFORMATION:

Section 25.112(d) of the Texas Education Code requires a school district to maintain a student-to-teacher ratio of no more than 22:1 in prekindergarten through fourth grade. A school district that cannot meet that requirement must seek exception(s) from the Commissioner of Education to exceed the established class-size limits.

The District conducts an enrollment survey near the beginning of each semester to determine class sizes and the number of exceptions needed. As of September 15, 2025, approximately 24 sections in prekindergarten – fourth grade exceed the 22:1 student-to-teacher cap, which necessitates a request for an exception from the Commissioner of Education. The reason for seeking a class-size exception is “facilities.”

Attached is (i) a form listing the RISD class-size exception, and (ii) historical information reflecting the number of exceptions.

SUPERINTENDENT’S RECOMMENDATION:

The Superintendent recommends that the Board authorize the administration to seek a class-size exception for the 24 sections that exceed the class-size limit established by the State.

PROPOSED RESOLUTION:

WHEREAS, Section 25.112(d) of the Texas Education Code requires school districts to maintain student-to-teacher ratios of no more than 22:1 in prekindergarten through fourth grade, based on an enrollment survey conducted near the beginning of each semester and

WHEREAS, RISD has a total of 24 sections, that exceed the 22:1 class-size limit and

WHEREAS, the reason for class-size exception is “facilities;” and

WHEREAS, the average class size in prekindergarten through fourth grade continues to be at or fall below the 22:1 ratio; and

WHEREAS, the Board finds that seeking a class-size exception for these class sections continues to serve students at their neighborhood campus and keeps siblings together in the same school, supports the Board’s goals, and serves the best interests of the school and the District;

THEREFORE, BE IT RESOLVED that the Board authorizes the administration to request a class-size exception for 24 classroom sections for the 2025 - 2026 school year and further directs the Superintendent or her designee to submit an application to the Texas Education Agency to request the exceptions.



Enrollment, Overflow, Waiver Update

9/18/2025



Enrollment



Current Enrollment (9/10/25)

- Total – 36,409
- Elementary – 19,986
- Secondary – 16,423

Historical Comparisons

- 2022 – 37,181
- 2023 – 36,905
- 2024 – 36,751



Overflow



Definition

Overflow occurs when a campus reaches a classroom cap of **22/23** (grades K-4) and **28/29** (5-6).

Process

The District finds space for the family at another campus where enrolled student numbers are below the 22:1 and/or 28:1 cap.

Current Overflow

To date the District has overflowed 133 enrolled students.

- **Highest concentration sending:** Dover, Northwood Hills
- **Highest receiving:** RISD Acad, Bukhair

History

District overflow numbers at this time of year have been:

- 2022 - 236
- 2023 - 138
- 2024 - 178



Waivers



At the beginning of the school year, each school district in Texas is required to review its class size enrollment to determine whether its class sizes for grades PK-4 meet the requirements of TEC § 25.112. If the review indicates that any class PK-4 exceeds the allowable class size limit of 22:1, the District must submit a request for exception under TEC § 25.112(d). Class size limits do not apply to physical education or fine arts classes.

Principals and Area Superintendents collaborate to determine if increasing the classroom size above the 22:1 ratio is beneficial for the specific students, siblings and classroom as a whole.

Total Classroom Waivers – 24



BOARD OF TRUSTEES
Richardson Independent School District Richardson, Texas

Date: September 18, 2025

Submitted by: Tabitha Branum, Superintendent

David Pate, Assistant Superintendent of Finance and Support Services

INFORMATION ITEM

TOPIC: 2025-2026 District Improvement Plan (DIP) and House Bill 3 Board Goals

BACKGROUND INFORMATION

Texas Education Code §11.251 requires the Board of Trustees to ensure that a District Improvement Plan and improvement plans for each campus are developed, reviewed, and revised annually for the purpose of improving the performance of all students. The statute requires the Board to District and Campus performance objectives annually and to ensure that District and Campus plans are:

- Mutually supportive to accomplish the identified objectives; and
- At a minimum, support the state goals and objectives set out under Chapter Four of the Educational Code (public education mission, objectives, and goals).

The Administration reviewed and evaluated the 2024-2025 District Improvement Plan, and the results of the Plan. The feedback from the 2024-2025 Plan was considered in developing the 2025-2026 District Improvement Plan. The Strategic Plan 2023 provided updated Goals and Performance Objectives to ensure the highest level of district performance in all areas. This year's District Improvement Plan aligns with Strategic Plan 2023 and includes board goal related to early childhood literacy, Math and college, career and military readiness as stipulated in HB3. District stakeholders, including RISD Principals, Curriculum Directors, Instructional Leadership Team members, and District Planning Committee members, assisted in development of the 2025-2026 District Improvement Plan by providing input regarding proposed objectives and strategies. The District Planning Committee met on September 9, 2025 to review and provide input on the proposed plan. The leadership team will review the District Improvement Plan process with the Board.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent presents the information regarding the District Improvement Plan and House Bill 3 goals for the Board's Information and review.



District Improvement Plan & Year 3 Strategic Plan Priorities

September 18, 2025



OUR NORTH STAR GOAL: EVERY STUDENT, TEACHER, AND LEADER WILL MEET OR EXCEED THEIR ACADEMIC GROWTH GOALS.

Section 11.251 of the Texas Education Code requires the Board of Trustees to ensure that a District Improvement Plan and improvement plans for each campus are developed, reviewed, and revised annually for improving the performance of all students. The statute requires the Board to approve District and Campus performance objectives annually and to ensure that District and Campus plans are:

- Mutually supportive to accomplish the identified objectives; and**
- At a minimum, support the state goals and objectives set out under Chapter Four of the Educational Code (public education mission, objectives, and goals).**



RICHARDSON ISD'S NORTH STAR GOAL

Every student, teacher and leader will meet or exceed their academic growth goals.

**This work is
our
Collective
Priority**



District Planning Committee
February 12, 2025

8:30 am Welcome: Tabitha Branum & Debbie Renteria

8:45 am Legislative Priorities/Fund Public Schools First (Tab & Melissa)



Richardson ISD
District Planning Committee
September 9, 2025

- 8:30 Welcome and Introductions
- 9:00 Legislative Session Update
- 9:20 2025 - 2026 Strategic Plan Review
- 9:30 2025- 2026 District Improvement Plan
- Break
- 10:45 Budget Steering Committee/ Bond 2025
- 11:00 District of Innovation Revisions
- 11:10 Parent and Family Engagement Policy



Strategic Plan 2023–2028



Goals:

- We will design and implement systems that provide the necessary structure support and tools to ensure staff and students achieve **individual growth**.
- RISD will reimagine the way we **recruit and retain quality staff** through comprehensive strategies.
- We will establish systems for **curriculum and learning experiences** which support the individual **growth of all students and staff**.
- We will create opportunities to ensure **engagement with community members** in RISD.
- We will increase **efficiency and effectiveness** in operations and personnel and seek additional fiscal resources



Year 3 Strategic Plan Priorities (2025–26)



- Attract and hire high-quality and diverse teachers and staff.
- Implement a curriculum which is evidence based, guaranteed for growth, and viable for all students as outlined in the graduate profile.
- Create meaningful engagement opportunities that meet both the needs and mission of the school community and business/organizations.
- Ensure all RISD buildings and learning environments have the facilities to function efficiently and effectively for the users' needs.



DIP Timeline



How do we develop the District Improvement Plan



Data Resources:

- Results of the 2024-2025 District Improvement Plan
- RISD Academic Performance (Accountability 2025, MAP)
- Climate Survey Results (Staff, Students and Community)
- Strategic Action Plan
- Human and Fiscal Resources
- Board Student Performance Goals
- District Planning Committee Feedback (Spring, Beginning of the Year)



2025–2026 DIP Priorities



- Establish, revise, and clarify common practices, timelines, and checkpoints for student goal-setting (data and life-ready), reflections, and portfolio updates.
- Train, support, and monitor a results-proven Getting Better Faster (Data-Driven Instructional)system across all Richardson ISD campuses.
- Continue to grow and support the number of schools with teachers participating in the Teacher Incentive Allotment and National Board Certification pathway.
- Continue to implement the ESL Content-Based model in PK-6 and ESL pull-out model in 6-12 with integrity.
- HQIM and Savvas Implementation and enhancement in K-5 RLA, 6th Grade Middle School RLA, 7-8th Grade RLA, English I and English II, K-6 Math, Pre-Algebra, and Algebra I at pilot campuses.
- Design and implement focus groups to identify district and business/organizational needs and how we define meaningful partnerships for both parties.
- Family Engagement Framework implementation at the campus level and expanded with additional district departments
- District will create and utilize a walk-through checklist (non-punitive) for the campus learning environment, including Maintenance, Grounds and Custodial Services.



How do we measure DIP?

Quantitative/Qualitative (Quarterly)

Student Performance
Climate Survey
Focus Groups
Leadership Team
Research/Best Practices

Board Goals (Annually)

House Bill 3 (HB 3) amends Texas Education Code (TEC) to add Sec. 11.185 and 11.186 to include plans that target early childhood (EC) literacy and math proficiency and college, career, and military readiness (CCMR).

2025-2026 House Bill 3 Goals:

3rd Grade Reading: 57% (At Meets Level)

3rd Grade Math: 52% (At Meets Level)

CCMR: 97% (67%)

Key Takeaways



- The district has an annual continuous improvement process that is aligned with the North Star Goal, Graduate Profile and Strategic Plan.
- Year 3 (25-26) priorities include:
 - Culture of trust and respect that promotes recruitment and retention efforts
 - Continued implementation of the learning framework and creation of a professional learning system to support growth
 - Increased engagement with RISD stakeholders, including our business community
 - Ensure our facilities support engaged learning
- District and Campus Improvement plans include specific strategies to support priorities.
- The District is implementing a District and Campus profiles to support community based accountability, as part of our current strategic plan



Questions?



Richardson Independent School District

District Improvement Plan

2025-2026



Mission Statement

True North Goal:

Every Student, teacher and leader will meet and/or exceed their academic growth goals.

Vision

Every Child. Every Teacher. Every Leader. Every Day.

Value Statement

Beliefs:

To ensure the academic success of for all students, we believe...

- In creating a safe learning environment that empowers every student in RISD to take risks, be creative, find acceptance and grow.
- That education is an effective tool that can prepare every student in RISD for life after high school, including teaching life skills.
- Every student in RISD will have the capability and desire to learn and rise to the level of expectations for individual success.

Table of Contents

Comprehensive Needs Assessment	5
Demographics	5
Student Learning	7
District Processes & Programs	9
Perceptions	12
Priority Problem Statements	13
Comprehensive Needs Assessment Data Documentation	14
Goals	17
Goal 1: We will design and implement systems that provide the necessary structure, support and tools to ensure that staff and students achieve individual growth	17
Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.	28
Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.	32
Goal 4: We will create opportunities to ensure engagement with community members in RISD.	46
Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.	49
RDA Strategies	55
Title I	56
Descriptor 1: Student Progress Monitoring and Supports	56
1.1: Developing and implementing a well-rounded program of instruction to meet the academic needs of all students;	56
1.2: Identifying students who may be at risk for academic failure;	56
1.3: Providing additional educational assistance to individual students the LEA or school determines need help in meeting the challenging State academic standards;	56
1.4: Identifying and implementing instructional and other strategies intended to strengthen academic programs and improve school conditions for student learning;	56
Descriptor 2: Teacher Quality	57
Descriptor 3: School Improvement and Support Activities	57
Descriptor 4: Measure of Poverty	57
Descriptor 5: Nature of Programs	58
Descriptor 6: Services to Homeless Children and Youth	58
Descriptor 7: Parent and Family Engagement Strategy	58
Descriptor 8: Early Childhood Education Programs and Transition Plans	59
Descriptor 9: Identification of Eligible Children – Targeted Assistance Program	59
Descriptor 10: Middle to High School/High School to Postsecondary Transitions	59
10.1: Coordination with institutions of higher education, employers, and other local partners;	59
10.2: Increased student access to early college high school or dual or concurrent enrollment opportunities, or career counseling to identify student interests and skills;	59
Descriptor 11: Discipline Disproportionality	60
Descriptor 12: Coordination and Integration	60
12.1: Academic and career and technical education content through coordinated instructional strategies, that may incorporate experiential learning opportunities and promote skills attainment important to in-demand occupations or industries in the State;	60
12.2: Work-based learning opportunities that provide students in-depth interaction with industry professionals and, if appropriate, academic credit;	61
Descriptor 13: Other Proposed Uses of Funds	61

13.1: Assist schools in identifying and serving gifted and talented students;	61
13.2: Assist schools in developing effective school library programs to provide students an opportunity to develop digital literacy skills and improve academic achievement. .	61
Assurances	62
Statutorily Required Assurances	62
District Funding Summary	63

Comprehensive Needs Assessment

Demographics

Demographics Summary

Richardson ISD has 50 schools serving over 36,500 students in Early Childhood and PreK - 12 educational settings. RISD covers 46 square miles and serves the city of Richardson and portions of the cities of [Dallas](#) and [Garland](#) (60 percent of RISD is in [North Dallas](#), with 35 percent in Richardson and 5 percent in Garland). Of RISD's 50 campuses, 37 serve elementary aged students, 8 junior high/ middle schools, 4 high schools and 2 alternative campuses. 30 campuses at the elementary and junior high levels qualify as school-wide Title I schools. 14 campuses across the district serve our bilingual students.

The demographics of RISD students are: (source: FY25 PEIMS report)

- 38.81% Hispanic
- 29.76% White
- 19.63% African American
- 7.97% Asian
- 3% Other
- 51.75% Male
- 48.25% Female
- 52.64% Economically disadvantaged
- 11.92% immigrant
- 32.55% Emergent Bilingual students

The demographics of RISD staff are: (source 2024 TAPR)

- 5534 Total staff
- 68.7% Professional Staff
- 49% Teachers
- 14% Educational Paraprofessionals
- 4.1% Campus Leadership
- 1.4% Central Administration
- 22.9% Auxiliary staff
- 64% White
- 15% Hispanic

- 15% African American
- 3% Asian
- 3% other
- 75% Female
- 25 % Male
- 10% Beginning Teachers
- 32% 1-5 Years experience
- 20% 6-10 Years experience
- 25% 11-20+ Years of experience

Demographics Strengths

Demographic Strengths:

- RISD is one of the most diverse school districts in the state of Texas
- 11,000+ Bilingual students representing over 76 languages
- 12.2% of our students receive Special Education Services
- 10% of our students receive Gifted and Talented Services
- 93.2% of students attend school regularly (above state percentage). All campus and district leaders regularly walk classrooms to collect instructional and curriculum alignment data
- Over 54 RISD teachers are recognized as highly effective and receive monetary stipends as a result of the state's Teacher Incentive Allotment

Source: 2024 TAPR, 2024 District Demographic Communications Flier, RISD School Times

Problem Statements Identifying Demographics Needs

Problem Statement 1: A large portion of the teaching staff is in the early phase of their careers, creating a critical need for robust induction, mentorship, and support systems to accelerate their effectiveness, improve student outcomes, and prevent early-career burnout and turnover.

Problem Statement 2: With nearly one-third of the student population identified as Emergent Bilinguals, the district faces a significant challenge in providing consistent, high-quality, and adequately staffed bilingual and ESL programs to ensure these students achieve academic success at the same rate as their peers.

Student Learning

Student Learning Summary

Curriculum implementation districtwide and at every gradelevel is focused on individual student growth.

Students set academic goals and monitor their progress throughout the school year

Student growth for RISD was above the statewide growth scores for reading (67%) and both subjects combined (64%). At both RISD and the State, 60% of students showed growth

Both RISD and the state had the same percentage of students performing at the Approaches level (75%) when combining all grades and subjects.

In ELA/Reading, 75% of RISD students performed at the Approaches Level compared to 76% statewide for all grades.

In mathematics, RISD students perform above state levels when combining all grades (RISD 74%, State 72%).

In science, 76% of RISD performed at the Approaches level compared to 75% for the state.

In social studies, 79% of RISD performed at the Approaches level compared to 78% at the state level.

The percent of students who received an academic growth score in reading was 68% and in mathematics was 60%, while 65% of students received a growth score for both subjects.

Bilingual Education Students, and students learning English as a second language *Advanced diploma plans include the Recommended High School Plan (RHSP)/Distinguished Achievement Plan (DAP), Foundation HSP with Endorsements (FHSP-E), or FHSP-Distinguished Level of Achievement (FHSP-

DLA). (collectively referred to as EB/EL) indicates RISD EB/EL student performance is below the state in all subject areas. In terms of EB/EL student growth performance, RISD EB/EL student growth performance is above the state's overall growth performance percentage in each subject individually and both subjects combined for the school progress and below the state performance in accelerated learning measures.

The four-year graduation rate for the Class of 2023 was 92.0% and the five-year extended graduation rate for the Class of 2022 was 92.2%, both of which were above the state graduation rates.

79% of students met the college, career or military ready indicator.

Student Learning Strengths

RISD outperformed the state in "only college ready" (70.7% and 61.9% respectively). In terms of "only career/military ready", the state percentage was 36.4%, while RISD had 39.4%.

Student growth for RISD was above the statewide growth scores for reading (67%) and both subjects combined (64%). At both RISD and the State, 60% of students showed growth.

Problem Statements Identifying Student Learning Needs

Problem Statement 1: The graduation rate is not 100%

Problem Statement 2: All students are not meeting or exceeding their growth goal

Problem Statement 3: All students are not yet performing at or above grade level

District Processes & Programs

District Processes & Programs Summary

Richardson ISD offers a variety of student programs and services to support student learning, well rounded education, and a safe and healthy learning environment. Those programs include but are not limited to:

- Advanced Academics
- Athletics
- Career and Technical Education,
- Dyslexia Services
- Equity, Diversity, and Inclusion
- Family Engagement
- Fine Arts
- Gifted and Talented Services
- JROTC
- Multilingual Services
- Pre-K services
- Child Learning Academies
- Response to Intervention
- School Health Advisory Council
- Special Education Services
- Student Services

District Processes & Programs Strengths

Strategic Plan 2023 (approved June 2023) provides trustees, staff, teachers, parents, students, and the community with the district's strategic direction and goals for the next four years. The strategic planning process relied heavily on parent, community, and student participation, and is based on achieving key foundational goals like the Board's True North Goal and RISD Graduate Profile. Year two action plans aligned to Strategic Plan 2023 was implemented during the 2024-25 school year, with year three action plans implemented in 2025-26. The district planning committees and district design team regularly meet to discuss and review strategic plan and action steps in order to support the district's continuous improvement.

The board commissioned a Community Budget Steering Committee, CBSC, which included more than 60 parents, community members, business partners, and campus employees, met for six months to study RISD's financial data and situation to arrive at recommendations that were provided to RISD Trustees in December 2023. Based upon recommendations from the CBSC, and with support from the Board of Trustees, 4 elementary schools were consolidated for school year 2024-25. Dobie Pre-K Center, will be consolidated during the school year 2025-26. The CBSC continues to meet, offer feedback and

advise on district budget and make fiscal recommendations for the Board to consider.

Richardson ISD has over 14 committees where district stakeholders convene to support district initiatives and offer guidance on continuous improvement efforts. The District seeks input from parents, staff, students, and community members on ways to improve and maximize district programs and initiatives including federal program planning and district improvement plan.

RISD Professional Learning Department partners with internal colleagues to support new hires, adult learning, TTESS and other programs aimed to positively impact student achievement by offering valuable professional learning and support for staff. (Title II)

RISD Multilingual Services supports the district's 11,000+ emergent bilinguals by providing curriculum, teaching and learning supports that promote bilingualism and biliteracy, academic achievement, and sociocultural competencies. (Title III)

RISD promotes a well-rounded education, safe and healthy schools, and student engagement through robust fine arts programming, athletics, career and technical education, culturally responsive environments, and strategic efforts that connect parents and students with RISD resources and opportunities that support growing the whole child. (title IV, Perkins, Title IX)

RISD provides a continuum of programs for students with unique learning needs between the ages of 3 and 21 that assist in their intellectual, developmental, socio/emotional, physical, and communicative growth empowering them to participate successfully in society. (GT, IDEA)

The District Planning Committee (DPC) includes professional staff at the campus and central administrative levels, parents, community and business representatives and advise the Board or its designee in setting and reviewing the District's educational goals, objectives, and major District-wide classroom instructional programs identified by the Board or its designee. The committee serves exclusively in an advisory role. All applicable federal planning requirements will be addressed through the District- and/or campus-level planning processes.

Stakeholders who are unable to attend the DPC receive meeting minutes and an opportunity to ask questions and provide feedback.

Problem Statements Identifying District Processes & Programs Needs

Problem Statement 1: RISD has a robust and well-documented strategic planning process with multiple committees, however we need to continue to support and align the daily

instructional practices and resource allocation needed to achieve them, particularly at high-needs campuses.

Perceptions

Perceptions Summary

RISD is committed to providing a supportive, collaborative and invested culture among students, staff, families and community. In addition to having stakeholders, including community, parents, students and staff, participate in district committees; RISD offers satisfaction surveys at the beginning and end of each school year in addition to ongoing opportunities for feedback via Let's Talk.

Perceptions Strengths

RISD values input from all stakeholders

Let's Talk! is RISD's commitment to our district community – to answer questions quickly. As a district we value collaboration and seek to engage with our students, families, staff and community partners so we can better serve our students. Let's talk to find solutions and come together to help our community learn and thrive.:

The RISD Let's Talk platform hosted 1,020 dialogues between July 1, 2023- May 29, 2024 with a total of 14,159 since inception. The district responded to each submission allowing for the item to be "closed". The number of submissions varied across the school year with a peak during February of 2024.

Parents or guardians were the highest users of the platform, followed by staff, then community members. Individuals submitting an item can select a category for their issue. The question's category was the highest selection, followed by concern and comment.

RISD ambassadors program recruits community members and provides them with opportunities to explore the inner workings of the school district and create a foundation of understanding and involvement so they can become informed citizens empowered to offer feedback, communicate and advocate for public schools.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations
- Federal Report Card and accountability data
- RDA data
- Alternative Education Accountability (AEA) data
- Local Accountability Systems (LAS) data
- Community Based Accountability System (CBAS)

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- PSAT

- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Observation Survey results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2
- Texas approved PreK - 2nd grade assessment data
- Texas approved Prekindergarten and Kindergarten assessment data
- Grades that measure student performance based on the TEKS

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data
- STEM and/or STEAM data
- Pregnancy and related services data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data

- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- Equity data
- T-TESS data
- T-P ESS data

Parent/Community Data

- Parent surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: We will design and implement systems that provide the necessary structure, support and tools to ensure that staff and students achieve individual growth

Performance Objective 1: Develop and implement a system to house goals and evidence toward goals and tools for progress measurement at all campuses.

Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure monitoring with fidelity of campus MTSS systems which identify and serve learners in need of intervention and acceleration utilizing High Quality Instructional Materials through the utilization of Branching Minds.</p> <p>Strategy's Expected Result/Impact: All learners identified as requiring accelerated instruction will receive the required hours of instruction prior to the spring STAAR assessments. That instruction will be with HQIM and will be documented in Branching Minds.</p> <p>All learners identified as needing tier three intervention will have plans established and monitored in Branching Minds.</p> <p>Staff Responsible for Monitoring: Director of MTSS Director of Accountability and Continuous Improvement Senior Executive Director of Accountability and Continuous Improvement Area Superintendents</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Monitor the implementation of the attendance intervention module in Focus by evaluating usage data, tracking attendance trends, and reviewing intervention outcomes to determine impact on chronic absenteeism rates across PreK-12. Adjust supports and strategies based on effectiveness to ensure sustained improvement</p> <p>Strategy's Expected Result/Impact: Improving our average daily attendance on each campus, preventing a decline in the revenue generated by ADA, and supporting the achievement of improved attendance based on the percentage thresholds noted below:</p> <p>CIP GOAL: If your campus attendance rate is between 93%-96% then your campus should grow .5% for the 25-26 school year.</p> <p>CIP GOAL: If your campus attendance rate is < or = 92.9% then your campus should grow 2% for the 25-26 school year.</p> <p>Staff Responsible for Monitoring: Director of Student Services Executive Director of Enrollment and Access Area Superintendents Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Support Tier One Classroom Culture, Routine, Procedures, and Management practices district-wide through the general education behavior support team. Pilot Tier 2 strategies and practices at several campuses to develop systems for future use for RISD.</p> <p>Strategy's Expected Result/Impact: 100% of our campus will continue tier-one classroom management through support from the behavior support team and build a tier 2 management plan for pilot campuses.</p> <p>Staff Responsible for Monitoring: Executive Director of Counseling and Social Services Director of Student Services Student Services Behavior Specialists Campus MTSS-B Teams Area Superintendents Director of MTSS</p> <p>Funding Sources: Funding for year long training - 211 - Title I, Part A - \$231,180</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Continue to provide support structures and services that targets the stabilization of social and emotional well-being for students at our non-traditional learning sites using a solution-focused approach that ensures student success and prevents drop-outs.</p> <p>Strategy's Expected Result/Impact: The expected result will be that our recidivism rate for placement at our DAEP is 15%.</p> <p>Staff Responsible for Monitoring: Executive Director of Counseling and Social Services Director of Student Services Principal Director of Intervention Services Director of Student Support</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Continue the Lead Well district wide student leadership program.</p> <p>Strategy's Expected Result/Impact: Grow our student leaders' skills to better serve their peers and organizations</p> <p>Staff Responsible for Monitoring: Executive Director of Fine Arts Executive Director of Athletics Area Superintendents Senior Executive Director of Leadership and Professional Learning</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
<p>Strategy 6: Continue implementation of District Threat Assessment Team (DTAT) and conduct training as specified in Texas Education Code 37.115.</p> <p>Strategy's Expected Result/Impact: Provide a proactive, evidence-based approach for identifying individuals who may pose a threat and for providing interventions before a violent incident occurs.</p> <p>Staff Responsible for Monitoring: Executive Director for Title IX Compliance and Investigations Assistant Superintendent of Administrative Services Area Superintendents Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Ensure all campuses identified for required improvement via state and federal accountability systems develop and implement improvement plans.</p> <p>Strategy's Expected Result/Impact: Student achievement will improve via targeted supports and interventions for students and staff.</p> <p>Staff Responsible for Monitoring: District Coordinator for School Improvement Area Superintendents Senior Executive Director of Accountability and Continuous Improvement Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
<p>Strategy 8: All campuses will frequently monitor systems to track and maintain student immunization compliance</p> <p>Strategy's Expected Result/Impact: Each campus will have 93% immunization compliance rate, while striving towards 100%.</p> <p>Staff Responsible for Monitoring: Executive Director of Health Services Campus Nurse Staff Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
<p>Strategy 9: All campuses will coordinate an Emergency Cardiac Response roundtable drill in the fall and an all campus AED drill in February to coincide with heart month.</p> <p>Strategy's Expected Result/Impact: Each campus learn proper procedures and plans around cardiac arrest events. 90% of campuses will successfully complete a cardiac response drill without a second attempt.</p> <p>Staff Responsible for Monitoring: Central Health Services Staff Campus Nurses Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 10 Details	Reviews			
<p>Strategy 10: Pilot a student incentive/intervention program that encourages increased positive attendance using the badging system in FOCUS.</p> <p>Strategy's Expected Result/Impact: The expectation is that 50% of the RISD campus will implement the Focus badging system with regular, consistent use.</p> <p>Staff Responsible for Monitoring: Director of Student Services Executive Director of Enrollment and Access Area Superintendents Elementary Campus Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 11 Details	Reviews			
<p>Strategy 11: Establish, revise, and clarify common practices, timelines, and checkpoints for student goal-setting (data and life-ready), reflections, and portfolio updates.</p> <p>Strategy's Expected Result/Impact: All students will update their Schoology & Seesaw portfolios a minimum of four times per school year, during designated checkpoints, with artifacts.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Area Superintendents Executive Director of Instructional Technology Director of Instructional Technology Sr Executive Director of ACI Campus Principals</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 12 Details	Reviews			
<p>Strategy 12: Train, support, and monitor a results-proven Data-Driven Instructional system across all Richardson ISD campuses.</p> <p>Strategy's Expected Result/Impact: By all campuses implementing and acting on student data results utilizing a Weekly Data Meeting (WDM) for each of five common interim assessments, student results for the following STAAR Meets:</p> <p>3rd Grade Reading from 55% to 57%</p> <p>3rd Grade Math from 50% to 52%</p> <p>7th Grade Math from 36% to 38%</p> <p>7th Grade Reading from 59% to 61%</p> <p>Algebra I from 33% to 35%</p> <p>English I from 50% to 52%</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Senior Executive Director of Curriculum and Instruction Senior Executive Director of ACI Area Superintendents Director of Intervention Campus Principals</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 13 Details	Reviews			
<p>Strategy 13: All Too Good For Drugs Lessons will be taught with fidelity in grades 4th - 6th at the elementary, district created substance use lessons for grades 6th-8th (MS) and 7th-8th (JH), and The More You Know Lessons in grades 7th - 12th districtwide.</p> <p>Strategy's Expected Result/Impact: Improve student and staff knowledge around the dangers of substance use</p> <p>Staff Responsible for Monitoring: Executive Director Counseling and Prevention Services Director of Intervention Services Campus Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 14 Details	Reviews			
<p>Strategy 14: All Campuses will implement state mandated Senate Bill 9 areas that include bullying, harassment, dating violence, family violence, and human trafficking</p> <p>Strategy's Expected Result/Impact: Students and staff will have knowledge around Senate Bill 9 topics to prevent increased at risk behavior</p> <p>Staff Responsible for Monitoring: Executive Director of Counseling and Prevention Services Director of Intervention Services Campus Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 15 Details	Reviews			
<p>Strategy 15: All campuses will establish and uphold communication plans to notify parents about bullying incidents and share investigation outcomes. Additionally, parents will be provided with access to a reporting form for documenting instances of bullying</p> <p>Strategy's Expected Result/Impact: Parents will consistently be made aware of bullying incidents and investigations concerning their students 100% of the time. The campus will document the investigation findings 100% of the time in the Focus data management system.</p> <p>Staff Responsible for Monitoring: Director Student Services Student Services Administrators Campus Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 16 Details	Reviews			
<p>Strategy 16: Monitor student performance on STAAR assessments and locally created assessments in Reading</p> <p>Strategy's Expected Result/Impact: The percent of students at 3rd grade who score at or above meets level or above on STAAR Reading will increase from 49% to 60% by June 2027; the target for all students for 2026 is 57%.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Areas Superintendents Sr Executive Director of Accountability and Continuous Improvement</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 17 Details	Reviews			
<p>Strategy 17: Monitor student performance on STAAR assessments and locally created assessments in Mathematics</p> <p>Strategy's Expected Result/Impact: The percent of students at 3rd grade who score at or above meets level or above on STAAR Mathematics will increase from 43% to 57% by June 2027; the target for all students for 2026 is 52%.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Area Superintendent Sr Executive Director of Accountability and Continuous Improvement</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 18 Details	Reviews			
<p>Strategy 18: Counselors will track their direct student services and indirect student services to comply with SB 179 in reaching the goal of 80% direct student services.</p> <p>Strategy's Expected Result/Impact: Counselors working with students 80% in direct services will increase the academic, attendance, and behaviors of students resulting in overall success for our students.</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 19 Details	Reviews			
<p>Strategy 19: Continue to promote the Code of Civility through targeted messages and lessons specifically for the "safe" portion of the Code of Civility. Continue to promote all areas of the Code of Civility through district messages, lessons, and visuals.</p> <p>Strategy's Expected Result/Impact: By the end of the academic year, 100% of schools within Richardson ISD will implement the Code of Civility "safe" lessons, resulting in a measurable improvement in school climate and stakeholder satisfaction reflected on the district climate survey and student discipline data.</p> <p>Staff Responsible for Monitoring: Campus administrators Director of Student Services Executive Director of Counseling and Social Services Assistant Superintendent of Administrative Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 20 Details	Reviews			
<p>Strategy 20: Support and monitor emergent bilingual language proficiency to ensure language development goals are met.</p> <p>Strategy's Expected Result/Impact: Increase the percentage of students demonstrating English language proficiency growth on TELPAS from 4 to 8 percentage points Increase the percentage of emergent bilingual students meeting annual exit criteria through the LPAC process 4 to 8 percentage points</p> <p>Staff Responsible for Monitoring: Campus Principals Director of Dual Language and Director of ESL Executive Director of Multilingual Education Sr Executive Director of Accountability and Continuous Improvement Assistant Superintendent of Teaching and Learning Area Superintendents</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 21 Details	Reviews			
<p>Strategy 21: By the end of the 2025-2026 academic year, Senior students who are Academic All-State Honorees will increase districtwide by 10%.</p> <p>Strategy's Expected Result/Impact: This will be achieved through targeted academic support programs, mentorship, and resource allocation to ensure students meet the eligibility criteria.</p> <p>Staff Responsible for Monitoring: Central Athletics Campus Administration Athletic Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 22 Details	Reviews			
<p>Strategy 22: By the end of the 2025-2026 academic year, each varsity team will host at least one special night dedicated to Elementary, Middle School, and Junior High students, allowing these students free entry to the event. Additionally, each varsity team will make at least one visit to an elementary school to open car doors and read to students, fostering community engagement and support for younger students.</p> <p>Strategy's Expected Result/Impact: Increased knowledge and interest of elementary students in athletic programming at the secondary level</p> <p>Staff Responsible for Monitoring: Central Athletics Campus Admin Athletic Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 23 Details	Reviews			
<p>Strategy 23: By the end of the 2025-2026 academic year, the percentage of students who are Academic All-District Honorees will increase by 10% district wide.</p> <p>Strategy's Expected Result/Impact: This will be achieved through enhanced academic support programs, regular monitoring of student progress, and providing additional resources and mentorship to students aiming for this recognition.</p> <p>Staff Responsible for Monitoring: Central Athletics Campus Administration Athletic Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 24 Details	Reviews			
<p>Strategy 24: By the end of the 2025-2026 school year, the following performance benchmarks will be achieved in Junior High/ Middle School Music Electives: 10% of band students district wide will earn a spot in the All Region Band. 10% of choir students district wide will earn a spot in the All Region Choir. 3% of orchestra students district wide will earn a spot in the All Region Orchestra. 100% of Varsity ensembles achieve first division ratings on stage and in sight-reading at UIL state assessment. 100 % of Non-varsity (NV) and Sub-Non-Varsity (Sub-NV) ensembles achieve first or second division ratings on stage and in sight-reading at UIL state assessment.</p> <p>Strategy's Expected Result/Impact: Increased participation in various music electives and achievable growth within Fine Arts Programming overall.</p> <p>Staff Responsible for Monitoring: Executive Director of Fine Arts Campus Admin Campus Fine Arts Staff</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 25 Details	Reviews			
<p>Strategy 25: By the end of the 2025-2026 school year, achieve the following performance benchmarks in High School Music Electives:</p> <p>Achieve a 1% success rate for one student from band, choir, and orchestra to qualify for TMEA All-State.</p> <p>20% of band students district wide will earn a spot in the All Region Band.</p> <p>10% of choir students district wide will earn a spot in the All Region Choir.</p> <p>10% of orchestra students district wide will earn a spot in the All Region Orchestra.</p> <p>100% of Varsity ensembles achieve first division ratings on stage and in sight-reading at UIL state assessment.</p> <p>100% of Non-varsity (NV) and Sub-Non-Varsity (Sub-NV) ensembles achieve first or second division ratings on stage and in sight-reading at UIL state assessment.</p> <p>Strategy's Expected Result/Impact: Increased student participation in various music electives and achievable growth in Fine Arts programming overall.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 26 Details	Reviews			
<p>Strategy 26: Ensure 100% of student Individual Education Program (IEP) goals are at "promising practice" quality level.</p> <p>Strategy's Expected Result/Impact: An internal audit will be completed to evaluate the quality of IEP goals. All special education case managers will have goals reviewed and feedback provided to ensure high quality and individualized goals. Data collected through audit will be used to plan for professional learning and individual case manager support and to make adjustments to student plans as needed.</p> <p>Staff Responsible for Monitoring: Senior Executive Director, Special Student Services Coordinating Directors, Special Student Services Special Student Services Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 27 Details	Reviews			
<p>Strategy 27: Students will receive Time to A.C.T. (Acknowledge, Care, Tell) suicide prevention lessons implemented with fidelity by the end of the 2025-2026 school year.</p> <p>Strategy's Expected Result/Impact: Students will know what to do to help out themselves or a friend and will have additional coping strategies.</p> <p>Staff Responsible for Monitoring: Executive Director of Counseling and Prevention Services Director of Intervention Services</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 28 Details	Reviews			
<p>Strategy 28: The Student Welfare Department team will utilize a Student Success Tracking Report used at 3-, 6-, and 9-week intervals to monitor attendance, academic performance, and behavior outcomes for students identified under the MKVO program and other special populations.</p> <p>Strategy's Expected Result/Impact: Improve ADA among MKVO students by 10% compared to the previous year, increase the percentage of MKVO students passing all core academic classes by 10% and reduce behavior referrals for MKVO by 10%. Students will remain more engaged and connected to school, resulting in more student success for MKVO students.</p> <p>Staff Responsible for Monitoring: Director of Student Welfare Executive Director of Counseling & Social Services</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: TEHCY & Title 1 - 211 - Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 29 Details	Reviews			
<p>Strategy 29: To systematically review and analyze Special Education Program audit findings and develop targeted action plans to enhance operational efficiency, compliance, and overall performance.</p> <p>Strategy's Expected Result/Impact: Targeted action plans will be developed and plans for implementation clearly outlined.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Administrative Services Senior Executive Director of Special Student Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 30 Details	Reviews			
<p>Strategy 30: Establish, revise, and clarify common practices, timelines, and checkpoints for teacher goal-setting (professional and student growth/data), reflections, and portfolio updates.</p> <p>Strategy's Expected Result/Impact: All staff will update their Schoology portfolios a minimum of four times per school year, during designated check points, with artifacts.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Area Superintendents Executive Director of Instructional Technology Director of Instructional Technology Sr. Executive Director of ACI Campus Principals</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 31 Details	Reviews			
<p>Strategy 31: Design and disseminate communication around parent access to goals and portfolios in Schoology & Seesaw.</p> <p>Strategy's Expected Result/Impact: Stronger partnerships between school and home through communication around learning experiences and growth as evidence through: increased Seesaw analytics for PK-2, increased Schoology parents connections, feedback from district surveys.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Area Superintendents Executive Director of Instructional Technology Director of Instructional Technology Campus Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 32 Details	Reviews			
<p>Strategy 32: Special Education teachers will implement and utilize a documentation system to track the delivery of special education services, lesson planning, and data collection related to IEP goals and accommodations. This system will support data-informed instructional decision-making and ensure fidelity of implementation for all students receiving specialized services.</p> <p>Strategy's Expected Result/Impact: 100% of special education teachers will utilize a documentation system. This system will support data-informed instructional decision-making and ensure fidelity of implementation of services in accordance with federal and state guidelines.</p> <p>Staff Responsible for Monitoring: Senior Executive Director of Special Student Services Special Student Services Coordinating Director Special Student Services Director Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 33 Details	Reviews			
<p>Strategy 33: By the end of the 2025-2026 school year, each school will achieve a 5% reduction in OSS.</p> <p>Strategy's Expected Result/Impact: Students will be in class for more instructional time.</p> <p>Staff Responsible for Monitoring: Director of Student Services</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

Performance Objective 1: Provide competitive compensation, incentives and benefits that attract and retain high-quality and diverse teachers and staff. Identifying which employee groups need to be brought to market value

High Priority

Evaluation Data Sources: Employee retention data, benchmark salary data, documented salary and benefits provided to employees. Evidence of this goal will be the completed market value study and recommendations made for salary adjustments.





Strategy 1 Details	Reviews			
Strategy 1: Identify employee types for the next phase of salary benchmarking and bring recommendations. Strategy's Expected Result/Impact: Identify target groups for consideration in the 2026-2027 budget. Staff Responsible for Monitoring: HR Executive Directors, HR Assistant Superintendent and the Director of Compensation.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Brand and market the new competitive compensation package Strategy's Expected Result/Impact: Increase number of experienced teachers in RISD (6+ years of experience) from 57% to 60%. Staff Responsible for Monitoring: Executive Directors and Assistant superintendent of HR	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

Performance Objective 2: Develop and execute innovative plan for employee recruitment.

Evaluation Data Sources: New hire data, TEA Educator Preparation Data Dashboard, Recruiting Schedule





Strategy 1 Details	Reviews			
<p>Strategy 1: Work to create, design district branded recruiting resources to be utilized at all career fairs that highlight participating Teacher Incentive Allotment schools and the annual open enrollment of the National Board Certification Cohort Track.</p> <p>Strategy's Expected Result/Impact: Increased number of experienced teachers desiring to work at our Richardson ISD TIA campuses. Increase number of experienced teachers in RISD (6+ years of experience) from 57% to 60%</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Strategy and Engagement Senior Chief of Accountability and Continuous Improvement Executive Director of Teacher Incentive Allotment and National Board Certification</p> <p>Funding Sources: - 199 - General Fund</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Continue to grow and support the number of schools with teachers participating in the Teacher Incentive Allotment and National Board Certification pathway. This will allow our teachers to generate additional funds to reward accomplished teaching.</p> <p>Strategy's Expected Result/Impact: Increase number of teachers completing in National Board Certification program from 7 to 15. Increase number of schools interested in Teacher Incentive Allotment from 12 to 16. Professional Learning offered to NBCTs and schools participating in Teacher Incentive Allotment. Retention report data. District turnover rate decrease from 13% to 10%.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Assistant Superintendent of Finance and Support Services Senior Chief of Accountability and Continuous Improvement Executive Director of Teacher Incentive Allotment and National Board Certification</p> <p>Funding Sources: - 199 - General Fund</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details	Reviews			
<p>Strategy 3: Identify specific and innovative strategies for recruiting bilingual and special education candidates.</p> <p>1. Focused Recruiting and Job Fairs targeting Sp.Ed. and Bilingual Candidates</p> <p>2. Partnership with Teach for America, SMU and UTA to take secure qualified interns seeking Sp.Ed. & Bilingual certifications</p> <p>3. VIP Event targeting candidates for high need areas</p> <p>Strategy's Expected Result/Impact: An increase in recruitment of certified bilingual and special education candidates from 17 to 30.</p> <p>Staff Responsible for Monitoring: HR Executive Directors and Assistant Superintendent of HR Senior Executive Director of Special Student Service Executive Director of Multilingual Department</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: RISD will reimagine the way we recruit and retain quality staff through comprehensive strategies.

Performance Objective 3: Identify and/or develop comprehensive strategies to support staff retention to decrease district staff turnover from 11.5% to 10.5%. Target focused campuses with turnover higher than the district average to decrease their turnover by 5%.

Evaluation Data Sources: District and State Retention/Turnover Rates, Onboarding Playbook

Strategy 1 Details	Reviews			
Strategy 1: Develop and implement a comprehensive strategic onboarding process for new employees. 1. Onboarding Playbook 2. Onboarding Professional Development Strategy's Expected Result/Impact: Decrease in the district staff turnover data from 11.5% to 10.5% Staff Responsible for Monitoring: Assistant Superintendent of HR HR Executive Directors District Leaders/Supervisors	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Implement an innovative HR engagement strategy to welcome new employees with a visit from HR within the first three months of the new school year.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Develop a Campus Retention Profile to identify and address root causes and campus trends that affect turnover. Strategy's Expected Result/Impact: Decrease targeted campus turnover rates by at least 5% Staff Responsible for Monitoring: HR Executive Directors Area Superintendents Campus Principal	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

Performance Objective 1: Continue to refine and enhance the learning framework, which provides all RISD students experiences to develop competencies aligned with the graduate profile.





Evaluation Data Sources: Accountability Data, Climate Survey, Board Goal

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement dual language immersion one-way and two-way programs with fidelity. Strategy's Expected Result/Impact: Increase in academic achievement data scores and English/Spanish proficiency level for students participating in program. Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Multilingual Education Principal Director of Bilingual Services</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Create opportunities for exemplar teachers in all content areas and grade levels to share with their peers through a repository of strategies in each phase of the Learner Framework. Strategy's Expected Result/Impact: All teachers will have a clear understanding of what the Learner Framework phases look like in the classroom. Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Curriculum Directors</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: HQIM and Savvas Implementation and enhancement in K-5 RLA, 6th Grade Middle School RLA, 7-8th Grade RLA, English I and English II, K-6 Math, Pre-Algebra, and Algebra I at pilot campuses. Strategy's Expected Result/Impact: 50% for 3rd grade Mathematics 55% for 3rd grade RLA Feedback surveys Walkthrough analysis Staff Responsible for Monitoring: Executive Director of Teaching and Learning Director of Pre-K - 12 Math Director of RLA Director of Literacy Assistant Superintendent Teaching and Learning</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Continue to implement the ESL Content-Based model in PK-6 and ESL pull-out model in 6-12 with integrity. Language Acquisition Teachers (LATs) will build capacity in ALL core content teachers to utilize Summit K12 & ELlevation Strategies to ensure Tier 1 instruction meets the linguistic, cognitive, and affective needs of emergent bilingual students.</p> <p>Strategy's Expected Result/Impact: Summit K12 usage reports and increase in TELPAS scores by 4-8 percentage points. Ellevation usage reports Increased Performance growth goals</p> <p>Staff Responsible for Monitoring: Assistant Superintendent for T&L Executive Director of Multilingual Education Director of ESL Principals</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Implement districtwide data protocol with clear implementation expectations to ensure teachers and campus leaders can identify, monitor and respond to student misconceptions in the TEKS.</p> <p>Strategy's Expected Result/Impact: Provide teachers and campus leaders with data protocol and strategies for responsive teaching.</p> <p>Staff Responsible for Monitoring: Teaching and Learning Area Superintendents</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Ensure high-quality Pre-K through a connected coaching model for Pre-K administrators, campus instructional supports, and the Early Childhood Services Department to collaboratively coach all Pre-K teachers. All Pre-K teachers are required to receive 15 hours of direct coaching as describers in TEA.</p> <p>Strategy's Expected Result/Impact: Pre-K teachers will gain new knowledge and implement teaching strategies which strengthen their foundation of Pre-K instruction and result in more students achieving kindergarten readiness.</p> <p>Staff Responsible for Monitoring: Coordinating Director of Early Childhood Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Research ways to expand access to high-quality Pre-K, and ensure long term plan development.</p> <p>Strategy's Expected Result/Impact: Identify ways to expand access to high-quality Pre-K.</p> <p>Staff Responsible for Monitoring: Coordinating Director of Early Childhood Services</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
<p>Strategy 8: Continuously evaluate and strategically evolve elementary and junior high magnet programming to ensure alignment with the district's graduate profile, equipping all students with the skills, experiences, and pathways needed to thrive in high school, postsecondary education, and beyond.</p> <p>Strategy's Expected Result/Impact: Ensure 100% of magnet educators demonstrate implementation of at least 5 of the 7 Educator Responsibilities from the Learner Growth Experience (LGE) Framework by Spring 2026, as evidenced by observation data, portfolio submissions, and teacher reflection tools.</p> <p>Improve student growth goal acquisition by 1% across magnet schools by the end of the 2025-2026 school year.</p> <p>Establish and meet a baseline target of 70% positive student responses in the first administration of a Magnet Student Efficacy Survey in Spring 2026, with a goal of 80% by Spring 2027 in areas related to confidence, engagement, and alignment to learner outcomes.</p> <p>Staff Responsible for Monitoring: Campus Magnet Administrative Staff Sr. Executive Director of Student Services and Innovation Executive Director of Enrollment and Access Coordinating Director of Enrollment and Access RHLC Area Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
<p>Strategy 9: Explore, research, and identify specific specialized program options for the 26-28 school year to ensure in-district students can attend their best-fit school of choice.</p> <p>Strategy's Expected Result/Impact: By proactively exploring and identifying specialized program options for implementation in the 2026-2028 school years, the district will expand equitable access to high-quality, best-fit learning environments for all in-district students. This strategic effort will result in increased student engagement, improved retention rates, and greater alignment between student interests and educational pathways. It will also enhance district competitiveness by offering diverse, future-ready programming that reflects both community voice and emerging workforce trends, with an overall projected goal of regrowth of 1% by the 28-29 school year.</p> <p>Staff Responsible for Monitoring: Sr. Executive Director of Student Services and Innovation Executive Director of Enrollment and Access Coordinating Director of Enrollment and Access RHLC Area Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 10 Details	Reviews			
<p>Strategy 10: Implement and monitor the Reading Horizons intervention program with fidelity to improve special education student performance on the STAAR Reading assessment, reaching a minimum 10% increase in students achieving the "Approaches" level.</p> <p>Strategy's Expected Result/Impact: individual student reading growth as monitored through MAP, STAAR, and progress toward IEP goals</p> <p>Staff Responsible for Monitoring: Senior Executive Director of Special Student Services Directors Special Student Services Campus Administrators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 11 Details	Reviews			
<p>Strategy 11: Provide purposeful, innovative and relevant professional learning opportunities for all staff to ensure technology integration that impacts teaching and learning and aligns with individual growth goals of all students and staff.</p> <p>Strategy's Expected Result/Impact: At least three days of iTeam support on each campus that facilitates learning with technology in support of the Learning Framework.</p> <p>Ongoing professional learning targeted towards specific roles in a year-long cohort model that facilitates learning with technology in support of the Learning Framework.</p> <p>Professional learning is aligned to identified areas of growth identified by the educator focus areas and responsibilities.</p> <p>Staff Responsible for Monitoring: Executive Director of Instructional Technology Director of Instructional Technology Campus Principal</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 12 Details	Reviews			
<p>Strategy 12: The Upstander Partnership with the Dallas Holocaust and Human Rights Museum provides Richardson ISD with educational resources and programs to integrate good citizenship, social studies, civic engagement, and thoughtful learning. Through a consistent and engaging learning plan from Kindergarten to 12th grade, the Partnership encourages students to become Upstanders in their community.</p> <p>Strategy's Expected Result/Impact: The Upstander Partnership supports the district's Graduate Profile and Project Wisdom by creating a pathway for a K-12 aligned Character Education program. Students will study and learn Upstander behaviors that are grounded in the state mandated Character Education TEKS and grade level specific social studies TEKS. Through the Upstander Partnership students will learn and develop positive self-worth, an increased belief in one's self and one's capacity to thrive in different situations, advocate effectively for self and others, form resiliency in the face of adversity, and learn to communicate and collaborate effectively. The Upstander portal will launch at HPPM (Morning Ready to Learn Time), MST (Campus LITE), WWJH (Texas and US History courses), and RHS (9th grade World Geography) with 100% fidelity. In addition, districtwide programming will continue with the following: 2nd grade Upstander Shadow Puppet Theater, 4th grade What is an Upstander Presentation, 6th grade field trip to the DHHRM, and virtual learning sessions for JH and High School students.</p> <p>Staff Responsible for Monitoring: Executive Director of Student Success and Leadership Sr. Executive Director of Student Services and Innovation Campus Principals Campus Support Staff RHLC Area Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 13 Details	Reviews			
<p>Strategy 13: Youth Guidance provides school-based programs designed to help students overcome personal and academic challenges, so they remain focused on their education and build a foundation for long-term success. At Liberty Junior High, the program will offer weekly group sessions grounded in Cognitive Behavior Therapy (CBT) practices to help students develop essential coping and decision-making skills. In addition, students will have access to individualized support, including brief check-ins, one-to-one counseling support, mentoring, crisis response, advocacy, and referral to additional services as needed. Through this comprehensive approach, Youth Guidance aims to empower students to thrive both in school and life.</p> <p>Strategy's Expected Result/Impact: The program is expected to enhance student well-being, strengthen engagement in the school community, support improved academic performance, and promote the consistent adoption of safe, healthy, constructive behaviors.</p> <p>Staff Responsible for Monitoring: Executive Director of Student Success and Leadership Sr. Executive Director of Student Services and Innovation Liberty Junior High Principal Campus Support Staff BLC Area Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.





Performance Objective 2: Ensure all students graduate college and career ready as measured by CCMR indicators.

HB3 Goal

Evaluation Data Sources: Increase students meeting the CCMR indicator from 56% to 70% by 2027(Board Goal)

Strategy 1 Details	Reviews			
<p>Strategy 1: Enhance/Increase CTE opportunities for students to become CCMR met Strategy's Expected Result/Impact: Increase number of Seniors graduating in 2025-26 who earn an IBC from 55% to 60% Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of CTE</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Increase retention of CTE students to 25% completers, matching TEA's phase in of completer status. Strategy's Expected Result/Impact: Revised IBC Calendar - 100% of students in an aligned course will sit for their IBC. Increase in the number of IBC's tied to CTE Completers to 25% Increase retention of CTE students by working with counseling services Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of CTE</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide career inspiration, exploration, and discovery in Pre-K - 6th grades. Strategy's Expected Result/Impact: Provide Career Exploration through Biztown for 100% of 5th grade students. Expand Biztown/finance park planning to JH & HS for 26-27 Expand CTE impact to additional grades through the STEM Center Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of CTE</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Increase enrollment of P-TECH by 10% and increase retention rates within P-TECH.</p> <p>Strategy's Expected Result/Impact: Increase in P-TECH enrollment by 10% Increase in P-TECH Retention grade to grade to less than 10% drop off. Increase in the number of Dallas College graduates to 30 AA degrees.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of CTE Executive Director of Counseling Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Increase Middle School CTE Enrollment and aligned course offerings in 9th grade by 10%.</p> <p>Strategy's Expected Result/Impact: Increase enrollment in 7 grade CCR course by 10%. Increase enrollment in 8th grade principals courses by 10%</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of CTE</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Provide students varying opportunities to earn college credit hours through Advanced Placement (AP), dual credit and University of Texas OnRamps.</p> <p>Strategy's Expected Result/Impact: Increase the percentage of graduates achieving college readiness status through either AP, Dual Credit, or OnRamps from 50% to 53% Increase the percentage of students earning scores of a 3 or higher in AP courses from 59% to 61% Increase the percentage of students earning credit in their dual credit course from 89% to 91% Increase the percentage of students earning credit in their OnRamps course from 80% to 82%</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of Advanced Learning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Expand embedded supports in high school English and Math courses for TSIA2 and ACT preparation, and provide more opportunities for students to participate in a district funded college entrance exams through TSIA2 and ACT testing.</p> <p>Strategy's Expected Result/Impact: Increase the percentage of students passing college-ready assessments from 38% to 39% to qualify for HB3 Outcome Bonus. Teachers implement the ACT and TSI bootcamps located in the YAG. PTECH Summer Bridge program to provide TSI test prep support Texas College Bridge (TSI Test Prep) for seniors</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching & Learning Executive Director of Advanced Learning</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
<p>Strategy 8: Ensure all K-6 elementary teachers and secondary Advanced, AP and OnRamps teachers complete their 30 hours of G/T foundational training or 6 hours update. 6 hours update trainings are approved by the campus Elementary ALT or Secondary Instructional Coach.</p> <p>Strategy's Expected Result/Impact: Teachers of courses identified as supporting GT student instruction will complete state mandated GT training. Completion of training will be tracked in Strive.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Teaching and Learning Executive Director of Advanced Learning Director of Advanced Learning Programs and Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
<p>Strategy 9: Ensure all AVID seniors graduate and meet CCMR requirements through targeted AVID tutorials, bi-weekly progress monitoring, AVID TSIA2 testing available in the AVID elective class, Texas College Bridge completion during AVID class time.</p> <p>Strategy's Expected Result/Impact: 100% of all AVID seniors will meet CCMR Increase enrollment of AVID scholars in Dual Credit courses Increase enrollment of AVID scholars in OnRamps courses Increase number of AVID scholars meeting TSIA2 passing requirements (945 English, 950 Math, Essay 5)</p> <p>Staff Responsible for Monitoring: AVID District Director</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 10 Details	Reviews			
<p>Strategy 10: Develop systems to track students' progress toward graduation and monitor those that are at-risk for dropping out.</p> <p>Strategy's Expected Result/Impact: All high schools will achieve a 95% four-year graduation rate.</p> <p>Staff Responsible for Monitoring: Executive Director of Advanced Learning Services Executive Director of Accountability and Continuous Improvement Executive Director of Multilingual Education Director of ESL Principals</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

Performance Objective 3: Enhance the professional learning system that promotes continuous growth and equips all employees with the knowledge and skills they need to reach their individual growth goals and support increase in student achievement.


Evaluation Data Sources: Accountability Data, Climate Survey, Board Goal


Strategy 1 Details	Reviews			
<p>Strategy 1: Increase professional development attendance in science by 10% through a robust professional development program, including a variety of locations and modalities (i.e. in-person, virtual, asynchronous), exposing educators to new science standards and curriculum options.</p> <p>Strategy's Expected Result/Impact: Knowledge of standards and student expectations amongst district and campus staff will increase, resulting in high quality, standards-aligned tier one instruction.</p> <p>Staff Responsible for Monitoring: Science Curriculum Director</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Train RISD Teachers on best practices to support emergent bilingual students in all core and elective content areas.</p> <p>Strategy's Expected Result/Impact: Improve RDA determination level, ensure equity, and close the achievement gap, increase teacher knowledge on how to differentiate to meet EB students' needs.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of T&L Executive Director of Multilingual Education Director of ESL Director of Bilingual Services</p> <p>Results Driven Accountability</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide purposeful, innovative and relevant professional learning opportunities for all staff to ensure technology integration that impacts teaching and learning and aligns with individual growth goals of all students and staff</p> <p>Strategy's Expected Result/Impact: At least three days of iTeam support on each campus that facilitates learning with technology in support of the Learning Framework. Professional learning will be aligned to identified areas of growth in the 2023-2024 BrightBytes Survey.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Executive Director of Instructional Technology Director of Instructional Technology</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: In collaboration with Teach Plus Texas, implement ongoing teacher leadership cohorts that strengthen instructional leadership, cultivate reflective teaching practices, and promote culturally and linguistically responsive pedagogy. This initiative is designed to equip educators with the skills and knowledge necessary to critically evaluate and enhance their instructional approaches, ensuring all students are supported in environments that foster academic success and personal growth.</p> <p>Strategy's Expected Result/Impact: Teachers and instructional support staff will engage in ongoing and rigorous professional development. As a result, they will demonstrate increased capacity as reflective practitioners, apply the continuous improvement model (PDSA cycles: Plan-Do-Study- Act) with fidelity, and assume leadership roles within their Professional Learning Communities (PLCs). This strategy will also foster stronger partnerships with families and students by intentionally incorporating family and student perspectives into instructional planning and decision making; thereby, strengthening students' sense of belonging and improving academic outcomes.</p> <p>Staff Responsible for Monitoring: Executive Director of Student Success and Leadership Sr. Executive Director of Student Services and Innovation</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Use feedback data to enhance the 2026 Together We Grow Conference.</p> <p>Strategy's Expected Result/Impact: Provide differentiated professional learning opportunities based on experience, level, and need. Increase in teacher knowledge and skill of instructional practices to improve student engagement and achievement.</p> <p>Staff Responsible for Monitoring: Senior Executive Director of Leadership and Professional Learning Coordinating Director of Professional Learning.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Continue ACHIEVE: New Teacher Tribe Cohort.</p> <p>Strategy's Expected Result/Impact: Increase teacher retention. Build new teacher pedagogy and instructional capacity of new teachers.</p> <p>Staff Responsible for Monitoring: Senior Executive Director of Leadership and Professional Learning Coordinating Director of Professional Learning Coordinator of Teacher and Campus Supports</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Ensure professional development support is provided for paraprofessionals through collaboration with various district departments.</p> <p>Strategy's Expected Result/Impact: Increase knowledge and skills of paraprofessionals.</p> <p>Staff Responsible for Monitoring: Coordinating Director of Professional Learning Director of Professional Learning</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
<p>Strategy 8: Create a planning tool to help new staff prioritize professional learning aligned to their individual growth goals, and ensure all teachers, instructional coaches, and campus leaders are trained on the RISD instructional priorities. (Data Driven Instruction, Lesson Internalization, and Observation Feedback)</p> <p>Strategy's Expected Result/Impact: New staff will utilize a structured planning tool to identify and prioritize professional learning aligned with their individual growth goals. Through collaboration with key stakeholders, targeted training for support personnel, and clear communication with leadership, the tool will be effectively implemented and supported, leading to more personalized, goal-driven professional development and a smoother transition into the district.</p> <p>Staff Responsible for Monitoring: Coordinating Director of Professional Learning Director of Professional Learning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
<p>Strategy 9: The Student Welfare Department will offer both online and in-person training opportunities for campus and district staff. These training sessions will educate district staff about the challenges faced by other special populations (OSP), such as students experiencing homelessness, and it will increase the understanding of students' rights under the McKinney-Vento Homeless Assistance Act. We will increase parent training sessions to educate families about their rights and available resources under the McKinney-Vento Act.</p> <p>Strategy's Expected Result/Impact: Train at least 65% of campus staff through online or in-person MKVO training. Due to the increase in training, we will also see an increase in identified students from the previous year by 10%. Additional results and impacts include staff awareness and understanding of MKVO and expanded knowledge of resources available for students and families.</p> <p>Staff Responsible for Monitoring: Director of Student Welfare Executive Director of Counseling & Social Services</p> <p>Results Driven Accountability - Equity Plan</p> <p>Funding Sources: TEHCY and Title I Funds - 211 - Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 10 Details	Reviews			
<p>Strategy 10: Develop and implement a technology-driven walkthrough form that supports the learning framework and graduate profile to be used to evaluate teaching and learning with technology.</p> <p>Strategy's Expected Result/Impact: Walkthrough developed by the end of quarter one. iTeam Specialists to complete 40 walkthroughs each by the end of quarter four. Data will be analyzed to understand the current climate, aid in technology planning and establish technology goals for the future. This walkthrough is not evaluative for the teacher. Data collected will inform broader technology integration decisions - hardware, software, support needed, and professional learning.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Executive Director of Instructional Technology Director of Instructional Technology</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Goal 3: We will establish systems for curriculum and learning experiences which support the individual growth goals of all students and staff.

Performance Objective 4: Ensure increased performance of TEA determined "needs improvement" campuses.





High Priority

Evaluation Data Sources: STAAR scores

CIA data

MAP data

Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure DCSI is named, trained and is monitoring and supporting all needs improvement campuses.</p> <p>Strategy's Expected Result/Impact: ACE to C rating Risd Academy to C rating Liberty to C rating Forestridge to C rating Dover to C rating</p> <p>Staff Responsible for Monitoring: Areas Superintendents DCSI Assistant Superintendent Teaching & Learning Superintendent</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Ensure TEA requirements are met at each needs improvement D/F campus. Ensure extra support and instructional staff at these campuses.</p> <p>Strategy's Expected Result/Impact: Increased STAAR performance for each campus to "C" rating</p> <p>Staff Responsible for Monitoring: Area Superintendents DCSI Superintendent Assistant Superintendent of Teaching and Learning</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Monitor Quarterly data for these campuses: via iReady, SummitK12, CIA, attendance and discipline data</p> <p>Strategy's Expected Result/Impact: increase campus to C rating</p> <p>Staff Responsible for Monitoring: Areas Superintendents DCSI</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Implement Region 10 coaching, growth walks, and supports with fidelity. (& HQIM materials) Strategy's Expected Result/Impact: Increase to C Staff Responsible for Monitoring: Areas Superintendent DCSI	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: We will create opportunities to ensure engagement with community members in RISD.


Performance Objective 1: Create meaningful engagement opportunities that meet both the needs and mission of the school community and businesses/organizations.


Evaluation Data Sources: Schedule of hosted district and campus events that support Community and business/organization engagement, event evaluations, and district partner survey data.

Strategy 1 Details	Reviews			
<p>Strategy 1: Design and implement focus groups to identify district and business/organizational needs and how we define meaningful partnerships for both parties. Strategy's Expected Result/Impact: Have 10% participation from our current partner list. Staff Responsible for Monitoring: S&E</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Host Quarterly Business/Industry Roundtables with Superintendent. Strategy's Expected Result/Impact: Evidence of engagement with at least 50% of the roundtable participants. Artifacts include Event calendar, attendance participation and communications engagement. Staff Responsible for Monitoring: S&E, CTE, Counseling & Prev.</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Richardson Chamber Principal for a Day Program Strategy's Expected Result/Impact: Meaningful engagement with 100% of our campuses participating with a local business partner. Staff Responsible for Monitoring: S&E</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Identifying partners to support mentoring programs with students. Staff Responsible for Monitoring: Dr. Martin, SHAC Committee</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Family Engagement Framework implementation at the campus level and expanded with additional district departments Staff Responsible for Monitoring: Angie Lee, Parent and Family Engagement</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 6 Details	Reviews			
<p>Strategy 6: Explore and possibly implement innovative advertising and sponsorship opportunities using RISD athletic facilities. This will enhance community engagement and generate supplemental revenue to support athletics and RISD's general fund.</p> <p>Strategy's Expected Result/Impact: To enhance community engagement and generate supplemental revenue to support our athletic programs.</p> <p>Staff Responsible for Monitoring: Executive Director of Athletics Assistant Superintendent of Strategy and Engagement</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Health Services will implement a social media presence.</p> <p>Strategy's Expected Result/Impact: Social media will increase the community engagement by enhancing overall awareness in the purposes of health services, prevalent health issues, and available community resources. Health Services will share updates via social media on a quarterly basis.</p> <p>Staff Responsible for Monitoring: Executive Director, Health Services Strategy and Engagement</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 8 Details	Reviews			
<p>Strategy 8: Seek to partner with a third-party vendor to develop, manage, and streamline website platforms across all four learning communities to ensure consistency, accessibility, and user friendly navigation districtwide.</p> <p>Strategy's Expected Result/Impact: Consistent brand identity across all learning communities, improved access to information for families and staff, reduced duplication of effort, and enhanced communication. Streamline design and navigation will also increase user engagement and ensure compliance with accessibility standards.</p> <p>Staff Responsible for Monitoring: Executive Director of Athletics Assistant Superintendent of Strategy and Engagement High School Athletic Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
<p>Strategy 9: Explore possibilities to create a sports marketing presence that would develop and manage a comprehensive marketing presence for the district's athletic programs, modeled after successful initiative like Rockwall ISD. This approach will focus on promoting student athletes, engaging the community, and generating sponsorship revenue--without requiring the addition of new district staff.</p> <p>Strategy's Expected Result/Impact: Enhance visibility and recognition of student athletes and athletic programs, foster stronger community and business partnerships. Create a revenue streams through sponsorships and branded content.</p> <p>Staff Responsible for Monitoring: Executive Director of Athletics Assistant Superintendent of Strategy and Engagement High School Athletic Coordinators</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress

 Accomplished





 Continue/Modify

 Discontinue

Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.

Performance Objective 1: Ensure operations are conducted in a financially efficient and effective manner.

Strategy 1 Details	Reviews			
<p>Strategy 1: Prepare and present to the Board of Trustees a 26-27 budget that includes budget reduction options totaling at 5% of prior year budgeted expenditures based on the budget reduction recommendations prepared by the Community Budget Steering Committee.</p> <p>Strategy's Expected Result/Impact: Creation of a sustainable financial plan that aligns with the Board of Trustees' True North Goal that states: "Every student, teacher, and leader will meet or exceed their academic growth goals"</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Finance and Support Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Prepare a VATRE calendar based on recommendations of the Community Budget Steering Committee for presentation at the December 2025 meeting of the Board of Trustees.</p> <p>Strategy's Expected Result/Impact: Continued reduction of operational costs based and increased flexibility in adjusting to changes in funding resulting from decreased enrollment and Legislative action.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Finance and Support Services Leadership Cabinet members</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Meet with RISD Texas Legislators to advocate for additional funding</p> <p>Strategy's Expected Result/Impact: Increasing funding for public education in RISD.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Strategy and Engagement Assistant Superintendent of Finance and Support Services</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<p>Strategy 4: Continue transition to an electronic document process for all general education student cumulative folders.</p> <p>Strategy's Expected Result/Impact: All general education student cumulative record folders will be digitized throughout the district.</p> <p>Staff Responsible for Monitoring: Executive Director for Student Information and Reporting Records Management</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 5 Details	Reviews			
<p>Strategy 5: Facility Services will optimize building/campus energy use in an effort to align with the District's Energy Management Plan and lower overall energy consumption.</p> <p>Strategy's Expected Result/Impact: Through analysis of utility bills, show a steady decline in energy consumption across the district.</p> <p>Staff Responsible for Monitoring: Director of Energy & Sustainability Director of Maintenance Senior Executive Director of Operations</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Commission an audit of the Transportation Department to identify operational inefficiencies, ensure compliance with safety standards/requirements and optimize routing and resource allocation.</p> <p>Strategy's Expected Result/Impact: Improved service reliability, cost-effectiveness, and enhanced support for student transportation needs across the district.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent for Operations Senior Executive Superintendent for Operations Executive Director for Transportation Transportation Department Leadership Team</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				





Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.

Performance Objective 2: Provide a safe, comfortable, and well-maintained environment at all campuses.

Evaluation Data Sources: Stakeholder feedback
 Audit and assessment results
 Campus walk through feedback
 Transportation Department data

Strategy 1 Details	Reviews			
<p>Strategy 1: Continue use of Verkada visitor management system and intercom system in all buildings. Strategy's Expected Result/Impact: Real-time data on who enters a building and be able to identify all visitors. Staff Responsible for Monitoring: Assistant Superintendent of Operations Executive Director of Safety & Security</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: District will create and utilize a walk-through check list (non-punitive) for the campus learning environment, including Maintenance, Grounds and Custodial Services. Examples of look for's: lighting not working, outdated signage campus, tiles chipped, ceiling tiles damaged, front office is neat and has clean work space, safe accessible pathways. Strategy's Expected Result/Impact: Create an inviting physical environment on all campuses. Staff Responsible for Monitoring: Area Superintendents Director of Maintenance Director of Custodial Director of Grounds Senior Executive Director of Operations Executive Director of Facilities, Planning, Design and Construction</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Review and update the 2017 facility condition assessment for all campuses and create a long-range facility plan for middle schools and elementary schools. Strategy's Expected Result/Impact: Identify and document all updates finished through summer of 2024 from Bond 2021 for all campuses. Staff Responsible for Monitoring: Senior Executive Director of Operations Executive Director of Construction, Planning and Design Asst. Supt of Operations</p>	Formative			Summative
	Nov	Jan	Mar	June





Strategy 4 Details	Reviews			
<p>Strategy 4: RISD and selected campuses will participate in TEA required District Vulnerability Assessment (DVA) to review and strengthen district and campus safety.</p> <p>Strategy's Expected Result/Impact: Identification of physical and procedural vulnerabilities in order to mitigate and strengthen safety for students and staff</p> <p>Staff Responsible for Monitoring: Assistant Superintendent for Operations Senior Executive Director for Operations Operations Department Safety and Security Technology Department Area Superintendents Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<p>Strategy 5: Comply with HB3 requirements related to safety equipment for campus security personnel.</p> <p>Strategy's Expected Result/Impact: Enhanced school safety and emergency preparedness</p> <p>Staff Responsible for Monitoring: Executive Director for Safety & Security Director for Safety & Security Campus Security Officers & School Resource Officers</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
<p>Strategy 6: Implement a bus badge system for PK-12 students who receive transportation services.</p> <p>Strategy's Expected Result/Impact: Enhanced safety for students with real time data related to boarding/departing bus (route, bus stop, time on/off the bus, etc).</p> <p>Staff Responsible for Monitoring: Executive Director for Transportation Senior Executive Director for Operations Area Superintendents Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
<p>Strategy 7: Implement new bus camera system on all buses.</p> <p>Strategy's Expected Result/Impact: Enhanced safety for students, bus monitors and drivers Access to cloud based bus camera video (interior & exterior) and related data: GPS location of bus, engine diagnostics, etc. Reduction of Transportation Department (bus) accidents by 10%.</p> <p>Staff Responsible for Monitoring: Executive Director for Transportation Assistant Director for Transportation Transportation Department Leadership Team</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
<p>Strategy 8: Implement procedures to ensure compliance with Texas SB 12- required parental rights.</p> <p>Strategy's Expected Result/Impact: Provide clear opt in/opt out preferences for parents regarding various activities and services. Example: available access to health services, after school clubs, counseling opportunities and library services.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent for Administrative Services Assistant Superintendent for Teaching and Learning Executive Director for Health Services Executive Director for Counseling Services Director for Library and Instructional Technology Executive Director for Student Information and Reporting</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 5: We will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish our call to action.

Performance Objective 3: Provide a safe, secure, and reliable technology infrastructure to support teaching, learning, and operations.

Evaluation Data Sources: Expect a 95% or better positive response on the district climate survey.

Strategy 1 Details	Reviews			
<p>Strategy 1: Monitor and maintain the security of the district's technology infrastructure to ensure all staff and student data remains properly secure.</p> <p>Strategy's Expected Result/Impact: Continue to maintain zero data breaches throughout the year.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Executive Director of Operations Coordinating Director of Network Services Cybersecurity Manager</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Monitor system logs for all critical network services to ensure reliable access is provided to users, and respond immediately to potential vulnerabilities.</p> <p>Strategy's Expected Result/Impact: Quick notification and resolution to district personnel responsible for the systems. Mitigation of cyber threats.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Executive Director of Operations Coordinating Director of Network Services Cybersecurity Manager</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: All technology workorders will be addressed or resolved in 48 hours.</p> <p>Strategy's Expected Result/Impact: Technology Support Center IIQ statistics and Project Meeting agendas/notes will reflect resolution of workorders.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Technology Executive Director of Operations</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

RDA Strategies

Goal	Objective	Strategy	Description
1	1	12	Train, support, and monitor a results-proven Data-Driven Instructional system across all Richardson ISD campuses.
1	1	20	Support and monitor emergent bilingual language proficiency to ensure language development goals are met.
1	1	28	The Student Welfare Department team will utilize a Student Success Tracking Report used at 3-, 6-, and 9-week intervals to monitor attendance, academic performance, and behavior outcomes for students identified under the MKVO program and other special populations.
2	2	3	Identify specific and innovative strategies for recruiting bilingual and special education candidates. 1. Focused Recruiting and Job Fairs targeting Sp.Ed. and Bilingual Candidates 2. Partnership with Teach for America, SMU and UTA to take secure qualified interns seeking Sp.Ed. & Bilingual certifications 3. VIP Event targeting candidates for high need areas
3	1	1	Implement dual language immersion one-way and two-way programs with fidelity.
3	1	4	Continue to implement the ESL Content-Based model in PK-6 and ESL pull-out model in 6-12 with integrity. Language Acquisition Teachers (LATs) will build capacity in ALL core content teachers to utilize Summit K12 & ELLevation Strategies to ensure Tier 1 instruction meets the linguistic, cognitive, and affective needs of emergent bilingual students.
3	2	10	Develop systems to track students' progress toward graduation and monitor those that are at-risk for dropping out.
3	3	2	Train RISD Teachers on best practices to support emergent bilingual students in all core and elective content areas.
3	3	9	The Student Welfare Department will offer both online and in-person training opportunities for campus and district staff. These training sessions will educate district staff about the challenges faced by other special populations (OSP), such as students experiencing homelessness, and it will increase the understanding of students' rights under the McKinney-Vento Homeless Assistance Act. We will increase parent training sessions to educate families about their rights and available resources under the McKinney-Vento Act.

Title I

Descriptor 1: Student Progress Monitoring and Supports

1.1: Developing and implementing a well-rounded program of instruction to meet the academic needs of all students;

RISD ensures students meet rigorous state standards, by implementing a comprehensive approach that includes aligning curriculum to the Texas Essential Knowledge and Skills (TEKS), providing high-quality instructional materials, utilizing differentiated instruction to meet the needs of our diverse learners, offering ongoing professional development for teachers, regularly assessing student progress, and implementing interventions for students struggling to meet expectation RISD has a learning model designed to engage learners, scaffold students as the grow towards TEKS mastery, provide authentic, hand-on learning, and opportunities for students to make connections, extend or revisit unmastered curriculum when necessary. High Quality Instructional materials ensure students are receiving lessons and learning materials designed to meet rigorous state standards. Title I funds are proportionally allocated to campuses that have high percentages of economically disadvantaged students so that that site based decision making team can work with campus leadership to determine supplemental learning tools and experiences for students to help them meet rigorous state standards. Title II funds help to recruit and retain staff at our highest needs campuses with the greatest percentage of economically disadvantaged students. Additionally, Title II funds provide professional learning opportunities aligned to HQIM and research based best practices for instruction. Title II funds help us to meet the linguistic needs of our emergent bilingual students. Title IV funds offer learning experiences, resources and training for a safe and healthy, well-rounded school district.

1.2: Identifying students who may be at risk for academic failure;

Schools use ongoing formative assessment data and routine progress monitoring data to adjust instruction in order for students to make measurable gains in mastering grade level curriculum. Professional learning communities meet regularly following a date driven protocol to monitor and plan responsive learning opportunities to ensure students are growing academically. Additionally students set growth goals and monitor their own performance as they continue to grow.

1.3: Providing additional educational assistance to individual students the LEA or school determines need help in meeting the challenging State academic standards;

Informal programs such as tutoring and intentional supplemental, small group instruction address students at risk. Additionally, formal structures and district and campus based programs supported by our student services departments address the needs of homeless, immigrant, refugee, foster students through intentional programming. English as a Second Language and Bilingual Education programming is offered for our emergent bilingual students. Special Student Services ensures students needing more robust services are evaluated and students' individualized education plan (IEP) are actualized.

1.4: Identifying and implementing instructional and other strategies intended to strengthen academic programs and improve school conditions for student learning;

Title funds are used to support dedicated staff at the campus level with the specific role of providing additional assistance to all students who experience difficulties in meeting the State's performance targets and helping teachers effectively meet the needs of students. Instructional coaches and interventionists utilize evidence-based practices; core high quality curriculum materials (HQIM); and culturally responsive practices to provide ALL students with access to grade-level standards, ensuring equal access to the curriculum; and ALL students will have access to tiered academic and behavioral supports in order to make meaningful gains. All students have access to a well rounded education and safe and healthy educational environment. Teachers receive training and support to a framework for multi-tiered social, emotional and behavioral supports that empowers teachers, inspires students, and turns classrooms into thriving school communities.

Descriptor 2: Teacher Quality

The district along with each campus conducts a comprehensive needs assessment to identify the specific needs of student populations. District stakeholders worked together to create an Equity Plan to address significant achievement gaps for low income students and students of color. ESSA funds are used to recruit and retain experienced, highly effective educators in our most needy campuses. Professional learning funds are used to build capacity to address the Additionally, formal structures and district and campus based programs supported by our student services departments address the needs of homeless, immigrant, refugee, foster students through intentional programming. English as a Second Language and Bilingual Education programming is offered for our emergent bilingual students. Special Student Services ensures students needing more robust services are evaluated and students' individualized education plan (IEP) are actualized. learning needs of our diverse population.

Descriptor 3: School Improvement and Support Activities

Richardson ISD's Goal of every student,teacher and leader will meet or exceed their academic growth goal supports schools in partnering with their communities in order to work together so that students receive an excellent education that improves student academic outcomes and prepares students for college and career success.

Campuses identified as needing school improvement receive comprehensive, ongoing support as they undertake school improvement activities to raise the academic achievement of all students.Campuses receive support from a team of professionals, including an Area Superintendent, and two Academic Facilitators assigned to each campus. This team ensures that improvement activities and resources are accessible and leveraged to promote the growth and development of administrators, instructional support staff, teachers, and students.

Descriptor 4: Measure of Poverty

The poverty criteria used to select school attendance is low-socio economic parent survey completed each year by parents during enrollment. RISD Title I

programs help disadvantaged students improve their academic achievement. Elementary Schools qualify for Title I funding if at least 40% of their students are from low-income households. Junior High/ Middle schools qualify for Title I funding if at least 50% of their students are from low-income households.

Descriptor 5: Nature of Programs

RISD allocates Title I funds to schools with the highest percentage of low-income students. Elementary schools with at least 40% of low income students qualify to receive Title I funds as a school-wide program to improve educational opportunities for all students. Junior high/middle school campuses with 50% or above of low income students receive Title I funding. Schools are allocated funds in rank order based on the number of low-income students in each school.

ESSA funds are used to provide instructional coaches to assist teachers in implementing HQIM with fidelity and research based best instructional practices for robust Quality Tier I instruction in the classroom and meeting the needs of all students. Funds also support interventions and high quality tutoring programs to help fill academic achievement gaps/

RISD partners with Education Service Center Region 10 as a member of their Shared Service arrangement to ensure students living within RISD attendance boundaries and attending private schools and meeting the low socio economic qualifications have access to equitable services.

Descriptor 6: Services to Homeless Children and Youth

The RISD Department of Student welfare supports at-risk students and families with needs associated with food and housing insecurities. RISD student services staff assist parents and students in connecting with RISD resources while providing each campus with operational support, allowing administrators and teachers to focus on the product of student achievement and academic excellence including but not limited to the following:

- Assisting parents in enrolling students who have special circumstances, which require guardianship or residency affidavits.
- Assisting campus administrators with attendance enforcement.
- Assisting campus administrators with parent / student / teacher conferences
- Assisting schools in addressing the unique needs of RISD student

The Department of Student Welfare provides support for McKinney-Vento families who are in temporary living situations. We provide food, supplies and clothing, academic support as well as other resources if needed.

Upon consideration RISD reserved \$5000 for Homeless reservation in Title I funds for the 2025 ESSA application. RISD is the recipient of the McKinney-Vento grants which we use to support our students experiencing homelessness. Additionally, we have an Education Foundation and community partners that are willing to support as needed.

Descriptor 7: Parent and Family Engagement Strategy

Each RISD Title I campus holds an annual ESSA/Title I presentation and families are provided with an overview of the ESSA services offered at the school. Family Engagement/ Curriculum Nights are offered to students and family at each campus. Students and their families come to the school to learn about the

progress the Title I program has made in closing the achievement gap; supplemental curricula is shared with parents/guardians at this time and expected benchmark attainment levels and the goals of the Title I program. Parents are informed of opportunities they have to become involved in the school and for their input and feedback. In addition, parents and students participate in learning activities and games that parents and children can participate in outside of school hours to enhance learning. Campus climate surveys monitor parent and student satisfaction with campus communication and family engagement. Information from this survey is used to adapt and change the services provided, support offered to parents, and outreach opportunities to families. Parents are also informed that they have the right to request a meeting at any time with their child's teacher, campus leadership or curriculum staff to discuss their child's progress or the Title I services being provided at the district/school. Each campus' site based decision/ Title I community stakeholder team develops a parent engagement compact and reviews it annually. The compacts are publicly posted on campus webpages. The district Campus and Parent family engagement policy is developed by district stakeholders and reviewed by the District Planning Committee. The RISD District Parent and Family Engagement Policy is available for the public on the RISD webpage.

Descriptor 8: Early Childhood Education Programs and Transition Plans

Richardson ISD offers PreK services to qualifying students who are 3 or 4 years of age. Programs are campus based and our early childhood educators support the transition to kindergarten at the campus level through classroom visits, integrated storytimes, parent meetings, etc. Additionally, RISD offers a kindergarten roundup to welcome students from non-RISD early childhood programs to our campuses. The coordinating director of early childhood services coordinates with fellow area early childhood and daycare directors to support transitions for students and families and to share best practices.

Descriptor 9: Identification of Eligible Children – Targeted Assistance Program

RISD does not have targeted assistance programs

Descriptor 10: Middle to High School/High School to Postsecondary Transitions

10.1: Coordination with institutions of higher education, employers, and other local partners;

Richardson ISD prepares all students for the world of work through intentional and meaningful career focused programs of study and rigorous coursework and learning experiences. Teaching and Learning Services offer multiple avenues for coordination with institutions of higher education, employers and local partners. Advanced placement, dual credit, and UT on Ramps courses are offered at each high school campus. Additionally students experience real-world learning environments in all of our industry specific programming. Equipped with the knowledge and technical skills necessary for employment, and the social/emotional capacity to sustain employment, the RISD CTE students are ready for future success in the workforce, college, and civic service. Furthermore, with a dedicated industry and higher education partnership, students in any of our 4 College and Career School Models are connected to their future, equipped with industry relevant knowledge and skills, and are steps ahead of others upon graduation.

10.2: Increased student access to early college high school or dual or concurrent enrollment opportunities, or career

counseling to identify student interests and skills;

Richardson ISD, in partnership with the College Board, Dallas College, and The University of Texas at Austin, offer a variety of programs for students to enroll in college courses while still in high school. Advanced Placement is an open enrollment program overseen by the College Board which allows students to take college-level courses on their high school campus. Students have an opportunity to earn college credit and/or qualify for more advanced classes when they begin college. AP exams that are administered each spring. OnRamps is an open enrollment program where courses are taught at the high school by high school teachers and UT professors. These courses are UT-designed college courses aligned with the expectations of leading research institutions. Upon successful completion of the course, students can accept their college hours and receive a transcript from UT. The primary purpose of OnRamps is to accelerate college student success. Additionally, students may enroll in courses at any of the Dallas College campuses that are partnered with RISD or on their own high school campus. RISD also offers open-enrollment early college high school programs that blend high school and college coursework to help historically underserved and at-risk students develop technical skills, earn college credentials, licenses, and degrees, and pursue in-demand career paths.

RISD is composed of about 37,000 students for the 23-24 school year. Of this 9,945 are in grades 9-12. We also have 5,108 in our Junior Highs which includes 7th & 8th grade.

Descriptor 11: Discipline Disproportionality

Richardson ISD student services monitors discipline reports and supports schools with high rates of discipline. Behavior specialists work directly with campus staff and students to promote a safe and healthy learning environment. Additionally, behavior specialists and counseling departments work with staff and students on restorative justice practices and positive interventions such as cool down spaces. Behavioral and social - emotional learning interventions, culturally responsive teaching practices and providing technical assistance for MTSS behavioral supports are strategies supported to ameliorate high rates of discipline.

Descriptor 12: Coordination and Integration

12.1: Academic and career and technical education content through coordinated instructional strategies, that may incorporate experiential learning opportunities and promote skills attainment important to in-demand occupations or industries in the State;

RISD offers programs of study in 13 career clusters which is above the minimum of 6 required for a district of our size. Our program of study is in line with the new TEA's program of study. We have streamlined our POS to align with the state's POS and have also expanded HS CTE courses to the 7th and 8th grade. We maximize CTE concentrators and completers in high need and high wage fields.

RISD has meaningful Work Based learning opportunities. Our RISD CTE department has worked diligently to provide a partner for each program of study.

Our goal is to have multiple touchpoints during the year for that pathway with its industry partners. Our goal is to provide a continuum of awareness, exploration, and preparation for students within their field.

12.2: Work-based learning opportunities that provide students in-depth interaction with industry professionals and, if appropriate, academic credit;

RISD has meaningful Work Based learning opportunities. Our RISD CTE department has worked diligently to provide a partner for each program of study. Our goal is to have multiple touchpoints during the year for that pathway with its industry partners. Our goal is to provide a continuum of awareness, exploration, and preparation for students within their field. Preparation leads to our Professional Internship Program with over 180 students participating this year. Each P-TECH pathway provides multiple WBL experiences per semester to its students 9-12. CTE dual credit courses at all 4 of our high schools in conjunction with Dallas College campuses, and UT Onramps.

Descriptor 13: Other Proposed Uses of Funds

13.1: Assist schools in identifying and serving gifted and talented students;

Advanced Learning Programs and Services is a part of the department of Advanced Learning Services Department. These are both a part of the Teaching and Learning Department. ALPS focuses on assisting schools in identifying and providing services for students who have qualified for gifted services and supporting classroom teachers who have high achieving and high ability learners. Because a school district is tasked with educating students, gifted services are provided to students who have instructional needs beyond the scope of the general education classroom. Sometimes that means having more complexity or rigor added to the core curriculum like extending a science lesson or unit. This is called Core+. Sometimes students have such a need that they receive additional services in a different setting with an Advanced Learning Teacher. These Pullout lessons last about two hours each week. Finally, some students need acceleration of up to two years in all the core areas of instruction and they may need Responsive Acceleration Pathways to ensure they are challenged appropriately. Secondary gifted services include Advanced, AP, Dual Credit, and/or OnRamps classes in several content areas and GT-sheltered content courses in Language Arts, Social Studies, and Science.

13.2: Assist schools in developing effective school library programs to provide students an opportunity to develop digital literacy skills and improve academic achievement.

The Instructional Technology Department and Library and Information Services Department have a comprehensive support system for campuses. Central and campus based staff support teachers with effective technology integration through professional development, support in PLCs, and co-teaching opportunities as well as coaching and collaborative planning. Our goal is to develop digital literacy skills and teach information literacy in collaboration with classroom teachers within the context of the content curriculum, inspire and develop a love of reading that enables students to achieve academically and become lifelong learners and effective users of information.

Assurances

Statutorily Required Assurances

The LEA Plan must include assurances that the LEA will:

1. Ensure migratory children and formerly migratory children eligible to receive services are selected to receive services on the same basis as other children [Section 1112(c)(1)].
2. Provide services to eligible children attending private schools in accordance with section 1117, and timely and meaningful consultation with private school officials [Section 1112(c)(2)].
3. Participate, if selected, in the National Assessment of Educational Progress in reading and math in grades 4 and 8 [Section 1112(c)(3)].
4. Coordinate and integrate services with other English learners, children with disabilities, migratory children, American Indian, Alaska Native, and Native Hawaiian children, and homeless children and youths to increase program effectiveness, eliminate duplication, and reduce fragmentation [Section 1112(c)(4)].
5. Collaborate with State or local child welfare agency to—
 - Designate a point of contact if the corresponding child welfare notifies the LEA, in writing, that the agency has designated an employee to serve as a point of contact for the LEA;
 - Develop and implement clear written procedures governing how transportation to maintain children in foster care in their school of origin (when in their best interest) will be provided, arranged, and funded for the duration of the time in foster care. [Section 1112(c)(5)]. (For details of what these procedures must ensure, see Children in Foster Care.)
6. Ensure all teachers and paraprofessionals working in Title I, Part A, supported programs meet applicable State certification and licensure requirements [Section 1112(c)(6)].
7. For LEAs using Title I, Part A funds to provide early childhood education services to low-income children, ensure that services comply with performance standards of the Head Start Act [Section 1112(c)(7)].
8. Notify the parents of each student attending any school receiving Title I, Part A funds of the Parents' Right-To-Know [Section 1112(e)(1)].
9. Notify the parents of each student attending any school receiving Title I, Part A funds of Testing Transparency [Section 1112(e)(2)].
10. Implement an effective means of outreach to parents of English learners [Section 1112(e)(3)(C)].

Signature indicates the 10 assurances are included in the LEA Plan Signature of Assurance

District Funding Summary

199 - General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	1			\$0.00
2	2	2			\$0.00
Sub-Total					\$0.00
211 - Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	3	Funding for year long training		\$231,180.00
1	1	28	TEHCY & Title 1		\$0.00
3	3	9	TEHCY and Title 1 Funds		\$0.00
Sub-Total					\$231,180.00