



Agenda of Called Meeting / Work Session

Thursday, April 23, 2026

The Board of Trustees

Richardson ISD

A Called Meeting / Work Session of the Board of Trustees of Richardson ISD will be held Thursday, April 23, 2026, 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 April 17, 2026.

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**
- II. **PUBLIC COMMENT SECTION**
Comments from visitors who submitted the form requesting to address Board Members.
 - A. Agenda Related Topic
- III. **ACTION / INFORMATION ITEMS**
 - A. Algebra 1 for All
Information Item

B.	Secondary Scheduling Information Item	20
C.	Bond 2025 Middle School Bond Project Update: Apollo MS and Richardson North MS Information Item	45
D.	2026- 2027 Compensation & Budget Discussion Information Item	69
IV.	CLOSED MEETING	
	<p>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.</p>	
V.	RECONVENE	
	<p>Open Meeting to vote on matters considered in Closed Meeting, if applicable.</p>	
VI.	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)]



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 vídeo. Una persona que elija hablar durante la Sección de Comentarios Públicos está consintiendo la publicación en línea de sus comentarios en audio y vídeo.

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: April 23, 2026

Submitted by: Dr. Kristin Leeper, Assistant Superintendent of Teaching and Learning, Julie Teague, Director of K-12 Mathematics

INFORMATION ITEM

TOPIC: Algebra 1 for All

BACKGROUND INFORMATION

Teaching and Learning is providing an update on the districtwide implementation of Algebra I for All for 8th-grade students. This initiative reflects a multi-year commitment to expanding access to rigorous mathematics and aligning with state expectations for advanced coursework in middle school. In 2018–2019: RISD began the phased rollout of Algebra I for All, with the goal of increasing access to advanced math and reducing barriers for underrepresented student groups. In 2023, the Texas Education Agency introduced Middle School Advanced Mathematics, mandated by SB 2124, reinforcing the statewide expectation that more students complete Algebra I by 8th grade. In 2024–2025: All eight RISD junior highs and middle schools fully implemented Algebra I for All.

Tonight we will share updates on Algebra 1 for All.



Algebra for All in RISD



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



RICHARDSON ISD'S NORTH STAR GOAL

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



The Equation Elevator

Place your equation cards with the grade level where you believe mastery begins. Then, match the TEKS wording to each equation to see exactly how the state defines the shift in complexity each grade level.

Equation A

$$8x - 2x = 48$$

Equation C

$$8x - 3(2x - 4) = 3(x - 6)$$

6th Grade

7th Grade

Equation B

$$-6x + 8 = 2(x - 12)$$

Equation D

$$4 + \frac{1}{2}x - 8 = 12$$

8th Grade

Algebra 1





The Journey of Algebra For All

1

In 2018-2019 RISD made the decision to begin the work to make rigorous math more accessible by phasing in an Algebra For All program.

2

In 2019-2020 RISD launched Algebra For All at Liberty JH and Apollo JH. Unfortunately, Covid hit.

3

In 2020- 2021, the Algebra For All model continued as more campuses were brought into the program.

4

In 2023, TEA supports [Middle School Advanced Mathematics](#), a program mandated by SB 2124, to get more students into Algebra I by 8th grade.

5

By 2024- 2025, all 8 of our JH's and MS's were implementing Algebra For All.





Let's start with the WHY

- College Readiness & Access for All: increase opportunities for underrepresented students, ensuring they weren't shut out of pathways to college and competitive careers.
- Abstract Thinking: Algebra builds crucial logic and abstract thinking skills, essential for complex problem-solving in many disciplines.
- Research Support: Studies link early algebra to higher math scores, greater likelihood of taking advanced courses, and better long-term outcomes like degree completion and earning potential.
- TEA adopted this type of model to increase Algebra 1 enrollment in 8th grade.



Richardson ISD Journey Continued



In RISD, we wanted to be sure that we were not denying students the opportunity to take Algebra 1 in 8th grade. This was one of the reasons we started this program - to ensure accessibility of highly rigorous curriculum for all.

Taking Algebra 1 in JH or Middle school	2018	2025
All 8th grade students	960	2,061
Economically Disadvantaged	22%	44%
African American	8%	17%
Hispanic	20%	38%
White	50%	29%



Number of Testers 7th, 8th, 9th



Number of Testers	7th graders taking the 7th gr STAAR	7th graders taking the 8th gr STAAR	8th graders taking the 8th grade STAAR	8th graders taking Algebra 1	9th graders taking Algebra 1
2023	202	2,384	974	1,772	1,946
2024	216	2,284	615	2,007	1,409
2025	14	2,497	517	2,061	1,210



Data Trends – Algebra I EOC



	2023			2024			2025		
	Appr+	Meets+	Masters	Appr+	Meets+	Masters	Appr+	Meets+	Masters
7	96%	96%	96%	100%	100%	94%	100%	100%	100%
8	86%	55%	33%	84%	48%	27%	79%	45%	28%
9	62%	18%	5%	70%	22%	8%	56%	12%	5%
All	70%	34%	18%	77%	34%	18%	70%	33%	20%



A Teacher's Perspective: Kathryn Caravano - Apollo JH



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

District Impact: Glows and Grows



GLOWS

- 4,813 Total Hours of College Math Credit Earned by the Class of 2025 (AP/Dual Credit/OnRamps)
- Increased opportunity for math in HS
- Increased enrollment in Advanced math
- Class of 2025 - 97% CCMR Met

GROWS

- Impact on accountability
 - Particularly at the JH & HS level
 - Algebra 1 at HS
 - 8th and Algebra at JH



Next Steps & Key Takeaways



- New Curriculum resource for 6th-Algebra 1
- Increase rigor and alignment for elementary grades
- Continue to support teachers to ensure scaffolding strategies for rigorous content & ensure teacher retention in these grades
- Ensure support for students as they continue to access advanced math courses (OnRamps, AP, Dual Credit)
- Continue to communicate the why behind Algebra 1 for all to students and parents.
- Increase capacity in Administrators to support junior high & Algebra 1 teachers
- Continue to refine programming
 - Math labs for additional support
 - Student data: name and need
 - 5th grade curriculum
 - Middle School transformation



Questions?



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

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

Date: April 23, 2026

Division: School Leadership

Submitted by: Jennie Bates, Assistant Superintendent

INFORMATION ITEM

TOPIC: Secondary Schedules

The RISD School Leadership Department will present Secondary Scheduling. Topics will include: Transitioning from block schedule to traditional schedule at the Junior High/Middle Schools and High Schools.

SUPERINTENDENT'S RECOMMENDATION:

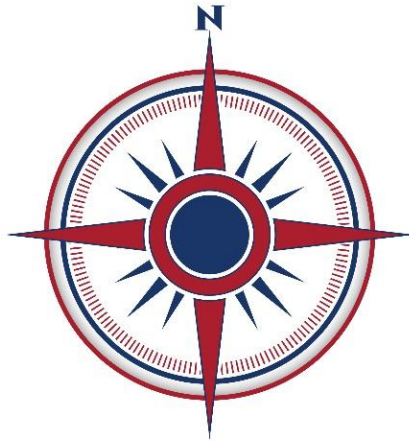
The Superintendent presents the Secondary Schedules update as an information item for the board.



2026-2027
Budget Reductions: Secondary
Schedules

April 23, 2026





Richardson ISD's

North Star Goal

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

26-27

Middle School/Junior High



THERE IS NO PERFECT SCHEDULE



Traditional $\frac{7}{8}$ Period Day

Benefits:

- Consistency of Schedule
- Increased Urgency to Maximize Instructional Time
- Daily Skill Mastery
- Less “decay” in learning between instructional blocks
- Performance Subjects Requiring Muscle Memory
- Lower Absenteeism Impact
- Attention Cycles of Pre-Teen/Teens

Block Schedule

Benefits:

- Instructional Depth-Especially in areas of Science and Reading Language Arts.
- Instructional Variety/Differentiation
- Less Student Transition
- Teacher-Student Relationships
- Extended Planning Time
- More Athletic Practice Time Built Into Schedule
- Additional Minutes to Complete Homework in Class
- Attention Cycles of Pre-Teen/Teens



THERE IS NO PERFECT SCHEDULE



*The most consistent finding in educational research is that **the schedule matters less than the pedagogy.***

*Among all school-related factors (including facilities, leadership, and services), **teachers have two to three times the impact of any other factor on student achievement.***

(Hanushek, Hattie, RAND Corp, Sanders)



THERE IS NO PERFECT SCHEDULE



RISD Schedule Context:

- Until 2020-2021, RISD implemented a traditional $\frac{7}{8}$ period school day.
- The block schedule was implemented to reduce transitions for health reasons as recommended by local health experts.
- Plano ISD, McKinney ISD, Conroe ISD, Round Rock ISD, Houston ISD are a few districts currently implementing a similar schedule.
- No significant RISD data point to indicate student achievement or program success was impacted by schedule design.



\$4,100,000 District Savings

The transition to a traditional 8 period schedule is a critical budget decision to sustain programs, protect positions, and serve students.

Schedule Format

90-min Block (every other day) → 45-min Bell (every day).

Adding 10 minutes to the day to accommodate for Middle School Construction, CTE/Advisory and instructional minutes needs.

Daily Advisory



JH/MS Reading/Language Arts & Math



RLA Scheduling

Double Block - 6th Grade Only **

- 6th Grade RLA will utilize a daily double block focused on literacy foundations and accelerated reading. Total instructional time is aligned with current elementary and middle school standards.

Intervention (7th-8th Grade) **

- Double Block required for "Did Not Meet" standards
- MTA/Take Flight will be separate courses.

Math Scheduling

Intervention (6th-8th)**

- Double Block required for students below meets standards, including Algebra 1.

The Advanced Tracks (Meets/Masters)

- Math Enrichment required for 6th grade advanced and meets/masters students.

**Each student depending on STAAR performance could add another elective period.



JH/MS Scheduling Details



Designated school-day collaboration (PLC) for the following core teams:

Core Subject & Tested Area Focus:

- RLA (6-8)
- Math (6-8)
- History (8)
- Science (8)

College, Career and Military Readiness

RISD strongly recommends that all our Middle School Students leave with 2 High School Credits to increase space in HS schedule for additional electives.

- Foreign Language
- Health
- CTE courses
- Algebra 1
- Summer Enrichment Opportunities



JH/MS Program Implications



Fine Arts

- Increase in program growth at pivotal entry point
- Daily reinforcement and development of fine motor skills
- Increased retention of material
- Higher success rate of their craft when they practice more frequently
- Rapid feedback loops
- Retention and muscle memory

Athletics

- Longer days, while in season, for athletes & staff
- Construction impacts six campuses
- Transportation/Shuttle needs

Career Technology Education

- Increase enrollment
- New course pathways available
- Expanded access to CTE foundations: Every 7th and 8th-grade student is eligible to enroll in a Principles course.
- Allows more time to explore CTE options.



JH/MS Sample Bell Schedule



Period	Class
1	8:15 - 9:00 am
2	9:04 - 9:49 am
3	9:53 - 10:38 am
4	10:42 - 11:27 am
Advisory	11:31 - 11:59 am
5 Lunch/Class period Block	12:03 - 1:23 pm
6	1:27 - 2:12 pm
7	2:16 - 3:01 pm
8	3:05 - 3:50pm



High School



\$7,200,00 District Savings

The transition to a traditional 8 period schedule is a critical budget decision to sustain programs, protect positions, and serve students.

Schedule Format

Additional Zero Hour Option

8 periods → 7 periods

Approximate 50 Minute Class Period (exact minutes could vary by campus)

28 Credits Available without Zero Hour

Athletics NOT Double Blocked

Junior and Senior Release

Daily Advisory



Zero Hour Option



- Fine Arts: Band, choir, orchestra, theatre, dance, art
- CTE: Practicums & work-based learning
- Seniors: Needing an 8th slot for endorsement pathways
- Dual Credit/AP/OnRamps or Core Classes
- 8:00 to 8:50
- Transportation not provided

*Zero hour is optional for students but may be beneficial for students involved in multiple programs across Fine Arts, Athletics, CTE and or Advanced Academics.



High School Program Implications



Fine Arts

- Daily reinforcement and development of fine motor skills
- Increased retention of material
- Higher success rate at their craft when they practice it more frequently.
- Retention and muscle memory
- Rapid feedback loops

Athletics

- Full practice no longer fits within the school day
- Before and after school become part of the model
- Longer days for coaches and student-athletes
- Facility Usage

Career Technology Education

- Daily practice for skill mastery
- 45 min requirement for funding is being met and prioritized
- Transportation and practicum courses prioritized



HS Schedule Implications



Designated PLC for Following Courses:

- English I
- English II
- Algebra I
- Biology
- US History

Junior and Senior Release

- Students eligible for Junior and Senior release dependent on CCMR indicator; graduation credits and CTE Pathway Completer
- Process to request junior and senior release remains unchanged



HS Sample Bell Schedule



Time	Class Period
8:00 - 8:50	Zero Hour
9:00 - 9:50	1st Period
9:55 - 10:45	2nd Period
10:50 - 11:15	Advisory
11:20 - 12:10	3rd Period
12:15- 1:35	4th Period - LUNCH
1:40 - 2:30	5th Period
2:35 - 3:25	6th Period
3:30 - 4:20	7th Period



Secondary Schedule Transition Support



Staff Support



- **Targeted Professional Development:**
 - Training specifically designed for the traditional $\frac{7}{8}$ period instructional block including Together We Grow, district-wide and campus professional learning days.
 - Homework and testing schedule (similar to expectations prior to last schedule change)
 - Just-in-Time support from Teaching and Learning and Campus Instructional Coaches
- **Curriculum Realignment:**
 - Updated pacing tools and resources optimized for shorter daily sessions.
 - Instruction will be structured into clear, purposeful lesson segments, with longer concepts strategically “chunked” across class periods.
 - Focus on more consistent engagement, frequent opportunities for feedback and checks for understanding
- **Leadership Support:** Dedicated assistance and guidance for campus principals and instructional leadership teams.
 - Teacher Focus Groups



Student Support



- Specific Advisory Lessons will be developed and implemented to provide organizational and time management skills.
- Principal Focus Groups will be used to get input and feedback from students along the way so adjustments can be made in real time.
- Counselor support for students who may feel increased anxiety caused by the schedule change itself and/or increased transitions in the day.



Timeline and Next Steps



April 24: Course Selection Window Opens

- Google Form sent to students through their gmail accounts.
 - 6th Grade: No changes needed.
 - 7th–8th Grade: Selection of one additional elective.
 - 9th–12th Grade: Review and adjust current selections for 7-period alignment.

May 1: Submission Deadline

- Final day for all course requests and changes.

August: Schedule Release

- Final schedules available one week before school starts.



Timeline and Next Steps



Support and Resources for Students and Parents

- Counselors available at all campuses for assistance.
- A tutorial video and comprehensive FAQ's are available on our website to guide families through the process.
- Campuses will communicate final bell schedules .

Staff Allocations

- Traditional $\frac{7}{8}$ period day is less resource intensive due to adjustment to athletics double block & PLC reduction.
- ALL teachers, in good standing and with appropriate certification, will have a teaching role in RISD next year. Location and subject may be adjusted. All efficiencies gained through attrition.



Key Takeaways

- THERE IS NO PERFECT SCHEDULE
- Change is hard
- Transition supports and plans will be an ongoing process for leadership team, students, staff and parents
- We have done this before successfully and will be again.
- Continued focus on North Star Goal
 - “Keep the Main Thing, the Main Thing”
- Solicit Feedback often & Continue to make adjustments



Thank You



BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: April 23, 2026

Division: Operations

Submitted by: Mike Jasso: Assistant Superintendent- Operations

INFORMATION ITEM

TOPIC: Bond 2025 MS Bond Project Update: Apollo MS and Richardson North MS

BACKGROUND INFORMATION:

In January 2021, the Board adopted the Middle School Transformation model. To support this transition, Bond 2025 includes six construction projects. The administration will present an overview of the construction plans for Apollo MS and Richardson North MS. The board will continue to receive periodic progress updates as construction proceeds on all middle school sites.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent presents the construction updates for Apollo MS and Richardson North MS for the Board's information and review.



Construction Update

Apollo Middle School
Richardson North Middle School

Facilities Services | April 23, 2026



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

Apollo Middle School



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

Apollo – Construction Phasing



2026

2027

2028

APR MAY JUN JUL AUG SEPT OCT NOV DEC JAN FEB MAR APR MAY JUN JUL AUG SEPT

PHASE I

PHASE II

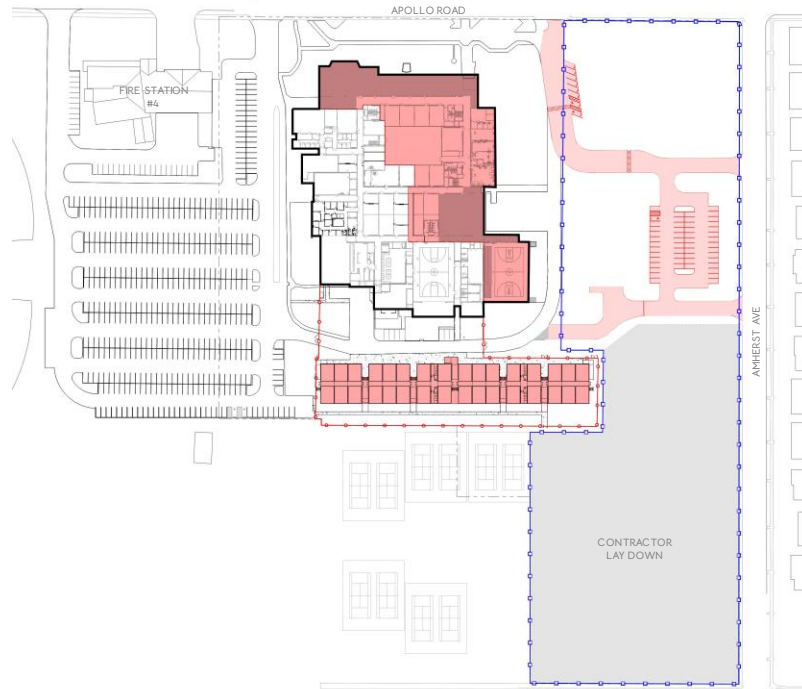


TODAY

SUBSTANTIAL
COMPLETION



Construction – Phase I



N.T.S.

2026

APR MAY JUN JUL AUG SEPT OCT NOV DEC

PHASE I - SUMMER

PHASE I - ONGOING

EXTERIOR (APRIL / MAY)

- CONSTRUCTION FENCING AND MOBILIZATION
- SITE UTILITIES AND INFRASTRUCTURE
- PORTABLES AND COVERED WALKWAYS
- SITE PAVING AND PARKING

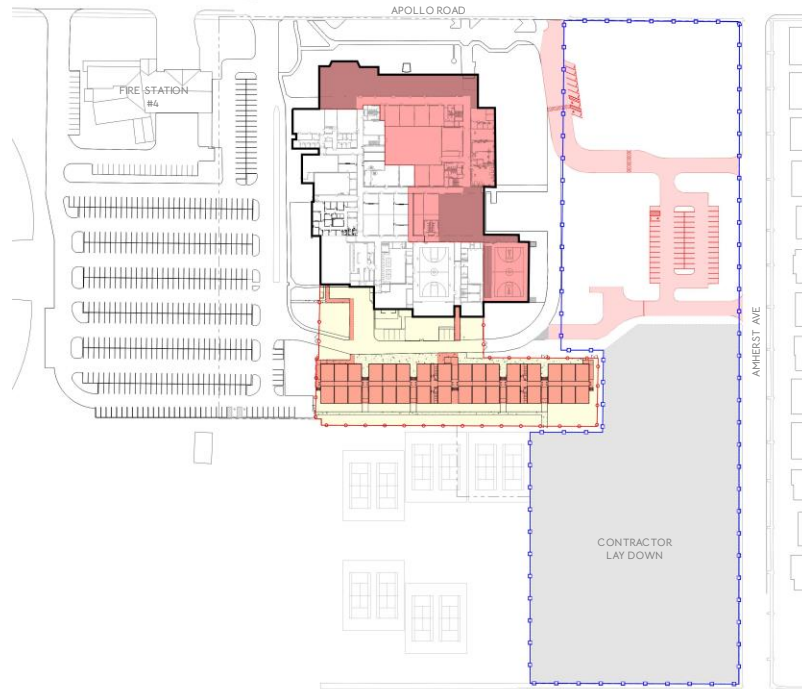
INTERIOR (JUNE / JULY)

- SELECTIVE ABATEMENT
- TEMPORARY ADMINISTRATION SUITE
- STRUCTURAL DEMOLITION
- START RENOVATION OF EXISTING
- START NEW ACADEMIC WING



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

Construction – Portables



N.T.S.

2026

APR MAY JUN JUL AUG SEPT OCT NOV DEC

PHASE I - SUMMER

PHASE I - ONGOING

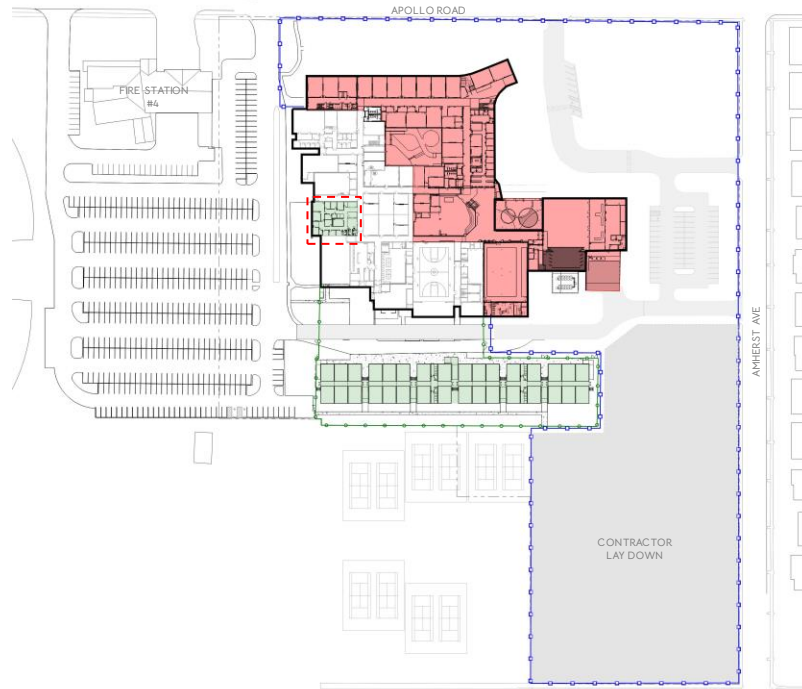
SAFETY MEASURES REGARDING PORTABLES

- ENTIRE AREA IN YELLOW IS SECURED
- COVERED WALKWAYS FROM MAIN CAMPUS TO PORTABLES, WITH EXCEPTION TO THE FIRE LANE
- SECURED GATES WITH PANIC HARDWARE THROUGHOUT THE FENCING
- ALL CLASSROOMS AND EXTERIOR DOORS ARE LOCKABLE
- FENCING AROUND PORTABLES IS 8'-0" CHAINLINK
- ALL CLASSROOMS HAVE CONTROLLABLE AIR CONDITIONING AND HEATING
- ALL CLASSROOMS WILL HAVE EMERGENCY PHONES, FULL FIRE ALARM, SECURITY CAMERAS AT THE INTERIOR CORRIDORS AND EXTERIOR WALKWAYS, AS WELL AS PUBLIC ADDRESS TIED INTO THE MAIN CAMPUS
- RESTROOMS PROVIDED IN PORTABLES



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

Construction – Phase I



N.T.S.

2026

2027

AUG SEPT OCT NOV DEC JAN FEB MAR APR MAY

PHASE I - 2026/2027 SCHOOL YEAR

EXTERIOR

- NEW SOUTH FIRELANE, EAST PARKING LOT AND DRIVE COMPLETE – EMERGENCY USE ONLY
- PORTABLES AND COVERED WALKWAYS COMPLETE

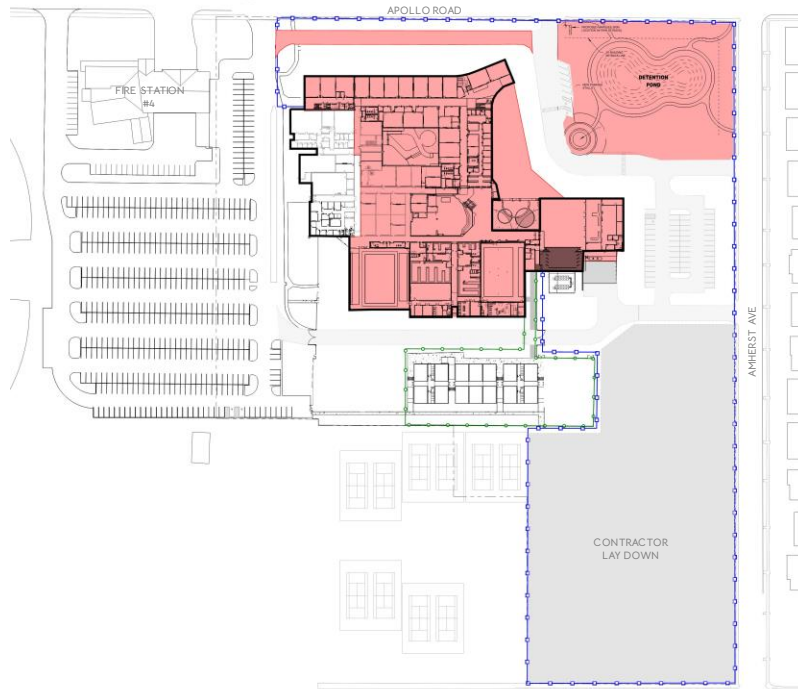
INTERIOR

- TEMPORARY ADMINISTRATION SUITE COMPLETE (SHOWN IN DASHED RED)
- RENOVATION OF EXISTING (ONGOING)
- NEW ACADEMIC WING (ONGOING)



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

Construction – Phase II



2027

JUN JUL AUG SEPT OCT NOV DEC

PHASE II - SUMMER ONGOING - PHASE II

EXTERIOR

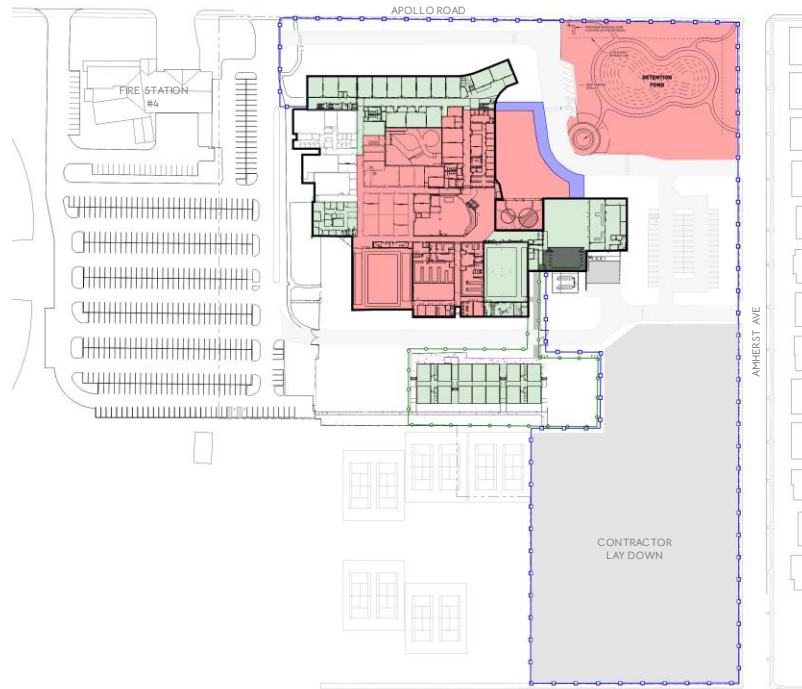
- FINISH NORTH FIRELANE (EMERGENCY USE ONLY) AND START DETENTION POND
- REDUCTION OF PORTABLES
- COVERED WALKWAY FOR NEW ACADEMIC WING STARTED

INTERIOR

- RENOVATION OF EXISTING (ONGOING)
- NEW ACADEMIC WING (ONGOING)



Construction – Phase II



N.T.S.

2027

2028

AUG SEPT OCT NOV DEC JAN FEB MAR APR MAY JUN

PHASE II - FALL 2027

ONGOING - PHASE II

EXTERIOR

- NORTH FIRELANE COMPLETE AND SOUTH COMPLETE - EMERGENCY USE ONLY
- REDUCED PORTABLES COMPLETE
- DETENTION POND (ONGOING)
- COVERED WALKWAY CONNECTING NEW ACADEMIC WING AND CAFETERIA/PRACTICE GYM COMPLETE

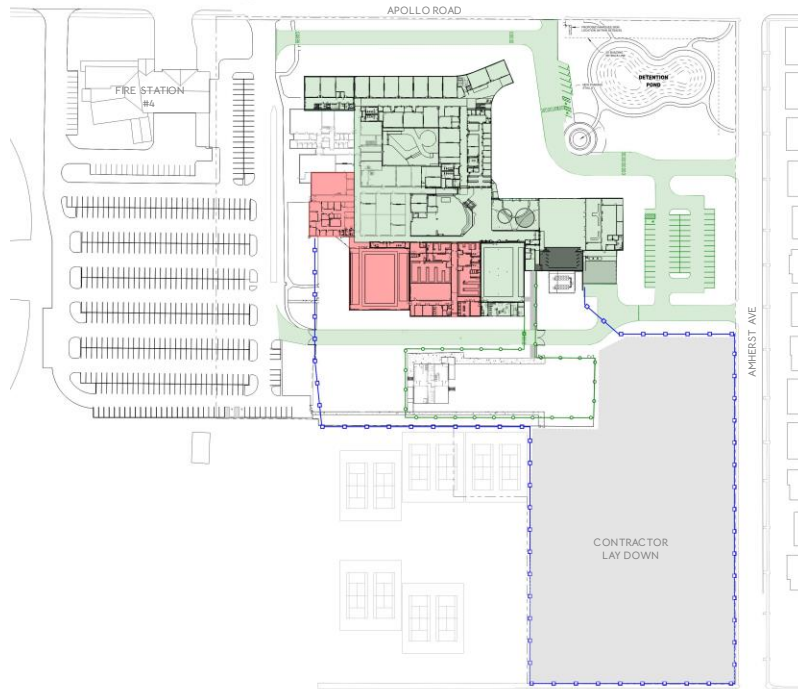
INTERIOR

- NEW ACADEMIC WING, STORM SHELTER, AND NEW PRACTICE GYM COMPLETE
- RENOVATION OF PORTION OF LEVEL 02 CLASSROOMS COMPLETE
- NEW CAFETERIA AND STAGE COMPLETE
- DEMOLITION OF EXISTING CAFETERIA/KITCHEN (ONGOING)
- RENOVATION OF EXISTING (ONGOING)
- NEW COMPETITION GYM (ONGOING)



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

Construction – Phase II



N.T.S.

2027

AUG SEPT OCT NOV DEC

PHASE II - FALL 2027

2028

JAN FEB MAR APR MAY

PHASE II - SPRING 2028

EXTERIOR

- DETENTION POND COMPLETE
- REDUCTION OF PORTABLE CLASSROOMS TO ONE REMAINING FOR ATHLETICS

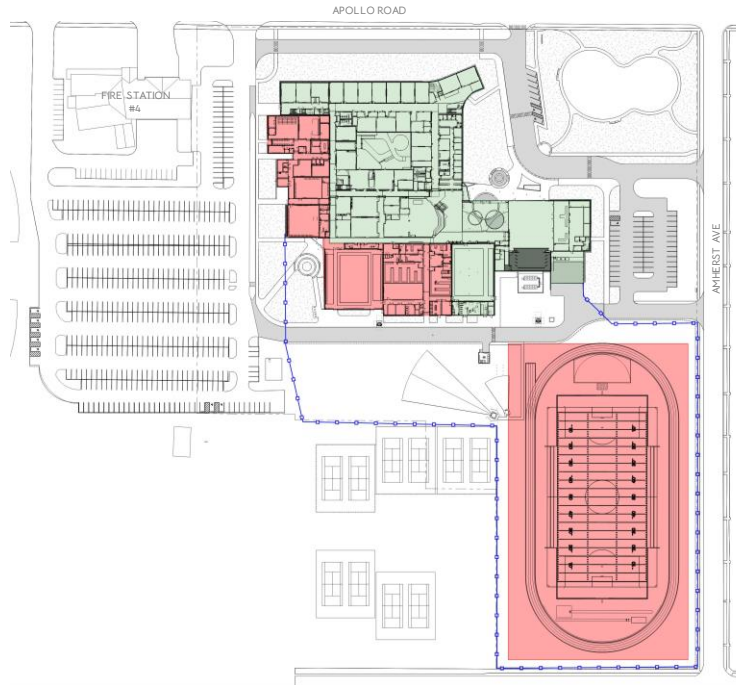
INTERIOR

- NEW MAIN ENTRY, MEDIA CENTER, ADMINISTRATION, CTE CLASSROOMS, ART CLASSROOMS, AND ALL SECOND FLOOR CLASSROOMS COMPLETE
- CAFETERIA COURTYARD AND INTERIOR COURTYARD COMPLETE
- RENOVATION OF EXISTING PRACTICE GYM, NEW COMPETITION GYM ADDITION, FINE ARTS WING, AND CAFETERIA (ONGOING)



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

Construction – Phase II



N.T.S.

2028

JUN JUL AUG SEPT OCT NOV

PHASE II - SUMMER

EXTERIOR

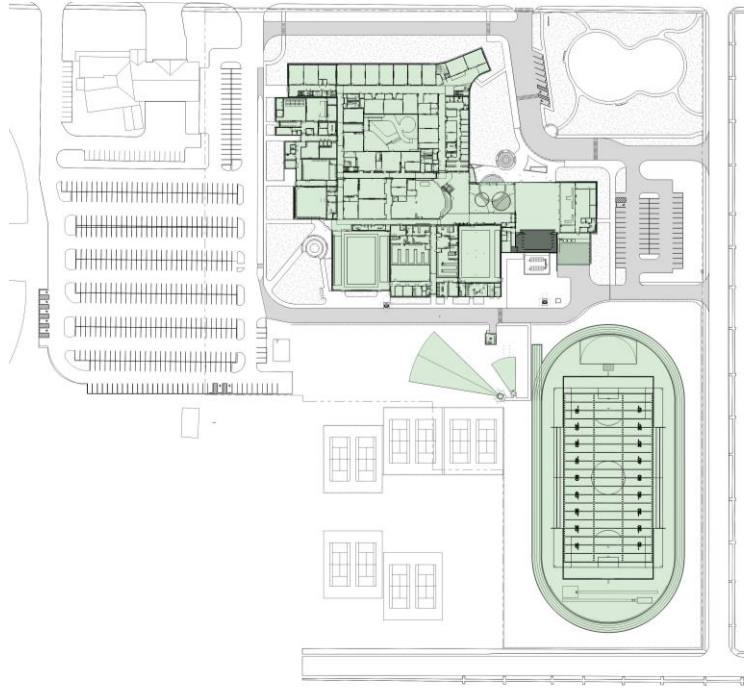
- TRACK AND FIELD TO BE COMPLETED

INTERIOR

- FINE ARTS AND NEW LOCKER ROOM RENOVATION AND NEW COMPETITION GYM ONGOING



Construction – Completion!



! N.T.S.

2028

AUGUST 2028 – COMPLETION!

EXTERIOR

- TRACK AND FIELD TO BE COMPLETED
END OF AUGUST

INTERIOR

- PUNCHLIST ITEMS
- BUILDING SUBSTANTIALLY COMPLETE FOR
2028 / 2029 SCHOOL YEAR!

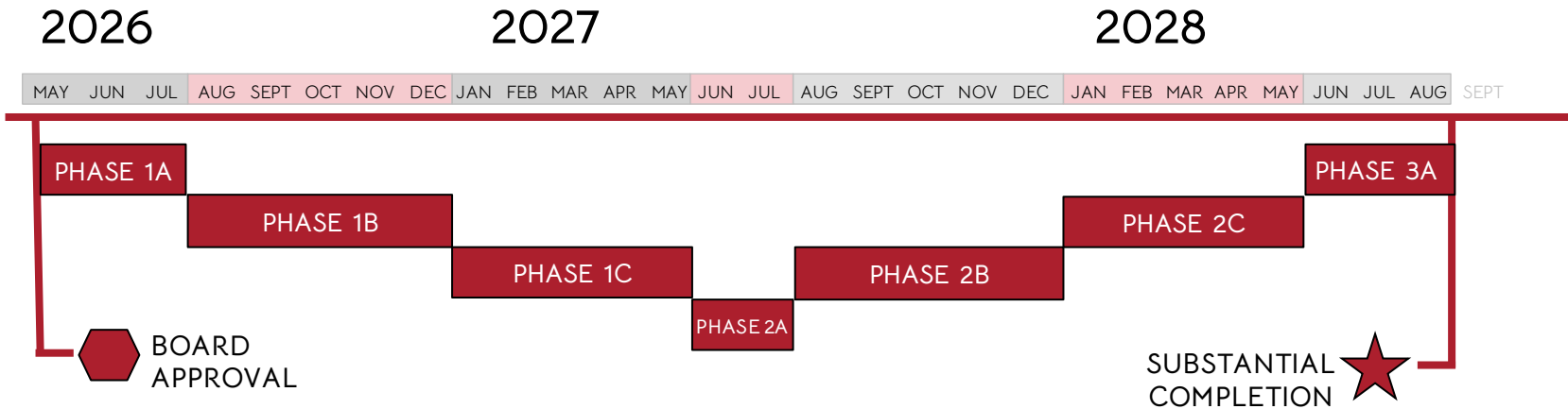


North Middle School

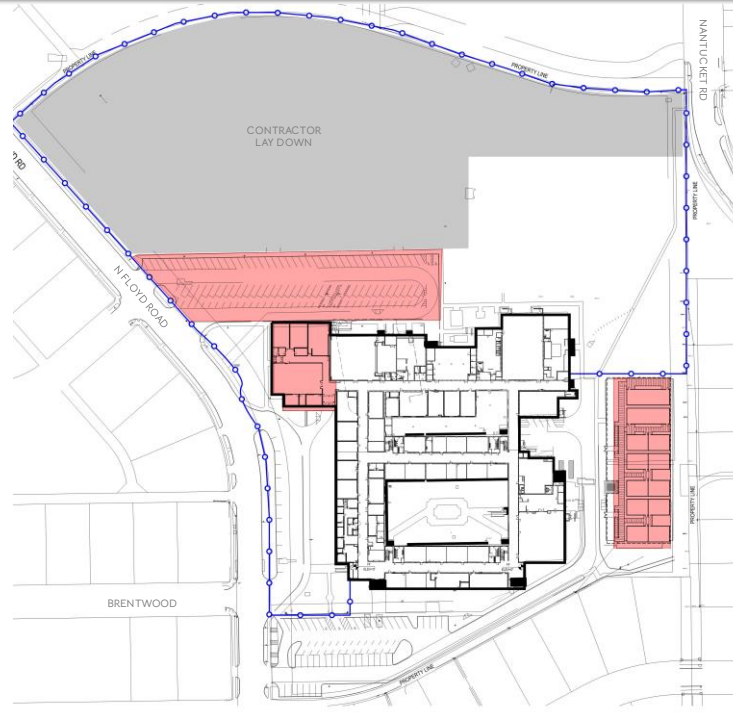


OUR NORTH STAR GOAL: EVERY STUDENT, TEACHER, AND LEADER WILL MEET OR EXCEED THEIR ACADEMIC GROWTH GOALS.

North – Construction Phasing



Construction – Phase I



2026

JUN JUL AUG SEPT OCT NOV DEC

PHASE IA - SUMMER

PHASE IB

EXTERIOR

- CONSTRUCTION FENCING AND MOBILIZATION
- SITE UTILITIES AND INFRASTRUCTURE
- PORTABLES AND COVERED WALKWAYS
- SITE PAVING DEMOLITION

INTERIOR

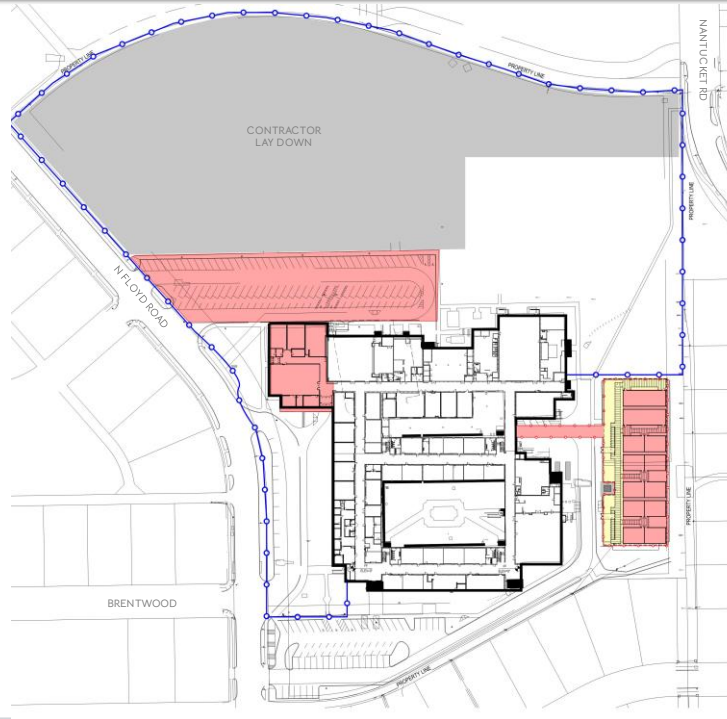
- DEMOLITION OF NORTHWEST CORNER OF BUILDING

N.T.S.



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

Construction – Phase IA – Portables



2026

JUN JUL AUG SEPT OCT NOV DEC

PHASE IA - SUMMER

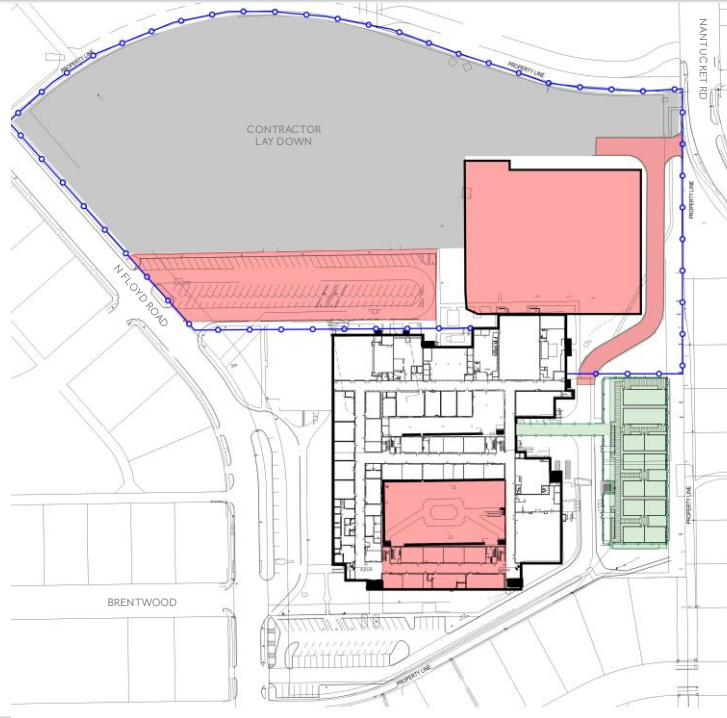
PHASE IB

SAFETY MEASURES REGARDING PORTABLES

- ENTIRE AREA IN YELLOW IS SECURED
- COVERED WALKWAYS FROM MAIN CAMPUS TO PORTABLES, WITH THE EXCEPTION TO THE FIRE LANE
- SECURED GATES WITH PANIC HARDWARE THROUGHOUT THE FENCING
- ALL CLASSROOMS AND EXTERIOR DOORS ARE LOCKABLE
- FENCING AROUND PORTABLES IS 8'-0" CHAINLINK
- ALL CLASSROOMS HAVE CONTROLLABLE AIR CONDITIONING AND HEATING
- ALL CLASSROOMS WILL HAVE EMERGENCY PHONES, FULL FIRE ALARM, SECURITY CAMERAS AT THE INTERIOR CORRIDORS AND EXTERIOR WALKWAYS, AS WELL AS PUBLIC ADDRESS TIED INTO THE MAIN CAMPUS
- RESTROOMS WILL BE ACCESSED AT THE MAIN CAMPUS



Construction – Phase IB



N.T.S.

2026

2027

AUG SEPT OCT NOV DEC JAN FEB MAR

PHASE IB – FALL 2026

PHASE IC

EXTERIOR

- NORTH PARKING LOT CLOSED
- NEW FINE ARTS AND ATHLETIC ADDITION STARTED
- PORTABLES AND COVERED WALKWAY COMPLETE

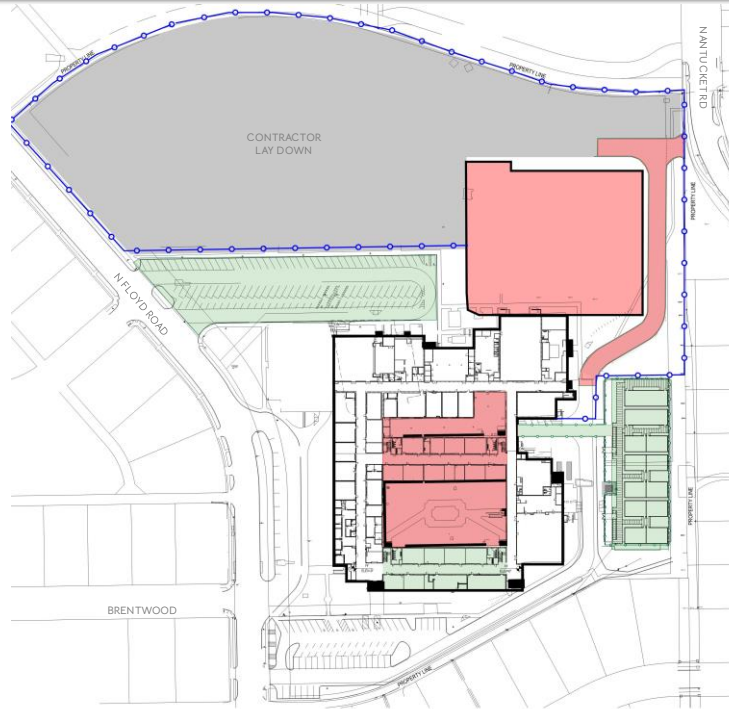
INTERIOR

- RENOVATION OF CLASSROOMS SOUTH OF COURTYARD STARTED (LEVEL 01 AND LEVEL 02)



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

Construction – Phase 1C



2027

JAN FEB MAR APR MAY JUNE JUL AUG SEPT

PHASE 1C – SPRING 2027

PHASE 2A

EXTERIOR

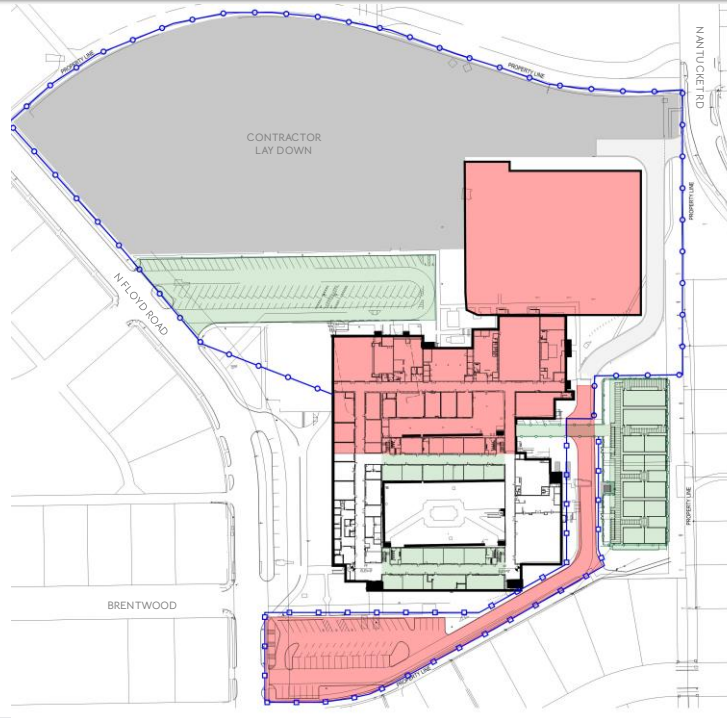
- NEW FINE ARTS AND ATHLETIC ADDITION (ONGOING)
- NORTH PARKING LOT / PARENT DROP OFF OPENED

INTERIOR

- RENOVATION OF CLASSROOMS NORTH OF COURTYARD STARTED (LEVEL 01 AND LEVEL 02)
- RENOVATION OF CLASSROOMS SOUTH OF COURTYARD STARTED (LEVEL 01 AND LEVEL 02) COMPLETE



Construction – Phase 2A



N.T.S.

2027

JUNE	JUL	AUG	SEPT	OCT
PHASE 2A – SUMMER 2027			PHASE 2A	

EXTERIOR

- SOUTH PARKING LOT STARTED
- PORTION OF EAST FIRE LANE COMPLETE FOR EMERGENCY USE ONLY; REMAINING PORTION OF EAST FIRE LANE STARTED
- ATHLETIC AND FINE ARTS WING (ONGOING)

INTERIOR

- DEMOLITION OF NORTH SIDE OF EXISTING BUILDING
- TEMPORARY ADMINISTRATION AREA RENOVATION STARTED
- COVERED WALKWAY CONNECTING MAIN CAMPUS TO NEW ATHLETIC AND FINE ARTS WING STARTED



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

Construction – Phase 2B



N.T.S.

2027

2028

AUG SEPT OCT NOV DEC JAN FEB MAR APR

PHASE 2B – FALL 2027

PHASE 2A

EXTERIOR

- NORTH AND SOUTH PARKING LOTS AND COMPLETED
- EAST FIRE LANE COMPLETE BUT FOR EMERGENCY USE ONLY
- EXISTING BUS LOOP REMAINS OPENED

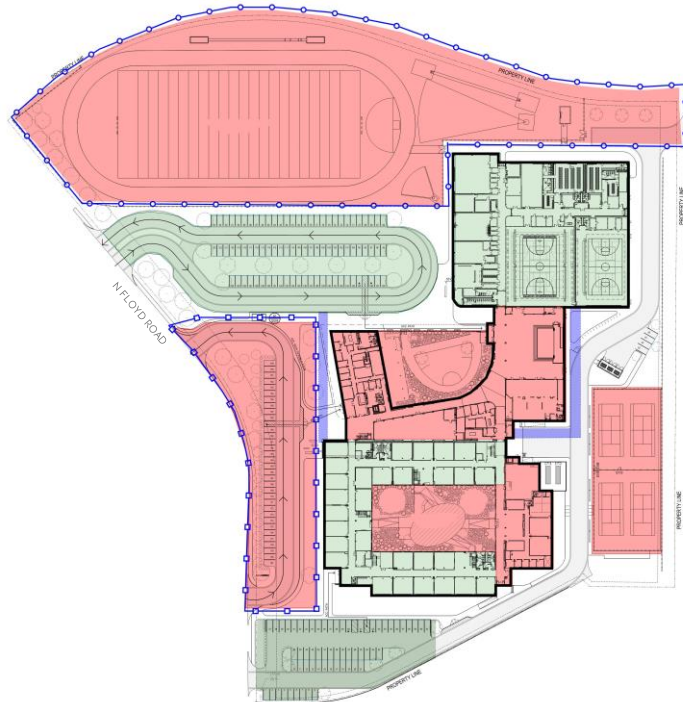
INTERIOR

- RENOVATION OF CLASSROOMS WEST OF COURTYARD STARTED (LEVEL 01 AND LEVEL 02)
- NEW ADMINISTRATIVE WING, CAFETERIA, LIBRARY AND COURTYARD STARTED
- NEW ATHLETICS AND FINE ARTS ADDITION COMPLETE
- TEMPORARY ADMINISTRATION AREA RENOVATION COMPLETE (SHOWN IN RED DASHED)
- COVERED WALKWAY FROM STAFF PARKING LOT TO MAIN CAMPUS STARTED, COVERED WALKWAY CONNECTING MAIN CAMPUS TO NEW ATHLETIC AND FINE ARTS ADDITION COMPLETED



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

Construction – Phase 2C



2028

JAN FEB MAR APR MAY JUN JUL AUG SEPT

PHASE 2C – SPRING 2027

PHASE 2A

EXTERIOR

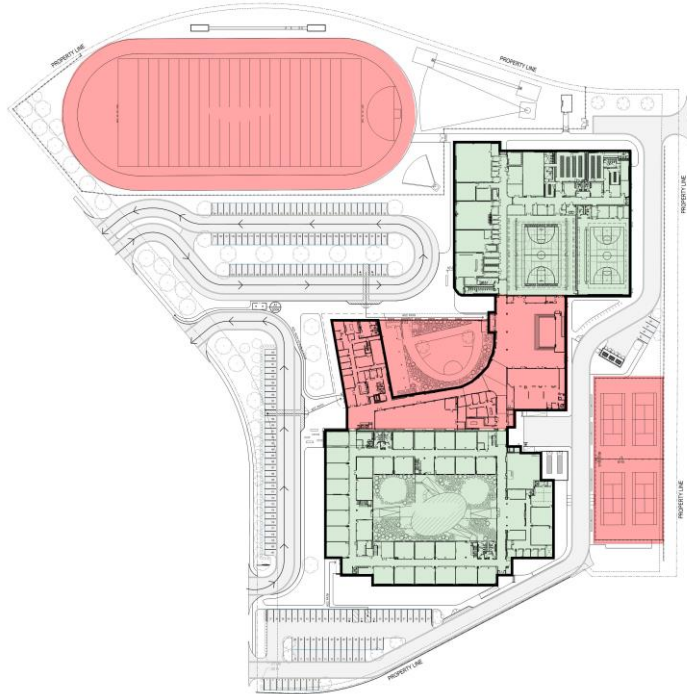
- PORTABLES REMOVED
- TRACK AND FIELD RENOVATION STARTED
- COVERED WALKWAY FROM NORTH STAFF PARKING LOT TO MAIN CAMPUS COMPLETE
- RENOVATION OF EXISTING BUS LOOP STARTED
- TENNIS COURTS STARTED

INTERIOR

- RENOVATION OF CLASSROOMS WEST OF COURTYARD COMPLETE (LEVEL 01 AND LEVEL 02)
- NEW SPED CLASSROOMS AND CLASSROOM RENOVATIONS EAST OF COURTYARD STARTED (LEVEL 01 AND LEVEL 02)
- NEW ADMINISTRATIVE WING, CAFETERIA, LIBRARY AND COURTYARD (ONGOING)



Construction – Phase 3A



2028

JUN JUL AUG SEPT OCT NOV DEC

PHASE 3A – SUMMER 2028

EXTERIOR

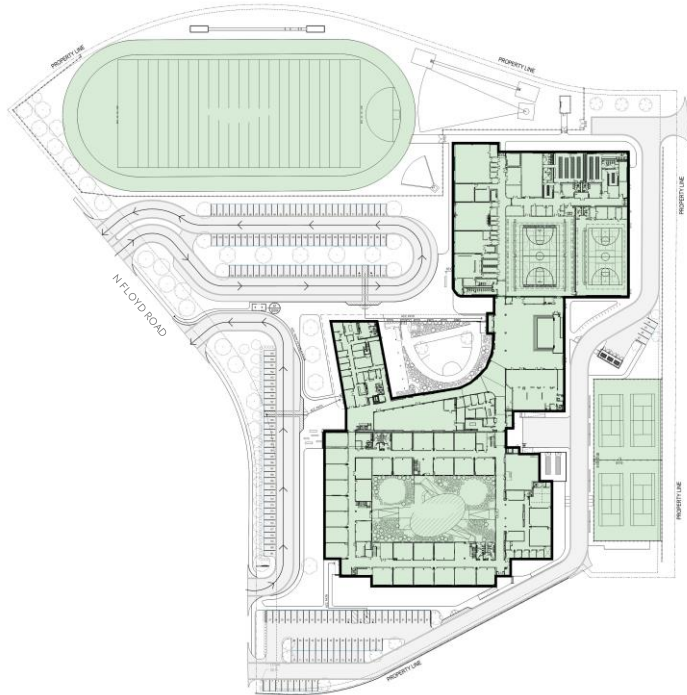
- TRACK AND FIELD RENOVATION ONGOING
- COVERED WALKWAYS REMOVED
- RENOVATION OF EXISTING BUS LOOP COMPLETE
- TENNIS COURTS ONGOING

INTERIOR

- NEW SPED CLASSROOMS AND CLASSROOM RENOVATIONS EAST OF COURTYARD COMPLETE (LEVEL 01 AND LEVEL 02)
- NEW ADMINISTRATIVE WING, CAFETERIA, LIBRARY AND COURTYARD COMPLETE



Construction – Completion!



2028

AUGUST 2028 – COMPLETION!

EXTERIOR

- TRACK AND FIELD AND TENNIS COURTS COMPLETED.

INTERIOR

- PUNCHLIST ITEMS
- BUILDING SUBSTANTIALLY COMPLETE FOR 2028 / 2029 SCHOOL YEAR!



KEY TAKEAWAYS

- EACH PROJECT REQUIRES PHASED CONSTRUCTION TO ENSURE CAMPUSES REMAIN FULLY OPERATIONAL.
- STUDENT AND STAFF SAFETY REMAINS PRIORITY WITH PORTABLE CLASSROOM AREAS.
- PROJECTS ALIGNS TO RISD'S MIDDLE SCHOOL TRANSFORMATION IN WHICH CAMPUS SPACE AND MODERNIZATION IS COMPLETED FOR 6TH GRADE STUDENTS TO ATTEND MIDDLE SCHOOL BEGINNING FALL 2028.
- BOND 2025 WEBSITE - <https://web.risd.org/home/bond-2025-projects/>



ANY QUESTIONS?
THANK YOU!



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

Date: April 23, 2026

Submitted by: Tabitha Branum, Superintendent

Christopher B. Goodson, Ed.D., Assistant Superintendent of Human Resources

David Pate, Assistant Superintendent of Finance and Support Services

INFORMATION ITEM

TOPIC: 2026 - 2027 Compensation and Budget Discussion

BACKGROUND INFORMATION

The Texas Education Code and the Texas Education Agency Financial Accountability System Resource Guide require the district to prepare and adopt a budget prior to the start of the new fiscal year.

The budget process begins each July and concludes in June with the Board of Trustees adopting the budget.

The administration has prepared information on staff raise options for 26-27 and the first review of the General Fund multi-year forecast. The presentation also includes the estimated impact of a VATRE and increasing Xplore tuition.

The primary purpose of the presentation is to continue to provide updates on the 26-27 budget process.

SUPERINTENDENT'S RECOMMENDATION

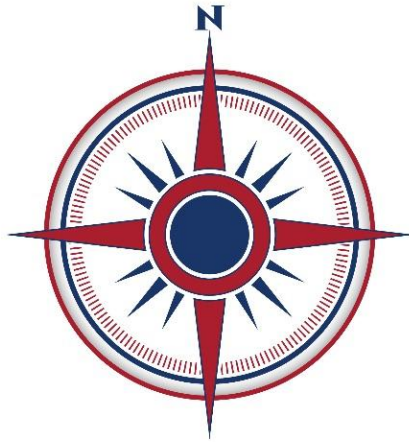
The Superintendent presents the information regarding 26-27 proposed General Fund budget reductions for the Board's Information and review.



2026-2027
Compensation & Budget Presentation

April 23, 2026





Richardson ISD's

North Star Goal

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

Presentation Topics

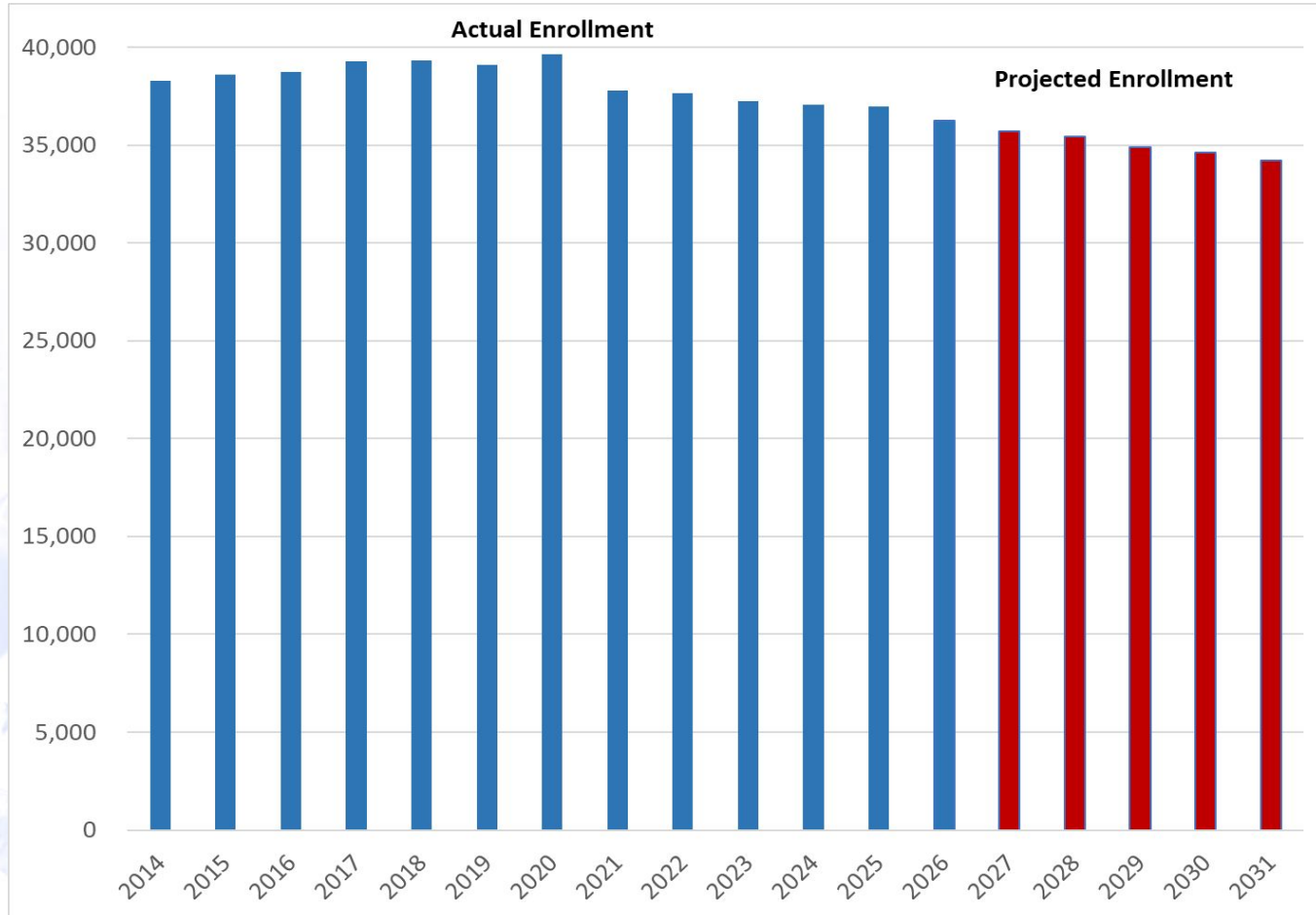
1. 26-27 General Fund Budget
2. Compensation
3. Revenue Increase Options
 - a. VATRE
 - b. Xplore Tuition
4. Next Steps
5. Questions



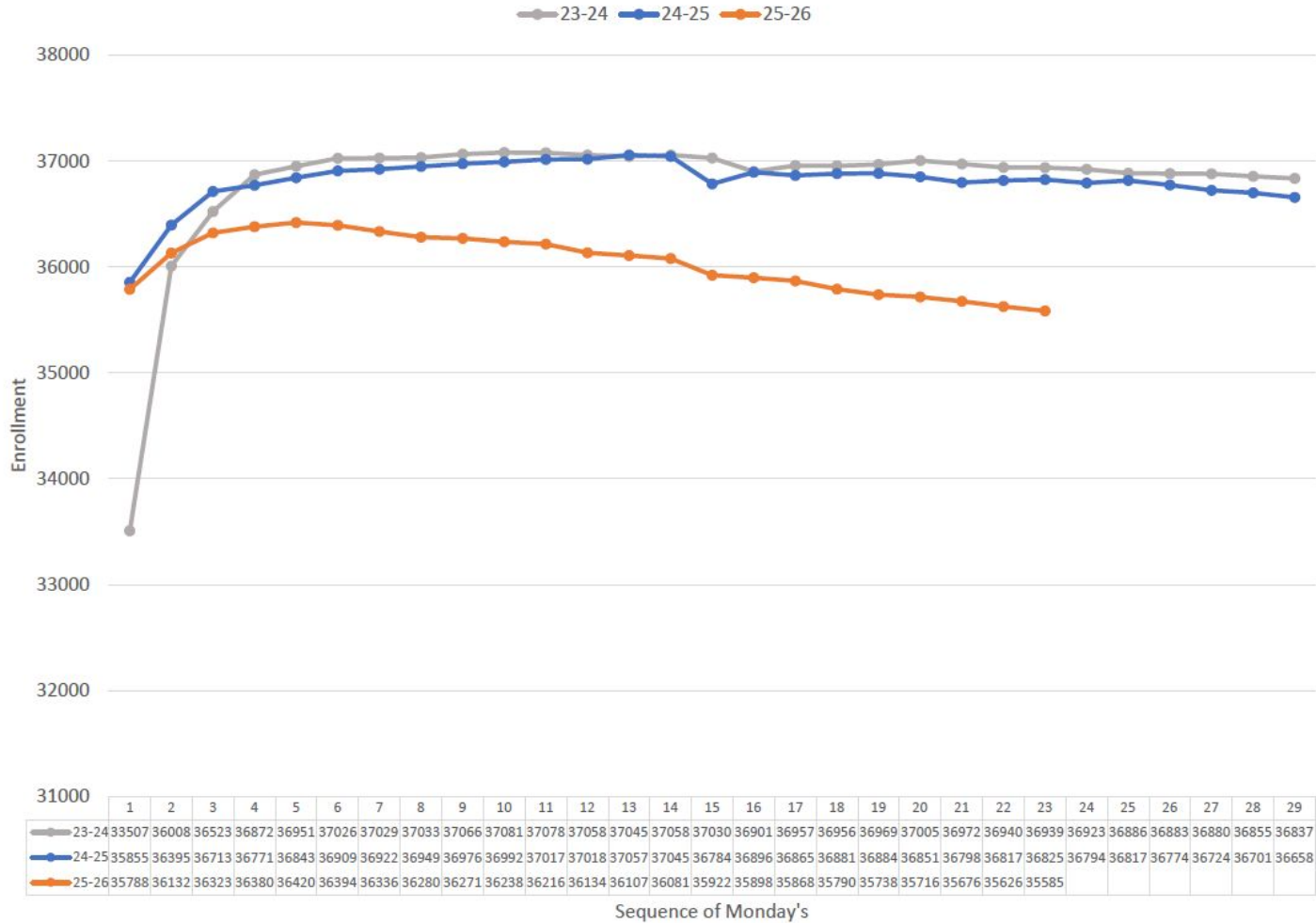
26-27 General Fund Budget



Enrollment History and Projection



Weekly Monday Enrollment



Expenditure Increases for 2026–2027



DESCRIPTION	AMOUNT
Advertising and marketing - recruitment, retention, and recovery of student enrollment	\$500,000
2 special education teachers and 4 central paraprofessionals	\$273,500
Voice over Internet Protocol (VoIP) phone bill	\$78,500
Property, auto, liability, cyber insurances	\$77,500
UIL officials and entry fees	\$43,000
Fine arts supplies	\$25,000
Additional crossing guard	\$2,500
Total excluding potential raise	\$1,000,000



Summary of Budget Efficiency Considerations



Description	Amount
Non-Payroll Budget 13%, Travel and Food Reduction	\$2,750,000
Non-Payroll Expense Reduction Targeted	\$4,286,500
Implement Standard Staffing Model	\$1,637,000
Reduce Central Office Support Positions	\$2,572,800
Reduce Campus Support Positions	\$3,161,700
Middle School/Junior High Schedule Change to Traditional 8-Period Day	\$4,100,000
High School Schedule Change to Traditional 7-Period Day	\$7,200,000
Total	\$25,708,000



Multi-Year Forecast Assumptions



- Taxable Property value growth
 - 25-26 - (1.22%)
 - 26-27 - 0.0%
 - 27-28 and 28-29 - 1.0%
 - 29-30 - 2.0%
- Enrollment - Zonda demographic study projections
 - 25-26 - 36,228 actual PEIMS
 - 26-27 - 35,704
 - 27-28 - 35,434
 - 28-29 - 34,874
 - 29-30 - 34,618
- 5% inflation factor on non-payroll expenditures



General Fund Multi Year Forecast

	FY 25-26 Estimate	FY 26-27 Forecast	FY 27-28 Forecast	FY 28-29 Forecast	FY 29-30 Forecast
Total Revenue	\$420,328,301	\$403,777,603	\$398,265,018	\$389,707,102	\$381,941,836
Recapture Cost	(\$5,718,125)	(\$5,851,470)	(\$6,046,848)	(\$6,334,313)	(\$6,731,194)
Recurring Expenditures	(\$450,928,671)	(\$443,797,343)	(\$445,987,211)	(\$448,286,572)	(\$454,786,490)
Proceeds from property sales	\$10,500,000				
Budget Increases		(\$1,000,000)	(\$1,000,000)	(\$1,000,000)	(\$1,000,000)
Budget Reductions		\$25,708,000	\$25,708,000	\$25,708,000	\$25,708,000
Total Expenditures	(\$440,428,671)	(\$419,089,343)	(\$421,279,211)	(\$423,578,572)	(\$430,078,490)
Change in Fund Balance	(\$25,818,495)	(\$21,163,210)	(\$29,061,041)	(\$40,205,783)	(\$54,867,848)
Ending Fund Balance	\$140,702,189	\$119,538,979	\$90,477,938	\$50,272,155	(\$4,595,693)
Fund Balance Target (25% of Expenditures)	\$110,107,168	\$104,772,336	\$105,319,803	\$105,894,643	\$107,519,622

Compensation



Cost of General Fund Raise



- 1% - \$3,600,000
- 2% - \$7,200,000
- 3% - \$10,800,000

Note: Raise calculation is General Fund only with employer benefits excluding health insurance contribution.



Pay Raise Modeling



Option A1	Approx. Cost	Notes
<p>All employees</p> <ul style="list-style-type: none"> • 1-10 years = \$1,000 • 11 + years = \$2,000 <ul style="list-style-type: none"> ○ 26-27 Salary for 5-yr teacher - \$66,000 ○ 26-27 Salary for 10-yr teacher - \$71,000 ○ 26-27 Salary for 15-yr teacher - \$76,000 ○ 26-27 Salary for 20-yr teacher - \$81,000 ○ 26-27 Salary for 30-yr teacher - \$91,000 	<ul style="list-style-type: none"> • \$8.7 million 	<p>0-year starting salary (certified) - \$63,000</p> <p>0-year starting salary (uncertified) - \$62,500</p> <p><i>*Increase to be provided as one-time retention stipend for all employees.</i></p>



Pay Raise Modeling Comparison



	T-types	Central	Para/Auxiliary	Cost
Option A	<ul style="list-style-type: none"> 1-10 years = \$1,000 11 + years = \$2,000 <p>0 year starting salary</p> <ul style="list-style-type: none"> Certified \$63,500 Uncertified \$63,000 	2%	3%	\$8.3 million
Option A1 Retention Stipend	<ul style="list-style-type: none"> 1-10 years = \$1,000 11 + years = \$2,000 <p>0 year starting salary</p> <ul style="list-style-type: none"> Certified \$63,000 Uncertified \$62,500 	<ul style="list-style-type: none"> 1-10 years = \$1,000 11 + years = \$2,000 	<ul style="list-style-type: none"> 1-10 years = \$1,000 11 + years = \$2,000 	\$8.7 million
Option B	<ul style="list-style-type: none"> 1-10 years = \$1,500 11 + years = \$3,000 <p>0 year starting salary</p> <ul style="list-style-type: none"> Certified \$64,000 Uncertified \$63,500 	2%	3%	\$10.8 million

1% raise - \$3,600,000;

2% raise - \$7,200,000;

3% raise - \$10,800,000

CBSC Summary of Recommendations



Reduce Central Expenditures 5-7%



Expand Inter-District Transfer Options



Choice Programming



Standard Rubric for Reductions



VATRE



Standard Staffing Model



Consolidate Elementaries



Expand xPlore! Enrollment



Strategic Compensation



Implemented



In Progress

Revenue Increase Options

Xplore Tuition

VATRE

(Voter-Approval Tax Rate Election)



Xplore Rate Increase



Program	Current	Proposed 26-27 Rate	Increase Amount
Afternoon (community)	\$80 a week	\$85 a week	+\$5
Afternoon (free reduced lunch)	\$40 a week	\$45 a week	+\$5
Afternoon (employee)	\$24 a week	\$30 a week	+\$6
Holiday XPlore	\$40 a day	\$50 a day	+ \$10 <u>Projected Revenue: \$10,000</u>
Summer xPlore (employee) (community)	\$150 a week \$200 a week	\$175 a week \$225 a week	+25 <u>Projected Revenue: 350,000</u>
2023-2024 Enrollment: 2444 Revenue: \$3,085,629 *Increase in rate would also cover increase in needed raise for XPlore staff if approved (\$16.00 to \$18.00)	2024-2025 Enrollment: 2301 Revenue: \$4,110,632	2025 - 2026 Enrollment: 2520 Revenue: \$4,322,555	2026-2027 Projected Enrollment: 2520 <u>Projected Revenue: \$4,673,327</u> *Total Revenue \$5 million (Raise would be approximately 1.6 million = approx. 3.5 million in overall revenue)



Estimated Impact of VATRE For Remaining 3.17¢

	FY 25-26 Estimate	FY 26-27 Forecast	FY 27-28 Forecast	FY 28-29 Forecast	FY 29-30 Forecast
NO VATRE					
Property Tax Revenue	\$241,151,030	\$238,515,436	\$234,711,029	\$231,717,417	\$229,140,986
State Revenue	\$126,521,271	\$121,062,167	\$119,353,989	\$113,789,685	\$110,892,260
Recapture	(\$5,718,124)	(\$5,851,471)	(\$6,046,848)	(\$6,334,313)	(\$6,731,164)
Net Revenue NO VATRE	\$361,954,177	\$353,726,132	\$348,018,170	\$339,172,789	\$333,302,052
WITH VATRE					
Property Tax Revenue		\$249,559,827	\$245,866,863	\$242,983,799	\$238,341,286
State Revenue		\$120,962,833	\$119,277,573	\$113,684,282	\$110,775,800
Recapture		(\$9,070,900)	(\$9,383,535)	(\$9,828,113)	(\$10,356,201)
Net Revenue WITH VATRE		\$361,451,760	\$355,760,901	\$346,839,968	\$338,760,885
Increase from VATRE		\$7,225,628	\$7,742,731	\$7,667,179	\$5,458,833

Peer District Available VATRE Pennies



Statewide Peer	Amount	Statewide Peer	Amount
Alvin	3.17¢	Lewisville	4.00¢
Denton	6.00¢	Mansfield	none
Ector County*	3.17¢	Midland*	12.00¢
Humble	3.17¢	Pflugerville	none
Klein	12.00¢	Spring Branch*	10.03¢
Lamar Consolidated	12.00¢		

* Has Local Option Homestead Exemption

Richardson* 3.17¢



Peer District Available VATRE Pennies



North Texas	Amount	North Texas	Amount
Allen	5.11¢	McKinney	3.17¢
Carrollton-Farmers Branch	3.17¢	Mesquite	9.00¢
Dallas*	3.17¢	Plano	none
Frisco	3.17¢	Rockwall	none
Garland	none	Wylie (Collin County)	12.00¢

* Has Local Option Homestead Exemption

Richardson* 3.17¢



VATRE Considerations



- 3.17¢ available
- Hire auditor to conduct an efficiency audit
- Current audit firm can conduct efficiency audit
- Cost of efficiency audit \$15,000
- Board meeting to discuss results of efficiency audit
- Important dates related to VATRE process on following slides



2026–2027 Budget Calendar – VATRE



- April 23, 2026 - Board of Trustee Work Session: Budget presentation
- April 30, 2026 - Last day to receive estimated certified value from Dallas Central Appraisal District
- May 7, 2026 - Board of Trustee Meeting: 26-27 Compensation Plan Approval
- May 14, 2026 - Board of Trustee Work Session: Budget presentation
- May 25, 2026 - Publish notice of hearing to adopt budget and tax rate (no less than 10 and no more than 30 days prior to hearing)
- June 4, 2026 - Board of Trustee Meeting: Conduct public hearing on budget and tax rate, and adopt budget; *Last practical day to select auditor for efficiency audit*

Dates are subject to change



2026–2027 Budget Calendar – VATRE



- July 3, 2026 - Last day to select auditor for efficiency audit
- July 25, 2026 - Last day to receive certified value from Dallas Central Appraisal District
- August 1, 2026 - Last day to provide certified value to Texas Education Agency
- August 5, 2026 - Last day to for Texas Education Agency to provide Maximum Compressed Tax Rate
- August 7, 2026 - Publish notice of hearing on tax rate (no less than 10 and no more than 30 days prior to hearing); *We will have to publish a new notice*
- August 17, 2025 - Board of Trustees Work Session: Adopt tax rate, Call Voter Approval Tax Rate Election (*last day to call a VATRE*); *This is Monday before the Work Session on August 20*

Dates are subject to change



2026–2027 Budget Calendar – VATRE



- October 1, 2026 - Post results of efficiency audit on the District website and hold an open Board meeting to discuss the results; *This is a Thursday (no meeting scheduled currently)*
- November 3, 2026 - Voter Approval Tax Rate Election (General Election Date)
- November 17, 2026 - Last day to canvass election results
- November 18, 2026 - Mail tax bills with adopted tax rate

Dates are subject to change



Key Takeaways and Next Steps



- Despite \$41.7 million in budget reductions since Project RightSize, we will still adopt a deficit budget for 26-27.
- The impact of Education Savings Accounts is unknown.
- Is now the time to tap into the Local Permanent School (Rainy Day) Fund to carry us through the 90th Texas Legislature (begins January 12, 2027)?
 - Balance = \$27 million
- The Community Budget Steering Committee recommended the District consider a VATRE. It would generate an estimated \$7.7 million.
 - It is unclear whether this will be an option after the 90th Texas Legislature.



Thank You

