



Waxahachie
INDEPENDENT SCHOOL DISTRICT

411 N. Gibson St. Waxahachie, TX 75165 • 972-923-4631 Phone • 972-923-4759 Fax. • wisd.org

Called Meeting | AGENDA

Tuesday, September 16, 2025

7:30 AM

Live Stream:

<https://www.youtube.com/waxahachieisd>

A Called Meeting of the Board of Trustees of Waxahachie Independent School District will be held Tuesday, September 16, 2025, beginning at 7:30 AM in the Waxahachie ISD Administration Building, 411 N. Gibson St., Waxahachie, TX 75165.

The subjects to be discussed or considered or acted 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. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. CALL TO ORDER.
 - A. Announcement by the presiding officer that a quorum is present, that the meeting has been duly called, and that notice of the meeting has been duly posted for time and manner required by law.
- II. CLOSED SESSION. Section 551.001 et seq. (if necessary)
 - A. Deliberation regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, including discussing complaints, hiring, resignation, termination, proposal for non renewal, proposal for termination, evaluation, promotion or demotion of personnel. Gov't Code 551.074
 - B. Deliberating the purchase, exchange, lease or value of real property. Gov't Code 551.072
 - C. Deliberation regarding security devices, personnel deployment, or security audits. Gov't Code 551.076.
 - D. Consulting privately with the board's attorney concerning contemplated litigation. Gov't Code 551.071.
- III. RECONVENE TO OPEN SESSION.
- IV. OPEN FORUM: Hearing of individuals or committees. **
- V. ACTION ITEMS.
 - A. Consideration with possible approval of a contract for a separate settings teacher from Blazer Works with an estimated cost of \$127,632. 3
- VI. ADJOURN.

If, during the course of the meeting, a 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, Texas 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)]

Regular meetings of the Waxahachie ISD Board of Trustees begin at 5 p.m. To respect the time of those being recognized, recognitions will not begin before 6 p.m., and agenda items may be taken out of order to accommodate recognitions. Those being recognized are asked to arrive by 6 p.m.

*Audience participation is limited to the time allotted for those individuals who submit a Public Comment Card indicating the agenda or non-agenda topic they wish to address. At all other times during Board Meetings, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer. Speaker presentation time will be set by the Board President at the Board dais. No action may be taken regarding the information received by the Board.

**In accordance with state law, public comment may not be used to voice a complaint involving the naming of specific individuals, including but not limited to the names of district employees or students, even if the matter is listed on the agenda. Additionally, no information that may be reasonably linked to an individual person may be spoken about during public comment. All complaints may be directed through the appropriate administrative channels before being presented to the Board:

Students/Parents – Board Policy FNG(LOCAL);
Employee – Board Policy DGBA(LOCAL); or,
Community Member – Board Policy GF(LOCAL).

This agenda (one or more pages) is part of a document entitled NOTICE OF MEETING in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551. The Waxahachie ISD Administration Building, Board Room, 411 North Gibson Street, Waxahachie, Texas, 75165 is wheelchair accessible. A curb slope entry is available at the rear entrance.

**Waxahachie Independent School District
BOARD OF TRUSTEES**

Date: September 16, 2025 **Presented By:** Ryan Kahlden

Subject: SPED Contract **Related Page(s)** 4

**Action
Agenda Item**

EXECUTIVE SUMMARY:

At the board meeting on August 26, Trustees approved many contracts for special education service providers for positions we have been unable to fill. One of these provider contracts started and did not work out. Still needing to provide the services to students, the district has identified a second provider that we believe will be able to provide the services needed. Your approval of this contract is requested to allow this contractor to start providing services to students.

ATTACHMENTS:

Quote comparison form for contracted services

		BOARD PRIORITY GOALS
	Priority #1	Student Growth
	Priority #2	Honor and Support Staff
	Priority #3	Community and Stakeholder Relationships
X	Priority #4	Financial Integrity

RECOMMENDATION:

Approve the contract for a separate settings teacher from Blazer Works with an estimated cost of \$127,632.00.

Waxahachie Independent School District

Quote Comparison Form

In accordance with Board policy CH (LOCAL), all purchases over \$5,000 are required to record at least three quotes received before a purchase order is issued. The use of this form is recommended, though not required, for all purchases below \$5,000. All quotes for purchases over \$5,000 should be remitted to the business office for recordkeeping.

Name of Person securing quotes: Lisa Easton
Department: Special Populations
Budget Allocated for Purchase: \$127,632.00
Item(s) being quoted: Contract Employee - SLE Teacher at Ray

Vendor #1: Company Name: BlazerWorks / ProCare / New Directions
Representative: Hannah Bates
Vendor Approved via: Keller ISD Vendor
Amount Quoted: \$127,632.00

Vendor #2: Company Name: Spotter Staffing
Representative: Dawn Callahan Dennis
Vendor Approved via: Mansfield ISD
Amount Quoted: \$136,000.00

Vendor #3: Company Name: National Recruiting Consultants
Representative: Stephanie Murphy
Vendor Approved via: Special Education Related Vendor List
Amount Quoted: \$107,200.00 - None Available

Based on the quotes received, I believe it is the most advantageous to Waxahachie ISD to use BlazerWorks for the procurement of SLE Teacher - Contracted Employee.


Campus Principal / Department Head / Administrator

9-8-25
Date

Business Office Approval

Date



**SPOTTER
STAFFING**

Rate Proposal

Spotter's goal is to provide a service that delivers exceptional value inclusive of cost. Rates are proposed in range form. Rate ranges allow Spotter to provide an appropriate cost specific to the variations of the individual need.

Position	Hourly Bill Rate Range
Speech Language Pathologist	\$75.00 - \$98.00
Special Education Teacher	\$73.00 - \$85.00
Occupational Therapist	\$75.00 - \$96.00
Social Worker	\$75.00 - \$85.00
Physical Therapist	\$75.00 - \$85.00
Speech Language Pathology Assistant	\$65.00 - \$75.00
Certified Occupational Therapy Assistant	\$65.00 - \$75.00
Physical Therapy Assistant	\$65.00 - \$75.00
Diagnostician	\$78.00 - \$100.00
Licensed Specialist in School Psychology	\$90.00 - \$100.00

Contract to Hire Duration

Waxahachie Independent School District has the option to convert a Spotter Staffing contracted employee for no cost once the employee has worked a total of 1250 hours on contract (equivalent to one Waxahachie ISD school year).

Early Conversion Pro-Rated Schedule

A Spotter contract employee can be converted to Waxahachie ISD payroll prior to 1250 hours worked with a pro-rated fee equal to 30% of the estimated remaining billable hours.



Price Sheet

Physical Therapy	\$80.00
Bilingual PT	\$83.00
Physical Therapy Assistant	\$70.00
Occupational Therapy	\$80.00
Bilingual OT	\$83.00
Occupational Therapy Assistant	\$70.00
Speech Language Pathologists	\$83.00
Bilingual Speech Language Pathologist	\$86.00
Speech Language Pathologist CFY	\$70.00
Speech Language Pathologist Assistant	\$70.00
Bilingual SLPA	\$72.00
Audiologist	\$80.00
School Psychologists/LSSP	\$88.00
Bilingual School Psychologist/LSSP	\$90.00
Educational Diagnostician	\$75.00
Bilingual Educational Diagnostician	\$79.00
School Registered Nurses	\$75.00
Bilingual RN	\$80.00
Social Worker/LPC	\$80.00
Bilingual SW/LPC	\$80.00
LPN	\$52.00
Bilingual LPN	\$55.00
C.N.A.	\$43.00
Board Certified Behavior Analyst/BCBA	\$88.00
Bilingual BCBA	\$92.00
Special Education Teachers	\$67.00
Bilingual SPED Teacher	\$70.00
Orientation & Mobility	\$80.00
Teacher of the Visually Impaired	\$75.00
Teacher of the Deaf	\$75.00
Substitute Certified Teacher	\$63.00
General Certified Teacher	\$63.00
Paraprofessional	\$40.00
Sign Language Interpreter	\$75.00
Brailist	\$73.00
Special Education Counselor	\$76.00
ARD Facilitator	\$75.00
Registered Behavior Tech/RBT	\$60.00
Bilingual RBT	\$65.00
Dyslexia Therapist	\$75.00
Adaptive PE	\$78.00

- All hourly rates for contractors placed through National Recruiting Consultants are all-inclusive hourly rates.
- You cannot convert the NRC contractor to a permanent employee during their booked assignment and for a period of two years after they are submitted to your district. After two years there is no buy-out fee if the contractor converts to a full-time employee with your district.
- All rates listed are the same for in-person or teletherapy.
- NRC does not provide or supply the testing kits, protocols, or materials for the contractors, those must be provided by the school district.