

Minutes of Regular Meeting

The Board of Trustees Lockhart Independent School District

A Regular meeting of the Board of Trustees of Lockhart Independent School District was held Monday, February 23, 2026, beginning at 6:30 PM in the M.L. Cisneros Education Support Center Boardroom, 2nd Floor, Room 200
419 Bois D'Arc Street
Lockhart, TX 78644.

1. Call to Order	
2. Presentation of Colors by JROTC	
3. Invocation	
4. Recognitions	
A. District 1 PRIDE - MLK March	
B. CCMA Student Recognition	
5. Public Comment	
6. BUSINESS: CONSENT AGENDA	
A. Approval of Minutes:	
1. January 20, 2026	3
B. Approve Budget Amendments	8
C. Approve Proclamation of March as Celebrate Texas Public Schools Month	11
D. Approve FNCE (Local): STUDENT CONDUCT - PERSONAL - COMMUNICATION/ELECTRONIC DEVICES	14
E. Review Tax Collection Report	18
F. Review Cash Investment Report	21
7. COMMUNICATION:	
A. Career and Technical Education (CTE) Program Report	24
B. Seawillow Middle School Final Design	26
C. Alma Brewer Strawn and Navarro Elementary School Targeted Improvement Plan Update	28
D. District Achievement Dashboard: Progress towards Targets	30
E. 2025-2026 Budget Update	32
F. Bid Release for Elementary Gym Flooring	34
G. Middle of Year Staff Climate Survey	36
8. COMMUNICATION/ACTION:	
A. Consider and/or Approve 2026-2027 Academic Calendar	38
B. Consider and/or Approve Nominees to fill Three (3) Vacant Positions on the Bond Oversight Committee	40
C. Consider and/or Approve Guarantee Maximum Price (GMP) No. 3 for Seawillow Middle School	42
D. Consider and/or Approve Bid for Internet Services	

E. Consider and Possible Action on SB 11 Regarding the Designation of a Daily Period of Prayer and Reading of Religious Text	44
F. Consider and Possible Action on Local Policies DGA (Local): Employee Rights and Privileges and Freedom of Association and FNA (Local): Student Rights and Responsibilities - Student Expression	47
G. Consider and/or Approve Resolution to Pay Staff for January 26, 2026, Weather-Related Closure and 2-hour Weather-Related Delay on January 27, 2026	55
H. Districtwide Intruder Detection Audit Report Findings	58
9. CLOSED SESSION:	
A. Adjourned to Closed Session: Texas Government Code Section 551.072 (Deliberation Regarding Real Property); Texas Government Code Section 551.074 (Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee); Texas Government Code Section 551.076 (Deliberation regarding implementation of security personnel or devices); specifically to discuss:	
1. Intruder Detection Audit	
2. Superintendent's Performance Goals	
10. COMMUNICATION/ACTION:	
A. Consideration and/or Possible Action Regarding Superintendent's Performance Goals	60
11. BOARD AND STAFF COMMENTS - ITEMS OF COMMUNITY INTEREST*	
12. BENEDICTION	
13. ADJOURNMENT	

Minutes of Regular Meeting

The Board of Trustees

Lockhart Independent School District

A Regular meeting of the Board of Trustees of Lockhart Independent School District was held Tuesday, January 20, 2026, beginning at 6:30 PM in the M.L. Cisneros Education Support Center Boardroom, 2nd Floor, Room 200, 419 Bois D'Arc Street, Lockhart, TX 78644.

1. Call to Order was at 6:30 P.M. by Board President Michael Wright. Other members present were Rene Rayos, Rebecca Pulliam, Dr. Barbara Sanchez, Tom Guyton, Sam Lockhart and Chris Charles
2. Presentation of Colors by JROTC
3. Invocation was given by Trustee Guyton
4. Recognitions
 - A. TMEA All-State Musicians
 - B. Academic All-State Athletes
 - C. January is School Board Recognition Month - "Our Future is Public"
 1. President Michael Wright - Lockhart High School and Borchert Loop Elementary
 2. Vice President Tom Guyton - Lockhart Junior High and Alma Brewer Strawn Elementary
 3. Secretary Dr. Barbara Sanchez - Carver Early Education Center and Pride High School
 4. Trustee Chris Charles - Clear Fork Elementary
 5. Trustee Sam Lockhart - Plum Creek Elementary
 6. Trustee Rene Rayos - Bluebonnet Elementary
 7. Trustee Rebecca Pulliam - Navarro Elementary
5. Public Comment

None.

6. Business: Consent Agenda
 - A. Approval of Minutes:
 1. December 15, 2025
 - B. Approve Budget Amendments
 - C. Approve Interlocal agreement between Region 10 and Lockhart ISD for Purchasing Cooperative Services
 - D. Approve Board Operating Procedures
 - E. Review Tax Collection Report
 - F. Review Quarterly Investments Report

Trustee Sanchez made the motion to approve the Consent agenda as presented. Trustee Rayos seconded the motion. The motion carried 7-0.

Voting for:

**Dr. Barbara Sanchez, Rene Rayos, Rebecca Pulliam,
Michael Wright, Tom Guyton, Sam Lockhart, Chris Charles**

Voting against:

7. COMMUNICATION:

A. 2025-2026 Budget Update

This update was provided by CFO, Nicole Weiser. No action was taken.

B. Review Bid Release for Elementary Playground Equipment and Installation

This update was provided by the Purchasing Director, Tanya Homann. No action was taken.

C. Review Bid Release for Internet Services

This update was provided by the Purchasing Director, Tanya Homann. No action was taken.

D. Review Bid Release for Wide Area Network (WAN) Services

This update was provided by the Purchasing Director, Tanya Homann. No action was taken.

E. Review Bid Release for outsourcing our After School Program

This presentation was provided by the Director of School Safety & Community Relations, Adam Miller. No action was taken.

F. District Achievement Dashboard: Progress towards Targets

This presentation was given by the Director of Accountability, Todd McBride, the Director of Elementary Education, Dr. Belinda Vasquez, and the Executive Director of Secondary Education, Ty Davidson. No action was taken.

G. Navigate to '28 Mid-Year Update

This presentation was given by the Deputy Superintendent, Dr. Stephaine Camarillo. No action was taken.

H. 2026-2027 Academic Calendar

This presentation was given by the Deputy Superintendent, Dr. Stephaine Camarillo. No action was taken.

I. Guarantee Maximum Price (GMP) No. 3 for Seawillow Middle School

This update was provided by the Bond Construction Manager, Jeremiah Chapman. No action was taken.

J. Senate Bill 11

This presentation was given by the Deputy Superintendent, Dr. Stephaine Camarillo. No action was taken.

8. COMMUNICATION/ACTION:

A. Consider and/or Approve Proclamation of February as Career and Technical Education (CTE) Month

Trustee Sanchez made the motion that the Board approve the Career and Technical Education (CTE) Proclamation as presented. Trustee Rayos seconded the motion. The motion carried 7-0.

Voting for: Dr. Barbara Sanchez, Rene Rayos, Rebecca Pulliam, Michael Wright, Tom Guyton, Sam Lockhart, Chris Charles

Voting against:

B. Consider and/or Approve the Donation and Purchase of Athletic Scoreboards

No action taken.

C. Consider and/or Approve Local Policy Updates: DBA (LOCAL): EMPLOYMENT REQUIREMENTS AND RESTRICTIONS CREDENTIALS AND RECORDS; DK (LOCAL): ASSIGNMENT AND SCHEDULES; DNA (LOCAL): PERFORMANCE APPRAISAL EVALUATION OF TEACHERS; EB (LOCAL): SCHOOL YEAR; EFB (LOCAL): INSTRUCTIONAL RESOURCES LIBRARY MATERIALS

Trustee Sanchez made the motion that the Board approve the board policies DBA (LOCAL): EMPLOYMENT REQUIREMENTS AND RESTRICTIONS CREDENTIALS AND RECORDS; DK (LOCAL): ASSIGNMENT AND SCHEDULES; DNA (LOCAL): PERFORMANCE APPRAISAL EVALUATION OF TEACHERS; EB (LOCAL): SCHOOL YEAR; EFB (LOCAL): INSTRUCTIONAL RESOURCES LIBRARY MATERIALS as presented. Trustee Guyton seconded the motion. The motion carried 7-0.

Voting for: Dr. Barbara Sanchez, Tom Guyton, Rebecca Pulliam,
Michael Wright, Rene Rayos, Sam Lockhart, Chris Charles

Voting against:

D. Consider and/or Approve Upward Communities Staff Housing Master Lease Agreement (MLA)

No action taken.

9. CLOSED SESSION:

A. Adjourned to Closed Session: Pursuant to Texas Government Code Section 551.072 (Deliberation Regarding Real Property); Texas Government Code Section 551.074 (Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee) specifically to discuss:

1. Discussion Regarding Superintendent's Year-End Evaluation

The Board of Trustees on Tuesday, January 20, 2026 convened at 9:16 PM in closed session in accordance with the Texas Open Meetings Act for the purposes of discussing items listed under the Texas Government Code Section 551.072 (Deliberation Regarding Real Property); Texas Government Code Section 551.074 (Personnel to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee). The Board ended its closed session at 9:53 PM on Tuesday, January 20, 2026. No votes, decisions, or actions were taken while in closed session.

10. COMMUNICATION/ACTION:

A. Consideration and/or Possible Approval of Superintendent's Year-End Evaluation

Trustee Guyton made the motion that the Board of Trustees approve the Superintendent's year-end evaluation as discussed in the closed session. Trustee Pulliam seconded the motion. The motion carried 7-0.

Voting for: Tom Guyton, Rebecca Pulliam, Dr. Barbara Sanchez,
Michael Wright, Rene Rayos, Sam Lockhart, Chris Charles

Voting against:

11. BOARD AND STAFF COMMENTS - ITEMS OF COMMUNITY INTEREST*

12. BENEDICTION was given by Trustee Guyton
13. ADJOURNMENT was at 10:02 pm by Board President Michael Wright

Michael Wright, Board President

Dr. Barbara Sanchez, Board Secretary

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item:

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION:

DEPARTMENT:

DISTRICT GOAL(S) ALIGNMENT:

1. Create innovative opportunities for ALL students to prepare for success beyond graduation.
2. Every campus will have an A rating by 2028 through exemplary teaching and student-centered learning.
3. Cultivate an environment where our employees choose Lockhart Independent School District.

AGENDA TITLE:

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

The administration recommends that the board approve the budget amendments as presented.

RECOMMENDED MOTION:

N/A - consent

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item:

AGENDA SECTION:

READING:

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AGENDA TITLE:

BACKGROUND INFORMATION:

Texas public schools provide the foundation of success for students across the state. Educators, staff, parents, and community members partner together to provide the tools, supports, and services students need to learn, grow, and succeed.

The month of March, is Texas Public Schools Month. This designation serves to honor the important mission of public schools to lead our students to brighter futures and a stronger Texas.

ATTACHMENT(S):

RECOMMENDATION:

Lockhart ISD recommends the approval of the Celebrate Texas Public Schools proclamation as presented.

RECOMMENDED MOTION:

N/A - Consent



Celebrate Texas Public Schools Proclamation 2026



WHEREAS, the foundation of a strong and competitive Texas rests in the strength of its public schools; AND

WHEREAS, the Lockhart Independent School District is committed to ensuring all students are challenged, healthy, engaged, safe, and supported to provide the best learning experience; AND

WHEREAS, the dedicated efforts of parents, educators, and community leaders provide the necessary support and strength to our public schools, providing our children a quality education and a passport to opportunities; AND

WHEREAS, the district commits to 1.5 years of growth for every student each year in reading and math and holds high expectations of staff, students, parents, and the community to achieve this; AND

WHEREAS, the district remains focused on having a LockHeart for People, being Locked on Excellence, and UnLocking Potential of every student and staff; AND

WHEREAS, students in Lockhart ISD are at an advantage because they attend LISD public schools; AND

THEREFORE, I, Board President Michael Wright of Lockhart Independent School District, do hereby proclaim March 2026 as the month to Celebrate Texas Public Schools. We urge all citizens to take the time to share with others why they choose public education.

Michael Wright
Board President
Lockhart ISD

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item:

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

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AGENDA TITLE:

BACKGROUND INFORMATION:

On June 20, 2025, Governor Greg Abbott signed into law a ban on the use of personal communication devices including cell phones, by students during school hours in Texas. This means that Lockhart ISD is mandated to adopt a policy banning the use of personal communication devices during school hours. The policy must include to provide storage that prohibits use on school property during the school day and dispose of the device after the required notice.

Personal Communication Devices are any electronic device capable of telecommunication or digital communication. This includes (but is not limited to):

- *Cell phones such as a smartphone or flip phone
- *Telephone
- *Tablet
- *Smartwatch
- *Radio device
- *Paging device

Exceptions include:

- *Devices provided by schools to students for instructions.
- *Devices necessary to implement an individualized education program (IEP) or Section 504.
- *Devices for a student with document need based on the directive from a qualified physician.
- *Devices necessary to comply with a health or safety requirement imposed by law or as a part of the district's or school's safety protocols.

ATTACHMENT(S):

FNCE (Local): STUDENT CONDUCT PERSONAL - COMMUNICATION/ELECTRONIC DEVICES

RECOMMENDATION:

N/A - Consent

RECOMMENDED MOTION:

N/A - Consent

STUDENT CONDUCT
PERSONAL ~~TELECOMMUNICATIONS~~ COMMUNICATION
DEVICES/ELECTRONIC DEVICES

FNCE
(LOCAL)

Note: For searches of personal ~~telecommunications~~ communication devices or other personal electronic devices, see FNF.

Personal
Communication
Devices

A student shall not use a personal communication device on school property during the school day. While on school property, the student shall store any personal communication device in accordance with administrative regulations.

A student who violates this policy or any regulations shall be subject to discipline in accordance with the Board-adopted Student Code of Conduct.

An authorized District employee shall confiscate a student's personal communication device that is used in violation of this policy or any applicable regulations.

The District shall not dispose of the personal communication device. The District shall provide appropriate notice, and devices that are not retrieved shall be stored according to administrative regulations.

Exceptions

A student shall be authorized to use a personal communication device on school property during the school day only under the following circumstances:

1. The student's use is necessary for implementation of the student's individualized education program, a 504 plan, or a similar program or plan;
2. The student's use is required due to a documented need based on a directive from a qualified physician; or
3. The student's use is necessary to comply with a health or safety requirement imposed by law or as part of the District or campus safety protocols.

Implementation

The Superintendent shall develop regulations to implement this policy.

Compliance

Annually, the Superintendent shall report to the Board on the implementation and compliance of this policy.

Personal Use
Telecommunications
Devices

~~An authorized District employee may confiscate a personal telecommunications device, including a mobile telephone, used in violation of applicable campus rules.~~

~~The District shall not charge a fee for the release of a personal telecommunications device. In accordance with the student~~

STUDENT CONDUCT
PERSONAL ~~TELECOMMUNICATIONS~~ COMMUNICATION
DEVICES/ELECTRONIC DEVICES

FNCE
(LOCAL)

	<p>handbook, the student or the student's parents may retrieve a device after receiving notification from the District.</p> <p>If a personal telecommunications device is not retrieved, the District shall dispose of the device after providing notice required by law.</p>
Other Electronic Devices	Guidelines regarding other electronic devices shall be addressed in the student handbook.
Instructional Use	A student shall obtain prior approval before using personal telecommunications or other personal electronic devices for on-campus instructional purposes. The student shall also acknowledge receipt and understanding of applicable regulations and shall sign the appropriate user agreements. [See CQ]
Use During Testing	Unless specifically approved by the appropriate administrator or teacher, a student shall be prohibited from possession of a personal telecommunications device or any other electronic device during testing.
Loss or Theft	The District shall not be responsible for the loss or theft of any personal telecommunications or other electronic devices.

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item:

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AGENDA TITLE:

BACKGROUND INFORMATION:

The Caldwell County Appraisal District (CCAD) collects taxes on behalf of Lockhart Independent School District. The CCAD provides a monthly report showing the tax collections for the month, percent of tax collected for the current year and two prior years, and balance of delinquent tax for the current year and two prior years.

The monthly report is provided for the Board's review.

ATTACHMENT(S):

RECOMMENDATION:

N/A - Review Only

RECOMMENDED MOTION:

N/A - Review Only

LOCKHART I.S.D. BOARD

Tax Collection Report

JANUARY 2026

	December	Prior Months	TOTAL	PRIOR YEAR
2025 Tax Collection	\$15,434,402.73	\$15,268,884.59	\$30,703,287.32	\$30,003,326.62
2024 & Prior Collection	\$229,541.84	\$1,140,309.19	\$1,369,851.03	\$1,200,321.60
Total Tax Collection =	\$15,663,944.57	\$16,409,193.78	\$32,073,138.35	\$31,203,648.22

note: Above figures include penalties and interest collected

2025 Original Levy \$35,125,913.48

January 31, 2026 Percent of 2025 Tax Collected	87.72%
January 31, 2025 Percent of 2024 Tax Collected	87.69%
January 31, 2024 Percent of 2023 Tax Collected	86.70%
January 31, 2026 - Balance of Delinquent Tax	\$3,716,697.55
January 31, 2025 - Balance of Delinquent Tax	\$3,197,912.46
January 31, 2024 - Balance of Delinquent Tax	\$2,458,346.78

Corrections made to Current Tax Roll (\$47,274.47)

Corrections made to Delinquent Tax Roll (\$11,567.88)

NOTE:

Caldwell County Appraisal District has collected and disbursed Attorney Fees in the amount of \$24,205.32

Submitted by:

Shanna Ramzinski

Shanna Ramzinski
 Chief Appraiser
 Caldwell County Appraisal District

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item:

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION:

DEPARTMENT:

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AGENDA TITLE:

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

N/A - Review Only

RECOMMENDED MOTION:

N/A - Review Only

**Lockhart ISD
Cash Investments Report
As of January 31, 2026**

	Texas Term	Texpool	First Lockhart	District Funds Total
General Fund	\$ 4,914,735	\$ 24,347,172	\$ 3,883,155	\$ 33,145,063
Redemption Fund			\$ 2,364	\$ 2,364
Interest & Sinking Fund	\$ 1,552,410	\$ 4,882,072	\$ 950,832	\$ 7,385,314
Payroll			\$ 878,094	\$ 878,094
School Nutrition	\$ 112,714	\$ 870,700	\$ 129,937	\$ 1,113,352
2023 Bond Proceeds	\$ 11,524,988		\$ 533,669	\$ 12,058,657
2025 Bond Proceeds	\$ 93,707,168		\$ 99,316	\$ 93,806,484
District Funds	\$ 111,812,016	\$ 30,099,945	\$ 6,477,367	\$ 148,389,328
C.D. Marshall JHS Scholarship		\$ 34,200		\$ 34,200
G.F. Hudnall Scholarship		\$ 17,864		\$ 17,864
L. White Scholarship		\$ 16,704		\$ 16,704
Mary Barron Canning Sanders Schol.		\$ 7,116		\$ 7,116
Fiduciary Funds			\$ 19,547	\$ 19,547
Roland Endowment Scholarship			\$ 22,393	\$ 22,393
Canning Engineering Scholarship		\$ 27,946		\$ 27,946
Mohle Scholarship		\$ 1,195		\$ 1,195
Top Ten Scholarship			\$ 144,790	\$ 144,790
Scholarship Funds	\$ -	\$ 105,026	\$ 186,730	\$ 291,755
Monthly rate in Bank/Pool:	3.69%	3.88%	3.00%	

Earnings from Temporary Investment Budget Amount (General Fund)	\$ 1,126,541.00
Earnings Realized	\$ 608,470
Budget Balance (Interest received in excess of budget)	\$ 518,071

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item:

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION:

DEPARTMENT:

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AGENDA TITLE:

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

N/A - Communication only

RECOMMENDED MOTION:

N/A - Communication only

Lockhart Independent School District Board of Trustees

Date of Board Meeting: 02/23/2026

Agenda Item: 7-B

AGENDA SECTION:

Communication

READING:

Second

PREVIOUS BOARD REVIEW DATE:

02/24/2025

TYPE OF ACTION:

No Action Required

DEPARTMENT:

Bond / Construction

DISTRICT GOAL(S) ALIGNMENT:

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1, 2, & 3

AGENDA TITLE:

Seawillow Middle School Final Design

BACKGROUND INFORMATION:

Last winter, VLK Architects collaborated with junior high, District staff, and community members to develop the schematic design for this new facility. The proposed middle school aims to accommodate the district's expanding student population.

Tonight, VLK Architects will present the final design.

ATTACHMENT(S):

PPT to be provided.

RECOMMENDATION:

N/A - Communication only

RECOMMENDED MOTION:

N/A - Communication only

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item:

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

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AGENDA TITLE:

BACKGROUND INFORMATION:

ATTACHMENT(S):

Alma B Strawn Elementary Targeted Improvement Plan
Navarro Elementary Targeted Improvement Plan

RECOMMENDATION:

N/A

RECOMMENDED MOTION:

N/A

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item:

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

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AGENDA TITLE:

BACKGROUND INFORMATION:

The administration will be presenting an update on both leading and lagging indicators to provide a clear picture of the progress being made toward our goals. This data will help demonstrate the impact of our current strategies and inform any necessary adjustments moving forward.

ATTACHMENT(S):

To be provided at Board meeting.

RECOMMENDATION:

N/A - Communication only

RECOMMENDED MOTION:

N/A - Communication only

Lockhart Independent School District Board of Trustees

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AGENDA SECTION:

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PREVIOUS BOARD REVIEW DATE:

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AGENDA TITLE:

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

N/A - Communication only

RECOMMENDED MOTION:

N/A - Communication only

Lockhart Independent School District Board of Trustees

Date of Board Meeting: 02/23/2026

Agenda Item: 7-F

AGENDA SECTION:

Communication

READING:

First

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION:

No Action Required

DEPARTMENT:

Business & Finance

DISTRICT GOAL(S) ALIGNMENT:

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1, 2, & 3

AGENDA TITLE:

Bid Release for Elementary Gym Flooring

BACKGROUND INFORMATION:

The Administration has identified the need to replace the gym flooring at Bluebonnet Elementary, Clear Fork Elementary, Navarro Elementary, G.W. Carver Early Education Center, and Plum Creek Elementary. The current gym floors are tile and are not ideally suited for athletic use. The District will issue a bid to replace the existing tile with vinyl flooring designed specifically for gym environments. Funding for this project will be provided through remaining funds from the 2022 Bond.

ATTACHMENT(S):

RECOMMENDATION:

N/A - Communication only

RECOMMENDED MOTION:

N/A - Communication only

Lockhart Independent School District Board of Trustees

Date of Board Meeting: 02/23/2026

Agenda Item: 7-G

AGENDA SECTION:

Communication

READING:

First

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION:

No Action Required

DEPARTMENT:

Communications

DISTRICT GOAL(S) ALIGNMENT:

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1, 2, & 3

AGENDA TITLE:

Middle of Year Staff Climate Survey

BACKGROUND INFORMATION:

In Lockhart ISD, we know when leaders seek feedback from those we serve, we are better able to understand their needs and priorities. As a district focused on continuous learning and continuous improvement, our leadership team surveys our district staff to learn what we are doing well as well as where we can improve.

Last month the Middle Of The Year (MOY) staff engagement survey was released.

ATTACHMENT(S):

N/A

RECOMMENDATION:

N/A- Communication only

RECOMMENDED MOTION:

N/A- Communication only

Lockhart Independent School District Board of Trustees

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AGENDA TITLE:

BACKGROUND INFORMATION:

The district advisory committee (DAC), which is comprised of school district employees, parents, and community members, worked together to create drafts of the academic calendar for the 2026-2027 school year. Two draft versions of the academic calendar were presented at the January Board Meeting. The Board requested that additional community and staff input be collected. The community was sent a Thought Exchange for input and the staff received a google survey to vote on a calendar option. The results of both survey methods will be shared with the Board for final consideration and approval of the academic calendar for School Year 2026-2027.

ATTACHMENT(S):

Draft 2026-2027 Academic Calendars

RECOMMENDATION:

The Administration recommends that the Board approve the Lockhart ISD 2026-2027 Academic Calendar as presented.

RECOMMENDED MOTION:

"I move to approve the Lockhart ISD 2026-2027 Academic Calendar as presented."

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item:

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION:

DEPARTMENT:

DISTRICT GOAL(S) ALIGNMENT:

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AGENDA TITLE:

BACKGROUND INFORMATION:

The Bond Oversight Committee respectfully requests that the following nominees be approved at the February School Board meeting to fill three vacant positions. The nominees are as follows:

Heather Pedersen
Debbie Sanders
Mystica Marez

ATTACHMENT(S):

RECOMMENDATION:

The Administration recommends that the Board of Trustees approves Heather Pedersen, Debbie Sanders and Mystica Marez to fill the three vacant positions on the Bond Oversight Committee.

RECOMMENDED MOTION:

"I move that the Board approves Heather Pedersen, Debbie Sanders and Mystica Marez to fill the three vacant positions on the Bond Oversight Committee as presented."

Lockhart Independent School District Board of Trustees

Date of Board Meeting: 02/23/2026

Agenda Item: 8-C

AGENDA SECTION:

Communication/Action

READING:

Second

PREVIOUS BOARD REVIEW DATE:

01/20/2026

TYPE OF ACTION:

Approve

DEPARTMENT:

Bond / Construction

DISTRICT GOAL(S) ALIGNMENT:

1. Create innovative opportunities for ALL students to prepare for success beyond graduation.
2. Every campus will have an A rating by 2028 through exemplary teaching and student-centered learning.
3. Cultivate an environment where our employees choose Lockhart Independent School District.

1, 2, & 3

AGENDA TITLE:

Consider and/or Approve Guarantee Maximum Price (GMP) No. 3 for Seawillow Middle School

BACKGROUND INFORMATION:

At the regularly scheduled board meeting in January, we communicated that we will be doing a Guaranteed Maximum Price (GMP) 3 for Seawillow Middle School for the remaining scopes of work.

ATTACHMENT(S):

RECOMMENDATION:

The Administration recommends that the Board of Trustees approves GMP 3 not to exceed \$52,049,929.

RECOMMENDED MOTION:

"I move that the Board approves the GMP 3 for Seawillow Middle School not to exceed \$52,049,929."

Lockhart Independent School District Board of Trustees

Date of Board Meeting: 02/23/2026

Agenda Item: 8-E

AGENDA SECTION:

Communication/Action

READING:

Second

PREVIOUS BOARD REVIEW DATE:

01/20/2026

TYPE OF ACTION:

Approve

DEPARTMENT:

Board of Trustees

DISTRICT GOAL(S) ALIGNMENT:

1. Create innovative opportunities for ALL students to prepare for success beyond graduation.
2. Every campus will have an A rating by 2028 through exemplary teaching and student-centered learning.
3. Cultivate an environment where our employees choose Lockhart Independent School District.

1, 2, & 3

AGENDA TITLE:

Consider and Possible Action on SB 11 Regarding the Designation of a Daily Period of Prayer and Reading of Religious Text

BACKGROUND INFORMATION:

SB 11 from the 89th Legislative Session adds Texas Education Code section 25.0823, which allows school boards to designate time each school day at every campus for students and employees to pray and read the Bible or other religious texts. The bill requires that within six months of the effective date (by March 1, 2026), each district's board must take a record vote either to establish the daily prayer time and reading of religious texts by adopting the resolution set out in the new statute or to decline to establish the daily prayer time.

A board wishing to establish a daily period for prayer and reading of religious texts must do so by adopting the statutory resolution.

ATTACHMENT(S):

Resolution

RECOMMENDATION:

The administration recommends that the Board of Trustees decline adopting the resolution as presented.

RECOMMENDED MOTION:

"I recommend that the Board decline to adopt a resolution and policy establishing a designated daily period of prayer and reading of religious texts under Texas Education Code 25.0823."

**RESOLUTION OF THE
LOCKHART INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

WHEREAS, Senate Bill 11, passed by the 89th Texas Legislature, requires each school board to take a record vote by March 1, 2026, on whether to adopt a policy requiring each campus to provide students and employees with an opportunity to participate in a period of prayer and reading of the Bible or other religious text on each school day; and

WHEREAS, Section 25.0823(a-1) of the Texas Education Code prescribes a model resolution that must be adopted by record vote before the District may implement such a policy; and

WHEREAS, the Board of Trustees is required to hold a vote on the approval of this resolution to comply with Senate Bill 11; and

WHEREAS, if this resolution is approved by a majority vote, a policy shall be adopted requiring every campus of Lockhart ISD to provide the prayer and reading time described above; and

WHEREAS, if this resolution is not approved by a majority vote, no such policy will be adopted and campuses will not be required to offer a period of prayer and reading as described above; and

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD THAT:

The Lockhart Independent School District shall adopt a policy requiring every campus of Lockhart ISD to provide a period of prayer and reading of the Bible or other religious text as provided by Section 25.0823, Education Code.

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Lockhart Independent School District during a lawfully called meeting on **February 23, 2026**. A quorum of the Board being then present, a motion was made to accept the resolution and seconded, and the following vote occurred, resulting in the [adoption / rejection] of this resolution:

Ayes: _____
Noes: _____

Abstentions _____

Michael Wright, Board President

Dr. Barbara Sanchez, Board Secretary

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item:

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION:

DEPARTMENT:

DISTRICT GOAL(S) ALIGNMENT:

1. Create innovative opportunities for ALL students to prepare for success beyond graduation.
2. Every campus will have an A rating by 2028 through exemplary teaching and student-centered learning.
3. Cultivate an environment where our employees choose Lockhart Independent School District.

AGENDA TITLE:

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

The administration recommends that the Board of Trustees approve DGA Local and FNA Local policies.

RECOMMENDED MOTION:

"I move that the Board approve DGA (Local) and FNA (Local) policies as presented".

PROPOSED REVISIONS

Please ensure the position is included for the highlighted section below.

An employee’s participation in community, political, or employee organization activities shall be entirely voluntary and shall not:

1. Interfere with the employee’s performance of assigned duties and responsibilities.
2. Result in any political or social pressure being placed on students, parents, or staff.
3. Involve trading on the employee’s position or title with the District.

Use of District Facilities

Organizations representing professional, paraprofessional, or support employees may use District facilities with prior approval of the appropriate administrator. Other groups composed of District employees may use District facilities in accordance with policy GKD.

Prayer and Reading of Bible or Other Religious Text

In accordance with the resolution adopted by the Board, each school day each campus shall provide an opportunity for employees to participate in a period of prayer and reading of the Bible or other religious text.

General Provisions

The ***[insert position title that designates meeting time and location]*** shall designate the appropriate location and time for the period of prayer and reading of the Bible or other religious text in accordance with law. The period designated for prayer and reading of the Bible or other religious text shall not be substituted for instructional time.

No prayer or reading of the Bible or other religious text shall occur over a District facility’s public address system.

Consent Forms

An employee who wishes to participate in the period of prayer and reading of the Bible or other religious text must submit the following:

1. A signed consent form that includes an acknowledgement that the employee has a choice whether to participate in the period of prayer and reading of the Bible or other religious text;
2. A statement that the employee has no objection to participating in or hearing of the prayers or readings offered during the period; and

EMPLOYEE RIGHTS AND PRIVILEGES
FREEDOM OF ASSOCIATION

DGA
(LOCAL)

3. An express waiver of the employee's right to bring a claim under state or federal law arising out of the adoption of this policy, including a claim under the First Amendment, Establishment Clause in the United States Constitution or a related federal law, releasing the District and District employees from liability for those claims brought in state or federal court.

If the employee has not submitted a consent form or has revoked a previous consent form, no prayer or reading of the Bible or other religious text shall take place in that employee's physical presence, within the hearing of that employee, or in another manner that would constitute an injury in fact within the meaning of the United States or Texas Constitution.

PROPOSED REVISIONS

Please ensure the position is included for the highlighted section below.

Prayer and Reading of Bible or Other Religious Text

In accordance with the resolution adopted by the Board, each school day each campus shall provide an opportunity for students to participate in a period of prayer and reading of the Bible or other religious text.

General Provisions

The *[insert position that designates meeting time and location]* shall designate the appropriate location and time for the period of prayer and reading of the Bible or other religious text in accordance with law. The period designated for prayer and reading of the Bible or other religious text shall not be substituted for instructional time.

No prayer or reading of the Bible or other religious text shall occur over a District facility's public address system.

Consent Forms

A student who wishes to participate in the period of prayer and reading of the Bible or other religious text must submit a consent form signed by their parent or guardian that includes:

1. An acknowledgement that the student has a choice whether to participate in the period of prayer and reading of the Bible or other religious text;
2. A statement that the parent or guardian has no objection to the student's participation in or hearing of the prayers or readings offered during the period; and
3. An express waiver of the student's and parent's or guardian's right to bring a claim under state or federal law arising out of the adoption of this policy, including a claim under the First Amendment, Establishment Clause in the United States Constitution or a related federal law, releasing the District and District employees from liability for those claims brought in state or federal court.

If the parent or guardian has not submitted a consent form or has revoked a previous consent form, no prayer or reading of the Bible or other religious text shall take place in that student's physical presence, within the hearing of that student, or in another manner that would constitute an injury in fact within the meaning of the United States or Texas Constitution.

Designation of Limited Public Forum

The District hereby creates a limited public forum for student speakers at all school events at which a student is to publicly speak. For each speaker, the District shall set a maximum time limit reasonable and appropriate to the occasion.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT EXPRESSION

FNA
(LOCAL)

**Student Expression
of Religious
Viewpoints**

The District shall treat a student's voluntary expression of a religious viewpoint, if any, on an otherwise permissible subject in the same manner the District treats a student's voluntary expression of a secular or other viewpoint on an otherwise permissible subject and shall not discriminate against the student based on a religious viewpoint expressed by the student on an otherwise permissible subject. Student expression on an otherwise permissible subject may not be excluded from the limited public forum because the subject is expressed from a religious viewpoint.

**Eligibility and
Selection of Student
Speakers**

For events at which a student is to make an introductory statement, the District shall establish, through administrative guidelines, a method based on neutral criteria for the selection of such introductory speakers. Any other student speaker at a school event shall be chosen to speak based on neutral criteria.

Certain students who have attained special positions of honor in the school have traditionally addressed school audiences from time to time as a tangential component of their achieved positions of honor. Nothing in this policy eliminates the continuation of the practice of having these students address school audiences in the normal course of their respective positions.

*Content of
Student
Introductions*

The subject of the student introductions must be related to the purpose of the event and to the purpose of marking the opening of the event, honoring the occasion, the participants and those in attendance, bringing the audience to order, and focusing the audience on the purpose of the event. The student introducing a school event may not engage in speech that:

- Is obscene, vulgar, offensively lewd, or indecent;
- Creates reasonable cause to believe that the speech would result in material and substantial interference with school activities or the rights of others;
- Promotes illegal drug use;
- Violates the intellectual property rights, privacy rights, or other rights of another person;
- Contains defamatory statements about public figures or others; or
- Advocates imminent lawless action and is likely to incite or produce such action.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT EXPRESSION

FNA
(LOCAL)

*Disclaimer at
Events with
Introductory
Speaker*

Introductory speech delivered by a student under this policy is the private speech of the student and will not reflect the endorsement, sponsorship, position, or expression of the District. For as long as a need exists to dispel confusion over the District's nonsponsorship of student speech, at each event at which a student speaks, the District will state, in writing, orally, or both that the student's speech does not reflect the endorsement, sponsorship, position or expression of the District.

The disclaimer shall be a statement such as "The student giving the introduction for this event is a volunteering student selected on neutral criteria to introduce the event. The content of the introduction is the private expression of the student and does not reflect the endorsement, sponsorship, position, or expression of the District."

*Disclaimer at
Graduation
Ceremonies*

For all graduation ceremonies, a written disclaimer shall be printed in the graduation program that states, "The students who will be speaking at the graduation ceremony were selected based on neutral criteria to deliver messages of the students' own choices. The content of each student speaker's message is the private expression of the individual student and does not reflect any position or expression of the school District or the Board of Trustees, or the District's administration, or employees of the District, or the views of any other graduate. The contents of these messages were prepared by the student volunteers, and the District refrained from interaction with student speakers regarding the student speakers' viewpoints on permissible subjects."

**Religious
Expression in Class
Assignments**

A student may express his or her beliefs about religion in homework, artwork, and other written and oral assignments free from discrimination based on the religious content of the student's submission. Homework and classroom work shall be judged by ordinary academic standards of substance and relevance and against other legitimate pedagogical concerns identified by the school. A student shall not be penalized or rewarded because of religious content. If a teacher's assignment involves writing a poem, the work of a student who submits a poem in the form of a prayer (for example, a psalm) should be judged on the basis of academic standards, including literary quality, and not penalized or rewarded because of its religious content.

**Freedom to Organize
Religious Groups
and Activities**

Students may organize prayer groups, religious clubs, "see you at the pole" gatherings, and other religious gatherings before, during, and after school to the same extent that students are permitted to organize other noncurricular student activities and groups. [See FNAB] Religious groups shall be given the same access to school facilities for assembling as is given to other noncurricular groups

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT EXPRESSION

FNA
(LOCAL)

without discrimination based on the religious content of the groups' expression. If student groups that meet for nonreligious activities are permitted to advertise or announce the groups' meetings, for example, by advertising in a student newspaper, putting up posters, making announcements on a student activities bulletin board or public address system, or handing out leaflets, school authorities shall not discriminate against groups that meet for prayer or other religious speech. School authorities may disclaim sponsorship of noncurricular groups and events, provided the disclaimer is administered in a manner that does not favor or disfavor groups that meet to engage in prayer or other religious speech.

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item:

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION:

DEPARTMENT:

DISTRICT GOAL(S) ALIGNMENT:

1. Create innovative opportunities for ALL students to prepare for success beyond graduation.
2. Every campus will have an A rating by 2028 through exemplary teaching and student-centered learning.
3. Cultivate an environment where our employees choose Lockhart Independent School District.

AGENDA TITLE:

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

The Administration recommends that the Board adopt the Board Resolution authorizing payment of employees during the winter storm closure, as presented.

RECOMMENDED MOTION:

"I move that the Board adopt the Board Resolution authorizing payment of employees during the winter storm closure, as presented."

**LOCKHART ISD BOARD RESOLUTION
REGARDING SCHOOL CLOSURE**

WHEREAS, the Lockhart Independent School District (“Lockhart ISD” or “the District”) was closed on January 26, 2026 and two hours delay start on January 27, 2026 as a result to dangerous driving conditions caused by ice accumulation from a winter storm which made it impossible to conduct District operations;

WHEREAS, the District employs approximately 864 individuals, some of whom are employed on a contract basis and others at will, each of whom contributes to the District’s work to educate the approximately 6,736 students who attend our schools and who we are charged to keep safe;

WHEREAS, the Board of Trustees has determined that it serves the public purpose of the District that all employees who were scheduled to work during an emergency closure be compensated as usual during emergency school closures, as doing so will safeguard the health of our children, our families, our staff, and our community;

WHEREAS Lockhart ISD Board Policy DEA (Local) provides that the Board may choose to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date; and,

WHEREAS, the Lockhart ISD Administration will take appropriate and available measures to ensure an expedient and safe return to normal school operations, as well as careful stewardship of the District’s financial resources during this time; as such, appropriate controls are in place to ensure the public purpose of the District is secured;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Lockhart Independent School District that at an open meeting held on the 23rd day of February 2026, the Board of Trustees voted, by a vote of ___ “for,” ___ “against,” and ___ abstaining, to approve continued compensation for all employees who were scheduled to work during an emergency closure according to normal work and salary schedules during any period of closure associated with the District’s response to the winter storm.

Adopted this 23rd day of February 2026, by the Lockhart Independent School District Board of Trustees.

Signed:

Attest:

Michael Wright, President

Dr. Barbara Sanchez, Secretary

Lockhart Independent School District Board of Trustees

Date of Board Meeting: 02/23/2026

Agenda Item: 8-H

AGENDA SECTION:

Communication

READING:

First

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION:

No Action Required

DEPARTMENT:

School Safety

DISTRICT GOAL(S) ALIGNMENT:

1. Create innovative opportunities for ALL students to prepare for success beyond graduation.
2. Every campus will have an A rating by 2028 through exemplary teaching and student-centered learning.
3. Cultivate an environment where our employees choose Lockhart Independent School District.

1, 2, & 3

AGENDA TITLE:

Districtwide Intruder Detection Audit Report Findings

BACKGROUND INFORMATION:

The top priority of Lockhart ISD and the State of Texas is keeping students and staff safe every day. The Texas Education Agency recently conducted an Intruder Detection Audit at one or more of our campuses. The audits test whether a campus is accessible to an unauthorized individual. This audit seeks to help districts identify how campuses can improve safety for students, such as ensuring exterior doors are locked and provides an opportunity to create a safer learning environment for our students and staff.

We are working closely with our School Safety & Security Committee to ensure that we are training all our staff and securing our doors for the protection of everyone on our campuses. The support from the state in conducting the Intruder Detection Audits is just one of the many actions we are taking to ensure our schools are safe. We know that this work does not end, and we appreciate the Board's support.

We acknowledge that parents and community members are interested in the details of the audit results. However, it is in the best interest of the students that we do not share this information with the broader public as it could lead to compromising important campus security information. Specific details of the Intruder Detection Audit will be discussed in the executive session and with the Safety and Security Committee. Lockhart ISD is committed to providing a safe and secure learning environment for our students and staff.

ATTACHMENT(S):

N/A

RECOMMENDATION:

N/A - Communication only

RECOMMENDED MOTION:

N/A - Communication only

Lockhart Independent School District Board of Trustees

Date of Board Meeting: 02/23/2026

Agenda Item: 10-A

AGENDA SECTION:

Communication/Action

READING:

First

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION:

Approve

DEPARTMENT:

Superintendent

DISTRICT GOAL(S) ALIGNMENT:

1. Create innovative opportunities for ALL students to prepare for success beyond graduation.
2. Every campus will have an A rating by 2028 through exemplary teaching and student-centered learning.
3. Cultivate an environment where our employees choose Lockhart Independent School District.

1, 2, & 3

AGENDA TITLE:

Consideration and /or Possible Action Regarding Superintendent's Performance Goals

BACKGROUND INFORMATION:

On an annual basis, the Board and Superintendent construct performance goals on which the Superintendent will be evaluated.

ATTACHMENT(S):

N/A

RECOMMENDATION:

The Administration recommends that the Board approve the Superintendent's performance goals as discussed.

RECOMMENDED MOTION:

"I move that the Board approve the Superintendent's performance goals as discussed in closed session."