

Regular Meeting

Notice is hereby given that on Tuesday, February 24, 2026, the Board of Education of the Fort Worth Independent School District will hold a Regular Meeting beginning at 5:30 PM at the Fort Worth Independent School District Service Center 7060 Camp Bowie Boulevard. This meeting will be streamed and archived on [Fort Worth ISD's Live YouTube channel](#), and on the [FWISD Video on Demand site](#). The subjects to be discussed or considered or upon which any formal action may be taken are listed on the agenda which is made a part of this notice. Items do not have to be taken in the order shown on this meeting notice.

The Guidelines for Public Comment are on the [Board of Education Webpage](#) and include information regarding meeting decorum. Individuals may sign-up for public comment calling 817-814-1920 by 4:00 PM the day of the meeting and may sign-up at the meeting location until 5:20 PM. Individuals may send public comment by written statement via email to boardmeetings-publiccomment@fwisd.org by 12:00 PM the day of the meeting. Written statements will be shared with the Board of Trustees prior to the meeting and will not be read aloud during the meeting.

Those who need a sign language interpreter, please call 817-814-1920 by 12 PM Monday, February 23, 2026.

FORT WORTH INDEPENDENT SCHOOL DISTRICT REGULAR MEETING

Page

1. 5:30 PM - CALL REGULAR MEETING TO ORDER - BOARD ROOM

2. PLEDGES, VISION, AND MISSION

Led by Diamond Hill-Jarvis HS JROTC Cadets

3. RECOGNITIONS

A. Recognition of Student Greeters

B. Texas School Public Relations Association (TSPRA)

1. Partner in Public Education Award

2. President - Elect

4. PUBLIC COMMENT

5. SUPERINTENDENT REPORT

[Superintendent Report February-2026.pdf](#) 

8 - 21

6. COMMENTS BY BOARD MEMBERS OR SUPERINTENDENT ON CURRENT DISTRICT ACTIVITIES AND ANNOUNCEMENTS

7. Board Review of Student Expulsion Appeal (Convene in Close Session, if necessary)

8. EXECUTIVE SESSION

The Board will convene in closed session as authorized by the Texas Government Code Chapter §551.

- A. Seek the Advice of Attorneys (Texas Government Code §551.071)
 - 1. Discussion of Proceedings Before the State Office of Administrative Hearings Concerning the Commissioner of Education's Decision to Appoint a Board of Managers and a Conservator and Related Board Actions
 - 2. Discussion of Trustee's Resignation and related Board Actions, Consistent with Applicable Law
 - 3. Board Review of Student Expulsion Appeal
 - 4. To discuss participation in first party insurance litigation involving pursuit of recovery of insured but unpaid property damages and losses sustained by Fort Worth Independent School District and entering into a contingency fee contract with O'Hanlon, Demerath & Castillo, PC and Raizner Slania, LLP to represent the District.

- B. Student Discipline Matter (Texas Government Code 551.082)
 - 1. Board Review of Student Expulsion Appeal

- C. Deliberation Regarding the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee, Including but Not Limited to Action Items Related to the Recommendation to Terminate Certain Continuing Contract Employees for Good Cause, the Recommendation to Terminate Certain Term Contract Employees for Good Cause and the Recommendation to Terminate Certain Probationary Contract Employees for Good Cause (Texas Government Code §551.074)






- D. Security Implementation (Texas Government Code §551.076)
 - 1. Intruder Audit Findings and Corrective Action

- E. Real Property (Texas Government Code §551.072)



9. CONSENT AGENDA ITEMS

(Action by the Board of Education in adopting the "Consent Agenda" means that all items appearing herein are adopted by one single motion, unless a member of the Board requests that such item be removed from the "Consent Agenda" and voted upon separately.)




Lone Star Governance, Board of Education

- | | | |
|----|---|---------|
| A. | Consider and Take Possible Action to Approve the Board's Quarter 4 Self-Evaluation
FWISD Q4 2025 Self-Evaluation.pdf  | 22 |
| B. | Consider and Take Possible Action to Approve the Board's Self-Constraints
Fort Worth ISD Self-Constraints 1-13-26.pdf  | 23 |
| C. | Approve First Reading AE(LOCAL)
Consent Item - AE (LOCAL).pdf  AE(LOCAL) - Updates.docx  | 24 - 28 |
| D. | Consider and Take Possible Action to Approve of Board Operating Procedures
FWISD Board Operating Procedures Manual 1-13-26 Adjustments.pdf
 | 29 - 51 |


Dr. Karen Molinar, Superintendent

- | | | |
|----|--|---------|
| E. | Approve Board of Education Meeting Minutes
Special Meeting - Jan 13 2026 - Minutes - Html 
Regular Meeting - Jan 20 2026 - Minutes - Html  | 52 - 68 |
|----|--|---------|



Legal and District Records Management, Sidney Pounds, Assistant General Counsel

- | | | |
|----|--|---------|
| F. | Approval of the Outside Employment for District Administrators - H.B. 3372
Outside Employment Approval February 2026.docx  | 69 |
| G. | Approve Second Reading for Revisions to Board Policy DC (LOCAL) & DCD (LOCAL) - Relating to Delegation of Hiring Authority
DC and DCD (LOCAL).pdf  DC(LOCAL) Redlined.docx  | 70 - 76 |

Business and Finance, Darla Moss, Chief Financial Officer


- H. Approve The Quarterly Investment Report For The Period: 77 - 91
October 1, 2025 – December 31, 2025
[Quarterly Report Board Item 2.24.26.docx](#) 
[Quarterly Investment Report-12-31-2025.pdf](#) 
- I. Approve Budget Amendment For Period Ending January 31, 92 - 95
2026
[Consent - Budget Amendment 1.31.2026.docx](#) 
[Budget Amendment January 31, 2026 Attachments.pdf](#) 
- J. Approve the Third Amendment for the Advisory Agreement 96 - 99
Between Fort Worth Independent School District and Public
Trust
[Consent-Public Trust 2.24.26..docx](#) 
[Fort Worth ISD Amendment 1.26.pdf](#) 
- K. Approve Renewal of Provider Services for the District’s School 100 - 101
Health and Related Services (SHARS) Program
[Provider Services.docx](#) 

School Leadership, Dr. Priscila Dilley, Chief of Schools

- L. Approve Contract for Master Scheduling Efficiency Solution 102 - 104
[Agenda Item Form A Timely AI.docx](#) 
[2026 Fort Worth ISD Timely Schools Quote.pdf](#) 

Operations, Kellie Spencer, Deputy Superintendent

Capital Improvement Program, Carl Alfred, Senior Officer

- M. Approve the Closeout of the Contract and Authorize Final 105 - 106
Payment for the Diamond Hill-Jarvis High School Marquee
Project in Conjunction with the 2017 Capital Improvement
Program
[2026.02 CIP17 DHJHS Closeout- Marquee.docx](#) 
- N. Approve the Closeout of the Contract and Authorize Final 107 - 108
Payment for the Diamond Hill-Jarvis High School Restroom

Facility Project in Conjunction with the 2017 Capital Improvement Program

[DHJHS Closeout- Restrooms.docx](#) DHJHS 

Technology, Dr. Eric Upchurch, Chief Technology Officer

- O. Approve Purchase for District Email Security Services

109 - 112

[BAC Mimecast 26-27.docx](#)  [Q Mimecast 26-27.pdf](#) 





10. ACTION AGENDA ITEMS

- A. Item(s) Removed from Consent Agenda
- B. Board Deliberation and Render Decision, if any, on the Student Expulsion Appeal
- C. Consideration and Adoption of Resolution Approving Contingent Fee Legal Services Contract, including Findings Needed for Submission of Contingent Fee Legal Services Agreement and Request for Expedited Review by the Texas Attorney General
- D. Consideration and Adoption of Contingent Fee Legal Services Agreement with O’Hanlon, Demerath & Castillo, PC and Raizner Slania, LLP
- E. Approve Authorization of Board Counsel to Take All Necessary and Appropriate Actions to Protect the District's Interests Concerning the Commissioner of Education's Decision to Appoint a Board of Managers and a Conservator
- F. Approve Authorization of Board Counsel to Coordinate and Implement the Trustee Appointment Process and Related Board Actions, Consistent with Applicable Law and Board Direction



Dr. Karen Molinar, Superintendent

Legal and District Records Management, Sidney Pounds, Assistant General Counsel

- G. Approve Proposed Termination of Certain Probationary Contract Employees for Good Cause Pursuant to Chapter 21 of the Texas Education Code

- H. Approve Proposed Termination of Certain Term Contract Employees for Good Cause Pursuant to Chapter 21 of the Texas Education Code
- I. Approve Proposed Termination of Certain Continuing Contract Employees for Good Cause Pursuant to Chapter 21 of the Texas Education Code
- J. Consider and Take Action to Void the Contract of Certain Employees for Lack of Texas Educator Certification Pursuant to Chapter 21 of the Texas Education Code
- K. Consider and Take Action on Senate Bill 11 Resolution Regarding Period of Prayer and Reading of Religious Text During the School Day 113 - 115
[Action Item - SB 11 Resolution.pdf](#)  [Model Resolution \(1\).pdf](#) 
- L. Approve Resolution to Ratify Wage Continuation Payments for Employees During Emergency Closures 116 - 119
[Action Item - Pay Resolution.docx](#) 
[Pay Resolution - Winter Weather Closure.docx](#) 

School Leadership, Dr. Priscila Dilley, Chief of Schools

- M. Approve Workforce Solutions of Tarrant County Contract Amendment Budget Increase with Fort Worth Independent School District Office of Adult Education for the 2025-2026 Adult Education Program 120 - 142
[Amendment 1 Workforce Solutions TC Contract.docx](#) 
[TCWDB FWISD Contract Amendment 1 FY 2025-2026.pdf](#) 

Operations, Kellie Spencer, Deputy Superintendent

Athletics, J.J. Calderon, Executive Director

- N. Approve Turf Replacements at Western Hills High School, O.D. Wyatt High School, and Paul Laurence Dunbar High School Utilizing Program Contingency and Interest Funds in Conjunction with the 2017 Capital Improvement Program 143 - 153
[HS Track and Turf Project.docx](#) 
[FWISD Phase 3, TX - Hellas Proposal \(2.2.26\).pdf](#) 

11. ADJOURN

Superintendent's Report

Strategic Priority Update

Dr. Karen C. Molinar, Superintendent
Tuesday, February 24, 2026

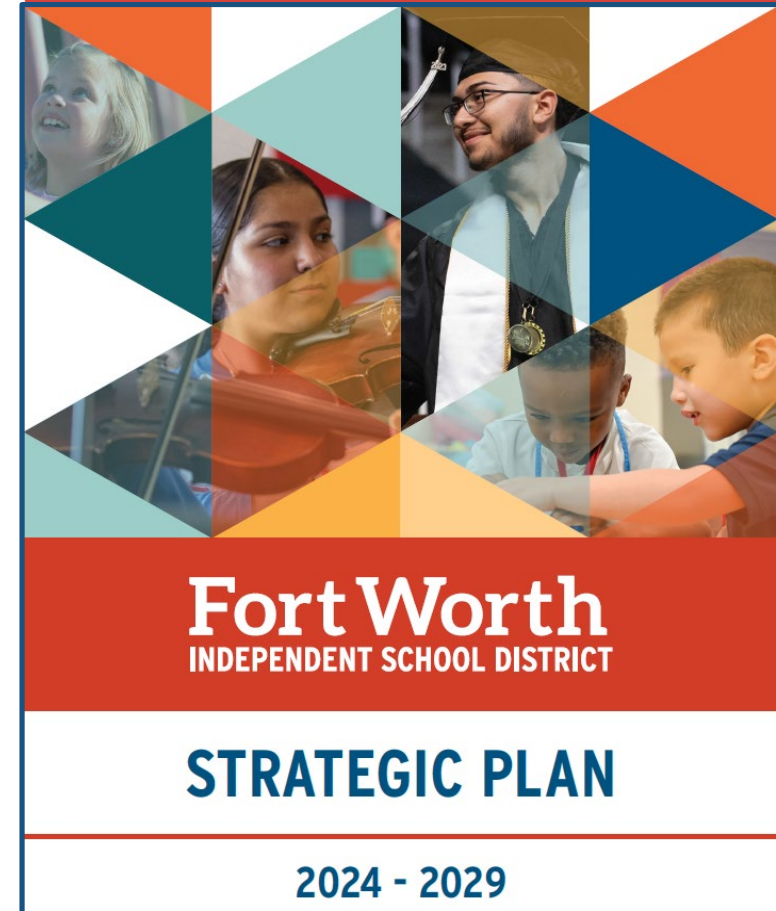
DRAFT



Strategic Priority 2 Student and Family Engagement

Student Discipline: Reduce disproportionality (inequality) in identification of African American students in discipline reports to be representative of FWISD population.

Goal 2.1: Increase student participation rates for Athletics, Fine Arts and JROTC programs.





2 Student & Family Engagement

Student Discipline Disproportionality

Reduce disproportionality (inequality) in identification of African American (AA) students in discipline reports to be representative of FWISD population.

Differential (Points) of African American Students in Discipline Reports		
2025 End of Year Actual	As of 3rd Six Weeks	2026 Target
16 Points	15 Points	12 Points

African American (AA) Students Enrollment & Referrals	
Metric	Value
AA Enrollment Count	15,497 (20%)
AA Referrals Count	6,017 (35%)

Strategic Plan Goals were revised in December 2025 to align with Lone Star Governance, the District will continue to monitor discipline as a student engagement progress measure.

Student Participation Rates

Increase student participation rates for Athletics, Fine Arts, and JROTC programs.

Athletics, Fine Arts, and JROTC Enrollment

Date	Fine Arts	Athletics & PE	Junior Cadet Corps (JCC)	JROTC
Baseline Sept 2025	53,746 Students	43,032 Students	1,614 Students	1,687 Students
Current Feb 2026	49,455 Students	47,549 Students	1,646 Students	1,661 Students

Data Source: Student Information System Course Enrollment; Values include students across all grade levels; PE reflects students enrolled in courses coded with a Credit Code of PE or a StateCourseID of 84200XXX, which includes PE/Athletics courses offered for Local Credit.

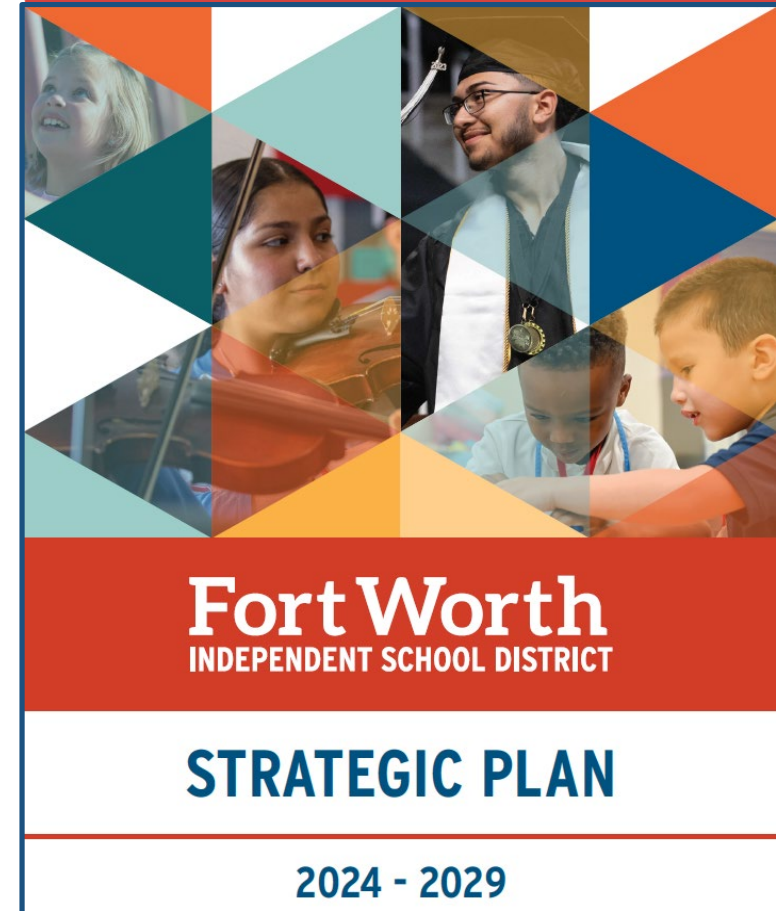


2 Student & Family Engagement

Strategic Priority 2 Student and Family Engagement

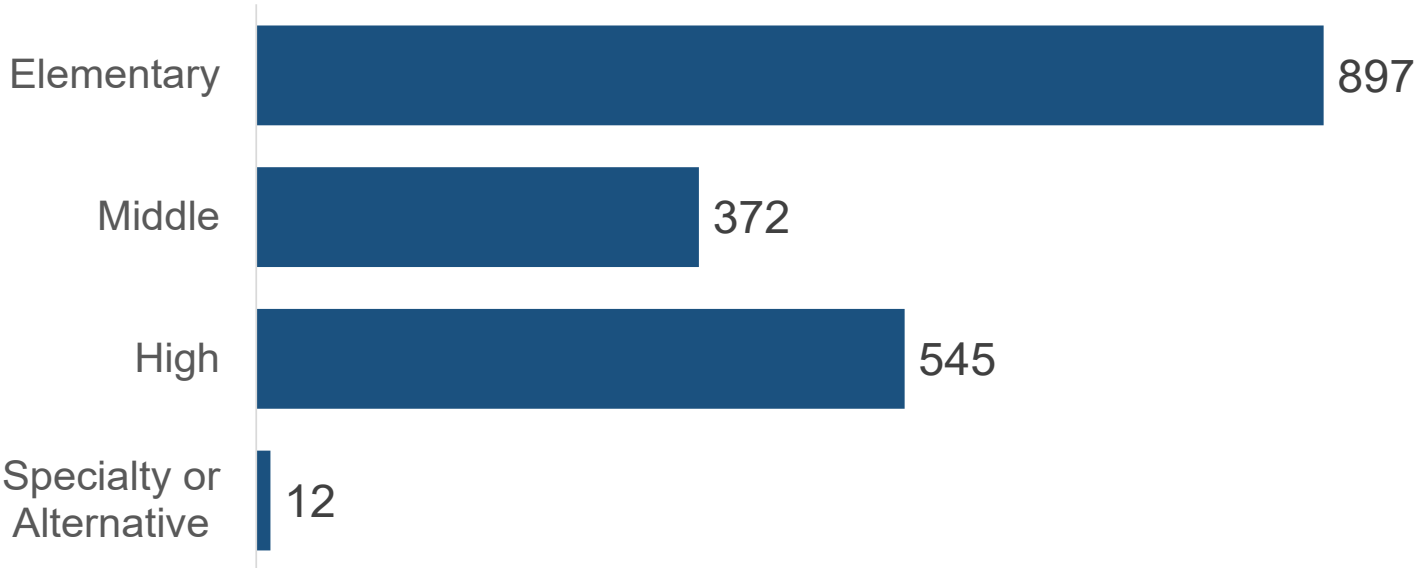
Goal 2.6 Improve parent perceptions based on school improvement survey.

District surveys were open from December 16 to February 1. The family survey was designed to gather key feedback to monitor our strategic plan goal. The survey was anonymous and available multiple languages.



Family Engagement Survey Results

Response Count by Level



1,826
Total Responses

Total response count is high enough for data validity, reliability and projectability for District level results

Strategic Plan Fall Baselines



2 Student & Family Engagement

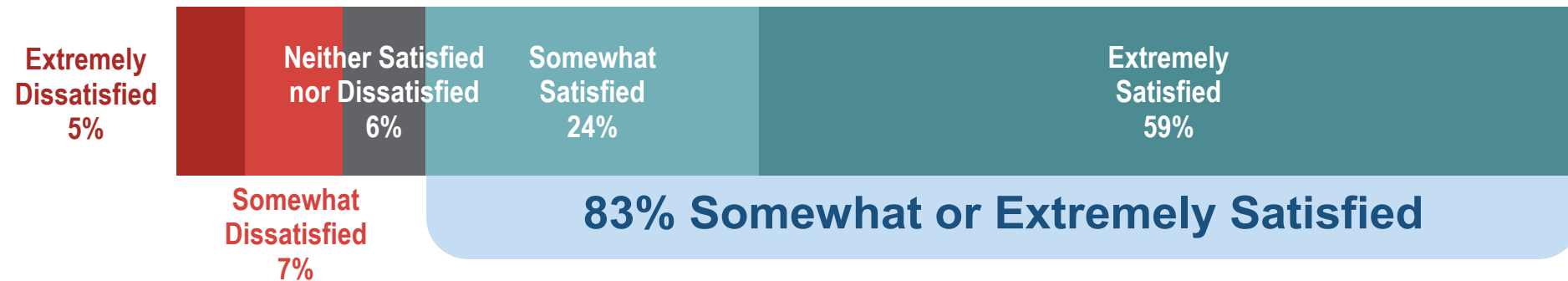
Strategic Priority 2 Goals	Data Source	Baseline
2.1 Increase student participation rates for Athletics, <u>Fine Arts</u> and JROTC programs.	Student Information System Course Enrollment <u>Fine Arts</u>	53,746 students
2.2 Increase student participation rates for after school and community partnership programs.	Fort Worth After School As of October 30, 2025	3,048 students
2.3 Reduce the percent of students who are chronically absent (absent more than 10% of the school year).	Student Information System	17.08% October 31
2.4 Increase Parent Portal usage.	Student Information System Count of active students having enabled parent portal accounts	50,000 students
2.5 Increase the percentage schools with PTA / PTO organizations to improve family engagement with our schools.	Parent Partnerships	91 PTA / PTO
2.6 Improve parent perceptions based on school improvement survey.	District Survey Launch December 2025	83% Somewhat or Extremely Satisfied

Fort Worth ISD Family Engagement Survey Results

4.3 Average Overall School Satisfaction

Overall, how satisfied are you with your child's school?

Scale: 1 Extremely Dissatisfied to 5 Extremely Satisfied



Average is calculated out of 5, with higher scores as more positive.

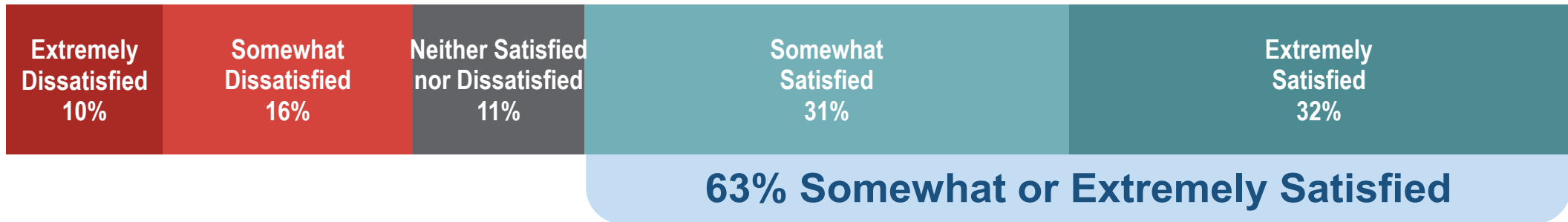
Fort Worth ISD Family Engagement Survey Results

3.6

Average Overall
District Satisfaction

Overall, how satisfied are you with the school district?

Scale: 1 Extremely Dissatisfied to 5 Extremely Satisfied



Average is calculated out of 5, with higher scores as more positive.

Fort Worth ISD Family Engagement Survey Results

40

 Net Promoter Score

On a scale from 0 (Not at all likely) to 10 (Extremely likely), how likely are you to recommend your child's school to a friend or family member?



Net Promoter Score (NPS) is the gold standard of customer experience metrics. It measures customer loyalty by looking at their likelihood of recommending.

Promoters respond with a score of 9 or 10 and are typically loyal and enthusiastic.

Passives respond with a score of 7 or 8. They are satisfied but not happy enough to be considered promoters.

Detractors respond with a score of 0 to 6. These are unhappy stakeholders who may even discourage others.

Fort Worth ISD Family Engagement Survey Results

40

Net Promoter Score

How is Net Promoter Score calculated?

Subtract the percentage of Detractors (20%) from the percentage of Promoters (60%).

$$\text{😊} \% - \text{😡} \% = \text{NPS}$$

What is a Good Net Promoter Score?

Creators of NPS, Bain & Company, suggest a score:

- Above 0 is good
- Above 20 is favorable
- Above 50 is excellent
- Above 80 is world class

To See More Survey Results Visit:

<https://bit.ly/4axUfmE>

Pre-K and New Student Pre-Registration

Step 1: February 2 – March 31

The pre-registration form will be available for families to complete for all Pre-K and students that are new to Fort Worth ISD.

Step 2: April 1

Begin Enrollment in Parent Portal

Step 3: August 1

Back-to-School Forms



2 Student
& Family
Engagement

Current Students

We got you covered!

Current students will be rolled over to their current school or to their new campus.

Skip to Step 3: August 1

Back-to-School Forms



What Parents Need to Know

February 16 Conference Day Photos



Fort Worth

INDEPENDENT SCHOOL DISTRICT

MISSION

*Preparing ALL students for success
in college, career, and community leadership.*

QUARTERLY PROGRESS TRACKER						
School Board: Fort Worth ISD				Date: January 13, 2026		Quarter: 4
Framework	Three Quarters Ago	Two Quarters Ago	One Quarter Ago	Current Quarter	Next Quarter	Total Possible Points
Vision and Goals 1			0	12	12	15
Vision and Goals 2			0	1	12	15
Vision and Goals 3			0	3	9	10
Vision and Goals 4			0	1	4	5
Progress and Accountability 1			0	0	4	15
Progress and Accountability 2			0	0	0	5
Systems and Processes			0	0	4	15
Advocacy and Engagement			0	0	1	10
Synergy and Teamwork			0	1	3	10
TOTAL SCORE	0	0	0	18	49	100

By signing below, I affirm that the Lone Star Governance Integrity Instrument was completed and is accurate			
<i>Board Member Signatures:</i>	% Student Outcome Adult Behavior Minutes	Vote Count For	Vote Count Against
	31%		

EVALUATION NOTES

The Standard of evidence for items where board action is required will be the minutes of the meeting during which the Board voted to take the described action. Where an opinion of the Board is required, a resolution or vote passed by the Board will meet the standard of evidence. Any Board completing a self-evaluation using the LSG Integrity Instrument that is supported or reviewed by an LSG Coach may submit the review for the LSG Leaderboard. If the Board would like their self-evaluation reviewed by an LSG Coach, please email the completed LSG Integrity Instrument to LSG@tea.texas.gov.

Fort Worth ISD Board Self-Constraints	
BOARD OR BOARD MEMBERS SHALL NOT...	
Dedicate less than 50% of public meeting time to student outcomes.	
Give or appear to give directives, instructions or unsolicited operational advice to District staff, including around personnel decisions.	
Act in a manner contrary to the Board Operating Procedures.	
Go without hosting at least two LSG-qualifying community meetings within in a 12-month period.	

January 13, 2026

FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
February 24, 2026

TOPIC: APPROVE FIRST READING - REVISIONS TO BOARD POLICY AE (LOCAL)

EXECUTIVE SUMMARY:

Board Policy AE (LOCAL) addresses the Educational Philosophy of the District and includes policy provisions related to Board's Lone Star Governance Student Outcome Goals, Board Constraints, and Superintendent Constraints. In November 2025, the Board voted to approve updates to their Board Goals and Superintendent Constraints. The recommended revisions to AE(LOCAL) are necessary to ensure the policy aligns with the recently approved goals and constraints.

RECOMMENDATION:

Approve Revisions to Board Policies AE (LOCAL) – First Reading

STRATEGIC PRIORITY:

1 - Student Academic Excellence

PROVIDER(S)/VENDOR(S):

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Districtwide

INFORMATION SOURCE:

Sid Pounds, Asst. General Counsel

Mission Statement	Preparing all students for success in college, career, and community leadership.
Lone Star Governance Board's Role	<p>The Board shall:</p> <ol style="list-style-type: none">1. Ensure creation of a shared mission that promotes improved student outcomes. The Board shall accomplish this by incorporating the District's mission into student outcome goals, Superintendent's constraints, and Board constraints.2. Measure and communicate how well the mission is being accomplished. The Board shall accomplish this by collectively ensuring accountability through monthly monitoring of school system performance to ensure progress toward the mission and regular communications to the community.3. Provide guidance and direction for accomplishing the mission. The Board shall accomplish this by creating structure for the school system through distinct Board and Superintendent roles and responsibilities, which include selecting the Superintendent, delegating to the Superintendent the authority and responsibility to implement the Board's goals within law and the Superintendent's constraints, and considering and voting on the Superintendent's recommendations.4. Work with the Superintendent to lead the school system toward the mission. The Board shall accomplish this by behaving in a manner that demonstrates the unity of the Board and the school system.5. Promote the mission. The Board shall accomplish this by providing advocacy for students, families, staff, and stakeholders. <p>In carrying out the above activities, the Board shall at all times comply with the Education Code and other laws, as applicable.</p>
Superintendent's Role	<p>The Superintendent, as the Board's sole delegate (other than the internal auditor) for managing school system operations, shall be responsible for accomplishing the Board's student outcome goals within the boundaries provided by the Board's and Superintendent's constraints and state and federal law.</p> <p>State and federal law require Board adoption of policies on a variety of topics. The Board's adopted policies in the school system's local policy manual constitute compliance with these legal requirements. In accordance with state law, the Superintendent shall be responsible for preparing recommendations for policies to be adopted by the Board, overseeing implementation of adopted</p>

policies, and developing appropriate administrative regulations.
[See BP]

In recommending policies for Board adoption, the Superintendent shall identify when the Board is required to adopt a policy or has statutory decision-making authority that cannot be delegated to the Superintendent. Required Board policy addressing administrative issues shall be handled by consent agenda, with the Superintendent informing the Board of substantive changes. Any operational issues not required to be adopted by the Board shall be addressed in administrative regulations, and the Board shall take necessary steps to remove such issues from all policies in sections C–G of the District’s localized Board policy manual.

Board’s Student
Outcome Goals for
the Superintendent

The Board’s student outcome goals, as aligned with the school system mission, are to:

~~Goal 1: Early
Literacy~~

~~Increase the percentage of grade 3 students who score at “meets grade level” or higher on STAAR Reading from 34 percent to 47 percent by 2024.~~

~~Goal 2: Early
Math~~

~~Increase the percentage of grade 3 students who score at “meets grade level” or higher on STAAR Mathematics from 34 percent to 45 percent by 2024.~~

~~Goal 3: College
and Career
Readiness~~

~~Increase the percentage of students graduating with a CCMR indicator from 43 percent to 48 percent by 2024.~~

Goal 1: The percent of 3rd grade students that score meets grade level or above on STAAR English Language Arts and Reading (ELAR) will increase from 38% to 53% by 2030.

Goal 2: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 35% to 50% by 2030.

Goal 3: The percentage of graduates that meet the criteria for CCMR Outcomes Bonuses will increase from 19% to 47% by 2030.

Goal 4: By the end of 9 grade, the percent of students that score meets grade level or above on STAAR English I EOC will increase from 40% to 50%.

Goal 5: The percentage/ number of F-rated campuses will decrease from 9% to 0% by 2030.

Implementation

The Superintendent shall interpret and implement the Board's student outcome goals and, in consultation with the Board, shall select goal progress measures (GPMs) for each student outcome goal [see AE(EXHIBIT)]. For any school year during which the Board's student outcome goals are not met, the Superintendent shall make reasonable progress toward meeting the student outcome goals.

Board's Constraints
for the
Superintendent

In attaining the Board's student outcome goals, the Superintendent shall not:

- ~~1. Allow teachers to go without a districtwide evidence-based academic and behavioral intervention and support system.~~
- ~~2. Allow annual student attendance in Fort Worth ISD to decline below 92.43 percent.~~
- ~~3. Campuses to go without implementing Professional Learning Communities (PLCs) with fidelity at all campuses.~~

1. Allow the District to operate without a system designed to recruit, employ, develop and retain highly effective and qualified staff.
2. Allow the District to operate without implementing strategies to mitigate barriers to student engagement in extracurricular activities.
3. Allow the District to operate without a budget process that allocates resources in alignment with the District's strategic priorities.
4. Allow the District to operate without implementing strategies to monitor and improve operational efficiency.

~~The school system shall pursue a "System of Great Schools" theory of action in which the central administration devolves autonomy to schools, empowers parents to make choices, creates performance contracts with campuses, annually evaluates performance of and demand for schools, and makes strategic decisions regarding growing access to high-performing schools and addressing low performers. Campus performance contracts shall require each campus to accomplish the Board's student outcome goals while operating within the Board's other constraints.~~

The Superintendent shall interpret the Superintendent's constraints and, in consultation with the Board, shall select constraint progress measures (CPMs) for each constraint [see AE(EXHIBIT)].

EDUCATIONAL PHILOSOPHY

AE
(LOCAL)

Board's Constraints
for the Board

The Board shall operate within the Board's role, as defined above, and the Board's operating procedures. The Board, either collectively or through the actions of individual Board members, shall not:

~~4. Spend less than 50 percent of time during Board-authorized public meetings focused on student outcomes;~~

~~5. Give or appear to give operational advice or instructions to District staff;~~

~~6. Behave in a manner that erodes trust and respect among the Team of Ten.~~

1. Dedicate less than 50% of public meeting time to student outcomes.

2. Give or appear to give directives, instructions or unsolicited operational advice to District staff, including around personnel decisions.

3. Act in a manner contrary to the Board Operating Procedures.

4. Go without hosting at least two LSG-qualifying community meetings within in a 12-month period.

Board Self-
Evaluation

The Board shall conduct formative self-evaluations at least quarterly and, within 45 days prior to conducting the annual evaluation of the Superintendent, shall conduct an annual summative self-evaluation. The Board shall self-evaluate using the Quarterly Progress Tracker tool provided by Lone Star Governance.

Superintendent's
Evaluation

The Board shall annually evaluate the Superintendent based on the school system's achievement of the Board's student outcome goals and compliance with the Superintendent's constraints. Accomplishment of at least 80 percent of the annual targets for either the student outcome goals (GPM) or of the adopted progress measures (CPM) shall be an automatic indicator of success; below that threshold, the Board's judgment shall be the indicator of success.

PREPARING ALL STUDENTS FOR SUCCESS IN COLLEGE, CAREER, AND COMMUNITY LEADERSHIP.



Board of Trustees

Operating Procedures

Adoption Renewal: February 24, 2026



Welcome

The Fort Worth ISD is governed locally through a Board that is elected by voters within each district. Nine Trustees serve as single-member district representatives and for four-year terms. The Board of Education conducts the school program in accordance with the state constitution and the standards set by the Texas Education Agency. As a policy-making body, the Board delegates the day-to-day administration of the schools to the Superintendent and the professional staff.

Major responsibilities of the Board:

- to govern and oversee the management of the school District
- to set the policies for the Fort Worth ISD
- to adopt an annual budget and tax rate for each fiscal year
- to select and evaluate the superintendent of schools
- to foster good community relations

Because of the special trust associated with governing the Fort Worth ISD, members of the Board of Education commit to working together to achieve success.

Table of Contents

How are Board Members Elected?	4
Board of Trustees	5
Board Member Ethics	8
Conflicts of Interest	9
Trustee and Vendor Engagement	9
Outside Organizations Connected to Trustees	9
Board Meetings.....	9
Addressing the Board	10
Agenda Creation and Agenda Items	11
Agenda Inquiry and Response Process	12
Board-Adopted Strategic Framework	12
Board Meetings and Board Member Conduct	15
Board Officers and Members Authority	16
Board Officer Elections	17
Standards of Behavior	17
Communications	18
Conflict Resolution	18
Board Member Requests for Information and Communications with Staff.....	19
Concerns and Complaints.....	19
Media Inquiries	19
Campus Visits.....	20
Travel	20
Committees	21
Board Development	21
Advocacy	22
Board Evaluation of the Board	23
Superintendent’s Evaluation and Contract	23
Single-Member District Maps.....	23



How are Board Members Elected?

[Policies BBB(LEGAL) and BBB(LOCAL)]

The nine-member FWISD Board of Trustees consists of local citizens who provide an important public service to the Fort Worth community. They serve without monetary compensation. Board elections are held during the May uniform election date of odd numbered years with trustees serving four-year terms. Single-member districts 2, 3, 5 and 6 are held together and single-member districts 1, 4, 7, 8 and 9 are held together on a rotating basis. Each trustee is elected by residents within his/her district of residency by majority vote.

Board of Trustees



District 9

Roxanne Martinez, President

Roxanne Martinez is a graduate of Diamond Hill-Jarvis High School. She earned a B.S. in Journalism & Communications from the University of Florida and a Graduate Certificate in Marketing Management from the University of Dallas. Roxanne resides in Fort Worth with her husband and two kids, Serenity and Jayson and currently serves as a board member for the Fort Worth Hispanic Chamber of Commerce and on the marketing committee for Girls Inc. of Tarrant County. She also serves as Secretary of the Diamond Hill Jarvis Heritage Foundation. For over a decade, Roxanne and her husband have volunteered as coaches, mentors and board members for the Diamond Hill North Side Youth Association.



District 2

Tobi Jackson, First Vice President

Tobi Jackson is a parent, educator, and administrator. A lifelong resident of East Fort Worth who attended: Eastern Hills Elementary, Meadowbrook Middle School, and proudly graduated in 1978 from Eastern Hills High School. This FWISD education prepared her for a successful transition into college, where she received a B.A. from The University of Texas at Arlington and an M.S. from the University of North Texas. Coupled with over 3 decades of community service in Tarrant County, Ms. Jackson's focus is firmly planted in sustainable, outcomes driven efforts on behalf of ALL Fort Worth youth. She and husband Bruce have two children, Alexis and Zoie. Alexis is a 2018 graduate of FWISD. Zoie attends The I.M. Terrell VPA/STEM Academy of FWISD.



District 7

Dr. Michael Ryan, Second Vice President

Michael Ryan, Ed.D. and his wife, Michele, attend High Ridge Church in Benbrook. They have 2 married sons and 5 beautiful grandchildren. Dr. Ryan has served the greater Fort Worth community in multiple capacities including the Fort Worth After School Program and the T.C.U. Education Alumni Council. He attended Fort Worth ISD schools and is a 1969 graduate of Paschal High School. He was awarded Bachelor of Music Education ('74) and Bachelor of Science ('80) degrees from Texas Christian University. He received his M.S. in Education Administration from East Texas State University ('82) and was awarded his doctoral degree with a major in curriculum & instruction and instructional technology from Texas A&M University.



District 8

Anael Luebanos, Secretary

Anael Luebanos was born in Fort Worth then moved with his family to rural Mexico as a child. His parents knew that he would have more opportunities in the United States so a 15-year-old Anael took the bus to Fort Worth to live with relatives. He enrolled at Paschal High School and had to learn English fast. A group of excellent and patient teachers helped him to gain English proficiency. The hard work paid off as he was able to graduate with honors from Paschal High School and attended Texas Wesleyan University, where he received his Bachelor's degree and his MBA. Anael married his high school sweetheart, Anahi, and they have two beautiful children, one who is an elementary student in FWISD.

Dr. Camille Rodriguez, Board Member



District 1

Dr. Camille Rodriguez, Doctor of Podiatric Medicine, was born and raised on the historic North Side of Fort Worth, Texas. A proud product of FWISD schools, Dr Rodriguez graduated from the Honors Program at Paul Laurence Dunbar High School. She is the first in her family to graduate from a university having graduated with a full academic scholarship from a historically black college, Prairie View A&M University, with a Bachelor’s of Science degree in Biology. She is a life member of Delta Sigma Theta Sorority, Inc and has served on the boards of Artes de la Rosa Cultural Center for the Arts, All Church Home for Children, Ballet Folklorico Azteca de Fort Worth, Inc., and the Fort Worth Symphony Orchestra. She was recently elected a member of Fort Worth Dallas Metroplex Chums, Inc. chapter.

Quinton ‘Q’ Phillips, Board Member



District 3

Quinton “Q” Phillips is a native of Fort Worth born and raised on the eastside of the city in the Historic Stop Six Community. Quinton has spent over a decade helping to facilitate a cultural diversity and leadership camp for high school students and has now served the Multicultural Alliance for two decades. Quinton is a graduate of The Illustrious Paul Laurence Dunbar High School and a proud alumnus of Prairie View A&M University where he earned a Bachelor’s degree in Social Work. He is also a graduate of Palmer Theological Seminary at Eastern University where he received a Master’s in Theological Studies. Quinton is married to Diondria, and they have two sons, Quinton II and Austin.

District 4

Vacant

Kevin Lynch, Board Member



District 5

Kevin Lynch has dedicated his life to making our community a better place. He holds an MBA in Finance from the University of Alabama Birmingham and a bachelor’s degree in Speech Communications from the University of Georgia. Kevin is the founder of the men’s leadership organization F3 Fort Worth, and he co-founded Panther Prep Football. Kevin’s commitment to education extends to his involvement as a mentor at Alice Contreras Elementary and his dedicated work as a mentor with Academy 4 at Westcliff Elementary over the past two years. He and his wife, Stephanie, are the proud parents of five children attending FWISD, and this personal connection to the District fuels his drive to make a positive impact on the educational experience of every student.

Anne Darr, Board Member



District 6

Anne Darr currently serves as the Special Programs Coordinator at Education Service Center Region 11. She earned a Bachelor of Science in Deaf Education in 1989 and a Master of Education in Educational Administration in 2011, both from Texas Christian University. Anne brings a diverse range of experience to her role as Trustee, having served as an elementary and middle school classroom teacher, itinerant teacher, parent advisor for families of deaf and hard-of-hearing children (birth to age three), and teacher of homebound students. In addition to her leadership work, Anne is a writing project trainer with Abydos Learning International and has presented at conferences and in school districts across Texas. Anne and her husband, Rich, a retired educator, have three children, all proud graduates of Fort Worth Independent School District.

Board Member Ethics

What are the ethical requirements of board members? [Policy BBF(LOCAL)]

All FWISD board members shall promote the best interests of the District as a whole and, to that end, shall adhere to the following ethical standards:

Equity in Attitude

- I will be fair, just, and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself.
- I will encourage expressions of different opinions and listen with an open mind to others' ideas.

Trustworthiness in Stewardship

- I will be accountable to the public by representing District policies, programs, priorities, and progress accurately.
- I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
- I will work to ensure prudent and accountable use of District resources.
- I will make no personal promise or take private action that may compromise my performance or my responsibilities.

Honor in Conduct

- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decision as the decision of the Board.
- I will base my decisions on fact rather than supposition, opinion, or public favor.

Integrity of Character

- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.
- I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.

Commitment to Service

- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policymaking, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will avoid personal involvement in activities the Board has delegated to the Superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.

Student-Centered Focus

- I will be continuously guided by what is best for all students of the District.

Conflicts of Interest

In addition to Board Member ethics outlined in BBF(Local), Board Members will comply with all Conflict of Interest reports outlined in BBFA(Local). The Conflict of Interest form is provided by the Texas Ethics Commission and applies to any Board Member when he or she, or any member of the family, receives more than \$2,500 per year from a business or organization that contracts with the school district, or when a Board Member, or member of the family, receives \$250 or more in aggregate gifts from a business that contracts with the school district.

To preserve public confidence in the integrity and impartiality of Board decision-making, Trustees shall avoid participation in matters where the Conflict of Interest threshold is met or if significant campaign contributions could reasonably create an appearance of influence or bias.

Trustee and Vendor Engagement

Trustees shall refrain from engaging with district vendors about district business unless expressly necessary for the fulfillment of the project. The Superintendent or designee shall be the point of contact for any vendors who are engaged directly with the Fort Worth ISD. In the situations where the vendor is engaged by the Board itself, the Board President shall operate as the point of contact.

Outside Organizations Connected to Trustees

Any outside organizations that have an official connection with sitting Trustees shall follow all regular procedures for partnership with Fort Worth ISD. No organizations shall receive preferential treatment based on their connection with an individual trustee.

Board Meetings

When does the Board of Trustees meet, and how can the public participate? [Policy BE(LOCAL)]

FWISD Board Workshops are scheduled the second Tuesday of the month and regular Board Meetings the fourth Tuesday of the month. The meetings are held at the FWISD District Service Center, 7060 West Camp Bowie Boulevard. Meetings begin at 5:30 p.m. and are open to the public. Additional meetings are scheduled on an as-needed basis, and Texas law allows the Board to call an emergency meeting in crisis situations.

Board meeting agendas are posted on the FWISD website (www.fwisd.org), on the Board of Education webpage (www.fwisd.org/board), and at least three business days before the meeting date.

In accordance with the Texas Open Meetings Act, the Board may meet privately in closed session to discuss matters related to personnel, student discipline, security, land acquisition, and/or to consult with legal counsel [Policy BEC(LEGAL)]. No action, however, may be taken during a closed session.

The Board of Trustees encourages and invites the public to attend meetings and address the Board.

Addressing the Board

How can the public address the Board? [Policies BED(LEGAL) and BED(LOCAL)]

Addressing the Board at a Regular Board Meeting

When necessary for effective meeting management of the Board meeting or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may make adjustments to public comment procedures including adjusting when public comment will occur during the meeting, reordering agenda items, deferring public comment on non-agenda items, continuing agenda items to a later meeting, providing an expanded opportunity for public comment, or establishing an overall time limit for public comment and adjusting the time allotted to each speaker.

See *Board Policy [BED\(LOCAL\)](#)* and *[Government Code Chapter 551](#)*.

1. Following the posting of the Board meeting agenda, anyone desiring to make a public comment may sign-up by calling 817-814-1920 by 4:00 PM the day of the meeting and may sign-up at the meeting until 5:20 PM.
2. Individuals desiring to make a public comment by written statement may send the statement via email to boardmeetings-publiccomment@fwisd.org by 12:00 PM the day of the meeting. Written statements will be shared with the Board of Trustees prior to the meeting and will not be read aloud during the Board meeting.
3. Board members may not engage in a verbal exchange about a subject that has not been posted. The Board may reply with the following: (1) a statement of specific factual information given in response to the inquiry; (2) recitation of existing policy in response to the inquiry; or (3) by directing the person to visit with staff about the issue.
4. Participants must specify the agenda item(s) or topic(s) of their comment(s).
5. Participants addressing items on the agenda and topics not specifically listed on the agenda will speak during the public comment portion of the meeting.
6. No presentation shall exceed three (3) minutes unless the speaker receives prior approval for additional time because of the use of a translator. When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the time allotted for each speaker will be two (2) minutes when the number of speakers exceeds twenty (20) persons. The allotted time will begin counting down as soon as the speaker begins speaking. Additional adjustments to the allotted time may be needed, but the time allotted per speaker will never be less than one (1) minute.
7. Participants who require the assistance of a translator are permitted double the allotted time of participants who do not require the assistance of a translator.
8. Participants may not relinquish their time to another speaker.
9. Participants and members of the audience are allowed to bring signs during the meeting, but such signs shall be limited to a standard poster board size no larger than 22"x28". Individual signs that when put together form a larger sign need to comply with the 22"x28" size requirement as measured when the signs are put together.
10. Speakers should practice normal rules of decorum. Vulgar language and profanity will not be tolerated.

Fort Worth ISD Board of Trustees Operating Procedures

11. The Board shall not tolerate disruption of the meeting by members of the audience to include verbal, audio or physical disruptions. If, after at least one warning from the presiding officer, any individual continues to disrupt the meeting by his or her words or actions, the presiding officer may request assistance from law enforcement officials to have the individual removed from the meeting. See Board Policy BED(LOCAL).
12. Any employee, parent, or other member of the public is asked to comply with the appropriate grievance policy to have a complaint heard pursuant to the applicable Board policy. See Board Policies DGBA, FNG, and GF.

Public Comment specific to items on the agenda will occur before consideration of any item and before closed session. Individuals are permitted to address the Board on any topic provided the procedures listed above are followed.

Addressing the Board at a Board Workshop, Special Meeting and Public Hearing

The same guidelines provided above for addressing the Board at a Regular Meeting are to be followed. The only exception is at Board Workshops, Special Meetings, and Public Hearings, public comment shall be limited to items on the agenda posted with notice of the meeting.

During All Meetings of the Board, the Board President will ensure that the following guidelines are followed:

- Requests to address the Board will be accepted on a first come, first served basis.
- Speakers are not allowed to identify students (other than parents who identify their own children), District personnel, or District volunteers by name.

Agenda Creation and Agenda Items

How are the agendas created? [Policy BE(LOCAL)]

In consultation with the Board President, the Superintendent shall prepare the agenda for all Board meetings. The deadline for submitting items for inclusion on the agenda is the tenth working day before regular meetings and noon on the third working day before special meetings. Members of the Board shall be given notice of regular and special meetings at least 72 hours prior to the scheduled time of the meeting and at least one hour prior to the time of an emergency meeting.

Before the official agenda is finalized for any meeting, the Superintendent shall consult the Board President to ensure that the agenda and the topics included meet with the Board President's approval. The Board President shall not have authority to remove from the agenda a subject requested by Board members through the process outlined below without those Board members' specific authorization.

Board Member Addition of Agenda Items

If three board members make a written request to the Superintendent's office to add a particular item to an upcoming agenda, the President will ensure that it is added to an agenda within the next 30 calendar days. Only the members who added the agenda item may remove it with unanimous agreement.

Agenda Inquiry and Response Process

Board Materials Release Timeline and Trustee Questions

The Superintendent shall ensure that all trustees receive the agenda and all supporting documentation at least ten days in advance of the scheduled meeting. Trustees are expected to review the material sent and compile all questions to send to administration by the eighth calendar day before the meeting. The Superintendent and team will compile responses to Board member questions and provide those answers to all trustees at least two days before the scheduled meeting. All inquiring and responses will be visible in the posted agenda.

Board-Adopted Strategic Framework

What guides decisions made by the Board of Trustees? [Policy AE(LOCAL)]

The Board of Trustees has adopted a strong strategic framework to guide all decision-making. Board members will honor the Mission, Vision, and Core Beliefs while meeting District goals through scalable systems that operate with effective change management and system development with a commitment to continuous improvement.

Core Beliefs

We Believe...

- Equal access and opportunity to learn is the right of every student;
- School curricula and instruction must be rigorous, relevant, engaging, and provide students with multiple options and opportunities for the future;
- The ultimate measure of what is taught is what is learned;
- Teachers are our most valuable resource, and the focus of all our efforts is to support teaching and learning;
- Public education requires the active participation of parents and the community to obtain and maintain excellence;
- The FWISD community acknowledges, respects, and appreciates diversity;
- Safe and orderly community and school environments are essential to student health, wellness and academic success; and
- The adequate and equitable provision and distribution of resources, a strong infrastructure that is both effective and efficient, and a system of accountability are essential to ensuring a high-performing educational system.

Mission

Preparing all students for success in college, career, and community leadership.

Vision

Igniting in every child a passion for learning.

Fort Worth ISD Board of Trustees Operating Procedures

Board's Student Outcome Goals [AE(EXHIBIT)]

Goal 1: The percent of 3rd grade students that score meets grade level or above on STAAR English Language Arts and Reading (ELAR) will increase from 38% to 53% by 2030.

Goal 2: The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 35% to 50% by 2030.

Goal 3: The percentage of graduates that meet the criteria for CCMR Outcomes Bonuses will increase from 19% to 47% by 2030.

Goal 4: By the end of 9 grade, the percent of students that score meets grade level or above on STAAR English I EOC will increase from 40% to 50%.

Goal 5: The percentage/ number of F-rated campuses will decrease from 9% (11) to 0% by 2030.

The Superintendent shall interpret and implement the Board's student outcome goals and, in consultation with the Board, shall select goal progress measures (GPMs) for each student outcome goal. For any school year during which the Board's student outcome goals are not met, the Superintendent shall make reasonable progress toward meeting the student outcome goals.

Board's Constraints for the Superintendent

In attaining the Board's student outcome goals, the Superintendent shall not:

1. Allow the District to operate without a system designed to recruit, employ, develop and retain highly effective and qualified staff.
2. Allow the District to operate without implementing strategies to mitigate barriers to student engagement in extracurricular activities.
3. Allow the District to operate without a budget process that allocates resources in alignment with the District's strategic priorities.
4. Allow the District to operate without implementing strategies to monitor and improve operational efficiency.

The Superintendent shall interpret the Superintendent's constraints and, in consultation with the Board, shall select constraint progress measures (CPMs) for each constraint.

Board Constraints for the Board

The Board shall operate within the Board's role, as defined above, and the Board's operating procedures. The Board, either collectively or through the actions of individual Board members, shall not:

1. Dedicate less than 50% of public meeting time to student outcomes.
2. Give or appear to give directives, instructions, or unsolicited operational advice to District staff, including around personnel decisions.
3. Act in a manner contrary to the Board Operating Procedures.
4. Go without hosting at least two LSG-qualifying community meetings within a 12-month period.

Fort Worth ISD Board of Trustees Operating Procedures

Board Self-Evaluation

The Board shall conduct formative self-evaluations at least quarterly and, within 45 days prior to conducting the annual evaluation of the Superintendent, shall conduct an annual summative self-evaluation. These evaluations should take place in January, April, July and October. The Board shall self-evaluate using the Quarterly Progress Tracker tool provided by Lone Star Governance.

Superintendent's Evaluation

The Board shall annually evaluate the Superintendent based on the school system's achievement of the Board's student outcome goals and compliance with the Superintendent's constraints. Accomplishment of at least 80 percent of the annual targets for either the student outcome goals (GPM) or of the adopted progress measures (CPM) shall be an automatic indicator of success; below that threshold, the Board's judgment shall be the indicator of success.

Board Monitoring Calendar

The Board shall publish its adopted Board Monitoring Calendar either on the website or in policy.

2025-2026 Progress Monitoring Schedule

August 2025	Priority 1	2024-2025 Assessment Results and Preliminary Accountability Results
September	Priority 1, 2	MAP Beginning of Year (BOY); Family Literacy Report
October	Priority 2, 3, 4	Fall 2025 Baselines for Strategic Plan Goals
November	Priority 1	1st – 2nd Six-Weeks Interim Assessments
December	Priority 2, 3, 4	Strategic Priority Progress Monitoring Report
January 2026	Priority 1, 4	Annual Report (Texas Academic Performance Report - TAPR) Instructional Support Redesign Progress Report; Facility Master Plan Update
February	Priority 1, 2	MAP Middle of Year (MOY); Student and Family Engagement Report
March	Priority 3	Employee Effectiveness and Retention Report
April	Priority 1, 4	Benchmark Assessments Report; 2026-2027 Budget Planning
May	Priority 1, 3, 4	MAP End of Year (EOY); 2026-2027 Budget and Compensation
June	Priority 3, 4	2026-2027 Budget and Compensation; Facility Master Plan Update
July	Priority 3	2026-2027 Recruitment and Staffing Report

Fort Worth ISD Strategic Priorities (Board Adopted January 2025)

- Priority 1: Student Academic Excellence
- Priority 2: Student and Family Engagement
- Priority 3: Employee Effectiveness and Retention
- Priority 4: Operational Alignment and Efficiency

Board Meetings and Board Member Conduct

How are board meetings conducted and what is expected of Board members as they conduct business? [Policy BE(LOCAL)]

The Board shall observe the parliamentary procedures as found in [*Robert's Rules of Order, Newly Revised*](#), except as otherwise provided in Board procedural rules or by law. Procedural rules may be suspended at any Board meeting by majority vote of the members present.

Board members are expected to conduct themselves professionally and ethically during all meetings and public forums. While differences of opinion, if respectfully presented, are encouraged and will not be construed as unprofessional or unethical behavior, unprofessional and uncivil behavior will not be considered germane to any motion and will not be tolerated.

Consent Agenda: All action items, if added within the normal window, will begin being placed on the Consent Agenda. These typically include items of a routine and/or recurring nature grouped together under one action item. All such items shall be acted upon by one vote without separate discussion. Any items added after the ten-day timeline shall be placed on the agenda as a separate Action item and will not be added to the Consent Agenda.

Removing Items from Consent Agenda: Items shall be removed from the Consent Agenda and placed as a separate Action Item for discussion and action by written request of three trustees, submitted to the Board Office by 5pm the night before the meeting. Items removed in this way will be moved to a separate Action item and be eligible for public deliberation and vote separate from the Consent Agenda. Any single trustee may request an item be removed from the Consent Agenda for the sole purpose of voting against or abstaining from the item by providing a written request to the Board Office by 5:00 pm the night before the meeting. Items removed from the Consent Agenda in this way will not be eligible for deliberation.

Deliberating Motions: The board president will ensure that deliberation is germane to the motion under consideration. Each board member shall be allocated ten minutes of discussion time during each round of discussion on an agenda item. The board president will not recognize a member who wishes to be heard for a second time on a motion until all other board members have had an opportunity to speak to the motion.

Voting: Voting shall be by voice vote, a show of hands, or by electronic tally, as directed by the Board President. Any member may abstain from voting, and a member's vote or failure to vote shall be recorded upon that member's request.

Executive Session: The board may only deliberate matters in closed session as permitted by the Open Meetings Act. A vote on a matter deliberated in closed session must be made in open session. Information and opinions shared during closed session must remain confidential. All personnel matters must be conducted in closed session unless specifically required by the Open Meetings Act, and any information that is subject to the attorney-client privilege must be kept confidential.

Board Officers and Members Authority

What authority do Board officers and members have? [Policies BDAA(LOCAL) and BBE(LOCAL)]

The President shall:

- Preside at all Board meetings unless unable to attend.
- Appoint or provide for the election of all committees and appoint chairpersons unless otherwise directed by the Board.
- Call special meetings of the Board.
- Have the right to discuss, make motions and resolutions, and vote on all matters coming before the Board.
- Sign all legal documents, warrants, vouchers, and reports, as required by statute, state or federal regulations, or Board policy.
- Decide all questions of order in accordance with Robert's Rules of Order, Newly Revised, as modified by Board policy.
- Perform all customary duties of the office and other duties as may be required by law or the Board.
- In the event of the absence or incapacity of the Board Secretary, the Board President shall appoint a Secretary Pro Tempore.

The First Vice President shall:

- Act in the capacity and perform the duties of the Board President in the event of the absence or incapacity of the President.
- Become President only upon being elected to the position.
- Perform other duties as prescribed by the Board.

The Second Vice President shall:

- Act in the capacity and perform the duties of the Board President in the event of the absence or incapacity of the President and the First Vice President.
- Perform other duties as prescribed by the Board.

The Secretary shall:

- Act in the capacity and perform the duties of the presiding officer in the absence of the President and the First and Second Vice Presidents of the Board.
- Countersign all warrants for school money drawn upon the depository by order of the Board.
- Attest to the signature of the President on all contracts and legal documents.
- Perform other functions as may be required by applicable statutes and Board policies.

Fort Worth ISD Board of Trustees Operating Procedures

Board members as individuals shall not exercise authority over the District, its property, or its employees. Except for appropriate duties and functions of the Board President, an individual member may act on behalf of the Board only with the express authorization of the Board. Without such authorization, no individual member may commit the Board on any issue. [See BBE(LOCAL)] A Board member may not exert pressure of any kind on the Superintendent or staff members to bring about the election, promotion, or dismissal of any District employee. If a Board member does attempt to exert pressure, the Superintendent is instructed and obligated to bring the matter to the attention of the Board.

Board Officer Elections

How do board officer elections work? [Policy BDAA(LOCAL)]

At the first regular meeting following each May election, including the time it takes for a runoff election, if necessary, the Board shall elect a President, a First Vice President, a Second Vice President, and a Secretary from within Board membership. Officers shall be elected by majority vote of the members present and voting.

The Superintendent shall serve as chair and shall preside over the meeting during the election of officers until such time as the President is elected.

Board officers may serve for a term of one year or until a successor is elected. Officers may succeed themselves in office. For continuity, officers are encouraged to seek an additional term after their first term, but limit election as Board President to two consecutive years. Each officer shall perform any legal duties of the office and other duties as required by action of the Board.

Standards of Behavior

What are the expectations of board members' standards of behavior? [Policy BBFA(LOCAL)]

- Board members will commit to upholding the Board of Trustees' Code of Ethics. [Policy BBF(LOCAL)]
- Each Board member shall provide to the District in a timely manner information necessary for the District's annual financial management report.
- A Board member shall not use coercive means or promise special treatment in order to influence Board or District decisions, nor use his or her position to seek personal advantage.
- At each regularly scheduled Board meeting, the Board President shall make a statement to remind Board members of the legal conflict of interest requirements, shall request disclosure for any matter under consideration on the agenda for that meeting, and, if required by law, Board members shall then recuse themselves from all discussion and shall abstain from voting on any matter pertaining to such a disclosure.

Communications

What is the protocol for how the Board should communicate? [Policy BBE(LOCAL)]

- The superintendent will update the board members on board-related matters.
- When a proposal is presented to the Board, the Board shall hold a discussion and reach a decision. Although there may be dissenting votes, which are a matter of public record, each Board decision shall be an action by the whole Board binding upon each member.
- Board members as individuals shall not exercise authority over the District, its property, or its employees. Except for appropriate duties and functions of the Board President, an individual member may act on behalf of the Board only with the express authorization of the Board. Without such authorization, no individual member may commit the Board on any issue.
- Certain information disclosed to board members is confidential by law and may not be disclosed to third parties. Board members must not disclose information that is subject to the attorney-client privilege. Board members also should not disclose any information to which they have access by virtue of their position as board members that has not been made public, if, to do so, would compromise the board or the administration in the conduct of their affairs.
- In the event a board member communicates with the public either electronically or in writing regarding a matter of district business, the member is encouraged to remember that the Public Information Act may require disclosure of such communication.
- Board members are encouraged not to respond to anonymous communications.
- Board members who host Internet sites that include, sponsor or permit postings regarding matters relevant to the district or district business, will include a disclaimer in a form approved by the board's attorney, providing that such postings are not made on behalf of the district.

Conflict Resolution

How are conflicts resolved?

Board members are encouraged to express concerns about another member's performance directly with that member.

If a member is unsuccessful in resolving a concern with a fellow board member, he/she should address the matter with the board president. The board president shall discuss the concern with the board members in question and may moderate a discussion between them.

If, in the board president's judgment, resolution of the concern requires discussion amongst a quorum or more of board members, a meeting must be posted and conducted in accordance with the Open Meetings Act.

The president shall remind the board member whose behavior is in question about the adopted Code of Ethics and Board Operating Procedures and discuss how the board member's behavior does not comply. The discussion also will identify more appropriate alternatives to the behavior, or refer the board member to policies or procedures that outline approved ways to deal with any issue that prompted the behavior.

Fort Worth ISD Board of Trustees Operating Procedures

If the concern involves the board president, a board member may discuss his or her concerns with the board vice president. Board members will not take concerns about fellow board members to the superintendent. Board members will not speak about performance concerns regarding individual board members with anyone other than the board and the board's attorney.

Board Member Requests for Information and Communications with Staff

What is the protocol for Board members to request information? [Policy BBE(LOCAL)]

An individual Board member shall seek access to records or request copies of records from the Superintendent or other designated custodian of records, who shall respond within the time frames required by law. No individual Board member shall direct or require District employees to prepare reports derived from an analysis of information in existing District records or to create a new record compiled from information in existing District records. Directives to the Superintendent or other custodian of records regarding the preparation of reports shall be by Board action.

Concerns and Complaints

How should Board members handle concerns or complaints? [Policy BBE(LOCAL)]

If employees, parents, students, or other members of the public bring concerns or complaints to an individual Board member, he or she shall refer them to the Superintendent or another appropriate administrator.

When the concern or complaint directly pertains to the Board's own actions or policy, for which there is no administrative remedy, the Board member may request that the issue be placed on the agenda.

Media Inquiries

How should the Board handle the media? [Policy GBBA(LOCAL)]

The Board President shall be designated as the spokesperson for the Board. News media requests for District information, interviews, comments, or statements shall be directed to the Communications Department. News releases concerning the overall operations of the District, schools, events, initiatives, or activities shall be prepared by the Communications Department. In any situation affecting the District or an individual campus, the Superintendent or designee shall be the official District spokesperson and shall be responsible for all communication with the news media.

Campus Visits

Can Board Members visit campuses? [Policy BBE(LOCAL)]

Board Members are encouraged to visit campuses as time allows but also recognize that their presence can cause significant disruption. In order to minimize disruption, Board Members wishing to visit campuses in their official capacity, should let the Superintendent's office know at least 24 hours in advance. The Board Member will receive a response that confirms whether or not the campus will be available for a visit. A Board Member visit may be declined if the Superintendent deems it will interfere with the delivery of instruction.

A Board Member shall adhere to any posted requirements for visitors to first report to the main office of a District facility, including a school campus. Visits during the school or business day shall not be permitted if their duration or frequency interferes with the delivery of instruction or District operations. A Board Member shall be escorted by a campus administrator at all times. Board Members shall not give directives or feedback to school staff at any point. Any concerns should be directed only to the Superintendent.

If a Board Member is visiting a campus in their unofficial capacity as a parent or a grandparent, then they should follow all regular protocols and refrain from using their district credentials.

Travel

Are Board members required to travel and who pays when they do? [Policy BBG(LOCAL)]

A travel budget for the Board shall be established as part of the annual budget planning process and shall be budgeted in the general fund. Trustees shall be allocated a budget for travel, professional development training, and reasonable expenses associated with attending functions of District-related organizations. Total expenses incurred shall not exceed the budgeted amount for such expenses as adopted by the Board for the fiscal year. Education-related meetings, functions, and activities of, or sponsored by, the following entities are approved for travel at the expense of the District: American Association of School Administrators; American Association of School Personnel Administrators; American Educational Research Association; Association for Supervision and Curriculum Development; Coalition of Schools Educating Boys of Color; Congressional Black Caucus; Congressional Hispanic Caucus; Council for Exceptional Children; Council of Great City Schools; Council of Urban Boards of Education (CUBE); Courageous Conversations; Fort Worth ISD; International Baccalaureate of North America; International Reading Association; Mexican-American School Board Members Association; National Alliance of Black School Educators; National Association of Bilingual Educators; National Association of Latino Elected Officials; National Coalition of Essential Schools; National Organization for Legal Problems of Education; National Organization of Black School Board Members; National School Board Association; Texas Alliance of Black School Educators; Texas Association of Bilingual Educators; Texas Association of Partners in Education; Texas Association of School Boards; Texas Caucus of Black School Board Members; Texas Computer Education Association.

Other travel may be approved by the Board President. The Vice President shall be responsible for approving other travel requested by the President. The Board shall have final responsibility in determining compliance.

Committees

What are the current Board committees and how do they function? [Policy BDB(LOCAL)]

The purpose of Board Committees is to assist the Board in doing Board work, defined as those items that fall within the purview of the school board. Each committee should be given a clear charge or deliverable as well as a deadline to complete its work. The President shall appoint members to special committees created by the Board to fulfill those specific assignments, unless otherwise provided by Board action. The function of committees shall be fact-finding, deliberative, and advisory, but not administrative. Special and standing committees shall report their findings to the Board and shall be dissolved upon completion of the assigned task or vote of the Board. All committees shall automatically be dissolved upon completion of their assigned tasks or at the end of each school year, unless otherwise required by law or outlined in BDB (Local) policy.

Board Development

What training will Board members receive?

[Policies BBD(LEGAL) and BBD(LOCAL), and BBD(EXHIBIT)]

Board members will fulfill the training requirements specified in Board Policies BBD(LEGAL) and BBD(LOCAL). The Board President shall announce the status of each Board member’s continuing education credit. The announcement shall be made annually at the last regular Board meeting before the District’s uniform election date, whether or not an election is held. The announcement shall be reflected in the meeting minutes and, when necessary, posted on the District’s website in accordance with law.

Training Requirements for School Board Members

<https://tea.texas.gov/texas-schools/school-boards/school-board-member-training>

Required Continuing Education	First Year in Office	Subsequent Years in Office
Local District Orientation	3 hours within the first 120 days in office	N/A
Orientation to the Texas Education Code	3 hours within the first 120 days in office	N/A
Update to the Texas Education Code	Following each legislative session and of sufficient length to address major changes	
Team-building (Team-of-eight)	3 hours	3 hours every year
Additional Education based on Framework for School Board Development	10 hours	5 hours every year
Evaluating and Improving Student Outcomes	3 hours within the first 120 days in office	3 hours every two years
Sexual Abuse, Human Trafficking, and Other Maltreatment of Children	1 hour within the first 120 days in office	1 hour every two years
Open Meetings Act (OMA)	1 hour within the first 90 days in office	N/A
Public Information Act (PIA)	1 hour within the first 90 days in office	N/A
Cybersecurity and Artificial Intelligence	Varies by provider	Every year
School Safety	2 hours within the first 120 days in office	Every two years

Fort Worth ISD Board of Trustees Operating Procedures

Board members should be familiar with district policies, especially their duties as defined in policy BAA(LEGAL) and will annually review its Board Operating Procedures and Board Ethics Policy BBF(LOCAL).

Annually, the Board will conduct a self-evaluation using the Lone Star Governance Implementation Integrity Instrument [Policy BG(LEGAL)].

What is Lone Star Governance?

Lone Star Governance (LSG) is an optional, first-of-its-kind training initiative.

Founded on research, LSG is a continuous-improvement model for governing teams—boards in collaboration with their superintendents—who choose to focus intensely on only one primary objective: improving student outcomes.

The purpose of Lone Star Governance is to provide coaching and support, through a continuous-improvement framework, for school governing teams that choose and commit to intensively focus on the objective to improve student outcomes. Lone Star Governance accomplishes this intense focus through tailored coaching aligned to the five pillars of the Texas Framework for School Board Development: Vision, Accountability, Structure, Advocacy, and Unity. In addition to the primary focus on improving student outcomes, Lone Star Governance provides systems for governing legal and fiscal responsibilities.

Advocacy

Is advocacy part of our job? [BBD(EXHIBIT)]

The Board promotes the vision and engages the community in developing and fulfilling the vision. The Board advocates on behalf of Texas public school children. The board:

- Demonstrates its commitment to, and advocates on behalf of, the shared vision and goals by clearly communicating them to the superintendent, staff, and community.
- Regularly reports district progress to families and the community
- Ensures multiple forms of two-way communication will be used to engage, empower, and connect students, families, staff, media, and community with the District.
- Builds collaborative relationships and partnerships with families and community, business, nonprofit, higher-education, education support organizations, and governmental leaders to influence and expand educational opportunities and meet the needs of students.
- Recognizes the respective roles of and provides input and feedback to the legislature, State Board of Education, and the Texas Education Agency to ensure maximum effectiveness and benefit to Texas schoolchildren.
- Promotes school board service by educating the community about the role of a school board and encouraging leadership opportunities within the community.

Board Evaluation of the Board

Who evaluates the Board?

The Board utilizes the Lone Star Governance self-evaluation tool to provide a continuous improvement model, in collaboration with the Superintendent, to focus intensively on one primary objective: Improving Student Outcomes. Lone Star Governance accomplishes this intense focus through the execution of five points of the Texas Framework for School Board Development: Vision, Accountability, Structure, Unity, and Advocacy.

Superintendent's Evaluation and Contract

How does the Board evaluate the Superintendent? [Policies BJCD(LOCAL)] and BJC(LEGAL)]

Superintendent's Evaluation

- The Board shall annually evaluate the Superintendent based on the school system's achievement of the Board's student outcome goals and compliance with the Superintendent's constraints. Accomplishment of at least 80 percent of the annual targets for either the student outcome goals (GPM) or of the adopted progress measures (CPM) shall be an automatic indicator of success; below that threshold, the Board's judgment shall be the indicator of success.
- The Board shall prepare a written evaluation of the Superintendent at annual or more frequent intervals. The Board shall furnish the Superintendent with a copy of the completed evaluation and shall discuss its conclusions with the Superintendent in a closed meeting, unless the Superintendent requests that the discussion be open. The Board may at any time conduct and communicate oral evaluations to augment its written evaluations.

Superintendent's Contract

- A board may employ by contract a superintendent for a term not to exceed five years.

Single-Member District Maps

Access single-member District maps on the website at <https://www.fwisd.org/board/districts>.

Disclaimer: The purpose of the Board Operating Procedures Manual is to provide Board Members with information about their roles and responsibilities and to highlight Board policies that relate to the functioning of the Board. This manual will be reviewed and updated annually. If any conflict exists between the Board Operating Procedures and current Board Policy as provided by Board action or the [Online Board Policy Manual](#), Board Policy prevails.

**SPECIAL MEETING MINUTES
FORT WORTH ISD BOARD OF EDUCATION**

The Board of Education of the Fort Worth Independent School District held a Special Meeting on Tuesday, January 13, 2026.

The following is a copy of the Meeting Notice and Return which is submitted and filed as a matter of record.

**MEETING NOTICE
FORT WORTH INDEPENDENT SCHOOL DISTRICT**

Notice is hereby given on Tuesday, January 13, 2026, that the Board of Education of the Fort Worth Independent School District held a meeting beginning at 5:30 PM at the Fort Worth Independent School District Service Center, 7060 Camp Bowie Boulevard, Fort Worth, Texas. Under the authority of Texas Government Code, Section 551.001, et seq., the Board, during the course of the meeting covered by this notice, may enter into closed or executive session for any of the following reasons:

1. To consult with the Board's attorney with respect to pending or contemplated litigation, or settlement offers, or on matters where the attorney's duty to the Board, pursuant to the Code of Professional Responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Laws. Sec. 551.071
2. To discuss the purchase, exchange, lease, or value of real property. Sec. 551.072
3. To discuss negotiated contracts for prospective gifts or donations. Sec. 551.073
4. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against a public officer or employee, unless such officer or employee requests a public hearing. Sec. 551.074
5. To consider the deployment, or specific occasions for implementation, of security personnel or devices. Sec. 551.076
6. To deliberate a case involving discipline of a public school child or children, unless an open hearing is requested in writing by a parent or guardian of the child; or to deliberate a case in which a complaint or charge is brought against an employee of the District by another employee and the complaint or charge directly results in a need for a hearing, unless the employee complained of or charged requests an open hearing. Sec. 551.082

7. To exclude a witness from a hearing during the examination of another witness in an investigation when the Board is investigating a matter. Sec. 551.084

All final votes, actions, or decisions on any matter discussed in closed or executive session shall be taken or made in open session.

This notice was posted and filed in compliance with the Open Meetings Law on January 7, 2025, at 4:30 p.m.

/s/ Patti Ramón
Executive Assistant
Board of Education

RETURN OF THE MEETING JANUARY 13, 2026

I, Patti Ramón, of the Fort Worth Independent School District, do verify that a copy of this notice of meeting was posted on January 7, 2026, at the Fort Worth Independent School District Service Center, 7060 Camp Bowie Boulevard, Fort Worth, Texas.

Given under my hand on January 7, 2026.

/s/ Patti Ramón
Executive Assistant
Board of Education

The following Board Members were present:

Roxanne Martinez, School Board President, District 9
Tobi Jackson, First Vice President, District 2 **Video Conference**
Dr. Michael Ryan, Second Vice President, District 7
Anael Luebanos, School Board Secretary, District 8
Dr. Camille Rodriguez, Trustee, District 1***Arrived at 5:44 p.m.
Quinton Phillips, Trustee, District 3
Kevin Lynch, Trustee, District 5
Anne Darr, Trustee, District 6

The following Board Members were absent:

Wallace Bridges, Trustee, District 4

The following administrators were present:

Dr. Karen C. Molinar, Superintendent

Dr. Lisa Inzar, Special Assistant to the Superintendent
Mohammed Choudhury, Deputy Superintendent, Curriculum & Instruction
Kellie Spencer, Deputy Superintendent, Operations
Darla Moss, Chief Financial Officer
Woodrow Bailey, Chief Talent Officer
Tierney Tinnin, Chief of Communications & Community Partnerships
Eric Upchurch, Chief Technology Officer
Nancy Sticksel, Assoc. Supt., Transformation Innovation & Accountability
Sid Pounds, Assistant General Counsel


1. 5:30 PM - CALL SPECIAL MEETING TO ORDER - BOARD ROOM

Roxanne Martinez, School Board President called the meeting to order at 5:33 p.m.

2. PUBLIC COMMENT

Public Speakers:
Kelly Decker
Kelly Moreno

3. PRESENTATIONS

- A. Facility Master Planning
Kellie Spencer, Deputy Superintendent District Operations, presented the Facility Master Plan Update.
Trustees Dr. Michael Ryan, Dr. Camille Rodriguez, Anael Luebanos, Anne Darr asked questions.
Kellie Spencer and Dr. Karen Molinar provided responses.
[Facility Master Plan Update.pdf](#) 

4. LONE STAR GOVERNANCE

Board conducted a workshop on Lone Star Governance on Board Operating Procedures, Self-Constraints, Monitoring Training and Self-Evaluation.

This training was conducted by Ben Mackey.

- A. Board Operating Procedures
Trustees Anne Darr, Dr. Michael Ryan, Quinton Phillips and Dr.

Camille Rodriguez asked questions/made comments.

- B. Board Self-Constraints
Trustees Anne Darr, Quinton Phillips, Dr. Michael Ryan, Roxanne Martinez, Kevin Lynch asked questions/made comments.
- C. Board Monitoring Training
Trustees Kevin Lynch, Anne Darr, Roxanne Martinez, Dr. Camille Rodriguez, Quinton Phillips, Dr. Michael Ryan asked questions/made comments.
- D. Board Self-Evaluation Q4

5. LEVEL III GRIEVANCE

- A. Consider the Level III Grievance of Kimberly Jenkins (Convene in Closed Session, if Necessary)
 - A. Presentation by Complainant(s) and/or Representative(s)
 - B. Presentation by District Representative
 - C. Questions from Board Members
- The meeting recessed and reconvened in closed session at 8:46 p.m.

6. EXECUTIVE SESSION

The Board will convene in closed session as authorized by the Texas Government Code Chapter §551.

- A. Seek the Advice of Attorneys (Texas Government Code §551.071)
 - 1. TEA Commissioner's Letter Regarding Appointment of Board of Managers and Conservator Due to Campus Performance Ratings and Possible Actions
- B. Hear a Complaint or Charge Against an Officer or Employee (Texas Government Code §551.074)
Meeting was reconvened in open session at 10:16 p.m.

First Vice President, Tobi Jackson left the board meeting via video conference and was not present to vote on agenda items.

7. ACTION AGENDA ITEMS

- A. Board Deliberation and Render Decision, if any, on the Level III Grievance of Kimberly Jenkins (In Open Session)
Trustee Kevin Lynch moved to uphold the Level II Grievance and direct staff to change Dr. Jenkins' salary to reflect her position in 2026-27 and moving forward.

Moved by: Kevin Lynch

Seconded by: Anne Darr

Yes Anael Luebanos, Anne Darr, Dr. Michael Ryan, and Kevin Lynch

No Dr. Camille Rodriguez, Quinton Phillips, and Roxanne Martinez

Carried 4-3

8. ADJOURN

Meeting was adjourned at 10:17 p.m.

/s/ Patti Ramón
Board of Education

Video of the meeting is available on the Board of Education website at <http://www.fwisd.org>

REGULAR MEETING MINUTES
FORT WORTH ISD BOARD OF EDUCATION

The Board of Education of the Fort Worth Independent School District held a Regular Meeting on Tuesday, January 20, 2026.

The following is a copy of the Meeting Notice and Return which is submitted and filed as a matter of record.

MEETING NOTICE
FORT WORTH INDEPENDENT SCHOOL DISTRICT

Notice is hereby given on Tuesday, January 20, 2026, that the Board of Education of the Fort Worth Independent School District held a meeting beginning at 5:30 PM at the Fort Worth Independent School District Service Center, 7060 Camp Bowie Boulevard, Fort Worth, Texas.

Under the authority of Texas Government Code, Section 551.001, et seq., the Board, during the course of the meeting covered by this notice, may enter into closed or executive session for any of the following reasons:

1. To consult with the Board's attorney with respect to pending or contemplated litigation, or settlement offers, or on matters where the attorney's duty to the Board, pursuant to the Code of Professional Responsibility of the State Bar of Texas, clearly conflicts with the provisions of the Open Meetings Laws. Sec. 551.071
2. To discuss the purchase, exchange, lease, or value of real property. Sec. 551.072
3. To discuss negotiated contracts for prospective gifts or donations. Sec. 551.073
4. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against a public officer or employee, unless such officer or employee requests a public hearing. Sec. 551.074
5. To consider the deployment, or specific occasions for implementation, of security personnel or devices. Sec. 551.076
6. To deliberate a case involving discipline of a public school child or children, unless an open hearing is requested in writing by a parent or guardian of the child; or to deliberate a case in which a complaint or charge is brought against an employee of the District by

- another employee and the complaint or charge directly results in a need for a hearing, unless the employee complained of or charged requests an open hearing. Sec. 551.082
7. To exclude a witness from a hearing during the examination of another witness in an investigation when the Board is investigating a matter. Sec. 551.084

All final votes, actions, or decisions on any matter discussed in closed or executive session shall be taken or made in open session.

This notice was posted and filed in compliance with the Open Meetings Law on January 14, 2025, at 4:30 p.m.

/s/ Patti Ramón
Executive Assistant
Board of Education

RETURN OF THE MEETING JANUARY 20, 2025

I, Patti Ramón, of the Fort Worth Independent School District, do verify that a copy of this notice of meeting was posted on January 14, 2025, at the Fort Worth Independent School District Service Center, 7060 Camp Bowie Boulevard, Fort Worth, Texas.

Given under my hand on January 14, 2025.

/s/ Patti Ramón
Executive Assistant
Board of Education

The following Board Members were present:

Roxanne Martinez, School Board President, District 9

Tobi Jackson, First Vice President, District 2

Dr. Michael Ryan, Second Vice President, District 7

Anael Luebanos, School Board Secretary, District 8 ***Arrived at 5:43 p.m.

Dr. Camille Rodriguez, Trustee, District 1***Arrived at 5:49 p.m.

Quinton Phillips, Trustee, District 3

Anne Darr, Trustee, District 6

The Following Board Members were absent:

Wallace Bridges, Trustee, District 4

Kevin Lynch, Trustee, District 5

The following administrators were present:

Dr. Karen C. Molinar, Superintendent

Dr. Lisa Inzar, Special Assistant to the Superintendent

Mohammed Choudhury, Deputy Superintendent, Curriculum & Instruction

Dr. Priscila Dilley, Chief of Schools

Kellie Spencer, Deputy Superintendent, Operations

Woodrow Bailey, Chief Talent Officer

Darla Moss, Chief Financial Officer

Eric Upchurch, Chief Technology Officer

Nancy Stickse, Assoc. Supt., Transformation Innovation & Accountability

Sid Pounds, Assistant General Counsel

Christopher Ruskowski, Conservator

1. 5:30 PM - CALL REGULAR MEETING TO ORDER - BOARD ROOM

School Board President, Roxanne Martinez called the meeting to order at 5:36 p.m.

2. PLEDGES, VISION, AND MISSION

Led by - Benbrook MHS - JROTC Cadets

3. RECOGNITIONS

Erin Gregg, Executive Director of Strategic Communications, led the recognitions.

A. Recognition of Student Greeters

B. Board of Education

4. PUBLIC COMMENT

Public Speakers:

Stephanie McCartney

Sabrina Ball

Layne Craig

Laura Rose

Amanda Inay


Patrick O'Neal

Bob Willoughby

Edwina Wilson
Kelly Moreno
Stephany Velez

5. CALL PUBLIC HEARING TO ORDER

School Board President, Roxanne Martinez opened the public hearing.

- A. Public Hearing to Discuss the Annual Report of the 2024-2025 Texas Academic Performance Report (TAPR)
Superintendent, Dr. Karen Molinar presented the 2024-2025 Texas Academic Performance Report (TAPR).
Trustees Anne Darr and Tobi Jackson asked questions.
Dr. Molinar provided responses.
[2024-25 TAPR 220905.pdf](#) 
- B. Public Comment to Discuss the Annual Report of the 2024-2025 Texas Academic Performance Report (TAPR)
No speakers.

6. CLOSE PUBLIC HEARING

School Board President, Roxanne Martinez, closed the public hearing.

7. REPORTS

No comments or questions.

- A. Board Committee Report
[Board Committee Report - January 2026.docx](#) 
- B. Public Notice of Federal Grant Applications Submitted between October 1, 2025, through December 31, 2025
[2026 January Board Report.pdf](#) 

8. SUPERINTENDENT REPORT

[Superintendent Report January-2026.pdf](#) 

Superintendent, Dr. Karen Molinar presented the *Superintendent Report*.
Trustees Dr. Camile Rodriguez, Anael Luebanos, Anne Darr and Roxanne Martinez made comments or asked questions.
Dr. Karen Molinar provides responses.

9. COMMENTS BY BOARD MEMBERS OR SUPERINTENDENT ON CURRENT DISTRICT ACTIVITIES AND ANNOUNCEMENTS

Trustees Anne Darr, Anael Luebanos, Quinton Phillips, Roxanne Martinez and Superintendent, Dr. Karen Molinar made comments.

The meeting recessed and reconvened in closed session at 7:22 p.m.

10. EXECUTIVE SESSION

The Board will convene in closed session as authorized by the Texas Government Code Chapter §551.

- A. Seek the Advice of Attorneys (Texas Government Code §551.071)
 - 1. Discussion on the pending State Office of Administrative Hearings proceeding
- B. Deliberation Regarding the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee, Including but Not Limited to Action Items Related to the Recommendation to Terminate Certain Continuing Contract Employees for Good Cause, the Recommendation to Terminate Certain Term Contract Employees for Good Cause and the Recommendation to Terminate Certain Probationary Contract Employees for Good Cause (Texas Government Code §551.074)
 - 1. Deliberate the Termination of Olivia McCoy's Probationary Contract for Good Cause Pursuant to Chapter 21 of the Texas Education Code
- C. Security Implementation (Texas Government Code §551.076)
 - 1. Intruder Audit Findings and Corrective Action
- D. Real Property (Texas Government Code §551.072)

Meeting was reconvened in open session at 8:19 p.m.

First Vice President, Tobi Jackson did not return from executive session and was not present to vote on agenda items.

11. CONSENT AGENDA ITEMS

(Action by the Board of Education in adopting the "Consent Agenda")

means that all items appearing herein are adopted by one single motion, unless a member of the Board requests that such item be removed from the "Consent Agenda" and voted upon separately.)

Moved by: Dr. Michael Ryan

Seconded by: Quinton Phillips


Yes Anael Luebanos, Anne Darr, Dr. Camille Rodriguez, Dr. Michael Ryan, Quinton Phillips, and Roxanne Martinez



Carried 6-0

(Action by the Board of Education in adopting the "Consent Agenda" means that all items appearing herein are adopted by one single motion, unless a member of the Board requests that such item be removed from the "Consent Agenda" and voted upon separately.)


Consent agenda item 11.E was pulled from Consent and moved Action.



Dr. Karen Molinar, Superintendent




- A. Approve Board of Education Meeting Minutes
[Meeting Minutes - December 9, 2025.docx](#) 

- B. Approve 2025-2026 Budget for Neighborhood Pre K
[Board Agenda- Budget.docx](#) 
[NPK Budget and Expenditure Report.pdf](#) 

Legal and District Records Management, Sidney Pounds, Assistant General Counsel

- C. Approval of the Outside Employment for District Administrators - H.B. 3372
[Outside Employment Approval January 2026.docx](#) 

- D. Approve Second Reading for Revisions to Board Policy CFC(LOCAL)
[Consent Item - CFC \(LOCAL\).docx](#) 
[CFC\(LOCAL\) - Redlined .pdf](#) 

- E. Approve First Reading for Revisions to Board Policy
DC(LOCAL) & DCD (LOCAL)
[DC & DCD \(LOCAL\).docx](#)  [DC\(LOCAL\) Redlined.docx](#) 
[DCD\(LOCAL\) Redlined.docx](#) 

Moved by: Dr. Camille Rodriguez
Seconded by: Anne Darr





Yes Anael Luebanos, Anne Darr, Quinton Phillips,
 and Roxanne Martinez
No Dr. Camille Rodriguez and Dr. Michael Ryan

Carried 4-2

Business and Finance, Kellie Spencer, Deputy Superintendent






- F. Approve Budget Amendment For Period Ending December 31,
2025
[Consent - Budget Amendment 12.31.25.docx](#) 
[Budget Amendment - Oct Nov Dec 2025.pdf](#) 
- G. Approve the Federal Single Audit Report For The Year Ended
June 30, 2025
[Agenda Item-Federal Single Audit Report.docx](#) 
[Fort Worth ISD 2025 SA Report.pdf](#) 

**Learning and Leading Division, Mohammed Choudhury, Deputy
Superintendent of Curriculum and Instruction**

- H. Approval of Expansion of Writing Program Training for Grades
3 - English II Teachers
[District Writing Program.docx](#)  [Estimate # 0802-1317.pdf](#) 
- I. Approve the Memorandum of Understanding Between US
PREP and Fort Worth Independent School District to
Implement the Pipeline to Leadership Strategic Staffing
Initiative
[MOU Texas Tech US Prep.docx](#) 
[US PREP Texas Tech MOU.pdf](#) 

Operations, Kellie Spencer, Deputy Superintendent

Capital Improvement Program, Carl Alfred, Senior Officer

- J. Approve the Closeout of the Contract and Authorize Final Payment for the Polytechnic High School Betterment Renovations Project in Conjunction with the 2017 Capital Improvement Program
[CIP17 Poly HS Closeout.docx](#)  [Poly SDB Final.pdf](#) 
- K. Approve Authorization to Enter into a Contract for JOC Hazmat Abatement Services for Daggett Middle School in Conjunction with the 2021 Capital Improvement Program
[Abatement Daggett MS.docx](#) 
- L. Approve the Track Replacement at Young Men's Leadership Academy Utilizing Program Contingency Funds in Conjunction with the 2017 Capital Improvement Program
[2026.01 YMLA TRACK- CIP17.docx](#) 
- M. Approve the Closeout of the Contract and Authorize Final Payment for the Eastern Hills High School Betterment Project in Conjunction with the 2017 Capital Improvement Program
[2025.01.20 CIP17 Eastern Hills HS Closeout.docx](#) 

12. ACTION AGENDA ITEMS

- A. Item(s) Removed from Consent Agenda

Dr. Karen Molinar, Superintendent

Legal and District Records Management, Sidney Pounds, Assistant General Counsel

- B. Approve Proposed Termination of Certain Probationary Contract Employees for Good Cause Pursuant to Chapter 21 of the Texas Education Code
No Action taken.
- C. Approve Proposed Termination of Certain Term Contract Employees for Good Cause Pursuant to Chapter 21 of the

Texas Education Code
No Action taken.



- D. Approve Proposed Termination of Certain Continuing Contract Employees for Good Cause Pursuant to Chapter 21 of the Texas Education Code
No Action taken.
- E. Consider and Take Action to Void the Contract of Certain Employees for Lack of Texas Educator Certification Pursuant to Chapter 21 of the Texas Education Code
No Action taken.
- F. Approve the Termination of Olivia McCoy's Probationary Contract for Good Cause Pursuant to Chapter 21 of the Texas Education Code
2nd Vice President, Dr. Michael Ryan, moved to Approve the Termination of Olivia McCoy's Probationary Contract for Good Cause Pursuant to Chapter 21 of the Texas Education Code.

Moved by: Dr. Michael Ryan
Seconded by: Anne Darr

Yes Anael Luebanos, Anne Darr, Dr. Camille Rodriguez, Dr. Michael Ryan, Quinton Phillips, and Roxanne Martinez

Carried 6-0

School Leadership, Dr. Priscila Dilley, Chief of Schools

- G. Approve First Amendment of Interlocal Agreement Between Fort Worth Independent School District and the City of Fort Worth for After-School Services for the 2025 - 2026 and 2026 - 2027 School Years
[Amendment 1 Interlocal Local Agreement CFW Overarching.docx](#) 
[FW City Secretary Contract 62209.pdf](#) 

Moved by: Anne Darr

Seconded by: Anael Luebanos

Yes Anael Luebanos, Anne Darr, Dr. Camille Rodriguez, Dr. Michael Ryan, Quinton Phillips, and Roxanne Martinez

Carried 6-0

1st Vice President, Tobi Jackson did not return from executive session and did not vote.

- H. Approve Second Amendment and Second Renewal of Interlocal Agreement Between Fort Worth Independent School District and the City of Fort Worth to Provide After-School Services at Multiple Sites for the School Year 2025 - 2026

[Amendment 2 Renewal 2 Interlocal Agreement CFW](#)

[Parks.docx](#) 

[CSC 60939 Fort Worth ISD Amendment 2 Renewal 2.pdf](#) 

Moved by: Anael Luebanos

Seconded by: Dr. Michael Ryan

Yes Anael Luebanos, Anne Darr, Dr. Camille Rodriguez, Dr. Michael Ryan, Quinton Phillips, and Roxanne Martinez

Carried 6-0

Talent Management, Woodrow Bailey III, Chief Talent Officer

- I. Approve 2026-2027 Accelerating Campus Excellence (ACE) Compensation Plan

[ACE Compensation Plan 26-27.docx](#) 

[ACE Compensation Plan - Updated.pdf](#) 


Moved by: Quinton Phillips

Seconded by: Dr. Michael Ryan

- Yes** Anael Luebanos, Anne Darr, Dr. Michael Ryan,
Quinton Phillips, and Roxanne Martinez
- No** Dr. Camille Rodriguez

Carried 5-1

Operations, Kellie Spencer, Deputy Superintendent

- J. Approve Amendment to the Contract for the Owner's
Representative for Program Management Services for the
2021 Capital Improvement Program
[2026.01.20 CIP Contract Amendment.docx](#) 

Moved by: Dr. Michael Ryan
Seconded by: Quinton Phillips

- Yes** Anael Luebanos, Anne Darr, Dr. Camille
Rodriguez, Dr. Michael Ryan, Quinton Phillips,
and Roxanne Martinez

Carried 6-0

- K. Approve Grounds Maintenance Services for Athletic Fields and
Athletic Facilities
[Sports Field Solutions.docx](#) 
[Exhibits Sports Field Solutions.pdf](#) 




Moved by: Quinton Phillips
Seconded by: Anne Darr

- Yes** Anael Luebanos, Anne Darr, Dr. Camille
Rodriguez, Dr. Michael Ryan, Quinton Phillips,
and Roxanne Martinez

Carried 6-0

Maintenance and Operations, David Guerra, Executive Director

- L. Approve Major Facility Renovations and Building Automation
System Upgrades for Western Hills Elementary

[Western Hills ES Upgrades.docx](#)  [SBD - 25-10-0052.pdf](#) 
[JMS - 25-0283.pdf](#) 

Moved by: Dr. Michael Ryan
Seconded by: Anael Luebanos

Yes Anael Luebanos, Anne Darr, Dr. Camille Rodriguez, Dr. Michael Ryan, Quinton Phillips, and Roxanne Martinez

Carried 6-0

13. ADJOURN

Meeting was adjourned at 8:27p.m.

/s/ Patti Ramón
Board of Education

Video of the meeting is available on the Board of Education website at <http://www.fwisd.org>

**FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
February 24, 2026**

TOPIC: APPROVE OUTSIDE EMPLOYMENT FOR DISTRICT ADMINISTRATORS (H.B. 3372)

EXECUTIVE SUMMARY:

During the 89th Texas Legislative Session, the Texas Legislature passed [H.B. 3372](#), which created Texas Education Code Section 11.006: Prohibited Activities by Administrators. This new law prohibits District administrators from receiving any financial benefit for the performance of personal services for certain entities, including:

1. Any business entity that does business with the administrator's employing district (Fort Worth ISD);
2. An education business providing curriculum or administration services to any ISD; or
3. Another ISD, Education Service Center, or Open Enrollment Charter School.

For services provided under sections 2 and 3 indicated above, an administrator can avoid a penalty by obtaining approval from the District's Board of Trustees. To qualify for the exception, the contract or agreement must be presented to the District's Board of Trustees, and the Board must determine that:

1. The contract will not harm the district;
2. The contract does not present a conflict of interest; and
3. The services to be performed by the administrator will be performed entirely during the administrator's own time.

The District staff members listed below have submitted a request for the Board to review and approve their outside employment in accordance with Texas Education Code Section 11.006.

RECOMMENDATION:

Approve the outside employment for the following District administrators:

Employee
Rincon, Melissa

STRATEGIC PRIORITY:

3 - Employee Effectiveness and Retention

PROVIDER(S)/VENDOR(S):

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Not Applicable

INFORMATION SOURCE:

Dr. Karen Molinar, Superintendent

FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
February 24, 2026

TOPIC: APPROVE SECOND READING FOR REVISIONS TO BOARD POLICY DC (LOCAL) & DCD (LOCAL) – RELATING TO DELEGATION OF HIRING AUTHORITY

EXECUTIVE SUMMARY:

Board Policy DC (LOCAL) and DCD (LOCAL) address, in part, the Board’s delegation of hiring authority to the Superintendent. Under current Board Policy, the Board delegates hiring authority to the Superintendent to hire all positions below the Executive Director or equivalent level. As a result, currently, the Board is required to formally vote to approve the hiring for any position at the Executive Director level or above, based on the Superintendent’s recommendation. The recommended revisions to DC(LOCAL) and DCD(LOCAL) would delegate hiring authority to the Superintendent for all positions in the District, except for the Chief Internal Auditor. These recommended revisions align more closely with the policies of other large school districts across the state and support the Board’s Lone Star Governance model.

RECOMMENDATION:

Approve Revisions to Board Policies DC(LOCAL) and DCD(LOCAL)– Second Reading

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

PROVIDER(S)/VENDOR(S):

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Districtwide

INFORMATION SOURCE:

Sid Pounds, Asst. General Counsel

Personnel / Job Descriptions	The Superintendent or designee shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.
Posting Vacancies	<p>The Superintendent or designee shall advertise employment opportunities and post notices of vacancies in accordance with established guidelines. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees are eligible to apply for any posted vacancy. All advertised positions shall be posted for no fewer than ten working days.</p> <p>All full-time positions shall be advertised within the District and may be advertised outside the District as deemed appropriate.</p>
Fair Hiring Practices	<p>The District shall, in all cases, observe fair and equitable hiring practices. Each staff member responsible for employment in the District, including any employee responsible for recommending the employment of applicants, shall avoid any act or practice that may be interpreted as preferential consideration to a member of the employee's immediate family.</p> <p>No campus, division, or department supervisor/administrator shall hire a member of his or her immediate family, nor use his or her position to influence another District employee to hire a member of his or her immediate family.</p>
Limitations	A person shall not be employed for a position in which that person would supervise, or be supervised by, a member of the person's immediate family; or for a position for which a member of the person's immediate family would be in a position to affect the person's employment, promotion, salary administration, or other related management or personnel transaction.
Definition of "Immediate Family"	For purposes of this policy, "immediate family" shall be defined as spouse; son or daughter, including a biological, adopted, or foster child, son- or daughter-in-law, stepchild, legal ward, or child for whom the employee stands in loco parentis; parent, stepparent, parent-in-law, or other individual who stands in loco parentis to the employee; sibling, stepsibling, or sibling-in-law; grandparent or spouse's grandparent; grandchild; or any other person who may be residing in the employee's home.
Applications	All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring, or as soon as possible thereafter, for a noncontractual position.

	<p>[For information related to the evaluation of criminal history records, see DBAA.]</p>
Filling Exempt Positions	<p>In filling any exempt-level position (excluding teachers and other campus administrative and professional support staff), the Superintendent or designee shall appoint a screening committee.</p> <p>Qualifications of all applicants shall be reviewed by the screening committee. The screening committee shall use an objective method for determining which applicants will be selected for interviews, as well as for conducting the interviews. After interviews, the screening committee shall give recommendations and resumes of top applicants to the appropriate member of the Superintendent's leadership team, who in turn shall present the recommendation for filling the position to the human capital management division. Notification shall be sent to those applicants not selected for the position.</p> <p>With the Board's consent, the Superintendent reserves the right to make a direct administrative appointment.</p>
Selection and Employment of Personnel	<p>The Superintendent has sole authority to make recommendations to the Board regarding the selection of personnel.</p> <p>However, the Board delegates to the Superintendent or designee authority for the selection and employment of all personnel, except the Chief Internal Auditor employed in positions below executive director or the equivalent. The authority delegated by the Board to the Superintendent regarding personnel matters shall be exercised by the Superintendent personally or by the Superintendent's designee.</p> <p>Individual central office divisions shall not have the authority to transfer personnel, offer contracts or employment, adjust compensation or job titles, and/or terminate positions without the approval of the Superintendent or designee.</p> <p>The Superintendent or designee shall be authorized to accept the resignation of an at-will employee at any time.</p> <p>[See also DC(LEGAL) and policies at DAA, DAC, DCA, DCB, DCC, DCD, DCE, and DK]</p>
Athletic Staff	<p>Appointments shall be made in accordance with the Board-adopted athletic handbook.</p>
Employment Assistance Prohibited	<p>No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in</p>

Fort Worth ISD
220905

EMPLOYMENT PRACTICES

DC
(LOCAL)

violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and DH(EXHIBIT) for the Educators' Code of Ethics.]

Exit Surveys

An exit survey shall be provided to each employee who leaves employment with the District.

At-Will Employment	The District is committed to dealing with its employees fairly and ethically while maintaining efficiency and productivity. The District shall adhere to the common-law doctrine of at-will employment.
Benefits	At-will employees shall be eligible to receive the benefits specified by Board policy and law.
Authority of Superintendent	<p>The Board delegates to the Superintendent or designee authority for the selection and employment of all personnel, except the Chief Internal Auditor employed in positions below executive director or the equivalent. The Board also delegates to the Superintendent or designee the authority to assign, discipline, and terminate from employment all employees who serve on an at-will basis. [See DC and DK]</p> <p>The Superintendent or designee shall be authorized to accept the resignation of an at-will employee at any time. [See DFE]</p>
Prior Review Required	Circumstances warranting a suspension without pay, demotion, or termination of employment shall be discussed with, and the documentation reviewed by, the employee relations staff and the office of legal services, and shall be approved by the chief of human capital management or designee, prior to forwarding a recommendation and the implementation of the disciplinary action.
Performance Evaluation and Discipline	<p>Evaluation of at-will employees shall be conducted by the principal or supervisor in accordance with Board policy. [See DN]</p> <p>Through a careful review process, the Superintendent intends to maintain objectivity, fairness, and consistency in the District's discipline processes.</p> <p>No prior disciplinary action shall be a prerequisite for another disciplinary action, including termination of employment.</p> <p>In the exercise of discipline, the District's values of honesty, ethical behavior, and mutual respect should guide both the content and presentation of the discipline.</p> <p>Poor job performance or job-related misconduct may result in disciplinary action up to and including termination of employment. Various types of disciplinary action may be taken in order to help an employee assume responsibility for correcting his or her poor job performance or inappropriate behavior. The alternatives available, from counseling to termination of employment, shall be dependent on the severity or recurring nature of the violation and/or the employee's problem behavior. Misconduct deemed sufficiently serious, including criminal and ethical misconduct, may result in an employee's immediate termination of employment.</p>

Progressive Discipline

No prior disciplinary action shall be a prerequisite for another disciplinary action, including termination of employment.

Progressive discipline, when appropriate, shall be used as follows:

- Counseling: Meeting privately with an employee to discuss performance or behavior problems when they first arise. (pre- or nondisciplinary action).
- Level I, Oral Warning: First level of discipline. Discussion of the poor performance and/or inappropriate behavior, expectations, or consequences.
- Level II, Written Warning: Second level of discipline. Written summary of issues, improvement expected, and warning of further disciplinary action.
- *Level III, Suspension Without Pay: The nature and severity of the problem(s) provide the basis for the length of the suspension without pay.
- *Level IV, Demotion: An involuntary assignment to a lower pay grade or an involuntary reduction in pay, usually five percent, until satisfactory performance is achieved or inappropriate behavior is corrected.
- *Level V, Termination of Employment.

*Requires prior review before implementing.

Suspensions

Any at-will employee may be suspended at any time by the Superintendent or designee. Such suspension may be either with or without pay.

Suspensions with pay are nondisciplinary administrative measures taken in order to facilitate the investigation of allegations or questions raised concerning an employee's conduct or for other reasons deemed appropriate by the Superintendent or designee.

Termination of Employment

At-will employees may be terminated at any time for no reason or for any reason not prohibited by law, as determined by the Superintendent or designee, or the needs of the District. A terminated employee may appeal the dismissal in accordance with DGBA(Local).

Back Pay

If an at-will employee seeks an appeal of a suspension without pay, demotion, or termination under Board Policy DGBA(Local) and the grievance process concludes that the action was improperly imposed, the at-will employee shall be paid for the days of suspension without pay, demotion, or termination, less days assessed for disciplinary or other reasons.

Fort Worth ISD
220905

EMPLOYMENT PRACTICES
AT-WILL EMPLOYMENT

DCD
(LOCAL)

**Termination by
Conduct**

An employee of the District who is absent from his or her workplace for four consecutive workdays, without authorized leave or proof of incapacity, shall be deemed to have effectively abandoned his or her position with the District.

The principal or department head shall be authorized to document the employee's unauthorized absence and initiate paperwork recommending the employee's termination of employment with the District and to forward the recommendation to the human capital management division.

Once initiated, the termination of employment may not be withdrawn without consent of the Superintendent or designee.

DATE ISSUED:
LDU 2019.11
DCD(LOCAL)-X

ADOPTED:

3 of 3

Page 76 of 153

**FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
February 24, 2026**

**TOPIC: APPROVE THE QUARTERLY INVESTMENT REPORT FOR THE PERIOD:
OCTOBER 1, 2025 – DECEMBER 31, 2025**

EXECUTIVE SUMMARY:

A written investment report must be presented to the Fort Worth ISD Board of Education and the Superintendent not less than quarterly reflecting the investment transactions of the District in accordance with CDA (LEGAL). The report for the period October 1, 2025 – December 31, 2025, contains all of the reporting requirements as outlined in Section 2256.023 of the Texas Government Code. Interest earnings for the period October 1, 2025 – December 31, 2025, totaled \$9,331,069. All investments met the District's investment strategies and policies, with the District's primary goal being safety of investments and then liquidity of the investments.

RECOMMENDATION:

Approve the Quarterly Investment Report for The Period: October 1, 2025 – December 31, 2025.

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

PROVIDER(S)/VENDOR(S):

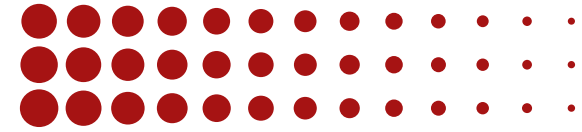
Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Division of Business and Finance

INFORMATION SOURCE:

Darla Moss, Chief Financial Officer



QUARTERLY INVESTMENT REPORT

OCTOBER 1, 2025 - DECEMBER 31, 2025

Ms. Maria Chavez
Comptroller

Ms. Tonya D. Wright
Treasurer



FORT WORTH INDEPENDENT SCHOOL DISTRICT
Quarterly Investment Report
10/01/2025- 12/31/2025

Investment Officer's Certification

This report is prepared for the Fort Worth Independent School District (the "District") in accordance with Chapter 2256 of the Public Funds Investment Act (PFIA). Section 2256.005(e) of the PFIA states that "Not less than quarterly, the investment officer shall prepare and submit to the governing body of the entity a written report of the investment transactions for all funds covered by this chapter for the preceding reporting period." This report is signed by the District's Investment Officers and includes the disclosures required in the PFIA. The investment portfolio complied with the PFIA and the District's approved Investment Policy and Strategy throughout the period. All investment transactions made in the following portfolio during the period were made on behalf of the District and were in full compliance with PFIA and the District's approved Investment Policy.

Total Rate of Return: 4.24%
Interest Earned During the Period: \$ 9,331,069
Interest Earned Fiscal Year to Date: \$19,773,014

Portfolio Name	Face Amount/Shares	Market Value	Book Value	% of Portfolio	YTM @ Cost	Days To Maturity
Campus Activity Fund	8,561,223.82	8,561,223.82	8,561,223.82	0.95	3.97	1
CIP-2017 Bond Fund	10,108,854.19	10,108,854.19	10,108,854.19	1.12	3.98	1
CIP-2021 Bond Fund	519,111,534.64	519,111,534.64	519,111,534.64	57.61	4.05	7
Food Service Fund	32,122,018.99	32,122,018.99	32,122,018.99	3.56	3.97	1
General Operating Fund	277,635,278.73	277,635,278.73	277,635,278.73	30.81	3.96	16
Interest & Sinking Debt Service Fund	48,840,416.86	48,840,416.86	48,840,416.86	5.42	3.84	1
Real Estate Proceeds	3,738,644.32	3,738,644.32	3,738,644.32	0.41	4.09	1
Scholarships	938,623.89	957,159.50	959,858.00	0.11	4.03	57
Total / Average	901,056,595.44	901,075,131.05	901,077,829.55	100.00	4.01	9

Maria Chavez

Ms. Maria Chavez, Comptroller

1/21/26

Date

Tonya D. Wright

Ms. Tonya D. Wright, Treasurer

1/21/2026

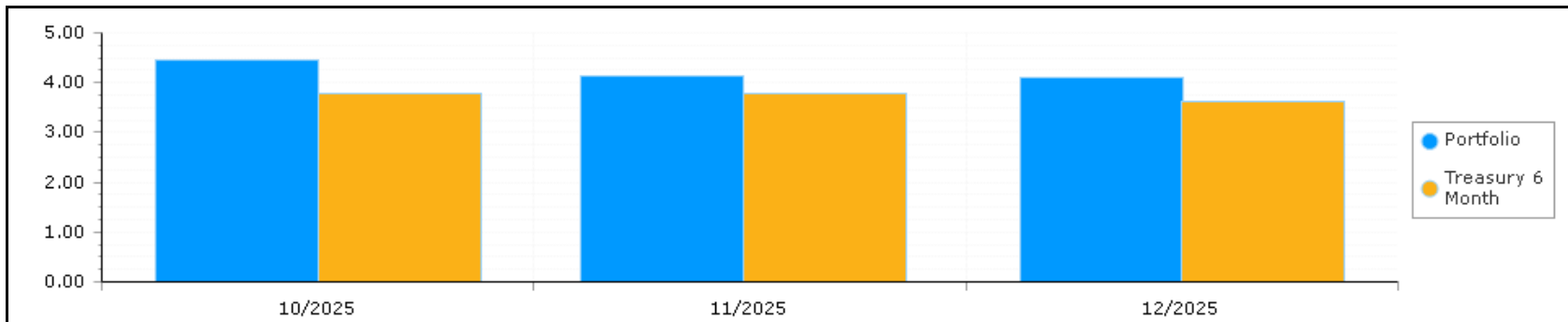
Date

**Fort Worth Independent School District
Total Rate of Return - Book Value by Month
All Portfolios**

Begin Date: 10/31/2025, End Date: 12/31/2025

Month	Beginning BV + Accrued Interest	Interest Earned During Period-BV	Realized Gain/Loss-BV	Investment Income-BV	Average Capital Base-BV	TRR-BV	Annualized TRR-BV	Treasury 6 Month
10/31/2025	907,569,260.01	3,227,159.67	0.00	3,227,159.67	887,434,672.53	0.36	4.45	3.79
11/30/2025	916,303,695.88	3,052,069.10	0.00	3,052,069.10	899,261,646.90	0.34	4.15	3.78
12/31/2025	899,950,076.86	3,051,840.63	0.00	3,051,840.63	907,657,110.37	0.34	4.11	3.63
Total/Average	907,569,260.01	9,331,069.40	0.00	9,331,069.40	895,028,397.99	1.04	4.24	3.73

Annualized TRR-BV

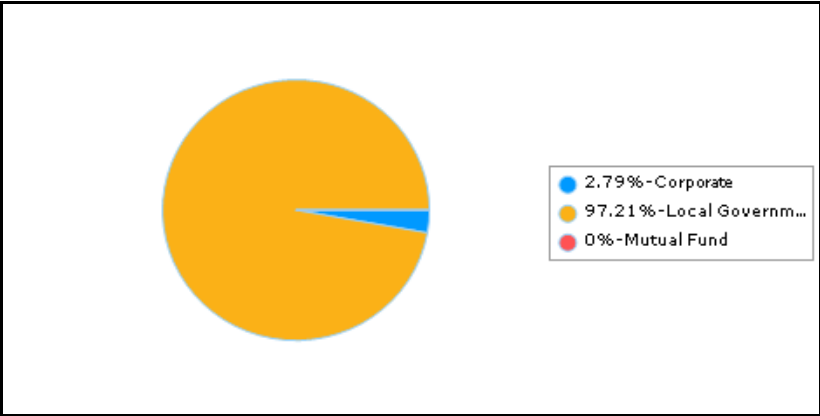


**Fort Worth Independent School District
Distribution by Security Sector - Book Value
All Portfolios**

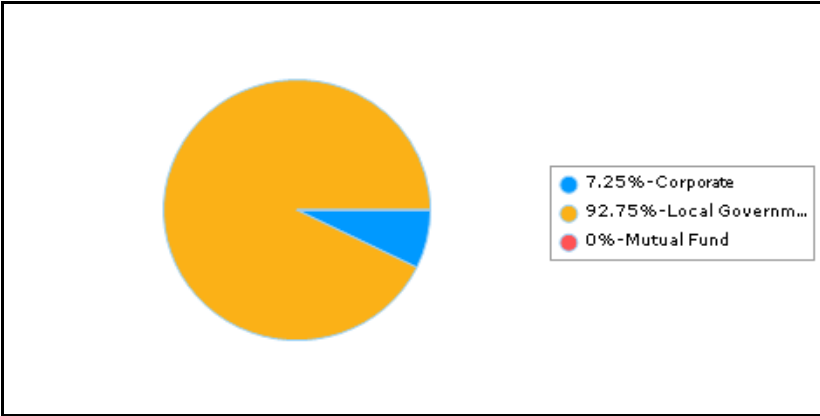
Begin Date: 9/30/2025, End Date: 12/31/2025

Security Sector Allocation				
Security Sector	Book Value 9/30/2025	% of Portfolio 9/30/2025	Book Value 12/31/2025	% of Portfolio 12/31/2025
Corporate	25,315,000.00	2.79	65,315,000.00	7.25
Local Government Investment Pool	882,031,472.65	97.21	835,739,383.55	92.75
Mutual Fund	23,446.00	0.00	23,446.00	0.00
Total / Average	907,369,918.65	100.00	901,077,829.55	100.00

Portfolio Holdings as of 9/30/2025



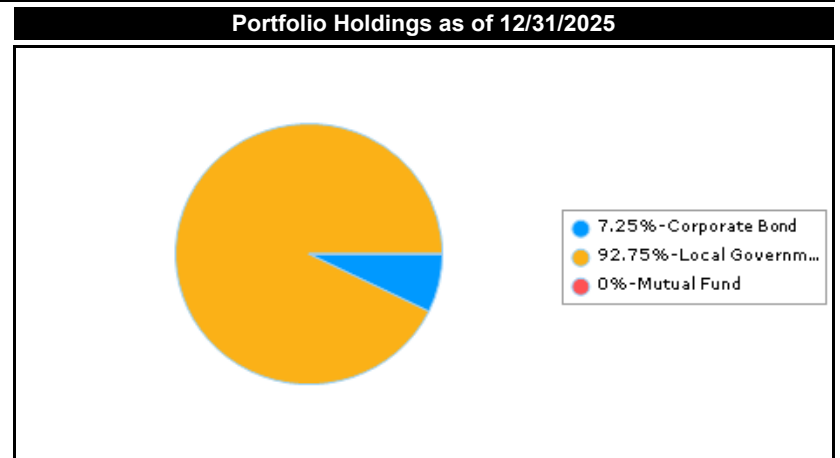
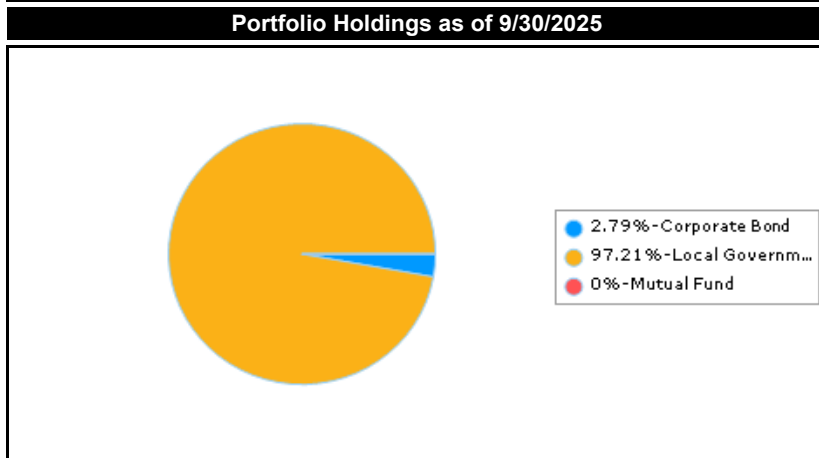
Portfolio Holdings as of 12/31/2025



**Fort Worth Independent School District
Distribution by Security Type - Book Value
All Portfolios**

Begin Date: 9/30/2025, End Date: 12/31/2025

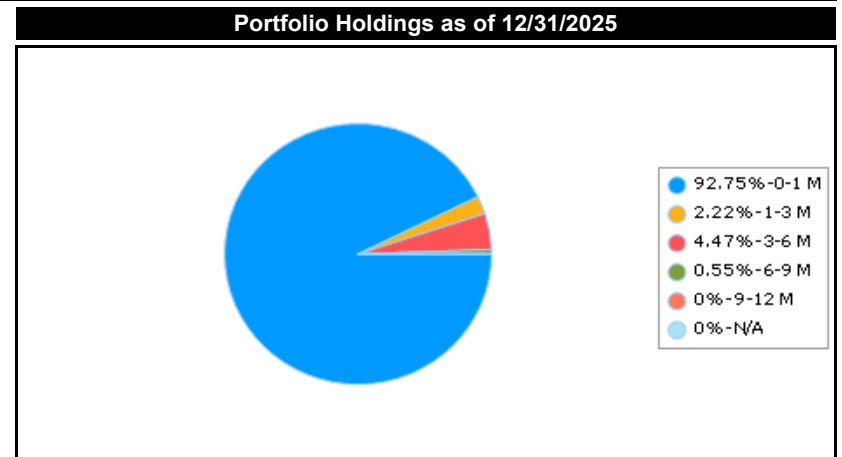
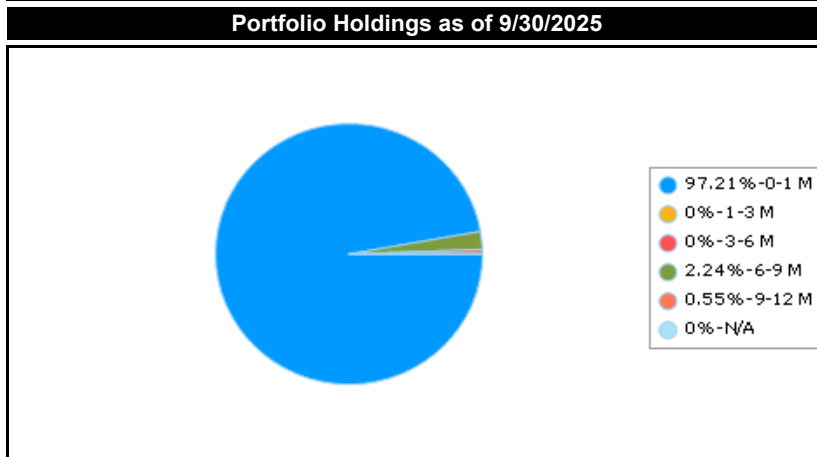
Security Type Allocation				
Security Type	Book Value 9/30/2025	% of Portfolio 9/30/2025	Book Value 12/31/2025	% of Portfolio 12/31/2025
Corporate Bond	25,315,000.00	2.79	65,315,000.00	7.25
Local Government Investment Pool	882,031,472.65	97.21	835,739,383.55	92.75
Mutual Fund	23,446.00	0.00	23,446.00	0.00
Total / Average	907,369,918.65	100.00	901,077,829.55	100.00



**Fort Worth Independent School District
Distribution by Maturity Range - Market Value
All Portfolios**

Begin Date: 9/30/2025, End Date: 12/31/2025

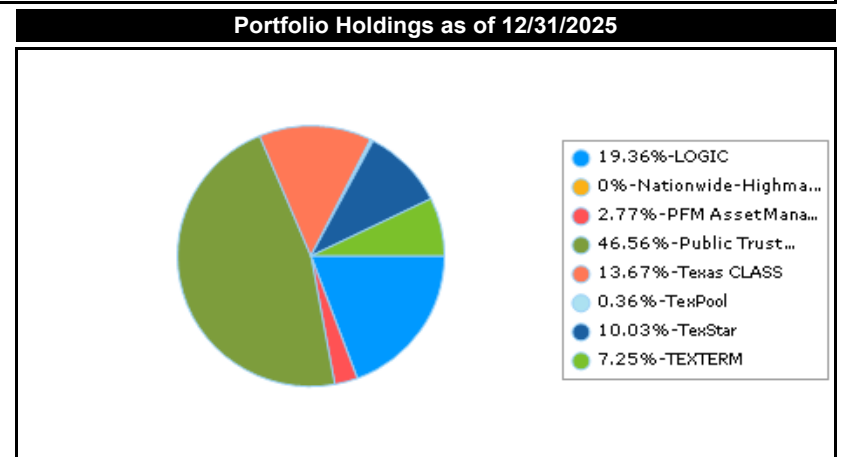
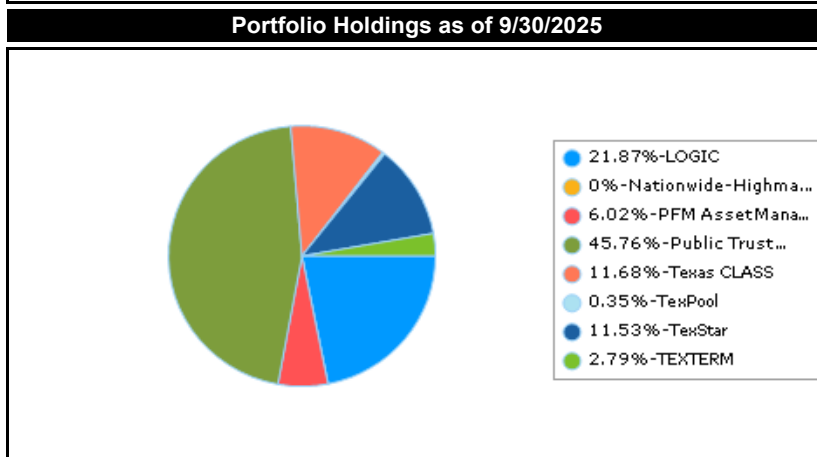
Maturity Range Allocation				
Maturity Range	Market Value 9/30/2025	% of Portfolio 9/30/2025	Market Value 12/31/2025	% of Portfolio 12/31/2025
0-1 Month	882,031,472.65	97.21	835,739,383.55	92.75
1-3 Months	0.00	0.00	20,000,000.00	2.22
3-6 Months	0.00	0.00	40,315,000.00	4.47
6-9 Months	20,315,000.00	2.24	5,000,000.00	0.55
9-12 Months	5,000,000.00	0.55	0.00	0.00
N/A	20,769.62	0.00	20,747.50	0.00
Total / Average	907,367,242.27	100.00	901,075,131.05	100.00



**Fort Worth Independent School District
Distribution by Issuer - Market Value
All Portfolios**

Begin Date: 9/30/2025, End Date: 12/31/2025

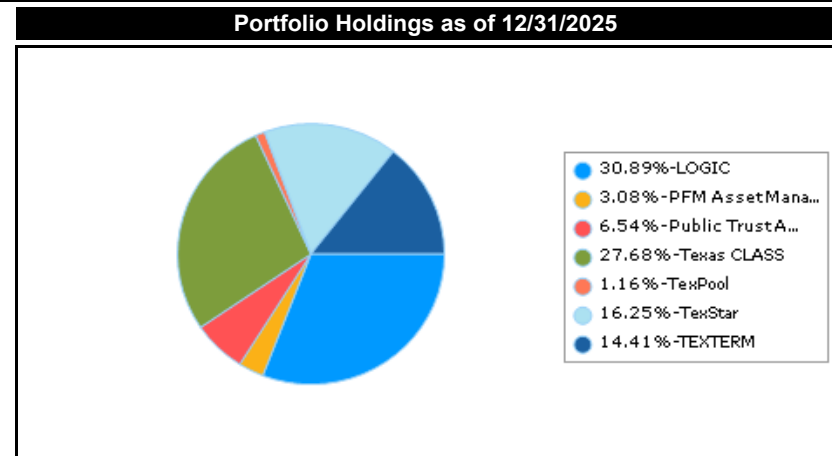
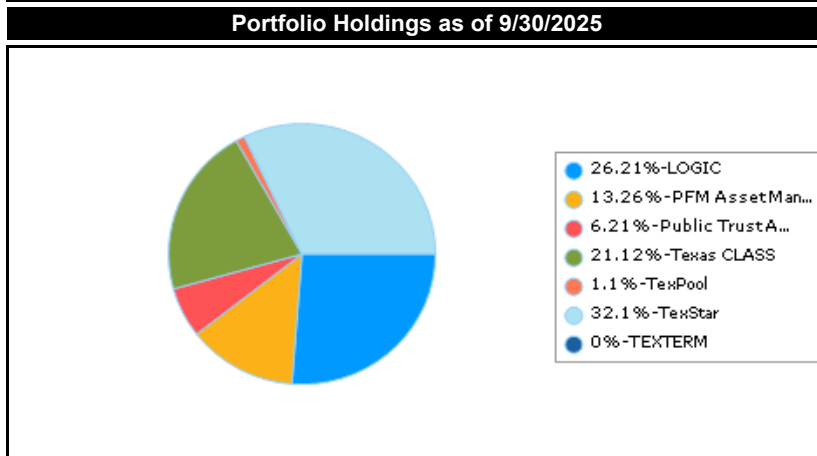
Issuer Allocation				
Issuer	Market Value 9/30/2025	% of Portfolio 9/30/2025	Market Value 12/31/2025	% of Portfolio 12/31/2025
LOGIC	198,449,889.38	21.87	174,487,881.00	19.36
Nationwide-Highmark Bond	20,769.62	0.00	20,747.50	0.00
PFM Asset Managment	54,619,980.58	6.02	24,962,694.27	2.77
Public Trust Advisors	415,178,329.56	45.76	419,566,974.96	46.56
Texas CLASS	105,941,971.92	11.68	123,143,889.18	13.67
TexPool	3,177,399.39	0.35	3,209,427.54	0.36
TexStar	104,663,901.82	11.53	90,368,516.60	10.03
TEXTERM	25,315,000.00	2.79	65,315,000.00	7.25
Total / Average	907,367,242.27	100.00	901,075,131.05	100.00



**Fort Worth Independent School District
Distribution by Issuer - Market Value
General Operating Fund**

Begin Date: 9/30/2025, End Date: 12/31/2025

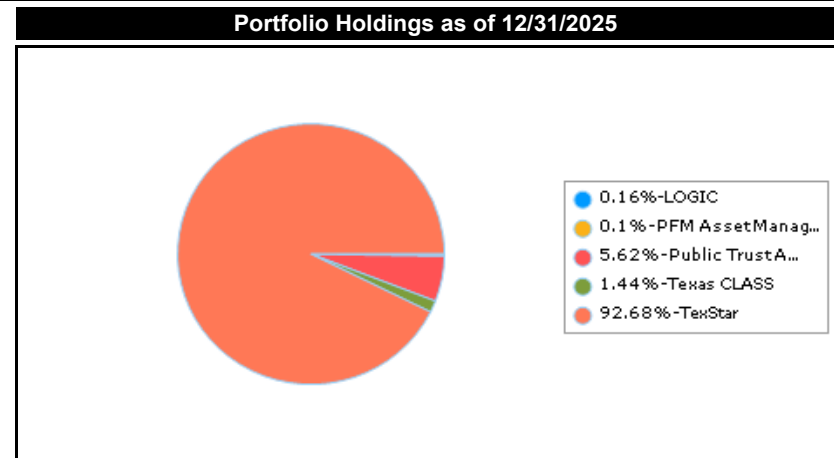
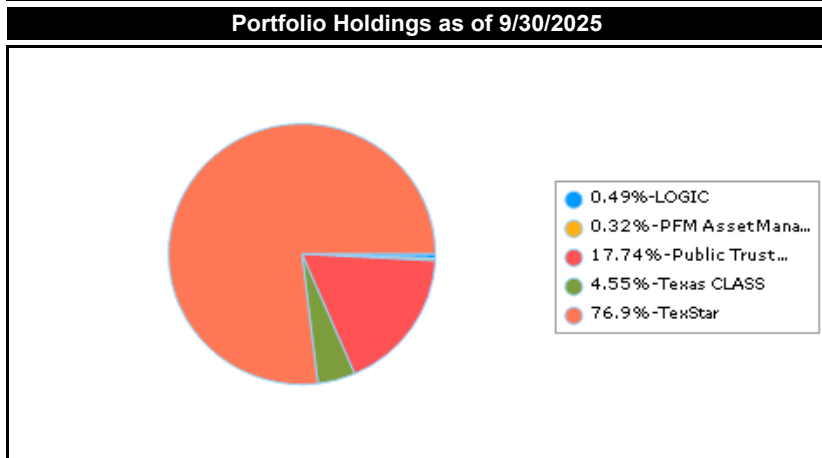
Issuer Allocation				
Issuer	Market Value 9/30/2025	% of Portfolio 9/30/2025	Market Value 12/31/2025	% of Portfolio 12/31/2025
LOGIC	75,852,021.31	26.21	85,761,294.69	30.89
PFM Asset Managment	38,376,797.32	13.26	8,549,597.24	3.08
Public Trust Advisors	17,962,647.87	6.21	18,152,522.17	6.54
Texas CLASS	61,107,765.31	21.12	76,859,096.54	27.68
TexPool	3,177,399.39	1.10	3,209,427.54	1.16
TexStar	92,887,864.56	32.10	45,103,340.55	16.25
TEXTERM	0.00	0.00	40,000,000.00	14.41
Total / Average	289,364,495.76	100.00	277,635,278.73	100.00



**Fort Worth Independent School District
Distribution by Issuer - Market Value
Interest & Sinking | Debt Service Fund**

Begin Date: 9/30/2025, End Date: 12/31/2025

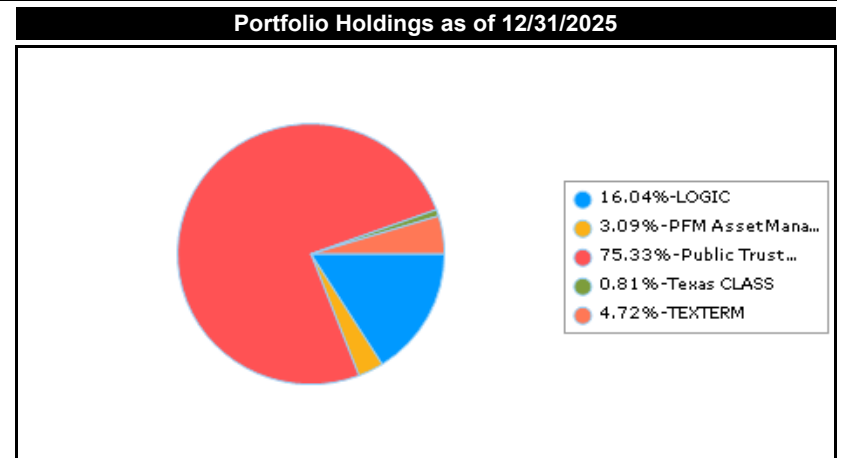
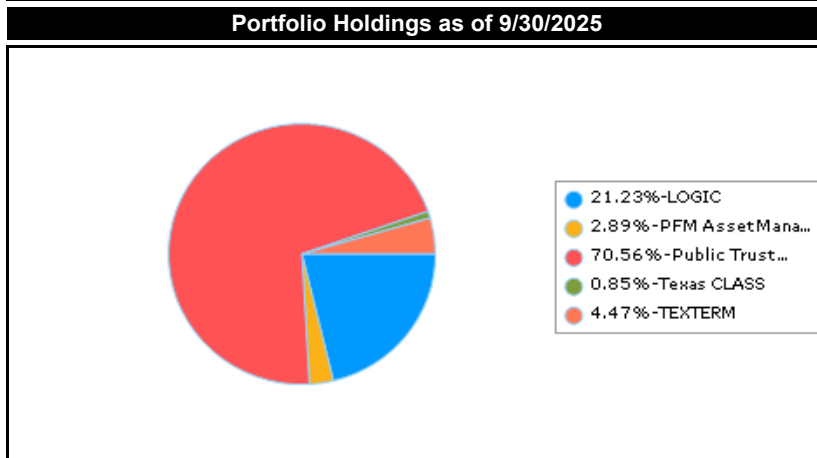
Issuer Allocation				
Issuer	Market Value 9/30/2025	% of Portfolio 9/30/2025	Market Value 12/31/2025	% of Portfolio 12/31/2025
LOGIC	75,255.68	0.49	76,035.01	0.16
PFM Asset Managment	49,689.11	0.32	50,208.89	0.10
Public Trust Advisors	2,715,990.22	17.74	2,744,699.62	5.62
Texas CLASS	697,027.01	4.55	704,297.29	1.44
TexStar	11,776,037.26	76.90	45,265,176.05	92.68
Total / Average	15,313,999.28	100.00	48,840,416.86	100.00



**Fort Worth Independent School District
Distribution by Issuer - Market Value
REPORT GROUP: BOND FUND**

Begin Date: 9/30/2025, End Date: 12/31/2025

Issuer Allocation				
Issuer	Market Value 9/30/2025	% of Portfolio 9/30/2025	Market Value 12/31/2025	% of Portfolio 12/31/2025
LOGIC	118,691,257.45	21.23	84,911,906.98	16.04
PFM Asset Managment	16,185,282.20	2.89	16,354,590.28	3.09
Public Trust Advisors	394,499,691.47	70.56	398,669,753.17	75.33
Texas CLASS	4,752,097.87	0.85	4,284,138.40	0.81
TEXTERM	25,000,000.00	4.47	25,000,000.00	4.72
Total / Average	559,128,328.99	100.00	529,220,388.83	100.00



**Fort Worth Independent School District
Portfolio Holdings by Portfolio Name
All Portfolios**

Date: 12/31/2025

Description	Face Amount / Shares	Settlement Date	Cost Value	Market Price	Market Value	% Portfolio	Credit Rating	Days To Call/Maturity
CUSIP		YTM @ Cost	Book Value	YTM @ Market	Accrued Interest	Unre. Gain/Loss	Credit Rating	Duration To Maturity
Campus Activity Fund								
Texas CLASS LGIP		5/31/2010	8,561,223.82	100.00	8,561,223.82	0.95%	S&P-AA+	1
TXCLASS0005	8,561,223.82	3.97	8,561,223.82	3.97		0.00	NR	0
			8,561,223.82		8,561,223.82	0.95%		1
Sub Total Campus Activity Fund	8,561,223.82	3.97	8,561,223.82	3.97		0.00		0
CIP-2017 Bond Fund								
LOGIC LGIP		5/2/2018	8,461.39	100.00	8,461.39	0%	NR	1
LOGIC13006	8,461.39	4.09	8,461.39	4.09		0.00	NR	0
PFM Asset Management LGIP		11/23/2022	7,513,805.29	100.00	7,513,805.29	0.83%	NR	1
PFM-1265-05	7,513,805.29	3.98	7,513,805.29	3.98		0.00	NR	0
Texas CLASS LGIP		5/4/2018	2,586,587.51	100.00	2,586,587.51	0.29%	NR	1
TXCLASS0009	2,586,587.51	3.97	2,586,587.51	3.97		0.00	NR	0
			10,108,854.19		10,108,854.19	1.12%		1
Sub Total CIP-2017 Bond Fund	10,108,854.19	3.98	10,108,854.19	3.98		0.00		0
CIP-2021 Bond Fund								
LOGIC LGIP		9/7/2022	84,903,445.59	100.00	84,903,445.59	9.42%	NR	1
LOGIC13008	84,903,445.59	4.09	84,903,445.59	4.09		0.00	NR	0
PFM Asset Management LGIP		11/23/2022	8,840,784.99	100.00	8,840,784.99	0.98%	NR	1
PFM-1265-06	8,840,784.99	3.98	8,840,784.99	3.98		0.00	NR	0
Public Trust Advisors LGIP		6/5/2023	398,669,753.17	100.00	398,669,753.17	44.24%	NR	1
SPP-0001	398,669,753.17	4.03	398,669,753.17	4.03		0.00	NR	0
Texas CLASS LGIP		2/27/2023	1,697,550.89	100.00	1,697,550.89	0.19%	NR	1
TXCLASS0012	1,697,550.89	3.97	1,697,550.89	3.97		0.00	NR	0
TEXTERM 4.21 7/20/2026		7/24/2025	5,000,000.00	100.00	5,000,000.00	0.55%	NR	201
TEXTERM1265-068	5,000,000.00	4.21	5,000,000.00	4.21	91,801.39	0.00	NR	0.56
TEXTERM 4.29 4/14/2026		7/24/2025	20,000,000.00	100.00	20,000,000.00	2.22%	NR	104
TEXTERM1265-069	20,000,000.00	4.29	20,000,000.00	4.29	374,183.33	0.00	NR	0.29

**Fort Worth Independent School District
Portfolio Holdings by Portfolio Name
All Portfolios**

Date: 12/31/2025

Description	Face Amount / Shares	Settlement Date	Cost Value	Market Price	Market Value	% Portfolio	Credit Rating	Days To Call/Maturity
CUSIP		YTM @ Cost	Book Value	YTM @ Market	Accrued Interest	Unre. Gain/Loss	Credit Rating	Duration To Maturity
			519,111,534.64		519,111,534.64	57.6%		7
Sub Total CIP-2021 Bond Fund	519,111,534.64	4.05	519,111,534.64	4.05	465,984.72	0.00		0.02
Food Service Fund								
Texas CLASS LGIP		2/14/2012	32,122,018.99	100.00	32,122,018.99	3.56%	S&P-AA+	1
TXCLASS0002	32,122,018.99	3.97	32,122,018.99	3.97		0.00	NR	0
			32,122,018.99		32,122,018.99	3.56%		1
Sub Total Food Service Fund	32,122,018.99	3.97	32,122,018.99	3.97		0.00		0
General Operating Fund								
LOGIC LGIP		4/30/2004	85,761,294.69	100.00	85,761,294.69	9.52%	NR	1
LOGIC13001	85,761,294.69	4.09	85,761,294.69	4.09		0.00	NR	0
PFM Asset Managment LGIP		7/18/2022	8,549,597.24	100.00	8,549,597.24	0.95%	NR	1
PFM-1265-03	8,549,597.24	3.98	8,549,597.24	3.98		0.00	NR	0
Public Trust Advisors LGIP		3/27/2024	18,152,522.17	100.00	18,152,522.17	2.01%	NR	1
SPP-0002	18,152,522.17	4.03	18,152,522.17	4.03		0.00	NR	0
Texas CLASS LGIP		5/31/2010	76,859,096.54	100.00	76,859,096.54	8.53%	S&P-AA+	1
TXCLASS0001	76,859,096.54	3.97	76,859,096.54	3.97		0.00	NR	0
TexPool LGIP		6/30/2010	3,209,427.54	100.00	3,209,427.54	0.36%	S&P-AA+	1
TEXPOOL00001	3,209,427.54	3.83	3,209,427.54	3.83		0.00	NR	0
TexStar LGIP		6/3/2005	45,103,340.55	100.00	45,103,340.55	5.01%	S&P-AA+	1
TEXSTAR11110	45,103,340.55	3.83	45,103,340.55	3.83		0.00	NR	0
TEXTERM 3.77 3/20/2026		12/19/2025	20,000,000.00	100.00	20,000,000.00	2.22%	NR	79
TEXTERM1265-036	20,000,000.00	3.77	20,000,000.00	3.77	25,133.33	0.00	NR	0.22
TEXTERM 3.77 5/13/2026		12/19/2025	20,000,000.00	100.00	20,000,000.00	2.22%	NR	133
TEXTERM1265-037	20,000,000.00	3.77	20,000,000.00	3.77	25,133.33	0.00	NR	0.37
			277,635,278.73		277,635,278.73	30.82%		16
Sub Total General Operating Fund	277,635,278.73	3.96	277,635,278.73	3.96	50,266.66	0.00		0.04
Interest & Sinking Debt Service Fund								

Fort Worth Independent School District
Portfolio Holdings by Portfolio Name
All Portfolios

Date: 12/31/2025

Description	Face Amount / Shares	Settlement Date	Cost Value	Market Price	Market Value	% Portfolio	Credit Rating	Days To Call/Maturity
CUSIP		YTM @ Cost	Book Value	YTM @ Market	Accrued Interest	Unre. Gain/Loss	Credit Rating	Duration To Maturity
LOGIC LGIP		12/2/2014	76,035.01	100.00	76,035.01	0.01%	NR	1
LOGIC13003	76,035.01	4.09	76,035.01	4.09		0.00	NR	0
PFM Asset Management LGIP		7/21/2022	50,208.89	100.00	50,208.89	0.01%	NR	1
PFM-1265-04	50,208.89	3.98	50,208.89	3.98		0.00	NR	0
Public Trust Advisors LGIP		3/28/2024	2,744,699.62	100.00	2,744,699.62	0.3%	NR	1
SPP-0003	2,744,699.62	4.03	2,744,699.62	4.03		0.00	NR	0
Texas CLASS LGIP		5/31/2010	704,297.29	100.00	704,297.29	0.08%	S&P-AA+	1
TXCLASS0003	704,297.29	3.97	704,297.29	3.97		0.00	NR	0
TexStar LGIP		5/31/2010	45,265,176.05	100.00	45,265,176.05	5.02%	S&P-AA+	1
TEXSTAR33330	45,265,176.05	3.83	45,265,176.05	3.83		0.00	NR	0
Sub Total Interest & Sinking Debt Service Fund	48,840,416.86	3.84	48,840,416.86	3.84	48,840,416.86	5.42%	0.00	1
								0
Real Estate Proceeds								
LOGIC LGIP		11/4/2020	3,738,644.32	100.00	3,738,644.32	0.41%	NR	1
LOGIC13007	3,738,644.32	4.09	3,738,644.32	4.09		0.00	NR	0
			3,738,644.32		3,738,644.32	0.41%		1
Sub Total Real Estate Proceeds	3,738,644.32	4.09	3,738,644.32	4.09		0.00		0
Scholarships								
Nationwide-Highmark Bond		4/19/2002	23,446.00	9.38	20,747.50	0%	NR	
HIGHMARK857	2,211.89		23,446.00			-2,698.50	NR	
PFM Asset Management LGIP		6/25/2024	8,297.86	100.00	8,297.86	0%	NR	1
PFM-1265-07	8,297.86	3.98	8,297.86	3.98		0.00	NR	0
Texas CLASS LGIP		4/24/2014	613,114.14	100.00	613,114.14	0.07%	S&P-AA+	1
TXCLASS0008	613,114.14	3.97	613,114.14	3.97		0.00	NR	0
TEXTERM 4.15 6/15/2026		6/25/2025	315,000.00	100.00	315,000.00	0.03%	NR	166
TEXTERM1265-08	315,000.00	4.15	315,000.00	4.15	6,754.13	0.00	NR	0.46

**Fort Worth Independent School District
Portfolio Holdings by Portfolio Name
All Portfolios**

Date: 12/31/2025

Description CUSIP	Face Amount / Shares	Settlement Date YTM @ Cost	Cost Value Book Value	Market Price YTM @ Market	Market Value Accrued Interest	% Portfolio Unre. Gain/Loss	Credit Rating Credit Rating	Days To Call/Maturity Duration To Maturity
			959,858.00		957,159.50	0.1%		57
Sub Total Scholarships	938,623.89	4.03	959,858.00	4.03	6,754.13	-2,698.50		0.15
			901,077,829.55		901,075,131.05	100.00%		9
TOTAL PORTFOLIO	901,056,595.44	4.01	901,077,829.55	4.01	523,005.51	-2,698.50		0.02

**FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
February 24, 2026**

TOPIC: : APPROVE BUDGET AMENDMENT FOR PERIOD ENDING JANUARY 31, 2026

EXECUTIVE SUMMARY:

The 2025-2026 General Fund was initially adopted on June 10, 2025. During the month ending January 31, 2026, requests were made by campuses and departments to transfer funds between functions for the General Fund, as reflected on the spreadsheet provided.

All requests are necessary in the normal course of District Operations. Once amendments have Board approval, they will be posted to the General Ledger.

RECOMMENDATION:

Approve Budget Amendment for Period Ending January 31, 2026

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

PROVIDER(S)/VENDOR(S):

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

School(s)/Department(s)

INFORMATION SOURCE:

Darla Moss, Chief of Financial Officer

2025-2026 General Fund

	Consolidated General Fund 2025-2026 Adopted Budget	Adjustments	Consolidated General Fund 2025-2026 Amended Budget 1/31/2026
REVENUE & OTHER SOURCES			
5700 Local Revenue	\$443,701,450	\$0	\$443,701,450
5800 State Revenue	\$411,329,044	\$0	\$411,329,044
5900 Federal Revenue	\$7,317,250	\$0	\$7,317,250
7900 Other Sources	\$600,000	\$0	\$600,000
Total Revenue & Other Sources	\$862,947,744	\$0	\$862,947,744
EXPENDITURES			
11 Instruction	\$490,206,270	(\$923,531)	\$489,282,739
12 Instruction Resources and Media Services	\$11,048,195	\$26,292	\$11,074,487
13 Curriculum and Instructional Staff Development	\$10,811,868	(\$90,801)	\$10,721,067
21 Instructional Administration	\$14,679,277	\$59,911	\$14,739,188
23 School Administration	\$52,632,091	(\$15,314)	\$52,616,777
31 Guidance and Counseling Services	\$58,419,166	\$15,334	\$58,434,500
32 Social Work Services	\$5,795,580	\$0	\$5,795,580
33 Health Services	\$12,444,226	\$92,093	\$12,536,319
34 Student Transportation	\$22,471,355	\$0	\$22,471,355
35 Food Services	\$330,831	\$129,470	\$460,301
36 Cocurricular/Extracurricular Activities	\$20,980,778	\$750,673	\$21,731,451
41 General Administration	\$27,807,924	(\$873,853)	\$26,934,071
51 Plant Maintenance and Operations	\$98,633,962	(\$108,378)	\$98,525,584
52 Security and Monitoring Services	\$18,992,915	(\$2,692)	\$18,990,223
53 Data Processing Services	\$38,874,356	(\$97,494)	\$38,776,862
61 Community Services	\$4,017,490	(\$400)	\$4,017,090
71 Debt Service	\$2,100,000	\$0	\$2,100,000
81 Facilities Acquisition & Construction	\$7,512,667	\$1,038,690	\$8,551,357
91 Contracted Instructional Services between Public Schools	\$5,902,208	\$0	\$5,902,208
95 Payments to Juvenile Justice Alt Ed Program	\$30,960	\$0	\$30,960
97 Tax Increment Financing	\$0	\$0	\$0
99 Other Intergovernmental Charges	\$3,187,301	\$0	\$3,187,301
Total Budgeted Expenditures	\$906,879,420	\$0	\$906,879,420
Total Deficit	(\$43,931,676)	\$0	(\$43,931,676)
Beginning Fund Balance (Unaudited)	328,546,390		328,546,390
Fund Balance-Ending (Unaudited)	\$284,614,714	\$0	\$284,614,714

Explanations

	January 31, 2026	Increase	Decrease	Net Effect
Function	Expenses			
11	Fund 199 - PEIMS Correction, re-align payroll for FY 2026		923,531	
	Overall effect on Function 11	0	923,531	(923,531)
12	Campus/Dept. normal course of District operations	26,292	0	
	Overall effect on Function 12	26,292	0	26,292
13	Campus/Dept. normal course of District operations	0	90,801	
	Overall effect on Function 13	0	90,801	(90,801)
21	Campus/Dept. normal course of District operations	59,911	0	
	Overall effect on Function 21	59,911	0	59,911
23	Campus/Dept. normal course of District operations	0	15,314	
	Overall effect on Function 23	0	15,314	(15,314)
31	Campus/Dept. normal course of District operations	15,334	0	
	Overall effect on Function 31	15,334	0	15,334
33	Campus/Dept. normal course of District operations	92,093	0	
	Overall effect on Function 33	92,093	0	92,093
35	Fund 199 - PEIMS Correction, re-align payroll for FY 2026	129,470	0	
	Overall effect on Function 35	129,470	0	129,470
36	Fund 199 - PEIMS Correction, re-align payroll for FY 2026	750,673	0	
	Overall effect on Function 36	750,673	0	750,673
41	Fund 199 - PEIMS Correction, re-align payroll for FY 2026	0	873,853	
	Overall effect on Function 41	0	873,853	(873,853)
51	Fund 199 - Network Bandwidth	0	97,494	
	Campus/Dept. normal course of District operations	0	10,884	
	Overall effect on Function 51	0	108,378	(108,378)
52	Campus/Dept. normal course of District operations	0	2,692	
	Overall effect on Function 52	0	2,692	(2,692)
53	Fund 199 - Network Bandwidth	0	97,494	
	Overall effect on Function 53	0	97,494	(97,494)
61	Campus/Dept. normal course of District operations	0	400	
	Overall effect on Function 61	0	400	(400)
81	Fund 198 - Campus renovations, equipment purchase	987,135	0	
	Campus/Dept. normal course of District operations	51,555	0	
	Overall effect on Function 81	1,038,690	0	1,038,690
	Total	2,112,463	2,112,463	0

FORT WORTH INDEPENDENT SCHOOL DISTRICT

**SUMMARY OF 2025-2026 BUDGET AMENDMENTS
CONSOLIDATED GENERAL FUND**



	ORIGINAL	ADD/ SUBTRACT	7/22/2025	ADD/ SUBTRACT	7/31/2025	ADD/ SUBTRACT	8/31/2025	ADD/ SUBTRACT	9/30/2025	ADD/ SUBTRACT	Revised 10/31/2025	ADD/ SUBTRACT	Revised 11/30/2025	ADD/ SUBTRACT	12/31/2025	ADD/ SUBTRACT	1/31/2026
Revenue and Other Sources																	
5700 Local Revenue	\$457,911,481	-\$46,456,065	\$411,455,416	\$32,246,034	\$443,701,450		\$443,701,450		\$443,701,450	\$ -	\$443,701,450	\$ -	\$443,701,450		\$443,701,450		\$443,701,450
5800 State Revenue	\$360,143,391	\$86,290,643	\$446,434,034	(\$35,636,267)	\$410,797,767		\$410,797,767	\$ 531,277	\$411,329,044	\$ -	\$411,329,044	\$ -	\$411,329,044		\$411,329,044		\$411,329,044
5900 Federal Revenue	\$7,517,250		\$7,517,250	(\$200,000)	\$7,317,250		\$7,317,250	\$ -	\$7,317,250	\$ -	\$7,317,250	\$ -	\$7,317,250		\$7,317,250		\$7,317,250
7900 Other Sources	\$600,000		\$600,000		\$600,000		\$600,000	\$ -	\$600,000	\$ -	\$600,000	\$ -	\$600,000		\$600,000		\$600,000
Total Revenue & Other Sources	\$826,172,122	\$39,834,578	\$866,006,700	(\$3,590,233)	\$862,416,467		\$862,416,467	\$ 531,277	\$862,947,744	\$ -	\$862,947,744	\$ -	\$862,947,744	\$ -	\$862,947,744	\$ -	\$862,947,744
Expenditures																	
11 Instruction	\$486,260,339	\$25,853,365	\$512,113,704	\$690,946	\$512,804,650		\$512,804,650	\$ (5,498,677)	\$507,305,973	\$ -	\$507,305,973	\$ (13,647,592)	\$493,658,381	\$ (3,452,111)	\$490,206,270	\$ (923,531)	\$ 489,282,739
12 Instructional Resources and Media Services	\$10,893,509	\$291,017	\$11,184,526	\$5,712	\$11,190,238		\$11,190,238	(2,510)	\$11,187,728		\$11,187,728	(154,348)	\$11,033,380	14,815	\$11,048,195	26,292	\$11,074,487
13 Curriculum and Instructional Staff Development	\$10,071,313	\$856,497	\$10,927,810	\$2,651	\$10,930,461		\$10,930,461	(24,146)	\$10,906,315		\$10,906,315	(88,037)	\$10,818,278	(6,410)	\$10,811,868	(90,801)	\$10,721,067
21 Instructional Administration	\$13,569,206	\$498,994	\$14,068,200	\$49,658	\$14,117,858		\$14,117,858	448,576	\$14,566,434		\$14,566,434	121,509	\$14,687,943	(8,666)	\$14,679,277	59,911	\$14,739,188
23 School Administration	\$51,682,352	\$1,032,962	\$52,715,314	\$2,400	\$52,717,714		\$52,717,714	(32,451)	\$52,685,263		\$52,685,263	(11,538)	\$52,673,725	(41,634)	\$52,632,091	(15,314)	\$52,616,777
31 Guidance and Counseling Services	\$43,612,794	\$1,114,156	\$44,726,950	\$2,500	\$44,729,450		\$44,729,450	1,162,520	\$45,891,970		\$45,891,970	12,526,168	\$58,418,138	1,028	\$58,419,166	15,334	\$58,434,500
32 Social Work Services	\$3,643,293	\$87,967	\$3,731,260		\$3,731,260		\$3,731,260	2,000,000	\$5,731,260		\$5,731,260	64,320	\$5,795,580	-	\$5,795,580	-	\$5,795,580
33 Health Services	\$12,194,690	\$248,386	\$12,443,076		\$12,443,076		\$12,443,076	1,500	\$12,444,576		\$12,444,576	150	\$12,444,726	(500)	\$12,444,226	92,093	\$12,536,319
34 Student Transportation	\$22,462,312	\$258,008	\$22,720,320	\$101,985	\$22,822,305		\$22,822,305	(60,000)	\$22,762,305		\$22,762,305	(290,950)	\$22,471,355	-	\$22,471,355	-	\$22,471,355
35 Food Services	\$125,385	\$199,839	\$325,224		\$325,224		\$325,224	(643)	\$324,581		\$324,581	5,500	\$330,081	750	\$330,831	129,470	\$460,301
36 Cocurricular/Extracurricular Activities	\$21,466,336	\$232,535	\$21,698,871	\$33,782	\$21,732,653		\$21,732,653	70,089	\$21,802,742		\$21,802,742	(832,046)	\$20,970,696	10,082	\$20,980,778	750,673	\$21,731,451
41 General Administration	\$25,047,448	\$470,192	\$25,517,640	\$49,901	\$25,567,541		\$25,567,541	144,055	\$25,711,596		\$25,711,596	9,913,306	\$35,624,902	(7,816,978)	\$27,807,924	(873,853)	\$26,934,071
51 Plant Maintenance and Operations	\$97,181,544	\$898,706	\$98,080,250	\$1,213,652	\$99,293,902		\$99,293,902	(316,026)	\$98,977,876		\$98,977,876	(8,315,338)	\$90,662,538	7,971,424	\$98,633,962	(108,378)	\$98,525,584
52 Security and Monitoring Services	\$18,781,032	\$186,505	\$18,967,537	\$22,531	\$18,990,068		\$18,990,068	-	\$18,990,068		\$18,990,068	1,159	\$18,991,227	1,688	\$18,992,915	(2,692)	\$18,990,223
53 Data Processing Services	\$29,925,515	\$269,143	\$30,194,658	\$2,136,768	\$32,331,426		\$32,331,426	2,584,613	\$34,916,039		\$34,916,039	630,305	\$35,546,344	3,328,012	\$38,874,356	(97,494)	\$38,776,862
61 Community Services	\$4,143,198	\$112,980	\$4,256,178	\$30,579	\$4,286,757		\$4,286,757	1,250	\$4,288,007		\$4,288,007	(269,017)	\$4,018,990	(1,500)	\$4,017,490	(400)	\$4,017,090
71 Debt Service	\$2,100,000		\$2,100,000		\$2,100,000		\$2,100,000	-	\$2,100,000		\$2,100,000	-	\$2,100,000	-	\$2,100,000	-	\$2,100,000
81 Facilities Acquisition & Construction	\$3,365,424	\$17,932	\$3,383,356	\$3,782,862	\$7,166,218		\$7,166,218	-	\$7,166,218		\$7,166,218	346,449	\$7,512,667	-	\$7,512,667	1,038,690	\$8,551,357
91 Contracted Instructional Services between Public Scho	\$9,987,912		\$9,987,912	(\$4,085,704)	\$5,902,208		\$5,902,208		\$5,902,208		\$5,902,208	-	\$5,902,208	-	\$5,902,208	-	\$5,902,208
95 Payments to Juvenile Justice Alt Ed Program	\$30,960		\$30,960		\$30,960		\$30,960	-	\$30,960		\$30,960	-	\$30,960	-	\$30,960	-	\$30,960
97 Tax Increment Financing																	
99 Other Intergovernmental Charges	\$3,187,301		\$3,187,301		\$3,187,301		\$3,187,301		\$3,187,301		\$3,187,301		\$3,187,301		\$3,187,301		\$3,187,301
Total Budgeted Expenditures	\$869,731,863	\$32,629,184	\$902,361,047	\$4,040,223	\$906,401,270		\$906,401,270	478,150	\$906,879,420		\$906,879,420		\$906,879,420		\$906,879,420		\$906,879,420
Total Deficit	(\$43,559,741)	\$7,205,394	(\$36,354,347)	(\$7,630,456)	(\$43,984,803)		(\$43,984,803)	\$53,127	(\$43,931,676)		(\$43,931,676)		(\$43,931,676)		(\$43,931,676)		(\$43,931,676)
Beginning Fund Balance Unaudited	\$328,546,390		\$328,546,390		\$328,546,390		\$328,546,390		\$328,546,390		\$328,546,390		\$328,546,390		\$328,546,390		\$328,546,390
Fund Balance - Ending (Unaudited)	\$284,986,649	\$7,205,394	\$292,192,043	(\$7,630,456)	\$284,561,587		\$284,561,587	\$53,127	\$284,614,714		\$284,614,714		\$284,614,714		\$284,614,714		\$284,614,714

**FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
February 24, 2026**

TOPIC: APPROVE THE THIRD AMENDMENT FOR THE ADVISORY AGREEMENT BETWEEN FORT WORTH INDEPENDENT SCHOOL DISTRICT AND PUBLIC TRUST

EXECUTIVE SUMMARY:

Public Trust Advisors (“PTA”) was approved as an authorized investment broker during the annual review of Investment Policies and Strategies at the Board of Trustee meeting of August 26, 2025. All approved investment brokers and licensed to sell and transact business in the State of Texas and meet all legal requirements and licensing as required by law to sell and engage in investment transactions for the District.

As part of its investment strategy, the District established a Single Participant Pool (“Pool”) with PTA March 28, 2023. In order to establish this Pool, the District and PTA entered into an Investment Advisory Agreement which allows PTA to act on the District’s behalf and manage the Single Participant Pool.

This is the Third Amendment for the Advisory Agreement between Fort Worth ISD and Public Trust Advisors for the period 2/24/2026-2/23/2027.

RECOMMENDATION:

Approve the third amendment for the advisory agreement between Fort Worth Independent School District and Public Trust.

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

PROVIDER(S)/VENDOR(S):

Public Trust Advisors, LLC

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

None

INFORMATION SOURCE

Darla Moss, Chief Financial Officer

THIRD AMENDMENT TO AGREEMENT BETWEEN
FORT WORTH INDEPENDENT SCHOOL DISTRICT
AND
PUBLIC TRUST ADVISORS, LLC

THIS THIRD AMENDMENT (“Third Amendment”) is effective as of the 24th day of February 2026, by and between Public Trust Advisors, LLC, a Colorado limited liability company (hereinafter “Investment Manager”) and Fort Worth Independent School District (hereinafter “Client”).

RECITALS

WHEREAS, Client and Investment Manager entered into an agreement dated the 24th day of February 2023, for certain Services (the “Original Agreement”); and

WHEREAS, the term of the Original Agreement as stated in Section 7 of the Original Agreement, expires on the 23rd day of February 2024, with four (4) optional renewals of one (1) year each, upon mutual written agreement.

WHEREAS, the parties desire to extend the term of the Original Agreement for one (1) additional year on the same terms and conditions as set forth in the Original Agreement.

THIRD AMENDMENT

NOW THEREFORE, in consideration of the foregoing and the mutual rights and obligations as set forth below, the parties agree as follows:

1. The Original Agreement shall be amended to extend the term by one (1) year to the 23th day of February 2027.
2. Capitalized terms in this Third Amendment will have the same meaning as in the Original Agreement. To the extent that the terms and provisions of the Third Amendment conflict with, modify or supplement portions of the Original Agreement, the terms and provisions contained in this Third Amendment shall govern and control the rights and obligations of the parties.
3. Except as expressly altered, modified and changed in this Third Amendment, all terms and provisions of the Original Agreement shall remain in full force and effect, and are hereby ratified and confirmed in all respects as of the date hereof.
4. This Third Amendment shall be binding on the parties hereto, their heirs, executors, successors, and assigns.

[Rest of Page Intentionally Left Blank]

IN WITNESS WHEREOF, the parties hereto have executed this Third Amendment to the Original Agreement as of the date first written above.

FORT WORTH INDEPENDENT SCHOOL DISTRICT

By: *Darla Moss*
Darla Moss (Jan 26, 2026 14:38:13 CST)

Print Name: Darla Moss _____


Title: Chief Financial Officer _____

Date: Jan 26, 2026

Attest:

By: _____

PUBLIC TRUST ADVISORS, LLC

By: 

Print Name: Stephen J Dixon

Title: Director

Date: January 9, 2026

**CONSENT AGENDA ITEM
BOARD MEETING
February 24, 2026**

TOPIC: AUTHORIZE THE SUPERINTENDENT TO NEGOTIATE AND ENTER INTO AN AGREEMENT AND RELATED AGREEMENT DOCUMENTS FOR A PROVIDER SERVICE TO SUPPORT SCHOOL HEALTH AND RELATED SERVICES (SHARS)

EXECUTIVE SUMMARY:

The Fort Worth Independent School District participates in the Texas Medicaid billing program, which includes two key programs administered by the state of Texas:

1. SHARS – allows Local Education Agencies to obtain Medicaid reimbursement for direct health services provided to eligible Special Education students; and
2. MAC (Medicaid Administrative Claiming) – provides reimbursement for allowable administrative and outreach activities performed by District staff.

The initial contract term ran from March 1, 2025 through February 28, 2026. This agenda item requests approval to renegotiate the Agreement for the Year Two contract term, which extends from March 1, 2026 through February 28, 2027, with two additional one-year renewal terms available if determined to be in the best interest of the District.

RECOMMENDATION:

Authorize the Superintendent to negotiate and enter into an agreement and related agreement documents for a provider service to support school health and related services (SHARS).

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

General Fund (196-199)

COST:

Annual Costs (a) three percent (3%) of all SHARS gross revenue for claims processed; or (b) a minimum fee of \$245,000.00 whichever amount is greater.

PURCHASING MECHANISM:

Competitive Solicitation - RFP/RFQ/Bid#: RFP # 25-028

PROVIDER(S)/VENDOR(S):

Onward Learning

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

District-wide

INFORMATION SOURCE:

Darla Moss, Chief Financial Officer

**FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
February 24, 2026**

TOPIC: APPROVE CONTRACT FOR MASTER SCHEDULE EFFICIENCY SOLUTION

EXECUTIVE SUMMARY:

This item represents an initial agreement to support master schedule planning for Spring 2026, with services beginning February 26, 2026, and concluding August 31, 2026. The proposed solution provides a strategic, student-centered approach to master scheduling that prioritizes academic programming while maximizing staffing alignment and budget efficiency. Implementation will include close collaboration and ongoing monitoring among Information Technology, Counseling, and School Leadership teams.

RECOMMENDATION:

Approve contract for master schedule efficiency solution.

STRATEGIC PRIORITY:

1 - Student Academic Excellence

FUNDING SOURCE:

General Fund (196-199)

COST:

\$311,000.00

PURCHASING MECHANISM:

Cooperative Agreement

PROVIDER(S)/VENDOR(S):

Timely Schools, Inc.

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Traditional high schools and middle schools

INFORMATION SOURCE:

Dr. Priscila Dilley, Chief of Schools



[SY25-26] Fort Worth ISD

Fort Worth ISD
7060 Camp Bowie Blvd
Fort Worth, TX 76116
United States

Priscila Dilley
priscila.dilley@fwisd.org
817.814.2340

Reference: 20260105-142130034
Quote created: January 5, 2026
Quote expires: April 5, 2026
Quote created by: Anna Salone

anna.salone@timelyschools.com

Comments from Anna Salone

We're excited to share this quote as a next step toward partnering this school year.

Products & Services

Item & Description	Quantity	Unit Price	Total
<p>Timely for Middle School Six Middle Schools funded by Gates Foundation (\$60,000)</p> <p>Includes access to the Timely scheduling platform for middle school scheduling, along with ongoing support from our team. Timely helps school and systems leaders streamline scheduling processes, reduce manual work, and align schedules with student needs and organizational priorities.</p>	13	\$10,000.00 / year	\$130,000.00 / year
<p>Timely for High School</p> <p>Includes access to the Timely scheduling platform for high school scheduling, along with ongoing support from our team. Timely enables school and systems leaders to build more efficient, and student-centered schedules without the constraints of spreadsheets or legacy tools.</p>	14	\$15,000.00 / year	\$210,000.00 / year

Annual subtotal	\$340,000.00
<hr/>	
Timely for Middle School funded by Gates (\$66,000.00) Foundation (Platform & Setup)	
<hr/>	
First Year Setup & Installation Fee	\$37,000.00
<hr/>	
Total	\$311,000.00

Terms and conditions:

This price quote from Timely Schools, LLC having an address at 19 Ruskin Street, MA 02132 ("Company") has been prepared for the Customer Name displayed above. Customer's use of Timely's software and services shall be subject to the Timely Terms and Conditions of Use, which can be found at www.timelyschools.com/msa-dsa

To the extent your purchase is subject to sales tax, tax will be applied at final invoicing. If tax exempt, please submit valid exemption certificate to laura@timelyschools.com

Signature

Signature

Date

Printed name

Questions? Contact me



Anna Salone
anna.salone@timelyschools.com

Timely Schools, Inc.

**FORT WORTH INDEPENDENT SCHOOL DISTRICT
 CONSENT AGENDA ITEM
 BOARD MEETING
 February 24, 2026**

TOPIC: APPROVE THE CLOSEOUT OF THE CONTRACT AND AUTHORIZE FINAL PAYMENT FOR THE DIAMOND HILL-JARVIS HIGH SCHOOL MARQUEE PROJECT IN CONJUNCTION WITH THE 2017 CAPITAL IMPROVEMENT PROGRAM

EXECUTIVE SUMMARY:

On October 22, 2024, the Board of Education approved the authorization to enter into a contract for Job Order Contracting Services for a Marquee at Diamond Hill-Jarvis High School utilizing program contingency.

Substantial Completion was issued effective September 10, 2025, after all work was successfully completed.

Original Contract Price:	\$148,780.00	Original Substantial Completion Date:	July 31, 2025
Final Change Order:	\$0.00		
Final Contract Amount:	\$148,780.00	Final Substantial Completion Date:	September 10, 2025
Previously Paid:	\$141,341.00		
Final Payment Due:	\$7,439.00		

RECOMMENDATION:

Approve the Closeout of the Contract and Authorize Final Payment in conjunction with the 2017 Capital Improvement Program.

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

Bond Funds (652-691)

COST:

\$7,439.00

PURCHASING MECHANISM:

TIPS RCSP 211001 Job Order Contracting

PROVIDER(S)/VENDOR(S):

SDB Contracting Services

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Capital Improvement Program
TEA #004 Diamond Hill-Jarvis High School

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations

**FORT WORTH INDEPENDENT SCHOOL DISTRICT
 CONSENT AGENDA ITEM
 BOARD MEETING
 February 24, 2026**

TOPIC: APPROVE THE CLOSEOUT OF THE CONTRACT AND AUTHORIZE FINAL PAYMENT FOR THE DIAMOND HILL-JARVIS HIGH SCHOOL RESTROOM FACILITY PROJECT IN CONJUNCTION WITH THE 2017 CAPITAL IMPROVEMENT PROGRAM

EXECUTIVE SUMMARY:

On October 22, 2024, the Board of Education approved the authorization to enter into a contract for Job Order Contracting Services at Diamond Hill-Jarvis High School Restroom Facility Project utilizing program contingency.

Substantial Completion was issued effective July 28, 2025, after all work was successfully completed.

Original Contract Price:	\$296,062.00	Original Substantial Completion Date:	July 31, 2025
Previously Approved Change Orders:	\$50,000.00		
Final Change Order:	(\$18,780.45)		
Final Contract Amount:	\$327,281.55	Final Substantial Completion Date:	July 28, 2025
Previously Paid:	\$310,917.47		
Final Payment Due:	\$16,364.08		

RECOMMENDATION:

Approve the Closeout of the Contract and Authorize Final Payment in conjunction with the 2017 Capital Improvement Program.

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

Bond Funds (652-691)

COST:

\$16,364.08

PURCHASING MECHANISM:

TIPS RCSP 211001 Job Order Contracting

PROVIDER(S)/VENDOR(S):

SDB Contracting Services

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Capital Improvement Program
TEA #004 Diamond Hill-Jarvis High School

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations

**FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
February 24, 2026**

TOPIC: APPROVE PURCHASE FOR DISTRICT EMAIL SECURITY SERVICES

EXECUTIVE SUMMARY:

The Division of Technology is seeking approval to renew districtwide email security services to ensure continued protection against phishing, spoofing, business email compromise, and other emailbased cyber threats. Email remains one of the primary attack vectors targeting public school systems, and a robust security solution is essential to safeguarding district communications, sensitive data, and user accounts.

This renewal will provide uninterrupted access to advanced threat protection, DMARC analysis, incident response capabilities, and vendor support services that collectively strengthen the district's cybersecurity posture. Maintaining these services supports operational continuity, reduces the risk of data breaches, and ensures compliance with cybersecurity best practices.

The proposed renewal term will run from March 14, 2026 through March 13, 2027, allowing the district to maintain consistent protection throughout the fiscal year without service interruption.

RECOMMENDATION:

Approve Purchase for District Email Security Services

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

General Fund (196-199)

COST:

\$360,010.97

PURCHASING MECHANISM:

Cooperative Agreement
Sourcewell 121923

PROVIDER(S)/VENDOR(S):

CDW-G

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

DISTRICT-WIDE

INFORMATION SOURCE:

Dr. Eric Upchurch, Chief Technology Officer



Thank you for choosing CDW. We have received your quote.

Hardware Software Services IT Solutions Brands Research Hub

QUOTE CONFIRMATION

SECRET ANDERSON,

Thank you for considering CDW•G for your technology needs. The details of your quote are below. **If you are an eProcurement or single sign on customer, please log into your system to access the CDW site.** You can search for your quote to retrieve and transfer back into your system for processing.

For all other customers, click below to convert your quote to an order.

Convert Quote to Order

QUOTE #	QUOTE DATE	QUOTE REFERENCE	CUSTOMER #	GRAND TOTAL
PSPRS22	1/15/2026	MIMECAST RENEWAL	0926086	\$360,010.97

QUOTE DETAILS				
ITEM	QTY	CDW#	UNIT PRICE	EXT. PRICE
MIMECAST DMARC ANALYZER T1 Mfg. Part#: M_DMA-T1_1_A Start Date: 03/31/2026 End Date: 03/30/2027 Electronic distribution - NO MEDIA Contract: Sourcewell 121923- Fort Worth ISD- Software (121923)	5	6156073	\$8,536.70	\$42,683.50
MIMECAST DMARC ANALYZER MGD SVC T1 Mfg. Part#: M_DMA-MS-T1_1_A Start Date: 03/31/2026 End Date: 03/30/2027 Electronic distribution - NO MEDIA Contract: Sourcewell 121923- Fort Worth ISD- Software (121923)	5	6156047	\$5,432.84	\$27,164.20
Mimecast Advanced Support - technical support - 1 year Mfg. Part#: M_ADV-SP_1_A Start Date: 03/31/2026 End Date: 03/30/2027 Electronic distribution - NO MEDIA Contract: Sourcewell 121923- Fort Worth ISD- Software (121923)	1	7805949	\$33,909.50	\$33,909.50
MIMECAST CRITICAL PROT CLD GTWY Mfg. Part#: M_CRTL-PRTCG_1000_A Start Date: 03/31/2026 End Date: 03/30/2027 Electronic distribution - NO MEDIA Contract: Sourcewell 121923- Fort Worth ISD- Software (121923)	7500	8252080	\$27.20	\$204,000.00
Mimecast Advanced Support - technical support - 1 year Mfg. Part#: M_ADV-SP_1_A Start Date: 03/31/2026 End Date: 03/30/2027 Electronic distribution - NO MEDIA Contract: Sourcewell 121923- Fort Worth ISD- Software (121923)	1	7805949	\$2,585.22	\$2,585.22
MIMECAST CONFIG ASSIST ADV BEC SVC Mfg. Part#: M_LCSCA_ABEC_1_OO Start Date: 03/31/2026 End Date: 03/30/2027 Electronic distribution - NO MEDIA	1	8445675	\$993.55	\$993.55

QUOTE DETAILS (CONT.)

Contract: Sourcewell 121923- Fort Worth ISD (121923)

MIMECAST INCIDENT EMAIL RESP 7500 8461946 \$6.49 \$48,675.00

Mfg. Part#: M_TURBO_1000_A

Start Date: 03/31/2026

End Date: 03/30/2027

Electronic distribution - NO MEDIA

Contract: Sourcewell 121923- Fort Worth ISD- Software (121923)

SUBTOTAL \$360,010.97

SHIPPING \$0.00

SALES TAX \$0.00

GRAND TOTAL **\$360,010.97**

PURCHASER BILLING INFO

Billing Address:

FORT WORTH INDEPENDENT SCHOOL DIST
ACCTS PAYABLE
7060 CAMP BOWIE BLVD
FORT WORTH, TX 76116-7119
Phone: (817) 814-2120

Payment Terms: NET 30 Days-Govt/Ed

DELIVER TO

Shipping Address:

FORT WORTH INDEPENDENT SCHOOL DIST
SECRET ANDERSON
7060 CAMP BOWIE BLVD
FORT WORTH, TX 76116-7119
Phone: (817) 814-2120

Shipping Method: ELECTRONIC DISTRIBUTION

Please remit payments to:

CDW Government
75 Remittance Drive
Suite 1515
Chicago, IL 60675-1515



Sales Contact Info

Laura Clark | (877) 325-6205 | laurcla@cdwg.com

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FORT WORTH INDEPENDENT SCHOOL DISTRICT
ACTION AGENDA ITEM
BOARD MEETING
February 24, 2026

TOPIC: CONSIDER AND TAKE ACTION ON SENATE BILL 11 RESOLUTION REGARDING PERIOD OF PRAYER AND READING OF RELIGIOUS TEXT DURING THE SCHOOL DAY

EXECUTIVE SUMMARY:

Senate Bill 11, which was passed during the 89th Texas Legislative Session, requires that each school board in Texas take a record vote by March 1, 2026, on whether to adopt a resolution to create a policy regarding a period of prayer and reading of religious text during the school day in accordance with Texas Education Code § 25.0823. If a school board decides to adopt such a resolution, the policy must follow the provisions set out in Section 25.0823, which includes the following restrictions:

- To participate in the period of prayer and religious reading, a student's parents must submit a signed consent, expressly waiving their right to bring a legal claim on a violation of the Establishment Clause of the First Amendment to the United States Constitution.
- The prayer and religious reading must not be done in the physical presence or hearing of a person for whom a signed consent was not made.
- The prayer and religious reading may only be observed in segregated areas where consenting parties are separated from non-consenting parties; before the school day; or by methods recommended by the Texas Attorney General or the district's legal counsel.

The District's administration does not recommend that the Board adopt the resolution. State law, federal law, and current Fort Worth ISD Board Policy already allow students to engage in prayer, reading of religious text, and religious expression on school property and during the school day. Board Policy FNA (Legal) states:

"A public school student has an absolute right to individually, voluntarily, and silently pray or meditate in school in a manner that does not disrupt the instructional or other activities of the school. A student shall not be required, encouraged, or coerced to engage in or refrain from such prayer or meditation during any school activity."

Fort Worth Board Policy FNA (Local) provides that students may organize prayer groups, religious clubs, and religious gatherings, before, during, and after school to the same extent that students are permitted to organize other noncurricular student groups. Board Policy FNA (LOCAL) also states: "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 may not discriminate against the student based on a religious viewpoint expressed by the student on an otherwise permissible subject."

Fort Worth ISD currently has policies and practices in place to allow students to exercise their well established rights to engage in religious expression on school grounds, before, during, and after school and students are free to continue exercising these rights, whether or not the Board adopts the resolution.

FORM B – NON-PURCHASE

RECOMMENDATION:

Decline to adopt the resolution to create a policy regarding a period of prayer and reading of religious text during the school day.

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

PROVIDER(S)/VENDOR(S):

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Districtwide

INFORMATION SOURCE:

Sid Pounds, Asst. General Counsel

**FORT WORTH ISD BOARD OF TRUSTEES RESOLUTION
REGARDING A PERIOD OF PRAYER AND READING OF RELIGIOUS TEXT
DURING THE SCHOOL DAY PURSUANT TO SENATE BILL 11**

The Fort Worth ISD Board of Trustees shall adopt a policy requiring every campus of Fort Worth ISD to provide a period of prayer and reading of the Bible or other religious text as provided by Section 25.0823, Education Code.

Adopted on the 24th day of February 2026 by the Fort Worth ISD Board of Trustees.

President, Board of Trustees

Secretary, Board of Trustees

FORT WORTH INDEPENDENT SCHOOL DISTRICT
ACTION AGENDA ITEM
BOARD MEETING
February 24, 2026

TOPIC: APPROVE RESOLUTION TO RATIFY WAGE CONTINUATION PAYMENTS FOR EMPLOYEES DURING EMERGENCY CLOSURES

EXECUTIVE SUMMARY:

The Fort Worth Independent School District closed from January 26 to January 28, 2026, due to inclement weather conditions for the safety of District students and staff. Most District employees were instructed not to report for work during emergency closures. Employees instructed not to report to work may suffer a loss of pay if the District is closed. Section 45.105 of the Texas Education Code allows the Board to expend District funds for the purposes necessary in the conduct of the public schools as determined by the Board. Continuing wage payments to all eligible District employees who would otherwise suffer a loss in pay due to an emergency closure serves the public purpose of maintaining morale, reducing turnover, and ensuring the continuity of District staffing when schools reopen. Payment, at a premium, of nonexempt employees who are called on to work during an emergency closure serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff. The authority granted by the resolution is effective for any emergency closure declared by the Superintendent of Schools for the next 60 days. In order to ensure timely payment to all affected employees, the District's Payroll Department issued payment for the closure days on February 13, 2026. The District is recommending the Board approve this resolution to ratify the payments issued.

RECOMMENDATION:

Approve Resolution to Ratify Wage Continuation Payments for Employees During the Emergency Closure.

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

Various Funds

COST:

Total Cost Approximately \$9.6 million

PROVIDER(S)/VENDOR(S):

Not Applicable

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Districtwide

INFORMATION SOURCE:

Sid Pounds, Assistant General Counsel

**RESOLUTION OF THE FORT WORTH INDEPENDENT SCHOOL DISTRICT BOARD
OF TRUSTEES APPROVING RATIFICATION OF WAGE CONTINUATION
PAYMENTS FOR EMPLOYEES DURING EMERGENCY CLOSURE**

WHEREAS, the Board is authorized by Section 45.105 of the Texas Education Code to expend funds of the Fort Worth Independent School District for purposes necessary in the conduct of the public schools, as determined by the Board;

WHEREAS, the Board acknowledges that during an emergency closing, most District employees are instructed not to report for work;

WHEREAS, the Board finds that a need exists to address wage payments for employees who are idled;

WHEREAS, the Board determines that employees who were instructed not to report to work may suffer a loss of pay if the District is closed;

WHEREAS, the Board concludes that continuing wage payments to all eligible District employees designated full-time employees who suffer a loss in pay due to an emergency closing serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen;

WHEREAS, the Board also concludes that continuing wage payments for all long-term classroom substitutes scheduled to work on January 26, 27, 28, 2026, who suffer a loss in pay due to an emergency closing serves the public purposes of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen;

WHEREAS, as to nonexempt employees who are called on to work during an emergency closing, the Board further concludes that payment of these employees at a premium rate, as provided in this resolution, serves the public purposes of maintaining morale, providing equity between idled employees and employees who provide emergency-related services, and recognizing the services of essential staff; and

WHEREAS, the Board acknowledges that the Superintendent of Schools can define and declare emergency closings related, but not limited to, disaster, flood, extreme weather conditions, fuel curtailments, or other calamities, and that the Superintendent has in fact declared such for January 26, January 27, and January 28, 2026;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the Fort Worth Independent School District ratifies the continued wage payments issued on February 13, 2026, to eligible District employees designated as full-time employees for the dates of January 26, January 27, and January 28, 2026, and for long-term classroom substitutes scheduled to work on January 26, January 27, and January 28, 2026.

BE IT FURTHER RESOLVED that nonexempt employees who are required to work during an emergency closing shall be paid at the premium rate of one and one-half times their regular rate of pay for all hours worked up to forty (40) hours per week. Overtime for time worked over forty (40) hours in a week shall be calculated and paid according to law.

The authority granted by this resolution to continue wage payments to idled employees is effective for any emergency closure declared by the Superintendent of Schools within the next 60 days unless the Board takes action to extend authorization and payment beyond the 60-day time period.

Adopted this 24th day of February 2026 by the Board of Trustees of the Fort Worth Independent School District.

FORT WORTH INDEPENDENT SCHOOL DISTRICT

By:

Roxanne Martinez
President
Board of Trustees
Fort Worth Independent School District

ATTEST:

By: _____

Anael Luebanos
Secretary
Board of Trustees
Fort Worth Independent School District

**FORT WORTH INDEPENDENT SCHOOL DISTRICT
ACTION AGENDA ITEM
BOARD MEETING
February 24, 2026**

TOPIC: APPROVE WORKFORCE SOLUTIONS OF TARRANT COUNTY CONTRACT AMENDMENT BUDGET INCREASE WITH FORT WORTH INDEPENDENT SCHOOL DISTRICT OFFICE OF ADULT EDUCATION FOR THE 2025-2026 ADULT EDUCATION PROGRAM.

EXECUTIVE SUMMARY:

In 2014, the Fort Worth ISD Office of Adult Education and the Tarrant County Adult Education and Literacy Consortium was awarded a grant from the Texas Workforce Commission. This grant was awarded with the understanding that members of the Consortium would serve as sub-recipients to provide the agreed upon services.

Effective July 1, 2017, the Workforce Board became the fiscal agent and FWISD became a sub-contractor in the grant. The contract for approval is between Workforce Solutions of Tarrant County, as the fiduciary agent, and FWISD as a subcontractor, to fund the District’s Office of Adult Education.

The FWISD Office of Adult Education has built a plan to meet student learning targets within the funding provided by the grant. Estimated cost of the FWISD Adult Education program for the 2025-2026 is \$1,176,590.28, which will be reimbursed as a subcontractor through this agreement. The contract was approved at the September 23, 2025, Board Meeting. FWISD subsequently received an additional \$952,318.07 in funding from Workforce Solutions of Tarrant County on December 12, 2025, to assist in building capacity to serve adult education students. The revised contract funding amounts, budget, and service targets reflect updated funding levels.

Description	BOE Date	Current Budget	Changes	Revised Budget
Original Contract	07/01/2025	1,176,590.28	-	\$1,176,590.28
Budget Increase	12/12/2025	1,176,590.28	\$952,318.07	\$2,128,908.35

RECOMMENDATION:

Approve Workforce Solutions of Tarrant County Contract Amendment Budget Increase with Fort Worth Independent School District Office of Adult Education for the 2025-2026 Adult Education Program.

STRATEGIC PRIORITY:

2 - Student and Family Engagement

PROVIDER(S)/VENDOR(S):

Workforce Solutions for Tarrant County

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Adult Education Locations Throughout Tarrant County

INFORMATION SOURCE:

Dr. Priscila Dilley, Chief of Schools



**Tarrant County Workforce Development Board
Contract Amendment No. 1**

Program Contract No.: 25-SPC-AEL-004
 Contract Period: July 1, 2025 thru June 30, 2026
 Contractor Name: Fort Worth Independent School District

Reason for the Amendment:

To revise the contract funding amounts, budget, and service targets to reflect updated funding levels.

Amendment to Current Contract:

The contract is amended by:

1. The contracted funding amounts as shown below:

Funding Stream	Original Amounts	Change	Revised Amounts
AEL Program Combined	\$918,653.48	\$537,262.02	\$1,455,915.50
EI Civics (Reimbursement)		\$215,741.25	\$215,741.25
Student Training(Paid by Board on behalf of Contractor)	\$257,936.80	\$199,314.80	\$457,251.60
Total	\$1,176,590.28	\$952,318.07	\$2,128,908.35

*AEL Program funds include AEFLA Fed, STATE funds, and TANF

2. Incorporating a revised contract line-item budget, as shown on Attachment A to this amendment, and

3. Incorporating revised customer service targets that replace those originally set forth in the contract Statement of Work, as follows:

Service Category	Target	Change	Revised #
AEL Combined Traditional	751	469	1220
Intensive	90	30	120
IET	110	85	195
EI Civics	0	225	225
AEL Combined Total	451	809	1760

Effective Date:

The effective date of this amendment is December 12, 2025.

Approved:

TARRANT COUNTY LOCAL WORKFORCE DEVELOPMENT BOARD

FORT WORTH INDEPENDENT SCHOOL DISTRICT



Robert Sturns
Executive Director

12/16/25

Date

RA

01/13/2026

Dr. Karen Molinar
Superintendent, Fort Worth ISD

Date

Attachment A

Fort Worth ISD
Amendment 1 Budget Summary

Category / Line Item	Original Budget	This Amendment	Revised Budget
1. Admin Costs			
I. PERSONNEL - 6100			
Salaries - Career Services	445,477.38	98,000.00	543,477.38
Fringe - Career Services	97,787.72	38.21	97,825.93
Personnel Subtotal	543,265.10	98,038.21	641,303.31
II. Professional and Contracted Services - 6200			
Rent/Lease (Data Max/PODs)	12,500.00	-	12,500.00
FWISD maintenance/printing/doc shredding	1,500.00	500.00	2,000.00
Mobile phone/wireless services	68,000.00	-	68,000.00
Professional and Contracted Services Subtotal	82,000.00	500.00	82,500.00
III. Supplies and Materials - 6300			
Office Supplies and Materials		-	
Office Supplies and Materials	500.00	-	500.00
Technology, Furniture, Supplies	500.00	-	500.00
Fuel for program van	900.00	-	900.00
Supplies & Materials Subtotal	1,900.00	-	1,900.00
IV. Other Operating Expenses - 6400			
Staff Travel	3,500.00	-	3,500.00
Staff Mileage Reimbursement	15,000.00	6,000.00	21,000.00
Other Operating Expenses Subtotal	18,500.00	6,000.00	24,500.00
Admin Costs Total	645,665.10	104,538.21	750,203.31
2. Program Costs			
I. PERSONNEL - 6100			
Salaries & Fringe - Career Services	43,431.84	110,116.13	153,547.97
Other & Fringe - Career Services	197,856.54	515,768.93	713,625.47
Personnel Subtotal	241,288.38	625,885.06	867,173.44
II. Professional and Contracted Services - 6200			
Professional Services		-	
PD Services		-	
Professional & Contracted Subtotal	-	-	-
III. Supplies and Materials - 6300			
Textbook/Reading Materials	1,200.00	-	1,200.00
Office Supplies	5,000.00	13,000.00	18,000.00
Technology, Furniture, Supplies	500.00	-	500.00
Software Purchases	15,000.00	-	15,000.00
Supplies & Materials Subtotal	21,700.00	13,000.00	34,700.00
IV. Other Operating Expenses - 6400			
Staff Mileage Reimbursement	10,000.00	9,580.00	19,580.00
Mobile Phone/Wireless Services		-	
Other Operating Expenses Subtotal	10,000.00	9,580.00	19,580.00
Program Costs Total	272,988.38	648,465.06	921,453.44
3. AEL Combined Student Training Costs	257,936.80	199,314.80	\$ 457,251.60
(Payable by Board on Behalf of the Contractor)			
Contract Total	1,176,590.28	952,318.07	2,128,908.35

Workforce Solutions for Tarrant County AEL Grant

PY 25 Sub-Contract Budget

Sub-Contractor Name: Fort Worth ISD

(A) COST CATEGORY/LINE ITEM	(B) Admin	(C) Program	(D) (B + C) Total Budget
Part I: Costs reimbursable to contract			
I. PERSONNEL - 6100			
Salaries	543,477.38	713,625.47	1,257,102.85
Fringe Benefits @ 18% of Salaries	97,825.93	153,547.97	251,373.90
Pooled Staff Wages			
Pooled Staff Fringe			
Other (Specify)			
Personnel Subtotal	641,303.31	867,173.44	1,508,476.75
II. Professional and Contracted Services - 6200			
Professional Services			
Partner Services			
PD Services			
Consultant Fees			
Utilities			
Mobile phone/wireless services	68,000.00		68,000.00
Rent/Lease (Data Max/PODS)	12,500.00		12,500.00
FWISD maintenance/printing/doc shredding	2,000.00		2,000.00
Professional and Contracted Services Subtotal	82,500.00	-	82,500.00
III. Supplies and Materials - 6300			
Office Supplies and Materials	500.00	18,000.00	18,500.00
Technology, Furniture, Supplies	500.00	500.00	1,000.00
Textbooks/Reading Materials		1,200.00	1,200.00
Postage			
Printing under 6200			
Computer Hardware			
Testing Materials		15,000.00	15,000.00
Software Purchases			
Fuel for program van	900.00		900.00
Furniture			
Software Usage Fees			
Operations Subtotal	1,900.00	34,700.00	36,600.00
IV. Other Operating Expenses - 6400			
Telephone equipment			
Mobile Phone/Wireless Services <i>under 6200</i>			
Staff Mileage Reimbursement	3,500.00		3,500.00
Staff Travel	21,000.00	19,580.00	40,580.00
Indirect Costs			
Other Operating Expenses Subtotal	24,500.00	19,580.00	44,080.00
Part II: Cost Payable by Board on Behalf of Contractor			
Student Training Cost (payable by Board on behalf of Contractor)		457,251.60	457,251.60
Training Equipment and support services cost (Payable by Board)			
GRAND TOTAL	750,203.31	921,453.44	2,128,908.35

**Workforce Solutions for Tarrant County AEL Grant
Fund Source Allocation Worksheet**

Part I: Cost Reimbursable to Contract

I. PERSONNEL - 6100

Personnel Subtotal

Admin		
AEL		
<u>Combined</u>	<u>ELCivics</u>	<u>Total</u>
641,303.31		641,303.31

Program		
AEL		
<u>Combined</u>	<u>ELCivics</u>	<u>Total</u>
589,085.79	207,741.25	796,827.04

II. Professional and Contracted Services - 6200

- 1 6249 Maintenance
- 2 6259 T-Mobile
- 3 6269 Data max
- 4 6269 Lease of PODS
- 5 6299 Contract Service - Printing/Doc Destruction

Professional and Contracted Subtotal

500.00		500.00
68,000.00		68,000.00
5,000.00		5,000.00
7,500.00		7,500.00
1,500.00		1,500.00
82,500.00		82,500.00

III. Supplies and Materials - 6300

- 1 6311 Fuel
- 2 6321/6329 Textbooks & Reading Materials
- 3 6329 Software licenses
- 4 6339 Testing seat activation CASAS
- 5 6399 Technology, Furniture,Supplies

Operations Subtotal

900.00		900.00
1,000.00		1,000.00
1,900.00		1,900.00

1,200.00		1,200.00
15,000.00		15,000.00
10,500.00	8,000.00	18,500.00
26,700.00		34,700.00

IV. Other Operating Expenses - 6400

- 1 6411 Staff Mileage Reimbursement
- 2 6411 Travel
- 3 6495 Dues
- 4 enter line item name
- 5 enter line item name

Other Operating Expenses Subtotal

3,500.00		3,500.00
20,925.00		20,925.00
75.00		75.00
24,500.00		24,500.00

19,160.00		19,160.00
420.00		420.00
19,580.00		19,580.00

Part II: Cost Payable by Board on Behalf of Contractor

- 1 Student Training
- Training Equipment and Support Services

Training Subtotal

527,598.00		527,598.00
527,598.00		527,598.00

COMBINED TOTAL	750,203.31	750,203.31	1,162,963.79	215,741.25	1,378,705.04
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**Tarrant County Workforce Development Board
Facility Cost Worksheet**

A. General Information

1. What facility are you proposing to charge the Board for?

Address: N/A

Description: _____

2. Is this facility owned by your organization or leased?

Owned *a* Leased *a*

3. Will the Board funded Program be the only program operated in this facility?

Yes *a* No *a*

****If you marked that your organization leases this facility, please complete the section below.
If your organization owns this facility, further discussion with the Board will be needed.**

B. Leased Facilities Information

1. What is the total square footage of this facility?

How much of that will be used for this Board Program?

_____ sq. ft. - total facility

_____ sq. ft. - total used for Board Program

2. What is your organizations total monthly least cost for this facility?

\$ _____ per month

3. How much do you propose to charge the Board for using this facility?

\$ _____ per month

4. What services are included in the lease cost (ie janitorial, utilities, etc)?

5. How have you arrived at the amount to charge the Board?

6. Is there any other information about this facility or these charges you need to provide?

FWISD 2025-2026 STATEMENT OF WORK

A. Program Design/Planning Summary

1. Explain the services that you will provide and how the service target numbers your organization is proposing on the student target template will be met. In addition, describe how you will ensure that the performance benchmark of 65% student numbers are met by the proposed date of December 1, 2025.

The Fort Worth ISD Office of Adult Education (FWISD-OAE) proposes to offer the following services during the 2025-2026 academic year. These proposed services aim to address the diverse needs of adult learners in the Fort Worth community and empower them to achieve their academic, career, and personal aspirations.

High School Equivalency Preparation: Providing preparation courses for individuals aiming to obtain their high school equivalency diploma (GED or similar credentials).

English as a Second Language (ESL) Programs: Delivering ESL classes to help non-native English speakers improve their language proficiency for better communication and integration into society.

Integrated Education and Training (IET): Offering vocational training programs to equip adults with the skills needed for employment in various industries such as healthcare, technology, construction, and more.

Workplace Literacy: Collaborating with local employers to provide job readiness training, resume writing workshops, and skill enhancement for their employees.

Digital Literacy Training: Providing courses to improve adults' digital literacy skills, including basic computer skills, internet usage, and proficiency in software applications.

Community Outreach and Engagement: Engaging with the local community through outreach events, informational sessions, and partnerships with community organizations to ensure accessibility and promote awareness of adult education services.

Support Services: Providing counseling, tutoring, and other support services to help adult learners overcome barriers and succeed in their educational and career goals.

EI Civic: Educating adults about various aspects of civics and government, with the goal of promoting civic engagement, participation, and understanding.

Total Number of Students Served 1,760

- 1,220 Traditional
- 195 IET
- 120 Intensive
- 225 EL Civics

FWISD AEL will maintain its commitment to offering traditional ABE/ASE, ESL, IET, and Intensive services both in-person and remotely to students across Tarrant County. Efforts are underway to introduce two new workplace sites and broaden the Re-Entry class to meet our intensified objectives. Furthermore, we are refining our IET approach to leverage braided funding and extend support to more IET students in the upcoming 2025-2026 program year. Oversight and monitoring of these initiatives, aiming to achieve the 65% benchmark by December 31, 2025, will be managed by the Director and the Performance Quality Assurance Coordinator. Our schedule now operates year-round, incorporating distance learning. Moreover, we have established and enacted standard operating procedures to ensure the accurate, systematic, and timely collection and input of data into the TEAMS system.

2. Describe the overall innovative approach, design, and strategies your organization will utilize to effectively deliver services including the AEL Academy Model, Adult Vocational Academy, Remote Classes, and manage resources. Additionally, describe your classroom re-design to encompass the Math, Reading, Writing, and Career Pathways required through the new Content Standards.

The Director, Professional Development Coordinator, Instructional Coach, and Mentoring Team are committed to providing PD opportunities aimed at ensuring instructors employ innovative instructional strategies, including remote learning, distance learning, project-based, and cooperative learning. Instructors are encouraged to seamlessly integrate technology into their classrooms to enhance student learning, expedite concept mastery, and elevate overall student achievement. Collaborating closely, Career Navigators, Follow-up Specialists, Teacher Facilitators, Teachers, and Data Specialists ensure that IET documentation is promptly submitted and accurately captured in TEAMS as per grant requirements.

Our objective is to integrate the Academy Model into IET classes starting August 2025. Upon completing their initial round of basic ABE/ASE or ESL classes, Career Navigators guide students through ongoing career counseling and assist in enrolling them in various IET classes or postsecondary education, including universities and colleges.

To equip our teachers for classroom success, the Professional Development Coordinator, Instructional Coach, and Mentoring Team provide a minimum of 6 hours of training covering the Principles of Adult Learning, Goal Setting, Remote and In-person Instructional Strategies, and Literacy. ABE/ASE and ESL teachers deliver both individual and whole-group instruction in Math, Reading, Writing, and Career Pathways, tailored to students' unique developmental needs identified through pre- and post-assessment data.

Instructors are encouraged to participate in engaging and innovative professional development opportunities that align with and reinforce the instructional strategies expected in their classrooms, ultimately enhancing their effectiveness. Lesson plans are designed to be engaging, support literacy development and career skills, and are regularly monitored by AEL staff throughout the program year.

3. How will you ensure that there is a non-break in service delivery encompassing a year-round program?

We've adopted a trimester schedule to facilitate program delivery throughout the fall, spring, and summer terms, ensuring flexibility with year-round availability of distance learning, remote, and in-person classes.

4. How will you ensure that there are bi-weekly scheduled registrations supporting an open enrollment model for continuous service?

The Fort Worth ISD AEL program registration team, in collaboration with the OATT team, hosts biweekly in-person registration sessions. Sites are mandated to conduct monthly registration sessions until classes reach full capacity. Once classes reach maximum enrollment, students will be directed to remote classes or alternative site locations. Students also have the option to be placed on a waiting list by the TF, who will provide them with engaging online resources such as [Texasrealitycheck.com](https://www.texasrealitycheck.com), [GED.com](https://www.ged.com), and USA Learns to continue their learning while awaiting class availability.

If space becomes available, the TF, Follow-up Specialist, or call center staff will contact waitlisted students to schedule registration. Students willing to attend classes at a different location or remotely will be referred by the TF to the nearest site with available seats or to the remote registration specialist. The Performance Coordinator will ensure that all sites adhere to the bi-weekly registration model by overseeing and implementing registration processes.

5. Describe how you will determine staff training needs and ensure that there is a Professional Development plan to address the requirements and needs as it relates to student Instruction and completion.

The Director, Professional Development lead, and instructional coach will work together to design staff development sessions aimed at boosting educators' knowledge and refining their professional skills. These trainings will aim to deepen educators' understanding of and appreciation for the diverse needs of students, as well as enhance their ability to foster the academic success of all learners. Additionally, we will conduct staff surveys to gather feedback on the types of professional development needed, ensuring a structured approach for educators to continually enhance their professional competence and meet state requirements.

6. Describe how you will ensure that participants receive the required Measurable Skills Gain and Credential prior to exit of the program.

Preparation for all MSG achievements will commence within the classroom through high-quality instruction. Teacher Facilitators, Data TEAMS Specialists, the Performance Coordinator, and the Director will collectively oversee and monitor progress, as well as the tracking and data entry of MSG achievements. Post-Secondary IETs will be monitored by a designated TEAMS specialist.

Educational functioning level gains (Type 1) will be assessed using an approved NRS assessment at the beginning (pre) of class entry. Following completion of the requisite direct instructional hours (41/61), a post-assessment will be administered to ascertain if the gain criteria have been met. Pre/post assessment scores will be promptly entered into TEAMS within two weeks (biweekly) of assessment submission. The assigned data TEAMS specialist will manage, track, and monitor student achievements in TEAMS on a bi-weekly basis.

7. Describe how you will ensure that all grant required positions are filled with dedicated staff to those positions. Required staff are Director/Manager, Data Entry, PD Lead, DL Lead, Career Navigator(s), and Follow- Up Specialist?

The Fort Worth ISD AEL program has successfully staffed all necessary positions with committed professionals.

8. Describe how you will collaborate with the Career Center Core contractor and other Partners to enhance integration of services including follow up activities and the position responsible for follow-up.

In order to improve the integration of services for our students, FWISD staff will actively participate in monthly Career Center Monthly meetings. This will involve initiating and maintaining open communication with community partners, visiting their locations to gain a deeper understanding of their services, and working together to identify potential opportunities for collaboration wherever feasible.

9. How will the services your organization is proposing significantly increase the likelihood of student employability related to Integrated Education and Training or Post- Secondary enrollment?

To guarantee the success and employability of our students, FWISD classes incorporate contextualized lessons and integrate SMART goals into instructional activities. Career Navigators will offer continuous career counseling, assisting students through the Transitions, IET, or post-secondary enrollment journey. Upon completing IET courses successfully, students can pursue licensure/certification by passing the relevant state exam. These processes will be supervised by the Career Pathway Navigator.

10) How do the services your organization is proposing support the mission and vision of Workforce Solutions of Tarrant County?

FWISD Adult Education program strategically offers educational opportunities, career counseling, and training in collaboration with a network of community partners, including higher education institutions and local businesses in high-demand industries across Tarrant County. The FWISD Adult Education program will systematically promote, recruit, and assist program participants from intake to completion, aiming to enhance their economic, developmental, and educational prospects.

B. Program Objectives

1. How do you plan to outreach for the services your organization is proposing to ensure year-round services are available with a non-break in service delivery?

The FWISD Adult Education program employs a holistic outreach strategy, engaging various channels such as Workforce Board marketing and referrals, FWISD Parent Engagement Department, FWISD Communications Department, faith-based institutions, Social Media platforms, participation in Tarrant County community events, and direct marketing efforts at each site to connect with students within the local community. These marketing initiatives are spearheaded by the FWISD OAE administrative team, aiming to boost registration and attendance, thereby supporting year-round classes.

2. Clearly explain and define how proposed outcomes will meet the Board, program, and state contracted performance objectives.

During the initial PD training, all staff will assess and review contracted performance objectives from the previous year. The proposed outcomes for the 2024-2025 period will be integrated into the PD plan, accompanied by strategies and procedures to ensure that all staff contribute to achieving these targets. Each program offering will adhere to the assessment requirements specified by the state assessment guide for adult education classes. All students will undergo mandatory pre- and progress testing using approved instruments, ensuring that the content delivered aligns with state guidelines. Successful completion of their program by students will contribute towards achieving our overall county target.

C. Organization Capability/Demonstrated Effectiveness

1. How has your organization delivered comparable or related services in the prior three years? Include status of monitoring reports, corrective action plans, and current/past programmatic and fiscal performance.

2022-2023 Performance

Our 2022-2023 school year was a period of continued success, with our Integrated Education and Training (IETs) career training goals surpassed. We successfully implemented the new state assessment, CASAS, which streamlined our assessment process. In a significant step forward, we introduced the first HSE Fast-track class for advanced students, enabling them to expedite their exam preparation. The Fort Worth ISD program's impactful work and the resources we offer garnered positive attention from local news outlets.

2023-2024 Performance

We carried this momentum into the 2023-2024 school year, marking notable achievements for our Adult Education and Literacy students. A Fort Worth ISD student was recognized as a Texas AEL Scholar of the Year recipient, demonstrating our commitment to student success. We met and exceeded our IET targets and achieved our traditional and EI Civics targets. While we attained 90% of our Intensive targets, we also saw an increase in MSG attainments and over 80% of our students obtained post-tests.

2024-2025 Performance

While we over-served in our Traditional and EI Civics programs during the 2024-2025 school year, we acknowledge that we missed our IET numbers by 6 and our Intensives by 15. We are committed to working harder this year to reach all our targets. Our strategy includes implementing targeted registration, a renewed focus on filling IET and Intensive programs, and enhanced collaboration with new workplaces and training partners.

2. Describe the relevant experience and qualifications of your personnel as it pertains to the proposed service.

The Program Director is a seasoned education professional with a wealth of experience in program and systems management, budget development and oversight, and supervision. With 7 years in her current role and over 17 years of supervisory experience, she brings a deep understanding of effective leadership. Prior to her directorship, she spent several years as a full-time adult education teacher, specializing in ABE/ASE and ESL classrooms. Holding a master's degree in Educational Leadership, she combines academic expertise with practical teaching experience.

Her background extends beyond adult education, with prior K-12 experience as a certified teacher in Mississippi, where she demonstrated exceptional teaching skills and achieved success in the classroom. As an outstanding communicator, she plays a crucial role as a liaison between FWISD and Texas Workforce Solutions, facilitating effective collaboration and ensuring the alignment of program objectives with workforce needs

The Performance Coordinator brings over a decade of expertise in Adult Education and Literacy (AEL) as a teacher, trainer, and facilitator, with a total of 15 years in the education sector. With over 4 years serving as an administrator for the AEL program, they possess a comprehensive understanding of program management and operations. Their proficiency extends to facilitating both online and in-person registration processes and performance assessments for more than 4 years, coupled with a deep knowledge of AEL policies and procedures.

The instructional Design Lead applies years of experience in the classroom and curriculum development to her work. Holding a master's degree, she possesses strong organizational skills and has a history of successfully training and developing staff.

The Mentor Team comprises accomplished and seasoned educators, each holding advanced post-secondary degrees and collectively boasting over 60 years of combined experience in Adult Education and other educational fields. Dedicated to enhancing instruction and fostering student success, this team collaborates to build and train teachers and site staff in effective techniques and AEL strategies. Their expertise and commitment contribute significantly to the professional development and growth of educational staff, ultimately enriching the learning experience for students.

The Data Lead has dedicated 14 years to FWISD's Adult Education program, leveraging his expertise to oversee the TEAMS entry staff. His leadership has been instrumental in implementing revised models to ensure accurate and timely weekly data entry. The Data Team consists of three full-time Specialists responsible for entering precise student data into TEAMS.

The first Specialist brings over 16 years of experience within FWISD adult education, transitioning from part-time to full-time roles. Her diverse educational background includes serving as a Teaching Assistant in an elementary setting at Crowley and as a Family Engagement Specialist for 5 years at Birdville under a 21st Century grant. Additionally, she served Denton ISD as a Community Outreach Coordinator and Professional Development Specialist under the Adult Education grant funded by TEA.

The second specialist pursued higher education, majoring in Early Childhood, and holds a degree. With extensive experience in Adult Education, she has worked for many years with one of FWISD's former AEL partners.

The Quality Assurance and Professional Development Lead is a dynamic, combined leadership role responsible for driving excellence across the organization. We have an experienced professional with a bachelor's degree to oversee two critical functions: quality assurance and professional development. She monitors, enforces, and improves policy compliance while also creating and managing training and growth opportunities for instructors.

Career Pathway Navigator: This seasoned educator brings five years of experience in Adult Education, coupled with a Master of Healthcare Administration degree. For three years, she served as an instructor and Teacher Facilitator within the AEL program, before assuming the role of Data/HR Coordinator. Her background includes extensive experience in data analysis, recruitment, and collaboration with diverse groups of individuals. In her previous roles, she demonstrated proficiency in case management and outreach, consistently delivering positive outcomes for the individuals she served. With a genuine passion for guiding individuals and connecting them with resources to enhance their lives, she is dedicated to empowering others on their journey towards personal and professional growth.

The Administrative Associate, who majored in Business Administration at TCCD, brings a remarkable 30 years of experience in Adult Education to the table. Her responsibilities include providing crucial support to the director, tracking and monitoring the AEL budget, processing payroll, reconciling budget expenditures, and generating purchase orders and requisitions.

The DL Leads comprise two seasoned educators who boast over a decade of experience in Adult Education and collectively over 25 years in the field of education. With extensive backgrounds in Digital Literacy, they bring a wealth of knowledge and expertise to provide robust Educational Technology support for our program.

The General Teaching Staff of FWISD Adult Education consists of degreed professionals who have exhibited exceptional success in the classroom. The majority of them are certified, either currently serving as full-time teachers or retired educators. To ensure continuous growth and excellence, all new instructors are paired with mentors and provided with shadowing hours to support and enhance their teaching proficiency.

D. Financial Management/Cost Effectiveness

1. How do you monitor those costs are reasonable, necessary, and allowable?

The district shall adhere to the Cost Principles for federal grants, GAAP and any additional grant-specific cost principles. All district costs with federal grant funds, whether direct or indirect, will meet the minimum requirements of allow ability as specified in the 2 CFR 200.403. In addition, the costs must meet the general provisions for selected items of cost (2 CFR 200.420). The general principles state that costs must:

• Be reasonable and necessary:

A cost is reasonable if, in its nature and amount, it does not exceed that which would be incurred by a prudent person under the circumstances prevailing at the time the decision was made to incur the cost. Necessary is defined as costs needed to carry out the grant activities and identified on the plan.

- Be allocable to the award. All services and goods acquired by the grant are aligned and used in the grant.
- Be authorized or not prohibited under State or local laws or regulations.
- Conform to any limitations or exclusions set forth in these principles, Federal laws, terms and conditions of the Federal award, or other governing regulations as to types or amounts of cost items.
- Be consistent with policies, regulations, and procedures that apply uniformly to both Federal awards and other activities of the governmental unit.
- Be accorded consistent treatment. A cost may not be assigned to a federal award as a direct cost if any other cost incurred for the same purpose in like circumstances has been allocated to the Federal award as an indirect cost.
- Are determined in accordance with generally accepted accounting principles (GAAP).
- Not be included as a cost or used to meet cost sharing or matching requirements of any other Federal award in either the current or a prior period, except as specifically provided by Federal law or regulation.
- Be the net of all applicable credits.
- Be adequately documented.

2. How do you monitor expenditure to ensure that you are on track for spending?

Expenditures are meticulously monitored on a monthly basis through our established tracking system, which utilizes reports from Munis in conjunction with the Consortium expenditure report. This comprehensive approach ensures thorough oversight and accountability for all financial transactions within our program.

3. What methodology is in place for cost allocation, indirect/overhead costs, and in-kind funds?

The Grant Manager holds the crucial responsibility of overseeing the execution of designated grant programs and ensuring expenditures adhere to state and federal regulations. This role is supported by teams in G&D, Budget, and Accounting, as well as by Executive Directors from various departments including Curriculum and Instruction, School Leadership, Education Technology, and Student Support Services.

All expenditures related to grants must align with the Federal Cost Principles (2 CFR 200- Subpart E), grant application program assurances, the policies of the granting agency, and district policies and procedures. These costs typically fall into two main categories: compensation/benefits and non-compensation items such as contracted services, supplies, travel, or equipment.

The district's Indirect Cost Rate, or the maximum allowable rate, will be utilized to allocate Indirect Costs for federal funds to the General Fund. The Accounting Department will handle the preparation of general ledger entries for indirect costs, ensuring accurate recording in the finance general ledger.

To efficiently manage federal grant information, the financial management system Munis will be utilized for storage, maintenance, and reporting. Access to this data will be restricted to authorized individuals in line with the district's Data Security and Access policies. Additionally, all federal grant records will be

retained for a period of seven years according to the district's Local Records Retention Plan.

Grant Managers overseeing each federal grant award are tasked with obtaining approval for cost sharing and/or matching funds during the grant approval process. Approval from the Superintendent and the Chief Financial Officer is required for all commitments of cost sharing and matching grant funds. If matching grant funds are needed in the General Fund (Fund 199), the district will employ a sub-object to separately track expenditures for reporting and compliance purposes.

E. Clearly describe your fiscal organizational structures, cash management system, and knowledge in accordance with GAAP.

The FWISD Business and Finance Division will perform multiple roles. However, adequate controls of separation of duties will be maintained always. The departments are:

- Accounting Compliance
- Accounts Payable
- Budget and Finance
- Compensation and Employee Records
- Records Management
- Grants Development, Management and Monitoring (G&D)
- Fiscal Business Operations
- Purchasing
- Payroll, Benefits and Risks

All Business and Finance Division staff are expected to comply with the: Code of Ethics and Standard Practices for Texas Educators [Board Policy DH {Exhibit), School Board Policy CAA Local regarding fraud, FWISD Code of Conduct (Employee Handbook), Confidentiality Agreement, and FWISD Acceptable Use Guidelines.

**FORT WORTH INDEPENDENT SCHOOL DISTRICT
ACTION AGENDA ITEM
BOARD MEETING
February 24, 2026**

TOPIC: APPROVE TURF REPLACEMENTS AT WESTERN HILLS HIGH SCHOOL, O.D. WYATT HIGH SCHOOL, AND PAUL LAURENCE DUNBAR HIGH SCHOOL UTILIZING PROGRAM CONTINGENCY AND INTEREST FUNDS IN CONJUNCTION WITH THE 2017 CAPITAL IMPROVEMENT PROGRAM

EXECUTIVE SUMMARY:

The Athletics Department is seeking approval to replace the synthetic turf at Western Hills High School, O. D. Wyatt High School, and Paul Laurence Dunbar High School. This item requests authorization to remove and replace the existing synthetic turf football fields at the identified campuses in order to extend the service life of the facilities, enhance student safety, and reduce long-term maintenance requirements.

The scope of work generally includes removal and replacement of existing synthetic turf systems, installation of new turf and related field components, and associated site improvements necessary to support safe and continued use of the athletic facilities. The project includes appropriate contingencies to address underlying field or drainage conditions that may be identified during construction.

The project is expected to be completed prior to the start of the athletic season for the 2026–2027 school year, subject to weather conditions, material availability, and coordination with campus and district operations.

RECOMMENDATION:

Approve Turf Replacements at Western Hills High School, O.D. Wyatt High School, and Paul Laurence Dunbar High School Utilizing Program Contingency and Interest Funds in Conjunction with the 2017 Capital Improvement Program

STRATEGIC PRIORITY:

4 - Operational Alignment and Efficiency

FUNDING SOURCE:

Bond Funds (652-691)

COST:

Total Proposal Amount: \$3,146,495.00
Contingency Amount: \$824,791.00

PURCHASING MECHANISM:

Cooperative Agreement
1GPA JOC award 24-06

PROVIDER(S)/VENDOR(S):

Hellas Construction Inc.

PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

Western Hills High School, O.D. Wyatt High School, and Paul Laurence Dunbar High School

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations



February 2, 2026

JJ Calderon – Executive Director, Athletics Department
Fort Worth ISD
(817) 815-7300
jimmy.calderon@fwisd.org

RE: FWISD Phase 3, TX – Hellas Proposal

Hellas is pleased to provide you with this proposal. Pricing is based on Hellas' current cooperative contract entitled 1GPA, 'Government Procurement Alliance' Cooperative Purchasing Agreement, Contract #24-06DP-04 JOC General Construction. Through this contract, Hellas' products have been competitively and lawfully bid providing member schools and agencies with quality and preferential pre-priced products and services.

General Conditions

Hellas will:

1. Provide project Insurance, Supervision and Mobilization.
2. Provide construction surveying, layout and staking.
3. Provide performance and payment bonds.
4. Provide, prior to construction, track lane and event marking drawings.
5. Provide, prior to construction, synthetic turf shop drawings.
6. Provide final punch-out and clean-up of the completed project.

WESTERN HILLS HIGH SCHOOL

Synthetic Turf Field – Matrix Helix | RealFill / Ecotherm Infill | Cushdrain

Hellas scope of work:

1. **Track Protection** – Install Geotextile fabric and sandbags to protect existing track surfaces from damage during turf replacement operations.
2. **Removal** – Remove existing synthetic turf and haul off site for legal disposal.
3. **Goal Post Replacement (if required)**
 - a. Remove existing goal posts and return to owner or haul off site for disposal.
 - b. Demo existing goal post foundations and haul off site for disposal.
 - c. Provide and install one (1) pair of USD 751-3120-30 goal posts. **Excludes goal post pads to be provided by owner.**
4. **Nailer Replacement** – Remove existing nailer and dispose of it offsite. Provide and install ±1,237 lineal feet of plastic 2" x 4" **EcoNailer™**.





5. Grading – Fine grade existing stone base material. *(No purchase of additional stone drainage material or any grade changes are included in this proposal).*
6. Shock Pad – Provide and install approximately 92,530 square feet of **19 mm CUSHDRAIN®** shock pad at the synthetic turf area.
7. Synthetic Turf - Provide and install approximately 92,530 square feet of **matrix helix® 46 oz.** 2" pile height 100% Polyethylene Extruded Monofilament synthetic turf system with the noted installation options listed below.
 - Football lines and markings per attached rendering.
 - Soccer lines and markings per attached rendering.
 - End Zone colors and letters per attached rendering.
 - One (1) center logo per attached rendering.
 - Proprietary **REALFILL™** installation of selectively graded aggregate and **ecotherm™** cooling infill.
 - Supply one (1) tow-behind ground-driven sweeper/groomer.
 - Includes one (1) Gmax test at completion of installation.
 - Provide 8-year manufacturer warranty.

After synthetic turf installation is complete, Hellas will provide an operation and maintenance orientation for care of the turf field, and all supplied equipment quoted above.

O.D. WYATT HIGH SCHOOL

Synthetic Turf Field – Matrix Helix | RealFill / Ecotherm Infill | Cushdrain

Hellas scope of work:

1. Track Protection – Install Geotextile fabric and sandbags to protect existing track surfaces from damage during turf replacement operations.
2. Removal – Remove existing synthetic turf and haul off site for legal disposal.
3. Goal Post Replacement (if required)
 - a. Remove existing goal posts and return to owner or haul off site for disposal.
 - b. Demo existing goal post foundations and haul off site for disposal.
 - c. Provide and install one (1) pair of USD 751-3120-30 goal posts. **Excludes goal post pads to be provided by owner.**
4. Nailer Replacement – Remove existing nailer and dispose of it offsite. Provide and install ±1,236 lineal feet of plastic 2" x 4" **EcoNailer™**.
5. Grading – Fine grade existing stone base material. *(No purchase of additional stone drainage material or any grade changes are included in this proposal).*
6. Shock Pad – Provide and install approximately 92,428 square feet of **19 mm CUSHDRAIN®** shock pad at the synthetic turf area.



7. **Synthetic Turf** - Provide and install approximately 92,428 square feet of **matrix helix® 46 oz.** 2" pile height 100% Polyethylene Extruded Monofilament synthetic turf system with the noted installation options listed below.
- Football lines and markings per attached rendering.
 - Soccer lines and markings per attached rendering.
 - End Zone colors and letters per attached rendering.
 - One (1) center logo per attached rendering.
 - Proprietary **REALFILL™** installation of selectively graded aggregate and **ecotherm™** cooling infill.
 - Supply one (1) tow-behind ground-driven sweeper/groomer.
 - Includes one (1) Gmax test at completion of installation.
 - Provide 8-year manufacturer warranty.

After synthetic turf installation is complete, Hellas will provide an operation and maintenance orientation for care of the turf field, and all supplied equipment quoted above.

DUNBAR HIGH SCHOOL

Synthetic Turf Field – Matrix Helix | RealFill / Ecotherm Infill | Cushdrain

Hellas scope of work:

1. **Track Protection** – Install Geotextile fabric and sandbags to protect existing track surfaces from damage during turf replacement operations.
2. **Removal** – Remove existing synthetic turf and haul off site for legal disposal.
3. **Goal Post Replacement (if required)**
 - a. Remove existing goal posts and return to owner or haul off site for disposal.
 - b. Demo existing goal post foundations and haul off site for disposal.
 - c. Provide and install one (1) pair of USD 751-3120-30 goal posts. **Excludes goal post pads to be provided by owner.**
4. **Nailer Replacement** – Remove existing nailer and dispose of it offsite. Provide and install ±1,239 lineal feet of plastic 2" x 4" **EcoNailer™**.
5. **Grading** – Fine grade existing stone base material. *(No purchase of additional stone drainage material or any grade changes are included in this proposal).*
6. **Shock Pad** – Provide and install approximately 93,059 square feet of **19 mm CUSHDRAIN®** shock pad at the synthetic turf area.



7. **Synthetic Turf** - Provide and install approximately 93,059 square feet of **matrix helix® 46 oz.** 2" pile height 100% Polyethylene Extruded Monofilament synthetic turf system with the noted installation options listed below.
- Football lines and markings per attached rendering.
 - Soccer lines and markings per attached rendering.
 - End Zone colors and letters per attached rendering.
 - One (1) center logo per attached rendering.
 - Proprietary **REALFILL™** installation of selectively graded aggregate and **ecotherm™** cooling infill.
 - Supply one (1) tow-behind ground-driven sweeper/groomer.
 - Includes one (1) Gmax test at completion of installation.
 - Provide 8-year manufacturer warranty.

After synthetic turf installation is complete, Hellas will provide an operation and maintenance orientation for care of the turf field, and all supplied equipment quoted above.

Aggregate Drainage Base Inspection for Synthetic Turf:

Hellas will conduct tests in several locations of the existing aggregate stone base material to determine if the existing base meets permeability requirements. If the tests show that the existing aggregate stone base material does not drain adequately Hellas will notify the owner and provide additional scope of work and proposal pricing to correct the identified deficiencies of the existing aggregate and/or existing drainage piping system. Hellas will proof-roll existing aggregate base to identify any weak or yielding subgrade areas. No price for existing aggregate base and/or subgrade repair is being provided. Hellas can make no assumptions and assumes no liability as to the fitness and usability of the existing aggregate base and/or subgrade.



***Proposal Pricing valid for 60 days from date of this proposal.**

FWISD - TURF REPLACEMENT PROPOSAL

Western Hills HS

matrix [®] HELIX 46 oz 2" Pile Height CUSHDRAIN [®] ecotherm [™] Infill	\$ 1,004,265.00
Nailer Replacement EcoNailer [™]	\$ 15,463.00
Goal Post & Foundation Replacement	\$ 31,326.00
Contingency - Field Drainage Repair	\$ 200,000.00
Combined Contingency 6%	\$ 75,064.00
Total Proposal	\$ 1,326,118.00

O.D. Wyatt HS

matrix [®] HELIX 46 oz 2" Pile Height CUSHDRAIN [®] ecotherm [™] Infill	\$ 997,488.00
Nailer Replacement EcoNailer [™]	\$ 15,450.00
Goal Post & Foundation Replacement	\$ 31,326.00
Contingency - Field Drainage Repair	\$ 200,000.00
Combined Contingency 6%	\$ 74,656.00
Total Proposal	\$ 1,318,920.00

Dunbar HS

matrix [®] HELIX 46 oz 2" Pile Height CUSHDRAIN [®] ecotherm [™] Infill	\$ 1,004,363.00
Nailer Replacement EcoNailer [™]	\$ 15,488.00
Goal Post & Foundation Replacement	\$ 31,326.00
Contingency - Field Drainage Repair	\$ 200,000.00
Combined Contingency 6%	\$ 75,071.00
Total Proposal	\$ 1,326,248.00

Total Turf Replacement Replacement Proposal for All Sites \$ 3,971,286.00

Total Contingencies Included in Proposal \$ 824,791.00

Replacement Proposal for All Sites Without Contingencies \$ 3,146,495.00



EXCLUSIONS

1. Any item of work not specifically listed above.
2. Utility relocation.
3. Any form of subgrade remediation or stabilization to correct existing soil conditions.
4. Geotechnical Investigation.
5. Any embankment or processing of imported soils.
6. Site storm water management or permitting.
7. SWPPP/Erosion control.
8. Any concrete work.
9. Any asphalt paving.
10. Any electrical work.
11. Any fence work.
12. Engineering.
13. Construction materials inspection and testing.
14. Supply or installation of perimeter safety or construction fencing.
15. Site security.
16. Taxes.
17. Prevailing or union wages.
18. Any permits, administration fees, or any other fees, including any utility impact fees generated by construction improvements.
19. Owner shall provide ingress/egress for ALL personnel, equipment and materials; typical construction traffic shall be expected for the duration of this contract. Contractor NOT responsible for damage due to typical construction traffic ingress/egress to the construction site.
20. Owner to supply secure laydown area for Hellas materials.

Notwithstanding anything to the contrary in any of the Contract documents, under no circumstances shall the Performance bonds, maintenance bonds or the obligations of the Surety be liable for any warranty obligations that exceed 1 year from the date of substantial completion as defined in the Contract documents.

Hellas looks forward to the award of this project and is eager to work with you.

Alyssa Kent
Senior Estimator

COLOR RENDERING FOR
CONCEPTUAL PURPOSES ONLY



Hellas Construction, Inc. (P) (512) 250-2910
12000 West Parmer Lane (F) (512) 250-1960
Austin, TX 78613 hellasconstruction.com

OWNER:
Fort Worth ISD
Western Hills High School
3600 Boston Ave, Benbrook, TX 76116
(817) 815-6000

PROJECT:
SYNTHETIC TURF FOOTBALL FIELD &
RUNNING TRACK & FIELD EVENTS
SURFACING
PROJECT LOCATION:
BENBROOK, TEXAS



COMMENTS:
Drawing scale accurate ONLY when printed on 11x17
paper. For visual purposes only, actual color may vary.

CREATED BY: DSR

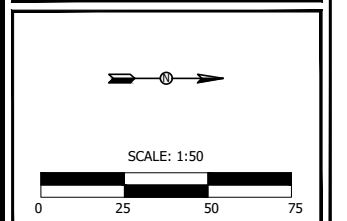
All drawings and written material appearing herein
constitute original unpublished work, and may not be
duplicated, used or disclosed without the written
consent of Hellas Construction, Inc.

DATE:
OCTOBER 7, 2024

REVISION:
-

SHEET TITLE:
COLOR RENDERING

SHEET NUMBER:
1



COLOR RENDERING FOR
CONCEPTUAL PURPOSES ONLY



A TENCATE COMPANY
Hellas Construction, Inc. (P) (512) 250-2910
12000 West Parmer Lane (F) (512) 250-1960
Austin, TX 78613 hellasconstruction.com

OWNER:
Fort Worth ISD
O.D. Wyatt High School
2400 E Seminary Dr, Fort Worth, TX. 76119
817-815-8000

PROJECT:
SYNTHETIC TURF FOOTBALL FIELD
& 4-LANE RUNNING TRACK &
FIELD EVENTS SURFACING
PROJECT LOCATION:
FORT WORTH, TEXAS

matrixTURF

epiQ TRACKS



COMMENTS:
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CREATED BY: DSR

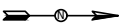
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DECEMBER 16, 2024

REVISION:
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COLOR RENDERING

SHEET NUMBER:
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SCALE: 1:50



COLOR RENDERING FOR
CONCEPTUAL PURPOSES ONLY



A TENCATE COMPANY

Hellas Construction, Inc. (P) (512) 250-2910
12000 West Parmer Lane (F) (512) 250-1960
Austin, TX 78613 hellasconstruction.com

OWNER:
Fort Worth ISD
Dunbar High School
5700 Ramey Ave, Fort Worth, TX. 76112
817-815-3000

PROJECT:
SYNTHETIC TURF FOOTBALL FIELD
& 4-LANE RUNNING TRACK &
FIELD EVENTS CONSTRUCTION
PROJECT LOCATION:
FT. WORTH, TEXAS

matrixTURF

epiqTRACKS



COMMENTS:
Drawing scale accurate ONLY when printed on 11x17
paper. For visual purposes only, actual color may vary.

CREATED BY: -

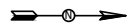
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DATE:
DECEMBER 5, 2025

REVISION:
-

SHEET TITLE:
COLOR RENDERING

SHEET NUMBER:
1



SCALE: 1:50

