

**Fort Worth ISD Regular Board Meeting
Tuesday, July 21, 2026 at 5:00 PM**

Official Agenda and Meeting Notice

Notice is hereby given that on Tuesday, July 21, 2026, the Board of Education of the Fort Worth Independent School District will hold a Regular Meeting beginning at 5:00 PM at the [Fort Worth Independent School District Service Center 7060 Camp Bowie Boulevard](#). This meeting will be streamed and archived on the [Fort Worth ISD 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 notice.

Members of the public may make a public comment in-person or by written statement. The guidelines for public comment are posted on the [Board of Education webpage](#).

Board Room Signage Notice: The District has updated its meeting guidelines regarding signs in the Board room. Signs are permitted in the Board room only if they comply with the District's posted meeting guidelines. Signs must be handheld, may not exceed 11 x 17 inches, may not be attached to poles, sticks, or other supports, and may not obstruct visibility, block aisles or exits, create a safety concern, or disrupt the orderly conduct of the meeting.

Page

1. 5:00 PM - CALL REGULAR MEETING TO ORDER - BOARD ROOM

2. EXECUTIVE SESSION

The Board will convene in closed session as authorized by the Texas Government Code Chapter \$551.071 (Legal), \$551.072 (Real Property), \$551.074 (Personnel), and \$551.076 (Security).

- A. Discussion with Legal Counsel Regarding Pending Litigation in the Matter of *Alzubi v. Fort Worth ISD*, Civil Action No. 4:26-cv-00838-O

3. 6:00 PM - RECONVENE OPEN SESSION - BOARD ROOM

4. PLEDGE OF ALLEGIANCE AND PLEDGE TO THE TEXAS FLAG

5. PUBLIC COMMENT

6. REPORTS

- A. New Public Comment Guidelines
- B. Superintendent Update
- C. Board Committee Reports 7
[Board Committee Report Ad Hoc Community Listening.docx](#) 
[Board Committee Report Ad Hoc Real Estate Sales.docx](#) 
- D. Public Notice of Federal Grant Applications Submitted Between April 1, 2026 and June 30, 2026 10
[2026 July Board Report.docx](#) 
- E. District Organizational Chart

7. 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 an item be removed from the "Consent Agenda" and voted upon separately.

Dr. Louis Kushner, Chief of Staff

- A. Approve Board of Education Meeting Minutes 11
[Board Workshop - Jun 17 2026 - Minutes - Html](#) 
[Regular Meeting - Jun 23 2026 - Minutes - Html](#) 
- B. Approve Ratification of the Board Community Listening Session Ad Hoc Committee 26
[Community Listening Session Ad Hoc Committee Ratification.docx](#) 
- C. Approve Ratification of the Real Estate Sales Transaction Ad Hoc Board Committee 27
[Board Real Estate Transaction Committee Ratification.docx](#) 
- D. Approve the 2026-2027 Budget for Neighborhood Pre K 28
[2026-2027 Budget for NPK.docx](#)  [NPK Board Budget.pdf](#) 

Legal, Sidney Pounds, General Counsel

- E. Approve Revisions to Board Policy FNF(LOCAL) 30
[Revisions to Board Policy FNF\(LOCAL\).docx](#) 
[FNF\(LOCAL\) - Proposed Rev - Metal Detectors.docx](#) 
- F. Approve Revisions to Board Policy DC(LOCAL): Employment Practices 34
[Revisions to Board Policy DC\(LOCAL\).docx](#)  [DC\(LOCAL\).docx](#) 
[Board Policy Brief - DC\(LOCAL\).pdf](#) 

Business and Finance, Darla Moss, Chief Financial Officer

- G. Approve Cross-Function Budget Amendments for the 2026-2027 School Year 41
[Cross-Function Budget Transfers.docx](#) 

School Leadership, Dr. Daniel Soliz, Deputy Superintendent Chief of Schools

- H. Approve Interlocal Agreement Between Fort Worth ISD and the City of Fort Worth Fire Department for Emergency Medical Treatment Services 42
[EMT Services 2026-27.docx](#)  [EMT Services Agreement.pdf](#) 
- I. Approve the Memorandum of Understanding Between Fort Worth Independent School District and ACH Child and Family Services for the 2026-2027 School Year 53
[ACH Child and Family Services.docx](#) 
[MOU ACH Child Find and Family Services.pdf](#) 

- J. Approve Memorandum of Understanding Between Fort Worth ISD and the Tarrant County Juvenile Justice Alternative Education Program for the 2026-2027 School Year 59
[Tarrant County JJAEP.docx](#) [MOU Detention Center.pdf](#)
- K. Approve the Purchase of Full-Service Providers' Services for Fort Worth After School (FWAS) for the 2026-2027 School Year 68
[FWAS Service Providers 2026-2027.docx](#)
- L. Approve Interlocal Agreement Between the University of North Texas Health Science Center (UNTHSC) and Fort Worth ISD for Community and Healthcare-Related Services and Projects 70
[Healthcare-Related Services and Projects.docx](#)
[UNTHSC-FWISD Interlocal Agreement.pdf](#)
- M. Approve Contract Between Fort Worth ISD and Tarrant County for Juvenile Teaching Services for the 2026-2027 School Year 79
[Juvenile Teaching Services 2026-2027.docx](#)
[Juvenile Services Contract for Teaching Services.pdf](#)
- N. Approve the Fort Worth Independent School District Student Code of Conduct for the 2026-2027 School Year 90
[Student Code of Conduct.docx](#)
[SCOC Executive Summary 2026-2027.docx.pdf](#)

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

- O. Approve Interlocal Agreement Between Fort Worth ISD and the City of Fort Worth to Provide Job Training for Special Needs Students 93
[Job Training for Special Needs Students.docx](#)
[City of Fort Worth MOU.pdf](#)
- P. Authorize the Superintendent to Negotiate and Enter Into An Agreement with the University of Texas of Austin for OnRamps for the 2026-2027 School Year 97
[UT Austin OnRamps.docx](#)
[Interlocal Agreement OnRamps.pdf](#)
- Q. Approve Optional Flexible School Day Program for the 2026-2027 School Year 117
[Agenda for OSFDP.docx](#) [OFSDP Board Document.pdf](#) [OFSDP Spreadsheet.pdf](#) [OFSDP Agreement.pdf](#)
- R. Approve Memorandum of Understanding (MOU) with Early Childhood Intervention (ECI) for Transition Services to Preschool Programs 143
[Early Childhood Intervention 2026-27.docx](#) [ECI MOU.pdf](#)

S.	Approve the Purchase of Additional High School Novels Additional High School Novels.docx  Quote Novels Follett.pdf 	159
T.	Approve the Award of Request for Proposal (RFP) No. 26-067 for the Purchase of Targeted Supplemental Curriculum for Specialized Learning Supplemental Curriculum for Specialized Learning.docx 	161

Operations, Kellie Spencer, Deputy Superintendent

U.	Approve the Purchase of Heating, Ventilation, and Air Conditioning Services for Fiscal Year 2026-2027 HVAC Services.docx 	163
V.	Approve Purchase of Grounds and Landscaping Services for Fiscal Year 2026-2027 Grounds and Landscaping.docx 	165
W.	Approve the Purchase of Fire Alarm Equipment, Inspection, Maintenance, and Repair Services for Fiscal Year 2026-2027 Agenda Aggregate Fire Alarm Services.docx 	167
X.	Approve the Purchase of Custodial Chemical and Paper Supplies Custodial Supplies.docx 	169
Y.	Approve the Purchase of Environmental Services for Fiscal Year 2026-2027 Environmental Services.docx 	172
Z.	Approve the Purchase of Elevator and Wheelchair Lift Inspection, Maintenance, and Repair Services for Fiscal Year 2026-2027 Elevator Lift Services.docx 	174
AA.	Approve Purchase of General Contracting and Building Maintenance Services for Fiscal Year 2026-2027 General Contracting and Building Maintenance.docx 	176
AB.	Approve the Purchase of Roof Maintenance and Minor Repair Services for Fiscal Year 2026-2027 Roof Maintenance and Repair Services.docx 	178
AC.	Approve the Purchase of Plumbing Equipment, Inspections, Maintenance, and Repair Services for Fiscal Year 2026-2027 Plumbing Services.docx 	180

Talent Management, Denisha Presley, Chief Talent Officer

- AD. Approve 2026 – 2027 Fort Worth Independent School District Compensation Manual 182

[2026-2027 Compensation Manual.docx](#) 

[Draft 2026-2027 FWISD Compensation Manual.pdf](#) 

Technology, Dr. Eric Upchurch, Chief Technology Officer

- AE. Approve Delegation of Authority to the Superintendent or Designee to Negotiate and Execute a Master Lease Agreement for Copiers and Managed Print Services 276

[Copiers and Managed Print Services.docx](#) 

8. ACTION AGENDA ITEMS

- A. Item(s) Removed from Consent Agenda

Lone Star Governance, Board of Education

- B. Approve the Lone Star Governance (LSG) Implementation Timeline 278

[LSG Implementation Timeline.docx](#) 

[FWISD Implementation Timeline.pdf](#) 

Legal, Sid Pounds, General Counsel

- C. Approve Delegation of Authority to a Board Committee to Hear Level III Grievances Under Board Policies DGBA(LOCAL), FNG(LOCAL) and GF(LOCAL) 306

[Delegation of Authority Level III Grievances.docx](#) 

- D. Approve First Reading of Revisions to Board Policy BBFA(LOCAL): Ethics - Conflicts of Interests Disclosures 307

[Board Policy BBFA\(LOCAL\) First Reading .docx](#) 

[BBFA\(LOCAL\) Suggested Revisions.pdf](#) 

- E. Approve First Reading of Revisions to Board Policy CDB(Local): Other Revenues: Sale, Lease, or Exchange of School-Owned Property 312

[First Reading of Revisions CDB\(LOCAL\).docx](#) 

[CDB\(LOCAL\) Policy Recommendations.docx](#) 

School Leadership, Dr. Daniel Soliz, Deputy Superintendent Chief of Schools

- F. Consideration and Approval of an Application to Request an Extension of House Bill 2 Uncertified Teaching Provisions Through the 2029–2030 School Year 316

[HB 2 Extension Request.docx](#)  [Action Plan HB2.pdf](#) 

9. ADJOURN

**Fort Worth Independent School District
BOARD COMMITTEE REPORT**

July 21, 2026

COMMITTEE NAME		COMMITTEE MEMBERS	
The Board Community Listening Session Ad Hoc Committee		Rosa Maria Berdeja, Secretary Laurie George Jay Stegall	
COMMITTEE CHAIRPERSON			
Rosa Maria Berdeja			

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

EXECUTIVE SUMMARY:

The Board Community Listening Session Ad Hoc Committee has been formed to develop recommendations for the Board regarding the proposed:

- Listening session script;
- Listening session slides;
- Online survey;
- Community Listening Plan sessions, including possible consolidation where appropriate;
- Process for handling listening session logistics, including scheduling and advance preparation; and
- Process and procedures for documenting community feedback

ACTION ITEMS / RECOMMENDATIONS:

The Board Community Listening Session Ad Hoc Committee recommends that the Board accept the recommendations listed above, which the Board Services team has previously shared with all board members, for uniform implementation across community listening sessions.

UPCOMING ACTIVITIES / KEY DATES:

A proposed timeline is recommended below.

Stage	Label	Timeline	Status	Plain-language
1. Plan the process	Planning	June 17 - July 21	Complete	Listening-session questions, survey language, safeguards, and data-storage plans are finalized.
2. Collect community input	Listening	June 22 - September 4	In Process	The Board gathers input through listening sessions and the online survey.
3. Data Analysis	Analysis	September 5 - 7	Not Started	Survey responses and session notes are combined into a secure data file; identifying and demographic information are

**Fort Worth Independent School District
BOARD COMMITTEE REPORT**

				removed, and responses are analyzed.
4. Summarize vision and values	What we heard	September 7	Not Started	Analysis is developed into a summary of the community's vision for students and values to protect.
5. Draft goals and guardrails	Drafting	TBD Per Adoption of LSG Implementation Timeline	Not Started	The Board uses the summary to develop draft student outcome goals and guardrails.
6. Check the drafts with the community	Checking direction	September 16 - 30	Not Started	Draft goals and guardrails are shared for feedback before adoption.
7. Adopt final goals and guardrails	Finalizing	October 1 - 13 Tuesday, Oct 13 Regular Board Meeting	Not Started	The Board revises as needed and votes on final goals and guardrails.

INFORMATION SOURCE:

Laurie George, Board Member / Board Community Listening Session Ad Hoc Committee Member

**Fort Worth Independent School District
BOARD COMMITTEE REPORT**

July 21, 2026

COMMITTEE NAME		COMMITTEE MEMBERS	
Ad Hoc Committee on Real Estate Transactions		Frost Prioleau Pete Geren Courtney Lewis Luis Galindo	
COMMITTEE CHAIRPERSON			
Frost Prioleau			

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

EXECUTIVE SUMMARY:

On July 2, 2026, the Ad Hoc Committee on Real Estate Transactions met to review the Board's current policies, regulations, and practices related to real estate transactions, including Board Policy CDB(LOCAL), which addresses the Sale, Lease, or Exchange of School-Owned Property. The Ad Hoc Committee is an advisory committee that shall report their findings to the Board. Based on the Committee's review and discussion, the Committee is recommending certain revisions to Board Policy CDB(LOCAL), including specific steps the District's administration must take prior to Board discussion and approval of a real estate transaction. The July 21, 2026, Regular Board Meeting agenda will include an Action Item for the Board to discuss and approve a first reading of the recommended policy changes. The specific recommended revisions to the policy will be provided as part of that agenda item.

INFORMATION SOURCE:

Frost Prioleau, Committee Chairperson

July 21, 2026

Public Notice of Federal Grant Applications

In compliance with Board Policy CB(LOCAL) – State and Federal Revenue Sources, the District must provide public notice of federal grant applications through an information item at a Board meeting and by publishing information on the District's website.

The following is the list of federal grants submitted from April 1, 2026, through June 30, 2026.

Grant Name	Status	Funder	Amount	Project Start	Project End
2026-2027 School Action Fund Planning Continuation, Year 2	Submitted	TEA	\$500,000	7/1/2026	6/30/2027
2026-2027 ESSA Consolidated Federal Grant Application	Submitted	TEA	\$41,122,809	7/1/2026	9/30/2027
2026-2027 Perkins V: Strengthening Career and Technical Education for the 21st Century	Submitted	TEA	\$987,375	7/1/2026	8/15/2027
2026-2027 Special Education Consolidated Grant Application (Federal)	Submitted	TEA	\$15,416,737	7/1/2026	9/30/2027

BOARD WORKSHOP MINUTES FORT WORTH ISD BOARD OF EDUCATION

The Board of Education of the Fort Worth Independent School District held a Board Workshop on Wednesday, June 17, 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 Wednesday, June 17, 2026, that the Board of Education of the Fort Worth Independent School District held a meeting beginning at 5:00 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 June 11, 2026 at 3:20 p.m.

/s/ Patti Ramón

RETURN OF THE MEETING JUNE 17, 2026

I, Patti Ramón, of the Fort Worth Independent School District, do verify that a copy of this notice of meeting was posted on June 11, 2026, at the Fort Worth Independent School District Service Center, 7060 Camp Bowie Boulevard, Fort Worth, Texas.

Given under my hand on June 11, 2026.

/s/ Patti Ramón
Coordinator
Board of Education

The following Board Members were present:

Mr. Pete Geren, President
Ms. Courtney Lewis, President
Ms. Rosa Maria Berdeja, Secretary
Mr. Robert Ahdieh
Mr. Luis A. Galindo
Ms. Laurie George
Mr. Frost Prioleau
Mr. Jay Stegall
Mr. Tennessee Walker

The following administrators were present:

Dr. Peter Licata, Superintendent
Dr. Louis Kushner, Chief of Staff
Dr. Lisa Inzar, Special Assistant to the Superintendent
Darla Moss, Chief Financial Officer
Mohammed Choudhury, Deputy Superintendent, Curriculum & Instruction
Denisha Presley, Chief Talent Officer
Sid Pounds, Assistant General Counsel

1. 5:00 PM - CALL BOARD WORKSHOP TO ORDER - BOARD ROOM

School Board President, Mr. Pete Geren opened the meeting at 5:01 p.m.

2. PLEDGE OF ALLEGIANCE AND PLEDGE TO THE TEXAS FLAG

3. PUBLIC COMMENT

Caroline James Rebecca Montgomery Rita McWaters

Ambika Sharma Dallas Maki Sara Fairley-Luna

Marisol Herrera

Dionna Deardorff

Lon Burnam

Taylor Duncan

Trenance Dorsey-Hollins

4. COMMUNITY LISTENING GOVERNANCE COACHING

School Board President, Mr. Pete Geren and Board Member, Mrs. Laurie George made comments.

Superintendent, Dr. Peter B. Licata and Chief of Staff, Dr. Louis Kushner made comments.

Chief of Staff, Dr. Louis Kushner, introduced Governance Coaches, AJ Cabill, Greg Klein, Senior Governance Coach and Carol Beckerle, Assistant Governance Coach.

AJ Cabill, Certified LSG Coach and Director of Governance through the Council of Great City Schools conducted the training via video conference.

Board Members participated in Community Listening Governance Coaching for New School Board Members.

- A. Community Listening - Background and Purpose
- B. Community Listening Schedule
- C. Community Listening Script

5. ADJOURN

Meeting was adjourned at 9:23 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>

Rosa Maria Berdeja, Secretary
Fort Worth Independent School District

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, June 23, 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, June 23, 2026, that the Board of Education of the Fort Worth Independent School District held a meeting beginning at 5:00 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 June 16, 2026, at 7:48 p.m.

/s/ Patti Ramón
Coordinator

RETURN OF THE MEETING JUNE 23, 2026

I, Patti Ramón, of the Fort Worth Independent School District, do verify that a copy of this notice of meeting was posted on June 16, 2026, at the Fort Worth Independent School District Service Center, 7060 Camp Bowie Boulevard, Fort Worth, Texas.

Given under my hand on June 16, 2026.

/s/ Patti Ramón
Coordinator
Board of Education

The following Board Members were present:

Mr. Pete Geren, President
Ms. Courtney Lewis, President
Ms. Rosa Maria Berdeja, Secretary
Mr. Robert Ahdieh
Mr. Luis A. Galindo
Ms. Laurie George
Mr. Frost Prioleau
Mr. Jay Stegall
Mr. Tennessee Walker ***Absent

The following administrators were present:

Dr. Peter Licata, Superintendent
Dr. Louis Kushner, Chief of Staff
Dr. Lisa Inzar, Special Assistant to the Superintendent
Darla Moss, Chief Financial Officer
Dr. Daniel Soliz, Deputy Superintendent, Chief of Schools
Mohammed Choudhury, Deputy Superintendent, Curriculum & Instruction
Kellie Spencer, Deputy Superintendent, Operations
Denisha Presley, Chief Talent Officer
Eric Upchurch, Chief Technology Officer
Sid Pounds, Assistant General Counsel

1. 5:00 PM - CALL REGULAR MEETING TO ORDER - BOARD ROOM

School Board President, Mr. Pete Geren called the meeting to order at 5:00 p.m.

The meeting recessed and reconvened in closed session at 5:01 p.m.

2. EXECUTIVE SESSION

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

\$551.071 (Legal), \$551.072 (Real Property), \$551.074 (Personnel), and \$551.076 (Security).

- A. Discussion with Legal Counsel Regarding Termination of Certain Probationary Contract Employees for Good Cause Pursuant to Chapter 21 of the Texas Education Code
- B. Discussion with Legal Counsel Regarding Termination of Certain Term Contract Employees for Good Cause Pursuant to Chapter 21 of the Texas Education Code
- C. Discussion with Legal Counsel Regarding Rescinding Previous Board Action to Non-Renew Certain Term Contract Employees Pursuant to Chapter 21 of the Texas Education Code
- D. Intruder Detection Audits End of Year Findings

3. 6:00 PM - RECONVENE OPEN SESSION - BOARD ROOM

Meeting was reconvened in open session at 6:00 p.m.

4. PLEDGE OF ALLEGIANCE AND PLEDGE TO THE TEXAS FLAG

School Board President, Mr. Pete Geren introduced Charlotte Woods from Paschal High School to sing our National Anthem.

School Board President, Mr. Pete Geren led the Pledge of Allegiance and the Pledge To The Texas Flag.

5. PUBLIC COMMENT

School Board President, Mr. Pete Geren made a comment.

Speakers:

David Hafer	Bob Willoughby	Jaxson Whittaker
Delhi Ekambo	Noor Wadi	Cathy Frisinger
Beth Llewellyn-McLaughlin	Kawna Moore	Dr. Melondy Diddy-Munoz
Kathleen Hall	Melissa Konur	Mindia Whittier
Ernesto Moran	Edy Mayfield	Wafa Ismail
Lon Burnam	Arch Mayfield	Courtney Henson
Ambika Sharma	Reed Bilz	Charles Bilz
Ashley Loudon	Kevin Smant	Joan Vermaire
Caroline James	Dallas Maki	Paige Charbonnet
Barry Shlachter	Aaron James	Michael Cohen
Mendi Tackett	Samuel Hall	Kyle Sims

Angela Lendzioszek	Father William Winston	Randi Wheeler
Marcos Lopez	Sarah Boyd	Michelle Williams
Nelcy Cardenas	Christine Trammell	EJ Carrion
Elaina Montalvo	Amanda Inay	Kimberly Leonard
Patrick Leonard	Patrice Jones	Leena Nasaredden
Baraa Aladra	Kimberly Lawrence	Frank Gaffney
Dionna Deardorff	David Martinez	Michael Raulerson
Norma Garcia-Lopez	Casey Merrifield	Stephan Sanchez
Alexander Montalvo	Nydia Cardenas	Sayed Syed
Jessica Prado	Carlos Turcios	Base Mego
Luwum Earls	Luka Z	Keith Annis

6. CALL PUBLIC HEARING TO ORDER

- A. Public Hearing to Discuss the 2026-2027 Budgets for the General Fund, Debt Service Fund, and Child Nutrition Services Fund
 Superintendent, Dr. Peter B. Licata made a comment.
 Superintendent, Dr. Peter B. Licata, introduced Chief Financial Officer, Darla Moss to present the *2026-2027 Budgets for the General Fund, Debt Service Fund, and Child Nutrition Services Fund*.
 Chief Financial Officer, Darla Moss *2026-2027 Budgets for the General Fund, Debt Service Fund, and Child Nutrition Services Fund*.
 Board Members, Mr. Robert Adhieh, Mrs. Laurie George, Mrs. Courtney Lewis, Mr. Luis Galindo, Mr. Frost Prioleau, Mrs. Rosa Maria Berdeja, Mr. Jay Stegall and School Board President, Mr. Pete Geren made comments or asked questions.
 Superintendent, Dr. Peter B. Licata, Deputy Superintendent, Chief of Schools, Dr. Daniel Soliz, Chief of Staff, Dr. Louis Kushner and Deputy Superintendent of Curriculum and Instruction. Mr. Mohammed Choudhury provided responses.
[Public Hearing Fiscal Year 2027 Proposed Budget.pdf](#) 
- B. Public Comment to Discuss the 2026–2027 Budgets for the General Fund, Debt Service Fund, and Child Nutrition Services Fund
 Speakers:

7. CLOSE PUBLIC HEARING

School Board President, Mr. Pete Geren closed the public hearing.

8. REPORTS

- A. Superintendent Update
Superintendent, Dr. Peter B. Licata, gave a *Superintendent Update Report*.

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 an item be removed from the "Consent Agenda" and voted upon separately.

Board Member, Mrs. Laurie George, pulled consent agenda item 9. L., Approve Memorandum Of Understanding (MOU) between the University of North Texas (UNT) and Fort Worth Independent School District (FWISD) to Provide Training and Support for Students with Disabilities.

Accepting Consent Agenda minus Items 9.L.

Motion was made by Board Secretary, Mrs. Rosa Maria Berdeja, seconded by Board Member, Mr. Jay Stegall to approve 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: Rosa Maria Berdeja; seconded by: Courtney Lewis

Yes: Rosa Maria Berdeja, Pete Geren, Courtney Lewis, Robert Ahdieh, Luis Galindo, Frost Prioleau, Jay Stegall, and Laurie George

Absent: Tennessee Walker

Carried 8-0

Dr. Louis Kushner, Chief of Staff

- A. Approve Board of Education Meeting Minutes
[Regular Meeting - May 19 2026 - Minutes.pdf](#) 
[Board Workshop - Jun 01 2026 - Minutes .pdf](#) 
[Board Workshop - Jun 09 2026 - Minutes.pdf](#) 
- B. Approve Proposed Board of Education Meeting Dates for the 2026-2027 School Year
[Board Meeting Schedule.docx](#)  [2026-2027 Board Meeting Schedule Draft.pdf](#) 
- C. Approve Amendment to Change/Add Locations for Neighborhood Pre-K

[Change-Add NPK Locations.docx](#)  [NPK Amendment Addendum 6.pdf](#) 

- D. Approve the 2026-2027 Budget for the Leadership Academy Network
[LAN Budget 2026-2027.docx](#)  [Budget LAN 2026-2027.pdf](#) 
- E. Approve An Increase to the Previously Approved Amount Necessary to Complete the Purchase and Installation of Safety Fencing at District Campuses
[Safety Fencing.docx](#) 

Business and Finance, Darla Moss, Chief Financial Officer

- F. Approve Final Budget Amendment for General Fund, Debit Service, and Child Nutrition for Period Ending June 30, 2026
[Final Budget Amendments.docx](#)  [General Fund.pdf](#)  [Debt Service.pdf](#) 
[Child Nutrition.pdf](#)  [All Funds FinalAmendments.pdf](#) 
- G. Approve Ratification of the Licensed Public Insurance Adjuster Professional Services Agreement
[Public Adjuster Agreement Ratification.docx](#) 
- H. Approve the Purchase of Commercial Property Insurance - Boiler and Machinery, Terrorism, Active Shooter, Flood, Cyber Liability, Cyber Crime, Fleet, and General Liability
[Commercial Property Insurance.docx](#) 
- I. Approve Delegation of Authority to the Superintendent or Designee to Obtain Quotes, Select Vendor, Negotiate and Execute Contract to Purchase Student Athletic Accident Insurance
[Student Athletic Accident Insurance.docx](#) 
- J. Approve Contract for the Purchase of Insurance and Insurance-Related Services
[Insurance and Insurance-Related Services.docx](#) 

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

- K. Approve Memorandum of Understanding (MOU) renewal between Fort Worth Independent School District (FWISD) and Tarrant County College (TCC) for the Pathways in Technology Early College High School (P-TECH) at Dunbar High School
[PTECH at Dunbar HS.docx](#) 
- L. Approve Memorandum Of Understanding (MOU) between the University of North Texas (UNT) and Fort Worth Independent School District (FWISD) to Provide Training and Support for Students with Disabilities
[Training and Support for Students with Disabilities.docx](#) 

- M. Approve Interlocal Instructional Support Agreement for the Career and Technical Education Law Enforcement Program
[CTE Law Enforcement Program.docx](#) 
- N. Approve Services Agreement Between Fort Worth ISD and the University of Texas at Austin
[UT Engineer Your World.docx](#) 
- O. Approve Expenditure of Funds to Pay for 2026-2027 Advanced Placement Exam Fees
[AP Exam Fees.docx](#)  [AP Exam Baseline Estimate.pdf](#) 
- P. Approve Purchase of Certification Materials, Practice Tests and Exam Licenses for CTE Students in Multiple Programs of Study
[CTE Certification Exam Fees.docx](#)  [Quotes Certiport.pdf](#) 
- Q. Approve 2026-2027 Texas Success Initiative Assessment 2.0 Testing Units Purchase
[Purchase TSIA Testing Units.docx](#)  [Order Form TSIA Testing.pdf](#) 
- R. Approve Renewal of Contract with Education Service Center Region 11 Staff Appraisal and Assessment Reporting, and Related Services
[Staff Appraisal and Assessment Reporting.docx](#)  [Quote Region 11 Eduphoria.pdf](#) 
- S. Approve the Renewal of Contract for Measures of Academic Progress (MAP) Growth for Math, Reading, Science, and Map Reading Fluency Progress Monitoring for 2026-2027 School Year
[MAP Growth.docx](#)  [NWEA Quote.pdf](#) 
- T. Approve the Contract for the Experience Management Platform License
[Experience Management Platform.docx](#) 
- U. Approve the Purchase of Curriculum for Senior College Transition and Graduation Prep Course for 2026-2027 School Year
[Graduation Prep Course Curriculum.docx](#)  [Quote Sirius MasteryPrep 2026-27.pdf](#) 
- V. Approve Renewal of Contract for the Purchase of a Student Re-Engagement Program
[Student Re-Engagement Program.docx](#)  [Quote Graduation Alliance.pdf](#) 
- W. Approve Memorandum of Agreement Between Fort Worth Independent School District and My Health My Resources of Tarrant County Youth Recovery Campus
[Tarrant County Youth Recovery Campus.docx](#) 
- X. Approve Payment of Collegiate Testing Fees for Students
[PSAT-SAT Testing Fees.docx](#)  [Quote for PSAT-SAT.pdf](#) 

- Y. Approve Renewal of Post-Secondary Planning Software
[Post-Secondary Planning Software.docx](#)  [Quote SchoolLinks.pdf](#) 
- Z. Approve The Renewal For The Purchase of The Curriculum Support Services Package Subscription For The 2026-2027 School Year
[TEKS Resource System.docx](#)  [Quote TEKS Resources System 2026-27.pdf](#) 
- AA. Approve Purchase of Interlocal Instructional Support Agreement for the Career and Technical Education Health Science Technology Program
[CTE Health Science Tech Program.docx](#) 
- AB. Approve an Interlocal Agreement with the City of Fort Worth Fire Department for Participation in the Career and Technical Education Health Science Technology Program
[COFW EMS Participation in CTE Program.docx](#) 
- AC. Approve Contract Renewal for Contracted Student Support Services, Case Management and Wraparound Services for the 2026-2027 School Year
[Communities in Schools.docx](#)  [Quote Communities in Schools.pdf](#) 
- AD. Approve Contract Renewal for Contracted Student Support Services, Case Management and Wraparound Services for the 2026-2027 School Year
[Contracted Student Support Services YVA-Girls Inc.docx](#)  [YVA and FWISD Quote.pdf](#) 
- AE. Approve Purchase of Web-Based Online Curriculum Program for Retrieval, Recovery, Acceleration, and Special Programs for Alternative Schools, Middle Schools, and High Schools
[Imagine Learning Edgenuity.docx](#)  [Quote Imagine Learning Edgenuity.pdf](#) 
- AF. Approve Renewal of Post-Secondary College, Career, and Military Readiness (CCMR) Advising Partnership
[Tarrant To and Through T3.docx](#)  [Quote T3.pdf](#)  [Exhibits A, B and C T3.pdf](#) 

Operations, Kellie Spencer, Deputy Superintendent

- AG. Approve the Proposed Budget Adjustments to Accommodate Future Program Needs Within the 2021 Capital Improvement Program, Utilizing Realized Savings from Projects that are Nearing Completion
[Bond Budget Adjustments 2021 CIP.docx](#) 
- AH. Approve Contract Closeout and Authorize Final Payment for Asbestos Abatement Services for Elementary School Replacement #1 at Eastern Hills Site in Conjunction with the 2021 Capital Improvement Program
[20260623 - 125-131 EHES DWW Closeout.docx](#) 
- AI. Approve Annual Renewal of Lawn and Landscape Maintenance Services for Campuses and Non-Instructional Facilities

[Lawnmowing Services 26-28FY.docx](#) 

- AJ. Approve Contracted Services for Fire Sprinkler, Fire Pump, and Backflow Inspections, Testing, Maintenance, and Repair Services

[Fire Sprinkler Backflow Inspections & Repairs.docx](#) 

- AK. Approve Annual Expenditure Amount for HVAC Air Filter Replacement Services

[HVAC Air Filter Replacement Services.docx](#) 

- AL. Approve the Purchase of LED Upgrades for Elevate Campuses and Delegate Authority to the Superintendent or His Designee to Negotiate and Execute a Contract with the Selected Vendor

[LED Lights for 11 ES Campuses.docx](#)  [LED Lights Proposal.pdf](#) 

Technology, Dr. Eric Upchurch, Chief Technology Officer

- AM. Approve Renewal of Device Licenses for Mobile Device Management Software

[Mobile Device Management Software.docx](#)  [Mosyle Licenses Quote.pdf](#) 

- AN. Approve Renewal of Contract for the Data Management System for Students with Disabilities

[Data Management Software for Students with Disabilities.docx](#)  [FWISDYR2.pdf](#) 
 [FWISDYR3 .pdf](#)  [FWISDYR4.pdf](#) 

- AO. Approve the Purchase of Wireless Cellular Voice, Data and Hotspot Services and Equipment for Fiscal Year 2026-2027

[Wireless Cellular Data Services and Equipment.docx](#)  [T-Mobile Quote 26-27.pdf](#) 

- AP. Approve Renewal of Contract for Annual Maintenance and Support Services for the Student Information System

[Maintenance and Support for SIS.docx](#)  [Focus Quote.pdf](#) 

- AQ. Approve Annual Renewal of Purchase for Telephone Service and Plexar Lines for the Fiscal Year 2026-2027

[Telephone Service and Plexar Lines.docx](#)  [FWISD ATT Phone Quote.pdf](#) 

- AR. Approve Renewal of Microsoft Enrollment for Education Solutions (EES) Program

[Microsoft EES Renewal 2026-27FY.docx](#)  [Proposal- Q-332693.pdf](#) 

- AS. Approve Renewal of Contract for a Unified Service Management Platform for Technology and Facilities Maintenance Requests

[Service Management Platform.docx](#)  [Platform Renewal Quote 2026 - 2027.pdf](#) 

- AT. Approve Contract Extension for Temporary Contractor Services for Data Analytics and Reporting Projects

[Data Analytics & Reporting Projects.docx](#)  [Insight Global Quotes.pdf](#) 

- AU. Approve Renewal of Contract for Fiber, Wide Area Network Services (E-Rate Eligible)

[Fiber Wide Area Network Services.docx](#) 

10. ACTION AGENDA ITEMS

- A. Item(s) Removed from Consent Agenda
L. Approve Memorandum Of Understanding (MOU) between the University of North Texas (UNT) and Fort Worth Independent School District (FWISD) to Provide Training and Support for Students with Disabilities

[Agenda Item for UNT MOU.docx](#) 

Moved by: Rosa Maria Berdeja; seconded by: Courtney Lewis

Yes: Rosa Maria Berdeja, Pete Geren, Courtney Lewis, Robert Ahdieh, Luis Galindo, Frost Prioleau, and Jay Stegall

Abstain: Laurie George

Absent: Tennessee Walker

Carried 7-0

Board Member, Mrs. Laurie George, due to her employment with UNT is abstaining from consent agenda items 9.L.

Legal, Sid Pounds, General Counsel

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

[Termination Good Cause Chapter 21 Probationary Contracts.docx](#) 

No action taken

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

[Termination of Certain Term Contracts for Good Cause.docx](#) 

No action taken

- D. Discussion and Possible Action to Rescind Previous Board Action to Non-Renew Certain Term Contract Employees Pursuant to Chapter 21 of the Texas Education Code

[Rescind Non-Renewal.docx](#) 

School Board Vice President, Mrs. Courtney Lewis, moved to Rescind the Board Action taken May 5, 2026, to propose Non-Renewal of the Chapter 21 Term Contract of Edwin Santiago.

Moved by: Courtney Lewis; seconded by: Frost Prioleau

Yes: Rosa Maria Berdeja, Pete Geren, Courtney Lewis, Robert Ahdieh, Luis Galindo, Frost Prioleau, Jay Stegall, and Laurie George

Absent: Tennessee Walker

Carried 8-0

- E. Separation Agreement for Dr. Karen Molinar
School Board President, Mr. Pete Geren made a comment.

Moved by: Robert Ahdieh; seconded by: Luis Galindo

Yes: Rosa Maria Berdeja, Pete Geren, Courtney Lewis, Robert Ahdieh, Luis Galindo, Frost Prioleau, Jay Stegall, and Laurie George

Absent: Tennessee Walker

Carried 8-0

School Board President, Mr. Pete Geren made a comment.

Business and Finance, Darla Moss, Chief Financial Officer

- F. Approve Adoption of Proposed 2026-2027 Budgets for the General Fund, Debt Service, and Child Nutrition Fund

[Budget Adoption 26-27.docx](#)  [2026-2027 Budget All Funds.pdf](#) 

School Board President, Mr. Pete Geren made a comment.

Moved by: Courtney Lewis; seconded by: Robert Ahdieh

Yes: Rosa Maria Berdeja, Pete Geren, Courtney Lewis, Robert Ahdieh, Luis Galindo, Frost Prioleau, Jay Stegall, and Laurie George

Absent: Tennessee Walker

Carried 8-0

School Leadership, Dr. Daniel Soliz, Deputy Superintendent Chief of Schools

- G. Approve Delegation of Authority to the Superintendent or His Designee to Approve Purchases Necessary to Facilitate the District's First Day Ready Initiative

[Delegate Purchasing Authority.docx](#) 

Moved by: Frost Prioleau; seconded by: Rosa Maria Berdeja

Yes: Rosa Maria Berdeja, Pete Geren, Courtney Lewis, Robert Ahdieh, Luis Galindo, Frost Prioleau, Jay Stegall, and Laurie George

Absent: Tennessee Walker

Carried 8-0

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

- H. Approve the Purchase of Contracted Services for Speech Language Pathologists, Diagnosticians, School Psychologists, Occupational Therapists, Music Therapists and Physical Therapists

[Contracted Services 2026-2027.docx](#)  [Quote Soliant Health Rate Sheet.pdf](#) 
[Quote Stepping Stones Rate Sheet.pdf](#)  [Quote SHC Rate Sheet.pdf](#) 

Board Members, Mrs. Laurie George and Mr. Frost Prioleau made comments or

asked questions.

Superintendent, Dr. Peter B. Licata and Deputy Superintendent of Curriculum and Instruction provided responses.

Moved by: Frost Prioleau; seconded by: Jay Stegall

Yes: Rosa Maria Berdeja, Pete Geren, Courtney Lewis, Robert Ahdieh, Luis Galindo, Frost Prioleau, Jay Stegall, and Laurie George

Absent: Tennessee Walker

Carried 8-0

11. ADJOURN

Meeting was adjourned at 10:53 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>

Rosa Maria Berdeja, Secretary
Fort Worth Independent School District

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE RATIFICATION OF THE BOARD COMMUNITY LISTENING SESSION AD HOC COMMITTEE

EXECUTIVE SUMMARY:

Fort Worth ISD Board Policy BDB(LOCAL) states “[t]he President shall appoint members to special committees created by the Board to fulfill specific assignments, unless otherwise provided by Board action. These committees may include District personnel and citizens. 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. The Board Community Listening Session Ad Hoc Committee has been formed to develop recommendations for the Board regarding the proposed: Listening session script; Listening session slides; Online survey; Community Listening Plan sessions, including possible consolidation where appropriate; Process for handling listening session logistics, including scheduling and advance preparation; and Process and procedures for documenting community feedback. The Committee members include Rosa Maria Berdeja (Committee Chair), Laurie George, and Jay Stegall.

RECOMMENDATION:

Approve Ratification of the Board Community Listening Session Ad Hoc Committee

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

Not Applicable

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

Districtwide

INFORMATION SOURCE:

Dr. Louis Kushner, Chief of Staff

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

**TOPIC: APPROVE RATIFICATION OF THE BOARD REAL ESTATE SALES TRANSACTION
AD HOC BOARD COMMITTEE**

EXECUTIVE SUMMARY:

Fort Worth ISD Board Policy BDB(LOCAL) states “[t]he President shall appoint members to special committees created by the Board to fulfill specific assignments, unless otherwise provided by Board action. These committees may include District personnel and citizens. 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.” The Board Real Estate Transaction Ad Hoc Committee has been formed for the limited purpose of developing recommendations and proposed amendments to Board Policy CDB (LOCAL) - Other Revenues: Sale, Lease, or Exchange of School-Owned Property regarding the following: (1) Factors or guidelines the Board may consider when discharging its statutory duty to authorize the sale of property with respect to real estate transactions involving significant financial value or civic value; and (2) a proposed definition of real estate transactions involving significant financial value or civic value. The Committee members include Frost Prioleau, Pete Geren, Luis Galindo, and Courtney Lewis.

RECOMMENDATION:

Approve Ratification of the Board Real Estate Sales Transaction Ad Hoc Board Committee

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

Not Applicable

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

Districtwide

INFORMATION SOURCE:

Dr. Louis Kushner, Chief of Staff

FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
July 21, 2026

TOPIC: APPROVE THE 2026-2027 BUDGET FOR NEIGHBORHOOD PRE K

EXECUTIVE SUMMARY:

Fort Worth ISD (FWISD) and Neighborhood Pre K (NPK) entered into a partnership agreement in March 2025 to operate an early learning campus. Per the performance contract between FWISD and NPK, FWISD will receive monthly invoices for the approved budget items to ensure the NPK can effectively manage the campus as the operating partner.

RECOMMENDATION:

Approve the 2026-2027 Budget for Neighborhood Pre K

THEORY OF ACTION PILLAR:

1 - Excellent Academic Performance for All Students

FINANCIAL IMPACT:

\$868,735.00

PROVIDER(S)/VENDOR(S):

Neighborhood Pre K

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

Neighborhood Pre K
Innovation & School Choice
Early Learning

INFORMATION SOURCE:

Dr. Louis Kushner, Chief of Staff

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Cooperative Agreement



Fort Worth Independent School District 1882 Partnership

Proposed Budget

FY 26-27

Revenues:

Local Revenue	803,293
SB 1882	65,442
Total Revenues	868,735

Expenses:

Fort Worth Independent School District	
Overhead 10%	86,874
Non-Negotiable	11,006
Opt-in Services	3,955
Total Indirect Cost FY 26-27 Including FWISD 10% Administration Rate	101,835

Neighborhood PreK

Provider Support for Programmatic Implementation	294,683
Personnel Cost Administrative & Caseload 1 Position	40,606
Professional Services Instructional Coaches, Student Support Specialist, Client Liasison 4 Positions	243,424
Other Professional Services Evaluation Services, Professional Development, Legal Counsel, Audit and Tax Services	101,395
Shared Services Agreement Professional Services for Human Resources, Accounting and IT Services	75,542
Program Operations and Materials Classroom Supplies, Program Materials and Office and Technology Supplies	11,250
Total Neighborhood PreK	766,900
Total Expense	868,735

FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
July 21, 2026

TOPIC: APPROVE REVISIONS TO BOARD POLICY FNF(LOCAL)

EXECUTIVE SUMMARY:

This proposed policy amendment is intended to strengthen school safety and protect students, staff, and the educational environment. In recent years, schools have faced increasing concerns about weapons and other threats on campus. This addition clarifies that the District will not tolerate behavior that endangers individuals or disrupts learning and establishes the use of metal detectors as a preventative safety measure.

The primary purpose of this policy is to reduce the risk of weapons entering school property and to promote a safe and orderly learning environment. By allowing the use of stationary or hand-held metal detectors, the District can deter unsafe behavior, identify potential threats early, and respond quickly when concerns arise.

The District will implement this policy by equipping campuses with metal detection devices and designating trained personnel, including District security officers and school officials, to operate them. Clear procedures will guide when and how screenings occur, including random checks and targeted searches based on reasonable suspicion. Staff will be trained on appropriate use of the devices, handling of prohibited items, and safe, lawful application of physical restraint if necessary to secure dangerous items. The District will periodically review practices to ensure they are effective and aligned with legal standards and student safety goals.

RECOMMENDATION:

Approve Revisions to Board Policy FNF(LOCAL)

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

FINANCIAL IMPACT:

The financial impact associated with implementing this policy, including the purchase of equipment and staffing needs, will be evaluated at a later stage. Costs will be assessed after the District has fully identified and analyzed its specific safety needs and determined the appropriate scope and level of implementation.

PROVIDER(S)/VENDOR(S):

Not Applicable

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

Districtwide

INFORMATION SOURCE:

Sid Pounds, General Counsel

STUDENT RIGHTS AND RESPONSIBILITIES
INVESTIGATIONS AND SEARCHES

FNF
(LOCAL)

Interrogations

By School Officials

Administrators, teachers, and other professional personnel may question a student regarding the student's own conduct or the conduct of other students. In the context of school discipline, students have no claim to the right not to incriminate themselves.

By Police or Other
Authorities

For provisions pertaining to student questioning by law enforcement officials or other lawful authorities, see GRA(LOCAL).

Searches

Desks and Lockers

Desks, lockers, and similar items are the property of the District and are provided for student use as a matter of convenience. Lockers and desks are subject to blanket/random searches or inspections by District administrators. Searches or inspections may be conducted at any time and without notice. Students shall be fully responsible for the security and contents of desks or lockers assigned to them. Students shall make certain that lockers are locked and that the keys or combinations are not given to others. Students shall not place or keep in a desk or locker any article or material prohibited by law, District policy, or the Student Code of Conduct. Students shall be held responsible for any prohibited items found in their desks or lockers.

Vehicles

Students shall be fully responsible for the security and contents of vehicles parked on school property. Students shall make certain that their parked vehicles are locked and that the keys are not given to others. Students shall not place or keep in a vehicle on school property any article or material prohibited by law, District policy, or the Student Code of Conduct.

If there is reasonable cause to believe that a vehicle on school property contains contraband, it may be searched by school officials or by personnel whose services have been engaged by the District to conduct such searches. Students shall be held responsible for any prohibited items found in their vehicles on school property.

If a vehicle subject to search is locked, the student shall be asked to unlock the vehicle. If the student refuses, the District shall contact the student's parents. If the parents also refuse the search, the District may contact local law enforcement officials and turn the matter over to them, or the District may conduct the search.

Use of Trained Dogs

The District shall use specially trained nonaggressive dogs to sniff out and alert officials to the current presence of concealed prohibited items, illicit substances defined in FNCF(LEGAL), and alcohol. This program is implemented in response to drug- and alcohol-related problems in District schools, with the objective of maintaining a safe school environment conducive to education.

STUDENT RIGHTS AND RESPONSIBILITIES
INVESTIGATIONS AND SEARCHES

FNF
(LOCAL)

Such visits to schools shall be unannounced. The dogs shall be used to sniff vacant classrooms, vacant common areas, the areas around student lockers, and the areas around vehicles parked on school property. The dogs shall not be used with students. If a dog alerts to a locker, a vehicle, or an item in a classroom, it may be searched by school officials. Searches of vehicles shall be conducted as described above.

Notice

At the beginning of the school year, the District shall inform students of the District's policy on searches, as outlined above, and shall specifically notify students that:

1. Lockers may be sniffed by trained dogs at any time.
2. Vehicles parked on school property may be sniffed by trained dogs at any time.
3. Classrooms and other common areas may be sniffed by trained dogs at any time when students are not present.
4. If contraband of any kind is found, the possessing student shall be subject to appropriate disciplinary action in accordance with the Student Code of Conduct.

Parent Notification

The student's parent or guardian shall be notified if any prohibited articles or materials are found in a student's locker, in a student's vehicle parked on school property, or on the student's person, as a result of a search conducted in accordance with this policy.

Use of Metal
Detectors

The District shall not tolerate actions that endanger the well-being of students or faculty or disrupt the educational process. Accordingly, the District reserves the right to subject student to metal detector searches to maintain a safe environment. The Superintendent or designee shall develop administrative regulations to address the implementation of metal detectors on campus.

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE REVISIONS TO BOARD POLICY DC(LOCAL): EMPLOYMENT PRACTICES

EXECUTIVE SUMMARY:

On March 31, 2026, the Board took action to temporarily pause Board Policy DC(LOCAL) to provide the District's administration more flexibility to recruit and hire staff to prepare for the 2026-2027 school year. The District's administration is recommending the approval of a permanent DC(LOCAL) policy to continue to provide the Superintendent and District administration flexibility in the recruitment and hiring of staff while ensuring hiring practices align with the Board's commitment to equal opportunity and the hiring of well qualified candidates. Specifically, the policy grants authority to the Superintendent to define the qualifications, duties, and responsibilities of all positions and hire all staff.

RECOMMENDATION:

Approve Revisions to Board Policy DC(LOCAL): EMPLOYMENT PRACTICES

THEORY OF ACTION PILLAR:

3 - Excellent Talent, Incentivized to Empower Students

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

Not Applicable

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

Districtwide

INFORMATION SOURCE:

Sid Pounds, General Counsel

EMPLOYMENT PRACTICES

DC
(LOCAL)

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	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. All full-time positions shall be advertised within the District and may be advertised outside the District as deemed appropriate.
Fair Hiring Practices	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. 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.
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.

[For information related to the evaluation of criminal history records, see DBAA.]

Filling Exempt Positions

~~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.~~

~~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.~~

~~With the Board's consent, the Superintendent reserves the right to make a direct administrative appointment.~~

Selection and Employment of Personnel

~~The Superintendent has sole authority to make recommendations to the Board regarding the selection of personnel.~~

~~However, the Board delegates to the Superintendent or designee authority for the selection and employment of all personnel 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.~~

~~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.~~

~~The Superintendent or designee shall be authorized to accept the resignation of an at will employee at any time.~~

~~[See also DC(LEGAL) and policies at DAA, DAC, DCA, DCB, DCC, DCD, DCE, and DK]~~

Athletic Staff

~~Appointments shall be made in accordance with the Board adopted athletic handbook.~~

The Board delegates to the Superintendent final authority to hire contractual and noncontractual personnel.

Employment Assistance Prohibited

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 violation of the law. Routine transmission of an administrative or per 3

EMPLOYMENT PRACTICES

DC
(LOCAL)

sonnel 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.

Board Policy DC (LOCAL): Employment Practices

Purpose

The purpose of this brief is to provide the rationale for adopting the proposed revisions to Board Policy DC (LOCAL): Employment Practices and to explain why these revisions are consistent with best governance practices across Texas' largest school districts. The proposed policy establishes permanent governance structure that clearly delineates the respective responsibilities of the Board of Education and the Superintendent while enabling the District to recruit and hire qualified employees in a timely and efficient manner.

Background

On March 31, 2026, the Board temporarily suspended portions of Board Policy DC (LOCAL) to provide the administration with greater flexibility to recruit and hire staff in preparation for the 2026-2027 school year. This temporary authority has proven effective in allowing the District to:

- Accelerate recruitment efforts.
- Reduce delays in hiring.
- Improved responsiveness in a highly competitive labor market.
- Continue reducing teacher vacancies.
- Better position schools to begin the year fully staffed.
- The proposed revisions make this governance structure permanent.

Why This Policy Matters

- The education workforce market has changed dramatically over the past several years.
- Districts now compete daily for highly qualified teachers, principals, and professional staff.
- Hiring decisions often must be made within hours-not weeks.
- Requiring Board approval for operational hiring decisions can unnecessarily delay employment offers and increase the likelihood of losing strong candidates to neighboring districts.

This policy allows Fort Worth ISD to:

- Hire exceptional employees more quickly.
- Improve customer service to applicants.
- Increase principal staffing flexibility.
- Fill vacancies before students arrive.
- Reduce administrative delays.
- Hold the Superintendent directly accountable for hiring outcomes.

The Board continues to maintain oversight through policy adoption, budget approval, and annual evaluation of the Superintendent.

Governance Best Practice

The proposed policy reflects nationally recognized governance principles:

- Board of Education
- Establishes District vision and goals.
- Adopts policy.
- Approves the budget.
- Evaluates the Superintendent.
- Provides governance and oversight.
- Superintendent
- Implements Board policy.
- Manages District operations.
- Recruits and hires personnel.
- Defines position qualifications and responsibilities.
- Ensures schools are appropriately staffed.

This distinction allows each body to focus on its respective responsibilities while improving organizational effectiveness.

Alignment with Other Major Texas School Districts

Fort Worth ISD's proposed revisions are consistent with the governance model utilized by Texas' largest urban school districts with regard to Superintendent Hiring Authority and Board Role.

Fort Worth ISD (Proposed)

- Superintendent hires personnel and manages employment practices under Board policy.
- Governance, policy, strategic direction, Superintendent evaluation.

Dallas ISD

- Superintendent has broad delegated authority to recruit and hire personnel.
- Governance and oversight.

Houston ISD

- Superintendent oversees staffing and personnel administration.
- Policy, governance, and accountability.

Austin ISD

- Superintendent has authority to employ contract and non-contract staff under Board policy.
- Governance and policy.

San Antonio ISD

- Superintendent manages personnel and employment decisions through delegated authority.
- Governance, policy, and Superintendent evaluation.

Accountability

This policy does not reduce Board oversight. Instead, it increases accountability. Rather, than individual hiring decisions being made through Board action, the Superintendent becomes fully accountable for:

- Quality hires.
- Vacancy reduction.
- Employee retention.
- Staffing effectiveness.
- Compliance with Board policy and state law.
- Organizational performance.
- The Board retains its authority to evaluate these outcomes through the Superintendent's annual performance review.

Benefits to Students

Ultimately, this policy is about students and supporting schools. Providing the Superintendent with the authority to recruit and hire exceptional employees without unnecessary administrative delays helps ensure that every campus begins the school year with highly qualified educators in every classroom. The result is:

- More teachers in classrooms.
- Better continuity for students.
- Increased academic achievement.
- Stronger school leadership.
- Improved organizational responsiveness.

FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
July 21, 2026

TOPIC: APPROVE CROSS-FUNCTION BUDGET AMENDMENTS FOR THE 2026-2027 SCHOOL YEAR

EXECUTIVE SUMMARY:

During the course of the fiscal year, adjustments between functional expenditure categories are necessary to address operational needs, program requirements, staffing changes, and other unforeseen circumstances. These cross-function budget amendments will not increase or decrease the total adopted budget but reallocate appropriations to ensure resources are aligned with District priorities and operational requirements.

If approved, the Budget Department will process cross-function budget amendments to maintain efficient operations and ensure compliance with financial reporting requirements throughout the 2026-2027 school year. The amendments will be monitored and presented to the Board for approval at subsequent meetings should any of the amendments result in an increase or decrease the total adopted budget.

RECOMMENDATION:

Approve Cross-Function Budget Amendments for the 2026-2027 School Year

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

FINANCIAL IMPACT:

Not Determined

PROVIDER(S)/VENDOR(S):

Not Applicable

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

Districtwide

INFORMATION SOURCE:

Darla Moss, Chief Financial Officer

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE INTERLOCAL AGREEMENT BETWEEN FORT WORTH ISD AND THE CITY OF FORT WORTH FIRE DEPARTMENT FOR EMERGENCY MEDICAL TREATMENT SERVICES

EXECUTIVE SUMMARY:

The Athletics Department is seeking approval for medical services for varsity football games. The District is required to provide emergency care, medical support, or ER transportation for game participants, event staff, and fans attending the game. A Fort Worth Fire mobile unit and two staff members will be assigned to scheduled varsity football games at Farrington Stadium, Herman Clark Stadium, and Scarborough-Handley Field. Approval of this request will provide support for Athletic Trainers and staff in the event of an emergency or when medical attention is needed during the 2026-2027 fiscal year.

RECOMMENDATION:

Approve Interlocal Agreement Between Fort Worth ISD and the City of Fort Worth Fire Department for Emergency Medical Treatment Services

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

FINANCIAL IMPACT:

\$42,600

PROVIDER(S)/VENDOR(S):

City of Fort Worth – Fire Department

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

Athletics

INFORMATION SOURCE:

Dr. Daniel Soliz, Deputy Superintendent Chief of Schools
Jimmy Calderon, Executive Director of Athletics

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Interlocal Agreement

INTERLOCAL AGREEMENT FOR SPECIAL EVENT MEDICAL SERVICES

This Agreement for Special Event Medical Services (the “Agreement”) is entered into as of the date shown below between the Fort Worth Independent School District, a political subdivision of the state of Texas and a legally constituted independent school district located in Tarrant County, Texas, (the “Event Sponsor”) and the City of Fort Worth (“City”). Event Sponsor and City may be referred to herein as a “Party” or as the “Parties.”

WHEREAS, the City, by and through its Fire Department, is a licensed Emergency Medical Services (“EMS”) Provider;

WHEREAS, the purpose of this Agreement is to state the terms and conditions under which City will provide EMS for patients of the Event;

WHEREAS, the Parties are authorized to enter into this Agreement pursuant to the relevant provisions of Chapter 791 of the Texas Government Code;

WHEREAS, each Party paying for the performance of governmental functions or services must make those payments from current revenues available to the paying Party.

NOW, THEREFORE, in consideration of the agreements contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereto agree as follows:

1. **Services Provided.** The City shall provide the Event Sponsor with EMS (the “Services”) as described in Exhibit 'A,' which is attached hereto and incorporated herein by reference..
2. **Title of Event.** The Event shall be known as "FWISD High School Football" being held at Multiple stadium locations and City agrees that it shall refer to the Event in all advertising and promotional materials by the Event's full name.
3. **Advertising and Promotion.**
 - a. Event Sponsor’s trademarks, service marks, trade names, logos, corporate names, domain names, and other symbols and artwork associated with the Event or Event Sponsor (collectively, “Event Sponsor’s Marks”), are and shall remain Event Sponsor’s sole property. City shall only use the Event Sponsor’s Marks that have been specifically authorized by the Event Sponsor in connection with the Event. City shall have the right to use the authorized Event Sponsor’s Marks in advertising and promotional activities as it deems desirable during the Term of this Agreement. City may not use Event Sponsor’s Marks after the Term without written authorization from Event Sponsor.
 - b. City’s trademarks, service marks, trade names, logos, corporate names, domain names, and other symbols and artwork associated with its services (collectively, “City’s Marks”), are and shall remain City’s sole property. Event Sponsor shall only use City’s Marks that have been specifically authorized by the City in

connection with the Event. Event Sponsor shall have the right to use the authorized City Marks in advertising and promotional activities as it deems desirable during the Term of this Agreement. Event Sponsor may not use City's Marks after the Term without written authorization from City.

4. **Fees for Services.** City shall charge the fees set forth in its Event Fee Schedule, which is attached hereto as Exhibit 'B' and incorporated herein by this reference.
 - a. The Event Sponsor will deliver payment in full to City any amounts due and owing by the Event Sponsor under this Agreement within thirty (30) days after the date of an invoice from City for such amounts.
 - b. City reserves the right to bill patients for ambulance transportation and related medical services provided during transport from the Event to an appropriate facility. The Event Sponsor will be not be liable for such charges.
 - c. The Event Sponsor may request that patients provided Services at the Event (other than those covered by subparagraph (a) above) not be billed for Services; the fees set forth on Exhibit "A" shall reflect that election.
5. **Term of Agreement.** This Agreement shall become effective upon signature by the City's Assistant City Manager and shall continue in effect until the conclusion of the Event contemplated under this Agreement and final payment for the Services. Termination or expiration shall have no effect upon the rights or obligations of the parties arising out of any transactions occurring prior to the effective date of such termination or expiration.
6. **Event Date(s) & Time(s):** Event date and times are as reflected in Exhibit A, which is attached hereto and incorporated herein for all purposes.
7. **Termination.** This Agreement may be terminated prior to its normal expiration pursuant to the following provisions:
 - a. Either party may terminate this Agreement in the event of the other party's material breach hereof; provided, however, that termination for breach shall not become effective unless and until the party in breach has been given written notice of such breach describing the nature of the breach with sufficient specificity to permit its cure, and such party shall have failed to have cured such breach to the reasonable satisfaction of the other within thirty (30) days following said notice.
 - b. [Reserved]
 - c. Either Party may elect to terminate the Agreement at any time and for any reason by providing the other party with 30 days written notice of termination.
8. **HIPAA Privacy Rule and Texas Medical Privacy Act.** City provides health care services directly to patients and is a "covered entity" under the HIPAA Privacy Rule and the Texas Medical Privacy Act. 45 C.F.R. §160.103; Tex. Health & Safety Code § 181.001(b)(2). Under HIPAA and the Texas Medical Privacy Act, and their regulations, City cannot and will not share protected health information ("PHI") with Event Sponsor.

9. **Notices.** Any notice required to be given pursuant to this Agreement shall be in writing and shall be sent by certified mail, registered mail, or hand delivery to the parties at the addresses set forth below:

City: City of Fort Worth
100 Fort Worth Trail
Fort Worth, Texas 76102
Attn: Captain James Barron
Phone: 682-301-2912
E-mail: James.Barron@fortworthtexas.gov

With Copy to: City Attorney's Office

Event Sponsor: Fort Worth Independent School District
7060 Camp Bowie Blvd
Fort Worth, Tx 76116
Attn: JJ Calderon

With a Copy to: Fort Worth Independent School District
Attn: Office of Legal Services
7060 Camp Bowie Blvd
Fort Worth, TX 76116

10. **Parties Bound.** This Agreement shall be binding upon and inure to the benefit of the parties and their respective legal representatives, assigns and successors.
11. **Force Majeure.** City and Event Sponsor will exercise their best efforts to meet their respective duties and obligations as set forth in this Agreement, but will not be held liable for any delay or omission in performance due to force majeure or other causes beyond their reasonable control, including, but not limited to, compliance with any government law, ordinance, or regulation; acts of God; acts of the public enemy; fires; strikes; lockouts; natural disasters; wars; riots; epidemics or pandemics; government action or inaction; orders of government; material or labor restrictions by any governmental authority; transportation problems; restraints or prohibitions by any court, board, department, commission, or agency of the United States or of any States; civil disturbances; other national or regional emergencies; or any other similar cause not enumerated herein but which is beyond the reasonable control of the Party whose performance is affected (collectively, "Force Majeure Event"). The performance of any such obligation is suspended during the period of, and only to the extent of, such prevention or hindrance, provided the affected Party provides notice of the Force Majeure Event, and an explanation as to how it prevents or hinders the Party's performance, as soon as reasonably possible after the occurrence of the Force Majeure Event, with the reasonableness of such notice to be determined by the City in its sole discretion. The notice required by this section must be addressed and delivered in accordance with Section 9 of this Agreement.

12. **Legal Construction.** In case one or more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision in this Agreement and this Agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained in it.
13. **Indemnification.** To the extent allowed by the Texas constitution and the laws of the state of Texas, each party shall defend, indemnify and hold harmless the other and it's officers, directors, shareholders, partners, employees, agents from any and all threatened or actual claims, proceedings, losses, damages, fines, penalties, liabilities, costs and expenses of any nature, including attorneys' fees and court costs sustained or incurred by or asserted against the other party arising from (i) the party's own breach of this agreement in any material respect or (ii) the party's own conduct in connection with the performance of this Agreement that constitutes gross negligence, fraud, willful misconduct or a knowing violation of law. Nothing in the provision shall otherwise limit or waive any other defense or immunity otherwise available to City or the Event Sponsor, nor their agents and employees.
14. **Entire Agreement.** This Agreement constitutes the sole and only agreement of the parties and supersedes any prior understanding or written or oral agreements between the parties respecting the subject matter of this Agreement.
15. **Governing Law.** This Agreement shall be governed by the laws of the State of Texas without regard to its conflict of laws provisions. The venue of any litigation arising from this Agreement will be in the United States District Courts, Fort Worth Division of the Northern District of Texas if the litigation arises in Federal Court or in the District Courts of Tarrant County, Texas if the litigation arises in State Court. The venue of any dispute resolution activity shall be in Fort Worth, Tarrant County, Texas.
16. **No Assignment.** Neither this Agreement nor any duties or obligations under it shall be assignable by either party without the prior written consent of the other party. In the event of an Assignment by either party to which the other party has consented, the assignee or the assignee's legal representative shall agree in writing to personally assume, perform, and be bound by all of the covenants, obligations and agreements contained in this Agreement.
17. **Amendment.** This Agreement may be only amended by a written instrument signed by both parties.
18. **Independent Contractor.** It is understood and agreed that City is engaged by the Event Sponsor to provide the Services as an independent contractor and that no employee or agent of one party shall be considered an employee or agent of the other party. Neither party has the right to bind the other party to any contract or any other obligations.
19. **Audit.** Event Sponsor agrees that City shall, until the expiration of three (3) years after final payment under the Agreement, have access to and the right to examine any directly pertinent books, documents, papers, and records of Event Sponsor involving transactions relating to the Agreement. Event Sponsor agrees that City shall have access during normal working

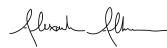
hours to all necessary Event Sponsor facilities and shall be provided adequate and appropriate workspace in order to conduct audits in compliance with the provisions of this section. City shall give Event Sponsor reasonable advance notice of intended audits.

20. **Electronic Signatures; Facsimile and Scanned Copies:** This Agreement may be executed by electronic signature, which will be considered as an original signature for all purposes and have the same force and effect as an original signature. For these purposes, “electronic signature” means electronically scanned and transmitted versions (e.g. via pdf file or facsimile transmission) of an original signature, or signatures electronically inserted via software such as Adobe Sign.

[Signature Page Follows]

[Executed effective as of the date signed by the Assistant City Manager below.] / [ACCEPTED AND AGREED:]

City: By: _____ Name: _____ Title: Assistant City Manager Date: _____	FWISD By: <u>Kellie Spencer</u> Name: <u>Kellie J. Spencer</u> Title: <u>Deputy Superintendent</u> Date: <u>Jul 2, 2026</u>
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CITY OF FORT WORTH INTERNAL ROUTING PROCESS:

Approval Recommended: By: _____ Name: _____ Title: _____ Approved as to Form and Legality: By: _____ Name: Taylor C. Paris Title: Assistant City Attorney Contract Authorization: M&C: _____	Contract Compliance Manager: By signing I acknowledge that I am the person responsible for the monitoring and administration of this contract, including ensuring all performance and reporting requirements. By: _____ Name: _____ Title: _____ City Secretary: By: _____ Name: Jannette S. Goodall Title: City Secretary
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Exhibit A EVENT BILLING INVOICE

Kubota team

- BLS: with a 4 hour minimum

Total Teams Requested: 1 per game per stadium

Total Hours Requested: 4 hour each at 284 total

Day	Date	Location	VAR
Thursday	8/13/2026	Handley	7:30pm
Thursday	8/20/2026	Clark	7:30pm
Thursday	8/20/2026	Farrington	7:30pm
Thursday	8/20/2026	Handley	7:30pm
Thursday	8/27/2026	Clark	7pm
Thursday	8/27/2026	Farrington	7pm
Thursday	8/27/2026	Handley	7pm
Friday	8/28/2026	Clark	7pm
Friday	8/28/2026	Farrington	7pm
Friday	8/28/2026	Handley	7pm
Thursday	9/3/2026	Clark	7pm
Thursday	9/3/2026	Farrington	7pm
Thursday	9/3/2026	Handley	7pm
Friday	9/4/2026	Clark	7pm
Friday	9/4/2026	Farrington	7pm
Friday	9/4/2026	Handley	7pm
Thursday	9/10/2026	Clark	7pm
Thursday	9/10/2026	Farrington	7pm
Thursday	9/10/2026	Handley	7pm
Friday	9/11/2026	Clark	7pm
Friday	9/11/2026	Farrington	7pm
Friday	9/11/2026	Handley	7pm
Friday	9/18/2026	Clark	7pm
Friday	9/18/2026	Farrington	7pm
Friday	9/18/2026	Handley	7pm
Wednesday	9/23/2026	Clark	7pm
Wednesday	9/23/2026	Farrington	7pm
Thursday	9/24/2026	Clark	7pm
Thursday	9/24/2026	Farrington	7pm
Thursday	9/24/2026	Handley	7pm
Friday	9/25/2026	Farrington	7pm
Friday	9/25/2026	Handley	7pm
Friday	9/25/2026	Clark	7pm

Thursday	10/1/2026	Clark	7pm
Thursday	10/1/2026	Handley	7pm
Thursday	10/1/2026	Farrington	7pm
Friday	10/2/2026	Clark	7pm
Friday	10/2/2026	Farrington	7pm
Friday	10/2/2026	Handley	7pm
Thursday	10/8/2026	Clark	7pm
Thursday	10/8/2026	Farrington	7pm
Thursday	10/8/2026	Handley	7pm
Friday	10/9/2026	Clark	7pm
Wednesday	10/14/2026	Clark	7pm
Thursday	10/15/2026	Clark	7pm
Thursday	10/15/2026	Handley	7pm
Thursday	10/15/2026	Farrington	7pm
Friday	10/16/2026	Clark	7pm
Friday	10/16/2026	Farrington	7pm
Friday	10/16/2026	Handley	7pm
Thursday	10/22/2026	Clark	7pm
Thursday	10/22/2026	Farrington	7pm
Thursday	10/22/2026	Handley	7pm
Friday	10/23/2026	Farrington	7pm
Friday	10/23/2026	Handley	7pm
Friday	10/23/2026	Clark	7pm
Saturday	10/24/2026	Farrington	11am
Thursday	10/29/2026	Clark	7pm
Thursday	10/29/2026	Farrington	7pm
Thursday	10/29/2026	Handley	7pm
Friday	10/30/2026	Clark	7pm
Friday	10/30/2026	Handley	7pm
Friday	10/30/2026	Farrington	7pm
Saturday	10/31/2026	Handley	11am
Wednesday	11/4/2026	Farrington	7pm
Thursday	11/5/2026	Farrington	7pm
Thursday	11/5/2026	Handley	7pm
Thursday	11/5/2026	Clark	7pm
Friday	11/6/2026	Clark	7pm
Friday	11/6/2026	Handley	7pm
Friday	11/6/2026	Farrington	7pm

Billing Options1: City will bill 3rd party payer and/or patient for any transports from the Event.

Resource	Total Billed Hours	Rate	Total
BLS Kubota	284	\$150.00/hr	\$42,600.00
		\$	\$
		\$	\$
		\$	\$
		\$	\$
		\$	\$
		\$	\$
		Sub Total	\$42,600.00
		Total	\$42,600.00

Exhibit B

City of Fort Worth – Special Event Support Fee Schedule (FY 2026–27)

All services are billed per hour with a four-hour minimum unless otherwise noted.

EMS Services

Service Type	Level	Rate
EMS Team	BLS	\$140 per hour
EMS Team	ALS	\$150 per hour
Bicycle Team	BLS	\$130 per hour
Bicycle Team	ALS	\$140 per hour
Kubota Team	BLS	\$150 per hour
Kubota Team	ALS	\$160 per hour
Ambulance	BLS	\$170 per hour
Ambulance	ALS	\$190 per hour

Fire Department Services

Service Type	Details	Rate
Fire Marshal	Per Person	\$80 per hour
Fire Engine	Includes 4-person crew	per hour
Fire Watch	Per Person	per hour
Pyrotechnic Standby	Per Person	per hour
Dive Boat	Includes 4-person crew	per hour

Command Staff

Role	Rate
Command (Fire or EMS)	\$110 per hour

Any additional services rendered, or special requests that are not outlined within this fee schedule will be negotiated on an as needed basis and documented within the City Invoice.

FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
July 21, 2026

**TOPIC: APPROVE THE MEMORANDUM OF UNDERSTANDING BETWEEN FORT WORTH
ISD AND ACH CHILD AND FAMILY SERVICES FOR THE 2026-2027 SCHOOL YEAR**

EXECUTIVE SUMMARY:

Pursuit to Chapter 29, Section 29.012 of the Texas Education Code, a student who resides in a residential facility is considered a resident of the school district in which the facility is located. ACH Child and Family Services is a residential facility located within Fort Worth ISD. ACH Child and Family Services provides 24-hour care, control, and custody for students between the ages of 10 to 17 years of age. FWISD funds one (1) Full-time Equivalent (FTE) teacher position for the location.

RECOMMENDATION:

Approve the Memorandum of Understanding Between Fort Worth ISD and ACH Child and Family Services for the 2026-2027 School Year

THEORY OF ACTION PILLAR:

1 - Excellent Academic Performance for All Students

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/ENDOR(S):

ACH Child and Family Services

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

Student Discipline and Placement
Any FWISD student placed at ACH Child and Family Services

INFORMATION SOURCE:

Dr. Daniel Soliz, Deputy Superintendent Chief of Schools

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
FORT WORTH INDEPENDENT SCHOOL DISTRICT AND
ACH CHILD AND FAMILY SERVICES**

This Memorandum of Understanding is made and entered into as of the date of execution by both parties below by and between the Fort Worth Independent School District, a political subdivision of the State of Texas and legally constituted independent school district located within Tarrant County, Texas (also referred to as the "District") and ACH Child and Family Services (hereinafter the "Facility" or "Organization"). The District and Facility may be referred to individually as a "Party", and collectively as the "Parties".

WHEREAS, this Memorandum of Understanding ("Agreement") between the District and Facility has been developed to provide a written document on the relationship that exists regarding federal programs;

WHEREAS, the Texas Education Agency ("TEA"), in the 2026-2027 school year Standard Application System ("SAS"), which includes the program(s) listed in the second paragraph, requests the date of a written agreement;

WHEREAS, Special Education is not included in the SAS;

WHEREAS, the District will provide support from the Elementary and Secondary Education Act ("ESEA") Title I, Part D., Subpart 2, through negotiated participation in activities; and

WHEREAS, the Parties will make available an October caseload count of children and youth being served by the facility to TEA, and TEA will advise the District of the number of students to be served and the amount of funding granted.

NOW, THEREFORE, in consideration of the mutual promises, covenants, and obligations contained herein, it is agreed the District, and the Facility as follows:

TERMS AND CONDITIONS

I. Term

The term of this Agreement (the "Term") is from [August 3, 2026] through [May 31, 2027], unless earlier terminated by either Party upon thirty (30) days written notice. The term of this Agreement may be further extended for additional one (1) year terms by mutual written agreement signed by the Parties.

II. Description of Collaborative Professional Services (District / Organization)

1. Provide high-quality education programs that support the academic progress of children and youth.
2. Provide activities that facilitate the transition of youth from the program into an institution

- to further education and employment.
- 3. Provide high school completion activities/requirements for children and youth.
- 4. Facilitate social and emotional learning activities for children and youth
- 5. Provide general classroom management/student conduct support (Organization will manage serious student misconduct that includes but is not limited to physical aggression, verbal aggression, and or conduct that creates a safety concern) .
- 6. Establish and maintain a safe, orderly, and welcoming learning space/classroom for children and youth.

III. District's Responsibilities/Obligations:

- 1. Ensure, to the extent possible the educational programs in the Facility are coordinated with the student's home school.
- 2. Provide, to the extent possible, transition assistance to help the child or youth stay in school, including coordination of services for the family, counseling, assistance in accessing drug and alcohol abuse prevention programs, tutoring, and family counseling.
- 3. Provide support programs that encourage children and youth who have dropped out of school to reenter school once they have completed their term at the Facility.
- 4. Work to ensure that the Facility is staffed with teachers and other qualified staff who are trained to work with children and youth who have disabilities taking into consideration the unique needs of such children and youth.
- 5. Ensure that educational programs in the Facility are related to assisting students to meet high academic achievement standards.
- 6. Use, to the extent possible, technology to assist in coordinating educational programs between the Facility and the community school.
- 7. Involve, to the extent possible, parents in efforts to improve the educational achievement of their children and to prevent further involvement of such children in delinquent activities.
- 8. Coordinate funds with other Federal, State, and local funds to provide services to participating children and youth.

IV. Termination

This Agreement may only be terminated by written notification of either Party at least thirty (30) days before the intended termination date. The Parties agree to use their best efforts to resolve any issues before resorting to termination.

V. INDEMNIFICATION

- 1. TO THE FULLEST EXTENT PERMITTED BY APPLICABLE LAW, THE ORGANIZATION MUST AND DOES AGREE TO INDEMNIFY, PROTECT, DEFEND, AND HOLD HARMLESS THE DISTRICT, ITS TRUSTEES, OFFICERS, DIRECTORS, OFFICIALS, CONTRACTORS, VOLUNTEERS, EMPLOYEES, SUCCESSORS, AND ASSIGNEES, (COLLECTIVELY, "THE INDEMNIFIED PARTIES") OF, FROM AND AGAINST ALL CLAIMS, DAMAGES, LOSSES, LIABILITIES, LIENS, CAUSES OF ACTION, SUITS, JUDGMENTS, PENALTIES,

AND EXPENSES, INCLUDING ATTORNEY FEES AND COURT COSTS, OF ANY NATURE, KIND, OR DESCRIPTION OF ANY PERSON OR ENTITY, TO THE EXTENT DIRECTLY OR INDIRECTLY ARISING OUT OF, CAUSED BY, OR RESULTING FROM ANY NEGLIGENT, WRONGFUL OR TORTIOUS ACT OR OMISSION OF THE ORGANIZATION, ANY SUBCONTRACTOR, ANYONE DIRECTLY OR INDIRECTLY EMPLOYED BY ORGANIZATION OR ANYONE THAT ORGANIZATION CONTROLS OR EXERCISES CONTROL OVER (COLLECTIVELY, "THE LIABILITIES").

2. It is understood and agreed that this provision is subject to, and expressly limited by, the terms and conditions of the Texas Civ. Prac. & Rem. Code Ann. §§ 130.001—131.005, as amended. This section must survive the termination of the Agreement.
3. Organization understands and agrees that the District is prohibited from indemnifying another entity under Article III, Section 52 of the Texas Constitution.

VI. General Provisions

1. Confidentiality. The Organization hereby agrees not to divulge any proprietary or confidential information to any person without written authorization from the District. If applicable, for purposes of the Family Educational Rights and Privacy Act ("FERPA") and the Health Insurance Portability and Accountability Act ("HIPAA"), the Organization agrees to comply with all relevant confidentiality requirements regarding a student's personally identifiable information and individually identifiable health information including entering into any additional agreements related to the care and confidentiality of such information.
2. Limitations of Authority. No party has authority for and on behalf of the other except as provided in this MOU. This MOU shall not be deemed to create any relationship of agency, partnership, or joint venture between the parties, and neither of the parties will make such a representation.
3. Nothing in this MOU waives or relinquishes the Parties' rights to claim any exemptions, privileges, or immunities as may be provided by law.
4. Notices. All notices, consents, approvals, demands, requests, or other communications provided for or permitted to be given under any of the provisions of this Agreement shall be in writing and shall be deemed to have been duly given or served when delivered by delivery or when deposited in the U.S. mail by registered or certified mail, return receipt requested, postage prepaid and addressed as follows:

To District:

Fort Worth Independent School District
Attn: Mark Cerja and Cynthia San Martin
7060 Camp Bowie Blvd.
Fort Worth, Texas 76107

With Copies to:

Fort Worth Independent School District
Office of Legal Services
Attn: Chief Legal Counsel

7060 Camp Bowie Blvd.
Fort Worth, Texas 76107

To Facility:

ACH Child and Family Services
Keishondalyn (Kei) Bryant
3712 Wichita Street
Fort Worth, Texas 76119
Office: 682.712.1787
Cell: 512-970-7126

5. Entire Agreement. This MOU represents the entire agreement by and between the parties and supersedes any and all prior oral or written agreements, arrangements, or understandings between the District and Organization that relate to the subject matter of this MOU. Any representations, promises, or guarantees made but not stated in the body of this MOU are null and void and of no effect.
6. Assignment. Neither Party may assign their interest in this MOU except upon the written consent of the other party.
7. Severability. If any portion of this MOU shall be, for any reason, held invalid or unenforceable, the remaining portion or portions shall nevertheless be valid, enforceable, and carried into effect.
8. Amendments. Any change to this MOU must be in writing and signed by both Parties.
9. Waiver. The failure of any party hereto to exercise the rights granted them herein upon the occurrence of any of the contingencies set forth in this MOU shall not in any event constitute a waiver of any such rights upon the occurrence of any such contingencies.
10. Applicable Law. This MOU and all materials and/or issues collateral thereto shall be governed by the laws of the State of Texas applicable to contracts made and performed entirely therein.
11. Public Records. The Organization understands and agrees that the District is subject to the Texas Public Information Act ("TPIA") and its limited exceptions. Upon a valid request under the TPIA for information covered under this MOU, District will provide third-party notice to Organization but assumes no other responsibility.
12. Force Majeure. Neither Party will be liable to the other Party hereunder or in default under this MOU for failures of performance resulting from acts or events beyond the reasonable control of such Party, including, by way of example and not limitation, acts of God, civil disturbances, war, and strikes.
13. Venue. The venue to enforce this MOU shall lie exclusively in Tarrant County, Texas.
14. No Third-Party Beneficiary. This agreement is made solely between Organization and FWISD and is intended solely for their benefit. No other person or entity shall be deemed a beneficiary of this Agreement, whether directly or indirectly, and no third party shall have any rights, claims, or interests in this Agreement or its enforcement. The rights and obligations contained herein are personal to Organization and FWISD and may not be assigned or transferred to any third party without the prior written consent of both Parties.
15. Non-Discrimination. The Parties certify that they are equal opportunity employers and will conduct all business activities, including hiring, without regard to age, race, color, sex, disability, marital status, national origin, citizenship status, or other legally protected

categories.

VII. Signatory Clause

The individuals executing this Agreement on behalf of the District and Organization acknowledge that they are duly authorized to execute this Agreement on behalf of their respective supervisors or directors. All parties hereby acknowledge that they have read and understood this Agreement.

ACH Child and Family Services:

By: Wayne Carson

Printed Name: WAYNE CARSON

Title: CEO

Date: 5/28/2026

Fort Worth Independent School District:

By: _____

Printed Name: _____

Title: _____

Date: _____

Approved as to Form:

By: _____

Attorney – Office of Legal Services

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

**TOPIC: APPROVE MEMORANDUM OF UNDERSTANDING BETWEEN FORT WORTH
ISD AND THE TARRANT COUNTY JUVENILE JUSTICE ALTERNATIVE EDUCATION
PROGRAM FOR THE 2026-2027 SCHOOL YEAR**

EXECUTIVE SUMMARY:

Chapter 37 of the Texas Education Code requires counties with a population greater than 125,000 to develop a Juvenile Justice Alternative Education Program (JJAEP) subject to the approval of the Texas Juvenile Probation Commission.

The Tarrant County Juvenile Board, in cooperation with the school districts in Tarrant County, will provide a Juvenile Justice Alternative Education Program as specified in Chapter 37 of the Texas Education Code; either through the direct provisions of services or a contractual agreement with an education provider. The Memorandum of Understanding between the Juvenile Board and the district of Tarrant County outlines the financial and other operational agreements between the two (2) entities. Fort Worth ISD will pay \$129 per day for every day of attendance, in an amount not to exceed \$30,960 annually that may be expelled under Subsections 37.007 (b), (c), (f) or removed under Sections 37.309.

RECOMMENDATION:

Approve Memorandum of Understanding Between the Fort Worth ISD and the Tarrant County Juvenile Justice Alternative Education Program for the 2026-2027 School Year

THEORY OF ACTION PILLAR:

1 - Excellent Academic Performance for All Students

FINANCIAL IMPACT:

Not to Exceed \$30,960

PROVIDER(S)/VENDOR(S):

Tarrant County Juvenile Services

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

Student Discipline and Placement
Districtwide

INFORMATION SOURCE:

Dr. Daniel Soliz, Deputy Superintendent Chief of Schools

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Interlocal Agreement

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (the "Agreement") is made and entered into as of the 1st day of July 2026 (the "Effective Date"), by and between the Fort Worth Independent School District, a political subdivision of the State of Texas, and a legally constituted independent school district located within Tarrant County, Texas (also referred to as the "District") and **Tarrant County**, a political subdivision of the State of Texas, acting through the **Tarrant County Juvenile Services** operating the **Lynn W. Ross Juvenile Detention Center**, at 2701 Kimbo Road, Fort Worth, Texas, 76111, a governmental entity whose principal place of business is located within Tarrant County, Texas (hereinafter the "Facility").

WHEREAS, this Agreement between the District and the Facility; and,

WHEREAS, Facility has been developed to provide a written document on the relationship that exists in regard to federal programs; and,

WHEREAS, the Texas Education Agency in the school year 2026-2027 Standard Application System (SAS,) which includes the program(s) listed in the second paragraph, requests the date of a written agreement; and,

WHEREAS, Special Education is not included in the SAS; and,

WHEREAS, the District will provide support from Elementary and Secondary Education Act (ESEA) Title I. Part D., Subpart 2, through negotiated participation in activities; and,

WHEREAS, the Facility will make available an October caseload count of children and youth being served by the facility to the Texas Education Agency (TEA), and TEA will advise the Fort Worth Independent School District of the numbers of students to be served and the amount of funding.

NOW THEREFORE, in consideration of the mutual promises, covenants, and obligations contained herein, it is agreed between the District and the Facility as follows:

TERMS AND CONDITIONS:

Term

The term of this Agreement (the "Term") is for the 2026 Fiscal Year, which is from July 1, 2026, through June 30, 2027, unless earlier terminated by either party upon thirty (30) days written notice. The term of this Agreement may be further extended by mutual written agreement signed by the parties.

Description of Professional Services

Scope of services:

- Use funds to carry out high-quality education programs that prepare children and youth to complete high school, enter training or employment programs, or further their education.
- Provide activities that facilitate the transition of such children and youth from the correctional program in an institution to further education, and/or employment.
- Operate dropout prevention programs at District schools for children and youth who are at-risk of

dropping out or youth returning from correctional facilities.

- Provide dropout prevention programs that serve at-risk children and youth identified as school-aged individuals who are at-risk of academic failure, have a drug or alcohol problem, are pregnant or are parent(s), have previously come into contact with the juvenile justice system, are at least 1 year behind the expected grade level for the age of the individual, are migrant or an immigrant, have limited English proficiency, are gang member(s), has previously dropped out of school, or have a high absenteeism rate at school.
- Coordinate health and social services for children and youth who are at-risk (e.g., daycare, drug and/or alcohol abuse counseling, and mental health services) if there is a likelihood that providing such services will help these children complete their education.
- Provide special programs that meet the unique academic needs of children and youth who are at-risk, including vocational and technical education, special education, career counseling, curriculum-based entrepreneurship education, and assistance in securing student loans or grants for postsecondary education.
- Provide programs providing mentoring and peer mediation.

Implementation of Services

- Ensure, to the extent possible, that the educational programs in the correctional facility are coordinated with the student's home school, particularly with respect to students with an IEP under Part B of the Individuals with Disabilities Education Act (IDEA);
- Notify the local school of the child or youth if the child or youth is identified while in the facility as being in need of special education and related services;
- Provide, to the extent possible, transition assistance to help the child or youth stay in school, including coordination of services for the family, counseling, assistance in accessing drug and alcohol abuse prevention programs, tutoring, and family counseling;
- Provide support programs that encourage children and youth who have dropped out of school to reenter school once they have completed their term at the correctional facility, or provide them with the skills necessary to gain employment *or* to seek a secondary school diploma or its recognized equivalent;
- Work to ensure that the correctional facility is staffed with teachers and other qualified staff who are trained to work with children and youth who have disabilities, taking into consideration the unique needs of such children and youth;
- Ensure that educational programs in the correctional facility are related to assisting students to meet high academic achievement standards;
- Use, to the extent possible, technology to assist in coordinating educational programs between the correctional facility and the community school;
- Involve, to the extent possible, parents in efforts to improve the educational achievement of their children and to prevent further involvement of such children in delinquent activities;

- Coordinate funds with other Federal, State, and local funds to provide services to participating children and youth, such as funds made available under Title I of the Workforce Investment Act of 1998 (P.L. 105-220), and vocational and technical educational funds;
- Coordinate programs with activities funded under the Juvenile Justice and Delinquency Prevention Act of 1974 and other comparable programs, if applicable; and
- Work, where appropriate, with local businesses to develop training, curriculum-based youth entrepreneurship education, and mentoring programs for children and youth.

Coordination of Services

The coordination of services for the Fort Worth Independent School District will be as follows:

<u>Name of Program</u>	<u>Administrator</u>	<u>Telephone</u>
ESEA Title I, Part D	Jeimie Rodriguez	817-814-2282

Other Terms and Conditions

The terms and conditions of this Agreement will be governed by the laws of the State of Texas, with venue in the appropriate state court in Fort Worth, Tarrant County, Texas. Nothing contained in this Agreement shall give or allow any claim or right of action whatsoever to any other party or third party. It is the express intent of the parties to this Agreement that any person receiving services or benefits hereunder shall be deemed an incidental beneficiary only.

Non-discrimination

The parties certify that they are equal opportunity employers and will conduct all business activities, including hiring, without regard to age, race, color, sex, disability, marital status, national origin, citizenship status, or any other legally protected category.

Public Information

This Agreement is subject to the provisions of the Texas Public Information Act. Section 552 *et seq* of the Texas Government Code.

Compliance with Laws

In providing the services required by this Agreement, both parties must observe and comply with all applicable federal, state, and local statutes, ordinances, rules, and regulations, including, without limitation, workers' compensation laws, minimum and maximum salary and wage statutes and regulations, and non-discrimination laws and regulations. Each party shall be responsible for ensuring its compliance with any laws and regulations applicable to its business, including maintaining any necessary licenses and permits.

Sovereign Immunity

THIS AGREEMENT IS EXPRESSLY MADE SUBJECT TO EACH PARTY'S SOVEREIGN IMMUNITY, TITLE 5 OF THE TEXAS CIVIL PRACTICES AND REMEDIES CODE, AND ALL APPLICABLE FEDERAL AND STATE LAW. THE PARTIES EXPRESSLY AGREE THAT NO PROVISION OF THIS AGREEMENT IS IN ANY WAY INTENDED TO CONSTITUTE A WAIVER

OF ANY IMMUNITIES FROM SUIT OR FROM LIABILITY THAT THE EITHER PARTY HAS BY OPERATION OF LAW. NOTHING IN THIS AGREEMENT IS INTENDED TO BENEFIT ANY THIRD PARTY BENEFICIARY.

Severability

If any provision of this Agreement is determined to be unenforceable or invalid by a court of competent jurisdiction, the remainder of the Agreement shall remain in full force and effect.

Captions

The captions to the paragraphs of this Agreement are for the convenience of reference only, do not form a part of this Agreement, and shall not affect its interpretation.

Entire Agreement

This Agreement represents the entire agreement between the parties. No other promises or agreements have been made other than those in this Agreement. This Agreement supersedes any prior agreements, understandings, promises, or representations, whether claimed to be oral or in writing. The parties have incorporated into this Agreement their entire understanding of the requirements under this Agreement. Each party acknowledges that it has read this Agreement carefully, fully understands the meaning of the terms of this Agreement, and is signing this Agreement knowingly and voluntarily.

Execution of Agreement

This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original copy of this Agreement, and all of which, when taken together, shall be deemed to constitute one and the same agreement. The exchange of copies of this Agreement and of signature pages by electronic transmission shall constitute effective execution and delivery of this Agreement as to the parties and may be used in lieu of the original Agreement for all purposes. Signatures of the parties transmitted or executed electronically shall be deemed to be their original signatures for any purpose whatsoever.

Notices

Every notice, approval, consent, or other communication authorized or required by this Agreement shall not be effective unless same shall be in writing and sent postage prepaid by United States Certified Mail, directed to the other party at the address hereinafter provided or such other address that from time to time either party may designate upon notice and agreement of both parties in accordance herewith shall be directed to the parties at their respective address as follows:

As to Facility: Riley Shaw
Director and Chief Probation Officer
Tarrant County Juvenile Services
2701 Kimbo Rd.
Fort Worth, Texas 76111

As to the District: Dr. Peter B. Licata
Superintendent
Fort Worth Independent School District
7060 Camp Bowie Blvd.
Fort Worth, Texas 76116

With a copy to: Jeimie Rodriguez
Grants and Development Interim Senior Officer
Federal Programs
Fort Worth Independent School District
7060 Camp Bowie Blvd.
Fort Worth, Texas 76116

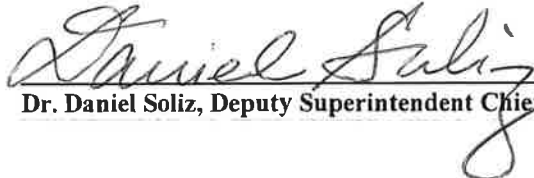
[Signature Page Follows]

IN WITNESS WHEREOF, the parties have entered into this Agreement as of the Effective Date indicated above.

FORT WORTH INDEPENDENT SCHOOL DISTRICT

Dr. Peter B. Licata - Superintendent

Date: _____



Dr. Daniel Soliz, Deputy Superintendent Chief of Schools

TARRANT COUNTY JUVENILE SERVICES



Name: Riley Shaw

Title: Director and Chief Probation Officer

Date: 5-20-26

**TARRANT COUNTY
STATE OF TEXAS**



Alex Kim 5/20/2026
Juvenile Board Chairman Date
2701 Kimbo Rd, Fort Worth, TX 76111

PASSED AND APPROVED on _____.

COUNTY OF TARRANT
STATE OF TEXAS

By: Separate Electronic Signature Page
Tim O'Hare
County Judge

APPROVED AS TO FORM:

James Marwin Nichols
District Attorney's Office*

*By law, the District Attorney's Office may only approve contracts for its clients. We reviewed this document as to form from our client's legal perspective. Other parties may not rely on this approval. Instead, those parties should seek contract review from independent counsel.

FORT WORTH INDEPENDENT SCHOOL DISTRICT

ACTION AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE THE PURCHASE OF FULL-SERVICE PROVIDERS' SERVICES FOR FORT WORTH AFTER SCHOOL (FWAS) FOR THE 2026-2027 SCHOOL YEAR

EXECUTIVE SUMMARY:

Fort Worth ISD has collaborated with the City of Fort Worth to provide after-school enrichment programs since fiscal year 2000-2001. FWAS is a collaborative effort of FWISD and the City of Fort Worth which derives program funds from the Crime Control Prevention District (CCPD). Programs at each of the sites are managed by school staff or Community Based Organizations (CBO). Submitted annually for Board approval, the authorization request allows FWISD to enter requisitions and generate purchase orders for various CBOs for the school year utilizing local funds and additional local funds sourced from the Leadership Academy Network (LAN) for three campuses.

RECOMMENDATION:

Approve the Purchase of Full-Service Providers' Services for Fort Worth After School (FWAS) for the 2026-2027 School Year

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

FINANCIAL IMPACT:

\$694,000

PROVIDER(S)/VENDOR(S):

- Camp Fire
- City of Fort Worth
- YMCA
- The YouthVantage Alliance

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

Camp Fire (1): \$44,000

Diamond Hill ES

City of Fort Worth (3): \$70,000

The Leadership Academy @ Como

YMCA (11): \$536,000

The Leadership Academy @ Forest Oak
Carroll Peak ES
Rufino Mendoza ES
D. McRae ES
Sam Rosen ES
The Leadership Academy @ John T. White
M.H. Moore ES
Meadowbrook ES
Oaklawn ES
Washington Heights ES
Lowery Road ES

The YouthVantage Alliance (1): \$44,000

Manuel Jara ES

INFORMATION SOURCE:

Dr. Daniel Soliz, Deputy Superintendent Chief of Schools

FUNDING SOURCE:

General Fund (196-199)
Special Revenue - Local Source (461-499)
No Additional Funding Source

PURCHASING MECHANISM:

Competitive Solicitation - RFP/RFQ/Bid#:
RFP 26-059

CONSENT AGENDA ITEM
BOARD MEETING
July 21, 2026

TOPIC: APPROVE INTERLOCAL AGREEMENT BETWEEN THE UNIVERSITY OF NORTH TEXAS HEALTH SCIENCE CENTER (UNTHSC) AND FORT WORTH ISD FOR COMMUNITY AND HEALTHCARE-RELATED SERVICES AND PROJECTS

EXECUTIVE SUMMARY:

More than 79,000 children in Tarrant County live without health insurance, while Texas has the highest child uninsured rate in the nation. Lack of insurance coverage keeps many children from receiving the vital healthcare they need to be successful academically and beyond. To help offset this dismal reality, the Fort Worth ISD Family and Community Resources Department has often partnered with outside organizations to secure short-term healthcare services for some of the District's uninsured students. The interlocal agreement aims to enhance opportunities for project collaboration between public entities with similarly aligned objectives by establishing a cooperative framework.

Transitioning to this framework will significantly streamline the process through which Fort Worth ISD (FWISD) and the University of North Texas Health Science Center (UNTHSC) collaboratively develop and implement projects, programs, and initiatives that support student health, wellness, education, workforce development, research, training, and community engagement. The framework is designed to address health-related disparities by expanding access to services for all students, including uninsured students, at no cost to families. In addition, this interlocal agreement will allow FWISD and UNTHSC to continue and expand successful existing partnerships, including:

- **Asthma 411** – a school-based program that improves outcomes for students with asthma by providing school nurses with specialized training and resources to respond effectively to respiratory emergencies.
- **Pediatric Mobile Unit** – a traveling clinic that provides comprehensive medical care for children from birth through age 18.
- **Behavioral Health Services in School-Based Health Centers** – psychiatric evaluations and follow-up care for students.
- **Catch One** – comprehensive health screenings, including dental and vision services, provided to students with parental consent.

By establishing a single framework for collaboration, the agreement will facilitate the development of future initiatives while maintaining continuity of these existing services and partnerships. The proposed agreement would remain in effect through June 2031.

If approved, FWISD would draft and execute a separate addendum outlining the scope of services, responsibilities, timelines, deliverables, and applicable compliance requirements, specific to each program, project, or initiative implemented and then incorporate it into the overarching interlocal agreement.

RECOMMENDATION:

Approve Interlocal Agreement Between the University of North Texas Health Science Center (UNTHSC) and Fort Worth ISD for Community and Healthcare-Related Services and Projects

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

University of North Texas Health Science Center

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

Family and Community Resources Department, Health Services Department and all Campuses

INFORMATION SOURCE:

Dr. Daniel Soliz, Deputy Superintendent Chief of Schools

**Interlocal Agreement
Fort Worth Independent School District (District) and the
University of North Texas Health Science Center at Fort Worth (Organization)**

The University of North Texas Health Science Center at Fort Worth (“Organization” or “UNTHSC”) and the Fort Worth Independent School District, a political subdivision of the state of Texas and a legally constituted independent school district located in Tarrant County, Texas (“District”) enter into this Interlocal Agreement (“Agreement”). Organization and District may be collectively referred to as the “Parties” or individually as a “Party.”

WHEREAS, UNTHSC is a distinguished graduate academic institution dedicated to education, research, patient care, and service; and

WHEREAS, the District is a large urban school district located in Tarrant County, TX, a political subdivision of the state of Texas, and a legally constituted independent school district; and

WHEREAS, the Parties desire to cooperate in providing programs, services, resources, and initiatives that promote student health, wellness, education, workforce development, research, training, and community benefit; and

WHEREAS, the Parties intend for this Agreement to establish a master framework under which specific projects, programs, or initiatives may be implemented through written addenda, work orders, memoranda of understanding, or statements of work approved by the Parties;

WHEREAS, Chapter 791 of the Texas Government Code authorizes local governments to contract with each other to provide governmental functions and services; and

WHEREAS, the Parties wish to enter into this Agreement to provide local governments with greater efficiency and economy in purchasing products and services; and

WHEREAS, the governing bodies of the Parties, individually and together, do hereby adopt and find the foregoing promises and findings of said governing bodies; and

WHEREAS, each Party paying for the performance of governmental functions or services will make those payments from current revenues available to the paying Party.

NOW, THEREFORE, in consideration of and conditioned upon the mutual covenants and agreements herein, the Parties hereto mutually agree, as follows.

A. Interlocal

The Texas Interlocal Cooperation Act, Government Code, §791.001, *et seq.* allows local governments and institutions of higher learning to contract with each other for governmental functions and services, including all or part of a function in which the Parties are mutually interested. This Agreement constitutes an “interlocal contract” within the meaning of and as authorized by the Texas Interlocal Cooperation Act. The purpose of the Agreement is to provide “governmental functions or services,” as therein defined. Each party represents that it has the authority to enter into the Agreement and does so by action of its governing body. To the extent any party pays for the performance of governmental functions or services, the party will make those payments from current revenues available to that party.

B. Collaborative Goals/Purpose:

The purpose of this Agreement is to establish a cooperative framework through which the Parties may jointly develop and implement one or more initiatives that further the lawful public purposes of each Party, including but not limited to:

- student and employee health services;
- behavioral and mental health initiatives;
- telehealth services;
- clinical training and internships;
- public health education;
- vaccination or screening programs;
- data-sharing initiatives;
- research collaborations;
- emergency preparedness activities;
- workforce pipeline programs; and
- other mutually beneficial educational or healthcare initiatives.

C. Implementation Through Project Addenda

1. Project Addenda Required. No specific project, program, or initiative shall be implemented unless the Parties execute a written Project Addendum, Statement of Work (“SOW”), or similar written instrument referencing this Agreement.
2. Required Elements of Addenda. Each Addendum shall, at a minimum,, identify:
 - a) the project name and purpose;
 - b) the scope of services or activities;
 - c) responsibilities of each Party;
 - d) project leadership and points of contact;
 - e) budget and funding arrangements;
 - f) timelines and deliverables;
 - g) data-sharing requirements;
 - h) applicable compliance obligations;
 - i) insurance requirements, if any; and
 - j) termination provisions specific to the project.
3. Incorporation. Each executed Addendum shall be incorporated into and governed by this Agreement unless expressly stated otherwise.

D. Joint Responsibilities/Obligations:

1. The Parties shall cooperate in good faith to accomplish the purposes of this Agreement and any applicable Addendum.
2. Each Party shall remain responsible for the supervision, compensation, benefits, and employment status of its own employees and agents.
3. The Parties shall comply with all applicable federal, state, and local laws and regulations, and policies, including but not limited to laws related to: (1) student records and privacy; (2) medical records confidentiality, if applicable; (3) public information; (4) records retention; (5) nondiscrimination; (6) accessibility; and (7) professional licensure requirements.

D. Compensation

The Parties hereby agree that, except for funds required to fulfill their respective duties and obligations as outlined in this Agreement neither Party shall have any financial commitment, liability, or obligation to the other. Each Party shall bear its own costs and expenses incurred in the performance of its responsibilities under this Agreement, and no additional financial obligations shall arise unless explicitly agreed upon in

writing by both Parties in a separate agreement.

F. Term:

This Agreement will be effective from the date of signing and shall terminate on June 30, 2031 (“Initial Term”) unless earlier terminated under the terms of this Agreement. This Agreement may be modified or extended at any time by mutual written consent of both Parties.

G. Termination

This Agreement may only be terminated by written notification of either Party at least thirty (30) days before the intended termination date. The Parties agree to use their best efforts to resolve any issues before resorting to termination.

H. INSURANCE

1. Each Party shall maintain insurance coverage or self-insurance in accordance with applicable Texas law and its internal policies. Additional project-specific insurance requirements may be included in an Addendum.
3. Organization understands and agrees that the District is prohibited from indemnifying another entity under Article III, Section 52 of the Texas Constitution.

I. General Provisions

1. Confidentiality. The Organization hereby agrees not to divulge any proprietary or confidential information to any person without written authorization from the District. If applicable, for purposes of the Family Educational Rights and Privacy Act (“FERPA”) and the Health Insurance Portability and Accountability Act (“HIPAA”), the Organization agrees to comply with all relevant confidentiality requirements regarding a student’s personally identifiable information and individually identifiable health information, including entering into any additional agreements related to the care and confidentiality of such information. Any exchange of confidential information or protected data shall be governed by the Data Sharing Agreement between the Parties and the applicable Addendum.
2. Limitations of Authority. No party has authority for and on behalf of the other except as provided in this Agreement. This Agreement shall not be deemed to create any relationship of agency, partnership, or joint venture between the parties, and neither of the parties will make such representation.
3. Nothing in this Agreement waives or relinquishes the Parties’ rights to claim any exemptions, privileges, or immunities as may be provided by law. The District and its employees can neither agree to hold the Organization harmless nor agree to indemnify the Organization, and any contracts or provisions to the contrary are void.
4. Notices. All notices, consents, approvals, demands, requests, or other communications provided for or permitted to be given under any of the provisions of this Agreement shall be in writing and shall be deemed to have been duly given or served when delivered by delivery or when deposited in the U.S. mail by registered or certified mail, return receipt requested, postage prepaid, and addressed as follows:

To District:

Fort Worth Independent School District

With Copies to:

Fort Worth Independent School District

Attn: Peter Licata, Superintendent
7060 Camp Bowie Blvd.
Fort Worth, Texas 76116

Office of Legal Services
Attn: Chief Legal Counsel
7060 Camp Bowie Blvd.
Fort Worth, Texas 76116

To Organization:

University of North Texas Health Science
Center at Fort Worth
3500 Camp Bowie Blvd.
Fort Worth, TX 76107

5. Entire Agreement. This Agreement represents the entire agreement by and between the parties and supersedes any and all prior oral or written agreements, arrangements, or understandings between the District and Organization that relate to the subject matter of this Agreement. Any representations, promises, or guarantees made but not stated in the body of this Agreement are null and void and of no effect.
6. Assignment. Neither Party may assign its interest in this Agreement except upon the written consent of the other Party.
7. Severability. If any portion of this Agreement shall be, for any reason, held invalid or unenforceable, the remaining portion or portions shall nevertheless be valid, enforceable, and carried into effect.
8. Amendments. Any change to this Agreement must be in writing and signed by both Parties.
9. Waiver. The failure of any party hereto to exercise the rights granted to them herein upon the occurrence of any of the contingencies set forth in this Agreement shall not in any event constitute a waiver of any such rights upon the occurrence of any such contingencies.
10. Applicable Law. This Agreement and all materials and/or issues collateral thereto shall be governed by the laws of the State of Texas applicable to contracts made and performed entirely therein.
11. Public Records. The Organization understands and agrees that the District is subject to the Texas Public Information Act ("TPIA") and its limited exceptions. Upon a valid request under the TPIA for information covered under this Agreement, District will provide third-party notice to Organization, but assumes no other responsibility.
12. Force Majeure. Neither Party will be liable to the other Party hereunder or in default under this Agreement for failures of performance resulting from acts or events beyond the reasonable control of such Party, including, by way of example and not limitation, acts of God, civil disturbances, war, and strikes.
13. Venue. The venue to enforce this Agreement shall lie exclusively in Tarrant County, Texas.
14. No Third-Party Beneficiary. This Agreement is made solely between Organization and FWISD and is intended solely for their benefit. No other person or entity shall be deemed a beneficiary of this Agreement, whether directly or indirectly, and no third party shall have any rights, claims, or interests in this Agreement or its enforcement. The rights and obligations contained herein are personal to Organization and FWISD and may not be assigned or transferred to any

third party without the prior written consent of both Parties.

15. Prohibition On Contracts With Companies Boycotting Certain Energy Companies. If the Organization is a company with 10 or more full-time employees and if this Agreement has a value of at least \$100,000 or more, the Organization verifies by submitting its proposal that, pursuant to Texas Government Code Chapter 2274, it does not and will not boycott energy companies now or at any time during the term of the Agreement. This verification is not required for an agreement where a governmental entity determines that these requirements are inconsistent with the governmental entity's constitutional or statutory duties related to the issuance, incurrence, or management of debt obligations or the deposit, custody, management, borrowing, or investment of funds.
16. Prohibition On Contracts With Companies That Discriminate Against Firearm and Ammunition Industries. If the Organization is a company with 10 or more full-time employees and if this Agreement has a value of at least \$100,000 or more, the Organization verifies by submitting its proposal that, pursuant to Texas Government Code Chapter 2274, it does not have a practice, policy, guidance, or directive that discriminates against a firearm entity or firearm trade association; and will not discriminate during the term of the Agreement against a firearm entity or firearm trade association.
17. Non-Discrimination. The Organization certifies that it is an equal opportunity employer. It conducts all business activities, including hiring, without regard to age, race, color, sex, disability, marital status, national origin, citizenship status, or other legally protected categories.
18. Boycott Israel. Pursuant to Texas Government Code § 2271.002, to the extent that Organization and any of its subcontractors are not sole proprietorships, have greater than ten (10) employees, and this Agreement is for an excess of \$100,000.00, the Organization and any subcontractors must not boycott Israel, and must agree not to boycott Israel during the term of the Agreement.
19. Anti-Terrorism. Pursuant to Texas Government Code § 2252.152, the District is prohibited from contracting with terrorist organizations as identified on a list published and maintained by the Texas Comptroller of Public Accounts. By signing this Agreement, the Organization affirms it does not support any of the listed terrorist organizations at the time of signing and agrees not to support any of the listed terrorist organizations at any time during the Agreement's term.
20. Alternative Dispute Resolution. Claims and disputes associated with this Agreement will not be resolved by arbitration or other alternative dispute resolution processes unless court-ordered or otherwise mutually agreed to in writing by both Parties.
21. Compliance with Federal, State, and Local Laws, Executive Orders, and District Policies. Organization agrees, represents, and warrants that its curriculum, program content, materials, and services provided under this Agreement (if applicable) do not violate any applicable federal, state, or local laws, executive orders, or District policies, including but not limited to those related to equal opportunity, non-discrimination, accessibility, and inclusive practices. The Organization agrees to remain informed of and in compliance with all such laws, orders, and policies for the duration of this Agreement. In its sole discretion, the District reserves the right to review all curriculum, program content, and services and to require the removal or modification of any materials it determines to be noncompliant. Failure to comply with this provision shall constitute a material breach of this Agreement and may result in immediate

termination.

22. Organization shall be responsible for ensuring that all employees, volunteers, contractors, or agents who will have direct or incidental contact with students undergo a criminal history background check prior to engaging in any services on District property or in connection with District activities. In compliance with Texas Education Code Section 22A.055, each such individual shall execute and submit an affidavit, in the form prescribed by law, attesting to their eligibility to provide services in an educational setting. Failure to provide the required background check verification or executed affidavit shall constitute grounds for immediate denial of access to District premises and may result in termination of the Agreement.
23. Intellectual Property. Unless otherwise provided in an Addendum: (1) each Party retains ownership of its pre-existing intellectual property; (2) jointly developed materials shall be owned as specified in the applicable Addendum; and (3) neither Party may use the other Party's name, logo, or trademarks without prior written consent, except as allowed by law.

[Signature Page Follows]

ELECTRONIC SIGNATURE

The Parties here agree to execute this Agreement either in writing or by electronic signature. Pursuant to the Texas Business & Commerce Code Ann., §322.007, an electronic signature of this Agreement satisfies the legal requirements of signatures by the Parties.

In witness of the Agreement above, the Board of Education of the Fort Worth Independent School District and the Organization, acting by their duly assigned and authorized representatives, have executed this Agreement to be effective as of the latest date on which it is signed by the authorized representatives of the Parties.

BY SIGNING, THE PARTIES AGREE UNDER PENALTY OF PERJURY UNDER THE LAWS OF TEXAS THAT THE INFORMATION PROVIDED IS TRUE AND CORRECT.

FOR DISTRICT:

Signed: _____

Name: _____

Title: _____

Date: _____

FOR UNTHSC:

Signed:  _____

Name: CC916927D391483...
Christopher Ray, PhD

Title: Provost

Date: 6/8/2026

SUPERINTENDENT APPROVAL

Signed: _____

Dr. Peter B. Licata
Superintendent of Schools

Date: _____

Business Organization: (Check one)

- ☐ Corporation
- ☐ Partnership
- ☐ Individual/Sole Proprietor
- ☐ Limited Liability Company (LLC)
- ☒ Other Entity Type:

APPROVED AS TO FORM:

Signed: _____

Legal Counsel for District

Date: _____

Organization Employer ID #: _____

BOARD APPROVAL

Signed: _____

Board President

Date: _____

Contract# 2026-1465



FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE CONTRACT BETWEEN FORT WORTH ISD AND TARRANT COUNTY FOR JUVENILE TEACHING SERVICES FOR THE 2026-2027 SCHOOL YEAR

EXECUTIVE SUMMARY:

Fort Worth ISD (FWISD) has maintained a long-standing contractual relationship with Tarrant County to provide juvenile teaching services. This agreement, whereby the District will support and maintain the instructional program for the Tarrant County Juvenile Justice Alternative Education Program (JJAEP), upholds the provisions of carrying out requirements of the Texas Education Code, Chapter 37.

While Fort Worth ISD will provide one Coordinator of Educational Services, four full-time certified teachers and one full-time certified special education teacher, the Tarrant County Juvenile Board through Tarrant County Juvenile Services will reimburse FWISD for the teaching and administrator expenses in an amount not to exceed \$610,547.38 for the 2026-2027 school year. If it becomes necessary to add additional teachers to maintain a teacher-student ratio of 1:24, this contract amount may be increased.

RECOMMENDATION:

Approve Contract Between Fort Worth ISD and Tarrant County for the Juvenile Teaching Services for the 2026-2027 School Year

THEORY OF ACTION PILLAR:

1 - Excellent Academic Performance for All Students

FINANCIAL IMPACT:

Reimbursement \$610,547.38

PROVIDER(S)/VENDOR(S):

Tarrant County Juvenile Services

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

Student Discipline and Placement
Fort Worth ISD Students Expelled to JJAEP

INFORMATION SOURCE:

Dr. Daniel Soliz, Deputy Superintendent Chief of Schools



STATE OF TEXAS
COUNTY OF TARRANT

§
§
§

**JUVENILE SERVICES CONTRACT
FOR TEACHING SERVICES
WITH FORT WORTH ISD**

BACKGROUND

The Juvenile Services Contract for Teaching Services with Fort Worth ISD ("Contract") is between Tarrant County, Texas, a political subdivision of the State of Texas, acting through Tarrant County Juvenile Services, hereinafter referred to as ("COUNTY"), and the Fort Worth Independent School District, a political subdivision of the State of Texas and a legally constituted independent school district located in Tarrant County, Texas, hereinafter referred to as ("PROVIDER"), for the provision of carrying out requirements of Chapter 37 of the Texas Education Code, and it incorporates the same as if fully set out herein. The COUNTY and PROVIDER desire to enter this Contract, whereby the PROVIDER will support and maintain the instructional program for the Tarrant County Juvenile Justice Alternative Education Program, hereinafter referred to as ("JJAEP"). The Commissioners Court finds that this serves a public purpose for Tarrant County Juvenile Services, hereinafter referred to as ("TCJS") to execute its mandated responsibility to operate the JJAEP, in Tarrant County, Texas.

CONTRACT FOR SERVICES

1 SCOPE OF SERVICES

PROVIDER will supply and/or perform the following:

- 1.1 One (1) Coordinator of Educational Services;
- 1.2 Four (4) full-time certified teachers;
- 1.3 One (1) full-time certified special education teacher;
- 1.4 If it becomes necessary to add additional teachers to maintain a teacher-student ratio of 1:24, this Contract amount may be increased to that extent;
- 1.5 PROVIDER will be fully responsible to ensure that the program meets all educational instruction requirements and meets all reporting and documentation requirements pursuant to all federal, state, and local laws, including special education requirements per the Memorandum of Understanding. A copy of said MOU is attached hereto as "**Attachment "A"**" and is incorporated herein for all purposes; and
- 1.6 PROVIDER will designate the Coordinator of Educational Services and COUNTY will designate Mr. Jesus Reyes, JJAEP Administrator, 3131 Sanguinet, located in Fort Worth, TX 76107, Phone: 817-255-5022, as coordinator. In the event said person, for whatever reason, ceases to be the liaison or coordinator, the party represented thereby will immediately designate a new (or interim) liaison or coordinator and will notify the other party of such designation. The liaisons/coordinators will work together to ensure the effective communication necessary to this joint effort.

2 TERM

This Contract will begin on September 1, 2026 and concludes on August 31, 2027. The instructional day will be a minimum of seven hours. The length of the school year will be 180 days with an optional 35 days for the summer session.

3 EVALUATION CRITERIA

- 3.1 The performance of PROVIDER in achieving the goals of COUNTY will be evaluation on the basis of the output and outcome measures contained in this section. COUNTY, at its discretion, may use other means or additional measures to evaluate the performance of PROVIDER in fulfilling the terms and conditions of this Contract.

- 3.2 COUNTY shall evaluate PROVIDER'S performance under this Contract according to the following specific performance goals for PROVIDER:
 - 3.2.1 Provide an instructional program that allows students to perform at grade level with a one year level of student academic progress in the areas of reading and math, for one year of instruction.
 - 3.2.2 Provide a counseling and behavioral component to address student behaviors and needs, while promoting pro-social skills, self-sufficiency, self-discipline, and family involvement.
- 3.3 COUNTY shall additionally evaluate PROVIDER by the following output measures:
 - 3.3.1 Provide, supervise and evaluate Coordinator(s) of Educational Services, 4 certified teachers, 1 certified special education teacher, and daily coverage for up to 215 school days.
 - 3.3.2 Provide 4 core academic subjects, Computer Lab, and GED quality curriculums and instruction.
 - 3.3.3 Coordinate, organize and administer state mandated testing, including TAKS, IOWA Test of Basic Skills, STAAR and End of Course.
 - 3.3.4 Maintain high standards, work effectively in a collaborative environment and provide consistency and opportunities to motivate students towards educational success and achievement.
- 3.4 COUNTY shall further evaluate PROVIDER by the following outcome measures:
 - 3.4.1 Overall student progress is a minimum of ½ grade level per 90 day successful expulsion completion, as measured by the state mandated IOWA test of Educational Achievement pre and post testing.
 - 3.4.2 Maintain a minimum of 85% successful program completion rate.
 - 3.4.3 Achieve a minimum of 80% daily attendance rate.

4 COST

COUNTY will pay not more than \$610,547.38 pursuant to this Contract for reimbursement of teacher expenses. COUNTY will pay PROVIDER within thirty (30) days of invoice receipt when PROVIDER satisfies the following conditions:

- 4.1 PROVIDER will bill for services performed in accordance with this Contract;
- 4.2 PROVIDER will send monthly invoice to Tarrant County Juvenile Services, ATTN: Jesús Reyes, 3131 Sanguinet St., Fort Worth, TX 761107 or jreyes@tarrantcountytx.gov
- 4.3 PROVIDER understands that PROVIDER is responsible for any other expenses or services incurred by PROVIDER or other agencies in performing its services under this Contract; and
- 4.4 Claim for payment should be submitted within ten (10) days from the last day of the month for which payment is being requested.

5 EXAMINATION AND RETENTION OF RECORDS

- 5.1 PROVIDER shall ensure that its employees, interns, volunteers and subcontractors comply in a timely and complete manner with all the COUNTY'S request for information made during the course of on-site monitoring visits, unannounced monitoring visits, abuse, neglect and exploitation investigations, programmatic and financial audits or monitoring, or other on-site inspections.
- 5.2 PROVIDER agrees that it will permit COUNTY to examine and evaluate its program of services provided under the terms of the Contract and/or to review its records periodically. This examination and evaluation of the program may include on-site monitoring, observation of programs in operation, investigation of complaints, abuse, neglect and exploitation, interviews and the administration of questionnaires to the staff of PROVIDER and the children when deemed necessary.
- 5.3 PROVIDER shall retain and make available to COUNTY all financial records, supporting documents, statistical records, and all other records pertinent to the Contract for a minimum of seven (7) years, or until any pending litigation, claim, audit or review and all questions arising therefrom have been resolved, and shall make available for COUNTY'S inspection, all contractual agreements with PROVIDER'S subcontractors for services related to this Contract.

6 CONFIDENTIALITY OF RECORDS

PROVIDER shall maintain strict confidentiality of all information and records relating to juveniles participating in JJAEP, and shall not re-disclose the information except as required to perform the services to be provided pursuant to this Contract, or as may be required by law.

7 DUTY TO REPORT

- 7.1 As required by Texas Family Code Chapter 261 and Title 37 Texas Administrative Code Chapters 341, 343, 348, 349, and 351, or successor provisions, PROVIDER shall report any allegation or incident of abuse, neglect, exploitation, death or other serious incident involving any child (including but not limited to a juvenile that is under the supervision of COUNTY) within twenty-four (24) hours from the time the allegation is made to all of the following:
- 7.1.1 Local law enforcement agency (such as the Tarrant County Sheriff's Office); and
 - 7.1.2 Texas Juvenile Justice Department, hereinafter referred to as "TJJD", by submitting a TJJD Incident Report Form to abuseneglect@tjtd.texas.gov (or if unable to complete the form 24 hours, then by calling toll-free 866-477-8354, followed by submitting the report within 24 hours of said call); and
 - 7.1.3 TCJS to facsimile number 817-838-4646.
- 7.2 For the purpose of the foregoing provision, an allegation or incident shall include the witnessing or receipt of an oral or written outcry from an alleged victim or other person with reasonable belief or knowledge of an occurrence or an incident of abuse, neglect, exploitation, death, or other serious incident involving a juvenile under the jurisdiction of the juvenile court.
- 7.3 The PROVIDER agrees to immediately report any serious incidences, accidents, injuries, suspected illegal activities, or catastrophic events to the Chief Probation Officer at 817-838-4643.

8 FINANCIAL RESPONSIBILITY

PROVIDER is responsible for its incurred expenses in performing this Contract unless otherwise noted.

9 AGENCY-INDEPENDENT CONTRACTOR

PROVIDER is an independent contractor. COUNTY will not direct the PROVIDER in the details of performing its duties. PROVIDER and its employees are not agents of the COUNTY. COUNTY and its employees are not agents of PROVIDER. This Contract does not entitle PROVIDER to any benefit, privilege or other amenities of employment with the COUNTY. This Contract does not entitle COUNTY to any benefit, privilege or other amenities of employment with the PROVIDER.

10 THIRD PARTY BENEFICIARY EXCLUDED

This Contract does not protect any specific third party. The intent of this Contract excludes the idea of a suit by a third party beneficiary.

11 DISCLOSURE OF INFORMATION

- 11.1 PROVIDER warrants that, prior to entering this Contract, it has verified and disclosed the following information to COUNTY, and agrees that it shall have an ongoing affirmative duty under this Contract to promptly, but no later than 24 hours, ascertain and disclose in sufficient detail this same information to Chief Probation Officer at 817-838-4643.
- 11.1.1 Any and all corrective action required by any of PROVIDER'S licensing authorities related to the services under this Contract;
 - 11.1.2 Any arrest of any employee, intern, volunteer, subcontractor, agent and/or consultant of the PROVIDER providing services under this Contract that has direct contact with the juveniles;
 - 11.1.3 All pending and past allegations and/or investigations of abuse, neglect, exploitation, death or other serious incidents involving a juvenile that has been placed by COUNTY;

- 11.1.4 Any finding of "Reason to Believe" by a state regulatory agency in a child abuse, neglect and exploitation investigation where an employee, intern, volunteer, subcontractor, agent and/or consultant of PROVIDER that has direct contact with juveniles was the alleged or designated perpetrator;
 - 11.1.5 The identity of any of PROVIDER'S employees, interns, volunteers, subcontractors, agents and/or consultants that have direct contact with juveniles that are registered sex offenders; and
 - 11.1.6 The identify of any of PROVIDER'S employees, interns, volunteers, subcontractors, agents and/or consultants that have direct contact with juveniles that have a criminal history. For the purpose of this Contract, the term "criminal history" shall include: (1) current felony or misdemeanor probation or parole; (2) a felony conviction or deferred adjudication within the past ten years; or (3) a jailable misdemeanor conviction or deferred adjudication within the past five years.
- 11.2 PROVIDER agrees and understands it has an affirmative and ongoing duty to ascertain and disclose to COUNTY, within 24 hours, any and all of the foregoing information as to any individual, whether a prospective or existing employee, intern, volunteer, subcontractor, agent and/or consultant of the PROVIDER providing services under this Contract, prior to placing that individual in a position that involves direct contact with juveniles, and COUNTY, in its sole discretion, may determine that the safety of children being served under this contract precludes such individual from being placed in a position that involves direct contact with juveniles.

12 EQUAL OPPORTUNITY

PROVIDER agrees to respect and protect the civil and legal rights of all children and their parents. It will not unlawfully discriminate against any employee, prospective employee, child, childcare provider, or parent on the basis of age, race, sex religion, disability or national origin. PROVIDER shall abide by all applicable federal, state, and local laws and regulations.

13 ASSIGNMENT AND SUBCONTRACT

PROVIDER may not assign or subcontract any of its rights, duties, and/or obligations arising out of this Contract without the prior written consent of COUNTY.

14 OFFICIAL NOT TO BENEFIT

No officer, employee, or agent of COUNTY and no member of its governing body and no other public official of the governing body of the locality or localities in which the project is situated or being carried who exercise any functions or responsibilities in the project, shall participate in any decision relating to this Contract which affects or conflicts with his/her personal interest or have any personal or pecuniary interest, direct or indirect, in the contract or the proceeds thereof.

15 DEFAULT

- 15.1 COUNTY may, by written notice of default to PROVIDER, terminate the whole or any part of this Contract as it deems appropriate, in any of the following circumstances:
 - 15.1.1 If PROVIDER fails to perform the work called for by this Contract within the time specified herein or any extension thereof; or
 - 15.1.2 If PROVIDER fails to perform any of the other material provisions of this Contract including failure to achieve the defined goals, outcomes, and outputs, or so fails to prosecute the work as to endanger the performance of this Contract in accordance with its terms;
 - 15.1.3 In either of these two circumstances after receiving notice of default, PROVIDER does not cure such failure within a period of thirty (30) days.
- 15.2 Any default by PROVIDER, regardless of whether the default results in termination, will jeopardize PROVIDER'S ability to contract with COUNTY in the future.

16 COMPLIANCE WITH LAWS

In providing the services required by this Agreement, PROVIDER must observe and comply with all applicable federal, state, and local statutes, ordinances, rules, and regulations, including, without limitation, workers' compensation laws, minimum and maximum salary and wage statutes and regulations, and non-discrimination laws and regulations. PROVIDER shall be responsible for ensuring its compliance with any laws and regulations applicable to its business, including maintaining any necessary licenses and permits.

17 WITHHOLDING, SUSPENSION, OR REDUCTION OF PAYMENT

- 17.1 If at any time during the term of this Contract, COUNTY, in its sole discretion, determines that the safety of children being served under this Contract may be in jeopardy, COUNTY may immediately suspend the effect of this Contract, upon giving notice to the PROVIDER.
- 17.2 Notwithstanding anything to the contrary herein, the PROVIDER acknowledges that payments due under this Contract may be withheld or permanently suspended, in whole or in part, in the event of non-compliance with any federal or state law, administrative rule, or regulation applicable to the services provided herein, or if the duties and responsibilities herein have not been performed in accordance with the terms and conditions of this Contract.

18 TERMINATION

- 18.1 Termination under this provision may occur no sooner than the 15th day after PROVIDER'S receipt of Notice of Intent to Terminate. Justifications for Termination for Cause include but are not limited to the following circumstances:
 - 18.1.1 By the COUNTY, if the PROVIDER knowingly and intentionally submits falsified or fraudulent documents or report; or makes false representations, certifications or assurances relating to this Contract; or causes or acquiesces in any person doing the same regarding any grant funds received under this Contract; or fails to submit required reports; or
 - 18.1.2 By the COUNTY, when the life, health, welfare or safety of individuals served by or under the authority of the PROVIDER is endangered or could be endangered either directly or indirectly through the PROVIDER'S intentional, willful or negligent discharge of its duties under this Contract. For purposes of this Contract, willful or negligent discharge of duties includes, but is not limited to, a finding or pattern of findings by the COUNTY of reason to believe in an abuse, neglect or exploitation investigation occurring in connection with a juvenile justice facility, juvenile justice program, or the provision of juvenile probation services.
- 18.2 This Contract may be terminated without cause by either party at least thirty (30) calendar days prior to the intended date to terminate this Contract.
- 18.3 The COUNTY and the PROVIDER may mutually agree to the termination of this Contract at any time.

19 PARTIES ADDRESSES

COUNTY

Judge Tim O'Hare
County Judge, Tarrant County
100 E. Weatherford St.
Fort Worth, TX 76196

PROVIDER

Dr. Peter Licata
Superintendent, Fort Worth ISD
7060 Camp Bowie Blvd.
Fort Worth, TX 76116

20 WAIVER OF SUBROGATION

PROVIDER expressly waives any and all rights it may have to subrogation for any claims or rights of its employees, agents, owners, officers, or subcontractors against COUNTY.

21 SOVEREIGN IMMUNITY

This Contract shall not be interpreted to insure to the benefit of a third party not a party to this Contract. This Contract may not be interpreted to waive any statutory or common law defense, immunity, including governmental and sovereign immunity, or any limitation of liability, responsibility, or damage of any party to this Contract, party's agent, or party's employee, otherwise provided by law.

22 REPRESENTATION AND WARRANTIES

22.1 PROVIDER hereby represents and warrants the following:

- 22.1.1 That it has all necessary right, title, license and authority to enter into this Contract;
- 22.1.2 That it is qualified to do business in the State of Texas; that it holds all necessary licenses and staff certifications to provide the type(s) of services being contracted for; that it is in compliance with all statutory and regulatory requirements for the operation of its business; and that there are no taxes due and owing to the State of Texas, the County of Tarrant, or any political subdivision thereof;
- 22.1.3 That all of its employees, interns, volunteers, subcontractors, agents and/or consultants will be properly trained prior to contact with TCJS youth to report allegations of incidents of abuse, exploitation or neglect of a juvenile in accordance with the requirements of Texas Family Code Chapter 261 and any applicable TJJD administrative rules regarding abuse, neglect, and exploitation allegations; and
- 22.1.4 That it shall prominently post in all public and staff areas of any and all of its offices/facilities, both English and Spanish language versions of the following official notice forms that are available on the TJJD website: *Notice to Public Regarding Abuse, Neglect and Exploitation* and *Notice to Employees Regarding Abuse, Neglect and Exploitation*.

23 TEXAS LAW TO APPLY

This Contract shall be construed under and in accordance with the laws of the State of Texas, and all obligations of the parties created hereunder are performable in Tarrant County, Texas.

24 VENUE

Exclusive venue for any litigation arising from this Contract shall be in Tarrant County, Texas.

25 ADDITIONAL CONDITIONS REQUIRED FOR STATE FUNDS

- 25.1 The PROVIDER is hereby notified that state funds may be used in whole or in part to pay for services provided under terms of this Contract and are subject to termination without penalty, either in whole or in part, if funds are not available or are not appropriated by the Texas Legislature. The PROVIDER shall account separately for the receipt and expenditure of any and all these funds received from COUNTY sufficient to create an easily analyzed audit trail, and shall adhere to Generally Accepted Accounting Principles (GAAP) in the accounting, reporting, and auditing of such funds. In the event of an investigation by TJJD, or COUNTY, the PROVIDER shall submit to COUNTY upon request a financial audit prepared by an independent certified public accountant for all services provided pursuant to this Contract.
- 25.2 The PROVIDER is accountable for delivery of quality services and shall provide information necessary to enable COUNTY to measure progress toward specified Goals and Outcomes. Said Goals and Outcomes, if applicable, are published and attached hereto, and directly relate to program objectives as required by the Texas Human Resources Code Section 141.050(b). Goals and Outcomes may be periodically revised. Failure to comply with this requirement will be treated as a default. (**Attachment "B" – Goals and Outcomes**)
- 25.3 Under Section 231.006, Texas Family Code, the PROVIDER certifies that the individual or business entity named in this Contract is not ineligible to receive the specified payment and acknowledges that this Contract may be terminated and payment may be withheld if this certificate is inaccurate. (**Attachment "C" - Family Code 231.006**)

- 25.4 PROVIDER agrees to comply with all applicable laws, regulations and conditions required of TJJD for juvenile boards, juvenile probation departments and their subcontractors.
- 25.5 The COUNTY is responsible for bi-annual programmatic and financial monitoring of the PROVIDER to ensure performance of and compliance with all terms and conditions of this Contract. PROVIDER agrees to provide information reasonably required allowing COUNTY to meet this responsibility, to be used in completion of the **Private Service Provider Contractual Monitoring and Evaluation Report/Non-Residential Services – (Attachment “D”)**, if appropriate. Lack of monitoring by COUNTY will not relieve PROVIDER of its duty to continue to perform.
- 25.6 The PROVIDER currently meets and shall comply with all applicable state and federal laws and licensing and/or certification requirements pertinent to the PROVIDER'S provision of services under this Contract and must notify COUNTY within twenty-four (24) hours of any future failure to meet licensing requirements. Failure to comply with this requirement will be treated as a default.
- 25.7 PROVIDER understands that the acceptance of funds under this Contract acts as acceptance of the authority of the State Auditor's Office, TJJD, or any successor agency, to conduct an audit or investigation in connection with those funds. PROVIDER further agrees to cooperate fully with the State Auditor's Office or its successor in the conduct of the audit or investigation, including providing all records requested. PROVIDER will ensure that the foregoing clauses concerning the authority of the State of Texas to audit and the requirement to cooperate is included in any subcontract or arrangement PROVIDER enters into in which funds received the Contract form all or part of the consideration. County shall be responsible for all expenses associated with such an audit.
- 25.8 The PROVIDER may become ineligible for future contracts from the COUNTY if the PROVIDER, its agents, employees, designees, volunteers, interns or sub-contractors are found by the COUNTY to have intentionally or knowingly falsified any documents, reports or records related to grant funds received under this Contract, or intentionally or knowingly given false statements to any COUNTY employee or designee related to the expenditure of grant funds or the provision of juvenile probation services and juvenile justice programs.
- 25.9 The PROVIDER shall require all agents, employees, designees, interns, volunteers, subcontractors and private vendors paid to cooperate with and to testify in any formal, informal, administrative or judicial proceeding or hearing regarding any matter the COUNTY considers necessary for the investigation of abuse, neglect or exploitation allegations, complaints, financial and programmatic audits or any other matter under its authority. Compliance with this provision is not intended as, nor does it constitute, a contractual waiver of the privilege against self-incrimination or any other right or privilege guaranteed under law.

26 EXECUTION OF AGREEMENT

This Contract may be executed in one or more counterparts, each of which will be deemed to be an original copy of this Contract, and all of which, when taken together, shall be deemed to constitute one and the same agreement. The exchange of copies of this Contract and of signature pages by electronic transmission shall constitute effective execution and delivery of this Contract as to the parties and may be used in lieu of the original Contract for all purposes. Signatures of the parties transmitted or executed electronically shall be deemed to be their original signatures for any purpose whatsoever.

27 LEGAL CONSTRUCTION

In case any one or more of the provisions contained in the Contract shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceable provision shall not affect any other provision thereof and this Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained therein.

28 PRIOR AGREEMENTS SUPERSEDED

This Contract constitutes the sole and only Contract of the parties hereto and supersedes any prior understanding or written or oral Contract between the parties regarding the within subject matter.

29 AMENDMENTS

The parties may amend this Contract by subsequent written amendments. The parties will not amend this Contract

orally.

29 DISCLOSURE OF INTERESTED PARTIES

The Fort Worth Independent School District acknowledges that it is a "governmental entity" and not a "business entity" as those terms are defined in Tex. Gov't Code § 2252.908, and therefore, no disclosure of interested parties pursuant to Tex. Gov't Code Section 2252.908 is required.

EXECUTED IN TRIPLICATE, EACH OF WHICH SHALL HAVE THE FULL FORCE AND EFFECT OF AN ORIGINAL:

APPROVED on this the ____ day of _____, 2026, by Commissioners Court Order Number _____

FORT WORTH INDEPENDENT SCHOOL DISTRICT

This Contract was formally approved by **Fort Worth Independent School District**, the entity authorized to bind FORT WORTH INDEPENDENT SCHOOL DISTRICT, by action on _____

Signature: _____

NAME: Dr. Peter Licata

TITLE/ENTITY: Superintendent, Fort Worth ISD

ADDRESS: 7060 Camp Bowie Blvd.

Fort Worth, TX 76116

PHONE: _____ FAX: _____

TARRANT COUNTY JUVENILE BOARD:

This Contract was formally approved by the **Tarrant County Juvenile Board**, the entity authorized to bind TARRANT COUNTY JUVENILE BOARD, by vote in public, posted meeting on 5/20/2026.

SIGNATURE:



NAME:

Alex Kim, 323rd District Court

TITLE/ENTITY:

Juvenile Board Chair

ADDRESS:

2701 Kimbo Rd.

Fort Worth, TX 76111

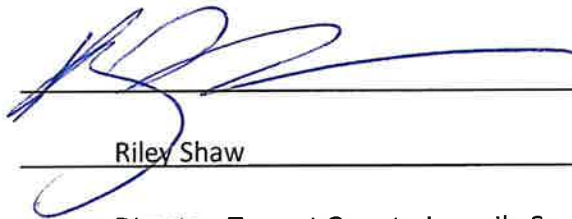
PHONE:

817-838-4600

TARRANT COUNTY JUVENILE SERVICES:

This Contract was formally approved by the **Tarrant County Juvenile Services**.

SIGNATURE:



NAME:

Riley Shaw

TITLE/ENTITY:

Director, Tarrant County Juvenile Services

ADDRESS:

2701 Kimbo Road

Fort Worth, TX 76111

PHONE:

817-836-4643

FAX: 817-838-4646

This Contract was formally approved by the **Tarrant County Commissioners Court**, the entity authorized to bind TARRANT COUNTY, TEXAS, by vote in public, posted meeting on_____.

**COUNTY OF TARRANT
STATE OF TEXAS**

By: Separate Electronic Signature Page
Tim O'Hare
County Judge

APPROVED AS TO FORM:

James Marvin Nichols
District Attorney's Office*

*By law, the District Attorney's Office may only approve contracts for its clients. We reviewed this document as to form from our client's legal perspective. Other parties may not rely on this approval. Instead, those parties should seek contract review from independent counsel.

CERTIFICATION OF FUNDS IN THE AMOUNT OF \$_____

Separate Electronic Signature Page
Auditor

FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
July 21, 2026

TOPIC: APPROVE THE FORT WORTH INDEPENDENT SCHOOL DISTRICT STUDENT CODE OF CONDUCT FOR THE 2026-2027 SCHOOL YEAR.

EXECUTIVE SUMMARY:

Chapter 37.001 of the Texas Education Code mandates that each school district shall, with the advice of a district-level committee, adopt a Student Code of Conduct. It also states that the Student Code of Conduct shall stand as an authoritative document on its own and with Board adoption has the force of local policy. The content of the Student Code of Conduct is required by law and communicates to students, parents, school staff and the community exactly what is expected of students and how misconduct will be handled.

RECOMMENDATION:

Approve The Student Code of Conduct for 2026-2027 School Year

THEORY OF ACTION PILLAR:

1 - Excellent Academic Performance for All Students

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

Not Applicable

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

All FWISD Schools
Office of Student Discipline

INFORMATION SOURCE:

Dr. Daniel Soliz, Deputy Superintendent Chief of Schools

Fort Worth ISD Student Code of Conduct (SCC) 2026–2027

Executive Summary of Recommended Revisions

Purpose

The proposed revisions to the 2026–2027 Student Code of Conduct strengthen student safety, ensure compliance with new state legislation, clarify disciplinary procedures, and establish consistent districtwide expectations for student behavior and accountability.

House Bill 1481 – Personal Communication Devices

- Prohibits student use of cell phones, smartwatches, tablets, and other personal communication devices during the instructional day.
- Requires devices to remain powered off and out of sight.
- Establishes districtwide confiscation procedures and parent retrieval requirements.
- Includes accommodations for students with approved medical, Section 504, or ARD plans.
- Creates a progressive discipline process for repeat violations.

Student ID Badge Requirements

- Requires all students PreK–12 to wear visible identification badges.
- Establishes progressive consequences for non-compliance.
- Supports campus safety, visitor verification, and student accountability.

School Safety & Security Enhancements

- Strengthens threat reporting expectations.
- Prohibits bypassing security measures and propping open secured doors.
- Clarifies Campus Behavior Coordinator responsibilities.
- Enhances consequences for false safety reports and threats.

Discipline Process Clarifications

- Clarifies parent notification requirements.
- Expands consideration of mitigating factors including disability, homelessness, foster care status, self-defense, and student intent.
- Clarifies procedures for student withdrawal during investigations.

Expanded Intervention Supports (OCI)

- Further defines On-Campus Intervention as the highest school level consequence that can be assigned to a student at the campus level.
- Emphasizes restorative practices and student accountability.

Technology & Emerging Conduct Expectations

- Addresses misuse of Artificial Intelligence (AI).
- Updates technology misuse provisions.

Fort Worth ISD Student Code of Conduct (SCC) 2026–2027

Executive Summary of Recommended Revisions

- Strengthens language regarding bullying, cyberbullying, retaliation, and digital misconduct.

Listing of Offenses and Consequences

- Level 1 through Level V

Major Changes to the 2025-2026 SCOC

- Compliance with Texas House Bill 1481
- Increased campus safety and security
- Consistent districtwide implementation
- Expanded restorative intervention practices
- Improved parent communication and accountability
- Modernized expectations for technology use and student conduct

Recommendation

Approve the proposed revisions to the Student Code of Conduct for implementation beginning in the 2026–2027 school year, and align campus training, parent communication, and monitoring systems to ensure consistent districtwide execution.

CONSENT AGENDA ITEM
BOARD MEETING
July 21, 2026

TOPIC: APPROVE INTERLOCAL AGREEMENT BETWEEN FORT WORTH ISD AND THE CITY OF FORT WORTH TO PROVIDE JOB TRAINING FOR SPECIAL NEEDS STUDENTS

EXECUTIVE SUMMARY:

The Interlocal Agreement between Fort Worth Independent School District (FWISD) and the City of Fort Worth Parks and Recreation Department supports job training opportunities for students with intellectual and developmental disabilities (IDD). Since 2021, this partnership has created an inclusive environment that promotes workforce readiness, independence, and community integration through hands-on job experiences, social engagement, and leadership development activities. Renewal of this agreement will ensure the continued success and expansion of these services, strengthening collaborative efforts to prepare students for post-secondary employment and community participation.

RECOMMENDATION:

Approve Interlocal Agreement Between Fort Worth ISD and the City of Fort Worth to Provide Job Training for Special Needs Students

THEORY OF ACTION PILLAR:

4 – Excellent CCMR Pathways for Graduates

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

City of Fort Worth

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

District-Wide

INFORMATION SOURCE:

Mohammed Choudhury, Deputy Superintendent of Curriculum and Instruction

**CITY OF FORT WORTH
CONTRACT RENEWAL NOTICE**

June 22, 2026

Fort Worth Independent School District
Attn: Dr. Peter Licata
7060 Camp Bowie Blvd
Fort Worth, Texas 76116

Re: Contract Renewal Notice

Fort Worth City Secretary Contract No. 55995("Contract")
Fifth Renewal Term (July 12, 2026- July 11, 2027)

The above referenced Contract with the City of Fort Worth expires on July 11, 2026, ("Expiration Date"). Pursuant to the terms of the Contract automatic renewals shall be provided after the expiration of each renewal term for up to ten (10) one-year renewal terms. This letter serves to memorialize the City exercising the Contract's Fifth Renewal, which begins immediately after the Expiration Date of the Fourth Renewal Term and continues for one year thereafter. All other terms and conditions of the Contract remain unchanged. **Please return this signed acknowledgement letter to the address set forth below acknowledging receipt of the Contract Renewal Notice.**

Please log onto PeopleSoft Purchasing at <http://fortworthtexas.gov/purchasing> to insure that your company information is correct and up-to-date.

If you have any questions concerning this Contract Renewal Notice, please contact me at the telephone number listed below.

Sincerely,

Sheri L Endsley

Sheri Endsley
District Superintendent
817-392-5726



CITY COUNCIL AGENDA

DATE: 6/22/2021 **REFERENCE NO.:** **M&C 21-0490 **LOG NAME:** 80WAIVER OF COMMUNITY CENTER FEES

CODE: G **TYPE:** CONSENT **PUBLIC HEARING:** NO

SUBJECT: (ALL) Authorize the Execution of an Interlocal Agreement with the Fort Worth Independent School District, wherein the Fort Worth Independent School District will Provide Special Education Training Opportunities for City Employees in Exchange for the City Providing Certain Fort Worth Independent School District Students with Volunteer Opportunities and Community Center Gold Level Fitness Memberships; Authorize Waiver of Community Center Gold Level Fitness Center Membership Fees; and Find for Public Purpose

RECOMMENDATION:

It is recommended that the City Council:

1. Authorize the execution of an Interlocal Agreement with the Fort Worth Independent School District, wherein the Fort Worth Independent School District will provide special education training opportunities for City employees in exchange for the City providing certain Fort Worth Independent School District Intellectually or Developmentally Disabled students and graduates with volunteer opportunities and a community center gold level fitness membership;
2. Authorize the waiver of community center Gold Level Fitness Memberships fees; and
3. Find that the waiver of such fees serves to carry out the public purpose of cooperative engagement between public entities to create successful and inclusive environments for City and Fort Worth Independent School District staff, community members, and students with Intellectual or Developmental Disabilities through the promotion of community connections, the offering of social outreach, training and development opportunities, as well as through activities that support social-emotional behavioral development, and that adequate controls are in place to carry out such public purpose.

DISCUSSION:

The purpose of this Mayor and Council Communication (M&C) is to authorize the execution of an Interlocal Agreement with the Fort Worth Independent School District (FWISD) concerning special education training for City employees.

FWISD's Special Education Department and City staff have forged a mutually beneficial Interlocal Agreement whereby:

The FWISD will provide the following:

1. Special Education training specialists that will provide a minimum of 2 trainings (up to 3 hours in duration) a year for the City's community center staff, which include the following topics:
 - a. Classroom management
 - b. Techniques to engage children with Autism, Attention Deficit Disorders, and Defiant Disorders
 - c. Handling behavior issues with children with special needs using a mental health approach
 - d. De-escalation, including aggressive children, children who auto-inflict harm, disarming children with sharp objects who threaten to harm themselves or others
 - e. Approach to handling runners and ways to restrain children without being physical
2. A confirmation letter to graduates as evidence of prior enrollment in FWISD Special Education program; ID badges will serve as proof of enrollment for current students.

3. A list of volunteer opportunities at the City for FWISD IDD students and graduates that are 18 years of age or older.

City of Fort Worth will provide the following:

1. Volunteer opportunities for FWISD IDD students and graduates that are 18 years of age or older.
2. Gold level fitness center memberships to the City's community centers at no charge for any FWISD IDD students and graduates that complete a minimum of two (2) volunteer hours per month for twelve (12) months (or 24 hours per year) within any City department. The membership will be for one full year.
3. Keep FWISD confirmation letters on file for FWISD students with IDD who graduated from a FWISD school once they have applied for volunteer hours.

By approving this M&C, the City Council finds that the waiver of the fees serves to carry out the public purpose of cooperative engagement between public entities to create successful and inclusive environments for City and FWISD staff, community members, and students with IDD through the promotion of community connections, the offering of social outreach, training and development opportunities, as well as through activities that support social-emotional behavioral development, and that adequate controls are in place to carry out such public purpose through the Interlocal Agreement.

This request serves all Council Districts.

FISCAL INFORMATION/CERTIFICATION:

The Director of Finance certifies that approval of these recommendations will have no material effect on City funds.

TO

Fund	Department ID	Account	Project ID	Program	Activity	Budget Year	Reference # (Chartfield 2)	Amount
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FROM

Fund	Department ID	Account	Project ID	Program	Activity	Budget Year	Reference # (Chartfield 2)	Amount
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Submitted for City Manager's Office by:

Valerie Washington (6192)

Originating Department Head:

Richard Zavala (5704)

Additional Information Contact:

Kelli Pickard (5461)

ATTACHMENTS

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE DELEGATION OF AUTHORITY TO THE SUPERINTENDENT OR HIS DESIGNEE TO NEGOTIATE AND ENTER INTO AN AGREEMENT WITH THE UNIVERSITY OF TEXAS AT AUSTIN FOR ONRAMPS FOR THE 2026-2027 SCHOOL YEAR

EXECUTIVE SUMMARY:

The University of Texas at Austin (UT at Austin), on behalf of the CCMR & Enrichment Department and the Fort Worth Independent School District (Fort Worth ISD) will enter into this agreement to implement OnRamps to offer distance college courses through a dual-enrollment model including high school teacher training and professional learning. OnRamps offers the opportunity for high school students to earn high school credit from their school district and the opportunity to earn college credits from UT at Austin through a distance education course.

The first component of the agreement reflects the cooperative program agreement between UT OnRamps and Fort Worth ISD to enable students to enroll in dual enrollment courses. The second part of the agreement outlines the implementation of OnRamps dual-enrollment.

RECOMMENDATION:

Approve Delegation of Authority to the Superintendent or His Designee to Negotiate and Enter into an Agreement with the University of Texas at Austin for OnRamps for the 2026-2027 school year

THEORY OF ACTION PILLAR:

4 - Excellent CCMR Pathways for Graduates

FINANCIAL IMPACT:

Not to Exceed \$390,000.00

PROVIDER(S)/VENDOR(S):

University of Texas at Austin

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

Early College, Dual Credit, & TSI Readiness
Arlington Heights High School
Benbrook Middle-High School
Carter-Riverside High School
Diamond-Hill Jarvis High School
P.L. Dunbar High School
Eastern Hills High School
North Side High School
Paschal High School

Polytechnic High School
South Hills High School
Southwest High School
Southwest High School
I.M. Terrell High School
Texas Academy of Biomedical Sciences
Trimble Tech High School
Western Hills High School
World Languages Institute
O.D. Wyatt High School
Young Men's Leadership Academy
Young Women's Leadership Academy

INFORMATION SOURCE:

Mohammed Choudhury, Deputy Superintendent of Curriculum and Instruction

FUNDING SOURCE:

Special Revenue - Federal Grants (206-338)

PURCHASING MECHANISM:

Interlocal Agreement with the University of Texas at Austin

**Interlocal Agreement
Between
The University of Texas at Austin
and
Fort Worth Independent School District**

FOR THE 2026-2027 ONRAMPS PROGRAM

This Interlocal Agreement (Agreement) with an Effective Date of August 1, 2026, is entered into on the Effective Date by and between Contracting Parties pursuant to the authority granted in and in compliance with Chapter 791 of the Texas Government Code.

Contracting Parties:

Receiving Party: Fort Worth Independent School District (“FWISD”)
A political subdivision of the State of Texas and a legally constituted
independent school district located in Tarrant County, Texas
7060 Camp Bowie Blvd
Fort Worth, TX 76116

Performing Party: The University of Texas at Austin (“UT Austin” or “OnRamps”)
OnRamps
2616 Wichita St, Ste 101
Austin, TX 78712

WHEREAS, UT Austin and FWISD are collaborating to offer high school students the opportunity to enroll in college courses while attending high school and simultaneously receive academic credits from UT Austin and their FWISD high school(s).

WHEREAS, students will be able to participate in dual enrollment, distance education courses called OnRamps.

NOW THEREFORE, in consideration of the mutual promises herein contained, the Parties agree as follows:

1. Interlocal

The Texas Interlocal Cooperation Act, Government Code, §791.001, *et seq.* allows local governments and institutions of higher learning to contract with each other for governmental functions and services, including all or part of a function in which the Parties are mutually interested. This Agreement constitutes an “interlocal contract” within the meaning of and as authorized by the Texas Interlocal Cooperation Act. The purpose of the Agreement is to provide “governmental functions or services,” as therein defined. Each party represents that it has the authority to enter into the Agreement and does so by action of its governing body. To the extent any party pays for the performance of governmental functions or services, the party will make those payments from current revenues available to that party.

2. Nature of OnRamps

UT Austin and FWISD enter into this Agreement to implement OnRamps by offering distance college courses through a dual-enrollment model, as well as high school teacher training and professional learning. OnRamps offers high school students the opportunity to earn high school credits from FWISD and college credits from UT Austin through a distance education college course.

FWISD and UT Austin will share the responsibility to implement OnRamps. By entering into this Agreement for the delivery of distance college courses, FWISD becomes an active participant in ensuring the effectiveness and quality of the implementation of OnRamps at FWISD.

3. Fees and Payments

Total fees, in an amount not to exceed \$390,000.00, for Enrollment and Professional Learning and Development are detailed as follows.

Enrollment Fees:

The cost of the OnRamps course materials, technical support and course implementation support outlined in this Agreement for FWISD will be defined on a per-student, per-course basis. The maximum 2026-2027 fee is \$60.10 per credit hour, or \$180.30 for each three-hour course, per student.

FWISD is paying a subsidized rate. Subject to available funding, during the 2026-2027 school year, the fee of \$180.30 per three-hour course per student is subsidized to \$149. Enrollment cost subsidies are paid for by OnRamps and applicable state appropriations. Private, parochial, and out-of-state schools are not eligible for the subsidized rate.

UT Austin may opt into the Financial Aid for Swift Transfer program annually, which allows eligible students to enroll in OnRamps courses at no cost. UT Austin will determine opt in status annually in accordance with rules stated by Texas Higher Education Coordinating Board. In the event that UT Austin elects to participate in the Financial Aid for Swift Transfer program during the term of this Agreement, FWISD's Enrollment Invoice shall reflect any students eligible for such program as \$0.

The OnRamps enrollment fee is assessed for each student registered in each OnRamps course on the enrollment census date which will be determined and communicated on or before June 1, 2026, including FAST opt-in status. The enrollment fee includes access to all course materials, technology tools, and credit eligibility evaluation. Refunds will not be given at the end of a course for any reason, including if a student does not earn or accept college credit in the course.

Professional Learning and Development (PLD) Fee:

The cost of OnRamps professional learning and development will be assessed on a per-teacher basis according to the fee schedule in Exhibit C, for teachers who are implementing one or more OnRamps courses at the beginning of the academic year. This fee includes

professional learning and development services, course materials, technology tools, and technical assistance required for implementation during the entire term of this agreement, including Summer Professional Learning Institute (PLI), academic year PLIs, virtual conferences, learning modules, communities of practice, professional development assignments, and access to individual virtual coaching.

The Professional Learning and Development fee does not include lodging, transportation, or teacher substitute costs. If a PLI is held in person, a lodging fee may be charged in addition to the PLD fee. FWISD must approve in writing any and all such costs prior to any expense being incurred by UT Austin.

FWISD is responsible for paying within thirty (30) days of receipt of any undisputed invoice.

All checks should be made payable to The University of Texas at Austin. Payments should be mailed and/or delivered to:

The University of Texas at Austin
OnRamps
2616 Wichita St, Ste 101
Mail Code: A7300
Austin, TX 78712

4. Scope of Work and Responsibilities

Responsibilities to implement OnRamps dual enrollment courses will be shared by FWISD and UT Austin. FWISD is an active participant in ensuring the effectiveness and quality of OnRamps implementation at its facilities. The Parties agree to provide the following, collectively referred to as the “Services.”

4.1 Responsibilities of OnRamps

Enrollment and Records

- A. Provide an online registration process for high school students to enroll in OnRamps courses (as listed in Exhibit A, fully incorporated by this reference) through the OnRamps student information system (OnRamps Portal).
- B. Maintain, as part of routine educational effectiveness evaluation at UT Austin, OnRamps student educational records, including registration, enrollment, orientation, and course evaluation data for purposes of administration, implementation, and improvement, including official reporting to UT Austin and FWISD. OnRamps engages in additional data sharing with UT Austin departments as defined in the data sharing agreement between the Parties, attached and incorporated herein.
- C. Record grades on UT Austin transcripts for students who earn and accept college credit for the distance college course.
- D. Support documentation of distance college course credit, including enrollment and non-enrollment confirmation letters and assistance in securing official transcripts.

Course Curriculum, Instruction, and Grading

- E. Provide UT Austin faculty and academic staff to develop and define college-level

- course materials and curriculum, and assume oversight of distance college courses.
- F. Deliver instructional materials via distance education. All college course-related materials are developed by UT Austin faculty and academic staff or selected from open educational resources and will be available to the student through a unique login in Canvas Learning Management System (Canvas LMS).
 - G. Administer OnRamps distance college courses via a dual enrollment model. UT Austin faculty and academic course staff ensure comparability of distance college courses to campus-based courses and are approved by UT Austin Department Chairs and supported by Deans. All OnRamps students register for semester- or year-long courses.
 - a. Semester-long and year-long course college enrollment information
 - i. Students must complete a series of required assignments and summative assessments as published in the college syllabus that are designed, designated, and evaluated by UT Austin faculty and college Instructors of Record to earn college credit.
 - ii. Students must earn a passing grade (D- or above) on the designated portion of the course determined by the UT Austin Instructor of Record to earn college credit in the OnRamps distance college course.
 - iii. Students who earn a passing grade (D- or above) in the college course may accept or decline their college credit.
 - iv. College credits earned and accepted by students are reported to the University Registrar for official transcription.
 - v. Students who accept college credit will have an official UT Austin academic record and eligibility to order a transcript showing the letter grade earned in the course.
 - H. Provide technology and support services necessary for teaching and learning in OnRamps:
 - a. Maintain servers operated by or hosted on OnRamps's web-based Canvas LMS.
 - b. Provide access and training on the Canvas LMS for every OnRamps student to access course content and instructional experiences.
 - c. Provide online and phone-based technical support to OnRamps teachers, students, and UT Austin faculty using the curriculum when that support is not provided through Canvas LMS.
 - d. Provide access to teleconference functions in Canvas LMS or other commensurate distance technology, with consultants available to students for writing consultation related to distance college course writing assignments in Rhetoric courses.
 - e. Provide online access to pertinent student policies, including the Academic Integrity process and policies, Family Educational Rights and Privacy Act (FERPA) Policy, accommodations, registration procedures, and college credit and transferability information.
 - f. Provide a student orientation module in Canvas LMS for all OnRamps courses that details OnRamps enrollment, student academic integrity, and FERPA rights.
 - g. Provide information regarding course curriculum and grading through the online syllabus for each course.
 - h. Provide information in the OnRamps Portal or through email notifications related

to distance college course enrollment activities, including registration, credit status, and official transcript requests.

- i. Provide information on procedures for submitting and resolving complaints, grade appeals, information requests, and other inquiries related to participation in OnRamps.
- j. Provide students with appropriate access to academic advising and counseling resources and supports.

Professional Development and Support

- I. Deliver professional learning to FWISD teachers who implement the OnRamps course. Teachers implementing an OnRamps course are required to participate in and complete all OnRamps professional learning and development program components.
 - a. 2026 Summer PLI will be delivered by OnRamps using distance education and virtual learning technologies. Summer PLI is required for all OnRamps high school teachers.
 - b. Academic year PLIs will consist of two one-day PLIs for new and returning participating teachers delivered virtually during the fall and spring semesters. FWISD teachers are required to participate in and fully complete the one-day workshop during each semester in which the teacher delivers an OnRamps course, regardless of whether the course will be offered in the subsequent year.
 - c. Virtual conferences for implementing FWISD's new and returning teachers, held up to eight (8) times per year.
 - d. FWISD teacher participants will be credited with continuing professional education hours for the hours of documented attendance.
- J. Deliver professional learning and development opportunities specific to administrative and counselor roles and functions to FWISD administrators and high school counselors.
- K. Deliver in-person or virtual presentations and/or workshops to FWISD staff and community members regarding the OnRamps program overview, implementation, and strategies for success based on advance scheduling and availability of OnRamps staff.
- L. OnRamps will hire and assign a designated qualified course lead for each course offered. The designated course lead will serve as the content expert and point of contact and support for the high school teacher.
- M. Provide ongoing, one-on-one feedback and guidance to the high school teacher.
- N. Provide virtual coaching access to each OnRamps high school teacher to support course implementation and enhance their professional practice.

Institutional Effectiveness

- O. Provide feedback regarding course implementation to UT Austin faculty and academic staff, as well as FWISD high school teachers and administrators. OnRamps will provide updates through regularly identified reporting schedules to the identified FWISD Main Contact and, as needed, regarding the status of the OnRamps course and professional learning and development implementation, based on regular review of data, including communication with the OnRamps FWISD high school teacher(s) and student performance and engagement data.

- a. OnRamps staff will inform FWISD administration of any serious concerns regarding FWISD or campus implementation of the OnRamps course pertaining to quality and fidelity. If FWISD implementation of the OnRamps course is deemed unsatisfactory, OnRamps reserves the right to deny the opportunity to offer the OnRamps course in the future or to require a replacement high school teacher.
- b. A FWISD high school teacher deemed by OnRamps to be unsatisfactorily implementing the course will be given the opportunity to bring course implementation into alignment with OnRamps expectations and be provided individual coaching and support as available through the course staff, OnRamps PLIs, a community of practice, and ongoing communication. Should the high school teacher's implementation of OnRamps continue to be unsatisfactory or, without improvement in OnRamps' sole discretion, OnRamps will notify FWISD, who will use its best efforts to identify an alternate high school teacher, and FWISD will work with OnRamps to continue implementation of the course with the alternate high school teacher. OnRamps reserves the right to deny any unsatisfactorily performing teacher the opportunity to offer the course in the future.
- c. Should OnRamps deem an OnRamps FWISD high school teacher as not compatible with or not in the best interest of OnRamps in OnRamps' sole discretion, OnRamps will notify FWISD, who will work with OnRamps to continue the course through an alternate teacher.
- d. Any person performing Services under this Agreement on behalf of OnRamps must be actively employed or eligible for employment by UT Austin and may not be on administrative or medical leave. UT Austin must comply with applicable criminal background check requirements for their respective faculty, staff, and employees performing Services under this Agreement. If UT Austin becomes aware that one of its faculty, staff, or employees performing Services does not meet these requirements, a representative of OnRamps must inform the FWISD district contact.

Location Student Participation, and Extended Student Absences

- P. OnRamps dual enrollment instruction will occur in the facilities of the high school campus with the designated high school Instructor who has completed OnRamps professional learning institute requirements.
- Q. All students in the class must be high school students enrolled in the OnRamps course.
- R. When the student is unable to attend school in the designated high school facility with a qualified and selected OnRamps high school Instructor, the student may continue in the online distance college course based on criteria provided in the Implementation Manual.

4.2 Responsibilities of FWISD [subject to FWISD policies and applicable law]

- A. Implement one or more OnRamps courses in accordance with this Agreement, the OnRamps Implementation Manual, and the OnRamps Technical Manual, which will be provided by OnRamps to District and are hereby incorporated by reference.

- a. Assign a(n) FWISD contact responsible for overseeing the implementation of OnRamps high school course(s) and participating in meetings designated for FWISD administration with OnRamps staff.
 - i. This FWISD contact will provide up-to-date contact information for FWISD and its campus administration. In the event there is a change in administration at FWISD or at its campuses, the FWISD contact will update the OnRamps Portal.
 - ii. This FWISD contact will communicate registration timelines for campus administration and ensure required professional learning for a campus counselor focused on advising students and monitoring aspects of the implementation of OnRamps, respectively, to their role.
- b. OnRamps syllabi and course content may not be used to satisfy the requirements for third-party evaluation, including Advanced Placement (AP) curriculum.
- c. In the case of Introduction to Rhetoric: Reading, Writing and Research and Reading and Writing the Rhetoric of American Identities, the UT Austin Department of Rhetoric and Writing:
 - i. Prohibits the OnRamps courses from being offered as an AP English course.
 - ii. Requires a cap of 25 students per section with a limit of two (2) sections per teacher for a maximum of 50 students. Alternatively, a teacher may have 60 students distributed in three (3) or more sections. With approval, the cap of 60 students may be exceeded in exceptional circumstances at OnRamps' sole discretion.
- B. Recruit high school teacher(s) with appropriate qualifications to teach the OnRamps course(s), consistent with FWISD policies.
 - a. Minimum requirements for all OnRamps FWISD high school teachers include:
 - i. One (1) or more years of teaching experience in the relevant course or a higher-level course (e.g., calculus for pre-calculus).
 - ii. Completed annual OnRamps teacher application.
 - iii. Obtain a UT EID in order to access Canvas LMS, the OnRamps Portal, and other systems required for implementation of OnRamps. OnRamps will provide the designated OnRamps teacher privileged access to student information and other systems through the UT EID. OnRamps may suspend, terminate, or revoke OnRamps teacher access to its systems through the EID affiliation at OnRamps' sole discretion. The EID affiliation with OnRamps will be revoked if this agreement is terminated or if an OnRamps FWISD high school teacher can no longer implement the course.
 - iv. Successful completion of required tasks before the start of Summer PLI, including, but not limited to, completion of the FERPA training module provided by OnRamps. Tasks will be determined and shared by the OnRamps professional learning and development staff in advance of Summer PLI. FWISD high school teachers approved on a conditional basis may be required to complete additional tasks. Any high school teacher who does not complete the required self-directed or Summer PLI tasks may not be eligible to implement an OnRamps course. The decision to admit or deny such a teacher and any accompanying conditions will be determined by the Director of Instructional Innovation and Implementation and Executive Director at their

- discretion.
- v. Attendance and successful completion of Summer PLI, all required academic year PLIs, monthly virtual conferences or learning modules, and professional development assignments.
 - 1. OnRamps FWISD high school teachers must participate in the entire Summer PLI and complete all assigned work, including pre-, during, and post-PLI.
 - 2. FWISD teachers are required to participate in and fully complete both academic year PLIs in which the teacher delivers an OnRamps course, regardless of whether the course will be offered in the subsequent year. Each Fall and Spring PLI will provide six (6) hours of continuing professional education hours, not to exceed eight hours.
 - 3. Instructors teaching spring-only courses will have a one-hour virtual learning event held in December to reinforce learning from the summer.
 - vi. Review communication from OnRamps course staff in weekly newsletters and respond accordingly to routine requests.
 - vii. Adhere to guidelines regarding OnRamps course content intellectual property. FWISD is responsible for informing teachers that they do not have a license to use any OnRamps provided materials outside of the scope of this agreement.
 - viii. Deliver OnRamps instructional materials through the OnRamps instance of Canvas LMS or designated platforms as specified in the OnRamps Technology Manual.
 - b. Additional requirements for OnRamps returning FWISD teachers include:
 - i. Successful implementation of the OnRamps course during the previous academic year according to requirements under section D below.
 - C. Ensure OnRamps FWISD high school teachers and students have the necessary resources to implement OnRamps with fidelity, including, but not limited to:
 - a. Daily access to the OnRamps Portal and Canvas LMS. Participating FWISD campuses will work with the OnRamps support team to ensure their campus and students can fully access the OnRamps Portal and Canvas LMS.
 - b. Access to computer, internet, and URLs in approved allow lists, as specified by OnRamps, and adhere to requirements outlined in the most recent OnRamps Technology Manual.
 - c. Scheduled access to technology that meets the specifications defined by OnRamps for each course. This includes regular in-class and out-of-class, one-to-one (1:1) access to computers and the internet to view materials and complete and submit assignments, quizzes, tests, and exams, and the following technology for specific course implementation (as applicable).
 - d. Graphing calculators or graphing calculator functions as specified in the most recent OnRamps Technology Manual.
 - e. Audio/visual projection and/or whiteboard.
 - f. Copy/scanning services to duplicate some course materials and distribute to students in the OnRamps course and upload assignments.
 - g. Required lab materials for BIO 106M, CH 104M, CH 104N, GEO 302E, and PHY 102M.

- h. The Biology and Chemistry course(s) must be offered in a lab setting that meets the Texas Education Agency standard with minimal viable components, including an eyewash station, vent hood, and equipment required for student implementation of the lab course, including use and disposal of the required chemical list.
- D. Ensure OnRamps FWISD high school teachers implement OnRamps with fidelity, including the following requirements:
 - a. Adhere to Texas Administrative and Education Code, including the Educators' Code of Ethics (19 TAC Chapter 247).
 - b. Ensure students complete the OnRamps registration process and student orientation, including creating a UT EID, creating a profile, and registering in the OnRamps Portal, within the first three weeks of school.
 - c. Administer and facilitate OnRamps-required assignments and assessments without alteration through the OnRamps instance of Canvas LMS.
 - d. Use Canvas LMS to assign and grade high school work as specified by OnRamps.
 - e. Participate in professional learning and development activities, including Summer PLI, academic year PLIs, video conferences, learning modules, communities of practices, and uploads of classroom video, and ongoing opportunities during each semester in which they teach the OnRamps course. To facilitate teacher participation in the academic year PLIs, FWISD agrees to pay the cost of substitute teachers for the days the teacher will attend the academic year PLIs.
 - f. Maintain regular communication via email, phone, video web conferencing, etc. with OnRamps course staff regarding the success and challenges of implementation, responding in a timely manner to requests for information.
 - g. Notify OnRamps of FWISD high school teacher absences of five or more consecutive class days or of teacher resignations using the provided form in the case when the teacher cannot self-report.
- E. Ensure students register for OnRamps courses to meet OnRamps requirements, including:
 - a. Recruit, advise, and approve students to participate in OnRamps courses.
 - b. Designate employee(s) responsible for providing academic advising to students enrolled in OnRamps courses prior to the start of the course.
 - c. Ensure students enrolled in OnRamps meet the minimum academic requirements for each course as shown in Exhibit A.
 - d. Ensure students complete the OnRamps registration process and student orientation, which includes creating a UT EID, creating a profile, and registering in the OnRamps Portal, within the first three weeks of school.
 - e. The student and, if the student is under 18 years of age at the time of registration, the student's parent or guardian shall acknowledge and consent that the student is enrolling in a college course with the opportunity to earn college credit.
- F. Ensure accuracy of OnRamps student information, including:
 - a. Ensure student rosters accurately reflect students enrolled in OnRamps courses on the OnRamps census dates in fall and spring.
 - b. Submit student state IDs and educationally disadvantaged status in accordance with the communicated timeline.

- c. Submit high school grades in accordance with the data sharing agreement schedule.
- G. Any person performing Services under this Agreement on behalf of FWISD must be actively employed or eligible for employment by FWISD and may not be on administrative leave. FWISD must comply with applicable criminal background check requirements for their respective faculty, staff, and employees performing Services under this Agreement. If FWISD becomes aware that one of its faculty, staff, or employees performing Services does not meet these requirements, the District contact, who oversees the OnRamps program, must inform OnRamps within 24 business hours and provide information about the incident as it pertains to OnRamps students and implementation.

5. Summer PLI Teacher Registration and Attendance

- A. FWISD high school teachers are required to register for Summer PLI **two (2) weeks prior** to the start of the selected synchronous Summer PLI session. Late registration will be accommodated at the discretion of the Executive Director or designee.
- B. New OnRamps FWISD high school teachers must complete all components of Summer PLI including prerequisite self-directed modules, synchronous sessions, and compliance modules. New OnRamps high school teachers are defined as those who are implementing an OnRamps course for the first time or for the first time after more than one year of absence.
 - a. The FWISD teacher assigned to the course **must** successfully complete the New Instructor Summer PLI experience at least once, in its entirety, before implementing an OnRamps course for the first time. If the teacher continues to offer the course in subsequent years, they are required to attend the Returning Instructor Summer PLI for each subsequent year they implement that course. If a teacher is assigned to implement a new OnRamps course in addition to their current OnRamps course, the instructor must complete the New Instructor Summer PLI for the new course.
- C. Cancellation policy:
 - a. If a high school teacher registers for Summer PLI and is unable to attend, the teacher must communicate this change to the OnRamps Professional Learning and Development team via OnRamps Support in writing at least one week prior to the start of the Summer PLI session for which the Instructor is registered. The district contact may coordinate with OnRamps to identify an appropriate replacement.
 - b. Teachers who miss more than 20% of Summer PLI may be required to complete additional activities during the academic year to maintain eligibility to implement the OnRamps course.
 - c. If a high school teacher attends Summer PLI, and the course for which the teacher is trained is not offered for the school year, FWISD materials provided to FWISD for the course must be returned to OnRamps within thirty (30) days.

6. Educational Records and Data Sharing

- A. FWISD and OnRamps create, maintain, and manage their own educational records for students and teachers. OnRamps maintains all educational records created as a result of OnRamps consistent with FERPA, as well as applicable UT Austin policy defined in Appendix C, Chapter 9 of the General Catalog of UT Austin, subchapter 9-100 through 9-

400, and any applicable law. In order to provide OnRamps and related services to FWISD and for FWISD's accountability reporting purposes, OnRamps requires specific student information from FWISD. All such records are provided the same security as those outlined in this section 6.C, section 7, and the Data Sharing Agreement, and will not be sold or shared with external sources except as allowed by law. See Exhibit B Data Sharing Agreement, which sets terms and conditions for the exchange by the Parties of data needed to support OnRamps.

- B. Following UT Austin's Institutional Review Board standards and policy, as applicable, OnRamps may obtain and maintain data and/or feedback about student and teacher experiences with OnRamps for the purpose of understanding outcomes and OnRamps improvements.
- C. For legitimate educational interests, OnRamps will facilitate the exchange of information among institutions, OnRamps high school teachers, OnRamps faculty and staff, and FWISD contacts 1) pertaining to students' progress toward the opportunity to earn college credit; 2) to verify student accommodations under IDEA and/or Section 504; 3) to facilitate early intervention and support student success; 4) pertaining to whether college credit is earned, accepted, and/or declined; 5) to facilitate accurate recordkeeping; and 6) to address academic integrity issues. If either party obtains access to FWISD and/or UT Austin records or record systems protected under FERPA, each party agrees to adhere to the provisions of FERPA. While in possession of FERPA records and data, only persons authorized to access the student data related to OnRamps will be granted access consistent with FERPA.

7. Governmental Function, Immunity, Record Protection, and Criminal History

The Parties agree that the performance of this Agreement is for the purpose of performing governmental functions and that, in all things related to this Agreement, the Parties are performing governmental functions as defined by the Texas Interlocal Cooperation Act. Nothing herein or in the performance of this Agreement shall be construed as a waiver of sovereign/governmental immunity or similar rights. Parties agree that neither party waives any immunity or defense that would otherwise be available to it pursuant to the Texas Tort Claims Act or other applicable statutes, laws, rules or regulations against claims arising from the exercise of its powers or functions. No provision of this Agreement that imposes an obligation or restriction on FWISD or UT Austin not otherwise permitted by applicable law shall be enforceable. Records relating to this Agreement may be subject to disclosure pursuant to the Texas Public Information Act, Section 552.001 et. seq. of the Texas Government Code.

Each party agrees that if it receives information or records concerning any student, it shall not disclose the same except as permitted by the Family Educational Rights and Privacy Act a/k/a FERPA (20 U.S.C. 1232(g)). FERPA is specifically referenced in the Texas Public Information Act as an exception to records that are subject to disclosure to the public (Texas Government Code 552.001 et seq.).

8. Indemnity

The Parties expressly agree that, except as provided herein, no party shall have the right to seek indemnification or contribution from the other party for any losses, costs, expenses, or damages directly or indirectly arising, in whole or part, from this Agreement.

9. Term and Termination

This Agreement is effective on August 1, 2026, no matter the date fully executed by both Parties, and covers a period beginning August 1, 2026 and ending August 31, 2027. This Agreement cannot be renewed or extended.

Either party may, without penalty, terminate this Agreement at the end of any budget period of such party during the term if funds required to fulfill this Agreement have not been appropriated, and with written notice to the other party. Such notice shall be effective thirty (30) calendar days from the date of receipt.

Either party may terminate this Agreement without cause upon thirty (30) days' advance written notice of termination to the other party. FWISD agrees that any amounts owed for Services rendered through the termination date and properly invoiced will be promptly paid upon notice of termination and in accordance with the provisions of Chapter 2251, Texas Government Code.

10. Ownership of Intellectual Property

UT Austin and OnRamps shall solely own all intellectual property rights in or relating to OnRamps, including all written materials, study guides, course materials, syllabi, and assessments prepared under OnRamps ("Materials"). Intellectual property rights means any rights or titles to inventions, discoveries, concepts, methods, processes, data, trade secrets, branding, trademarks, copyrights, computer programs and related documentation, or works of authorship fixed in a medium of expression of any kind, whether or not patentable, copyrightable, or eligible for registration as a trademark, as well as applications for any such rights. There are no implied licenses; FWISD agrees and understands that it may not copy, modify, share, distribute, or display any Materials without the prior written permission of UT Austin and OnRamps.

11. Contractual Relationship

Nothing contained herein shall be construed as creating an employer/employee relationship, a partnership, a joint venture or joint obligations between the Parties. Each party retains the right to conduct its business as it sees fit. The Parties shall, at all times, be deemed independent contractors/entities.

12. Notice to Parties

Except as otherwise provided by this Section, notices, consents, approvals, demands, requests or other communications provided or permitted under this Agreement, will be in writing and will be sent via certified mail, hand delivery, overnight courier, facsimile transmission (to the extent a facsimile number is set forth below), or email (to the extent an email address is set forth below) as provided below, and notice will be deemed given 1) if delivered by certified mail, when deposited, postage prepaid, in the United States mail, or 2) if delivered by hand, overnight courier, facsimile (to the extent a facsimile number is set forth below) or email (to the extent an email address is set forth below), when received:

FWISD at:

Fort Worth Independent School District
7060 Camp Bowie Blvd
Fort Worth, TX 76116

With a copy to:

Fort Worth Independent School District
Office of Legal Services
Attn: Legal Counsel
7060 Camp Bowie Blvd.
Fort Worth, TX 76116

UT Austin at:

The University of Texas at Austin
Business Contracts Office
1616 Guadalupe St, Ste 3.304
Mail Code D9900
Austin, TX 78701
Attn: Business Contracts Administrator

With a copy to:

OnRamps
2616 Wichita St, Ste 101
Mail Code: A7300
Austin, TX 78712
Email: sp.contracts@austin.utexas.edu

or such other address as later provided by a party through written notice to the other party.

13. Venue; Governing Law

This Agreement, all of its terms and conditions, all rights and obligations of the Parties, and all claims arising out of or relating to this Agreement, will be construed, interpreted, and applied in accordance with, governed by, and enforced under the laws of the State of Texas.

14. Mutual Negotiation

This Agreement has been prepared at the joint request, direction, and construction of the Parties, at arm's length, and shall be construed without favor to any party.

15. Amendment and Assignment

Any changes to this Agreement may only be made by mutual written agreement of the Parties. This Agreement may not be assigned by either party without the express written consent of the other party. Any attempt to assign without such consent shall be void, and shall be deemed a material breach of this Agreement.

16. Entire Agreement; Modifications

This Agreement supersedes all prior agreements, written or oral, between the Performing Party and the Receiving Party and will constitute the entire agreement and understanding between

the parties with respect to its subject matter. This Agreement and each of its provisions will be binding on the parties, and may not be waived, modified, amended, or altered, except by a writing signed by Receiving Party and Performing Party.

17. State Auditor's Office

Contracting Parties understand acceptance of funds under this Agreement constitutes acceptance of authority of the Texas State Auditor's Office or any successor agency (Auditor), to conduct an audit or investigation in connection with those funds (ref. Sections 51.9335(c), 73.115(c) and 74.008(c), Education Code). Contracting Parties agree to cooperate with Auditor in the conduct of the audit or investigation, including providing all records requested. Contracting Parties will include this provision in all contracts with permitted subcontractors.

18. Severability

If any one or more of the provisions of this Agreement will for any reason be held to be invalid, illegal, or unenforceable in any respect, that invalidity, illegality or unenforceability will not affect any other provision, and this Agreement will be construed as if the invalid, illegal, or unenforceable provisions had never been included.

19. Survival

A party shall remain obligated to the other party under all clauses of this Agreement that expressly or by their nature extend beyond the expiration or termination of this Agreement.

20. Cybersecurity Training Program

During the term and any renewal of this Agreement, each party shall comply with Texas Government Code Chapter 2054 concerning cybersecurity for state agencies and local government, and to the extent applicable verify compliance to the other party.

21. Access by Individuals with Disabilities

Performing Party represents and warrants (**EIR Accessibility Warranty**) the electronic and information resources and all associated information, documentation, and support Performing Party provides to Receiving Party under this Agreement (**EIRs**) comply with applicable requirements set forth in [1 TAC Chapter 213](#) and [1 TAC Section 206.70](#) (ref. [Subchapter M, Chapter 2054, Texas Government Code](#)). To the extent Performing Party becomes aware the EIRs, or any portion thereof, do not comply with the EIR Accessibility Warranty, then Performing Party represents and warrants it will, at no cost to Receiving Party, either 1) perform all necessary remediation to make EIRs satisfy the EIR Accessibility Warranty or 2) replace the EIRs with new EIRs that satisfy the EIR Accessibility Warranty. If Performing Party is unable to do so, Receiving Party may terminate this Agreement and, within thirty (30) days after termination, Performing Party will refund to Receiving Party all amounts Receiving Party paid under this Agreement.

Performing Party will provide all assistance and cooperation necessary for the performance of accessibility testing conducted by Receiving Party or Receiving Party's third party testing resources as required by [1 TAC Section 213.38\(g\)](#).

22. Payment of Debt or Delinquency to the State

Pursuant to [Sections 2107.008](#) and [2252.903](#), *Government Code*, any payments owing to Performing Party under this Agreement may be applied directly toward any debt or delinquency Performing Party owes the State of Texas or any agency of the State of Texas, regardless of when it arises, until paid in full.

23. Compliance with Applicable Law

UT Austin agrees, represents, and warrants that its curriculum, program content, materials, and services provided under this Agreement (if applicable) do not violate any applicable federal, state, or local laws, executive orders, or District policies, including but not limited to: (1) those related to equal opportunity, non-discrimination, accessibility, and inclusive practices; (2) The District's personal communication device policy adopted by pursuant to HB1481 – 89th Texas Legislature; (3) Policies implementing parental rights and instructional restrictions under SB12 – 89th Texas Legislature; and (4) All training, reporting, background check, and affidavit requirements related to child abuse, sexual misconduct, and human trafficking prevention. UT Austin agrees to remain informed of and in compliance with all such laws, orders, and policies for the duration of this Agreement, including any amendments and implementing regulations enacted by the Texas Education Agency. In its sole discretion, the District reserves the right to review all curriculum, program content, and services and to require the removal or modification of any materials it determines to be noncompliant. Failure to comply with this provision shall constitute a material breach of this Agreement and may result in immediate termination.

24. Texas Education Agency Affidavit

UT Austin shall be responsible for ensuring that all of UT Austin's employees, volunteers, contractors, or agents who will have direct or incidental contact with students, if any, undergo a criminal history background check prior to engaging in any services on District property or in connection with District activities. In compliance with Texas Education Code Section 22A.055, each individual providing services to the District for UT Austin shall execute and submit an affidavit, in the form prescribed by law, attesting to their eligibility to provide services in an educational setting. Failure to provide the required background check verification or executed affidavit shall constitute grounds for immediate denial of access to District premises and may result in termination of the Agreement.

25. Signatory Representations

Receiving Party represents and warrants that it has all necessary power and has received all necessary approvals to execute and deliver this Agreement, and the individual executing this Agreement on behalf of Receiving Party has been duly authorized to act for and bind Receiving Party.

[Signature Page Follows]

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed by their duly authorized representatives as shown below.

Receiving Party
Fort Worth Independent School District

Performing Party
The University of Texas at Austin

Signature: _____

Name: Dr. Peter B. Licata

Title: Superintendent of Schools

Date: _____

DocuSigned by:
Signature: Linda Shaunessy
D9E4716847F042B...

Name: Linda Shaunessy

Title: Associate VP for Business Contracts

Date: 2026-06-15 | 12:17:04 PDT

Signed by:
Signature: Mohammed Choudhury
8129C81585BB455...

Name: Mohammed Choudhury

Title: Deputy Superintendent of Curriculum and Instruction

Date: 7/14/2026

Exhibit A OnRamps Courses

OnRamps Course	UT Austin Course Code(s)	Credit Hours	Texas Core Curriculum Code	TCCNS Equivalency	High School Prerequisite	Crosswalked Courses (H.S. Course Code)
Foundations of Arts and Entertainment Technologies	AET 304	3	050	N/A	Graphic Design recommended	Audio/Video Production II (13008600)
Introductory Biology I + Lab for Introduction to Biology I	BIO 311C BIO 106M	3 lecture 1 lab	030	BIOL 1306 BIOL 1106	Biology + Chemistry	Scientific Research and Design I, II or III (13037200, 13037210, or 13037220)
Principles of Chemistry I (Lecture) + Introduction to Chemical Practices I (Lab)	CH 301 CH 104M	3 lecture 1 lab	030	CHEM 1311 CHEM 1111	Algebra I	Chemistry (03040000)
Principles of Chemistry II (Lecture)+ Introduction to Chemical Practices II (Lab)	CH 302 CH 104N	3 lecture 1 lab	030	CHEM 1312 CHEM 1112	OnRamps Chemistry I + Lab, AP Chemistry or equivalent	Scientific Research and Design I, II or III (13037200, 13037210 or 13037220)
College Algebra	M 301	3	N/A	MATH 1314	Algebra I required, Geometry recommended	Algebra II (03100600)
Computer Science: Thriving in Our Digital World	C S 303E	3	093	N/A	Algebra I	Computer Science I (03580200)
Introduction to Economics	ECO 304K	3	080	ECON 2302	Algebra II recommended (or concurrent enrollment)	Economics with Emphasis on the Free Enterprise System and Its Benefits (03310300)
Earth, Wind, and Fire: An Introduction to Geoscience	GEO 302E	3	030	N/A	Biology or IPC required, Chemistry recommended (or concurrent enrollment)	Earth Systems Science (03060150)
Mechanics, Heat, and Sound + Lab for Mechanics, Heat, and Sound	PHY 302K PHY 102M	3 lecture 1 lab	030	PHYS 1301 PHYS 1101	Algebra I and Geometry required, Algebra II or Precalculus recommended	Physics (03050000)
Electromagnetism, Optics, and Nuclear Physics	PHY 302L	3	030	PHYS 1302	TEKS-based Physics, Algebra II and Geometry required; Physics I (OnRamps or Honors/AP/DC) or Precalculus recommended	Scientific Research and Design I, II or III (13037200, 3037210 or 13037220)

UT AUS CN: 2026_6040

OnRamps Course	UT Austin Course Code(s)	Credit Hours	Texas Core Curriculum Code	TCCNS Equivalency	High School Prerequisite	Crosswalked Courses (H.S. Course Code)
Discovery Precalculus: Preparation for Calculus	M 305G	3	020	MATH 2312	Algebra II and Geometry	Precalculus (03101100)
Introduction to Rhetoric: Reading, Writing, and Research	RHE 306	3	010	ENGL 1301	English I and II	English III (03220300) English IV (03220400)
Reading and Writing the Rhetoric of American Identities	RHE 309J	3	010	ENGL 1302	English I and II	English III (03220300) English IV (03220400)
Elementary Statistical Methods	SDS 301	3	020	MATH 1342	Algebra I required, Algebra II recommended	Statistics (03102530)
Issues and Policies in American Government	GOV 312L	3	070	GOVT 2302	U.S. History (or concurrent enrollment)	U.S. Government (03330100)
United States, 1492-1865	HIS 315K	3	060	HIST 1301	English I and English II (or concurrent enrollment)	U.S. History (03340100)
United States Since 1865	HIS 315L	3	060	HIST 1302	English I and English II (or concurrent enrollment)	U.S. History (03340100)

CONSENT AGENDA ITEM
BOARD MEETING
July 21, 2026

TOPIC: APPROVE OPTIONAL FLEXIBLE SCHOOL DAY PROGRAM APPLICATION FOR THE 2026-2027 SCHOOL YEAR

EXECUTIVE SUMMARY:

The Optional Flexible School Day Program (OFSDP) allows districts to provide flexible hours and days of attendance for students who meet at least one of the requirements of the Texas Education Code 29.0822(a).

For eligibility, the student needs to meet one of the following conditions:

- the student is at risk of dropping out of school, as defined by the TEC, §29.081; or
- the student is attending a campus implementing an approved innovative campus plan; or
- the student is attending a community-based dropout recovery education program, as defined by the TEC, §29.081(e-1) or (e-2); or
- the student is attending a campus with an approved early college high school program designation as defined by the TEC, §29.908; or
- the student, as a result of attendance requirements under the TEC, §25.092, will be denied credit for one or more classes in which the student has been enrolled.

OFSDP is designed to meet the instructional needs of students enrolled in Early College High Schools and Success High School credit recovery and dropout prevention programs. OFSDP offers students the flexibility to attend college and high school courses when offered, which can include courses outside of normal school hours and days.

A student attending an OFSDP may be counted in attendance for the actual number of contact hours the student receives, not to exceed 1,080 hours per twelve-month period (180 6-hour school days, where one day is the equivalent of 360 minutes of teaching) including summer and vacation sessions, which is equivalent to one full-time student. State operational minimum requirement of 75,600 minutes, transportation, UIL competition, and Fort Worth ISD attendance policies were considered and discussed when completing the OFSDP application. OFSDP is an opt-in program for students.

RECOMMENDATION:

Approve Optional Flexible School Day Program Application for the 2026-2027 School Year

THEORY OF ACTION PILLAR:

1 - Excellent Academic Performance for All Students

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

Texas Education Agency

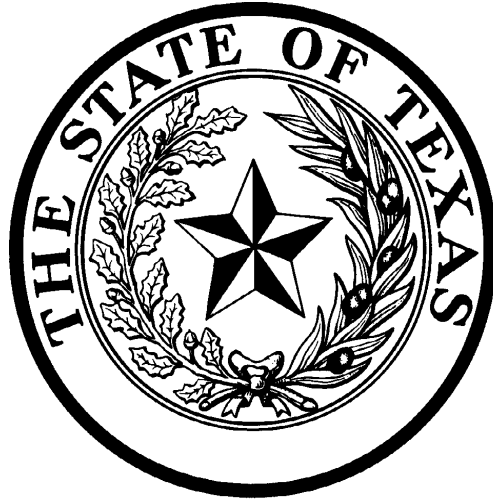
PARTICIPATING SCHOOL(S)/DEPARTMENT(S)/EDUCATIONAL ENTITY:

CARTER-RIVERSIDE HS	SOUTHWEST HS
ARLINGTON HEIGHTS HS	WESTERN HILLS HS
SOUTH HILLS HS	O D WYATT HS
DIAMOND HILL-JARVIS HS	COMO SUCCESS ACADEMY
DUNBAR HS	BENBROOK MIDDLE/HIGH SCHOOL
EASTERN HILLS HS	YOUNG WOMEN'S LEADERSHIP ACADEMY
NORTH SIDE HS	TEXAS ACADEMY OF BIOMEDICAL
POLYTECHNIC HS	YOUNG MEN'S LEADERSHIP ACADEMY
PASCHAL HS	WORLD LANGUAGES INSTITUTE
TRIMBLE TECHNICAL HS	MARINE CREEK COLLEGIATE H S
TARRANT CO COLLEGE SOUTH/FORT WORTH COLLEGIATE HS	
IM TERRELL ACADEMY FOR STEM AND VPA	

INFORMATION SOURCE:

Mohammed Choudhury, Deputy Superintendent of Curriculum and Instruction

Texas Education Agency



APPLICATION

Updated May 2026

Optional Flexible School Day Program (OFSDP)

2026-2027 School Year

ELIGIBLE APPLICANTS: The Texas Education Agency (TEA) will make available to eligible school districts and open-enrollment charter schools an application form that must be completed and submitted annually to the TEA for approval.

Definition of Program Provisions

Eligible Students

A student in any grade level is eligible to participate in an OFSDP authorized under the [TEC, §29.0822](#), if the student is:

- at risk of dropping out of school, as defined by the [TEC, §29.081](#),
- attending a campus implementing an approved innovative campus plan,
- attending a TEA-designated ECHS as defined by the [TEC, §29.908](#), P-TECH, or ICIA,
- attending a community-based dropout recovery education program, as defined by the [TEC, §29.081\(e-1\) or \(e-2\)](#), or
- not meeting attendance requirements under the [TEC, §25.092](#), resulting in denied credit for one or more classes in which the student has been enrolled.

AND

There must be an agreement in writing to the student's participation:

- by the student, if the student is over 18 years of age; or
- by the student and the student's parent or person standing in parental relation to the student, if the student is less than 18 years of age and not emancipated by marriage or court order.

Board Approval

The board of trustees of a school district or open enrollment charter school must include the OFSDP as an item on a regular agenda for a board meeting. The board of trustees of a school district or charter school must discuss the progress of the program before approving the program and applying to operate an OFSDP. Please note that, pursuant to 19 Texas Administrative Code (TAC) §129.1027, a progress report for OFSDP may be required to be included in subsequent annual applications starting the 2026-2027 school year.

Attendance Credit

A student attending an OFSDP under the TEC, §29.0822, may be counted in average daily attendance (ADA) for purposes of funding under the TEC, Chapters 46, 48, and 49, only for the actual number of contact hours the student receives, not to exceed 720 hours or 43,200 minutes per 12-month period. **Students enrolled in the traditional program for part of the year and the OFSDP program for part of the year may not earn more than one ADA.**

Assessment

The student must take the required state assessments specified under the [TEC, §39.023](#), during the regularly scheduled assessment calendar.

Continuation or Revocation of Program Authorization

Applications are approved for a period of one (1) school year. Continuation of the approval for the OFSDP will be contingent on the demonstrated success of the program. Determination of success will include a review and analysis of data provided in the mandatory final progress report(s). The commissioner of education may revoke authorization for participation in the OFSDP after consideration of relevant factors, including performance of students participating in the program on assessment instruments required under the TEC, Chapter 39; the percentage of students participating in the program who graduate from high school; and other criteria agreed to in the application and adopted by the commissioner of education. A decision to revoke approval of the program by the commissioner of education is final and may not be appealed.

Reporting Requirements

Following approval of the application, the applicant may be required to submit progress reports based on criteria selected by the applicant and agreed to by the commissioner. When requested, reports will require applicants to disclose the overall progress of the students in the program, the number of students enrolled in the program (disaggregated by ethnicity, age, gender, and socioeconomic status), the number of students graduating from high school (disaggregated by ethnicity, age, gender, and socioeconomic status), and additional criteria selected by the applicant and agreed to by the commissioner. The TEA will provide notice to applicants and additional instructions for completion of reports at least 45 days before the date a report is due, or as soon as possible, in order to give school districts and charter schools adequate time to prepare and submit the reports to the TEA. The TEA may request additional reports as necessary to monitor and assess the progress of students participating in the program.

Participation in University Interscholastic League (UIL)

A student enrolled in an OFSDP under the TEC, §29.0822, may participate in a competition or other activity sanctioned or conducted under the authority of the University Interscholastic League (UIL) only if he or she meets all UIL eligibility criteria

School System Overview

School System Name	Fort Worth ISD
School System CDN	220905
Mailing Address	7060 Camp Bowie Blvd
City	Fort Worth
State	TX
Zip Code	76116
Superintendent's Name	Peter Licata
Superintendent's Email Address	peter.licata@fwisd.org
School System Phone Number	817-814-2000
District PEIMS Coordinator Name	Rhonda Fields
Email Address	rhonda.fields@fwisd.org
OFSDP Contact Name	Christina Galanis
Email Address	christina.galanis@fwisd.org
OFSDP Contact Name	Mohammed Choudhury
Email Address	mohammed.choudhury@fwisd.org

Attendance and Compliance Procedures of Proposed Program

What type of OFSDP program is the school system applying for? (Select all that apply)

- ☒ At-Risk Students – The student is at risk of dropping out of school, as defined by the TEC, §29.081.
- ☒ Minimum Attendance – Students that do not meet the attendance requirements under the TEC, §25.092, will be denied credit for one or more classes in which the student has been enrolled without retaking the class. Funding for attendance is limited to that which is necessary for the student to recover class credit.
- ☒ Early College High School – The student is attending a campus that has been designated by the _____ Texas Education Agency (TEA) as an Early College High School (ECHS), as defined by the TEC, §29.908, Pathways in Technology Early College High School (P-TECH), as defined by the TEC, §29.553, or Industry Cluster Innovative Academy (ICIA).
- ☐ Campus Turnaround Plan – The student is attending a campus implementing an approved innovative campus plan, as defined by TEC, §39A.107.
- ☒ Credit Recovery – Credit recovery classes may be offered during the summer recess for students who have not earned a full ADA during the regular school year. For an eligible OFSDP student attending summer OFSDP classes for credit recovery, funding for attendance is limited to that which is necessary for the student to recover class credit.
- ☐ Campus Dropout Recovery – The student is attending a community-based dropout recovery education program, as defined by the TEC, §29.081 (e-1), in which courses are offered on campus 100% of the time. To be eligible for this designation, the campus will be designated by TEA as an Alternative Education Campus (AEC) of Choice -Dropout Recovery School. More information can be found on the Performance Reporting Division website.
- ☒ Remote/Hybrid Dropout Recovery – The student is attending a community-based dropout recovery education program, as defined by the TEC, §29.081 (e-2). A dropout recovery program can be offered for students to work in a remote or hybrid setting, only if the campus is designated by TEA as an Alternative Education Campus (AEC) of Choice -Dropout Recovery School and meets the requirements of TEC, §29.081 (e-2). More information can be found on the Performance Reporting Division website

Describe the program goals and objectives. (The goals and objectives must align with the type of OFSDP program that is planned to be offered).

The Optional Flexible School Day Program (OFSDP) is designed to support credit recovery, dropout recovery, and Early College High School students by providing a flexible, individualized instructional model that removes attendance-related barriers to learning while maintaining compliance with Texas Education Agency requirements. The program's primary goal is to re-engage students who are behind in credits or at risk of dropping out by offering alternative schedules that allow them to earn instructional minutes outside the traditional school day. OFSDP supports credit recovery by enabling students to complete coursework and regain credit lost due to attendance deficiencies or interruptions in schooling. For dropout recovery students, the program provides a structured pathway back to school through consistent instructional support, progress monitoring, and accountability measures that promote persistence and graduation. Early College High School students benefit from OFSDP through increased scheduling flexibility that allows them to balance high school

coursework with college classes, internships, and postsecondary readiness activities. The program ensures all participating students have equitable access to certified teachers, academic counseling, and targeted interventions. Overall, OFSDP promotes academic progress, college and career readiness, and on-time graduation for diverse student populations while upholding state funding, assessment, and reporting standards.

Provide the proposed schedule offered to students participating in the OFSDP, specifying days of the week and times courses are available. If the program is proposed at more than one campus, include the full proposed schedule for each campus location.

Students enrolled in the OFSDP will receive individualized schedules designed to meet both high school and college requirements and will not be restricted to traditional school days or hours. Coursework enrollment is available from August through June, with instructional days potentially spanning Monday through Sunday and meeting times determined by student need. An OFSDP ECHS School Year Calendar has been developed to outline a condensed annual schedule for students who meet early-release end-of-year requirements. Participants in an online dropout recovery program will receive schedules that are flexible and based on individual availability and life responsibilities, which may include employment, childcare, or other caregiving obligations. Students may access coursework during times that best fit their schedules and receive instructional support through scheduled meetings, as well as via email and chat. Academic Coaches and Local Advocates are available from 8:00 a.m. to 8:00 p.m. CST. In addition, students have access to live tutoring support 24 hours a day, 360 days per year. Campus-based hours of operation are from 8:00 a.m. to 4:00 p.m.

Provide an outline of staff positions and resource personnel (teachers, administrators, counselors, support staff, etc.) associated with the program. Include contact hours each staff position will be obligated to the program.

FWISD and participating high schools will partner with Institutions of Higher Education (IHEs) to provide college-level instruction outside the traditional school day to meet OFSD student needs. Summer credit recovery will be offered through FWISD programs, and college coursework will be available through IHE partnerships. All FWISD high school teachers are state-certified and vetted by the district. IHE instructors are credentialed by their institutions and meet Texas Higher Education Coordinating Board and SACSCOC standards. Counselors determine student eligibility for the OFSDP. Teachers (IHE or ISD) record attendance and instructional minutes to ensure compliance. Administrators and support staff oversee and verify accurate reporting in alignment with OFSDP guidelines and FWISD applications. For Dropout Recovery students, FWISD partners with a contractor to deliver program services. In addition to AEA campus staff, students receive support from academic coaches, content-area teachers, local advocates, and a graduation coordinator. Staff support is available on campus from 8:00 a.m.–4:00 p.m. on school days, with additional email/chat support from 8:00 a.m.–8:00 p.m. CST.

Describe the procedures for identifying students, including how the school confirms and documents student eligibility and obtains student and parental consent for OFSDP participation. (Student or parental consent is required in writing)

Students are eligible for the program based on multiple criteria, including enrollment in an Early College High School requiring coursework outside the traditional calendar; 11th- and 12th-grade students who are on track in their degree and graduation plans and do not require instruction beyond college instructional days; students needing flexible scheduling; and students who have completed current coursework, met annual instructional minute requirements, and successfully passed TSI and STAAR EOC exams (qualifying for end-of-year early release under the college-complementary OFSDP calendar). The campus coordinator or designated staff member is responsible for obtaining parent consent.

The district identifies eligible dropout recovery students for OFSDP participation through two primary referral pathways: a district-generated dropout list and campus-based referrals. After the school start window closes,

the district generates a list of students coded with Withdrawal Code 98 from the prior school year. In addition, campus staff may refer students directly based on grade retention, failure to pass EOC exams, pregnancy or parenting, DAEP placement, English Language Learner, in custody of DFPS, and/or homeless. Written student and/or parental consent is obtained and documented through the enrollment process, ensuring compliance with program requirements before services begin.

Indicate the estimated number of OFSDP students that will be served per teacher. (The student–teacher ratio for in-person dropout recovery programs must not exceed 28:1. For elementary grade levels, the ratio is limited to 22:1. Districts of Innovation campuses may be eligible for applicable exceptions.)

All OFSDP teachers assigned to selected campuses will provide instruction at a ratio of one instructor for up to 28 students. These teachers are responsible for entering student attendance in FOCUS, tracking instructional minutes daily, and certifying attended minutes each day with their signature. In addition, a designated teacher of record will monitor dual credit student attendance by collecting official college attendance reports and maintaining student absence records, including attendance for OFSDP students enrolled in dual credit courses that occur outside of normal school hours.

In the Online Program, the typical student-to-teacher ratio is 20:1. Students are supported by Texas-certified teachers who are licensed in the subjects they teach, as well as an Academic Coach and a Local Advocate, with additional academic assistance provided through 24/7 tutoring services. Total program enrollment constitutes less than 50% of the total students enrolled at the campus.

Describe the district’s plan for serving students in the OFSDP should the need arise for special education, career and technical education (CTE), pregnancy-related services, and/or bilingual/ESL education. The response must include:

- **How services will be provided;**
- **Required teacher certifications in each program area; and**
- **How services will comply with the Student Attendance Accounting Handbook.**

FWISD high schools and early college high schools operate on block or modified block schedules to meet career and technology education (CTE) and special program time requirements. CTE student attendance time is recorded daily in FOCUS. CTE teachers are responsible for monitoring and verifying attendance, submitting daily records to the attendance clerk, and completing a separate CTE OFSDP attendance submission. Weekly and six-week CTE OFSDP reports must also be generated, reviewed, approved, and submitted to the attendance clerk.

Students participating in special education are fully mainstreamed and receive itinerant services within the general education setting. Attendance time for special education courses is recorded, and students are not removed from their regular classrooms.

Students receiving pregnancy-related services while homebound are excluded from OFSDP attendance accounting.

The district will continue to fulfill its responsibilities for English Language Learner (ELL) assessment, placement, and services in compliance with state law, including the provision of translation services when required.

The online dropout recovery program serves students with diverse needs and interests. A brief overview of available special education services and accommodations, CTE programming, and bilingual education services will be provided.

Certification standards for the program remain unchanged and align with FWISD policy and Texas Administrative Code §21.003.

Special Education Services

Students who are in need of special education services in order to be successful in their schoolwork will obtain

services through the district. The administrators of the online dropout recovery program will cooperate with district special education personnel in providing information and data about courses and student performance, as required. To ensure that students referred for placement in the district's online dropout recovery program have a skill set which will allow them to be successful, the following process is recommended to partner districts:

1. All students will be referred to building level district points of contact.
2. District points of contact will send all names to the Special Education Department to screen for special education services.
3. If a student has an IEP or 504, further evaluation of the student's likelihood for success will occur in the SPED Department.
4. The ARD Team will determine if the online dropout recovery placement is appropriate.
5. As determined by the ARD Team:
 - The district point of contact will refer students to the online dropout recovery program for re-engagement.
 - The ARD Team including one or more teachers from Graduation Alliance will review IEPs for any ongoing needs or changes that may need to occur.
 - Students will continue to receive specially designed instruction from the district, during school hours online. Students will not receive a combination of on and off campus instruction.
6. General education accommodations provided by the online dropout recovery program include curriculum designed in accordance with the principles of Universal Design for Learning described in the section below. Additionally, a complete list of general education accommodations available to students in the program is available in the Policy and Operations Handbook.

Appropriately licensed special education personnel providing special education services will be provided by the district. Texas state licensed general education teachers with at least a baccalaureate degree will be provided for the online dropout recovery program.

Career and Technology Education (CTE)

The online dropout recovery program offers several courses aligned to TX CTE standards, including Principles of Allied Health, Health Science Technology, and Foundation of Education. Additional TX CTE aligned courses are expected during the 2025-26 school year and include Web Design, Information Technology, Fundamentals of Financial Services, and Medical Terminology. These courses will be taught by CTE-certified teachers.

Pregnancy-Related Services

While students who are pregnant or parenting may be offered the opportunity to participate in this program, they will not be receiving CEHI through this program and therefore will not be coded as receiving Pregnancy Related Services.

Bilingual Education

The district will maintain its responsibility for ELL assessment, placement, and services required for identifying and serving non-English Language Proficient students in accordance with state law, including, where necessary, translation services. The online dropout recovery program administrators will work with the district to implement the program as a support to students gaining more fluency in English vocabulary. These supports include curriculum supports and communication and mentoring support for students and families.

Curriculum Supports

The curriculum selected for this program was developed in alignment with the rubric for k12 online learning developed by Quality Matters, a national third-party validator of best practices in online learning. In addition to putting its curriculum team through the Quality Matters training and using the rubrics to inform design, the curriculum is in the process of being reviewed by Quality Matters evaluators to review and evaluate both its approach to instructional design and individual courses' alignment to standards. Evaluators reviewing content assess for and confirm accuracy of content, freedom from bias, and accessibility of design following the principles of Universal Design of Instruction.

Curriculum design practices as they relate to accessibility for students with disabilities and limited English proficiency include:

Multiple Means of Engagement

- Each course includes a Course Success Strategies lesson with support resources and helpful instructions to help students engage with the material and assignments.
- Learning objectives are clearly stated in terms accessible to the students.
- Lessons include various displays of information and auto graded activities for students to practice for example: flash cards, compare and contrast card sorting, tabbed information, videos, pop-up questions, etc.
- Assignments are written by our teachers to be authentic to our population.
- Courses include class discussions for students to reflect and respond to each other.
- Students are introduced to their instructor at the beginning of the course.

Multiple Means of Representation

- Course content is provided using lesson text, images, videos, and articles.
- Images are tagged with alternate text for accessibility with screen readers.
- Videos include closed captions or alternate text is made available for students to access information.
- Course content is scaffolded for students to build application of skills.
- New terms and concepts are explained in the lesson or with interactive hover-over tooltips.
- Diverse avatar characters and other imagery of diverse learners appear throughout the courses.

Multiple Means of Action & Expression

- Lessons include multiple options for navigation between pages.
- Students receive immediate feedback for in-lesson pop-up questions as well as auto-graded quizzes.
- Students demonstrate various applications of skills by completing assignments that include essay writing, presentations, role-playing, audio and/or video recordings, and class discussions.

Communications and Mentoring Supports

Additional support for Limited English Proficient family members include translations of outreach materials in languages identified by the district. Bilingual outreach counselors and Academic Coaches are available to support Spanish speaking students and families.

The district assures that if a student participating in the OFSDP is receiving Compensatory Education Home Instruction (CEHI, homebound instructional services) for pregnancy, the student's instructional code will be transitioned from OFSDP to the appropriate traditional coding for the duration of the CEHI placement. The student will not be reported as participating in OFSDP during any period in which CEHI services are provided.

OFSDP requires a teacher of record to record the actual number of students' instructional minutes on any given day. Explain how the classroom teacher verifies the number of instructional minutes a student receives each day. (Absences and days present do not exist in OFSDP)

Students with the Eligibility Distinction 1,2,3 and 5

The attendance clerk delivers the OFSD daily attendance chart to all advisory teachers each day for tracking and verification. The Weekly OFSD attendance charts are generated and printed from FOCUS based on the OFSD additional attendance calendar and attendance cohort. Teachers will enter student instructional minutes into the OFSD student register daily and audit for accuracy at each six weeks. The Dual Credit Teacher of Record will collect the six weeks reports from advisory teachers, student college absence reports, and college attendance reports to add additional dual credit minutes each week and six weeks. All teachers and teachers of record will sign and date the daily attendance form, weekly reports, six weeks reports, and attendance verification forms.

Students with the Eligibility Distinction 7

Days of Attendance will be reported to the District monthly in accordance with the following:

- a) Daily progress in the Learning Management System (LMS) confirming access to instruction;
- b) Daily teacher–student check-in confirming access to instruction; or
- c) Completion or submission of assignments via email or online platforms.
- d) Attendance will be taken based on the district 2026-2027 instruction calendar between 12:00 a.m. and 11:59 p.m.

The online dropout recovery program shall submit to the District by the fifth (5th) business day of each month data detailing those students who had a documented attendance activity during the previous month.

Describe how the district will ensure that minutes for students who did not attend a minimum of 45 minutes on a particular day are not reported for funding.

Eligibility Distinction 1,2,3, and 5

All student minutes will be entered in the final OFSD register by the attendance clerk for each individual student based on the certified (with the teacher's signature) weekly and six weeks rosters. The digital roster will sum up the minutes earned each day and only report the sum of minutes for funding if the sum is 45 minutes or greater and will only count a maximum of 600 minutes in one day. The calculations of minutes for each six weeks is verified by separate query and calculation during our summer PEIMS submission to confirm accuracy. Campus administration and attendance clerk review OFSD weekly and cycle reports to ensure accuracy of data submitted.

Eligibility Distinction 7

All student minutes will be entered in the final OFSD register by the attendance clerk for each individual student based on the monthly report sent from the online dropout recovery program. The monthly report will sum up the minutes earned each day if the student meets one of the three required metrics for a maximum of 240 minutes daily. The calculations of minutes for each six weeks is verified by separate query and calculation during our summer PEIMS submission to confirm accuracy. Campus administration and attendance clerk review OFSD monthly and cycle reports to ensure accuracy of data submitted.

Explain how the district will ensure that students transferring from the traditional program (ADA Codes 0-6) to OFSDP (ADA Codes 7-8) will not generate more than one ADA in total for the school year and that students will not receive more than 10,800 minutes per course. (Note: It is recommended that the district apply the following formula to determine the maximum OFSDP minutes a student is eligible = (Calendar School Days - Traditional Days Present) x 240)

During the summer PEIMS submission, students that participate in both the traditional and OFSD programs will be checked to ensure the students are not being reported with over the 1 full ADA of 180 days. This process is performed by utilizing the FOCUS SIS to generate reports detailing instructional minutes in the OFSDP program. This report will help to report students who have accumulated greater than 10,000 minutes in a course utilizing the formula (Calendar School Days – Traditional Days Present) x 240. Students will not be enrolled in the traditional school calendar and OFSDP at the same time, they will be coded in the SIS system as flexible attendance upon initial enrollment.

Describe how the district will ensure that attendance practices and records comply with Sections 2.2.3 and 11.6 of the Student Attendance Accounting Handbook.

Section 2.2.3 - Paperless Attendance Accounting Systems

- Distinctions 1,2,3 and 5: The teacher of record records all OFSDP minutes on the attendance tracking log. The campus attendance clerk enters the minutes under the student record in the Student Information System (Focus School Solutions).
- Distinction 7: All student minutes will be entered in the final OFSD register by the attendance clerk for each individual student based on the monthly report sent from the online dropout recovery program. The monthly report will sum up the minutes earned each day if the student meets one of the three required metrics for a maximum of 240 minutes daily.

Section 11.6 - Optional Flexible School Day

Students enrolled in the OFSDP will receive individualized schedules designed to meet both high school and college requirements and will not be restricted to traditional school days or hours. Coursework enrollment is available from August through June, with instructional days potentially spanning Monday through Sunday and meeting times determined by student need. An OFSDP ECHS School Year Calendar has been developed to outline a condensed annual schedule for students who meet early-release end-of-year requirements. Participants in an online dropout recovery program will receive schedules that are flexible and based on individual availability and life responsibilities, which may include employment, childcare, or other caregiving obligations. Students may access coursework during times that best fit their schedules and receive instructional support through scheduled meetings, as well as via email and chat. Academic Coaches and Local Advocates are available from 8:00 a.m. to 8:00 p.m. CST. In addition, students have access to live tutoring support 24 hours a day, 360 days per year. Campus-based hours of operation are from 8:00 a.m. to 4:00 p.m.

Will eligible OFSDP students participate in a credit recovery program offered in the summer? (Credit recovery classes may be offered during the summer recess for students who have not earned a full ADA during the regular school year. For an eligible OFSDP student attending summer OFSDP classes for credit recovery, funding for attendance is limited to that which is necessary for the student to recover class credit. The Summer Period of Agreement (Credit Recovery) section should only include dates after the regular school year, should not exceed 30 days, and may not extend past July 31st. A student cannot earn more than the equivalent of one ADA in a year.)

☒ Yes

☐ No

If yes, funding is limited to the attendance necessary for the student to recover class credit. Please describe how attendance will be monitored to ensure additional minutes are not reported for funding.

All OFSDP students participating in summer credit recovery who have not yet earned a full Average Daily Attendance (ADA) must have their attendance recorded in the Student Information System (Focus School Solutions) for each class period and each day of participation. Each summer credit recovery class will provide 150 minutes of instruction per session. At the conclusion of the summer program, the district program manager will calculate each student's total ADA based on the number of instructional minutes completed. ADA will be reported in accordance with TEA guidelines, with a maximum of 1.0 ADA per student. The district program manager will ensure that no student is reported for more than the allowable ADA.

Will the school system offer a community-based dropout recovery education program as defined by TEC, §29.081(e-1) or (e-2)?

☐ Yes

☒ No

Will the district offer a dropout recovery program in a remote or hybrid setting, as defined by TEC, §29.081 (e-2)?

☒ Yes

☐ No

If yes,

- **describe the curriculum credentials, certifications, or other course offerings that relate directly to employment opportunities in the state.**

The district will utilize an Education Management Organization by contracting with Graduation Alliance. Graduation Alliance is accredited by Cognia, which is also the accreditor for public schools across the US. In 2021, based on the review of Cognia's trained evaluators, Cognia presented Graduation Alliance with an Index of Educational Quality of 374 (out of 400), compared to a Cognia Institution Network five-year average of 278-283. As a result, in 2021, Cognia named Graduation Alliance a School of Distinction for "effectively implementing high-quality instruction, showing consistent organizational effectiveness, and...demonstrating energetic and sustained commitment to learners." The online dropout recovery program curriculum includes foundation career preparation programs and Industry-Based Certification (IBC) preparation programs in business and technology that align with in-demand jobs in Texas and are included on the Approved List of Industry Based Certifications for the A-F Accountability System, including Microsoft Office Expert (Word, Excel, and PowerPoint), CompTIA IT Fundamentals+, CompTIA A+. Additional certifications that relate directly to employment opportunities in the state include ServSafe Manager and Caregiver (similar to Patient Care Technician). These programs are available to qualified and interested students.

- **Describe the individual learning plan or process used to monitor each student's progress**

Academic Coaches work with students to develop a written individual learning plan (ILP) based on their past credits, outstanding requirements, and student interests. The individual learning plan details remaining courses to be taken and their sequence, as well as any non-course-based graduation requirements needed to finish high school. The learning plan is available to the student via the Online Portal. Academic Coaches monitor student performance against the individual learning plan at least monthly and adjust it as necessary.

- **Indicate how students will be served by an academic coach and local advocate**

The online dropout recovery program includes Academic Coaches and Local Advocates for each student as part of this program. Each student enrolled in the program will be assigned an Academic Coach. The Academic Coach is responsible for monitoring student pace and progress and provides regular contact with the student via phone, email, or IM. During these interactions, the Academic Coach reviews progress with the student, resolves issues, and provides support in case the student is having difficulties with the program. Students work with Local Advocates based in the community who are experts in leveraging local resources to help students address the social needs that must be met if students are going to focus on school success. Local Advocates meet face-to-face with students (where allowable by district policy) to proctor examinations and connect students with the programs and services they need in order to overcome the life obstacles that have previously prevented academic success.

- **Describe the educational software utilized and explain how the software will help track and certify the number of instructional minutes each student receives each day to monitor student progress.**

Educational Software, Instructional Minute Tracking & Progress Monitoring Graduation Alliance utilizes a secure online learning ecosystem designed to support instruction, monitor engagement, and document student participation in alignment with state attendance and accountability requirements.

The instructional environment integrates with existing district student information, learning management, and authentication systems to support enrollment, attendance reporting, grading, communication, and instructional delivery. The platform tracks and documents student participation through multiple engagement indicators, including:

- Active course participation and login activity
- Participation within instructional activities
- Assignment completion and submission timestamps
- Teacher-student interactions and feedback
- Assessment participation and progress benchmarks
- Participation in live instructional sessions, tutoring, and intervention activities

The system generates timestamped activity records that allow districts to verify instructional participation records and maintain audit-ready documentation for compliance and reporting purposes. Teachers, Academic Coaches, and district administrators can monitor:

- Daily and weekly student engagement
- Course pacing and completion progress
- Attendance and participation trends
- Academic performance indicators
- Intervention needs and risk alerts for off-track students

Automated alerts and progress-monitoring tools help staff identify students requiring additional support and implement timely interventions, including tutoring, coaching outreach, and individualized academic plans. This integrated technology model provides districts with continuous visibility into student participation, instructional activity, and academic progress while supporting compliance, accountability, and student success in the virtual learning environment.

Instructional minutes are certified based on student enrollment in eligible online courses, with each course generating 60 instructional minutes per school day in accordance with OFSDP requirements and the Texas Student Attendance Accounting Handbook (SAAH).

Appendix One

Participating Campuses, Student Eligibility, and Period of Agreement

Attachment: OFSDP Campus Designation Spreadsheet

Appendix Two
Board Agreement

Attachment: Optional Flexible School Day Program Agreement

Appendix Three

Assurances

- ☒ The district assures the board of trustees of the school district, or the governing board of the open-enrollment charter school will include the OFSDP as an item on the agenda concerning the proposed application.
- ☒ The district assures the board of trustees of the school district, or the governing board of the open-enrollment charter school will discuss the progress of the program before applying to operate an OFSDP.
- ☒ The district agrees to enroll only eligible students to participate in an OFSDP authorized under this application. A student is eligible to participate in an OFSDP authorized under the TEC, §29.0822, if:
 - 1. the student meets one of the following conditions:
 - a. the student is at-risk of dropping out of school, as defined by the TEC, §29.081; or
 - b. the student is attending a campus implementing an approved innovative campus plan; or
 - c. the student is attending a community-based dropout recovery education program, as defined by the TEC, §29.081(e-1) or (e-2); or
 - d. the student is attending a campus with an approved Early College High School program designation as defined by the TEC, §29.908; or
 - e. the student, as a result of attendance requirements under the TEC, §25.092, will be denied credit for one or more classes in which the student has been enrolled.
 - and
 - 2. there is an agreement in writing to the student's participation
 - a. by the student, if the student is over 18 years of age; or
 - b. by the student and the student's parent or person standing in parental relation to the student, if the student is less than 18 years of age and not emancipated by marriage or court order.
- ☒ The district assures that it will administer all mandatory assessment instruments during the regular assessment cycle to students enrolled in the OFSDP.
- ☒ The district assures that all instructional materials and facilities provided to students in the OFSDP will be comparable to, or exceed, the required standards for students in similar programs.
- ☒ The district assures that students participating in an OFSDP will not be isolated from other academic and vocational programs and will have access to school counselors for pre-entry and post-entry counseling, academic or personal counseling, and career counseling.
- ☒ The district assures that faculty and administrators assigned to the OFSDP will meet all qualification requirements, including holding baccalaureate or advanced degrees, being highly qualified, and

possessing appropriate certification as required by TAC, §129.1027.

- ☒ The district assures that it will adopt and implement a policy that does not penalize students participating in an OFSDP in accordance with the 90% rule (TEC, §25.092(a)) or the 75% to 90% rule for class credit (TEC, §25.092(a-1)).
- ☒ The district assures that it will adopt a policy requiring students to attend regularly scheduled instruction in the OFSDP and will apply penalties for nonattendance, including filing truancy charges when appropriate.
- ☒ The district assures that it will accurately track the number of instructional minutes each student receives daily and will comply with all applicable sections of the Student Attendance Accounting Handbook.
- ☒ The district assures that it will comply with all reporting requirements established by the TEA.
- ☒ The district assures that it will not discriminate on the basis of disability, race, color, national origin, religion, or sex in the operation of the OFSDP.
- ☒ The district assures that students participating in an OFSDP will be prohibited from participating in competitions or activities sanctioned or conducted under the authority of the University Interscholastic League (UIL) unless all UIL eligibility requirements are met.
- ☒ The district assures that procedures will be implemented to ensure students are not coded as participating in a traditional instructional program on any day for which OFSDP instructional minutes are earned.
- ☒ The district assures that Student Detail Audit and related six-week attendance and academic reports for the OFSDP track will be generated, reviewed, and certified during each six-week attendance reporting period.
- ☒ The district assures that procedures are in place to offer and provide students with appropriate referrals for mental health services, including access to school-based supports and external community resources, as needed.
- ☒ The district assures that when a remote or hybrid dropout recovery program is provided by a third-party provider, monthly student progress reports will be submitted to the student's school district by a designated date each month.
- ☒ The district assures that an in-person student engagement center is available to students participating in a remote or hybrid dropout recovery program provided by a third-party provider and that its location and purpose are clearly defined to support OFSDP student instruction, engagement, and access to services.

Appendix Four

Agreement and Requirements

Period of Agreement

The period of the agreement, as detailed by participating campuses in the uploaded spreadsheet, is for a maximum of one (1) school year plus an additional thirty (30) school days if the district is applying for credit recovery. Note that the agreement term is subject to annual renewal.

Purpose of Agreement

The district must perform all the functions and duties set out in the agreement, the authorizing program statute, and applicable regulations.

Reporting Requirements

The district may be required to submit progress reports based on criteria selected by the applicant and agreed to by the commissioner. The TEA may request additional reports as necessary to monitor and assess the progress of students participating in the program.

Official Submission

By submitting this document, the applicant acknowledges and affirms that all information and assurances contained in this application are accurate and complete to the best of their knowledge. The applicant further agrees to comply with all applicable laws, regulations, and program requirements associated with this application. This submission shall constitute a binding commitment to uphold the assurances provided.

Upon submission of this application, an authorized representative acknowledges and accepts its terms on behalf of the school district or open-enrollment charter school, with such acceptance becoming effective upon approval by the TEA.

Optional Flexible School Day Program (OFSDP) - Campus Designation Spreadsheet

220905

FORT WORTH ISD

School Year 2026-2027

Students may not be reported with more than one ADA in total on the 42400 Basic Attendance Collection 3 and 42500 Flex Attendance in collections 3 and 4		<u>Eligibility Designation</u> 1 = TEC §29.081 At-Risk Students 2 = TEC §25.092 Minimum Attendance 3 = TEC §29.908 Early College High School 4 = TEC §39A.107 Campus Turnaround Plan 5 = Credit Recovery** 6 = TEC §29.081(e-1) Campus-Based Dropout Recovery Program 7 = TEC §29.081(e-2) Remote/Hybrid Dropout Recovery Program								<u>School Year Period of Agreement</u> Reported in TSDS PEIMS Summer Collection 3 Program start date must be 30 days after application submission. Program end date must not exceed the last day of the regular school calendar.				<u>Summer Period of Agreement</u> Reported in TSDS PEIMS Extended Collection 4 **Credit Recovery - Designation 5 Summer period of agreement should not exceed 30 days or extend past July 31st.			
		Nine Digit District and Campus Number	Campus Name	1	2	3	4	5	6	7	Estimated Students Participating	Program Start Date	Program End Date	Proposed Days: SUMTWTWFS	Minutes Offered Per Day	Summer Program Start Date	Summer Program End Date
220905001	CARTER-RIVERSIDE H S	1	2	3		5			300	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905002	ARLINGTON HEIGHTS H S	1	2			5			500	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905003	SOUTH HILLS H S	1	2	3		5			300	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905004	DIAMOND HILL-JARVIS H S	1	2	3		5			300	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905005	DUNBAR H S	1	2	3		5			300	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905006	EASTERN HILLS H S	1	2	3		5			300	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600

Optional Flexible School Day Program (OFSDP) - Campus Designation Spreadsheet

220905

FORT WORTH ISD

School Year 2026-2027

Students may not be reported with more than one ADA in total on the 42400 Basic Attendance Collection 3 and 42500 Flex Attendance in collections 3 and 4		<u>Eligibility Designation</u> 1 = TEC §29.081 At-Risk Students 2 = TEC §25.092 Minimum Attendance 3 = TEC §29.908 Early College High School 4 = TEC §39A.107 Campus Turnaround Plan 5 = Credit Recovery** 6 = TEC §29.081(e-1) Campus-Based Dropout Recovery Program 7 = TEC §29.081(e-2) Remote/Hybrid Dropout Recovery Program								<u>School Year Period of Agreement</u> Reported in TSDS PEIMS Summer Collection 3 Program start date must be 30 days after application submission. Program end date must not exceed the last day of the regular school calendar.				<u>Summer Period of Agreement</u> Reported in TSDS PEIMS Extended Collection 4 **Credit Recovery - Designation 5 Summer period of agreement should not exceed 30 days or extend past July 31st.			
		Nine Digit District and Campus Number	Campus Name	1	2	3	4	5	6	7	Estimated Students Participating	Program Start Date	Program End Date	Proposed Days: SUMTWTWFS	Minutes Offered Per Day	Summer Program Start Date	Summer Program End Date
220905008	NORTH SIDE H S	1	2	3		5			300	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905009	POLYTECHNIC H S	1	2	3		5			300	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905010	PASCHAL H S	1	2			5			500	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905011	TRIMBLE TECHNICAL H S	1	2			5			500	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905014	SOUTHWEST H S	1	2	3		5			300	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905015	WESTERN HILLS H S	1	2	3		5			500	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600

Optional Flexible School Day Program (OFSDP) - Campus Designation Spreadsheet

220905

FORT WORTH ISD

School Year 2026-2027

Students may not be reported with more than one ADA in total on the 42400 Basic Attendance Collection 3 and 42500 Flex Attendance in collections 3 and 4		<u>Eligibility Designation</u> 1 = TEC §29.081 At-Risk Students 2 = TEC §25.092 Minimum Attendance 3 = TEC §29.908 Early College High School 4 = TEC §39A.107 Campus Turnaround Plan 5 = Credit Recovery** 6 = TEC §29.081(e-1) Campus-Based Dropout Recovery Program 7 = TEC §29.081(e-2) Remote/Hybrid Dropout Recovery Program								<u>School Year Period of Agreement</u> Reported in TSDS PEIMS Summer Collection 3 Program start date must be 30 days after application submission. Program end date must not exceed the last day of the regular school calendar.				<u>Summer Period of Agreement</u> Reported in TSDS PEIMS Extended Collection 4 **Credit Recovery - Designation 5 Summer period of agreement should not exceed 30 days or extend past July 31st.			
		Nine Digit District and Campus Number	Campus Name	1	2	3	4	5	6	7	Estimated Students Participating	Program Start Date	Program End Date	Proposed Days: SUMTWTWFS	Minutes Offered Per Day	Summer Program Start Date	Summer Program End Date
220905016	O D WYATT H S	1	2	3		5			300	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905021	COMO SUCCESS ACADEMY	1	2			5	6	7	300	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905071	BENBROOK MIDDLE/HIGH SCHOOL	1	2			5			500	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905081	YOUNG WOMEN'S LEADERSHIP ACADEMY	1	2			5			100	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905082	TEXAS ACADEMY OF BIOMEDICAL	1	2	3		5			400	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905083	YOUNG MEN'S LEADERSHIP ACADEMY	1	2	3		5			300	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600

Optional Flexible School Day Program (OFSDP) - Campus Designation Spreadsheet

220905

FORT WORTH ISD

School Year 2026-2027

Students may not be reported with more than one ADA in total on the 42400 Basic Attendance Collection 3 and 42500 Flex Attendance in collections 3 and 4		<u>Eligibility Designation</u> 1 = TEC §29.081 At-Risk Students 2 = TEC §25.092 Minimum Attendance 3 = TEC §29.908 Early College High School 4 = TEC §39A.107 Campus Turnaround Plan 5 = Credit Recovery** 6 = TEC §29.081(e-1) Campus-Based Dropout Recovery Program 7 = TEC §29.081(e-2) Remote/Hybrid Dropout Recovery Program								<u>School Year Period of Agreement</u> Reported in TSDS PEIMS Summer Collection 3 Program start date must be 30 days after application submission. Program end date must not exceed the last day of the regular school calendar.				<u>Summer Period of Agreement</u> Reported in TSDS PEIMS Extended Collection 4 **Credit Recovery - Designation 5 Summer period of agreement should not exceed 30 days or extend past July 31st.			
		Nine Digit District and Campus Number	Campus Name	1	2	3	4	5	6	7	Estimated Students Participating	Program Start Date	Program End Date	Proposed Days: SUMTWTWFS	Minutes Offered Per Day	Summer Program Start Date	Summer Program End Date
220905084	WORLD LANGUAGES INSTITUTE	1	2			5			100	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905085	MARINE CREEK COLLEGIATE H S	1	2	3		5			300	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905086	TARRANT CO COLLEGE SOUTH/FORT WORTH COLLEGIATE H S	1	2	3		5			300	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600
220905087	IM TERRELL ACADEMY FOR STEM AND VPA	1	2			5			400	8/10/2026	5/21/2027	SUMTWTWFS	600	6/1/2027	7/2/2027	MTWTH	600

Optional Flexible School Day Program Agreement

This document must be fully completed and signed by the school system's Board President and Superintendent. The signed document must be uploaded into the OFSDP Smartsheet application. This document is a required component of the OFSDP application submission.

Legal Name of School District or Open-Enrollment Charter School

Physical Address

Board Agreement

All information requested must be included with this form. The school district or open-enrollment charter school hereinafter called "district" does hereby certify and agree to the following conditions of the agreement.

1. The board of trustees of the school district or the governing board of the open-enrollment charter school **agrees to include the OFSDP as an item on the agenda** concerning the proposed application.
2. The board of trustees of the school district or the governing board of the open-enrollment charter school must discuss the progress of the program before applying to operate an OFSDP.

The proposed OFSDP application was on the agenda and discussed at the board meeting conducted on:

Month: _____

Day: _____

Year: _____

Time: _____

Location: _____

The board reviewed the OFSDP program and application and approved the submission on behalf of the school district or open-enrollment charter school by authorized representatives.

Name, Title, and Telephone Number of School Board President

Signature of School Board President

Date

Authorized School System Official

On behalf of the school district or charter school, I hereby certify that the district/charter will implement and operate the OFSDP in accordance with Texas Education Code (TEC) §29.0822, 19 Texas Administrative Code (TAC) §129.1027, the Student Attendance Accounting Handbook, and all applicable guidance, forms, and instructions issued by the Texas Education Agency (TEA) for the applicable school year.

I certify that the information submitted in connection with this application is true and correct and the district/charter will fully comply with all application assurances, applicable laws, rules, and TEA guidance governing the Optional Flexible School Day Program.

Name, Title, and Telephone Number of District Superintendent or Charter School Chief Operations Officer

Signature of Person Authorized to Bind the District or Charter School

Date

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE MEMORANDUM OF UNDERSTANDING (MOU) WITH EARLY CHILDHOOD INTERVENTION (ECI) FOR TRANSITION SERVICES TO PRESCHOOL PROGRAMS

EXECUTIVE SUMMARY:

Pursuant to 34 CFR §300.124(a), for each child enrolled in an Early Childhood Intervention (ECI) program assisted under the Individuals with Disabilities Education Act (IDEA) Part C who will transition to preschool programs under IDEA Part B, the ECI program and the Local Education Agency (LEA) share responsibility for ensuring a coordinated and effective transition. The Memorandum of Understanding (MOU) between Early Childhood Intervention (ECI) and Fort Worth Independent School District (Fort Worth ISD) is renewed annually to support a seamless transition of eligible children from early intervention services (birth through age 2) under IDEA Part C to special education services (ages 3 through 21) under IDEA Part B, with no interruption in services.

Fort Worth ISD is responsible for providing a free appropriate public education (FAPE) to eligible children with disabilities ages 3 through 21 and for coordinating with ECI to ensure timely referral, evaluation, and eligibility determination prior to the child's third birthday. Additionally, Fort Worth ISD fulfills its Child Find obligations by identifying and referring children under age 3 who may have disabilities to ECI programs for evaluation and services.

This MOU outlines the procedures, roles, and responsibilities of both parties to ensure compliance with federal and state requirements and to promote a smooth, collaborative transition process for children and families. This agreement has been in place since the 2020–2021 school year and continues to support effective interagency coordination. The MOU is presented annually for Board approval.

RECOMMENDATION:

Approve the Memorandum of Understanding (MOU) with Early Childhood Intervention (ECI) for Transition Services to Preschool Programs

THEORY OF ACTION PILLAR:

Excellent Services to Students, Families and Staff

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

Early Childhood Intervention (ECI)

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

FWISD Specialized Learning, Child Find, and Elementary campus locations Districtwide

INFORMATION SOURCE:

Mohammed Choudhury, Deputy Superintendent of Curriculum and Instruction

MEMORANDUM OF UNDERSTANDING

Fort Worth ISD

and

ECI of North Central Texas

2026-2027

Overview:

Pursuant to 34 CFR §300.124(a), for each child enrolled in an Early Childhood Intervention (ECI) program assisted under IDEA Part C, and who will participate in preschool programs assisted under IDEA Part B, the ECI and the Local Education Agency (LEA) are responsible for ensuring a smooth and effective transition to those preschool programs.

Purpose:

While the eligibility requirements for ECI programs may not be the same as the eligibility requirements for LEAs, this Memorandum, as adopted by each agency, provides for the implementation of a seamless model of services from ECI (IDEA Part C) to LEA (IDEA Part B) services for eligible children.

This Memorandum sets forth the intention of the ECI(s) and LEA(s) to work together to ensure this seamless transition occurs. Attached is a detail of ECI and LEA responsibilities, including statutory requirements, in accomplishing this objective. Revisions to the memorandum and detailed responsibility attachment will be developed as needed to reflect major agency reorganizations or statutory changes that affect the agencies and/or their responsibilities.

Terms of Agreement:

This Memorandum will be effective for the 2026-27 fiscal year (September 1, 2026 through August 31, 2027); and may be expanded, modified, or amended, as needed, at any time by the unanimous consent of the signatory agencies.

Table of Contents:	Page #
I. Deaf or Hard of Hearing (D/HH) and/or Visual Impairments (VI).....	2
II. Transition Process.....	5
III. Procedures for Children Referred to ECI Less Than 90 Days Before the Child’s 3rd Birthday	9
IV. School Action Plan	10
V. Definitions.....	10
VI. Signatures	12
VII. Sample LEA Agenda.....	13
VIII. ISD/SSA Procedures	14

I. Deaf or Hard of Hearings (D/HH) and/or Visual Impairments (VI)

D/HH/VI ECI	D/HH/VI LEA
1. Will be the lead agency responsible for services available as per Part C to all infants and toddlers with disabilities, birth through two years of age. a. Must develop the IFSP within 45 days of initial referral to ECI; b. Must deliver new or added services to the IFSP initially within 28 calendar days of IFSP date; c. Must attempt to reschedule missed or cancelled visits within 1 week of missed visit; and d. Will provide training of LEA personnel on DHH/VI documentation procedures through an online website process.	1. Will meet all Part C requirements, including but not limited to, a family-focused process, flexible hours, full-year (year-round 52 weeks) services, timelines, and procedural safeguards for children, birth through two years of age. a. Must deliver new or added services to the IFSP initially within 28 calendar days of IFSP date; and b. Must document attempts to reschedule missed or cancelled visits within 1 week of missed visit. c. Requirements defined by Part C as specified definitions. d. Must make services available to families and be flexible in accommodating their schedules. e. Extended year services does not apply to Part C – Service grids should not be altered to meet staff availability.
2. Identifies and accesses all LEA services for children birth through two, with known or suspected hearing and/or vision concerns, including the development of an IFSP in coordination with the LEA, within 45 days of referral. a. Teacher of students who are DHH (TODHH) or Teacher of students with VI (TVI) or certified orientation & mobility specialist (COMS) may provide consultation that is not child-specific to ECI staff prior to obtaining a referral with a diagnosis. b. TODHH and/or TVI or COMS will provide support through technical assistance or training to assist with appropriate referrals.	2. As soon as possible, but in no case more than seven days, provide referrals to the local ECI program for all children under three years of age discovered through the Child Find process. a. Teacher of students who are DHH (TODHH) or Teacher of students with VI (TVI) or certified orientation & mobility specialist (COMS) may provide consultation that is not child-specific to ECI staff prior to obtaining a referral with a diagnosis. b. TODHH and/or TVI or COMS will provide support through technical assistance or training to assist with appropriate referrals.
3. Provides children from birth through 2 suspected of having DHH and/or VI with: a. Assistance in accessing an evaluation by a licensed ophthalmologist or optometrist; b. Assistance in accessing an audiological evaluation by a licensed audiologist; c. With parent consent, refer all children who are suspected of being DHH and/or a VI to the LEA within 5 days for an evaluation by a TODHH and/or TVI and a COMS, whichever is appropriate; d. An invitation to the TODHH and/or TVI, as appropriate, to attend the initial and annual IFSP (Individualized Family Service Plan) meetings, and to other IFSP meetings when issues related to or affected by being DHH and/or VI will be addressed; e. Coordinated service delivery with the LEA and other service agencies through case management, teaming meetings, and joint visits; and f. Paperwork that has been received and documented by the 20th of each month.	3. Will keep a folder on each child that contains, at a minimum, the following documentation: Basic child and family information: a. Referral information; b. A copy of the eye doctor report and/or audiologist report; c. Evaluation/assessment reports; d. The initial and subsequent IFSPs; e. Documentation that written information about the Texas School for the Blind and Visually Impaired (TSBVI) and/or the Texas School for the Deaf (TSD) was given to and signed by parents annually, including documentation of: parent refusal to sign, contacts and IFSP meetings that were attended or missed. (Provide ECI a copy and maintain a copy in the LEA local folder.) f. For children with visual impairments, the Consent for Release of Confidential Information: Student with a Visual Impairment for TEA to release information from the January Registration of Students with Visual Impairments and, for children with deaf-blindness, permission to release information from the Deaf-Blind Child Count;

D/HH/VI ECI	D/HH/VI LEA
	g. Copies of progress reports, to be copied to ECI weekly, but no later than the 5th business day of the following month (a copy will be given to the parent.).
4. Ensures that all children are referred to the LEA of residence for evaluation and services related to a visual impairment within 5 days, with appropriate written referrals and notifications including the following: a. Referral for a functional vision evaluation and learning media assessment by a Teacher of students with Visual Impairments (TVI); b. Referral for an Orientation and Mobility Evaluation completed by a Certified Orientation and Mobility Specialist (COMS); c. Invitation to initial and annual IFSP meetings through a 10-day prior written notice to the TVI and COMS, as well as other IFSP meetings when issues related to or impacted by the visual impairment will be addressed; and d. Invitation to teaming meetings for purposes of consulting with the local IFSP team to provide information and recommendations about the visual impairment. * Services for VI included in the IFSP must be provided by a TVI and COMS.	4. Ensures that all children, birth through two, referred with identified or suspected visual impairments will be provided the following: a. A functional vision evaluation and learning media assessment by a TVI; b. An orientation and mobility evaluation completed by a Certified Orientation and Mobility Specialist; c. Evaluations/assessments that are completed and reports provided to the ECI program within LEA timelines, with a recommended timeframe of approximately two weeks, but no later than 30 days after receipt of the request. d. A TVI and a COMS to consult with the local ECI program IFSP team in planning all aspects of the child's assessment and to participate as a member of the interdisciplinary team to determine eligibility and to develop the IFSP; e. A TVI and a COMS to attend as a member of the interdisciplinary team, each annual IFSP meeting, and each IFSP periodic review and associated team meetings that address issues related to and impacted by the visual impairment. In some cases, attendance may be via telephone or video conference with parent consent. The LEA may provide written request to waive the 10-day attendance notice; f. Services by a TVI and a COMS, as specified by the IFSP; g. Progress notes only contain information about a specific ECI child. The LEA will email copies of the notes to the ECI designated email address (ECI.aivideos@mhmrhc.org) using a designated naming convention in the subject line within one week following the day of the visit, but no later than the 5th business day of the following month; h. Materials that are available through Quota Funds as specified by the IFSP; and i. Registration on the Annual Registration of Students with Visual Impairments; and as appropriate, on the Deaf-Blind Child Count.
5. Ensures that all children are referred to the LEA of residence for evaluation and services related to being D/HH within 5 days, with appropriate written referrals and notifications including the following: a. Referral for a communication evaluation, including sign language and oral language, conducted by a TODHH and Speech Language Pathologist; c. Invitation to initial and annual IFSP meetings through a 10- day prior written notice to the TODHH, as well as other IFSP meetings when	5. Ensures that all children, birth through two, referred to the LEA with identified or suspected hearing loss will be provided the following: a. Assessments required to determine the need for services or adaptive equipment related to being DHH; b. A TODHH to consult with the local ECI program IFSP team in planning all aspects of the child's assessment and to participate as a member of the interdisciplinary team to determine eligibility and to develop the IFSP; c. Evaluations/assessments that are completed and

D/HH/VI ECI	D/HH/VI LEA
issues related to or impacted by being DHH will be addressed; and c. Invitation to teaming meetings for purposes of consulting with the local IFSP team to provide information and recommendations about appropriate services for children who are DHH. * Services for children who are DHH included in the IFSP must be provided by a TODHH.	reports provided to the ECI program within LEA timelines from signed parent consent provided by parent or by ECI to the district, with a recommended timeframe of approximately two weeks, but no later than 30 days after receipt of consent; d. A TODHH to attend as a member of the interdisciplinary team, each annual IFSP meeting, and each IFSP periodic review and associated team meeting that addresses issues related to and impacted by the child's hearing status. In some cases, attendance may be via telephone or video conference with parent consent. The LEA may provide written request to waive the 10-day attendance notice; e. Services by a TODHH, as specified by the IFSP; f. Progress notes that do not contain information about any other children. The LEA will email copies of the notes to the ECI designated email address (ECI.aivideos@mhmrte.org) within one week following the day of the visit, but no later than the 5th business day of the following month. g. Necessary instructional support to ensure that communication options along the continuum are considered, including American Sign Language (ASL), English based sign systems, and/or Listening and Spoken Language; and h. Information about Deaf culture, Deaf mentors, and all educational options, including TSD.
6. Ensures that notification of initial, periodic review, and annual IFSP meetings are sent to the TODHH and/or TVI 10-days prior to IFSP meeting. If no response comes from LEA of residence, issues related to or affected by being D/HH and/or VI will not be addressed at that scheduled IFSP meeting. A later periodic review meeting will be scheduled in order to address issues related to or affected by being D/HH and/or VI with the TODHH and/or TVI present.	6. Ensures that the TODHH and/or TVI will respond in writing to the 10-day prior written notice of the initial, periodic review, and annual IFSP meetings, to indicate the intention to attend or not attend or the need to reschedule.
7. Ensures that TODHH and/or TVI will have the opportunity to review IFSP periodic reviews developed during both attended and unattended meetings within two days after the IFSP meeting concludes. In the case of disagreement with IFSP changes, the TODHH and/or TVI must request in writing that the IFSP team reconvene within five days of receipt of the revised IFSP.	7. Ensures that the TODHH and/or TVI will review and sign IFSP periodic reviews developed during unattended meetings. TODHH and/or TVI will request in writing that the IFSP team reconvene within five days of receipt of the revised IFSP if they see a need for additional discussion or changes in recommendations.
8. No Additional Requirements	8. Documentation that written information about the TSBVI and/or the TSD was given to and signed by parents annually, including documentation of: parent refusal to sign, contacts, and IFSP meetings that were attended or missed. (Provide ECI a copy and maintain a copy in the LEA local folder.)
9. No Additional Requirements	9. Ensures that each LEA will enroll all children, birth through two years of age, with deaf and/or visual impairments who need specialized services and include them in the Public Education Information Management System (PEIMS), in accordance with current LEA

D/HH/VI	ECI	D/HH/VI	LEA
			enrollment regulations for birth to 3. Regardless of enrollment into school, services must be provided within 28 days of the signed IFSP.
10. No Additional Requirements		10. Ensures that each LEA will cooperate fully with all complaint investigations conducted under Part C or the Family Educational Rights and Privacy Act (FERPA) and all data collection efforts to the extent permitted by law.	
11. Recognizes that the IFSP and IFSP team meeting will replace the individualized education program (IEP) and the admission, review and dismissal (ARD) committee for children birth through two with deaf and/or visual impairments.		11. Recognizes that the IFSP and IFSP team meeting will replace the individualized education program (IEP) and the admission, review and dismissal (ARD) committee for children birth through two with deaf and/or visual impairments.	
12. No Additional Requirements		12. Recognizes that D/HH/VI children birth through age two with deaf and/or visual impairments will also follow transition process and timelines through the LEA of residence, as outlined.	

II. Transition Process

Transition	ECI	Transition	LEA
1. By 27-33 months, strategies addressing transition must be included in the IFSP. The IFSP must include the steps ECI will take to assist the family in preparing their child for transition, which will take place on the child's 3 rd birthday to:	- Early Childhood Special Education; - or - Other services that may be available, if appropriate.	1. LEAs will collaborate with ECI programs to support parent involvement in the transition planning process, as evidenced by:	- Signature on MOU; - Attendance at transition conferences with sharing of information related to processes / referral / evaluation with family; - Preparation of agenda / script / information to be shared by ECI if an LEA representative is not present.
2. Part B Potentially Eligible Notification: ECI is required to notify the LEA of children who are potentially eligible for the special education program at least 90 days before the child's 3 rd birthday unless the parent opts out. ECI staff will inform the parent that opting in at a later date may impact entitlement to eligibility determination by the child's 3 rd birthday. This can be done at the transition conference, in a referral packet.	In addition, the stand-alone LEA notification form may be sent to the LEA without parental consent, provided the parent has not opted out. With parent's consent, ECI will send to the LEA (by fax or email) accompanying documentation, including family information, the date of initial eligibility, the initial IFSP, and the most recent progress notes. ECI will use the definition of potentially eligible provided by the State ECI. <i>IFSP teams will need to consider the 13 disability categories for special education. *Texas uses the following list of disability categories to determine if a</i>	2. LEA will treat the Part B Potentially Eligible Notification as the initial referral. LEA will work with ECI to obtain written consent to determine eligibility with a recognition that a family may determine that they do not want to proceed after the transition conference.	

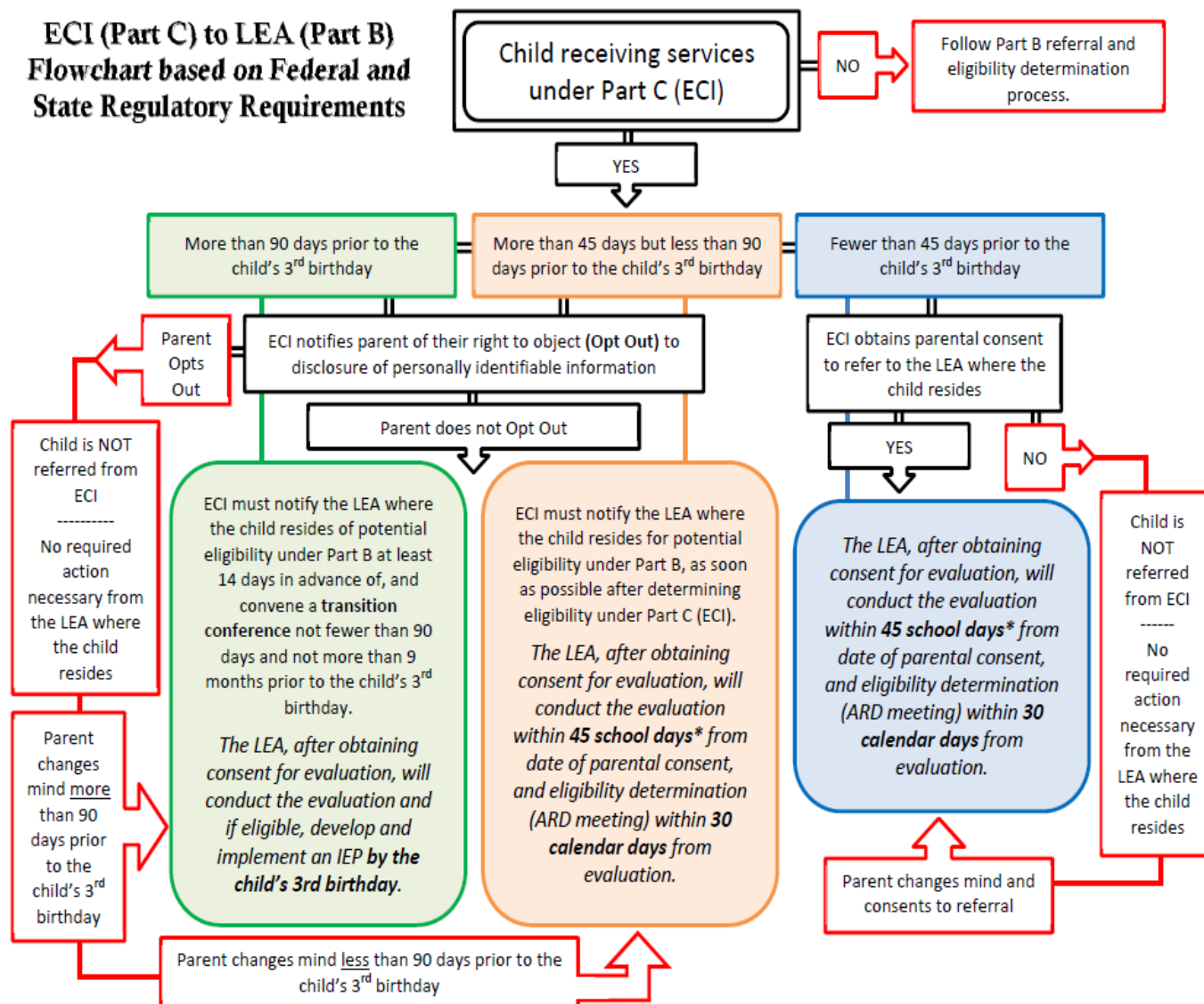
Transition ECI	Transition LEA
<i>child (aged 3-21) is eligible for special education and related services:</i> • <i>Deaf or Hard of Hearing (D/HH)</i> • <i>Autism (AU)</i> • <i>Deaf-Blindness (DB)</i> • <i>Emotional Disturbance (ED)</i> • <i>Intellectual and Development Disabilities (IDD)</i> • <i>Multiple Disabilities (MD)</i> • <i>Orthopedic Impairment (OI)</i> • <i>Other Health Impairment (OHI)</i> • <i>Learning Disability (LD)</i> • <i>Speech Impairment (SI)</i> • <i>Traumatic Brain Injury (TBI)</i> • <i>Visual Impairment (VI)</i> <i>To be eligible for special education services the child must have a disability identified in one of the categories above AND have an educational or developmental need.</i> <i>Teams may want to consider a child potentially eligible for special education if the child has a disability (or disabilities) that can be expected to adversely affect his/her ability to reach age-appropriate educational goals without direct or indirect support from a special education teacher, therapist, and/or other special educator. A disability can affect the educational process when it interferes with the child's ability to:</i> • <i>Learn,</i> • <i>Maintain health status required to attend and participate in school,</i> • <i>Navigate the school environment,</i> • <i>Make and maintain positive relationship with other children,</i> • <i>Communicate effectively with others,</i> • <i>Understand and process verbal instruction and/or</i> • <i>Manage his/her own behavior.</i>	
3. The ECI service coordinator contacts the LEA to coordinate the transition conference (face-to-face meeting or video telehealth). The transition conference may occur as early as nine months prior to and no later than 90 days prior to the child's 3rd birthday. The ECI service coordinator and family must attend face-to-face or via video telehealth; LEA participation may occur in person, via video telehealth, or by telephone. 108.1217 (b) If the parent gives approval to convene the LEA Transition Conference, the contractor must: (1) Meet the requirements in 34 CFR 303.342 and 303.343 which requires: (A) The face-to-face attendance of the parent and the service coordinator; and (B) At least one other ECI professional who is a member of the IFSP team who may participate through other means, such as: providing information, contributing face-to-face, or by telephone. ECI will invite the LEA special education director or designee 14 days before the transition conference.	3. Each LEA will participate in transition planning conferences arranged by the designated local ECI program with 14 days' notice (unless waived). ECI and LEA may designate times and dates each month for transition planning conferences. In Texas, the transition planning conferences are held no later than 90 days before the child's 3rd birthday. LEA may waive the 14-day requirement upon verbal request to convene at an earlier date. At the transition conference, the family will meet with the LEA contact who will: (sample agenda attached - page 13) • Discuss how eligibility is determined, the assessment process, and the ARD process • Discuss the continuum of services that may be available to the child should the child be determined eligible for services under Part B • Document the date of the transition conference, participants, and the steps discussed to determine the child's Part B eligibility. • Explain timelines to determining eligibility. • Follow up with the family as appropriate after the

Transition ECI	Transition LEA
If the child referred to ECI is less than 90 days prior to the child's 3rd birthday, no transition conference is required.	transition conference. Inform the family that if the parent decides not to refer initially, they can still request an evaluation for special education services after the age of 3. By the 3rd birthday, an ARD meeting has convened and an IEP has been developed if the child is found eligible. (34 CFR §300.124; 34 CFR §300.101) Services are made available to students as determined by the ARD Committee.
4. If the LEA representative is not available, ECI will conduct the transition meeting and provide the parent information about special education and related services, including a description of the Part B eligibility definitions, transition timelines, and the process for consenting to an evaluation and eligibility determination and extended year service, as provided by LEA.	4. LEA will provide the following information to ECI: - information about special education and related services, including a description of the Part B eligibility definitions; - transition timelines; - process for consenting to an evaluation; - eligibility determination; and - extended year services.
5. No Additional Requirements	5. If the child's 3rd birthday occurs during the summer, the child's ARD committee shall determine eligibility, and if appropriate, determine the date when services under the IEP will begin. The ARD committee decides when services begin on an individual basis (i.e., immediately through Extended School Year [ESY] services or on the first day of the regular school year). (34 CFR §300.101(b)(2))
6. No Additional Requirements	6. LEA will schedule a meeting to discuss evaluation and obtain consent for evaluation prior to the child's 3rd birthday. The parent is provided a copy of the <u><i>Notice of Procedural Safeguards: Rights of Parents of Students with Disabilities and a Guide to the Admission, Review and Dismissal Process</i></u> Parent signs a receipt verifying that they have received the documents and understand the contents. The LEA shall have procedures in place which meet the timeline requirements for evaluation and the initial ARD committee meeting for children referred during the summer. The ARD Committee decides when services begin for these children on an individual basis (i.e., immediately through Extended School Year [ESY] services or on the first day of the regular school year). If the LEA determines that it will not conduct an evaluation requested by the parent of the child, the LEA will provide the parent Prior Written Notice and a copy of the <i>Notice of Procedural Safeguards</i> of this decision within five school days of the decision. (34 CFR §300.503; 19 TAC §89.1015) and explain process for Child Find. With parental consent, LEA will notify ECI of decision to not conduct an evaluation.
7. The ECI service coordinator may attend the evaluation upon request of the child's parent. Parent consent is required for the attendance of the ECI service	7. The LEA will conduct a full and individual evaluation (FIE) according to IDEA guidelines. (34 CFR §300.301)

Transition ECI	Transition LEA
coordinator at the evaluation.	- The LEA will review grids, goals, and documentation from ECI to identify and then notify necessary specialists for evaluation (ST, OT, PT, TOD/HH, TVI, COMS, etc.). - The LEA may accept an outside evaluation as part of the FIE to determine eligibility for special education services under Part B.
8. The ECI service coordinator may be notified of the ARD meeting with parent consent.	8. The LEA will schedule an ARD meeting with the family to review the results of the evaluation. LEAs will invite the ECI service coordinator to the initial ARD committee meeting at the request of the parent.
9. The ECI service coordinator may attend the ARD meeting as requested by the parent or the LEA. Parent consent is required for the attendance of the ECI service coordinator at the request of the LEA. The ECI service coordinator is not a member of the ARD team, but is available to provide information and support.	9. During the ARD meeting, the evaluation results are discussed and the eligibility determination is made. If the child is determined eligible for special education services under Part B, the IEP is developed (34 CFR §300.323) - The ARD committee determines placement based on the least restrictive environment (LRE), within a continuum of services in which a child's IEP goals can be achieved. - The parent must provide consent for initial placement prior to initiation and implementation of special education services. - The parent reserves the right to not provide consent for the initial provision of special education and related services. - The parent reserves the right to revoke consent for special education services at any time. - With parental consent LEA will notify ECI when the LEA refuses to initiate an evaluation or the ARD committee finds the child not eligible for special education services or parental refusal of services.
10. ECI will continue to provide full IFSP services until the child's 3 rd birthday.	10. The LEA will provide services as outlined in the IEP.

III. Procedures for Children Referred to ECI Less Than 90 Days Before the Child's 3rd Birthday

90 Days	ECI	90 Days	LEA
1.	If a child is referred to ECI 6 months to 45 days prior to child's 3 rd birthday, ECI will develop transition steps and strategies with the family at the IFSP meeting.	1.	See flowchart below
2.	If a child is referred to ECI between 90 to 45 days prior to their 3 rd birthday, ECI will make a determination of potential eligibility, as soon as possible, and will notify the LEA, unless the parent opts out. A transition conference is not required but will be attempted to be scheduled with the LEA. The LEA will be notified of the reason for the delay.	2.	See flowchart below
3.	If a child is referred to ECI fewer than 45 days before the child's 3 rd birthday, the IFSP team is not required to conduct pre-enrollment, evaluation, or IFSP. ECI will refer child directly to the LEA with written parent consent, if the child appears to be potentially eligible.	3.	See flowchart below



* In accordance with current State established initial evaluation timelines.

Texas Education Agency
Revised September 2013

IV. School Action Plan

Event	LEA Action Required
1. Part B Potentially Eligible Notification	- Document and treat as referral - Collaborate with parent to get consent to evaluate. - Assess - Hold ARD meeting - Develop IEP by 3rd Birthday
2. Invitation to Transition Conference	- Respond to invitation to transition conference - Attend the conference - Document date of conference, the participants, and the steps to determine a child's part B eligibility.
3. Electronic Communication	- Parent gives Consent - District employees are subject to public record requests.
4. DHH/VI Referral for Services (0-3)	- Refer ECI to TODHH and/or TVI then: - Obtain copy of Assessment Consent Form - Assess - Attend IFSP meeting - Begin services if eligible - Report progress notes for each visit to ECI on a weekly basis, but no later than the 5th day of the following month.

V. Definitions

Word / Acronym	Definition
ARD	Admission Review and Dismissal Meeting held to determine eligibility, and if the child is eligible to put services in place through the LEA children (ages 3-21); similar to an IFSP meeting
COMS	Certified Orientation and Mobility Specialist; person certified to teach individuals with visual impairments to travel safely, confidently, and independently in their environment
DHH	Deaf or Hard of Hearing
ECI	Early Childhood Intervention; a statewide program for families with children, birth-to-three, with disabilities and developmental delays ECI services provided in Tarrant, Denton, Cooke, Ellis, Erath, Hood, Johnson, Navarro, Palo Pinto, Parker, Somervell & Wise Counties are offered through the Early Childhood Services division of My Health My Resources (MHMR) of Tarrant County
ECS	Early Childhood Services
ECSE	Early Childhood Special Education
EIS	Early Intervention Specialist; credentialed professional who meets specific educational requirements established by HHS ECI and has specialized knowledge in early childhood cognitive, physical, communication, social-emotional, and adaptive development
ESC Region 11	Education Service Center Region 11
ESY	Extended School Year
IDEA Part B	Individuals with Disabilities Education Act - Part B A federal program that provides grants to states to assist in providing a free appropriate public education in the least restrictive environment for children with disabilities ages 3 through 21
IDEA Part C	Individuals with Disabilities Education Act - Part C A federal grant program that assists states in operating a comprehensive statewide program of early intervention services for infants and toddlers with disabilities, ages birth through age 2 years, and their families
IEP	Individualized Education Plan used to define services for children (ages 3-21)

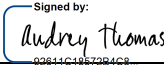
Word / Acronym	Definition
IFSP	Individualized Family Service Plan as defined in 34 CFR §303.20. A written plan of care for providing early childhood intervention services and other medical, health and social services to an eligible child and the child's family when necessary to enhance the child's development.
IFSP Team	An interdisciplinary team that meets the requirements in 34 CFR §303.24(b) (relating to Multidisciplinary), and develops, reviews, modifies, and approves the IFSP and includes the parent, service coordinator, all ECI professionals providing services to the child, as planned on the IFSP, Teacher of students who are Deaf/Hard of Hearing (TODHH), as appropriate, and/or Teacher of students with Visual Impairments (TVI) and COMS, as appropriate
LEA	Local Education Agency; a term commonly used to mean a school district or charter school
Limited Personally Identifiable Information	The child's and the parent's names, addresses, and phone number; child's date of birth; service coordinator's name; language spoken by the child and family
LRE (LEA)	Least Restrictive Environment A law under IDEA that students with disabilities receive their education, to the maximum extent appropriate, with nondisabled peers and that special education students are not removed from regular classes unless, even with supplemental aids and services, education in regular classes cannot be achieved satisfactorily. [20 United States Code (U.S.C.) Sec. 1412(a)(5)(A); 34 Code of Federal Regulations (C.F.R.) Sec. 300.114.]
Natural Environment (ECI)	As defined in 34 CFR §303.26, natural environments are settings that are natural or typical for a same- aged infant or toddler without a disability. They may include the home or community settings and must be consistent with the provisions of 34 CFR §303.126. (What are not natural environments? Hospitals, clinics, rehab centers, therapist's offices, group home settings.) Settings that individual families identify as natural or normal for their family, including the home, neighborhoods, and community settings in which children without disabilities participate.
Part B Potential Eligibility Notification	Information sent to the school to begin the referral process; similar to the former 90-day referral
Prior Written Notice	The school district must provide a written notice (information received in writing) whenever the school district: (1) Proposes to begin or change the identification, evaluation, or educational placement of a child or the provision of a free appropriate public education (FAPE) to a child; or (2) Refuses to begin or change the identification, evaluation, or educational placement of a child or the provision of FAPE to a child. The school district must provide the notice in understandable language (34 CFR §300.503(c)).
Procedural Safeguards	This document gives a parent of a child with a disability a description of their legal rights, or procedural safeguards, under the Individuals with Disabilities Education Act (IDEA). Part B and Part C
Receiving services	Date eligibility for ECI / Part C services is determined. Note this is definition is different from the date for initiation of services for Part B
RDSPD	Regional Day School Program for the Deaf
Service Coordinator	The ECI employee or subcontractor who: (1) Meets all applicable requirements in Subchapter C of this chapter (relating to staff qualifications); (2) Is assigned to be the single contact point for the family; (3) Is responsible for providing case management services as described in §108.405 of this title (relating to Case Management Services); and (4) Is from the profession most relevant to the child's or family's needs or is otherwise qualified to carry out all applicable responsibilities.

Word / Acronym	Definition
SPP12	State Performance Plan Indicator 12 for federal data collection on Early Childhood Transition from Part C to Part B, required of LEA
TEA	Texas Education Agency is the state agency that oversees primary and secondary public education to provide leadership, guidance and resources to help schools meet the educational needs of all students.
TODHH	Teacher of the Deaf and Hard of Hearing; teacher certified to work with students who are Deaf/Hard of Hearing
Transition Conference	Face-to-face or video telehealth meeting with LEA, ECI, and parent; coordinated by ECI
TSBVI	Texas School for the Blind and Visually Impaired
TSD	Texas School for the Deaf
TVI	Teacher of students with Visual Impairments; a teacher certified to work with students with visual impairments
VI	Visual Impairment

VI. Signatures

We have reviewed and adopted this Memorandum of Understanding between Fort Worth ISD (LEA) and ECI of North Central Texas (ECI).

On behalf of ISD (LEA).

 Signed by: 02611C1957294C8	Audrey Thomas Executive Director Specialized Learning	6/1/2026
<i>Signature</i>	<i>Printed Name</i>	<i>Title</i>
	Mohammed Choudhury Deputy Superintendent Curriculum and Instruction	
<i>Signature</i>	<i>Printed Name</i>	<i>Date</i>

On behalf of ECI of North Central Texas:

	Anisha Philips MHRM of Tarrant County ECI Director	
<i>Signature</i>	<i>Printed Name</i>	<i>Title</i>
		<i>Date</i>

VII. Sample LEA Agenda

- referenced on page 6

The Transition Conference should cover all the following:

SAMPLE

LEA Agenda

1. Transition Conference
 - Informational meeting for parents to include eligibility definitions, timelines, process for consenting to an evaluation and eligibility determination, district continuum of placement options, and extended year services
 - Opportunity for parents to ask questions about transition
2. Referral Meeting
 - Documents required at referral meeting
 - ✓ Official Birth Certificate (or within 30 days)
 - ✓ Social Security Card (this is optional - parents can refuse to provide it)
 - ✓ Proof of Address (i.e. electric bill, water bill, lease, etc.)
 - ✓ Affidavit of Residency may be required if parent has no household bills in their name
 - Complete referral forms
 - Sign consent for evaluation (if all information for referral is complete)
 - Schedule evaluation (when all referral documents are received)
3. Evaluation
 - Your child will participate in an evaluation which may include:
 - observing your child in a play setting
 - parent interview
 - activities with LEA staff
 - Schedule Admission, Review, and Dismissal (ARD) meeting
4. ARD Meeting
 - Review evaluation report
 - Determine eligibility for special education services*
 - Develop Individual Education Plan (for eligible special education services)
 - Determine placement (for eligible special education services)
 - With parental consent, results of ARD meeting will be reported to ECI
5. Student will begin any eligible special education services on his/her third birthday, or as agreed upon during the ARD meeting.

ISD Contact Information:

Phone: 000-000-0000

*Your child must meet the criteria for one or more of the disability categories listed below and have an educational need to be eligible for special education services:

- | | |
|------------------------------|---------------------------------|
| • Deaf/Hard of Hearing | • Orthopedic Impairment |
| • Autism* | • Other Health Impairment |
| • Deaf-Blindness | • Specific Learning Disability* |
| • Emotional Disturbance* | • Speech or Language Impairment |
| • Intellectual Disabilities* | • Traumatic Brain Injury |
| • Multiple Disabilities | • Visual Impairment |

VIII. ISD/SSA Procedures

[illegible]

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE PURCHASE OF ADDITIONAL NOVELS FOR HIGH SCHOOL

EXECUTIVE SUMMARY:

The Board approved the purchase of novels for high schools at the May 19, 2026 Board meeting. After the purchase was approved, the District was notified that one of the novels listed, Walden by Henry David Thoreau, is out of print. The vendor helped identify the same novel title with a different ISBN. A second novel was added to the list after the Board approved the purchase. The additional novel is A Separate Peace by John Knowles.

RECOMMENDATION:

Approve Purchase of Additional Novels for High School

THEORY OF ACTION PILLAR:

1 - Excellent Academic Performance for All Students

FINANCIAL IMPACT:

Original Amount:	\$813,195.00
Additional Amount:	\$ 98,252.00
TOTAL AMOUNT:	\$911,447.00

PROVIDER(S)/VENDOR(S):

Follett Content Solutions, LLC

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

All District High Schools

INFORMATION SOURCE:

Mohammed Choudhury, Deputy Superintendent of Curriculum and Instruction

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Competitive Solicitation - RFP/RFQ/Bid#: 23-088



Follett Content Solutions, LLC
1340 Ridgeview Drive
McHenry, IL 60050

Date: 05/28/2026
Quote Number: 11977389
Customer Number: 4233689
Prices Guaranteed Through: 07/26/2026

Send Payment to: Follett Content Solutions, LLC

PO Box 7410597
Chicago, IL 60674-0597

Phone: 888.511.5114

Email: orders@follettcontent.com

For: FT WORTH IND SCH DIST (#4233689)

Bill to Address
7060 CAMP BOWIE BLVD
FORT WORTH, TX 76116

Ship to Address
509 East Northside Drive
Fort Worth, TX 76164

Created by: Jenn Krejci

Email: jkrejci@follettcontent.com

List Number: 315652250

List Name: Walden/Separate peace

List Notes: RFP 23-088 - (FT WORTH IND SCH DIST #4233689) At Follett, we are committed to supporting teachers and librarians in their mission of educating students. We empower each individual educator to select the print and digital resources that fit the unique needs of their school community. Our team has tailored this list based on the budget, and other specifications provided to us. We encourage you to review this list closely to ensure it meets the needs of your school community prior to placing your order. Please visit titlewave.com for additional title details, including full text reviews and more.

The pricing in this quote is based on the information you provided and is guaranteed through 07/26/2026. Any changes to the quote, including but not limited to title selection, processing, shipping and handling fees, sales tax, or additional products and services, may result in adjusted costs.

For details on cataloging or processing options offered by Follett Content Solutions, LLC, call customer service at 888.511.5114.

Order Summary

7900 Items \$98,252.00

Cataloging and processing specifications are unique to each school. When processing this order, the specifications for the school referenced on the PO will be used. Please include the cost of these services on your purchase order.

Prices do not include cataloging or processing.

Subtotal: \$98,252.00

Shipping: FREE

Free shipping and handling on books and audiovisual materials within the United States and its territories. Shipping and brokerage are free to Canada.

Total: \$98,252.00

Books

2 items

Item		Price	Qty.	Total
A separate peace by Knowles, John (#34183Q0) Paperback — Scribner, c1959 p2003 Dewey: 813 ; Audience: Adult ; Interest Level: AD AR 6.9 UG 10 545EN; ISBN 978-0-7432-5397-0 From SLJ: Gr 9-Up Tags: Friendship Stories Historical Fiction	—	\$47.99 \$15.29	4,600	\$70,334.00
Walden by Thoreau, Henry David (#1499BA0) Paperback — Princeton University Press, 2016 Dewey: 818 ; Audience: Adult ; Interest Level: AD ISBN 978-0-691-16934-7 Tags: Classics Literature	—	\$9.95 \$8.46	3,300	\$27,918.00

7,900 Books: \$98,252.00

Subtotal: \$98,252.00

Shipping: FREE

Total: \$98,252.00

Return Policy: Library book and/or content orders that have been subject to any customized processing – either prior to shipment or after receipt by the customer – are not eligible for return or cancellation. This excludes material processing errors solely attributable to Follett. Customized processing shall include, but is not limited to, stamping, label application, and barcoding, and is determined by Follett in its sole discretion. Textbook orders of any kind are not returnable.

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE THE AWARD OF REQUEST FOR PROPOSAL (RFP) NO. 26-067 FOR THE PURCHASE OF TARGETED SUPPLEMENTAL CURRICULUM FOR SPECIALIZED LEARNING

EXECUTIVE SUMMARY:

The Specialized Learning Department requests approval of the award of RFP #26-067 for the purchase of Targeted Supplemental Curriculum which includes a comprehensive alternate curriculum solution, software licenses, and associated training to support students receiving instruction in specialized classroom settings.

The selected resources will provide standards-aligned instructional materials based on the Texas Essential Knowledge and Skills (TEKS) and support alignment with each student's Individualized Education Program (IEP). Designed for implementation across PK–12 plus, the curriculum includes an integrated system of academic instruction, transition programming, and social-emotional and behavioral supports, specifically meeting the needs of students with intellectual disabilities, autism, and emotional disabilities while ensuring alignment with grade-level standards and individualized learning goals. These resources will ensure consistency of instruction across the District, increase instructional rigor, and provide educators with access to research-based materials, embedded supports, and professional development to enhance lesson planning and differentiation.

RECOMMENDATION:

Approve the Award of Request for Proposal (RFP) No. 26-067 for the Targeted Supplemental Curriculum for Specialized Learning

THEORY OF ACTION PILLAR:

Excellent Instruction Delivering High-Quality and Focused Curriculum

FINANCIAL IMPACT:

Not to Exceed \$399,000.00 (Annually)

PROVIDER(S)/VENDOR(S):

Everway LLC
Rethink Autism Inc

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

Specialized Learning Classrooms Districtwide

INFORMATION SOURCE:

Mohammed Choudhury, Deputy Superintendent of Learning and Leading

FUNDING SOURCE:

Special Revenue 224-11-6321-831

PURCHASING MECHANISM:

RFP# 26-067 for Targeted Supplemental Curriculum for Specialized Learning

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE THE PURCHASE OF HEATING, VENTILATION, AND AIR CONDITIONING SERVICES FOR FISCAL YEAR 2026-2027

EXECUTIVE SUMMARY:

Maintenance Services is seeking approval of expenditures to purchase heating, ventilation, and air conditioning services districtwide during the 2026-2027 fiscal year. This authorization will allow staff to respond promptly to urgent and routine HVAC repair and replacement needs across District facilities. The aggregate approval provides flexibility to issue work on an as-needed basis to multiple awarded vendors throughout the fiscal year while maintaining continuity of service and avoiding delays in addressing HVAC needs across the District. The amount being requested for approval is not to exceed \$2,118,445.

RECOMMENDATION:

Approve the Purchase of Heating, Ventilation, and Air Conditioning Services for Fiscal Year 2026-2027

THEORY OF ACTION PILLAR:

4 - Operational Alignment and Efficiency

FINANCIAL IMPACT:

Not to Exceed \$2,118,445

PROVIDER(S)/VENDOR(S):

Refer to Exhibit A – Approved Vendors

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

Districtwide Operations

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations
David Guerra, Executive Director of Maintenance Services

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Refer to Exhibit A

Various District Approved RFP Awarded Vendors

Various District Approved Purchasing Cooperative Contracts

For purchases using Cooperatives, multiple quotes will be obtained for purchases greater than \$100,000

EXHIBIT A - APPROVED VENDORS	
Vendor	Purchasing Mechanism
American Mechanical Services of Texas	RFP 22-136; BuyBoard 720-23; BuyBoard 733-24; BuyBoard 756-24
Carrier Corporation	BuyBoard 720-23; TIPS 25010501; Omnia 02-123; Omnia 159051
Carrier Enterprise	RFP 22-136; BuyBoard 720-23; TIPS 25010501;
Core Controls	RFP 22-136; TIPS 240101;
Enviromatic Systems of Fort Worth	BuyBoard 720-23;
Herc Rentals	BuyBoard 788-25; Omnia 2019000318
HTS Texas	BuyBoard 749-24; TIPS 260105
HVAC RNTL LLC	RFP 22-136; TIPS 240102;
JMS Integrated Building Solutions LLC	BuyBoard 720-23; TIPS 230105;
Lennox Industries, Inc.	RFP 22-136; BuyBoard 720-23; TIPS 25010501;
Lochridge-Priest, Inc.	RFP 22-136; BuyBoard 733-24; TIPS 22010701; TIPS 22010702
Logical Solutions Inc.	RFP 22-136; TIPS 23010401; TIPS 23010402; TIPS 241001
NCAElectric, LLC.	RFP 22-136;
Preferred Mechanical Group, LLC	RFP 22-136; TIPS 25010501; TIPS 25010502; TIPS 25010401; TIPS 25010402;
Shaw Bros Welding	RFP 22-136;
Spaeth Machine Shop, Inc.	RFP 22-136; BuyBoard 720-23;
Texas Airsystems Inc	RFP 22-136; BuyBoard 720-23; BuyBoard 757-24; Choice Partners 25/035MR-58
TraneUS Inc.	RFP 22-136; BuyBoard 720-23; TIPS 220104; TIPS 24010401; TIPS 24010402; TIPS 25010501; TIPS 25010502; Omnia 3341, Omnia 1153, Omnia R221505

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE THE PURCHASE OF GROUNDS AND LANDSCAPING SERVICES FOR FISCAL YEAR 2026-2027

EXECUTIVE SUMMARY:

Operations Services is seeking approval of expenditures to purchase grounds and landscaping services districtwide during the 2026-2027 fiscal year. This authorization will allow staff to respond promptly to routine and urgent grounds maintenance, landscaping, playground surfacing, field improvements, tree services, fencing-related support, and other site-based exterior needs across District facilities. The aggregate approval provides flexibility to issue work on an as-needed basis to multiple awarded vendors throughout the fiscal year while maintaining continuity of service and avoiding delays in addressing grounds and landscaping needs across the District. The amount being requested for approval is not to exceed \$1,500,000.

RECOMMENDATION:

Approve Purchase of Grounds and Landscaping Services for Fiscal Year 2026-2027

THEORY OF ACTION PILLAR:

4 - Operational Alignment and Efficiency

FINANCIAL IMPACT:

Not to Exceed \$1,500,000

PROVIDER(S)/VENDOR(S):

Refer to Exhibit A – Approved Vendors

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

Districtwide Operations

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations
Steven Furlough, Executive Director of Custodial Services

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Refer to Exhibit A

Various District Approved RFP Awarded Vendors

Various District Approved Purchasing Cooperative Contracts

For purchases using Cooperatives, multiple quotes will be obtained for purchases greater than \$100,000

EXHIBIT A – APPROVED VENDORS	
Vendor	Purchasing Mechanism
Buyers Barricades Inc	BuyBoard 803-26; Choice Partners 25/050LL-01
Buzz Services, LLC	RFP 21-081; RFP 22-136
BWI Company-Dallas	RFP 22-136;
Holt Cat	RFP 22-136;
KaBoom!	RFP 22-136
Lowery Sand & Gravel Company, Inc.	RFP 22-136
Michael's Keys Inc	RFP 22-136
Parkscapes Texas	RFP 22-136; BuyBoard 781-25;
Smith Lawn And Tree	RFP 25-037; RFP 22-136
Sports Field Solutions	RFP 22-136;
Taylor's Rental	RFP 22-136

FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
July 21, 2026

TOPIC: APPROVE THE PURCHASE OF FIRE ALARM EQUIPMENT, INSPECTION, MAINTENANCE, AND REPAIR SERVICES FOR FISCAL YEAR 2026-2027

EXECUTIVE SUMMARY:

Maintenance Services is requesting approval to purchase fire alarm equipment, inspection, maintenance, and repair services districtwide during the 2026-2027 fiscal year. This authorization will allow staff to respond promptly to urgent and routine fire alarm inspections, repairs, monitoring services, and fire alarm replacements across District facilities. The aggregate approval provides flexibility to issue work on an as-needed basis to multiple awarded vendors throughout the fiscal year while maintaining continuity of service and avoiding delays in addressing fire alarm needs across the District. The amount being requested for approval is not to exceed \$3,000,000.

RECOMMENDATION:

Approve the Purchase of Fire Alarm Equipment, Inspection, Maintenance, and Repair Services for Fiscal Year 2026-2027

THEORY OF ACTION PILLAR:

4 - Operational Alignment and Efficiency

FINANCIAL IMPACT:

Not to Exceed \$3,000,000

PROVIDER(S)/VENDOR(S):

Refer to Exhibit A – Approved Vendors

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

Districtwide Operations

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations
David Guerra, Executive Director of Maintenance Services

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Refer to Exhibit A

Various District Approved RFP Awarded Vendors

Various District Approved Purchasing Cooperative Contracts

For purchases using Cooperatives, multiple quotes will be obtained for purchases greater than \$100,000

EXHIBIT A – APPROVED VENDORS	
Vendor	Purchasing Mechanism
Century Fire Protection, LLC	RFP 24-032; RFP 22-136
Firetrol Protection Systems, Inc.	BuyBoard 751-24; TIPS 24020301; TIPS 24020302
Intrepid Security & Protection	RFP 23-124; RFP 22-136
Kimbrough Life Safety LLC	RFP 22-136
Summit Fire & Security, LLC	BuyBoard 751-24; RFP 22-136
Western States Fire Protection Co	RFP 24-032; RFP 22-136

FORT WORTH INDEPENDENT SCHOOL DISTRICT
CONSENT AGENDA ITEM
BOARD MEETING
July 21, 2026

TOPIC: APPROVE THE PURCHASE OF CUSTODIAL CHEMICAL AND PAPER SUPPLIES

EXECUTIVE SUMMARY:

Custodial Services is seeking approval to purchase custodial chemical and paper supplies for Districtwide use. These supplies include cleaning chemicals, disinfectants, restroom paper products, trash liners, and related custodial materials needed to maintain clean, safe, and sanitary learning and working environments across campuses and non-instructional facilities. The District issued Request for Proposals (RFP) 26-016 for custodial chemical supplies and RFP 26-017 for custodial paper goods, with approval requested for the initial term and the option to renew for three (3) additional years through June 2029. Purchases will be made on an as-needed basis, with an annual amount not to exceed \$2,544,003.

RECOMMENDATION:

Approve the Purchase of Custodial Chemical and Paper Supplies

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

FINANCIAL IMPACT:

Not to Exceed \$2,544,003 (Annually)

PROVIDER(S)/VENDOR(S):

Refer to Exhibit A - List of Approved Vendors

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

Districtwide

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations
Steven Furlough, Executive Director of Custodial Services

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Competitive Solicitation - RFP/RFQ/Bid#:
RFP 26-016, RFP 26-017

Exhibit A - List of Approved Vendors

Vendor
Bee Line Chemical Co
Brady Industries of Texas
Brighter Days & Nites, Inc
Competitive Choice Inc.
Complete Supply Inc
Empire Paper
FERGUSON FACILITIES SUPPLY
Home Depot Pro
Imperial Dade
M.A.N.S.Distributors, Inc
ODP Business Solutions, LLC
Pollock Investments Inc DBA Po
PYRAMID SCHOOL PRODUCTS
Quill LLC
School Health Corp.
Staples Contract & Commercial
TEXAS FOOD PACK LLC.
TRU CHEM SOLUTIONS LLC
Zep Inc
Bee Line Chemical Co
Brady Industries of Texas
Brighter Days & Nites, Inc
Business Essentials
CENTRAL POLY-BAG CORP.
Complete Supply Inc
Continental & Global Services
DEALERS ELECTRICAL SUPPLY
Empire Paper
FERGUSON FACILITIES SUPPLY
FERRUM SOLUTIONS LLC
Genesis II, Inc.
Home Depot Pro
Imperial Dade
Interboro Packaging Corp.
M.A.N.S.Distributors, Inc
MAVICH
Mid-States Services, Inc
ODP Business Solutions, LLC
pacific star corporation
Pollock Investments Inc DBA Po
Preferred Business Solutions
PYRAMID SCHOOL PRODUCTS
Quill LLC
River Oaks Collection LLC

Safeway Supply Inc.
School Health Corp.
Staples Contract & Commercial
TEXAS FOOD PACK LLC.
Unipak Corp.
Water On Way LLC

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE THE PURCHASE OF ENVIRONMENTAL AND ASBESTOS SERVICES FOR FISCAL YEAR 2026-2027

EXECUTIVE SUMMARY:

Environmental Services is requesting approval to purchase environmental services Districtwide during the 2026-2027 fiscal year. This authorization will allow staff to respond promptly to testing and related environmental service needs across District facilities on an as-needed basis. Services may include assessments, sampling, and monitoring support for conditions identified at District sites. The aggregate approval provides flexibility to issue work to multiple awarded vendors throughout the fiscal year while maintaining continuity of service and avoiding delays in addressing environmental concerns across the District. The amount being requested for approval is not to exceed \$626,080.

RECOMMENDATION:

Approve the Purchase of Environmental and Asbestos Services for Fiscal Year 2026-2027

THEORY OF ACTION PILLAR:

4 - Operational Alignment and Efficiency

FINANCIAL IMPACT:

Not to Exceed: \$626,080

PROVIDER(S)/VENDOR(S):

Refer to Exhibit A

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

Districtwide Operations

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations
Steven Furlough, Executive Director of Custodial Services

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Refer to Exhibit A

Various District Approved RFP Awarded Vendors

EXHIBIT A – APPROVED VENDORS	
Vendor	Purchasing Mechanism
AMX Environmental, Ltd.	RFP 26-023
Armstrong Forensic Laboratory, Inc.	RFP 26-025;
Clean Harbors Environmental Services, Inc.	RFP 23-145;
EDRS, Inc.	RFP 26-023;
EE&G, Inc.	RFP 22-136-B
HP Envirovision	RFP 26-023;
Professional Service Industries, Inc.	RFP 26-025

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE THE PURCHASE OF ELEVATOR AND WHEELCHAIR LIFT INSPECTION, MAINTENANCE, AND REPAIR SERVICES FOR FISCAL YEAR 2026-2027

EXECUTIVE SUMMARY:

Maintenance Services is seeking approval of expenditures to purchase elevator and wheelchair lift inspection, maintenance, and repair services districtwide during the 2026-2027 fiscal year. This authorization will allow staff to respond promptly to required inspections, preventative maintenance, repairs, troubleshooting, and related elevator and wheelchair lift services across District facilities. The aggregate approval provides flexibility to issue work on an as-needed basis to multiple awarded vendors throughout the fiscal year while maintaining safe, reliable, and code-compliant operation of equipment across the District. The amount being requested for approval is not to exceed \$1,500,000

RECOMMENDATION:

Approve the Purchase of Elevator and Wheelchair Lift Inspection, Maintenance, and Repair Services for Fiscal Year 2026-2027

THEORY OF ACTION PILLAR:

4 - Operational Alignment and Efficiency

FINANCIAL IMPACT:

Not to Exceed \$1,500,000

PROVIDER(S)/VENDOR(S):

Refer to Exhibit A - Vendors

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

Districtwide Operations

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations
David Guerra, Executive Director of Maintenance Services

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Refer to Exhibit A

Various District Approved RFP Awarded Vendors

Various District Approved Purchasing Cooperative Contracts

For purchases using Cooperatives, multiple quotes will be obtained for purchases greater than \$100,000

EXHIBIT A – APPROVED VENDORS	
Vendor	Purchasing Mechanism
American Elevator Technologies, LLC	RFP 23-072
Elev8 Specialty Group, LLC	RFP 26-038
Genesis Elevator Services	RFP 23-072
K&M Elevator, LLC	RFP 23-072;
Lift Aids, Inc.	RFP 22-136-D
Prestige Elevator Services, LLC	RFP 23-072;
SW Elevators, LLC	RFP 23-072
TK Elevator Corporation	Omnia Partners Contract No. 02-99

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE THE PURCHASE OF GENERAL CONTRACTING AND BUILDING MAINTENANCE SERVICES FOR FISCAL YEAR 2026-2027

EXECUTIVE SUMMARY:

Maintenance Services is seeking approval of expenditures for General Contracting and Building Maintenance Services for fiscal year 2026-2027. These services provide the District with access to approved vendors for general contracting, building maintenance, repairs, and related project support as needs arise throughout the fiscal year. These services support Districtwide facility maintenance, repair, and project needs to help ensure safe, compliant, and fully functional learning environments. The amount being requested for approval is not to exceed \$4,150,000.

RECOMMENDATION:

Approve Purchase of General Contracting and Building Maintenance Services for Fiscal Year 2026-2027

THEORY OF ACTION PILLAR:

4 - Operational Alignment and Efficiency

FINANCIAL IMPACT:

Not to Exceed \$4,150,000

PROVIDER(S)/VENDOR(S):

Refer to Exhibit A – Approved Vendors

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

Districtwide Operations

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations

David Guerra, Executive Director of Maintenance Services

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Refer to Exhibit A

Various District Approved RFP Awarded Vendors

Various District Approved Purchasing Cooperative Contracts

For purchases using Cooperatives, multiple quotes will be obtained for purchases greater than \$100,000

EXHIBIT A – APPROVED VENDORS	
Vendor	Purchasing Mechanism
A&M Signs	Aledo ISD RFP 2408-09
Adept Facilities & Design Inc	RFP 22-136; Choice Partners 25/044TC-02
Caststone Solutions	RFP 22-136; Choice Partners 25/035MR-13
ChamberlinDallas, LLC	TIPS 24060401; TIPS 24060402; Choice Partners 25/035MR-15
CI Pavement	RFP 22-136; TIPS 23010401; TIPS 23010402; TIPS 23060201; TIPS 23060202;
Cotton Commercial USA Inc	BuyBoard 780-25; TIPS 23010402; TIPS 24060402; TIPS 25050101; TIPS 25050102; TIPS 25100201; TIPS 25100202; Choice Partners 24/002TC-03; Choice Partners 25/044TC-05
Dynamic Sports Construction Inc	TIPS 24090701; TIPS 24090702;
Freedom Construction	RFP 22-136; BuyBoard 660-21; Choice Partners 25/033MR-21
Gomez Floor Covering	RFP 22-136; BuyBoard 728-24; BuyBoard 733-24; BuyBoard 660-21; BuyBoard 737-24; BuyBoard 736-24; TIPS 23110101; TIPS 23110102; TIPS 240501; TIPS 24090701; TIPS 24090702; TIPS 241001; TIPS 25010401; TIPS 25010402
Holt Cat	RFP 22-136; BuyBoard 788-25; BuyBoard 740-24;
NGS Films & Graphics	TIPS 250101
O.N. Point Pressure Washing	RFP 22-136
Precision Concrete Cutting	BuyBoard 756-24; TIPS 23010401; TIPS 23010402; TIPS 23060201; TIPS 23060202; TIPS 241001; TIPS 250902TIPS 250903; TIPS 260102
QHF Sports	RFP 22-136; BuyBoard 737-24
SDB Contracting Services	RFP 22-136; BuyBoard 728-24; TIPS 241001; TIPS 25050402; Choice Partners 24/018MR-18; Choice Partners 25/033MR-43
Superior Industrial Products, LLC	RFP 22-136;
Taylor's Rental	RFP 22-136;
Texas Overhead Door	RFP 22-136;
TJ's Professional Painting & Construction	RFP 22-136; BuyBoard 733-24; Choice Partners 25/035MR-62
Vector Concepts Inc	BuyBoard 737-24; BuyBoard 736-24; TIPS 241001
Zenith Roofing	RFP 22-136; TIPS 26010402

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE THE PURCHASE OF ROOF MAINTENANCE AND MINOR REPAIR SERVICES FOR FISCAL YEAR 2026 - 2027

EXECUTIVE SUMMARY:

Maintenance Services is seeking approval of expenditures to purchase contracted services for unanticipated minor roofing repairs districtwide during the 2026-2027 fiscal year. This authorization will allow staff to respond promptly to urgent and routine minor roofing needs resulting from weather events, leaks, deterioration, and other unforeseen conditions that require timely repair to protect facilities and maintain safe operations. The aggregate approval provides flexibility to issue work on an as-needed basis to multiple awarded vendors throughout the fiscal year while maintaining continuity of service and avoiding delays in addressing roofing issues across District facilities. The amount being requested for approval is not to exceed \$2,572,743.

RECOMMENDATION:

Approve the Purchase of Roof Maintenance and Minor Repair Services for Fiscal Year 2026-2027

THEORY OF ACTION PILLAR:

4 - Operational Alignment and Efficiency

FINANCIAL IMPACT:

Not to Exceed \$2,572,743

PROVIDER(S)/VENDOR(S):

Refer to Exhibit A – Approved Vendors

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

Districtwide Operations

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations
David Guerra, Executive Director of Maintenance Services

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Refer to Exhibit A

Various District Approved RFP Awarded Vendors

Various District Approved Purchasing Cooperative Contracts

For purchases using Cooperatives, multiple quotes will be obtained for purchases greater than \$100,000

EXHIBIT A – APPROVED VENDORS	
Vendor	Purchasing Mechanism
Armko	RFQ 24-076
Castro Roofing of Texas LP	TIPS 24060401; TIPS 24060402; TIPS 241001; TIPS 25050101; TIPS 25050102; TIPS 26010401; TIPS 26010402
Excel Roofing LLC	RFP 22-136; TIPS 250503
Freedom Construction	RFP 22-136; BuyBoard 660-21; Choice Partners 25/033MR-21
Jeff Eubank Roofing Co, Inc.	TIPS 24060401; TIPS 24060402
Progressive Roofing	RFP 22-136; TIPS 26010401; TIPS 26010402
SDB Contracting Services	RFP 22-136; BuyBoard 728-24; TIPS 241001; TIPS 25050402; Choice Partners 24/018MR-18; Choice Partners 25/033MR-43
Texas Select Construction	TIPS 240601; TIPS 241001, TIPS 250301; TIPS 250303; TIPS 25050201; TIPS 25050202; TIPS 25050101; TIPS 25050102; TIPS 25050503; TIPS 25050401; TIPS 26010401; TIPS 26010402; TIPS 260105
Tri-Lam Roofing & Waterproofing Inc	RFP 22-136; TIPS 24060401; TIPS 24060402
Zenith	RFP 22-136; TIPS 26010402

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

TOPIC: APPROVE THE PURCHASE OF PLUMBING EQUIPMENT, INSPECTIONS, MAINTENANCE AND REPAIR SERVICES FOR FISCAL YEAR 2026-2027

EXECUTIVE SUMMARY:

Maintenance Services is seeking approval of expenditures to purchase plumbing services districtwide during the 2026-2027 fiscal year. This authorization will allow staff to respond promptly to plumbing inspections and minor repairs across District facilities on an as-needed basis. The aggregate approval provides flexibility to issue work to multiple awarded vendors throughout the fiscal year while maintaining continuity of service and avoiding delays in addressing routine plumbing needs across the District. The amount being requested for approval is not to exceed \$2,600,000.

RECOMMENDATION:

Approve the Purchase of Plumbing Equipment, Inspections, Maintenance, and Repair Services for Fiscal Year 2026-2027

THEORY OF ACTION PILLAR:

4 - Operational Alignment and Efficiency

FINANCIAL IMPACT:

Not to Exceed \$2,600,000

PROVIDER(S)/VENDOR(S):

Refer to Exhibit A – Approved Vendors

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

Districtwide Operations

INFORMATION SOURCE:

Kellie Spencer, Deputy Superintendent of Operations
David Guerra, Executive Director of Maintenance Services

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Refer to Exhibit A

Various District Approved RFP Awarded Vendors

Various District Approved Purchasing Cooperative Contracts

For purchases using Cooperatives, multiple quotes will be obtained for purchases greater than \$100,000

EXHIBIT A – APPROVED VENDORS	
Vendor	Purchasing Mechanism
1-A Services & 1-A Fire & Domestic Testing	RFP 22-136;
Atlas International Laundry Equipment LLC	RFP 22-136;
Chemsearch Fe	RFP 22-136;
Freedom Construction	RFP 22-136; BuyBoard 660-21; Choice Partners 25/033MR-21
JBC Commercial Plumbing	RFP 22-136;
Sunbelt Pools, Inc.	RFP 22-136;
Winston Water Cooler	RFP 22-136;

FORT WORTH INDEPENDENT SCHOOL DISTRICT

CONSENT AGENDA ITEM

BOARD MEETING

July 21, 2026

**TOPIC: APPROVE 2026 – 2027 FORT WORTH INDEPENDENT SCHOOL DISTRICT
COMPENSATION MANUAL**

EXECUTIVE SUMMARY:

The Fort Worth ISD Compensation Manual serves as a guide to administer salaries and other compensation in an equitable manner and to assist the District in the recruitment and retention of its employees to meet the needs of the students in our community.

RECOMMENDATION:

Approve 2026-2027 Fort Worth Independent School District Compensation Manual

THEORY OF ACTION PILLAR:

3 - Excellent Talent, Incentivized to Empower Students

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

Not Applicable

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

Districtwide

INFORMATION SOURCE:

Denisha Presley, Chief Talent Officer

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Not Applicable



Fort Worth

INDEPENDENT SCHOOL DISTRICT



2026-2027

COMPENSATION MANUAL

Fort Worth Independent School District

Division of Talent Management
7060 Camp Bowie Blvd
Fort Worth, TX 76116
(817) 814.2717
www.fwisd.org/talent

The Board of Education adopts a new compensation plan each year. Salary increases are not given automatically.

Neither past nor future salaries can be accurately calculated or predicted from information in this manual. Only salaries for the 2026-2027 school year may be obtained from the information in this manual.

The Compensation Department shall determine final calculations of all salaries, regardless of possible typographical errors contained in this manual.

The Board of Education, the Superintendent, and/or designee retain the right to adjust salaries anytime during the fiscal year.

The contents of this manual will be updated throughout the year as needed due to continuous compensation review in conjunction with the Texas Association of School Boards (TASB); jobs that are added, altered, or retracted from the organization based on operational needs. Updates will also be made to correct any typographical errors.

For further clarification or information, contact the Compensation Department at 817.814.2080.

NOTE: All policies and procedures are in accordance with FWISD Board of Education Policy and/or local regulations as of August 3, 2026. Any adopted revisions to Board policies and/or regulations will become effective immediately and thereby supersede the above policies and/or regulations.

Discrimination

Fort Worth Independent School District is an equal opportunity employer. The organization does not discriminate on the basis of race, color, religion, national origin, sex, disability, sexual orientation, age, gender identity and expression, or military/veteran status in its programs and activities. The following persons are designated to handle inquiries regarding the non-discrimination policies:

Title IX Coordinator:

Monica Corona-Hunter
Title IX Coordinator
7060 Camp Bowie Blvd
Fort Worth, TX 76116
817.814.1830

ADA/Section 504 Coordinator:

Carolyn Smythe
Compliance Coordinator, Special Programs
215 N.E 14th St
Fort Worth, TX 76164
817.814.2878

Table of Contents

Compensation Department Contact Information.....	7
Section I: Compensation Guidelines.....	8
Compensation Philosophy.....	8
Pay Structures & Pay Grades.....	8
Salary Advancement.....	9
Transfers between Employee Job Groups.....	9
Compensation Glossary.....	10
Minimum of the Range.....	10
Midpoint of the Range.....	10
Pay Alignment.....	10
External Market Alignment.....	10
Position Change/Transition.....	10
Position Reassignment.....	10
Reinstatement.....	11
Salary Compression.....	11
Salary Proration.....	11
Supplemental Pay.....	11
Job Classification/Reclassification.....	11
Pay Determination Guidelines.....	12
Salary Ranges.....	12
Evaluation of Experience from Other Entities.....	12
Creditable Years.....	12
Service Records.....	13
College Transcripts.....	13
Salary Guidelines for New Hires.....	14
Credit for Prior Experience.....	14
Teachers.....	14
Librarians & Counselors.....	15
School Nurses, Nurse Specialists, and Health Associates.....	15
Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Orientation & Mobility Specialists, Audiologists, Licensed Specialists in School Psychology, & Social Workers.....	16
Junior Reserve Officers Training Corp (JROTC) & Middle School Junior Cadet Corp (JCC).....	16

Other Permanent Employees Paid on Pay Grades.....	17
Prorated Salary for New Hires.....	18
Salary Guidelines for Current Employees.....	19
Reassignment to a Higher Pay Grade.....	19
Reassignment within the Same Pay Grade.....	20
Reassignment to a Lower Pay Grade.....	21
Prorated Salary for Position Change.....	22
Pay Alignment Adjustments.....	22
Reinstatement Following Break-in-Service.....	23
Job Classification/Reclassification.....	23
Salary Increase Eligibility.....	23
FWISD Designation System: Teacher Incentive Allotment (TIA).....	24
Section II: Salary Schedules.....	25
Teacher Salary Schedules.....	25
2026-2027 Primary Instruction Teacher of Record Salary Schedule.....	27
2026-2027 School Counselor Salary Schedule.....	28
2026-2027 Librarian Salary Schedule.....	29
Section III: Career Pathway Pay Plans.....	30
2026-2027 Executive Career Pathway.....	31
2026-2027 School Leadership Career Pathway.....	32
2026-2027 Campus Professional Support Career Pathway.....	33
2026-2027 Instructional Programs Career Pathway.....	35
2026-2027 Business Career Pathway.....	39
2026-2027 Technology Career Pathway.....	45
2026-2027 Instructional Support Career Pathway.....	47
2026-2027 Administrative Support Career Pathway.....	49
2026-2027 Operations Career Pathway.....	52
2026-2027 Safety & Security Career Pathway.....	55
2026-2027 Operations Auxiliary Hourly Career Pathway.....	56
Transportation.....	56
Nutrition Services.....	56
Section IV: Accelerating Campus Excellence (ACE).....	57
Section V: Elevate Campus.....	58
Section VI: Supplemental Pay (Stipends).....	60
Stipend Information (A-Z).....	60
Academic Coaches.....	61

Athletic Coaches.....	62
Auto Allowance.....	65
Bilingual Stipends for Secretary / Clerk.....	66
Bilingual / ESL Education Stipends.....	66
Cell Phone Allowance.....	67
Career & Technical Education (CTE).....	67
Deaf Education Transcription & Interpretation.....	68
Enrollment Stipend.....	68
Internal Finance Mentoring Program (IF Mentoring) Stipend.....	69
JROTC / JCC.....	69
Leadership Academy Network.....	70
Language Proficiency Assessment Committee (LPAC).....	71
Maintenance Department Night Stipend.....	71
Mileage Reimbursement.....	71
Miscellaneous.....	72
Performing Arts.....	73
Special Education.....	75
Yearbook Sponsor.....	75
Section VII: Supplemental Pay (Substitute, Hourly, Summer).....	76
Substitute Pay.....	76
Substitute Daily Rates.....	76
Substitute Stipends.....	77
Teacher Residency.....	77
Continuous Assignments.....	78
FWISD Administrator Substitute Rates after Retirement.....	78
Hourly Pay.....	79
Athletics Facility Workers.....	79
Bilingual Translation & Interpretation Services.....	82
Campus Safety & Security.....	82
Child Nutrition Services.....	82
FICA Alternative.....	83
Fort Worth After School (FWAS) Program.....	83
Part-Time & Other Hourly.....	84
Tutorial, AVID Tutor, & BTAP (School-Based ONLY).....	84
Summer Pay.....	85
Summer School.....	85

Summer Enrichment.....	86
Section VIII: Retire/Rehire Salary Information.....	87
Retiree Information.....	87
FWISD Program for Terminal Pay.....	87
Calculation.....	89
Program Phase-Out.....	89
Alternative Qualification.....	89
Section IX: Employee Benefits Information.....	91
Employee Insurance & Fringe Benefits.....	91

Compensation Department Contact Information

Compensation Analyst	Compensation Analyst
Citlalli Diaz 817.814.2079	Domingo Garcia 817.814.2083
Compensation Analyst	Compensation Coordinator
Lanette Jones 817.814.2086	Brandon Lloyd 817.814.2082
Compensation Director	
Jacob Daulong 817.814.2088	

Section I: Compensation Guidelines

Exceptions to the following regulations require the approval of the Superintendent or designee.

Compensation Philosophy

The District's compensation philosophy serves as a tool to attract and retain a high-performing, diverse and motivated workforce. Each year, the Compensation Department develops and recommends a pay system for all District personnel to the Superintendent, who shall present the pay system to the Board of Education for adoption. The pay system is designed to reflect the business needs of the District while providing appropriate and competitive pay. The system shall be administered with the intention that employee pay will:

- Stay competitive with appropriate labor markets so that the District may attract and retain qualified personnel;
- Reflect the levels of skill, effort, and responsibility required for different jobs;
- Foster understanding of pay decisions and responsible pay practices;
- Reward and recognize continued length of service to the District;
- Remain fiscally controlled and cost-effective;
- Encourage and support skill development and advancement for each person;
- Maintain a fair and transparent process for compensation decisions to minimize inequities and develop consistency in pay for equal work requiring equal skills, abilities and responsibilities;
- Comply with all federal, state, and local laws, and Board of Education policies;
- Prohibit discrimination or adverse impact or treatment in regards to an individual's race, color, national origin, religion, sex (including pregnancy), age, disability, sexual orientation, gender expression or gender identity and other protected classes.

Pay Structures & Pay Grades

The pay system shall consist of salary structures of the major employee groups: teachers, librarians, counselors, executives, school leadership, campus professional support, instructional programs, business, technology, instructional support, administrative support, operations and safety and security.

Pay ranges for each pay grade are based on an assessment of the job worth, which establishes the minimum and maximum pay rates within the range. Employees will be paid a daily or hourly rate within the ranges as established for their assigned position. Pay rates outside the established range require the Superintendent or designee's approval.

Salary Advancement

Pay grades shall be structured to allow the opportunity to increase employee pay within the range for continued service to the District. On an annual basis, the Superintendent shall make recommendations to the Board of Education regarding salary increases. Recommendations shall be based on consideration of factors such as cost of living indexes, wage increases, salary structure adjustments within competitive job markets, and District budget resources.

Transfers between Employee Job Groups

Compensation for employee groups is unique, and the years of experience for most are not transferable between groups except as outlined below.

1. Teacher assistant to secretary/clerk;
2. Secretary/clerk to teacher assistant;
3. Teacher assistant to teacher (see Credit for Prior Experience under Teachers for more information);
4. Teacher to teacher assistant (a certified teacher who transfers to a teacher assistant, for non-punitive reasons, receives salary consideration for all teacher experience as a teacher assistant);
5. Teachers, librarians, and counselors within each campus are subject to the step schedule structure. Experience in a prior step schedule position may not transfer to a pay grade position.

A Fort Worth ISD professional employee* who accepts a certified classroom teacher position may receive credit for all professional years, as long as the following conditions are met:

1. The employee possesses a bachelor's degree, **and**
2. The percentage of time and minimum required days (90 days) were met.

**Professional employee denotes an individual who holds a professional, exempt position in Fort Worth ISD*

Compensation Glossary

Minimum of the Range

The Minimum of the Range is the lowest salary rate for the range for that specific position.

Midpoint of the Range

The Midpoint of the Range represents the market value for the position and is the salary amount halfway between the lowest and highest salary rate for that specific position.

Salary Range Maximum

The Maximum of the Range is the highest salary rate for the range for that specific position.

Pay Alignment

Pay alignment identifies and addresses employee compensation alignment between employees who are considered similarly situated and are performing similarly.

Pay alignment does not attempt to make pay exactly the same for employees simply because they have the same job title. Consideration is taken of the similarities and dissimilarities in experience, skills, abilities, record of job performance, and aligns the pay fairly and equitably based on those factors.

External Market Alignment

External market alignment is an assessment of external market compensation that attempts to ensure competitiveness in pay practices for the same duties. This process is used as a tool to compare similar positions with external organizations and industries to align pay practices.

Position Change/Transition

Position change/transition occurs when an employee moves from their current position to a new position in the same or different department/division within the District.

Position Reassignment

Position reassignment is a movement from a pay grade structure to an experience-based placement scale (teacher, counselor, or librarian). Salary placement will be made according to years of creditable experience.

Reinstatement

Reinstatement occurs when an employee is rehired following a separation or break-in-service from the District.

Salary Compression

Salary compression occurs when there is little difference in pay between employees despite tenure, skills, experience, and responsibilities.

Salary Proration

Salary proration occurs when an employee starts their new position after the start date for the position calendar and salary is determined based on the total number of days remaining.

Supplemental Pay

Supplemental pay is an additional stipend or extra duty pay that is paid in addition to, but separate from, regular base salary. Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right. Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event that otherwise causes the employee to be ineligible to receive the supplemental pay.

Job Classification/Reclassification

Job classification/reclassification is the process for accurately and objectively defining the position/job duties, responsibilities, tasks, level of authority and minimum requirements.

All positions, with the exception of teachers, librarians, counselors, substitutes, and part-time/temporary, are assigned to pay grades based on the level of skill, effort, and responsibility required for the job assignment.

Pay Determination Guidelines

Salary Ranges

A salary range is an established range of pay organized into pay grades. Each job is assigned a pay grade with a Career Pathway.

Salary range placement guidelines include:

- New Hires are not placed above the midpoint of the range without the approval of the Superintendent or designee.
- New Salaries may not exceed the maximum salary of the new pay grade without the approval of the Superintendent or designee.
- Other exceptions to compensation guidelines also require the Superintendent or designee's approval.

Evaluation of Experience from Other Entities

Several factors are examined to determine whether prior experience from other entities is creditable. These factors include:

- Position held (similar or related positions);
- Accreditation status of the institution;
- Percentage of days worked;
- Number of days worked (must equal 90 full-time equivalent days);
- Dates of employment; and
- Type of institution.

Approval of service credit is subject to state law and is regulated by the Texas Education Agency (TEA). Fort Worth Independent School District adheres to the minimum requirements as stated in Subchapter CC of the Commissioner's Rules on Creditable Years of Service.

Creditable Years

Creditable service does not include part-time/temporary employment, internships internally or externally of a school district, or employment as a non-certified substitute, regardless of service time, date(s) of termination, or type of accumulation.

Fort Worth Independent School District resident teachers may receive up to one (1) local year of service for step schedule placement.

Service Records

The employee is responsible for submitting original service records to Fort Worth ISD. The issuing school district and the employee are responsible for ensuring that service records are true, correct, and that all services recorded were performed. **Copies will not be accepted.**

- Employees must sign the original service record and submit it to Compensation. Employees submitting copies of an original service record must have all copies notarized by the previous district as the official document of record. Service records can also be electronically sent directly from the previous district to compensationdocs@fwisd.org.
- Employees who provide service records with verifiable, creditable experience may receive additional salary credit if service records are submitted to Compensation **no later than ninety (90) days after the employee's start date**. Service records received after this date that qualify for a salary adjustment will be processed at the beginning of the following school year.

Questions have been raised concerning the validity of creditable service documented on forms other than the Texas Teacher Service Record. Subsection (d) of Section 153.1021 states that:

"The basic document in support of the number of years of professional service claimed for salary increment purposes and both the state's sick and personal leave program data for all personnel is the teacher service record (form FIN-115) or a similar form containing the same information."

To request your Fort Worth ISD service record, complete the form on the [Employee Records website](#). If you need additional help, contact Employee Records at 817.814.2760.

College Transcripts

Certain positions may be eligible for additional compensation by earning advanced degrees. Official transcripts must show the date the advanced degree was conferred and must be **submitted to Compensation no later than ninety (90) days after the employee's start date, or following the date the degree was conferred (for current employees)**. Transcripts received after ninety (90) days, following your hired date for the current school year, will not qualify for/or receive back pay. College transcripts submitted from an accredited university or college must be provided to Talent Management at the time of employment. Employees submitting these records at a later date **must** request that the educational entity **e-script** the documents to compensationdocs@fwisd.org no later than ninety (90) days after the employee's official start date. Transcripts received after ninety (90) days, following the employee's official start date for the current school year, will not qualify for back pay.

Salary Guidelines for New Hires

Credit for Prior Experience

Teachers

- FWISD grants one (1) year of teaching experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the Teacher Salary Schedule according to creditable years of experience.
- Experience earned at private schools, colleges, or universities outside the United States may be recognized for salary placement purposes if the institution is accredited or officially recognized by the appropriate governmental or accrediting authority in the country where the experience was earned. To be eligible, the experience must meet the requirements outlined in 19 Texas Administrative Code (TAC), Chapter 153, Subchapter CC, Commissioner's Rules Concerning Creditable Years of Service. All experience will be reviewed on a case-by-case basis. Applicants are responsible for providing complete, credible, and verifiable documentation from the appropriate educational authority or accrediting entity. Documentation submitted in a language other than English must be accompanied by an English translation.
- Placement on the appropriate salary schedule becomes effective after final approval from TEA is received. Upon TEA/Compensation approval, the pay is given for that year and no prior years. The District is not liable for any previously non-compensated salary related to such experience.
- Career & Technology teachers may count up to two (2) years of full-time work experience for salary increment purposes if the work experience was required for career and technology certification (Chapter 153. School District Personnel, Subchapter CC, Commissioner's Rules on Creditable Years of Service).

Librarians & Counselors

- Librarians and counselors are placed on the appropriate salary of their respective salary schedules according to creditable years of experience.
- FWISD grants one (1) year of experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the appropriate salary schedule according to degree level and years of creditable experience.
- Experience from private schools, colleges, and universities outside of the United States and that are accredited by a recognized accrediting agency may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rule on Creditable Years of Service are met. Such experience will be considered on a case-by-case basis. The recognized accrediting entity is the Department of Education or the Higher Education authority for the country in which the credits were earned. The foreign authority is responsible for providing relevant, credible, and accurate information before any credit is given (documents must be translated into English format).

Placement on the appropriate salary schedule becomes effective after final approval from TEA is received. Upon TEA/Compensation approval, the pay is given for that year and no prior years. The District is not liable for any previously non-compensated salary related to such experience.

School Nurses, Nurse Specialists, and Health Associates

- FWISD grants one (1) year of experience for each appropriate creditable year of experience.
- The Texas Education Agency guidelines will be followed for determining creditable experience. Experience used for salary placement decisions is determined by the Compensation Department, and is subject to the following exception:

Exception to Compensation Policy

- o Validated non-school-based nursing or direct patient services experience will be credited on a one-year for one-year basis as determined by the Compensation Department. The employee is responsible for providing the relevant service record to qualify for this exception. This is a local credit only (FWISD). As a local credit, this service credit may not be recognized by other Texas school districts (public or private).

Speech-Language Pathologists, Occupational Therapists, Physical Therapists, Orientation & Mobility Specialists, Audiologists, Licensed Specialists in School Psychology, & Social Workers

- FWISD grants one (1) year of experience for each 12 month period of full-time professional employment in the specific job field in accredited public and/or private schools, post-secondary schools, teaching hospitals, and other organizations that provide similar services.
- Up to eighteen (18) years of full-time experience in the specific job field with a certified or licensed public agency that provides social/health services for children, youth, and/or adults may be credited toward advanced salary placement.
- The limit on the number of non-education related creditable years accepted is 18. This is a local credit only (FWISD). As a local credit, this service credit may not be recognized by other Texas school districts (public or private).

Junior Reserve Officers Training Corp (JROTC) & Middle School Junior Cadet Corp (JCC)

- The Junior Reserve Officers Training Corp (JROTC) employee pay is based on a salary schedule, computed by the JROTC Director, in compliance with mandates from Title 10, U.S. Code, Section 2031, of the Defense Department's Active Duty Finance Tables, and military service regulations, which also includes the JROTC stipend scale.
- The Junior Cadet Corp (JCC) instructor salaries (middle school) are based on a 187-day teacher salary schedule. The salary scale for MS/JCC is based on the level of years of active military service, teaching experience (military service schools or civilian), military and post-secondary education, leadership background and experience, and other intangible professional credits.
- School experience and active duty experience may be counted for a local step adjustment under provisions of the Commissioner's Rule on Credible Years of Service, Chapter 153.1021, for Career & Technology Teachers.
- Ten (10) years of full-time experience will initially be credited toward advanced base salary according to degree level, education, and military records. This also includes a JCC stipend. The ten (10)-year credit is applicable only to the position of JCC instructor and is not transferable to other positions.

Other Permanent Employees Paid on Pay Grades

- Starting pay for an employee who is new to the District and is classified in a pay grade plan will be determined individually, based on each person's job-related experience and the current pay alignment with employees in the same position/pay grade with similar experience. The following guidelines shall be followed to calculate credit for prior job experience for the purpose of placing new hires in a pay grade.
- Salary credit for prior experience that is comparable or directly related to the job will be determined by the Compensation Department at the time of hire. Prior experience may be obtained from another school district or any approved entity as outlined in Texas Administrative Code, Chapter 153, Subchapter CC, Commissioner's rules on Creditable Years of Service. Salary credit may be given for non-school experience as determined by the Compensation Department for specialized jobs that are hard to fill.
- Employees may receive salary credit equal to one percent above the minimum of the pay grade for each full year of directly related job experience up to 18 years, subject to pay alignment considerations and the Texas Administrative Code, Chapter 153, Subchapter CC, Commissioner's rules on Creditable Years of Service. Starting pay may not exceed the midpoint of the pay grade without approval by the Superintendent or designee.
- Starting pay for employees who are classified at or above the director job level may exceed the midpoint of the pay grade. Executive and senior-level administrators will be placed on an individual basis by the Compensation Department in consultation with the job supervisor.
- Additional exceptions to these placement guidelines may be approved by the Superintendent or designee for specialized jobs that are hard to fill.

Prorated Salary for New Hires

Salary is based on the total number of days worked in the school year for that specific calendar. To obtain the prorated salary:

- Multiply the anticipated number of days left to work in the school year by the daily rate of pay to identify the prorated annual salary.
- Take the prorated annual salary and divide it by the number of months remaining in the school year to get the monthly rate. (August through July)

Salary Proration Examples:

Non-Prorated Salary	
Position Calendar Start Date	August 1
Position Reporting Days	187
Employee Actual Start Date	August 1
Reporting Days Remaining	187
Multiply by Position Daily Rate	\$200
Position Annual Rate	\$37,400
Position Semi-Monthly Rate (12 months, August-July)	\$1,558.34

Non-Prorated Salary	
Position Calendar Start Date	August 1
Position Reporting Days	187
Employee Actual Start Date	January 19
Reporting Days Remaining	83
Multiply by Position Daily Rate	\$200
Position Annual Rate	\$16,600
Position Semi-Monthly Rate (7 months, January-July)	\$1,383.33

Salary Guidelines for Current Employees

Reassignment to a Higher Pay Grade

Employees reassigned to a higher pay grade may receive no less than a five (5) percent rate increase, based on the midpoint of the new pay grade, nor be paid any less than the minimum rate of the pay grade.

Adjustments to salary increases may be made to maintain pay alignment.

Example:

Current Position Pay Grade 201 – Midpoint \$285.00	
Current Position Daily Rate	\$274.581
Multiply by Position Workdays	187
Current Position Annual Rate	\$51,346.46

Current Position Pay Grade 201 – Midpoint \$285.00	
Current Position Daily Rate	\$274.581
Add Increase (5% of New Midpoint)	\$15.96
New Position Daily Rate	\$290.54
Multiply by New Position Workdays	210
New Position Annual Rate	\$61,013.40

Reassignment within the Same Pay Grade

Lateral reassignments within the same pay grade may involve a change of workdays (shortened or lengthened calendar); however, the daily rate of pay remains the same. Lateral reassignments are not eligible for salary increases, except for adjustments required to reflect the work calendar days of the new job, if applicable.

Example with Change in Calendar:

Current Position Pay Grade 703 – Midpoint \$180.80	
Current Position Daily Rate	\$183.15
Multiply by Position Workdays	239
Current Position Annual Rate	\$43,772.85

Current Position Pay Grade 201 – Midpoint \$285.00	
New Position Daily Rate	\$183.15
Multiply by Position Workdays	219
New Position Annual Rate	\$40,109.85

Reassignment to a Lower Pay Grade

When a reassignment is from one pay grade to a lower pay grade, the employee's base rate of pay (hourly or daily) will be reduced to the same percent of the range midpoint (rate divided by midpoint) in the lower pay grade unless one of the criteria is met below.

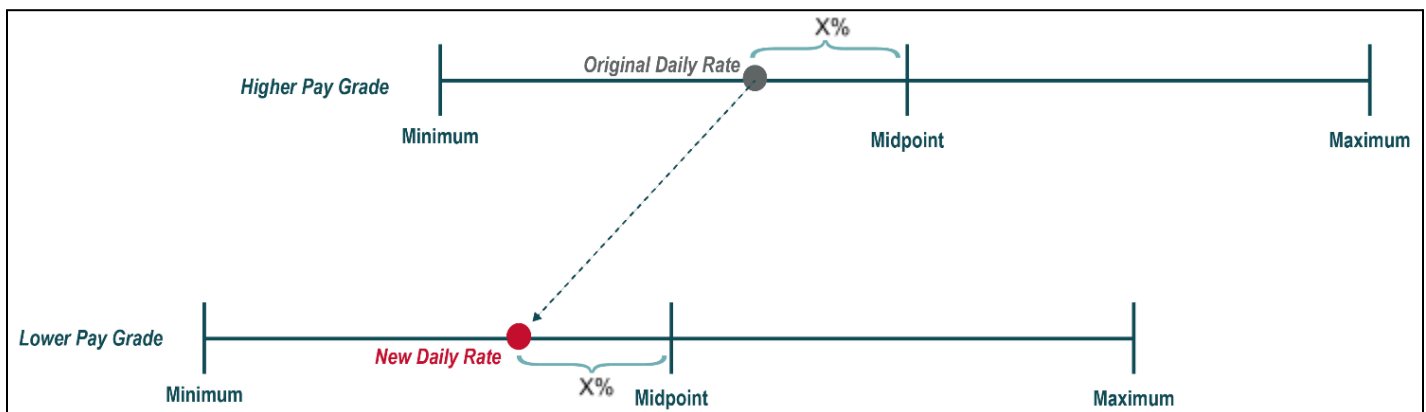
- **Contract employees**

- o For Chapter 21 and non-Chapter 21 contract employees, a reduction in pay as a result of a voluntary reassignment will be effective with the date of reassignment to the lower pay grade.
- o For an **involuntary** reassignment, a Chapter 21 contract employee will retain their existing daily rate and number of workdays through the end of the current school year. It may be extended to comply with Chapter 21 contract requirements.
- o A non-Chapter 21 contract employee will retain their existing daily rate and number of workdays through the end of the current school year only. At the beginning of the school year, in which the reduction is to take place, the salary and days will be commensurate with the new position.

- **Non-contract employees**

- o For a non-contract employee, a reduction in pay as a result of a **voluntary** reassignment will be effective as of the date of reassignment to the lower pay grade.

Reassignment to a Lower Pay Grade Illustration



Adjustments to salary decreases may be made to maintain pay alignment.

Prorated Salary for Position Change

Employee salary proration can occur when there is a transition to a new position after the start date for that specific work calendar.

When there is a change in pay and/or a change of workdays (shortened or lengthened calendar):

- The salary on the new position will be prorated for the remainder of that school year (see prorated salary calculation instructions below).
- Salary impact may occur on the final check for the previous position, resulting in a final position payout OR recoup of overpaid monies.

Employee impact will vary on the individual's specific position change situation. For a summary of how a position change could impact your pay, please contact the Compensation Department at 817.814.2080.

Prorated Salary Calculation Instructions:

Salary is based on the total number of days worked in the school year for that specific calendar.

When determining a prorated salary:

- Multiply the number of workdays left in the school year by the daily rate of pay. The result is the prorated annual salary.
- Divide the prorated annual salary by the number of months in the school year, August 1 through July 31st, to determine the monthly rate of pay.

Pay Alignment Adjustments

- Subject to District policy restrictions on mid-year pay increases (See DEA-Local and DEAB-Legal), the Superintendent or designee may authorize special pay adjustments for the purpose of correcting pay inequities for individual employees caused by internal errors or market changes for critical skills needed by the District.

Reinstatement Following Break-in-Service

- An employee who is rehired for the same position following a break-in-service of less than twelve (12) months may be reinstated at the same pay rate previously held prior to the break-in-service and/or is subject to salary placement based on peer equity. This only applies to the rate of pay and not any other benefits.
- If the employee earns a year of service* during the separation, the employee will be placed according to the procedures for placement of new hires.

*Year of service must be earned from another school district or approved entity as stated in the *Texas Administrative Code, Chapter 153, Subchapter CC, Commissioner's Rules on Creditable Years of Service*.

- If rehired at a different pay grade level or rehired following a break-in-service that is greater than twelve (12) months, the employee will be placed according to the procedures for placement of new hires.

Job Classification/Reclassification

- Compensation will classify new positions or reclassify existing positions, as necessary, based on job requirements and comparability to other positions in the District or in the marketplace.

Salary Increase Eligibility

- Board-approved general salary increases apply to employees in permanent positions. To be eligible for a pay increase:
 - o Employees must have a satisfactory evaluation from the prior school year; and
 - o Employees must have a full year of service/experience
 - In order to qualify for a year of experience or an approved salary increase in a subsequent year, an employee must have worked and been paid for at least four and one-half months, a full semester of more than four calendar months, **or** 90 actual working days in the current year.
 - An employee may combine days worked in another school district, or other accredited entity recognized by the Texas Education Agency (TEA), in the current year with days worked in the District in the current year to satisfy this requirement, provided the service rendered in the other district is evaluated as creditable according to state and local regulations regarding service credit.

FWISD Designation System: Teacher Incentive Allotment (TIA)

- In compliance with HB3, 90% of the Teacher Incentive Allotment (TIA) must be spent on teacher compensation. Any funds received by Fort Worth ISD for a designated teacher under the TIA will be divided as follows: a percentage will be paid to the designated teacher and ten percent (10%) will go to the District. Any remaining percentages will be paid to the other teachers on the designated teacher's campus. The ten percent (10%) set aside for the District may be used for training and support of the system, expansion of the system, and administrative expenses as allowed by HB3. The interactive funding map is located on the [TEA Teacher Incentive Allotment website](#).
- A TIA designated teacher must remain in continuous employment through the TIA payout in July. In the case that a TIA designated teacher has resigned or retired and separated from Fort Worth ISD **before** the July TIA payout, the TIA funding amount allocated to them based on the allotment approved by TEA will be equitably redistributed to the other 087-PEIMS-coded teachers on the designated teacher's campus.
- A non-designated, potentially eligible TIA teacher who has resigned or retired and separated **before** the July payout from Fort Worth ISD will not be eligible to receive any TIA funding.

Section II: Salary Schedules

Teacher Salary Schedules

Teacher* salary increases are not granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. The Board of Education adopts a new compensation plan each year. Future salaries should not be assumed or predicted.

***Per Texas Education Code Section 5.001**

(2) "Classroom teacher" means an educator who is employed by a school district and who, not less than an average of four hours each day, teaches in an academic instructional setting or a career and technology instructional setting. The term does not include a teacher's aide or a full-time administrator.

The following teacher salary schedule is based on 187 days for the current school year only and cannot be used to predict future salaries.

2026-2027 Instructional Support Teacher Salary Schedule

2026-2027 Step	2026-2027 Base	2026-2027 Daily Rate
0	\$65,940.10	\$352.62
1	\$66,440.10	\$355.29
2	\$66,740.10	\$356.90
3	\$67,740.10	\$362.25
4	\$68,240.10	\$364.92
5	\$71,240.10	\$380.96
6	\$71,640.10	\$383.10
7	\$72,197.10	\$386.08
8	\$72,613.10	\$388.31
9	\$73,030.10	\$390.54
10	\$73,445.10	\$392.75
11	\$73,861.10	\$394.98
12	\$74,426.10	\$398.00
13	\$74,790.10	\$399.95
14	\$75,164.10	\$401.95
15	\$75,597.10	\$404.26
16	\$76,194.10	\$407.46
17	\$76,765.10	\$410.51
18	\$77,265.10	\$413.18
19	\$77,761.10	\$415.83
20	\$78,288.10	\$418.65
21	\$78,923.10	\$422.05
22	\$79,265.10	\$423.88
23	\$79,651.10	\$425.94
24	\$80,036.10	\$428.00
25	\$80,419.10	\$430.05
26	\$80,813.10	\$432.16
27	\$81,239.10	\$434.43
28	\$81,641.10	\$436.58
29	\$82,283.10	\$440.02
30	\$83,251.10	\$445.19

Instructional Support positions include instructional roles such as Resource, Inclusion, and other specialized teaching assignments that provide direct instructional support but are not designated as the Teacher of Record in FOCUS.

Advanced Degree Stipends	
Master's Degree	\$1,400
Additional Doctorate Degree	\$1,600

This salary schedule is based on 187 days for the 2026-2027 school year only and cannot be used to predict future salaries.

2026-2027 Primary Instruction Teacher of Record Salary Schedule

2026-2027 Step	2026-2027 Base	2026-2027 Daily Rate
0	\$ 67,725.00	\$362.17
1	\$ 68,250.00	\$364.97
2	\$ 68,565.00	\$366.66
3	\$ 69,615.00	\$372.27
4	\$ 70,140.00	\$375.08
5	\$ 73,290.00	\$391.93
6	\$ 73,710.00	\$394.17
7	\$ 74,294.85	\$397.30
8	\$ 74,731.65	\$399.63
9	\$ 75,169.50	\$401.98
10	\$ 75,605.25	\$404.31
11	\$ 76,042.05	\$406.64
12	\$ 76,365.30	\$408.37
13	\$ 77,017.50	\$411.86
14	\$ 77,410.20	\$413.96
15	\$ 77,864.85	\$416.39
16	\$ 78,491.70	\$419.74
17	\$ 79,091.25	\$422.95
18	\$ 79,616.25	\$425.76
19	\$ 80,137.05	\$428.54
20	\$ 80,690.40	\$431.50
21	\$ 81,357.15	\$435.06
22	\$ 81,716.25	\$436.99
23	\$ 82,121.55	\$439.15
24	\$ 82,525.80	\$441.31
25	\$ 82,927.95	\$443.46
26	\$ 83,341.65	\$445.68
27	\$ 83,788.95	\$448.07
28	\$ 84,211.05	\$450.33
29	\$ 84,885.15	\$453.93
30	\$ 85,901.55	\$459.37

Primary Instruction positions are assigned to educators who serve as the primary instructor of record for students and are identified in the district's student information system as responsible for student instruction and academic outcomes.

Advanced Degree Stipends	
Master's Degree	\$1,400
Additional Doctorate Degree	\$1,600

This salary schedule is based on 187 days for the 2026-2027 school year only and cannot be used to predict future salaries.

2026-2027 School Counselor Salary Schedule

Year	Elementary 189 Days	Middle 197 Days	High 210 Days
0	\$69,116	\$71,979	\$76,633
1	\$69,454	\$72,332	\$77,008
2	\$69,946	\$72,845	\$77,555
3	\$70,453	\$73,373	\$78,118
4	\$71,237	\$74,190	\$78,989
5	\$72,178	\$75,171	\$80,035
6	\$72,898	\$75,922	\$80,835
7	\$73,269	\$76,308	\$81,247
8	\$73,637	\$76,692	\$81,656
9	\$74,066	\$77,139	\$82,133
10	\$74,776	\$77,879	\$82,922
11	\$75,309	\$78,435	\$83,514
12	\$75,682	\$78,823	\$83,928
13	\$76,069	\$79,227	\$84,358
14	\$76,477	\$79,652	\$84,812
15	\$77,032	\$80,231	\$85,428
16	\$77,398	\$80,612	\$85,835

Year	Elementary 189 Days	Middle 197 Days	High 210 Days
17	\$77,791	\$81,022	\$86,272
18	\$78,187	\$81,434	\$86,712
19	\$78,826	\$82,100	\$87,422
20	\$79,465	\$82,767	\$88,132
21	\$79,866	\$83,185	\$88,577
22	\$80,254	\$83,589	\$89,008
23	\$80,645	\$83,996	\$89,443
24	\$81,030	\$84,398	\$89,870
25	\$81,421	\$84,805	\$90,305
26	\$81,941	\$85,347	\$90,883
27	\$82,339	\$85,762	\$91,325
28	\$83,347	\$86,813	\$92,445
29	\$84,472	\$87,985	\$93,695
30+	\$85,378	\$88,930	\$94,702

Advanced Degree Stipends	
Master's Degree	\$1,400
Additional Doctorate Degree	\$1,600

This salary schedule is based on the working calendar days for each job type in the current school year only and cannot be used to predict future salaries.

2026-2027 Librarian Salary Schedule

Year	Bachelor's	Year	Bachelor's
0	\$66,912	17	\$74,996
1	\$67,087	18	\$75,389
2	\$67,412	19	\$76,020
3	\$67,772	20	\$76,654
4	\$68,644	21	\$77,049
5	\$69,585	22	\$77,434
6	\$70,637	23	\$77,820
7	\$70,977	24	\$78,202
8	\$71,290	25	\$78,588
9	\$71,602	26	\$79,102
10	\$71,988	27	\$79,494
11	\$72,377	28	\$80,116
12	\$72,810	29	\$81,244
13	\$73,252	30+	\$82,319
14	\$73,670		
15	\$74,114		
16	\$74,501		

Advanced Degree Stipends	
Master's Degree	\$1,400
Additional Doctorate Degree	\$1,600

This salary schedule is based on 187 days for the 2026-2027 school year only and cannot be used to predict future salaries.

Section III: Career Pathway Pay Plans

This section includes the compensation plan for the following employee groups: executive, school leadership, campus professional, instructional programs, business, technology, instructional support, administrative support, operations and safety and security. This includes specific pay grades, the calendar of days, and the associated positions outlined, based on career pathways. Please refer to the position's work calendar of days to identify the minimum, midpoint, and maximum salary for the position.

2026-2027 Executive Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
101			Daily	\$836.82	\$962.34	\$1,087.87
	Chief Financial Officer	239	239 Days	200,000	230,000	260,000
	Chief of Staff	239				
	Chief Talent Officer	239				
	Chief Technology Officer	239				
	General Counsel	239				
102			Daily	\$876.10	\$1,055.54	\$1,234.98
	Deputy Superintendent Chief of Schools	239	239 Days	209,388	252,274	295,160
	Deputy Superintendent Curriculum & Instruction	239				
	Deputy Superintendent District Operations	239				

2026-2027 School Leadership Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1001			Daily	\$418.41	\$481.17	\$543.93
	Director School Leadership	239	239 Days	100,000	115,000	130,000
	Director to the Deputy Superintendent	239				
	Regional Coordinator	239				
1002			Daily	\$669.46	\$732.22	\$794.98
	Exec Director Academic Programs	239	239 Days	160,000	175,000	190,000
	Exec Director Analytics, Assessment Reporting & Accountability	239				
	Exec Director CCMR and Advanced Academics	239				
	Exec Director Counseling, Advising & Student Supports	239				
	Exec Director Early Learning	239				
	Exec Director Instructional Leadership	239				
	Exec Director Literacy and Bilingual Programs	239				
	Exec Director Math/Science	239				
	Exec Director School Operations	239				
	Exec Director Specialized Learning	239				
1003			Daily	\$753.14	\$815.90	\$878.66
	Deputy Chief Financial Officer	239	239 Days	180,000	195,000	210,000
	Deputy Chief of Staff	239				
	Sr Exec Director Communications	239				
	Sr Exec Director Employee Services Office of Professional Standards	239				
	Sr Exec Director Leadership Development	239				
	Sr Exec Director Professional Learning	239				
	Sr Exec Director Safety and Security	239				
	Sr Exec Director School Operations	239				
	Sr Exec Director Student Services	239				
	Sr Exec Director Talent Management	239				
1004			Daily	\$836.82	\$899.58	\$962.34
	Regional Chief	239	239 Days	200,000	215,000	230,000

2026-2027 Campus Professional Support Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
201			Daily	\$236.55	\$285.00	\$333.45
	Specialist I Family Community Outreach	219	187 Days	44,235	53,295	62,355
	Specialist I College & Career Readiness	187	210 Days	49,676	59,850	70,025
	Specialist I Parent Outreach	210	219 Days	51,804	62,415	73,026
	Specialist I School Outreach	187				
202			Daily	\$264.94	\$319.20	\$373.46
	Coord Home School Program	210	187 Days	49,544	59,690	69,837
	Coord Social Services	210	210 Days	55,637	67,032	78,427
	Social Worker I	239	239 Days	63,321	76,289	89,257
203			Daily	\$302.03	\$363.89	\$425.75
	Academic Interventionist	187	187 Days	56,480	68,047	79,615
	ACE Learning Coach ES/MS	212	192 Days	57,990	69,867	81,744
	Music Therapist	187	202 Days	61,010	73,506	86,002
	Social Worker II	192,210,219	210 Days	63,426	76,417	89,408
	Specialist II Intervention	187	212 Days	64,030	77,145	90,259
	Specialist II Social Services	202,210,219	219 Days	66,145	79,692	93,239
	Specialist II Orientation/Mobility	202	239 Days	72,185	86,970	101,754
204			Daily	\$336.90	\$405.90	\$474.90
	Assessment Coordinator	219	187 Days	63,000	75,903	88,806
	JROTC Staff	239	202 Days	68,054	81,992	95,930
	JROTC Instructor	219	207 Days	69,738	84,021	98,304
	School Nurse	187	210 Days	70,749	85,239	99,729
	Specialist III Art Education	207	219 Days	73,781	88,892	104,003
	Specialist III Choral	207	239 Days	80,519	97,010	113,501
	Specialist III Climate & Culture	210				
	Specialist III Deaf Education	219				
	Specialist III Dyslexia	219				
	Specialist III Instrumental Music	207				
	Specialist III Language & Academic Development	210				
	Specialist III MTSS	202				
	Specialist III MTSS/RTI	219				
	Specialist III Physical Education Curriculum	219				
	Specialist III Reading Intervention	187				
	Specialist III Reading Intervention					
	Bilingual/ESL	187				
	Specialist III Student Support Services	219				

Specialist III Visual Education 219
Teacher Manager 210

205		Daily	\$353.75	\$426.20	\$498.65
Behavior Coach	210	187 Days	66,151	79,699	93,248
Coordinator K-12 World Languages	210	210 Days	74,288	89,502	104,717
Instructional Specialist	210				
Transition Specialist	210				
Instruct Coach Curriculum	210				
Instructional Coach Early Learning	210				
LAN Campus Data Leader	210				

206		Daily	\$371.43	\$447.51	\$523.59
Athletic Trainer	202	187 Days	69,457	83,684	97,911
Audiologist	210	192 Days	71,315	85,922	100,529
Board Certified Behavior Analyst	210	202 Days	75,029	90,397	105,765
Diagnostician Evaluation Specialist	192,210,239	210 Days	78,000	93,977	109,954
Occupational Therapist	202	219 Days	81,343	98,005	114,666
Physical Therapist	202	239 Days	88,772	106,955	125,138
School Psychologist	192,210,239				
Specialist Special Education	219				
Speech-Language Pathologist	187,202,210				

2026-2027 Instructional Programs Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
301			Daily	\$214.74	\$258.72	\$302.70
	Coord I Bilingual/ESL	239	219 Days	47,028	56,660	66,291
	Coord I Migrant/EL Retention & Achievement	239	239 Days	51,323	61,834	72,345
	Coord I Project FWAS	219,239				
	Coord I Site ACE 21CCLC	219				
	Specialist I Admissions Advisor	239				
	Specialist I FES ACE 21CCLC	219				
	Specialist I Workforce Integration	239				
302			Daily	\$268.42	\$323.40	\$378.38
	Coord II Career Path	239	187 Days	50,195	60,476	70,757
	Coord II Performance Quality	239	214 Days	57,442	69,208	80,973
	Coord II PD Instructional Spec	239	219 Days	58,784	70,825	82,865
	Coord II Project ACE 21CCLC	239	239 Days	64,152	77,293	90,433
	Coord II Student	214				
	Hearing Officer	214,219,239				
	Specialist II Attend Control Student Engagement	187				
	Specialist II Attendance Control	187,219				
	Specialist II Court Liaison	219				
	Specialist II Support	214				
303			Daily	\$336.90	\$405.90	\$474.90
	Coord III Academics	239	219 Days	73,781	88,892	104,003
	Coord III Adolescent Health	239	239 Days	80,519	97,010	113,501
	Coord III Bilingual Programs and Support	219				
	Coord III Case Manager	219				
	Coord III ESL K-12	219				
	Coord III Emergent Bilingual Family, Parent & Community	239				
	Coord III Literacy Academics	239				
	Coord III Project HTYPE	219				
	Manager Family Community Partnerships	219				
	Nurse Specialist	239				

304

Asst Principal ES	210,214,219
Campus Coordinator	214

Daily	\$359.53	\$433.17	\$506.81
210 Days	75,501	90,966	106,430
214 Days	76,939	92,698	108,457
219 Days	78,737	94,864	110,991

305

Asst Principal MS	214,219
Coord IV Adaptive P.E. & Transition	239
Coord IV Area Schools	239
Coord IV Arts Center	219
Coord IV Attendance & Credit Recovery	239
Coord IV Advanced Academics and Gifted & Talented	239
Coord IV Career Pathway & Industry-Based Certifications	239
Coord IV Compliance and Records Management	239
Coord IV Compliance, IEP Platform, & 504	239
Coord IV Compliance, Related Services & SHARS	239
Coord IV Diagnosticians, Evaluations & Related Services	239
Coord IV Early College, Dual Credit, & TSI Readiness	239
Coord IV Evaluation, Child Find, Private/Home School & School Psychologists	239
Coord IV Early Childhood Special Education & Social Emotional Academic Support	239
Coord IV Early Learning	219
Coord IV Evaluations & Diagnosticians	239
Coord IV Family Action Center	219
Coord IV Fine Arts	239
Coord IV GT	239
Coord IV Guidance & Counseling	239
Coord IV High Mobile/At-Risk; Student & American Indian Education Programs	239
Coord IV Hospital/Homebound & Transportation	239
Coord IV Inclusion & Specialized Learning	239
Coord IV Instructional Technology	239
Coord IV Instrumental Music	239
Coord IV Multi – Tiered System of Support (MTSS)	239
Coord IV Parent Partnerships	239
Coord IV Reaching Independence through Structured Education, ESY & Cameras in the Classroom	239

Daily	\$377.51	\$454.83	\$532.15
214 Days	80,787	97,334	113,880
219 Days	82,675	99,608	116,541
239 Days	90,225	108,704	127,184

Coord IV Regional Day School Programs for the Deaf, Deaf or Hard of Hearing & Visual Impairment	239
Coord IV Speech Language Pathologists, Evaluations, & Related Services	239
Coord IV Student Academic Support Initiatives	239
Coord IV Student Engagement	239
Coord IV Wraparound Services	239
Dean of Instruction	214

306		Daily	\$396.23	\$477.39	\$558.55
Asst Director Athletics	239	197 Days	78,057	94,046	110,034
Asst Principal HS	214,219,239	207 Days	82,020	98,820	115,620
Athletic Coordinator	197,207,217	214 Days	84,793	102,161	119,530
Coord ES Literacy Bilingual/ESL	226	217 Days	85,982	103,594	121,205
Coord ES Literacy Regular Program	226	219 Days	86,774	104,548	122,322
Coord ES Math Bilingual/ESL	226	226 Days	89,548	107,890	126,232
Coord ES Math Regular Program	226	239 Days	94,699	114,096	133,493
Coord Secondary Literacy Bilingual/ESL	226				
Coord Secondary Literacy	226				
Coord Secondary Math Bilingual/ESL	226				
Coord Secondary Math	226				
Coord Science K-12 Bilingual/ESL	226				
Coord Science K-12	226				
Coord Social Studies K-12 Bilingual/ESL	226				
Coord Social Studies K-12	226				

307		Daily	\$422.82	\$509.42	\$596.02
Associate Principal HS	226	210 Days	88,792	106,978	125,164
Director I Adult Education	239	219 Days	92,598	111,563	130,528
Director I Athletics	239	226 Days	95,557	115,129	134,701
Director I Curriculum & Instruction	239	239 Days	101,054	121,751	142,449
Director I Family Action Center	239	244 Days	103,168	124,298	145,429
Director I Family Resource Center	239				
Director I Health Services	239				
Director I Literacy First Program	210				
Director I Parent Partnerships	239				
Director I Student Wellbeing	239				
Director I Vision Health Partnerships	239				
Principal ES	226,239				

308

Director II FWAS	239
Director II Student Support Programs	239
Executive Principal	239
Principal MS/Alt Special Assignment	226,239
Principal HS/Alt	226
Principal Virtual Learning Academy	226

Daily	\$459.01	\$553.03	\$647.05
219 Days	100,523	121,114	141,704
226 Days	103,736	124,985	146,233
239 Days	109,703	132,174	154,645

309

Director Advanced Academics & GT	239
Director Bilingual Programs and Support	239
Director Career Pathway & Industry-Based Certifications	239
Director Compliance, Evaluation & Related Services	239
Director Dyslexia	239
Director Early College, Dual Credit & TSI Readiness	239
Director Elementary Counseling & Student Wellbeing	239
Director Health & Physical Education	239
Director Inclusion and Specialized Instructional Programs	239
Director JROTC	239
Director Library Media Services	239
Director Literacy	239
Director Math	239
Director Multi-Tiered System of Support	239
Director Restorative & Responsive Settings	239
Director Science	239
Director Secondary Student Engagement	239
Director Social Studies	239
Director Student Placement Center	239
Director Visual & Performing Arts	239
Director World Languages	239
Principal HS Small (<1000 students)	226
Principal Program Administrator	226

Daily	\$495.73	\$597.27	\$698.81
226 Days	112,035	134,983	157,931
239 Days	118,479	142,748	167,016

310

Principal HS Large (>1000 students)	226
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Daily	\$510.00	\$612.27	\$736.81
226 Days	115,260	138,373	166,519

311

Exec Director Athletics	239
Exec Director Student & Family Experience	239

Daily	\$535.39	\$645.05	\$754.71
239 Days	127,958	154,167	180,376

2026-2027 Business Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
401			Daily	\$225.60	\$271.81	\$318.02
	Analyst I Compliance	239	239 Days	53,918	64,963	76,007
	Analyst I Energy Management	239	244 Days	55,046	66,322	77,597
	Analyst I Payroll	239				
	Coord I Cumulative Records	239				
	Specialist I Assessment	239				
	Specialist I Benefits	239				
	Specialist I Student Engagement	239				
	Supervisor I Custodial	244				
402			Daily	\$266.02	\$320.50	\$374.99
	Accountant	239	192 Days	51,076	61,536	71,998
	Analyst II Budget	239	219 Days	58,258	70,190	82,123
	Analyst II CNS Purchasing	239	239 Days	63,579	76,600	89,623
	Analyst II Compensation	239	244 Days	64,909	78,202	91,498
	Analyst II P-Card/Sr Procurement	239				
	Buyer Procurement Services	239				
	Coord II Branding	239				
	Coord II Communications & Web	239				
	Coord II Communications Partners	239				
	Coord II Custodial Services	244				
	Coord II Customer Service	239				
	Coord II Facility Rentals	239				
	Coord II Graphic Design & Multimedia	239				
	Coord II Safety & Training	244				
	Coord II Social Media	239				
	Coord II Textbook	244				
	Dietitian	239				
	Editor/Photographer	239				
	Foreperson Fleet Services	244				
	Foreperson General Maintenance	244				
	Foreperson Paint Shop	244				
	Foreperson Warehouse	244				
	Internal Auditor	239				
	Procurement Services Contract Agent	239				
	Specialist II Compliance	219				
	Specialist II Engagement, Substitutes, Resignations & Strategic Partners	239				
	Specialist II Environmental	239				

Specialist II Family Communications	239
Specialist II Grants	239
Specialist II Information Systems	239
Specialist II Onboarding	239
Specialist II Parent Partnerships	219,239
Specialist II Records	239
Specialist II Safety & Security	192,239
Specialist II Substitute Services and Strategic Staffing & Partnership	239
Supervisor II Child Nutrition Services	219
Supervisor II Custodial Services	244

403

Analyst III GIS	239
Analyst III Travel	239
CIP Sr Internal Auditor	239
Coord III Advanced Academics	239
Coord III Benefits	239
Coord III Board Services	239
Coord III Capital Improvement Program	239
Coord III Chief Financial Officer	239
Coord III Chief Student Support Services	239
Coord III CNS Compliance	239
Coord III Communications	239
Coord III Communications Writer & Editor	239
Coord III Compensation	239
Coord III Curriculum & Instruction Budgets	239
Coord III Curriculum & Instruction Operations & Planning	239
Coord III Engagement, Substitutes, Resignations & Strategic Partners	239
Coord III Payroll	239
Coord III Records	239
Coord III Regional Talent	239
Coord III School Leadership	239
Coord III Social Media	239
Coord III Staffing, Recruiting & Certifications	239
Coord III Information Systems	239
Coord III Transportation Staffing	239
Foreperson Electrical	244
Foreperson Fire Alarms and Locksmiths	244
Foreperson Grounds	244
Foreperson HVAC Services	244

Daily	\$312.70	\$376.75	\$440.80
239 Days	74,735	90,043	105,351
244 Days	76,299	91,927	107,555

Foreperson Plumbing	244
Investigator	239
Manager I Kitchen Equipment	244
Manager I Operations Business Services	239
Manager I Routing	239
Manager I SHARS/MAC	239
Manager I Special Education Budget Grants	239
Manager I Transportation	239
Paralegal	239
Specialist III Daily Attendance	239
Specialist III Development	239
Specialist III Equity & Excellence	239
Specialist III Environmental	239
Specialist III Financial Services	239
Specialist III Prof Learning & Innovation	239
Specialist III Project Development	239
Sr Accountant	239
Sr Buyer	239
Sr Compliance Analyst	239
Sr Grants Specialist	239
Sr Internal Auditor	239
Supervisor III Accounts Payable	239

404

Coord IV Analytics & Reporting	239
Coord IV Assessment Development	239
Coord IV Bil/ESL Talent Development Pipeline	239
Coord IV CCMR & Strategic Initiatives	239
Coord IV Communications	239
Coord IV Compliance	239
Coord IV Data Literacy & Continuous Improvement	239
Coord IV Employee Relations/Title IX	239
Coord IV Employee Services	239
Coord IV Enhanced TIA, Teacher, Principal, & Counselor Evaluation Systems	239
Coord IV Financial Analyst-Accounting	239
Coord IV Financial Services	239
Coord IV Innovative Programs	239
Coord IV Institutional Research & Program Integration	239
Coord IV Payroll & Benefits	239
Coord IV Performance Management	239

Daily	\$359.39	\$433.00	\$506.61
239 Days	85,893	103,487	121,081

Coord IV State & Local Assessment Compliance	239
Coord IV Talent Management	239
Director I Policy & Governance	239
Manager Accounts Payable	239
Manager Board Services	239
Manager Events & Community Engagement	239
Manager Onboarding, Fingerprinting & Certifications	239
Manager Substitute and Strategic Staffing & Partnerships	239
Manager Superintendent Office	239

405

Assistant Comptroller	239
Director II Administrative Services	239
Director II Area Maintenance	239
Director II Capital Improvement Program	239
Director II Communications	239
Director II Creative Communications	239
Director II Digital Content and Marketing	239
Director II District Operations	239
Director II Employee Services	239
Director II Environmental	239
Director II Innovative Programs	239
Director II Office of Professional Standards	239
Director II Strategic Communications	239
Director II Strategic Engagement	239
Director II Strategic Enrollment	239
Director II Transportation	239
Manager II Budget Management	239
Manager II Capital Improvement Project	239
Manager II Internal Audit	239
Manager II Procurement	239
Manager II Safety and Construction	239
Staff Attorney I	239
Treasurer	239

Daily	\$408.24	\$491.85	\$575.46
239 Days	97,569	117,552	137,535

406

Director III Accounting	239
Director III Budget	239
Director III Compensation	239
Director III Data Analytics & Reporting	239
Director III Data Literacy, Assessment Strategy & Continuous Improvement	239
Director III Employee Benefits & Leaves Management	239
Director III Grants	239
Director III Operations Business Services	239
Director III Payroll	239
Director III Performance Management & Enhanced TIA	239
Director III Procurement	239
Director III Program Integration & Institutional Research	239
Director III State & Local Assessment Compliance	239
Director III Strategic Staffing and Partnership	239
Director III Strategic Transformation	239
Director III Systems and Records	239
Director III Treasury	239
Regional Director III Talent Management	239
Regional Director III Finance	239
Special Assistant to the Superintendent	239

Daily	\$436.81	\$526.28	\$615.75
239 Days	104,398	125,781	147,164

407

Chief Internal Auditor	239
Comptroller	239
Exec Director Child Nutrition Services	239
Exec Director Custodial Services	239
Exec Director Employee Services	239
Exec Director Employee Standards & Compliance	239
Exec Director Facility Planning	239
Exec Director Grant Development & Management	239
Exec Director Maintenance Services	239
Exec Director Transportation	239
Staff Attorney II	239

Daily	\$489.88	\$590.22	\$690.56
239 Days	117,081	141,063	165,044

408

Exec Director Budget Management	239
Exec Director Payroll & Benefits	239
Exec Director Procurement Services	239
Exec Director Regional Talent	239
Exec Director Risk Management	239
Exec Director Talent Systems & Strategic Operations	239
Senior Officer Operations	239

Daily	\$543.65	\$655.00	\$766.35
239 Days	129,932	156,545	183,158

2026-2027 Technology Career Pathway

Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
501			Daily	\$200.00	\$241.04
	IT Specialist Help Desk	239	239 Days	47,800	57,609
	IT Specialist Device Deployment	239		67,417	
502			Daily	\$214.32	\$258.24
	IT Specialist II Infrastructure	239	239 Days	51,222	61,719
	IT Specialist II Student Records	239	244 Days	52,294	63,011
	Technician II Physical Security	239		73,727	
	Technician II Transportation Technology	244			
503			Daily	\$233.68	\$281.52
	IT Specialist III Business Intelligence	239	239 Days	55,850	67,283
	IT Specialist III Device Configuration	239		78,717	
	IT Specialist III Pyramid Support	239			
	IT Specialist III SIS Support	239			
	IT Specialist III Training	239			
504			Daily	\$296.64	\$357.44
	IT Specialist IV Access Control Technician	239	239 Days	70,897	85,428
	IT Specialist IV CNS Technical Support	239		99,959	
	IT Specialist IV Mobile Device Management	239			
	IT Specialist IV Network Services	239			
	IT Specialist IV Operations Technical Support	239			
	IT Specialist IV Pyramid Support Lead	239			
	IT Specialist IV School Solutions	239			
	IT Specialist IV Systems	239			
	IT Specialist IV Transportation Technical Support	239			
505			Daily	\$336.72	\$405.69
	Analyst Quality Assurance	239	239 Days	80,476	96,960
	Analyst Technical Business	239		113,444	
	Associate Systems Administrator	239			
	Cyber Security Analyst	239			
	Database Developer	239			
	IT Analyst	239			
	IT App Developer	239			
	IT Collaboration Engineer	239			

IT Systems Administrator Business Intelligence	239
IT Telecom Engineer	239
Network Engineer	239

506		Daily	\$362.65	\$436.93	\$511.21
	239 Days	86,673	104,426	122,179	

Cyber Security Engineer	239
IT Manager II Asset Management	239
IT Manager II Help Desk	239
IT Manager II Pyramid Support	239
IT Manager II Training	239
IT Product Manager	239
IT Project Manager	239
Sr App Developer	239
Sr Database Developer	239
Sr Network Engineer	239
Systems Administrator	239

507		Daily	\$388.11	\$467.60	\$547.09
	239 Days	92,758	111,756	130,755	

Enterprise Architect	239
IT Manager III Application Development	239
IT Manager III Core Engineering	239
IT Manager III Database Development	239
IT Manager III Operations Analytics	239
IT Manager III Server Engineering	239
IT Manager III SIS Support	239
IT Manager III Student Records & PEIMS	239

508		Daily	\$438.56	\$528.39	\$618.22
	239 Days	104,816	126,285	147,755	

IT Director Campus Security Systems	239
IT Director Demand Management	239
IT Director School Support	239

509		Daily	\$502.99	\$606.01	\$709.03
	239 Days	120,215	144,836	169,458	

Exec Director Business Intelligence	239
Exec Director IT Infrastructure	239
Exec Director IT Platform	239
Exec Director IT Support	239

510		Daily	\$543.65	\$655.00	\$766.35
	239 Days	129,932	156,545	183,158	

Senior Officer Information Security	239
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2026-2027 Instructional Support Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
601			Hourly	\$15.25	\$18.37	\$21.49
	Teacher Assistant I	183,185,212	Daily	\$122.00	\$146.96	\$171.92
	Teacher Assistant I Bilingual	183,185,212	183 Days	22,326	26,894	31,461
	Teacher Assistant I PreK	183,185,212	185 Days	22,570	27,188	31,805
	Teacher Assistant I PreK3	183,185,212	212 Days	25,864	31,156	36,447
	Teacher Assistant I Resource Title I	183,185,212				
	Teacher Assistant I Title I	183,185,212				
602			Hourly	\$16.00	\$19.28	\$22.56
	Teacher Assistant II Sp Ed Resource	183,185,212	Daily	\$128.00	\$154.24	\$180.48
			183 Days	23,424	28,226	33,028
			185 Days	23,680	28,534	33,389
			212 Days	27,136	32,699	38,262
603			Hourly	\$17.00	\$20.48	\$23.96
	Health Associate	183	Daily	\$136.00	\$163.84	\$191.68
	Library Clerk	183,187	183 Days	24,888	29,983	35,077
	Specialist Family Engagement	197	185 Days	25,160	30,310	35,461
	Specialist Family Enrollment	197,219,239	187 Days	25,432	30,638	35,844
	Teacher Assistant III CAI	183,212	197 Days	26,792	32,276	37,761
	Teacher Assistant III CAI Title I	183,212	212 Days	28,832	34,734	40,636
	Teacher Assistant III Deaf Ed	183,212	219 Days	29,784	35,881	41,978
	Teacher Assistant III ECSE	183,185,212	239 Days	32,504	39,158	45,812
	Teacher Assistant III In-House	183,212				
	Teacher Assistant III Literacy First	183,212				
	Teacher Assistant III PPCD	183,212				
	Teacher Assistant III RISE	183,185,187,212				
	Teacher Assistant III Science Lab	187,197,212				
	Teacher Assistant III SEAS	183,185,212				
	Teacher Assistant III Severe Needs	183,212				
	Teacher Assistant III Transition	183,212				
604			Hourly	\$18.50	\$22.28	\$26.06
	Lead Parent Educator	219	Daily	\$148.00	\$178.24	\$208.48
	Liaison for American Indian Education	239	183 Days	27,084	32,618	38,152
	Specialist Family Communication	219	219 Days	32,412	39,035	45,657
	Teacher Assistant IV Literacy First	183	239 Days	35,372	42,599	49,827

605

Deaf Education Transcriber	183
Deaf Interpreter	183
Liaison for Homeless Education	239
Piano Technician	239
Program Assistant	183,185
Reach Associate	183,185

Hourly	\$23.00	\$27.71	\$32.42
Daily	\$184.00	\$221.68	259.36
183 Days	33,672	40,567	47,463
185 Days	34,040	41,011	47,982
239 Days	43,976	52,982	61,987

2026-2027 Administrative Support Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
701			Hourly	\$15.25	\$18.37	\$21.49
			Daily	\$122.00	\$146.96	\$171.92
	Office Assistant	210,212,239				
	Office Assistant Alt	189,212	183 Days	22,326	26,894	31,461
	Office Assistant ES (Enrollment >700)	189,212	189 Days	23,058	27,775	32,493
	Office Assistant HS	183,239	210 Days	25,620	30,862	36,103
	Office Assistant MS	183,189,212	212 Days	25,864	31,156	36,447
	Storekeeper	219	219 Days	26,718	32,184	37,650
			239 Days	29,158	35,123	41,089

702			Hourly	\$16.50	\$19.88	\$23.26
			Daily	\$132.00	\$159.04	\$186.08
	Administrative Assistant I	183,187,189,210,212,219,239				
	Assistant Office Manager ES	219	183 Days	24,156	29,104	34,053
	Bilingual Tester	239	187 Days	24,684	29,740	34,797
	Elementary Clerk	197	189 Days	24,948	30,059	35,169
			197 Days	26,004	31,331	36,658
			210 Days	27,720	33,398	39,077
			212 Days	27,984	33,716	39,449
			219 Days	28,908	34,830	40,752
			239 Days	31,548	38,011	44,473

703			Hourly	\$18.75	\$22.60	\$26.45
			Daily	\$150.00	\$180.80	\$211.60
	Administrative Assistant II	197,210,214,219,239				
	Assistant Office Manager MS	219	183 Days	27,450	33,086	38,723
	Attendance Clerk HS	187	187 Days	28,050	33,810	39,569
	Attendance Clerk MS	187	197 Days	29,550	35,618	41,685
	Cash Management Assistant	239	210 Days	31,500	37,968	44,436
	Office Manager ES	214,219	214 Days	32,100	38,691	45,282
	Technician I Adult Education	239	219 Days	32,850	39,595	46,340
	Technician I Procurement Services	239	239 Days	35,850	43,211	50,572

704

Accounts Payable Clerk	239
Administrative Assistant III	192,214,226,239
Data Clerk Alt/Sp	214,219
Data Clerk HS	214
Data Clerk MS/Sped	197
Dispatch Clerk	244
Office Manager MS	214,219
Registrar HS	226
Technician II Benefits	239
Technician II Employee Attendance	239
Technician II FWAS Teacher Support	239
Technician II Medicaid & SHARS	239
Technician II OPS	239

Hourly	\$20.75	\$25.00	\$29.25
Daily	\$166.00	\$200.00	\$234.00
192 Days	31,872	38,400	44,928
197 Days	32,702	39,400	46,098
214 Days	35,524	42,800	50,076
219 Days	36,354	43,800	51,246
226 Days	37,516	45,200	52,884
239 Days	39,674	47,800	55,926
244 Days	40,504	48,800	57,096

705

Admin Assistant IV	239
Executive Assistant Learning & Leading	239
Specialist Accounting	239
Specialist Communications	239
Specialist Dispatch	239
Specialist Learning & Leading	239
Specialist Payroll	239
Specialist Payroll CNS	239
Specialist Procurement	239
Specialist SHARS/MAC	239

Hourly	\$23.00	\$27.71	\$32.42
Daily	\$184.00	\$221.68	\$259.36
239 Days	43,976	52,982	61,987
244 Days	44,896	54,090	63,284

706

Analyst Instructional Materials Inventory	239
Analyst Operations Management	239
Executive Assistant Chief/Deputy Superintendent	239
Specialist Accounts Payable	239
Specialist Sr Accounting	239
Specialist Sr Budget	239
Specialist Sr Operations Budget & Procurement	239
Specialist Sr Legal Support	239
Specialist Sr Payroll	239
Specialist Sr Risk Management	239
Specialist Sr Transportation	244

Hourly	\$27.00	\$32.53	\$38.06
Daily	\$216.00	\$260.24	\$304.48
239 Days	51,624	62,197	72,771
244 Days	52,704	63,499	74,293

707

Executive Assistant Sr Superintendent	239
Executive Assistant Sr Board Services	239

Hourly	\$30.23	\$36.43	\$42.63
Daily	\$241.84	\$291.44	\$341.04
239 Days	57,800	69,654	81,509

2026-2027 Operations Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
801			Hourly	\$16.00	\$19.27	\$22.54
	Custodian	244	Daily	\$128.00	\$154.16	\$180.32
	Firewalker	187	187 Days	23,936	28,828	33,720
			244 Days	31,232	37,615	43,998
802			Hourly	\$17.00	\$20.48	\$23.96
	Apprentice Electrician	244	Daily	\$136.00	\$163.84	\$191.68
	Apprentice Fire Alarms	244	244 Days	33,184	39,977	46,770
	Apprentice HVAC	244				
	Apprentice Mechanic	244				
	Apprentice Plumber	244				
	Grounds Worker	244				
	Head Custodian I	244				
	Painter I	244				
	Technician I Irrigation	244				
	Technician I Preventive Maintenance	244				
803			Hourly	\$18.50	\$22.28	\$26.06
	Café Manager I ES	189,212	Daily	\$148.00	\$178.24	\$208.48
	Environmental Worker I	244	189 Days	27,972	33,687	39,403
	General Maintenance Technician I	244	239 Days	35,372	42,599	49,827
	General Maintenance Worker	244	244 Days	36,112	43,491	50,869
	Head Custodian II	244				
	Inventory Control Clerk	244				
	Locker Repairperson	244				
	Painter II	244				
	Playground Maintenance	244				
	Warehouseperson II	239,244				
804			Hourly	\$21.00	\$25.30	\$29.60
	Café Manager II HS	189	Daily	\$168.00	\$202.40	\$236.80
	Café Manager II MS	189,212	189 Days	31,752	38,254	44,755
	Dispatcher	239,244	239 Days	40,152	48,374	56,595
	General Maintenance Technician II	244	244 Days	40,992	49,386	57,779
	Head Custodian III	244				
	Head Custodian Administration Building	244				
	Router I	244				
	Specialist I Central Warehouse	244				

Specialist I CNS Free Lunch 239
Technician II Appliance Repair 244

805

Building Manager Warehouse 244
Bus Lot Supervisor 244
Exterminator 244
General Maintenance Technician III 244
Glazier 244
Locksmith 244
Mechanic Small Equipment 244
Mechanic Transportation 244
Plasterer 244
Router & Scheduler 244
Router & Scheduler, Field Trips 244
Specialist II Safety & Training 244
Technician III Fire Alarm 244
Technician III Irrigation 244
Technician III Playground 244
Technician III Refrigeration 244
Technician III Sewer 244
Welder 244

Hourly	\$23.50	\$28.31	\$33.12
Daily	\$188.00	\$226.48	\$264.96
244 Days	45,872	55,261	64,650

806

Advanced Environmental Maintenance 244
Electrician Journeyman 244
HVAC Journeyman 244
Mechanic White Fleet 244
Plumber Journeyman 244
Technician HVAC Services 244

Hourly	\$26.50	\$31.92	\$37.34
Daily	\$212.00	\$255.36	\$298.72
244 Days	51,728	62,308	72,888

807

Master Electrician 244
Master HVAC 244
Master Plumber 244

Hourly	\$28.17	\$34.33	\$40.49
Daily	\$225.36	\$274.64	\$323.92
244 Days	54,988	67,012	79,036

808

Asst Foreperson Electrical	244
Asst Foreperson Grounds & Landscape	244
Asst Foreperson HVAC Services	244
Asst Foreperson Plumbing	244
Asst Foreperson Small Equipment	244

Hourly	\$30.50	\$36.74	\$42.98
Daily	\$244.00	\$293.92	\$343.84
244 Days	59,536	71,716	83,897

2026-2027 Safety & Security Career Pathway

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
901	Campus Monitor	187	Daily	\$128.00	\$154.16	\$180.32
			187 Days	23,936	28,828	33,720
902	Security Monitor	244	Daily	\$136.00	\$163.84	\$191.68
			244 Days	33,184	39,977	46,770
903	Safety Officer	244	Daily	\$148.00	\$178.24	\$208.48
			244 Days	36,112	43,491	50,869
904	Specialist Dispatch	244	Daily	\$184.00	\$221.68	\$259.36
			244 Days	44,896	54,090	63,284
905	Coord II Safety & Security	239	Daily	\$266.02	\$320.50	\$374.99
	Specialist II Safety & Security	192,239	192 Days	51,076	61,536	71,998
	Supervisor Campus Safety	239	239 Days	63,579	76,600	89,623
906	Coord III Safety & Security	239	Daily	\$312.70	\$376.75	\$440.80
			239 Days	74,735	90,043	105,351
907	Director I Campus Safety	239	Daily	\$359.39	\$433.00	\$506.61
			239 Days	85,894	103,487	121,081
908	Director I Safety & Security	239	Daily	\$408.24	\$491.85	\$575.46
			239 Days	97,569	117,552	137,535
909	Director II Safety & Security	239	Daily	\$489.88	\$590.22	\$690.56
			239 Days	117,081	141,063	165,044
909	Exec Director Safety & Security	239	Daily	\$489.88	\$590.22	\$690.56
			239 Days	117,081	141,063	165,044

2026-2027 Operations Auxiliary Hourly Career Pathway

Transportation

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
BA			Hourly	\$15.25	\$18.37	\$21.49
	Bus Attendant	183				
BD			Hourly	\$22.75	\$27.74	\$32.73
	Bus Driver	183				

Nutrition Services

Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
CW			Hourly	\$15.25	\$18.37	\$21.49
	Cafeteria Worker	183,208				
CWL			Hourly	\$16.00	\$19.27	\$22.54
	Nutrition Service Worker Lead	183				

Section IV: Accelerating Campus Excellence (ACE)

Position	Annual Amt.
ACE Assistant Principal Elementary School	\$105,000.00
ACE Assistant Principal Middle School	\$115,000.00
ACE Principal Elementary School	\$130,000.00
ACE Principal Middle School	\$145,000.00
ACE Instructional Staff Category I (STAAR Tested)	\$100,000.00
ACE Instructional Staff Category II (Non-STAAR Tested; Core Subjects)	\$100,000.00
ACE Instructional Staff Category III (Non-Tested; Non-Core Subjects) Electives & Fine Arts, RISE, ECSE	\$91,000.00
ACE Instructional Staff Category IV (Student Support) Inclusion SPED, SEAS Inclusion SPED, Dyslexia	\$88,000.00

*\$10,000 additional stipend eligible for ACE Assistant Principals, Counselors, Librarians and Licensed Health Professionals.

Section V: Elevate Campus

Position	Annual Amt.
Elevate Assistant Principal Elementary School	\$105,000.00
Elevate Assistant Principal Middle School	\$115,000.00
Elevate Principal Elementary School	\$130,000.00
Elevate Principal Middle School	\$145,000.00
Elevate Instructional Staff Category I (STAAR Tested)	\$100,000.00
Elevate Instructional Staff Category II (Non-STAAR Tested; Core Subjects)	\$100,000.00
Elevate Instructional Staff Category III (Non-Tested; Non-Core Subjects) Electives & Fine Arts	\$91,000.00
Elevate Instructional Staff Category IV (Student Support) SPED, Dyslexia	\$88,000.00
District Service Teacher ES/MS School	\$68,000.00

Position		Annual Amt.
English Language Development Teacher ES/MS	0-2 Years Experience	\$75,000.00
	3-4 Years Experience	\$79,000.00
	5+ Years Experience	\$81,000.00

Position		Annual Amt.
Learning Facilitator ES	0-2 Years Experience	\$53,000.00
	3-4 Years Experience	\$56,000.00
	5+ Years Experience	\$58,000.00

Position		Annual Amt.
Learning Facilitator MS	0-2 Years Experience	\$55,000.00
	3-4 Years Experience	\$58,000.00
	5+ Years Experience	\$60,000.00

*\$10,000 additional stipend eligible for ELEVATE Counselors and Librarians.

Section VI: Supplemental Pay (Stipends)

Supplemental pay (stipends) represents remuneration in addition to, but separate from, regular base salary, and includes assignment stipends, coaching stipends, auto and cell phone allowances, and others as identified. **Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by Compensation before submitting to Payroll for processing. All submissions at rates differing from those contained in this manual require the approval signature of the appropriate Leadership Team member. All unapproved rates submitted without approval will be adjusted by Payroll and/or Compensation, at the approved rate on record.

Also, some stipends are dependent upon the employee meeting professional development and/or other job-specific requirements. Failure to meet those requirements will cause the employee to be ineligible to receive the stipend.

Employees paid from grant funds will be paid in accordance with the approved rates in this handbook, regardless of what may be allowable in the grant.

Stipend Information (A-Z)

Employee job responsibilities are subject to change at any time to meet the needs of the District. Such changes do not necessarily warrant a change in salary (see [Section I](#) of this manual for more information on pay grade transition). Exceptions to this rule require the approval of the Superintendent or an appropriate Leadership Team member, with amounts being determined by the Compensation Department.

Unless authorized in this section, exempt employees are not eligible for extra duty or additional pay for job-related or campus/department-related work.

Academic Coaches

Each academic coach shall be evaluated in writing by the principal. An academic coach will not be permitted to continue performing the function of this position or receive compensation for this position if the coach's performance is not completely satisfactory as evidenced by the annual evaluation. For additional information please contact the appropriate Program Director.

Additionally:

- Stipends may be combined pending program requirements
- Stipends are contingent upon fulfillment of departmental requirements

Stipend	Annual Amt.
Coordinator, Academic	\$2,000.00
Coordinator, UIL Campus High School	\$1,600.00
Coordinator, UIL Campus Middle School	\$900.00
UIL Cross Examination Debate Coach	\$2,200.00
UIL Lincoln Douglas Debate Coach	\$2,200.00
UIL Non-athletic Event Coach/High School (excluding One-Act Play, LD Cross-X Debate)	\$600.00
Whiz Quiz High School Sponsor (one sponsor) – see program guidelines for details	\$800.00 max.
Whiz Quiz High School Sponsor (co-sponsors) – see program guidelines for details	\$750.00/each
Whiz Quiz Middle School Sponsor (one sponsor) – see program guidelines for details	\$750.00 max.
Whiz Quiz Middle School Sponsor (co-sponsors) – see program guidelines for details	\$650.00/each

Athletic Coaches

Coaches are expected to do the job for which they are employed. However, for the purpose of clarifying the minimum number of regular working days for coaches, the following will be used:

1. All middle and high school coaches will attend in-service (coaches') activities as scheduled.
2. Special meetings, in-service training, and special demands of the job may require a coach to occasionally work extra days.
3. Coaches that drive a full-size yellow school bus will be paid a flat rate of \$100.00 per full trip (drop off and return to campus). \$50.00 for a half trip.

Athletic stipends are paid on a semi-monthly basis, August through July.

Athletic Stipend (Other)	Annual Rate
Athletic Trainer	\$6,500.00
Defensive Coordinator – Football (one stipend only)	\$9,000.00
Offensive Coordinator – Football (one stipend only)	\$9,000.00

Head Coach for High School	Annual Rate
Head Baseball	\$9,800.00
Head Basketball	\$9,800.00
Head Cross Country	\$8,500.00
Head Football	\$14,465.00
Head Golf	\$8,500.00
Head Golf – Spring	\$4,250.00
Head Powerlifting (Campus-Based Activity)	\$8,500.00
Head Soccer	\$9,800.00
Head Softball	\$9,800.00

Head Swimming	\$8,500.00
Head Tennis	\$8,500.00
Head Tennis – Semester	\$4,250.00
Head Track	\$8,500.00
Head Volleyball	\$9,800.00
Head Wrestling	\$8,500.00
Head Flag Football	\$5,000.00

Assistant Coach for High School	Annual Rate
Assistant Baseball	\$6,000.00
Assistant Basketball	\$6,000.00
Assistant Cross Country	\$5,000.00
Assistant Football	\$7,000.00
Assistant Golf	\$5,000.00
Assistant Powerlifting (Campus-Based Activity)	\$5,000.00
Assistant Soccer	\$6,000.00
Assistant Softball	\$6,000.00
Assistant Swimming	\$5,000.00
Assistant Tennis	\$5,000.00
Assistant Track	\$5,000.00
Assistant Volleyball	\$6,000.00

Assistant Wrestling	\$5,000.00
Assistant Flag Football	\$3,000.00

Coach for Middle School	Annual Rate
Basketball	\$3,650.00
Cross Country	\$2,800.00
Football	\$4,550.00
Soccer	\$3,650.00
Track	\$2,800.00
Volleyball	\$3,650.00

Cheerleading / Drill Team	Annual Rate
Assistant Cheerleading	\$3,400.00
Head Cheerleading	\$7,000.00
MS Cheerleading Sponsor	\$2,125.00
Head Drill Team	\$7,000.00

Auto Allowance

The auto allowance is designed to compensate employees who travel on District business. The following positions are approved to receive one-twenty-fourth (1/24) of the annual allowance paid on a semi-monthly basis.

Position	Annual Rate
Superintendent	per contract
Assistant Director – Athletics / Facilities Manager	\$2,160.00
Director – Operations Business Services / After School Programs / Athletics	\$2,160.00
Director – Communications / Transformation / Adult Education / Capital Improvement Prog.	\$2,160.00
Manager – Student Records	\$2,160.00
Manager – Safety Construction	\$2,160.00
Senior Officer	\$3,510.00
Executive Director, Asst. General Counsel	\$3,510.00
Executive Career Pathway (Chiefs, Deputy Superintendent, General Counsel, Regional Chiefs)	\$4,500.00
Campus Instructional Support (50+ campuses)	\$2,500.00
Auto Stipend (Mobile Campus Monitors)	\$1,370.00

Bilingual Stipends for Secretary / Clerk

These stipends are designed to compensate employees who provide bilingual services to students and/or departments. For additional information, call Talent Management at 817.814.2717.

Position	Annual Rate
Secretary / Clerk, Bilingual (must pass proficiency exam)	\$450.00

Bilingual / ESL Education Stipends

These stipends (amounts vary) are designed to compensate employees who hold SBEC Bilingual or ESL certification and provide Bilingual or ESL services to students. The criteria for stipend eligibility are designated by the Bilingual / ESL Department for each position.

Position	Annual Rate
Bilingual Campus Administrator (Principal/Assistant Principal)	\$4,000.00
Bilingual Counselor or Librarian	\$4,000.00
Teacher, Elementary DLI - Bilingual	\$5,000.00
Teacher, Elementary DLI - ESL	\$1,000.00
Teacher, Elementary ESL / Transition ESL (Secondary)	\$1,000.00

Cell Phone Allowance

This rate is designed to compensate certain District personnel (listed below) to cover cellular phone expenses when used for the District. For additional approvals or information, please contact your Leadership Team member.

Position	Annual Rate
All Managerial Staff / Principals	\$480.00
Coordinator to Chief, Associate Superintendent	\$480.00
Executive Director	\$600.00
Executive Career Pathway (Senior Officers, Associate Superintendent, General Counsel)	\$720.00
Mobile Campus Monitors/Operations	\$400.00

Career & Technical Education (CTE)

Agriculture Stipend -- This rate is designed to compensate CTE Agriculture teachers for working extended hours to manage and maintain the District's barn, campus greenhouse, and for additional duties and responsibilities assigned by the Career & Technical Education Department.

Campus Liaison Stipend -- This rate is designed to compensate CTE teachers for serving as department heads over CTE teachers and for performing additional duties and responsibilities assigned by Career & Technical Education.

These CTE stipends are contingent upon fulfillment of department requirements.

Position	Annual Rate
CTE Campus Liaison	\$1,350.00
CTE Agriculture Teachers	\$5,000.00

Deaf Education Transcription & Interpretation

These stipends are designed to compensate employees who provide Deaf Education Transcription or Interpretation services.

Position	Annual Rate
Deaf Education Transcriber	\$450.00
Interpreter for the Deaf – Not Yet Certified	\$450.00
Interpreter for the Deaf – Level 1 Basic Certification	\$1,500.00
Interpreter for the Deaf – Level 2 Advanced Certification	\$2,500.00
Interpreter for the Deaf – Level 3 Master Certification	\$3,500.00

Enrollment Stipend

This annual stipend is for **principals only**. For additional information, please contact Compensation at 817.814.2080.

Enrollment Count	Elementary	Middle	High
1801 or more	X	X	\$1,800.00
1200 – 1800	X	X	\$900.00
901 or more	\$2,700.00	\$2,700.00	X
701 – 900	\$1,800.00	\$1,800.00	X
350 – 700	\$900.00	\$900.00	X

Internal Finance Mentoring Program (IF Mentoring) Stipend

The IF Mentoring Stipend is available to designated participants for the purpose of assisting campus finance personnel in the use of the School Funds Online (SFO) software, the SchoolCash Online (SCO) payment system, as well as all other aspects of their finance responsibilities.

Recipients will receive a \$1,000 stipend payable in eighteen (18) semi-monthly installments of \$55.55 beginning with the October 15, 2025 paycheck.

JROTC / JCC

This stipend is designed to compensate middle school JCC teachers for extracurricular duties, community service events and service-learning projects.

Position	Annual Rate
Teacher, Junior Cadet Corp (JCC) Middle School	\$2,880.00

Leadership Academy Network

These stipends are only for campuses designated as Leadership Academy Network Schools (Como ES, JT White ES, Leonard MS, Maude Logan ES, Mitchell Blvd. ES, Forest Oak MS). Stipends will be paid out in two installments. For additional information, please contact Bethany Mulligan, TXWES at 817.531.4216.

Position	Annual Rate
Academic Content Specialist	\$7,000.00
Administrative Associate	\$1,000.00
Assistant Principal	\$8,000.00
Attendance Clerk	\$600.00
Campus Monitor	\$600.00
Counselor	\$5,000.00
Custodian	\$600.00
Campus Data Leader	\$5,000.00
Data Clerk	\$600.00
Dean of Instruction	\$8,000.00
Intervention Specialist, Support Specialist	\$5,000.00
Librarian	\$5,000.00
Nurse	\$5,000.00
Nurse Assistant	\$600.00
Family Engagement Specialist	\$600.00
Principal	\$8,000.00

Teacher	\$5,000.00
Teacher Assistant	\$1,000.00

*Stipends are budget-dependent and subject to change based upon budgetary constraints.

Language Proficiency Assessment Committee (LPAC)

The LPAC stipend applies to non-administrators who are designated as the LPAC Chairperson and complete all duties and responsibilities as assigned in the District LPAC manual. The stipend is paid annually up to \$1,300 per year. (Pay Code 770)

Maintenance Department Night Stipend

Every full-time, 8-hour per day auxiliary employee in a manual trade classification who works a continuous 8-hour shift, which ends at or after 7:30 p.m., will be paid a night stipend for the entire shift.

Position	Frequency	Amount
Hourly Employee – Night Shift (Custodians)	Per Year	\$420.00

Mileage Reimbursement

District employees who are not eligible for the auto allowance stipend, must complete a mileage reimbursement form to be compensated for travel within the DFW Metroplex on District business when using their personal vehicle. Employees in this category will be reimbursed based on the mileage rate from the Internal Revenue Service which is updated annually.

Miscellaneous

These rates are paid in 24 semi-monthly payments from August through July of each year.

Position	Annual Rate
Counselor, Lead	\$2,250.00

These rates are not coordinated by Compensation and may be paid in different schedules.

Position	Annual Rate
Coordinator, AVID	\$1,800.00
Teacher, Bridge (Elementary Schools)	\$675.00
New Teacher Mentor (rate per employee mentored)	\$500.00

Performing Arts

These stipends are designed to compensate the teachers providing services to the performing arts program. These stipends are contingent upon fulfillment of department requirements.

Position	Annual Rate
High School Assistant Band Director	\$6,500.00
High School Assistant Dance Director	\$3,000.00
High School Assistant Mariachi Director	\$4,500.00
High School Assistant Theatre Director	\$3,800.00
High School Assistant Choral	\$4,000.00
High School Choral Director	\$7,000.00
High School Dance Director	\$7,000.00
High School Head Band Director	\$10,000.00
High School Jazz Band Director	\$6,000.00
High School Mariachi Director	\$7,000.00
High School Orchestra Director	\$5,900.00
High School Theatre Director	\$6,500.00
Middle School Assistant Band Director	\$4,300.00
Middle School Assistant Choir Director	\$2,250.00
Middle School Assistant Dance Director	\$2,500.00
Middle School Assistant Mariachi Director	\$2,500.00
Middle School Choral Director	\$3,500.00

Middle School Dance Director	\$3,000.00
Middle School Head Band Director	\$6,500.00
Middle School Orchestra Director	\$4,000.00
Middle School Mariachi Director	\$4,000.00
Middle School Theatre Director	\$2,500.00
Middle School/High School Choir Director	\$7,000.00
Middle School/High School Orchestra School Director (conducts both MS & HS)	\$5,000.00
Secondary Assistant Band/Orchestra Director	\$4,500.00
Secondary Assistant Mariachi/Orchestra Director	\$4,300.00
Secondary Head Band/Orchestra Director	\$7,000.00
Secondary Head Mariachi/Orchestra Director	\$6,500.00

Special Education

These stipends are designed to attract and retain qualified teachers and paraprofessionals for special education positions and provide special services to students and/or departments.

Position	Annual Rate
Special Education Teacher on Special Assignment (Program Manager)	\$2,700.00
Teacher, Special Education Inclusion/Resource	\$3,000.00
Teacher, Special Education Intensive Programs	\$5,000.00
Bilingual Special Education Evaluation Services	\$4,000.00
Special Olympics Head of Delegation	\$6,000.00
Special Olympics Assistant Head of Delegation	\$3,000.00
Blended Teacher ESCE Pre-K 4	\$2,000.00
Blended Teacher ESCE Pre-K 3	\$2,000.00

Yearbook Sponsor

These stipends are designed to compensate teachers providing services for the development of the campus yearbook. One stipend will be awarded per campus. These stipends are contingent upon fulfillment of certain requirements.

Position	Annual Rate
Middle School Yearbook Sponsor	\$1,000.00
High School Yearbook Sponsor – 125 or fewer pages	\$1,500.00
High School Yearbook Sponsor – 126-225 pages	\$2,000.00
High School Yearbook Sponsor – 226 or more pages	\$3,000.00

Section VII: Supplemental Pay (Substitute, Hourly, Summer)

Stipends or supplemental pay not described in this section of the handbook must be verified and approved by Compensation before submitting to Payroll for processing. All submissions at rates differing from those contained in the manual require the approval signature of the appropriate Leadership Team member. All unapproved rates submitted without approval will be adjusted by Payroll and/or Compensation, at the approved rate on record.

Employees paid from grant funds will be paid in accordance with the approved rates in this handbook, regardless of what may be allowable in the grant.

Substitute Pay

For information about becoming a substitute, please see the Substitute Services website.

Substitute Daily Rates

Position	Requirement	Daily Rate
Substitute Teacher	High School Diploma- Elementaries Schools Only	\$115.00
Substitute Teacher	60 college hours	\$125.00
Substitute Teacher	Bachelor's degree	\$135.00
Substitute Teacher	Bachelor's degree & certified	\$140.00
Substitute Teacher	Bachelor's degree & certified FWISD retiree	\$150.00
Substitute Teacher	Long-term rate beginning 11th day in same assignment	\$150.00
Substitute Teacher Assistant	High School Diploma	\$105.00
Substitute Clerical	High School Diploma	\$105.00
Substitute Clerical	FWISD Retirees	\$110.00
Substitute Counselor	Master's degree / counselor certification	\$210.00

Substitute Librarian	Bachelor's degree & certified	\$140.00
Substitute Nurse	Bachelor's degree & RN license	\$210.00
Substitute Administrator	Bachelor's degree & any other required licensure	\$210.00

Other substitute professional positions may be approved by the Superintendent or designee.

Substitute Stipends

Substitute stipends are designed to compensate substitutes for providing services and coverage in classrooms and campuses as necessary.

Position	Daily Rate
Substitute Teacher – Long-term Sub Rate (after 31st day in same job)	\$10.00
Substitute Teacher /Teacher Assistant – Special Ed Intensive assignments SEAS, LINC, TAP, Day Treatment, Deaf Ed, ECSE	\$5.00
Substitute Teacher – Leadership Academy Network extended school day (Applies for Leadership Academies at Como, Forest Oak, John T. White, Leonard MS, Maude Logan, & Mitchell Blvd.) This rate is subject to change without notice.	\$10.00

Teacher Residency

Position	Days	Daily Rate
LSSP Intern School Psychologist	187,210	\$203.34
Teacher Resident Intern	187,210	\$160.43
Teacher Resident Program	187,210	\$106.95
Principal Fellow	187	*

*Principal Fellow will align with the Teacher Salary Schedule

Continuous Assignments

Substitute teachers with a bachelor's degree, working in a single classroom assignment for ten (10) days, in the same (PC) position control number are eligible for an elevated daily rate of pay. This compensation shall remain at the higher rate of pay until such time as the substitute teacher changes or completes the assignment. If the substitute misses a day during the continuous assignment, then the rate will revert to the regular substitute daily rate for the next ten (10) days. **Non-degreed substitutes are not eligible for the higher rate of pay regardless of the number of days worked.** Long-term substitute teachers who are used in other capacities will not be eligible to receive the higher rate of pay.

Substitutes are **not paid for absences.** An absence while working a long-term assignment (single assignment of eleven (11) days or more) is cause for the higher rate of pay to end.

Substitutes are **not eligible** to be compensated for tutoring or extra duty pay.

FWISD Administrator Substitute Rates after Retirement

Retired employees substituting in any of the positions below must have a valid certification. The following rates apply only if substituting in the absence of an employee.

Retired Position Substituting Daily As	Requirement	Daily Rate
Assistant Principal / ES	Former FWISD Administrator	Minimum daily rate of the position pay grade.
Assistant Principal / MS	Former FWISD Administrator	
Assistant Principal / HS	Former FWISD Administrator	
Principal / ES	Former FWISD Administrator	
Principal / MS	Former FWISD Administrator	
Principal / HS	Former FWISD Administrator	

Hourly Pay

Unless authorized in this section, exempt employees are not eligible for extra duty or additional pay for job-related or campus/department-related work.

Athletics Facility Workers

Football (Central Site)	1 Game
Manager	\$85.00
Video Director	\$75.00
Video Crew	\$65.00
Ticket Seller	\$45.00
Ticket Taker	\$40.00
Press Box	\$40.00
Elevator	\$45.00
Score Clock	\$45.00
Announcer	\$65.00
Field Gate	\$45.00
Down Box	\$50.00
Chain Crew	\$50.00
Clock (25 Second)	\$40.00

Basketball (Central Site)	1 Game	2 Games	3 Games
Manager / WGAC / BFH	\$50.00	\$60.00	\$70.00
Ticket Seller	\$35.00	\$45.00	\$55.00
Ticket Taker	\$35.00	\$45.00	\$55.00
Announcer	\$40.00	\$50.00	\$60.00
Clock #2 (WGAC)	\$35.00	\$45.00	\$55.00
Message Center (WGAC)	\$35.00	\$45.00	\$55.00
Official Scorebook	\$35.00	\$45.00	\$55.00
Scoreboard Operator	\$45.00	\$55.00	\$65.00

Baseball (Central Site)	1 Game	2 Games
Manager / Ticket Seller	\$45.00	\$55.00
Ticket Taker/Gate	\$40.00	\$45.00
Announcer / Official Scorebook	\$40.00	\$50.00
Scoreboard Operator	\$35.00	\$40.00

Swimming	1 Meet
Announcer	\$50.00
Data Clerk	\$150.00
Timing System	\$50.00
Lead Official / Referee	\$45.00
Official(s)	\$45.00
Manager/Seller	\$55.00
Deck Monitor	\$50.00
Backup Timer Supervisor	\$50.00

Wrestling	1 Meet
Manager	\$55.00
Ticket Seller / Taker	\$50.00
Announcer	\$50.00
Data Clerk / Official Scorer	\$150.00
Assistant Scorer	\$100.00

Volleyball (Central Site)	1 Game	2 Games	3 Games
Manager	\$45.00	\$55.00	\$60.00
Scorer	\$25.00	\$30.00	\$35.00
Libero Tracker	\$25.00	\$30.00	\$35.00
Ticket Seller / Taker	\$30.00	\$35.00	\$40.00
Announcer	\$40.00	\$50.00	\$55.00

Softball (Central Site)	1 Game	2 Games	3 Games
Manager	\$45.00	\$55.00	\$60.00
Seller	\$40.00	\$45.00	\$50.00
Taker / Clock	\$30.00	\$35.00	\$45.00
Score / Announcer	\$40.00	\$50.00	\$55.00

Soccer (Central Site)	1 Game	2 Games
Ticket Seller	\$35.00 (\$40.00)	\$45.00 (\$50.00)
Ticket Taker	\$35.00	\$45.00
Clock	\$35.00	\$45.00
Manager	\$50.00	\$60.00

High School Event – Campus Level	1 Game	2 Games	3 Games
Ticket Seller / Gate	\$30.00	\$35.00	\$40.00
Announcer / Official Scorebook	\$25.00	\$30.00	\$35.00
Official Scorebook (Varsity B-Ball)	\$25.00	\$30.00	\$35.00
Libero Tracker / Scorer (Varsity Volleyball)	\$25.00	\$30.00	\$35.00
Lines Judge (2 per game, Varsity Volleyball)	\$25.00	\$30.00	\$35.00
Clock (Basketball or MS F-Ball Only)	\$25.00	\$30.00	\$35.00
Scoreboard Operator (Football & Basketball)	\$30.00	\$35.00	\$40.00

Middle School Event – Campus Level	1 Game	2 Games	3 Games
Ticket Seller/Taker/Gate (Basketball & Volleyball)	\$20.00	\$25.00	\$30.00
Scoreboard Operator/Clock (Football & Basketball)	\$20.00	\$25.00	\$30.00

Track (Central Site) – All Day Event	1 Meet
Manager	\$85.00
Ticket Seller	\$60.00
Ticket Taker	\$50.00
Field Gate	\$85.00
Announcer	\$75.00
Starter	\$100.00
Asst. Starter	\$45.00
Official (Equip)	\$60.00
Timing System Operator	\$150.00
Asst. Timing System Operator	\$60.00
Meet Director	\$150.00

Track (Central Site) – District, Area, or Regional Meet	1 Meet
Manager	\$85.00
Ticket Seller	\$60.00
Ticket Taker	\$50.00
Field Gate / Monitor	\$85.00
Announcer	\$75.00
Starter	\$100.00
Asst. Starter	\$45.00
Official (Equip)	\$60.00
Timing System Operator	\$150.00
Asst. Timing System Operator	\$60.00
Meet Director	\$150.00
Meet Referee	\$100.00
Field Event Official(s)	\$50.00

Bilingual Translation & Interpretation Services

Service	Rate
Bilingual Interpreter	\$21.00/hour
Bilingual Document Translator (300 words original English text)	\$22.50/page

Campus Safety & Security

Position	Frequency	Rate
Metal Detector Detail / Court Related Services (special approval only)	Per Hour	\$22.50
Metal Detector Facility Coordinator	Per Hour	\$24.50
Off-Duty Police Officers	Per Hour	\$42.00
Off-Duty Police Sergeants and Lieutenants (supervisory role only)	Per Hour	\$48.50

Child Nutrition Services

These amounts are designed to employ and retain qualified employees to provide nutrition services to the students and the department's program.

Position	Frequency	Rate
Nutrition Services Emergency Gasoline Allowance	Per Round Trip	\$2.25
Nutrition Services Substitute Manager (current employee)	Per Hour	\$0.75
HS and ES Dinner Shift	3:30PM – 4:30PM	\$1 + Base Pay
MS Dinner Shift	4:00PM – 6:00PM	\$1 + Base Pay

FICA Alternative

Any employee working in a substitute, temporary, or part-time position not eligible for membership in the Teacher Retirement System of Texas, will participate in the District's Tax-Sheltered Annuity Plan for Part-time Employees in lieu of participating in social security. **Effective September 1, 2005, all employees not participating in TRS will automatically be set up to participate in an alternative plan.**

Fort Worth After School (FWAS) Program

These rates are approved as Extra Duty pay for Full-Time employees, and hourly rates for Part-Time employees who support the Fort Worth After School Program. See the separate section [Tutor, AVID Tutor, & BTAP](#) for after-school tutoring rates. (Pay Code 458)

Position	Hourly Rate
FWAS – Certified Teacher (role of Teacher or Site Supervisor)	\$35.00
FWAS – Degree / Not certified (role of Teacher, Site Supervisor or Activity Leader)	\$25.00
FWAS – No Degree / 90 college hours (role of Activity Leader)	\$22.00
FWAS – No Degree / 60 college hours (role of Activity Leader)	\$19.00
FWAS – No Degree / 30 college hours (role of Activity Leader)	\$16.00
FWAS – No Degree / less than 30 college hours or High School Student	\$13.00

Part-Time & Other Hourly

These hourly rates are designed to compensate individuals performing duties assigned in various departments of the District. The duties performed are not part of a permanent job duty and the rates are not for tutorial duties.

Position	Hourly Rate
Teacher, Nurse, Librarian, Counselor, Social Worker, OT, PT, Audiologist, LSSP, SLP (or other certified or licensed professional employees)	\$35.00
Administrative / Professional – Bachelor's Degree, Not Certified	\$25.00
Bus Driver In-Training (Substitute)	\$15.00
Bus Driver Part-Time	\$22.75
Administrative Assistant	\$12.50
Bilingual Tester	\$12.50
Cafeteria Monitor	\$12.50
Campus Monitor	\$12.50
Clerk	\$12.50
GED Tester	\$12.50
Geographical Information Systems Specialist (GIS)	\$25.00
High School Student	\$12.50
Parent Liaison	\$12.50
Teacher Assistant / Paraprofessional	\$12.50
Warehouse Textbooks Summer employee	\$12.50
Opening Facilities After-Hours for Outside Group Rentals (rate of pay determined by Compensation and/or Payroll)	TBD

Professional Development – Exempt Professional Staff Only <i>Designated staff development waiver days not included as staff are already compensated for such days.</i>	Hourly Rate
Weekend or after normal working hours (contract year or after last working day)	\$35.00

Tutorial, AVID Tutor, & BTAP (School-Based ONLY)

These rates are approved for all tutoring programs (including AVID Tutors) and BTAP (school-based only). See the separate section [Fort Worth After-School \(FWAS\) Program](#) for after-school rates not involving tutoring.

Tutorial rates are designed to compensate employees providing campus-based tutoring (instruction) services to students. These rates also apply to summer school tutor positions. A college transcript is required; hours are verified by the Division of Talent Management.

BTAP stands for Bilingual Teacher Assistant Program, a program that hires college students to work part time as a teacher assistant in a dual language classroom, who may also tutor students.

Teachers are **not eligible** to be compensated for tutoring provided during regular school hours, such as during lunch or during planning periods.

Substitutes are **not eligible** to be compensated for tutoring or extra duty pay.

Position	Hourly Rate
Tutor – Certified Teacher	\$35.00
Tutor – Degree/Not certified	\$25.00
Tutor – No Degree/90 college hours	\$22.00
Tutor – No Degree/60 college hours	\$19.00
Tutor – No Degree/30 college hours	\$16.00
Tutor – No Degree/less than 30 college hours or High School Student	\$13.00

Summer Pay

Employees working for summer school will earn the designated summer school rates of pay after they fulfill their normal contractual and/or assigned days for their full-time position.

Employees are not eligible for additional pay when normal calendar workdays and summer school workdays run concurrently.

Position	Hourly Rate	Stipend Amount
Campus Monitors	\$19.00	-
EOC Test Proctors	\$35.00	-
EOC Tutorials Teachers	\$35.00	-
Nurses	\$35.00	-
Security Area Advisors	\$35.00	-
Teachers	\$35.00	-
Administrative Assistants	\$20.00	-
Administrators	-	\$5,000.00
High School Counselors	-	\$3,000.00
High School Data Clerks	\$21.00	-

Summer School

Summer school rates will be adopted no later than February of the current school year and will be determined based on need.

Summer Enrichment

Summer Enrichment Program	Hourly Rate
Certified Teacher or other certified/licensed professional employee	\$35.00
Bachelor's Degree / Not certified	\$25.00
No Degree / 90 college hours	\$22.00
No Degree / 60 college hours	\$19.00
No Degree / 30 college hours	\$16.00
No Degree / less than 30 college hours or High School Student	\$13.00

Section VIII: Retire/Rehire Salary Information

Information provided in this section is relative to the policies and procedures of the Fort Worth Independent School District regarding employment after retirement. These policies are not necessarily the policies of the Teacher Retirement System of Texas (TRS). For information regarding the policy and practices of TRS, please contact them directly.

You may call: 1-800-223-8778

You may also write: TRS
1000 Red River Street
Austin, TX 78701

Or visit the website at: www.trs.state.tx.us/



The Fort Worth Independent School District is not an authorized provider of employee information regarding processes and procedures for retiring from TRS. Employees must contact TRS directly for information regarding their personal retirement and the rules for employment after retirement.

There have been significant changes to TRS rules for employment after service retirement. **IT IS THE RESPONSIBILITY OF THE RETIREE TO VERIFY HOW THESE CHANGES WILL IMPACT THEIR ANNUITY SHOULD THEY DECIDE TO RETURN TO WORK AT A TRS-PARTICIPATING ENTITY.**

NOTICE - In accordance with Texas House Bill 2 and TRS surcharge requirements, beginning August 1, 2026, all TRS-related surcharges will be the responsibility of the employee. The District will continue to cover a portion of these surcharges only for employees serving in designated high-need classroom teaching positions.

(Posted February 10, 2026)

Retiree Information

FWISD Program for Terminal Pay

Important Note: Effective September 1, 2012, terminal pay benefits for unused leave days and the number of years of District experience for eligible employees will be frozen at the amounts earned as of August 31, 2012. See the section titled **Program Phase-Out** below for more detailed information.

Terminal pay shall not be provided to employees hired or rehired after August 31, 2003. To be eligible to receive terminal pay, a full-time employee must have been employed prior to September 1, 2003, and meet the following conditions:

1. Certifies that he or she has been continuously employed by the District for at least five years, including any authorized leaves of absence;
2. Voluntarily terminates employment for retirement purposes;
3. Informs the Board that he or she desires to retire and he or she is a member in good standing of the Teacher Retirement System of Texas;
4. Certifies that he or she is eligible to receive and has applied for retirement benefits or allowances as provided in the Teacher Retirement Act; and
5. Certifies that he or she has not previously received any amount of terminal pay from the District.

The five (5) years or more of continuous employment must directly precede the employee's retirement. Only full-time years of service to the District, as defined herein, shall be creditable for terminal pay.

For purposes of this policy, a full-time year of service that earns credit toward terminal pay shall be defined as the standard service year, including authorized paid leave, for employees in similar positions, requiring twenty (20) hours or more per week or the regular hours per workweek established by the District for the position, whichever is greater.

For the purpose of calculating terminal pay benefits, an employee is entitled to one (1) year of service credit if employed four and one-half (4.5) months, a full semester of more than four (4) calendar months, or ninety (90) actual working days of service during a school year.

Creditable service shall not include part-time employment (less than twenty (20) hours per week), temporary employment, or employment as a substitute.

Beginning with the 1996–97 school year, only years of satisfactory service (as indicated by a performance evaluation of “meets expectations” or better) shall be credited for terminal pay. As long as an employee meets the eligibility requirement of five (5) years of continuous employment by the District, all the employee's years of permanent, full-time service are creditable, even if broken by periods when the employee was not employed by the District.

Calculation

Terminal pay is calculated by adding the products of the following two operations:

1. Multiply days of accumulated sick leave, state and local sick and state personal leave, if any, but not exceeding twenty (20) days, by the employee's computed daily rate of pay. The computed daily rate of pay is calculated by dividing the employee's last annual salary by 183, and
2. Multiply the employee's computed daily rate of pay, as calculated above, by the number of creditable years of the employee's permanent, full-time service as an employee in the District.

Program Phase-Out

Effective September 1, 2012, District employees shall no longer be eligible to accrue benefits under the program for reimbursement of unused leave at retirement (terminal pay).

Effective September 1, 2012, each eligible employee who has previously accrued unused leave benefits through August 31, 2012, shall be paid, at the time of his or her retirement, the terminal pay amount earned under this program, if any, as of August 31, 2012, calculated by adding the products of the following two operations:

1. Multiply by the computed daily rate of pay the number of days of accumulated sick leave, state and local sick and state personal leave, if any, at the time of retirement, not to exceed twenty (20) days, and not to exceed the number of days earned as of August 31, 2012.
2. The computed daily rate of pay is calculated by dividing the employee's salary on August 31, 2012, by 183.
3. Multiply the employee's computed daily rate of pay as calculated above on August 31, 2012, by the number of creditable years of permanent, full-time service with the District that the employee has earned as of August 31, 2012.

Alternative Qualification

Effective September 1, 2012, the amount of terminal pay provided with alternative qualification, if any, shall be computed as described at Program Phase-Out in the section, above.

If any employee with twenty (20) creditable years of service or more with FWISD dies prior to retirement, and, if at the time of death, he or she was a member in good standing with the Teacher Retirement System of Texas and would have been eligible to receive benefits, his or her designated beneficiary, if any, or his or her heirs or estate shall be entitled to receive the deceased employee's terminal pay computed as described. This entitlement shall also extend to the designated beneficiary, if any, or the heirs of the estate of an otherwise eligible employee with twenty (20) or more years of creditable service who while working reduced hours or while on leave of absence for health reasons dies prior to retirement.

Employees Who Retire and Return as FWISD Employees

TRS charges a surcharge of up to sixteen (16%) for retire/rehire employees, which significantly increases the District's payroll burden. In order to maximize the dollars available to serve our students, Fort Worth ISD is not currently hiring TRS retirees for any positions except for high-needs areas.

Individuals who voluntarily retire from Fort Worth ISD and the Teacher Retirement System of Texas (TRS), and return to any position in FWISD, do not qualify for any stipend, special contract/calendar days, additional terminal pay, or other benefit or privilege previously received as a pre-retiree in a permanent position. Previous stipends will not be restored upon return.

Employees who retire from other retirement agencies (not TRS) are treated as new hire employees.

Employment as a Teacher Retirement System of Texas (TRS) retiree is subject to approval by the Superintendent or designee

Section IX: Employee Benefits Information

Employee Insurance & Fringe Benefits

In addition to the salary amount provided in the adopted compensation manual, the Board of Education contributes to the employee health and life insurance plans.

Medical	Four health coverage plans are offered, including one plan that meets IRS definition of a high deductible health plan, a Primary, Primary+ plan, and a HMO plan are available at group rates.
Cancer	High and low cancer plan options are available to each employee at group rates through payroll deductions.
Dental	Two DMO plans and one Indemnity Plan are available to each employee at group rates through payroll deductions.
Life	Each employee is provided \$15,000 in life insurance. Supplemental insurance up to \$250,000 and dependent insurance up to \$15,000 for each child, and \$50,000 spousal coverage is available to employees at group rates.
Vision	Vision insurance is available through payroll deduction at group rates.
Workers' Compensation	The benefits provided and prescribed by the Workers' Compensation Law are available without cost to all District employees.
Income Protection	Insurance at group rates is available to District employees as a protection against loss of income due to disability caused by accident or illness.
Tax-sheltered Annuity	Tax-sheltered annuities are available through payroll deduction [403(b) and 457(b) plans].
Leaves of Absence	SEE BOARD POLICY, SECTION DEC (LOCAL)
Bereavement Leave	SEE BOARD POLICY, SECTION DEC (LOCAL)

Family Emergency/Illness Leave	SEE BOARD POLICY, SECTION DEC (LOCAL)
Local Personal & Local Sick Leave	SEE BOARD POLICY, SECTION DEC (LOCAL)
Flexible Spending Accounts	Permits employees to pay certain medical and dependent care expenses with untaxed income.
Health Savings Accounts	Available to employees who select a High Deductible health plan.
Payroll Deductions	1. Credit Union/Bank Deposits 2. FWISD Education Foundation 3. Dues 4. Annuities 5. Insurance 6. MACE, UNCF, and United Way Contributions
Vacation	Effective SY 2019-20, New Hires and existing employees do not earn or accrue Vacation days. See the section Local Personal & Local Sick Leave, under Board Policy, Section DEC (Local).

For additional information, contact benefits@fwisd.org.

CONSENT AGENDA ITEM
BOARD MEETING
July 21, 2026

TOPIC: APPROVE DELEGATION OF AUTHORITY TO THE SUPERINTENDENT OR DESIGNEE TO NEGOTIATE AND EXECUTE A MASTER LEASE AGREEMENT FOR COPIERS AND MANAGED PRINT SERVICES

EXECUTIVE SUMMARY:

The Division of Technology in coordination with Academics has mapped out printing volume needs to support the District for the 2026-2027 school year. The District has an existing master lease with Datamax for copiers and managed print services. The administration is in the process of negotiating a consolidation plan to migrate all copiers Districtwide under one new master lease agreement. The new agreement will include adding equipment and increasing copier capacity to support our instructional model. Approval of a contingency of \$200,000.00 to cover related costs including overages in printing volume or additional copiers if needed is also included. The Division of Technology requests the Board's approval to negotiate and execute a new agreement with Datamax to provide additional copiers and associated services.

RECOMMENDATION:

Approve Delegation of Authority to the Superintendent or Designee to Negotiate and Execute a Master Lease Agreement for Copiers and Managed Print Services

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

FINANCIAL IMPACT:

\$734,779.08
\$200,000.00 (*contingency*)
\$934,779.08 (*Grand Total*)

PROVIDER(S)/VENDOR(S):

Datamax of Texas

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

Districtwide

INFORMATION SOURCE:

Dr. Eric Upchurch, Chief Technology Officer

FUNDING SOURCE:

General Fund (196-199)

PURCHASING MECHANISM:

Competitive Solicitation - RFP/RFQ/Bid#:
RFP 23-095

CONSENT AGENDA ITEM
BOARD MEETING
July 21, 2026

TOPIC: APPROVE THE LONE STAR GOVERNANCE (LSG) IMPLEMENTATION TIMELINE

EXECUTIVE SUMMARY:

The purpose of Lone Star Governance (LSG) is to provide a continuous-improvement model for governing teams, School Boards in collaboration with their Superintendents, that choose to focus intensively on improving student outcomes through effective governance, clear goal-setting, and meaningful community engagement. Lone Star Governance accomplishes this intense focus through coaching that is aligned to the five pillars of the Texas Framework for School Board Development:

- Vision and Goals
- Progress and Accountability
- Systems and Processes
- Advocacy and Engagement
- Synergy and Teamwork

The Lone Star Governance (LSG) Implementation Timeline includes identified objectives from the nine domains of the LSG Framework to be completed over a two-year period. In addition, LSG provides a system for governing the legal and fiscal responsibilities of the School Board.

RECOMMENDATION:

Approve the Lone Star Governance (LSG) Implementation Timeline

THEORY OF ACTION PILLAR:

1 - Excellent Academic Performance for All Students

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

Not Applicable

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

School Board, Superintendent, District Leadership

INFORMATION SOURCE:

Dr. Louis Kushner, Chief of Staff

Draft Fort Worth Independent School District Lone Star Governance Implementation Timeline

[ADOPTED BY FWISD BOARD ON DATE]
[LINK TO BOARD QUARTERLY SELF EVALUATIONS CAN GO HERE]

Overview

The FWISD Governing Team has expressed its commitment to increasing its focus on improving student outcomes. This will occur through the following identified objectives from the nine domains of the Lone Star Governance (LSG) Framework, and which are further described in the timeline that follows afterwards:

1. **Vision & Goals 1:** The board has adopted student outcome goals.
 - a. Identify a set of Goals lasting 3-5 years and representing the prioritized vision of the community
 - b. Conduct community listening sessions and seek input from the community (as identified by the Board)
 - c. Report back to the community and adopt
 - d. Align resources to accomplishment of the identified priorities (“Goals”)
2. **Vision & Goals 2:** The board has adopted goal progress measures (GPMs) aligned to each student outcome goal.
 - a. Identify a set of Interim Goals lasting 1-3 years to monitor progress to Goals.
3. **Vision & Goals 3:** The board has adopted constraints (Guardrails).
 - a. Identify a set of Guardrails lasting 3-5 years and representing the prioritized values of the community.
4. **Vision & Goals 4:** The board has adopted superintendent constraint progress measures (CPMs) (Interim Guardrails).
 - a. Identify a set of Interim Guardrails lasting 1-3 years to monitor how the guardrails are honored.
5. **Progress and Accountability 1:** The board invests at least half of its time to improving student outcomes.
 - a. Implement effective monitoring practices and monitor progress relative to the priorities (“Goals” and “Guardrails”)
 - b. Adopt a Monitoring Calendar that will span the life of the Goals and Guardrails.
6. **Progress and Accountability 2:** The board evaluates, but does not interfere with, progress toward improving student outcomes.
 - a. Regularly self-evaluate board performance, and capture next steps to drive further improvement.
7. **Systems and Processes:** The board operates in a way that allows the superintendent to accomplish the vision.
 - a. Review, revise, adopt Board processes and operating procedures that align with improvement in focus on student outcomes
8. **Advocacy and Engagement:** The board promotes the vision.
 - a. Adopt a process to report progress toward the priorities to the community throughout their lifecycle
9. **Synergy and Teamwork:** The board works collaboratively and with the superintendent to lead toward the vision.
 - a. Works as a team, and in alignment with the LSG Framework

Additional Resources

[Lone Star Governance Participant Manual](#) | [Additional Reading About Governance](#) | [School Board Governance Basics](#)

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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June 2026

Framework	Description	Due Date*	Owner	Status
Synergy and Teamwork	CGCS completes 1:1 with governing team members to inform a draft of this timeline document.	6/16	CGCS	Completed
Advocacy and Engagement	Conduct 4-hour workshop covering knowledge and skills associated with listening sessions: • Board work & superintendent work • Customer service & owner service • Observation & interpretation • In-common materials: questions, script, survey, slides, etc. • In-common list of engagements and outreach • Board's role & staff's role in listening sessions • Timeline of listening, analysis, and Goals & Guardrails workshop, and post-G&G workshop • The engagement process for presenting draft Goals and Guardrails (once they are finalized) to the community for feedback. • Plan for ongoing listening.	6/17	CGCS	Completed
Vision & Goals 1 and 3	Board finalizes Community Listening Plan and commences listening sessions. Add a tab to the Board landing page that includes Listening Session schedule, link to survey, etc.	6/25	Board Chair	Slightly Off Track
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and propose adjustments to the timeline (if necessary).	6/16	CGCS	Completed

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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July 2026

Framework	Description	Due Date	Owner	Status
Synergy and Teamwork	Board revises and updates this draft implementation timeline. After adoption, staff create a webpage that embeds this dynamic document so the community can stay up to date.	7/21	Board Chair	Not Started
Systems & Processes	Board reviews, updates, and adopts Ethics and Conflict of Interest Statement.	8/11	Board Chair	Not Started
Vision & Goals 1 and 3	Board continues conducting listening sessions.	8/15	Board Chair	On track
Vision & Goals 1 and 3	Board determines how it will engage the community with the draft goals and guardrails.	7/21	Board Chair	Not Started
Advocacy & Engagement	Board facilitates its own discussion of its own strategic communication needs. If desired by the board, the Board chair may delegate responsibility to a Board <i>ad hoc</i> committee to propose a Board communications plan that aligns with LSG. Deliverables to include communications plan for announcing Board's adoption of Goals and Guardrails.	7/21	Board Chair	Not Started
Systems & Processes	If desired by the board, the Board chair may delegate responsibility to a Board <i>ad hoc</i> committee for evaluating current real estate policy and making recommendations to align with LSG recommended processes.	7/10	CGCS	Not Started
Vision & Goals 1 and 3	To inform the identification and prioritization of all student outcome goals, the superintendent and staff begin to generate a 1-5 page summary of present performance of FWISD students based upon: • a root-cause analysis; or • a comprehensive student needs assessment; or • a similar research-based tool [only need to create one of these three options] This summary will be relied upon by the Board in identifying and prioritizing student outcome goals.	8/15	Supt	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary).	7/20	CGCS	On track

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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August 2026

Framework	Description	Due Date	Owner	Status
Vision & Goals 1 and 3	Board conducts additional listening sessions and completes listening.	8/15	Board Chair	Not Started
Vision & Goals 1 and 3	Coaches analyze raw data from listening sessions and provides back to the Board a frequency analysis.	8/31	CGCS	Not Started
Vision & Goals 1 and 3	To inform the identification and prioritization of all student outcome goals, the superintendent and staff provide to the board a 1-5 page summary of present performance of FWISD students based upon: • a root-cause analysis; or • a comprehensive student needs assessment; or • a similar research-based tool [only need to create one of these three options] This summary will be relied upon by the Board in identifying and prioritizing student outcome goals.	8/31	Supt	Not Started
LSG Framework	Board and Superintendent participate in the two-day workshop.	8/25-26	CGCS	Not Started
LSG Framework	Cabinet and senior leadership participate in the two-day workshop.	8/25-26	CGCS	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and propose adjustments to the timeline (if necessary).	8/17	CGCS	On track

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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September 2026

Framework	Description	Due Date	Owner	Status
Vision & Goals 1 and 3	Board hosts its Goals and Guardrails Workshop, including revisiting the adopted vision statement, after which the Board provides the superintendent with a draft vision statement, draft goals, and draft guardrails.	9/15	Board Chair	Not Started
Vision & Goals 1 and 3	Board shares drafts with the community and begins engagement to collect feedback per the plan agreed upon plan determined in July.	9/15	Board Chair	Not Started
Vision & Goals 2 and 4	Superintendent and staff participate in a ~half day workshop with coaches on drafting effective interims and a monitoring calendar. [This could occur the day after the Goals & Guardrails workshop, or simultaneously in a different room.]	9/30	Supt	Not Started
Vision & Goals 2 and 4	Superintendent begins work of interpreting draft goals and guardrails, and begins to develop: - Recommended updates to vision statement - Recommended updates/changes to draft goals and guardrails (if any) - Recommended goal annual targets - Recommended annual student group targets - Recommended interim goals and interim guardrails, each with annual targets - Recommended annual student group targets for interim goals	10/5	Supt	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and propose adjustments to the timeline (if necessary).	9/21	CGCS	On track

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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October 2026

Framework	Description	Due Date	Owner	Status
Vision & Goals 2 and 4	Superintendent presents the following to the Board: • Recommended updates to vision statement • Recommended updates/changes to draft goals and guardrails (if any) • Recommended goal annual targets • Recommended annual student group targets • Recommended interim goals and interim guardrails, each with annual targets • Recommended annual student group targets for interim goals	10/5	Supt	Not Started
Vision & Goals 1-4	After there is agreement amongst Board that there is broad community ownership of the following, the board adopts: • Vision Statement • Goals • Guardrails • Goal annual targets • Annual student group targets • Interim goals, with annual targets, and annual student group targets • Interim guardrails, with annual targets	10/15	Board Chair	Not Started
Vision & Goals 1	Superintendent schedules initial cascading training for cabinet and senior district leadership	10/31	Supt	Not Started
Vision & Goals 1	Superintendent schedules initial cascading training for building leaders	10/31	Supt	Not Started
Community Engagement	Board begins to develop a communications plan regarding adoption of goals and guardrails.	10/15	Board Chair	Not Started
LSG Framework	Coaches facilitate two-day workshop for additional staff, elected board members, and community members.	10/30	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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Vision & Goals 1	Superintendent and senior leadership participate in a 1-day initiative alignment , cascading , and strategic planning workshop. [This could occur on the day before or after the two-day workshop.]	10/30	Supt	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and propose adjustments to the timeline (if necessary).	10/19	CGCS	On Track

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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November 2026

Framework	Description	Due Date	Owner	Status
Progress & Accountability 1	Governing team participates in a workshop on Effective Monitoring and SMART questions.	11/30	Board Chair	Not Started
Progress & Accountability 1	Superintendent and staff draft the multiyear monitoring calendar.	11/30	Supt	Not Started
Vision & Goals 1	Superintendent and staff start developing a goals- & guardrail-aligned budget for SY2027-2028.	11/30	Supt	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and propose adjustments to the timeline (if necessary).	11/16	CGCS	On Track

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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December 2026

Framework	Description	Due Date	Owner	Status
Advocacy & Engagement	Board workshops with Coaches and discusses how and when it wants to stay engaged with community around three distinct purposes: 1) regular listening for communities vision and values; 2) updating community on progress to goals and guardrails; 3) and how and when it wants to host opportunities for community to train in and learn about the governance model.	12/31	Board Chair	Not Started
Progress & Accountability 1	Board adopts its Monitoring Calendar.	12/31	Board Chair	Not Started
Progress & Accountability 2 & Systems and Processes	Coaches provide Board training on the following: Effective Time Use Evaluation - Board quarterly self-evaluation process and - Procedures regarding agenda preparation. <i>Note: This 3-hour training can be done remotely.</i>	12/31	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and propose adjustments to the timeline (if necessary).	12/14	CGCS	On Track

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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January 2027

Framework	Description	Due Date	Owner	Status
Progress & Accountability 1	Boards conducts a practice monitoring session based on sample FWISD data; coaches provide detailed feedback. The governing team can continue to expect feedback from coaches on effective monitoring.	1/15	Board Chair	Not Started
Progress & Accountability 1	Board tracks its monthly use of time in board meetings using the LSG time-use instrument. <i>Note: This may eventually be moved to the consent agenda.</i>	1/15	Board Chair	Not Started
Progress & Accountability 2	In pursuit of the following targets, the Board conducts its first quarterly self evaluation for the prior three months (Oct-Dec), captures next steps, and unanimously adopts the results: - Student outcomes focused time use: from 0% to 50% [estimate is 10%] - Effective monitoring conversations: from 0% to 80% [estimate is 25%] - Board quarterly self evaluation: from 0 to 80+; [estimate is 15+15+3+5+1+0+0+0+0 = 39]	1/15	Board Chair	Not Started
Progress & Accountability 2	Superintendent and staff learn more about and begin to ask questions about tracking staff time, talent, and treasure invested in governance .	1/15	Supt	Not Started
LSG Framework	Coaches facilitate two-day workshop for additional staff, elected board members, and community members.	1/31	CGCS	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and propose adjustments to the timeline (if necessary).	1/31	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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February 2027

Framework	Description	Due Date	Owner	Status
Systems & Processes	Governing team workshops with coaches on Effective Agendas: Agenda Evaluation , Meeting Management , Consent Agendas , pre-meeting Q&A process, and regular recognition of the accomplishments of students and staff regarding progress on student outcome goals..	2/28	Board Chair	Not Started
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	2/28	Board Chair	Not Started
Progress & Accountability 2	Superintendent and staff track staff time invested in governance .	2/28	Supt	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	2/28	Board Chair	Not Started
Vision & Goals 1	Superintendent schedules continued cascading training for cabinet and senior district leadership	2/28	Supt	Not Started
Vision & Goals 1	Superintendent schedules cascading training for building leaders	2/28	Supt	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and propose adjustments to the timeline (if necessary).	2/28	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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March 2027

Framework	Description	Due Date	Owner	Status
Systems & Processes	Board workshops with Coaches on Effective Policy Leadership .	3/31	Board Chair	Not Started
Progress & Accountability 2	Superintendent provides to the Board the estimated annual cost of staff time invested in governance to be included in the Board's next annual self-evaluation discussion (once per year).	3/31	Supt	Not Started
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	3/31	Board Chair	Not Started
LSG Framework	Coaches facilitate two-day workshop for additional staff, elected board members, and community members.	3/31	CGCS	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	3/31	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and propose adjustments to the timeline.	3/31	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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April 2027

Framework	Description	Due Date*	Owner	Status
Vision & Goals 3	Governing team participates in a workshop with coaches on drafting effective board guardrails (guardrails for the board itself).	4/30	Board Chair	Not Started
Progress & Accountability 2	In pursuit of the following targets, the Board conducts its self evaluation for the prior three months (Jan-Mar), captures next steps, and unanimously adopts the results: - Student outcomes focused time use: from 0% to 50% [estimate is 10%] - Effective monitoring conversations: from 0% to 80% [estimate is 50%] - Board quarterly self evaluation: from 0 to 80+; [estimate is 15+15+3+5+4+0+4+0+0 = 47]	4/30	Board Chair	Not Started
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	4/30	Board Chair	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	4/30	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary).	4/30	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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May 2027

Framework	Description	Due Date	Owner	Status
Vision & Goals 3	Governing Team participates in a workshop with Coaches on drafting a Theory of Action.	5/31	Board Chair	Not Started
Vision & Goals 3	Board further discusses and adopts guardrails for itself.	5/31	Board Chair	Not Started
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	5/31	Board Chair	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	5/31	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary).I don't	5/31	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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June 2027

Framework	Description	Due Date	Owner	Status
Vision & Goals 1	Superintendent schedules continued cascading training for cabinet and senior district leadership	6/30	Supt	Not Started
Vision & Goals 1	Superintendent schedules cascading training for building leaders	6/30	Supt	Not Started
Vision & Goals 3	Board further discusses and adopts a Theory of Action.	6/30	Board Chair	Not Started
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	6/30	Board Chair	Not Started
LSG Framework	Coaches facilitate two-day workshop for additional staff, elected board members, and community members.	6/30	CGCS	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	6/30	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary).	6/30	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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July 2027

Framework	Description	Due Date	Owner	Status
Progress & Accountability 2	In pursuit of the following targets, the Board conducts its self evaluation for the prior three months (Apr-June), captures next steps, and unanimously adopts the results: • Student outcomes focused time use: from 0% to 50% [estimate is 25%] • Effective monitoring conversations: from 0% to 80% [estimate is 80%] • Board quarterly self evaluation: from 0 to 80+; [estimate is 15+15+10+5+12+0+4+9+0 = 70]	7/31	Board Chair	Not Started
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. • Board members individually access coaching prior to the monitoring session in order to prepare. • Board members individually access coaching after the monitoring session to replay the video and reflect.	7/31	Board Chair	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	7/31	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary).	7/31	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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August 2027

Framework	Description	Due Date	Owner	Status
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	8/31	Board Chair	Not Started
LSG Framework	Coaches facilitate two-day workshop for additional staff, elected board members, and community members.	8/31	CGCS	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	8/31	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary). this team will reflect on the most recent board self evaluation and support the facilitator to be ready to lead the next self evaluation.	8/31	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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September 2027

Framework	Description	Due Date	Owner	Status
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	9/27	Board Chair	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	9/27	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary).	9/27	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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October 2027

Framework	Description	Due Date	Owner	Status
Progress & Accountability 2	In pursuit of the following targets, the Board conducts its self evaluation for the prior three months (Jul-Sep), captures next steps, and unanimously adopts the results: - Student outcomes focused time use: from 0% to 50% [estimate is 50%] - Effective monitoring conversations: from 0% to 80% [estimate is 80%] - Board quarterly self evaluation: from 0 to 80+; [estimate is 80+]	10/31	Board Chair	Not Started
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	10/31	Board Chair	Not Started
LSG Framework	Coaches facilitate two-day workshop for additional staff, elected board members, and community members.	10/31	CGCS	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	10/31	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary).	10/31	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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November 2027

Framework	Description	Due Date	Owner	Status
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	10/31	Board Chair	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	10/31	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary). this team will reflect on the most recent board self evaluation and support the facilitator to be ready to lead the next self evaluation.	10/31	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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December 2027

Framework	Description	Due Date	Owner	Status
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	12/31	Board Chair	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	12/31	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary).	12/31	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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January 2028

Framework	Description	Due Date	Owner	Status
Progress & Accountability 2	In pursuit of the following targets, the Board conducts its self evaluation for the prior three months (Oct-Dec), captures next steps, and unanimously adopts the results: - Student outcomes focused time use: from 0% to 50% [estimate is 50%] - Effective monitoring conversations: from 0% to 80% [estimate is 80%] - Board quarterly self evaluation: from 0 to 80+; [estimate is 80+]	12/31	Board Chair	Not Started
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	12/31	Board Chair	Not Started
LSG Framework	Coaches facilitate two-day workshop for additional staff, elected board members, and community members.	12/31	CGCS	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	12/31	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary).	12/31	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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February 2028

Framework	Description	Due Date	Owner	Status
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	2/29	Board Chair	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	2/29	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary). this team will reflect on the most recent board self evaluation and support the facilitator to be ready to lead the next self evaluation.	2/29	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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March 2028

Framework	Description	Due Date	Owner	Status
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	3/28	Board Chair	Not Started
LSG Framework	Coaches facilitate two-day workshop for additional staff, elected board members, and community members.	3/28	CGCS	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	3/28	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary).	3/28	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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April 2028

Framework	Description	Due Date	Owner	Status
Progress & Accountability 2	In pursuit of the following targets, the Board conducts its self evaluation for the prior three months (Jan-Mar), captures next steps, and unanimously adopts the results: - Student outcomes focused time use: from 0% to 50% [estimate is 50%] - Effective monitoring conversations: from 0% to 80% [estimate is 80%] - Board quarterly self evaluation: from 0 to 80+; [estimate is 80+]	4/30	Board Chair	Not Started
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	4/30	Board Chair	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	4/30	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary).	4/30	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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May 2028

Framework	Description	Due Date	Owner	Status
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	5/31	Board Chair	Not Started
LSG Framework	Coaches facilitate two-day workshop for additional staff, elected board members, and community members.	5/31	CGCS	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	5/31	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary). this team will reflect on the most recent board self evaluation and support the facilitator to be ready to lead the next self evaluation.	5/31	CGCS	Not Started

Status Indicators (far right column)

Not Started	Off Track	Slightly Off Track	On Track	Completed
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June 2028

Framework	Description	Due Date	Owner	Status
Progress & Accountability 1	Board monitors progress to goals and guardrails per its adopted multiyear monitoring calendar. - Board members individually access coaching prior to the monitoring session in order to prepare. - Board members individually access coaching after the monitoring session to replay the video and reflect.	6/30	Board Chair	Not Started
Progress & Accountability 1	Board tracks its use of time in board meetings using the LSG time-use instrument.	6/30	Board Chair	Not Started
Synergy and Teamwork	Board chair, supt, and coaches meet to discuss progress, next steps, concerns, and make adjustments to the timeline (as necessary).	6/30	CGCS	Not Started

ACTION AGENDA ITEM
BOARD MEETING
July 21, 2026

TOPIC: APPROVE DELEGATION OF AUTHORITY TO A BOARD COMMITTEE TO HEAR LEVEL III GRIEVANCES UNDER BOARD POLICIES DGBA(LOCAL), FNG(LOCAL) AND GF(LOCAL)

EXECUTIVE SUMMARY:

Board policies DGBA(LOCAL), FNG(LOCAL), and GF(LOCAL) address employee, parent, and public grievances. After a hearing has been conducted at Level I and Level II, grievances filed under these policies may be appealed to the Board at Level III.

In accordance with these policies and Section 26A.001 of the Texas Education Code, a school district's Board may delegate the authority to hear and decide a grievance to a committee consisting of at least three Board members.

The District's administration recommends approval of the delegation of authority to a three-member Board Committee to hear all Level III grievances. This delegation will provide greater flexibility in scheduling and conducting Level III grievance hearings.

RECOMMENDATION:

Approve Delegation of Authority to a Board Committee to Hear Level III Grievances Under Board Policies DGBA(LOCAL), FNG(LOCAL), and GF(LOCAL)

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

Not Applicable

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

Districtwide

INFORMATION SOURCE:

Sid Pounds, General Counsel

ACTION AGENDA ITEM
BOARD MEETING
July 21, 2026

**TOPIC: APPROVE FIRST READING OF REVISIONS TO BOARD POLICY
BBFA(LOCAL): ETHICS – CONFLICT OF INTEREST DISCLOSURES**

EXECUTIVE SUMMARY:

Fort Worth ISD Board Policy BBFA(LOCAL) addresses Board Member ethics rules and conflict of interest disclosures. The proposed revisions add language to specifically define a “conflict of interest”, address restrictions regarding gifts and gratuities to Board Members, and address recusal and abstention from Board action when a conflict of interest arises.

RECOMMENDATION:

Approve First Reading of Revisions to Board Policy BBFA(LOCAL): Ethics – Conflict of Interest Disclosures

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

Not Applicable

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

Districtwide

INFORMATION SOURCE:

Sid Pounds, General Counsel

ETHICS
CONFLICT OF INTEREST DISCLOSURES

BBFA
(LOCAL)

**Annual Financial
Management Report**

Each Board member shall provide to the District in a timely manner information necessary for the District's annual financial management report. [See CFA for accounting, financial reports, and statements, which includes the School Financial Integrity Rating System of Texas ("School FIRST") reporting requirements for expenditures on and reimbursements to Board members, gifts, and Board member business transactions with the District.]

Definition
Conflict of Interest

A "conflict of interest" is any circumstance where a Board member's personal interests may benefit from their official actions and/or influence.

The implication from the appearance of a conflict of interest is just as important as the implication of a real conflict. Such circumstances can cast doubt on a Board member's ability to act with total objectivity with regard to the District's interests. If an outside independent party might question the intent of a transaction or relationship, such transaction or relationship is deemed to impact the appearance of a conflict and therefore, should be avoided.

Ethical Standards

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. [See BBF for the District's Board member ethical standards.]

Prohibited Practices

See BBFB(LEGAL) for information on prohibited practices and restrictions on public servants under the Texas Penal Code and other legal authorities.

**Harassment or
Discrimination**

To make complaints of harassment or discrimination against a Board member, see policies DIA (for employees) and FFH (for students), as well as the District's grievance policies, i.e., DGBA (for employees), FNG (for students), and GF (for members of the public).

**Substantial Interest
Disclosures**

Second Degree
Relatives

For purposes of the substantial interest affidavit disclosure requirements set forth in BBFA(LEGAL), the Board extends such disclosure requirements as follows: a local public official is considered to have a substantial interest if a person related in either the first or second degree by either affinity or consanguinity to the local public official, as determined under Government Code Chapter 573, Subchapter B [see DBE], has a substantial interest as defined in BBFA(LEGAL) and Local Gov't Code 171.002.

**Conflicts Disclosure
Statements**

Second Degree
Relatives

For purposes of filing conflicts disclosure statements required by Local Gov't Code 176.003 and vendor questionnaires required by Local Gov't Code 176.006, the Board extends such requirements by defining "family member" as a person related to another person within either the first or second degree by consanguinity or affinity,

as described by Government Code Chapter 573, Subchapter B [see DBE].

A Board member is considered to have a conflict of interest when:

- The Board member, or any member of the Board member's family, has a substantial or other interest as a result of their position with the District;
- The Board member has the opportunity to influence a District business, administrative, or other material decision in a manner that leads to personal gain or advantage to the Board member, a family member, or an affiliated organization;
- The Board member has any existing or potential financial or other significant interest that impairs his or her independence in discharging his or her responsibilities to the District;
- The Board member or a Board member's family member receives a gift from a vendor valued over \$100, as outlined in Local Government Code Section 176.003; or
- The Board member has a family relationship with a vendor with whom the District has entered into, or is considering entering into, a contract. [See BBFA(LEGAL)]
- For purposes of filing conflicts disclosure statements required by Local Gov't Code 176.003 and vendor questionnaires required by Local Gov't Code 176.006, the Board extends such requirements by defining "family member" as a person related to another person within either the first or second degree by consanguinity or affinity, as described by Government Code Chapter 573, Subchapter B [see DBE].

Gifts and Gratuities

Except as provided herein, Board members are prohibited from accepting anything of value or benefit including, but not limited to, entertainment, sports tickets, travel, food, and lodging from any entity the Board member knows or has reason to know, has, is interested in or is likely to become interested in any contract, purchase, payment, claim, or transaction with or against the District beyond an aggregate from any entity greater than \$100 in any preceding 12 months to an individual Board member or the Board member's family member. Board members shall disclose all instances where acceptance of over \$100 in benefits from any entity the Board member knows or has reason to know, has, is interested in, or is likely to become interested in any contract, purchase, payment, claim, or transaction with or against the District and shall abstain from any vote or decision related to that entity as provided

ETHICS
CONFLICT OF INTEREST DISCLOSURES

BBFA
(LOCAL)

**Campaign
Contributions by
Vendors**

herein. [See Abstention, below. See CAA(LOCAL) for specifics related to E-Rate.] This provision shall not apply to:

- Gifts, things of value, or benefits received because of kinship, or personal, professional, or business relationship, independent of the official status of the official. Penal Code 36.10(a)(2) [See BBFB(LEGAL)]
- Benefits or things of value to which the Board member or the Board member's family member is lawfully entitled;
- Benefits or things of value for which the Board member gives legitimate consideration in a capacity other than as a Board member;
- Official functions of the District;
- Official functions during a formal education conference;
- Functions of nonprofit organizations that are raising funds for the benefit of District students;
- Honoraria or expenses. [See BBFB(LEGAL)]

A Board member shall not accept a campaign contribution from any current contract vendor, any vendor entering into a contract with the District, or any vendor the District is considering for a contract, including employees or partners of a vendor.

Loans or Debts

A Board member shall disclose, identify, and report any loans or debts in excess of \$100, whether personal or campaign, owed to any District vendor, any District vendors' agents, or any person who lobbies on behalf of District vendors. This disclosure shall be separate from the obligation to file campaign finance reports under Title 15, Election Code. Such disclosures shall be due on the dates of annual campaign finance reports made to the District (January 15 and July 15 of each year).

**Recusal and
Abstention**

In addition to disclosure, a Board member shall:

- **Recuse** — refrain from participating in, and leave the room during, any discussion of a contract, proposed contract, or transaction in which the Board member has a substantial interest in a business entity or real property, a conflict of interest (including a conflict related to the duty of loyalty), or that will provide a monetary benefit to any entity in which the Board member has such an interest or conflict; and
- **Abstain** — refrain from any vote or decision on any matter involving that business entity, property, or conflict.

ETHICS
CONFLICT OF INTEREST DISCLOSURES

BBFA
(LOCAL)

**Board President's
Script Requirement**

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.

Failure to comply with this policy may be addressed by the Board in a public Board meeting and may result in potential censure by the Board.

FORT WORTH INDEPENDENT SCHOOL DISTRICT

ACTION AGENDA ITEM

BOARD MEETING

July 21, 2026

**TOPIC: APPROVE FIRST READING OF REVISIONS TO BOARD POLICY CDB(LOCAL):
OTHER REVENUES: SALE, LEASE, OR EXCHANGE OF SCHOOL-OWNED PROPERTY**

EXECUTIVE SUMMARY:

On July 2, 2026, the Ad Hoc Committee on Real Estate Transactions met to review the Board's current policies, regulations, and practices related to real estate transactions, including Board Policy CDB(LOCAL), which addresses the Sale, Lease, or Exchange of School-Owned Property. Based on the Committee's review and discussion, the Committee is recommending certain revisions to Board Policy CDB(LOCAL), including changes to definitions of certain terms and adding specific steps the District's administration must take prior to Board discussion and approval of a real estate transaction. The attached recommendations from the Committee are being presented to the full Board for discussion and approval of a first reading. Final approval of the recommend policy changes will be considered at the August Regular Board Meeting.

RECOMMENDATION:

Approve First Reading of Revisions to Board Policy CDB(LOCAL)

THEORY OF ACTION PILLAR:

5 - Excellent Service to Students, Families, and Staff

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

Not Applicable

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

Districtwide

INFORMATION SOURCE:

Sid Pounds, General Counsel

FWISD Real Estate Sales Transactions Ad Hoc Committee — Recommended Revisions and Additions to Board Policy CDB(LOCAL)

Proposed Definition

Proposed text for CDB (LOCAL):

“Significant Real Estate Transaction” means any sale, lease, exchange, or other disposition of District real property that meets one or more of the following criteria:

1. Financial value. The transaction involves property with an appraised or reasonably estimated fair market value of five million dollars (\$5,000,000) or more, or a lease or series of related leases with total expected value of \$5,000,000 or more over the full-term including renewal options; or
2. Civic value. The property, regardless of monetary value: (a) is subject to shared use, joint ownership, or a use agreement with the City of Fort Worth, Tarrant County, or another public entity, or functions as de facto park, recreational, or open space; (b) is listed on, a recognized historic register, or has recognized historic or cultural significance to an identifiable Fort Worth community; or (c) is of such size, location, or character that its disposition can reasonably be expected to materially affect a neighborhood's development pattern, housing, traffic, or access to public amenities; or
3. Aggregation. The transaction is part of a series of related dispositions to the same or affiliated parties, or arising from the same marketing process, that in aggregate meet criterion 1.

Anti-circumvention: A transaction may not be divided, phased, or structured to avoid classification as a Significant Real Estate Transaction. Where classification is uncertain, the Superintendent shall present the question to the Board, and the Board's determination controls.

Board Review Factors and Required Administrative Process

The process below is prescriptive: these are required steps the administration must complete before Board action, with the Board setting the requirements and the administration executing them. Steps are sequential. The Board may waive a step only by separate recorded vote stating the reason. This structure replaces the advisory committee provision in the current (2004) CDB (LOCAL) — including the optional use of the Facility Advisory Committee — with the mandatory, defined-composition site advisory panel in Step 5; historic and cultural landmark commission input, which the current policy already contemplates, is retained and strengthened within that panel.

Part A — Required Process

- Step 1. Classification and declaration. The administration presents the property to the Board with a recommendation on classification under the Deliverable 1 definition. If classified as significant, the Board adopts a written declaration — with findings — that the property is eligible for disposition, identifying the trust purpose served. No marketing, listing, broker engagement, or negotiation may occur before this declaration. All questions regarding the character of title are submitted to legal counsel before the property is offered.
- Step 2. Baseline diligence package. Within 60 days of declaration, the administration delivers to the Board and posts publicly: an independent appraisal by a state-certified appraiser (not older than 12 months at any Board approval); a title and deed-restriction

review, including any reversion clauses, grant conditions, and — for facilities financed with state-assisted bonds — the Education Code 46.011 proceeds-sharing analysis; an environmental screening (Phase I minimum); a summary of current community uses (programs, leagues, events, shared-use agreements); and a survey/site-condition summary.

- Step 3. Statutory charter-school offer and public-partner notice window. Before the property is offered to any other specific entity: (a) the administration executes the mandatory offer to open-enrollment charter schools located wholly or partly within District boundaries under Education Code 11.1542, on terms the Board establishes; and (b) simultaneously gives written notice to the City of Fort Worth, Tarrant County, the Fort Worth Park & Recreation Department, and any Board-designated park or civic organization, opening a 60-day window to submit a public-purpose proposal (acquisition, joint use, ground lease, or partnership), including below-market conveyance with reversion under Local Government Code 272.001(I) or, for historically significant former campuses, donation under Education Code 11.1541. The administration meets with every responding entity and reports all responses to the Board before marketing begins. The Board is not required to accept any offer from this stage.
- Step 4. Economic development and TIRZ analysis. Before marketing, the administration — in consultation with City and County economic development staff — reports on: whether the property lies in or adjacent to an existing tax increment reinvestment zone; whether disposition could support or warrant a new TIRZ; projected tax-base and state-aid implications of any District TIRZ participation; and opportunities to align the disposition with adopted City/County plans (parks master plan, comprehensive plan, housing strategy).
- Step 5. Community input plan. The administration submits, and the Board approves, a site-specific engagement plan including at minimum: one public meeting held in the affected neighborhood (not only at Board headquarters); a written comment channel open at least 30 days; targeted notice to adjacent property owners, neighborhood associations, and current facility users; and translation/interpretation appropriate to the neighborhood.
- Step 6. Marketing by published criteria. Disposition proceeds through a competitive process (RFP or sealed bid consistent with Local Government Code 272.001 notice requirements — published on two separate dates, no sale until after the 14th day following the second publication). For RFPs, evaluation criteria and weights are published in the solicitation and must include: financial return; conformity with community input received under Step 5 as available; civic and neighborhood benefit (parks, public access, or shared-use commitments); development feasibility and proposer track record; and tax-base/economic development impact. A no-contact rule applies from issuance to award recommendation: proposers communicate only through the designated administration contact, and all contacts are logged and available to the Board. Transaction expenses (appraisals, surveys, engineering studies, environmental site assessments, title policies) attributable to a requester-initiated transaction are charged to the requester.
- Step 7. Board action with required findings. The Board may approve a Significant Real Estate Transaction only by adopting written findings, in open session, addressing each factor in Part B — including how community input was considered and, where the recommendation departs from the site advisory panel's recommendation or predominant community input, the reasons for the departure. The appraisal, evaluation

scoring summary, and engagement summary are posted with the agenda item at least 72 hours before the vote. The Board retains its existing authority to reject any or all bids and withdraw a property from sale at any time.

- Step 8. Proceeds and post-transaction accountability. The approving resolution states the intended use of proceeds consistent with the Board's adopted proceeds policy (adopted in this same policy cycle, before any specific transaction is pending), including any Education Code 46.011 remittance for bond-financed facilities. The administration reports to the Board at 6 and 18 months post-closing on purchaser/lessee compliance with civic commitments (public access, joint use, development milestones) and on the actual application of proceeds.

Part B — Board Review Factors (Required Findings Checklist)

1. Alignment to Goals and Guardrails - how does the disposition advance achievement of the Board's Goals and/or honor the Board's Guardrails.
2. Financial adequacy — relationship of price or lease terms to the independent appraisal; competitiveness of the process; total lifecycle value including carrying-cost avoidance.
3. Civic and community impact — effects on neighborhood access to recreation, open space, and community gathering functions; continuity or replacement of existing community uses; equity of impact across Fort Worth communities.
4. Community input — what was heard through Step 5, from whom, and how it shaped (or why it did not change) the recommendation.
5. Intergovernmental alignment — responses from charter schools (Education Code 11.1542) and from the City, County, and parks entities under Step 3; consistency with adopted local plans; TIRZ and tax-base analysis under Step 4.
6. Deal integrity — confirmation that the no-contact rule was observed and contacts logged; that no purchaser is a Board member, a business entity in which a Board member holds a significant interest, a District employee, or an immediate family member of either (extending the current employee-only ban, following Dallas ISD); and that any conflict-of-interest disclosures are on the record.
7. Risk and reversibility — deed restrictions, clawbacks, reverter clauses, or performance milestones protecting the District if civic commitments are not honored; environmental and title risk allocation; lease terms preserving return-to-school-use where applicable (consistent with current closed-facility lease principles).
8. Proceeds — conformity of the intended use of proceeds with the Board's standing proceeds policy and any statutory remittance obligation.

ACTION AGENDA ITEM
BOARD MEETING
July 21, 2026

TOPIC: CONSIDERATION AND APPROVAL OF AN APPLICATION TO REQUEST AN EXTENSION OF HOUSE BILL 2 UNCERTIFIED TEACHING PROVISIONS THROUGH THE 2029-2030 SCHOOL YEAR

EXECUTIVE SUMMARY:

House Bill 2 restricts school districts from using uncertified teachers to fill most instructional vacancies beginning in the 2026-2027 school year, significantly limiting staffing flexibility, particularly in hard-to-staff instructional areas. The Texas Education Agency (TEA) allows school districts, with prior Board approval, to apply for a temporary extension of these requirements. Approval of this item authorizes Fort Worth ISD to submit an extension request through the 2029-2030 school year, providing the District with additional flexibility to maintain staffing stability while continuing to recruit, develop, and certify high-quality educators. Without an approved extension, the District may face increased staffing shortages, greater reliance on long-term substitutes, a lack of instructional continuity for students, and operational and scheduling challenges.

RECOMMENDATION:

Approve Application to Request an Extension of House Bill 2 Uncertified Teaching Provisions Through the 2029–2030 School Year

THEORY OF ACTION PILLAR:

1 - Excellent Academic Performance for All Students

FINANCIAL IMPACT:

Not Applicable

PROVIDER(S)/VENDOR(S):

Not Applicable

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

Districtwide

INFORMATION SOURCE:

Dr. Daniel Soliz, Deputy Superintendent Chief of Schools

Application to Delay Teacher Certification Requirements

Fort Worth ISD's District Plan to Address Uncertified Teachers

Summary

Identify the total number of uncertified individuals currently assigned to teach foundation curriculum courses in 2025–2026 as of the date of submission.

As of the 2025–2026 school year, Fort Worth ISD has 113 uncertified teachers assigned to teach foundation curriculum courses.

113

Uncertified foundation teachers
(2025–2026)

200+

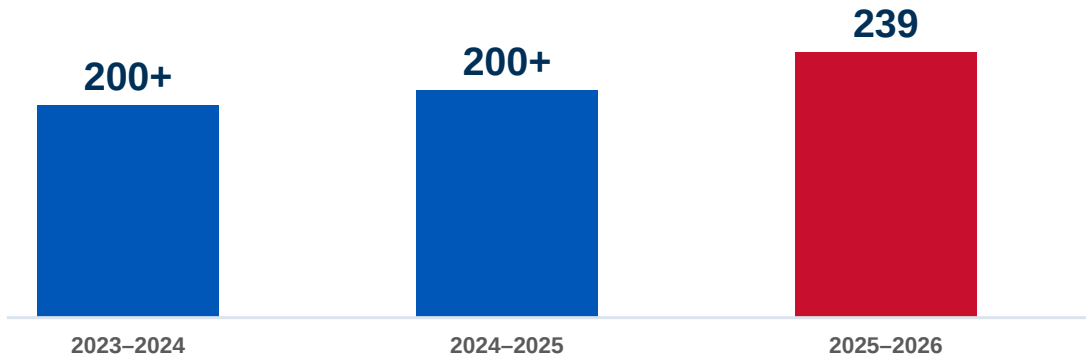
Teacher vacancies at the start of each of the
last 3 years

2029–30

School year FWISD begins fully compliant

For each of the last three school years, the District has started the year with more than 200 teacher vacancies, underscoring the staffing pressure that has required the use of uncertified teachers in foundation courses.

Teacher Vacancies at the Start of the School Year



In alignment with HB 2, the District has identified a plan to reduce the number of uncertified teachers in foundation courses to zero and will begin the 2029–2030 school year fully compliant.

Specify at least one EPP partner who will support certification efforts and reduce the district's percentage of uncertified teachers.

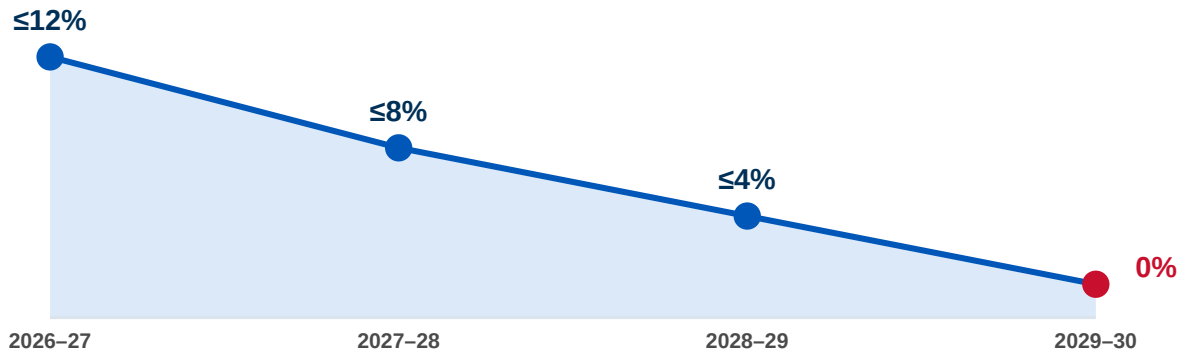
Fort Worth ISD will partner with GoTeach / Region 11 Education Service Center to support full implementation of HB 2 and progress toward compliance with the new teacher certification requirements. Through this collaboration, the District will expand access to certification pathways and reduce the overall percentage of uncertified teachers across foundation courses. The District will also collaborate with all state-approved educator preparation programs.

Enter the date of approval by the district board of trustees to submit the application for commissioner of education approval.

July 21, 2026

Plan at a Glance

Glide Path to Zero: Percentage of Uncertified Foundation Teachers (Waivers)



Annual caps reflect the maximum percentage of teachers in foundation courses who are uncertified under waivers, declining each year to full compliance.

School Year	Cap: Uncertified Foundation Teachers (Waivers)	Key Milestone
2025-2026 (Baseline)	113 teachers (actual count)	Plan development; Board approval July 21, 2026
2026-2027	No more than 12%	Framework launch; GoTeach / Region 11 ESC support plans for all uncertified teachers
2027-2028	No more than 8%	Acceleration; support cohorts; pay-for-performance eligibility enforced
2028-2029	No more than 4%	Final transition; non-waiver role placement; spring compliance audit
2029-2030	0%	Full HB 2 compliance at the start of the school year

Four-Year Compliance Roadmap

1 2026-27 LAUNCH ≤12% waiver teachers · GoTeach/Region 11 support plans for all · recruitment pipelines live	2 2027-28 ACCELERATE ≤8% waiver teachers · support cohorts · pay-for-performance eligibility enforced	3 2028-29 TRANSITION ≤4% waiver teachers · non-waiver role placement · final spring compliance audit	4 2029-30 COMPLY Zero uncertified teachers in foundation courses at the start of the year
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Certification Support Ecosystem & Accountability

FWISD Certification Support Ecosystem



Every strategy is anchored to the GoTeach / Region 11 ESC partnership, with a named owner and monitoring cadence to ensure accountability.

Executive Oversight: Executive oversight of this plan sits with the Deputy Superintendent, Chief of Schools, who will receive quarterly HCM compliance reports ahead of each Board reporting cycle. If a quarterly audit shows the district is off pace to meet the following year's cap, HCM will communicate in writing to the Deputy Superintendent identifying the gap, the affected campuses, and a revised recruitment or completion timeline.

Strategy Accountability Matrix

Strategy	Owner	Cadence	Active Years
Strategic recruitment: Para-to-Teacher pipeline; Return-to-Teaching initiative	Talent Acquisition	Ongoing	2026–27 to 2029–30
Individualized certification support plans with targeted completion dates	GoTeach / Region 11 ESC + Teacher Certification	Ongoing	2026–27 to 2028–29
Quarterly certification audits and districtwide compliance reports to executive leadership	Human Capital Management	Quarterly	2026–27 to 2029–30
Pre-screening of new hires for EPP eligibility or enrollment	Talent Acquisition / HCM	Every hire	2026–27 to 2029–30
CTE Education & Training Grow-Your-Own teacher pathway	Academics / CTE	Annual cohorts	2026–27 to 2029–30
Strategic communications to waiver-assigned teachers	HCM / Teacher Certification	Oct · Dec · Mar · May	2026–27 to 2028–29

Campus touchpoints for uncertified teachers	Principals / Talent Coordinators	Monthly	2026–27 to 2028–29
Certification stipends and testing-fee support	HCM / Finance	Ongoing	2026–27 to 2028–29
New-teacher support cohorts pairing certification monitoring with coaching	Teacher Certification / School Leadership	Semester	2027–28 to 2028–29
Pay-for-performance ineligibility for non-certified teachers (incl. TIA pathways)	Human Capital Management	Annual	2027–28 to 2029–30
Transition of non-eligible teachers into non-waiver roles	Human Capital Management	Spring staffing cycle	2028–29
Final districtwide compliance audit of all foundation course assignments	Human Capital Management	Spring 2029	2028–29

FWISD Transition Plan to Delay Certification Requirement

District of Innovation (DOI) Flexibility — LOTE Teachers

As a Texas District of Innovation, Fort Worth ISD may bypass state certification requirements to hire foreign language / LOTE (Languages Other Than English) teachers, provided the exemption is explicitly written into the District's approved DOI plan. FWISD will maintain this exemption in its approved DOI plan to support world language staffing while pursuing full HB 2 compliance in foundation courses.

2026–2027 Cap: **No more than 12%** uncertified foundation teachers under waivers

The District will establish the foundational framework below during the first year of the plan. Through SY 2030, the district will maintain instructional quality oversight for all waiver-assigned teachers through the existing FWISD observation framework, ensuring classroom support and coaching continue at the same standard as certified staff. Principals will prioritize waiver-assigned teachers for instructional coaching cycles to protect student outcomes during the transition period.

- The Talent Acquisition Team will execute a strategic recruitment plan to increase the number of certified teachers, including a Paraprofessional-to-Teacher pipeline, a Return-to-Teaching initiative, and the integration of career pathways into FWISD programs to create a sustainable teacher pipeline.
- The District will partner with GoTeach / Region 11 ESC to create individualized certification support plans for every current uncertified foundation teacher, aligned to targeted certification completion dates.
- The Human Capital Management team will conduct a quarterly certification audit reviewing, for every waiver-assigned teacher: current certification status, EPP enrollment and progress milestones, exam registration and attempt history, and campus of assignment. Audit findings will be reported by Region, pyramid, and campus to identify concentration risk and will directly inform the Principal and Regional Leadership touchpoint priorities for the following quarter, as well as eligibility for continued waiver placement.
- The District will pre-screen all new hires to ensure they are eligible for, or already enrolled in, a state-approved educator preparation program.
- The District will leverage existing high school Career and Technical Education (CTE) Education & Training pathways as a Grow-Your-Own pool of future teachers who will enter the GoTeach / Region 11 ESC pipeline
- The District will strategically communicate with teachers assigned to waiver foundation courses in October, December, March, and May to support completion of certification requirements.

- Uncertified teachers will receive continued support through Talent Coordinator and Principal touchpoints on every campus.
- The District will offer certification stipends and testing-fee support to remove financial barriers to certification completion.

2027–2028 Cap: **No more than 8%** uncertified foundation teachers under waivers

The District will build on the established framework by continuing efforts from the previous year and implementing the additional strategies outlined below.

- The District will continue working closely with GoTeach / Region 11 ESC and external EPP partners to align on targeted certification completion dates for every remaining uncertified teacher.
- The District will continue developing systems and supports that accelerate uncertified teachers' progress toward key certification milestones (test registration, coursework completion, and internship requirements).
- The District will create and implement new-teacher support cohorts that pair certification progress monitoring with instructional coaching.
- Teachers who are not fully certified will not be eligible for pay-for-performance compensation, including Teacher Incentive Allotment designation pathways.
- The District will expand opportunities for teachers to participate in certification-focused support sessions directly aligned with certification attainment, including content exam preparation.

2028–2029 Cap: **No more than 4%** uncertified foundation teachers under waivers

The District will build on the established framework by continuing efforts from the previous year and implementing the additional strategies outlined below.

- The District will cap the percentage of teachers assigned to waiver foundation course roles at no more than 4% districtwide.
- Human Capital Management will identify teachers who are no longer eligible to remain in foundation course roles and provide opportunities to transition into non-waiver roles, including non-foundation assignments and support positions.
- The District will conduct a final certification audit of all foundation course assignments in the spring to verify staffing plans for the 2029–2030 school year are fully compliant.

Contingency Planning

Teachers who have not met certification milestones by the checkpoints established in their individualized plans will be identified through the quarterly audit process, no later than the fall of 2028. HCM will convene a review with the campus principal and regional leadership to determine one of the following pathways: an adjusted completion timeline with intensified support, reassignment to a non-waiver role ahead of the spring 2029 audit, or non-renewal consistent with district policy. This decision point is intentionally set before the final transition year so that staffing plans for 2029–30 can be finalized with certainty rather than resolved at the deadline.

2029–2030 Full compliance: **Zero** uncertified teachers in foundation courses

- Fort Worth ISD will begin the 2029–2030 school year with zero uncertified waiver teachers assigned to foundation courses.