Regular Meeting of the Board of Trustees
Fort Stockton Independent School District
Monday, October 26, 2026 | 6:00 p.m.
Board Room | 101 West Division Street | Fort Stockton, Texas 79735

The Board may deliberate and take action on any of the subjects listed on the following agenda. The Board President may change the order of items listed for the convenience of the Board. At any time during the meeting, the Board may enter into a closed meeting under the authority of Texas Government Code § 551.071 to consult with its attorney regarding any item listed on this agenda.

Agenda

1. Call to Order

A. Establishment of Quorum - Flo Garcia, President
B. Roll Call - Ursula Sanchez, Secretary
C. This meeting has been duly called, and notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Chapter 551 of the Texas Government Code.
D. Pledge of Allegiance - Anastacio Dominguez, Vice-President
E. Invocation - Gil-Rey Madrid, Superintendent

2. Open Forum and Public Comments

3. Staff Reports

A. Principals (Student of the Month)
B. Cabinet Members (Employee of the Quarter, October)

4. Public Hearing

A. Turnaround Plan (TAP) for Fort Stockton Middle School

5. Superintendent Report

A. Live Well 360 Employee Benefit

6. Discussion and Information

A. Pool and Lighting
B. High School Football Field
C. Agriculture Building
D. Recreation Center

7. Consent Agenda

The Board has been provided background material on each item, and/or the item has been discussed at a previous meeting. All items will be acted upon by one vote per agenda category. Any item may be withdrawn for individual consideration. Remaining items will be adopted by a single vote. Items withdrawn for separate discussion will be acted upon individually.

A. Minutes - Approval of minutes of Regular Meeting, September 21, 2026
B. September Check Register
C. Budget Amendment
D. Capitalization Threshold Policy Update
E. Facilities Construction Threshold Policy Update

F. Job Order Contract (JOC) for HVAC Improvements
G. Job Order Contract (JOC) for Sound System Improvements
H. Speech Language Agreement
I. Professional Development and Required Training Plan
J. District, Campus, and Local Improvement Plans

8. Action Items

A. Resolution Retention Stipend
B. Donations
C. ADA Activity Bus Purchase
D. Virtual Campus Authorization Application
E. Turnaround Plan (TAP) Approval
F. Teacher Certification Waiver

9. Closed Session

In accordance with the Texas Open Meetings Act, the Board will now enter into a closed meeting, as authorized by Chapter 551 of the Texas Government Code, to deliberate matters listed on this agenda. Any final action will be taken in open session in compliance with the Act.

A. Discuss the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, or to hear a complaint or charge against an officer or employee (551.074)
B. Personnel Matters and Duties (551.074)
C. School Safety (551.076)
D. Consultation with Attorney (551.071)
E. Real Property (551.072)

10. Open Session - Reconvene to take any necessary action as a result of the Closed Session.

11. Personnel Activity

A. Employment, resignations, retirements, transfers, and terminations.

12. Future Dates and Meetings - Discuss possible agenda items and future meetings.

A. Regular Board Meeting scheduled: Monday, November 16, 2026
B. 1 Hour Board training for the December meeting. (Need a time.)

13. News Media - Clarification of agenda items for news media.

14. Adjournment

BUILDING MAINTENANCE REPORT
SEPTEMBER 2026

CAMPUS	GENERAL	GLASS	GROUNDS	PLUMBING	ROOFING	PESTS
High School	17		4	7		3
Middle School	10		5	9		
Intermediate	6		3	4		1
Alamo	5		3	1		3
Apache	6		3	2		3
Butz	1		3	1		2
Central Office	1		4			
Building Maintenance						
Technology						
Transportation						
Warehouse						
Recreation Department						
WRTTC			1			
Comanche Property						
Totals	**46**	**0**	**26**	**24**	**0**	**12**

High School

Plumbing & faucet repairs. Hung up banners around stadium home bleachers. Placed cones & rope around panther paws for homecoming game. Installed flooring in the library offices. Hung up Prowlers Varsity banners at the Special Events Center. Drilled a hole in the cinderblock

Middle School

Plumbing & faucet repairs. Repaired door 9 and door 2. Repaired vent above cabinet in room 136. Replaced flag pole rope. Mounted a tv on the wall in the counselor's office. Repaired east side gate. Pulled weeds from west side roof.

Intermediate

Plumbing & faucet repairs. Repaired outside gate door. Moved bike rack from the back to the front of the campus. Repaired door B-10 and door 3.

Alamo

Plumbing & faucet repairs. Reglued carpet strips in rooms B-5 and B-7.

Apache

Plumbing & faucet repairs. Repaired broken swing at the kindergarten playground. Repaired door 2.

Butz

Plumbing and faucet repairs.

Central Office/School House

Delivered copy paper and cleaning supplies.

Warehouse

Recreation Department

Building Maintenance

Helped prep for football games and bonfire at High School. Cleaned High School pool roof top.

Transportation

Other

Spanish Trail-Maintained yard work and repaired water leak.

MECHANICAL MAINTENANCE REPORT
SEPTEMBER 2026

CAMPUS	A/C	ELECTRICAL	HEATING	REFRIGERATION	OTHER
High School	11	10			4
Middle School	2				
Intermediate	12	3			
Alamo		3			
Apache	5				1
Butz	2				
Central Office					
Building Maintenance					
Technology	1				
Transportation					
Warehouse					
Recreation Department					
WRTTC					
Totals	**33**	**16**	**0**	**0**	**5**

High School

Maintain chlorine levels at pool. Repaired several a/c units on campus. Repaired several lights on campus. Repaired oven vents in the homemaking kitchen area.

Middle School

Repaired several a/c units on campus.

Intermediate

Repaired several a/c units on campus. Repaired several lights on campus.

Apache

Repaired a/c units in several rooms. Repaired ice machine in the cafeteria.

Alamo

Repaired outside light by doors 14 and 15. Repaired outlets in room B-1.

Butz

Repaired several a/c units on campus.

Central Office/School House

Transportation

Mechanical Maint. Shop

Regular maintenance on filter replacements & unit drain clean outs at all campuses.

Warehouse

Recreation Dept.

Other

Technology and Special Services building-Repaired several a/c units.

TRANSPORTATION REPORT
SEPTEMBER 2026

MILEAGE

	CURRENT MONTH	PREVIOUS MONTH	SCHOOL YEAR TO DATE	PRIOR YEAR	PRIOR SCHOOL YEAR TO DATE
EXTRA-CURRICULAR/CO-CURRICULAR MILES	17626.2	16454.9	34081.1	18257.1	31293.3
REGULAR ROUTE MILES	22264.1	11267.2	33531.3	22820.1	39871.8
MAINTENANCE AND OPERATIONS MILES	6305.0	6468.0	12773.0	4981.0	15073.0
TOTAL	46195.3	34190.1	80385.4	46058.2	86238.1

STAFF DEVELOPMENT TRAVEL

STAFF	DATE	PURPOSE	LOCATION
GIL-REY MADRID	SEPT 8-10	FIRST TIME SUPERINTENDENT ACADEMY	ROUND ROCK
BELINDA SOTO AND MARISSA TARANGO	SEPT 8-10	READING ACADEMY	REG 18
GIL-REY MADRID	SEPT 8-10	TACS FALL CONFERENCE	SAN ANTONIO
D WARREN/M AMARO/L LOPEZ/L RAMOS/A PORRAS	SEPT 12	THE CALM CLASSROOM CONFERENCE	ODESSA
P CASIAS/I ACOSTA/D ACOSTA	SEPT 15-16	NUTRITION EXPO	REG 18
ROY ALVARDO AND CHRIS RUBIO	SEPT 15-18	VERKADA TRAINING	MIAMI
K PACHECO/J CASTILLO/R ESPINO	SEPT 16	TEXAS SB-3 CIVICS TRAINING	REG 18
A CORDERO/N ORTEGA/G CAPETILLO	SEPT 17	BLUEBONNET LEARNING INTERNALIZATION	REG 18
ANGELA FLOREZ	SEPT 17	HIGH QUALITY PRE-K AND EARLY CHILDHOOD DATA SYSTEMS	REG 18
LEILANI LOPEZ AND ALAHNA FLORES	SEPT 19	FROGSTREE TRAINING	ODESSA
GIL-REY MADRID	SEPT 22	DUAL CREDIT PARTNER LEADERSHIP CONVENING	MIDLAND
ALEJANDRO GONZALEZ	SEPT 22	COUNSELING SYMPOSIUM	REG 18
BELINDA SOTO AND MARISSA TARANGO	SEPT 29	READING ACADEMY	REG 18
J ZEYEN/T SANCHEZ/V IVY	SEPT 29	ALGEBRA 1 SKILLS & BEYOND COME ALIVE WITH TI TECHNOLOGY	REG 18

This page is intentionally left blank.

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

101 W. Division Street
Fort Stockton, TX 79735
Phone: (432) 336-4000
Fax: (432) 336-4008

NOTICE OF PUBLIC HEARING

October 6, 2026

Contact:

Roy Alvarado, Assistant Superintendent of Curriculum
roy.alvarado@fsisd.net
(432) 336-4052
www.fsisd.net

(Fort Stockton, TX) - The Fort Stockton ISD Board of Trustees will hold a public hearing on the Turnaround Plan (TAP) for Fort Stockton Middle School.

The hearing will be held during the regularly scheduled board meeting on Monday, October 23, 2026, at 6:00 p.m. in the Fort Stockton ISD Administration Building, 101 W. Division, Fort Stockton, TX 79735.

This page is intentionally left blank.

Minutes of the Regular Meeting of the Board of Education
Fort Stockton Independent School District
Monday, September 21, 2026

Flo Garcia called the meeting to order at 6:00 p.m.

Ursula Sanchez established a quorum with the following members: Flo Garcia, Anastacio Dominguez, Freddie Martinez, Kay Griffith, Rahul Boinpally, & Ursula Sanchez. Absent Sandra Rivera

Flo Garcia announced that the meeting was duly called and that notice of the meeting was posted in accordance with the Texas Open Meetings Act, Chapter 551 of the Texas Government Code.

Anastacio Dominguez led the pledges to the flags, and Superintendent Gil Rey Madrid gave the invocation.

Open Forum and Public Comment
There were no open forums or public comment requests.

Staff Reports
Students of the Month: Apache - Natalia Tamayo, recognized by Roxanne Espino & Crystal Payne. Alamo - Amy Sosa, recognized by Sylvia Bernal & Karina Pacheco. Intermediate - Destiny Ureste recognized by Julian Castillo. Middle School - Jaylene Espino recognized by Stacey Jones. High School - Miguel Lujan, recognized by Sammy Soliz. Roy Alvarado provided an update on attendance & curriculum. Coach Xavier Rangel gave an update on fall sports. Mr. Madrid swimming program underway and working well. Mr. Madrid thanked Dr. Boinpally for the idea for the swimming program.

Discussion and Information
Pool and Lighting - Mr. Madrid informed the pool that the salt water filtration system is working well. New lighting at the schools are working well. Guy reported the final punch list is in the works. The parking light at the high school is very well lit thanks to Centrix. PSI reported on High School Football Field reported drainage 3 weeks worth. Hydros seeding will be prepared and then the asphalt will be next and it will wrap up by the end of next month. PSI also updated on the Recreation Center project. On Phase 4 - Flooring stage. The exterior will be complete next week. Mr. Madrid reported good progress at Intermediate and the high school Athletic Building roof work by Parkhill Smith and Cooper. Bilingual and ESL Annual Report given by Amanda Urias. Agriculture Building report given by Henthorn, Dan Fisher announced the Ag barn is complete. Minor touch up and cleaning of the building will be done soon. ADA inspection is scheduled by the architect.

Consent Agenda
August 31, 2026, minutes and August Check Register, Amendment to the 2026–2027 Fort Stockton ISD school calendar designating Wednesday, December 9, 2026, as a student holiday for District UIL Meet at Fort Stockton Middle School approved; motion made by Anastacio Dominguez, second by Ursula Sanchez, passed unanimously.

Garcia: Yes	Dominguez: Yes	Sanchez: Yes	Martinez: Yes
Rivera: Absent	Griffith: Yes	Boinpally: Yes	6:0 Unanimous

Action Items
4-H Extracurricular Status Resolution and approve the 4-H Adjunct Faculty Agreement, as presented, motion by Nacho Dominguez, second by Freddie Martinez, passed unanimously.

Garcia: Yes	Dominguez: Yes	Sanchez: Yes	Martinez: Yes
Rivera: Absent	Griffith: Yes	Boinpally: Yes	6:0 Unanimous

Resolution for Investment as presented. Motion by Kay Griffith, second Dr. Rahul Boinpally, carried unanimously.

Garcia: Yes	Dominguez: Yes	Sanchez: Yes	Martinez: Yes
Rivera: Absent	Griffith: Yes	Boinpally: Yes	6:0 Unanimous

Resolution of the Board Regarding the Review of the Investment Program. Motion by Nacho Dominguez, second Ursula Sanchez, carried unanimously.

Garcia: Yes	Dominguez: Yes	Sanchez: Yes	Martinez: Yes
Rivera: Absent	Griffith: Yes	Boinpally: Yes	6:0 Unanimous

Approval of Investment Officer Training Sources, as presented motion by Dr. Rahul Boinpally, second by Freddie Martinez, passed unanimously.

Garcia: Yes	Dominguez: Yes	Sanchez: Yes	Martinez: Yes
Rivera: Absent	Griffith: Yes	Boinpally: Yes	6:0 Unanimous

Review and Adoption of Annual List of Qualified Brokers motion to adopt by Kay Griffith, second by Ursula Sanchez, passed unanimously.

Garcia: Yes	Dominguez: Yes	Sanchez: Yes	Martinez: Yes
Rivera: Absent	Griffith: Yes	Boinpally: Yes	6:0 Unanimous

Future Meetings

TASB txEDCON 2026, October 8-11, 2026. Regular Board Meeting scheduled: Monday, October 26, 2026. Short Board training for the December meeting.

Adjourn meeting at 6:56 p.m., motion by Nacho Dominguez, second by Ursula Sanchez, unanimous.

Garcia: Yes	Dominguez: Yes	Sanchez: Yes	Martinez: Yes
Rivera: Absent	Griffith: Yes	Boinpally: Yes	6:0 Unanimous

_____
Presiding Officer

_____
Attesting Officer

Check	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
000001	09-15-2026	TEACHER RETIREMENT	INSSEP		863-00-2153.00-026-700000	TRS INSURANCE SEPTEMBER PY	1,013.00	N
			INSSEP		863-00-2153.00-126-700000	TRS INSURANCE SEPTEMBER PY	27,643.00	N
			INSSEP		863-00-2153.00-127-700000	TRS INSURANCE SEPTEMBER PY	46,871.00	N
			INSSEP		863-00-2153.00-128-700000	TRS INSURANCE SEPTEMBER PY	108,984.00	N
						Totals for Check 000001	**184,511.00**	
000006	09-25-2026	WTXEBC	BASSE		863-00-2153.00-179-700000	SEP WIRE HEALTH INSURANCE	345.58	N
			TELSEP		863-00-2153.00-193-700000	SEP WIRE HEALTH INSURANCE	2,154.00	N
						Totals for Check 000006	**2,499.58**	
000008	09-23-2026	INTERNAL REVENUE SE	EFTSE		863-00-2151.00-000-700000	EFT SEPTEMBER PAYROLL	151,732.65	N
			EFTSE		863-00-2152.01-000-700000	EFT SEPTEMBER PAYROLL	29,758.50	N
			EFTSE		863-00-2152.02-000-700000	EFT SEPTEMBER PAYROLL	29,557.37	N
						Totals for Check 000008	**211,048.52**	
000386	09-30-2026	DOMINO'S - FORT STOC	270361		199-41-6499.00-750-799000	WORKING LUNCH- CO	22.17	N
003374	09-30-2026	INDUSTRIAL POWER, LL	270114		199-34-6396.00-993-799000	Transportation Software	1,024.05	N
003375	09-30-2026	TEXAS AGRILIFE EXTEN	270095		199-61-6499.00-985-799000	Training	162.00	N
003376	09-23-2026	LILIANA GONZALES	264344		199-11-6411.CM-001-722000	TRAVEL SA	771.36	N
			264344		199-11-6412.CM-001-722000	TRAVEL SA	2,616.12	N
						Totals for Check 003376	**3,387.48**	
003377	09-23-2026	LILIANA GONZALES	264343		199-11-6411.CM-001-722000	TRAVEL SA CM	48.72	N
			264343		199-11-6412.CM-001-722000	TRAVEL SA CM	564.95	N
						Totals for Check 003377	**613.67**	
003378	09-23-2026	GRAYBAR FINANCIAL	270129	20868432	199-51-6257.00-001-799000	MONTHLY PHONE SERVICE	686.28	N
			270129	20868432	199-51-6257.00-041-799000	MONTHLY PHONE SERVICE	540.93	N
			270129	20868432	199-51-6257.00-101-799000	MONTHLY PHONE SERVICE	363.38	N
			270129	20868432	199-51-6257.00-102-799000	MONTHLY PHONE SERVICE	452.01	N
			270129	20868432	199-51-6257.00-104-799000	MONTHLY PHONE SERVICE	363.38	N
			270129	20868432	199-51-6257.00-981-799000	MONTHLY PHONE SERVICE	80.66	N
			270129	20868432	199-51-6257.00-984-799000	MONTHLY PHONE SERVICE	56.43	N
			270129	20868432	199-51-6257.00-985-799000	MONTHLY PHONE SERVICE	153.33	N
			270129	20868432	199-51-6257.00-988-799000	MONTHLY PHONE SERVICE	24.23	N
			270129	20868432	199-51-6257.00-990-799000	MONTHLY PHONE SERVICE	16.50	N
			270129	20868432	199-51-6257.00-993-799000	MONTHLY PHONE SERVICE	32.21	N
			270129	20868432	199-51-6257.00-999-799000	MONTHLY PHONE SERVICE	80.66	N
						Totals for Check 003378	**2,850.00**	
003379	09-24-2026	ARBITERPAY	270136		199-36-6298.00-986-791000	FSHS FALL SPORTS	9,000.00	N
003380	09-29-2026	ARBITERPAY	270147		199-36-6298.00-986-791000	FUNDING FOR OFFICIALS	15,000.00	N
003381	09-29-2026	OTA-PLATEPAY	270314	47055043	199-00-2110.01-000-700000	TOLL FEES	2.08	N
003382	09-29-2026	HILTON GARDEN INN	270308		101-35-6411.00-988-799000	NUTRTION EXPO '26 LUBBOCK R	304.68	N
003383	09-29-2026	KALAHARI RESORTS &	270331	DEPOSIT	199-21-6411.00-987-799000	HOTEL RESERVATION	1,878.00	N
003	09-29-2026	OMNI CORPUS CHRISTI	270124	40066151689	199-33-6411.00-983-799000	TSNO 2026 CONFERENCE	592.92	N
			270124	40066151949	199-33-6411.00-983-799000	TSNO 2026 CONFERENCE	592.92	N
						Totals for Check 003384	**1,185.84**	

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	
003387	09-30-2026	CELINA ARMENDARIZ	270169	20004	199-36-6411.CL-001-799000	Cheer-Meals-9/11/26	46.56	N
			270169	20000	199-36-6412.CL-001-799000	Cheer-Meals-9/11/26	266.57	N
						Totals for Check 003387	**313.13**	
003388	09-30-2026	VICTOR GARCIA	270254		199-00-5755.18-986-700000	TRAVEL TENNIS	1,142.19	N
			270254		199-36-6411.41-986-791000	TRAVEL TENNIS	502.17	N
			270254		199-36-6412.41-986-791000	TRAVEL TENNIS	1,703.01	N
						Totals for Check 003388	**3,347.37**	
003389	09-30-2026	TRISTIAN BARRAGAN	270255		199-11-6411.TW-001-722000	Measl-9/11/26-Students & Adult	32.78	N
			270255		199-11-6412.TW-001-722000	Measl-9/11/26-Students & Adult	195.46	N
						Totals for Check 003389	**228.24**	
003390	09-30-2026	TRISTIAN BARRAGAN	270253		199-11-6411.TW-001-722000	TUMBLEWEED TRAVEL	22.00	N
			270253		199-11-6412.TW-001-722000	TUMBLEWEED TRAVEL	132.00	N
						Totals for Check 003390	**154.00**	
003391	09-30-2026	MANUEL ESPINO	270211		199-36-6411.41-986-791000	FSHS JV FOOTBALL	80.00	N
			270211		199-36-6412.41-986-791000	FSHS JV FOOTBALL	580.00	N
						Totals for Check 003391	**660.00**	
003392	09-30-2026	MANUEL ESPINO	270213		199-36-6411.41-986-791000	FSHS VARSITY @ YSLETA	107.16	N
			270213		199-36-6412.41-986-791000	FSHS VARSITY @ YSLETA	253.80	N
						Totals for Check 003392	**360.96**	
003393	09-30-2026	BIG BEND TELECOM LT	270002	10927351	199-51-6257.00-999-799000	INTERNET CHARGES	94.95	N
			270002	10927351	199-51-6257.SL-999-799000	INTERNET CHARGES	337.59	
						Totals for Check 003393	**432.54**	
003394	09-30-2026	DISH NETWORK LLC	270004	9/12/26	199-51-6257.SL-999-799000	DISH FOR SPANISH	237.44	N
003395	09-02-2026	GLOBAL DATA	270006	1102199	199-51-6257.00-001-799000	FAX LINE CHARGES	15.00	N
			270006	1102199	199-51-6257.00-041-799000	FAX LINE CHARGES	211.00	N
			270006	1102199	199-51-6257.00-101-799000	FAX LINE CHARGES	131.00	N
			270006	1102199	199-51-6257.00-102-799000	FAX LINE CHARGES	187.00	N
			270006	1102199	199-51-6257.00-104-799000	FAX LINE CHARGES	155.00	N
			270006	1102199	199-51-6257.00-981-799000	FAX LINE CHARGES	15.00	N
			270006	1102199	199-51-6257.00-985-799000	FAX LINE CHARGES	36.00	N
			270006	1102199	199-51-6257.00-988-799000	FAX LINE CHARGES	15.00	N
						Totals for Check 003395	**765.00**	
003396	09-30-2026	VERIZON	270017	358000090367	199-51-6299.GP-999-799000	FLEET MONITORING	459.00	N
003397	09-23-2026	WINDSTREAM COMMUNI	270019	AUG. 27, 2026	199-51-6257.21-980-799000	COYONOSA LIBRARY INTERNET	173.30	N
003398	09-23-2026	UNITED PARCEL	270014	79X893386	199-41-6399.05-749-799000	MONTHLY SERVICE CHARGE	248.73	N
003399	09-30-2026	CELINA ARMENDARIZ	270451		199-36-6411.CL-001-799000	Cheer-Meals-Adults & Students	33.00	N
			270451		199-36-6412.CL-001-799000	Cheer-Meals-Adults & Students	209.00	N
						Totals for Check 003399	**242.00**	
003400	09-30-2026	CELINA ARMENDARIZ	270117		199-36-6411.CL-001-799000	For: Meals-Students & Adults	49.54	N
			270117		199-36-6412.CL-001-799000	For: Meals-Students & Adults	331.02	N
						Totals for Check 003400	**380.56**	

Ch	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
003401	09-30-2026	TRISTIAN BARRAGAN	270015		199-11-6411.TW-001-722000	Meals-Students/Adults	79.21	N
			270015		199-11-6412.TW-001-722000	Meals-Students/Adults	298.04	N
						Totals for Check 003401	**377.25**	
003402	09-30-2026	MOAK CASEY LLC	270368		199-13-6411.00-987-799000	TAC REGISTRATION	2,761.20	N
003403	09-30-2026	VICTOR GARCIA	270174		199-36-6411.41-986-791000	FSHS TENNIS	23.18	N
			270174		199-36-6412.41-986-791000	FSHS TENNIS	185.44	N
						Totals for Check 003403	**208.62**	
003404	09-30-2026	VICTOR GARCIA	270173		199-36-6411.41-986-791000	FSHS TENNIS	16.64	N
			270173		199-36-6412.41-986-791000	FSHS TENNIS	166.36	N
						Totals for Check 003404	**183.00**	
003405	09-30-2026	MANUEL ESPINO	270116		199-36-6411.41-986-791000	FSHS Varsity Football	405.43	N
			270116		199-36-6412.41-986-791000	FSHS Varsity Football	944.51	N
						Totals for Check 003405	**1,349.94**	
003406	09-30-2026	FRANZ BIANTAN	270336		199-36-6411.41-986-791000	FSHS Cross Country	49.61	N
			270336		199-36-6412.41-986-791000	FSHS Cross Country	281.13	N
						Totals for Check 003406	**330.74**	
077323	09-30-2026	806 TECHNOLOGIES, IN	270175	149174	199-41-6396.00-749-799000	Software Renewal	4,800.00	N
077324	09-30-2026	A.I.R. APPRAREL CO, LL	270433	944	199-36-6499.00-986-791000	PO Created by Req: 700456	261.95	N
			270433	931	199-41-6499.00-702-799000	PO Created by Req: 700456	312.00	N
						Totals for Check 077324	**573.95**	
077325	09-30-2026	ACOSTA'S TORTILLERIA	270066	9477-42	199-13-6499.00-980-799000	Breakfast Burritos 9/4	330.00	N
			270149	412492	199-21-6499.00-987-799000	CTC TRAINING	42.00	N
						Totals for Check 077325	**372.00**	
077326	09-30-2026	ACRO AUDIOLOGY HEA	270098	118989	199-11-6218.00-981-723000	Hearing aid follow up appt.	170.67	N
			270098	118988	199-11-6218.00-981-723000	Hearing aid follow up appt.	80.00	N
						Totals for Check 077326	**250.67**	
077327	09-30-2026	GLOBAL MEDICAL RESP	270431	5749-TX-BUS	199-00-1290.AC-000-700000	Employee Membership AirMedCare	17,151.00	N
077328	09-30-2026	ALPINE I.S.D.	270096	9/12/26	199-36-6412.41-986-791000	FSHS Cross Country	140.00	N
077329	09-30-2026	AMAZON CAPITAL	270168	1CTX-6PXY-	199-41-6499.04-748-799000	Career Fair	383.93	N
077330	09-30-2026	ANDREWS ATHLETICS	270333	250-02	199-36-6499.00-999-799000	UIL DUES 2026-2027	9,000.00	N
			270432	2026-100	199-36-6499.00-999-799000	UIL Soccer Dues 2026-2027	300.00	N
						Totals for Check 077330	**9,300.00**	
077331	09-30-2026	ANDREWS I.S.D.	270080	2026-100	199-36-6499.00-986-791000	SOCCER DUES	300.00	N
077332	09-30-2026	APROTEX CORPORATIO	270128	7764884	199-52-6249.00-001-799000	SECURITY ALARM MONITORING	337.00	N
			270128	7764884	199-52-6249.00-041-799000	SECURITY ALARM MONITORING	135.00	N
			270128	7764884	199-52-6249.00-101-799000	SECURITY ALARM MONITORING	190.00	N
			270128	7764884	199-52-6249.00-102-799000	SECURITY ALARM MONITORING	130.00	N
			270128	7764884	199-52-6249.00-104-799000	SECURITY ALARM MONITORING	195.00	N
			270128	7764884	199-52-6249.00-981-799000	SECURITY ALARM MONITORING	30.00	N
			270128	7764884	199-52-6249.00-984-799000	SECURITY ALARM MONITORING	85.00	N
			270128	7764884	199-52-6249.00-985-799000	SECURITY ALARM MONITORING	50.00	N
			270128	7764884	199-52-6249.00-986-791000	SECURITY ALARM MONITORING	380.00	N

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	
			270128	7764884	199-52-6249.00-990-799000	SECURITY ALARM MONITORING	60.00	N
			270128	7764884	199-52-6249.00-993-799000	SECURITY ALARM MONITORING	60.00	N
			270128	7764884	199-52-6249.00-999-799000	SECURITY ALARM MONITORING	60.00	N
						Totals for Check 077332	**1,712.00**	
077333	09-30-2026	DANIEL O'BRYAN	270344	092226A	199-53-6249.00-984-799000	MS&AP Digital Display Maint.	1,522.50	N
077334	09-30-2026	KANDACE ARTHUR,	270105	1047	199-11-6218.00-981-723000	Vi Services Aug	467.50	N
			270144	1052	199-11-6218.00-981-723000	VI Services Sept 2026	510.00	N
						Totals for Check 077334	**977.50**	
077335	09-30-2026	A T & T	270364	SEPT. 15, 2026	199-51-6257.00-001-799000	PHONE / FAX LINE CHARGES	197.54	N
			270364	SEPT. 15, 2026	199-51-6257.00-985-799000	PHONE / FAX LINE CHARGES	155.83	N
			270364	SEPT. 15, 2026	199-51-6257.00-986-791000	PHONE / FAX LINE CHARGES	94.98	N
			270364	SEPT. 15, 2026	199-51-6257.00-991-799000	PHONE / FAX LINE CHARGES	106.28	N
			270364	SEPT. 15, 2026	199-51-6257.00-993-799000	PHONE / FAX LINE CHARGES	144.52	N
			270364	SEPT. 15, 2026	199-51-6257.00-999-799000	PHONE / FAX LINE CHARGES	975.09	N
						Totals for Check 077335	**1,674.24**	
077336	09-30-2026	ATSSB	270122	2026/2027	199-36-6499.20-041-799000	ATSSB MEMBERSHIP	75.00	N
			270123	2026/2027	199-36-6499.20-041-799000	ATSSB MEMBERSHIP	75.00	N
						Totals for Check 077336	**150.00**	
077337	09-30-2026	BASIN CANDY & TOBAC	270003	133589	199-41-6399.00-749-799000	ADMIN SUPPLIES	391.78	N
077338	09-30-2026	RAHUL KUMAR BOINPAL	270245	10/6/26	199-41-6419.00-702-799000	Training TX EdFest 2026	494.80	
			270316	10/7/26	199-41-6419.00-702-799000	Reimbursement Flight Cost	407.80	
						Totals for Check 077338	**902.60**	
077339	09-30-2026	BSN SPORTS LLC/ US G	270453	934718280	199-41-6398.00-701-799000	Office Furniture	494.50	N
			270453	935624831	199-41-6398.00-749-799000	Office Furniture	4,025.00	N
						Totals for Check 077339	**4,519.50**	
077340	09-30-2026	BUSH'S CHICKEN	270094	9/10/26	199-36-6411.43-986-791000	FSMS FOOTBALL	70.00	N
			270094	9/10/26	199-36-6412.43-986-791000	FSMS FOOTBALL	830.00	N
						Totals for Check 077340	**900.00**	
077341	09-30-2026	BUSH'S CHICKEN - MON	270264	10001	199-36-6411.43-986-791000	FSMS VOLLEYBALL	57.00	N
			270264	10001	199-36-6412.43-986-791000	FSMS VOLLEYBALL	456.00	N
						Totals for Check 077341	**513.00**	
077342	09-30-2026	CACTUS HEALTH SERVI	270295	09012026	199-34-6218.00-993-799000	BUS DRIVER PHYSICALS	150.00	N
			270295	09022026	199-34-6218.00-993-799000	BUS DRIVER PHYSICALS	150.00	N
						Totals for Check 077342	**300.00**	
077343	09-30-2026	CDW GOVERNMENT LLC	270382	AK8C22W	699-00-2110.01-000-700000	VIEWSONIC SLOT IN PCS	13,185.50	N
077344	09-30-2026	CHICK-FIL-A - BIG SPRIN	270251	9/19/26	199-36-6411.41-986-791000	FSHS CROSS COUNTRY	18.86	N
			270251	9/19/26	199-36-6412.41-986-791000	FSHS CROSS COUNTRY	66.01	N
						Totals for Check 077344	**84.87**	
077345	09-30-2026	PC PARTS PLUS, LLC	270357	298256	199-11-6399.84-001-711000	Chromebook Parts - Palm Rests	123.30	N
			270357	298256	199-11-6399.84-041-711000	Chromebook Parts - Palm Rests	123.30	N
			270357	298256	199-11-6399.84-101-711000	Chromebook Parts - Palm Rests	123.30	
						Totals for Check 077345	**369.90**	

Ch...	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
077346	09-30-2026	CITY OF FORT STOCKT	270106	31507	199-00-2110.01-000-700000	LANDFILL FEES	52.00	N
077347	09-30-2026	INES CORRAL	270334	2602-3	199-51-6299.00-990-799000	Asbestos Management Plan	900.00	N
077348	09-30-2026	CS ADVANTAGE USAA, I	270399	002	698-81-6629.IR-101-799000	Intermediate Roof Replacement	364,800.00	N
077349	09-30-2026	DAIRY QUEEN #5 -	270259	9/15/26	199-36-6411.41-986-791000	FSHS VOLLEYBALL @ PECOS, TX	37.87	N
			270259	9/15/26	199-36-6412.41-986-791000	FSHS VOLLEYBALL @ PECOS, TX	257.54	N
						Totals for Check 077349	**295.41**	
077350	09-30-2026	DAIRY QUEEN - ALPINE	270234	9/5/26	199-36-6411.41-986-791000	FSHS VOLLEYBALL	73.05	N
			270234	9/5/26	199-36-6412.41-986-791000	FSHS VOLLEYBALL	223.68	N
						Totals for Check 077350	**296.73**	
077351	09-30-2026	DEEP EAST TEXAS SELF	270385		199-11-6143.00-999-711000	WORKERS COMPENSATION 26/27	57,798.59	N
			270385		199-21-6143.00-999-799000	WORKERS COMPENSATION 26/27	1,165.29	N
			270385		199-23-6143.00-999-799000	WORKERS COMPENSATION 26/27	5,593.41	N
			270385		199-31-6143.00-999-799000	WORKERS COMPENSATION 26/27	2,097.53	N
			270385		199-33-6143.00-999-799000	WORKERS COMPENSATION 26/27	1,165.29	N
			270385		199-34-6143.00-999-799000	WORKERS COMPENSATION 26/27	3,962.00	N
			270385		199-36-6143.00-999-799000	WORKERS COMPENSATION 26/27	932.24	N
			270385		199-41-6143.00-749-799000	WORKERS COMPENSATION 26/27	2,097.53	N
			270385		199-51-6143.00-999-799000	WORKERS COMPENSATION 26/27	8,856.24	N
			270385		199-53-6143.00-999-799000	WORKERS COMPENSATION 26/27	2,097.53	N
			270385		199-61-6143.00-999-799000	WORKERS COMPENSATION 26/27	1,398.35	N
						Totals for Check 077351	**87,164.00**	
077352	09-30-2026	ANASTACIO DOMINGUE	270460	10/7/26	199-41-6419.00-702-799000	TrainingTX EdFest 2026	1,090.64	N
077353	09-30-2026	DOMINO'S PIZZA -	270265	35233	199-36-6411.43-986-791000	FSMS VOLLYEBALL @ MONAHAN	21.64	N
			270265	35233	199-36-6412.43-986-791000	FSMS VOLLYEBALL @ MONAHAN	172.85	N
						Totals for Check 077353	**194.49**	
077354	09-30-2026	DONUT PALACE	270256	000032	199-13-6499.00-980-799000	Sept. Open PO	90.00	N
			270256	000037	199-13-6499.00-980-799000	Sept. Open PO	95.40	N
						Totals for Check 077354	**185.40**	
077355	09-30-2026	EICHELEBAUM WARDEL	270170	99644	199-41-6211.00-749-799000	LEGAL SERVICES	5,170.16	N
077356	09-30-2026	PECOS COUNTY MEMO	270125	0505545M	199-00-2110.01-000-700000	BUS DRIVER PHYSICAL	150.00	N
			270126	0505093	199-00-2110.01-000-700000	BUS DRIVER PHYSICAL	150.00	N
						Totals for Check 077356	**300.00**	
077357	09-30-2026	VIRGINIA BENAVIDES	270120	694672	199-00-2110.01-000-700000	Accounts Payable	150.00	N
077358	09-30-2026	FRONTLINE TECHNOLO	270148	INVUS248470	199-41-6396.00-749-799000	Absence & Time Solution	24,174.34	N
077359	09-30-2026	FLORENTINO GARCIA	270243	10/7/26	199-41-6419.00-702-799000	Training TX EdFest 2026	1,090.64	N
077360	09-30-2026	GOT TO SPECIALTIES LL	270430	EP80726-89	199-11-6399.20-001-711000	Band Supplies	527.50	N
			270061	EP81026-67	199-36-6499.41-986-791000	FSMS VOLLEYBALL TOURNAMEN	334.00	N
						Totals for Check 077360	**861.50**	
077...	09-30-2026	HILLIARD OFFICE SOLU	270130	IN835464	199-11-6269.00-001-711000	MAINT. AGREEMENT	399.16	N
			270130	IN835464	199-11-6269.00-041-711000	MAINT. AGREEMENT	418.09	N
			270130	IN835464	199-11-6269.00-101-711000	MAINT. AGREEMENT	343.43	N
			270130	IN835464	199-11-6269.00-102-711000	MAINT. AGREEMENT	277.67	N

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	
			270130	IN835464	199-11-6269.00-104-711000	MAINT. AGREEMENT	322.08	N
			270130	IN835464	199-11-6269.11-001-711000	MAINT. AGREEMENT	10.00	N
			270130	IN835464	199-11-6269.11-041-711000	MAINT. AGREEMENT	10.00	N
			270130	IN835464	199-12-6269.00-982-799000	MAINT. AGREEMENT	411.80	N
			270130	IN835464	199-21-6269.00-985-799000	MAINT. AGREEMENT	26.50	N
			270130	IN835464	199-31-6269.00-001-799000	MAINT. AGREEMENT	33.00	N
			270130	IN835464	199-31-6269.00-981-799000	MAINT. AGREEMENT	211.33	N
			270130	IN835464	199-31-6269.60-041-799000	MAINT. AGREEMENT	24.00	N
			270130	IN835464	199-34-6269.00-993-799000	MAINT. AGREEMENT	20.00	N
			270130	IN835464	199-35-6269.00-988-799000	MAINT. AGREEMENT	20.00	N
			270130	IN835464	199-41-6269.00-749-799000	MAINT. AGREEMENT	251.66	N
			270130	IN835464	199-51-6269.00-992-799000	MAINT. AGREEMENT	20.00	N
			270130	IN835464	199-53-6269.00-984-799000	MAINT. AGREEMENT	20.00	N
						Totals for Check 077361	**2,818.72**	
077362	09-30-2026	HUDL, INC.	270247	HUS00036570	199-36-6396.00-986-791000	FSHS ATHLETIC PROGRAM	15,500.00	N
077363	09-30-2026	SUSANN INLOW	270285		199-36-6411.TA-001-799000	Meals-Adult	80.00	N
077364	09-30-2026	FSW ENTERPRISES LLC	270007	5343	199-52-6219.00-999-799000	OPEN PO CANINE DECTECTION	350.00	N
077365	09-30-2026	PROGRESSIVE COMME	270414	SF-0033325	199-00-2110.01-000-700000	Swimming Pool Repairs	1,820.00	N
077366	09-30-2026	LOWE'S PAY N' SAVE	270121		199-36-6412.41-986-791000	FSHS Cross Country	46.94	N
			270235	26091552022148	199-36-6412.41-986-791000	FSHS CROSS COUNTRY	97.38	
						Totals for Check 077366	**144.32**	
077367	09-30-2026	GIL-REY MADRID	270310	10/8/26	199-41-6411.00-701-799000	Training TX EdFest 2026	225.00	N
			270396	10/1/26	199-41-6411.00-701-799000	Travel Meals Training	95.00	N
						Totals for Check 077367	**320.00**	
077368	09-30-2026	McGRIFF INSURANCE S	270409	0000001	199-34-6429.00-999-799000	Insurance 2026-2027	123,289.00	N
			270409	0000001	199-41-6429.00-749-799000	Insurance 2026-2027	88,706.41	N
			270409	0000001	199-51-6429.00-999-799000	Insurance 2026-2027	389,129.00	N
						Totals for Check 077368	**601,124.41**	
077369	09-30-2026	MI CASITA	270000	1002	199-41-6499.00-749-799000	SECRETARIES MEETING	210.00	N
077370	09-30-2026	MOAK CASEY LLC	270008	INV15938	199-41-6291.MC-749-799000	CONSULTING SERVICES	2,700.00	N
077371	09-30-2026	MONAHANS HIGH SCHO	270248	9/19/26	199-36-6412.43-986-791000	FSMS VOLLEYBALL	800.00	N
077372	09-30-2026	N TUNE MUSIC & SOUN	270393	S17499	410-11-6639.20-001-711000	FSHS BAND INSTRUMENT	40,216.00	N
077373	09-30-2026	HOUGHTON MIFFLIN	270345	872153	199-13-6499.00-980-799000	NWEA- MG Reports for Teachers	2,100.00	N
			270345	872153	199-13-6499.00-999-799000	NWEA- MG Reports for Teachers	2,100.00	N
						Totals for Check 077373	**4,200.00**	
077374	09-30-2026	VIRTUAL EDUCATION	270461	INV1495	199-00-2110.VS-000-700000	SY25-26 NEAR FINAL MANG. FEE	11,603,991.00	N
077375	09-30-2026	AMANDA B. EAST	270355	AUG2026	199-11-6218.00-981-723000	OT Services for August 2026	2,580.00	N
077376	09-30-2026	OUR LADY OF PERPETU	270249	9/17/26	199-36-6411.41-986-791000	FSHS 9TH/JV FOOTBALL	90.00	N
			270249	9/17/26	199-36-6412.41-986-791000	FSHS 9TH/JV FOOTBALL	630.00	
						Totals for Check 077376	**720.00**	

Ch N	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
077377	09-30-2026	CARL PADILLA	270241	29-42022	199-36-6399.41-986-791000	FSHS-ATHLETICS	300.00	N
077378	09-30-2026	PARKHILL, SMITH &	270452	04779726.00-4	698-00-2110.01-000-700000	Roof Replacement Intermediate	13,841.28	N
077379	09-30-2026	PECOS COUNTY EMS	270091	171	199-36-6219.EM-986-791000	FSHS VARSITY FOOTBALL @ HO	650.00	N
			270093	173	199-36-6219.EM-986-791000	FSHS VOLLEYBALL	950.00	N
						Totals for Check 077379	**1,600.00**	
077380	09-30-2026	PEPITO'S CAFE	270323	9082	199-41-6499.00-702-799000	Regular Board Meeting 09212026	186.65	N
077381	09-30-2026	PERMIAN BASIN FOOTB	270059		199-36-6298.00-986-791000	FSHS FOOTBALL	300.00	N
077382	09-30-2026	PITNEY BOWES, INC.-85	270012	32905549 26/27	199-23-6399.05-001-799000	POSTAGE REFILL	1,000.00	N
			270012	32905549 26/27	199-23-6399.05-041-799000	POSTAGE REFILL	1,000.00	N
			270012	32905549 26/27	199-41-6399.05-749-799000	POSTAGE REFILL	15,000.00	N
						Totals for Check 077382	**17,000.00**	
077383	09-30-2026	PLAY VERSUS INC	270236	INV-12638	199-36-6499.00-001-799000	For: HS Esports	495.00	N
077384	09-30-2026	RAISING CANE'S CHICK	270237		199-36-6411.41-986-791000	FSHS Varsity Football	209.00	N
			270237	9/11/26	199-36-6412.41-986-791000	FSHS Varsity Football	495.00	N
						Totals for Check 077384	**704.00**	
077385	09-30-2026	ALLPLAYERS NETWORK	270378	10854	199-36-6396.00-986-791000	ATHLETIC DEPARTMENT 2134FD	3,000.00	N
077386	09-30-2026	REAGAN COUNTY BAND	270423		199-36-6412.20-001-799000	Contest Entry Fees + Student M	1,550.00	N
077	09-30-2026	REAGAN COUNTY ISD	270097	9/1/26	199-36-6412.41-986-791000	FSHS TENNIS	200.00	N
077388	09-30-2026	REGION 12 ESC	270400		199-53-6291.00-984-799000	2027 E-Rate Works Cat. 2	650.00	N
077389	09-30-2026	REGION 18 EDUCATION	270350	058948	199-13-6239.00-999-799000	T-TESS & AEL -A. CORDERO	500.00	N
			270350	058949	199-13-6239.00-999-799000	T-TESS & AEL -A. CORDERO	500.00	N
			270118	055860	199-53-6239.00-984-799000	Sept. 2026 Disaster Recovery	1,098.46	N
						Totals for Check 077389	**2,098.46**	
077390	09-30-2026	RELIANT, DEPT 0954	270172	1120209956114	199-00-2110.01-000-700000	ELECTRICITY	81,771.11	N
077391	09-30-2026	OMAR SANCHEZ	270407		199-41-6411.04-748-799000	Per Diem	160.00	N
077392	09-30-2026	URSULA SANCHEZ	270246	10/8/26	199-41-6419.00-702-799000	Training TX EdFest 2026	444.80	N
			270317	C3SNF7	199-41-6419.00-702-799000	Reimbursement Flight Cost	826.81	N
						Totals for Check 077392	**1,271.61**	
077393	09-30-2026	SCHOLASTIC INC. EDUC	270380	14913100	199-11-6321.00-980-799000	Back Ordered Book	7.99	N
077394	09-30-2026	SONIC - BIG LAKE	270052		199-36-6411.41-986-791000	FSHS TENNIS	14.00	N
			270052		199-36-6412.41-986-791000	FSHS TENNIS	126.00	N
						Totals for Check 077394	**140.00**	
077395	09-30-2026	SONIC DRIVE IN - SEMIN	270239	9/14/26	199-36-6411.43-986-791000	FSMS VOLLEYBALL	51.00	N
			270239	9/14/26	199-36-6412.43-986-791000	FSMS VOLLEYBALL	408.00	N
						Totals for Check 077395	**459.00**	
077396	09-30-2026	SONIC DRIVE INN - ALPI	270238	9/12/26	199-36-6412.41-986-791000	FSHS FOOTBALL	227.29	N
077	09-30-2026	STATE & FEDERAL EDU	270341	2450	199-21-6291.00-981-799000	SAFE SERVICES CONSULTING	4,597.44	N
			270341	2450	211-21-6291.00-999-799000	SAFE SERVICES CONSULTING	4,500.00	N
			270341	2450	214-21-6291.00-999-724000	SAFE SERVICES CONSULTING	589.68	N
			270341	2450	244-21-6291.00-999-799000	SAFE SERVICES CONSULTING	1,568.57	N

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	
			270341	2450	255-21-6291.00-999-724000	SAFE SERVICES CONSULTING	2,707.43	N
			270341	2450	263-21-6291.00-999-724000	SAFE SERVICES CONSULTING	609.52	N
						Totals for Check 077397	**14,572.64**	
077398	09-30-2026	STEAKHOUSE RESTAUR	270053	4020	199-13-6499.00-980-799000	Work Lunch 9/4 Mentoring Sessi	271.75	N
077399	09-30-2026	SUMMIT K12 HOLDINGS	270261	INV006339	199-11-6396.00-987-725000	BILINGUAL/ESL SOFTWARE	15,462.50	N
077400	09-30-2026	ADVANCE CALCULATIO	270444	93026001	427-52-6399.02-999-799000	Security	39,364.00	N
077401	09-30-2026	TASB	270439	695417	199-31-6499.00-981-723000	Student solutions membership	950.00	N
077402	09-30-2026	TASB RISK MANAGEME	270132	RMF011391	199-11-6145.00-999-711000	UNEMPLOYMENT COMPENSATIO	8,626.46	N
			270132	RMF011391	199-21-6145.00-999-799000	UNEMPLOYMENT COMPENSATIO	139.16	N
			270132	RMF011391	199-21-6145.00-999-799000	UNEMPLOYMENT COMPENSATIO	34.79	N
			270132	RMF011391	199-23-6145.00-999-799000	UNEMPLOYMENT COMPENSATIO	834.96	N
			270132	RMF011391	199-31-6145.00-999-799000	UNEMPLOYMENT COMPENSATIO	313.11	N
			270132	RMF011391	199-33-6145.00-999-799000	UNEMPLOYMENT COMPENSATIO	173.95	N
			270132	RMF011391	199-34-6145.00-999-799000	UNEMPLOYMENT COMPENSATIO	591.43	N
			270132	RMF011391	199-36-6145.00-999-799000	UNEMPLOYMENT COMPENSATIO	139.16	N
			270132	RMF011391	199-41-6145.00-749-799000	UNEMPLOYMENT COMPENSATIO	313.11	N
			270132	RMF011391	199-51-6145.00-999-799000	UNEMPLOYMENT COMPENSATIO	1,322.02	N
			270132	RMF011391	199-53-6145.00-999-799000	UNEMPLOYMENT COMPENSATIO	313.11	N
			270132	RMF011391	199-61-6145.00-999-799000	UNEMPLOYMENT COMPENSATIO	208.74	N
						Totals for Check 077402	**13,010.00**	
077403	09-30-2026	TASSP	270141	134797	199-23-6499.00-041-799000	MEMBERSHIP RENEWAL	300.00	N
			270138	139608	199-23-6499.00-041-799000	MEMBERSHIP TASSP / STRATTO	300.00	N
			270139	134800	199-23-6499.00-041-799000	MEMBERSHIP RENEWAL	300.00	N
						Totals for Check 077403	**900.00**	
077404	09-30-2026	TEA-MSC	270025		255-00-2181.00-000-600000	TITLE II PART A	2,381.74	N
077405	09-30-2026	TEPSA	270127	300086030	199-13-6411.00-101-799000	MEMBERSHIP RENEWAL	399.00	N
077406	09-30-2026	TEXAS ASSOC. OF COM	270332	2026-2027	199-41-6499.00-749-799000	TACS MEMBERSHIP 2026-2027	700.00	N
077407	09-30-2026	TEXAS ASSOC./SCHOOL	270413	22100	199-31-6499.00-981-723000	Membership Lara, D	75.00	N
077408	09-30-2026	AGENCY 405 CRIME RE	270013	CRS2026083424	199-41-6299.00-748-799000	YEARLY BACKGROUND CHECK	93.00	N
077409	09-30-2026	TEXAS SCHOOL PROCE	270335	3598	199-41-6499.00-749-799000	Annual Subscription	4,194.00	N
			270335	3598	199-41-6499.VS-749-799000	Annual Subscription	19,226.00	N
						Totals for Check 077409	**23,420.00**	
077410	09-30-2026	TEXAS TECH UNIVERSIT	270287		199-11-6499.TA-001-711000	Registration	70.00	N
077411	09-30-2026	THOMPSON & HORTON	270133	86813	199-41-6211.00-749-799000	LEGAL SERVICES	50.00	N
			270133	87243	199-41-6211.GH-749-799000	LEGAL SERVICES	6,503.00	N
						Totals for Check 077411	**6,553.00**	
077412	09-30-2026	TINY TOT LEARNING CE	270462	SEPT. 2026	199-11-6299.TT-999-711000	PK CONTRACTED SERVICES	8,420.38	N
077413	09-30-2026	TRACTOR SUPPLY	270042	806417	199-51-6319.00-990-799000	SEPT SUPPLIES	377.88	N
			270042	252734	199-51-6319.00-990-799000	SEPT SUPPLIES	86.97	N
			270042	807331	199-51-6319.00-990-799000	SEPT SUPPLIES	49.99	N
			270042	807990	199-51-6319.00-990-799000	SEPT SUPPLIES	650.74	N

Check	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	EFT
			270042	807173	199-51-6319.00-990-799000	SEPT SUPPLIES	1,736.02	N
						Totals for Check 077413	**2,901.60**	
077414	09-30-2026	TREVIPAY- WALMART	270292	abf098be	199-11-6399.00-101-711000	STUDENT SUPPLIES	39.60	N
			270292	916b4687	199-11-6399.00-101-711000	STUDENT SUPPLIES	108.74	N
			270108	5c45cdba	199-11-6399.00-104-723000	supplies	10.97	N
			270108	3fd4afb6	199-11-6399.00-104-723000	supplies	21.94	N
				2fb58ab7	199-11-6399.00-104-723000	CREDIT MEMO	-10.97	N
			270029	07d87014	199-23-6499.00-101-799000	STAFF MEETINGS	192.96	N
			270029	896b963d	199-23-6499.00-101-799000	STAFF MEETINGS	41.07	N
			270292	8c76561d	199-23-6499.00-101-799000	CANDY- TEACHER	74.74	N
			270228	b4887589	199-23-6499.96-041-799000	EMPLOYEE APPRECIATION	603.00	N
			270029	aoed908f	199-23-6499.96-101-799000	STAFF MEETINGS	41.44	N
			270029	e272af43	199-23-6499.96-101-799000	STAFF MEETINGS	36.09	N
			270108	7fc51503	199-31-6499.00-981-723000	supplies	107.51	N
			270085	915f726f	199-34-6399.00-993-799000	SEPT. SUPPLIES	62.42	N
			270085	a033dbbc	199-34-6499.00-993-799000	SEPT SUPPLIES	164.10	N
			270082	8ca9710f	199-36-6399.42-986-791000	FSHS VARSITY FOOTBALL @ HO	52.59	N
			270089	efd09149	199-36-6399.42-986-791000	FSHS FOOTBALL @ HOME	22.11	N
			270099	35c0c899	199-36-6399.42-986-791000	FSHS FOOTBALL @ HOME	1.98	N
			270099	35c0c899	199-36-6412.41-986-791000	FSHS FOOTBALL @ HOME	37.55	N
			270267	13f2a6ac	199-36-6412.41-986-791000	FSHS SWIM TEAM @ PECOS, TX	50.03	N
			270082	8ca9710f	199-36-6499.42-986-791000	FSHS VARSITY FOOTBALL @ HO	54.61	N
			270089	efd09149	199-36-6499.42-986-791000	FSHS FOOTBALL @ HOME	54.43	N
			270099	35c0c899	199-36-6499.42-986-791000	FSHS FOOTBALL @ HOME	145.88	N
			270327	0daeb756	199-41-6399.00-701-799000	Office Supply	47.93	N
			270327	e252d4ad	199-41-6499.00-701-799000	Office Supply	15.31	N
			270325	1c8a04e2	199-41-6499.00-702-799000	Board Meeting Food 09212026	119.45	N
			270023	78a30c04	199-41-6499.00-749-799000	ADMIN BLDG SUPPLIES	82.75	N
			270024	e9dee12a	199-41-6499.00-749-799000	SECRETARIES MEETING	40.79	N
			270046	828b0550	199-51-6319.00-990-799000	SUPPLIES	72.62	N
			270068	92bdcb47	199-51-6319.00-991-799000	SEPT SUPPLIES	293.25	N
			270046	4110a70b	199-51-6499.00-990-799000	SEPT SUPPLIES	260.07	N
			270046	4da3d24f	199-51-6499.00-990-799000	SEPT SUPPLIES	62.46	N
			270046	aefecdb6	199-51-6499.00-990-799000	SEPT SUPPLIES	505.00	N
			270046	7a4edb0b	199-51-6499.00-990-799000	SEPT SUPPLIES	39.76	N
			270046	4f1tc5ab	199-51-6499.00-990-799000	SEPT SUPPLIES	212.26	N
			270047	2154e793	199-51-6499.00-990-799000	PALLETS OF WATER	1,042.20	N
			270040	1bdf14f9	199-53-6499.00-984-799000	September Open PO	74.08	N
			270040	32dedf78	199-53-6499.00-984-799000	September Open PO	378.16	N
			270258	27aa05a3	244-11-6399.00-001-722000	Technology Equipment	599.00	N
						Totals for Check 077414	**5,757.88**	
077	09-30-2026	TSNAP	270262	300014861	199-21-6499.00-987-799000	TSNAP RENEWAL	55.00	N
			270262	300014862	199-21-6499.00-987-799000	TSNAP RENEWAL	55.00	N
						Totals for Check 077415	**110.00**	

For the Month of September

Check Nbr	Check Date	Payee	PO Nbr	Invoice Nbr	Fnd-Fnc-Obj.So-Org-Prog	Reason	Amount	
077416	09-30-2026	TSNO - CONFERENCE R	270155		199-33-6411.00-983-799000	TSNO CONFERENCE 2026	1,180.00	
077417	09-30-2026	UNDERWOOD LAW FIRM	270016	490859	199-41-6211.00-749-799000	LEGAL SERVICES	150.00	N
077418	09-30-2026	UNIVERSITY INTERSCH	270416	2026-2027	199-36-6499.00-999-799000	UIL Fees	2,950.00	N
077419	09-30-2026	SCENARIO LEARNING, L	270115	INV149420	199-52-6396.00-999-799000	Training and Safety Videos	4,468.53	N
			270115	INV149416	199-52-6396.00-999-799000	Training and Safety Videos	8,410.90	N
			270115	INV149415	199-52-6396.00-999-799000	Training and Safety Videos	4,434.00	N
						Totals for Check 077419	**17,313.43**	
077420	09-30-2026	VERIZON	270018	6153476605	199-51-6257.HP-999-799000	MONTHLY CHARGES	109.62	N
077421	09-30-2026	WHATABURGER #11182	270311	112436	199-36-6412.20-001-799000	Travel Meals	902.61	N
077422	09-30-2026	WHATABURGER - BIG S	270252	9/19/26	199-36-6411.41-986-791000	FSHS TENNIS	20.62	N
			270252	9/19/26	199-36-6412.41-986-791000	FSHS TENNIS	175.29	N
						Totals for Check 077422	**195.91**	
077423	09-30-2026	WHATABURGER ACCOU	270103	9/8/26	199-11-6411.TW-001-722000	TW-Charged Meals-Adults & Stud	69.31	N
			270103	9/8/26	199-11-6412.TW-001-722000	TW-Charged Meals-Adults & Stud	96.71	N
			270263	9/21/26	199-36-6411.43-986-791000	FSMS VOLLEYBALL	59.98	N
			270263	9/21/26	199-36-6412.43-986-791000	FSMS VOLLEYBALL	479.80	N
						Totals for Check 077423	**705.80**	
077424	09-30-2026	WING STOP #1762	270092	120029	199-36-6411.41-986-791000	FSHS VOLLEYBALL	79.01	N
			270092	120029	199-36-6412.41-986-791000	FSHS VOLLEYBALL	447.75	N
						Totals for Check 077424	**526.76**	
077425	09-30-2026	WINGSTOP - PECOS	270110	9/15/26	199-11-6411.TW-001-722000	TRAVEL MEALS	56.36	N
			270110	9/15/26	199-11-6412.TW-001-722000	TRAVEL MEALS	158.17	N
						Totals for Check 077425	**214.53**	
077426	09-30-2026	TOBIAS CORREA	270485	TDF-260902-01	199-51-6249.SH-999-799000	Fencing and Removal	19,260.00	N
077427	09-30-2026	ALEX IVAN VALENZUELA	270456	88	199-51-6249.SH-999-799000	HOUSE ELECTRICAL	17,990.73	N
			270384	87	698-51-6249.00-999-799000	GOLF COURSE ELECTRICAL INST	40,739.88	N
						Totals for Check 077427	**58,730.61**	
						Total Checks	**13,635,090.94**	

End of Report

Cash Position / Investment Report by Fund
as of September 30, 2026

Fund Account	FNB Checking	LOGIC Pool	Total
General Fund	$589,338.94	$76,383,812.89	$76,973,151.83
Interest Earned	$1,003.51	$247,625.37	$248,628.88
School YTD interest Earned	$248,628.88		
Debt Service	$142.15	$3,428,253.91	$3,428,396.06
Interest Earned	$0.13	$10,886.35	$10,886.48
Bond -Technology		$803,409.89	$803,409.89
Interest Earned		$2,566.84	$2,566.84
Bond -Prop A		$9,418,180.28	$9,418,180.28
Interest Earned		$29,849.08	$29,849.08
Bond -Prop B		$216,595.03	$216,595.03
Interest Earned		$690.75	$690.75
Inheritance		$2,628,546.12	$2,628,546.12
Interest Earned		$8,382.90	$8,382.90
Special Revenue	$21,498.91		$21,498.91
Interest Earned			$0.00
Food Service	$26,060.19		$26,060.19
Interest Earned	$46.07		$46.07
Total	$637,040.19	$92,878,798.12	$93,515,838.31
	0.68%	99.32%	
Total interest Earned	$1,049.71	$269,461.46	$270,511.17

Payroll Transfers

General	$1,904,504.79
Special Revenue	$311,481.61
Food Service	$117,279.44
Total	$2,333,265.84

Scholarship Report as of September 30, 2026

	Beginning Balance	Interest	Ending Balance
George T Abell Scholarship			
LOGIC	$12,354.88	$39.53	$12,394.41
Checking	$1.33	$0.00	$1.33
Scholarship	$0.00		
Total	$12,356.21	$39.53	$12,395.74
Pan American			
LOGIC	$5,559.01	$17.78	$5,576.79
Checking	$6.58	$0.00	$6.58
Scholarship	$0.00		
Total	$5,565.59	$17.78	$5,583.37
Abell Hanger			
LOGIC	$51,267.35	$164.02	$51,431.37
Checking		$0.00	$0.00
Scholarship	$0.00		
Total	$51,267.35	$164.02	$51,431.37
Seals T. Blaydes Trust Award			
LOGIC	$6,980.52	$22.33	$7,002.85
Checking	$2.21		$2.21
Scholarship	$0.00		
Total	$6,982.73	$22.33	$7,005.06
Grand Totals:	$76,171.88	$243.66	$76,415.54

Board Report
Recap Comparison of Revenue to Budget
FORT STOCKTON ISD
As of September

		EstimatedRevenue (Budget)	Revenue Realized Current	Revenue Realized To Date	Revenue Balance	Percent Realized
01 / 6	FOOD SERVICE	.00	.00	.00	.00	.00%
01 / 7	FOOD SERVICE	2,673,500.00	-100,233.92	-100,233.92	2,573,266.08	3.75%
98 / 7	INHERITANCE FUND	.00	-8,382.90	-8,382.90	-8,382.90	.00%
99 / 6	GENERAL FUND	.00	.00	.00	.00	.00%
99 / 7	GENERAL FUND	104,403,547.00	-14,908,179.25	-14,908,179.25	89,495,367.75	14.28%
211 / 6	TITLE 1, PART A	.00	-141,060.25	-141,060.25	-141,060.25	.00%
211 / 7	TITLE 1, PART A	2,400,192.00	.00	.00	2,400,192.00	.00%
214 / 7	TITLE IV, PART A	115,528.00	.00	.00	115,528.00	.00%
224 / 6	IDEA - PART B FORMULA	.00	-92,176.80	-92,176.80	-92,176.80	.00%
224 / 7	IDEA - PART B FORMULA	2,034,609.00	.00	.00	2,034,609.00	.00%
225 / 7	IDEA B PRE-SCHOOL	19,488.00	-69,138.17	-69,138.17	-49,650.17	354.77%
244 / 6	CAREER & TECHNOLOYG	.00	-20,772.85	-20,772.85	-20,772.85	.00%
244 / 7	CAREER & TECHNOLOYG	156,857.00	.00	.00	156,857.00	.00%
255 / 6	TITLE 11, PART A	.00	.00	.00	.00	.00%
255 / 7	TITLE 11, PART A	530,425.00	.00	.00	530,425.00	.00%
263 / 6	TITLE III, LEP	.00	-3,493.34	-3,493.34	-3,493.34	.00%
263 / 7	TITLE III, LEP	119,414.00	.00	.00	119,414.00	.00%
270 / 6	TITLE V RURUAL & LOW INCOME	.00	.00	.00	.00	.00%
270 / 7	TITLE V RURUAL & LOW INCOME	.00	.00	.00	.00	.00%
289 / 6	TITLE IV, PART A	.00	.00	.00	.00	.00%
410 / 6	TX SUCCESSFUL SCHOOL PROGRAM	.00	.00	.00	.00	.00%
427	P-ED PERFORMANCE GRANT	.00	-5,149.01	-5,149.01	-5,149.01	.00%
427	SCHOOL SAFETY STANDARDS	.00	.00	.00	.00	.00%
429 / 6	LASO GRANTS	.00	.00	.00	.00	.00%
599 / 7	DEBT SERVICE	9,532,000.00	-10,886.48	-10,886.48	9,521,113.52	.11%
597 / 7	BOND - PROP B	.00	-690.75	-690.75	-690.75	.00%
598 / 7	BOND - PROP A	.00	-29,849.08	-29,849.08	-29,849.08	.00%
599 / 7	BOND - TECH 2022	.00	-2,566.84	-2,566.84	-2,566.84	.00%
329 / 7	SCHOLARSHIPS	.00	-264.78	-264.78	-264.78	.00%
	Total 5000 Revenues	**120,985,560.00**	**-15,292,844.42**	**-15,292,844.42**	**105,692,715.58**	**12.64%**
	Total 7000 Revenues	**1,000,000.00**	**-100,000.00**	**-100,000.00**	**900,000.00**	**10.00%**
	Total Revenues	**121,985,560.00**	**-15,392,844.42**	**-15,392,844.42**	**106,592,715.58**	**22.64%**

		Budget	Encumbrance YTD	Expenditure YTD	Current Expenditure	Balance	Percent Expended
01 / 7	FOOD SERVICE	-2,673,500.00	243,965.00	149,982.70	149,982.70	-2,279,552.30	5.61%
99 / 7	GENERAL FUND	-107,607,994.00	1,433,953.49	3,475,470.83	3,475,470.83	-102,698,569.68	3.23%
211 / 6	TITLE 1, PART A	.00	.00	.00	.00	.00	.00%
211 / 7	TITLE 1, PART A	-2,400,192.00	86,635.00	188,259.11	188,259.11	-2,125,297.89	7.84%
214 / 7	TITLE IV, PART A	-115,528.00	.00	589.68	589.68	-114,938.32	.51%
224 / 6	IDEA - PART B FORMULA	.00	.00	.00	.00	.00	.00%
224 / 7	IDEA - PART B FORMULA	-2,034,609.00	239,483.16	118,970.07	118,970.07	-1,676,155.77	5.85%
225 / 7	IDEA B PRE-SCHOOL	-19,488.00	.00	2,476.54	2,476.54	-17,011.46	12.71%
244 / 6	CAREER & TECHNOLOYG	.00	.00	.00	.00	.00	.00%
244 / 7	CAREER & TECHNOLOYG	-156,857.00	.00	12,617.65	12,617.65	-144,239.35	8.04%
255 / 6	TITLE 11, PART A	.00	.00	.00	.00	.00	.00%
255 / 7	TITLE 11, PART A	-530,425.00	.00	59,744.23	59,744.23	-470,680.77	11.26%
263 / 6	TITLE III, LEP	.00	.00	.00	.00	.00	.00%
263 / 7	TITLE III, LEP	-119,414.00	.00	5,303.85	5,303.85	-114,110.15	4.44%
270 / 6	TITLE V RURUAL & LOW INCOME	.00	.00	.00	.00	.00	.00%
270 / 7	TITLE V RURUAL & LOW INCOME	.00	.00	10,392.65	10,392.65	10,392.65	.00%
289 / 6	TITLE IV, PART A	.00	.00	.00	.00	.00	.00%
410 / 6	TX SUCCESSFUL SCHOOL PROGRAM	.00	.00	.00	.00	.00	.00%
410 / 7	EMAT FUNDS	.00	96,915.52	45,031.26	45,031.26	141,946.78	.00%
427 / 6	SP-ED PERFORMANCE GRANT	.00	.00	.00	.00	.00	.00%
427 / 7	SCHOOL SAFETY STANDARDS	.00	.00	46,320.94	46,320.94	46,320.94	.00%
429 / 6	LASO GRANTS	.00	.00	.00	.00	.00	.00%
599 / 7	DEBT SERVICE	-9,532,000.00	.00	.00	.00	-9,532,000.00	-.
697 / 7	BOND - PROP B	.00	45,090.00	.00	.00	45,090.00	.00
698 / 7	BOND - PROP A	.00	3,680,119.12	405,539.88	405,539.88	4,085,659.00	.00%
699 / 7	BOND - TECH 2022	.00	134,424.38	.00	.00	134,424.38	.00%
	Total 6000 Expenditures	**-124,190,007.00**	**5,960,585.67**	**4,420,699.39**	**4,420,699.39**	**-113,808,721.94**	**3.56%**
	Total 8000 Expenditures	**-1,000,000.00**	**.00**	**100,000.00**	**100,000.00**	**-900,000.00**	**10.00%**
	Total Expenditures	**-125,190,007.00**	**5,960,585.67**	**4,520,699.39**	**4,520,699.39**	**-114,708,721.94**	**13.56%**

End of Report

LOGIC Investment Report
September 2026

Account	Beginning Balance	Number of Transactions	Net Amount of Transactions	Interest Earned	Ending Balance
General Fund	$77,235,014.85	4	$11,901,172.67	$247,625.37	$76,383,812.89
Special	$2,696,324.98	0	$0.00	$8,626.56	$2,704,951.54
Inheritance	$2,620,163.22	0	$0.00	$8,382.90	$2,628,546.12
Abell Hanger	$51,267.35	0	$0.00	$164.02	$51,431.37
George T. Abell	$12,354.88	0	$0.00	$39.53	$12,394.41
Seals Blaydes	$6,980.52	0	$0.00	$22.33	$7,002.85
Pan American	$5,559.01	0	$0.00	$17.78	$5,576.79
Debt Service	$3,397,152.81	0	$20,214.75	$10,886.35	$3,428,253.91
Bond					
Technology	$802,835.05	1	-$1,992.00	$2,566.84	$803,409.89
Propositon A	$9,307,726.62	1	$80,604.58	$29,849.08	$9,418,180.28
Propositon B	$215,904.28	0	$0.00	$690.75	$216,595.03
Totals	**$93,654,958.59**	**5**	**$12,000,000.00**	**$300,244.95**	**$92,955,203.54**
Average Interest Rate for the month:		**3.8924%**			

25/201

FORT STOCKTON INDEPENDENT SCHOOL DISTRICT
Monthly Tax Report for Fiscal 2025-2026
Current Taxes

Month	Total Taxes Received	M&O Taxes for Month	M&O Taxes YTD	% of Total YTD	M&O Taxes Remaining	I&S Taxes For Month	I&S Taxes YTD	% of Total YTD	I&S Taxes Remaining
October-25	$0.00	$0.00	$0.00	0.00%	$21,195,000.00	$0.00	$0.00	0.00%	$11,205,646.00
November-25	$345,839.06	$234,388.05	$234,388.05	1.11%	$20,960,611.95	$111,451.01	$111,451.01	0.99%	$11,094,194.99
December-25	$5,066,164.89	$3,358,185.56	$3,592,573.61	16.95%	$17,602,426.39	$1,707,979.33	$1,819,430.34	16.24%	$9,386,215.66
January-26	$14,310,047.76	$9,734,581.44	$13,327,155.05	62.88%	$7,867,844.95	$4,575,466.32	$6,394,896.66	57.07%	$4,810,749.34
February-26	$11,307,118.14	$7,039,745.88	$20,366,900.93	96.09%	$828,099.07	$4,267,372.26	$10,662,268.92	95.15%	$543,377.08
March-26	$241,314.82	$163,311.82	$20,530,212.75	96.86%	$664,787.25	$78,003.00	$10,740,271.92	95.85%	$465,374.08
April-26	$98,788.17	$67,231.88	$20,597,444.63	97.18%	$597,555.37	$31,556.29	$10,771,828.21	96.13%	$433,817.79
May-26	$172,265.06	$113,390.80	$20,710,835.43	97.72%	$484,164.57	$58,874.26	$10,830,702.47	96.65%	$374,943.53
June-26	$255,140.13	$179,600.77	$20,890,436.20	98.56%	$304,563.80	$75,539.36	$10,906,241.83	97.33%	$299,404.17
July-26	$78,849.28	$53,617.78	$20,944,053.98	98.82%	$250,946.02	$25,231.50	$10,931,473.33	97.55%	$274,172.67
August-26	$37,871.30	$25,763.48	$20,969,817.46	98.94%	$225,182.54	$12,107.82	$10,943,581.15	97.66%	$262,064.85
September-26	$10,372.61	$7,087.42	$20,976,904.88	98.97%	$218,095.12	$3,285.19	$10,946,866.34	97.69%	$258,779.66
Total	$31,923,771.22	$20,976,904.88				$10,946,866.34			

2025 Pecos County Tax Office YEAR TO DATE TOTALS FOR FT STOCKTON I.S.D.

From 09/01/2026 [illegible]01/2026

	ORIGINAL	SUPPLEMENTS	TOTAL CURRENT	% PAID	DELINQUENT	% PAID	JURISDICTION TOTAL
Beginning Balance:	446,650.00	0.00	446,650.00		1,522,339.16		1,968,989.16
Late Exemption:	0.00	0.00	0.00		0.00		0.00
Other Adjustments:	-23,580.68	0.00	-23,580.68		-76,620.85		-100,201.53
Supplements:	17,186.57	0.00	17,186.57		66,889.94		84,076.51
Total Adjustments:	-6,394.11	0.00	-6,394.11		-9,730.91		-16,125.02
Adjusted Balance:	440,255.89	0.00	440,255.89		1,512,608.25		1,952,864.14
Total Tax Collected:	7,087.42	0.00	7,087.42	1.61%	-12,383.11	-0.01%	-5,295.69
PR YR Refunds/NSF::	0.00	0.00	0.00		0.00		0.00
Uncollected Balance:	433,168.47	0.00	433,168.47		1,524,991.36		1,958,159.83
Tax:	7,087.42	0.00	7,087.42	1.61%	-12,383.11	-0.01%	-5,295.69
Discount:	0.00	0.00	0.00		0.00		0.00
Penalty:	3,185.75	0.00	3,185.75		5,136.46		8,322.21
Overshort:	0.00	0.00	0.00		0.00		0.00
Net Collected :	10,273.17	0.00	10,273.17		-7,246.65		3,026.52
Attorney:	3,854.88	0.00	3,854.88		3,539.40		7,394.28
Court Cost:	0.00	0.00	0.00		0.00		0.00
Abstract Fees:	0.00	0.00	0.00		0.00		0.00
Personal Penalty:	0.00	0.00	0.00		0.00		0.00
Total :	14,128.05	0.00	14,128.05		-3,707.25		10,420.80

TAX YEAR	BEGIN BALANCE	ADJUSTMENTS	SUPPLEMENTS	ADJUSTED TOTAL	TAX COLLECTED	% PAID	PR YR REFUNDS/NSF	UNCOLLECTED
2024	$386,511.59	-$19,051.44	$14,566.40	$382,026.55	-$1,739.25	-0.46%	$0.00	$383,765.80
2023	$336,713.76	-$57,569.41	$52,323.54	$331,467.89	-$14,248.12	-4.30%	$0.00	$345,716.01
2022	$163,702.07	$0.00	$0.00	$163,702.07	$1,672.90	1.02%	$0.00	$162,029.17
2021	$98,930.73	$0.00	$0.00	$98,930.73	$525.09	0.53%	$0.00	$98,405.64
2020	$110,682.43	$0.00	$0.00	$110,682.43	$606.07	0.55%	$0.00	$110,076.36
2019	$89,395.27	$0.00	$0.00	$89,395.27	$495.81	0.55%	$0.00	$88,899.46
2018	$56,003.69	$0.00	$0.00	$56,003.69	$304.39	0.54%	$0.00	$55,699.30
2017	$53,371.40	$0.00	$0.00	$53,371.40	$0.00	0.00%	$0.00	$53,371.40
2016	$9,151.10	$0.00	$0.00	$9,151.10	$0.00	0.00%	$0.00	$9,151.10
2015	$7,818.48	$0.00	$0.00	$7,818.48	$0.00	0.00%	$0.00	$7,818.48
2014	$10,693.52	$0.00	$0.00	$10,693.52	$0.00	0.00%	$0.00	$10,693.52
2013	$15,692.01	$0.00	$0.00	$15,692.01	$0.00	0.00%	$0.00	$15,692.01
2012	$14,885.12	$0.00	$0.00	$14,885.12	$0.00	0.00%	$0.00	$14,885.12
2011	$14,887.83	$0.00	$0.00	$14,887.83	$0.00	0.00%	$0.00	$14,887.83
2010	$18,006.04	$0.00	$0.00	$18,006.04	$0.00	0.00%	$0.00	$18,006.04
2009	$47,204.20	$0.00	$0.00	$47,204.20	$0.00	0.00%	$0.00	$47,204.20
2008	$19,242.12	$0.00	$0.00	$19,242.12	$0.00	0.00%	$0.00	$19,242.12
2007	$11,727.85	$0.00	$0.00	$11,727.85	$0.00	0.00%	$0.00	$11,727.85
2006	$16,432.30	$0.00	$0.00	$16,432.30	$0.00	0.00%	$0.00	$16,432.30
2005	$26,602.13	$0.00	$0.00	$26,602.13	$0.00	0.00%	$0.00	$26,602.13
2004	$2,527.41	$0.00	$0.00	$2,527.41	$0.00	0.00%	$0.00	$2,527.41
2003	$3,779.85	$0.00	$0.00	$3,779.85	$0.00	0.00%	$0.00	$3,779.85
2002	$1,007.71	$0.00	$0.00	$1,007.71	$0.00	0.00%	$0.00	$1,007.71
2001	$983.13	$0.00	$0.00	$983.13	$0.00	0.00%	$0.00	$983.13
2000	$954.53	$0.00	$0.00	$954.53	$0.00	0.00%	$0.00	$954.53
1999	$866.21	$0.00	$0.00	$866.21	$0.00	0.00%	$0.00	$866.21
1998	$859.20	$0.00	$0.00	$859.20	$0.00	0.00%	$0.00	$859.20
1997	$598.44	$0.00	$0.00	$598.44	$0.00	0.00%	$0.00	$598.44
1996	$365.83	$0.00	$0.00	$365.83	$0.00	0.00%	$0.00	$365.83
REVIOUS YEARS	$2,743.21	$0.00	$0.00	$2,743.21	$0.00	0.00%	$0.00	$2,743.21

2025 Pecos County Tax Office YEAR TO DATE TOTALS FOR FT STOCKTON ISD I&S

From 09/01/2026 To 10/01/2026

Run Date/Time: 10/01/2026 5:36:30 pm

31IS

	ORIGINAL	SUPPLEMENTS	TOTAL CURRENT	% PAID	DELINQUENT	% PAID	JURISDICTION TOTAL
Beginning Balance:	209,490.39	0.00	209,490.39		597,626.82		807,117.21
Late Exemption:	0.00	0.00	0.00		0.00		0.00
Other Adjustments:	-11,081.94	0.00	-11,081.94		-45,529.94		-56,611.88
Supplements:	8,076.97	0.00	8,076.97		39,831.87		47,908.84
Total Adjustments:	-3,004.97	0.00	-3,004.97		-5,698.07		-8,703.04
Adjusted Balance:	206,485.42	0.00	206,485.42		591,928.75		798,414.17
Total Tax Collected:	3,285.19	0.00	3,285.19	1.59%	-9,252.08	-0.02%	-5,966.89
PR YR Refunds/NSF::	0.00	0.00	0.00		0.00		0.00
Uncollected Balance:	203,200.23	0.00	203,200.23		601,180.83		804,381.06
Tax:	3,285.19	0.00	3,285.19	1.59%	-9,252.08	-0.02%	-5,966.89
Discount:	0.00	0.00	0.00		0.00		0.00
Penalty:	1,488.09	0.00	1,488.09		1,971.26		3,459.35
Overshort:	0.00	0.00	0.00		0.00		0.00
Net Collected :	4,773.28	0.00	4,773.28		-7,280.82		-2,507.54
Attorney:	1,800.74	0.00	1,800.74		1,498.30		3,299.04
Court Cost:	0.00	0.00	0.00		0.00		0.00
Abstract Fees:	0.00	0.00	0.00		0.00		0.00
Personal Penalty:	0.00	0.00	0.00		0.00		0.00
Total :	6,574.02	0.00	6,574.02		-5,782.52		791.50

TAX YEAR	BEGIN BALANCE	ADJUSTMENTS	SUPPLEMENTS	ADJUSTED TOTAL	TAX COLLECTED	% PAID	PR YR REFUNDS/NSF	UNCOLLECTED
2024	$216,914.56	-$10,737.21	$8,209.48	$214,386.83	-$1,473.00	-0.69%	$0.00	$215,859.83
2023	$202,158.41	-$34,792.73	$31,622.39	$198,988.07	-$8,744.42	-4.39%	$0.00	$207,732.49
2022	$47,292.29	$0.00	$0.00	$47,292.29	$475.60	1.01%	$0.00	$46,816.69
2021	$28,360.99	$0.00	$0.00	$28,360.99	$129.22	0.46%	$0.00	$28,231.77
2020	$31,613.45	$0.00	$0.00	$31,613.45	$172.90	0.55%	$0.00	$31,440.55
2019	$23,528.32	$0.00	$0.00	$23,528.32	$130.44	0.55%	$0.00	$23,397.88
2018	$10,537.14	$0.00	$0.00	$10,537.14	$57.18	0.54%	$0.00	$10,479.96
2017	$10,960.60	$0.00	$0.00	$10,960.60	$0.00	0.00%	$0.00	$10,960.60
2016	$1,935.64	$0.00	$0.00	$1,935.64	$0.00	0.00%	$0.00	$1,935.64
2015	$1,646.17	$0.00	$0.00	$1,646.17	$0.00	0.00%	$0.00	$1,646.17
2014	$2,061.67	$0.00	$0.00	$2,061.67	$0.00	0.00%	$0.00	$2,061.67
2013	$2,536.54	$0.00	$0.00	$2,536.54	$0.00	0.00%	$0.00	$2,536.54
2012	$2,179.69	$0.00	$0.00	$2,179.69	$0.00	0.00%	$0.00	$2,179.69
2011	$1,846.09	$0.00	$0.00	$1,846.09	$0.00	0.00%	$0.00	$1,846.09
2010	$2,225.39	$0.00	$0.00	$2,225.39	$0.00	0.00%	$0.00	$2,225.39
2009	$5,659.90	$0.00	$0.00	$5,659.90	$0.00	0.00%	$0.00	$5,659.90
2008	$2,146.35	$0.00	$0.00	$2,146.35	$0.00	0.00%	$0.00	$2,146.35
2007	$892.05	$0.00	$0.00	$892.05	$0.00	0.00%	$0.00	$892.05
2006	$803.09	$0.00	$0.00	$803.09	$0.00	0.00%	$0.00	$803.09
2005	$1,551.01	$0.00	$0.00	$1,551.01	$0.00	0.00%	$0.00	$1,551.01
2004	$155.61	$0.00	$0.00	$155.61	$0.00	0.00%	$0.00	$155.61
2003	$316.23	$0.00	$0.00	$316.23	$0.00	0.00%	$0.00	$316.23
2002	$79.24	$0 00	$0.00	$79.24	$0.00	0.00%	$0.00	$79.24
2001	$226.39	$0.00	$0.00	$226.39	$0.00	0.00%	$0.00	$226.39

28/201

FORT STOCKTON INDEPENDENT SCHOOL DISTRICT
FOOD SERVICE MONTHLY REPORT
September - 2026 - CEP

Operating Days		21	
Meals Served			
	Breakfast	14,814	
	Lunch	34,020	
Ala Carte Sales Butz/Toddlers			$2,242.80
State Reimbursements			
	Breakfast program		$37,802.92
	Lunch Program		$140,735.43
	Total Reimbursements		**$178,538.35**
Expenditures			
	Food		$121,311.93
	Non-Food/Supplies		$12,579.07
	Labor		$117,279.44
	Total Expenditures		**$251,170.44**
Ware House Inventory			$28,438.37
Bank Ending Balance			$26,060.19

This page is intentionally left blank.

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Consent Agenda: C

Budget Amendment

☑ **Action Item**
☑ **Information**
☑ **Discussion**

Background:

The proposed budget amendment will reappropriate $3,500,000 to the 2026-2027 fiscal year to cover the remaining balance for the Rec Center Project, which was previously approved during the 2025-2026 fiscal year.

This amendment will ensure the funds are budgeted in the current fiscal year to meet the district's remaining financial obligations for the project.

Fiscal Implications:

$3,500,000

Recommendation:

Recommend approving the Budget Amendment as presented.

Suggested Motion:

I move to approve the Budget Amendment as presented.

2026-2027
General Fund
Budget Amendment

Date: October 26, 2026

JV # _____

Account #	DEBIT	CREDIT	explanation
199-00-3600	$3,500,000		Fund Balance
199-81-6629-00-102-799		$3,500,000	Bldg Improvement - Rec Center
Total	**$3,500,000**	**$3,500,000**	

Budgeting the balance owed of the Rec Center project; This project was approve in the prior fiscal year.

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Consent Agenda: D

Update Capitalization Threshold

☑ **Action Item**

☑ **Information**

☑ **Discussion**

Background:
The Texas Education Agency (TEA) issued guidance on January 30, 2025, regarding changes to federal grant regulations. These changes increased the equipment capitalization threshold from $5,000 to $10,000 per unit, unless a lower local threshold applies.

To maintain consistency in our financial reporting, the district recommends increasing the capitalization threshold from $5,000 to $10,000 for all district funds, including general, federal, and bond funds, beginning with the 2026-2027 fiscal year.

Key Points:

- **Aligns with TEA Guidance:** TEA has updated its guidance to recognize the $10,000 capitalization threshold.
- **Consistency Across Funds:** Establishes the same capitalization threshold for general, federal, and bond funds.
- **Reduces Administrative Work**: Simplifies accounting procedures and reduces the time spent tracking depreciation on smaller purchases.
- **Maintains Financial Accountability:** The district will continue to track equipment and maintain proper inventory controls.
- **No Additional Spending Authority:** This change affects how equipment is recorded and reported, not the district's purchasing approval limits.
- **Responsible Financial Management:** Keeps our accounting procedures aligned with current guidance while supporting the efficient use of district resources.

Fiscal Implications:
None

Recommendation:
Recommend approving the update to Board Policy CFB(LOCAL) to increase the capitalization threshold from $5,000 to $10,000, effective for the 2026-2027 fiscal year.

Suggested Motion:

I move to approve the update to Board Policy CFB(LOCAL) to increase the capitalization threshold from $5,000 to $10,000, effective for the 2026-2027 fiscal year.

Texas Education Agency

To the Administrator Addressed

Commissioner Mike Morath

1701 North Congress Avenue • Austin, Texas 78701-1494 • 512 463-9734 • 512 463-9838 FAX • tea.texas.gov

DATE:	**January 30, 2025**
SUBJECT:	**Revised Timeline for Implementation of the new Federal Grant Regulation Changes**
CATEGORY:	**Federal Grant Compliance**
NEXT STEPS:	**Share information with federal grant, program, and business staff**

This letter provides important updated information relevant to all current federal grant programs and grant applications and should be shared within the (local educational agency (LEA) as quickly as possible.

As described in the series of trainings TEA staff conducted around the regions last Fall, the federal Office of Budget and Management (OMB) released changes to the federal Uniform Grant Guidance (UGG) that is incorporated into the Education Department General Administrative Regulations (EDGAR) last summer with an effective date of new grant awards issued by the federal government on or after October 1, 2024. For most LEAs this limited the implementation until July 1, 2025, for all its new formula grant awards.

In September, USDE issued additional federal regulation changes under EDGAR effective immediately. These changes were mostly technical clean-ups with only a few substantial changes. Your regional education service center (ESC) will be providing information on these changes.

Please note that in mid-January 2025 the U.S. Department of Education (USDE) issued notice making all the new UGG changes effective immediately, like the EDGAR changes, for all active awards from USDE. While much of the new regulations provide increased flexibility and spending threshold changes, this implementation date change in the middle of the year may have major impacts on LEA compliance, policies, and procedures. Below are a few of the key impacts for LEAs.

Key Changes and Impacts to LEAs

1. The definition of equipment has changed the initial purchase price from $5,000 per unit or local acquisition threshold, whichever is lower, to $10,000 per unit or local acquisition threshold, whichever is lower. LEAs will need to quickly determine if they will continue to utilize the federal definition of equipment or make a more restrictive policy to remain at the $5,000 threshold or different local acquisition threshold amount.

   This letter supersedes current Financial Accountability System Resource Guide (FASRG) rules 1.2.4.3 Capitalization of Assets referring to the $5,000 threshold per unit cost for capitalized assets. The FASRG will be updated to reflect this change in April of 2026. The new per unit cost will be increased to $10,000 to align with the federal changes outlined in this letter.

2. The modified total direct cost (MTDC) threshold for use in determining your indirect cost rate for grants has increased from $25,000 to $50,000.

   However, these changes do not affect the LEA's rate or implementation of the rate in this grant year.

3. The threshold for requiring a federal single audit increased from $750,000 total expenditures in federal funds per the LEA's fiscal year to $1 million of federal expenditures.

   This change will determine if you are required to have the federal audit at the end of your current fiscal year. Remember, if you are not required to have the federal audit you may not use federal funds to pay for one if you choose to continue to have the federal audit. Many LEAs currently use the low-risk identification in the federal audit as their eligibility for locally certifying a higher micro-purchase threshold.

Implementation

All LEAs should create, revise, and/or update all applicable grant policies and procedures to align to the implementation of all the federal grant changes as quickly as possible.

TEA federal grant monitoring reviews will issue findings with no questioned costs this year for findings solely related to the changes implemented early by this new USDE notice.

Keep this letter as documentation for auditors.

For Further Information

For federal grant information and guidance on the new regulations contained in this letter, please contact Nick Davis (nick.davis@tea.texas.gov) in the Department of Grant Compliance and Administration.

For information and guidance related to FASRG, please contact the Financial Compliance Division financialaccountability@tea.texas.gov.

Capitalization Threshold

The capitalization threshold for purposes of classifying individual capital assets shall be $5,000.

The Superintendent shall determine the capitalization threshold for a group of assets, the individual cost of which does not exceed the capitalization threshold above but for which the cost in the aggregate is significant.

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Consent Agenda: E

Facilities Construction Policy Update

☑ **Action Item**
☑ **Information**
☑ **Discussion**

Background:

Senate Bill 1173 increased the competitive purchasing threshold for Texas school districts from $50,000 to $100,000, effective September 1, 2025. The Texas Education Agency (TEA) incorporated this change into its 2026 Financial Accountability System Resource Guide. The District recommends revising Board Policy CV(LOCAL), Facilities Construction, to increase construction contract approval authority from under $50,000 to under $100,000. This change will help the District address facility repairs, maintenance, and smaller construction projects more efficiently while maintaining financial accountability and oversight.

Key Points:

- **State Law Alignment.** State law increased the competitive purchasing threshold to $100,000, effective September 1, 2025.
- **TEA Guidance.** TEA incorporated the new threshold into its 2026 purchasing guidance.
- **Timely Facility Improvements.** Reduces delays in addressing smaller facility repairs and improvements for our students and staff.
- **Financial Accountability.** The District's authority remains subject to approved budgets, District policies, and applicable purchasing laws.
- **Board Oversight.** The Board approves authority exceeding the delegated limits and other contracts requiring Board approval.

Fiscal Implications:

No additional expenditures.

Recommendation:

Recommend approving the update to Board Policy CV(LOCAL) as presented.

Suggested Motion:

I move to approve the update to Board Policy CV(LOCAL) as presented.

BILL ANALYSIS

Senate Research Center

S.B. 1173
By: Perry
Local Government
6/9/2025
Enrolled

AUTHOR'S / SPONSOR'S STATEMENT OF INTENT

Texas law requires local government entities to utilize a competitive procurement process if the local government is purchasing an item or service that exceeds $50,000. This threshold has remained unchanged for years. However, the costs of goods and services has radically increased. Local governments have asked that the procurement thresholds be increased to more accurately reflect the rising costs of goods and services.

S.B. 1173 simply raises the local government competitive procurement thresholds from $50,000 to $100,000. Therefore, local governments will have more flexibility to pay for goods and services that are below $100,000.

S.B. 1173 amends current law relating to the amount of an expenditure made by certain political subdivisions for which a competitive procurement method may be required.

RULEMAKING AUTHORITY

This bill does not expressly grant any additional rulemaking authority to a state officer, institution, or agency.

SECTION BY SECTION ANALYSIS

SECTION 1. Amends Section 44.031(a), Education Code, as follows:

> (a) Requires that, except as provided by Subchapter B (Purchases; Contracts), all school district contracts for the purchase of goods and services, except contracts for the purchase of produce or vehicle fuel, valued at $100,000, rather than $50,000, or more in the aggregate for each 12-month period, be made by the method, of certain methods, that provides the best value for the district.

SECTION 2. Amends Section 775.084(a), Health and Safety Code, to require the board of emergency services commissioners, except as provided by Subsection (i) (relating to providing that Section 775.084 (Competitive Bids) does not apply to certain expenditures), to submit to competitive bids an expenditure of more than $100,000, rather than $50,000, for certain items or services.

SECTION 3. Amends Section 252.021(a), Local Government Code, to require a municipality, before the municipality is authorized to enter into a contract that requires an expenditure of more than $100,000, rather than $50,000, from one or more municipal funds, to perform certain actions.

SECTION 4. Amends Section 252.0215, Local Government Code, to require a municipality, in making an expenditure of more than $3,000 but less than $100,000, rather than $50,000, to contact at least two historically underutilized businesses on a rotating basis, based on certain information.

SECTION 5. Amends Section 262.003(a), Local Government Code, to provide that any law that requires a county to follow a competitive procurement procedure in making a purchase requiring the expenditure of $100,000, rather than $50,000, or less does not apply to the purchase of an item available for purchase from only one supplier.

SECTION 6. Amends Section 262.023(a), Local Government Code, to require the commissioners court of a county, before the county is authorized to purchase one or more items under a contract that will require an expenditure exceeding $100,000, rather than $50,000, to perform certain actions.

SECTION 7. Amends Section 271.024, Local Government Code, to require that the bidding on a contract for the construction, repair, or renovation of a structure, road, highway, or other improvement or addition to real property on the basis of competitive bids, if a governmental entity is required by statute to award the contract, and if the contract requires the expenditure of more than $100,00, rather than $50,000, from the funds of the entity, be accomplished in the manner provided by Subchapter B (Competitive Bidding on Certain Public Works Contracts).

SECTION 8. Amends Section 271.054, Local Government Code, to require the governing body of an issuer, before the governing body is authorized to enter into a contract requiring an expenditure by or imposing an obligation or liability on the issuer, or on a subdivision of the issuer if the issuer is a county, of more than $100,000, rather than $50,000, to perform certain actions.

SECTION 9. Amends Sections 252.312(b) and (c), Transportation Code, as follows:

> (b) Authorizes a purchase in an amount of $100,000, rather than $50,000, or less, if the county road engineer so recommends and the commissioners court considers it to be in the best interest of the county, to be made through negotiation by the commissioners court or the court's authorized representative on requisition to be approved by the commissioners court or the county auditor without advertising for competitive bids.
>
> (c) Makes a conforming change to this subsection.

SECTION 10. Amends Section 451.110(c), Transportation Code, to provide that Subsection (a) (relating to prohibiting a governing board of certain rapid transit authorities from contracting for the constructing of an improvement or the purchase of any property, except through competitive bidding) does not apply to a contract for certain purposes, including $100,000, rather than $50,000, or less.

SECTION 11. Makes application of this Act prospective.

SECTION 12. Effective date: September 1, 2025.

Texas Education Agency

To the Administrator Addressed

Commissioner Mike Morath

1701 North Congress Avenue • Austin, Texas 78701-1494 • 512 463-9734 • 512 463-9838 FAX • tea.texas.gov

DATE:	**August 13, 2026**
SUBJECT:	**Financial Accountability System Resource Guide (FASRG) V20 Update**
CATEGORY:	**Information Update**
NEXT STEPS:	**Share with appropriate staff**

Overview

The purpose of this correspondence is to inform school systems that the *Financial Accountability System Resource Guide (FASRG)* Version 20 is now effective and is posted to the Texas Education Agency's (TEA) website. Updates were made to accounting guidance, fund codes, function codes, object codes, and program intent codes.

Key updates are summarized below.

- Module 6 – Compensatory Education, Guidelines, Financial Treatment, and an Auditing and Reporting System has been deleted because Texas Education Code, Section 48.104(j-l) was repealed. The following program intent codes (PIC) related to state compensatory education were also deleted:
  - PIC 26 – Nondisciplinary Alternative Education Programs—Basic and Supplemental Services
  - PIC 28 – Disciplinary Alternative Education Program (DAEP)—Basic Services
  - PIC 29 –DAEP State Compensatory Education Supplemental Costs
  - PIC 30 – Title I, Part A, Schoolwide Activities Related to State Compensatory Education and Other Costs on Campuses with a Current Schoolwide Status

  Although the PICs listed above will be removed, PIC 24 remains available for use, and the TEA strongly encourages school systems to continue to use it to help with reporting and transparency.

- Accounting and reporting treatment for shared service arrangements has been added to Module 1 – Financial Accounting and Reporting (FAR).

- Updates were made to the Annual Financial and Compliance Report templates in Module 1 – FAR Appendices to comply with Governmental Accounting Standards Board (GASB) Statement No. 103 and other requirements.

- Updates were made to Module 1 – FAR Appendices and Module 3 – Nonprofit Charter School Chart of Accounts to increase the capitalization threshold from $5,000 to $10,000.

- Updates were made to Module 5 – Purchasing to increase the purchasing threshold from $50,000 to $100,000 for procurement requirements.

- New fund codes were added to Module 1 – FAR Appendices and Module 3 – Nonprofit Charter School Chart of Accounts to clarify the accounting and tracking of federal and state funds. These funds will be added to the 2027-2028 Texas Education Data Standards (TEDS) PEIMS Fund Codes, code table C145, effective for the PEIMS 2027-2028 staff payroll data submission and the 2028-2029 mid-year collection for 2027-2028 actual financials. The fund codes are listed below.

Fund Code	Title	Description
214	Title IV, Part A	This code is used to account for funds granted to increase the capacity of school systems, campuses, and communities to: • provide all students with access to a well-rounded education, • improve school conditions for student learning, and • improve the use of technology in order to improve the academic achievement and digital literacy of all students. (ALN 84.424A)
423	School Safety Grants	This code is used to account for funds granted for school safety programs. Programs accounted for in this fund include, but not limited to, School Safety Standards and Safe Cycle grants. Activities accounted for in this fund must be limited to those that support implementation of statewide school safety standards, including safety planning, training, infrastructure improvements, and compliance-related activities.
424	Learning Acceleration Support Opportunities (LASO)	This code is used to account for funds awarded under the Learning Acceleration Support Opportunities (LASO) framework to support student learning acceleration initiatives, including tutoring, extended instructional time, and other learning acceleration strategies as defined in the grant award documentation.
425	Parent-Directed Special Education Services	This code is used to account for funds awarded for Parent-Directed Special Education Services and the funds must be used in compliance with the program requirements, including eligibility, allowable services and materials, administrative, and other requirements for the program.

- The fund codes listed below were deleted.

Fund Code	Title	Module 1, FAR Appendices	Module 3
273	Mathematics and Science Partnerships	Deleted	Deleted
277	Coronavirus Relief Fund – CARES Act	Deleted	Deleted
357	Shared Services Arrangements—Mathematics and Science Partnerships	Deleted	N/A
862	Custodial Fund for Instructional Material Waiver Refunds	Deleted	N/A

- Function code 92 – Incremental Costs Associated with the Purchase of WADA under the Texas Education Code, Chapter 49 was deleted from Module 1 FAR Appendices.

- Terminology, accounting, and reporting for unusual or infrequent items were revised to align with guidance from GASB for school districts and the Financial Accounting Standards Board (FASB) for charter schools. Specifically:

  - Object codes 7919 and 8913 were renamed from Extraordinary Items to Unusual or Infrequent Items for school districts and charter schools in Module 1 FAR Appendices and Module 3 – Nonprofit Charter School Chart of Accounts, respectively
  - Object codes 8912 and 7918 for former Special Items were deleted from Module 1 FAR Appendices

- Object code 1420 – Capitalized Bond and Other Debt Issuance Costs was deleted from Module 1 – FAR Appendices and Module 3 – Nonprofit Charter School Chart of Accounts.

Questions

If you have any questions related to the contents of this letter, please contact the Division of Financial Compliance by phone at (512) 463-9095 or by email at financialaccountability@tea.texas.gov.

Compliance with Law

The Superintendent shall establish procedures that ensure that all school facilities within the District comply with applicable laws and local building codes.

Construction Contracts

The Board delegates to the Superintendent the authority to determine, prior to advertising, the project delivery/contract award method to be used for each construction contract valued at or above the competitive purchasing threshold established in law. [See CV series generally and CBB(LEGAL) for requirements if federal funds are involved.]

For construction contracts valued at or above $50,000, the Superintendent shall submit the resulting contract to the Board for approval. Lesser expenditures for construction and construction-related materials or services shall be at the discretion of the Superintendent and consistent with law and policy. [See also CH and CBB(LEGAL)]

Note: For provisions regarding delegation of authority for construction contracts in the event of a catastrophe, emergency, or natural disaster affecting the District, see CH(LOCAL).

Change Orders

Change orders permitted by law shall be approved by the Board or its designee prior to any changes being made in the approved plans or the actual construction of the facility.

Project Administration

All construction projects shall be administered by the Superintendent.

The Superintendent shall keep the Board informed concerning construction projects and also shall provide information to the general public.

Final Payment

The District shall not make final payments for construction or the supervision of construction until the work has been completed and the Board has accepted the work.

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Consent Agenda: F

Job Order Contract (JOC) for HVAC Improvements

☑ **Action Item**
☑ **Information**
☑ **Discussion**

Background:
The District needs qualified HVAC contractors for maintenance, repairs, equipment replacements, and improvements throughout our schools. As discussed at the April 27, 2026, Board meeting, District legal counsel recommended the Job Order Contracting (JOC) process to address recurring facility needs while following state procurement requirements.

The District issued Competitive Sealed Proposal #2026-10-06A for HVAC Equipment and Work, with notice published in the Fort Stockton Pioneer. Adaquate Air and Heating, LLC was the only company to submit a proposal.

Contract limits will follow the District's solicitation and recommendations from legal counsel. Individual job orders will remain subject to District purchasing procedures, available funding, and required Board approvals. The attorney's April 21, 2026, letter is included for reference.

Key Points:
- **Students and Staff.** Maintains comfortable and functional classrooms.
- **Timely Repairs.** Provides qualified contractors to address HVAC needs.
- **Legal Compliance.** Follows the procurement process recommended by legal counsel.
- **Financial Accountability.** Costs depend on approved projects and available funds.
- **Oversight.** All projects follow applicable approval requirements.

Fiscal Implications:

Costs are project-based and will be paid from the appropriate maintenance, bond, or capital improvement funds, depending on the approved scope of work.

Recommendation:

Recommend approving the Job Order Contract with Adaquate Air and Heating, LLC as presented.

Suggested Motion:

I move to approve the Job Order Contract with Adaquate Air and Heating, LLC as presented.

REQUEST FOR COMPETITIVE SEALED PROPOSALS
JOB ORDER CONTRACTS

Fort Stockton Independent School District seeks competitive sealed proposals for job order contracts for the following work:

General Construction Services – Job Order Contracting
Competitive Sealed Proposal # 2026-10-06A
For services listed below:

Heating ventilation and air conditioning (HVAC) Equipment and Work

1. Receipt and Opening of Proposals

Proposals are due at 12:00 p.m. CST (Noon) on Wednesday, October 21, 2026, in the District's Superintendent's office located at 101 W. Division Street, Fort Stockton, TX 79735, at which time and place proposals will be opened and publicly read aloud.

2. Information About Job Order Contracts

As applicable to this solicitation, "job order contracting" is a procurement method used for maintenance, repair, alteration, renovation, remediation, or minor construction of a facility when the work is of a recurring nature but the delivery times, type, and quantities of work required are indefinite.

The law allows the District to award a job order contract for such work if indefinite quantities and orders are awarded substantially on the basis of pre-described and pre-priced tasks. Under law, contractual unit prices for a job order contract may be established by either:

(1) specifying one or more published construction unit price books and the applicable divisions or line items; or

(2) providing a list of work items and requiring the offerors to propose one or more coefficients or multipliers to be applied to the price book or pre-priced work items as the price proposal.

For this solicitation, the District will accept proposal using two options:

Option #1: Vendor Provided Pre-Priced Items and Rates
Option #2: RS Means Coefficient

For more information, refer to the attached Proposal Form.

The District may award job order contracts under this solicitation to more than one contractor. At the time a specific job order is needed, the District may obtain quotes under awarded job order contracts in order to determine which quote will provide the best value to the District.

The District may engage an architect or engineer to design and/or provide construction administration of any job order.

3. Selection Criteria and Relative Weights

Proposals shall be evaluated based upon the following. Proposers should include information about their business that addresses each of the items below.

CRITERIA		AVAILABLE POINTS
1.	Price;	0 – 30 points
2.	Reputation of proposer and proposer's goods or services;	0 – 30 points
3.	Technical competence;	0 – 20 points
4.	Safety record;	0 – 10 points
5.	The proposer's past relationship with the district;	0 – 10 points
6.	The total long-term cost to the district to acquire the proposer's goods or services;	0 – 5 points
7.	Proposer's experience in the JOC Method;	0 – 25 points
8.	Proposed personnel and methodology;	0 – 20 points

The District will evaluate the information submitted by the offerors on the basis of the selection criteria stated and the results of any interview.

4. MAXIMUM AGGREGATE CONTRACT PRICE: $1,000,000.00

5. PAYMENT AND PERFORMANCE BONDS

The Texas Government Code requires a Performance Bond for any contract that is in excess of $100,000.00 and a Payment Bond for any contract that is in excess of $25,000.00. If required by law, based on the amount or estimated amount of any order under an awarded Job Order contract, the contractor shall obtain and provide to the District payment and performance bonds meeting all legal requirements.

6. PREVAILING WAGE RATE

The prevailing wage rate for this project is the rate attached hereto as **Exhibit A-1.** The proposer who is awarded a contract by a public body or a subcontractor of the proposer shall pay not less than the rates set forth in **Exhibit A-1** to a worker employed by it in the execution of the contract.

7. NON-DISCRIMINATION

The selected proposer must ensure that employees and applicants for employment are not discriminated against because of their race, color, religion, sex, marital status, handicap, or national origin.

8. RIGHT TO REJECT SUBMISSIONS AND TO WAIVE PROPOSAL REQUIREMENTS

The District reserves the right to reject any and all proposals, to waive irregularities, formalities, to require financial statements and references, and to accept the proposal that will provide the best value to the District. The District will rank and evaluate the proposal not later than 45 days after the date on which the proposals are opened. Proposals may be held by the District for up to ninety (90) calendar days from the date of the opening of proposals.

9. TAX EXEMPT STATUS TAXES

The District is exempt from state sales tax. Taxes must not be included in the bid. Tax exemption certificates will be executed by the District and furnished upon request.

10. STANDARD TERMS AND CONDITIONS

By submitting a response to this Request for Competitive Sealed Proposals the proposer agrees that upon submission of the proposal to the District that the proposer has considered and accepts the terms of the Contract Documents included in this Request for Competitive Sealed Proposals.

By submitting a proposal, each proposer agrees to waive any claim it has or may have against Fort Stockton ISD and its employees, officers, consultants and their respective employees and officers, arising out of or in connection with the administration evaluation, or recommendation of any proposal; waiver of any requirements under the Solicitation Documents; acceptance or rejection of any bids; and award of the Contract.

11. INSURANCE REQUIREMENTS

The respondent will have to protect , defend, save harmless, and indemnify the owner, its employees, agents and the public from any claims, demands, and/or expenses on account of any injury and/or damage, alleged or real, to persons and/or property arising out of the direct or indirect performance of the services requested in this solicitation.

The respondent will be fully liable to provide and maintain in force during the life of any Contract arising from this solicitation, such insurance as General Comprehensive Liability Insurance, Comprehensive Auto Liability Insurance, Workers' Compensation Insurance, and Errors and Omissions Insurance and Professional Liability insurance. Such policies shall be issued by companies authorized to do business in the State of Texas and shall contain as a minimum, the following provisions, coverage, and policy limits with limits no less than those stated hereinafter or required by law.

12. DOCUMENTS TO BE SUBMITTED

1. Signed Competitive Sealed Proposal Form (Attachment 1)
2. Pricing Information if utilizing Pricing Option #1 (see Attachment 1)
3. Business Information as specified in Section 3 of CSP Form
4. Felony Conviction Notification (Attachment 2)
5. Non-Collusion Statement (Attachment 3)

This Page is Blank.

COMPETITIVE SEALED PROPOSAL FORM

PROJECT: Fort Stockton ISD – Job Order Contracts

1. The undersigned PROPOSER proposes and agrees, if this Proposal is accepted, to enter into a Job Order Contract with OWNER.

2. PROPOSER accepts all of the terms and conditions of the Instructions to Proposers found in the Project specifications and the Standard Terms and Conditions of this Request for Proposals. This Proposal shall remain in effect for a period of no less than 45 days after the date of Proposal RANKING.

3. In submitting this Proposal, PROPOSER certifies that this Proposal is genuine and not made in the interest of or on behalf of any undisclosed person, firm or corporation and is not submitted in conformity with any agreement or rules of any group, association, organization, or corporation; PROPOSER has not directly or indirectly induced or solicited any other PROPOSER to submit a false or sham Proposal; PROPOSER has not solicited or induced any person, firm or a corporation to refrain from proposing; and PROPOSER has not sought by collusion to obtain for himself any advantage over any other PROPOSER or over OWNER.

4. The Proposal response must be returned in an envelope or package marked on the outside with the proposer's name and address. Proposal responses must be returned in sufficient time so as to be received and time stamped by the District on or before the date and time listed on this RFP. It is the sole responsibility of the proposer to ensure timely delivery of the proposal response. The District will not be responsible for failure of service on the part of the US Postal Office, courier companies, or any other form of delivery service chosen by the proposer.

COMPETITIVE SEALED PROPOSAL FORM

PROJECT: GENERAL CONSTRUCTION SERVICES – JOB ORDER CONTRACTS

To submit a Proposal, each Proposer should complete the <u>three</u> sections below.

Section 1: Scope of Services
By marking in the appropriate blank(s) below, indicate the work areas in which you propose to provide services (note that your selections here may limit the nature of work available under any resulting Job Order Contract:

_____Electrical
_____Steam fitting, pipe-fitting, and plumbing
_____Structural steel and sheet metal, welding
_____Masonry and concrete work
_____Asphalt repair
_____General carpentry and drywall installation
_____Carpeting, flooring, drywall finishing
_____Heating ventilation and air condition, electrical and mechanical
_____Doors, windows, louvers, hardware, and glazing
_____Painting of various surfaces
_____Earthwork, excavation, exterior improvement, flex, and rigid paving, landscaping
_____Demolition
_____Asbestos abatement, hazardous material handling
_____Mold
_____Water damage
_____Moving portables
_____Roofing of different types: metal, TPO, PVC membrane, slate, etc.
_____Telecommunications cabling services
_____ALL OF THE ABOVE

Section 2: Pricing
Provide your offered pricing structure. Select from the following options:

<u>Option #1 – Vendor Provided Pre-Priced Items and Rates</u>
Provide a proposal in the form of line-item pricing for common tasks. Vendor may submit its own price book, or may submit by referring to a third-party price book (i.e., an alternative to RS Means), along with a coefficient/multiplier. This may also include hourly rates for labor, as well as any mark-up for overhead and profit.

<u>Option #2 – RS Means Coefficient</u>
Provide a proposal in the form of a coefficient/multiplier to be applied to the localized RS Means line-item prices. RS Means line-item prices are localized based on the City Cost Index indicated in RS Means. For items not contained in RS Means, proposers will propose a multiplier to be added to actual costs. The proposed coefficients/multipliers must capture all costs related to the specified work, including, but not limited to, project management/supervision, overhead, and profit, except that cost for payment and performance bonds, if required, will be added separately. In all cases, pricing will be submitted as "not to exceed" amounts, such that job-order proposals under awarded job-order contracts can be adjusted to submit lower pricing than that proposed herein, but cannot exceed the proposed amount.

Indicate the coefficient/multiplier for RS Means line items and for items not included in RS Means. Example: if RS Means localized (after applying City Cost Index) line item cost is $100 and the coefficient/multiplier is .91, then Owner's cost for that item would be $100 x .91 = $91.00.

COMPETITIVE SEALED PROPOSAL FORM

1. RS Means (all divisions) Regular Hours: Coefficient/multiplier is _____
2. RS Means (all divisions) After Hours: Coefficient/multiplier is_____
3. Items not in RS Means: Coefficient/multiplier is_____

RS Means line items will be localized using the City Cost Index applicable to the city nearest the work.

Section 3: Business Information
Provide the following information by enclosing a separate document:

1. Business Name, Address, and Phone Number
2. Name of Authorized Representative
3. How many years have you been in business?
4. Have you done business under any other name?
5. Provide three business references (school districts preferred).
6. Generally describe your experience in the specified area of construction.
7. Do you perform work using subcontractors?
8. Provide any additional information that speaks to your qualifications and to the Selection Criteria.
9. Individual job orders in excess of $25,000 will require Payment Bonds, while job orders in excess of $100,000 will require both Payment and Performance Bonds. Please state whether you are capable of obtaining such bonds if needed.
10. Do you currently hold a Job Order Contract with any other government entities? If so, please identify the entities.
11. Identify the personnel that will be in charge of managing projects and describe their experience and qualifications. You may attach a resumé for each person instead.
12. Provide information related to your firm's accident frequency rate for the last five years, including any OSHA citations and deaths that have occurred on your projects.

Note: Proposers are encouraged to propose alternative solutions to accomplish project objectives consistent with the requirements contained in the Instruction to Bidders. If alternative solutions are proposed, provide summary of alternate system in separate attachment to this Proposal Form with costs clearly identified.

COMPETITIVE SEALED PROPOSAL FORM

Proposer is providing separate alternate proposal: Yes_____ No_____.

Name and Address of PROPOSER:

_____ _____
Signature

_____

_____ _____
Name and Title

Telephone _____

Sworn to and subscribed before me this _____ day of _____, 20___.

SEAL

_____
Notary Public in and for the State of Texas

SEAL (If Proposal is By a Corporation)_____

This Page is Blank.

ATTACHMENT 2
FELONY CONVICTION NOTIFICATION

Texas Education Code, Section 44.034, Notification of Criminal History, Subsection (a), states "a person or business entity that enters into a contract with a school district must give advance notice to the district if the person or an owner or operator of the business entity has been convicted of a felony. The notice must include a general description of the conduct resulting in the conviction of a felony."

Subsection (b) states "a school district may terminate a contract with a person or business entity if the district determines that the person or business entity failed to give notice as required by Subsection (a) or misrepresented the conduct resulting in the conviction. The district must compensate the person or business entity for services performed before the termination of the contract."

THIS NOTICE IS NOT REQUIRED OF A PUBLICLY-HELD CORPORATION
PLEASE COMPLETE THE INFORMATION BELOW

I, undersigned agent for the firm named below, certify that the information concerning notification of felony conviction has been reviewed by me and the following information furnished is true to the best of my knowledge.

VENDOR'S NAME: _____

AUTHORIZED COMPANY OFFICIAL'S NAME (PRINTED):

_____

A. My firm is publicly-held corporation, therefore, this reporting requirement is not applicable.

Signature of Company Official:_____

B. My firm is not owned nor operated by anyone who has been convicted of a felony.

Signature of Company Official:_____

C. My firm is owned or operated by the following individual(s) who has/have been convicted of a felony:

Name of Felon(s): _____

Details of Conviction(s): _____

_____

Signature of Company Official: _____

This Page is Blank.

ATTACHMENT 3
FORT STOCKTON INDEPENDENT SCHOOL DISTRICT
NON-COLLUSION STATEMENT

STATE OF _____

COUNTY OF _____

_____, of lawful age, being duly sworn, on oath says, that (s)he is the agent authorized by the proposal to submit the attached proposal. Affiant further states that the proposer has not been a party to any collusion among proposal/proposers in restraint of freedom of competition by agreement to proposal at a fixed price or to refrain from proposing; or with any District employee, Board Trustee, or benefit consultant as to quantity, quality, or price in the prospective contract, or any other terms of said proposers and any District employee, Board Trustee, or benefit consultant concerning exchange of money or other things of value for special consideration in the letting of this contract.

_____
Signature

_____
Title of Above Signature

Subscribed and sworn to before me this _____ day of _____, 2026.

_____
Notary Public

State of _____

My Commission Expires: _____

This Page is Blank.

AIA® Document A121™ – 2018

Standard Form of Master Agreement Between Owner and Contractor where Work is provided under multiple Work Orders

AGREEMENT made as of the day of in the year
(In words, indicate day, month, and year.)

BETWEEN the Owner:
(Name, legal status, address, and other information)

Fort Stockton Independent School District
101 W. Division
Fort Stockton, Texas 79735

and the Contractor:
(Name, legal status, address, and other information)

NOT FOR EXECUTION – FOR PROCUREMENT PURPOSES ONLY

The Owner and Contractor agree as follows.

ADDITIONS AND DELETIONS:
The author of this document may have revised the text of the original AIA standard form. An *Additions and Deletions Report* that notes revisions to the standard form text is available from the author and should be reviewed. A vertical line in the left margin of this document indicates where the author has added to or deleted from the original AIA text.

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

This document does not contain a description of the Contractor's scope of Work or establish payment terms or the dates of commencement of the Work or Substantial Completion. This document is intended to be used in conjunction with AIA Document A221™–2018, Work Order for use with Master Agreement Between Owner and Contractor.

AIA Document A121 – 2018. Copyright © 2014 and 2018. All rights reserved. "The American Institute of Architects," "American Institute of Architects," "AIA," the AIA Logo, and "AIA Contract Documents" are trademarks of The American Institute of Architects. This document was produced at 15:15:31 CDT on 06/30/2026 under Subscription No.20250112817 which expires on 03/24/2027, is not for resale, is licensed for one-time use only, and may only be used in accordance with the AIA Contract Documents® Terms of Service. To report copyright violations, e-mail docinfo@aiacontracts.com.
User Notes: (6a43dd78842e1eaf949e25d2)

TABLE OF ARTICLES

1 MASTER AGREEMENT TERM AND PARTY REPRESENTATIVES

2 WORK ORDERS

3 PAYMENTS

4 DISPUTE RESOLUTION

5 GENERAL PROVISIONS

6 OWNER

7 CONTRACTOR

8 ARCHITECT

9 SUBCONTRACTORS

10 CONSTRUCTION BY OWNER OR BY SEPARATE CONTRACTORS

11 CHANGES IN THE WORK

12 TIME

13 PAYMENTS AND COMPLETION

14 PROTECTION OF PERSONS AND PROPERTY

15 INSURANCE AND BONDS

16 CORRECTION OF WORK

17 MISCELLANEOUS PROVISIONS

18 TERMINATION

19 CLAIMS AND DISPUTES

20 SCOPE OF THIS MASTER AGREEMENT

ARTICLE 1 MASTER AGREEMENT TERM AND PARTY REPRESENTATIVES

§ 1.1 This Master Agreement shall be effective for two years after the date first written above ("Date of this Master Agreement").

§ 1.2 This Master Agreement shall apply to all Work Orders agreed to by the parties within the term of this Master Agreement until completion of the Work Order. In the event of a conflict between terms and conditions of this Master Agreement and a Work Order, the terms of the Work Order shall take precedence for the Work provided pursuant to the Work Order. A purported Work Order is not effective and is not contractually binding on Owner unless (1) it is duly signed by both Owner and Contractor, and (2) meets all requirements under this Agreement.

§ 1.3 This Master Agreement will renew on an annual basis for up to three additional years, on the day and month of the Date of this Master Agreement, unless either party provides notice of their intent not to renew this Master Agreement. Notice must be provided at least 60 days prior to the renewal date. In the event either party elects not to renew this Master Agreement, the terms of this Master Agreement shall remain applicable until all Work Orders under this Master Agreement are completed or terminated.

AIA Document A121 – 2018. Copyright © 2014 and 2018. All rights reserved. "The American Institute of Architects," "American Institute of Architects," "AIA," the AIA Logo, and "AIA Contract Documents" are trademarks of The American Institute of Architects. This document was produced at 15:15:31 CDT on 06/30/2026 under Subscription No.20250112817 which expires on 03/24/2027, is not for resale, is licensed for one-time use only, and may only be used in accordance with the AIA Contract Documents® Terms of Service. To report copyright violations, e-mail docinfo@aiacontracts.com.
User Notes: (6a43dd78842e1eaf949e25d2)

This Page is Blank.

AIA® Document A121™ – 2018 Exhibit A

Determination of the Cost of the Work

THE OWNER:
(Name, legal status, address, and other information)

Fort Stockton Independent School District
101 W. Division
Fort Stockton, Texas 79735

THE CONTRACTOR:
(Name, legal status, address, and other information)

NOT FOR EXECUTION – FOR PROCUREMENT PURPOSES ONLY

ADDITIONS AND DELETIONS:
The author of this document may have revised the text of the original AIA standard form. An *Additions and Deletions Report* that notes revisions to the standard form text is available from the author and should be reviewed. A vertical line in the left margin of this document indicates where the author has added to or deleted from the original AIA text.

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

ARTICLE A.1 COSTS TO BE REIMBURSED

§ A.1.1 Cost of the Work

§ A.1.1.1 The term Cost of the Work shall mean costs necessarily incurred by the Contractor in the proper performance of the Work. The Cost of the Work shall include only the items set forth in this Article A.1.

§ A.1.1.2 Where, pursuant to the Contract Documents, any cost is subject to the Owner's prior approval, the Contractor shall obtain such approval in writing prior to incurring the cost. If Contractor fails to do so, it waives any right to reimbursement of such costs. Any costs subject to the Owner's prior approval and not already set forth in this Article A.1 shall be identified in the Work Order to which those costs relate.

§ A.1.1.3 Costs shall be at rates not higher than the standard rates paid at the place of the Project, except with prior written approval of the Owner.

§ A.1.1.4 The Cost of the Work shall not include costs incurred because of the negligence, breach of contract, or other misconduct of the Contractor or of any subcontractor. All cost items qualifying for reimbursement under this Article A.1 as included in the Cost of the Work shall be included in the Guaranteed Maximum Price (if applicable).

§ A.1.2 Labor Costs

§ A.1.2.1 Wages or salaries of construction workers directly employed by the Contractor to perform the construction of the Work at the site or, with the Owner's prior written approval, at off-site workshops.

§ A.1.2.2 Wages or salaries of the Contractor's supervisory and administrative personnel when stationed at the site and performing Work, with the Owner's prior written approval.

§ A.1.2.2.1 Wages or salaries of the Contractor's supervisory and administrative personnel when performing Work and stationed at a location other than the site, but only for that portion of time required for the Work, and limited to the personnel and activities listed below:
(Identify the personnel, the type of activity, and, if applicable, any agreed percentage of time to be devoted to the Work.)

AIA Document A121 – 2018 Exhibit A. Copyright © 2014 and 2018. All rights reserved. "The American Institute of Architects," "American Institute of Architects," "AIA," the AIA Logo, and "AIA Contract Documents" are trademarks of The American Institute of Architects. This document was produced at 18:40:42 CDT on 07/31/2026 under Subscription No.20250112817 which expires on 03/24/2027, is not for resale, is licensed for one-time use only, and may only be used in accordance with the AIA Contract Documents® Terms of Service. To report copyright violations, e-mail docinfo@aiacontracts.com.
User Notes: (6a6cec12114e1d981a9be1fb)

This Page is Blank.

Fort Stockton ISD
186902

PUBLIC COMPLAINTS

GF
(LOCAL)

Complaints

In this policy, the terms "complaint" and "grievance" shall have the same meaning.

Other Complaint Processes

Complaints by members of the public shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with GF after the relevant complaint process:

1. Complaints concerning instructional resources shall be submitted in accordance with the EF series.
2. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with the CKE series.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See GKA(LEGAL)]

Informal Process

The Board encourages the public to discuss concerns with an appropriate administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Filing Deadlines

If a member of the public has engaged in the informal process in an attempt to resolve the complaint with the District and has not reached a resolution during the process, the individual must file a complaint within 15 business days of the date the individual first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.

Deadline Extensions

All deadlines shall be strictly followed unless otherwise required by law or modified by mutual written consent.

Formal Process

An individual may initiate the formal process described below by timely filing a written complaint form.

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.

The complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem. In most circumstances, the individual shall file a Level One complaint with the

campus principal for any complaint on a matter related to a campus. For a complaint that arises on a matter that is unrelated to a campus, the complaint shall be filed with the appropriate District-level administrator.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the Superintendent, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.

A Board member shall be permitted to file a complaint under this policy, but, if the complaint is considered by the Board or Board committee, the Board member shall be prohibited from voting on the Board's or Board committee's decision.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

Option to Continue Informal Process

Even after initiating the formal complaint process, the complainant is encouraged to seek informal resolution of their concerns. A complainant whose concerns are resolved may withdraw a formal complaint at any time.

Notice of Complaint

A District employee against whom a complaint has been filed shall be provided notice of the complaint in accordance with administrative regulations. The employee shall have sufficient opportunity to submit a written response to the complaint that shall be included in the record of the complaint.

Freedom from Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against any individual for bringing a concern or complaint.

General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three business days after the deadline.

Scheduling Hearings

The District shall make reasonable attempts to schedule hearings at a mutually agreeable time. If the complainant fails to appear at a

scheduled hearing, the District may hold the hearing and issue a decision in the complainant's absence.

Decision

A "decision" shall mean a written communication to the complainant from the appropriate administrator that provides an explanation of the basis of the decision, an indication of each document that supports the decision, and any relief or redress to be provided. A decision shall be issued on the merits of the concern raised in the complaint notwithstanding any procedural errors or the type of relief or redress requested.

The decision shall also include information regarding the filing of an appeal in accordance with this policy. After a hearing at Level Three, the decision shall include information on submitting an appeal to the commissioner.

A decision may be hand-delivered, sent by electronic communication to the complainant's email address of record, or sent by U.S. Mail to the complainant's mailing address of record. Mailed decisions shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Representative

"Representative" shall mean any person who or organization that is designated by a complainant to represent the complainant in the complaint process.

The complainant may designate a representative through written notice to the District at any level of this process. The representative may participate in person or by telephone conference call. If the complainant designates a representative with fewer than three business days' notice to the District before a scheduled hearing, the District may reschedule the hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.

Consolidating Complaints

To promote efficiency in addressing complaints, the appropriate administrator shall determine if separate or serial complaints arising from an event or series of related events shall be consolidated.

Costs Incurred

Each party shall pay its own costs incurred in the course of the complaint.

Complaint and Appeal Forms

Complaints and appeals under this policy shall be submitted on a form provided by the District.

Copies of any documents that support the complaint should be included with the complaint form. If the complainant does not have copies of these documents, copies may be presented at the Level One hearing. After the Level One hearing, the complainant may supplement the record with additional documents or include additional claims.

Record	A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the complainant, documents determined relevant by District personnel, and the decision.
Remand	A complaint or appeal form that is incomplete in any material aspect shall be refiled, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint. If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.
Assignment of Hearing Officer	When a District employee is the subject of a complaint, the hearing shall be conducted by an administrator who is in a supervisory or higher organizational role. The District employee who is the subject of the complaint shall recuse themselves from reviewing the complaint at any level in the process.
Investigation	The District may conduct an investigation at any level in the complaint process. If the District and the complainant mutually agree, all deadlines shall be suspended during an investigation.
Complaint Levels Level One	At Level One, the appropriate hearing officer shall hold a hearing with the complainant within 10 calendar days after receipt of the written complaint. The hearing officer may set reasonable time limits for the hearing. The hearing officer shall provide the complainant a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider information provided with the complaint form and any other relevant documents or information the hearing officer believes will help resolve the complaint.
Level Two	If the complainant did not receive the relief requested at Level One or if the time for a decision has expired, the complainant may request a hearing at Level Two to appeal the Level One decision. The appeal notice must be filed in writing, on a form provided by the District, within 20 calendar days of the date of the Level One decision or, if no decision has been communicated to the complainant, within 20 calendar days of the Level One decision deadline. After receiving notice of the appeal, the Level One hearing officer shall prepare and forward a record of the Level One complaint to the Level Two hearing officer and provide a copy of the Level One record to the complainant.

The Level One record shall include:

1. The original complaint form and any attachments.
2. Any other documents submitted by the complainant at Level One.
3. If the complaint is against a District employee, the written response of the District employee, if any.
4. The decision issued at Level One and any attachments.
5. All other documents relied upon by the Level One hearing officer in reaching the Level One decision.

The hearing officer shall hold a hearing within 10 calendar days after the appeal notice is filed. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the complainant a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider the Level One record, any additional information provided prior to the Level Two hearing, and any other relevant documents or information the hearing officer believes will help resolve the complaint.

Recordings of the Level One and Level Two hearings, if any, shall be maintained with the Level One and Level Two records.

Level Three

If the complainant did not receive the relief requested at Level Two or if the time for a decision has expired, he or she may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the District, within 20 calendar days of the date of the Level Two decision or, if no decision has been communicated to the complainant, within 20 calendar days of the Level Two decision deadline.

Unless the Board delegates a committee in accordance with law, the Board shall hear the appeal of the Level Two decision.

After receiving notice of the appeal, the Board or Board committee shall hold a meeting to discuss the complaint no later than 60 calendar days after the date on which the Level Two decision was made.

The Superintendent shall inform the complainant whether the Board or a Board committee will hear the appeal and of the date, time, and place of the meeting at which the complaint will be on the agenda for presentation to the Board or Board committee.

At least five business days before the Board or Board committee meeting, the Superintendent shall provide the complainant a description of any information the Board intends to rely on that is not contained in the record created at the previous hearing levels, including any preliminary hearing.

The Superintendent shall provide the Board the record of the Level Two appeal. The complainant may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. Any other documents submitted by the complainant at Level Two.
4. The decision issued at Level Two and any attachments.
5. All other documents relied upon by the administration in reaching the Level Two decision.

The complainant may request that the complaint be heard in open or closed meeting. The District shall honor that request unless the Texas Open Meetings Act or other applicable law requires otherwise. [See BE]

At the meeting, the presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the complainant and administration to each make a presentation and provide rebuttal and an opportunity for questioning by Board members.

In addition to any other record of the meeting required by law, the Board or Board committee shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the complainant or the complainant's representative, any presentation from the administration, and questions from Board members with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board or Board committee shall then consider the complaint. It shall make a decision no later than 30 calendar days after the date of the Board or Board committee meeting at which the complaint was presented. The complainant shall be provided a decision in accordance with this policy and state law.

This Page is Blank.

AIA® Document A221™ – 2018

Work Order for use with Master Agreement Between Owner and Contractor

WORK ORDER number made as of the day of in the year
(In words, indicate day, month, and year.)

BETWEEN the Owner:
(Name, legal status, address, and other information)

Fort Stockton Independent School District
101 W. Division
Fort Stockton, Texas 79735

and the Contractor:
(Name, legal status, address, and other information)

for the following **PROJECT**:
(Name, location, and detailed description)

NOT FOR EXECUTION – FOR PROCUREMENT ONLY

The Architect for the Project:
(Name, legal status, address, and other information)

THE CONTRACT
This Work Order, together with the Contract Documents enumerated herein, including the Master Agreement between Owner and Contractor dated the day of in the year
(In words, indicate day, month, and year.)

form the Contract.

The Owner and Contractor agree as follows.

ADDITIONS AND DELETIONS:
The author of this document may have revised the text of the original AIA standard form. An *Additions and Deletions Report* that notes revisions to the standard form text is available from the author and should be reviewed. A vertical line in the left margin of this document indicates where the author has added to or deleted from the original AIA text.

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

This document provides the Contractor's scope of Work, and related information, and is intended to be used with AIA Document A121™– 2018, Standard Form of Master Agreement Between Owner and Contractor where Work is provided under multiple Work Orders.

AIA Document A221 – 2018. Copyright © 2014 and 2018. All rights reserved. "The American Institute of Architects," "American Institute of Architects," "AIA," the AIA Logo, and "AIA Contract Documents" are trademarks of The American Institute of Architects. This document was produced at 15:17:22 CDT on 06/30/2026 under Subscription No.20250112817 which expires on 03/24/2027, is not for resale, is licensed for one-time use only, and may only be used in accordance with the AIA Contract Documents® Terms of Service. To report copyright violations, e-mail docinfo@aiacontracts.com.
User Notes: (6a43ddf2265b2a00c34bb25c)

TABLE OF ARTICLES

1 THE WORK OF THIS WORK ORDER

2 DATE OF COMMENCEMENT AND SUBSTANTIAL COMPLETION

3 CONTRACT SUM

4 PAYMENTS

5 INSURANCE AND BONDS

6 PARTY REPRESENTATIVES

7 ENUMERATION OF CONTRACT DOCUMENTS

ARTICLE 1 THE WORK OF THIS WORK ORDER

The Contractor shall execute the Work described in the Contract Documents enumerated in Article 7 of this Work Order, and any modifications issued after execution of this Work Order, except as specifically indicated in the Contract Documents to be the responsibility of others.

ARTICLE 2 DATE OF COMMENCEMENT AND SUBSTANTIAL COMPLETION

§ 2.1 The date of commencement of the Work shall be:
(Check one of the following boxes.)

[ ] The date of this Work Order.

[ ] A date set forth in a notice to proceed issued by the Owner.

[ ] Established as follows:
(Insert a date or a means to determine the date of commencement of the Work.)

If a date of commencement of the Work is not selected, then the date of commencement shall be the date of this Work Order.

§ 2.2 The Contract Time shall be measured from the date of commencement.

§ 2.3 Substantial Completion

§ 2.3.1 Subject to adjustments of the Contract Time as provided in the Contract Documents, the Contractor shall achieve Substantial Completion of the entire Work:
(Check the appropriate box and complete the necessary information.)

[ ] Not later than ( ) calendar days from the date of commencement of the Work.

[ ] By the following date:

§ 2.3.2 The Contractor shall achieve Final Completion of the entire Work no later than thirty (30) days from the date Substantial Completion is achieved.

§ 2.3.3 Subject to adjustments of the Contract Time as provided in the Contract Documents, if portions of the Work are to be completed prior to Substantial Completion of the entire Work, the Contractor shall achieve Substantial Completion of such portions by the following dates:

Portion of Work	Substantial Completion Date

AIA Document A221 – 2018. Copyright © 2014 and 2018. All rights reserved. "The American Institute of Architects," "American Institute of Architects," "AIA," the AIA Logo, and "AIA Contract Documents" are trademarks of The American Institute of Architects. This document was produced at 15:17:22 CDT on 06/30/2026 under Subscription No.20250112817 which expires on 03/24/2027, is not for resale, is licensed for one-time use only, and may only be used in accordance with the AIA Contract Documents® Terms of Service. To report copyright violations, e-mail docinfo@aiacontracts.com.
User Notes: (6a43ddf2265b2a00c34bb25c)

This Page is Blank.

"General Decision Number: TX20260173 05/18/2026

State: Texas

Construction Types: Building

Counties: Texas Counties of
Pecos

Modification Number	Publication Date
0	01/02/2026
1	05/18/2026

ASBE0021-001 06/01/2025

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR	$ 33.23	7.52

BOIL0592-002 01/01/2025

	Rates	Fringes
BOILERMAKER	$ 33.17	24.92

IRON0263-019 06/01/2025

	Rates	Fringes
IRONWORKER: REINFORCING	$ 29.64	8.43

LABO0154-022 05/01/2024

	Rates	Fringes
LABORERS: MASON TENDER - CEMENT/CONCRETE	$ 25.27	9.57

PLUM0412-008 01/02/2024

	Rates	Fringes
PLUMBER	$ 40.74	15.35

SUTX2009-060 04/20/2009

	Rates	Fringes
TRUCK DRIVER	$ 11.24	0.35
TILE SETTER	$ 15.00	0.00
SHEET METAL WORKER, INCLUDES HVAC DUCT INSTALLATION	$ 18.00	0.00
ROOFER	$ 15.10	1.29
PLASTERER	$ 12.00	0.00
PAINTER: BRUSH, ROLLER AND SPRAY	$ 15.80	0.00
OPERATOR: LOADER (FRONT END)	$ 10.54	0.00
OPERATOR: FORKLIFT	$ 14.58	0.00
OPERATOR: CRANE	$ 21.33	0.00
OPERATOR: BULLDOZER	$ 12.80	0.43
OPERATOR: BACKHOE/EXCAVATOR/TRACKHOE	$ 13.75	0.00
LATHER	$ 12.00	0.00
LABORER: MORTAR MIXER	$ 9.50	0.00
LABORER: MASON TENDER - BRICK	$ 12.02	0.00

LABORER: LANDSCAPE & IRRIGATION	$ 8.50	0.22
LABORER: COMMON OR GENERAL	$ 8.72	0.00
ELECTRICIAN	$ 15.85	0.00
CEMENT MASON/CONCRETE FINISHER	$ 13.27	0.00
CARPENTER, INCLUDES DRYWALL HANGING (EXCLUDES ACOUSTICAL CEILING INSTALLATION)	$ 13.46	0.00
BRICKLAYER	$ 17.76	0.00
ACOUSTICAL CEILING MECHANIC	$ 14.50	0.00

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at https://www.dol.gov/agencies/whd/government-contracts.

Note: Executive Order 13658 generally applies to contracts subject to the Davis-Bacon Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. Executive Order 13658 does not apply to contracts subject only to the Davis-Bacon Related Acts regardless of when they were awarded. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than ◆SU◆, ◆UAVG◆, ◆SA◆, or ◆SC◆ denotes that a union rate was

prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The ◆SU◆ identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

◆SU◆ wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The ◆SA◆ identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which

the classifications and rates under the ◆SA◆ identifier took effect under state law in the state from which the rates were adopted.

WAGE DETERMINATION APPEALS PROCESS

1) Has there been an initial decision in the matter? This can be:

a) a survey underlying a wage determination
b) an existing published wage determination
c) an initial WHD letter setting forth a position on a wage determination matter
d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

Branch of Wage Surveys
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

==========

END OF GENERAL DECISION

"

EICHELBAUM WARDELL
HANSEN POWELL & MUÑOZ, P.C.

4201 West Parmer Lane, Suite A-100, Austin, Texas 78727
P: (512) 476-9944 | F: (512) 472-2599
(800) 488-9045 | www.edlaw.com

Eric E. Muñoz
Shareholder

April 21, 2026

Via email: gil.madrid@fsisd.net
Gil Rey Madrid
Superintendent
Fort Stockton Independent School District

Re: Job Order Contracts

Mr. Madrid,

The information in this memo is intended to explain the Job Order Contract process. As you know, I recommended the District procure one or more Job Order Contracts in order to facilitate transparency and compliance when dealing with smaller construction-related projects.

Structure: A JOC is typically structured as a Master Agreement to be used in conjunction with multiple work orders ("Job Orders") that are each governed by the Master Agreement. A Job Order properly issued under a valid JOC will generally satisfy state procurement requirements that apply to projects over $100,000.

Procurement: A JOC is procured by advertising and soliciting Competitive Sealed Proposals. Contractors will submit proposals using either catalog-type pricing or pre-priced rates for labor, overhead and profit, etc. The District will review proposals and may select multiple approved vendors across various trades. The District is free to select multiple vendors within the same trade. The District will then execute a Master Agreement that locks in the proposed pricing.

Job Orders: Once a Master Agreement is signed, the District may issue Job Orders under the Agreement. For example, if the District has a painting project to complete, the District could ask its approved JOC contractors for a pricing proposal to complete the work, select the best proposal, and issue a Job Order. The District will not be obligated to issue any Job Order.

A JOC would simply be an option for the District. The District could still opt to procure a project using a more typical advertising/proposal process or a purchasing cooperative.

If a particular project requires architecture/engineering, then the Job Order would incorporate the plans and specifications.

Types of Projects: A JOC should only be used for maintenance, repair, alteration, renovation, remediation, or minor construction of a facility if: (1) the work is of a recurring nature but the delivery times are indefinite; and (2) indefinite quantities and orders are awarded substantially on the basis of predescribed and prepriced tasks. A JOC should not be used for one-time projects such as the construction of a facility.

Board Considerations

Under your current policy, the Board does not need to take any formal action at this time. Once it's time to award specific Job Orders, the Board would need to approve Job Orders valued at $50,000 or more. The Board could decide to delegate authority for Job Orders up to $500,000 each.

The District is required to establish a Maximum Aggregate price for each JOC, i.e., a limit on the cumulative amount of Job Orders that may be issued under each Master Agreement. The Board may want to indicate a preference for a particular amount. I would recommend a maximum amount between $500,000 and $1,000,000. The higher the amount, the more flexibility you have.

I'm happy to answer any questions you or the Board may have.

Sincerely,

EICHELBAUM WARDELL
HANSEN POWELL & MUÑOZ, P.C.

By_____
Eric E. Muñoz

Job Order Contract (JOC) for HVAC Improvements: Pioneer and FSISD Website

Menu

COMMUNITY

FINDING FORT STOCKTON

October 8
2026 Sheep, Goat, and Heifer Validation
Iraan Validation
4:30 PM
Iraan-Sheffield FFA Facility
Validation available for heifers, sheep, and goats. Please make plans to have livestock present at the appropriate location and time. For questions, contact the Pecos County AgriLife Extension Office.

October 9
Joe's Spooky Taco Run FREE Admission
5k- Taco Plate awards for top placements!
Hosted by Joe's Place & LoneRunner Run Club
Start- 7PM @ Joe's Place
Link to register
Lonerunner.company/events

October 9
Horsehead Crossing
Free & open to the public
Ranch Road 11 & Horsehead Road, Girvin, Tx 79743
October 9 & 10th
Chuck wagon meals, reenactors, live cannon fire, historians & presenters, cowboy poetry, exhibitors, gunslingers shoutouts, walking tours. Free dry camping.

October 10
Pink Springs 3rd Annual Pink Out 5k
Start- 8AM @ Zero Stone Park
Online Registration

October 11
Kevin Marler Memorial 5th, Annual Tournament
Desert Pines Golf Course
October 11th & 12th

October 17
PECOS COUNTY MEMORIAL HOSPITAL DISTRICT HEALTH FAIR 2026
EVERYONE IS WELCOME
9 a.m. - 12 pm
Fort Stockton Convention Center.
This free community event will feature blood pressure checks, blood sugar screenings, cholesterol information, vaccine information, and health and wellness resources.

October 21
2026 Sheep, Goat, and Heifer Validation
Fort Stockton Validation
5:30 PM
Pecos County Arena
Validation available for heifers, sheep, and goats. Please make plans to have livestock present at the appropriate location and time. For questions, contact the Pecos County AgriLife Extension Office.

October 31
FSISD National Honor Society
Halloween 5K
James Rooney Park; Pit #4. Start 8 AM

October 31
Halloween
City of Fort Stockton Trick-or-Treat "Siren Alarm" to Start - End TBA

LIBRARY HAPPENINGS

New Books of the Week:
The Munich Affair by James Patterson
The Time Travel Twins by James Patterson
Tempest by Victoria Aveyard
Under Story by Chloe Benjamin
Lost in Space by Neil DeGrasse Tyson

Fort Stockton Public Library
500 N Water St
Fort Stockton, TX 79735
(432) 336-3374

National Night Out brings Fort Stockton community, first responders together

BY EMILIE FEYRY-NATIVIDAD
FORT STOCKTON PIONEER EDITOR

Perfect weather set the scene as families, first responders, local organizations and public officials gathered across two locations for Fort Stockton's National Night Out, turning an evening dedicated to public safety into an opportunity for residents to meet the people who gency equipment and speak directly with law enforcement officers and first responders.

The Fort Stockton Police Department was joined by representatives from the Pecos County Sheriff's Office, Texas Department of Public Safety, Pecos County EMS, firefighters, corrections personnel and other public safety agencies. Commu

Pecos County Memorial Hospital District Health Fair 2026

Pecos County Memorial Hospital District invites the community to its 2026 Health Fair on Friday, October 17, from 9 a.m. to noon at the Fort Stockton Convention Center.

This free community event will feature blood pressure checks, blood sugar screenings, cholesterol information, vaccine information, and health and wellness resources.

The theme is "No Tricks, Just Healthy Treats!" and everyone is welcome.

For more information or to register, contact Augustin Velasquez, Patient Navigator with Pecos County Memorial Hospital District, at 432-336-4452.

Pecos County Memorial Hospital District — Healthy People. Stronger Tomorrows.



FORT STOCKTON INDEPENDENT SCHOOL DISTRICT
REQUEST FOR COMPETITIVE SEALED PROPOSALS

Fort Stockton Independent School District seeks competitive sealed proposals for a job order contract for the following work:

General Construction Services - Job Order Contracting
Competitive Sealed Proposal # 2026-10-06A
For services listed below:

Heating, ventilation, and air conditioning (HVAC) Equipment and Work

Parties interested in obtaining additional information regarding the Project or in obtaining the Bid Packet for the Project should contact Aimee Bislar at (432) 336-4000 or aimee.bislar@fsisd.net.

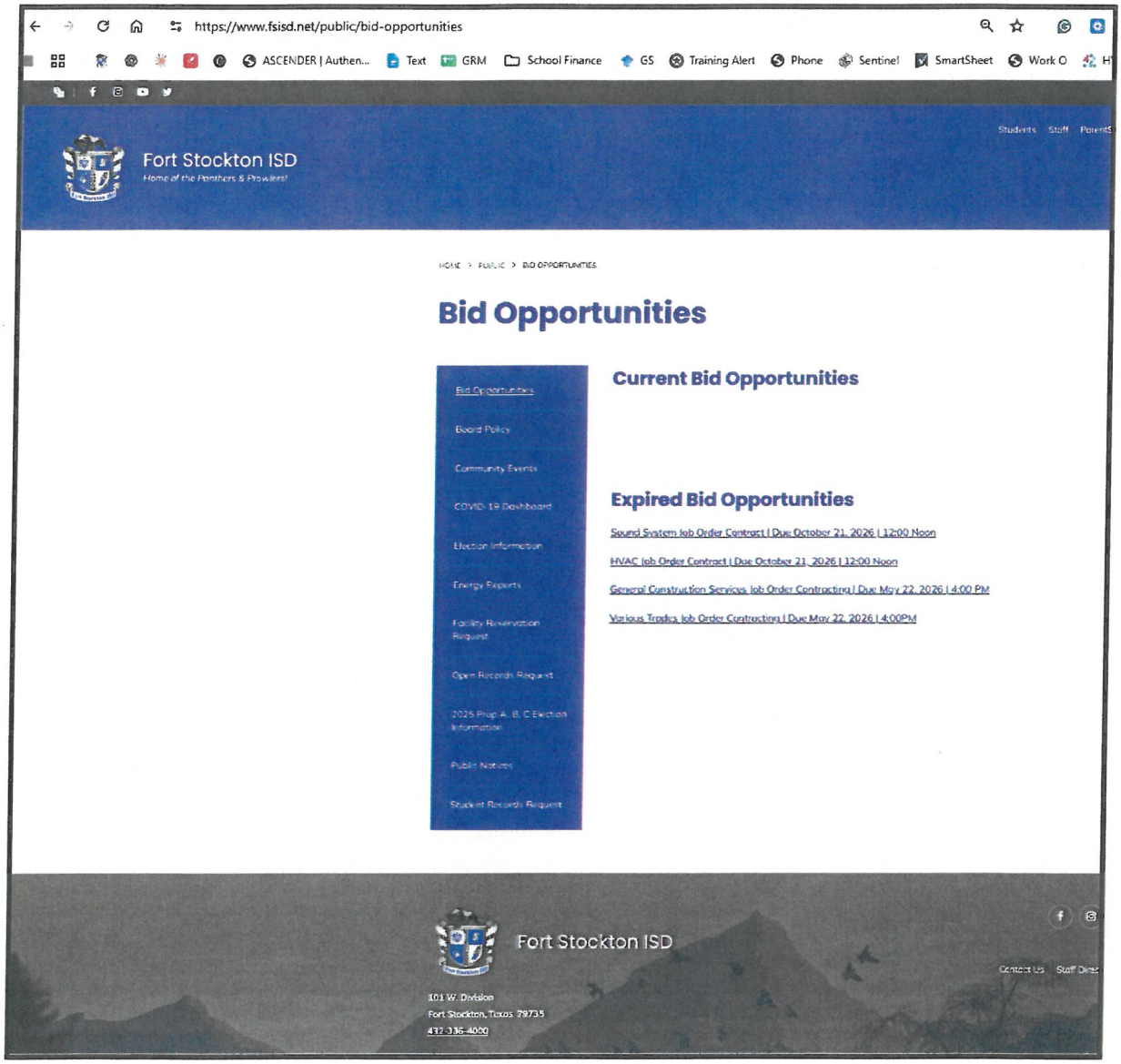
Proposals are due by 12:00 p.m. CST (Noon) on Wednesday, October 21, 2026, in the District's Superintendent's office located at 101 W. Division Street, Fort Stockton, TX 79735, at which time and place proposals will be opened and publicly read aloud.

Proposals may also be submitted by mail to the address above.

For more information: https://www.fsisd.net/public/bid-opportunities

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

101 W. Division Street
Fort Stockton, TX 79735
Phone: (432) 336-4000
Fax: (432) 336-4008



The mission of the Fort Stockton Independent School District is to remain totally committed to the development of students as life-long learners and productive, self-sustaining contributors to society.

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Consent Agenda: G

Job Order Contract (JOC) for Sound System Improvements

☑ **Action Item**
☑ **Information**
☑ **Discussion**

Background:
The District needs qualified contractors for sound system installation, repairs, replacements, and improvements throughout our schools and facilities. As discussed at the April 27, 2026, Board meeting, District legal counsel recommended the Job Order Contracting (JOC) process to address recurring facility needs while following state procurement requirements.

The District issued Competitive Sealed Proposal #2026-10-06B for Sound System Equipment, Installation, Repair, and Replacement. The notice was published in the Fort Stockton Pioneer as part of the competitive procurement process. Tarpley Music was the only company to submit a proposal.

Contract limits will follow the District's solicitation and recommendations from legal counsel. Individual job orders will remain subject to District purchasing procedures, available funding, and required Board approvals. The attorney's April 21, 2026 letter is included for reference.

Key Points:
- **Students and Staff.** Supports clear communication at school activities and events.
- **Timely Repairs.** Addresses sound system needs throughout our facilities.
- **Legal Compliance.** Follows the procurement process recommended by legal counsel.
- **Financial Accountability.** Costs depend on approved projects and available funds.
- **Board Oversight.** Individual projects follow applicable approval requirements.

Fiscal Implications:

Costs are project-based and will be paid from the appropriate maintenance, bond, or capital improvement funds, depending on the approved scope of work.

Recommendation:

Recommend approving the Job Order Contract with Tarpley Music as presented.+

Suggested Motion:

I move to approve the Job Order Contract with Tarpley Music as presented.

REQUEST FOR COMPETITIVE SEALED PROPOSALS
JOB ORDER CONTRACTS

Fort Stockton Independent School District seeks competitive sealed proposals for job order contracts for the following work:

General Construction Services – Job Order Contracting
Competitive Sealed Proposal # 2026-10-06B
For services listed below:

Sound System Equipment, Installation, Repair, and Replacement

1. Receipt and Opening of Proposals

Proposals are due at 12:00 p.m. CST (Noon) on Wednesday, October 21, 2026, in the District's Superintendent's office located at 101 W. Division Street, Fort Stockton, TX 79735, at which time and place proposals will be opened and publicly read aloud.

2. Information About Job Order Contracts

As applicable to this solicitation, "job order contracting" is a procurement method used for maintenance, repair, alteration, renovation, remediation, or minor construction of a facility when the work is of a recurring nature but the delivery times, type, and quantities of work required are indefinite.

The law allows the District to award a job order contract for such work if indefinite quantities and orders are awarded substantially on the basis of pre-described and pre-priced tasks. Under law, contractual unit prices for a job order contract may be established by either:

(1) specifying one or more published construction unit price books and the applicable divisions or line items; or

(2) providing a list of work items and requiring the offerors to propose one or more coefficients or multipliers to be applied to the price book or pre-priced work items as the price proposal.

For this solicitation, the District will accept proposal using two options:

Option #1: Vendor Provided Pre-Priced Items and Rates
Option #2: RS Means Coefficient

For more information, refer to the attached Proposal Form.

The District may award job order contracts under this solicitation to more than one contractor. At the time a specific job order is needed, the District may obtain quotes under awarded job order contracts in order to determine which quote will provide the best value to the District.

The District may engage an architect or engineer to design and/or provide construction administration of any job order.

3. Selection Criteria and Relative Weights

Proposals shall be evaluated based upon the following. Proposers should include information about their business that addresses each of the items below.

CRITERIA		AVAILABLE POINTS
1.	Price;	0 – 30 points
2.	Reputation of proposer and proposer's goods or services;	0 – 30 points
3.	Technical competence;	0 – 20 points
4.	Safety record;	0 – 10 points
5.	The proposer's past relationship with the district;	0 – 10 points
6.	The total long-term cost to the district to acquire the proposer's goods or services;	0 – 5 points
7.	Proposer's experience in the JOC Method;	0 – 25 points
8.	Proposed personnel and methodology;	0 – 20 points

The District will evaluate the information submitted by the offerors on the basis of the selection criteria stated and the results of any interview.

4. MAXIMUM AGGREGATE CONTRACT PRICE: $1,000,000.00

5. PAYMENT AND PERFORMANCE BONDS

The Texas Government Code requires a Performance Bond for any contract that is in excess of $100,000.00 and a Payment Bond for any contract that is in excess of $25,000.00. If required by law, based on the amount or estimated amount of any order under an awarded Job Order contract, the contractor shall obtain and provide to the District payment and performance bonds meeting all legal requirements.

6. PREVAILING WAGE RATE

The prevailing wage rate for this project is the rate attached hereto as **Exhibit A-1.** The proposer who is awarded a contract by a public body or a subcontractor of the proposer shall pay not less than the rates set forth in **Exhibit A-1** to a worker employed by it in the execution of the contract.

7. NON-DISCRIMINATION

The selected proposer must ensure that employees and applicants for employment are not discriminated against because of their race, color, religion, sex, marital status, handicap, or national origin.

8. RIGHT TO REJECT SUBMISSIONS AND TO WAIVE PROPOSAL REQUIREMENTS

The District reserves the right to reject any and all proposals, to waive irregularities, formalities, to require financial statements and references, and to accept the proposal that will provide the best value to the District. The District will rank and evaluate the proposal not later than 45 days after the date on which the proposals are opened. Proposals may be held by the District for up to ninety (90) calendar days from the date of the opening of proposals.

9. TAX EXEMPT STATUS TAXES

The District is exempt from state sales tax. Taxes must not be included in the bid. Tax exemption certificates will be executed by the District and furnished upon request.

10. STANDARD TERMS AND CONDITIONS

By submitting a response to this Request for Competitive Sealed Proposals the proposer agrees that upon submission of the proposal to the District that the proposer has considered and accepts the terms of the Contract Documents included in this Request for Competitive Sealed Proposals.

By submitting a proposal, each proposer agrees to waive any claim it has or may have against Fort Stockton ISD and its employees, officers, consultants and their respective employees and officers, arising out of or in connection with the administration evaluation, or recommendation of any proposal; waiver of any requirements under the Solicitation Documents; acceptance or rejection of any bids; and award of the Contract.

11. INSURANCE REQUIREMENTS

The respondent will have to protect , defend, save harmless, and indemnify the owner, its employees, agents and the public from any claims, demands, and/or expenses on account of any injury and/or damage, alleged or real, to persons and/or property arising out of the direct or indirect performance of the services requested in this solicitation.

The respondent will be fully liable to provide and maintain in force during the life of any Contract arising from this solicitation, such insurance as General Comprehensive Liability Insurance, Comprehensive Auto Liability Insurance, Workers' Compensation Insurance, and Errors and Omissions Insurance and Professional Liability insurance. Such policies shall be issued by companies authorized to do business in the State of Texas and shall contain as a minimum, the following provisions, coverage, and policy limits with limits no less than those stated hereinafter or required by law.

12. DOCUMENTS TO BE SUBMITTED

1. Signed Competitive Sealed Proposal Form (Attachment 1)
2. Pricing Information if utilizing Pricing Option #1 (see Attachment 1)
3. Business Information as specified in Section 3 of CSP Form
4. Felony Conviction Notification (Attachment 2)
5. Non-Collusion Statement (Attachment 3)

This Page is Blank.

COMPETITIVE SEALED PROPOSAL FORM

PROJECT: Fort Stockton ISD – Job Order Contracts

1. The undersigned PROPOSER proposes and agrees, if this Proposal is accepted, to enter into a Job Order Contract with OWNER.

2. PROPOSER accepts all of the terms and conditions of the Instructions to Proposers found in the Project specifications and the Standard Terms and Conditions of this Request for Proposals. This Proposal shall remain in effect for a period of no less than 45 days after the date of Proposal RANKING.

3. In submitting this Proposal, PROPOSER certifies that this Proposal is genuine and not made in the interest of or on behalf of any undisclosed person, firm or corporation and is not submitted in conformity with any agreement or rules of any group, association, organization, or corporation; PROPOSER has not directly or indirectly induced or solicited any other PROPOSER to submit a false or sham Proposal; PROPOSER has not solicited or induced any person, firm or a corporation to refrain from proposing; and PROPOSER has not sought by collusion to obtain for himself any advantage over any other PROPOSER or over OWNER.

4. The Proposal response must be returned in an envelope or package marked on the outside with the proposer's name and address. Proposal responses must be returned in sufficient time so as to be received and time stamped by the District on or before the date and time listed on this RFP. It is the sole responsibility of the proposer to ensure timely delivery of the proposal response. The District will not be responsible for failure of service on the part of the US Postal Office, courier companies, or any other form of delivery service chosen by the proposer.

COMPETITIVE SEALED PROPOSAL FORM

PROJECT: GENERAL CONSTRUCTION SERVICES – JOB ORDER CONTRACTS

To submit a Proposal, each Proposer should complete the <u>three</u> sections below.

Section 1: Scope of Services
By marking in the appropriate blank(s) below, indicate the work areas in which you propose to provide services (note that your selections here may limit the nature of work available under any resulting Job Order Contract:

_____Electrical
_____Steam fitting, pipe-fitting, and plumbing
_____Structural steel and sheet metal, welding
_____Masonry and concrete work
_____Asphalt repair
_____General carpentry and drywall installation
_____Carpeting, flooring, drywall finishing
_____Heating ventilation and air condition, electrical and mechanical
_____Doors, windows, louvers, hardware, and glazing
_____Painting of various surfaces
_____Earthwork, excavation, exterior improvement, flex, and rigid paving, landscaping
_____Demolition
_____Asbestos abatement, hazardous material handling
_____Mold
_____Water damage
_____Moving portables
_____Roofing of different types: metal, TPO, PVC membrane, slate, etc.
_____Telecommunications cabling services
_____ALL OF THE ABOVE

Section 2: Pricing
Provide your offered pricing structure. Select from the following options:

<u>Option #1 – Vendor Provided Pre-Priced Items and Rates</u>
Provide a proposal in the form of line-item pricing for common tasks. Vendor may submit its own price book, or may submit by referring to a third-party price book (i.e., an alternative to RS Means), along with a coefficient/multiplier. This may also include hourly rates for labor, as well as any mark-up for overhead and profit.

<u>Option #2 – RS Means Coefficient</u>
Provide a proposal in the form of a coefficient/multiplier to be applied to the localized RS Means line-item prices. RS Means line-item prices are localized based on the City Cost Index indicated in RS Means. For items not contained in RS Means, proposers will propose a multiplier to be added to actual costs. The proposed coefficients/multipliers must capture all costs related to the specified work, including, but not limited to, project management/supervision, overhead, and profit, except that cost for payment and performance bonds, if required, will be added separately. In all cases, pricing will be submitted as "not to exceed" amounts, such that job-order proposals under awarded job-order contracts can be adjusted to submit lower pricing than that proposed herein, but cannot exceed the proposed amount.

Indicate the coefficient/multiplier for RS Means line items and for items not included in RS Means. Example: if RS Means localized (after applying City Cost Index) line item cost is $100 and the coefficient/multiplier is .91, then Owner's cost for that item would be $100 x .91 = $91.00.

COMPETITIVE SEALED PROPOSAL FORM

1. RS Means (all divisions) Regular Hours: Coefficient/multiplier is _____
2. RS Means (all divisions) After Hours: Coefficient/multiplier is_____
3. Items not in RS Means: Coefficient/multiplier is_____

RS Means line items will be localized using the City Cost Index applicable to the city nearest the work.

Section 3: Business Information
Provide the following information by enclosing a separate document:

1. Business Name, Address, and Phone Number
2. Name of Authorized Representative
3. How many years have you been in business?
4. Have you done business under any other name?
5. Provide three business references (school districts preferred).
6. Generally describe your experience in the specified area of construction.
7. Do you perform work using subcontractors?
8. Provide any additional information that speaks to your qualifications and to the Selection Criteria.
9. Individual job orders in excess of $25,000 will require Payment Bonds, while job orders in excess of $100,000 will require both Payment and Performance Bonds. Please state whether you are capable of obtaining such bonds if needed.
10. Do you currently hold a Job Order Contract with any other government entities? If so, please identify the entities.
11. Identify the personnel that will be in charge of managing projects and describe their experience and qualifications. You may attach a resumé for each person instead.
12. Provide information related to your firm's accident frequency rate for the last five years, including any OSHA citations and deaths that have occurred on your projects.

Note: Proposers are encouraged to propose alternative solutions to accomplish project objectives consistent with the requirements contained in the Instruction to Bidders. If alternative solutions are proposed, provide summary of alternate system in separate attachment to this Proposal Form with costs clearly identified.

COMPETITIVE SEALED PROPOSAL FORM

Proposer is providing separate alternate proposal: Yes_____ No_____.

Name and Address of PROPOSER:

_____ _____
Signature

_____

_____ _____
Name and Title

Telephone _____

Sworn to and subscribed before me this _____ day of _____, 20___.

SEAL

_____
Notary Public in and for the State of Texas

SEAL (If Proposal is By a Corporation)_____

This Page is Blank.

ATTACHMENT 2
FELONY CONVICTION NOTIFICATION

Texas Education Code, Section 44.034, Notification of Criminal History, Subsection (a), states "a person or business entity that enters into a contract with a school district must give advance notice to the district if the person or an owner or operator of the business entity has been convicted of a felony. The notice must include a general description of the conduct resulting in the conviction of a felony."

Subsection (b) states "a school district may terminate a contract with a person or business entity if the district determines that the person or business entity failed to give notice as required by Subsection (a) or misrepresented the conduct resulting in the conviction. The district must compensate the person or business entity for services performed before the termination of the contract."

THIS NOTICE IS NOT REQUIRED OF A PUBLICLY-HELD CORPORATION
PLEASE COMPLETE THE INFORMATION BELOW

I, undersigned agent for the firm named below, certify that the information concerning notification of felony conviction has been reviewed by me and the following information furnished is true to the best of my knowledge.

VENDOR'S NAME: _____

AUTHORIZED COMPANY OFFICIAL'S NAME (PRINTED):

_____

A. My firm is publicly-held corporation, therefore, this reporting requirement is not applicable.

Signature of Company Official:_____

B. My firm is not owned nor operated by anyone who has been convicted of a felony.

Signature of Company Official:_____

C. My firm is owned or operated by the following individual(s) who has/have been convicted of a felony:

Name of Felon(s): _____

Details of Conviction(s): _____

_____

Signature of Company Official: _____

This Page is Blank.

ATTACHMENT 3
FORT STOCKTON INDEPENDENT SCHOOL DISTRICT
NON-COLLUSION STATEMENT

STATE OF _____

COUNTY OF _____

_____, of lawful age, being duly sworn, on oath says, that (s)he is the agent authorized by the proposal to submit the attached proposal. Affiant further states that the proposer has not been a party to any collusion among proposal/proposers in restraint of freedom of competition by agreement to proposal at a fixed price or to refrain from proposing; or with any District employee, Board Trustee, or benefit consultant as to quantity, quality, or price in the prospective contract, or any other terms of said proposers and any District employee, Board Trustee, or benefit consultant concerning exchange of money or other things of value for special consideration in the letting of this contract.

_____
Signature

_____
Title of Above Signature

Subscribed and sworn to before me this _____ day of _____, 2026.

_____
Notary Public

State of _____

My Commission Expires: _____

This Page is Blank.

AIA® Document A121™ – 2018

Standard Form of Master Agreement Between Owner and Contractor where Work is provided under multiple Work Orders

AGREEMENT made as of the day of in the year
(In words, indicate day, month, and year.)

BETWEEN the Owner:
(Name, legal status, address, and other information)

Fort Stockton Independent School District
101 W. Division
Fort Stockton, Texas 79735

and the Contractor:
(Name, legal status, address, and other information)

NOT FOR EXECUTION – FOR PROCUREMENT PURPOSES ONLY

The Owner and Contractor agree as follows.

ADDITIONS AND DELETIONS:
The author of this document may have revised the text of the original AIA standard form. An *Additions and Deletions Report* that notes revisions to the standard form text is available from the author and should be reviewed. A vertical line in the left margin of this document indicates where the author has added to or deleted from the original AIA text.

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

This document does not contain a description of the Contractor's scope of Work or establish payment terms or the dates of commencement of the Work or Substantial Completion. This document is intended to be used in conjunction with AIA Document A221™–2018, Work Order for use with Master Agreement Between Owner and Contractor.

AIA Document A121 – 2018. Copyright © 2014 and 2018. All rights reserved. "The American Institute of Architects," "American Institute of Architects," "AIA," the AIA Logo, and "AIA Contract Documents" are trademarks of The American Institute of Architects. This document was produced at 15:15:31 CDT on 06/30/2026 under Subscription No.20250112817 which expires on 03/24/2027, is not for resale, is licensed for one-time use only, and may only be used in accordance with the AIA Contract Documents® Terms of Service. To report copyright violations, e-mail docinfo@aiacontracts.com.
User Notes: (6a43dd78842e1eaf949e25d2)

TABLE OF ARTICLES

1 MASTER AGREEMENT TERM AND PARTY REPRESENTATIVES

2 WORK ORDERS

3 PAYMENTS

4 DISPUTE RESOLUTION

5 GENERAL PROVISIONS

6 OWNER

7 CONTRACTOR

8 ARCHITECT

9 SUBCONTRACTORS

10 CONSTRUCTION BY OWNER OR BY SEPARATE CONTRACTORS

11 CHANGES IN THE WORK

12 TIME

13 PAYMENTS AND COMPLETION

14 PROTECTION OF PERSONS AND PROPERTY

15 INSURANCE AND BONDS

16 CORRECTION OF WORK

17 MISCELLANEOUS PROVISIONS

18 TERMINATION

19 CLAIMS AND DISPUTES

20 SCOPE OF THIS MASTER AGREEMENT

ARTICLE 1 MASTER AGREEMENT TERM AND PARTY REPRESENTATIVES

§ 1.1 This Master Agreement shall be effective for two years after the date first written above ("Date of this Master Agreement").

§ 1.2 This Master Agreement shall apply to all Work Orders agreed to by the parties within the term of this Master Agreement until completion of the Work Order. In the event of a conflict between terms and conditions of this Master Agreement and a Work Order, the terms of the Work Order shall take precedence for the Work provided pursuant to the Work Order. A purported Work Order is not effective and is not contractually binding on Owner unless (1) it is duly signed by both Owner and Contractor, and (2) meets all requirements under this Agreement.

§ 1.3 This Master Agreement will renew on an annual basis for up to three additional years, on the day and month of the Date of this Master Agreement, unless either party provides notice of their intent not to renew this Master Agreement. Notice must be provided at least 60 days prior to the renewal date. In the event either party elects not to renew this Master Agreement, the terms of this Master Agreement shall remain applicable until all Work Orders under this Master Agreement are completed or terminated.

AIA Document A121 – 2018. Copyright © 2014 and 2018. All rights reserved. "The American Institute of Architects," "American Institute of Architects," "AIA," the AIA Logo, and "AIA Contract Documents" are trademarks of The American Institute of Architects. This document was produced at 15:15:31 CDT on 06/30/2026 under Subscription No.20250112817 which expires on 03/24/2027, is not for resale, is licensed for one-time use only, and may only be used in accordance with the AIA Contract Documents® Terms of Service. To report copyright violations, e-mail docinfo@aiacontracts.com.
User Notes: (6a43dd78842e1eaf949e25d2)

This Page is Blank.

AIA® Document A121™ – 2018 Exhibit A

Determination of the Cost of the Work

THE OWNER:
(Name, legal status, address, and other information)

Fort Stockton Independent School District
101 W. Division
Fort Stockton, Texas 79735

THE CONTRACTOR:
(Name, legal status, address, and other information)

NOT FOR EXECUTION – FOR PROCUREMENT PURPOSES ONLY

ARTICLE A.1 COSTS TO BE REIMBURSED

§ A.1.1 Cost of the Work

§ A.1.1.1 The term Cost of the Work shall mean costs necessarily incurred by the Contractor in the proper performance of the Work. The Cost of the Work shall include only the items set forth in this Article A.1.

§ A.1.1.2 Where, pursuant to the Contract Documents, any cost is subject to the Owner's prior approval, the Contractor shall obtain such approval in writing prior to incurring the cost. If Contractor fails to do so, it waives any right to reimbursement of such costs. Any costs subject to the Owner's prior approval and not already set forth in this Article A.1 shall be identified in the Work Order to which those costs relate.

§ A.1.1.3 Costs shall be at rates not higher than the standard rates paid at the place of the Project, except with prior written approval of the Owner.

§ A.1.1.4 The Cost of the Work shall not include costs incurred because of the negligence, breach of contract, or other misconduct of the Contractor or of any subcontractor. All cost items qualifying for reimbursement under this Article A.1 as included in the Cost of the Work shall be included in the Guaranteed Maximum Price (if applicable).

§ A.1.2 Labor Costs

§ A.1.2.1 Wages or salaries of construction workers directly employed by the Contractor to perform the construction of the Work at the site or, with the Owner's prior written approval, at off-site workshops.

§ A.1.2.2 Wages or salaries of the Contractor's supervisory and administrative personnel when stationed at the site and performing Work, with the Owner's prior written approval.

§ A.1.2.2.1 Wages or salaries of the Contractor's supervisory and administrative personnel when performing Work and stationed at a location other than the site, but only for that portion of time required for the Work, and limited to the personnel and activities listed below:
(Identify the personnel, the type of activity, and, if applicable, any agreed percentage of time to be devoted to the Work.)

ADDITIONS AND DELETIONS:
The author of this document may have revised the text of the original AIA standard form. An *Additions and Deletions Report* that notes revisions to the standard form text is available from the author and should be reviewed. A vertical line in the left margin of this document indicates where the author has added to or deleted from the original AIA text.

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

AIA Document A121 – 2018 Exhibit A. Copyright © 2014 and 2018. All rights reserved. "The American Institute of Architects," "American Institute of Architects," "AIA," the AIA Logo, and "AIA Contract Documents" are trademarks of The American Institute of Architects. This document was produced at 18:40:42 CDT on 07/31/2026 under Subscription No.20250112817 which expires on 03/24/2027, is not for resale, is licensed for one-time use only, and may only be used in accordance with the AIA Contract Documents® Terms of Service. To report copyright violations, e-mail docinfo@aiacontracts.com.
User Notes: (6a6cec12114e1d981a9be1fb)

9.7.201

§ A.1.3 Subcontract Costs
Payments made by the Contractor to Subcontractors in accordance with the requirements of their subcontracts and this Agreement.

§ A.1.4 Costs of Materials and Equipment Incorporated in the Completed Construction
§ A.1.4.1 Costs, including transportation and storage at the site, of materials and equipment incorporated or to be incorporated in the completed construction.

§ A.1.4.2 Costs of materials described in the preceding Section A.1.4.1 in excess of those actually installed to allow for reasonable waste and spoilage. Unused excess materials, if any, shall become the Owner's property at the completion of the Work or, at the Owner's option, shall be sold by the Contractor. Any amounts realized from such sales shall be credited to the Owner as a deduction from the Cost of the Work.

§ A.1.5 Costs of Other Materials and Equipment, Temporary Facilities and Related Items
§ A.1.5.1 Costs of transportation, storage, installation, dismantling, maintenance, and removal of materials, supplies, temporary facilities, machinery, equipment, and hand tools not customarily owned by construction workers that are provided by the Contractor at the site and fully consumed in the performance of the Work. Costs of materials, supplies, temporary facilities, machinery, equipment, and tools that are not fully consumed shall be based on the cost or value of the item at the time it is first used on the Project site less the value of the item when it is no longer used at the Project site. Costs for items not fully consumed by the Contractor shall mean fair market value.

§ A.1.5.2 Rental charges for temporary facilities, machinery, equipment and hand tools not customarily owned by construction workers that are provided by the Contractor at the site, and costs of transportation, installation, dismantling, minor repairs, and removal of such temporary facilities, machinery, equipment, and hand tools. Rates and quantities of equipment owned by the Contractor, or a related party as defined in Section A.1.8.1, shall be subject to the Owner's prior written approval. The total rental cost of any such equipment may not exceed the purchase price of any comparable item.

§ A.1.5.3 Costs of removal of debris from the site of the Work and its proper and legal disposal.

§ A.1.6 Miscellaneous Costs
§ A.1.6.1 Premiums for that portion of insurance and bonds required by the Contract Documents that can be directly attributed to the Contract.

§ A.1.6.3 Fees and assessments for the building permit and for other permits, licenses, and inspections for which the Contractor is required by the Contract Documents to pay.

§ A.1.6.4 Fees of laboratories for tests required by the Contract Documents, except those related to defective or nonconforming Work.

§ A.1.6.5 Royalties and license fees paid for the use of a particular design, process or product required by the Contract Documents.

§ A.1.6.7 Reasonable costs of document reproductions and delivery charges.

§ A.1.8 Related Party Transactions
§ A.1.8.1 For purposes of this Section A.1.8, the term "related party" shall mean (1) a parent, subsidiary, affiliate or other entity having common ownership of, or sharing common management with the Contractor; (2) any entity in which any stockholder in, or management employee of, the Contractor holds any equity interest in excess of ten percent in the aggregate; (3) any entity which has the right to control the business or affairs of the Contractor; or (4) any person, or any member of the immediate family of any person who has the right to control the business or affairs of the Contractor.

§ A.1.8.2 If any of the costs to be reimbursed arise from a transaction between the Contractor and a related party, the Contractor shall notify the Owner in writing of the specific nature of the contemplated transaction, including the identity of the related party and the anticipated cost to be incurred, before any such transaction is consummated or cost incurred. If the Owner, after such notification, authorizes the proposed transaction in writing, then the cost incurred shall be included as a cost to be reimbursed, and the Contractor shall procure the Work, equipment, goods or service from the related party, as a Subcontractor, according to the terms of Article A.4. If the Owner fails to authorize the transaction in

AIA Document A121 – 2018 Exhibit A. Copyright © 2014 and 2018. All rights reserved. "The American Institute of Architects," "American Institute of Architects," "AIA," the AIA Logo, and "AIA Contract Documents" are trademarks of The American Institute of Architects. This document was produced at 18:40:42 CDT on 07/31/2026 under Subscription No.20250112817 which expires on 03/24/2027, is not for resale, is licensed for one-time use only, and may only be used in accordance with the AIA Contract Documents® Terms of Service. To report copyright violations, e-mail docinfo@aiacontracts.com.
User Notes: (6a6cec12114e1d981a9be1fb)

This Page is Blank.

Complaints

In this policy, the terms "complaint" and "grievance" shall have the same meaning.

Other Complaint Processes

Complaints by members of the public shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with GF after the relevant complaint process:

1. Complaints concerning instructional resources shall be submitted in accordance with the EF series.
2. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with the CKE series.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See GKA(LEGAL)]

Informal Process

The Board encourages the public to discuss concerns with an appropriate administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Filing Deadlines

If a member of the public has engaged in the informal process in an attempt to resolve the complaint with the District and has not reached a resolution during the process, the individual must file a complaint within 15 business days of the date the individual first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance.

Deadline Extensions

All deadlines shall be strictly followed unless otherwise required by law or modified by mutual written consent.

Formal Process

An individual may initiate the formal process described below by timely filing a written complaint form.

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.

The complaint form shall be filed with the lowest level administrator who has the authority to remedy the alleged problem. In most circumstances, the individual shall file a Level One complaint with the

campus principal for any complaint on a matter related to a campus. For a complaint that arises on a matter that is unrelated to a campus, the complaint shall be filed with the appropriate District-level administrator.

If the subject matter of the complaint requires a Board decision, is a complaint about a Board member, or is a complaint about the Superintendent, the complaint shall be initiated at the Board level. A preliminary hearing to develop a record or recommendation for the Board may be conducted by an appropriate administrator.

A Board member shall be permitted to file a complaint under this policy, but, if the complaint is considered by the Board or Board committee, the Board member shall be prohibited from voting on the Board's or Board committee's decision.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

Option to Continue Informal Process

Even after initiating the formal complaint process, the complainant is encouraged to seek informal resolution of their concerns. A complainant whose concerns are resolved may withdraw a formal complaint at any time.

Notice of Complaint

A District employee against whom a complaint has been filed shall be provided notice of the complaint in accordance with administrative regulations. The employee shall have sufficient opportunity to submit a written response to the complaint that shall be included in the record of the complaint.

Freedom from Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against any individual for bringing a concern or complaint.

General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three business days after the deadline.

Scheduling Hearings

The District shall make reasonable attempts to schedule hearings at a mutually agreeable time. If the complainant fails to appear at a

scheduled hearing, the District may hold the hearing and issue a decision in the complainant's absence.

Decision

A "decision" shall mean a written communication to the complainant from the appropriate administrator that provides an explanation of the basis of the decision, an indication of each document that supports the decision, and any relief or redress to be provided. A decision shall be issued on the merits of the concern raised in the complaint notwithstanding any procedural errors or the type of relief or redress requested.

The decision shall also include information regarding the filing of an appeal in accordance with this policy. After a hearing at Level Three, the decision shall include information on submitting an appeal to the commissioner.

A decision may be hand-delivered, sent by electronic communication to the complainant's email address of record, or sent by U.S. Mail to the complainant's mailing address of record. Mailed decisions shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Representative

"Representative" shall mean any person who or organization that is designated by a complainant to represent the complainant in the complaint process.

The complainant may designate a representative through written notice to the District at any level of this process. The representative may participate in person or by telephone conference call. If the complainant designates a representative with fewer than three business days' notice to the District before a scheduled hearing, the District may reschedule the hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.

Consolidating Complaints

To promote efficiency in addressing complaints, the appropriate administrator shall determine if separate or serial complaints arising from an event or series of related events shall be consolidated.

Costs Incurred

Each party shall pay its own costs incurred in the course of the complaint.

Complaint and Appeal Forms

Complaints and appeals under this policy shall be submitted on a form provided by the District.

Copies of any documents that support the complaint should be included with the complaint form. If the complainant does not have copies of these documents, copies may be presented at the Level One hearing. After the Level One hearing, the complainant may supplement the record with additional documents or include additional claims.

Record

A record of each complaint hearing shall be created and retained in accordance with this policy. The record shall include documents submitted by the complainant, documents determined relevant by District personnel, and the decision.

Remand

A complaint or appeal form that is incomplete in any material aspect shall be refiled, if at Level One, and remanded at all other levels in order to develop an adequate record of the complaint.

If an adequate record has not been developed, the appropriate administrator may remand the complaint to a lower level. The Board or Board committee may remand a complaint to a lower level if at the Board level of review an adequate record has not been developed.

Assignment of Hearing Officer

When a District employee is the subject of a complaint, the hearing shall be conducted by an administrator who is in a supervisory or higher organizational role. The District employee who is the subject of the complaint shall recuse themselves from reviewing the complaint at any level in the process.

Investigation

The District may conduct an investigation at any level in the complaint process. If the District and the complainant mutually agree, all deadlines shall be suspended during an investigation.

Complaint Levels

Level One

At Level One, the appropriate hearing officer shall hold a hearing with the complainant within 10 calendar days after receipt of the written complaint. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the complainant a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider information provided with the complaint form and any other relevant documents or information the hearing officer believes will help resolve the complaint.

Level Two

If the complainant did not receive the relief requested at Level One or if the time for a decision has expired, the complainant may request a hearing at Level Two to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within 20 calendar days of the date of the Level One decision or, if no decision has been communicated to the complainant, within 20 calendar days of the Level One decision deadline.

After receiving notice of the appeal, the Level One hearing officer shall prepare and forward a record of the Level One complaint to the Level Two hearing officer and provide a copy of the Level One record to the complainant.

The Level One record shall include:

1. The original complaint form and any attachments.
2. Any other documents submitted by the complainant at Level One.
3. If the complaint is against a District employee, the written response of the District employee, if any.
4. The decision issued at Level One and any attachments.
5. All other documents relied upon by the Level One hearing officer in reaching the Level One decision.

The hearing officer shall hold a hearing within 10 calendar days after the appeal notice is filed. The hearing officer may set reasonable time limits for the hearing.

The hearing officer shall provide the complainant a decision within 20 calendar days following the hearing. In reaching a decision, the hearing officer may consider the Level One record, any additional information provided prior to the Level Two hearing, and any other relevant documents or information the hearing officer believes will help resolve the complaint.

Recordings of the Level One and Level Two hearings, if any, shall be maintained with the Level One and Level Two records.

Level Three

If the complainant did not receive the relief requested at Level Two or if the time for a decision has expired, he or she may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the District, within 20 calendar days of the date of the Level Two decision or, if no decision has been communicated to the complainant, within 20 calendar days of the Level Two decision deadline.

Unless the Board delegates a committee in accordance with law, the Board shall hear the appeal of the Level Two decision.

After receiving notice of the appeal, the Board or Board committee shall hold a meeting to discuss the complaint no later than 60 calendar days after the date on which the Level Two decision was made.

The Superintendent shall inform the complainant whether the Board or a Board committee will hear the appeal and of the date, time, and place of the meeting at which the complaint will be on the agenda for presentation to the Board or Board committee.

At least five business days before the Board or Board committee meeting, the Superintendent shall provide the complainant a description of any information the Board intends to rely on that is not contained in the record created at the previous hearing levels, including any preliminary hearing.

The Superintendent shall provide the Board the record of the Level Two appeal. The complainant may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. Any other documents submitted by the complainant at Level Two.
4. The decision issued at Level Two and any attachments.
5. All other documents relied upon by the administration in reaching the Level Two decision.

The complainant may request that the complaint be heard in open or closed meeting. The District shall honor that request unless the Texas Open Meetings Act or other applicable law requires otherwise. [See BE]

At the meeting, the presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the complainant and administration to each make a presentation and provide rebuttal and an opportunity for questioning by Board members.

In addition to any other record of the meeting required by law, the Board or Board committee shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the complainant or the complainant's representative, any presentation from the administration, and questions from Board members with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board or Board committee shall then consider the complaint. It shall make a decision no later than 30 calendar days after the date of the Board or Board committee meeting at which the complaint was presented. The complainant shall be provided a decision in accordance with this policy and state law.

This Page is Blank.

AIA® Document A221™ – 2018

Work Order for use with Master Agreement Between Owner and Contractor

WORK ORDER number made as of the day of in the year
(In words, indicate day, month, and year.)

BETWEEN the Owner:
(Name, legal status, address, and other information)

Fort Stockton Independent School District
101 W. Division
Fort Stockton, Texas 79735

and the Contractor:
(Name, legal status, address, and other information)

for the following **PROJECT**:
(Name, location, and detailed description)

NOT FOR EXECUTION – FOR PROCUREMENT ONLY

The Architect for the Project:
(Name, legal status, address, and other information)

THE CONTRACT
This Work Order, together with the Contract Documents enumerated herein, including the Master Agreement between Owner and Contractor dated the day of in the year
(In words, indicate day, month, and year.)

form the Contract.

The Owner and Contractor agree as follows.

ADDITIONS AND DELETIONS:
The author of this document may have revised the text of the original AIA standard form. An *Additions and Deletions Report* that notes revisions to the standard form text is available from the author and should be reviewed. A vertical line in the left margin of this document indicates where the author has added to or deleted from the original AIA text.

This document has important legal consequences. Consultation with an attorney is encouraged with respect to its completion or modification.

This document provides the Contractor's scope of Work, and related information, and is intended to be used with AIA Document A121™– 2018, Standard Form of Master Agreement Between Owner and Contractor where Work is provided under multiple Work Orders.

AIA Document A221 – 2018. Copyright © 2014 and 2018. All rights reserved. "The American Institute of Architects," "American Institute of Architects," "AIA," the AIA Logo, and "AIA Contract Documents" are trademarks of The American Institute of Architects. This document was produced at 15:17:22 CDT on 06/30/2026 under Subscription No.20250112817 which expires on 03/24/2027, is not for resale, is licensed for one-time use only, and may only be used in accordance with the AIA Contract Documents® Terms of Service. To report copyright violations, e-mail docinfo@aiacontracts.com.
User Notes: (6a43ddf2265b2a00c34bb25c)

TABLE OF ARTICLES

1 THE WORK OF THIS WORK ORDER

2 DATE OF COMMENCEMENT AND SUBSTANTIAL COMPLETION

3 CONTRACT SUM

4 PAYMENTS

5 INSURANCE AND BONDS

6 PARTY REPRESENTATIVES

7 ENUMERATION OF CONTRACT DOCUMENTS

ARTICLE 1 THE WORK OF THIS WORK ORDER

The Contractor shall execute the Work described in the Contract Documents enumerated in Article 7 of this Work Order, and any modifications issued after execution of this Work Order, except as specifically indicated in the Contract Documents to be the responsibility of others.

ARTICLE 2 DATE OF COMMENCEMENT AND SUBSTANTIAL COMPLETION

§ 2.1 The date of commencement of the Work shall be:
(Check one of the following boxes.)

[ ] The date of this Work Order.

[ ] A date set forth in a notice to proceed issued by the Owner.

[ ] Established as follows:
(Insert a date or a means to determine the date of commencement of the Work.)

If a date of commencement of the Work is not selected, then the date of commencement shall be the date of this Work Order.

§ 2.2 The Contract Time shall be measured from the date of commencement.

§ 2.3 Substantial Completion

§ 2.3.1 Subject to adjustments of the Contract Time as provided in the Contract Documents, the Contractor shall achieve Substantial Completion of the entire Work:
(Check the appropriate box and complete the necessary information.)

[ ] Not later than ( ) calendar days from the date of commencement of the Work.

[ ] By the following date:

§ 2.3.2 The Contractor shall achieve Final Completion of the entire Work no later than thirty (30) days from the date Substantial Completion is achieved.

§ 2.3.3 Subject to adjustments of the Contract Time as provided in the Contract Documents, if portions of the Work are to be completed prior to Substantial Completion of the entire Work, the Contractor shall achieve Substantial Completion of such portions by the following dates:

Portion of Work	Substantial Completion Date

AIA Document A221 – 2018. Copyright © 2014 and 2018. All rights reserved. "The American Institute of Architects," "American Institute of Architects," "AIA," the AIA Logo, and "AIA Contract Documents" are trademarks of The American Institute of Architects. This document was produced at 15:17:22 CDT on 06/30/2026 under Subscription No.20250112817 which expires on 03/24/2027, is not for resale, is licensed for one-time use only, and may only be used in accordance with the AIA Contract Documents® Terms of Service. To report copyright violations, e-mail docinfo@aiacontracts.com.
User Notes: (6a43ddf2265b2a00c34bb25c)

This Page is Blank.

"General Decision Number: TX20260173 05/18/2026

State: Texas

Construction Types: Building

Counties: Texas Counties of
Pecos

Modification Number	Publication Date
0	01/02/2026
1	05/18/2026

ASBE0021-001 06/01/2025

	Rates	Fringes
ASBESTOS WORKER/HEAT & FROST INSULATOR	$ 33.23	7.52

BOIL0592-002 01/01/2025

	Rates	Fringes
BOILERMAKER	$ 33.17	24.92

IRON0263-019 06/01/2025

	Rates	Fringes
IRONWORKER: REINFORCING	$ 29.64	8.43

LABO0154-022 05/01/2024

	Rates	Fringes
LABORERS: MASON TENDER - CEMENT/CONCRETE	$ 25.27	9.57

PLUM0412-008 01/02/2024

	Rates	Fringes
PLUMBER	$ 40.74	15.35

SUTX2009-060 04/20/2009

	Rates	Fringes
TRUCK DRIVER	$ 11.24	0.35
TILE SETTER	$ 15.00	0.00
SHEET METAL WORKER, INCLUDES HVAC DUCT INSTALLATION	$ 18.00	0.00
ROOFER	$ 15.10	1.29
PLASTERER	$ 12.00	0.00
PAINTER: BRUSH, ROLLER AND SPRAY	$ 15.80	0.00
OPERATOR: LOADER (FRONT END)	$ 10.54	0.00
OPERATOR: FORKLIFT	$ 14.58	0.00
OPERATOR: CRANE	$ 21.33	0.00
OPERATOR: BULLDOZER	$ 12.80	0.43
OPERATOR: BACKHOE/EXCAVATOR/TRACKHOE	$ 13.75	0.00
LATHER	$ 12.00	0.00
LABORER: MORTAR MIXER	$ 9.50	0.00
LABORER: MASON TENDER - BRICK	$ 12.02	0.00

LABORER: LANDSCAPE & IRRIGATION	$ 8.50	0.22
LABORER: COMMON OR GENERAL	$ 8.72	0.00
ELECTRICIAN	$ 15.85	0.00
CEMENT MASON/CONCRETE FINISHER	$ 13.27	0.00
CARPENTER, INCLUDES DRYWALL HANGING (EXCLUDES ACOUSTICAL CEILING INSTALLATION)	$ 13.46	0.00
BRICKLAYER	$ 17.76	0.00
ACOUSTICAL CEILING MECHANIC	$ 14.50	0.00

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

==========

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at https://www.dol.gov/agencies/whd/government-contracts.

Note: Executive Order 13658 generally applies to contracts subject to the Davis-Bacon Act that were awarded on or between January 1, 2015 and January 29, 2022, and that have not been renewed or extended on or after January 30, 2022. Executive Order 13658 does not apply to contracts subject only to the Davis-Bacon Related Acts regardless of when they were awarded. If a contract is subject to Executive Order 13658, the contractor must pay all covered workers at least $13.65 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract from May 11, 2026, through December 31, 2026. The applicable Executive Order minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under Executive Order 13658 is available at www.dol.gov/whd/govcontracts.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (iii)).

The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than ◆SU◆, ◆UAVG◆, ◆SA◆, or ◆SC◆ denotes that a union rate was

prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a weighted union average rate. OH indicates the State of Ohio. The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024 in the example, indicates the date the wage determination was updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The ◆SU◆ identifier indicates that either a single non-union rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SUFL2022-007 6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that classification. FL indicates the State of Florida. 2022 is the year of the survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 6/27/2024 in the example, indicates the survey completion date for the classifications and rates under that identifier.

◆SU◆ wage rates typically remain in effect until a new survey is conducted. However, the Wage and Hour Division (WHD) has the discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The ◆SA◆ identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were adopted under 29 C.F.R 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. The date, 01/03/2024 in the example, reflects the date on which

the classifications and rates under the ◆SA◆ identifier took effect under state law in the state from which the rates were adopted.

WAGE DETERMINATION APPEALS PROCESS

1) Has there been an initial decision in the matter? This can be:

a) a survey underlying a wage determination
b) an existing published wage determination
c) an initial WHD letter setting forth a position on a wage determination matter
d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to davisbaconinfo@dol.gov or by mail to:

Branch of Wage Surveys
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210.

==========

END OF GENERAL DECISION

"

EICHELBAUM WARDELL
HANSEN POWELL & MUÑOZ, P.C.

4201 West Parmer Lane, Suite A-100, Austin, Texas 78727
P: (512) 476-9944 | F: (512) 472-2599
(800) 488-9045 | www.edlaw.com

Eric E. Muñoz
Shareholder

April 21, 2026

Via email: gil.madrid@fsisd.net
Gil Rey Madrid
Superintendent
Fort Stockton Independent School District

Re: Job Order Contracts

Mr. Madrid,

The information in this memo is intended to explain the Job Order Contract process. As you know, I recommended the District procure one or more Job Order Contracts in order to facilitate transparency and compliance when dealing with smaller construction-related projects.

Structure: A JOC is typically structured as a Master Agreement to be used in conjunction with multiple work orders ("Job Orders") that are each governed by the Master Agreement. A Job Order properly issued under a valid JOC will generally satisfy state procurement requirements that apply to projects over $100,000.

Procurement: A JOC is procured by advertising and soliciting Competitive Sealed Proposals. Contractors will submit proposals using either catalog-type pricing or pre-priced rates for labor, overhead and profit, etc. The District will review proposals and may select multiple approved vendors across various trades. The District is free to select multiple vendors within the same trade. The District will then execute a Master Agreement that locks in the proposed pricing.

Job Orders: Once a Master Agreement is signed, the District may issue Job Orders under the Agreement. For example, if the District has a painting project to complete, the District could ask its approved JOC contractors for a pricing proposal to complete the work, select the best proposal, and issue a Job Order. The District will not be obligated to issue any Job Order.

A JOC would simply be an option for the District. The District could still opt to procure a project using a more typical advertising/proposal process or a purchasing cooperative.

If a particular project requires architecture/engineering, then the Job Order would incorporate the plans and specifications.

Types of Projects: A JOC should only be used for maintenance, repair, alteration, renovation, remediation, or minor construction of a facility if: (1) the work is of a recurring nature but the delivery times are indefinite; and (2) indefinite quantities and orders are awarded substantially on the basis of predescribed and prepriced tasks. A JOC should not be used for one-time projects such as the construction of a facility.

Board Considerations

Under your current policy, the Board does not need to take any formal action at this time. Once it's time to award specific Job Orders, the Board would need to approve Job Orders valued at $50,000 or more. The Board could decide to delegate authority for Job Orders up to $500,000 each.

The District is required to establish a Maximum Aggregate price for each JOC, i.e., a limit on the cumulative amount of Job Orders that may be issued under each Master Agreement. The Board may want to indicate a preference for a particular amount. I would recommend a maximum amount between $500,000 and $1,000,000. The higher the amount, the more flexibility you have.

I'm happy to answer any questions you or the Board may have.

Sincerely,

EICHELBAUM WARDELL
HANSEN POWELL & MUÑOZ, P.C.

By_____
Eric E. Muñoz

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

101 W. Division Street
Fort Stockton, TX 79735
Phone: (432) 336-4000
Fax: (432) 336-4008

Job Order Contract (JOC) for Sound System Improvements: Pioneer and FSISD Website

Pioneer Classifieds

ERRORS Please check your ad the first day of publication. We are only responsible for the first incorrect insertion of any ad. Publisher's liability for damages resulting from errors in any advertising that it has agreed to publish shall be limited to the amount actually received by the publisher in consideration for its agreement to publish the advertisement in question. It shall not be responsible for any consequential damages suffered by any party.

ALL MAJOR CREDIT CARDS ACCEPTED

PAYMENTS: MUST BE MADE IN ADVANCE · CASH · CHECK · CREDIT

$10 IN FOR 15 WORDS 25¢ FOR EACH ADDITIONAL WORD

DEADLINES — Display (box) Ads: noon Monday at noon; Word Ads: Tuesday at

HOURS — You may place your ad in person at 808 W. Dickinson Ste A, Fort Stockton, TX 79735 from 8 a.m. to 5 p.m. Call (432) 336-2281.

CANCELLATIONS All ads may be canceled for the next publication until 12:00 (noon) on the Monday before publication.

ACCEPTANCE — The publisher wants to do everything that is possible within the confines of good taste and legal constraints to help you advertise your product or service to the best advantage. We reserve the right to edit or reject any copy or insertion that does not meet our standards of acceptance. The Fort Stockton Pioneer does not run ads for anyone whose balance on previous ads is not current.

PAYMENT — Prepayment required on ALL word ads.

DISPLAY AD RATES — $6.00 per column inch.

FOR RENT/LEASE | CARPORT SALE | FOR RENT | HELP WANTED | HELP WANTED | HELP WANTED | HELP WANTED | HELP WANTED | HELP WANTED

Stockton village apartments de 1,2,3, y 4 habitaciones, biles incluidos. Aceptamos section 8. Llamar al 973-295-6669 o 432-290-3263

1 bedroom, fully furnished, AC units; stove and fridge. Electric not included; WiFi, gas, water paid. 1212 N. Jackson St. $500/deposit and $800/monthly. Call 432-290-7662

For Rent: Nice duplex – 2-bedroom, 1 bath, stove, refrigerator, laundry room, with W/D hookups, wood floors, and fenced patio. $975/mo with a $900 deposit. No pets. Call 432-940-9428

LEGAL NOTICE

A-1 Mini Storage is selling property to satisfy a landlord lien for nonpayment of rent. Facility is located at 2507 w 9th street Fort Stockton Texas

UNITED STATES POSTAL SERVICE — Statement of Ownership, Management, and Circulation (All Periodicals Publications Except Requester Publications)

FORT STOCKTON INDEPENDENT SCHOOL DISTRICT
REQUEST FOR COMPETITIVE SEALED PROPOSALS

Fort Stockton Independent School District seeks competitive sealed proposals for a job order contract for the following work:

General Construction Services – Job Order Contracting
Competitive Sealed Proposal # 2026-10-06B
For services listed below:

Sound System Equipment, Installation, Repair, and Replacement

Parties interested in obtaining additional information regarding the Project or in obtaining the Bid Packet for the Project should contact Aimee Bislar at (432) 336-4000 or aimee.bislar@fsisd.net.

Proposals are due by 12:00 p.m. CST (Noon) on Wednesday, October 21, 2026, in the District's Superintendent's office located at 101 W. Division Street, Fort Stockton, TX 79735, at which time and place proposals will be opened and publicly read aloud.

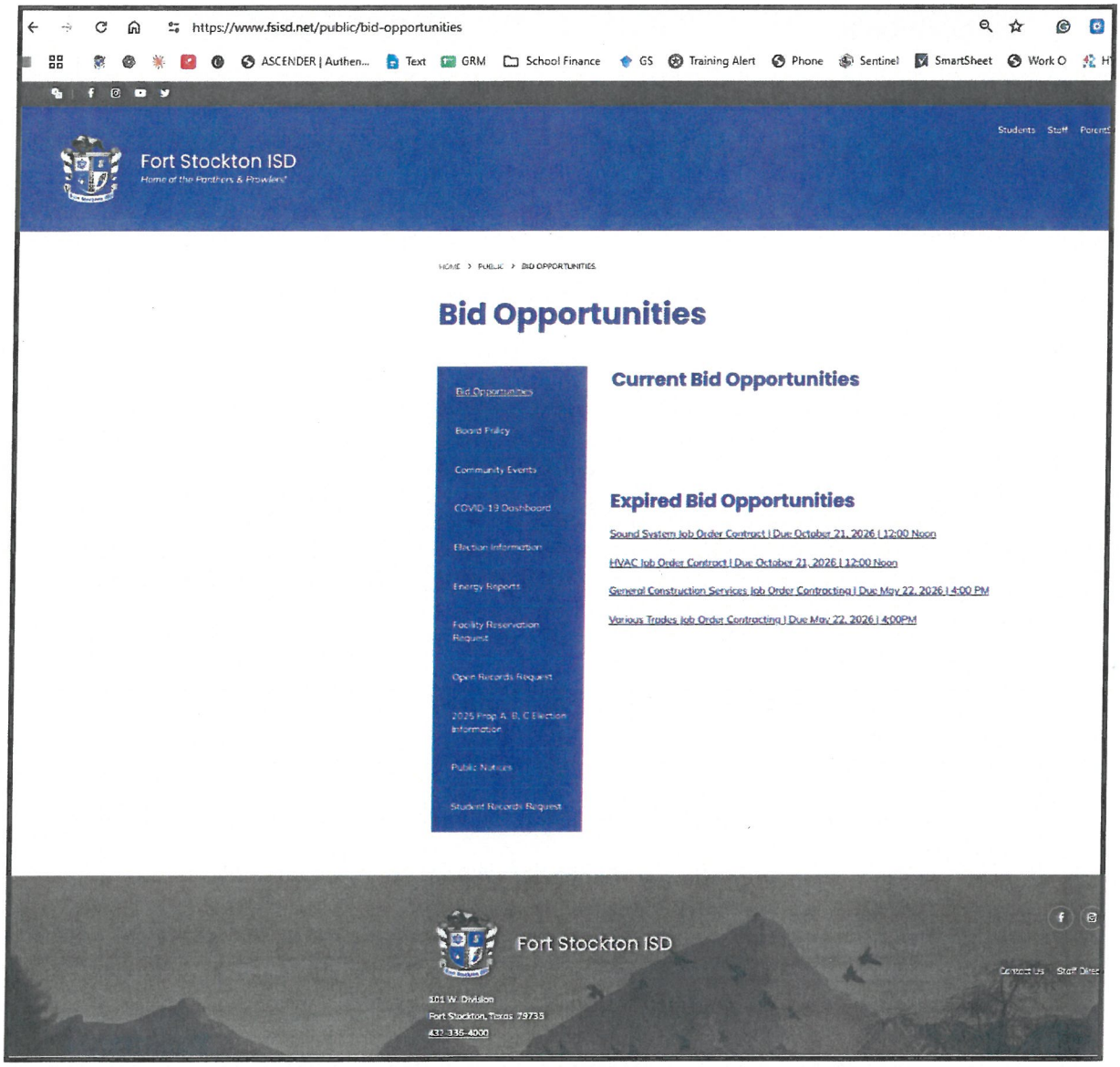
Proposals may also be submitted by mail to the address above.

For more information: https://www.fsisd.net/public/bid-opportunities

The mission of the Fort Stockton Independent School District is to remain totally committed to the development of students as life-long learners and productive, self-sustaining contributors to society.

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

101 W. Division Street
Fort Stockton, TX 79735
Phone: (432) 336-4000
Fax: (432) 336-4008



The mission of the Fort Stockton Independent School District is to remain totally committed to the development of students as life-long learners and productive, self-sustaining contributors to society.

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Consent Agenda: H

Speech-Language Therapy Services Agreement

☑ **Action Item**
☑ **Information**
☑ **Discussion**

Background:

The District continues to see more students identified with speech and language needs. With limited speech therapy staffing and growing student caseloads, we need additional support to ensure students receive the services and evaluations they require. The District is recommending an agreement with Shine Speech Therapy & Social Language Center to provide contracted speech therapy services while we continue recruiting a permanent speech therapist. Services will include student therapy, evaluations, ARD meetings, progress reports, and required documentation. The estimated cost is $132,000, depending on student needs and services provided.

Key Points:

- **Growing Student Needs.** More students are being identified as needing speech and language services.
- **Student Support.** Ensures students receive needed services without unnecessary delays.
- **Staffing Shortage.** Provides additional support while we continue recruiting qualified therapists.
- **Special Education Compliance.** Supports required services, evaluations, and documentation.
- **Financial Accountability.** Costs are based on student needs and services provided.

Fiscal Implications:

Estimated cost of $132,000, based on student needs and services provided.

Recommendation:

Recommend approving the Speech Language Therapy Services Agreement with Shine Speech Therapy & Social Language Center as presented.

Suggested Motion:

I move to approve the Speech Language Therapy Services Agreement with Shine Speech Therapy & Social Language Center as presented.

Shine Speech Therapy & Social Language Center
611 North Tom Green
Odessa, Texas 79761
432-653-0038
towens@shinespeechtx.com

Date: October 19, 2026
To: Ft. Stockton Independent School District
101 W. Division St., Fort Stockton, TX 79735

Subject: Quote for Speech Therapy Services
Service Period: August 15, 2026 to May 31, 2027
Salesperson: Shine Speech Therapy & Social Language Center
Description of Services: In Person Speech and Language Services and Evaluations, ARDs/Meeting attendance, TEA and District paperwork, SHARS billing, completion and distribution of progress reports and maintenance of clinical logs.
Cost: $250.00 per student per month for speech therapy (50 students)
$350.00 per student for speech and language initial/re-evaluations (approximately 20)

Sites: Ft. Stockton ISD Campuses
Payment Terms: Monthly
Total Estimated Cost through May 2027:
Therapy Monthly: $12,500.00
Evaluations: $7,000.00
Total: $132,000.00

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Consent Agenda: I

Professional Development and Required Training Plan

☑ **Action Item**
☑ **Information**
☑ **Discussion**

Background:

The Fort Stockton ISD 2026–2027 Professional Development and Required Training Plan establishes a districtwide framework for coordinating employee training and professional learning. The plan addresses areas that include:

- Student protection, wellness, and health services
- Instruction, special programs, and behavior support
- School safety, crisis prevention, emergency preparedness, and reunification
- Professional responsibilities, technology, extracurricular activities, and district operations

Training assignments and schedules are based on employee responsibilities, student needs, and applicable requirements. The plan provides for review of SBEC Continuing Education and Training Clearinghouse recommendations and documentation of any district deviations. Its expandable structure allows the district to address additional training needs throughout the year while maintaining completion records and administrative oversight.

Fiscal Implications:

Training costs will be covered through available district and program budgets.

Recommendation:

Approve the Professional Development and Required Training Plan and training matrix.

Suggested Motion:

I move to approve the Professional Development and Required Training Plan and training matrix as presented.

Fort Stockton Independent School District

Professional Development and Required Training Plan

2026–2027

Districtwide Framework and Role Based Training Schedule

October 2026

Prepared for District Review

Plan Administration and Contents

This plan establishes a coordinated framework for professional learning and required employee training. It organizes broad training areas, identifies the employees who need training, and sets a process for scheduling, documenting, reviewing, and expanding district training.

Status: Proposed district plan. Adoption, specific course assignments, local deadlines, and any deviations from SBEC recommendations require district confirmation. No prior completion or Board approval is represented by this document.

Administrative Item	Plan Record
Responsible authority	Board of Trustees and Superintendent, within their respective responsibilities
Implementation	Superintendent or designee, campus principals, and department supervisors
Review cycle	Annual review, with updates as requirements and district needs change
Related district documents	DMA policy; Employee Handbook; Basic EOP; Reunification for Schools Annex

Contents

1. Purpose and Scope
2. Authority and Planning Principles
3. Broad Training Areas
4. Role Based Schedule
5. SBEC Recommendations and District Deviations
6. Implementation and Completion Records
7. Expandable Training Scope and Annual Review
8. Resources and References
9. Appendix A: Training Matrix

1. Purpose and Scope

1.1 Purpose

Fort Stockton ISD will use professional development to strengthen instruction, protect students and employees, support effective operations, and meet applicable training obligations. Required training and ongoing professional learning will be coordinated so employees receive relevant instruction without unnecessary duplication.

1.2 Employees and Assignments

The framework covers instructional and non-instructional employees, including administrators, teachers, counselors, nurses, paraprofessionals, substitutes, transportation personnel, cafeteria personnel, custodians, maintenance personnel, office personnel, technology staff, and other district employees. Volunteers, contractors, and law enforcement personnel are included when their duties or applicable requirements call for training.

1.3 Scope of Professional Learning

The training areas in this plan are organizing categories rather than a closed list of courses. Campus and department plans may add training for student needs, instructional priorities, job responsibilities, emergency preparedness, new laws, or identified performance gaps. A topic belongs in the plan when it supports a documented need, even if it is not listed by name.

1.4 Relationship to District Practice

The Employee Handbook describes instructional staff development as predominantly campus based, connected to campus performance objectives and the campus improvement plan, and approved through the campus advisory process. Noninstructional development addresses licensing requirements and continued employee skill development. This framework supports those practices.

1.5 Required Training and Certificate Renewal

Employee training assignments and an educator's continuing professional education responsibilities are tracked separately. A course counts toward certificate renewal only when it meets the applicable CPE requirements. Employees holding renewable SBEC certificates remain responsible for the required hours and their own renewal documentation.

2. Authority and Planning Principles

2.1 Governing References

Implementation is guided by current law and rules, applicable Board policy, TEA guidance, and the SBEC Continuing Education and Training Clearinghouse. DMA (LOCAL) and DMA (LEGAL) are the district policy references for professional development; current policy text must be checked before adoption. The resource section provides access links.

2.2 Clearinghouse Review and Local Decisions

Under TEA's Clearinghouse guidance, the Board reviews the Clearinghouse and adopts a professional development policy guided by its recommendations. That policy must identify differences from the recommendations and include a schedule of all required training. Related documentation is retained locally. Section 5 provides the district comparison and deviation process.

2.3 Training Design

Training will be assigned by job duties, student contact, campus responsibilities, and risk. General awareness does not substitute for a required certification, demonstrated skill, designated-team training, or specialized program. Providers and supervisors will confirm content, audience, duration, and evidence of completion before credit is granted.

Delivery may include in-person learning, online modules, professional learning communities, coaching, tabletop exercises, drills, and supervised practice. Combined sessions may address related topics when every applicable requirement remains satisfied, and the content mapping is documented.

2.4 Scheduling Rules

Legal deadlines and certification expiration dates control over local scheduling windows. The schedule in Section 4 is a proposed operating calendar, not a statement that training has occurred.

2.5 Access and Working Time

Supervisors will arrange access to required training, including appropriate language and accessibility supports, practice opportunities, and make-up sessions. The training time required will be scheduled and recorded in accordance with district work schedules and applicable compensation requirements.

3. Broad Training Areas

These areas define the district's training scope. The master training register will identify the exact course, audience, governing requirement, deadline, and completion evidence for each assignment.

Training Area	Examples and Intended Application
Student protection and employee conduct	Child abuse, sexual abuse, trafficking, maltreatment, reporting duties, professional boundaries, educator ethics, discrimination, harassment, and retaliation.
Student relationships and mental health	Suicide prevention and response; positive relationships; conflict resolution; bullying and cyberbullying; trauma and grief informed practices; referral procedures and required mental health training.
Emergency preparedness and school safety	District EOP orientation, campus response duties, incident command roles, evacuation and accountability, emergency communications, reunification, exercises, and corrective actions.
Behavior and special populations	Positive behavior supports, disability awareness, IEP and Section 504 implementation, de-escalation, crisis prevention, restraint and time-out responsibilities, and student-specific supports.
Teaching and learning	Curriculum and assessment, evidence-based instruction, literacy, intervention, differentiated instruction, emergent bilingual services, gifted education, and campus improvement priorities.

The examples identify areas for assignment review. They do not make every course mandatory for every employee or establish a single training frequency for all topics.

3. Broad Training Areas Continued

Training Area	Examples and Intended Application
Health and student medical support	First aid, CPR/AED, medication procedures, emergency health plans, exposure prevention, and specialized student health training for assigned personnel.
Athletics and extracurricular activities	UIL safety, student supervision, activity-specific emergencies, travel procedures, and required certifications for coaches, sponsors, trainers, and applicable directors.
Technology and information protection	Acceptable use, cybersecurity, phishing awareness, student data privacy, secure records handling, incident reporting, and responsible use of district-approved technology.
Operations and workplace safety	Transportation qualifications, food safety, custodial and maintenance procedures, equipment use, hazardous materials, workplace safety, and department-specific emergency duties.
Leadership and administration	Personnel supervision, appraisal responsibilities, policy implementation, records management, program compliance, purchasing responsibilities, and response to complaints.

3.1 District Mental Health Training

The Employee Handbook identifies required evidence-based mental health training for employees who regularly interact with students and requires a completion certificate and supporting evidence that the course meets commissioner-rule requirements. Supervisors will identify affected employees across all departments and maintain a completion schedule that meets the applicable deadline.

3.2 Safety and Reunification

Training will use the district's Basic EOP and additional annexes for operational procedures. Employees need instruction on their assigned roles, communication channels, student accountability, and accessibility needs. Detailed security-sensitive procedures and site information remain in the controlled emergency planning documents.

4. Role Based Schedule

The following windows are proposed district scheduling choices. Each course in the master register must have a specific due date. A more demanding statutory, rule, certification, or assignment deadline takes precedence.

Personnel	Training Focus	Proposed Window
All employees	Employee conduct and reporting; safety orientation; privacy and technology responsibilities; assigned core awareness topics.	Orientation; annual opening cycle; make-up work after record review.
Employees who regularly interact with students	Required mental health course; student warning signs, referral, and reporting; relevant student protection topics.	Assigned completion plan under current requirements; refreshers as needed.
Teachers and instructional staff	Instruction, assessment, student support, behavior, campus priorities, and assignment-specific requirements.	Opening cycle and ongoing campus professional learning.
Administrators and counselors	Student support and response duties; supervision; program implementation; reporting and records.	Before duties requiring specialized knowledge; updates during the year.
Paraprofessionals and substitutes	Student supervision, reporting, emergency actions, confidentiality, and student-specific supports.	At entry to assignment; updates before changing responsibilities.

For returning employees, supervisors will accept documented prior training only when the course, scope, validity period, and applicable requirements support acceptance. Absence from a training day does not remove an assignment.

4. Role Based Schedule Continued

Personnel	Training Focus	Proposed Window
Campus crisis and behavior personnel	Risk-based crisis prevention, de-escalation, restraint/time-out requirements, documentation, and student plans.	At designation; rule-based intervals and triggered deadlines; see below.
EOP and reunification personnel	Assigned emergency roles, communications, exercises, and improvement actions.	Before assigned response duties; district exercise calendar and plan updates.
Health staff and designated responders	Required credentials and assigned emergency medical or medication duties.	Before assigned duties, renew before credentials expire.
Coaches, sponsors, trainers, and applicable directors	Activity safety, required credentials, supervision, travel, and emergency response.	Before applicable activity duties; renewal and annual requirements as applicable.
Transportation, food service, maintenance, custodial and technology staff	License or job-specific training; safety; student contact and emergency responsibilities.	Before regulated or specialized duties; renewal and department schedule.

4.1 Crisis Prevention and Intervention

Amendment to 19 TAC 89.1053 requires documented risk criteria for selecting personnel and training extent. It identifies recommended intervals of annually for high-risk personnel and every two years for other campus-based personnel. The district will document its risk review and corresponding assignments. [Resource 5]

Campus restraint core teams must include an administrator or designee and personnel whose duties place them at high risk of using restraint. Untrained personnel who use restraint in an emergency must be trained within 30 school days. Newly assigned personnel implementing IEP/BIP time-out must be trained within 30 school days of assignment. These triggered deadlines are tracked individually. [Resource 5]

5. SBEC Recommendations and District Deviations

5.1 Proposed Alignment

The Clearinghouse presents job-embedded or professional-learning-community delivery, or annual training, for its listed topics. The district proposes to address the following areas through an opening-year cycle and documented learning during the year, with course-level deadlines and required audiences recorded separately. [Resources 1 and 2]

Clearinghouse Topic	Proposed District Approach
Suicide prevention	Annual review and role-appropriate response and referral instruction.
Positive relationships and conflict resolution	Opening-year learning and ongoing campus practice.
Bullying prevention and response	Annual review and reporting-procedure updates.
UIL safety	Applicable annual safety program and activity-specific requirements.
Sexual abuse, trafficking, and maltreatment	New-employee orientation and annual reporting refreshers.
Trauma informed care	Orientation and ongoing application through campus learning.
Epinephrine administration	Annual training for authorized personnel where the district program applies.

5.2 Deviation Record

No district deviation is asserted as approved in this draft. Before adoption, the district will compare the exact course schedule with the current Clearinghouse and document every difference in audience, frequency, or approach. A recommendation does not authorize waiver of a statutory or rule requirement.

For each difference, record: topic; SBEC recommendation; district approach; affected employees; rationale; applicable legal minimum; approval reference; effective date; and review date. If the comparison identifies no differences, retain an express statement to that effect with the adopted policy and schedule.

6. Implementation and Completion Records

6.1 Responsibilities

Responsible Role	Implementation Responsibility
Board of Trustees	Review Clearinghouse recommendations and adopt policy and related decisions within Board authority.
Superintendent or designee	Coordinate implementation, confirm the master schedule, resolve gaps, and submit policy decisions as needed.
Principals and department supervisors	Identify covered employees, assign training, protect completion time, review records, and arrange make-up work.
Program and training leads	Confirm current requirements, course suitability, qualified providers, and appropriate completion evidence.
Employees	Complete assigned training, submit evidence, apply the learning, and maintain individual credential records.

6.2 Master Training Register

Maintain one coordinated register that lists each training title and broad area, legal or local basis, applicable employees, due date, completion evidence, renewal date, responsible supervisor, and any linked SBEC deviation. Include specialized requirements even when they apply to only a small group.

6.3 Completion and Follow Up

Retain rosters, certificates, attendance dates, course descriptions, skills check where applicable, and make-up records under the district retention schedule. Keep employee training records separate from confidential student information. Completion reports should show assigned, completed, overdue, and upcoming renewal items.

Supervisors will review missing or expired training and arrange prompt corrections. Staff may not undertake duties requiring a current credential or qualification until that condition is met. Attendance alone is insufficient where a course requires successful assessment or demonstration.

7. Expandable Training Scope and Annual Review

7.1 Adding Training During the Year

The plan may expand to address new legal requirements, Board priorities, campus improvement goals, student needs, new programs or technology, revised employee duties, emergencies, or findings from drills and incidents. New topics should fit an existing broad area when practical; a new category may be added when needed.

For each addition, the responsible lead will identify the need, affected employees, required content, source of authority, delivery method, cost and work-time implications, deadline, completion evidence, and owner. Changes that affect Board policy or approved Clearinghouse deviations will be routed through the appropriate approval process.

7.2 Review During 2026–2027

Review Point	Required Administrative Action
Beginning of Yeat Reconciliation	Validate opening-year records; identify missing assignments; review recent rule changes; establish remaining deadlines.
Midyear review	Check completion and renewal gaps; review personnel changes, student needs, and effectiveness of training.
Spring planning	Use feedback, campus data, and exercise findings to plan the next training cycle.
Year-end review	Summarize completion, unresolved needs, effectiveness, costs, and recommended revisions for 2027–2028.

7.3 Adoption Readiness

Before adoption, confirm the current DMA policy text, reconcile all role-specific legal requirements with the master register, specify course-level dates, complete the Clearinghouse comparison, and identify any policy changes requiring Board action. Record the Board action and effective date after approval.

7.4 Record of Changes

Version	Date	Summary
Proposed plan	September 2026	Initial framework for district review. Adoption and implementation decisions pending.

8. Resources and References

Links open the issuing organization or policy resource. Verify current policy text and effective requirements before assigning courses; policy-platform links may redirect or require navigation.

1. TEA SBEC Continuing Education and Training Clearinghouse

Guidance on Board review, professional development policy, local differences, and the required training schedule; includes the Clearinghouse publication.

2. TEA Administrator Letter July 7 2022

Continuing Education and Training Clearinghouse administrator correspondence. The live letter page could not be retrieved during preparation; consult Resource 1 for current TEA guidance.

3. Fort Stockton ISD DMA LOCAL

District professional development policy access link. Current policy text was not retrieved; verify the adopted version through the district Policy Online manual before adoption.

4. Fort Stockton ISD DMA LEGAL

Legal policy reference access link. Confirm the current version and underlying law. Policy Online manual: https://pol.tasb.org/Home/Index/995.

5. 19 TAC 89.1053 Adopted Amendment

Official Texas Register adoption, effective October 4, 2026. Locate section 89.1053 for confinement, restraint, seclusion, time-out, and crisis prevention and intervention training.

6. Texas School Safety Center

School safety training and planning resources, including emergency operations and reunification materials.

7. TASB School District Training Chart

Required and recommended employee training by topic and role. TASB access may be required. Use the current chart to validate the course-level register.

8. SBEC Clearinghouse Publication

Published training topics, audiences, and recommended delivery and frequency. Read with current law and rules; later requirements may supplement the publication.

8.1 District Source Documents

Fort Stockton ISD Employee Handbook, reviewed by the Board of Trustees. Relevant sections include Health Safety Training, Staff Development, and Mental Health Training. The handbook informs district context; current Board policy and applicable law govern.

8.2 Reference Use

This plan establishes the district framework and proposed schedule. It does not certify that a course is approved, establish that an employee has completed training, or replace the current course-level requirement register. District leaders should retain the adopted schedule, policy, comparison record, and supporting completion documentation together.

9. Appendix A

Fort Stockton ISD Professional Development and Required Training Matrix

2026-2027

Fort Stockton ISD will assign professional development and required training according to employee responsibilities, student needs, campus and department priorities, and applicable requirements. Examples below illustrate the scope of each area and do not limit additional training.

Training Area	Examples of Topics	Personnel	Schedule
Student Protection and Professional Responsibilities	Abuse and neglect recognition and reporting; trafficking awareness; professional boundaries; ethics; discrimination and harassment prevention	All employees, with additional instruction based on responsibilities	New employee orientation; annual district cycle; updates as requirements change
Student Wellness and Support	Mental health awareness; suicide prevention and response; trauma and grief informed practices; bullying prevention; positive relationships and referral procedures	Employees who interact with students; specialized training for designated personnel	Initial training and required completion timelines; ongoing learning and refreshers
School Safety and Emergency Preparedness	Emergency procedures; student accountability; emergency communications; evacuation; reunification; assigned response roles	All employees; additional training for campus and district response teams	Beginning of assignment; scheduled drills and exercises; updates following plan changes
Behavior Support and Crisis Prevention	Positive behavior supports; conflict resolution; de-escalation; crisis intervention; restraint and time-out responsibilities	Campus personnel and others identified through job duties, student needs, and district risk criteria	Initial assignment; applicable training intervals; student-specific and incident-related updates

Training Area	Examples of Topics	Personnel	Schedule
Instruction and Student Achievement	Curriculum; instructional practices; assessment; literacy; intervention; instructional technology; analysis of student progress	Teachers, instructional paraprofessionals, instructional leaders, and other appropriate personnel	District and campus development days; professional learning communities; ongoing coaching
Special Programs and Individual Student Needs	Special education; Section 504; dyslexia; emergent bilingual services; gifted education; individualized accommodations and supports	Personnel assigned to serve students or administer applicable programs	Before applicable responsibilities; program-required timelines; updates as student needs change
Health and Medical Response	First aid; CPR/AED; medication procedures; exposure prevention; student health conditions and emergency care plans	Nurses, designated responders, and other personnel with assigned health responsibilities	Before assigned duties, required renewal intervals; student-specific updates
Athletics and Extracurricular Activities	Activity safety; supervision; emergency response; travel; required credentials and activity-specific procedures	Coaches, sponsors, trainers, directors, and other assigned personnel	Before applicable activities; annual or other required renewal cycles
Technology and Information Protection	Cybersecurity; acceptable use; student privacy; secure records handling; incident reporting; responsible technology use	All employees, with specialized training for designated users and technology personnel	Orientation; applicable recurring requirements; updates when systems or responsibilities change
Operations and Workplace Safety	Transportation; food service; custodial and maintenance practices; equipment; hazardous materials; workplace safety	Employees assigned to the applicable department or duties	Before specialized duties; licensing and renewal timelines; ongoing department training

Training Area	Examples of Topics	Personnel	Schedule
Leadership and Administration	Supervision; appraisal; personnel procedures; program compliance; records; financial responsibilities; policy implementation	Administrators, supervisors, program leads, and designated employees	Initial assignment; annual planning cycle; updates as responsibilities and requirements change

Administration and Documentation

The Superintendent or designee will coordinate implementation. Principals and department supervisors will identify applicable employees, communicate specific assignments and deadlines, and verify completion.

Completion may be documented through certificates, attendance records, electronic training reports, professional learning records, or demonstrated skills, as appropriate. General scheduling windows do not replace applicable legal deadlines, required training intervals, or credential expiration dates.

Expandable Training Scope

The district may add, combine, or revise training within these areas to address changing requirements, student needs, improvement plans, employee responsibilities, or findings from incidents and exercises. Combined training must satisfy each applicable requirement.

This broad matrix will be supported by an administrative course schedule identifying specifically required training, affected personnel, and completion deadlines. Differences from SBEC Clearinghouse recommendations will be documented separately.

Continuing Education and Training Clearinghouse

As required by SB 1267, 87th Texas Legislature, the State Board for Educator Certification (SBEC) approved a Continuing Education and Training Clearinghouse (Clearinghouse), regarding specific trainings that school districts and open-enrollment charter schools provide for educators and other school personnel.

School District and Open-Enrollment Charter School Requirements

SB 1267 requires that the board of trustees of a school district and the governing body of an open-enrollment charter school, to the extent applicable, review the Clearinghouse and adopt a professional development policy that must:

1. be guided by the recommendations for training in the Clearinghouse;
2. note any differences in the policy adopted by the district or school from the recommendations in the Clearinghouse; and
3. include a schedule of all training required for educators or other school personnel at the district or school.

There are no reporting requirements by school districts or open-enrollment charter schools of the adopted professional development policy or the noting of any differences from the recommendations in the Clearinghouse. All documentations are to remain at the local level.

In addition to the training requirements, the Clearinghouse also includes additional information to assist school districts, open-enrollment charter schools, and educators. Some of the additional components includes links to the trainings, professional development best practices, resources regarding the specific trainings, and continuing professional education requirements for certificate renewal.

- Clearinghouse (PDF)

For additional information, please contact TEA staff at Clearinghouse@tea.texas.gov.

TOP

PROFESSIONAL DEVELOPMENT
REQUIRED STAFF DEVELOPMENT

DMA
(LOCAL)

The Superintendent shall recommend the District's professional development plan for all District employees. The Board shall annually review the professional development clearinghouse published by the State Board for Educator Certification (SBEC) and annually approve the District's professional development plan. The District's professional development plan must:

1. Be guided by the SBEC clearinghouse training recommendations;
2. Note any differences in the District's plan from the clearinghouse recommendations; and
3. Include a schedule of the required professional development for all District employees.

Staff Development

Educator

The staff development provided by a district to an educator other than a principal must be conducted in accordance with standards developed by the district and designed to improve education in the district.

Principal

The staff development provided by a district to a principal shall be governed by Education Code 21.3541 and rules adopted under that section. [See DNB]

Education Code 21.451(a), (a-1)

Professional Development Policy

A board shall annually review the SBEC continuing education and training clearinghouse published under Education Code 21.4514 and adopt a professional development policy that must:

1. Be guided by the recommendations for training in the clearinghouse;
2. Note any differences in the policy adopted by the district or school from the recommendations in the clearinghouse; and
3. Include a schedule of all training required for educators or other school personnel at the district or school.

To the extent of any conflict, a frequency requirement for the completion of training provided by statute prevails over a frequency requirement for that training included in the professional development policy.

Education Code 21.4515(a), (b)

Requirements for Training

In designing staff development for educators other than principals, a district must use procedures that, to the greatest extent possible, ensure the training included in the staff development:

1. Incorporates proactive instructional planning techniques using a framework that:
   a. Provides flexibility in the ways:
      (1) Information is presented;
      (2) Students respond or demonstrate knowledge and skills; and
      (3) Students are engaged;
   b. Reduces barriers in instruction;
   c. Provides appropriate accommodations, supports, and challenges; and

d. Maintains high achievement expectations for all students, including students with disabilities and students of limited English proficiency; and

2. Integrates inclusive and evidence-based instructional practices for all students, including students with disabilities.

Staff development shall be predominantly campus-based, related to achieving campus performance objectives, and developed and approved by the campus-level committee.

A district may use district-wide staff development that has been developed and approved through the district-level decision process. [See BQA and BQB, as appropriate]

Education Code 21.451(a-2), (b), (c)

Optional Training

Staff development may include training in:

1. Technology and digital learning; and

2. Positive behavior intervention and support strategies, including classroom management, district discipline policies, and the Student Code of Conduct.

Technology and digital learning training must:

1. Discuss basic technology proficiency expectations and methods to increase an educator's digital literacy; and

2. Assist an educator in the use of digital technology in learning activities that improve teaching, assessment, and instructional practices.

Staff development may include instruction as to what is permissible under law, including opinions of the United States Supreme Court, regarding prayer in public school.

Education Code 21.451(d)(1), (d-3), (g)

Required Training

Staff development must include training on:

1. Suicide prevention;

2. Strategies for establishing and maintaining positive relationships among students, including conflict resolution; and

3. Preventing, identifying, responding to, and reporting incidents of bullying.

Required training above must be provided in accordance with the board's professional development policy and use a best practice-based program recommended by the Health and Human Services

Commission under Education Code 38.351 [see FFEB]. Required training may include two or more topics listed together.

Education Code 21.451(d)(3), (d-1)

Instruction of Students with Disabilities

Definition

"Student with a disability" means a student who is:

1. Eligible to participate in a school district's special education program under Education Code 29.003;
2. Covered by Section 504, Rehabilitation Act of 1973 (29 U.S.C. Section 794); or
3. Covered by the Individuals with Disabilities Education Act (20 U.S.C. Section 1400 et seq.).

Education Code 21.001(3-a)

Requirements

Staff development must include training that is evidence-based, as defined by Section 8101, Every Student Succeeds Act (20 USC 7801), and that:

1. Relates to the instruction of students with disabilities, including students with disabilities who also have other intellectual or mental health conditions; and
2. Is designed for educators who work primarily outside the area of special education.

A district is required to provide the training to an educator who works primarily outside the area of special education only if the educator does not possess the knowledge and skills necessary to implement the individualized education program developed for a student receiving instruction from the educator. A district may determine the time and place at which the training is delivered.

In developing or maintaining the training, a district must consult with persons with expertise in research-based practices for students with disabilities, including colleges, universities, private and nonprofit organizations, regional education service centers, qualified district personnel, and any other persons identified as qualified by the district, regardless of whether the training is provided at the campus or district level.

Education Code 21.451(d)(2), (e)-(f)

Suicide Prevention

The required suicide prevention training may be satisfied through independent review of suicide prevention training material that complies with the guidelines developed by the Texas Education Agency (TEA) and is offered online. *Education Code 21.451(d-2); 19 TAC 153.1013(d)*

Suicide prevention programs on TEA's list of recommended best practice-based programs [see FFEB] must include components that provide for training school counselors, teachers, nurses, administrators, and other staff, as well as law enforcement officers and social workers who regularly interact with students, to:

1. Recognize students at risk of attempting suicide, including students who are or may be the victims of or who engage in bullying;
2. Recognize students displaying early warning signs and a possible need for early mental health or substance abuse intervention, which warning signs may include declining academic performance, depression, anxiety, isolation, unexplained changes in sleep or eating habits, and destructive behavior toward self and others;
3. Intervene effectively with students described above by providing notice and referral to a parent or guardian so appropriate action, such as seeking mental health or substance abuse services, may be taken by a parent or guardian; and
4. Assist students in returning to school following treatment of a mental health concern or suicide attempt.

A district shall provide training described in the components above for teachers, school counselors, principals, and all other appropriate personnel. A district is required to provide the training at an elementary school campus only to the extent that sufficient funding and programs are available. A school district may implement a program on TEA's list of recommended best practice-based programs [see FFEB] to satisfy this training requirement.

If a district provides the training, a district shall require completion in accordance with the district's professional development policy and maintain records that include district employees who participated in the training.

A district may satisfy a requirement to implement a program in the area of substance abuse prevention and intervention by providing instruction related to youth substance use and abuse education under Education Code 38.040. [See EHAC]

Education Code 38.351(e), (g), (g-1), (h); 19 TAC 153.1013

Staff Development Account

A district that receives resources from the commissioner of education's staff development account must pay to the commissioner for deposit in the account an amount equal to one-half of the cost of the resources provided to the district. *Education Code 21.453(c)*

Child Abuse, Trafficking, and Maltreatment

A district's methods for increasing awareness of issues regarding sexual abuse, sex trafficking, and other maltreatment of children [see District Improvement Plan at BQ and Sexual Abuse, Trafficking, and Maltreatment Policies and Programs at FFG] must include training concerning prevention techniques for and recognition of sexual abuse, sex trafficking, and all other maltreatment of children, including the sexual abuse, sex trafficking, and other maltreatment of children with significant cognitive disabilities.

The training must be provided in accordance with the district's professional development policy and as part of new employee orientation to all new employees.

The training must include:

1. Factors indicating a child is at risk for sexual abuse, trafficking, or other maltreatment;
2. Warning signs indicating a child may be a victim of sexual abuse, trafficking, or other maltreatment;
3. Internal procedures for seeking assistance for a child who is at risk for sexual abuse, trafficking, or other maltreatment, including referral to a school counselor, a social worker, or another mental health professional;
4. Techniques for reducing a child's risk of sexual abuse, trafficking, or other maltreatment; and
5. Information on community organizations that have relevant research-based programs and that are able to provide training or other education for district staff, students, and parents.

A district must maintain records that include staff members who participated in the training.

To the extent that resources are not yet available from TEA or the commissioner of education, districts shall implement the policies and trainings with existing or publicly available resources. The district may also work in conjunction with a community organization to provide the training at no cost to the district.

Education Code 38.0041(c)-(f); 19 TAC 103.1401(d)

Trauma-Informed Care

A district's efforts to increase awareness and implementation of trauma-informed care must include training to new and existing employees in accordance with the district's professional development policy. [See BQ, FFBA] *Education Code 38.036(c)*

Mental Health

A district shall require each district employee who regularly interacts with students enrolled at the district to complete an evidence-

based mental health training program designed to provide instruction to participants regarding the recognition and support of children and youth who experience a mental health or substance use issue that may pose a threat to school safety.

A district may not require a district employee who has previously completed mental health training offered by a local mental health authority under Health and Safety Code 1001.203 to complete the required training.

Education Code 22.904

To complete the required evidence-based mental health training program, personnel who regularly interact with students shall participate and complete the general training program, participate and complete the training program related to local school district practices and procedures, and submit and maintain supporting documentation of completion. *19 TAC 153.1015(b)*

Records

School districts shall require each district employee to provide the certificate of completion of the general training program to the school district.

Documentation of the training program related to local school district practices and procedures may be satisfied when the employee submits to the district an acknowledgement form signed by the employee who received the current training and a copy of the local procedures and practices that are published in the district handbook and/or district improvement plan.

Documentation of training for the mental health training program must be kept by the school district and made available to TEA upon request, which may include a reporting process, for the duration of the employee's employment with the district.

19 TAC 153.1015(f)(1)-(3)

Student Discipline

Each principal or other appropriate administrator who oversees student discipline shall, at least once every three school years, attend professional development training regarding Education Code Chapter 37, Subchapter G. The professional development shall include training relating to the distinction between a discipline management technique used at the principal's discretion under Education Code 37.002(a) and the discretionary authority of a teacher to remove a disruptive student under Education Code 37.002(b) [see FOA].

The professional development training may be provided in coordination with an education service center through the use of distance

learning methods, such as telecommunications networks, and using available TEA resources.

Education Code 37.0181

Test Administration

The commissioner may require training for district employees involved in the administration of assessment instruments. The commissioner may only require the employee at each district campus who oversees the administration of the assessment instruments to annually receive the training. The district employee who oversees test administration on a district campus may, with discretion, require other district employees involved in the administration of assessment instruments to repeat the training. *Education Code 39.0304(a), (b-1), (b-2)*

Cybersecurity

At least once each year, each employee of a district must complete a cybersecurity training program certified under Government Code 2063.102. *Gov't Code 2063.103(a)*

Notwithstanding Government Code 2063.103 above, only the district's cybersecurity coordinator is required to complete the cybersecurity training on an annual basis. Any other school district employee required to complete the cybersecurity training shall complete the training as determined by the district, in consultation with the district's cybersecurity coordinator. *Education Code 11.175(h-1)* [See CQB]

Artificial Intelligence Training

At least once each year, an employee of a school district must complete an artificial intelligence training program certified under Government Code 2054.5193. *Gov't Code 2054.5191(a)*

Notwithstanding Government Code 2054.5191, only the district's cybersecurity coordinator is required to complete the artificial intelligence training on an annual basis. Any other district employee required to complete the artificial intelligence training shall complete the training as determined by the district, in consultation with the district's cybersecurity coordinator. *Education Code 11.175(h-1)* [See CQD]

Special Programs

Teacher Literacy Achievement Academies (Reading Academies)

A district shall ensure that:

1. Not later than the 2022-23 school year, each classroom teacher in kindergarten or first, second, or third grade and each principal at a campus with kindergarten or first, second, or third grade has attended a teacher literacy achievement academy developed under Education Code 21.4552; and

2. Each classroom teacher and each principal initially employed in a grade level or at a campus described above for the 2022-23 school year or a subsequent school year has attended a

teacher literacy achievement academy developed under Education Code 21.4552 by the end of the teacher's or principal's first year of placement in that grade level or campus.

Education Code 28.0062(a)(2)

[See EHAB for kindergarten-grade 3 reading standards.]

Mathematics Achievement Academies

Each school district shall ensure that not later than the 2030-31 school year, each classroom teacher that provides instruction in mathematics to students in kindergarten through third grade and each principal, assistant principal, mathematics instructional coach, and mathematics interventionist at a campus with one of those grade levels has attended a teacher mathematics achievement academy developed under Education Code 21.4553 and each classroom teacher and principal initially employed in such a grade level or at a campus for the 2030-31 school year or a subsequent school year has attended a teacher mathematics achievement academy developed under Education Code 21.4553 by the end of the teacher's or principal's first year of placement in that grade level or campus. *Education Code 28.0071(a)(2)*

Gifted and Talented Education

A district shall ensure that:

1. Prior to assignment in the program or within one semester of assignment, teachers who provide instruction and services that are a part of the program for gifted/talented students [see EHBB] have a minimum of 30 hours of professional learning that includes nature and needs of gifted/talented students, assessing student needs, and curriculum and instruction for gifted/talented students;

2. Teachers who provide instruction and services that are a part of the program for gifted/talented students receive a minimum of six hours annually of professional learning in gifted/talented education; and

3. Administrators and counselors who have authority for program decisions have a minimum of six hours of professional learning that includes nature and needs of gifted/talented students and program options with an update after legislative sessions.

19 TAC 89.2

Elective Bible Course

A teacher of an elective Bible course offered under Education Code 28.011 [see EMI] must hold a certificate in language arts, social studies, or history that qualifies the teacher to teach at the grade level at which the course is offered with, where practical, a minor in religious or biblical studies. The teacher must successfully

complete staff development training developed by the commissioner for elective Bible courses. An elective Bible course may be taught only by a teacher who has successfully completed the commissioner's training under Education Code 21.459. *Education Code 28.011(f)*

Texas English Language Proficiency Assessment System Training

The employee assigned to oversee the administration of the Texas English Language Proficiency Assessment System (TELPAS) at a district campus may, with discretion, require other district employees involved in administering the TELPAS to complete training or online calibration activities described by Education Code 21.4571(a). An employee may not be required to complete a training or online calibration activity in one sitting. *Education Code 21.4571(b), (c)*

Automated External Defibrillators and CPR

A district shall, in accordance with its professional development policy, make available to employees and volunteers instruction in the principles and techniques of cardiopulmonary resuscitation (CPR) and the use of an automated external defibrillator (AED).

Each school nurse, assistant school nurse, athletic coach or sponsor, physical education instructor, marching band director, cheerleading coach, and any other employee specified by the commissioner, and each student who serves as an athletic trainer, must participate in the instruction in CPR and the use of an AED. Identified employees must receive and maintain certification in CPR and the use of an AED from the American Heart Association, the American Red Cross, or a similar nationally recognized association.

Education Code 22.902

Extracurricular Activity Safety

The following persons must satisfactorily complete an extracurricular activity safety training program in accordance with the district's professional development policy:

1. A coach, trainer, or sponsor for an extracurricular athletic activity; and
2. A director responsible for a school marching band.

The safety training program must include:

1. Certification of participants by the American Red Cross, the American Heart Association, or a similar organization or by the University Interscholastic League;
2. Current training in:
   a. Emergency action planning;

b. Communicating effectively with 9-1-1 emergency service operators and other emergency personnel; and

c. Recognizing symptoms of potentially catastrophic injuries, including head and neck injuries, concussions, injuries related to second impact syndrome, asthma attacks, heatstroke, cardiac arrest, and injuries requiring use of a defibrillator; and

3. A safety drill that incorporates the training and simulates various injuries described above.

Education Code 33.202(b), (c); 19 TAC 76.1003

Records

A superintendent shall maintain complete and accurate records of the district's compliance and the district shall make available to the public proof of compliance for each person employed by or volunteering for the district who is required to receive safety training.

A campus that is determined by a superintendent to be out of compliance with the safety training requirements shall be subject to the range of penalties determined by the UIL.

Education Code 33.206; 19 TAC 76.1003(e)

Steroids

A district shall require that each employee who serves as an athletic coach at or above the seventh grade level for an extracurricular athletic activity sponsored or sanctioned by the UIL complete:

1. The educational program developed by the UIL regarding the health effects of steroids; or

2. A comparable program developed by the district or a private entity with relevant expertise.

Education Code 33.091(c-1)

Concussions

At least once every two years, the following employees shall take a training course from an authorized provider:

1. A coach of an interscholastic athletic activity shall take a course approved by the UIL that provides for not less than two hours of training in the subject matter of concussions, including evaluation, prevention, symptoms, risks, and long-term effects.

2. An athletic trainer who serves as a member of a district's concussion oversight team shall take a course concerning the subject matter of concussions that meets the requirements set by the Texas Department of Licensing and Regulation (TDLR).

3. A school nurse or licensed health-care professional, other than an athletic trainer, who serves as a member of a district's concussion oversight team shall take a course approved by the UIL for coaches or that meets the requirements set by TDLR for athletic trainers, or a course concerning the subject matter of concussions that has been approved for continuing education credit by the appropriate licensing authority for the profession.

The employee must submit proof of timely completion of an approved course to the superintendent or designee. A school nurse or licensed health-care professional who is not in compliance with these training requirements may not serve on a concussion oversight team in any capacity. [See FM]

Education Code 38.158

Seizure Recognition and Related First Aid

A school nurse employed by a district must complete a TEA-approved online course of instruction for school nurses regarding managing students with seizure disorders that includes information about seizure recognition and related first aid.

A district employee, other than a school nurse, whose duties at the school include regular contact with students must complete a TEA-approved online course of instruction for school personnel regarding awareness of students with seizure disorders that includes information about seizure recognition and related first aid.

Education Code 38.033(a), (b)

[See FFAF for information about a seizure management and treatment plan.]

Clearinghouse

Continuing Education and Training Clearinghouse Purpose: The Clearinghouse includes best practices and industry recommendations for the frequency for training of educators and other school personnel.

Professional Development Best Practices: Effective Schools Framework

Topics Outlined in SB 1267	Statutory Provisions	Required Trainings with Embedded Best Practices	Required Personnel	Recommended Frequency
1. Suicide Prevention	• 21.451(d)(3)(A) and (d-1)(1)(A) for the frequency and population, and (d-2) for the program/content • 21.451(d-1)(1)(B) and 38.351 states that training programs are to be developed by the agency in coordination with the Health and Human Services Commission and Education Service Centers • 38.351(h) states school districts to provide suicide prevention training (minus elementary campuses if sufficient funding not available) • 21.451(d-1)(2) states that the training may include two or more topics listed together	Suicide Prevention, Intervention and Postvention	School counselors, teachers, nurses, administrators, and other staff as well as law enforcement officers and social workers who regularly interact with students.	• **Job embedded or as part of a professional learning community** ***OR*** • ***Annually**
2. Strategies for establishing and maintaining positive relationships among students, including conflict resolution	• 21.451(d)(3)(B) and (d-1)(1)(A) for the frequency and population and (B) for the program/content • 38.351 states that training programs are to be developed by the agency in coordination with	Building Skills Related to Managing Emotions, Establishing and Maintaining	Teachers, school counselors, principals, and all other appropriate personnel.	• **Job embedded or as part of a professional learning community** ***OR***

Topics Outlined in SB 1267	Statutory Provisions	Required Trainings with Embedded Best Practices	Required Personnel	Recommended Frequency
	the Health and Human Services Commission and Education Service Centers • 21.451(d-1)(2) states that the training may include two or more topics listed together	Positive Relationships, and Responsible Decision-Making		• *Annually
3. **Preventing, identifying, responding to, and reporting incidents of bullying**	• 21.451(d)(3)(C) and (d-1)(1)(A) for the frequency and population and (B) for the program/content • 38.351 states that training programs are to be developed by the agency in coordination with the Health and Human Services Commission and Education Service Centers • 21.451(d-1)(2) states that the training may include two or more topics listed together	Positive Youth Development Bullying and Cyberbullying	Teachers, school counselors, principals, and all other appropriate personnel.	• **Job embedded or as part of a professional learning community** ***OR*** • *Annually
4. **Safety training program**	• 33.202(b) for the frequency and population and (c) for the certification of participants and the content. • (a) requires the UIL to develop the program	UIL Safety Training	Coaches, trainers, sponsors for an extracurricular activity, director responsible for school marching band.	• **Job embedded or as part of a professional learning community** ***OR*** • *Annually
5. **Increasing awareness of issues regarding sexual abuse, sex trafficking, and other**	• 38.0041(c)(1)(A) for the frequency and (B) population. (2) for the program/content • 38.0041(a) requires each district and charter school to adopt a	Human Trafficking	All employees **Part of new employee orientation.**	• **Job embedded or as part of a professional learning community**

Topics Outlined in SB 1267	Statutory Provisions	Required Trainings with Embedded Best Practices	Required Personnel	Recommended Frequency
maltreatment of children	policy **to** be included in the district improvement plan and (b)(1) requires that policy to include methods using resources developed by the agency under 38.004. • 38.004 states that the agency shall develop and update a child abuse training program.			*OR* • ***Annually**
6. Increasing awareness and implementation of trauma-informed care	• 38.036(c)(1)(B) and (C) for frequency, and 38.036(d) for population • 38.036(c)(1) and 38.351 state that training programs are to be developed by the agency in coordination with the Health and Human Services Commission and Education Service Centers	**Grief Informed and Trauma Informed Training**	All staff in the school district. **Part of new employee orientation.**	• **Job embedded or as part of a professional learning community** *OR* • ***Annually**
7. Administration of an epinephrine auto-injector	• 38.210(b)(1) and (2) for program content and format and (3) for frequency. • states that if a district or charter school or private school adopts a policy under 38.208(a), they are responsible for the training, and points to (c) which states that the Health and Human Services Commission, with advice from the Texas Dept of State Health Services appointed committee in	**Epinephrine Auto-Injector Training**	School personnel and volunteers who are authorized and trained.	• **Job embedded or as part of a professional learning community** *OR* • ***Annually**

Topics Outlined in SB 1267	Statutory Provisions	Required Trainings with Embedded Best Practices	Required Personnel	Recommended Frequency
	38.207 (38.202 role and composition of the committee) which states that they advise on the training required, must develop rules regarding maintenance and administration of epinephrine injectors, and that the rules must state the amount of training required for school personnel.			

Clearinghouse section:
Texas Constitution and Statutes: For the complete language of the statutory provisions listed above, see Texas Constitutions and Statutes.

Additional Resources: TASB School District Training Chart, Texas School Mental Health Toolkit, Texas Model for Comprehensive School Counseling, 5th edition, Criteria for Success in Job Embedded Professional Development.

Continuing Professional Education Requirements: Continuing Professional Education Information

*Although several organizations recommended annual training in this topic, they did not submit research or supporting evidence supporting the recommendation.

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Consent Agenda: J

District, Campus, and Local Improvement Plans

☑ **Action Item**

☑ **Information**

☑ **Discussion**

Background:

Texas Education Code §§11.251–11.253 require annual District and Campus Improvement Plans to support student achievement.

These plans identify academic goals, campus needs, and strategies for improving student performance. Local Improvement Plans provide additional support for campuses identified under state and federal accountability requirements.

Key Points:

- **Student Achievement.** Focuses on improving academic performance.
- **Campus Needs.** Addresses each school's specific priorities.
- **Targeted Support.** Provides additional strategies for campuses needing improvement.
- **Accountability.** Establishes measurable goals and monitors progress.
- **Continuous Improvement.** Adjusts strategies based on student results.

Fiscal Implications:

No additional expenditures. Implementation will be supported through approved District, campus, and applicable grant funds.

Recommendation:

Recommend approving the 2026-2027 District, Campus, and Local Improvement Plans as presented.

Suggested Motion:

I move to approve the 2026-2027 District, Campus, and Local Improvement Plans as presented.

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Agenda Item: A

Resolution Retention Stipend

☑ **Action Item**
☑ **Information**
☑ **Discussion**

Background:

The Fort Stockton ISD Board of Trustees recognizes the hard work and dedication of all District employees. Every member of our FSISD family plays an important role in supporting our students, schools, and community.

The proposed resolution authorizes a one-time retention stipend for all District employees to express appreciation for their service, recognize their commitment, and encourage them to remain part of our FSISD family. This reflects our commitment to taking care of the people who work each day to do what is best for our students.

Key Points:

- **All Employees.** Recognizes every member of our FSISD family.
- **Appreciation.** Thanks employees for their dedication and hard work.
- **Employee Retention.** Encourages staff to continue serving our schools.
- **Student Success.** Supports a stable and committed workforce for our students.

Fiscal Implications:

One-time expenditure based on the Board-approved stipend amount and the number of District employees.

Recommendation:

Recommend approving the resolution authorizing a retention stipend for all Fort Stockton ISD employees as presented.

Suggested Motion:

I move to approve the resolution authorizing a retention stipend for all Fort Stockton ISD employees as presented.

RESOLUTION OF THE BOARD OF TRUSTEES OF THE FORT STOCKTON INDEPENDENT SCHOOL DISTRICT

EMPLOYEE RETENTION STIPEND RESOLUTION

October 26, 2026

WHEREAS, the Fort Stockton Independent School District Board of Trustees recognizes and appreciates the hard work, dedication, and commitment of all District employees who serve our students, schools, and community; and

WHEREAS, every member of our Fort Stockton ISD family plays an important role in providing a safe, supportive, and successful learning environment for our students; and

WHEREAS, the Board recognizes the importance of retaining dedicated employees and maintaining a stable workforce to support student achievement and District operations; and

WHEREAS, the Board wishes to demonstrate its appreciation for all District employees and encourage their continued commitment and service to Fort Stockton ISD.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD:

1. All the above-referenced paragraphs are incorporated into and made a part of this resolution.
2. The Board determines that a public purpose exists in providing a retention stipend to District employees to encourage continued employment, recognize their commitment, and maintain a stable workforce for the benefit of our students and schools.
3. The Board authorizes the Superintendent to provide a one-time retention stipend of **$1,000 to every eligible Fort Stockton ISD employee**, including full-time, part-time, salaried, hourly, substitute, and temporary employees, without proration based on employee classification.
4. The stipend will be provided from legally available District funds, subject to applicable laws, the Board-approved compensation plan, and the established continued-service eligibility.
5. The Board finds that this stipend serves a public purpose and benefits Fort Stockton ISD by supporting employee retention, encouraging continued service, and maintaining the effective operation of the District, consistent with Texas Education Code §45.105(c).
6. This stipend is a one-time payment for the 2026-2027 school year and does not establish an entitlement to future payments. Future retention stipends will require separate Board approval.

BOARD APPROVAL

APPROVED this 26th day of October 2026, by a vote of _____ to _____.

_____

Florentino Garcia III | President, Board of Trustees | Fort Stockton Independent School District

_____

Ursula Sanchez | Secretary, Board of Trustees | Fort Stockton Independent School District

FORT STOCKTON INDEPENDENT SCHOOL DISTRICT

Agenda Item:	Meeting Date:
Employee Retention Resolution	**November 19, 2025**

☒ Action
☒ Information
☒ Discussion

This resolution reflects the continued support of the Board of Trustees and acknowledges the outstanding work being done across the school district. With the VATRE passing, this action demonstrates the strong support of our schools, staff, and community. It provides one-time annual stipends to strengthen loyalty, morale, and retention. The stipends listed in the compensation plan will be paid this month.

The stipends listed in the compensation plan will be paid in November 2025.

$1,500.00 for at-will hourly employees, which will return to $1,000 next school year

$1,000.00 for salaried staff

These stipends are subject to annual approval each school year through board resolution.

Fiscal Implications: $450,000

Recommendation:

I recommend approving the Resolution as presented.

Suggested Motion:

I move to approve the Resolution as presented.

RESOLUTION OF THE BOARD OF TRUSTEES

OF THE FORT STOCKTON INDEPENDENT SCHOOL DISTRICT

Whereas there is an ongoing state - and nation–wide teacher shortage, and

Whereas School districts are continually challenged to keep support and auxiliary staff, and

Whereas it remains critical for the Board of Trustees to take necessary action to incentivize qualified staff to remain at Fort Stockton ISD,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD:

1. All the above-referenced paragraphs are incorporated into and made a part of this resolution; and

2. That the Board determines a public purpose exists to compensate all full-time employees of Fort Stockton ISD for their loyalty and commitment to Fort Stockton ISD; and

3. That the board authorizes the Superintendent to pay all full-time exempt employees, a one-time payment of $1,000, and full-time at-will non-exempt employees a one-time payment of $1,500 using General funds; and

4. That the Board finds this is a public purpose and benefit to Fort Stockton ISD to pay employees as noted in number 3 above, and that such payment is necessary for the conduct of Fort Stockton ISD as provided by Texas Education Code § 45.105(c).

Approved this 19th day of November 2025 by a vote of ____ to ____.

_____

President, Board of Trustees

_____

Secretary, Board of Trustees

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Agenda Item: B

Donations

☑ **Action Item**
☑ **Information**
☑ **Discussion**

Background:

Fort Stockton ISD is grateful for the generosity of our community members and business partners who continue supporting our students and schools.

The following donations have been designated to support student programs and activities:

- **Total Energies Renewables, $6,000.** Fort Stockton High School Student Council, Fifth Quarter activities.
- **Buckthorn Westex, LLC, $1,200.** Fort Stockton Middle School Robotics Club.
- **Magdalena Hernandez, $2,000.** High School and Middle School student engagement and social-emotional development assembly in honor of Eddie Vela.

Key Points:

- **Student Opportunities.** Supports meaningful activities and student involvement.
- **Student Development.** Encourages leadership, teamwork, and personal growth.
- **Community Support.** Recognizes the generosity of those investing in our students and schools.

Fiscal Implications:

$9,200 in donations designated for the programs and activities listed above.

Recommendation:

Recommend approving the donations as presented.

Suggested Motion:

I move to approve the donations as presented.

This page is intentionally left blank.

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Agenda Item: C

ADA Activity Bus Purchase

☑ **Action Item**
☑ **Information**
☑ **Discussion**

Background:

The District recommends purchasing an ADA-accessible activity bus to provide safe, reliable, accessible transportation for students participating in school activities and extracurricular events.

This purchase will help ensure students with disabilities have the same opportunities to participate in school programs, activities, and events as their peers.

Key Points:

- **Student Accessibility.** Provides transportation accommodations for students with disabilities.
- **Equal Opportunities.** Supports student participation in school activities and extracurricular events.
- **Safety and Reliability.** Provides dependable transportation for student travel.
- **Student Needs.** Strengthens the District's ability to serve all students.

Fiscal Implications:

Cost of the activity bus as specified in the supporting purchase documentation.

Recommendation:

Recommend approving the ADA Activity Bus Purchase as presented.

Suggested Motion:

I move to approve the ADA Activity Bus Purchase as presented.

NATIONAL BUS SALES

8649 S. REGENCY DRIVE • TULSA OK 74131

"When Quality Counts"

Date 10/15/2026

Name Gil Rey Madrid
Organization Fort Stockton ISD

Address 101 W DIVISION ST, FORT STOCKTON, TX 79735
Phone Number (432) 336-4033

LETTER OF UNDERSTANDING

To assure the clarity of our agreement, I am submitting this letter of understanding as follows:

Your bus will be titled using above business name and address, unless otherwise instructed by you in writing. Full Payment is due before the bus is delivered. If you foresee any problems with payment at the time of acceptance, please contact me.

VEHICLES BEING PURCHASED

This Letter of Understanding, when signed by you and received by NBS, please email to gregp@nationalbus.com It will be our contract until your Down Payment of $112,921.6 is received at NBS. This letter serves as notification of your intent to purchase the bus as specified above.

Vehicle Description

New: Ultra Coachliner DXL ADA Custom Activity Bus - Quantity 1
Options Chosen:
RGB Ceiling Lighting System, 2nd REI Stereo/DVD/PA/HDMI Port, Ceramic Window Coating (4) Additional 15" Dropdown Monitors, (2) Solid Wood Tables, Window Shades, LED Headlights Large Grille Guard, Wheelchair Lift with Cartridge, Sliding Flip Seats, Graphics To Mirror Current Fleet, AngelTrax Camera System, GPS Install Only, Wheelchair Position (See Diagram) Custom ADA Room with Adjustable Bed, Handrails, Flipseat, Wall with Pocketdoor, Wheelchair Position, Lavatory, Hardware installed allowing vehicle to be converted back to a standard DXL with 2-Wheelchair Positions and Lavatory
Price - $564,608.00
Available Options: (not included in price of bus) Delivery to District @ $2.50 Per Mile

This Letter of Understanding, when signed by you and received by NBS, will serve as our contract until your deposit of $112,921.60 or PO is received. This letter serves as notification of your intent to purchase the bus as specified above.

Please email to gregp@nationalbus.com

If you have any questions, please feel free to reach me at (800) 475-1439 ext. 359

Sincerely,

Greg Pylate
National Bus Sales

10/15/2026
Signature Date

Title :

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Agenda Item: D

Virtual Campus Authorization Application

☑ **Action Item**
☑ **Information**
☑ **Discussion**

Background:

The Texas Education Agency (TEA), under Texas Education Code Chapter 30B and Senate Bill 569, requires school districts to obtain authorization to operate full-time virtual campuses. The District requests Board approval to pursue virtual campus authorization and grant the Superintendent full administrative authority to take all necessary actions for the application, approval, establishment, and implementation of the campus, in accordance with applicable laws and Board policies.

Key Points:

- **Student Opportunities.** Expands flexible learning options.
- **Student Success.** Supports different educational needs.
- **TEA Compliance.** Meets state authorization requirements.
- **Superintendent Authority.** Allows all necessary administrative actions to obtain authorization and implement the campus.

Fiscal Implications:

Costs will depend on staffing, instructional resources, and operational needs, subject to available funding.

Recommendation:

Recommend approving the Virtual Campus Authorization Application and authorize the Superintendent to take all necessary actions to obtain TEA authorization and implement the campuses, subject to applicable laws, Board policy, and required approvals.

Suggested Motion:

I move to approve the Virtual Campus Authorization Application and authorize the Superintendent to take all necessary actions to obtain TEA authorization and implement the campuses, subject to applicable laws, Board policy, and required approvals.

This page is intentionally left blank.

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Agenda Item: E

Turnaround Plan (TAP) Approval

☑ **Action Item**
☑ **Information**
☑ **Discussion**

Background:

The District is requesting approval of the 2026-2027 Fort Stockton Middle School Turnaround Plan as part of the Texas Education Agency's school improvement requirements. The plan focuses on improving student achievement in reading and mathematics through stronger classroom instruction, teacher coaching, targeted interventions, and ongoing monitoring of student progress.

The District will provide additional instructional and leadership support through the LIFT program, Region 18, and Engage2Learn, with measurable goals and regular progress reviews.

Key Points:

- **Student Achievement.** Focuses on improving reading and math performance.
- **Teacher Support.** Provides coaching, training, and collaborative planning.
- **Targeted Interventions.** Addresses learning gaps and supports students with additional needs.
- **District Commitment.** Provides additional staffing, resources, and instructional support.
- **Accountability.** Establishes measurable goals and monthly progress reviews.

Fiscal Implications:

The District will support implementation primarily through awarded grants, approved District funds, and applicable federal resources.

Recommendation:

Recommend approving the Fort Stockton Middle School Turnaround Plan as presented.

Suggested Motion:

I move to approve the Fort Stockton Middle School Turnaround Plan as presented.



Fort Stockton Independent School District

Fort Stockton Middle School

2026-2027 Turnaround Plan

Needs Assessment and Stakeholder Engagement

I assure that the campus named in this plan has conducted an on-site needs assessment in accordance with Texas Education Code (TEC) §39A.053 to determine the factors contributing to low performance and lack of progress. Examples of aligned diagnostics used may include, but are not limited to, the Effective Schools Framework (ESF) Diagnostic, the Effective District Framework Diagnostic, Texas Strategic Leadership (TSL) Landscape Analysis, or a locally developed needs assessment.

Yes

I assure that the locally conducted needs assessment met the requirements in Section §39A.053 of the Texas Education Code, and that the documentation of the needs assessment and supporting analyses is maintained locally and available upon request.

Yes

I assure that I will opt into joining the Texas Exchange for use of the Instructional Insights App and use it as the campus observation and feedback system for school year 26-27. Warning: If your campus does not plan to join the Exchange, then there must be a robust observation and feedback system in place or the TAP is likely to be denied.

No

Please upload artifacts demonstrating a robust observation and feedback system.

GroweLab.pdf

I assure that the Campus Intervention Team (CIT) has conducted a public meeting for this campus required to submit a Turnaround Plan, in accordance with Texas Education Code (TEC) §39A.104, with the campus principal, members of the campus-level planning and decision-making committee, parents of students attending the campus, and community members residing in the district to review the campus performance rating and solicit input for the development of the Turnaround Plan.

Yes

I assure that written notice of the required public meeting was provided to the parents of students attending the campus and posted on the campus website, in accordance with Texas Education Code (TEC) §39A.104, and that the notice included the date, time, and place of the meeting.

Yes

I assure that the board conducted a public hearing for this campus identified for school improvement, in accordance with Texas Education Code (TEC) §39A.103 and §39A.104, to notify the public of the campus's insufficient performance, the improvements in performance expected by the agency, and the intervention measures or sanctions that may be imposed if performance does not improve. I further assure that the board solicited public comment on the plan and that the plan was posted on the district website prior to the hearing.

Yes

Please select the date of board approval for this plan:

October 26, 2026

As part of the Turnaround Plan (TAP) submission, in accordance with Texas Education Code (TEC) §39A.104, the LEA must upload documentation of stakeholder feedback or the stakeholder engagement process. If no comments were received, the LEA must upload a document explaining the public comment process conducted and the reason stakeholder comments were not submitted. Please upload a copy of public comments or additional documents explaining the lack of public comments:

—

SI Strategy

Please select the option that best describes your overall school improvement strategy for this campus for the 2026-2027 school year.

Intensive Curriculum & Instruction Improvements

Which, if any, program is this campus engaged with for the 26-27 school year?

LIFT

Which, if any, program is your school system interested in to support this strategy?

LIFT

Please name any organizations you are currently working with to build capacity and support school improvement strategy implementation.

Region 18, Engage2Learn

How many district staff members will be responsible for capacity building with this campus?

2

Please outline the projected costs required to implement the plan, including expenses for materials and staffing needed to support the strategy. Be sure to clearly specify the anticipated funding sources for each cost.

Projected costs for implementing the turnaround plan include professional learning, instructional coaching, curriculum materials, and staffing support for teacher planning and targeted student intervention. The district's awarded LIFT grant ($718,000) will serve as the primary funding source for eligible professional learning, coaching, and implementation support, consistent with the approved grant budget.

Instructional materials will be funded through applicable LIFT allocations and district instructional materials funds. Existing staff salaries will remain funded through the district's operating budget. Any additional costs for intervention staffing, substitutes, or supplemental instructional time will be supported by available local funds or allowable federal program funds.

Final cost estimates and funding allocations will be established through the district's budgeting process and presented to the board for approval, as required. Spending will prioritize classroom instruction, effective curriculum implementation, and measurable improvement in student achievement.

If the strategy is contingent on a grant funding source, what is your alternative funding or implementation plan if you do not receive the grant? How would your district still support and execute this strategy?

The LIFT grant has been received and allotted for 2026-2027.

How will the campus or district redistribute talent and resources to proportionately support this campus's needs?

The district will prioritize staffing and instructional support at the Middle School in proportion to its identified needs. A District Coordinator of School Improvement (DCSI), a district-level administrator, and an instructional coach will be assigned exclusively to the campus to provide focused leadership, strengthen instructional practices, and monitor implementation of the turnaround plan. Their support will include teacher coaching, collaborative planning, review of student performance data, and coordination of timely interventions.

Direct support from the LIFT district support coach will be emphasized at the Middle School to build leadership capacity and strengthen implementation of Bluebonnet Learning. This support will focus on lesson internalization, effective use of embedded supports, and measurable checks for understanding, with particular attention to students who need additional assistance.

The district has also added a math teacher position to support students receiving special education services, increasing capacity for targeted instruction and collaboration with general education teachers. District and campus leaders will regularly review student progress and evidence of implementation to adjust staffing priorities, coaching time, and instructional resources as needs change.

Curriculum and Instruction

Please select the adopted curriculum for: K-5 Math

Bluebonnet Learning Math Grades K-5/Aprendizaje Bluebonnet Matematicas K-5, Edicion 1

Is this the curriculum that will be implemented for the duration of the plan for: K-5 Math?

Yes

How many instructional minutes per week are in the master schedule for K-5 Math curriculum delivery?

170

Does the amount of minutes meet the required/recommended number of minutes for the K-5 Math curriculum?

Yes

Please select the adopted curriculum for: K-5 RLA

Bluebonnet Learning K-5 Reading Language Arts/Aprendizaje Bluebonnet Artes del lenguaje y lectura K-5, Edicion 1

Is this the curriculum that will be implemented for the duration of the plan for: K-5 RLA?

Yes

How many instructional minutes per week are in the master schedule for K-5 RLA curriculum delivery?

170

Does the amount of minutes meet the required/recommended number of minutes for the K-5 RLA curriculum?

Yes

Please select the adopted curriculum for: 6-8 Math

Bluebonnet Learning Math Grades 6-8

Is this the curriculum that will be implemented for the duration of the plan for: 6-8 Math?

Yes

How many instructional minutes per week are in the master schedule for 6-8 Math curriculum delivery?

465

Does the amount of minutes meet the required/recommended number of minutes for the 6-8 Math curriculum?

Yes

Please select the adopted curriculum for: 6-8 RLA

Amplify Texas Literacy Program, Grades 6-8

Is this the curriculum that will be implemented for the duration of the plan for: 6-8 RLA?

Yes

How many instructional minutes per week are in the master schedule for 6-8 RLA curriculum delivery?

465

Does the amount of minutes meet the required/recommended number of minutes for the 6-8 RLA curriculum?

Yes

Please select the adopted curriculum for: 9-12 Math (Algebra 1, Algebra 2, Geometry)

Bluebonnet Learning, Secondary Mathematics Algebra 1

Is this the curriculum that will be implemented for the duration of the plan for: 9-12 Math (Algebra 1, Algebra 2, Geometry)?

Yes

How many instructional minutes per week are in the master schedule for 9-12 Math curriculum delivery?

245

Does the amount of minutes meet the required/recommended number of minutes for the 9-12 Math curriculum?

Yes

Please select the adopted curriculum for: 9-12 RLA

Other

Is this the curriculum that will be implemented for the duration of the plan for: 9-12 RLA?

Yes

How many instructional minutes per week are in the master schedule for 9-12 RLA curriculum delivery?

245

Does the amount of minutes meet the required/recommended number of minutes for the 9-12 RLA curriculum?

Yes

How many instructional days are included in the 2026-2027 calendar?

170

Use the provided table to describe the campus's assessment plan, including the specific assessment tools that will be used, whether it is a district or campus assessment, frequency, and how the results of the assessment will be used.

Type of Assessment	Campus or District	Frequency	Purpose (how will these results be used)
Curriculum Based Assessment	Campus	Bi-Monthly	The campus will use Bluebonnet Learning curriculum-based assessments to monitor student understanding and progress toward mastery of grade-level standards. After each assessment, teachers will conduct an item analysis to identify learning gaps, common misconceptions, and areas requiring additional support. During collaborative planning, teachers and campus leaders will use these findings to guide reteaching, adjust student groups, and refine instruction using the curriculum's embedded supports. Follow-up checks for understanding will determine whether these adjustments have addressed the identified needs or require further intervention.
Benchmark	District	Quarterly	The district will administer quarterly benchmarks using questions that resemble STAAR items in format and difficulty. Each benchmark will cover the TEKS taught up to that point in the school year, helping teachers check both current learning and retention of earlier skills. Teachers and leaders will use Scholar Tracker to analyze results, compare student-group performance, and monitor progress toward campus reading and math goals. During PLCs, teachers will plan reteaching and additional support based on identified gaps. Follow-up assessments will check mastery, and district leaders will use the findings to adjust campus support and report progress to stakeholders.

Type of Assessment	Campus or District	Frequency	Purpose (how will these results be used)
STAAR Released Test	District	Weekly	The district will use TFAR to administer short TEKS checks using released STAAR items through warm-ups, exit tickets, and timely checks for understanding throughout the year. Teachers will use the results to identify misconceptions, adjust instruction, and plan reteaching or additional support. Follow-up checks will determine whether students have mastered the skills. Regular use will also familiarize students with STAAR-like questions and the exam format.

Describe the campus system for monitoring student growth data, including how student growth data will be tracked and monitored.

The Middle School will monitor student growth through a consistent cycle of assessment, data review, instructional adjustment, and follow-up monitoring. Bluebonnet Learning curriculum-based assessments will provide ongoing evidence of progress toward grade-level standards. After each assessment, teachers will conduct an item analysis to identify learning gaps and common misconceptions, then use collaborative planning time to determine reteaching priorities, adjust student groups, and select appropriate embedded supports.

Scholar Tracker will support this system by organizing uploaded assessment data into dashboards and reports that help staff track scores, monitor progress, and identify student groups needing additional attention. Teachers and campus leaders will review available results over time alongside Bluebonnet assessment analyses and classroom checks for understanding to evaluate progress toward student learning goals.

Teachers will maintain records of identified needs, instructional responses, and follow-up results. The instructional coach and campus administrators will review these records during regular data meetings, while the DCSI and district-level administrator will monitor campus trends and progress toward turnaround-plan goals. This process will guide timely adjustments to instruction, interventions, and resource allocation, with particular attention to students receiving special education services and emergent bilingual students.

What is the campus plan for student intervention and supporting students below grade level and in special populations?

The campus will provide targeted intervention based on Bluebonnet Learning curriculum-based assessments and classroom checks for understanding. After each assessment, teachers will conduct an item analysis to identify standards with low performance and determine the depth of reteaching required. Instructional responses will range from brief clarification of misconceptions to explicit reteaching and intensive small-group support, depending on student needs.

Students performing below grade level, including students receiving special education services and emergent bilingual students, will receive support using the curriculum's embedded resources, appropriate scaffolds, and required accommodations. General education teachers, special education staff, and the instructional coach will collaborate to address prerequisite skill gaps while maintaining access to grade-level instruction. The additional special education math teacher will strengthen the campus's capacity to provide targeted math support.

Standards with low performance will be revisited through reteaching, guided practice, and ongoing review. Teachers will reassess these standards periodically, document progress, and adjust intervention groups and instructional approaches based on the results. The goal is increased mastery, with the intensity and duration of support determined by each student's demonstrated progress.

Will the campus implement a PLC structure?

Yes

How will PLCs be organized (by grade level, content area, etc.)?

Weekly PLCs will be organized by subject. Additionally, at least one 45-minute common planning/PLC period per week for all teachers, including special education, bilingual, and ESL staff who teach the same subject and grade level.

How frequently will PLCs occur?

The campus provides at least one 45-minute common planning/PLC period per week for all teachers, including special education, bilingual, and ESL staff.

Who will facilitate PLCs?

PLCs will be facilitated by the campus instructional coach and lead teachers.

Who is required to attend PLCs?

All teachers, including special education, bilingual, ESL staff, and the instructional coach.

Please describe the PLC protocol used at the campus. You may upload your PLC agenda as additional evidence to ensure clarity.

The campus will use a structured LIFT PLC protocol that protects time for module/unit internalization, lesson internalization, lesson rehearsal, and student work analysis. These activities will be scheduled across the PLC cycle to connect instructional planning, classroom delivery, and review of student learning.

During module/unit internalization, teachers will examine grade-level standards, learning progressions, key concepts, and assessments to understand what students must know and be able to demonstrate by the end of the unit. Lesson internalization will build on this understanding by identifying essential tasks, anticipated misconceptions, embedded supports, and measurable checks for understanding within Bluebonnet Learning.

Lesson rehearsal will give teachers opportunities to practice critical portions of instruction, including explanations, questioning, and responses to anticipated student errors. Feedback from colleagues and the instructional coach will help teachers refine their delivery before teaching the lesson.

Student work analysis will allow teams to compare student responses with expectations for mastery, identify patterns in understanding, and determine the depth of reteaching needed. Teachers will document instructional adjustments and follow-up assessments, then review subsequent results to determine whether students have made progress.

Upload PLC agenda (optional):

—

Capacity Building

Please describe your planned training/PD sessions for each role, including who delivers and who attends.

Role	Training/PD Description	Delivered By	Attended By
Principal	RBIS and Instructional Frameworks Staff will learn the research-based instructional strategies used in the district's reading and math frameworks. Leaders and teachers will practice using those frameworks to plan lessons, choose supports, and recognize strong instruction. New staff will receive foundational training; returning staff will receive refreshers based on classroom needs.	LIFT District Coach, Engage2Learn	Leaders who need foundational training; DCSI, principals, assistant principals, and instructional coaches for the reading and math refinement sessions.
Other Campus Admin (Assistant Principals, Instructional Coaches)	Leaders and coaches will learn to lead productive professional learning communities (PLCs). Teachers will study the purpose and sequence of a unit, work through upcoming lessons, anticipate student errors, and rehearse key parts of instruction. PLCs will also examine student work and decide what needs to be retaught.	LIFT District Coach and campus coaches for facilitator training. Campus coaches and principals lead teacher training and ongoing PLCs.	Campus leaders and instructional coaches; all teachers, including special education and bilingual/ESL staff. Newly hired teachers receive an introduction to the protocols.
Teacher	Assessment Training and Student Work Analysis Staff will learn to use Bluebonnet curriculum assessments to identify what students understand and where they need help. After each assessment, teachers will review results by item and standard, examine student work, and select a reteaching response. They will reassess the skill to determine whether the support worked.	LIFT District Coach and campus coaches. Roy Alvarado leads the district assessment work; principals and coaches support campus data review.	Campus leaders and teachers, including special education and bilingual/ESL staff, who help plan instruction and intervention.

Role	Training/PD Description	Delivered By	Attended By
Other Campus Admin (Assistant Principals, Instructional Coaches)	Observation, Actionable Feedback, and Real-time Coaching Leaders will practice collecting classroom evidence with the LIFT observation tool and agreeing on what strong instruction looks like. They will learn to give teachers one clear, manageable action step, model or rehearse the step, and return to check its use. Real-time coaching training will help leaders give useful support during instruction.	LIFT District Coach and campus coaches. Principals and coaches introduce the process to teachers and conduct ongoing observation and feedback cycles.	District and campus instructional leaders, principals, assistant principals, and coaches for observation and calibration training; all teachers for the observation and feedback rollout.
Principal	Schoolwide Routines Training Leaders will define and teach shared routines for a safe, orderly school day. Staff will see routines modeled, practice teaching them to students, and learn how to respond consistently. Coaching will help staff correct routines that interrupt learning.	LIFT District Coach for leader training; campus leadership teams and campus coaches for staff rollout and follow-up.	District and campus leaders for initial training.
Principal	Leadership Training in Performance Management Leaders will learn how to review training implementation, coaching records, and student results together. They will identify a problem, choose a response, assign responsibility, and check progress at the next review. New leaders and leaders needing more support will receive guided practice and coaching in these routines.	LIFT District Coach, supported by campus coaches and district instructional leadership.	District leaders, principal managers, principals, assistant principals, and instructional coaches who monitor the improvement plan.

How will you differentiate training for inexperienced (less than 2 years in role) and/or ineffective teachers/leaders?

The principal, district leaders, and coaches will review staff experience, certification status, classroom evidence, and student results to assign support based on need. Staff in their first two years, uncertified teachers, and teachers without a demonstrated record of success will receive foundational training, an experienced mentor, additional lesson preparation and rehearsal, and at least weekly observation and feedback. Coaching will focus on one skill at a time, with modeling and a return visit to check progress.

Experienced teachers who demonstrate effective instruction will receive targeted coaching at least every two weeks, with opportunities to deepen their practice and share effective lessons. Support levels will be reviewed monthly and changed when evidence shows a need. A teacher's experience alone will not determine the level of support.

New principals, assistant principals, and principal managers—and leaders without a demonstrated record of success—will receive more frequent leadership coaching, joint walkthroughs, practice giving feedback, and guided data reviews. The District Coach and district instructional leaders will help them plan PLCs and follow up on teacher action steps. Persistent gaps will lead to additional coaching and district support without waiting for the next semester.

What tool will be used to evaluate implementation of the training (for example, classroom walkthrough tool, leadership coaching tools)? What look fors will be included in this tool?

The district will use the LIFT Classroom Observation Tool and the LIFT PLC Observation Tool, with GroweLab serving as the observation and feedback-tracking system. Leadership coaching notes will document how well leaders facilitate PLCs, give feedback, and respond to data. Training attendance will show participation; classroom and PLC evidence will show whether the training changes practice.

Classroom Look-Fors
Use of research-based reading and math strategies; Bluebonnet lesson sequence and pacing; student engagement; measurable checks for understanding; monitoring student work; appropriate embedded supports and accommodations; consistent schoolwide routines; and use of the teacher's prior coaching action step.

PLC Look-Fors
Unit and lesson preparation, lesson rehearsal, student work analysis, decisions about reteaching, and regular guidance from special education and bilingual/ESL staff.

Leadership Look-Fors
Accurate classroom evidence, a clear teacher action step, modeling or rehearsal, timely follow-up, useful PLC feedback, and data-based adjustments to staff support.

Tracking and Review
GroweLab records will include observation and feedback dates, action steps, follow-up evidence, curriculum implementation, and teacher growth. Leaders will review frequency weekly and trends monthly. Missing cycles or unresolved action steps will prompt follow-up. Monthly calibration will help observers apply the tools consistently.

How frequently will each teacher receive an observation from an instructional leader or coach, and receive feedback?

Biweekly

What capacity building supports related to supporting students in special populations will teachers and administrators receive?

Teachers and administrators will receive training and coaching based on the needs identified in the campus's special education and emergent bilingual student data. Staff will practice using Bluebonnet's embedded supports, language supports, required accommodations, and specially designed instruction. Training will show how to make grade-level work accessible while keeping the learning goal and challenge intact.
Special education and bilingual/ESL staff will regularly help teams prepare lessons, anticipate barriers, rehearse supports, and examine student work. Their guidance will be part of the protected weekly PLC period. Campus leaders will monitor participation and maintain the LIFT plan's minimum 80% inclusion target.
After each assessment, teams will compare students' needs, identify skills requiring reteaching, and plan the appropriate type of support. They will reassess those skills and adjust the intervention when students are not improving. Walkthroughs will check whether planned supports are being used, and leadership coaching will help administrators recognize effective support and give useful feedback.

Milestones

List 16-20 key milestones your campus will complete to implement this strategy (8-10 per year). Milestones must represent specific, actionable implementation steps, not broad goals or general activities. Align milestones to key checkpoints: December 2026, May 2027, August 2027, December 2027, May 2028, August 2028.

Milestone 1

Description – What specific action or deliverable will be completed?

Complete a campus readiness checklist covering Bluebonnet materials, staff training, instructional minutes, and schoolwide routines. Close missing material or training gaps and publish the campus implementation expectations.

Timeline – By what checkpoint will this milestone be completed?

December 2026 (BOY → MOY Year 1)

Responsible Roles – Who is accountable for this milestone?

Accountable: campus principal. Support: District Coach, campus coach, and district instructional leaders.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Completed checklist, materials inventory, training records, master schedule, and walkthrough evidence that routines and curriculum expectations are in use.

Support Needed – What training, coaching, resources, or tools are required?

Bluebonnet materials, research-based reading and math training, framework guidance, and time for staff practice.

Milestone 2

Description – What specific action or deliverable will be completed?

Publish and use a weekly PLC schedule with at least one protected 45-minute common planning period for all teachers. Train facilitators and teachers in unit and lesson preparation, rehearsal, and student work analysis. Schedule regular input from special education and bilingual/ESL staff.

Timeline – By what checkpoint will this milestone be completed?

December 2026 (BOY → MOY Year 1)

Responsible Roles – Who is accountable for this milestone?

Accountable: campus principal. Support: campus coach, District Coach, and special education and bilingual/ESL staff.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Master schedule, training records, PLC agendas, lesson preparation and rehearsal samples, and attendance showing at least 80% inclusion of special-population teachers.

Support Needed – What training, coaching, resources, or tools are required?

LIFT PLC protocols, a facilitator who knows the curriculum, protected planning time, and special-population staff participation.

Milestone 3

Description – What specific action or deliverable will be completed?

Set up GroweLab records for each teacher and assign support based on experience, certification, and classroom needs. Complete observation, actionable feedback, and follow-up cycles. Give new, uncertified, and struggling teachers at least weekly cycles; effective teachers receive cycles at least every two weeks.

Timeline – By what checkpoint will this milestone be completed?

December 2026 (BOY → MOY Year 1)

Responsible Roles – Who is accountable for this milestone?

Accountable: campus principal. Support: instructional leaders, campus coach, and District Coach.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Teacher support assignments and GroweLab records showing observation and feedback dates, clear action steps, follow-up results, and changes in teacher practice.

Support Needed – What training, coaching, resources, or tools are required?

GroweLab access and training, the LIFT observation tool, coach schedules, mentors, and monthly observer calibration.

Milestone 4

Description – What specific action or deliverable will be completed?

Finalize the assessment calendar aligned to Bluebonnet pacing. Train staff in assessment analysis, administer Bluebonnet assessments through DMAC, and record reteaching and reassessment decisions. Complete a fall progress review connecting student results with coaching needs and TAP milestones.

Timeline – By what checkpoint will this milestone be completed?

December 2026 (BOY → MOY Year 1)

Responsible Roles – Who is accountable for this milestone?

Accountable: District Lead, Roy Alvarado, and DTC, Amanda Urias. Support: principal, campus coach, District Coach, and teachers.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Assessment calendar, DMAC reports, student work, records of reteaching and reassessment, and review meeting notes that name actions, owners, and deadlines.

Support Needed – What training, coaching, resources, or tools are required?

DMAC training, assessment guidance, PLC analysis time, and applicable MAP or mCLASS reports. TFAR supports additional STAAR item practice.

Milestone 5

Description – What specific action or deliverable will be completed?

Review midyear student results and GroweLab coaching evidence. Update teacher and leader support assignments and student interventions. Provide focused refreshers where Bluebonnet use, instructional routines, or student progress show gaps, then check whether the changes help.

Timeline – By what checkpoint will this milestone be completed?

May 2027 (MOY → EOY Year 1)

Responsible Roles – Who is accountable for this milestone?

Accountable: district instructional leaders Roy Alvarado and Amanda Urias. Support: principal, District Coach, campus coach, and intervention staff.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Midyear review notes, revised coaching and intervention schedules, refresher records, and follow-up classroom and student evidence.

Support Needed – What training, coaching, resources, or tools are required?

DMAC and GroweLab reports, applicable student growth data, additional coaching time, and special education and bilingual/ESL expertise.

Milestone 6

Description – What specific action or deliverable will be completed?

Train leaders and coaches to give specific support during classroom instruction. Practice using shared LIFT look-fors, including student engagement, checks for understanding, and Bluebonnet supports. Use return visits to verify agreed action steps and identify skills needing more practice.

Timeline – By what checkpoint will this milestone be completed?

May 2027 (MOY → EOY Year 1)

Responsible Roles – Who is accountable for this milestone?

Accountable: District Coach. Support: principal and campus coach.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Training and calibration records, classroom coaching notes, and GroweLab entries linking action steps to evidence from return visits.

Support Needed – What training, coaching, resources, or tools are required?

LIFT observation guidance, demonstration lessons, leader practice time, and access to GroweLab.

Milestone 7

Description – What specific action or deliverable will be completed?

Complete at least four LIFT PLC observations for the campus during the year. Give facilitators feedback and document their response. Review whether lesson preparation, rehearsal, and student work analysis lead to instructional changes and stronger student work.

Timeline – By what checkpoint will this milestone be completed?

May 2027 (MOY → EOY Year 1)

Responsible Roles – Who is accountable for this milestone?

Accountable: campus coach. Support: District Coach, principal, PLC facilitators, and teachers.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Four completed observation records, facilitator action steps and follow-up, PLC work samples, participation records, and a year-end summary connected to assessment results.

Support Needed – What training, coaching, resources, or tools are required?

LIFT PLC Observation Tool, calibration support, protected PLC time, and DMAC assessment summaries.

Milestone 8

Description – What specific action or deliverable will be completed?

Compare available STAAR reading and math results with the adopted campus goals and examine student-group gaps. Use the A–F Estimator to check progress toward a C or higher within two years. Identify what to continue, change, or stop and revise the Year 2 campus action plan.

Timeline – By what checkpoint will this milestone be completed?

August 2027 (EOY → BOY Year 2)

Responsible Roles – Who is accountable for this milestone?

Accountable: DCSI, the district coordinator for school improvement. Support: district leaders, principal, District Coach, and campus coach.

Evidence of Completion – What artifact, data, or observable action will verify completion?

STAAR and student-group summaries, estimator output, Year 1 milestone review, and a revised Year 2 plan with named owners and deadlines.

Support Needed – What training, coaching, resources, or tools are required?

STAAR reports, adopted student outcome goals, A–F Estimator access, and district and LIFT planning support.

Milestone 9

Description – What specific action or deliverable will be completed?

Prepare the revised assessment calendar, PLC schedule, materials list, and training plan for the second year. Assign mentors and added support for new or uncertified staff and leaders needing assistance. Confirm special-population participation and resolve readiness gaps before instruction begins.

Timeline – By what checkpoint will this milestone be completed?

August 2027 (EOY → BOY Year 2)

Responsible Roles – Who is accountable for this milestone?

Accountable: campus principal. Support: district instructional leaders, District Coach, and campus coach.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Readiness checklist, staff support assignments, materials inventory, master schedule, and published training and assessment calendars.

Support Needed – What training, coaching, resources, or tools are required?

Staffing and scheduling support, Bluebonnet materials, foundational training for new hires, and coaching resources.

Milestone 10

Description – What specific action or deliverable will be completed?

Deliver foundational Bluebonnet and research-based instruction training to new staff. Give returning staff training tied to Year 1 gaps. Check that teachers use the district reading and math frameworks in lesson preparation and that leaders use them in coaching.

Timeline – By what checkpoint will this milestone be completed?

December 2027 (BOY → MOY Year 2)

Responsible Roles – Who is accountable for this milestone?

Accountable: campus principal. Support: District Coach and campus coach.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Training records, teacher preparation samples, classroom evidence of curriculum use, and coaching follow-up showing whether identified gaps are addressed.

Support Needed – What training, coaching, resources, or tools are required?

Bluebonnet materials, district frameworks, mentors, and differentiated training time.

Milestone 11

Description – What specific action or deliverable will be completed?

Check that the protected weekly PLC period includes unit and lesson preparation, rehearsal, and student work analysis. Review special education and bilingual/ESL participation against the minimum 80% target. Address missed participation and document how specialist guidance changes planned supports.

Timeline – By what checkpoint will this milestone be completed?

December 2027 (BOY → MOY Year 2)

Responsible Roles – Who is accountable for this milestone?

Accountable: campus principal. Support: campus coach, PLC facilitators, and special-population staff.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Weekly schedules, attendance records, PLC agendas, lesson supports, and initial PLC observation feedback with follow-up.

Support Needed – What training, coaching, resources, or tools are required?

Knowledgeable PLC facilitators, specialist scheduling, LIFT protocols, and preparation time.

Milestone 12

Description – What specific action or deliverable will be completed?

Use Year 1 walkthrough findings to revise the campus routine expectations. Model and teach the revised routines to staff and students. Conduct follow-up walkthroughs and provide coaching where routines still interrupt learning or limit student participation.

Timeline – By what checkpoint will this milestone be completed?

December 2027 (BOY → MOY Year 2)

Responsible Roles – Who is accountable for this milestone?

Accountable: campus principal. Support: campus leadership team and campus coach.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Revised routine expectations, staff rollout records, walkthrough comparisons, and completed coaching follow-up for inconsistent routines.

Support Needed – What training, coaching, resources, or tools are required?

District and LIFT guidance, staff practice time, and accessible routines for students with language, disability, or behavioral support needs.

Milestone 13

Description – What specific action or deliverable will be completed?

Review DMAC student results alongside GroweLab evidence of teacher action steps, curriculum use, and growth. Identify staff and student groups needing more support. Document changes in coaching, training, and reteaching, with an owner and deadline for each action.

Timeline – By what checkpoint will this milestone be completed?

December 2027 (BOY → MOY Year 2)

Responsible Roles – Who is accountable for this milestone?

Accountable: DCSI and district instructional leaders. Support: principal, District Coach, campus coach, and assessment lead.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Fall data summary, milestone status report, action log, and follow-up records showing which changes were carried out.

Support Needed – What training, coaching, resources, or tools are required?

GroweLab and DMAC reports, applicable growth assessments, and scheduled district and campus review time.

Milestone 14

Description – What specific action or deliverable will be completed?

At MOY, identify teachers and leaders whose action steps have not improved practice. Add modeling, rehearsal, joint walkthroughs, or real-time coaching. Review the next observation cycles and student work to decide whether to continue or change the support.

Timeline – By what checkpoint will this milestone be completed?

May 2028 (MOY → EOY Year 2)

Responsible Roles – Who is accountable for this milestone?

Accountable: campus principal and principal manager. Support: District Coach and campus coach.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Updated support assignments, coaching records before and after the change, follow-up observations, and related student work or assessment evidence.

Support Needed – What training, coaching, resources, or tools are required?

Additional coach and mentor time, shared LIFT look-fors, leader coaching, and GroweLab tracking.

Milestone 15

Description – What specific action or deliverable will be completed?

Review results after each Bluebonnet assessment and record the response to low-performing standards. Provide targeted reteaching and appropriate special-population supports, then reassess. Complete a spring review identifying which students improved and which need a different intervention.

Timeline – By what checkpoint will this milestone be completed?

May 2028 (MOY → EOY Year 2)

Responsible Roles – Who is accountable for this milestone?

Accountable: campus principal. Support: teachers, campus coach, intervention staff, and special education and bilingual/ESL staff.

Evidence of Completion – What artifact, data, or observable action will verify completion?

DMAC item analysis, intervention records, reassessment comparisons, and student-group progress summaries with next steps.

Support Needed – What training, coaching, resources, or tools are required?

PLC analysis time, Bluebonnet embedded supports, DMAC, intervention resources, and TFAR for additional STAAR practice.

Milestone 16

Description – What specific action or deliverable will be completed?

Complete at least four LIFT PLC observations during Year 2. Confirm campus facilitators can lead preparation, rehearsal, and student work analysis and follow through on feedback. Document remaining needs and assign targeted support rather than ending assistance before staff are ready.

Timeline – By what checkpoint will this milestone be completed?

May 2028 (MOY → EOY Year 2)

Responsible Roles – Who is accountable for this milestone?

Accountable: campus coach. Support: principal, District Coach, and PLC facilitators.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Four observation records, facilitator follow-up evidence, PLC work samples, participation records, and a summary of strengths and remaining needs. The LIFT district coach and DCSI will provide feedback to the PLC facilitators after each observation.

Support Needed – What training, coaching, resources, or tools are required?

LIFT PLC observation and calibration tools, facilitator coaching, protected planning time, and specialist input.

Milestone 17

Description – What specific action or deliverable will be completed?

Compare available 2028 STAAR reading and math results with the adopted two-year goals and review student-group progress. Use the A–F Estimator to assess progress toward a C or higher. Summarize which TAP actions improved instruction and learning and identify remaining needs.

Timeline – By what checkpoint will this milestone be completed?

August 2028 (EOY → BOY Year 3)

Responsible Roles – Who is accountable for this milestone?

Accountable: DCSI and superintendent. Support: district instructional leaders, principal, District Coach, and assessment lead.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Two-year student results summary, estimator output, final milestone status report, and a board-ready progress update. The board progress update will include which TAP actions improved instruction and learning and identify remaining needs.

Support Needed – What training, coaching, resources, or tools are required?

STAAR and accountability data, adopted goals, estimator access, and district analysis and reporting time.

Milestone 18

Description – What specific action or deliverable will be completed?

Use the two-year review to finalize the next campus improvement and support plan. Assign staff to maintain coaching, weekly PLCs, assessment review, and new-staff training. Publish the next year's calendars and resource assignments so that needed support continues after the TAP period.

Timeline – By what checkpoint will this milestone be completed?

August 2028 (EOY → BOY Year 3)

Responsible Roles – Who is accountable for this milestone?

Accountable: district instructional leaders and campus principal. Support: DCSI, superintendent, and campus coach.

Evidence of Completion – What artifact, data, or observable action will verify completion?

Final support plan, named owners, coaching and PLC calendars, assessment schedule, staff training plan, and documented resource assignments.

Support Needed – What training, coaching, resources, or tools are required?

District staffing and budget decisions, trained campus facilitators, GroweLab and DMAC access, and ongoing leadership support.

Performance Management

Please describe how district and campus leaders will monitor the successful implementation of this plan.

Fort Stockton ISD will conduct regular progress reviews to ensure the LIFT action plan is being implemented and that students are benefiting. Leaders will use the findings to adjust coaching, training, and campus support.

District and campus leaders will monitor both the work being completed and the results for students. GroweLab will be used to document instructional coaching, classroom observations, professional learning, and progress on agreed-upon actions. All Bluebonnet Learning assessments will be administered through DMAC. Leaders and teachers will review these results to identify the skills students have mastered and the areas that need more instruction. TFAR will provide students with additional exposure to STAAR items.

During progress reviews, leaders will consider coaching records alongside assessment results to determine whether support is improving classroom instruction and student learning. They will compare progress with the plan's goals and deadlines, adjust coaching and campus support, and follow up on needed changes. Beginning-, middle-, and end-of-year reviews of NWEA MAP and mCLASS results will provide additional information about student growth.

Who will be responsible for reviewing progress towards the milestones described in the previous section?

The district coach, Roy Alvarado, and Amanda Urias will lead the monthly reviews with district leadership, including the superintendent. The district coach and campus coaches will lead the readiness review and the beginning-, middle-, and end-of-year assessment reviews. Campus leaders and coaches will review GroweLab records and DMAC assessment results, help explain campus needs, and follow through on agreed-upon actions. Teachers will use their assessment results to plan reteaching and provide additional practice through TFAR. Together, these staff members will monitor milestones and coordinate support where it is needed.

How frequently will progress toward milestones be reviewed?

Monthly

How will milestone progress data be collected?

Progress information will be collected from GroweLab coaching and professional learning records, Bluebonnet Learning assessment results in DMAC, and student responses to additional STAAR items delivered through TFAR. NWEA MAP and mCLASS results will provide additional evidence of student growth and support TIA data verification. Meeting agendas, training materials, and action-plan updates will document completed activities and follow-up decisions.

After each Bluebonnet assessment, teachers and campus leaders will use DMAC results to examine performance on individual questions and learning standards. They will identify what needs to be retaught, plan targeted support, and check student understanding again. GroweLab records will help leaders track the coaching and staff support provided in response to these needs.

How will milestone progress data be shared with district leadership and other relevant stakeholders?

District leadership will review progress during monthly meetings using GroweLab reports, DMAC assessment summaries, TFAR practice information, and action-plan updates. Campus leaders and coaches will share findings and next steps with teachers so they can adjust instruction and support. These reviews will connect coaching and professional learning with evidence of student progress.

For the school board, staff, families, and other stakeholders, the district will provide clear summaries through board presentations, district communications, and ParentSquare, as appropriate. Updates will explain which milestones have been completed, what students are learning, where support is needed, and what the district will do next. Public updates will use campus or district summaries that protect individual student and staff coaching information.

Student Outcome Goals

Enter the campus goal for RLA Approaches, Meets, and Masters on STAAR in SY 26-27.

Performance Level	EOY Goal (%)
Approaches Grade Level	74
Meets Grade Level	45
Masters Grade Level	21

Not applicable: RLA STAAR goals (SY 26-27)

—

Enter the campus goal for Math Approaches, Meets, and Masters on STAAR in SY 26-27.

Performance Level	EOY Goal (%)
Approaches Grade Level	58
Meets Grade Level	32
Masters Grade Level	11

Not applicable: Math STAAR goals (SY 26-27)

—

Enter your overall goal for Approaches, Meets, and Masters on STAAR in SY 26-27.

Performance Level	EOY Goal (%)
Approaches Grade Level	64
Meets Grade Level	36
Masters Grade Level	15

Not applicable: overall STAAR goals (SY 26-27)

—

Using Component Points, what is your campus goal for Academic Achievement in Domain III in SY 26-27?

14

Not applicable: Academic Achievement goal (SY 26-27)

—

Using Component Points, what is your campus goal for the ELP Component of Domain III in SY 26-27?

2

Not applicable: ELP Component goal (SY 26-27)

—

Enter the campus goal for RLA Approaches, Meets, and Masters on STAAR in SY 27-28.

Performance Level	EOY Goal (%)
Approaches Grade Level	77
Meets Grade Level	49
Masters Grade Level	24

Not applicable: RLA STAAR goals (SY 27-28)

—

Enter the campus goal for Math Approaches, Meets, and Masters on STAAR in SY 27-28.

Performance Level	EOY Goal (%)
Approaches Grade Level	63
Meets Grade Level	37
Masters Grade Level	14

Not applicable: Math STAAR goals (SY 27-28)

—

Enter your overall goal for Approaches, Meets, and Masters on STAAR in SY 27-28.

Performance Level	EOY Goal (%)
Approaches Grade Level	69
Meets Grade Level	41
Masters Grade Level	19

Not applicable: overall STAAR goals (SY 27-28)

—

Using Component Points, what is your campus goal for Academic Achievement in Domain III in SY 27-28?

16

Not applicable: Academic Achievement goal (SY 27-28)

—

Using Component Points, what is your campus goal for the ELP Component of Domain III in SY 27-28?

3

Not applicable: ELP Component goal (SY 27-28)

—

Will this campus have a graduation class for the 2025-2026 school year?

No

Using Component Points, what is the campus goal for the Growth Component of Domain III in SY 26-27?

10

Using Component Points, what is the campus goal for the Student Success Component of Domain III in SY 26-27?

4

Using Component Points, what is the campus goal for the Growth Component of Domain III in SY 27-28?

12

Using Component Points, what is the campus goal for the Student Success Component of Domain III in SY 27-28?

6

Additional Info

Please share any additional information about your strategy that was not included in the prior sections. You may also upload documents. (Optional)

—

Upload additional documents (optional):

—

FORT STOCKTON
INDEPENDENT SCHOOL DISTRICT

Meeting Date: October 26, 2026

Agenda Item: F

Teacher Certification Waiver

☑ **Action Item**

☑ **Information**

☑ **Discussion**

Background:

Senate Bill 1173 increased the competitive purchasing threshold for Texas school districts from $50,000 to $100,000, effective September 1, 2025. The District recommends updating Board Policy CV(LOCAL), Facilities Construction, to align with the change in state law. This update increases construction approval authority from under $50,000 to under $100,000.

This change will allow the District to address facility maintenance, repairs, and smaller construction projects more efficiently without waiting for the next Board meeting. All expenditures will continue to follow applicable purchasing laws, approved budgets, and District procedures.

Key Points:

- **Student and Staff Needs.** Addresses facility repairs and improvements sooner.
- **Operational Efficiency.** Reduces delays in completing smaller construction projects.
- **State Law Alignment.** Updates District policy to reflect the new $100,000 threshold.
- **Financial Accountability.** All expenditures remain subject to approved budgets and purchasing requirements.
- **Board Oversight.** Construction contracts of $100,000 or more will continue requiring Board approval.

Fiscal Implications:

No additional expenditures anticipated.

Recommendation:

Recommend approving the use of Teacher Certification Waivers when needed and applicable, in accordance with TEA requirements.

Suggested Motion:

I move to approve the District's use of Teacher Certification Waivers when needed and authorize the Superintendent to pursue applicable waivers.

This page is intentionally left blank.

PERSONNEL

October 26, 2026

Employment:

Noemi Diaz Benavidez	Cafeteria Worker - Food Service
Rachel Diaz	Aide - High School
Yurelys Garces Almaguer	Cafeteria Worker - Food Service
Claudia Jimenez	Aide - High School

Resignations:

Dayesi Giron Hechavarria	Cafeteria Worker - Food Service