TYLER ISD
SUCCESSFUL STUDENT OUTCOMES

AGENDA

for the

Regular Meeting

of the

Board of Trustees

JIM PLYLER INSTRUCTIONAL COMPLEX
807 W. GLENWOOD
DR. JACK L. DAVIDSON CONFERENCE CENTER

July 21, 2025

REGULAR BOARD MEETING
Executive Session 6:00 P.M.
Regular Session 7:00 P.M.

NOTICE OF REGULAR MEETING OF THE TYLER INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Notice is hereby given that on Monday, July 21, 2025, the Board of Trustees of the Tyler Independent School District will hold a regular meeting at (Executive Session at 6:00 p.m. and Regular Session at 7:00 p.m.) at the Jim Plyler Instructional Complex, 807 W. Glenwood, Tyler, Texas. The subjects to be discussed are listed on the agenda which is attached to and made a part of this Notice.

Individuals with disabilities are entitled to have access to and participate in public meetings. An individual requiring an accommodation for access to the meeting must notify the Tyler Independent School District by informing the district's ADA coordinator, in writing 24 hours prior to the scheduled meeting of the necessity of an accommodation. Upon receipt of this request, the district will furnish appropriate auxiliary aides and services when necessary to afford an individual with a disability an equal opportunity to participate in and enjoy the benefits of the board meeting as nonhandicapped individuals enjoy.

If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed or executive meeting or session of the Board of Trustees is required, then such closed or executive meeting or session as authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed or executive meeting or session concerning any and all purposes permitted by the Act.

Texas Government Code Section:

551.071	Private consultation with the board's attorney.
551.072	Discussing purchase, exchange, lease, or value of real property.
551.073	Discussing negotiated contracts for prospective gifts or donations.
551.074	Discussing personnel or to hear complaints against personnel.
551.076	Considering the deployment, specific occasions for, or implementation of, security personnel or devices.
551.082	Considering discipline of a public school child, or complaint or charge against personnel.
551.083	Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives to follow, in consultation with representatives of employee groups.
551.084	Excluding witnesses from a hearing.

Should any final action, final decision, or final vote be required in the opinion of the School Board with regard to any matter considered in such closed or executive meeting, then the final action, final decision, or final vote shall be either:

(a) in the open meeting covered by the Notice upon the reconvening of the public meeting; or

(b) at a subsequent public meeting of the School Board upon notice thereof; as the School Board shall determine.

TYLER INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES

Monday, July 21, 2025

REGULAR BOARD MEETING
Executive Session 6:00 P.M.
Regular Session 7:00 P.M.

JIM PLYLER INSTRUCTIONAL COMPLEX
807 W. GLENWOOD
DR. JACK L. DAVIDSON CONFERENCE CENTER

AGENDA

I. Call to Order
II. First Order of Business - Announcement by the Chairman as to the presence of a quorum, that the meeting has been duly called and that notice of the meeting has been posted in the time and manner required.
III. Executive Session will be held for the purposes authorized by the Texas Open Meetings Act, Texas Government Code Section 551.071 et seq. concerning any and all purposes permitted by the Act.
    A. Texas Government Code Section 551.071
        I. When the governmental body seeks the advice of its attorney about pending or contemplated litigation or a settlement offer or
        II. On a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.
        III. Consider legal advice regarding personnel and related action items.
    B. Texas Government Code Section 551.072
        I. Discussing purchase, exchange, lease, or value of real property
    C. Texas Government Code Section 551.074
        I. Consider hiring of professional personnel
        II. Consider renewals, non-renewals, contract abandonments and terminations of contracts for professional personnel. (To deliberate the appointment, employment, evaluation, reassignment, duties, and contracts of employees.)
    D. Texas Government Code Section 551.076
        I. Considering the deployment, specific occasions for, or implementation of, security personnel or devices.
IV. Reconvene from Executive Session
V. 7:00 p.m. Prayer and Pledge of Allegiance - Mr. Newsome
VI. Consider action on items discussed in Executive Session
    A. Consider board approval of hiring of professional personnel. 5
    B. Consider renewals, non-renewals, contract abandonments and terminations of contracts for professional personnel. (To deliberate the appointment, employment, evaluation, reassignment, duties, and contracts of employees.)
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B. August 7, 2025 - Board Workshop
C. August 7, 2025 - School is Cool
D. August 13, 2025 - First Day of School for Students
E. August 25, 2025 - Regular Meeting

XVI. Adjournment

Subject: Personnel Actions

BACKGROUND INFORMATION

Personnel actions are as indicated.

ADMINISTRATIVE CONSIDERATION

Personnel appointments recommended for confirmation have met the employment prerequisites of the Tyler Independent School District. The candidates either hold valid certificates or such alternatives as specified by the Board. Proposed contract renewals for one-year term contracts and one-year non-certified contracts for administrators are also considered.

Recommendations for new appointments are based on interviews, references, adequacy of preparation, performance records and the Superintendent's approval.

The appointments, non-renewals, contract abandonments and terminations are subject to the approval of the Board of Trustees.

ADMINISTRATIVE RECOMMENDATION

The confirmation of personnel actions as indicated.

ACTION REQUIRED

Board approval

CONTACT PERSON

Ronald K. Jones

07-21-25

MINUTES OF REGULAR MEETING

The Board of Trustees of the Tyler Independent School District met in regular session on Monday, May 19, 2025, at the Jim Plyler Instructional Complex. The president called the meeting to order at 6:01 p.m., announced the presence of a quorum and that the meeting was posted in the time and manner required.

Members present were Yvonne Atkins, president; Lindsey Harrison, vice president; Andy Bergfeld, Cody Levrets, Eleno Licea, Aaron Martinez, and Artis Newsome.

Administrators present were Dr. Marty Crawford, superintendent; Sheri Barberee-Taylor, Kevin Bogue, Dr. Cassandra Chapa, Dr. James Cureton, Dr. Julie Davis, Jeannia Dykman, Dr. Lance Groppel, Jennifer Hines, Ronald Jones, Jeff Millslagle, Dr. Lani Norman, Destry Walsworth, and Dr. Johnita Ward.

John C. and John M. Hardy, school attorneys, were present.

Trustees adjourned to executive session at 6:01 p.m. Mrs. Atkins stated there would be action to follow.

Trustees reconvened in open session at 7:00 p.m.

Mr. Bergfeld offered prayer and led the Pledge of Allegiance.

Mrs. Atkins stated there was no action from executive session.

The board recognized the efforts of the two District students of the month for May. Silas Stevenson, a fourth-grade student at Jones Elementary School, is the Elementary Student of the Month. The Secondary Student of the Month is Arihanna Griffin, a seventh-grade student at Three Lakes Middle School. Congratulations to these students for their hard work and dedication.

The board congratulated Katie Anderson, a senior at Tyler Legacy High School, for receiving an “Exemplary” rating at the 2025 State VASE, for which she received a medallion and is also now named as an All-State Artist. Her work will be featured on the Texas Arts Educators Association website for the 2025-2026 school year.

Congratulations to Khloe Wade a sophomore student at Tyler High School for earning a Bronze medal at the UIL State Tennis Tournament.

The board recognized Boulter Middle School Varsity Band, Hubbard Middle School Varsity Band, Tyler High School Non-Varsity Band, Tyler Legacy High School Non-Varsity Band and Tyler Legacy High School Varsity Band for earning the highest honors, “Sweepstakes” at their respective UIL Concert and Sightreading events.

Congratulations to the following students for placing in the State CTSO Qualifier SkillsUSA competition. The following students will be going to Nationals for: SkillsUSA Leadership & Skills Competition - Ethan Miller, Tyler Legacy High School – 1st Place and Sara Fry, Tyler Legacy High School – 1st Place and Health Occupation Students of America (HOSA)– Speaking Skills - Aviona Sowells, Tyler Legacy High School 3rd Place.

The board congratulated the following students for placing in the SkillsUSA State Competition: Kenadi Carmichael, Tyler Legacy High School and 4th Place, Aiman Saqib, Tyler Legacy High School, 5th Place. Eliel Hernandez, Tyler High School, 4th Place, and Nathan Gutierrez, Tyler High School, 4th Place were not present.

Congratulations to the following students for placing in the State Technology Students Association competition:

Joseph Osteen – 4th Place Robotics and Automation – Tyler Legacy HS
Brent Waugua – 4th Place Robotics and Automation – Tyler Legacy HS
Nathan Gutierrez – 5th Pace Robotics and Automation – Tyler HS
Gavin Lowden – 2nd Place Mixed Materials Manufacturing and 5th Place Camper Trailer Manufacturing - Tyler Legacy High School
Tannia Gonzalez – 4th Place Exploration Models and 9th Place Architecture – Tyler Legacy HS
Joshua Dunham – 10th Place Catapult/Trebuchet – Tyler Legacy HS
Diego Castro – 10th Place Catapult/Trebuchet – Tyler Legacy HS
Michael MacKiney - 10th Place Catapult/Trebuchet – Tyler Legacy HS

Congratulations to the Communications/Public Relations department for receiving $5,000 for earning first place in the Large District category in the Texas Association of School Boards biennial Student Video Contest, which highlights the strength and success of Texas public schools through student-led storytelling. Mr. Tony Raymond, Region 7 director for the Texas Association of School Boards, presented the award.

Tyler ISD is proud to announce The National Association of Music Merchants has named the district a 2025 Best Communities for Music Education Award recipient. This is the 7th year in a row the district has received this honor.

The board recognized Kaitlan Villanueva from Ramey Elementary School for being selected as the Elementary Teacher of the Month and Shirley Chandler from the Tyler ISD Career and Technology Center for being the Secondary Teacher of the Month.

Mrs. Atkins stated that no one requested to speak to the board during public participation.

Mrs. Harrison made a motion to approve the minutes of the board workshop meeting on April 10, 2025 and the regular meeting on April 21, 2025. The motion was seconded by Mr. Newsome and passed by a vote of 7-0.

Regarding the Business/Legal/Finance/Consent agenda, the board pulled the Gifts and Donations for individual consideration.

Mr. Newsome made a motion, seconded by Mr. Licea to approve the following:

- Approval of 2024-2025 Amended Budget;
- Approval of Depository Contract Extension with Southside Bank for an additional two years through August 31, 2027;
- Approval of Resolution for Sale of Property for Delinquent Taxes.

The motion was approved by a vote of 7-0.

Dr. Crawford stated the district has received a donation in the amount of $5,520 for Caldwell Arts Academy from the Caldwell Arts Academy PTA and a donation in the amount of $35,000 from the Hazel Owens Elementary PTA for future playground upgrades at Owens Elementary School. The board expressed their appreciation for the continued support and partnerships.

Mrs. Harrison made a motion to approve the donations. The motion was seconded by Mr. Bergfeld and passed by a vote of 7-0.

Regarding Curriculum/Instruction/Consent agenda, the board pulled the Waiver for Staff Development Minutes for the 2025-2026 school year for individual consideration.

Mrs. Harrison made a motion seconded by Mr. Licea to approve the following:

- Approval of Student/Athletic Insurance with Health Special Risk, Inc. (Marion Turner Student Insurance);
- Approval of Credit by Exam Testing Dates;
- Approval of Contracted Services Agreements with Region 10 Education Service Center in the estimated amount (based on enrollment) of $61,062.50 for Edugence, GT Services and Instructional Practices Package for the 2025-2026 school year;
- Approval of License and Services Agreement with Reading Horizons in the amount of $152,388.38 through August 1, 2026;
- Approval of the Field/Clinical Teaching Experience Agreement with Jarvis Christian University.

The motion was approved by a vote of 7-0.

Dr. Crawford and Dr. Groppel provided an overview and discussed the instructional minutes requirement for each school year along with the option to apply for a waiver that would allow the district to provide on-going staff development during the school year.

Mrs. Harrison made a motion to approve the Waiver of Staff Development Minutes for the 2025-2026 school year. The motion was seconded by Mr. Newsome and passed by a vote of 7-0.

Dr. Crawford stated that TASB Local Policy DEC is being presented for first reading. He asked Dr. Groppel to check with TASB regarding Item 6 on Page 31 in the agenda to obtain an explanation for the removal of that portion and see if any adjustments need to be made before action is taken on the policy. After additional review with TASB, the policy will be brought back at a subsequent meeting for approval.

Dr. Crawford presented a Legislative Update. Funding remains a priority, and everyone is focused on making sure that all of our educators are provided with some type of compensation relief. He reviewed some concerns with the passage of Senate Bill 2 as it relates to teacher compensation in small districts versus larger districts as well as funding only for classroom teachers. The basic allotment in this plan is estimated at a $55 increase per student which is estimated at approximately $700,000 for the district. He stated that districts have not seen an increase in the basic allotment since 2019 which covers costs such as gas, electricity, food, and technology. These costs have not gone down. He stated that the district has been preparing by “leaning up” with staffing and seeking efficiencies, but also by decisions made by previous board during the building phase to right size the district with facilities. For example, the decision to move from six middle schools to four. Unlike other districts, Tyler ISD is fortunate not to be considering closing schools due to funding. He assured the board that the administration is monitoring it closely as the deadline of May 31, 2025 quickly approaches.

Regarding future business, Mrs. Atkins reminded the board about the upcoming board meetings in June.

The meeting adjourned at 7:51 p.m. following a motion by Mr. Martinez, seconded by Mr. Licea and a vote of 7-0.

APPROVED:_____

/s/ Gina Orr
Gina Orr, Secretary

/s/ Yvonne Atkins
Yvonne Atkins, Board President

MINUTES OF BOARD WORKSHOP MEETING

The Board of Trustees of the Tyler Independent School District held a board workshop meeting on Thursday, June 5, 2025, at the Jim Plyler Instructional Complex. The president called the meeting to order at 11:00 a.m., announced the presence of a quorum and that the meeting had been posted in the time and manner required.

Members present were Yvonne Atkins, president; Lindsey Harrison, Andy Bergfeld, Cody Levrets, Aaron Martinez, and Artis Newsome. Eleno Licea was not present.

Administrators present were Dr. Marty Crawford, superintendent, Dr. Cassandra Chapa, Jan Coker, Jeannia Dykman, Dr. Lance Groppel, Jennifer Hines, Joseph Jacks, Ronald Jones, Jeff Millslagle, Dr. Lani Norman, Kasey Russell, Rachel Sherman, and Dr. Johnita Ward.

John C. and John M. Hardy, school attorneys, were present.

There were no requests to speak to the board during public participation.

Mrs. Suzette Farr, executive director, provided an Annual Report for the Tyler ISD Foundation. She reviewed the six ways the Foundation seeks funding and explained how these funds are used to benefit the district. She shared information about grants and scholarships that were awarded and reviewed the 2024-2025 revenue sources. Mrs. Farr provided the board with a five-year financial summary and then answered questions from the board.

Dr. Crawford provided a budget update. He stated that there is initially a 10.3% increase in preliminary property values with a possible decrease of 1-2% on the final property values. The homestead exemption is proposed to increase from $100K to 140K. Initial estimates from TASBO project an increase of $7.7 million combined property taxes and state funding. The increase is estimated to include a $2,500 pay increase for teachers with experience of 3-4 years and a $5,000 increase for teachers with experience of 5 or more years; an increase in the basic allotment to fund raises for other staff and for basic fixed costs such as utilities, transportation, insurance; and an increase in school safety allotment of $635K for the district. The proposed expenditures include an estimated cost of $5.5 million for teacher raises, 5% midpoint raise for clerical and manual trades estimated at $1 million, and 3% midpoint raise for professionals estimated at $750,000 for a total estimated cost of $7.25 million. He reminded the board that the amount of allotted for teacher raises is mandated by the state. Enrollment went up this year, which could potentially add $2.5 million to the budget in addition to the $7.7 million estimated. Net local revenues are projected to go down $900,000 mainly due to the SHARS Program. He stated that the administration has undertaken a “leaning up” of staffing by reviewing vacated positions looking for efficiencies which have resulted in a decrease of approximately $2 million. He stated that this should leave

room to absorb basic cost increases and prepare for the 2026-2027 budget which will be basically flat. He then addressed questions from the board.

Regarding Continuous Improvement/Student Outcomes, Ms. Raina Patton and Dr. Cassandra Chapa presented a Gifted and Talented Update. They reviewed the state's definition for identifying gifted and talented students and provided an overview of the Texas State Plan. They discussed the fidelity of services, student assessments, service design, curriculum and instruction, professional development, community, and family involvement and reviewed the enrollment by demographics along with the Kindergarten Planned Learning Experience. They then addressed questions from the board.

Dr. Cassandra Chapa provided a CLI, mClass, and iReady Update. She reviewed the data for cohort growth, grade level, race/ethnicity, and provided beginning and end of year comparisons. She then addressed questions from the board.

Mr. Levrets made a motion to approve the 2024-2025 Head Start Program Information Report. The motion was seconded by Mrs. Harrison and passed by a vote of 6-0.

Regarding the Internal Audit Committee, Mrs. Atkins appointed Mr. Newsome and Mr. Martinez to serve on the committee for the upcoming year. Mr. Newsome will serve as the chair.

Regarding the Safety and Security Committee that meets quarterly, Mrs. Atkins as the board president is required to serve on the committee along with a second board member. She then appointed Mrs. Harrison to serve with her on the Safety and Security Committee.

Regarding the Tyler ISD Foundation Board, Mrs. Atkins appointed Mr. Licea to serve on the Tyler ISD Foundation Board as the district's representative.

Trustees adjourned to executive session at 12:12 p.m.

Trustees reconvened in open session at 12:53 p.m.

The meeting adjourned at 12:53 p.m. following a motion by Mrs. Harrison, seconded by Mr. Bergfeld and a vote of 6-0.

APPROVED:_____ /s/ Gina Orr
Gina Orr, Board Secretary

Yvonne Atkins
Yvonne Atkins, Board President

MINUTES OF REGULAR MEETING

The Board of Trustees of the Tyler Independent School District met in regular session on Monday, June 16, 2025, at the Jim Plyler Instructional Complex. The president called the meeting to order at 6:00 p.m., announced the presence of a quorum and that the meeting had been posted in the time and manner required.

Members present were Yvonne Atkins, president; Lindsey Harrison, vice president; Andy Bergfeld, Eleno Licea, Aaron Martinez and Artis Newsome. Cody Levrets was not present.

Administrators present were Dr. Marty Crawford, superintendent; Sheri Barberee-Taylor, Jan Coker, Dr. James Cureton, Jeannia Dykman, Dr. Lance Groppel, Jennifer Hines, Joseph Jacks, Ron Jones, Tim Loper, Jeff Millslagle, Kasey Russell, Rachel Sherman, Dr. Kristen Walls, and Destry Walsworth.

John C. and John M. Hardy, school attorneys, were present.

Trustees adjourned to executive session at 6:00 p.m. Ms. Atkins stated there would be action to follow.

Trustees reconvened in open session at 7:00 p.m.

Mrs. Harrison offered prayer and led the Pledge of Allegiance.

The board recognized Matthew Tidmore and Kezia Timmons of Tyler Legacy High School for earning Silver Medals at the Texas State Solo and Ensemble Contest for Instrumental Solos.

The board congratulated Gordan Roberts of Tyler Legacy High School for earning a Silver Medal at the Texas State Solo and Ensemble Contest for Vocal Solos.

The board recognized Samuel Williams, Tyler High School, and Cooper Drake, Tyler Legacy High School, for earning Gold Medals at the Texas State Solo and Ensemble Contest for Instrumental Solos.

The board congratulated the Saxophone Ensemble at Tyler Legacy High School for earning a Gold Medal in the Texas State Instrumental Ensemble Contest.

The board recognized the Percussion Ensemble at Tyler High School for earning a Gold Medal in the Texas State Instrumental Ensemble Contest.

Mrs. Atkins stated that two people had requested to speak to the board during public participation. Emily Pinal and Matthew Bailey addressed the board.

Mrs. Harrison made a motion to approve the minutes of the board workshop meeting on May 8, 2025, the board workshop on May 14, 2025, and the board

workshop on May 19, 2025. The motion was seconded by Mr. Newsome and passed by a vote of 6-0.

Mr. Sam Gillispie, director of athletics, provided an Athletics Update. He reviewed the district results and highlights for the 2024-2025 school year and provided an overview of the upcoming events. He then addressed questions from the board.

Dr. Lance Groppel and Dr. James Cureton provided a STAAR/EOC Summary. They reviewed the STAAR Reading and Math results for 3rd-8th grade and provided EOC (End of Course) data along with cohort STAAR results. They then addressed questions from the board.

Regarding the Business/Legal/Finance/Consent agenda, the board pulled the following items for individual consideration:

- Consider approval of Gifts and Donations;
- Consider approval of Delegate and Alternate to TASA/TASB Convention.

Mr. Licea made a motion, seconded by Mr. Bergfeld to approve the following:

- Approval of 2024-2025 Amended Budget;
- Approval of TASB Local Policy DEC;
- Approval of Memorandum of Understanding with the Tyler ISD Foundation;
- Approval of Ratification of Retail Electric Provider Contract with TXU Electric for retail services effective June 2028 through May 2034;
- Approval of Workers' Compensation Renewal Agreement with Claims Administrative Services, Inc. in the amount of $1,038,408.

The motion was approved by a vote of 6-0.

Dr. Crawford stated the district has received a donation in the amount of $50,000 from Andy Woods PTA for future playground upgrades at Andy Woods Elementary School. The board expressed their appreciation for the continued support and partnerships.

Mr. Licea made a motion to approve the donation. The motion was seconded by Mr. Newsome and passed by a vote of 6-0.

Mrs. Atkins stated that the board needs to appoint the Delegate and Alternate to TASA/TASB Convention. Mr. Newsome made a motion to approve Mrs. Atkins as the delegate and Mr. Martinez as the alternate to the TASB Delegate Assembly at the TASA/TASB Convention in September. The motion was seconded by Mr. Licea and passed by a vote of 6-0.

Regarding Curriculum/Instruction/Consent agenda, Mr. Bergfeld made a motion, seconded by Mrs. Harrison to approve the following items:

- Approval of Agreement with Curriculum Associates for i-Ready Software for approximately $600,095.00 for the 2025-2026 school year;
- Approval of contract with Mach B Technologies, Inc. for Edugence Software the approximate amount of $138,979.50 (based on enrollment) for the 2025-2026 school year;
- Approval of Project SEARCH at CHRISTUS Trinity Mother Frances Health System Plan Agreement through July 2027;
- Approval of Memorandum of Understanding with Tyler Junior College for Early College High School for the 2025-2026 school year;
- Approval of Memorandum of Understanding with Tyler Junior College for College Preparatory Mathematics and English Language Arts Courses (TSI) for the 2025-2026 school year;
- Approval of Memorandum of Understanding with Tyler Junior College for Dual Credit Program for the 2025-2026 school year;
- Approval of Agreement with Tyler Junior College for the LINK Transition Program for the 2025-2026 school year;
- Approval of the Field/Clinical Teaching Experience Agreement with Grand Canyon University through July 31, 2028;
- Approval of the Field/Clinical Teaching Experience Agreement with LeTourneau University through July 31, 2028;
- Approval of the Field/Clinical Teaching Experience Agreement with The University of Texas at Tyler July 31, 2028;
- Approval of Memorandum of Understanding with the University of Texas at Tyler for Tyler ISD Education Leadership Pathway: Leadership Opportunities through June 30, 2028;
- Approval of Agreement with the University of Texas at Austin and the University of Texas at Tyler for Texas Education THRIVE Program for the 2025-2026 school year;
- Approval of Application for Teacher Data Portal for Texas Assessment Management System Waiver and Foreign Exchange Student Waiver for three years.

The motion was approved by a vote of 6-0.

Dr. Crawford stated that the Quarterly Investment Report and Quarterly Financial Executive Summary have been provided in the agenda. Mrs. Russell addressed questions from the board.

Dr. Crawford provided a Budget/Compensation Structure Update. He reviewed the proposed compensation structure that has been provided. He reminded the board that Tyler ISD is required to follow state law and provide the compensation that is mandated by the passage of House Bill 2. He then addressed questions regarding certified versus non-certified teachers and incentives for obtaining

certification. He stated that the law requires the district to pay certified teachers the same as non-certified teachers.

Dr. Crawford provided a Legislative Update. He reviewed the funding from the passage of HB 2 and stated that there will be a 12% increase for TRS Insurance. Special Education funding reforms include transitioning from a placement-based funding model to a service intensity-based model along with establishing a full individual and initial evaluation allotment. He stated that HB 4 died in a House-Senate conference committee; however, the good thing is that both sides are now talking about STAAR and A-F Accountability System reform. Texas will have one of the most sweeping voucher programs in the country with a cost of $1 billion over the next two years with the anticipated costs to grow to $4 billion per year by the year 2030. Voters will have an opportunity this November to increase the homestead exemption from $100,000 to $140,000, and from $110,000 to $200,000 for those who are over 65 or have disabilities. There were efforts to move all elections to November; however, that did not pass. HB 6, intended to make it easier for teachers to maintain discipline in their classrooms by increasing the number of days a student can spend in in-school suspension. HB 1481 prohibits students from using cell phones during the school day. Districts will decide discipline and where students can store phones. Regarding College, Career, and Military Readiness, CTE credits could be substituted for core credits required for graduation. SB 1191 requires the Commissioner of Education, as soon as practicable, to develop a uniform formula for determining a high school student's grade-point average. SB 569 expands virtual education. SB 25 prohibits the restriction of PE/recess for disciplinary or other reasons. SB 314 prohibits certain additives in breakfast or lunch provided through the free and reduced lunch program. HB 401 provides homeschool UIL opportunities. SB 12 makes new prohibitions on diversity, equity, and inclusion efforts in public schools. It also bans student groups centered around gender identity and sexual orientation. SB 13 gives school boards the final say over what materials are allowed in their schools' libraries by creating a framework for the removal of books based on complaints. SB 10 requires every classroom to visibly display a poster with the Ten Commandments starting in September and SB 11 requires every school board to take a record vote by March 1, 2026, on whether to adopt a policy regarding a period of prayer. HB 4623 creates exposure to liability for school districts when a school employee commits sexual misconduct against a student. HB 1522 requires posting an Open Meetings Act notice at least three business days before the scheduled date of the meeting and also requires posting the proposed budget before a meeting to discuss or adopt a budget. Policy service provider interpretation is forthcoming.

Mr. Martinez expressed his appreciation to Dr. Crawford for serving as the president of Texas School Alliance and advocating for the district along with Dr. Cureton and his work regarding STAAR and the A-F Accountability System.

Regarding future business, Mrs. Atkins reminded the Board about the upcoming graduation for the Wayne D. Boshears Center for Exceptional Programs and the scheduled board meeting in July.

The meeting adjourned at 8:59 p.m. following a motion by Mrs. Harrison, seconded by Mr. Licea and a vote of 6-0.

APPROVED:_____

/s/ Gina Orr
Gina Orr, Secretary

/s/ Yvonne Atkins
Yvonne Atkins, Board President

Subject: Competitive Academics Update

BACKGROUND INFORMATION

In any educational system, academic competition is vital for a child's development and the overall learning process. Academic competitions boost the confidence and the morale of the students, while challenging them to give their best effort. Student participation in various kinds of academic competitions helps motivate them and promotes diversity. Competitions inspire children about math, science or any other subject, as well as serve as a great tool in preparing students for their career preferences later in life. Students who choose to participate in academic competitions learn the value of working hard to excel in something.

ADMINISTRATIVE CONSIDERATION

The presentation will provide a review of previous year and a future schedule of competitive academic events in which Tyler ISD students compete.

ACTION REQUIRED

Discussion

CONTACT PERSONS

Ronald K. Jones
Kristen Walls

07-21-25

Subject: Budget Proposal for the 2025-2026 School Year

ADMINISTRATIVE CONSIDERATION

Information regarding the 2025-2026 budget will be presented for discussion at the meeting.

ACTION REQUIRED

Discussion

CONTACT PERSON

Marty Crawford, Ed.D.
Kasey Russell

07-21-25

Tyler Independent School District
Proposed General Fund Budget - Presented to Board
2025-2026
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Tyler Independent School District
Proposed General Fund Budget - Presented to Board
2025-2026

Salary Expense

Salaries (including health insurance and medicare)	131,448,644
Stipends	4,750,000
Overtime and Extra Time (including benefits)	1,720,100
Teacher Incentive Allotment (based on prior year)	2,992,587
TRS on Behalf (expense equal)	9,975,000
Substitutes and benefits	1,300,000
Workers Compensation	900,000
Unemployment Compensation	50,000
Teacher Retirement-Above State minimum	4,725,000
	157,861,331

Other Expenditures:

Total Campus Budgets	1,812,238
Total Operating Budgets	27,727,444
Transfer to Preventive Maintenance Fund	3,494,650
	33,034,332
Total Budget	190,895,663
Total Revenue	190,895,663
Difference	($0)

TYLER INDEPENDENT SCHOOL DISTRICT
OVERTIME/EXTRA TIME-non Campus Based
2025-2026

	2024-2025	Increase (Decrease)	2025-2026
Substitute daily rate for retirees or resignations	150,000		150,000
Rentals of Facilities	40,000		40,000
Summer School-High Schools & Bilingual	130,000		130,000
Departments:			
Transportation	1,325,000	25,000	1,350,000
Total before benefits	1,645,000	25,000	1,670,000
Benefits	49,350	750	50,100
Grand Total	1,694,350	25,750	1,720,100

TYLER INDEPENDENT SCHOOL DISTRICT
CAMPUS BUDGETS
2025-2026 BUDGET

Organization	Org #	Projected # of Students	**SEE NOTE** Budget Amount
Elementary Schools: $70.00 per student, or $29,500 minimum (except for Orr/CP in transition years)			
Austin	101	358	29,500.00
Bell	102	540	37,800.00
Birdwell	103	452	31,640.00
Bonner	104	379	29,500.00
Clarkston	106	393	29,500.00
Dixie	107	617	43,190.00
Douglas	108	591	41,370.00
Owens	109	709	49,630.00
Caldwell	110	413	29,500.00
Griffin	111	646	45,220.00
Jones	112	350	29,500.00
Orr	114	459	32,130.00
Peete	115	385	29,500.00
Ramey	116	513	35,910.00
Rice	117	610	42,700.00
Woods	119	808	56,560.00
Orr CP	124	247	17,290.00
Jack	125	705	49,350.00
Subtotal		9,175	659,790.00
Middle Schools: $81.00 per student, or $33,000 minimum (except for magnets)			
Birdwell	103	116	9,396.00
Caldwell	110	205	16,605.00
Boulter	041	898	76,488.00
Hubbard	044	866	73,896.00
Moore	045	1,016	86,046.00
Three Lakes	049	945	80,295.00
Subtotal		4,046	342,726.00
High Schools: $136.00 per student or $27,500 minimum			
Legacy	001	2,747	373,592.00
Tyler High	003	2,133	290,088.00
Early College HS	006	447	60,792.00
RISE Academy HS	010	83	27,500.00
Subtotal		5,410	751,972.00
Other			
DAEP	909		27,500.00
Boshears	918		30,250.00
Subtotal - All Campuses		18,631	1,812,238.00

NOTE: The above per-pupil allotment was based on enrollment projections after adjusting boundaries or estimated enrollment from transfers.
Feel free to change this on your allocation sheet based on your current estimates.
Please call if you have any questions.

CAMPUS BUDGET ALLOCATIONS
2025-2026 BUDGET

The allocations below will be used to support the educational program of the school. Each principal will distribute the allocation to the need assessments by function as determined by each school's CPOC committee.

Per-pupil Allotment

Elementary Schools (minimum $29,500)	$ 70.00	X	_____	=	_____
Middle Schools (minimum $33,000)	$ 81.00	X	_____	=	_____
High Schools	$ 136.00	X	_____	=	_____
Other					_____

_____
Principal's Signature

_____
CPOC Member's Signature

_____
Principal Supervisor's Signature

TYLER INDEPENDENT SCHOOL DISTRICT
OPERATING BUDGETS
2025-2026 BUDGET

Org #	Department	2024-25	Additions	Reductions	Redirect To/From Salaries	To/From Depts.	2025-26	
	Administrative:							
701	Superintendent	46,650					46,650	Crawford
702	School Board	61,000					61,000	Crawford
701/702	Legal Fees-District	121,000					121,000	Crawford
740	Internal Auditor	6,496					6,496	Coker
726	Human Resources	97,155					97,155	Jones
728	Payroll	14,725					14,725	Petrick
729	Financial Services/Purchasing	30,005					30,005	Russell
816	Head Start-General fund expense	2,260					2,260	R. Taylor
731	Textbooks/Fixed Assets	5,000					5,000	Taylor
739	Records Management	25,450					25,450	Y. Moore
	Communications:							
732	Public Relations	91,923					91,923	Hines
967	Cable Communications	34,551					34,551	Hines
	Instruction:							
	Deputy Superintendent							
845	School Improvement	154,294					154,294	Groppel
811	Graduation expense-high schools	25,000					25,000	Jones
835	UIL Academic Competition	35,000					35,000	Jones
699	Summer School Remediation	275,000					275,000	Russell
832	Advanced Academics	284,929					284,929	Walls
838	Career & Technology	550,000	50,000				600,000	Walls
804	AVID	365,000					365,000	Brooks
	Chief Academic Officer:							
807	Curriculum Alignment	224,000					224,000	Ward
837	Elementary Programming	25,000					25,000	Ward
805	Gifted/Talented	95,000					95,000	Ward
821	ELA/Literacy	90,000					90,000	Ward
833	Science	65,000					65,000	Ward
836	Social Studies	30,000					30,000	Ward
839	Assessment & Accountability	121,000					121,000	Cureton
878	Mathematics	60,000					60,000	Ward
897	Professional Development	30,000					30,000	Ward
948	Technology Education	11,000					11,000	Ward

TYLER INDEPENDENT SCHOOL DISTRICT
OPERATING BUDGETS
2025-2026 BUDGET

Org #	Department	2024-25	Additions	Reductions	Redirect To/From Salaries	To/From Depts.	2025-26	
834	Bilingual	220,556					220,556	Chapa
	Special Education:							
808	Dyslexia Plan	15,000					15,000	Davis
893	Intervention	21,236				(3,000)	18,236	Davis
898	Homebound Teachers	7,568				3,000	10,568	Davis
895	Special Education	392,517					392,517	Davis
	Extracurricular:							
873	Athletics	1,670,600					1,670,600	Gillespie
876	Physical Education	25,000					25,000	Gillespie
885	Fine Arts	813,564					813,564	Dean
	Facilities:							
935	Facilities Services	70,704					70,704	Loper
936	Facilities	2,232,485	425,000				2,657,485	Grant
937	Custodial	931,695					931,695	Fillip
	Mgmt Info Services:							
946	Network Technology Svcs	3,183,723		(269,389)		(35,028)	2,879,306	Jacks
947	Technological Support	172,455					172,455	Jacks
949	Management Info Services	1,073,964				12,278	1,086,242	Bogue
950	PEIMS and Student Info Support					22,750	22,750	Bogue
953	Graphics	750,000					750,000	Bogue
896	IRC	40,560					40,560	Bogue
999	Devices	2,000,000					2,000,000	Jacks
	Student Services:							
812	Student Services	19,137				(2,500)	16,637	J. Johnson
850	Counseling Services	45,000					45,000	Davis
940	Transportation	1,311,000					1,311,000	Perez
940	Transportation-Bus purchases	750,000					750,000	Perez
956	Security	166,738		(15,000)			151,738	Millslagle
956	Security Allotment	325,000					325,000	Millslagle
961	Health Services	34,293					34,293	Fox
962	Attendance Officers	5,000				2,500	7,500	J. Johnson

TYLER INDEPENDENT SCHOOL DISTRICT
OPERATING BUDGETS
2025-2026 BUDGET

Org #	Department	2024-25	Additions	Reductions	Redirect To/From Salaries	To/From Depts.	2025-26	
	Other:							
750	Audit Services	51,200	200				51,400	Per contract
703	Tax Collection	1,792,000		(13,000)			1,779,000	Per contract
750	Postage machine rental, TASB	27,500					27,500	Russell
999	School Improvement Support	600,000		(300,000)			300,000	Groppel
999	Furniture Allotment	175,000					175,000	Russell
999	Contingency	225,000					225,000	Russell
999	Crossing guard expenses	25,000					25,000	Russell
999	East Texas Alarm-annual service	40,000	15,000				55,000	Per contract
999	SHARS Administration fee	50,000		(50,000)				Discontinuing program
999	Juvenile Attention Center tuition	69,700					69,700	TISD Share of tuition-estimated
894	Deaf Education Tuition-RDSFD	225,000	75,000				300,000	TISD Share of tuition-estimated
999	Property & Casualty Insurance	1,400,000	100,000				1,500,000	Per contract-estimated
999	Travel/cocurricular trans. Fund	(500,000)	(25,000)				(525,000)	Russell
Various	Utilities	4,250,000	50,000				4,300,000	
		27,684,633	690,200	(647,389)			27,727,444	

Tyler Independent School District
General Operating Revenue Projection
2025-2026

		Projected 25-26	Adjusted 24-25	(decr) incr	Original 24-25
5719	Property Taxes-P&I	1,250,000	1,350,000	(100,000)	1,350,000
5739	Tuition-Summer School/PreK	590,000	580,610	50,000	540,000
5742	Interest income - general fund regular	3,000,000	3,792,100	(250,000)	3,250,000
5743	Rental-Caldwell	25,000	25,000	0	25,000
5743	Rental-Other District Facilities	17,500	17,500	0	17,500
5743	Rental-Mike Carter	15,000	15,000	0	15,000
5749	Miscellaneous	34,000	34,000	0	34,000
5749	Oil & Gas	7,500	7,500	0	7,500
5752	Athletic Activities	240,000	245,000	40,000	200,000
5811	State Revenue - Available School Fund	6,737,004	10,302,731	(3,219,720)	9,956,724
5812	State Revenue - Foundation School Fund	85,219,188	72,372,505	18,371,434	66,847,754
5831	TRS on Behalf	9,975,000	9,690,000	975,000	9,000,000
5929	Indirect Cost Reimbursement-Federal Grants	550,000	480,000	(75,000)	625,000
5931	SHARS	0	465,000	(1,000,000)	1,000,000
5949	Indirect Cost Reimbursement - Direct Fed Grants	140,000	137,000	10,000	130,000
7915	Transfer from Playoff Fund for Scoreboard repayment	85,000	85,000	0	85,000
7915	Transfer from Food Service/Other	550,000	550,000	0	550,000
		108,435,192	100,148,946	14,801,714	93,633,478
5711	Current year Property Tax Levy	82,460,471	85,215,860	(3,459,149)	85,919,620
		190,895,663	185,364,806	11,342,565	179,553,098

CPTD value	11,648,833,914	
State Revenue	101,931,192	53.40%
Local Tax Revenue	82,460,471	43.20%
Federal Revenue	690,000	0.36%
Miscellaneous	5,814,000	3.05%
	190,895,663	

Tyler Independent School District
Calculation of CY Levy
2025-2026

Net Taxable Value			11,648,833,914
Divided by 100			116,488,339
Collection rate		1	116,488,339
	Current year rate		
Tax rate M&O	0.6669	**0.6669**	77,686,073
Over 65 and disabled levy			4,774,398
Total M&O			82,460,471
Tax rate I&S	0.2431	**0.2131**	24,823,665
Over 65 and disabled levy			1,525,602
Total I&S			26,349,267
Total rate	0.91	**0.8800**	
Increase/Decrease from PY		**-0.0300**	
Over 65 and disabled levy		6,300,000	

Current Levy	108,809,738

Tyler ISD	
2025-2026 Proposed Budget	
Proposed Reductions/Increases	**Dollar Impact**
Revenue Accounts	
State Funding increase (considered adjusted budget)	7,626,963
Teacher Retention Allotment	5,500,000
Property tax decrease (considered adjusted budget)	(3,559,149)
Decrease in Interest income	(250,000)
Decrease in Federal reimbursements	(1,065,000)
Increase in Athletic Revenue	40,000
Increase in Tuition income	50,000
Teacher Incentive Allotment	2,024,751
Increase in TRS On-Behalf	975,000
Net Increase (Decrease) in Revenue	**11,342,565**
Payroll and Benefits Expenditures	
Teacher Retention Allotment (HB 2)	5,500,000
3% of midpoint for professionals	750,000
5% of midpoint for paraprofessionals	1,000,000
Increase for Health insurance	493,449
Increase for Stipends	300,000
Increase for Overtime and Extra-time	25,750
Increase for Substitutes	20,000
Increase in Unemployment Claims	25,000
Increase in Teacher Retirement-Above State minimum	225,000
Teacher Incentive Allotment	2,024,751
Increase in TRS On-Behalf	975,000
	11,338,950
Instruction and Instructional Support	
Campus allotment increase/decrease	55,948
RDSFD district share increase	75,000
Increase in Career & Technology budget	50,000
	180,948
Other Departmental Budgets	
Decrease in technology maintenance contracts	(269,389)
Increase in utilities expense	50,000
Increase in property and casualty insurance	100,000
Decrease in SHARs administration fee	(50,000)
Decrease in Transfer to Preventive Maintenance Fund	(95,144)
Increase in Facility maintenance	425,000
Decrease in non-payroll State Comp Ed	(300,000)
Miscellaneous	(37,800)
	(177,333)
Total Expenditure Increases (net)	**11,342,565**
Remaining to Budget (Reduce)	**(0)**

Tyler Independent School District
Debt Service Fund Budget
2025-2026

Total Debt Service Payments and fees		30,668,664
Income:		
Penalty and Interest	300,000	
Interest Income	500,000	
State Hold Harmless	3,809,217	
Total	4,219,471	4,609,217
Tax Revenue Needed		26,059,447

Subject: 2024-2025 Amended Budget

BACKGROUND INFORMATION

The Texas Education Agency requires that independent school districts file an amended budget, approved by the Board of Trustees, with the Agency.

ADMINISTRATIVE CONSIDERATION

An amended 2024-2025 budget for the general fund, food service fund and debt service fund has been prepared, and a copy is included in the agenda.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the Board approve the 2024-2025 amended budget for the general and debt service funds as presented in the agenda.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Kasey Russell

07-21-25

Tyler Independent School District
General Operating Fund
Amended Expenditure Budget
Summary of Significant Changes from Original and Current Budgets
2024-2025

Changes to Budget:	**Original**	**Current**
Lawn Maintenance Contract Increase	425,000.00	
Rollover of Prior Year Encumbrances	2,566,532.57	
Organizational Health Program	49,994.00	
Principal Incentive Allotment	143,551.75	
Golf Facility	2,251,257.66	
CTC Additional Classrooms and Canopy	78,327.74	
C&I Assessments	56,600.00	
Master Plan Improvements	105,954.05	
TRS On-behalf increase	690,000.00	240,000.00
PROSYS - Cisco wireless	1,242,482.21	
Bleacher Upgrade - Three Lakes	147,478.00	
Hogg Vandlism Repairs	35,741.50	
Teacher Incentive Allotment adj to actual	2,024,751.00	2,024,751.00
	9,817,670.48	2,264,751.00

TYLER INDEPENDENT SCHOOL DISTRICT
GENERAL OPERATING FUND
AMENDED REVENUE BUDGET
2024-2025

	CURRENT BUDGET	AMENDED BUDGET
Taxes		
Current Year Levy	$ 84,819,620.00	$ 84,115,860.00
Prior Year Collections	1,100,000.00	1,100,000.00
Penalties and Interest	1,350,000.00	1,350,000.00
Total Taxes	87,269,620.00	86,565,860.00
Tuition and fees	580,610.00	580,610.00
Earnings from Temporary Investments	3,379,100.00	3,792,100.00
Rent	57,500.00	57,500.00
Miscellaneous Local Revenue	41,500.00	41,500.00
Athletic Activity	235,000.00	245,000.00
Total Local Revenue	**91,563,330.00**	**91,282,570.00**
Foundation and Per Capita Apportionment	80,304,478.00	82,676,489.00
TRS On-behalf Benefits	9,450,000.00	9,690,000.00
Total State Revenue	**89,754,478.00**	**92,366,489.00**
Federal Revenue	**1,192,000.00**	**1,082,000.00**
Transfers from Other Funds & Other Sources	**635,000.00**	**678,500.00**
TOTAL REVENUE	**$ 183,144,808.00**	**$ 185,409,559.00**

TYLER INDEPENDENT SCHOOL DISTRICT
GENERAL OPERATING FUND
AMENDED EXPENDITURE BUDGET
2024-2025

	ORIGINAL BUDGET	CURRENT BUDGET	AMENDED BUDGET	CHANGE ORIGINAL BUDGET	CHANGE CURRENT BUDGET
Total Function 11 - Instruction	$ 104,497,225.66	$ 103,235,001.68	$ 105,418,591.17	$ 921,365.51	$ 2,183,589.49
Total Function 12 - Instructional Resources and Media Services	2,623,724.21	2,681,632.46	2,684,729.38	61,005.17	3,096.92
Total Function 13 - Curriculum and Instructional Staff Development	5,123,179.50	5,227,191.20	5,236,528.66	113,349.16	9,337.46
Total Function 21 - Instructional Development	2,442,013.02	2,493,337.47	2,495,442.75	53,429.73	2,105.28
Total Function 23 - School Administration	8,843,747.77	9,181,511.70	9,199,825.61	356,077.84	18,313.91
Total Function 31 - Guidance, Counseling & Evaluation Services	6,393,355.33	6,607,866.04	6,618,938.69	225,583.36	11,072.65
Total Function 32 - Social Work Services	273,178.24	296,085.27	294,578.27	21,400.03	(1,507.00)
Total Function 33 - Health Services	2,411,694.18	2,452,141.89	2,458,395.41	46,701.23	6,253.52
Total Function 34 - Student (Pupil Transportation)	5,471,283.08	7,922,280.11	7,923,605.10	2,452,322.02	1,324.99
Total Function 36 - Cocurricular/ Extracurricular Activities	6,458,539.44	6,981,634.37	6,985,110.98	526,571.54	3,476.61
Total Function 41 - General Administration	4,564,649.91	4,646,355.71	4,653,529.46	88,879.55	7,173.75
Total Function 51 - Plant Maintenance and Operations	15,321,832.64	15,650,488.99	15,639,192.09	317,359.45	(11,296.90)
Total Function 52 - Security and Monitoring Services	4,119,094.53	4,367,185.96	4,371,458.23	252,363.70	4,272.27
Total Function 53 - Data Processing Services	5,178,089.48	6,724,263.70	6,762,279.81	1,584,190.33	38,016.11
Total Function 61 - Community Service	102,055.35	99,852.44	98,094.62	(3,960.73)	(1,757.82)
Total Function 81 - Buildings and Improvements	60,000.00	2,795,910.33	2,816,130.33	2,756,130.33	20,220.00
Total Function 93 - Shared Svc Arrangement	349,141.66	422,984.16	394,043.92	44,902.26	(28,940.24)
Total Function 99 - Intergovernmental Charges	1,730,500.00	1,730,500.00	1,730,500.00		
Transfer to Preventive Maintenance Account	3,589,794.00	3,589,794.00	3,589,794.00		
TOTAL EXPENDITURES-GENERAL OPERATING FUND	$ 179,553,098.00	$ 187,106,017.48	$ 189,370,768.48	$ 9,817,670.48	$ 2,264,751.00

TYLER INDEPENDENT SCHOOL DISTRICT
FOOD SERVICE FUND
AMENDED REVENUE & EXPENDITURE BUDGET
2024-2025

REVENUE:	**CURRENT BUDGET**	**AMENDED BUDGET**
Meals and Other Miscellaneous	$ 650,000.00	$ 650,000.00
Interest Income	195,000.00	195,000.00
TOTAL LOCAL REVENUE	845,000.00	845,000.00
State Revenue from TEA	55,000.00	56,088.80
TOTAL STATE REVENUE	55,000.00	56,088.80
School Breakfast Program	2,700,000.00	2,700,000.00
School Lunch Program	8,150,000.00	8,175,000.00
Cash in Lieu of Commodities	730,000.00	830,000.00
TOTAL FEDERAL REVENUE	11,580,000.00	11,705,000.00
TOTAL REVENUE	$ 12,480,000.00	$ 12,606,088.80
EXPENDITURES:		
Function 35 - Food Services		
Total Function 35	13,809,699.82	13,775,746.52
Function 51-Plant Maintenance & Operations		
Total Function 51	507,356.04	541,309.34
Function 52- Security & Monitoring		
Total Function 52	37,944.14	37,944.14
Other Use		
Transfer to General Operating Fund	550,000.00	550,000.00
TOTAL EXPENDITURES	$14,905,000.00	$14,905,000.00

TYLER INDEPENDENT SCHOOL DISTRICT
BOND INTEREST AND SINKING FUND
AMENDED REVENUE AND EXPENDITURE BUDGET
2024-2025

REVENUE:	**CURRENT BUDGET**	**AMENDED BUDGET**
Tax Collections, Current	$ 30,974,628.00	$ 30,974,628.00
Tax Collections, Delinquent	345,000.00	345,000.00
Penalty and Interest	300,000.00	300,000.00
Earnings from Investments	575,000.00	575,000.00
Other State Revenue	3,985,843.00	3,869,419.00
TOTAL REVENUE	$ 36,180,471.00	$ 36,064,047.00
EXPENDITURES:		
Function 71 - Debt Service		
Principal Retirement	$20,790,000.00	$20,790,000.00
Interest Expense	15,763,199.00	15,763,199.00
Other Debt Service Fees	10,000.00	10,000.00
TOTAL EXPENDITURES	$36,563,199.00	$36,563,199.00

Subject: Approval of Compensation Structure for 2025-2026

BACKGROUND INFORMATION

The 89th Legislative Session provides additional funding for a teacher retention allotment along with other formula increases.

ADMINISTRATIVE CONSIDERATION

Teachers will be eligible for raises based on a newly defined teacher pay scale in accordance with funding from HB 2. Employees that previously shared the teacher pay scale but were not identified by HB 2 will be eligible for raises according to the existing structure.

In addition, the District is proposing an increase of 3% of the midpoint of the paygrade for professional employees, and 5% for clerical and manual trades employees.

The proposed stipend list and extra duty rates of pay are also attached for approval. Any stipends or extra duty paid outside of these listings must be approved by both Human Resources and Financial Services.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the Board approve the new compensation structures for 2025-2026 as attached.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Kasey Russell

Teacher Compensation

Beginning Non-Certified Teacher	$50,500
Beginning Teacher Pay – 1 year	$52,000
Teacher Pay 2 years	$53,000
Teacher Pay 3-4 years	$54,500
Teacher Pay 5 years	$57,000
Teacher Pay 6-10 years	$60,000
Teacher Pay 11-15 years	$65,000
Teacher Pay 16-20 years	$67,500
Teacher Pay 21-25 years	$70,000
Teacher Pay 26-30 years	$72,500
Teacher Pay 31+ years	$75,000

In 2025-2026 teachers with 3-4 years of experience will receive a $2,500 raise, and certified teachers with 5 + years of experience will receive a $5,000 raise, as funded by HB 2. Teachers with 1 year of experience will receive the previously anticipated $1,500 raise from the 2024-2025 pay scale. Teachers with 2 years of experience will receive a $1,000 raise despite it not being funded by HB 2 or anticipated from the previous pay scale. Beginning non-certified teachers will be paid less than beginning certified teachers as required by HB 2.

Nurses

Beginning Pay	$50,500
1-4 years	$52,000
5-9 years	$55,000
10-14 years	$60,000
15-19 years	$62,500
20-24 years	$65,000
25-29 years	$67,500
30+ years	$70,000

Nurses without a 4-year degree receive $1,000 less than nurses above.

District Police Compensation

Level 1 (0 - 2 years)	$26/hr
Level 2 (3 - 7 years)	$28/hr
Level 3 (8+ years)	$30/hr
Lead, Tactical Other	$32/hr

Certifications:

Intermediate	$75/month
Advanced	$150/month
Master	$225/month

Stipend:

Level 1 (0 – 5 years)	$1,000
Level 2 (6 – 10 years)	$2,000
Level 3 (11 – 15 years)	$3,000
Level 4 (16-19 years)	$4,000
Level 5 (20+ years)	$5,000

CLERICAL/TECHNICAL PAY RANGES

Hourly Rates

Pay Grade	Minimum	Midpoint	Maximum	2025-2026 Raise 5% of Midpoint
1	$ 12.75	$ 14.35	$ 15.94	$ 0.72
2	$ 13.25	$ 15.10	$ 16.95	$ 0.76
3	$ 14.27	$ 16.38	$ 18.48	$ 0.82
4	$ 15.05	$ 18.16	$ 21.26	$ 0.91
5	$ 16.56	$ 19.97	$ 23.37	$ 1.00
6	$ 18.01	$ 21.72	$ 25.42	$ 1.09
7	$ 20.16	$ 24.32	$ 28.48	$ 1.22
8	$ 23.80	$ 28.69	$ 33.58	$ 1.43

MANUAL TRADES PAY RANGES

Hourly Rates

Pay Grade	Minimum	Midpoint	Maximum	2025-2026 Raise 5% of Midpoint
1	$ 12.75	$ 14.16	$ 15.57	$ 0.71
2	$ 13.18	$ 14.92	$ 16.65	$ 0.75
3	$ 13.60	$ 16.40	$ 19.20	$ 0.82
4	$ 14.96	$ 18.05	$ 21.13	$ 0.90
5	$ 16.16	$ 19.49	$ 22.82	$ 0.97
6	$ 17.45	$ 21.04	$ 24.63	$ 1.05
7	$ 18.84	$ 22.72	$ 26.59	$ 1.14
8	$ 20.90	$ 25.21	$ 29.52	$ 1.26

BUS DRIVERS

Hourly Rates

Pay Grade	Minimum	Midpoint	Maximum	2025-2026 Raise 5% of Midpoint
Bus Driver	$ 18.36	$ 22.80	$ 27.23	$ 1.14

MECHANICS

Hourly Rates

Pay Grade	Minimum	Midpoint	Maximum	2025-2026 Raise 5% of Midpoint
Mechanics	$ 19.09	$ 22.81	$ 26.52	$ 1.14

ADMINISTRATIVE/PROFESSIONAL COMPENSATION

Annual Salary Based on 187 Work Days

Pay Grade	Minimum	Midpoint	Maximum	2025-2026 Raise 3% of Midpoint
1	$ 43,247	$ 49,731	$ 56,216	$ 1,492
2	$ 44,681	$ 52,784	$ 60,886	$ 1,584
3	$ 48,859	$ 59,756	$ 70,652	$ 1,793
4	$ 52,279	$ 63,879	$ 75,478	$ 1,916
5	$ 55,941	$ 69,668	$ 83,395	$ 2,090
6	$ 59,857	$ 74,174	$ 88,490	$ 2,225
7	$ 64,421	$ 81,856	$ 99,292	$ 2,456
8	$ 74,083	$ 99,099	$ 124,115	$ 2,973
9	$ 118,158	$ 148,028	$ 177,898	$ 4,441

Annual Salary Based on 192 Work Days

Pay Grade	Minimum	Midpoint	Maximum	2025-2026 Raise 3% of Midpoint
1	$ 44,403	$ 51,061	$ 57,719	$ 1,532
2	$ 45,876	$ 54,195	$ 62,514	$ 1,626
3	$ 50,166	$ 61,353	$ 72,541	$ 1,841
4	$ 53,677	$ 65,587	$ 77,497	$ 1,968
5	$ 57,437	$ 71,531	$ 85,624	$ 2,146
6	$ 61,457	$ 76,157	$ 90,856	$ 2,285
7	$ 66,143	$ 84,045	$ 101,947	$ 2,521
8	$ 76,063	$ 101,749	$ 127,434	$ 3,052
9	$ 121,317	$ 151,986	$ 182,655	$ 4,560

Annual Salary Based on 197 Work Days

Pay Grade	Minimum	Midpoint	Maximum	2025-2026 Raise 3% of Midpoint
1	$ 45,559	$ 52,391	$ 59,222	$ 1,572
2	$ 47,071	$ 55,606	$ 64,142	$ 1,668
3	$ 51,472	$ 62,951	$ 74,430	$ 1,889
4	$ 55,075	$ 67,295	$ 79,515	$ 2,019
5	$ 58,933	$ 73,394	$ 87,854	$ 2,202
6	$ 63,057	$ 78,140	$ 93,222	$ 2,344
7	$ 67,866	$ 86,234	$ 104,602	$ 2,587
8	$ 78,044	$ 104,399	$ 130,752	$ 3,132
9	$ 124,476	$ 155,944	$ 187,412	$ 4,678

Annual Salary Based on 204 Work Days

Pay Grade	Minimum	Midpoint	Maximum	2025-2026 Raise 3% of Midpoint
1	$ 47,178	$ 54,252	$ 61,326	$ 1,628
2	$ 48,743	$ 57,582	$ 66,421	$ 1,727
3	$ 53,301	$ 65,188	$ 77,075	$ 1,956
4	$ 57,032	$ 69,686	$ 82,340	$ 2,091
5	$ 61,027	$ 76,002	$ 90,976	$ 2,280
6	$ 65,298	$ 80,917	$ 96,534	$ 2,428
7	$ 70,277	$ 89,298	$ 108,319	$ 2,679
8	$ 80,817	$ 108,108	$ 135,398	$ 3,243
9	$ 128,899	$ 161,485	$ 194,071	$ 4,845

Annual Salary Based on 214 Work Days

Pay Grade	Minimum	Midpoint	Maximum	2025-2026 Raise 3% of Midpoint
1	$ 49,491	$ 56,912	$ 64,333	$ 1,707
2	$ 51,133	$ 60,405	$ 69,677	$ 1,812
3	$ 55,914	$ 68,383	$ 80,853	$ 2,051
4	$ 59,827	$ 73,102	$ 86,376	$ 2,193
5	$ 64,018	$ 79,727	$ 95,435	$ 2,392
6	$ 68,499	$ 84,883	$ 101,267	$ 2,546
7	$ 73,722	$ 93,675	$ 113,628	$ 2,810
8	$ 84,779	$ 113,408	$ 142,035	$ 3,402
9	$ 135,218	$ 169,401	$ 203,584	$ 5,082

Annual Salary Based on 219 Work Days

Pay Grade	Minimum	Midpoint	Maximum	2025-2026 Raise 3% of Midpoint
1	$ 50,647	$ 58,241	$ 65,836	$ 1,747
2	$ 52,327	$ 61,816	$ 71,305	$ 1,854
3	$ 57,220	$ 69,981	$ 82,742	$ 2,099
4	$ 61,225	$ 74,810	$ 88,395	$ 2,244
5	$ 65,514	$ 81,590	$ 97,665	$ 2,448
6	$ 70,099	$ 86,866	$ 103,633	$ 2,606
7	$ 75,445	$ 95,864	$ 116,283	$ 2,876
8	$ 86,760	$ 116,057	$ 145,354	$ 3,482
9	$ 138,377	$ 173,359	$ 208,341	$ 5,201

Annual Salary Based on 226 Work Days				
Pay Grade	**Minimum**	**Midpoint**	**Maximum**	**2025-2026 Raise 3% of Midpoint**
1	$ 52,266	$ 60,103	$ 67,940	$ 1,803
2	$ 54,000	$ 63,792	$ 73,584	$ 1,914
3	$ 59,049	$ 72,218	$ 85,387	$ 2,167
4	$ 63,182	$ 77,201	$ 91,220	$ 2,316
5	$ 67,608	$ 84,198	$ 100,787	$ 2,526
6	$ 72,340	$ 89,643	$ 106,945	$ 2,689
7	$ 77,856	$ 98,928	$ 120,000	$ 2,968
8	$ 89,533	$ 119,767	$ 150,000	$ 3,593
9	$ 142,800	$ 178,900	$ 215,000	$ 5,367

TYLER ISD
SUCCESSFUL STUDENT OUTCOMES

Extra Duty Approved Rates of Pay

Any not listed must be approved by HR and Finance

EXTENDED DAY / WEEK	AMOUNT	*Note 1
Administrator on Duty	$32.00	
After School Program	$20.00	
Biligual Testing - Aide/Cleircal	$15.00	
Campus Training	$25.00	*Note 2
Concession	$12.00	
Curriculum Training / Presentation	$30.00	
Curriculum Writing & Proofing	$30.00	
Dentention - Weekday or Saturday School	$20.00	
Interpreter-SpEd	$30.00	
Language Evaluation - Aide/Clerical	$15.00	
Lesson Planning	$30.00	
Proofreading - Test Bank	$20.00	
Supervise Facility Rental	$25.00	
Testing	$25.00	
Testing Coordinator	$28.00	
Translating	$25.00	
TUTORING		
DISTRICT EMPLOYEE		*Note 1
Certified Teacher	$25.00	
Non-Certified, Bachelor's Degree	$15.00	
Title I Paraprofessional	$12.00	
NON-DISTRICT EMPLOYEE		*Note 3
District Mentor	$25.00	
Certified Teacher	$20.00	
Non-Certified, Bachelor's Degree	$15.00	
AVID	$12.00	
College or High School Student	$12.00	
GRADUATION - FLAT RATE		
Stadium Manager	$175.00	
Camera Crew	$80.00	
Greeter	$75.00	
Parking Gate Attendant	$75.00	
Handicap Assistance	$60.00	
Driver	$60.00	

SUMMER SCHOOL PROGRAMS		*Note 1 & 8
Program Administrator (full day)	$304.00	*Note 4
Program Administrator (less than full day)	$38.00	*Note 4
High School Counselor (per session)	$500.00	*Note 5
Lead Teacher	$32.00	
Teacher	$30.00	*Note 6
Registered Nurse	$35.00	
Librarian	$30.00	
MTS	$30.00	
Preperation - Teacher	$30.00	
LVN	$30.00	
High School Registrar	Hourly Rate	*Note 7
Special Education Aide	$15.00	
Interpreter	$15.00	
Administrative Assistant / Secretary	$12.50	
Aide	$12.00	
Bus Monitor	$12.00	
Attendance Clerk	$12.00	
Student Worker	$7.50	

***Note 1** School Administrators may not receive compensation for planning for extended day/year programs. The salary schedule above reflects compensation for days worked outside of the Administrative contract. Professional employees will only be paid 8 hours per day maximum for any day worked.

***Note 2** Campus Training is for Non-CILT Teachers outside contracted days and requires prior approval from Principal.

***Note 3** Non-district employees include, but not limited to, Substitutes, Title 1 Tutors, AVID Tutors, etc. Any required training or preparation will be paid at the same rates.

***Note 4** Only an Assistant Principal or Instructional Specialists who is mid-management certified will be paid $304/day or $38/hour. Teachers who act as Program Administrators will be paid $32 (Lead Teacher rate)

***Note 5** Counselors may begin work after the regular contract has ended.

***Note 6** This rate also applies to out-of-district teachers employed for Rose City Summer Camp.

***Note 7** Overtime will be paid for any hours worked over 40 per week. Hours must be worked outside of the employee's normal assignment schedule. A maximum of **40** hours will be paid for all Summer School sessions combined. Timesheets must be submitted for hours worked.

***Note 8** TISD Substitutes are not to be employed for Summer School Programs. Any deviation from this procedure will require the pre-approval of the Deputy Superintendent/Chief of Staff before employing these individuals. In the event approval is received the employee will be paid according to our current Non-District Tutoring rates.

TYLER ISD
SUCCESSFUL STUDENT OUTCOMES

Stipend List 2025-2026

Any not listed must be approved by HR and Finance

CAMPUS & EXTRACURRICULAR	STIPEND
HIGH SCHOOL	
*AP Coordinator	$3,000.00
Attendance	$3,500.00
Campus Truancy - Legacy	$3,500.00
*Cheerleading Sponsor - Varsity	$4,500.00
*Cheerleading Sponsor - JV	$3,000.00
*CILT	$3,000.00
*Debate Sponsor	$1,500.00
*Drill Team Sponsor	$500.00
Lead Counselor	$2,000.00
Lead New Teacher Mentor	$1,500.00
*National Honor Society Sponsor	$600.00
Outdoor Education	$1,000.00
*PAP Coordinator	$1,500.00
*Student Government/Senate Sponsor	$500.00
*UIL Academic Coordinator	$2,000.00
*Webmaster	$1,000.00
*Yearbook Sponsor	$1,500.00
Club Sponsor (annual)	$300.00
Senior Sponsor (annual)	Up to $500
*UIL Event Coach (annual)	$500.00
EARLY COLLEGE HIGH SCHOOL	
*AP Coordinator	$2,000.00
*CILT	$1,500.00
*PAP Coordinator	$1,000.00
*UIL Academic Coordinator	$1,000.00
*Webmaster (annual)	$500.00
*National Honor Society (annual)	$500.00
*Student Government (annual)	$500.00
TJC Dual Credit Scheduling (semi-annual)	$1,500.00
*UIL Event Coach (annual)	$500.00
CAREER & TECHNOLOGY	
Internship Coordinator Extra Days - 10	$3,046.00
Canvas Coordinator	$1,500.00
*CILT	$3,000.00
Cosmetology Teacher	$1,500.00
Culinary Teacher	$1,500.00
CTSO Competition Qualifier	Up to $2,000
ESL Bilingual Teacher	$1,000.00
Graphic Design Teacher	$1,500.00
Interpreter	$1,000.00
National Technical Honor Society	$1,000.00
*Webmaster	$1,000.00

BOSHEARS	
*CILT	$500.00
Lead Mentor	$100.00
*Webmaster	$200.00
MIDDLE SCHOOL	
*Cheerleading Sponsor	$1,500.00
*Cheerleading Sponsor Assistant	$750.00
*CILT	$1,500.00
*PAP Coordinator	$1,000.00
*Webmaster	$500.00
Academic Coordinator (annual)	$500.00
Academic Rodeo Event Coach (per event)	$200.00
After School Program (semi-annual)	$750.00
AM Announcements (annual)	$300.00
Club Sponsor (annual)	$300.00
Elective Department Chair (annual)	$300.00
Lead Counselor (semi-annual)	$500.00
National Junior Honor Society (annual)	$500.00
Science Fair (annual)	$300.00
MIDDLE SCHOOL (Continued)	
Talent Show (annual)	$200.00
Theatre Production Assistant (per event)	$200.00
UIL Event Coach (annual)	$200.00
UIL Sponsor (annual)	$500.00
Yearbook Sponsor (semi-annual)	$500.00
K-8 SCHOOL	
*CILT	Up to $1,500
Bilingual (semi-annual)	$3,000.00
National Junior Honor Society (semi-annual)	$500.00
Student Council (semi-annual)	$250.00
*UIL Event Coach (annual)	$200.00
Yearbook Sponsor (annual)	$500.00
ELEMENTARY SCHOOL	
*CILT	$750.00
Lead PE Teacher	$1,500.00
Pre-K Teacher Liaison (semi-annual)	$500.00
Pre-K Teacher Mentor (semi-annual)	$500.00
*Webmaster	$200.00
GATE Lead Teacher (semi-annual)	$500.00
Lead Counselor (semi-annual)	$500.00
UIL Sponsor (annual)	$500.00

FINE ARTS	STIPEND
ART	
HS Art Teacher (annual)	$500.00
HS Art Lead Teacher (annual)	$500.00
MS Art Teacher (annual)	$500.00
MS Art Lead Teacher (annual)	$500.00
*K-8 Art Teacher (annual)	Up to $700
*Elem Art Teacher (annual)	$250.00
*Elem Art Lead Teacher (annual)	$250.00
BAND	
*HS Band Assistant Director	$10,000.00
*HS Color Guard	$2,000.00
*MS Band Director	$6,000.00
*MS Band Assistant Director	$4,500.00
*MS Band Lead Director	$500.00
*K-8 Band Director	$3,000.00
CHOIR/MUSIC	
*HS Choir Director - Full-Time	$6,000.00
*HS Choir Director - Half-Time	$3,000.00
*HS Choir Lead Director - High School & Middle School	$700.00
*MS Choir Director	$2,500.00
*K-8 Choir Director	$2,500.00
K-8 Choir Teacher (annual)	Up to $700
K-8 Instrument/Music Teacher (annual)	Up to $700
Elem Music Teacher (annual)	$250.00
Elem Music Lead Teacher (annual)	$1,500.00
DANCE & DRILL TEAM	
*HS Dance & Drill Team Director	$5,000.00
*HS Dance & Drill Team Assistant Director	$3,500.00
*HS Drill Team Lead Director - High School & Middle School	$500.00
*MS Dance Team Director	$2,500.00
*K-8 Dance Instructor	$2,500.00
ORCHESTRA	
*HS Orchestra Lead Director	$10,000.00
*HS Orchestra Director - High School & Middle School	$8,000.00
*MS Orchestra Director	$4,000.00
*MS Orchestra Director - Additional Campus	$1,000.00
*K-8 Orchestra Director	$3,500.00
THEATRE	
*HS Theatre Director	$6,000.00
*HS Theatre Assistant Director	$4,000.00
*HS Theatre Lead Director - High School & Middle School	$500.00
*MS Theatre Director	$1,500.00
*K-8 Theatre Director	$1,500.00

HEALTH & STUDENT SERVICES	STIPEND
BILINGUAL	
Campus Translator (semi-annual)	$250.00
Lead LPAC Teacher (semi-annual)	Up to $1,350
VIT Ambassador (semi-annual)	$500.00
HEALTH SERVICES	
Nurse Bilingual	$2,000.00
Nurse Supervising	$1,500.00
SPECIAL EDUCATION	
ARD Lead Specialist	$2,000.00
Audiologist Certification	$3,000.00
Audiologist Verbal Educator	$2,500.00
*Crisis Prevention Institute Trainer	$2,000.00
Deaf Hard of Hearing Teacher	$3,000.00
Diagnostician Bilingual	$2,000.00
Diagnostician Critical Shortage	$3,000.00
Diagnostician LPAC	$2,000.00
*Diagnostician Lead	$2,000.00
Educational Interpreter (ASL) Retention (semi-annual)	$1,500.00
Interpreter	$1,750.00
Licensed Professional Counselor Lead	$2,000.00
*Licensed Specialist in School Psychology Critical Shortage	$3,000.00
*Licensed Specialist in School Psychology Lead	$1,000.00
Orientation and Mobility Teacher	$2,000.00
Preschool Specialist COSF	$2,000.00
*Preschool Specialist	$1,000.00
Special Education Language Acquisition	$1,000.00
*Special Olympics	$1,500.00
Speech Language Pathologist Bilingual Half Time	$1,000.00
*Speech Language Pathologist Clinical Certification	$2,500.00
*Speech Language Pathologist Critical Shortage	$3,000.00
Speech Language Pathologist Lead	$2,000.00
*Speech Language Pathology Assistant	$500.00
*Speech Language Pathology Assistant Critical Shortage	$1,500.00
Student Support Team/Compliance Tracker	$3,000.00
Visually Impaired Lead Teacher	$1,000.00
Visually Impaired Teacher	$2,000.00

DISTRICT WIDE	STIPEND
PROFESSIONAL	
**Additional Duties	Up to $5,000
AVID Coordinator (semi-annual)	$750.00
AVID Mentor Coach (semi-annual)	$200.00
Campus Mentor per Mentee (semi-annual)	Up to $600
Clinical Program Coordinator	$1,000.00
Intern Coordinator	$1,000.00
Gifted and Talented Leadership Team (semi-annual)	$500.00
Lead Gifted and Talented Teacher (semi-annual)	$1,000.00
Lead Mentor (semi-annual)	Up to $500
Lead MTS	$5,000.00
MTS Dual Campus (semi-annual)	$2,000.00
Lead Licensed Professional Counselor	$2,000.00
Licensed Professional Counselor Supervisor	$4,000.00
Teaching and Learning Cohort Leader (semi-annual)	$1,250.00
UIL Elementary Coordinator (annual)	$500.00
UIL Middle School Coordinator (annual)	$500.00
***TEACHER**	
Bilingual Teacher	$4,000.00
Math Secondary Teacher	$4,000.00
RLA Secondary Teacher	$4,000.00
Science Secondary Teacher	$4,000.00
Special Education Teacher	$3,000.00
Doctorate Degree Teacher	$1,500.00
Master's Degree Teacher	$1,000.00
***SECURITY**	
PO Advanced Certification	$1,800.00
PO Master Certification	$2,700.00
PO Competitive Balance	Up to $5,000

***District paid stipends. All others are paid from campus/dept budget.**
Club/Sponsor stipends are paid at the discretion of Campus Administration.
****Additional Duties stipend assigned by Deputy Superintendent.**
Unless noted, all stipends are paid monthly or semi-monthly depending on pay cycle.

TYLER ISD
SUCCESSFUL STUDENT OUTCOMES

Stipend List 2025-2026

Any not listed must be approved by HR and Finance

HIGH SCHOOL ATHLETICS	STIPEND
ADMINSTRATOR/COORDINATOR/TRAINER	
Boys Campus Coordinator Extra Days - 5	$7,000.00
Girls Campus Coordinator Extra Days - 5	$7,000.00
Off-season Coordinator	$5,000.00
Gym Coordinator	$4,000.00
Academic Coordinator	$2,000.00
Laundry Facilitator	$2,000.00
NCAA Coordinator	$2,000.00
Recruiting Coordinator	$2,000.00
Social Media Coordinator	$2,000.00
Video Coordinator	$2,000.00
Field Administrator	$2,000.00
Field Supervisor	$2,000.00
Gym Administrator	$2,000.00
Athletic Trainer - Head	$10,000.00
Athletic Trainer - 1st Assistant	$7,000.00
Athletic Trainer - 2nd Assistant	$4,000.00
BASEBALL	
Baseball Varsity Coach Extra Days - 10	$3,000.00
Baseball Sub-Varsity Coach Extra Days - 5	$1,500.00
Baseball Head Coach	$10,000.00
Baseball Varsity 1st Assistant Coach	$7,000.00
Baseball Pitching Coach	$7,000.00
Baseball JV Assistant Coach	$5,000.00
Baseball Freshman Assistant Coach	$3,500.00
BASKETBALL	
Basketball Coach Extra Days - 10	$3,000.00
Basketball Head Coach	$10,000.00
Basketball Varsity 1st Assistant Coach	$7,000.00
Basketball JV Assistant Coach	$5,000.00
Basketball Freshman Assistant Coach	$3,500.00
CROSS COUNTRY	
Cross Country Coach Extra Days - 10	$3,000.00
Cross Country Head Coach	$7,000.00
Cross Country Varsity Assistant Coach	$3,500.00
Cross Country JV Assistant Coach	$3,000.00
FOOTBALL	
Football Coach Extra Days - 10	$3,000.00
Football Coordinator Extra Days - 15	$4,500.00
Football Defensive Coordinator	$13,000.00
Football Offensive Coordinator	$13,000.00
Football Operations Coach	$13,000.00
Football Varsity Assistant Coach	$10,000.00
Football Freshman Assistant Coach	$7,000.00
Football Associate Head Coach	$5,000.00
Football Equipment Coordinator	$3,000.00
Football Kickers Coach	$3,000.00
Football Head JV/Freshman Coach	$2,000.00
Football Special Team Coordinator	$1,500.00

TYLER ISD
SUCCESSFUL STUDENT OUTCOMES

Stipend List 2025-2026

HIGH SCHOOL ATHLETICS (CONTINUED)	STIPEND
GOLF	
Golf Coach Extra Days - 5	$1,500.00
Golf Head Coach	$7,000.00
Golf Assistant Coach	$3,000.00
POWERLIFTING	
Powerlifting Head Coach	$6,500.00
Powerlifting Assistant Coach	$3,000.00
SOCCER	
Soccer Coach Extra Days - up to 12	Up to $3,600
Soccer Head Coach	$10,000.00
Soccer Varsity 1st Assistant Coach	$7,000.00
Soccer JV Assistant Coach	$5,000.00
Soccer Freshman Assistant Coach	$3,500.00
Soccer Goal Keeper Coach	$1,000.00
SOFTBALL	
Softball Varsity Coach Extra Days - 10	$3,000.00
Softball Sub-Varsity Coach Extra Days - 5	$1,500.00
Softball Head Coach	$10,000.00
Softball Varsity 1st Assistant Coach	$7,000.00
Softball Pitching Coach	$5,000.00
Softball JV Assistant Coach	$3,500.00
STRENGTH & CONDITIONING	
Strength & Conditioning Extra Days - Up to 20	$6,000.00
Strength & Conditioning Head Coach	$10,000.00
Strength & Conditioning Assistant Coach	$6,500.00
SWIMMING	
Swim Coach Extra Days - 10	$3,000.00
Swimming Head Coach	$7,000.00
Swimming Assistant Coach	$3,000.00
TENNIS	
Tennis Team Coach Extra Days - 10	$3,000.00
Tennis Spring Coach Extra Days - 5	$1,500.00
Tennis Team Head Coach	$7,000.00
Tennis Spring Head Coach	$7,000.00
Tennis Team Assistant Coach	$3,000.00
Tennis Spring Assistant Coach	$3,000.00
TRACK & FIELD	
Track Coach Extra Days - 5	$1,500.00
Track & Field Head Coach	$7,000.00
Track & Field Varsity Assistant Coach	$3,500.00
Track & Field JV Assistant Coach	$3,000.00
VOLLEYBALL	
Volleyball Coach Extra Days - 10	$3,000.00
Volleyball Head Coach	$10,000.00
Volleyball Varsity 1st Assistant Coach	$7,000.00
Volleyball JV Assistant Coach	$5,000.00
Volleyball Freshman Assistant Coach	$3,500.00
SUMMER CONDITIONING COACH EXTRA DAYS	Up to $4,500

TYLER ISD
SUCCESSFUL STUDENT OUTCOMES

Stipend List 2025-2026

MIDDLE SCHOOL ATHLETICS	STIPEND
ADMINSTRATOR/COORDINATOR	
Middle School Coordinator Extra Days - 5	$1,500.00
Campus Athletic Coordinator	$3,000.00
Offseason Coordinator	$1,500.00
Field Administrator	$1,500.00
BASKETBALL	
Basketball Head Coach	$3,500.00
Basketball Assistant Coach	$3,000.00
Basketball Coach	$600.00
CROSS COUNTRY	
Cross Country Coach	$2,000.00
FOOTBALL	
Football Head Coach	$4,000.00
Football Assistant Coach	$3,500.00
Football Administrator	$600.00
TRACK & FIELD/SOCCER	
Track & Soccer Coach	$2,000.00
VOLLEYBALL	
Volleyball Head Coach	$3,500.00
Volleyball Assistant Coach	$3,000.00
Volleyball Administrator	$600.00
EXTRA COACHING	
Additional Sport	$1,000.00
Additional Team	$1,000.00
High School Assistant Coach	$1,000.00
Middle School Sports	$1,200.00

Compensation Limit: Annual pay is capped - full sport stipends may not be awarded

Subject: Consider Re-Affirming use of District Purchasing Cooperatives

BACKGROUND INFORMATION

Tyler ISD utilizes various purchasing cooperatives to assist the District in maintaining compliance with local, state, and federal regulations. The purchasing cooperatives establish a formal process that provides all prospective vendors an opportunity to offer competitive prices and the best value for necessary goods and services to participating entities.

ADMINISTRATIVE CONSIDERATION

Continued participation in the various cooperatives listed below will expand the vendor pool the District may access to satisfy the District's purchasing needs and will assist in maintaining compliance with local, state, and federal requirements.

Purchasing Cooperatives:

Allied States Cooperative (ESC Region XIX)
BuyBoard (TASB)
Central Texas Purchasing Alliance (CTPA)
Choice Partners
DIR (Department of Information Resources)
E&I Cooperative Services
Ed Tech (ESC Region X)
ESC Region VII
ESC Region XI
Omnia Partners
PACE (Purchasing Association of Cooperative Entities)
TIPS/TAPS (The Interlocal Purchasing System – ESC Region VIII)
TXMAS (State Purchasing)

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board re-affirm the use of the purchasing cooperatives listed above effective August 1, 2025 through July 31, 2026.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Kasey Russell
Chelsi Drosche

Subject: Consider Approval of Renovations to the Distribution Warehouse

BACKGROUND INFORMATION

After relocating the Food Services Department to the St. Louis Operations Center, the district wishes to proceed with Phase 2 of the Administrative Complex Master Plan. Portions of the distribution warehouse will be converted into office spaces to accommodate the Technology Service Center and the Fixed Assets Department, while also creating efficiencies for records storage.

ADMINISTRATIVE CONSIDERATION

Corgan & Associates developed drawings and specifications for the interior remodel of the distribution warehouse to accommodate several different departments from other facilities. The project was advertised within the legal timeframe and the proposals returned are as follows.

CONTRACTOR	AMOUNT
Paragon Construction & Assoc.	$1,123,000
Frost Construction	$1,170,000
SCI Construction	$1,260,670
Watson Commercial GC	$1,384,800

Funding is provided by the Special Projects fund.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the contract with Paragon Construction & Associates in the amount of $1,123,000 plus an additional $50,000 in owner's contingency for a total project cost of $1,173,000 for renovations to the distribution warehouse.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Marty Crawford, Ed.D.
Tim Loper

07-21-25

Subject: Memorandum of Understanding with Pathways for Adults Via Education (PAVE) and Tyler Junior College in regards to the Family Learning Center of Tyler

BACKGROUND INFORMATION

Family Learning Center of Tyler is a collaboration between Pathways for Adults Via Education (PAVE), Tyler Independent School District and Tyler Junior College to offer adult literacy services, quality childcare to paying and scholarshipped parents, and provide field experiences in a laboratory school setting for Tyler Junior College students enrolled in Child Development/Early Childhood courses.

ADMINISTRATIVE CONSIDERATION

The Memorandum of Understanding establishes a cooperative and mutually beneficial relationship and sets forth the responsibilities of the participating partners. This agreement will begin August 1, 2025 and continue until July 31, 2028.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the Board continue the partnership and approve the Memorandum of Understanding with Pathways for Adults Via Education (PAVE) and Tyler Junior College in regards to the Family Learning Center of Tyler.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Lance Groppel, Ed.D.
Johnita Ward, Ed.D.

07-21-25

Subject: District Evaluation Procedures, District Appraisal Calendar, and T-TESS Appraisers for the 2025-2026 School Year

BACKGROUND INFORMATION

All school districts have two choices in selecting a method to appraise teachers; a teacher-appraisal system recommended by the Texas Commissioner of Education or a local teacher appraisal system. The commissioner's recommended teacher-appraisal system, Texas Teacher Evaluation and Support System (T-TESS), was developed in accordance with TEC 21.351 and is being recommended for all of the district's teachers.

The principal appraisal instrument has been designed to meet the requirements of the commissioner rule (TAC 150.1022). The Texas Principal Evaluation Support System (T-PESS) is the Commissioners recommended principal evaluation system for the state of Texas starting in the 2016/2017 school year.

ADMINISTRATIVE CONSIDERATION

Chapter 150 of 19 TAC requires that the local board approve:

1) the district's evaluation procedures, including procedures for determining the selection of a second appraiser
2) the district appraisal calendar
3) the district appraisers

The district's procedures and calendars have been reviewed by the principals and central administration. The teacher appraisers have completed all T-TESS training and certification requirements through ESC Region VII. Additional appraisers will be recommended to the board for approval when they have completed the training requirements.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the adoption of the District Evaluation Process, the district appraisal calendar, and T-TESS Appraisers for the 2025-2026 school year.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Ronald Jones
Sheri Barberee-Taylor

07-21-25

District Evaluation Procedures
2025-2026

TEACHER APPRAISAL SYSTEM

T-TESS is a process that seeks to develop habits of continuous improvement with evidence-based feedback and professional development decisions based on that feedback through ongoing dialogue and collaboration.

Components of the appraisal process, such as classroom observations and walk-throughs, will be conducted as frequently as necessary to ensure that teachers receive appropriate guidance.

SELF-ASSESSMENT AND GOAL SETTING

- The teacher self-assessment, goal setting, and professional development processes are all interwoven and applied throughout the school year to positively impact each teacher's professional practices and ultimately increase student performance.

Each teacher will review data and reflect on his or her professional practice, including reviewing the domains, dimensions, and descriptors of the T-TESS rubric.

A teacher who is new to the District or who is in the first year of the appraisal process will receive an orientation and will be guided through the self-assessment and goal-setting process to establish a professional development plan. Within six weeks of completing the orientation, a teacher who is new to the District or who is in the first year of the appraisal process will formulate targeted goals on the Teacher Self-Assessment and Goal-Setting Form and schedule an in-person goal-setting conference with his or her appraiser. After the conference, the teacher will submit his or her approved Goal-Setting and Professional Development Plan to the appraiser.

A returning teacher will review the goal(s) and professional development plan established at the end-of-the year conference and student performance data to determine if changes are needed. The teacher will submit to the appraiser his or her approved Goal-Setting and Professional Development Plan within the first six weeks of the school year.

IMPLEMENTATION OF GOALS

Each teacher will regularly monitor progress toward his or her goals. If the teacher feels the goals need to be modified, the teacher should make an appointment with his or her appraiser to discuss individual progress toward his or her goals and/or obtain additional supports.

PRE-CONFERENCE

The purpose of a pre-conference is for the appraiser and teacher to mutually discuss the upcoming formative observation with a focus on the interrelationships between planning, instruction, the learning environment, and student outcomes. The pre-conference will be conducted within 10 days of an announced observation.

	The pre-conference will provide the teacher an opportunity to demonstrate his or her knowledge and skills for the planning domain and its correlating dimensions. The conference is primarily focused on the upcoming observation and what the teacher has planned to ensure that the instructional objective(s) are met.
FORMAL OBSERVATION	The teacher will be formally observed in the classroom one time unless the appraiser deems additional observations to be necessary. A classroom observation will be an instructional period or a complete lesson within an instructional period that consists of a minimum of 45 minutes of instruction. By mutual, written consent between the appraiser and the teacher, the required minimum of 45 minutes of observation may be conducted in shorter time segments. The time segments must aggregate to at least 45 minutes. Each teacher may have additional unannounced observations or walk-throughs that provide actionable, timely feedback, which will allow the teacher to make efficient and contextual professional development choices to help refine practice. If data gathered during the additional observation or walk-through will impact the teacher's summative appraisal rating, a written summary will be shared with the teacher within ten working days after the completion of the additional observation or walk-through.
NOTICE	The formal observation for a teacher's appraisal will be announced and determined as set forth during the pre-conference. The District will establish an appraisal calendar each year, and provide the calendar to teachers within the first three weeks of the school year.
POST-CONFERENCE	All observations will include an in-person post-conference within ten working days of the observation. The overall purpose of the post-conference is to provide a teacher an opportunity to self-reflect on the execution of his or her lesson, including the impact on student performance. The results will be used to inform and guide the teacher regarding future practices and growth.
END-OF-YEAR CONFERENCE	The end-of-year conference will be held at least 15 days prior to the last day of instruction to discuss overall performance for the year. End-of-year conferences are mandatory.

	Each teacher will provide his or her appraiser with an update regarding the professional goals and development plan that were developed at the beginning of the year.
PRELIMINARY GOAL SETTING AND PLANNING FOR THE FOLLOWING SCHOOL YEAR	Following the end-of-year conference, the appraiser and teacher will discuss how the current year self-assessment and goal-setting process will continue into the next school year for continuous improvement, including professional development to support learning.
SUMMATIVE ANNUAL APPRAISAL REPORT	A written summative annual appraisal report will be provided to the teacher within ten working days of the conclusion of the end-of-year conference. The report will be shared with the teacher no later than 15 working days before the last day of instruction for students. The written summative annual appraisal report will be placed in the teacher's personnel file by the end of the appraisal period.
SUMMATIVE APPRAISAL SCORE	Each teacher will be given an individual rating on each of the sixteen dimensions of the T-TESS summative annual appraisal report. Student growth will act like the seventeenth dimension.
APPRAISER	Each teacher will be appraised by a certified appraiser. If the certified appraiser is not the teacher's supervisor, the appraiser will be selected from the list of certified appraisers approved by the Board.
SECOND APPRAISER	A teacher may request a second appraiser within ten working days of receiving a written observation summary or a written summative annual appraisal report. If a teacher requests a second appraisal by another certified District appraiser, the second appraiser will be determined in accordance with the following: • The second appraiser will be an administrator based on the teacher's campus. • In the event that there is not a campus administrator available, the Chief of Staff or Executive Director of Human Resources will select an appraiser from the Board approved appraiser list.
TEACHER RESPONSE AND REBUTTAL	A teacher may submit a written response or rebuttal within ten working days of receiving a written observation summary, a written

summative annual appraisal report, or any other written documentation associated with the teacher's appraisal.

GRIEVANCES

Complaints regarding a teacher appraisal should be addressed in accordance with DGBA(LOCAL).

Tyler ISD Human Resources Department
Texas Teacher Evaluation and Support System (T-TESS)
2025-2026 Evaluation Calendar

The Appraisal Calendar:

- Shall exclude the first three weeks of instruction for formal observations.
- Shall exclude formal observations on the last day of instruction BEFORE any official school holiday and on the first day of instruction AFTER a holiday. Pre-conferences, post-conferences, and walkthroughs are allowed on these days.
- Shall provide that the appraisal process be completed 15 working days before the last day of instruction for students.
- Shall exclude days scheduled for end-of semester or end-of-year examinations.
- Shall exclude days scheduled for STAAR, EOC, or other standardized tests.

Based on the 2025-2026 Tyler ISD School Calendar and the stipulations stated above, the following dates indicate the days that formal T-TESS observations **shall not be conducted, for testing restriction dates refer to the district assessment calendars**.

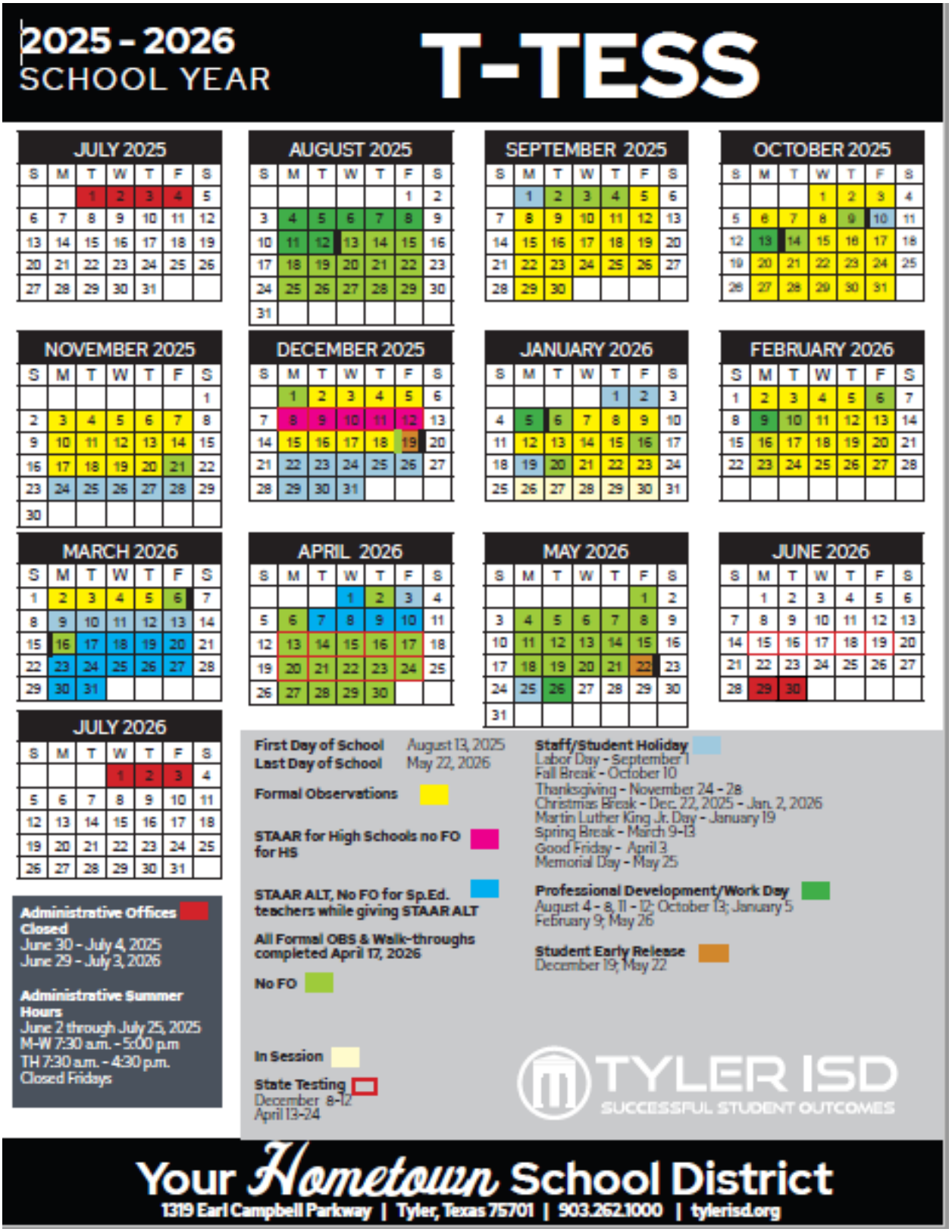
August/Sep	First three weeks of instruction	August 13, 2025 to September 4, 2025
October	Fall Break	October 9, 2025 or October 14, 2025
Nov/Dec	Thanksgiving Holiday	November 21, 2025 or December 1, 2025
Dec/Jan	Christmas Break	December 19, 2025 or January 6, 2026
January	Martin Luther King Day	January 16, 2026 or January 20, 2026
March	Spring Break	March 6, 2026 or March 16, 2026
April	Good Friday	April 2, 2026 or April 6, 2026
April	Observations Completed	April 21, 2026
May	Complete Appraisal Process	May 2, 2026

Timeline:

Aug. 4 – Sept. 5	Complete Orientation for new teachers and T-TESS Update for returning teachers.
Aug. 4 - Sept. 19	All Goal Setting and Professional Development Plan conferences must be completed.
Sept. 5 – April 10	Formal observation process can begin for teachers that have received orientation or update and have completed the Goal-Setting and Professional Development Conference. *All 4 mandatory walk-throughs are to be completed by April 17, 2026.*
May 2	Last day to complete the entire appraisal process. (Summative and EOY Goal Setting)

Timeline Restrictions:

- Teachers will submit Goal Setting and Professional Development Plan to appraiser within six weeks from the day of completion of the orientation for feedback and final approval. *(Final approval completed by **Sept. 19, 2025**.)*
- All first-year teachers and teachers new to the district will be evaluated during the first semester of employment.
- All announced formal 45-minute observations must be scheduled during the Pre-Conference.
- Pre-conferences must be conducted within 10 working days of a scheduled formal observation.
- After the formal observation, a post-conference must take place within 10 working days.
- End-of-Year Conferences must be completed at least 15 working days prior to the last day of instruction (**April 30, 2026**)
- A written summative annual appraisal report shall be shared with the teacher within 10 working days following the conclusion of the end-of-the-year conference but ***no later*** than 15 working days before the last day of instruction.
- All pre-conferences, formal observations, and post-conferences for all teachers must be completed by **April 10, 2026**. **NO FORMAL OBSERVATIONS SHOULD TAKE PLACE AFTER April 17, 2026**. *The exception would be a teacher who requested a second observation within ten working days after the observation post conference and was entitled to another observation by a different appraiser. Teachers must complete the T-TESS request for 2nd appraisal form.*
- **Walkthroughs** may be conducted, and cumulative data may be obtained on any day and at any time throughout the school year, **until April 30, 2026.**
- **All ratings** above or below proficient must have comments/data supporting the rating.
- Any documentation that would affect a teacher's score shall be shared with the teacher within **10 working days**. A summative conference shall be conducted to advise the teacher of any change in the final observation score.


2025 - 2026
SCHOOL YEAR
T-TESS
JULY 2025
AUGUST 2025
SEPTEMBER 2025
OCTOBER 2025
NOVEMBER 2025
DECEMBER 2025
JANUARY 2026
FEBRUARY 2026
MARCH 2026
APRIL 2026
MAY 2026
JUNE 2026
JULY 2026
First Day of School August 13, 2025
Last Day of School May 22, 2026
Formal Observations
STAAR for High Schools no FO for HS
STAAR ALT, No FO for Sp.Ed. teachers while giving STAAR ALT
All Formal OBS & Walk-throughs completed April 17, 2026
No FO
In Session
State Testing
December 8-12
April 13-24
Staff/Student Holiday
Labor Day - September 1
Fall Break - October 10
Thanksgiving - November 24 - 28
Christmas Break - Dec. 22, 2025 - Jan. 2, 2026
Martin Luther King Jr. Day - January 19
Spring Break - March 9-13
Good Friday - April 3
Memorial Day - May 25
Professional Development/Work Day
August 4 - 8, 11 - 12; October 13; January 5
February 9; May 26
Student Early Release
December 19; May 22
Administrative Offices Closed
June 30 - July 4, 2025
June 29 - July 3, 2026
Administrative Summer Hours
June 2 through July 25, 2025
M-W 7:30 a.m. - 5:00 p.m
TH 7:30 a.m. - 4:30 p.m.
Closed Fridays
TYLER ISD
SUCCESSFUL STUDENT OUTCOMES
Your Hometown School District
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Tyler ISD Human Resources Department
Texas Teacher Evaluation and Support System (T-TESS)
2025-2026 Evaluation Calendar: **Wayne D. Boshears Center**

The Appraisal Calendar:

- Shall exclude the first three weeks of instruction for formal observations.
- Shall exclude formal observations on the last day of instruction BEFORE any official school holiday and on the first day of instruction AFTER a holiday. Pre-conferences, post-conferences, and walkthroughs are allowed on these days.
- Shall provide that the appraisal process be completed 15 working days before the last day of instruction for students.
- Shall exclude days scheduled for end-of semester or end-of-year examinations.
- Shall exclude days scheduled for STAAR, EOC, or other standardized tests.

Based on the 2025-2026 Boshears Calendar and the stipulations stated above, the following dates indicate the days that formal T-TESS observations **shall not be conducted.** For testing restriction dates, refer to the district assessment calendars.

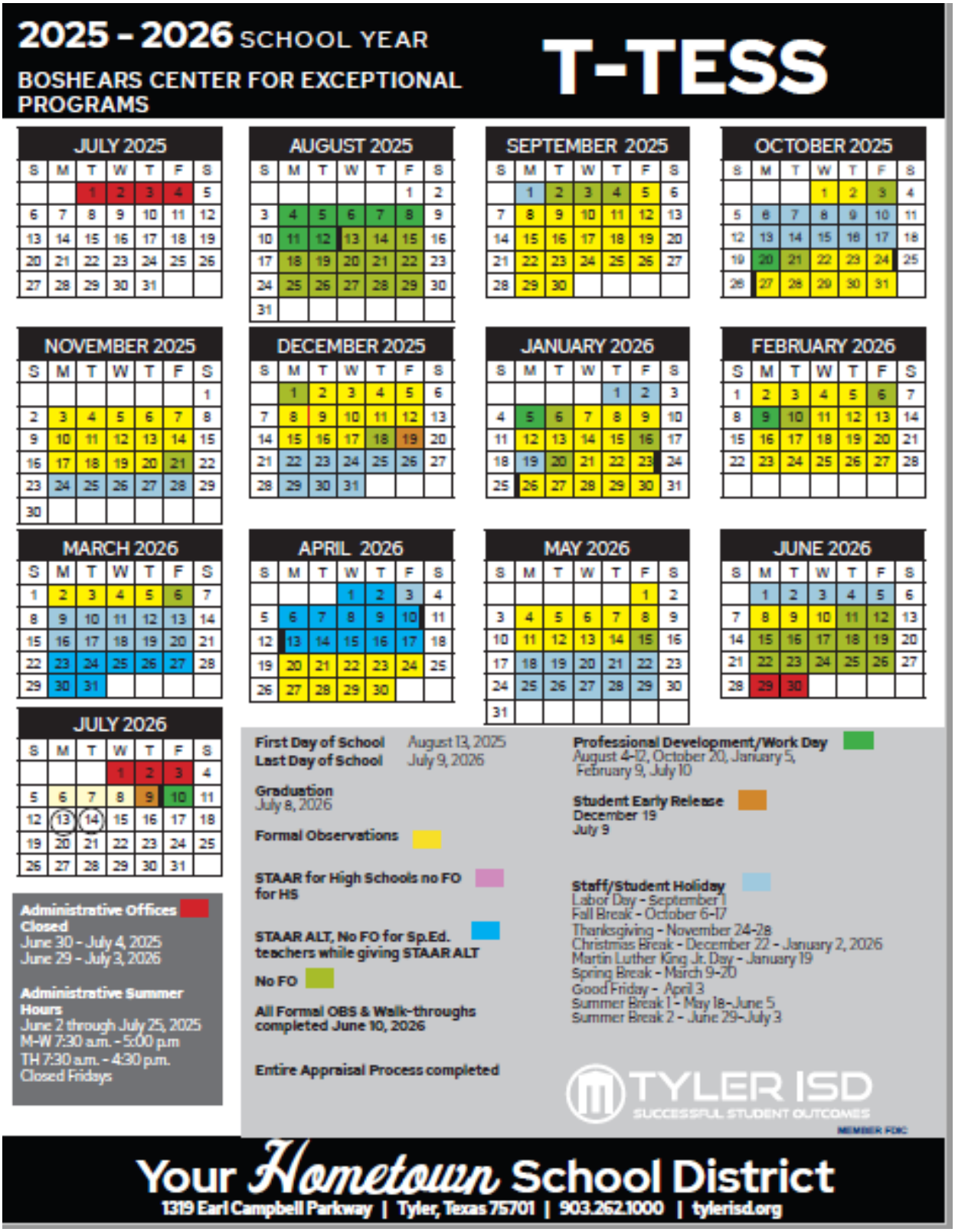
August/Sept	First three weeks of instruction	August 13, 2025 to September 4, 2025
October	Fall Break	October 3, 2025 or October 21, 2025
Nov/Dec	Thanksgiving Holiday	November 21, 2025 or December 1, 2025
Dec/Jan	Christmas Holiday	December 19, 2025 or January 6, 2026
January	Martin Luther King Day	January 16, 2026 or January 20, 2026
March	Spring Break	March 6, 2026 or March 23, 2026
April	Good Friday	April 2, 2026 or April 6, 2026
May/June	Summer Break	May 15, 2026 or June 8, 2026
June	Evaluations Completed	June 10, 2026

Timeline:

Aug. 4 – Sept. 5	Complete Orientation for new teachers and T-TESS Update for returning teachers.
Aug. 4 - Sept. 19	All Goal Setting and Professional Development Plan conferences must be completed.
Sept. 5 – May 15	Formal observation process can begin for teachers that have received orientation or update and have completed the Goal-Setting and Professional Development Conference. *All 4 mandatory walk-throughs are to be completed by May 15, 2026.*
June 10	Last day to complete the entire appraisal process.

Timeline Restrictions:

- Teachers will submit Goal Setting and Professional Development Plan to appraiser within six weeks from the day of completion of the orientation for feedback and final approval. *(Final approval completed by **Sept. 19, 2025**)*
- All first-year teachers and teachers new to the district will be evaluated during the first semester of employment; formal observation must take place no earlier than two weeks after T-TESS Orientation.
- All announced formal 45-minute observations must be scheduled during the Pre-Conference.
- Pre-conferences must be conducted within 10 working days of a scheduled formal observation.
- After the formal observation, a post-conference must take place within 10 working days.
- End-of-Year Conferences must be held at least 15 working days prior to the last day of instruction (**June 10, 2026**)
- A written summative annual appraisal report shall be shared with the teacher within 10 working days following the conclusion of the end-of-the-year conference but no later than 15 working days before the last day of instruction.
- All pre-conferences, formal observations and post-conferences for all teachers must be completed by **May 15, 2026**. **NO FORMAL OBSERVATIONS SHOULD TAKE PLACE AFTER May 15, 2026**. *The exception would be a teacher who requested a second observation within ten working days after the observation post conference and was entitled to another observation by a different appraiser. Teachers must complete the T-TESS request for 2nd appraisal form.*
- **Walkthroughs** may be conducted, and cumulative data may be obtained on any day and at any time throughout the school year **until May 15, 2026.**
- **All ratings** above or below proficient must have comments/data supporting the rating.
- Any documentation that would affect a teacher's score shall be shared with the teacher within **10 working days**. A summative conference shall be conducted to advise the teacher of any change in the final observation score.


2025 - 2026 SCHOOL YEAR
BOSHEARS CENTER FOR EXCEPTIONAL PROGRAMS
T-TESS
JULY 2025
AUGUST 2025
SEPTEMBER 2025
OCTOBER 2025
NOVEMBER 2025
DECEMBER 2025
JANUARY 2026
FEBRUARY 2026
MARCH 2026
APRIL 2026
MAY 2026
JUNE 2026
JULY 2026
First Day of School August 13, 2025
Last Day of School July 9, 2026
Graduation July 8, 2026
Formal Observations
STAAR for High Schools no FO for HS
STAAR ALT, No FO for Sp.Ed. teachers while giving STAAR ALT
No FO
All Formal OBS & Walk-throughs completed June 10, 2026
Entire Appraisal Process completed
Professional Development/Work Day
August 4-12, October 20, January 5, February 9, July 10
Student Early Release
December 19
July 9
Staff/Student Holiday
Labor Day - September 1
Fall Break - October 6-17
Thanksgiving - November 24-28
Christmas Break - December 22 - January 2, 2026
Martin Luther King Jr. Day - January 19
Spring Break - March 9-20
Good Friday - April 3
Summer Break 1 - May 18-June 5
Summer Break 2 - June 29-July 3
Administrative Offices Closed
June 30 - July 4, 2025
June 29 - July 3, 2026
Administrative Summer Hours
June 2 through July 25, 2025
M-W 7:30 a.m. - 5:00 p.m
TH 7:30 a.m. - 4:30 p.m.
Closed Fridays
TYLER ISD
SUCCESSFUL STUDENT OUTCOMES
MEMBER FDIC
Your Hometown School District
1319 Earl Campbell Parkway | Tyler, Texas 75701 | 903.262.1000 | tylerisd.org

Principals The District shall appraise principals using the Texas Principal Evaluation and Support System (T-PESS) in accordance with law and administrative regulations.

Other Campus Administrators The appraisal system used for campus administrators other than principals shall be determined by each administrator's position and job responsibilities and shall consist of either a local appraisal system developed in accordance with law and administrative regulations or a modified version of the T-PESS.

Frequency District principals and other campus administrators shall be appraised annually.

Tyler ISD Human Resources Department
Texas Principal Evaluation and Support System (T-PESS)
2025-2026 Evaluation Calendar

The Appraisal Calendar:

- Orientation will be completed prior to the beginning of the school year.
- Principal Self-Assessment will be submitted at the beginning and end of each school year.
- Principals will submit at least one professional practice goal and at least two student growth goals (a student growth goal and LIFT student growth goal) at the beginning of the school year.
- Goal Settings Conferences will occur at the beginning, middle, and end of each school year.
- End-of-Year Performance Discussion, Final Evaluation, and Goal Setting will be completed 10 days before the last day of the contracted year.

Timeline:

July 7, 2025 – Aug. 8, 2025	Complete T-PESS Orientation
Sept. 5, 2025	Principals submit Beginning -of-Year Self-Assessment and Goals. • The principal will submit at least one professional practice goal and at least one student growth goal based on identified areas of the T-PESS rubric, Campus Improvement Plan, District/Campus Priorities, etc.
Sept. 8, 2025 – Sept. 26, 2025	Beginning-of-Year Goal Setting and Refinement Conference with Appraiser. • Goals should be specific, measurable, attainable, realistic, and timely.
Aug. 13, 2025 – May 22, 2026	School Site Visits/Informal Assessments. Monitoring of Campus/District Improvement Plans, Initiatives, Data, Instruction, etc.
Jan. 12, 2026 – Feb. 13, 2026	Middle-of-Year Goal Attainment Conference. • Principal and Appraiser will meet to review progress on professional practice goal and student growth goals. • Goals may be modified.
May 26, 2026	Principals End-of-Year Self-Assessment, Professional Development Plans, Goals, Artifacts and Evidence must be submitted. • Principals will add comments in each self-assessment section of the T-PESS rubric to the EOY Self-Assessment ratings.
June 1, 2026 – June 19, 2026	Appraisers complete End-of-Year Performance Discussions, Final Evaluation, and End-of-Year Goal Setting, Professional Development Plan conference. • Ratings will be qualitative, quantitative, and anecdotal evidence. • Appraisers may reconsider evaluation ratings after the EOY Performance conference as appropriate to ensure all relevant performance information is considered. • The appraiser and the principal will draft new professional goals for the next school year and identify any supports that may be necessary to achieve these goals. • The appraiser has the responsibility of determining the final overall performance rating.

TYLER ISD APPROVED T-TESS APPRAISERS 2025-2026

Ballard, Aubrey
Backer, Lauren
Baker, Brandy
Barberee-Taylor, Sheri
Bowie, Vincent
Brooks, Valorie
Brown, Angelica
Burns, Stephanie
Bush, Melanie
Chapa, Cassandra
Cureton, Sarah
Curry, Channing
Danner-Kirk, Amber
Daniel, Jennifer
Davis, Julie
Davis, Weldon
De La Cruz, Nadia
Dominy, Abby
Dykman, Jeannia
Espitia, James
Favela, Anais
Floyd, Dexter
Fite, Carli
Gomez, Elizabeth
Graham, Titinia
Griffin, April
Groppel, Ashley
Groppel, Lance
Haas, Andy
Harbour, Nathan
Havard, Marlis
Henson, Diane
Holland, Brandy
Hopson, Amy
Hortman, Amanda
Hulshouser, Zach
James, Candace
Jiral, Caitlin
Johnson, Tamara
Johnson, Valerie
Jones, Georgeanna
Jones, Ronald
Khalatbari, Shabnam
King, Alyssa
King, Lora
King, Shalindria
Kisamore, Chad
Kniffen, Justin
Koop, Tiffany
Kubara, Emilee
Ladd, Steven
Lane, Claude
Ledkins, Hanna
Lee, Katy
Markle, Bobby
Martin, Melissa
Miller, DeMario
Morrow, Kala
Murray, Anna
Naranjo, Guillermina
Nauls, Christopher
O'Neal, Allison
Oxler, Matt
Parker, Brooke
Pinkerton, Patrina
Plake, Cody
Rhodes, Mitchell
Roach, Christina
Robertson, Katherine
Robinson, Nicole
Ross, Tiffany
Seale, Stephanie
Shelby, Brett
Sherman, Geoffrey
Sherman, Rachel
Simmons, Kimberly
Simmons, Justin
Sizemore, Elizabeth
Smiley, John
Thompson, Angel
Walls, Kristen
Ward, Johnita
Watson, Rikkita
Williams, Bethanie
Williams, Jimmie
Wilson, Latunia

Subject: Consider approval of Agreements for Contracted Services with Region 7 Service Center

BACKGROUND INFORMATION

Tyler ISD has annually contracted with the Region 7 Education Service Center to provide assistance in maintaining compliance and providing support to the Tyler ISD personnel.

Title I Contracted Services will provide services and assistance to support effective school improvement and to meet grant program and NCLB compliance. This includes continuous school improvement, professional development, and the paraprofessional institute.

Title III Contracted Services will provide on-site instructional coaching and professional development.

The Professional School Counselor Cooperative provides districts and campuses with the latest state-level information, targeted professional development through school counseling workshops, and individualized services to meet their unique needs.

The TEKS Resource System will provide curriculum documents and tools in supporting our teachers and principals.

The Funding and Accountability cooperative will provide support and guidance in the areas of Finance, Accountability, and PEIMS reporting.

The Purchasing cooperative establishes a formal process that provides all prospective vendors an opportunity to offer competitive process and the best value for necessary goods and services to participating entities.

The Digital Learning cooperative supports state initiatives and offers resources to equip educators with advanced technology and training to enhance student performance and meet diverse needs. Membership will also include library and digital media services.

The Fine Arts cooperative provides workshops and community event opportunities as a means for developing and enhancing learning for students in the foundation content areas.

The School Board Strategic Services will foster effective leadership by providing comprehensive support to ensure boards operate efficiently, collaboratively, and in alignment with best practices to drive student success.

ADMINISTRATIVE CONSIDERATION

Fiscal Impact Statement – The partnership will be funded through 2025-26 Title 1, Title III, the Instructional Materials Allotment, Food Service, Activity Funds, and General Funds in the anticipated amount of $226,709.75 based upon the following attached cost breakdown. The rate for TEKS Resource System is estimated based on student enrollment.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the contracted services with Region 7 for an estimated amount of $226,709.75 for the 2025-26 school year.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Kasey Russell

07-21-25

Region 7 Education Service Center - Service Agreements 2025-2026			
Department	Service	Amount	Code
Technology	Funding and Accountability/OnDataSuite Cooperative	$16,087.00	192.53.6239.00.949.99.000
Technology	**Digital Learning:** Digital Learning Basic Membership Fee Library and Digital Media Services (LDMS)	 $10,000.00 $1,625.00	 410.11.6239.00.948.11.000 410.12.6239.00.948.99.000
Purchasing and Risk Management	Purchasing Cooperative	$5,400.00	$1,350.00 / 240.35.6239.00.932.99.000 $1,350.00 / 199.41.6239.00.729.99.000 $2,700.00 / 499.00.6239.00.729.00.001
Counseling Services	Professional School Counselor	$13,567.00	171.31.6239.00.850.99.850
Curriculum and Instruction	TEKS Resource System (estimated cost)	$95,376.75	410.13.6239.00.807.99.000
Bilingual	Bilingual/ESL Title III - Professional Development	$27,432.00	263.13.6239.00.834.25.000
Title 1	Title 1, Part A - Complete Services Packages	$47,222.00	211.13.6239.00.816.30.000
Fine Arts	Fine Arts	$500.00	197.13.6239.00.885.99.126
School Board	School Board Strategic Services	$9,500.00	199.41.6239.00.702.99.000
Total		$226,709.75	

Subject: Memorandum of Understanding with Region 7 Education Service Center for Reading Academies

BACKGROUND INFORMATION

House Bill 3 requires every K-3 teacher to complete the state-adopted Reading Academy. Texas Education Agency approved providers must facilitate the Reading Academy training. Region 7 Education Service Center is an approved provider.

ADMINISTRATIVE CONSIDERATION

Tyler ISD will have two cohort leaders that have passed the Texas Education Agency screening process. Each of these cohort leaders must participate in state training. Once trained, the cohort leaders will collaborate with other Region 7 cohort leaders to train and coach elementary teachers in the Science of Teaching Reading.

In the 2025-2026 school year, teachers who still need to complete Reading Academy will participate in the comprehensive cohort. Two cohort leaders from Tyler ISD will facilitate this training for a total cohort fee of $12,000. Funding will be provided using local funds.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the Board approve the Memorandum of Understanding with Region 7 Education Service Center in the amount of $12,000 for 2025-2026 school year.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Lance Groppel, Ed.D.
Johnita Ward, Ed.D.

07-21-25

Subject: Memorandum of Understanding with Mentoring Alliance

BACKGROUND INFORMATION

Mentoring Alliance has collaborated with several Tyler ISD schools providing mentoring, afterschool programs and summer programs with an emphasis on building positive relationships.

ADMINISTRATIVE CONSIDERATION

This Memorandum of Understanding incorporates all of the partnership programs between Tyler ISD and Mentoring Alliance to include:

- Mentoring Alliance After School Program
- Mentoring Alliance Summer Camp
- Mentoring Alliance Mentor Connect Program

Mentoring Alliance After School Program provides fun, high quality and enriching after-school care for children ages PreK through 5th grade. The program is uniquely designed to give children a safe place to play, to learn and grow, to foster encouraging relationships with caring role models and to build character and confidence in the students who participate. The staff of Mentoring Alliance After School Program work collaboratively with Tyler ISD staff to help students with homework and build academic skills. Mentoring Alliance After School Program will be at the following campuses for the 2025-2026 school year:

Andy Woods Elementary	Griffin Elementary
Bell Elementary	Jack Elementary
Birdwell Elementary	Jones Elementary
Bonner Elementary	Orr Elementary
Caldwell Elementary	Owens Elementary
Clarkston Arts Academy	Peete Elementary
Dixie Elementary	Ramey Elementary
Douglas Elementary	Rice Elementary

Mentoring Alliance Summer Camps is a partnership that brings the fun and excitement of summer camp and the academics of a great summer program to the students of Tyler. The convenience of hometown meets the adventure of summer camp for challenging and fun-filled experiences aimed at building character and preventing the “summer slide” academically. Mentoring Alliance Summer Camps combine the energy of the young people at Mentoring Alliance with the expertise of Tyler ISD teachers to produce a summer program like no other.

Mentoring Alliance Mentor Connect Program pairs people from local churches with students from local schools in mentoring relationships. Mentors walk alongside children and their families to help transform the lives of the student and community, one child at a time. Mentor Connect works to build the community as people of all ages, cultures and backgrounds connect with each other and tear down barriers.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the Board approve the Memorandum of Understanding between Mentoring Alliance and Tyler Independent School District for the 2025-2026 school year.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Lance Groppel, Ed.D.

07-21-25

Subject: Memorandum of Understanding with The University of Texas Health Science Center at Tyler for Mental Health Care Services

BACKGROUND INFORMATION

The University of Texas Health Science Center at Tyler offers telemedicine services associated with the Texas Child Health Access through Telemedicine (TCHATT) component of the Texas Children's Mental Health Care Consortium. TCHATT delivers emotional-behavioral-mental health counseling services for high-risk children and adolescents by a licensed professional counselor.

ADMINISTRATIVE CONSIDERATION

This partnership with The University of Texas Health Science Center at Tyler would deliver additional mental health care services through telemedicine for Tyler ISD middle school and high school students at no cost to the district beginning September 1, 2025, through August 31, 2027.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the Memorandum of Understanding with The University of Texas Health Science Center at Tyler to provide emotional-behavioral-mental health counseling services.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Lance Groppel, Ed.D.
Lauri Anderson

07-21-25

Subject: Memorandum of Understanding with The University of Texas at Tyler for College Readiness Coaches

BACKGROUND INFORMATION

The University of Texas at Tyler offers College Readiness Coaches to aid Tyler ISD students through the process of academic preparation and application for higher education.

ADMINISTRATION CONSIDERATION

The University of Texas at Tyler and Tyler Independent School District will partner to provide all high school students access to a UT Tyler Certified College Readiness Coach at no cost to the district. Tyler Independent School District will provide campus access for the College Readiness Coaches to meet with students during normal school hours.

This agreement is effective September 1, 2025, and will remain in place for three years unless Tyler ISD or The University of Texas at Tyler requests a change as stated in the Memorandum of Understanding.

ADMINISTRATION RECOMMENDATION

The administration recommends the board approve the Memorandum of Understanding with The University of Texas at Tyler to provide College Readiness Coaches through September 1, 2028.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Lance Groppel, Ed.D.
Lauri Anderson

07-21-25

Subject: Dual Credit Partnership Agreement and Dual Credit Sponsorship Payment Agreement with Trinity Valley Community College for Cosmetology Workforce Dual Credit Program

BACKGROUND INFORMATION

Trinity Valley Community College (TVCC) has partnered with the district to allow Tyler ISD students the opportunity to simultaneously earn both high school and college credit by enrolling in and successfully completing dual credit courses for the junior and senior level Cosmetology courses. The courses are taught by certified dual credit workforce instructors at the Tyler ISD Career and Technology Center.

ADMINISTRATIVE CONSIDERATION

The Dual Credit Partnership Agreement defines the roles and responsibilities of TVCC and Tyler ISD within the scope of the Cosmetology Workforce Dual Credit Program and outlines the expectations for Tyler ISD staff who teach the Workforce Dual Credit courses.

Students who desire to continue their college careers can graduate from high school with college credit and can complete the Cosmetology A.A.S. with TVCC, saving the student (family) time and money.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the Dual Credit Partnership Agreement and Dual Credit Sponsorship Payment Agreement with Trinity Valley Community College for the Cosmetology Workforce Dual Credit Program for the 2025-2026 school year.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Ronald K. Jones
Kristen Walls, D.C.

07-21-25

Subject: Shared Services Arrangement for Tyler Regional Day School Program for the Deaf (RDSPD)

BACKGROUND INFORMATION

The Tyler Regional Day School Program for the Deaf (RDSPD) operates under a Shared Services Arrangement (SSA) in accordance with Texas Education Agency (TEA) guidelines. This arrangement allows participating member districts to collaboratively provide specialized educational services to students who are deaf or hard of hearing.

The SSA contract outlines the roles, responsibilities, financial contributions, and service provisions for all participating districts. This contract is up for renewal every three years to maintain TEA compliance and ensure continued collaborative support for students across the region.

ADMINISTRATVIE CONSIDERATION

Tyler ISD, as the fiscal agent for the RDSPD, enters into these agreements with partnering districts to formalize long-term participation in the program. The three-year renewal cycle allows for continuity of services, staffing consistency, and long-range financial planning aligned with state and federal special education funding requirements.

Renewal of these contracts for the 2025–2028 term will allow uninterrupted access to specialized services and resources for all eligible students served by the RDSPD.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the Board approve the three-year Shared Service Agreement for The Tyler Regional Day School Program for the Deaf through July 2028.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Lance Groppel, Ed.D.
Julie Davis, Ph.D.

07-21-25

Subject: Practicum Site Agreement with Tyler Junior College for the Interpreter Training Program with the Regional Day School for the Deaf

BACKGROUND INFORMATION

Tyler Junior College is seeking a partnership opportunity with Tyler ISD for students pursuing a degree plan in the field of Sign Language Interpreting through the Interpreter Training Program at Tyler Junior College.

ADMINISTRATVIE CONSIDERATION

Tyler Junior College and Tyler ISD will partner to provide students the opportunity to complete their practicum experience, required to meet graduation criteria, under the mentorship of Tyler ISD certified (Texas Board of Evaluation of Interpreters-BEI) interpreters that have been employed with Tyler ISD for a minimum of three years. The opportunity to establish professional relationships and on-site collaboration will serve to increase the applicant pool with highly qualified candidates.

This agreement will remain in place for three years unless Tyler ISD or Tyler Junior College requests a change in accordance with the agreement terms.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the Practicum Site Agreement with Tyler Junior College for the Interpreter Training Program with Regional Day School for the Deaf through August 18, 2028.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Lance Groppel, Ed.D.
Julie Davis, Ph.D.

07-21-25

Subject: Interlocal Agreement with Smith County Schools regarding educational services provided for students placed in Smith County Juvenile Attention Center

BACKGROUND INFORMATION

Chapter 89 of the Texas Administrative Code requires that educational services be provided for students in post-adjudication and pre-adjudication facilities.

ADMINISTRATIVE CONSIDERATION

Tyler ISD continues to serve as the educational provider for students detained in the Smith County Juvenile facilities. The district is required to serve the students for a total of 7 hours a day and staff have been assigned to the detention facility.

The Interlocal Agreement defines the role of each district to ensure the students are provided appropriate educational services while at the facility.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the Board approve the 2025-2026 Interlocal Agreement with Smith County Schools regarding educational services provided for students placed in Smith County Juvenile Attention Center.

ACTION REQUIRED

Board approval

CONTACT PERSONS

Ronald K. Jones
John D. Johnson III

07-21-25

Subject: Educational Observation Affiliation Agreement with AHS East Texas Health System for the Health Science Program

BACKGROUND INFORMATION

Tyler ISD Career and Technology Center and AHS East Texas Health System are working together to provide work-based observational clinical learning experiences at the AHS East Texas Health System for students in the Health Science Program.

ADMINISTRATIVE CONSIDERATION

Tyler ISD Career and Technology Center and AHS East Texas Health System will work collaboratively to support the needs of students as well as provide an environment conducive to professional growth for those students who are participants of the Health Science Program.

The agreement defines the roles and responsibilities between AHS East Texas Health System and the school district in the provision of instruction for qualified students. The agreement will remain in effect through May 31, 2026.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the Educational Observation Affiliation Agreement with AHS East Texas Health System for the Health Science Program for the 2025-2026 school year.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Ronald K. Jones
Kristen Walls

07-21-25

Subject: Affiliation Agreement with Angelo State University for School Counselor Intern Placement

BACKGROUND INFORMATION

Angelo State University, located in San Angelo, Texas, is a public institution and the second-largest campus in the Texas Tech University System. The university is accredited by the Texas Education Agency to recommend candidates for both initial educator certification and additional certifications, including school counseling.

ADMINISTRATIVE CONSIDERATION

Texas continues to face a critical shortage of school counselors, which has direct implications for student mental health, academic guidance, and postsecondary readiness.

Partnering with Angelo State University to host school counselor interns supports the district's efforts to address this shortage by enhancing campus counseling support while preparing the next generation of certified school counselors. Under the proposed agreement, Angelo State University will place qualified school counseling graduate students in Tyler ISD schools to complete their practicum and internship field experiences. These placements will occur at no cost to the district.

Tyler ISD will provide appropriate site supervision and mentorship and participate in the evaluation of the interns. Angelo State University will maintain regular communication with Tyler ISD and ensure compliance with all programmatic and certification standards.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the Board approve the Affiliation Agreement with Angelo State University for the 2025-2026, 2026-2027, and 2027-2028 school years.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Lance Groppel, Ed.D.
Lauri Anderson

07-21-25

Subject: Approval of Contract and Purchase of Edgenuity Subscription from Imagine Learning Inc.

BACKGROUND INFORMATION

In August of 2021, Tyler ISD purchased Edgenuity to provide key courseware as an online solution for secondary students who may need additional exposure to the content or who need to obtain credit by retaking the course.

ADMINISTRATIVE CONSIDERATION

Edgenuity courseware is used to:

- Ensure students who attend Tyler ISD's Discipline Alternative Education Program (DAEP) will continue to stay on pace and on grade level with peers.
- Provide students who attend RISE Academy self-paced learning opportunities for early graduation.
- Provide additional support and exposure to grade level content for middle and high school students.
- Provide grade level appropriate content for students who are homebound.
- Provide credit recovery content for students who need to obtain credit by retaking a high school course.

The estimated cost is based on enrollment and a 1-year contract as outlined in the agreement with a total cost of $168,495.

Funding will be provided using Instructional Materials Allotment funds.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the renewal purchase and one-year agreement with Imagine Learning in the amount of $168,495 through July 31, 2026.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Lance Groppel, Ed.D.
Johnita Ward, Ed.D.

07-21-25

Subject: Approval of Purchase of Agile Mind

BACKGROUND INFORMATION

Agile Mind is a comprehensive instructional resource that is 100% aligned to the Texas Essential Knowledge and Skills (TEKS). Students learn Geometry and Algebra 2 through relevant and interactive explorations of math concepts and skills. They then consolidate and solidify new learning, generalize understanding, strengthen problem-solving skills, and deepen their mastery. In the Fall of 2024, the State Board of Education approved Agile Mind for inclusion on the state's approved instructional materials list. This approval not only validates the curriculum's quality through the SBOE's rigorous review process but also means our district will receive additional funding for selecting our math curriculum from this approved list.

The last Geometry and Algebra 2 instructional materials adoption for Tyler ISD took place in 2014-2015. The adoption of Agile Mind will provide teachers with instructional materials aligned to the current needs of both teachers and students.

ADMINISTRATIVE CONSIDERATION

Agile Mind costs are based on student count and campus software licenses outlined in a 2-year contract agreement with a total cost of $182,709. The purchase includes digital licenses, consumable student workbooks, and Advice for Instruction manuals for each teacher. Additionally, teachers will receive professional learning at a cost of $3,500 utilizing Title II funds.

Funding will be provided using Instructional Materials Allotment (IMA) funds. Additional funding from SBOE-Approved Instructional Materials Entitlement will be available at approximately $40 a student per year (2,350 x 40 x 2 = $188,000).

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the purchase and agreement with Agile Mind in the amount of $186,209 through June 1, 2027.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Lance Groppel, Ed.D.
Johnita Ward, Ed.D.

Subject: Agreement with Renaissance for the Purchase of Nearpod and Flocabulary

BACKGROUND INFORMATION

In June of 2021, Tyler ISD purchased Nearpod to provide TEKS aligned interactive lessons and videos for kindergarten through 12th grade students. Nearpod has lessons in English Language Arts, Math, Science, Social Studies, Health, Technology, Digital Citizenship and Life Skills. They are partnered with Flocabulary, which supports academic vocabulary acquisition in an engaging way for students.

ADMINISTRATIVE CONSIDERATION

Nearpod and Flocabulary assists Tyler ISD teachers in creating individual self-paced lessons, small group lessons and provides whole group instruction opportunities for students. Teachers can edit existing lessons or can create lessons in this platform. Resources such as PowerPoint, Google Slides and teacher created videos can be imported into Nearpod to individualize lessons for student needs, as well as learning management system integration.

The one-year agreement is based on enrollment for an estimated total cost of $138,655.00. Funding will be provided using Instructional Materials Allotment.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the purchase with Renaissance Learning for Nearpod and Flocabulary for an estimated total cost (based on enrollment) of $138,665 through June 30, 2026.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Lance Groppel, Ed.D.
Johnita Ward, Ed.D.

07-21-25

Subject: Purchase of Accelerate Learning STEMscopes Math

BACKGROUND INFORMATION

Accelerate Learning STEMscopes Math is utilized districtwide as the primary resource for Kindergarten through Algebra I curriculum. These materials are highly adaptable, accessible, and effectively support tier-1 instruction. In the Fall of 2024, the State Board of Education approved STEMscopes for inclusion on the state's approved instructional materials list. This approval not only validates the curriculum's quality through the SBOE's rigorous review process but also means the district will receive additional funding for selecting math curriculum from this approved list.

ADMINISTRATIVE CONSIDERATION

Accelerate Learning STEMscopes Math costs are based on student enrollment and campus software licenses as outlined below and include professional development. In addition, through the LASO Grant, Austin, Boulter, Orr, Peete, and Ramey, will receive additional supplemental Teacher Guides and Manipulative Kits to impact student learning and achievement. Both elementary and secondary, digital, and printed math curriculum will be purchased.

Item	Cost	Funding Source
Math Grades K-Algebra I (Districtwide)	$ 121,830.25	IMA
Priority Elementary Campus Student Bundles (Dixie, Douglas, Jones, Austin, Peete, Griffin, Ramey)	$ 131,632.80	IMA
Teacher Guide & Manipulative Kits (Austin, Boulter, Orr, Peete, Ramey)	$ 72,343.80	LASO Grant
District Pre-Service Professional Development	$ 9,200.00	Title II
Total Cost	$ 335,006.85	

Funding will be provided using Instructional Materials Allotment (IMA) funds and LASO grant funds for select campuses. Additional funding from SBOE-Approved Instructional Materials Entitlement will be available at approximately $40 a student (13,315 x 40 = $532,600).

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the purchase and agreement with Accelerate Learning STEMscopes Math in an estimated total amount of $335,006.85 (based on enrollment) through June 1, 2026.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Lance Groppel, Ed.D.

07-21-25

Subject: Cooperative Purchasing Fees

BACKGROUND INFORMATION

Texas Education Code 44.0331 requires that school districts disclose the amounts spent on purchasing cooperative fees on an annual basis. Specifically, it states:

Sec. 44.0331. Management Fees Under Certain Cooperative Purchasing Contracts.

(a) A school district that enters into a purchasing contract valued at $25,000 or more under Section 44.031(a)(5), under Subchapter F, Chapter 271, Local Government Code, or under any other cooperative purchasing program authorized for school districts by law shall document any contract-related fee, including any management fee, and the purpose of each fee under the contract.
(b) The amount, purpose, and disposition of any fee described by Subsection (a) must be presented in a written report and submitted annually in an open meeting of the board of trustees of the school district. The written report must appear as an agenda item.
(c) The commissioner may audit the written report described by Subsection (b).

ADMINISTRATIVE CONSIDERATION

The fees paid to the purchasing cooperatives by Tyler ISD for fiscal year 2024/2025:

NO FEES
- Allied States Cooperative (ESC Region XIX)
- Choice Partner's
- DIR (Department of Information Resources)
- E&I Cooperative Services
- Ed Tech (Region XI)
- ESC Region XI
- Omina Partner's
- PACE (Purchasing Association of Cooperative Entities)
- TIPS/TAPS (The Interlocal Purchasing System – ESC Region VIII)

VARIOUS FEES
- Central Texas Purchasing Alliance - $150 annual fee
- Education Service Center Region VII - $5,400
- Texas Association of School Boards (TASB) BuyBoard Cooperative - $800 for purchase of buses through the use of the BuyBoard contracts.
- Texas Comptroller of Public Accounts (TXMAS) - $100 annual fee

ACTION REQUIRED

Discussion

CONTACT PERSONS

Kasey Russell
Chelsi Drosche

07-21-25

Subject: TASB Local Policy FNCE

BACKGROUND INFORMATION

TASB Policy and Legal Services regularly monitors federal and state authorities to identify changes in the legal framework for local school district governance and management.

ADMINISTRATIVE CONSIDERATION

Localized policies have been reviewed by the district administration to make corrections as needed that reflect the practices of the district and the intentions of the board. Local policy revisions are listed below.

FNCE(LOCAL): STUDENT CONDUCT: PERSONAL TELECOMMUNICATIONS/ELECTRONIC DEVICES
REVISED POLICY

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board review the revisions as it prepares to incorporate the Local policies into the district's Localized Policy Manual.

ACTON REQUIRED

First Reading

CONTACT PERSON

Lance Groppel, Ed.D.

07-21-25

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

Personal Use

Telecommunications Devices

In Compliance with Texas HB 1481

Purpose

To provide a focused, respectful, and distraction-free learning environment, Tyler ISD prohibits the use of **personal wireless communication devices** (PWCDs)—including cell phones, smartwatches, earbuds, headphones, tablets or laptops not issued by the school or any device capable of sending or receiving wireless communication—**at any time during the instructional day**, in alignment with **Texas House Bill 1481**.

School Day Defined

The **school day** is defined as the time **between the first bell and the last bell**, including:

- **Instructional time**
- **Tutorials**
- **Transitions**
- **Lunch**
- **Any periods on campus prior to dismissal**

Devices must remain powered off and stored out of sight during the entire school day.

General Policy (All Grade Levels)

- Devices must be **powered off**, **out of sight**, and **secured** in backpacks or other designated storage areas during instructional time as designated by campus administration.
- Use of devices is **prohibited in restrooms, locker rooms**, and any other space where privacy is expected.
- **Wireless earbuds and headphones** may not be used unless specified in an approved instructional or special education plan.

- The **district is not liable** for loss, theft, or damage to personal devices.

Violation Consequences

Consequences can be found in the Tyler ISD Student Code of Conduct.

Offense	Disciplinary Code	Action Taken	Parent Pickup Required	Assessment
1st Offense	Technology Violation	Device confiscated and held until parent/guardian picks up	Yes	$5
2nd Offense	Insubordination	Device held until parent/guardian picks up	Yes	$10
3rd Offense	Insubordination	Parent pickup + student behavior contract	Yes	$15
4th+ Offense	Insubordination	Conference + possible device ban or ISS	Yes	$15

Refusal to Comply

If a student **refuses to turn over their device** when requested:

- Immediate **referral to the office**
- Possible **In-School Suspension (ISS), On Campus Intervention (OCI), Out-of-School Suspension (OSS)** for **defiance of authority,** or **additional consequences**
- Parent meeting required

Parent/Guardian Pickup Policy

- **Only a parent or legal guardian** may retrieve confiscated devices.

- **Pickup Hours:** 8:00 AM – 4:00 PM, Monday–Friday
- **Photo ID is required**
- Devices will **not** be released to siblings, relatives, or non-guardians.
- **Unclaimed Devices**: Items not claimed by the last day of school will be disposed of. Disposal of a confiscated personal communication device in any reasonable manner, provided the student's parent and the wireless company whose name and address appear on the device are given 30 days' notice of the intent to dispose of the device. Such notice may be made by telephone, email, or in writing, and must include the serial number of the device.

Parent Communication Protocol

To avoid disruptions:

- Parents/guardians should **not contact students directly** during instructional time.
- All communication must go through the **school's front office**.
- Emergency messages will be promptly delivered.

Exceptions

- Students with **504 or IEP accommodations** may have exceptions as documented.
- Emergency contact must go through the **campus front office**.

Other Electronic Devices

Guidelines regarding other personal electronic devices shall be addressed in the student handbook.

Student-Tracking Safety Devices

A parent shall obtain approval from the principal before operating a student-tracking safety device with recording or listen-in capability at school or at a school-sponsored event. Because of student privacy concerns, the District requires listen-in technology to be disabled while the device is on the campus. The District prohibits unauthorized audio or visual recordings or transmission of audio or images of other students.

Subject: Student Code of Conduct for the 2025-2026 School Year

BACKGROUND INFORMATION

The Tyler Independent School District's Board of Trustees is committed to providing an excellent educational environment for students and staff. The Board will not tolerate acts by any student that may jeopardize the safety, health or educational opportunities of other students. The Texas Education Code Chapter 37, Section 37.001, mandates that each school district adopt a Student Code of Conduct for the district. The code of conduct outlines the expectations for student behavior and defines what consequences may be issued to students in accordance with Chapter 37 of the Texas Education Code.

ADMINISTRATION CONSIDERATION

The Tyler ISD Student Code of Conduct is revised annually with input from campus staff members, administrators and parents. Model information is provided by the Texas Association of School Board policy service. The Code of Conduct is made available to parents, in both English and Spanish, and can be accessed at each school's office, on the District website, and at the District Administration Office. Additions are done in blue, with deletions in red marked through.

ADMINISTRATION RECOMMENDATION

The administration recommends that the Board review the 2025-2026 Student Code of Conduct. A copy of the draft Code of Conduct is provided under separate copy.

ACTION REQUIRED

First Reading

CONTACT PERSONS

Ronald K. Jones
John Johnson

07-21-25

Subject: Legislative Update

Information will be presented at the meeting.

ACTION REQUIRED

Discussion

CONTACT PERSON

Marty Crawford, Ed.D.

07-21-25