



Agenda of Regular Meeting

The Board of Trustees McAllen Independent School District

A Regular Meeting of the Board of Trustees of the McAllen Independent School District will be held Tuesday, April 22, 2025, beginning at 5:30 PM Dr. Ricardo Chapa Board Room/Administration Building of the McAllen Independent School District, 2000 North 23rd Street, McAllen, TX 78501.

Items listed on this agenda may be taken in an order other than as shown on this agenda. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

At this meeting there may be discussion and action by the Board on the item(s) and subject(s) listed as follows:

1. **CALL MEETING TO ORDER**
2. **MOMENT OF SILENCE**
3. **PLEDGE OF ALLEGIANCE**
4. **PUBLIC COMMENT(S)**
5. **CONSENT AGENDA ITEMS**
 - A) Discussion and Possible Action on Interlocal Cooperation Agreement 5
2026-006 Regional Day School Program for the Deaf
Item Submitted: Dr. Rosalba DeHoyos, Associate Superintendent for Instructional Services and Jeanette Nino, Associate Superintendent for Instructional Leadership
Presenter: Dr. René Gutiérrez, Superintendent
 - B) Discussion and Possible Action on Request for Proposal No. 2024-1018 49
Library Books, Audiovisual Supplies & Equipment, Software and Related Products and Services (Round 10)
Item Submitted: Dr. Rosalba DeHoyos, Associate Superintendent for Instructional Services and Jeanette Nino, Associate Superintendent for Instructional Leadership
Presenter: Dr. René Gutiérrez, Superintendent
 - C) Discussion and Possible Action on Master Service Agreement No. 51
2025-255 Educator Preparation Program and Statements of Work #1 and #2 with Teach for America
Item Submitted: Dr. Albert Canales,¹ Chief Human Resources Officer

	Presenter: Dr. René Gutiérrez, Superintendent	
D)	Discussion and Possible Action on Request for Proposal No. 2025-1027 Building and Maintenance, Materials, Supplies, Equipment, and Related Services (Round 1) Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations	107
	Presenter: Dr. René Gutiérrez, Superintendent	
E)	Discussion and Possible Action on Request for Proposal No. 2024-1021 Apparel, Awards, Incentives, Printing, and Related Products and Services (Round 13) Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations	109
	Presenter: Dr. René Gutiérrez, Superintendent	
F)	Discussion and Possible Action on Request for Proposal No. 2025-1020 Fine Arts Equipment, Supplies, & Other Related Products and Services (Round 4) Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations	111
	Presenter: Dr. René Gutiérrez, Superintendent	
G)	Discussion and Possible Action on Continuation of Inter-local Cooperation Agreement No. 2017-095 Tax Assessment and Tax Collection with Hidalgo County Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations	113
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6.	INSTRUCTIONAL SERVICES/ INSTRUCTIONAL LEADERSHIP, HUMAN RESOURCES, BUSINESS AND OPERATIONS, AND BOARD OF TRUSTEES ITEMS	
A)	Instructional Services/ Instructional Leadership Item(s) (Dr. Rosalba De Hoyos and/or Jeanette Nino)	
1.	Discussion and Possible Action on the 2025-2026 Certification of Provision of Instructional Materials Item Submitted: Dr. Rosalba DeHoyos, Associate Superintendent for Instructional Services	116
	Presenter: Dr. René Gutiérrez, Superintendent	
B)	Human Resources Item(s) (Dr. Albert Canales)	
C)	Business and Operations Item(s) (Lorena Garcia)	
1.	Report Regarding Taxes Collected for the Quarter of January – March 2025 Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations	143
	Presenter: Dr. René Gutiérrez, Superintendent	
D)	Board of Trustees Item(s)	
1.	Approval of Board of Education Meeting Minutes	147

- a) Special Board Meeting March 31, 2025 5:30 PM
 - b) Special Board Meeting March 31, 2025 6:30 PM
 - c) Regular Board Meeting April 8, 2025 5:30 PM 148
 - d) Board Workshop April 15, 2025 5:30 PM 156
2. Annual Announcement of Continuing Education of Board Members 158
7. **RECESS TO CLOSED SESSION: Board of Trustees may go into Closed Session pursuant to Section(s) 551.071, 551.072, 551.074, 551.076, and 551.089 Texas Government Code, to discuss the following:**
- A) Human Resources Recommendation(s) for School Year 2024-2025
 - B) Discussion of Human Resources Employee Resignation(s) and Retirees for School Year 2024-2025
 - C) Discussion of District Vulnerability Assessment Full Report
 - D) Discussion of Safety and Security
 - E) Pending and/or Potential Litigation
 - F) Possible Real Estate Acquisition
8. **RECONVENE IN OPEN SESSION**
9. **ACTION ON ITEM(S) IN CLOSED SESSION**
- A) Discussion and Possible Action of Human Resources Recommendation(s) for School Year 2024-2025 162
Item Submitted: Dr. Albert Canales, Chief Human Resources Officer
Presenter: Dr. René Gutiérrez, Superintendent
 - B) Discussion of Human Resources Employee Resignation(s) and Retirees for School Year 2024-2025 163
Item Submitted: Dr. Albert Canales, Chief Human Resources Officer
Presenter: Dr. René Gutiérrez, Superintendent
 - C) Discussion of District Vulnerability Assessment Full Report
 - D) Discussion of Safety and Security
 - E) Pending and/or Potential Litigation
 - F) Possible Real Estate Acquisition
10. **SCHEDULED MEETINGS**
- A) Board Workshop (Budget Workshop #5) April 29, 2025 5:30 PM Dr. Ricardo Chapa Board Room/Administration Building
 - B) Special Board Meeting (Recognition of outgoing Board Members, Canvass Election Results, Oath of Office, Reorganization of Officers) May 13, 2025 5:00 PM Professional Learning Center/Texas Our Texas Room
 - C) Regular Board Meeting May 13, 2025 6:00 PM Professional Learning Center/Texas Our Texas Room
 - D) Board Workshop (Student Recognitions) May 22, 2025 5:30 PM Auditorium/McAllen High School
 - E) Regular Board Meeting May 27, 2025 5:30 PM Dr. Ricardo Chapa Board Room/Administration Building

11. ADJOURNMENT

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

Pursuant to Texas Government Code 551.127, a member or employee of a governmental body is authorized to participate remotely in a meeting of the governmental body through a videoconference call, as long as a quorum of the governmental body is physically present at the location of the Board Meeting. Any video conference conducted pursuant to this section will comply with the technical requirements of this section.

Pursuant to Texas Government Code 551.129, the Board of Trustees may use a telephone conference call, video conference call, or communications over the internet to conduct a public consultation with its attorney in an open meeting of the governmental body, or, a private consultation with its attorney in closed meeting of the governmental body.

*The notice for this meeting was posted in compliance with the Texas Open Meeting Act on April 17, 2025 by 5:00 P.M.
Natalia Goza,
on behalf of the Board of Trustees*

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

Attachment:

SUBMITTED BY: 
Liza Lara (Apr 15, 2025 16:17 CDT)

SUPERVISOR: 
Jeanette Nino (Apr 16, 2025 08:57 CDT)

SUPERVISOR: 
Rosalba De Hoyos (Apr 16, 2025 08:22 CDT)

Approved for presentation to the Board of Education:

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RENE GUTIERREZ (Apr 16, 2025 10:07 CDT)
Superintendent of Schools

INTERLOCAL COOPERATION AGREEMENT

Establishing Duties and Responsibilities of Member School Districts and the Fiscal Agent for Operation of the Regional Day School Program for the Deaf

WHEREAS, the DONNA INDEPENDENT SCHOOL DISTRICT, EDCOUCH-ELSA INDEPENDENT SCHOOL DISTRICT, EDINBURG CONSOLIDATED INDEPENDENT SCHOOL DISTRICT, EXCELLENCE IN LEADERSHIP ACADEMY, HIDALGO INDEPENDENT SCHOOL DISTRICT, IDEA PUBLIC SCHOOLS, LA JOYA INDEPENDENT SCHOOL DISTRICT, LA VILLA INDEPENDENT SCHOOL DISTRICT, MCALLEN INDEPENDENT SCHOOL DISTRICT, MERCEDES INDEPENDENT SCHOOL DISTRICT, MISSION CONSOLIDATED INDEPENDENT SCHOOL DISTRICT, MONTE ALTO INDEPENDENT SCHOOL DISTRICT, PHARR-SAN JUAN-ALAMO INDEPENDENT SCHOOL DISTRICT, PREMIER HIGH SCHOOL RESPONSIVE EDUCATION SOLUTIONS, PROGRESO INDEPENDENT SCHOOL DISTRICT, SHARYLAND INDEPENDENT SCHOOL DISTRICT, VALLEY VIEW INDEPENDENT SCHOOL DISTRICT, SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT, and WESLACO INDEPENDENT SCHOOL DISTRICT, all of Hidalgo County, Texas; and SANTA MARIA INDEPENDENT SCHOOL DISTRICT, of Cameron County, Texas; RIO GRANDE CITY GRULLA INDEPENDENT SCHOOL DISTRICT, and ROMA INDEPENDENT SCHOOL DISTRICT, SAN ISIDRO INDEPENDENT SCHOOL DISTRICT, of Starr County, Texas, hereinafter individually or collectively referred to as the "Districts", and the MCALLEN INDEPENDENT SCHOOL DISTRICT, as Fiscal Agent for the REGIONAL DAY SCHOOL PROGRAM FOR THE DEAF, hereinafter referred to as "Fiscal Agent" in its capacity as fiscal agent and "McAllen ISD" in its capacity as a District, are authorized to provide Shared Services arrangements jointly with one or more other

school districts for a special education program (the "Program") in accordance with Section 29.007 of the Texas Education Code:

WHEREAS, the Districts and Fiscal Agent desire to enter into this interlocal agreement in accordance with Chapter 791 of the Texas Government Code to operate and fund the Regional Day School Program for the Deaf (the "Regional School") and setting out the purpose, terms, rights, objectives, duties and responsibilities of the contracting parties hereto; and

WHEREAS, the Districts and the Fiscal Agent have determined that the operation and funding of the Regional School is for a public purpose and is within their statutory powers of government;

NOW, THEREFORE, KNOW ALL PERSONS BY THESE PRESENTS, that the Districts and the Fiscal Agent acting by and through their duly authorized officers, do hereby covenant and agree as follows:

I.

NAME AND HEADQUARTERS

1.1 Name

The name of the Program shall sometimes be referred to as: **Regional Day School Program for the Deaf, RDSPD, RSD, or the Regional School.**

1.2 Headquarters

The place of business shall be located at the administrative offices of the McAllen Independent School District, 2000 N. 23rd Street, McAllen, Texas 78501.

II.

MANAGEMENT BOARD

2.1 *Establishment*

Pursuant to the Shared Services Arrangement Procedures for Regional Day School Programs for the Deaf promulgated by the Division of Services for the Deaf of the Texas Education Agency, the Regional School shall establish a management board (the "Management Board").

2.2 *Composition*

The Management Board shall be comprised of the Special Education Director of each of the Districts or such Special Education Director's designee. The Fiscal Agent shall have the right to have a representative present at all Management Board meetings (which may be in addition to the representation of MISD at the meeting provided that only the MISD member and not any additional Fiscal Agent representative, shall be entitled to vote).

2.3 *Chairperson*

The chairperson of the Management Board shall be a member of the Management Board and shall be elected by the members of the Management Board at the first meeting of the Management Board held during each fiscal year, to hold office until the election of a successor chairperson at the first meeting of the Management Board held during the next fiscal year, or until such chairperson's earlier resignation or removal. The Management Board may remove the Chairperson at any meeting upon the vote of the members of the Management Board.

Responsibilities and Directions

2.4 (a) *Meeting*

The Management Board shall meet at least once per year. The chairperson presides over the meetings of the Management Board and calls meetings upon the request of any Management Board member or the Fiscal Agent. The members of the Management Board in attendance at any such meeting constitute a quorum. Any votes shall be determined by a majority of the members present at the meeting or by written consent of a majority of the members.

(b) *Minutes*

The Management Board chairperson shall record or appoint someone to record the minutes of each Management Board meeting. In the event the person so designated is not present at a meeting and the chairperson is also not present to appoint a replacement, the Management Board shall appoint a person to record the minutes for such Meeting.

(c) *Review of Budget, Fees and Reports*

The Management Board shall review the Regional School's budget, including the Student Fees and any other fees to be charged to the Districts, and may provide its input, if any, to the Fiscal Agent. The members of the Management Board shall review such other reports provided by the Fiscal Agent.

(d) *Direction of New Development*

The Management Board shall stay abreast of educational and regulatory developments related to the Program and may provide its input, if any, to the Fiscal Agent.

III.

MEMBERSHIP

The District which are parties to this Agreement or Charter School districts which have executed a joinder agreement to this Agreement (individually and collectively referred to herein as the “Member Districts” or “Districts”) are:

Donna ISD
116 N. 10th St
Donna, Texas 78537-0116

Edinburg CISD
411 N 8th Avenue
Edinburg, Texas 78539

Hidalgo ISD
P.O. 8220
Hidalgo, Texas 78557-3004

La Joya ISD
200 W. Expressway 83
La Joya, Texas 78560-0510

McAllen ISD
2000 N. 23rd Street
McAllen, Texas 78501-2000

Mission CISD
1201 Bryce Drive
Mission, Texas 78572-1201

Pharr-San Juan-Alamo ISD
P. O. Box 769
Pharr, Texas 78577-1225

Progreso ISD
P. O. Box 610
Progreso, Texas 78579-0613

Valley View ISD
9701 S. Jackson Road
Pharr, Texas 78577

Edcouch-Elsa ISD
P. O. Box 127
Edcouch, TX 78538-0127

Excellence in Leadership Academy
P.O. Box 2005
Mission, Texas 78573

IDEA Public Schools
2115 W. Pike Blvd
Weslaco, Texas 78596

La Villa ISD
P. O. Box 9/ 500 E. 9th Street
La Villa, Texas 78562-0009

Mercedes ISD
P. O. Box 419
Mercedes, Texas 78570-0419

Monte Alto ISD
25149 1st Street
Monte Alto, Texas 78538

Premier High School
Responsive Education Solutions
P. O. Box 292730
Louisville, Texas 75029

Sharyland ISD
1200 N. Shary Road
Mission, Texas 78572-1106

Weslaco ISD
P. O. Box 266
Weslaco, Texas 78596-0266

Rio Grande City Grulla ISD
1 Fort Ringgold
Rio Grande City, Texas 78582-4799

Roma ISD
P.O. Box 187
Roma, Texas 78584-0187

San Isidro ISD
P.O. Box 10
San Isidro, Texas 78588-0010

South Texas ISD
100 Med High Drive
Mercedes, Texas 78570

Santa Maria ISD
P.O. Box 448
Santa Maria, Texas 78592-0448

IV.

PURPOSE

The purpose of the Regional School is to provide, to the extent that federal, state and local resources permit, an educational program for persons from birth through age 21 who are Deaf or Hard of Hearing which severely impairs processing linguistic information through hearing, even with recommended amplification, and which adversely affects educational performance, as provided in this Agreement. If a student cannot be served in the Regional School, it is the responsibility of the Member District in which such student resides to arrange for appropriate placement.

V.

POWERS AND DUTIES OF FISCAL AGENT

5.1 *Designation*

The Fiscal Agent of the Regional School shall be the McAllen Independent School District.

5.2 *Power and Duties*

The Fiscal Agent shall have the power and duty to discharge faithfully the following responsibilities.

- a. Employ a director for the Regional School, and to establish the duties to be performed by such person. The policies of the Fiscal Agent will govern the employment of all Regional School personnel.
- b. Provide a management system for the Regional School which meets state and federal requirements.
- c. Allocate funds based on student needs of the Regional School as a whole.
- d. Acquire, hold and sell real, personal and mixed property.
- e. Receive bequests, donations or other monies or property coming legally into the hand of the Regional School.
- f. Contract for the professional services required for the administration and operation of the Regional School.
- g. Authorize and the preparation of an annual budget, to adopt and amend the annual budget, to authorize preparation of periodic reports of receipts and disbursements, to authorize necessary applications for funds and amendments of such applications and to provide a copy of the annual budget to the Management Board for its review.
- h. Apply for, receive, safeguard, expend, distribute and account for all federal, state and local operating funds as the Fiscal Agent may, by policy or directive, provide in accordance with the annual budget and all federal and state requirements
- i. Prepare and submit any and all applications, reports and accounting for the Regional School as required by federal and state authorities
- j. Maintain personnel records for personnel employed by the Regional School and administer payroll, federal withholding, state retirement contributions, workers' compensation, unemployment insurance, sick, vacation and personal leave, group insurance and all other personnel accounting functions for all personnel whose positions are funded through the Regional School. Member Districts shall provide such information required by the Fiscal Agent to fulfill this duty.

- k. Purchase, inventory, safeguard, maintain, distribute, dispose of and account for all real and personal property of the Regional School, in accordance with the policies and directives of the Fiscal Agent.
- l. Order an audit of the accounts of the Regional School annually following the close of each fiscal year, which audit may, as the Fiscal Agent determines, comprise a part of the annual audit of the McAllen Independent School District.
- m. Establish policies and issue directives governing the program and business of the Regional School in accordance with state and federal requirements
- n. Borrow money to purchase, repair, renovate and equip the Regional Day School.
- o. Report student data to the Texas Education Agency(TEA). TEA will consider the Fiscal Agent the district accountable for Texas Academic Performance Report (TAPR). McAllen ISD RDSPD will provide a PEIMS 011 record to TEA.

VI.

PERSONNEL AND PROPERTY

6.1 Authority of Board of Trustees as Fiscal Agent

The Board of Trustees as the Fiscal Agent shall have final authority and responsibility for approving the hiring, employment, discharge and contractual nonrenewal of the Regional School's director, teachers and support staff

6.2 Regional School Director

The Director of the Regional School must meet state certification requirements for the position and shall be employed by the Fiscal Agent Board of Trustees of the Fiscal Agent. The Director's compensation shall be fixed at such intervals and under such terms and conditions of employment as the **MISD** Board of Trustees as the Fiscal Agent may

determine, and the Director, as well as all employees of the Regional School shall be subject to the personnel policies of the Board of Trustees as the Fiscal Agent.

6.3 Duties of the Director

The Director of the Regional School in addition to those duties assigned, shall perform the following:

- a. Provide attendance and grade reporting information to the Member School Districts, if requested by any Member District(s) and maintain a record of each student attending the Regional School for the time period in accordance with applicable Federal law.
- b. Be responsible for the evaluation of professional and nonprofessional staff.
- c. Be responsible for planning and administering instructional programs in compliance with state Board of Education regulations.
- d. Be accountable for the expenditure of all funds flowing to the Regional School subject to the approval of the Fiscal Agent Board of Trustees.

6.4 *Other Staff*

Staff of the Regional School must meet any state certification requirements of their positions and shall be employed by the Fiscal Agent Board of Trustees. Compensation for the Regional School positions shall be fixed at such intervals and under such terms and conditions of employment as approved by the Fiscal Agent Board of Trustees, and such employees shall be subject to the personnel policies of the Fiscal Agent Board of Trustees. Regional School personnel and students shall adhere to the school calendar of the fiscal agent.

6.5 *Ownership of Assets*

Assets purchased with Regional School funds are the property of the Regional School. Property provided to the Regional School hereunder or donated to the Regional School shall be the property of the Regional School.

6.6 *Mainstreaming*

Any revenue generated and/or received with respect to mainstreaming students of the Regional School within McAllen ISD shall be the property of McAllen ISD and not the Regional School.

6.7 *Disposition of Fixed and Liquid Assets Subsequent to Withdrawal of District or Dissolution of Regional School*

(a) *Fixed Assets Upon Withdrawal*

In the event a District withdraws pursuant to Article X (a "Withdrawing District") all real and personal property (e.g. equipment and supplies) in the Withdrawing District at the effective date of such withdrawal, used by the Regional School but not owned by the Regional School, will remain in the Withdrawing District if such property is not needed by the Regional School for the remaining students. A Withdrawing District shall give prompt written notice to the Fiscal Agent of any such property in its possession so that the Fiscal Agent may determine whether such property is needed by the school.

(b) *Liquid Assets Upon Withdrawal*

In the event the Regional School has any unexpended funds attributable to the Withdrawing District, after the offset of all costs and expenses and other amounts due from the Withdrawing District, following the end of the first year in which such withdrawal occurred, the Fiscal Agent shall reimburse the Withdrawing District the balance of such unexpended funds.

(c) *Dissolution*

Upon dissolution of the Regional School, property will be distributed in accordance with Section 11.2 below.

VII.

COSTS

7.1 *Costs Per Student*

Services to be provided by the Regional School under the terms of this Agreement are subject to the availability of funds to the Regional School for the purpose of educating Deaf and Hard of Hearing students. Each Member District sending students to the Regional School bears the responsibility for the cost incurred in serving the students who reside within the boundaries of such district. The Regional School shall bill each Member District on September 1st of each year. The Member District will be billed for students enrolled in the Regional School on September 1st of the current school year. Student enrollment will be reviewed on December 1st, March 1st and June 1st to determine if new students have enrolled and Member Districts will be billed the additional tuition for each student. The Student Fee for Infants served by the Parent/Infant Program cluster site students and itinerant students shall be determined by the Regional School.

Full payment is due to the Regional School within thirty (30) calendar days of receipt of the invoice or bill from the Regional School

7.2 *Adjustment in Cost per Student*

Any adjustment necessary in the rate of the Student Fee as set by the Fiscal Agent for any calendar year charged any Member Districts shall be set and invoiced or billed by the Fiscal Agent following the report thereof by the Fiscal Agent to the Management Board. Member Districts shall not be entitled to any reimbursement of tuition when a student of the Member District withdraws from the Regional School for whatever reason after September 1st of school year for which the student is enrolled. If the Regional School personnel together with a

representative from the Member District, determines that Extended School Year Services (ESY) are needed for individual students of any Member District, the Member District shall be responsible for the transportation of the student(s) residing within such Member District, as well as a per student prorated portion of the salary of Regional School ESY personnel if State funds are unavailable.

7.3 *Costs to Non Member Districts*

For Districts not participating in the Shared Services Agreement and seeking services from the Regional School, a fee will be billed that is in excess of the tuition fees billed to the Member Districts.

7.4 *Notifications of Student Fee*

On or before June 15th of each year, the Fiscal Agent shall notify the Member Districts of the Student Fee of 10% above the Tuition fee billed to Non - Member Districts.

7.5 *Reimbursement of Administrative Costs of Fiscal Agent*

Notwithstanding anything herein to the contrary, the Fiscal Agent shall be reimbursed and/or paid for administrative costs incurred in an amount equal to the State Program Indirect Cost Rates of fifteen percent (15%). Any Student Fees due from McAllen ISD shall be deducted from the amount payable to the Fiscal Agent hereunder. In the event the Student Fees due from McAllen ISD exceed the amount due to the Regional School, McAllen ISD shall pay the difference.

7.6 *Allocation of Costs Including Uncontrollable Costs, Liabilities and Legal Fees*

Uncontrollable Costs, liabilities and legal fees (including but not limited to legal fees incurred due to complaints, grievances or litigation) and other costs and expenses not covered by the Student Fees, excluding only the administrative costs reimbursed pursuant to Section 7.5

above, incurred by the Regional School and/or the Fiscal Agent shall be divided among the Member Districts in proportion to the number of students of each Member District attending the Regional School over the number of students from all Member Districts attending the Regional School. For purposes of this Section 7.6 the number of students shall be calculated based on the most recent Public Education Information Management System ("PEIMS") report for the Regional School at the time the Fiscal Agent accrues such cost.

VIII.

MEMBER SCHOOL DISTRICT RESPONSIBILITIES

8.1 *Program*

As provided by state law, it shall remain the ultimate responsibility of each Member District to provide or cause to be provided education to all resident eligible students. In regard to direct services provided by the Regional School, each Member District retains the responsibility of monitoring its students' education and evaluating the appropriateness of such education.

8.2 *Member School District Responsibilities*

Specific responsibilities of each Member District include, but are not limited to the following:

- a. Carry out all screening, referral, initial evaluation and other appropriate procedures specified in State Board of Education Rules for Special Education, TAC §89 Sub Chapter G, and Commissioner's Rules for Special Education as necessary to establish which students are referred to the Regional School.
- b. Contribute to the Regional School on a timely basis the appropriate Student Fees and other amounts due to the Regional School.
- c. Schedule and participate in an Admission, Review, and Dismissal Committee meeting

- which includes designated Regional School staff to determine appropriate placement. If Regional School placement is determined to be appropriate to join in developing an Individual Education Plan ("IEP") for the student.
- d. Provide adequate funding for services specified in the IEP when funds procured by the Regional School from state and federal sources are not sufficient to cover the cost for these services
 - e. Provide a District liaison staff member, which may be the same person the District provides as a member of the Management Board, whose responsibilities will be to:
 - (i) Facilitate communication between the Regional School and the District Staff and parents.
 - (ii) Prepare reports as requested by the Regional School
 - (iii) Advise the Regional School on budget decisions.
 - f. Abide by Regional School application procedures.
 - g. Maintain an eligibility folder as required by state rules.
 - h. Provide transportation between the students' residence and the Regional School sites. In addition, provide transportation when tutorials, extracurricular activities (including athletics) and summer school are required for participating students. Transportation for this purpose may cross District and geographic boundaries. The Member Districts may elect any mode of transportation it deems appropriate including District operated transportation, parent contracted transportation, commercially contracted transportation, or any combination thereof.
 - i. Report District expenditures, if any, from the Regional School to the Fiscal Agent within 30 days of such expenditure.
 - j. Comply with any state requirements concerning the District's participation in the Regional School, including reporting any withdrawal here from.

- k. Provide certification from the Member District's Board of Trustees to the Fiscal Agent certifying that such Board has approved this Agreement. The certificates shall be attached hereto as Exhibit A.
- l. Provide a PEIMS 011 record and indicate the fiscal agent county district number in the E0777 data element.

8.3 *Responsibility for Legal Fees*

- a. Each Member District bears its own risk of loss of personal or real property, costs of administrative hearings, litigation expenses, awards of actual damages, court costs, attorney's fees, and settlement costs.
- b. Responsibilities for expenditures not attributable to a specific District (and borne by such District pursuant to Section 8.3 above) incurred related to grievances, lawsuits, etc., taken against the Fiscal Agent shall be shared by all Member Districts as per Section 7.6 above

IX.

ADDING MEMBER SCHOOL DISTRICTS TO THE REGIONAL SCHOOL

9.1 *Approval of Fiscal Agent Board of Trustees*

Upon receiving notice of the request of a non-member school district that it be allowed to join the Regional School, provided such notice is received by the Fiscal Agent no later than the last Wednesday of September of the year prior to the school year for which such non-member school district intends to join this Agreement, the Fiscal Agent Board of Trustees may adopt a resolution that the requesting school district be admitted as a Member District.

9.2 *Assessments*

Upon approval of the resolution, the new Member District students will be eligible for participation in the Regional School at the beginning of the school year at the same Student Fee as assessed against all Member Districts under the provisions of Article VII.

X.

WITHDRAWAL OF MEMBER DISTRICT

10.1 *Withdrawal Procedures*

Any Member District may withdraw from the Regional School at the end of any fiscal year of the Member District by giving notice thereof no later than the last Wednesday of September of the year prior to the school year for which such District is withdrawing from the Regional School. On timely service of such notice the withdrawal will automatically become effective at the end of the following fiscal year of the Fiscal Agent and shall be deemed to carry the approval of the Fiscal Agent Board of Trustees, unless thirty (30) days after receiving such notice, the Fiscal Agent Board of Trustees elects to dissolve the Regional School as provided in Article XI below and serves written notice thereof on the withdrawing Member District, in which case the notice of withdrawal shall be of no force or effect.

XI.

DISSOLUTION

11.1 *Action of Fiscal Agent Board of Trustees*

The Fiscal Agent Board of Trustees may adopt a resolution dissolving the Regional School.

11.2 *Liquidation*

Upon approval of the dissolution by the Fiscal Agent Board of Trustees:

- a. The Regional School shall cease to carry on its business, except insofar as may be necessary for winding up of the business of the Regional School.

- b. The Fiscal Agent Board of Trustees shall cause written notice of the dissolution and liquidation of the Regional School to be mailed to each known creditor of and claimant against the Regional School.
- c. The Fiscal Agent shall proceed to collect the assets of the Regional School, convey and dispose of such of its properties as are not to be distributed in kind to Member Districts, pay, satisfy, or discharge its liabilities and obligations, or make adequate provision for payment and discharge thereof, distribute copies of all student, personnel and fiscal records to the appropriate Member Districts, and do all other acts required to liquidate the business and affairs of the Regional School. After paying or discharging all of the obligations of the Regional School, or making adequate provision for the payment and discharge thereof, the Fiscal Agent shall then distribute the remainder of the assets of the Regional School, either in cash or in kind, among the Member Districts in proportion to the amount of funds and/or property contributed to the Regional School by the Member Districts as determined by the Fiscal Agent Board of Trustees, which determination shall be final and conclusive.

11.3 *Termination*

Upon completion of the liquidation, the Fiscal Agent shall so report in writing to the Fiscal Agent Board of Trustees and on acceptance of the report, the Fiscal Agent Board of Trustees shall enter a resolution declaring that the Regional School is dissolved and its operation terminated.

XII.

APPLICABILITY OF STATUTES AND REGULATIONS

In entering into this Agreement and in the operation of the Regional School, the

Member Districts intend to comply fully with all federal and state statutes and regulations governing the administration and delivery of education and services to eligible students, including any rules of the State Board of Education, as said statutes and regulations now exist or may hereafter be amended. In the event of irreconcilable conflict between this Agreement and any applicable federal or state statute or regulation, the latter shall be controlling.

XIII.

RENEWAL

This Agreement shall automatically renew for successive one year terms, unless any Member District notifies the Fiscal Agent on or before the last Wednesday of September of the current term of its intent not to renew this Agreement or the Texas Education Agency terminates this Agreement. The initial term of the Agreement is effective September 1, 2025 through August 31, 2026.

XIV.

PAYMENT PROVISIONS

The contracting parties to this Agreement paying for the performance of certain governmental functions or services by its maintenance and operation of the Regional School shall make payments from current revenues available to the Member District.

Approved as to Form:

By: 
JOHNATHAN BALL (Apr 1, 2025 13:58 CDT)
Johnathan Ball, Staff Attorney

XV.

COUNTERPART ORIGINALS

This agreement may be executed in two or more counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument.

EXECUTED, as of the _____, 2025

FISCAL AGENT:

MCALLEN INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: Sofia M. Peña

Title: Board President

Date: _____

(Signature pages for the Districts follow)

DONNA INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

EDCOUCH-ELSA INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

EDINBURG CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

EXCELLENCE IN LEADERSHIP ACADEMY

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

HIDALGO INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

IDEA PUBLIC SCHOOLS

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

LA JOYA INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

LA VILLA INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

MERCEDES INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

MISSION CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

MONTE ALTO INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

PHARR-SANJUAN-ALAMO INDEPENDENT
SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

PREMIER HIGH SCHOOL RESPONSIVE
EDUCATION SOLUTIONS

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

PROGRESO INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

SHARYLAND INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

VALLEY VIEW INDEPENDENT
SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

WESLACO INDEPENDENT SCHOOL
DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

RIO GRANDE CITY GRULLA INDEPENDENT
SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

ROMA INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

SAN ISIDRO INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

SOUTH TEXAS INDEPENDENT SCHOOL DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

SANTA MARIA INDEPENDENT SCHOOL
DISTRICT

By: _____

Printed Name: _____

Title: _____

Date: _____

(School Board President signature required)

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

SUBJECT: Discussion and Possible Action on Request for Proposal No. 2024-1018 Library Books, Audiovisual Supplies & Equipment, Software and Related Products and Services (Round 10)

REFERENCE: Goal 1 - Student Achievement/Student Focus; Strategy 3 - Engaging Learning Environments

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

The McAllen Independent School District solicited proposals for library books, audiovisual supplies & equipment, software and related products and services. This Request for Proposal ("RFP") is an extended response period, multiple award contract, solicited in accordance with the Financial Accountability System Resource Guide ("FASRG"), section 5.16, titled "Multiple/Catalog/Discount-from-List Contract Awards". This allows vendors to submit responses throughout the year through the contract term. Vendors are awarded on an incremental basis, upon the Board of Trustees ("Board") approval. Eighty-nine (89) vendors were previously awarded through this RFP.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Five hundred twenty-five (525) vendors were invited to submit proposals, and twelve (12) vendors responded, including seven (7) no bid responses, one (1) duplicate, and one (1) non-responsive. The evaluation committee, comprised of Jenny Ann Vega, Director of Digital Learning and Library Services; Laura Williams, Director of Purchasing Services; Elizabeth Cabrera, Coordinator for Purchasing Services; and Graciela Garza, Senior Buyer, evaluated the proposals. Administration is recommending that the three (3) vendors listed on the attached list be awarded for a total of ninety-two (92) vendors, on this RFP.

LEGAL REVIEW:

None required.

BUDGETARY CONSIDERATIONS:

Funds for these purchases are budgeted through local, state, federal, and grant funds.

RECOMMENDED BOARD ACTION:

Administration recommends that the Board of Trustees approve Request for Proposal No. 2024-1018 Library Books, Audiovisual Supplies & Equipment, Software and Related Products and Services (Round 10), and approve the companies on the attached list as qualified vendors, for a coterminous term through June 30, 2027.

Attachment:

SUBMITTED BY: Jenny Ann Vega

SUPERVISOR: Jeanette Nino (Apr 16, 2025 08:58 CDT)

SUPERVISOR: Rosalba De Hoyos (Apr 16, 2025 08:21 CDT)

For further information contact:
Name: Ms. Jenny Ann Vega, Director of Digital Learning and Library Services
Office: 956-972-5600
eMail: jennyann.vega@mcallenisd.net

Approved for presentation to the Board of Education:

49 RENE GUTIERREZ (Apr 16, 2025 10:07 CDT)
Superintendent of Schools

**Request for Proposal No. 2024-1018 Professional Development Library Books, Audiovisual Supplies Equipment,
Software and Related Products and Services (Round 10)**

No.	Responding Supplier	City	State	Recommendation
1	Books By The Bushel, LLC	Versailles	OH	Qualified
2	Garrett Book Company (Garrett Operating Company LLC)	Ada	OK	Qualified
3	Salem Press (Grey House Publishing)	Amenia	NY	Qualified

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (Apr 16, 2025 17:43 CDT)

SUPERVISOR: *Lorena Garcia*

Approved for presentation to the Board of Education:

René Gutierrez
RENE GUTIERREZ (Apr 17, 2025 11:38 CDT)

**MASTER
PROFESSIONAL SERVICES AGREEMENT**

This master professional services agreement (this “Agreement”) is dated February 11, 2025 and is entered into between TEACH FOR AMERICA, INC. (“Teach For America” or “TFA”), a Connecticut non-profit with regional office located at 801 N. Bryan Rd. Mission, TX 78572 and McAllen Independent School District political subdivision of the state of Texas (“School Partner”) located at 2000 N. 23rd St. McAllen, TX 78501 (each individually “a Party” and collectively “the Parties”).

RECITALS

WHEREAS, Teach For America is a national leader in recruiting, selecting, training and providing ongoing professional development to individuals committed to closing the achievement gap by serving as effective classroom teachers during their two-year service commitment specifically equipped to enhance student achievement in under-resourced school systems (“Corps Members” or “Teachers”). Upon successful completion of their two-year service commitment, said Corps Members become alumni of Teach For America (“Alumni”). (Corps Members and Alumni are collectively known as “Participants”).

WHEREAS, Teach For America established various Fellowships (“Fellowships”) aimed at helping selected individuals, such as Teach For America’s Participants and SCHOOL PARTNER staff (together “Fellows”) strengthen their leadership in Teach For America’s partner schools.

WHEREAS, Teach For America agrees to provide the professional services identified in each Statement of Work (as hereinafter defined) to perform the services (the “Services”) identified in each Statement of Work and SCHOOL PARTNER would like to receive such Services and agrees to compensate Teach For America all on the terms and subject to the conditions set forth below;

NOW THEREFORE, SCHOOL PARTNER and Teach For America agree to be bound by the terms and conditions of this Agreement.

AGREEMENT

I. THE SERVICES:

- A. *The Services: Statements of Work.* Teach For America will provide the Services describe in each written work statement (each, a “Statement of Work” or “SOW”), from time to time by agreement of the parties, for the fees and in accordance with the timeframe, if any, set forth therein. A SOW may set forth requirements for a specific project, or may set forth a general

description of the type of services that Teach For America will provide to the SCHOOL PARTNER, and among other things, may include a description of recruitment, training, and professional development of teachers, an exchange of data required to constantly interrogate programmatic outcomes and the timeframe within which the Services must be provided. In the event of any conflict between the Standard Terms and Conditions of this Agreement and the Special Terms and Conditions of a SOW, the Special Terms and Conditions of the SOW shall control for purposes of the Services performed under that specific SOW only.

II. COMPENSATION:

- A. Fees. The SCHOOL PARTNER will pay Teach For America as compensation for the Services the fees described in each SOW in accordance with the terms set forth in such SOW (unless such SOW specifies otherwise) and as substantiated by invoices provided by Teach For America.
- B. Invoices; Disputed Amounts. Unless otherwise specified in the applicable SOW, Teach For America will deliver a written invoice to SCHOOL PARTNER on an annual basis setting forth the fees payable by SCHOOL PARTNER in respect to the upcoming year's work. Within thirty (30) days of receipt of an invoice, SCHOOL PARTNER will either pay the same (in whole or in non-disputed part) or will notify Teach For America that some or all of the fees set forth therein are in dispute. The parties will promptly work to resolve any such disputes and upon resolution SCHOOL PARTNER will promptly pay Teach For America the agreed-upon amounts (if any).
- C. Non-refund. Teach For America shall have no obligation to refund to SCHOOL PARTNER any amount paid by SCHOOL PARTNER in respect of any Service under any SOW for any reason whatsoever.
- D. Withholding. Teach For America is responsible for payment of all taxes incurred in connection with performance of the Services by Teach For America.

III. TERM AND TERMINATION:

- A. Term. The Term of this Agreement will commence on the Effective Date and will remain in effect for three years from the date hereof. Specifically, this Agreement will expire on June 30, 2027 but all provisions related to SOWs created during this time period will remain in effect through the conclusion of said SOWs unless earlier terminated pursuant to Sections B.ii below.
- B. Termination.
 - i. The Parties may terminate this Agreement at any time by mutual written consent.
 - ii. Either Party may terminate:

- (a.) This Agreement at any time, without any prior notice in the event that the other Party is unable to fulfill its obligations pursuant to this Agreement. Upon any such termination, TFA shall be paid for all work completed up through the date of termination. Any early termination of this Agreement subject to this section will result in the automatic termination of all SOWs connected herewith.
- (b.) This Agreement upon written notice, if the other Party is in breach of any of its material obligations, representations or warranties hereunder, and does not cure such breach within ten (10) business days of receipt of a written demand for cure. Any termination of this Agreement will result in the automatic termination of all SOWs connected herewith. Upon any such termination, Teach For America shall be paid for all work completed under the corresponding SOWs up through the date of termination.
- (c.) any individual SOW, with or without cause, upon thirty (30) business days prior written notice. Upon any such termination, TFA shall be paid for all work completed under the corresponding SOW up through the date of termination.

IV. STANDARD TERMS AND CONDITIONS

- A. Ownership of Intellectual Property. For purposes of this Agreement, “Work Product” means, collectively, all work product created, conceived, developed or first reduced to practice by TFA pursuant to this Agreement, either solely or in collaboration with others. TFA will own all right, title and interest in all Work Product, including without limitation all subject matter for which TFA may obtain and hold copyrights, patents, registrations, and any intellectual property or other protections that may be available to TFA.
- B. Confidentiality. Each Party shall hold all non-public information, written or oral, whether or not it is marked as confidential, that the Disclosing Party disclosed or made available to the Receiving Party, directly or indirectly, through any means of communication (the “Confidential Information”) in confidence in accordance with the terms of this Agreement. Confidential Information shall only be used in accordance with the terms of this Agreement and the Receiving Party shall exercise at least the same degree of care as it uses with its own confidential information, but in no event less than reasonable care. The Receiving Party may disclose Confidential Information to 1) its representatives but only to the extent necessary to carry out the terms of this Agreement and 2) to a third-party only if required to do so, and

only to the extent required, by law. All additional provisions related to data sharing between the Parties, if any, will be outlined in a separate data sharing agreement SOW, and are incorporated herein by reference.

C. Surveys, FERPA and Data Privacy.

- i. Surveys. SCHOOL PARTNER acknowledges that Teach For America may survey individual constituents, teachers, etc. at the partner school sites regarding its programming and professional development of Teachers in the classroom.
- ii. SCHOOL PARTNER may disclose to Teach For America student-related records and personally identifiable information contained in such records (collectively, “Student Records”) in the course of providing the professional development and data storage services outlined in individual SOWs . Pursuant to its obligations under the Family Educational Rights and Privacy Act, 20 USC §1232g, and its implementing regulations, 34 CFR pt. 99 and §99.31(a)(1) , as each may be amended from time to time (“FERPA”), while providing the services, Teach For America is a school official with legitimate educational interests in the Student Records.
- iii. Teach For America agrees to use, maintain, and redisclose Student Records only in accordance with the requirements of FERPA, as permitted by any SOW and/or otherwise authorized by the SCHOOL PARTNER or by law, and in compliance with student data privacy requirements contained any potential separate data sharing agreement SOW, and only for the purposes for which disclosure was made.
- iv. Teach For America may re-disclose Student Records to third parties pursuant to Teach For America’s provision of the professional development and data storage services outlined in any SOW, as provided in 34 C.F.R. § 99.33(b), provided that Teach For America shall, in advance, provide the names of such parties and a brief description of such parties’ legitimate educational interest in receiving such information.
- v. Pursuant to 34 CFR § 99.7(a)(3)(iii), SCHOOL PARTNER shall include, in its annual notification of rights under FERPA, criteria that qualify Teach For America, in its capacity as a provider of professional development and data storage services, as a school official with a legitimate educational interest.

D. No Warranty. SCHOOL PARTNER hereby agrees and acknowledges that Teach For America does not make and has not made any representation and warranty (express or

implied) as to the fitness, performance nor quality of work of any Participant presented or provided by Teach For America, or individuals selected by SCHOOL PARTNER to participate in Fellowship programs, SCHOOL PARTNER shall indemnify and hold harmless the TFA Indemnities (as defined below in the Section related to Mutual Indemnification) from and against any Losses (also defined below in the same Section below) resulting from any claim related to the services provided by Teach For America, including, but not limited to, claims that any Participant presented or provided by Teach For America was unfit for the position for which he or she was hired by SCHOOL PARTNER. Teach For America is not responsible for any acts or omissions of any of Participant provided in connection with any service.

- E. No Employment Relationship with Participants or Fellows. This agreement does not permit Teach For America to function as a representative of any Participant or Fellow nor for Participants or Fellows to function as agents of Teach For America. Nothing in this Agreement shall be construed to imply that an employer-employee relationship exists between Teach For America, Participants and Fellows nor permit Teach For America to interfere with any employment agreement or relationship between the SCHOOL PARTNER, Participants or Fellows.
- F. Dismissal of Participants and Fellows. Teach For America, in its sole discretion, may dismiss any Participant or Fellow, with or without notice, from any program outlined on any associated SOW, for any reason whatsoever.
- G. Mutual Indemnification. Each Party shall indemnify and hold harmless the other party and its officers, directors, employees and agents (the “ Indemnitees”) from and against any and all losses, liabilities, claims, damages, costs and expenses (including attorneys’ fees) (“Losses”) to which such Indemnitee may become subject arising out of a breach of this Agreement by the indemnifying party, except to the extent such Losses result from the willful misconduct or gross negligence of such Indemnitee.
- H. Limitation of Liability. Neither Party nor any of its officers, directors, employees or agents shall be liable to the other Party in connection to this Agreement, except for a Loss resulting from willful misconduct or gross negligence on the part of such Party; provided that in no event any such liability be in excess of the aggregate amount of the value of this Agreement. To the extent permitted by applicable state laws and regulations, neither Party shall have any liability to the other Party with respect to Losses asserted after 6 months of the expiration or termination of this Agreement, whichever is earliest.

- I. Insurance. During the term of this Master Services Agreement, each Party shall maintain in force adequate workers' compensation, commercial general liability, errors and omissions, employment, and other forms of insurance, with policy limits sufficient to protect their interests and indemnify the other Party and its affiliates, and each of their officers, directors, agents, employees, subsidiaries, partners, members, controlling persons, and successors and assigns, from any losses resulting from the indemnifying Party's conduct, acts, or omissions of their agents, contractors or employees.
- J. Copyright and Trademark. Neither Party may use the logo, name or other identifying marks of the other Party in any written materials, including materials available in an online format, without the express written permission of the other Party.
- K. Compliance with Anti-Harassment and Non-Discrimination Regulations. By entering into this Agreement, both Parties warrant compliance with local, state and federal anti-harassment and non-discrimination laws and regulations. SCHOOL PARTNER acknowledges that SCHOOL PARTNER's violation of these laws and regulation are a breach of contract. SCHOOL PARTNER will provide a copy of their internal harassment policies and/or procedures prior to signing this MSA.
- L. Survival. Upon termination of this Agreement all obligations hereunder shall terminate except for the obligations set forth in Sections related to *Ownership of Intellectual Property, Confidentiality, FERPA and Data Privacy, No Warranty, No Employment Relationship with Participants, Mutual Indemnification, Copyright and Trademark*, all of which will survive any termination hereof for any reason.
- M. Notices. Any notices to either Party under this Agreement shall be in writing and delivered by hand or sent by nationally recognized messenger service, or by registered or certified mail, return receipt requested, to the addresses set forth below or to such other address as that Party may hereafter designate by notice.

SCHOOL PARTNER CONTACT

Name: Dr. René Gutiérrez
 Title: Superintendent
 Address: 2000 N. 23rd
 Email: rene.gutierrez@mcallenisd.net

TEACH FOR AMERICA:

With an electronic copy to:

Name: Ana Gonzalez
Title: Executive Director
801 N. Bryan Rd., Ste 152
Address: Mission, TX, 78572
ana.gonzalez@teachforameri
ca.org
Email:

Name: TFA Legal Affairs
Email: LegalAffairs@teachforamerica.org
*Send only notices related to breach of contract and indemnity.

- N. Severability. If any term or provision of this Agreement is determined to be illegal, unenforceable or invalid in whole or in part for any reason, such provisions or part thereof shall be stricken from this Agreement, and such provision shall not affect the legality, enforceability or validity of the remainder of this Agreement. Such stricken provision shall be replaced, to the extent possible, with a legal, enforceable and valid provision that is as similar in tenor to the stricken provision as is legally possible.
- O. Waiver. A waiver or a breach or default under this Agreement shall not be a waiver of any other subsequent breach or default. The failure or delay in enforcing compliance with any term or condition of this Agreement shall not constitute a waiver unless expressly waived in writing .
- P. Amendment/Modification/Extension. Any amendment, modification, extension must be in writing and signed by each Party.
- Q. Non-Assignment. Neither this Agreement nor any of the rights, interests or obligations under this Agreement shall be assigned, in whole or in part, by operation of law or otherwise by either Party without the prior written consent of the other Party.
- R. Governing Law. This Agreement and all matters relating hereto shall be governed by, construed and interpreted in accordance with the laws of the State of Texas ,
- S. Entire Agreement; Headings; Execution. This Agreement (including all SOWs and Exhibits) sets forth the entire understanding of the parties with respect to its subject matter and supersedes any and all prior agreements, arrangements and understandings relating to the subject matter hereof. Headings are for convenience only and are not to be used to interpret this Agreement. This Agreement may be executed in separate counterparts, and all such counterparts will constitute one and the same instrument.

[MASTER PROFESSIONAL SERVICES SIGNATURE PAGE FOLLOWS]

IN WITNESS WHEREOF, each of SCHOOL PARTNER and Teach For America has caused its duly authorized representative to sign this Master Professional Services Agreement in the space provided below.

McAllen Independent School District

By: _____

Name: Sofia Peña

Title: President, Board of Trustees

Address: 2000 N. 23rd Street

McAllen, TX 78501

Teach For America

By: _____

Name: Ana Gonzalez

Title: Executive Director

Address: 801 N. Bryan Rd., Ste. 152

Mission, TX 78572

Teach For America

Contract Owner Attestation:

This contract required legal changes to the required terms and was reviewed/approved by TFA Legal Affairs in this final form.

This contract did not require legal changes and was not reviewed by TFA Legal Affairs.

Approved as to form:

By: 
JOHNATHAN BALL (Apr 15, 2025 10:59 CDT)
Johnathan Ball, Staff Attorney

Name: _____

Title: _____

SOW #1 Corps Member Placement Services Agreement
to the Teach For America Master Professional Services Agreement

RECITALS

This Statement of Work #1 (hereinafter called the “SOW”) is issued pursuant to the Master Professional Services Agreement between Teach For America, Inc. (also described as “TFA”) and McAllen Independent School District (“SCHOOL PARTNER”), effective February 11, 2025 (the “MSA”). This SOW is subject to the Standard Terms and Conditions contained in the MSA between the parties and is made a part thereof. Any term not otherwise defined herein shall have the meaning specified in the MSA. In the event of any conflict or inconsistency between the terms of this SOW and the terms of the MSA, the terms of this SOW shall govern and prevail for the purposes of this SOW only.

This SOW, effective as of February 11, 2025 is entered into by and between Teach For America and SCHOOL PARTNER and is subject to the additional terms and conditions specified below. The Exhibit(s) to this SOW, if any, shall be deemed to be a part hereof. In the event of any inconsistencies between the terms of the body of this SOW and the terms of the Exhibit(s) hereto, the terms of the body of this SOW shall prevail.

Accordingly, SCHOOL PARTNER and Teach For America agree to be bound by the terms and conditions of this SOW.

SOW #1 AGREEMENT

I. CORPS MEMBER CANDIDATE RECRUITMENT, SELECTION AND HIRING: SCHOOL PARTNER Responsibilities

- i. Consideration for Hire.* Teach For America will use its reasonable efforts to provide multiple teacher candidates for consideration for employment with SCHOOL PARTNER (“Corps Members”) each academic year that meet the range of grades and subject matters requested by school (“Candidate Details”) as identified in **Schedule A, Chart A**. While SCHOOL PARTNER acknowledges Teach For America may not be able to provide the referenced number of candidates and agrees to consider every candidate for employment, SCHOOL PARTNER shall only pay the fee for each Teacher hired under this Agreement.

- ii. SCHOOL PARTNER shall collaborate with Teach For America in good faith to identify individual schools within SCHOOL PARTNER appropriate for Corps Members. SCHOOL PARTNER shall consider for hire each Teacher provided by Teach For America who meets the SCHOOL PARTNER's eligibility requirements and, to the extent reasonably practicable, SCHOOL PARTNER will employ 2 or more Corps Members per individual Partner School.
- iii. Any Corps Member hired by the SCHOOL PARTNER shall be hired as the classroom teacher of record and not for substitute, auxiliary, resource or teacher's aide positions; hired for vacancies across the full range of grades and subject matters; and not restricted or limited to so-called "critical" or "shortage" subjects or grade level vacancies. SCHOOL PARTNER agrees that it will not place Teach For America Corps Members at any for-profit schools within its district.

B. Hiring Process.

- i. SCHOOL PARTNER and Teach For America will collaborate in good faith to facilitate the efficient hiring of individual Corps Members, in accordance with the SCHOOL PARTNER's established District hiring practices co-developed by the Parties.
- ii. SCHOOL PARTNER shall participate in TFA hiring processes between March-June of each year and submit employment offers to Corps Members no later than one month before the first day of employment. SCHOOL PARTNER agrees that where possible, Teach For America shall be informed of individual Corps Member's grade and subject level assignments prior to the start of their Pre-Service Training (as defined below). As district need and Corps Member availability allow, the SCHOOL PARTNER shall continue to participate in TFA hiring processes and submit additional employment offers beyond the June target.

II. CORPS MEMBER CANDIDATE RECRUITMENT, SELECTION AND HIRING: Teach For America Responsibilities

- A. Candidate Recruitment and Selection. Teach For America will recruit, select for participation in the Teach For America program, and present to the SCHOOL PARTNER for employment Corps Members from a broad range of academic majors, career fields and diverse backgrounds. Teach For America will not knowingly engage in any unlawful acts of discrimination in its recruiting or selection of candidates.

- B. Pre-Service Training and Certification Status. Prior to entering the classroom, Teach For America will ensure each Teacher participates in pre-service training (“Pre-Service Training”). Pre-Service Training ensures that such Corps Members meet applicable federal, state and/or local educational standards or requirements such as those set forth in the federal Every Student Succeeds Act and other applicable state certification regulations (together, the “Requirements”). For purposes of this Section, only those Requirements in effect at the time that the Teacher is offered employment by SCHOOL PARTNER will be applicable.

III. CORPS MEMBER PLACEMENT AND PROFESSIONAL DEVELOPMENT COMMITMENTS:
SCHOOL PARTNER Responsibilities

A. Employment Status.

- i. Every Corps Member employed by SCHOOL PARTNER under this SOW shall be a full-time employee of SCHOOL PARTNER with all the rights, including those related to compensation and benefits, responsibilities and legal protections as are provided to other teachers employed by SCHOOL PARTNER who are similarly situated in terms of credentialing, certification and tenure status. Nothing in this SOW shall be construed to grant additional employment rights to individual Corps Members.
- ii. SCHOOL PARTNER may continue to employ individual Corps Members beyond the two-year commitment by mutual agreement between SCHOOL PARTNER and such Corps Member.

- B. Reductions in Force. Subject to any obligations under pre-existing labor agreements and applicable municipal and state laws and regulations, SCHOOL PARTNER shall treat any

Corps Member employed in connection with this SOW whose teaching position is eliminated as favorably as other teachers with the same job classification, certification status, and/or seniority rights.

- C. Prohibited Activities and AmeriCorps Service Requirements. SCHOOL PARTNER acknowledges that Corps Members serving at schools may be serving as members of AmeriCorps, and as such, are subject to the rules and requirements of AmeriCorps and the Serve America Act and are required to refrain from engaging, directly or indirectly in certain activities while teaching, accumulating service hours towards an education award or otherwise engaging in activities supported by the AmeriCorps program (45 CFR § 2520.65). These restrictions pertain to when Corps Members are enrolled in the AmeriCorps program and are on the clock at their school, including teaching time, passing and planning periods and professional development sessions. SCHOOL PARTNER will not require Corps Members to engage in any Prohibited Activities and shall post a list of Prohibited Activities in all locations where Corps Members serve and shall complete the AmeriCorps Service Verification form as needed. ~~OBJ~~**Schedule B** ~~OBJ~~ but in general, Corps Members may not (1) provide religious instruction, (2) attempt to influence legislation or (3) participate in or endorse political events or activities. For the avoidance of doubt, Corps Members may exercise their rights as private citizens and may participate in the activities listed above on their initiative, on non-AmeriCorps time, and using non- CNCS funds.

IV. CORPS MEMBER PLACEMENT AND PROFESSIONAL DEVELOPMENT COMMITMENTS:
Teach For America Responsibilities

A. Professional Development and On-Line Data Storage Services.

- i. Teach For America shall provide professional development services and activities for participating Corps Members as well as on-line data storage services during the Corps Members first two years in the classroom (the “Professional Development Services”). These services may include periodic classroom observations by regional program staff, videotaping/recording of instruction in in-person or virtual spaces with review of instructional technique, co-investigative discussions to facilitate Teacher capacity for self-reflection and evaluation of instructional practice using student achievement data,

and content area/grade-level workshops facilitated by veteran teachers. If professional development services must be provided virtually, at Teach For America's discretion, Teach For America shall provide equivalent services to the extent possible. To facilitate provision of these professional development services, Teach For America may provide on-line data storage services, including transfer and storage of identifiable student information on Teach For America's software and servers ("Data Storage Services").

- ii. While providing the Professional Development and Data Storage Services, Teach For America shall comply with the requirements of FERPA, as outlined in the original Master Services Agreement and in compliance with requirements contained in any separate data sharing SOW.

B. Certification and Credentialing Services.

- i. Where required, Teach For America shall facilitate the enrollment of individual Corps Members in an alternative certification/licensure program that will enable the individual Teacher to obtain appropriate credentials to be a classroom teacher of record according to the requirements of the Every Student Succeed Act and applicable state regulations in existence at the time of signature of this SOW.
- ii. Teach For America shall not be responsible for and shall not be in breach of any provision of this SOW, in the event of any failure by an individual Teacher to fulfill their obligations to maintain their teaching credentials or obtain necessary waiver(s) to remain a classroom teacher of record.

V. SPECIAL TERMS AND CONDITIONS OF SOW #1

A. Fees-for-Service.

- i. SCHOOL PARTNER shall pay Teach For America an annual fee for each Corps Member employed under this SOW. All payments for fees shall be in the form of check delivered to Teach For America or wire transfer to an account designated by Teach For America in writing.
- ii. For the Corps Members whose employment begins with the SCHOOL PARTNER during the 2025-2026 and 2026-2027 academic years, SCHOOL PARTNER shall pay Teach For America an annual amount of \$6,000 for each year in which such Corps

Member is employed by SCHOOL PARTNER, up to two years from the date such employment is to commence.

- B. Invoicing and Payment. Teach For America will invoice SCHOOL PARTNER for all amounts due with respect to any academic year within thirty (30) days of the start of the academic school year, provided that Teach For America's failure to do so, will not constitute a waiver of any of Teach For America's rights or constitute a breach by Teach For America.
- C. Term. The term of this SOW will cover all Corps Members whose employment begins with the SCHOOL PARTNER during the 2025-2026 and 2026-2027 academic years. This SOW will expire on the last school day of the 2027-2028 academic year.
- D. Termination. This SOW may be terminated as follows:
- i. at any time by mutual written agreement of the Parties;
 - ii. by either Party, upon thirty (30) days' prior written notice to the other Party, provided that the terminating Party provides that notice no later than 120 days prior to the end of the current academic year; or
 - iii. by either Party upon written notice to the other Party in the event of a material breach of this SOW that is incapable of being cured or, if capable of being cured, is not cured within thirty (30) days following receipt by the breaching Party of written notice of such breach from the non-breaching Party.
- E. Survivability and Effect of Termination of this SOW. In the event of the expiration or termination of this SOW, this SOW shall become void, with the exceptions that Section III E (Prohibited Activities and AmeriCorps Service Requirements) shall survive and will remain in effect until such time as there are no Corps Members employed under this contract. Additionally, Teach For America will be entitled to all outstanding amounts due up to the date of expiration or termination. Terminating this individual SOW does not terminate the MSA. Authority. This Agreement supersedes all communications between the parties related to the subject matter of this SOW.

[SOW #1 - ACCEPTANCE FOLLOWS]

IN WITNESS WHEREOF, each of SCHOOL PARTNER and Teach For America has caused its duly authorized representative to sign this Statement of Work #1 re Corps Member Placement Services in the space provided below.

McAllen Independent School District
By: _____
Name: Sofia Peña
Title: President, Board of Trustees
Address: 2000 N. 23rd St.
McAllen, TX 78501

Teach For America
By: _____
Name: Ana Gonzalez
Title: Executive Director
Address: 801 N. Bryan Rd., Ste.152
Mission, TX 78572

Approved as to form:

By:  _____
JOHNATHAN BALL (Apr 15, 2025 10:59 CDT)
Johnathan Ball, Staff Attorney

SCHEDULE A to CM PLACEMENT SOW #1

Candidate and Placement Site Details

Chart A: Candidate Details

Subject Area	Grade Level	Agreed Number of Teachers and Expected Academic Years
Core Subject Areas: English Language Arts and Reading, Mathematics, Social Studies, Science, Bilingual Education, English as a Second Language, inclusive of special education	Elementary and Secondary	<ul style="list-style-type: none"> • 4-6 for the 2025-2026 and 2026-2027 academic years • 4-6 for the 2026-2027 and 2027-2028 academic years
Other Subject Areas: inclusive of Career and Technical Education	Elementary and Secondary	<ul style="list-style-type: none"> • As needed for the 2025-2026 and 2026-2027 academic years • As needed for the 2026-2027 and 2027-2028 academic years

SCHEDULE B to CM PLACEMENT SOW #1

AMERICORPS PROHIBITED ACTIVITIES

Citations: 45CFR § 2520.65 -

While charging time to the AmeriCorps program, accumulating service or training hours, or otherwise performing activities supported by the AmeriCorps program or CNCS, members may not engage in:

- a. Attempting to influence legislation;
- b. Organizing or engaging in protests, petitions, boycotts, or strikes;
- c. Assisting, promoting, or deterring union organizing;
- d. Impairing existing contracts for services or collective bargaining agreements;
- e. Engaging in partisan political activities, or other activities designed to influence the outcome of an election to any public office;
- f. Participating in, or endorsing, events or activities that are likely to include advocacy for or against political parties, political platforms, political candidates, proposed legislation, or elected officials;
- g. Engaging in religious instruction, conducting worship services, providing instruction as part of a program that includes mandatory religious instruction or worship, constructing or operating facilities devoted to religious instruction or worship, maintaining facilities primarily or inherently devoted to religious instruction or worship, or engaging in any form of religious proselytization;
- h. Providing a direct benefit to—
 - i. A business organized for profit;
 - ii. A labor union;
 - iii. partisan political organization;
 - iv. A nonprofit organization that fails to comply with the restrictions contained in section 501(c)(3) of the Internal Revenue Code of 1986 related to engaging in political activities or substantial amount of lobbying except that nothing in these 9 provisions shall be construed to prevent participants from engaging in advocacy activities undertaken at their own initiative; and
 - v. An organization engaged in the religious activities described in paragraph 3.g. above, unless CNCS assistance is not used to support those religious activities;
- i. Conducting a voter registration drive or using CNCS funds to conduct a voter registration drive;
- j. Providing abortion services or referrals for receipt of such services; and

k. Such other activities as CNCS may prohibit.

Individuals may exercise their rights as private citizens and may participate in the activities listed above on their initiative, on non-AmeriCorps time, and using non- CNCS funds. Individuals should not wear the AmeriCorps logo while doing so.

SOW #2 Data Sharing Agreement
to the Teach For America Master Professional Services Agreement

RECITALS

This Statement of Work #2 (hereinafter called the “SOW”) is issued pursuant to the Master Professional Services Agreement between Teach For America, Inc. (“Client”) and McAllen Independent School District (“SCHOOL PARTNER”), effective February 11, 2025(the “MSA”). This SOW is subject to the Standard Terms and Conditions contained in the MSA between the parties and is made a part thereof. Any term not otherwise defined herein shall have the meaning specified in the MSA. In the event of any conflict or inconsistency between the terms of this SOW and the terms of the MSA, the terms of this SOW shall govern and prevail for the purposes of this SOW only.

This SOW, effective as of February 11, 2025is entered into by and between Teach For America and SCHOOL PARTNER and is subject to the additional terms and conditions specified below. The Exhibit(s) to this SOW, if any, shall be deemed to be a part hereof. In the event of any inconsistencies between the terms of the body of this SOW and the terms of the Exhibit(s) hereto, the terms of the body of this SOW shall prevail.

WHEREAS, on February 11, 2025, the SCHOOL PARTNER and Teach For America entered into separate Statement(s) of Work whereby Teach For America agreed to recruit, select, train and provide ongoing professional development to Participants and Fellows committed to closing the achievement gap by serving as effective classroom teachers specifically equipped to enhance student achievement in under-resourced school systems. As such, under 34 CFR 99.31(a) Teach For America has a legitimate educational interest in accessing and using, and (b) SCHOOL PARTNER may share with Teach For America, the SCHOOL PARTNER Data described herein;

WHEREAS, Teach For America desires to use the SCHOOL PARTNER Data to track the growth and achievement of students taught by Participants and Fellows supported by Teach For America and to measure the impact of these Participants and Fellows within their contexts in order to provide: tailored support and professional development programming for these Participants and Fellows, report to funders and board members, and to evaluate and evolve our model for selecting new teachers into the program, and support SCHOOL PARTNER in improving teacher development, effectiveness and student outcomes.

Accordingly, SCHOOL PARTNER and Teach For America agree to be bound by the terms and conditions of this SOW.

SOW #2 AGREEMENT

I. DEFINITIONS

- A. “Breach” will mean any actual or reasonably suspected unauthorized access, acquisition, use, disclosure, loss, modification, destruction, or inability to account for SCHOOL PARTNER Data.
- B. “Student Record Data” means and refers to the data described more fully in **Schedule A** that SCHOOL PARTNER provides to Teach For America in connection with this DSA.
- C. “Cultivate Survey Data” means and refers to data collected through Cultivate student survey via UChicago Impact’s Survey Administration Tool from students in Participant or Fellow classrooms, grades 5-12, as described more fully in **Schedule B**.
- D. “Elevate Tool” refers to a Cultivate-aligned progress monitoring tool administered through PERTS to support educator development and continuous improvement as more fully described in **Schedule B**.
- E. “Panorama Survey Data” means and refers to data collected through the Panorama Student Survey from students participating in the Ignite program as described more fully in **Schedule C**.
- F. “Pencil Spaces” refers to the virtual learning platform utilized for Ignite tutoring as described more fully in **Schedule D**, while “Pencil Spaces Data” refers to all data contained therein.
- G. “Video & Audio Data” means and refers to data described as videotaping or recording of instruction or recording of the audio of in-person or virtual spaces for review of instructional technique, which are manual transferred or uploaded to Teach For America’s software and servers in connection with this DSA, as described more fully in **Schedule E**.
- H. “Student Survey Data” means and refers to data collected through the Cultivate student survey via UChicago Impact’s Survey Administration Tool from students in Corps member classrooms, grades 5-12, data collected using the Elevate Tool, data collected through the Panorama Student Survey and Pencil Spaces Data.

- I. “Partner Data” collectively refers to both the Student Record Data, Video & Audio Data and Student Survey Data.
- J. “Aggregate Partner Data” collectively refers to de-identified Partner Data aggregated with counts of no less than 5.
- K. “FERPA” means and refers to the Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g, and implementing regulations set forth in 34 CFR Part 99.
- L. “PPRA” means and refers to the Protection of Pupil Rights Amendment, 20 U.S.C. § 1232h and implementing regulations set forth in 34 CFR Part 98.
- M. “Personal Data” means and refers to any information that identifies or that can reasonably be used to identify a specific individual, including but not limited to any information that meets the definition of “Personally Identifiable Information” set forth in 34 C.F.R. § 99.3
- N. “Privacy and Security Laws” means and refers to (i) all applicable U.S. federal, state, and local laws, rules, regulations, directives and governmental requirements currently in effect and as they become effective relating in any way to privacy, confidentiality, security, or breach notification of Personal Data, including but not limited to FERPA and (ii) all applicable industry standards concerning privacy, data protection, confidentiality or information security.

II. DESCRIPTION OF DATA ACCESS, EXCHANGE AND USE

- A. Pursuant to Partner’s obligations under FERPA, and its implementing regulations as may be amended, Partner agrees that Teach For America performs an institutional service. Specifically, due to Partner’s provision of Teach For America services, such as tailored support and professional development programming for these Participants, and the associated evaluation and evolution of programming offered to Participants and the Partner, Partner agrees that Teach For America is a school official with legitimate educational interest in the disclosed Partner Data.
- B. Partner further agrees as follows:
 - 1. Partner will provide the Student Record Data described in **Schedule A** to Teach For America in a form, format, frequency, and security feature mutually agreed by the Parties and laid forth in **Schedule A**.

2. Participants will receive a unique link for student survey administration through UChicago Impact’s Survey Administration Tool; link will be shared with students and responses will be kept confidential and stored on secure servers. Only UChicago Impact staff and agents necessary for administration of the survey will have access to student and teacher identifiers during administration as described in **Schedule B**. In addition, Participants may administer Elevate, a Cultivate-aligned progress-monitoring tool administered through PERTS to further support educator development and continuous improvement.
3. Trainers will receive a unique link for student survey administration through Panorama Education’s Survey Administration Tool or another secure survey administration tool; individual access codes will be shared with students and responses will be kept confidential and stored on secure servers. If Panorama Education’s Survey Administration Tool is utilized, only Panorama Education staff and agents necessary for administration of the survey will have access to student identifiers during administration as described in **Schedule C**.
4. Ignite Trainers, Participants, and students will receive unique logins for Pencil Learning Technologies, Inc’s Pencil Spaces web-based platform associated with their school email address. Emails, logins, names, and all associated data from utilizing the platform will be stored on secure servers. Only Pencil Learning Technologies staff and agents necessary for software administration will have access to student, trainer, and fellow information as described in **Schedule D**.
5. Participants will transfer or upload Partner Video and Audio Data to Teach For America in a form, format, frequency, and security mutually agreed by the Parties and set forth in **Schedule E**.
6. Consistent with FERPA, Partner agrees that Teach For America will retain and use Aggregate Partner Data to drive programmatic impact, including but not limited to developing training; improvement of services; externally sharing learnings of programmatic impact at scale, and other program strategies (“Additional Uses”). Partner also agrees that Aggregate Partner Data may be redisclosed to research institutions which support Teach For America in

conducting deeper research studies (“Research Uses”) and may be used with other 3rd party tools (“Additional Tools”) to further improve Teach For America’s program services.

7. Teach For America may obtain additional data, use of data, or use of 3rd party data tools, surveys or systems, that collect or utilize FERPA-protected data, via submitting written notices, to Partner at any time, which detail the names of such parties and a brief description of such parties’ legitimate educational interest in receiving such information, and an opt-out function. For the avoidance of doubt, this form of notice does not entail nor require a written contract amendment; nor does this notification apply to the use of Aggregate Partner Data. If Partner agrees to provide such data or to an additional use of FERPA-protected data, all terms of this agreement apply to the additional data, use of data or use of 3rd party tools. This includes ongoing data for subsequent cohort years, in which Teach For America and Partner have entered a PSA, after this original DSA is signed.
8. Access to Teach For America Data, as defined below, will be limited solely to the appropriate Partner staff with signed confidentiality agreements (**Attachment B**) and the data may not be loaned or otherwise conveyed to anyone other than authorized recipients of the parties. Teach For America Data will be used solely for the purposes agreed upon by the parties.

C. Teach For America agrees as follows:

1. Provide Partner with a dataset (after executing **Attachment A**) that will allow for the identification of Teach For America program Participants in the existing district data system ("Teach For America Data"). Teach For America and Partner agree that both parties will follow appropriate data protection protocols in transferring this data to representatives of Partner as well as protect all personal data.

2. Access to Teacher Evaluation/Observation data at the identified individual teacher level will be limited solely to Teach For America regional and national staff (after Participants execute **Attachment C**).
3. Access to Student Record Data at the individual student level will be limited solely to appropriate Teach For America, staff and contractors. Teach For America staff will acknowledge and sign the Teach For America Information Confidentiality and Security Policy ("ICSP"). The ICSP provides guidance on processes and procedures related to the access, use, sharing, storing, and disposal of Personally Identifiable Information (PII) and student record data as outlined in the Family Educational Rights and Privacy Act (FERPA) and the PPRA..
4. Access to student-level Cultivate Survey and Elevate Tool Data will be limited solely to Teach For America staff members, contractors, and Participants for ongoing coaching and development of Participants and programmatic improvement. Further, no student identifiable information will be reported externally; all data reported externally will be reported in the aggregate (with groups not less than 5)..
5. Access to student-level Panorama Survey Data will be limited solely to Teach For America Participants, staff members, contractors, Trainers and school leaders for ongoing program improvement and development.
6. Access to Pencil Spaces Data will be limited solely to Teach for America Participants, staff members, contractors, Trainers and school leaders for tutoring administration, ongoing coaching and development of Participants, and program improvement.
7. Access to Partner Video & Audio Data will be limited solely to Teach For America staff members, contractors, and Participants for ongoing coaching and development of current and future Participants..
8. No student identifiable information in the Partner Data will be reported externally; all data will be reported in the aggregate (with groups not less than 5). Partner Data may not be loaned or otherwise conveyed to anyone other than staff, current and future Participants, and contractors using software services to

securely house and host this data. Contractors accessing Partner Data will sign agreements that include confidentiality provisions and be bound to the applicable process and procedures related to access, use, sharing, storing and disposal of PII and student record data as outlined in FERPA and PPRA as appropriate.

9. Aggregate Partner Data; Additional Uses.
 - a) Aggregate Partner Data will be used to drive programmatic impact and improvement through various Additional Uses, Research Uses and through the use of Additional Tools. Teach For America will not share Aggregate Partner Data for student cohorts less than five (5). For the avoidance of doubt, Partner Data will only be used for the solely for the purposes agreed upon by the parties.
 - b) Teach For America may externally share de-identified and aggregate analyses and conclusions that do not identify students or the Partner. Teach For America will not externally share or publish conclusions from any analyses that identifies the Partner, without the prior consent of Partner.
 - c) Based on Partner's request, Teach For America agrees to share any findings from its analyses and/or aggregate reports with Partner.

III. DUTIES

A. The SCHOOL PARTNER will perform the following duties:

1. Provide data for the purposes of this Agreement in compliance with the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. section 1232g and 34 C.F.R., section 99, and related Texas Education Code provisions.
2. Provide Teach For America with information security specifications required to transmit pupil record information electronically in the form, format, frequency, and security features laid out in **Schedule A**.
3. Pursuant to Partner's obligations under FERPA and the PPRA, Partner authorizes Teach For America and Participants, by execution of this Agreement, to administer Cultivate and Elevate surveys to students in Participant classrooms or

those engaging in Teach For America programming in the form, format, frequency and security features laid out in **Schedule B**.

4. Pursuant to Partner's obligations under FERPA and the PPRA, Partner authorizes Teach For America and Participants, by execution of this Agreement, to administer Panorama surveys to students in Participant classrooms or those engaging in Teach For America programming in the form, format, frequency and security features laid out in **Schedule C**.
5. Authorizes Teach For America to enter emails and names of students participating in Ignite tutoring into the Pencil Spaces web-based software for rostering and tutoring administration. Authorizes Teach For America's Participants to record instruction in in-person or virtual spaces for review of instructional technique.
6. Authorizes Teach For America's Participants to record instruction in in-person or virtual spaces for review of instructional technique.
7. Partner specifically names Teach For America as an approved affiliate or partner and third-party beneficiary of the Partner with regard to all parental permission/releases previously signed by students and/or parents as they relate to the collection of student record data, survey data, recording video and audio data from/of students. Further, if required by FERPA, the PPRA, or state law, Partner will provide reasonable updated notices to parents to obtain consent or to offer the opportunity to opt-out.

C. Teach For America will perform the following duties:

1. Comply with all FERPA and Texas Education Agency laws, including the following:
 - a) Teach For America further agrees not to share Partner Data received under this DSA in ways not outlined herein. Teach For America agrees to allow Partner access to any relevant Teach For America records for purposes of completing authorized audits.

- b) Require all staff members, contractors and agents to comply with applicable provisions of FERPA, PPRA, and Texas Education Agency policies with respect to the data shared under this Agreement.
 - c) Maintain data in a secure computer environment; maintain reasonable security procedures and practices appropriate to the nature of the covered information, and protect that information from unauthorized access, destruction, use, modification or disclosure.
 - d) All copies of data of any type, including any modifications or additions to data from any source that contains information regarding students, are subject to the provisions of this agreement.
 - e) Not disclose any Partner Data obtained under this agreement in a manner that could identify an individual student to any other entity in published results of data use authorized by this agreement.
 - f) Use data in a manner that does not permit personal identification of parents and students by anyone other than representatives of Teach For America authorized by this Agreement with legitimate educational interests for purposes of this Agreement.
 - g) Destroy all personally identifiable Partner Data obtained under this agreement when it is no longer needed for the purpose for which it was obtained. After creating and verifying the final merged data set, all personally identifiable data shall be destroyed in compliance with 34 CFR Section 99.31 (a) (6). Teach For America agrees to require all staff members, contractors, or agents to comply with this provision. Consistent with FERPA, Teach For America will retain a de-identified data set to conduct future analyses to support further program improvement via the Additional Uses, Research Uses and Additional Tools.
2. Partner may require Teach For America to provide documentation of Teach For America's information security specifications prior to data transmittal.

3. Teach For America shall designate an authorized representative able to request data under this agreement. The authorized representative shall be responsible for transmitting all data requests and maintaining a log or other record of all data requested and received, including confirmation of the completion of any projects and the return or destruction of data. Partner or its agents may, upon request, review said records.
4. In the event of a Breach, Teach For America shall notify the Partner in accordance with FERPA and/or any applicable state law or regulation without unreasonable delay. Teach For America shall also cooperate with the Partner with regard to management and response of any such Breach.

IV. SPECIAL TERMS AND CONDISTIONS OF SOW #2

- A. Term. The Term of this Agreement shall begin on the Effective Date, cover all Participants and Fellows hired and/or provided professional development services under the Master Services Agreement originally dated February 11, 2025, and shall expire on June 30, 2028, all sharing arrangements shall be valid until such time there are no Participants or Fellows engaged under the specified SOWs.
- B. Termination. This Data Sharing Agreement may be terminated as follows:
 1. At any time by mutual agreement of the parties;
 2. By either party upon thirty (30) days prior written notice to the other Party;
 3. By either party upon written notice to the other in the event of a material breach of this Agreement that is not cured within thirty (30) days following the receipt by the breaching party of written notice from the non-breaching party.
- C. Effect of Termination. If this SOW expires or is terminated by either party, it shall become void. The expiration or earlier termination of this specific SOW shall not serve to terminate the associated Master Service Agreement or any other SOW.
- D. Notices. Any notices to either Party under this Data Sharing SOW shall be in writing and delivered by hand or sent by nationally recognized messenger service, or by registered or certified mail, return receipt requested, to the addresses set forth below or to such other address as that Party may hereafter designate by notice.

SCHOOL PARTNER
DATA CONTACT

Name: Thelma Rosel
Title: Director, Student Assessment
Address: 2000 N. 23rd St.
McAllen, TX 78501
Email: thelma.rosel@mcallenisd.net

TEACH FOR AMERICA:

With an electronic copy to:

Name: Ana Gonzalez
Title: Executive Director
Address: 801 N. Bryan Rd.
Mission, TX 78572
Email: ana.gonzalez@teachforamerica.org

Name: TFA Legal Affairs
Email: LegalAffairs@teachforamerica.org
*Send only notices related to breach of contract and indemnity.

- E. Technical Contacts. The points of contact for technical issues regarding the exchange, storage and security of the SCHOOL PARTNER Data and related technical issues are:

McAllen Independent School District

Teach For America

Name: Thelma Rosel
Email: thelma.rosel@vanguardac.net
Phone: 956-618-6000

Name: Dana Nguyen
Email: dana.nguyen@teachforamerica.org
Phone: 504.638.2154

- F. Authority. This Data Sharing Agreement supersedes all communications between the parties related to the subject matter of this SOW.

[SOW #2 - ACCEPTANCE FOLLOWS]

IN WITNESS WHEREOF, each of SCHOOL PARTNER and Teach For America has caused its duly authorized representative to sign this Statement of Work #2 re Data Sharing Services in the space provided below.

McAllen Independent School District

Teach For America

By: _____

By: _____

Name: Sofía Peña

Name: Ana Gonzalez

Title: President, Board of Trustees

Title: Executive Director

Address: 2000 N. 23rd St.
McAllen, TX 78501

Address: 801 N. Bryan Rd., Ste.152
Mission, TX 78572

Approved as to form:

By:  _____

Johnathan Ball, Staff Attorney

SCHEDULE A to SOW #2 re Data Sharing

Data Elements, Form, Format, Frequency and Security Features

Data Elements

SCHOOL PARTNER will, to the fullest extent possible, include the following data and specified variables in the SCHOOL PARTNER Data sets provided to Teach For America (limited only by what is available through the method of access);

- A. The following teacher data and variables are essential to Teach For America’s data request:
- i. district, district NCES code, school, school NCES code, staff unique identifier (ID)
 - ii. Subject name, course name, course ID, section ID
- B. The following teacher data and variables are helpful but not essential to Teach For America’s data request:
- i. years employed with partner
 - ii. Teach For America affiliation (current CM/ alumni/ fellow)
 - iii. certification/ license level
 - iv. gender
 - v. race
 - vi. ethnicity
 - vii. teacher evaluation rating/ observation data (where available)
 - viii. student/parent survey summary results (where available)
- C. The following student data and variables are essential to Teach For America’s data request:
- i. interim assessment scores (BOY, MY, EOY) (all scores including growth goals/targets, grade level equivalency, scale scores, percentile rank, or other scales available)

- ii. previous and current year state test scores (all scores including scale score, proficiency/ performance level, percentile rank, growth met, student growth percentile, or other scales available)
 - iii. student survey results (all scores including individual question scores, aggregate construct scores, raw scores, any deidentified open ended responses or other scales available)
 - iv. test subject
 - v. test year
 - vi. Student ID number
 - vii. grade level
 - viii. race/ ethnicity
 - ix. ELL status
 - x. special education/ disability status
 - xi. low socioeconomic-status (SES)
 - xii. days present in school
 - xiii. days enrolled in school
- i. The following aggregate data are essential to Teach For America’s data request:
- 1. Partner average scores for all interim assessment tested grades and subjects (all scores including growth goals/targets, grade level equivalency, mastery, percentile rank, or other scales available)
 - 2. Partner average scores for all state tested grades and subjects (all scores including scale score, proficiency/ performance level, raw scores, percentile rank, or other scales available) tested grades and subjects (all scores including scale score, proficiency/ performance level, raw scores, percentile rank, or other scales available)
 - 3. Partner average scores for all [student survey] surveyed grades and subjects (all scores including individual question scores, aggregate construct scores, raw scores, any deidentified open ended responses or other scales available)

Data Security

Teach For America employs a number of strategies to secure data and limit unnecessary access during transfer, storage, and processing. We encrypt data in transfer as well as at rest when it is being stored in a data repository. For our internal data storage, we change encryption keys on a regular basis to avoid stale credentials and unwanted legacy access. Data is regularly obfuscated for analytics and reporting purposes. We use best practices for data isolation, including limiting accounts for vendors who push data to our systems and centralized oversight of user accounts for external systems when we need to pull the data ourselves. We use a “least privilege granted” model for access to internal systems, employing multi-factor authentication where feasible, and monitor access across these systems with auditable logs. Additionally, we have blanket data privacy training for all staff that covers key elements of working with PII, sensitive data, and student data.

Teach For America shall also have a written incident response plan, which shall include but is not limited to, prompt notification to Partner in the event of a security or privacy incident, as well as procedures for responding to a breach of any of Partner’s Data that is in Teach For America’s possession. Teach For America agrees to share its incident response plan upon request.

SCHEDULE B to SOW #2 re Data Sharing

Description of System(s) Used in the Transfer of SCHOOL PARTNER Survey Data, frequency and Security Features

System Description:

Cultivate Description:

This **Schedule B** shall serve as Teach For America Texas's official notification of the use of the UChicago Impact Cultivate for Coaches student survey for professional development and organizational reporting. Cultivate for Coaches is a professional development program designed to support coaches and Participants in creating learning environments that positively affect what students believe about themselves as learners and the strategies they employ in their classrooms, ultimately improving student academic performance. This program includes student surveys for grades 5-12 administered by UChicago Impact. The survey is crucial because it will provide Participants with important information on students' perceptions of the classroom learning environments that, in turn, can support their understanding of strengths and areas of growth. Below we've outlined the various ways Teach For America Texas and Participants will utilize Cultivate [student survey data](#), including but not limited to:

- Participants review student feedback to prioritize areas for growth.
- Coaches utilize data to support individual teacher development, based on evidence from student surveys, and incorporate evidence-based best practices provided by University of Chicago.
- Teach for America reports aggregate data as a key performance indicator for continuous improvement of programmatic supports.

Cultivate Survey Security Features:

UChicago Impact will administer the Cultivate for Coaches Survey to students of Teach For America. Participants in grades 5-12. The surveys will be administered using UChicago Impact's Survey Administration Tool. Each teacher will receive a unique link for student survey administration.

- Student identification will be kept confidential and stored on secure servers for both outreach and survey administration. Only UChicago Impact staff and agents necessary for administration of the survey will have access to student and teacher identifiers during administration.
- Students will select their birthdate, gender, grade level, school and teacher using a combination of drop-down lists or radio buttons. This data is collected solely for the purposes of reconciling multiple surveys from the same students. Students have the right to omit responses to any question. Once data collection and reporting are complete, student identifying information will be permanently deleted.
- Students will also have the option of selecting their race/ethnicity in order for Teach For America to understand how student perceptions vary by race/ethnicity.
- To receive student data, CMs must have at least 50% of students (based on student count provided by Teach For America) complete the survey and have at least 5 valid respondents per item to receive full report data. Partial survey responses will also be accepted.
- Only aggregate data (for classrooms with at least 5 students) will be reported to teachers on a password-protected basis.
- TFA will have access to student-level data without any identifiable information through a password-protected system.
- UChicago Impact has the right to keep all non-identifiable student scores for national benchmarking purposes but cannot report on any aggregate results without explicit permission from Teach For America.
- UChicago Impact employs several industry standard practices to secure data and prevent unauthorized access. Data is encrypted both while in transit during the survey process, and while at rest when stored in the data repository. Encryption keys are changed on a regular basis to avoid stale credentials and unwanted legacy access. Data is regularly obfuscated for analytics and reporting purposes and is aggregated by being rolled up at the classroom, instructor, school or district level. The server management team enforces data isolation and oversight of all user accounts accessing data, including continuous monitoring of access across our systems using centralized, auditable logs.

System Description:

Elevate Description:

This **Schedule B** shall serve as Teach For America Texas's official notification of the use of the PERTS Elevate as an optional progress monitoring tool for professional development and continuous improvement. Elevate is designed to be used in conjunction with Cultivate for Coaches to support educator development and continuous improvement. It is fully aligned with the classroom condition questions included in the Cultivate survey. It is customizable based on educator needs and is intended to be administered anywhere from one to four times a year, in between Cultivate fall and spring administration. It takes approximately 5-10 minutes for students to complete. Administration and reporting are designed to give educators immediate insight on the classroom conditions they are prioritizing for improvement.

Elevate Survey Security Features:

- Participants that opt into Elevate will receive a unique link for each class that participates in student survey administration. Participants will include students email addresses so that each student receives a unique survey link. This is solely for the purposes of restricting duplication in the survey responses from the same students.
- Students have the right to omit responses to any question. Once data collection and reporting are complete, student identifying information will be permanently deleted.
- Student identification will be kept confidential and stored on secure servers. Only PERTS staff and agents necessary for administration of the survey will have access to student identifiers. PERTS will delete all PII within one year.
- Only aggregate data (for classrooms with at least 5 students) will be reported to teachers on a password-protected basis.
- Teach For America staff will have access aggregate data. If Teach For America requests access to student-level data for programmatic improvement purposes, data will not contain any identifiable student information and will only be available to staff through a password protected system.

- PERTS has the right to keep all non-identifiable student scores for national benchmarking purposes but cannot report on any aggregate results without explicit permission from Teach For America.
- PERTS employs a number of industry standard practices to secure data and prevent unauthorized access. Data is encrypted both while in transit during the survey process, and while at rest when stored in the data repository. Encryption keys are changed on a regular basis to avoid stale credentials and unwanted legacy access. Data is regularly obfuscated for analytics and reporting purposes and is aggregated by being rolled up at the classroom, instructor, school or district level. The server management team enforces data isolation and oversight of all user accounts accessing data, including continuous monitoring of access across our systems using centralized, auditable logs.

SCHEDULE C to SOW #2 re Data Sharing

DESCRIPTION OF SYSTEM(S) USED IN THE TRANSFER OF PARTNER PANORAMA SURVEY DATA, FREQUENCY AND SECURITY FEATURES

Panorama Description:

This **Schedule C** shall serve as Teach For America Texas's official notification of the use of the Panorama Student Survey for professional development and organizational reporting. The Panorama Student Survey is a feedback tool designed to support program leaders in creating learning environments that positively affect what students believe about themselves as learners and the strategies they employed in programming, ultimately improving student academic performance. This program includes student surveys for grades 3-12. The survey is crucial because it will provide program and school leaders with important information on students' perceptions of Teach For America programming. Below we've outlined the various ways Teach For America Texas will utilize Panorama Student Survey data, including but not limited to:

- Teach for America program leaders utilize data to support fellow training and development, based on evidence from student surveys, and incorporate evidence-based best practices.
- Teach for America reports aggregate data as a key performance indicator for continuous improvement of programmatic supports.

Panorama Security Features:

Panorama Education will administer the Panorama student survey to students in grades 3-12 participating in Ignite programming. The surveys will be administered using Panorama Education's Survey Administration Tool. Each Trainer will receive a unique link for student survey administration.

- Student identification will be kept confidential and stored on secure servers for both outreach and survey administration. Only Panorama staff and agents necessary for administration of the survey will have access to student identifiers during administration.
- Only aggregate data (for schools with at least 5 students) will be reported to Trainers on a password-protected basis.
- A limited number of Teach For America staff will have access to student-level data information through a password-protected system.
- Panorama Education has the right to keep all non-identifiable student scores for national benchmarking purposes but cannot report on any aggregate results without explicit permission from Teach For America.

- Panorama Education will implement and maintain an information security program that is consistent with industry recognized practices, which include using commercially reasonable administrative, physical and technical safeguards designed to protect the Platform from unauthorized access that could compromise the security, confidentiality or integrity of personally identifiable information (PII). Panorama will: (i) use reasonable efforts to secure physical premises where PII will be processed and/or stored and (ii) take reasonable precautions with respect to the employment of, access given to, and education and training of personnel engaged by Panorama to perform its obligations.

Teach For America reserves the right to transition the administration of the Panorama Student Survey to Teach For America’s internal survey administration platform. Surveys administered through the internal survey administration platform will adhere to the following:

- Each Trainer will receive a unique link for student survey administration.
- Student identification will be kept confidential and stored on secure servers for both outreach and survey administration. Only Teach For America staff necessary for administration of the survey will have access to student identifiers during administration.
- Only aggregate data (for schools with at least 5 students) will be reported to Trainers on a password-protected basis.
- A limited number of Teach For America staff will have access to student-level data information through a password-protected system.
- Teach For America will implement and maintain an information security program that is consistent with industry recognized practices, which include using commercially reasonable administrative, physical and technical safeguards designed to protect the Platform from unauthorized access that could compromise the security, confidentiality or integrity of personally identifiable information (PII). Panorama will: (i) use reasonable efforts to secure physical premises where PII will be processed and/or stored and (ii) take reasonable precautions with respect to the employment of, access given to, and education and training of personnel engaged by Panorama to perform its obligations.

SCHEDULE D to SOW #2 re Data Sharing

DESCRIPTION OF SYSTEM(S) USED IN THE TRANSFER OF PARTNER PENCIL SPACES DATA, FREQUENCY AND SECURITY FEATURES

System Description:

Pencil Spaces Description:

This **Schedule D** shall serve as Teach For America Texas's official notification of the use of the Pencil Learning Technologies, Inc's Pencil Spaces web-based software for Ignite tutoring administration, including rostering, attendance, student/tutor messaging, and virtual classroom hosting. The Pencils Spaces software is a virtual platform designed specifically for virtual instruction with students. Participants and students will log in to the Pencil Spaces platform, conduct tutoring using a video call in the space, and be able to use the virtual whiteboard and various learning tools provided in the platform. The following student data will be collected and stored through the Pencil Spaces software:

- Local student ID
- Student name (for attendance purposes)
- Student grade (rostering purposes)
- Student messages sent and received
- Tutoring session attendance
- Video recordings of sessions including students

Pencil Spaces Security Features:

- Pencil Learning Technologies, Inc. will implement and maintain an information security program that is consistent with industry recognized practices, which include using commercially reasonable administrative, physical and technical safeguards designed to protect the Platform from unauthorized access that could compromise the security, confidentiality or integrity of personally identifiable information (PII). This includes protection against any reasonably anticipated threats or hazards to the security or integrity of such records.

- Pencil Learning Technologies, Inc. will limit access to educational records to individuals employed by or working with Pencil Learning Technologies, Inc. who have a legitimate educational interest and are authorized under FERPA.
- Pencil Learning Technologies, Inc. shall implement reasonable procedures to control access and maintain the confidentiality of Educational Records.

6

SCHEDULE E to SOW #2 re Data Sharing

DESCRIPTION OF SYSTEM(S) USED IN THE TRANSFER OF PARTNER VIDEO & AUDIO DATA, FREQUENCY AND SECURITY FEATURES

System Description:

Video & Audio Storage Systems Description:

This **Schedule D** shall serve as Teach For America Texas’s official notification of the use of video and audio storage for corps member teacher coaching and training. Below we’ve outlined the various ways Teach For America Texas and Participants will utilize the video and audio storage platform, including but not limited to:

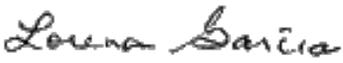
- Uploading and reviewing classroom recordings and other content to engage in discourse and feedback on teaching practices.
- Foster strong dialogue and collaboration with other Participants and Teach For America staff as they share resources, ideas, and feedback.
- Streamline coaching conversations centered on individual teacher development, rooted in evidence from their classrooms, and use evidence-based practices modeled by other teachers.

As part of our use of classroom video and audio, Teach For America Participants will be uploading their classroom recordings. Although the video recordings are focused and framed around the teacher, there may be times they include student images.

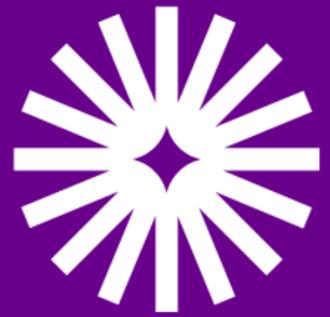
Video and Audio Storage Security Features:

Although Participants will upload classroom recording videos and audio, these recordings are not sharable outside of the platform and only the corps member who uploaded the recording and Teach For America coaches have rights to download it. Data is encrypted in transfer as well as at rest when it is being stored in the data repository. We use a “least privilege granted” model for access to internal systems, employing

multi-factor authentication where feasible, and monitor access across these systems with auditable logs. Our video and audio storage platform meets rigorous data security and privacy standards as a closed and private platform and complies with laws and regulations concerning the privacy, security, and notification of breaches.

Signature: 
Email: lorena.garcia@mcallenisd.net

Signature: 
RENE GUTIERREZ (pr 17, 2025 11:38 CDT)
Email: RENE.GUTIERREZ@mcallenisd.net



Teach For America

Rio Grande Valley

**PARTNERING WITH RGV SCHOOL
DISTRICTS TO EXPAND EDUCATIONAL
OPPORTUNITIES**

Overview

- 1 Mission and Vision**
- 2 Services Provided**
- 3 Partnership with McAllen ISD**
- 4 Additional Resources**



Our Vision

One day, all children in this nation will have the opportunity to attain an excellent education.

Our Mission

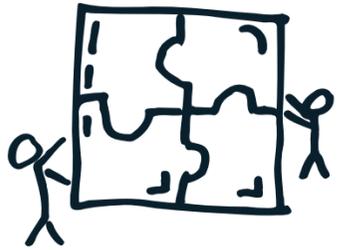
Teach For America finds, develops, and supports extraordinary leaders to transform education and expand opportunity for all students.

Our 2030 Goal

By 2030, twice as many children in communities where we work will be college and career ready, indicating that they are on a path to economic mobility and co-creating a future filled with possibility.



How TFA is Taking Action



Find and Develop Talent

We recruit, train, and support new educators, who we call corps members.



Ensure Student Success

We set up feedback processes and learning to ensure student success.



Advance Systems Change

We develop the long-term leadership of our members and partner with others across the region.





Recruitment

- We recruit extraordinary, action-oriented leaders, from all backgrounds, early in their careers.
- National, state, and local recruitment campaigns fall and winter of each year
- Provide financial assistance to bridge the transition to teaching
- 80%+ of corps members are from the RGV





Pre-Service Training

- Partner with the ACT-RGV certification program to ensure teachers are eligible to teach on an intern certificate
- Conduct hybrid training May–July focused on instruction, classroom environment, and reflective practices
- Teach summer school under the supervision of a mentor teacher
- Ensure a day 1 ready teacher





In-Service Training

- During two year corps program, all teachers are assigned a Teach For America staff member/coach to co-create an individualized learning plan
- Access to a multitude of digital resources, including on-demand coaching via Better Lesson, high quality resources, differentiated trainings, and wellness supports
- Reflective conversations on developing passion and skills over the course of their career





Alumni Support



- After our initial two year program, our members become alumni- **220+ TFA alumni in the RGV.**
- Alumni have access to a career center to access additional resources and training
- Locally, in Texas, and nationally we provide optional training and fellowships targeting school leadership and other key leadership roles in education.



Partnership with McAllen ISD

Current Scale



8– Current 1st and 2nd year TFA corps members in the district

11– Alumni members of TFA working as educators in the district.

Notable Accolades



Julius Glickman Educational Leadership Award (reigning winner, only 1 in the state)

2 District Teachers of the Year

TFA Alumni Leadership award winner

Other Partnership Elements



Mindful Educator Summit– open to all educators each year to support and retain educators

Community of Learning– free learning series to tackle relevant topics for campus/district leaders



Partnership Services



Recruit and Train New Teachers

Allows the district to hire new TFA teachers once they meet certification eligibility and with a focus on high-needs areas for the district.

Covers new to district teachers for the 2025-2026 school year and the 2026-2027 school year.



Support New Teachers

Additional assigned coach for any teacher in their first or second year.

On-demand digital resources which can be customized based on teacher need.

Access to wellness and other resources to meet the needs of new teachers.



Monitor Student Success

Collaborate on data sharing to support teacher development and track student success.

Collaborate with district personnel to accelerate the teacher development leading to student success.



Additional Resources

- Southern Methodist University research evaluation of Teach For America
- Additional external research and insights

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

Attachment:

SUBMITTED BY: 

SUPERVISOR: _____

Approved for presentation to the Board of Education:


RENE GUTIERREZ (Apr 16, 2025 10:06 CDT)

Request for Proposal No. 2025-1027
Building and Maintenance, Materials, Supplies, Equipment, and Related Services (Round 1)

No.	Responding Supplier	City	State	Recommendation
1	Alamo Iron Works (Triple-S Steel Supply LLC)	San Antonio	TX	Qualified
2	American Contracting USA Inc	Rio Hondo	TX	Qualified
3	American Fence	San Juan	TX	Qualified
4	Celso Gonzalez Construction, Inc.	Mission	TX	Qualified
5	Center Stone Services	Weslaco	TX	Qualified
6	Central Fence & Supply, Ltd.	Pharr	TX	Qualified
7	Central Plumbing & Electric Supply Co.(Cenco Corp)	Weslaco	TX	Qualified
8	DreamRanch Office Supplies (Dream Ranch LLC)	Krum	TX	Qualified
9	Earth Irrigation and Landscaping LTD	McAllen	TX	Qualified
10	Fastsigns (Huntington Sky Production, LTD.)	McAllen	TX	Qualified
11	Flip Lok LLC	Houston	TX	Qualified
12	Galvamet Steel LLC	Edinburg	TX	Qualified
13	Gar Construction (Guadalupe Alvarado)	Harlingen	TX	Qualified
14	IML Security Supply (Intermountain Lock and Security Supply Co.)	San Antonio	TX	Qualified
15	JGA Roofing Systems LLC.	Waco	TX	Qualified
16	Johnstone Supply (Stephens Consolidated Inc.)	Pharr	TX	Qualified
17	Luna Glass LLC	McAllen	TX	Qualified
18	Mark's Plumbing Parts (John W. Gasparini, Inc.)	Fort Worth	TX	Qualified
19	Noble Texas Builders LLC	La Feria	TX	Qualified
20	Park Place Recreation Designs, Inc.	San Antonio	TX	Qualified
21	R&R Distributors (Raul Rodriguez)	Edinburg	TX	Qualified
22	Rene Guerra & Son Hauling LLC (Rene Guerra)	Weslaco	TX	Qualified
23	Sanchez Building Supplies, Inc.	Pharr	TX	Qualified
24	Tenzo McAllen LLC	Mission	TX	Qualified
25	Texas Air Products, LTD	San Antonio	TX	Qualified
26	Unipak Corp.	West Long Branch	NJ	Qualified
27	Winsupply	McAllen	TX	Qualified
28	Zitro Electric LLC	Palmview	TX	Qualified

Signature: 
Email: lorena.garcia@mcallenisd.net

Signature: 
RENE GUTIERREZ (pr 16, 2025 10:06 CDT)
Email: RENE.GUTIERREZ@mcallenisd.net

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

Attachment:

SUBMITTED BY: Laura Williams

SUPERVISOR: Louisa Garcia

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Apr 17, 2025 14:09 CDT)

RECOMMENDED VENDORS

Request for Proposal ("RFP") 2024-1021

Apparel, Awards, Incentives, Printing, and Related Products and Services (Round 13)

No.	Responding Supplier	City	State	Recommendation
1	Awards Unlimited	Fort Davis	TX	Qualified
2	Cielo Office Products	McAllen	TX	Qualified
3	Fidgety Fan (Braudry,LLC)	Virginia Beach	VA	Qualified
4	Golf Team Products	Beaverton	OR	Qualified
5	Litho Press Inc	San Antonio	TX	Qualified

Signature: 
Email: lorena.garcia@mcallenisd.net

Signature: 
RENE GUTIERREZ Apr 17, 2025 14:09 CDT
Email: RENE.GUTIERREZ@mcallenisd.net

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

Attachment:

SUBMITTED BY: 
Debra Loya (Apr 14, 2025 13:31 CDT)

SUPERVISOR: 
Alberto Canales (Apr 14, 2025 13:33 CDT)

Approved for presentation to the Board of Education:


RENE GUTIERREZ (Apr 15, 2025 08:35 CDT)

RECOMMENDED VENDORS

Request for Proposal No. 2025-1020 Fine Arts Equipment, Supplies, & Other Related Products and Services (Round 4)

No.	Responding Supplier	City	State	Recommendation
1	A V Pro, Inc.	Desoto	TX	Qualified
2	Dance Sophisticates	Indianapolis	IN	Qualified
3	Fred J. Miller, Inc.	Miamisburg	OH	Qualified
4	Omega Broadcast & Cinema, LP	Austin	TX	Qualified
5	Sweetwater Sound LLC (Sweetwater Sound Holdings LLC)	Fort Wayne	IN	Qualified
6	Terra Nova Violins LLC	San Antonio	TX	Qualified
7	Texas Music Festivals Enterprise, Inc.	San Juan	TX	Qualified
8	Tuxedo Connect (Tuxedo Connect LLC)	Fort Worth	TX	Qualified
9	Yunomi Pottery (Raquel Cardenas)	San Juan	TX	Qualified

Signature: 
Alberto Canales (Apr 14, 2025 13:33 CDT)

Email: albert.canales@mcallsisd.net

Signature: 
RENE GUTIERREZ (Apr 15, 2025 08:35 CDT)

Email: RENE.GUTIERREZ@mcallsisd.net

**BOARD AGENDA REPORT
McALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

**BOARD AGENDA REPORT
McALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

Attachment:

SUBMITTED BY: Jocel Garcia **SUPERVISOR:** _____

Approved for presentation to the Board of Education:



RENE GUTIERREZ (Apr 15, 2025 08:32 CDT)

Superintendent of Schools

Office of Tax Assessor-Collector

COUNTY of HIDALGO

Pablo "Paul" Villarreal, Jr. PCC.



April 2, 2025

P.O. Box 178
Edinburg, Texas 78540-0178
Ph. (956) 318-2157
Fax (956) 318-2733
www.hidalgocountytax.org

Mr. Joel Garcia CPM, Chief Financial Officer
McAllen ISD
2000 N. 23rd St.
McAllen, TX. 78501

Mr. Garcia:

As per Clause VI, consideration of our Collection of Taxes Contract be advised that the fee for the taxable year 2025 will remain at **\$166,248**. Effective July 1, 2025.

Please sign, date and return this letter to us as soon as possible.

Sincerely,

Pablo (Paul) Villarreal, Jr. PCC
Hidalgo County Tax Assessor-Collector

XC: Hon. Richard F. Cortez
Hidalgo County Judge

Ms. Letty Chavez
Hidalgo County Auditor

Accepted & Agreed:

By: _____
Signature

_____ Date

Signature: Lorena Garcia

Email: lorena.garcia@mcallenisd.net

Signature: RENE GUTIERREZ
pr 15, 2025 08:32 CDT

Email: RENE.GUTIERREZ@mcallenisd.net

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

Attachment:

SUBMITTED BY: 

SUPERVISOR: 
Rosalba De Hoyos (Apr 16, 2025 08:22 CDT)

SUPERVISOR: 
Jeanette Nino (Apr 16, 2025 14:44 CDT)

Approved for presentation to the Board of Education:


116 RENE GUTIERREZ (Apr 16, 2025 15:52 CDT)

Superintendent of Schools Apr 15, 2025

Certification of Provision of Instructional Materials Survey 2025–26

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Survey Pre-Work

2025–26 Certification of Provision of Instructional Materials

In accordance with [Texas Education Code 31.1011](#), local educational agencies (LEAs) are required to certify annually to the State Board of Education (SBOE) and the commissioner that students have access to instructional materials covering all Texas Essential Knowledge and Skills (TEKS) for all required subjects, except physical education.

Additionally, LEAs are required to certify that they protect against access to obscene or harmful content in compliance with the requirements for certification under (i) the Children's Internet Protection Act (Pub. L. No. 106-554); (ii) Section [28.0022](#); (iii) Section [43.22](#), Penal Code; and (iv) any other law or regulation that protects students from obscene or harmful content. The TEKS Certification 2025–26 Survey includes a section to allow LEAs to certify they meet this requirement.

Like last year's process, the agency will utilize the following tools:

Certification 2025–26 Form:

Printable, hard copy of the survey to be completed offline and presented to the board of trustees or governing body for ratification and signatures.

Certification 2025–26 Survey:

Web-based application where LEAs will submit their responses collected on the TEKS Certification 2025–26 Form, and where LEAs will upload the signature page of the Form.

This year's Certification Process requires:

- The completion of the Certification 2025–26 Form;
- Ratification by the LEA's board of trustees or governing body in an open, public-noticed meeting; and
- Submission of the Certification 2025–26 Survey and upload of the ratified Certification 2025–26 Form.

TEA recommends that LEAs complete these steps by **May 1, 2025**. The Certification 2025–26 Form can be accessed at the following link on the [Certification of Provision of Instructional Materials webpage](#).

The state online instructional materials ordering system, EMAT, will close for annual maintenance on March 28, 2025, and is scheduled to reopen on May 15, 2025. **Completion of the Certification Process is required to regain access to allotment funds when EMAT reopens in May of 2025.**

Certification 2025–26 Survey submissions received after May 15, 2025, will typically be processed within five business days, then access to EMAT provided.

Instructions to Complete the Certification Process for 2025–26

1. **Review the Certification 2025–26 Form:** Print the fillable TEKS Certification 2025–26 Form found on the [Certification of Provision of Instructional Materials webpage](#).
2. **Gather information:** The form may require consultation with content area leads or other LEA staff.
3. **Complete Certification 2025–26 Form:** Complete the TEKS Certification 2025–26 Form by hand or digitally.
4. **Obtain needed signatures:** Ratify the **Certification 2025–26 Form** by the LEA’s board of trustees or governing body in an upcoming, open board meeting.
5. **Submit Certification 2025–26 Survey:** Complete the online Certification 2025–26 Survey by answering the questions. Inside the survey you will upload the signed Allotment and Certification 2025–26 Form from Step 4. The survey will be open for submissions beginning Monday, March 17, 2025, and will be located on the [Certification of Provision of Instructional Materials webpage](#).

Additional Supports

- TEA will be hosting a webinar to review the Certification 2025–26 Process on *Monday, March 24th, at 2:00 p.m. CDT*. [Registration](#) is required.
- TEA will host office hours to support LEAs with the Certification of Provision of Instructional Materials process; registration is required.
 - Monday, March 31st at 11:00 a.m. CDT | [Register on Zoom](#)
 - Thursday, April 3rd, at 11:00 a.m. CDT. | [Register on Zoom](#)
- To facilitate completion of this year’s submission, LEAs may request a copy of their previous year’s submission by submitting a [Help Desk Ticket](#).
- For questions about the Certification 2025–26 Form, Survey, or Process, please submit a [Help Desk Ticket](#).

Review Terminology

Additional Supports

- **Scope and Sequence:** A document that provides a brief outline of the standards and a recommended teaching order for a particular course/grade-level over the course of a school year.
- **Full-subject materials** (often referred to as Tier 1 or core materials): instructional material designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.
- **Supplemental materials** (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional material designed to assist in the instruction of one or more of the essential knowledge and skills
- **SBOE-Approved Instructional Materials:** SBOE-approved instructional materials are any materials that go through the IMRA process and receive approval by the SBOE. In Texas, SBOE-approved instructional materials are considered HQIM and qualify for the SBOE-Approved Instructional Materials Entitlement as outlined in Section 48.307.
- **State-Adopted Instructional Materials:** state-adopted instructional materials were reviewed and adopted in the preceding Proclamation process. These materials have not been reviewed in the IMRA process, are not considered HQIM (per the Texas definition), and are not eligible for additional HB 1605 funding entitlements.

About the Qualtrics Survey

Within the Qualtrics survey you will be given a list of commonly known publishers and products. Should your LEA use a LEA-developed product, or the product is not listed, you will be asked to write in the name of the publisher and product.

You can find a list instructional materials on the [Certification of Provision of Instructional Materials webpage](#).

Certification 2025–26 Survey

Background Information

QUESTION 1.0: Name of person completing this form

Angela Allen

QUESTION 1.1: Your email address

angela.allen@mcallenisd.net

QUESTION 1.2: Select the role that best describes your position at your district or charter: [Single Select]

- Instructional Materials Coordinator
- Curriculum Director
- Principal
- Administrative Assistant
- Superintendent
- Other

LEA Information

QUESTION 2.0: Region #

Region One

QUESTION 2.1: LEA name and number

McAllen ISD 108906

QUESTION 2.2: Superintendent's name

Dr. René Gutiérrez

QUESTION 2.3: Superintendent's email address

rene.gutierrez@mcallenisd.net

QUESTION 2.4: School board president's or governing body's name

Sophia M. Peña

QUESTION 2.5: School board president's or governing body's email address

sofia.pena1@mcallenisd.net

QUESTION 2.6: Date of the school board meeting at which the Certification Form was be presented and approved?

April 22, 2025

Reading Language Arts Certification

Scope and Sequence - All Grade Levels RLA

QUESTION 3.0:

Are instructional materials for English RLA and phonics managed at the LEA level and generally consistent across classrooms?

Yes

No

English Reading Language Arts K–5 TEKS Coverage Certification

QUESTION 4.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **English RLA TEKS grades K–5?** (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials). [Single Select]

Yes

No

English Reading Language Arts K–5 Instructional Materials

QUESTION 5.0:

Share the **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your district will use regularly (once a week or more, on average) for **English RLA and/ or Phonics grades K–5** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

English RLA and/ or Phonics grades K–5 full-subject and/or supplemental publisher(s)/ product(s) used:

HMH Into Reading Texas K-5th (full subject)
Haggerty Phonological Awareness K-2nd (supplemental)
mClass Amplify Reading K-2nd (supplemental)
Scholastic Storyworks 2nd – 5th (supplemental)
iReady 3rd – 5th (supplemental)

QUESTION 5.1:

(If above answer includes SBOE-Approved Bluebonnet Learning instructional materials):

What is the estimated number of students in your LEA that are using *Bluebonnet Learning Reading Language Arts, Edition 1* (grades K–5) in their classroom on a regular basis?

N/A

QUESTION 5.2:

(If above answer includes SBOE-Approved Bluebonnet Learning instructional materials):

What is the estimated number of students in your LEA that are using *Bluebonnet Learning Foundational Skills, Edition 1* (grades K–3) in their classroom on a regular basis?

N/A

Spanish Reading Language Arts K–5 TEKS Coverage Certification

QUESTION 6.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **Spanish RLA TEKS grades K–5**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials) [Single select]

Yes

No

Spanish Reading Language Arts K–5 Instructional Materials

QUESTION 7.0:

Share the **full subject and/or supplemental** publisher(s)/product(s) that teachers in your district will use regularly (once a week or more, on average) for **Spanish RLA and/or Phonics grades K–5** instruction to ensure coverage of 100% of the TEKS. [Single select for each grade band]

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): Instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Spanish RLA and/or Phonics grades K-5 full-subject and/or supplemental publisher(s)/ product(s) used:

HMH Arriba la Lectura Texas K-5th (full subject)
Haggerty Phonological Awareness Spanish K-2nd (supplemental)
mClass Amplify Lectura K-2nd (supplemental)
iReady Spanish 3rd – 5th (supplemental)

QUESTION 7.1:

(If above answer includes *Aprendizaje Bluebonnet* pilot instructional materials instructional materials):

What is the estimated number of students in your LEA that are using *Aprendizaje Bluebonnet artes del lenguaje y lectura, piloto* (grados K-5) in their classroom on a regular basis?

N/A

QUESTION 7.2:

What is the estimated number of students in your LEA that are using *Aprendizaje Bluebonnet destrezas fundamentales, piloto* (grados K-2) in their classroom on a regular basis?

N/A

English Reading Language Arts (RLA) 6-8 TEKS Coverage Certification

QUESTION 8.0:

For school year 2025-26, will your LEA provide materials to cover 100% of the **English RLA TEKS grades 6-8**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials) [Single select]

- Yes
 No

English Reading Language Arts (RLA) 6–8 Instructional Materials

QUESTION 9.0:

Share the **full subject and/or supplemental** publisher(s)/product(s) that teachers in your LEA will use regularly (once a week or more, on average) for **English RLA grades 6–8** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

English RLA grades 6–8 full-subject and/or supplemental publisher(s)/ product(s) used:

HMH Into Literature Texas 6 th – 8 th (full subject)
NWEA MAP Reading Fluency (7th grade Assessment)
Scholastic Magazines, Scholastic 6 th – 8 th (supplemental)
No Red Ink 6 th – 8 th (supplemental)

English Reading Language Arts (RLA) 9–12 TEKS Coverage Certification

QUESTION 10.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **English RLA TEKS grades 9–12**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials.)

Yes

No

English Reading Language Arts (RLA) 9–12 Instructional Materials

QUESTION 11.0:

Are the **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your LEA will use regularly (once a week or more, on average) for **English RLA grades 9–12** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

English RLA grades 9-12 full-subject and/or supplemental publisher(s)/ product(s) used:

Savvas myPerspectives 9th – 12th (full subject)

Scholastic Magazine 9th – 12th (supplemental)

No Red Ink 9th -12th (supplemental)

Mathematics Certification

Scope and Sequence - All Grade Levels Mathematics

QUESTION 12.0:

Are instructional materials for mathematics managed at the LEA level and generally consistent across classrooms? ?

Yes

No

Mathematics K–5 TEKS Coverage Certification

QUESTION 13.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **mathematics TEKS grades K–5**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials). [Single Select]

Yes

No

Mathematics K–5 Instructional Materials

QUESTION 14.0:

Share the **full-subject and/or supplemental** publisher(s)/product(s) that teachers in your LEA will use regularly (once a week or more, on average) for **mathematics grades K–5** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Mathematics grades K–5 full-subject and/or supplemental publisher(s)/ product(s) used:

HMH Go Math Texas & Go Math Texas Spanish K-5th (full subject)

iReady (supplemental)

District-created curriculum activities (supplemental)

TEKsing Toward STAAR 3rd – 5th (supplemental)

QUESTION 14.1:

(If above answers include *Bluebonnet Learning* instructional materials instructional materials):

What is the estimated number of students in your LEA that are using Bluebonnet Learning, Edition 1 (grades K–5) in their classroom on a regular basis?

N/A

Mathematics 6–8 TEKS Coverage Certification

QUESTION 15.0

For school year 2025–26, will your LEA provide materials to cover 100% of the **mathematics TEKS grades 6–8**? (This includes teacher- or LEA-developed materials. You may select “yes” even if not all classrooms use the same materials). [Single Select]

Yes

No

Mathematics 6–8 Instructional Materials

QUESTION 16.0:

Share the **full-subject and/or supplemental** publisher(s)/product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **mathematics grades 6–8** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Mathematics grades 6–8 full-subject and/or supplemental publisher(s)/ product(s) used:

HMH Go Math 6-8, full subject
Maneuvering the Middle 6-8 and Algebra I, full subject
Delta Math, supplemental
IXL, supplemental

QUESTION 16.0B:

(If above answers include Bluebonnet Learning instructional materials instructional materials):

What is the estimated number of students in your LEA that are using Bluebonnet Learning Secondary Mathematics, Edition 1 (grades 6–8, Algebra I) in their classroom on a regular basis?

N/A

Mathematics 9–12 TEKS Coverage Certification

QUESTION 17.0:

For School Year 2025–26, will your LEA provide materials to cover 100% of the **mathematics TEKS grades 9–12**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials). [Single Select]

Yes

No

Mathematics 9–12 Instructional Materials

QUESTION 18.0:

Share the **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **mathematics grades 9–12** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Mathematics grades 9–12 full-subject and/or supplemental publisher(s)/ product(s) used:

McGraw Hill Algebra 1, Algebra 2, Geometry, and Precalculus (full subject)
Savas Math Models (full subject)
Springboard Geometry Pre-AP (full subject)
College Board Pre-AP Algebra 1, Pre-AP Algebra 2, Pre-AP Geometry (full subject)
Maneuvering the Middle Algebra 1 (full subject)
IXL Algebra 1, MMA, Algebra 2, Geometry, Precalculus (supplemental)
Delta Math 9-12 (supplemental)

Social Studies Certification

Scope and Sequence - All Grade Levels Social Studies

QUESTION 19.0:

Are instructional materials for social studies managed at the LEA level and generally consistent across classrooms?

Yes

No

Social Studies K–5 TEKS Coverage Certification

QUESTION 20.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **social studies TEKS grades K–5**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials)

Yes

No

Social Studies K–5 Instructional Materials

QUESTION 21.0:

Share the **full-subject and/or supplemental** publisher(s)/product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **social studies grades K–5** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Social Studies grades K–5 full-subject and/or supplemental publisher(s)/ product(s) used:

Savas My World & Mi Mundo K-5th (full subject)

TCMPC K-5th (supplemental)

Studies Weekly K-2nd (supplemental)

Teacher Created Materials Primary Sources K-5th (supplemental)

Explore Social Studies 3rd – 5th (supplemental)

Social Studies 6–8 TEKS Coverage Certification

QUESTION 22.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **social studies TEKS grades 6–8**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials)

Yes

No

Social Studies 6–8 Instructional Materials

QUESTION 23.0:

Select **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **social studies grades 6–8** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Social Studies grades 6–8 full-subject and/or supplemental publisher(s)/ product(s) used:

Cengage National Geographic 6th (full subject)

McGraw Hill Texas History 7th (full subject)

HMH US History 8th (full subject)

Social Studies Success 6th – 8th (supplemental)

Sirius Online 8th (supplemental)

Social Studies 9–12 TEKS Coverage Certification

QUESTION 24.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **social studies TEKS grades 9–12**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials)

Yes

No

Social Studies 9–12 Instructional Materials

QUESTION 25.0:

Share the **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **social studies grades 9–12** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Social Studies grades 9–12 full-subject and/or supplemental publisher(s)/ product(s) used:

HMH The Americans US History (full subject)
HMH World History (full subject)
HMH African American Studies (full subject)
McGraw Hill US Government (full subject)
McGraw Hill Economics (full subject)
McGraw Hill World Geography (full subject)
McGraw Hill Sociology (full subject)
Savvas Psychology (full subject)
Goodheart-Willcox Personal Financial Literacy (full subject)
McGraw Hill Personal Financial Literacy and Economics (full subject)
ABC Clio Database Mexican American Studies (full subject)
Social Studies School Services Active Classroom 9th – 12th (supplemental)
ABC Clio Database African American Studies (supplemental)
Sirius Online US History (supplemental)

Science Certification

Scope and Sequence - All Grade Levels Science

QUESTION 26.0:

Are instructional materials for science managed at the LEA level and generally consistent across classrooms?

- Yes
- No

Science K–5 TEKS Coverage Certification

QUESTION 27.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **science TEKS grades K–5**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials)

- Yes
- No

Science K–5 Instructional Materials

QUESTION 28.0:

Share the **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **science grades K–5** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Science grades K–5 full-subject and/or supplemental publisher(s)/ product(s) used:

McGraw Hill K-5 th (full subject)
Edusmart K-5 th (supplemental)
TCMPC (supplemental)
Science Penguin 3 rd – 5 th (supplemental)
Summit K12 5 th (supplemental)

Science 6–8 TEKS Coverage Certification

QUESTION 29.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **science TEKS grades 6–8**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials)

Yes

No

Science 6–8 Instructional Materials

QUESTION 30.0:

Share the **full-subject and/or supplemental** publisher(s)/product(s) that teachers in your LEA or charter will regularly use (once a week or more, on average) for **science grades 6–8** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Science grades 6–8 full-subject and/or supplemental publisher(s)/ product(s) used:

McGraw Hill Science 6 th – 8 th (full subject)
TCMPC (supplemental)
Edusmart 6 th – 8 th (supplemental)
Explore Learning Science Gizmos 6 th – 8 th (supplemental)
District-created materials 6 th – 8 th (supplemental)

Science 9–12 TEKS Coverage Certification

QUESTION 31.0:

For school year 2025–26, will your LEA provide materials to cover 100% of the **science TEKS grades 9–12**? (This includes teacher- or LEA-developed materials. You may select "yes" even if not all classrooms use the same materials)

Yes

No

Science 9–12 Instructional Materials

QUESTION 32.0:

Share the **full-subject and/or supplemental** publisher(s)/ product(s) that teachers in your district or charter will regularly use (once a week or more, on average) for **science grades 9–12** instruction to ensure coverage of 100% of the TEKS.

Full-subject instructional materials (often referred to as Tier 1 or core materials): Instructional materials designed to, if implemented as designed, provide a student with mastery of the essential knowledge and skills for a certain subject and grade level without the need for supplementation.

Supplemental Materials (may be used in Tier 1, Tier 2, or Tier 3 settings): instructional materials designed to assist in the instruction of one or more essential knowledge and skill.

Science grades 9–12 full-subject and/or supplemental publisher(s)/ product(s) used:

McGraw Hill Biology (full subject)
McGraw Hill Chemistry (full subject)
McGraw Integrated Physics and Chemistry (full subject)
McGraw Hill Physics (full subject)
Cengage Aquatic Science (full subject)
eDynamic Astronomy (full subject)
TCMPC (supplemental)
Explore Learning Science Gizmos 9 th – 12 th (supplemental)
Edusmart Biology (supplemental)
District-created materials 9 th – 12 th (supplemental)

Children's Internet Protection Act

The Children's Internet Protection Act

The Children's internet protection Act (CIPA) was enacted by Congress in 2000 to address concerns about children's access to obscene or harmful content over the Internet. (You may find more information on the FCC website.)

In accordance with Texas Administrative Code 19 TAC §66.105, school districts or charter schools are required to certify that they protect against access to obscene or harmful content in compliance with the requirements for certification under the Children's Internet Protection Act, 47 USC §254(h)(5)(B) and (C, Section [28.0022](#), [Section 43.22](#), Penal Code, and any other law or regulation that protects students from obscene or harmful content.

QUESTION 33.0: Does your district or charter school protect against access to obscene or harmful content in compliance with the requirements for certification under the Children's Internet Protection Act, 47 USC §254(h)(5)(B) and (C), Section 28.0022, Penal Code, and any other law or regulation that protects students from obscene or harmful content?

Yes

No

Additional Informational Questions (Optional)*

QUESTION 35.0:

Has your LEA used, or do you plan to use, Instructional Materials Review and Approval (IMRA) Cycle 2024 reports to inform local decisions related to instructional materials adoption?

(Note: IMRA replaced the State Board of Education's Proclamation process and the Texas Resource Review (TRR))

Yes

No

QUESTION 35.1:

If "Yes" is selected: In which subject area(s) have you used the TRR to obtain information about the quality of products? *

English Reading Language Arts

Spanish Reading Language Arts

English Phonics

Spanish Phonics

Mathematics

QUESTION 35.2:

On a scale from 0 to 10, how effectively do you believe the IMRA reports support LEA adoption of high-quality instructional materials? 0 (Not at all) to 10 (Extremely effectively)*

0.

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

QUESTION 36.0:

Assessment Platform: Select the assessment platform (if any) your LEA leverages for unit/module, diagnostic, or interim, and for which type of assessments.

Product	Interim	Diagnostic	Unit/Module Formatives
Eduphoria	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
DMAC	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Texas Formative Assessment Resource	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
STAAR Interim	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<i>iReady</i>			
Other:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<i>mClass Amplify</i>			
Other:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<i>NWEA Map Reading & Science</i>			

Certification 2025–26 Survey Ratification [Printed and uploaded PDF]

In accordance with [Texas Education Code §31.1011](#), school districts and open-enrollment charter schools are required to certify annually to the State Board of Education and the commissioner that, for each subject in the required curriculum other than physical education, students have access to instructional materials that cover all the Texas Essential Knowledge and Skills (TEKS) for the coming school year. Additionally, in accordance with Texas Administrative Code [19 TAC §66.105](#), school districts or charter schools are required to certify that they protect against access to obscene or harmful content in compliance with the requirements for certification under the Children's Internet Protection Act, 47 USC §254(h)(5)(B) and (C).

These certifications must be ratified by local school boards of trustees or governing bodies in public, noticed meetings. Districts and open-enrollment charter schools will be unable to order instructional materials through EMAT until the certifications have been received by the Texas Education Agency (TEA).

Other Certified Subject Areas

QUESTION 40.0:

Please select each subject in the required curriculum below for which your district provides each student with instructional materials that cover all elements of the essential knowledge and skills:
[multiple select]

- Career & Technical Education
- Fine Arts
- Health
- Technology Applications
- English Language Proficiency Standards
- Languages Other Than English
- None

District County Number (6-digit ID):

108906

District Name:

McAllen ISD

Date of Ratification by Local School Board of Trustees or Governing Body:

April 22, 2025

Signature of the Board President and Secretary or Governing Board Officer

Board President

Date

Board Secretary

After ratification, please scan the last page of this form and submit to TEA through the electronic Certification of Provision of Instructional Materials Survey.

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

Attachment:

SUBMITTED BY: JOEL GARCIA

SUPERVISOR: _____

Approved for presentation to the Board of Education:

René Gutierrez
RENE GUTIERREZ (Apr 15, 2025 08:37 CDT)

**PABLO "PAUL" VILLARREAL JR., ASSESSOR & COLLECTOR
MCALLEN I.S.D. TAXES COLLECTED FOR:
JANUARY 2025**

COMPARATIVE RATE OF COLLECTIONS

MCALLEN I.S.D. SML - 47	ORIGINAL TAX LEVY	COLLECTED TO DATE	DROPPED YRS AFTER PURGE	MODIF. TO DATE	TAXES OUTSTANDING	PERCENT 2024/2025	COLLECTED 2023/2024
2024 TAX ROLL	89,170,675.64	74,749,310.63	-	410,187.14	14,831,552.15	83.44%	83.44%
2023 & PRIOR YRS	7,652,262.65	1,073,349.75	(383,840.26)	(1,080,440.59)	5,114,632.05	17.35%	22.69%
ROLLBACK	17,450.24	62,650.52	-	49,134.43	3,934.15	94.09%	98.75%
TOTALS	96,840,388.53	75,885,310.90	(383,840.26)	(621,119.02)	19,950,118.35		

BREAKDOWN OF TAX COLLECTIONS AND FEES FOR THE MONTH OF JANUARY 2025

	MCALLEN ISD	MONTHLY MODIFICATIONS
CURRENT YEAR-BASE TAX	36,703,276.94	(294,902.26) CURRENT
CURRENT YEAR-P&I	-	
PRIOR YEARS-BASE TAX	70,407.84	(142,117.13) PRIOR
PRIOR YEARS-P&I	49,626.30	
ROLLBACK	34,302.17	37,019.20 ROLLBACK
ROLLBACK P&I	-	
ATTORNEY FEES	30,103.97	- PURGED
TOTAL COLLECTIONS	36,887,717.22	(400,000.19)
LESS TRANSFERRED	17,718,062.54	
LESS IN TRANSIT	19,153,815.42	
LESS DUE TO HCAD COMM FEES	1,985.26	
LESS DUE TO CO TREASURER	13,854.00	
BALANCE	0.00	

*****AFFIDAVIT*****

I, PABLO "PAUL" VILLARREAL JR., ASSESSOR-COLLECTOR OF TAXES FOR THE MCALLEN I.S.D., DO SOLEMNLY SWEAR THAT THE ABOVE STATEMENT OF TAXES COLLECTED BY ME FOR THE MONTH OF JANUARY 2025 IS CORRECT.

Pablo Paul Villarreal Jr.

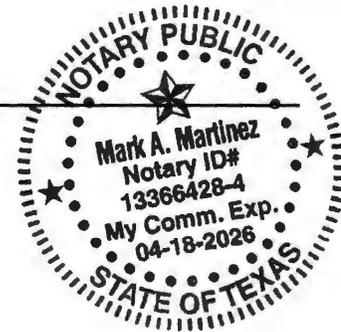
ASSESSOR-COLLECTOR OF TAXES FOR MCALLEN I.S.D., TEXAS



SWORN AND SUBSCRIBED BEFORE ME THIS 14TH DAY OF FEBRUARY 2025 A.D.

Mark Martinez

NOTARY PUBLIC, HIDALGO COUNTY, TEXAS



**PABLO "PAUL" VILLARREAL JR., ASSESSOR & COLLECTOR
MCALLEN I.S.D. TAXES COLLECTED FOR:
FEBRUARY 2025**

COMPARATIVE RATE OF COLLECTIONS

MCALLEN I.S.D. SML - 47	ORIGINAL TAX LEVY	COLLECTED TO DATE	DROPPED YRS AFTER PURGE	MODIF. TO DATE	TAXES OUTSTANDING	PERCENT 2024/2025	COLLECTED 2023/2024
2024 TAX ROLL	89,170,675.64	82,951,578.90	-	314,046.78	6,533,143.52	92.70%	91.55%
2023 & PRIOR YRS ROLLBACK	7,652,262.65 17,450.24	1,183,037.78 62,650.52	(383,840.26) -	(1,095,337.53) 69,263.57	4,990,047.08 24,063.29	19.16% 72.25%	24.14% 98.75%
TOTALS	96,840,388.53	84,197,267.20	(383,840.26)	(712,027.18)	11,547,253.89		

BREAKDOWN OF TAX COLLECTIONS AND FEES FOR THE MONTH OF FEBRUARY 2025

	MCALLEN ISD	MONTHLY MODIFICATIONS
CURRENT YEAR-BASE TAX	8,202,268.27	(96,140.36) CURRENT
CURRENT YEAR-P&I	190,777.53	
PRIOR YEARS-BASE TAX	109,688.03	(14,896.94) PRIOR
PRIOR YEARS-P&I	35,532.44	
ROLLBACK	-	20,129.14 ROLLBACK
ROLLBACK P&I	-	
ATTORNEY FEES	22,105.37	- PURGED
TOTAL COLLECTIONS	8,560,371.64	(90,908.16)
LESS TRANSFERRED	7,731,542.90	
LESS IN TRANSIT	814,179.11	
LESS DUE TO HCAD COMM FEES	795.63	
LESS DUE TO CO TREASURER	13,854.00	
BALANCE	(0.00)	

*****AFFIDAVIT*****

I, PABLO "PAUL" VILLARREAL JR., ASSESSOR-COLLECTOR OF TAXES FOR THE MCALLEN I.S.D., DO SOLEMNLY SWEAR THAT THE ABOVE STATEMENT OF TAXES COLLECTED BY ME FOR THE MONTH OF FEBRUARY 2025 IS CORRECT.

Pablo (Paul) Villarreal

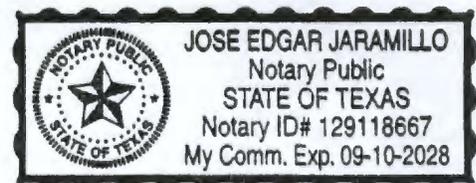
ASSESSOR-COLLECTOR OF TAXES FOR MCALLEN I.S.D., TEXAS



SWORN AND SUBSCRIBED BEFORE ME THIS 14TH DAY OF MARCH 2025 A.D.

Jose E. Jaramillo

NOTARY PUBLIC, HIDALGO COUNTY, TEXAS



PABLO "PAUL" VILLARREAL JR., ASSESSOR & COLLECTOR
 MCALLEN I.S.D. TAXES COLLECTED FOR:
 MARCH 2025

COMPARATIVE RATE OF COLLECTIONS

MCALLEN I.S.D. SML - 47	ORIGINAL TAX LEVY	COLLECTED TO DATE	DROPPED YRS AFTER PURGE	MODIF. TO DATE	TAXES OUTSTANDING	PERCENT 2024/2025	COLLECTED 2023/2024
2024 TAX ROLL	89,170,675.64	84,694,239.17	-	185,929.23	4,662,365.70	94.78%	93.63%
2023 & PRIOR YRS ROLLBACK	7,652,262.65 17,450.24	1,255,428.01 62,650.52	(383,840.26) -	(1,175,003.98) 69,263.57	4,837,990.40 24,063.29	20.60% 72.25%	25.54% 98.75%
TOTALS	96,840,388.53	86,012,317.70	(383,840.26)	(919,811.18)	9,524,419.39		

BREAKDOWN OF TAX COLLECTIONS AND FEES FOR THE MONTH OF MARCH 2025

	MCALLEN ISD	MONTHLY MODIFICATIONS
CURRENT YEAR-BASE TAX	1,742,660.27	(128,117.55) CURRENT
CURRENT YEAR-P&I	148,759.88	
PRIOR YEARS-BASE TAX	72,390.23	(79,666.45) PRIOR
PRIOR YEARS-P&I	58,673.08	
ROLLBACK	-	- ROLLBACK
ROLLBACK P&I	-	
ATTORNEY FEES	30,143.28	- PURGED
TOTAL COLLECTIONS	2,052,626.74	(207,784.00)
LESS TRANSFERRED	1,154,676.62	
LESS IN TRANSIT	883,818.01	
LESS DUE TO HCAD COMM FEES	278.11	
LESS DUE TO CO TREASURER	13,854.00	
BALANCE	(0.00)	

*****AFFIDAVIT*****

I, PABLO "PAUL" VILLARREAL JR., ASSESSOR-COLLECTOR OF TAXES FOR THE MCALLEN I.S.D., DO SOLEMNLY SWEAR THAT THE ABOVE STATEMENT OF TAXES COLLECTED BY ME FOR THE MONTH OF MARCH 2025 IS CORRECT.

 ASSESSOR-COLLECTOR OF TAXES FOR MCALLEN I.S.D., TEXAS



SWORN AND SUBSCRIBED BEFORE ME THIS 10TH DAY OF APRIL 2025 A.D.

 NOTARY PUBLIC, HIDALGO COUNTY, TEXAS



Signature:
 Email: lorena.garcia@mcallenisd.net

Signature:
 Email: RENE.GUTIERREZ@mcallenisd.net

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

SUBJECT: Discussion and Possible Action to Approve Board of Education Meeting Minutes

REFERENCE:

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

The minutes for each meeting of the Board of Education are traditionally brought to the Board for approval. After approval, the minutes become the official record for Board Action.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

The Administration asks that the Board of Education consider approval of the attached minutes.

LEGAL REVIEW: None

BUDGETARY CONSIDERATIONS: None

RECOMMENDED BOARD ACTION:

That the Board approve the minutes of the following meeting(s):

Special Board Meeting	March 31, 2025	5:30 PM
Special Board Meeting	March 31, 2025	6:30 PM
Regular Board Meeting	April 8, 2025	5:30 PM
Board Workshop	April 15, 2025	5:30 PM

Attachment:

SUBMITTED BY: Natalia Goza

SUPERVISOR:  Sofia Merced Pena (Apr 17, 2025 11:01 CDT)

For further information contact:

Name: Natalia Goza

Office: 956 618-6094

Email: natalie.goza@mcallenisd.net

Approved for presentation to the Board of Education:

 RENE GUTIERREZ (Apr 17, 2025 11:37 CDT)

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Superintendent of Schools



Regular Meeting

Tuesday, April 8, 2025 5:30 PM

Dr. Ricardo Chapa Board Room/Administration Building of the McAllen Independent School District, 2000 North 23rd Street, McAllen, TX 78501

Attendance Taken at 5:20 PM.

Sofia Peña, President:	Absent
Lucia Regalado, Vice-President:	Present
Erica de la Garza-Lopez, Secretary:	Present
Debbie Aliseda, Member:	Present
Lizzie Kittleman, Member:	Absent
Aaron Rivera, Member:	Absent
Lucia Thompson, Member:	Present

1. CALL MEETING TO ORDER

The meeting was called to order at 5:30 PM

2. MOMENT OF SILENCE

3. PLEDGE OF ALLEGIANCE

4. PUBLIC COMMENT(S)

The following community member(s) addressed the Board:

Sylvia Tanguma – How HB3 will affect McAllen ISD

5. PROCLAMATION(S)

Motion to approve Proclamations listed 5A-5C. This motion, made by Trustee Debbie Aliseda and seconded by Trustee Erica de la Garza-Lopez, Passed.

Debbie Aliseda:	Yea
Erica de la Garza-Lopez:	Yea
Lizzie Kittleman:	Absent
Sofia Peña:	Absent
Lucia Regalado:	Yea
Aaron Rivera:	Absent
Lucia Thompson:	Yea

Yea: 4, Nay: 0, Absent: 3

A) Discussion and Possible Action to Adopt the Proclamation Regarding Autism Awareness Month (April 2025)

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Dr. René Gutiérrez, Superintendent

B) Discussion and Possible Action to Adopt the Proclamation Regarding Month of the Military Child (April 2025)

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Dr. René Gutiérrez, Superintendent

C) Discussion and Possible Action to Adopt the Proclamation Regarding Gifted and Talented Awareness Week (April 7-11, 2025)

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Dr. René Gutiérrez, Superintendent

6. CONSENT AGENDA ITEMS

Motion to approve Consent agenda items 6A-6J as listed. This motion, made by Trustee Lucia Thompson and seconded by Trustee Erica de la Garza-Lopez, Passed.

Debbie Aliseda: Nay

Erica de la Garza-Lopez: Yea

Lizzie Kittleman: Absent

Sofía Peña: Absent

Lucia Regalado: Yea

Aaron Rivera: Absent

Lucia Thompson: Yea

Yea: 3, Nay: 1, Absent: 3

A) Discussion and Possible Action of the 2025-2026 School Calendar

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Dr. René Gutiérrez, Superintendent

B) Discussion and Possible Action on Amendment No. 1 for Memorandum of Understanding No. 2025-165 The University of Texas Rio Grande Valley Gaining Early Awareness and Readiness for Undergraduate Program

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Dr. René Gutiérrez, Superintendent

C) Discussion and Possible Action on Interlocal Cooperation Contract No. 2025-245 with The University of Texas Rio Grande Valley for Gaining Early Awareness and Readiness for Undergraduate Program (GEAR UP)

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services

Dr. René Gutiérrez, Superintendent

D) Discussion and Possible Action on Request for Proposal No. 2024-1018 Library Books, Audiovisual Supplies & Equipment, Software and Related Products and

Services (Round 9)

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services and Jeanette Nino, Associate Superintendent for Instructional Leadership
Dr. René Gutiérrez, Superintendent

Request for Proposal No. 2024-1018 Professional Development Library Books, Audiovisual Supplies Equipment, Software and Related Products and Services (Round 9)

No.	Responding Supplier	City	State	Recommendation
1	Cerebellum Corporation	Corte Madera	CA	Qualified
2	Encore Data Products, Inc.	Lafayette	CO	Qualified
3	Pikitin Learning Projects, Inc	Miami	FL	Qualified
4	Quill LLC (Staples, Inc.)	Lincolnshire	IL	Qualified

E) Discussion and Possible Action on Interlocal Cooperation Contract No. 2025-250 with The University of Texas-Rio Grande Valley for Texas Prefreshman Engineering Program (TexPREP)

Item Submitted: Dr. Rosalba De Hoyos, Associate Superintendent for Instructional Services and Jeanette Nino, Associate Superintendent for Instructional Leadership
Dr. René Gutiérrez, Superintendent

F) Discussion and Possible Action on Memorandum of Understanding No. 2025-231 Community-Based Prekindergarten Provider with Gingerbread House Learning Center LLC dba Valley Kidz Academy

Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Dr. René Gutiérrez, Superintendent

G) Discussion and Possible Action on Request for Proposal No. 2024-1023 Catering, Entertainment, Field Trips, Fundraising, Food, Restaurants, and Rentals (Round 11)

Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Dr. René Gutiérrez, Superintendent

Qualified Vendors: Request for Proposal No. 2024-1023 Catering, Entertainment, Field Trips, Fundraising, Food, Restaurants, and Rentals (Round 11)

No.	Responding Supplier	City	State	Recommendation
1	Alamo Photo Center (Lupita Rocha)	Alamo	TX	Qualified
2	Follett Content Solutions, LLC	McHenry	IL	Qualified
3	Main Event Entertainment, Inc.	Coppell	TX	Qualified

H) Discussion and Possible Action on Memorandum of Understanding No. 2025-252 Raptor Application Access with City of McAllen

Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Dr. René Gutiérrez, Superintendent

I) Discussion and Possible Action on Interlocal Agreement No. 2025-261 School Board Election Services with Hidalgo County

Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Dr. René Gutiérrez, Superintendent

J) Discussion and Possible Action on Termination of Contract No. 2024-025 Depository Services for MISD Funds (Frost Bank)

Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Dr. René Gutiérrez, Superintendent

7. INSTRUCTIONAL SERVICES/ INSTRUCTIONAL LEADERSHIP, HUMAN RESOURCES, BUSINESS AND OPERATIONS, AND BOARD OF TRUSTEES ITEMS

A) Instructional Services/ Instructional Leadership Item(s) (Dr. Rosalba De Hoyos and/or Jeanette Nino)

1. Discussion and Possible Action for the Approval of Reimbursement to Parent Teacher Organization (PTO) at Leonelo H. Gonzalez Elementary

Item Submitted: Jeanette Nino, Associate Superintendent for Instructional Leadership

Dr. René Gutiérrez, Superintendent

Motion to approve the reimbursement of donation to the PTO at Leonelo H. Gonzalez Elementary. This motion, made by Trustee Debbie Aliseda and seconded by Trustee Erica de la Garza-Lopez, Passed.

Debbie Aliseda: Yea

Erica de la Garza-Lopez: Yea

Lizzie Kittleman: Absent

Sofia Peña: Absent

Lucia Regalado: Yea

Aaron Rivera: Absent

Lucia Thompson: Yea

Yea: 4, Nay: 0, Absent: 3

B) Human Resources Item(s) (Dr. Albert Canales)

1. Discussion and Possible Action of Revisions to Policy EIC (LOCAL) -2nd Reading

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer

Dr. René Gutiérrez, Superintendent

Motion to approve revisions to Policy EIC (LOCAL). This motion, made by Trustee Aliseda and seconded by Trustee Lucia Thompson.

Debbie Aliseda: Yea

Erica de la Garza-Lopez: Yea

Lizzie Kittleman: Absent

Sofia Peña: Absent

Lucia Regalado: Yea

Aaron Rivera: Absent

Lucia Thompson: Yea

Yea: 4, Nay: 0, Absent: 3

C) Business and Operations Item(s) (Lorena Garcia)

1. Report Regarding Yield Reduction Payment to the IRS for Maintenance Tax Note 2020

Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations

Dr. René Gutiérrez, Superintendent

For information purposes only.

2. Discussion and Possible Action on McAllen Independent School District March Budget Amendment for Fiscal Year Beginning July 1, 2024 and Ending June 30, 2025

Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Dr. René Gutiérrez, Superintendent

Motion to approve the McAllen Independent School District March Budget Amendment for the General Fund and Capital Projects Fund for Fiscal Year Beginning July 1, 2024 and Ending June 30, 2025. This motion, made by Trustee Debbie Aliseda and seconded by Trustee Erica de la Garza-Lopez, Passed.

Debbie Aliseda: Yea
Erica de la Garza-Lopez: Yea
Lizzie Kittleman: Absent
Sofia Peña: Absent
Lucia Regalado: Yea
Aaron Rivera: Absent
Lucia Thompson: Yea

Yea: 4, Nay: 0, Absent: 3

3. Discussion and Possible Action on Resolution Setting Forth Parameters for Payment During Emergency Closing for One Day on March 28, 2025

Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Dr. René Gutiérrez, Superintendent

Motion to approve the Resolution Setting Forth Parameter for Payment During Emergency Closing for One Day on March 28, 2025. This motion, made by Trustee Debbie Aliseda and seconded by Trustee Lucia Thompson, Passed.

Debbie Aliseda: Yea
Erica de la Garza-Lopez: Yea
Lizzie Kittleman: Absent
Sofia Peña: Absent
Lucia Regalado: Yea
Aaron Rivera: Absent
Lucia Thompson: Yea

Yea: 4, Nay: 0, Absent: 3

4. Discussion and Possible Action on Request for Proposal No. 2025-1034 Fresh Produce for Child Nutrition Program

Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Dr. René Gutiérrez, Superintendent

Motion to approve Request for Proposal No. 2025-1034 Fresh Produce for Child Nutrition Program and award the vendors on the attached list for a term of one (1) year, from April 9, 2025 through April 8, 2026. This motion, made by Trustee Debbie Aliseda and seconded by Trustee Erica de la Garza-Lopez, Passed.

Debbie Aliseda: Yea
Erica de la Garza-Lopez: Yea

Lizzie Kittleman: Absent
 Sofia Peña: Absent
 Lucia Regalado: Yea
 Aaron Rivera: Absent
 Lucia Thompson: Yea
 Yea: 4, Nay: 0, Absent: 3

D) Board of Trustees Item(s)

1. Approval of Board of Education Meeting Minutes

Motion to approve Board of Education meeting minutes as listed. This motion, made by Trustee Erica de la Garza-Lopez and seconded by Trustee Debbie Aliseda, Passed.

Debbie Aliseda: Yea
 Erica de la Garza-Lopez: Yea
 Lizzie Kittleman: Absent
 Sofia Peña: Absent
 Lucia Regalado: Yea
 Aaron Rivera: Absent
 Lucia Thompson: Yea
 Yea: 4, Nay: 0, Absent: 3

a) Regular Board Meeting March 11, 2025

b) Board Workshop March 24, 2025

2. Discussion and Possible Action for Board of Trustees Travel

Motion to approve Board of Trustees Travel. This motion, made by Trustee Debbie Aliseda and seconded by Trustee Erica de la Garza-Lopez, Passed.

Debbie Aliseda: Yea
 Erica de la Garza-Lopez: Yea
 Lizzie Kittleman: Absent
 Sofia Peña: Absent
 Lucia Regalado: Yea
 Aaron Rivera: Absent
 Lucia Thompson: Yea
 Yea: 4, Nay: 0, Absent: 3

8. RECESS TO CLOSED SESSION: Board of Trustees may go into Closed Session pursuant to Section(s) 551.071, 551.072, 551.074, 551.076, and 551.089 Texas Government Code, to discuss the following: The meeting recessed to closed session at 6:09 P.M.

A) Human Resources Recommendation(s) for School Year 2024-2025

B) Discussion of Human Resources Employee Resignation(s) and Retirees for School Year 2024-2025

C) Discussion Regarding School Safety and Security

D) Pending and/or Potential Litigation

E) Possible Real Estate Acquisition

9. RECONVENE IN OPEN SESSION

The meeting reconvened in open session at 7:00 PM

10. ACTION ON ITEM(S) IN CLOSED SESSION

A) Discussion and Possible Action of Human Resources Recommendation(s) for School Year 2024-2025

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer

Dr. René Gutiérrez, Superintendent

Motion to approve Human Resources recommendations. This motion, made by Trustee Debbie Aliseda and seconded by Trustee Erica de la Garza-Lopez, Passed.

Debbie Aliseda: Yea

Erica de la Garza-Lopez: Yea

Lizzie Kittleman: Absent

Sofia Peña: Absent

Lucia Regalado: Yea

Aaron Rivera: Absent

Lucia Thompson: Yea

Yea: 4, Nay: 0, Absent: 3

B) Discussion of Human Resources Employee Resignation(s) and Retirees for School Year 2024-2025

Item Submitted: Dr. Albert Canales, Chief Human Resources Officer

Dr. René Gutiérrez, Superintendent

For information purposes only.

C) Discussion Regarding School Safety and Security

Proceed as directed

D) Pending and/or Potential Litigation

None

E) Possible Real Estate Acquisition

None

11. SCHEDULED MEETINGS

A) Board Workshop (Budget Workshop #4) April 15, 2025 5:30 PM Dr. Ricardo Chapa Board Room/Administration Building

B) Regular Board Meeting April 22, 2025 5:30 PM Dr. Ricardo Chapa Board Room/Administration Building

C) Board Workshop (Budget Workshop #5) April 29, 2025 5:30 PM Dr. Ricardo Chapa Board Room/Administration Building

D) Special Board Meeting (Recognition of outgoing Board Members, Canvass Election Results, Oath of Office, Reorganization of Officers) May 13, 2025 5:00 PM Professional Learning Center/Texas Our Texas Room

E) Regular Board Meeting May 13, 2025 6:00 PM Professional Learning Center/Texas Our Texas Room

F) Board Workshop (Student Recognitions) May 22, 2025 5:30PM Auditorium/McAllen High School

G) Regular Board Meeting May 27, 2025 5:30 PM Dr. Ricardo Chapa Board Room/Administration Building

H) Board Workshop (Budget Workshop #6) June 3, 2025 5:30 PM Dr. Ricardo Chapa Board Room/Administration Building

12. ADJOURNMENT

Motion to adjourn at 7:03 pm. This motion, made by Trustee Debbie Aliseda and seconded by Trustee Erica de la Garza-Lopez, Passed.

- Debbie Aliseda: Yea
 - Erica de la Garza-Lopez: Yea
 - Lizzie Kittleman: Absent
 - Sofia Peña: Absent
 - Lucia Regalado: Yea
 - Aaron Rivera: Absent
 - Lucia Thompson: Yea
- Yea: 4, Nay: 0, Absent: 3

Board President

Board Secretary



Board Workshop

Tuesday, April 15, 2025 5:30 PM

Dr. Ricardo Chapa Board Room/Administration Building of the McAllen Independent School District, 2000 North 23rd Street, McAllen, TX 78501

Attendance Taken at 5:32 PM.

Sofia Peña, President:	Present
Lucia Regalado, Vice-President:	Present
Erica de la Garza-Lopez, Secretary:	Present
Debbie Aliseda, Trustee:	Present
Lizzie Kittleman, Trustee:	Present
Aaron Rivera, Trustee:	Present
Lucia Thompson, Trustee:	Absent

1. CALL MEETING TO ORDER

The meeting was called to order at 5:32 pm

2. PUBLIC COMMENT(S)

The following community member(s) addressed the board;
none

3. 2025-2026 FOURTH BUDGET WORKSHOP:

Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Dr. René Gutiérrez, Superintendent

For information purposes only.

A) Presentation by Texas Association of School Boards (TASB)

- Pay Maintenance Report
 - Market Peers 2024-2025
 - Teachers and Librarians Salary Plan Comparisons 2024-2025
 - Administrative Professional – Admin Education & Admin Management Salary Plan Comparisons 2024-2025
 - Paraprofessionals Salary Plan Comparisons 2024-2025
 - Auxiliary Salary Plan Comparisons 2024-2025
 - Police Salary Plan Comparisons 2024-2025
 - Cost Summary

B) Presentation by McAllen ISD

- TASB Recommendations on Stipends
- TASB Recommendations on Substitute Pay
- TASB Recommendations on Pay Scales
- Budget Goals
- Inflation and School Funding
- Expenditure Trend Monitoring
- Truth-in-Taxation and Budget Timeline
- Senate Bill 2 (2023) and Senate Bill 4 (2025)
- Tax Rate Historical Trend
- Tax Rate Comparison
- Two Parts of the Tax Rate
- M&O Rate Breakdown: Tier I and Tier II
- Tier II: Golden and Copper Pennies Explained
- Legislative Updates

4. ADJOURNMENT

Motion to adjourn at 6:54 pm. This motion, made by Trustee Erica de la Garza-Lopez and seconded by Trustee Lucia Regalado, Passed.

Debbie Aliseda: Yea
Erica de la Garza-Lopez: Yea
Lizzie Kittleman: Yea
Sofia Peña: Yea
Lucia Regalado: Yea
Aaron Rivera: Yea
Lucia Thompson: Absent
Yea: 6, Nay: 0, Absent: 1

Board President

Board Secretary

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

SUBJECT: Annual Announcement of Continuing Education of Board Members

REFERENCE: Board Policy BBD (LEGAL)

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

A provision to the Texas Education Code (TEC) requires that the President make an Announcement on continuing education of Board Members the last meeting before an election of trustees. The Announcement should reflect whether each trustee has met or is delinquent in meeting the training required to be completed as of the date of the meeting." [TEC, 11.159(b)].

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

The board president is required to read aloud the name of each member who has completed the required continuing education, who has exceeded the required hours and the names of members who are deficient in the required hours.

LEGAL REVIEW: None

BUDGETARY CONSIDERATIONS: None

RECOMMENDED BOARD ACTION: This item is for information only, no action necessary.

SUBMITTED BY: *Natalia Goza*

For further information contact:
Name: Natalia Goza
Office: 956 618-6094
eMail: natalie.goza@mcallenisd.net

SUPERVISOR: *[Signature]*
Sofia Merced Pena (Apr 17, 2025 11:02 CDT)

Approved for presentation to the Board of Education:

[Signature]
RENE GUTIERREZ (Apr 17, 2025 11:36 CDT)
Superintendent of Schools

**BOARD PRESIDENT ANNOUNCEMENT:
April 22, 2025 Board Meeting**

Under State Board of Education Rule, completing required continuing education each year of service is a basic obligation and expectation of any sitting Board Member.

As Board President, I am required to announce the name of each member who:

- Has completed the required continuing education;
- has exceeded the required continuing education; and
- is deficient in meeting the required continuing education.

The requirements for training are measured as of the first anniversary of the date of the trustee's election or appointment or two-year anniversary of his or her previous training, as applicable.

There are seven training areas for board members continuing education:

1. Local District Orientation
2. Orientation to the Texas Education Code
3. Post-Legislative Update to the Texas Education Code
4. Team Building
5. Additional Continuing Education
6. Evaluating and Improving Student Outcomes
7. Sexual Abuse, Human Trafficking, and Other Maltreatment of Children
8. School Safety

1. Local District Orientation:

Our first-year board member, Trustee Lucia Thompson has completed the Local District Orientation training.

2. Orientation to the Texas Education Code

Our first-year board member, Trustee Lucia Thompson has completed the Texas Education Code training.

3. Post-Legislative Update to the Texas Education Code

The following Board Members with more than one year of service have completed the Post-Legislative Update to the Texas Education Code training, Aaron Rivera, Debbie Aliseda, Lucia Regalado.

The following Board Members are deficient in meeting the Post-Legislative Update to the Texas Education Code, Trustee Elizabeth Kittleman, Trustee Erica de la Garza-Lopez, Trustee Lucia Thompson, Trustee Sofia Peña

4. Team Building

All Board Members have completed their Team Building training. (Trustee Debbie Aliseda, Trustee Erica de la Garza-Lopez, Trustee Elizabeth Kittleman, Trustee Lucia Regalado, Trustee Aaron Rivera, Trustee Lucia Thompson, Sofia Peña).

5. Additional Continuing Education:

The following board member has completed the additional continuing education requirements: Trustee Aaron Rivera.

The following board members are deficient in meeting the additional continuing education requirements; Trustee Debbie Aliseda, Trustee Erica de la Garza-Lopez, Trustee Elizabeth Kittleman, Trustee Lucia Regalado, Trustee Lucia Thompson, Trustee Sofia Peña.

6. Evaluating and Improving Student Outcomes:

The following board members have completed the biennial training on Evaluating and Improving Student Outcomes; Trustee Erica de la Garza-Lopez, Trustee Lucia Regalado, Trustee Aaron Rivera.

The following Board members are deficient in meeting the required biennial training on evaluating student academic performance and setting goals: Trustee Debbie Aliseda, Trustee Elizabeth Kittleman, Trustee Sofia Peña, Trustee Lucia Thompson.

7. Sexual Abuse, Human Trafficking, and other Maltreatment of Children (Child Abuse Prevention):

The following board members have completed the Sexual Abuse, Human Trafficking, and other Maltreatment of Children (Child Abuse Prevention); Trustee Aaron Rivera, Trustee Debbie Aliseda, Trustee Elizabeth Kittleman, Trustee Erica de la Garza-Lopez, Trustee Lucia Regalado, Trustee Sofia Peña.

The following Board members are deficient in meeting the required Sexual Abuse, Human Trafficking, and other Maltreatment of Children (Child Abuse Prevention); Trustee Lucia Thompson.

8. School Safety

The following board members have completed the biennial training on school safety; Trustee Aaron Rivera, Trustee Elizabeth Kittleman, Trustee Erica de la Garza-Lopez, Trustee Lucia Regalado, Trustee Sofia Peña.

The following Board members are deficient in meeting the required biennial training on school safety; Trustee Debbie Aliseda, Trustee Lucia Thompson)

Exceeding Required Continuing Education

Trustee Aaron Rivera exceeded the amount required for continuing education training by 2.0 additional hours.

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

SUBJECT: Discussion and Possible Action on Human Resources Recommendation(s) for School Year 2024-2025

REFERENCE: Goal 2: People Development; Strategy 2: Attract/Retain High Quality Staff

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

McAllen Independent School District utilizes a comprehensive hiring system that screens, evaluates and recommends the "best" candidates with the skill sets to maximize student learning. All recommended candidates meet compliance with State Law requirements, that is to increase the academic achievement of all students by helping campuses and district improve teacher quality.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Considerations are made in accordance with Board Policy DC (LEGAL) and District Staffing Guidelines. Individual(s) to be identified under separate cover.

LEGAL REVIEW:

Not Applicable.

BUDGETARY CONSIDERATIONS:

Provided with individuals identified under separate cover.

RECOMMENDED BOARD ACTION:

That the Board of Trustees approve Human Resources Recommendation(s) for School Year 2024-2025.

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (Apr 14, 2025 13:36 CDT)

SUPERVISOR: *Louisa Garcia*

For further information contact:
Name: Dr. Alberto Canales, Chief Human Resources Officer
Office: (956) 618-6009
Email: albert.canales@mcallenisd.net

Approved for presentation to the Board of Education:

René Gutierrez
RENE GUTIERREZ (Apr 15, 2025 08:33 CDT)

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Superintendent of Schools

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: April 22, 2025

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (Apr 14, 2025 13:36 CDT)

SUPERVISOR: *Lorena Garcia*

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Apr 15, 2025 08:32 CDT)

Signature: *Lorena Garcia*
Email: lorena.garcia@mcallenisd.net

Signature: *René Gutierrez*
RENE GUTIERREZ (pr 15, 2025 08:32 CDT)
Email: RENE.GUTIERREZ@mcallenisd.net