



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, June 24, 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. **PUBLIC HEARING** to Discuss 2025-2026 Budget and Proposed 2025 Tax Rate 6
Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Presenter: Dr. René Gutiérrez, Superintendent
6. Discussion and Possible Action of the McAllen Independent School District June Budget Amendment for Fiscal Year Beginning July 1, 2024 and Ending June 30, 2025 20
Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Presenter: Dr. René Gutiérrez, Superintendent
7. Discussion and Possible Action on Compensation Plan for School Year 2025-2026 31
Item Submitted: Dr. Albert Canales, Chief Human Resources Officer
Presenter: Dr. René Gutiérrez, Superintendent
8. Discussion and Possible Action of the Adoption of the McAllen Independent School District Budget for Fiscal Year Beginning July 1, 2025 and Ending June 30, 2026 97

Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations

Presenter: Dr. René Gutiérrez, Superintendent

9. **CONSENT AGENDA ITEMS**

- A) Discussion and Possible Action on Request for Proposal No. 2024-1022 Career and Technology Education Instructional Supplies, Materials, Equipment and Related Services (Round 13) 331
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 Final Payment to Noble Texas Builders on Contract No. 2024-135 Network Operating Center (NOC) at Facilities, Maintenance, and Operations Center 333
Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Presenter: Dr. René Gutiérrez, Superintendent
- C) Discussion and Possible Action on Disposal of Out-of-Adoption Instructional Materials 338
Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Presenter: Dr. René Gutiérrez, Superintendent
- D) Discussion and Possible Action on Request for Proposal No. 2024-1020 Professional Development, Site Licenses, Supplemental Materials, & Other Related Products and Services (Round 17) 342
Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Presenter: Dr. René Gutiérrez, Superintendent
- E) Discussion and Possible Action on Bid No. 2025-1040 Forklifts for Child Nutrition Program 344
Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Presenter: Dr. René Gutiérrez, Superintendent
- F) Discussion and Possible Action on Memorandum of Agreement No. 2026-068 Texas Student Data System ("TSDS") Public Education Information Management System ("PEIMS") Cooperative with Region One Education Service Center 347
Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Presenter: Dr. René Gutiérrez, Superintendent
- G) Discussion and Possible Action on Rescind Termination and Extend Contract No. 2024-025 for Depository Services with Frost Bank 354
Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Presenter: Dr. René Gutiérrez, Superintendent

10. **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)

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

1. Discussion and Possible Action of the Texas Association of School Board (TASB) Localized Policy Manual Update 124 -2nd Reading Item Submitted: Dr. Albert Canales, Chief Human Resources Officer 355

Presenter: Dr. René Gutiérrez, Superintendent

2. Discussion and Possible Action of Revision to Board Policy BF (LOCAL) - Board Policies (Revisited - 2nd Reading) Item Submitted: Dr. Albert Canales, Chief Human Resources Officer 432

Presenter: Dr. René Gutiérrez, Superintendent

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

1. Discussion and Possible Action Regarding James Nikki Rowe High School Boys Basketball Booster Club Donation for the Remodeling of the Boy's Basketball Locker Room Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations 433

Presenter: Dr. René Gutiérrez, Superintendent

2. Discussion and Possible Action Regarding Opting Out of Homeschool Student Participation in University Interscholastic League (UIL) Activities Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations 435

Presenter: Dr. René Gutiérrez, Superintendent

3. Report Regarding Facilities Needs Assessment and Bond Election Timing Options Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations 436

Presenter: Dr. René Gutiérrez, Superintendent

4. Discussion and Possible Action on Request for Proposal No. 2025-1043 Digital Marquee Displays RE-BID Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations 446

Presenter: Dr. René Gutiérrez, Superintendent

5. Discussion and Possible Action on Request for Proposal No. 2026-1004 Emergency Ambulance Standby Services Item Submitted: Dr. Albert Canales, Chief Human Resources Officer 448

Presenter: Dr. René Gutiérrez, Superintendent

6. Discussion and Possible Action on Request for Proposal No. 2026-1002 Depository Banking Services 450
Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Presenter: Dr. René Gutiérrez, Superintendent
- D) **Board of Trustees Item(s)**
1. Approval of Board of Education Meeting Minutes 458
- Board Workshop June 5, 2025 9:30 AM
 - Board Workshop June 9, 2025 5:30 PM
 - Regular Board Meeting June10, 2025 5:30 PM
2. Discussion and Possible Consideration of Endorsement of Candidate for Texas Association of School Boards (TASB) Board of Directors, Region 1, Position B 459
11. **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 2025-2026
- B) Discussion of Human Resources Employee Resignation(s) and Retirees for School Year 2024-2025
- C) Discussion of Human Resources Employee Resignation(s) and Retirees for School Year 2025-2026
- D) Discussion of Board of Trustees of the McAllen Independent School District to Delegate the Superintendent Authority to Hire Teachers
- E) Discussion of Recommendation for Principal at Woodrow Wilson Elementary for 2025-2026
- F) Discussion Regarding School Safety and Security
- G) Pending and/or Potential Litigation
- H) Possible Real Estate Acquisition
12. **RECONVENE IN OPEN SESSION**
13. **ACTION ON ITEM(S) IN CLOSED SESSION**
- A) Discussion and Possible Action of Human Resources Recommendation(s) for School Year 2025-2026 465
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 466
Item Submitted: Dr. Albert Canales, Chief Human Resources Officer
Presenter: Dr. René Gutiérrez, Superintendent
- C) Discussion of Human Resources Employee Resignation(s) and Retirees for School Year 2025-2026 467
Item Submitted: Dr. Albert Canales, Chief Human Resources Officer
Presenter: Dr. René Gutiérrez, Superintendent

- D) Discussion and Possible Action on the Resolution by the Board of Trustees of the McAllen Independent School District to Grant the Superintendent Authority to Hire Teachers 468
 Item Submitted: Dr. Albert Canales, Chief Human Resources Officer
Presenter: Dr. René Gutiérrez, Superintendent
- E) Discussion and Possible Action of Recommendation for Principal at Woodrow Wilson Elementary for 2025-2026 471
 Item Submitted: Dr. Albert Canales, Chief Human Resources Officer
Presenter: Dr. René Gutiérrez, Superintendent
- F) Discussion Regarding School Safety and Security
- G) Pending and/or Potential Litigation
- H) Possible Real Estate Acquisition

14. 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 June 19, 2025 by 5:30 P.M. Natalia Goza, on behalf of the Board of Trustees



Public Hearing June 24, 2025

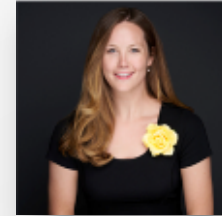
2025-2026 Budget and Proposed 2025 Tax Rate

Lorena Garcia

Deputy Superintendent for Business and Operations

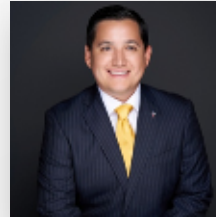
Board of Trustees

Lucia Regalado
Vice President



Dr. Elizabeth Kittleman
Secretary

Sofia M. Peña
Trustee

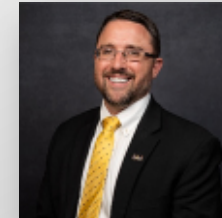


Aaron D. Rivera
President



Erica de la Garza- Lopez
Trustee

Robert J. Carreon
Trustee



Roberto A. Haddad
Trustee

Administrative Staff



Dr. René Gutiérrez
Superintendent



Lorena Garcia
Deputy Superintendent for Business & Operations



Rosalba De Hoyos, Ed. D.
Associate Superintendent for Instructional Services



Jeanette Nino
Associate Superintendent for Instructional Leadership



Dr. Alberto Canales
Chief Human Resources Officer



Joel Garcia, RTSBA
Chief Financial Officer

Vision

The McAllen Independent School District is an inclusive community where all students are empowered to reach their full potential.

Mission

The McAllen Independent School District educates all students to be creative and digital thinkers who impact a global society.

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Public Notice



NOTICE OF PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE

The McAllen ISD will hold a public meeting at 5:15 PM, June 24, 2025 in Dr. Ricardo Chapa Board Room/Administration Building of the McAllen ISD 2000 N. 23rd Street McAllen, TX. 78501. The purpose of this meeting is to discuss the school district's budget that will determine the tax rate that will be adopted. Public participation in the discussion is invited.

The tax rate that is ultimately adopted at this meeting or at a separate meeting at a later date may not exceed the proposed rate shown below unless the district publishes a revised notice containing the same information and comparisons set out below and holds another public meeting to discuss the revised notice.

Maintenance Tax	\$0.8022/\$100 (proposed rate for maintenance and operations)
School Debt Service Tax	\$0.1616/\$100 (proposed rate to pay bonded indebtedness)
Approved by Local Voters	

Comparison of Proposed Budget with Last Year's Budget

The applicable percentage increase or decrease (or difference) in the amount budgeted in the preceding fiscal year and the amount budgeted for the fiscal year that begins during the current tax year is indicated for each of the following expenditure categories.

Maintenance and operations	-1.17 % decrease
Debt Service	-2.67 % decrease
Total Expenditures	-1.25 % decrease

Total Appraised Value and Total Taxable Value (as calculated under Section 26.04, Tax Code)

	Preceding Tax Year	Current Tax Year
Total appraised value* of all property	\$13,248,368,279	\$15,990,743,768
Total appraised value* of new property**	\$128,707,487	\$147,095,526
Total taxable value*** of all property	\$9,545,716,392	\$11,311,598,097
Total taxable value*** of new property**	\$114,758,338	\$140,229,190

*Appraised value is the amount shown on the appraisal roll and defined by Section 1.04(8), Tax Code.

**New property is defined by Section 26.012(17), Tax Code.

***Taxable value is defined by Section 1.04(10), Tax Code.

Bonded Indebtedness

Total amount of outstanding and unpaid bonded indebtedness* \$14,300,000

*Outstanding principal.

Comparison of Proposed Rates with Last Year's Rates

	Maintenance & Operations	Interest & Sinking Fund*	Total	Local Revenue Per Student	State Revenue Per Student
Last Year's Rate	\$0.8350	\$0.1616	\$0.9966	\$5,023	\$7,198
Rate to Maintain Same Level of Maintenance & Operations Revenue & Pay Debt Service	\$0.6322	\$0.0652	\$0.6974	\$3,631	\$7,787
Proposed Rate	\$0.8022	\$0.1616	\$0.9638	\$4,640	\$8,391

*The Interest & Sinking Fund tax revenue is used to pay for bonded indebtedness on construction, equipment, or both. The bonds, and the tax rate necessary to pay those bonds, were approved by the voters of this district.

Comparison of Proposed Levy with Last Year's Levy on Average Residence

	Last Year	This Year
Average Market Value of Residences	\$223,619	\$255,096
Average Taxable Value of Residences	\$123,619	\$124,468
Last Year's Rate Versus Proposed Rate per \$100 Value	\$0.9966	\$0.9638
Taxes Due on Average Residence	\$1,231.99	\$1,199.62
Increase (Decrease) in Taxes		-\$32.37

Under state law, the dollar amount of school taxes imposed on the residence homestead of a person 65 years of age or older or of the surviving spouse of such a person, if the surviving spouse was 55 years of age or older when the person died, may not be increased above the amount paid in the first year after the person turned 65, regardless of changes in tax rate or property value.

Notice of Voter-Approval Rate: The highest tax rate the district can adopt before requiring voter approval at an election is \$0.9638. This election will be automatically held if the district adopts a rate in excess of the voter-approval rate of \$0.9638.

Fund Balances

The following estimated balances will remain at the end of the current fiscal year and are not encumbered with or by a corresponding debt obligation, less estimated funds necessary for operating the district before receipt of the first state aid payment.

9	Maintenance and Operations Fund Balance(s)	\$145,853,587
	Interest & Sinking Fund Balance(s)	\$4,351,336

A school district may not increase the district's maintenance and operations tax rate to create a surplus in maintenance and operations tax revenue for the purpose of paying the district's debt service.

McAllen ISD Tax Rate History



Tax Rate Trend (Per \$100)				
Budget Year	Tax Year	Maintenance and Operations	Interest and Sinking	Total Tax Rate
2019-2020	2019	\$1.0586	\$0.0942	\$1.1528
2020-2021	2020	\$1.0450	\$0.0936	\$1.1386
2021-2022	2021	\$1.0486	\$0.0884	\$1.1370
2022-2023	2022	\$1.0206	\$0.0758	\$1.0964
2023-2024	2023	\$0.8448	\$0.1563	\$1.0011
2024-2025	2024	\$0.8350	\$0.1616	\$0.9966
Proposed 2025-2026	2025	\$0.8022	\$0.1616	\$0.9638

*Proposed 2025 Total Tax Rate decreased by \$0.0328

Budget Summary Report for

MCALLEN ISD



Budget Summary Report

2024 - 2025 Actual Budget		Aggregate Expenditures	Per Pupil Expenditures
Instruction			
11	Instruction	\$134,962,953	\$6,785
12	Instructional Resources, Media Services	\$3,417,587	\$172
13	Development & Staff Development	\$4,578,790	\$230
95	Juvenile Justice AEP	\$40,000	\$2
	Total:	\$142,999,330	\$7,190
Instructional Support			
21	Instructional Leadership	\$3,627,345	\$182
23	School	\$13,552,009	\$681
31	Guidance & Counseling, Evaluation	\$11,451,050	\$576
32	Social Work Services	\$2,067,982	\$104
33	Health Services	\$3,060,748	\$154
36	Extra-curricular Activities	\$11,897,048	\$598
	Total	\$45,656,182	\$2,295
Central Administration			
41	General Administration	\$9,187,251	\$462
41	publish all statutorily required public notices in the newspaper by the school district or their	\$26,900	\$1
41	Expenditures for "directly or indirectly influencing or attempty to influence the outcome of legislation or administrative action as those terms are defined in	\$5,300	\$0
	Total:	\$9,219,451	\$464

2025 - 2026 "Proposed" Budget			
		Aggregate Expenditures	Per Pupil Expenditures
Instruction			
11	Instruction	\$138,697,011	\$7,034
12	Instructional Resources, Media Services	\$3,388,065	\$172
13	Development & Staff Development	\$4,025,308	\$204
95	Juvenile Justice AEP	\$40,000	\$2
	Total:	\$146,150,384	\$7,412
Instructional Support			
21	Instructional Leadership	\$2,882,352	\$146
23	School	\$14,430,235	\$732
31	Guidance & Counseling, Evaluation	\$11,873,258	\$602
32	Social Work Services	\$1,937,220	\$98
33	Health Services	\$3,015,984	\$153
36	Extra-curricular Activities	\$10,419,966	\$528
	Total	\$44,559,015	\$2,260
Central Administration			
41	General Administration	\$7,858,182	\$399
41	publish all statutorily required public notices in the newspaper by the school district or their	\$28,700	\$1
41	Expenditures for "directly or indirectly influencing or attempty to influence the outcome of legislation or administrative action as those terms are defined in Section	\$5,300	\$0
	Total:	\$7,892,182	\$400

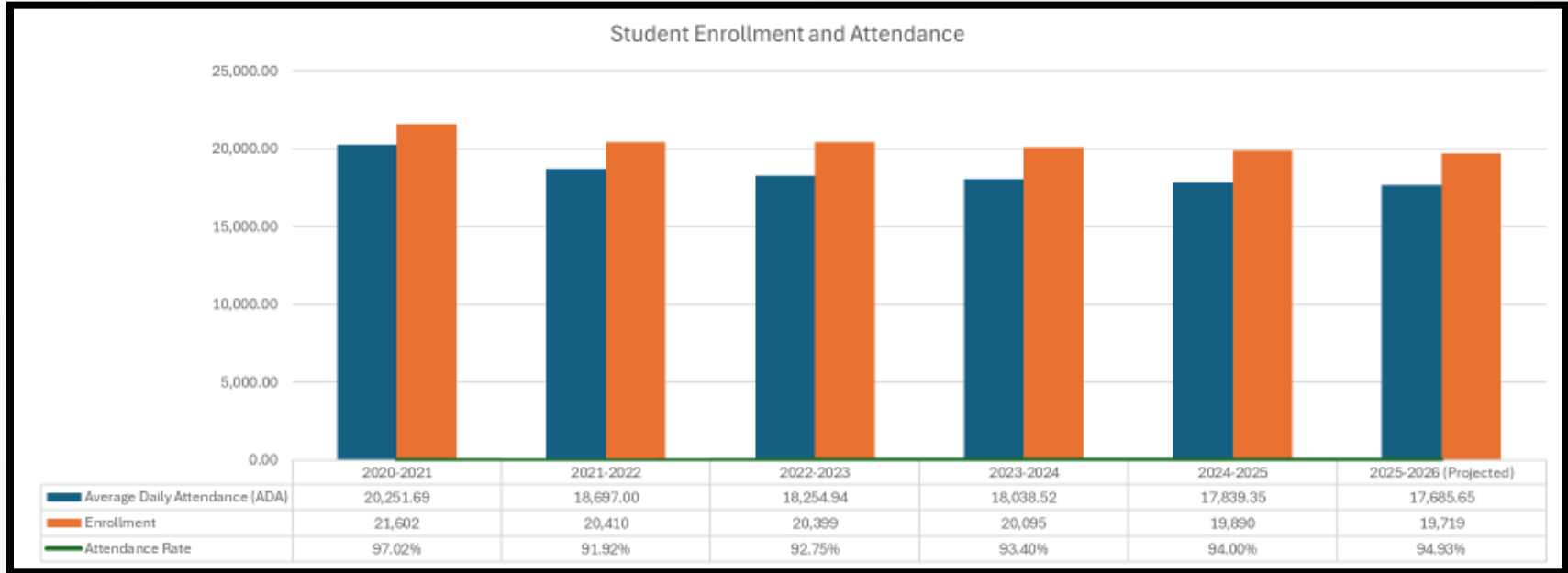
Published on District Website.

District Operations			
51	Plant Maintenance & Security and Monitoring	\$25,942,262	\$1,304
52	Data Processing	\$9,075,996	\$456
53	Student Transportation	\$5,748,615	\$289
34	Food Services	\$6,585,558	\$331
35		\$24,983,115	\$1,256
	Total:	\$72,335,546	\$3,637
Debt			
71	Debt Service	\$20,861,974	\$1,049
Other			
61	Community	\$95,221	\$5
81	Facilities Acquisition and Instructional Services Between Public schools	\$4,730,481	\$238
91		\$0	\$0
92	Incremental Cost Associated with Chapter 41 School Districts	\$0	\$0
93	Payments to Fiscal Agents for Shared Service Arrangements	\$0	\$0
97	Payments to Tax Increment Funds	\$0	\$0
99	inter-government charges not Defined in Other	\$1,164,084	\$59
	Total:	\$5,989,786	\$301

District Operations			
51	Plant Maintenance & Security and Monitoring	\$21,305,420	\$1,080
52	Data Processing	\$6,492,414	\$329
53	Student Transportation	\$5,575,928	\$283
34	Food Services	\$4,636,380	\$235
35		\$24,301,030	\$1,232
	Total:	\$62,311,172	\$3,160
Debt			
71	Debt Service	\$18,388,027	\$933
Other			
61	Community	\$92,015	\$5
81	Facilities Acquisition and Instructional Services Between Public schools	\$314,030	\$16
91		\$0	\$0
92	Incremental Cost Associated with Chapter 41 School Districts	\$0	\$0
93	Payments to Fiscal Agents for Shared Service Arrangements	\$0	\$0
97	Payments to Tax Increment Funds	\$0	\$0
99	inter-government charges not Defined in Other codes	\$1,354,947	\$69
	Total:	\$1,760,992	\$89

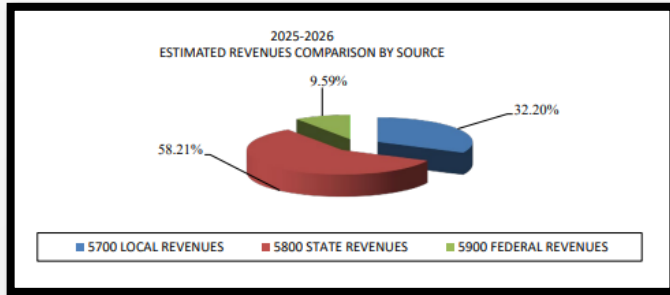
Budget Summary Report – Cont.

Average Daily Attendance Trend

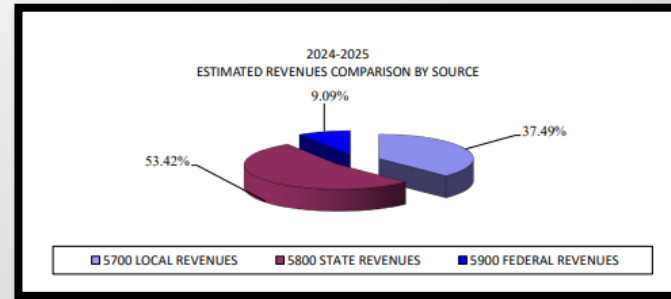


Two Year Budget Comparison of Revenues by Object Code General, Debt Service and Capital Projects Funds

Revenue Code	Description	Percent of Total	Proposed Budget 2025-2026		Percent of Total	Original Budget 2024-2025	
			07/01/2025	Revenues Per ADA		07/01/2024	Revenues Per ADA
5700	LOCAL REVENUES	32.20%	\$ 89,791,119	\$ 5,077	37.49%	\$ 98,732,235	\$ 5,573
5800	STATE REVENUES	58.21%	162,342,929	9,179	53.42%	140,703,661	7,942
5900	FEDERAL REVENUES	9.59%	26,739,389	1,512	9.09%	23,947,355	1,352
	Total	100.00%	\$ 278,873,437	\$ 15,768	100.00%	\$ 263,383,251	\$ 14,867
7900	OTHER RESOURCES		-	-		-	-
FUND BALANCE CONTRIBUTIONS							
199	GENERAL FUND		594,328	34		4,500,000	254
620	MTN-2020		1,594,007	90		4,560,231	257
697	UTRGV COLLEGIATE ACADEMY		-	-		120,422	7
698	MISD CAPITAL PROJECTS		-	-		247,001	14
	Grand Total		\$ 281,061,772	\$ 15,892		\$ 272,810,905	\$ 15,399



2025-2026 ADA 17,686



2024-2025 ADA 17,717

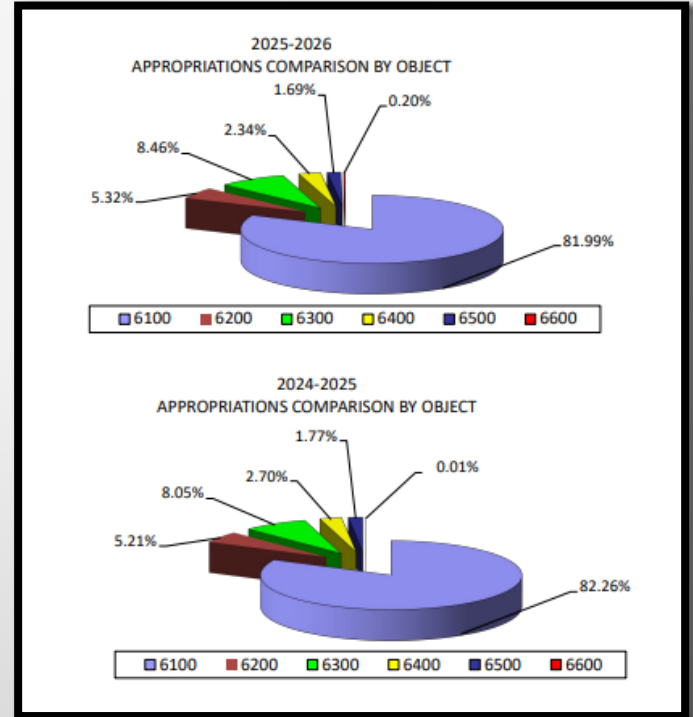
Appropriations – Budget Summary General, Debt Service and Capital Projects Funds

		Proposed Budget 2025-2026 07/01/2025	Original Budget 2024-2025 07/01/2024	Difference
GENERAL FUND				
101	FOOD SERVICE	\$ 24,298,657	\$ 21,823,941	\$ 2,474,716
155	COLLEGE CAREER MILITARY READINESS	1,163,673	798,297	365,376
156	EARLY EDUCATION ALLOTMENT	3,538,072	2,953,122	584,950
157	DYSLEXIA	1,545,094	1,331,750	213,344
158	SCHOOL SAFETY ALLOTMENT	1,446,592	657,891	788,701
162	CAREER TECHNICAL ED	9,135,067	8,596,239	538,828
163	ADV LEARNERS/G&T	390,396	388,592	1,804
164	BILINGUAL/ESL	2,247,461	2,425,982	(178,521)
173	SPECIAL EDUCATION	26,764,433	23,504,670	3,259,763
183	ATHLETICS	6,380,324	6,260,365	119,959
184	FINE ARTS	2,577,667	2,455,120	122,547
193	STATE COMPENSATORY	11,700,703	13,210,923	(1,510,220)
195	ADVERTISING	34,000	41,250	(7,250)
197	MAINTENANCE TAX NOTES	3,914,378	3,915,634	(1,256)
199	GENERAL FUND	<u>170,428,858</u>	<u>165,236,375</u>	<u>5,192,483</u>
		<u>\$ 265,565,375</u>	<u>\$ 253,600,151</u>	<u>\$ 11,965,224</u>
DEBT SERVICE FUND				
599	DEBT SERVICE FUND	<u>\$ 13,902,390</u>	<u>\$ 14,283,100</u>	<u>\$ (380,710)</u>
		<u>\$ 13,902,390</u>	<u>\$ 14,283,100</u>	<u>\$ (380,710)</u>
CAPITAL PROJECTS FUND				
620	MTN-2020	1,594,007	4,560,231	(2,966,224)
697	UTRGV COLLEGIATE ACADEMY	-	120,422	(120,422)
698	MISD CAPITAL PROJECTS	<u>-</u>	<u>247,001</u>	<u>(247,001)</u>
		<u>\$ 1,594,007</u>	<u>\$ 4,927,654</u>	<u>\$ (3,333,647)</u>
	Sub-Total All Funds	\$ 281,061,772	\$ 272,810,905	\$ 8,250,867
	Other Uses 8xxx	\$ -	-	-
	Total All Funds	<u>\$ 281,061,772</u>	<u>\$ 272,810,905</u>	<u>\$ 8,250,867</u>

Two Year Budget Comparison of Appropriations by Object Code General, Debt Service and Capital Projects Funds



Object Code	Description	Percent of Total	Proposed Budget 2025-2026 07/01/2025	Percent of Total	Original Budget 2024-2025 07/01/2024
GENERAL FUND					
6100	PAYROLL COSTS	81.99%	\$ 217,753,866	82.26%	\$ 208,609,289
6200	PROF & CONTRACTED SERVICES	5.32%	14,118,279	5.21%	13,199,314
6300	SUPPLIES & MATERIALS	8.46%	22,468,277	8.05%	20,414,239
6400	OTHER OPERATING COSTS	2.34%	6,214,316	2.70%	6,858,278
6500	DEBT SERVICE	1.69%	4,485,637	1.77%	4,481,506
6600	CAPITAL OUTLAY	0.20%	525,000	0.01%	37,525
	Total	100.00%	\$ 265,565,375	100.00%	\$ 253,600,151
DEBT SERVICE FUND					
599	DEBT SERVICE FUND		13,902,390		14,283,100
CAPITAL PROJECTS FUNDS					
620	MTN-2020		1,594,007		4,560,231
697	UTRGV COLLEGIATE ACADEMY		-		120,422
698	MISD CAPITAL PROJECTS		-		247,001
OTHER USES 8xxx					
			-		-
	Grand Total		\$ 281,061,772		\$ 272,810,905
Payroll Costs - Percent of Total less					
*Non-Monetary On-Behalf		*81.00%		*81.24%	



Appropriations by Function 2024-2025 Accelerated Instruction Funds

	State Compensatory Fund
11 - INSTRUCTION	129,725
12 - INSTRUCTIONAL RES & MEDIA SERV	-
13 - CURR DEV & INSTRUCTIONAL DEV	22,650
23 - SCHOOL LEADERSHIP	29,036
31 - COUNSEL AND EVALUATION	-
61 - COMMUNITY SERVICES	-
Total Appropriations	<u>181,411</u>

2024-2025 Budget Summary

General, Debt Service and Capital Projects Funds



	General Fund	Debt Service Fund	Capital Projects Funds	Total All Funds
5700 LOCAL REVENUES	\$ 75,888,729	\$ 13,902,390	\$ -	\$ 89,791,119
5800 STATE REVENUES	162,342,929	-	-	162,342,929
5900 FEDERAL REVENUES	26,739,389	-	-	26,739,389
7900 OTHER RESOURCES	-	-	-	-
FUND BALANCE CONTRIBUTIONS:				
199 GENERAL FUND	594,328	-	-	594,328
599 DEBT SERVICE FUND	-	-	-	-
620 MTN-2020	-	-	1,594,007	1,594,007
Total Revenues and Fund Balance	\$ 265,565,375	\$ 13,902,390	\$ 1,594,007	\$ 281,061,772

	General Fund	Debt Service Fund	Capital Projects Funds	Total All Funds
11 INSTRUCTION	\$ 138,697,011	\$ -	\$ -	\$ 138,697,011
12 INSTRUCTIONAL RES & MEDIA SERV	3,388,065	-	-	3,388,065
13 CURR DEV & INSTRUCTIONAL DEV	4,025,308	-	-	4,025,308
21 INSTRUCTIONAL LEADERSHIP	2,882,352	-	-	2,882,352
23 SCHOOL LEADERSHIP	14,430,235	-	-	14,430,235
31 GUIDANCE COUNSELING AND EVAL	11,873,258	-	-	11,873,258
32 SOCIAL WORK SERVICES	1,937,220	-	-	1,937,220
33 HEALTH SERVICES	3,015,984	-	-	3,015,984
34 STUDENT TRANSPORTATION	4,636,380	-	-	4,636,380
35 FOOD SERVICES	24,301,030	-	-	24,301,030
36 EXTRACURRICULAR ACTIVITIES	10,419,966	-	-	10,419,966
41 GENERAL ADMINISTRATION	7,892,182	-	-	7,892,182
51 FACILITIES MAINT & OPERATIONS	21,305,420	-	-	21,305,420
52 SECURITY AND MONITORING SERV	5,411,206	-	1,081,208	6,492,414
53 DATA PROCESSING SERVICES	5,372,159	-	203,769	5,575,928
61 COMMUNITY SERVICES	92,015	-	-	92,015
71 DEBT SERVICE	4,485,637	13,902,390	-	18,388,027
81 FACILITIES ACQ & CONSTRUCTION	5,000	-	309,030	314,030
95 PYMTS TO JUVENILE JUSTICE	40,000	-	-	40,000
99 OTHER INTERGOVT CHARGES	1,354,947	-	-	1,354,947
8900 OTHER USES	-	-	-	-
Total Appropriations	\$ 265,565,375	\$ 13,902,390	\$ 1,594,007	\$ 281,061,772

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Public Hearing Comments

McAllen ISD thanks you for your continued support!

**BOARD AGENDA REPORT
McALLEN INDEPENDENT SCHOOL DISTRICT**

June 24, 2025

MEETING DATE: _____

SUBJECT: Discussion and Possible Action of the McAllen Independent School District June Budget Amendment for Fiscal Year Beginning July 1, 2024 and Ending June 30, 2025.

REFERENCE: Goal 4, Strategy 7 - Financial Priorities

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

In accordance with TEA budget and accounting procedures guidelines, the District's official budget is comprised of the General Fund which includes Food Service and the Debt Service Fund. The District has administratively opted to officially adopt the Capital Projects Fund budget. The adoption of the budgets associated with these funds, and subsequent amendments, should be approved by the Board of Trustees. The authority to approve a budget or a budget amendment for a grant program, however, lies with the granting agency and not with the District's Board.

The administration will routinely allow amendments of existing budgeted funds between major function levels, in order to accommodate the necessary operations of the requesting department or campus. These amendments usually become necessary due to account coding requirements. These requests allowed at the administrative level are subject to final approval by the Board of Trustees.

The budget amendments are broken down into the following two categories:

1. Revisions – amendments that are necessary because of policy changes or revisions to programs that increase/decrease the budget.
2. Transfers – amendments that are necessary and/or amounts require adjustments but do not increase/decrease the budget.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

The budget amendment detail provides explanations for the revisions and transfers.

LEGAL REVIEW:

None required.

BUDGETARY CONSIDERATIONS:

	General Fund	Debt Service	Capital Projects Fund
Audited Fund Balance	\$ 145,853,587	\$ 4,351,334	\$ 6,237,048
Revenues	259,478,827	14,618,150	1,133,926
Expenditures	282,321,127	14,283,100	7,250,570
Preliminary Ending Fund Balance	\$ 123,011,287	\$ 4,686,384	\$ 120,404

**BOARD AGENDA REPORT
McALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

SUBJECT: Discussion and Possible Action of the McAllen Independent School District June Budget Amendment for Fiscal Year Beginning July 1, 2024 and Ending June 30, 2025.

REFERENCE: Goal 4, Strategy 7 - Financial Priorities

RECOMMENDED BOARD ACTION:

That the Board of Trustees approve the McAllen Independent School District June Budget Amendment for the General Fund and Capital Projects Fund for Fiscal Year Beginning July 1, 2024 and Ending June 30, 2025.


Attachment:

SUBMITTED BY:  JOEL GARCIA (Jun 19, 2025 15:27 CDT)

SUPERVISOR: Lorena Garcia (Jun 19, 2025 16:06 CDT)

For further information contact:
Name: Joel Garcia, RTSBA
Office: (956) 618-6016
eMail: joel.garcia@mcallenisd.net

Approved for presentation to the Board of Education:

 RENE GUTIERREZ (Jun 19, 2025 16:15 CDT)

Superintendent of Schools

Description	A	B	C		D	E	
	Original Budget	Revised Budget 04/30/2025	Budget Amendments Under Consideration		Revisions	Transfers	Revised Budget 06/19/2025
Audited Fund Balance	145,853,587	145,853,587					145,853,587
Revenues:							
Local:							
Property Taxes	79,212,593	74,616,779					74,616,779
Interest Income	3,060,000	3,407,845	2,708,530				6,116,375
Other Local Income	2,176,542	2,686,595	544,173		(37,455)		3,193,313
State:	140,703,661	144,189,543	(1,161,483)		24,751		143,052,811
Federal:	23,947,355	27,202,930			6,668		27,209,598
Other Sources:		2,212,855	3,071,060		6,036		5,289,951
Total Revenues	249,100,151	254,316,547	5,162,280		0		259,478,827
Expenditures:							
11 Instruction	132,270,921	134,888,051	2,547,431		(331,983)		137,103,499
12 Inst. Res. & Media Services	3,349,732	3,417,587	49,722		(3,694)		3,463,615
13 Curriculum Dev. & Inst. Staff Dev.	3,862,783	4,578,790	265,715		48,976		4,893,481
21 Inst. Leadership	3,460,537	3,627,345	221,606		(76,454)		3,772,497
23 School Leadership	13,842,089	13,552,009	197,155		17,221		13,766,385
31 Guid., Counseling & Eval. Ser.	10,829,063	11,451,050	152,339		(96,710)		11,506,679
32 Social Work Services	1,970,180	2,067,982	43,652		(20,361)		2,091,273
33 Health Services	3,026,343	3,058,654	44,622		(43,268)		3,060,008
34 Student (Pupil) Trans.	4,940,668	6,585,558	229,991		119,503		6,935,052
35 Food Services	21,826,304	24,983,115	10,671		(176)		24,993,610
36 Curricular/Extracurricular Act.	9,896,442	11,548,506	199,737		154,365		11,902,608
41 General Administration	7,650,393	9,219,451	67,913		72,706		9,360,070
51 Plant Maint. & Operations	20,698,687	24,152,379	420,248		(25,300)		24,547,327
52 Security and Monitoring Serv.	5,048,236	7,666,377	247,862		(13,162)		7,901,077
53 Data Processing Services	5,251,154	5,262,095	48,766		(27,388)		5,283,473
61 Community Services	82,415	95,221	34,922		(403)		129,740
71 Debt Service	4,481,506	6,512,146	(1,180,000)		253,213		5,585,359
81 Fac. Acquisition & Const.	0	1,824,099	24,276		(27,085)		1,821,290
95 Pmt. to Juv. Justice Alt. Ed. Prg.	40,000	40,000					40,000
99 Other Intergovernmental Charges	1,072,698	1,164,084					1,164,084
Other Uses	0	2,000,000	1,000,000				3,000,000
Total Expenditures	253,600,151	277,694,499	4,626,628		0		282,321,127
Preliminary Ending Fund Balance	141,353,587	122,475,635	535,652		0		123,011,287

GENERAL FUND
Revisions

REVENUES:

Local			
Interest Income	- Increase to Interest Income for Fund 197 Maintenance Tax Notes	\$ 264,124	
	- Increase to Interest Income for Fund 199 General Fund	<u>2,444,406</u>	2,708,530
Other Local Income	- Ticket Sales from Regional Golf Tournament Registration for Fund 183 Athletics	\$ 25,500	
	- Increase to Ticket Sales for Fund 183 Athletics	55,669	
	- Student Contribution for Study Abroad Salamanca Spain Trip for Fund 199 General Fund	22,850	
	- Donation from Alvarez Rail Services, Isaac Heredia, Melba Figueroa, Keith & Keith Group, Robert Ramirez, Paul Piper, JoAnna Salazar, Lita Leo Campaign, Lori Gerlach, Roger Garza, and Alonzo Cantu for Study Abroad Salamanca Spain Trip for Fund 199 General Fund	3,850	
	- Increase to Rental Revenue for Fund 199 General Fund	9,505	
	- Increase to Other Revenues for Convenience Fees Fund 199 General Fund	14,094	
	- Increase to Other Revenues for Rebates Fund 199 General Fund	63,333	
	- Increase to Insurance Recovery for Fund 199 General Fund	<u>349,372</u>	544,173
State			
	- Increase to TRS on Behalf for Fund 183 Athletics	\$ 44,527	
	- Increase to TRS on Behalf for Fund 164 Bilingual	38,664	
	- Increase to TRS on Behalf for Fund 155 College, Career and Military Readiness	800	
	- Increase to TRS on Behalf for Fund 173 Special Education	38,240	
	- Summary of Finance Adjustment to 6th Six Weeks for Fund 155 College, Career and Military Readiness	(491,150)	
	- Summary of Finance Adjustment to 6th Six Weeks for Fund 156 Early Education Allotment	4,963	
	- Summary of Finance Adjustment to 6th Six Weeks for Fund 157 Dyslexia	219,912	
	- Summary of Finance Adjustment to 6th Six Weeks for Fund 158 School Safety Allotment	(417)	
	- Summary of Finance Adjustment to 6th Six Weeks for Fund 162 Career Technical Education	(128,062)	
	- Summary of Finance Adjustment to 6th Six Weeks for Fund 163 Gifted and Talented	3,339	
	- Summary of Finance Adjustment to 6th Six Weeks for Fund 164 Bilingual	(9,370)	
	- Summary of Finance Adjustment to 6th Six Weeks for Fund 173 Special Education	19,397	
	- Summary of Finance Adjustment to 6th Six Weeks for Fund 193 State Compensatory	(18,686)	
	- Summary of Finance Adjustment to 6th Six Weeks for Fund 199 General Fund	<u>(883,640)</u>	(1,161,483)
Federal			
	- None for June 2025	<u>\$ -</u>	-

GENERAL FUND Revisions

Other Sources

- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for Perez Elementary Special Education Field Trip Transportation to Morgan's Wonderland	\$	2,800	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for Perez Elementary Special Education Field Trip Extra Duty to Morgan's Wonderland		1,250	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for Vinyl Wall and Window Wraps at Sanchez Elementary Library		11,296	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for 6 Benches in Front Flag Pole Area at Perez Elementary		3,900	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for Landscaping in Front Flag Pole Area at Perez Elementary		1,793	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for Irrigation in Front Flag Pole Area at Perez Elementary		1,000	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for 4 Benches in West Side of Perez Elementary		2,600	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for Landscaping in West Side of Perez Elementary		3,292	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for Irrigation Dripline in West Side of Perez Elementary		1,500	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for 3 Benches in Area 2 of Perez Elementary		1,950	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for Landscaping in Area 2 of Perez Elementary		4,761	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for Irrigation in Area 2 of Perez Elementary		1,200	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for Oak Tree Trimming in Area 2 of Perez Elementary		2,280	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for Splash Day Event at Castaneda Elementary		1,900	
- Transfer to Fund 199 General Fund from Fund 713 Safe and Secure for Teacher Appreciation Week and End of Year Supplies at Castaneda Elementary		2,000	
- Increase to Subscription Based Information Technology Arrangements for Fund 162 Career Technology Education		62,238	
- Increase to Subscription Based Information Technology Arrangements for Fund 199 General Fund		8,994	
- Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund		2,925,734	
- Increase to Proceeds from Capital Leases for Toshiba Phase 4 for Fund 199 General Fund		30,572	
			3,071,060
	Grand Total	\$ 5,162,280	

EXPENDITURES:

Function 11	- Increase to Extra Duty Pay for Perez Elementary Special Education Field Trip to Morgan's Wonderland for Fund 199 General Fund	\$	1,250	
	- Increase to Transportation for Perez Elementary Special Education Field Trip to Morgan's Wonderland for Fund 199 General Fund		2,800	
	- Increase to Rentals for Splash Day Event at Castaneda Elementary for Fund 199 General Fund		1,900	
	- Increase to Supplies for Teacher Appreciation Week and End of Year Supplies at Castaneda Elementary for Fund 199 General Fund		2,000	
	- Increase to Student Travel for Study Abroad Salamanca Spain Trip for Fund 199 General Fund		26,700	
	- Increase to TRS on Behalf for Fund 164 Bilingual		38,154	
	- Increase to TRS on Behalf for Fund 155 College, Career and Military Readiness		800	
	- Increase to TRS on Behalf for Fund 173 Special Education		23,231	
	- Transfer from Fund 164 Bilingual Balance for Summer School Transportation		20,000	
	- Increase to Subscription Based Information Technology Arrangements for Fund 162 Career Technology Education		62,238	
	- Increase to Right of Use Assets for Toshiba Phase 4 for Fund 199 General Fund		15,585	
	- Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund		2,023,501	
	- Increase to Salaries and Fringe Benefits/Cover Negative Balances for Fund 173 Special Education		19,397	
	- Increase to Supplies for Fund 157 Dyslexia		186,140	
	- Increase to Dual Enrollment Tuition for Fund 155 College, Career and Military Readiness		121,550	
	- Increase to Supplies for Fund 163 Gifted and Talented		2,185	
				2,547,431
Function 12	- Increase to Right of Use Assets for Toshiba Phase 4 for Fund 199 General Fund	\$	7,983	
	- Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund		41,739	
				49,722
Function 13	- Increase to TRS on Behalf for Fund 164 Bilingual	\$	510	
	- Increase to Supplies for Fund 156 Early Education		222,523	
	- Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund		42,682	
				265,715

GENERAL FUND
Revisions

Function 21	<ul style="list-style-type: none"> - Increase to Supplies for Fund 162 Career Technology Education - Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund 	\$ 177,946 <u>43,660</u>	221,606
Function 23	<ul style="list-style-type: none"> - Increase to Right of Use Assets for Toshiba Phase 4 for Fund 199 General Fund - Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund 	\$ 7,004 <u>190,151</u>	197,155
Function 31	<ul style="list-style-type: none"> - Increase to TRS on Behalf for Fund 173 Special Education - Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund 	\$ 8,749 <u>143,590</u>	152,339
Function 32	<ul style="list-style-type: none"> - Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund 	<u>\$ 43,652</u>	43,652
Function 33	<ul style="list-style-type: none"> - Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund 	<u>\$ 44,622</u>	44,622
Function 34	<ul style="list-style-type: none"> - Increase for Support Staff Overtime Due to High Student Activity Levels Related to Summer School, End-of-Year Activities and Meals on Wheels - Increase for Gasoline and Other Fuel Costs to Meet Demands for Summer School, Meals on Wheels, and Year-End Needs - Increase for Bus Tires and Brakes, to Complete Preventative Maintenance on the Fleet - Increase to TRS on Behalf for Fund 173 Special Education - Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund 	\$ 100,000 25,000 90,000 6,260 <u>8,731</u>	229,991
Function 35	<ul style="list-style-type: none"> - Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund 	<u>\$ 10,671</u>	10,671
Function 36	<ul style="list-style-type: none"> - Increase to Miscellaneous Operating Expenses for Fund 183 Athletics to Pay Regional Golf Tournament Green Fees - Increase to Miscellaneous Contracted Service for Fund 183 Athletics - Increase to TRS on Behalf for Fund 183 Athletics - Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund 	\$ 25,500 55,669 35,145 <u>83,423</u>	199,737
Function 41	<ul style="list-style-type: none"> - Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund 	<u>\$ 67,913</u>	67,913
Function 51	<ul style="list-style-type: none"> - Increase to Contracted Maintenance for Vinyl Wall and Window Wraps at Sanchez Elementary Library - Transfer from Assigned Fund Balance for Fund 199 General Fund for Facilities, Maintenance, and Operations Contracted Maintenance & Repairs - Transfer from Assigned Fund Balance for Fund 199 General Fund for Facilities, Maintenance, and Operations Rentals - Transfer from Assigned Fund Balance for Fund 199 General Fund for Facilities, Maintenance, and Operations Miscellaneous Contracted Maintenance & Repairs - Transfer from Assigned Fund Balance for Fund 199 General Fund for Facilities, Maintenance, and Operations Supplies & Materials - Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund 	\$ 11,296 100,000 30,000 15,000 230,000 <u>33,952</u>	420,248
Function 52	<ul style="list-style-type: none"> - Increase to TRS on Behalf for Fund 183 Athletics - Transfer from Fund Balance to Vehicles for Purchase of 3 Tahoes for Fund 158 School Safety Allotment - Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund 	\$ 9,382 \$ 165,727 <u>72,753</u>	247,862

GENERAL FUND
Revisions

Function 53	<ul style="list-style-type: none"> - Increase to Subscription Based Information Technology Arrangements for Fund 199 General Fund - Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund 	\$ 8,994.00 <u>39,772</u>	48,766
Function 61	<ul style="list-style-type: none"> - Increase to Right of Use Assets for Insight Staff Refresh for Fund 199 General Fund 	<u>\$ 34,922</u>	34,922
Function 71	<ul style="list-style-type: none"> - Transfer to Restricted Cash/Fund Balance for QSCN 2011 for Fund 197 Maintenance Tax Notes 	<u>\$ (1,180,000)</u>	(1,180,000)
Function 81	<ul style="list-style-type: none"> - Increase to Landscaping for 13 Benches, Landscaping, Irrigation, and Oak Tree Trimming at Perez Elementary 	<u>\$ 24,276</u>	24,276
Other Uses	<ul style="list-style-type: none"> - Transfer from Assigned Fund Balance for Fund 199 General Fund - Transfer to Fund 753 Health Fund 	<u>\$ 1,000,000</u>	1,000,000
		Grand Total	<u><u>\$ 4,626,628</u></u>

DEBT SERVICE

Description	A	B	C		D	E
	Original Budget	Revised Budget 03/31/2025	Budget Amendments Under Consideration		Revised Budget 06/19/2025	Revised Budget 06/19/2025
			Revisions	Transfers		
Unaudited Fund Balance	4,351,334	4,351,334				4,351,334
Revenues:						
Local						
Property Taxes	13,982,100	14,167,565				14,167,565
Interest Income	200,000	200,000				200,000
Other Local Income	101,000	101,000	149,585			250,585
State		0				0
Total Revenues	14,283,100	14,468,565	149,585	0		14,618,150
Expenditures:						
71 Debt Service	14,283,100	14,283,100				14,283,100
Total Expenditures	14,283,100	14,283,100	0	0		14,283,100
Preliminary Ending Fund Balance	4,351,334	4,536,799	149,585	0		4,686,384

DEBT SERVICE
Revisions

REVENUES:

Local

Property Taxes	- None for June 2025	<u>\$ -</u>	-
Other Local Income	- Increase to Tax Penalties/Interest for Fund 599 Debt Service Fund	<u>\$ 149,585</u>	149,585
Grand Total		<u><u>\$ 149,585</u></u>	

EXPENDITURES:

	- None for June 2025	<u>\$ -</u>	-
Grand Total		<u><u>\$ -</u></u>	

CAPITAL PROJECTS

Description	A	B	C		D	E
	Original Budget	Revised Budget 04/30/2025	Budget Amendments Under Consideration		Revised Budget 06/19/2025	
			Revisions	Transfers		
Audited Fund Balance	6,237,048	6,237,048				6,237,048
Revenues:						
Local						
Interest Income		132,598				132,598
Other Local Income		1,001,328				1,001,328
Total Revenues	0	1,133,926	0	0		1,133,926
Expenditures:						
11 Instruction		74,902				74,902
33 Health Services		2,094				2,094
36 Curricular/Extracurricular Act.		348,542				348,542
51 Plant Maint. & Operations	279,043	1,789,883		(235,491)		1,554,392
52 Security and Monitoring Serv.		1,409,619		355,049		1,764,668
53 Data Processing Services		486,520				486,520
71 Debt Service		66,728				66,728
81 Fac. Acquisition & Const.	4,648,611	2,906,382	165,900	(119,558)		2,952,724
Total Expenditures	4,927,654	7,084,670	165,900	0		7,250,570
Preliminary Ending Fund Balance	1,309,394	286,304	(165,900)	0		120,404

CAPITAL PROJECTS FUND
Revisions

REVENUES:

- None for June 2025

Grand Total \$ -

EXPENDITURES:

Function 81	- Transfer from Fund Balance for McAllen Veterans Memorial Stadium Engineering Services for Turf and Track	<u>\$ 165,900</u>	165,900
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Grand Total \$ 165,900

**BOARD AGENDA REPORT
McALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

**BOARD AGENDA REPORT
McALLEN INDEPENDENT SCHOOL DISTRICT**


MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: 
Alberto Canales (Jun 17, 2025 13:35 CDT)

SUPERVISOR: Lorena Garcia
Lorena Garcia (Jun 17, 2025 13:49 CDT)

Approved for presentation to the Board of Education:


RENE GUTIERREZ (Jun 17, 2025 14:16 CDT)

Superintendent of Schools



**Department of
Human Resources**

MC^{A+}ALLEN ISD

**Employee Compensation Plan
2025-2026**

Pending Board Approval



Department of Human Resources

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Staffing Guidelines

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
ELEMENTARY SCHOOL STAFFING GUIDELINES

ADMINISTRATIVE SUPPORT		DAYS	FUND
Principal	One (1) Full-Time person	212	199
Assistant Principal	350-800 students = full time person, 801+ students = 2 full time persons	207	199
Counselor	0 - 700 = 1 full time person, 701+ = 2 full time persons	190	199
Librarian	0-400 students = 1/2 (.5) person , 400+ = 1 full time person	197	199
Diagnostician	Situation Dependent	197	173/224
Nurse	400+ students = One (1) full time person	192	199
Social Worker	Situation Dependent	187	193
TEACHERS			
Kinder CSR	Situation Dependent (18 to 1 teacher student ratio)	187	255
Pre-K-4	One (1) Teacher per 22 students	187	199
5th Grade	One (1) Teacher per 25 students	187	199
Music	0-700 students = One (1) Teacher, 701+ students = Two (2) Teachers	187	199
PE	0-700 students = One (1) Teacher, 701+ students = Two (2) Teachers	187	199
Special Education - Early Childhood Special Education (ECSE)(3-5 yrs.)	One (1) Teacher per 12 students	187	173/224
Special Education - Self- Contained	One (1) Teacher per 12 students	187	173/224
Special Education- Adaptive PE	Situation Dependent	187	173
Special Education - Homebound	Situation Dependent	187	224
Special Language	1/2 (.5) Person per campus (Situation Dependent)	187	263
Dyslexia	1-15 students = 1/2 (.5) Person per campus, 31-35 students = 1 full time person	187	199
Interventionist K-5	One (1) full time person per Title 1 Campus	187	211
Lead Innovative Instruction	One (1) full time person district wide	197	211
RDSPD DHH - Escandon and Roosevelt	Situation Dependent	187	435/315
AEP	One (1) Teacher district wide	187	193
INSTRUCTIONAL PARAPROFESSIONAL			
Inst. Assistant - PE	One (1) per campus	187	199
Inst. Assistant - Pre-K "or Inst. Assistant Early Childhood PK for at-risk"	One (1) Paraprofessional per class	187	164/199 193/199
Inst. Assistant - Dyslexia	16-30 students = 1/2 (.5) Person per campus, 36+students = 1 full time person	187	199
Inst. Assistant - Science Technology	One (1) per Title 1 Campus	187	193
Inst. Assistant - Resource Media	600+ = One (1) Paraprofessional	187	199
Inst. Assistant - Bilingual	One (1) per campus	187	164
Inst. Assistant - Special Ed	Situation Dependent	187	173/224/225
Inst. Assistant - RDSPD DHH	Situation Dependent	187	435/315
Inst. Assistant - AEP	One (1) Person district wide	187	193
SECRETARY/CLERICAL PARAPROFESSIONAL			
Secretary	One (1) full time person	212	199
Clerk, Data Processing	One (1) full time person	212	199
Clerk, Student Data	One (1) full time person	197	199
Clerk Campus	700+ = 1 full time person	207	199
SUPPLEMENTAL PROFESSIONAL			
Coach Instructional K-5	One (1) per Title 1 campus	187	211
Interventionist	Situation Dependent	187	211
Specialist, Parent and Family Engagement	(.5) per campus (Also assigned other campuses)	187	211
Behavioral Strategist	Three (3) Teachers district wide	187	224
Occupational Therapist	Situation Dependent	197	224
Speech Pathologist	Situation Dependent	192	173/224
SUPPLEMENTAL PARAPROFESSIONAL			
Licensed Vocational Nurse (LVN)	0-400 = 1 full time person (in lieu of RN)	192	199
Health Assistant (CMA,RMA,CNA)	750-1000+ students = One (1) full time person	192	199
CUSTODIAL			
Custodian Head I	One (1) per campus	242	199
Custodian	Custodial allocations are based upon the cleanable Square Footage (SF) of the facility. Cleanable SF is defined as being 90% of the gross SF. Secondary campuses are staffed at one (1) custodian per 23,000 SF of cleanable floor space. This staffing standard does include the Head Custodian.	242	199
CHILD NUTRITION PROGRAM			
Child Nutrition Manager	One (1) per campus	187	101
Child Nutrition Assistant Manager	One (1) per campus	187	101
Child Nutrition Worker	One (1) per 19-25 meals/labor hour. Kitchens are staffed based on labor hours, not the number of people. Labor hours are converted into employee equivalents.	187	101

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
MIDDLE SCHOOLS STAFFING GUIDELINES

ADMINISTRATIVE SUPPORT		DAYS	FUND
Principal	One (1) per campus	217	199
Assistant Principal	One (1) per campus	212	199
Assistant Principal	801+ = 1 Full-time person	207	199
School Improvement Facilitator	One (1) per campus	212	211
Counselor	0-700 = 1 Full-time person, 701+ = 2 Full-time persons	201	199
Counselor - Gear Up- UTRGV Grant	One (1) at Brown, De Leon, Travis	201	274/199
Librarian	750+ = One (1) per campus	197	199
Nurse	One (1) per campus	192	199
Social Worker	Situation Dependent	187	193
TEACHERS			
English	One (1) per 25 students per six (6) periods (6th/7th grade blocked)	187	199
Mathematics	One (1) per 25 students per three (6) periods (all grades blocked)	187	199
Science	One (1) per 25 students per six (6) periods	187	199
Social Studies	One (1) per 25 students per six (6) periods	187	199
Art	One (1) per 25 students per six (6) periods	187	199
Theatre Arts	One (1) per 25 students per six (6) periods	187	199
Band Director, Head	One (1) per campus	202	199/184
Band Director, Assistant	One (1) per campus, 300+ students = Two (2) per campus	202	199/184
Choir Director, Head	One (1) per campus	195	199/184
Choir Director, Assistant	One (1) per 200+ students	195	199/184
Orchestra Director, Head	One (1) per campus	202	199/184
Orchestra Director, Assistant	One (1) per 150+ students	202	199/184
Mariachi	One (1) Shared for Brown, Travis, Fossum	212	199/184
Spanish	One (1) Full-Time Person (De Leon IB MYP, Fossum DL)	187	199
Sci Tech Teacher	One (1) per campus	187	193
ELA CSR 6th/8th Grade	Situation Dependent, 18:1 Ratio	187	255
Math CSR 6th Grade	Situation Dependent, 18:1 Ratio	187	255
ESL Literacy Extension 6-12	One (1) per campus	187	193
Dyslexia	One (1) per campus, 18:1 Ratio	187	199
Instructional Coach	One (1) per campus @ Travis, Brown & DeLeon	192	211
Technology Applications	One (1) per 25 students per six (6) periods	187	199/162
Technology Education	One (1) per 25 students per six (6) periods	187	199/162
Physical Education	One (1) per 25 students per six (6) periods	187	199
Special Education - Inclusion	One (1) per 20 students	187	173/224
Special Education - Visually Impaired	Situation Dependent	187	173
Special Education - Self Contained	One (1) per 12 students	187	224/173
RDSPD DHH - Brown MS	Situation Dependent	187	435/315
INSTRUCTIONAL PARAPROFESSIONAL		DAYS	FUND
Inst. Assistant - In School Susp.	One (1) per campus	187	199
Inst. Assistant - Resource Media	700+ = One (1) Para, 1000+ = Two (2) Para	187	199
Inst. Assistant - RDSPD (Brown MS)	Situation Dependent	187	435/315
Inst. Assistant - Special Ed.	Situation Dependent	187	173/224
Inst. Assistant- PE	650+ = One (1) Para, 800+ = Two (2) Para	187	199
SECRETARY/CLERICAL PARAPROFESSIONAL			
Secretary - Principal	One (1) per campus	217	199
Clerk - Campus	One (1) per campus	201	199
Clerk - Counselor	One (1) per campus	201	199
Clerk - Data Processing	One (1) per campus	217	199
Bookkeeper	One (1) per campus Morris & Cathey, (.5) De Leon, Fossum, Travis, Brown	217	199

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
MIDDLE SCHOOLS STAFFING GUIDELINES**

Page 2

SUPPLEMENTAL PROFESSIONAL			
IB Coordinator	One (1) @DeLeon MS	187	199
Athletic Trainer- MS	One per district	207	199
RDSPD DHH (Brown MS)	Situation Dependent	187	435
Speech Pathologist - RDSPD (Brown MS)	Situation Dependent	192	435
Specialist - Parent and Family Engagement	.5 per campus	187	211
Speech Pathologist Assistant - RDSPD (Brown MS)	Situation Dependent	192	435
SUPPLEMENTAL PARAPROFESSIONAL			
Inst. Assistant - Parental Involvement	.5 per campus @ Brown MS/Travis MS	187	211
Inst. Assistant - Technology Support	One (1) per campus	187	211
Licensed Vocational Nurse (LVN)	One (1) District Wide	192	199
Health Assistant (CMA,RMA,CNA)	750-1,000+ students = One (1) Rover	192	199/211
CUSTODIAL			
Custodian Head I	One (1) Full-Time person	242	199
Custodian	Custodial allocations are based upon the cleanable Square Footage (SF) of the facility. Cleanable SF is defined as being 90% of the gross SF. Secondary campuses are staffed at one (1) custodian per 23,000 SF of cleanable floor space. This staffing standard does include the Head Custodian.	242	199
CHILD NUTRITION PROGRAM			
Child Nutrition Manager	One (1) per campus	221	101
Child Nutrition Assistant Manager	One (1) per campus	221	101
Child Nutrition Worker	One (1) per 19-25 meals/labor hour. Kitchens are staffed based on labor hours, not the number of people. Labor hours are converted into employee equivalents.	187	101

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
HIGH SCHOOL STAFFING GUIDELINES

ADMINISTRATIVE SUPPORT		DAYS	FUND
Principal	One (1) per campus	226	199
Principal - I & G Center	One (1)	212	199
Assistant Principal - AECHS / Lamar Academy)	One (1) per campus	222	199
Assistant Principal	601-1300 = 1 per campus, 1301-2100 = 2 per campus, 2101+ = 3 per campus	212	199
Dean of Instruction	One (1) per campus	222	199
School Improvement Facilitator	One (1) per campus	212	211
Coordinator Athletic Head Coach	One (1) per campus	226	183
Counselor, Lead	One (1) per campus	207	199
Counselor	401-800 = 1 per campus, 801-1,200 = 2 per campus, 1201-1600 = 3 per campus, 1600+ = 4 per campus	203	199
Counselor-Lamar Academy (Options)/Instruction & Guidance Ctr. ?	(.05) per campus One (1)	203/201	193
Counselor - Special Ed.	Situation Dependent	203	173
Counselor - Gear Up	(2) @ McHi	201	274
Counselor- CTE	One (1) per campus (Comprehensive)	203	162
Librarian	750+ = 1 per campus, 1,000+ additional aide	197	199
Librarian - Achieve Early College HS	450+ - One (1) per campus	197	199
Librarian - Lamar Academy & UTRGV Collegiate	.5 per campus (shared)	197	199
Head Nurse, RN	One (1) per campus (Comprehensive)	201	199
Social worker	One (1) per campus	187	193
TEACHERS			
English	One (1) Teacher per 25 students x 6 periods	187	199 / 193
Mathematics	One (1) Teacher per 25 students x 6 periods	187	199 / 193
Science	One (1) Teacher per 25 students x 6 periods	187	199 / 193
Social Studies	One (1) Teacher per 25 students x 6 periods	187	199 / 193
American Sign Language	One (1) Teacher per 25 students x 6 periods	187	199
Credit Recovery	Situation Dependent	187	193
ESL Literacy Extension 6-12	One (1) per campus	187	193
ELA CSR 9th Grade	One (1) per comprehensive high school 18:1	187	255
Economics	One (1) Teacher per 25 students x 6 periods	187	199 / 162
Math CSR 9th Grade	One (1) per comprehensive high school 18:1	187	255
ELA Bridging	Situation Dependent 18:1	187	193
Math Bridging	Situation Dependent 18:1	187	193
Science Bridging	Situation Dependent 18:1	187	211
RDSPD DHH- Memorial HS	Situation Dependent	187	435 / 315
Transition Teacher	Situation Dependent	187	211
Transition Teacher - AECHS/Lamar Academy	One (1) per campus	187	211
Art	One (1) Teacher per 25 students x 6 periods	187	199
AVID	Situation Dependent	187	211
Band Director, Head	One (1) per campus	212	199 / 184
Band Director, Assistant	Four (4) per campus	202	199 / 184
Choir Director, Head	One (1) per campus	200	199 / 184
Choir Director, Assistant	One (1) per campus, 200+ = +1	195	199 / 184
Dance	One (1) per campus	187	199
French	One (1) Teacher per 25 students x 6 periods	187	199
Health	One (1) Teacher per 25 students x 6 periods	187	199
Journalism	One (1) Teacher per 25 students x 6 periods	187	199
Mariachi Director, Head	One (1) per campus	202	199 / 184
Mariachi Director, Assistant	One (1) per campus	202	199 / 184
Orchestra Director, Head	One (1) per campus	202	199 / 184
Orchestra Director, Assistant	One (1) per campus	202	199 / 184
JROTC	Two (2) per campus	216 / 226	199
Sociology	One (1) Teacher per 25 students x 6 periods	187	199
Spanish	One (1) Teacher per 25 students x 6 periods	187	199
Speech	One (1) Teacher per 25 students x 6 periods	187	199
Theatre Arts, Head	One (1) per campus	202	199
Theatre Arts, Assistant	Two (2) per campus	202	199
General Education Homebound - Lamar Academy	Situation Dependent	187	199
Career Technical Education	Number of CTE students per teacher depends on the square footage of the classroom or the number of computers per classroom. 16-25:1	187 / 226	162
AEP	Situation Dependent	187	193
Physical Education	One (1) Teacher per 25 students x 6 periods	187	199
PRS Teacher	One half (.5) district-wide	187	193
Special Education - Inclusion	One (1) Teacher per 20 students	187	173 / 224
Special Education - Visually impaired	Situation Dependent	187	173
Special Education - Self Contained	One (1) per 12 students	187	173 / 224
Special Education - Voc. Adj. Coordinator	One (1) per campus (Comprehensive)	221	173

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
HIGH SCHOOL STAFFING GUIDELINES
Page 2

INSTRUCTIONAL PARAPROFESSIONAL			
Inst. Assistant - Bilingual	One (1) per campus	187	164
Inst. Assistant - In school suspension	One (1) per campus	187	199
Inst. Assistant - Instruction & Guidance (6384)	Two (2) per campus	187	193
Inst. Assistant - Resource Media	750+ = One (1) Para, 1,000+ = Two (2) Para	187	199
Inst. Assistant - Resource Media (Lamar & Collegiate Academy)	One half (.5) per campus	187	199
Inst. Assistant - Deaf Interpreter - RDSPD (6475)	Situation Dependent	187	435
Inst. Assistant - RDSPD DHH - Memorial HS	Situation Dependent	187	435 / 315
Inst. Assistant - Special Education	Situation Dependent	187	173 / 224
Inst. Assistant - CTE (Welding, Auto Tech, Business, Culinary, EMT)	Situation Dependent	187	162
SECRETARY/CLERICAL PARAPROFESSIONAL			
Secretary - Principal	One (1) per campus	226	199
Secretary - Assistant Principal	One (1) per campus	212	199
Secretary - Dean of Instruction	One (1) per campus	222	199
Secretary - Counselor	One (1) per campus	207	199
Secretary - Counselor	One (1) per campus	203	199
Secretary - Counselor (CTE)	One (1) per campus (Comprehensive)	203	244
Bookkeeper	One (1) per campus	217	199
Clerk - Head Attendance	One (1) per campus	226	199
Clerk - Attendance	One (1) per campus	201	199
Registrar	One (1) per campus	226	199
Assistant Registrar	One (1) per campus	226	199
Clerk - Campus	One (1) per campus	226	199
Clerk - Counselor	One (1) per campus	203	199
Clerk - Data Processing	Two (2) per campus	222	199
Secretary - Principal - Lamar Academy/Achieve Early College HS	One (1) per campus	222	199
Secretary - Principal - I & G Center	One (1) per campus	212	199
Clerk - Attendance - Lamar Academy/Achieve Early College HS	One (1) per campus	222	199
Registrar - Lamar Academy/Achieve Early College HS	One (1) per campus	222	199
Clerk - Data Processing - I & G Center	One (1) per campus	212	199
SUPPLEMENTAL PROFESSIONAL			
Specialist - College Admissions	One (1) per campus	201	155
Specialist - Graduation	One (1) per campus	197	193
Specialist - Graduation AECHS/Lamar Academy	One (1) per campus	197	193
Specialist - Parent and Family Engagement	One half (.5) per campus	187	211
Campus Testing Coordinator	Two (2) per campus (Comprehensive), One (1) - Lamar Academy	201	199
Athletic Trainer	Two (2) per Comprehensive HS	207	183
Piano Accompanist	Two (2) per campus	187	199
Diagnostician	Situation Dependent	197	173 / 224
Speech Pathologist	Situation Dependent	192	173 / 224
Speech Pathologist Assistant	Situation Dependent	192	173
SUPPLEMENTAL PARAPROFESSIONAL			
Inst. Assistant - Parental Involvement	One (1) per campus	187	211
Inst. Assistant - Radio & TV prog. - McAllen HS	One (1) per campus	187	199
Inst. Assistant - Technology Support	One (1) per campus	187	211
Licensed Vocational Nurse (LVN)	One (1) per campus (Comprehensive)	192	199
Licensed Vocational Nurse (LVN) - AECHS/Lamar Academy & UTRGV Collegiate	One (1) per campus	192	199
Health Assistant (CMA,RMA,CNA)	One (1) per campus (Comprehensive)	192	199 / 289
CUSTODIAL			
Custodian Lead Day	One (1) per campus	242	199
Custodian Head II	One (1) per campus	242	199
Custodian	Custodial allocations are based upon the cleanable Square Footage (SF) of the facility. Cleanable SF is defined as being 90% of the gross SF. Secondary campuses are staffed at one (1) custodian per 23, 000 SF of cleanable floor space. This staffing standard does include the Head Custodian.	242	199
CHILD NUTRITION PROGRAM			
Child Nutrition Manager	One (1) per campus	221	101
Child Nutrition Assistant Manager	One (1) per campus	221	101
Child Nutrition Worker	One (1) per 22-23 meals/labor hour. Kitchens are staffed based on labor hours not the number of people. Labor hours are converted into employee equivalents.	187	101
15:1 ratio for DAEP teacher			



Certified Personnel



**2025 - 2026 Teacher
Minimum Hiring Pay Structure**

(Board approved raise as per HB2 requirements for returning staff)

Pay Grade	Job Title	Work Days	Minimum (0 year)	Maximum (25+ years)
		Daily	\$295.72	\$383.90
	Teacher	187	\$55,300	\$71,789
		195	\$57,665	\$74,861
		197	\$58,257	\$75,628
		200	\$59,144	\$76,780
		202	\$59,735	\$77,548
		207	\$61,214	\$79,467
		212	\$62,693	\$81,387
		226	\$66,833	\$86,761

ROTC Instructors

Excerpt from Department of Defense JROTC Instructor Pay

“School districts employing JROTC instructors MUST PAY the Minimum Instructor Pay (MIP), and guarantee a 10, 11, or 12-month contract. The Department of Defense (DOD) reimburses the school one half of the calculated MIP. The total amount paid by the school is taxable income. Changes in active duty and retired pay affect the minimum pay.”



2025 - 2026

Administrative Education Pay Structure

(Board approved raise of 2.5% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1	Piano Accompanist	187	Daily	\$229.63	\$275.00	\$320.38
			187	\$42,941	\$51,425	\$59,911
2	Attendance Officer	207	187	\$50,885	\$60,940	\$70,995
	Assistant, Speech Pathology (SpEd & RDSPD)	192	192	\$52,245	\$62,569	\$72,893
	Audiologist Assistant	197	197	\$53,606	\$64,198	\$74,791
	Facilitator, Parent & Family Engagement Prog	226	201	\$54,694	\$65,502	\$76,310
	LSSP Intern - UTRGV	187	207	\$56,327	\$67,457	\$78,588
	Nurse (All Level)	192, 226	226	\$61,497	\$73,649	\$85,801
	Social Worker	187				
	Specialist, Graduation	201				
	Specialist, Parent & Family Engagement	187				
	Specialist, RDSPD Student Support	207				
	Specialist, Student Transfer	226				
	3	Campus Testing Coordinator	201	187	\$59,281	\$70,995	$82,708
Counselor (ES, MS, HS)		190, 201, 203	190	\$60,232	\$72,134	\$84,035
Evaluator, Federal/Special Funds		226	192	\$60,866	\$72,893	\$84,920
Gear-Up Facilitator		201, 203	197	\$62,451	\$74,791	\$87,131
Head Nurse (HS)		201	201	\$63,719	\$76,310	\$88,900
Instructional Coaches (Literacy; Math & Writing 3-8)		197	203	\$64,353	\$77,069	\$89,785
Instructional Coach Science Intervention		197	207	\$65,621	\$78,588	\$91,554
Innovative Instruction Coach		197	212	\$67,206	\$80,486	\$93,765
Librarian		197	217	\$68,791	\$82,384	\$95,977
Social Services Case Manager		212	221	\$70,059	\$83,903	\$97,746
Specialist, College Admissions/Scholarships		201	226	\$71,644	\$85,801	\$99,958
Specialist, Instructional Technology		217				
Specialist, Prevention Intervention		207, 226				
Strategist, Early Literacy/Math (K-2)		221				
Strategist, Federal Programs		226				
Strategist, Professional Learning		221				
Strategist, RDSPD Instructional		203				
Tchr, Behavioral Strategist		187, 221				
Teacher Coaches (Bilingual & English Learner)		207				
Teacher Coaches Instructional (K-5 & 6-8)		192				
4	Athletic Trainer	207	197	\$65,573	\$78,530	\$91,487
	Assistant Principal, Elementary	207	203	\$67,571	\$80,922	\$94,273
	Counselor, Lead	207	207	\$68,902	\$82,516	\$96,131
	Diagnostician (SpEd & RDSPD)	197	217	\$72,231	\$86,503	\$100,775
	Facilitator, Instructional Support (TIA)	217				
	Supervisor, Family Treatment Program	226				
	Supervisor, Regional Day School for the Deaf	217				



2025 - 2026

Administrative Education Pay Structure

(Board approved raise of 2.5% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
5			Daily	\$349.50	\$418.56	\$487.62
	Assistant Principal, MS	207, 212	192	\$67,104	\$80,364	\$93,623
	Coordinator, Advance Academics	221	197	\$68,852	\$82,456	\$96,061
	Coordinator, Career Technical Education	221	207	\$72,347	\$86,642	\$100,937
	Coordinator, College Career Military Readiness (CTE)	221	212	\$74,094	\$88,735	\$103,375
	Coordinator, Early Childhood Instruction	221	217	\$75,842	\$90,828	\$105,814
	Coordinator, Fine Arts	221	221	\$77,240	\$92,502	\$107,764
	Coordinator, Language Arts (Sec)	221	226	\$78,987	\$94,595	\$110,202
	Coordinator, Language Arts/Reading (Elem)	221				
	Coordinator, Mathematics (Elem & Sec)	221				
	Coordinator, Science (Sec)	221				
	Coordinator, Science/Social Studies (Elem)	221				
	Coordinator, Social Studies (Sec)	221				
	Coordinator, Student Assessment (Elem & Sec)	226				
	Occupational Therapist	197				
	School Improvement Facilitator (MS & HS)	212, 217				
	School Psychologist	207				
	Speech Pathologist (SpEd & RDSPD)	192				
6			Daily	\$366.97	\$439.49	\$512.01
	Assistant Director, Student Operations	226	212	\$77,798	\$93,172	\$108,546
	Assistant Principal (I&G, AECHS, Lamar)	212, 222	222	\$81,467	\$97,567	\$113,666
	Assistant Principal, HS	212, 222	226	\$82,935	\$99,325	\$115,714
	Coordinator, Title I Migrant	226				
	Dean of Instruction	222				
	Instructional Support Officer	226				
	Supervisor, Special Education	221				
7			Daily	\$387.16	\$463.66	\$540.16
	Assistant Director, Athletics	226	226	\$87,498	\$104,787	\$122,076
	Coordinator, Athletic Head Coach	226				
8			Daily	\$406.51	\$486.84	\$567.17
	Director, Accountability	226	212	\$86,180	\$103,210	\$120,240
	Director, Bilingual/ESL/Foreign Language	226	226	\$91,871	\$110,026	\$128,180
	Director, Career Technical Education	226				
	Director, College/Career/Counseling	226				
	Director, Digital Learning & Library Services	226				
	Director, Health Services	226				
	Director, Professional Learning & Literacy	226				
	Director, Regional Day School for the Deaf	226				
	Director, Student Assessment	226				
	Principal (Elem & I&G)	212				



2025 - 2026

Administrative Education Pay Structure

(Board approved raise of 2.5% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
9			Daily	\$426.84	\$511.18	\$595.52
	Director, Advanced Academics	226	217	\$92,624	\$110,926	\$129,228
	Director, Athletics	226	226	\$96,466	\$115,527	\$134,588
	Director, Fine Arts	226				
	Director, State-Federal Program	226				
	Principal, (AECHS; Lamar & UTRGV Collegiate)	226				
	Principal, MS	217				
10			Daily	\$452.44	\$541.85	\$631.26
	Executive Director, Special Education	226	226	\$102,251	\$122,458	\$142,665
	Principal, HS	226				
11			Daily	\$556.51	\$666.48	\$776.45
	Associate Supt, Instruction Services	226	226	\$125,771	\$150,624	\$175,478
	Associate Supt, Instructional Leadership	226				
	Staff Attorney	226				



Management Personnel



2025 - 2026

Administrative Management Pay Structure

(Board approved raise of 2.5% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Daily	\$208.75	\$250.00	\$291.25
	Buyer	226	226	\$47,178	\$56,500	\$65,823
	Specialist, Accounting	226				
	Specialist, Budget & Cost	226				
	Specialist, Student Outreach	226				
2			Daily	\$221.28	\$265.00	\$308.73
	Specialist, Facilities Safety	226	226	\$50,009	\$59,890	\$69,773
	Specialist, Fixed Assets & Inventory	226				
	Specialist, Inventory & Receiving (CNP)	226				
	Specialist, Sourcing & Cost (CNP)	226				
	Specialist, Student Data	226				
	Supervisor, Operations (CNP)	226				
	Supervisor, Production (CNP)	226				
	Supervisor, Transportation Mechanic Shop	226				
	Supervisor, Warehouse	226				
3			Daily	\$242.30	\$290.18	\$338.06
	Internal Staff Auditor	226	221	\$53,548	\$64,130	\$74,711
	Senior Buyer	226	226	\$54,760	\$65,581	\$76,402
	Staff Accountant I	226				
	Student Support Officer	221				
4			Daily	\$266.53	\$319.20	\$371.87
	Analyst, Compensation/HR	226	226	\$60,236	\$72,139	\$84,043
	Specialist, Child Nutrition Menu & Production	226				
	Specialist, Child Nutrition Procurement	226				
	Specialist, Community Information	226				
	Specialist, Finance (CNP)	226				
	Specialist, Finance & Operations	226				
	Specialist, Marketing Content	226				
	Staff Accountant II	226				
5			Daily	\$293.19	\$351.12	\$409.05
	Police Captain	226	226	\$66,261	\$79,353	\$92,445
	Registered Dietitian	226				
6			Daily	\$332.76	\$398.52	\$464.28
	Coordinator, Accounting	226	226	\$75,204	\$90,066	\$104,927
	Coordinator, Budget	226				
	Coordinator, Child Nutrition Operations	226				
	Coordinator, Facilities, Maintenance & Operations	226				
	Coordinator, Payroll	226				
	Coordinator, Purchasing	226				
	Coordinator, Risk Management	226				
	Coordinator, Student Data-PEIMS	226				



2025 - 2026

Administrative Management Pay Structure

(Board approved raise of 2.5% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
7			Daily	\$369.37	\$442.36	\$515.35
	Assistant Director, Child Nutrition Program	226	226	\$83,478	\$99,973	\$116,469
	Assistant Director, Facilities Operations	226				
	Assistant Director, Marketing & Communications	226				
	Assistant Director, Transportation	226				
	District Emergency Operations Officer	226				
8			Daily	\$410.00	\$491.02	\$572.04
	Director, Accounting	226	226	\$92,660	\$110,971	\$129,281
	Director, Child Nutrition Program	226				
	Director, Employee Benefits & Safety Risk Mngmt.	226				
	Director, Human Resources	226				
	Director, Marketing & Communications	226				
	Director, Payroll	226				
	Director, Purchasing	226				
	Director, Strategic Partnerships & Student Outreach	226				
	Director, Student Operations	226				
	Director, Transportation	226				
	Internal Auditor	226				
	Police Chief	226				
9			Daily	\$455.10	\$545.03	\$634.96
	Executive Director, Facilities, Maintenance & Ops	226	226	\$102,853	\$123,177	\$143,501
	Executive Director, Technology	226				
10			Daily	\$543.84	\$651.31	\$758.78
	Chief Financial Officer	226	226	\$122,908	\$147,196	\$171,484
	Chief Human Resources Officer	226				
11			Daily	\$666.20	\$797.85	\$929.50
	Deputy Superintendent Business & District Operations	226	226	\$150,561	\$180,314	\$210,067



2025 - 2026

Technology Pay Structure

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1	Technician, Tech Support	226	Hourly	\$21.85	\$26.17	\$30.48
			226	\$39,505	\$47,315	\$55,108
2	Specialist, Cybersecurity Project	226	Daily	\$221.28	\$265.00	\$308.73
			226	\$50,009	\$59,890	\$69,773
3	Specialist, Cybersecurity	226	Daily	\$242.30	\$290.18	\$338.06
	Specialist, Technology Resources	226	226	\$54,760	\$65,581	\$76,402
	Specialist, Technology Services Project	226				
4	Specialist, Computer Network	226	Daily	\$266.54	\$319.21	\$371.88
	Specialist, Technology Finance & Operations	226	226	\$60,238	\$72,141	\$84,045
	Systems Analyst, Child Nutrition Program	226				
5	Network Analyst	226	Daily	\$295.86	\$354.32	\$412.78
	Systems Analyst	226	226	\$66,864	\$80,076	\$93,288
6	Coordinator, Cybersecurity & Compliance	226	Daily	\$346.15	\$414.55	\$482.95
	Coordinator, Network	226	226	\$78,230	\$93,688	\$109,147
	Coordinator, Systems & Data	226				
	Coordinator, Technology Service & Support	226				
	Systems Administrator	226				
7	Director, Technology	226	Daily	\$415.38	\$497.46	\$579.54
			226	\$93,876	\$112,426	\$130,976

Classified Personnel



2025 - 2026

Clerical / Technical Pay Structure

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1						
	Clerk, Administration	226	197	\$13.50	\$16.15	\$18.80
	Clerk, Attendance (HS)	201	201	\$21,276	\$25,452	\$29,629
	Clerk, Campus	197, 201, 207, 226	207	\$21,708	\$25,969	\$30,230
	Clerk, Federal Programs	226	221	\$22,356	\$26,744	\$31,133
	Clerk, Parent & Family Engagement Prog	226	222	\$23,868	\$28,553	\$33,238
	Clerk, Professional Learning	221	226	\$23,976	\$28,682	\$33,389
	Clerk, Special Education Program	226		\$24,408	\$29,199	\$33,990
	Clerk, Testing	221				
	Receptionist, Campus	222, 226				
2						
	Assistant Registrar	226	197	\$14.70	\$17.61	\$20.52
	Clerk, Attendance (HS Alternative Campus)	222	201	\$23,167	\$27,753	\$32,340
	Clerk, Counselor	201, 203	203	\$23,638	\$28,317	\$32,996
	Clerk, Family Treatment Program	201	207	\$23,873	\$28,599	\$33,324
	Clerk, Fixed Assets	212, 226	212	\$24,343	\$29,162	\$33,981
	Clerk, Head Attendance	226	221	\$24,931	\$29,867	\$34,802
	Clerk, Student Data	197, 226	222	\$25,990	\$31,134	\$36,279
	Receptionist/Clerk (Adm)	226	226	\$26,107	\$31,275	\$36,444
	Secretary, Assistant Principal	212		\$26,578	\$31,839	\$37,100
	Secretary, Coordinator	221				
	Secretary, Counselor	203, 207				
	Secretary, Dean of Instruction	222				
	Secretary, Parent & Family Engagement Prog	226				
3						
	Bookkeeper (MS Campus)	217	212	\$15.80	\$18.92	\$22.04
	Clerk, Data Processing (Campus/Dept)	212, 217, 222, 226	217	\$26,797	\$32,088	\$37,380
			222	\$27,429	\$32,845	\$38,261
			226	\$28,061	\$33,602	\$39,143
				\$28,566	\$34,207	\$39,848
4						
	Bookkeeper (HS Campus/Dept)	217, 226	207	\$17.25	\$20.66	\$24.07
	Clerk, Accounts Payable (CN)	226	212	\$28,566	\$34,213	\$39,860
	Clerk, Data Management (Admin)	207, 226	217	\$29,256	\$35,039	\$40,823
	Clerk, Special Ed Medicaid	207	222	\$29,946	\$35,866	\$41,786
	Migrant Student Recruiter	226	226	\$30,636	\$36,692	\$42,748
	Registrar	222, 226		\$31,188	\$37,353	\$43,519
	Secretary, Facilities Maintenance & Ops	226				
	Secretary, Principal (ES/MS/I&G)	212, 217				



2025 - 2026

Clerical / Technical Pay Structure

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
5			Hourly	\$19.00	\$22.76	\$26.52
	Clerk, Accounting	226	221	\$33,592	\$40,240	\$46,887
	Clerk, Human Resources	226	226	\$34,352	\$41,150	\$47,948
	Clerk, Payroll	226	242	\$36,784	\$44,063	\$51,343
	Clerk, Purchasing	226				
	Clerk, Warehouse	242				
	Secretary, Director	221, 226				
	Secretary, Principal (HS/AECHS/Lamar)	226				
	Secretary, Student Support Services	226				
	Secretary, Title I Migrant	226				
6			Hourly	\$20.33	\$24.36	\$28.39
	Specialist, Facilities Procurement & Ops	226	226	\$36,757	\$44,043	\$51,329
	Specialist, Internal Audit	226				
Specialist, STOP Grant	226					
7			Hourly	\$21.75	\$26.05	\$30.35
	Secretary, Human Resources	226	226	\$39,324	\$47,098	\$54,873
	Secretary, Instruction Services	226				
	Secretary, Instructional Leadership	226				
	Secretary, Legal Counsel	226				
	Specialist, District Budget	226				
	Specialist, Employee Benefits Accounting	226				
	Specialist, Employee Leave Benefits	226				
	Specialist, Payroll	226				
	Specialist, PEIMS	226				
	Specialist, Position Control	226				
	Specialist, Workers Compensation	226				
Student Recruiter	226					
8			Hourly	\$24.25	\$29.04	\$33.83
	Secretary, Board of Trustees	226	226	\$43,844	\$52,504	\$61,165
	Secretary, Deputy Superintendent	226				
	Specialist, Certification	226				
	Specialist, Classified Personnel	226				
Specialist, Employee Benefits	226					
9			Hourly	\$25.85	\$30.78	\$35.71
	MITV Video/Editor	217	217	\$44,876	\$53,434	\$61,993
Secretary, Superintendent	226	226	\$46,737	\$55,650	\$64,564	



2025 - 2026

Instructional Support Pay Structure

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Hourly	\$13.75	\$16.50	\$19.25
	Instructional Assistant, AEP	187	187	\$20,570	\$24,684	\$28,798
	Instructional Assistant, At-Risk	187				
	Instructional Assistant, Bilingual (HS/Elem)	187				
	Instructional Assistant, CTE	187				
	Instructional Assistant, Early Childhood PK	187				
	Instructional Assistant, In-School Suspension	187				
	Instructional Assistant, Instruction & Guidance	187				
	Instructional Assistant, Parental Involvement	187				
	Instructional Assistant, Physical Education	187				
	Instructional Assistant, Pre-Kinder	187				
	Instructional Assistant, Sci-Tech Lab	187				
2			Hourly	\$14.50	\$17.37	\$20.24
	Health Assistant (CMA,RMA,CNA)	192	187	\$21,692	\$25,986	\$30,279
	Instructional Assistant, Dyslexia	187	192	\$22,272	\$26,680	\$31,089
	Instructional Assistant, Resource Media	187				
	Instructional Assistant, Special Education	187				
Instructional Assistant, Technology Support	187					
3			Hourly	\$15.30	\$18.32	\$21.34
	Instructional Assistant, Radio/TV Prog	187	187	\$22,889	\$27,407	\$31,925
	Instructional Assistant, RDSPD	187				
	Instructional Assistant, RDSPD Oral	187				
	Instructional Assistant, Special Ed Self Contained	187				
Instructional Assistant, Visually Impaired	187					
4	For Future Use		Hourly	\$16.25	\$19.46	\$22.67
5	Licensed Vocational Nurse	192	Hourly	\$19.50	\$23.35	\$27.20
		192	\$29,952	\$35,866	\$41,779	



**2025 - 2026
Auxiliary Pay Structure**

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Hourly	\$12.50	\$14.85	\$17.20
	Bus Aide	187 (5.5 hrs)	187	\$12,856	\$15,273	\$17,690
	Custodian	242	242	\$24,200	\$28,750	\$33,299
	Custodian (Itinerant)	242				
2			Hourly	\$13.00	\$15.48	\$17.96
	Child Nutrition Worker (ES)	187	187	\$19,448	\$23,158	\$26,868
	Custodian, Lead (HS)	242	242	\$25,168	\$29,969	\$34,771
3			Hourly	\$13.85	\$16.49	\$19.13
	Child Nutrition Worker (CK; MS; HS)	187	187	\$20,720	\$24,669	\$28,618
	Child Nutrition Worker (ES) Self-Prep	187	242	\$26,814	\$31,925	\$37,036
	Custodian, Head I (ES & UTRGV)	242				
	Electrician, Helper	242				
	General Maintenance	242				
	Groundskeeper	242				
	Plumber, Helper	242				
4			Hourly	\$14.80	\$17.62	\$20.44
	AG Facility Assistant	226	226	\$26,758	\$31,857	\$36,956
	Custodian, Head I (MS; Lamar & ECHS)	242	242	\$28,653	\$34,112	\$39,572
	Groundskeeper, Athletic Complex	242				
	Warehouse/Delivery Worker	242				
5			Hourly	\$15.85	\$18.87	\$21.89
	Asst Manager, Child Nutrition (ES)	187	187	\$23,712	\$28,230	\$32,747
	Custodian, Head II (HS)	242	242	\$30,686	\$36,532	\$42,379
	Campus General Maintenance	242	244	\$30,939	\$36,834	\$42,729
	HVAC Duct Cleaner	242				
6			Hourly	\$17.45	\$20.77	\$24.09
	Asst Manager, Child Nutrition (ES) Self-Prep	187	187	\$26,105	\$31,072	\$36,039
	Asst Manager, Child Nutrition (CK; MS & HS)	221	221	\$30,852	\$36,721	\$42,591
	Painter	242	242	\$33,783	\$40,211	\$46,638
	Roofer	242				
	Specialist, Irrigation	242				
	Warehouse Leader (Fixed Assets & CNP)	242				
7			Hourly	\$18.70	\$22.26	\$25.82
	Carpenter	242	187	\$27,975	\$33,301	\$38,627
	Dispatcher (FMO/Transp)	242	242	\$36,203	\$43,095	\$49,988
	Leader, General Maintenance	242				
	Leader, Painters Crew	242				
	Locksmith	242				
	Manager, Child Nutrition (ES)	187				
	Technician, Transportation Safety	242				



**2025 - 2026
Auxiliary Pay Structure**

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
8			Hourly	\$20.20	\$24.04	\$27.88
	Electrician, Journeyman	242	187	\$30,219	\$35,964	\$41,708
	Manager, Child Nutrition (ES) Self-Prep	187	217	\$35,067	\$41,733	\$48,400
	Manager, Child Nutrition (MS & HS Specialty)	221	221	\$35,714	\$42,503	\$49,292
	Mechanic	242	226	\$36,522	\$43,464	\$50,407
	Plumber, Journeyman	242	242	\$39,107	\$46,541	\$53,976
	Technician, Equipment (CNP)	242				
	Technician, HVAC	242				
	Technician, Transportation Route	242				
9			Hourly	\$22.00	\$26.19	\$30.38
	Electrician, Master	242	221	\$38,896	\$46,304	\$53,712
	Manager, Child Nutrition Comprehensive HS & CK	221	226	\$39,776	\$47,352	\$54,927
	Processor, Instructional Materials	226	242	\$42,592	\$50,704	\$58,816
10			Hourly	\$23.25	\$27.67	\$32.09
	Supervisor, Area Custodial	242	242	\$45,012	\$53,569	\$62,126
	Supervisor, Auxiliary Services	242				
	Supervisor, Electrical	242				
	Supervisor, HVAC	242				
	Supervisor, Plumbing	242				
BD			Hourly	\$18.00	\$21.43	\$24.86
	Bus Drivers	187	187	\$26,928	\$32,059	\$37,191



2025 - 2026

Police Department Pay Structure

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Hourly	Minimum	Midpoint	Maximum
1	Security Camera Monitor	187, 226	187	\$17.85	\$21.25	\$24.65
	Communication Officer	244	226	\$26,704	\$31,790	\$36,876
			244	\$32,273	\$38,420	\$44,567
				\$34,843	\$41,480	\$48,117
2	Police Officer	217, 226	217	\$22.25	\$26.49	\$30.73
	Police K-9 Officer		226	\$38,626	\$45,987	\$53,347
				\$40,228	\$47,894	\$55,560
3	Police Investigator	226	226	\$23.75	\$28.27	\$32.79
	Specialist Crime, Prevention	226		\$42,940	\$51,112	\$59,284
4	Sergeant	226	226	\$28.50	\$33.93	\$39.36
				\$51,528	\$61,345	\$71,163

Substitute Teachers

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
SUBSTITUTE RATES

	Daily Rate	Long Term Substitute Daily Rate (11+ days in the same job)
Full day substitute (non-degreed)	\$95	\$105
Full day substitute (60+ college hours or degreed)	\$115	\$125
Full day substitute (degreed & certified)	\$135	\$145
Full day substitute nurse (RN)	\$200	N/A



Supplemental Pay Stipends

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
ADVANCED ACADEMICS

Position	# of Positions	Stipend per semester
OnRamps Dual Teacher	8	\$150 / section
South Texas College (STC) Dual Teacher	6	\$150 / section
Advanced Placement (AP) + OnRamps Dual Teacher	7	\$200/section
Advanced Placement + South Texas College Dual Teacher	5	\$200/section
		<i>Fund 155 Department Supplemental</i>
Position	# of Positions	Yearly Stipend
Lead Teacher - Advanced Placement Program	7	2,500
		<i>Fund 199 Department Supplemental</i>

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
BILINGUAL PROGRAM

Position	# of Students	Yearly Stipend
Elementary Early Exit Bilingual Teacher	10+	\$1,200
	5 - 9	\$1,000
	2 - 4	\$800
Elementary and Secondary Dual Language Teacher	N/A	\$1,700
		<i>Fund 164 Department Supplemental</i>
Note:		
1) Staff must meet eligibility criteria and submit complete application to receive stipend.		
2) Schools with 2 - 4 Emergent Bilingual students in a specific grade level must group them in a single classroom.		
Position	# of Positions	Yearly Stipend
Teacher Coach, English Learner	3	\$2,700
		<i>Fund 199 HR Entered</i>
Position	# of Positions	Yearly Stipend
Teacher Coach, Bilingual/English as a Second Language (ESL)	1	\$2,700
		<i>Fund 199 HR Entered</i>
Position	# of Positions	Yearly Stipend
Dual Language Campus Lead Teacher Stipend	10	\$500
		<i>Fund 164 Department Supplemental</i>

Note:
Dual Language Campus/Headstart Lead Teacher will attend professional learning and informational meetings with the Bilingual/ESL/FL Department to stay up to date with latest information and resources provided. Lead teacher will be responsible for taking information and training back to their dual language teacher colleagues at their campus and support the implementation of the program at the different grade levels. They will assist with promoting and informing parents and community about the dual language program. Teacher must have the appropriate bilingual certification in order to qualify for this stipend.

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
ATHLETIC PROGRAMS

High School Head Coach Positions	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend
Baseball	3	15	\$7,500
Basketball	6	15	\$7,500
Cheer	3	15	\$7,500
Powerlifting	3	15	\$7,500
Soccer	6	15	\$7,500
Softball	3	15	\$7,500
Volleyball	3	15	\$7,500
Wrestling	3	15	\$7,500
Cross Country	6	15	\$7,500
Track	6	15	\$7,500
Year Round Sports			
Golf	3	15	\$8,700
Swim Coordinator / Diving	1	15	\$10,000
Swimming	3	15	\$8,700
Tennis	3	15	\$8,700
High School Asst. Coach Positions	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend
Asst. Athletic Coordinator *	3	0	\$7,500
Baseball Asst.	12	15	\$4,000
Basketball Asst.	24	15	\$4,000
Cheer Asst.	3	7	\$4,000
Cross County Asst.	6	15	\$4,000
Football - 9th grade	12	15	\$4,000
Football - Defensive Coordinator	3	20	\$7,500
Football - Offensive Coordinator	3	20	\$7,500
Special Teams Coordinator	3	20	\$7,500
Football - Varsity Asst.	18	15	\$5,500
Powerlifting	3	15	\$4,000
Soccer Asst.	18	15	\$4,000
Softball Asst.	12	15	\$4,000
Strength & Conditioning	3	15	\$4,000
Track Asst.	24	15	\$4,000
Volleyball Asst.	12	15	\$4,000
Wrestling Asst.	3	15	\$4,000
Year Round Sports			
Swimming Asst.	3	15	\$5,500
Tennis Asst.	3	15	\$5,500
Golf Asst.	3	15	\$5,500
Middle School Coach Positions	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend
Athletic Coordinator + Coach	6	5 non-football or 10 football	\$6,200
Assistant Athletic Coordinator	6	5	\$2,200
Baseball Coach	12	0	\$2,200
Basketball Coach	48	0	\$2,200
Cross Country Coach	12	0	\$2,200
Football Coach	42	0	\$2,200
Golf Coach	6	0	\$2,200
Soccer Coach	24	0	\$2,200
Softball Coach	12	0	\$2,200
Swimming/ Diving Coach	12	0	\$2,200
Tennis Coach	12	0	\$2,200
Track Coach	48	0	\$2,200
Volleyball Coach	24	0	\$2,200
Cheer Coach	12	5	\$2,200
Other	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend
Athletic Trainer - High School	6	207 Calendar	\$6,000
Athletic Trainer - Middle School	1	207 Calendar	\$6,000
Athletic Technology Coordinator	1	0	\$5,000
Asst. Athletic Technology Coordinator	1	0	\$3,600

Fund 183
HR Entered

Notes:

- 1) HS Asst. Coach coaching only one (1) sport will receive 7 extra days.
- 2) HS Asst Coach coaching 2 or more sports will receive 15 extra days.
- 3) HS Asst. Athletic Coordinator * must be head coach of a boys or girls sport.
- 4) Extra days - Effective 25-26 will be paid at the teacher's current daily rate.
- 5) Athletic Trainers covering a MS event will be paid at their current daily rate.

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
CAREER TECHNICAL EDUCATION PROGRAM**

HIGH SCHOOL		
Position	# of Positions	Yearly Stipend
Future Farmers of America (FFA)	6	\$2,000
Distributive Education Clubs of America (DECA)	7	\$2,000
Family Career and Community Leaders of America (FCCLA)	5	\$2,500
Business Professional of America (BPA)	8	\$2,000
Skills USA	12	\$2,000
Skills USA (Audio Video)	4	\$2,500
Health Occupations Students of America (HOSA)	7	\$2,500
First Tech Challenge (FTC) Robotics	7	\$2,000
Texas Association Of Future Educators (TAFE)	1	\$2,000
Texas Restaurant Association (ProStart)	1	\$2,000
MIDDLE SCHOOL		
First Tech Challenge (FTC) or First Lego League (FLL) (Robotics)	7	\$1,200

Fund 162

Department Supplemental

Note:

Stipends will be pro-rated based on level of competition achieved and Career Technical Student Organization (CTSO) requirements met.

ROTC INSTRUCTORS

Position	# of Positions	Stipend per semester
ROTC Senior Instructor	3	\$10,000

Fund 162

HR Entered

POST-SECONDARY

Position	# of Positions	Stipend per semester
Dual Enrollment	18	\$150

ONE TIME SIGN-ON

Position	Yearly Stipend Total
Health Science Teacher	\$5,000

Fund 162

Department Supplemental

Note:

1st Year \$3,000 December paycheck and 2nd Year \$2,000 December paycheck

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
EXTRA DUTY PAY**

I. PRESENTERS (Pre- or post-contract, weekend, after school):

- A. If the presentation is intended for a district-wide audience as a part of the School for**
1. Professional development or any campus presentations the District will pay:

Schedule:	Rate per Presenter (maximum of 3)	Maximum Pay:
Presentation	\$26 per hour / 6 hour maximum	\$156
Preparation	\$18 per hour / 6 hour maximum	\$108
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44
	Maximum Total:	\$308

- B. Presentation rate for a repeat session will be:**

Schedule:	Rate per Presenter (maximum of 3)	Maximum Pay:
Presentation	\$26 per hour / 6 hour maximum	\$156
Preparation	\$18 per hour / 2 hour maximum	\$36
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44
	Maximum Total:	\$236

II. PRESENTERS (During contract):

- A. If the teacher presents during a contracted day, preparation rate for a first-time presentation will be:**

Schedule:	Rate per Presenter	Maximum Pay:
Preparation	\$18 per hour / 6 hour maximum	\$108
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44
	Maximum Total:	\$152

- B. Preparation rate for a repeat session during a contracted day:**

Schedule:	Rate per Presenter	Maximum Pay:
Preparation	\$18 per hour / 2 hour maximum	\$36
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44
	Maximum Total:	\$80

Notes:

- 1) Presentation, preparation, and set-up time is to be determined by Coordinator or Administrator
- 2) McAllen ISD Presenter form must be completed and agreed upon by all parties prior to presentation

III. TEACHER PARTICIPATION IN DISTRICT SPONSORED SATURDAY OR AFTER SCHOOL TRAINING SESSIONS DURING THE SCHOOL YEAR WILL BE:

Number of hours:	Rate:
2 hours	\$50 for completion of a 2 - hour session
4 hours	\$75 for completion of a 4 - hour session
6 hours	\$100 for completion of a 6 - hour session

Note: Courses eligible for stipends and the designated audience will be identified in the ERO

*Fund TBD
Department Supplemental*

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
EXTRA DUTY PAY**

Continued

IV. FOLLOWING HOURLY RATES ARE APPLICABLE FOR DISTRICT STAFF PERFORMING EXTRA DUTIES:

- * Extra duties must be approved in advance by Assistant Superintendent
- * Employee must be qualified to perform extra duties. Some duties require degree and/or certification
- * Examples may include, but are not limited to: Testing proctor; LAS Assessment; LPAC; Tutoring (outside of contract day);
- Credit by Exam: Student registration: Clerical: etc

District Employees	Hourly Rate:
Professional Degreed & Degreed/Certified	\$28 (outside of contract day)
Non-Degreed Employees / Paraprofessional (48 hrs. required)	Min. \$10 (FLSA applies)

V. CURRICULUM DEVELOPMENT (Sequencing, alignment activities, correlations, etc.)

District Employees	Hourly Rate:
Professional Degreed & Certified	\$28

*Fund TBD
Department Supplemental*

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
FINE ARTS PROGRAM

High Schools	# of Positions	Extra Days (Paid at current daily rate)	Yearly Stipend (unless noted)
Head Band Director	3	25	\$11,500
Asst. Band Director	12	15	\$8,500
Head Orchestra Director	3	15	\$7,000
Asst. Orchestra Director	3	15	\$4,000
Head Choir Director	3	13	\$8,500
Asst. Choir Director	4	8	\$4,500
Head Theater Arts Director	3	15	\$9,500
Asst. Theatre Arts Director	5	15	\$8,000
Lead Theatre Arts Teacher	1	0	\$2,000
Mariachi Director	3	20	\$9,500
Mariachi Asst. Director	3	15	\$8,500
Assist Mariachi Program	3	0	\$2,000
Dance / Folklorico Director	3	10	\$8,000
Asst. Dance Team Sponsor	3	5	\$3,000
Flag Corp	3	0	\$3,000 (per semester)
Assist HS Fall Marching (Football & Pigskin)	6	0	\$2,000
Lead Art Teacher	1	0	\$2,000
Art teacher (All but I&G)	10	0	\$1,000
Auditorium Manager	3	0	\$2,500

Middle Schools	# of Positions	Extra Days (paid at Tchr daily rate)	Yearly Stipend
Band Director	6	15	\$7,500
Asst. Band Director	6	15	\$5,500
Choir Director	6	8	\$5,500
Asst. Choir Director	5	8	\$4,000
Orchestra Director	6	15	\$5,000
Asst. Orchestra Director (based on enrollment)	2	15	\$4,000
Theatre Arts Director	6	0	\$2,000
Lead Theatre Arts Teacher	1	0	\$2,000
Art Teacher	8	0	\$1,000
Dance (After school)	6	3	\$1,500
Mariachi Director	1	15	\$6,000

Elementary Schools	# of Positions	Extra Days (Paid at tchr daily rate)	Yearly Stipend
Lead MusicTeacher	1	0	\$2,000

*Fund 184
HR Entered*

Supplemental Stipend	# of Positions	Stipend (per event)
Assist HS Fall/Spring Drama Production - (1 per primary HS)	3	\$1,000
Assist HS Collaborative Broadway Musical - (1 per primary HS)	3	\$1,500
Assistant Choir Director Assist with HS Collab. Broadway Musical	3	\$750
Piano Accompanist - (only if assists with musical)		\$1,000

*Fund 184
Department Supplemental*

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
GRANT FUNDED**

DYSLEXIA PROGRAM

Position	# of Positions	Yearly Stipend
Certified Academic Language Therapists (CALT)	8	\$3,000
Certified Academic Language Practitioners (CALP)	4	\$2,000
<i>Fund 157 HR Entered</i>		
Note:		
1) CALT Candidates who are not certified with a master degree within 5 years of obtaining Academic Language Therapy Association (ALTA) CALT certification will be recognized and certified as a Certified Academic Language Practitioner (CALP) and paid accordingly.		
2) For those CALT Candidates completing the Masters program in the Spring of 2024 will be eligible for stipend in 2024-25 if continues as a dyslexia teacher.		

READING ACADEMY

Position	# of Positions	Yearly Stipend
English Language Arts (or "General Ed.") path	TBD	\$750
Biliteracy path	TBD	\$1,250
<i>Fund 211/164 Department Supplemental</i>		
Note:		
1) TEA mandated the HB3 Reading Academies for teachers in grades Kindergarten through 3rd grade including those who conduct small group interventions. By the end of the 22-23 school year, all current teachers must have fulfilled the Reading Academy requirements. Starting with the 23-24 school year, all new teachers to Kinder-3rd grade must be simultaneously enrolled in the reading academies.		
2) Stipends will be paid to current McAllen ISD teachers who registered and successfully completed Texas Reading Academy coursework (English or Biliteracy Route) on their first attempt. Employees must be employed at McAllen ISD when the stipend is issued.		

STATE & FEDERAL PROGRAMS

Position	# of Positions	Yearly Stipend
Social Worker	12	\$1,000
<i>Fund 193 Department Supplemental</i>		
Title I, Part A		
Position	# of Positions	Yearly Stipend
Title I ELA Coach	1	\$10,000
Title I Math Coach	1	\$10,000
Title I Literacy Coach (Writing 3-8)	1	\$10,000
Instructional Coach - Science Interventionist	1	\$7,000
<i>Fund 211/193 HR Entered</i>		
Title II, Part A		
Position	# of Positions	Yearly Stipend
Content Specialist Teacher (Qualifications listed on job description)	12	\$3,000
Mentors of New Teachers (Years 0-3) **	TBD	\$1,000
University of Texas Rio Grande Valley (UTRGV) Teacher Residency	20	\$12,000

*Fund 255
HR Entered*

** Department Supplemental

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
GRANT FUNDED (cont.)

UTRGV - PROJECT MENTAL HEALTH SERVICE ACCESS (MHSA)
Effective 2023-24 through 2027-28 (Five-year grant)

Position	# of Positions	Yearly Stipend
Licensed Specialist School Psychology (LSSP) Intern Supervisor	TBD	\$3,000
Counseling Intern Supervisor	TBD	\$1,000
Social Worker Intern Supervisor	TBD	\$1,000

Notes:

- Stipends are reimbursable by UTRGV
- Supervisors must meet eligibility criteria as set-forth in grant agreement
- Stipend will be paid 1/2 in December and 1/2 in May

*Fund 199
Department Supplemental*

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
REGIONAL DAY SCHOOL PROGRAM FOR THE DEAF (RDSPD)

TEACHER	# of Positions	Yearly Stipend
Teacher (Incl. Itinerate)* - Auditory Impaired (AI) certified - Traditional route	30	\$1,500 - \$5,500
Teacher (Incl. Itinerate)* - AI certified - Alt. certification route		\$1,500 - \$5,500
Teacher (incl. Itinerate)* - Challenger		\$1,500 - \$5,500
Teacher (incl. Itinerate)* - Experienced		\$1,500 - \$5,500
Teacher (incl. Itinerate)* - Grandfathered		\$5,500
RDSPD Lead Teacher (incl. Itinerant)	4	\$400-\$2,000
RDSPD VAC (Vocational Adjustment Coordinator) Teacher	1	\$1,000
PROFESSIONAL STAFF: Non-Teaching	# of Positions	Yearly Stipend
Director (see 2 components below)	1	\$1,500 - \$5,500
Diagnostician - AI certified	2	\$1,500 - \$5,500
Specialist, RDSPD Student Support	1	\$1,500 - \$5,500
Speech Pathologist	1	\$1,500 - \$5,500
Speech Pathologist Assistant	1	\$1,500 - \$4,500
Strategist, RDSPD Instruction	1	\$1,500 - \$5,500
Supervisor, RDSPD	1	\$1,500 - \$5,500
Audiology Assistant	1	\$3,000 - \$5,500
PARAPROFESSIONAL STAFF	# of Positions	Yearly Stipend
Certified Interpreter - Level I (Grandfathered)	TBD	\$3,000
Certified Interpreter - Level II (Former Certification or Grandfathered)	TBD	\$3,500
Certified Interpreter - Board of Evaluation of Interpreters (BEI) Basic	TBD	\$4,000
Certified Interpreter - Board of Evaluation of Interpreters (BEI) Advanced	TBD	\$5,000
Certified Interpreter - Board of Evaluation of Interpreters (BEI) Master	TBD	\$6,000

*Fund 435
HR Entered*

NOTES:

- 1) Stipend amount depends on education, certification, examination, and/or specific training requirements.
- 2) Certified Interpreter - Basic level is more rigorous to achieve than Level I. Due to state change in certification system Level I is grandfathered.
- 3) Must be funded by RDSPD to qualify for any of the above RDSPD stipends.

TEACHER COMPONENTS- Payment requirements: (One of the following) (Max: \$5,500/year)*

- 1) Traditional Route – \$1,500 - Graduate from a Deaf Education teacher training program and passes the Deaf and Hard of Hearing Certification Test; \$4,000 - received upon completion of the Texas Assessment of Sign Competency (TASC) exam
- 2) Alternate Certification – \$1,500 - Completed Alternative Certification Program and passes the Deaf and Hard of Hearing Certification Test; \$1,500 - received upon completion of the Texas Assessment of Sign Competency exam; \$2,500 - received upon completion of 12 hours from a Deaf Education teacher training program (Local requirement)
- 3) Challenger - \$1,500 - Certified in another area then challenges and passes the Deaf and Hard of Hearing (DHH) Certification test; \$1,500 - received when completion of the Texas Assessment of Sign Competency exam; \$2,500 - received upon completion of 12 hours from a Deaf Education teacher training program (Local requirement)
- 4) Experienced Teacher – Falls under “Alternative Certification” or “Challenger” category; \$2,500 - received upon completion of 12 hours from a Deaf Education teacher training program (Local requirement)
- 5) Grandfathered – Grandfathered from taking the TASC (2017-18 school year stipend requirements changed)
\$5,500 - Certified in Deaf and Hard of Hearing or Hearing Impaired

PROFESSIONAL NON-TEACHING COMPONENTS-

- 1) \$1,500 - Deaf and Hard of Hearing (DHH) Certification, Hearing Impairment, or Deaf/Hard of Hearing
- 2) \$4,000 - Texas Assessment of Sign Competency (TASC) or Grandfathered from the TASC

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
SPECIAL DUTY ASSIGNMENTS**

Assignment (Classroom)	# of positions	Yearly Stipend	Fund/Entered
Master degree in subject area (effective 12-13) (grandfathered prior to 12-13)+C4:C5	TBD	\$2,500	TBD/ HR
Campus Coordinator Secondary Science & Engineering Fair	11	\$300 – Campus has students participating in one-third (1/3) of the available slots for all categories at the district competition (stipend includes any students participating at regionals). \$400 – Campus has students participating in two-thirds (2/3) of the available slots for all categories at the district competition (stipend includes any students participating at regionals). \$500 – Campus has students participating in 100% (3/3) of the available slots for all categories at the district competition (stipend includes any students participating at regionals). Additional \$200 for any number of students participating at the state and international competitions. * Stipend is paid out to the teacher after the last level students compete.	199/Science Coord.
Secondary Science Olympiad Coach	11	\$1,000 – regional competition Additional \$450 – state competition Additional \$450 – national competition * Stipend is paid out to the teacher after the last level students compete.	199/Science Coord.
Secondary Science Olympiad Assistant Coach	11	\$500 – regional competition Additional \$225 – state competition Additional \$225 – national competition * Stipend is paid out to the teacher after the last level students compete.	199/Science Coord.
Elementary Science Olympiad Coach	18	\$500	199/Science Coord.
Elementary Science Olympiad Assistant Coach	18	\$300	199/Science Coord.
Teaching Extra Class (if eligible for planning period)		\$5,000 (Other) \$7,000 (Math or Science)	TBD/ HR
Math & Science Teacher (eligibility based on Admin. guidelines)	TBD	\$2,500 (Content Certified)	199/HR Director
Instruction & Guidance Teacher	TBD	\$500	199/Campus Submit
Team Leaders (Middle School)	TBD	\$500	199/Campus Submit
ROTC Senior Instructor	3	\$10,000	199/HR

Assignment (Non-classroom)	# of positions	Yearly Stipend	Fund/Entered
Campus Technology Facilitator (CTF)	44	\$1,200	199/DOT
Media Technology Facilitator (MTF)	31	\$1,200	199/DOT
Lead Librarian (Elementary / Secondary)	2	\$1,500	199/Digital Lrng
District UIL Coordinator	1	\$3,000	199/ Prof Lrng.
District Chess Coordinator	1	\$2,500	199/ Prof Lrng.
Grant Writing	TBD	\$250,000-\$499,999 = \$1,000/Grant(s) \$500,000-\$999,999 = \$2,500/grant(s) \$1,000,000 or more = \$5,000/grant(s)	199/TBD
Administrator Central Office (Interim / Additional duties) *	N/A	* Up to \$4,000	199/ HR
District Executive Committee (DEC) **	4	** Up to \$1,500	940/Athletics
Notes: * Pro-rate pay based on number of days served unless directed otherwise by Superintendent. Exceptions typically reserved for Senior-level duties and responsibilities. ** Stipend amount is determined and reimbursed as per DEC plan.			

Support Staff	# of positions	Yearly Stipend	Fund/Entered
Child Nutrition Department			
Child Nutrition Team Lead	5	\$1,200	101/ CNP
MISD Police Department			
Corporal	7	\$1,500	199/ HR
Drone Operator	2	\$1,500	199/ HR
Police Instructor	5	\$1,000	158/ HR
Terminal Agency Coordinator	1	\$500	199/ HR
Transportation			
Bus Driver Trainer	3	\$2,000	199/ Transportation
Certified State Vehicle Inspector Certification	3	\$1,000	199/ Transportation

Paid Leave Upon Retirement (Reference DEC/Local)	# of positions	Daily Rate	Fund/Entered
Professional (maximum of 75 Local/State Days)	TBD	\$125	TBD/ Payroll
Support Staff (maximum of 75 Local/State Days)	TBD	\$70	TBD/ Payroll

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
SPECIAL EDUCATION PROGRAM**

Position	# of Positions	Yearly Stipend
Special Education Teacher - Self contained	45	\$2,000
Special Education Teacher	108	\$1,500
Special Education Early Childhood	16	\$2,000
Visually Impaired (VI) Teacher	2	\$2,700
Vocational Adjustment Coordinator	4	\$1,200
Social Worker	1	\$1,200
Diagnostician	28	\$1,700
School Psychologist	8	\$1,700
Special Education Counselor	6	\$1,200
Occupational Therapist	4	\$1,200
Speech Pathologist	20	\$1,200
Speech Assistant	9	\$1,200
Behavior Support	3	\$1,500
STRIDES Teachers-Self-contained	8	\$2,000
Teacher Board Certified Behavior Analyst (Certification required)	2	\$2,500
Special Duty Positions	# of Positions	Yearly stipend
Lead Department Chair STRIDES	1	\$2,500
Lead Speech Pathologist	1	\$2,500
Lead School Psychologist	1	\$2,500
Lead Behavior Strategist	1	\$2,500
Lead Counselor (Less than 10)	1	\$1,000
Lead Diagnostician	1	\$2,500

*Fund 173 / 224
Department Supplemental*

Notes:

- 1) Staff must be certified in area of assignment to receive stipend.
- 2) Stipend will be pro-rated on number of class periods assigned to SPED and days worked.
- 3) Stipends are paid 1/2 in December and 1/2 in May.

Extra Duty	Mono Per Eval / Bilingual Per Eval
School Psychological Eval for Emotional Disturbance/Autism	\$325 / \$375
School Psy. & Diagnostician - FIE for LD, OHI, etc (No Psychological, No Speech Eval)	\$350 / \$400
Speech Pathologist - Speech Evaluation	\$300 / \$350

*Fund 173 / 224
Department Supplemental*

Certification	# of Positions	Yearly stipend
Speech Pathologist (with Masters)	19	\$5,000
Speech Assistant Therapist	7	\$1,800

*Fund 173/224
HR Entred*

Special Assignment	# of Positions	Yearly stipend
Adapted Physical Education	3	\$1,200
Adapted Physical Education (Special Olympics)	3	\$2,000

*Fund 173 / 224
HR Entered*

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026**

DEPARTMENT & GRADE LEVEL CHAIR / UIL / EXTRA CURRICULAR

HIGH SCHOOL		
Department Chair	# positions (1 per HS)	Yearly Stipend
Number of members excludes Chairperson		
Lamar & Early College HS only (\$200 per member)	2-4	TBD
	5-10	TBD
	11-15	TBD
	16-20	TBD
	21+	TBD
Advanced Placement (AP) Coordinator	5	Based on Membership
University Interscholastic League (UIL) Sponsorship	# positions (1 per HS)	Yearly Stipend
Coordinator	4	\$2,700
Accounting	4	\$1,300
Calculator	4	\$1,300
Chess (Non-UIL)	4	\$1,100
Computer Science	4	\$1,300
Congressional Debate	4	\$1,300
Copy Editing	4	\$1,300
Cross Examination	4	\$1,300
Current Events	4	\$1,300
Editorial Writing	4	\$1,300
Feature Writing	4	\$1,300
Headline Writing	4	\$1,300
Informative Speaking	4	\$1,300
Lincoln Douglas Debate	4	\$1,300
Literary Criticism	4	\$1,300
Math	4	\$1,300
News Writing	4	\$1,300
Number Sense	4	\$1,300
Persuasive Speaking	4	\$1,300
Poetry	4	\$1,300
Prose	4	\$1,300
Ready Writing	4	\$1,300
Robotics	4	\$1,200
Science	4	\$1,300
Social Studies	4	\$1,300
Spelling	4	\$1,300
Theatrical Design	4	\$1,300
Young Filmmakers	4	\$1,300

Extra Curricular Activities	(1 per HS)	Stipend
American Sign Language Society	5	600
Art Society/ Club	5	\$600
Campus Magazine	5	\$600
Citizen Bee	5	\$1,000
Crime Stoppers	5	\$1,200
French Honor Society	5	\$600
Interact Club	5	\$600
Masterminds/ Quiz Bowl	5	\$900
Mock Trial Coach	5	\$1,200
Motion Picture/TV/AV	5	\$700
National History Day Coach	5	\$1,200
National Honor Society	5	\$850
Newspaper	5	\$1,000
Spanish National Honor Society	5	\$600
Sponsor - Freshman or Sophomore	5	600 each
Sponsor - Junior or Senior	5	1200 each
Student Council	5	\$1,200
Thespian Honor Society	5	\$600
Yearbook	5	\$1,500
JROTC Color Guard	3	\$600
JROTC Drill Team (Armed / Unarmed)	3	\$600
JROTC Honor Guard	3	\$600
JROTC Physical Fitness Team	3	\$600
JROTC Rifle	3	\$600

Notes:
 1) Stipends are paid 1/2 in December and 1/2 in May.
 2) Stipends are subject to proration based on days worked.

MIDDLE SCHOOL		
Department Chair	# positions (1 Per MS)	Yearly Stipend
Number of members excludes Chairperson		
	3-5	TBD
	6-9	TBD
	10-14	TBD
	15+	TBD

UIL Sponsorship	# positions (1 Per MS)	Yearly Stipend
Coordinator	6	\$1,500
Calculator	6	\$800
Chess (Non-UIL)	6	\$1,100
Dictionary Skills	6	\$800
Duet Acting	6	\$800
Impromptu speaking	6	\$800
Listening skills	6	\$800
Maps, Graphs & Charts	6	\$800
Math	6	\$800
Modern oratory	6	\$800
Number Sense	6	\$800
Prose or Poetry	6	\$800
Solo Acting	6	\$800
Ready Writing	6	\$800
Robotics (Non-UIL)	6	\$1,100
Science	6	\$800
Social Studies	6	\$800
Spanish Oral Reading	6	\$800
Spelling	6	\$800

Extra Curricular Activities	# positions (1 Per MS)	Yearly Stipend
Cyber Patriot Club	6	\$750
Nat'l History OR Citizen Bee	6	\$1,200
National Honor Society	6	\$700
Publication / Yearbook	6	\$500
Spelling Bee	6	\$600
Student Council	6	\$700

*Fund 199
Business Budgeted*

ELEMENTARY SCHOOL		
	# positions	Yearly Stipend
Grade Level Chair (one per GL)	126	\$600

UIL Sponsorship	# positions (1 per ES)	Yearly Stipend
Coordinator	18	\$800
Art Smart (Grade 5)	18	\$500
Chess (Non-UIL)	18	\$1,100
Creative writing (Grade 2)	18	\$500
Dictionary skills (Grade 5)	18	\$500
Maps, Graphs & Charts (Grade 5)	18	\$500
Math (Grades 3-5)	18	\$500
Number Sense (Grades 4-5)	18	\$500
Oral reading (Grades 3-5)	18	\$500
Ready Writing (Grades 3-5)	18	\$500
Robotics (Non-UIL)	18	\$1,000
Science (Grade 5)	18	\$500
Spanish oral reading (Grades 3-5)	18	\$500
Spelling (Grades 3-5)	18	\$500

*Fund 199
Business Budgeted*

Extra Curricular Activities	# positions	Yearly Stipend
High School		
eSports	10	\$1,200
Tech Wars Competition Club *	32	\$700-\$1,200
* Note: \$700 - sponsor one event \$1200 - sponsor 2 or more events		
Middle School		
eSports	6	\$1,200
Elementary		
Little eSports	18	\$1,000
Spelling Bee	18	\$600

*Fund 199
Digital Learning
Department Supplemental*

Part-Time Rates

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
PART TIME ATHLETIC PROGRAM RATES

Varsity Football	Hourly Rate
Chain Crew	\$35 (flat rate)
Game Manager	\$13.00
Bookkeeper	\$13.00
Ticket Seller	\$12.50
Usher/Ticket taker	\$9.75
Gate Keeper (East/West)	\$10.25
Spotter	\$9.75
Press Box Supervisor	\$10.75
25 Second Clock	\$12.00
Clock/Scorekeeper	\$12.00
Announcer	\$100 (per game)

Sub-Varsity Football/Soccer	Hourly Rate
Game Manager	\$13.00
Clock	\$12.00
Ticket Seller	\$12.50
Ticket Taker	\$9.75
Gate Keeper	\$10.25

Varsity Basketball & Volleyball	Hourly Rate
Ticket Seller	\$12.50
Gate Keeper	\$10.25

Wrestling	Hourly Rate
Ticket Seller	\$12.50

Baseball & Softball	Hourly Rate
Pitch Counter	\$35 (per game)
Ticket Seller	\$12.50

Other	Hourly Rate
<u>Part Time Coaching:</u>	
- Non-MISD employee (Deg & Cert, w/ 20+ yrs. exp.)	\$23.00
- Non-MISD employee	\$10.25
- MISD employee	\$10.25
Lifeguard (Certified)	\$10.25
Ticket Clerk (during the day)	\$9.25
<u>MS Summer Recreation Program:</u>	
- Teacher Coach	\$28.00
- Instructional Assistant	\$10.25

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
PART TIME RATES
TITLE I, PART A - EVENING STUDY CENTER

	Hourly Rate
Lead Teacher / Program Coordinator	\$29
Adult Ed Teacher (degreed)	\$28
PT Teacher - Day/Evening classes (Out of District)	\$28
Social Worker	\$26
Parent and Family Engagement Specialist	\$26
PT Parent Educator (non-degreed) - Day/Evening classes (Out of District)	\$15
Attendance Clerk	\$12
Child Care Aide	\$12
Computer Lab Aide	\$12

2025 - 2026
PART TIME RATES
SAFE AND SECURE CHILD CARE
(Self Funded Program)

	Hourly Rate (unless noted)
Director / Facilitator	\$40
Facilitator (professional)	\$28
Nurse	\$24
Teacher (certified)	\$23
Clerk/Bookkeeper	\$10 (Weighted Avg)
Child Care Aide	\$10
Student Worker (Coop Students)	\$7.25

McALLEN INDEPENDENT SCHOOL DISTRICT
2025- 2026
PART TIME RATES

	Hourly Rate
Student Worker (Coop. Student)	\$7.25
Part Time (Professional)	Minimum of AE/AM schedule
Part Time Child Nutrition Worker	10.00
Part Time Clerk	\$8.00
Part Time Flag Corp	\$10.00
Part Time Parent Educator (degreed)	\$19.00
Part Time Technology Support Technicians	\$12.00
Part Time Testers	\$12.50
Substitute Custodian	\$10.00
Tutor - out of district (48+ college hrs. req.)	\$10.00
Tutor - out of district (Degreed)	\$19.00
Tutor - out of district (Degree & Certified)	\$23.00

McALLEN INDEPENDENT SCHOOL DISTRICT

2025 SUMMER SCHOOL/PROGRAM RATES

June 6, 2025 through August 1, 2025

Board Approved February 25, 2025

Summer School/Program Position	Remediation Hourly Pay Rate	Enrichment Hourly Pay Rate
Summer School Director	\$45	-----
Program Lead Teacher	\$41	\$33
Teacher/Coach	\$40	\$32
Instructional Assistant	\$13	\$12
Instructional Assistant for Tech Support	\$13	\$12
Counselor	\$36	-----
Registered Nurse	\$36	-----
Health Assistant/LVN	\$22	-----
Summer School Secretary	\$15	-----
Office Clerk	\$13	-----
Social Worker	\$33	-----
Graduation Specialist	\$33	-----
Parent & Family Engagement Specialist	\$33	-----
STAAR Test Administrator/Proctor	-----	\$40
Parent Educator (degreed) (Parent and Family Engagement Program)	-----	\$32
Parent Educator (non-degreed) (Parent and Family Engagement Program)	-----	\$15
Child Care Aide (Parent and Family Engagement Program)	-----	\$13
Part-Time Clerk (Parent and Family Engagement Program)	-----	\$10
Bus Drivers	current hourly rate	
Bus Aides	\$12	
Child Nutrition Workers	current hourly rate	
Child Nutrition Asst Managers/Managers	current hourly rate	
Teacher/Professional/Paraprofessional Support Staff Staff Development/Workday	6 hours - \$100/day (Under 6 hours - \$16.67 hour)	
Professional/Paraprofessional Summer School Registration	\$14	
Substitute Pay (for degreed and certified)	\$20	
Tutors – Certified Teachers	\$25	
Tutors – Non-certified, bachelor’s degree	\$20	
Tutors- College students	\$12	
Other hourly employees asked to work beyond their work calendar for summer school	current hourly rate	

Appendix

**SUMMARY OF ADDED POSITIONS
2025 2026**

AE-03 Teacher, Behavioral Strategist (504/RTI) -additional
AE-05 Coordinator, College Career Military Readiness (CTE)
AE-05 Coordinator, Fine Arts (Music) - additional
AM-04 Specialist, Community Information
Teacher Middle School Director (Mariachi)
CT-03 Bookkeeper (MS Campus)

JOB TITLE: Teacher, Behavioral Strategist (504/ RTI)

JOB CODE: 5271

REPORTS TO: Director of Accountability/ 504 / RTI

PAY GRADE: Teacher

DEPARTMENT/CAMPUS: Campus

DATE: June 19, 2025

WAGE/HOUR STATUS: Exempt

FUND/ DAYS: 199/ 221

PRIMARY PURPOSE:

To provide students with appropriate learning activities and experiences designed to fulfill their potential for intellectual, emotional, physical and social growth; enable students to develop competencies and skills to function successfully in society.

QUALIFICATIONS:

Education/Certification:

Bachelor's Degree, required

Texas Teaching Certificate, with required endorsements for subject/level assigned or other permits as approved by state, required

Master's Degree in Special Education, preferred

Special Knowledge/Skills:

Communicate effectively (verbal and written); utilize effective interpersonal skills; demonstrate knowledge of subjects assigned; exhibit general knowledge of curriculum and instruction; basic computer skills, preferred.

Experience:

Three (3) year of classroom teaching experience

MAJOR RESPONSIBILITIES AND DUTIES/ESSENTIAL FUNCTIONS:

1. Keep informed about current legislation, educational developments, literature and research in the field of education/assigned subject by participating in state and national professional organizations; attend appropriate conferences and staff development sessions; maintain professional growth in the core knowledge area of competency.
2. Develop instructional plans for the curriculum program assigned and provide written evidence of program implementation.
3. Work cooperatively with general education teachers and/or 504/ RTI committees to modify curricula as needed according to guidelines established by 504/ RTI accommodation plans.
4. Present the knowledge and skills of the subject matter according to guidelines established by the Texas Education Agency, Board policies and administrative regulations.
5. Plan, prepare and execute lessons, instructional strategies, activities, materials and equipment that reflect accommodations for individual needs of students.
6. Cooperate with other members of the staff in planning and implementing instructional goals, objectives and methods to address the needs of special populations.
7. Utilize technology in planning, organizing and implementing the teacher/learning process and other classroom managerial functions.

Job Description

Teacher, Behavioral Strategist (504/ RTI)

8. Demonstrate behavior that is professional, ethical and responsible and be a positive role model for students.
9. Create a classroom environment conducive to learning and appropriate to the physical, social and emotional development of students and take all necessary and reasonable precautions to protect students, equipment, materials and facilities.
10. Assist in the selection of textbooks, supplies, equipment, instructional materials and technology resources.
11. Demonstrate interest and initiative in personal and professional improvement and participate in the campus and District staff development program.
12. Keep informed of and complies with federal, state, District and campus regulations and policies for classroom teachers; compile, maintain and file all reports, records and other documents as required.
13. Maintain discretion and confidentiality.
14. Attends 504 and RTI meetings and develop goals and objectives for students.
15. Provides direct services to students regarding behavior.
16. Consults with parents, teachers and other school personnel to determine causes of problems and effect solutions and inform parents of progress.
17. Consults with regular education teachers to utilize and implement classroom management techniques to maintain organization, orderliness and student safety, and a productive learning environment. Utilizes positive reinforcement to maximize desired behavior and educational outcomes.
18. Consults with regular education teachers to plan instruction to achieve specific objectives based upon student need and established curriculum and implement instructional techniques to encourage and motivate students.
19. Evaluates the performance of students regarding IAP goals and makes necessary provisions to meet learning needs. Ensures parents and students are informed of methods of evaluation utilized in the classroom.
20. Notifies 504 and/or RTI Coordinator of a student who displays characteristics which vary from the norm. Collaborates with specialists to assist students.
21. Create and assist District staff with the development and implementation of behavior plans for students that present behavioral challenges.
22. Implement, and assist District Staff with data collection, review, and modify treatment according to data.
23. Create and modify Individualized Accommodation Plans for each child on caseload as needed.
24. Confer with members the 504/ RTI team and district staff and other related team members, individually, at 504/RTI Meetings, or in conference, to exchange, discuss, and evaluate student information for planning, and modifying, and coordination treatment programs.
25. Work and assist District Staff with students who exhibit inappropriate behaviors and provide support and professional learning for staff who work with students who exhibit such.
26. Provide professional learning and conduct functional analysis assessments of behavior for students with complex and/or severe behaviors in accordance with both Federal and State laws and regulations.

Job Description
Teacher, Behavioral Strategist (504/ RTI)

- 27. Follow McAllen ISD customer service standards.
- 28. Perform other duties assigned by immediate supervisor (primary evaluator).

SUPERVISORY RESPONSIBILITIES:

None

EQUIPMENT USED:

Computer, copier, multimedia equipment and other classroom or office machines.

WORKING CONDITIONS:

Mental Demands:

Maintain emotional control under stress; ability to instruct

Physical Demands/Environmental Factors:

Assist in restraining students in crisis situations; frequent prolonged, irregular hours and occasional evening meetings; occasional lifting or moving up to 45 pounds and over; monitor students for a prolonged period of time; monitor multi-tasks/projects; meet deadlines, develop effective relationship with students, and parents.

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Approved by _____ Date _____

Reviewed by _____ Date _____

JOB TITLE: Coordinator, CCMR/CTE

JOB CODE: 1345

REPORTS TO: Director of Career and Technical Education

PAY GRADE: AE-05

DEPARTMENT OR CAMPUS: Instructional Services

DATE: June 11, 2025

WAGE/HOUR STATUS: Exempt

FUND/ DAYS: 162/ 221

PRIMARY PURPOSE:

The CCMR/CTE Coordinator's role is to develop, implement, and evaluate College Career & Military Readiness goals, along with Career and Technical Education goals. Ensure that the development and delivery of all programs are effective and efficient, incorporating district goals, support student achievement, and provide career development opportunities for high school students. Coordinate college and career readiness opportunities to ensure all students are informed and prepared to transition from secondary to post-secondary programs, ensuring alignment with students needs, industry standards, and state requirements. Provide a proactive, developmental guidance program for all students to maximize personal growth and development. Including, support to schools by closely monitoring developed plans for effectively implementing a district-wide college and career readiness program.

QUALIFICATIONS:

Education/Certification:

Master's Degree, required

Texas Mid-Management or Principal's Certificate, preferred

Counseling certification, preferred

Special Knowledge/Skills:

Communicate effectively (verbal and written); utilize effective interpersonal skills; interpret data, federal and state laws and policies; initiate, plan, organize and implement multiple tasks

Project planning and strategic planning capabilities, including the ability to establish long-term vision and goals, and the ability to align and manage activities toward execution of identified goals.

Strong leadership and team-building skills, i.e., ability to develop high-performing teams united around a clear vision for serving schools and achieving student success.

Self-starter with ability to conduct multiple projects concurrently, both independently and as a member of a collaborative team.

Strong budgeting and forecasting skills, and experience managing budgets.

Ability to build trusting relationships and function effectively at the school level, central office level, and with executive-level partners.

Demonstrated ability to collaborate with internal and external stakeholders to drive change and achieve results.

Experience developing business, government, post-secondary and other external relationships to garner support and resources.

Ability to define problems, analyze data, and outline valid conclusions and action steps.

Willingness to learn and adapt in the midst of new and shifting priorities with a 'can-do,' solutions-oriented approach to problem solving.

Development-oriented mindset; reflective, self-aware, and driven to learn from setbacks.

Exceptional written, verbal, organizational, and technology skills.

Demonstrated program management skills including program planning, implementation and review/evaluation.

Possess a track record of success as demonstrated by superior academic and professional achievement.

Experience:

Three (3) years of experience as a classroom teacher (CTE), preferred

MAJOR RESPONSIBILITIES AND DUTIES/ESSENTIAL FUNCTIONS:

1. Assist with CCMR, programs of study, enhancing industry-based certifications, and strategically and equitably managing our resources to meet identified student needs and align resource allocation with district goal
2. Support students with programs like Advanced Academics, Dual Credit, Career and Technical Education (CTE), and military readiness initiatives.
3. Monitor student data, identifying areas for improvement, and reporting on CCMR outcomes to stakeholders.
4. Working with counselors, teachers, administrators, and community partners to support CCMR efforts.
5. Monitor and ensure district adherence to state and federal CCMR requirements and accountability systems to include College Board for AP courses, CTE, and Advanced Academics. Including audits, training and walk-throughs.
6. Contribute to the development and implementation of the district's CCMR plan for high school students.
7. Collaborate with post-secondary education institutions for dual-credit or technical dual-credit initiatives.
8. Provide oversight, mentoring, and professional development opportunities for campus staff.
9. Evaluate and recommend improvement in the purposes, design, materials, and implementation of the instructional and other support programs and use evaluation data for program improvement.
10. Collaborate with campus administrators to prepare high school students for their postsecondary transition.
11. Coordinates with Counseling and Advanced Academic departments to increase participation and increase performance in TSI, PSAT, ACT, SAT, testing.
12. Works closely with staff to increase the number of students that complete college and participating in college.
13. Establish college/career connections through college visits and career fairs.
14. Assist with the curriculum development/refinement of district wide college related coursework.
15. Ability to develop external partnerships with industry, post-secondary and community members.
16. Provide leadership for college related programs, including launching new programs, maintaining membership, planning meetings, board communications and annual evaluations.
17. Follow McAllen ISD customer service standards.
18. Perform other duties assigned by immediate supervisor (primary evaluator).

Job Description
Coordinator, CCMR/CTE

SUPERVISORY RESPONSIBILITIES:

None

EQUIPMENT USED:

Computer, copier, adding machine, fax machine, multi-media equipment

WORKING CONDITIONS:

Mental Demands:

Maintain emotional control under stress; coordinate multiple projects; meet deadlines

Physical Demands/Environmental Factors:

Frequent prolonged and irregular hours; frequent district-wide and occasional state or national travel; occasional bending, stooping; moderate lifting and carrying

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Approved by _____ Date _____

Reviewed by _____ Date _____

JOB TITLE: Coordinator, Fine Arts (Music)

JOB CODE: 1310

REPORTS TO: Director, Fine Arts

PAY GRADE: AE-05

DEPARTMENT: Fine Arts

DATE: January 28, 2025

WAGE/HOUR STATUS: Exempt

FUND/ DAYS: 184/ 221

PRIMARY PURPOSE:

The Music Fine Arts Coordinator is responsible for working closely with the Fine Arts Director in the coordination, improvement, implementation and evaluation of a quality Music Fine Arts Program in grades Pre-K through twelve; to promote a positive working relationship, among and between staff and the schools, by establishing a climate conducive to open communication and productive work.

QUALIFICATIONS:

Education/Certification:

Bachelor's Degree in music, art, or theater arts education, required
Master Degree in Fine Arts or Education related field, required
Texas Mid-Management or Principal's Certificate, preferred

Special Knowledge/Skills:

Communicate effectively (verbal and written); utilize effective interpersonal skills; interpret data, federal and state laws and policies; organize multiple and complex districtwide projects, manage budgets and personnel; demonstrate knowledge of curriculum, performance literature, and teaching strategies in the discipline of music; provide staff development in fine arts

Experience:

Three (3) years experience as a classroom fine arts teacher, required
Experience in a supervisory role in fine arts subject area, preferred

MAJOR RESPONSIBILITIES AND DUTIES/ESSENTIAL FUNCTIONS:

1. Administrative Duties

Keep informed about current legislation, educational developments, literature and research in Fine Arts Education by participating in state and national professional organizations; attend appropriate conferences and staff development sessions; disseminate professional information and materials to the schools.

- Coordinate interview process for all personnel by vetting applications, scheduling interviews, and developing questions appropriate for the job.
- Organize board recognitions and proclamations.

Job Description

Coordinator, Fine Arts (Music)

- Develop board updates weekly to celebrate student achievements.
- Develop presentations for Cabinet updates monthly.
- Maintain a current inventory of instruments, equipment, and furniture.
- Develop a needs assessment in conjunction with divisional lead teachers.
- Develop and revise the Fine Arts Handbook as needed.
- Update Fine Arts website and social media should be constantly refreshed.
- Manage the music program budget, including purchasing and allocation of resources.
- Serve as a liaison between the music department, district administration, school board, and community.
- Act as a liaison between Fine Arts teachers and core content teachers in the alignment of curriculum development, use of materials and equipment and cross curricular relationships.
- Meet with HR to assist in the development of staff guidelines and updates to stipend information
- Coordinate with Advanced Academics and Student Operations regarding Curriculum Bulletin, On-Ramps, Dual Enrollment, and AP courses.
- Oversee the scheduling and placement of music staff.
- Ensure compliance with district policies and state regulations
- Assist in planning for future needs of the fine arts program in regard to facilities and equipment.
- Disseminate, gather, and compile census information.
- Schedule divisional meetings for the year.
- Ensure that teaching schedules are turned in by Head High School Directors.
- Schedule and coordinate Fine Arts Calendar Meeting between all HS staff.
- Keep the immediate supervisor informed regarding the status of all projects or initiatives undertaken and of directives or requests received internally or externally.

2. Curriculum Development and Implementation

Assist in providing leadership in the development, review and update of curriculum, instructional guides, courses of study, bulletins and other materials.

- Develop and implement a comprehensive K-12 music curriculum
- Ensure alignment with state and national music education standards.
- Coordinate the adoption and integration of instructional materials and resources.
- Regularly review and update the curriculum to reflect current educational trends and research.
- Prepare, monitor and maintain required records and reports.
- Analyze and utilize student performance data.
- Work with principals to analyze and interpret instructional components in the areas of music.
- Visit campuses to evaluate and support campus and principal needs; observe classroom teaching in order to assess for program effectiveness.

Job Description

Coordinator, Fine Arts (Music)

- Analyze supplemental resources and consultants in the areas of music.
- Model research-based teaching strategies for directors.
- Promote the continuous enhancement of a climate conducive to open communication and productive work.
- Assist in developing grants and/or proposals for special projects and solicit funds to supplement special District activities.

3. Teacher Support and Professional Development

Assist in planning, organizing and/or conducting professional learning sessions for teachers and/or administrators in the field of Fine Arts to improve instruction and to promote professional growth of the fine arts teaching staff.

- Professional Development
- Mentoring and guidance for new teachers fostering a collaborative and supportive learning environment.
- Provide leadership to fine arts department heads and teachers of music throughout the district.
- Assist in sharing timelines and follow up in accordance with TIA procedures
- Ensure staff attends Business Operations Trainings
- Ensure expectations for all job duties are disseminated at the beginning of the year.
- Keep informed on all current UIL, TMEA, TAME policies and procedures in order to disseminate professional and current information to staff members.
- Provide guidance and support to music teachers through classroom observations, feedback, and professional development sessions.
- Organize and lead workshops, training sessions, and professional learning communities.
- Assist teachers in designing and implementing innovative instructional strategies.
- Mentor new music teachers and provide ongoing support to ensure their success.
- Attend TMEA, TODA, TCDA, meetings and conventions.
- Attend UIL competitions (ie: Pigskin, Area, State marching band and all music Concert & Sight-Reading Evaluations.)
- Provide Leadership and guidance to the Marching Bands
 - Coordinate meetings with drill writers to purchase shows
 - Establish a calendar to ensure that foundations of marching begin in 8th grade.
- Provide Leadership and Guidance in developing expectations for Elementary performances.

4. Program Development

Observe districtwide fine arts performances, displays and competitions on a regular basis as one tool to assess the quality of instruction.

Job Description

Coordinator, Fine Arts (Music)

- Develop and ensure recruitment policies and procedures are in place while assisting in directing the recruitment of beginners into the sixth-grade as well as eighth-grade into the ninth -grade fine arts program in order to increase Fine Arts participation.
- Coordinate, plan, and oversee middle school visits to elementary schools.
- Coordinate, plan, and oversee MISD events, competitions and festivals (ie. MISD Solo & Ensemble, Pre-UIL, etc.)
- Oversee summer instrumental and choir camps to ensure they are aligned with district goals.
- Evaluation of teachers and staff
- Attend performances to evaluate the effectiveness of instruction and student progress.
- Monitor and evaluate the effectiveness of music programs and instructional practices.
- Use data to identify areas for improvement and develop action plans.
- Coordinate the review and selection of music materials, supplies, and equipment.
- Develop evaluation instruments to guide program improvement and monitor student progress.
- Plan and coordinate MISD events such as : Elementary Music Memory competition, Fourth Grade Choral Festival, Holiday Spectacular, String Fling
- Host and coordinate the Bands of America, City of Palms, MISD Showcase, and Pigskin competitions including coordinating with essential staff members and volunteer workers, ensure all staff is hired, arrange meals for students, staff, and adjudicators, coordinate with payroll to ensure all procedures are followed, post signage for events, submit necessary work orders, and coordinate with Transportation, Athletics and Marketing Directors and City Of McAllen officials.

5. Community Engagement

- Organize and support music events, performances, and competitions. (ie: General Assembly performances, football games, etc.)
- Coordinate and ensure specific community events (ie: Holiday parade, Superintendent requests, etc.)
- Establish communication with city partners
- Coordinate performances for Partners in Excellence
- Promote the music program within the community and foster partnerships with local arts organizations.
- Organize and support music events, performances, and competitions.
- Advocate for the importance of music education in the district.

Job Description

Coordinator, Fine Arts (Music)

- Engage with parents and community members to build support for music programs.
- Apply for NAMM award
- Graduation - attend and oversee performances
- Advocate for Music education

6. Student Support and Enrichment

- Develop and implement programs to support and enrich students' musical experiences.
- Coordinate extracurricular music activities, such as ensembles, bands, and choirs.
- Provide opportunities for students to participate in local, regional, and national music competitions and festivals.
- Fine Arts Recognitions for students in pursuit of musical excellence and career aspirations.

7. Perform other duties assigned by immediate supervisor (primary evaluator).

SUPERVISORY RESPONSIBILITIES:

None

EQUIPMENT USED:

Computer, copier, fax machine, multimedia equipment

WORKING CONDITIONS:

Mental Demands:

Maintain emotional control under stress; coordinate multiple projects; meet deadlines; moderate lifting and carrying

Physical Demands/Environmental Factors:

Frequent prolonged and irregular hours; frequent district wide and occasional state or national travel; occasional bending, stooping; moderate lifting and carrying

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Approved by Date _____

Reviewed by Date _____

JOB TITLE: Bookkeeper, Campus (MS)

JOB CODE: 6093

REPORTS TO: Principal

PAY GRADE: CT-03

DEPARTMENT/CAMPUS: Middle School

DATE: June 19, 2025

WAGE/HOUR STATUS: Nonexempt

FUNDING/ DAYS: 199/ 217

PRIMARY PURPOSE:

Assist in financial and administrative support to ensure the effective management of campus funds and resources. This position is responsible for maintaining accurate financial records, supporting staff with financial procedures, and ensuring compliance with district and state policies.

QUALIFICATIONS:

Education/Certification:

High School Diploma

Courses in bookkeeping, accounting, business English, mathematics

Special Knowledge/Skills:

Demonstrate competence in the use of business machines and accounting principles

Experience:

Two (2) years of experience in accounting or bookkeeping

MAJOR RESPONSIBILITIES AND DUTIES/ESSENTIAL FUNCTIONS:

1. Type correspondence, letters and memos, purchase orders, check requests, forms, etc., and other clerical duties as deemed necessary by immediate supervisor.
2. Answer telephone and email inquiries and provide accurate information regarding campus accounts, fundraising activities, and established money-handling procedures, ensuring clear communication and adherence to school policies and procedures.
3. Maintain a complete and systematic set of records of all financial transactions of the school, including activity funds and campus budget.
4. Summarize, balance, and reconcile financial transactions; prepare and record bank deposits in accordance with district policies and standard accounting procedures.
5. Conduct trainings for campus staff and student organization sponsors on activity fund management, district cash-handling procedures, and compliance with financial policies to ensure proper accountability and fiscal responsibility.
6. Manage Campus Online store.
7. Ensure the timely preparation and submission of required financial reports, including sales tax reports and monthly balance statements, to organization sponsors.
8. Prepare financial statements, income statements and cost reports to reflect financial condition of the campus and/or campus organizations.
9. Trace errors and record adjustments to correct charges or credits posted to incorrect accounts.

Job Description
Bookkeeper, MS

- 10. Uphold confidentiality and maintain a high level of accuracy and integrity in all financial matters.
- 11. Follow McAllen ISD customer service standards.
- 12. Perform other duties assigned by immediate supervisor (primary evaluator).

SUPERVISORY RESPONSIBILITIES:

None

EQUIPMENT USED:

Business machines, computers

WORKING CONDITIONS:

Mental Demands:

High stress tolerance; dependable and punctual

Physical Demands/Environmental Factors:

Occasional lifting of boxes of records up to 25 pounds

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities, duties, and skills that may be assigned or skills that may be required.

Approved by _____ Date _____

Reviewed by _____ Date _____

JOB TITLE: Specialist, Community Information

JOB CODE: 1147

REPORTS TO: Director of Marketing and Communications

PAY GRADE: AM-04

DEPARTMENT/CAMPUS: Marketing and Communication

DATE REVISED: June 18, 2025

WAGE/HOUR STATUS: Exempt

FUNDING SOURCE: 199

PRIMARY PURPOSE:

To research and write news stories which help inform stakeholders about the District's needs, goals and objectives.

QUALIFICATIONS:

Education/Certification:

Bachelor's Degree, preferred

Special Knowledge/Skills:

Writing skills, computer skills, desk-top publishing skills, photography skills

Experience:

Three (3) years of experience in multiple forms of writing, public speaking, and/or public relations work, required

MAJOR RESPONSIBILITIES AND DUTIES/ESSENTIAL FUNCTIONS:

1. Monitor entries from the marketing request form that demonstrate positive value, align with district objectives, and prioritize within the department scheduler.
2. Conduct research and compose feature stories, briefs, captions, advertising copy, website content, and other written materials highlighting the district's people, programs, and successes. The objective is to generate positive interest among community stakeholders.
3. Assume the role of "Lead Writer" by writing media alerts, press releases, and news summaries to promote and direct targeted departmental and media coverage of the district. Additionally, oversee freelance writers as needed to ensure cohesive and effective communication.
4. Collaborate with Campus and District personnel to create written content, conduct interviews, and capture photographs and videos that effectively convey narratives aligned with ongoing campaigns.
5. Act as photographer to help illustrate accompanying marketing stories when needed.
6. Serve as the district liaison to all media outlets during requested interviews, feature stories and news conferences.
7. Track and report to the department on media coverage of the district to ensure accuracy, particularly in instances of negative stories. Additionally, amplify positive coverage by disseminating links and information through district resources.

Job Description
Specialist, Community Information

8. Compose bi-monthly newsletter content for community stakeholders, parents and potential parents.
9. Announce live-streaming sports shows, public service announcements, special reports and district accolades.
10. Compile and sustain weekly lists of student and staff accomplishments for recognition and promotion by the department.
11. Assist with composing content for print collateral used at community events, i.e. Partners in Excellence and McAllen Education Foundation.
12. Assist in crisis communications by formulating messaging for dissemination on district communication tools and resources.
13. Generate a newsletter recap for each board meeting, special board meeting, and workshop following their conclusion.
14. Follow McAllen ISD customer service standards.
15. Perform other duties assigned by immediate supervisor (primary evaluator).

SUPERVISORY RESPONSIBILITIES:

None

EQUIPMENT USED:

Still camera, computer, printer, fax machine, copier, adding machine, multimedia equipment

WORKING CONDITIONS:

Mental Demands:

Prolonged and irregular hours; able to handle several projects at the same time; frequent district-wide travel and occasional state travel

Physical Demands/Environmental Factors:

Frequent prolonged and irregular hours; frequent district wide and occasional state travel Work in a climate controlled environment 20% of the time and out in the community and schools 80% of the time. Use a personal vehicle to drive within the community and may have some exposure to inclement weather (hot temperature or rain, dust, etc.). Encounter a variety of urban neighborhood situations to include high-risk areas of town. May lift items averaging from 10 to 15 pounds.

Job Description

Specialist, Community Information

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Approved by _____ Date _____

Reviewed by _____ Date _____

JOB TITLE: Head Middle School Director
(Band, Choir, Orchestra, Mariachi)

JOB CODE: 2046, 2301, 2100, 2265

REPORTS TO: Campus Principal

PAY GRADE: Teacher

DEPARTMENT/CAMPUS: Fine Arts/As assigned

DATE REVISED: May 11, 2023

WAGE/HOUR STATUS: Exempt

FUNDING SOURCE: 199/184

PRIMARY PURPOSE:

Direct and manage the overall band, orchestra, choral, or mariachi program for the assigned middle school campus. Provide students with an opportunity to participate in extracurricular music activities and ensure compliance with all state, University Interscholastic League (UIL), and district requirements. Plan activities to achieve district, regional, and state recognition. Assure high levels of achievement and learning for all fine arts students.

QUALIFICATIONS:

Education/Certification:

Bachelor's degree in Music, required
Valid PK-12 or 6-12 Texas teaching certificate in Music, required

Special Knowledge/Skills:

Knowledge of overall operation of primary music program; Ability to manage budget and personnel; Knowledge of state and UIL policies governing music; Ability to implement policy and procedures; Ability to interpret data; Strong communication, public relations, and interpersonal skills; demonstrate knowledge of subjects assigned; exhibit general knowledge of curriculum and instruction; basic computer skills,

Experience:

Three (3) years teaching and directing experience, required

MAJOR RESPONSIBILITIES AND DUTIES/ESSENTIAL FUNCTIONS:

Program Planning

1. Direct middle school performing ensembles.
2. Establish performance requirements, enforce academic requirements, and verify each student's eligibility to participate.
3. Provide for participation at co-curricular and extracurricular events, including concerts and UIL activities.
4. Arrange transportation, lodging, and meals for out-of-town events.
5. Attend all region, UIL and TMEA functions.
6. Comply with federal and state laws, State Board of Education rules, UIL rules, and board policy, and fine arts procedures and requirements.
7. Encourage community partnerships that promote a favorable image for the district, campus, and overall music program.
8. Obtain and use evaluative findings (including student achievement data) to determine program effectiveness and ensure that program renewal is continuous and responds to student needs.
9. Recommend policies and practices to improve the overall assigned music program.
10. Support and actively encourage student involvement in the assigned music program grades 6-12.
11. Follow the direction of the vertical team leader to assure curricular alignment with in the vertical team.

Budget and Inventory

Job Description
Head Middle School Band, Orchestra, Choir Director

- 12. Ensure that programs are cost-effective and funds are managed wisely.
- 13. Compile budgets and cost estimates based on documented program needs.
- 14. Coordinate fundraising activities and manage funds.
- 15. Maintain current inventory of all fixed assets at assigned campus.
- 16. Oversee process of cleaning, repairing, and storing all department equipment.

Instruction

- 17. Develop and implement plans for the middle school program and all other instructional assignments as part of the overall vertical team and show written evidence of preparation as required.
- 18. Prepare lessons that reflect accommodations for individual student differences.
- 19. Present subject matter according to guidelines established by the Texas Education Agency, board policies, and administrative regulations.
- 20. Plan and use appropriate instructional and learning strategies, activities, materials, and equipment that reflect understanding of the learning styles and needs of students assigned.
- 21. Conduct ongoing assessments of student achievement through formal and informal testing.
- 22. Create an environment conducive to learning and appropriate for the physical, social, and emotional development of students.
- 23. Be present and actively participate in all instructional assignments.

Student Management

- 24. Apply and enforce student discipline in accordance with the Student Code of Conduct and student handbook.
- 25. Accompany and supervise students on out-of-town trips.
- 26. Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities.

Communication

- 27. Establish and maintain open communication by conducting conferences with parents, students, principals, and teachers.

Personnel Management

- 28. Assist with recruitment, selection, training, supervision, and evaluation of middle school assistant band director(s).
- 29. Follow McAllen ISD customer service standards.
- 30. Other duties as assigned by immediate supervisor (evaluator) to include Fine Arts Director and vertical team leader.

Supervisory Responsibilities:

None

Working Conditions:

Mental Demands/Physical Demands/Environmental Factors:

Maintain emotional control under stress. Frequent district and occasional statewide travel; prolonged and irregular hours; outdoor and indoor work.

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Approved by: _____ Date _____

Reviewed by: _____ Date _____

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**


MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: 
JOEL GARCIA (Jun 18, 2025 08:42 CDT)

SUPERVISOR: Lorena Garcia
Lorena Garcia (Jun 18, 2025 08:43 CDT)

Approved for presentation to the Board of Education:


RENE GUTIERREZ (Jun 18, 2025 08:56 CDT)

MCALLEN INDEPENDENT SCHOOL DISTRICT
 Budget Summary
 General, Debt Service and Capital Projects Funds
 2025-2026

	<u>General Fund</u>	<u>Debt Service Fund</u>	<u>Capital Projects Funds</u>	<u>Total All Funds</u>
5700 LOCAL REVENUES	\$ 75,888,729	\$ 13,902,390	\$ -	\$ 89,791,119
5800 STATE REVENUES	162,342,929	-	-	162,342,929
5900 FEDERAL REVENUES	26,739,389	-	-	26,739,389
7900 OTHER RESOURCES	-	-	-	-

FUND BALANCE CONTRIBUTIONS:

199 GENERAL FUND	594,328	-	-	594,328
599 DEBT SERVICE FUND	-	-	-	-
620 MTN-2020	-	-	1,594,007	1,594,007
Total Revenues and Fund Balance	<u>\$ 265,565,375</u>	<u>\$ 13,902,390</u>	<u>\$ 1,594,007</u>	<u>\$ 281,061,772</u>

	<u>General Fund</u>	<u>Debt Service Fund</u>	<u>Capital Projects Funds</u>	<u>Total All Funds</u>
11 INSTRUCTION	\$ 138,697,011	\$ -	\$ -	\$ 138,697,011
12 INSTRUCTIONAL RES & MEDIA SERV	3,388,065	-	-	3,388,065
13 CURR DEV & INSTRUCTIONAL DEV	4,025,308	-	-	4,025,308
21 INSTRUCTIONAL LEADERSHIP	2,882,352	-	-	2,882,352
23 SCHOOL LEADERSHIP	14,430,235	-	-	14,430,235
31 GUIDANCE COUNSELING AND EVAL	11,873,258	-	-	11,873,258
32 SOCIAL WORK SERVICES	1,937,220	-	-	1,937,220
33 HEALTH SERVICES	3,015,984	-	-	3,015,984
34 STUDENT TRANSPORTATION	4,636,380	-	-	4,636,380
35 FOOD SERVICES	24,301,030	-	-	24,301,030
36 EXTRACURRICULAR ACTIVITIES	10,419,966	-	-	10,419,966
41 GENERAL ADMINISTRATION	7,892,182	-	-	7,892,182
51 FACILITIES MAINT & OPERATIONS	21,305,420	-	-	21,305,420
52 SECURITY AND MONITORING SERV	5,411,206	-	1,081,208	6,492,414
53 DATA PROCESSING SERVICES	5,372,159	-	203,769	5,575,928
61 COMMUNITY SERVICES	92,015	-	-	92,015
71 DEBT SERVICE	4,485,637	13,902,390	-	18,388,027
81 FACILITIES ACQ & CONSTRUCTION	5,000	-	309,030	314,030
95 PYMTS TO JUVENILE JUSTICE	40,000	-	-	40,000
99 OTHER INTERGOVT CHARGES	1,354,947	-	-	1,354,947
8900 OTHER USES	-	-	-	-
Total Appropriations	<u>\$ 265,565,375</u>	<u>\$ 13,902,390</u>	<u>\$ 1,594,007</u>	<u>\$ 281,061,772</u>

McALLEN INDEPENDENT SCHOOL DISTRICT

Appropriations by Function
Accelerated Instruction Funds
2025-2026

	State Compensatory Fund
11 - INSTRUCTION	129,725
12 - INSTRUCTIONAL RES & MEDIA SERV	-
13 - CURR DEV & INSTRUCTIONAL DEV	22,650
23 - SCHOOL LEADERSHIP	29,036
31 - COUNSEL AND EVALUATION	-
61 - COMMUNITY SERVICES	-
Total Appropriations	<u>181,411</u>

ANNUAL BUDGET

25 26

MC^{A+}ALLEN ISD

2000 N. 23RD STREET, MCALLEN, TX 78501 | HIDALGO COUNTY
(956) 618-6000 | MCALLENISD.ORG



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EXECUTIVE SUMMARY



Principal Officers

Board of Trustees			
Title	Name	Length of Service	Term Expires
President	Mr. Aaron D. Rivera, Place 5	2 Years	2027
Vice President	Ms. Lucia Regalado, Place 2	2 Years	2027
Secretary	Dr. Elizabeth Kittleman, Place 1	2 Years	2027
Member	Mr. Robert J. Carreon, Place 3	1 Month	2029
Member	Mrs. Erica De La Garza-Lopez, Place 4	6 Years	2027
Member	Mr. Roberto A. Haddad, Place 7	1 Month	2029
Member	Ms. Sofia M. Peña, Place 6	4 Years	2029

Administrative Officials		
Name	Position	Length of Service
Dr. René Gutiérrez	Superintendent of Schools	2 Years
Lorena Garcia	Deputy Superintendent for Business and Operations	24 Years
Rosalba De Hoyos, Ed. D.	Associate Superintendent for Instructional Services	13 Years
Jeanette Nino	Associate Superintendent for Instructional Leadership	11 Years
Dr. Alberto Canales	Chief Human Resources Officer	27 Years
Joel Garcia, RTSBA	Chief Financial Officer	1 Year



Letter of Transmittal

June 24, 2025

Board of Trustees
McAllen Independent School District
McAllen, Texas

To the Honorable Members of McAllen ISD Board of Trustees:

We are pleased to present the McAllen Independent School District’s 2025–2026 Budget Book. Together with the Annual Comprehensive Financial Report (ACFR), this document serves as one of the District’s primary tools for communicating its financial plan and reporting the results of operations. The Budget Book is prepared in accordance with the criteria of the Meritorious Budget Award (MBA) program from the Association of School Business Officials International (ASBO), which recognizes excellence in school budgeting and transparency.

This document covers the twelve-month period beginning July 1, 2025, and ending June 30, 2026. It is designed to provide timely and comprehensive information about the District’s financial condition—past, present, and projected—to support informed decision-making aligned with our educational goals.

In accordance with the Texas Education Agency’s (TEA) financial accountability requirements, the District’s official adopted budget includes the General Fund (which includes Food Service) and the Debt Service Fund. The District has also opted to adopt the Capital Projects Fund as part of its budget for enhanced financial transparency. Budgets and amendments for these funds are subject to approval by the Board of Trustees. Budgets related to grant programs are approved by their respective granting agencies but are included in this document for informational purposes to present a full picture of District resources.

Governmental Funds

The District utilizes four governmental fund types: General, Special Revenue, Debt Service, and Capital Projects. These are reported using the current financial resources measurement focus and the modified accrual basis of accounting, though the cash basis is used for budgetary purposes.

- The General Fund is the primary operating fund and includes instruction, leadership, and support services. Major revenue sources include state aid and local property taxes.
- The Food Service Fund, included in the General Fund, is used exclusively for child nutrition operations.
- Special Revenue Funds are used to account for legally restricted revenues such as grants and campus activity funds.
- The Debt Service Fund accounts for the repayment of bonded indebtedness.
- The Capital Projects Fund is used on a project basis for construction and major maintenance funded through bond issues or maintenance tax notes.

Proprietary Funds

The District maintains two proprietary fund types:

- Enterprise Funds, including Project SAFE & Secure, operate like a private business and are funded through user fees.
- Internal Service Funds are used to account for services provided internally, on a cost-reimbursement basis.

This Budget Book outlines and illustrates the structure, use, and financial status of each of these funds. It is developed in compliance with TEA guidelines and reflects the District's commitment to maintaining financial health and fund balance stability to ensure long-term fiscal independence. We appreciate the Board's continued leadership and oversight in the responsible management of public resources.

Respectfully,

Dr. René Gutiérrez
Superintendent of Schools

Lorena Garcia
Deputy Superintendent for Business and Operations

Joel Garcia, RTSBA
Chief Financial Officer



**HIGH SCHOOLS RANKED AMONG AMERICA'S BEST
SCHOOLS FOR 10TH YEAR IN A ROW BY
US NEWS & WORLD REPORT!**



**NATIONAL BEST COMMUNITY FOR MUSIC EDUCATION
WINNER 13 YEARS IN A ROW
(TOP 7% OF DISTRICTS NATIONWIDE)!**



Achieve Early College High School
McAllen, Texas

OFFERING CHOICE: MCALLEN ISD STUDENTS CAN EARN COLLEGE CREDIT, AN ASSOCIATES DEGREE, & MORE THAN 40 PROFESSIONAL LICENSES AND CERTIFICATIONS!

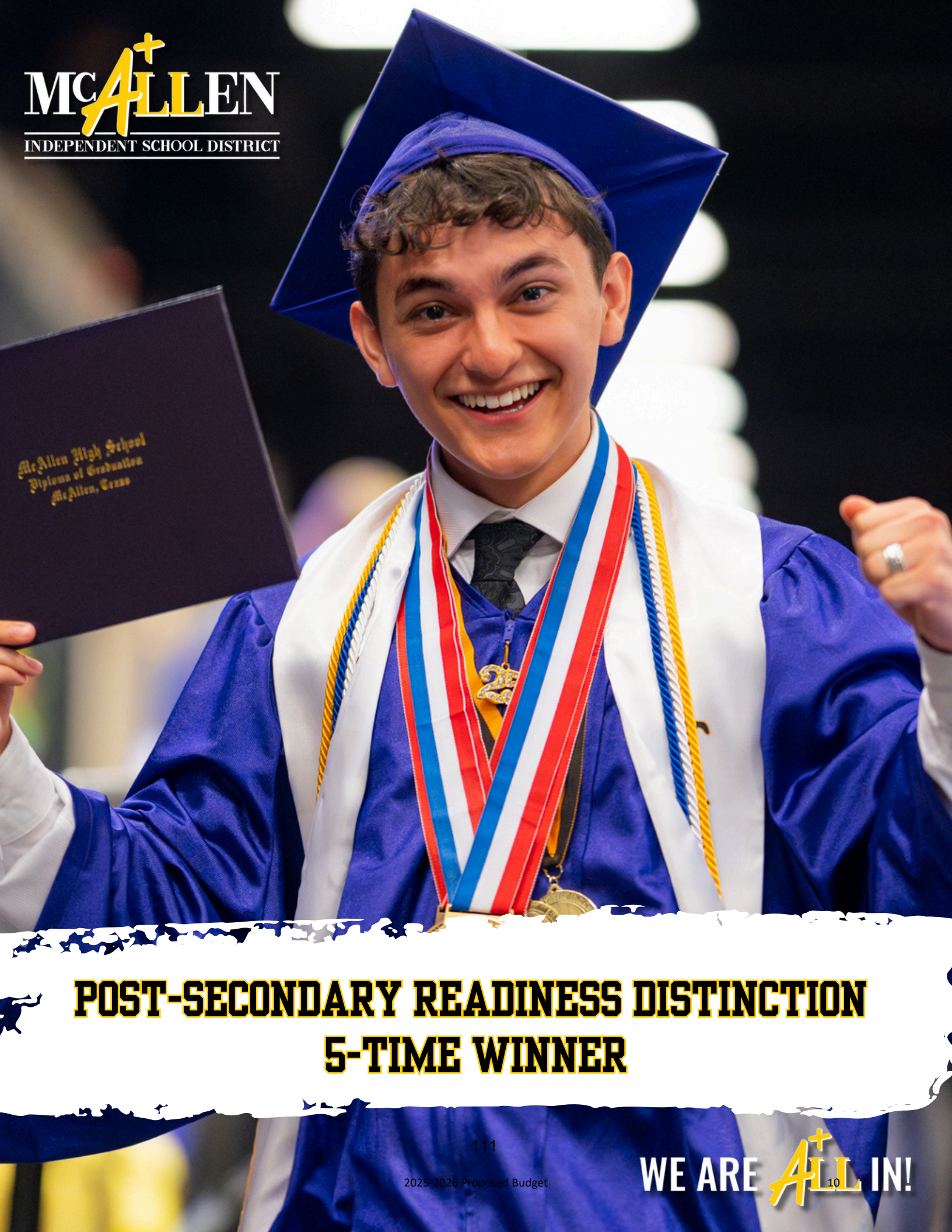


**EXCELLENT TEACHERS: 22 REGIONAL OR STATE
TEACHERS OF THE YEAR IN THE LAST 34 YEARS!**

WE ARE **McAllen**⁺ **ALL IN!**



TEXAS COUNSELING ASSOCIATION CREST AWARDS TO 27 CAMPUSES (MOST OF ANY DISTRICT IN RGV) IN 2024



**POST-SECONDARY READINESS DISTINCTION
5-TIME WINNER**



**GOOD STEWARDS OF PUBLIC DOLLARS: SCHOOL FIRST
FINANCIAL INTEGRITY AWARD WINNER 21 TIMES IN
THE LAST 22 YEARS!**



**STUDENT ATHLETES COMPETING FOR REGIONAL,
STATE AND EVEN NATIONAL TITLES**

Budget Introduction

The 2025–2026 Budget Book for McAllen Independent School District represents the District’s official financial plan for the fiscal year beginning July 1, 2025, and ending June 30, 2026. This document outlines the allocation of financial resources necessary to:

- Support a competitive compensation plan for employees
- Sustain day-to-day operations and long-term facility needs
- Fund high-quality educational programs across thirty campuses

This budget reflects the District’s ongoing commitment to fiscal responsibility, operational transparency, and alignment with student-centered goals. The budget was developed in accordance with Texas Education Agency (TEA) guidelines and local Board policy, and it is structured to meet the requirements of the ASBO Meritorious Budget Award (MBA) program.

Document Structure

The Budget Book is organized into four major sections, each designed to provide stakeholders with clear and actionable financial information:

- Executive Summary – Offers a high-level overview of the entire budget. This section highlights critical financial metrics, summarizes key changes, and introduces the strategic themes guiding resource decisions.
- Organizational Section – Describes the framework for budget development and administration. It includes the District’s mission, vision, strategic goals, governance structure, and policy context.
- Financial Section – Presents detailed budget schedules, revenue and expenditure trends, historical comparisons, fund balance projections, and analysis of material changes affecting the District’s financial outlook.
- Informational Section – Provides long-term contextual data including student enrollment, staffing allocations, tax base trends, capital planning, and performance metrics to inform strategic planning.

Vision and Mission

It is the Mission of McAllen Independent School District to educate all students to be creative and digital thinkers who impact a global society, through the Vision of being an inclusive community where all students are empowered to reach their full potential.

Strategic Plan

The District’s strategic planning and budget alignment are guided by the Approaches to Leadership and Learning Model. This framework integrates measurable goals, strategic priorities, and operational benchmarks to ensure that every dollar supports student outcomes and organizational excellence.

District Goals

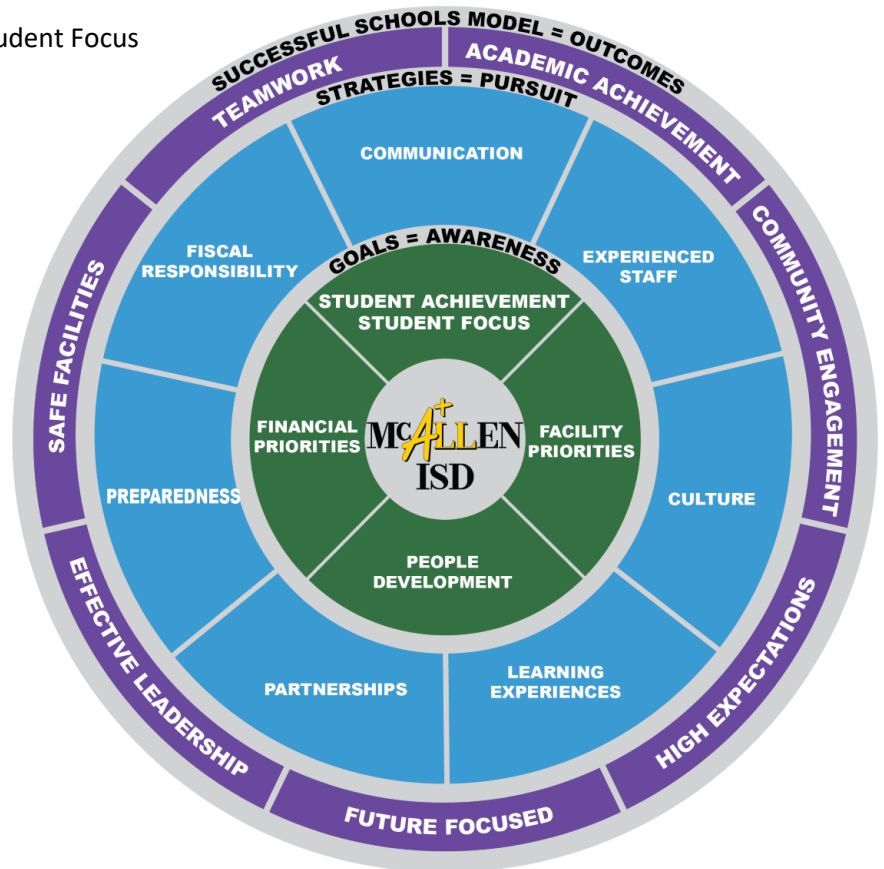
1. Student Achievement and Student Focus
2. People Development
3. Facility Priorities
4. Financial Priorities

Strategic Approaches

1. Communication
2. Experienced Staff
3. Culture
4. Learning Experiences
5. Partnerships
6. Preparedness
7. Fiscal Responsibility

Successful Schools Model

- Academic Achievement
- Community Engagement
- High Expectations
- Future Focused
- Effective Leadership
- State-of-the-Art Facilities
- Teamwork



This model serves as a blueprint for how the District allocates financial resources, evaluates performance, and sustains accountability. Budget planning at McAllen ISD is not simply about numbers—it is about aligning funding decisions with instructional priorities, workforce development, and long-term sustainability. Every aspect of this document reflects the District’s commitment to transparency, equity, and student success.

Budget Process

The McAllen Independent School District's budget is developed through a structured process grounded in federal, state, and local guidelines. The process begins in January of each year and culminates with final budget adoption by the Board of Trustees no later than June 30, in accordance with Texas Education Code requirements.



The annual budget serves as the District's financial blueprint, aligning funding with instructional goals, operational needs, and long-term priorities. A strong emphasis is placed on stakeholder input, enrollment forecasting, fiscal discipline, and compliance with TEA and ASBO standards.

Phases of the Budget Cycle

The budget process is comprised of three major phases: Development, Implementation, and Monitoring.

1. **Budget Development** – This phase establishes the foundation for the financial plan. Key priorities include:
 - a. Alignment with District goals and the Approaches to Leadership and Learning Model.
 - b. Maintaining a healthy fund balance for fiscal stability.
 - c. Capping total payroll costs (excluding on-behalf TRS contributions) at no more than 80% of the total budget.
 - d. Providing a competitive compensation plan for all staff.
 - e. Preserving a consistent property tax collection rate.
 - f. Ensuring stable per-student expenditure levels.
 - g. Preparing for budget contingencies.
2. **Budget Implementation** – Once adopted, the budget is integrated into operational systems and campus planning. Funding allocations reflect enrollment-based needs, strategic staffing decisions, and planned initiatives that support the District's mission, vision, and goals.
3. **Budget Monitoring** – The District prepares and presents monthly financial reports comparing actual expenditures to the adopted budget. This phase ensures transparency, facilitates mid year adjustments, and supports compliance with state law, local board policy, and federal requirements.

2025-2026 Budget Development Key Dates

 Date	 Milestone
January 22, 2025	Final Budget Calendar Approval
January 31, 2025	Preliminary State Property Values Released
February 3, 2025	Staffing & Compensation Planning Discussion
March 25, 2025	Finalization of Staffing Levels
April 4, 2025	Entry of Budget Data Begins Budget Training for Campus/Department Staff
April 23, 2025	Federal Program Budgets — Input Complete Campus, Department, and State/Local Budgets — Input Complete
April 30, 2025	Preliminary Certified Property Tax Values Issued
June 24, 2025	Board of Trustees Approves 2025–2026 Budget
July 25, 2025	Certified Local Property Tax Values Released
August 26, 2025	Board Adopts 2025 School Tax Rate

Campus-Based Budgeting

Each campus receives a per-pupil allotment that is used to fund supplies, instructional materials, equipment, and other operational needs. Allotments are calculated based on projected student enrollment and are integrated into the District’s centralized budget to ensure equity and alignment with academic priorities.

Campus Allotments

	2024-2025	2025-2026
High Schools	\$90	\$90
Alternative Schools	\$140	\$140
Middle Schools	\$75	\$75
Elementary Schools	\$60	\$60

Revenue and Expenditure Key Factors

This section outlines the primary factors influencing the development of McAllen ISD's 2025–2026 operating budget. These projections are based on the most current data available, conservative forecasting practices, and the District's commitment to long-term financial sustainability. Where data is not yet finalized, placeholders are included.

Revenue Key Factors (2025–2026 Projections)

1. Enrollment Trends

The District anticipates a modest decline in student enrollment, consistent with recent demographic and enrollment trends. This projected decrease will impact revenue tied to average daily attendance (ADA), the primary driver of state funding under the Foundation School Program.

2. Certified Property Values

Based on the 2025 Certified Estimate from the Hidalgo County Appraisal District, total taxable property values are projected to decrease from \$8,836,031,452 to \$8,378,476,012 — a reduction of approximately 5.17% compared to the prior year. The primary driver of this decrease is the recently passed Senate Bill 4, which raises the state-mandated homestead exemption from \$100,000 to \$140,000, effectively reducing the district's taxable base. Senate Bill 4 also includes a hold-harmless provision to ensure districts are reimbursed by the state for any revenue loss from the exemption increase.

Final certified values are anticipated in July 2025, and the updated valuation roll may result in further adjustments to the district's property value base.

3. Tax Rate Compression

Under current state law, the 2024–2025 tax rate used for budget development includes:

- Maintenance & Operations (M&O) rate: \$0.8022
- Interest & Sinking (I&S) rate: \$0.1616
- Total tax rate: \$0.9638

For 2025–2026, the district's final tax rates remain pending and will be determined based on several key factors:

Certified property values from the Hidalgo County Appraisal District, expected in July 2025;

- The Maximum Compressed Rate (MCR) to be issued by the Texas Education Agency (TEA) in August 2025, which reflects both ongoing automatic compression under House Bill 3 (2019) and additional compression resulting from 2025 legislative changes, including increased state-funded compression and a higher homestead exemption;
- Formal adoption of the tax rate by the Board of Trustees, scheduled for late August 2025.

The combined effect of these factors may result in further reduction of the district's M&O tax rate, while ensuring the district remains fully funded under state school finance formulas.

4. Interest Earnings

Due to anticipated decreases in federal interest rates, the District projects a decline in investment income for 2025–2026. The finance team continues to monitor market conditions to optimize available cash flow.

5. State Funding – Average Daily Attendance (ADA)

A projected decrease in ADA is expected to reduce state formula funding. However, attendance rates are improving due to targeted campus-level initiatives.

6. SHARS Program Monitoring

The District continues to closely monitor the School Health and Related Services (SHARS) program due to ongoing volatility in funding cycles and audit processes. SHARS revenues are not guaranteed and are not used to support recurring expenditures.

7. Legislative Outlook – House Bill 2 (HB2)

On June 4, 2025, Governor Abbott signed House Bill 2 into law, providing \$8.5 billion in new education funding. Key provisions include:

- An increase of \$55 to the Basic Allotment.
- Teacher pay raises:
 - For districts with more than 5,000 students (such as McAllen ISD), teachers with 3–4 years of experience will receive \$2,500; those with 5 or more years will receive \$5,000.
- Support staff compensation: \$45 per student allocated for salary increases for non-administrative staff, including counselors, librarians, and other support personnel.
- Additional targeted funding for special education, early childhood programs, operational costs, school safety, and other district needs.

All provisions take effect beginning with the 2025–2026 school year and have been incorporated into revenue projections and salary schedules accordingly.

Expenditure Key Factors (2025–2026 Projections)

The development of the 2025–2026 expenditure budget reflects McAllen ISD’s ongoing commitment to financial stewardship, instructional excellence, and strategic alignment with student-centered priorities. All projected expenditures have been carefully evaluated to ensure they support the District’s mission, preserve long-term fiscal health, and respond effectively to changing legislative, operational, and demographic conditions.

1. Payroll and Compensation

Employee compensation remains the largest single expenditure in the General Fund, representing approximately 81 percent of the proposed 2025–2026 budget. The District has incorporated all required salary increases stemming from House Bill 2, signed into law by Governor Greg Abbott on June 4, 2025. These legislative mandates are designed to support the recruitment and retention of high-quality educators and support personnel across Texas school districts. Compensation adjustments for the 2025–2026 school year include:

- **Teacher Pay Increases:**
 - \$2,500 for teachers with three to four years of experience
 - \$5,000 for teachers with five or more years of experience
 - A 2.5 percent salary increase for teachers with one to two years of experience
- **Non-Teaching Professional Staff:**
 - A 2.5 percent increase from the salary schedule midpoint
- **Paraprofessional and Auxiliary Staff:**

- A \$0.75 per hour wage increase
- **Health Insurance Contribution:**
 - An additional \$55 per month per employee toward the employer’s share of health insurance premiums

The District also implemented updated stipend pay and salary schedule adjustments based on recommendations from the Texas Association of School Boards to maintain market competitiveness and equity.

In total, payroll expenditures for 2025–2026 are projected to increase by approximately \$9,144,577 compared to the prior fiscal year. This increase reflects both the mandated compensation adjustments and the District’s continued investment in its workforce.

2. Instructional and Programmatic Priorities

The 2025–2026 budget emphasizes expenditures that directly support teaching and learning. Key areas of investment include:

- Curriculum alignment and instructional materials
- Intervention and enrichment tools for at-risk and advanced learners
- Data-driven academic technology solutions
- College, career, and military readiness initiatives
- Professional development for instructional staff

Expenditures that are not essential to the direct instructional process will continue to be reviewed annually and adjusted as necessary to prioritize academic outcomes.

3. Staffing and Personnel Management

The District remains focused on maintaining staffing levels that are both educationally effective and financially sustainable. Personnel needs are assessed regularly based on enrollment trends, campus schedules, and academic programming. The following strategies will guide staffing-related decisions in 2025–2026:

- Evaluating each vacant position for necessity and alignment with strategic goals
- Reducing positions through natural attrition where feasible
- Reviewing support roles for potential consolidation or efficiency improvements

This approach supports the District’s goal of maximizing resources in the classroom while managing future liabilities and long-term costs.

4. Operational Efficiency and Cost Controls

McAllen ISD continues to pursue cost efficiencies across departments to redirect resources to student-facing priorities. Operational strategies include:

- Contract reviews and vendor renegotiations

- Energy conservation and utility savings initiatives
- Streamlined purchasing practices and interlocal agreements
- Strategic use of technology to reduce manual processes and recurring expenses

All non-instructional expenditures are subject to ongoing cost-benefit analysis to ensure fiscal efficiency and alignment with the District’s long-term financial plan.

5. Health, Safety, and Student Well-Being

In alignment with funding provided through House Bill 2, the 2025–2026 budget includes targeted investments in student health, safety, and wellness, such as:

- Enhanced campus security personnel and infrastructure
- Mental health and counseling services
- Health services and nurse staffing at all campuses
- Emergency preparedness resources and protocols

These investments are aligned with the District’s priority to provide safe, supportive environments that foster academic success and student well-being.

Total Revenue and Expenditures by Fund Comparisons

For the 2025–2026 fiscal year, the District’s proposed budget reflects total revenues of \$278,873,437, an increase of \$8,954,399, or 3.32%, compared to the 2024–2025 forecasted revenue of \$269,919,038. This includes projected revenues for the General Fund, Debt Service Fund, and Capital Projects Fund. All revenue estimates are based on local, state, and federal sources and exclude the use of fund balance.

- General Fund revenues are projected at \$264,971,047, representing an increase of \$10,654,500, or 4.19%. This increase is primarily due to updated state funding projections, increased property tax collections, and federal program allocations aligned with the District’s strategic initiatives. The General Fund includes revenues for the District’s operational and instructional programs, including Food Service.
- Debt Service Fund revenues are projected to decline from \$14,468,565 to \$13,902,390, a decrease of \$566,175, or 3.91%. This reflects a planned reduction in tax collections aligned with scheduled decreases in debt obligations.
- Capital Projects Fund revenues are forecasted to increase from \$1,133,926 to \$1,594,007, as the District continues to draw down remaining proceeds from the Maintenance Tax Note (MTN-2020) issued in a prior year. These are not new revenues but reflect a planned use of restricted fund balance to complete energy efficiency and infrastructure projects.

It is important to note that while the District will utilize \$594,328 from the General Fund fund balance and \$1,594,007 from the MTN-2020 fund balance to support specific expenditures, these amounts are not included as revenues in this schedule. Instead, they are separately identified as planned fund balance contributions in the financial statements and summary schedules to ensure transparency and compliance with accounting standards.

On the expenditure side, total proposed expenditures for all funds in 2025–2026 are \$281,061,772, which represents a decrease of \$18,000,497, or 6.02%, compared to the 2024–2025 forecasted budget of \$299,062,269. The reduction in expenditures reflects the completion of major one-time capital projects and a strategic shift to sustain core services within available resources.

- General Fund expenditures are proposed at \$265,565,375, down 4.37% from the prior year. This decrease reflects the conclusion of several nonrecurring expenditures and cost containment efforts while preserving student-facing services.
- Debt Service Fund expenditures are projected at \$13,902,390, a 2.67% decrease, aligned with the scheduled repayment structure of the District’s existing bonded debt.
- Capital Projects Fund expenditures are proposed at \$1,594,007, significantly lower than the prior year’s \$7,084,670, reflecting the near completion of major facility improvements funded by the MTN-2020.

Overall, the 2025–2026 budget reflects a balanced and forward-looking approach to financial stewardship—aligning resources with strategic priorities, controlling costs, and maintaining a strong fiscal position for the District.

Total Revenues by Fund Comparison

Fund Type	Forecasted Budget 2024-2025	Proposed Budget 2025-2026	Percentage Change
General Fund	\$ 254,316,547	\$ 264,971,047	4.19%
Debt Service Fund	14,468,565	13,902,390	-3.91%
Capital Projects Fund	1,133,926		
Total Revenues	\$ 269,919,038	\$ 278,873,437	3.32%

Total Expenditures by Fund Comparison

Fund Type	Forecasted Budget 2024-2025	Proposed Budget 2025-2026	Percentage Change
General Fund	\$ 277,694,499	\$ 265,565,375	-4.37%
Debt Service Fund	14,283,100	13,902,390	-2.67%
Capital Projects Fund	7,084,670	1,594,007	
Total Expenditures	\$ 299,062,269	\$ 281,061,772	-6.02%

General Fund

For the 2025–2026 fiscal year, General Fund revenues are projected at \$278,873,437, reflecting an increase of \$24,556,890, or 9.66%, over the 2024–2025 forecasted revenue of \$254,316,547. This growth is driven by increases in local and state revenue sources and supports the District’s continued investment in academic, operational, and support services.

- Local revenue is projected to increase by 11.25%, primarily due to higher property values and associated tax collections.
- State revenue is projected to increase by 12.59%, reflecting updated funding under the Foundation School Program.
- Federal revenue reflects a slight decrease of 1.70%, while other revenue sources from the prior year (such as one-time transfers) are not budgeted for 2025–2026.

On the expenditure side, General Fund appropriations total \$265,565,375, a decrease of \$12,129,124, or 4.37%, from the 2024–2025 forecasted expenditures of \$277,694,499. The decrease reflects the winding down of one-time expenditures and a return to pre-stimulus spending levels.

General Fund Expenditures by Object Comparison:

- Payroll Costs (Object 6100) increase by \$7,883,727 or 3.76%, totaling \$217,753,866. This reflects salary adjustments, benefits cost growth, and continued investment in personnel.
- Professional and Contracted Services (6200) remain stable with a slight decrease of 1.15%, totaling \$14,118,279, reflecting ongoing support for operational and specialized instructional services.
- Supplies and Materials (6300) decrease by 9.25%, totaling \$22,468,277, reflecting normalization of supply budgets post-COVID and one-time reductions in instructional material spending.

- Other Operating Costs (6400) decrease significantly by 30.09%, largely due to reduced travel, utility, and miscellaneous service costs.
- Debt Service (6500) falls by 31.12%, as fewer short-term financing obligations are anticipated within the General Fund.
- Capital Outlay (6600) decreases by 95.39%, with only \$525,000 budgeted, following the completion of prior large-scale capital purchases in 2024–2025.
- Other Uses (8900), previously budgeted at \$2,000,000, are not included in the proposed 2025–2026 budget, resulting in a 100% reduction.

Overall, the 2025–2026 General Fund budget reflects a shift from pandemic-era stimulus and one-time investments back to a leaner, sustainable operating model. The District remains committed to responsible financial stewardship while protecting core instructional programs and services.

General Fund Revenue Sources Comparison

	Forecasted Budget 2024-2025	Proposed Budget 2025-2026	Percentage Change
Local Sources	\$ 80,711,219	\$ 89,791,119	11.25%
State Sources	144,189,543	162,342,929	12.59%
Federal Sources	27,202,930	26,739,389	-1.70%
Other Sources	2,212,855		-100.00%
Total Revenues	\$ 254,316,547	\$ 278,873,437	9.66%

General Fund Expenditures by Object Comparison

Object	Forecasted Budget 2024-2025	Proposed Budget 2025-2026	Percentage Change
6100 Payroll Costs	\$ 209,870,139	\$ 217,753,866	3.76%
6200 Prof & Contracted Services	14,283,158	14,118,279	-1.15%
6300 Supplies & Materials	24,759,704	22,468,277	-9.25%
6400 Other Operating Costs	8,889,609	6,214,316	-30.09%
6500 Debt Service	6,512,146	4,485,637	-31.12%
6600 Capital Outlay	11,379,743	525,000	-95.39%
8900 Other Uses	2,000,000	-	-100.00%
Total	\$ 277,694,499	\$ 265,565,375	-4.37%

Debt Service Fund

For the 2025–2026 fiscal year, the Debt Service Fund reflects a total proposed budget of \$13,902,390, representing a 2.67% decrease compared to the 2024–2025 forecasted budget of \$14,283,100.

Revenues

All revenues for the Debt Service Fund are derived from local property tax collections, which are based on the District’s Interest & Sinking (I&S) tax rate and certified taxable values. For 2025–2026, total revenues are projected at \$13,902,390, a decrease of \$566,175, or 3.91%, from the prior year. The decrease is primarily due to lower property valuations and the corresponding decline in tax collections allocated for debt service. No state assistance is anticipated for debt repayment under the current funding structure.

Expenditures

Proposed expenditures for the Debt Service Fund total \$13,902,390, which includes:

- \$5,475,000 for principal payments, reflecting a 3.50% increase from the prior year due to scheduled debt maturities.
- \$519,550 for interest payments, a 55.45% decrease, reflecting a decline in interest obligations as a result of retiring higher-interest debt.
- \$7,907,840 in other debt service fees, which are primarily related to the planned defeasance of eligible bonds. This strategic action allows the District to retire existing debt early, reduce long-term interest costs, and improve future financial flexibility.

The District continues to actively manage its debt portfolio to ensure long-term fiscal sustainability. The use of defeasance proceeds in 2025–2026 reflects McAllen ISD’s proactive approach to minimizing interest costs and reducing overall debt obligations.

Revenues

Fund Type	Forecasted Budget 2024-2025	Proposed Budget 2025-2026	Percentage Change
Local Sources	\$ 14,468,565	\$ 13,902,390	-3.91%
State Sources	-	-	
Total Revenues	\$ 14,468,565	\$ 13,902,390	-3.91%

Expenditures

	Forecasted Budget 2024-2025	Proposed Budget 2025-2026	Percentage Change
Principal	\$ 5,290,000	\$ 5,475,000	3.50%
Interest	1,165,500	519,550	
Other Debt Service Fees	7,827,600	7,907,840	
Total	\$ 14,283,100	\$ 13,902,390	-2.67%

Capital Projects Fund

For the 2025–2026 fiscal year, the District has budgeted \$1,594,007 in the Capital Projects Fund, representing a 78.02% decrease from the 2024–2025 forecasted budget of \$7,250,570. This decrease reflects the winding down of prior-year capital improvement projects and a shift toward targeted safety and security investments.

Revenues

No new revenues are projected for the Capital Projects Fund in 2025–2026. Instead, the District will utilize existing restricted fund balance from the Maintenance Tax Note (MTN-2020) issued in a prior year. These funds were previously allocated for capital improvements and continue to be managed under trustee oversight. While they appear as part of the District’s available resources for capital projects, they are not classified as current-year revenue in accordance with generally accepted accounting principles.

Expenditures

Proposed expenditures for 2025–2026 total \$1,594,007, a significant reduction of \$5,656,563, or 78.02%, from the prior year’s forecasted expenditures. This reduction is due to the completion of several one-time infrastructure and facility upgrades during 2024–2025.

The remaining expenditures in 2025–2026 are focused primarily on enhancing campus safety through the implementation of the Silent Panic Alert Technology (SPAT) system, a state-mandated security initiative. Expenditures are budgeted across the following categories:

- Professional and Contracted Services (6200): \$77,769
- Capital Outlay (6600): \$1,516,238

No expenditures are budgeted for supplies, materials, or debt service within this fund for 2025–2026.

The District continues to prioritize the use of one-time capital funds for projects that enhance safety, modernize facilities, and support long-term operational goals, while maintaining compliance with all bond covenants and state safety mandates.

Expenditures

	Forecasted Budget 2024-2025	Proposed Budget 2025-2026	Percentage Change
6200 Professional and Contracted Servi	\$ 412,328	\$ 77,769	-81.14%
6300 Supplies and Materials	1,062,903	-	-100.00%
6500 Debt Service	66,728	-	-100.00%
6600 Capital Outlay	5,708,611	1,516,238	-73.44%
Total	\$ 7,250,570	\$ 1,594,007	-78.02%

Property Tax Values

The Hidalgo County Appraisal District (HCAD) provides Preliminary Certified Assessed Values to McAllen ISD each year by April 30. These preliminary values serve as the basis for developing General Fund and Debt Service Fund tax revenue budgets but may vary from the final certified values released in July.

For the 2025–2026 fiscal year, HCAD’s preliminary estimate reflects an assessed value of \$9,170,510,012, representing a 3.79% increase over the prior year’s preliminary estimate. However, following the passage of Senate Bill 4 during the 2025 Texas Legislative Session, which increases the state-mandated homestead exemption from \$100,000 to \$140,000, the district’s taxable value is projected to decrease once exemptions are applied. Based on the 2025 Certified Estimate from HCAD, total taxable property values are expected to decline from \$8,836,031,452 to \$8,378,476,012, a reduction of approximately 5.17% compared to the prior year.

The District’s long-term financial planning model assumes an average annual property value growth rate of 4.42%, consistent with recent historical trends before the new exemption adjustments.

	FY 2022	FY 2023	FY 2024	FY 2025	Preliminary FY 2026
HCAD Certified Value	\$ 7,733,525,460	\$ 8,351,046,936	\$ 8,635,742,218	\$ 8,836,031,452	\$ 8,378,476,012
Average HCAD Change from Prior Year		7.98%	3.41%	2.32%	-5.18%
Texas Comptroller Value (T2)	\$ 8,150,539,649	\$ 8,830,488,304	\$ 8,754,816,638	\$ 9,379,992,351	\$ 8,894,269,032

Tax Rate

Property Values and Tax Rate Overview

The District’s revenue from local property taxes remains directly influenced by changes in taxable property values and state-mandated tax compression formulas. Both factors continue to reflect ongoing legislative action at the state level and local fiscal management decisions.

Property Values

Each year, the Hidalgo County Appraisal District (HCAD) provides preliminary certified property value estimates by April 30, which serve as the basis for developing the District’s General Fund and Debt Service Fund revenue budgets. These preliminary estimates are typically conservative and are updated when final certified values are issued in July.

For the 2025–2026 fiscal year, HCAD’s preliminary estimate reflects an assessed value of \$9,170,510,012, representing a 3.79% increase over the prior year’s preliminary estimate. However, following the passage of Senate Bill 4 during the 2025 Texas Legislative Session, the state-mandated homestead exemption was increased from \$100,000 to \$140,000, resulting in a reduction to the district’s taxable value. After applying exemptions, total taxable property values are projected to decrease from \$8,836,031,452 to \$8,378,476,012, representing a 5.17% decrease compared to the prior year.

The District’s long-term financial plan continues to assume an average annual property value growth rate of **4.42%**, consistent with historical trends prior to recent legislative adjustments.

Tax Rate History and Outlook

The District’s tax rate continues to reflect a combination of state-mandated compression, local financial management, and recent legislative actions. The following summarizes recent tax rate history:

- **2020–2021:** Tier I M&O tax rate compressed to \$0.9164, total M&O rate of \$1.0450, I&S rate of \$0.0936.
- **2021–2022:** District elected the Declared Disaster Tax Rate Option; M&O rate increased to \$1.0486, I&S rate decreased to \$0.0884.
- **2022–2023:** M&O rate decreased to \$1.0206, I&S rate decreased to \$0.0758.
- **2023–2024:** M&O rate decreased to \$0.8448, I&S rate increased to \$0.1563, total tax rate reduced from \$1.0964 to \$1.0011.
- **2024–2025:** M&O rate remained at \$0.8350, I&S rate increased to \$0.1616, total tax rate reduced to \$0.9966.

2025–2026 Tax Rate Projections

Final tax rate adoption for 2025–2026 will occur following:

- The release of certified property values in July 2025; and
- The issuance of the updated Maximum Compressed Tax Rate (MCR) by the Texas Education Agency in August 2025, which will reflect both annual compression requirements under House Bill 3 (2019) and new compression adjustments authorized by the 2025 Texas Legislature.

Preliminary Tax Rate Estimate for 2025–2026:

Based on current law and preliminary values, the District’s total tax rate is projected as follows (subject to final adjustments):

- Maintenance & Operations (M&O) Tax Rate: \$0.8022
- Interest & Sinking (I&S) Tax Rate: \$0.1616
- Total Tax Rate: \$0.9638

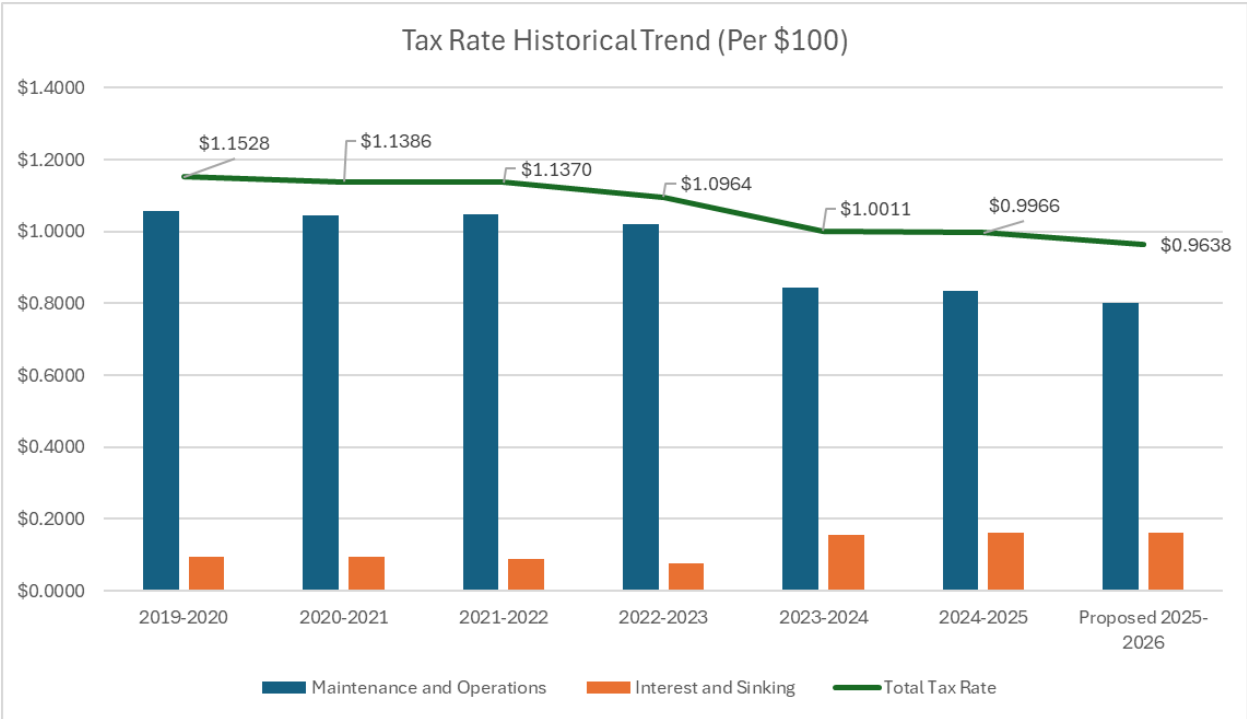
The M&O tax rate remains subject to annual compression formulas, which automatically adjust the rate based on changes in statewide property values and state funding requirements.

Multi-Year Tax Rate History

Tax Year	M&O Tax Rate	I&S Tax Rate	Total Tax Rate	Notes
2020–2021	\$0.9164	\$0.0936	\$1.0100	Initial HB 3 Tier I compression
2021–2022	\$1.0486*	\$0.0884	\$1.1370	Declared Disaster Tax Rate Option utilized

2022–2023	\$1.0206*	\$0.0758	\$1.0964	Declared Disaster Tax Rate Option utilized
2023–2024	\$0.8448	\$0.1563	\$1.0011	Bond defeasance strategy increased I&S rate
2024–2025	\$0.8350	\$0.1616	\$0.9966	Bond defeasance strategy increased I&S rate
2025–2026	\$0.8022	\$0.1616	\$0.9638	Final rate pending certified values and TEA compression guidance.

Tax Rate Historical Trend – 2020 to 2026



Student Enrollment

Student enrollment continues to be a critical factor in McAllen ISD’s financial and operational planning, directly influencing state funding, staffing levels, and per-student resource allocations. The District monitors enrollment data on a six-week cycle, allowing leadership to make responsive adjustments based on actual trends and demographic shifts.

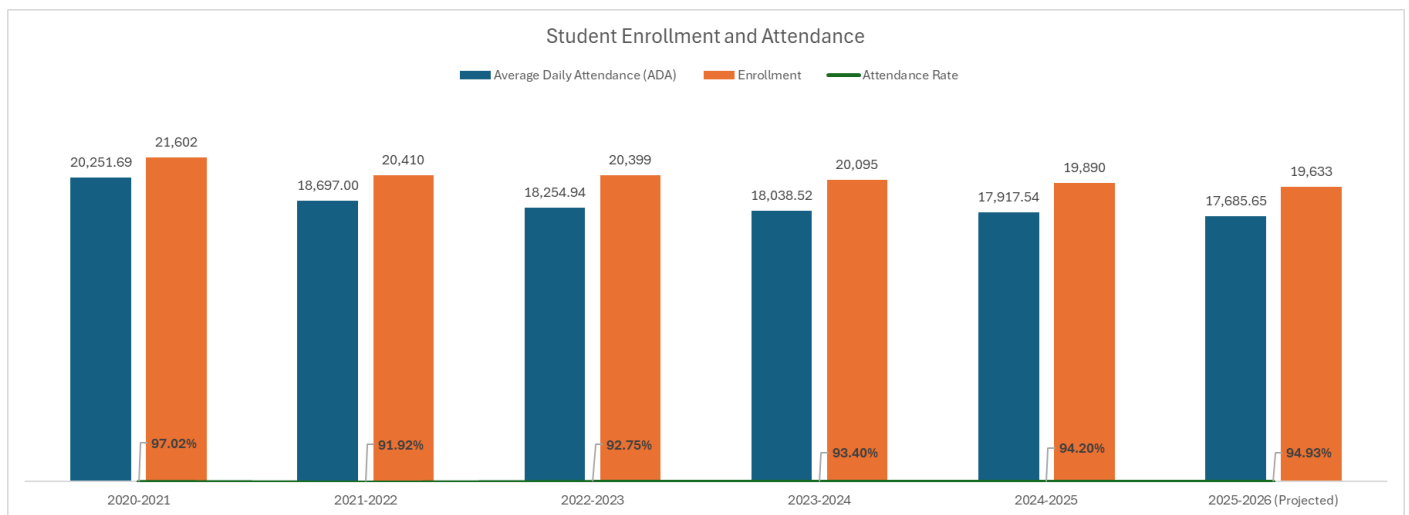
For the 2025–2026 fiscal year, enrollment is projected at 19,633 students, with an Average Daily Attendance (ADA) of 17,685.65. Although the District anticipates a continued gradual decline in enrollment, the attendance rate is projected to improve to 94.93%, reflecting the effectiveness of student engagement strategies and daily attendance initiatives across campuses.

These projections are based on internal historical data, local demographic analysis, and student population trends over the past five years.

Enrollment and Attendance – Six-Year Trend

School Year	ADA	Enrollment	Attendance Rate
2020–2021	20,251.69	21,602	97.02%
2021–2022	18,697.00	20,410	91.92%
2022–2023	18,254.94	20,399	92.75%
2023–2024	18,038.52	20,095	93.40%
2024–2025	17,917.54	19,890	94.20%
2025–2026 (Projected)	17,685.65	19,633	94.93%

ADA vs. Enrollment Trend – 2020 to 2026



ADA and ADM: Key Definitions

McAllen ISD uses both Average Daily Attendance (ADA) and Average Daily Membership (ADM) to support budgeting, planning, and funding analysis. While both metrics are essential for understanding student participation, ADA is the primary factor used by the Texas Education Agency (TEA) to allocate state funding.

Key Definitions

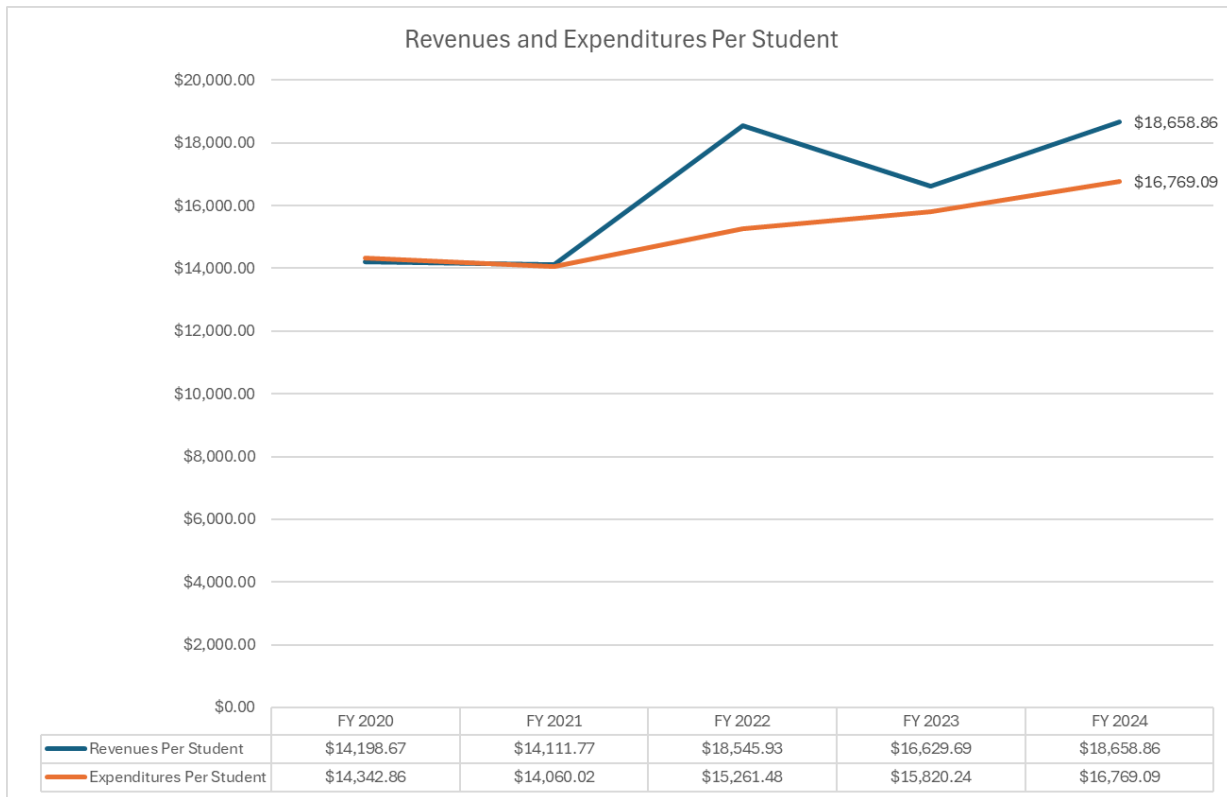
- **Average Daily Attendance (ADA):**
ADA represents the average number of students in attendance each instructional day. It is calculated by summing the total number of students present each day of the school year, then dividing by the total number of instructional days. ADA is the basis for Foundation School Program (FSP) funding and is also used to compute per-pupil financial metrics, including:
 - General Fund Operating Revenue per ADA

- General Fund Operating Expenditures per ADA
 - Average Daily Membership (ADM):
ADM reflects the total number of students in membership on the October snapshot date, from early childhood education through grade 12. Membership differs from enrollment because it excludes students who are served fewer than two hours per day.

Financial Significance

While ADM is valuable for understanding student population trends and instructional planning, ADA directly impacts the District’s state revenue allocations. A higher ADA improves per-student funding and helps the District sustain equitable and efficient operations.

Monitoring both ADA and ADM helps McAllen ISD assess attendance trends, optimize funding, and ensure that resources are distributed based on actual student presence.



Staffing

Budgeted expenditures for salaries are determined in accordance with the District’s established staffing guidelines and in support of Goal 2. Staffing allocations are reviewed annually to ensure they meet instructional needs, comply with state mandates, and remain financially sustainable.

Staffing Philosophy and Core Priorities

McAllen ISD’s staffing approach for 2025–2026 is guided by the following principles:

- Protect instructional integrity by prioritizing teacher and student-facing roles
- Preserve employment through natural attrition when adjustments are needed
- Maintain compensation competitiveness to retain and recruit effective staff
- Ensure equity in campus staffing based on projected enrollment and student needs
- Meet state compliance for certified staffing and class size ratios
- Support operational efficiency through data-driven resource planning

2025–2026 Staffing Projections

Staffing projections are based on:

- **Projected Enrollment:** 19,633 students
- **Projected Average Daily Attendance (ADA):** 17,685.65
- **Targeted program needs:** Special Education, Bilingual/ESL, CTE, Mental Health, Safety, and Technology
- **Available funding:** General Fund, federal grants, and other resources

Staffing Changes and Historical Trends

The District regularly evaluates staffing levels to reflect changes in enrollment, academic programs, and funding availability. Adjustments are made to align with approved staffing models while protecting classroom-level services.

These adjustments reflect McAllen ISD’s ongoing effort to balance fiscal responsibility with its commitment to student-centered staffing.

Campus-Based Staffing Allocations

Campus staffing is allocated through a formula-based model that considers:

- Student enrollment
- Program requirements (e.g., Special Education, Bilingual/ESL, CTE)
- State-mandated teacher-to-student ratios
- Required support positions for compliance and instructional needs
- Funding source availability (General Fund, Title I, etc.)

Allocations are reviewed and validated annually in collaboration with campus administrators, Human Resources, and the Finance Department to ensure equitable distribution aligned with Board-approved financial priorities.



ASSOCIATION OF
SCHOOL BUSINESS OFFICIALS
INTERNATIONAL

This Meritorious Budget Award is presented to:

MCALLEN INDEPENDENT SCHOOL DISTRICT

for excellence in the preparation and issuance of its budget
for the Fiscal Year 2024–2025.

The budget adheres to the principles and standards
of ASBO International's Meritorious Budget Award criteria.



Ryan S. Stechschulte

Ryan S. Stechschulte
President

James M. Rowan

James M. Rowan, CAE, SFO
CEO/Executive Director

MC⁺ALLEN

INDEPENDENT SCHOOL DISTRICT

BUSINESS SERVICES



**ASSOCIATION OF
SCHOOL BUSINESS OFFICIALS
INTERNATIONAL**



For the Fiscal Years:

- July 1, 2017 – June 30, 2018**
- July 1, 2018 – June 30, 2019**
- July 1, 2019 – June 30, 2020**
- July 1, 2020 – June 30, 2021**
- July 1, 2021 – June 30, 2022**
- July 1, 2022 – June 30, 2023**
- July 1, 2023 – June 30, 2024**
- July 1, 2024 – June 30, 2025**

Government Finance Officers Association

*Distinguished
Budget
PRESENTATION
Award*

For the Fiscal Years:

July 1, 2015 - June 30, 2016

July 1, 2016 - June 30, 2017



Government Finance Officers Association



**For its
Annual Comprehensive
Financial Report
for the Fiscal Years Ended**

**June 30, 2010
through
June 30, 2024**



2022-2023 Superior Achievement
2021-2022 Superior Achievement
2020-2021 Superior Achievement
2019-2020 Superior Achievement
2018-2019 Superior
2017-2018 Superior
2016-2017 Superior
2015-2016 Superior
2014-2015 Superior
2013-2014 Passed
2012-2013 Superior Achievement
2011-2012 Superior Achievement
2010-2011 Superior Achievement
2009-2010 Superior Achievement
2008-2009 Above Standard Achievement
2007-2008 Superior Achievement
2006-2007 Superior Achievement
2005-2006 Superior Achievement
2004-2005 Superior Achievement
2003-2004 Superior Achievement
2002-2003 Superior Achievement
2001-2002 Superior Achievement



Texas Comptroller
RECOGNIZING LOCAL
TRANSPARENCY ACHIEVEMENTS



Texas Comptroller
TRADITIONAL FINANCES



Texas Comptroller
DEBT OBLIGATIONS

The Texas Comptroller of Public Accounts awards McAllen ISD the Traditional Finances and Debt Obligation Transparency Stars for exemplary efforts in creating financial transparency in these two areas.

The Texas Comptroller of Public Accounts' Transparency Stars program recognizes local governments for going above and beyond in their transparency efforts. Provide clear and meaningful financial information by posting financial documents, as well as thorough summaries, visualizations, downloadable data and other relevant information.



THIRD
YEAR
AWARD

Texas Comptroller
Leadership Circle
Platinum Member
2014 AND 2015



Texas Comptroller
Leadership Circle
Gold Member

2013

Purchasing Services Awards



ORGANIZATIONAL SECTION



Where is McAllen ISD?



McAllen is located on the southern tip of Texas. In 1904 the Hidalgo and San Miguel Extension (now the Sam Fordyce Branch) of the St. Louis, Brownsville and Mexico Railway reached the Santa Anita Ranch, now known as McAllen. John McAllen and his son James donated land to the railroad to guarantee it would cross their land. On December 5, 1904, the McAllen Townsite Company was formed by Uriah Lott, Leonidas C. Hill, Sr., John McAllen, James Ballí McAllen, and John J. Young. The new community, which was named after John McAllen, had the depot nearest the county seat, Hidalgo, eight miles to the south.

By 1911, 5,000 acres were under cultivation in East McAllen with produce consisting of cotton, alfalfa, broom corn, citrus fruits, grapes, and figs. East McAllen had an estimated population of 1,000 that year, and West McAllen had ceased to exist. In 1911 the town applied for and was issued a charter of incorporation under the name McAllen.

In 1941 a suspension bridge replaced the old bridge to Reynosa Tamaulipas; the new toll bridge was purchased by the city and was officially called the McAllen-Hidalgo-Reynosa International Bridge. Its construction resulted in an increased tourist trade that made McAllen a winter resort and port of entry to Mexico.

Today, McAllen is one of the fastest growing cities in America. It has grown from an agricultural based economy to a strong retail, manufacturing and trade center. According to the 2020 census, McAllen had a population of 142,210. Per the McAllen Chamber of Commerce as of June 30, 2024, McAllen's population has grown to 150,638. As McAllen continues to grow, it has remained affordable. The average cost of a home in McAllen is \$227,295, while a two bedroom, two bath apartment rents for \$1,105. The cost of living in McAllen is 17% percent lower than the national average.



Who is McAllen ISD?

In 1908, one teacher began instruction in a one room frame structure to twenty pupils of all grades. More and more children were enrolling in school that it soon became overcrowded and the common school was then transferred to the Presbyterian Church on the corner of 12th and Austin Street. They were taught the fundamental courses such as reading, writing, arithmetic, grammar and geography.

The question of making McAllen an independent school district arose. On March 22, 1915, the Texas Legislature passed an act allowing McAllen to become an independent school district. The District included the town of McAllen and the lands that were adjacent to it. With the creation of this District a unified effort was made by everyone in McAllen in educating the children.

Today, the McAllen Independent School District consists of eighteen elementary, six middle schools, three high schools, one early college high school, one alternative education campus of choice and one alternative education discipline campus for a total of thirty campuses. The District is now providing educational services to a total of 19,890 students in grade levels beginning from Early Education through 12th grade.

Basic Facts

- 19,890 Students
- 30 Campuses
- 3,182 Employees
- 1,446 Teachers

Demographics

- 93.87% Hispanic
- 54.93% At-Risk
- 70.05% Economically Disadvantaged
- 33.60% Limited English Proficient



2025						
JULY						
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AUGUST						
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31						

SEPTEMBER						
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28	29	30				

OCTOBER						
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NOVEMBER						
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DECEMBER						
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28	29	30	31			



2025-2026

REPORTING PERIODS

FIRST DAY OF SCHOOL - August 14, 2025

FALL SEMESTER

1st SW	August 14, 2025	TO	September 26, 2025	31	DAYS
2nd SW	September 29, 2025	TO	October 31, 2025	24	DAYS
3rd SW	November 3, 2025	TO	December 19, 2025	30	DAYS
TOTAL				85	DAYS

SPRING SEMESTER

4th SW	January 7, 2026	TO	February 20, 2026	31	DAYS
5th SW	February 23, 2026	TO	April 17, 2026	33	DAYS
6th SW	April 20, 2026	TO	June 2, 2026	31	DAYS
TOTAL				95	DAYS

83 DAYS (FALL) + 97 DAYS (SPRING) = 180 INSTRUCTIONAL DAYS

LAST DAY OF SCHOOL - June 2, 2026

REPORT CARDS (WEEK OF)

September 22, 2025	February 17, 2026
October 27, 2025	April 13, 2026
December 15, 2025	June 1, 2026

PROFESSIONAL LEARNING DAYS

August 7-11 & 13 (1/2 Day)	January 5, 2026
----------------------------	-----------------

TEACHER WORKDAYS

August 12 & 13 (1/2 day), 2025	January 6, 2026
--------------------------------	-----------------

TEACHER PLANNING HALF DAYS (campus-based)

August 29, 2025	February 13, 2026
October 10, 2025	March 13, 2026
November 21, 2025	

WEATHER MAKE-UP DAYS

October 13, 2025	
February 16, 2026	

STUDENT EARLY RELEASE DAYS

August 29, 2025	February 13, 2026
October 10, 2025	March 13, 2026
November 21, 2025	June 2, 2026
December 19, 2025	

LEGEND

PROFESSIONAL LEARNING DAY	
WORKDAY	
HOLIDAY	
STATE ASSESSMENT DAY	
WEATHER DAY	
STUDENT EARLY RELEASE DAY	
BEGIN SIX WEEKS	[
END SIX WEEKS]
BEGIN SEMESTER	[[
END SEMESTER]]
Student Early Release/Teacher Planning (campus-based)	
Report Card Week	

2026						
JANUARY						
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FEBRUARY						
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MAY						
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31						

JUNE						
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21	22	23	24	25	26	27
28	29	30				

Official Map

McAllen

INDEPENDENT SCHOOL DISTRICT

2000 North 23rd Street
 McAllen, Texas 78501-6126
 (956) 618-6000

ELEMENTARY SCHOOLS

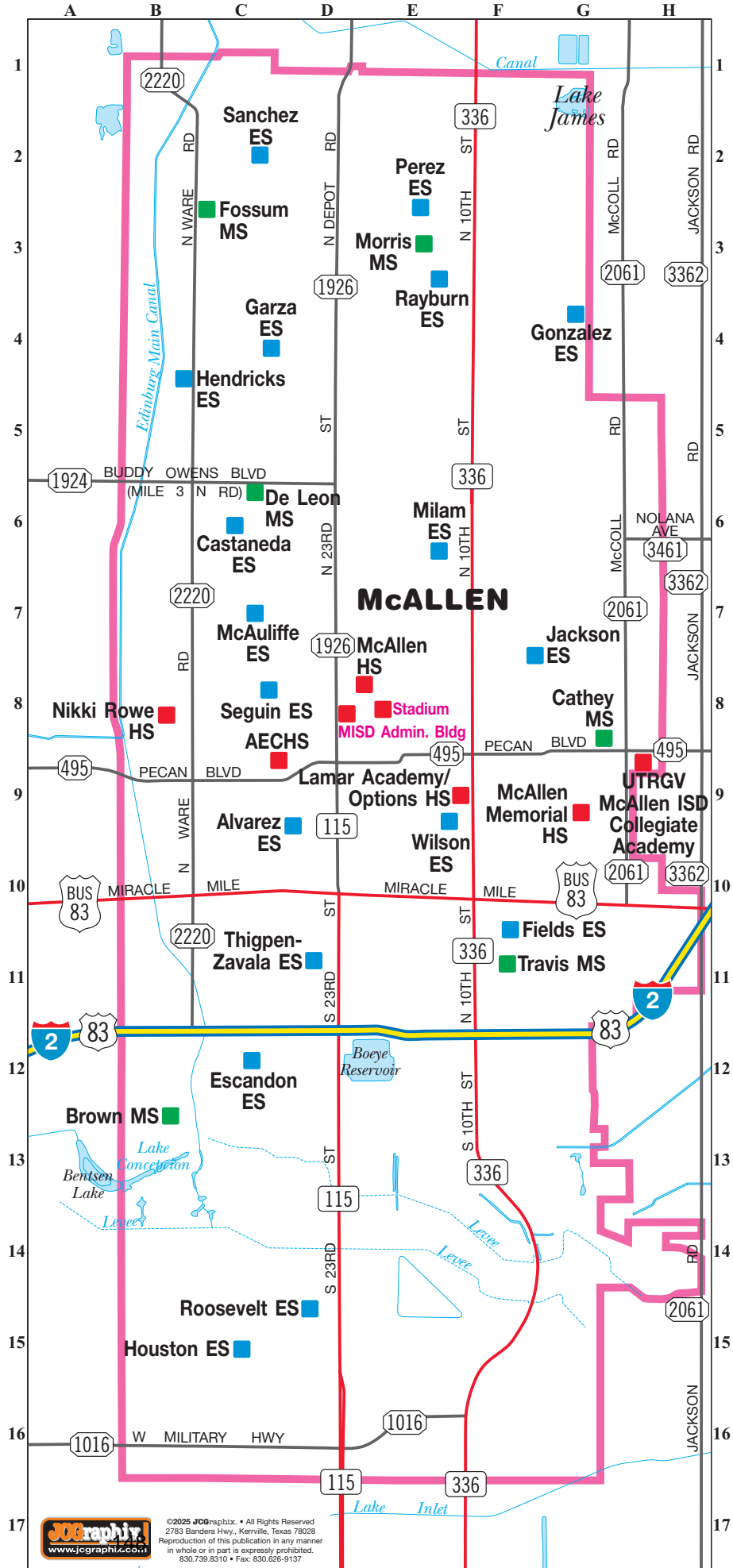
Alvarez	.....	D-9
Escandon	.....	C-12
Castaneda	.....	C-6
Fields	.....	F-11
Garza	.....	C-4
Gonzalez	.....	G-4
Hendricks	.....	B-4
Houston	.....	C-15
Jackson	.....	F-7
McAuliffe	.....	C-7
Milam	.....	E-6
Perez	.....	E-3
Rayburn	.....	E-3
Roosevelt	.....	D-15
Sanchez	.....	C-2
Seguin	.....	C-8
Thigpen-Zavala	.....	D-11
Wilson	.....	E-9

MIDDLE SCHOOLS

Brown	.....	B-13
Cathey	.....	G-8
De Leon	.....	C-6
Fossum	.....	C-3
Morris	.....	E-3
Travis	.....	F-11

HIGH SCHOOLS

Lamar Academy/Options High	.....	F-9
McAllen High	.....	D-8
Memorial High	.....	G-9
Nikki Rowe High	.....	B-8
M.I.S.D. Administration Building	.....	D-8
McAllen Memorial Stadium	.....	E-8
Achieve Early College High School (AECHS)	C-9
UTRGV McAllen ISD Collegiate Academy	H9

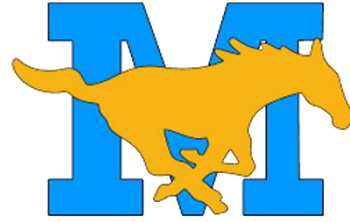


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Campus Listing - High Schools



McAllen High School
2021 La Vista Avenue
Stephanie Friedlein, Principal



Memorial High School
101 East Hackberry Avenue
Pedro Alvarez Jr., Principal



James "Nikki" Rowe High School
2101 North Ware Road
Alfredo Gutierrez, Principal



Lamar Academy
1009 North 10th Street
Nora Sanchez, Principal



Achieve Early College High School
1601 North 27th Street
Miguel Carmona, Principal



Instruction & Guidance Center
2604 Galveston Street
Fernando X. Gutierrez, Principal



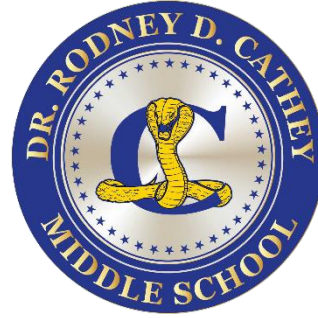
Collegiate Academy

UTRGV McAllen ISD Collegiate Academy
801 East Lakeview Drive
Elizabeth Gonzalez, Director

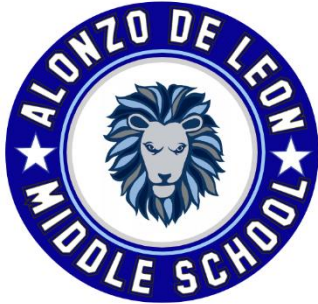
Campus Listing - Middle Schools



Dorothea Brown Middle School
2700 South Ware Road
Manuel Garcia, Principal



Dr. Rodney D. Cathey Middle School
1800 North Cynthia Street
Miguel Herrera, Principal



Alonzo De Leon Middle School
4201 North 29th Street
Ignacio Alaniz Jr., Principal



Michael E. Fossum Middle School
7800 North Ware Road
Nora Trevino, Principal



Homer J. Morris Middle School
1400 Trenton Road
Rebecca O. Bechtold, Principal



William B. Travis Middle School
600 Houston Street
Aaron Garcia, Principal

Campus Listing - Elementary Schools



Francisca Alvarez Elementary
2606 Gumwood Street
Melissa Lara, Principal



Dr. Carlos Castañeda Elementary
4100 North 34th Street
Jessica P. Rodriguez, Principal



Jose De Escandon Elementary
2901 Colbath Street
Karla Rodriguez, Principal



Victor Fields Elementary
500 West Dallas Avenue
Teresa Trdla, Principal



Reynaldo G. Garza Elementary
6300 North 29th Street
Nancy Valenzuela, Principal



Leonelo H. Gonzalez Elementary
201 East Martin Street
Christina Hernandez, Principal



Lucile McKee Hendricks Elementary
3900 Goldcrest Street
Monica Garza, Principal



Sam Houston Elementary
3221 Olga Street
Jessica K. Lowe, Principal



Andrew Jackson Elementary
501 Harvey Street
Erika Salinas, Principal



Christa McAuliffe Elementary
3000 West Daffodil Ave
Yvonne Caldwell, Principal



Ben Milam Elementary
3800 North Main Street
Edna Hernandez, Principal



Dr. Pablo Perez Elementary
7801 North Main Street
Veronica Delgado, Principal



Sam Rayburn Elementary
7000 North Main Street
Clarissa Partida, Principal



Theodore Roosevelt Elementary
4801 South 26th Street
Rachel Montgomery, Principal



Blanca E. Sanchez Elementary
2901 Incarnate Word Street
Veronica Rodriguez, Principal



Juan Seguin Elementary
2200 North 29th Street
Juan Nevarez, Principal



Thigpen-Zavala Elementary
2500 Galveston Avenue
Marisela Chapa, Principal



Woodrow Wilson Elementary
1200 Hackberry Street
Vacant

Dr. René Gutiérrez, Superintendent of Schools



Dr. René Gutiérrez is a life-long educator with 38 years devoted to educating students.

He has earned many accolades in his career in public education. A 1983 graduate of McAllen High School, he is the first superintendent of McAllen ISD to have graduated from a McAllen ISD high school.

He became Superintendent in McAllen ISD in November 2023. In less than 2 years, Dr. Gutiérrez has implemented programs and policies that have the district heading in the right direction both academically and financially.

Dr. Gutiérrez is a two-time Region One Superintendent of the Year. He was selected Superintendent of the Year in 2012 while at Edinburg Consolidated Independent School District (where he served 10 years) and in 2023 at Brownsville Independent School District (where he served four years). He is one of the longest-serving Superintendents

in the Rio Grande Valley with 16 years of experience.

In McAllen ISD, he oversees a district of 31 campuses with nearly 20,000 students and 3,200 employees. McAllen ISD has been a “State A Rated” district in the Texas Accountability System three times and has earned the state’s Postsecondary Readiness Distinction five times.

While in Edinburg CISD, the School Board became both the Regional Board of the Year and the State Board of the Year through the Texas Association of School Administrators (TASA) in 2013. Edinburg CISD also earned the Best Large District in Texas award through the H-E-B Excellence in Education Awards in 2014 under his leadership.

He led both Edinburg CISD and Brownsville ISD, two of the largest districts in the Rio Grande Valley, in becoming “State A Rated” districts in both Academics and School Finance.

Dr. Gutiérrez’s education includes:

- Doctoral Degree in Educational Leadership from the University of Texas Pan American – 2008
- Masters of Education from UTPA – 1992
- Bachelor in Business Administration from UTPA – 1987
- Associate Degree in Applied Science from Texas Southmost College – 1985

He began his teaching career in 1987, teaching math at La Joya High School. Later, he served as a Counselor and then a Facilitator at Edinburg North High School.

Other positions he has held include District Migrant Coordinator for Edinburg CISD, Elementary Principal in La Joya ISD, Director of State and Federal Programs for La Joya ISD and Assistant Superintendent for Administration and Finance in La Joya ISD.

In 2009, he became Superintendent for Edinburg CISD and was recognized as one of the top five Superintendents in Texas for 2012. He also received the Educational Leadership Award from the University

Council for Educational Administration at UT-Pan American. In 2019, he took the helm as Superintendent of Brownsville ISD.

He earned his doctorate in 2008 from the University of Texas Pan American. His doctoral dissertation was called *Factors Contributing To The Academic Achievement of Mexican-Origin Immigrant High School Students*.

He serves in multiple professional organizations. These include the Texas Association of School Administrators (TASA), Commissioner's Cabinet (since 2022), the Executive Committee representing South Texas school districts (since 2009), and the Region XXVIII Executive Committee (since 2021).

He has also served as President of the South Texas Association of Schools (2015-16) and as an Executive Committee Member (2009-19) for Region XV.

Dr. Gutiérrez was born in Bakersfield, California and grew up in Reynosa, Mexico. His family moved to South McAllen when he was 8-years-old and he finished his schooling in McAllen ISD.

Dr. Gutiérrez is married to Edna Gutiérrez, a teacher herself. They have three children – Omar, Edgar and Vanessa.

A Letter from the Superintendent

At McAllen ISD, our mission is to prepare students for a lifetime of success by empowering them with the capability and confidence to accomplish their ambitions.

It begins with meeting the academic, social and emotional needs of students by equipping them with tools, experience and motivation. We have outstanding, dedicated teachers who nurture and guide children along their educational path. Our outstanding support staff works hard to provide our schools with the best resources while, at the same time, we effectively manage the community's tax dollars for maximum benefit.

At McAllen ISD, we take pride in giving our students quality choices. In fact, last fall, we opened our new UTRGV McAllen ISD Collegiate Academy. This state-of-the-art facility was created in partnership with the University of Texas Rio Grande Valley. Students can take courses taught by UTRGV professors and choose their choice of a career track – medical, engineering, computer science or education. Students will earn dozens of college credit hours (at no cost to themselves) before they even graduate high school.

Other programs and opportunities include:

- Free Pre-Kindergarten program for children who turn four-years-old by September 1.
- Opportunities to earn free college credit through programs like Advanced Placement, International Baccalaureate, an Early College High School and UT On Ramps.
- A two-time National Blue Ribbon winning Early College High School where students can earn an Associates Degree through South Texas College before they graduate from high school.
- A Career and Technical Education program where students can earn a professional license or certification in any of 13 career fields.
- Our high schools are geared for students to graduate with any of five Endorsements offered in Texas (Business & Industry, STEM, Public Services, Arts & Humanities or Multi-Disciplinary).
- Athletics, fine arts, UIL academic competition, chess, robotics, clubs and organizations that offer universal life skills and experiences.
- Dual-language program schools where children become literate in two languages.

When our students graduate, we want them to be college, career and military ready. McAllen ISD is about more than just teaching the state curriculum and taking assessments; it is about putting graduates in position to perform and produce in the real world. That is why we deliver instruction on a world-class level.

Sincerely,

Dr. René Gutiérrez
Superintendent of Schools
McAllen Independent School District

Administrative Staff



Dr. René Gutiérrez
Superintendent



Lorena Garcia
Deputy Superintendent for Business & Operations



Rosalba De Hoyos, Ed. D.
Associate Superintendent for Instructional Services



Jeanette Nino
Associate Superintendent for Instructional Leadership



Dr. Alberto Canales
Chief Human Resources Officer



Joel Garcia, RTSBA
Chief Financial Officer

Board of Trustees



2020 Region One School Board of the Year

2013 NSBA Magna Award Winner

Texas 2012 Outstanding Board of the Year

Region One School Board of the Year

The Board of Trustees are elected by the citizens living in the McAllen Independent School District boundaries to be legally responsible for educating the children in the District. Trustees are elected at-large by position.

Texas law grants the Board of Trustees the power to govern and oversee the management of the District's schools. The Board is the policy-making body within the District and has overall responsibility for curriculum, school taxes, annual budget, employment of the superintendent and other professional staff, facilities and expansions. The Board has complete and final control over school matters within limits established by law and State Board of Education rules.

The McAllen ISD School Board meets in the Dr. Ricardo Chapa Board Room in the Administration Building at 2000 N. 23rd Street in McAllen, Texas.

Pursuant to Texas Statutes § 551.043 and § 551.051, the McAllen Independent School District will post the Official Notice of a Board Meeting on the bulletin board at the main entrance on the west side of the District's Administration Building where it remains for at least 72 hours before the scheduled time of the meeting. Though not required by law, the School District also posts an Unofficial Board Meeting Agenda on the District's internet web site as a service to the community.

All McAllen Independent School District Board of Trustees Meetings are open to the public. Meetings are live streamed on MITV and YouTube, or via one of the other public access channels on the cable system serving the McAllen area. Texas law permits the Board of Trustees to convene in closed session for discussion of property acquisition, personnel issues, security matters or consultation with attorneys.

In pursuant to BED(LOCAL), Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board. Public comments shall occur at the beginning of the meeting. Except when permitted by this policy, and the Board's procedures on public comment, an individual's comments to the Board shall not exceed two minutes per meeting.

If you have any questions, please contact the Board Secretary, Natalie Goza, at (956) 618-6094.



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Aaron D. Rivera

Place 5, 2023-2027

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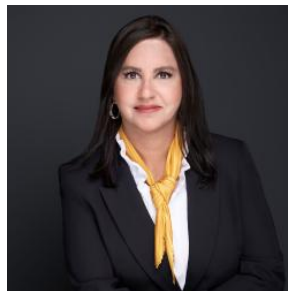


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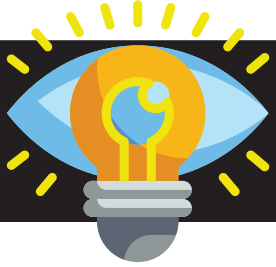


Trustee

Sofia M. Peña

Place 6, 2021-2029

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Vision

The McAllen Independent School District is an inclusive community where all students are empowered to reach their full potential.



Mission

The McAllen Independent School District educates all students to be creative and digital thinkers who impact a global society.

WE ARE ¹⁶⁰A⁺LL IN!

Our Goals and Strategies

Goal 1 – Student Achievement/Student Focus

Goal 2 – People Development

Goal 3 – Facility Priorities

Goal 4 – Financial Priorities

Strategy 1 – Branding

We will effectively and continuously communicate and market the district’s mission, strengths, successes and diverse opportunities for every learner.

Strategy 2 – Attract/Retain High Quality Staff

We will attract, recruit, develop and retain high quality staff.

Strategy 3 – Engaging Learning Environment

We will foster a secure, supportive, rigorous and engaging learning environment.

Strategy 4 – Rigorous/World Class Standards Customized for Every Learner

We will utilize national and global standards to customize learning for every learner.

Strategy 5 – Partnerships with Business/Civic Education/Organizations

We will develop and strengthen bonds with the business, education and civic community to provide engaging learning opportunities.

Strategy 6 – Future-Ready Students

We will foster principled students who learn, adapt, and innovate in response to their ever-changing environment.

Strategy 7 – Financial Priorities

We will conduct a budget development, implementation and monitoring process that reflects sound business and fiscal practices that support district goals.

Long-Term Financial Planning and Facilities Strategy

Strategic Financial Stewardship

McAllen ISD continues to lead with sound financial stewardship, using data-informed practices to ensure long-term fiscal sustainability while supporting academic excellence and employee well-being.

A key achievement has been the significant growth of the District's unassigned fund balance, which increased from \$58.6 million in FY 2022–2023 to \$93.1 million in FY 2023–2024. This reserve now represents approximately 135 days of operating expenditures, exceeding state and national benchmarks for fiscal health. This strong position not only protects core instructional services during times of economic uncertainty but also provides flexibility to fund strategic initiatives and preserve operational stability.

This financial strength has also enabled the District to defease debt early, resulting in long-term interest savings and freeing up capacity in the Interest & Sinking (I&S) fund. These efforts have strategically positioned McAllen ISD for a potential bond issuance of up to \$290 million with no tax rate increase, should the Board and community choose to pursue it.

Staffing, Healthcare, and Multi-Year Planning

To ensure operational efficiency and responsible resource allocation, McAllen ISD partnered with TASB to conduct a comprehensive staffing analysis. The study aligned staffing levels with student enrollment and program needs, and where adjustments were necessary, reductions were made strategically and through natural attrition, minimizing disruption to schools and departments.

The District has also taken major steps to strengthen the sustainability of its self-funded health insurance plan:

- In FY 2025–2026, McAllen ISD increased its contribution by \$55 per subscriber per month, an investment of approximately \$2 million annually to maintain plan stability.
- The District is preparing to solicit a Third-Party Administrator (TPA) and Pharmacy Benefit Administrator (PBA) to manage the health plan more efficiently and transparently.

This structure forms a strategic triangle of support:

- The TPA handles plan design, enrollment, claims processing, compliance, and provider negotiations.
- The PBA manages prescription drug benefits to help control pharmacy costs and utilization.
- The District holds stop-loss insurance, which protects against large, catastrophic claims—providing financial protection while retaining the advantages of self-funding.

This model enables McAllen ISD to offer competitive, high-quality healthcare while controlling long-term costs and risk.

The District has also implemented multi-year financial forecasting to project fund balance trends, healthcare costs, staffing needs, and capital funding. This long-range approach supports data-driven decision-making and helps maintain alignment with McAllen ISD’s Strategic Plan and financial capacity.

Facilities Assessment and Long-Range Planning

McAllen ISD continues to invest in long-range capital planning to ensure that facilities remain safe, efficient, and conducive to student learning. A comprehensive Facilities Education Master Plan was originally developed through robust stakeholder engagement, including input from community members, staff, and parents.

To build on that foundation, the District is currently working with professional consultants to conduct a comprehensive Facilities Assessment. This updated analysis evaluates building conditions, identifies future needs, and informs long-term capital investment strategies. It also supports the development of a potential bond program that would be strategic, fiscally responsible, and aligned with instructional priorities.

Facility Needs Standards

The District uses six Facility Needs Standards to guide capital planning and prioritize facility investments:

1. **Safety and Security**
 - Facilities must support a safe and secure environment for students and staff.
2. **Educational Suitability**
 - Campuses must provide functional, well-equipped instructional spaces tailored to student needs.
3. **Technology Readiness**
 - Infrastructure must support modern instructional tools and digital learning environments.
4. **Capacity and Utilization**
 - Facilities should be used efficiently based on enrollment trends, staffing ratios, and instructional models.
5. **Quality Care and Maintenance**
 - Ongoing maintenance supports clean, well-lit, and safe campuses for teaching and learning.
6. **Long-Range Facilities Planning**
 - Facilities planning must account for life-cycle needs, capital priorities, and future enrollment.

Capital Projects Budget

The Capital Projects Budget is guided by the District’s Facilities Master Plan and updated assessment. For FY 2024–2025, capital outlay is budgeted within the Capital Projects Fund, supported in part by the Maintenance Tax Note Series 2020, which was issued to address urgent facility needs identified in earlier planning cycles.

A detailed listing of current capital projects is available on pages 131–133 of the adopted budget.

Prekindergarten Programs

McAllen ISD elementary schools provide a focused, full day, Pre-K program where children have hands-on purposeful opportunities for learning. Student-centered environments in our Pre-K classrooms follow the developmentally appropriate practices taught by The Children's Learning Institute, which is the Texas State Center for Early Childhood. Our Curriculum adheres to the Texas Prekindergarten Curriculum Guidelines and provides an instructional program that is vertically aligned with the Kindergarten Texas Essential Knowledge and Skills.

Universal Full Day Pre-K

Beginning fiscal year 2020-2021, the District phased in a limited seating Pre-K program. This allowed children, who may not have been originally eligible, to enroll for an available seat at designated campuses.

Benefits of these programs include:

- Certified teachers in every classroom specifically trained to work with young children
- Six-hour full-day programming
- Child-centered, hands-on learning
- Focused on developing children academically, physically, and socially
- Healthy breakfast and lunch provided
- Use of a District-issued iPad Air

Registration documents required:

- Official birth certificate
- Photo identification of parent/guardian of the enrolling student
- Child's social security number (optional)
- Current immunization record signed by physician
- Proof of residency

If you have any questions, please contact the Student Support Services at (956) 618-6031.

District Policies

The following policies are posted on the link below:

<http://pol.tasb.org/Home/Index/637>

The highlighted items within the following policies make reference to the budget process.



OFFICERS AND OFFICIALS
DUTIES AND REQUIREMENTS OF BOARD OFFICERS

BDAA
(LEGAL)

Selection of Officers At the first meeting after each election and qualification of trustees, the members shall organize by selecting:

1. A president, who must be a member of the board.
2. A secretary, who may or may not be a member of the board.
3. Other officers and committees the board considers necessary.

Education Code 11.061(c)

Reorganization In addition to the required post-election organization, a board may also organize at other times. *Atty. Gen. Op. MW-531 (1982)*

Duties/Powers of Board President The duties and powers of the president of a board include, but are not limited to, the following:

1. Call a meeting of the board for the purpose of adopting a budget and provide for the publication of notice of the budget and proposed tax rate meeting under Education Code 44.004. [See CE and CCG]
2. Submit the annual financial statement to a newspaper for publication under Local Government Code 140.006. [See CFA]
3. Execute a mineral deed or lease under Education Code 11.153. [See CDB]
4. Execute the deed for the sale of property, other than minerals, held in trust for public school purposes under Education Code 11.154(b). [See CDB]

Qualifications

A person may not be employed as a superintendent unless the person holds an appropriate certificate or permit.

The commissioner may waive the requirement for certification of a superintendent if requested by a district as provided by Education Code 7.056 [see BF]. The commissioner may limit the waiver of certification in any manner the commissioner determines is appropriate.

A person who is not certified as a superintendent may not be employed by a district as the superintendent before the person has received a waiver of certification from the commissioner. A person may be designated to act as a temporary or interim superintendent for a district, but the district may not employ the person under a contract as superintendent unless the person has been certified or a waiver has been granted.

Education Code 21.003

Duties

A superintendent is the educational leader and chief executive officer of a district. *Education Code 11.201(a)*

The duties of a superintendent include:

1. Assuming administrative responsibility and leadership for the planning, organization, operation, supervision, and evaluation of the education programs, services, and facilities of a district and for the annual performance appraisal of the district's staff.
2. Except as provided by Education Code 11.202 (duties of principal) [see DK and DP], assuming administrative authority and responsibility for the assignment, supervision, and evaluation of all personnel of a district other than the superintendent.
3. Overseeing compliance with the standards for school facilities. [See CS]
4. Initiating the termination or suspension of an employee or the nonrenewal of an employee's term contract. [See DF series]
5. Managing the day-to-day operations of a district as its administrative manager, including implementing and monitoring plans, procedures, programs, and systems to achieve clearly defined and desired results in major areas of district operations.
6. Preparing and submitting to a board a proposed budget and administering the budget.
7. Preparing recommendations for policies to be adopted by a board and overseeing the implementation of adopted policies.

SUPERINTENDENT
QUALIFICATIONS AND DUTIES

BJA
(LEGAL)

8. Developing or causing to be developed appropriate administrative regulations to implement policies established by a board.
9. Providing leadership for the attainment and, if necessary, improvement of student performance in a district based on the state's student achievement and quality of learning indicators and other indicators as may be adopted by the commissioner or the board. [See AIA]
10. Organizing a district's central administration.
11. Consulting with the district-level committee. [See BQA]
12. Ensuring:
 - a. Adoption of a Student Code of Conduct [see FO] and enforcement of that Code of Conduct; and
 - b. Adoption and enforcement of other student disciplinary rules and procedures as necessary.
13. Submitting reports as required by state or federal law, rule, or regulation, and ensuring that a copy of any report required by federal law, rule, or regulation is also delivered to TEA.
14. Providing joint leadership with a board to ensure that the responsibilities of the board and superintendent team are carried out; and
15. Performing any other duties assigned by action of a board.

Education Code 11.201(d)

In addition, a superintendent shall, on a day-to-day basis, ensure the implementation of the policies created by the board. *Education Code 11.1512(a)*

**Collaboration with
the Board**

A board and a superintendent shall work together to:

1. Advocate for the high achievement of all district students;
2. Create and support connections with community organizations to provide community-wide support for the high achievement of all district students;
3. Provide educational leadership for a district, including leadership in developing the district vision statement and long-range educational plan [see AE];
4. Establish district-wide policies and annual goals that are tied directly to the district's vision statement and long-range educational plan;

SUPERINTENDENT
QUALIFICATIONS AND DUTIES

BJA
(LEGAL)

5. Support the professional development of principals, teachers, and other staff; and
6. Periodically evaluate board and superintendent leadership, governance, and teamwork.

Education Code 11.1512(b)

**Prohibited
Interference**

A superintendent may not interfere with an appearance or testimony of specified district personnel required by the board. *Education Code 11.1511(d)* [See BAA]

SUPERINTENDENT
QUALIFICATIONS AND DUTIES

BJA
(LOCAL)

Duties

In addition to responsibilities specifically provided by law or in the Superintendent's contract, the Superintendent shall provide educational leadership, demonstrate district management, and maintain positive Board and community relations.

Educational
Leadership

To provide leadership and direction for the development of an educational system that is based on the needs of students, on standards of excellence and equity, and on community goals, the Superintendent shall:

1. Establish effective mechanisms for communication to and from staff in instructional evaluation, planning, and decision making.
2. Oversee annual planning for instructional improvement and monitor for effectiveness.
3. Ensure that goals and objectives form the basis of curricular decision making and instruction and communicate expectations for high achievement.
4. Ensure that appropriate data are used in developing recommendations and making decisions regarding the instructional program and resources.
5. Oversee a system for regular evaluation of instructional programs, including identifying areas for improvement, to attain desired student achievement.
6. Oversee student services, including health and safety services, counseling services, and extracurricular programs, and monitor for effectiveness.
7. Oversee a discipline management program and monitor for equity and effectiveness.
8. Encourage, oversee, and participate in activities for recognition of student efforts and accomplishments.
9. Oversee a program of staff development and monitor staff development for effectiveness in improving district performance.
10. Stay abreast of developments in educational leadership and administration.

District
Management

To demonstrate effective planning and management of District administration, finances, operations, and personnel, the Superintendent shall:

SUPERINTENDENT
QUALIFICATIONS AND DUTIES

BJA
(LOCAL)

1. Implement and oversee a planning process that results in goals, targets, or priorities for all major areas of District operations, including facilities maintenance and operations, transportation, and food services.
2. Monitor effectiveness of District operations against appropriate benchmarks.
3. Oversee procedures to ensure effective and timely compliance with all legal obligations, reporting requirements, and policies.
4. Ensure that key planning activities within the District are coordinated and are consistent with Board policy and applicable law and that goals and results are communicated to staff, students, and the public as appropriate.
5. Oversee a budget development process that results in recommendations based on District priorities, available resources, and anticipated changes to district finances.
6. Oversee budget implementation to ensure appropriate expenditure of budgeted funds, to provide for clear and timely budget reports, and to monitor for effectiveness of the process.
7. Ensure that District investment strategies, risk management activities, and purchasing practices are sound, cost-effective, and consistent with District policy and law.
8. Maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.
9. Ensure that the system for recruiting and selection results in personnel recommendations based on defined needs, goals, and priorities.
10. Organize District staff in a manner consistent with District priorities and resources and monitor administrative organization at all levels for effectiveness and efficiency.
11. Oversee a performance appraisal process for all staff that reinforces a standard of excellence and assesses deficiencies; ensure that results are used in planning for improvement.
12. Administer a compensation and benefits plan for employees based on clearly defined goals and priorities.
13. Encourage, oversee, and participate in staff recognition and support activities.

SUPERINTENDENT
QUALIFICATIONS AND DUTIES

BJA
(LOCAL)

14. Oversee a program for staff retention and monitor for effectiveness.

Board and
Community
Relations

To maintain positive and professional working relationships with the Board and the community, the Superintendent shall:

1. Keep the Board informed of significant issues as they arise, using agreed upon criteria and procedures for information dissemination.
2. Respond in a timely and complete manner to Board requests for information that are consistent with Board policy and established procedures.
3. Provide recommendations and appropriate supporting materials to the Board on matters for Board decision.
4. Articulate and support Board policy and decisions to staff and community.
5. Direct a proactive program of internal and external communication at all levels designed to improve staff and community understanding and support of the District.
6. Establish mechanisms for community and business involvement in the schools and encourage participation.
7. Work with other governmental entities and community organizations to meet the needs of students and the community in a coordinated way.

Delegation

To the extent permitted by law, the Superintendent may delegate responsibilities to other employees of the District but shall remain accountable to the Board for the performance of all duties, delegated or otherwise.

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Tax Rate Adoption

Maintenance Taxes

The board may levy, assess, and collect annual ad valorem taxes for the maintenance of the district's schools. Taxes may not be levied unless authorized by a majority of the qualified voters of the district, voting at an election called for that purpose. *Education Code 45.002, .003(a)*

*Restriction on
Maintenance Tax
Levy*

A district may not levy the district's maintenance taxes at a rate intended to create a surplus in maintenance tax revenue for the purpose of paying the district's debt service. *Education Code 45.0021(a)* [See Taxpayer Injunction, below]

Note: For information on the consequences of violating this restriction, see Education Code 45.0021(c)-(e). See also Taxpayer Injunction, below.

Exceptions

Education Code 45.0021 does not prohibit a district from:

1. Using a surplus in maintenance tax revenue to pay the district's debt service if the district's interest and sinking fund tax revenue is insufficient to pay the district's debt service due to circumstances beyond the district's control and the use of the surplus maintenance tax revenue to pay the district's debt service is necessary to prevent a default on the district's debt;
2. Paying a portion of the district's maintenance tax revenue into the tax increment fund for a reinvestment zone under Tax Code Chapter 311; or
3. Using money disbursed from the tax increment fund for a reinvestment zone under Tax Code Chapter 311 in accordance with the agreement entered into by the district with the governing body of the municipality or county that designated the zone under Tax Code 311.013(f).

Education Code 45.0021(f)

*Maintenance Tax
Rate
Components*

Tier One

A district's tier one maintenance and operations tax rate is the number of cents levied by the district for maintenance and operations that does not exceed the maximum compressed rate, as determined under Education Code 48.2551. *Education Code 45.0032(a)*

*Maximum
Compressed
Rate*

"MCR" is the district's maximum compressed rate, which is the tax rate for the current tax year per \$100 of valuation of taxable property at which the district must levy a maintenance and operations tax to receive the full amount of the tier one allotment to which the district is entitled under Education Code Chapter 48. The Texas Education Agency (TEA) shall calculate and make available school districts' maximum compressed rates.

Local appraisal districts, school districts, and the comptroller shall provide any information necessary to TEA to implement Education Code 48.2551.

Education Code 48.2551(a)(3), (d), (d-1)

School districts' maximum compressed maintenance and operations tax rates shall be calculated using locally certified property values and adjusted to estimate for exclusions under Government Code 403.302(d).

TEA will open a data collection from 12:01 a.m. on July 18 through 11:59 p.m. on August 1 for districts. Districts must submit the data specified in 19 Administrative Code 61.1000(c). TEA will use any available data to calculate MCR absent data collection submissions from a school district.

19 TAC 61.1000(b), (c), (h)

TEA will calculate and make available preliminary maximum compressed tier one tax rates to each district on or before August 5. If TEA receives an appeal of a preliminary MCR, TEA will issue a final determination to the district no later than August 31. If TEA does not receive an appeal of a preliminary MCR, the preliminary MCR automatically becomes a final MCR 10 calendar days following TEA's approval of the district's preliminary MCR. *19 TAC 61.1000(d)-(f)*

A district may appeal its preliminary MCR through the following process:

1. The TEA division responsible for MCRs must receive a written appeal no later than 10 calendar days after TEA's approval of the district's preliminary MCR. The appeal must include adequate evidence and additional information that supports the position of the district. Appeals received 11 calendar days or more after TEA approves a district's preliminary MCR will not be considered.
2. TEA will only consider appeals that would result in a change of the preliminary MCR.

19 TAC 61.1000(g); Education Code 48.2551(d-2)

Tier Two

A district's enrichment tax rate consists of:

1. Any cents of additional maintenance and operations tax effort, not to exceed eight cents over the maximum tier one tax rate; and

2. Any cents of additional maintenance and operations tax effort that exceeds the sum of the maximum tier one tax rate and the maximum number of cents permitted under item 1 above.

Education Code 45.0032(a), (b)

Districts Subject
to Disaster
Exception

For a district to which Tax Code 26.042(e) [see Disaster Exception to Election Requirement, below] applies, the amount by which the district's maintenance tax rate exceeds the district's voter-approval tax rate, excluding the district's current debt rate under Tax Code 26.08(n)(3) for the preceding year is not considered in determining a district's tier one maintenance and operations tax rate or the district's enrichment tax rate for the current tax year. *Education Code 45.0032(d)*

*Maximum Tax
Rate*

For any year, the maintenance tax rate per \$100 of taxable value adopted by the district may not exceed the rate equal to the sum of \$0.17 and the district's maximum compressed rate, as determined under Education Code 48.2551.

A rate that exceeds the maximum rate for the year in which the tax is to be imposed is void. A district with a tax rate that is void under this provision may, subject to requirements imposed by other law, adopt a rate for that year that does not exceed the specified maximum rate for that year.

Education Code 45.003(d), (e)

Districts with
2005 Tax Rate
over \$1.50

Notwithstanding any other law, a district that levied a maintenance tax for the 2005 tax year at a rate greater than \$1.50 per \$100 of taxable value in the district as permitted by special law [Art. 2784g Tex. Rev. Civ. Stat.] may not levy a maintenance tax at a rate that exceeds the rate per \$100 of taxable value that is equal to the sum of \$0.17 and the product of 66.67 percent multiplied by the rate of the maintenance tax levied by the district for the 2005 tax year, minus any amount by which \$1.00 exceeds the product of the state compression percentage, as determined under Education Code 48.255, multiplied by \$1.00. *Education Code 45.003(f)*

For a district described above, any cents of maintenance and operations tax effort that exceeds the maximum rate described at Maximum Tax Rate are not included in the district's tier one maintenance and operations tax rate or the district's enrichment tax rate and the district is not entitled to the guaranteed yield amount of state funds under Education Code 48.202 for those cents of tax effort. *Education Code 45.0032(c)*

Assessor and
Collector

The board may employ a person to assess or collect the district's taxes and may compensate the person as the board considers appropriate. This provision does not prohibit a district from providing

for the assessment or collection of the district's taxes under a method authorized by Tax Code Chapter 6, Subchapter B. *Education Code 45.231*

A district that used a method of selection for the 1994 tax year that was authorized by former Education Code Chapter 23, Subchapter F, may continue to use that method until the district uses another method authorized above. *Education Code 45.232*

The assessor and collector shall assess, collect, or assess and collect taxes, as applicable. *Tax Code 6.23(b)*

Collector's Bond

A district that has its own collector shall require the collector to give bond conditioned on the faithful performance of duties. The bond must be made payable to and be approved by the board in an amount determined by the board. The board may require a new bond at any time, and failure to give new bond within a reasonable time after demand is a ground for removal from office. The board may prescribe additional requirements for the bond.

A district whose taxes are collected by a person other than the district's own collector may require that person to give bond conditioned on the faithful performance of duties. The bond must be payable to, approved by, and paid for by the board in an amount determined by the board. The board may prescribe additional requirements for the bond.

A district shall pay the premium for a required bond from its general fund or as provided by intergovernmental contract.

Tax Code 6.29

Certified Estimate of Values

By April 30, the chief appraiser shall prepare and certify to the district's assessor an estimate of the taxable value of district property. *Tax Code 26.01(e)*

Appraisal Roll

By July 25, the chief appraiser shall prepare and certify to the assessor for the district that part of the appraisal roll that lists the property taxable by the district. The part certified to the assessor is the appraisal roll for the district.

If by July 20 the appraisal review board has not approved the appraisal records as required under Tax Code 41.12, the chief appraiser shall not later than July 25 prepare and certify to the assessor for a school district an estimate of the taxable value of property in the school district.

Tax Code 26.01(a)-(a-1)

By August 1 or as soon thereafter as practicable, the district's assessor shall submit to the board the district's appraisal roll, showing the total appraised, assessed, and taxable values of all property and the total taxable value of new property.

By August 1 or as soon thereafter as practicable, a district's collector shall certify to the board the anticipated collection rate for the current year. If the collector certified an anticipated collection rate in the preceding year and the actual collection rate in that year exceeded the anticipated rate, the collector shall also certify the amount of debt taxes collected in excess of the anticipated amount in the preceding year.

Tax Code 26.04(b)

Designated
Employee/Officer to
Calculate Rates

After the district's assessor submits the appraisal roll to the board, an officer or employee designated by the board shall calculate the no-new-revenue tax rate and the voter-approval tax rate for the district.

*Required
Calculation
Forms*

The designated officer or employee shall use the tax rate calculation forms prescribed by the comptroller under Tax Code 5.07 in calculating the no-new-revenue tax rate and the voter-approval tax rate.

*Calculation
Forms to County
Tax Assessor-
Collector*

As soon as practicable after the designated officer or employee calculates the no-new-revenue tax rate and the voter-approval tax rate of the district, the designated officer or employee shall submit the tax rate calculation forms used in calculating the rates to the county assessor-collector for each county in which all or part of the territory of the district is located.

Tax Code 26.04(c), (d-1), (d-3)

[See CE regarding the requirement to attach tax rate calculation forms as an appendix to a district's budget.]

Truth-in-Taxation
Requirements

Note: The *Truth in Taxation* website maintained by the Texas comptroller of public accounts offers [detailed guidance on setting local property tax rates for school districts](#).¹

*Meeting to Adopt
Budget*

When the budget has been prepared under Education Code 44.002, the board president shall call a meeting of the board for the purpose of adopting a budget for the succeeding tax year. The budget must be adopted before the adoption of the tax rate for the tax year in which the fiscal year covered by the budget begins. *Education Code 44.004(a), (g)* [See CE]

Published Notice

The board president shall provide for publication of notice of the budget and proposed tax rate meeting in a daily, weekly, or bi-weekly newspaper published in the district. If no daily, weekly, or biweekly newspaper is published in the district, the president shall provide for publication of notice in at least one newspaper of general circulation in the county in which the district's central adminis-

trative office is located. The notice shall be published not earlier than the 30th day or later than the 10th day before the date of the hearing.

Form and
Contents

The notice of public meeting to discuss and adopt the budget and the proposed tax rate may not be smaller than one-quarter page of a standard-size or a tabloid-size newspaper, and the headline on the notice must be in 18-point or larger type and contain the information set out in Education Code 44.004(c) and (c-1).

The notice must include a statement that a district may not increase its maintenance and operations tax rate to create a surplus in maintenance and operations tax revenue for the purpose of paying the district's debt service.

A notice is not valid if it does not substantially conform to the language and format prescribed by the comptroller.

Education Code 44.004(b)-(d)

Debt Service
Rate Decrease

If the published interest and sinking fund (debt service) rate decreases after the publication of the required notice, the president is not required to publish another notice or call another meeting to discuss and adopt the budget and the proposed lower tax rate. *Education Code 44.004(g-1)*

*Districts with
July 1 Fiscal Year*

Notwithstanding the provisions above, a district with a fiscal year beginning July 1 may use the certified estimate of the taxable value of district property in preparing the required notice if the district does not receive the certified appraisal roll on or before June 7. A district that uses a certified estimate may adopt a budget at the public meeting designated in the published notice prepared using the estimate, but the district may not adopt a tax rate before the district receives the certified appraisal roll for the district.

After receipt of the certified appraisal roll, a district must publish a revised notice and hold another public meeting before the district may adopt a tax rate that exceeds:

1. The rate proposed in the notice prepared using the estimate; or
2. The district's voter-approval rate determined under Tax Code 26.08 using the certified appraisal roll.

Education Code 44.004(h), (i)

Tax Rate Adoption
Requirements
Deadline

The board shall adopt a tax rate for the current tax year and shall notify the assessor of the tax rate adopted. [See Adoption of Tax Roll, below] The board must adopt a tax rate before the later of September 30 or the 60th day after the date the certified appraisal roll is received by the district, except that the board must adopt a tax rate that exceeds the voter-approval tax rate not later than the

71st day before the next uniform election date that occurs in November of that year. [Note that Election Code 3.005(c) requires that an election to be held on a uniform date be ordered not later than the 78th day before election day; see Time for Election, below.]

The tax rate consists of two components, each of which must be approved separately. The components are:

1. The interest and sinking fund (debt service) rate calculated under Education Code 44.004(c)(5)(A)(ii)(b); and
2. The rate that, if applied to the total taxable value, will impose the amount of taxes needed to fund maintenance and operation expenditures of the district for the next year.

Tax Code 26.05(a)

Tax Date for
Certain Districts

A district that before January 1, 1989, has for at least 10 years followed a practice of adopting its tax rate at a different date than as provided by Tax Code Chapter 26 and of billing for and collecting its taxes at different dates than as provided by Chapters 31 and 33 may continue to follow that practice. This does not affect the dates provided by the Property Tax Code (Tax Code Title 1) for other purposes, including those relating to the appraisal and taxability of property, the attachment of tax liens and personal liability for taxes, and administrative and judicial review under Chapters 41 and 42.

Tax Code 26.135

Vote

A board may not impose property taxes in any year until it has adopted a tax rate for that year, and the annual tax rate must be set by ordinance, resolution, or order. The vote on the ordinance, resolution, or order setting the tax rate must be separate from the vote adopting the budget. The vote on the ordinance, resolution, or order setting a tax rate that exceeds the sum of the district's no-new-revenue maintenance and operations tax rate and the district's current debt rate must be a record vote, and at least 60 percent of the members of the board must vote in favor of the ordinance, resolution, or order.

Motion

A motion to adopt an ordinance, resolution, or order setting a tax rate that exceeds the no-new-revenue tax rate must be made in the following form: "I move that the property tax rate be increased by the adoption of a tax rate of (specify tax rate), which is effectively a (insert percentage by which the proposed tax rate exceeds the no-new-revenue tax rate) percent increase in the tax rate."

*Language and
Internet Posting*

If the ordinance, resolution, or order sets a tax rate that, if applied to the total taxable value, will impose an amount of taxes to fund maintenance and operation expenditures of the district that ex-

ceeds the amount of taxes imposed for that purpose in the preceding year the district must:

1. Include in the ordinance, resolution, or order in type larger than the type used in any other portion of the document:
 - a. The following statement: "THIS TAX RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE"; and
 - b. If the tax rate exceeds the no-new-revenue maintenance and operations rate, the following statement: "THE TAX RATE WILL EFFECTIVELY BE RAISED BY (INSERT PERCENTAGE BY WHICH THE TAX RATE EXCEEDS THE NO-NEW-REVENUE MAINTENANCE AND OPERATIONS RATE) PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$(Insert amount)."; and
2. Include on the home page of any internet website operated by the district:
 - a. The following statement: "(Insert name of unit) ADOPTED A TAX RATE THAT WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE"; and
 - b. If the tax rate exceeds the no-new-revenue maintenance and operations rate, the following statement: "THE TAX RATE WILL EFFECTIVELY BE RAISED BY (INSERT PERCENTAGE BY WHICH THE TAX RATE EXCEEDS THE NO-NEW-REVENUE MAINTENANCE AND OPERATIONS RATE) PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$(Insert amount)."

Tax Code 26.05(b)

Adoption of Tax Roll On receipt of notice of the tax rate for the current tax year, the assessor for a district shall calculate the tax imposed on each property included on the appraisal roll for the district. The assessor shall enter the amount of tax in the appraisal roll and submit it to the board for approval. The appraisal roll with amounts of tax entered as approved by the board constitutes the district's tax roll.
Tax Code 26.09(a), (e)

Failure to Adopt Tax Rate If the board does not adopt a tax rate before the date required at Deadline above, the tax rate for the district for that tax year is the

lower of the no-new-revenue tax rate calculated for that tax year or the tax rate adopted by the district for the preceding tax year. A tax rate established by this provision is treated as an adopted tax rate. Before the fifth day after the establishment of a tax rate by this provision, the board must ratify the applicable tax rate in the manner set out at Tax Rate Adoption Requirements above. *Tax Code 26.05(c)*

Taxpayer Injunction

A person who owns taxable property in a district is entitled to an injunction restraining the collection of taxes by the district if the district has not complied with the requirements of Education Code 44.004(b), (c), (c-1), (c-2), and (d), and, if applicable, (i) [see above at Published Notice, including Form and Contents, and Districts with July 1 Fiscal Year, if applicable] and the failure to comply was not in good faith. An action to enjoin the collection of taxes must be filed before the date a district delivers substantially all of its tax bills. *Education Code 44.004(e)*

A person who owns taxable property is entitled to an injunction prohibiting the district in which the property is taxable from adopting a tax rate if the assessor or designated officer or employee of the district, the chief appraiser of the applicable appraisal district, or the district, as applicable, has not complied with the computation, publication, or posting requirements of Tax Code 26.04 or 26.16, 26.17, or 26.18 [see below at Tax Information to County, Appraisal District Property Tax Database, and Internet Posting of Tax Rate and Budget Information]. It is a defense in an action for an injunction under this provision that the failure to comply was in good faith. *Tax Code 26.04(g)*

A person who owns taxable property is entitled to an injunction restraining the collection of taxes by a district in which the property is taxable if the district has not complied with the requirements of Tax Code 26.04 and 26.05 [see above at Designated Employee/Officer to Calculate Rates and Tax Rate Adoption Requirements]. It is a defense in an action for an injunction under this provision that the failure to comply was in good faith. An action to enjoin the collection of taxes must be filed not later than the 15th day after the date the district adopts a tax rate. A property owner is not required to pay the taxes imposed by a district on the owner's property while an action filed by the property owner to enjoin the collection of taxes imposed by the district on the owner's property is pending. If the property owner pays the taxes and subsequently prevails in the action, the property owner is entitled to a refund of the taxes paid, together with reasonable attorney's fees and court costs. The property owner is not required to apply to the collector for the district to receive the refund. *Tax Code 26.05(e)*

A person who owns taxable property in a district is entitled to an injunction restraining the collection of taxes by the district if the district adopts a maintenance tax in violation of Education Code 45.0021(a) [see above at Restriction on Maintenance Tax Levy]. An action to enjoin the collection of taxes must be filed before the date a district delivers substantially all of its tax bills. *Education Code 45.0021(b)*

Tax Information to
County

A district shall provide to the county assessor-collector for each county in which all or part of district territory is located the district's adopted tax rate, maintenance and operations rate, debt rate, no-new-revenue tax rate, no-new-revenue maintenance and operations rate, and voter-approval tax rate for posting on the county's internet website. The district shall provide the information annually following the adoption of a tax rate by the district for the current tax year. *Tax Code 26.16(a)-(b)*

Appraisal District
Property Tax
Database

The officer or employee designated by the board to calculate the no-new-revenue tax rate and the voter-approval tax rate for the district must electronically incorporate into the database created and maintained by the chief appraiser under Tax Code 26.17 the information required by Tax Code 26.17(e). *Tax Code 26.17(e)*

The assessor for the district shall post prominently on the district's internet website a notice informing each owner of property located in the appraisal district that the estimated amount of taxes to be imposed on the owner's property by each taxing unit in which the property is located may be found in the property tax database maintained by the appraisal district under Tax Code 26.17. The notice must include the elements required by Tax Code 26.04(e-2). *Tax Code 26.04(e-2)*

**Internet Posting of
Tax Rate and Budget
Information**

Each district shall maintain an internet website or have access to a generally accessible internet website that may be used for the purposes of this provision. Each district shall post or cause to be posted on the internet website the information required by Tax Code 26.18 in a format prescribed by the comptroller. *Tax Code 26.18* [See CE for required information]

**Election to Approve
Tax Rate**

If the board adopts a tax rate that exceeds the district's voter-approval tax rate, the registered voters of the district at an election held for that purpose must determine whether to approve the adopted tax rate. *Tax Code 26.08(a), (n)*

[For information on conducting elections, see the BBB series.]

Voter-Approval Tax
Rate

For purposes of Tax Code 26.08, the voter-approval tax rate of a district is the sum of the following:

1. The rate per \$100 of taxable value that is equal to the district's maximum compressed tax rate for the current year;
2. The greater of:
 - a. The district's enrichment tax rate for the preceding tax year, less any amount by which the district is required to reduce the district's enrichment tax rate under Education Code 48.202(f) in the current tax year; or
 - b. The rate of \$0.05 per \$100 of taxable value; and
3. The district's current debt rate.

Tax Code 26.08(n)

Efficiency Audit

"Efficiency audit" means an investigation of the operations of a district to examine fiscal management, efficiency, and utilization of resources.

The board shall conduct an efficiency audit before seeking voter approval to adopt a tax rate for the maintenance and operations of the district at an election held for that purpose and may not hold an election without complying with this requirement.

The board may select the auditor that conducts the district's annual audit under Education Code 44.008 and may include the efficiency audit as part of the district's annual audit. [See CFC] A district must pay for the costs associated with an efficiency audit required under this provision. A district shall provide all documents, records, and personnel requested by the auditor as needed to conduct the audit in an efficient manner.

The board must select an auditor to conduct an efficiency audit not later than four months before the date on which the district proposes to hold an election to adopt a maintenance and operations tax rate. An auditor selected by the board must maintain independence from the district and complete the efficiency audit not later than three months after the date the auditor was selected.

Before an election at which a district seeks voter approval to adopt a tax rate, the board must hold an open meeting to discuss the results of the efficiency audit. Not later than 30 days before the date of the election, the results of an efficiency audit must be posted on the district's internet website.

Education Code 11.184

*Legislative
Budget Board
Guidelines*

The Legislative Budget Board (LBB) shall establish guidelines identifying the scope and areas of investigation of an efficiency audit, including identification of resources being used effectively and

efficiently and identification of cost savings or reallocations. The auditor selected by the board of a district must follow the guidelines established by the LBB under this provision. *Education Code 11.184(f)*

[Efficiency Audit Guidelines](#)² are found on the LBB website.

Disaster Exception
*To Efficiency
Audit
Requirement*

The board of a district all or part of which is located in an area declared a disaster area by the governor may hold an election to seek voter approval to adopt a maintenance and operations tax rate during the two-year period following the date of the declaration without conducting an efficiency audit otherwise required above. *Education Code 11.184(b-1)*

*To Election
Requirement*

When increased expenditure of money by a district is necessary to respond to a disaster, including a tornado, hurricane, flood, wildfire, or other calamity, but not including a drought, epidemic, or pandemic, that has impacted a district and the governor has requested federal disaster assistance for the area in which the district is located, an election is not required under Tax Code 26.08 to approve the tax rate adopted by the board for the year following the year in which the disaster occurs. A tax rate adopted under this provision applies only in the year for which the rate is adopted. *Tax Code 26.042(e)*

If a district adopts a tax rate under Tax Code 26.042(e) above, the amount by which that rate exceeds the district's voter-approval tax rate for that tax year may not be considered when calculating the district's voter-approval tax rate for the tax year following the year in which the district adopts the rate.

A district that in a tax year elects to adopt a tax rate that exceeds the district's voter-approval tax rate for that tax year without holding an election under Tax Code 26.042(e) above must specify the disaster declaration that provides the basis for authorizing the district to calculate or adopt a tax rate under that provision. A district that in a tax year specifies a disaster declaration as providing the basis for authorizing the district to adopt a tax rate under Tax Code 26.042(e) above may not in a subsequent tax year specify the same disaster declaration as providing the basis for authorizing the district to adopt a tax rate under that provision if in an intervening tax year the taxing unit specifies a different disaster declaration as the basis for authorizing the taxing unit to adopt a tax rate under that provision.

Tax Code 26.042(f)-(g)

Time for Election

The board shall order that the election be held in the district on the next uniform election date prescribed by Election Code 41.001 that

	<p>occurs after the date of the election order and that allows sufficient time to comply with the requirements of other law. <i>Tax Code 26.08(b)</i></p>
<p><i>Uniform Election Date</i></p>	<p>For an election to be held on a uniform election date, the election shall be ordered not later than the 78th day before election day. <i>Election Code 3.005(c)</i> [See BBBA for other election procedures and requirements.]</p>
<p>Proposition</p>	<p>At the election, the ballots shall be prepared to permit voting for or against the proposition: "Ratifying the ad valorem tax rate of _____ (insert adopted tax rate) in (name of school district) for the current year, a rate that will result in an increase of _____ (insert percentage increase in maintenance and operations tax revenue under the adopted tax rate as compared to maintenance and operations tax revenue in the preceding tax year) percent in maintenance and operations tax revenue for the district for the current year as compared to the preceding year, which is an additional \$_____ (insert dollar amount of increase in maintenance and operations tax revenue under the adopted tax rate as compared to maintenance and operations tax revenue in the preceding tax year)". <i>Tax Code 26.08(b)</i></p> <p>In addition to any other requirement imposed by law for a proposition, including a provision prescribing the proposition language, a proposition submitted to the voters for approval of the imposition or increase of a tax shall specifically state the amount of or maximum tax rate of the tax or tax increase for which approval is sought. <i>Election Code 52.072(e)(1)</i></p> <p>Each proposition on the ballot must identify the name of the authority ordering the election on the measure. <i>Election Code 52.095(c)</i></p>
<p>Election Outcome</p>	<p>If a majority of the votes cast in an election favor the proposition, the tax rate for the current year is the rate that was adopted by the board. If the proposition is not approved, a board may not adopt a tax rate for the current year that exceeds the district's voter-approval tax rate. <i>Tax Code 26.08(c)-(d)</i></p>

¹ Truth-in-Taxation: Tax Rate Adoption:

<https://comptroller.texas.gov/taxes/property-tax/truth-in-taxation/index.php>

² LBB Efficiency Audit Guidelines: https://www.lbb.state.tx.us/Documents/Publications/Policy_Report/6365_HB3_Efficiency_Audit_Guidelines.pdf

Authorized Expenditures

A district shall not lend its credit or gratuitously grant public money or things of value in aid of any individual, association, or corporation. *Tex. Const. Art. III, Sec. 52; Brazoria County v. Perry, 537 S.W.2d 89 (Tex. Civ. App.—Houston [1st Dist.] 1976, no writ)*

A district shall not grant any extra compensation, fee, or allowance to a public officer, agent, servant, or contractor after service has been rendered or a contract entered into and performed in whole or in part. Nor shall a district pay or authorize the payment of any claim against the district under any agreement or contract made without authority of law. *Tex. Const. Art. III, Sec. 53; Harlingen Indep. Sch. Dist. v. C.H. Page & Bro., 48 S.W.2d 983 (Tex. Comm'n App. 1932)*

The public school funds may not be spent except as provided by Education Code 45.105. The state and county available funds may be used only for the payment of teachers' and superintendents' salaries and interest on money borrowed on short time to pay those salaries that become due before school funds for the current year become available. Loans for the purpose of payment of teachers may not be paid out of funds other than those for the current year.

Local funds from district taxes, tuition fees, other local sources, and state funds not designated for a specific purpose may be used for the purposes listed above for state and county available funds and for purchasing appliances and supplies; paying insurance premiums; paying janitors and other employees; buying school sites; buying, building, repairing, and renting school buildings, including acquiring school buildings and sites by leasing through annual payments with an ultimate option to purchase [see CHG]; and, except as provided below, for other purposes necessary in the conduct of the public schools as determined by the board.

Exception

Funds described above may not be used to initiate or maintain any action or proceeding against the state or an agency or officer of the state arising out of a decision, order, or determination that is final and unappealable under a provision of the Education Code, except that funds may be used for an action or proceeding that is specifically authorized by a provision of the Education Code or a rule adopted under the Education Code and that results in a final and unappealable decision, order, or determination.

Education Code 45.105(a)–(c), (c-1)

Fiscal Year

The fiscal year of a district begins on July 1 or September 1 of each year, as determined by the board. *Education Code 44.0011*

Budget Preparation

On or before the date set by the State Board of Education (SBOE), a superintendent shall prepare, or cause to be prepared, a proposed budget covering all estimated revenue and proposed expenditures of a district for the following fiscal year. The budget must be prepared according to generally accepted accounting principles, rules adopted by the SBOE, and adopted policies of the board of trustees. *Education Code 44.002; 19 TAC 109.1(a), .41, .5001*

Funds for Accelerated Instruction

A district that is required to provide accelerated instruction under Education Code 29.081(b-1) [see EHBCA] shall separately budget sufficient funds, including funds under Education Code 48.104, for that purpose. *Education Code 29.081(b-2)*

Itemization of Certain Expenditures

The proposed budget of a district must include, in a manner allowing for as clear a comparison as practicable between those expenditures in the proposed budget and actual expenditures for the same purpose in the preceding year, a line item indicating expenditures for:

1. Notices required by law to be published in a newspaper by the district or a representative of the district; and
2. Directly or indirectly influencing or attempting to influence the outcome of legislation or administrative action, as those terms are defined in Government Code 305.002.

Local Gov't Code 140.0045

Public Meeting on Budget and Proposed Tax Rate

When the budget has been prepared, the board president shall call a board meeting for the purpose of adopting a budget for the succeeding fiscal year. Any taxpayer of a district may be present and participate in the meeting. *Education Code 44.004(a), (f)* [See CCG for provisions governing tax rate adoption.]

The meeting must comply with the notice requirements of the Open Meetings Act. *Gov't Code 551.041, .043* [See BE]

Published Notice

The board president shall provide for publication of notice of the budget and proposed tax rate meeting in accordance with Education Code 44.004. [For specific requirements regarding the form, contents, and publication of the notice, see CCG(LEGAL).]

Publication of Proposed Budget Summary

Concurrently with the publication of notice of the budget under Education Code 44.004, a district shall post a summary of the proposed budget on the school district's internet website or, if the district has no internet website, in the district's central administrative office.

The budget summary must include a comparison to the previous year's actual spending and information relating to per student and aggregate spending on:

1. Instruction;
2. Instructional support;
3. Central administration;
4. District operations;
5. Debt service; and
6. Any other category designated by the commissioner.

Education Code 44.0041

Budget Adoption

The board, at the meeting called for that purpose, shall adopt a budget to cover all expenditures for the succeeding fiscal year. The budget must be adopted before the adoption of the tax rate for the tax year in which the fiscal year covered by the budget begins. *Education Code 44.004(f)–(g)*

Appendix for Tax
Rate Calculation
Forms

The board shall include as an appendix to the district's budget for a fiscal year the tax rate calculation forms used by the designated officer or employee of the district to calculate the no-new-revenue tax rate and the voter-approval tax rate of the district for the tax year in which the fiscal year begins. *Tax Code 26.04(e-5)* [See CCG]

**Districts with July 1
Fiscal Year**

A district with a fiscal year beginning July 1 may use the certified estimate of the taxable value of district property [see CCG] in preparing the required notice if the district does not receive the certified appraisal roll on or before June 7. A district that uses a certified estimate may adopt a budget at the public meeting designated in the published notice prepared using the estimate, but the district may not adopt a tax rate before the district receives the certified appraisal roll for the district. *Education Code 44.004(h)–(i)*

**Budget Adoption
After Tax Rate
Adoption**

Notwithstanding Education Code 44.004(g), (h), and (i), above, a district may adopt a budget after the district adopts a tax rate for the tax year in which the fiscal year covered by the budget begins if the district elects to adopt a tax rate before receiving the certified appraisal roll for the district. If a district elects to adopt a tax rate before adopting a budget, the district must publish notice and hold a meeting for the purpose of discussing the proposed tax rate. Following adoption of the tax rate [see CCG], the district must publish notice and hold another public meeting before the district may adopt a budget. The comptroller shall prescribe the language and format to be used in the notices. The district may use the certified

estimate of taxable value in preparing a notice under this provision.
Education Code 44.004(j)

**Publication of
Adopted Budget**

On final approval of the budget by the board, the district shall post on the district's internet website a copy of the budget adopted by the board. The district's website must prominently display the electronic link to the adopted budget. A district shall maintain the adopted budget on the district's website until the third anniversary of the date the budget was adopted. *Education Code 44.0051*

On or before a date set by the SBOE, the budget must be filed with the Texas Education Agency according to rules established by the SBOE. *Education Code 44.005*

**Internet Posting of
Tax Rate and Budget
Information**

Each district shall maintain an internet website or have access to a generally accessible internet website that may be used for the purposes of these provisions. Each district shall post or cause to be posted on the internet website the following information in a format prescribed by the comptroller:

1. The name of each member of the board;
2. The mailing address, email address, and telephone number of the district;
3. The official contact information for each member of the board, if that information is different from the information described by item 2;
4. The district's budget for the preceding two years;
5. The district's proposed or adopted budget for the current year;
6. The change in the amount of the district's budget from the preceding year to the current year, by dollar amount and percentage;
7. The tax rate for maintenance and operations adopted by the district for the preceding two years;
8. The interest and sinking fund tax rate adopted by the district for the preceding two years;
9. The tax rate for maintenance and operations proposed by the district for the current year;
10. The interest and sinking fund tax rate proposed by the district for the current year; and
11. The most recent financial audit of the district.

Tax Code 26.18

Effect of Adopted Budget and Amendment

Public funds of the district may not be spent in any manner other than as provided for in the budget adopted by the board, but the board may amend a budget or adopt a supplementary emergency budget to cover necessary unforeseen expenses. Any amendment or supplementary budget must be prepared and filed in accordance with SBOE rules. *Education Code 44.006*

Spending Violation/Offense

A trustee who votes to approve any expenditure of school funds in violation of a provision of the Education Code, for a purpose for which those funds may not be spent, or in excess of the item or items appropriated in the adopted budget or a supplementary or amended budget commits an offense. *Education Code 44.052(c)*

Certain Donations

A district may donate funds or other property or service to the adjacent general's department, the Texas National Guard, or the Texas State Guard. *Gov't Code 437.111(b), .252, .304(a)*

Commitment of Current Revenue

A contract for the acquisition, including lease, of real or personal property is a commitment of a district's current revenue only, provided the contract contains either or both of the following provisions:

1. Retains to a board the continuing right to terminate the contract at the expiration of each budget period during the term of the contract.
2. Is conditioned on a best-efforts attempt by the board to obtain and appropriate funds for payment of the contract.

Local Gov't Code 271.903

Prohibited Uses of Resources

Improvements to Real Property

Except as provided below or by Education Code 45.109(a-1), (a-2), or (a-3) [see CX], the board may not enter into an agreement authorizing the use of school district employees, property, or resources for the provision of materials or labor for the design, construction, or renovation of improvements to real property not owned or leased by the district.

This provision does not prohibit the board from entering into an agreement for the design, construction, or renovation of improvements to real property not owned or leased by the district if the improvements benefit real property owned or leased by the district. Benefits to real property owned or leased by the district include the design, construction, or renovation of highways, roads, streets, sidewalks, crosswalks, utilities, and drainage improvements that serve or benefit the real property owned or leased by the district.

Education Code 11.168

ANNUAL OPERATING BUDGET

CE
(LEGAL)

Hotels

The board may not impose taxes; issue bonds; use or authorize the use of district employees; use or authorize the use of district property, money, or other resources; or acquire property for the design, construction, renovation, or operation of a hotel. The board may not enter into a lease, contract, or other agreement that obligates the board to engage in an activity prohibited by this provision or obligates the use of district employees or resources in a manner prohibited by this provision.

“Hotel” means a building in which members of the public obtain sleeping accommodations for consideration. The term includes a motel.

Education Code 11.178

Electioneering

For restrictions on using district funds for electioneering, see BBBD.

ANNUAL OPERATING BUDGET

**CE
(LOCAL)**

- Fiscal Year** The District shall operate on a fiscal year beginning July 1 and ending June 30.
- Budget Planning** Budget planning shall be an integral part of overall program planning so that the budget effectively reflects the District’s programs and activities and provides the resources to implement them. In the budget planning process, general educational goals, specific program goals, and alternatives for achieving program goals shall be considered, as well as input from the District- and campus-level planning and decision-making committees. Budget planning and evaluation are continuous processes and shall be a part of each month’s activities.
- Budget Meeting** The annual public meeting to discuss the proposed budget and tax rate shall be conducted as follows:
1. The Board President shall request at the beginning of the meeting that all persons who desire to speak on the proposed budget and/or tax rate sign up on the sheet provided.
 2. Prior to the beginning of the meeting, the Board may establish time limits for speakers.
 3. Speakers shall confine their remarks to the appropriation of funds as contained in the proposed budget and/or the tax rate.
 4. No officer or employee of the District shall be required to respond to questions from speakers at the meeting.
- Authorized Expenditures** The adopted budget provides authority to expend funds for the purposes indicated and in accordance with state law, Board policy, and the District’s approved purchasing procedures. The expenditure of funds shall be under the direction of the Superintendent or designee who shall ensure that funds are expended in accordance with the adopted budget.
- Budget Amendments** The Board shall amend the budget when a change is made increasing any one of the functional spending categories or increasing revenue object accounts and other resources.
- Fund Balance** The District shall strive to maintain a balance in the general fund that closely approximates the optimum fund balance amount prescribed by TEA, as reported in the annual financial and compliance report.
- Fund balances shall be composed of several components, as prescribed by GASB Statement 54:
- Nonspendable fund balance;

ANNUAL OPERATING BUDGET

CE
(LOCAL)

- Restricted fund balance;
- Committed fund balance;
- Assigned fund balance; and
- Unassigned fund balance.

By resolution, the Board may commit a portion of the fund balance for a specific purpose. The committed portion of the fund balance should be spent for the purposes specified; however, the commitment may be amended by the Board at any time.

**Capitalization
Threshold**

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

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

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

Pay Administration

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The classification of each job title within the compensation plan shall be based on the qualifications, duties, and market value of the position.

Annualized Salary

The District shall pay all salaried employees over 12 months in equal monthly or semi-monthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Pay Increases

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. Any pay adjustments for individual employees shall be determined within the approved budget following established procedures.

*Midyear Pay
Increases*

Contract
Employees

A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements.]

Noncontract
Employees

The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.

Pay During Closing

During an emergency closure, all employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board action. Following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments. [See EB for the authority to close schools.]

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

Premium Pay
During Disasters

Nonexempt employees who are required to work to mitigate the reason for an emergency closing shall be paid at the rate of one and one-half times their regular rate of pay for all hours worked up to 40 hours per week. All other nonexempt employees who are required to work during an emergency closing shall be paid their regular rate of pay.

Overtime for time worked over 40 hours in a week shall be calculated and paid according to law. [See DEAB] The Superintendent shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.

Budget Planning

The policy-making functions of the District lie with a seven-member Board of Trustees (the Board), each of which is elected from an at-large member district for four-year staggered terms. The Board is not included in any other reporting entity as defined by GASB 14. Serving without compensation, Board members establish the policies by which schools operate. In carrying out the task of setting policy, the Board identifies needs and establishes priorities for the school system, allocates financial and human resources, and determines the priority areas.

On an annual basis, the District presents the Board of Trustees with the proposed budgets for the General Operating Fund, which includes the Food Service Fund, and the Debt Service Fund for approval as required by the Texas Education Code and as described in the Texas Education Agency's Financial Accountability Systems Resource Guide. The District has administratively opted to officially adopt the Capital Projects Fund. The proposed budget is presented to the Board summarized at the function level for each of the funds above. The Board is required to hold a public hearing on the proposed budget and to adopt a final budget no later than June 30. The District's purpose in the presentation of the budget data is to improve the quality of information provided to the Board of Trustees and the community.



Governmental Funds are reported using the current financial resources measurement focus and the modified accrual basis of accounting. This basis of accounting recognizes revenues in the accounting period in which they become available and measurable. Expenditures are recognized when the related fund liability is incurred. For budgetary purposes, the cash basis of accounting is used. This basis of accounting recognizes revenue when it is received and expenses when they are paid.

House Bill 5, 83rd Legislative Session, added new TEC §28.0217 to require each school district to provide accelerated instruction in the applicable subject area each time a student fails to perform satisfactory on an end-of-course (EOC) assessment instruction. Accelerated instruction may require participation of the student before or after normal school hours and may include participation at times of the year outside normal school operations.

House Bill 5 amended TEC §29.081 requiring the District to separately budget and prioritize state compensatory education funding and any other funding necessary to sufficiently support the cost of additional accelerated instruction for students who fail to perform satisfactory on an EOC assessment instrument. State compensatory education funds cannot be used for any other purpose until the District has sufficiently funded additional accelerated instruction. Physical adoption of the Accelerated Instruction budget for EOC failed students must precede the budget adoption for state compensatory education funds.



After adoption of the budget, the appropriation amounts are entered into the District's accounting and encumbrance system and monitoring of the expenditures and encumbrances in relation to the approved budget begins.

Budget managers have the authority to approve budget amendments anytime during the year. A budget transfer is the movement of appropriations between budget line items. A budget revision is the addition to revenue and expense budgets or a transfer to/from fund balance. Any budget amendments requested by budget managers require Board approval.

The entire budget is planned and prepared to meet all four goals and seven strategies. Each goal supports the Strategic Plan; therefore budget is not defined or measured by each goal but as a whole unit. In order to achieve these goals, the District must plan, prepare and evaluate the budget process in order to ensure that the appropriate dollar amount is allocated.



Budget Process

Goal 4, Strategy 7: Financial Priorities

The Superintendent manages a budget development, implementation, and monitoring process that reflects sound business and fiscal practices that support District goals.

Budget Development

- Budget Plan aligns with Board Fund Balance and Cash Flow priorities,
- Provide for a Reasonable Staff Compensation Plan,
- Maintain a Reasonable Tax Collection Rate,
- Provide for Stable Expenditures per Pupil, and
- Contingency Planning.

Budget Implementation

- Recommended budget is in line with established assumptions and District priorities.

Budget Monitoring

- Provide quarterly financial reports showing implementation compared to adopted budget.
- Provide information that includes evidence that District practices are sound, cost effective, and consistent with District policy and law.

Sound Business and Fiscal Practices

- End of year results that are generally consistent with adopted budget.
- Administrative procedures instituted to increase operational efficiency, customer service, and reduce the risk of fraud.
- Provides additional transparency to public education finance and meaningful financial oversight and improvement for school districts.

Supports District Goals

- Maintain financial stability in the District to achieve the most effective and efficient use of taxpayer dollars, while maintaining excellent academic, extracurricular programs, technology and facility improvements.

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

√	Due Dates	Activity/Process	Responsibility																								
	January 13, 2025	Review proposed budget calendar	Deputy Superintendent for Business & Operations																								
	January 20, 2025	<ul style="list-style-type: none"> Establish Campus Base allotment: Check One - ADA <input checked="" type="checkbox"/> Enrollment <input type="checkbox"/> Membership Student allocation for High Schools, Middle Schools and Elementary Schools <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="2" style="text-align: center;">2024-2025 Allotment</th> <th colspan="2" style="text-align: center;">2025-2026 Allotment</th> </tr> </thead> <tbody> <tr> <td style="border: 1px solid black;">HS 001/002</td> <td style="border: 1px solid black;">= \$ 90</td> <td style="border: 1px solid black;">HS 001/002</td> <td style="border: 1px solid black;">= \$ 90</td> </tr> <tr> <td style="border: 1px solid black;">006/007</td> <td style="border: 1px solid black;">= \$ 90</td> <td style="border: 1px solid black;">006/007</td> <td style="border: 1px solid black;">= \$ 90</td> </tr> <tr> <td style="border: 1px solid black;">005/011</td> <td style="border: 1px solid black;">= \$ 140</td> <td style="border: 1px solid black;">005/011/900</td> <td style="border: 1px solid black;">= \$ 140</td> </tr> <tr> <td style="border: 1px solid black;">MS</td> <td style="border: 1px solid black;">= \$ 75</td> <td style="border: 1px solid black;">MS</td> <td style="border: 1px solid black;">= \$ 75</td> </tr> <tr> <td style="border: 1px solid black;">ES</td> <td style="border: 1px solid black;">= \$ 60</td> <td style="border: 1px solid black;">ES</td> <td style="border: 1px solid black;">= \$ 60</td> </tr> </tbody> </table>	2024-2025 Allotment		2025-2026 Allotment		HS 001/002	= \$ 90	HS 001/002	= \$ 90	006/007	= \$ 90	006/007	= \$ 90	005/011	= \$ 140	005/011/900	= \$ 140	MS	= \$ 75	MS	= \$ 75	ES	= \$ 60	ES	= \$ 60	Business Office
2024-2025 Allotment		2025-2026 Allotment																									
HS 001/002	= \$ 90	HS 001/002	= \$ 90																								
006/007	= \$ 90	006/007	= \$ 90																								
005/011	= \$ 140	005/011/900	= \$ 140																								
MS	= \$ 75	MS	= \$ 75																								
ES	= \$ 60	ES	= \$ 60																								
	January 22, 2025	Upload accounts for Grants 2xx, 3xx, 4xx <ul style="list-style-type: none"> Create from existing accounts to check for duplicates 	Business Office																								
	January 22, 2025	<p>Refer to Budget Development Manual – Introduction</p> <p>Email - Determine the following:</p> <ul style="list-style-type: none"> Identify items Campuses will budget through allocated funds (A-00) Identify items Departments will budget through department budgets <p style="text-align: center;">(Due to Business Office 2/3/25)</p>	Business Office																								
	January 22, 2025	<p>Refer to Budget Development Manual – Sections IV (Required) and V (Optional) Budget Inclusions</p> <p>Memos to Deputy Superintendent/Associates Superintendents/Chiefs to request Budget Inclusions Forms from directors, department heads and coordinators (attach prior year budget inclusion forms)</p> <p style="text-align: center;">(Due to Deputy/Associates/Chiefs 2/3/25) (Due to Business Office 2/12/25)</p>	Business Office																								
	January 22, 2025	<p>Refer to Budget Development Manual – Section I</p> <p>Memo – Special Populations Campus Allocations and Purchase Order Processing Instructions (Zero Based Budgeting Referenced)</p> <ul style="list-style-type: none"> 162 – Career & Technology (CTE) 163 – Advanced Academics 173 – Special Education 193 – State Compensatory 211 – Title I 289 – Title IV <p style="text-align: right; margin-right: 50px;">201</p>	Business Office Respective Directors																								

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

√	Due Dates	Activity/Process	Responsibility
		<i>(Due to Business Office 2/3/25)</i>	
	January 22, 2025	Route Calendar to Accounting, Department of Technology, Employee Benefits, Human Resources, Payroll Department, State Comp & Deputy Superintendent for Business & Operations	Business Office
	January 24, 2025	Refer to Budget Development Manual – Section III E-mail Accounting to begin District Account Coding updates <i>(Due to Business Office 2/24/25)</i>	Business Office Accounting
	January 24, 2025	District Staffing Data to TASB to prepare the following: <ul style="list-style-type: none"> • Market Value Comparison • Pay Structure Shift • Salary Cost Estimate Business Office to prepare worksheet for staff projections- for budget year 25-26 only, complete 2/17/25 <i>(Due from TASB 4/3/25)</i>	Human Resources Business Office
	January 24, 2025	Replacement Schedule e-mail: Quotes must be submitted <ul style="list-style-type: none"> • Dept of Athletics (183) • Dept of Fine Arts (184) • Dept of FMO (199-P) • Technology • Police Department <i>(Due to Business Office 2/17/25)</i>	Departments
	January 27, 2025	E-mail Department of Technology to create New Year Prior to staff planning - Create Budget Version (Business Office)	Business Office Department of Technology
	January 31, 2025	Preliminary State Property Values (1/31/xx)	State Comptroller’s Office
	February 3, 2025	Sent out “Save-the-Date” to register for (4/4/25 – Budget Development Training) Collegiate Auditorium	Business Office

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

√	Due Dates	Activity/Process	Responsibility
	February 3, 2025	<p>Refer to Budget Development Manual – Section IV (Required) Refer to Budget Development Manual – Section V (Optional)</p> <p style="text-align: center;">(Due to Deputy/Associates/Chiefs) (Due to Business Office 2/12/25)</p>	Deputy Superintendent Business & Operations Associate Superintendents: Instructional Services Instructional Leadership Chief Financial Officer Chief Human Resource Officer
	February 3, 2025	<p>Budget Development Manual – Section I</p> <p>Special Populations Campus Allocations and Purchase Order Processing Instructions:</p> <ul style="list-style-type: none"> • 162 – Career & Technology (CTE) • 163 – Advanced Academics • 173 – Special Education • 193 – State Compensatory • 211 – Title I • 289 – Title IV <p style="text-align: center;">(Due to Business Office)</p>	Respective Directors
	February 3, 2025	<ul style="list-style-type: none"> • Identify items Campuses will budget through allocated funds (A-00) • Identify items Departments will budget through department budgets <p style="text-align: center;">(Due to Business Office)</p>	Department Directors
	February 3, 2025	<p>Discussion of Early Exit Incentive Program</p> <p>Discuss staffing and salary projections for 2025-2026</p>	Human Resources Deputy Superintendent for Business & Operations
	February 3, 2025	<p>Send out Calendar invite for 2/17/25 at 10:00 am (TEAMS)</p> <ul style="list-style-type: none"> • Discuss Indirect Cost for Food Service-Fund 101 2025-2026 5% (return to former rate) 	Director of Food Service Chief Financial Officer Deputy Superintendent for Business & Operations
	February 7, 2025	<p>Send out Calendar invite for 03/30/25 at 2:00 pm (TEAMS)</p> <p>Discussion of Self-Funded Rates:</p> <ul style="list-style-type: none"> • 753 Health • 771 TEC • 772 Worker’s Comp 	Director of Employee Benefits Director of Payroll Department Chief Financial Officer
	February 12, 2025	<p>Refer to Budget Development Manual – Section II</p> <p>E-mail Payroll Department to begin Salary Information updates</p> <p style="text-align: center;">(Due to Business Office 2/28/25)²⁰³</p>	Business Office Payroll Department

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

√	Due Dates	Activity/Process	Responsibility
	February 12, 2025	<p><i>Budget Development Manual –</i></p> <ul style="list-style-type: none"> • <i>Section IV (Required)</i> • <i>Section V (Optional)</i> <p style="text-align: center;"><i>(Due to Business Office)</i></p>	Deputy Superintendent for Business & Operations Associate Superintendents: Instructional Services Instructional Leadership Chief Financial Officer Chief Human Resource Officer
	February 12, 2025	Calendar invite- Utility Projections with a due date/meeting on 4/11/25 at 3:30 – 4:30 p.m. <ul style="list-style-type: none"> • Electricity (locked through 2032) • Water • Natural Gas Calendar invite -Utility Projections <ul style="list-style-type: none"> • Telephone • E-rate 	Chief Financial Officer Executive Director Facilities, Maintenance & Operations Chief Financial Officer Executive Director Department of Technology
	February 12, 2025	Evaluate Grant Funded Positions	Grant Managers Deputy Superintendent for Business & Operations Chief Human Resource Officer Chief Financial Officer
	February 13, 2025	Email Memo for Extracurricular Funding Guidelines: <ul style="list-style-type: none"> • Advanced Academics • Athletics • Bilingual • CTE • Instructional Services • Fine Arts • Secondary Science • Social Studies • UIL Academics <p style="text-align: center;"><i>(Due to Business Office 2/28/25)</i></p>	Respective Directors & Coordinators
	February 17, 2025	Replacement Schedules with Quotes (include in benchmark memo) <ul style="list-style-type: none"> • Dept of Athletics (183) • Dept of Fine Arts (184) • Dept FMO (199-P) • DOT • Transportation • Police Department <p style="text-align: center;"><i>(Due to Business Office)</i></p>	Departments

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

√	Due Dates	Activity/Process	Responsibility
	February 17, 2025	<ul style="list-style-type: none"> TEAMS - Discuss Indirect Cost for Food Service-Fund 101 2025-2026 5% - (gradually return to former rate) 	Director of Food Service Chief Financial Officer Deputy Superintendent for Business & Operations
	February 18, 2025	1 st Budget Workshop – <ul style="list-style-type: none"> 2025-2026 Budget Student Enrollment Human Resources Tax Rate Fund Balance Legislative Updates 	Deputy Superintendent for Business & Operations Chief Financial Officer Chief Human Resource Officer
	February 21, 2025	<p><i>Refer to Budget Development Manual – Section I</i></p> <p>Campus Allocated Budget</p> <p>Enrollment based on the PEIMS Fall Re-submission 01/19/xx (based on FY 24-25) vs Campus enrollments count 2/27/25</p> <ul style="list-style-type: none"> Fall Campus Counts PEIMS Re-Submission 01/19/xx(based on FY 24-25) PDM1-120-009 TSDS PEIMS Disaggregation of PEIMS Student Data Snapshot Counts and Program Enrollments Most Current Enrollment Counts Department of Technology 	Business Office
	February 28, 2025	<p>Extracurricular Funding Guidelines</p> <ul style="list-style-type: none"> Advanced Academics Athletics Bilingual CTE Instructional Services Fine Arts Secondary Science Social Studies UIL Academics <p style="text-align: center;"><i>(Due to Business Office)</i></p>	Respective Directors & Coordinators
	February 28, 2025	<p><i>Budget Development Manual – Section II</i></p> <p>Salary Information completed</p> <p>Copy of PR Fringe Benefit Required Inclusion Sheet to Department of Technology, Human Resources and Employee Benefits</p> <p style="text-align: center;"><i>(Due to Business Office)</i></p>	Payroll Department

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

√	Due Dates	Activity/Process	Responsibility
	February 28, 2025	<i>Budget Development Manual – Section III</i> District Account Coding completed <i>(Due to Business Office)</i>	Accounting Department
	February 28, 2025	Staff Study Review by Program Directors – Finalize	Human Resources
	March 3, 2025	Discussion of Self-Funded Rates meeting (TEAMS) at 10:00 a.m. <ul style="list-style-type: none"> • 753 Health • 771 TEC • 772 Worker’s Comp 	Director of Employee Benefits Director of Payroll Department Chief Financial Officer
	March 04, 2025	2 nd Budget Workshop – <ul style="list-style-type: none"> • Staffing Guidelines • Compensation Plan • Budget Preparation and Reduction • Student Enrollment/Projections/Attendance/OFSDP/ADYS • Fund Balance Report • Tax Rate • Legislative Updated 	Deputy Superintendent Business & Operations
	March 12, 2025	Budget training for Principals at Professional Learning Center PowerPoint Presentation (15 minutes) (updates and changes)	Chief Financial Officer Deputy Superintendent Business & Operations
	March 24, 2025	3 rd Budget Workshop – <ul style="list-style-type: none"> • Employee Benefits Update • Workers Compensation Plan • Health/Pharmacy Plan • Legislative Updated 	Deputy Superintendent Business & Operations
	March 25, 2025	Finalize Staffing	Human Resources Deputy Superintendent Business & Operations
	March 25, 2025	Send Calendar Reminder to staff for 4/4/25 – Budget Development Training <ul style="list-style-type: none"> • Training Memo • Budget Development Manual • PowerPoint Presentation 	Business Office
	March 28, 2025	Post Budget Development Manual, PowerPoint and Fringe Benefits Template to Business Services website	Business Office
	March 28, 2025	Email Memo – Department Benchmarks ²⁰⁶ <i>(Due to Business Office 4/23/25)</i>	Business Office

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

√	Due Dates	Activity/Process	Responsibility
	March 28, 2025	Email Memo – State and Local Program Benchmarks for the following funds: <ul style="list-style-type: none"> • 1xx – Special Populations with a 2.5% P/R Increase • 713 – RD/GS • 101 – Indirect Cost Notation <p style="text-align: center;"><i>(Due to Business Office 4/23/25)</i></p>	Business Office
	March 28, 2025	Review of I&S Tax Rate - meet with Financial Advisors	Chief Financial Officer Deputy Superintendent Business & Operations
	March 28, 2025	Position Budgeting: <ul style="list-style-type: none"> • 0 % roll • With current table rates (Funds 753,771,772) 	Human Resources Department of Technology Employee Benefits Payroll Department
	April 1, 2025	Review Organization 701 Review Position Budget 611* Salaries Review Position Budget 614* Fringe Benefits	Employee Benefits Human Resources Payroll Department
	April 3, 2025	Position Budgeting: <ul style="list-style-type: none"> • With revised tables rates (Funds 753,771,772) • Addition/deletion of staff positions • Pay raise scenarios 	Human Resources Department of Technology Payroll Department
	April 4, 2025	Staff Study Report from TASB <ul style="list-style-type: none"> • Market Value Comparison • Pay Structure Shift • Salary Cost Estimate 	Human Resources
	April 4, 2025	Budget Development Training – UTRGV-Collegiate Auditorium 1:30 p.m. to 3:00 p.m. One General Session Secondary = HS & MS Elementary/Safe & Secure 2xx to 4xx Grants 101-195 7xx/8xx Departments	Business Office
	April 4, 2025	Start inputting 2025-2026 budget <p style="text-align: center;"><i>(Due to Business Office 4/18/25)</i></p>	District-Wide
	April 7, 2025	Discuss and approve the Budget Benchmark increases and the One Time Projects (1P)	Deputy Superintendent Business & Operations

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

√	Due Dates	Activity/Process	Responsibility
	April 11, 2025	Meeting with Facilities Maintenance and Operations at 2:00 p.m. to 3:00 p.m. on TEAMS regarding: <ul style="list-style-type: none"> • Electricity • Water • Natural Gas 	Chief Financial Officer Executive Director Facilities, Maintenance & Operations
	April 11, 2025	Meeting with Department of Technology at 3:00 p.m. to 4:00 p.m. on TEAMS regarding: <ul style="list-style-type: none"> • Telephone • E-Rate 	Chief Financial Officer Executive Director Department of Technology
	April 11, 2025	Review Proposed Budget Reports and Pie	Business Office Department of Technology
	April 11, 2025	Setup conference call for 4/25/25 with the Hidalgo County Appraisal District to review preliminary property values, if necessary	Chief Financial Officer
	April 11, 2025	Submission of new revenue and expense keys and access requests	Budget Managers
	April 11, 2025	Update Budget worksheet/ benchmark memos for One Time Projects (1P) <i>(Due to Business Office 4/25/25)</i>	Business Office
	April 15, 2025	4th Budget Workshop – <ul style="list-style-type: none"> • Market Peers 2024-2025 • Teachers and Librarians Salary Plan Comparison 2024-2025 • Administrative Professional – Administrative Education & Administrative Management Salary Plan Comparison 2024-2025 • Auxiliary Salary Plan Comparisons 2024-2025 • Police salary Plan Comparisons 2024-2025 • Cost Summary 	Deputy Superintendent Business & Operations
	April 23, 2025	Input of all budgets completed (Funds 1xx/7xx): <ul style="list-style-type: none"> • Campus Budgets • Department Budgets • State and Local Program Budgets <i>(Due to Business Office)</i>	District-Wide
	April 23, 2025	Input of budgets completed Federal Program Budgets (Funds 2xx, 3xx, 4xx) with a 2.5% P/R Increase <i>(Due to Business Office)</i>	Business Office

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

√	Due Dates	Activity/Process	Responsibility
	April 23, 2025	State Compensatory Education-request the following: <ul style="list-style-type: none"> • Definition of SCE • Accelerated Instruction Budget – Sub-Object (A*) • Explanation of how funds will be expended <p style="text-align: center;"><i>(Due to Business Office 4/28/25)</i></p>	Director of Federal Programs
	April 23, 2025 Through April 25, 2025	Budget Submission and Account Number reviews: <ul style="list-style-type: none"> • Funds 101-197, 599 = VV/JB • Fund 199 – Revenues = JB • Fund 199-Axx, 7xx = RD • Fund 199 Dept, 6xx = JB • Funds 2xx, 3xx, 4xx = JB Review Fringe Benefits: 614x	Business Office
	April 25, 2025	<p><u>Board Agenda Titles for May:</u></p> <p>“Approval of Setting Public Meeting Date for Budget and Vote on Proposed Tax Rate”</p> <p>Vote on Public Meeting Date for Budget</p> <p>Vote on Proposed Tax Rate that will be published in the newspaper as “Notice of Public Meeting to Discuss Budget and Proposed Tax Rate”</p> <p style="text-align: center;"><i>(Notice must be published no later than 10 days or earlier than 30 days before the public meeting)</i></p>	Chief Financial Officer
	April 25, 2025	Deadline to enter budgets for those with updated Budget Benchmark Memos <p style="text-align: center;"><i>(Due to Business Office)</i></p>	Business Office
	April 25, 2025	Conference call with the Hidalgo County Appraisal District to review preliminary property values	Hidalgo County Appraisal District Chief Financial Officer Deputy Superintendent Business & Operations
	April 25, 2025	Final input of all budgets Roll End User Entry into Preliminary Budget Begin Executive Summary	District-Wide Department of Technology Business Office
	April 25, 2025	Roll Position Budgeting into Preliminary Budget	Human Resources Department of Technology Business Office

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

√	Due Dates	Activity/Process	Responsibility
	April 28, 2025	State Compensatory Education: <ul style="list-style-type: none"> • Definition of SCE • Accelerated Instruction Budget – Sub-Object (A*) • Explanation of how funds will be expended <p style="text-align: center;"><i>(Due to Business Office)</i></p>	Director of Federal Programs
	April 29, 2025	5 th Budget Workshop – <ul style="list-style-type: none"> • 2024-2025 Budget updates • 2025-2026 Budget Projections • Budget Reductions • Budget Increases • Property Values including Lag -Update Hidalgo County Appraisal District • 2025 Tax Rate and Impact to Homeowners • Debt Defeasance Strategy • Facilities Needs Assessment • Employee Benefits Update • Legislative Updates 	Deputy Superintendent Business & Operations
	April 29, 2025	Organizational Section of Annual Budget Book reviewed and finalized	Business Office
	April 30, 2025	Preliminary Certified Property Tax Values Report (CCG Legal) Date Set by Law <ul style="list-style-type: none"> • Board Presentation May 6, 2025 	Hidalgo County Appraisal District
	May 2, 2025	Tax estimate for revenue projections	Chief Financial Officer
	May 5, 2025	Planning Calendar - Hidalgo County Tax Office	Chief Financial Officer
	May 5, 2025	All funds balanced	Business Office
	May 5, 2025	<p><u>Board Agenda Items for May:</u></p> Approval of Setting Public Meeting Date on Budget and Vote on Proposed Tax Rate <ul style="list-style-type: none"> • Vote on public meeting date for budget Vote on proposed tax rate that will be published in the newspaper as “Notice of Public Meeting to Discuss Budget and Proposed Tax Rate”	Board of Trustees Chief Financial Officer

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

√	Due Dates	Activity/Process	Responsibility
	May 6, 2025	Schedules -Hidalgo County Tax Office based on Preliminary Certified Property Values and internal analysis. <ul style="list-style-type: none"> • Debt Schedule • Effective Tax Rate (need to maintain) • Public Notice 	Chief Financial Officer
	May 13, 2025	Human Resources Documents for insertion in Budget Book <i>(Due to Business Office)</i>	Human Resources
	May 23, 2025	<u>Board Agenda Titles for June:</u> “Approval of the McAllen Independent School District Budget for Fiscal Year Beginning July 1, 2025, and Ending June 30, 2026” A. Approval of Accelerated Instruction Funds Budget Approval of the District Budget	Chief Financial Officer
	May 28, 2025	6 th Budget Workshop – <ul style="list-style-type: none"> • Proposed Budget Current Law • Legislative Update House Bill 2 • Salary Increases Under House Bill 2 • Salary Increases for Consideration • New Positions • Health Insurance Increases • Stipend Increases • Capital Improvement Projects • Budget Summary • Budget and Tax Rate Timeline • Cost for Planning Period for All Teachers at the High Schools • Planning Period Considerations for High School • House Bill 2 Projected Amounts • Update on Facilities Needs Assessment • Current Debt Profile • Legislative Updates 	Deputy Superintendent Business & Operations
	June 2, 2025	Last Day of Regular Legislative Session – Date Set By Law	State Legislature-In odd years

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

√	Due Dates	Activity/Process	Responsibility
	June 2, 2025	<p><u>Board Agenda Items for June:</u></p> <p>A. Public Meeting to Discuss 2025-2026 Budget and Proposed Tax Rate</p> <ul style="list-style-type: none"> • Prepare PowerPoint Presentation • No Board Agenda Cover Sheet is prepared <p>B. Approval and Adoption of the 2025-2026 Proposed Budget:</p> <ul style="list-style-type: none"> • CE Legal/SB622 compares notices required by law (6491) <p>Board Meeting Items must appear in the order indicated as follows:</p> <ol style="list-style-type: none"> 1. Approval of Accelerated Instruction Budget 2025-2026 2. Approval of the District Budget 2025-2026 <p>Must be by Record Vote (Verbal Individual Vote @ 60% or 5 "Ayes")</p> <p>(Budget must be approved by Law no later than 6/30/xx)</p>	<p>Board of Trustees</p> <p>Chief Financial Officer</p>
	June 9, 2025	<p>7th Budget Workshop –</p> <ul style="list-style-type: none"> • Proposed Budget - Revenues by Object Code • Proposed Budget - General Fund Revenues and Appropriations • Proposed Budget - Appropriations by Function Code • Proposed Budget - Appropriations by Object Code • Review of Draft 2025-2026 Annual Budget Book • Health Plan Update • Legislative Updates 	<p>Deputy Superintendent Business & Operations</p>
	June 11, 2025	<p>Business Office/County Tax Office submits notice to The Monitor for: "Notice of Public Meeting to Discuss Budget and Proposed Tax Rate"</p> <p><i>Notice to be published by Saturday June 14, 2025 submit by June 11, 2025</i></p> <p><i>(Notice must be published no later than 10 days or earlier than 30 days before the public meeting) – 6/24/25 (no later than June 11, 2025)</i></p> <p><i>MISD Web Posting on Home Page:</i></p> <ul style="list-style-type: none"> • Proposed Budget Summary Report for McAllen ISD • Do not include Special Tax Verbiage 	<p>Hidalgo County Tax Office</p> <p>Chief Financial Officer</p>
	June 14, 2025	<p>Prepare Region 12 Template of Proposed Budget</p>	<p>Business Office</p>
	June 16, 2025	<p>Get copy of "Notice of Public Meeting to Discuss Budget and Proposed Tax Rate" from local newspaper</p>	<p>Business Office</p>

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

√	Due Dates	Activity/Process	Responsibility
	June 17, 2025	Begin PowerPoints for Public Meeting – 12 Copies <ul style="list-style-type: none"> • 2025-2026 Budget • 2025 Proposed Tax Rate 	Business Office
	June 18, 2025	Final budget must be prepared & submitted by June 11, 20xx	Chief Financial Officer
	June 24, 2025	Board Meeting- Approval of 2025-2026 Budget	Business Office
	June 25, 2025	Change PDF file: Title page and footnotes to “Annual Budget” and change charts from “Proposed Budget” to “Adopted Budget”	Business Office
	June 25, 2025	Prepare Region 12 Template of Adopted Budget	Business Office
	June 25, 2025	Post Region 12 Template of Adopted Budget	Business Office
	June 25, 2025	User defaults to the new fiscal year on July 1 by the Department of Technology. Submit work order to the Department of Technology	Department of Technology
	June 25, 2025	<ul style="list-style-type: none"> • Preliminary Budget rolled to Original Budget/GL • Confirm General Ledger Budget 	Department of Technology Business Office
	June 25, 2025	Annual Budget Book posted on Financial Transparency Link and Business Services	Business Office
CONTINUED INTO NEW YEAR			
	July 17, 2025	Submit Annual Budget Book to Association of School Business Officials International (ASBO)	Business Office
	July 18, 2025	Affidavit & Invoice from The Monitor for Public Meeting Notice for 2025-2026 Budget (requisition)	Business Office
	July 18, 2025	Forward project listing of 1P’s and 66xx to Purchasing for next year planning purposes	Business Office
	July 25, 2025	Planning Calendar to the Hidalgo County Tax Office <ul style="list-style-type: none"> • Approval of 2025 School Tax rate on August 19, 2025 	Chief Financial Officer
	July 25, 2025	Certified Local Property Tax Values - Date Set by Law	Hidalgo County Appraisal District
	July 25, 2025	Certified State Property Values – Date Set by Law	State Comptroller’s Office

**MCALLEN INDEPENDENT SCHOOL DISTRICT
2025-2026 FISCAL YEAR
BUDGET DEVELOPMENT CALENDAR**

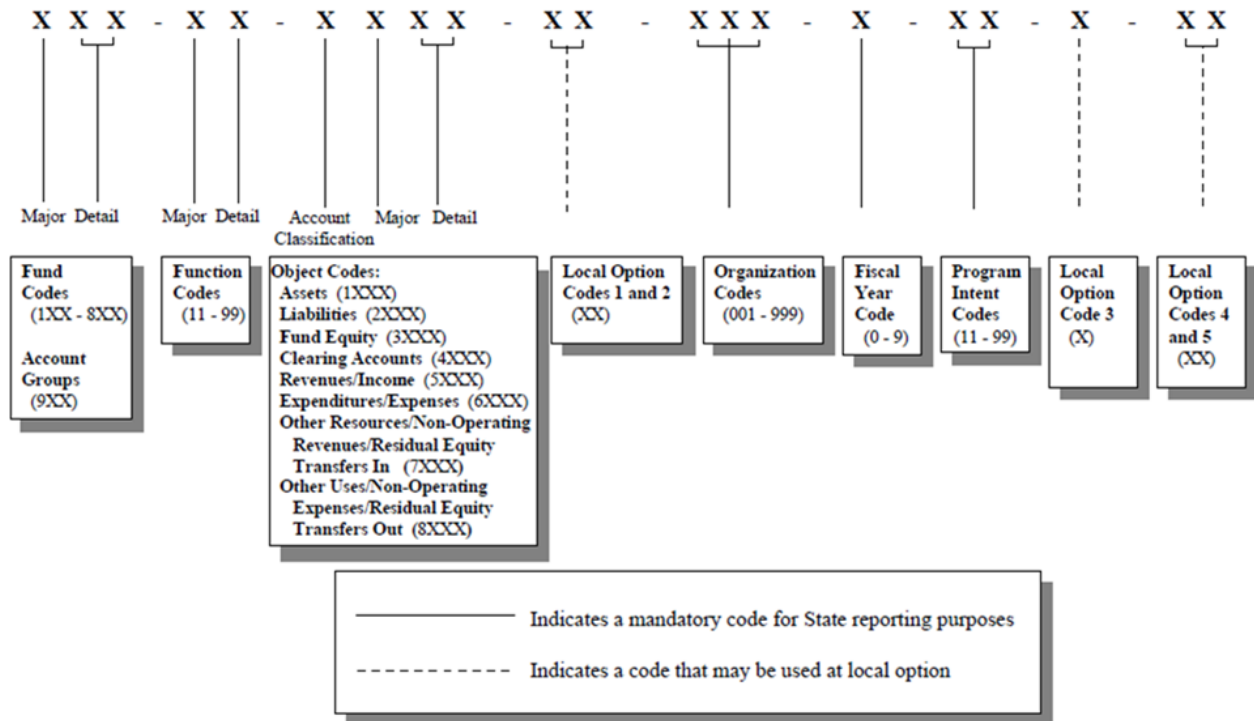
√	Due Dates	Activity/Process	Responsibility
	July 29, 2025	<p><u>Board Agenda Title for August:</u> “Approval and Adoption of the Resolution for the 2025 School Tax Rate”</p> <hr/> <p><u>Possible:</u> Public Meeting: “Approval of Setting Public Meeting Date and Vote on Proposed 2025 School Tax Rate” (10-30 days)</p>	Hidalgo County Appraisal District Board of Trustees Chief Financial Officer
	August 4, 2025	<p>Schedules to Hidalgo County Tax Office based on Certified Property Values</p> <ul style="list-style-type: none"> • Debt Schedule • Effective Tax Rate (need to maintain) • Public Notice 	Chief Financial Officer
	August 13, 2025	<p><u>Possible:</u> 2nd notice based on Certified Property Values to The Monitor for: If tax rate higher than what was published in May. “Notice of Public Meeting to discuss Proposed 2025 School Tax Rate” (10-30 days)</p>	Hidalgo County Tax Office
	August 26, 2025	<p>Approval and Adoption of the Resolution for the 2025 School Tax Rate:</p> <ul style="list-style-type: none"> • Include special tax verbiage in Larger Typeset and Sample Home Value, if applicable, on Resolution • Tax Rate must be adopted by September 29 or 60 days after Certified Roll, whichever date is later • Approve separately not as part of Consent Agenda <p>Must be by Record Vote (Verbal Individual Vote @ 60% or 5 “Ayes”)</p> <hr/> <p><u>Possible:</u> Public Hearing for Proposed 2025 School Tax Rate</p>	Chief Financial Officer
	August 27, 2025	<ul style="list-style-type: none"> • McAllen ISD Web Posting of Adopted Budget - Updated for Tax Rate Verbiage (Post for three (3) years) • Tax Rate Resolution - Send Resolution to Hidalgo County Tax Office, Hidalgo County Appraisal District, and Delinquent Tax Attorney/PVS • Tax Rate History (Post on Web Site) 	Office of Marketing & Communications Business Office

Account Code Structure

Section 44.007 of the Texas Education Code requires that a standard district fiscal accounting system be adopted by each school district. The system must meet at least the minimum requirements prescribed by the State Board of Education and also be subject to review and comment by the state auditor. Additionally, the accounting system must conform to Generally Accepted Accounting Principles (GAAP). This section further requires that a report be provided at the time that the school district budget is filed, showing financial information sufficient to enable the state board of education to monitor the funding process and to determine educational system costs by school district, campus and program.

A major purpose of the following accounting code structure is to establish the standard school district fiscal accounting system required by law. Although certain codes within the overview may be used at local option, the sequence of the codes within the structure, and the funds and chart of accounts, are to be uniformly used by all school districts in accordance with generally accepted accounting principles.

The Code Structure



Fund

A mandatory three-digit code is to be used for all financial transactions to identify the fund group and specific fund. The first digit identifies the fund group, and the second and third digits identify the fund. School district accounting systems are organized and operated on a fund basis. A fund is an accounting entity with a self-balancing set of accounts recording financial resources and liabilities. A school district designates the fund's financial resources for a distinct purpose. The fund's purpose can be established by the state or federal government as well as the school district.

Function

A mandatory two-digit code applied to expenditures/expenses that identify the purpose of the transaction. The first digit identifies the major class and the second digit refers to the specific function within the area. A function represents a general operational area in a school district and groups together related activities. Most school districts use all of the functions in the process of educating students or organizing the resources to educate students. For example, in order to provide the appropriate atmosphere for learning, school districts transport students to school, teach students, feed students and provide health services. Each of these activities is a function.

Object Code

A mandatory four-digit code that identifies the nature and object of an account, a transaction or a source. The first of the four digits identifies the type of account or transaction, the second digit identifies the major area, and the third and fourth digits provide further sub-classifications.

Revenue object codes are four-digit object codes, and are the sixth through ninth digits in the code structure. These codes are distinguished from other types of object codes as they always begin with the digit "5." There are three major sources: local sources, state sources and federal sources. School districts must account for a variety of revenues, including property taxes, foundation fund entitlements, user charges and grants. Governmental Accounting Standards Board (GASB) Codification 1600.106 states that revenues and other governmental fund financial resource increments are recognized when they are susceptible to accrual, which means they must be both measurable and available. Revenues are measurable when the amount of the revenues is subject to reasonable estimation. To be available, revenues must be subject to collection within the current period, or after the end of the period but in time to pay liabilities outstanding at the end of the current period.

Expenditures/expenses should be classified by the major object classes according to the types of items purchased or services obtained. These codes are distinguished from other types of object codes as they always begin with the digit "6." An expenditure/expense account identifies the nature and object of an account, or a transaction. The major object codes used in this document are: Payroll Costs, Professional and Contracted Services, Supplies and Materials, Other Operating Costs, Debt Service and Capital Outlay. The school district's accounting records are to reflect expenditures/expenses at the most detail level, as depicted in the chart of accounts (4 digits) for accounting and Public Education Information Management System (PEIMS) reporting (actual data) purposes. For PEIMS budget reporting purposes, expenditures/expenses are reported to the second digit of detail (6100, 6200, etc.) If a school district needs to use codes in addition to the mandatory codes for managerial purposes, the optional codes provided for local use in the code structure should be used.

FUND CODES

CODE	FUND DESCRIPTION	CODE	FUND DESCRIPTION
	GENERAL FUND		
101	FOOD SERVICE	289	289(I)-UTRGV MENTAL HEALTH ACCESS GRANT
103	FOOD SERVICE FFV		289(Z)-EMERGENCY CONNECTIVITY FUND
123	PAYROLL CLEARING		SPECIAL REVENUE FUNDS
124	ACCOUNTS PAYABLE CLEARING		(FEDERALLY FUNDED SSA) 290-379
125	CREDIT CARD CLEARING	315	SSA-IDEA-PART B, DISCRETIONARY (DEAF)
126	CASH MANAGEMENT CLEARING	340	SSA-IDEA, PART C, EARLY INTERVENTION (DEAF)
153	HIGH SCHOOL ALLOTMENT (FOUNDATION SCHOOL FUND)		SPECIAL REVENUE FUNDS
155	COLLEGE CAREER MILITARY READINESS		(STATE PROGRAMS) 380-429
156	EARLY EDUCATION ALLOTMENT	397	ADVANCED PLACEMENT/INTERNATIONAL BACCALAUREATE INCENTIVE PROGRAM
157	DYSLEXIA	410	INSTRUCTIONAL MATERIALS FUND
158	SCHOOL SAFETY ALLOTMENT	428	STATE FUNDED SPECIAL REVENUE FUNDS
162	CAREER AND TECHNICAL EDUCATION (FOUNDATION SCHOOL FUND)		428(O)-ACHIEVEMENT ACADEMY TEACHER STIPENDS
163	ADVANCED LEARNERS / G&T (FOUNDATION SCHOOL FUND)		428(F)- SPECIAL EDUCATION FISCAL SUPPORT ROUND 2
164	BILINGUAL / ESL (FOUNDATION SCHOOL FUND)	429	STATE FUNDED SPECIAL REVENUE FUNDS
173	SPECIAL EDUCATION (FOUNDATION SCHOOL FUND)		429(801-0)-LAW ENFORCEMENT OFFICER STANDARDS AND EDUCATION
183	ATHLETICS		429(1XX-0)-READY TO READ
184	FINE ARTS		429(I)-LASO GRANT
193	STATE COMPENSATORY (FOUNDATION SCHOOL FUND)		429(J)-DYSLEXIA GRANT
194	CORONAVIRUS RELIEF FUND- CARES ACT		429(M)-TEACHER TRAINING REIMBURSEMENT
195	ADVERTISING		429(P)-SCHOOL SAFETY STANDARDS
197	MAINTENANCE TAX NOTES		429(R)-RIFLE RESISTANT BODY ARMOR GRANT
199	GENERAL FUND		429(S)-TEXAS STRATEGIC STAFFING
			429(T)- BULLET RESISTANT SHIELDS
			429(V)- BULLETPROOF VESTS
			429(Z)-SPAT-SILENT PANIC ALERT

R

R

FUND CODES

CODE	FUND DESCRIPTION	CODE	FUND DESCRIPTION
	SPECIAL REVENUE FUNDS		SHARED SERVICE ARRANGEMENTS
	(FEDERAL PROGRAMS) 200-289	435	REGIONAL DAY SCHOOL FOR THE DEAF
211	ESEA TITLE I, PART A-IMPROVING BASIC PROGRAMS		SPECIAL REVENUE FUNDS
212	ESEA TITLE I, PART C-EDUCATION OF MIGRATORY CHILDREN		(LOCAL PROGRAMS) 461-499
224	IDEA-PART B, FORMULA	498	LOCALLY FUNDED SPECIAL REVENUE
225	IDEA-PART B, PRESCHOOL		498(I)-TPS SAFETY GRANT PROGRAM
244	CAREER AND TECHNICAL - BASIC GRANT		498(Z)- NO KID HUNGRY GRANT
255	ESEA TITLE II, PART A-TEACHER AND PRINCIPAL TRAINING AND RECRUITING		DEBT SERVICE FUND
266	CARES ESSER	599	DEBT SERVICE FUND
263	TITLE III, PART A-ENGLISH LANGUAGE ACQUISITION & LANGUAGE ENHANCEMENT		CAPITAL PROJECT FUNDS
263	TITLE III, PART A-IMMIGRANT	619	MISD-MTN 2020
272	MEDICAID ADM CLAIMING PROGRAM	620	MTN 2020
284	GEAR UP	697	UTRGV COLLEGIATE ACADEMY
279	TCLAS-ESSER III	698	CAPITAL PROJECTS FUND
280	ARP HOMELESS II		ENTERPRISE FUNDS (PROPRIETARY)
281	CRRSA ESSER II	713	PROJECT SAFE AND SECURE
282	ESSER III	716	PRE-K
287	FEDERALLY FUNDED SPECIAL REVENUE FUNDS		INTERNAL SERVICE FUNDS
	287(Z)-DEPARTMENT OF JUSTICE EQUITABLE SHARING FUNDS	753	HEALTH INSURANCE
R 288	FEDERALLY FUNDED SPECIAL REVENUE FUNDS	771	TEXAS EMPLOYMENT COMMISSION
	288(O)-LEP SUMMER SCHOOL	772	WORKER'S COMPENSATION
	288(M)-SCHOOL VIOLENCE PREVENTION PROGRAM-SVPP		PRIVATE PURPOSE TRUST FUNDS
	288(Z)-PREVENTING SCHOOL VIOLENCE PROGRAM-FAMILY TREATMENT	829	SCHOLARSHIPS- PRIVATE PUROSE
289	FEDERALLY FUNDED SPECIAL REVENUE FUNDS		PENSION AND OTHER EMPLOYEE BENEFIT TRUST FUNDS
	289(O/A)-TITLE IV, PART A, SUB PART 1	859	457 ACCOUNTS PENSION / OTHER EMPLOYEE BENEFIT TRUST
	289 (H)-COVID-19 PUBLIC HEALTH (NURSE'S GRANT)		

FINANCIAL SECTION



Introduction

The Financial Section provides specific fiscal information regarding the various funds of the District. By law, the Board of Trustees must approve annual budgets for the *General Fund* (which includes Food Service Fund) and *Debt Service Fund*. The General Fund and Debt Service Fund are included in this section. The District has administratively opted to officially adopt the *Capital Projects Fund*. *Special Revenue Funds* and *Proprietary Funds* are also included for informational purposes only.

The Financial Section begins with the Two-Year Revenue Comparison by Object Code - General, Debt Service and Capital Projects Funds financial schedule. A summary of major funds are provided in the form of charts and graphs comparing the 2025-2026 Proposed Budget to the 2024-2025 Original Budget. An 8-year data summary is included for the Summary All Funds Forecast, which includes the General Fund, Debt Service Fund and Capital Projects Fund. The General Fund, Debt Service Fund and Capital Projects Fund also have individual 8-year data summaries. The remaining Financial Section provides the reader with specific information for all District funds.

Special Revenue Funds are governmental funds used to account for the proceeds of specific revenue sources that are legally restricted to expenditures for specified purposes. These funds utilize the modified accrual basis of accounting.

Governmental Funds are reported using the current financial resources measurement focus and the modified accrual basis of accounting. This basis of accounting recognizes revenues in the accounting period in which they become available and measurable. Expenditures are recognized when the related fund liability is incurred. For budgetary purposes, the cash basis of accounting is used. This basis of accounting recognizes revenue when it is received and expenses when they are paid.



Revenue and Expenditure Assumptions and Trends

This section outlines the key financial assumptions for 2025–2026, including revenue projections, major expenditure categories, and the impact of recent state legislation on district finances.

The McAllen ISD 2025–2026 Annual Budget reflects a fiscally responsible plan to allocate revenues, fund balance, and appropriations in alignment with the District’s mission, vision, goals, and strategic priorities. Budget assumptions are based on current economic conditions, legislative updates, enrollment trends, prior year actuals, and funding formulas. This section has been updated in accordance with the McAllen ISD Annual Comprehensive Financial Report (ACFR) for the year ended June 30, 2024.

Revenue Overview

- **5700 - Local Revenues:** Local revenues are lower due to the end of the interlocal agreement with the University of Texas – Rio Grande Valley (UTRGV) for the Collegiate Academy and a decrease in property tax collections. This reduction results from the voter-approved Proposition 4 (Nov. 2023), which increased the homestead exemption from \$40,000 to \$100,000 and added tax rate compression. The 2025 legislative session extended this impact with Senate Bill 4, raising the homestead exemption to \$140,000, further compressing the M&O tax rate with state-funded hold harmless provisions. Despite a 3.79% increase in preliminary property values from the prior year’s certified value of \$8.836 billion to \$9.171 billion, the proposed M&O tax rate for 2025–2026 is \$0.8022 and the I&S tax rate is \$0.1616, resulting in a total proposed tax rate of \$0.9638. Tax collections are based on a strong 96% collection rate, consistent with historical trends. Interest earnings are higher due to favorable market conditions.
- **5800 - State Revenues:** State revenues are higher due to increases in State Funding provided by House Bill 2, which allocates \$8.5 billion in new education funding statewide. This includes additional allotments to offset local tax compression and expand funding for compensation, operations, safety, and special education. The Basic Allotment increases for the first time since 2019, and the Guaranteed Yield may also be positively affected. While ADA is projected to decrease based on trend analysis, funding is held stable or increased due to these state-level adjustments.
- **5900 - Federal Revenues:** Federal revenue assumptions reflect decreased SHARS (School Health and Related Services) prior-year settle-up payments. Recent changes in Medicaid reimbursement practices have created uncertainty and variability in SHARS revenue across Texas school districts.
- **7900 - Other Resources:** No other resources are budgeted for FY 2025–2026.
- **Fund Balance:** The General Fund is budgeted to use fund balance to cover projected shortfalls. Capital Projects Funds will use fund balance to carry forward one-time projects from 2024–2025. Per the ACFR, this strategy aligns with maintaining long-term fiscal sustainability. The District continues to implement cost-saving measures to reduce reliance on fund balance and prioritize non-recurring expenditures.

Appropriation Overview

- **6100 - Payroll Costs:** Payroll expenditures reflect salary increases required by House Bill 2 and additional local compensation enhancements. HB 2 mandates include:
 - \$5,000 raise for teachers with 5+ years of experience (in districts with >5,000 students)
 - \$2,500 raise for teachers with 3–4 years of experience
 - \$45 per ADA to fund raises for non-administrative staff

In addition, McAllen ISD has implemented:

- A 2.5% increase from midpoint for all professional non-teaching staff
- A raise for paraprofessionals and auxiliary staff equal to the greater of 2.5% of midpoint or \$0.75/hour
- An increase in the District’s employer contribution to the self-funded health insurance plan to \$521.50 per month or \$6,258 annually per employee

Post-employment benefits are available on a voluntary basis and fully paid by employees.

- **6200 - Contracted Services:** Increased due to higher utility costs (electricity, water, telephone).
- **6300 - Supplies and Materials:** Higher in Food Service due to national inflation and labor costs; general supply expenses are reduced due to a conservative spending approach.
- **6400 - Other Operating Costs:** Increased insurance premiums for 2025–2026 offset by reduced discretionary operating costs.
- **6500 - Debt Services:** Slight increase tied to capital lease interest obligations.
- **6600 - Capital Outlay:** Reflects carryover projects and new investments funded by Maintenance Tax Notes Series 2020. One major project is the implementation of the **Silent Panic Alert Technology (SPAT) system**. See page 133 for full project list.
- **8900 - Other Uses:** No expenditures budgeted under this code for FY 2025–2026.

Legislative Summary

The 89th Texas Legislature enacted several measures that affect the District’s financial outlook:

- **Senate Bill 4:** Increases the homestead exemption from \$100,000 to \$140,000 beginning January 1, 2025. Also expands exemptions for individuals over 65 and those with disabilities. Requires voter approval in November 2025. State funds will offset the resulting decline in taxable value.
- **Senate Bill 23:** Further enhances exemptions for qualifying homeowners. Also pending voter approval.
- **House Bill 2:** Allocates \$8.5 billion in new public education funding, including:
 - Teacher and support staff raises (as detailed above)
 - Formalized retention allotments
 - Increases for school safety, special education, and operations

These legislative provisions are incorporated into current assumptions where possible. Funding changes tied to voter approval will be tracked closely and modeled for fiscal impact.



**2025-2026
CAPITAL OUTLAY PROJECTS**

Projects for 2025-2026	Original Budget	Fund Code	Fund Source	Life Span	Replacement Schedule (RS) / FEMP	Additional Cost on an Annual Basis	Cost Savings on an Annual Basis
Department of Technology							
Silent Panic Alert System	\$ 1,081,208	620	MTN-2020	10 Years	N/A	\$ 208,000	N/A
Generator additions at Travis MS, Morris MS, Brown MS and McAllen Memorial Veterans Stadium	\$ 126,000	620	MTN-2020	15 Years	N/A	\$ 1,600	N/A
Facilities, Maintenance and Operations							
HVAC Chillers installation	\$ 309,030	620	MTN-2020	15 Years	RS/FEMP	N/A	N/A
Food Service Administration							
1 Refrigerated truck	\$ 190,000	101	Food Service	10-15 Years	N/A	N/A	\$ 7,000
2 Forklifts	\$ 120,000	101	Food Service	10-12 Years	RS	N/A	\$ 14,000
2 Electric Pallet Jacks	\$ 40,000	101	Food Service	7-10 Years	RS	N/A	\$ 1,000
5 Ice Machines	\$ 25,000	101	Food Service	4-10 Years	RS	N/A	N/A
5 Walk-In Freezers	\$ 150,000	101	Food Service	15-25 Years	RS	N/A	\$ 4,500
Grand Total	\$ 2,041,238						

FEMP - Facilities Education Master Plan

MTN - Maintenance Tax Notes

RS - Replacement Schedule

N/A - Not Applicable

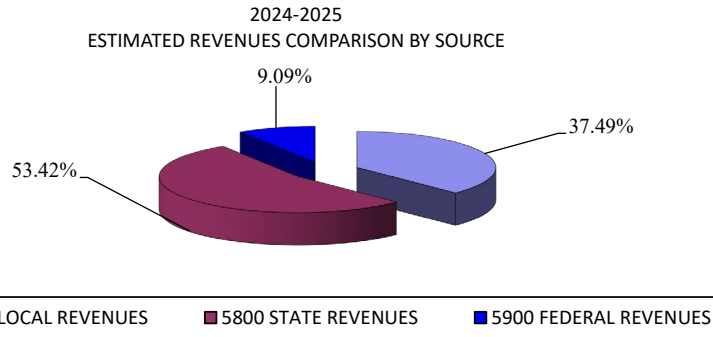
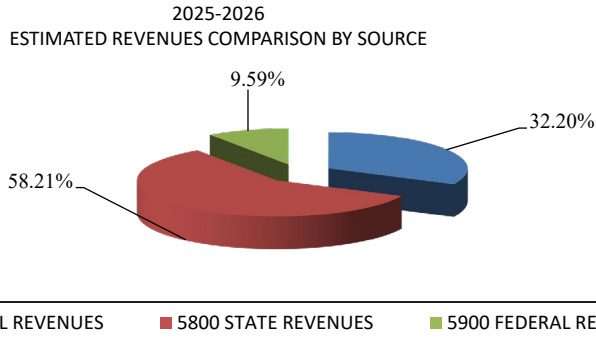
MCALLEN INDEPENDENT SCHOOL DISTRICT
Two Year Budget Comparison of General, Debt Service, and
Capital Projects Funds

		REVENUES		
		Proposed Budget 2025-2026 07/01/2025	Original Budget 2024-2025 07/01/2024	Difference
<i>LOCAL PROGRAM REVENUES</i>				
5711	TAXES-CURRENT YEAR LEVY	79,577,463	90,407,977	(10,830,514)
5712	TAXES-PRIOR YEARS	2,483,317	2,786,716	(303,399)
5700	OTHER	7,730,339	5,537,542	2,192,797
		<u>\$89,791,119</u>	<u>\$98,732,235</u>	<u>(\$8,941,116)</u>
<i>STATE PROGRAM REVENUES</i>				
5800	STATE PROGRAM REVENUES	\$162,342,929	\$140,703,661	\$21,639,268
<i>FEDERAL PROGRAM REVENUES</i>				
5900	FEDERAL PROGRAM REVENUES	\$26,739,389	\$23,947,355	\$2,792,034
<i>OTHER RESOURCES</i>				
7900	OTHER RESOURCES	\$0	\$0	\$0
Sub-Total Revenue and Other Sources		<u>\$278,873,437</u>	<u>\$263,383,251</u>	<u>\$15,490,186</u>
<i>FUND BALANCE CONTRIBUTIONS</i>				
194	ESSER II - LOCAL	0	0	0
199	GENERAL FUND	594,328	4,500,000	(3,905,672)
599	DEBT SERVICE FUND	0	0	0
619	MISD MTN-2020	0	0	0
620	MTN-2020	1,594,007	4,560,231	(2,966,224)
697	UTRGV COLLEGIATE ACADEMY MISD	0	120,422	(120,422)
698	CAPITAL PROJECTS	0	247,001	(247,001)
Sub-Total Contributions		<u>\$2,188,335</u>	<u>\$9,427,654</u>	<u>(\$7,239,319)</u>
Grand Total		<u><u>\$281,061,772</u></u>	<u><u>\$272,810,905</u></u>	<u><u>\$8,250,867</u></u>
APPROPRIATIONS				
		Proposed Budget 2025-2026 07/01/2025	Original Budget 2024-2025 07/01/2024	Difference
6100	PAYROLL COSTS	217,753,866	208,609,289	9,144,577
6200	PROFESSIONAL & CONTRACTED	14,196,048	13,199,314	996,734
6300	SUPPLIES & MATERIALS	22,468,277	20,485,072	1,983,205
6400	OTHER OPERATING COSTS	6,214,316	6,858,278	(643,962)
6500	DEBT SERVICE	18,388,027	18,764,606	(376,579)
6600	CAPITAL OUTLAY	2,041,238	4,894,346	(2,853,108)
Total Expenditures		<u>\$281,061,772</u>	<u>\$272,810,905</u>	<u>\$8,250,867</u>
8900	OTHER USES	0	0	0
Grand Total		<u><u>\$281,061,772</u></u>	<u><u>\$272,810,905</u></u>	<u><u>\$8,250,867</u></u>
Excess/(Deficiency)		\$0	\$0	\$0

MCALLEN INDEPENDENT SCHOOL DISTRICT

Two Year Budget Comparison of Revenues by Object Code
 General, Debt Service and Capital Projects Funds
 2025-2026 ADA - 17,685.65 2024-2025 ADA 17,717.00

Revenue Code	Description	Percent of Total	Proposed Budget		Percent of Total	Original Budget	
			2025-2026 07/01/2025	Revenues Per ADA		2024-2025 07/01/2024	Revenues Per ADA
5700	LOCAL REVENUES	32.20%	\$ 89,791,119	\$ 5,077	37.49%	\$ 98,732,235	\$ 5,573
5800	STATE REVENUES	58.21%	162,342,929	9,179	53.42%	140,703,661	7,942
5900	FEDERAL REVENUES	9.59%	26,739,389	1,512	9.09%	23,947,355	1,352
	Total	100.00%	<u>\$ 278,873,437</u>	<u>\$ 15,768</u>	100.00%	<u>\$ 263,383,251</u>	<u>\$ 14,867</u>
7900	OTHER RESOURCES		-	-		-	
FUND BALANCE CONTRIBUTIONS							
	199 GENERAL FUND		594,328	34		4,500,000	254
	620 MTN-2020		1,594,007	90		4,560,231	257
	697 UTRGV COLLEGIATE ACADEMY		-	-		120,422	7
	698 MISD CAPITAL PROJECTS		-	-		247,001	14
	Grand Total		<u>\$ 281,061,772</u>	<u>\$ 15,892</u>		<u>\$ 272,810,905</u>	<u>\$ 15,399</u>



MCALLEN INDEPENDENT SCHOOL DISTRICT

Appropriations

Budget Summary-General, Debt Service, and Capital Projects Funds

		Proposed Budget 2025-2026 07/01/2025	Original Budget 2024-2025 07/01/2024	Difference
GENERAL FUND				
101	FOOD SERVICE	\$ 24,298,657	\$ 21,823,941	\$ 2,474,716
155	COLLEGE CAREER MILITARY READINESS	1,163,673	798,297	365,376
156	EARLY EDUCATION ALLOTMENT	3,538,072	2,953,122	584,950
157	DYSLEXIA	1,545,094	1,331,750	213,344
158	SCHOOL SAFETY ALLOTMENT	1,446,592	657,891	788,701
162	CAREER TECHNICAL ED	9,135,067	8,596,239	538,828
163	ADV LEARNERS/G&T	390,396	388,592	1,804
164	BILINGUAL/ESL	2,247,461	2,425,982	(178,521)
173	SPECIAL EDUCATION	26,764,433	23,504,670	3,259,763
183	ATHLETICS	6,380,324	6,260,365	119,959
184	FINE ARTS	2,577,667	2,455,120	122,547
193	STATE COMPENSATORY	11,700,703	13,210,923	(1,510,220)
195	ADVERTISING	34,000	41,250	(7,250)
197	MAINTENANCE TAX NOTES	3,914,378	3,915,634	(1,256)
199	GENERAL FUND	<u>170,428,858</u>	<u>165,236,375</u>	<u>5,192,483</u>
		\$ <u>265,565,375</u>	\$ <u>253,600,151</u>	\$ <u>11,965,224</u>
DEBT SERVICE FUND				
599	DEBT SERVICE FUND	\$ <u>13,902,390</u>	\$ <u>14,283,100</u>	\$ <u>(380,710)</u>
		\$ <u>13,902,390</u>	\$ <u>14,283,100</u>	\$ <u>(380,710)</u>
CAPITAL PROJECTS FUND				
620	MTN-2020	1,594,007	4,560,231	(2,966,224)
697	UTRGV COLLEGIATE ACADEMY		120,422	(120,422)
698	MISD CAPITAL PROJECTS	-	247,001	(247,001)
		\$ <u>1,594,007</u>	\$ <u>4,927,654</u>	\$ <u>(3,333,647)</u>
	Sub-Total All Funds	\$ 281,061,772	\$ 272,810,905	\$ 8,250,867
	Other Uses 8xxx	\$ -	-	-
	Total All Funds	\$ <u>281,061,772</u>	\$ <u>272,810,905</u>	\$ <u>8,250,867</u>

MCALLEN INDEPENDENT SCHOOL DISTRICT

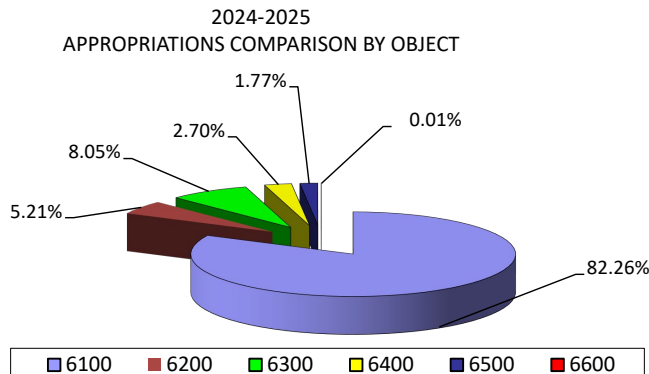
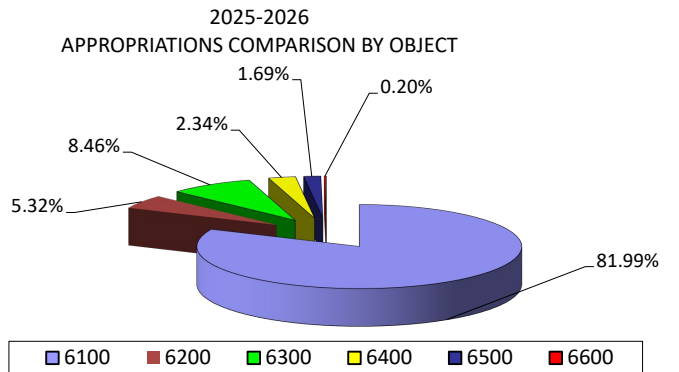
Two Year Budget Comparison of Appropriations by Object Code General, Debt Service and Capital Projects Funds

Object Code	Description	Percent of Total	Proposed Budget 2025-2026 07/01/2025	Percent of Total	Original Budget 2024-2025 07/01/2024
GENERAL FUND					
6100	PAYROLL COSTS	81.99%	\$ 217,753,866	82.26%	\$ 208,609,289
6200	PROF & CONTRACTED SERVICES	5.32%	14,118,279	5.21%	13,199,314
6300	SUPPLIES & MATERIALS	8.46%	22,468,277	8.05%	20,414,239
6400	OTHER OPERATING COSTS	2.34%	6,214,316	2.70%	6,858,278
6500	DEBT SERVICE	1.69%	4,485,637	1.77%	4,481,506
6600	CAPITAL OUTLAY	0.20%	525,000	0.01%	37,525
Total		100.00%	\$ 265,565,375	100.00%	\$ 253,600,151
DEBT SERVICE FUND					
599	DEBT SERVICE FUND		13,902,390		14,283,100
CAPITAL PROJECTS FUNDS					
620	MTN-2020		1,594,007		4,560,231
697	UTRGV COLLEGIATE ACADEMY		-		120,422
698	MISD CAPITAL PROJECTS		-		247,001
OTHER USES 8xxx					
			-	-	
Grand Total			\$ 281,061,772	\$ 272,810,905	

Payroll Costs - Percent of Total less
*Non-Monetary On-Behalf

*81.00%

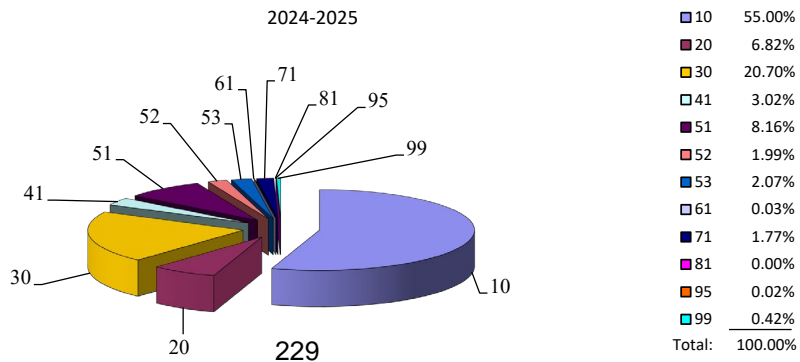
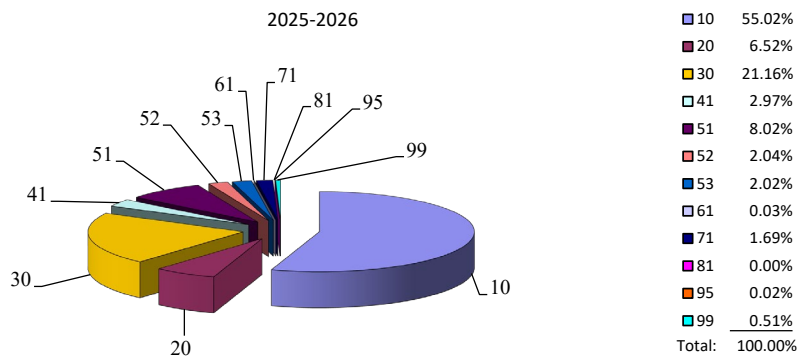
*81.24%



MCALLEN INDEPENDENT SCHOOL DISTRICT
 Two Year Budget Comparison of Appropriations by Function
 General, Debt Service and Capital Projects Funds

Function Code	Description	Percent of Total	Proposed Budget 2025-2026 07/01/2025	Percent of Total	Original Budget 2024-2025 7/1/2024
GENERAL FUND					
10	INSTRUCTIONAL & INSTRUCTIONAL RELATED SERVICES	55.02%	\$ 146,110,384	55.00%	\$ 139,483,436
20	INSTRUCTIONAL & SCHOOL LEADERSHIP	6.52%	17,312,587	6.82%	17,302,626
30	SUPPORT SERVICES-STUDENT (PUPIL)	21.16%	56,183,838	20.70%	52,489,000
41	ADMINISTRATIVE SUPPORT SERVICES	2.97%	7,892,182	3.02%	7,650,393
51	PLANT MAINTENANCE & OPERATIONS	8.02%	21,305,420	8.16%	20,698,687
52	SECURITY & MONITORING SERVICES	2.04%	5,411,206	1.99%	5,048,236
53	DATA PROCESSING SERVICES	2.02%	5,372,159	2.07%	5,251,154
61	COMMUNITY SERVICES	0.03%	92,015	0.03%	82,415
71	DEBT SERVICE	1.69%	4,485,637	1.77%	4,481,506
81	FAC ACQ AND CONSTRUCTION	0.00%	5,000	0.00%	-
95	PAYMENT TO JUVENILE JUSTICE	0.02%	40,000	0.02%	40,000
99	OTHER INTERGOV. CHARGES	0.51%	1,354,947	0.42%	1,072,698
	Total	100.00%	\$ 265,565,375	100.00%	\$ 253,600,151
DEBT SERVICES					
	599 DEBT SERVICE FUND		13,902,390		14,283,100
CAPITAL PROJECTS					
	620 MTN-2020		1,594,007		4,560,231
	697 UTRGV COLLEGIATE ACADEMY				120,422
	698 MISD CAPITAL PROJECTS				247,001

OTHER USES 8xxx		-	-
Grand Total		<u>\$ 281,061,772</u>	<u>\$ 272,810,905</u>



MCALLEN INDEPENDENT SCHOOL DISTRICT

Appropriations by Function

Two Year Budget Comparison of General, Debt Service and Capital Projects Funds

	Proposed Budget 2025-2026 07/01/2025	Original Budget 2024-2025 07/01/2024	Difference	2025-2026 % of Total Appropriations
11 INSTRUCTION	138,697,011	132,270,921	6,426,090	49.36%
12 INSTRUCTIONAL RES & MEDIA SERV	3,388,065	3,349,732	38,333	1.21%
13 CURR DEV & INSTRUCTIONAL DEV	4,025,308	3,862,783	162,525	1.43%
21 INSTRUCTIONAL LEADERSHIP	2,882,352	3,460,537	(578,185)	1.03%
23 SCHOOL LEADERSHIP	14,430,235	13,842,089	588,146	5.13%
31 COUNSEL AND EVALUATION	11,873,258	10,829,063	1,044,195	4.22%
32 SOCIAL WORK SERVICES	1,937,220	1,970,180	(32,960)	0.69%
33 HEALTH SERVICES	3,015,984	3,026,343	(10,359)	1.07%
34 STUDENT TRANSPORTATION	4,636,380	4,940,668	(304,288)	1.65%
35 FOOD SERVICES	24,301,030	21,826,304	2,474,726	8.65%
36 EXTRACURRICULAR ACTIVITIES	10,419,966	9,896,442	523,524	3.71%
41 GENERAL ADMINISTRATION	7,892,182	7,650,393	241,789	2.81%
51 FACILITIES MAINT & OPERATIONS	21,305,420	20,977,730	327,690	7.58%
52 SECURITY AND MONITORING SERV	6,492,414	5,048,236	1,444,178	2.31%
53 DATA PROCESSING SERVICES	5,575,928	5,251,154	324,774	1.98%
61 COMMUNITY SERVICES	92,015	82,415	9,600	0.03%
71 DEBT SERVICE	18,388,027	18,764,606	(376,579)	6.54%
81 FACILITIES ACQ & CONSTRUCTION	314,030	4,648,611	(4,334,581)	0.11%
95 PYMTS TO JUVENILE JUSTICE	40,000	40,000	0	0.01%
99 OTHER INTERGOVT CHARGES	1,354,947	1,072,698	282,249	0.48%
Total Appropriations	\$281,061,772	\$272,810,905	\$8,250,867	100.00%
Other Uses 8xxx	\$0	\$0	\$0	0.00%
Grand Total	\$281,061,772	\$272,810,905	\$8,250,867	100.00%

MCALLEN INDEPENDENT SCHOOL DISTRICT

Appropriations by Function General Fund, Debt Service and Capital Projects Funds 2025-2026

			General Fund	Debt Service Fund	Capital Projects Funds	Total All Funds
<i>INSTRUCTION</i>						
	11					
6100	PAYROLL COSTS		131,823,301	-	-	131,823,301
6200	PROFESSIONAL & CONTRACTED SERV		1,980,249	-	-	1,980,249
6300	SUPPLIES & MATERIALS		4,507,465	-	-	4,507,465
6400	OTHER OPERATING COSTS		385,996	-	-	385,996
6600	CAPITAL OUTLAY		-	-	-	-
			138,697,011	-	-	138,697,011
<i>INSTRUCTIONAL RES & MEDIA SERV</i>						
	12					
6100	PAYROLL COSTS		2,993,062	-	-	2,993,062
6200	PROFESSIONAL & CONTRACTED SERV		78,919	-	-	78,919
6300	SUPPLIES & MATERIALS		306,759	-	-	306,759
6400	OTHER OPERATING COSTS		9,325	-	-	9,325
6600	CAPITAL OUTLAY		-	-	-	-
			3,388,065	-	-	3,388,065
<i>CURR DEV & INSTRUCTIONAL DEV</i>						
	13					
6100	PAYROLL COSTS		3,041,700	-	-	3,041,700
6200	PROFESSIONAL & CONTRACTED SERV		513,883	-	-	513,883
6300	SUPPLIES & MATERIALS		212,988	-	-	212,988
6400	OTHER OPERATING COSTS		256,737	-	-	256,737
6600	CAPITAL OUTLAY		-	-	-	-
			4,025,308	-	-	4,025,308
<i>INSTRUCTIONAL LEADERSHIP</i>						
	21					
6100	PAYROLL COSTS		2,521,596	-	-	2,521,596
6200	PROFESSIONAL & CONTRACTED SERV		123,710	-	-	123,710
6300	SUPPLIES & MATERIALS		172,965	-	-	172,965
6400	OTHER OPERATING COSTS		64,081	-	-	64,081
6600	CAPITAL OUTLAY		-	-	-	-
			2,882,352	-	-	2,882,352
<i>SCHOOL LEADERSHIP</i>						
	23					
6100	PAYROLL COSTS		13,867,554	-	-	13,867,554
6200	PROFESSIONAL & CONTRACTED SERV		107,671	-	-	107,671
6300	SUPPLIES & MATERIALS		245,282	-	-	245,282
6400	OTHER OPERATING COSTS		209,728	-	-	209,728
6600	CAPITAL OUTLAY		-	-	-	-
			14,430,235	-	-	14,430,235
<i>COUNSEL AND EVALUATION</i>						
	31					
6100	PAYROLL COSTS		10,987,710	-	-	10,987,710
6200	PROFESSIONAL & CONTRACTED SERV		117,919	-	-	117,919
6300	SUPPLIES & MATERIALS		715,449	-	-	715,449
6400	OTHER OPERATING COSTS		52,180	-	-	52,180
6600	CAPITAL OUTLAY		-	-	-	-
			11,873,258	-	-	11,873,258
<i>SOCIAL WORK SERVICES</i>						
	32					
6100	PAYROLL COSTS		1,875,358	-	-	1,875,358
6200	PROFESSIONAL & CONTRACTED SERV		35,594	-	-	35,594
6300	SUPPLIES & MATERIALS		14,544	-	-	14,544
6400	OTHER OPERATING COSTS		11,724	-	-	11,724
6600	CAPITAL OUTLAY		-	-	-	-
			1,937,220	-	-	1,937,220

MCALLEN INDEPENDENT SCHOOL DISTRICT

Appropriations by Function General Fund, Debt Service and Capital Projects Funds 2025-2026

			General Fund	Debt Service Fund	Capital Projects Funds	Total All Funds
<i>HEALTH SERVICES</i>						
	33					
6100	PAYROLL COSTS		2,964,696	-	-	2,964,696
6200	PROFESSIONAL & CONTRACTED SERV		11,701	-	-	11,701
6300	SUPPLIES & MATERIALS		37,487	-	-	37,487
6400	OTHER OPERATING COSTS		2,100	-	-	2,100
6600	CAPITAL OUTLAY		-	-	-	-
			3,015,984	-	-	3,015,984
<i>STUDENT TRANSPORTATION</i>						
	34					
6100	PAYROLL COSTS		4,346,455	-	-	4,346,455
6200	PROFESSIONAL & CONTRACTED SERV		114,263	-	-	114,263
6300	SUPPLIES & MATERIALS		574,845	-	-	574,845
6400	OTHER OPERATING COSTS		(-399,183)	-	-	(-399,183)
6600	CAPITAL OUTLAY		-	-	-	-
			4,636,380	-	-	4,636,380
<i>FOOD SERVICES</i>						
	35					
6100	PAYROLL COSTS		10,404,528	-	-	10,404,528
6200	PROFESSIONAL & CONTRACTED SERV		285,163	-	-	285,163
6300	SUPPLIES & MATERIALS		12,986,439	-	-	12,986,439
6400	OTHER OPERATING COSTS		99,900	-	-	99,900
6600	CAPITAL OUTLAY		525,000	-	-	525,000
			24,301,030	-	-	24,301,030
<i>EXTRACURRICULAR ACTIVITIES</i>						
	36					
6100	PAYROLL COSTS		6,714,008	-	-	6,714,008
6200	PROFESSIONAL & CONTRACTED SERV		547,926	-	-	547,926
6300	SUPPLIES & MATERIALS		160,437	-	-	160,437
6400	OTHER OPERATING COSTS		2,997,595	-	-	2,997,595
6600	CAPITAL OUTLAY		-	-	-	-
			10,419,966	-	-	10,419,966
<i>GENERAL ADMINISTRATION</i>						
	41					
6100	PAYROLL COSTS		6,329,837	-	-	6,329,837
6200	PROFESSIONAL & CONTRACTED SERV		787,737	-	-	787,737
6300	SUPPLIES & MATERIALS		222,452	-	-	222,452
6400	OTHER OPERATING COSTS		552,156	-	-	552,156
6600	CAPITAL OUTLAY		-	-	-	-
			7,892,182	-	-	7,892,182
<i>FACILITIES MAINT & OPERATIONS</i>						
	51					
6100	PAYROLL COSTS		11,549,537	-	-	11,549,537
6200	PROFESSIONAL & CONTRACTED SERV		6,878,996	-	-	6,878,996
6300	SUPPLIES & MATERIALS		1,085,967	-	-	1,085,967
6400	OTHER OPERATING COSTS		1,790,920	-	-	1,790,920
6600	CAPITAL OUTLAY		-	-	-	-
			21,305,420	-	-	21,305,420
<i>SECURITY AND MONITORING SERV</i>						
	52					
6100	PAYROLL COSTS		4,795,675	-	-	4,795,675
6200	PROFESSIONAL & CONTRACTED SERV		218,123	-	-	218,123
6300	SUPPLIES & MATERIALS		332,129	-	-	332,129
6400	OTHER OPERATING COSTS		65,279	-	-	65,279
6600	CAPITAL OUTLAY		-	-	1,081,208	1,081,208
			5,411,206	-	1,081,208	6,492,414

MCALLEN INDEPENDENT SCHOOL DISTRICT
Appropriations by Function
General Fund, Debt Service and Capital Projects Funds
2025-2026

		General Fund	Debt Service Fund	Capital Projects Funds	Total All Funds
<i>DATA PROCESSING SERVICES</i>	53				
6100 PAYROLL COSTS		3,453,194	-	-	3,453,194
6200 PROFESSIONAL & CONTRACTED SERV		919,728	-	77,769	997,497
6300 SUPPLIES & MATERIALS		887,269	-	-	887,269
6400 OTHER OPERATING COSTS		111,968	-	-	111,968
6600 CAPITAL OUTLAY		-	-	126,000	126,000
		5,372,159	-	203,769	5,575,928
<i>COMMUNITY SERVICES</i>	61				
6100 PAYROLL COSTS		85,655	-	-	85,655
6200 PROFESSIONAL & CONTRACTED SERV		1,750	-	-	1,750
6300 SUPPLIES & MATERIALS		800	-	-	800
6400 OTHER OPERATING COSTS		3,810	-	-	3,810
		92,015	-	-	92,015
<i>DEBT SERVICE</i>	71				
6500 DEBT SERVICE		4,485,637	13,902,390	-	18,388,027
		4,485,637	13,902,390	-	18,388,027
<i>FACILITIES ACQ & CONSTRUCTION</i>	81				
6200 PROFESSIONAL & CONTRACTED SERV		-	-	-	-
6300 SUPPLIES & MATERIALS		5,000	-	-	5,000
6400 OTHER OPERATING COSTS		-	-	-	-
6600 CAPITAL OUTLAY		-	-	309,030	309,030
		5,000	-	309,030	314,030
<i>PYMTS TO JUVENILE JUSTICE</i>	95				
6200 PROFESSIONAL & CONTRACTED SERV		40,000	-	-	40,000
		40,000	-	-	40,000
<i>OTHER INTERGOVT CHARGES</i>	99				
6200 PROFESSIONAL & CONTRACTED SERV		1,354,947	-	-	1,354,947
		1,354,947	-	-	1,354,947
Total Estimated Appropriations		265,565,375	13,902,390	1,594,007	281,061,772
Total Other Uses		-	-	-	-
Total Appropriations & Other Uses		265,565,375	13,902,390	1,594,007	281,061,772

MCALLEN INDEPENDENT SCHOOL DISTRICT

Budget Summary

General, Debt Service and Capital

Projects Funds 2025-2026

		<u>General Fund</u>	<u>Debt Service Fund</u>	<u>Capital Projects Funds</u>	<u>Total All Funds</u>
5700	LOCAL REVENUES	\$ 75,888,729	\$ 13,902,390	\$ -	\$ 89,791,119
5800	STATE REVENUES	162,342,929	-	-	162,342,929
5900	FEDERAL REVENUES	26,739,389	-	-	26,739,389
7900	OTHER RESOURCES	-	-	-	-

FUND BALANCE CONTRIBUTIONS:

199	GENERAL FUND	594,328	-	-	594,328
599	DEBT SERVICE FUND	-	-	-	-
620	MTN-2020	-	-	1,594,007	1,594,007
	Total Revenues and Fund Balance	<u>\$ 265,565,375</u>	<u>\$ 13,902,390</u>	<u>\$ 1,594,007</u>	<u>\$ 281,061,772</u>

		<u>General Fund</u>	<u>Debt Service Fund</u>	<u>Capital Projects Funds</u>	<u>Total All Funds</u>
11	INSTRUCTION	\$ 138,697,011	\$ -	\$ -	\$ 138,697,011
12	INSTRUCTIONAL RES & MEDIA SERV	3,388,065	-	-	3,388,065
13	CURR DEV & INSTRUCTIONAL DEV	4,025,308	-	-	4,025,308
21	INSTRUCTIONAL LEADERSHIP	2,882,352	-	-	2,882,352
23	SCHOOL LEADERSHIP	14,430,235	-	-	14,430,235
31	GUIDANCE COUNSELING AND EVAL	11,873,258	-	-	11,873,258
32	SOCIAL WORK SERVICES	1,937,220	-	-	1,937,220
33	HEALTH SERVICES	3,015,984	-	-	3,015,984
34	STUDENT TRANSPORTATION	4,636,380	-	-	4,636,380
35	FOOD SERVICES	24,301,030	-	-	24,301,030
36	EXTRACURRICULAR ACTIVITIES	10,419,966	-	-	10,419,966
41	GENERAL ADMINISTRATION	7,892,182	-	-	7,892,182
51	FACILITIES MAINT & OPERATIONS	21,305,420	-	-	21,305,420
52	SECURITY AND MONITORING SERV	5,411,206	-	1,081,208	6,492,414
53	DATA PROCESSING SERVICES	5,372,159	-	203,769	5,575,928
61	COMMUNITY SERVICES	92,015	-	-	92,015
71	DEBT SERVICE	4,485,637	13,902,390	-	18,388,027
81	FACILITIES ACQ & CONSTRUCTION	5,000	-	309,030	314,030
95	PYMTS TO JUVENILE JUSTICE	40,000	-	-	40,000
99	OTHER INTERGOVT CHARGES	1,354,947	-	-	1,354,947
8900	OTHER USES	-	-	-	-
	Total Appropriations	<u>\$ 265,565,375</u>	<u>\$ 13,902,390</u>	<u>\$ 1,594,007</u>	<u>\$ 281,061,772</u>

State Compensatory Education Program

The goal of the State Compensatory Education Program (SCE) is to provide funding to reduce disparity in performance on assessment instruments or disparity in the rates of high school completion between at-risk and economically disadvantaged students in comparison to all other students. The purpose of the SCE program is to increase academic achievement and reduce the dropout rate for these students by providing supplemental programs and services. Under Section 29.081 of the Texas Education Code (TEC), compensatory education is defined in law as programs and/or services designed to supplement the regular education program for students identified as at risk of dropping out of school.

The following is a list of instructional programs and services that are in place and have been designed to close the achievement gap of at-risk and economically disadvantaged students and reduce the drop-out rate.

- At-Risk Assistants at High School level to support students in the content areas
- Sci-Tech Lab Assistants to support science curriculum (Elementary);
- Sci-Tech Teachers to support science curriculum (Middle Schools);
- Graduation Specialists (Grades 6-12) to reduce the drop-out rate and increase the graduation rate for economically disadvantaged and at-risk students;
- Credit Recovery Programs in place at five high schools: McAllen HS, Memorial H.S., Rowe H.S., Lamar Academy, and Achieve Early College HS to provide students with the opportunity to regain credits and graduate with their cohort (in four-year span);
- Extended Day/Week Instruction provided to students (after school, Saturdays, Summer Programs)
- Lamar Academy (Dropout Recovery School staff)
- Lamar Academy Evening Study Center provides students opportunities to attend class in the evening to acquire/regain credit towards graduation around a non-traditional schedule;
- Accelerated Instruction is provided to at-risk and economically disadvantaged students during the Summer School program to close achievement gaps;
- Academic Interventionists from K-5 provide small group instruction to at-risk and economically disadvantaged students who are not performing at grade-level
- Classroom Size Reduction (CSR) teachers are also provided at the secondary level to support the at-risk and economically disadvantaged student
- Social Work Program is in place to support PK3-12 students with their educational and social-emotional needs.

The District funds many other supplemental programs through the State Compensatory Program to support in closing the achievement gap and drop-out rate.

McALLEN INDEPENDENT SCHOOL DISTRICT

Appropriations by Function
Accelerated Instruction Funds
2025-2026

	State Compensatory Fund
11 - INSTRUCTION	129,725
12 - INSTRUCTIONAL RES & MEDIA SERV	-
13 - CURR DEV & INSTRUCTIONAL DEV	22,650
23 - SCHOOL LEADERSHIP	29,036
31 - COUNSEL AND EVALUATION	-
61 - COMMUNITY SERVICES	-
Total Appropriations	<u>181,411</u>

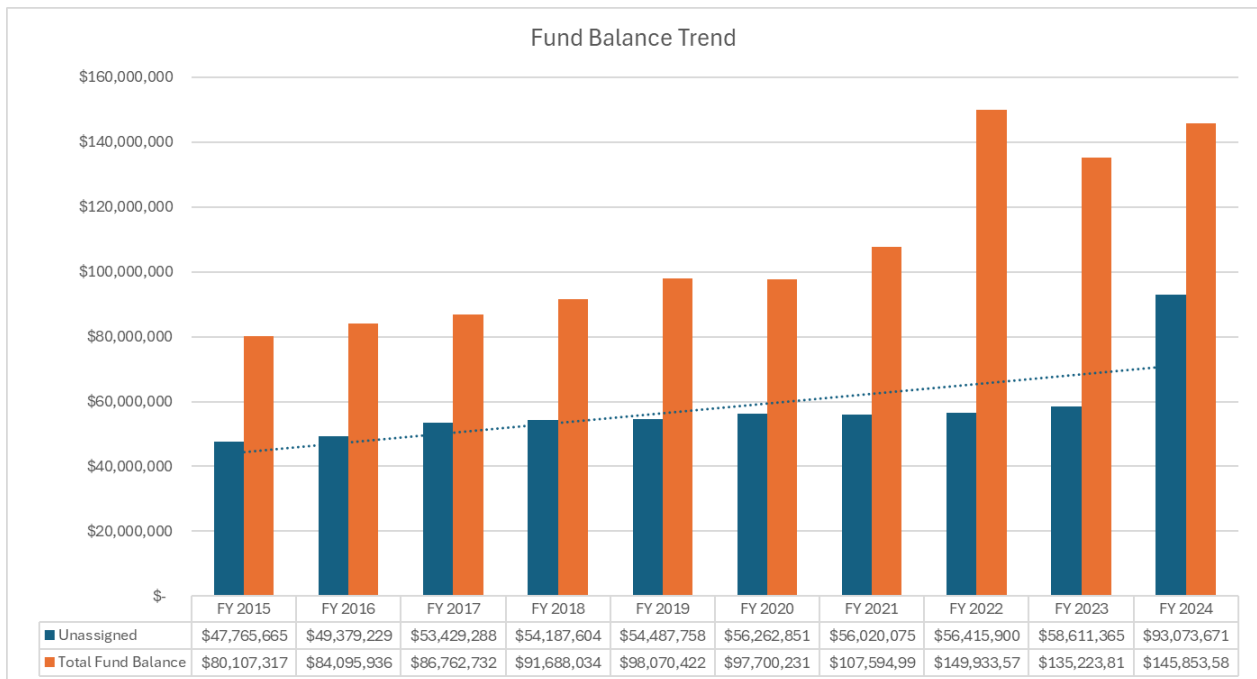
General Fund Balance

The McAllen Independent School District aims to maintain a healthy fund balance in the general operating fund to ensure financial stability and flexibility in times of need. The Board’s financial goal is to maintain an optimum fund balance equivalent to at least two and a half months of General Fund operating expenditures.

Fund balance is defined as the difference between a governmental fund’s assets and liabilities at a given point in time. Governmental fund financial statements categorize fund balance into five components:

- **Non-Spendable** – Not in spendable form (e.g., inventories, prepaid items) or legally required to remain intact (e.g., self-funded reserve requirements)
- **Restricted** – Constrained by external providers (e.g., state or federal grantors)
- **Committed** – Formally designated for a specific purpose by Board action
- **Assigned** – Earmarked for specific purposes by management or designee
- **Unassigned** – Available for any lawful purpose; this category represents the District’s most flexible source of funds

The unassigned fund balance is critical for supporting operating expenditures, addressing unforeseen financial needs, and maintaining the District’s creditworthiness.





MCALLEN INDEPENDENT SCHOOL DISTRICT
 Revenue - General Fund
 2025-2026

Object	199 General Fund	101 Food Service	155 CCMR	156 Early Ed. Allotment	157 Dyslexia	158 Safety Allotment	162 Career Technical	163 Advanced Learners	164 Bilingual	173 Special Education	183 Athletics	184 Fine Arts	193 State Comp.	194 Esser II Local	195 Advert.	197 Maint. Tax Notes	Total 2025-2026 Budget
5711 TAXES-CURRENT YEAR LEVY	54,760,875	-	-	-	-	-	-	-	-	-	5,805,250	2,482,586	-	-	-	3,186,027	66,234,738
5712 TAXES-PRIOR YEARS	2,284,652	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2,284,652
5719 PENALTIES/INT & OTHER TAXES	1,100,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,100,000
5722 SSA-LOCAL REV FM MEMBER DIST	462,139	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	462,139
5729 LOCAL REV FROM OTHER DIST	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5739 TUITION AND FEES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5742 INTEREST	5,000,000	60,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,060,000
5743 RENT	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5744 GIFTS AND BEQUESTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5745 INSURANCE RECOVERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5748 MARKET VALUE GAIN/LOSS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5749 OTHER REVENUES	-	30,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	30,000
5751 FOOD SERVICE	-	327,200	-	-	-	-	-	-	-	-	-	-	-	-	-	-	327,200
5752 ATHLETIC ACTIVITIES	-	-	-	-	-	-	-	-	-	-	350,000	-	-	-	-	-	350,000
5754 INTERFUND SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5755 ENTERPRISING SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5759 OTHER EXTRA-CURRICULAR	6,000	-	-	-	-	-	-	-	-	-	-	-	-	-	34,000	-	40,000
5769 MISCELLANEOUS REVENUES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5811 PER CAPITA APPORTIONMENT	7,147,907	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7,147,907
5812 FOUNDATION ENTITLEMENTS	86,462,453	-	1,135,750	3,335,568	1,447,474	1,359,913	8,704,825	382,135	2,176,302	25,130,745	-	-	11,110,142	-	-	-	141,245,307
5819 OTHER FOUNDATION REVENUES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5829 REV BY TEXAS EDUCATION AGENCY	-	70,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	70,000
5831 TEACHER RETIREMENT/TRS CARE	9,729,887	681,036	27,923	202,504	97,620	86,679	430,242	8,261	71,159	1,633,688	225,074	95,081	590,561	-	-	-	13,879,715
5919 REVENUE FM OTHER GOVERNMENTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5921 SCHOOL BREAKFAST PROGRAM	-	8,345,408	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,345,408
5922 NATIONAL SCHOOL LUNCH PROGRAM	1,046,736	11,620,513	-	-	-	-	-	-	-	-	-	-	-	-	-	-	12,667,249
5923 USDA COMMODITIES	-	1,200,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,200,000
5929 FEDERAL REVENUE THROUGH TEA	658,582	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	658,582
5931 SCHOOL HEALTH & RELATED SERV	800,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	800,000
5939 FEDERAL REVENUE THROUGH STATE	-	1,964,500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,964,500
5949 FED REV THROUGH FEDERAL GOVT	375,299	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	375,299
TOTAL REVENUES	169,834,530	24,298,657	1,163,673	3,538,072	1,545,094	1,446,592	9,135,067	390,396	2,247,461	26,764,433	6,380,324	2,577,667	11,700,703	-	34,000	3,914,378	264,971,047
Other Resources	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTAL OTHER RESOURCES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL REVENUES & OTH SOURCES	169,834,530	24,298,657	1,163,673	3,538,072	1,545,094	1,446,592	9,135,067	390,396	2,247,461	26,764,433	6,380,324	2,577,667	11,700,703	-	34,000	3,914,378	264,971,047



MCALLEN INDEPENDENT SCHOOL DISTRICT
 Appropriations - General Fund
 2025-2026

Object	199 General Fund	101 Food Service	155 CCMR	156 Early Ed. Allotment	157 Dyslexia Allotment	158 Safety Allotment	162 Career Technical	163 Advanced Learners	164 Bilingual	173 Special Education	183 Athletics	184 Fine Arts	193 State Comp.	194 Esser II Local	195 Advert.	197 Maint. Tax Notes	Total 2025-2026 Budget	
41 - GENERAL ADMINISTRATION																		
6400 - OTHER OPERATING COSTS	518,156	-	-	-	-	-	-	-	-	-	-	-	-	-	34,000	-	552,156	
6600 - CAPITAL OUTLAY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	34,000	-	7,892,182	
TOTAL	7,858,182	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
51 - FACILITIES MAINT & OPERATIONS																		
6100 - PAYROLL COSTS	11,502,207	-	-	-	-	-	39,222	-	-	-	-	8,108	-	-	-	-	11,549,537	
6200 - PROFESSIONAL & CONTRACTED SERV	6,852,796	-	-	-	-	25,000	1,000	-	-	-	200	-	-	-	-	-	6,878,996	
6300 - SUPPLIES & MATERIALS	1,052,467	-	-	-	-	-	1,500	-	-	-	32,000	-	-	-	-	-	1,085,967	
6400 - OTHER OPERATING COSTS	1,790,920	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,790,920	
6600 - CAPITAL OUTLAY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL	21,198,390	-	-	-	-	25,000	41,722	-	-	-	32,200	8,108	-	-	-	-	21,305,420	
52 - SECURITY AND MONITORING SERV																		
6100 - PAYROLL COSTS	3,633,160	-	-	-	-	1,143,968	-	-	-	-	-	18,547	-	-	-	-	4,795,675	
6200 - PROFESSIONAL & CONTRACTED SERV	218,123	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	218,123	
6300 - SUPPLIES & MATERIALS	54,505	-	-	-	-	277,624	-	-	-	-	-	-	-	-	-	-	332,129	
6400 - OTHER OPERATING COSTS	65,279	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	65,279	
6600 - CAPITAL OUTLAY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL	3,971,067	-	-	-	-	1,421,592	-	-	-	-	-	18,547	-	-	-	-	5,411,206	
53 - DATA PROCESSING SERVICES																		
6100 - PAYROLL COSTS	3,453,194	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,453,194	
6200 - PROFESSIONAL & CONTRACTED SERV	919,728	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	919,728	
6300 - SUPPLIES & MATERIALS	887,269	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	887,269	
6400 - OTHER OPERATING COSTS	111,968	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	111,968	
6600 - CAPITAL OUTLAY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL	5,372,159	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5,372,159	
61 - COMMUNITY SERVICES																		
6100 - PAYROLL COSTS	45,006	-	-	-	-	-	-	-	-	-	-	-	40,649	-	-	-	85,655	
6200 - PROFESSIONAL & CONTRACTED SERV	1,750	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,750	
6300 - SUPPLIES & MATERIALS	500	-	-	-	-	-	-	-	-	-	-	-	300	-	-	-	800	
6400 - OTHER OPERATING COSTS	3,310	-	-	-	-	-	-	-	-	-	-	-	500	-	-	-	3,810	
TOTAL	50,566	-	-	-	-	-	-	-	-	-	-	-	41,449	-	-	-	92,015	
71 - DEBT SERVICE																		
6500 - DEBT SERVICE	571,259	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3,914,378	4,485,637	
TOTAL	571,259	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,485,637	
81 - FACILITIES ACQ & CONSTRUCTION																		
6200 - PROFESSIONAL & CONTRACTED SERV	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
6300 - SUPPLIES & MATERIALS	-	-	-	-	-	-	5,000	-	-	-	-	-	-	-	-	-	5,000	
6600 - CAPITAL OUTLAY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL	-	-	-	-	-	-	5,000	-	-	-	-	-	-	-	-	-	5,000	
95 - PYMTS TO JUVENILE JUSTICE																		



MCALLEN INDEPENDENT SCHOOL DISTRICT

Appropriations - General Fund

2025-2026

Object	199 General Fund	101 Food Service	155 CCMR	156 Early Ed. Allotment	157 Dyslexia	158 Safety Allotment	162 Career Technical	163 Advanced Learners	164 Bilingual	173 Special Education	183 Athletics	184 Fine Arts	193 State Comp.	194 Essex II Local	195 Advert.	197 Maint. Tax Notes	Total 2025-2026 Budget	
95 - PYMTS TO JUVENILE JUSTICE																		
6200 - PROFESSIONAL & CONTRACTED SERV	40,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40,000
TOTAL	40,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	40,000
99 - OTHER INTERGOVT CHARGES																		
6200 - PROFESSIONAL & CONTRACTED SERV	1,354,947	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,354,947
TOTAL	1,354,947	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,354,947
TOTAL APPROPRIATIONS	170,428,858	24,298,657	1,163,673	3,538,072	1,545,094	1,446,592	9,135,067	390,396	2,247,461	26,764,433	6,380,324	2,577,667	11,700,703	-	34,000	3,914,378	265,565,375	
8900 - Other Uses																		
TOTAL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TTL APPROPRIATIONS & OTH USES	170,428,858	24,298,657	1,163,673	3,538,072	1,545,094	1,446,592	9,135,067	390,396	2,247,461	26,764,433	6,380,324	2,577,667	11,700,703	-	34,000	3,914,378	265,565,375	
PROJECTED FUND BALANCE	(594,328)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(594,328)

MCALLEN INDEPENDENT SCHOOL DISTRICT

Budget Summary- General Fund

2025-2026

		<u>Revenues</u>	<u>Appropriations</u>	<u>Fund Balance</u>
GENERAL FUND				
101	FOOD SERVICE	\$ 23,617,621	\$ 23,617,621	\$ -
155	COLLEGE CAREER MILITARY READINESS	1,118,150	1,118,150	-
156	EARLY EDUCATION ALLOTMENT	3,092,953	3,092,953	-
157	DYSLEXIA	1,450,386	1,450,386	-
158	SCHOOL SAFETY ALLOTMENT	626,857	626,857	-
162	CAREER TECHNICAL ED	8,627,791	8,627,791	-
163	ADV LEARNERS/G&T	378,730	378,730	-
164	BILINGUAL/ESL	2,157,043	2,157,043	-
173	SPECIAL EDUCATION	23,521,879	23,521,879	-
183	ATHLETICS	6,125,218	6,125,218	-
184	FINE ARTS	2,450,821	2,450,821	-
193	STATE COMPENSATORY	11,794,717	11,794,717	-
195	ADVERTISING	34,000	34,000	-
197	MAINTENANCE TAX NOTES	3,914,378	3,914,378	-
199	GENERAL FUND	<u>169,834,530</u>	<u>170,428,858</u>	<u>(594,328)</u>
		\$ <u>258,745,074</u>	\$ <u>259,339,402</u>	\$ <u>(594,328)</u>

Debt Service Fund Balance

The Debt Service Fund is a governmental fund that accounts for principal and interest payments on bonded debt. The fund balance reflects the District's ability to meet these obligations over time. The legal limit on a school district's debt service tax rate is established by Texas Education Code §45.0031.

Legal Cap on I&S Tax Rate

Under Texas law, specifically **Texas Education Code §45.0031**, school districts are prohibited from levying an Interest & Sinking (I&S) tax rate higher than **\$0.50 per \$100 of assessed property valuation**. This "50-cent debt test" ensures that districts remain within prudent debt capacity. Before issuing bonds, districts must certify their ability to repay debt within this statutory cap, ensuring taxpayer affordability and regulatory compliance.

Computation of Legal Debt Margin for 2025–2026 (Per \$100 of Assessed Valuation)

- **Debt Limit:** \$0.5000
- **Proposed I&S Rate:** \$0.1616
- **Available Margin:** \$0.3384

McAllen ISD's 2025–2026 proposed I&S rate remains well below the legal limit, reflecting conservative debt management and strong fiscal oversight.

Capital Projects Fund

The Capital Projects Fund accounts for financial resources that are restricted, committed, or assigned for capital outlays, including the acquisition, construction, or major improvement of district facilities and infrastructure.

In Fiscal Year 2019–2020, McAllen ISD issued Maintenance Tax Notes to address critical facility needs identified in a comprehensive facility assessment. These funds supported environmental remediation, HVAC improvements, roof replacements, and upgrades to electrical and plumbing systems across existing school buildings. These efforts underscore the District’s commitment to providing safe, functional, and modern learning environments.

For Fiscal Year 2025–2026, the District’s priority capital initiative is the continued implementation of a districtwide Silent Panic Alert Technology (SPAT) system to enhance campus safety for students and staff.





MCALLEN INDEPENDENT SCHOOL DISTRICT
 Revenues - Debt Service and Capital Projects Funds
 2025-2026

Object	599 Debt Service	620 MTN-2020	Total 2025-2026 Budget
5711 TAXES-CURRENT YEAR LEVY	13,342,725	-	13,342,725
5712 TAXES-PRIOR YEARS	198,665	-	198,665
5719 PENALTIES/INT & OTHER TAXES	130,000	-	130,000
5742 INTEREST	230,000	-	230,000
5749 OTHER REVENUES	1,000	-	1,000
TOTAL REVENUES	13,902,390	-	13,902,390
Other Resources			
TOTAL OTHER RESOURCES	-	-	-
TTL REVENUES & OTH SOURCES	13,902,390	-	13,902,390

MCALLEN INDEPENDENT SCHOOL DISTRICT
 Appropriations - Debt Service and Capital Projects Funds
 2025-2026

Object	599 Debt Service	620 MTN-2020	Total 2025-2026 Budget
52 - SECURITY AND MONITORING SERV			
6600 - CAPITAL OUTLAY	-	1,081,208	1,081,208
TOTAL	-	1,081,208	1,081,208
53 - DATA PROCESSING SERVICES			
6200 - PROFESSIONAL & CONTRACTED SERV	-	77,769	77,769
6600 - CAPITAL OUTLAY	-	126,000	126,000
TOTAL	-	203,769	203,769
71 - DEBT SERVICE			
6500 - DEBT SERVICE	13,902,390	-	13,902,390
TOTAL	13,902,390	-	13,902,390
81 - FACILITIES ACQ & CONSTRUCTION			
6400 - OTHER OPERATING COSTS	-	-	-
6600 - CAPITAL OUTLAY	-	309,030	309,030
TOTAL	-	309,030	309,030
TOTAL APPROPRIATIONS	13,902,390	1,594,007	15,496,397
8900 - Other Uses			
TOTAL	-	-	-
TTL APPROPRIATIONS & OTH USES	13,902,390	1,594,007	15,496,397
PROJECTED FUND BALANCE	-	(1,594,007)	(1,594,007)

Special Revenue Funds

Special Revenue Funds are used to account for resources restricted to specific purposes by a grantor or for purposes committed by the Board of Trustees. Federal financial assistance often is accounted for in a Special Revenue Fund. In most Special Revenue funds, unused balances are recorded as unearned revenue and carried forward to the succeeding fiscal year, provided the amount carried forward is within the limits established by the grantor. In some cases, the unused balances are returned to the grantor at the close of specified project periods. The District budgets for Special Revenue Funds as grants are awarded by the various grantors. The District uses project accounting for them in order to maintain integrity for the various sources of funds. These funds utilize the modified accrual basis of accounting and budgeting. Included in the District's Special Revenue Funds are:

211 ESEA, Title I, Part A, Improving Basic Programs – This code is used to account for funds to help LEAs improve teaching and learning in high-poverty schools in particular for children failing, or most at-risk of failing, to meet challenging State academic standards. (To provide opportunities for children to acquire the knowledge and skills to meet the state's student performance standards.

212 ESEA, Title I, Part C, Education of Migratory Children – This code is used to account for funds granted for programs benefiting children of migrant agriculture or agriculture-related workers and children of migrant fishermen.

224 IDEA - Part B, Formula – This code is used to account for funds granted to operate educational programs for children with disabilities. This code includes capacity building and improvement (sliver) subgrants.

225 IDEA - Part B, Preschool – This code is used to account for funds granted for preschool children with disabilities.

244 Carl D. Perkins – Basic Formula Grant – This code is used to account for funds granted to provide career and technical education (CTE) and to develop new and/or improve existing CTE programs for paid and unpaid employment. Full participation in the basic grant is from members of special populations:

- at a limited number of campuses (sites) or
- in a limited number of program areas

255 ESEA, Title II, Part A, Teacher and Principal Training and Recruiting – This code is used to account for funds used:

- to improve student academic achievement by:
 - improving teacher and principal quality and
 - increasing the number of highly qualified teachers, principals, and assistant principals in schools; and
- To hold districts accountable for improving student academic achievement

263 Title III, Part A, English Language Acquisition and Language Enhancement LEP – This code is used to account for funds granted to improve the education of children with limited English proficiency by helping the children learn English and meet challenging academic achievement standards.

272 Medicaid Administrative Claiming Program – MAC – This code is used to account for funds allocated to districts to reimburse eligible administrative costs for activities that implement the Medicaid state plan. Expenditures attributed to the required matching amount are recorded in the general fund and accounted for using a local option account code, as needed, for local monitoring of compliance with federal matching requirements.

274 GEAR UP – This code is used to account for funds granted through Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP). The funds are used to provide services and support to school districts with a high percentage of low-income minority students to ensure that students:

- are academically prepared for higher education,
- graduate from high school, and
- have access to higher education opportunities

289 Federally Funded Special Revenue Funds – This code is used to account for federally funded special revenue funds that have not been specified above. Any locally defined codes that are used at the local option are converted to code 289 for PEIMS reporting.

- 288-0 – Summer School LEP Students in K1
- 288-Z – STOP School Violence-Family Treatment Program
- 289 – Title IV, Part A – Sub Part 1

315 Shared Services Arrangements – IDEA – Part B, Discretionary – The fiscal agent of a shared services arrangement uses this code to account for funds used to support a regional education service center basic special education component and also:

- targeted support to LEAs
- regional day school programs for the deaf
- private residential placements
- priority projects
- other emerging needs

340 Shared Services Arrangements – IDEA, Part C, Early Intervention (Deaf) – The fiscal agent of a shared services arrangement uses this code to account for funds granted for programs in local regional day schools for the deaf and the Texas School for the Deaf. The programs use certified and trained teachers to provide direct services to hearing impaired infants and toddlers, ages birth through two years.

397 Advanced Placement Incentives – This code is used to account for funds awarded to the district under the Texas Advanced Placement Incentive Program.

410 State Instructional Materials Fund – This code is used to account for funds awarded to the district under the instructional materials allotment. Instructional materials include textbooks, software, supplemental materials, DVDs and CD-ROMs, online services, open-source materials, and other means of conveying information electronically.

429 State Funded Special Revenue Funds – This code is used to account for state-funded special revenue funds not listed above. Any locally defined codes that are used at the local option must be converted to code 429 for PEIMS reporting.

- 427-M – Texas A&M University Center on Disability and Development
- 429-M – CTE Certification Exam Reimbursements
- 429-P – School Safety Standards Formula Grant
- 429-R – Rifle-Resistant Body Armor Grant Program
- 429-S – Texas Strategic Staffing Grant
- 429-W – Safety and Facilities Enhancement (SAFE)

435 Shared Services Arrangements – Regional Day School for the Deaf – This code is used by the fiscal agent of a shared services arrangement to account for funds allocated for the staff and activities of the regional day school program for the Deaf (RDSPD). These funds must not be used to pay salaries of teachers who have a teaching assignment other than deaf students in the RDSPD or teach American Sign Language as a foreign language at the junior high or high school level, as this is a course for regular education credit.

461 Campus Activity Funds – This code is used to account for transactions related to a principal’s activity fund if the moneys generated are not subject to recall into the general fund by the school district’s board of trustees. Gross revenues from sales are recorded in revenue object code 5755. The cost of goods sold is recorded in function code 36, using the appropriate expenditure object code.

Enterprise Funds

Enterprise Fund classification is used, at the option of the school district, to account for enterprise funds not defined elsewhere.

713 Safe and Secure Fund - The following campuses currently operate a Safe & Secure Program:

- 111 - Milam Elementary School
- 120 - Rayburn Elementary School
- 122 - Garza Elementary School
- 124 - Gonzalez Elementary School
- 126 - Castaneda Elementary School
- 127 - Sanchez Elementary School
- 128 - Perez Elementary School
- 129 - Hendricks Elementary School

Internal Service Funds

Internal Service Funds are used to account for the financing of goods or services provided by one organizational unit of the District to other organizational units of the District on a cost reimbursement basis. Internal service funds, also, are used to account for the operations of self-funded health insurance, unemployment claims and worker's compensation. Internal Service Funds maintained by the District are as follows:

- 753 - Health Insurance Fund
- 771 - Unemployment Compensation Fund
- 772 - Worker's Compensation Fund

MCALLEN INDEPENDENT SCHOOL DISTRICT
 Budget Summary - Special and Proprietary Funds
 2025-2026

		<u>Revenues</u>	<u>Appropriation</u>	<u>Fund Balance</u>
SPECIAL REVENUES				
206	TTL X PART C HOMELESS	\$ 23,106	\$ 23,106	\$ -
211	TTL I PRT A IMPROV BASIC PGMS	10,646,790	10,646,790	-
212	TTL I PART C-MIGRANT	510,565	510,565	-
224	IDEA-PART B FORMULA	4,116,045	4,116,045	-
225	IDEA-PART B PRESCHOOL	75,206	75,206	-
244	VOCATIONAL ED BASIC GRANT	433,186	433,186	-
255	TTL II PART A SUPPORT EFF INST	1,823,593	1,823,593	-
263	TTL III PART A ELA	1,056,850	1,056,850	-
272	MEDICAID ADM CLAIMING PROGRAM	50,000	50,000	-
274	GEAR UP PROJECT	497,866	497,866	-
288	FEDERALLY FUNDED SPECIAL REVENUE	79,359	79,359	-
289	TITLE IV, PART A-SUBPART I	941,501	941,501	-
315	SSA DISCRETIONARY	176,413	176,413	-
340	SSA EARLY INTERVENTION DEAF	3,003	3,003	-
397	AP/BACCALAUREATE INCENTIVES	17,432	17,432	-
410	INST MATERIAL ALLOTMENT	3,619,326	3,619,326	-
427	STATE FUNDED	4,020	4,020	-
429	ST FUNDED SPECIAL REVENUE	3,045,579	3,045,579	-
435	REG DAY SCHOOL FOR THE DEAF	4,586,313	4,586,313	-
461	CAMPUS ACTIVITY FUNDS	1,300,000	1,300,000	-
	Sub-Total Special Revenue Funds	\$ <u>33,006,153</u>	\$ <u>33,006,153</u>	\$ <u>-</u>
PROPRIETARY FUNDS				
713	PROJECT SAFE AND SECURE	<u>308,000</u>	<u>308,000</u>	<u>-</u>
	Sub-Total Proprietary Funds	\$ <u>308,000</u>	\$ <u>308,000</u>	\$ <u>-</u>
	Grand Total	\$ <u><u>33,314,153</u></u>	\$ <u><u>33,314,153</u></u>	\$ <u><u>-</u></u>

INFORMATIONAL SECTION



Assessed Values

In accordance with the Texas Property Tax Code, appraisal districts must appraise all taxable property at its market value as of January 1 each year. As specified in Section 23.06(e) of the Property Tax Code, the Hidalgo County Appraisal District (HCAD) provides Preliminary Certified Assessed Values on April 30, and Certified Values on July 25, per Section 26.01(a).

For the 2025–2026 fiscal year, McAllen ISD’s tax projections are based on HCAD’s preliminary values as of April 30, 2025. These values reflect a 5.17% decrease in taxable property—from \$8.84 billion in 2024 to \$8.38 billion in 2025—primarily due to the expanded homestead exemption passed by voters in Proposition 4, which increased the exemption from \$100,000 to \$140,000, effective in the 2025 tax year, as enacted by Senate Bill 4 (88-4).

For forecasting purposes, the District assumes a 5% annual growth in taxable values for 2026–2027 and beyond, consistent with HCAD’s long-term estimates.

The Texas Comptroller’s Office also releases statewide property values each year, with Preliminary Values in January and Final Values in July. These are used by the Texas Education Agency (TEA) to determine state funding under the Foundation School Program.

Property Tax Rates and Collections

The District’s total tax rate consists of two components:

- **Maintenance & Operations (M&O) Tax Rate** – Funds day-to-day operations such as salaries, utilities, and instructional services.
- **Interest & Sinking (I&S) Tax Rate** – Pays debt service obligations, including bond principal and interest.

For 2025–2026, McAllen ISD’s **proposed total tax rate** is:

- **M&O Rate:** \$0.8022 (subject to final compression)
- **I&S Rate:** \$0.1616
- **Total Rate:** \$0.9638 per \$100 of assessed valuation

This rate reflects continued state-mandated compression of the M&O rate under House Bill 3 (2019) and additional compression authorized by House Bill 2 (88-4), which increased state funding and required further local tax rate reductions. The District assumes a 96% collection rate, based on historical trends.

Maintenance & Operations Tax Limitation

The M&O rate has undergone several reductions due to state legislation:

- 2019–2020: Tier I M&O rate compressed from \$1.00 to \$0.93 under HB 3
- 2023–2024: Compressed to \$0.8034, with voters approving a VATRE to add \$0.0414 → Final M&O rate of \$0.8448
- 2025–2026 (proposed): M&O rate further compressed to \$0.8022 under HB 2 (88-4)

These compressions reduce local tax burdens while increasing state aid, reinforcing the district’s commitment to fiscal equity and taxpayer relief.

Tax Supported Debt Limitation

Under Texas Education Code §45.0031, school districts may not issue tax-supported bonds that would raise the I&S rate above \$0.50 per \$100 valuation—commonly known as the "50-cent debt test." Before issuing bonds, districts must certify their capacity to remain within this limit.

- Proposed I&S Rate (2025–2026): \$0.1616
- Legal Limit: \$0.5000
- Available Margin: \$0.3384

McAllen ISD remains well within the legal limit, demonstrating prudent debt management and long-range financial planning.

Tax Rate History

The following is the Total Tax Rate History for the District:

Tax Rate Trend (Per \$100)				
Budget Year	Tax Year	Maintenance and Operations	Interest and Sinking	Total Tax Rate
2019-2020	2019	\$1.0586	\$0.0942	\$1.1528
2020-2021	2020	\$1.0450	\$0.0936	\$1.1386
2021-2022	2021	\$1.0486	\$0.0884	\$1.1370
2022-2023	2022	\$1.0206	\$0.0758	\$1.0964
2023-2024	2023	\$0.8448	\$0.1563	\$1.0011
2024-2025	2024	\$0.8350	\$0.1616	\$0.9966
Proposed 2025-2026	2025	\$0.8022	\$0.1616	\$0.9638

Effect of Tax Levy on Single Family Residence

The District’s proposed tax rate for the 2025–2026 fiscal year reflects the combined impact of state legislative changes and local tax adjustments aimed at easing the financial burden on homeowners while sustaining essential public services.

In 2019, the Texas Legislature passed Senate Bill 2 (SB 2), which significantly reformed the property tax system and included an increase in the state-mandated homestead exemption from \$25,000 to \$100,000. This change took effect in the 2023 tax year, providing meaningful relief to Texas homeowners by reducing the taxable value of their primary residences.

Building on this effort, Senate Bill 4 (SB 4), passed during the 88th Legislature and approved by voters through Proposition 4 in November 2023, increases the homestead exemption from \$100,000 to \$140,000 beginning in the 2025 tax year. This expanded exemption further reduces the taxable portion of a homeowner’s property, significantly lowering the overall tax burden for most families.

Impact of the Proposed Tax Rate on Homeowners

Based on a sample home with an average taxable value of \$115,096 after exemptions (\$140k), the proposed tax rate for 2025–2026 will result in a decrease in annual property taxes:

Proposed Tax Rate - Impact to Home Owners		
	2024-2025	2025-2026
Maintenance and Operations Tax Rate	\$ 0.8350	\$ 0.8022
Interest and Sinking Tax Rate	\$ 0.1616	\$ 0.1616
Total Tax Rate	\$ 0.9966	\$ 0.9638
Average Market Value of Residence	\$ 223,619	\$ 255,096
Less: Homestead Exemption	\$ 100,000	\$ 140,000
Average Taxable Value of Residence	\$ 123,619	\$ 115,096
Taxes Due on Average Residence	\$ 1,231.99	\$ 1,109.30
Annual Property Tax Impact		\$ (122.69)
Monthly Property Tax Impact		\$ (10.22)

- Annual Savings: \$122.69
- Monthly Savings: \$10.22

These reductions reflect the combined effect of the proposed lower tax rate and the increased homestead exemption. The enhanced exemption shields a larger portion of the home’s value from taxation, allowing most homeowners to experience tax relief even in the face of changing market conditions.

Together, these measures underscore the District's commitment to fiscal responsibility, legislative alignment, and homeowner support.

MCALLEN INDEPENDENT SCHOOL DISTRICT
PRINCIPAL PROPERTY TAXPAYERS
TAX YEAR 2023 AND 2014

TABLE L-13

Taxpayer	Tax Year 2023 Assessed Valuation	Percentage Total Assessed Valuation
1 Simon Property Group-McAllen NO 2	\$ 157,167,477	1.86%
2 AEP Texas Inc-27th	76,739,830	0.91%
3 Rio Grande Regional Hospital	59,151,267	0.70%
4 La Plaza Mall LLC	55,249,517	0.65%
5 Universal Health Services	48,250,030	0.57%
6 Palm Crossing Town Center LLC	36,117,696	0.43%
7 Shops at 29 LTD	33,046,455	0.39%
8 Calmac Suites LTD	32,656,454	0.39%
9 S P Plaza L C	28,766,463	0.34%
10 1547 CSR-McAllen LP	27,809,311	0.33%
11 H E Butt Grocery Company	26,310,046	0.31%
12 KRCX WRI Holdings LLC	25,700,000	0.30%
13 McAllen Medical Center	25,247,170	0.30%
14 Jim & Mary Kay Moffitt Family LTD	22,320,489	0.26%
15 GE Engine Services-McAllen LP	22,257,545	0.26%
16 Texas State Bank	21,654,591	0.26%
17 Wal-Mart Real Estate Business Trust	20,979,194	0.25%
18 Dillard Texas OPG LTD Prtnrshp	19,529,985	0.23%
19 Villa Regale at Nolana LLC	18,837,297	0.22%
20 Coca-Cola Southwest Beverage LLC	18,578,995	0.22%
21 Kenneth Fox Supply CO INC	18,207,370	0.21%
22 DHR Real Estate Management LLC	17,470,145	0.21%
23 South Texas Buick GMC	17,356,693	0.20%
24 Rio Bank	17,144,360	0.20%
25 Goldstein Financial LLC	17,000,000	0.20%
	\$ 863,548,380	10.20%

Source:
Certified Totals from Hidalgo County Appraisal District
Top Taxpayer 2023 & 2014
McAllen ISD 2015 CAFR

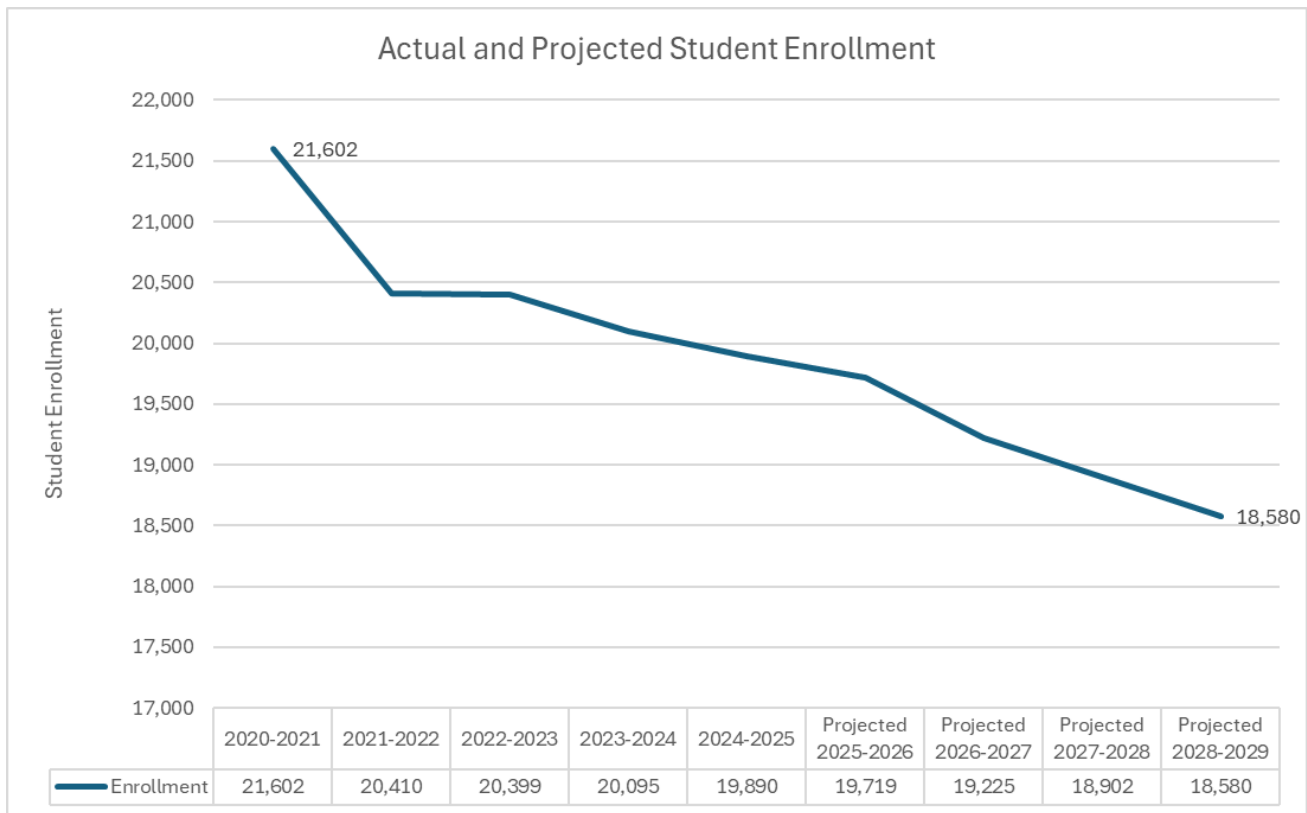
Student Enrollment

Student enrollment plays a critical role in shaping both academic and financial planning across the district. McAllen ISD monitors enrollment trends on a six-week basis to ensure timely adjustments to staffing, programming, and resource allocation. Projections for the 2025–2026 fiscal year were developed based on current enrollment patterns and historical data, reflecting a consistent multi-year decline.

To forecast enrollment beyond 2025–2026, the district applied a trend-based linear regression model using historical enrollment data from 2020–2021 through 2025–2026. Each school year was assigned a numerical value, and a best-fit line was calculated to determine the average rate of decline. This statistical method provided a transparent and data-driven projection based on the actual rate of change observed over the past six years.

The model revealed an average annual enrollment loss of approximately 377 students from 2020 to 2026. It also indicated that while the pace of decline is gradually slowing, overall enrollment is expected to continue decreasing over the next three years—absent significant changes in housing development, regional birth rates, or student retention.

The following table provides a summary of actual and projected enrollment, average daily attendance (ADA), and attendance rates from 2020–2021 through 2028–2029, offering a foundation for strategic planning and resource alignment.



Performance Metrics



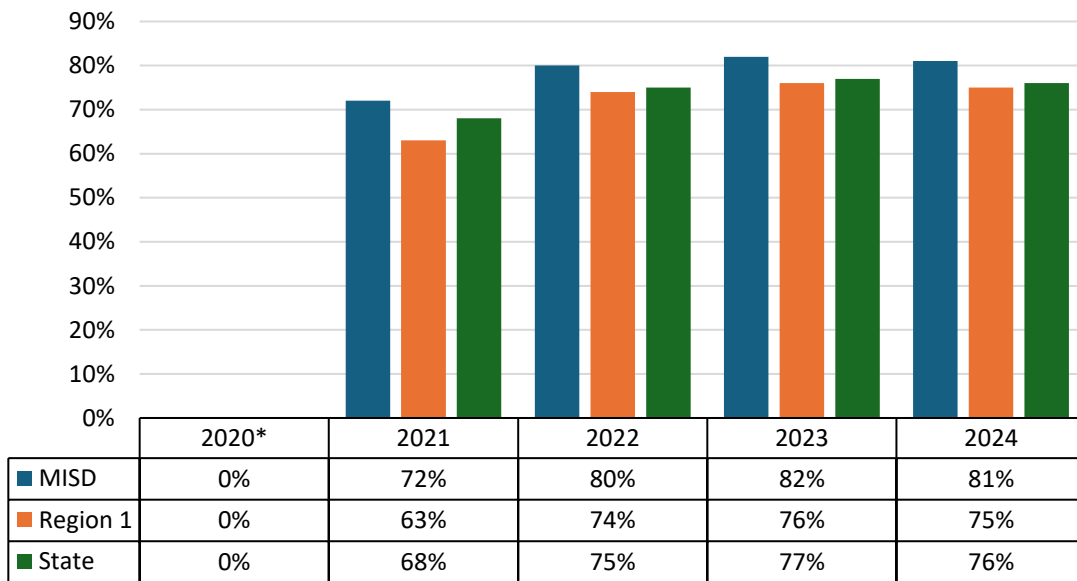
In the 2011–2012 school year, the State of Texas Assessments of Academic Readiness (STAAR) replaced the Texas Assessment of Knowledge and Skills (TAKS) as the state’s official assessment program. Since then, the Texas Education Agency (TEA) has published annual Texas Academic Performance Reports (TAPR) each December, which provide a comprehensive view of student performance on state assessments from the prior school year.

These reports offer valuable insight into how districts perform relative to their regional counterparts and the state as a whole. The most current data available is from the 2024 TAPR, which reflects assessment results from the 2022–2023 school year. This report includes comparisons across the five tested subject areas: Reading, Mathematics, Science, Social Studies, and Writing (where applicable).

The chart below highlights STAAR Reading performance (all grades) for McAllen ISD compared to both Region 1 and the State of Texas. McAllen ISD continues to outperform the region and state, demonstrating strong gains in student achievement over the past several years.

Note: For the 2019-2020 school year, the STAAR test was cancelled due to the COVID-19 Pandemic.

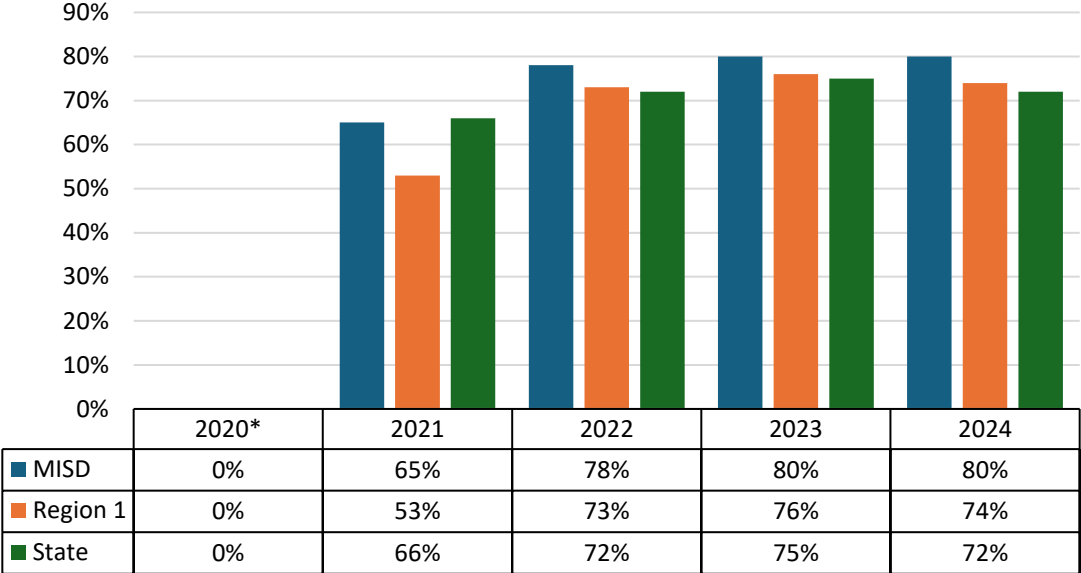
STAAR - Reading (All Grades)



According to the 2024 Texas Academic Performance Report (TAPR), McAllen ISD students continue to show strong achievement in STAAR Math across all tested grade levels. In 2024, 80% of MISD students met grade-level standards, outperforming Region 1 (74%) and the State of Texas (72%). This consistent trend demonstrates MISD’s sustained investment in math instruction and student support. Over the last four years, MISD has not only recovered from pandemic-related dips but has maintained an edge above both regional and statewide averages.

Note: For the 2019-2020 school year, the STAAR test was cancelled due to the COVID-19 Pandemic.

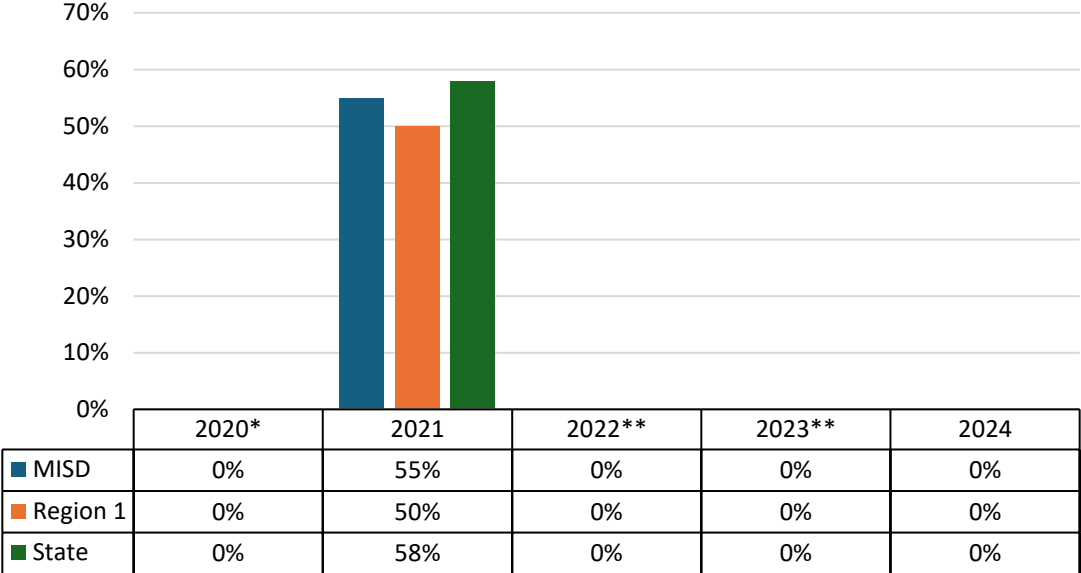
STAAR - Math (All Grades)



STAAR Writing was last assessed in 2021, with 55% of MISD students meeting grade-level expectations. While this exceeded Region 1’s performance (50%), it trailed the state average of 58%. Beginning in 2022, TEA phased out standalone writing assessments, so there are no reported results for 2022–2024. Writing performance is now evaluated through integrated assessments within reading and English language arts exams.

Note: For the 2019-2020 school year, the STAAR test was cancelled due to the COVID-19 Pandemic.

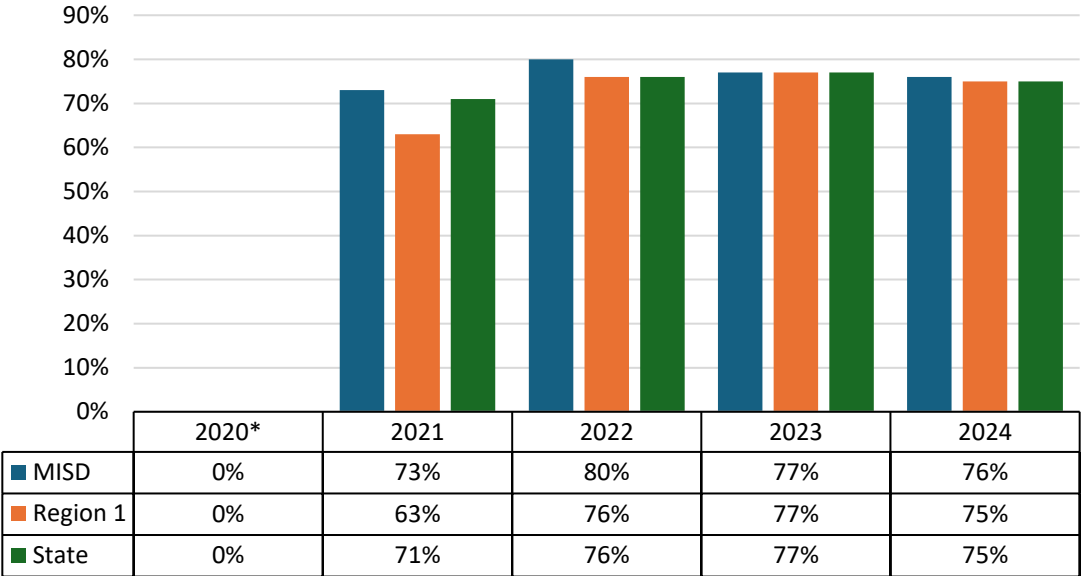
STAAR - Writing (All Grades)



MISD has demonstrated consistently high performance in STAAR Science. In 2024, 76% of students met the standard, compared to 75% in both Region 1 and the state. MISD students have outperformed their regional peers each year since 2021, reflecting the district’s emphasis on hands-on learning, targeted interventions, and STEM-focused curriculum development. The narrowing gap between MISD and the state suggests continuous improvement across the region, with MISD still maintaining a leading edge.

Note: For the 2019-2020 school year, the STAAR test was cancelled due to the COVID-19 Pandemic.

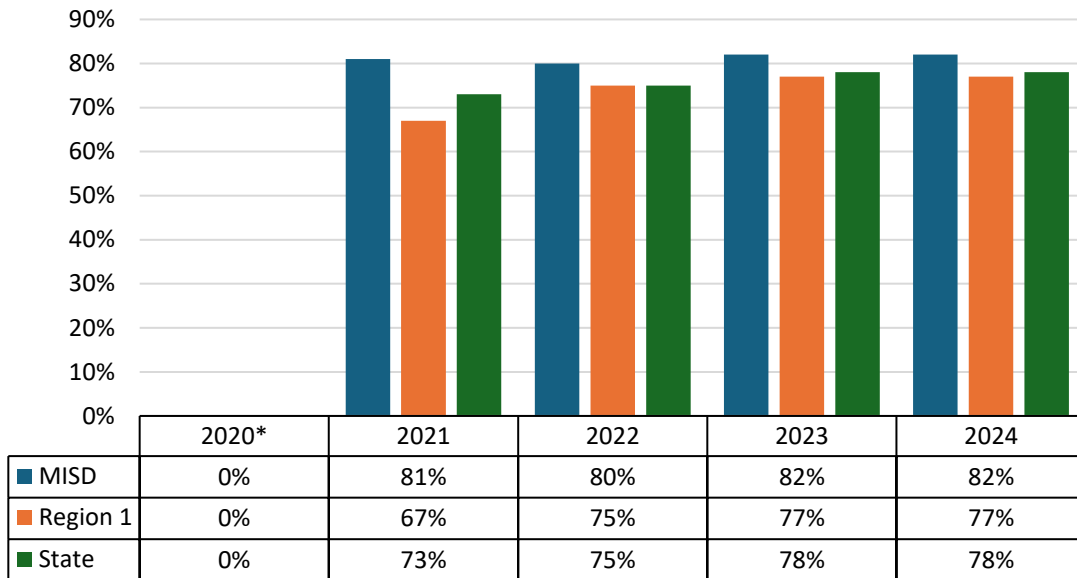
STAAR - Science (All Grades)



MISD students have consistently outperformed both the region and the state in STAAR Social Studies. In 2024, 82% of MISD students met grade-level expectations—five percentage points higher than Region 1 and four points above the state average. This trend has held steady for five consecutive years, reinforcing MISD’s commitment to civic readiness and critical thinking through history and government instruction.

Note: For the 2019-2020 school year, the STAAR test was cancelled due to the COVID-19 Pandemic.

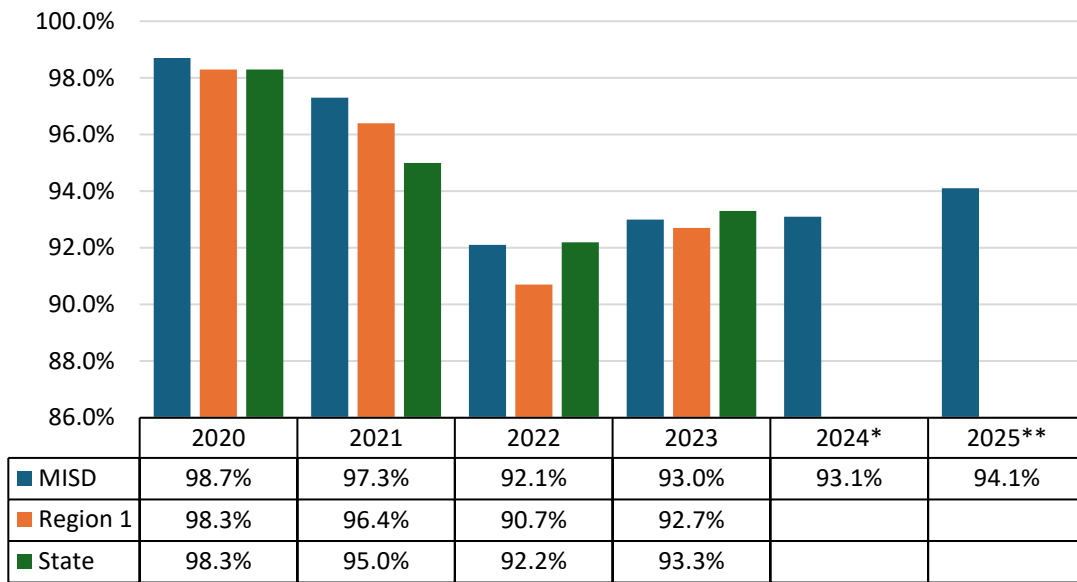
STAAR - Social Studies (All Grades)



MISD’s attendance rate has steadily rebounded since the pandemic, climbing from 92.1% in 2022 to 94.1% in 2025 (projected). According to the latest TAPR data, MISD’s 2023 attendance rate (93.0%) surpassed Region 1 (92.7%) but remained slightly below the state average (93.3%). These gains reflect districtwide efforts to improve student engagement and reduce chronic absenteeism. The district continues to prioritize attendance through family outreach, incentive programs, and campus-level supports.

Note: 2023-24 Texas Academic Performance Report (TAPR) will be released December 2025. 2024-25 MISD Rate is based on 4th Six Weeks Average, the Texas Academic Performance Report (TAPR) will be published in December 2026.

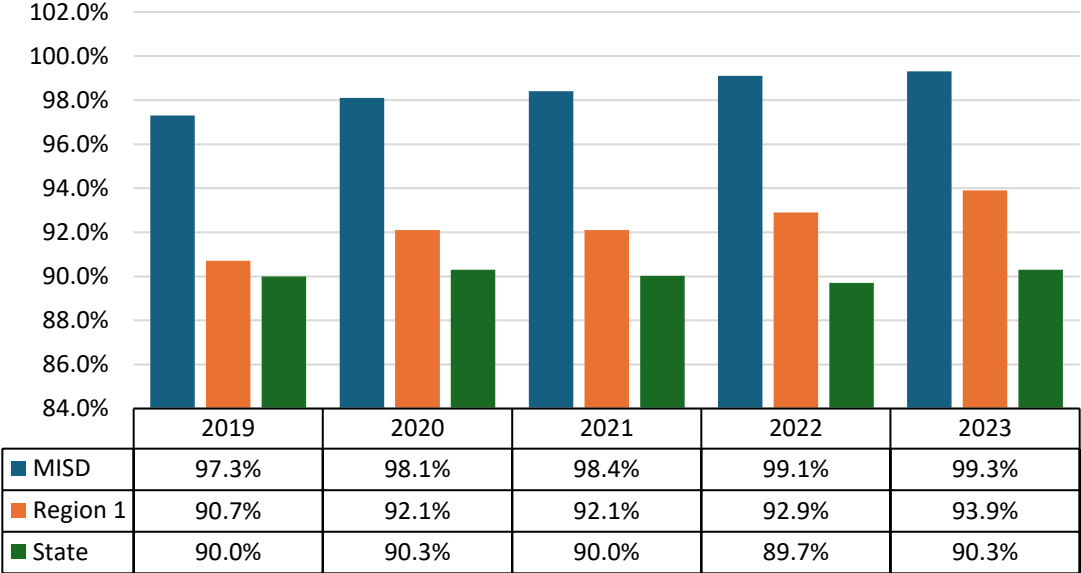
Attendance Rates



Graduation rates for the Class of 2023 reaffirm MISD’s long-standing excellence in student completion outcomes. At 99.3%, MISD significantly exceeded both Region 1 (93.9%) and the State of Texas (90.3%). Over the past five cohorts, MISD’s graduation rates have remained near or above 98%, demonstrating the effectiveness of its early intervention strategies, college readiness supports, and strong partnerships with families.

Note: Graduation rates for the Class of 2024 will be published in the December 2025 TAPR.

Graduation Rates (4 - Year)

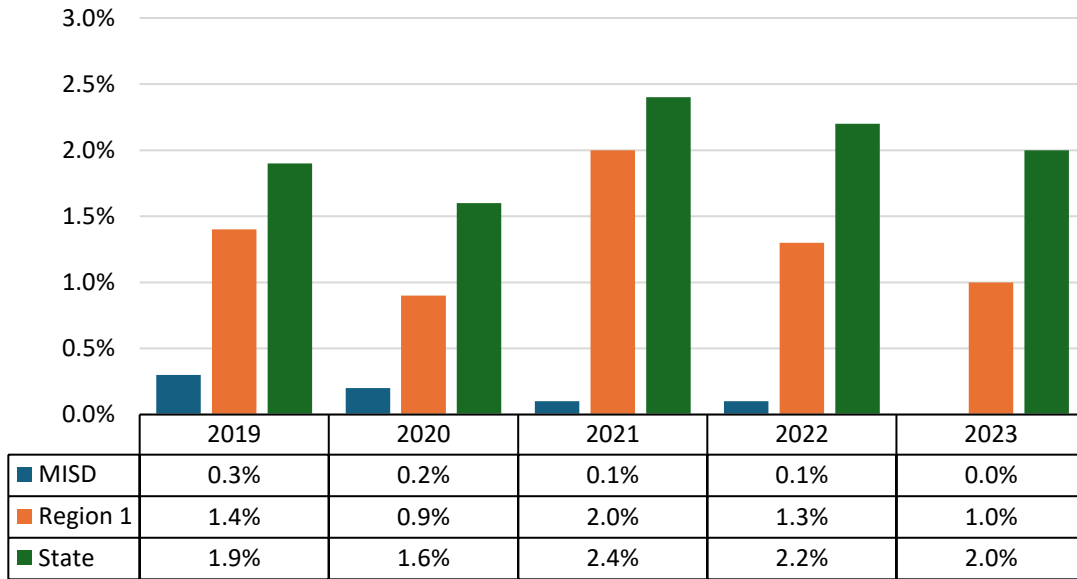


Dropout Rates (Grades 9–12)

MISD reported a 0.0% dropout rate for Grades 9–12 in 2023—substantially lower than Region 1 (1.0%) and the State (2.0%). This marks the fourth consecutive year that MISD’s dropout rate has been at or near zero. This success is attributable to proactive counseling, targeted credit recovery programs, and focused support for at-risk students.

Note: Dropout rates for 2023–2024 will be released in the December 2025 TAPR.

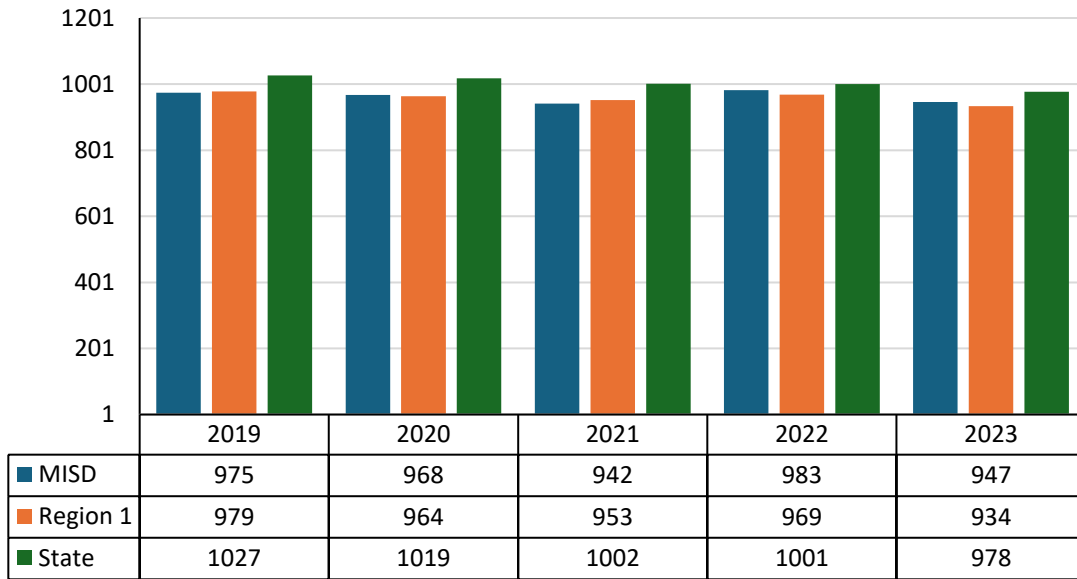
Dropout Rates (Gr 9-12)



The 2023 average SAT score for MISD students was 947, slightly above Region 1 (934), but below the statewide average (978). While scores declined slightly from 2022, the district continues to support college readiness through expanded dual credit opportunities, test prep programs, and academic counseling.

Note: Updated SAT scores for 2023–2024 will be released in the December 2025 TAPR.

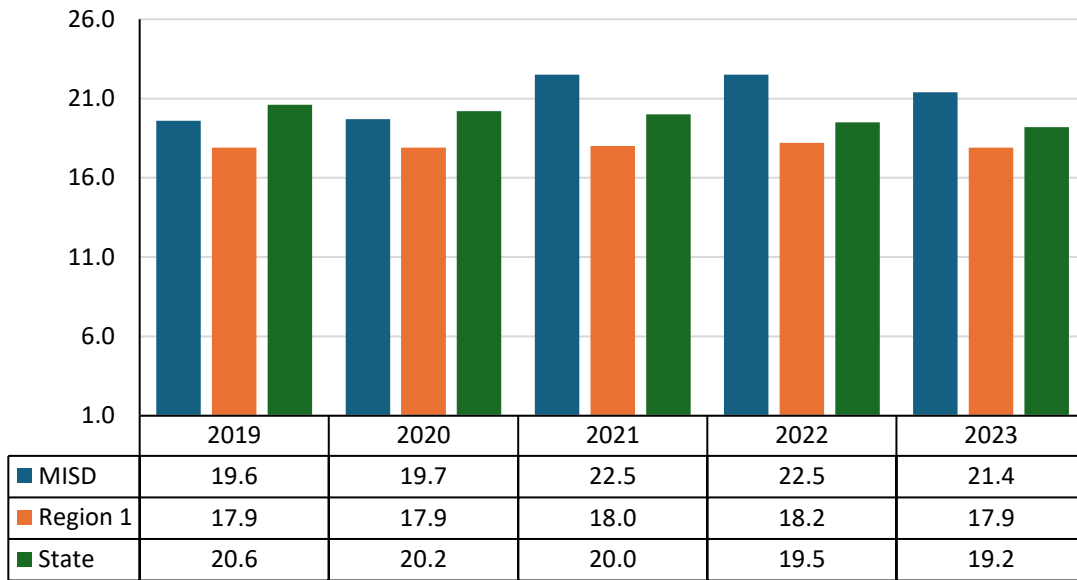
Average SAT Scores



MISD students posted an average ACT score of 21.4 in 2023, significantly outperforming Region 1 (17.9) and the State (19.2). This continues a multi-year trend in which MISD students demonstrate strong college readiness outcomes on the ACT. Continued investment in test preparation resources, rigorous instruction, and access to advanced coursework likely contribute to this sustained success.

Note: Updated ACT scores for 2023–2024 will be released in the December 2025 TAPR.

Average ACT Scores



Percentage of Free or Reduced-Price Meals

The Food Service Department participates in the Community Eligibility Provision 4 (CEP) which increases the monthly free meal reimbursements from the Texas Department of Agriculture due to a rise in meal participation.

Section 104(a) of the Healthy, Hunger-Free Kids Act of 2010 (Act) amended section 11(a)(1) of the Richard B. Russell National School Lunch Act to provide an alternative that eliminates the need for household applications for free and reduced-price meals in high-poverty Local Education Agencies (LEA) and schools. This alternative, which is now part of the National School Lunch Program (NSLP) and School Breakfast Program (SBP), is referred to as the Community Eligibility Provision (CEP).

	CEP FY 2021	CEP FY 2022	CEP FY 2023	CEP FY 2024	CEP FY 2025
Free	89.10%	90.48%	91.22%	90.32%	90.32%
Reduced	-	-	-	-	-
Paid	10.90%	9.52%	8.78%	9.68%	9.68%

Debt Service Bond Amortization Schedule

Year	Principal	Interest	Total Payment
2025-2026	5,475,000	519,550	5,994,550
2026-2027	5,695,000	300,550	5,995,550
2027-2028	1,885,000	118,250	2,003,250
2028-2029	1,245,000	49,800	1,294,800
Total Debt	\$ 14,300,000	\$ 988,150	\$ 15,288,150

The Debt Service Bond Amortization Schedule above includes the Unlimited Tax Refunding Bonds Series 2020A and 2020B issued on October 15, 2020 in fiscal year 2020-2021.

Bond Ratings

McAllen ISD maintains a strong credit profile that reflects its ongoing commitment to sound financial management, conservative budgeting practices, and long-term capital planning. As of March 2025, Moody's Investors Service has affirmed the district's issuer rating at "Aa2" with no outlook assigned, placing the district among the higher-rated school districts in Texas and the nation.

This Aa2 rating indicates high quality and very low credit risk, allowing the district to access capital at favorable interest rates and generate long-term savings for taxpayers. The rating is based on several key credit strengths identified by Moody's, including:

- A robust financial position, with an available fund balance of \$114.5 million as of 2024, representing 41.7% of operating revenues—well above the national median for similarly rated districts.
- Strong liquidity, with net cash totaling \$134.5 million (49.0% of revenue), providing ample operating flexibility.
- A manageable debt burden, with outstanding direct debt declining to \$73.9 million in 2024 and a fixed-costs ratio of just 6.2%.
- A large and stable tax base, supported by over \$9 billion in full market value property as of 2024, despite enrollment declines in recent years.

Moody's noted that the district's long-term liabilities—such as pension and OPEB obligations—have moderated, and its financial metrics remain solidly above median values for Aa-rated districts.

The district's continued adherence to fiscal discipline supports not only its bond rating, but also enhances investor confidence and reduces the cost of future bond issuances. This fiscal strength ultimately benefits the McAllen ISD community by ensuring that more dollars are available to support students and infrastructure rather than interest payments.

Credit Rating Summary

- Agency: Moody's Investors Service
- Rating: Aa2
- Date Issued: March 7, 2025
- Report Reference: Moody's Issuer Comment Report No. 1436814

**MCALLEN INDEPENDENT SCHOOL DISTRICT
ISSUE BY ISSUE OUTSTANDING DEBT OBLIGATIONS**

Debt Obligations	Funding Source	Original Date of Issue	Maturity Date	Interest Rate Payable	Purpose	Principal Amount of Original Issue	Outstanding Balance as of 06/30/2024	*Outstanding Total Debt Per Capita	Spent
Series 2020A Unlimited Tax Refunding Bonds	Interest and Sinking	10/30/2020	2/15/2030	2.00% - 5.00%	Bond Refunding	\$ 8,075,000	\$ 7,015,000	\$ 46.57	X
Series 2020B Unlimited Tax Refunding Bonds	Interest and Sinking	10/30/2020	2/15/2029	3.00% - 4.00%	Bond Refunding	\$ 32,800,000	\$ 19,785,000	\$ 131.34	X
Subtotal For Interest and Sinking						\$ 40,875,000	\$ 26,800,000		
Series 2011 Maintenance Tax Qualified School Construction Notes	Maintenance and Operations	12/20/2011	2/15/2026	4.66%	Energy Conservation Projects	\$ 16,485,000	\$ 16,485,000 <small>Funds required by ordinance to be set aside as a restricted asset for maturity in 2026</small>	\$ 109.43	X
Series 2012 Maintenance Tax Qualified School Construction Notes	Maintenance and Operations	6/15/2012	8/15/2026	4.24%	Roof Replacement at Alvarez Elementary	\$ 901,000	\$ 196,000	\$ 1.30	X
Series 2020 Maintenance Tax Qualified School Construction Notes	Maintenance and Operations	2/11/2020	2/15/2039	4.00% - 5.00%	Facilities Maintenance	\$ 24,010,000	\$ 20,580,000	\$ 136.62	X
Subtotal For Maintenance and Operations						\$ 41,396,000	\$ 37,261,000		
Grand Total						\$ 82,271,000	\$ 64,061,000	\$ 425.26	

270

*Outstanding Total Debt Per Capita calculated as follows:
Outstanding Balance divided by Population 150,638
7,015,000 / 150,638 =46.57

**MCALLEN INDEPENDENT SCHOOL DISTRICT
DIRECT AND OVERLAPPING
GOVERNMENTAL ACTIVITIES DEBT**

TABLE L-15

Political Subdivision	*Gross Debt Amounts	As of	Applicable to MISD	***Overlapping Debt
DIRECT DEBT				
McAllen ISD - Bonds	\$ 30,394,318	6/30/2024	100.00%	\$ 30,394,318
McAllen ISD - Leases	1,049,232	6/30/2024	100.00%	1,049,232
Subscription-Based Information Technology Arrangements****	925,123	6/30/2024	100.00%	925,123
McAllen ISD - Maintenance Tax Notes	41,554,156	6/30/2024	100.00%	41,554,156
				<u>\$ 73,922,829</u>
**OVERLAPPING DEBT				
Edinburg, City Of	\$ 112,950,000	6/30/2024	0.54%	\$ 609,930
Hidalgo Co.	395,825,000	6/30/2024	19.65%	77,779,613
Hidalgo Co DD #1	276,378,000	6/30/2024	20.35%	56,242,923
McAllen, City Of	85,970,000	6/30/2024	75.37%	64,795,589
Pharr, City of	124,947,955	6/30/2024	0.02%	24,990
South Texas College	94,589,693	6/30/2024	14.78%	13,980,357
Total Net Overlapping Debt				<u>213,433,401</u>
Total Direct and Overlapping Debt				<u>\$ 287,356,230</u>

* Gross Debt Amounts include related premium.

** Overlapping percentage is calculated as follows:
Shared market value between entities from the Appraisal
District divided by the total market value of each entity.

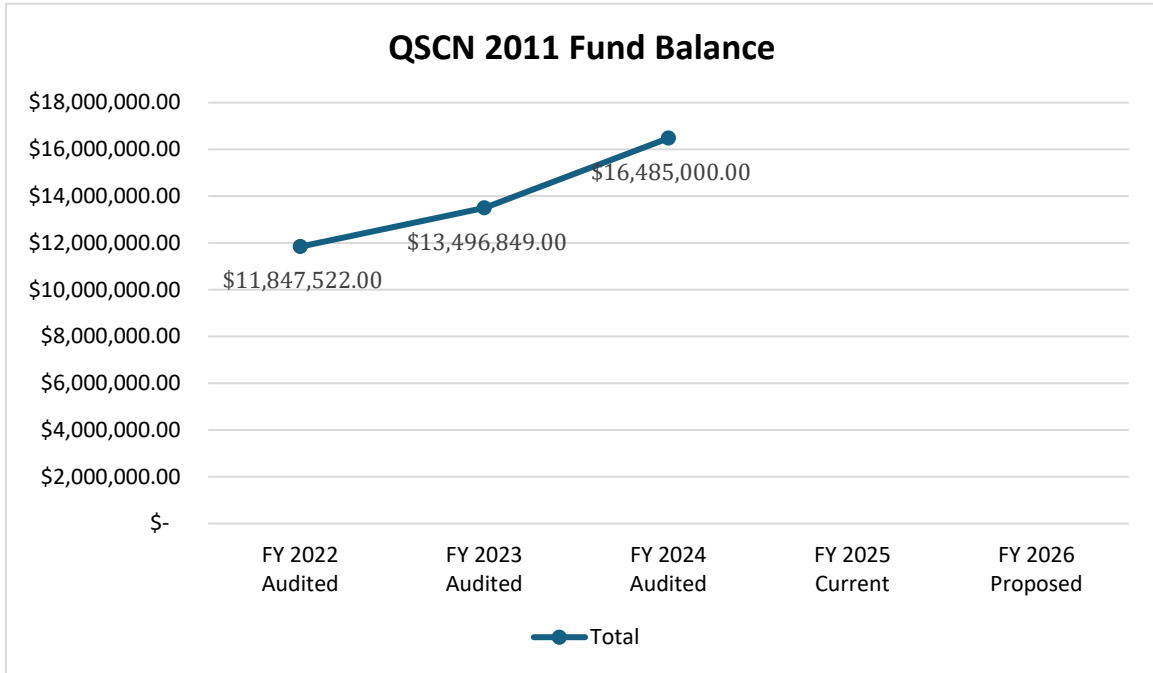
*** The overlapping debt is calculated as follows:
The gross debt multiplied by the overlapping percentage = overlapping debt

Note: Overlapping governments are those that coincide, at least in part, with the geographic boundaries of the District. This schedule estimates the portion of the outstanding debt of those overlapping governments that is borne by the residents and the businesses of the District. This process recognizes that, when considering the district's ability to issue and repay long-term debt, the entire debt burden borne by the residents and businesses should be taken into account. However, this does not imply that every taxpayer is a resident, and therefore responsible for repaying the debt, of each overlapping government.

****Effective 2023, the District implemented GASB Statement 96, Subscription-Based Information Technology Arrangements (SBITAs)
Source: Municipal Advisory Council of Texas

Maintenance Tax Notes Fund Balance

This account is recorded as Other Restrictions of Fund Balance in the General Fund. These funds are required by ordinance to be set aside to pay the maintenance tax notes debt due 2026. Proceeds from the sale of the notes were used for the purpose of energy efficiency projects districtwide. These funds are managed by Bank of New York Mellon serving as Trustee of the District.



Maintenance Tax Notes Amortization Schedule

QSCN-2011	QSCN-2012	MTN-2020	Annual Debt	Pmt. Date	Principal/
Fund 197	Fund 197	Fund 197	Requirements	Fiscal Yr.	Interest
	65,000.00		65,000.00	08-15	P
384,100.50	2,777.20	433,650.00	820,527.70	08-15	I
1,180,000.00		1,020,000.00	2,200,000.00	02-15	P
384,100.50	1,399.20	433,650.00	819,149.70	02-15	I
			2,265,000.00		P TOTAL
			1,639,677.40		I TOTAL
			3,904,677.40	2025-26	P&I TOTAL
	66,000.00		66,000.00	08-15	P
	1,399.20	408,150.00	409,549.20	08-15	I
		1,070,000.00	1,070,000.00	02-15	P
		408,150.00	408,150.00	02-15	I
			1,136,000.00		P TOTAL
			817,699.20		I TOTAL
			1,953,699.20	2026-27	P&I TOTAL
			0.00	08-15	P
		381,400.00	381,400.00	08-15	I
		1,120,000.00	1,120,000.00	02-15	P
		381,400.00	381,400.00	02-15	I
			1,120,000.00		P TOTAL
			762,800.00		I TOTAL
			1,882,800.00	2027-28	P&I TOTAL
			0.00	08-15	P
		353,400.00	353,400.00	08-15	I
		1,180,000.00	1,180,000.00	02-15	P
		353,400.00	353,400.00	02-15	I
			1,180,000.00		P TOTAL
			706,800.00		I TOTAL
			1,886,800.00	2028-29	P&I TOTAL
			0.00	08-15	P
		323,900.00	323,900.00	08-15	I
		1,235,000.00	1,235,000.00	02-15	P
		323,900.00	323,900.00	02-15	I
			1,235,000.00		P TOTAL
			647,800.00		I TOTAL
			1,882,800.00	2029-30	P&I TOTAL
			0.00	08-15	P
		293,025.00	293,025.00	08-15	I
		1,300,000.00	1,300,000.00	02-15	P
		293,025.00	293,025.00	02-15	I
			1,300,000.00		P TOTAL
			586,050.00		I TOTAL
			1,886,050.00	2030-31	P&I TOTAL
			0.00	08-15	P
		260,525.00	260,525.00	08-15	I
		1,365,000.00	1,365,000.00	02-15	P
		260,525.00	260,525.00	02-15	I
			1,365,000.00		P TOTAL
			521,050.00		I TOTAL
			1,886,050.00	2031-32	P&I TOTAL

Maintenance Tax Notes Amortization Schedule

QSCN-2011 Fund 197	QSCN-2012 Fund 197	MTN-2020 Fund 197	Annual Debt Requirements	Pmt. Date Fiscal Yr.	Principal/ Interest
			0.00	08-15	P
		226,400.00	226,400.00	08-15	I
		1,435,000.00	1,435,000.00	02-15	P
		226,400.00	226,400.00	02-15	I
			1,435,000.00		P TOTAL
			452,800.00		I TOTAL
			1,887,800.00	2032-33	P&I TOTAL
			0.00	08-15	P
		197,700.00	197,700.00	08-15	I
		1,490,000.00	1,490,000.00	02-15	P
		197,700.00	197,700.00	02-15	I
			1,490,000.00		P TOTAL
			395,400.00		I TOTAL
			1,885,400.00	2033-34	P&I TOTAL
			0.00	08-15	P
		167,900.00	167,900.00	08-15	I
		1,550,000.00	1,550,000.00	02-15	P
		167,900.00	167,900.00	02-15	I
			1,550,000.00		P TOTAL
			335,800.00		I TOTAL
			1,885,800.00	2034-35	P&I TOTAL
			0.00	08-15	P
		136,900.00	136,900.00	08-15	I
		1,610,000.00	1,610,000.00	02-15	P
		136,900.00	136,900.00	02-15	I
			1,610,000.00		P TOTAL
			273,800.00		I TOTAL
			1,883,800.00	2035-36	P&I TOTAL
			0.00	08-15	P
		104,700.00	104,700.00	08-15	I
		1,675,000.00	1,675,000.00	02-15	P
		104,700.00	104,700.00	02-15	I
			1,675,000.00		P TOTAL
			209,400.00		I TOTAL
			1,884,400.00	2036-37	P&I TOTAL
			0.00	08-15	P
		71,200.00	71,200.00	08-15	I
		1,745,000.00	1,745,000.00	02-15	P
		71,200.00	71,200.00	02-15	I
			1,745,000.00		P TOTAL
			142,400.00		I TOTAL
			1,887,400.00	2037-38	P&I TOTAL
			0.00	08-15	P
		36,300.00	36,300.00	08-15	I
		1,815,000.00	1,815,000.00	02-15	P
		36,300.00	36,300.00	02-15	I
			1,815,000.00		P TOTAL
			72,600.00		I TOTAL
			1,887,600.00	2038-39	P&I TOTAL
TOTAL OUTSTANDING					
1,180,000.00	131,000.00	19,610,000.00	20,921,000.00		P TOTAL
768,201.00	5,575.60	6,790,300.00	7,564,076.60		I TOTAL
			(773,776.00)		INTEREST SUBSIDY AVAILABLE
1,948,201.00	136,575.60	26,400,300.00	27,711,300.60		P&I TOTAL

2025 Tax Rate Calculation Worksheet

Form 50-859

School Districts without Chapter 313 Agreements

MCALLEN | S D 1

School District's Name

Phone (area code and number)

School District's Address, City, State, ZIP Code

School District's Website Address

GENERAL INFORMATION: Tax Code Section 26.04(c) requires an officer or employee designated by the governing body to calculate the no-new-revenue tax rate and voter-approval tax rate for the taxing unit. These tax rates are expressed in dollars per \$100 of taxable value calculated. The calculation process starts after the chief appraiser delivers to the taxing unit the certified appraisal roll or certified estimate of value and the estimated values of properties under protest. The designated officer or employee shall submit the rates to the governing body by August 7 or as soon thereafter as practicable. Tax Code Section 26.04(e-1) does not require school districts to certify tax rate calculations or comply with certain Tax Code notice requirements. School districts are required to provide notice regarding tax rate calculations pursuant to Education Code Chapter 44.

This worksheet is for **school districts without Chapter 313 agreements only**. School districts that have a Chapter 313 agreement should use Comptroller Form 50-884 *Tax Rate Calculation Worksheet, School Districts with Chapter 313 Agreements*.

Water districts as defined under Water Code Section 49.001(1) do not use this form. Use Comptroller Form 50-858 *Water District Voter-Approval Tax Rate Worksheet for Low Tax Rate and Developing Districts* or Comptroller Form 50-860 *Developed Water District Voter-Approval Tax Rate Worksheet*.

All other taxing units should use Comptroller Form 50-856 *Tax Rate Calculation, Taxing Units Other Than School Districts or Water Districts*.

The Comptroller's office provides this worksheet to assist taxing units in determining tax rates. The Texas Education Agency (TEA) provides detailed information on and guidance to school districts in calculating their tax rates. Please review and rely on information provided by TEA when completing this worksheet. Additionally, the information provided in this worksheet is offered as technical assistance and not legal advice. Taxing units should consult legal counsel for interpretations of law regarding tax rate preparation and adoption.

SECTION 1: No-New-Revenue Tax Rate

The no-new-revenue (NNR) tax rate enables the public to evaluate the relationship between taxes for the prior year and for the current year based on a tax rate that would produce the same amount of revenue if applied to the same properties that are taxed in both years (no new taxes). When appraisal values increase, the NNR tax rate should decrease.

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
1.	Prior year total taxable value. Enter the amount of the prior year taxable value on the prior year tax roll today. Include any adjustments since last year's certification; exclude one-fourth and one-third over-appraisal corrections made under Tax Code Section 25.25(d) from these adjustments. Exclude any property value subject to an appeal under Chapter 42 as of July 25 (will add undisputed value in Line 6). This total includes the taxable value of homesteads with tax ceilings (will deduct in Line 2). ¹	9,429,855,524 \$ _____
2.	Prior year tax ceilings. Enter the prior year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. ²	726,721,948 \$ _____
3.	Preliminary prior year adjusted taxable value. Subtract Line 2 from Line 1.	8,703,133,576 \$ _____
4.	Prior year total adopted tax rate.	0.9966 \$ _____ / \$100
5.	Prior year taxable value lost because court appeals of ARB decisions reduced prior year appraised value.	
	A. Original prior year ARB values: \$ 0	
	B. Prior year values resulting from final court decisions: - \$ 0	
	C. Prior year value loss. Subtract B from A. ³	0 \$ _____
6.	Prior year taxable value subject to an appeal under Chapter 42, as of July 25.	
	A. Prior year ARB certified value: \$ 0	
	B. Prior year disputed value: - \$ 0	
	C. Prior year undisputed value. Subtract B from A. ⁴	0 \$ _____
7.	Prior year Chapter 42-related adjusted values. Add Line 5 and 6.	0 \$ _____
8.	Prior year taxable value, adjusted for actual and potential court-ordered adjustments. Add Line 3 and Line 7.	8,703,133,576 \$ _____
9.	Prior year taxable value of property in territory the school deannexed after Jan. 1, of the prior year. Enter the prior year value of property in deannexed territory. ⁵	0 \$ _____

¹ Tex. Tax Code §26.012(14)

² Tex. Tax Code §26.012(14)

³ Tex. Tax Code §26.012(13)

⁴ Tex. Tax Code §26.012(13)

⁵ Tex. Tax Code §26.012(15)

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
10.	<p>Prior year taxable value lost because property first qualified for an exemption in the current year. If the school district increased an original exemption, use the difference between the original exempted amount and the increased exempted amount. Do not include value lost due to freepport goods-in-transit, or temporary disaster exemptions. Note that lowering the amount or percentage of an existing exemption in the current year does not create a new exemption or reduce taxable value.</p> <p>A. Absolute exemptions. Use prior year market value: \$ <u>2,118,165</u></p> <p>B. Partial exemptions. Current year exemption amount or current year percentage exemption times prior year value: . . . + \$ <u>98,677,218</u></p> <p>C. Value loss. Add A and B. ⁶</p>	<p>\$ <u>100,795,383</u></p>
11.	<p>Prior year taxable value lost because property first qualified for agricultural appraisal (1-d or 1-d-1), timber appraisal, recreational/scenic appraisal or public access airport special appraisal in the current year. Use only properties that qualified in the current year for the first time; do not use properties that qualified in the prior year.</p> <p>A. Prior year market value. \$ <u>0</u></p> <p>B. Current year productivity or special appraised value:..... - \$ <u>0</u></p> <p>C. Value loss. Subtract B from A.</p>	<p>\$ <u>0</u></p>
12.	Total adjustments for lost value. Add Lines 9, 10C and 11C.	<p>\$ <u>100,795,383</u></p>
13.	Adjusted prior year taxable value. Subtract Line 12 from Line 8.	<p>\$ <u>8,602,338,193</u></p>
14.	Adjusted prior year total levy. Multiply Line 4 by Line 13 and divide by \$100.	<p>\$ <u>85,730,902</u></p>
15.	Taxes refunded for years preceding tax year prior year. Enter the amount of taxes refunded by the district for tax years preceding tax year the prior year. Types of refunds include court decisions, Tax Code Section 25.25(b) and (c) corrections and Tax Code Section 31.11 payment errors. Do not include refunds for the prior tax year. This line applies only to tax years preceding the prior tax year. ⁸	<p>\$ <u>1,118,732</u></p>
16.	<p>Adjusted prior year levy with refunds. Add Line 14 and Line 15. ⁹</p> <p>Note: If the governing body of the school district governs a junior college district in a county with a population of more than two million, subtract the amount of taxes the governing body dedicated to the junior college district in the prior year from the result.</p>	<p>\$ <u>86,849,634</u></p>
17.	<p>Total current year taxable value on the current year certified appraisal roll today. This value includes only certified values and includes the total taxable value of homesteads with tax ceilings (will deduct in line 19). These homesteads include homeowners age 65 or older or disabled. ¹⁰</p> <p>A. Certified values.¹¹ \$ <u>6,922,138,442</u></p> <p>B. Pollution control and energy storage system exemption: Deduct the value of property exempted for the current tax year for the first time as pollution control or energy storage system property: - \$ <u>0</u></p> <p>C. Total current year value. Subtract B from A.</p>	<p>\$ <u>6,922,138,442</u></p>
18.	<p>Total value of properties under protest or not included on certified appraisal roll. ¹²</p> <p>A. Current year taxable value of properties under protest. The chief appraiser certifies a list of properties still under ARB protest. The list shows the appraisal district's value and the taxpayer's claimed value, if any, or an estimate of the value if the taxpayer wins. For each of the properties under protest, use the lowest of these values. Enter the total value under protest. ¹³ \$ <u>4,389,459,655</u></p> <p>B. Current year value of properties not under protest or included on certified appraisal roll. The chief appraiser gives school districts a list of those taxable properties that the chief appraiser knows about but are not included in the appraisal roll certification. These properties are also not on the list of properties that are still under protest. On this list of properties, the chief appraiser includes the market value, appraised value and exemptions for the preceding year and a reasonable estimate of the market value, appraised value and exemptions for the current year. Use the lower market, appraised or taxable value (as appropriate). Enter the total value not on the roll. ¹⁴ + \$ <u>0</u></p> <p>C. Total value under protest or not certified. Add A and B.</p>	<p>\$ <u>4,389,459,655</u></p>

⁶ Tex. Tax Code §26.012(15)
⁷ Tex. Tax Code §26.012(15)
⁸ Tex. Tax Code §26.012(13)
⁹ Tex. Tax Code §26.012(13)
¹⁰ Tex. Tax Code §§26.012 and 26.04(c-2)
¹¹ Tex. Tax Code §26.012(6)
¹² Tex. Tax Code §26.01(c) and (d)
¹³ Tex. Tax Code §26.01(c)
¹⁴ Tex. Tax Code §26.01(d)
¹⁵ Tex. Tax Code §26.012(6)(B)

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
19.	Current year tax ceilings. Enter current year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. ¹⁵	\$ 834,840,156
20.	Current year total taxable value. Add Lines 17C and 18C. Subtract Line 19.	\$ 10,476,757,941
21.	Total current year taxable value of properties in territory annexed after Jan. 1, of the prior year. Include both real and personal property. Enter the current year value of property in territory annexed by the school district.	\$ 0
22.	Total current year taxable value of new improvements and new personal property located in new improvements. New means the item was not on the appraisal roll in the prior year. An improvement is a building, structure, fixture or fence erected on or affixed to land. New additions to existing improvements may be included if the appraised value can be determined. New personal property in a new improvement must have been brought into the school district after Jan. 1, of the prior year, and be located in a new improvement.	\$ 140,229,190
23.	Total adjustments to the current year taxable value. Add lines 21 and 22.	\$ 140,229,190
24.	Adjusted current year taxable value. Subtract line 23 from line 20.	\$ 10,336,528,751
25.	Current year NNR tax rate. Divide line 16 by line 24 and multiply by \$100.	\$ 0.8402 /\$100

SECTION 2: Voter-Approval Tax Rate

The voter-approval tax rate is the highest tax rate that a taxing unit may adopt without holding an election to seek voter approval of the rate. Most school districts calculate a voter-approval tax rate that is split into three separate rates.¹⁸

- Maximum Compressed Tax Rate (MCR):** A district’s maximum compressed tax rate is defined as the tax rate for the current tax year per \$100 of valuation of taxable property at which the district must levy a maintenance and operations tax to receive the full amount of the tier one allotment.¹⁹
- Enrichment Tax Rate:**²⁰ A district’s enrichment tax rate is defined as any tax effort in excess of the district’s MCR and less than \$0.17. The enrichment tax rate is divided into golden pennies and copper pennies. School districts can claim up to 8 golden pennies, not subject to compression, and 9 copper pennies which are subject to compression with any increases in the guaranteed yield.²¹
- Debt Rate:** The debt rate includes the debt service necessary to pay the school district’s debt payments in the coming year. This rate accounts for principal and interest on bonds and other debt secured by property tax revenue.

The MCR and Enrichment Tax Rate added together make up the school district’s maintenance and operations (M&O) tax rate. Districts cannot increase the district’s M&O tax rate to create a surplus in M&O tax revenue for the purpose of paying the district’s debt service.²²

If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate (disaster pennies) in the calculation this year. This adjustment will be made in Section 4 of this worksheet.

A district must complete an efficiency audit before seeking voter approval to adopt a M&O tax rate higher than the calculated M&O tax rate, hold an open meeting to discuss the results of the audit, and post the results of the audit on the district’s website 30 days prior to the election.²³ Additionally, a school district located in an area declared a disaster by the governor may adopt a M&O tax rate higher than the calculated M&O tax rate during the two-year period following the date of the *declaration without conducting an efficiency audit*.²⁴

Districts should review information from TEA when calculating their voter-approval tax rate.

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
26.	Current year maximum compressed tax rate (MCR). TEA will publish compression rates based on district and statewide property value growth. Enter the school districts’ maximum compressed rate based on guidance from TEA. ²⁵	\$ 0.6322 /\$100
27.	Current year enrichment tax rate. Enter the greater of A and B. ²⁶	\$ 0.1700 /\$100
	A. Enter the district’s prior year enrichment tax rate, minus any required reduction under Education Code Section 48.202(f)	0.1700 /\$100
	B. \$0.05 per \$100 of taxable value	\$ 0.0500 /\$100

¹⁶ [Reserved for expansion]
¹⁷ [Reserved for expansion]
¹⁸ Tex. Tax Code §26.08(n)
¹⁹ Tex. Edu. Code §48.2551(a)(3)
²⁰ Tex. Tax Code §26.08(i) and Tex. Edu. Code §45.0032
²¹ Tex. Edu. Code §§48.202(a-1)(2) and 48.202(f)
²² Tex. Edu. Code §45.0021(a)
²³ Tex. Edu. Code §11.184(b)
²⁴ Tex. Edu. Code §11.184(b-1)
²⁵ Tex. Edu. Code §§48.255, 48.2551(b)(1) and (b)(2)
²⁶ Tex. Tax Code §26.08(n)(2)
²⁷ Tex. Edu. Code §45.003(d)

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
28.	Current year maintenance and operations (M&O) tax rate. Add Lines 26 and 27. Note: M&O tax rate may not exceed the sum of \$0.17 and the district's maximum compressed rate. ²⁷	\$ 0.8022 /\$100
29.	Total current year debt to be paid with property tax revenue. Debt means the interest and principal that will be paid on debts that: (1) Are paid by property taxes; (2) Are secured by property taxes; (3) Are scheduled for payment over a period longer than one year; and (4) Are not classified in the school district's budget as M&O expenses. A. Debt includes contractual payments to other school districts that have incurred debt on behalf of this school district, if those debts meet the four conditions above. Include only amounts that will be paid from property tax revenue. Do not include appraisal district budget payments. If the governing body of a taxing unit authorized or agreed to authorize a bond, warrant, certificate of obligation, or other evidence of indebtedness on or after Sept. 1, 2021, verify if it meets the amended definition of debt before including it here. ²⁸ Enter debt amount: \$ 16,935,000 B. Subtract unencumbered fund amount used to reduce total debt. - \$ 0 C. Subtract state aid received for paying principal and interest on debt for facilities through the existing debt allotment program and/or instructional facilities allotment program. - \$ 0 D. Adjust debt: Subtract B and C from A.	\$ 16,935,000
30.	Certified prior year excess debt collections. Enter the amount certified by the collector. ²⁹	\$ 0
31.	Adjusted current year debt. Subtract line 30 from line 29D.	\$ 16,935,000
32.	Current year anticipated collection rate. If the anticipated rate in A is lower than actual rates in B, C and D, enter the lowest rate from B, C and D. If the anticipated rate in A is higher than at least one of the rates in the prior three years, enter the rate from A. Note that the rate can be greater than 100%. ³⁰ A. Enter the current year anticipated collection rate certified by the collector. ³¹ 100.00 % B. Enter the 2024 actual collection rate 98.29 % C. Enter the 2023 actual collection rate 100.20 % D. Enter the 2022 actual collection rate 100.28 %	100.00 %
33.	Current year debt adjusted for collections. Divide Line 31 by Line 32. Note: If the governing body of the school district governs a junior college district in a county with a population of more than two million, add the amount of taxes the governing body proposes to dedicate to the junior college district in the current year to the result.	\$ 16,935,000
34.	Current year total taxable value. Enter the amount on Line 20 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 10,476,757,941
35.	Current year debt rate. Divide Line 33 by Line 34 and multiply by \$100.	\$ 0.1616 /\$100
36.	Current year voter-approval tax rate. Add Lines 28 and 35. If the school district received distributions from an equalization tax imposed under former Chapter 18, Education Code, add the NNR tax rate as of the date of the county unit system's abolition to the sum of Lines 28 and 35. ³²	\$ 0.9638 /\$100

SECTION 3: Voter-Approval Tax Rate Adjustment for Pollution Control

A school district may raise its rate for M&O funds used to pay for a facility, device or method for the control of air, water or land pollution. This includes any land, structure, building, installation, excavation, machinery, equipment or device that is used, constructed, acquired or installed wholly or partly to meet or exceed pollution control requirements. The school district's expenses are those necessary to meet the requirements of a permit issued by the Texas Commission on Environmental Quality (TCEQ). The school district must provide the tax assessor with a copy of the TCEQ letter of determination that states the portion of the cost of the installation for pollution control.

This section should only be completed by a school district that uses M&O funds to pay for a facility, device or method for the control of air, water or land pollution.

²⁸ Tex. Tax Code §26.012(7)
²⁹ Tex. Tax Code §§26.012(10) and 26.04(b)
³⁰ Tex. Tax Code §§26.04(h), (h-1) and (h-2)
³¹ Tex. Tax Code §26.04(b)
³² Tex. Tax Code §26.08(g)
³³ Tex. Tax Code §26.045(d)
³⁴ Tex. Tax Code §26.045(i)

Line	Voter-Approval Rate Adjustment for Pollution Control Requirements Worksheet	Amount/Rate
37.	Certified expenses from the Texas Commission on Environmental Quality (TCEQ). Enter the amount certified in the determination letter from TCEQ. ³³ The school district shall provide its tax assessor with a copy of the letter. ³⁴	\$ 0
38.	Current year total taxable value. Enter the amount on Line 20 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 10,476,757,941
39.	Additional rate for pollution control. Divide line 37 by line 38 and multiply by \$100.	\$ 0.0000 /\$100
40.	Current year voter-approval tax rate, adjusted for pollution control. Add line 36 and line 39.	\$ 0.9638 /\$100

SECTION 4: Voter-Approval Tax Rate Adjustment in Year Following Disaster

If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate in the calculation this year.³⁵ As such, it must reduce its voter-approval tax rate for the current tax year.

This section applies to a school district in a disaster area that adopts a tax rate greater than its voter-approval tax rate without holding an election in the prior year, as provided for by Tax Code Section 26.042(e).

Line	Prior Year Disaster Adjustment Worksheet	Amount/Rate
41.	Prior year adopted tax rate. Enter the rate in Line 4 of the <i>No-New-Revenue Tax Rate Worksheet</i> .	\$ 0.9966 /\$100
42.	Prior voter-approval tax rate. If the school district adopted a tax rate above the prior year voter-approval tax rate without holding an election due to a disaster, enter the voter-approval tax rate from the prior year's worksheet.	\$ 0.0000 /\$100
43.	Increase in the prior year tax rate due to disaster (disaster pennies). Subtract Line 42 from Line 41.	\$ 0.0000 /\$100
44.	Current year voter-approval tax rate, adjusted for prior year disaster. Subtract Line 43 from one of the following lines (as applicable): Line 36 or Line 40 (school districts with pollution control).	\$ 0.9638 /\$100

SECTION 5: Total Tax Rate

Indicate the applicable total tax rates as calculated above.

No-New-Revenue Tax Rate \$ 0.8402 /\$100
 Enter the current year NNR tax rate from Line 25.

Voter-Approval Tax Rate \$ 0.9638 /\$100
 As applicable, enter the current year voter-approval tax rate from Line 36, Line 40 or Line 44. Indicate the line number used: 36

SECTION 6: School District Representative Name and Signature

Enter the name of the person preparing the tax rate as authorized by the governing body of the school district. By signing below, you certify that you are the designated officer or employee of the school district and have calculated the tax rates in accordance with requirements in Tax Code and Education Code.³⁶

print here → _____
 Printed Name of School District Representative

sign here → _____ Date _____

³⁵ Tex. Tax Code §26.042(f) and Tex. Edu. Code §45.0032(d)
³⁶ Tex. Tax Code §26.04(c)

Staffing Guidelines

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
ELEMENTARY SCHOOL STAFFING GUIDELINES**

ADMINISTRATIVE SUPPORT		DAYS	FUND
Principal	One (1) Full-Time person	212	199
Assistant Principal	350-800 students = full time person, 801+ students = 2 full time persons	207	199
Counselor	0 - 700 = 1 full time person, 701+ = 2 full time persons	190	199
Librarian	0-400 students = 1/2 (.5) person , 400+ = 1 full time person	197	199
Diagnostician	Situation Dependent	197	173/224
Nurse	400+ students = One (1) full time person	192	199
Social Worker	Situation Dependent	187	193
TEACHERS			
Kinder CSR	Situation Dependent (18 to 1 teacher student ratio)	187	255
Pre-K-4	One (1) Teacher per 22 students	187	199
5th Grade	One (1) Teacher per 25 students	187	199
Music	0-700 students = One (1) Teacher, 701+ students = Two (2) Teachers	187	199
PE	0-700 students = One (1) Teacher, 701+ students = Two (2) Teachers	187	199
Special Education - Early Childhood Special Education (ECSE)(3-5 yrs.)	One (1) Teacher per 12 students	187	173/224
Special Education - Self- Contained	One (1) Teacher per 12 students	187	173/224
Special Education- Adaptive PE	Situation Dependent	187	173
Special Education - Homebound	Situation Dependent	187	224
Special Language	1/2 (.5) Person per campus (Situation Dependent)	187	263
Dyslexia	1-15 students = 1/2 (.5) Person per campus, 31-35 students = 1 full time person	187	199
Interventionist K-5	One (1) full time person per Title 1 Campus	187	211
Lead Innovative Instruction	One (1) full time person district wide	197	211
RDSPD DHH - Escandon and Roosevelt	Situation Dependent	187	435/315
AEP	One (1) Teacher district wide	187	193
INSTRUCTIONAL PARAPROFESSIONAL			
Inst. Assistant - PE	One (1) per campus	187	199
Inst. Assistant - Pre-K "or Inst. Assistant Early Childhood PK for at-risk"	One (1) Paraprofessional per class	187	164/199 193/199
Inst. Assistant - Dyslexia	16-30 students = 1/2 (.5) Person per campus, 36+students = 1 full time person	187	199
Inst. Assistant - Science Technology	One (1) per Title 1 Campus	187	193
Inst. Assistant - Resource Media	600+ = One (1) Paraprofessional	187	199
Inst. Assistant - Bilingual	One (1) per campus	187	164
Inst. Assistant - Special Ed	Situation Dependent	187	173/224/225
Inst. Assistant - RDSPD DHH	Situation Dependent	187	435/315
Inst. Assistant - AEP	One (1) Person district wide	187	193
SECRETARY/CLERICAL PARAPROFESSIONAL		DAYS	FUND
Secretary	One (1) full time person	212	199
Clerk, Data Processing	One (1) full time person	212	199
Clerk, Student Data	One (1) full time person	197	199
Clerk Campus	700+ = 1 full time person	207	199
SUPPLEMENTAL PROFESSIONAL			
Coach Instructional K-5	One (1) per Title 1 campus	187	211
Interventionist	Situation Dependent	187	211
Specialist, Parent and Family Engagement	(.5) per campus (Also assigned other campuses)	187	211
Behavioral Strategist	Three (3) Teachers district wide	187	224
Occupational Therapist	Situation Dependent	197	224
Speech Pathologist	Situation Dependent	192	173/224
SUPPLEMENTAL PARAPROFESSIONAL			
Licensed Vocational Nurse (LVN)	0-400 = 1 full time person (in lieu of RN)	192	199
Health Assistant (CMA,RMA,CNA)	750-1000+ students = One (1) full time person	192	199
CUSTODIAL			
Custodian Head I	One (1) per campus	242	199
Custodian	Custodial allocations are based upon the cleanable Square Footage (SF) of the facility. Cleanable SF is defined as being 90% of the gross SF. Secondary campuses are staffed at one (1) custodian per 23,000 SF of cleanable floor space. This staffing standard does include the Head Custodian.	242	199
CHILD NUTRITION PROGRAM			
Child Nutrition Manager	One (1) per campus	187	101
Child Nutrition Assistant Manager	One (1) per campus	187	101
Child Nutrition Worker	One (1) per 19-25 meals/labor hour. Kitchens are staffed based on labor hours, not the number of people. Labor hours are converted into employee equivalents.	187	101

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
MIDDLE SCHOOLS STAFFING GUIDELINES**

ADMINISTRATIVE SUPPORT		DAYS	FUND
Principal	One (1) per campus	217	199
Assistant Principal	One (1) per campus	212	199
Assistant Principal	801+ = 1 Full-time person	207	199
School Improvement Facilitator	One (1) per campus	212	211
Counselor	0-700 = 1 Full-time person, 701+ = 2 Full-time persons	201	199
Counselor - Gear Up- UTRGV Grant	One (1) at Brown, De Leon, Travis	201	274/199
Librarian	750+ = One (1) per campus	197	199
Nurse	One (1) per campus	192	199
Social Worker	Situation Dependent	187	193
TEACHERS			
English	One (1) per 25 students per six (6) periods (6th/7th grade blocked)	187	199
Mathematics	One (1) per 25 students per three (6) periods (all grades blocked)	187	199
Science	One (1) per 25 students per six (6) periods	187	199
Social Studies	One (1) per 25 students per six (6) periods	187	199
Art	One (1) per 25 students per six (6) periods	187	199
Theatre Arts	One (1) per 25 students per six (6) periods	187	199
Band Director, Head	One (1) per campus	202	199/184
Band Director, Assistant	One (1) per campus, 300+ students = Two (2) per campus	202	199/184
Choir Director, Head	One (1) per campus	195	199/184
Choir Director, Assistant	One (1) per 200+ students	195	199/184
Orchestra Director, Head	One (1) per campus	202	199/184
Orchestra Director, Assistant	One (1) per 150+ students	202	199/184
Mariachi	One (1) Shared for Brown, Travis, Fossum	212	199/184
Spanish	One (1) Full-Time Person (De Leon IB MYP, Fossum DL)	187	199
Sci Tech Teacher	One (1) per campus	187	193
ELA CSR 6th/8th Grade	Situation Dependent, 18:1 Ratio	187	255
Math CSR 6th Grade	Situation Dependent, 18:1 Ratio	187	255
ESL Literacy Extension 6-12	One (1) per campus	187	193
Dyslexia	One (1) per campus, 18:1 Ratio	187	199
Instructional Coach	One (1) per campus @ Travis, Brown & DeLeon	192	211
Technology Applications	One (1) per 25 students per six (6) periods	187	199/162
Technology Education	One (1) per 25 students per six (6) periods	187	199/162
Physical Education	One (1) per 25 students per six (6) periods	187	199
Special Education - Inclusion	One (1) per 20 students	187	173/224
Special Education - Visually Impaired	Situation Dependent	187	173
Special Education - Self Contained	One (1) per 12 students	187	224/173
RDSPD DHH - Brown MS	Situation Dependent	187	435/315
INSTRUCTIONAL PARAPROFESSIONAL		DAYS	FUND
Inst. Assistant - In School Susp.	One (1) per campus	187	199
Inst. Assistant - Resource Media	700+ = One (1) Para, 1000+ = Two (2) Para	187	199
Inst. Assistant - RDSPD (Brown MS)	Situation Dependent	187	435/315
Inst. Assistant - Special Ed.	Situation Dependent	187	173/224
Inst. Assistant- PE	650+ = One (1) Para, 800+ = Two (2) Para	187	199
SECRETARY/CLERICAL PARAPROFESSIONAL			
Secretary - Principal	One (1) per campus	217	199
Clerk - Campus	One (1) per campus	201	199
Clerk - Counselor	One (1) per campus	201	199
Clerk - Data Processing	One (1) per campus	217	199
Bookkeeper	One (1) per campus Morris & Cathey, (.5) De Leon, Fossum, Travis, Brown	217	199

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
MIDDLE SCHOOLS STAFFING GUIDELINES**

Page 2

SUPPLEMENTAL PROFESSIONAL			
IB Coordinator	One (1) @DeLeon MS	187	199
Athletic Trainer- MS	One per district	207	199
RDSPD DHH (Brown MS)	Situation Dependent	187	435
Speech Pathologist - RDSPD (Brown MS)	Situation Dependent	192	435
Specialist - Parent and Family Engagement	.5 per campus	187	211
Speech Pathologist Assistant - RDSPD (Brown MS)	Situation Dependent	192	435
SUPPLEMENTAL PARAPROFESSIONAL			
Inst. Assistant - Parental Involvement	.5 per campus @ Brown MS/Travis MS	187	211
Inst. Assistant - Technology Support	One (1) per campus	187	211
Licensed Vocational Nurse (LVN)	One (1) District Wide	192	199
Health Assistant (CMA,RMA,CNA)	750-1,000+ students = One (1) Rover	192	199/211
CUSTODIAL			
Custodian Head I	One (1) Full-Time person	242	199
Custodian	Custodial allocations are based upon the cleanable Square Footage (SF) of the facility. Cleanable SF is defined as being 90% of the gross SF. Secondary campuses are staffed at one (1) custodian per 23,000 SF of cleanable floor space. This staffing standard does include the Head Custodian.	242	199
CHILD NUTRITION PROGRAM			
Child Nutrition Manager	One (1) per campus	221	101
Child Nutrition Assistant Manager	One (1) per campus	221	101
Child Nutrition Worker	One (1) per 19-25 meals/labor hour. Kitchens are staffed based on labor hours, not the number of people. Labor hours are converted into employee equivalents.	187	101

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
HIGH SCHOOL STAFFING GUIDELINES

ADMINISTRATIVE SUPPORT		DAYS	FUND
Principal	One (1) per campus	226	199
Principal - I & G Center	One (1)	212	199
Assistant Principal - AECHS / Lamar Academy)	One (1) per campus	222	199
Assistant Principal	601-1300 = 1 per campus, 1301-2100 = 2 per campus, 2101+ = 3 per campus	212	199
Dean of Instruction	One (1) per campus	222	199
School Improvement Facilitator	One (1) per campus	212	211
Coordinator Athletic Head Coach	One (1) per campus	226	183
Counselor, Lead	One (1) per campus	207	199
Counselor	401-800 = 1 per campus, 801-1,200 = 2 per campus, 1201-1600 = 3 per campus, 1600+ = 4 per campus	203	199
Counselor-Lamar Academy (Options)/Instruction & Guidance Ctr.	(.05) per campus One (1)	203/201	193
Counselor - Special Ed.	Situation Dependent	203	173
Counselor - Gear Up	(2) @ McHi	201	274
Counselor- CTE	One (1) per campus (Comprehensive)	203	162
Librarian	750+ = 1 per campus, 1,000+ additional aide	197	199
Librarian - Achieve Early College HS	450+ - One (1) per campus	197	199
Librarian - Lamar Academy & UTRGV Collegiate	.5 per campus (shared)	197	199
Head Nurse, RN	One (1) per campus (Comprehensive)	201	199
Social worker	One (1) per campus	187	193
TEACHERS			
English	One (1) Teacher per 25 students x 6 periods	187	199 / 193
Mathematics	One (1) Teacher per 25 students x 6 periods	187	199 / 193
Science	One (1) Teacher per 25 students x 6 periods	187	199 / 193
Social Studies	One (1) Teacher per 25 students x 6 periods	187	199 / 193
American Sign Language	One (1) Teacher per 25 students x 6 periods	187	199
Credit Recovery	Situation Dependent	187	193
ESL Literacy Extension 6-12	One (1) per campus	187	193
ELA CSR 9th Grade	One (1) per comprehensive high school 18:1	187	255
Economics	One (1) Teacher per 25 students x 6 periods	187	199 / 162
Math CSR 9th Grade	One (1) per comprehensive high school 18:1	187	255
ELA Bridging	Situation Dependent 18:1	187	193
Math Bridging	Situation Dependent 18:1	187	193
Science Bridging	Situation Dependent 18:1	187	211
RDSPD DHH- Memorial HS	Situation Dependent	187	435 / 315
Transition Teacher	Situation Dependent	187	211
Transition Teacher - AECHS/Lamar Academy	One (1) per campus	187	211
Art	One (1) Teacher per 25 students x 6 periods	187	199
AVID	Situation Dependent	187	211
Band Director, Head	One (1) per campus	212	199 / 184
Band Director, Assistant	Four (4) per campus	202	199 / 184
Choir Director, Head	One (1) per campus	200	199 / 184
Choir Director, Assistant	One (1) per campus, 200+ = +1	195	199 / 184
Dance	One (1) per campus	187	199
French	One (1) Teacher per 25 students x 6 periods	187	199
Health	One (1) Teacher per 25 students x 6 periods	187	199
Journalism	One (1) Teacher per 25 students x 6 periods	187	199
Mariachi Director, Head	One (1) per campus	202	199 / 184
Mariachi Director, Assistant	One (1) per campus	202	199 / 184
Orchestra Director, Head	One (1) per campus	202	199 / 184
Orchestra Director, Assistant	One (1) per campus	202	199 / 184
JROTC	Two (2) per campus	216 / 226	199
Sociology	One (1) Teacher per 25 students x 6 periods	187	199
Spanish	One (1) Teacher per 25 students x 6 periods	187	199
Speech	One (1) Teacher per 25 students x 6 periods	187	199
Theatre Arts, Head	One (1) per campus	202	199
Theatre Arts, Assistant	Two (2) per campus	202	199
General Education Homebound - Lamar Academy	Situation Dependent	187	199
Career Technical Education	Number of CTE students per teacher depends on the square footage of the classroom or the number of computers per classroom. 16-25:1	187 / 226	162
AEP	Situation Dependent	187	193
Physical Education	One (1) Teacher per 25 students x 6 periods	187	199
PRS Teacher	One half (.5) district-wide	187	193
Special Education - Inclusion	One (1) Teacher per 20 students	187	173 / 224
Special Education - Visually impaired	Situation Dependent	187	173
Special Education - Self Contained	One (1) per 12 students	187	173 / 224
Special Education - Voc. Adj. Coordinator	One (1) per campus (Comprehensive)	221	173

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
HIGH SCHOOL STAFFING GUIDELINES
Page 2

INSTRUCTIONAL PARAPROFESSIONAL			
Inst. Assistant - Bilingual	One (1) per campus	187	164
Inst. Assistant - In school suspension	One (1) per campus	187	199
Inst. Assistant - Instruction & Guidance (6384)	Two (2) per campus	187	193
Inst. Assistant - Resource Media	750+ = One (1) Para, 1,000+ = Two (2) Para	187	199
Inst. Assistant - Resource Media (Lamar & Collegiate Academy)	One half (.5) per campus	187	199
Inst. Assistant - Deaf Interpreter - RDSPD (6475)	Situation Dependent	187	435
Inst. Assistant - RDSPD DHH - Memorial HS	Situation Dependent	187	435 / 315
Inst. Assistant - Special Education	Situation Dependent	187	173 / 224
Inst. Assistant - CTE (Welding, Auto Tech, Business, Culinary, EMT)	Situation Dependent	187	162
SECRETARY/CLERICAL PARAPROFESSIONAL			
Secretary - Principal	One (1) per campus	226	199
Secretary - Assistant Principal	One (1) per campus	212	199
Secretary - Dean of Instruction	One (1) per campus	222	199
Secretary - Counselor	One (1) per campus	207	199
Secretary - Counselor	One (1) per campus	203	199
Secretary - Counselor (CTE)	One (1) per campus (Comprehensive)	203	244
Bookkeeper	One (1) per campus	217	199
Clerk - Head Attendance	One (1) per campus	226	199
Clerk - Attendance	One (1) per campus	201	199
Registrar	One (1) per campus	226	199
Assistant Registrar	One (1) per campus	226	199
Clerk - Campus	One (1) per campus	226	199
Clerk - Counselor	One (1) per campus	203	199
Clerk - Data Processing	Two (2) per campus	222	199
Secretary - Principal - Lamar Academy/Achieve Early College HS	One (1) per campus	222	199
Secretary - Principal - I & G Center	One (1) per campus	212	199
Clerk - Attendance - Lamar Academy/Achieve Early College HS	One (1) per campus	222	199
Registrar - Lamar Academy/Achieve Early College HS	One (1) per campus	222	199
Clerk - Data Processing - I & G Center	One (1) per campus	212	199
SUPPLEMENTAL PROFESSIONAL			
Specialist - College Admissions	One (1) per campus	201	155
Specialist - Graduation	One (1) per campus	197	193
Specialist - Graduation AECHS/Lamar Academy	One (1) per campus	197	193
Specialist - Parent and Family Engagement	One half (.5) per campus	187	211
Campus Testing Coordinator	Two (2) per campus (Comprehensive), One (1) - Lamar Academy	201	199
Athletic Trainer	Two (2) per Comprehensive HS	207	183
Piano Accompanist	Two (2) per campus	187	199
Diagnostician	Situation Dependent	197	173 / 224
Speech Pathologist	Situation Dependent	192	173 / 224
Speech Pathologist Assistant	Situation Dependent	192	173
SUPPLEMENTAL PARAPROFESSIONAL			
Inst. Assistant - Parental Involvement	One (1) per campus	187	211
Inst. Assistant - Radio & TV prog. - McAllen HS	One (1) per campus	187	199
Inst. Assistant - Technology Support	One (1) per campus	187	211
Licensed Vocational Nurse (LVN)	One (1) per campus (Comprehensive)	192	199
Licensed Vocational Nurse (LVN) - AECHS/Lamar Academy & UTRGV Collegiate	One (1) per campus	192	199
Health Assistant (CMA,RMA,CNA)	One (1) per campus (Comprehensive)	192	199 / 289
CUSTODIAL			
Custodian Lead Day	One (1) per campus	242	199
Custodian Head II	One (1) per campus	242	199
Custodian	Custodial allocations are based upon the cleanable Square Footage (SF) of the facility. Cleanable SF is defined as being 90% of the gross SF. Secondary campuses are staffed at one (1) custodian per 23, 000 SF of cleanable floor space. This staffing standard does include the Head Custodian.	242	199
CHILD NUTRITION PROGRAM			
Child Nutrition Manager	One (1) per campus	221	101
Child Nutrition Assistant Manager	One (1) per campus	221	101
Child Nutrition Worker	One (1) per 22-23 meals/labor hour. Kitchens are staffed based on labor hours not the number of people. Labor hours are converted into employee equivalents.	187	101
15:1 ratio for DAEP teacher			

Certified Personnel



**2025 - 2026 Teacher
Minimum Hiring Pay Structure**

(Board approved raise as per HB2 requirements for returning staff)

Pay Grade	Job Title	Work Days	Minimum (0 year)	Maximum (25+ years)
		Daily	\$295.72	\$383.90
	Teacher	187	\$55,300	\$71,789
		195	\$57,665	\$74,861
		197	\$58,257	\$75,628
		200	\$59,144	\$76,780
		202	\$59,735	\$77,548
		207	\$61,214	\$79,467
		212	\$62,693	\$81,387
		226	\$66,833	\$86,761

ROTC Instructors

Excerpt from Department of Defense JROTC Instructor Pay

“School districts employing JROTC instructors MUST PAY the Minimum Instructor Pay (MIP), and guarantee a 10, 11, or 12-month contract. The Department of Defense (DOD) reimburses the school one half of the calculated MIP. The total amount paid by the school is taxable income. Changes in active duty and retired pay affect the minimum pay.”



2025 - 2026

Administrative Education Pay Structure

(Board approved raise of 2.5% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Daily	\$229.63	\$275.00	\$320.38
	Piano Accompanist	187	187	\$42,941	\$51,425	\$59,911
2			Daily	\$272.11	\$325.88	\$379.65
	Attendance Officer	207	187	\$50,885	\$60,940	\$70,995
	Assistant, Speech Pathology (SpEd & RDSPD)	192	192	\$52,245	\$62,569	\$72,893
	Audiologist Assistant	197	197	\$53,606	\$64,198	\$74,791
	Facilitator, Parent & Family Engagement Prog	226	201	\$54,694	\$65,502	\$76,310
	LSSP Intern - UTRGV	187	207	\$56,327	\$67,457	\$78,588
	Nurse (All Level)	192, 226	226	\$61,497	\$73,649	\$85,801
	Social Worker	187				
	Specialist, Graduation	201				
	Specialist, Parent & Family Engagement	187				
	Specialist, RDSPD Student Support	207				
	Specialist, Student Transfer	226				
3			Daily	\$317.01	\$379.65	\$442.29
	Campus Testing Coordinator	201	187	\$59,281	\$70,995	\$82,708
	Counselor (ES, MS, HS)	190, 201, 203	190	\$60,232	\$72,134	\$84,035
	Evaluator, Federal/Special Funds	226	192	\$60,866	\$72,893	\$84,920
	Gear-Up Facilitator	201, 203	197	\$62,451	\$74,791	\$87,131
	Head Nurse (HS)	201	201	\$63,719	\$76,310	\$88,900
	Instructional Coaches (Literacy; Math & Writing 3-8)	197	203	\$64,353	\$77,069	\$89,785
	Instructional Coach Science Intervention	197	207	\$65,621	\$78,588	\$91,554
	Innovative Instruction Coach	197	212	\$67,206	\$80,486	\$93,765
	Librarian	197	217	\$68,791	\$82,384	\$95,977
	Social Services Case Manager	212	221	\$70,059	\$83,903	\$97,746
	Specialist, College Admissions/Scholarships	201	226	\$71,644	\$85,801	\$99,958
	Specialist, Instructional Technology	217				
	Specialist, Prevention Intervention	207, 226				
	Strategist, Early Literacy/Math (K-2)	221				
	Strategist, Federal Programs	226				
	Strategist, Professional Learning	221				
	Strategist, RDSPD Instructional	203				
	Tchr, Behavioral Strategist	187				
	Teacher Coaches (Bilingual & English Learner)	207				
Teacher Coaches Instructional (K-5 & 6-8)	192					
4			Daily	\$332.86	\$398.63	\$464.40
	Athletic Trainer	207	197	\$65,573	\$78,530	\$91,487
	Assistant Principal, Elementary	207	203	\$67,571	\$80,922	\$94,273
	Counselor, Lead	207	207	\$68,902	\$82,516	\$96,131
	Diagnostician (SpEd & RDSPD)	197	217	\$72,231	\$86,503	\$100,775
	Facilitator, Instructional Support (TIA)	217				
	Supervisor, Family Treatment Program	226				
	Supervisor, Regional Day School for the Deaf	217				



2025 - 2026

Administrative Education Pay Structure

(Board approved raise of 2.5% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
5			Daily	\$349.50	\$418.56	\$487.62
	Assistant Principal, MS	207, 212	192	\$67,104	\$80,364	\$93,623
	Coordinator, Advance Academics	221	197	\$68,852	\$82,456	\$96,061
	Coordinator, Career Technical Education	221	207	\$72,347	\$86,642	\$100,937
	Coordinator, College Career Military Readiness (CTE)	221	212	\$74,094	\$88,735	\$103,375
	Coordinator, Early Childhood Instruction	221	217	\$75,842	\$90,828	\$105,814
	Coordinator, Fine Arts	221	221	\$77,240	\$92,502	\$107,764
	Coordinator, Language Arts (Sec)	221	226	\$78,987	\$94,595	\$110,202
	Coordinator, Language Arts/Reading (Elem)	221				
	Coordinator, Mathematics (Elem & Sec)	221				
	Coordinator, Science (Sec)	221				
	Coordinator, Science/Social Studies (Elem)	221				
	Coordinator, Social Studies (Sec)	221				
	Coordinator, Student Assessment (Elem & Sec)	226				
	Occupational Therapist	197				
	School Improvement Facilitator (MS & HS)	212, 217				
	School Psychologist	207				
	Speech Pathologist (SpEd & RDSPD)	192				
6			Daily	\$366.97	\$439.49	\$512.01
	Assistant Director, Student Operations	226	212	\$77,798	\$93,172	\$108,546
	Assistant Principal (I&G, AECHS, Lamar)	212, 222	222	\$81,467	\$97,567	\$113,666
	Assistant Principal, HS	212, 222	226	\$82,935	\$99,325	\$115,714
	Coordinator, Title I Migrant	226				
	Dean of Instruction	222				
	Instructional Support Officer	226				
	Supervisor, Special Education	221				
7			Daily	\$387.16	\$463.66	\$540.16
	Assistant Director, Athletics	226	226	\$87,498	\$104,787	\$122,076
	Coordinator, Athletic Head Coach	226				
8			Daily	\$406.51	\$486.84	\$567.17
	Director, Accountability	226	212	\$86,180	\$103,210	\$120,240
	Director, Bilingual/ESL/Foreign Language	226	226	\$91,871	\$110,026	\$128,180
	Director, Career Technical Education	226				
	Director, College/Career/Counseling	226				
	Director, Digital Learning & Library Services	226				
	Director, Health Services	226				
	Director, Professional Learning & Literacy	226				
	Director, Regional Day School for the Deaf	226				
	Director, Student Assessment	226				
	Principal (Elem & I&G)	212				



2025 - 2026

Administrative Education Pay Structure

(Board approved raise of 2.5% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
9			Daily	\$426.84	\$511.18	\$595.52
	Director, Advanced Academics	226	217	\$92,624	\$110,926	\$129,228
	Director, Athletics	226	226	\$96,466	\$115,527	\$134,588
	Director, Fine Arts	226				
	Director, State-Federal Program	226				
	Principal, (AECHS; Lamar & UTRGV Collegiate)	226				
	Principal, MS	217				
10			Daily	\$452.44	\$541.85	\$631.26
	Executive Director, Special Education	226	226	\$102,251	\$122,458	\$142,665
	Principal, HS	226				
11			Daily	\$556.51	\$666.48	\$776.45
	Associate Supt, Instruction Services	226	226	\$125,771	\$150,624	\$175,478
	Associate Supt, Instructional Leadership	226				
	Staff Attorney	226				



Management Personnel



2025 - 2026

Administrative Management Pay Structure

(Board approved raise of 2.5% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Daily	\$208.75	\$250.00	\$291.25
	Buyer	226	226	\$47,178	\$56,500	\$65,823
	Specialist, Accounting	226				
	Specialist, Budget & Cost	226				
	Specialist, Student Outreach	226				
2			Daily	\$221.28	\$265.00	\$308.73
	Specialist, Facilities Safety	226	226	\$50,009	\$59,890	\$69,773
	Specialist, Fixed Assets & Inventory	226				
	Specialist, Inventory & Receiving (CNP)	226				
	Specialist, Sourcing & Cost (CNP)	226				
	Specialist, Student Data	226				
	Supervisor, Operations (CNP)	226				
	Supervisor, Production (CNP)	226				
	Supervisor, Transportation Mechanic Shop	226				
	Supervisor, Warehouse	226				
3			Daily	\$242.30	\$290.18	\$338.06
	Internal Staff Auditor	226	221	\$53,548	\$64,130	\$74,711
	Senior Buyer	226	226	\$54,760	\$65,581	\$76,402
	Staff Accountant I	226				
	Student Support Officer	221				
4			Daily	\$266.53	\$319.20	\$371.87
	Analyst, Compensation/HR	226	226	\$60,236	\$72,139	\$84,043
	Specialist, Child Nutrition Menu & Production	226				
	Specialist, Child Nutrition Procurement	226				
	Specialist, Finance (CNP)	226				
	Specialist, Finance & Operations	226				
	Specialist, Marketing Content	226				
	Staff Accountant II	226				
5			Daily	\$293.19	\$351.12	\$409.05
	Police Captain	226	226	\$66,261	\$79,353	\$92,445
	Registered Dietitian	226				
6			Daily	\$332.76	\$398.52	\$464.28
	Coordinator, Accounting	226	226	\$75,204	\$90,066	\$104,927
	Coordinator, Budget	226				
	Coordinator, Child Nutrition Operations	226				
	Coordinator, Facilities, Maintenance & Operations	226				
	Coordinator, Payroll	226				
	Coordinator, Purchasing	226				
	Coordinator, Risk Management	226				
	Coordinator, Student Data-PEIMS	226				



2025 - 2026

Administrative Management Pay Structure

(Board approved raise of 2.5% of Pay Grade Midpoint for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
7			Daily	\$369.37	\$442.36	\$515.35
	Assistant Director, Child Nutrition Program	226	226	\$83,478	\$99,973	\$116,469
	Assistant Director, Facilities Operations	226				
	Assistant Director, Marketing & Communications	226				
	Assistant Director, Transportation	226				
	District Emergency Operations Officer	226				
8			Daily	\$410.00	\$491.02	\$572.04
	Director, Accounting	226	226	\$92,660	\$110,971	\$129,281
	Director, Child Nutrition Program	226				
	Director, Employee Benefits & Safety Risk Mngmt.	226				
	Director, Human Resources	226				
	Director, Marketing & Communications	226				
	Director, Payroll	226				
	Director, Purchasing	226				
	Director, Strategic Partnerships & Student Outreach	226				
	Director, Student Operations	226				
	Director, Transportation	226				
	Internal Auditor	226				
	Police Chief	226				
9			Daily	\$455.10	\$545.03	\$634.96
	Executive Director, Facilities, Maintenance & Ops	226	226	\$102,853	\$123,177	\$143,501
	Executive Director, Technology	226				
10			Daily	\$543.84	\$651.31	\$758.78
	Chief Financial Officer	226	226	\$122,908	\$147,196	\$171,484
	Chief Human Resources Officer	226				
11			Daily	\$666.20	\$797.85	\$929.50
	Deputy Superintendent Business & District Operations	226	226	\$150,561	\$180,314	\$210,067



**2025 - 2026
Technology Pay Structure**

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1	Technician, Tech Support	226	Hourly	\$21.85	\$26.17	\$30.48
			226	\$39,505	\$47,315	\$55,108
2	Specialist, Cybersecurity Project	226	Daily	\$221.28	\$265.00	\$308.73
			226	\$50,009	\$59,890	\$69,773
3	Specialist, Cybersecurity	226	Daily	\$242.30	\$290.18	\$338.06
	Specialist, Technology Resources	226	226	\$54,760	\$65,581	\$76,402
	Specialist, Technology Services Project	226				
4	Specialist, Computer Network	226	Daily	\$266.54	\$319.21	\$371.88
	Specialist, Technology Finance & Operations	226	226	\$60,238	\$72,141	\$84,045
	Systems Analyst, Child Nutrition Program	226				
5	Network Analyst	226	Daily	\$295.86	\$354.32	\$412.78
	Systems Analyst	226	226	\$66,864	\$80,076	\$93,288
6	Coordinator, Cybersecurity & Compliance	226	Daily	\$346.15	\$414.55	\$482.95
	Coordinator, Network	226	226	\$78,230	\$93,688	\$109,147
	Coordinator, Systems & Data	226				
	Coordinator, Technology Service & Support	226				
	Systems Administrator	226				
7	Director, Technology	226	Daily	\$415.38	\$497.46	\$579.54
			226	\$93,876	\$112,426	\$130,976

Classified Personnel



2025 - 2026

Clerical / Technical Pay Structure

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1						
	Clerk, Administration	226	197	\$13.50	\$16.15	\$18.80
	Clerk, Attendance (HS)	201	201	\$21,276	\$25,452	\$29,629
	Clerk, Campus	197, 201, 207, 226	207	\$21,708	\$25,969	\$30,230
	Clerk, Federal Programs	226	221	\$22,356	\$26,744	\$31,133
	Clerk, Parent & Family Engagement Prog	226	222	\$23,868	\$28,553	\$33,238
	Clerk, Professional Learning	221	226	\$23,976	\$28,682	\$33,389
	Clerk, Special Education Program	226		\$24,408	\$29,199	\$33,990
	Clerk, Testing	221				
	Receptionist, Campus	222, 226				
2						
	Assistant Registrar	226	197	\$14.70	\$17.61	\$20.52
	Clerk, Attendance (HS Alternative Campus)	222	201	\$23,167	\$27,753	\$32,340
	Clerk, Counselor	201, 203	203	\$23,638	\$28,317	\$32,996
	Clerk, Family Treatment Program	201	207	\$23,873	\$28,599	\$33,324
	Clerk, Fixed Assets	212, 226	212	\$24,343	\$29,162	\$33,981
	Clerk, Head Attendance	226	221	\$24,931	\$29,867	\$34,802
	Clerk, Student Data	197, 226	222	\$25,990	\$31,134	\$36,279
	Receptionist/Clerk (Adm)	226	226	\$26,107	\$31,275	\$36,444
	Secretary, Assistant Principal	212		\$26,578	\$31,839	\$37,100
	Secretary, Coordinator	221				
	Secretary, Counselor	203, 207				
	Secretary, Dean of Instruction	222				
	Secretary, Parent & Family Engagement Prog	226				
3						
	Clerk, Data Processing (Campus/Dept)	212, 217, 222, 226	212	\$15.80	\$18.92	\$22.04
			217	\$26,797	\$32,088	\$37,380
			222	\$27,429	\$32,845	\$38,261
			226	\$28,061	\$33,602	\$39,143
				\$28,566	\$34,207	\$39,848
4						
	Bookkeeper (Campus/Dept)	217, 226	207	\$17.25	\$20.66	\$24.07
	Clerk, Accounts Payable (CN)	226	212	\$28,566	\$34,213	\$39,860
	Clerk, Data Management (Admin)	207, 226	217	\$29,256	\$35,039	\$40,823
	Clerk, Special Ed Medicaid	207	222	\$29,946	\$35,866	\$41,786
	Migrant Student Recruiter	226	226	\$30,636	\$36,692	\$42,748
	Registrar	222, 226		\$31,188	\$37,353	\$43,519
	Secretary, Facilities Maintenance & Ops	226				
	Secretary, Principal (ES/MS/I&G)	212, 217				



2025 - 2026

Clerical / Technical Pay Structure

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
5			Hourly	\$19.00	\$22.76	\$26.52
	Clerk, Accounting	226	221	\$33,592	\$40,240	\$46,887
	Clerk, Human Resources	226	226	\$34,352	\$41,150	\$47,948
	Clerk, Payroll	226	242	\$36,784	\$44,063	\$51,343
	Clerk, Purchasing	226				
	Clerk, Warehouse	242				
	Secretary, Director	221, 226				
	Secretary, Principal (HS/AECHS/Lamar)	226				
	Secretary, Student Support Services	226				
	Secretary, Title I Migrant	226				
6			Hourly	\$20.33	\$24.36	\$28.39
	Specialist, Facilities Procurement & Ops	226	226	\$36,757	\$44,043	\$51,329
	Specialist, Internal Audit	226				
Specialist, STOP Grant	226					
7			Hourly	\$21.75	\$26.05	\$30.35
	Secretary, Human Resources	226	226	\$39,324	\$47,098	\$54,873
	Secretary, Instruction Services	226				
	Secretary, Instructional Leadership	226				
	Secretary, Legal Counsel	226				
	Specialist, District Budget	226				
	Specialist, Employee Benefits Accounting	226				
	Specialist, Employee Leave Benefits	226				
	Specialist, Payroll	226				
	Specialist, PEIMS	226				
	Specialist, Position Control	226				
	Specialist, Workers Compensation	226				
Student Recruiter	226					
8			Hourly	\$24.25	\$29.04	\$33.83
	Secretary, Board of Trustees	226	226	\$43,844	\$52,504	\$61,165
	Secretary, Deputy Superintendent	226				
	Specialist, Certification	226				
	Specialist, Classified Personnel	226				
Specialist, Employee Benefits	226					
9			Hourly	\$25.85	\$30.78	\$35.71
	MITV Video/Editor	217	217	\$44,876	\$53,434	\$61,993
Secretary, Superintendent	226	226	\$46,737	\$55,650	\$64,564	



2025 - 2026

Instructional Support Pay Structure

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Hourly	\$13.75	\$16.50	\$19.25
	Instructional Assistant, AEP	187	187	\$20,570	\$24,684	\$28,798
	Instructional Assistant, At-Risk	187				
	Instructional Assistant, Bilingual (HS/Elem)	187				
	Instructional Assistant, CTE	187				
	Instructional Assistant, Early Childhood PK	187				
	Instructional Assistant, In-School Suspension	187				
	Instructional Assistant, Instruction & Guidance	187				
	Instructional Assistant, Parental Involvement	187				
	Instructional Assistant, Physical Education	187				
	Instructional Assistant, Pre-Kinder	187				
	Instructional Assistant, Sci-Tech Lab	187				
2			Hourly	\$14.50	\$17.37	\$20.24
	Health Assistant (CMA,RMA,CNA)	192	187	\$21,692	\$25,986	\$30,279
	Instructional Assistant, Dyslexia	187	192	\$22,272	\$26,680	\$31,089
	Instructional Assistant, Resource Media	187				
	Instructional Assistant, Special Education	187				
Instructional Assistant, Technology Support	187					
3			Hourly	\$15.30	\$18.32	\$21.34
	Instructional Assistant, Radio/TV Prog	187	187	\$22,889	\$27,407	\$31,925
	Instructional Assistant, RDSPD	187				
	Instructional Assistant, RDSPD Oral	187				
	Instructional Assistant, Special Ed Self Contained	187				
Instructional Assistant, Visually Impaired	187					
4	For Future Use		Hourly	\$16.25	\$19.46	\$22.67
5	Licensed Vocational Nurse	192	Hourly	\$19.50	\$23.35	\$27.20
		192	\$29,952	\$35,866	\$41,779	



**2025 - 2026
Auxiliary Pay Structure**

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Hourly	\$12.50	\$14.85	\$17.20
	Bus Aide	187 (5.5 hrs)	187	\$12,856	\$15,273	\$17,690
	Custodian	242	242	\$24,200	\$28,750	\$33,299
	Custodian (Itinerant)	242				
2			Hourly	\$13.00	\$15.48	\$17.96
	Child Nutrition Worker (ES)	187	187	\$19,448	\$23,158	\$26,868
	Custodian, Lead (HS)	242	242	\$25,168	\$29,969	\$34,771
3			Hourly	\$13.85	\$16.49	\$19.13
	Child Nutrition Worker (CK; MS; HS)	187	187	\$20,720	\$24,669	\$28,618
	Child Nutrition Worker (ES) Self-Prep	187	242	\$26,814	\$31,925	\$37,036
	Custodian, Head I (ES & UTRGV)	242				
	Electrician, Helper	242				
	General Maintenance	242				
	Groundskeeper	242				
	Plumber, Helper	242				
4			Hourly	\$14.80	\$17.62	\$20.44
	AG Facility Assistant	226	226	\$26,758	\$31,857	\$36,956
	Custodian, Head I (MS; Lamar & ECHS)	242	242	\$28,653	\$34,112	\$39,572
	Groundskeeper, Athletic Complex	242				
	Warehouse/Delivery Worker	242				
5			Hourly	\$15.85	\$18.87	\$21.89
	Asst Manager, Child Nutrition (ES)	187	187	\$23,712	\$28,230	\$32,747
	Custodian, Head II (HS)	242	242	\$30,686	\$36,532	\$42,379
	Campus General Maintenance	242	244	\$30,939	\$36,834	\$42,729
	HVAC Duct Cleaner	242				
6			Hourly	\$17.45	\$20.77	\$24.09
	Asst Manager, Child Nutrition (ES) Self-Prep	187	187	\$26,105	\$31,072	\$36,039
	Asst Manager, Child Nutrition (CK; MS & HS)	221	221	\$30,852	\$36,721	\$42,591
	Painter	242	242	\$33,783	\$40,211	\$46,638
	Roofer	242				
	Specialist, Irrigation	242				
	Warehouse Leader (Fixed Assets & CNP)	242				
7			Hourly	\$18.70	\$22.26	\$25.82
	Carpenter	242	187	\$27,975	\$33,301	\$38,627
	Dispatcher (FMO/Transp)	242	242	\$36,203	\$43,095	\$49,988
	Leader, General Maintenance	242				
	Leader, Painters Crew	242				
	Locksmith	242				
	Manager, Child Nutrition (ES)	187				
	Technician, Transportation Safety	242				



**2025 - 2026
Auxiliary Pay Structure**

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
8			Hourly	\$20.20	\$24.04	\$27.88
	Electrician, Journeyman	242	187	\$30,219	\$35,964	\$41,708
	Manager, Child Nutrition (ES) Self-Prep	187	217	\$35,067	\$41,733	\$48,400
	Manager, Child Nutrition (MS & HS Specialty)	221	221	\$35,714	\$42,503	\$49,292
	Mechanic	242	226	\$36,522	\$43,464	\$50,407
	Plumber, Journeyman	242	242	\$39,107	\$46,541	\$53,976
	Technician, Equipment (CNP)	242				
	Technician, HVAC	242				
	Technician, Transportation Route	242				
9			Hourly	\$22.00	\$26.19	\$30.38
	Electrician, Master	242	221	\$38,896	\$46,304	\$53,712
	Manager, Child Nutrition Comprehensive HS & CK	221	226	\$39,776	\$47,352	\$54,927
	Processor, Instructional Materials	226	242	\$42,592	\$50,704	\$58,816
10			Hourly	\$23.25	\$27.67	\$32.09
	Supervisor, Area Custodial	242	242	\$45,012	\$53,569	\$62,126
	Supervisor, Auxiliary Services	242				
	Supervisor, Electrical	242				
	Supervisor, HVAC	242				
	Supervisor, Plumbing	242				
BD			Hourly	\$18.00	\$21.43	\$24.86
	Bus Drivers	187	187	\$26,928	\$32,059	\$37,191



2025 - 2026

Police Department Pay Structure

(Board approved raise of .75 or 2.5% of Pay Grade Midpoint, whichever is greater, for returning staff)

Pay Grade	Job Title	Work Days	Hourly	Minimum	Midpoint	Maximum
1	Security Camera Monitor	187, 226	187	\$17.85	\$21.25	\$24.65
	Communication Officer	244	226	\$26,704	\$31,790	\$36,876
			244	\$32,273	\$38,420	\$44,567
				\$34,843	\$41,480	\$48,117
2	Police Officer	217, 226	217	\$22.25	\$26.49	\$30.73
	Police K-9 Officer		226	\$38,626	\$45,987	\$53,347
				\$40,228	\$47,894	\$55,560
3	Police Investigator	226	226	\$23.75	\$28.27	\$32.79
	Specialist Crime, Prevention	226		\$42,940	\$51,112	\$59,284
4	Sergeant	226	226	\$28.50	\$33.93	\$39.36
				\$51,528	\$61,345	\$71,163

Substitute Teachers

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
SUBSTITUTE RATES

	Daily Rate	Long Term Substitute Daily Rate (11+ days in the same job)
Full day substitute (non-degreed)	\$95	\$105
Full day substitute (60+ college hours or degreed)	\$115	\$125
Full day substitute (degreed & certified)	\$135	\$145
Full day substitute nurse (RN)	\$200	N/A



Supplemental Pay Stipends

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
ADVANCED ACADEMICS**

Position	# of Positions	Stipend per semester
OnRamps Dual Teacher	8	\$150 / section
South Texas College (STC) Dual Teacher	6	\$150 / section
Advanced Placement (AP) + OnRamps Dual Teacher	7	\$200/section
Advanced Placement + South Texas College Dual Teacher	5	\$200/section
		<i>Fund 155 Department Supplemental</i>
Position	# of Positions	Yearly Stipend
Lead Teacher - Advanced Placement Program	7	2,500
		<i>Fund 199 Department Supplemental</i>

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
BILINGUAL PROGRAM**

Position	# of Students	Yearly Stipend
Elementary Early Exit Bilingual Teacher	10+	\$1,200
	5 - 9	\$1,000
	2 - 4	\$800
Elementary and Secondary Dual Language Teacher	N/A	\$1,700
		<i>Fund 164 Department Supplemental</i>
Note:		
1) Staff must meet eligibility criteria and submit complete application to receive stipend.		
2) Schools with 2 - 4 Emergent Bilingual students in a specific grade level must group them in a single classroom.		
Position	# of Positions	Yearly Stipend
Teacher Coach, English Learner	3	\$2,700
		<i>Fund 199 HR Entered</i>
Position	# of Positions	Yearly Stipend
Teacher Coach, Bilingual/English as a Second Language (ESL)	1	\$2,700
		<i>Fund 199 HR Entered</i>
Position	# of Positions	Yearly Stipend
Dual Language Campus Lead Teacher Stipend	10	\$500

Note:

Dual Language Campus/Headstart Lead Teacher will attend professional learning and informational meetings with the Bilingual/ESL/FL Department to stay up to date with latest information and resources provided. Lead teacher will be responsible for taking information and training back to their dual language teacher colleagues at their campus and support the implementation of the program at the different grade levels. They will assist with promoting and informing parents and community about the dual language program. Teacher must have the appropriate bilingual certification in order to qualify for this stipend.

*Fund 164
Department Supplemental*

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
ATHLETIC PROGRAMS

High School Head Coach Positions	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend
Baseball	3	15	\$7,500
Basketball	6	15	\$7,500
Cheer	3	15	\$7,500
Powerlifting	3	15	\$7,500
Soccer	6	15	\$7,500
Softball	3	15	\$7,500
Volleyball	3	15	\$7,500
Wrestling	3	15	\$7,500
Cross Country	6	15	\$7,500
Track	6	15	\$7,500
Year Round Sports			
Golf	3	15	\$8,700
Swim Coordinator / Diving	1	15	\$10,000
Swimming	3	15	\$8,700
Tennis	3	15	\$8,700
High School Asst. Coach Positions	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend
Asst. Athletic Coordinator *	3	0	\$7,500
Baseball Asst.	12	15	\$4,000
Basketball Asst.	24	15	\$4,000
Cheer Asst.	3	7	\$4,000
Cross County Asst.	6	15	\$4,000
Football - 9th grade	12	15	\$4,000
Football - Defensive Coordinator	3	20	\$7,500
Football - Offensive Coordinator	3	20	\$7,500
Special Teams Coordinator	3	20	\$7,500
Football - Varsity Asst.	18	15	\$5,500
Powerlifting	3	15	\$4,000
Soccer Asst.	18	15	\$4,000
Softball Asst.	12	15	\$4,000
Strength & Conditioning	3	15	\$4,000
Track Asst.	24	15	\$4,000
Volleyball Asst.	12	15	\$4,000
Wrestling Asst.	3	15	\$4,000
Year Round Sports			
Swimming Asst.	3	15	\$5,500
Tennis Asst.	3	15	\$5,500
Golf Asst.	3	15	\$5,500
Middle School Coach Positions	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend
Athletic Coordinator + Coach	6	5 non-football or 10 football	\$6,200
Assistant Athletic Coordinator	6	5	\$2,200
Baseball Coach	12	0	\$2,200
Basketball Coach	48	0	\$2,200
Cross Country Coach	12	0	\$2,200
Football Coach	42	0	\$2,200
Golf Coach	6	0	\$2,200
Soccer Coach	24	0	\$2,200
Softball Coach	12	0	\$2,200
Swimming/ Diving Coach	12	0	\$2,200
Tennis Coach	12	0	\$2,200
Track Coach	48	0	\$2,200
Volleyball Coach	24	0	\$2,200
Cheer Coach	12	5	\$2,200
Other	# of Positions	Extra Days (Daily Rate)*	Yearly Stipend
Athletic Trainer - High School	6	207 Calendar	\$6,000
Athletic Trainer - Middle School	1	207 Calendar	\$6,000
Athletic Technology Coordinator	1	0	\$5,000
Asst. Athletic Technology Coordinator	1	0	\$3,600

*Fund 183
HR Entered*

Notes:

- 1) HS Asst. Coach coaching only one (1) sport will receive 7 extra days.
- 2) HS Asst Coach coaching 2 or more sports will receive 15 extra days.
- 3) HS Asst. Athletic Coordinator * must be head coach of a boys or girls sport.
- 4) Extra days - Effective 25-26 will be paid at the teacher's current daily rate.
- 5) Athletic Trainers covering a MS event will be paid at their current daily rate.

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
CAREER TECHNICAL EDUCATION PROGRAM**

HIGH SCHOOL		
Position	# of Positions	Yearly Stipend
Future Farmers of America (FFA)	6	\$2,000
Distributive Education Clubs of America (DECA)	7	\$2,000
Family Career and Community Leaders of America (FCCLA)	5	\$2,500
Business Professional of America (BPA)	8	\$2,000
Skills USA	12	\$2,000
Skills USA (Audio Video)	4	\$2,500
Health Occupations Students of America (HOSA)	7	\$2,500
First Tech Challenge (FTC) Robotics	7	\$2,000
Texas Association Of Future Educators (TAFE)	1	\$2,000
Texas Restaurant Association (ProStart)	1	\$2,000
MIDDLE SCHOOL		
First Tech Challenge (FTC) or First Lego League (FLL) (Robotics)	7	\$1,200

Fund 162

Department Supplemental

Note:

Stipends will be pro-rated based on level of competition achieved and Career Technical Student Organization (CTSO) requirements met.

ROTC INSTRUCTORS

Position	# of Positions	Stipend per semester
ROTC Senior Instructor	3	\$10,000

Fund 162

HR Entered

POST-SECONDARY

Position	# of Positions	Stipend per semester
Dual Enrollment	18	\$150

ONE TIME SIGN-ON

Position	Yearly Stipend Total
Health Science Teacher	\$5,000

Fund 162

Department Supplemental

Note:

1st Year \$3,000 December paycheck and 2nd Year \$2,000 December paycheck

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
EXTRA DUTY PAY**

I. PRESENTERS (Pre- or post-contract, weekend, after school):

- A. If the presentation is intended for a district-wide audience as a part of the School for**
1. Professional development or any campus presentations the District will pay:

Schedule:	Rate per Presenter (maximum of 3)	Maximum Pay:
Presentation	\$26 per hour / 6 hour maximum	\$156
Preparation	\$18 per hour / 6 hour maximum	\$108
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44
	Maximum Total:	\$308

- B. Presentation rate for a repeat session will be:**

Schedule:	Rate per Presenter (maximum of 3)	Maximum Pay:
Presentation	\$26 per hour / 6 hour maximum	\$156
Preparation	\$18 per hour / 2 hour maximum	\$36
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44
	Maximum Total:	\$236

II. PRESENTERS (During contract):

- A. If the teacher presents during a contracted day, preparation rate for a first-time presentation will be:**

Schedule:	Rate per Presenter	Maximum Pay:
Preparation	\$18 per hour / 6 hour maximum	\$108
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44
	Maximum Total:	\$152

- B. Preparation rate for a repeat session during a contracted day:**

Schedule:	Rate per Presenter	Maximum Pay:
Preparation	\$18 per hour / 2 hour maximum	\$36
Set-up / Take down	\$11 per hour / 4 hour maximum	\$44
	Maximum Total:	\$80

Notes:

- 1) Presentation, preparation, and set-up time is to be determined by Coordinator or Administrator
- 2) McAllen ISD Presenter form must be completed and agreed upon by all parties prior to presentation

III. TEACHER PARTICIPATION IN DISTRICT SPONSORED SATURDAY OR AFTER SCHOOL TRAINING SESSIONS DURING THE SCHOOL YEAR WILL BE:

Number of hours:	Rate:
2 hours	\$50 for completion of a 2 - hour session
4 hours	\$75 for completion of a 4 - hour session
6 hours	\$100 for completion of a 6 - hour session

Note: Courses eligible for stipends and the designated audience will be identified in the ERO Fund TBD
Department Supplemental

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
EXTRA DUTY PAY**

Continued

IV. FOLLOWING HOURLY RATES ARE APPLICABLE FOR DISTRICT STAFF PERFORMING EXTRA DUTIES:

- * Extra duties must be approved in advance by Assistant Superintendent
- * Employee must be qualified to perform extra duties. Some duties require degree and/or certification
- * Examples may include, but are not limited to: Testing proctor; LAS Assessment; LPAC; Tutoring (outside of contract day);
- Credit by Exam: Student registration: Clerical: etc

District Employees	Hourly Rate:
Professional Degreed & Degreed/Certified	\$28 (outside of contract day)
Non-Degreed Employees / Paraprofessional (48 hrs. required)	Min. \$10 (FLSA applies)

V. CURRICULUM DEVELOPMENT (Sequencing, alignment activities, correlations, etc.)

District Employees	Hourly Rate:
Professional Degreed & Certified	\$28

*Fund TBD
Department Supplemental*

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
FINE ARTS PROGRAM

High Schools	# of Positions	Extra Days (Paid at current daily rate)	Yearly Stipend (unless noted)
Head Band Director	3	25	\$11,500
Asst. Band Director	12	15	\$8,500
Head Orchestra Director	3	15	\$7,000
Asst. Orchestra Director	3	15	\$4,000
Head Choir Director	3	13	\$8,500
Asst. Choir Director	4	8	\$4,500
Head Theater Arts Director	3	15	\$9,500
Asst. Theatre Arts Director	5	15	\$8,000
Lead Theatre Arts Teacher	1	0	\$2,000
Mariachi Director	3	20	\$9,500
Mariachi Asst. Director	3	15	\$8,500
Assist Mariachi Program	3	0	\$2,000
Dance / Folklorico Director	3	10	\$8,000
Asst. Dance Team Sponsor	3	5	\$3,000
Flag Corp	3	0	\$3,000 (per semester)
Assist HS Fall Marching (Football & Pigskin)	6	0	\$2,000
Lead Art Teacher	1	0	\$2,000
Art teacher (All but I&G)	10	0	\$1,000
Auditorium Manager	3	0	\$2,500

Middle Schools	# of Positions	Extra Days (paid at Tchr daily rate)	Yearly Stipend
Band Director	6	15	\$7,500
Asst. Band Director	6	15	\$5,500
Choir Director	6	8	\$5,500
Asst. Choir Director	5	8	\$4,000
Orchestra Director	6	15	\$5,000
Asst. Orchestra Director (based on enrollment)	2	15	\$4,000
Theatre Arts Director	6	0	\$2,000
Lead Theatre Arts Teacher	1	0	\$2,000
Art Teacher	8	0	\$1,000
Dance (After school)	6	3	\$1,500
Mariachi Director	1	15	\$6,000

Elementary Schools	# of Positions	Extra Days (Paid at tchr daily rate)	Yearly Stipend
Lead MusicTeacher	1	0	\$2,000

*Fund 184
HR Entered*

Supplemental Stipend	# of Positions	Stipend (per event)
Assist HS Fall/Spring Drama Production - (1 per primary HS)	3	\$1,000
Assist HS Collaborative Broadway Musical - (1 per primary HS)	3	\$1,500
Assistant Choir Director Assist with HS Collab. Broadway Musical	3	\$750
Piano Accompanist - (only if assists with musical)		\$1,000

*Fund 184
Department Supplemental*

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
GRANT FUNDED**

DYSLEXIA PROGRAM

Position	# of Positions	Yearly Stipend
Certified Academic Language Therapists (CALT)	8	\$3,000
Certified Academic Language Practitioners (CALP)	4	\$2,000
<i>Fund 157 HR Entered</i>		
Note:		
1) CALT Candidates who are not certified with a master degree within 5 years of obtaining Academic Language Therapy Association (ALTA) CALT certification will be recognized and certified as a Certified Academic Language Practitioner (CALP) and paid accordingly.		
2) For those CALT Candidates completing the Masters program in the Spring of 2024 will be eligible for stipend in 2024-25 if continues as a dyslexia teacher.		

READING ACADEMY

Position	# of Positions	Yearly Stipend
English Language Arts (or "General Ed.") path	TBD	\$750
Biliteracy path	TBD	\$1,250
<i>Fund 211/164 Department Supplemental</i>		
Note:		
1) TEA mandated the HB3 Reading Academies for teachers in grades Kindergarten through 3rd grade including those who conduct small group interventions. By the end of the 22-23 school year, all current teachers must have fulfilled the Reading Academy requirements. Starting with the 23-24 school year, all new teachers to Kinder-3rd grade must be simultaneously enrolled in the reading academies.		
2) Stipends will be paid to current McAllen ISD teachers who registered and successfully completed Texas Reading Academy coursework (English or Biliteracy Route) on their first attempt. Employees must be employed at McAllen ISD when the stipend is issued.		

STATE & FEDERAL PROGRAMS

Position	# of Positions	Yearly Stipend
Social Worker	12	\$1,000
<i>Fund 193 Department Supplemental</i>		
Title I, Part A		
Position	# of Positions	Yearly Stipend
Title I ELA Coach	1	\$10,000
Title I Math Coach	1	\$10,000
Title I Literacy Coach (Writing 3-8)	1	\$10,000
Instructional Coach - Science Interventionist	1	\$7,000
<i>Fund 211/193 HR Entered</i>		
Title II, Part A		
Position	# of Positions	Yearly Stipend
Content Specialist Teacher (Qualifications listed on job description)	12	\$3,000
Mentors of New Teachers (Years 0-3) **	TBD	\$1,000
University of Texas Rio Grande Valley (UTRGV) Teacher Residency	20	\$12,000

*Fund 255
HR Entered*

** Department Supplemental

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
GRANT FUNDED (cont.)

UTRGV - PROJECT MENTAL HEALTH SERVICE ACCESS (MHSA)
Effective 2023-24 through 2027-28 (Five-year grant)

Position	# of Positions	Yearly Stipend
Licensed Specialist School Psychology (LSSP) Intern Supervisor	TBD	\$3,000
Counseling Intern Supervisor	TBD	\$1,000
Social Worker Intern Supervisor	TBD	\$1,000

Notes:

- Stipends are reimbursable by UTRGV
- Supervisors must meet eligibility criteria as set-forth in grant agreement
- Stipend will be paid 1/2 in December and 1/2 in May

*Fund 199
Department Supplemental*

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
REGIONAL DAY SCHOOL PROGRAM FOR THE DEAF (RDSPD)

TEACHER	# of Positions	Yearly Stipend
Teacher (Incl. Itinerate)* - Auditory Impaired (AI) certified - Traditional route	30	\$1,500 - \$5,500
Teacher (Incl. Itinerate)* - AI certified - Alt. certification route		\$1,500 - \$5,500
Teacher (incl. Itinerate)* - Challenger		\$1,500 - \$5,500
Teacher (incl. Itinerate)* - Experienced		\$1,500 - \$5,500
Teacher (incl. Itinerate)* - Grandfathered		\$5,500
RDSPD Lead Teacher (incl. Itinerant)	4	\$400-\$2,000
RDSPD VAC (Vocational Adjustment Coordinator) Teacher	1	\$1,000
PROFESSIONAL STAFF: Non-Teaching	# of Positions	Yearly Stipend
Director (see 2 components below)	1	\$1,500 - \$5,500
Diagnostician - AI certified	2	\$1,500 - \$5,500
Specialist, RDSPD Student Support	1	\$1,500 - \$5,500
Speech Pathologist	1	\$1,500 - \$5,500
Speech Pathologist Assistant	1	\$1,500 - \$4,500
Strategist, RDSPD Instruction	1	\$1,500 - \$5,500
Supervisor, RDSPD	1	\$1,500 - \$5,500
Audiology Assistant	1	\$3,000 - \$5,500
PARAPROFESSIONAL STAFF	# of Positions	Yearly Stipend
Certified Interpreter - Level I (Grandfathered)	TBD	\$3,000
Certified Interpreter - Level II (Former Certification or Grandfathered)	TBD	\$3,500
Certified Interpreter - Board of Evaluation of Interpreters (BEI) Basic	TBD	\$4,000
Certified Interpreter - Board of Evaluation of Interpreters (BEI) Advanced	TBD	\$5,000
Certified Interpreter - Board of Evaluation of Interpreters (BEI) Master	TBD	\$6,000

*Fund 435
HR Entered*

NOTES:

- 1) Stipend amount depends on education, certification, examination, and/or specific training requirements.
- 2) Certified Interpreter - Basic level is more rigorous to achieve than Level I. Due to state change in certification system Level I is grandfathered.
- 3) Must be funded by RDSPD to qualify for any of the above RDSPD stipends.

TEACHER COMPONENTS- Payment requirements: (One of the following) (Max: \$5,500/year)*

- 1) Traditional Route – \$1,500 - Graduate from a Deaf Education teacher training program and passes the Deaf and Hard of Hearing Certification Test; \$4,000 - received upon completion of the Texas Assessment of Sign Competency (TASC) exam
- 2) Alternate Certification – \$1,500 - Completed Alternative Certification Program and passes the Deaf and Hard of Hearing Certification Test; \$1,500 - received upon completion of the Texas Assessment of Sign Competency exam; \$2,500 - received upon completion of 12 hours from a Deaf Education teacher training program (Local requirement)
- 3) Challenger - \$1,500 - Certified in another area then challenges and passes the Deaf and Hard of Hearing (DHH) Certification test; \$1,500 - received when completion of the Texas Assessment of Sign Competency exam; \$2,500 - received upon completion of 12 hours from a Deaf Education teacher training program (Local requirement)
- 4) Experienced Teacher – Falls under “Alternative Certification” or “Challenger” category; \$2,500 - received upon completion of 12 hours from a Deaf Education teacher training program (Local requirement)
- 5) Grandfathered – Grandfathered from taking the TASC (2017-18 school year stipend requirements changed)
\$5,500 - Certified in Deaf and Hard of Hearing or Hearing Impaired

PROFESSIONAL NON-TEACHING COMPONENTS-

- 1) \$1,500 - Deaf and Hard of Hearing (DHH) Certification, Hearing Impairment, or Deaf/Hard of Hearing
- 2) \$4,000 - Texas Assessment of Sign Competency (TASC) or Grandfathered from the TASC

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
SPECIAL DUTY ASSIGNMENTS**

Assignment (Classroom)	# of positions	Yearly Stipend	Fund/Entered
Master degree in subject area (effective 12-13) (grandfathered prior to 12-13)+C4:C5	TBD	\$2,500	TBD/ HR
Campus Coordinator Secondary Science & Engineering Fair	11	\$300 – Campus has students participating in one-third (1/3) of the available slots for all categories at the district competition (stipend includes any students participating at regionals). \$400 – Campus has students participating in two-thirds (2/3) of the available slots for all categories at the district competition (stipend includes any students participating at regionals). \$500 – Campus has students participating in 100% (3/3) of the available slots for all categories at the district competition (stipend includes any students participating at regionals). Additional \$200 for any number of students participating at the state and international competitions. * Stipend is paid out to the teacher after the last level students compete.	199/Science Coord.
Secondary Science Olympiad Coach	11	\$1,000 – regional competition Additional \$450 – state competition Additional \$450 – national competition * Stipend is paid out to the teacher after the last level students compete.	199/Science Coord.
Secondary Science Olympiad Assistant Coach	11	\$500 – regional competition Additional \$225 – state competition Additional \$225 – national competition * Stipend is paid out to the teacher after the last level students compete.	199/Science Coord.
Elementary Science Olympiad Coach	18	\$500	199/Science Coord.
Elementary Science Olympiad Assistant Coach	18	\$300	199/Science Coord.
Teaching Extra Class (if eligible for planning period)		\$5,000 (Other) \$7,000 (Math or Science)	TBD/ HR
Math & Science Teacher (eligibility based on Admin. guidelines)	TBD	\$2,500 (Content Certified)	199/HR Director
Instruction & Guidance Teacher	TBD	\$500	199/Campus Submit
Team Leaders (Middle School)	TBD	\$500	199/Campus Submit
ROTC Senior Instructor	3	\$10,000	199/HR

Assignment (Non-classroom)	# of positions	Yearly Stipend	Fund/Entered
Campus Technology Facilitator (CTF)	44	\$1,200	199/DOT
Media Technology Facilitator (MTF)	31	\$1,200	199/DOT
Lead Librarian (Elementary / Secondary)	2	\$1,500	199/Digital Lrng
District UIL Coordinator	1	\$3,000	199/ Prof Lrng.
District Chess Coordinator	1	\$2,500	199/ Prof Lrng.
Grant Writing	TBD	\$250,000-\$499,999 = \$1,000/Grant(s) \$500,000-\$999,999 = \$2,500/grant(s) \$1,000,000 or more = \$5,000/grant(s)	199/TBD
Administrator Central Office (Interim / Additional duties) *	N/A	* Up to \$4,000	199/ HR
District Executive Committee (DEC) **	4	** Up to \$1,500	940/Athletics
Notes: * Pro-rate pay based on number of days served unless directed otherwise by Superintendent. Exceptions typically reserved for Senior-level duties and responsibilities. ** Stipend amount is determined and reimbursed as per DEC plan.			

Support Staff	# of positions	Yearly Stipend	Fund/Entered
Child Nutrition Department			
Child Nutrition Team Lead	5	\$1,200	101/ CNP
MISD Police Department			
Corporal	7	\$1,500	199/ HR
Drone Operator	2	\$1,500	199/ HR
Police Instructor	5	\$1,000	158/ HR
Terminal Agency Coordinator	1	\$500	199/ HR
Transportation			
Bus Driver Trainer	3	\$2,000	199/ Transportation
Certified State Vehicle Inspector Certification	3	\$1,000	199/ Transportation

Paid Leave Upon Retirement (Reference DEC/Local)	# of positions	Daily Rate	Fund/Entered
Professional (maximum of 75 Local/State Days)	TBD	\$125	TBD/ Payroll
Support Staff (maximum of 75 Local/State Days)	TBD	\$70	TBD/ Payroll

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
SPECIAL EDUCATION PROGRAM**

Position	# of Positions	Yearly Stipend
Special Education Teacher - Self contained	45	\$2,000
Special Education Teacher	108	\$1,500
Special Education Early Childhood	16	\$2,000
Visually Impaired (VI) Teacher	2	\$2,700
Vocational Adjustment Coordinator	4	\$1,200
Social Worker	1	\$1,200
Diagnostician	28	\$1,700
School Psychologist	8	\$1,700
Special Education Counselor	6	\$1,200
Occupational Therapist	4	\$1,200
Speech Pathologist	20	\$1,200
Speech Assistant	9	\$1,200
Behavior Support	3	\$1,500
STRIDES Teachers-Self-contained	8	\$2,000
Teacher Board Certified Behavior Analyst (Certification required)	2	\$2,500
Special Duty Positions	# of Positions	Yearly stipend
Lead Department Chair STRIDES	1	\$2,500
Lead Speech Pathologist	1	\$2,500
Lead School Psychologist	1	\$2,500
Lead Behavior Strategist	1	\$2,500
Lead Counselor (Less than 10)	1	\$1,000
Lead Diagnostician	1	\$2,500

*Fund 173 / 224
Department Supplemental*

Notes:

- 1) Staff must be certified in area of assignment to receive stipend.
- 2) Stipend will be pro-rated on number of class periods assigned to SPED and days worked.
- 3) Stipends are paid 1/2 in December and 1/2 in May.

Extra Duty	Mono Per Eval / Bilingual Per Eval
School Psychological Eval for Emotional Disturbance/Autism	\$325 / \$375
School Psy. & Diagnostician - FIE for LD, OHI, etc (No Psychological, No Speech Eval)	\$350 / \$400
Speech Pathologist - Speech Evaluation	\$300 / \$350

*Fund 173 / 224
Department Supplemental*

Certification	# of Positions	Yearly stipend
Speech Pathologist (with Masters)	19	\$5,000
Speech Assistant Therapist	7	\$1,800

*Fund 173/224
HR Entred*

Special Assignment	# of Positions	Yearly stipend
Adapted Physical Education	3	\$1,200
Adapted Physical Education (Special Olympics)	3	\$2,000

*Fund 173 / 224
HR Entered*

**McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026**

DEPARTMENT & GRADE LEVEL CHAIR / UIL / EXTRA CURRICULAR

HIGH SCHOOL		
Department Chair	# positions (1 per HS)	Yearly Stipend
Number of members excludes Chairperson		
Lamar & Early College HS only (\$200 per member)	2-4	TBD
	5-10	TBD
	11-15	TBD
	16-20	TBD
	21+	TBD
Advanced Placement (AP) Coordinator	5	Based on Membership
University Interscholastic League (UIL) Sponsorship	# positions (1 per HS)	Yearly Stipend
Coordinator	4	\$2,700
Accounting	4	\$1,300
Calculator	4	\$1,300
Chess (Non-UIL)	4	\$1,100
Computer Science	4	\$1,300
Congressional Debate	4	\$1,300
Copy Editing	4	\$1,300
Cross Examination	4	\$1,300
Current Events	4	\$1,300
Editorial Writing	4	\$1,300
Feature Writing	4	\$1,300
Headline Writing	4	\$1,300
Informative Speaking	4	\$1,300
Lincoln Douglas Debate	4	\$1,300
Literary Criticism	4	\$1,300
Math	4	\$1,300
News Writing	4	\$1,300
Number Sense	4	\$1,300
Persuasive Speaking	4	\$1,300
Poetry	4	\$1,300
Prose	4	\$1,300
Ready Writing	4	\$1,300
Robotics	4	\$1,200
Science	4	\$1,300
Social Studies	4	\$1,300
Spelling	4	\$1,300
Theatrical Design	4	\$1,300
Young Filmmakers	4	\$1,300

Extra Curricular Activities	(1 per HS)	Stipend
American Sign Language Society	5	600
Art Society/ Club	5	\$600
Campus Magazine	5	\$600
Citizen Bee	5	\$1,000
Crime Stoppers	5	\$1,200
French Honor Society	5	\$600
Interact Club	5	\$600
Masterminds/ Quiz Bowl	5	\$900
Mock Trial Coach	5	\$1,200
Motion Picture/TV/AV	5	\$700
National History Day Coach	5	\$1,200
National Honor Society	5	\$850
Newspaper	5	\$1,000
Spanish National Honor Society	5	\$600
Sponsor - Freshman or Sophomore	5	600 each
Sponsor - Junior or Senior	5	1200 each
Student Council	5	\$1,200
Thespian Honor Society	5	\$600
Yearbook	5	\$1,500
JROTC Color Guard	3	\$600
JROTC Drill Team (Armed / Unarmed)	3	\$600
JROTC Honor Guard	3	\$600
JROTC Physical Fitness Team	3	\$600
JROTC Rifle	3	\$600

Notes:
 1) Stipends are paid 1/2 in December and 1/2 in May.
 2) Stipends are subject to proration based on days worked.

MIDDLE SCHOOL		
Department Chair	# positions (1 Per MS)	Yearly Stipend
Number of members excludes Chairperson		
	3-5	TBD
	6-9	TBD
	10-14	TBD
	15+	TBD

UIL Sponsorship	# positions (1 Per MS)	Yearly Stipend
Coordinator	6	\$1,500
Calculator	6	\$800
Chess (Non-UIL)	6	\$1,100
Dictionary Skills	6	\$800
Duet Acting	6	\$800
Impromptu speaking	6	\$800
Listening skills	6	\$800
Maps, Graphs & Charts	6	\$800
Math	6	\$800
Modern oratory	6	\$800
Number Sense	6	\$800
Prose or Poetry	6	\$800
Solo Acting	6	\$800
Ready Writing	6	\$800
Robotics (Non-UIL)	6	\$1,100
Science	6	\$800
Social Studies	6	\$800
Spanish Oral Reading	6	\$800
Spelling	6	\$800

Extra Curricular Activities	# positions (1 Per MS)	Yearly Stipend
Cyber Patriot Club	6	\$750
Nat'l History OR Citizen Bee	6	\$1,200
National Honor Society	6	\$700
Publication / Yearbook	6	\$500
Spelling Bee	6	\$600
Student Council	6	\$700

*Fund 199
Business Budgeted*

ELEMENTARY SCHOOL		
Grade Level Chair (one per GL)	# positions	Yearly Stipend
	126	\$600

UIL Sponsorship	# positions (1 per ES)	Yearly Stipend
Coordinator	18	\$800
Art Smart (Grade 5)	18	\$500
Chess (Non-UIL)	18	\$1,100
Creative writing (Grade 2)	18	\$500
Dictionary skills (Grade 5)	18	\$500
Maps, Graphs & Charts (Grade 5)	18	\$500
Math (Grades 3-5)	18	\$500
Number Sense (Grades 4-5)	18	\$500
Oral reading (Grades 3-5)	18	\$500
Ready Writing (Grades 3-5)	18	\$500
Robotics (Non-UIL)	18	\$1,000
Science (Grade 5)	18	\$500
Spanish oral reading (Grades 3-5)	18	\$500
Spelling (Grades 3-5)	18	\$500

*Fund 199
Business Budgeted*

Extra Curricular Activities	# positions	Yearly Stipend
High School		
eSports	10	\$1,200
Tech Wars Competition Club *	32	\$700-\$1,200
* Note: \$700 - sponsor one event \$1200 - sponsor 2 or more events		
Middle School		
eSports	6	\$1,200
Elementary		
Little eSports	18	\$1,000
Spelling Bee	18	\$600

*Fund 199
Digital Learning
Department Supplemental*

Part-Time Rates

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
PART TIME ATHLETIC PROGRAM RATES

Varsity Football	Hourly Rate
Chain Crew	\$35 (flat rate)
Game Manager	\$13.00
Bookkeeper	\$13.00
Ticket Seller	\$12.50
Usher/Ticket taker	\$9.75
Gate Keeper (East/West)	\$10.25
Spotter	\$9.75
Press Box Supervisor	\$10.75
25 Second Clock	\$12.00
Clock/Scorekeeper	\$12.00
Announcer	\$100 (per game)

Sub-Varsity Football/Soccer	Hourly Rate
Game Manager	\$13.00
Clock	\$12.00
Ticket Seller	\$12.50
Ticket Taker	\$9.75
Gate Keeper	\$10.25

Varsity Basketball & Volleyball	Hourly Rate
Ticket Seller	\$12.50
Gate Keeper	\$10.25

Wrestling	Hourly Rate
Ticket Seller	\$12.50

Baseball & Softball	Hourly Rate
Pitch Counter	\$35 (per game)
Ticket Seller	\$12.50

Other	Hourly Rate
<u>Part Time Coaching:</u>	
- Non-MISD employee (Deg & Cert, w/ 20+ yrs. exp.)	\$23.00
- Non-MISD employee	\$10.25
- MISD employee	\$10.25
Lifeguard (Certified)	\$10.25
Ticket Clerk (during the day)	\$9.25
<u>MS Summer Recreation Program:</u>	
- Teacher Coach	\$28.00
- Instructional Assistant	\$10.25

McALLEN INDEPENDENT SCHOOL DISTRICT
2025 - 2026
PART TIME RATES
TITLE I, PART A - EVENING STUDY CENTER

	Hourly Rate
Lead Teacher / Program Coordinator	\$29
Adult Ed Teacher (degreed)	\$28
PT Teacher - Day/Evening classes (Out of District)	\$28
Social Worker	\$26
Parent and Family Engagement Specialist	\$26
PT Parent Educator (non-degreed) - Day/Evening classes (Out of District)	\$15
Attendance Clerk	\$12
Child Care Aide	\$12
Computer Lab Aide	\$12

2025 - 2026
PART TIME RATES
SAFE AND SECURE CHILD CARE
(Self Funded Program)

	Hourly Rate (unless noted)
Director / Facilitator	\$40
Facilitator (professional)	\$28
Nurse	\$24
Teacher (certified)	\$23
Clerk/Bookkeeper	\$10 (Weighted Avg)
Child Care Aide	\$10
Student Worker (Coop Students)	\$7.25

McALLEN INDEPENDENT SCHOOL DISTRICT
2025- 2026
PART TIME RATES

	Hourly Rate
Student Worker (Coop. Student)	\$7.25
Part Time (Professional)	Minimum of AE/AM schedule
Part Time Child Nutrition Worker	10.00
Part Time Clerk	\$8.00
Part Time Flag Corp	\$10.00
Part Time Parent Educator (degreed)	\$19.00
Part Time Technology Support Technicians	\$12.00
Part Time Testers	\$12.50
Substitute Custodian	\$10.00
Tutor - out of district (48+ college hrs. req.)	\$10.00
Tutor - out of district (Degreed)	\$19.00
Tutor - out of district (Degree & Certified)	\$23.00

McALLEN INDEPENDENT SCHOOL DISTRICT

2025 SUMMER SCHOOL/PROGRAM RATES

June 6, 2025 through August 1, 2025

Board Approved February 25, 2025

Summer School/Program Position	Remediation Hourly Pay Rate	Enrichment Hourly Pay Rate
Summer School Director	\$45	-----
Program Lead Teacher	\$41	\$33
Teacher/Coach	\$40	\$32
Instructional Assistant	\$13	\$12
Instructional Assistant for Tech Support	\$13	\$12
Counselor	\$36	-----
Registered Nurse	\$36	-----
Health Assistant/LVN	\$22	-----
Summer School Secretary	\$15	-----
Office Clerk	\$13	-----
Social Worker	\$33	-----
Graduation Specialist	\$33	-----
Parent & Family Engagement Specialist	\$33	-----
STAAR Test Administrator/Proctor	-----	\$40
Parent Educator (degreed) (Parent and Family Engagement Program)	-----	\$32
Parent Educator (non-degreed) (Parent and Family Engagement Program)	-----	\$15
Child Care Aide (Parent and Family Engagement Program)	-----	\$13
Part-Time Clerk (Parent and Family Engagement Program)	-----	\$10
Bus Drivers	current hourly rate	
Bus Aides	\$12	
Child Nutrition Workers	current hourly rate	
Child Nutrition Asst Managers/Managers	current hourly rate	
Teacher/Professional/Paraprofessional Support Staff Staff Development/Workday	6 hours - \$100/day (Under 6 hours - \$16.67 hour)	
Professional/Paraprofessional Summer School Registration	\$14	
Substitute Pay (for degreed and certified)	\$20	
Tutors – Certified Teachers	\$25	
Tutors – Non-certified, bachelor’s degree	\$20	
Tutors- College students	\$12	
Other hourly employees asked to work beyond their work calendar for summer school	current hourly rate	

Glossary of Terms



Ad Valorem Tax: The primary source of local funding for school districts is ad valorem taxes levied against the local tax base. Ad valorem means according to the value.

Adjusted Basic Allotment: The base allotment is adjusted based on how much it costs to educate students in that region of the state as assigned by the cost of index (CEI).

Annual Comprehensive Financial Report (ACFR): A financial report that encompasses all funds and component units of the government. The ACFR is the governmental unit's official annual report.

Appraise: To make an estimate of value, particularly of the value of property. Note, if the property is valued for purposes of taxation, the less-inclusive term “assess” is substituted for the above term.

Appropriated Budget: The expenditure authority created by the appropriation bills or ordinances that are signed into law and related estimated revenues. The appropriated budget would include all reserves, transfers, allocations, supplemental appropriations, and other legally authorized legislative and executive changes.

Appropriation: An authorization granted by a legislative body to make expenditures and to incur obligations for specific purposes. An appropriation is usually limited in amount and as to the time when it may be expended.

Assessed Valuation: A valuation set upon real estate or other property by the County Appraisal District to be used as a basis for levying taxes.

Audit: A comprehensive review of the manner in which the government's resources were actually utilized. A certified public accountant issues an opinion over the presentation of financial statements, tests the controls over the safekeeping of assets and makes recommendations for improvements for where necessary.

Average Cost Per Student: The total costs of the district divided by the total enrollment.

Average Daily Attendance (ADA): The number of students in ADA can be found by adding the number of students who are in attendance each day of the school year for the entire school year and dividing by the number of days of instruction to compute average daily attendance. ADA is used in the formula to distribute funding to Texas public school districts.

Balanced Budget: A budget with total expenditures not exceeding total revenues and monies available in the fund balance within an individual fund.

Basic Allotment: The basic allotment is a set dollar amount to which each school district is entitled per student in ADA. It is used to calculate foundation program costs and state aid to school districts.

Bond: A written promise, generally under seal, to pay a specified sum of money, called the face value, at a fixed time in the future, called the date of maturity, and carrying interest at a fixed rate, usually payable periodically. The difference between a note and a bond is that the latter usually runs for a longer period of time and requires greater legal formality.

School Bonds are issued by a public school district to finance buildings or other capital projects. In the simplest terms, bonds for school projects are similar to a mortgage for a home. To be able to sell bonds a school district must have voter approval through an election.

Bonded Debt: The part of the school district debt which is covered by outstanding bonds of the district. Sometimes called "Funded Debt or Bonded Indebtedness".

Bonds Authorized and Unissued: Bonds which have been legally authorized, but not issued, and which can be issued and sold without further authorization.

Bonds Issued: Bonds sold.

Budget: A plan of financial operation embodying an estimate of proposed expenditures for a given period or purpose and the proposed means of financing them.

Budget Amendment: This is the reallocation of budgeted funds from one function code to another. All budget amendments are required to be adopted by the last day of the fiscal year.

Budget Transfer: This is the reallocation of budgeted funds from within the same function code.

Capital Expenditures/Outlay: Land, building, machinery, furniture, and other equipment which the school district intends to hold or continue in use for more than one (1) year, and has a per unit value of \$5,000 or more. "Fixed" denotes probability or intent to continue use or possession, and does not indicate immobility of an asset.

Capital Projects Fund: A government fund type with budgetary control established to account for projects that are financed by the proceeds from bond issues, or for capital projects otherwise mandated to be so accounted for in this fund.

Cash Basis of Accounting: Basis of accounting that recognizes transactions or events when related cash amounts are received or disbursed.

Cash Balance: the amount of funds available in liquid investments to cover expenditures at a single point in time.

Cash Flow: the net of cash receipts and cash disbursements during a particular accounting period.

Co-Curricular Activities: This function is used for expenditures/expenses for school-sponsored activities outside the school day. These activities are generally to provide students with experiences such as motivation and the enjoyment and improvement of skills in either a competitive or noncompetitive setting are that not part of the regular instructional program. Examples include athletics, clubs, band and orchestra, drill team, Future Farmers of America (FFA), cheerleading, one-act plays, speech, debate, National Honor Society, etc.

Cost of Education Index (CEI) or Adjustment: An index the State uses to adjust the basic allotment to account for geographic or other cost differences beyond local school district control. The current index has not been updated since 1990.

Current Year's Tax Levy: Taxes levied for the current fiscal period.

Debt: An obligation resulting from the borrowing of money or from the purchase of goods and services. Debts of local education agencies include bonds, loans, and leases, etc.

Debt Limit: The maximum amount of gross or net debt which is legally permitted by law.

Debt Service Fund: A governmental fund with budgetary control that accounts for expenditures for the retirement of Bonded Debt and expenditures for interest on Bonded Debt.

Defeasance: Termination of certain rights and interests of the bondholders and of their lien on the pledged revenues or other security in accordance with the terms of the bond contract for an issue of securities. This is sometimes referred to as a "legal defeasance." Defeasance usually occurs in connection with the refunding of an outstanding issue after provision has been made for future payment of all obligations related to the outstanding bonds, sometimes from funds provided by the issuance of a new series of bonds. In some cases, particularly where the bond contract does not provide a procedure for termination of these rights, interests and lien other than through payment of all outstanding debt in full, funds deposited for future payment of the debt may make the pledged revenues available for other purposes without effecting a legal defeasance. This is sometimes referred to as an "economic defeasance" or "financial defeasance." If for some reason the funds deposited in an economic or financial defeasance prove insufficient to make future payment of the outstanding debt, the issuer would continue to be legally obligated to make payment on such debt from the pledged revenues.

Delinquent Taxes: Taxes remaining unpaid on and after the date on which they become delinquent by statute, which is after February 1st.

Education Service Center (ESC): Twenty intermediate education units located in regions throughout Texas that assist and provide Services for local school Districts.

Effective Tax Rate: State law in Texas prescribes a formula for calculating the effective tax rate for districts. The net effect of the formula is to produce a tax rate that generates approximately the same revenue as the year before.

Enrollment: The number of students, early education through grade 12, registered in a school at a designated time in the school year. This designated time is the last Friday in October, also referred to as The Public Education Information Management System "snapshot date."

Existing Debt Allotment (EDA): Eligibility is determined by the date of first payment made on general obligation bonds issued by a school district. Bonds for which the first payment was made before the end of a state biennium are eligible to receive EDA. The amount of funding is determined by the district's I & S tax effort during the last year of the preceding state biennium.

- Application not necessary, for bonds only
- State aid limited to 29 cents of debt rate

Expenditures: An expenditure is a payment or disbursement incurred for governmental funds under the modified accrual basis of accounting. For example, the expenditure may be for the purchase of an asset, a reduction of a liability, or it could be an expense.

Expenses: An outflow of financial resources that occurs when the liability for a payment for goods or services is incurred for proprietary (enterprise and internal service) funds under the accrual basis of accounting.

Fiscal Period: Any period at the end of which a local education agency determines its financial position and the results of its operations. The period may be a month, or a year, depending upon the scope of operations and requirements for managerial control and reporting.

Fiscal Year (FY): A twelve-month period of time to which the annual budget applies and at the end of which a local education agency determines its financial position and the results of its operations. The District's fiscal year is July 1 through June 30.

Fixed Assets: Land, building, machinery, furniture, and other equipment which the school district intends to hold or continue in use for more than one (1) year, and has a per unit value of \$5,000 or more. "Fixed" denotes probability or intent to continue use or possession, and does not indicate immobility of an asset.

Food Service: Those activities which have as their purpose the preparation and serving of regular and incidental meals, lunches, or snacks in connection with school activities.

Forecasting Expenditures: the projected results for future years.

Forecasting Revenues: the projected results for future years.

Foundation School (FSP): A program for the support of a basic instructional program for all Texas school children. Money to support the program comes from the Permanent School Fund, Available School Fund, Foundation School Fund, State general revenue, and local property taxes. Currently, the FSP described in the Texas Education Code consists of three parts or tiers:

1. The first tier provides funding for a basic program.
2. The second tier provides a guaranteed-yield system so that school districts have substantially equal access to revenue sufficient to support an accredited program.
3. The third tier equalizes debt service requirements for existing facilities debt.

Function: A function represents a general operational area in a school district and groups together related activities; for example, instruction, campus administration, maintenance and operations, etc. As applied to expenditures, this term has reference to an activity or service aimed at accomplishing a certain purpose or end.

Fund: An independent fiscal and accounting entity with a self-balancing set of accounts recording cash and/or other resources, together with all related liabilities, obligations, reserves, and equities which are segregated for the purpose of carrying on in accordance with special regulations, restrictions, or limitations.

Fund Balance: Fund balance is the difference between assets and liabilities at a given point in time. The change in fund balance is the difference between revenues and expenditures. Governmental Fund financial statements breaks down the fund balance into 5 categories:

- **Non-Spendable** – the portion of the gross fund balance that is not expendable (such as inventories, pre-paid items) or is legally earmarked for a specific use (such as the self-funded reserves program).
- **Restricted** – amounts constrained to a specific purpose by the provider, such as special populations programs and grants.
- **Committed** –that portion of the fund balance that is constrained to a specific purpose by the Board.
- **Assigned** – that portion of the fund balance that is spendable or available for appropriation but has been tentatively earmarked for some specific purpose by the Superintendent or designee.
- **Unassigned** – includes amounts available for any legal purpose. This portion of the total fund balance in the general fund is available to finance operating expenditures. The unassigned fund balance shall be the difference between the total fund balance and the total of the non-spendable fund balance, restricted fund balance, committed fund balance and assigned fund balance.

General Fund: A fund group with budgetary control used to show transactions resulting from operations of ongoing organizations and activities from a variety of revenue sources for which fund balance is controlled by and retained for the use by the local education agency. The General Fund is used to finance the ordinary operations of a governmental unit except those activities required to be accounted for in another fund.

General Obligation Debt: Tax supported bonded debt which is backed by the full faith and credit of the District.

Government Finance Officers Association (GFOA): A professional association of state/provincial and local finance officers in the United States and Canada, and has served the public finance profession since 1906. The association members are dedicated to the sound management of government financial resources.

Governmental Funds: Funds generally used to account for tax-supported activities. There are five different types of governmental funds: the general fund, special revenue funds, debt service funds, capital projects funds and permanent funds.

Grant: A contribution by one organization to another. The contributions are usually made to aid in the support of specified function (for example, At Risk Students), but it is sometimes also for general purposes.

Infrastructure: Long-lived capital assets that normally are stationary in nature and normally can be preserved for a significantly greater number of years than most capital assets. Examples of infrastructure assets include roads, bridges, tunnels, drainage systems, water and sewer systems, dams, and lighting systems.

Instructional Facilities Allotment (IFA): The IFA program provides funding to school districts for debt service payments on debt principal and interest associated with the purchase, construction, renovation, and expansion of instructional facilities. IFA is application-based and is used for bonds or lease purchases. The yield is \$35 per ADA per penny of tax effort.

Interest and Sinking (I & S): Funds that are used to pay the principal and interest of bonded debt. Bonds used by a government to finance major construction projects, to be paid by tax levies over a period of years, require a debt service (I & S) fund to account for their repayment.

Levy: (Verb) to impose taxes or special assessments. (Noun) The total of taxes or special assessments imposed by a governmental unit.

Maintenance and Operation (M & O) Tax Rate: The tax rate calculated to provide the revenues needed to cover Maintenance & Operations. M & O includes such things as salaries, utilities, and day-to-day operations.

Membership: The total number of public school students who were reported in membership as of the October snapshot date (the last Friday in October) at any grade, from early childhood education through grade 12. Membership is a slightly different number from enrollment because it does not include those students who are served in the district for fewer than 2 hours per day.

Modified Accrual Basis: A basis of accounting in which expenditures are accrued when incurred and revenues are accounted for when they become measurable and available.

Object: the particular type of good or services utilized. Examples include payroll cost, supplies, travel, etc.

Other Financial Sources: An increase in current financial resources that is reported separately from revenues to avoid distorting revenue trends. The use of the other financing sources category is limited to items so classified by GAAP.

Other Financing Uses: A decrease in current financial resources that is reported separately from expenditures to avoid distorting expenditure trends. The use of the other financing uses category is limited to items so classified by GAAP.

Personnel, Administration: Personnel on the school payroll who are primarily engaged in activities which have as their purpose the general regulation, direction, and control of the affairs of the school district that are system-wide and not confined to one school, subject, or narrow phase of school activity; for example, superintendent of schools.

Personnel, Full-Time: School employees who occupy positions, the duties of which require them to be on the job on school days, throughout the school year, at least the number of hours the schools in the system are in session.

Personnel, Part-Time: Personnel who occupy positions, the duties of which require less than full-time service. This includes those employed full-time for part of the school year, part-time for all of the school year, and part-time for part of the school year. See also Personnel, Full- Time.

Principal of Bonds: The face value of bonds.

Refined ADA: Refined Average Daily Attendance is based on the number of days of instruction in the school year. The aggregate eligible day's attendance is divided by the number of days of instruction to compute the refined average daily attendance. See also ADA.

Refunding Bonds: Bonds issued to pay off bonds already outstanding.

Revenue: inflow of resources that results from the income of a government from various sources.

Rollback Tax: Reference to current State of Texas school finance laws that require maintenance and operations tax rate increases (above a certain limit) to be voted on by the public. Rollback elections that fail, roll the tax rate back to the previous lower level.

Rollback Tax Rate: A tax rate that exceeds the rollback tax rate will automatically trigger an election. If the election to limit school taxes is successful, the tax rate the district may impose for the current year is limited to the calculated rollback tax rate.

Salary: The total amount regularly paid or stipulated to be paid to an individual, before deductions, for personal services rendered while on the payroll of the school district.

School, Elementary: A school classified as elementary by State and local practice that is composed of any span of grades not above grade six. In this District this term includes kindergartens and pre-kindergartens.

School, Middle: A school classified as middle by State and local practice that is composed of any span of grades six through eight.

School, Secondary: A school classified as secondary by State and local practices that is composed of any span of grades beginning with the next grade following the elementary/middle school, and ending with or below grade 12, including the different types of high schools and alternative high schools.

Special Revenue Fund: A governmental fund type with budgetary control, used to account for the proceeds of specific revenue sources, other than expendable trusts or for major capital projects that are legally restricted to expenditures for specified purposes.

State Compensatory Education (SCE): Compensatory education is defined in law as programs and/or services designed to supplement the regular education program for students identified as at risk of dropping out of school.

Tax Base: The total value of all real personal and mineral property in the District as of January 1st of each year as certified by the County Appraisal Board. The tax base represents net value after all exemptions.

Tax Rate: Total tax rate is set by the Board of Trustees and is made up of two components:

- A. Maintenance and Operations
- B. Interest and Sinking

Tax Rate Limitation: A school may not impose a maintenance and operation tax rate that exceeds \$1.17 per \$100 valuation of taxable property, nor an interest and sinking rate that exceeds \$.50.

Tax Ratification Election (TRE): A special election called by the Board of Trustees asking voters to approve a tax rate that is above the \$1.04 tax rate allowed by the state law.

Tax Roll: The official list showing the amount of taxes levied against each taxpayer or property.

Taxes: Compulsory charges levied by a governmental unit for the purpose of financing services performed for the common benefit. It does not include special assessments.

Teacher Retirement System (TRS): TRS delivers retirement and related benefits authorized by law for members and their beneficiaries.

Texas Association of School Business Officials (TASBO): An independent, not-for-profit professional, association dedicated to being the trusted resource for school finance and operations in Texas.

Texas Education Agency (TEA): The Texas Education Agency provides leadership, guidance, and resources to help schools meet the educational needs of all students. Located in Austin, Texas, TEA is the administrative unit for primary and secondary public education.

Texas Education Code (TEC): This code applies to all educational institutions supported in whole or in part by state tax funds.

Total Tax Rate: The total tax rate is the sum of all I & S and M & O.

Underlying Bond Rating: The rating the district would be given by investor services to give relative indications of credit quality to stand alone without the permanent bond guarantee by the State.

Weighted Students in Average Daily Attendance (WADA): In Texas, students with special educational needs are weighted for funding purposes to help recognize the additional costs of educating those students. Weighted programs include special education, career and technology, bilingual, gifted and talented, and compensatory education.

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**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025


Attachment:

SUBMITTED BY: 
LEO SALENZ (Jun 17, 2025 12:47 CDT)

SUPERVISOR: 
Jeanette Nino (Jun 17, 2025 12:58 CDT)

SUPERVISOR: 
Rosalba De Hoyos (Jun 17, 2025 16:07 CDT)

Approved for presentation to the Board of Education:

331 
RENE GUTIERREZ (Jun 17, 2025 17:08 CDT)
Superintendent of Schools

RECOMMENDED VENDORS
Request for Proposal No. 2024-1022
Career and Technology Education Instructional Supplies, Materials,
Equipment and Related Services (Round 13)

NO.	VENDOR NAME	CITY	STATE	RECOMMENDATION
1	AC Supply (Midwest Model & Supply Co)	Maryland Heights	MO	Qualified
2	Advanced Technologies Consultants (T.S. Enterprise Associates, LLC)	Plymouth	MI	Qualified
3	Advantage Imaging Supply, Inc	San Juan Capistrano	CA	Qualified
4	AeroFrohne (Derrick Anthony Frohne)	Corpus Christi	TX	Qualified
5	Crabtree Publishing Company	New York	NY	Qualified
6	Paxton Patterson LLC	Alsip	IL	Qualified

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

SUBJECT: Discussion and Possible Action on Final Payment to Noble Texas Builders on Contract No. 2024-135 Network Operating Center (NOC) at Facilities, Maintenance, and Operations Center.

REFERENCE: Goal 3: Facility Priorities, Strategy 7 - Financial Priorities

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

On August 3rd, 2023, the Board of Trustees approved RFCQ 2023-1051 Network Operations Center (“NOC”) at Facilities, Maintenance, and Operations Center.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Administration is recommending approval of final payment on this project.

LEGAL REVIEW:

None

BUDGETARY CONSIDERATIONS:

The final contract price for this project was \$1,422,888.37. Funds for this project were available through Fund 194 - Coronavirus Relief Funds - Cares Act.

RECOMMENDED BOARD ACTION:

Administration is recommending that the Board of Trustees approve the final payment to Noble Texas Builder in the amount of \$71,144.42 for Contract No. 2024-135 Network Operating Center (NOC) at Facilities, Maintenance, and Operations Center..

Attachment:

SUBMITTED BY: Judith Escamilla

SUPERVISOR: Lorena Garcia
Lorena Garcia (Jun 16, 2025 17:15 CDT)

For further information contact:
Name: Judith Escamilla, Technology Exec. Director
Office: (956) 632-3238
eMail: judith.escamilla@mcallenisd.net

Approved for presentation to the Board of Education:

Bene Gutierrez
BENE GUTIERREZ (Jun 17, 2025 10:56 CDT)

335

Superintendent of Schools

TO: McAllen ISD
4309 Warrior Ave.
McAllen, TX 78501
ATTN: Melissa Rodriguez
FROM: Noble Texas Builders
108 S. Main St
La Feria, TX 78559

PROJECT: 23-0443-00
CONTRACT FOR: Contract # 2024-135-Network
Operations Center "NOC" at FMO Bldg.
RFCQ 2023-1051
PO# 8072400136
Architect: HALFF Associates
Rudy Juarez
5000 W. Military Hwy, Ste 100
McAllen, Tx. 78503

APPLICATION NO: 14-RET DIS1
APPLICATION DATE: 04/25/2025
PERIOD FROM: 4/1/2025
TO: 4/30/2025
CONTRACT DATE: 10/04/2023

Table with 1 column and 4 rows, containing 'X' marks in the first three rows.

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for Payment, as shown below, in connection with the Contract. Continuation Sheet, AIA Document G703, is attached.

CHANGE ORDER SUMMARY table with columns for Change Orders Approved, ADDITIONS, and DEDUCTIONS. Includes sub-table for Approved this Month with Number and Date Approved columns.

The present status of the account for this Contract is as follows:

- 1. ORIGINAL CONTRACT SUM..... \$ 1,422,888.37
2. Net change by Change Orders..... \$ 0.00
3. CONTRACT SUM TO DATE(Line 1+-2)..... \$ 1,422,888.37
4. TOTAL COMPLETED & STORED TO DATE..... \$ 1,422,888.37 =
5. RETAINAGE : 5% of Completed Work 0.00
6. TOTAL EARNED LESS RETAINAGE..... \$ 1,422,888.37
7. LESS PREVIOUS CERTIFICATES for..... \$ 1,351,743.95
8. CURRENT PAYMENT DUE..... \$ 71,144.42
9. Plus Applicable Taxes 0% 0.00
10. CURRENT PAYMENT DUE..... 71,144.42
11. BALANCE TO FINISH, PLUS RETAINAGE..... \$ 0.00

The undersigned Contractor certifies that to the best of his knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the contract Documents, that all amounts have been paid by him for Work for which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.

CONTRACTOR: NOBLE GENERAL CONTRACTORS
BY: Kyle Collins
DATE: April 25, 2025
Kyle Collins
Project Manager

State Of: Texas County of: Cameron County
Subscribed and sworn to before me this 25th day of April 2025
My Commission expires: October 7th, 2028
JOSHUA JASSO
Notary ID #135120385
My Commission Expires October 7, 2028

OWNER'S / ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising the above application, the Architect certifies to the Owner that the Work has progressed to the point indicated; that to the best of his knowledge, information and belief, the quality of the Work is in accordance with the Contract Documents; and that the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED..... \$ \$71,144.42
(Attach explanation if amount certified differs from the amount applied for.)
BY: [Signature] DATE: 6/3/25

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

APPROVED FOR PAYMENT

[Signature]
Domingo Ramos (Jun 16, 2025 16:25 CDT)
Signature

06/16/2025
Date

334 [Signature]
Judith Escamilla
Signature

06/16/2025
Date

Contract # 2024-135-Network

McAllen ISD

In tabulations below, amounts are stated to the nearest dollar.

Use Column I on Contracts where variable retainage for line items may apply.

APPLICATION NO: 14-RET

APPLICATION DATE: 04/25/2025

PERIOD FROM: 4/1/2025

TO: 4/30/2025

A ITEM No.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED			G TOTAL COMPLETED		H BALANCE TO FINISH (C-G)	I RETAINAGE 5%
			Previous Applications	This Application		AND STORED TO DATE (D+E+F)	% (G/C)		
				Work in Place	Stored Mat'l (not in D or E)				
1	Owner Contingency	0.00	0.00	0.00	0.00	0.00	#DIV/0!	0.00	0.00
2	Supervision	141,297.00	141,297.00	0.00	0.00	141,297.00	100.0%	0.00	7,064.85
3	P&P Bonds & Insurance	30,162.00	30,162.00	0.00	0.00	30,162.00	100.0%	0.00	1,508.10
4	Permits and Fees	10,000.00	10,000.00	0.00	0.00	10,000.00	100.0%	0.00	500.00
5	Mobilization	10,082.00	10,082.00	0.00	0.00	10,082.00	100.0%	0.00	504.10
6	Temporary Facilities	11,974.00	11,974.00	0.00	0.00	11,974.00	100.0%	0.00	598.70
7	Concrete								
8	Equipment Pads	42,500.00	42,500.00	0.00	0.00	42,500.00	100.0%	0.00	2,125.00
9	Metals								
10	Equipment Stands	19,000.00	19,000.00	0.00	0.00	19,000.00	100.0%	0.00	950.00
11	Chain Link Fencing	18,647.00	18,647.00	0.00	0.00	18,647.00	100.0%	0.00	932.35
12	Thermal & Moisture Protection								
13	Spray Foam	24,000.00	24,000.00	0.00	0.00	24,000.00	100.0%	0.00	1,200.00
14	Openings								
15	Door Frame & Door with Hardware	4,025.00	4,025.00	0.00	0.00	4,025.00	100.0%	0.00	201.25
16	Metal Stud Framing	42,500.00	42,500.00	0.00	0.00	42,500.00	100.0%	0.00	2,125.00
17	Wood Blocking	10,000.00	10,000.00	0.00	0.00	10,000.00	100.0%	0.00	500.00
18	Insulation	12,500.00	12,500.00	0.00	0.00	12,500.00	100.0%	0.00	625.00
19	Gypsum Board	30,000.00	30,000.00	0.00	0.00	30,000.00	100.0%	0.00	1,500.00
20	Tape Float Texture Paint	11,898.00	11,898.00	0.00	0.00	11,898.00	100.0%	0.00	594.90
21	Flooring	20,874.00	20,874.00	0.00	0.00	20,874.00	100.0%	0.00	1,043.70
22	Fire Protection								
23	Fire Sprinklers	7,000.00	7,000.00	0.00	0.00	7,000.00	100.0%	0.00	350.00
23	AEA #01 Clean-Agent System	31,913.00	31,913.00	0.00	0.00	31,913.00	100.0%	0.00	1,595.65
24	HVAC								
25	Mobilization	20,510.00	20,510.00	0.00	0.00	20,510.00	100.0%	0.00	1,025.50
26	Duct Fabrication Lbr	1,491.00	1,491.00	0.00	0.00	1,491.00	100.0%	0.00	74.55
27	Duct Fabrication Mtl	1,621.00	1,621.00	0.00	0.00	1,621.00	100.0%	0.00	81.05
28	Duct Install Lbr	1,166.00	1,166.00	0.00	0.00	1,166.00	100.0%	0.00	58.30
29	Duct Install Mtl	76.37	76.37	0.00	0.00	76.37	100.0%	0.00	3.82
30	Insulation Lbr	3,695.00	3,695.00	0.00	0.00	3,695.00	100.0%	0.00	184.75
31	Insulation Mtl	7,139.00	7,139.00	0.00	0.00	7,139.00	100.0%	0.00	356.95
32	ACR Piping Lbr	4,160.00	4,160.00	0.00	0.00	4,160.00	100.0%	0.00	208.00
33	ACR Piping Mtl	10,637.00	10,637.00	0.00	0.00	10,637.00	100.0%	0.00	531.85
34	DX Split System Lbr	2,111.00	2,111.00	0.00	0.00	2,111.00	100.0%	0.00	105.55
35	DX Split System Mtl	17,167.00	17,167.00	0.00	0.00	17,167.00	100.0%	0.00	858.35
36	CRAC System Mtl	310,028.00	310,028.00	0.00	0.00	310,028.00	100.0%	0.00	15,501.40
37	CRAC System Lbr	9,724.00	9,724.00	0.00	0.00	9,724.00	100.0%	0.00	486.20
38	Controls Approved Submittal	2,460.00	2,460.00	0.00	0.00	2,460.00	100.0%	0.00	123.00
39	Controls Material On-Site	22,300.00	22,300.00	0.00	0.00	22,300.00	100.0%	0.00	1,115.00
40	Controls Installation	19,680.00	19,680.00	0.00	0.00	19,680.00	100.0%	0.00	984.00
41	Controls Programming	10,380.00	10,380.00	0.00	0.00	10,380.00	100.0%	0.00	519.00
42	Controls CxA, Verify, Closeout	7,380.00	7,380.00	0.00	0.00	7,380.00	100.0%	0.00	369.00
43	Test & Balance	2,600.00	2,600.00	0.00	0.00	2,600.00	100.0%	0.00	130.00

44	Annual Service Agreement	9,699.00	9,699.00	0.00	0.00	9,699.00	100.0%	0.00	484.95
45	Annual Extended Warranty	39,900.00	39,900.00	0.00	0.00	39,900.00	100.0%	0.00	1,995.00
46	Annual Preventative Maintenance	14,175.00	14,175.00	0.00	0.00	14,175.00	100.0%	0.00	708.75
47	Electrical								
48	Mobilization	8,126.63	8,126.63	0.00	0.00	8,126.63	100.0%	0.00	406.33
49	Rough In Lbr	34,013.00	34,013.00	0.00	0.00	34,013.00	100.0%	0.00	1,700.65
50	Rough In Mtl	29,347.00	29,347.00	0.00	0.00	29,347.00	100.0%	0.00	1,467.35
51	Switchgear Lbr	14,736.00	14,736.00	0.00	0.00	14,736.00	100.0%	0.00	736.80
52	Switchgear Mtl	64,306.00	64,306.00	0.00	0.00	64,306.00	100.0%	0.00	3,215.30
53	Wire Lbr	15,070.00	15,070.00	0.00	0.00	15,070.00	100.0%	0.00	753.50
54	Wire Mtl	41,336.00	41,336.00	0.00	0.00	41,336.00	100.0%	0.00	2,066.80
55	Light Fixture Lbr	1,618.00	1,618.00	0.00	0.00	1,618.00	100.0%	0.00	80.90
56	Light Fixture Mtl	5,090.00	5,090.00	0.00	0.00	5,090.00	100.0%	0.00	254.50
57	Devices Lbr	151.00	151.00	0.00	0.00	151.00	100.0%	0.00	7.55
58	Devices Mtl	205.37	205.37	0.00	0.00	205.37	100.0%	0.00	10.27
59	Temporary Power	1,860.00	1,860.00	0.00	0.00	1,860.00	100.0%	0.00	93.00
60	Special Systems	40,014.00	40,014.00	0.00	0.00	40,014.00	100.0%	0.00	2,000.70
61	Equipment	9,127.00	9,127.00	0.00	0.00	9,127.00	100.0%	0.00	456.35
62	Demolition	2,075.00	2,075.00	0.00	0.00	2,075.00	100.0%	0.00	103.75
63	Generator	135,000.00	135,000.00	0.00	0.00	135,000.00	100.0%	0.00	6,750.00
62	AEA #02 - Power to IDF Room	1,319.00	1,319.00	0.00	0.00	1,319.00	100.0%	0.00	65.95
62	AEA #03 - Structured Cabling	16,768.00	16,768.00	0.00	0.00	16,768.00	100.0%	0.00	838.40
64	Core Drilling	2,500.00	2,500.00	0.00	0.00	2,500.00	100.0%	0.00	125.00
65	Final Cleaning	3,755.00	3,755.00	0.00	0.00	3,755.00	100.0%	0.00	187.75
	GRAND TOTAL	1,422,888.37	1,422,888.37	0.00	0.00	1,422,888.37	100.0%	0.00	0.00



FINAL PAYMENT CHECKLIST
Facilities Projects

Project Name: RFCQ 2023-1051 Network Operations Center ("NOC") at Facilities, Maintenance, and Operations Center.

1. Vendor Obligations to McAllen ISD:

YES	NA	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Original Certificate of Substantial Completion (internal/external) transmitted to McAllen ISD
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Letter of Guarantee, Warranty transmitted to McAllen ISD
<input checked="" type="checkbox"/>	<input type="checkbox"/>	List of names and addresses of obligatory vendors (subcontractors/suppliers) transmitted to McAllen ISD
<input checked="" type="checkbox"/>	<input type="checkbox"/>	All non-compliant items corrected (incl. punch list) and evidence of corrections transmitted to McAllen ISD
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Final copy of Close-Out and As-Built Documents transmitted to McAllen ISD (hard copy and electronic files) and/or final inspections performed and project specifications met

Notes:

Contract No. 2024-135 / PO# 8072400136

McAllen ISD Facilities, Maintenance and Operations staff certifies that the items indicated above have been completed by the vendor.

2. McAllen ISD Facilities, Maintenance, and Operations Obligations to McAllen ISD Business Operations

Select one:	
<input type="checkbox"/>	Item has been recorded as an asset and assigned an asset number.
<input checked="" type="checkbox"/>	Item has not been recorded as an asset. Appropriate steps are being taken to record. Approved to proceed with final payment.
<input type="checkbox"/>	Not applicable.

McAllen ISD Business Operations staff certifies that the project indicated above has been reviewed.

APPROVED BY: Judith Escamilla

For further information, contact:
Name: Judith Escamilla, Technology Exec. Director
Phone: (956) 632-3238
Email: judith.escamilla@mcallenisd.net

ACKNOWLEDGED BY: Dyanira Diaz


For further information, contact:
Name: Dyanira Diaz
Phone: (956) 632-8403
Email: Dyanira.Farias@mcallenisd.net

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**


MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: 

SUPERVISOR: 
Lorena Garcia (Jun 11, 2025 13:19 CDT)

Approved for presentation to the Board of Education:

338 
RENE GUTIERREZ (Jun 11, 2025 15:00 CDT)
Superintendent of Schools

State Adopted Material (Out of Adoption/Expired)

State Adopted (Still under Adoption)

District/Local Funds (No longer used as part of curriculum)

DEPARTMENT/CAMPUS	DATE
REQUESTED BY	TELEPHONE NO. (956)-

All worn out materials may be sold for recycling when the district declares them unsuitable for student use; however, they may also be sold to a reseller that will re-bind the worn out materials and make them suitable for classroom use. *Campuses must first consider the implications for selling or disposing of their instructional materials*

Districts are not required to report any items that were purchased with local funds or report free materials (ancillaries) sent by publishers directly to the district or charter school. For technological equipment, districts are only required to report equipment purchased through their IMA.

Disposal Instructional Materials

ISBN	Title	Excellent	Usable	Damaged	QTY	Unit Price	Extended Amount
1		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
2		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
3		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
4		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
5		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
6		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
7		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
8		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
9		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
10		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
11		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
12		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
13		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
14		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
15		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

Total # of BOXES:

Total # of PALLETS:

Material must be properly boxed or neatly stacked on pallets (5 - Spine-IN / 5 - Spine-OUT) and organized by title and grade level.

For Office Use Only

Transfer to: _____	Date Assigned: _____
Transferred by: _____	Date of Transfer: _____

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4		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
5		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
6		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
7		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
8		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
9		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
10		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
11		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
12		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
13		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
14		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
15		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

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For Office Use Only

Transfer to: _____	Date Assigned: _____
340	
Transferred by: _____	Date of Transfer: _____

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4		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
5		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
6		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
7		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
8		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
9		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
10		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
11		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
12		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
13		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
14		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
15		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

Total # of BOXES:

Total # of PALLETS:

Material must be properly boxed or neatly stacked on pallets (5 - Spine-IN / 5 - Spine-OUT) and organized by title and grade level.

For Office Use Only

Transfer to: _____	Date Assigned: _____
Transferred by: _____	Date of Transfer: _____

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: Laura Williams

SUPERVISOR: Lorena Garcia
Lorena Garcia (Jun 17, 2025 08:57 CDT)

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Jun 17, 2025 10:49 CDT)

342

Superintendent of Schools

RECOMMENDED VENDORS
Request for Proposal No. 2024-1020
Professional Development, Site Licenses, Supplemental Materials, &
Other Related Products and Services (Round 17)

NO.	VENDOR NAME	CITY	STATE	RECOMMENDATION
1	Conquer Your Ish (JNREMU Business Solutions)	Casper	WY	Qualified
2	Dream Ranch Office Supplies (Dream Ranch LLC)	Krum	TX	Qualified
3	Explore Interactive, Inc.	West Lafayette	IN	Qualified
4	Express Booksellers, LLC	Dallas	TX	Qualified
5	MaxScholar LLC	Aventura	FL	Qualified
6	Shining Light Consulting and Learning, LLC	Rockford	IL	Qualified
7	Math Medic (Stats Medic LLC)	Grand Rapids	MI	Qualified
8	The Library Voice LLC (Shannon Miller)	Denver	CO	Qualified
9	ThinkCERCA.com Inc.	Chicago	IL	Qualified
10	Y.B. Normal?	Ooltewah	TN	Qualified

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**


MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: 
Sonia Esquivel (Jun 17, 2025 09:04 CDT)

SUPERVISOR: Lorena Garcia
Lorena Garcia (Jun 17, 2025 09:23 CDT)

Approved for presentation to the Board of Education:


RENE GUTIERREZ (Jun 17, 2025 13:15 CDT)

BID NO. 2025-1040 FORKLIFTS FOR CHILD NUTRITION PROGRAM

1 CATEGORY 1 - NEW EQUIPMENT

2	Single Reach Stand-Up Truck Crown, Model# RR5725-45 or equal	EVALUATION COMMITTEE RECOMMENDATION	EVALUATION COMMITTEE NOTES
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Supplier	QTY	UOM	Estimated	Total Price (Equipment & Warranty)	Extended	Supplier Notes	Manufacturer	Manufacturer #
Briggs Equipment (Briggs Industri				\$139,824.80				
J.V. EQUIPMENT, INC.				\$169,121.86				

Non-responsive (Line 2.1)	Vendor did not meet lift specification.
Recommended (Lines 2.1, 2.2,2.3)	

2.1	Single Reach Stand-Up Truck		
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Supplier	QTY	UOM	Estimated	Price	Extended	Supplier Notes	Manufacturer	Manufacturer #
Briggs Equipment (Briggs Industri	2	EA		\$67,872.40	\$135,744.80		Yale	NR045EC
J.V. EQUIPMENT, INC.	2	EA		\$82,684.00	\$165,368.00	Lead Time on this units is November they are considered -Special Order.	Crown	419-629-2311

2.2	Five (5) year extended warranty.		
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Supplier	QTY	UOM	Estimated	Price	Extended	Supplier Notes	Manufacturer	Manufacturer #
J.V. EQUIPMENT, INC.	2	EA		\$1,876.93	\$3,753.86	Warranty extends 3 month wearables to 12 month warranty on wearable items.		
Briggs Equipment (Briggs Industri	2	EA		\$2,040.00	\$4,080.00			

2.3	Twenty five (25) hours of on-site training.		
------------	--	--	--

Supplier	QTY	UOM	Estimated	Price	Extended	Supplier Notes	Manufacturer	Manufacturer #
J.V. EQUIPMENT, INC.	1	EA		\$160.00	\$160.00	We provide a safety training 4-5 hours. Price is per operator.		
Briggs Equipment (Briggs Industri	1	EA		\$3,500.00	\$3,500.00	Basic overview and instruction of equipment will be provided at no charge if 25 hour training is not required.		

BID NO. 2025-1040 FORKLIFTS FOR CHILD NUTRITION PROGRAM

3	Walk-behind Forklift Crown, ES 4000-35 or equal	EVALUATION COMMITTEE RECOMMENDATION	EVALUATION COMMITTEE NOTES
----------	---	--	---------------------------------------

Supplier	QTY	UOM	Estimated	Total Price (Equipment & Warranty)	Extended	Supplier Notes	Manufacturer	Manufacturer #
J.V. EQUIPMENT, INC.				\$25,405.60				
Briggs Equipment (Briggs Industri					\$27,331.60			

Recommended (Lines 3.1, 3.2,3.3)	<i>Lowest bidder meeting specs</i>
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3.1	Walk-behind Forklift		
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Supplier	QTY	UOM	Estimated	Price	Extended	Supplier Notes	Manufacturer	Manufacturer #
J.V. EQUIPMENT, INC.	1	EA		\$25,091.00	\$25,091.00	Lead times is October.	Crown	419-629-2311
Briggs Equipment (Briggs Industri 1		EA		\$26,591.60	\$26,591.60	Required lift height was not provided. Unit quoted with 140" max lift height.	Yale	MSW040-E

3.2	Five (5) year extended warranty.		
------------	---	--	--

Supplier	QTY	UOM	Estimated	Price	Extended	Supplier Notes	Manufacturer	Manufacturer #
J.V. EQUIPMENT, INC.	1	EA		\$314.60	\$314.60	Warranty extends 3 month wearables to 12 month warranty on wearable items.		
Briggs Equipment (Briggs Industri 1		EA		\$740.00	\$740.00			

3.3	Twenty five (25) of on-site training.		
------------	--	--	--

Supplier	QTY	UOM	Estimated	Price	Extended	Supplier Notes	Manufacturer	Manufacturer #
J.V. EQUIPMENT, INC.	1	EA		\$160.00	\$160.00	We provide a safety training only 4-5 hours. Price is per operator. Additional training is available.		
Briggs Equipment (Briggs Industri 1		EA		\$3,500.00	\$3,500.00	Basic overview and instruction of equipment will be provided at no charge if 25 hour training is not required.		

4 CATEGORY 2 - RENTAL EQUIPMENT

5	Single Reach Stand-Up Truck Crown, Model# RR5725-45 or equal	EVALUATION COMMITTEE RECOMMENDATION	EVALUATION COMMITTEE NOTES
----------	--	--	---------------------------------------

Supplier	QTY	UOM	Estimated	Price	Extended	Supplier Notes	Manufacturer	Manufacturer #
Briggs Equipment (Briggs Industri 2		EA		\$2,989.00	\$5,978.00	Rate requires a minimum 6 month rental.	YALE	NR045
J.V. EQUIPMENT, INC.	2	EA		No Bid				

Recommended (Line 5)	
--------------------------------	--

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: *Angela Allen*
Angela Allen (Jun 16, 2025 15:45 CDT)

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (Jun 16, 2025 16:22 CDT)

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Jun 16, 2025 16:35 CDT)

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Superintendent of Schools

REGION ONE EDUCATION SERVICE CENTER

Memorandum of Agreement for Region One Education Service Center with MCALLEN ISD

This Memorandum of Agreement "Agreement" is entered into by and between Region One Education Service Center (hereinafter Region One ESC) and MCALLEN ISD ("Participating District").

The purpose of the Agreement is to provide PEIMS services to the Participating District.

WITNESSETH:

WHEREAS, the Participating District is authorized by the Texas Education Code, and the Texas Interlocal Cooperation Act (Chapter 791, Title 7, Government Code), to enter into agreements with ESCs; and

WHEREAS, the Participating District desires to purchase certain support services; and

WHEREAS, Texas Education Code 8.002 permits regional education service centers, at the discretion of the commissioner of education, to provide services to assist schools in increasing efficiency and effectiveness of school operations (TEC 8.002). Authority for such services is granted under Texas government Code 791.001 et seq, as amended.

THEREFORE, NOW BE IT AGREED that the undersigned Participating District in return for the payment of the consideration stated below and subject to all terms of this Agreement, does hereby agree to the following terms, conditions, and general provisions:

1. Term of Contract:

The term of the agreement is 09/01/2025 to 08/31/2026

2. Termination of the Contract:

Either party to this Memorandum of Agreement may terminate this agreement by providing written notice to the other party fifteen (15) calendar days prior to the date of termination. In the event of termination Region One ESC shall determine the direct and indirect costs incurred to the date of termination and the Participating District shall pay Region One ESC that amount.

3. Role of Region One ESC:

Scope of work:

This commitment form is an agreement for Region One Education Service Center to provide technical assistance, support, and training as described in our attached TSDS PEIMS Cooperative Schedule of Services. In return for services, the district/charter will commit to payment of fees as stated below.

TSDS PEIMS Basic Services:

Services provided to all LEAs at no cost; Region 1 ESC PEIMS Staff provides the following services to all of our LEAs in this region:

- Designate ESC PEIMS contact person and alternate;
- Inform the districts of pertinent PEIMS and TSDS documents;
- Communicate TEA submission and resubmission deadlines;
- Provide listing of the required records, data elements, and required code tables;
- Forward change/update communications from TEA;
- Respond to TIMS tickets for support questions regarding PEIMS;
- Monitor the completion of Superintendent Approvals; and
- Accept LEA PEIMS submissions in TSDS.

TSDS PEIMS Coop - Schedule of Services (available via contract):

Members of the PEIMS Coop will receive basic services plus the following enhanced services:

- Provide training sessions related to PEIMS such as but not limited to:
 - Annual fall and spring update trainings;
 - PEIMS records overview for the four PEIMS submissions (Fall, Mid-Year, Summer, and Extended);
 - TSDS-PEIMS technical training as needed; and
- Present training sessions concerning TSDS Core Collections
 - Charter School Waitlist
 - ECDS
 - SPPI-14
 - Class Roster

- RFT
- Special Education Language Acquisition
- Child Find
- Training and Support for TSDS Upgrade Ed-Fi
- Provide telephone support and technical assistance with TSDS Core Collection submissions
- Assist districts with TSDS data submission to the TSDS system in order to meet published deadlines;
- Access to the New PEIMS Coordinator Academy
- Access to the “PEIMS Coordinator Monthly Updates” webinar
- Provide consultation and technical telephone support to the district’s PEIMS Coordinator and PEIMS-related personnel on:
 - Texas Education Data Standards;
 - Student Attendance Accounting Handbook;
 - TSDS PEIMS usage, reports, and errors; and
 - TSDS Unique ID discrepancies
 - Texas Records Exchange (TREx)
- Contingent on meeting ESC due dates, provide additional data analysis by:
 - Reviewing summary reports for data anomalies;
 - Providing Ad hoc reports;
 - Fall, Mid-Year, Summer, and Extended Collection custom reports as needed; provide submission summary reports to assist districts in determining that their submissions contain data for all records required by the collections;
- Access to the PEIMS Coop Sharepoint Site that includes
 - Resource Repository including Checklists and Data Layouts
 - Training Library
 - Calendar of Events
 - Archived LEA PEIMS Fall Disaggregation reports
- Access to Tableau Data Visualization and Analytics Dashboard Workbooks
 - Budgeting Tools – Student, Staff, and Actual Financial Data
 - PEIMS Data Dives – Student Fall, Discipline, CCMR
- Maintain a Regional database for five years (Region One associated LEA's);
- TSDS Incident Management System (TIMS) support in all components;

PEIMS Staff Development Services:

Districts and charters occasionally need ESC PEIMS personnel assistance on-site to conduct in-district information sessions for campus and district administrators and PEIMS personnel.

On-Site/virtual trainings will be assessed at half or full day sessions and are not included with Coop membership fee. Pricing is as follows: \$1,500 daily rate per ESC specialist.

4. Role of Participating District:

When appropriate, Participating District should provide the materials, supplies, hardware/network support, and maintenance needed for the technical support specialist to complete the assigned task.

5. Costs:

Annual Contract Cost \$7,250.00
District will be invoiced on an annual basis.

Annual Subscription Breakdown

Item Description	Price
TSDS PEIMS Cooperative	7,250.00
Annual Subscription Grand Total	7,250.00

6. Limitation of Liability:

To the extent allowed by law, MCALLEN ISD agrees to indemnify, defend and hold harmless the Region One ESC, directors, officers, and employees from and against any losses, or damages that may occur due to Region One ESC carrying out the agreed upon services as specified in this contract.

Authorization

Region One ESC	Participating District
Dr. Daniel P. King Executive Director	Aaron D. Rivera Board of Trustees, President
Date:	Date:
Email: dking@esc1.net	Email: aaron.rivera@mcallenisd.net
Phone: (956) 984-6005	Phone: 956-618-6000
	Contact Person: Angela Allen

Approved as to form:

by: 
JOHNATHAN BALL (Jun 16, 2025 08:41 CDT)
 Johnathan Ball Staff Attorney

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**


MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: 
JOEL GARCIA (Jun 17, 2025 15:56 CDT)

SUPERVISOR: Lorena Garcia (Jun 17, 2025 16:06 CDT)
Lorena Garcia

Approved for presentation to the Board of Education:


RENE GUTIERREZ (Jun 17, 2025 17:07 CDT)

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24 ,2025

SUBJECT: Discussion and Possible Action of the Texas Association of School Board (TASB) Localized Policy Manual Update 124 - 2nd Reading

REFERENCE: Goal 1: Student Achievement/Student Focus, Strategy 4: Rigorous/World Class Standards to Customize for Every Learner

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

In order to maintain an up-to-date policy manual and inform local decision makers, TASB Localized Manual Update 124 consists of legal and local referenced policies.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

LOCAL policies contained in TASB Localized Manual Update 124 reflect changes necessary for consistency with LEGAL policies.

LEGAL REVIEW:

None.

BUDGETARY CONSIDERATIONS:

On-going contract with TASB policy services.

RECOMMENDED BOARD ACTION:

That the Board of Trustees approve the Texas Association of School Board (TASB) Localized Policy Manual Update 124.

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (Jun 11, 2025 12:47 CDT)

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (Jun 11, 2025 12:52 CDT)

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

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Jun 11, 2025 14:40 CDT)

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Superintendent of Schools

Instruction Sheet

TASB Localized Policy Manual Update 124

McAllen ISD

Code	Type	Action To Be Taken	Note
AIC	(LEGAL)	Replace policy	Revised policy
AIE	(LEGAL)	Replace policy	Revised policy
CAA	(LOCAL)	Replace policy	Revised policy
CBB	(LEGAL)	Replace policy	Revised policy
CDA	(LOCAL)	Replace policy	Revised policy
CFA	(LEGAL)	Replace policy	Revised policy
CFC	(LEGAL)	Replace policy	Revised policy
CH	(LEGAL)	Replace policy	Revised policy
CKEA	(LEGAL)	Replace policy	Revised policy
CKEB	(LEGAL)	Replace policy	Revised policy
CO	(LEGAL)	Replace policy	Revised policy
COA	(LEGAL)	Replace policy	Revised policy
COB	(LEGAL)	Replace policy	Revised policy
CQA	(LEGAL)	Replace policy	Revised policy
CQC	(LEGAL)	Replace policy	Revised policy
CV	(LEGAL)	Replace policy	Revised policy
CY	(LOCAL)	Replace policy	Revised policy
D	(LEGAL)	Replace table of contents	Revised table of contents
DAA	(LEGAL)	Replace policy	Revised policy
DAB	(LEGAL)	DELETE policy	See explanatory note
DBB	(LEGAL)	Replace policy	Revised policy
DECA	(LEGAL)	Replace policy	Revised policy
DECB	(LEGAL)	Replace policy	Revised policy
DG	(LEGAL)	Replace policy	Revised policy
DH	(LOCAL)	Replace policy	Revised policy
DI	(LEGAL)	Replace policy	Revised policy
DIA	(LEGAL)	Replace policy	Revised policy
DMA	(LEGAL)	Replace policy	Revised policy
EC	(LEGAL)	Replace policy	Revised policy
EFB	(LEGAL)	Replace policy	Revised policy
EHAA	(LEGAL)	Replace policy	Revised policy
EHAC	(LEGAL)	Replace policy	Revised policy
EHB	(LEGAL)	Replace policy	Revised policy
EHB	(LOCAL)	Replace policy	Revised policy

Instruction Sheet

TASB Localized Policy Manual Update 124

McAllen ISD

Code	Type	Action To Be Taken	Note
EHBA	(LEGAL)	Replace policy	Revised policy
EHBAA	(LEGAL)	Replace policy	Revised policy
EHBAB	(LEGAL)	Replace policy	Revised policy
EHBAC	(LEGAL)	Replace policy	Revised policy
EHBAD	(LEGAL)	Replace policy	Revised policy
EHBAE	(LEGAL)	Replace policy	Revised policy
EHBB	(LEGAL)	Replace policy	Revised policy
EHBB	(LOCAL)	Replace policy	Revised policy
EHBCA	(LEGAL)	Replace policy	Revised policy
EHBG	(LEGAL)	Replace policy	Revised policy
EHDD	(LEGAL)	Replace policy	Revised policy
EI	(LEGAL)	Replace policy	Revised policy
EIE	(LEGAL)	Replace policy	Revised policy
EIF	(LEGAL)	Replace policy	Revised policy
EKBA	(LEGAL)	Replace policy	Revised policy
ELA	(LEGAL)	Replace policy	Revised policy
FFB	(LEGAL)	Replace policy	Revised policy
FFG	(LEGAL)	Replace policy	Revised policy
FFG	(LOCAL)	Replace policy	Revised policy
FFH	(LEGAL)	Replace policy	Revised policy
FM	(LEGAL)	Replace policy	Revised policy
FNA	(LEGAL)	Replace policy	Revised policy
FOF	(LEGAL)	Replace policy	Revised policy
GA	(LEGAL)	Replace policy	Revised policy
GKA	(LOCAL)	Replace policy	Revised policy
GRB	(LEGAL)	Replace policy	Revised policy

(LOCAL) Policies Packet

For your convenience, this file contains *only* the local policies from your school district's TASB update packet.

What is in this packet?

- Instruction sheet for recommended (LOCAL) policies
- Explanatory Notes for recommended (LOCAL) policies
- Clean copies of recommended (LOCAL) policies
- Annotated (redlined) copies of recommended (LOCAL) policy changes

This is not the full update packet.

To retrieve your district's full update packet, log in to Policy Online® and visit My Policy Manual > Local Manual Updates > Numbered Updates.

What is in the full update packet?

The full update packet contains:

- A summary of the overall policy update
- (LEGAL) policies and (EXHIBIT) documents that describe the statutory framework in which your local policies must operate
- Instructions and Explanatory Notes for every policy change, not just the (LOCAL) policies
- Guidance on how to:
 - Present recommended policy changes to the board
 - Keep minutes
 - Notify TASB of board action
 - Maintain your historical record
 - Update your administrative regulations

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This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional adviser. Consult with your attorney or professional adviser to apply these principles to specific fact situations.

Instruction Sheet
TASB Localized Policy Manual Update 124

McAllen ISD

Code	Type	Action To Be Taken	Note
CAA	(LOCAL)	Replace policy	Revised policy
CDA	(LOCAL)	Replace policy	Revised policy
CY	(LOCAL)	Replace policy	Revised policy
DH	(LOCAL)	Replace policy	Revised policy
EHB	(LOCAL)	Replace policy	Revised policy
EHBB	(LOCAL)	Replace policy	Revised policy
FFG	(LOCAL)	Replace policy	Revised policy
GKA	(LOCAL)	Replace policy	Revised policy

Explanatory Notes

TASB Localized Policy Manual Update 124

McAllen ISD

CAA(LOCAL) FISCAL MANAGEMENT GOALS AND OBJECTIVES: FINANCIAL ETHICS

Recommended revisions to this local policy at Federal Awards Disclosure are to align text with updated rules regarding federal grants found in the Code of Federal Regulations. This guidance became effective October 1, 2024, and is reflected in CBB(LEGAL). The phrase "or designee" is recommended for deletion throughout the policy, except in places where the designation of another individual could be in place of the superintendent or board president and not just the superintendent as is the case in most other policies.

The Legal Issues in Update 124 memo, available with your Update 124 materials under [Local Manual Updates](#) on Policy Online (TASB login required), describes common legal concerns and best practices specific to this policy's topic.

CDA(LOCAL) OTHER REVENUES: INVESTMENTS

The section on Sellers of Investments is recommended for revision to specify that representatives with distributors of investment pools must be registered with the Texas State Securities Board, have membership in the Securities Investor Protection Corporation, and be in good standing with the Financial Industry Regulatory Authority. Distributors of investment pools must also be registered in good standing with the Municipal Securities Rulemaking Board. An additional revision addressing distributors of investment pools has been made to your unique text at Sellers of Investments for consistency purposes. Please contact your policy consultant if you have any questions. The remainder of your locally developed text throughout the policy has been retained unchanged.

The Legal Issues in Update 124 memo, available with your Update 124 materials under [Local Manual Updates](#) on Policy Online (TASB login required), describes common legal concerns and best practices specific to this policy's topic.

CY(LOCAL) INTELLECTUAL PROPERTY

Revisions are recommended throughout this local policy to clarify the circumstances under which the district's intellectual property may be used and where ownership of intellectual property lies when material is created by a district employee. Other recommended revisions clarify how district employees may use other copyrighted material, including copyrighted material used for performances and displays in instruction.

DH(LOCAL) EMPLOYEE STANDARDS OF CONDUCT

The provisions addressing tobacco and e-cigarettes are recommended for revision to include nicotine products regardless of whether the product contains tobacco. This language aligns with the language included in the Model Employee Handbook.

Please note: The policy includes revisions to reflect the additional text at Arrests, Indictments, Convictions, and Other Adjudications, as discussed at the policy review session conducted in July.

The Legal Issues in Update 124 memo, available with your Update 124 materials under [Local Manual Updates](#) on Policy Online (TASB login required), describes common legal concerns and best practices specific to this policy's topic.

EHB(LOCAL) CURRICULUM DESIGN: SPECIAL PROGRAMS

Recommended revisions to this local policy on Special Programs reflect updated Administrative Code rules addressing dyslexia and related disorders, specifically inclusion of references to the *Dyslexia Handbook* and admission, review, and dismissal (ARD) committee decisions.

Explanatory Notes

TASB Localized Policy Manual Update 124

McAllen ISD

EHBB(LOCAL)

SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

Changes to the Texas State Plan for the Education of Gifted/Talented Students, approved by the State Board of Education in September 2024, prompted updates in terminology throughout this local policy. Recommended revisions at Funding are to align the text with requirements in the Education Code and in Administrative Code rules.

FFG(LOCAL)

STUDENT WELFARE: CHILD ABUSE AND NEGLECT

Under Reporting Child Abuse and Neglect, a new subsection on Oral Reports is recommended to comply with revisions to the Family Code and Administrative Code. Recommended revisions at Making a Report are to clarify new requirements in the Education Code stating that reporting individuals must provide their name and contact information when making a report. The policy still states that the identity of a person making a report of suspected child abuse or neglect shall be kept confidential and disclosed only in accordance with the law.

GKA(LOCAL)

COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES

Recommended language prohibiting electronic vaporizing devices has been added to the Tobacco and E-Cigarettes section of this local policy.

The Legal Issues in Update 124 memo, available with your Update 124 materials under [Local Manual Updates](#) on Policy Online (TASB login required), describes common legal concerns and best practices specific to this policy's topic.

All Trustees, employees, vendors, contractors, agents, consultants, volunteers, and any other parties who are involved in the District's financial transactions shall act with integrity and diligence in duties involving the District's fiscal resources.

Note: See the following policies and/or administrative regulations regarding conflicts of interest, ethics, and financial oversight:

- Code of ethics:
 - for Board members — BBF
 - for employees — DH
 - Financial conflicts of interest:
 - for public officials — BBFA
 - for all employees — DBD
 - for vendors — CHE
 - Compliance with state and federal grant and award requirements: CB, CBB
 - Financial conflicts and gifts and gratuities regarding federal funds: CB, CBB
 - Systems for monitoring the District's investment program: CDA
 - Budget planning and evaluation: CE
 - Compliance with accounting regulations: CFC
 - Activity fund management: CFD
 - Criminal history record information for employees: DBAA, DC
 - Disciplinary action for fraud by employees: DCD, DCE, and DF series
-

Fraud and Financial Impropriety

The District prohibits fraud and financial impropriety, as defined below, in the actions of its Trustees, employees, vendors, contractors, agents, consultants, volunteers, and others seeking or maintaining a business relationship with the District.

Definition

Fraud and financial impropriety shall include but not be limited to:

1. Forgery or unauthorized alteration of any document or account belonging to the District.
2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

3. Misappropriation of funds, securities, supplies, or other District assets, including employee time.
4. Impropriety in the handling of money or reporting of District financial transactions.
5. Profiteering as a result of insider knowledge of District information or activities.
6. Unauthorized disclosure of confidential or proprietary information to outside parties.
7. Unauthorized disclosure of investment activities engaged in or contemplated by the District.
8. Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the District, except as otherwise permitted by law or District policy. [See CB, DBD]
9. Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment.
10. Failure to provide financial records required by federal, state, or local entities.
11. Failure to disclose conflicts of interest as required by law or District policy.
12. Any other dishonest act regarding the finances of the District.
13. Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards.

Financial Controls and Oversight

Each employee who supervises or prepares District financial reports or transactions shall set an example of honest and ethical behavior and shall actively monitor his or her area of responsibility for fraud and financial impropriety.

Fraud Prevention

The Superintendent shall maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

Reports

Any person who suspects fraud or financial impropriety in the District shall report the suspicions immediately to a person with authority to investigate the suspicions, including any supervisor, the Superintendent, the Board President, or local law enforcement.

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure may be necessary to complete a full investigation or to comply with

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.

*Protection from
Retaliation*

Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]

Fraud Investigations

In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.

Response

If an investigation substantiates a report of fraud or financial impropriety, the Superintendent shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration.

If an employee is found to have committed fraud or financial impropriety, the Superintendent shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor.

When circumstances warrant, the Board, Superintendent, or a designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds.

The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.

Federal Awards
Disclosure

In connection with federal awards, the District shall promptly disclose in writing whenever the District has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal award. [See CBB]

Analysis of Fraud

After any investigation substantiates a report of fraud or financial impropriety, the Superintendent shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent shall ensure that appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

Investment Authority

The Superintendent or any other person designated by Board resolution shall serve as the investment officer of the District and shall invest and report District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures. All investment transactions except investment pool funds and mutual funds shall be executed on a delivery versus payment basis.

**Approved
Investment
Instruments**

From those investments authorized by the Public Funds Investments Act, Section 2256 of the Government Code, and described further in CDA(Legal) under Authorized Investments, the Board shall permit investment of District funds, including bond proceeds and pledged revenue to the extent allowed by law, in only the following investment types, consistent with the strategies and maturities defined in this policy:

1. Obligations of, or guaranteed by, the U.S. government, its agencies and instrumentalities, excluding mortgage-backed securities with a maximum stated maturity of five years, as permitted by Government Code 2256.009.
2. Obligations of any state in the United States and their subdivisions rated A or better by a nationally recognized rating agency, with a maturity not to exceed five years, as permitted by Government Code 2256.009.
3. FDIC-insured or collateralized depository certificates of deposit collateralized in accordance with this policy, as permitted by Government Code 2256.010, to include the Promontory Network's CDARS and ICS deposits, with a stated maturity not to exceed two years.
4. NCUIF-insured share certificates from credit unions in Texas, as permitted by Government Code 2256.10.
5. Fully collateralized repurchase agreements, as defined by Government Code 2256.011. Flexible repurchase agreements for bond proceeds may extend for as long as three years, but not beyond the expenditure plan.
6. Prime banker's acceptances, as defined by Government Code 2256.012, with a stated maturity not to exceed one year.
7. A1/P1 commercial paper, or the equivalent, as permitted by Government Code 2256.013, not to exceed 365 days to stated maturity.

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

8. AAA-rated, SEC-registered money market mutual funds, as permitted by Government Code 2256.014, striving to maintain a \$1 net asset value.
9. Texas local government investment pools, as defined by Government Code 2256.016, which strive to maintain a \$1 net asset value.
10. FDIC-insured or collateralized interest-bearing accounts in any bank in Texas.
11. FDIC-insured brokered certificates of deposit securities from a bank in any state in the United States, delivered versus payment, not to exceed one year to maturity. Before a purchase, the investment officer shall verify the FDIC status of the bank.

Safety

The primary goal of the investment program is to ensure safety of principal, to maintain liquidity, and to maximize financial returns within current market conditions in accordance with this policy. Investments shall be made in a manner that ensures the preservation of capital in the overall portfolio, and offsets during a 12-month period any market price losses resulting from interest-rate fluctuations by income received from the balance of the portfolio. No individual investment transaction shall be undertaken that jeopardizes the total capital position of the overall portfolio.

**Investment
Management**

In accordance with Government Code 2256.005(b)(3), the quality and capability of investment management for District funds shall be in accordance with the standard of care, investment training, and other requirements set forth in Government Code Chapter 2256.

**Liquidity and
Maturity**

The total portfolio of the District shall have a maximum dollar weighted average maturity (WAM) of two years. The maximum allowable stated maturity of any other investment owned by the District shall not exceed five years from the time of purchase, with the exception of flex repurchase agreements. Matching the WAM and authorized investments, the District shall establish the two-year Treasury Note as the risk benchmarks for the portfolio.

The District's investment portfolio shall have sufficient liquidity to meet anticipated cash flow requirements and buffer against unanticipated cash needs.

**Other Debt
Obligations**

The maintenance tax notes, qualified school construction notes, and any other debt obligations shall be defined as a separate sub-portfolio and shall have a maximum dollar weighted maturity of two years. The maximum allowable stated maturity of such obligations shall not exceed five years from the time of purchase.

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

Diversity

The investment portfolio shall be diversified in terms of investment instruments, maturity scheduling, and financial institutions to reduce risk of loss resulting from overconcentration of assets in a specific class of investments, specific maturity, or specific issuer. Under certain market conditions, funds may be maintained in one investment vehicle to ensure preservation and safety of principal.

Monitoring Market Prices

The investment officer shall monitor the investment portfolio and shall keep the Board informed of significant changes in the market value of the District's investment portfolio. Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, commercial or investment banks, financial advisers, and representatives/advisers of investment pools or money market funds. Monitoring shall be done monthly or more often as economic conditions warrant by using appropriate reports, indices, or benchmarks for the type of investment.

Monitoring Rating Changes

The investment officer shall monitor the credit ratings on no less than a monthly basis. If a required credit rating drops, the investment officer shall inform the Superintendent. Depending on the reason for the credit rating drop, the investment officer shall recommend either an immediate or delayed liquidation or sale.

Monitoring FDIC Status

The investment officer shall monitor on no less than a weekly basis the status and ownership of all banks issuing brokered CDs owned by the District, based upon information from the FDIC. If any bank has been acquired or merged with another bank in which brokered CDs are owned, the investment officer shall immediately liquidate any brokered CD that places the District above the FDIC insurance level.

Funds / Strategies

Investments of the following fund categories shall be consistent with this policy and in accordance with the applicable strategy defined below. Under certain market conditions, funds may be consolidated into one investment portfolio to ensure preservation and safety of principal. The maximum weighted average of the total portfolio, inclusive of all pooled fund groups, shall be two years. All strategies described below for the investment of a particular fund should be based on an understanding of the suitability of an investment to the financial requirements of the District and consider preservation and safety of principal, liquidity, marketability of an investment if the need arises to liquidate before maturity, diversification of the investment portfolio, and yield.

Operating Funds

Investment strategies for operating funds (including any commingled pools containing operating funds) shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated monthly cash flow re-

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

	<p>quirements. Maximum weighted average maturity shall be two years.</p>
<p>Custodial Funds</p>	<p>Investment strategies for custodial funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated monthly cash flow requirements. Maximum weighted average maturity shall be two years.</p>
<p>Debt Service Funds</p>	<p>Investment strategies for debt service funds shall have as their primary objective sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents. Successive debt service payments must be funded before any extension. Maximum weighted average maturity shall be two years.</p>
<p><i>Other Debt Obligation Funds</i></p>	<p>Investment strategies for debt obligations such as maintenance tax notes and qualified school construction notes shall have as their primary objectives safety, investment liquidity, and maturity. The funds shall be sufficient to timely meet debt obligations in accordance with provisions in the note documents. Maximum weighted average maturity shall be two years.</p>
<p>Capital Project Funds</p>	<p>Investment strategies for capital project funds shall have as their primary objective sufficient investment liquidity to timely meet capital project obligations. Investments should meet expected expenditure plans. Maximum weighted average maturity shall be two years.</p>
<p>Proprietary Funds</p>	<p>Investment strategies for proprietary funds (including any commingled pools containing proprietary funds) shall have as their primary objectives safety, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements. Investments made out of this fund will be considered suitable if they have a highly/actively traded secondary market and can be sold quickly and turned into immediate cash or invested in overnight funds or authorized local government investment pools. Maximum weighted average maturity shall be two years.</p>
<p>Safekeeping of District-Owned Securities</p>	<p>The District shall retain clearly marked receipts/legal documents providing proof of the District's ownership. All safekeeping shall be executed on a delivery-versus-payment basis.</p>
<p>Sellers of Investments</p>	<p>Prior to handling investments on behalf of the District, local government pools in which the District participates must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]</p> <p>Representatives of brokers/dealers and representatives with distributors of investment pools shall be registered with the Texas</p>

State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC) and be in good standing with the Financial Industry Regulatory Authority (FINRA). Distributors of investment pools shall also be a registrant in good standing with the Municipal Securities Rulemaking Board (MSRB).

Investment officers shall maintain information regarding the brokers, and the authorized brokers/dealers and representatives with distributors of investment pools list shall be reviewed annually by the Board.

Collateralization

The District shall require collateralization on all time and demand deposits and repurchase agreements. In order to anticipate market changes and to provide a level of security for all funds, the collateralization level shall be 102 percent of market value of principal and accrued interest. Mortgage-backed collateral for time and demand deposit shall be required to have a 110-percent margin.

**Time and Demand
Deposits**

Collateral for time and demand deposits shall be pledged to the District and shall not be owned by the District. Collateral shall be pledged under a written agreement under the terms of FIRREA. Collateral shall be held by an independent third-party custodian approved by the District outside the holding company of the pledging bank. A clearly marked evidence of ownership (safekeeping receipt/report) shall be supplied to and retained by the District.

The custodian shall be required to provide monthly collateral reports directly to the District. The pledging bank shall be responsible for monitoring and maintaining the margins daily. The right of collateral substitution shall be granted with prior District approval. Acceptable collateral shall include only obligations of the U.S. government, its agencies and instrumentalities, including mortgage-backed securities, municipal bonds of any state rated A or better by two nationally recognized rating agencies, and approved letters of credit.

**Repurchase
Agreements**

Repurchase collateral shall be owned by the District. Collateral shall be held by an independent third party approved by the District. A clearly marked evidence of ownership (safekeeping receipt/report) shall be supplied to and retained by the District. The custodian shall be required to provide timely collateral reports directly to the District. The counter party shall be responsible for monitoring and maintaining the margins daily.

Collateral for repurchase agreements should be worth 102 percent, but never lower than 101 percent. The right of collateral substitution shall be granted. Acceptable collateral shall include only obligations of the U.S. government, its agencies and instrumentalities,

including mortgage-backed securities, municipal bonds of any state rated A or better by two nationally recognized rating agencies.

Soliciting Bids for CDs

The District may solicit bids for certificates of deposit in writing, by telephone, or electronically, or by a combination of these methods.

Interest Rate Risk

To report exposure to changes in interest rates and other risks that could adversely affect the value of investments, the District shall report final and weighted-average-maturity data.

The District shall monitor interest rate risk using weighted average maturity, weighted average yield, and use diversification.

Internal Controls

A system of internal controls shall be established and documented by the investment officer in writing and must include specific procedures designating who has authority to withdraw funds. Also, they shall be designed to protect against losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the District. Controls deemed most important shall include:

1. Separation of transaction authority from accounting and recordkeeping and electronic transfer of funds;
2. Avoidance of collusion;
3. Custodial safekeeping for collateral and safekeeping of District-owned securities;
4. Clear delegation of authority;
5. Written documentation of all transactions; and
6. Documentation of dealer questionnaires, bids/offers, evaluations, transactions, and rationale.

These controls shall be reviewed by the District's independent auditing firm.

Reports

In accordance with law, the investment officers shall prepare and submit to the Board in a timely manner a written, signed investment report at least quarterly. At a minimum, the report shall include the following:

1. Details of each investment and depository position held by the District.
2. The beginning and ending market and book value of the portfolio for the period reported.
3. Changes to the market value during the period.

OTHER REVENUES
INVESTMENTS

CDA
(LOCAL)

4. Fully accrued interest and total investment income for the period.
5. The book and market value of each security and investment position.
6. The stated maturity date for each security and investment position.
7. The dollar weighted average maturity for the portfolio.
8. The yield of the benchmark and the portfolio yield for the comparable period.

The prices used for valuation of market value shall be obtained from an independent source.

Annual Review

The Board shall review this investment policy and investment strategies not less than annually and shall document its review in writing, which shall include whether any changes were made to either the investment policy or investment strategies.

Annual Audit

In conjunction with the annual financial audit, the District shall perform a compliance audit of management controls on investments and adherence to the District's established investment policies.

INTELLECTUAL PROPERTY

CY
(LOCAL)

Intellectual Property	All copyrights, trademarks, and other intellectual property rights belonging to the District shall remain with the District at all times. Except as provided by law, policy, or written authorization from the Superintendent, the use of District intellectual property shall be limited to District-related purposes.
Students	A student shall retain all rights to their own work created as part of instruction or using District technology resources.
Employees <i>District Ownership</i>	As an agent of the District, an employee, including a student employee, shall not have rights to work created on District time or using District technology resources. The District shall own any work or work product created by a District employee in the course and scope of District employment, including the right to obtain patents or copyrights.
<i>Employee Ownership</i>	A District employee shall own any work or work product produced on personal time and with personal equipment and materials, including the right to obtain patents or copyrights.
<i>Exception</i>	The Superintendent shall have the authority to permit use of District materials and equipment in developing the employee's own projects, provided the employee agrees in writing to grant to the District a nonexclusive, nontransferable, perpetual, royalty-free, District-wide license to use the work, or permits the District to be listed as co-author or co-inventor if the District contribution to the work is substantial. District materials do not include student work, all rights to which are retained by the student.
Independent Contractors	The District may hire an independent contractor for specially commissioned works under a written works-made-for-hire agreement that provides that the District shall own the work product created under the agreement, as permitted by copyright law. Independent contractors shall comply with copyright law in all works commissioned.
Return of Intellectual Property	Upon the termination of any person's association with the District, all permission to possess, receive, or modify the District's intellectual property shall also immediately terminate. All such persons shall return to the District all intellectual property, including but not limited to any copies, no matter how kept or stored, and whether directly or indirectly possessed by such person.
Copyright	Unless the proposed use of a copyrighted work is an exception under the "fair use" guidelines maintained by the Superintendent, the District shall require an employee or student to obtain a license or permission from the copyright holder before copying, modifying, displaying, performing, distributing, or otherwise employing the copyright holder's work for instructional, curricular, or extracurricular purposes.

lar purposes. This policy does not apply to any work sufficiently documented to be in the public domain.

Technology Use

Use of District technology in violation of any law, including copyright law, is prohibited. Only appropriately licensed images, applications, programs, or other software may be used with District technology resources. The District's technology resources shall not be used to post, publicize, or duplicate information in violation of copyright law. The Superintendent shall employ all reasonable measures to prevent the use of District technology resources in violation of the law. Any person using District technology resources in violation of law shall lose user privileges in addition to other sanctions. [See BBI and CQ]

Performances and Displays

The display and performance of copyrighted material, including motion pictures, dramatic works, musical performances, or other audio and visual works, may only occur as part of instructional activities and in accordance with the following:

- As a regular part of teaching and directly related to the curriculum;
- During face-to-face teaching activities;
- When viewed in a classroom or designated place of instruction; and
- With a lawfully made copy or through authorized access.

Designated Agent

The District shall designate an agent to receive notification of alleged online copyright infringement and shall notify the U.S. Copyright Office of the designated agent's identity. The District shall include on its website information on how to contact the District's designated agent and a copy of the District's copyright policy. Upon notification, the District's designated agent shall take all actions necessary to remedy any violation. The District shall provide the designated agent appropriate training and resources necessary to protect the District.

If a content owner reasonably believes that the District's technology resources have been used to infringe upon a copyright, the owner may notify the designated agent.

Trademark

The District protects all District and campus trademarks, including names, logos, mascots, and symbols, from unauthorized use.

School-Related Use

The District grants permission to students, student organizations, parent organizations and other District-affiliated school-support or booster organizations to use, without charge, District and campus trademarks to promote a group of students, an activity or event, a

INTELLECTUAL PROPERTY

CY
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campus, or the District, if the use is in furtherance of a school-related business or activity. The Superintendent shall determine what constitutes use in furtherance of a school-related business or activity and is authorized to revoke permission if the use is improper or does not conform to administrative regulations.

Public Use

Members of the public, outside organizations, vendors, commercial manufacturers, wholesalers, and retailers shall not use District trademarks without written authorization from the Superintendent. Any production of merchandise with District trademarks for sale or distribution must be pursuant to a trademark licensing agreement and may be subject to the payment of royalties.

Any individual, organization, or business that uses District or campus trademarks without appropriate authorization may be subject to legal action.

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educators' Code of Ethics. [See DH(EXHIBIT)]

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.

An employee wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]

Violations of Standards of Conduct

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD and DF series]

Weapons Prohibited

The District prohibits the use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on District property at all times.

Exceptions

No violation of this policy occurs when:

1. Use or possession of a firearm by a specific employee is authorized by Board action [see the CKE series];
2. A District employee who holds a Texas handgun license stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, provided the handgun or other firearm is not in plain view; or
3. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

Electronic Communication

Use with Students

A certified employee, licensed employee, or any other employee designated in writing by the Superintendent or a campus principal may use electronic communication, as this term is defined by law, with currently enrolled students only about matters within the scope of the employee's professional responsibilities.

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an employee

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shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

Unless authorized above, all other employees are prohibited from using electronic communication directly with students who are currently enrolled in the District. The employee handbook or other administrative regulations shall further detail:

1. Exceptions for family and social relationships;
2. The circumstances under which an employee may use text messaging to communicate with individual students or student groups;
3. Hours of the day during which electronic communication is discouraged or prohibited; and
4. Other matters deemed appropriate by the Superintendent.

In accordance with ethical standards applicable to all District employees [see DH(EXHIBIT)], an employee shall be prohibited from using electronic communications in a manner that constitutes prohibited harassment or abuse of a District student; adversely affects the student's learning, mental health, or safety; includes threats of violence against the student; reveals confidential information about the student; or constitutes an inappropriate communication with a student, as described in the Educators' Code of Ethics.

An employee shall have no expectation of privacy in electronic communications with students. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use

All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct. If an employee's use of electronic communication violates state or federal law or District policy or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.

Reporting Improper Communication

In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.

Disclosing Personal Information

An employee shall not be required to disclose his or her personal email address or personal phone number to a student.

Safety Requirements Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.

Harassment or Abuse An employee shall not engage in prohibited harassment, including sexual harassment, of:

1. Other employees. [See DIA]
2. Students. [See FFH; see FFG regarding child abuse and neglect.]

While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.

An employee shall report child abuse or neglect as required by law. [See FFG]

Relationships with Students An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. [See FFH]

As required by law, the District shall notify the parent of a student with whom an educator is alleged to have engaged in certain misconduct. [See FFF]

Tobacco and Nicotine Products and E-Cigarettes An employee is prohibited from possessing or using any type of tobacco product, e-cigarette, or any other electronic vaporizing device while on school property, in a District vehicle, or while attending an off-campus school-related activity. An employee is also prohibited from possessing or using any type of nicotine product, including nicotine pouches, regardless of whether the product contains tobacco, while on District property, in a District vehicle, or while attending an off-campus school-related activity.

An employee's supervisor is authorized to approve an exception to this policy for a smoking cessation product.

Alcohol and Drugs / Notice of Drug-Free Workplace As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances

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during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or
3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

An employee who violates these drug-free workplace provisions shall be subject to disciplinary sanctions. Sanctions may include:

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;
3. Termination from employment with the District; and
4. Referral to appropriate law enforcement officials for prosecution.

Notice

Employees shall receive a copy of this policy.

**Arrests, Indictments,
Convictions, and
Other Adjudications**

An employee shall notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any offense involving moral turpitude, and any of the other offenses as indicated below:

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1. Crimes involving school property or funds;
2. Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
3. Crimes that occur wholly or in part on school property or at a school-sponsored activity; or
4. Crimes involving moral turpitude, which include:
 - Dishonesty; fraud; deceit; theft; misrepresentation;
 - Deliberate violence;
 - Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
 - Felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;
 - Felony driving while intoxicated (DWI) or driving under the influence (DUI); or
 - Acts constituting abuse or neglect under the Texas Family Code.

Dress and Grooming

An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

Dyslexia and Related Disorders

The District shall comply with all applicable state rules regarding students with dyslexia and related disorders, including the “Dyslexia Handbook” and the provision of dyslexia instruction for students with dyslexia or a related disorder as determined by the student’s admission, review, and dismissal committee.

In accordance with administrative procedures, the District shall provide regular training opportunities for teachers of students with dyslexia that include new research and practices for educating students with dyslexia.

Referral	Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.
Screening and Identification Process	<p>The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year.</p> <p>The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the identification procedures and services for the program prior to beginning the screening and identification process.</p>
Parental Consent	The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.
Identification Criteria	The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.
Assessments	Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.
Selection	A placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs of gifted students, as required by law.
Notification	The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.

Reassessment	If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.
Transfer Students	When a student identified as gifted by a previous school district enrolls in the District, the placement committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate.
Interdistrict	[See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]
Intradistrict	A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.
Furloughs	The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student. In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.
Exit Provisions	The District shall monitor student performance in response to gifted and talented program services. If at any time the placement committee or a parent determines the program is not meeting the student's educational needs, the committee shall meet with the parent and student before finalizing an exit decision.
Appeals	A parent, student, or educator may appeal any final decision of the placement committee regarding services in the gifted and talented program. Appeals shall be made first to the placement committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.
Program Evaluation	The District shall annually evaluate the effectiveness of the District's gifted and talented program, and the results of the evaluation shall be used to modify and update the District and campus improvement plans. The District shall include parents in the evaluation process and shall share the information with Board members,

administrators, teachers, school counselors, students in the gifted and talented program, and the community.

Funding

The Superintendent shall develop administrative procedures to ensure that 100 percent of the state funds allocated for the gifted and talented program are spent providing and enhancing the District's program and that a method accounting for expenditures related to the gifted and talented program is established and aligns with the Texas Education Agency's financial compliance guidance.

Community Awareness

The District shall ensure that information about the District's gifted and talented program is available to parents and community members and that they have an opportunity to develop an understanding of and support for the program.

**Program to Address
Child Sexual Abuse,
Trafficking, and
Maltreatment**

The District's program to address child sexual abuse, trafficking, and other maltreatment of children, as included in the District improvement plan and the student handbook, shall include:

1. Methods for increasing staff, student, and parent awareness regarding these issues, including prevention techniques and knowledge of likely warning signs indicating that a child may be a victim;
2. Age-appropriate, research-based antivictimization programs for students;
3. Actions that a child who is a victim should take to obtain assistance and intervention; and
4. Available counseling options for affected students.

Training

The District shall provide training to employees as required by law and District policy. Training shall address techniques to prevent and recognize sexual abuse, trafficking, and all other maltreatment of children, including children with significant cognitive disabilities. [See DMA]

[See BBD for Board member training requirements and BJCB for Superintendent continuing education requirements.]

**Reporting Child
Abuse and Neglect**

Any person who has reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect has a legal responsibility, under state law, to immediately report the suspected abuse or neglect to an appropriate authority.

As defined in state law, child abuse and neglect include both sex and labor trafficking of a child.

The following individuals have an additional legal obligation to submit a written or oral report within 48 hours of learning of the facts giving rise to the suspicion of abuse or neglect:

1. Any District employee, agent, or contractor who suspects a child's physical or mental health or welfare has been adversely affected by abuse or neglect.
2. A professional who has reasonable cause to believe that a child has been or may be abused or neglected or may have been a victim of indecency with a child. A professional is anyone licensed or certified by the state who has direct contact with children in the normal course of duties for which the individual is licensed or certified.

A person is required to make a report if the person has reasonable cause to believe that an adult was a victim of abuse or neglect as a

child and the person determines in good faith that disclosure of the information is necessary to protect the health and safety of another child or an elderly or disabled person.

[For parental notification requirements regarding an allegation of educator misconduct with a student, see FFF.]

Oral Reports

As required by law, an oral report made to the Texas Department of Family and Protective Services (DFPS) is recorded.

Restrictions on Reporting

In accordance with law, an employee is prohibited from using or threatening to use a parent's refusal to consent to administration of a psychotropic drug or to any other psychiatric or psychological testing or treatment of a child as the sole basis for making a report of neglect, unless the employee has cause to believe that the refusal:

1. Presents a substantial risk of death, disfigurement, or bodily injury to the child; or
2. Has resulted in an observable and material impairment to the growth, development, or functioning of the child.

Making a Report

Reports may be made to any of the following:

1. A state or local law enforcement agency;
2. The Child Protective Services (CPS) division of DFPS at 800-252-5400 or the [Texas Abuse Hotline website](#)¹;
3. A local CPS office; or
4. If applicable, the state agency operating, licensing, certifying, or registering the facility in which the suspected abuse or neglect occurred.

However, if the suspected abuse or neglect involves a person responsible for the care, custody, or welfare of the child, the report must be made to DFPS, unless the report is to the state agency that operates, licenses, certifies, or registers the facility where the suspected abuse or neglect took place; or the report is to the Texas Juvenile Justice Department as a report of suspected abuse or neglect in a juvenile justice program or facility. As defined by law, a person responsible for the care, custody, or welfare of a child includes school personnel and volunteers and day-care workers. [See FFG(LEGAL)]

An individual does not fulfill his or her responsibilities under the law by only reporting suspicion of abuse or neglect to a campus principal, school counselor, or another District staff member. Furthermore, the District is prohibited from requiring an employee to first report his or her suspicion to a District or campus administrator.

In accordance with law, an individual must provide their name and telephone number when making a report. If the individual making the report is a school employee, agent, or contractor, they must also provide their business address and profession.

Confidentiality

The identity of a person making a report of suspected child abuse or neglect shall be kept confidential and disclosed only in accordance with the law and the rules of the investigating agency.

Immunity

A person who in good faith reports or assists in the investigation of a report of child abuse or neglect is immune from civil or criminal liability.

**Failing to Report
Suspected Child
Abuse or Neglect**

By failing to report suspicion of child abuse or neglect, an employee:

1. May be placing a child at risk of continued abuse or neglect;
2. Violates the law and may be subject to legal penalties, including criminal sanctions for knowingly failing to make a required report;
3. Violates Board policy and may be subject to disciplinary action, including possible termination of employment; and
4. May have his or her certification from the State Board for Educator Certification suspended, revoked, or canceled in accordance with 19 Administrative Code Chapter 249.

It is a criminal offense to coerce someone into suppressing or failing to report child abuse or neglect.

**Responsibilities
Regarding
Investigations**

In accordance with law, District officials shall be prohibited from:

1. Denying an investigator's request to interview a child at school in connection with an investigation of child abuse or neglect;
2. Requiring that a parent or school employee be present during the interview; or
3. Coercing someone into suppressing or failing to report child abuse or neglect.

District personnel shall cooperate fully and without parental consent, if necessary, with an investigation of reported child abuse or neglect. [See GKA]

¹ Texas Abuse Hotline website: <http://www.txabusehotline.org>

**Access to District
Property**

Authorized District officials, including school resource officers and District police officers if applicable, may refuse to allow a person access to property under the District's control in accordance with law.

District officials may request assistance from law enforcement in an emergency or when a person is engaging in behavior rising to the level of criminal conduct.

**Ejection or
Exclusion under
Education Code
37.105**

In accordance with Education Code 37.105, a District official shall provide a person refused entry to or ejected from property under the District's control written information explaining the right to appeal such refusal of entry or ejection under the District's grievance process.

A person appealing under the District's grievance process shall be permitted to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See FNG and GF]

**Off-Campus
Activities**

Employees shall be designated to ensure appropriate conduct of participants and others attending a school-related activity at non-District or out-of-District facilities. Those so designated shall coordinate their efforts with persons in charge of the facilities.

Prohibitions

Tobacco and
E-Cigarettes

The District prohibits smoking and the use of tobacco products, e-cigarettes, or other electronic vaporizing devices on District property, in District vehicles, or at school-related activities.

Weapons

The District prohibits the unlawful use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on all District property at all times.

Exceptions

No violation of this policy occurs when:

1. A Texas handgun license holder stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, as long as the handgun or other firearm is not in plain view; or
2. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]



(LOCAL) Policy Comparisons

These documents are generated by an automated process that compares the updated policy to the current policy as found in TASB records.

In this packet, you will find:

- Policies being recommended for revision (annotated)
- New policies (not annotated)
- Policies recommended for deletion (annotated in PDF; not shown in Word)

Annotations are shown as follows:

- Deletions are in a red strike-through font: ~~deleted text~~.
- Additions are in a blue font: **new text**.
- Blocks of text that were moved without changes are shown in green, with double underline and double strike-through formatting to distinguish the text's new placement from its original location: ~~moved text~~ becomes **moved text**.
- Revision bars appear in the right margin to show sections with changes.

Note: While the annotation software competently identifies simple changes, large or complicated changes — as in an extensive rewrite — may be more difficult to follow. In addition, TASB's recent changes to the policy templates to facilitate accessibility sometimes make formatting changes appear tracked, even though the text remains the same.

For further assistance in understanding policy changes, please refer to the explanatory notes in your Localized Policy Manual update packet or contact your policy consultant.

Contact us:

School Districts and Education Service Centers, call 800-580-7529 or email policy.service@tasb.org.

Community Colleges, call 800-580-1488 or email colleges@tasb.org.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

All Trustees, employees, vendors, contractors, agents, consultants, volunteers, and any other parties who are involved in the District's financial transactions shall act with integrity and diligence in duties involving the District's fiscal resources.

Note: See the following policies and/or administrative regulations regarding conflicts of interest, ethics, and financial oversight:

- Code of ethics:
 - for Board members— BBF
 - for employees— DH
- Financial conflicts of interest:
 - for public officials— BBFA
 - for all employees— DBD
 - for vendors— CHE
- Compliance with state and federal grant and award requirements: CB, CBB
- Financial conflicts and gifts and gratuities regarding federal funds: CB, CBB
- Systems for monitoring the District's investment program: CDA
- Budget planning and evaluation: CE
- Compliance with accounting regulations: CFC
- Activity fund management: CFD
- Criminal history record information for employees: DBAA, DC
- Disciplinary action for fraud by employees: DCD, DCE, and DF series

Fraud and Financial Impropriety

The District prohibits fraud and financial impropriety, as defined below, in the actions of its Trustees, employees, vendors, contractors, agents, consultants, volunteers, and others seeking or maintaining a business relationship with the District.

Definition

Fraud and financial impropriety shall include but not be limited to:

1. Forgery or unauthorized alteration of any document or account belonging to the District.
2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
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3. Misappropriation of funds, securities, supplies, or other District assets, including employee time.
4. Impropriety in the handling of money or reporting of District financial transactions.
5. Profiteering as a result of insider knowledge of District information or activities.
6. Unauthorized disclosure of confidential or proprietary information to outside parties.
7. Unauthorized disclosure of investment activities engaged in or contemplated by the District.
8. Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the District, except as otherwise permitted by law or District policy. [See CB, DBD]
9. Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment.
10. Failure to provide financial records required by federal, state, or local entities.
11. Failure to disclose conflicts of interest as required by law or District policy.
12. Any other dishonest act regarding the finances of the District.
13. Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards.

Financial Controls and Oversight

Each employee who supervises or prepares District financial reports or transactions shall set an example of honest and ethical behavior and shall actively monitor his or her area of responsibility for fraud and financial impropriety.

Fraud Prevention

The Superintendent ~~or designee~~ shall maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

Reports

Any person who suspects fraud or financial impropriety in the District shall report the suspicions immediately to a person with authority to investigate the suspicions, including any supervisor, the Superintendent ~~or designee~~, the Board President, or local law enforcement.

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
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may be necessary to complete a full investigation or to comply with law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.

*Protection from
Retaliation*

Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]

Fraud Investigations

In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.

Response

If an investigation substantiates a report of fraud or financial impropriety, the Superintendent ~~or designee~~ shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration.

If an employee is found to have committed fraud or financial impropriety, the Superintendent ~~or designee~~ shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor.

When circumstances warrant, the Board, Superintendent, or a designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds.

The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.

Federal Awards
Disclosure

~~The~~ In connection with federal awards, the District shall promptly disclose, ~~in a timely manner~~ in writing ~~to the federal awarding agency or pass-through entity, all violations~~ whenever the District has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations ~~potentially affecting~~ found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal ~~grant~~ award. [See CBB]

Analysis of Fraud

After any investigation substantiates a report of fraud or financial impropriety, the Superintendent ~~or designee~~ shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent ~~or designee~~ shall ensure that

appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

Investment Authority

The Superintendent or any other person designated by Board resolution shall serve as the investment officer of the District and shall invest and report District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures. All investment transactions except investment pool funds and mutual funds shall be executed on a delivery versus payment basis.

**Approved
Investment
Instruments**

From those investments authorized by the Public Funds Investments Act, Section 2256 of the Government Code, and described further in CDA(LLEGAL) under Authorized Investments, the Board shall permit investment of District funds, including bond proceeds and pledged revenue to the extent allowed by law, in only the following investment types, consistent with the strategies and maturities defined in this policy:

1. Obligations of, or guaranteed by, the U.S. government, its agencies and instrumentalities, excluding mortgage-backed securities with a maximum stated maturity of five years, as permitted by Government Code 2256.009.
2. Obligations of any state in the United States and their subdivisions rated A or better by a nationally recognized rating agency, with a maturity not to exceed five years, as permitted by Government Code 2256.009.
3. FDIC-insured or collateralized depository certificates of deposit collateralized in accordance with this policy, as permitted by Government Code 2256.010, to include the Promontory Network's CDARS and ICS deposits, with a stated maturity not to exceed two years.
4. NCUIF-insured share certificates from credit unions in Texas, as permitted by Government Code 2256.10.
5. Fully collateralized repurchase agreements, as defined by Government Code 2256.011. Flexible repurchase agreements for bond proceeds may extend for as long as three years, but not beyond the expenditure plan.
6. Prime banker's acceptances, as defined by Government Code 2256.012, with a stated maturity not to exceed one year.
7. A1/P1 commercial paper, or the equivalent, as permitted by Government Code 2256.013, not to exceed 365 days to stated maturity.

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8. AAA-rated, SEC-registered money market mutual funds, as permitted by Government Code 2256.014, striving to maintain a \$1 net asset value.
9. Texas local government investment pools, as defined by Government Code 2256.016, which strive to maintain a \$1 net asset value.
10. FDIC-insured or collateralized interest-bearing accounts in any bank in Texas.
11. FDIC-insured brokered certificates of deposit securities from a bank in any state in the United States, delivered versus payment, not to exceed one year to maturity. Before a purchase, the investment officer shall verify the FDIC status of the bank.

Safety

The primary goal of the investment program is to ensure safety of principal, to maintain liquidity, and to maximize financial returns within current market conditions in accordance with this policy. Investments shall be made in a manner that ensures the preservation of capital in the overall portfolio, and offsets during a 12-month period any market price losses resulting from interest-rate fluctuations by income received from the balance of the portfolio. No individual investment transaction shall be undertaken that jeopardizes the total capital position of the overall portfolio.

Investment Management

In accordance with Government Code 2256.005(b)(3), the quality and capability of investment management for District funds shall be in accordance with the standard of care, investment training, and other requirements set forth in Government Code Chapter 2256.

Liquidity and Maturity

The total portfolio of the District shall have a maximum dollar weighted **average** maturity (WAM) of two years. The maximum allowable stated maturity of any other investment owned by the District shall not exceed five years from the time of purchase, with the exception of flex repurchase agreements. Matching the WAM and authorized investments, the District shall establish the two-year Treasury Note as the risk benchmarks for the portfolio.

The District's investment portfolio shall have sufficient liquidity to meet anticipated cash flow requirements and buffer against unanticipated cash needs.

Other Debt Obligations

The maintenance tax notes, qualified school construction notes, and any other debt obligations shall be defined as a separate sub-portfolio and shall have a maximum dollar weighted maturity of two years. The maximum allowable stated maturity of such obligations shall not exceed five years from the time of purchase.

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Diversity

The investment portfolio shall be diversified in terms of investment instruments, maturity scheduling, and financial institutions to reduce risk of loss resulting from overconcentration of assets in a specific class of investments, specific maturity, or specific issuer. Under certain market conditions, funds may be maintained in one investment vehicle to ensure preservation and safety of principal.

Monitoring Market Prices

The investment officer shall monitor the investment portfolio and shall keep the Board informed of significant changes in the market value of the District's investment portfolio. Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, commercial or investment banks, financial advisers, and representatives/advisers of investment pools or money market funds. Monitoring shall be done monthly or more often as economic conditions warrant by using appropriate reports, indices, or benchmarks for the type of investment.

Monitoring Rating Changes

The investment officer shall monitor the credit ratings on no less than a monthly basis. If a required credit rating drops, the investment officer shall inform the Superintendent. Depending on the reason for the credit rating drop, the investment officer shall recommend either an immediate or delayed liquidation or sale.

Monitoring FDIC Status

The investment officer shall monitor on no less than a weekly basis the status and ownership of all banks issuing brokered CDs owned by the District, based upon information from the FDIC. If any bank has been acquired or merged with another bank in which brokered CDs are owned, the investment officer shall immediately liquidate any brokered CD that places the District above the FDIC insurance level.

Funds / Strategies

Investments of the following fund categories shall be consistent with this policy and in accordance with the applicable strategy defined below. Under certain market conditions, funds may be consolidated into one investment portfolio to ensure preservation and safety of principal. The maximum weighted average of the total portfolio, inclusive of all pooled fund groups, shall be two years. All strategies described below for the investment of a particular fund should be based on an understanding of the suitability of an investment to the financial requirements of the District and consider preservation and safety of principal, liquidity, marketability of an investment if the need arises to liquidate before maturity, diversification of the investment portfolio, and yield.

Operating Funds

Investment strategies for operating funds (including any commingled pools containing operating funds) shall have as their primary objectives preservation and safety of principal, investment liquidity,

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and maturity sufficient to meet anticipated monthly cash flow requirements. Maximum weighted average maturity shall be two years.

Custodial Funds Investment strategies for custodial funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated monthly cash flow requirements. Maximum weighted average maturity shall be two years.

Debt Service Funds Investment strategies for debt service funds shall have as their primary objective sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents. Successive debt service payments must be funded before any extension. Maximum weighted average maturity shall be two years.

*Other Debt
Obligation Funds* Investment strategies for debt obligations such as maintenance tax notes and qualified school construction notes shall have as their primary objectives safety, investment liquidity, and maturity. The funds shall be sufficient to timely meet debt obligations in accordance with provisions in the note documents. Maximum weighted average maturity shall be two years.

**Capital Project
Funds** Investment strategies for capital project funds shall have as their primary objective sufficient investment liquidity to timely meet capital project obligations. Investments should meet expected expenditure plans. Maximum weighted average maturity shall be two years.

Proprietary Funds Investment strategies for proprietary funds (including any commingled pools containing proprietary funds) shall have as their primary objectives safety, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements. Investments made out of this fund will be considered suitable if they have a highly/actively traded secondary market and can be sold quickly and turned into immediate cash or invested in overnight funds or authorized local government investment pools. Maximum weighted average maturity shall be two years.

**Safekeeping of
District-Owned
Securities** The District shall retain clearly marked receipts/legal documents providing proof of the District's ownership. All safekeeping shall be executed on a delivery-versus-payment basis.

**Sellers of
Investments** Prior to handling investments on behalf of the District, local government pools in which the District participates must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]

Representatives of brokers/dealers and representatives with distributors of investment pools shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC) and be in good standing with the Financial Industry Regulatory Authority (FINRA). Distributors of investment pools shall also be a registrant in good standing with the Municipal Securities Rulemaking Board (MSRB).

Investment officers shall maintain information regarding the brokers, and the authorized ~~broker/dealer~~ brokers/dealers and representatives with distributors of investment pools list shall be reviewed annually by the Board.

Collateralization

The District shall require collateralization on all time and demand deposits and repurchase agreements. In order to anticipate market changes and to provide a level of security for all funds, the collateralization level shall be 102 percent of market value of principal and accrued interest. Mortgage-backed collateral for time and demand deposit shall be required to have a 110-percent margin.

**Time and Demand
Deposits**

Collateral for time and demand deposits shall be pledged to the District and shall not be owned by the District. Collateral shall be pledged under a written agreement under the terms of FIRREA. Collateral shall be held by an independent third-party custodian approved by the District outside the holding company of the pledging bank. A clearly marked evidence of ownership (safekeeping receipt/report) shall be supplied to and retained by the District.

The custodian shall be required to provide monthly collateral reports directly to the District. The pledging bank shall be responsible for monitoring and maintaining the margins daily. The right of collateral substitution shall be granted with prior District approval. Acceptable collateral shall include only obligations of the U.S. government, its agencies and instrumentalities, including mortgage-backed securities, municipal bonds of any state rated A or better by two nationally recognized rating agencies, and approved letters of credit.

**Repurchase
Agreements**

Repurchase collateral shall be owned by the District. Collateral shall be held by an independent third party approved by the District. A clearly marked evidence of ownership (safekeeping receipt/report) shall be supplied to and retained by the District. The custodian shall be required to provide timely collateral reports directly to the District. The counter party shall be responsible for monitoring and maintaining the margins daily.

Collateral for repurchase agreements should be worth 102 percent, but never lower than 101 percent. The right of collateral substitu-

tion shall be granted. Acceptable collateral shall include only obligations of the U.S. government, its agencies and instrumentalities, including mortgage-backed securities, municipal bonds of any state rated A or better by two nationally recognized rating agencies.

**Soliciting Bids for
CDs**

The District may solicit bids for certificates of deposit in writing, by telephone, or electronically, or by a combination of these methods.

Interest Rate Risk

To report exposure to changes in interest rates and other risks that could adversely affect the value of investments, the District shall report final and weighted-average-maturity data.

The District shall monitor interest rate risk using weighted average maturity, weighted average yield, and use diversification.

Internal Controls

A system of internal controls shall be established and documented by the investment officer in writing and must include specific procedures designating who has authority to withdraw funds. Also, they shall be designed to protect against losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the District. Controls deemed most important shall include:

1. Separation of transaction authority from accounting and recordkeeping and electronic transfer of funds;
2. Avoidance of collusion;
3. Custodial safekeeping for collateral and safekeeping of District-owned securities;
4. Clear delegation of authority;
5. Written documentation of all transactions; and
6. Documentation of dealer questionnaires, bids/offers, evaluations, transactions, and rationale.

These controls shall be reviewed by the District's independent auditing firm.

Reports

In accordance with law, the investment officers shall prepare and submit to the Board in a timely manner a written, signed investment report at least quarterly. At a minimum, the report shall include the following:

1. Details of each investment and depository position held by the District.
2. The beginning and ending market and book value of the portfolio for the period reported.

3. Changes to the market value during the period.
4. Fully accrued interest and total investment income for the period.
5. The book and market value of each security and investment position.
6. The stated maturity date for each security and investment position.
7. The dollar weighted average maturity for the portfolio.
8. The yield of the benchmark and the portfolio yield for the comparable period.

The prices used for valuation of market value shall be obtained from an independent source.

Annual Review

The Board shall review this investment policy and investment strategies not less than annually and shall document its review in writing, which shall include whether any changes were made to either the investment policy or investment strategies.

Annual Audit

In conjunction with the annual financial audit, the District shall perform a compliance audit of management controls on investments and adherence to the District's established investment policies.

Intellectual Property	All copyrights, trademarks, and other intellectual property rights be- longing to the District shall remain with the District at all times. Ex- cept as provided by law, policy, or written authorization from the Superintendent, the use of District intellectual property shall be lim- ited to District-related purposes.
Students	A student shall retain all rights to their own work created as part of instruction or using District technology resources.
Employees <i>District Ownership</i>	As an agent of the District, an employee, including a student em- ployee, shall not have rights to work he or she creates created on District time or using District technology resources. The District shall own any work or work product created by a District employee in the course and scope of his or her District employment, including the right to obtain patents or copyrights.
<i>Employee Ownership</i>	If the employee obtains a patent for such work, the employee shall grant a non-exclusive, non-transferable, perpetual, royalty-free, Districtwide license to the District for use of the patented work. A District employee shall own any work or work product produced on his or her own personal time, away from his or her job and with personal equipment and materials, including the right to obtain pa- tents or copyrights.
<i>Permission A District employee may apply to the Exception</i>	The Superintendent or designee shall have the authority to permit use of District materials and equipment in his or her creative devel- oping the employee's own projects, provided the employee agrees either in writing to grant to the District a non-exclusive, non-transfer- able nonexclusive, nontransferable, perpetual, royalty-free, District- wide license to use the work, or permits the District to be listed as co-author or co-inventor if the District contribution to the work is substantial. District materials do not include student work, all rights to which are retained by the student.
Works Made for Hire <i>Independent Contractors</i>	The District may hire an independent contractor for specially com- missioned work(s) works under a written works-made-for-hire agreement that provides that the District shall own the work prod- uct created under the agreement, as permitted by copyright law. In- dependent contractors shall comply with copyright law in all works commissioned.
Return of Intellectual Property	Upon the termination of any person's association with the District, all permission to possess, receive, or modify the District's intellec- tual property shall also immediately terminate. All such persons shall return to the District all intellectual property, including but not limited to any copies, no matter how kept or stored, and whether directly or indirectly possessed by such person.

Copyright

Unless the proposed use of a copyrighted work is an exception under the “fair use” guidelines maintained by the Superintendent ~~or designee~~, the District shall require an employee or student to obtain a license or permission from the copyright holder before copying, modifying, displaying, performing, distributing, or otherwise employing the copyright holder’s work for instructional, curricular, or extracurricular purposes. This policy does not apply to any work sufficiently documented to be in the public domain.

Technology Use

~~All persons are prohibited from using~~ Use of District technology in violation of any law, including copyright law, ~~is prohibited~~. Only appropriately licensed ~~images, applications, programs, or other software~~ may be used with District technology resources. ~~No person shall use the~~ The District’s technology resources shall not be used to post, publicize, or duplicate information in violation of copyright law. The ~~Board shall direct the Superintendent or designee to~~ shall employ all reasonable measures to prevent the use of District technology resources in violation of the law. ~~All persons~~ Any person using District technology resources in violation of law shall lose user privileges in addition to other sanctions. [See BBI and CQ]

~~Electronic Media~~

~~Unless a license or permission is obtained, electronic media in the classroom~~ Performances and Displays

The display and performance of copyrighted material, including motion pictures ~~and other audiovisual~~, dramatic works, ~~must be used in~~ musical performances, or other audio and visual works, may only occur as part of instructional activities and in accordance with the following:

- As a regular part of teaching and directly related to the ~~course of~~ curriculum;
- During face-to-face teaching activities ~~as defined by law~~;
- When viewed in a classroom or designated place of instruction; and
- With a lawfully made copy or through authorized access.

Designated Agent

The District shall designate an agent to receive notification of alleged online copyright infringement and shall notify the U.S. Copyright Office of the designated agent’s identity. The District shall include on its ~~Web site~~ website information on how to contact the District’s designated agent and a copy of the District’s copyright policy. Upon notification, the District’s designated agent shall take all actions necessary to remedy any violation. The District shall provide the designated agent appropriate training and resources necessary to protect the District.

If a content owner reasonably believes that the District’s technology resources have been used to infringe upon a copyright, the owner may notify the designated agent.

Trademark

The District protects all District and campus trademarks, including names, logos, mascots, and symbols, from unauthorized use.

School-Related Use

The District grants permission to students, student organizations, parent organizations and other District-affiliated school-support or booster organizations to use, without charge, District and campus trademarks to promote a group of students, an activity or event, a campus, or the District, if the use is in furtherance of a school-related business or activity. The Superintendent ~~or designee~~ shall determine what constitutes use in furtherance of a school-related business or activity and is authorized to revoke permission if the use is improper or does not conform to administrative regulations.

Public Use

Members of the ~~general~~ public, outside organizations, vendors, commercial manufacturers, wholesalers, and retailers shall not use District trademarks without ~~the written permission of~~ authorization from the Superintendent ~~or designee~~. Any production of merchandise with District trademarks for sale or distribution must be pursuant to a trademark licensing agreement and may be subject to the payment of royalties.

Any individual, organization, or business that uses District ~~or campus~~ trademarks without appropriate authorization ~~shall~~ may be subject to legal action.

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educators' Code of Ethics. [See DH(EXHIBIT)]

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.

An employee wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]

Violations of Standards of Conduct

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD and DF series]

Weapons Prohibited

The District prohibits the use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on District property at all times.

Exceptions

No violation of this policy occurs when:

1. Use or possession of a firearm by a specific employee is authorized by Board action. ~~[See CKE]~~ [see the CKE series];
2. A District employee who holds a Texas handgun license stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, provided the handgun or other firearm is not in plain view; or
3. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

Electronic Communication

Use with Students

A certified employee, licensed employee, or any other employee designated in writing by the Superintendent or a campus principal may use electronic communication, as this term is defined by law, with currently enrolled students only about matters within the scope of the employee's professional responsibilities.

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an employee

shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

Unless authorized above, all other employees are prohibited from using electronic communication directly with students who are currently enrolled in the District. The employee handbook or other administrative regulations shall further detail:

1. Exceptions for family and social relationships;
2. The circumstances under which an employee may use text messaging to communicate with individual students or student groups;
3. Hours of the day during which electronic communication is discouraged or prohibited; and
4. Other matters deemed appropriate by the Superintendent ~~or~~ designee.

In accordance with ethical standards applicable to all District employees [see DH(EXHIBIT)], an employee shall be prohibited from using electronic communications in a manner that constitutes prohibited harassment or abuse of a District student; adversely affects the student's learning, mental health, or safety; includes threats of violence against the student; reveals confidential information about the student; or constitutes an inappropriate communication with a student, as described in the Educators' Code of Ethics.

An employee shall have no expectation of privacy in electronic communications with students. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use	All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct. If an employee's use of electronic communication violates state or federal law or District policy or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.
Reporting Improper Communication	In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.
Disclosing Personal Information	An employee shall not be required to disclose his or her personal email address or personal phone number to a student.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Safety Requirements Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.

Harassment or Abuse An employee shall not engage in prohibited harassment, including sexual harassment, of:

1. Other employees. [See DIA]
2. Students. [See FFH; see FFG regarding child abuse and neglect.]

While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.

An employee shall report child abuse or neglect as required by law. [See FFG]

Relationships with Students An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. [See FFH]

As required by law, the District shall notify the parent of a student with whom an educator is alleged to have engaged in certain misconduct. [See FFF]

Tobacco and Nicotine Products and E-Cigarettes ~~An employee shall not smoke or use tobacco products or e-cigarettes on District property, in District vehicles, or at school-related activities. [See also GKA]~~

An employee is prohibited from possessing or using any type of tobacco product, e-cigarette, or any other electronic vaporizing device while on school property, in a District vehicle, or while attending an off-campus school-related activity. An employee is also prohibited from possessing or using any type of nicotine product, including nicotine pouches, regardless of whether the product contains tobacco, while on District property, in a District vehicle, or while attending an off-campus school-related activity.

An employee's supervisor is authorized to approve an exception to this policy for a smoking cessation product.

Alcohol and Drugs / Notice of Drug-Free Workplace As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered “under the influence” of a controlled substance.

Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee’s job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee’s personal use; or
3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee’s child or other individual for whom the employee is a legal guardian.

Sanctions

An employee who violates these drug-free workplace provisions shall be subject to disciplinary sanctions. Sanctions may include:

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;
3. Termination from employment with the District; and
4. Referral to appropriate law enforcement officials for prosecution.

Notice

Employees shall receive a copy of this policy.

**Arrests, Indictments,
Convictions, and
Other Adjudications**

An employee shall notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee. ~~for~~

any felony, any offense involving moral turpitude, and any of the other offenses as indicated below:

1. Crimes involving school property or funds;
2. Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
3. Crimes that occur wholly or in part on school property or at a school-sponsored activity; or
4. Crimes involving moral turpitude, which include:
 - Dishonesty; fraud; deceit; theft; misrepresentation;
 - Deliberate violence;
 - Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
 - Felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;
 - Felony driving while intoxicated (DWI) or driving under the influence (DUI); or
 - Acts constituting abuse or neglect under the Texas Family Code.

Dress and Grooming

An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

Dyslexia and Related Disorders

The District shall comply with all applicable state rules and standards adopted by the State Board of Education and guidance published by the commissioner of education to implement the program to test regarding students with dyslexia and related disorders, including the “Dyslexia Handbook” and the provision of dyslexia instruction for students with dyslexia or a related disorder as determined by the student’s admission, review, and dismissal committee.

In accordance with administrative procedures, the District shall provide regular training opportunities for teachers of students with dyslexia that include new research and practices for educating students with dyslexia.

Referral	Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.
Screening and Identification Process	<p>The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year.</p> <p>The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the assessment identification procedures and services for the program prior to beginning the screening and identification process.</p>
Parental Consent	The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.
Identification Criteria	The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.
Assessments	Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.
Selection	A selection placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs of gifted students, as required by law.
Notification	The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.

Reassessment	If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.
Transfer Students	When a student identified as gifted by a previous school district enrolls in the District, the selection placement committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate.
Interdistrict	[See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]
Intradistrict	A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.
Furloughs	The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student. In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.
Exit Provisions	The District shall monitor student performance in response to gifted and talented program services. If at any time the selection placement committee or a parent determines it is in the best interest of the student to exit the program is not meeting the student's educational needs , the committee shall meet with the parent and student before finalizing an exit decision.
Appeals	A parent, student, or educator may appeal any final decision of the selection placement committee regarding selection for or exit from services in the gifted and talented program. Appeals shall be made first to the selection placement committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.
Program Evaluation	The District shall annually evaluate the effectiveness of the District's gifted and talented program, and the results of the evaluation shall be used to modify and update the District and campus im-

provement plans. The District shall include parents in the evaluation process and shall share the information with Board members, administrators, teachers, school counselors, students in the gifted and talented program, and the community.

Funding

The ~~District's~~ Superintendent shall develop administrative procedures to ensure that 100 percent of the state funds allocated for the gifted and talented program ~~shall address effective use of funds for programs~~ are spent providing and ~~services consistent with the standards in the state plan~~ enhancing the District's program and that a method accounting for expenditures related to the gifted and talented ~~students~~ program is established and aligns with the Texas Education Agency's financial compliance guidance.

Community Awareness

The District shall ensure that information about the District's gifted and talented program is available to parents and community members and that they have an opportunity to develop an understanding of and support for the program.

**Program to Address
Child Sexual Abuse,
Trafficking, and
Maltreatment**

The District's program to address child sexual abuse, trafficking, and other maltreatment of children, as included in the District improvement plan and the student handbook, shall include:

1. Methods for increasing staff, student, and parent awareness regarding these issues, including prevention techniques and knowledge of likely warning signs indicating that a child may be a victim;
2. Age-appropriate, research-based antivictimization programs for students;
3. Actions that a child who is a victim should take to obtain assistance and intervention; and
4. Available counseling options for affected students.

Training

The District shall provide training to employees as required by law and District policy. Training shall address techniques to prevent and recognize sexual abuse, trafficking, and all other maltreatment of children, including children with significant cognitive disabilities. [See DMA]

[See BBD for Board member training requirements and BJCB for Superintendent continuing education requirements.]

**Reporting Child
Abuse and Neglect**

Any person who has reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect has a legal responsibility, under state law, to immediately report the suspected abuse or neglect to an appropriate authority.

As defined in state law, child abuse and neglect include both sex and labor trafficking of a child.

The following individuals have an additional legal obligation to submit a written or oral report within 48 hours of learning of the facts giving rise to the suspicion of abuse or neglect:

1. Any District employee, agent, or contractor who suspects a child's physical or mental health or welfare has been adversely affected by abuse or neglect.
2. A professional who has reasonable cause to believe that a child has been or may be abused or neglected or may have been a victim of indecency with a child. A professional is anyone licensed or certified by the state who has direct contact with children in the normal course of duties for which the individual is licensed or certified.

A person is required to make a report if the person has reasonable cause to believe that an adult was a victim of abuse or neglect as a

child and the person determines in good faith that disclosure of the information is necessary to protect the health and safety of another child or an elderly or disabled person.

[For parental notification requirements regarding an allegation of educator misconduct with a student, see FFF.]

Oral Reports

As required by law, an oral report made to the Texas Department of Family and Protective Services (DFPS) is recorded.

Restrictions on Reporting

In accordance with law, an employee is prohibited from using or threatening to use a parent's refusal to consent to administration of a psychotropic drug or to any other psychiatric or psychological testing or treatment of a child as the sole basis for making a report of neglect, unless the employee has cause to believe that the refusal:

1. Presents a substantial risk of death, disfigurement, or bodily injury to the child; or
2. Has resulted in an observable and material impairment to the growth, development, or functioning of the child.

Making a Report

Reports may be made to any of the following:

1. A state or local law enforcement agency;
2. The Child Protective Services (CPS) division of ~~the Texas Department of Family and Protective Services (DFPS)~~ at (800)-252-5400 or the [Texas Abuse Hotline Website](#)¹;
3. A local CPS office; or
4. If applicable, the state agency operating, licensing, certifying, or registering the facility in which the suspected abuse or neglect occurred.

However, if the suspected abuse or neglect involves a person responsible for the care, custody, or welfare of the child, the report must be made to DFPS, unless the report is to the state agency that operates, licenses, certifies, or registers the facility where the suspected abuse or neglect took place; or the report is to the Texas Juvenile Justice Department as a report of suspected abuse or neglect in a juvenile justice program or facility. As defined by law, a person responsible for the care, custody, or welfare of a child includes school personnel and volunteers and day-care workers.

[See FFG(LEGAL)]

An individual does not fulfill his or her responsibilities under the law by only reporting suspicion of abuse or neglect to a campus princi-

pal, school counselor, or another District staff member. Furthermore, the District is prohibited from requiring an employee to first report his or her suspicion to a District or campus administrator.

In accordance with law, an individual must provide their name and telephone number when making a report. If the individual making the report is a school employee, agent, or contractor, they must also provide their business address and profession.

Confidentiality

~~In accordance with state law, the~~The identity of a person making a report of suspected child abuse or neglect shall be kept confidential and disclosed only in accordance with the law and the rules of the investigating agency.

Immunity

A person who in good faith reports or assists in the investigation of a report of child abuse or neglect is immune from civil or criminal liability.

Failing to Report Suspected Child Abuse or Neglect

By failing to report suspicion of child abuse or neglect, an employee:

1. May be placing a child at risk of continued abuse or neglect;
2. Violates the law and may be subject to legal penalties, including criminal sanctions for knowingly failing to make a required report;
3. Violates Board policy and may be subject to disciplinary action, including possible termination of employment; and
4. May have his or her certification from the State Board for Educator Certification suspended, revoked, or canceled in accordance with 19 Administrative Code Chapter 249.

It is a criminal offense to coerce someone into suppressing or failing to report child abuse or neglect.

Responsibilities Regarding Investigations

In accordance with law, District officials shall be prohibited from:

1. Denying an investigator's request to interview a child at school in connection with an investigation of child abuse or neglect;
2. Requiring that a parent or school employee be present during the interview; or
3. Coercing someone into suppressing or failing to report child abuse or neglect.

District personnel shall cooperate fully and without parental consent, if necessary, with an investigation of reported child abuse or neglect. [See GKA]

McAllen ISD
108906

STUDENT WELFARE
CHILD ABUSE AND NEGLECT

FFG
(LOCAL)

¹ Texas Abuse Hotline ~~Website~~website: <http://www.txabusehotline.org>

DATE ISSUED: ~~10/11/2021~~1/29/2025 ~~ADOPTED:~~Adopted:
UPDATE ~~118~~124
FFG(LOCAL)-A

4 of 4

Access to District Property

Authorized District officials, including school resource officers and District police officers if applicable, may refuse to allow a person access to property under the District's control in accordance with law.

District officials may request assistance from law enforcement in an emergency or when a person is engaging in behavior rising to the level of criminal conduct.

Ejection or Exclusion under Education Code 37.105

In accordance with Education Code 37.105, a District official shall provide a person refused entry to or ejected from property under the District's control written information explaining the right to appeal such refusal of entry or ejection under the District's grievance process.

A person appealing under the District's grievance process shall be permitted to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See FNG and GF]

Off-Campus Activities

Employees shall be designated to ensure appropriate conduct of participants and others attending a school-related activity at non-District or out-of-District facilities. Those so designated shall coordinate their efforts with persons in charge of the facilities.

Prohibitions

Tobacco and
E-Cigarettes

The District prohibits smoking and the use of tobacco products ~~and~~, e-~~cigarettes~~, or other electronic vaporizing devices on District property, in District vehicles, or at school-related activities.

Weapons

The District prohibits the unlawful use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on all District property at all times.

Exceptions

No violation of this policy occurs when:

1. A Texas handgun license holder stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, as long as the handgun or other firearm is not in plain view; or
2. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

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AIC(LEGAL)

ACCOUNTABILITY: INTERVENTIONS AND SANCTIONS

At Alternative Management, new text has been included due to changes to the Administrative Code, which became effective September 10, 2024. At Training of Board of Managers, language has been added relating to training requirements for board members who are appointed to join a board of managers. New rules effective on September 18, 2024, regarding Special Program Performance Determination and cyclical monitoring have also been included. In addition, adjustments to margin notes have been made elsewhere in the policy.

AIE(LEGAL)

ACCOUNTABILITY: INVESTIGATIONS

Language has been added at Compliance Monitoring Activities due to Administrative Code changes effective September 18, 2024. The new section at Supervision Under IDEA reflects recent amendments from the Administrative Code that outline TEA's procedures for investigating and issuing findings related to violations of the Individuals with Disabilities Education Act (IDEA).

CBB(LEGAL)

STATE AND FEDERAL REVENUE SOURCES: FEDERAL

Extensive revisions and additions have been made to this legally referenced policy in light of updated rules about federal grants found in the Code of Federal Regulations, effective October 1, 2024.

CFA(LEGAL)

ACCOUNTING: FINANCIAL REPORTS AND STATEMENTS

TEA's Financial Accountability System Resource Guide has been updated to version 19, and those updates were adopted by reference in the Administrative Code effective March 31, 2024. The guide's version number has been updated at Account System, Financial Accountability System Resource Guide.

CFC(LEGAL)

ACCOUNTING: AUDITS

TEA's Financial Accountability System Resource Guide has been updated to version 19, and those updates were adopted by reference in the Administrative Code effective March 31, 2024. The guide's version number has been updated at Financial Accountability System Resource Guide. A reference to material in the Administrative Code has been included in the Financial Accountability Rating System (School FIRST) section of this policy.

CH(LEGAL)

PURCHASING AND ACQUISITION

General provisions relating to interlocal contracts have been moved to GRB(LEGAL). Language specific to interlocal contracts used for purchasing remains in this legally referenced policy. A note has been added to assist readers in accessing additional provisions related to interlocal agreements.

CKEA(LEGAL)

SECURITY PERSONNEL: COMMISSIONED PEACE OFFICERS

A section on Medical and Psychological Exams has been added under Required Policies due to policy adoption requirements found in Senate Bill 1445 (88th Regular Session). The Texas Commission on Law Enforcement (TCOLE) has created a model policy that police departments (not the school board) must adopt. The TCOLE model policy was made available in May 2024 with a September 1, 2024, deadline for law enforcement agencies to submit their policies.

CKEB(LEGAL)

SECURITY PERSONNEL: SCHOOL MARSHALS

A new section on Psychological Fitness includes the requirements and processes outlined in Administrative Code rules to conform with changes to the Occupations Code made by Senate Bill 1445 (88th Regular Session). The new rules require TCOLE to adopt standards and procedures for the psychological examination of school marshal applicants, school marshal licensees, and school marshal licensees for

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whom there is reason to believe a new examination is necessary to ensure the individuals are able to perform the duties for which the school marshal license is required. There is also a clarification of the reporting requirements for school marshal appointing entities. A new reporting responsibility relating to psychological fitness has been included at District Responsibilities, and a new section at Fit for Duty Review has been added to reflect the new requirements from TCOLE.

CO(LLEGAL) FOOD AND NUTRITION MANAGEMENT

The revisions in this legally referenced policy reflect changes to federal rules related to child nutrition programs that became effective July 1, 2024.

COA(LLEGAL) FOOD AND NUTRITION MANAGEMENT: PROCUREMENT

Substantial additions have been made at Conflicts of Interest to reflect rule amendments that became effective on October 1, 2024. A new section on Procurement Training has been added to comply with an addition to the Code of Federal Regulations, effective July 1, 2024.

COB(LLEGAL) FOOD AND NUTRITION MANAGEMENT: FREE AND REDUCED-PRICE MEALS

Revisions to this policy reflect amendments to federal rules, effective July 1, 2024, changing terminology from "meal supplements" to "afterschool snacks." At Community Eligibility Provision, the minimum identified student percentage has changed from 40 to 25 based on an amended rule effective October 26, 2023. This change will give states and schools more flexibility to offer meals to all enrolled students at no cost when financially viable. Reference links have also been updated.

Please note: If your district is participating in the Community Eligibility Provision or Special Assistance Provision 2 program, please review your COB(LOCAL). If the policy is missing language to address the program in place in your district, please contact your policy consultant.

CQA(LLEGAL) TECHNOLOGY RESOURCES: DISTRICT, CAMPUS, AND CLASSROOM WEBSITES

The citation at item 48 under Other Required Internet Postings has been updated based on amendments to the Administrative Code.

CQC(LLEGAL) TECHNOLOGY RESOURCES: EQUIPMENT

Under Transfer of Equipment to Students, a new subsection on Standards has been added based on guidance recently developed by TEA as required by House Bill 18 (88th Regular Session). The standards provide guidance to districts on what electronic devices and software applications are permissible for use in the district.

CV(LLEGAL) FACILITIES CONSTRUCTION

A Note has been added on page 11 to direct readers to other policies related to interlocal contracts generally and interlocal contracts for purchasing good and services, based on organization of those provisions at different codes.

D(LLEGAL) PERSONNEL

Provisions on genetic nondiscrimination, previously at DAB, have been moved to DAA, and policy DAB has been deleted. The D section table of contents has been revised to reflect that change.

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DAA(LEGAL) EMPLOYMENT OBJECTIVES: EQUAL EMPLOYMENT OPPORTUNITY

Changes have been made to comport with the new federal Pregnant Workers Fairness Act (PWFA) regulations, effective June 18, 2024.

Because the legal framework is being revised in light of the PWFA, we have taken the opportunity to significantly streamline content on employee nondiscrimination. Provisions regarding employee nondiscrimination were previously divided between DAA(LEGAL), addressing nondiscrimination in hiring and ending employment, and DIA(LEGAL), addressing nondiscrimination in terms, conditions, and privileges of employment. In order to minimize duplication of language and simplify the legally referenced materials, provisions regarding employment nondiscrimination have been moved to this code. Provisions relating to the Genetic Information Nondiscrimination Act (GINA) have also been moved to this legally referenced policy from DAB(LEGAL) to consolidate all nondiscrimination laws into one location.

DAB(LEGAL) EMPLOYMENT OBJECTIVES: GENETIC NONDISCRIMINATION

Provisions on genetic nondiscrimination have been relocated to DAA(LEGAL) for clarity and continuity, and policy DAB has been deleted. All employment-related nondiscrimination language is now consolidated into DAA(LEGAL).

DBB(LEGAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: MEDICAL EXAMINATIONS AND COMMUNICABLE DISEASES

The policy cross-reference at Genetic Information has been updated to DAA to conform with the recoding of the provision there.

DECA(LEGAL) LEAVES AND ABSENCES: FAMILY AND MEDICAL LEAVE

Cross-references to DAB regarding genetic nondiscrimination have been updated to DAA throughout to conform with provisions recoded at this update.

DECB(LEGAL) LEAVES AND ABSENCES: MILITARY LEAVE

Updated provisions have been included at Federal Military Leave to comport with the Civilian Reservist Emergency Workforce Act of 2022.

DG(LEGAL) EMPLOYEE RIGHTS AND PRIVILEGES

A new section on Voting reflects existing provisions from the Election Code related to allowing employees time off to vote. This addition was suggested by a member of the Texas Council of School Attorneys, and we agreed it would be a helpful legal reference.

DI(LEGAL) EMPLOYEE WELFARE

Revisions at Reporting Workplace Violence reflect amended Administrative Code rules, which became effective January 8, 2024.

DIA(LEGAL) EMPLOYEE WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

To eliminate duplication and reduce confusion, this legally referenced policy has been substantially revised to recode employee nondiscrimination provisions to policy DAA(LEGAL).

DMA(LEGAL) PROFESSIONAL DEVELOPMENT: REQUIRED STAFF DEVELOPMENT

Changes to the subsection on Gifted and Talented Education reflect Administrative Code amendments that became effective September 1, 2024.

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EC(LLEGAL) SCHOOL DAY

At Pledges of Allegiance, a cross-reference has been added to policy FNA for additional information on patriotic observances.

EFB(LLEGAL) INSTRUCTIONAL RESOURCES: LIBRARY MATERIALS

The Note at the beginning of this legally referenced policy has been deleted, as all deadlines to appeal in the *Book People, Inc. v. Wong* case have passed and the injunction put in place by the Fifth Circuit Court of Appeals is now permanent. Other citations to the case have been amended accordingly. Also, the statutory definition of “obscene” has been included in this policy as a legal reference.

EHAA(LLEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (ALL LEVELS)

The Education Code requirement to obtain written consent of a student’s parent before the student may be provided with human sexuality instruction expired on August 1, 2024. The expired subsection has been removed from this legally referenced policy. TEA has issued [guidance](#) about this change. Districts are encouraged to clarify local expectations for parental consent regarding human sexuality instruction in their local student handbook.

EHAC(LLEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (SECONDARY)

Several revisions have been made to the Middle School Advanced Math Program section based on new Administrative Code rules, effective July 8, 2024. In the CPR and AED Instruction section, revisions regarding the applicability of the requirements have been made based on rule changes effective August 1, 2024.

EHB(LLEGAL) CURRICULUM DESIGN: SPECIAL PROGRAMS

This policy includes substantial revisions, most of which are the result of amended Administrative Code rules effective June 30, 2024. At Parental Notice of Assistance for Learning Difficulties, a phrase has been added to item 3e to clarify the content in the cited Education Code provision. A new section with Definitions now found in the Administrative Code has been added. The provisions at Board Action Required and Screening, Testing, and Identification have been updated. Extensive edits at Parent Education are due to revisions from the Administrative Code. Changes include a new paragraph on Instruction and deletion of text related to a dyslexia reading program.

EHBA(LLEGAL) SPECIAL PROGRAMS: SPECIAL EDUCATION

Extensive revisions to this legally referenced policy have been made as a result of Administrative Code revisions, effective August 22, 2024. A section on Policies, Procedures, Programs, and Practices has been added, as have provisions addressing Interventions and Sanctions to identify potential consequences for IDEA violations. The paragraph addressing discipline has been removed as the text is no longer in the Administrative Code. The text addressing Instructional Arrangements and Settings includes revisions throughout all subsections, and revisions have also been made to the provisions regarding Other Program Options, Contracts for Services, and Instructional Day. A reference to the applicable Administrative Code provision has been added at Extended School Year Services.

EHBAA(LLEGAL) SPECIAL EDUCATION: IDENTIFICATION, EVALUATION, AND ELIGIBILITY

Substantial additions and amendments throughout this legally referenced policy reflect changes to the Administrative Code, effective July 30, 2024. A Student Communication section regarding student evalua-

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tion for special education has also been added. The Eligibility and Reevaluations section now includes a Birth Through Age Two subsection to conform to Administrative Code rules.

EHBAB(LLEGAL) SPECIAL EDUCATION: ARD COMMITTEE AND INDIVIDUALIZED EDUCATION PROGRAM

Changes to the Administrative Code resulted in updates throughout this legally referenced policy. Details related to the responsibilities of the admission, review, and dismissal committee have been added, and a provision relating to dyslexia is included in the section about Committee Members. Parent Participation includes revisions that became effective July 30, 2024, and a provision on Content of the IEP has been added. Revisions at Supplemental Special Education Services became effective May 28, 2024. Dyslexia and autism components have been amended, along with the Visual Impairment or Hard of Hearing section. Failure to Reach Agreement has also been amended to increase clarity around requirements. Finally, a section addressing the Eligibility Folder has been added and Teacher Access to IEP amended.

EHBAC(LLEGAL) SPECIAL EDUCATION: STUDENTS IN NONDISTRICT PLACEMENT

Residential Facilities has been revised in accordance with Administrative Code amendments, effective on August 22, 2024. A reference to the Administrative Code at District Placements points readers to an amended rule regarding the district's ability to contract with a nonpublic or nondistrict operated day program provider. An update at School for the Blind and Visually Impaired and School for the Deaf reflects revisions to the Administrative Code effective August 22, 2024.

EHBAD(LLEGAL) SPECIAL EDUCATION: TRANSITION SERVICES

Significant revisions at Individual Transition Planning are due to Administrative Code changes effective July 30, 2024. A new subsection on the Transition and Employment Designee required of each district has been added in accordance with rule changes that became effective August 22, 2024.

EHBAE(LLEGAL) SPECIAL EDUCATION: PROCEDURAL REQUIREMENTS

The Prior Notice and Consent section includes provisions to align with revisions to the Administrative Code, effective July 30, 2024. Substantial revisions at Transfer of Rights to Adult Students are to clarify requirements in the Administrative Code.

EHBB(LLEGAL) SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS

Administrative Code rules regarding gifted and talented students were amended to be effective September 1, 2024. Changes have been made throughout this legally referenced policy to align with the new rules and to clarify requirements.

EHBCA(LLEGAL) COMPENSATORY SERVICES AND INTENSIVE PROGRAMS: ACCELERATED INSTRUCTION

Revisions at Accelerated Instruction reflect changes to the Administrative Code, effective May 22, 2024. A new section at Significantly Below Satisfactory has been included in accordance with Administrative Code revisions. Sections on Repeating a High School Course and Ratio Waiver have also been added due to the revised regulatory guidance.

EHBG(LLEGAL) SPECIAL PROGRAMS: PREKINDERGARTEN

Administrative Code revisions that became effective June 9, 2024, prompted several changes to this legally referenced policy. The subsection relating to Eligibility for high-quality prekindergarten programs has been amended. The eligibility requirements are the same as those listed earlier in the policy for tu-

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tion-free prekindergarten. Rule changes also required other revisions throughout the policy, including to Teacher Requirements and Supervisor Requirements.

EHDD(LLEGAL) ALTERNATIVE METHODS FOR EARNING CREDIT: COLLEGE COURSE WORK/DUAL CREDIT

A rewriting of Administrative Code rules, effective May 16, 2024, led to substantial revisions at Dual Credit Programs and at Dual Credit Agreement. The Administrative Code was amended in a way that allowed deletion of the Education Code requirements regarding agreements, as all requirements are now consolidated in one list at Dual Credit Agreement. Provisions addressing the FAST Program have also been amended to reflect revisions to Administrative Code rules.

EI(LLEGAL) ACADEMIC ACHIEVEMENT

Language relating to instruction in the use of an automated external defibrillators (AED) has been added to the subsection on CPR, pursuant to revisions in the Administrative Code, effective August 1, 2024.

EIE(LLEGAL) ACADEMIC ACHIEVEMENT: RETENTION AND PROMOTION

At Parental Option to Retain, a subsection on Passing Grades has been added to clarify the legal standard for assignment of grades when a course is retaken after a passing grade.

EIF(LLEGAL) ACADEMIC ACHIEVEMENT: GRADUATION

A reference has been included in this policy pointing to the Administrative Code rule for further details relating to specific endorsements, including the STEM endorsement, that became effective August 1, 2024. Provisions addressing Physical Education and Other Physical Education Activities have been clarified to align with rule amendments effective August 1, 2024.

EKBA(LLEGAL) STATE ASSESSMENT: ENGLISH LEARNERS/EMERGENT BILINGUAL STUDENTS

Revisions throughout the policy reflect amended Administrative Code rules, effective September 24, 2024, and the provisions have been reorganized for clarity and ease of reading.

ELA(LLEGAL) CAMPUS OR PROGRAM CHARTERS: PARTNERSHIP CHARTERS

An expired Administrative Code provision addressing partial year as it relates to charter partnerships has been deleted. Administrative Code changes, effective March 26, 2024, also resulted in the removal of a provision regarding appeals of a decision made by TEA to deny, remove, or return an eligibility approval request.

FFB(LLEGAL) STUDENT WELFARE: CRISIS INTERVENTION

The subsection previously titled Threat Assessment Team has been revised to include "Safe and Supportive Schools" to align with terminology used by TEA.

FFG(LLEGAL) STUDENT WELFARE: CHILD ABUSE AND NEGLECT

The Definitions section of this legally referenced policy has been revised to better define Child Abuse and Neglect by including detailed language from the Family Code.

FFH(LLEGAL) STUDENT WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

This legally referenced policy has been updated to remove an editor's note that is no longer applicable since a Texas federal court enjoined the Office for Civil Rights from enforcing this interpretation of the Ti-

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the IX rules in June 2024. Policy Service issued a Policy Alert notifying districts of this change in July 2024.

FM(LEGAL) STUDENT ACTIVITIES

In the UIL Allotment section, a robust Definitions section has been added in accordance with revisions to Administrative Code rules, effective on August 4, 2024.

FNA(LEGAL) STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT EXPRESSION

Under Patriotic Observances, a reference to policy EC has been added to provide additional information regarding pledge of allegiance requirements.

FOF(LEGAL) STUDENT DISCIPLINE: STUDENTS WITH DISABILITIES

A paragraph regarding the discipline of students with disabilities been removed from the Students Receiving Special Education Services section due to amendments to the Administrative Code that became effective July 30, 2024.

GA(LEGAL) ACCESS TO PROGRAMS, SERVICES, AND ACTIVITIES

New provisions addressing Web Content and Mobile App Accessibility have been added based on revisions found in the Code of Federal Regulations.


GRB(LEGAL) RELATIONS WITH GOVERNMENTAL ENTITIES: INTERLOCAL COOPERATION CONTRACTS

Revisions to this legally referenced policy are based on the requirements of the Interlocal Cooperation Act. Details that were formerly in CH(LEGAL) have been recoded here to ensure all general interlocal agreement requirements are consolidated into one location. A citation to CNA(LEGAL) has been added to point readers to additional information relating to the operation of a transportation system.

**BOARD AGENDA REPORT
McALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: 
Alberto Canales (Jun 19, 2025 16:50 CDT)

SUPERVISOR: Lorena Garcia
Lorena Garcia (Jun 19, 2025 16:52 CDT)

Approved for presentation to the Board of Education:


RENE GUTIERREZ (Jun 19, 2025 17:02 CDT)

Superintendent of Schools

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

SUBJECT: Discussion and Possible Action Regarding James Nikki Rowe High School Boys Basketball Booster Club Donation for the Remodeling of the Boy's Basketball Locker Room

REFERENCE: Goal 4 - Financial Priorities; Strategy 5: Partnerships

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

In accordance with Board Policy CDC (Local), "the Board delegates to the Superintendent the authority to accept unsolicited gifts on behalf of the District."

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

The James Nikki Rowe High School Boys Basketball Booster Club will donate \$16,500 to remodel the James Nikki Rowe High School Boys Basketball Locker Room to improve the campus environment for our athletes.

LEGAL REVIEW:

None.

BUDGETARY CONSIDERATIONS:

The donation has a value of \$16,500.

RECOMMENDED BOARD ACTION:

Administration is recommends that the Board of Trustees approves the donation for the Remodeling of the James Nikki Rowe High School Boys Basketball Locker Room.

Attachment:

SUBMITTED BY: *Brian McClenny*
Brian McClenny (Jun 11, 2025 14:18 CDT)

SUPERVISOR: *Alberto Canales*
Alberto Canales (Jun 13, 2025 12:54 CDT)

For further information contact:
Name: Brian McClenny, Director for Athletics
Office: (956) 618-6089
Email: bmcclenn@mcallenisd.net

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Jun 16, 2025 07:49 CDT)

McAllen ISD Donation Form
See consideration guidelines on previous page.

SECTION I:

Solicited Unsolicited Does donation alter facilities? Yes, Locker room remodel

Describe Property (Include mfg./model) or Cash Amount	Serial # (If applicable)	Quantity	Per Unit Value*	Total Amount
Wooden lockers		16	\$ 843.75	\$ 13,500
Vinyl Flooring		1		\$ 3,500

*Appraised Market Value. Additional page can be added as needed.

Please indicate specific purpose or instruction, if any: To remodel Boys Basketball locker room

Proposed installation method or source donated by: Rowe HS Boys Basketball Booster Club

Print Name of Donor: Monica Gomez (treasurer) Rowe HS Boys Basketball booster club

Print Donor's Address, City, State, Zip: 2101 N. Wave Rd. McAllen, TX 78501

Monica Gomez (Treasurer)
Donor Signature

June 9, 2025
Date

SECTION II:

Department	Accepted	Rejected	Dept. Director Signature	Date
Department of Technology	<input type="checkbox"/>	<input type="checkbox"/>		
Instructional Technology	<input type="checkbox"/>	<input type="checkbox"/>		
Facilities, Maintenance & Operations	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>[Signature]</u>	6/10/2025
Child Nutrition	<input type="checkbox"/>	<input type="checkbox"/>		
Athletics	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Brian McLenny	6/10/2025
Fine Arts	<input type="checkbox"/>	<input type="checkbox"/>		
Fixed Assets	<input type="checkbox"/>	<input type="checkbox"/>		

Rationale: _____

Special Requirements: _____

SECTION III: Final Acceptance (Required)

Signature of McAllen ISD Administrator/Campus Principal: [Signature]

Department/Campus: Nikki Rowe HS / Athletics

Signature of Superintendent or Designee (if applicable): Lorena Garcia
Lorena Garcia (Jun 11, 2025 13:18 CDT)

Date: 06/11/2025

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: *Brian McClenny*
Brian McClenny (Jun 16, 2025 11:21 CDT)

SUPERVISOR: *Alberto Canales*
Alberto Canales (Jun 16, 2025 11:23 CDT)

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Jun 16, 2025 12:42 CDT)

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

SUBJECT: Report Regarding Facilities Needs Assessment and Bond Election Timing Options

REFERENCE: Goal 3, Facility Priorities, Strategy 7 - Financial Priorities

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

The District has been steadfast in its efforts to make steady improvements and then to continually report its progress to the Board of Trustees and its community.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

The District continually assesses the needs of its school facilities with an emphasis on quality teaching and learning environments. The District identifies the priorities that are aligned with our facility standards and ensures viable and dynamic planning that ultimately supports quality teaching and learning.

The District is in the process of conducting a facilities needs assessment. The needs assessment will not only determine physical needs, but also will project the dollar amounts necessary to address the identified facility needs. The Administration and Board will need to decide whether the district will address the needs and prioritize them.

LEGAL REVIEW:

None.

BUDGETARY CONSIDERATIONS:

Not applicable.

RECOMMENDED BOARD ACTION:

This report is for information purposes only and requires no Board action.

Attachment:

SUBMITTED BY: _____

For further information contact:
Name: Lorena Garcia, Deputy Superintendent for
Business and Operations
Office: 956-688-5418
Email: lorena.garcia@mcallsisd.net

Lorena Garcia
SUPERVISOR: Lorena Garcia (Jun 17, 2025 11:19 CDT)

Approved for presentation to the Board of Education:

Rene Gutierrez
436 RENE GUTIERREZ (Jun 17, 2025 13:14 CDT)

Superintendent of Schools

Report Regarding Facilities Needs Assessment and Bond Election Timing Options

Board Meeting
June 24, 2025

Facility Needs Assessment Overview

Current Focus:

Capacity and Utilization

Facility Assessments

Community Engagement

We Are Here

Project Initiation

Educational Program Review & Prioritization

Enrollment Projections

Capacity Utilization

Facilities Assessments

Community Input

Final Plan Composition

Capacity and Utilization

- MGT collected additional information on classroom use during their site visits and are completing the Capacity and Utilization Study.

NEXT STEPS

- Once complete, it will be shared with District for review and discussion.
- Develop recommendations with District input.
- Provide a report.

Facility Assessments

- MGT Assessments were completed the week of May 23rd.
- Half mechanical assessments are currently underway.
- Information is being evaluated and entered in BASYS for scoring.

NEXT STEPS

- Develop survey for Facilities Forecast Advisory Committee input on school site issues.
- Evaluate information from MGT assessments, Half assessments and FFAC input.
- Once all information is entered in BASYS, the scores will be shared with District for review and discussion.
- Organize priorities and start project planning with District input.
- Create individual site “mini” master plans.

Community Engagement

- Community Engagement session planned for week of July 21st.
- Proposed for July 22nd for day and evening sessions (tentative).

NEXT STEPS

- Review survey questions with District for Community Engagement sessions.

Facilities Needs Assessment

- July 28, 2025-August 4, 2025 – tentative campus site visits by Facilities Forecast Advisory Committee.
- Draft Report by MGT: August 8, 2025.
- Final Report by MGT: August 15th.

Report from Financial Advisor on Bond Election timing options,
post 89th Legislative session

Timeline

- Monday, August 18, 2025 – Last day to order bond election for November 4, 2025.

Or

- Friday, February 13, 2026 – Last day to order bond election for May 3, 2026.

QUESTIONS

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: *Judith Escamilla*

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (Jun 16, 2025 14:43 CDT)

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Jun 16, 2025 16:28 CDT)

446

Superintendent of Schools

EVALUATION MATRIX

Request for Proposals No. 2025-1043 Digital Marquee Displays RE-BID

No	Criteria	Max. Pts. 100	A1 Skylite Signs McAllen, TX	Aria Signs & Design Houston, TX
	Total Points	100	91	78
	Ranking		1	2
1	Price	50	50	42
	Price (LI #2)		\$212,520.00	\$253,353.00
2	Reputation of the vendor and of the vendor's goods or services	6	0	0
	Reference #1 (Attribute #55-#62)	2	0	0
	Reference form completed/submitted by reference = 2pts; Not completed/submitted by reference = 0pts.		Reference form not completed/submitted by reference	Reference form not completed/submitted by reference
	Reference #2 (Attribute #63-#70)	2	0	0
	Reference form completed/submitted by reference = 2pts; Not completed/submitted by reference = 0pts.		Reference form not completed/submitted by reference	Reference form not completed/submitted by reference
	Reference #3 (Attribute #71-#78)	2	0	0
	Reference form completed/submitted by reference = 2pts; Not completed/submitted by reference = 0pts.		Reference form not completed/submitted by reference	Reference form not completed/submitted by reference
3	The quality of the vendor's goods or services	20	18	14
	Number of years company has been in business with the same company name (min. 15 years) (Attribute #86)	5	4	3
	(0-5 years = 1pt; 6-10 years=2pts; 11-15 years=3 pts; 16-20 years=4 pts; 21+ years=5pts)		17 years	12 years
	Experience with Firm (Employees) (Attribute #94, #100, #106, #112) (Avg)	4	2	2
	(0-5 years = 1pt; 6-10 years=2pts; 11-15 years=3 pts; 16-20 years=4 pts; 21+ years=5pts)		10.3 years	6.8 years
	Experience with Industry (Employees) (Attribute #95, #101, #107, #113) (Avg)	4	5	2
	(0-5 years = 1pt; 6-10 years=2pts; 11-15 years=3 pts; 16-20 years=4 pts; 21+ years=5pts)		22 years	9.5 years
	Firm experience history (Attribute #87)	7	7	7
4	The extent to which the goods or services meet District's needs	15	15	15
	Project Schedule/Timeline (Attribute #114)	3	3	3
	Warranty (Attribute #115)	3	3	3
	Service Response Time (Attribute #116)	3	3	3
	Solution includes centralized software that integrates to existing indented Digital display	3	3	3
	Solution integrates to Informacast/Singlewire	3	3	3
5	Past Relationship with District (Historical Report)	1	1	0
	Past Relationship with District (Historical Report)	1	1	0
	Yes = 1; No = 0		Yes	No
6	HUB	1	0	0
	Yes = 1; No = 0 (Attribute #14)	1	0	0
			No	No
7	Total long-term cost to the district to acquire the vendor's goods or services	5	5	5
	Total turn-key cost plus annual renewal cost. (LI#2 & LI#4)	5	5	5
8	Vendor or the vendor's ultimate parent company or majority owner has its principal place of business in this state or employs at least 500 persons in this state	1	1	1
	Texas Vendor or Employes 500+ in Texas= 1; out of State Vendor = 0 (Attribute #11)	1	1	1
			Principal place of business is in Texas	Principal place of business is in Texas
9	Any other relevant factor specifically listed in the request for bids or proposals.	1	1	1
	Additonal Information (Attribute #88)	1	1	1

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: *Brian McClenny*
Brian McClenny (Jun 17, 2025 08:05 CDT)

SUPERVISOR: *Alberto Canales*
Alberto Canales (Jun 17, 2025 08:55 CDT)

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Jun 17, 2025 10:49 CDT)

EVALUATION MATRIX

Request for Proposals 2025-1004 Emergency Ambulance Standby Services for Athletic Events

No	Criteria	Max. Pts. 100	Med Care EMS Inc. McAllen, TX
	Total Points	100	99
	Ranking		1
1	Price (LI 1-21)	60	60
	Emergency Ambulance Standby Services at all local District regular season varsity games for the current football season. Service coverage is approximately a four-hour event (Cost Per Game).		\$425.00
	Emergency Ambulance Standby Services at all local sub-varsity games for the current football season (Cost Per Game).		\$115.00
	Emergency Ambulance Standby Services for other local District events at District facilities, upon request (Cost Per Game).		\$115.00
	Emergency Medical Technician ("EMT") Standby Services at local athletic games or other athletic events (Cost Per Game).		\$115.00
2	Reputation of the vendor and of the vendor's goods or services; Reference Letters	3	3
	Reference Letter - 1 pt per letter		3 reference forms submitted
3	The quality of the vendor's goods or services	15	15
	Number of years company has been in practice (BA116)	5	5 29 years
	Experience with Firm (Employees) (BA 88, 93, 98, 103, 108)	5	5 14 years 2 months combined / Combined avg. no. of years = 3 years
	Experience with Industry (Employees) (BA 89, 94, 99, 104, 109)	5	5 39 Years combined / Combined avg no. of years = 8 years
4	The extent to which the goods or services meet District's needs	16	16
	Does the company have sufficient employees to meet the District's needs? (BA 120)	8	8 115 certified technicians
	Does the company have sufficient ambulance unit/EMTs to meet the District's needs? (BA 121)	8	8 21 units
5	Past Relationship with District	1	1
			Yes
6	HUB	1	0
	Yes = 1; No = 0		No
7	Total long-term cost to the district to acquire the vendor's goods or services	0	0
	N/A		
8	Vendor or the vendor's ultimate parent company or majority owner has its principal place of business in this state or employs at least 500 persons in this state	1	1
	Texas Vendor or Employes 500+ in Texas= 1; out of State Vendor = 0 (Attribute #12)		
9	Any other relevant factor specifically listed in the request for bids or proposals.	3	3
	Is the company able to provide services at multiple events in the District? (BA 117, 118, 119)		Yes

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

SUBJECT: Discussion and Possible Action on Request for Proposal 2026-1002 Depository Bank Services

REFERENCE: Goal 3 - Facility Priorities; Strategy 7 - Financial Priorities

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

The District solicited proposals for bank depository services for a two-year term beginning July 1, 2025 and ending June 30, 2027, with the option to extend by the Board of Trustees for three (3) additional two-year periods.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

Twenty-seven (27) vendors were invited to submit proposals, and six (6) vendors responded. The evaluation committee comprised of Lorena Garcia, Deputy Superintendent for Business & Operations; Joel Garcia, Chief Financial Officer; Dyanira Diaz, Director of Accounting; Fabiola Sanchez, Coordinator for Accounting; Ashley Jaime, Director of Payroll; Andres Silva, Director of Employee Benefits & Risk Management; Aissa Herrera, Internal Staff Auditor; Judith Escamilla, Executive Director of Technology; Johnathan Ball, Staff Attorney; Laura Williams, Director of Purchasing Services; and Krystal Mercado, Senior Buyer, evaluated the proposals.

LEGAL REVIEW:

District must use the contract the Texas Education Agency provided has been approved by legal counsel. Additional depository agreements required by the Depository are pending review by legal counsel.

BUDGETARY CONSIDERATIONS:

Funds for this project are available through the General Fund.

RECOMMENDED BOARD ACTION:

Administration recommends that the Board of Trustees:

- a) approve the ranking of Request for Proposal No. 2026-1002 Depository Bank Services
- b) approve that Administration begin negotiations with the highest ranked vendor. If the District is unable to negotiate a satisfactory contract with the selected vendor, the District shall, formally and in writing, end negotiations with that vendor and proceed to the next firm in the order of the selection ranking until a contract is reached or all submittals are rejected;
- c) authorize the Superintendent to execute a contract, once contract negotiations have been successfully achieved for a two-year term beginning July 1, 2025 and ending June 30, 2027, with the option to extend by the Board of Trustees for three (3) additional two-year periods.

Attachment:

SUBMITTED BY: 
JOEL GARCIA (Jun 17, 2025 13:19 CDT)

SUPERVISOR: 
Lorena Garcia (Jun 17, 2025 13:46 CDT)

For further information contact:
Name: Mr. Joel Garcia, Chief Financial Officer
Office: 956-618-6017
Email: joel.garcia@mcallenisd.net

Approved for presentation to the Board of Education:


RENE GUTIERREZ (Jun 17, 2025 13:57 CDT)

EVALUATION MATRIX
RFP 2026-1002 Depository Banking Services

No.	Criteria	Max. Pts. 100	Freedom Bank Alamo, TX	Frost Bank San Antonio, TX	Lone Star National Bank McAllen, TX	PlainsCapital Bank Dallas, TX	PNC Bank National Association McAllen, TX	Texas National Bank McAllen, TX
	Total Points	100	80.25	82.00	90.75	79.00	82.00	83.25
	Ranking		5	3	1	6	3	2
1	Capability of the depository to provide the 'required services' as defined by this RFP	35	22.25	33	32.75	29	29	25.25
	Automated Cash Management Information							
	SECURITY PROTOCOL CONTROL (Attribute #72) <i>District has control = 1 pt; District does not have control =0 pts.</i>	1	1	1	1	1	1	0
								<i>District does not have control</i>
	IMAGES (Attribute #73) <i>Items are imaged =1 pt; Items not imaged= 0pts.</i>	1	1	1	1	1	1	1
	ALERTS (Attribute #74) <i>Text and email (both) =1pt; Other format(s)/does not specify =0.5 pt.</i>	1	1	1	0.5	0.5	1	0.5
					<i>Other format(s)</i>	<i>Does not specify</i>		<i>Does not specify</i>
	DOWNLOADABLE REPORTS (Attribute #79) <i>Yes =1 pt; No= 0 pts.</i>	1	1	1	1	1	1	1
	REPORTS CUSTOMIZATION (Attribute #78) <i>Yes =1 pt; No= 0 pts.</i>	1	1	1	1	1	1	1
	DISASTER SUPPORT (Attribute #80) <i>Backup location available = 1 pt; Backup location not available =0 pts.</i>	1	1	1	1	1	1	0
								<i>Backup location not available</i>
	Standard Collection and Deposit Services							
	CUT OFF TIMES (Attribute #83) <i>5:00 PM - 12:00 AM =1 pt.; 8:00 AM - 4:59 PM =0 pts.</i>	1	1	1	1	1	0	1
							<i>Between 8:00 AM - 4:59 PM</i>	
	CR ADVICES (Attribute #86) <i>Online Capability = 0.5 pts; Non-Online Capability =0 pts.</i>	0.5	0.5	0.5	0.5	0.5	0.5	0.5
	BAG TYPES (Attribute #87) <i>Free of charge 0.5 pts; Charge = 0 pts.</i>	0.5	0.5	0.5	0	0	0	0
					<i>Charge</i>	<i>Charge</i>	<i>Charge</i>	<i>Charge</i>
	LOCATION ON REPORTS (Attribute# 91) <i>Standard report separating deposits by location capability or by account =1 pt.; No separation capability =0 pts.</i>	1	0	1	1	1	1	0
			<i>No separation capability</i>					<i>No separation capability</i>
	NSF Checks Received by District							
	NOTIFICATION (Attribute #102) <i>Online notice capability = 0.25 pts.; Other 0 pts. Notification sent same day= 0.25 pts.; Other = 0 pts.</i>	0.5	0.25	0.5	0.25	0.5	0.5	0.25
			<i>Online notice capability; Other</i>		<i>Online notice capability; Other</i>			<i>Online notice capability; Other</i>
	INFO ONLINE, IMAGED (Attribute # 105) <i>Image avilable online =0.5 pts; Image not available online =0 pts.</i>	0.5	0	0.5	0.5	0.5	0.5	0.5
			<i>Image not available online</i>					
	Standard Disbursing Services							
	IMAGES ONLINE (Attribute #111) <i>Images available online = 1 pt; Images not available online = 0 pts.</i>	1	1	1	1	1	1	1
	CASH PAYROLL CHECKS (Attribute #112) <i>No fee = 2 pts; Fee = 0 pts</i>	2	0	2	2	2	2	2
			<i>Fee</i>					
	Positive Pay and Reconciliation (Attributes #118-#128) Freedom does not answer question in section							
	PAYEE POSITIVE PAY (Attribute #119) <i>Yes = 1 pt; No = 0 pts.</i>	1	0	1	1	1	1	1
			<i>No</i>					
	TRANSMISSION REQUIREMENTS (Attribute #120) <i>Mass upload process capability = 1 pt; No response provided/Other= 0 pts.;</i>	1	451 0	1	1	1	1	1
			<i>No response provide</i>					

EVALUATION MATRIX
RFP 2026-1002 Depository Banking Services

NOTIFICATION TYPE (Attribute #123) <i>Email or text capability = 1 pt. No response provided/Other =0 pt;</i>	1	0	1	1	0	1	1
		<i>No response provided</i>			<i>Other</i>		
RESPONSE DEADLINE (Attribute #125) <i>3:00 PM -5:00 PM = 1 pt; 8:00 AM -2: 59 PM = 0.5 pt.; No response provided = 0pts.</i>	1	0	1	1	0.5	0.5	0.5
		<i>No response provided</i>			<i>Between 8:00 AM - 2:59 PM</i>	<i>Between 8:00 AM - 2:59 PM</i>	<i>Between 8:00 AM - 2:59 PM</i>
PARTIAL AND FULL RECON (Attribute #127) <i>Full reconciliation=1pt; Partial reconciliation=0.5 pt; No response provided = 0pts.</i>	1	0	1	1	1	1	0.5
		<i>No response provided</i>					<i>Partial reconciliation</i>
Stop Payments							
INITIAL ENTRY AND TIME PERIOD (Attribute #130) <i>Online/12 months = 1 pt; Online/6 months =0.5 pt; Other = 0 pts.</i>	1	0.5	1	0.5	0	1	1
		<i>Online/6 months</i>		<i>Online/6 months</i>	<i>Other</i>		
PAST STATUS CHECK TIME (Attribute # 131) <i>Greater than a year= 1 pt.; Less than 1 year = 0 pts.</i>	1	0	0	1	1	0	0
		<i>Less than 1 year</i>	<i>Less than 1 year</i>			<i>Less than 1 year</i>	<i>Less than 1 year</i>
DEADLINE SAME DAY (Attribute # 134) <i>Online 5:00 PM - 12 AM = 1 pt; 12:01 AM - 4: 59 PM = 0.5 pt.</i>	1	1	1	1	1	1	1
Fund Transfer and Wire Services							
MONITORING OPTIONS (Attribute # 138) <i>Online capability = 1 pt.; Not online = 0 pts.</i>	1	1	1	1	1	1	1
REPETITIVE TEMPLATES (Attribute #140) <i>Templates can be provided/ability = 1 pt.; Templates cannot be provided/ability = 0 pts.</i>	1	1	1	1	1	1	1
BACKUP PROCESS (Attribute # 141) <i>Backup process available = 1 pt ;Backup process not available = 0 pts.</i>	1	1	1	1	1	1	1
NOTIFICATION ON WIRES (Attribute # 142) <i>Response provided = 1 pt.; Response not provided = 0 pts.</i>	1	1	1	1	1	1	1
SECURITY PROVISIONS (Attribute # 143) <i>Procedures provided on security for wires= 1 pt.; Procedures not provided =0 pts.</i>	1	1	1	1	1	1	1
FUTURE DATING (Attribute # 146) <i>Greater than 8 days = 0.5 pts; 7 days or less = 0 pt.</i>	0.5	0.5	0.5	0	0.5	0.5	0.5
				<i>7 days or less</i>			
LEDGER BALANCE USE (Attribute #148) <i>Response provided = 0.5 pt; Response not provided = 0 pts.</i>	0.5	0.5	0.5	0.5	0.5	0.5	0.5
ACH Services							
ONLINE INDIVIDUAL ENTRIES (Attribute #151) <i>Yes = 0.5 pt; No = 0 pts.</i>	0.5	0.5	0.5	0.5	0.5	0.5	0.5
SAME, ONE AND 2-DAY (Attribute #152) <i>All (Same, one and 2-day)= 1 pt; Not all =0.5 pt.</i>	1	0.5	1	1	0.5	1	1
		<i>Not all</i>			<i>Not all</i>		
FILTERS AND BLOCKS (Attribute #153) <i>Allowable =0.5 pt.; Non-allowable = 0 pts.</i>	0.5	0.5	0.5	0.5	0.5	0.5	0.5
RETURNED ACH (Attribute #154) <i>Provides notice = 1 pt.; No notice = 0 pts.</i>	1	1	1	1	0	1	1
					<i>No notice</i>		
ADDENDA (Attribute #155) <i>Available = 1 pt; Not available = 0 pts.</i>	1	1	1	1	1	1	1
INITIATION OR SETTLEMENT (Attribute #156) <i>Settlement = 1 pt.; Initiation = 0.5 pt.</i>	1	1	1	1	1	1	0.5
							<i>Initiation</i>
Account Analysis							
ONLINE AVAILABILITY (Attribute # 169) <i>Online availability = 1 pt; Not available online/Does not specify online = 0 pt.</i>	1	0	1	1	1	0	0
		<i>Does not specify online</i>				<i>Does not specify online</i>	<i>Not available online</i>
Monthly Statements							
WHEN AVAILABLE (Attribute # 173) <i>Online the following butiness day = 1 pt.; Other = 0 pts.</i>	1	1	1	1	0	0	0
		452			<i>Other</i>	<i>Other</i>	<i>Other</i>
Overdrafts							
AGGREGATION (Attribute #177) <i>Aggregate =1 pt.; Stand alone = 0 pts.</i>	1	0	0	1	1	0	0

EVALUATION MATRIX
RFP 2026-1002 Depository Banking Services

		Stand Alone	Stand Alone			Stand Alone	Stand Alone
2 Capability to provide automated wholesale lockbox for tax collection	10	10	10	10	10	10	10
E-Lockbox Services							
DESCRIBE THE SERVICE (Attribute #107) <i>Response provided = 10 pts.</i>	10	10	10	10	10	10	10
3 Cost of services	30	30	23	30	23	24	30
Proposed Banking Fees (Attribute #190/Response Attachment #13) <i>Fees</i> \$0-\$1,000 =30 pts. \$1,001-\$2,000 =29 pts. \$2,001-\$3,000 =28 pts. \$3,001-\$4,000 =27 pts. \$4,001-\$5,000 =26 pts. \$5,001-\$6,000 =25 pts. \$6,001 - \$7,000 = 24 pts. \$7,001+ =23 pts.	30	30	23	30	23	24	30
		\$45.00	\$8,661.15	\$0.00	\$7,684.88	\$6,794.29	\$65.00
4 Earnings potential (interest rates offered) on various types of deposits and account structures	10	8	3	8	10	10	7
Rate Average & Current Rates							
IB, MMA, SWEEP (Attributes #61-#66) <i>*Based off of rates provided in corresponding attributes then calculated to NET Mo Earnings- Highest earning from the three categories for each respondent will be evaluated.</i> \$43,000-\$41,000=10 pts \$40,999 - \$38,000 =9 pts \$37,999-\$35,000 = 8 pts \$34,999-\$32,000= 7 pts \$31,999-\$29,000= 6 pts \$28,000-\$26,000 =5pts \$25,999-\$23,000=4pts \$22,999-\$20,000=3pts	10	8	3	8	10	10	7
INTEREST BEARING		2.95%	2.26%	2.83%	0.00%	1.90%	2.59%
		\$36,659.00	\$22,179.00	\$36,347.00	\$0.00	\$20,075.00	\$33,265.00
MONEY MARKET ACCOUNT		2.95%	2.26%	2.83%	0.00%	2.55%	0.00%
		\$36,659.00	\$22,179.00	\$36,347.00	\$0.00	\$26,943.00	\$0.00
SWEEPS		0.00%	0.00%	0.00%	3.90%	4.00%	0.00%
		\$0.00	\$0.00	\$0.00	\$42,909.00	\$42,263.00	\$0.00
5 Collateralization Conditions and Creditworthiness	15	10	13	10	7	9	11
Creditworthiness							
Link to Statements(Attribute #11) <i>Link provided =1pt. ; Link not provided =0 pts</i>	1	0	1	1	1	1	0
		Link not provided					Link not provided
Debt Rating (Response Attachment #13) <i>Provided =2pts; Not provided 0 pts.</i>	2	2	2	2	2	2	2
Collateral Requirements							
COLLATERAL CHARGES (Attribute #160) <i>No charge = 3pts.; Charge 1pt.</i>	3	3	1	1	1	3	3
			Charge	Charge	Charge		
WHICH CUSTODIAN (Attribute #161) <i>*Per consultant BNY is the only bank that is independent meaning that the other banks provide pricing and they will collateralize based on the price that the bank is giving them</i> <i>Independent = 2pts; Non-independent = 1 pt.</i>	2	1	2	1	1	1	1
		Non-independent		Non-independent	Non-independent	Non-independent	Non-independent
ONLINE INQUIRY (Attribute #162) <i>Yes = 2 pt; No = 0pts.</i>	2	2	2	0	0	0	0
				No	No	No	No
CUSTODIAN PRICING (Attribute #164) <i>Market to market pricing = 3 pts; Other = 0pts.</i>	3	0	3	3	0	0	3
	453	Other		Other	Other		
MONITORING AND UPDATING (Attribute #165) <i>Daily = 2pts; Not daily = 0pts.</i>	2	2	2	2	2	2	2

**Depository Contract for Funds
of Independent School Districts
under the Texas Education Code, Chapter 45, Subchapter G,
School District Depositories**

State of Texas
County of Hidalgo

108-906
County-District Number

Article I. The McAllen Independent School District, referred to in this contract
Name of District

as the "District," is located in Hidalgo County, Texas. The board of trustees of the District has selected
Name of County

Lone Star National Bank, referred to in this contract as the "Depository," to serve as the Depository of the
Name of Depository Bank

school funds of the District (or if there are tie bids or proposals as defined in the Texas Education Code [TEC], as one of the Depositories). This selection was made in accordance with the TEC, Chapter 45, Subchapter G. The Depository will serve under this contract for a two-year term starting with the fiscal year beginning 07/01/2025 and ending 06/30/2027, and until its successor is selected and has qualified unless
Date *Date*

this contract is terminated sooner by the Depository's failure to adhere to all requirements of the TEC and of this contract. The school funds of the District include all school funds except those permitted by law to be deposited or invested otherwise at the sole discretion of the District's board of trustees.

The Depository is located at 520 E. Nolana Avenue, McAllen 78504 Hidalgo County, State of Texas, and is a
Bank Mailing Address, City, Zip Code *Name of County*

bank as defined in the TEC, §45.201.

Article II. The District selected the Depository based on the Depository's written bid or proposal submitted as provided by State Board of Education rule. The District determined that the Depository's written bid or proposal was the best, or equal to the best, among 6 bids or
Number Submitted

proposals submitted to the District and opened on 05/15/2025. The bid or proposal is incorporated in this contract by reference.
Date

This contract is subject to the TEC and any amendments to it and to any acts of the Texas Legislature that affect public moneys held by the District during the term of this contract.

Article III. The Depository has elected a method to adequately protect the funds of the District deposited with the Depository in accordance with the TEC, §45.208, and a copy of the election is attached to this contract and incorporated by reference.

Article IV.

- A. The TEC, §45.205, requires that this contract and any extension of this contract coincide with the District's fiscal year. If the District changes its fiscal year in accordance with the TEC, §44.0011, the parties may agree to shorten or extend the two-year term of the contract by no more than one year to coincide with the end of the new fiscal year, provided that this contract remains in effect until the Depository's successor is selected and has qualified. If the parties cannot agree, the District has the option to change the term of this contract to coincide with the end of a new fiscal year closest to its original expiration date.
- B. The District and the Depository may agree to extend this contract for three additional two-year terms in accordance with the TEC, §45.205(b). An extension under this subsection is not subject to the requirements of the TEC, §45.206.
- C. The District must electronically file this contract and any additional two-year extension of this contract with the Texas Education Agency.
- D. The Depository must allow the District to purchase time deposits that mature after the ending date of this contract; however, the Depository may apply new interest rates to the time deposits after the ending date of this contract. The District is entitled to withdraw these time deposits without penalty when this contract expires. But in that event, the Depository will be obligated only to pay interest rates comparable to rates offered in the contract for the term the time deposits were actually held. The Depository may impose an early withdrawal penalty on a time deposit withdrawn within six days of creation of the deposit, to the extent required to comply with federal regulations defining time deposits.
- E. If a contractual dispute results in litigation between the Depository and the District, the trial will be held in the county in which the District has its central office, but only if this venue designation is not considered to be a waiver of any immunity that either party to this contract may be entitled to claim.

Article V. The District and the Depository execute this contract and each retain a copy, both of which are considered to be originals, and file the contract with the TEA electronically as specified in Article IV, item C, above.

**Election of Collateral Method for Funds
of Independent School Districts
under the Texas Education Code, Chapter 45, Subchapter G,
School District Depositories**

In accordance with Article III of the Depository Contract for Funds, the Depository has elected to use the following method(s) to protect the funds of the District:

- Surety bond (TEC, §45.208[b])
- Deposit or pledge securities (TEC, §45.208[f])

- A. If the Depository elected to file with the District a corporate surety bond, then the corporate surety bond is in an initial amount of \$ _____, which is equal to the estimated highest daily balance of the District funds determined by the board of trustees of the District to be on deposit with the Depository during the term of this contract. The corporate surety bond is executed in the form and with the content prescribed by State Board of Education rule. A fully executed copy of the corporate surety bond is attached to and made a part of this contract by reference, provided further that:
- (1) the initial amount of the corporate surety bond may rise or fall from day to day so long as all deposits of the District are fully protected;
 - (2) the bond is made payable to the District and is signed by the Depository and the surety company authorized to do business in this state;
 - (3) the bond and the surety on the bond are approved by the board of trustees of the District;
 - (4) the bond exists under the condition that the Depository must:
 - (a) faithfully perform all duties and obligations required by law and this contract;
 - (b) pay on presentation all checks or drafts ordered according to law by the District's board of trustees;
 - (c) pay on demand any demand deposit in the Depository;
 - (d) pay any time deposit after the required notice period expires;
 - (e) faithfully keep school district funds and account for the funds according to law; and
 - (f) faithfully pay over to the successor depository all balances remaining in the account; and
 - (5) the District may not pay a premium on the depository bond out of school district funds.
- B. If the Depository did not elect to make the corporate surety bond in the amount and as referred to in A, above, then the Depository must either deposit or pledge with the District, or with a trustee designated by the District, approved securities as defined in the TEC, §45.201. The pledged or deposited securities must meet the following conditions:
- (1) The pledged securities must be approved securities and authorized by law and must be in a total market value sufficient to protect the funds of the District on deposit as directed at any time by the District in accordance with standards acceptable to the Texas Education Agency.
 - (2) The pledge of approved securities must be waived only to the extent of the exact dollar amount of Federal Deposit Insurance Corporation insurance protection for the District's funds on deposit with the Depository from day to day, and if the insurance protection ends, this contract must immediately become void except as provided in (4) below.
 - (3) The conditions of the pledge of approved securities required by this contract are that the Depository must:
 - (a) credit the account(s) of the District with the full amount of all State of Texas warrants presented to the Depository for the District's account no later than the next banking day after the day the Depository receives the warrants credit the account(s) of the District with the full amount of electronically transferred funds on the effective settlement date;
 - (b) faithfully perform all duties and obligations required by law and this contract;
 - (c) pay upon presentation all checks or drafts ordered according to law by the District's board of trustees;
 - (d) pay upon demand any demand deposit of the District in the Depository;
 - (e) pay any time deposit or certificate of deposit upon maturity or after the required notice period expires;
 - (f) faithfully keep school district funds and account for the funds according to law; and
 - (g) faithfully pay over to the successor depository all balances of funds remaining in the account.
 - (4) The pledge of approved securities required by this contract must continue until either this contract ends or the Depository fulfills all its duties and obligations arising out of this contract, whichever is later. And a continuing security interest in the District's favor must immediately apply to any pledge to all proceeds of sale and to all substitutions, replacements, and exchanges of the securities, and in no event may this continuing security interest be voided by any act of the Depository; however, the Depository will have the right, with the District's consent, to purchase and sell, and substitute or replace with other approved securities, any of the approved securities pledged under this contract, provided that the Depository adheres to all the other conditions of this contract, and the pledge is in addition to all other remedies available in law to the District.
 - (5) The Depository must immediately furnish or cause to be furnished to the District original and valid safekeeping or trust receipts issued by the custodian holding the approved securities pledged under this contract, marked on their face by the custodian to show the pledge and market value as required above, and the Depository must upon the District's request provide a description of securities being pledged and evidence that the securities are legally acceptable in accordance with (1) above.
 - (6) The District may examine and verify at any reasonable time a pledged investment security or a record that a custodian maintains in accordance with the Texas Government Code, §2257.061. The District or its agent may inspect at any time an investment security evidenced by trust receipt.
 - (7) Upon any closing or failure of the Depository, or any event considered by a state or federal regulatory agency to constitute a closing or failure of the Depository, title to all securities pledged under this depository contract must be considered to be vested in, and to be held by

the District. The District is empowered to take immediate possession of and to sell any such pledged securities, whether in safekeeping at another bank or in possession of the District or the Depository, and the District is specifically so empowered by execution of this contract.

- (8) The collateral pledge agreement must conform to Title 12 United States Code Annotated, §1823(e), so to defeat the claim of the Federal Deposit Insurance Corporation, its successor, or any other receiver to the securities, and be:
 - (a) in writing;
 - (b) executed by the Depository at the same time the asset is acquired;
 - (c) approved by the Depository's board of directors or loan committee, with the approval reflected in the board's or committee's minutes; and
 - (d) maintained continuously from the date of its execution as an official record of the Depository.

The Depository must furnish the minutes of the Depository's board of directors or loan committee to the District.

- C. If the Depository elects to give both a corporate surety bond and to pledge approved securities, the corporate surety bond and pledged approved securities must be in an aggregate amount that, together with applicable Federal Deposit Insurance Corporation insurance, will adequately protect the total amount of District funds on deposit with the Depository from day to day. The provisions of A, above, permitting the amount of the corporate surety bond to rise or fall from day to day, and all the provisions of B, above, relating to the amount and conditions of pledge of approved securities, including but not limited to substitution and conditions of pledge, apply to the election permitted by this paragraph C.
- D. The Depository agrees to cover by corporate surety bond, pledge of approved securities, or both an amount that is equal to funds anticipated to be on deposit from day to day, which is estimated not to exceed \$_____. The amount of collateral will be calculated in accordance with the Texas Government Code, Chapter 2257, Collateral for Public Funds Act.
- E. After the beginning date of this contract if the amount of deposit exceeds that which is initially covered by corporate surety bond, pledged approved securities, and FDIC insurance, the amount covered will be increased, and original and valid safekeeping or trust receipts of the additional securities, increased corporate surety bond, or both will be provided in accordance with the TEC and Texas Education Agency rules.

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 10, 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):

Board Workshop	June 5, 2025 9:30 AM
Board Workshop	June 9, 2025 5:30 PM
Regular Board Meeting	June 10, 2025 5:30 PM

Attachment:

SUBMITTED BY: Natalia Goza

SUPERVISOR: 


For further information contact:

Name: Natalia Goza

Office: 956 618-6094

Email: natalie.goza@mcallsisd.net

Approved for presentation to the Board of Education:


458 RENE GUTIERREZ (Jun 18, 2025 13:42 CDT)
Superintendent of Schools

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

SUBJECT: Discussion and Possible Consideration of Endorsement of Candidate for Texas Association of School Boards (TASB) Board of Directors, Region 1, Position B

REFERENCE: N/A

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION:

Sylvia Sanchez Garza, Ph.D. Vice-President Board of Trustees, South Texas Independent School District, is requesting that McAllen ISD Board of Trustees endorse her candidacy for re-election to the TASB Board of Directors, Region 1, Position B.

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS:

A letter requesting support and a resume of Trustee Sylvia Sanchez, Ph.D. attached.

LEGAL REVIEW: None

BUDGETARY CONSIDERATIONS: None

RECOMMENDED BOARD ACTION:

The Board may choose to endorse Trustee Sylvia Sanchez, Ph.D. of South Texas ISD to the Texas Association of School Boards (TASB) Board of Directors, Region 1, Position B.

SUBMITTED BY: Natalia Goza

SUPERVISOR: APRIL D. KINN

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
459 **Superintendent of Schools**
(Jun 18, 2025 13:44 CDT)



TASB BOARD CANDIDATE BIOGRAPHICAL SKETCH

DATE: March 26, 2025

NAME: Sylvia Sánchez Garza

MAILING ADDRESS: 3518 Plazas del Lago

CITY: Edinburg ZIP: 78539

BUSINESS PHONE: 956-383-6295 RESIDENCE PHONE: _____

CELL PHONE: 956-638-7017 FAX NUMBER (if applicable): _____

We communicate with our Board members primarily via e-mail. Please list your preferred email address.

E-MAIL: sylviagarza4@gmail.com

SCHOOL DISTRICT: South Texas ISD

LOCAL TERM EXPIRES: 2028 YEARS ON BOARD: 17
(Month/year)

Upon expiration of current term on your local board, will you seek reelection?

YES NO

BOARD POSITIONS HELD (including dates): Secretary, 2020, Vice-President, 2022-present, Committee Chair, Finance, Curriculum, Buildings & Ground,

OCCUPATION: BIC Development/Author

CURRENT EMPLOYER: BIC Development/Author DATES: BIC 1991-present/ Author-2016-present

EDUCATION-HIGH SCHOOL: Weslaco High School COLLEGE: Pan American University, Lamar University, Our Lady of the Lake University, & National University

OTHER EDUCATION: Teacher Certifications, TASB Leadership Class of 2012, TASB Continuing Education Courses, Board Training, Educational Workshops, Writing Workshops and Seminars

DEGREES: B.A. English, M.A. Ed Leadership, M.F.A. Creative Writing, Ph.D. Leadership Studies

HOBBIES/SPECIAL INTERESTS: Reading, writing, volunteering, playing with my grandbabies & dogs, dancing, karaoke, the arts, enjoying nature, & Animal Crossing, Documentaries

BUSINESS/PROFESSIONAL/CIVIC GROUP MEMBERS (offices held including dates): South Texas I.S.D. School Board- 17 years, South Texas I.S.D. School Board Secretary, 2020, Vice President, 2022 – present, Texas Association of School Boards Director, Region One, Position 1B, TASB

Officer/Secretary, TASB Past Chair Bylaws Committee, TASB Present Chair Finance Committee, Leadership TASB Class of 2012, National School Board Association, Mexican American School Board Association, National Hispanic Council of School Board Members, Past National Hispanic Council Director of Southern Region, Member NALEO, Past Museum of South Texas History Chair, STISD Education Foundation, 2004 – present, Texas Authors member, Writer’s League of Texas member, South Texas Literacy Coalition member, Discovery School Board past board president, American Cancer Society steering committee, Discovery 4-H Manager, Mayor Joe V. Sanchez Library Committee, Mayor Joe V. Sanchez Memorial Book Festival founder and co-chair, TASA/TASB Exhibit of School Architecture Jury

ADDITIONAL COMMENTS:

My parents instilled in me a love of learning and made me realize that one’s background should never be a barrier to obtaining educational goals or success. They were my greatest teachers. I plan to carry on their legacy as best I can by serving our students and community. Like my parents, I believe education and literacy empower and positively impact everyone’s lives.

This year has been a challenge, especially with the 89th Texas Legislative Session underway and districts struggling with funding. We continue to stand united to support public education and encourage our representatives to increase funding for all our school districts who are required to educate every child. Students deserve every opportunity to succeed, and thanks to outstanding leadership in our region, excellent results continue to take place in our schools. In Region One, we have outstanding and amazingly talented students. It is up to all of us to make their educational journeys a positive and beneficial experience.

As a lifelong learner, I am passionate about helping all our students succeed. It doesn’t matter what district our students are from; they are all our students, and it is up to all of us to support them. Our students are proof that we have so many stories that need to be celebrated. We will continue to advocate and stand united for all our students, teachers, and districts. Together, the unimaginable is possible, and the future is bright.

It is an honor to serve as TASB’s Region 1 Director, position B. Let’s keep working together for our students, teachers and districts. Thank you all for everything that you do every single day to make a significant difference in all our students’ lives.

*My bio and photo are attached.

Please attach a short bio and include a current picture in jpeg format.

v. 2/2025



Sylvia Sánchez Garza

Sánchez Garza, a strong advocate for all students' educational success, is a lifelong learner passionate about education, literacy, and the arts. She has served on the South Texas ISD Board since 2008 and currently serves as vice-president. She also is on the Education Foundation Board of South Texas ISD, where she has served since 2004. Sylvia serves on the Texas Association of School Board (TASB), representing Region One, is currently a TASB Officer/Secretary, is a graduate of Leadership TASB 2012, and a Master Trustee. Sánchez Garza is also a member of MASBA, NALEO, and is the past National Hispanic Council Southern Regional Director. She is active in her community, currently serving on The South Texas Literacy Coalition Board, and is the past chair of the Museum of South Texas History Board. Sylvia is also a member of Texas Authors, the Writer's League of Texas, and The Author's Guild. She has served on the American Cancer Society's steering committee and helped organize local Relay for Life events; she was a 4-H club manager and involved with parent organizations such as serving as vice-president of PTSO, Swim Club, KMAC, Boys Scouts, and soccer, her family has hosted three foreign exchange students.

Sylvia has a Ph.D. from Our Lady of the Lake University's School of Business and Leadership. She also has an M.Ed. from Lamar University, an MFA in creative writing from National University, and a B.A. in English from The University of Texas–Pan American. She is the vice-president of B.I.C. Development and Garco Ranch Communities. Sánchez Garza is an author and speaker and is available to speak at events and schools. She has published three books; her work has been included in three anthologies and has been published in several literary magazines. Her website is sylviasanchezgarza.com.

She grew up in Weslaco, where the local library is named after her father, a former migrant farmworker, veteran, superintendent, mayor, and author. Sylvia is a founder of the Mayor Joe V. Sanchez Memorial Book Festival, an event created in memory of her dad to celebrate education, literacy, and the arts. She is a family representative for The Mayor Joe V. Sanchez Public Library.



May 13, 2025

Dear School Board Members:

Thank you for your leadership, commitment, and support for all our students. Your dedication ensures that our children obtain the best education possible.

I believe strongly in the power of education. The love of advocacy for our students has led me to serve on the STISD School Board since 2008, which allows me to support our community's students. This opportunity has been a true blessing for me. I am excited to also serve on the TASB board representing Region One and as an officer of TASB. It is an honor, and I am thankful to you all for the great work you are all doing to help our students of our Region One districts.

My parents, Joe V. Sanchez and Elida Reyna Sanchez, instilled in me the importance of advocating for education, literacy, and service. Our students and school districts need representatives who understand their needs and are willing to give their time to ensure all our students receive the best education and opportunities possible, especially the underserved.

The issues facing our school districts have not just affected us locally or in Texas; they are affecting everything around us. Our world is changing rapidly. We must think ahead and be ready for what's to come, especially with the ongoing legislative session. By staying positive, we'll keep doing what we do best: focusing on our students first. Together, we will ensure they continue to succeed while they remain safe. Thanks to outstanding leadership, excellent results are taking place in our schools every single day, and the hope for brighter and reimagined possibilities is a reality. Let's continue to celebrate our students and share their amazing stories.

We have creative, talented, and brilliant students, teachers, community members, and school board members at Region One. Our school districts are doing fantastic work! I want to ensure everyone knows about the great things happening at all our public schools in our region.

I would love to continue serving and representing the best region in Texas, Region One. I kindly ask for your endorsement once again. Attached you will find my short bio and photo along with an Endorsement Form to be approved by your board and signed by the board president. TASB must receive all endorsements by August 1, 2025. Please do not hesitate to contact me if you have any questions. Thanks again for your support and for all that you do for our students every single day. You are all amazing!

Sincerely,

Sylvia Sánchez Garza, Ph.D.
South Texas ISD Board Vice-President
TASB Director Region One, Position B
TASB Board Secretary



TASB ENDORSEMENT FORM

DATE: _____

Our school board endorses the candidacy of the following individual nominated to fill a position on the TASB Board of Directors.

CANDIDATE INFORMATION

NAME: Dr. Sylvia Sanchez Garza, TASB Region I, Position B

SCHOOL DISTRICT: South Texas Independent School District

****Board action must be taken no earlier than May 12, 2025, and no later than August 1, 2025****

This endorsement was approved by our school district's board of trustees at a duly called meeting on

(Date)

Best regards,

(Signature of board president or officer)

PRINTED NAME: _____

SCHOOL DISTRICT: _____

MAILING ADDRESS: _____

CITY: _____ ZIP: _____

This form is to be used to endorse a nominated individual from a board of trustees within your TASB Region who is a timely candidate for a position on the TASB Board of Directors.

Must be received by TASB on or before AUGUST 1, 2025.

RETURN TO: E-mail: boardcommunications@tasb.org

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (Jun 11, 2025 10:11 CDT)

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (Jun 11, 2025 10:24 CDT)

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Jun 11, 2025 10:42 CDT)

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (Jun 11, 2025 11:37 CDT)

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (Jun 11, 2025 12:53 CDT)

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Jun 11, 2025 14:44 CDT)

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (Jun 11, 2025 11:36 CDT)

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (Jun 11, 2025 12:53 CDT)

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Jun 11, 2025 14:45 CDT)

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

SUBJECT: Discussion and Possible Action on Resolution by the Board of Trustees of the McAllen Independent School District to Grant the Superintendent Authority to Hire Teachers

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

BACKGROUND INFORMATION / REASON FOR BOARD CONSIDERATION:

Per Board Policy DC (LEGAL)- A Superintendent has sole authority to make recommendations to a board regarding the selection of all personnel, except that the board may delegate final authority for those decisions to the superintendent.

LEGAL REVIEW:

Johnathan Ball, Staff Attorney

BUDGETARY CONSIDERATIONS:

None

RECOMMENDED BOARD ACTION:

That the Board of Trustees approve the Resolution to Grant the Superintendent Authority to Hire Teachers from June 25, 2025 through August 11, 2025.

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (Jun 11, 2025 11:35 CDT)

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (Jun 11, 2025 11:37 CDT)

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

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Jun 16, 2025 07:47 CDT)

**McALLEN INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES
RESOLUTION TO GRANT THE SUPERINTENDENT AUTHORITY TO HIRE
TEACHERS**

WHEREAS, the McAllen Independent School District ("District") is committed to ensuring that qualified teachers are hired in a timely and efficient manner to support student achievement and district operations;

WHEREAS, the hiring of teachers is essential to the smooth operation and continued success of the District;

WHEREAS, the Board of Trustees recognizes that during certain times of the year — particularly during the summer months and prior to the start of the academic year — it is necessary to expedite the hiring process to fill vacancies promptly;

WHEREAS, the Board of Trustees desires to delegate to the Superintendent the authority to make hiring decisions for teachers, subject to applicable laws, Board policies, and budgetary constraints;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the McAllen Independent School District that:

1. **Delegation of Authority:** The Superintendent is hereby granted authority to hire and issue employment offers to qualified individuals for teaching positions, effective immediately and continuing through August 11, 2025.
2. **Compliance with Policy and Law:** All hires made under this authority shall comply with applicable federal and state laws, Texas Education Agency regulations, and District policies and procedures.
3. **Reporting Requirement:** The Superintendent shall provide periodic updates to the Board of Trustees regarding personnel hired under this authority, including position titles, campus assignments, and certification status, as applicable.
4. **Limitation:** This resolution shall not apply to the hiring of administrative or executive-level positions, which shall remain under the purview of the Board of Trustees unless otherwise delegated.

BE IT FURTHER RESOLVED, that this resolution shall be entered into the minutes of the Board and remain in effect until the expiration date stated herein, unless modified or rescinded by a majority vote of the Board.


ADOPTED this ___ day of _____, 2025, by the Board of Trustees of the McAllen Independent School District.

Aaron D. Rivera
President, Board of Trustees

ATTEST:

Dr. Elizabeth Kittleman
Secretary, Board of Trustees

Approved as to form:

By: 
JOHNATHAN BALL (Jun 16, 2025 08:41 CDT)
Jonathan Ball, Staff Attorney

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: June 24, 2025

Attachment:

SUBMITTED BY: *Alberto Canales*
Alberto Canales (Jun 17, 2025 18:02 CDT)

SUPERVISOR: *Lorena Garcia*
Lorena Garcia (Jun 17, 2025 18:08 CDT)

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (Jun 18, 2025 07:31 CDT)