

**Agenda of Meeting  
Midlothian ISD  
Board of Trustees Regular Meeting**

L.A. Mills Administration Building  
100 Walter Stephenson Road  
Midlothian, Texas 76065

**Monday, April 20, 2026 – 5:30 PM**

---

A Regular Meeting of the Board of Trustees of Midlothian ISD will be held Monday, April 20, 2026, beginning at 5:30 PM.

The subjects to be discussed or considered, or upon which any formal action may be taken are listed on the agenda, which is attached to, and made a part of this Notice. Items do not have to be taken in the order shown on this meeting notice.

The open portions of this meeting will be streamed live and recorded. The video will be made available to the public on the District’s website.

**PUBLIC COMMENT** – The Board offers public comment at the beginning of each Regular Meeting in accordance with Texas Education Code 26.0071. Members of the public may choose between two opportunities when addressing the Board during the public comment portion of the board meeting; immediately following the opening of the meeting prior to the Executive Session or a second public comment as it appears on the posted agenda. An individual may sign up for only one public comment offering per meeting.

Individuals wishing to participate in Public Comment must: indicate the desired time slot (e.g., “1<sup>st</sup> Public Comment” or “2<sup>nd</sup> Public Comment), sign up [online by 4:00 pm](#) the day of the meeting or sign in and complete a "Public Comment Participation Form" and present it to the Board President or designee 10 minutes prior to the start of the meeting. If a completed form for public comment is not received by the applicable deadline posted, the individual will not be able to participate in public comment at this meeting.

In accordance with the Texas Open Meetings Act, Board Members will listen to the comments. The Board, through the presiding officer or Superintendent, can offer factual information, cite Board policy, or direct the administration to investigate items and report back to the Board, but shall not engage in a two-way dialogue with patrons.

- I. **FIRST ORDER OF BUSINESS**
  - A. Announcement by the presiding officer that a quorum of Board members is present, that the meeting has been duly called, and that notice of the meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551
- II. **PUBLIC COMMENT - The Board offers public comment at the beginning of each Regular Meeting in accordance with Texas Education Code 26.0071.**
- III. **CLOSED SESSION as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.**
  - A. Discussion of Personnel, Texas Government Codes 551.074 - Resignations, Terminations, and Non-renewals of Professional Employees,

|       |  |          |
|-------|--|----------|
|       | Employment, Leaves of Absences, Personnel Issues                                   |          |
|       | 1. Discuss 2026/2027 Teacher Contract Recommendations                              |          |
| B.    | 551.071 Private consultation with the board’s attorney.                            |          |
|       | 1. Social Media MDL Update   |          |
| C.    | Discuss Purchase, Exchange, Lease, or Value of Real Property 551.072               |          |
| D.    | Students, Texas Government Code 551.082, 551.0821                                  |          |
|       | 1. Discipline Issues   |          |
|       | 2. Non-Discipline Issues   |          |
| IV.   | <b>RECONVENE TO OPEN SESSION</b>   |          |
| V.    | <b>INTRODUCTION OF MEETING</b>   |          |
|       | A. Invocation  |          |
|       | B. Pledges of Allegiance   |          |
| VI.   | <b>SUPERINTENDENT REPORT</b>   | <b>6</b> |
| VII.  | <b>TRUSTEE GOOD THINGS</b>   | <b>7</b> |
| VIII. | <b>PRESENTATIONS / RECOGNITIONS</b>  |          |
|       | A. MISD Mission, Vision, and Cultural Tenets                                       | 8        |
|       | B. MISD Board Pledge   | 10       |
|       | C. Recognition: Eagle Scout Accommodation  | 11       |
|       | D. Recognition: Farm Fresh Challenge State Recognition                             | 13       |
|       | E. Recognition: Lifesaving Act by Staff Member                                     | 15       |
|       | F. Recognition: Texas Theatre Scholars   | 16       |
|       | G. Recognition: Walnut Grove Middle School Drill Team National<br>Champions        | 18       |
|       | H. Recognition: Heritage High School Robotics State Qualifiers                     | 20       |
|       | I. Recognition: Health Occupational Students of America (HOSA) State<br>Qualifiers | 22       |
|       | J. Recognition: Powerlifting State Qualifiers                                      | 24       |
|       | K. Recognition: Heritage High School Girls Basketball Regional Semi-Finalist       | 26       |
|       | L. Recognition: Soccer Teams Regional Semi-Finalists                               | 28       |
|       | M. Recognition: Visual Arts Scholastic Event (VASE) Recipients                     | 30       |
|       | N. Recognition: Mentor's Care 'Mentor of the Year' Recognition                     | 32       |
| IX.   | <b>PUBLIC COMMENT</b>  |          |
| X.    | <b>SUBCOMMITTEE REPORTS</b>  |          |
|       | A. Curriculum and Instruction Subcommittee Update                                  | 33       |
| XI.   | <b>CONSENT AGENDA</b>  |          |
|       | A. Consider Meeting Minutes  |          |
|       | 1. March 9, 2026 Regular Minutes   | 34       |
|       | 2. March 24, 2026 - Special Workshop Meeting                                       | 40       |
|       | 3. April 6, 2026 - Special Meeting and Workshop                                    | 42       |
|       | B. Quarterly Investment Report   | 44       |
|       | C. Consider Local Policy Revisions Based upon MISD District of Innovation Plan:    | 47       |

|      |   |     |
|------|---|-----|
|      | •BE(LOCAL) - Board Meetings   |     |
|      | •CW (LOCAL) - Naming Facilities   |     |
|      | •DBA(LOCAL) - Employment Requirements and Restrictions  |     |
|      | •DCA(LOCAL) - Employment Practices  |     |
|      | •DK(LOCAL) - Assignment and Schedules   |     |
|      | •DL(LOCAL) - Work Load  |     |
|      | •DNA(LOCAL) - Performance Appraisals: Evaluation of Teachers  |     |
|      | •DNB(LOCAL) - Performance Appraisals: Evaluation of Campus Administrators   |     |
|      | •EB(LOCAL) - School Year  |     |
|      | •EEB(LOCAL) - Delete Policy   |     |
|      | •FEC(LOCAL) - Attendance: Attendance for Credit   |     |
| D.   | Consider and Approve Memorandum of Understanding for Bus Driver Training with Ennis ISD   | 49  |
| E.   | Consider Juvenile Justice Alternative Education Program (JJAEP) Memorandum of Understanding for 2026-2027   | 57  |
| F.   | Consider Region 10 E-Contracts for 2026-2027  | 82  |
| G.   | Consider Approval of Memorandum of Understanding for Bus Driver Training with Venus ISD   | 85  |
| H.   | Consider Approval of Memorandum of Understanding for Bus Driver Skills Testing with Venus ISD   | 93  |
| I.   | Consider Approval of the Memorandum of Understanding (MOU) with Ennis ISD for Bus Driving Skills Testing  | 100 |
| J.   | Consider Approval of Memorandum of Understanding (MOU) with Maypearl ISD for Bus Driver Training  | 111 |
| K.   | Consider Approving 2026/2027 Staff Development Waiver   | 119 |
| L.   | Consider Teacher Contract Recommendations for 2026 / 2027 (Part I)  | 121 |
| M.   | Consider Renewal of Mentor's Care Agreement for 2026/2027   | 122 |
| XII. | <b>DISCUSSION / ACTION ITEMS</b>  |     |
| A.   | Consider Recommendation for Assistant Athletic Director Position  | 142 |
| B.   | Discuss and Consider Possible Approval of Recommending Rankings of Construction Manager-at-Risk Firms for Certain 2025 Bond Projects (New Elementary #9, New Career & Technical Education (CTE) Building, Renovation Projects (MHS, Frank Seale MS), Restroom Renovations (Three Elementary Schools), Transportation Facility Addition & Renovation, Ag Facility Renovation & Expansion) and Delegate Authority to the Superintendent to Negotiate and Execute the Contract(s) for the Identified Bond Projects | 144 |
| C.   | Discuss and Consider Possible Approval of Technology Consulting Proposal from Region 10 Education Service Center for Technology Manager at Risk Services for the 2025 Bond Projects and other Technology Consulting Services, and Delegate Authority to the   | 146 |

|       |  |     |
|-------|--|-----|
|       | Superintendent to Negotiate and Execute an Agreement with Region 10 and Tessera Technology Group, LLC.                             |     |
| D.    | Consider Approving Servant Leader Award(s) Recommendations   |     |
| E.    | Consider Approving Board Standard Operating Procedures   | 148 |
| F.    | Consider Action to Determine Availability of Funds for School Bus Upgrades, pursuant to Senate Bill 546                            | 169 |
| G.    | Consider and Take Possible Action to Terminate Probationary Contract Employee(s) Effective at the End of the 2025-2026 School Year | 171 |
| XIII. | <b>INFORMATION ONLY</b>  |     |
| A.    | Campus Spotlight - Coleman Elementary School   | 172 |
| B.    | Campus Spotlight - McClatchey Elementary School  | 173 |
| C.    | Review and Verification of Individual Trustee Required Continuing Education Training   | 174 |
| D.    | Receive Financial Reports  | 177 |
| XIV.  | <b>Action, if any, on Items Discussed in Closed Session</b>  |     |
| XV.   | <b>Consider Agenda Items/Topics for Upcoming Meetings</b>  |     |
| XVI.  | <b>ADJOURNMENT OF MEETING</b>  |     |

If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed meeting or session of the Board of Trustees is required, then such closed meeting or session as authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed meeting or session concerning any and all purposes permitted by the Act, including, but not limited to the following sections and purposes:

Texas Government Code Section:

- 551.071 Private consultation with the board's attorney.
- 551.072 Discussing purchase, exchange, lease, or value of real property.
- 551.073 Discussing negotiated contracts for prospective gifts or donations.
- 551.074 Discussing personnel or to hear complaints against personnel.
- 551.075 To confer with employees of the school district to receive information or to ask questions.
- 551.076 Considering the deployment, specific occasions for, or implementation of, security personnel, or devices.
- 551.082 Considering discipline of a public school child, or complaint or charge against personnel.
- 551.0821 Discussing personally identifiable information about a public school student.
- 551.083 Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives to follow, in consultation with representatives of employees groups.
- 551.084 Excluding witnesses from a hearing.

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

- (a) in the open meeting covered by the Notice upon the reconvening of the public meeting; or
- (b) at a subsequent public meeting of the School Board upon notice thereof; as the School Board shall determine.



**Midlothian ISD  
BOARDBOOK TEMPLATE**


|   |  |     |
|---|--|-----|
|   |  |     |
| <b>Board Meeting Date:</b>                            | April 20, 2026   |     |
| <b>Agenda Item:</b>                                   | Superintendent Good Things   |     |
| <b>Requires Board Action:</b>                         | NO   |     |
| <b>Agenda Location:</b>                               | PRESENTATIONS / RECOGNITIONS   |     |
| <b>Template Attachments:</b>                          | No   |     |
| <b>If yes, then select what applies:</b>              |  |     |
| <b>Link to the presentation:</b>                      |  |     |
| <b>Background Information</b>                         | <p><b>WHY:</b> As we open each meeting, the Superintendent's Good Things provides an opportunity to recognize specific students, staff, and community members.</p> |     |
| <b>Strategic Priority: (Primary)</b>                  | Priority 1: Student Success  |     |
| <b>Performance Objective: (Primary)</b>               | 1.1 Multiple Pathways for All Students to Belong   |     |
| <b>Strategic Priority: (Secondary - if needed)</b>    | Priority 3: Culture, Climate and Safety  |     |
| <b>Performance Objective: (Secondary - if needed)</b> | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being   |     |
| <b>Legal Reference: (1) / (2)</b>                     | N/A  | N/A |
| <b>Policy Reference: (1) / (2)</b>                    |  |     |
| <b>Fiscal Impact/Budget Function Code:</b>            |  |     |
| <b>Administration Recommendation</b>                  | Presentation only  |     |
| <b>Motion:</b>  | N/A  |     |
| <b>Presenter:</b>                                     | David Belding, Ed.D.   |     |
|   | Superintendent   |     |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |  |
|---|--|--|
|   |  |  |
| <b>Board Meeting Date:</b>                            | April 20, 2026   |  |
| <b>Agenda Item:</b>                                   | Trustee Good Things  |  |
| <b>Requires Board Action:</b>                         | NO   |  |
| <b>Agenda Location:</b>                               | PRESENTATIONS / RECOGNITIONS   |  |
| <b>Template Attachments:</b>                          | No   |  |
| <b>If yes, then select what applies:</b>              | Presentation   |  |
| <b>Link to the presentation:</b>                      |  |  |
| <b>Background Information</b>                         | <b>WHY:</b> As we open each meeting, Trustees have an opportunity to share "Good Things" recognizing specific students, staff, and community members |  |
| <b>Strategic Priority: (Primary)</b>                  | Priority 1: Student Success  |  |
| <b>Performance Objective: (Primary)</b>               | 1.2 All Students Exhibit Yearly Growth in Core Areas   |  |
| <b>Strategic Priority: (Secondary - if needed)</b>    | Priority 3: Culture, Climate and Safety  |  |
| <b>Performance Objective: (Secondary - if needed)</b> | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being   |  |
| <b>Legal Reference: (1) / (2)</b>                     |  |  |
| <b>Policy Reference: (1) / (2)</b>                    |  |  |
| <b>Fiscal Impact/Budget Function Code:</b>            | None   |  |
| <b>Administration Recommendation</b>                  | Presentation only  |  |
| <b>Motion:</b>  | No action required.  |  |
| <b>Presenter:</b>                                     | Ryan Timm  |  |
|   | Board President  |  |



Midlothian ISD  
BOARDBOOK TEMPLATE

|   |   |
|---|---|
|   |   |
| <b>Board Meeting Date:</b>                            | April 20, 2026  |
| <b>Agenda Item:</b>                                   | MISD Mission, Vision, and Cultural Tenets   |
| <b>Requires Board Action:</b>                         | NO  |
| <b>Agenda Location:</b>                               | PRESENTATIONS / RECOGNITIONS  |
| <b>Template Attachments:</b>                          | No  |
| <b>If yes, then select what applies:</b>              |   |
| <b>Link to the presentation:</b>                      |   |
| <b>Background Information</b>                         | <p><b>WHY:</b> As we open each meeting, it is important that we share the MISD Mission, Vision, and Cultural Tenets with everyone.</p> <p><b>Mission:</b> The mission of Midlothian ISD is to educate students by empowering them to maximize their potential.</p> <p><b>Vision:</b> Inspiring excellence today to change the world tomorrow</p> <p><b>MISD Cultural Tenets:</b></p>  |
|   |  <p>The graphic displays six cultural tenets in colored boxes around the Midlothian ISD logo. The top row includes 'WE ARE FAMILY' (green), 'CELEBRATE THE POWER OF DIVERSITY' (teal), and 'HONOR RELATIONSHIPS' (red). The bottom row includes 'UNLIMITED POTENTIAL' (orange-red), 'EXCELLENCE THROUGH PURPOSE' (orange), and 'WE ARE MIDLOTHIAN STRONG' (blue). The logo in the center reads 'MIDLOTHIAN ISD INSPIRING EXCELLENCE'.</p> |
| <b>Strategic Priority: (Primary)</b>                  | Priority 1: Student Success   |
| <b>Performance Objective: (Primary)</b>               | 1.1 Multiple Pathways for All Students to Belong  |
| <b>Strategic Priority: (Secondary - if needed)</b>    |   |
| <b>Performance Objective: (Secondary - if needed)</b> |   |
| <b>Legal Reference: (1) / (2)</b>                     |   |

|  |                           |  |
|--|---------------------------|--|
| <b>Policy Reference: (1) / (2)</b>         | AE-Educational Philosophy |  |
| <b>Fiscal Impact/Budget Function Code:</b> | N/A                       |  |
| <b>Administration Recommendation</b>       | Presentation only         |  |
| <b>Motion:</b>                             | N/A                       |  |
| <b>Presenter:</b>                          | Ryan Timm                 |  |
|  | Board President           |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |     |
|---|--|-----|
|   |  |     |
| <b>Board Meeting Date:</b>                                      | April 20, 2026   |     |
| <b>Agenda Item:</b>   | Board Pledge   |     |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS   |     |
| <b>Template Attachments:</b>                                    | Yes  | PDF |
| <b>If yes, then select what applies:</b>                        | PDF  | PDF |
| <b>Link to the presentation:</b>                                | No presentation for this item.   |     |
| <b>Background Information</b>                                   | <p><b>WHY:</b> As we open each meeting, it is important that we share the MISD Board Pledge with all participants.</p> <p><b>WHAT:</b><br/><i>Pledge is attached to read for the audience.</i></p> |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 3: Culture, Climate and Safety  |     |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 3.2 Strive to Be a Listening and Learning Organization Aligned with Stakeholder Engagement   |     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | N/A  |     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | N/A  |     |
| <b>Legal Reference: (1) / (2)</b>                               | N/A  | N/A |
| <b>Policy Reference: (1) / (2)</b>                              | BBF-BOARD MEMBERS - ETHICS   |     |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A  |     |
| <b>Administration Recommendation</b>                            | Presentation only  |     |
| <b>Motion:</b>  | Presentation only  |     |
| <b>Presenter:</b>   | MISD Board of Trustees   |     |
|   |  |     |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |
|---|---|
|   |   |
| <b>Board Meeting Date:</b>                                      | April 20, 2026  |
| <b>Agenda Item:</b>   | Recognition of Eagle Scout  |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS  |
| <b>Template Attachments:</b>                                    | No  |
| <b>If yes, then select what applies:</b>                        |   |
| <b>Link to the presentation:</b>                                |   |
| <b>Background Information</b>                                   | <p><b>Why:</b><br/>MISD is proud to celebrate the excellence in academics, athletics, fine arts and community service that is demonstrated by our students, and we believe that safe, engaging, rigorous, and diverse learning environments provide the best opportunity for students to reach their fullest potential through learning experiences .</p> <p><b>What:</b><br/>The Eagle Scout Award is the highest honor in the Boy Scouts of America and is represented by a medal with a silver eagle and a red, white, and blue ribbon. Midlothian ISD is proud to recognize Walnut Grove 8th grade student <b>Brenden Hunter for earning Eagle Scout</b>. This is a rank achieved by only 6% of all scouts. Brenden is the third Eagle Scout of 2026 in the Southern Star District, adding to an already incredible year of achievement.</p> <p>For his Eagle Project, Brenden supported the Midlothian City Animal Shelter, collecting much-needed supplies and dedicating his time to help care for the animals. His efforts directly supported a shelter that works tirelessly to remain no-kill, offering free adoptions to help animals find loving homes. Funded entirely by tax dollars and community donations, the shelter depends on service like Brenden's to keep making a difference.</p> <p>Brenden's leadership and compassion show what Scouting is all about—serving both people and the voiceless members of our community.</p> |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 1: Student Success   |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 1.1 Multiple Pathways for All Students to Belong  |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    |   |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |   |

|  |                                      |  |
|--|--------------------------------------|--|
| <b>Legal Reference: (1) / (2)</b>          |                                      |  |
| <b>Fiscal Impact/Budget Function Code:</b> | N/A                                  |  |
| <b>Administration Recommendation</b>       | Presentation only                    |  |
| <b>Motion:</b>                             | N/A                                  |  |
| <b>Presenter:</b>                          | Tammy Kuykendall                     |  |
|  | Executive Director of Communications |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |
|---|---|
|   |   |
| <b>Board Meeting Date:</b>                                      | April 20, 2026  |
| <b>Agenda Item:</b>   | Recognition of Farm Fresh Challenge Award   |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS  |
| <b>Template Attachments:</b>                                    | No  |
| <b>If yes, then select what applies:</b>                        |   |
| <b>Link to the presentation:</b>                                |   |
| <b>Background Information</b>                                   | <p><b>Why:</b><br/>MISD is proud to celebrate the excellence our staff demonstrate as they work to support student success.</p> <p><b>What:</b><br/>Midlothian ISD has been recognized through the Texas Farm Fresh Challenge, an honor awarded by the Texas Department of Agriculture to school nutrition programs that demonstrate a strong commitment to connecting students with local foods and agricultural education. The annual challenge encourages districts to “eat local, teach local, and be social” by incorporating Texas-grown products into school meals, providing hands-on learning opportunities about agriculture, and sharing those efforts with the community.</p> <p>Earning this recognition for the 2025–26 school year highlights MISD’s and our nutrition partners at Aramark dedication to serving fresh, locally sourced ingredients while helping students better understand where their food comes from. Through participation in the challenge, districts promote healthy eating habits, support Texas farmers and ranchers, and strengthen connections between classrooms, cafeterias, and the broader community.</p> |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 3: Culture, Cimate and Safety  |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being  |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    |   |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |   |
| <b>Legal Reference: (1) / (2)</b>                               |   |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |
| <b>Administration Recommendation</b>                            | Presentation only   |

|                   |                                      |  |
|-------------------|--------------------------------------|--|
| <b>Motion:</b>    | N/A                                  |  |
| <b>Presenter:</b> | Tammy Kuykendall                     |  |
|                   | Executive Director of Communications |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |  |
|---|---|--|
|   |   |  |
| <b>Board Meeting Date:</b>                            | April 20, 2026  |  |
| <b>Agenda Item:</b>                                   | Recognition of Life Saving Act  |  |
| <b>Agenda Location:</b>                               | PRESENTATIONS / RECOGNITIONS  |  |
| <b>Template Attachments:</b>                          | No  |  |
| <b>If yes, then select what applies:</b>              |   |  |
| <b>Link to the presentation:</b>                      |   |  |
| <b>Background Information</b>                         | <p><b>Why:</b><br/>MISD is proud to celebrate the excellence our staff demonstrate as they work to support student success.</p> <p><b>What:</b><br/>Midlothian ISD is proud to recognize Midlothian High School English teacher Jennifer Zanti for her ability to perform the Heimlich maneuver to assist a student in need. Her ability to remain calm and recall her training in a moment of need is to be commended. Her actions assisted a student who was choking.</p> |  |
| <b>Strategic Priority: (Primary)</b>                  | Priority 3: Culture, Cimate and Safety  |  |
| <b>Performance Objective: (Primary)</b>               | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being  |  |
| <b>Strategic Priority: (Secondary - if needed)</b>    |   |  |
| <b>Performance Objective: (Secondary - if needed)</b> |   |  |
| <b>Legal Reference: (1) / (2)</b>                     |   |  |
| <b>Fiscal Impact/Budget Function Code:</b>            | N/A   |  |
| <b>Administration Recommendation</b>                  | Presentation only   |  |
| <b>Motion:</b>  | N/A   |  |
| <b>Presenter:</b>                                     | Tammy Kuykendall  |  |
|   | Executive Director of Communications  |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |
|---|---|
|   |   |
| <b>Board Meeting Date:</b>                                      | April 20, 2026  |
| <b>Agenda Item:</b>   | Recognition of Texas Theatre Scholars   |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS  |
| <b>Template Attachments:</b>                                    | No  |
| <b>If yes, then select what applies:</b>                        |   |
| <b>Link to the presentation:</b>                                |   |
| <b>Background Information</b>                                   | <p><b>Why:</b><br/>MISD is proud to celebrate the excellence in academics, athletics, fine arts and community service that is demonstrated by our students, and we believe that safe, engaging, rigorous, and diverse learning environments provide the best opportunity for students to reach their fullest potential through learning experiences .</p> <p><b>What:</b><br/>Texas Thespians celebrates students who exemplify excellence both in the classroom and on the stage through the Texas Theatre Scholar Distinction to honor young artists whose dedication, discipline, and passion reflect the very best of theatre education. Two Midlothian High School students, 11th grade students Gabrielle Anderson and Kate Kennedy, have earned the Texas Theatre Scholar Award for the 2025–2026 school year. Each of these students has met or exceeded the academic and theatrical standards required for this distinction, which includes earning a minimum cumulative GPA of 3.0 on a 4.0 scale (or local equivalent) for all academic coursework. These scholars represent the powerful intersection of artistry, scholarship, and character. We are thrilled to celebrate their accomplishments and the example they set for their peers.</p> |
| <b>Strategic Priority: (Primary)</b>                            | Priority 1: Student Success   |
| <b>Performance Objective: (Primary)</b>                         | 1.1 Multiple Pathways for All Students to Belong  |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    |   |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |   |
| <b>Legal Reference: (1) / (2)</b>                               |   |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |
| <b>Administration Recommendation</b>                            | Presentation only   |
| <b>Motion:</b>  | N/A   |

|                   |                                      |  |
|-------------------|--------------------------------------|--|
| <b>Presenter:</b> | Tammy Kuykendall                     |  |
|                   | Executive Director of Communications |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |
|---|---|
|   |   |
| <b>Board Meeting Date:</b>                                      | April 20, 2026  |
| <b>Agenda Item:</b>   | Recognition of WGMS Dance Team National Champions   |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS  |
| <b>Template Attachments:</b>                                    | No  |
| <b>If yes, then select what applies:</b>                        |   |
| <b>Link to the presentation:</b>                                |   |
| <b>Background Information</b>                                   | <p><b>Why:</b><br/>MISD is proud to celebrate the excellence in academics, athletics, fine arts and community service that is demonstrated by our students, and we believe that safe, engaging, rigorous, and diverse learning environments provide the best opportunity for students to reach their fullest potential through learning experiences .</p> <p><b>What:</b><br/>The Walnut Grove Middle School Diamonds dance program earned the National Championship title and the Best of the Best Category designation in the middle school division. The team earned the fourth highest score out of 80 competing teams.</p> <p>Additional awards and honors earned at nationals include:</p> <p>KICK COMPANY- Caitlyn Hein<br/>SOLOS - 2nd runner up, Briley Hampton and 1st runner up, Milan McQueen<br/>WINNER - Kendal Lewis<br/>POM- 2nd runner up<br/>JAZZ- 2nd runner up<br/>SMALL ENSEMBLE- NATIONAL CHAMPION<br/>SHOW PRODUCTION - NATIONAL CHAMPION<br/>HIPHOP - NATIONAL CHAMPION<br/>MIDDLE SCHOOL DIVISION - NATIONAL CHAMPION<br/>BEST OF THE BEST - NATIONAL CHAMPION<br/>WOW FACTOR - HipHop</p> |
| <b>Strategic Priority: (Primary)</b>                            | Priority 1: Student Success   |
| <b>Performance Objective: (Primary)</b>                         | 1.1 Multiple Pathways for All Students to Belong  |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    |   |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |   |
| <b>Legal Reference: (1) / (2)</b>                               |   |

|  |                                      |  |
|--|--------------------------------------|--|
| <b>Fiscal Impact/Budget Function Code:</b> | N/A                                  |  |
| <b>Administration Recommendation</b>       | Presentation only                    |  |
| <b>Motion:</b>                             | N/A                                  |  |
| <b>Presenter:</b>                          | Tammy Kuykendall                     |  |
|  | Executive Director of Communications |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|  |   |
|--|---|
|  |   |
| <b>Board Meeting Date:</b>               | April 20, 2026  |
| <b>Agenda Item:</b>                      | Recognition Heritage HS Robotics State Qualifiers   |
| <b>Agenda Location:</b>                  | PRESENTATIONS / RECOGNITIONS  |
| <b>Template Attachments:</b>             | No  |
| <b>If yes, then select what applies:</b> |   |
| <b>Link to the presentation:</b>         |   |
| <b>Background Information</b>            | <p><b>Why:</b><br/>MISD provides multiple pathways for students to belong. Many students have the opportunity to shine academically through extracurriculars and this is a unique way to show off student skills and success at the STATE level. MISD is proud to celebrate the excellence in academics, athletics, and fine arts that is demonstrated by our students, and we believe that safe, engaging, rigorous, and diverse learning environments provide the best opportunity for students to reach their fullest potential through experiences offered at MISD.</p> <p><b>What:</b><br/>The Heritage High School Jagwire Robotics Team is only in its fourth year of existence and the team continues to set high expectations for future robotics students. The Robotics Team has had dozens of former members enter into university programs for engineering, technology, computer science, medical, legal, and business fields. They have entered the military or moved into a skilled trade. This year, they have attended two state competitions. The first competition was accomplished by a sub-team and is called the FIRST Tech Challenge. The second competition is the larger competition that involves the entire team. It is called the FIRST Robotics Competition. The team also won the gracious professionalism award and the safety award.</p> <p>FIRST (For Inspiration and Recognition of Science and Technology) is an organization dedicated to inspiring young people to pursue science, engineering, and technology through hands-on robotics competitions.</p> <p>The FIRST Tech Challenge (FTC) is designed for middle and high school students. Teams build and program smaller-scale robots to compete in a game-based challenge. FTC emphasizes iterative design, teamwork, and problem-solving, making it a great entry point into competitive robotics.</p> |

|   |  |  |
|---|--|--|
|   | <p>The FIRST Robotics Competition (FRC), on the other hand, is geared toward high school students and involves larger, more complex robots. Teams are given a new challenge each year and have a limited build season to design, construct, and program an industrial-sized robot. FRC closely mirrors real-world engineering projects and often involves collaboration with professional mentors. Beyond technical skills, FIRST strongly emphasizes core values such as teamwork, respect, and integrity. Two awards that highlight these values are:</p> <p>The Gracious Professionalism Award: This award recognizes teams that demonstrate respect, kindness, and professionalism both on and off the field. It celebrates teams that help others, compete with integrity, and embody the spirit of FIRST.</p> <p>The Safety Award: This award honors teams that prioritize safety in all aspects of their work, including robot design, tool usage, and team conduct. It encourages the development of a strong safety culture, which is essential in both competitions and real-world engineering environments.</p> <p>Both FTC and FRC provide students with invaluable experiences that go beyond building robots—they foster leadership, collaboration, and a lifelong passion for learning.</p> |  |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 1: Student Success  |  |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 1.1 Multiple Pathways for All Students to Belong   |  |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    |  |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |  |  |
| <b>Legal Reference: (1) / (2)</b>                               |  |  |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A  |  |
| <b>Administration Recommendation</b>                            | Presentation only  |  |
| <b>Motion:</b>  | N/A  |  |
| <b>Presenter:</b>   | Tammy Kuykendall   |  |
|   | Executive Director of Communications   |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |
|---|---|
|   |   |
| <b>Board Meeting Date:</b>                            | April 20, 2026  |
| <b>Agenda Item:</b>                                   | Recognition of HOSA State Qualifiers  |
| <b>Agenda Location:</b>                               | PRESENTATIONS / RECOGNITIONS  |
| <b>Template Attachments:</b>                          | No  |
| <b>If yes, then select what applies:</b>              |   |
| <b>Link to the presentation:</b>                      |   |
| <b>Background Information</b>                         | <p><b>Why:</b><br/>MISD provides multiple pathways for students to belong. Many students have the opportunity to shine academically and this is a unique way to show off student skills and success at the STATE level. MISD is proud to celebrate the excellence in academics, athletics, and fine arts that is demonstrated by our students, and we believe that safe, engaging, rigorous, and diverse learning environments provide the best opportunity for students to reach their fullest potential through experiences offered at MISD.</p> <p><b>What:</b><br/>The following students from HHS and MHS participated at the State HOSA contents in Galveston, TX last month:</p> <p>Leia Beckett - 3rd place in Medical Art ( out of 250 entries and will be showcased in future publications)<br/> Leia Beckett - 6th place in Home Health Aide (written test and skills portion; out of 350 entries)<br/> Camden Clemmons - 1st place in ATC Medical Career Development<br/> Camden Clemmons - 2nd place in ATC Medical Math for Health Careers<br/> Priya Douglass - 2nd place in ATC Environmental Science<br/> Ryland Jeter -8th place in Family Medicine Physician in Health Professions Event</p> <p>The Midlothian High School HOSA Chapter also earned a Silver Award for the clubs blood drive efforts during the past year.</p> |
| <b>Strategic Priority: (Primary)</b>                  | Priority 1: Student Success   |
| <b>Performance Objective: (Primary)</b>               | 1.1 Multiple Pathways for All Students to Belong  |
| <b>Strategic Priority: (Secondary - if needed)</b>    |   |
| <b>Performance Objective: (Secondary - if needed)</b> |   |

|  |                                      |  |
|--|--------------------------------------|--|
| <b>Legal Reference: (1) / (2)</b>          |                                      |  |
| <b>Fiscal Impact/Budget Function Code:</b> | N/A                                  |  |
| <b>Administration Recommendation</b>       | Presentation only                    |  |
| <b>Motion:</b>                             | N/A                                  |  |
| <b>Presenter:</b>                          | Tammy Kuykendall                     |  |
|  | Executive Director of Communications |  |



Midlothian ISD  
BOARDBOOK TEMPLATE

|  |  |  |
|--|--|--|
|  |  |  |
| <b>Board Meeting Date:</b>               | April 20, 2026   |  |
| <b>Agenda Item:</b>                      | Recognition of Powerlifting State Qualifiers   |  |
| <b>Requires Board Action:</b>            | NO   |  |
| <b>Agenda Location:</b>                  | PRESENTATIONS / RECOGNITIONS   |  |
| <b>Template Attachments:</b>             | No   |  |
| <b>If yes, then select what applies:</b> |  |  |
| <b>Link to the presentation:</b>         | No presentation for this item.   |  |
| <b>Background Information</b>            | <p><b>WHY:</b><br/>MISD is proud to celebrate the excellence in academics, athletics, fine arts and community service that is demonstrated by our students, and we believe that safe, engaging, rigorous, and diverse learning environments provide the best opportunity for students to reach their fullest potential through learning experiences</p> <p><b>WHAT:</b><br/>MISD powerlifting student-athletes qualified to compete at the UIL 5A large school State Tournament.</p> <p><b>MHS students:</b><br/>Ariana Edwards (Junior) - 132lb Class, Squat-220/Bench-105/Deadlift-225<br/><br/>Lydia Morris (Freshman) - 165lb Class, Squat-215/Bench-120/Deadlift-235<br/><br/>Amiyah DeGrate (Junior) - 181lb Class, Squat-200/Bench-110/Deadlift-255<br/><br/>Kaycie Gaydos (Sophomore) - 242lb Class, Squat-310/Bench-175/Deadlift-300</p> <p><b>HHS student:</b><br/>Emma Sanchez Placed 2nd<br/>Squatted 485 pounds, benched 270, deadlifted 340.</p> <p>This is Emma's third time to qualify for the state meet and her second time medaling. She finished 5th in 2025 at state. Won outstanding lifter at her platform at the regional meet this year and is an Academic All State athlete. She also won a thousand dollar scholarship from the THSWPA, they only give out 30 a year.</p> |  |
| <b>Strategic Priority: (Primary)</b>     | Priority 1: Student Success  |  |

|   |  |  |
|---|--|--|
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 1.1 Multiple Pathways for All Students to Belong |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |  |  |
| <b>Legal Reference: (1) / (2)</b>                               |  |  |
| <b>Policy Reference: (1) / (2)</b>                              |  |  |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A  |  |
| <b>Administration Recommendation</b>                            | N/A  |  |
| <b>Motion:</b>  | Presentation only                                |  |
| <b>Presenter:</b>   | Tammy Kuykendall                                 |  |
|   | Exec. Director Comms                             |  |



**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |
|---|--|
|   |  |
| <b>Board Meeting Date:</b>                            | April 20, 2026   |
| <b>Agenda Item:</b>                                   | Recognition of HHS Girls Basketball  |
| <b>Requires Board Action:</b>                         | NO   |
| <b>Agenda Location:</b>                               | PRESENTATIONS / RECOGNITIONS   |
| <b>Template Attachments:</b>                          | No   |
| <b>If yes, then select what applies:</b>              |  |
| <b>Link to the presentation:</b>                      | No presentation for this item.   |
| <b>Background Information</b>                         | <p><b>WHY:</b><br/>MISD is proud to celebrate the excellence in academics, athletics, fine arts and community service that is demonstrated by our students, and we believe that safe, engaging, rigorous, and diverse learning environments provide the best opportunity for students to reach their fullest potential through learning experiences</p> <p><b>WHAT:</b><br/>The MISD Heritage High School girls basketball team advanced to the Regional Semi-Finalist playoff round. Their overall accolades for the 2025-26 year includes 30 wins, Regional Semi-Finalists and District Champions. Additionally, District 15-5A named the coaching team the Coaching Staff of the Year. Student individual accolades include: Senior Bri Finch broke the most 3's in a season, Senior Danaya Hicks District 15-5A Defensive Player of the Year, Seniors Riley Menicucci and Bri Finch were 1st Team All District for District 15-5A.</p> |
| <b>Strategic Priority: (Primary)</b>                  | Priority 1: Student Success  |
| <b>Performance Objective: (Primary)</b>               | 1.1 Multiple Pathways for All Students to Belong   |
| <b>Performance Objective: (Secondary - if needed)</b> |  |
| <b>Legal Reference: (1) / (2)</b>                     |  |
| <b>Policy Reference: (1) / (2)</b>                    |  |
| <b>Fiscal Impact/Budget Function Code:</b>            | N/A  |
| <b>Administration Recommendation</b>                  | N/A  |

|                   |                      |  |
|-------------------|----------------------|--|
| <b>Motion:</b>    | Presentation only    |  |
| <b>Presenter:</b> | Tammy Kuykendall     |  |
|                   | Exec. Director Comms |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |
|---|--|
|   |  |
| <b>Board Meeting Date:</b>                                | April 20, 2026   |
| <b>Agenda Item:</b>                                       | Recognition of Soccer Teams Regional SemiFinalist  |
| <b>Agenda Location:</b>                                   | PRESENTATIONS / RECOGNITIONS   |
| <b>Template Attachments:</b>                              | No   |
| <b>If yes, then select what applies:</b>                  |  |
| <b>Link to the presentation:</b>                          |  |
| <b>Background Information</b>                             | <p><b>Why:</b><br/>MISD is proud to celebrate the excellence in academics, athletics, fine arts and community service that is demonstrated by our students, and we believe that safe, engaging, rigorous, and diverse learning environments provide the best opportunity for students to reach their fullest potential through learning experiences .</p> <p><b>What:</b><br/>All four Midlothian ISD girls and boys MHS and HHS soccer teams qualified to advance in the 2025-26 playoff rounds, reaching at least the Regional Semi-Finalist round. The MHS girls team has four Undefeated District Championships. The HHS boys soccer team season accolades include District 15-5A Champs, Bi-District Champs, Area Champs, 5 district superlatives, Five- 1st team All District recipients and Four 2nd team All District recipients. and District 15-5A Coaching staff of the year and Coach of the year- Brian Moss Individual athlete accolades include a 1st in District record 12-1-1 (best record in boys 5A soccer history at Heritage), Superlatives- District MVP- Isaiah Gary, Offensive MVP- Colten Kenter, Defensive MVP- Brenden Hall, Goal Keeper of the year- Riley Andersen.</p> |
| <b>Strategic Priority: (Primary)</b>                      | Priority 1: Student Success  |
| <b>Performance Objective: (Primary)</b>                   | 1.1 Multiple Pathways for All Students to Belong   |
| <b>Strategic Priority:<br/>(Secondary - if needed)</b>    |  |
| <b>Performance Objective:<br/>(Secondary - if needed)</b> |  |
| <b>Legal Reference: (1) / (2)</b>                         |  |
| <b>Fiscal Impact/Budget Function Code:</b>                | N/A  |
| <b>Administration Recommendation</b>                      | Presentation only  |

|                   |                                      |  |
|-------------------|--------------------------------------|--|
| <b>Motion:</b>    | N/A                                  |  |
| <b>Presenter:</b> | Tammy Kuykendall                     |  |
|                   | Executive Director of Communications |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |
|---|---|
|   |   |
| <b>Board Meeting Date:</b>                                      | April 20, 2026  |
| <b>Agenda Item:</b>   | Recognition of VASE State Qualifiers  |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS  |
| <b>Template Attachments:</b>                                    | No  |
| <b>If yes, then select what applies:</b>                        |   |
| <b>Link to the presentation:</b>                                |   |
| <b>Background Information</b>                                   | <p><b>Why:</b><br/>MISD is proud to celebrate the excellence in academics, athletics, and fine arts that is demonstrated by our students, and we believe that safe, engaging, rigorous, and diverse learning environments provide the best opportunity for students to reach their fullest potential through experiences offered at MISD.</p> <p><b>What:</b><br/>The High School Visual Arts Scholastic Event (VASE) recognizes exemplary student achievement in the Visual Arts by providing high school art students and programs a standard of excellence in which to achieve. Students create artworks, write about their creative processes and understanding of visual art, and articulate information about their artwork during an interview with a VASE juror, who evaluates their work using a standards-based rubric. Students are rated on a scale from I-IV, and students receiving an IV are awarded as Area finalists and then are judged to move on to the State level. Approximately 10% of entries from each Region are selected to advance to the State contest. MISD had five student pieces advanced to State.</p> <p>MISD artists who advanced to the VASE State competition are:</p> <ul style="list-style-type: none"> <li>- Brielle Yanez, HHS</li> <li>- Jordan Winant, HHS</li> <li>- Karissa Bacon, HHS</li> <li>- Norah Pacheco, HHS</li> <li>- Miranda Roberts, MHS (she is the first MHS Art 1 student to advance to the state VASE competition)</li> </ul> |
| <b>Strategic Priority: (Primary)</b>                            | Priority 1: Student Success   |
| <b>Performance Objective: (Primary)</b>                         | 1.1 Multiple Pathways for All Students to Belong  |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    |   |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |   |
| <b>Legal Reference: (1) / (2)</b>                               |   |

|  |                                      |  |
|--|--------------------------------------|--|
| <b>Fiscal Impact/Budget Function Code:</b> | N/A                                  |  |
| <b>Administration Recommendation</b>       | Presentation only                    |  |
| <b>Motion:</b>                             | N/A                                  |  |
| <b>Presenter:</b>                          | Tammy Kuykendall                     |  |
|  | Executive Director of Communications |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |  |
|---|--|--|
|   |  |  |
| <b>Board Meeting Date:</b>                                      | April 20, 2026   |  |
| <b>Agenda Item:</b>   | Recognition of Mentors Care Mentor of the Year   |  |
| <b>Agenda Location:</b>   | PRESENTATIONS / RECOGNITIONS   |  |
| <b>Template Attachments:</b>                                    | No   |  |
| <b>If yes, then select what applies:</b>                        |  |  |
| <b>Link to the presentation:</b>                                |  |  |
| <b>Background Information</b>                                   | <p><b>Why:</b><br/>MISD is proud to celebrate the excellence our staff and volunteers as they work to support student success.</p> <p><b>What:</b><br/>Midlothian ISD is a proud partner of the Mentors Care program who match community volunteers with at-risk students to provide them support during their high school years with the overall goal and focus of boosting graduation rates and student potential. The mentors do this by providing emotional support, resources, and guidance to students facing domestic or economic hardships. A Mentors Care representative will be present at the board meeting to make a special Volunteer Award presentation.</p> |  |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 3: Culture, Cimate and Safety   |  |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being   |  |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    |  |  |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |  |  |
| <b>Legal Reference: (1) / (2)</b>                               |  |  |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A  |  |
| <b>Administration Recommendation</b>                            | Presentation only  |  |
| <b>Motion:</b>  | N/A  |  |
| <b>Presenter:</b>   | Tammy Kuykendall   |  |
|   | Executive Director of Communications   |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |                              |
|---|---|------------------------------|
|   |   |                              |
| <b>Board Meeting Date:</b>                            | April 20, 2026  |                              |
| <b>Agenda Item:</b>                                   | Board Subcommittee Report - Curriculum and Instruction  |                              |
| <b>Requires Board Action:</b>                         | NO  |                              |
| <b>Agenda Location:</b>                               | DISCUSSION/ACTION: CURRICULUM AND INSTRUCTION   |                              |
| <b>Template Attachments:</b>                          | No  | PDF                          |
| <b>If yes, then select what applies:</b>              |   |                              |
| <b>Link to the presentation:</b>                      | No presentation for this item.  |                              |
| <b>Background Information</b>                         | <p>WHY: Trustees Ed Harrison and Gary Vineyard serve as subcommittee members on the Curriculum and Instruction Committee for 2025/2026 with the staff members of the C&amp;I department.</p> <p>WHAT: This agenda item offers an opportunity for this subcommittee to report and update the Board as a whole.</p> |                              |
| <b>Strategic Priority: (Primary)</b>                  | Priority 1: Student Success   |                              |
| <b>Performance Objective: (Primary)</b>               | 1.1 Multiple Pathways for All Students to Belong  |                              |
| <b>Strategic Priority: (Secondary - if needed)</b>    | Priority 1: Student Success   |                              |
| <b>Performance Objective: (Secondary - if needed)</b> | 1.3 Continuous Improvement of Curriculum, Professional Development, and the Art and Science of Teaching   |                              |
| <b>Legal Reference: (1) / (2)</b>                     | N/A   |                              |
| <b>Policy Reference: (1) / (2)</b>                    |   |                              |
| <b>Fiscal Impact/Budget Function Code:</b>            | N/A   |                              |
| <b>Administration Recommendation</b>                  | Presentation only   |                              |
| <b>Motion:</b>  | N/A   |                              |
| <b>Presenter:</b>                                     | Shelle Blaylock   | Trustee                      |
|   | District Leadership   | Ed Harrison or Gary Vineyard |

---

Minutes of a Regular Meeting  
L.A. Mills Administration Building  
100 Walter Stephenson Road  
Midlothian, Texas 76065  
Monday, March 9, 2026, beginning at 5:30 PM

A Regular Meeting of the Board of Trustees of Midlothian ISD was held on Monday, March 9, 2026, beginning at 5:30 PM.

**Board Members Present Included:** Ed Harrison: Present, Jessica Ward: Present, John Knight: Present, Richard Pena: Absent, Ryan Timm: Present, Tami Tobey: Present. Gary Vineyard: Present.

**Administration Present:** David Belding, Shelle Blaylock, Tammy Kuykendall, Rebecca Metzger, and Aaron Williams

I. **FIRST ORDER OF BUSINESS**

- A. Announcement by the presiding officer that a quorum of Board members is present, that the meeting has been duly called, and that notice of the meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551  
The meeting was called to order at 5:30 pm.

II. **PUBLIC COMMENT - #1**

- Vanessa Peace addressed the Board in support of the Walnut Grove Middle School Choir program, highlighting the success, impact and needs for sustainability.
- Suzanne White reiterated support for the Walnut Grove Middle School Choir and Mr. McCarty's direction. She asked the Board to consider the positive impact of this program and possible staff support for the next year.

The Board moved out of open session at 5:37 pm and into closed session at 5:39 pm.

III. **CLOSED SESSION as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.**

- A. Discussion of Personnel, Texas Government Codes 551.074 - Resignations, Terminations, and Non-renewals of Professional Employees, Employment, Leaves of Absences, Personnel Issues  
1. Discuss Administrator Recommendations for 2026/2027
- B. Discuss Purchase, Exchange, Lease, or Value of Real Property 551.072

- C. Students, Texas Government Code 551.082, 551.0821
  - 1. Discipline Issues
  - 2. Non-Discipline Issues

The Board moved out of closed session at 6:26 pm.

**IV. RECONVENE TO OPEN SESSION**

The Board reconvened into open session at 6:33 pm.

**V. INTRODUCTION OF MEETING**

**A. Invocation**

The invocation was given by Tami Tobey.

**B. Pledges of Allegiance**

The pledges were led by Longbranch Honor Council representatives.

**VI. SUPERINTENDENT REPORT**

Dr. Belding highlighted many "Good Things" in his report including:

- MISD Art Show and the talented students under the direction of awesome art teachers.
- One Act Plays for both MHS and Heritage High School advanced to bi-district competition.
- Heritage HS Boys' soccer team is district champs and MHS Girls' soccer team is competing at this time.
- DI Teams competed this weekend and several teams are moving forward.
- All three middle school choirs received first division ratings in their recent UIL competition.
- Thank you to our maintenance and custodial teams for their quick response to the WGMS flooding incident. Their quick actions mitigated extensive damage.

**VII. TRUSTEE GOOD THINGS**

Trustees shared individual "Good Things" during the meeting.

- John Knight highlighted the impressive work of our talented art students.
- Ed Harrison recognized outstanding MISD staff, including Coach Aaron Guest for reaching 800 career wins in soccer and Mr. McCarty, the WGMS choir director, for his meaningful impact on students and programs.
- Ryan Timm encouraged everyone to enjoy next week's Spring Break and take time to recharge.
- Gary Vineyard reminded the community that it is Trainer Awareness Week and expressed appreciation for the dedication and hard work of our athletic trainers.

VIII. **PRESENTATIONS / RECOGNITIONS**

A. MISD Mission, Vision, and Cultural Tenets

Ryan Timm read the Mission, Vision, and Cultural Tenets into the record.

B. MISD Board Pledge

Trustees read the pledge into the record.

C. Recognition: Eagle Scout Designation

Jacob Cheek was recognized for earning the Eagle Scout award.

D. Recognition: Swimming State Qualifiers

The Heritage High School Swim & Dive team competed in the UIL 5A State Championship. Sydney Adlesperger, Ella Becker, Isabel (Izzy) Butlar, Arriana Garcia, Taryn Heggen, Abigale (Abby) Paredes, Mary Sitton, Sean Friesenhahn, and William Rose were recognized for their participation in this event.

E. Recognition: Wrestling State Qualifiers

MISD Wrestling teams from MHS and Heritage High School qualified to compete in the UIL 5A State Championship. Heritage High School Wrestling state qualifiers are: Rudy Velasquez, Dashia Campbell, Ava Posas, Kendall Jones, and Brendon Lamb.

MHS Wrestling state qualifiers are: Charles Alvarez, Gia Woodrum, Makayla Harrell, and Makaylin Crook

F. Recognition: TAEA Youth Art Exhibition Participant

Heritage High School 12th-grader Megan Lam is among the Pre-K-12 grade artists from across the state whose work was selected to be on display this month in the Youth Art Month Spring Exhibition at the Bullock Texas State History Museum in Austin, Texas.

G. Recognition: DECA State Qualifiers

MILE DECA State Qualifiers — MISD DECA students from The MILE qualified to compete at the State Tournament. 11 students represented MISD.

IX. **PUBLIC COMMENT #2**

- Andrew White addressed the Board regarding provisional enrollment and community input relating to revisions to local policy FDA.
- Lisa Healy posed multiple questions to the Board related to policy revisions on FDA and BE(LOCAL).

X. **CONSENT AGENDA**

- A. Consider Meeting Minutes
  - 1. February 17, 2026 - Regular Meeting Minutes
- B. Consider Approving Administrator Recommendations for 2026/2027
- C. Consider Board Approval of Administrator Activity According to TEC 11.006(c) and HB3372
- D. Consider Approval of 2026-27 Instructional Materials Allotment TEKS Certification Form
- E. Consider Approving Contract with Ellis Co. Elections Office for May 2, 2026, General Election
- F. Consider and Approve Highland Park ISD Memorandum of Understanding for Bus Driver Training
- G. Consider Approving Professional Development Waiver
- H. Consider Approving Notice of Election for the May 2, 2026, General Election

A motion was made to approve the Consent Agenda as presented. This motion, made by John Knight and seconded by Tami Tobey, Passed.

Ed Harrison: Yea, Gary Vineyard: Yea, Jessica Ward: Yea, John Knight: Yea, Richard Pena: Absent, Ryan Timm: Yea, Tami Tobey: Yea  
 Yea: 6, Nay: 0, Absent: 1

**XI. DISCUSSION / ACTION ITEMS**

- A. Discuss and Consider Local Policy Revisions: BE (LOCAL) and FDA (LOCAL)

A motion was made by Tami Tobey and seconded by Jessica Ward, to approve BE (LOCAL) and FDA (LOCAL) as presented.

The motion was rescinded after a brief discussion.

A motion was made to approve BE(LOCAL) policy as presented. This motion, made by Tami Tobey and seconded by Jessica Ward, Passed.

Ed Harrison: Nay, Gary Vineyard: Yea, Jessica Ward: Yea, John Knight: Yea, Richard Pena: Absent, Ryan Timm: Nay, Tami Tobey: Yea  
 Yea: 4, Nay: 2, Absent: 1

A motion was made to approve FDA(LOCAL) as presented. This motion, made by Tami Tobey and seconded by John Knight, Passed.

Ed Harrison: Nay, Gary Vineyard: Yea, Jessica Ward: Yea, John Knight: Yea, Richard Pena: Absent, Ryan Timm: Yea, Tami Tobey: Yea  
 Yea: 5, Nay: 1, Absent: 1

- B. Discuss and Consider Policy Revision EEP(LOCAL) and FNG(LOCAL)  
 A motion was made to approve policies EEP and FNG(LOCAL) as presented. This motion, made by John Knight and seconded by Jessica Ward, Passed.  
 Ed Harrison: Yea, Gary Vineyard: Absent, Jessica Ward: Yea, John Knight: Yea, Richard Pena: Absent, Ryan Timm: Yea, Tami Tobey: Yea  
 Yea: 5, Nay: 0, Absent: 2
- C. Consider Selecting Servant Leader Subcommittee for 2026  
 A motion was made for Jessica Ward, John Knight, and Tami Tobey to serve on the Servant Leader Award Committee for 2026. This motion, made by Tami Tobey and seconded by Jessica Ward, Passed.  
 Ed Harrison: Yea, Gary Vineyard: Yea, Jessica Ward: Yea, John Knight: Yea, Richard Pena: Absent, Ryan Timm: Yea, Tami Tobey: Yea  
 Yea: 6, Nay: 0, Absent: 1

**XII. INFORMATION ONLY**

- B. Campus Spotlight - Longbranch Elementary School  
 Hollye Walker and campus staff presented the campus goals and information for Longbranch Elementary.
- C. Campus Spotlight - Heritage High School  
 Ketura Madison and campus administration shared campus information and goals for Heritage HS.
- A. Discuss and Consider Local Policy Revisions Based upon MISD District of Innovation Plan:
- BE(LOCAL) - Board Meetings
  - CW (LOCAL) - Naming Facilities
  - DBA(LOCAL) - Employment Requirements and Restrictions
  - DCA(LOCAL) - Employment Practices
  - DK(LOCAL) - Assignment and Schedules
  - DL(LOCAL) - Work Load
  - DNA(LOCAL) - Performance Appraisals: Evaluation of Teachers
  - DNB(LOCAL) - Performance Appraisals: Evaluation of Campus Administrators
  - EB(LOCAL) - School Year
  - EEB(LOCAL) - Delete Policy
  - FEC(LOCAL) - Attendance: Attendance for Credit

Aaron Williams provided a review of the MISD policies that will be amended to align with the approved District of Innovation Plan. This agenda item is information only for the March meeting and will be brought back for action in April.

D. Receive Financial Reports

Rebecca Metzger shared the monthly financial reports for February, 2026.

XIII. **Action, if any, on Items Discussed in Closed Session**

XIV. **Consider Agenda Items/Topics for Upcoming Meetings**

XV. **ADJOURNMENT OF MEETING**

The meeting adjourned at 8:56 pm

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Secretary

April 20, 2026

Date

---

Minutes of a Special Meeting  
L.A. Mills Administration Building  
100 Walter Stephenson Road  
Midlothian, Texas 76065  
Tuesday, March 24, 2026, beginning at 5:30 PM

A Special Meeting of the Board of Trustees of Midlothian ISD was held on Tuesday, March 24, 2026, beginning at 5:30 PM.

**Board Members Present Included:** Ed Harrison, Richard Pena, Ryan Timm, Gary Vineyard, and Jessica Ward.

**Administration Present:** David Belding, Shelle Blaylock, Tammy Kuykendall, Rebecca Metzger, and Aaron Williams

I. **FIRST ORDER OF BUSINESS**

- A. Announcement by the presiding officer that a quorum of Board members is present, that the meeting has been duly called, and that notice of the meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551  
The meeting was called to order at 5:31 pm.

II. **INTRODUCTION OF MEETING**

- A. Invocation  
The invocation was given by Mr. Ed Harrison.
- B. Pledges of Allegiance  
The pledges were said.

- III. **PUBLIC COMMENT - Members of the public may address the Board during the public comment portion of the board meeting in accordance with Board policy BED (LOCAL). Individuals wishing to speak shall follow the procedures outlined above.**  
There was no public comment for this meeting.

IV. **INFORMATION ITEMS**

- A. Budget Workshop #1  
Administrative staff shared updated information on School Finance 101 and HB2; reviewed the 2025-26 budget, followed by 2026-2027 budget assumptions.  
Staff presented initial revenue projections, operational expenditures and anticipated

additional expenditures for 26/27 including staffing projections for 26/27.  
In addition, proposed general revenue sources were discussed along with options for additional savings.

V. **ADJOURNMENT OF MEETING**

The meeting adjourned at 7:38 pm.

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Secretary

April 20, 2026

Date

---

Minutes of a Special Meeting  
L.A. Mills Administration Building  
100 Walter Stephenson Road  
Midlothian, Texas 76065  
Monday, April 6, 2026, beginning at 5:30 PM

A Special Meeting of the Board of Trustees of Midlothian ISD was held on Monday, April 6, 2026, beginning at 5:30 PM.

**Board Members Present Included:** Ed Harrison: Present, Gary Vineyard: Present, Jessica Ward: Present, John Knight: Present, Richard Pena: Present, Ryan Timm: Present, Tami Tobey: Present.

**Administration Present:** David Belding, Shelle Blaylock, Tammy Kuykendall, Rebecca Metzger, and Aaron Williams

I. **FIRST ORDER OF BUSINESS**

- A. Announcement by the presiding officer that a quorum of Board members is present, that the meeting has been duly called, and that notice of the meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

The meeting was called to order at 5:31 pm.

II. **INTRODUCTION OF MEETING**

- A. Invocation  
The invocation was given by Tami Tobey.
- B. Pledges of Allegiance  
The pledges were said.

III. **PUBLIC COMMENT - Members of the public may address the Board during the public comment portion of the board meeting in accordance with Board policy BED (LOCAL). Individuals wishing to speak shall follow the procedures outlined above.**

There was no public comment for this meeting.

IV. **DISCUSSION/ACTION ITEMS**

- A. Consider Approval of Additional Positions for 2026-2027  
A motion was made to approve the additional staffing positions for 2026/2027 as presented. This motion, made by Jessica Ward and seconded by Tami Tobey, Passed.

Ed Harrison: Yea, Gary Vineyard: Yea, Jessica Ward: Yea, John Knight: Yea, Richard Pena: Yea, Ryan Timm: Yea, Tami Tobey: Yea  
Yea: 7, Nay: 0

V. **INFORMATION ONLY**

A. Budget Workshop #2

Administrative staff provided an updated 2025–2026 budget review and impact on fund balance, followed by budget projections for 2026/2027.

2026-2027 Budget Projections encompassed enrollment and initial revenue projections, along with consideration of virtual school options and then operational and anticipated additional expenditures for 26/27.

VI. **ADJOURNMENT OF MEETING**

The meeting adjourned at 7:50 pm.

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Secretary

April 20, 2026

\_\_\_\_\_  
Date

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |     |
|---|--|-----|
|   |  |     |
| <b>Board Meeting Date:</b>                                      | April 20, 2026   |     |
| <b>Agenda Item:</b>   | Quarterly Investment Report  |     |
| <b>Agenda Location:</b>   | CONSENT  |     |
| <b>Template Attachments:</b>                                    | Yes  | PDF |
| <b>If yes, then select what applies:</b>                        | PDF  | PDF |
| <b>Link to the presentation:</b>                                | No presentation for this item.   |     |
| <b>Background Information</b>                                   | <p><b>WHY:</b><br/>Board Policy CDA (LEGAL) requires the District investment officer to prepare a written report of investment transactions for all funds covered under the Public Funds Investment Act. This report shall be presented to the Board and Superintendent not less than quarterly, within a reasonable time after the end of the period.</p> <p><b>WHAT:</b></p> <ul style="list-style-type: none"> <li>• Total cash is \$19,576,152.30 higher than prior quarter. This is generally due to tax collections being high this time of year.</li> <li>• Total Interest earned this quarter was \$851,886.29 which is higher than the prior quarter by \$380,478.57 due to higher balances this quarter. The interest rates have decreased as follows- Lone Star rates decreased from 3.972% to 3.676%, TexPool rates decreased from 3.986% to 3.688%, the First Financial money market decreased from 4.127% to 3.555% and the First Financial Checking account interest decreased from 3.348% to 3.312%.</li> </ul> <p>A detailed report is attached covering the quarter beginning January 1, 2026 and ending March 31, 2026.</p> |     |
| <b>Strategic Priority: (Primary)</b>                            | Priority 4: District Operations and financial Stewardship  |     |
| <b>Performance Objective: (Primary)</b>                         | 4.3 Commitment to Financial Stewardship  |     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | N/A  |     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | N/A  |     |
| <b>Legal Reference: (1) / (2)</b>                               | Texas Education Agency   | N/A |
| <b>Policy Reference: (1) / (2)</b>                              | CDA-OTHER REVENUES - INVESTMENTS   |     |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A  |     |

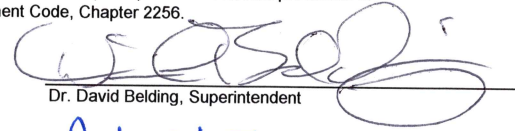
|                                      |  |  |
|--------------------------------------|--|--|
| <b>Administration Recommendation</b> | Administration recommends the approval of the agenda item as presented.  |  |
| <b>Motion:</b>                       | Presented as a consent item. If the item is pulled from the consent agenda, the motion might be: "I move that the quarterly investment report be approved as presented." |  |
| <b>Presenter:</b>                    | Dr. Rebecca Metzger  |  |
|                                      | District Leadership  |  |

|   | Balance<br>at 01/01/26 | Deposits              | Withdrawals             | Interest          | Balance<br>at 03/31/26 | Fund<br>Totals       | First Financial<br>Checking/IntraFi | First Financial -<br>General Operating MMA | Lone Star           | TexPool              | Total                |
|---|------------------------|-----------------------|-------------------------|-------------------|------------------------|----------------------|-------------------------------------|--|---------------------|----------------------|----------------------|
| <b>Fund 163 Payroll</b>                               |                        |                       |                         |                   |                        |                      |                                     |  |                     |                      |                      |
| Checking Account-FFB                                  | 0.00                   |                       |                         |                   | 0.00                   |                      | 0.00                                |  |                     |                      |                      |
| First Financial IntraFi                               | 61,229.22              | 21,808,412.86         | (21,790,365.36)         | 13,317.28         | 92,594.00              |                      | 92,594.00                           |  |                     |                      |                      |
|   |                        |                       |                         |                   |                        | 92,594.00            |                                     |  |                     |                      |                      |
| <b>Fund 199 General Fund</b>                          |                        |                       |                         |                   |                        |                      |                                     |  |                     |                      |                      |
| First Financial Bank-Money Market                     | 250,846.87             | 46,000,000.00         | (46,002,398.33)         | 2,307.75          | 250,756.29             |                      |                                     | 250,756.29                                 |                     |                      |                      |
| First Financial IntraFi                               | 12,603,354.11          | 45,002,398.33         | (1,000,000.00)          | 426,769.60        | 57,032,522.04          |                      |                                     | 57,032,522.04                              |                     |                      |                      |
| Lone Star Investment Pool                             | 19,062,073.60          | 51,653,861.16         | (70,345,041.39)         | 75,815.44         | 446,708.81             |                      |                                     |  | 446,708.81          |                      |                      |
| TexPool   | 982,176.39             | 45,192,099.76         | (43,263,494.98)         | 39,647.50         | 2,950,428.67           |                      |                                     |  |                     | 446,708.81           |                      |
|   |                        |                       |                         |                   |                        | 60,680,415.81        |                                     |  |                     |                      | 2,950,428.67         |
| <b>Fund 240 Food Service</b>                          |                        |                       |                         |                   |                        |                      |                                     |  |                     |                      |                      |
| First Financial IntraFi                               | 641,278.19             | 842,570.31            | (205,430.94)            | 7,386.35          | 1,285,803.91           |                      | 1,285,803.91                        |  |                     |                      |                      |
| TexPool   | 2,039,760.18           | 11,560.30             | (297,153.10)            | 18,625.63         | 1,772,793.01           |                      |                                     |  |                     |                      | 1,772,793.01         |
|   |                        |                       |                         |                   |                        | 3,058,596.92         |                                     |  |                     |                      |                      |
| <b>Fund 461 Campus Activity</b>                       |                        |                       |                         |                   |                        |                      |                                     |  |                     |                      |                      |
| TexPool   | 1,292,534.21           | 85,671.91             | (70,926.42)             | 11,488.94         | 1,318,768.64           |                      |                                     |  |                     |                      | 1,318,768.64         |
|   |                        |                       |                         |                   |                        | 1,318,768.64         |                                     |  |                     |                      |                      |
| <b>Fund 499 Child Care</b>                            |                        |                       |                         |                   |                        |                      |                                     |  |                     |                      |                      |
| TexPool   | 294,970.19             | 27,623.07             | -                       | 2,805.04          | 325,398.30             |                      |                                     |  |                     |                      | 325,398.30           |
|   |                        |                       |                         |                   |                        | 325,398.30           |                                     |  |                     |                      |                      |
| <b>Fund 599 Interest &amp; Sinking (Debt Service)</b> |                        |                       |                         |                   |                        |                      |                                     |  |                     |                      |                      |
| Lone Star Investment Pool                             | 22,113,270.30          | 32,050,548.28         | (53,000,000.00)         | 151,630.56        | 1,315,449.14           |                      |                                     |  | 1,315,449.14        |                      |                      |
| TexPool   | 3,796,478.19           | 53,000,000.00         | (41,032,864.88)         | 74,420.41         | 15,838,033.72          |                      |                                     |  |                     |                      | 15,838,033.72        |
|   |                        |                       |                         |                   |                        | 17,153,482.86        |                                     |  |                     |                      |                      |
| <b>Fund 694 Construction</b>                          |                        |                       |                         |                   |                        |                      |                                     |  |                     |                      |                      |
| 2020 Series   | 303,421.00             | -                     | (136,844.80)            | 2,070.46          | 168,646.66             |                      |                                     |  |                     |                      | 168,646.66           |
|   |                        |                       |                         |                   |                        | 168,646.66           |                                     |  |                     |                      |                      |
| <b>Multi-fund Checking Account</b>                    |                        |                       |                         |                   |                        |                      |                                     |  |                     |                      |                      |
| First Financial IntraFi                               | 352,728.45             | 88,273,836.99         | (88,079,796.76)         | 25,601.33         | 572,370.01             |                      | 572,370.01                          |  |                     |                      |                      |
|   |                        |                       |                         |                   |                        | 572,370.01           |                                     |  |                     |                      |                      |
| <b>TOTALS</b>   | <u>63,794,120.90</u>   | <u>383,948,582.97</u> | <u>(365,224,316.96)</u> | <u>851,886.29</u> | <u>83,370,273.20</u>   | <u>83,370,273.20</u> | <u>1,950,767.92</u>                 | <u>57,283,278.33</u>                       | <u>1,762,157.95</u> | <u>22,374,069.00</u> | <u>83,370,273.20</u> |

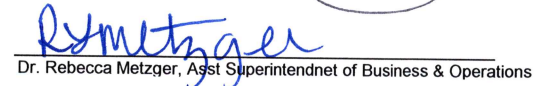
3.312%                      3.555%                      3.676%                      3.688%

The investments listed above comply with the District's investment policy as defined in CDA (Local) and with relevant provisions of the Government Code, Chapter 2256.

Prepared by:



Dr. David Belding, Superintendent



Dr. Rebecca Metzger, Asst Superintendent of Business & Operations



**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |  |
|---|--|--|
|   |  |  |
| <b>Board Meeting Date:</b>                            | April 20, 2026   |  |
| <b>Agenda Item:</b>                                   | Discuss and Local Policy Revisions: CW, DBA, DCA, DK, DL, DNA, DNB, EB, EEB, and FEC   |  |
| <b>Requires Board Action:</b>                         | NO   |  |
| <b>Agenda Location:</b>                               | CONSENT  |  |
| <b>Template Attachments:</b>                          | Yes  | PDF  |
| <b>If yes, then select what applies:</b>              | PDF  | N/A  |
| <b>Link to the presentation:</b>                      | Yes. See link in the box to the right.   | <a href="#">CW (LOCAL)</a><br><a href="#">DBA (LOCAL)</a><br><a href="#">DCA (LOCAL)</a><br><a href="#">DK (LOCAL)</a><br><a href="#">DL (LOCAL)</a><br><a href="#">DNA (LOCAL)</a><br><a href="#">DNB (LOCAL)</a><br><a href="#">EB (LOCAL)</a><br><a href="#">EEB (LOCAL)</a><br><a href="#">FEC (LOCAL)</a> |
| <b>Background Information</b>                         | <p><b>WHY:</b> LEGAL policies are for Board review. LOCAL policy updates require Board action.</p> <p><b>WHAT:</b> Local updates to policy <b>CW (LOCAL)</b> revise an error in placement of the subsection "time frame." All other policies are revised based on changes to our board-approved DOI plan or statutory updates impacting DOI plan integration with policy.</p> <p>Local updates to policy <b>DBA (LOCAL), DK (LOCAL), EB (LOCAL)</b> and <b>FEC (LOCAL)</b> remove unrequired references to the district's DOI plan.</p> <p>Local policies <b>DCA (LOCAL),</b> and <b>EEB (LOCAL)</b> may be deleted based on their relevance to the approved DOI plan.</p> <p>Local policies <b>DNA (LOCAL)</b> and <b>DNB (LOCAL)</b> are updated to better align to local evaluation practice. These changes do NOT result in any change of local practice or procedure.</p> |  |
| <b>Strategic Priority: (Primary)</b>                  | Priority 1: Student Success  |  |
| <b>Performance Objective: (Primary)</b>               | 1.3 Continuous Improvement of Curriculum, Professional Development, and the Art and Science of Teaching  |  |
| <b>Strategic Priority: (Secondary - if needed)</b>    | Priority 4: District Operations and Financial Stewardship  |  |
| <b>Performance Objective: (Secondary - if needed)</b> | 4.2 Effective and Efficient Cross-departmental Work Processes  |  |

|  |   |  |
|--|---|--|
| <b>Legal Reference: (1) / (2)</b>          | N/A   | N/A  |
| <b>Policy Reference: (1) / (2)</b>         | DBA-Employment Requirements and   | DCA-Employment Practices: Probationary Contracts |
|  | DK-Assignment and Schedules   | DL-Work Load                                     |
|  | DNA-Performance Appraisal: Evaluation of Teachers                       | DNB-Performance Appraisal: Evaluation of Campus  |
|  | EB-School Year  | EEB-Instructional Arrangements: Class Size       |
|  | CW-Naming Facilities  | FEC-Attendance: Attendance for Credit            |
| <b>Fiscal Impact/Budget Function Code:</b> |   |  |
| <b>Administration Recommendation</b>       | Administration recommends the approval of the agenda item as presented. |  |
| <b>Motion:</b>                             | N/A   |  |
| <b>Presenter:</b>                          | Aaron Williams, Ed.D.   |  |
|  | District Leadership   |  |

## Midlothian ISDBOARDBOOK TEMPLATE

|   |  |     |
|---|--|-----|
|   |  |     |
| <b>Board Meeting Date:</b>                            | April 20, 2026   |     |
| <b>Agenda Item:</b>                                   | Consider Approval of Memorandum of Understanding (MOU) with Ennis ISD for Bus Driver Training  |     |
| <b>Agenda Location:</b>                               | CONSENT  |     |
| <b>Template Attachments:</b>                          | Yes  | PDF |
| <b>If yes, then select what applies:</b>              | PDF  | PDF |
| <b>Link to the presentation:</b>                      | No presentation for this item.   |     |
| <b>Background Information</b>                         | <p><b>WHY:</b> The Midlothian ISD Transportation Department was approached by Ennis ISD to provide their new drivers with Commercial Driver's License (CDL) training.</p> <p>Ennis ISD does not have the necessary staff to provide the training to their new drivers. Midlothian ISD has 4 employees that are certified behind the wheel instructors.</p> <p><b>WHAT:</b> This will allow the Ennis ISD drivers to gain behind the wheel experience before testing for their CDL. This training would be provided based upon our trainers availability. The training will be a sum total of 32 hours per participant. The trainers will be using the MISD Multi Purpose Stadium for training, with street driving on city/county roads. Midlothian ISD will provide a bus for training. This will provide a positive revenue stream to the district. The fee to EISD will be \$2,000 per each participant for bus driver training and \$450 per each participant for Special Needs Bus Aide Training.</p> <p>The final negotiation and execution of the MOU would be delegated to the Superintendent.</p> |     |
| <b>Strategic Priority: (Primary)</b>                  | Priority 4: District Operations and financial Stewardship  |     |
| <b>Performance Objective: (Primary)</b>               | 4.3 Commitment to Financial Stewardship  |     |
| <b>Strategic Priority: (Secondary - if needed)</b>    | N/A  |     |
| <b>Performance Objective: (Secondary - if needed)</b> | N/A  |     |
| <b>Legal Reference: (1) / (2)</b>                     | Texas Education Agency   | N/A |
| <b>Policy Reference: (1) / (2)</b>                    | GRB-RELATIONS WITH GOVERNMENTAL ENTITIES - INTERLOCAL COOPERATION CONTRACTS  |     |
| <b>Fiscal Impact/Budget Function Code:</b>            | This would provide an additional revnue stream for the transportation budget to offset current summer training expenses.   |     |

|                                      |  |  |
|--------------------------------------|--|--|
| <b>Administration Recommendation</b> | Administration recommends the approval of the agenda item as presented.  |  |
| <b>Motion:</b>                       | Presented as a consent item. If the item is pulled from the consent agenda, the motion might be: "I move to approve the Memorandum of Understanding with Ennis ISD for Bus Driver Training and delegate final contract negotiation and execution to the Superintendent, as presented." |  |
| <b>Presenter:</b>                    | Dr. Rebecca Metzger  |  |
|                                      | District Leadership  |  |

STATE OF TEXAS

§  
§  
§

COUNTY OF ELLIS

**Memorandum of Understanding (MOU)  
Bus Driver Training**

The Parties to this Memorandum of Understanding (“MOU” or “Agreement”) are the Midlothian Independent School District, an independent school district and political subdivision of the State of Texas (“Midlothian ISD”) and Ennis Independent School District, an independent school district and political subdivision of the State of Texas (“Ennis ISD”), collectively referred to as the “Parties.” The Parties enter into this Agreement under the provisions of the Interlocal Cooperation Act, Texas Government Code Chapter 791.

**Recitals**

**WHEREAS**, the Parties have identified common, legitimate public purposes in entering into this Agreement; and

**WHEREAS**, certain Midlothian ISD employees have completed (1) School Bus Driver “Train-the-Trainer”; and (2) School Bus Driver Instructor courses provided through Texas A&M Engineering Extension Service (TEEX), to serve as behind-the-wheel instructors; and

**WHEREAS**, the Ennis ISD desires for certain Ennis ISD employees to undergo bus driver training (behind the wheel instruction) provided by Midlothian ISD in order to obtain the necessary hours required to complete the Entry Level Driver Training Program.

**NOW THEREFORE**, for and in consideration of the covenants, conditions, and undertakings hereinafter described, the Parties agree as follows:

**Terms and Agreements**

1. **General Purpose & Term** – The purpose of this Agreement is for Midlothian ISD to provide Ennis ISD employees with certain bus driver training in exchange for the consideration described herein. The term of this Agreement is the current fiscal year of the Midlothian ISD, but this Agreement may be renewed for additional one-year terms upon the mutual written approval of both parties.
2. **Responsibilities of the Parties**
  - 2.1 Midlothian ISD shall, pursuant to the terms of this Agreement provide bus driver training to Ennis ISD employees selected by Ennis ISD and approved by Midlothian ISD. Midlothian ISD reserves the right to refuse services to any Ennis ISD employee who does not meet the requirements for training, if any.
  - 2.2 Prior to the receipt of services, Ennis ISD shall provide Midlothian ISD with the following information for each Ennis ISD employee selected to receive training under the terms of this Agreement:
    - 2.2.1 Verification that the individual is a current Ennis ISD employee;

- 2.2.2 Verification that the employee has a current Texas Commercial Learner Permit (CLP); and
- 2.2.3 A current copy of the employee's driving record for the previous three (3) years.
- 2.3 Each Ennis ISD employee shall adhere to Midlothian ISD's employee handbook, located at <https://www.midlothianisd.org/staff/employee-handbook>, while participating in this training. In the event that a Ennis ISD employee fails to adhere to said handbook, Midlothian ISD may, in its sole discretion, discharge the employee from the program. Midlothian ISD shall notify Ennis ISD of any such discharge and provide Ennis ISD with copies of any documentation relevant to the discharge. Ennis ISD shall not be entitled to any refund of fees for any training sequences that have already begun.
- 2.4 The Texas A&M Engineering Extension Service (TEEX) certificates of certain Midlothian ISD employees are attached as **Exhibit A**.
- 2.5 Ennis ISD shall provide a school bus (or school buses) that is properly licensed and inspected and is registered to Ennis ISD. Ennis ISD shall maintain bodily injury and property damage liability insurance coverage on said school bus in the amount of at least \$1,000,000. Upon request, Ennis ISD shall provide a copy of the insurance certificate to Midlothian ISD. Midlothian ISD will provide buses for training and testing if Ennis ISD does not have buses available.
- 2.6 All Ennis ISD employees receiving services under the terms of the Agreement shall be covered by Ennis ISD's insurance.
- 2.7 Midlothian ISD trainers will provide training at the Midlothian ISD Multi-Purpose Stadium, as well as street driving on City/County roads. Said bus driver training (behind the wheel instruction) is provided in order to obtain the necessary hours required to complete the Entry Level Driver Training Program. The Midlothian ISD trainers will input information directly to the DPS website for completion.
- 2.8 **Fees** – Ennis ISD shall pay Midlothian ISD the following fees for services provided under this Agreement. All fees are due upon scheduling the training and shall be paid via a Purchase Order issued by Ennis ISD to Midlothian ISD. Any failure of Ennis ISD to submit its Purchase Order in a timely manner shall relieve Midlothian ISD from any duty or obligation of this agreement. All fees paid under this Agreement shall be from current revenues available to Ennis ISD.
  - 2.8.1 **Bus Driver Training (estimated 32 hours for each participant):**
    - a. \$2,000 for each participant
  - 2.8.2 **Special Needs Bus Aide Training (estimated 10 hours for each participant):**
    - b. \$450 for each participant

3. **Miscellaneous:**

- 3.1 **No Waiver of Immunity.** Nothing in this Agreement shall be construed to waive any immunity from liability. The provisions of this Agreement shall not be construed as consent to suit by Midlothian ISD or Ennis ISD.
- 3.2 **Independent Contractor.** Midlothian ISD is and at all times shall be deemed to be an independent contractor and shall be wholly responsible for the manner in which it determines which Midlothian ISD employee is assigned to each Ennis ISD employee and the way that Midlothian ISD performs the services required by the terms of this Agreement. Nothing herein shall be constructed as creating the relationship of employer and employee, or principal and agent, between Ennis ISD and Midlothian ISD or any of Midlothian ISD's agents or employees. Midlothian ISD assumes responsibility for the acts of its employees as they relate to the services provided during the course and scope of their employment. Ennis ISD assumes responsibility for the acts of its employees as they relate to their actions during the course and scope of their employment. Midlothian ISD, its agents and employees, shall not be entitled to any rights or privileges of Ennis ISD employees and shall not be considered in any manner to be Ennis ISD employees. Ennis ISD, its agents and employees, shall not be entitled to any rights or privileges of Midlothian ISD employees and shall not be considered in any manner to be Midlothian ISD employees.
- 3.3 **Liability.** Neither party shall be liable for the actions of, or failure to act by the other party or any officers, employees, invitees, agents, or assigns of the other party. Each party shall be solely responsible for any claim or cause of action arising out of any act, omission, or failure to act by the party or its agents, employees, officers, invitees, or assigns.
- 3.4 **Assignment.** Neither Party may assign, transfer, or sub-contract any of its rights, burdens, duties, or obligations under this Agreement without the prior written permission of the other Party.
- 3.5 **Merger.** This Agreement represents the entire agreement between the Parties as to the subject matter of this Agreement. No prior or contemporaneous agreements or negotiations, oral or written, shall be considered part of this Agreement. If either Party wishes to amend the current Agreement, the Amendment must be in writing and signed by both parties.
- 3.6 **Choice of Law & Venue.** The provisions of this Agreement shall be governed by Texas Law, and the exclusive venue of any dispute to this Agreement shall be in Ellis County, Texas.
- 3.7 **Notices.** All notices, demands, or other writings may be delivered by either party by U.S. First Class Mail or by other reliable courier at the following addresses:

**If to Midlothian ISD:**

Superintendent  
Midlothian ISD  
100 Walter Stephenson Rd.

Midlothian, TX 76065

**If to Ennis ISD:**

Superintendent  
Ennis ISD  
303 W. Knox St  
Ennis, Tx 75519

*[signature page follows]*

**IN WITNESS THEREOF**, the Parties hereby execute and attest to this Agreement by their duly authorized representatives.

**Midlothian Independent School District (“Midlothian ISD”)**

By: \_\_\_\_\_

Printed Name: David Belding, Ed.D.

Title: Superintendent

Date April 21, 2026

**Ennis Independent School District (“Ennis ISD”)**

By: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**EXHIBIT A**

**Texas A&M Engineering Extension Service (TEEX) Certificates**

[to be attached]

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |   |
|---|--|---|
| <b>Board Meeting Date:</b>                                      | April 20, 2026   |   |
| <b>Agenda Item:</b>   | Consider Approval of the JJAEP Memorandum of Understanding for the 26-27 School Year   |   |
| <b>Agenda Location:</b>   | CONSENT  |   |
| <b>Template Attachments:</b>                                    | Yes  | <a href="#">JJAEP MOU 2026-2027</a>                           |
| <b>If yes, then select what applies:</b>                        | N/A  | N/A   |
| <b>Link to the presentation:</b>                                | No presentation for this item.   |   |
| <b>Background Information</b>                                   | <p><b>WHY:</b><br/>Pursuant to Texas Education Code 37.01, the State of Texas mandates that all counties with a population greater than 125,000 are required to develop a Juvenile Justice Alternative Education Program.</p> <p><b>WHAT:</b><br/>All school districts in Ellis County have worked together with the county in the process of developing this MOU for the Ellis County JJAEP</p> |   |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 3: Culture, Climate and Safety  |   |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being   |   |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    |  |   |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |  |   |
| <b>Legal Reference: (1) / (2)</b>                               | Texas Education Agency   |   |
| <b>Policy Reference: (1) / (2)</b>                              | FODA (Legal)   | FOCA (Legal)  |
| <b>Policy Reference: (3) / (4)</b>                              | FOE (Legal)  | FOC (Legal)   |
| <b>Policy Reference: (5) / (6)</b>                              | FOD (Legal)  | FO (Legal)  |
| <b>Fiscal Impact/Budget Function Code:</b>                      | Mandatory JJAEP Placements - No cost to the district<br>Discretionary JJAEP Placements - \$132/student/day<br>(Increase of \$7 from 2025-2026)   |   |
| <b>Administration Recommendation</b>                            | Administration recommends the approval of the agenda item as presented.  |   |
| <b>Motion:</b>  | Possible motion would be: "I move that the board approve the JJAEP Memorandum of Understanding for the 26-27 school year as presented."  |   |
| <b>Presenter:</b>   | Aaron Williams, Ed.D.  | Krista Tipton (ED)  |
|   | Asst. Superintendent - Administration and Human Resources  | Executive Director (ED) - Administration and Student Services |



## ELLIS COUNTY JUVENILE BOARD

Honorable Bob Carroll, 40<sup>th</sup> District Court  
Honorable William Wallace, 378<sup>th</sup> District Court  
Honorable Grace Pandithurai, 443<sup>rd</sup> District Court  
Honorable Jim Chapman, County Court at Law No. 1  
Honorable Gene Calvert, County Court at Law No. 2  
Honorable Joe Gallo, County Court at Law No. 3  
Honorable John Wray, Ellis County Judge

---

### ELLIS COUNTY JUVENILE JUSTICE ALTERNATIVE EDUCATION PROGRAM MEMORANDUM OF UNDERSTANDING WITH SCHOOL DISTRICTS FOR THE 2026-2027 SCHOOL YEAR

---

Pursuant to Texas Education Code §37.01, the State of Texas mandates that all counties with a population greater than 125,000 are required to develop a Juvenile Justice Alternative Education Program.

It is against the preceding backdrop that the parties named herein-below have reached an agreement, as follows -

**WHEREAS,** the Ellis County population according to the 2020 decennial census is above 125,000, absent a change in the law, Ellis County is required to comply with the mandate from the State of Texas concerning the maintenance and operation of an Ellis County Juvenile Justice Alternative Education Program (JJAEP).

**WHEREAS,** the Ellis County Juvenile Board, in conjunction with its partners, the School Districts within Ellis County, desire the best educational outcomes for the at-risk juveniles who have been expelled into the JJAEP, or otherwise accepted into the program.

**WHEREAS,** the Ellis County Juvenile Board and the School Districts desire to provide the at-risk juveniles with a quality level of intervention and educational services, appropriately designed to positively impact the lives of such Juvenile Offenders, Their Families, and the Local Communities in which we all live.

**WHEREAS,** the parties to this agreement recognize the importance of a

cooperative effort between the educational community and the Juvenile Justice System in achieving the primary goals of (1) Responsibly mitigating at-risk factors. (2) Deterring future juvenile delinquent conduct and criminal behavior. (3) Increasing the acceptance of personal responsibility, self-discipline, accountability, and non-deleterious personal behavior. (4) Improving life skills and career opportunities, and (5) Prudently balancing rehabilitation services with community safety needs.

**WHEREAS,** the parties seek to operate the JJAEP and accomplish the preceding goals within a State Mandated Regulatory Framework requiring strict compliance and reporting.

**NOW THEREFORE,** in service to the citizens and youth of Ellis County, the following public servants hereby agree on behalf of each respective public entity as follows:

**1. AGREEMENT & PARTIES TO THE AGREEMENT**

This agreement shall be known as the Ellis County Juvenile Justice Alternative Education Program Memorandum of Understanding (MOU), and is hereby entered into by and between the Ellis County Juvenile Board (Board) and the following ten independent school districts operating within Ellis County (Districts), as listed below in alphabetical order:

- Avalon Independent School District
- Ennis Independent School District
- Ferris Independent School District
- Italy Independent School District
- Maypearl Independent School District
- Midlothian Independent School District
- Milford Independent School District
- Palmer Independent School District
- Red Oak Independent School District
- Waxahachie Independent School District

**2. SUBJECT MATTER OF AGREEMENT - JJAEP**

The Ellis County Juvenile Board, in cooperation with the noted districts, hereby establishes, provides, and collaboratively operates the Ellis County Juvenile Justice Alternative Education Program (JJAEP), as specified by Chapter 37 of the Texas Education Code (TEC), both through the direct provision of services and through contractual agreements with service providers.

Unless the context indicates otherwise, as used in this MOU, the term "day" means "school day" and the term "days" means "school days".

### **3. STUDENT ELIGIBILITY**

The JJAEP will provide services to students who are expelled or removed under the following provisions:

#### **A. Mandatory Expulsion**

- i. Mandatory expulsion criteria as defined by TEC §37.007(a) (to include TX House Bill 6 changes is 2025), §37.007(d), or §37.007(e).

#### **B. Discretionary Expulsion**

- i. Discretionary expulsion criteria as defined below:
  - a. TEC §37.007(b), §37.007(c), §37.007(d), §37.007(f), or §37.007(i).
  - b. TEC §37.0052 concerning certain bullying behavior.
  - c. TEC §37.0081 concerning Penal Code Title 5 felony offenses.
  - d. TEC §37.309 concerning registered sex offenders.

#### **C. Court Ordered Services**

- i. As ordered by a judge of the Juvenile Court.
- ii. All ADA funds will be redirected to the Ellis County JJAEP, as received by each respective district.
- iii. Transportation will be the responsibility of the parent, unless the respective school district is willing and able.

### **4. STATUTORY AMENDMENTS**

In the event statutory law is amended to add, delete, or otherwise modify the procedural means for mandatory and/or discretionary expulsions, then by operation of this provision all such amendments are deemed included within Section 3 of this MOU, as of the date such statutory amendments become legally effective.

### **5. PROCEDURAL REQUIREMENTS FOR REFERRAL & ENROLLMENT INTO JJAEP**

In addition to the eligibility criteria contained in Section 3 above, the District must meet the following requirements for each student to be eligible for enrollment into the JJAEP:

- A. Prior to expelling a student from the District and into the JJAEP, the District shall conduct a hearing at which the student is afforded appropriate due process as required by TEC §37.009(f).

- i. Prior to any expulsion or removal hearing to consider placement of a student in JJAEP, the District must invite a JJAEP representative to attend the meeting. This will allow JJAEP to assess the education requirements needed for the student, and to allow the paperwork to begin for the referral to Ellis County Juvenile Services as required by TEC §37.010.
  - ii. The placement of a student with a disability who receives special education services may be made only by a duly constituted admission, review, and dismissal committee as required by TEC §37.004. The admission, review, and dismissal committee must invite a JJAEP representative to attend the meeting to ensure that special education provisions, if needed, can be provided and all ARD needs can be met in the JJAEP setting.
- B. Upon expulsion, all required intake documents (per the JJAEP intake form) will be provided to the JJAEP within 3 business days from the committee's expulsion decision.
- C. Under a mandatory expulsion from the District to the JJAEP, the District must utilize the following guidelines in determining the length or period of expulsion:
  - i. All mandatory drug possession charges will be for 90 successful days.
  - ii. All other mandatory expulsion number of days will be at the discretion of the home district, and/or per the TJJD Offense Codes, And/or TEA Chapter 37 discipline chart.
  - iii. All Weapon on campus charges will be a Mandatory 1 school year (180 school days) placement at the JJAEP.
- D. Under the discretionary expulsion from the District to the JJAEP, the District must utilize the following guidelines in determining the length of expulsion time:
  - i. All discretionary placements will be for a minimum of 45 successful days, with the maximum number of days to be determined by each respective district, not to exceed 180 days, unless approved by ECJS.
  - ii. With respect to discretionary referrals, the JJAEP will accept those such students on an "as-space-is-available" basis. The minimum length of placement for a discretionary student will be for a minimum of 45 successful days, and the maximum length of placement to be determined by the respective district, not to exceed 180 days, unless space is needed for mandatory students.
  - iii. For discretionary placements, the respective district will be notified when the student has reached 80% of assigned days, whether successful or not, to determine the need of an administrative meeting.

- E. All students (mandatory or discretionary) who are expelled or removed to the JJAEP will be required to attend until one of the following circumstances have been met:
- i. The student has completed all graduation courses, or has completed the equivalent program requirements, whichever occurs first.
  - ii. The student has successfully completed all probation and/or juvenile court related requirements, if applicable.
  - iii. The student is no longer considered to be under mandatory expulsion under Texas law.
  - iv. Due to space restrictions, the student is recommended for early termination as outlined in Section 8(D) of this MOU.
- F. When referring to a student at JJAEP, a successful day is defined as achieving 26 out of 33 total daily points on the student's point card. Any day with lower than 26 points will be deemed an unsuccessful day, and that day may be added to the end of the student's expulsion days. Each student will meet with a treatment team weekly, to discuss total point loss, and point totals will be adjusted on a case-by-case basis.
- G. When referring a student to the JJAEP, regardless of whether the referral is mandatory or discretionary, the District will complete and submit the provided intake form, accompanied by a copy of the following student records prior to the student enrolling in the JJAEP, within 3 business days:
- 1) Expulsion or removal letter.
  - 2) Police notification or discipline referral.
  - 3) Withdrawal record with grades.
  - 4) Most recent report card.
  - 5) Most current transcript.
  - 6) Fall & Spring class schedules.
  - 7) Statewide assessment scores.
  - 8) Attendance records.
  - 9) Discipline records.
  - 10) Birth certificate.
  - 11) Social security card.
  - 12) Immunization records.
  - 13) Home Language Survey.
  - 14) Free/reduced lunch eligibility status.
  - 15) Texas Student Data System (TSDS) Number
  - 16) The following special education records -
    - a) Most recent comprehensive and complete ARD paperwork.
    - b) All manifestation determination ARD paperwork.
    - c) The most recent evaluation for special education eligibility. (FIE)

- 17) Language Proficiency Assessment Committee (LPAC) determination and documentation.
  - 18) Section 504 eligibility determination.
  - 19) ESL documentation.
- H. If a student moves/transfers to another District in Ellis County prior to the completion of the original expulsion or removal term, the receiving District will not extend the student's length of placement in the JJAEP beyond the term defined in the original expulsion or removal order.
- I. The JJAEP and the District may agree to credit a student's length of placement in an alternative educational program (which occurs after the date of expulsion), such as drug rehabilitation, detention, jail, etc., **if the student has received education**, toward the student's term of expulsion or removal.
- J. The JJAEP may offer incentives for good behavior and/or academic achievement which may result in the reduction of a student's term of expulsion term. ~~The~~ JJAEP and the respective District may consider a student's successful completion of the program to coincide with the end of a grading period, **if 90% of the students' days have been successfully met. Any days less than 90% will be at the discretion of the JJAEP Administrator.**

**6. ATTENDANCE REPORTING**

The District will maintain enrollment of all JJAEP students using a campus identification number specific for JJAEP as required by TEC §37.011(h). The JJAEP will track attendance for each student enrolled in the program, and report weekly attendance to the District. The District will be responsible for reporting violations of the compulsory attendance law to the appropriate court, with the JJAEP being provided notice of any such reporting.

**7. FUNDING FOR JJAEP**

Funding for the JJAEP shall occur as follows:

- A. The Board and the JJAEP will be the recipient of all Texas Juvenile Justice Department (TJJD) sources of funding for mandatory students, which TJJD is required ~~and/or permitted~~ to pay under state law. Such funds shall partially offset the cost to the Board of operating the JJAEP.
- B. Funding for all discretionary or other students will be provided to the Board and the JJAEP by the District at a rate of **\$132.00** per student attendance day. Payment will be made by the District to Ellis County within 30 calendar days of receipt of an invoice.
- C. In the case of Special Population Students as defined in Section 12 of this MOU, the District will be financially responsible for the provision of any related services

determined necessary for such students.

- D. With the exception of the payments made to the Board and/or the JJAEP and/or Ellis County:
  - i. As set forth in the preceding Sections 7(a) and 7(b).
  - ii. Those payments paid or incurred by the Districts as contemplated in the preceding Section 7(c).
  - iii. As well as any other payments paid or incurred by the Districts as contemplated by any other provisions of this MOU - the Board is responsible for completing the annual special operating budget of the JJAEP and timely submitting it to the Ellis County Commissioners' Court for approval and funding.

**8. FACILITIES, STAFFING, AND DAILY OPERATIONS**

The JJAEP will be provided in a facility operated and maintained by Ellis County, specifically the Ellis County Juvenile Services' facility located at:

*Ellis County Juvenile Services, 2272 FM 878 Waxahachie, TX 75165.*

- A. The facility must comply with all applicable federal, state, and county regulations, as well as all TJJD standards.
- B. The JJAEP will operate at least seven (7) hours a day and 180 days a year as required by TEC §37.011(t), unless a waiver has been submitted and approved by TJJD.
- C. The JJAEP will provide all personnel and services necessary to operate the JJAEP, by direct provision and/or through contractual agreements.
- D. The daily population of the JJAEP must not exceed 48 students. Upon reaching capacity, mandated students will be given precedence for enrollment over non-mandated students. The JJAEP reserves the right to return any discretionary student to his or her home District in order to accommodate a mandatory student from any District. The JJAEP may recommend early termination of a mandatory student's expulsion term based on the student's overall compliance with the program, attendance, and grades; however, the sending School District has final acceptance and approval.
- E. The JJAEP will employ the number of statutorily licensed general education

teacher(s) required for the staff to student ratio, per TJJD and/or the Texas Administrative Code (TAC). The JJAEP will also employ the number of statutorily licensed Special Education Teacher(s). The JJAEP Administrator and/or Compliance Coordinator will obtain the teachers' state license through the Texas Education Agency (TEA), to include any special areas of licensure, as well as educational degrees and/or certifications. Additionally, the JJAEP will have (1) Community Activities Officer, and (1) Part-time Teacher's Aide. The JJAEP will maintain proper documentation of continuing education, training(s), and background checks.

## **9. TRANSPORTATION**

Transportation of all students to and from the JJAEP will be the responsibility of each respective District which has placed a student (or students) within the program. The Ellis County JJAEP does not provide student transportation.

- A. This requirement does not preclude the District from making special arrangements with a student's parent(s)/legal guardian(s) on a case-by-case, for the purpose of allowing the student's parent(s)/legal guardian(s) to handle and provide for all such transportation to and from the JJAEP.
- B. Transportation of court ordered students will be the sole responsibility of the parent, unless the students' respective home district is willing and able to provide transportation.

## **10. MEALS**

The JJAEP will provide both breakfast and lunch, along with snacks as appropriate, for each student in actual attendance at the JJAEP.

---

<sup>1</sup> Current reimbursement rates, per federal regulations, are approximately \$7.53 per day for each participating student which is calculated as follows: \$2.84 for breakfast+ \$4.69 for lunch = \$7.53 per student per day.

## 11. CURRICULUM

As a part of the JJAEP curriculum, it is agreed:

- A. The JJAEP provides the following required courses in accordance with TEC §37.011(d):
  - i. Core courses -
    1. English Language Arts
    2. Mathematics
    3. Science
    4. Social Studies
    5. Self-Discipline
    6. High School Equivalency Program (GED) Preparation
  
- B. The JJAEP provides the following elective courses in its curriculum:
  - i. Elective courses -
    1. As age appropriate- life skills, character training, and career guidance.
    2. Required Language other than English Courses
    3. Art
    4. Various legal, medical, occupational, CTE, business, computer, etc. electives.
    5. With respect to any elective course which the District desires for the student to maintain while enrolled in the JJAEP, but which the JJAEP does not provide - the District will provide the curriculum and coursework for any such elective course. The student's curriculum and coursework needs must be addressed at the time of the expulsion or removal hearing, and a determination must be made as to how the courses for which the student is currently enrolled can be maintained.
  
- C. The JJAEP will communicate the student's academic progress to both the District and the student's parent(s)/legal guardian(s).
  - i. Through this communication process, the JJAEP will encourage both the District and the student's parent(s)/legal guardian(s) to participate

in reviewing and monitoring the student's academic progress.

- ii. **The JJAEP will hold quarterly parent-teacher-student meetings. These meetings may be one-on-one, or group restorative style.**
  - iii. In the case of a high school student, the JJAEP will review the student's progress toward meeting high school graduation requirements and establish a specific graduation plan for the student as required by TEC§37.011(d); however, the JJAEP is not required to provide a course necessary to fulfill a student's high school graduation requirements, other than as specified above in TEC §11 (a) and §11 (b).
- D. All completed coursework will be accepted by the District and any credit(s) earned by the student while enrolled in the JJAEP will be reflected on the student's school transcript.

## **12. SPECIAL POPULATIONS**

Special populations and related provisions are as follows:

- A. Special Education Services - the following provisions pertain to those students who are eligible for Special Education services:
  - i. A student with a disability who receives special education services may be expelled or removed to the JJAEP only after a duly constituted Admission, Review, and Dismissal Committee (ARD) determines that the alleged offense and/or behavior was or was not a manifestation of the student's disability in accordance with TEC §37.004.
  - ii. The JJAEP will be notified by the District and invited to participate in all ARD committee meetings scheduled to discuss the expulsion or removal of a special education student to the JJAEP. The District will provide a copy of the student's current Individual Education Plan (IEP) and/or Behavior Intervention Plan (BIP) to the JJAEP for review prior to the meeting. The JJAEP may participate in the meeting to the extent that the meeting relates to the student's placement in the JJAEP.
  - iii. If a student who is either eligible for, or is receiving special education services, is expelled or removed to the JJAEP, then the District will continue to provide any related services as outlined in the IEP, FIE, and/or BIP which are not available at the JJAEP. These related services may include, but are not limited to counseling,

transportation, interpretive services, and special curriculum.

- iv. If the JJAEP determines that a student, who has not previously been qualified as a student eligible for special education, may be eligible for services, then the JJAEP will refer the student to the District for evaluation and determination of eligibility for special education services, in accordance with applicable state and federal statutes and regulations.
  - v. If the JJAEP determines that the student's educational, and/or behavioral needs cannot be met in the program, per the listed ARD accommodations and modifications, then the JJAEP will immediately notify the District. Upon receiving such notice from the JJAEP, the District will convene an ARD committee meeting to determine if the student's IEP and/or BIP need to be modified, or whether the student's placement will be reconsidered.
- B. English as Second Language Learners - Students identified as English as a Second Language (ESL) Learners will be assisted by the JJAEP, and the District as follows:
- i. The JJAEP will provide ESL Learners with the necessary services, instruction, and/or accommodations as recommended by the Language Proficiency Assessment Committee (LPAC). The JJAEP intends to have one full-time teacher who is ESL certified; however, to the extent that the JJAEP is not equipped to provide some, or all related services, then the District will continue to provide and pay for those related services recommended by LPAC which the JJAEP is unable to provide.
- C. Students with Section 504 Plans - The JJAEP will serve identified students who require a Section 504 Plan to address a physical or mental impairment by providing the necessary services, instruction, or accommodations as recommended by the 504 Committee.
- i. The District will continue to provide and/or pay for any related services recommended by the 504 Committee, which the JJAEP is unable to provide.

### **13. STATEWIDE ASSESSMENT TESTING**

All students enrolled in the JJAEP at the time of statewide assessment testing will be provided with an opportunity to test. The Districts will be responsible for administering all statewide assessment tests to include providing all required materials, supplies, and actively monitoring students at the time of testing. Arrangements may be made to test students at the JJAEP or at a campus designated by the Districts.

### **14. EXIT AND TRANSITION OF STUDENTS**

The process associated with students exiting the JJAEP will include the following:

- A. A TEA certified teacher assigned by the JJAEP will review all academic work of a student prior to the student's exit from the JJAEP and will certify completion of coursework based upon determination that the student has mastered the essential knowledge and skills for a course at the seventieth percentile pursuant to TEC §28.002.
- B. Upon completion of the program, the JJAEP will notify the District of the student's plan to return to the District. This notification will be provided in writing and will include, at a minimum, the student's attendance days, withdrawal grades, any credits earned, and the results of the IOWA assessment administered to the student.
- C. In accordance with TEC §37.011(d), all completed coursework will be accepted by the District and any credit(s) earned by the student while enrolled in the JJAEP will be reflected on the student's school transcript.

**15. TERMS OF MOU**

The term of this MOU will be from September 1, 2025, or upon execution of the MOU by the last signatory to the MOU, whichever is later, through June 30, 2026. The MOU will need to be approved by the Board and each of the Districts annually.

**16. MISCELLANIOUS PROVISIONS TO MOU**

- A. This MOU may be amended at any time, however, apart from Section 4 above, this MOU may only be amended by a written agreement which has been approved and signed by the Board and each District.
- B. In the event any provision(s) contained in this MOU is seen to be unenforceable, then this MOU shall be construed without such provision(s), and the remaining provisions shall continue in full force and effect. This MOU constitutes the complete, exclusive, and final agreement between the parties, and supersedes all oral or written proposals, prior written agreements, and/or other prior communications between the parties concerning the subject matter of this MOU.

**17. SIGNATURES**

This MOU is hereby approved and signed by the Board and each of the ten named School Districts (in alphabetical order) on the signature pages that follow:

- A. AVALON ISD
- B. ENNIS ISD
- C. FERRIS ISD
- D. ITALY ISD
- E. MAYPEARL ISD
- F. MIDLOTHIAN ISD
- G. MILFORD ISD
- H. PALMER ISD
- I. RED OAK ISD
- J. WAXAHACHIE ISD

**ELLIS COUNTY JUVENILE BOARD**

\_\_\_\_\_  
Judge William Wallace  
Juvenile Board Co-Chair  
378<sup>th</sup> District Court

\_\_\_\_\_  
Date

**ELLIS COUNTY JUVENILE SERVICES**

\_\_\_\_\_  
Chelsea Smith  
ECJS Director

\_\_\_\_\_  
Date

**AVALON INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_, 2025.

*Board of Trustees President or Designee:*

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\_\_\_\_\_  
(Title of President/Designee)

Address:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Phone:  
\_\_\_\_\_

Email:  
\_\_\_\_\_

**ENNIS INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_, 2025.

*Board of Trustees President or Designee:*

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\_\_\_\_\_  
(Title of President/Designee)

**Address:**  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Phone:**  
\_\_\_\_\_

**Email:**  
\_\_\_\_\_

**FERRIS INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_, 2025.

*Board of Trustees President or Designee:*

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\_\_\_\_\_  
(Title of President/Designee)

Address:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Phone:  
\_\_\_\_\_

Email:  
\_\_\_\_\_

**ITALY INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_, 2025.

*Board of Trustees President or Designee:*

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\_\_\_\_\_  
(Title of President/Designee)

**Address:**  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Phone:**  
\_\_\_\_\_

**Email:**  
\_\_\_\_\_

**MAYPEARL INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_, 2025.

*Board of Trustees President or Designee:*

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\_\_\_\_\_  
(Title of President/Designee)

**Address:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Phone:**

\_\_\_\_\_

**Email:**

\_\_\_\_\_

**MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_, 2025.

*Board of Trustees President or Designee:*

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\_\_\_\_\_  
(Title of President/Designee)

**Address:**  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Phone:**  
\_\_\_\_\_

**Email:**  
\_\_\_\_\_

**MILFORD INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_, 2025.

*Board of Trustees President or Designee:*

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\_\_\_\_\_  
(Title of President/Designee)

**Address:**  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Phone:**  
\_\_\_\_\_

**Email:**  
\_\_\_\_\_

**PALMER INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_, 2025.

*Board of Trustees President or Designee:*

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\_\_\_\_\_  
(Title of President/Designee)

**Address:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Phone:**

\_\_\_\_\_

**Email:**

\_\_\_\_\_

**RED OAK INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_, 2025.

*Board of Trustees President or Designee:*

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\_\_\_\_\_  
(Title of President/Designee)

**Address:**  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Phone:**  
\_\_\_\_\_

**Email:**  
\_\_\_\_\_

**WAXAHACHIE INDEPENDENT SCHOOL DISTRICT**

Approved and signed on \_\_\_\_\_, 2025.

*Board of Trustees President or Designee:*

\_\_\_\_\_  
(Signature of President/Designee)

\_\_\_\_\_  
(Printed Name of President/Designee)

\_\_\_\_\_  
(Title of President/Designee)

Address:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Phone:  
\_\_\_\_\_

Email:  
\_\_\_\_\_

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |     |
|---|---|-----|
|   |   |     |
| <b>Board Meeting Date:</b>                                      | April 20, 2026  |     |
| <b>Agenda Item:</b>   | Consider Approving Region 10 Contracts for 2026-2027  |     |
| <b>Requires Board Action:</b>                                   | YES   |     |
| <b>Agenda Location:</b>   | DISCUSSION/ACTION: BUSINESS AND FINANCE   |     |
| <b>Template Attachments:</b>                                    | Yes   | PDF |
| <b>If yes, then select what applies:</b>                        |   |     |
| <b>Link to the presentation:</b>                                | No presentation for this item.  |     |
| <b>Background Information</b>                                   | <p><b>WHY:</b> Each year, Midlothian ISD utilizes the many resources and services provided by the Region 10 Service Center.</p> <p><b>WHAT:</b><br/>The 2026/2027 Region 10 Administrative Services Package includes the most comprehensive collection of services. Based on past usage of programs by school districts and the input from the superintendents on the Administrative Services Advisory Committee (ASAC), this package has been tailored to best meet the needs of Region 10 ESC districts.</p> <p>In addition to the administrative services package a multitude of necessary programs are provided through the Region 10 Education Service Center. The programs MISD wishes to enlist for the 26/27 school year are listed on the attached worksheet with the price differential noted.</p> <p>Because the overall cost with Region 10 exceeds the aggregate amount of \$50,000, this item is being brought to the Board for approval.</p> |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 4: District Operations and Financial Stewardship   |     |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 4.3 Commitment to Financial Stewardship   |     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 1: Student Success   |     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 1.3 Continuous Improvement of Curriculum, Professional Development, and the Art and Science of Teaching   |     |
| <b>Legal Reference: (1) / (2)</b>                               |   |     |
| <b>Policy Reference: (1) / (2)</b>                              |   |     |
| <b>Fiscal Impact/Budget Function Code:</b>                      | Each contract is budgeted within the appropriate departmental budget.   |     |
| <b>Administration Recommendation</b>                            | It is the administrations recommendation to approve the Region 10 contracts as presented.   |     |

|                   |  |  |
|-------------------|--|--|
| <b>Motion:</b>    | Presented as a consent agenda item; however, if pulled for discussion, a motion might be, "I move to approve contracts with Region 10 as presented." |  |
| <b>Presenter:</b> | David Belding, Ed.D.   |  |
|                   | District Leadership  |  |

| Contract Title   | Dept                       | Accepted Last Year | Change for next year | 2025-2026 Cost | 2026-2027 Cost |  |
|--|----------------------------|--------------------|----------------------|----------------|----------------|--|
| <u>Administrative Service Package</u>  | Operations & Certification | X                  | \$203.00             | \$34,856.00    | \$35,059.00    |  |
| <u>Counselor Initiative and Student Support (CISS) Package</u>                   | Teaching & Learning        | X                  | \$0.00               | \$5,500.00     | \$5,500.00     |  |
| <u>Direct Services for Orientation &amp; Mobility (O&amp;M)</u>                  | Special Populations        | X                  | -\$23,275.00         | \$58,025.00    | \$34,750.00    |  |
| <u>Discovery Education Experience</u>  | Teaching & Learning        | X                  | \$1,097.60           | \$24,115.40    | \$25,213.00    |  |
| <u>Early Childhood Package</u>   | Teaching & Learning        | X                  | \$0.00               | \$3,000.00     | \$3,000.00     |  |
| <u>Gifted and Talented Package</u>   | Teaching & Learning        | X                  | \$0.00               | \$5,000.00     | \$5,000.00     |  |
| <u>HR Package</u>  | Operations & Certification | X                  | \$0.00               | \$4,650.00     | \$4,650.00     |  |
| <u>Item Bank - TEKSbank for Eduphoria</u>  | Operations & Certification | X                  | \$135.60             | \$7,631.40     | \$7,767.00     |  |
| <u>Laserfiche- Enterprise Content Management (ECM) for Schools and Districts</u> | Operations & Certification | X                  | \$0.00               | \$12,750.00    | \$12,750.00    |  |
| <u>Library Services Package</u>  | Teaching & Learning        | X                  | \$0.00               | \$4,500.00     | \$4,500.00     |  |
| <u>OnDataSuite</u>   | Operations & Certification | X                  | \$709.90             | \$7,381.40     | \$8,091.30     |  |
| <u>PEIMS Co-op 6</u>   | Technology & Data Services | X                  | \$250.00             | \$4,950.00     | \$5,200.00     |  |
| <u>Purchasing Cooperatives</u>   | Operations & Certification | X                  | \$0.00               | \$0.00         | \$0.00         |  |
| <u>Skyward Business Region 10 Support Services</u>                               | Technology & Data Services | X                  | \$200.00             | \$3,500.00     | \$3,700.00     |  |
| <u>Technology Package</u>  | Technology & Data Services | X                  | \$0.00               | \$15,000.00    | \$15,000.00    |  |
| <u>Technology Fiber</u>  | Technology & Data Services | X                  | \$0.00               | \$20,400.00    | \$20,400.00    |  |
| <u>Title I Shared Service Arrangement</u>  | Teaching & Learning        | X                  | \$0.00               | \$6,956.96     | \$6,956.96     | Estimate based on the 25/26 allocations. This will be changed when we receive the final 26/27 allocations. |
| <u>Title II Shared Service Arrangement</u>                                       | Teaching & Learning        | X                  | \$0.00               | \$19,000.00    | \$19,000.00    | Based on the number of teachers for the 25-26 School Year.   |
| <u>Title III EL Shared Service Arrangement</u>                                   | Teaching & Learning        | X                  | \$0.00               | \$10,400.00    | \$10,400.00    |  |
| <u>Title III Immigrant</u>   | Teaching & Learning        | X                  |                      | \$142.30       | \$142.30       | Cost: Title III-IMM SSA- 2%- Allocation  |
| <u>Title IV, SSAE Shared Service Arrangement</u>                                 | Teaching & Learning        | X                  | \$0.00               | \$1,052.78     | \$1,052.78     | Estimate based on the 25/26 allocations. This will be changed when we receive the final 26/27 allocations. |
|  |                            |                    | \$0.00               |                |                |  |
|  |                            |                    | -\$20,678.90         | \$248,811.24   | \$228,132.34   |  |

## Midlothian ISDBOARDBOOK TEMPLATE

|  |  |     |
|--|--|-----|
|  |  |     |
| <b>Board Meeting Date:</b>                                   | April 20, 2026   |     |
| <b>Agenda Item:</b>  | Consider Approval of Memorandum of Understanding (MOU) with Venus ISD for Bus Driver Training  |     |
| <b>Agenda Location:</b>                                      | CONSENT  |     |
| <b>Template Attachments:</b>                                 | Yes  | PDF |
| <b>If yes, then select what applies:</b>                     | PDF  | PDF |
| <b>Link to the presentation:</b>                             | No presentation for this item.   |     |
| <b>Background Information</b>                                | <p><b>WHY:</b> The Midlothian ISD Transportation Department already provides Venus ISD new drivers with Commercial Driver's License (CDL) training.</p> <p>Venus ISD does not have the necessary staff to provide the training to their new drivers. Midlothian ISD has 4 employees that are certified behind the wheel instructors.</p> <p><b>WHAT:</b> This will allow the Venus ISD drivers to gain behind the wheel experience before testing for their CDL. This training would be provided based upon our trainers availability. The training will be a sum total of 32 hours per participant. The trainers will be using the MISD Multi Purpose Stadium for training, with street driving on city/county roads. Midlothian ISD will provide a bus for training. This will provide a positive revenue stream to the district. The fee to VISD will be \$2,000 per each participant for bus driver training and \$450 per each participant for Special Needs Bus Aide Training. This updated agreement increased the fees paid by VISD to MISD.</p> <p>The final negotiation and execution of the MOU would be delegated to the Superintendent.</p> |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                  | Priority 4: District Operations and financial Stewardship  |     |
| <b>Performance Objective:</b> <i>(Primary)</i>               | 4.3 Commitment to Financial Stewardship  |     |
| <b>Strategic Priority:</b> <i>(Secondary - if needed)</i>    | N/A  |     |
| <b>Performance Objective:</b> <i>(Secondary - if needed)</i> | N/A  |     |
| <b>Legal Reference:</b> (1) / (2)                            | Texas Education Agency   | N/A |
| <b>Policy Reference:</b> (1) / (2)                           | GRB-RELATIONS WITH GOVERNMENTAL ENTITIES - INTERLOCAL COOPERATION CONTRACTS  |     |
| <b>Fiscal Impact/Budget Function Code:</b>                   | This would provide an additional revenue stream for the transportation budget to offset current summer training expenses.  |     |
| <b>Administration Recommendation</b>                         | Administration recommends the approval of the agenda item as presented.  |     |

|                   |  |  |
|-------------------|--|--|
| <b>Motion:</b>    | Presented as a consent item. If the item is pulled from the consent agenda, the motion might be: "I move to approve the Memorandum of Understanding with Venus ISD for Bus Driver Training and delegate final contract negotiation and execution to the Superintendent, as presented." |  |
| <b>Presenter:</b> | Dr. Rebecca Metzger  |  |
|                   | District Leadership  |  |

STATE OF TEXAS

§

COUNTY OF ELLIS

§

§

**Memorandum of Understanding (MOU)  
Bus Driver Training**

The Parties to this Memorandum of Understanding (“MOU” or “Agreement”) are the Midlothian Independent School District, an independent school district and political subdivision of the State of Texas (“Midlothian ISD”) and Venus Independent School District, an independent school district and political subdivision of the State of Texas (“Venus ISD”), collectively referred to as the “Parties.” The Parties enter into this Agreement under the provisions of the Interlocal Cooperation Act, Texas Government Code Chapter 791.

**Recitals**

**WHEREAS**, the Parties have identified common, legitimate public purposes in entering into this Agreement; and

**WHEREAS**, certain Midlothian ISD employees have completed (1) School Bus Driver “Train-the-Trainer”; and (2) School Bus Driver Instructor courses provided through Texas A&M Engineering Extension Service (TEEX), to serve as behind-the-wheel instructors; and

**WHEREAS**, the Venus ISD desires for certain Venus ISD employees to undergo bus driver training (behind the wheel instruction) provided by Midlothian ISD in order to obtain the necessary hours required to complete the Entry Level Driver Training Program.

**NOW THEREFORE**, for and in consideration of the covenants, conditions, and undertakings hereinafter described, the Parties agree as follows:

**Terms and Agreements**

1. **General Purpose & Term** – The purpose of this Agreement is for Midlothian ISD to provide Venus ISD employees with certain bus driver training in exchange for the consideration described herein. The term of this Agreement is the current fiscal year of the Midlothian ISD, but this Agreement may be renewed for additional one-year terms upon the mutual written approval of both parties.
2. **Responsibilities of the Parties**
  - 2.1 Midlothian ISD shall, pursuant to the terms of this Agreement provide bus driver training to Venus ISD employees selected by Venus ISD and approved by Midlothian ISD. Midlothian ISD reserves the right to refuse services to any Venus ISD employee who does not meet the requirements for training, if any.
  - 2.2 Prior to the receipt of services, Venus ISD shall provide Midlothian ISD with the following information for each Venus ISD employee selected to receive training under the terms of this Agreement:
    - 2.2.1 Verification that the individual is a current Venus ISD employee;

- 2.2.2 Verification that the employee has a current Texas Commercial Learner Permit (CLP); and
- 2.2.3 A current copy of the employee's driving record for the previous three (3) years.
- 2.3 Each Venus ISD employee shall adhere to Midlothian ISD's employee handbook, located at <https://www.midlothianisd.org/staff/employee-handbook>, while participating in this training. In the event that a Venus ISD employee fails to adhere to said handbook, Midlothian ISD may, in its sole discretion, discharge the employee from the program. Midlothian ISD shall notify Venus ISD of any such discharge and provide Venus ISD with copies of any documentation relevant to the discharge. Venus ISD shall not be entitled to any refund of fees for any training sequences that have already begun.
- 2.4 The Texas A&M Engineering Extension Service (TEEX) certificates of certain Midlothian ISD employees are attached as **Exhibit A**.
- 2.5 Venus ISD shall provide a school bus (or school buses) that is properly licensed and inspected and is registered to Venus ISD. Venus ISD shall maintain bodily injury and property damage liability insurance coverage on said school bus in the amount of at least \$1,000,000. Upon request, Venus ISD shall provide a copy of the insurance certificate to Midlothian ISD. Midlothian ISD will provide buses for training and testing if Venus ISD does not have buses available.
- 2.6 All Venus ISD employees receiving services under the terms of the Agreement shall be covered by Venus ISD's insurance.
- 2.7 Midlothian ISD trainers will provide training at the Midlothian ISD Multi-Purpose Stadium, as well as street driving on City/County roads. Said bus driver training (behind the wheel instruction) is provided in order to obtain the necessary hours required to complete the Entry Level Driver Training Program. The Midlothian ISD trainers will input information directly to the DPS website for completion.
- 2.8 **Fees** – Venus ISD shall pay Midlothian ISD the following fees for services provided under this Agreement. All fees are due upon scheduling the training and shall be paid via a Purchase Order issued by Venus ISD to Midlothian ISD. Any failure of Venus ISD to submit its Purchase Order in a timely manner shall relieve Midlothian ISD from any duty or obligation of this agreement. All fees paid under this Agreement shall be from current revenues available to Venus ISD.
  - 2.8.1 **Bus Driver Training (estimated 32 hours for each participant):**
    - a. \$2,000 for each participant
  - 2.8.2 **Special Needs Bus Aide Training (estimated 10 hours for each participant):**
    - b. \$450 for each participant

3. **Miscellaneous:**

- 3.1 **No Waiver of Immunity.** Nothing in this Agreement shall be construed to waive any immunity from liability. The provisions of this Agreement shall not be construed as consent to suit by Midlothian ISD or Venus ISD.
- 3.2 **Independent Contractor.** Midlothian ISD is and at all times shall be deemed to be an independent contractor and shall be wholly responsible for the manner in which it determines which Midlothian ISD employee is assigned to each Venus ISD employee and the way that Midlothian ISD performs the services required by the terms of this Agreement. Nothing herein shall be constructed as creating the relationship of employer and employee, or principal and agent, between Venus ISD and Midlothian ISD or any of Midlothian ISD's agents or employees. Midlothian ISD assumes responsibility for the acts of its employees as they relate to the services provided during the course and scope of their employment. Venus ISD assumes responsibility for the acts of its employees as they relate to their actions during the course and scope of their employment. Midlothian ISD, its agents and employees, shall not be entitled to any rights or privileges of Venus ISD employees and shall not be considered in any manner to be Venus ISD employees. Venus ISD, its agents and employees, shall not be entitled to any rights or privileges of Midlothian ISD employees and shall not be considered in any manner to be Midlothian ISD employees.
- 3.3 **Liability.** Neither party shall be liable for the actions of, or failure to act by the other party or any officers, employees, invitees, agents, or assigns of the other party. Each party shall be solely responsible for any claim or cause of action arising out of any act, omission, or failure to act by the party or its agents, employees, officers, invitees, or assigns.
- 3.4 **Assignment.** Neither Party may assign, transfer, or sub-contract any of its rights, burdens, duties, or obligations under this Agreement without the prior written permission of the other Party.
- 3.5 **Merger.** This Agreement represents the entire agreement between the Parties as to the subject matter of this Agreement. No prior or contemporaneous agreements or negotiations, oral or written, shall be considered part of this Agreement. If either Party wishes to amend the current Agreement, the Amendment must be in writing and signed by both parties.
- 3.6 **Choice of Law & Venue.** The provisions of this Agreement shall be governed by Texas Law, and the exclusive venue of any dispute to this Agreement shall be in Ellis County, Texas.
- 3.7 **Notices.** All notices, demands, or other writings may be delivered by either party by U.S. First Class Mail or by other reliable courier at the following addresses:

**If to Midlothian ISD:**

Superintendent  
Midlothian ISD

100 Walter Stephenson Rd.  
Midlothian, TX 76065

**If to Venus ISD:**

Superintendent  
Venus ISD  
100 Student Dr  
Venus, Tx 76084

*[signature page follows]*

**IN WITNESS THEREOF**, the Parties hereby execute and attest to this Agreement by their duly authorized representatives.

**Midlothian Independent School District (“Midlothian ISD”)**

By: \_\_\_\_\_

Printed Name: David Belding, Ed.D.

Title: Superintendent of Schools

Date: April 21, 2026

**Venus Independent School District (“Venus ISD”)**

By: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**EXHIBIT A**

**Texas A&M Engineering Extension Service (TEEX) Certificates**

[to be attached]

## Midlothian ISDBOARDBOOK TEMPLATE

|   |   |     |
|---|---|-----|
|   |   |     |
| <b>Board Meeting Date:</b>                            | April 20, 2026  |     |
| <b>Agenda Item:</b>                                   | Consider Approval of Memorandum of Understanding (MOU) with Venus ISD for Bus Driver Skills Testing   |     |
| <b>Agenda Location:</b>                               | CONSENT   |     |
| <b>Template Attachments:</b>                          | Yes   | PDF |
| <b>If yes, then select what applies:</b>              | PDF   | PDF |
| <b>Link to the presentation:</b>                      | No presentation for this item.  |     |
| <b>Background Information</b>                         | <p><b>WHY:</b> The Midlothian ISD Transportation Department already provides Venus ISD new drivers with Commercial Driver's License (CDL) Skills Testing.</p> <p>Venus ISD does not have the necessary staff to provide skills testing to their new drivers. Midlothian ISD has 4 employees that are certified behind the wheel instructors who can provide skills testing.</p> <p><b>WHAT:</b> This will allow the Venus ISD drivers to gain their CDL or be re-certified for their CDL. This testing would be provided based upon our trainers availability. This agreement will provide a positive revenue stream to the district. The fee to Venus ISD will be \$200 per new CDL skills test participant and \$100 re-examination participant. This updated agreement has increased fees that Venus ISD will pay to MISD.</p> <p>The final negotiation and execution of the MOU would be delegated to the Superintendent.</p> |     |
| <b>Strategic Priority: (Primary)</b>                  | Priority 4: District Operations and financial Stewardship   |     |
| <b>Performance Objective: (Primary)</b>               | 4.3 Commitment to Financial Stewardship   |     |
| <b>Strategic Priority: (Secondary - if needed)</b>    | N/A   |     |
| <b>Performance Objective: (Secondary - if needed)</b> | N/A   |     |
| <b>Legal Reference: (1) / (2)</b>                     | Texas Education Agency  | N/A |
| <b>Policy Reference: (1) / (2)</b>                    | GRB-RELATIONS WITH GOVERNMENTAL ENTITIES - INTERLOCAL COOPERATION CONTRACTS   |     |
| <b>Fiscal Impact/Budget Function Code:</b>            | This would provide an additional revenue stream for the transportation budget to offset current summer training expenses.   |     |
| <b>Administration Recommendation</b>                  | Administration recommends the approval of the agenda item as presented.   |     |

|                   |  |  |
|-------------------|--|--|
| <b>Motion:</b>    | Presented as a consent item. If the item is pulled from the consent agenda, the motion might be: "I move to approve the Memorandum of Understanding with Venus ISD for Bus Driver Skills Testing and delegate final contract negotiation and execution to the Superintendent, as presented." |  |
| <b>Presenter:</b> | Dr. Rebecca Metzger  |  |
|                   | District Leadership  |  |

STATE OF TEXAS

§

COUNTY OF ELLIS

§

§

**Interlocal Agreement for CDL Skills Testing  
Midlothian Independent School District**

The Parties to this Interlocal Agreement (“Agreement”) are the Midlothian Independent School District, an independent school district and political subdivision of the State of Texas (“Midlothian ISD”) and Venus Independent School District, an independent school district and political subdivision of the State of Texas (“District”), collectively referred to as the “Parties.” The Parties enter into this Agreement under the provisions of the Interlocal Cooperation Act, Texas Government Code Chapter 791.

**Recitals**

**WHEREAS**, the Parties have identified common, legitimate public purposes in entering into this Agreement; and

**WHEREAS**, this Agreement will benefit both Parties by providing an opportunity to district employees (“Applicants”) to take the Commercial Drive License (“CDL”) skills test for district transportation purposes and may assist Midlothian ISD in meeting testing quota requirements imposed by the Texas Department of Public Safety (the “Department”);

**WHEREAS**, the Midlothian ISD is an authorized organization certified by the Department to administer the CDL skills test and is offering this service to other school districts; and

**NOW THEREFORE**, for and in consideration of the covenants, conditions, and undertakings hereinafter described, the Parties agree as follows:

**Terms and Agreements**

1. **General Purpose** – The purpose of this Agreement is for Midlothian ISD to administer the CDL skills test to eligible employees from District in exchange for the consideration described herein, subject to the availability of Midlothian ISD examiners. The term of this Agreement is the current fiscal year of the Midlothian ISD, but this Agreement may be renewed for additional one-year terms upon the mutual written approval of both parties.
2. **Responsibilities of the Parties**
  - 2.1 Midlothian ISD shall remain certified to perform CDL skills testing by the Department throughout the duration of this Agreement and shall provide a copy of said certificate to District upon request.
  - 2.2 Each Midlothian ISD employee who conducts a CDL skills exam will have an examiner’s certification and meet the Departments qualification requirements for examiners. Midlothian ISD shall provide a copy of each examiner’s certification to the District upon request.

- 2.3 Midlothian ISD shall maintain a basic control skills course and road test route that meets the requirements described in the CDL Skills Testing Manual.
- 2.4 The District shall provide to Midlothian ISD verification that each applicant who is to receive the services of Midlothian ISD's third party skills testing: (a) is an employee of the District; (b) has a current Texas Class "C" driver's license; (c) has been issued a Texas Commercial learners permit; and (d) has a current Department of Transportation certified medical examiner's certificate. Midlothian ISD reserves the right to refuse testing services to any applicant who does not meet the requirement for CDL testing, as set forth by statute and the Department or who fails to adhere to the Midlothian ISD policies and rules of conduct.
- 2.5 The District shall provide Midlothian ISD with: (s) a copy of the applicant's driving record for the previous three (3) years and such record must not be more than thirty (30) days old; (b) proof of the employee's domicile by providing sufficient documentation as required by 37 Texas Administrative Code Section 16.7; (c) a school bus eligible for the purposes of CDL testing, properly licensed, inspected, insured, and registered to the District for the purpose of testing District's employee(s); and (d) the costs for testing of each District employee.
- 2.6 Pursuant to the terms of this Agreement and 37 Texas Administrative Code Chapter 16, Midlothian ISD shall provide the applicants an examination for a Texas Commercial Driver's License upon the successful completion of all required education sequences. The District agrees that no portion of this Agreement is or shall be interpreted as a guarantee or assurance that the District applicant shall either be eligible for a CDL examination or shall pass and be issued a CDL.
- 2.7 **Exam Fees** – The fee for the CDL skills test shall be paid when the applicant registers for the skills test along with a purchase order to Midlothian ISD:
- 2.7.1 **CDL Skills Test:**  
a. \$200.00/ participant.
- CDL Skills Test (re-examination):**  
b. \$100.00/participant

Any fees or payments paid under this Agreement shall be from current revenues available to the paying party. The failure of the District to submit its purchase order and fee in a timely manner as specified herein shall relieve Midlothian ISD from any duty or obligation of this Agreement.

### 3. **Miscellaneous:**

- 3.1 **No Waiver of Immunity.** Nothing in this Agreement shall be construed to waive any immunity from liability. The provisions of this Agreement shall not be construed as consent to suit by Midlothian ISD or District.

- 3.2 **Independent Contractor.** Midlothian ISD is and at all times shall be deemed to be an independent contractor and shall be wholly responsible for the manner in which it determines which Midlothian ISD employee is assigned to each applicant and the way that Midlothian ISD performs the services required by the terms of this Agreement. Nothing herein shall be constructed as creating the relationship of employer and employee, or principal and agent, between District and Midlothian ISD or any of Midlothian ISD’s agents or employees. Midlothian ISD assumes responsibility for the acts of its employees as they relate to the services provided during the course and scope of their employment. District assumes responsibility for the acts of its employees as they relate to their actions during the course and scope of their employment. Midlothian ISD, its agents and employees, shall not be entitled to any rights or privileges of District employees and shall not be considered in any manner to be District employees. The District, its agents and employees, shall not be entitled to any rights or privileges of Midlothian ISD employees and shall not be considered in any manner to be Midlothian ISD employees.
- 3.3 **Liability.** Neither party shall be liable for the actions of, or failure to act by the other party or any officers, employees, invitees, agents, or assigns of the other party. Each party shall be solely responsible for any claim or cause of action arising out of any act, omission, or failure to act by the party or its agents, employees, officers, invitees, or assigns.
- 3.4 **Assignment.** Neither Party may assign, transfer, or subcontract any of its rights, burdens, duties, or obligations under this Agreement without the prior written permission of the other Party.
- 3.5 **Merger.** This Agreement represents the entire agreement between the Parties as to the subject matter of this Agreement. No prior or contemporaneous agreements or negotiations, oral or written, shall be considered part of this Agreement. If either Party wishes to amend the current Agreement, the Amendment must be in writing and signed by both parties.
- 3.6 **Choice of Law & Venue.** The provisions of this Agreement shall be governed by Texas Law and the exclusive venue of any dispute to this Agreement shall be in Ellis County, Texas.
- 3.7 **Notices.** All notices, demands, or other writings may be delivered by either party by U.S. First Class Mail or by other reliable courier at the following addresses:

**If to Midlothian ISD:**

Superintendent  
 Midlothian ISD  
 100 Walter Stephenson Rd.  
 Midlothian, TX 76065

**If to applicant District:**

Superintendent  
 \_\_\_\_\_ ISD  
 \_\_\_\_\_  
 \_\_\_\_\_

*[signature page follows]*

**IN WITNESS THEREOF**, the Parties hereby execute and attest to this Agreement by their duly authorized representatives.

**Midlothian Independent School District (“Midlothian ISD”)**

By: \_\_\_\_\_

Printed Name: David Belding, Ed.D.

Title: Superintendent of Schools

Date: April 21, 2026

**Venus Independent School District (“District”)**

By: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**EXHIBIT A**

**Texas A&M Engineering Extension Service (TEEX) Certificates**

[to be attached]

**Midlothian ISDBOARDBOOK TEMPLATE**

|   |  |  |  |     |  |
|---|--|--|--|-----|--|
| <b>Board Meeting Date:</b>                            |  |  | April 20, 2026   |     |  |
| <b>Agenda Item:</b>                                   |  |  | Consider Approval of Memorandum of Understanding (MOU) with Ennis ISD for Bus Driver Training  |     |  |
| <b>Agenda Location:</b>                               |  |  | CONSENT  |     |  |
| <b>Template Attachments:</b>                          |  |  | Yes  | PDF |  |
| <b>If yes, then select what applies:</b>              |  |  | PDF  | PDF |  |
| <b>Link to the presentation:</b>                      |  |  | No presentation for this item.   |     |  |
| <b>Background Information</b>                         |  |  | <p><b>WHY:</b> The Midlothian ISD Transportation Department was approached by Ennis ISD to provide their new drivers with Commercial Driver's License (CDL) training.</p> <p>Ennis ISD does not have the necessary staff to provide the training to their new drivers. Midlothian ISD has 4 employees that are certified behind the wheel instructors.</p> <p><b>WHAT:</b> This will allow the Ennis ISD drivers to gain behind the wheel experience before testing for their CDL. This training would be provided based upon our trainers availability. The training will be a sum total of 32 hours per participant. The trainers will be using the MISD Multi Purpose Stadium for training, with street driving on city/county roads. Midlothian ISD will provide a bus for training. This will provide a positive revenue stream to the district. The fee to EISD will be \$2,000 per each participant for bus driver training and \$450 per each participant for Special Needs Bus Aide Training.</p> <p>The final negotiation and execution of the MOU would be delegated to the Superintendent.</p> |     |  |
| <b>Strategic Priority: (Primary)</b>                  |  |  | Priority 4: District Operations and financial Stewardship  |     |  |
| <b>Performance Objective: (Primary)</b>               |  |  | 4.3 Commitment to Financial Stewardship  |     |  |
| <b>Strategic Priority: (Secondary - if needed)</b>    |  |  | N/A  |     |  |
| <b>Performance Objective: (Secondary - if needed)</b> |  |  | N/A  |     |  |
| <b>Legal Reference: (1) / (2)</b>                     |  |  | Texas Education Agency   | N/A |  |
| <b>Policy Reference: (1) / (2)</b>                    |  |  | GRB-RELATIONS WITH GOVERNMENTAL ENTITIES - INTERLOCAL COOPERATION CONTRACTS  |     |  |
| <b>Fiscal Impact/Budget Function Code:</b>            |  |  | This would provide an additional revnue stream for the transportation budget to offset current summer training expenses.   |     |  |

|                                      |  |  |
|--------------------------------------|--|--|
| <b>Administration Recommendation</b> | Administration recommends the approval of the agenda item as presented.  |  |
| <b>Motion:</b>                       | Presented as a consent item. If the item is pulled from the consent agenda, the motion might be: "I move to approve the Memorandum of Understanding with Ennis ISD for Bus Driver Training and delegate final contract negotiation and execution to the Superintendent, as presented." |  |
| <b>Presenter:</b>                    | Dr. Rebecca Metzger  |  |
|                                      | District Leadership  |  |

STATE OF TEXAS

§  
§  
§

COUNTY OF ELLIS

**Interlocal Agreement for CDL Skills Testing  
Midlothian Independent School District**

The Parties to this Interlocal Agreement (“Agreement”) are the Midlothian Independent School District, an independent school district and political subdivision of the State of Texas (“Midlothian ISD”) and ENNIS Independent School District, an independent school district and political subdivision of the State of Texas (“District”), collectively referred to as the “Parties.” The Parties enter into this Agreement under the provisions of the Interlocal Cooperation Act, Texas Government Code Chapter 791.

**Recitals**

**WHEREAS**, the Parties have identified common, legitimate public purposes in entering into this Agreement; and

**WHEREAS**, this Agreement will benefit both Parties by providing an opportunity to district employees (“Applicants”) to take the Commercial Drive License (“CDL”) skills test for district transportation purposes and may assist Midlothian ISD in meeting testing quota requirements imposed by the Texas Department of Public Safety (the “Department”);

**WHEREAS**, the Midlothian ISD is an authorized organization certified by the Department to administer the CDL skills test and is offering this service to other school districts; and

**NOW THEREFORE**, for and in consideration of the covenants, conditions, and undertakings hereinafter described, the Parties agree as follows:

**Terms and Agreements**

1. **General Purpose** – The purpose of this Agreement is for Midlothian ISD to administer the CDL skills test to eligible employees from District in exchange for the consideration described herein, subject to the availability of Midlothian ISD examiners. The term of this Agreement is the current fiscal year of the Midlothian ISD, but this Agreement may be renewed for additional one-year terms upon the mutual written approval of both parties.

2. **Responsibilities of the Parties**

2.1 Midlothian ISD shall remain certified to perform CDL skills testing by the Department throughout the duration of this Agreement and shall provide a copy of said certificate to District upon request.

2.2 Each Midlothian ISD employee who conducts a CDL skills exam will have an examiner’s certification and meet the Departments qualification requirements for examiners. Midlothian ISD shall provide a copy of each examiner’s certification to the District upon request.

- 2.3 Midlothian ISD shall maintain a basic control skills course and road test route that meets the requirements described in the CDL Skills Testing Manual.
- 2.4 The District shall provide to Midlothian ISD verification that each applicant who is to receive the services of Midlothian ISD's third party skills testing: (a) is an employee of the District; (b) has a current Texas Class "C" driver's license; (c) has been issued a Texas Commercial learners permit; and (d) has a current Department of Transportation certified medical examiner's certificate. Midlothian ISD reserves the right to refuse testing services to any applicant who does not meet the requirement for CDL testing, as set forth by statute and the Department or who fails to adhere to the Midlothian ISD policies and rules of conduct.
- 2.5 The District shall provide Midlothian ISD with: (s) a copy of the applicant's driving record for the previous three (3) years and such record must not be more than thirty (30) days old; (b) proof of the employee's domicile by providing sufficient documentation as required by 37 Texas Administrative Code Section 16.7; (c) a school bus eligible for the purposes of CDL testing, properly licensed, inspected, insured, and registered to the District for the purpose of testing District's employee(s); and (d) the costs for testing of each District employee.
- 2.6 Pursuant to the terms of this Agreement and 37 Texas Administrative Code Chapter 16, Midlothian ISD shall provide the applicants an examination for a Texas Commercial Driver's License upon the successful completion of all required education sequences. The District agrees that no portion of this Agreement is or shall be interpreted as a guarantee or assurance that the District applicant shall either be eligible for a CDL examination or shall pass and be issued a CDL.
- 2.7 **Exam Fees** – The fee for the CDL skills test shall be paid when the applicant registers for the skills test along with a purchase order to Midlothian ISD:
- 2.7.1 **CDL Skills Test:**  
a. \$200.00/ participant.  
**CDL Skills Test (re-examination):**  
b. \$100.00/participant

Any fees or payments paid under this Agreement shall be from current revenues available to the paying party. The failure of the District to submit its purchase order and fee in a timely manner as specified herein shall relieve Midlothian ISD from any duty or obligation of this Agreement.

### 3. **Miscellaneous:**

- 3.1 **No Waiver of Immunity.** Nothing in this Agreement shall be construed to waive any immunity from liability. The provisions of this Agreement shall not be construed as consent to suit by Midlothian ISD or District.

- 3.2 **Independent Contractor.** Midlothian ISD is and at all times shall be deemed to be an independent contractor and shall be wholly responsible for the manner in which it determines which Midlothian ISD employee is assigned to each applicant and the way that Midlothian ISD performs the services required by the terms of this Agreement. Nothing herein shall be constructed as creating the relationship of employer and employee, or principal and agent, between District and Midlothian ISD or any of Midlothian ISD's agents or employees. Midlothian ISD assumes responsibility for the acts of its employees as they relate to the services provided during the course and scope of their employment. District assumes responsibility for the acts of its employees as they relate to their actions during the course and scope of their employment. Midlothian ISD, its agents and employees, shall not be entitled to any rights or privileges of District employees and shall not be considered in any manner to be District employees. The District, its agents and employees, shall not be entitled to any rights or privileges of Midlothian ISD employees and shall not be considered in any manner to be Midlothian ISD employees.
- 3.3 **Liability.** Neither party shall be liable for the actions of, or failure to act by the other party or any officers, employees, invitees, agents, or assigns of the other party. Each party shall be solely responsible for any claim or cause of action arising out of any act, omission, or failure to act by the party or its agents, employees, officers, invitees, or assigns.
- 3.4 **Assignment.** Neither Party may assign, transfer, or subcontract any of its rights, burdens, duties, or obligations under this Agreement without the prior written permission of the other Party.
- 3.5 **Merger.** This Agreement represents the entire agreement between the Parties as to the subject matter of this Agreement. No prior or contemporaneous agreements or negotiations, oral or written, shall be considered part of this Agreement. If either Party wishes to amend the current Agreement, the Amendment must be in writing and signed by both parties.
- 3.6 **Choice of Law & Venue.** The provisions of this Agreement shall be governed by Texas Law and the exclusive venue of any dispute to this Agreement shall be in Ellis County, Texas.
- 3.7 **Notices.** All notices, demands, or other writings may be delivered by either party by U.S. First Class Mail or by other reliable courier at the following addresses:

**If to Midlothian ISD:**

Superintendent  
 Midlothian ISD  
 100 Walter Stephenson Rd.  
 Midlothian, TX 76065

**If to applicant District:**

Superintendent  
 ENNIS ISD  
 303 W. KNOX ST.  
 ENNIS, TX 75119

[signature page follows]

**IN WITNESS THEREOF**, the Parties hereby execute and attest to this Agreement by their duly authorized representatives.

**Midlothian Independent School District (“Midlothian ISD”)**

By: \_\_\_\_\_

Printed Name: David Belding, Ed.D.

Title: Superintendent

Date: April 21, 2026

Ennis **Independent School District (“District”)**

By: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**EXHIBIT A**

**Texas A&M Engineering Extension Service (TEEX) Certificates**

[to be attached]

TEXAS A&M ENGINEERING EXTENSION SERVICE  
The Texas A&M University System


*Cindy Miller*

*has successfully completed*


School Bus Driver "Train-the-Trainer"

30 Hours

July 26 - 29, 2013

  
David Coakley, Director  
Texas A&M Engineering Extension Service



  
Ron Peddy, Division Director  
Infrastructure Training and Safety Institute

# TEXAS A&M ENGINEERING EXTENSION SERVICE

The Texas A&M University System

*Lynn Hollett*

*has successfully completed*

School Bus Driver Instructor

30 Hours

March 9 - 12, 2019

*David Coatney*

David Coatney, Director  
Texas A&M Engineering Extension Service



*Ron Peddy*

Ron Peddy, Division Director  
Infrastructure Training and Safety Institute

# TEXAS A&M ENGINEERING EXTENSION SERVICE

The Texas A&M University System

*Kenneth Lewis*

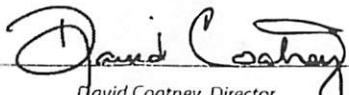
*has successfully completed*

School Bus Driver Instructor

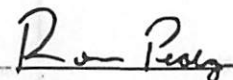
32 Hours

March 25 - 28, 2024

Continuing Education Units Earned 3.2

  
David Coatney, Director  
Texas A&M Engineering Extension Service



  
Ron Peddy, Division Director  
Infrastructure Training and Safety Institute

TEXAS A&M ENGINEERING EXTENSION SERVICE  
The Texas A&M University System

*MeChelle W. Pace*

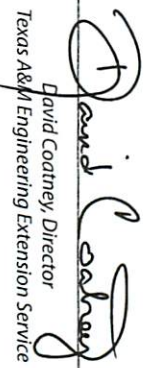
*has successfully completed*

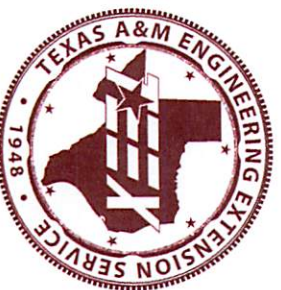
School Bus Driver Instructor

32 Hours

October 25 - 28, 2024

Continuing Education Units Earned 3.2

  
David Coatney, Director  
Texas A&M Engineering Extension Service



  
Chris Gable, Division Director  
Infrastructure Training and Safety Institute

**Midlothian ISDBOARDBOOK TEMPLATE**

|   |  |  |  |     |  |
|---|--|--|--|-----|--|
| <b>Board Meeting Date:</b>                            |  |  | April 20, 2026   |     |  |
| <b>Agenda Item:</b>                                   |  |  | Consider Approval of Memorandum of Understanding (MOU) with Maypearl ISD for Bus Driver Training   |     |  |
| <b>Agenda Location:</b>                               |  |  | CONSENT  |     |  |
| <b>Template Attachments:</b>                          |  |  | Yes  | PDF |  |
| <b>If yes, then select what applies:</b>              |  |  | PDF  | PDF |  |
| <b>Link to the presentation:</b>                      |  |  | No presentation for this item.   |     |  |
| <b>Background Information</b>                         |  |  | <p><b>WHY:</b> The Midlothian ISD Transportation Department already provides Maypearl ISD new drivers with Commercial Driver's License (CDL) training. The agreement is being updated to increase the amount MISD will charge for training, aligned with the agreements we have with other districts.</p> <p>Maypearl ISD does not have the necessary staff to provide the training to their new drivers. Midlothian ISD has 4 employees that are certified behind the wheel instructors.</p> <p><b>WHAT:</b> This will allow the Maypearl ISD drivers to gain behind the wheel experience before testing for their CDL. This training would be provided based upon our trainers availability. The training will be a sum total of 32 hours per participant. The trainers will be using the MISD Multi Purpose Stadium for training, with street driving on city/county roads. Midlothian ISD will provide a bus for training. This will provide a positive revenue stream to the district. The fee to Maypearl ISD will be \$2,000 per each participant for bus driver training and \$450 per each participant for Special Needs Bus Aide Training.</p> <p>The final negotiation and execution of the MOU would be delegated to the Superintendent.</p> |     |  |
| <b>Strategic Priority: (Primary)</b>                  |  |  | Priority 4: District Operations and financial Stewardship  |     |  |
| <b>Performance Objective: (Primary)</b>               |  |  | 4.3 Commitment to Financial Stewardship  |     |  |
| <b>Strategic Priority: (Secondary - if needed)</b>    |  |  | N/A  |     |  |
| <b>Performance Objective: (Secondary - if needed)</b> |  |  | N/A  |     |  |
| <b>Legal Reference: (1) / (2)</b>                     |  |  | Texas Education Agency   | N/A |  |
| <b>Policy Reference: (1) / (2)</b>                    |  |  | GRB-RELATIONS WITH GOVERNMENTAL ENTITIES - INTERLOCAL COOPERATION CONTRACTS  |     |  |
| <b>Fiscal Impact/Budget Function Code:</b>            |  |  | This would provide an additional revenue stream for the transportation budget to offset current summer training expenses.  |     |  |

|                                      |   |  |
|--------------------------------------|---|--|
| <b>Administration Recommendation</b> | Administration recommends the approval of the agenda item as presented.   |  |
| <b>Motion:</b>                       | Presented as a consent item. If the item is pulled from the consent agenda, the motion might be: "I move to approve the Memorandum of Understanding with Maypearl ISD for Bus Driver Training and delegate final contract negotiation and execution to the Superintendent, as presented." |  |
| <b>Presenter:</b>                    | Dr. Rebecca Metzger   |  |
|                                      | District Leadership   |  |

STATE OF TEXAS

§

COUNTY OF ELLIS

§

§

**Memorandum of Understanding (MOU)  
Bus Driver Training**

The Parties to this Memorandum of Understanding (“MOU” or “Agreement”) are the Midlothian Independent School District, an independent school district and political subdivision of the State of Texas (“Midlothian ISD”) and Maypearl Independent School District, an independent school district and political subdivision of the State of Texas (“Maypearl ISD”), collectively referred to as the “Parties.” The Parties enter into this Agreement under the provisions of the Interlocal Cooperation Act, Texas Government Code Chapter 791.

**Recitals**

**WHEREAS**, the Parties have identified common, legitimate public purposes in entering into this Agreement; and

**WHEREAS**, certain Midlothian ISD employees have completed (1) School Bus Driver “Train-the-Trainer”; and (2) School Bus Driver Instructor courses provided through Texas A&M Engineering Extension Service (TEEX), to serve as behind-the-wheel instructors; and

**WHEREAS**, the Maypearl ISD desires for certain Maypearl ISD employees to undergo bus driver training (behind the wheel instruction) provided by Midlothian ISD in order to obtain the necessary hours required to complete the Entry Level Driver Training Program.

**NOW THEREFORE**, for and in consideration of the covenants, conditions, and undertakings hereinafter described, the Parties agree as follows:

**Terms and Agreements**

1. **General Purpose & Term** – The purpose of this Agreement is for Midlothian ISD to provide Maypearl ISD employees with certain bus driver training in exchange for the consideration described herein. The term of this Agreement is the current fiscal year of the Midlothian ISD, but this Agreement may be renewed for additional one-year terms upon the mutual written approval of both parties.

2. **Responsibilities of the Parties**

2.1 Midlothian ISD shall, pursuant to the terms of this Agreement provide bus driver training to Maypearl ISD employees selected by Maypearl ISD and approved by Midlothian ISD. Midlothian ISD reserves the right to refuse services to any Maypearl ISD employee who does not meet the requirements for training, if any.

2.2 Prior to the receipt of services, Maypearl ISD shall provide Midlothian ISD with the following information for each Maypearl ISD employee selected to receive training under the terms of this Agreement:

2.2.1 Verification that the individual is a current Maypearl ISD employee;

- 2.2.2 Verification that the employee has a current Texas Commercial Learner Permit (CLP); and
- 2.2.3 A current copy of the employee’s driving record for the previous three (3) years.
- 2.3 Each Maypearl ISD employee shall adhere to Midlothian ISD’s employee handbook, located at <https://www.midlothianisd.org/staff/employee-handbook>, while participating in this training. In the event that a Maypearl ISD employee fails to adhere to said handbook, Midlothian ISD may, in its sole discretion, discharge the employee from the program. Midlothian ISD shall notify Maypearl ISD of any such discharge and provide Maypearl ISD with copies of any documentation relevant to the discharge. Maypearl ISD shall not be entitled to any refund of fees for any training sequences that have already begun.
- 2.4 The Texas A&M Engineering Extension Service (TEEX) certificates of certain Midlothian ISD employees are attached as **Exhibit A**.
- 2.5 Maypearl ISD shall provide a school bus (or school buses) that is properly licensed and inspected and is registered to Maypearl ISD. Maypearl ISD shall maintain bodily injury and property damage liability insurance coverage on said school bus in the amount of at least \$1,000,000. Upon request, Maypearl ISD shall provide a copy of the insurance certificate to Midlothian ISD. Midlothian ISD will provide buses for training and testing if Maypearl ISD does not have buses available.
- 2.6 All Maypearl ISD employees receiving services under the terms of the Agreement shall be covered by Maypearl ISD’s insurance.
- 2.7 Midlothian ISD trainers will provide training at the Midlothian ISD Multi-Purpose Stadium, as well as street driving on City/County roads. Said bus driver training (behind the wheel instruction) is provided in order to obtain the necessary hours required to complete the Entry Level Driver Training Program. The Midlothian ISD trainers will input information directly to the DPS website for completion.
- 2.8 **Fees** – Maypearl ISD shall pay Midlothian ISD the following fees for services provided under this Agreement. All fees are due upon scheduling the training and shall be paid via a Purchase Order issued by Maypearl ISD to Midlothian ISD. Any failure of Maypearl ISD to submit its Purchase Order in a timely manner shall relieve Midlothian ISD from any duty or obligation of this agreement. All fees paid under this Agreement shall be from current revenues available to Maypearl ISD.
  - 2.8.1 **Bus Driver Training (estimated 32 hours for each participant):**
    - a. \$2,000 for each participant
  - 2.8.2 **Special Needs Bus Aide Training (estimated 10 hours for each participant):**
    - b. \$450 for each participant

3. **Miscellaneous:**

- 3.1 **No Waiver of Immunity.** Nothing in this Agreement shall be construed to waive any immunity from liability. The provisions of this Agreement shall not be construed as consent to suit by Midlothian ISD or Maypearl ISD.
- 3.2 **Independent Contractor.** Midlothian ISD is and at all times shall be deemed to be an independent contractor and shall be wholly responsible for the manner in which it determines which Midlothian ISD employee is assigned to each Maypearl ISD employee and the way that Midlothian ISD performs the services required by the terms of this Agreement. Nothing herein shall be constructed as creating the relationship of employer and employee, or principal and agent, between Maypearl ISD and Midlothian ISD or any of Midlothian ISD's agents or employees. Midlothian ISD assumes responsibility for the acts of its employees as they relate to the services provided during the course and scope of their employment. Maypearl ISD assumes responsibility for the acts of its employees as they relate to their actions during the course and scope of their employment. Midlothian ISD, its agents and employees, shall not be entitled to any rights or privileges of Maypearl ISD employees and shall not be considered in any manner to be Maypearl ISD employees. Maypearl ISD, its agents and employees, shall not be entitled to any rights or privileges of Midlothian ISD employees and shall not be considered in any manner to be Midlothian ISD employees.
- 3.3 **Liability.** Neither party shall be liable for the actions of, or failure to act by the other party or any officers, employees, invitees, agents, or assigns of the other party. Each party shall be solely responsible for any claim or cause of action arising out of any act, omission, or failure to act by the party or its agents, employees, officers, invitees, or assigns.
- 3.4 **Assignment.** Neither Party may assign, transfer, or sub-contract any of its rights, burdens, duties, or obligations under this Agreement without the prior written permission of the other Party.
- 3.5 **Merger.** This Agreement represents the entire agreement between the Parties as to the subject matter of this Agreement. No prior or contemporaneous agreements or negotiations, oral or written, shall be considered part of this Agreement. If either Party wishes to amend the current Agreement, the Amendment must be in writing and signed by both parties.
- 3.6 **Choice of Law & Venue.** The provisions of this Agreement shall be governed by Texas Law, and the exclusive venue of any dispute to this Agreement shall be in Ellis County, Texas.
- 3.7 **Notices.** All notices, demands, or other writings may be delivered by either party by U.S. First Class Mail or by other reliable courier at the following addresses:

**If to Midlothian ISD:**

Superintendent  
Midlothian ISD  
100 Walter Stephenson Rd.  
Midlothian, TX 76065

**If to Maypearl ISD:**

Superintendent  
Maypearl ISD  
400 Panther Lane  
Maypearl, Tx 76064

*[signature page follows]*

**IN WITNESS THEREOF**, the Parties hereby execute and attest to this Agreement by their duly authorized representatives.

**Midlothian Independent School District (“Midlothian ISD”)**

By: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**Maypearl Independent School District (“Maypearl ISD”)**

By: \_\_\_\_\_

Printed Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**EXHIBIT A**

**Texas A&M Engineering Extension Service (TEEX) Certificates**

[to be attached]

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |                                |
|---|--|--------------------------------|
|   |  |                                |
| <b>Board Meeting Date:</b>                                    | March 9, 2026  |                                |
| <b>Agenda Item:</b>   | 26/27 Staff Development Waiver   |                                |
| <b>Agenda Location:</b>                                       | CONSENT  |                                |
| <b>Template Attachments:</b>                                  | No   | <a href="#">26-27 Calendar</a> |
| <b>If yes, then select what applies:</b>                      | <a href="#">26-27 Instructional Mintues</a>  | N/A                            |
| <b>Link to the presentation:</b>                              | No presentation for this item.   |                                |
| <b>Background Information<br/>Limit to ____ words or less</b> | <p><b>WHY:</b> The TEA staff development waiver allows the district to train staff on various educational strategies designed to improve student performance in lieu of student instruction during the school year. Effective with the 2018-2019 school year, the Staff Development Minutes Waiver provides for a maximum of 2,100 total waiver minutes to use for professional development for districts that provide operational and instructional minutes.</p> <p><b>WHAT:</b> The board-adopted learning calendar for the 2026-2027 school year provides a total of 76,800 instructional minutes for full-day students exceeding the required 75,600. The calendar also includes an additional 1,920 minutes of applicable professional development between the first and last day of school, which could be applied to instructional minutes. While planned instructional minutes exceed the 75,600 minute requirement, submitting the TEA waiver for 1,920 minutes allows for district flexibility with inclement weather make-up as well as senior attendance in preparation for graduation.</p> <p>Administration is requesting approval to submit a TEA waiver for staff development.</p> |                                |
| <b>Strategic Priority: (Primary)</b>                          | Priority 4: District Operations and financial Stewardship  |                                |
| <b>Performance Objective: (Primary)</b>                       | 4.2 Effective and Efficient Cross-departmental Work Processes  |                                |
| <b>Strategic Priority:<br/>(Secondary - if needed)</b>        | Priority 1: Student Success  |                                |
| <b>Performance Objective:<br/>(Secondary - if needed)</b>     | 1.2 All Students Exhibit Yearly Growth in Core Areas   |                                |
| <b>Legal Reference: (1) / (2)</b>                             | N/A  | N/A                            |
| <b>Policy Reference: (1) / (2)</b>                            | SEE ABOVE  | N/A                            |
| <b>Fiscal Impact/Budget Function Code:</b>                    | None   |                                |
| <b>Administration Recommendation</b>                          | Administration recommends the approval of the agenda item as presented.  |                                |

|                   |   |  |
|-------------------|---|--|
| <b>Motion:</b>    | A motion may be, "I move to approve MISD administration to submit the TEA waiver as presented." |  |
| <b>Presenter:</b> | Aaron Williams, Ed.D.   |  |
|                   | District Leadership   |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |                               |
|---|---|-------------------------------|
|   |   |                               |
| <b>Board Meeting Date:</b>                                      | April 20, 2026  |                               |
| <b>Agenda Item:</b>   | Consider Teacher/Professional Contract Recommendations 26/27 (Round 1)  |                               |
| <b>Agenda Location:</b>   | CONSENT   |                               |
| <b>Template Attachments:</b>                                    | Yes   |                               |
| <b>If yes, then select what applies:</b>                        | N/A   | <a href="#">Contract List</a> |
| <b>Link to the presentation:</b>                                | No presentation for this item.  |                               |
| <b>Background Information</b>                                   | <p><b>WHY:</b> Each year staff (administrators, teachers, nurses, counselors, and librarians) are evaluated by supervising staff and contract renewal recommendations are then submitted for Board consideration. The recommendations were shared in closed session.</p> <p><b>WHAT:</b> Personnel is discussed in Closed Session under Texas Government Codes 551.074. Administrative contract renewals are recommended based on information provided and discussed in that setting.</p> |                               |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 2: Capacity Building and Effective Leadership  |                               |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 2.1 Recruit and Retain High-potential Talent  |                               |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 2: Capacity Building and Effective Leadership  |                               |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 2.2 Systematic Management of Individual Talent  |                               |
| <b>Legal Reference: (1) / (2)</b>                               |   |                               |
| <b>Policy Reference: (1) / (2)</b>                              | N/A   | N/A                           |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |                               |
| <b>Administration Recommendation</b>                            | Administration recommends the approval of the agenda item as presented.   |                               |
| <b>Motion:</b>  | Possible motion would be: "I move to accept the 2026-27 staff contract recommendations as presented."   |                               |
| <b>Presenter:</b>   | Aaron Williams, Ed.D.   |                               |
|   | District Leadership   |                               |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|  |   |  |
|--|---|--|
| <b>Board Meeting Date:</b>                         | April 20, 2026  |  |
| <b>Agenda Item:</b>                                | <b>Consider Approval of Mentor's Care Annual MOU Agreement</b>  |  |
| <b>Requires Board Action:</b>                      | YES   |  |
| <b>Agenda Location:</b>                            | CONSENT   |  |
| <b>Template Attachments:</b>                       | Yes   |  |
| <b>If yes, then select what applies:</b>           | Contract  | <a href="#">2026-27 Mentor's Care Agreement</a>          |
| <b>Link to the presentation:</b>                   | Yes. See link in the box to the right.  | <a href="#">Mentor's Care 2026 Mid-Year Presentation</a> |
| <b>Background Information</b>                      | <p><b>WHY:</b> MISD Balanced Scorecard places emphasis on providing support to students to help them be successful while earning a well-rounded, rigorous education that prepares them for the future.</p> <p><b>WHAT:</b><br/>Mentor's Care is a program that serves students at MHS, HHS and in LEAP that provides consistent mentorship for at-risk students. Their "connecting struggling high school students with adult volunteers" who mentor students toward graduation and readiness for living purposeful lives. A full time coordinator is housed on each high school campus to coordinate schedules between the mentor and the student to ensure consistent mentorship. Weekly curriculum is taught to the students by the mentor which includes skills to help students realize the importance of learning and planning for the future. Data is collected by Mentor's Care to support the efficacy of the program. Brian Blackwell, Managing Director for Mentor's Care, provided a mid-year update and progress data to date to the Curriculum and Instruction Board Sub-committee on April 1, 2026.</p> <p><b>MISD selected Mentor's Care as the district's high school academic mentoring program through RFP for Districtwide Counseling, Family/Community Resource Services and Educational Programs. The three year contract expires on June 30, 2029.</b></p> |  |
| <b>Strategic Priority: (Primary)</b>               | Priority 1: Student Success   |  |
| <b>Performance Objective: (Primary)</b>            | 1.2 All Students Exhibit Yearly Growth in Core Areas  |  |
| <b>Strategic Priority: (Secondary - if needed)</b> | Priority 3: Culture, Climate and Safety   |  |

|   |  |              |
|---|--|--------------|
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being   |              |
| <b>Legal Reference: (1) / (2)</b>                               |  |              |
| <b>Policy Reference: (1) / (2)</b>                              |  |              |
| <b>Fiscal Impact/Budget Function Code:</b>                      | \$100,000 is allocated in the 2026-27 budget   |              |
| <b>Administration Recommendation</b>                            | Administration recommends the approval of the agenda item as presented.  |              |
| <b>Motion:</b>  | This is a consent agenda item; however, if pulled for discussion a motion might be, "I make a motion to approve the Mentor's Care Agreement as presented for 2026-27 school year." |              |
| <b>Presenter:</b>   | Shelle Blaylock  | Sabra Golden |
|   | District Leadership  | Director     |



**Agreement for Provision of Mentoring Program Services to  
Two High Schools within Midlothian Independent School District  
(For the 2026-2027 Academic School Year)**

This Agreement is made and entered into as of \_\_\_\_\_, 2026 (the “**Effective Date**”) by and between the MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT (the “**District**”), and MENTORS CARE, a tax-exempt 501(c)(3), Texas non-profit corporation (“**Mentors Care**”) for the purpose of specifying the terms and conditions under which Mentors Care has agreed to provide the mentoring services more particularly described herein (collectively, the “**Program Services**”) to the District for the benefit of participating students at Midlothian High School, and Midlothian Heritage High School (collectively, the “**Schools**”, whether one or more) during the Term defined herein.

Background

Mentors Care operates and maintains a syndicated, thriving, proprietary mentoring program (the “**Program**”) which is designed to identify, benefit, influence and change the lives of high school students who are at-risk of dropping out of school and thereby failing to achieve their full potential due to difficult family, socio-economic or other circumstances, by connecting them with adult mentors who serve as advocates, life-counselors and role models. Mentors Care and the District each believe that the Program would be of benefit to participating students at the School. The District therefore desires to engage Mentors Care to implement, maintain and operate the Program at the above-named School, and Mentors Care desires to do so subject to the terms and conditions set forth below.

1. Subject to District’s Approval and Adoption of Enabling Budget. This Agreement is subject to the District’s acceptance of the terms and conditions set forth below and adoption of an annual budget for each academic school year at issue (each, a “**Budget**”), which includes funding for the Program in an amount equal to the Program Service Fees specified in Section 4.e. below.

2. Term. The term of this Agreement will generally coincide with the District’s 2026-2027 academic school year (the “**Term**”), excluding summer semesters, holidays and bad weather days recognized by the District, and other days during which the Schools may be closed or students are not present for any reason; provided, however, that the Term shall commence on the latter of August 1, 2026 or the first Monday in August, 2026, if August 1 falls on a weekend or District-recognized holiday, and will continue through the last day of the Spring Semester of such School Year, unless sooner terminated by either party with or without cause upon 30 days’ written notice to the other at any time.

In addition to any other termination or suspension rights which it may have hereunder, Mentors Care reserves the right to terminate or suspend the relationship contemplated by this Agreement at any time if and as it deems it necessary to do so due to a lack of support from prospective mentors and volunteers, qualified and acceptable personnel to staff the Program, and/or funding from grants and other charitable contributions from third parties in an amount sufficient to cover the differential between the Program Service Fees which Mentors Care

receives from the Districts and schools which it serves, and the greater costs and expenses which Mentors Care actually incurs in implementing, maintaining and operating the Program for the Districts and schools which it serves. In such an event, Mentors Care shall refund a pro-rata portion of any prepaid Program Service Fees paid by the District under Section 4.e., as soon as reasonably practicable and no later than thirty (30) days after any such termination.

3. Mentors Care's Responsibilities. During the Term, Mentors Care will:

a. Use its copyrighted, proprietary Program materials and curriculum to implement, maintain, and operate the Program at the Schools, at no additional cost to the District or to the Program participants, save and except for the Program Service Fees referenced in Section 4.e. below.

b. Recruit and train volunteers to serve as mentors for the Program at the Schools, as follows:

i. Solicit and require detailed applications from each prospective mentor.

ii. Provide the District with the names and drivers licenses of Mentors Care's Program Coordinator and other Mentors Care employees who may be assigned to the School, and all Mentors Care volunteers who are assigned to serve as mentors for participating students at the School, so that the District may perform criminal history record information reviews (each, a "***Criminal History Review***") of such persons in accordance with Section 4.a. below.

iii. Require all volunteers who pass the Criminal History Review and are approved and assigned to serve as mentors for Program participants enrolled at the School to participate in (i) an in-person, group training session hosted by Mentors Care's Program Coordinator at the School if they are a first-time volunteer for Mentors Care, or (ii) an online, self-paced mentor training session if they have volunteered for Mentors Care and participated in an in-person, group training session hosted by Mentors Care during a previous School Year; and in either case, to do so sometime during the first month after the start of each new academic school year during the Term, and to further ensure that each mentor has completed such training prior to their first meeting with the participating student to whom they have been assigned.

c. Work with School administrators and staff to (i) identify students are "at risk of dropping out of school" as such phrase is defined in Section 29.081(d) of the Texas Education Code, as such statute may be modified and amended from time to time (see <https://statutes.capitol.texas.gov/Docs/ED/htm/ED.29.htm#29.081>), and according to such additional criteria, factors and indicators, if any, as Mentors Care and the District may mutually agree ("***At-Risk Students***"), for referral to Mentors Care; (ii) establish and implement plans to achieve Program objectives for the School as a whole, and for individual Program participants, as well, and (iii) match Program participants with suitable mentors, and thereafter work with and monitor progress of mentors and Program participants on a regular basis throughout the Term.

d. Provide an Annual Report to the District's Board of Trustees or other governing body, showing reports & statistics for the then current academic school year, as soon as reasonably practicable following the conclusion of each academic school year during the Term, and no later than the beginning of the next academic school year, subject to the District's timely provision to Mentors Care of Student Data for participating students in accordance with the District's obligations under Section 4.f. below.

e. Will use the District's facilities, computers, telephones, internet or network only for purposes related to the provisions of Program Services under this Agreement, and shall take reasonable steps to ensure that its paid Program Coordinators (herein so called), employees, mentors, and volunteers to abide by the District's policies relating to technology resources, and conduct on school premises.

4. The District's Responsibilities. During the Term, the District will, at its sole cost and expense:

a. Conduct criminal history record information reviews for (i) Mentors Care's Program Coordinator and any other employees of Mentors Care who are assigned to work at the School, each in accordance with Texas Education Code §22.0834 or its successor, and (ii) Mentors Care's volunteers who are assigned to serve as mentors for participating students at the School, each in accordance with Texas Education Code §22.0835 or its successor (each, a "Criminal History Review"). In furtherance of the foregoing, the District acknowledges and agrees that Section 22.0835 of the Texas Education Code requires each volunteer to provide the District with a copy of his or her driver's license or another form of identification containing the volunteer's photograph as issued by an entity of the United States Government, but does not require them to submit fingerprints or any other photographs aside from their driver's license or other form of identification specified above. The District further covenants and agrees that, unless and until Chapter 22 of the Texas Education Code is modified or amended to clearly and explicitly require the District do so, it will not require Mentors Care's volunteers to submit fingerprints or any other photographs aside from their driver's license or other form of identification specified above, and nor will it subject such volunteers to the type of national criminal history record information review which school districts, open-enrollment charter schools, and shared services arrangements are presently required to perform in regard to certified educators, certain open-enrollment charter school employees, certain contract employees, substitute teachers and certain private school employees, under various other provisions of Chapter 22 of the Texas Education Code.

b. Provide Mentors Care with suitable office accommodations at the Schools, together with a desk, a credenza and chairs, a desktop computer and telephone, internet connectivity and reasonable access to the Schools' computer networks, information systems and Student Data (as defined below). Mentors Care acknowledges and agrees that the District is not leasing any facilities to Mentors Care under this Agreement, and shall retain priority of use of any and all school property and facilities, and that Mentors Care's right to access and use Student Data throughout the Schools' computer network and information systems will be subject to, and in accordance with, the terms, conditions and restrictions set forth below.

c. Encourage School administrators and staff to work with Mentors Care's Program Coordinator to identify At-Risk Students for referral to Mentors Care.

d. Provide a gathering area nearby and in close proximity to Mentors Care's assigned office accommodations at the Schools, where Mentors Care can meet with mentors and participating students, and where mentors and participating students can meet, as well, during regularly scheduled meetings.

e. Pay Mentors Care an annual service fee in the amount of Fifty Thousand and No Dollars (\$50,000.00) per each of the Schools listed in the opening paragraph above, for a total of One Hundred Thousand Dollars (\$100,000.00) for the academic school year (the "**Program**

*Service Fees*”). The Program Service Fees shall be due and payable in ten (10) equal monthly installments, each in the amount of \$10,000.00, the first of which shall be due and payable on September 1, 2026, and the remainder of which shall be due and payable on the first day of each calendar month thereafter through June 1, 2027. Program Service Fees which are not paid within fifteen (15) days after the date upon which such fees become due are subject to an administrative late fee in the amount of \$50.00. Time is of the essence with regard to the District’s payment obligations hereunder.

f. Provide Mentors Care with Student Data (as defined in Section 5.a. below) relative to the Term (*i.e.*, the 2026-2027 academic school year) for all participating students upon admission to the Program.

5. Student Data; Privacy.

a. For purposes of this Agreement, “*Student Data*” means all personally identifiable information and other non-public information which pertains to participating students at the School, including, without limitation, information relating to such students’ demographics, attendance, grades, transcripts, course completion, credits earned, and disciplinary records. Employees, volunteers, mentors, and others providing services on behalf of Mentors Care in accordance with this Agreement are considered “school officials” with a legitimate educational interest in receiving Student Data necessary to provide the services detailed in this Agreement, and shall be subject to the same requirements as District employees under the Family Educational Rights and Privacy Act (FERPA) and Board Policy FL (LOCAL).

b. Mentors Care acknowledges and agrees that:

i. The District will identify and inform Mentors Care of the names of those students whom the District believes might reasonably be expected to benefit from participating in the Program.

ii. Neither Mentors Care nor any of its Program Coordinators, employees, volunteers or mentors will meet with or otherwise promote the benefits of participating in the Program to any particular students on a one-on-one basis, unless such students have been recommended by a counselor or teacher and their parent or legal guardian has approved of their participation in the Program. In no event, however, should the foregoing be construed as prohibiting Mentors Care from promoting the Program to students in general, so long as it does not selectively target specific students who have not otherwise previously been identified by the District as students who might benefit from participating in the Program.

iii. Except as to the names of those students whom it believes might reasonably benefit from participating in the Program, the District shall not provide Mentors Care with any Student Data relating to a particular student, unless and until such time as the student’s parent or legal guardian has signed a written consent in such form as the District may reasonably approve or prescribe, approving of the student’s involvement in the Program and of the District’s provision or disclosure of such Student Data to Mentors Care.

iv. To the extent that the District elects to provide or disclose Student Data to Mentors Care or otherwise allow Mentors Care access to any such Student Data through the parent or legal guardian’s written consent, such information shall be regarded as “Student Data”.

v. Mentors Care covenants and agrees that:

1. It will not use any Student Data to advertise or market any third-party products or services to students or their parents, or for any purposes other than those expressly referenced in this Agreement.

2. It will not use any Student Data in any manner that is not otherwise intended to inure to the benefit of the particular student to whom such information relates.

3. It will keep and hold all Student Data in confidence and not disclose such information to any third party, aside from the mentors who are working with the particular student(s) to whom such Student Data pertains, and who are bound to maintain the confidentiality of such Student Data.

4. It will only collect and use Student Data as necessary in connection with its operation of the Program, and except as otherwise expressly provided herein, will not share any such Student Data with any third parties without prior written consent of the student and its parent or legal guardian, as required by law.

5. Any Student Data held by Mentors Care will be made available to the District upon request by the District, provided that any information which a participating student may have provided to Mentors Care directly in confidence shall be shared with that student's counselor within the District.

6. It will ensure that all Student Data in its possession or control is destroyed or transferred to the District under the direction of the District when the Student Data is no longer needed for the purposes permitted hereunder at the request of the District.

7. It will provide annual training on the handling and confidentiality of Student Data to all Mentors Care employees, volunteers, and mentors.

6. Miscellaneous.

a. Choice of Law & Venue. This Agreement shall be governed under the laws of the State of Texas, and venue for any dispute or litigation arising hereunder shall be in Ellis County, Texas. In any adjudication of a claim for breach of contract under this Agreement, reasonable and necessary attorneys' fees that are equitable and just may be awarded to the prevailing party. No provision of this Agreement is a waiver of any immunity or defense or consent to suit.

b. Immunity. By signing this Agreement, the District is not waiving any immunities provided to the school district by law.

c. Prohibition of Alcohol, Tobacco, Controlled Substances and Firearms. The following are prohibited on District property: Mentors Care and Mentors Care's Program Coordinators, employees, volunteers, and mentors shall not bring or use alcohol, tobacco, controlled substances, and/or firearms or other prohibited weapons or items on District property as provided by Texas law. Mentors Care's Program Coordinators, employees, volunteers, and mentors shall conduct themselves with proper decorum, including adequate dress consistent with the nature of the work being performed. Any sexual harassment by Mentors Care's Program Coordinators, employees, volunteers, or mentors is prohibited.

d. Binding Agreement. The terms of this Agreement will not be binding upon either of the parties hereto unless and until it has been signed by a duly authorized representative of each of the parties below, and an original or copy thereof has been delivered to the other party hereto.

e. Authorized Signature. Each of the undersigned representatives of the parties hereby represents and warrants that he or she has been duly authorized to make and enter into the relationship and agreement contemplated by this Agreement, and to bind the party which they represent to the terms and conditions set forth herein.

In Witness Whereof, the undersigned representatives of each of the parties have executed this Agreement in evidence of their mutual agreement to be bound by and adhere to the terms and conditions set forth above.

The District:

Midlothian Independent  
School District

By: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Mentors Care:

Mentors Care,  
a Texas non-profit corporation

\_\_\_\_\_

Brian Blackwell,  
Managing Director

Date: \_\_\_\_\_



# MENTORS CARE

## MIDLOTHIAN ISD

---

Aug 2025- Jan 2026 statistics

# MIDLOTHIAN ISD

## MENTORS CARE IMPACT

---



- **26** total seniors
- **128** students served
- **117** volunteer mentors
- **1,419** hours spent mentoring

# INDICATORS WE TRACK

Texas State Indicators

Mentors Care Changeable Indicators

Adverse Childhood Experiences (ACEs)

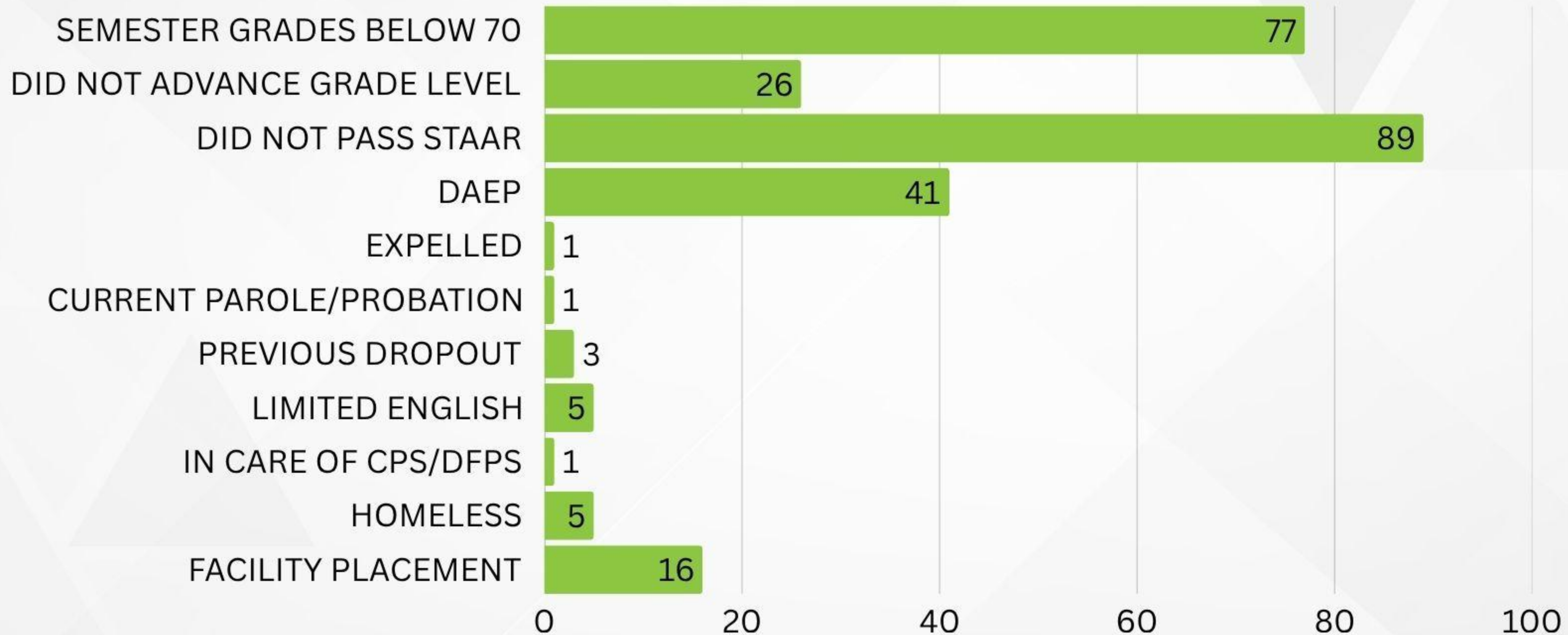


# MIDLOTHIAN ISD

## TEXAS STATE INDICATORS



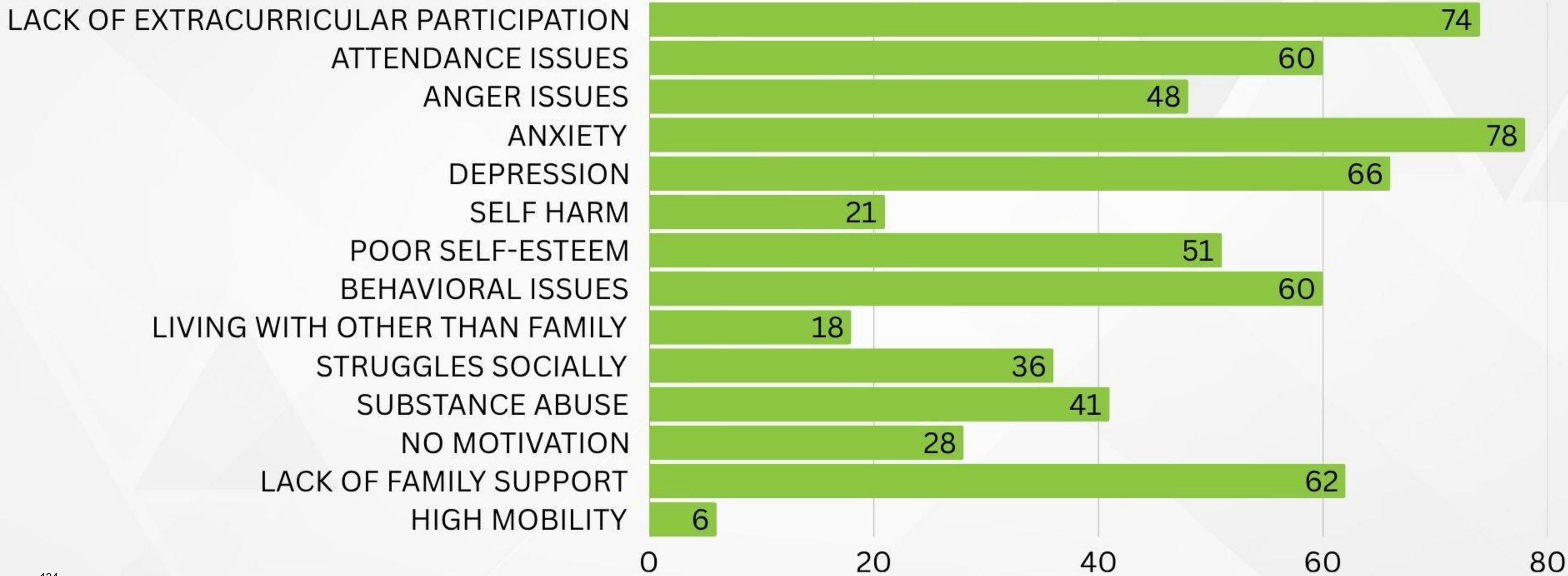
● State At-Risk Indicators



# MENTORS CARE AT-RISK INDICATORS

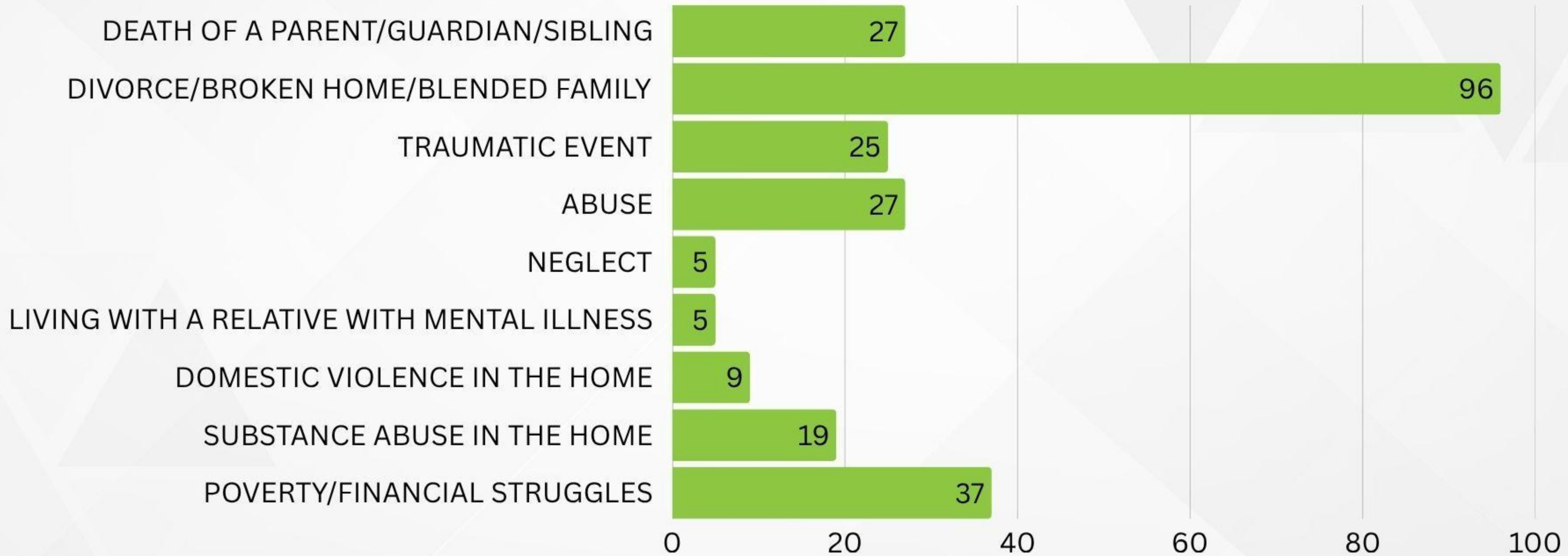


● Mentors Care At-Risk Indicators



\*Students in the program for any length of time Aug. 2025 – Jan. 2026

# ADVERSE CHILDHOOD EXPERIENCES (ACEs)

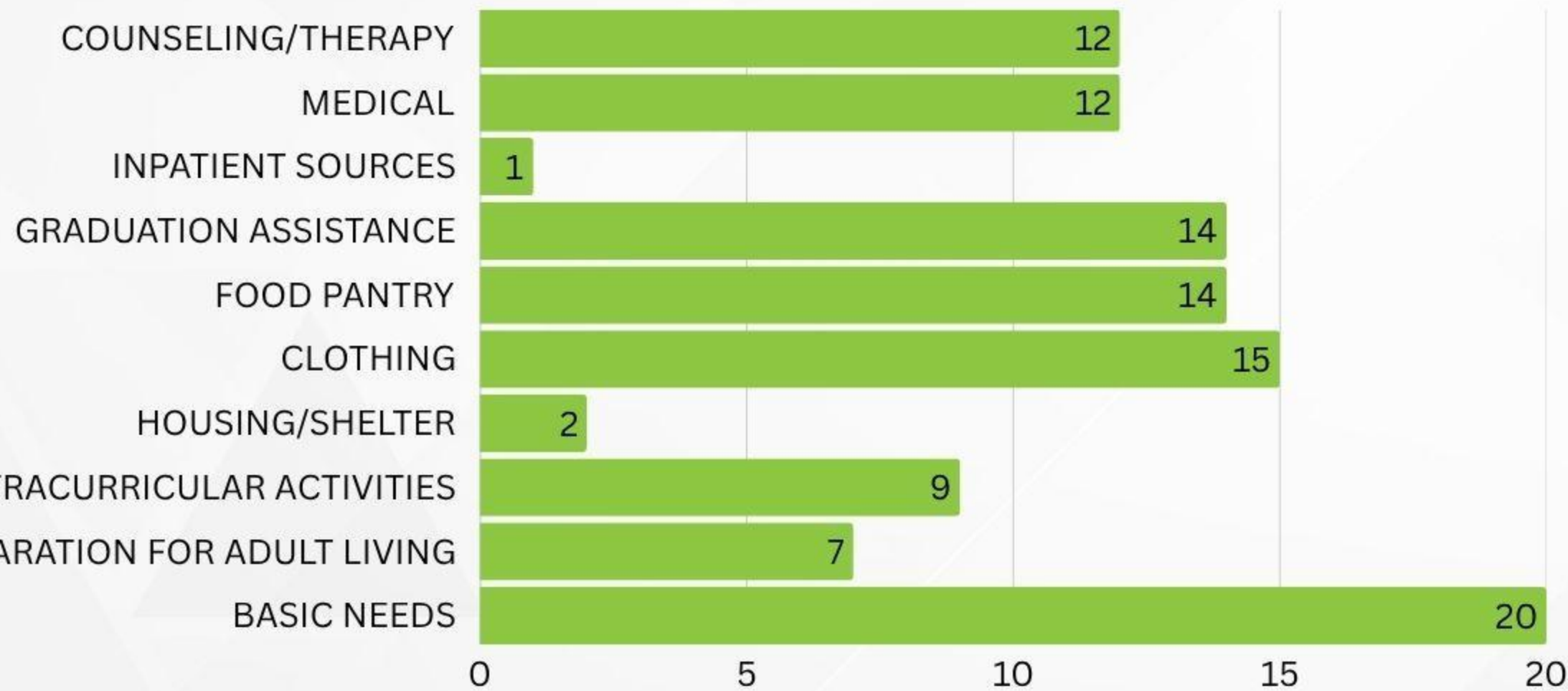


\*Students in the program for any length of time Aug. 2025– Jan. 2026



## Community Referrals

- Students were referred to community resources **107** times



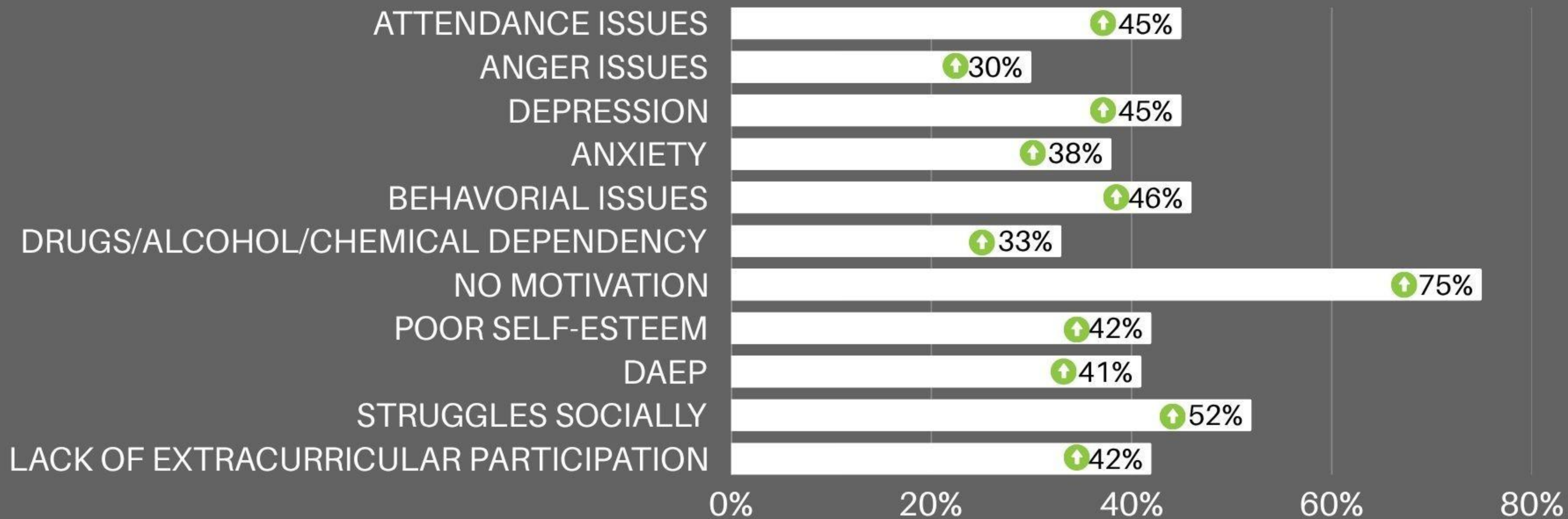
## Outcries

- **141** Emotional Needs
- **4** Self-Harm
- **1** Substance Abuse
- **13** Medical/Pregnancy
- **2** Homelessness
- **Students were referred to community resources 107 times**



# The difference a mentor makes

73% of students saw an improvement in Mentors Care indicators  
2024-2025 Student Results



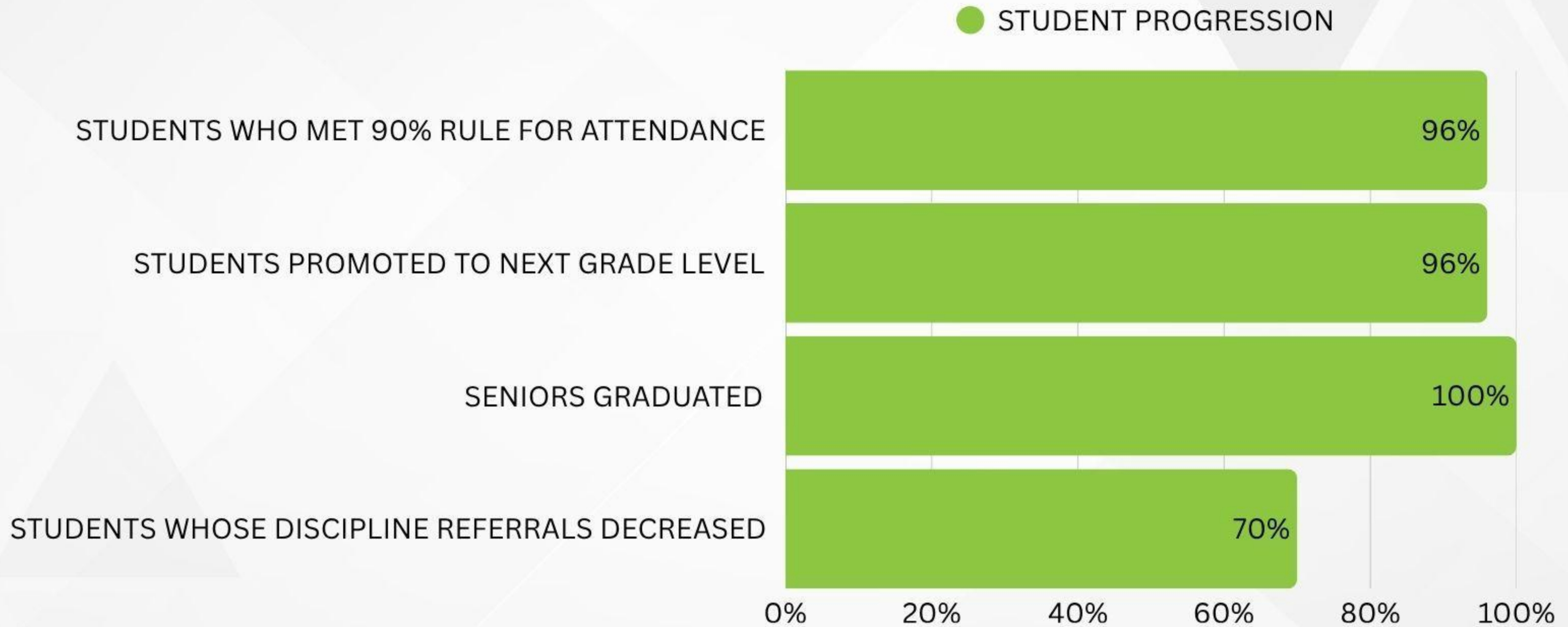
\*Mentors Care stats are based on students enrolled in the program for 2+ years program wide

# MIDLOTHIAN ISD

## MENTORS CARE IMPACT



### 2024-2025 Student Results



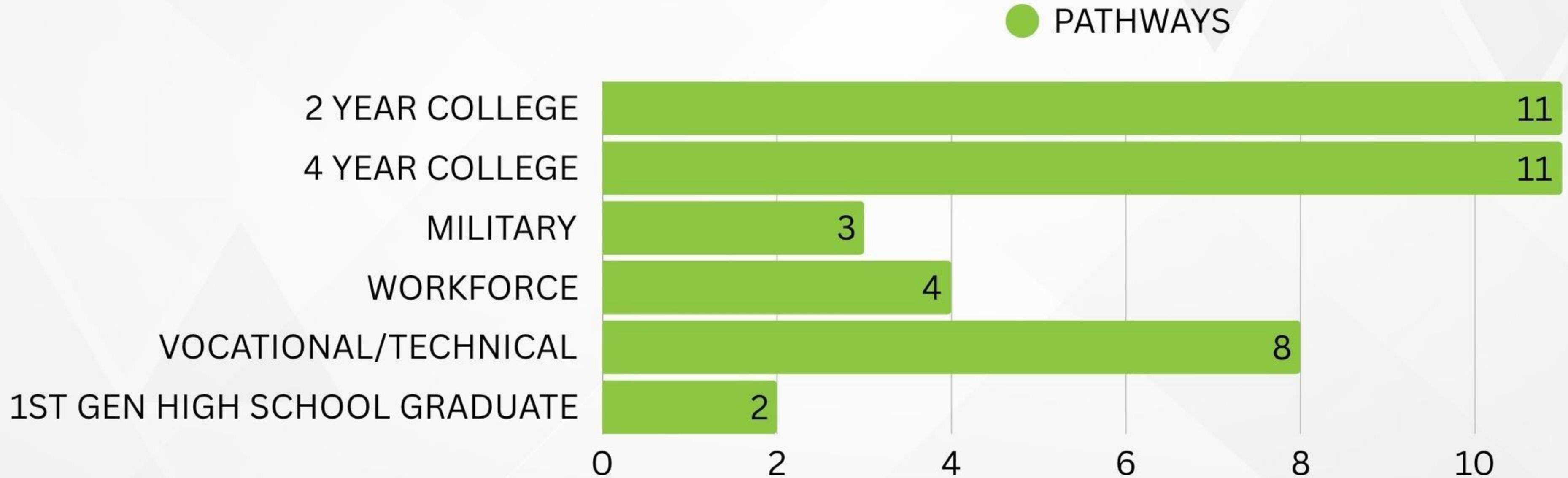
# MIDLOTHIAN ISD

## MENTORS CARE IMPACT



### PATHWAYS

What our most recent 2025 graduates are doing after graduation





## FROM THE STUDENTS

---

56%

of Mentors Care students did not have a safe person to talk to prior to Mentors Care

100%

of those students reported Mentors Care created a safe space for them.



**Jessica Ward & Mary Jane Fogarty**  
*nominated for our Carl Smith, mentor of the year award.*



**THANK YOU**



[www.mentors.care](http://www.mentors.care)

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |     |
|---|---|-----|
|   |   |     |
| <b>Board Meeting Date:</b>                                      | April 20, 2026  |     |
| <b>Agenda Item:</b>   | Consider Recommendation for Hire - Assistant Director of Athletics  |     |
| <b>Agenda Location:</b>   | ACTION  |     |
| <b>Template Attachments:</b>                                    | No  | N/A |
| <b>If yes, then select what applies:</b>                        | N/A   | N/A |
| <b>Link to the presentation:</b>                                | No presentation for this item.  |     |
| <b>Background Information</b>                                   | <p><b>WHY:</b> 2.2c Establish systems of support and development opportunities for all staff aligned to their estimated potential</p> <p><b>WHAT:</b> 2.3.a Develop and implement a comprehensive organizational plan designed to appropriately align people and resources to accomplish the mission, goals, and objectives of MISD</p> <p>For 1st round interviews, 37 applicants were initially screened for the position of Assistant Director of Athletics. After original screening that consisted of a review of application documents and a qualification check, six highly-qualified candidates were selected to be interviewed in the first in-person round. The committee members were Rusty Purser, HS Campus coordinators Doug Wendel, Eric Edwards, and Angie Evans, and MS Frank Seale coordinator Bobby Evers.</p> <p>From the 1st round, 2 candidates were selected to interview a second time with Rusty Purser, and MS Principals Allana Lewallen, Cassandra Ricks, and Carly Woolery. This round focused on direct oversight and support of the MS coaches and campus culture.</p> <p>The leading candidate from the second round advanced to a final interview with the Superintendent. That highly-qualified candidate is being recommended for Assistant Director of Athletics.</p> |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 2: Capacity Building and Effective Leadership  |     |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 2.3 Development of a High-performing Organizational System  |     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 1: Student Success   |     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 1.1 Multiple Pathways for All Students to Belong  |     |
| <sup>42</sup> <b>Legal Reference: (1) / (2)</b>                 | N/A   | N/A |

|  |   |  |
|--|---|--|
| <b>Policy Reference: (1) / (2)</b>         |   |  |
| <b>Fiscal Impact/Budget Function Code:</b> | N/A   |  |
| <b>Administration Recommendation</b>       | Administration recommends the approval of the agenda item as presented.                               |  |
| <b>Motion:</b>                             | A motion might be, "I move to approve ( <i>insert name</i> ) as the Assistant Director of Athletics." |  |
| <b>Presenter:</b>                          | Aaron Williams, Ed.D.   |  |
|  | District Leadership   |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|  |   |
|--|---|
|  |   |
| <b>Board Meeting Date:</b>               | April 20, 2026  |
| <b>Agenda Item:</b>                      | Consider possible approval of recommended rankings of Construction Manager-at-Risk firms for certain 2025 bond projects (New Elementary #9, New Career & Technical Education (CTE) Building, Renovation Projects (MHS, Frank Seale MS), Restroom Renovations (Three Elementary Schools), Transportation Facility Addition & Renovation, Ag Facility Renovation & Expansion) and delegate authority to the Superintendent to negotiate and execute the contract(s) for the identified bond projects  |
| <b>Agenda Location:</b>                  | DISCUSSION/ACTION: BUSINESS AND FINANCE   |
| <b>Template Attachments:</b>             | Yes <span style="float: right;">PDF</span>  |
| <b>If yes, then select what applies:</b> | PDF <span style="float: right;">PDF</span>  |
| <b>Link to the presentation:</b>         | No presentation for this item.  |
| <b>Background Information</b>            | <p>Midlothian ISD issued a solicitation to select a Construction Manager-At-Risk (CMAR) via a two-step Request for Qualifications (RFQ)/Request for Proposals (RFP) process (in accordance with Tex. Educ Code 44.031(f) and Texas Government Code Chapter 226g, Subchapter F) on February 19, 2026. Qualification proposals were accepted until March 5, 2026. An evaluation committee met on March 6th, 10th, 11th and 12th to review and evaluate the submitted proposals to select the highest-ranked firms to submit Step 2 proposals. The committee selected 5 firms who were notified on March 13, 2026 of their selection. The selected firms were invited to participate in interviews with the evaluation committee prior to submitting their proposals on April 6, 2026. Following the interviews and receipt of all proposals, evaluation scores were finalized and used to establish the rankings for the 2025 Bond Projects:</p> <ul style="list-style-type: none"> <li>• Elementary School #9, MHS Renovations &amp; Capital Improvements, Frank Seale Middle School, Longbranch Elementary, Mt. Peak Elementary, &amp; Vitovsky Elementary Restroom Renovations &amp; Capital Improvements, Transportation Center Expansion, Capital Improvement and Renovation</li> <li>• CTE Center and Ag Facility Expansion, Capital Improvement and Renovation</li> </ul> <p>The rankings are attached for Board review and approval.</p> <p>Additionally, approving this agenda item will delegate authority to the Superintendent to negotiate and execute contracts for the Construction Manager-At-Risk for the designated project(s). Negotiations will begin with the designated project(s) highest-ranked firm. If mutually agreeable terms are unable to be made with the highest ranked firm, negotiations will proceed with the next highest-ranked firm, and so on.</p> |
| <b>Strategic Priority: (Primary)</b>     | Priority 4: District Operations and financial Stewardship   |
| <b>Performance Objective: (Primary)</b>  | 4.3 Commitment to Financial Stewardship   |

|   |   |                            |
|---|---|----------------------------|
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | N/A   |                            |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | N/A   |                            |
| <b>Legal Reference: (1) / (2)</b>                               | Texas Education Agency  | N/A                        |
| <b>Policy Reference: (1) / (2)</b>                              | CH-PURCHASING AND ACQUISITION   | CV-FACILITIES CONSTRUCTION |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |                            |
| <b>Administration Recommendation</b>                            | Administration recommends the approval of the agenda item as presented.   |                            |
| <b>Motion:</b>  | A motion might be "I move that we approve the recommended rankings of construction manager at risk firms for the listed 2025 bond projects and delegate authority to the Superintendent to negotiate and execute the contract(s) for the identified bond projects, as presented." |                            |
| <b>Presenter:</b>   | Dr. Rebecca Metzger   |                            |
|   | District Leadership   |                            |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |     |
|---|---|-----|
|   |   |     |
| <b>Board Meeting Date:</b>                            | April 20, 2026  |     |
| <b>Agenda Item:</b>                                   | Discuss and consider possible approval of technology consulting proposal from Region 10 Education Service Center for Technology Manager at Risk services for the 2025 Bond Projects and other technology consulting services, and delegate authority to the Superintendent to negotiate and execute an agreement with Region 10 and Tessera Technology Group, LLC.  |     |
| <b>Agenda Location:</b>                               | DISCUSSION/ACTION: BUSINESS AND FINANCE   |     |
| <b>Template Attachments:</b>                          | Yes   | PDF |
| <b>If yes, then select what applies:</b>              | PDF   | PDF |
| <b>Link to the presentation:</b>                      | No presentation for this item.  |     |
| <b>Background Information</b>                         | <p>This proposal with Region 10 and Tessera Technology Group is recommended to allow for early involvement, enhanced coordination, and shared risk management for a complex, technology-intensive project (in accordance with Texas Education Code 44.031; Texas Government Code Chapter 791 (Interlocal Cooperation Act)).</p> <p>Utilizing a technology manager at risk approach provides the District with greater cost transparency, schedule control, and accountability through collaboration during planning and design, competitive procurement of subcontracted work, and execution of the technology implementation phase. This model also supports scalability and flexibility while ensuring a single point of coordination throughout the project lifecycle, aligning delivery with the scope and timelines approved by voters in the November 2025 bond election.</p> <p>Additionally, approving this agenda item will delegate authority to the Superintendent to negotiate and execute a contract/agreement for technology consulting services. This delegation will allow the District to efficiently advance with the technology phases of the bond projects.</p> |     |
| <b>Strategic Priority: (Primary)</b>                  | Priority 4: District Operations and financial Stewardship   |     |
| <b>Performance Objective: (Primary)</b>               | 4.3 Commitment to Financial Stewardship   |     |
| <b>Strategic Priority: (Secondary - if needed)</b>    | N/A   |     |
| <b>Performance Objective: (Secondary - if needed)</b> | N/A   |     |
| <b>Legal Reference: (1) / (2)</b>                     | Texas Education Agency  | N/A |
| <b>Policy Reference: (1) / (2)</b>                    | CH-PURCHASING AND ACQUISITION   |     |

|  |   |  |
|--|---|--|
| <b>Fiscal Impact/Budget Function Code:</b> | Fees for these services will be paid from the 2025 bond technology budget   |  |
| <b>Administration Recommendation</b>       | Administration recommends the approval of the agenda item as presented.   |  |
| <b>Motion:</b>                             | A motion might be "I move that we approve the technology consulting proposal from Region 10 Education Service Center, as presented, and delegate authority for the Superintendent to negotiate and execute a technology consulting agreement with Region 10 and Tessera Technology Group, LLC, for the identified bond projects, as presented." |  |
| <b>Presenter:</b>                          | Dr. Rebecca Metzger   |  |
|  | District Leadership   |  |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|  |  |
|--|--|
|  |  |
| <b>Board Meeting Date:</b>                         | April 20, 2026   |
| <b>Agenda Item:</b>                                | Discuss and Review Board Standard Operating Procedures   |
| <b>Agenda Location:</b>                            | DISCUSSION / ACTION  |
| <b>Template Attachments:</b>                       | Yes <span style="float: right;">PDF</span>   |
| <b>If yes, then select what applies:</b>           |  |
| <b>Link to the presentation:</b>                   | No presentation for this item.   |
| <b>Background Information</b>                      | <p>The MISD Board Governance subcommittee met on February 17, 2026, prior to the regular meeting to review the current Board Standard Operating Procedures.</p> <p>Based upon information discussed and input from legal counsel, the subcommittee has proposed revisions and/or additions to the operating procedures for Board consideration and approval.</p> <p><b>Revisions and/or additions</b> include the following:</p> <ul style="list-style-type: none"> <li>- <b>Updated:</b> Request to include a topic on the agenda must be submitted by at least two board members <i>(This has been approved in local policy action.)</i></li> <li>- <b>Updated:</b> Deadline for submitting a request to the Board President and Superintendent for consideration on the agenda changed from seven to 10 days prior to the meeting date.</li> <li>- <b>Updated:</b> Posting requirement was changed from 72 hours to three business days in accordance with the new law.</li> <li>- <b>Updated:</b> Public Comment portion was updated to remove a redundancy.</li> <li>- <b>Added:</b> That in order for a trustee to serve as Secretary they must have completed at least one year of service.</li> <li>- <b>Added:</b> Trustee membership on a specific committee may not exceed two years of service.</li> <li>- <b>Added:</b> A former trustee may participate in graduation ceremonies by handing a diploma to a child or grandchild if they wish.</li> <li>- <b>Clarified:</b> Participation in graduation ceremonies was outlined as outgoing trustees are recognized in the program and schedule to take part in the ceremony and incoming trustees are eligible to participate, if they desire.</li> </ul> <p>A red-line version of the procedures follow this template.</p> |
| <b>Strategic Priority: (Primary)</b>               | Priority 3: Culture, Climate and Safety  |
| <b>Performance Objective: (Primary)</b>            | 3.2 Strive to Be a Listening and Learning Organization Aligned with Stakeholder Engagement   |
| <b>Strategic Priority: (Secondary - if needed)</b> |  |

|   |   |                 |
|---|---|-----------------|
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> |   |                 |
| <b>Legal Reference: (1) / (2)</b>                               |   |                 |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |                 |
| <b>Administration Recommendation</b>                            | This is a Board decision.   |                 |
| <b>Motion:</b>  | A motion might be, "I move to approve the revisions and additions to the Board Standard Operating Procedures as presented." |                 |
| <b>Presenter:</b>   | David Belding, Ed.D.  | Ryan Timm       |
|   | Superintendent  | Board President |

# MIDLOTHIAN BOARD OF TRUSTEES



## Operating Procedures

Revised: *March 2024 (Approved at the April 14, 2024 Regular Meeting) February 2026*

# MISD STANDARD OPERATING PROCEDURES

|   |           |
|---|-----------|
| <b>I. DEVELOPING BOARD MEETING AGENDA .....</b>                     | <b>4</b>  |
| A. Development of the Agenda.....                                   | 4         |
| B. Placing an Item on the Agenda .....                              | 4         |
| C. Finalizing the Agenda .....                                      | 4         |
| D. Notifying Board Members of a Board Meeting.....                  | 5         |
| E. Use of Consent Agenda .....                                      | 5         |
| <b>II. CONDUCTING BOARD MEETINGS .....</b>                          | <b>5</b>  |
| A. General Meeting Procedure, Member Attendance & Conduct .....     | 5         |
| B. Public Comment.....  | 7         |
| <b>III. VOTING .....</b>  | <b>8</b>  |
| A. Voting in Board Meetings .....                                   | 8         |
| B. Abstentions/Recusals.....  | 8         |
| C. Board Officers .....   | 9         |
| <b>IV. COMMUNICATION BE, BDB(LOCAL) .....</b>                       | <b>10</b> |
| A. Superintendent to the Board .....                                | 10        |
| B. Board to Staff.....  | 11        |
| C. Board to Community .....   | 11        |
| D. Board Member Communications between Meetings .....               | 12        |
| E. Communication of Concern with Board Member .....                 | 12        |
| F. Handling Complaints or Concerns.....                             | 12        |
| G. Individual Board member Requests for Information.....            | 13        |
| <b>V. BOARD STANDING COMMITTEES .....</b>                           | <b>14</b> |
| <b>VI. CAMPUS VISITS - PROCEDURE GKC(LOCAL) .....</b>               | <b>15</b> |
| <b>VII. SUPERINTENDENT EVALUATION BJCD(LOCAL) .....</b>             | <b>15</b> |
| A. Evaluation of the Superintendent. ....                           | 15        |
| B. Formal Evaluation.....   | 15        |
| <b>VIII. BOARD MEMBER TRAINING &amp; ORIENTATION BD(LOCAL).....</b> | <b>15</b> |
| A. New Board Member Orientation.....                                | 15        |
| B. Ongoing Training and Board Development.....                      | 16        |
| C. Annual Review of Board Operating Procedures .....                | 17        |
| <b>IX. ELECTION ACTIVITIES BBB(LEGAL) (LOCAL), BBB(LEGAL).....</b>  | <b>17</b> |
| School Board Elections.....   | 17        |
| <b>X. GRADUATION PARTICIPATION.....</b>                             | <b>17</b> |
| <b>XI. BOARD ADVOCACY.....</b>                                      | <b>17</b> |
| <b>XII. MIDLOTHIAN ISD BOARD OF TRUSTEES VALUES .....</b>           | <b>18</b> |

# MISD STANDARD OPERATING PROCEDURES

## Board Member Pledge

### Student Focused

- I will be continuously guided by what is best for all students of the District.

### Trustworthiness in Stewardship

- I will be accountable to the public by representing District policies, programs, priorities, and progress accurately.
- I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
- I will work to ensure prudent and accountable use of district resources.
- I will make no personal promise or take private action that may compromise my performance or my responsibilities

### Commitment in Service

- I will focus my attention on fulfilling the Board's responsibilities of goal setting policy making, and evaluation.
- I will diligently prepare for and attend Board meetings.
- I will avoid personal involvement in activities the Board has delegated to the superintendent.
- I will seek continuing education that will enhance my ability to fulfill my duties effectively.

### Equity in Attitude

- I will be fair, just and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself. I will encourage expressions of different opinions and listen with an open mind to others' ideas.

### Honor in Conduct

- I will tell the truth.
- I will share my views while working for consensus.
- I will respect the majority decisions as the decision of the Board.
- I will base my decisions on fact rather than supposition, opinion, or public favor.

### Integrity in Character

- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consistently uphold all applicable laws, rules, policies and governance procedures.
- I will not disclose information that is confidential by law or that will needlessly harm the District if disclosed.

# MISD STANDARD OPERATING PROCEDURES

## I. DEVELOPING BOARD MEETING AGENDA

### A. Development of the Agenda

The Superintendent shall prepare the agenda for all meetings in consultation with the Board President to ensure that the agenda and topics included meet with the Board President's approval.

### B. Placing an Item on the Agenda

1. ~~A request to include a topic on an agenda must be submitted by at least two board members in order to be considered in the preliminary agenda. Any Trustee may request the inclusion of a specific topic on the agenda.~~
2. ~~A Trustee's request for a specific topic to be included on a meeting agenda.~~ Furthermore, the request shall be submitted to the Board President and Superintendent in writing at least 7-10 calendar days prior to the date of the meeting by 5 pm.
3. In reviewing the preliminary agenda, the Board President shall ensure that any topics requested by two or more Board members ~~have requested to be addressed~~ are either on that agenda or scheduled for deliberation at an appropriate time in the near future. The Board President shall not have the authority to remove from the agenda a subject requested by ~~a Board member/trustees~~ without ~~that Board~~ member's specific authorization.

### C. Finalizing the Agenda

1. The preliminary agenda will be provided to the Board at least 5 calendar days before the scheduled meeting date, in order to provide the Trustees ample time to review the agenda and supporting documentation prepared by the Administration.
2. The final agenda will be delivered to all Board members electronically or in hard copy form on request.

### D. Notifying Board Members of a Board Meeting

1. Board members shall be notified of a meeting through regular channels of communication and a schedule of regular board meetings will be posted for each school year on the MISD website.

## MISD STANDARD OPERATING PROCEDURES

2. Board members will be advised by the Superintendent in advance of complex agenda items, and such matters will typically be shared one month in advance at properly called meeting or workshop of the Board, or in weekly board notes.

### E. Use of Consent Agenda

1. A consent agenda shall include items of routine or recurring nature grouped together under one action item (e.g., annual renewals; budget amendments; gifts, donations and bequests; minutes of past Board meetings; minor policy items; or other items as recommended by the Superintendent).
2. Each board member will be furnished with background material on each consent agenda item, connecting to the strategic goal of the district. A Board member may request that an item be removed from the consent agenda and placed in the Discussion, Information or Action portions of the agenda. Any such request must be made at least 4 calendar days before the meeting to ensure time to amend the agenda and comply with the ~~three (3) business days 72-hour~~ posting requirement.
3. All consent items shall be acted upon by one vote without separate discussion unless an item is withdrawn for individual consideration. Where an item or items are withdrawn for individual consideration, the remaining items will be considered under a single motion and vote by the Board.

**Commented [HT1]:** Probably need to increase this to stay in front of the posting deadline - you could change to 4 business days?

## II. CONDUCTING BOARD MEETINGS

Meetings of the Board of Trustees are governed by the Texas Open Meetings Act.

### A. General Meeting Procedure, Member Attendance & Conduct

1. The presiding officer shall conduct the meeting.
2. The Board shall be guided by Parliamentary Procedures as detailed in Robert's Rules of Order.
3. The presiding officer may take the agenda items out of order as necessary to ensure efficient operation of the meeting.
4. Trustees shall strive to attend all meetings of the Board and shall make good faith efforts to notify the Board President and the Superintendent of his/her anticipated absence from a meeting.

## MISD STANDARD OPERATING PROCEDURES

5. Only Board Members who are counted as present may participate in discussion, debate or voting.
6. Board members may not participate in a meeting by telephone except in the event of an emergency or public necessity as defined by the Open Meetings Act.
7. A Board member may be counted present and may participate in a meeting remotely by videoconference if:
  - a) A quorum of the Board is physically present at one location of the meeting; and
  - b) The video and audio feed of the Board member's participation is broadcast live at the meeting, and the Board member is visible and audible to the public at all times during open session while the member is present.
8. All Board members are expected to conduct themselves with professionalism, respect and integrity.
9. The presiding officer at a meeting will recognize any member who wishes to speak on a subject.
  - a) Questions or comments from a Trustee during the meeting must always be germane to the current agenda item.
  - b) The presiding officer is responsible for keeping the discussion limited to the agenda item or motion at hand.
  - c) Nothing in these Board Operating Procedures shall be construed to limit a Board Member's ability to ask questions during the board meeting.

### **B. Public Comment**

1. Members of the public will be permitted to address the Board only during the portion of the meeting designated for public comment. An individual wishing to speak during public comment must sign-up to speak in advance, as required by District procedures.
- ~~2. Members of the public will be permitted to address the Board only during the portion of the meeting designated for public comment. An individual wishing to speak during public comment must sign-up to speak in advance, as required by District procedures.~~

## MISD STANDARD OPERATING PROCEDURES

3.2. At regular Board meetings, the Board shall permit public comment on any topic related to school business, regardless of whether the topic is included in the meeting agenda. At all other Board meetings, public comment shall be limited to open session items on the meeting agenda.

4.3. The following expectations of decorum apply to public comment:

- a) A speaker's comments may not exceed 3 minutes; however, the Presiding Officer may shorten the allotted speaking time to ensure effective meeting management. A speaker who requires a translator will be given twice the length of time allotted for others.
- b) Comments should be directed to the Board and should not be directed toward members of the audience or specific employees or Trustees in attendance at the meeting.
- c) Speakers shall remain at the podium and will not approach the dais without approval from the Presiding Officer.
- d) Speakers will be encouraged to respect the privacy of others and not to identify any student (other than his/her child), employee or other individual by name.
- e) All comments must be courteous and respectful.
- f) Disruption of the meeting shall not be tolerated. The presiding officer may provide appropriate warning to an attendee and should disruption continue, may have them removed by law enforcement.
- g) Speakers shall comply with the requests and directives of the Presiding Officer.

5.4. A speaker with a specific complaint about a District employee, decision, or operational issue will be referred by the Presiding Officer or a District administrator to the informal and/or formal complaint process.

6.5. \_\_\_\_\_ The Presiding Officer may respond to a speaker only by (1) stating factual information; (2) reciting existing policy; or (3) requesting that an item be added to a future agenda. Individual Trustees may not engage with a speaker during the meeting and no deliberation or decision shall occur regarding the speaker's comments unless the topic in question is included on the meeting agenda.

# MISD STANDARD OPERATING PROCEDURES

## III. VOTING

### A. Voting in Board Meetings

1. Voting on any item, including those discussed in closed session, shall be conducted in open session by a show of hands and shall be recorded in the official minutes.
2. No vote shall be by secret vote.
3. A majority vote shall be required for any motion to carry, unless otherwise provided by law. A majority is measured from the total number of Board members present and voting, excluding abstentions. In case of a tie vote, the item fails.
4. Dissenting and abstaining votes shall be recorded in the meeting minutes.
5. Each Board decision, even when there are dissenting votes, shall be an action by the entire Board and binding upon each member. Once a majority decision has been reached, individual Board members will publicly support that vote.
6. No Board Member will coerce another member to vote in a particular manner, and no member may attempt to solicit votes in any manner inconsistent with the Texas Open Meetings Act.

### B. Abstentions/Recusals

1. A Board member seeking to abstain from a vote based on a conflict of interest on the agenda item in question shall notify the Board President of this intent prior to the start of the meeting. In the event a Board member has a legal conflict of interest, the Board member may be required to file a public disclosure as required by law. (See Policy BBFA)
2. All Board members present at a meeting must remain present during a vote.
3. A Board member abstaining from the vote on an agenda item shall, in the open meeting and prior to the item in question, state that he/she will abstain from the item and shall provide a brief explanation of the reason he/she will abstain.
4. A Board member abstaining from the vote on an agenda item shall consider whether it is appropriate for the member to participate in open or closed session deliberation on the matter and may determine that complete recusal from all discussion of the item is appropriate.

## MISD STANDARD OPERATING PROCEDURES

### C. Board Officers

1. The Board shall elect members to serve in the roles of President, Vice President, and Secretary. The members elected to serve as the President, ~~and Vice President, and Secretary~~ must each have completed at least one year of service on the Board.
2. In addition to the duties granted by law and Board policy, officer duties include, but are not limited to, the following:
  - a) The Board President presides at all Board Meetings; speaks on behalf of the Board and is a signatory on District checks, legal documents approved by Board action, and Board resolutions; responds on behalf of the Board to letters and e-mail to the Board in compliance with the Texas Open Meetings Act; and responds on behalf on the Board to media requests.
  - b) The Board Vice President presides at any Board Meetings when the Board President is unable to attend and speaks on behalf of the Board at events the Board President is unable to attend.
  - ~~b)c)~~The Board Secretary will preside over any Board Meetings the Board President and Vice-President is unable to attend.
3. Officers shall be elected by majority vote of the members present and voting and shall serve for a term of one year.
4. Officers of the Board shall be elected at the first regular meeting of the Board following swearing in of newly elected trustees or at any time thereafter in order to fill a vacancy among the officers of the Board.
5. Any Board member who seeks to be elected as an officer will make their intentions known to the Board during closed session at the Board meeting at which reorganization will occur. At this time, the Board will deliberate the duties and qualifications of a public officer and ~~for~~ the specific qualities of the interested Trustees.
6. Upon reconvening in open session, the President will hand over control of the proceedings to the Superintendent who will preside over the election of the office of President; the President will then preside over the remaining officer elections.

## MISD STANDARD OPERATING PROCEDURES

- a) Each officer position shall be considered separately, starting with the President, then Vice President, and then Secretary.
  - b) The President will entertain nominations until nominations for the specific office have ceased. NOTE: Unlike a motion, a nomination does not require a second. It is acceptable, however, for another member who supports that nominee to second the nomination.
  - c) Once nominations are closed, the board will vote on the nominees in the order they were presented. Once a nominee receives a majority vote, the election for that position will end and any remaining nominees will not be considered. If no nominee receives a majority vote, the Board will vote on all nominees again, in the same order, until a nominee is selected by majority vote.
  - d) Board members will not self nominate from the dais.
7. Any Board discussion of specific Trustee interest or fitness for an officer position shall be conducted in closed session in accordance with the Open Meetings Act. The election of officers will take place in open session.

### IV. COMMUNICATION

BE, BDB(LOCAL)

#### A. Superintendent to the Board

1. The Superintendent will provide reports to the Board as required by law or requested by the Board.
2. The Superintendent will notify the Board in a timely fashion of significant events.
3. The Board will receive on a monthly basis: financial reports, enrollment numbers, and all press releases sent to the media.
4. The Superintendent shall notify and provide to all board members any request from an individual Board Member for data, reports or information that is pertinent to school business

## MISD STANDARD OPERATING PROCEDURES

### **B. Board to Staff**

When desiring information from staff members, Board members should always request the information through the Superintendent and be mindful of district resources and balancing adequate time for a response.

### **C. Board to Community**

1. Board members should use an abundance of caution on social media to express personal opinions that are counter to District business whether past, current or pending.
2. Unless otherwise approved by the Board, individual Board members cannot speak in an official capacity on behalf of the Board.
3. A Board Member may respond to a community member inquiry but must understand that such communication may be interpreted as being an official statement of the Board. The member should do the following:
  - a) Clarify that he/she is responding as an individual, not for the Board; and
  - b) Remind the individual of any position/action the Board has officially taken on the subject.
4. Board Members will not respond to anonymous communications.
5. Any communication pertaining to criminal, health, or safety issues shall be forwarded to the Superintendent immediately for review and handling unless such alleged issues relate to the Superintendent.

### **D. Board Member Communications between Meetings**

1. Any correspondence a Board Member may have received at the district office will be delivered to the Board Member at the earliest opportunity.
2. Board members may not engage in discussion regarding school business in a manner that violates the requirements of the Open Meetings Act. Outside of a lawfully called meeting, Board members may not engage in communication regarding school business (a) with a quorum or more of members, or (b) with less than a quorum of Board members if the communication is among a series of communications involving a quorum or more of members, and the member knew that the series of communications involved or would involve a quorum and would constitute deliberation under the Act.

## MISD STANDARD OPERATING PROCEDURES

3. Sending a communication to all Board Members or a quorum of the Board could be construed as an illegal meeting in violation of the Open Meetings Act.

### **E. Communication of Concern with Board Member**

1. Individual Board Members are encouraged to express their concerns about another member's performance directly to that member, including concerns that the Member has violated the Board Operating Procedures.
2. If addressing the issue directly with the member does not resolve the concern, then discussion with the Board President or Presiding Officer is appropriate.
3. The Board President or Presiding Officer may discuss the concern with the individual in question on behalf of the reporting Board member, or may moderate a discussion between the members as deemed necessary by the Board President. If a quorum of the Board is involved in the meeting, the meeting must be posted and conducted in accordance with the Texas Open Meetings Act.

### **F. Handling Complaints or Concerns**

1. A Trustee who is approached or contacted by a parent, employee, or other community member shall first refer that person to the Superintendent so that their concern can be addressed by the Administration. The Trustee may listen to the concern if necessary to obtain full understanding, but should exercise caution as his/her involvement in the matter could compromise that Board member's participation in the hearing process.
2. Individual Board members will not conduct investigation or attempt to resolve concerns or complaints directly and shall inform the Superintendent or other appropriate administrator of the issue as soon as feasible (if at all possible within 24 hours).
3. Board members shall not discuss or divulge information shared or discussed in closed session with any person who was not a part of the closed session meeting. Board members shall not discuss or divulge the contents of legal advice or consultation with the Board's legal counsel, or other information that is protected by the attorney-client privilege.

## MISD STANDARD OPERATING PROCEDURES

4. Board member concerns about the performance of district employees and/or student welfare shall be presented directly to the Superintendent. Board members must remain cognizant that district personnel and student welfare are the responsibility of the Superintendent, not the Board. The Superintendent shall listen and consider the concerns and review the matter and shall notify the Board member of the resolution of the issue to the extent permitted by law and Board Policy.

### **G. Individual Board Member Requests for Information**

1. Individuals acting in the official capacity of a Board member shall have the right to reasonably seek information pertaining to District fiscal affairs, business transactions, governance, and personnel matters, including information that may be properly withheld from members of the general public in accordance with the Texas Public Information Act.
2. Individual members shall not have access to confidential student records unless the member is acting in the official capacity of a Board member and has legitimate educational interest in the records in accordance with policies.
3. Individual members shall seek access to records or request copies of records directly from the Superintendent.
4. Individual members shall not direct or require District employees to prepare reports derived from an analysis of information in existing District records or to create a new record compiled from information in existing District records. Directives to the Superintendent or custodian of records regarding the preparation of reports or early release of planned presentation shall be by Board action.
5. The district's Public Information Officer is solely responsible for releasing public information or coordinating the release of public information by the District. Regardless of the confidentiality of the information provided, a Board member shall not share information obtained from the District in the Board member's official capacity except with the approval of the Board President and Superintendent.

## MISD STANDARD OPERATING PROCEDURES

### V. BOARD STANDING COMMITTEES

A. The Board shall create the following committees, which shall be responsible for specific assignments as periodically authorized by action of the Board:

1. Curriculum & Instruction Committee
2. Administrative & HR Committee
3. Business & Operations Committee
4. Governance Committee (consists of three (3) board officers)

~~B.~~ Membership on the standing committees will be created with the Board President requesting volunteers for the individual committees or appointing committee members if necessary.

~~B.C.~~ Trustee membership on a specific committee may not exceed two years of service.

~~C.D.~~ Committee membership will consist of two trustee members and an alternate. Membership shall be reevaluated annually.

~~D.E.~~ Subcommittee attendance:

1. A reminder will be shared one week prior to the meeting; if a subcommittee member is not available, the alternate will be contacted to attend.
2. In the event an alternate is not available to attend, a board officer will be asked to attend.

~~E.F.~~ Board committees shall be advisory in nature and shall not exercise any administrative authority.

~~F.G.~~ Other committees may be created by approval of the Board.

### VI. CAMPUS VISITS - PROCEDURE

GKC(LOCAL)

- A. Board members will notify the Superintendent in advance of visiting a campus for a Board purpose.
- B. Board members visiting a campus on a regular basis for volunteering with a classroom or PTO work, or in a mentoring capacity, are advised to let the campus principal know of the frequency of such visits on campus.
- C. Board members need to be aware that even when visiting in an unofficial capacity, they may still be perceived as representatives of the Board.

## MISD STANDARD OPERATING PROCEDURES

- D. When visiting campuses, Board members will follow District Board policy regarding visiting campuses and campus management procedures.

### VII. SUPERINTENDENT EVALUATION BJCD(LOCAL)

- A. **Evaluation of the Superintendent** is an assessment of the goals set by the Board and its working relationship with the Superintendent as part of the Team of 8. The Board President obtains input from all members on Board approved indicators.
- B. **Formal Evaluation** will be conducted in executive session by consensus annually in January of each year with an informal review in June of each year.

### VIII. BOARD MEMBER TRAINING & ORIENTATION BD(LOCAL)

#### A. New Board Member Orientation

1. New Board members will receive an orientation on District policies and procedures from the Superintendent within 90 days of election or appointment. District policy manuals and the MISD Board of Trustees Board Operating Procedures will be given to the new Board members at this meeting. Orientation should include, but not be limited to, the following:
  - a) Board Operating Procedures and Board Policies
  - b) Supt review of District administrative organization.
  - c) Training to access District electronic communications
  - d) District Budget Overview
  - e) District Goals and Balanced Scorecard Overview
  - f) Board Annual Calendar and briefing of upcoming events
  - g) Expense reimbursement procedures
  - h) Framework for School Board Development SBOE
  - i) Board Members Ethics - BBF (LOCAL) and BBFB (LEGAL)
  - j) Ethics Conflict of Interest Disclosure BBFA (LEGAL) and (LOCAL)
  - k) Ethics Prohibited Practices BBFB (Legal)
2. The Superintendent will share an overview of current district events and pending matters (*i.e.*, contracts, legal inquiries, and projects).
3. New Board members should feel free to ask questions of the Superintendent, Board President, and other Board members when necessary.

## MISD STANDARD OPERATING PROCEDURES

### **B. Ongoing Training and Board Development**

1. After the first year of Board service, all Board Members must receive the state required continuing education—~~education~~ (CE). This includes the annual three- hour team building session and at least five additional hours of training. It does not include the update to the Education Code which takes place following each legislative session and new legal updates that are required training.
2. All Board Members and the Superintendent must participate in person, for a three-hour “Team of Eight” team building session, annually.
3. Trustees are encouraged to attend seminars and training at various locations offered by the Regional Service Centers and other TEA providers. The Assistant Secretary to the Board can provide information on various training dates.
4. The Administrative Assistant to the Superintendent will communicate Continuing Education Requirements to trustees with reminders and training opportunities to assist trustees in remaining compliant.
5. At the last regular meeting of the board of trustees before an election of trustees, the current president of each local board of trustees shall announce the name of each board member who has completed the required continuing education, who has exceeded the required hours of continuing education, and who is deficient in meeting the required continuing education as of the anniversary of the date of each board member's election or appointment to the board or two-year anniversary of his or her previous training, as applicable. TAC (61.1)(j)

### **C. Annual Review of Board Operating Procedures**

These Board Operating Procedures will be reviewed annually by all Board members in a collaborative manner, for the purposes of re-committing, re-emphasizing, updating and/or revising the procedures and expectations herein, or take action to approve in the current format.

## MISD STANDARD OPERATING PROCEDURES

### IX. ELECTION ACTIVITIES-School Board Elections

#### BBB(LEGAL) (LOCAL), BBB(LEGAL)

- A. Board Members will follow all applicable law in all campaign activities.
- B. Neither the Board, as a body corporate, nor any Board Member, will use District funds, or other District resources to electioneer for or against any candidate, measure or political party.
- C. Board Members seeking re-election shall not solicit District employees for endorsements during such employee's work hours or at any time while the employee is on District property.
- D. A Board member may support any candidate or proposition in his/her individual capacity and shall take steps to communicate that his/her support is not in any official capacity.

### X. GRADUATION PARTICIPATION

Any former board member may present a diploma to a specific student during the graduation ceremony (for example, their child or grandchild).

Standard practice is for the Board that governed for the majority of the school year to participate in graduation ceremonies. Outgoing trustees are recognized in the program and are scheduled to take part in the ceremony. Incoming trustees are eligible to participate in graduation if they desire.

### XI. BOARD ADVOCACY

The Board places a high priority on advocacy at the local, state and national levels for the specific interests of the District for its students, faculty and education, in general.

#### **Legislative Priorities**

The Board will create District legislative priorities prior to the opening of the bi-annual session of the Texas Legislature and communicate those priorities to area legislators. These priorities may be updated as necessary to remain current and responsive.

# MISD STANDARD OPERATING PROCEDURES

The Board will annually determine a process for organized engagement between members and the local, state and federal community and elected leaders.

## MISD STANDARD OPERATING PROCEDURES

### XI: XII. MIDLOTHIAN ISD BOARD OF TRUSTEES VALUES

- A. The Board will adhere to the highest ethical standards and hold itself accountable to students, staff and community.
- B. The Board will adhere to its role of governing through policy and support the management of the District by the Superintendent.
- C. The Board will support administration in creating a balanced budget which supports the district's vision for its students and provides competitive compensation for its employees.
- D. The Board will strive to have 100% attendance at all meetings and workshops and be well prepared.
- E. Board members will be visible in the schools and in the community.
- F. The Board will strive to exceed minimum standards for training requirements individually and as a Team of 8.
- G. The Board will strive to have 100% attendance at the TASB annual convention, or such training as decided by the Board.

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|  |  |     |
|--|--|-----|
|  |  |     |
| <b>Board Meeting Date:</b>                         | April 20, 2026   |     |
| <b>Agenda Item:</b>                                | Consider Action on Availability of Funds for School Bus Upgrades, Pursuant to Senate Bill 546  |     |
| <b>Agenda Location:</b>                            | DISCUSSION/ACTION: BUSINESS AND FINANCE  |     |
| <b>Template Attachments:</b>                       | Yes  | PDF |
| <b>If yes, then select what applies:</b>           | Presentation   | PDF |
| <b>Link to the presentation:</b>                   |  |     |
| <b>Background Information:</b>                     | <p><b>WHY:</b><br/>Senate Bill 546, passed during the 89th Texas Legislature, strengthens standards for school buses transporting students in Texas. The bill amends Texas Transportation Code §547.701, with the addition of subsection (f), requiring that all school buses operated by or contracted for use by a school district be equipped with three-point seat belts for every passenger, including the driver.</p> <p>If a school board determines that the district's budget does not allow for the purchase of buses equipped with three-point seat belts, the district must present a report in a public board meeting that includes:</p> <ol style="list-style-type: none"> <li>1. The number of buses operated by or contracted for use by the district that: <ul style="list-style-type: none"> <li>a. are not equipped with seat belts;</li> <li>b. are equipped with two-point seat belts;</li> <li>c. are equipped with three-point seat belts; and</li> </ul> </li> <li>2. The estimated cost to the district to equip all buses with three-point seat belts.</li> </ol> <p>The same information must be provided to the Texas Education Agency.</p> <p><b>WHAT:</b><br/>The required information will be presented by our Operations Team.</p> <p>The buses to be purchased with 2025 bond funds will be fully compliant with the law.</p> <p>Due to projected budget deficits for the 2025-26 and 2026-27 fiscal years, the district's Maintenance and Operations (M&amp;O) budget is unable to support the significant capital expenditure required to retrofit remaining buses or purchase additional units. Therefore, in compliance with SB 546 and Texas Transportation Code §547.701, Administration requests that the Board of Trustees take formal action to acknowledge the unavailability of funds. This determination will allow the district to remain in legal compliance while continuing to utilize its current fleet.</p> |     |
| <b>Strategic Priority: (Primary)</b>               | Priority 4: District Operations and financial Stewardship  |     |
| <b>Performance Objective: (Primary)</b>            | 4.3 Commitment to Financial Stewardship  |     |
| <b>Strategic Priority: (Secondary - if needed)</b> | N/A  |     |

|   |   |                            |
|---|---|----------------------------|
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | N/A   |                            |
| <b>Legal Reference: (1) / (2)</b>                               | Texas Education Agency  | Texas Transportation Code  |
| <b>Policy Reference: (1) / (2)</b>                              | N/A   |                            |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |                            |
| <b>Administration Recommendation</b>                            | Administration recommends the approval of the agenda item as presented.   |                            |
| <b>Motion:</b>  | The motion might be: "I move that the board determine the district's budget does not permit to acquire or update buses equipped with the seat belts identified by Senate Bill 546, as presented." |                            |
| <b>Presenter:</b>   | Jose Martinez   | Darin Kasper               |
|   | Executive Director of Operations  | Director of Transportation |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |   |     |
|---|---|-----|
|   |   |     |
| <b>Board Meeting Date:</b>                                      | April 20, 2026  |     |
| <b>Agenda Item:</b>   | Consider Termination of Probationary Contract(s)  |     |
| <b>Agenda Location:</b>   | DISCUSSION/ACTION: ADMINISTRATION & HUMAN RESOURCES   |     |
| <b>Template Attachments:</b>                                    | Yes   |     |
| <b>If yes, then select what applies:</b>                        | N/A   | N/A |
| <b>Link to the presentation:</b>                                | No presentation for this item.  |     |
| <b>Background Information</b>                                   | <p><b>WHY:</b> Each year staff (administrators, teachers, nurses, counselors, and librarians) are evaluated by supervising staff and contract renewal recommendations are then submitted for Board consideration. The recommendations were shared in closed session.</p> <p><b>WHAT:</b> Consider and take possible action to terminate probationary contract employee(s) effective at the end of the 2025-2026 school year</p> |     |
| <b>Strategic Priority:</b> <i>(Primary)</i>                     | Priority 2: Capacity Building and Effective Leadership  |     |
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 2.1 Recruit and Retain High-potential Talent  |     |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 2: Capacity Building and Effective Leadership  |     |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 2.2 Systematic Management of Individual Talent  |     |
| <b>Legal Reference: (1) / (2)</b>                               |   |     |
| <b>Policy Reference: (1) / (2)</b>                              | N/A   | N/A |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A   |     |
| <b>Administration Recommendation</b>                            | Administration recommends the approval of the agenda item as presented.   |     |
| <b>Motion:</b>  | Possible motion would be: "I move to terminate the probationary contract of <i>[employee name]</i> , effective at the end of the 2025-2026 school year, finding this action to be in the best interest of the District, and direct the Superintendent to provide written notice of this action to the employee."  |     |
| <b>Presenter:</b>   | Aaron Williams, Ed.D.   |     |
|   | District Leadership   |     |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |                               |
|---|--|-------------------------------|
| <b>Board Meeting Date:</b>                            | April 20, 2026   |                               |
| <b>Agenda Item:</b>                                   | Campus Spotlight: Coleman Elementary School  |                               |
| <b>Requires Board Action:</b>                         | NO   |                               |
| <b>Agenda Location:</b>                               | INFORMATION ONLY   |                               |
| <b>Template Attachments:</b>                          | Yes  |                               |
| <b>If yes, then select what applies:</b>              | Presentation   |                               |
| <b>Link to the presentation:</b>                      | Yes. Presentation follows..  |                               |
| <b>Background Information</b>                         | <p><b>WHY:</b> Midlothian ISD Balanced Scorecard focuses on robust learning experience for every student. Both district and campus goals make student success a priority while pairing learning with engaging experiences.</p> <p><b>WHAT:</b> Kara Wendel, principal of Coleman Elementary, along with campus leaders and key staff will share about the student experience, campus events and highlights. Mrs. Wendell will provide information related to the 25-26 campus goals and actions steps being taken to help their students meet their goals.</p> |                               |
| <b>Strategic Priority: (Primary)</b>                  | Priority 1: Student Success  |                               |
| <b>Performance Objective: (Primary)</b>               | 1.2 All Students Exhibit Yearly Growth in Core Areas   |                               |
| <b>Strategic Priority: (Secondary - if needed)</b>    | Priority 3: Culture, Climate and Safety  |                               |
| <b>Performance Objective: (Secondary - if needed)</b> | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being   |                               |
| <b>Legal Reference: (1) / (2)</b>                     |  |                               |
| <b>Policy Reference: (1) / (2)</b>                    |  |                               |
| <b>Fiscal Impact/Budget Function Code:</b>            | N/A  |                               |
| <b>Administration Recommendation</b>                  | Presentation only  |                               |
| <b>Motion:</b>  | N/A  |                               |
| <b>Presenter:</b>                                     | Shelle Blaylock  | Kara Wendell                  |
|   | Chief Academic Officer   | Principal, Coleman Elementary |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|   |  |                                  |
|---|--|----------------------------------|
| <b>Board Meeting Date:</b>                            | April 20, 2026   |                                  |
| <b>Agenda Item:</b>                                   | Campus Spotlight: McClatchey Elementary School   |                                  |
| <b>Requires Board Action:</b>                         | NO   |                                  |
| <b>Agenda Location:</b>                               | INFORMATION ONLY   |                                  |
| <b>Template Attachments:</b>                          | Yes  |                                  |
| <b>If yes, then select what applies:</b>              | Presentation   |                                  |
| <b>Link to the presentation:</b>                      | Yes. Presentation follows..  |                                  |
| <b>Background Information</b>                         | <p><b>WHY:</b> Midlothian ISD Balanced Scorecard focuses on robust learning experience for every student. Both district and campus goals make student success a priority while pairing learning with engaging experiences.</p> <p><b>WHAT:</b> Alisha Cunningham, principal of McClatchey Elementary, along with campus leaders and key staff will share about the student experience, campus events and highlights. Mrs. Cunningham will provide information related to the 25-26 campus goals and actions steps being taken to help their students meet their goals.</p> |                                  |
| <b>Strategic Priority: (Primary)</b>                  | Priority 1: Student Success  |                                  |
| <b>Performance Objective: (Primary)</b>               | 1.2 All Students Exhibit Yearly Growth in Core Areas   |                                  |
| <b>Strategic Priority: (Secondary - if needed)</b>    | Priority 3: Culture, Climate and Safety  |                                  |
| <b>Performance Objective: (Secondary - if needed)</b> | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being   |                                  |
| <b>Legal Reference: (1) / (2)</b>                     |  |                                  |
| <b>Policy Reference: (1) / (2)</b>                    |  |                                  |
| <b>Fiscal Impact/Budget Function Code:</b>            | N/A  |                                  |
| <b>Administration Recommendation</b>                  | Presentation only  |                                  |
| <b>Motion:</b>  | N/A  |                                  |
| <b>Presenter:</b>                                     | Shelle Blaylock  | Alisha Cunningham                |
|   | Chief Academic Officer   | Principal, McClatchey Elementary |

**Midlothian ISD  
BOARDBOOK TEMPLATE**

|  |   |     |
|--|---|-----|
|  |   |     |
| <b>Board Meeting Date:</b>               | April 20, 2026  |     |
| <b>Agenda Item:</b>                      | Review and Verification of Individual Trustee Required Continuing Education Training for April 2026   |     |
| <b>Requires Board Action:</b>            | YES   |     |
| <b>Agenda Location:</b>                  | DISCUSSION/ACTION: GOVERNANCE   |     |
| <b>Template Attachments:</b>             | Yes   | PDF |
| <b>If yes, then select what applies:</b> |   |     |
| <b>Link to the presentation:</b>         | No presentation for this item.  |     |
| <b>Background Information</b>            | <p><b>WHY:</b> According to TEC §11.159(b); 19 Tex. Admin. Code § 61.1, at the last regular meeting of the board before an election of trustees, the presiding officer shall announce the name of each member who (as of the member’s anniversary of election or appointment to the Board) has completed the required continuing education; has exceeded the required continuing education; and is deficient in meeting the required continuing education training.</p> <p><b>WHAT:</b> Board meeting minutes must reflect the announcement and whether each trustee has met or is deficient in meeting the required training. If a trustee is deficient at the time of reporting, the district must post the information on the district’s website until the trustee is no longer deficit in the training requirements.</p> <p><b>Presiding Officer will announce:</b><br/>         “As the presiding officer, I am required to announce the name of each member who has completed the required continuing education; has exceeded the required continuing education; and who is deficient in meeting the required continuing education. There are seven areas for continuing education:</p> <ul style="list-style-type: none"> <li>● Local District Orientation</li> <li>● Orientation to the Texas Education Code</li> <li>● Post Legislative Update</li> <li>● Team Building</li> <li>● SB1566 -Evaluating Student Academic Performance and Setting Goals</li> <li>● Identifying and Reporting Abuse, Trafficking, and Other Maltreatment of Children</li> <li>● School SafetyAdditional Hours</li> <li>● Additional Continuing Education (based on the framework for governance leadership)</li> </ul> |     |
| <b>Strategic Priority: (Primary)</b>     | Priority 3: Culture, Cimate and Safety  |     |

|   |  |                             |
|---|--|-----------------------------|
| <b>Performance Objective:</b> <i>(Primary)</i>                  | 3.1 Commit to MISD Cultural Tenets in a Way that Ensure Staff and Student Well-being |                             |
| <b>Strategic Priority:</b><br><i>(Secondary - if needed)</i>    | Priority 2: Capacity Building and Effective Leadership                               |                             |
| <b>Performance Objective:</b><br><i>(Secondary - if needed)</i> | 2.3 Development of a High-performaning Organizational System                         |                             |
| <b>Legal Reference: (1) / (2)</b>                               |  |                             |
| <b>Policy Reference: (1) / (2)</b>                              | BBD-BOARD MEMBERS - TRAINING AND ORIENTATION   |                             |
| <b>Fiscal Impact/Budget Function Code:</b>                      | N/A  |                             |
| <b>Administration Recommendation</b>                            | Board President will announce the continuing education reporting for the record.     |                             |
| <b>Motion:</b>  | Board President will announce the continuing education reporting for the record.     |                             |
| <b>Presenter:</b>   | David Belding, Ed.D.   | Trustee                     |
|   | District Leadership  | Ryan Timm (Board President) |

**Annual Announcement on Continuing Education of Board Members**

**Midlothian ISD**

May 2025 through April 2026 - Report run on 4/01/2026



| <b>NEW / EXPERIENCED TRUSTEES</b> | <b>Local District Orientation</b><br><i>(3 hours for new Trustees, within 1st 120 days)</i> | <b>Introduction to Texas Education Code</b><br><i>(3 hours for new Trustees, within 1st 120 days)</i> | <b>School Safety</b><br><i>(2 hour every 2 years for all trustees)</i><br><i>(Within 1st 120 days for new trustees)</i> | <b>Evaluating &amp; Improving Student Outcomes</b><br><i>(3 hours every 2 years for all trustees)</i><br><i>(Within 1st 120 days for new trustees)</i> | <b>Post Legislative Update to TEC</b><br><i>(2 hours for experienced Trustees after each Legislative Session)</i><br><i>(New Trustees - N/A)</i> | <b>Child Abuse Prevention</b><br><i>((1 hour every 2 years)</i><br><i>(Within 1st 120 days for new trustees)</i> | <b>Team Building Session</b><br><i>(3 hours for all Trustees)</i> | <b>Continuing Education</b><br><i>(10 hours for new trustees; 5 hours for experienced Trustees)</i> | <b>Completed Exceeded Incomplete</b> |
|-----------------------------------|---|---|---|--|--|--|---|---|--------------------------------------|
| John Knight (N)                   | Complete  | Complete  | Complete  | Complete   | N/A  | Complete   | Complete  | 10 hrs  | Complete                             |
| Ed Harrison                       | N/A   | N/A   | Complete  | Complete   | Complete   | Complete   | Complete  | 6 hrs   | Exceeds                              |
| Gary Vineyard                     | N/A   | N/A   | Complete  | Complete   | Complete   | Complete   | Complete  | 5.25 hrs  | Exceeds                              |
| Jessica Ward                      | N/A   | N/A   | Complete  | Complete   | Complete   | Complete   | Complete  | 49.75 hrs   | Exceeds                              |
| Richard Pena                      | N/A   | N/A   | Complete  | Complete   | Complete   | Complete   | Complete  | 5.25 hrs  | Exceeds                              |
| Ryan Timm                         | N/A   | N/A   | Complete  | Complete   | Complete   | Complete   | Complete  | 5 hrs   | Complete                             |
| Tami Tobey                        | N/A   | N/A   | Complete  | Complete   | Complete   | Complete   | Complete  | 9 hrs   | Exceeds                              |

(N) = New Trustee

School board members are required to complete continuing education as outlined by the State Board of Education (SBOE). The board president must annually announce whether each trustee has met these requirements in accordance with Tex. Educ. Code §11.159 and 19 Tex. Admin. Code §§61.1 and 61.3. The areas of required training are reflected in the accompanying table.

Please note, this annual announcement does not include open government or cybersecurity training required under other laws. Tex. Gov't Code §§551.005, 552.012, and 2054.5191 mandate that:

- Open Meetings Act (OMA) and Public Information Act (PIA) training be completed by all elected officials within 90 days of election or appointment (PIA training may be delegated by district policy), and
- Cybersecurity training be completed by all school board members on an annual basis.

This report was generated in alignment with Texas Education Code §61.1 and reflects trainings provided by TEA-registered providers, based on data available at the time of reporting. The district is the official record keeper for trustee continuing education. Any discrepancies regarding provider status, training hours, or reporting should be resolved at the district level.

**Midlothian ISD  
BOARDBOOK TEMPLATE**

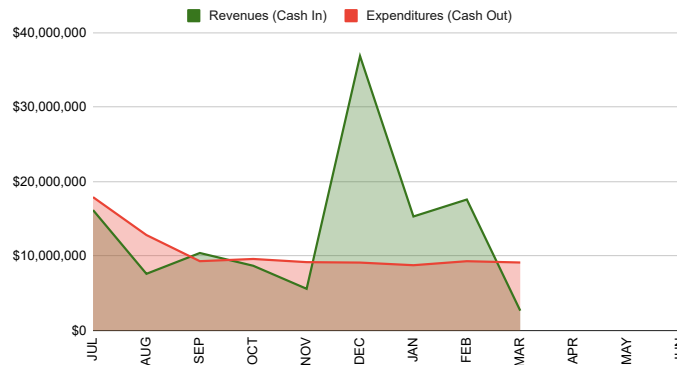
|   |  |     |
|---|--|-----|
|   |  |     |
| <b>Board Meeting Date:</b>                            | April 20, 2026   |     |
| <b>Agenda Item:</b>                                   | Financial Reports  |     |
| <b>Agenda Location:</b>                               | INFORMATION ONLY   |     |
| <b>Template Attachments:</b>                          | Yes  | PDF |
| <b>If yes, then select what applies:</b>              | PDF  | PDF |
| <b>Link to the presentation:</b>                      | Yes  |     |
| <b>Background Information</b>                         | <p>The cash flow report illustrates a cash basis financial report that will help with monitoring cash balances and ensuring that we have sufficient resources to meet obligations.</p> <p>The fund financial reports illustrate where we are with our financial statements at this point in the year. These provide a year to date comparison with the previous year through the same month as well as where we are in comparison to our annual budget. We have also provided a few visualizations of the same data.</p> |     |
| <b>Strategic Priority: (Primary)</b>                  | Priority 4: District Operations and financial Stewardship  |     |
| <b>Performance Objective: (Primary)</b>               | 4.3 Commitment to Financial Stewardship  |     |
| <b>Strategic Priority: (Secondary - if needed)</b>    | N/A  |     |
| <b>Performance Objective: (Secondary - if needed)</b> | N/A  |     |
| <b>Legal Reference: (1) / (2)</b>                     | N/A  | N/A |
| <b>Policy Reference: (1) / (2)</b>                    | CE-ANNUAL OPERATING BUDGET   |     |
| <b>Fiscal Impact/Budget Function Code:</b>            | None   |     |
| <b>Administration Recommendation</b>                  | Presentation only  |     |
| <b>Motion:</b>  | No motion needed.  |     |
| <b>Presenter:</b>                                     | Dr. Rebecca Metzger  |     |
|   | District Leadership  |     |

# Operating Funds Cash Flow

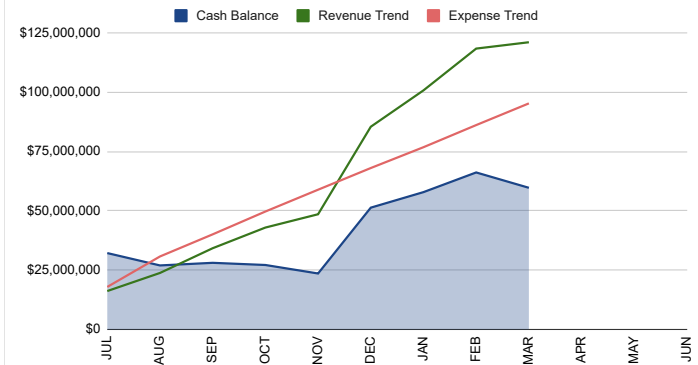
**2025-2026**

|                                   | July                | August              | September           | October             | November            | December            | January             | February            | March               | April | May | June | Total                |
|-----------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|-------|-----|------|----------------------|
| <b>Beginning Cash Balance</b>     | \$33,934,883        | \$32,199,613        | \$26,988,396        | \$28,087,955        | \$27,174,690        | \$23,592,147        | \$51,339,580        | \$57,888,276        | \$66,176,746        |       |     |      | \$33,934,883         |
| <b>Revenue</b>                    |                     |                     |                     |                     |                     |                     |                     |                     |                     |       |     |      |                      |
| Local                             | \$3,094,517         | \$167,319           | \$306,137           | \$360,407           | \$789,361           | \$35,921,343        | \$14,648,808        | \$16,915,158        | \$1,716,966         |       |     |      | \$73,920,015         |
| State                             | \$13,098,311        | \$7,429,989         | \$10,101,997        | \$8,345,484         | \$4,788,328         | \$952,789           | \$671,275           | \$678,588           | \$942,588           |       |     |      | \$47,009,349         |
| Federal                           | \$0                 | \$28,976            | \$14,803            | \$1,409             | \$34,296            | \$7,625             | \$10,384            | \$15,205            | \$14,794            |       |     |      | \$127,492            |
| Other Sources                     | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 |       |     |      | \$0                  |
| <b>Total Revenue</b>              | <b>\$16,192,828</b> | <b>\$7,626,284</b>  | <b>\$10,422,937</b> | <b>\$8,707,299</b>  | <b>\$5,611,985</b>  | <b>\$36,881,757</b> | <b>\$15,330,467</b> | <b>\$17,608,951</b> | <b>\$2,674,348</b>  |       |     |      | <b>\$121,056,856</b> |
| <b>Expenditures</b>               |                     |                     |                     |                     |                     |                     |                     |                     |                     |       |     |      |                      |
| Payroll Costs                     | \$7,337,379         | \$9,014,956         | \$7,866,750         | \$8,301,939         | \$8,081,860         | \$8,011,006         | \$7,947,191         | \$7,983,952         | \$7,968,511         |       |     |      | \$72,513,546         |
| Professional & Contracted Service | \$1,019,192         | \$803,542           | \$656,331           | \$805,515           | \$928,804           | \$704,462           | \$680,363           | \$1,049,813         | \$894,543           |       |     |      | \$7,542,566          |
| Supplies & Materials              | \$90,121            | \$718,853           | \$770,096           | \$389,311           | \$124,002           | \$215,401           | \$124,330           | \$215,621           | \$207,803           |       |     |      | \$2,855,539          |
| Other Operating                   | \$9,481,405         | \$2,300,150         | \$30,200            | \$118,659           | \$59,862            | \$203,454           | \$29,887            | \$71,095            | \$68,243            |       |     |      | \$12,362,954         |
| Debt Service                      | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 |       |     |      | \$0                  |
| Capital Outlay                    | \$0                 | \$0                 | \$0                 | \$5,140             | \$0                 | \$0                 | \$0                 | \$0                 | \$5,062             |       |     |      | \$10,202             |
| Other Uses                        | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 |       |     |      | \$0                  |
| <b>Total Expenditures</b>         | <b>\$17,928,097</b> | <b>\$12,837,502</b> | <b>\$9,323,378</b>  | <b>\$9,620,564</b>  | <b>\$9,194,528</b>  | <b>\$9,134,324</b>  | <b>\$8,781,771</b>  | <b>\$9,320,481</b>  | <b>\$9,144,162</b>  |       |     |      | <b>\$95,284,807</b>  |
| <b>Cash Flow Summary</b>          |                     |                     |                     |                     |                     |                     |                     |                     |                     |       |     |      |                      |
| Revenues (Cash In)                | \$16,192,828        | \$7,626,284         | \$10,422,937        | \$8,707,299         | \$5,611,985         | \$36,881,757        | \$15,330,467        | \$17,608,951        | \$2,674,348         |       |     |      | \$121,056,856        |
| Expenditures (Cash Out)           | \$17,928,097        | \$12,837,502        | \$9,323,378         | \$9,620,564         | \$9,194,528         | \$9,134,324         | \$8,781,771         | \$9,320,481         | \$9,144,162         |       |     |      | \$95,284,807         |
| Adjustments                       | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 | \$0                 |       |     |      | \$0                  |
| <b>Net Cash Flow</b>              | <b>-\$1,735,269</b> | <b>-\$5,211,218</b> | <b>\$1,099,559</b>  | <b>-\$913,265</b>   | <b>-\$3,582,543</b> | <b>\$27,747,433</b> | <b>\$6,548,696</b>  | <b>\$8,288,471</b>  | <b>-\$6,469,814</b> |       |     |      | <b>\$25,772,049</b>  |
| <b>Ending Cash Balance</b>        | <b>\$32,199,613</b> | <b>\$26,988,396</b> | <b>\$28,087,955</b> | <b>\$27,174,690</b> | <b>\$23,592,147</b> | <b>\$51,339,580</b> | <b>\$57,888,276</b> | <b>\$66,176,746</b> | <b>\$59,706,932</b> |       |     |      | <b>\$59,706,932</b>  |

Revenues (Cash In) vs. Expenditures (Cash Out)



Revenue, Expense, and Cash Balance Trends



**MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT**  
**Debt Service Fund Financial Report**  
**Unaudited and Without Year End Adjustments**  
**March 2026**

|  | Year-to-Date Comparison |                    |                  | Current Year Budget Comparison |                   |                    |                     |
|--|-------------------------|--------------------|------------------|--------------------------------|-------------------|--------------------|---------------------|
|  | 2024-2025<br>March      | 2025-2026<br>March | Difference       | Original<br>Budget             | Amended<br>Budget | Budget<br>Variance | Actual to<br>Budget |
| <b>REVENUES</b>                                      |                         |                    |                  |                                |                   |                    |                     |
| Local and Intermediate Sources                       | 42,318,766              | 43,485,938         | 1,167,172        | 45,396,200                     | 45,396,200        | (1,910,262)        | 95.8%               |
| State Program  | 4,510,195               | 3,086,613          | (1,423,582)      | 3,213,355                      | 3,213,355         | (126,742)          | 96.1%               |
| Other Sources - Bond Issues                          | -                       | -                  | -                | -                              | -                 | -                  | #DIV/0!             |
| <b>Total Revenues</b>                                | <b>46,828,961</b>       | <b>46,572,551</b>  | <b>(256,410)</b> | <b>48,609,555</b>              | <b>48,609,555</b> | <b>(2,037,004)</b> | <b>95.8%</b>        |
| <b>EXPENDITURES</b>                                  |                         |                    |                  |                                |                   |                    |                     |
| 71 - Debt Service - Principal                        | 30,820,000              | 33,925,000         | 3,105,000        | 31,630,000                     | 31,630,000        | 2,295,000          | 107.3%              |
| 71 - Debt Service - Interest                         | 14,769,042              | 13,918,119         | (850,923)        | 13,557,005                     | 13,557,005        | 361,114            | 102.7%              |
| 71 - Debt Service - Issue Costs & Fees               | 17,617                  | 18,973             | 1,356            | 25,000                         | 25,000            | (6,027)            | 75.9%               |
| Other Uses - Refunding Bond Issue                    | -                       | -                  | -                | -                              | -                 | -                  | #DIV/0!             |
| <b>Total Expenditures</b>                            | <b>45,606,659</b>       | <b>47,862,092</b>  | <b>2,255,433</b> | <b>45,212,005</b>              | <b>45,212,005</b> | <b>2,650,087</b>   | <b>105.9%</b>       |
| Excess/(Deficiency) of Revenues<br>Over Expenditures | 1,222,302               | (1,289,541)        | (2,511,843)      | 3,397,550                      | 3,397,550         | (4,687,091)        |                     |
| Fund Balance at 6/30/2025 - <b>AUDITED</b>           |                         |                    |                  | <u>18,303,527</u>              |                   |                    |                     |
| Fund Balance at 3/31/2026 - <b>UNAUDITED</b>         |                         |                    |                  | <u>17,013,986</u>              |                   |                    |                     |

**MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT**  
**Food Service Fund Financial Report**  
**Unaudited and Without Year End Adjustments**  
**March 2026**

|  | Year-to-Date Comparison |                    |                | Current Year Budget Comparison |                   |                    |                     |
|--|-------------------------|--------------------|----------------|--------------------------------|-------------------|--------------------|---------------------|
|  | 2024-2025<br>March      | 2025-2026<br>March | Difference     | Original<br>Budget             | Amended<br>Budget | Budget<br>Variance | Actual to<br>Budget |
| <b>REVENUES</b>                              |                         |                    |                |                                |                   |                    |                     |
| Local and Intermediate Sources               | 2,357,421               | 2,593,331          | 235,910        | 2,970,000                      | 2,970,000         | (376,669)          | 87.3%               |
| State Program                                | 18,129                  | -                  | (18,129)       | 24,350                         | 24,350            | (24,350)           | 0.0%                |
| Federal Program                              | 1,623,473               | 1,886,851          | 263,378        | 2,323,950                      | 2,323,950         | (437,099)          | 81.2%               |
| <b>Total Revenues</b>                        | <b>3,999,023</b>        | <b>4,480,182</b>   | <b>481,159</b> | <b>5,318,300</b>               | <b>5,318,300</b>  | <b>(838,118)</b>   | <b>84.2%</b>        |
| <b>EXPENDITURES</b>                          |                         |                    |                |                                |                   |                    |                     |
| 35 - Food Service                            | 3,451,570               | 3,696,721          | 245,151        | 4,990,677                      | 4,990,677         | (1,293,956)        | 74.1%               |
| 51 - Plant Maintenance & Operations          | 28,027                  | 32,013             | 3,986          | 130,648                        | 130,648           | (98,635)           | 24.5%               |
| <b>Total Expenditures</b>                    | <b>3,479,597</b>        | <b>3,728,734</b>   | <b>249,137</b> | <b>5,121,325</b>               | <b>5,121,325</b>  | <b>(1,392,591)</b> | <b>72.8%</b>        |
| <b>OTHER SOURCES &amp; USES</b>              |                         |                    |                |                                |                   |                    |                     |
| Other Sources                                | -                       | -                  | -              | -                              | -                 | -                  | #DIV/0!             |
| Other Uses                                   | -                       | -                  | -              | -                              | -                 | -                  | #DIV/0!             |
| <b>Total Other Sources &amp; Uses</b>        | <b>-</b>                | <b>-</b>           | <b>-</b>       | <b>-</b>                       | <b>-</b>          | <b>-</b>           | <b>#DIV/0!</b>      |
| Excess/(Deficiency) of Revenues              |                         |                    |                |                                |                   |                    |                     |
| Over Expenditures                            | 519,426                 | 751,448            | 232,022        | 196,975                        | 196,975           | 554,473            |                     |
| Fund Balance at 6/30/2025 - <b>AUDITED</b>   |                         | <u>2,206,735</u>   |                |                                |                   |                    |                     |
| Fund Balance at 3/31/2026 - <b>UNAUDITED</b> |                         | <u>2,958,183</u>   |                |                                |                   |                    |                     |

**MIDLOTHIAN INDEPENDENT SCHOOL DISTRICT**  
**General Fund Financial Report**  
**Unaudited and Without Year End Adjustments**  
**March 2026**

|                                       | Year-to-Date Comparison |                   |                  | Current Year Budget Comparison |                    |                     |                |
|---------------------------------------|-------------------------|-------------------|------------------|--------------------------------|--------------------|---------------------|----------------|
|                                       | 2024-2025               | 2025-2026         | Difference       | Original                       | Amended            | Budget              | Actual to      |
|                                       | March                   | March             |                  | Budget                         | Budget             | Variance            |                |
| <b>REVENUES</b>                       |                         |                   |                  |                                |                    |                     |                |
| Local and Intermediate Sources        | 69,965,325              | 71,122,828        | 1,157,503        | 74,396,932                     | 74,670,677         | (3,547,849)         | 95.2%          |
| State Program                         | 25,564,930              | 27,505,793        | 1,940,863        | 51,650,308                     | 58,169,085         | (30,663,292)        | 47.3%          |
| Federal Program                       | 236,434                 | 122,998           | (113,436)        | 304,000                        | 304,000            | (181,002)           | 40.5%          |
| <b>Total Revenues</b>                 | <b>95,766,689</b>       | <b>98,751,619</b> | <b>2,984,930</b> | <b>126,351,240</b>             | <b>133,143,762</b> | <b>(34,392,143)</b> | <b>74.2%</b>   |
| <b>EXPENDITURES</b>                   |                         |                   |                  |                                |                    |                     |                |
| 11 - Instruction                      | 36,605,377              | 39,708,626        | 3,103,249        | 65,687,127                     | 69,605,361         | (29,896,735)        | 57.0%          |
| 12 - Instr Resources & Media Svcs     | 724,030                 | 689,063           | (34,967)         | 1,200,756                      | 1,247,086          | (558,023)           | 55.3%          |
| 13 - Curr & Inst Staff Development    | 986,576                 | 1,032,758         | 46,182           | 1,428,261                      | 1,471,824          | (439,066)           | 70.2%          |
| 21 - Instructional Leadership         | 1,005,216               | 1,035,541         | 30,325           | 1,379,575                      | 1,418,293          | (382,752)           | 73.0%          |
| 23 - School Leadership                | 3,951,000               | 4,067,478         | 116,478          | 5,993,883                      | 6,161,322          | (2,093,844)         | 66.0%          |
| 31 - Guidance, Counseling             | 2,979,567               | 3,100,220         | 120,653          | 4,494,614                      | 4,611,860          | (1,511,640)         | 67.2%          |
| 33 - Health Services                  | 814,567                 | 924,271           | 109,704          | 1,462,781                      | 1,501,840          | (577,569)           | 61.5%          |
| 34 - Student Transportation           | 2,736,796               | 3,202,796         | 466,000          | 4,600,882                      | 4,751,406          | (1,548,610)         | 67.4%          |
| 36 - Extra-Curr/Co-Curricular         | 3,442,680               | 3,416,966         | (25,714)         | 4,757,533                      | 4,783,559          | (1,366,593)         | 71.4%          |
| 41 - General Administration           | 2,811,017               | 2,769,408         | (41,609)         | 3,798,934                      | 3,862,815          | (1,093,407)         | 71.7%          |
| 51 - Plant Maintenance & Operations   | 10,270,623              | 9,383,645         | (886,978)        | 13,696,464                     | 13,000,322         | (3,616,677)         | 72.2%          |
| 52 - Security & Monitoring            | 1,191,329               | 1,691,081         | 499,752          | 3,015,999                      | 3,025,423          | (1,334,342)         | 55.9%          |
| 53 - Data Processing                  | 1,165,440               | 1,586,033         | 420,593          | 1,935,131                      | 2,000,461          | (414,428)           | 79.3%          |
| 95 - Payment to JJAEP Programs        | 4,945                   | -                 | (4,945)          | 10,000                         | 10,000             | (10,000)            | 0.0%           |
| 97 - Payments to Tax Increment Fund   | -                       | -                 | -                | 17,996,690                     | 17,803,190         | (17,803,190)        | 0.0%           |
| 99 - Payments to Tax Office           | 779,573                 | 852,783           | 73,210           | 1,208,600                      | 1,208,600          | (355,817)           | 70.6%          |
| <b>Total Expenditures</b>             | <b>69,468,736</b>       | <b>73,460,669</b> | <b>3,991,933</b> | <b>132,667,230</b>             | <b>136,463,362</b> | <b>(63,002,693)</b> | <b>53.8%</b>   |
| <b>OTHER SOURCES &amp; USES</b>       |                         |                   |                  |                                |                    |                     |                |
| Other Sources                         | -                       | -                 | -                | -                              | -                  | -                   | #DIV/0!        |
| Other Uses                            | -                       | -                 | -                | -                              | -                  | -                   | #DIV/0!        |
| <b>Total Other Sources &amp; Uses</b> | <b>-</b>                | <b>-</b>          | <b>-</b>         | <b>-</b>                       | <b>-</b>           | <b>-</b>            | <b>#DIV/0!</b> |

|                                 |            |            |             |             |             |
|---------------------------------|------------|------------|-------------|-------------|-------------|
| Excess/(Deficiency) of Revenues |            |            |             |             |             |
| Over Expenditures               | 26,297,953 | 25,290,950 | (1,007,003) | (6,315,990) | (3,319,600) |

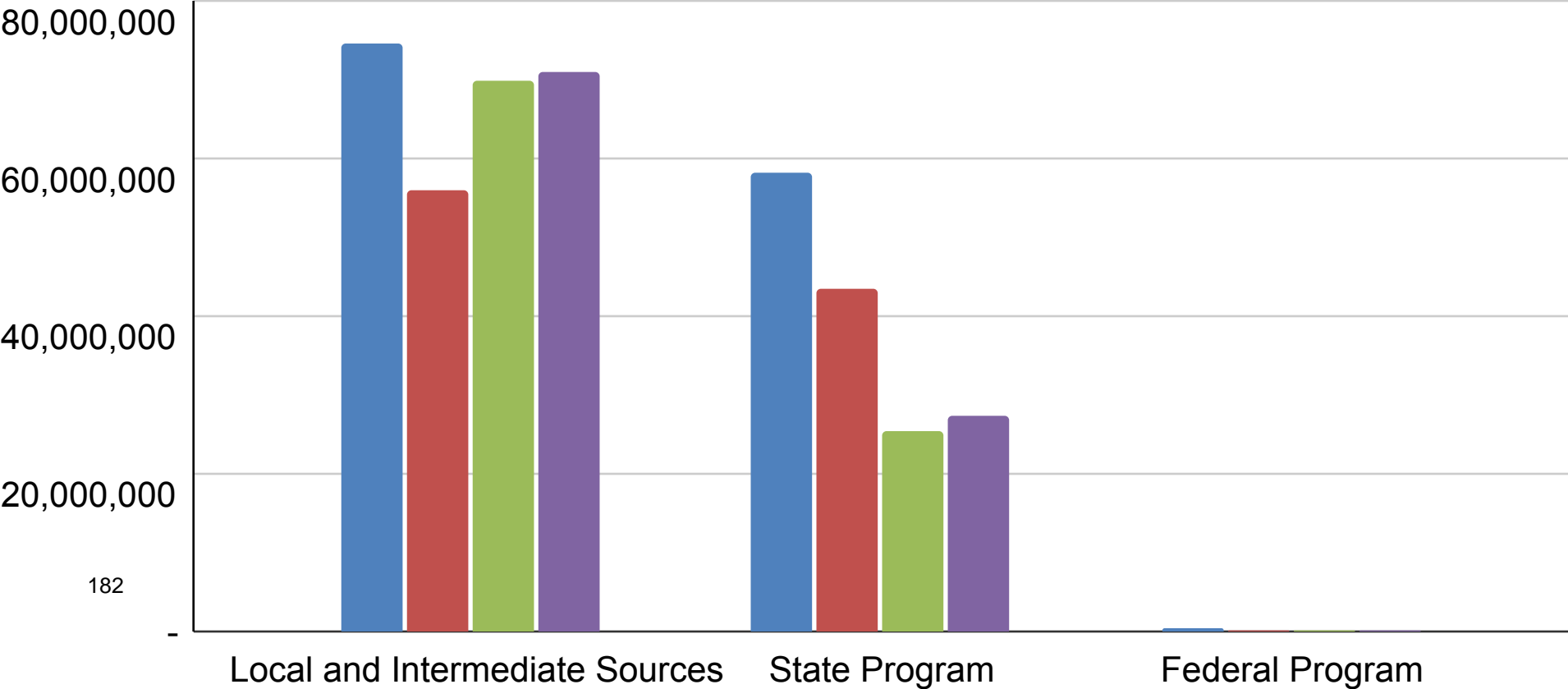
Fund Balance at 6/30/2025 - **AUDITED** 33,329,066

Fund Balance at 3/31/2026 - **UNAUDITED** 58,620,016

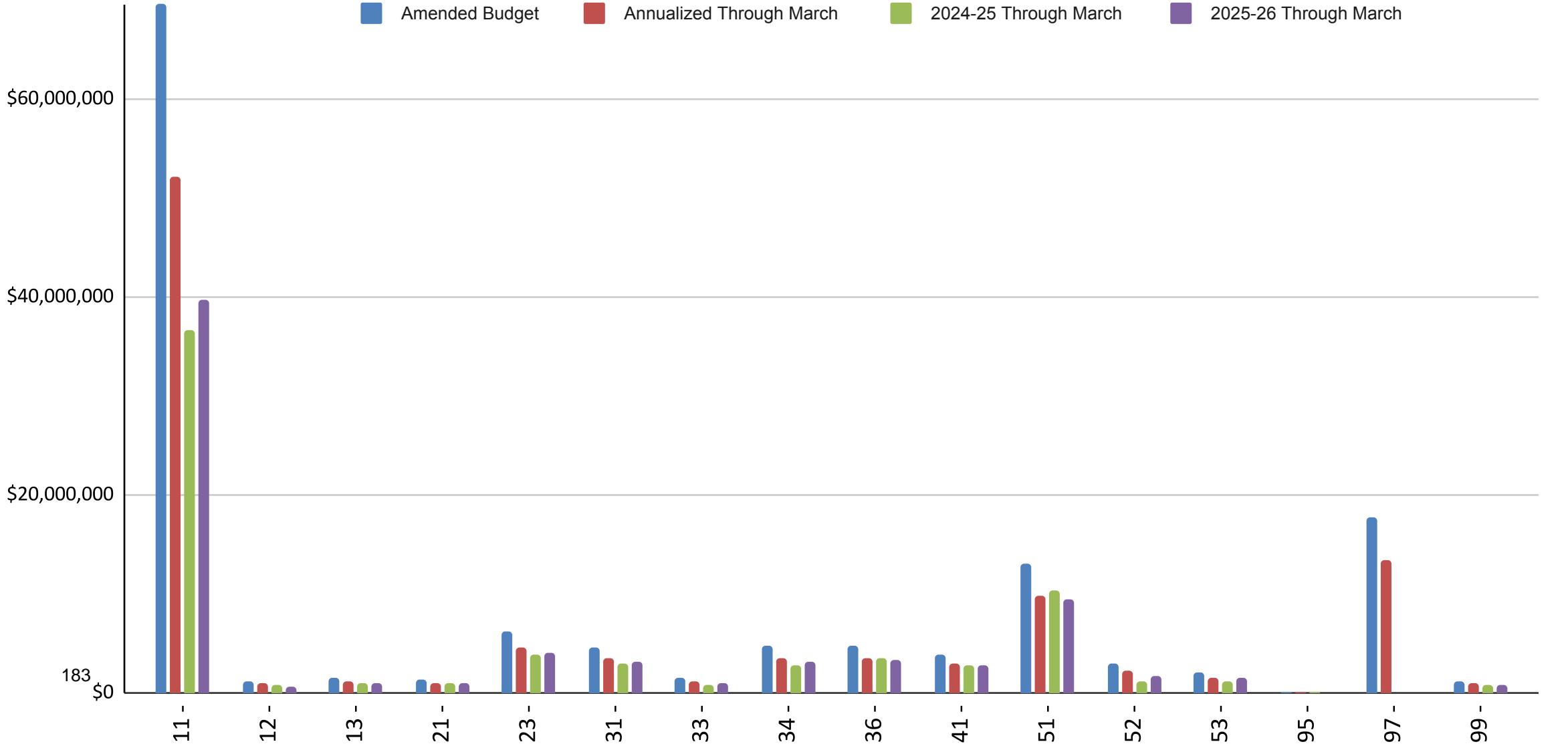
Fund Balance as % of Budget 43%

# Revenue Comparison

- Amended Budget
- Annualized Through March
- 2024-25 Through March
- 2025-26 Through March



# Expense Comparison



# Fund Balance Comparison to Target

