

# Agenda of Workshop Meeting

## The Board of Trustees Abilene Independent School District

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A Workshop Meeting of the Board of Trustees of Abilene Independent School District will be held Thursday, June 5, 2025, beginning at 5:00 PM in the Alta Vista Room, One AISD Center 241 Pine Street, Abilene, Texas 79601.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- I. Call to Order
  - A. Oral Communication from the Public
  - B. Board/Superintendent Announcements/Information
- II. Board Workshop Items
  - A. TASB Pay Plan
  - B. Budget Workshop
  - C. Partnership Discussion
  - D. Policy DEC (LOCAL)
  - E. 2025-2026 Public Information Act Calendar
  - F. Intruder Detection Audit Findings
  - G. Student Code of Conduct Update
- III. Agenda for Regular Meeting June 9, 2025
  - A. Consent Agenda Items
    - I. Finance: Budget Amendments
    - II. Finance: April Financials
    - III. Approval of Minutes
    - IV. 2025-2026 Public Information Act Calendar
    - V. Annual Review and Approval of District Investment Policy CDA
    - VI. Business Procedures Manual
    - VII. Policy ELA (LOCAL).
  - B. Reports
    - I. Fine Arts Department
    - II. Athletic Department
    - III. Goal Progress Measure Update
- IV. Business Items Requiring Board Action
  - A. The Board will discuss and possibly take action to select an auditor for the purpose of conducting an efficiency audit of the district.
- V. Adjournment

**Abilene Independent School District Board Document - Agenda Item II.A.**

Meeting Date: June 5, 2025

Meeting Type: Workshop

Item Type: Presentation

Future Action Required: No

If Yes, Month: N/A

Subject: Budget Workshop – June 2025

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Background Information: The attached presentation is the third in a series of Board workshops aimed at informing the Board as the FY 26 budget and tax rates are being prepared. This presentation focuses on the budget timeline, enrollment, average daily attendance, taxable value updates and a look into revenue and expense for Fiscal Year 2026.

Attached Supporting Documents: Presentation

Fiscal Implications: None

Administrative Recommendation: None

Contact Person: Jennifer Hinds





## Budget Workshop

*Jennifer Hinds*  
*Chief Financial Officer*



## Objectives

- Budget Timeline
- Enrollment
- ADA
- Taxable Value Update
- Revenue
- Expenditures
- FY25 Budget Current View
- Upcoming Workshops
- Questions



# Budget Timeline

## ABILENE INDEPENDENT SCHOOL DISTRICT 2025-26 BUDGET CALENDAR

ACTIVITY	PERSON(S) RESPONSIBLE	COMPLETION DATE	COMPLETION STATUS
Discuss budget calendar and other budget items	Cabinet	January 2025	Completed
Ongoing assessment of 2025-2026 staffing needs	Assoc. Superintendent for the Development of Human Resources	February - June, 2025	Ongoing
Discuss budget calendar with Board	Executive Director of Finance	February 2025 (Workshop)	Completed
Prepare budget workbooks with non-payroll allocations based on 2024-25 1st semester attendance	Executive Director of Finance	March 2025	Completed
2025-26 budget workbooks will be accessible to budget managers electronically	Executive Director of Finance	April 2025	Completed
Discuss attendance projections, revenue forecasts, overall financial condition and other budget items	Executive Director of Finance Cabinet/Executive Leadership Team	April 2025 Executive Team	Completed
Budget Collaboration Meetings with all Budget Owners	Executive Director of Finance, Associate Supt for Development of Human Resources, Associate Supt for Academic and Student Support	April - May 2025	Completed
Receive estimated 2025 tax rolls from Taylor and Jones county	Appraisal Districts	April 28, 2025	Completed
2025-26 Budget Overview and preliminary budget discussion with Board	Executive Director of Finance	May 2025 (Workshop)	Completed
Discuss preliminary revenue estimates and special needs with Board	Executive Director of Finance	June 2025 (Workshop)	
Discuss preliminary expenditure projections with Board	Executive Director of Finance	July 2025 (Workshop)	



# Budget Timeline

Receive certified 2025 tax rolls from Taylor and Jones county	Appraisal Districts	July 25, 2025
Calculation of rollback tax rate and other information for public notice	Executive Director of Finance Taylor County Appraisal District	July 25, 2025
Approval of budget parameters to be used for budget workbook and set public meeting date to discuss budget and proposed tax rate <b>(Recommendation: August 25, 2025)*</b>	Board of Trustees	August 2025 (Workshop)
Final discussions of 2025-26 preliminary budget with Board	Executive Director of Finance	August 2025 (Workshop)
Vote on proposed tax rate that will be published in the notice	Board of Trustees	August 2025 (Regular Meeting)
Publish <i>NOTICE OF PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE</i>	Executive Director of Finance	August 15, 2025*
Post summary of proposed budget on district website	Executive Director of Finance	August 15, 2025*
Conduct public hearing on 2025-26 proposed budget and tax rate, adopt budget, adopt tax rate	Board of Trustees	August 25, 2025 (Special Meeting)*

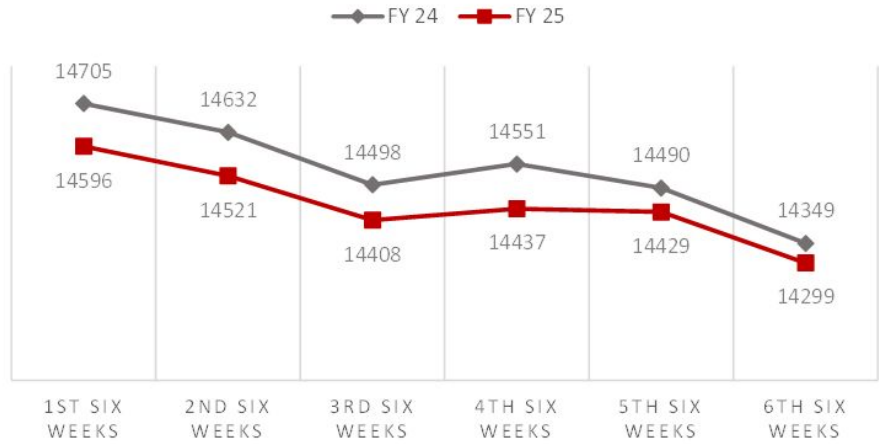
THIS CALENDAR COMPLIES WITH THE LAWS AND REQUIREMENTS FOR THE PREPARATION AND APPROVAL OF THE 2025-2026 BUDGET. IT ALSO COMPLIES WITH ALL TRUTH-IN-TAXATION LAWS.

\*Date Subject to Change



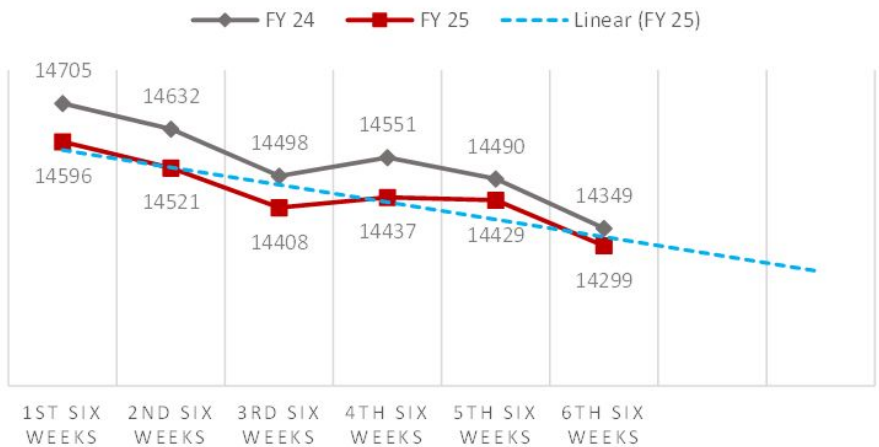
# Enrollment

## FY 24 VS FY 25 ENROLLMENT



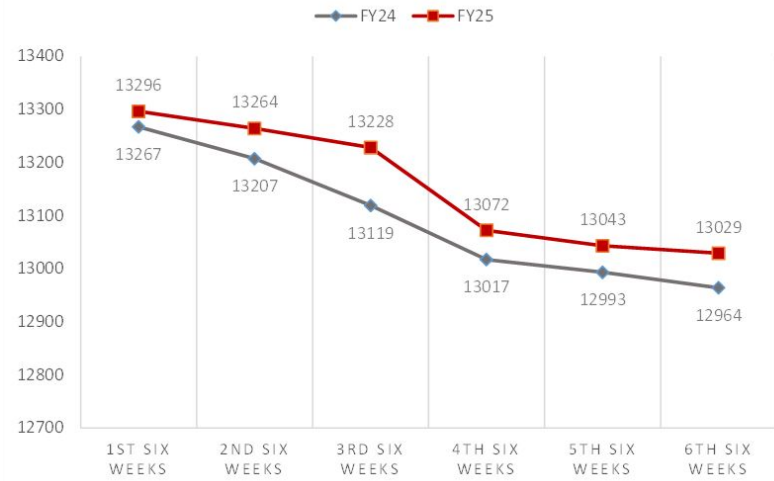
# Enrollment Forecast

## FY 24 VS FY 25 ENROLLMENT



# Cumulative Total Refined ADA

## FY 24 VS FY 25 CUMULATIVE TOTAL REFINED ADA



FY 24 Budgeted ADA = 13,300  
 FY 25 Budgeted ADA = 12,600



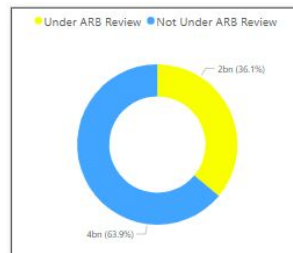
# Taylor CAD Taxable Value



## 2025 PRELIMINARY TOTALS

Select Entity: ABILENE ISD

	Under ARB Review	Not Under ARB Review	Total
Property Count	5541	44224	49765
Assessed Value	2,628,049,176	10,274,204,393	12,902,253,569
Total Exemptions Amount	- 148,407,009	- 5,404,734,455	- 5,553,141,464
<b>Net Taxable</b>	<b>2,479,642,167</b>	<b>4,869,469,938</b>	<b>7,349,112,105</b>
Freeze Taxable	- 44,170,959	- 555,615,907	- 599,786,866
Transfer Adjustment	- 97,437	- 3,248,415	- 3,345,852
<b>Freeze Adjusted Taxable</b>	<b>2,435,373,771</b>	<b>4,310,605,616</b>	<b>6,745,979,387</b>



36.10%

63.90%

PRELIMINARY VALUES WILL CHANGE THROUGH VALUE APPEALS. THE PRELIMINARY ESTIMATE DOES NOT REPRESENT THE REQUIRED CERTIFIED VALUE FOR THE DEVELOPMENT OF AN ENTITY BUDGET.



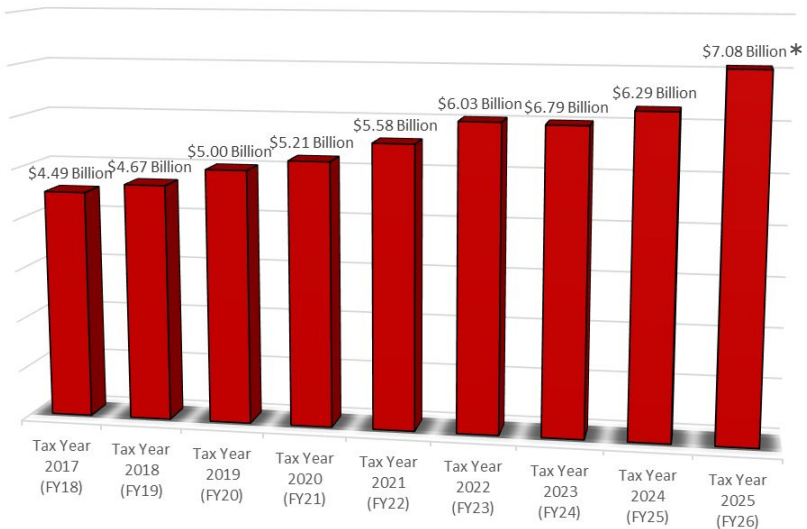
# Taylor & Jones CAD Taxable Value Estimate

2025 ABILENE ISD - NET TAXABLE VALUE APPEAL ADJUSTMENTS					
DESCRIPTION	Tax Year	Tax Year	Tax Year	Tax Year	Tax Year
	2024	2023	2022	2021	2020
Taylor / Jones Preliminary Value	\$6,432,360,946	\$6,888,262,986	\$6,384,698,098	\$5,655,470,098	\$5,288,447,114
Taylor / Jones Certified Value	\$6,285,347,322	\$5,997,167,838	\$6,031,744,147	\$5,585,833,040	\$5,211,781,725
Taylor / Jones Appeal Loss	\$147,013,624	\$891,095,148	\$352,953,951	\$69,637,058	\$76,665,389
Taylor / Jones % Change	2.29%	12.94%	5.53%	1.23%	1.45%
<b>Mean</b>	4.69%				
<b>Median</b>	2.29%				
2025 <b>Taylor</b> Preliminary Value	\$7,336,281,837				
2025 <b>Jones</b> Preliminary Value	\$87,529,475				
2025 Preliminary Estimate of Value	\$7,423,811,312				
2024 ARB Adjustment	4.69%				
ARB Appeal Loss	\$347,895,842				
<b>2025 Estimate of Net Taxable</b>	<b>\$7,075,915,470</b>				
<b>Net Taxable % Change from 2024</b>	<b>12.58%</b>	The calculated estimate is EXTREMELY VOLATILE, IT IS NOT A CERTIFIED VALUE !!			

**Less Other Exemptions**



# Taylor & Jones CAD Taxable Value Estimate



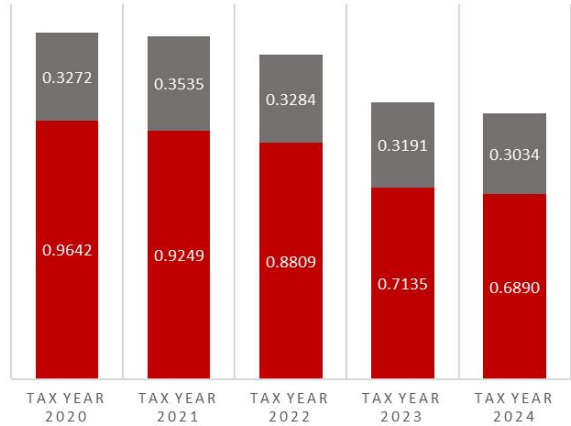
\*=Preliminary Taxable Value Estimate; Does not include assumed \$40K Homestead Exemption Increase (SB 4)

# AISD Tax Rate History

## TAX RATE HISTORY

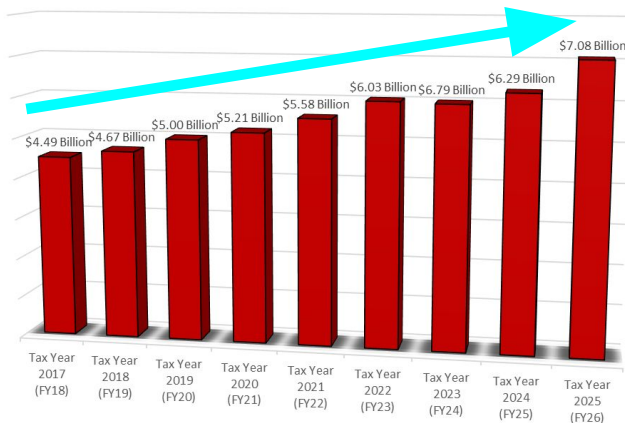
■ M&O Rate ■ I&S Rate

	FY 21	FY 22	FY 23	FY 24	FY 25
M&O Rate	0.9642	0.9249	0.8809	0.7135	0.6890
I&S Rate	0.3272	0.3535	0.3284	0.3191	0.3034
<b>Total Tax Rate</b>	<b>1.2914</b>	<b>1.2784</b>	<b>1.2093</b>	<b>1.0326</b>	<b>0.9924</b>



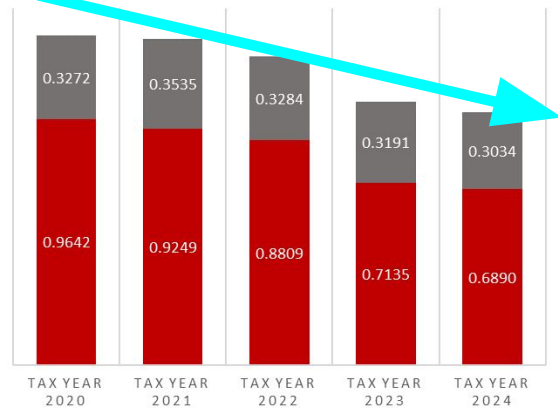
## Property Growth Drives Compression!

### TAXABLE VALUE ESTIMATE



### TAX RATE HISTORY

■ M&O Rate ■ I&S Rate



**Preliminary Maximum Compressed Rates released by TEA in early August.**



# Revenue - What can we expect?

State Aid Calculation:

Regular Program Allotment (Subch B)	\$442,213	Discretionary Revenue
Small-MidSize Allotment (Subch C)	\$0	
Special Education Allotment (after ECI set-aside) (Subch C)	\$167,471	Required Spend
Special Education Evaluation Allotment (Subch C) <b>NEW</b>	\$718,000	Required Spend (expected savings for district)
Dyslexia Allotment (Subch C)	\$4,120	Required Spend
Compensatory Education Allotment (Subch C)	\$138,741	Required Spend
Bilingual Education Allotment (Subch C)	\$5,873	Required Spend
Career/Technology Allotment (Subch C)	\$236,755	Required Spend
Public Education Grant Allotment (Subch C)	\$0	
Early Education Allotment & Literacy and PreK Funding (Subch C)	(\$46,139)	Required Spend
College, Career, & Military Readiness Outcomes Bonus (Subch C)	\$2,000	
Fast Growth Allotment (Subch C)	\$0	
Gifted & Talented Allotment (Subch C) after proration to statewide cap of \$100m	\$0	
	\$0	
	\$0	
Teacher Incentive Allotment (Subch C)	\$0	
School Safety Allotment (Subch C)	\$584,796	Required Spend (expected savings for district)
Mentor Program Allotment (Subch C)	\$0	
Rural Pathways Excellence Partnership (R-PEP) Allotment & Outcomes Bonus	\$0	
Teacher Retention Allotment (Subch D) <b>NEW</b>	\$4,185,070	Required Spend
Allotment for Basic Costs (Subch D) <b>NEW</b>	\$1,540,816	Discretionary Revenue - Tied to certain expenditure
Transportation Allotment (Subch D)	\$18,673	Based on eligible miles we report
NIFA (Subch D)	\$0	
Dropout Recovery School & Residential Placement Allotment (Subch D)	\$0	
Tuition Allotment (Subch D)	\$0	
College Preparatory Exam Reimbursement Allotment (Subch D)	\$0	
Industry Certification Exam Reimbursement Allotment (Subch D)	\$17,128	
<b>Subtotal - Tier 1 Entitlement</b>	<b>\$8,015,516</b>	

Estimated Revenue Run per TASBO 5/24/2025. This estimate is built utilizing FY25 Local Data. This will not be the actual state revenue numbers for Abilene ISD for FY26, but rather provides an example of what we can expect based on anticipated new law.



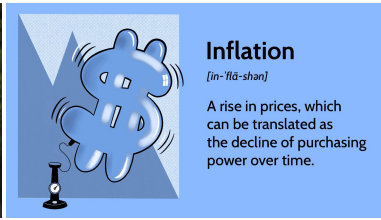
# Revenue - What can we expect?

Tier 2 Aid Golden Penny					(\$240,961)
Tier 2 Aid Copper Penny					\$0
Supplemental TIF Payment					\$0
Tax Credit for Chapter 313					\$0
Regional Insurance Allotment <b>NEW</b>					\$0
State Aid for Contracting for Operation of Campus (SB1882)					\$0
Charter Facilities Funding					\$0
Charge for Students at Texas School for the Deaf					(\$237)
Charge for Students at Texas School for the Blind & Visually Impaired					(\$35)
Non-Enrolled Student UIL Allotment					\$0
48.257 State Aid - Section 1.08 of bill <b>NEW</b>					\$0
Additional State Aid to Ensure Staff Retention Allotment <b>NEW</b>					\$0
Additional State Aid for Loss due to Frozen Levy Adjustments					(\$9,138)
ASAHE M&O					\$0
Additional State Aid for Districts Impacted by <del>Openings</del> outcome of other legislation)					\$0
<b>State Share Tier 1, Tier 2 and Other Programs</b>				<b>Total State Aid for M&amp;O</b>	<b>\$7,765,146</b>
<b>Local Revenue:</b>					
M&O Collections					\$0
Less: Tier 1 Recapture					\$0
Less: Tier 2 Recapture on Copper Pennies					\$0
				<b>Total Local Revenue for M&amp;O</b>	<b>\$0</b>
				<b>Total State &amp; Local for M&amp;O</b>	<b>\$7,765,146</b>
				<b>Total M&amp;O Revenue per ADA</b>	<b>\$640</b>
<b>State &amp; Local Recap</b>					
Tier 1 State & Local					\$8,015,516
Tier 2 State & Local					(\$240,961)
2784g Collections Excluded from Tier 1 and Tier 2					\$0
Other Programs (before netting against recapture)					(\$9,410)
					<b>\$7,765,146</b>
					<b>\$1,732,930</b> Discretionary Revenue
					<b>\$6,032,216</b> Required Spend
					<b>\$7,765,146</b> Total

Estimated Revenue Run per TASBO 5/24/2025. This estimate is built utilizing FY25 Local Data. This will not be the actual state revenue numbers for Abilene ISD for FY26, but rather provides an example of what we can expect based on anticipated new law.



# Expenditures - What can we expect?



**ABILENEISD**

## Expenditures - Non-Payroll

### Abilene ISD FY26 Non-Payroll Budget Planning

FY 25 Non-Payroll Budget Final - 10% Cut	26,696,934.00		
FY 26 Planning Non-Payroll Budget (No Cut)	28,601,075.00	1,904,141.00	Increase in budget before additional adds
Medical Clinic Start Up	1,500,000.00		
Ag Barn	100,000.00		
Campus Signage	100,000.00		
Reserve	500,000.00		
	30,801,075.00	4,104,141.00	Increase in budget after additional adds
FY 26 Planning Non-Payroll Budget (5% Cut)	27,764,926.00	1,067,992.00	Increase in budget before additional adds
Medical Clinic Start Up	1,500,000.00		
Ag Barn	100,000.00		
Campus Signage	100,000.00		
Reserve	500,000.00		
	29,964,926.00	3,267,992.00	Increase in budget after additional adds
FY 26 Planning Non-Payroll Budget (10% Cut)	26,928,782.00	231,848.00	Increase in budget before additional adds
Medical Clinic Start Up	1,500,000.00		
Ag Barn	100,000.00		
Campus Signage	100,000.00		
Reserve	500,000.00		
	29,128,782.00	2,431,848.00	Increase in budget after additional adds

**Other Planned Non-Payroll Budget Increases:**

- Contracted Services Pricing Increases
- Property Insurance Premium Increase
- School Resource Officer Cost Increase
- Rollcall Security Costs Increase

**ABILENEISD**

# Expenditures - Payroll

## Abilene ISD FY26 Payroll Budget Planning

FY 25 Payroll Budget Final	128,219,838.50	
FY 26 Planning Payroll Budget as of 5.28.25	122,728,384.65	(5,491,453.85) <i>Decrease in Budget</i>
Potential Raises for Staff outside of Teacher Retention Allotment	-	
FY 26 Planning Payroll Budget as of 5.28.25	122,728,384.65	(5,491,453.85) <i>Decrease in Budget</i>

\*HB 2 Teacher Retention Allotment increases the salary provided to each classroom teacher.



# FY 2026 - Essential Planning Components

## Abilene ISD FY26 Essential Planning Components

Potential New Non-Discretionary Revenue HB 2	\$2,200,000.00
Potential Non-Payroll Budget <b>Increase</b>	\$231,848.00 up to \$4,104,141.00
Potential Payroll Budget <b>Savings</b> as of 5.28.25	5,491,453.85

Budget Scenario:	
FY25 Budgeted Deficit	(12,931,615.00)
Potential New Non-Discretionary Revenue HB 2	2,200,000.00
Potential Non-Payroll Budget <b>Increase</b>	(2,000,000.00)
Potential Payroll Budget <b>Savings</b> as of 5.28.25	5,491,453.85
Potential Raises for Staff outside of Teacher Retention Allotment	-
FY26 Potential Deficit	(7,240,161.15)

Potential New Non-Discretionary Revenue VATRE - ?



# How is Fiscal Year 2025 going?

	Amended Budget	Year To Date	Difference	%
<b>REVENUES</b>				
5700s - Local	\$ 44,456,091	\$ 31,276,419	\$ (13,179,672)	70.35%
5800s - State	95,152,527	61,481,010	(33,671,517)	64.61%
5900s - Federal	<u>2,391,000</u>	<u>1,885,773</u>	<u>(505,227)</u>	78.87%
Total Revenues	<u>\$ 141,999,618</u>	<u>\$ 94,643,202</u>	<u>\$ (47,356,416)</u>	66.65%
<b>EXPENDITURES BY OBJECT CODE:</b>				
6100s - Payroll	\$ 128,219,810	\$ 89,549,070	\$ 38,670,740	69.84%
6200s - Purchased and Contracted Services	12,578,574	9,009,340	3,569,234	71.62%
6300s - Supplies and Materials	5,981,610	4,910,644	1,070,966	82.10%
6400s - Miscellaneous Expenditures	5,443,268	4,541,436	901,832	83.43%
6500s - Debt Service	2,622,326	1,420,080	1,202,246	54.15%
6600s - Capital Outlay	<u>1,859,049</u>	<u>494,218</u>	<u>1,364,831</u>	26.58%
Total Expenditures	<u>\$ 156,704,638</u>	<u>\$ 109,924,791</u>	<u>\$ 46,779,847</u>	70.15%
<b>EXCESS REVENUES AND OTHER RESOURCES OVER (UNDER) EXPENDITURES AND OTHER USES</b>				
	<u>\$ (14,705,020)</u>	<u>\$ (15,281,589)</u>		

As of April 30, 2025



## Upcoming Budget Workshops

- July
  - Revenue Projection
  - Expenditure Projections (Both Payroll & Non-Payroll)
- August
  - Final Taxable Values
  - Complete Budget Book
  - Set Tax Rate
  - Adopt the Budget





# Questions?



## **Budget Workshop**

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*Jennifer Hinds*  
*Chief Financial Officer*

**Abilene Independent School District Board Document - Agenda Item**

Meeting Date: 06/5/2025

Meeting Type: Workshop Meeting

Item Type: Presentation

Future Action Required: Yes

If Yes, Month: August

Subject: TASB Pay Study

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Background Information:

Zachary Hobbs, Assistant Director of TASB HR Services will provide an overview of information given in the TASB Pay Study. Models of possible compensation plans for the 2025-2026 school year will be shared and discussed.

Attached Supporting Documents:

TASB Pay Study Presentation

TASB Pay Systems Maintenance Draft

Fiscal Implications:

None at this time

Administrative Recommendation:

None at this time

Contact Person:

Alison Sims



## Abilene Independent School District Board Document - Agenda II.C.

Meeting Date: June 5, 2025

Meeting Type: Board Workshop

Item Type: Presentation

Future Action Required: Yes

If Yes, Month: June

Subject: SB 1882/School Action Fund Grant Presentation

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**Background Information:** Abilene ISD is currently in the planning phase of a potential SB 1882 partnership supported by a School Action Fund (SAF) Partner-Managed grant awarded in February 2025. This grant provides funding and technical support for the district to design a high-quality school model in collaboration with a potential operating partner.

The SB 1882 statute allows districts to enter into contracts with eligible partners—such as nonprofits, universities, charter organizations, or government entities—to operate an in-district partnership school.

The AISD Board of Trustees plays a central role in this process. Any decision to approve a partner, enter into contract negotiations, approve contracts, or launch a partnership school will require formal board action. The current phase is focused on design and exploration only; no commitments have been made.

This presentation provides an overview of the SAF planning process, timeline, and district responsibilities. It is intended to inform the Board of Trustees of where we are in the process, clarify the purpose of this exploration, and emphasize the rigor, transparency, and district-led nature of the work ahead.

**Attached Supporting Documents:** (1) Presentation, (2) DRAFT Abilene ISD-Local-Campus-Partner-Application

**Fiscal Implications:**

None

**Administrative Recommendation:**

**Contact Person:** Mr. Jay Ashby, Mrs. Patti Blue



**School Action Fund:  
Partner-Managed (SB 1882)**

*June 5, 2025*

*Board Workshop*

# Our goal today is...

- Align on our why
- Understand the process

# Align our why

## **North Star Goal**

- By the end of the 2028-2029 school, 75% of students in Abilene ISD will be in A or B seats.

## **High-quality Options for Students**

- Ensure we are creating bold, innovative school models that meet student needs

## **Community Engagement and Trust**

- Make sure families and stakeholders are part of the design process and see their needs reflected in school design and decision-making

## **Maximize Opportunities**

- Access significant financial and accountability benefits to support turnaround, redesign, or new school efforts

# Today's Goals

- ~~Align our why~~
- Understand the process
  - How did we get here?
  - What is it?
  - Who does what?
  - How does the money work?
  - When does all this happen?
- Application Overview

# How did we get here?

- June 2017: Senate Bill 1882 Passed
- July 2023: Admin Retreat Presentation
- Oct. 2024: Board Meeting: Discussed SB 1882 within context of System of Great Schools
- Nov. 2024: Pathways to Possibility Tour
- Dec. 2024: Applied for School Action Fund-Partner Managed Planning Grant
- Feb. 2025: Awarded Grant

# Today's Goals

- ~~Align our why~~
- Understand the process
  - ~~How did we get here?~~
  - What is it?
  - Who does what?
  - How does the money work?
  - When does all this happen?
- Application Overview

# What is it?

## **The School Action Fund (SAF) Grant : Partner-Managed**

- Funds our planning year work as we explore creating an 1882 partnership
  - Planning Year: Supports design, community engagement, policy adoption, and selection of a partner
- Prepares us to meet SB 1882 Partnership requirements and apply for benefits
- Just an FYI: You can enter into a SB 1882 Partnership without a SAF Grant

## **Texas Partnership (Senate Bill 1882)**

- A partnership between a district and an operating partner
  - Partner Categories
    - Colleges and Universities
    - Non-profit Organizations
    - Government Entities
    - Charter Organizations
- District authorizes and the Partner operates
- District retains oversight and accountability role

# What is it? (cont.)

## Summary

SAF grant is about getting ready and potentially launching the partnership...

...Local Partnerships (SB 1882) are about running and sustaining the partnership

# What is the Building Brighter Futures: Call for Quality Schools?

***Building Brighter Futures*** in Abilene ISD's innovative strategic planning and development project intended to elevate it as the district of choice in Abilene and the Big Country. The program is intended to ensure that every AISD student has access to **exceptional academic experiences** and the **best possible learning resources** through a thoughtful evaluation of academic programming, enhancement of the operational efficiency of our district, and a commitment to the equitable allocation of resources and facilities that best meet student and family needs. Building Brighter Futures is about ensuring that every dollar spent, every program offered, and every facility utilized is **in service of Abilene ISD's mission** to equip learners to make a positive impact in their world through relevant, innovative, and challenging learning experiences.

As a part of ***Building Brighter Futures***, Abilene ISD is opening a ***Call for Quality Schools*** to request proposals from innovative school partners to identify, vet, and evaluate readiness for potential partnership with AISD. In doing so, AISD seeks to build high-quality potential partnerships to **increase the number of academic experiences, high-quality options, and maximize opportunities for our students and families.**

# 2023-2024 Texas Partnerships By the Numbers

97

SCHOOLS



78

Innovation  
Partnership Schools

44,000+

STUDENTS



19

Turnaround  
Partnership Schools

77

schools run by nonprofits,  
including 11 run by  
charter management  
organizations

18

schools run by  
higher education  
institutions

<sup>10</sup>

2

schools run by  
government  
entities



# Examples

**Community Schools**

**Single-gender**

**College and Career**

**Teacher Residency**

**Dual Language**

**IB**

**Pre-K**

**Diverse Student  
Populations**

**Other Innovative  
Models**

**Montessori**

**ACE**

**Drop Out Recovery**

**Turnaround**

# Successful SB 1882 Partnerships

## Texas Wesleyan University & FWISD (LAN Model)

**The Leadership Academy Network (LAN)** is a strong model of a university-led SB 1882 partnership:

- **Partner:** Texas Wesleyan University
- **District:** Fort Worth ISD
- **Scope:** 5 campuses, PK–8, previously low-performing
- **University Contact:**
  
- **Outcomes:**
  - STAAR Meets scores increased 17 points in reading and math
  - All five campuses improved from F/IR to B or A ratings
  - Received \$1.7 million in additional SB 1882 funding
  
- **University Contributions:**
  - Teacher residency and leadership development programs
  - Curriculum and instructional design
  - On-site research and data use coaching
  - Responsive teaching protocols and dual-language supports

# Successful SB 1882 Partnerships

## Midland ISD Pre-K Academy

Midland College partnered with Midland ISD to create the Pre-K Academy at Midland College, an SB 1882 innovation partnership designed to address regional early childhood education needs while advancing the College's academic mission.

- **Partner:** Midland College
- **District:** Midland ISD
- **Scope:** Pre-K Academy at Midland College (PK3–PK4)
  
- **Outcomes:**
  - Provides high-quality early education for over 200 students annually
  - Increased Pre-K access for families in underserved areas
  - Demonstrated kindergarten readiness and early literacy gains
  
- **University Contributions:**
  - MISD oversees instructional delivery and staffing; Midland College provides the campus and integrated programming support

# Today's Goals

- ~~Align our why~~
- Understand the process
  - ~~How did we get here?~~
  - ~~What is it?~~
  - Who does what?
  - How does the money work?
  - When does all this happen?
- Application Overview

# Who does what?

## School District

## Operating Partner

## Texas Education Agency

- Acts as the decision maker and authorizer by granting the operating partner an in-district charter (TEC Chapter 12, Subchapter C).
- Sets partnership parameters, selects the operator through a rigorous process, and approves the partnership contract.
- Monitors academic, financial, operational, and governance performance, and decides on renewal or termination.
- May also provide optional services to the partner for a fee.

# Who does what?

**School District**

**Operating Partner**

**Texas Education Agency**

- Runs the school with full control over staffing, curriculum, calendar, budget allocation, and daily operations.
- Implements the plan outlined in the partnership application and is accountable through a public governing board.
- Coordinates regularly with the district and may purchase district services (e.g., transportation, maintenance).
- Service agreements vary — partners can choose which district services to use during contract negotiations.

# Who does what?

**School District**

**Operating Partner**

**Texas Education Agency**

TEA does NOT approve partnerships or select partners. Rather, TEA approves certain benefits to districts who are eligible according to SB1882 and associated rules. Benefits include:

- Per pupil financial benefits
- Exemption for Turnaround Partnerships from certain state accountability requirements, including state closure mandates, for two years

TEA provides capacity-building and third-party technical support to district authorizers, including:

- School Action Fund planning and implementation grants
- Texas Authorizer Leadership Academy Training
- Model policies, applications, contracts, rubrics, and process documents

# Who does what? Helping understand the differences...

## Local Partnerships

- **Locally controlled** - approved and authorized by the district board, and monitored by district leadership
- **Part of the district** - CDCN(s) are listed within the ISD, and ADA/FSP funds generated by the TX Partnership stay within the ISD
- **Provides choices within district strategy** - diversifies district options by empowering home-grown educators, leveraging partners for different school models, or making bold actions in turnaround contexts
- **Also called** - SB1882 partnership, in-district charter, subchapter C charter

## State Charters

- **State controlled** - approved and authorized by the state (SBOE), and monitored by TEA
- **Part of a CMO** - often a charter management organization manages the network of schools, including ADA/FSP funds
- **Increases competition within districts** - introduces different school types and choices outside of districts but in regional proximity
- **Also called** - charter school, CMOs, subchapter D charter

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# How does the money work?

## School Action Fund Grant

- \$185,000 for planning, \$500,000 - \$1M for implementation (depending on school action and year), all amounts per campus
- Annual deadline in December
- Eligibility based on comprehensive/ targeted title 1 campuses
- One-time funds with opportunity for non-competitive continuation of planning grant into implementation
- Funds are restricted with wide eligibility for expenditure

## Charter Start-up Program Grant

- \$900,000 per campus
- Must meet TEA charter authorizing requirements, must meet Federal definition of charter school
- Competitive TEA grant in a pool with sub C and sometimes also sub D charter schools
- Application deadlines typically 2x/year (Nov-Jan, Apr-Jun)
- One-time funds
- Funds are restricted, specific planning and implementation activities allowed

## SB1882 Per-Pupil Funds

- Range of \$0-\$1500 additional per student, average of \$911 in 21-22
- Must meet TEA requirements for SB1882 benefits (not a competitive grant)
- Annual application deadlines in December, January, and March
- Funding flows when partnership is operating (year delay)
- Annually recurring throughout the duration of the partnership
- Funds are general operating

**Campuses can receive and use all three sources at the same time**

# How does the money work?

## Example Budget Tool School-level Summary View

Financial Summary - Local & 1882 FY25 Budget	
<b>Total School-generated Revenues</b>	<b>\$ 6,395,985</b>
<b>Expenditures and Costs</b>	
Site-level Personnel	\$ 4,623,717
Site-level Non-Personnel	\$ 393,287
Central Administrative Fee	\$ 377,363
Central Mandatory Services	\$ 706,819
<b>Total Expenditures (before Optional Services)</b>	<b>\$ 6,101,186</b>
<b>Budget Surplus / (Shortfall) before Optional Services</b>	<b>\$ 294,799</b>
<b>Optional Services Cost (Opt-in Only)</b>	
Communications	\$ 4,495
Dual Language, ESL, & Migrant Students	\$ 4,219
Extended Learning - After-School Services	\$ 11,252
Extended Learning - Summer Learning	\$ 49,006
Fine Arts	\$ 14,901
Student and Academic Support	\$ 2,042
Campus Transportation	\$ 86,256
Organizational Learning	\$ 13,119
SEAD and Restorative Practices	\$ 25,673
Curriculum, Instruction and Assessment	\$ 18,381
<b>Total Optional Services (Opt-in Only)</b>	<b>\$ 229,342</b>
<b>Budget Surplus / (Shortfall) after Optional Services</b>	<b>\$ 65,457</b>

## Example Menu of Services

Optional Services - Non-Curriculum				
<b>Communications</b>	Optional	\$7.97	per pupil	Includes school social media, marketing, graphic design, and media spokesperson.
<b>Dual Language, &amp; ESL</b>	Optional	\$24.67	per EL pupil	Includes: Bilingual Support Services (Dual Language and ESL Curriculum Implementation, Training, Resource Materials, District Personnel) and not compliance.
<b>Extended Learning</b>	Optional	\$106.84	per pupil	Includes after-school services and summer learning
<b>Fine Arts</b>	Optional	\$26.42	per pupil	Includes all department services in support of band, choir, orchestra, mariachi, art, theater and dance (except compliance).
<b>Student and Academic Support - Central Office Technical Assistance</b>	Optional	\$3.62	per pupil	Includes technical assistance and support provided to school leaders and administrators
<b>Campus Transportation</b>	Optional	<i>based on actual campus expenses</i>		Includes general education and special education bus routes
<b>Organizational Learning</b>	Optional	\$ 23.26	per pupil	Includes new teacher mentor services and programming for teacher leadership pathways. This also includes new teacher and leader induction and support, and district professional development for instruction and Diversity, Equity and Inclusion.

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# When does all this happen? Yearly cycle

## **Fall-Winter 2024**

*Engage and Assess Needs*

- Strategic Footprint Committee
- Pathways to Possibilities

## **Spring-Summer 2025**

*Design the Process*

- Develop and Finalize Call for Quality Schools
- Consider ELA Local Policy

## **Fall/Winter 2025**

Partner Review Process

- Review applications
- Board approval to enter into contract negotiations

## **Winter 2025-Spring 2026**

*Set Terms*

- Negotiate performance contract
- Board approval of contract terms
- Apply for SB 1882 benefits
- Begin implementation planning

## **Summer 2026**

*Prepare for Launch*

- Staffing, planning, and pre-opening work

## **August 2026**

*Launch Partner-Managed School*



# ELA (Local) Policy

ELA (Local) ensures that it is in policy that we:

- Have a clear, rigorous application and review process
- Build in transparency and public accountability
- Require a performance contract for any partner
- Have strong district oversight with clear evaluation checkpoints

# What is in the CQS application?

- **Narrative Proposal:** The proposal should provide a comprehensive and targeted description of the organization's educational model and organizational capacity to operate a partnership school with AISD. There are 5 sections of the proposal
  - Applicant Information
  - Educational Program
  - Governance, Operating Plan, and Capacity
  - Financial Plan
  - Existing School Operator Supplement (if applicable)
- **Attachments:** Throughout the proposal, specific documents are requested in addition to narrative answers. Each response must clearly address, articulate and correlate to the respective section (e.g. enrollment policy, org charts, financial plan).
- **Capacity Interview:** Applicants will have the opportunity to discuss their plan and demonstrate their team's capacity to open and maintain a high-quality partnership school and answer specific questions about their proposal.

# Who is the Evaluation Committee?

To provide a highly-rigorous and transparent vetting process, the Evaluation Committee shall include at least three highly-qualified members, and at least one must be a community member / non-district employee. Leveraging the TEA-approved evaluation rubric, the Evaluation Committee will conduct a rigorous, evidence-based, and merit-focused evaluation of all applications, including evaluating the proposed partner's capacity to meet the Board's established academic, financial, operational, and governance standards and qualifications, as well as the requirements for in-district 1882 Texas Partnership schools.

The AISD evaluation committee will...

- ▶ Evaluate prospective AISD Building Brighter Future partner applications
- ▶ Conduct capacity interviews with qualified applicants
- ▶ Submit a formal recommendation to the Superintendent

# What does the Evaluation Committee do?

## SCORE APPLICATIONS

Review Committee will read the application in its entirety, including relevant attachments and addenda. Each committee member will be assigned specific sections to score. Scores will be averaged to identify a summative score for each question. Committee will convene to discuss individual ratings as a group and come to consensus on preliminary ratings, evidence, and open questions to ask during interviews.

## CAPACITY INTERVIEWS

If application meets minimum rating threshold, then applicant will be invited to capacity interview. Capacity interview will focus on probing questions for areas of concern identified by comments and ratings as a part of application scoring.

## COMMITTEE CONSENSUS

After capacity interview is conducted committee will reconvene to update ratings and align on recommendation. Committee lead will draft recommendation report to submit to Superintendent.

## RECOMMENDATION & VOTE

Superintendent will receive recommendation report and make a decision regarding the final recommendation to the School Board. Board will review recommendation for named partner. Contract negotiations will begin. Board will then vote on performance contract.



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- ~~Application Overview~~
- Questions?

**Abilene Independent School District Board Document - Agenda Item XX.XX**

Meeting Date: June 5, 2025

Meeting Type: Board Workshop

Item Type: Presentation

Future Action Required: Yes

If Yes, Month: July

Subject: Use of Personal Days – Policy DEC (Local)

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Background Information:

Currently our policy DEC (Local) allows employees to take five personal days per semester. A potential change to this policy would amend the policy to allow more freedom to our employees in how and when they use their personal leave. This presentation will outline the rationale for this potential change, compare policies of similar districts, and give the board several options to discuss.

Attached Supporting Documents:

Policy DEC (Local) Presentation

Fiscal Implications:

None

Administrative Recommendation:

None currently

Contact Person:

Alison Sims





# **Board of Trustees Meeting**

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*June 5, 2025*



# **Use of Personal Days - Policy DEC (Local)**

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*Alison Sims*



## Why make a change?

The goal of the change is to make the policy more employee friendly - allowing employees to use their state personal days as freely as possible without negatively affecting instruction.



# Policy DEC (Local)

Current Policy under State Personal Leave -

“Discretionary use of state personal leave shall not exceed five workdays in any one semester.”



District	Personal Day Policy
San Angelo ISD, Tyler ISD	Discretionary use of state personal leave shall not be permitted for instructionally related personnel on the day before a school holiday, the day after a school holiday, days scheduled for state-mandated assessments, or professional development days.
Wylie ISD (Abilene), Amarillo ISD, Ector County ISD	No restrictions
Denton ISD, Clyde ISD, Bryan ISD	Discretionary use of state personal leave shall not exceed 5 consecutive workdays
Lubbock ISD, Keller ISD, Waco ISD, Frenship ISD, Midland ISD, Crowley ISD, Wichita Falls ISD	Discretionary use of state personal leave shall not exceed 3 consecutive workdays
Jim Ned ISD	Discretionary use of state personal leave shall not exceed 2 consecutive workdays





## Options:

1. Discretionary use of state personal leave shall not exceed 5 consecutive workdays.
2. Discretionary use of state personal leave shall not be permitted for instructionally related personnel on the day before a school holiday, the day after a school holiday, days scheduled for state-mandated assessments, or professional development days.
3. No restrictions for the use of state personal leave.
4. Leave unchanged from current policy: Discretionary use of state personal leave shall not exceed five workdays in any one semester.

**Abilene Independent School District Board Document - Agenda Item**

Meeting Date: Thursday, June 5, 2025

Meeting Type: Workshop

Item Type: Action (Consent) Future Action Required: Yes

If Yes, Month: June 2025

Subject: 2025-26 Public Information Act Calendar

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Background Information:

During the 88th Texas Legislative Session, the state legislature passed [HB 3033](#), which was subsequently signed into law by Governor Abbott. The passage of HB 3033 resulted in a significant update to [Board Policy GBAA\(LEGAL\) - Access to Public Information: Requests for Information](#). GBAA(LEGAL) now stipulates that the Board may take action to designate up to 10 additional local nonbusiness days for managing public information requests each year. If approved by the Board, these locally designated nonbusiness days would not be counted toward the district's public information request response timelines, and may help to alleviate concerns about district staff working to fulfill public information requests outside of normal working hours.

As we will do each year, the AISD Communications Department has created a proposed 2025-26 Public Information Act Calendar for the Board's consideration and possible approval (see attached supporting documents). This proposed calendar identifies national and state nonbusiness days and highlights a suggested usage of the district's 10 additional local nonbusiness days through June 2026.

For additional context, [read this TASB article on HB 3033](#).

References: [Gov't Code 552.0031\(a\)-\(c\), \(e\)-\(f\), 662.003\(c\)](#); [Gov't Code 662.003\(a\)-\(b\)](#)

Attached Supporting Documents:

- PDF Document: Proposed 2025-26 PIA Calendar
- Presentation: 2025-26 PIA Calendar

Fiscal Implications: None

Administrative Recommendation: Approve the 2025-26 Public Information Act calendar as presented via the consent agenda.

Contact Person: Dr. Jordan Ziemer, Executive Director of Communications

# 2025-26 Public Information Act Calendar

  State/Federal Holidays

  Nonbusiness Days

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# **Board of Trustees Workshop**

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*June 5, 2025*



# **2025-26 Public Information Act Calendar**

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*Dr. Jordan Ziemer  
Executive Director of Communications*



## Background

- **HB 3033** passed by 88th Texas Legislature (2023)
- Defines “**business day**” as it relates to responding to public information requests
- General timeline is **10 business days**



# District Impact

- Updated Policy **GBAA(LEGAL)**
- Clarifies “**nonbusiness days**”
  - *(National and state holidays, Saturdays, and Sundays)*
- Academic calendar **no longer dictates nonbusiness days** for PIR purposes



## Board Consideration

- Board now has authority to **annually designate** 10 additional local nonbusiness days
- **Not counted** toward PIR timelines
- **Helps ease concerns** about responding to PIRs on non-work days

# 2025-26 Public Information Act Calendar



State/Federal Holidays



Nonbusiness Days

July 2025						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

July 4  
Independence Day

August 2025						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August 27  
Lyndon Baines Johnson Day

September 2025						
S	M	T	W	T	F	S
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

September 1  
Labor Day

October 2025						
S	M	T	W	T	F	S
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November 2025						
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

November 11  
Veterans Day

November 26  
Nonbusiness Day

November 27-28  
Thanksgiving Holiday

December 2025						
S	M	T	W	T	F	S
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

December 23, 29-31  
Nonbusiness Days

December 24-26  
Christmas Holiday

January 2026						
S	M	T	W	T	F	S
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

January 1  
New Year's Day

January 2, 5  
Nonbusiness Days

January 19  
Martin Luther King Jr. Day

February 2026						
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February 16  
President's Day

March 2026						
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March 9-11  
Nonbusiness Days

April 2026						
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April 3  
Good Friday

April 21  
San Jacinto Day

May 2026						
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23	24	25	26	27	28	29
30	31					

May 25  
Memorial Day

June 2026						
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June 19  
Juneteenth



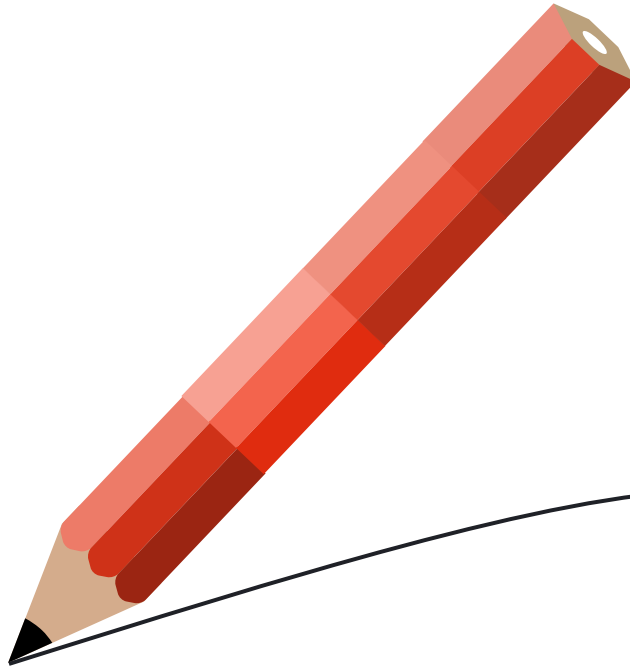


## Recommendation

- Approve the proposed 2025-26 Public Information Act calendar as presented

# Questions?

*Thank you for your support!*





# **2025-26 Public Information Act Calendar**

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*Dr. Jordan Ziemer  
Executive Director of Communications*

**Abilene Independent School District Board Document - Agenda Item II.F.**

Meeting Date: June 5, 2025

Meeting Type: Workshop

Item Type: Report

Future Action Required: No

If Yes, Month: N/A

Subject: Intruder Detection Audit Findings

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Background Information: This presentation to the Board serves to meet the corrective action plan for a finding of the 2024-2025 Intruder Detection Audit Program.

Intruder Detection Auditors employed by our Region 14 Education Service Center recently conducted Intruder Detection Audits at one or more district campuses in compliance with the Texas Education Code 37.1083. The audit process tests whether our campuses are accessible to an unauthorized individual. The audit seeks to help districts identify how campuses can improve safety for students and staff by ensuring exterior doors remain locked. Campus records documenting weekly exterior door sweeps are also reviewed as part of the Intruder Detection Audit process. The audits and any related findings provide the district an opportunity to create a safer learning environment for both students and staff.

The Intruder Detection Audits conducted in May 2025 resulted in a finding at an Abilene ISD campus and is being properly addressed through the execution of a corrective action plan. Specific details regarding the Intruder Detection Audit finding will be presented to the district's School Safety & Security Committee at their next meeting. We have worked with the campus Administration and their School Safety & Security Committee to ensure all staff receive the required relevant training and district staff continue securing doors for the protection of everyone at our campuses.

Attached Supporting Documents: Presentation, Report, (2)

Fiscal Implications: None.

Administrative Recommendation: None

Contact Person: Dr. Joe Waldron

## 2024-2025 School Year Recap

This school year every single one of the 795 exterior doors were on 23 campuses were checked through the Intruder Detection Audit process, along with thousands and thousands of interior doors checked. Abilene ISD, it's campus administration and support staff did a stellar job implementing our five commitments to campus safety which were collaboratively developed in the summer of 2024.

- Push Pull
- Weekly of Bi-monthly safety reports to the campus
- Peer to Peer sharing of best practices
- Safety Culture building on campus through student led activities
- All staff safety awareness campaign

The 2024-2025 Intruder Detection Audit results represent a 100% passing rate for weekly door sweep logs, 100% passing rate for Intruder Detection and a 99.87% passing rate for exterior door checks. Each of these statistics represent the results of a very successful, district-wide commitment to the safety of our students and staff.

## Public Meeting Requirement

Intruder Detection Auditors employed by our Region 14 Education Service Center recently conducted Intruder Detection Audits at one or more district campuses in compliance with the Texas Education Code 37.1083. The audit process tests whether our campuses are accessible to an unauthorized individual. The audit seeks to help districts identify how campuses can improve safety for students and staff by ensuring exterior doors remain locked. Campus records documenting weekly exterior door sweeps are also reviewed as part of the Intruder Detection Audit process. The audits and any related findings provide the district an opportunity to create a safer learning environment for both students and staff.

The Intruder Detection Audits conducted in May resulted in a finding at a campus and are being properly addressed through the execution of a corrective action plan. Specific details regarding the Intruder Detection Audit findings will be presented to the district's next School Safety & Security Committee meeting. We have worked with the campus Administration and their School Safety & Security Committees to ensure all staff receive the required relevant training and district staff continue securing doors for the protection of everyone at our campuses.

It is reasonable to expect that parents and community members may be interested in reviewing details of the Intruder Detection Audit findings. However, the Texas Education Agency along with a recent Attorney General Opinion direct school districts to refrain from sharing specific audit findings beyond the School Safety & Security Committee and the Board during Closed Session as doing so could lead to compromising important campus security safeguards.



# Intruder Detection Audit Findings

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*Dr. Joe Waldron, Deputy Superintendent*

**Abilene Independent School District Board Document - Agenda Item II.G**

Meeting Date: June 5, 2025

Meeting Type: Workshop

Item Type: Report

Future Action Required: No

If Yes, Month:

Subject: Code of Conduct

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Background Information:

This is a first round of several conversations that will happen this summer regarding changes to our Student Code of Conduct. The two items in our Student Code of Conduct that we are changing are to cell phones and dress code. We are also proposing a change to our transfer policy to make it easier for our families we serve.

Attached Supporting Documents:

Presentation

Student Phone Policy and Guidelines 25-26

Transfer Policy

Redline FDB Regulation

Fiscal Implications:

None

CONNECT • LEAD • SUCCEED

Administrative Recommendation:

None currently

Contact Person:

Alison Camp