



Monday, October 20, 2025
AGENDA OF REGULAR MEETING

Notice is hereby given that on Monday, October 20, 2025 the Board of Trustees of the Santa Fe ISD will hold a Regular Meeting at 5:00 PM in the Cowan Education Center Board Room, 4133 Warpath, Santa Fe, TX 77510.

Members of the public may access the meeting from the Districts You Tube website <https://www.youtube.com/channel/UCZbnWEVkow7MUoKJsFCUO8g>. Those wishing to make public comment on agenda items must do so online at www.sfisd.org under the SFISD School Board tab on the Thursday (a regular business day) prior to the meeting.

Agenda items will be aligned with the Board Goals:

2025-2026 Board Goals

1. Safety - Ensure an exceptional learning experience for all SFISD students in a safe and positive learning environment
2. Achievement - Promote academic achievement and success in SFISD through student engagement, innovation, rigorous and relevant learning
3. Culture - Maintain a collaborative district culture that promotes partnerships among all SFISD students, staff, families, and community stakeholders
4. Recruitment - Recruit, retain, and support a world-class team of employees in SFISD
5. Resources - Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order 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. MEMBERS PRESENT/ABSENT
- II. OPENING OF MEETING
- III. EXECUTIVE SESSION, CHAPTER 551
 - A. *Texas Government Code 551.071: Consultation with Board Attorney regarding all matters as authorized by law*
 - B. *Texas Government Code 551.072: Deliberation regarding purchase, exchange, lease or value of real property*
 - C. *Texas Government Code 551.074: Personnel Matters: to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee*
 - D. *Texas Government Code 551.076: Discussing security personnel or devices or security audits*

- IV. RECONVENE: INVOCATION AND PLEDGES
- V. SCHOOL OFFICIALS PRESENT
- VI. ACTION FROM CLOSED SESSION, CHAPTER 551
 - A. *Texas Government Code 551.071: Consultation with Board Attorney regarding all matters as authorized by law*
 - B. *Texas Government Code 551.072: Deliberation regarding purchase, exchange, lease or value of real property*
 - C. *Texas Government Code 551.074: Personnel Matters: to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee*
 - D. *Texas Government Code 551.076: Discussing security personnel or devices or security audits*
- VII. RECOGNITIONS
 - A. Students and Staff
- VIII. PUBLIC COMMENT ON AGENDA ITEMS
- IX. INFORMATION ITEMS
 - A. Monthly Reports
 - B. Board Member Training Hours Announcement
 - C. Delinquent Tax Collection Report
 - D. Santa Fe ISD Library Book Approval Process
- X. CONSENT AGENDA
 - A. Consider and Approve Consent Agenda Items
 - B. Consider and Approve Minutes
 - C. Consider and Approve Accounts Payable
 - D. Consider and Approve Budget Amendment
 - E. Consider and Approve BBF (LOCAL) Policy Update
 - F. Consider and Approve National Education Support Professionals Day Proclamation
 - G. Consider and Approve National Parental Involvement Day Proclamation
 - H. Consider and Approve School Psychology Week Proclamation
- XI. REGULAR AGENDA
 - A. Consider and Approve 2025-2026 Campus and District Improvement Plans
 - B. Consider and Approve Midyear Incentive
- XII. BOARD COMMUNICATION
- XIII. ADJOURNMENT

This Notice was emailed to news media who had previously requested such notice and an original copy was posted on the display window at the School District Administration Building.

Dr. Kevin Bott, Superintendent

Date/Time

If you are in need of assistance or accommodations (i.e., an interpreter for the hearing impaired), please

notify Dr. Kevin Bott in advance at (409) 925-9093.

SANTA FE INDEPENDENT SCHOOL DISTRICT
STUDENT AND FACILITY ACTIVITY FUND REPORT
FOR PERIOD ENDING September 2025

Board Goal #5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students.

Business Services Strategy: Increase monthly review of the general ledger.

Fund	Sub-Object	Local	September 2025 Beginning Balance	September 2025 Deposits	September 2025 Expenses	Ending Balance
CAMPUS ACTIVITY FUNDS	EDUCATION FOUNDATION GRANTS & WISHLISTS	EDUCATION FOUNDATION	86,253.69	10,399.00	(10,070.60)	86,582.09
CAMPUS ACTIVITY FUNDS	STEM BUS	STEM	61,164.87	-	(262.99)	60,901.88
CAMPUS ACTIVITY FUNDS	TECHNOLOGY	TECHNOLOGY	5,247.73	4,555.00	-	9,802.73
CAMPUS ACTIVITY FUNDS	STRIVE STORE	STRIVE	1,081.76	-	-	1,081.76
CAMPUS ACTIVITY FUNDS	HIGH SCHOOL	HIGH SCHOOL	128,635.38	23,590.76	(28,763.17)	123,462.97
CAMPUS ACTIVITY FUNDS	JUNIOR HIGH	JUNIOR HIGH	81,256.96	6,242.23	(6,175.31)	81,323.88
CAMPUS ACTIVITY FUNDS	KUBACAK	KUBACAK	42,404.14	20.00	(988.62)	41,435.52
CAMPUS ACTIVITY FUNDS	ROY J WOLLAM PRIMARY	ROY J WOLLAM PRIMARY	30,613.46	7,530.06	(488.10)	37,655.42
CAMPUS ACTIVITY FUNDS	BARNETT	BARNETT	24,391.05	4,393.50	(3,178.95)	25,605.60
CAMPUS ACTIVITY FUNDS	ATHLETICS	ATHLETICS	90,452.96	29,939.65	(2,192.40)	118,200.21
CAMPUS ACTIVITY FUNDS	MAINTENANCE	MAINTENANCE	2,646.53	-	-	2,646.53
CAMPUS ACTIVITY FUNDS	CTE	CTE	115,397.38	13,389.94	(2,715.42)	126,071.90
CAMPUS ACTIVITY FUNDS	TRANSPORTATION	TRANSPORTATION	4,511.69	-	-	4,511.69
CAMPUS ACTIVITY FUNDS	FINANCE DEPT	FINANCE DEPT	17,561.73	255.00	(3,250.00)	14,566.73
CAMPUS ACTIVITY FUNDS	SPECIAL	SPECIAL	1,002.99	-	-	1,002.99
CAMPUS ACTIVITY FUNDS	C&I	C&I	27,962.36	-	-	27,962.36
CAMPUS ACTIVITY FUNDS	ALT LEARNING CENTER	ALC	18,041.24	-	-	18,041.24
CAMPUS ACTIVITY FUNDS	HR/PR	HR/PR	40.91	-	-	40.91
CAMPUS ACTIVITY FUNDS	IMA-TEXTBOOKS	IMA-TEXTBOOKS	868.80	-	-	868.80
CAMPUS ACTIVITY FUNDS	SCIENCE	SCIENCE	16,030.56	-	-	16,030.56
CAMPUS ACTIVITY FUNDS	POLICE	POLICE	60,691.80	1,365.00	(63.00)	61,993.80
CAMPUS ACTIVITY FUNDS	FINE ARTS	FINE ARTS	35,135.20	-	-	35,135.20
CAMPUS ACTIVITY FUNDS		CAMPUS ACTIVITY	\$ 851,393.19	\$ 101,680.14	\$ (58,148.56)	\$ 894,924.77
STUDENT ACTIVITY FUNDS	HIGH SCHOOL	HIGH SCHOOL	61,244.22	6,927.00	(294.00)	67,877.22
STUDENT ACTIVITY FUNDS	JUNIOR HIGH	JUNIOR HIGH	1.40	5,790.76	(268.89)	5,523.27
STUDENT ACTIVITY FUNDS	CTE	CTE	1,870.18	1,290.17	(347.00)	2,813.35
STUDENT ACTIVITY FUNDS	FINANCE DEPT	FINANCE DEPT	95.26	-	-	95.26
STUDENT ACTIVITY FUNDS		STUDENT ACTIVITY	\$ 63,211.06	\$ 14,007.93	\$ (909.89)	\$ 76,309.10
FACULTY FUNDS	HIGH SCHOOL	HIGH SCHOOL	1,022.18	-	-	1,022.18
FACULTY FUNDS	JUNIOR HIGH	JUNIOR HIGH	47.06	-	-	47.06
FACULTY FUNDS	KUBACAK	KUBACAK	1,322.80	240.00	(46.50)	1,516.30
FACULTY FUNDS	RJW	RJW	3,692.50	-	(114.44)	3,578.06
FACULTY FUNDS	BARNETT	BARNETT	460.80	415.00	-	875.80
FACULTY FUNDS	MAINTENANCE	MAINTENANCE	50.54	-	-	50.54
FACULTY FUNDS	FINANCE DEPT	FINANCE DEPT	1,041.17	-	-	1,041.17
FACULTY FUNDS		FACULTY FUNDS	\$ 7,637.05	\$ 655.00	\$ (160.94)	\$ 8,131.11
GRAND LIABILITY TOTALS			\$ 922,241.30	\$ 116,343.07	\$ (59,219.39)	\$ 979,364.98

Santa Fe Independent School District

Nutrition Services Statement of Revenues and Expenditures
As of September 30, 2025

Revenues	Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
Interest	17,014	-	894	206	421	-	-	-	-	-	-	-	-	-	1,521	15,493	8.94%
Cash Sales	991,008	-	1,217	87,055	139,362	-	-	-	-	-	-	-	-	-	227,634	763,374	22.97%
State Funding - TRS on Behalf	8,865	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,865	0.00%
National Breakfast & Lunch Programs	1,721,300	-	331	433	128,242	-	-	-	-	-	-	-	-	-	129,005	1,592,295	7.49%
Total Revenues	2,738,187	-	2,442	87,694	268,024	-	358,159	2,380,028	13.08%								
Expenditures	Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
FN 35 Nutrition Services	2,705,972	867,518	61,466	127,299	237,005	-	-	-	-	-	-	-	-	-	425,770	2,280,202	15.73%
FN 51 Facilities Maint. & Operations	66,875	-	53,539	5,345	-	-	-	-	-	-	-	-	-	-	58,884	7,991	88.05%
Total Expenditures	2,772,847	867,518	115,006	132,644	237,005	-	484,655	2,288,192	48.76%								
Net Income/(Loss)	-	-	(112,564)	(44,950)	31,018	-	(126,495)										
	Revised Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts		
Operating Transfers In	-	-	40,000	2,694	-	-	-	-	-	-	-	-	-	-	42,694		
Operating Transfers Out	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Net Operating Transfers In/Out			40,000	2,694	-	-	-	-	-	-	-	-	-	-	42,694		

Footnote: This statement may vary due to timing differences

Board Goal #5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students.

Business Services Strategy: Review monthly budget to expenditure reports. Report accurate financial information to stakeholders.

Santa Fe Independent School District

Debt Service Statement of Revenues and Expenditures
As of September 30, 2025

Revenues	Revised Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
Property Taxes	7,349,280	-	41,795	55,177	32,531	-	-	-	-	-	-	-	-	-	129,503	7,219,776.93	1.76%
State Revenue	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	#DIV/0!
Other Revenue	147	-	-	-	-	-	-	-	-	-	-	-	-	-	-	147.00	0.00%
Interest	348,652	-	30,223	27,741	24,986	-	-	-	-	-	-	-	-	-	82,950	265,702	23.79%
Total Revenues	7,698,079	-	72,018	82,918	57,517	-	-	-	-	-	-	-	-	-	212,453	7,485,626	2.76%
Expenditures	Revised Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
FN 71 Debt Services	8,270,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,270,000	0.00%
FN 72 Int Lt Debt	2,685,825	-	-	1,182,963	-	-	-	-	-	-	-	-	-	-	1,182,963	1,502,863	44.04%
FN 73 Bond Issuance Costs	15,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	15,000	0.00%
Total Expenditures	10,970,825	-	-	1,182,963	-	-	-	-	-	-	-	-	-	-	1,182,963	9,787,863	0
Net Income/(Loss)	-	-	72,018	(1,100,045)	57,517	-	-	-	-	-	-	-	-	-	(970,509)		

Footnote: This statement may vary due to timing differences

Board Goal #1: Utilizes funds in a fiscally responsible manner to optimize student educational experiences.
Business Services Strategy: Review monthly budget to expenditure reports. Report accurate financial information to stakeholders.

Santa Fe Independent School District

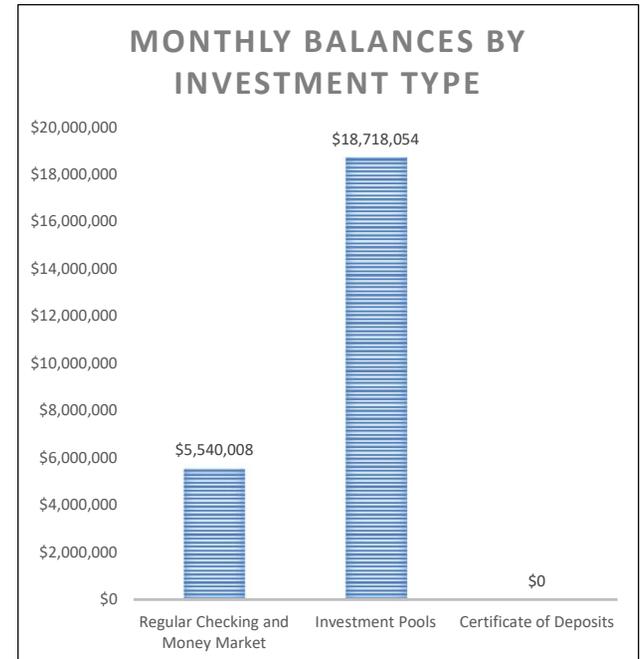
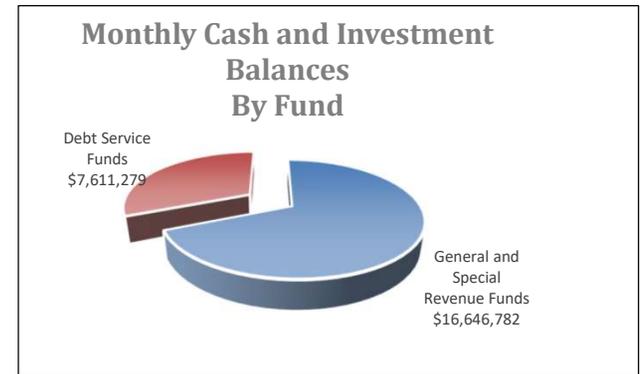
General Fund Statement of Revenues and Expenditures
As of September 30, 2025

Revenues	Revised Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
Property Taxes	16,646,473	-	90,593	121,698	71,254	-	-	-	-	-	-	-	-	-	283,545	16,362,928	1.70%
Tuition and Fees	300,000	-	5,015	20,919	30,552	-	-	-	-	-	-	-	-	-	56,486	243,514	18.83%
Other Revenue	667,500	-	41,951	59,779	41,805	-	-	-	-	-	-	-	-	-	143,535	523,965	21.50%
Insurance Recovery	-	-	-	-	5,525	-	-	-	-	-	-	-	-	-	-	-	0.00%
Athletic Activities Revenue	110,000	-	817	9,226	48,564	-	-	-	-	-	-	-	-	-	58,608	51,392	53.28%
Available School Fund	1,573,494	-	-	-	165,096	-	-	-	-	-	-	-	-	-	165,096	1,408,398	10.49%
Foundation State Aid	30,835,918	-	-	-	6,851,283	-	-	-	-	-	-	-	-	-	6,851,283	23,984,635	22.22%
Other State Programs	2,847,474	-	205,635	206,457	212,684	-	-	-	-	-	-	-	-	-	624,776	2,222,698	21.94%
SHARS	200,000	-	-	1,008	4,385	-	-	-	-	-	-	-	-	-	5,394	194,606	2.70%
Total Revenues	53,180,859	-	344,011	419,088	7,425,623	-	-	-	-	-	-	-	-	-	8,188,722	44,992,137	15.40%
Expenditures	Revised Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
FN 11 Instruction	27,290,154	130,152.18	380,262.05	398,685.66	2,140,250.64	-	-	-	-	-	-	-	-	-	2,919,198	24,370,956	10.70%
FN 12 Inst. Resources & Media Svcs	412,844	211.61	17,690.87	4,225.79	13,222.19	-	-	-	-	-	-	-	-	-	35,139	377,705	8.51%
FN 13 Curriculum Dev.& Inst.Stf Dev	1,186,270	3,000.00	90,613.63	64,656.43	71,961.35	-	-	-	-	-	-	-	-	-	227,231	959,039	19.16%
FN 21 Instructional Leadership	459,158	21,054.34	66,678.51	29,708.33	32,158.71	-	-	-	-	-	-	-	-	-	128,546	330,612	28.00%
FN 23 School Leadership	2,815,906	14,824.36	111,995.34	114,686.40	209,340.86	-	-	-	-	-	-	-	-	-	436,023	2,379,883	15.48%
FN 31 Guidance & Counseling	1,199,124	3,057.20	15,044.56	23,273.09	105,491.89	-	-	-	-	-	-	-	-	-	143,810	1,055,314	11.99%
FN 32 Social Work Services	116,076	-	2,073.68	2,073.52	10,725.89	-	-	-	-	-	-	-	-	-	14,873	101,203	12.81%
FN 33 Health Services	394,015	-	10,889.92	10,889.56	34,013.24	-	-	-	-	-	-	-	-	-	55,793	338,222	14.16%
FN 34 Student Transportation	3,231,016	73,611.38	400,692.67	166,859.49	285,500.88	-	-	-	-	-	-	-	-	-	853,053	2,377,963	26.40%
FN 35 Nutrition Services	105,687	53,315.68	1,490.27	10,894.81	12,697.71	-	-	-	-	-	-	-	-	-	25,083	80,604	23.73%
FN 36 Extracurricular Activities	1,122,644	11,018.40	108,187.44	101,671.03	116,533.72	-	-	-	-	-	-	-	-	-	326,392	796,252	29.07%
FN 41 General Administration	1,917,332	6,047.32	149,348.42	146,263.51	179,371.49	-	-	-	-	-	-	-	-	-	474,983	1,442,349	24.77%
FN 51 Facilities Maint. & Operations	8,156,707	1,696,957.03	728,615.48	320,992.76	394,629.78	-	-	-	-	-	-	-	-	-	1,444,238	6,712,469	17.71%
FN 52 Security & Monitoring Services	1,140,016	10,801.86	41,919.12	108,735.21	157,228.60	-	-	-	-	-	-	-	-	-	307,883	832,133	27.01%
FN 53 Data Processing Services	1,339,550	13,822.00	192,136.67	220,584.65	79,304.95	-	-	-	-	-	-	-	-	-	492,026	847,524	36.73%
FN 61 Community Services	176,644	-	7,211.85	7,172.86	19,190.71	-	-	-	-	-	-	-	-	-	33,575	143,069	19.01%
FN 71 Debt Services	1,700,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,700,000	0.00%
FN 72 Debt Interest	-	-	-	211,906.81	10,276.71	-	-	-	-	-	-	-	-	-	222,184	(222,184)	0.00%
FN 81 Facilities Acq. & Construction	85,049	-	-	-	-	-	-	-	-	-	-	-	-	-	-	85,049	0.00%
FN 93 Payments To Fiscal Agents\Mbrs	81,013	-	-	-	4,000.00	-	-	-	-	-	-	-	-	-	4,000	77,013	4.94%
Total Expenditures	52,929,205	2,037,873	2,324,850	1,943,280	3,875,899	-	-	-	-	-	-	-	-	-	8,144,030	44,785,175	15.39%
Net Income/(Loss)	-	-	(1,980,839)	(1,524,192)	3,549,724	-	-	-	-	-	-	-	-	-	44,693	-	-
Operating Transfers In	Revised Budget	Encumbered	July	August	September	October	November	December	January	February	March	April	May	June	YTD Receipts	Balance	%
Operating Transfers Out	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Operating Transfers In/Out	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Board Goal #1: Utilizes funds in a fiscally responsible manner to optimize student educational experiences.
Business Services Strategy: Review monthly budget to expenditure reports. Report accurate financial information to stakeholders.

Santa Fe Independent School District
 Monthly Cash and Investment Balances
 For Month Ending September 30, 2025

Texas First Bank:		
General Operating	\$	453,591
General Operating MM	\$	1,890,911
Activity General Operating	\$	940,833
Payroll	\$	589,088
Capital Projects	\$	92,138
Debt Service	\$	418,822
Debt Service MM	\$	914,339
Nutrition Services	\$	28,417
Tax Refund	\$	69,675
Tax Collection	\$	137,186
Texas First Bank Total Balance	\$	5,535,002
First Public:		
Child Nutrition	\$	275
General Fund	\$	9,821,304
Debt Service	\$	6,278,117
Capital Projects	\$	2,427,169
First Public Total Balance	\$	18,526,865
Texas Term:		
General Fund	\$	129,141
Texas Term Total Balance	\$	129,141
Texas Class:		
General Operating	\$	191,188
Nutrition Services	\$	122,490
Texas Class Total Balance	\$	313,679
GCEFCU:		
General Operating	\$	5,006
GCEFCU Total Balance:	\$	5,006
GRAND TOTAL	\$	24,509,692



Board Goal #5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students
 Business Services Strategy: Provide guidance on details needed to help stakeholders make informed decisions.

Santa Fe Independent School District
 Tax Assessor-Collector Report
 For Period Ending September 2025
 (Original Signed Notarized Report Available in the Tax Office.)

Tax Year	Beginning Balance 7/01/2025	Year To Date Adjustments	Collections Prior Months	Collections this Month	Year To Date Collections	Balance Due
2001 & prior	50,783.06	-	-	-	-	50,783.06
2002	11,977.56	-	-	-	-	11,977.56
2003	6,756.09	-	-	-	-	6,756.09
2004	4,941.62	-	-	-	-	4,941.62
2005	14,784.42	-	512.27	-	512.27	14,272.15
2006	22,282.34	-	-	-	-	22,282.34
2007	20,235.70	-	-	-	-	20,235.70
2008	22,518.01	-	-	-	-	22,518.01
2009	21,998.21	-	-	-	-	21,998.21
2010	24,068.24	-	-	-	-	24,068.24
2011	25,563.38	-	-	-	-	25,563.38
2012	29,458.88	-	-	-	-	29,458.88
2013	32,133.61	-	261.83	-	261.83	31,871.78
2014	33,828.55	-	259.45	53.60	313.05	33,515.50
2015	37,193.06	-	255.10	125.80	380.90	36,812.16
2016	45,276.72	-	212.57	1,619.07	1,831.64	43,445.08
2017	52,855.91	-	600.45	440.54	1,040.99	51,814.92
2018	62,359.84	-	552.75	562.44	1,115.19	61,244.65
2019	80,140.65	-	500.72	-	500.72	79,639.93
2020	98,266.47	(336.80)	618.74	1,955.46	2,574.20	95,355.47
2021	148,816.60	(492.42)	2,100.13	1,671.12	3,771.25	144,552.93
2022	183,650.33	5,802.38	4,797.25	1,791.98	6,589.23	182,863.48
2023	254,915.63	(16,151.01)	(18,187.78)	8,071.82	(10,115.96)	248,880.58
2024	978,443.99	(65,490.89)	252,972.48	72,071.05	325,043.53	587,909.57
2025	-	-	-	-	-	-
TOTALS	2,263,248.87	(76,668.74)	245,455.96	88,362.88	333,818.84	1,852,761.29
DELQ.	2,263,248.87	(76,668.74)	245,455.96	88,362.88	333,818.84	1,852,761.29

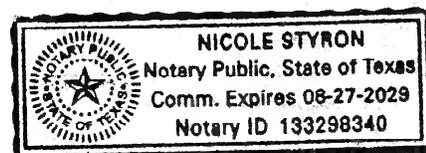
% Adj. Current Collections	0.00%	Year To Date Attorney Fees Collected	79,756.51
% Adj. Total Collections Comparing to Current Levy	0.00%	Year To Date Penalty & Interest Collected	79,890.62
% YTD Total Budget Collected	1.39%	Year To Date M&O Collected	228,311.51
Current Adjusted Levy	0.00	Year To Date I&S Collected	104,845.45
		Year to Date Rollback Collected	-
		Year to Date 10-20 Tax Write Offs	-

I attest that this information is true and accurate to the best of my knowledge.

Sarah Pfluger 10/06/25
 Sarah Pfluger (date)
 Tax Assessor-Collector

Nicole Styron 10/06/2025
 Nicole Styron (date)
 Notary Public in and for the State of Texas

Board Goal #1: Utilizes funds in a fiscally responsible manner to optimize student educational experiences. Business Services Strategy: Review monthly budget to expenditure/revenue reports. Report accurate financial information to stakeholders.



Santa Fe Independent School District
 Refund Requests
DATE 09/17/2025

ACCOUNT #	REFUND YEAR	REF AMOUNT	CHECK NUMB
230309	2024	\$4,766.52	2394
191540	2024	\$153.13	2399
364385	2024	\$65.45	2396
307827	2024	\$125.60	2401
359701	2024	\$75.85	2400
194029	2024	\$9.45	2397
157522	2024	\$1,608.86	2402
191171	2024	\$513.69	2395

TOTAL REFUNDS: \$7,318.55

Refunds executed by:

 09/17/2025

Sarah Pfluger, Sr. Accountant/Tax Assessor-Collector

REFUND BREAK-DOWN FOR ABOVE

SFISD M&O	\$4,995.52	*Reflects Base Levy Only.	
SFISD I&S	\$2,323.03	FYTD SFISD Refunds*	\$7,318.55
WCID	\$0.00		

Santa Fe ISD Transportation Department
September 2025 Monthly Report

General (Goal 2: Achievement – *Promote academic achievement and success in SFISD through student engagement, innovation, rigorous and relevant learning.* The transportation department impacts student achievement positively through high standards of professional learning, by requiring driver safety training once a month and during staff development days. **Goal 3: Culture** – *Maintain a collaborative district culture that promotes partnerships among all SFISD students, staff, families, and community stakeholders.*)
The transportation department had our monthly safety meeting that covered routing, prohibited items, and student confidentiality. Our attendance rate was 96.72%. There was a bus accident on 9-17-25 with no injuries. We are 11 days accident free as of 9-28-25.

CNG Update: We are running on the new compressor from CNG 4 America currently. Order line pressure sensor for the Know Western compressor.

Stop Arm Program – Since October 2019 **(Goal 1: Safety** – *Ensure an exceptional learning experience for all SFISD students in a safe and positive learning environment.* **Goal 4: Resources** – *Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students.*)

Program total citations issued = 4,218
SFISD Portion of Collected Fines = \$368,735

Shop Items (Goal 5: Resources – *Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students.* SFISD ensures a positive culture of high expectations for all students, staff, families, and the community. To ensure a positive culture of high expectations for mechanical staff by targeting times for repairs in the time allotted in the Chilton’s Labor Guide. Complete allotted time or less with written justification for repairs that exceed the allotted time. Increase efficiency of shop by acquiring machinery that will minimize some of the heavy lifting.)

- 6 vehicles’ electrical and lighting systems repaired
- 8 HVAC systems repaired
- 19 annual, quarterly, and quick check inspections completed
- 9 engine repairs completed
- 21 vehicles’ emission items repaired
- 13 p.m.’s completed
- 12 body and multiply seat repairs completed
- 4 state inspection and registration completed
- 5 vehicles’ tires replaced
- 2 vehicles’ batteries replaced
- 3 vehicles’ brakes serviced
- 2 vehicles’ suspension repairs completed

<u>Fuel Used September</u>		<u>Fuel Used YTD</u>	<u>Fuel Purchase</u>	<u>Cost YTD</u>	<u>Mileage for the Month</u>	
Diesel	5882.70 gal	10,768.88 gal	8843.00 gal	\$20,944.83	Regular	28,855

Gasoline 1493.20 gal	3,922.97 gal	3924.00 gal	\$ 8,129.56	CNG	9,935
CNG 258 MMBtu	301 MMBtu	\$1,920.69	\$ 3,686.31	Special	10,634
				Extra-Cur.	5,229

Contract/Parts/Tires

<u>September</u>	<u>YTD</u>
\$20,080.07	\$76,762.83

School Bus Safety Reports (Goal 3: Culture – Maintain a collaborative district culture that promotes partnerships among all SFISD students, staff, families, and community stakeholders. To provide effective modes of communication to disseminate information and obtain feedback both internally and externally by reducing overall suspensions and write-ups by training drivers with more effective behavior management techniques to be proactive. Also, decreasing the time between write-up and parent contact and the application of consequences. Tools used: Data tracking (number of suspensions, write-ups, and camera systems). Arrange guests to address student management, respect, tolerance and bullying as appropriate and available.)

<u>Campus</u>	<u>Reports</u>	<u>Suspensions</u>	
High School	12	2	The safety of our students and employees is first and foremost. Students not abiding by the bus rider rules will receive a school bus safety report.
Junior High	14	0	
Barnett	32	6	
Kubacak	14	1	Students fighting or receiving 3 or more safety reports while on the bus are subject to bus suspension.
RJ Wollam	10	4	
Total	82	13	

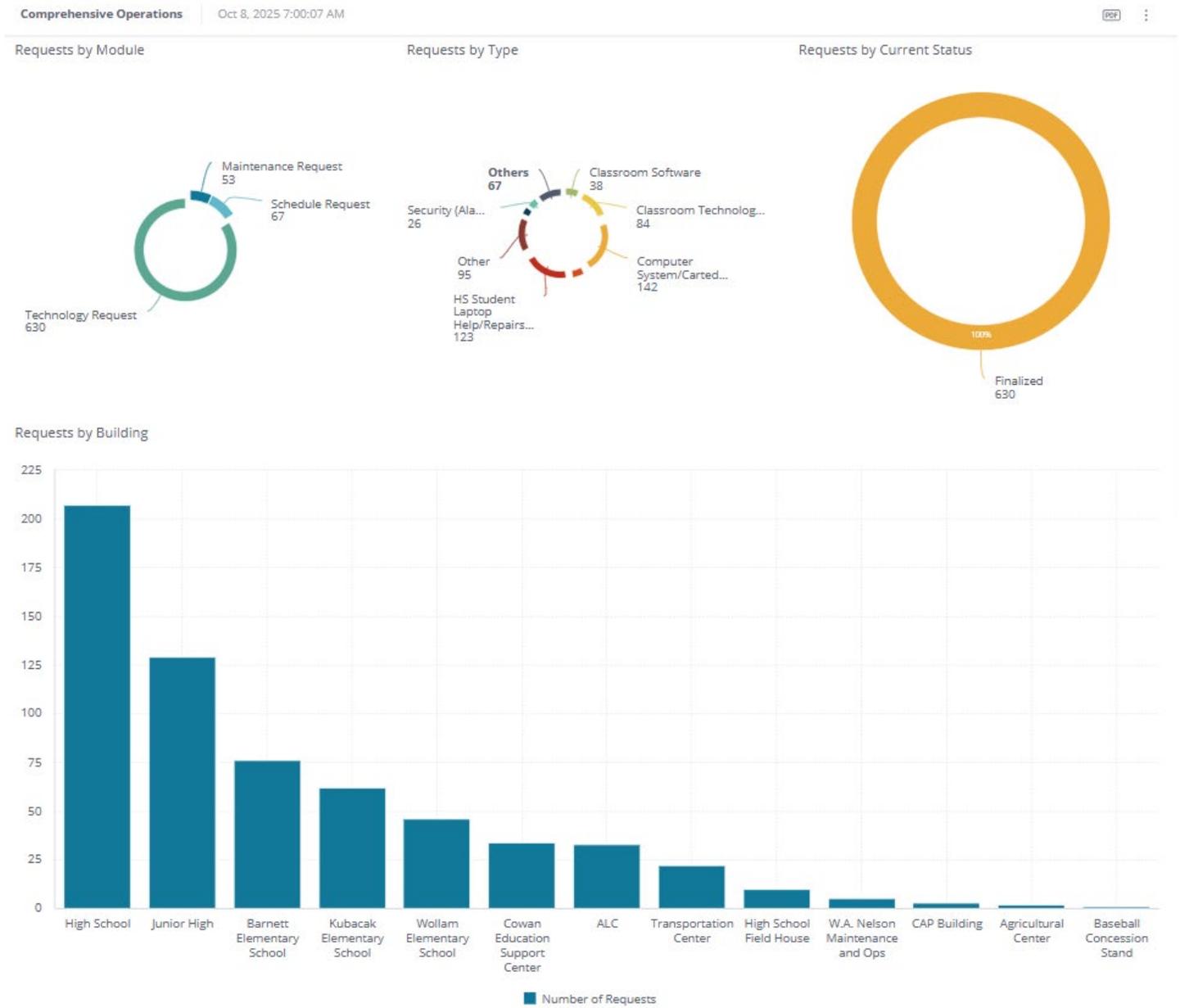
September School Bus Safety Reports by incident type

- 16- Distracting driver
- 2- Eating or drinking on bus
- 2- Excessive noise
- 1- Failure to load/unload at correct bus stop
- 12- Failure to remain safely and correctly seated
- 2- Failure to sit in assigned seat
- 14- Failure to wear seatbelt correctly
- 7- Fighting
- 8- Hitting or kicking another student
- 4- Horseplay
- 1- Inappropriate behavior
- 1- Prohibited item – Vape
- 1- Pushing
- 1- Riding bus while suspended
- 2- Terroristic threat
- 6- Throwing objects
- 2- Unacceptable language / gestures

Technology Board Report Prepared for October 2025

Board Goal #5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD Students.

-Workorder from the past 30 days.



Month of September 2025 Highlights

- Continue to adjust and work on Doors, Fire alarms, Card Access, Phone issues
- Continue to cross train as needed
- Continue to adjust firewall security to allow sites
- Continue to Work with PD on resolving device slowness issues

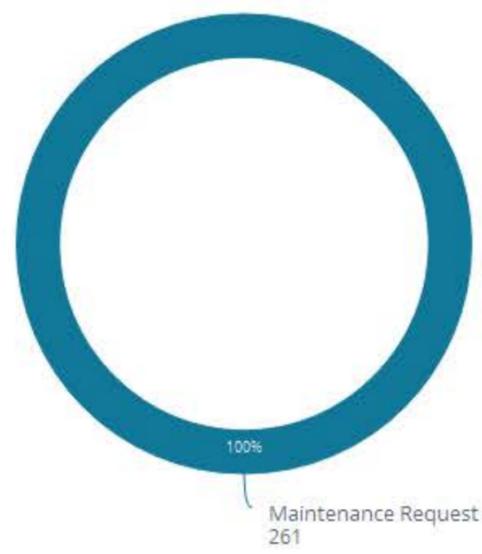
- Submitted E-Rate for additional technology funding for equipment
- Working with Skyward team to come up with exemptions report for High School
- Continue supporting Junior High on SBA testing
- Working with Audio Enhancement to start planning ALC upgrades
- Continuing to partner with HS CTE Computer Application students to work with Technology Department on repairing laptops

Comprehensive Operations

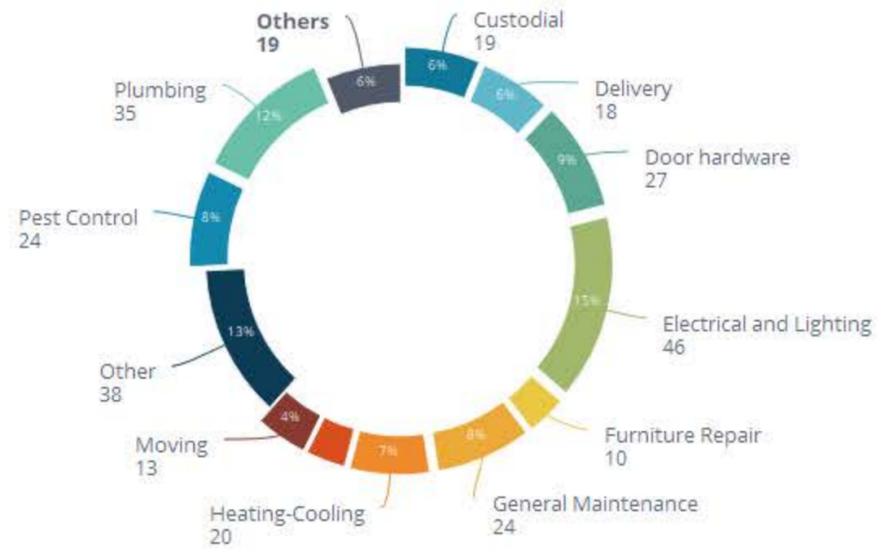
Filters:

- Module: Maintenance Request
- Request Type: Carpentry, Custodial, Delivery, Door hardware, Electric, Electrical and Lighting, Elevators, Exterior door operation, Furniture Repair, General, General Maintenance, Heating-Cooling, HVAC, Keys, Kitchen Equipment, Landscaping/Grounds, Moving, Painting, Pest Control, Playground, Playgrounds, Plumbing
- Building: Include all
- Created Date: 9/1/25 to 9/30/25
- Completed Date: Include all
- Current Request State Name-Hold Indicator: Exclude: Pending Approval, Pending Assignment, Pending Details, Pending Execution, Pending Resolution

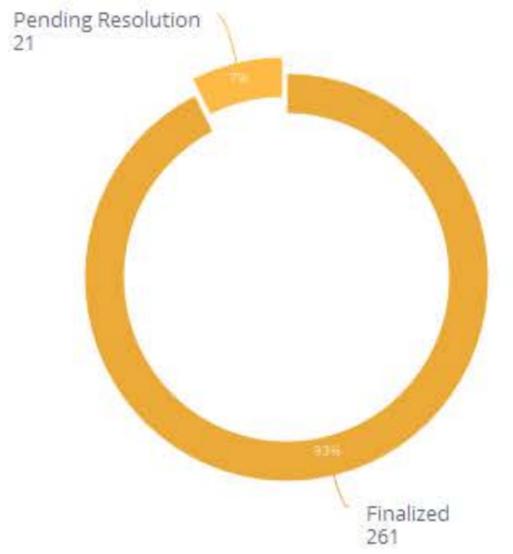
Requests by Module



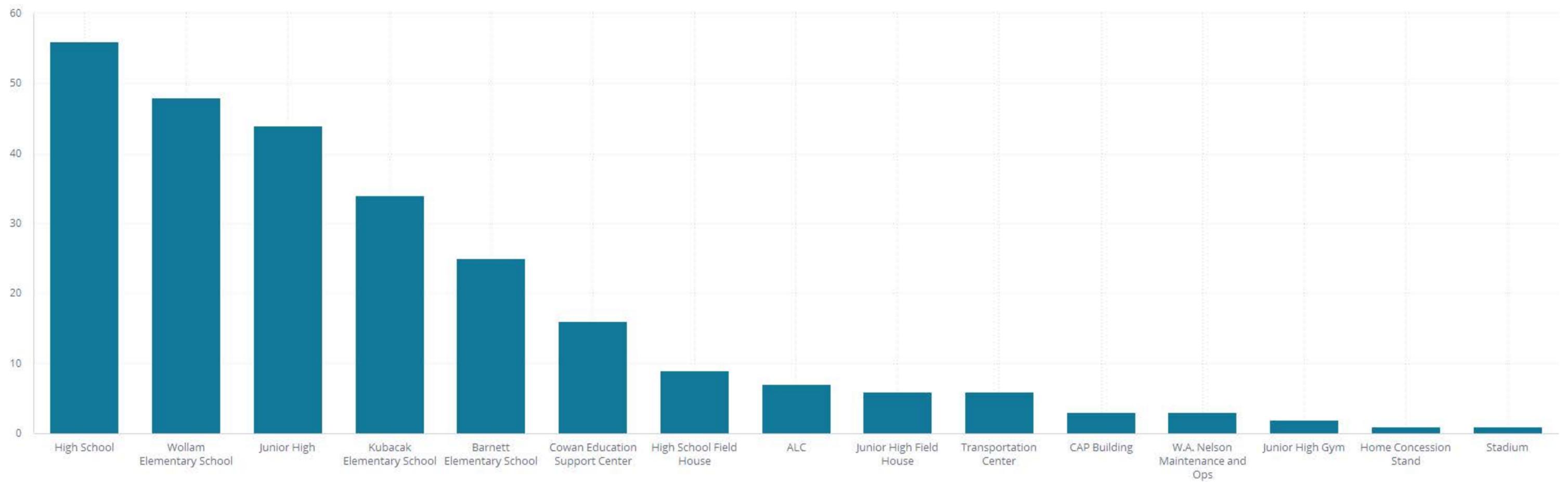
Requests by Type



Requests by Current Status



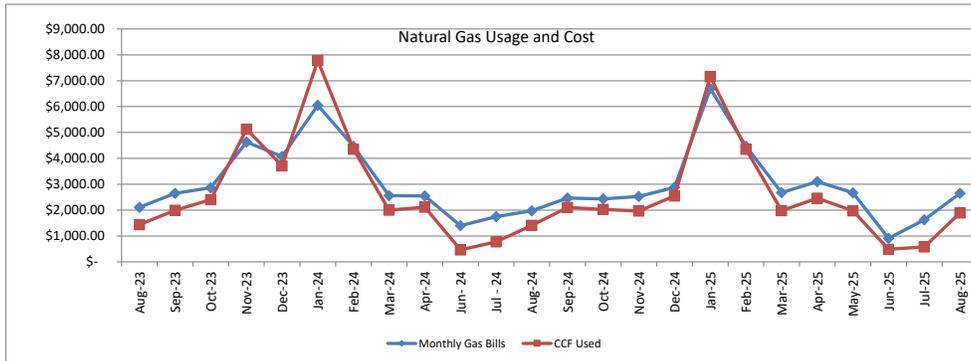
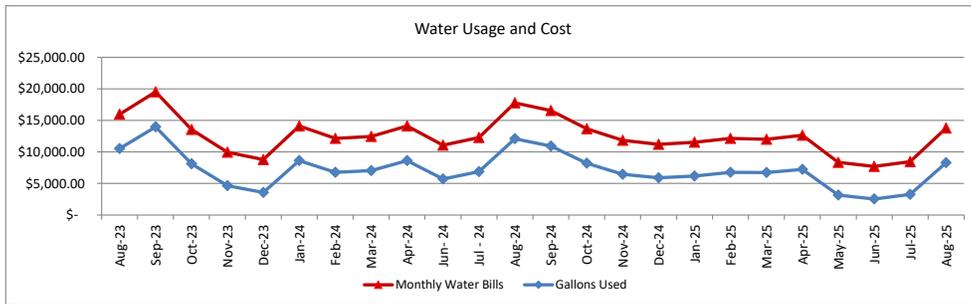
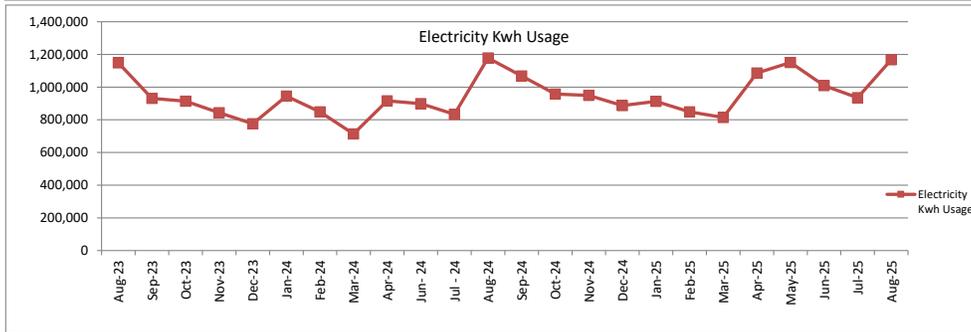
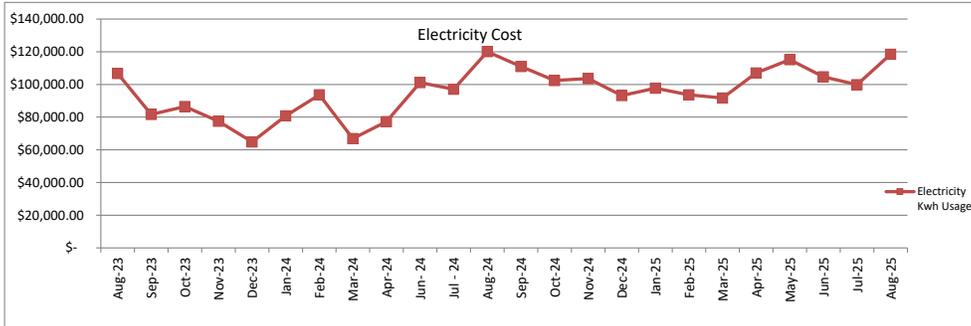
Requests by Building



**SANTA FE ISD
MAINTENANCE DEPT
UTILITY USAGE
PERIOD ENDING AUGUST
2025**

Board goal 5:

Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students



**SANTA FE ISD
MAINTENANCE DEPARTMENT
UTILITY USAGE
PERIOD ENDING AUGUST 2025**

Board goal 5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students

DATE	Monthly Totals	ELECTRIC		WATER		GAS	
		KWH	COST	GALLONS	COST	CCF	COST
2023-2024							
July 2023	\$ 100,957.95	803,886	\$ 81,439.73	7,139	\$ 12,572.72	899	\$ 1,821.62
Aug. 2023	\$ 124,734.04	1,148,643	\$ 106,669.05	10,531	\$ 15,957.99	1,435	\$ 2,107.00
Sept. 2023	\$ 103,787.38	931,317	\$ 81,619.02	13,965	\$ 19,521.58	1,994	\$ 2,646.78
Oct. 2023	\$ 102,845.93	913,788	\$ 86,427.81	8,131	\$ 13,554.74	2,405	\$ 2,863.38
Nov. 2023	\$ 92,025.73	843,262	\$ 77,459.04	4,656	\$ 9,939.31	5,128	\$ 4,627.38
Dec. 2023	\$ 77,705.98	776,151	\$ 64,846.07	3,565	\$ 8,787.58	3,709	\$ 4,072.33
Jan. 2024	\$ 100,974.79	944,523	\$ 80,801.33	8,621	\$ 14,123.83	7,778	\$ 6,049.63
Feb. 2024	\$ 81,060.51	721,248	\$ 65,539.23	6,419	\$ 11,800.17	3,413	\$ 3,721.11
Mar. 2024	\$ 81,854.44	713,805	\$ 66,855.63	7,027	\$ 12,441.76	1,995	\$ 2,557.05
Apr. 2024	\$ 93,885.14	916,058	\$ 77,227.93	8,630	\$ 14,110.70	2,114	\$ 2,546.51
May 2024	\$ 99,449.52	949,839	\$ 82,588.51	8,881	\$ 14,396.83	2,031	\$ 2,464.18
June 2024	\$ 113,547.24	898,676	\$ 101,091.23	5,717	\$ 11,059.38	463	\$ 1,396.63
2024-2025							
July 2024	\$ 111,143.51	833,160	\$ 97,111.31	6,881	\$ 12,284.98	776	\$ 1,747.22
Aug. 2024	\$ 139,782.84	1,178,336	\$ 120,038.61	12,082	\$ 17,770.62	1,407	\$ 1,973.61
Sept. 2024	\$ 129,973.77	1,067,934	\$ 110,956.53	10,926	\$ 16,550.30	2,102	\$ 2,466.94
Oct. 2024	\$ 118,524.39	957,274	\$ 102,416.34	8,203	\$ 13,679.11	2,023	\$ 2,428.94
Nov. 2024	\$ 117,968.23	949,150	\$ 103,614.45	6,462	\$ 11,828.34	1,962	\$ 2,525.44
Dec. 2024	\$ 107,252.54	886,577	\$ 93,168.47	5,892	\$ 11,207.42	2,543	\$ 2,876.65
Jan. 2025	\$ 115,979.26	912,822	\$ 97,752.97	6,165	\$ 11,531.67	7,161	\$ 6,694.62
Feb. 2025	\$ 118,231.10	848,347	\$ 93,609.19	6,757	\$ 12,153.67	4,355	\$ 4,468.24
Mar. 2025	\$ 106,417.59	814,554	\$ 91,724.91	6,733	\$ 12,017.40	1,980	\$ 2,675.28
Apr. 2025	\$ 122,790.34	1,086,766	\$ 107,051.95	7,221	\$ 12,640.14	2,461	\$ 3,098.25
May 2025	\$ 126,206.93	1,150,391	\$ 115,184.69	3,156	\$ 8,354.63	1,971	\$ 2,667.61
June 2025	\$ 113,250.89	1,008,815	\$ 104,644.10	2,534	\$ 7,699.17	480	\$ 907.62
2025-2026							
July 2025	\$ 109,988.54	935,726	\$ 99,899.08	3,258	\$ 8,462.70	576	\$ 1,626.76
Aug. 2025	\$ 134,895.46	1,167,540	\$ 118,466.44	8,298	\$ 13,779.82	1,889	\$ 2,649.20
Sept. 2025							
Oct. 2025							
Nov. 2025							
Dec. 2025							
Jan. 2026							
Feb. 2026							
Mar. 2026							
Apr. 2026							
May 2026							
June 2026							
3 Year Comparison for August							
Aug. 2023	\$ 124,734.04	1,148,643	\$ 106,669.05	10,531	\$ 15,957.99	1,435	\$ 2,107.00
Aug. 2024	\$ 139,782.84	1,178,336	\$ 120,038.61	12,082	\$ 17,770.62	1,407	\$ 1,973.61
Aug. 2025	\$ 134,895.46	1,167,540	\$ 118,466.44	8,298	\$ 13,779.82	1,889	\$ 2,649.20

Santa Fe ISD
Free and Reduced Meal Eligibility Comparison Report

	2025-2026 ENROLLMENT	2025-2026 Free/Reduced	2024-2025 Free/Reduced	2023-2024 Free/Reduced	2022-2023 Free/Reduced	2021-2022 Free/Reduced	2020-2021 Free/Reduced	2019-2020 Free/Reduced	2018-2019 Free/Reduced	2017-2018 Free/Reduced	2016-2017 Free/Reduced
JULY	4,333	2,131	2,270	2,274	2,214	2,012	2,126	2,071	2,091	1,808	1,646
AUGUST	4,333	2,143	2,143	2,333	2,312	2,018	2,012	2,171	2,085	1,866	1,844
SEPTEMBER	4,360	2,044	1,957	2,331	2,164	2,125	2,109	2,197	2,160	1,956	1,962
OCTOBER			2,023	2,208	2,209	2,168	2,154	2,044	2,020	1,837	1,658
NOVEMBER			2,049	2,202	2,199	2,190	2,112	2,044	2,025	1,919	1,699
DECEMBER			2,072	2,202	2,212	2,192	2,133	2,062	2,040	1,948	1,718
JANUARY			2,091	2,226	2,241	2,183	2,109	2,067	2,040	2,068	1,742
FEBRUARY			2,111	2,219	2,267	2,204	2,103	2,071	2,051	2,055	1,767
MARCH			2,122	2,214	2,285	2,213	2,091	2,091	2,057	2,071	1,793
APRIL			2,134	2,223	2,280	2,225	2,095	2,092	2,055	2,093	1,831
MAY			2,144	2,219	2,281	2,233	2,091	2,110	2,061	2,091	1,808
JUNE			2,147	2,219	2,281	2,238	2,099	2,126	2,071	2,091	1,808
AVERAGE		2,106	2,105	2,239	2,245	2,167	COVID 2,103	COVID 2,096	HARVEY 2,063	1,735	1,751
CURRENT STUDENT CHARGE TOTAL		(\$4,107.83)									
Board Goal # 5: Maximize our use of financial resources to ensure the greatest effectiveness and benefit for all SFISD students.											
Strategies:	Program identification provides free meals and other resources for students.										
Submitted by: Cherie Bowers											

Santa Fe ISD

Meal Participation September 2025

Board Goal #2: Promote academic achievement and success in SFISD through student engagement, innovation, rigorous and relevant learning.

Strategies: Students learn better when they have a balanced and nutritious meal prior to entering the classroom.

Total Enrollment:	4,360
Free:	1,844
Reduced:	277
Paid:	2,237

Site	Breakfast						Lunch						Snack					
	Student				Adult		Student				Adult		Student				Adult	
	Free	Red	Paid	Total	Prog	Other	Free	Red	Paid	Total	Prog	Other	Free	Red	Paid	Total	Prog	Other
Barnett Elementary	3,483	286	1,402	5,171	0	0	4,870	444	2,513	7,827	1	3	105	0	271	376	0	0
Central Office	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Cowan Cafe	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
INDIAN SUCCESS ACADEMY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Kubacak Elementary	3,213	397	1,395	5,005	0	0	4,667	564	3,013	8,244	8	18	8	5	390	403	0	0
R J Wollam Elementary	2,530	405	1,345	4,280	0	2	3,728	526	2,455	6,709	0	5	31	6	242	279	0	0
Santa Fe High School	2,182	332	439	2,953	0	0	6,360	1,296	6,599	14,255	0	3	0	0	0	0	0	0
Santa Fe Junior High	3,031	446	1,117	4,594	0	8	6,372	963	4,344	11,679	0	8	0	0	0	0	0	0
Total:	14,439	1,866	5,698	22,003	0	10	25,997	3,793	18,924	48,714	9	37	144	11	903	1,058	0	0
AP	2,888	374	1,140	4,401	0	2	5,200	759	3,785	9,743	2	8	29	3	181	212	0	0
% AP	39.10%	33.39%	12.85%	25.33%			70.41%	67.87%	42.68%	56.09%			0.39%	0.20%	2.04%	1.22%		



DELINQUENT TAX COLLECTION REPORT

October 20, 2025

Presented By:



2024 Tax Year Calendar

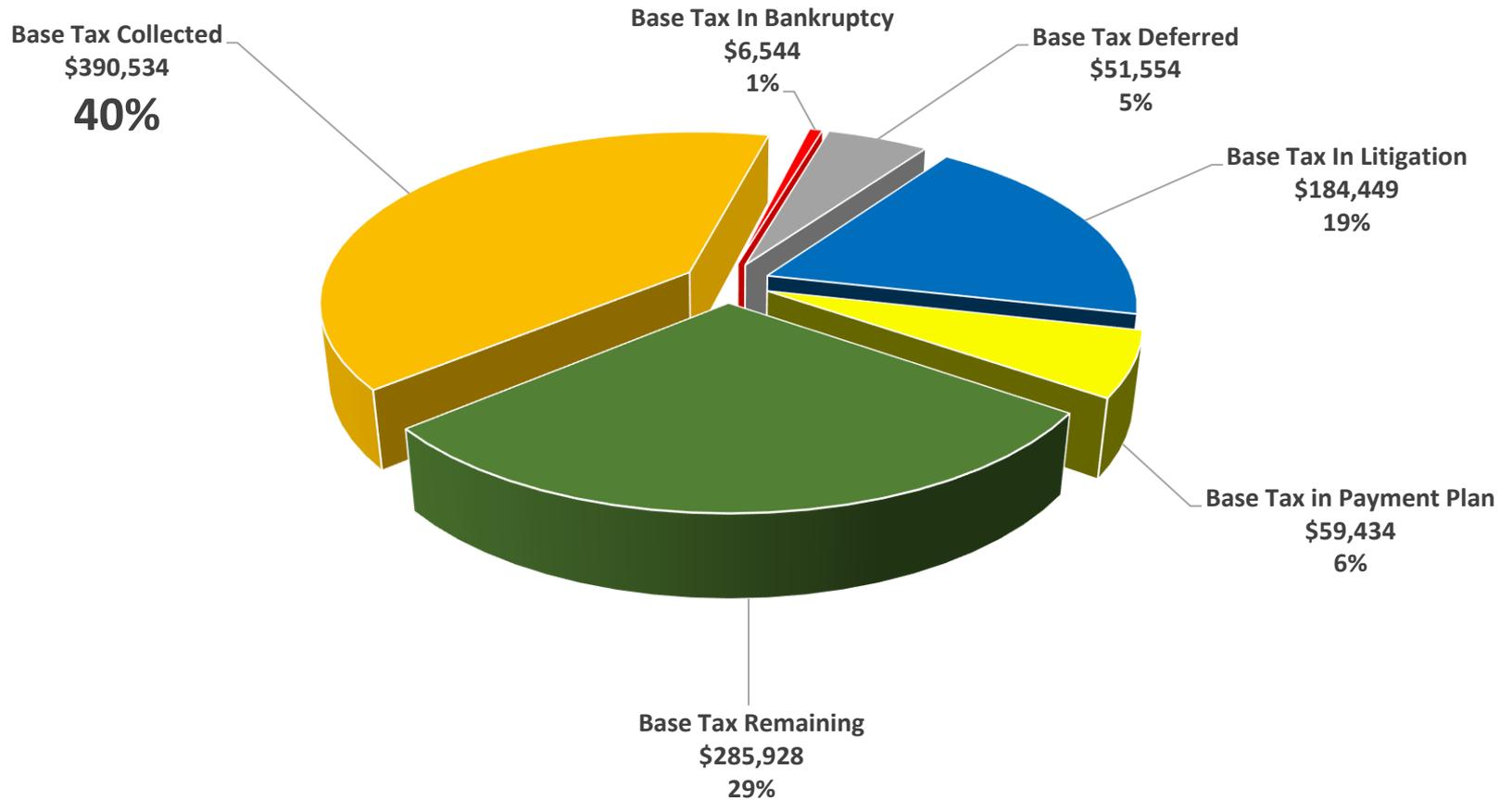
- October 2024 – Original Tax Bills Mailed
 - 2024 Tax Levy \$24,332,549
- February 2025 – Delinquent Tax Bills Mailed
 - Penalties and Interest Due SFISD began to accrue
 - Penalties - 6%, then 1% per month – maximum of 12% on July 1, 2025
 - Interest – 1% per month until paid
- May 2025 – 33.07 Collection Penalty Notice Sent
- July 1, 2025 – Turned Over to Delinquent Tax Attorney for Collection
 - Additional 20% Collection Penalty attached
 - \$978,443 in Base Tax turned over to our firm (95.97% collected)

Santa Fe ISD

Delinquent Tax Collections - 2024 Tax Year

\$978,443 in Base Taxes Turned Over on July 1, 2025*

*Collection Data Provided by the Santa Fe ISD Tax Office

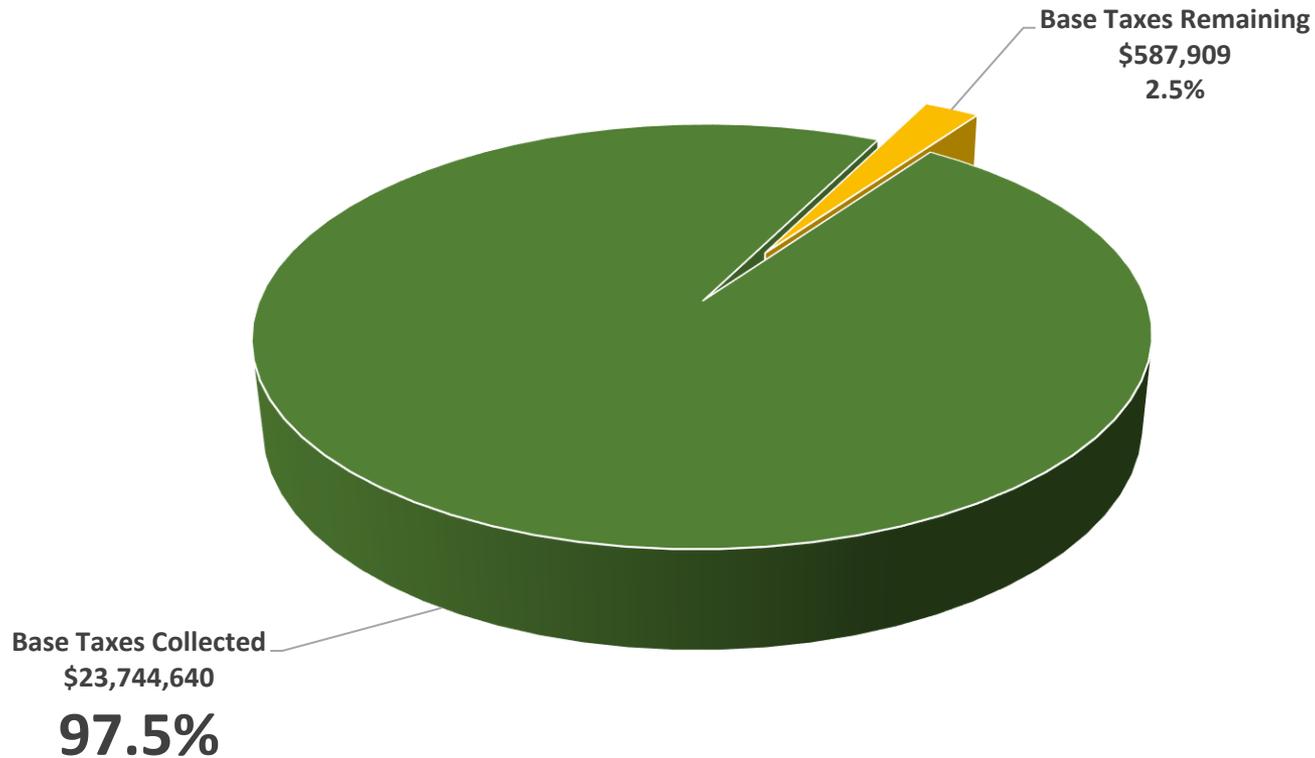


Santa Fe ISD

Current & Delinquent Tax Collections - 2024 Tax Year

\$24,332,549 in Base Tax Assessed for 2024 Tax Year*

*Collection Data Provided by the Santa Fe ISD Tax Office

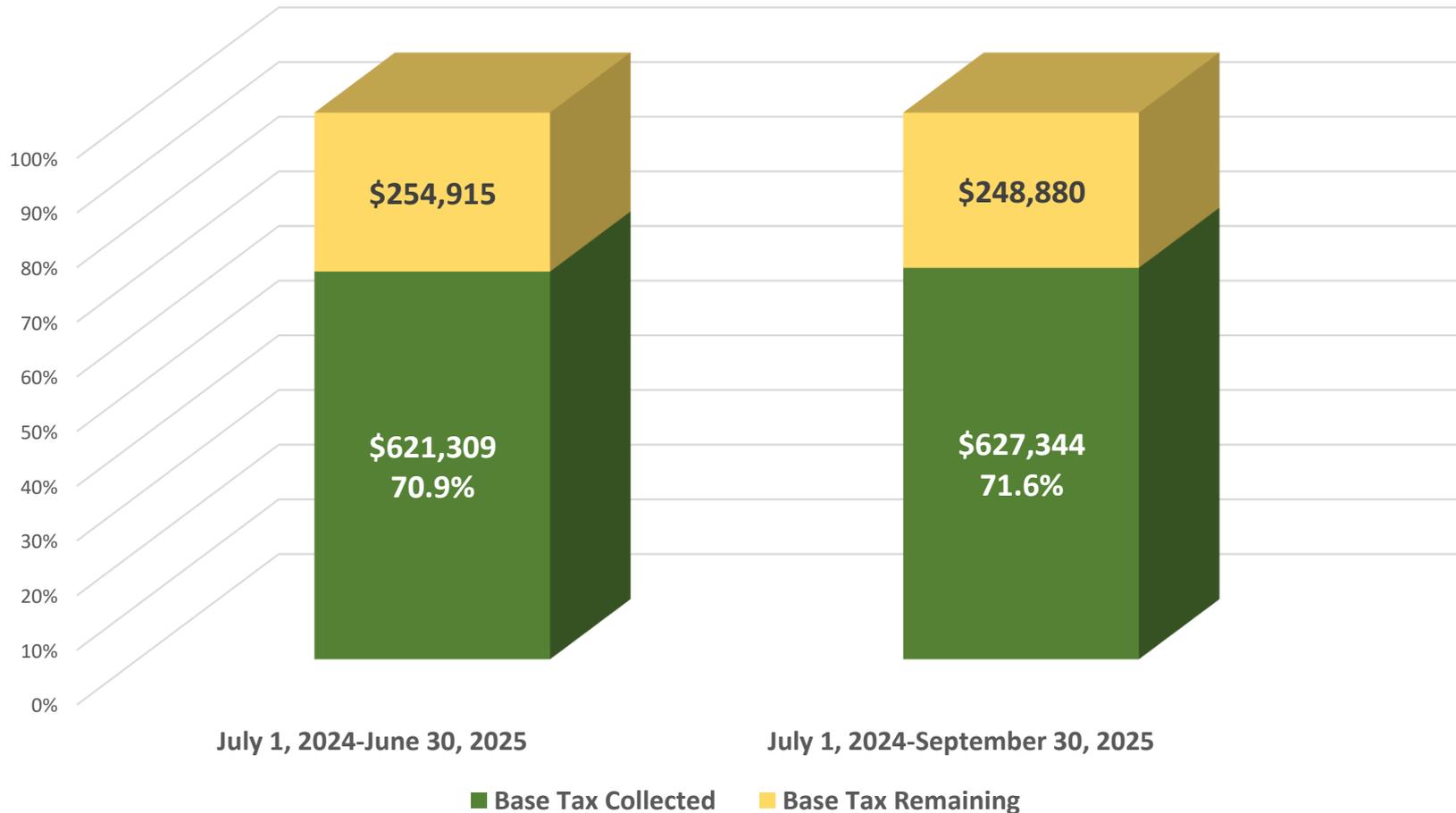


Santa Fe ISD

Delinquent Tax Collections - 2023 Tax Year

\$876,224 in Base Taxes Turned Over on July 1, 2024*

*Collection Data Provided by the Santa Fe ISD Tax Office

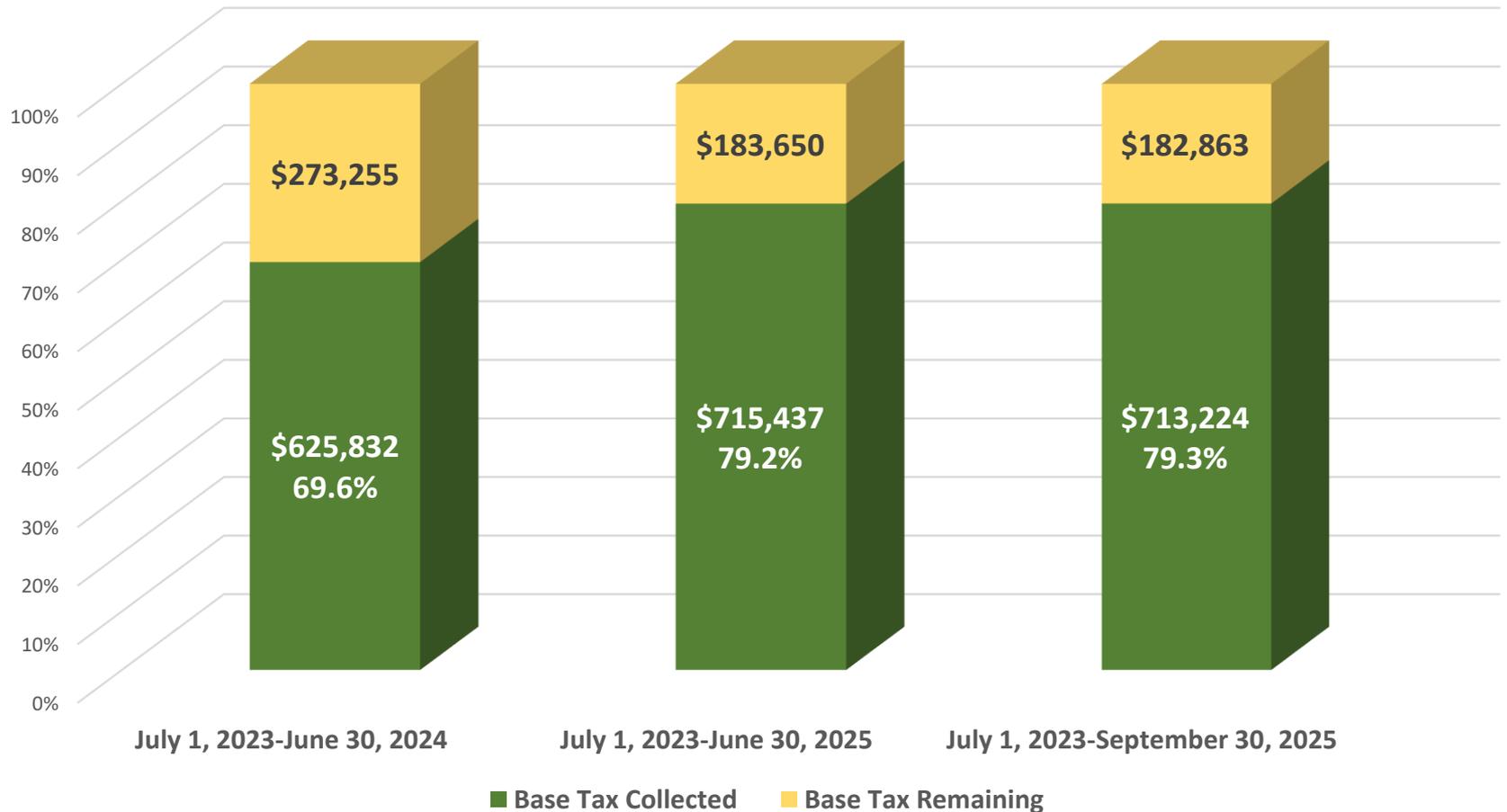


Santa Fe ISD

Delinquent Tax Collections - 2022 Tax Year

\$899,087 in Base Taxes Turned Over on July 1, 2023*

*Collection Data Provided by the Santa Fe ISD Tax Office

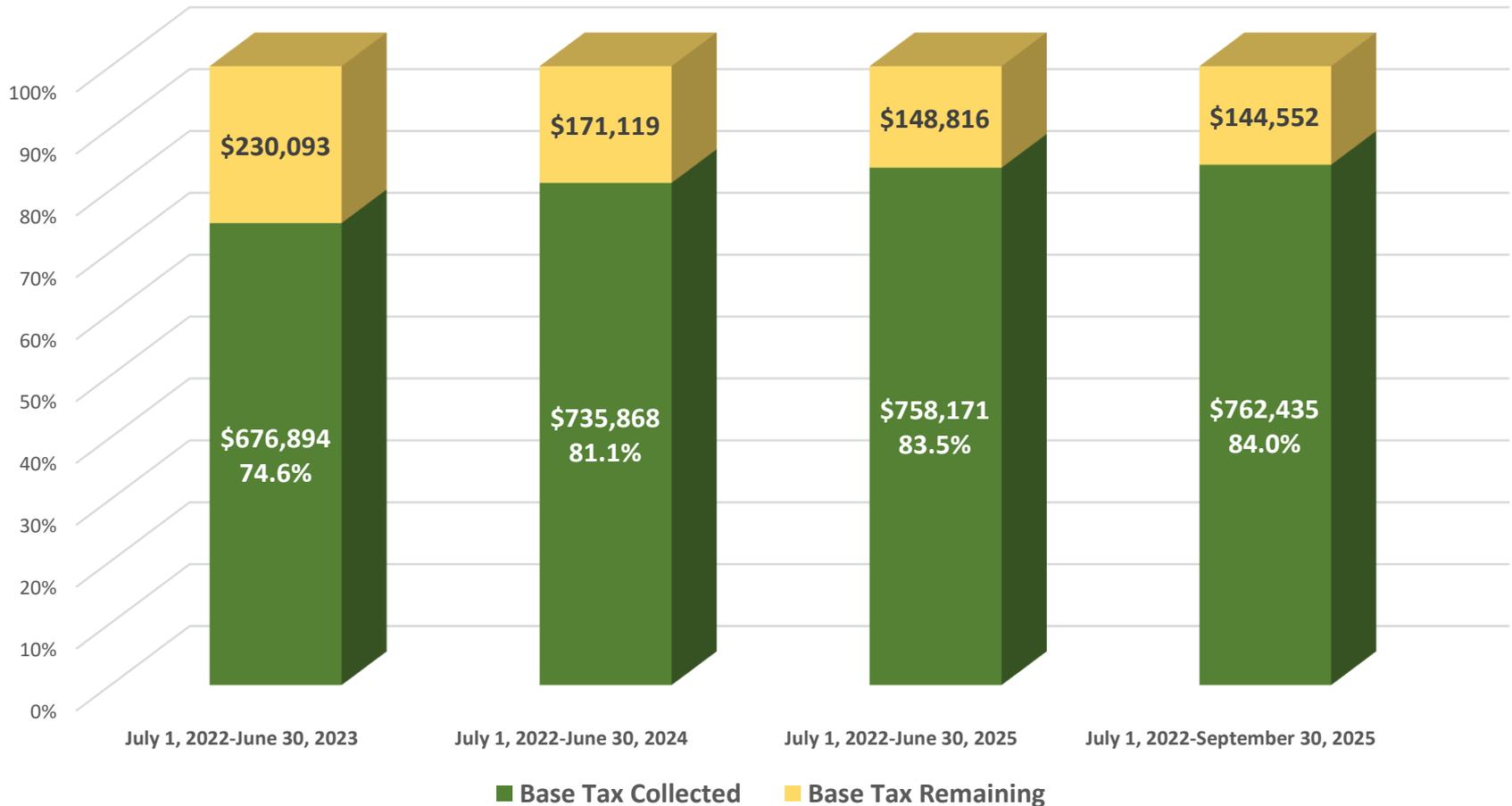


Santa Fe ISD

Delinquent Tax Collections - 2021 Tax Year

\$906,987 in Base Taxes Turned Over on July 1, 2022*

*Collection Data Provided by the Santa Fe ISD Tax Office



SANTA FE INDEPENDENT SCHOOL DISTRICT

MINUTES OF REGULAR MEETING (Monday, September 15, 2025)

1. MEMBERS PRESENT/ABSENT

1.01 Roll Call

Present were Rusty Norman, Eric Davenport, James Grassmuck, Patrick Kelly, and John Couch. Absent were Clay Hertenberger and Angie Lambert. Dr. Bott was in attendance.

2. OPENING OF MEETING

2.01 Call to Order

Mr. Norman called the meeting to order at 5:00 pm.

3. EXECUTIVE SESSION, CHAPTER 551

3.01 The Board recessed to closed or executive session at 5:01 pm, pursuant to Texas Government Code 551.071 Consultation with Board Attorney regarding all matters as authorized by law; Texas Government Code 551.072 Deliberation regarding purchase, exchange, lease or value of real property; Texas Government Code, 551.074 Personnel Matters: to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; Texas Government Code 551.076: Discussing security personnel or devices or security audits. The Board resumed open session at 6:00 pm.

4. RECONVENE: INVOCATION AND PLEDGES

4.01 Invocation

Pastor Greg Lackey gave the invocation.

4.02 Pledges

All recited pledges.

5. SCHOOL OFFICIALS PRESENT

5.01 School Officials

Casey Adoor, Cherie Bowers, Corey Click, Jenny Davenport, Rachel Harris, Jennifer Hulse, Stephanie Lyssy, Destini Martin, Luis Montes-Suares, Julie Pittman, Michelle Pourchot, Sara Ryan, Blake Ryder, Alex Sanchez, Nicole Sebok, Chris Wheeler

5.02 Other's Present

Pastor Greg Lackey, Gina Welsh, Clint and Natalie McGuire, Jeff and Amanda McGuire, Steve Higgins, Cyndi Gaido, Trinity Tuttle, Brendon Palermo, Monty Wilson

6. ACTION FROM CLOSED SESSION, CHAPTER 551

Action: 6.01 There was no action from the executive session.

7. RECOGNITIONS

7.01 Students and Staff

Gina Welsh speaking on behalf of the district thanked the McGuire Family Law Firm; Clint, Natalie, Jeff and Amanda McGuire for their generous donations throughout the year to acknowledge and support our teachers and staff. She also presented them with a banner expressing our thanks.

Mrs. Davenport announced the proclamations that will be celebrated during the month of October: Bullying Prevention Month, National Principal's Month, Fire Prevention Week, National School Lunch Week, School Bus Safety Week, Red Ribbon Week, and Texas Education Human Resources Day.

The district recognized our Employees of the Month of September: Barnett, Brendan Palermo; Kubacak, D'Lisa Dyson; RJW, Jana Butler; Junior High, Catherine Nabours; High School, Trinity Tuttle; ALC, Cyndi Gaido; Transportation, Steve Higgins; M&O, Donna Folse; Custodial, Eva Reyes; Administration, Sandra Brittain; Police, Monty Wilson

8. PUBLIC COMMENT ON AGENDA ITEMS

8.01 Public Comment

No one signed up to speak at the meeting.

9. INFORMATION ITEMS

9.01-9.10 Monthly Reports

9.11 Maintenance & Operations

Director of Maintenance, Chris Wheeler updated the Board on roof repair at the Kubacak annex and the maintenance building construction due to begin soon. He also updated them on the power outage at the H.S. on Friday, September 12th.

10. CONSENT AGENDA

Action (Consent): 10.01 Consider and Approve Consent Agenda Items

I move to approve all items of the Consent Agenda, 10.02 Through 10.11.

10.02 Minutes of August 18, 2025, and September 4, 2025

10.03 Accounts Payable \$1,120,512.95

10.04 Budget Amendment #3

10.05 National Principals Month Proclamation

10.06 National Bullying Prevention Month

10.07 Texas Education Human Resources Day Proclamation

10.08 Fire Prevention Week Proclamation

10.09 National School Lunch Week Proclamation

10.10 National School Bus Safety Week Proclamation

10.11 Red Ribbon Week Proclamation

Motion by Eric Davenport, second by James Grassmuck.

Final Resolution: Motion Carries

Yea: Rusty Norman, Eric Davenport, James Grassmuck, Patrick Kelly, John Couch

11. REGULAR AGENDA

Action: 11.01 **Consider and Approve Board Goals 2025-2026**

I move to adopt Board Goals for 2025-2026 as presented.

Motion by James Grassmuck, second by Patrick Kelly.

Motion Carries

Yea: Rusty Norman, Eric Davenport, James Grassmuck, Patrick Kelly, John Couch

Action: 11.02 **Consider and Approve to Certify the Micro-Purchase Threshold for YUM! Nutrition Services**

I move to approve the micro-purchase threshold for YUM! Nutrition Services at \$49,999.

Motion by Patrick Kelly, second by James Grassmuck.

Final Resolution: Motion Carries

Yea: Rusty Norman, Eric Davenport, James Grassmuck, Patrick Kelly, John Couch

Action: 11.03 **Consider and Approve the Purchase of Cybersecurity Software**

I move to approve the purchase of Cybersecurity Software Halcyon in the amount not to exceed \$37,730.

Motion by Eric Davenport, second by Patrick Kelly.

Final Resolution: Motion Carries

Yea: Rusty Norman, Eric Davenport, James Grassmuck, Patrick Kelly, John Couch

Action: 11.04 **Consider and Approve Updated Concussion Management Protocol**

I move to approve the updated Santa Fe ISD Concussion Management Protocol, which aligns state law and UIL regulations and prioritizes the safety and well-being of student-athletes.

Motion by Eric Davenport, second by Patrick Kelly.

Final Resolution: Motion Carries

Yea: Rusty Norman, Eric Davenport, James Grassmuck, Patrick Kelly, John Couch

12. **BOARD COMMUNICATION**

12.01 Board of Trustees Comments

13. **ADJOURNMENT**

Action: 13.01 Adjourn the Meeting at 6:50 pm.

There being no further business to come before the Board, I move to adjourn this meeting.

Motion by Patrick Kelly, second by James Grassmuck.

Final Resolution: Motion Carries

Yea: Rusty Norman, Eric Davenport, James Grassmuck, Patrick Kelly, John Couch

Minutes prepared by: Julie Pittman

Minutes approved by:

J. R. Norman, President

James Grassmuck, Secretary

Date Minutes Approved: October 20, 2025

or about November 15, 2025 with the final date being in the discretion of the Superintendent to all full-time employees of record as of November 15, 2025 and who have not submitted a resignation or been terminated.

WHEREAS, the Santa Fe ISD Superintendent has proposed the payment of a Mid-Year Incentive Benefit to teachers, who have received the Teacher Retention Allotment, in the amount of \$500, and to all other full-time staff in the amount of 1% of their annual base salary with a minimum of \$500, with the goal of enhancing staff morale and promoting employee retention throughout the current academic year;

WHEREAS, the Santa Fe ISD Board has ensured that sufficient financial controls are in place to verify that incentive funds will be expended in accordance with the terms outlined in this Resolution, and will be applied only for the public purposes stated herein;

NOW, THEREFORE, BE IT RESOLVED THAT the Santa Fe ISD Board of Trustees hereby approves the payment of a Mid-Year Incentive Stipend for 2025-2026, as proposed by the Superintendent and as set aside in the compensation plan to the extent funding remained available, to eligible full-time and part-time staff, subject to the following terms:

1. Full-Time Teachers Receiving the Teacher Retention Allotment – Full-time teachers who have received the Teacher Retention Allotment will receive a Mid-Year Incentive Payment of \$500.
2. Other Full-Time Staff – All other eligible full-time staff will receive a Mid-Year Incentive Payment equal to 1% of their annual base salary, with a minimum payment of \$500.
3. Payment Timeline – The Mid-Year Incentive Stipend will be paid to eligible employees on or about November 15, 2025.
4. Financial Controls – The Board of Trustees will monitor and approve the expenditure of funds to ensure that the benefit is distributed as outlined above.

BE IT FURTHER RESOLVED that the Board recognizes and commends all Santa Fe ISD staff for their dedication and continued efforts toward student success and the advancement of the District's goals for the remainder of the academic year.

SIGNED this 20th day of October 2025

Vice President, Santa Fe ISD Board of Trustees

Secretary, Santa Fe ISD Board of Trustees

or about November 15, 2025 with the final date being in the discretion of the Superintendent to all full-time employees of record as of November 15, 2025 and who have not submitted a resignation or been terminated.

WHEREAS, the Santa Fe ISD Superintendent has proposed the payment of a Mid-Year Incentive Benefit to teachers, who have received the Teacher Retention Allotment, in the amount of \$500, and to all other full-time staff in the amount of 1% of their annual base salary with a minimum of \$500, with the goal of enhancing staff morale and promoting employee retention throughout the current academic year;

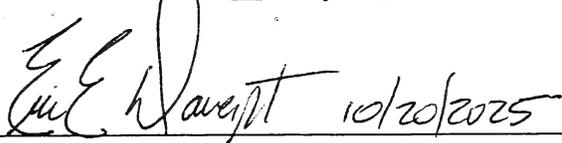
WHEREAS, the Santa Fe ISD Board has ensured that sufficient financial controls are in place to verify that incentive funds will be expended in accordance with the terms outlined in this Resolution, and will be applied only for the public purposes stated herein;

NOW, THEREFORE, BE IT RESOLVED THAT the Santa Fe ISD Board of Trustees hereby approves the payment of a Mid-Year Incentive Stipend for 2025-2026, as proposed by the Superintendent and as set aside in the compensation plan to the extent funding remained available, to eligible full-time and part-time staff, subject to the following terms:

1. Full-Time Teachers Receiving the Teacher Retention Allotment – Full-time teachers who have received the Teacher Retention Allotment will receive a Mid-Year Incentive Payment of \$500.
2. Other Full-Time Staff – All other eligible full-time staff will receive a Mid-Year Incentive Payment equal to 1% of their annual base salary, with a minimum payment of \$500.
3. Payment Timeline – The Mid-Year Incentive Stipend will be paid to eligible employees on or about November 15, 2025.
4. Financial Controls – The Board of Trustees will monitor and approve the expenditure of funds to ensure that the benefit is distributed as outlined above.

BE IT FURTHER RESOLVED that the Board recognizes and commends all Santa Fe ISD staff for their dedication and continued efforts toward student success and the advancement of the District's goals for the remainder of the academic year.

SIGNED this 20th day of October 2025



Vice President, Santa Fe ISD Board of Trustees



Secretary, Santa Fe ISD Board of Trustees