

Agenda of Regular Meeting

The Board of Trustees

Florence Independent School District

A Regular Meeting of the Board of Trustees of Florence Independent School District will be held February 23, 2026, beginning at 7:00 PM in the Florence High School Library, 401 FM-970, Florence, TX 76527.

Videoconference Notice: A quorum of the Board of Trustees will be physically present at the Florence High School Library, 401 FM 970, Florence, Texas 76527, and it is the intent to have a quorum of the Board present at that location. Pursuant to Texas Government Code 551.127 if a quorum of the Board is physically present at the designated location, other Trustees may attend and participate in this meeting via videoconference.

In accordance with the Texas Open Meetings Act, the board may enter into closed session at any time during deliberations pursuant to TOMA Governance Code Sections.

- 551.071 (consultation with attorney):
- 551.072 (deliberation regarding real property):
- 551.073 (deliberation regarding prospective gift):
- 551.074 (personnel matters):
- 551.076 (deliberation regarding security devices):
- 551.082 (discipline of student or complaints against employees):
- 551.083 (consultation with representative of employee group): and
- 551.084 (excluding witnesses from board investigation):

When appropriate the board may provide a brief clarification of board actions (not exceeding five minutes) immediately prior to closed session and/or prior to adjournment.

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.

- I. **Call to Order**
- II. **Pledges of Allegiance**
 - Presenter:** Ed Navarette
 - II.A. United States Pledge
 - II.B. Texas Pledge
- III. **Invocation**
 - Presenter:** Jason Earp
- IV. Recognitions
 - IV.A. Teacher of the Month
 - Presenter:** Rick Kirkpatrick/Dr. Kelly Avritt
- V. **Public Comment**
- VI. **Superintendent Report**
 - VI.A. Interim Assessment Report

- Presenter:** Dr. Kelly Avritt
- VI.B. Special Education Department Update
Presenter: Rachael Hull
- VI.C. Three-Point Seat Belt Report
Presenter: Rick Kirkpatrick
- VII. **Consent Agenda: Consideration, Discussion and Appropriate Action**
- VII.A. Meeting Minutes of January 22, 2026 - Public Hearing
- VII.B. Meeting minutes of January 22, 2026 — Regular Meeting
- VII.C. Meeting Minutes of February 2, 2026 - Special Called
- VII.D. Security Camera Replacement Project - Aerowave Technologies LLC - Buy Board Contract # 751-24 - \$309,446.00
Presenter: Rick Kirkpatrick
- VII.E. Stage Lighting and Controls Replacement Project at Florence High School — Texas Scenic Company - Buy Board Contract #752-24 - \$159,850.00
Presenter: Rick Kirkpatrick
- VII.F. Florence High School Cafetorium AV Replacement Project — Telepro Communications - Buy Board Contract #230105 — \$195,550.00
Presenter: Rick Kirkpatrick
- VIII. **Items Brought Down from Other Agenda Sections for Discussion and Appropriate Action**
- IX. **Regular Business: Consideration, Discussion and Appropriate Action**
- IX.A. Consideration and Possible Action to Approve a Resolution Requiring Every Campus of the District to Provide Students and Employees with an Opportunity to Participate in a Period of Prayer and Reading of the Bible or Other Religious Text on Each School Day in Accordance with the Law
Presenter: Rick Kirkpatrick
- IX.B. Consideration and Possible Action to Approve a Resolution Authorizing Payment to All District Employees on Emergency Closure Days
Presenter: Rick Kirkpatrick
- IX.C. Consideration and Possible Action to Approve the Rankings of the Proposals for the 2026 HVAC Upgrades at Florence High School, Florence Middle School, and the Former Florence Elementary School and Authorize the Superintendent to Negotiate and Execute the Contract with the Highest Ranked Proposer, Provided There Are No Material Cost Changes to the Contract Included in the Procurement Package. If a Contract is Unable to be Reached with the Highest Ranked Proposer, the Board of Trustees Authorizes the Superintendent to End Contract Negotiations Formally and in Writing and then Begin Negotiations with the Next Ranked Proposer Until a Satisfactory Contract is Reached.
Presenter: Rick Kirkpatrick
- IX.D. Consideration and Possible Action to Approve Professional Contracts for the 2026-2027 School Year
Presenter: Rick Kirkpatrick
- IX.E. Consideration and Possible Action to Approve Administrator Contracts for the 2026-2027 School Year
Presenter: Rick Kirkpatrick

- IX.F. Consideration and Action to Approve an Out of State Trip for Dr. Russell Porterfield
Presenter: Rick Kirkpatrick
- IX.G. Consideration and Possible Action to Approve an Early Resignation Notice Incentive for Employees of Florence ISD
Presenter: Rick Kirkpatrick
- IX.H. Consideration and Possible Action to Receive and Accept the Certification of Unopposed Candidates for the Florence ISD Board of Trustees Election
Presenter: Rick Kirkpatrick
- IX.I. Consideration and Possible Action to Approve the Order of Cancellation for the Board of Trustees Election on May 2, 2026
Presenter: Rick Kirkpatrick
- IX.J. Consideration and Possible Action to Approve Budget Amendment Number 1
Presenter: Rick Kirkpatrick/Eric Banfield
- IX.K. Consideration and Possible Action to Approve Bluebonnet Learning as the K-5 Reading/Language Arts Curriculum.
Presenter: Rick Kirkpatrick/Dr. Kelly Avritt
- IX.L. Consideration and Possible Action to Approve the Targeted Improvement Plan for Florence Elementary School and Florence Middle School
Presenter: Rick Kirkpatrick/Dr. Kelly Avritt
- X. **Executive Session**
- XI. **Action Taken from Closed Session**
- XII. **Items for Future Board Meetings**
- XIII. **Reports (no board action required)**
 - XIII.A. Finance Reports
 - XIII.B. Enrollment/Attendance Report
 - XIII.C. Campus Reports
 - XIII.D. Resignations/New Hires
 - XIII.E. Strategic Plan Update
- XIV. **Adjournment**



- # Special Education Update

2.23.26

Numbers

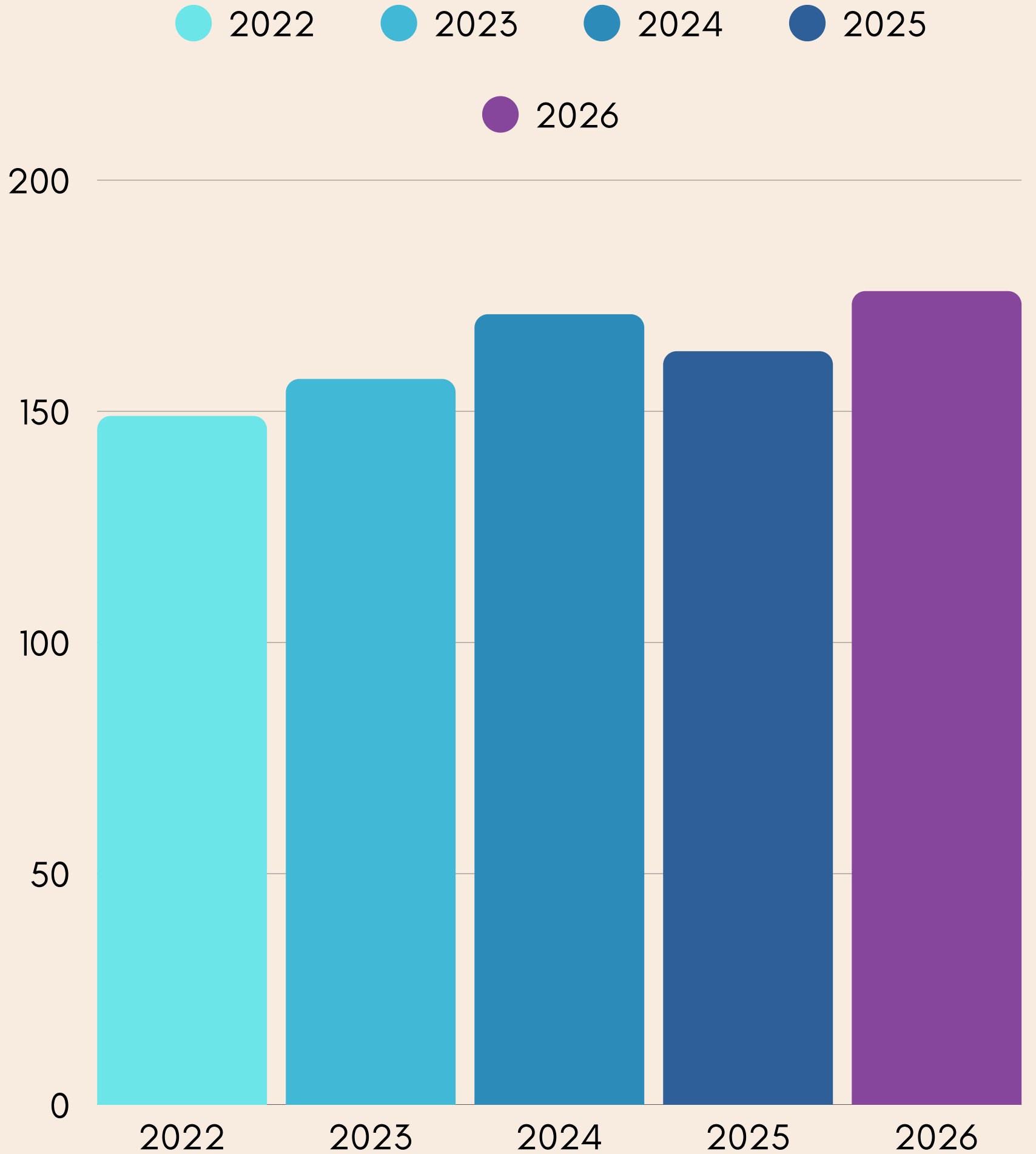
Current SPED Count: 176

2025 SPED Count: 163

2024 SPED Count: 171

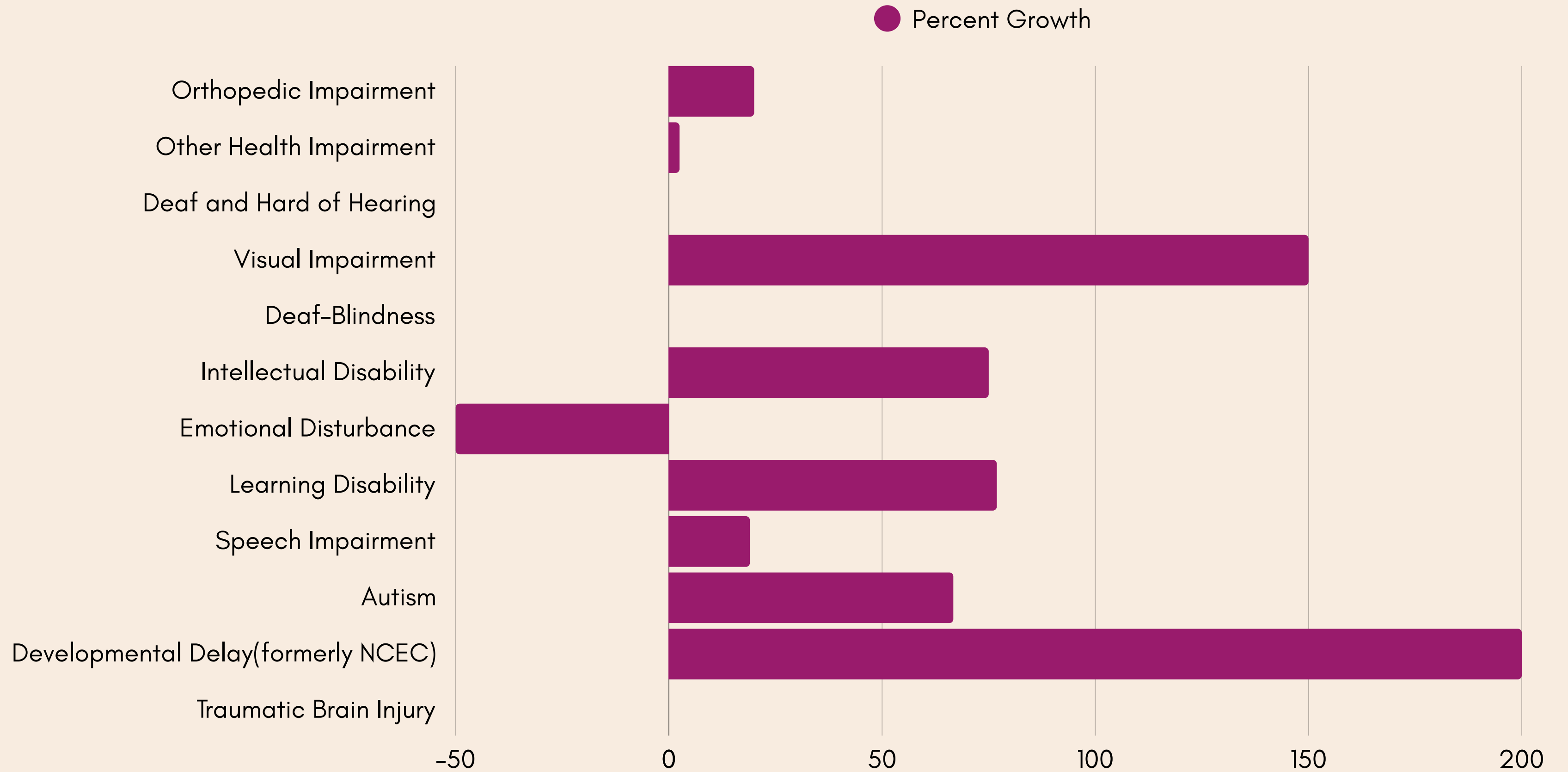
2023 SPED Count: 157

2022 SPED Count: 149



Percent Growth Chart Summary

Tracking changes in disability numbers over three years





Evaluations & Services



Current Initial Count: 20
Re-evaluation is every three years. This means annually we evaluate initials, and about $\frac{1}{3}$ of the students served in special education. We also conduct special request evaluations.

FISD service providers include a full-time LSSP, Occupational Therapy, and contracted Speech-Language Pathology, Physical Therapy, Visual Impairment, and Deaf/Hard of Hearing services. Due to a well-documented statewide shortage in specialized SPED service providers, contracting remains a necessary and common approach to ensure students receive all required services.

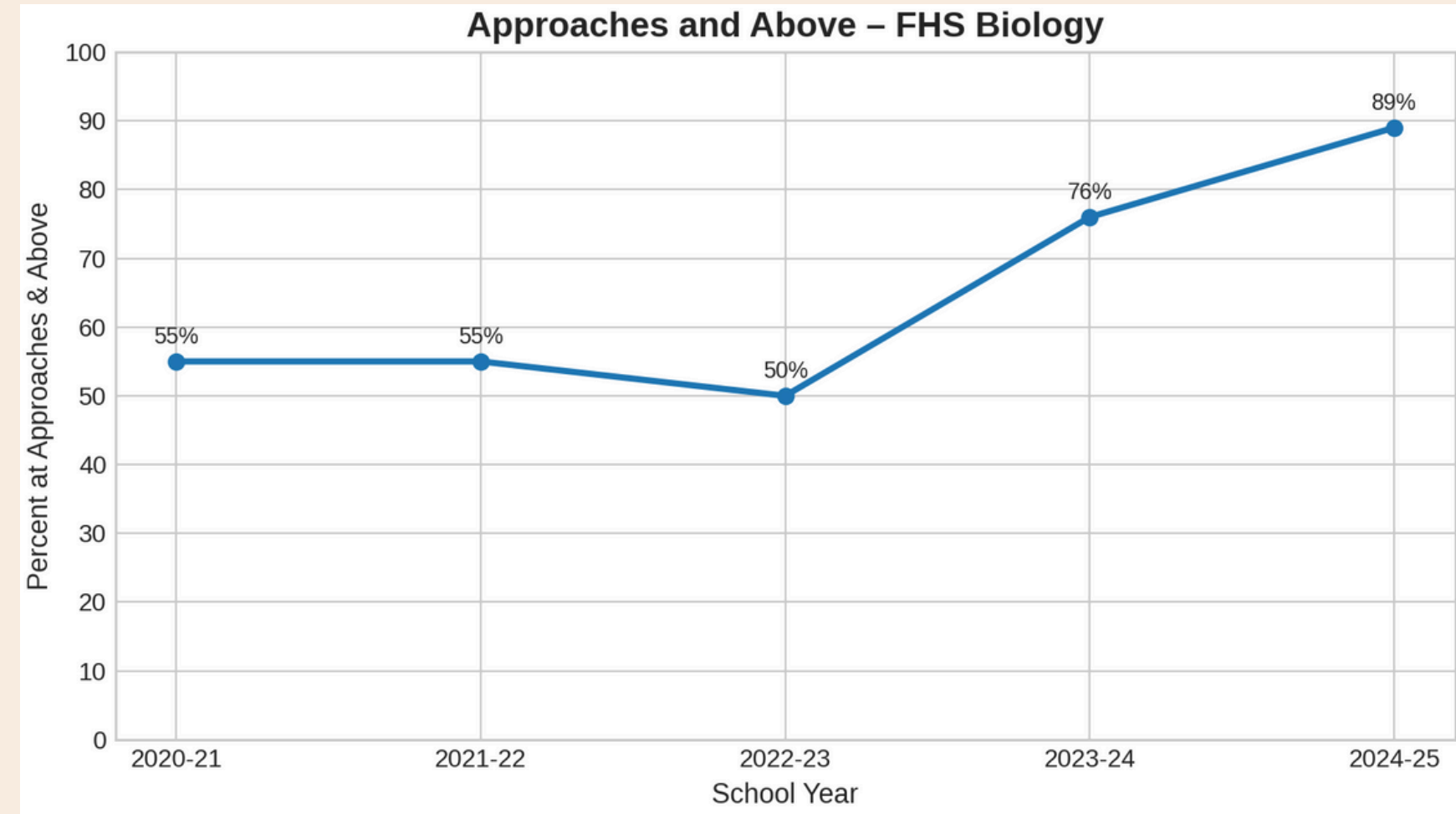
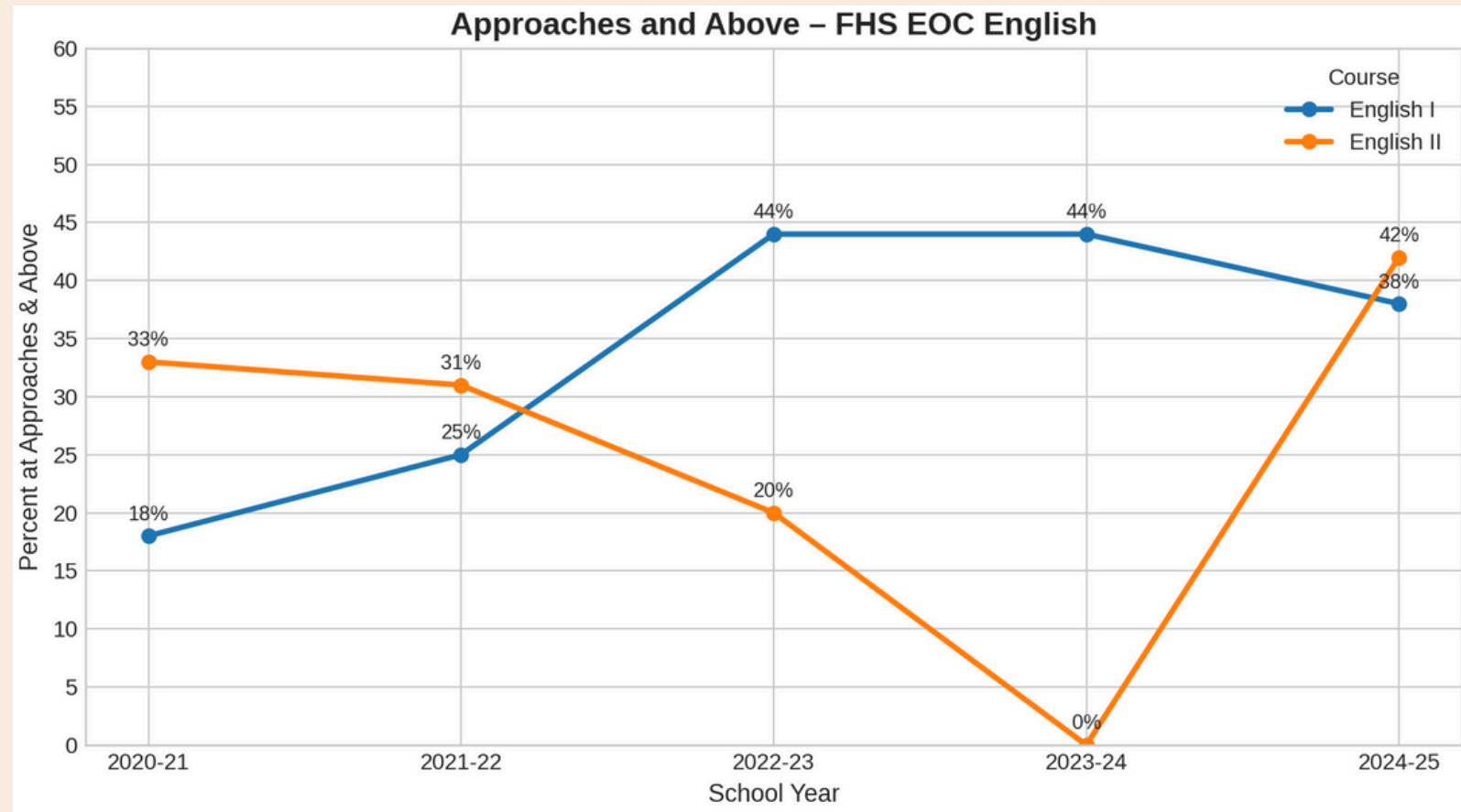
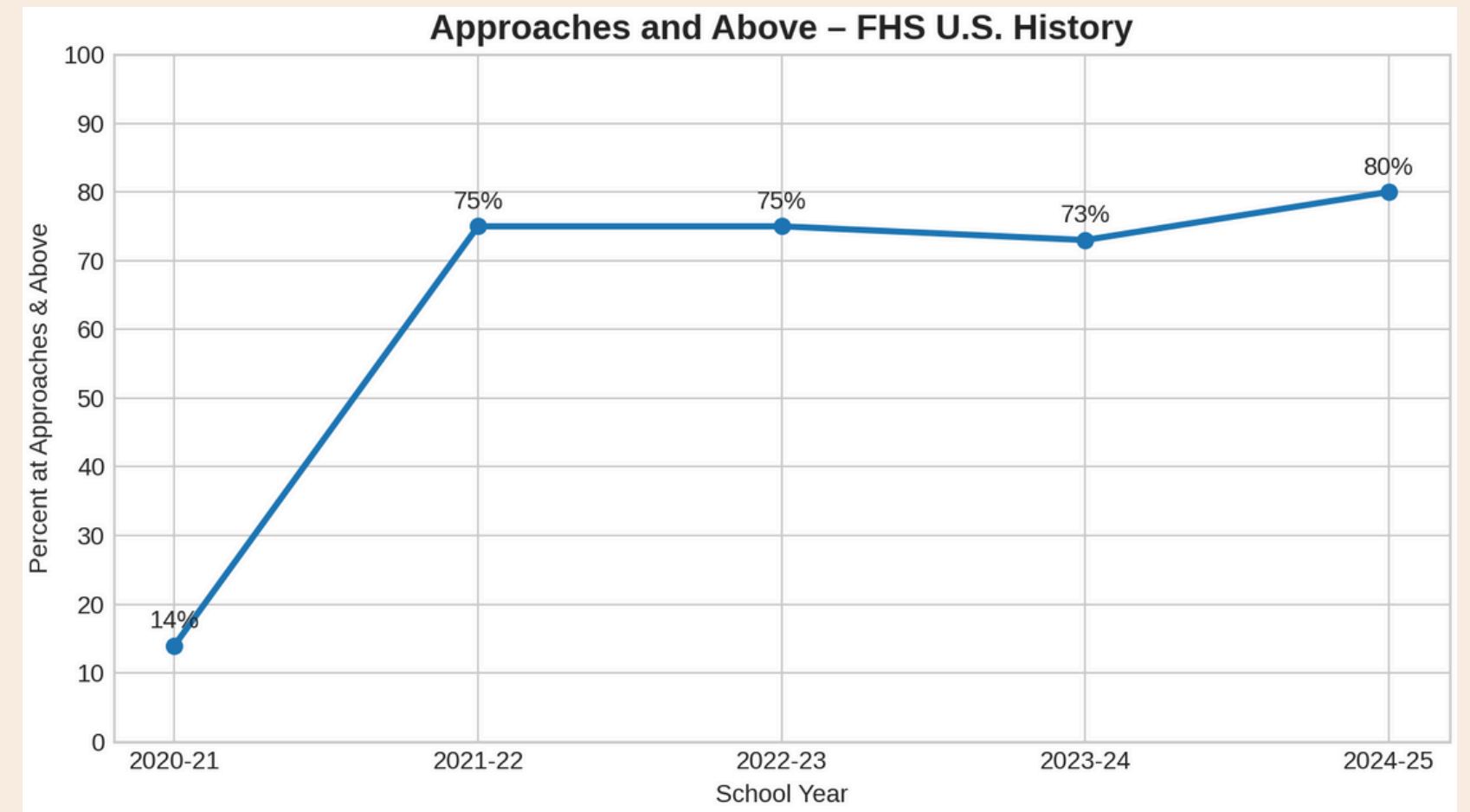
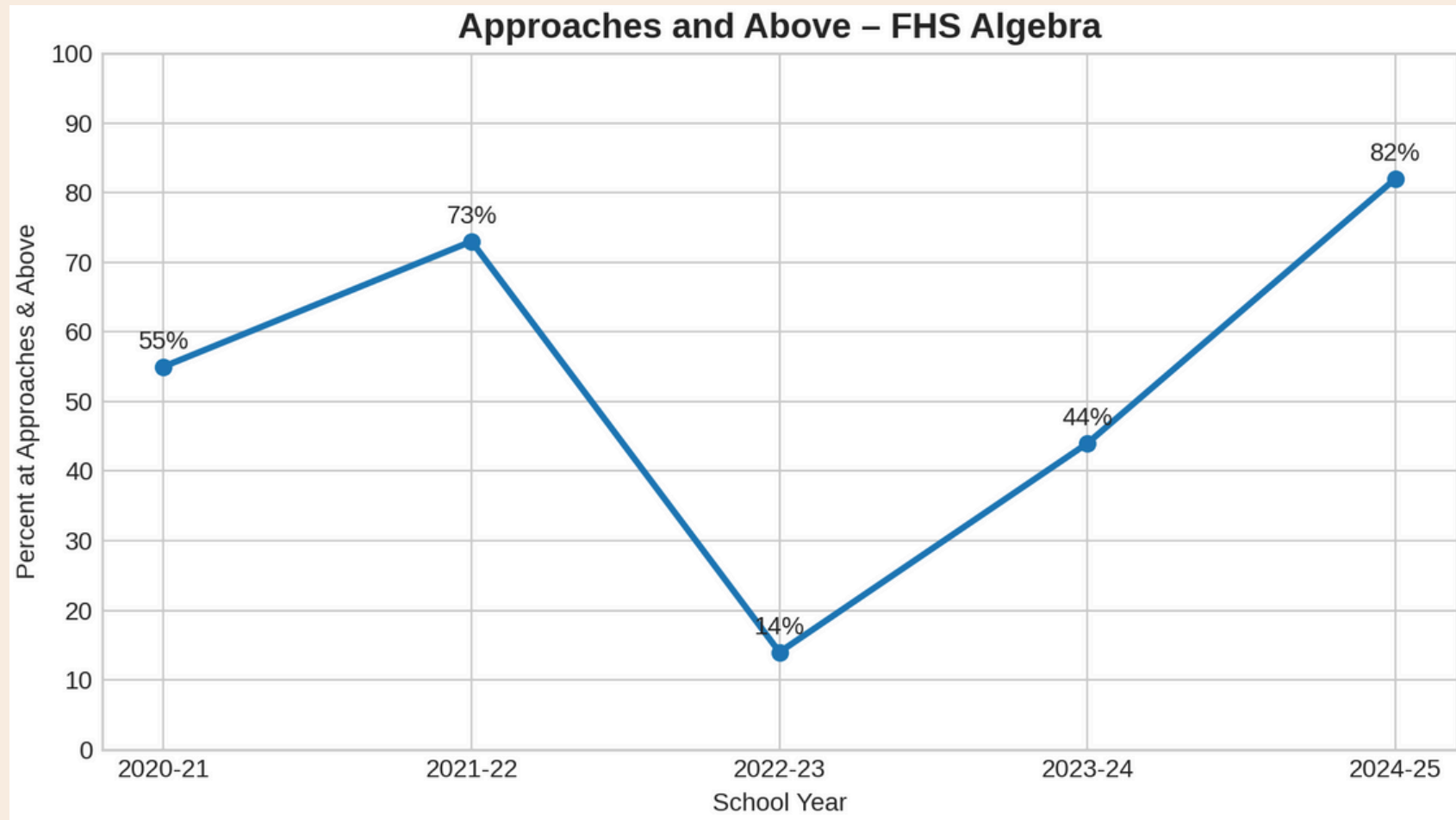


Student Growth

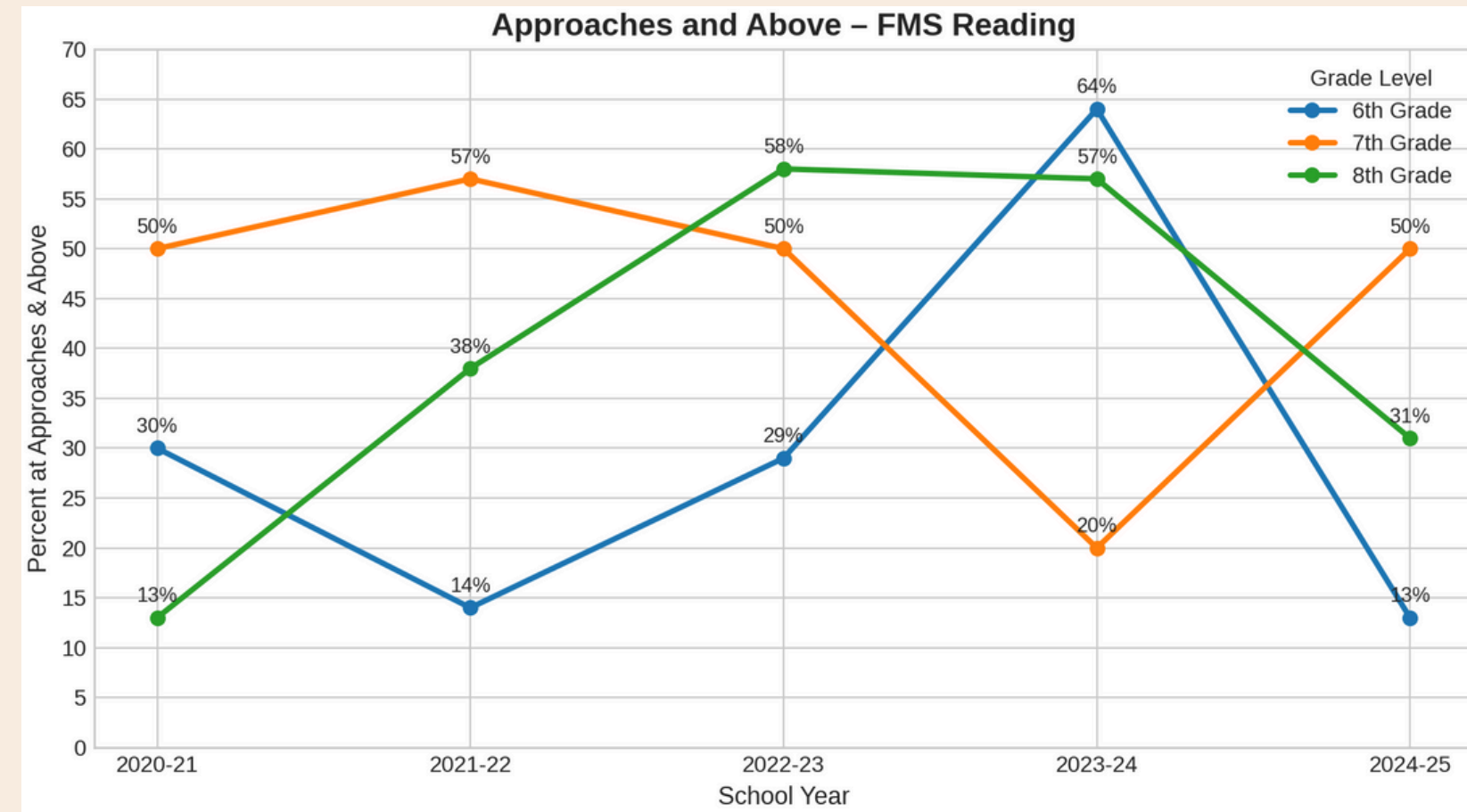
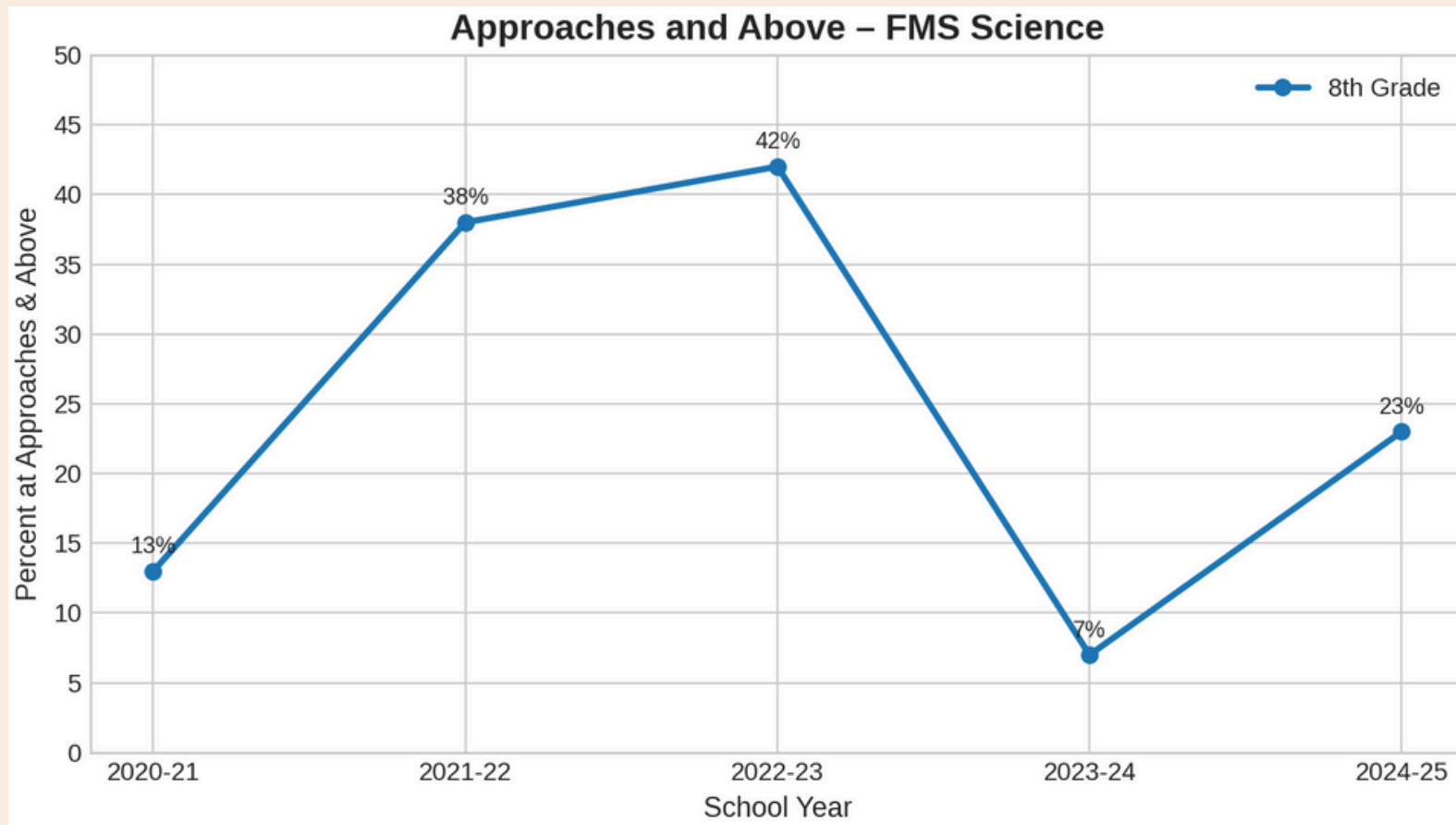
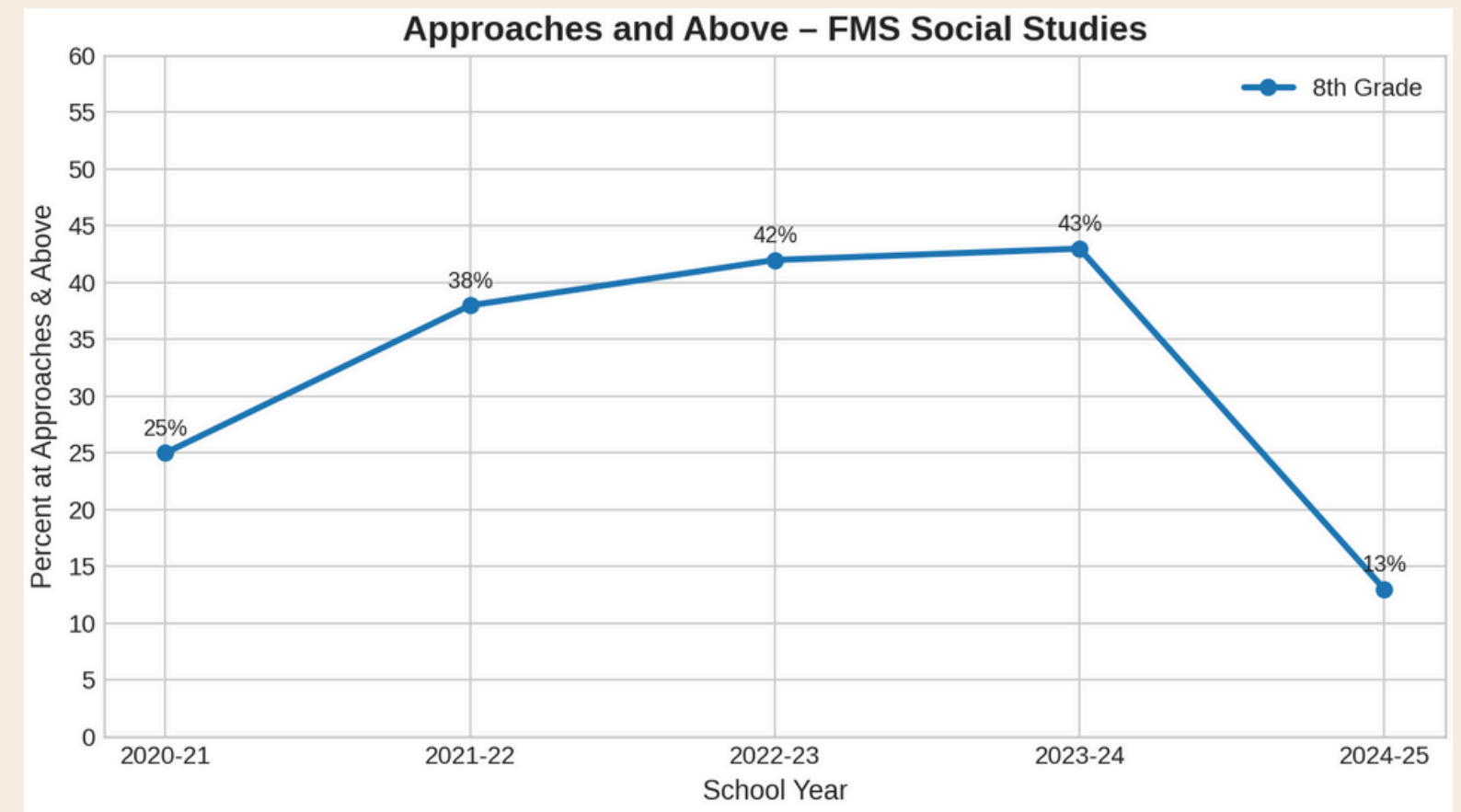
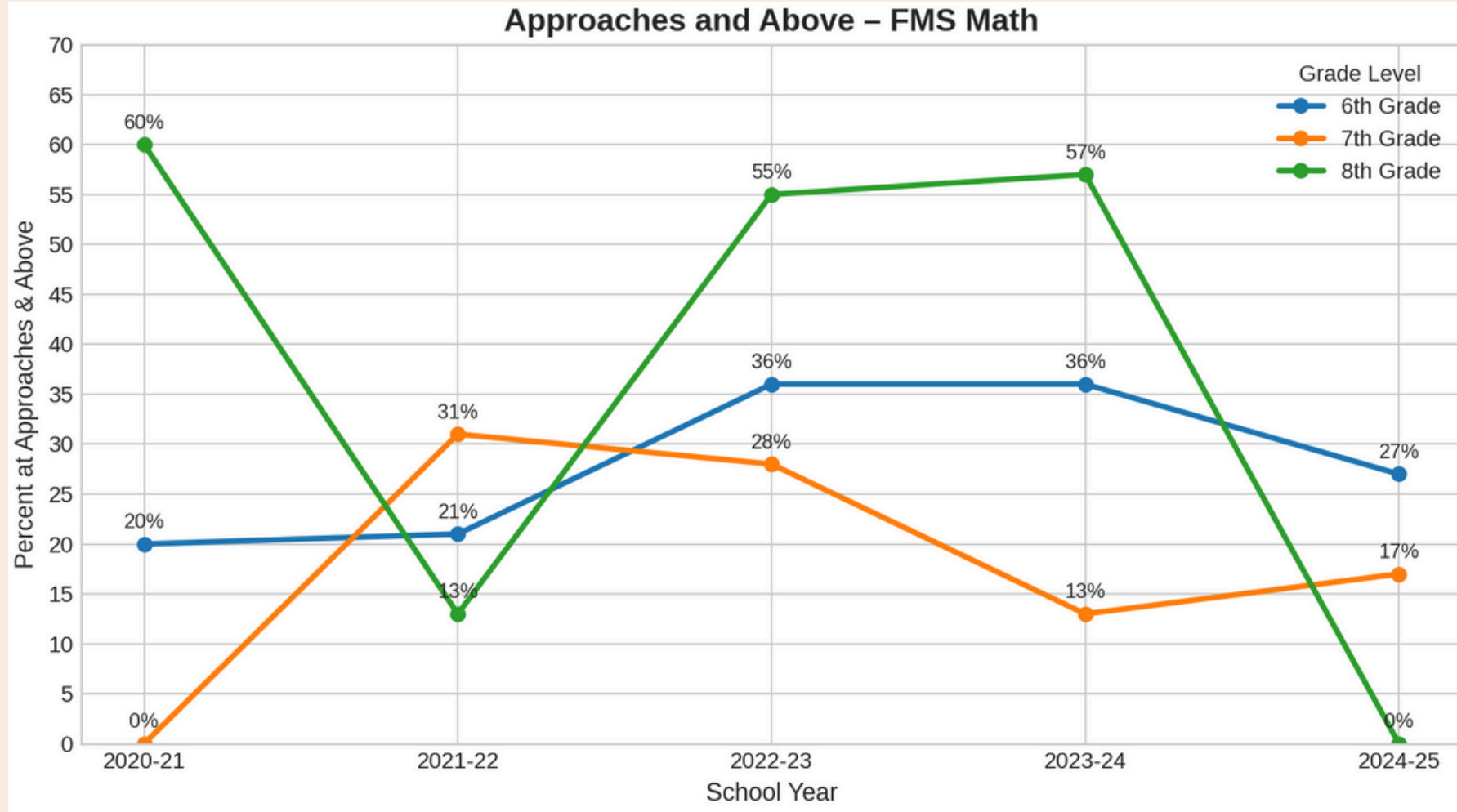
Student growth in special education is individualized and measured through each student's IEP, which is tailored to their unique strengths, needs, and learning profile. We look for steady progress over time, knowing that growth may look different for every learner. Many factors support a student's success—including high-quality instruction, access to accommodations and related services, consistent progress monitoring, collaboration with families, and the student's engagement in the classroom curriculum. Our goal is always meaningful, individualized growth that supports long-term academic and functional success.



EOC Growth

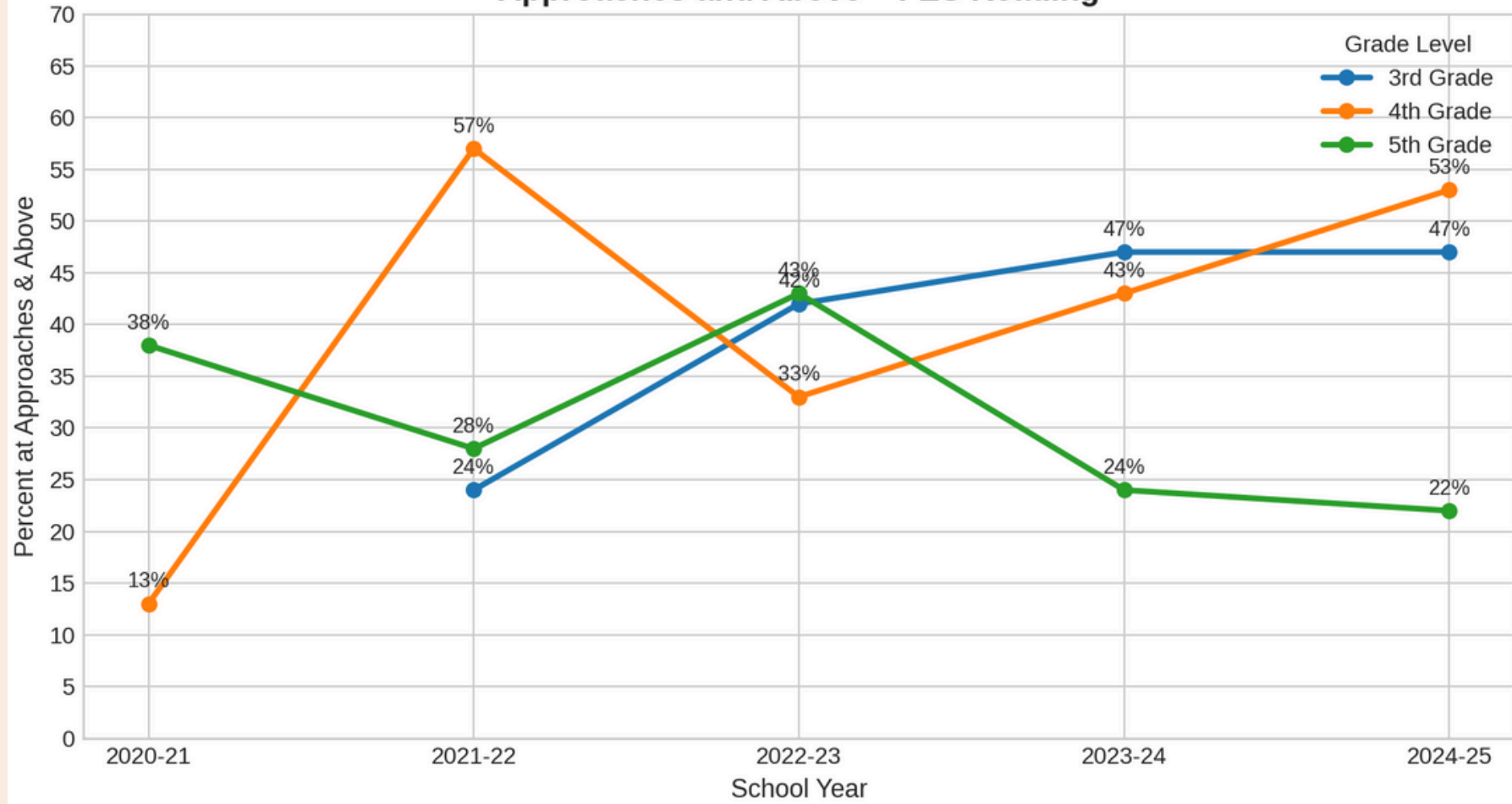


FMS Growth

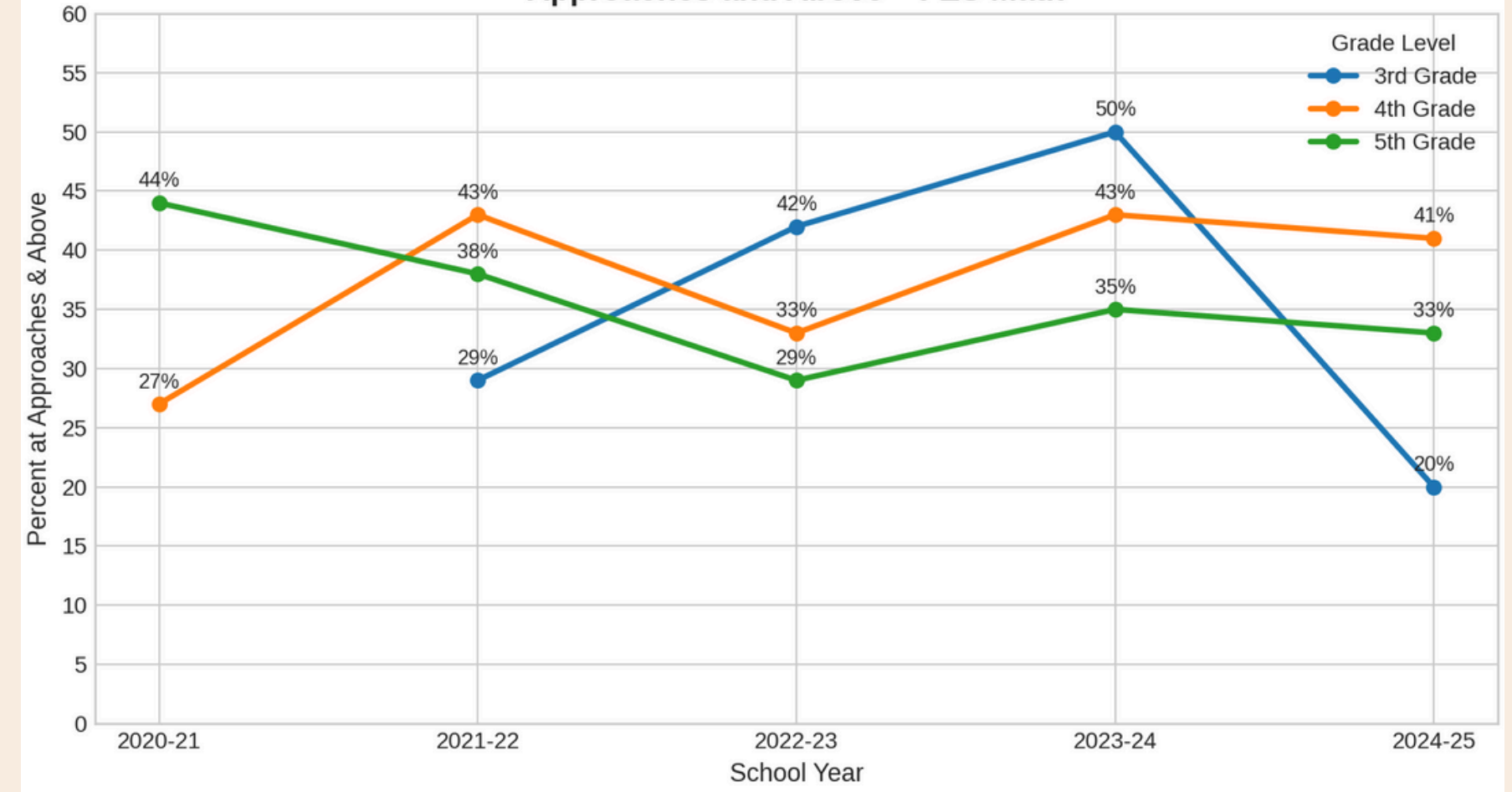


FES Growth

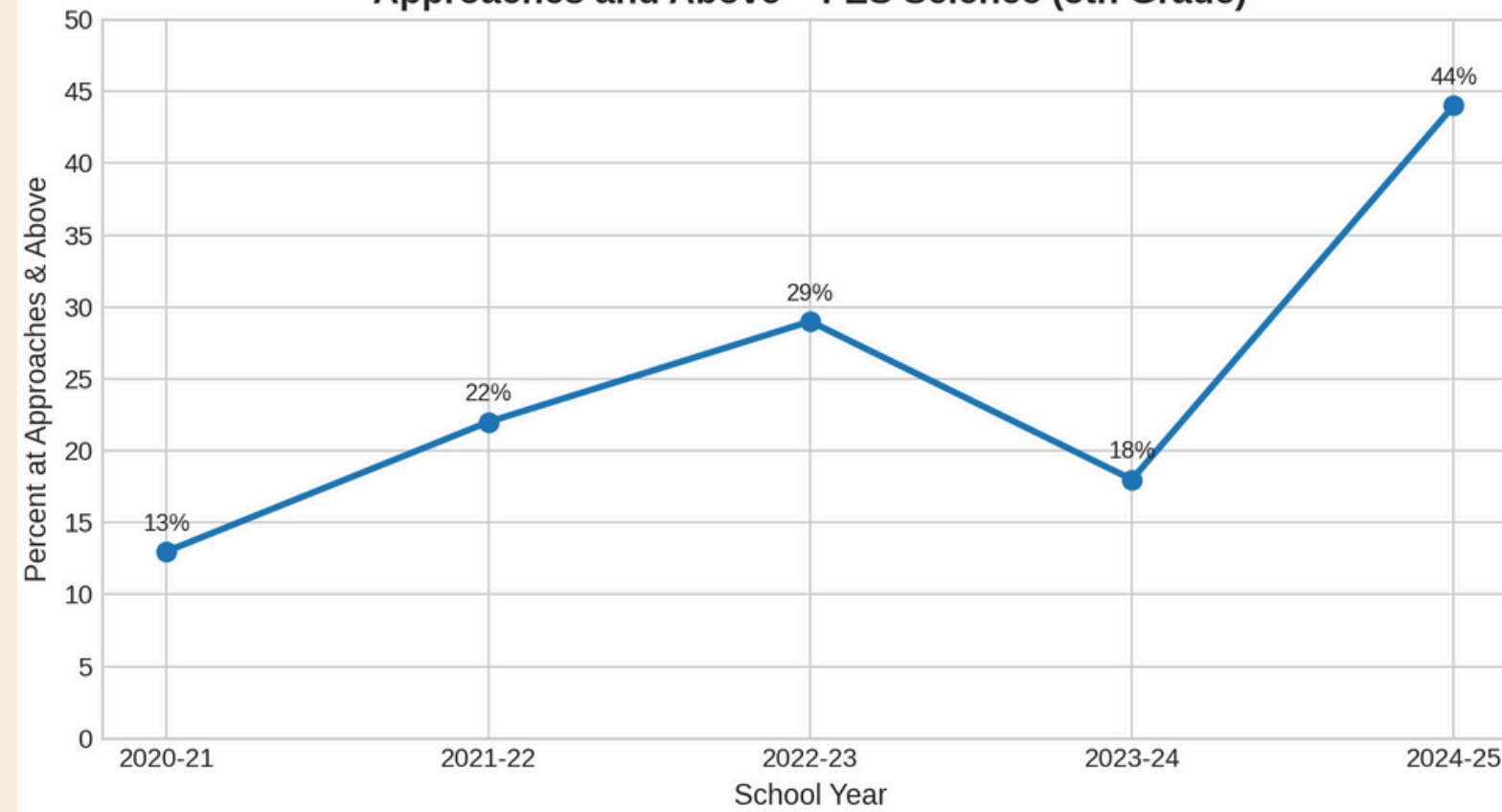
Approaches and Above – FES Reading



Approaches and Above – FES Math



Approaches and Above – FES Science (5th Grade)



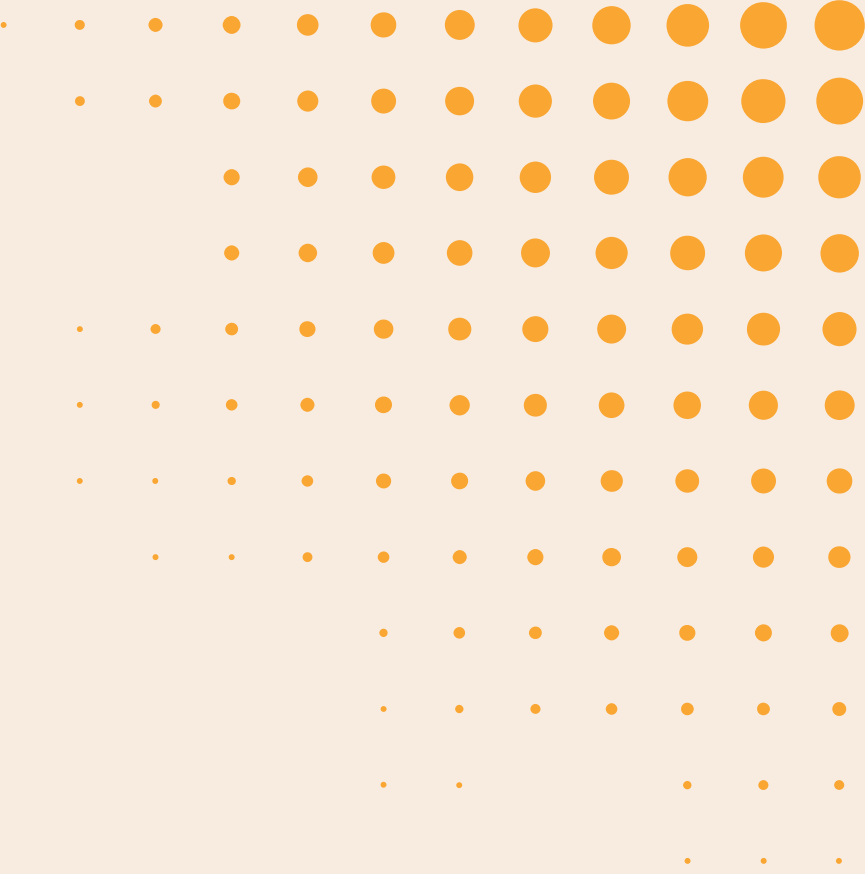
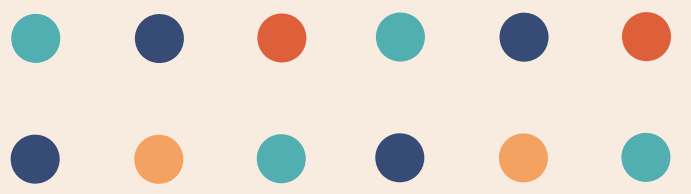
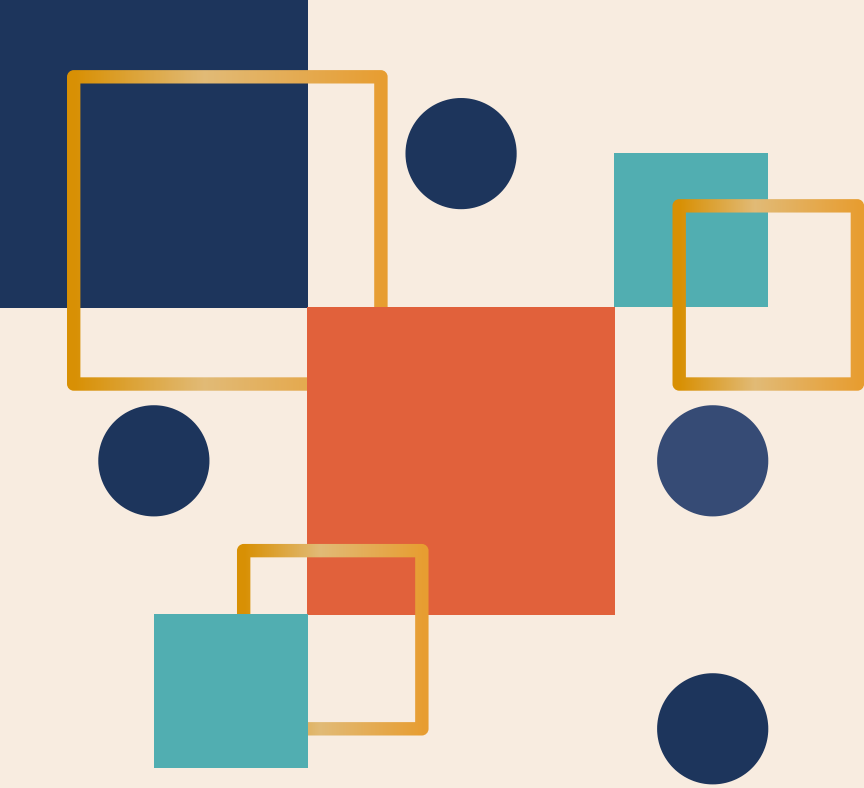
Next Steps

1

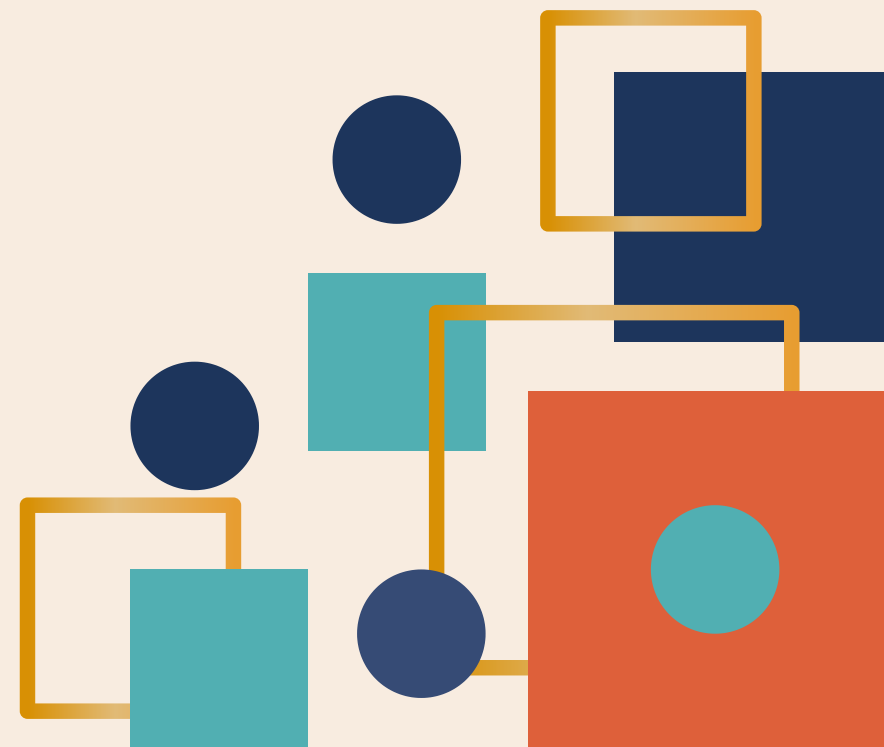
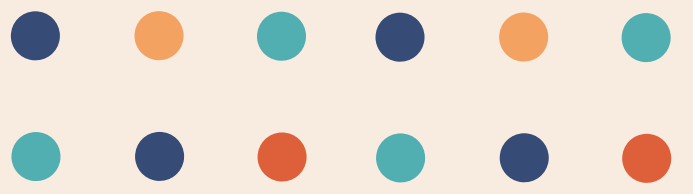
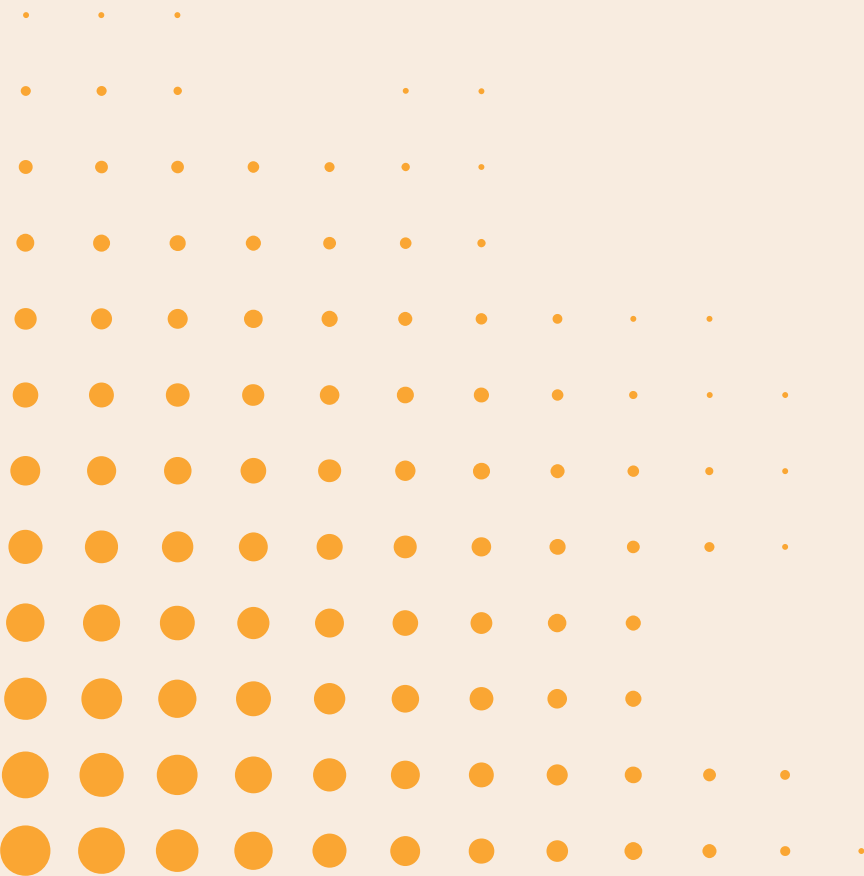
We will strengthen student outcomes by reviewing and refining our staffing models to ensure inclusion, and resource classrooms are appropriately supported. Specifically focusing on the Elementary and Middle Schools.

2

We will strengthen IEP compliance by ensuring general education teachers fully understand each student's IEP and how to implement it as written. This includes increased training, clearer expectations, and ongoing support so staff can confidently deliver the individualized services, accommodations, and instructional strategies required for student success.



Questions





FLORENCE

INDEPENDENT SCHOOL DISTRICT

Rick Kirkpatrick, Superintendent

Inspire • Empower • Achieve

February 23, 2026

Senate Bill 546 Required Reporting

The following information is required to be provided to the FISD Board of Trustees in a public meeting to be compliant with Senate Bill 546.

Florence ISD currently owns 10 school buses that are not equipped with seat belts.

Florence ISD currently owns 0 school buses equipped with two-point seat belts.

Florence ISD currently owns 12 buses that are fully equipped with three-point seat belts.

The estimated cost to equip all buses with three-point seat belts is \$328,602.10.

This information will be submitted to the Texas Education Agency through the Sentinel portal as required by law. A grant opportunity will be made available to eligible school systems after reporting closes.

Rick Kirkpatrick
Superintendent
Florence ISD
254-793-2850



FLORENCE

INDEPENDENT SCHOOL DISTRICT

Rick Kirkpatrick, Superintendent

Inspire • Empower • Achieve



DATE:	October 23, 2025
SUBJECT:	SB 546: Required Reporting on School Bus Seat Belt Costs
CATEGORY:	School Safety and Security
NEXT STEPS:	Obtain cost information and complete required reporting

The Texas Education Agency (TEA) is committed to supporting school systems in their efforts to improve safety and security for students, staff, and visitors. This To the Administrator Addressed (TAA) communication provides information about the mandated information collection and reporting.

Overview

Not later than the end of the 2025-2026 school year, [Senate Bill 546](#) (89th Regular Legislative Session) requires school systems that make a budget limitation determination under [Transportation Code, §547.701](#)(e)(1), to submit to TEA the estimated cost to equip each bus operated by and/or contracted for use by the district with three-point seat belts.

Reporting in Sentinel

TEA will be launching estimated cost reporting through Sentinel starting on Tuesday, November 11, 2025. Reporting will conclude at 11:59 p.m. on Friday, May 29, 2026. School systems are required to submit the information requested, with supporting documentation.

In addition to required reporting to TEA, if a school system board has determined that its budget does not permit the district to purchase or contract buses that are equipped with three-point seat belts (required in [Transportation Code, §547.701](#)), the following must be presented in a public meeting:

- The number of buses operated by or contracted for use by the school system that are not equipped with seat belts, the number that are equipped with two-point seat belts, and the number that are equipped with three-point seat belts; and
- The estimated cost to equip each bus operated by and/or contracted for use by the school system with three-point seat belts

As part of the required estimated cost reporting, **school systems will be able to participate in a grant opportunity related to seat belt installation**. Details pertaining to the grant will be the subject of a future TAA.

Guidance and Resources

TEA has created a [Guidebook for SB546 Reporting on School Seat Belt Costs](#) to help school systems prepare for the required reporting. This guidebook includes a preparation guide, data collection example, form logic chart and program contact information.

To further support school systems with the reporting process, TEA will be hosting a series of Office Hours sessions throughout the reporting period. **Office Hours attendance is optional.**

- October 30, 2025, 10:00 a.m. CST
- November 6, 2025, 10:00 a.m. CST
- November 13, 2025, 10:00 a.m. CST
- November 20, 2025, 10:00 a.m. CST
- February 5, 2026, 10:00 a.m. CST
- February 26, 2026, 10:00 a.m. CST
- April 9, 2026, 10:00 a.m. CST
- April 16, 2026, 10:00 a.m. CST
- April 23, 2026, 10:00 a.m. CST
- April 30, 2026, 10:00 a.m. CST

Registration information will be posted in Sentinel and is available here: [Zoom Registration](#)

Ensuring Sentinel Access

The Bus Reporting Module is available in Sentinel under LEA Modules. It is important that all relevant personnel are aware of the required reporting procedures and understand how to submit information in Sentinel correctly.

As part of the collection in Sentinel, school systems will be required to acknowledge that appropriate personnel have received the access and information necessary to complete the data collection.

Superintendents or designated staff should brief the Board and confirm that the appropriate team members have access to Sentinel. Transportation Directors may need to conduct student counts and gather cost estimates. To help share this information with those who need it, the agency has provided convenient options for distributing these updates.

Share with
Superintendent

Share with
Transportation Director

Share this TAA

Questions

If you have questions about the required reporting, please email safeschools@tea.texas.gov.

Public Hearing

Thursday, January 22, 2026 6:30 PM

Florence High School Library, 401 FM-970, Florence, TX 76527

I. Call to Order

Meeting was called to order at 6:32pm.

II. Public Hearing

II.A. Public Hearing to Review the 2024- Dr. Kelly Avritt
2025 Texas Academic Performance Report
(TAPR) for Florence ISD

III. Adjournment

Meeting was adjourned at 6:50pm.

Board Secretary, Jason Earp

Board President, Ed Navarette

Regular Meeting

Thursday, January 22, 2026 7:00 PM

Florence High School Library, 401 FM-970, Florence, TX 76527

J.T. Atkinson:	Present
Pete Burson:	Present
Anthony DeAugustineo:	Present
Jason Earp:	Present
Charles Giddens:	Absent
Ed Navarette:	Present
Jeff Stone:	Absent

I.	Call to Order	
	The meeting was called to order at 7:02pm.	
II.	Pledges of Allegiance	Pete Burson
	II.A.	United States Pledge
	II.B.	Texas Pledge
III.	Invocation	JT Atkinson
IV.	Recognitions	
	IV.A.	School Board Recognition Rick Kirkpatrick
	IV.B.	Student Recognitions Rick Kirkpatrick/Dr. Kelly Avritt
	IV.C.	Teacher of the Month Rick Kirkpatrick/Dr. Kelly Avritt
V.	Public Comment	
VI.	Superintendent Report	
VII.	Consent Agenda: Consideration, Discussion and Appropriate Action	
	VII.A.	Meeting Minutes of December 15, 2025 - Regular Meeting
VIII.	Items Brought Down from Other Agenda Sections for Discussion and Appropriate Action	
IX.	Regular Business: Consideration, Discussion and Appropriate Action	
	IX.A.	Discussion Related to Texas Education Code §25.0823 Related to Adopting a Resolution to Provide an Opportunity to Students and Employees to Participate in a Period of Prayer and Reading of the Bible or Other Religious Texts Each School Day Rick Kirkpatrick
	IX.B.	Discussion Regarding the Possibility of Offering an Early Retirement or Early Resignation Incentive Rick Kirkpatrick
	IX.C.	Discussion Regarding Summer Projects in Florence ISD Rick Kirkpatrick

IX.D. Consideration and Possible Action Rick Kirkpatrick

to Determine if the District's Budget
can Support Purchasing Buses Equipped
with Three-Point Seat Belts, as
Required by Transportation
Code §547.701(e) (1)

I move that the Board of Trustees of
Florence ISD determines that the cost
to purchase buses with three-point seat
belts is not supported by the 2025-2026
budget. This motion, made by J.T.
Atkinson and seconded by Pete Burson,
Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Absent
Ed Navarette: Yea
Jeff Stone: Absent
Yea: 5, Nay: 0, Absent: 2

IX.E. Consideration and Possible Action Rick Kirkpatrick

to Approve the Superintendent Goals for
the Next Five Years to be Used in the
Evaluation of the Superintendent
I move to approve the Superintendent
goals as presented. This motion, made
by Jason Earp and seconded by Anthony
DeAugustineo, Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Absent
Ed Navarette: Yea
Jeff Stone: Absent
Yea: 5, Nay: 0, Absent: 2

IX.F. Consideration and Possible Action Rick Kirkpatrick

to Approve the 2026-2027 Academic
Calendar

I move to approve Draft A for the 2026-
2027 school year. This motion, made by
Pete Burson and seconded by Jason Earp,
Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Absent
Ed Navarette: Yea
Jeff Stone: Absent

Yea: 5, Nay: 0, Absent: 2

IX.G. Consideration and Possible Action to Approve the Purchase of Library Books. Dr. Kelly Avritt

I move to approve the purchase of library books as presented. This motion, made by Anthony DeAugustineo and seconded by Pete Burson, Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Absent
Ed Navarette: Yea
Jeff Stone: Absent

Yea: 5, Nay: 0, Absent: 2

IX.H. Consideration and Possible Action to Approve Course Offerings for Florence High School. Dr. Kelly Avritt/Dr. Russell Porterfield

I move to approve the Florence High School Course Offerings for the 2026-2027 school year. This motion, made by Jason Earp and seconded by Anthony DeAugustineo, Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Absent
Ed Navarette: Yea
Jeff Stone: Absent

Yea: 5, Nay: 0, Absent: 2

IX.I. Consideration and Possible Action to Approve a Competitive Sealed Proposal (CSP) as the Procurement Method that Provides the Best Value to the District for the FISSD 2026 HVAC Replacement Project and Authorize the Superintendent to Negotiate the Contract. Rick Kirkpatrick

I move to approve the use of a Competitive Sealed Proposal as the procurement method which provides the best value to the district and authorize the Superintendent to negotiate the contract. This motion, made by J.T. Atkinson and seconded by Pete Burson, Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea

Charles Giddens: Absent

Ed Navarette: Yea

Jeff Stone: Absent

Yea: 5, Nay: 0, Absent: 2

IX.J. Consideration and Possible Action Eric Banfield/Rick
to Approve TASB Risk Management Kirkpatrick
Property Casualty Insurance as Proposed
at \$317,097

I move to approve the proposal from
TASB Risk Management for the District's
Property and Casualty Insurance. This
motion, made by Pete Burson and
seconded by Anthony DeAugustineo,
Passed.

J.T. Atkinson: Yea

Pete Burson: Yea

Anthony DeAugustineo: Yea

Jason Earp: Yea

Charles Giddens: Absent

Ed Navarette: Yea

Jeff Stone: Absent

Yea: 5, Nay: 0, Absent: 2

IX.K. Consideration and Possible Action Rick Kirkpatrick
to Call for a General Election for
Place 1, Place 2, and Place 3 on the
Florence ISD Board of Trustees on May
2, 2026

I move to order a General Election for
Place 1, Place 2, and Place 3 on the
FISD Board of Trustees for May 2, 2026.
This motion, made by J.T. Atkinson and
seconded by Jason Earp, Passed.

J.T. Atkinson: Yea

Pete Burson: Yea

Anthony DeAugustineo: Yea

Jason Earp: Yea

Charles Giddens: Absent

Ed Navarette: Yea

Jeff Stone: Absent

Yea: 5, Nay: 0, Absent: 2

IX.L. Consideration and Possible Action Rick Kirkpatrick
to Approve a Resolution to Provide at
Least One Accessible Voting System in
Each Polling Place for the May 2, 2026,
Election

I move to approve Resolution No. 001-
2026 providing one Universal Voting
System at each polling site. This
motion, made by Pete Burson and
seconded by Anthony DeAugustineo,
Passed.

J.T. Atkinson: Yea

Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Absent
Ed Navarette: Yea
Jeff Stone: Absent
Yea: 5, Nay: 0, Absent: 2

IX.M. Consideration and Possible Action Rick Kirkpatrick
to Approve an Election Agreement and
Contract for Election Services with
Williamson County for the May 2, 2026,
Election

I move to approve the Joint Election
Agreement and Contract for Election
Services with Williamson County. This
motion, made by Jason Earp and seconded
by J.T. Atkinson, Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Absent
Ed Navarette: Yea
Jeff Stone: Absent

Yea: 5, Nay: 0, Absent: 2

IX.N. Consideration and Possible Action Rick Kirkpatrick
to Approve a Contract for Election
Services with Bell County for the May
2, 2026, Election

I move to approve the Contract for
Election Services with Bell County for
the May 2, 2026, election. This motion,
made by Jason Earp and seconded by
Anthony DeAugustineo, Passed.

J.T. Atkinson: Yea
Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Absent
Ed Navarette: Yea
Jeff Stone: Absent

Yea: 5, Nay: 0, Absent: 2

IX.O. Consideration and Possible Action Rick Kirkpatrick
to Call a Board Meeting for the Purpose
of Evaluating the Superintendent

I move to call a board meeting for the
purpose of evaluating the
superintendent on 02/02/2026. This
motion, made by Jason Earp and seconded
by Anthony DeAugustineo, Passed.

J.T. Atkinson: Yea

Pete Burson: Yea
Anthony DeAugustineo: Yea
Jason Earp: Yea
Charles Giddens: Absent
Ed Navarette: Yea
Jeff Stone: Absent

Yea: 5, Nay: 0, Absent: 2

X. **Executive Session (Tex. Gov't Code §551.076, §551.074, §551.071 and §551.129)**

The Executive meeting was called to order at 8:52pm.

The meeting was adjourned at 10:21pm.

X.A. Personnel Matter - Pursuant to Texas Government Code §551.074

XI. **Action Taken from Closed Session**

XII. **Items for Future Board Meetings**

XIII. **Reports (no board action required)**

XIII.A. Finance Reports

XIII.B. Enrollment/Attendance Report

XIII.C. Campus Reports

XIII.D. Library Books Proposed for Future Purchase

XIII.E. Resignations/New Hires

XIV. **Adjournment**

The meeting was adjourned at 10:21pm.

Board Secretary, Jason Earp

Board President, Ed Navarette

Special Called

Monday, February 2, 2026 6:30 PM

Florence High School Library, 401 FM-970, Florence, TX 76527

J.T. Atkinson:	Present
Pete Burson:	Present
Anthony DeAugustineo:	Present
Jason Earp:	Present
Charles Giddens:	Absent
Ed Navarette:	Present
Jeff Stone:	Absent

I. **Call To Order**

The meeting was called to order at 6:35pm.

II. **Executive Session; Government Code §551.074** Rick Kirkpatrick

The Executive meeting was called to order at 6:36pm.

The meeting was adjourned at 10:13pm.

II.A. Superintendent Performance Evaluation

II.B. Superintendent Contract Review

III. **Regular Business: Consideration, Discussion and Appropriate Action**

III.A. Consideration and Possible Action Ed Navarette
on Amending the Superintendent's Contract

Move to extend the Superintendent's contract to June 30, 2030. This motion, made by Jason Earp and seconded by J.T. Atkinson, Passed.

J.T. Atkinson:	Yea
Pete Burson:	Yea
Anthony DeAugustineo:	Yea
Jason Earp:	Yea
Charles Giddens:	Absent
Ed Navarette:	Yea
Jeff Stone:	Absent

Yea: 5, Nay: 0, Absent: 2

III.B. Consideration and Possible Action Rick Kirkpatrick

to Approve an Agreement to Conduct Joint Elections Between Florence ISD and the City of Florence
Motion to approve an agreement to conduct joint elections between Florence ISD and the City of Florence. This motion, made by Jason Earp and seconded by Anthony DeAugustineo, Passed.

J.T. Atkinson:	Yea
Pete Burson:	Yea
Anthony DeAugustineo:	Yea
Jason Earp:	Yea
Charles Giddens:	Absent
Ed Navarette:	Yea
Jeff Stone:	Absent
Yea: 5, Nay: 0, Absent: 2	

IV. **Adjournment**

The meeting was adjourned at 10:16pm.

Board Secretary, Jason Earp

Board President, Ed Navarette



Avigilon Surveillance Proposal (Phase 2)

Florence Independent School District



AEROWAVE OVERVIEW

Aerowave Technologies has delivered safety technology solutions for **25 years**. We serve **over 1,000 clients** from **3 locations** in Texas (DFW, San Antonio, and Kerrville). We sell, install, and service **Two-Way Radio, Surveillance, Access Control, and BDA/DAS** solutions throughout Texas. We are members of the **BuyBoard** and **Houston-Galveston Area Council** purchasing cooperatives.

Partners



Core Values



Client is Our North Star

We adapt and adjust to serve our Clients above all else.



Win Together

We encourage each other and make a positive impact every day.



Constant Improvement

We make a little progress every day, leading to BIG results.

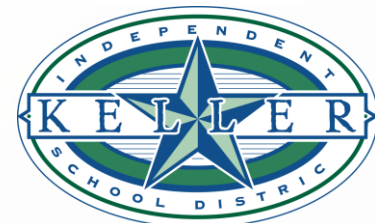
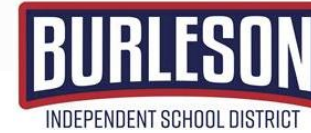


Deliver Solutions, Not Excuses

We solve challenging problems and hold ourselves accountable. We don't blame others.



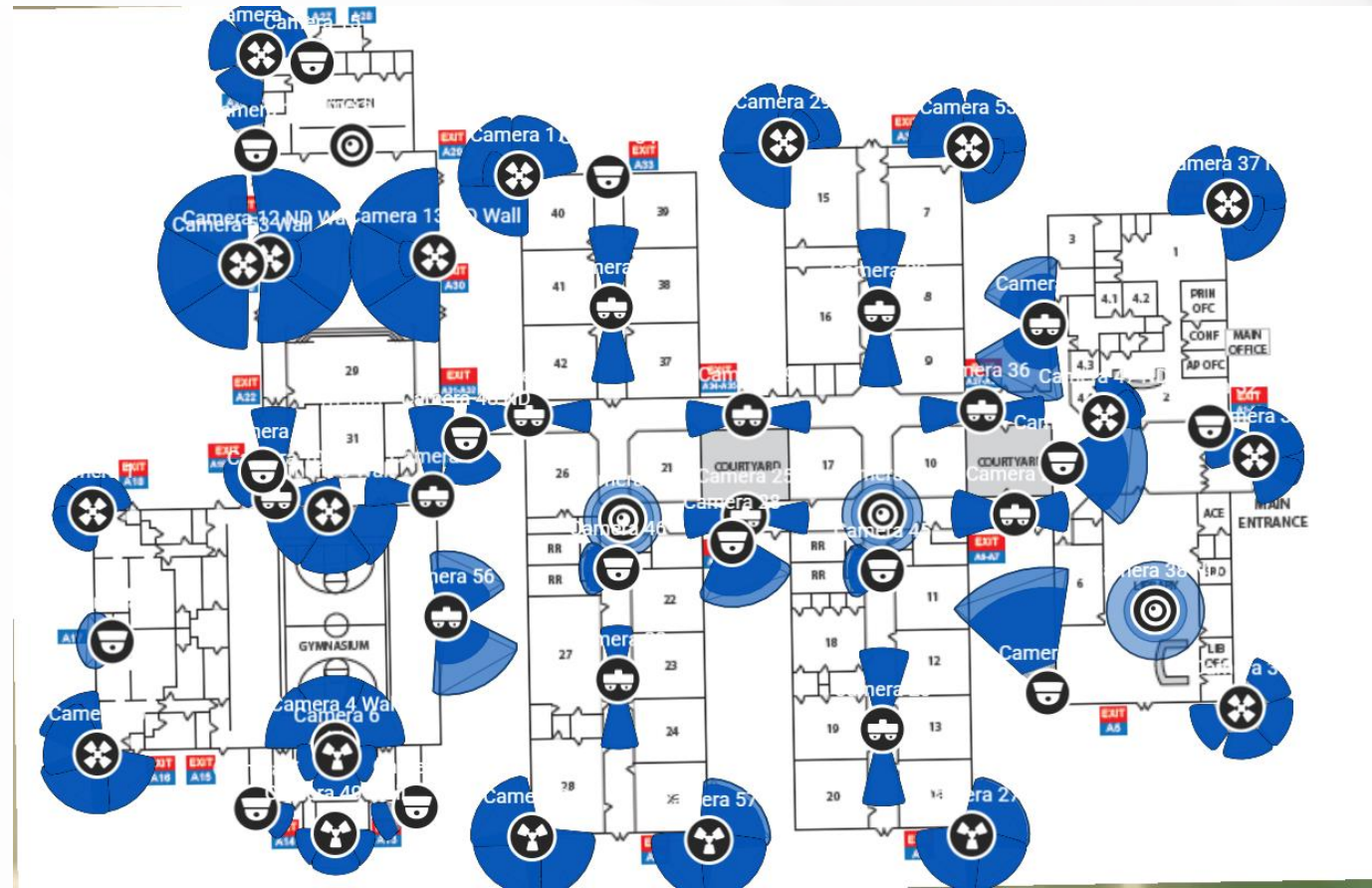
AEROWAVE CLIENTS – K-12 EDUCATION



FLORENCE HS – MAIN BUILDING

Scope includes the following:

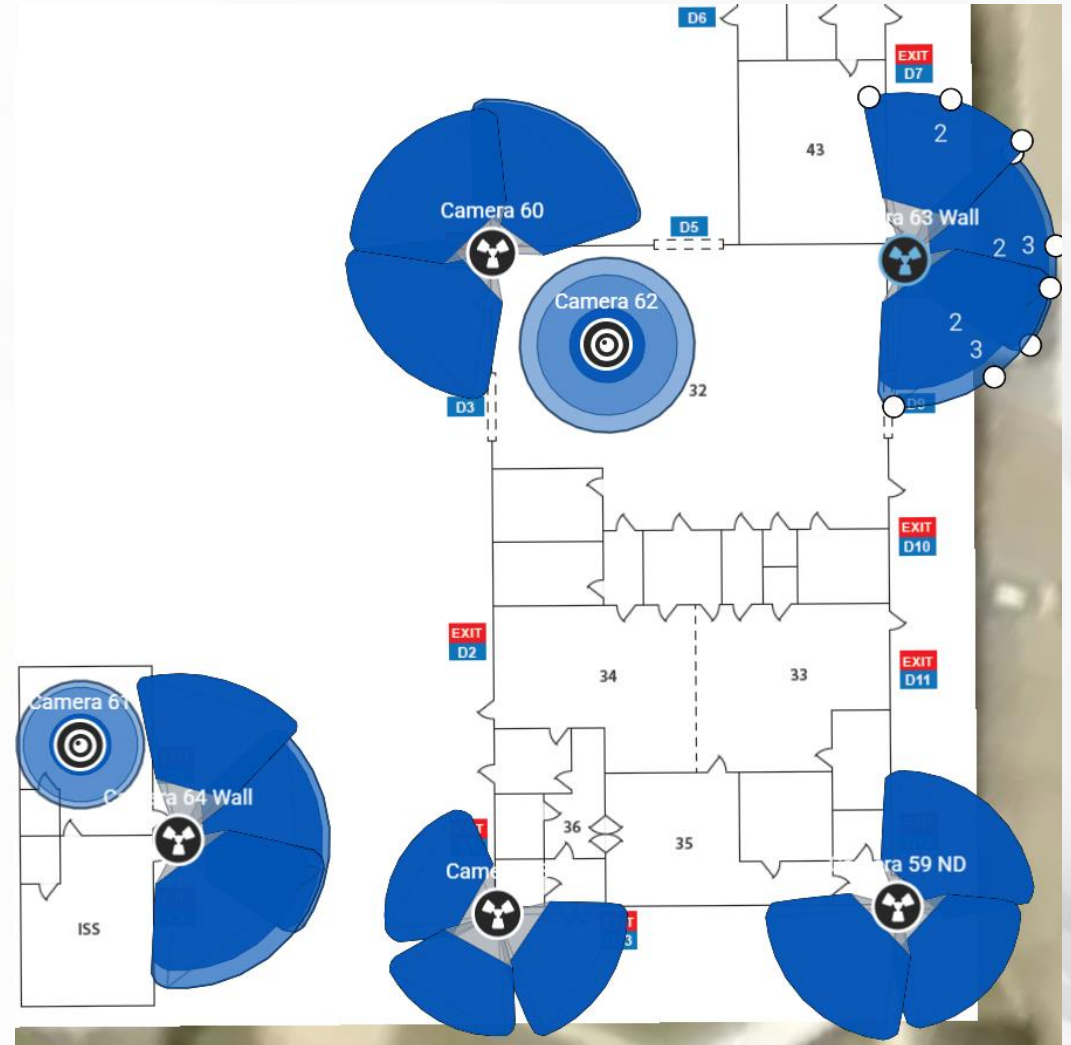
- Installation of 51 new Avigilon cameras
- Advanced analytics on all cameras with Facial Recognition and Weapons Detections as options
- Commissioning of new cameras on existing NVR6 120TB Premium Server
- 5-year warranty on all Avigilon hardware
- 1-year of Added Value Service maintenance plan



FLORENCE HS – AGRICULTURAL BUILDING

Scope includes the following:

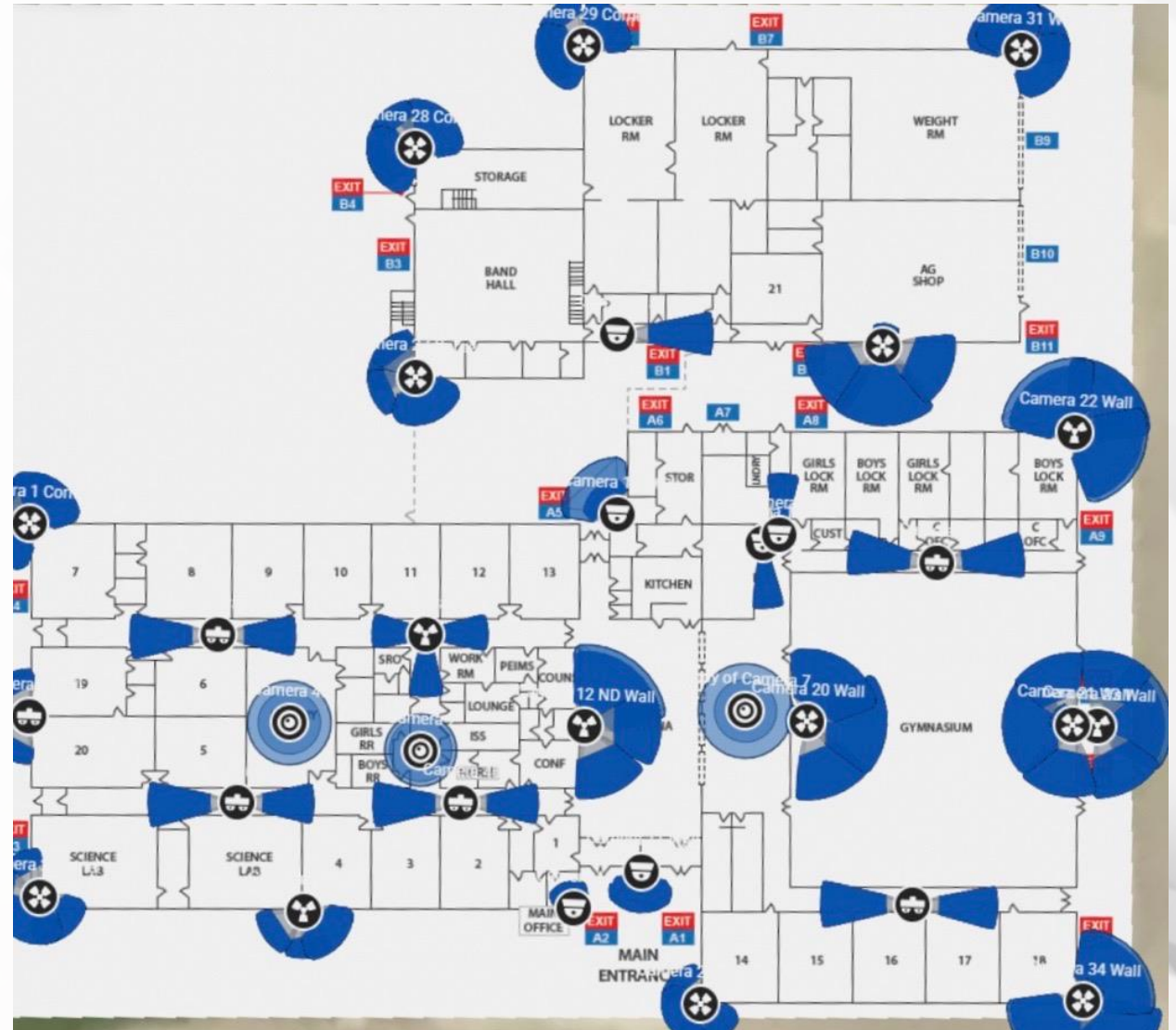
- Installation of 7 new Avigilon cameras
- Advanced analytics on all cameras with Facial Recognition and Weapons Detections as options
- Commissioning of new cameras on the NVR6 120TB Premium Servers
- 5-year warranty on all Avigilon hardware
- 1-year of Added Value Service maintenance plan



FLORENCE MIDDLE SCHOOL

Scope includes the following:

- Installation and commissioning of 31 new Avigilon cameras
- Advanced analytics on all cameras with Facial Recognition and Weapons Detections as options
- 2 New Avigilon NVR6 48TB Premium Server installations and system configuration labor
- 5-year warranty on all Avigilon hardware
- 1-year of Added Value Service maintenance plan on 31 cameras and 1 server



HARDWARE/SOFTWARE & CAMERA INSTALLATION PRICING

Scope	Description	Investment
Middle School – Hardware/Software	31 new Avigilon cameras and 2 NVR6 48TB Premium Servers.	\$112,876
Middle School – Camera Installation	Installation and commissioning of cameras, installation of new NVR6 48TB Premium Servers, installation and configuration labor and travel.	\$11,963
High School – Hardware/Software	58 new Avigilon cameras.	\$122,056
High School – Camera Installation	Installation of 58 new Avigilon cameras, commissioning of new cameras on existing NVR6 120TB Premium Server, configuration labor and travel.	\$14,127
Avigilon Surveillance Upgrade		\$261,022



CABLING PRICING

Cabling	Investment
High School – 58 New Cable Drops	\$11,558
High School – 13,050' Coax	\$6,199
High School – Remove 53 Old Drops	\$16,781
Middle School – 31 New Cable Drops	\$3,038
Middle School – 6,975' Coax	\$3,314
Middle School – Remove 21 Old Drops	\$7,534
	\$48,424



Aerowave Contact Information

Phoebe Popso – Central TX Account Executive

phoebep@aerowavetech.com

(469) 929-8085





Quote

250 E Valley Ridge Blvd
 Suite 100
 Lewisville, TX 75057
 www.aerowavetech.com

Date	Estimate #
2/11/2026	QUO13482

Client Name

FLO200 Florence ISD

Bill To

Chad Blackman
 Florence ISD
 306 College Ave
 Florence TX 76527
 United States

Ship To

Florence ISD
 306 College Ave
 Florence TX 76527
 United States

Expires	Memo	Sales Rep	Shipping Method
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3/13/2026	Florence HS Cameras	Phoebe Popso	Delivery - Tech
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Qty	Item Name	Item Description	Rate	Amount
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	BuyBoard Title - Surveillance	BuyBoard Contract 751-24		
25	WLMT-1001	Wall Mount for large pendant camera	90.74	2,268.50
25	POE60U-1BTE	Gigabit 802.3bt 60 W PoE Injector, Indoor, single port	132.38	3,309.50
25	CRNMT-1001	CORNER MNT FOR LRGE PENDT WLMT-1001	108.45	2,711.25
4	8.0C-H6SL-BO1-IR	8.0 MP, WDR, LightCatcher, Day/Night, Indoor/Outdoor Bullet Camera, 4.4-9.3mm f/1.3, Integrated IR	943.16	3,772.64
2	15C-H5A-3MH	3X5MP, WDR, 270 degree max field of view, Lightcatcher, 3.3-5.7MM, camera only	1,723.26	3,446.52
1	20C-H5A-4MH	4X5MP, WDR, 360 degree max field of view, Lightcatcher, 3.3-5.7MM, Camera Only	2,062.08	2,062.08
8	24C-H5A-3MH	3X8MP, WDR, 270 degree max field of view, Lightcatcher, 3.3-5.7MM, camera only	1,982.81	15,862.48
14	32C-H5A-4MH	4X8MP, WDR, 360 degree max field of view, Lightcatcher, 3.3-5.7MM, Camera Only	2,368.00	33,152.00
25	H5AMH-DO-COVR1	Dome bubble and cover, for outdoor surface mount or pendant mount, clear	149.04	3,726.00
25	H5AMH-AD-PEND1	Outdoor pendant mount adapter. For use with the Avigilon	149.04	3,726.00

All orders are subject to credit approval. 20% restocking charge on any goods returned within 30 days. Restocking charge may increase after 30 days. No returns accepted after 60 days. No goods may be returned or exchanged without our express written permission. Shipping cost is an estimate. Final shipping charge may be adjusted before invoice. I have read and understand the the terms and conditions.

Client Signature _____

Date _____



Quote

250 E Valley Ridge Blvd
Suite 100
Lewisville, TX 75057
www.aerowavetech.com

Date	Estimate #
2/11/2026	QUO13482

Client Name

FLO200 Florence ISD

Qty	Item Name	Item Description	Rate	Amount
		H5A Multisensor		
6	2.0C-H6SL-DO1-IR	2MP H6SL Outdoor IR Dome Camera with 3.4-10.5mm Lens	491.40	2,948.40
4	5.0C-H6SL-DO1-IR	5MP H6SL Outdoor IR Dome Camera with 3.4-10.5mm Lens	441.92	1,767.68
2	8.0C-H6A-FE-360-DO1-IR	CAM, H6F, Outdoor, 8MP, 360, WDR/LL, IR	665.67	1,331.34
4	12.0C-H6A-FE-360-DO1-IR	CAM, H6F, Outdoor, 12MP, 360, WDR/LL, IR	1,047.12	4,188.48
13	10.0C-H6ADH-DO1-IR	2x 5MP H6A Dual Head Camera. Outdoor camera with built-in IR	1,340.32	17,424.16
25	H4AMH-AD-IRIL1	IR ILLUMINATOR RING FOR H4 MULTISENSOR	291.25	7,281.25
58	UNITY8-ENT	Unity Enterprise camera channel	225.47	13,077.26
	TITLE	Camera Installation		
1	SURVEILLANCE SUB LAB...	MATERIALS AND LABOR	14,127.00	14,127.00
1	Aerowave Delivery - Technician		0.00	0.00

Total	\$136,182.54
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Quote

250 E Valley Ridge Blvd
Suite 100
Lewisville, TX 75057
www.aerowavetech.com

Date	Estimate #
2/11/2026	QUO13484

Client Name

FLO200 Florence ISD

Bill To

Chad Blackman
Florence ISD
306 College Ave
Florence TX 76527
United States

Ship To

Florence ISD
306 College Ave
Florence TX 76527
United States

Expires	Memo	Sales Rep	Shipping Method
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3/13/2026	Florence MS Cameras	Phoebe Popso	Delivery - Tech
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Qty	Item Name	Item Description	Rate	Amount
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	BuyBoard Title - Surveillance	BuyBoard Contract 751-24		
15	WLMT-1001	Wall Mount for large pendant camera	90.74	1,361.10
15	POE60U-1BTE	Gigabit 802.3bt 60 W PoE Injector, Indoor, single port	132.38	1,985.70
9	CRNMT-1001	CORNER MNT FOR LRGE PENDT WLMT-1001	108.45	976.05
1	8.0C-H6SL-BO1-IR	8.0 MP, WDR, LightCatcher, Day/Night, Indoor/Outdoor Bullet Camera, 4.4-9.3mm f/1.3, Integrated IR	943.16	943.16
5	24C-H5A-3MH	3X8MP, WDR, 270 degree max field of view, Lightcatcher, 3.3-5.7MM, camera only	1,982.81	9,914.05
11	32C-H5A-4MH	4X8MP, WDR, 360 degree max field of view, Lightcatcher, 3.3-5.7MM, Camera Only	2,368.00	26,048.00
16	H5AMH-DO-COVR1	Dome bubble and cover, for outdoor surface mount or pendant mount, clear	149.04	2,384.64
1	H5AMH-AD-DOME1	Outdoor surface mount adapter. For use with the Avigilon H5A Multisensor	149.04	149.04
15	H5AMH-AD-PEND1	Outdoor pendant mount adapter. For use with the Avigilon H5A Multisensor	149.04	2,235.60
4	2.0C-H6SL-D1-IR	2MP H6SL Indoor IR Dome Camera with 3.4-10.5mm Lens	420.34	1,681.36

All orders are subject to credit approval. 20% restocking charge on any goods returned within 30 days. Restocking charge may increase after 30 days. No returns accepted after 60 days. No goods may be returned or exchanged without our express written permission. Shipping cost is an estimate. Final shipping charge may be adjusted before invoice. I have read and understand the the terms and conditions.

Client Signature

Date



Quote

250 E Valley Ridge Blvd
Suite 100
Lewisville, TX 75057
www.aerowavetech.com

Date	Estimate #
2/11/2026	QUO13484

Client Name

FLO200 Florence ISD

Qty	Item Name	Item Description	Rate	Amount
1	5.0C-H6SL-D1-IR	5MP H6SL Indoor IR Dome Camera with 3.4-10.5mm Lens	603.59	603.59
3	8.0C-H6A-FE-360-DO1-IR	CAM, H6F, Outdoor, 8MP, 360, WDR/LL, IR	665.67	1,997.01
6	10.0C-H6ADH-DO1-IR	2x 5MP H6A Dual Head Camera. Outdoor camera with built-in IR	1,340.32	8,041.92
15	H4AMH-AD-IRIL1	IR ILLUMINATOR RING FOR H4 MULTISENSOR	291.25	4,368.75
31	UNITY8-ENT	Unity Enterprise camera channel	225.47	6,989.57
2	NVR6-STD-FORM-D-48TB-...	NVR6 STD FORM D 48TB 2U Rack Mnt; WS22; 5Y Onsite NBD; NA	21,598.41	43,196.82
	TITLE	Camera Installation		
1	SURVEILLANCE SUB LAB...	MATERIALS AND LABOR	11,963.00	11,963.00
1	Aerowave Delivery - Technician		0.00	0.00

Total	\$124,839.36
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Quote

250 E Valley Ridge Blvd
Suite 100
Lewisville, TX 75057
www.aerowavetech.com

Date	Estimate #
2/11/2026	QUO13487

Client Name

FLO200 Florence ISD

Bill To

Chad Blackman
Florence ISD
306 College Ave
Florence TX 76527
United States

Ship To

Florence ISD
306 College Ave
Florence TX 76527
United States

Expires	Memo	Sales Rep	Shipping Method
3/13/2026	Cabling for Camera Project	Phoebe Popso	Delivery - Tech

Qty	Item Name	Item Description	Rate	Amount
	BuyBoard Title - Surveillance	BuyBoard Contract 751-24		
1	SURVEILLANCE SUB LAB...	High School - 58 New Cable Drops	11,558.00	11,558.00
1	CAT6P-WHT-TRA	High School - 13,050' Coax	6,199.00	6,199.00
1	SURVEILLANCE SUB LAB...	High School - Removal of 53 Old Drops	16,781.00	16,781.00
1	SURVEILLANCE SUB LAB...	Middle School - 31 New Cable Drops	3,038.00	3,038.00
1	CAT6P-WHT-TRA	Middle School - 6,975' Coax	3,314.00	3,314.00
1	SURVEILLANCE SUB LAB...	Middle School - Removal of 21 Old Drops	7,534.00	7,534.00
1	Aerowave Delivery - Technician		0.00	0.00

All orders are subject to credit approval. 20% restocking charge on any goods returned within 30 days. Restocking charge may increase after 30 days. No returns accepted after 60 days. No goods may be returned or exchanged without our express written permission. Shipping cost is an estimate. Final shipping charge may be adjusted before invoice. I have read and understand the the terms and conditions.

Client Signature _____

Date _____

Total	\$48,424.00
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QUOTATION

To: Florence ISD	From: James Orozco
Attn: Russell Ellis	Date: January 19, 2026
Voice: 361-774-9665	Project: Florence HS - Lighting Upgrade
Email: ruellis@florenceisd.net	Email: j.orozco@texasscenic.com

Texas Scenic Company is pleased to provide this proposal for curtain replacement at Florence HS Please review and contact us with any questions.

- **Buy Board # 752-24 Stage and Theatre Curtain, Lighting, Sound System and Supplies**
- **The pricing includes the following general scope of installation work and equipment**

Base Bid: \$159,850.00

RELAY PANEL

RIGSWITCH+ (Mains feed)

1 53818-124C 24 ch. RigSwitch+ Performance (UL)

MULTIVERSE SHoW BABY

6 CT/5900 Multiverse SHoW Baby (included psu and hanging bracket)

FIXTURES

VL600 ACCLAIM PLE

		Supplied with power input connector
32	64511-003	Acclaim LED Profile Light Engine, RGBL, Black Body
10	64010-004	PLT 19" Lens Tube
10	64010-005	PLT 26" Lens Tube
12	64010-006	PLT 36" Lens Tube

VL800 SERIES

		Includes TrueOne Input Power Connector
23	912400575002	BLACK - VL800 EVENTPAR RGBA, 1x300w RGBA LED PAR 64, 7" to 25" manual zoom setting

Project Specific Notes:

- If the proposal is accepted, PO or contract should be made to Texas Scenic Company, Inc. at the above address.
- All equipment installed by open shop labor.
- Prevailing wage is included.
- Certified payroll is included.
- All personal access equipment included.
- Assumes work to occur during straight time hours, M-F 7a-4p.
- The quote assumes building structure is sufficient to support all loads.
- All powder coated items shall be RAL colors in 100% Gloss sheen. Other color/sheen combinations will require additional time and cost if applicable.
- PE stamp on record drawings is not included.

Schedule Notes:

Fabric samples and color cards 1-2 weeks.

Fabrication: 8-12 weeks

Installation: 1-2 weeks

Note: Schedule durations to be confirmed at time of order. An accepted PO or Contract is required to begin work including project management, submittals, coordination, or material purchases.

Due to global logistics and supply chain issues, we are seeing delays with certain products. While the situation is fluid, we are committed to keeping our customers proactively informed of these delays as information becomes available.

Exclusions:

- All structural steel, blocking, substrates, and other components are required for the support and installation of the theatrical systems provided by others.
- All chopping, cutting, patching, restoring, and painting are excluded, including flameproofing.
- All millwork, woodwork, facias, and enclosures are excluded.
- **All LEED requirements are excluded.**
- **Bond premiums and permit fees are excluded.**
- **3D Engineered Submittals/Shop Drawings excluded. Available at additional cost.**
- **BIM Modeling/Coordination is excluded. Available at additional cost.**

General Terms & Conditions:

- **Sales tax is not included unless listed above. Customer to provide tax exempt documents with order if applicable.**
- This proposal is based on Texas Scenic Company's standard terms and conditions.
- Material costs are very volatile. This quotation is valid for **30 days** from the date above and must be verified by Texas Scenic for purchase outside this time frame.
- If the work involved in this quotation requires Texas Scenic Company to penetrate a ceiling or other structure the Owners or General contractor will assure Texas Scenic Company that the site does not contain Asbestos.

*Texas Scenic Company recognizes the existing and potential extraordinary measures being taken by governments, general contractors, and individuals due to tariffs and the potential impacts from the same on this project. Texas Scenic Company is currently not including the cost of tariffs. If tariffs are imposed, the cost(s) will be passed on directly to the customer with no additional mark-up and will be added to invoices. Texas Scenic will not accept any liquated damages for, and any delays that the tariffs might cause, due to shortages of labor, and or material. By agreeing to this proposal via signature, purchase order, or contract, you agree to pay any tariffs levied at cost.



License # B06237001

February 17, 2026

Russell Ellis, Maintenance Director
Florence ISD
306 College Ave
Florence Texas 76527

Re: Florence ISD, High School Cafetorium AV – Proposal (BID #C40506)

Russell,

Thank you for the opportunity to submit our revised proposal for the above-referenced project. As we discussed onsite, this proposal includes the replacement of the existing sound system and the addition of a video projection system. Per your request, our TIPS contract documentation is included as well.

Please review the revised proposal and let us know if you have any questions or require additional information. We are prepared to begin work immediately upon receipt of a Notice to Proceed.

Thank you again for your time and consideration. We look forward to the opportunity to work together.

Best Regards,

A handwritten signature in blue ink, appearing to read "René Garza", with a long horizontal flourish extending to the right.

René Garza

15454 Tradesman Dr.
San Antonio, TX 78249



Scope of Work

Audio Visual — Base Scope

Section 274116 — Integrated Audio-Visual Systems

Price: \$195,550

Delivery Method: Design-Build (No Specifications, based on scanned existing drawings)

Includes:

- All A/V devices and accessories as noted within the BOM
- Cabling and infrastructure related to A/V installation
- Labor, programming, configuring, testing, and training
- Complete A/V systems associated with the typical auditorium and stage
- Existing equipment to be removed and handed over to Owner

Exclusions

The following items are **not included** in this proposal:

- Electrical work, 120VAC connections, back boxes, conduit work, conduit molding, or conduit between firewalls/buildings and sleeves
- Any additional work not included if required by contractor
- BET (Building Entrance Termination) for utility lines
- Fire-stop systems for electrical penetrations
- CAD drawings shall be provided for blueprint submittals
- Plywood boards and fire-retardant paint (by General Contractor)
- Patching/cutting on existing surfaces (concrete and/or asphalt)
- All concrete work
- Cable trays in corridors
- Any changes mandated by AHJ and beyond state NFPA codes
- Final AHU shutdown connections to air-handler units (by Mechanical Contractor)
- Any painting to be completed by others.

***Prices are firm for 30 days from quote, with exception of copper, increasing tariffs or other volatile commodities

TIPS CONTRACT NUMBERS:

230202— Security Systems Products and Services

23010401— Trades, Labor, and Materials (NON—JOC)

23010402— Trades, Labor, and Materials (JOC)

230105— Technology Solutions Products and Services



Florence ISD, High School Cafetorium AV – Bill of Materials Rev 1

QTY	DESCRIPTION	PART NO.	MANUFACTURER
AUDIO SYSTEM STAGE I/O FUNCTIONAL DIAGRAM			
1	40 INPUT CHANNELS, 16 MIDAS PRO MICROPHONE PREAMPLIFIERS AND 25 MIX BUSES	M32R LIVE	MIDAS
1	POWERZONE CONNECT 3004 - 3000 W DSP-ENABLED CLASS-D AMPLIFIER WITH 4 CHANNELS	LBX-888-004	BLAZE
1	2000 W DSP-ENABLED CLASS-D AMPLIFIER WITH 4 CHANNELS AND DANTE™	LBX-888-007	BLAZE
1	UNMANAGED SWITCH - VLAN FROM SCHOOL	CBS110-24PP-NA	CISCO
AUDIO SYSTEM PROCESSING AND AMPLIFICATION FUNCTIONAL DIAGRAM			
2	2000 WATT PASSIVE 3-WAY FULL RANGE SPEAKER CAB 800WATTS 1600 PEAK	SRX835	JBL
8	CEILING SUBWOOFER	C419CS/T	JBL
24	6.5" COAXIAL CEILING LOUDSPEAKER WITH HF COMPRESSION DRIVER	CONTROL 26C/T	JBL
AUDIO SYSTEM MAIN CONTROL POSITION FUNCTIONAL DIAGRAM			
1	MDP TYPE 1	CD-400U	TASCAM
1	QUAD-CHANNEL DIGITAL WIRELESS RECEIVER	ULXD4Q	SHURE
2	ACTIVE DIRECTIONAL ANTENNA	UA874US	SHURE
TYPICAL POWER DISTRIBUTION DIAGRAM			
1	UPS	UPS-S2200R	MIDDLE ATLANTIC
1	SEQ	PDS-620R	MIDDLE ATLANTIC
LOOSE EQUIPMENT - AUDITORIUM AUDIO SYSTEM			
8	BODYPACK WIRELESS MICROPHONE TYPE 1	ULXD1	SHURE
8	BODYPACK WIRELESS MICROPHONE TYPE 1	MX153	SHURE
8	LAPEL MIC	WL185	SHURE
2	HANDHELD WIRELESS MICROPHONE TYPE 1	ULXD2/B87A	SHURE
2	WIRELESS BATTERY CHARGING BASE TYPE 2	SBC800-US	SHURE
10	RECHARGEABLE LITHIUM-ION BATTERY	SB900	SHURE
8	MICROPHONE CABLE TYPE 06	MKQ06	WHIRLWIND
16	MICROPHONE CABLE TYPE 25	MKQ25	WHIRLWIND
3	MICROPHONE CABLE TYPE 50	MKQ50	WHIRLWIND
4	MICROPHONE CABLE TYPE 100	MKQ100	WHIRLWIND
4	SPEAKER CABLE TYPE 06		
2	ETHERNET AUDIO CABLE TYPE 06	DURACAT	PROCO
2	ETHERNET AUDIO CABLE TYPE 25	DURACAT	PROCO



1	CHOIR MICROPHONE HARD WIRED	MX202B/S	SHURE
2	CHOIR MIC	SM81	SHURE
RACK			
1	FAN	BGR-552FT-FC	MIDDLE ATLANTIC
1	DOOR	VFD	MIDDLE ATLANTIC
1	RACK TYPE 2	ERK SERIES	MIDDLE ATLANTIC
1	DOOR	VFD	MIDDLE ATLANTIC
1	SW POWER - AMP TYPE 1	PDS-620R	MIDDLE ATLANTIC
1	RPD TYPE 2	PDT	MIDDLE ATLANTIC
1	POWER/LIGHT	PL-PRO C	MIDDLE ATLANTIC
1	RACK DRAWERS (DRAWER)	D2	MIDDLE ATLANTIC
1	RACK MOUNTED SLIDING SHELF (SLIDE OUT SHELF)	SS	MIDDLE ATLANTIC
1	EQUIPMENT RACK SCREWS	HTX	MIDDLE ATLANTIC
1	CABLE MANAGEMENT	BR2	MIDDLE ATLANTIC
10	RACK VENTS (VENT)	VTP2	MIDDLE ATLANTIC
10	RACK BLANKS (BLANK)	BL2	MIDDLE ATLANTIC
4	FPS - FLOOR BOX WITH HDMI		
12	AV 4 SR		
AV PRESENTATION SYSTEM FUNCTIONAL DIAGRAM			
1	4X1 4K60 4:4:4 HDR PRESENTATION SYSTEM	HD-PS401	CRESTRON
1	4K 2X1 DM® ESSENTIALS SCALING AUTO-SWITCHER AND WALL PLATE EXTENDER	DM-EXT-1021-1G-B KIT	CRESTRON
1	DMPS ESSENTIALS 4K MULTIFORMAT 2X1 AV SWITCH AND RECEIVER	HD-RX-4K-210-C-E	CRESTRON
1	4-SERIES™ CONTROL SYSTEM	RMC4	CRESTRON
1	7 IN. TABLETOP TOUCH SCREEN, BLACK SMOOTH	TS-770-B-S	CRESTRON
1	PS TYPE 1 260" X 146" TYPE 1 TENSIONED PROFESSIONAL ELECTROL	14154	DA-LITE
1	PROJ TYPE 1	EB-PU2220B	EPSON
1	1 TO 5 YEAR WARRANTY	EPPPRJPQ20E5	EPSON
1	MOUNT	VCTUB	CHIEF
1	MOUNT	WMA2S	CHIEF
1	MOUNT	CMS003	CHIEF
1	BACK BOX	PAC525FC	CHIEF
1	LENS		
ACCESSORIES			
1	DM CABLE	DM-CBL-ULTRA-P-SP500	
1	CAT 6 U/UTP CABLE PLENUM		
1	COAX - 4K 1000'	4694P	BELDEN
2	HIGH IMPEDANCE SPEAKER LEVER CABLING 14 GAUGE	14-2C-P	LIBERTY CABLE
16	6' XLR CABLES	MKQ06	WHIRLWIND
1	CONTROL LEVEL WIRE	27X Series	WEST PENN
1	MICROPHONE / LIVE LEVEL WIRE	9451	BELDEN



- 1 COMPRESSION CONNECTOR
- 4 18GBPS HDMI CABLE 6 FOOT
- 2 18GBPS HDMI CABLE 30 FOOT

4694R BUHD1
CBL-HD-6
CBL-HD-30

BELDEN
CRESTRON
CRESTRON



www.teleprocommunications.com

TELEPRO COMMUNICATIONS

EMAIL PO & VENDOR QUOTE TO: TIPSPO@TIPS-USA.COM
PO MUST REFERENCE VENDOR TIPS CONTRACT NUMBER

	<u>PAYMENT TO</u>	<u>TIPS CONTACT</u>
ADDRESS	12005 N. Bryan Rd.	NAME Charlie Martin
CITY	Mission	PHONE (866) 839-8477
STATE	Texas	FAX (866) 839-8472
ZIP	78573	EMAIL tips@tips-usa.com

DISADVANTAGED/MINORITY/WOMAN BUSINESS ENTERPRISE: N

HUB: Y

SERVING STATES

TX

Overview

Telepro Communications provides, installs, services, and programs structured cabling systems, fiber optics, intercom systems, audio/visual systems, intercom systems, surveillance camera systems, network switches, wireless access points, access control systems, and security systems.

AWARDED CONTRACTS "View EDGAR Doc" on Website

Contract	Comodity	Exp Date	EDGAR
230202	Security Systems Products and Services	04/30/2026	See EDGAR Certification Doc.
23010401	Trades, Labor, and Materials (NON-JOC)	04/30/2028	See EDGAR Certification Doc.
23010402	Trades, Labor, and Materials (JOC)	04/30/2026	See EDGAR Certification Doc.
230105	Technology Solutions Products and Services	05/31/2028	See EDGAR Certification Doc.

CONTACTS BY CONTRACTS

230105

Edgar Rodriguez	Project Estimator	(956) 618-2360	erodriguez@teleprocommunications.
Noe Tamez	Estimating Director	(956) 618-7233	noe@teleprocommunications.com

230202

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23010401

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23010402

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Daily Period of Prayer and Reading of Bible or Other Religious Text

Published online in [TASB School Law eSource](#)

1. What does the Texas Education Code provide about periods of prayer and reading of religious texts?

Texas Education Code section 25.0823 was added by Senate Bill 11 (SB 11) in the 89th Regular Session of the Texas Legislature in 2025. The statute allows a school board to adopt, by record vote on a prescribed resolution, a policy requiring every campus of the district or school to provide students and employees with an opportunity to participate in a period of prayer and reading of the Bible or other religious text (“Daily Prayer Period”) on each school day in accordance with the law. A school board does not have to adopt a Daily Prayer Period, but a board does have to vote by March 1, 2026, on whether to adopt a resolution on the matter.

2. The March 1, 2026, deadline does not appear in Section 25.0823. Where does that requirement come from?

The enrolled version of SB 11, signed by the governor on June 20, and effective September 1, contains a transition provision in Section 3 of the bill. Transition provisions are procedural or technical provisions that do not appear in the permanent substantive provisions of a bill. Section 3 states:

“Not later than six months after the effective date of this Act, each board of trustees of a school district and each governing body of an open-enrollment charter school shall take a record vote on whether to adopt a resolution described by Section 25.0823(a-1), Texas Education Code, as added by this Act.”

Even though this requirement does not appear in the Education Code, it is still a legal requirement for all school boards and open enrollment charter schools.

3. What would be required for a Daily Prayer Period?

A policy adopted under Section 25.0823 must:

- **Require consent:** District policy must prohibit a student or employee of the school district from participating in a Daily Prayer Period unless the employee or parent or guardian of the student (“participant”) has completed a signed consent form that acknowledges participation is by choice, the participant has no objection, and the participant waives any claim under state or federal law arising out of the adoption of the policy. A participant’s written consent can be revoked by informing the appropriate school administrator. After consent has been revoked, the employee or student may not participate until a new consent form is submitted. The waiver included in the original consent form continues to be binding.

- **Ensure only consenting participants hear the prayers or readings:** District policy must prohibit the provision of a prayer or reading of the Bible or other religious text over a public address system. The policy must also ensure prayer or reading is not provided in the physical presence of, within the hearing of, or in another manner that could harm a non-participant.
- **Schedule the period for non-instructional time:** District policy must specify that a Daily Prayer Period may not be a substitute for instructional time. District policy may specify that the Daily Prayer Period will be established before normal school hours. Note that the statute addresses avoiding instructional time and does not use the term “school day.”
- **Schedule the period for appropriate locations:** District policy may provide that the Daily Prayer Period will take place for consenting participants only in classrooms or other areas in which a consent form has been submitted for every employee and student, which may include an entire school district or campus if a consent form has been submitted for each employee and student at the campus. The statute does not address any requirement to offer multiple locations on a given campus.

4. What if the board is interested in offering a Daily Prayer Period, but not under the same terms as set out in the statute? For example, could the period be weekly not daily, or only at certain grade levels, or only for students and not employees?

Section 25.0823 is offered as an “all or nothing” opportunity, with the required policy elements and required resolution including all aspects of the statute as described above. The law carries with it certain protections and support from the Texas Attorney General, and acting outside of the statute would not offer those same protections.

That said, school districts have in the past and may continue to exercise local authority through other avenues, outside of this law, to create or permit opportunities for students and employees to gather for religious expression. Examples include designated non-instructional time for meetings of student clubs, use of school facilities for meetings of community groups, “See You at the Pole,” and other similar formal and informal gatherings of interested participants who meet for prayer, reading, or other religious purposes in a manner consistent with district policy and state and federal law.

5. What is the deadline for school boards to make a decision?

As stated above, every school board is required to take a record vote by March 1, 2026, regarding whether to adopt the statutory resolution to create the Daily Prayer Period. A record vote is a vote that records the vote of each board member.

After meeting that initial deadline, a school board could revisit its decision whether to opt in or out of this policy.

6. What considerations should be taken into account as the board prepares to make its initial decision?

Establishing an on-campus, Daily Prayer Period could be a matter of high public interest with parents expressing strong, and potentially divergent, opinions. Moreover, school boards are public bodies, and the Open Meetings Act requires deliberation among a quorum of the board to take place in a properly posted public meeting.

In light of these factors, a district that anticipates high public interest on this topic should plan accordingly. The administration may want to create an opportunity to inform the board about this change in the law and answer questions about current district practices before the board has to vote. The district might choose to task an appropriate district-level committee to collect input from staff, parents, and other community members to make a recommendation to the board.

In addition, the public posting under the Open Meetings Act should give adequate public notice of the subject matter and should not presuppose the outcome of the board's vote. An agenda item should clarify that the board may approve or not approve the proposed statutory resolution.

7. What steps does a board take to adopt a Daily Prayer Period?

A board wishing to establish a Daily Prayer Period must do so by adopting a specific statutory resolution. For your convenience, a sample resolution complying with the statutory requirements is available in a TASB Policy Alert available to subscribers in the Policy Online Governance Management Library. If your board adopts the resolution, contact your policy consultant for recommended policy language at DGA(LOCAL) and FNA(LOCAL) to implement the Daily Prayer Period.

8. How does a board decline to adopt a Daily Prayer Period?

The bill says, "each board of trustees of a school district and each governing body of an open-enrollment charter school shall take a record vote on whether to adopt a resolution described by Section 25.0823(a-1)." Other motions, resolutions, or statements may help explain the board's action, but at a minimum, the board should vote yes or no on the adoption of the statutory resolution by the March 1 deadline.

This document is provided for educational purposes and contains information to facilitate a general understanding of the law. References to judicial or other official proceedings are intended to be a fair and impartial account of public records, which may contain allegations that are not true. This publication is not an exhaustive treatment of the law, nor is it intended to substitute for the advice of an attorney. Consult your own attorney to apply these legal principles to specific fact situations.

Originally published January 2026.



FLORENCE

INDEPENDENT SCHOOL DISTRICT

Rick Kirkpatrick, Superintendent

Inspire • Empower • Achieve

Resolution Regarding Senate Bill 11 Period of Prayer and Reading of the Bible or Other Religious Text

The _____ ISD shall adopt a policy requiring every campus of
_____ ISD to provide a period of prayer and reading of the Bible or other
religious text as provided by Education Code 25.0823.

Adopted this ____ (*date*) day of _____ (*month*), _____ (*year*), by the
Board.

Board President's signature: _____

Board Secretary's signature: _____



FLORENCE

INDEPENDENT SCHOOL DISTRICT

Rick Kirkpatrick, Superintendent

Inspire • Empower • Achieve



**RESOLUTION OF THE BOARD OF TRUSTEES
OF THE FLORENCE INDEPENDENT SCHOOL DISTRICT**

Board of Trustees Meeting
February 23, 2026

EMERGENCY SCHOOL CLOSING RESOLUTION

WHEREAS, the recent ice storm and related inclement weather resulted in the closure of all schools and facilities in the Florence Independent School District (“Florence ISD”) on January 26, 27, and 28, 2026, due to dangerous conditions and for the safety of students and staff and the community as a whole; and

WHEREAS, in Board Policy EB (Local) the Board has delegated authority to the Superintendent to close schools for reasons of public health and safety; and

WHEREAS, the Board acknowledges that during this emergency closing, District employees were forced to miss work at the District through circumstances beyond their control; and

WHEREAS, in accordance with Board Policy DEA (Local) the Board may approve the payment of compensation for contractual and noncontractual employees, during an emergency closing for which the workday(s) are not scheduled to be made up at a later day; and

WHEREAS, in accordance with Board Policy DEA (Local) the Board determines there is a public purpose served of maintaining morale, reducing turnover, and ensuring continuity of District staffing when schools reopen; and

WHEREAS, the Board is of the opinion and finds that the District will retain sufficient control over payment of employee compensation for the emergency closure on January 26, 27, and 28, 2026, in order to ensure that such public purposes are accomplished; and

WHEREAS, the Board is of the opinion and finds that it is in the best interest of the District and the District will receive a return benefit for the payment of compensation to District regularly employed contract and non-contract employees for this day and that such employees will not be required to make up any day of work;

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Florence Independent School District that:

1. All of the above-referenced paragraphs are incorporated into and made a part of this Resolution; and
2. The Board finds that a public purpose and a benefit to the District exist to excuse and/or forgive all employee absences due to the District’s emergency closure dates of January 26, 27 and 28, 2026, for freezing and other inclement weather for all regularly employed District contract and non-contract employees, and that payment for the days is necessary in the conduct of the public schools; and

3. The Board approves that all regular employees of the District who were prevented from working on the scheduled work days of January 26, 27, and 28, 2026, by reason of the closure of the District, shall be paid compensation in accordance with each employee's regular and normal daily rate of pay; and
4. The Board further approves that all regular employees of the District will not be required or scheduled to make up these days of paid excused absence at a later date; and
5. The Board hereby authorizes the Superintendent of Schools to excuse the absences for all regular District employees for the District's emergency closure on January 26, 27, and 28, 2026, necessitated by the freezing weather and dangerous conditions, and pay these District employees their full compensation for the excused absences.

PASSED, APPROVED, AND ADOPTED BY THE BOARD OF TRUSTEES OF THE FLORENCE INDEPENDENT SCHOOL DISTRICT, this 23rd day of February, 2026.

BY: _____
President, Board of Trustees

Attest: _____
Secretary, Board of Trustees

2026-2027 Professional/Non-Certified Contract Recommendations

FIRST NAME	LAST NAME	YRS PROFESSIONAL EXPERIENCE as of EOY 2026	YRS PROFESSIONAL IN DISTRICT as of EOY 2026	CURRENT JOB DESCRIPTION	2026-2027 RECOMMENDED CONTRACT
CHRISELDA	GARCIA-HOLMES	21	3	LSSP	PROF TERM
COURTNEY	MARKHAM	12	3	DIAGNOSTICIAN	PROF TERM
KATE	MILLS	18	3	OCCUPATIONAL / PHYSICAL THERAP	Non-certified PROF TERM
JACQUOLYNN	CURL	14	3	SECONDARY INSTRUCTIONAL COACH	PROF TERM
NAOMI	STEPHENSON	12	4	ELEMENTARY INSTRUCTIONAL COACH	PROF PROB 2
KENDRA	VAUGHAN	22	1	ELEMENTARY SCHOOL COUNSELOR	PROF PROB 2
SHIRLEY	CAMACHO	8	4	MIDDLE SCHOOL COUNSELOR	PROF TERM
AMY	URANGA	22	3	HIGH SCHOOL COUNSELOR	PROF TERM
CHUCK	RYAN		1	DISTRICT REGISTERED NURSE	Non-certified PROF TERM
ANGEL	CALLAN		6	SECONDARY ACE SITE COORDINATOR	Non-certified PROF TERM
CHRISTIAN	OLIVARES		1	ELEMENTARY ACE SITE COORDINATOR	Non-certified PROF PROB 2
DONNA	RAY	22	3	ATHLETIC TRAINER	DOI

2026-2027 Administrator Contract Recommendations

FIRST NAME	LAST NAME	YRS PROFESSIONAL EXPERIENCE as of EOY 2026	YRS PROFESSIONAL IN DISTRICT as of EOY 2026	CURRENT JOB DESCRIPTION	2026-2027 RECOMMENDED CONTRACT	2026-2027 OTHER ADDENDUM
KELLY	AVRITT	26	5	ASSISTANT SUPERINTENDENT	ADMIN TERM 2 YR	
JOHN	BANFIELD	40	10	BUSINESS MANAGER	ADMIN TERM 2 YR	Retire/Rehire
RACHAEL	HULL	17	4	DIRECTOR OF FEDERAL PROG & SPED	ADMIN TERM 2 YR	
JIMMY	BIRCH		3	DIRECTOR OF INFO TECH/SAFETY	Non-certified ADMIN TERM 1 YR	
RUSSELL	ELLIS		3	DIRECTOR OF MNTC/CUSTODIAL	Non-certified ADMIN TERM 1 YR	
ERIC	WEST		3	DIRECTOR OF TRANSPORTATION	Non-certified ADMIN TERM 1 YR	CDL
LILLIAN	BARNETT		16	DIRECTOR OF CHILD NUTRITION	Non-certified ADMIN TERM 1 YR	
RUSSELL	PORTERFIELD	24	3	PRINCIPAL	ADMIN TERM 2 YR	
DENISE	BERG	10	1	ASSISTANT PRINCIPAL	ADMIN TERM 2 YR	
LAUREN	NEIL	13	3	PRINCIPAL	ADMIN TERM 2 YR	
MARK	SHIFFLETT		0	ASSISTANT PRINCIPAL	ADMIN PROB 1 YR	
ERCILIA	PAREDES	22	2	PRINCIPAL	ADMIN TERM 2 YR	
ANGELA	GOWER	29	26	ASSISTANT PRINCIPAL	ADMIN TERM 2 YR	

**FLORENCE INDEPENDENT SCHOOL DISTRICT
TRAVEL REQUEST/EXPENSE VOUCHER**

VENDOR # for AP _____

NAME Russell Porterfield CAMPUS/DEPT FHS POSITION Principal

MEETING _____ DESTINATION Pittsburgh, PA TRAVELING WITH CTC

DEPARTURE DATE: 3/10/26 TIME: _____ : AM/ PM RETURN DATE: 3/13/26 TIME: _____ : _____ AM/ PM

DAY TRAVEL OVERNIGHT Overnight Advance Requested Yes No

BUDGET ACCOUNT INFORMATION

199-23-6411-00-001-699101

MEAL ALLOWANCE

Description of Cost Estimated Expense Actual Expense

	Sun	Mon	Tue	Wed	Thu	Fri	Sat	X \$	Total				
	Breakfast				1	1	1		\$5	15	Miles @ \$0.____	\$	\$
Lunch			1	1	1	1		\$10	40	Lodging	\$	\$	
Dinner			1	1	1	1		\$15	60	Meals	\$ 115 ⁰⁰	\$	
Grand Total									115		Registration/Fees	\$	\$
										Airfare	\$	\$	
										Other	\$	\$	
										Total	\$	\$	

PO INFORMATION

REGISTRATION

LODGING

Amount: \$ N/A PO #: _____ Vendor # _____

Amount \$ N/A PO #: _____ Vendor # _____

Payable to: CTC is covering

Payable to: CTC is covering

Address: _____

Address: _____

City/ST/Zip: _____

City/ST/Zip: _____

AUTHORIZATION FOR TRAVEL

Russell Porterfield 2/3/26
Employee Date

Russell Porterfield 2/3/26
Principal or Department Head Date

Business Manager Date

Superintendent* Date

*For out-of-state travel

**REQUEST FOR PAYMENT FOR DAY TRAVEL
MILEAGE OR OTHER REIMBURSEMENT**

I certify that these expenses are true and correct to the best of my knowledge and beliefs.

Employee Date

DO NOT SIGN UNTIL AFTER TRAVEL IS COMPLETE

INSTRUCTIONS FOR TRAVEL REQUEST/EXPENSE VOUCHER

Prior to Travel

Complete the travel voucher with budget account information and all estimated costs. Attach a copy of registration, conference schedule (overnight travel only), Mapquest mileage... Obtain supervisor's signature.

Upon Return

For day-travel or overnight travel not prepaid, sign the Travel Voucher and attach receipts to request reimbursement for mileage, meals, or other approved reimbursable expenses. Send the info to Accounts Payable for payment processing. For overnight travel approved for a per diem, return receipts to Accounts Payable for all expenses except meals. Motel receipts must always be attached for payment.



Rural Pathways Project Institute 3
March 11-13, 2026
Omni William Penn – Pittsburgh, PA

Advancing DEEP K12 Pathways

OVERVIEW AGENDA

Wednesday, March 11th

- 9:30am – 12:30pm Orientation for Implementation Coaches, Partners and NCII Team (breakfast at 9:00)
- 12:30 – 1:30pm College Team Leads/Coach Prep Meeting (Lunch Provided)
Only for the Identified College Leads and Project Coaches
- 1:30 – 2:00pm Institute Check-in
Ballroom Doors Open/Snacks Provided
- 2:00 – 2:30pm Welcome and Institute Overview
- 2:30 – 3:00pm What I Learned while Supporting this Work
- 3:00 – 4:15pm A Regional Partnership that has Transformed the College
Going Mindset Culture
- 4:15 – 4:30pm Table Discussion
- 4:30 – 5:00pm Transition to Team Time
- 5:00 – 6:00pm Team Time #1
- 6:00 – 7:00pm Opening Reception
HOSTED BAR AND HORS D'OEUVRES
- 7:00pm Dinner on your own

Thursday, March 12th

8:00 – 8:45am	Breakfast
8:45 – 10:00am	The Injustice of Place
10:00 – 10:15am	Table Discussion
10:00 – 10:15am	Transition to Team Time
10:15 – 11:15am	Team Time #2
11:15 – 11:30am	Transition Sector Workshops
11:30am – 12:30pm	Sector Workshops
12:30 – 1:30pm	Lunch
1:30 – 1:45pm	Transition to Breakout Sessions
1:45 – 2:45pm	Breakout Sessions #1
2:45 – 3:00pm	Break and Transition to Team Time
3:00 – 3:45pm	Team Time #3
3:45 – 4:00pm	Transition to Breakout Sessions
4:00 – 5:00pm	Breakout Sessions #2
5:00pm	Dinner on your own

Friday, March 13th

- 7:30 – 8:30am** **CEO and Superintendent Breakfast**
- 7:30 – 8:30am** **Breakfast**
- 8:30 – 9:30am** **Creating High Quality Dual Enrollment Partnerships**
- 9:30 – 9:45am** **Transition to Team Time**
- 9:45 – 10:45am** **Team Session #4**
- 10:45 – 11:00am** **Break and Transition to Main Room**
- 11:00 – 11:45am** **The Student Voice – Lessons Learned from the
CCRC's Dual Enrollment Student Advisory Panel**
- 11:45am – 12:00pm** **Closing Thoughts, Next Steps and Evaluation**

Early Notice and Exit Incentives—Points to Consider

Published online in [TASB School Law eSource](#)

What is an early notice incentive? An *early notice incentive*, also called an *early resignation notice incentive*, is a cash incentive to employees who already intend to resign at the end of the school year in return for early notice of resignation. The Texas Education Code allows educators employed under probationary, term, or continuing contracts to provide notice of resignation, without penalty, at any time up until 45 days before the first day of instruction of the following school year. The “penalty-free resignation date” falls around the beginning of July for most districts, but districts begin staff planning for the next school year in the spring. At-will employees may resign at any time. Districts may offer an incentive to employees who agree to provide notice in the spring. A Model Early Resignation Notice Incentive form is attached. TASB Legal Services recommends the district work with local counsel when implementing an early resignation notice incentive program as there are legal risks involved. *See Spicer v. Petrolia Cons. Indep. Sch. Dist.*, Tex. Comm’r of Educ. Decision No. 003-R10-12-201 (July 31, 2019) (holding the district was bound by an early resignation notice agreement that did not state a deadline for compliance).

What is an exit incentive? An *exit incentive* is a payment to an employee in return for the employee’s voluntary resignation. Unlike an early notice incentive, the underlying presumption of an exit incentive program is that the employee intended to continue employment with the district. A school district considering an exit incentive should consult with its school attorney about the following issues.

Is a public hearing required if a district implements exit incentive payments for contract employees?

Yes. Texas Local Government Code section 180.007 requires political subdivisions, including school districts, to hold a public hearing before paying an employee or former employee more than an amount owed under a contract. The legislative history indicates that the legislature passed this statute to increase public awareness of the amount paid for a buyout of an employee’s contract that exceeds the amount owed under the contract. [Hearings on Tex. H.B. 483 Before the House Comm. on Gov’t Efficiency and Reform](#), 83rd Leg., R.S. (Mar. 18, 2013) (statement of Representative Jimmie Don Aycock). Because payment of an exit incentive will result in the district paying an employee more than the amount under his or her contract, a hearing is likely required. A hearing may not be required for an incentive payment for early notice of resignation if the early notice provides consideration for the payment and the agreement is covered by a separate written agreement. If a district does not wish to hold a hearing, we recommend the district contact the school district’s attorney for advice specific to the district’s situation.

What are the legal issues associated with an exit incentive program?

- **Who?** The district should determine which employees will be eligible for the incentive program.
 - **All employees?** The district may choose to offer the incentive on a district-wide, campus-wide, department-wide, or other basis. The risk of this approach is that the district may lose vital personnel or top performers.

- **Some employees?** Some employers use a two-step process under which employees can volunteer for the program, but the employer reserves the right to reject certain applicants based on business needs. The risk of this approach is that employees who are denied participation, but are later subject to involuntary layoff, may sue the employer for not letting them participate in the exit incentive.
- **Only retirees?** The district may be tempted to single out employees who are eligible for retirement. Remember, Texas Education Code section 22.007 prohibits a district from offering a financial or other incentive to an employee to encourage the employee to retire from the Teacher Retirement System of Texas (TRS). Accordingly, a district should not offer an exit incentive only to retiring employees. Offering the incentive to a broader group of employees that includes persons eligible for retirement would not violate the law since the incentive would not be structured to encourage retirement.
- **Only rehired retirees?** The district may want to single out rehired retirees for exit incentives—essentially as an incentive to retire again. A program that is targeted at employees in the protected age group (age 40 or over) may result in age discrimination claims. A district that sponsors such a program should be prepared to articulate “reasonable factors other than age” to support its actions.
- **How much?** The district should decide how much it is willing to pay to encourage employees to resign.
 - **Gift of public funds?** The Texas Constitution prohibits the grant of extra compensation to a public employee after service has been rendered, or a contract has been entered into and performed in whole or in part. Tex. Const. Art. III, Sec. 53. An exit incentive payment does not violate this restriction if the employee provides consideration for the payment. Tex. Att’y Gen. Op. No. JC-165 (2000). For term and continuing contract employees, consideration includes the employee’s surrender of contract rights. For probationary employees at the end of the contract term or at-will employees, the exit incentive must be supported by another form of consideration, such as a release of claims.
 - **Lump sum or payout?** The district should decide whether the incentive will be paid in a lump sum or paid out over time. Employees generally want any incentive payments to be considered creditable compensation for TRS purposes. TRS takes the position that a lump sum payment is not creditable compensation. If, however, the employee is placed on paid administrative leave for the duration of the incentive payment, the payment will be considered creditable compensation *and* the number of days on administrative leave will be counted toward the number of days required to receive a year of service credit.
 - **Leave reimbursement programs:** Many districts “reimburse” unused leave when an employee resigns or retires. These programs are typically addressed at TASB Policy DEC (LOCAL). Districts should consider whether, and how, such programs will interact with any exit incentive program. Will the employee be able to collect the exit incentive *and* the leave reimbursement? Or will the employee have to forfeit the leave reimbursement if he or she accepts the incentive? Also, districts will want to include the cost of leave reimbursements in

their financial projections—some of these programs are fairly generous.

- **Releases:** The district may want a formal, written release from employees who accept a payment under the plan.
 - **Unemployment claims:** It is a criminal offense to require a release of unemployment claims. Tex. Lab. Code §§ 207.072, .074. Just don't do it.
 - **Discrimination claims:** The Equal Employment Opportunity Commission (EEOC) takes the position that waivers of discrimination claims must be knowing and voluntary. The EEOC has developed a six-factor test for determining the validity of such releases. More information and the EEOC's [sample release](#) are available on-line.
 - **Age discrimination claims:** The Older Workers Benefits Protection Act (OWBPA), 29 U.S.C. § 626(f), sets forth the requirements for obtaining an enforceable release of claims under the Age Discrimination in Employment Act. Among other things, an employer that offers an exit incentive program must allow 45 days for the employee to consider the offer, provide workforce statistics (including the ages of all employees eligible for the program), advise the employee to consult an attorney, and allow the employee 7 days to revoke any release of claims. A district should weigh the burden of complying with these requirements against the benefit of obtaining a release of age claims. In some cases, it may be preferable to forego the onerous requirements of the OWBPA and instead present the employee with a streamlined release document. More information on age releases is available on the [EEOC](#) website.
- **Unemployment benefits:** The district should factor the potential for unemployment claims into the decision to offer an exit incentive.
 - **Involuntary separation?** As a rule, an employee who voluntarily resigns from employment is not eligible for unemployment benefits. However, an employee who accepts an exit incentive in the face of near-certain involuntary layoff may be able to argue that his or her participation in the program was not a voluntary separation from employment. In such case, the employee may be eligible for unemployment compensation benefits. The maximum benefits payable by a district for a professional employee could reach approximately \$15,000, and the employee may receive additional benefits under federal or other programs. In other words, if a district terminates 100 employees and each of those employees receives full unemployment benefits, the district's liability for unemployment benefits alone could be over \$1,500,000.

If a district wants to avoid unemployment claims in connection with an exit incentive program, the district should assure employees that "work is still available," if that is in fact true. The Texas Workforce Commission is more likely to find that the employee's participation in the program was a voluntary separation if the employee accepted the incentive while work was available.
 - **Early notice incentive:** Before soliciting volunteers for the exit incentive, districts should consider offering an early resignation notice incentive to identify employees who already intend to resign. If the resignation is truly voluntary and work was still available, the employee would not be eligible for unemployment.

- **Other issues:** Depending on the district’s local circumstances, an exit incentive program may have other legal implications. Listed below are just a few issues that may arise in your district.
 - **Be precise:** The district should be cautious about statements regarding future layoffs and exit programs. The district may be tempted to promise that “there will be no further offers” or that future exit incentives will not be as generous. Promises like these can be fodder for litigation, especially from employees who feel pressured to accept severance payments only to learn that the employer offered a more generous package a few months later.
 - **Health insurance:** The district should consider health insurance costs in deciding when termination under the exit incentive will be effective. An employee whose resignation is effective after the last day of instruction is entitled to continue participation in the district’s group health insurance plan through the summer. Tex. Educ. Code § 22.004(k). If the termination will be effective in the middle of the school year, the employee will forfeit the right to continue coverage under the district’s health insurance plan through the summer. This may be a disincentive to accepting the offer. If, however, the termination will be effective after the last day of instruction, the employee can continue coverage. This may make the program more attractive, but districts should include the cost of summer insurance coverage in their cost projections.
 - **H-1B Visa holders:** The district should consider whether it has sponsored any employees for H-1B Visas. If so, the district may have further obligations relating to a visa holder who volunteers for the exit incentive program, including paying the cost of transportation back to the employee’s country of origin. The district should review its plan to offer an exit incentive with immigration counsel.

Where can we find more information?

A district with specific concerns about exit incentive programs should work with its attorney. The district can also contact TASB Legal Services at 800.580.5345 for general assistance. Members of the TASB Risk Management Fund’s Unemployment Compensation program should contact TASB Risk Management Services at 800.482.7276, extension 2857 with questions regarding unemployment compensation.

This document is provided for educational purposes and contains information to facilitate a general understanding of the law. References to judicial or other official proceedings are intended to be a fair and impartial account of public records, which may contain allegations that are not true. This publication is not an exhaustive treatment of the law, nor is it intended to substitute for the advice of an attorney. Consult your own attorney to apply these legal principles to specific fact situations.

Originally published February 2011. Updated November 2024.

Early Resignation Notice Incentive for the 2024-2025 School Year

The Texas Education Code allows educators employed under a probationary, term, or continuing contract to provide notice of resignation, without penalty, at any time up until 45 days before the first day of instruction of the following school year. In order to allow the District additional time to plan staffing for the 2025-2026 school year, the District is offering an incentive to identified employees for their early notice of resignation. Only the first ____ employees who timely submit this form and other required documentation are eligible for the incentive.

Eligibility: Only employees who meet both of the following requirements are eligible for the incentive:

- Employees who are employed under probationary, term, or continuing contracts and hold the proper certifications and credentials for their position.
- Employees who were already planning to resign or retire at the end of the school year.

Amount: The employee will receive an incentive payment in the amount of ____% of the employee's base salary (excluding stipends and bonuses), up to a maximum amount of \$_____.

Procedure:

- The employee must submit to the human resource office a letter of resignation addressed to the Superintendent on or before 5:00 p.m., Friday, _____, 2025. The employee's resignation must be voluntary, unconditional, and effective on the employee's last duty day of the 2024-2025 school year, unless the employee and Superintendent agree to an alternate date.
- The resignation letter must be accompanied by this form, signed by the employee. Eligible employees who have previously submitted notice of resignation are eligible to apply for the incentive if they sign and submit this form by 5:00 p.m., _____, 2025.

Employee printed name: _____

I have read and agree to abide by the terms set out above for the early resignation notice incentive.

Employee Signature: _____

Date: _____

Received by: _____

Date: _____

13-1
Prescribed by Secretary of State
Section 2.051 – 2.053, Texas Election Code
9/2023

**CERTIFICATION OF UNOPPOSED CANDIDATES FOR OTHER
POLITICAL SUBDIVISIONS (NOT COUNTY) *CERTIFICACIÓN DE
CANDIDATOS ÚNICOS
PARA OTRAS SUBDIVISIONES POLITICAS (NO EL CONDADO)***

To: Presiding Officer of Governing Body
Al: *Presidente de la entidad gobernante*

As the authority responsible for having the official ballot prepared, I hereby certify that the following candidates are unopposed for election to office for the election scheduled to be held on May 2, 2026.

Como autoridad a cargo de la preparación de la boleta de votación oficial, por la presente certifico que los siguientes candidatos son candidatos únicos para elección para un cargo en la elección que se llevará a cabo el 2 de Mayo, 2026.

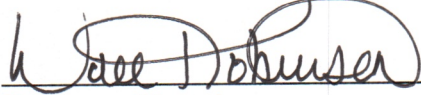
List offices and names of candidates:
Lista de cargos y nombres de los candidatos:

Office(s) *Cargo(s)*

Candidate(s) *Candidato(s)*

Board Member, Place 1
Board Member, Place 2
Board Member, Place 3

Pete Burson
Timothy Marfell
Anthony DeAugustineo


Signature (*Firma*)

Doree Robinson
Printed name (*Nombre en letra de molde*)

(Seal) (*sello*)

Executive Administrative Assistant
Title (*Puesto*)

2-17-2026
Date of signing (*Fecha de firma*)

ORDER OF CANCELLATION
EJEMPLO DE ORDEN DE CANCELACIÓN

The Florence Independent School District hereby cancels the election scheduled to be held on May 2, 2026, in accordance with Section 2.053(a) of the Texas Election Code. The following candidates have been certified as unopposed and are hereby elected as follows:

El Distrito Escolar Independiente de Florence por la presente cancela la elección programada para el 2 de mayo de 2026, de acuerdo con la Sección 2.053(a) del Código Electoral de Texas. Los siguientes candidatos han sido certificados como candidatos únicos y por la presente quedan elegidos como se indica a continuación:

Candidate (<i>Candidato</i>)	Office Sought (<i>Cargo al que presenta candidatura</i>)
Pete Burson	Board Member, Place 1
Timothy Marfell	Board Member, Place 2
Anthony DeAugustineo	Board Member, Place 3

A copy of this order will be posted on Election Day at each polling place that would have been used in the election.

El Día de las Elecciones se exhibirá una copia de esta orden en todas las mesas electorales que se hubieran utilizado en la elección.

President (*Presidente*)

Secretary (*Secretario*)

Date of adoption (*Fecha de adopción*)

Florence ISD 2025-2026 Enrollment Report

	EE	PK	K	1st	2nd	3rd	4th	5th	Total	6th	7th	8th	Total	9th	10th	11th	12th	Total	Total
Enrollment Monthly	F.E.S.									F.M.S.				F.H.S. District					
September 3, 2025	0	41	76	72	82	87	81	91	530	79	82	86	247	101	74	94	75	344	1121
October 06, 2025	0	41	75	71	82	87	80	94	530	80	84	88	252	105	75	94	75	349	1131
November 6, 2025	0	40	78	71	84	86	80	94	533	80	84	88	252	104	75	94	75	348	1133
December 4, 2025	0	40	77	72	84	88	79	94	534	81	84	87	252	102	75	94	75	346	1132
January 6, 2026	0	40	77	72	83	88	79	94	533	80	85	89	254	101	73	92	74	340	1127
February 13, 2026	0	40	77	73	83	89	77	94	533	80	85	90	255	100	73	86	79	338	1126
March 13, 2026									0				0					0	0
April 16, 2026									0				0					0	0
May 14, 2026									0				0					0	0

Enrollment First Day of School

August 24, 2015	0	57	60	67	67	69	67	78	465	72	70	80	222	82	61	87	70	300	987
August 22, 2016	0	30	70	63	70	67	77	70	447	86	79	81	246	79	77	61	77	294	987
August 21, 2017	1	35	50	79	66	74	78	74	457	77	89	82	248	86	78	77	67	308	1013
August 20, 2018	1	29	69	56	78	78	81	78	470	76	81	94	251	84	91	81	74	330	1051
August 15, 2019	0	36	73	70	57	87	67	85	475	81	78	85	244	94	79	86	77	336	1055
August 31, 2020	0	30	57	78	78	57	88	66	454	87	90	80	257	92	92	74	85	343	1054
August 12, 2021	1	34	67	72	66	72	61	88	461	67	91	90	248	90	87	84	61	322	1031
August 18, 2022	3	42	80	75	78	79	86	68	511	90	76	93	259	96	95	92	82	365	1135
August 16, 2023	2	35	77	77	75	72	81	85	504	72	91	78	241	97	95	91	84	367	1112
August 14, 2023	1	41	57	79	81	74	84	78	495	78	72	98	248	74	108	81	82	345	1088
August 13, 2025	0	40	71	65	80	86	81	90	513	79	80	82	241	98	74	92	72	336	1090

Enrollment Peims Snapshot Date

October 30, 2015	0	65	63	69	67	70	73	79	486	72	78	81	231	87	62	91	69	309	1026
October 28, 2016	2	33	75	68	73	70	75	71	467	86	83	85	254	83	83	62	76	304	1025
October 27, 2017	2	40	51	80	72	78	77	73	473	80	92	86	258	94	79	77	67	317	1048
October 26, 2018	3	31	73	58	79	80	87	78	489	78	86	96	260	86	95	83	73	337	1086
October 25, 2019	3	39	81	74	60	86	88	86	517	85	80	90	255	101	79	86	81	347	1119
October 30, 2020	3	33	61	78	75	54	90	67	461	90	93	81	264	93	96	75	86	350	1075
October 29, 2021	3	34	77	74	75	80	65	97	505	73	95	98	266	96	97	88	65	346	1117
October 28, 2022	3	43	82	73	81	79	85	69	515	94	83	98	275	100	101	93	83	377	1167
October 27, 2023	6	39	77	79	83	77	82	90	533	76	96	78	250	96	95	91	88	370	1153
October 25, 2024	1	44	65	82	87	79	84	81	523	79	83	100	262	78	106	84	89	357	1142
October 31, 2025	0	40	77	71	83	86	80	94	531	80	83	88	251	104	75	94	75	348	1130

Enrollment End of School

June 4, 2015	0	55	64	69	69	66	77	62	462	79	77	75	231	74	85	77	72	308	1001
June 2, 2016	0	65	66	70	68	72	73	77	491	74	77	76	227	80	62	78	71	291	1009
May 25, 2017	3	35	76	63	69	74	72	70	462	85	84	84	253	81	80	67	73	301	1016
May 31 2018	1	42	53	80	75	74	76	71	472	78	86	85	249	91	77	76	66	310	1031
May 30 2019	1	34	73	58	81	79	85	77	488	76	83	95	254	80	92	79	66	317	1059
May 28, 2020	6	41	80	76	57	86	65	86	497	87	82	87	256	98	77	83	79	337	1090
May 27, 2021	6	35	65	79	72	58	89	66	470	92	92	81	265	101	98	75	89	363	1098
May 26, 2022	4	34	80	75	77	82	69	94	515	79	94	99	272	97	95	90	69	351	1138
May 25, 2023	6	49	82	74	86	82	86	72	537	98	82	95	275	95	95	83	84	357	1169
May 23, 2024	7	33	77	79	79	75	80	86	516	73	98	77	248	105	93	87	90	375	1139
May 29, 2025	1	40	67	80	89	75	89	80	521	79	80	95	254	71	99	76	89	335	1110

Enrollment w/Race & SpEd Totals TX (District)

Enrolled As Of: 02/06/2026

Florence ISD

			White		Asian		Black		Am Ind		Pac Is		Multi		Hisp		IsSpEd
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Entity 001	Grade 09	100	46	42	1	0	1	0	3	5	0	0	2	0	29	30	15
Entity 001	Grade 10	73	30	28	1	0	2	0	5	1	1	1	1	3	21	20	14
Entity 001	Grade 11	86	32	39	1	0	1	2	1	5	0	2	1	2	14	27	11
Entity 001	Grade 12	79	33	33	0	1	0	0	6	3	0	0	0	3	20	18	3
Entity 001	All Grades	338	141	142	3	1	4	2	15	14	1	3	4	8	84	95	43
Entity 041	Grade 06	80	26	43	0	2	0	1	2	2	0	0	2	2	17	28	11
Entity 041	Grade 07	85	36	41	1	0	0	0	1	2	0	0	2	2	19	26	17
Entity 041	Grade 08	90	44	39	0	2	0	1	0	2	0	1	0	1	30	22	12
Entity 041	All Grades	255	106	123	1	4	0	2	3	6	0	1	4	5	66	76	40
Entity 101	Grade 01	73	30	38	0	0	0	1	1	0	0	1	2	0	17	24	13
Entity 101	Grade 02	83	37	37	0	0	0	1	1	1	0	0	2	4	25	26	12
Entity 101	Grade 03	89	40	42	0	0	0	1	0	1	0	1	1	3	20	25	17
Entity 101	Grade 04	77	36	31	0	0	0	1	0	4	0	0	3	2	19	23	17
Entity 101	Grade 05	94	37	48	0	0	0	3	2	2	0	0	0	2	27	27	17
Entity 101	Grade K	77	32	35	1	0	1	1	2	2	0	0	2	1	19	18	9
Entity 101	Grade PK	40	17	19	0	1	1	0	1	1	0	0	0	0	13	15	1
Entity 101	All Grades	533	229	250	1	1	2	8	7	11	0	2	10	12	140	158	86
Total Counts by Gender:		1,126	476	515	5	6	6	12	25	31	1	6	18	25	290	329	169
Total Counts by Race:		1,126	White		Asian		Black		Amer Indian		Pacific Isl		Multiracial		Hispanic		IsSpEd
			991		11		18		56		7		43		619		169



FLORENCE NEWS

2/07/2026 From: Principal Paredes

ART SHOWCASE

Please join us at the Art Showcase and come see all the great things FES is doing in Art!

A CELEBRATION OF
ART
MUSIC
THEATRE

FLORENCE

FINE ARTS, MUSIC
AND THEATRE
SHOWCASE
2nd ANNUAL

19TH OF
FEBRUARY
2026
6 PM - 8 PM

Special Feature:
ART BY FLORENCE
ELEMENTARY, MIDDLE,
AND HIGH SCHOOL
MUSIC BY MIDDLE
SCHOOL CHOIR, MIDDLE
SCHOOL BAND AND
HIGH SCHOOL BAND

FLORENCE
HIGH SCHOOL
CAMPUS

401 FM 790
FLORENCE, TX 76527

INCOMING 6TH GRADE INFORMATIONAL MEETING

INCOMING 6TH GRADERS

PARENT INFORMATION NIGHT

**Tuesday, February 24th at 5:15pm
FMS Gym**

Join us for a short presentation over course selection information, FMS general information, and to meet FMS staff!

*Band instrument fittings to follow the presentation

KINDNESS WEEK DRESS UP DAYS

Next week, we will celebrate Kindness Month with fun dress-up days! We can't wait to see all students participate and show their kindness in creative ways.

FES Kindness Week Dress Up Days- February 9-12

<i>Monday</i>	Team up for Kindness: Wear your favorite jersey	
<i>Tuesday</i>	Round Up Kindness: Wear your best western attire	
<i>Wednesday</i>	Color the World with Kindness: Wear BRIGHT colors	
<i>Thursday</i>	Dreaming of Kindness: Wear school appropriate pajamas	

CHARACTER TRAIT FOR FEBRUARY – KINDNESS

This month, we are focusing on **kindness** as our character trait. Kindness means being caring, helpful, and compassionate toward others. It's shown through our words and actions—offering help, including others, using kind language, and showing empathy for how others feel. Kindness helps create a safe, welcoming environment for everyone at school, at home, and in our community.

We encourage you to talk with your child about what kindness looks like in everyday life. Simple actions such as sharing, offering a helping hand, using polite words, and standing up for others can make a big difference. Together, we can help our children grow into thoughtful, caring, and kind individuals. 💖

TRAFFIC FLOW FOR EARLY PICKUPS

For early pickups, please review the map ahead of time so you know where to go and can avoid getting stuck in the dismissal line. This will help keep traffic flowing smoothly and ensure a safe and efficient pickup process for everyone. We truly appreciate your support and cooperation.

- [800 Words](#)
- [900 Words](#)
- [1000 Words](#)

REMINDERS:

- Ensure students complete Formative Loop
- Practice Fluency Words
- Read nightly so they can take AR quizzes at school
- Practice Spelling Words
- Practice IXL at home!

MARK YOUR CALENDAR!

2/13-2/17- Student Holiday



Ercilia Paredes

Ercilia is using Smore to create beautiful newsletters



FMS Board Brief

February 9, 2026

.....

BuffsBeTheBestTheyCanBe

.....

Upcoming Campus Events

February 12th

- Sweetheart Dance 6-8pm FMS Cafeteria

February 13-17th

- Student Holiday

February 19th

- Fine Arts Showcase FHS

February 23rd

- FMS Track AWAY at Holland

February 26th

- Cheerleading Tryouts Parent Meeting

March 2nd

- FMS Track AWAY at Granger

March 3rd

- UIL Band Concert and Sight Reading

March 3-5th

- TELPAS Testing

March 6th

- Student Holiday

March 9th

- FMS Track HOME

March 13th

- Early Release at 12:40pm
- Students vs Staff Tournament

Attendance Rates

YTD: 8/13-1/30 Campus Attendance Rates: 95.19%

6th Grade - 94.67%

7th Grade - 95.76%

8th Grade - 95.11%

Herd Highlights

Counselor Appreciation Week

February 2-6

How sweet it is to have Ms. Camacho serve students on our campus! Our Climate and Culture committee partnered with Art to decorate her door and students wrote thank you notes on slips of paper to create her paper chain. She enjoyed reading all of the sweet thank you notes!



January Teacher of the Month

Bailey Owens

Ms. Owens is intentional about building relationships with students and providing classroom support for teachers and students. She's a great coworker, is always so kind, and you'd have a hard time finding her without a smile on her face! Ms. Owens has a calm disposition that really helps our special population. We appreciate the patience and care that she has when helping her students deal with stressful situations and always guiding them to make the right decision. She is constantly working with her students to be the Best They Can Be!



January Students of the Month

Each month, our FMS teachers vote for a grade level student of the month. Students who emulate our Motto: BuffsBeTheBestTheyCanBe! These students were announced and celebrated during lunches!



Mariano Ramirez
6th Grade



Brandon Doggett
7th Grade



Ashley Smith
8th Grade

Basketball

Basketball season has wrapped up for all of our Buffs! All teams worked hard throughout the season and showed tremendous growth. We are proud of our how our Buffs represented FMS on the court.





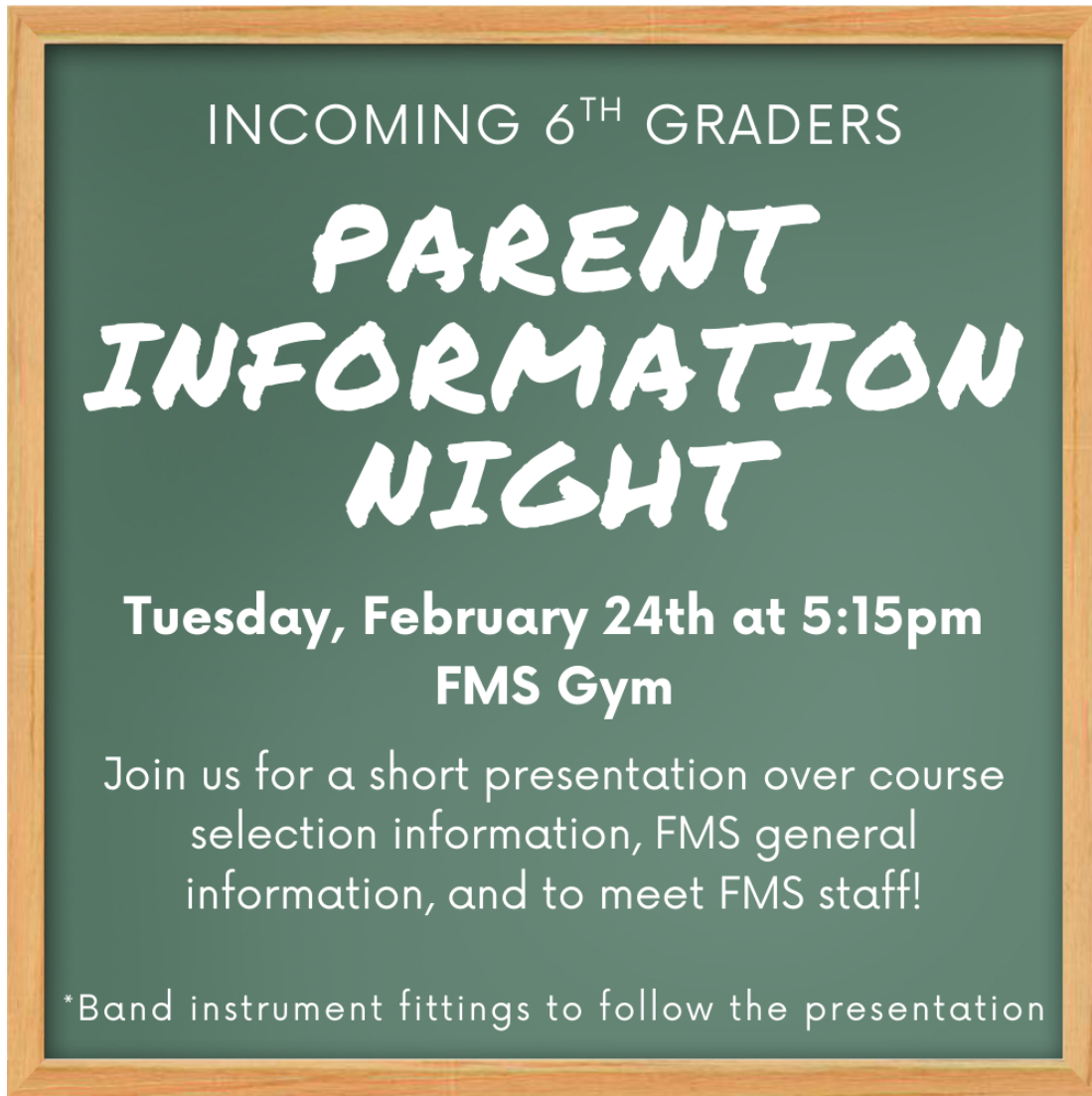
Band Visit to FES

Our FMS Varsity band took a trip to FES! All 5th graders had the opportunity to listen to our band, learn about the different instruments offered and hear what each individual instrument sounds like.



Incoming 6th Graders Parent Information Night

We are starting to plan for next school year and are excited to invite our incoming 6th grade families to campus on February 24th!



Track Season

FLORENCE TRACK & FIELD

2026

<u>DATE</u>	<u>LOCATION</u>	<u>DIVISION</u>
2/23	Holland	7th/8th
3/2	Granger	7th/8th
3/9	Florence	7th/8th
3/27	Blanco	7th/8th
4/1	Comfort (District)	7th/8th

Head Girls: Jennifer Baker

Head Boys: Kivi Poteat

Principal: Lauren Neil

Superintendent: Rick Kirkpatrick

Athletic Director: Robert Draper



Florence Middle School

718 S. Patterson Avenue

Florence, TX 76527

Phone: 254-793-2504

[Website](#)



Lauren Neil



FHS Board Update

February 2026

Student Enrollment

FHS has 338 students and 104 EB students.

Celebrations and Program Updates

HOSA

HOSA Spring Leadership Conference (competition), Area, February 13-14 at James Madison High School in San Antonio.

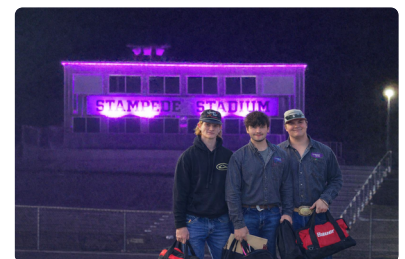
Grand Awards are February 14 at 1:30 pm. We have a great opportunity to have several students advance to state.

We have our EMT team (Ella Morrison/Korbin Keese), Research persuasive writing and speaking (Sara Koch and Joselyn Perez), Prepared Speaking (Aaley Rameriez) and Speaking Skills (Katalina Martinez and Rylee Smithee). Very proud of many of these students going out and trying something new and different for them!

FFA

The Tractor Tech Team is State bound after finishing 2nd at the Area competition!

Jacob Gray, 4th high individual
RC Woolery, 6th high individual
Levi Stone, 8th high individual



Congratulations!

Band

Congratulations to sophomore, Jane Gower for making the TMEA/ATSSB All-Region Percussion ensemble.



FHS Happenings

January was a busy and productive month across our campus. Students and staff engaged in ELA field testing and interim EOC assessments, providing valuable instructional data to guide our next steps. We are proud to recognize three band students who qualified for the All-State Band, reflecting the continued excellence of our fine arts program. Boys basketball is off to a strong start, and our student-athletes continue to represent our school with effort and pride.

Looking ahead, our staff will review interim assessment data on February 17. This analysis will inform targeted instructional planning and support as we continue to focus on improving student outcomes and maintaining academic momentum throughout the spring semester.

Important Dates

- 2/12 - IPR 3.2 Ends
- 2/18 - TELPAS testing begins
- 2/19 - Fine Arts Showcase 6:00 - 8:00 PM
- 2/25 - One Act Play Community Performance
- 2/25 - Spring Sports Pep Rally
- 3/7 - UIL One Ace Play @ Blanco
- 3/13 - IPR 3.3 Ends/Early Out

CCMR

CCMR will look a little different this year. Students must be a CTE program completer and earn their Industry Based Certification (IBC). So, many students that earned their IBC last year will not be counted in our CCMR percentage until the end of the year when they complete their program of study.

Current CCMR Percentage: 50%

If all students complete their program of study we currently would be at 83%.

35% of our our seniors are also TSI Complete scoring a college ready score on both the math and ELA portions of the SAT or TSIA2.



Russell Porterfield

Russell is using Smore to create beautiful newsletters



Florence I. S. D.
 STRATEGIC PLAN MONITORING GUIDE
HIGHLY-EFFECTIVE INSTRUCTION

VISION: Florence I.S.D. inspires excellence and empowers each student to achieve their highest potential.

SMART Goal	How will you measure?	Who is responsible?	How often will you measure?	Baseline 2022-23	Fall 2023	Spring 2024	Fall 2024	Spring 2025	Fall 2025	Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028
By 2028, 100% of instruction in Florence ISD classrooms will be highly effective.	STAAR - Student Growth- ES	Assistant Superintendent of Curriculum and Instruction	Annually			65	65	88						
	STAAR - Student Growth-MS	Assistant Superintendent of Curriculum and Instruction	Annually			74	74	76						
	STAAR - Student Growth-HS	Assistant Superintendent of Curriculum and Instruction	Annually			58	58	81						
	MAP - Reading % at or above level- ES	Assistant Superintendent of Curriculum and Instruction	Bi-annually Based on NWEA School Profile Report			46	47	58						
	MAP - Reading % on or above level- MS	Assistant Superintendent of Curriculum and Instruction	Bi-annually Based on NWEA School Profile Report			42	45	58						
	MAP - Reading % at or above level-HS	Assistant Superintendent of Curriculum and Instruction	Bi-annually Based on NWEA School Profile Report			52	57%	65						
	Map - Math % at or above level-ES	Assistant Superintendent of Curriculum and Instruction	Bi-annually Based on NWEA School Profile Report			59	54	62						
	Map - Math % at or above level-MS	Assistant Superintendent of Curriculum and Instruction	Bi-annually Based on NWEA School Profile Report			37	47	54						
	Map - Math % at or above level-HS	Assistant Superintendent of Curriculum and Instruction	Bi-annually Based on NWEA School Profile Report			26	44	54						

Adult Behaviors (Intermediate Outcomes)

Adult Behavior (Intermediate Outcomes) - What will you measure?	How will you measure?	Who is responsible?	How often will you measure?	Baseline 2022-23	Fall 2023	Spring 2024	Fall 2024	Spring 2025	Fall 2025	Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028
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% of teachers implementing and receiving feedback on the instructional model from instructional leaders	Learning Walk Data	Assistant Superintendent of Curriculum and Instruction	Semester				100	100	100					
% of teachers using data to differentiate instruction	Using TTESS Data on Differentiation Domain 2: Proficient or Above	Assistant Superintendent of Curriculum and Instruction	Annually				85.49	87						
% of teachers implementing EB strategies	Learning Walk Data	Assistant Superintendent of Curriculum and Instruction	Semester				72	75	60					
% of core teachers will understand the PLC processes and protocols	Exit ticket/Survey	Assistant Superintendent of Curriculum and Instruction	Annually											

Knowledge, Skills, & Mindset (Short-term Outcomes)

Knowledge, Skills, & Mindset (Short-term Outcomes) - What will you measure?	How will you measure?	Who is responsible?	How often will you measure?	Baseline 2022-23	Fall 2023	Spring 2024	Fall 2024	Spring 2025	Fall 2025	Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028
PL on instructional framework revisited continuously	Exit ticket/survey	Assistant Superintendent of Curriculum and Instruction	Semester			0	75		100					
Learning Walk feedback from leadership	Exit ticket/survey	Assistant Superintendent of Curriculum and Instruction	Semester			0	100	100	100					
Data protocol & lesson plan training, access training on STAAR	PLC agendas & Sign In Sheets	Assistant Superintendent of Curriculum and Instruction	Semester			25	60	100	100					
% of teachers receiving training on EB strategies (continuous)	Eduphoria Credits	Assistant Superintendent of Curriculum and Instruction	Semester		68	75	100	100	100					



VISION: Florence I.S.D. inspires excellence and empowers each student to achieve their highest potential.

SMART Goal	How will you measure?	Who is responsible?	How often will you measure?	Baseline 2022-23	Fall 2023	Spring 2024	Fall 2024	Spring 2025	Fall 2025	Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028
By 2028, 100% of Florence I.S.D. students will have equitable access to high-quality curriculum, instructional materials, and assessments to accomplish their post-secondary goals.	% of Curriculum Management Plan Complete	Asst Superintendent	Annually		5	30	45	60	80					
	Student Achievement Data (STAAR % All students meets and above)	Asst Superintendent	Annually					57						
	Percent of Graduates Meeting CCMR	HS Principal	Annually	49	50	87	77	89	89					

Adult Behaviors (Intermediate Outcomes)

Adult Behavior (Intermediate Outcomes) - What will you measure?	How will you measure?	Who is responsible?	How often will you measure?	Baseline 2022-23	Fall 2023	Spring 2024	Fall 2024	Spring 2025	Fall 2025	Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028
Protect/Maximize Instructional Time	Master Schedule; Protocols	Campus Principal	Annually			100		100	100					
Implement the adopted curriculum	LW Data	Asst. Supt (Leadership Team)	Biannually			70	70	74	80					
Ensure access to related PL for effective curriculum implementation	PL Plan/Schedule	Asst. Supt (Leadership Team)	Annually			50	75		100					
Participate in PL related to curriculum materials	PL sign-in Sheets	Asst. Supt (Leadership Team)	Annually			50	60		100					
Monitor and update CCMR student progress	% of students with CCMR point	Campus Leadership Team	Biannually			100	100	100	100					

Knowledge, Skills, & Mindset (Short-term Outcomes)

Knowledge, Skills, & Mindset (Short-term Outcomes) - What will you measure?	How will you measure?	Who is responsible?	How often will you measure?	Baseline 2022-23	Fall 2023	Spring 2024	Fall 2024	Spring 2025	Fall 2025	Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028
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Understand the non-negotiables or instructional priorities related to instructional time	Check for Understanding/ Observation	Asst.Supt	Annually			50	80		90					
Understand how to build a master schedule with limited human resources	Efficiency of Master Schedule	Asst.Supt	Annually			100	100	100	100					
Understand the adopted curriculum and associated resources	LWT data/student achievement data	Asst.Supt	Annually			50	75	80	90					
Understand the need for change	Questionnaire	Asst.Supt	Annually			0	Need-Survey							
Understand how to prepare students for CCMR indicator success	Staff passing practice test or skills test related to the indicator	High School Principal	Annually			50	50	95	95					



Florence I. S. D.
STRATEGIC PLAN MONITORING GUIDE
HUMAN CAPITAL SYSTEMS

VISION: Florence I.S.D. inspires excellence and empowers each student to achieve their highest potential.

SMART Goal	How will you measure?	Who is responsible?	How often will you measure?	Baseline 2022-23	Fall 2023	Spring 2024	Fall 2024	Spring 2025	Fall 2025	Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028
By 2028, 100% of Florence I.S.D. staff will be highly-effective, well-supported, and invested.	Retention Rate	Human Services Coordinator	Annually											
	Number of teachers TIA eligible	Human Services Coordinator	Annually											

Adult Behaviors (Intermediate Outcomes)

Adult Behavior (Intermediate Outcomes) - What will you measure?	How will you measure?	Who is responsible?	How often will you measure?	Baseline 2022-23	Fall 2023	Spring 2024	Fall 2024	Spring 2025	Fall 2025	Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028
% of staff that feel supported & invested	Climate Surveys	Human Services Coordinator	Annually						85					
% of staff proficient/satisfactory on annual evals	Staff Evals	Human Services Coordinator	Annually					85						

Knowledge, Skills, & Mindset (Short-term Outcomes)

Knowledge, Skills, & Mindset (Short-term Outcomes) - What will you measure?	How will you measure?	Who is responsible?	How often will you measure?	Baseline 2022-23	Fall 2023	Spring 2024	Fall 2024	Spring 2025	Fall 2025	Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028
District expectations for campus/department mentor support	Support rubric by campus/department	Human Services Coordinator	Onboarding checklist/Annually			33	75	75	75					
Percent of staff who have a clear understanding of what is required in position	Job descriptions compared with priorities/goals	Human Services Coordinator	Onboarding checklist/Annually						75					



Florence I. S. D.
 STRATEGIC PLAN MONITORING GUIDE
POSITIVE CULTURE

VISION: Florence I.S.D. inspires excellence and empowers each student to achieve their highest potential.

SMART Goal	How will you measure?	Who is responsible?	How often will you measure?	Baseline 2022-23	Fall 2023	Spring 2024	Fall 2024	Spring 2025	Fall 2025	Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028
By 2028, 100% of Florence I.S.D. students, staff, families, and community members will be supported and included.	Climate and Culture Survey	Instructional Coach	Per Semester (Fall) & (Spring)			100	N/A	100	N/A					
	Attendance Data Report (OnData Suite or Skyward). Click to See Data Detail	PEIMS Coordinator	District Per Semester (Fall: 1,2,3 Six Weeks Avg) (Spring: 4,5,6 Six Weeks Avg)		93.7	93.4	95.17	94.12	95.37					

Adult Behaviors (Intermediate Outcomes)

Adult Behavior (Intermediate Outcomes) - What will you measure?	How will you measure?	Who is responsible?	How often will you measure?	Baseline 2022-23	Fall 2023	Spring 2024	Fall 2024	Spring 2025	Fall 2025	Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028
% of District Leadership who model positive communication and professionalism	Climate and Culture Survey	Instructional Coach	Semester (Fall and Spring)			100	100	100	100					
% of Teacher and Instructional Support Staff who lead with a growth mindset while modeling positive and professional behavior	Staff Attendance	HR Coordinator	Semester (Fall and Spring)			100	100	100	100					

Knowledge, Skills, & Mindset (Short-term Outcomes)

Knowledge, Skills, & Mindset (Short-term Outcomes) - What will you measure?	How will you measure?	Who is responsible?	How often will you measure?	Baseline 2022-23	Fall 2023	Spring 2024	Fall 2024	Spring 2025	Fall 2025	Spring 2026	Fall 2026	Spring 2027	Fall 2027	Spring 2028
% of District Leadership who know communication skills, growth mindset, and CKH Leadership	Exit Ticket	Assistant Superintendent of Curriculum and Instruction	Yearly (Spring)			100	100	100	100					

% of staff who know CKH and Growth Mindset	Exit Ticket	Assistant Superintendent of Curriculum and Instruction	Yearly (Spring)			100	100	100	100					
% of staff who Trauma Informed	Exit Ticket	Assistant Superintendent of Curriculum and Instruction	Yearly (Spring)			100	100	100	100					