

**CONNALLY INDEPENDENT SCHOOL DISTRICT  
NOTICE AND AGENDA OF REGULAR MEETING**

The Board of Trustees of Connally Independent School District will hold a Regular Meeting at 5:30 PM on Tuesday, June 23, 2026 at the Connally Administration Building, 200 Cadet Way, Waco, Texas 76705. The subjects to be discussed are listed on the agenda which is attached to and made part of the notice.

On June 16, 2026, this Notice is posted on the bulletin board in a place convenient and readily accessible to the general public at four o'clock p.m. on said date.

AGENDA

1. **Call to Order**
2. **Pledge & Invocation**
3. **Public Comments on Agenda Items**
4. **Superintendent's Report**
  - A. School Consolidation Update
  - B. Summer School Update
  - C. The State of Reading
  - D. Future of Connally ISD
5. **Student Outcomes**
  - A. Preliminary STAAR Grades 3-8 and STAAR EOC (End-of-Course) Data 2
  - B. 2026-2027 Cadet Academy Model 4
6. **Information Items/Reports**
  - A. Public Notification for 2026-2027 ESSA Consolidated Federal Grant Application 6
7. **Consent Agenda: Consider and Take Appropriate Action**
  - A. Board Meeting Minutes for Special Board Meeting on May 12, 2026 8
  - B. 2026-2027 Compensation Plan 10
  - C. Recruitment/Retention Incentives for the 2026-2027 School Year 18
  - D. Renewal of Service Agreement with Texas Rural Student Transportation for the 2026-2027 School Year 22
  - E. Records Management Officer for Connally ISD in Accordance with Policy CPC (Local) 44
  - F. Consolidation of Connally Early Childhood Center, Connally Primary, and Connally Elementary 47
  - G. Signature Card Updates with American Bank 49
8. **Review, Discuss, and Take Appropriate Action Regarding the Superintendent's Contract**
9. **Announcements**
10. **Adjournment**

Josie Gutierrez, Superintendent

The Board of Trustees reserves the right to enter into a closed meeting at any point in the meeting, which is permitted by Texas Government Code, Sections 551.101-551.071-551.076, 551.082, and Texas Education Code, Section 39.096. The Board of Trustees reserves to take action in the open portion discussed in closed meeting.

**Connally Independent School District**

***Board of Trustee Meeting Agenda Item***

***June 23, 2026***

**Item:** Preliminary STAAR Grades 3-8 & EOC (End-of-Course) Data

**Contact Person:** Dr. Amy Hosick

**Presented for:** Report Only

**Supporting Documents:** None

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**Background Information:**

The Texas Assessment of Academic Readiness (STAAR) program serves as the state's assessment system for measuring student mastery of the Texas Essential Knowledge and Skills (TEKS) and readiness for the next grade level, course, and postsecondary success. Preliminary Spring 2026 STAAR results for grades 3–8 and End-of-Course (EOC) assessments are now available and provide an early indication of student performance across the district.

This presentation will provide the Board of Trustees with an overview of preliminary assessment results by grade level and content area. District performance will be compared to state averages to provide context for overall student achievement. Additionally, selected student demographic data will be presented to highlight performance trends among student groups and support ongoing efforts to monitor academic outcomes and educational equity.

As these results are preliminary, data remain subject to final verification and release by the Texas Education Agency (TEA). District and campus leaders will continue to analyze assessment outcomes to identify areas of strength, opportunities for growth, and priorities for instructional planning and student support for the upcoming school year.

**Fiscal Implications:**

None

**Administrative Recommendation(s):**

No action is required. This information is presented for review and discussion only.

**Connally Independent School District**

***Board of Trustee Meeting Agenda Item***

***June 23, 2026***

**Item:** 2026-2027 Cadet Academy Model Overview

**Contact Person:** Dr. Amy Hosick

**Presented for:** Report Only

**Supporting Documents:** None

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**Background Information:**

Connally ISD has experienced multiple years of underperformance in Texas Education Agency (TEA) accountability ratings, particularly at the elementary and junior high levels, resulting in an urgent need to accelerate student outcomes. In response, district leadership will implement the Cadet Academy Model, a comprehensive school improvement strategy designed to strengthen instructional systems, increase academic rigor, and ensure every student receives consistent, high-quality learning experiences every day.

The Cadet Academy Model establishes a unified instructional framework built around four core components: high-quality curriculum implementation, differentiated intervention, enrichment opportunities, and strong organizational support structures. The model prioritizes early literacy, mathematics, grade-level knowledge, and evidence-based instructional practices while providing teachers with clear expectations, daily data cycles, and ongoing collaborative planning through Professional Learning Communities (PLCs).

A key feature of the model is the use of daily Demonstrations of Learning (DOLs), which provide real-time student performance data to immediately identify students requiring intervention or enrichment. Students demonstrating mastery participate in Innovation Lab experiences focused on critical thinking, self-discovery, and problem-based learning, while students requiring additional support receive targeted second pass instruction.

The Cadet Academy Model also extends learning beyond the school day through enrichment opportunities. The Cadet Academy Model establishes clear operational systems, staffing structures, and accountability measures to ensure consistent implementation across campuses. Collectively, these strategies are intended to create a coherent educational experience that improves student outcomes, addresses learning gaps, and positions all students for success.

**Fiscal Implications:**

None

**Administrative Recommendation(s):**

No action is requested. This information is presented for review and discussion only.

**Connally Independent School District**

**Board of Trustee Meeting Agenda Item**

**June 23, 2026**

**Item:** Public Notification for 2026-2027 ESSA Consolidated Federal Grant Application

**Contact Person:** Melissa Sulak

**Presented for:** Report Only

**Supporting Documents:** None

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**Background Information:**

The Every Student Succeeds Act (ESSA) provides federal funding to support student achievement and improve educational outcomes through various grant programs. Each year, school districts receiving ESSA funds are required to submit an ESSA Consolidated Federal Grant application to the state education agency.

As part of the application process, federal guidelines require districts to provide public notice of their intent to apply for ESSA funding and offer stakeholders an opportunity to review and comment on the proposed use of funds. The public notification process promotes transparency and encourages meaningful input from parents, staff, community members, and other stakeholders regarding programs and services supported through federal funds.

The District is providing this public notice for the 2026–2027 ESSA Consolidated Federal Grant application and invites public comments prior to submission of the grant.

**Fiscal Implications:**

The district will apply to receive the following federal grants:

Title I, Part A: \$950,002

Title II, Part A: \$136,269

Title III, Part A ELA: \$28,419

Title IV, Part A: \$74,005

**Administrative Recommendation(s):**

No action is requested. This information is presented for informational purposes and public notification.

**CONNALLY INDEPENDENT SCHOOL DISTRICT**

**Board Meeting Minutes**

Special Board Meeting, May 12, 2026 - 5:30 P.M.

Connally Administrative Office

200 Cadet Way

Waco, TX 76705

**Board Members Present:**

Matthew Stufflebeam

Linda Lindsey Peoples

Carla Thomas

**Board Members Absent:**

**Call to Order:**

Matthew Stufflebeam, Board President, called the meeting of the Connally Independent School District Board of Trustees to order at 5:30 P.M. He stated that a quorum of the Board Members was present, that the meeting had been duly called, and notice of the meeting had been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.

**Invocation and Pledge:**

The Board led the Pledge of Allegiance and Linda Lindsey led in an invocation.

**Public Comments Regarding Items on the Agenda:**

None

**Action Item:**

**Electing Board President**

The floor was opened for nominations for the position of Board President. Linda Lindsey made a motion to nominate Matthew Stufflebeam to serve as Board President. Carla Thomas seconded the nomination. The motion passed unanimously, (3-0).

**Electing Board Secretary**

The floor was opened for nominations for the position of Board Secretary. Carla Thomas made a motion to nominate Linda Peoples Lindsey to serve as Board Secretary. Matthew Stufflebeam seconded the motion. The motion passed unanimously, (3-0).

**Acting Superintendent Agreement**

The Board considered the interim title and contract governing the transition period for Dr. Josie Gutierrez. Linda Lindsey made a motion to approve. Carla Thomas seconded

the motion. The motion passed unanimously, (3-0). Dr. Gutierrez expressed her gratitude to the Board and community.

**Temporary Suspension of Local Board Policies BDAA (LOCAL), BE (LOCAL), BJA (LOCAL), DC (LOCAL), DCB (LOCAL), DCD (LOCAL), DK (LOCAL), and DP (LOCAL)**

The Board considered the temporary suspension of local policies to allow the superintendent and board the opportunity to thoroughly review meeting dates, times, and hiring practices. The suspension does not apply to any legal board policies or requirements imposed by state or federal law. The suspension will remain in effect until the board takes action to adopt revised local board policies. Carla Thomas made a motion to suspend local board policies BDAA (LOCAL), BE (LOCAL), BJA (LOCAL), DC (LOCAL), DCB (LOCAL), DCD (LOCAL), DK (LOCAL), and DP (LOCAL) effective immediately in order to allow for review and revision of policies to promote district effectiveness and efficiencies, seconded by Linda Peoples Lindsey. The motion passed unanimously, (3-0).

**Adjournment**

The meeting was adjourned at 5:41 P.M.

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Board President

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Board Secretary

**Connally Independent School District**

***Board of Trustee Meeting Agenda Item***

***June 23, 2026***

**Item:** 2026-2027 Compensation Plan

**Contact Person:** Keith Hannah

**Presented for:** Action

**Supporting Documents:** Attached Connally ISD Compensation Plan Documents

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**Background Information:**

Per DEA (LOCAL), the Superintendent is required to recommend to the Board of Trustees an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives.

Connally ISD's 2026-2027 Compensation Plan addresses the district's salary for Administrators, Teachers, and Paraprofessionals. Also included are general stipends, coaching stipends, and additional supplemental pay.

**Fiscal Implications:**

The proposed compensation plan is estimated to cost approximately \$20.7 million and will be included in the 2026-2027 proposed budget.

**Administrative Recommendation(s):**

The administration recommends that the Board of Trustees approve the 2026-2027 Connally ISD Compensation Plan as presented.

## Connally ISD Teacher Compensation 2026-2027

Step	Salary	TRA
0	\$47,700.00	<b>\$0.00</b>
1	\$48,140.00	
2	\$48,705.00	
3	\$52,705.00	<b>\$4,000.00</b>
4	\$53,405.00	
5	\$58,105.00	
6	\$58,805.00	<b>\$8,000.00</b>
7	\$59,755.00	
8	\$60,705.00	
9	\$61,655.00	
10	\$62,605.00	
11	\$63,555.00	
12	\$64,505.00	
13	\$65,455.00	
14	\$66,405.00	
15	\$67,355.00	
16	\$68,305.00	
17	\$69,315.00	
18	\$69,955.00	
19	\$70,655.00	
20	\$71,508.00	
21	\$72,386.00	
22	\$73,100.00	
23	\$73,431.00	
24	\$73,763.00	
25	\$74,095.00	
26	\$74,426.00	
27	\$74,757.00	
28	\$75,090.00	
29	\$75,421.00	
30	\$75,752.00	
31	\$76,083.00	
32	\$76,416.00	
33	\$76,747.00	
34	\$77,078.00	
35	\$77,410.00	
36	\$77,742.00	
37	\$78,073.00	
38	\$78,404.00	
39	\$78,736.00	
40	\$79,068.00	
41	\$79,399.00	

\* Teacher in Residence \$42,700

# Connally ISD Admin Pay Grades 2026-2027

Pay Grade	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>					
		<b>Daily</b>	<b>\$276.29</b>	<b>\$330.70</b>	<b>\$385.19</b>
Library Media Specialist	187	187 Days	\$51,666.23	\$61,840.90	\$72,030.53
Behavior Specialist	197	197 Days	\$54,429.13	\$65,147.90	\$75,882.43
Instructional Coach	197	202 Days	\$55,810.58	\$66,801.40	\$77,808.38
Chief Executive Assistant & Board Relations Coordinator	226	226 Days	\$62,441.54	\$74,738.20	\$87,052.94
Director - Day Care	226				
<b>2</b>					
		<b>Daily</b>	<b>\$289.03</b>	<b>\$346.15</b>	<b>\$443.83</b>
Registered Nurse	197	197 Days	\$56,938.91	\$68,191.55	\$87,434.51
Police Officer	197	207 Days	\$59,829.21	\$71,653.05	\$91,872.81
Counselor - ES	197	226 Days	\$65,320.78	\$78,229.90	\$100,305.58
Athletic Trainer	207	236 Days	\$68,211.08	\$81,691.40	\$104,743.88
Instructional Tech Spec	226				
Coordinator - PEIMS	226				
Social Worker					
<b>3</b>					
		<b>Daily</b>	<b>\$303.52</b>	<b>\$363.50</b>	<b>\$423.48</b>
Speech Language Pathologist	187	187 Days	\$56,758.24	\$67,974.50	\$79,190.76
Student Services Coordinator	187	197 Days	\$59,793.44	\$71,609.50	\$83,425.56
Diagnostician	197	207 Days	\$62,828.64	\$75,244.50	\$87,660.36
LSSP	197				
Diagnostician	197				
Assistant Principal - ES	207				
ROTC Supervisor	207				
Counselor - JH	207				
<b>4</b>					
		<b>Daily</b>	<b>\$317.13</b>	<b>\$380.10</b>	<b>\$443.07</b>
Assistant Principal - JH	207	207 Days	\$65,645.91	\$78,680.70	\$91,715.49
Coordinator - Special Education	207	212 Days	\$67,231.56	\$80,581.20	\$93,930.84
Counselor - HS, Graduation Coach	212	226 Days	\$71,671.38	\$85,902.60	\$100,133.82
Associate Principal - ES	226	236 Days	\$74,842.68	\$89,703.60	\$104,564.52
Coordinator of Instruction	226				
Coordinator of Student Services	226				
Coordinator of Curriculum	226				
Coordinator of Public Relations and Strategic Partnerships	226				

Business Manager 236

<b>5</b>		<b>Daily</b>	<b>\$332.28</b>	<b>\$398.40</b>	<b>\$464.52</b>
Assistant Principal - HS	212	212 Days	\$70,443.36	\$84,460.80	\$98,478.24
Chief - Police	212	217 Days	\$72,104.76	\$86,452.80	\$100,800.84
Licensed Professional Counselor	217	226 Days	\$75,095.28	\$90,038.40	\$104,981.52
Compliance Officer	226				
Director of Technology	226				
Associate Principal - JH	226				
Director of Maintenance	226				
Assistant Director of Student Services	226				
<b>6</b>		<b>Daily</b>	<b>\$347.82</b>	<b>\$417.27</b>	<b>\$486.69</b>
Associate Principal - HS	226	226 Days	\$78,607.32	\$94,303.02	\$109,991.94
<b>7</b>		<b>Daily</b>	<b>\$369.08</b>	<b>\$437.69</b>	<b>\$506.28</b>
Director - Athletics	226	226 Days	\$83,412.08	\$98,917.94	\$114,419.28
Director - Special Education / Dyslexia	226				
Associate Principal PK-12	226				
<b>8</b>		<b>Daily</b>	<b>\$453.70</b>	<b>\$509.01</b>	<b>\$564.32</b>
Principal - ES, JH	226	226 Days	\$102,538.00	\$115,038.00	\$127,538.00
<b>9</b>		<b>Daily</b>	<b>\$502.84</b>	<b>\$558.15</b>	<b>\$613.46</b>
Principal - HS	226	226 Days	\$113,642.00	\$126,142.00	\$138,642.00
Executive Director of Instruction	226				
Executive Director of Support	226				
Executive Director of Talent Management	226				
<b>10</b>			<b>\$524.25</b>	<b>\$579.56</b>	<b>\$634.84</b>
Assistant Superintendent of Instruction	226	226 Days	\$118,480.00	\$130,980.56	\$143,473.84
<b>11</b>			<b>\$545.67</b>	<b>\$600.97</b>	<b>\$656.28</b>
Chief Education Officer	226	226 Days	\$123,321.00	\$135,821.00	\$148,321.00
Chief Operations and Finance Officer	226				

Connally ISD Aux Pay Grades 2026-2027							
Pay Grade (Clerical)	Job Title	Calendars			Minimum	Midpoint	Maximum
<b>1</b>				<b>Hourly</b>	<b>\$13.34</b>	<b>\$15.98</b>	<b>\$18.62</b>
	Instructional Aide	187			19,956.64	23,906.08	27,855.52
	Instructional Aide - General	187			19,956.64	23,906.08	27,855.52
	Day Care Worker	250			26,680	31,960	37,240
<b>2</b>				<b>Hourly</b>	<b>\$14.34</b>	<b>\$17.19</b>	<b>\$20.04</b>
	Aide - AEP	187			21,452.64	25,716.24	29,979.84
	Aide - Behavior	187			21,452.64	25,716.24	29,979.84
	Aide - Behavior ISS	187			21,452.64	25,716.24	29,979.84
	Computer Lab Aide	187			21,452.64	25,716.24	29,979.84
	Library Aide	187			21,452.64	25,716.24	29,979.84
	Special Ed Aide - Inclusion	187			21,452.64	25,716.24	29,979.84
	Special Ed Aide - Life Skills	187			21,452.64	25,716.24	29,979.84
	Special Ed Aide	187			21,452.64	25,716.24	29,979.84
	Copy Clerk	187			21,452.64	25,716.24	29,979.84
	Receptionist / Front Desk - ES	197			23,288.16	27,916.56	32,544.96
	Office Aide	197			23,288.16	27,916.56	32,544.96
<b>3</b>				<b>Hourly</b>	<b>\$15.59</b>	<b>\$18.72</b>	<b>\$21.85</b>
	Clerk- Special Ed	187			23,322.64	28,005.12	32,687.60
	PEIMS Clerk - ES	204			26,191.20	31,449.60	36,708
<b>4</b>				<b>Hourly</b>	<b>\$16.55</b>	<b>\$19.92</b>	<b>\$23.29</b>
	Attendance Clerk	201			27,406.80	32,987.52	38,568.24
	Receptionist/Front Desk - HS	201			27,406.80	32,987.52	38,568.24
	PEIMS Clerk - JH	204			27,804	33,465.60	39,127.20
	PEIMS Clerk - HS	236			31,246.40	37,608.96	43,971.52

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	Cafeteria Manager - JH	182			23,798.28	29,504.64	35,196.48
	Cafeteria Manager - HS	182			23,798.28	29,504.64	35,196.48
	General Maintenance Worker	236			30,944.32	38,364.16	45,765.12
	General Maintenance/Plumber (non-licensed)	236			30,944.32	38,364.16	45,765.12
<b>4</b>				<b>Hourly</b>	<b>\$22.67</b>	<b>\$26.41</b>	<b>\$30.15</b>
	HVAC Technician (Certified)	236			42,800.96	49,862.08	56,923.20
	Locksmith/Door Technician	236			42,800.96	49,862.08	56,923.20
	Mechanic	236			42,800.96	49,862.08	56,923.20
<b>5</b>				<b>Hourly</b>	<b>\$26.07</b>	<b>\$29.81</b>	<b>\$34.64</b>
	Lead Mechanic	236			49,220.16	56,281.28	65,400.32
<b>6</b>				<b>Hourly</b>	<b>\$30.32</b>	<b>\$35.41</b>	<b>\$40.50</b>
	Maintenance Supervisor	236			57,244.16	66,854.08	76,464

## Connally ISD Additional Compensation 2026-2027

Assignment	Amount
Substitute Teacher (Certified)	\$115 / day
Substitute (Non Certified)	\$90 / day
Substitute (Long Term - 21st consecutive day in same assignment)	\$125 / day
Substitute Nurse	\$95 / day
Substitute Cafeteria Worker	hourly rate
Substitute Daycare Worker	hourly rate
Cadet Enrichment Hour (Connally ISD Teacher)	\$30 / hour
Cadet Enrichment Hour (Connally ISD Paraprofessional)	\$16 / hour
Cadet Enrichment Instructor	\$20 / hour
Cadet Enrichment School Resource Officer	hourly rate
Cadet Enrichment Cafeteria Worker	hourly rate
Summer School (Teacher) = \$30 / hour	\$30 / hour
Summer School (Paraprofessional)	hourly rate
Summer Training (Teacher)	\$100 / day
Summer Training (Paraprofessional)	hourly rate
Athletic Event Worker	\$40 / game

**Connally Independent School District**

***Board of Trustee Meeting Agenda Item***

***June 23, 2026***

**Item:** Recruitment/Retention Incentives for the 2026-2027 School Year

**Contact Person:** Keith Hannah

**Presented for:** Action

**Supporting Documents:** Attached documents

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**Background Information:**

In an effort to recruit, hire, and retain the most qualified educators, Connally ISD will provide a new recruitment/retention stipend for the 2026-2027 school year. Professional employees will receive \$2,000. Non-professional employees will receive \$1,000. Payments will be split into two portions: one in August 2026 and one in December 2026.

Connally ISD will also provide a Priority Assignment Incentive to teachers that will be employed at Connally Elementary School and Connally Junior High School. Connally Elementary teachers who teach in the content areas of Reading, Math, and Special Education will receive a \$5,000 stipend. Connally Junior High School teachers who teach in the content areas of Reading and Math will receive a \$3,000 stipend. Science teachers who are new to Connally High School will receive a \$3,000 stipend. Connally Elementary certified counselors will receive a \$5,000 stipend. The stipends will be paid at the conclusion of the 2026-2027 school year.

Lastly, to recruit and hire high performing teachers, Connally ISD will pay the remaining Teacher Incentive Allotment for designated teachers who forfeited their allotment from their previous district. This payment will be distributed in August 2026.

**Fiscal Implications:**

The proposed stipends are estimated to cost approximately \$738,500 and will be included in the 2026-2027 proposed budget.

**Administrative Recommendation(s):**

The administration recommends that the Board of Trustees approve the 2026-2027 Connally ISD Recruitment/Retention Incentives as presented.

## Connally ISD Stipends 2026-2027

Duty	Amount/Stipend
Assistant Band Director (HS/JH)	\$7,000
Band Director	\$15,000
Bilingual (All levels)	\$4,000
Cheer Sponsor (JH)	\$2,000
Cheer Sponsor (JV)	\$2,000
Cheer Sponsor (Varsity)	\$3,000
Color Guard Sponsor	\$4,000
Composite Science (9-12)	\$5,000
Department Head	\$750
Drama	\$2,500
Drill Team Sponsor (Assistant)	\$1,500
English (5-8)	\$2,000
ESL Certification (ESL Classroom)	\$1,500
FFA / AG	\$10,500
Floral Design / AG	\$6,000
Masters Degree	\$750
Math (5-8)	\$2,000
New Teacher Mentor	\$400
One Act Play	\$2,000
Science (5-8)	\$2,000
Secondary English (9-12)	\$4,000
Secondary Math (9-12)	\$4,000
Secondary Science (9-12)	\$4,000
Secondary Spanish (9-12)	\$3,000
Special Education (Functional Academics)	\$4,000
Special Education (Inclusion)	\$1,500
Speech & Debate HS	\$2,000
Student Council HS	\$1,000
UIL Academic (Per event)	\$300
UIL Coordinator (Teacher position only)	\$1,500
UIL District Coordinator	\$10,000
Yearbook (CHS) and Journalism Club	\$2,000
<i>Certified for assignment in which the stipend is allocated. Stipend will be prorated if teacher works less than a full year.</i>	

<b>Connally ISD Athletic Stipends 2026-2027</b>	
<b>Duty</b>	<b>Amount</b>
Football Defensive Coordinator	\$11,700
Football Offensive Coordinator	\$11,700
Offensive Special Teams Coordinator	\$1,000
Defensive Special Teams Coordinator	\$1,000
Assistant High School Football	\$6,700
Head Strength and Conditioning Coach	\$7,450
Gym Coordinator	\$3,500
Head Equipment Manager	\$3,000
Head Coach of a Sport - High School	\$5,000
Assistant Coach of a Sport - High School / Non-Football	\$3,300
Media Coordinator	\$5,000
High School Girls Coordinator	\$5,000
JH Boys or Girls Coordinator	\$2,500
JH Boys or Girls 3 Sports	\$5,500
<b>All capped at \$15,000</b>	
<b>High School Head Coach / Assistant Football capped at \$10,000</b>	

**Connally Independent School District**

***Board of Trustee Meeting Agenda Item***

***June 23, 2026***

**Item:** Renewal of Service Agreement with Texas Rural Student Transportation for the 2026-2027 School Year

**Contact Person:** Dr. Ricky Edison

**Presented for:** Board Approval

**Supporting Documents:** Agreement for the Transportation Services

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**Background Information:**

Attached is the Contract for furnishing student transportation services with Texas Rural Transportation Services. TRTS has been providing transportation to Connally ISD for the past two years. This contract renewal covers comprehensive daily student transportation for the 2026–2027 academic year, including regular home-to-school routes, specialized transportation for special education programs, and extracurricular/athletic travel. All drivers provided under this agreement undergo rigorous Texas Department of Public Safety background checks and continuous safety training.

**Fiscal Implications:**

The contract with Texas Rural Transportation Services will cost \$1,301,300 and will be included in the 2026-2027 proposed budget.

**Administrative Recommendation(s):**

The administration recommends that the Board of Trustees approve the contract for furnishing student transportation services with Texas Rural Transportation Services as presented.

**CONNALLY INDEPENDENT SCHOOL  
DISTRICT**

**AGREEMENT FOR FURNISHING  
STUDENT TRANSPORTATION SERVICES**

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**CONNALLY ISD**

**AGREEMENT FOR FURNISHING STUDENT  
TRANSPORTATION SERVICES**

This Agreement for the Transportation of Pupils, hereinafter referred to as the (“Agreement” or “Contract”) made and entered into this 10th day of June 2026 in the McLennan, State of Texas, is by and between Connally Independent School District, an independent school district and political subdivision of the State of Texas hereinafter referred to as the "District", and Texas Rural Student Transportation, L.L.C., a Texas limited liability company hereinafter referred to as "Contractor".

**WITNESSETH:**

The District and the Contractor, for the consideration stated herein, agree as follows:

**1.0 SCOPE OF AGREEMENT:**

The Contractor shall operate and maintain all equipment necessary for the transportation of students to and from schools maintained by the District and on other District approved trips, including the use of said equipment during a District declared emergency. Contractor agrees to provide pupil transportation services in District owned vehicles including administrative services, supervisory services, operations services, and maintenance services as more fully set out herein and based on the assumptions and at the rates set forth in Exhibit “A.”

**2.0 AGREEMENT DOCUMENTS:**

The Agreement documents shall include all service proposals, proposal forms, qualification information, insurance certificates, this Agreement and amendments thereto, and the Standard Student Data Privacy Agreement, by this reference incorporated herein. In the event there is a conflict between the provisions of this Agreement and the service proposals, proposal forms, qualification information, and/or insurance certificates, the provisions of the Agreement shall prevail. In the event of a conflict between the terms of this Agreement and the Proposal, the terms of this Agreement shall govern.

**3.0 TERM OF AGREEMENT:**

The initial term of this Agreement shall be from July 1, 2026 through June 30, 2027. At the sole option of the District, this Agreement can be renewed for two (2) additional one-year terms. In order to exercise the option term, the District must notify the Contractor not less than forty-five (45) days before date of renewal of the then-current term. The District may extend this Agreement for an additional thirty (30) days from the date of Agreement expiration, under the same pricing and terms and conditions, if it is determined by the District that additional time is required to avoid a lapse in service.

**4.0 TIMELINE SCHEDULE:**

The Contractor, within Thirty (30) days after execution of the Agreement by both parties, shall furnish the District with a schedule acceptable to the District detailing the following:

- a. Acquisition and replacement of necessary equipment;
- b. Hiring of supervisory personnel;
- c. Hiring of maintenance personnel;
- d. Hiring and training of drivers; and
- e. Driver route orientation.

Items (a) through (e) must be accomplished at least two (2) weeks prior to the first day of school. Time shall be of the essence in the performance of this Agreement.

**5.0 EQUIPMENT STANDARDS:**

Equipment and services covered by this Agreement must comply with all applicable laws ordinances and other legal requirements including (among others) federal and state minimum standards governing school transportation vehicles.

**6.0 INSURANCE AND HOLD HARMLESS REQUIREMENTS:**

6.1 During the term of this Agreement, Contractor shall carry a General Liability Insurance Policy and Automobile Liability Insurance Policy, personal injury, broad form property damage, blanket contractual owned, non-owned and hired automobile liability coverage with the limits shown below. The District and its Trustees, officers, agents and employees shall be included on said policy as additional insured. Contractor shall provide the District with certificates of insurance indicating such coverage prior to beginning of any activities under this Agreement.

**GENERAL LIABILITY:**

	<b>Limits</b>
A. Commercial General Liability	
1. General Aggregate	\$ 2,000,000
2. Personal and Advertising Injury	\$ 1,000,000
3. Each Occurrence	\$ 1,000,000
4. Fire Damage (any one fire)	\$ 100,000

**AUTOMOBILE LIABILITY:**

	<b>Limits</b>
A. Commercial Auto Liability	\$ 1,000,000
Any Auto (includes all owned, scheduled, hired and non-owned autos.)	
B. Garage Liability	\$ 1,000,000

6.2 The Contractor shall provide, during the term of this Agreement; workers' compensation insurance, including employer's liability coverage in the amount required by Texas state law for all employees engaged in work under this Agreement, as indicated below, and, in case any of its work is sublet, the Contractor shall require the subcontractor to provide worker compensation insurance for all the latter's employees, evidence of which shall be filed with the District prior to any subcontractor performing work hereunder. The Contractor shall file with the District certificates evidencing such insurance.

Workers' Compensation	Statutory
Employer's Liability: Each Accident	\$1,000,000
Disease - Each Employee	\$1,000,000
Disease - Policy Limit	\$1,000,000

**6.3 TO THE FULLEST EXTENT PERMITTED BY LAW, CONTRACTOR SHALL INDEMNIFY AND HOLD HARMLESS THE DISTRICT AND ITS PAST, PRESENT AND FUTURE TRUSTEES, OFFICERS, AGENTS, EMPLOYEES, SUCCESSORS, ASSIGNS, INSURERS, REPRESENTATIVES, AND ATTORNEYS, ALL IN BOTH THEIR OFFICIAL AND IN THEIR INDIVIDUAL CAPACITIES ("INDEMNITEES") FROM AND AGAINST ALL CLAIMS, DAMAGES, LOSSES, AND EXPENSES, INCLUDING ATTORNEY'S FEES FOR INJURY OR DEATH OF ANY PERSON, OR INJURY TO ANY PROPERTY, RECEIVED OR SUSTAINED BY ANY PERSON OR PERSONS OR PROPERTY, ARISING OUT OF, OR RESULTING FROM THE OPERATION OR PERFORMANCE OF CONTRACTOR UNDER THIS AGREEMENT CAUSED IN WHOLE OR IN PART BY ANY WILLFUL OR NEGLIGENT ACT OR OMISSION OF THE CONTRACTOR, ANY SUBCONTRACTOR, ANYONE DIRECTLY OR INDIRECTLY EMPLOYED BY ANY OF THEM OR ANYONE FOR WHOSE**

ACTS ANY OF THEM MAY BE LIABLE, REGARDLESS OF WHETHER OR NOT CAUSED IN PART BY THE NEGLIGENT ACTS OR OMISSIONS OF THE INDEMNITEES, WHERE THAT NEGLIGENCE IS A CONCURRING CAUSE OF ANY INJURY, DEATH, OR DAMAGE. HOWEVER, THE INDEMNITY PROVIDED FOR IN THIS PARAGRAPH SHALL HAVE NO APPLICATION TO ANY CLAIM, LOSS, DAMAGE, CAUSE OF ACTION, SUIT, OR LIABILITY WHERE THE INJURY, DEATH, OR DAMAGE RESULTS FROM THE SOLE NEGLIGENCE OF THE INDEMNITEES UNMIXED WITH THE FAULT OF ANY OTHER PERSON OR ENTITY; PROVIDED THAT WHERE THE NEGLIGENCE OF THE INDEMNITEES IS A CONCURRING CAUSE, CONTRACTOR'S OBLIGATION TO INDEMNIFY IS LIMITED TO THE AMOUNT NECESSARY TO CAUSE THE RELATIVE LIABILITY OF THE INDEMNITEES AND CONTRACTOR TO REFLECT THE COMPARATIVE NEGLIGENCE FINDINGS OF THE TRIER OF FACT (JUDGE OR JURY) OR AS AGREED IN A SETTLEMENT AGREEMENT TO WHICH THE INDEMNITEES AND CONTRACTOR ARE ALL PARTIES. THE CONTRACTOR FURTHER AGREES TO DEFEND, AT ITS OWN EXPENSE AND ON BEHALF OF INDEMNITEES AND IN THE NAME OF INDEMNITEES, ANY CLAIM OR LITIGATION BROUGHT IN CONNECTION WITH ANY SUCH INJURY, DEATH OR DAMAGE.

**6.4 Paragraph Intentionally Deleted.**

**7.0 ASSIGNMENT OF AGREEMENT:**

Contractor shall not assign, transfer or subcontract any of its rights, burdens, duties or obligations under this Agreement without prior written permission of the District.

**8.0 INDEPENDENT CONTRACTOR:**

Contractor is and shall at all times be deemed to be an independent contractor and shall be wholly responsible for the manner in which it performs the services required of it by the terms of this Agreement. Nothing herein contained shall be construed as creating the relationship of employer and employee, or principal and agent, between the District and Contractor or any of Contractor's agents, employees, or subcontractors. Contractor assumes exclusively the responsibility for the acts of its employees as they relate to the services to be provided during the course and scope of their employment. Contractor, its agents and employees, shall not be entitled to any rights or privileges of District employees, and shall not be considered in any manner to be District employees.

**9.0 TERMINATION:**

This Agreement may be terminated by District at its option and without prejudice to any other remedy to which it may be entitled at law or in equity or elsewhere under this Agreement in accordance with this Article 9.

- 9.1 If the Contractor fails to provide transportation services as required by this Agreement, the District may immediately provide transportation services by any means necessary, including without limitation, contracting with or employing bus drivers and other personnel and using District buses and other equipment provided to the Contractor. The District may charge the Contractor the difference between the contract price and actual price of service purchased on the open market in this event. Routes cancelled by Contractor will result in a chargeback of \$150.00. Additionally, in such events, the District may deduct charges from the existing invoice totals due at the time. If Contractor's failure to provide transportation services continues for a period of five (5) school days, the District may terminate this Agreement immediately by written notice to Contractor.

9.2. The District may terminate this Agreement if Contractor should for a period of ten (10) days after written notice:

1. Refuse or fail to comply with any term or condition of the Agreement.
2. Refuse or fail to provide or perform any service required herein in a timely fashion.
3. Refuse or fail to provide the District with adequate equipment or properly trained personnel in such quantities as may be deemed necessary by District to provide transportation services as contracted for herein. Note: All vehicles shall be provided by the District and maintained by the Contractor.
4. Refuse or fail to comply with federal and/or state laws, rules or regulations, or directives or instructions of the District.
5. Be adjudicated a voluntary or involuntary bankruptcy.
6. Institute or suffer to be instituted any proceeding for a reorganization or rearrangement of its affairs.
7. Make an assignment for the forfeit of creditors.
8. Become insolvent or have a receiver of its assets or property appointed.
9. Allow any money judgment against it to remain unsatisfied for a period of ninety (90) days or longer.
10. If after written receipt of notice by District setting out specific reasons for dissatisfaction with the performance of the Contractor, Contractor fails to cure within thirty (30) days.

9.3 In the event of termination of this Agreement, Contractor shall upon District's request, forthwith deliver to District the school buses provided by District to Contractor in good repair, giving due consideration to depreciation through normal use and obsolescence.

**10.0 AVAILABILITY OF FUNDS FOR SUBSEQUENT FISCAL PERIODS:**

Funds are not presently budgeted for performance under this Agreement beyond the end of the current fiscal year. The District shall have no liability for payment of money for performance under this Agreement and Contractor shall have no requirement to perform duties under this contract after the end of any fiscal year until such funds are available and budgeted.

**11.0 FORCE MAJEURE:**

The parties to the Agreement may be excused from performance hereunder during the time and to the extent that they are prevented from performance due to fire, explosion, act of God, civil disorder or disturbance, vandalism, war, riot, sabotage, weather and energy related closings, governmental rules or regulations, or like causes beyond the reasonable control of the party when satisfactory evidence thereof is presented to the other party and provided that such non-performance is not due to the fault of the non-performing party.

**12.0 EQUIPMENT REQUIREMENTS:**

12.1 The District will own all school buses used for the provision of services under this Agreement ("School Buses").

12.2 The District may agree to pay for the reasonable and necessary initial maintenance costs submitted for review and approved by the District within the first thirty (30) days of the

agreement. The Contractor will perform the initial maintenance within ninety (90) days of the Effective Date.

- 12.3 Contractor agrees to lease the District's School Buses for ONE AND NO/100 DOLLARS (\$1.00) per vehicle per year during the term of this Agreement. The School Buses leased by the District to the Contractor are described in Exhibit "B" attached. Any additional School Buses shall be added by amendment to Exhibit "B" attached.
- 12.4 Paragraph Intentionally Deleted.
- 12.5 Subject to 12.2 above, the Contractor shall keep and maintain all School Buses in a safe, functional and clean operating condition at all times during the term of this Agreement at Contractor's sole expense. District may inspect School Buses at any time, with or without prior notice to Contractor.
- 12.6 During the first ninety (90) days of the first year of this Agreement, Contractor will evaluate the District's buses and prepare a comprehensive bus replacement plan for review by the District based on the bus fleet's age, capacity, mileage, maintenance history and general condition, and the District's capacity needs. The Contractor shall annually on the anniversary date of this Agreement submit a revised replacement plan to the District.
- 12.7
1. In the event the state, or any other governmental entity having jurisdiction, mandates, by statute or regulation, any modification to school buses during the term of this Agreement, the cost (hereinafter called the "modification cost"), if any, of such modification shall be paid by the contractor. Contractor shall be reimbursed by the District, if: (1) at least sixty (60) days prior to such modification, Contractor notifies District of (a) such mandate's requirements, and the nature and extent of the necessary modifications and (b) the cost to be incurred for such modification and (2) District consents in writing to the modifications described. Should Contractor fail to obtain District's consent as aforesaid Contractor shall bear the expense of any modification without reimbursement from the District.
  2. In the event the District consents to the modification as set forth above, Contractor will be reimbursed for the actual modification costs, or in the event such costs exceed the sum of such the District has been advised by the Contractor as set forth above, the sum to which the District has consented, upon completion of the modification.
  3. In the event the District does not consent to pay for necessary modifications costs the Contractor has no obligation to make such necessary modifications and may terminate this contract upon the earlier of the date the District refuses to provide consent or the date the mandate is effective.
- 12.8 Contractor shall maintain, repair, and replace as necessary, all two-way radios on all buses at Contractor's cost, which such systems must first be approved by the District, including spare buses. Contractor shall monitor a radio base station in Contractor's facility during all time periods that regular routes are operating. All two-way radios and communication systems shall remain with the District at the termination of this Agreement. All equipment and parts will be purchased by the District at the District's cost.
- 12.9 All buses shall be equipped with cameras and video-taping equipment which shall be maintained by Contractor. A minimum of four active cameras are provided for each bus. One camera will focus on the drive, one camera will focus on the students, and one camera will be focused outside. in the front and rear of each bus. The Contractor shall be required to maintain, repair, upgrade, and replace as necessary with an upgraded system, all video cameras/video surveillance systems, on all buses at Contractor's cost to meet the District's requirements for video surveillance, which such systems must be first approved by the District before installation. All video surveillance equipment shall remain with the District upon termination

of the Agreement. All equipment and parts will be purchased by the District at the District's cost.

- 12.10 Seat belts, car seats or harness restraints (Restraints) shall be provided for each special education passenger according to individual need as determined by the District or as required by state and/or federal law. The District will be responsible for all costs of purchasing installing and maintaining Restraints. Contractor and the District will coordinate their efforts through the Special Education Department of the District for consultation with the specific needs of any students with disabilities.
- 12.11 The Contractor shall keep standby qualified drivers available to assure that uninterrupted service can be provided in the event of mechanical breakdowns or driver absenteeism.
- 12.12 Equipment owned or leased by District and used by Contractor in the performance of Contractor's services hereunder shall be used exclusively for providing services to District. Such equipment shall not be used for any other purpose without the consent of District, which consent may be withheld for any reason.

### **13.0 TRANSPORTATION FACILITIES:**

The District does own a vehicle parking, maintenance and fueling facility with an address of 6500 IH 35, Service Road Waco, Texas 76705 (the "Transportation Facility"). The District does grant use of its facility to Contractor. The Contractor must make arrangements for the maintenance and conduct of services required by this Agreement.

- 13.1 Contractor shall establish within its Transportation Facility a maintenance operation, which is sufficiently equipped and staffed to perform preventative maintenance and repairs to buses operated by Contractor under the terms of this Agreement and other transportation vehicles other than buses as requested by the District. Contractor shall make its best efforts to recruit and retain ASE certified mechanics and encourage and cooperate with continued training for mechanics up to and including ASE certification..
- 13.2 Contractor shall provide at the Transportation Facility accommodations for administrative staff assigned to transportation service provided for the District, including a training classroom and adequate telephone lines to ensure prompt public access to information. District shall provide internet service to the Transportation Facility. Contractor shall comply with all training and internet safety requirements of the District. Contractor shall have no access to the District's network or data, except as specifically provided in this Agreement. Contractor shall staff the Transportation Facility during all times that students are being transported on regular routes, but no less than the hours of 7:00 AM to 5:00 PM on all days that the District offices are open for business and students are being transported.
- 13.3
  1. During the term of this Agreement, the District shall maintain, operate and if necessary, repair underground and above-ground storage tanks at the Transportation Facility pursuant to all applicable federal laws and state laws and regulations now in existence and to become effective during the term of the Agreement. The Contractor shall at all times take such actions as shall be necessary for the District to qualify for reimbursement caused by spills or leaks occurring during the term of this Agreement, in connection with said above-ground fuel storage tanks.
  2. In connection with Contractor's use of such underground and above-ground fuel storage tanks the Contractor shall be responsible for waste oil disposal, waste metal disposal, and general cleaning of the building. Contractor is responsible for all damages caused by spills of fuel and oils during filling of tanks and fueling of buses and vehicles occurring during the term of this Agreement.

- 13.4 **CONTRACTOR AGREES TO INDEMNIFY THE DISTRICT AND HOLD THE DISTRICT HARMLESS FROM AND AGAINST ANY AND ALL LOSS, DAMAGE, AND EXPENSE AND FROM ALL CLAIMS, DEMANDS, ACTIONS, AND CAUSES OF ACTION, INCLUDING THE DISTRICT'S REASONABLE ATTORNEY'S FEES INCURRED IN THE DEFENSE OF ANY SUCH CLAIM OR ACTION, ARISING OUT OF OR IN ANY MANNER RELATED TO THE FILLING OF FUEL STORAGE TANKS AND THE DISPOSAL OF ANY FUELS, OILS, OR OTHER MATERIALS BY THE CONTRACTOR, ITS EMPLOYEES, AGENTS, OR ANY PERSON OR ENTITIES UNDER THE CONTRACTOR'S SUPERVISION, DIRECTION, EMPLOY, OR CONTROL INCLUDING WITHOUT LIMITATION, THE CONTRACTOR'S WILLFUL OR NEGLIGENT ACTS IN SUCH FILLING, USE, OR DISPOSAL, PROVIDED THE CONTRACTOR SHALL HAVE NO RESPONSIBILITY OR LIABILITY TO THE DISTRICT FOR SPILLAGE OR LEAKS FROM THE EXISTING ABOVEGROUND STORAGE TANKS OR BY VIRTUE OF THE CONDITION OF THE EXISTING ABOVEGROUND FUEL STORAGE TANKS. "DISPOSAL" AS USED ABOVE SHALL INCLUDE FUELING OF BUSES AND VEHICLES.**

**14.0 CONTRACTOR'S PERSONNEL:**

- 14.1 Contractor shall require its drivers to be certified by the Texas Education Agency ("TEA") and in accordance with the standards and qualification promulgated jointly by the TEA and the Texas Department of Public Safety as required by law. All drivers employed by the Contractor to provide service to the District must have and maintain on their person all documentation required by federal and/or state law or regulation. District shall have the right on a continuing basis and in its sole discretion to reject any driver employed by Contractor. However, the District shall not control the means or methods of the Contractor and shall not have the power to nominate or direct the identity of the drivers employed by Contractor.
- 14.2 Drivers employed by the District immediately prior to the start of this Agreement shall be given preference in filling similar positions with the Contractor; provided, that their qualifications are consistent with the Contractor's standards.
- 14.3 Contractor will provide the District with the information needed to obtain all required national Criminal History Record Information ("CHRI") pursuant to Texas Education Code section 22.0834, 22.0835, and 22.085 and Texas Government Code 411.082(n), on all employees, subcontractors of every tier ("Subcontractor"), Subcontractor's employees, independent contractors, applicants agents or consultants if (1) the person will have continuing duties related to the Project and (2) the duties are or will be performed on Owner's property and the person(s) will or may have direct contact with students ("Covered Employee"). Contractor shall assume all expenses for obtaining CHRI. Any Covered Employee shall be disqualified and prohibited from performing any contract duties or services if that that Covered Employee has been convicted of one of the following offenses, if at the time of the offence the victim was under eighteen (18) or enrolled in a public school:
- (a) a felony offense under Title 5, Texas Penal Code;
  - (b) an offense for which a defendant is required to register as a sex offender under Chapter 62, Texas Code of Criminal Procedure; or
  - (c) an equivalent offense to (a) or (b) under federal law or the laws of another state ("Disqualifying Criminal History").

The Contractor shall certify to the Owner in writing that it has complied with this section and that none of its Covered Employees have a Disqualifying Criminal History. Contractor agrees that if it receives information that a Covered Employee is arrested or convicted for any of the Disqualifying Criminal History offenses during the performance of this contract, Contractor will immediately remove the Covered Employee from

Owner's property or other location where students are regularly present, and notify the Owner of said removal within three (3) days of doing so. Contractor understands that any failure to comply with the requirements of this section may be grounds for termination of the contract.

- 14.4 Each school bus driver employed by the Contractor to provide service to the District shall be in good health. A person shall not drive a bus unless he or she is physically qualified to do so. Each driver shall undergo and successfully complete an annual physical examination in compliance with the requirements of 37 Tex. Admin. Code 14.12. The results of the examination shall be noted on the form published by the U.S. Department of Transportation in 49 CFR Part 391.4 L. Contractor shall not permit a driver to operate a school bus unless he or she has on his or her person the original or photographic copy of the medical examiner's Certificate 391.43 stating that the driver is physically qualified to drive a commercial motor vehicle.
- 14.5 Contractor recognizes that driver and other persons who have contact with the students must be of stable personality and high moral character. Contractor shall assure that all Contractors' personnel meet these qualifications. Contractor shall not allow any person to drive a school bus who is mentally or emotionally unstable. The use of drugs, alcohol, and tobacco, (including smokeless) while driving a school bus is prohibited. Firearms, knives, and other weapons are prohibited on school buses.
- 14.6 All drivers shall be well groomed at all times and shall wear a Contractor provided uniform shirt or windbreaker and an identification badge. Contractor shall require all drivers to have in their possession an updated route sheet, area map and timepiece while on duty so that the driver can maintain established time schedules.
- 14.7 Driver shall be permanently assigned to the same bus route whenever possible.
- 14.8 Contractor shall develop and implement a pre-employment screening program for all candidates for employment which shall include, at minimum, making certain that: (i) the applicant is at least 18 years old; (ii) the applicant holds the appropriate class of driver's license; (iii) the applicant meets medical and physical requirements established by the DPS; (iv) the applicant has a driving record that is acceptable according to minimum standards adopted by the DPS; (v) the applicant passes a pre-employment driver's license check with the DPS; (vi) the applicant has an acceptable criminal history record; (vii) the applicant undergoes pre-employment drug and alcohol testing as required by federal law; and (viii) the applicant possesses a valid certificate stating that the driver has enrolled in, or has completed, a driver training course in school bus safety education approved by the DPS. This screening program shall be designed to assist the Contractor in determining qualifications and suitability of candidates for assignment to school bus transportation services.
- 14.9 Contractor shall establish a safety program for all drivers employed by Contractor. The program shall consist of at least ten (10) sessions per year with one (1) hour of training per session. Drivers must attend at least seventy-five percent (75%) of the sessions offered to be allowed to operate routes on District service. Contractor shall maintain records to document attendance.
- 14.10 Contractor shall conduct its training for new hire drivers in complete conformity with federal and state requirements. Records to document such training shall at all times be available for District inspection.
- 14.11 Contractor shall pay all state and federal taxes due for or by virtue of the employment of its employees, including, but not limited to, FICA taxes, income tax withholding and

unemployment taxes.

14.12 Contractor shall conduct testing, in accordance with federal regulations, of commercial motor vehicle operators for use of alcohol or a controlled substance that violates law or federal regulation.

**15.0 DRY RUNS:**

At Contractor's cost, a dry run day will be conducted by the Contractor prior to opening of school each year during the term of this Agreement. All routes will be run as though it were the first day of school.

**16.0 ADMINISTRATION AND SUPERVISION:**

Contractor shall maintain staff as required for effective management and supervision of the transportation service provided to the District under this Agreement. The District Operations Manager and Dispatcher shall not drive school buses except in the case of emergency. Contractor shall prepare and complete all state reports in a timely fashion and provide them to the District in a timely manner, but no later than 10 calendar days after District requests such reports.

**17.0 ROUTING AND SCHEDULING:**

The Contractor shall use best practices when planning and scheduling routes to provide cost efficient and effective bus transit service to the District, and shall consistently monitor the route schedule in conjunction with District needs to address potential routing inefficiencies and to make appropriate routing modifications when necessary and advisable. The Contractor shall arrange bus routes and schedules to meet the various school schedules, including, when necessary, more than one starting and dismissal time. Such routes and schedules shall provide for modified school days and differentiated calendars adopted by the various schools serving students being transported under this Agreement. If at any time during the term of this Agreement it is determined that services may be improved by revisions to routing, reschedules or bus assignment, the District shall notify the Contractor who shall plan and institute such changes. Contractor shall change routes or drivers and increase or decrease bus capacities or services necessitated by facility, program or population changes at the request of District. Any such revisions shall be deemed to be within the scope of this Agreement. All routes, schedules, and bus stops must be approved by the District and shall not be revised without prior written authorization by the District. Any reduction in routes, buses, and/or drivers shall result in a corresponding reduction in consideration, utilizing the rates provided in Exhibit A. Students are to be delivered to the school not more than thirty (30) minutes prior to class or program starting time, and school buses are to be immediately available to students at dismissal time. Except as approved by the District, the maximum time any student may be in transit one way shall not exceed one and one half (1 ½) hours.

**18.0 UNSCHEDULED CLOSING OF SCHOOLS:**

The District shall not be obligated to pay for any services hereunder on those days when the schools and classes of the District are closed to ensure the health and safety of students, or for any other lawful reason.

**19.0 ACCIDENT REPORTS:**

Notification of any and all accidents or incidents involving the Contractor's equipment or personnel or students being transported shall be made to the District at the time of occurrence, which shall include general information regarding injuries or property damage and names and school of attendance of any students involved; provided, however, such notification shall be made after the notification to any emergency services. A preliminary report of all accidents or incidents involving the Contractor's equipment or personnel or students being transported shall be made to the District within thirty (30) minutes from the time of occurrence, which shall include general information regarding injuries or property damages and names and school of attendance of any students involved; provided, however, such notification shall be made after the notification to any emergency services. Comprehensive written follow-up reports shall be made as soon as practicable thereafter until all the pertinent facts have been reported to the District.

**20.0 DISCIPLINE ON THE SCHOOL BUS:**

The school bus driver is responsible for rider discipline on the school bus as specified by law and District policy. The Contractor and the District shall jointly develop disciplinary policy to provide guidance to driver in this critical area. The Contractor shall ensure that its driver training includes sufficient instruction regarding such policies.

**21.0 FIELD TRIPS AND OTHER SCHOOL SPONSORED ACTIVITIES:**

Contractor agrees to provide transportation service for field trips as may be authorized by the District. The District will work with the Contractor to provide the maximum possible advance notice for upcoming field trip requirements. Field trip costs will be billed at the agreed Extra-Curricular contract price.

**22.0 CANCELLATION OF SCHEDULED FIELD TRIPS:**

The District shall have the option to cancel any scheduled field trip upon District notification to Contractor at least two (2) hours prior to the time of the first scheduled pickup at no charge to the District. If canceled after that time, the District shall be liable for a two (2) hours minimum charge.

**23.0 FUEL:**

The District shall purchase all fuel for use by the Contractor in providing transportation service required by this Agreement.

**24.0 SECURITY AND SAFETY:**

Contractor shall instruct driver regarding the rules and regulations applicable to safe driving on school grounds and the supervision necessary to ensure the safe loading and unloading of school buses, and shall ensure that Contractor's drivers exercise extreme caution at times when students are present.

**25.0 MAINTENANCE OF DISTRICT OWNED VEHICLES:**

At the District's option, the Contractor shall perform any needed repairs to District vehicles, other than the vehicles which are subject to this Agreement, at FIFTY AND 00/100 DOLLARS (\$50.00) per hour. District shall obtain the parts for repairs. Contractor should provide a monthly maintenance report including the minimum maintenance standards practiced by the Contractor. Additionally, Contractor shall implement a standard schedule for washing the buses once a week.

**26.0**

**PAYMENT FOR SERVICE:**

Not later than the fifteenth (15th) day of the month following the month in which services are rendered, the Contractor shall submit invoices in electronic format with two printed copies in the form required by the District for all services under this Agreement at the rates set forth in Exhibit "A" attached hereto and incorporated herein for all purposes. If these invoices are submitted timely and are in order, District will pay the amount invoiced by the end of the month in which received. Bills will include a single cover page itemizing the contents of each bill and the pricing breakdown for each category. Bills will be consistent in language and data regardless for all operations. Line items within each bill must clearly be understood by the District and depict the hours worked by billed staff, the services performed, routes completed, miles billed, and hours billed for each day.

**27.0**

**ADJUSTMENT OF RATES:**

The daily and hourly school bus rates set forth in Appendix "A" attached hereto may be increased once each year on each anniversary date of this Agreement based on the U.S. Department of Labor Consumer Price Index for All Urban Consumers, for Waco area the "CPI-U"). All items, un-adjusted twelve (12) months ended May of the previous year; provided, however, that the rates chargeable by the Contractor shall in no event be increased greater than five percent (5%) per year of this contract. The Contractor's proposal for a rate adjustment shall be submitted no later than May 1 of each year, shall contain a copy of the CPI-U, and, subject to Article 10.0 and upon approval by the District, be attached as an amendment to the

**28.0**

Agreement.

**TIME OF ESSENCE:**

Time shall be of the essence in the performance of this Agreement.

**29.0 REQUIRED PROGRAMS:**

Contractor shall, at its expense conduct all programs required by law in a manner and on a schedule approved by District including: (a) a program to inform the public that public school students will be riding on the authority's or company's buses; (b) a program to educate the drivers of the buses to be used under the contract of the special needs and problems of public school students riding on the buses; and (c) a program to educate on bus riding safety and any special considerations arising from the use of the authority's or company's buses.

**30.0 REPORTS:**

Contractor shall timely prepare all reports regarding District's transportation system required by law and reasonably requested by District, including but not limited to the following:

- 30.1 Monthly reports to District concerning: (i) fuel consumption; (ii) fuel costs; (iii) maintenance of District's leased or owned equipment; (iv) number of students transported per route; (v) the mileage and extent of use for each District owned or leased bus or vehicle; and (vi) extracurricular active use;
- 30.2 Annual reports containing information required for state reimbursement of the District's transportation costs. The Contractor shall pay the District the amount of any lost or reduced state revenue or penalty resulting from inaccuracy or errors in Contractor's reports.
- 30.3 Monthly performance reports containing information concerning (a) student loads (percentage of capacity), (b) on-time pickup and delivery of students, (c) distance from school requirements for ridership, (d) student walk distance from bus stops, (e) linear density, (f) cost per mile, and (g) route efficiency.
- 30.4 Annual route efficiency reports containing information concerning (a) total route mileage and total cost per mile for each type of route; (b) average ridership and average miles per rider, (c) size of bus assigned to the routes; (d) percentage of bus capacity; (e) linear density; (f) costs compared to similarly situated school districts; (g) operating cost per student enrolled; (h) operating cost per rider for regular education and special education; (i) ridership as a percent of total enrollment; (j) total cost per bus; (k) total cost per mile; and (g) recommendations for increased route efficiency.
- 30.5 Further, Contractor shall furnish District with the number and form of invoices reasonably required by the District, including the information contained in such invoices, the types of transportation billed, days of service, charges per bus, costs per route, and all such other information as may be reasonably requested or required by District.
- 30.6 The District may require additional items be included in any report, or may require an additional separate report. Upon notification to the Contractor of the District's reporting request, Contractor shall provide such report(s).

Such report(s) shall be provided to District in a timely manner, but no later than ten (10) days after District requests such report(s).

**31.0 QUALITY CONTROL:**

The District shall conduct formal inspections of the facilities and the services provided once a month. Contractor's Operations Supervisor shall accompany the District's representative during the inspections.

**32.0 WAIVER:**

The waiver of a breach of any provision of this Agreement by the District shall not constitute a waiver of any subsequent breach of such provision. Failure of the District to enforce at any time or from time to time any provision of this Agreement shall not be construed as a waiver thereof.

**33.0 PERMITS AND LICENSES:**

The Contractor, its employees, and its agents shall secure and maintain all necessary permits and licenses that are required by law for the execution of this Agreement.

**34.0 CONTRACTOR COMPLIANCE:**

Contractor shall comply with all applicable federal and state laws, rules and regulations and all District policies as they exist or may be amended. If any provision of this Agreement is contrary to any federal or state law, rule or regulation or District policy as it exists or may be amended, then the federal and/or state law, rule or regulation and/or District policy shall control.

**35.0 IDENTIFICATION OF SCHOOL BUSES:**

Contractor shall cause to be lettered on each school bus used for service hereunder the name of "Connally Independent School District" in such location and in such size and color as approved by the District.

**36.0 PLACE OF PERFORMANCE:**

This Agreement will be construed under the laws of the State of Texas, without regard to choice-of-law rules of any jurisdiction. Venue is in McClennan County, Texas.

**37.0 NOTICES:**

Any notice required by or permitted under this Agreement must be in writing. Any notice required by this Agreement will be deemed to be delivered (whether actually received or not) when deposited with the United States Postal Service, postage prepaid, certified mail, return receipt requested and addressed to the intended recipient at the address shown in this Agreement. Notice may also be given by regular mail, personal delivery, courier delivery facsimile transmission, or other commercially reasonable means and will be effective when actually received. Any address for notice may be changed by written notice delivered as provided herein. The addresses of the parties are:

If to "District":

Connally Independent School District  
Attn: Superintendent  
200 Cadet Way  
Waco, TX 76705

If to "Contractor":

Texas Rural Student Transportation, LLC  
PO Box 6038  
Corpus Christi, TX 78466

**38.0 NO THIRD PARTY BENEFICIARY:**

This Agreement inures to the benefit of and obligates only the parties executing it. No term or provision of this Agreement shall benefit or obligate any person or entity not a party to it.

**39.0 NO WAIVER OF IMMUNITY:**

No party hereto waives or relinquishes any immunity or defense on behalf of itself, its trustees, officers, employees, and agents as a result of the execution of this Agreement and the performance of the covenants contained herein. No provision of this Agreement is a consent to suit.

**40.0 SEVERABILITY PROVISIONS:**

If any provision of this Agreement is held to be illegal, invalid or unenforceable under present or future laws (i) such provision shall be fully severable; (ii) this Agreement shall be construed and enforced as if such illegal, invalid or unenforceable provision has never been a part of this contract; and (iii) the remaining provisions of this Agreement shall remain in full force and effect and shall not be affected by the illegal, invalid unenforceable provisions or by its severance from the Agreement.

**41.0 MISCELLANEOUS PROVISIONS**

- A. Pursuant to Texas Government Code Chapter 2271, if this contract is valued at \$100,000 or more and if Contractor has at least ten (10) full time employees, then Contractor represents and warrants to the Owner that the Contractor does not boycott Israel and will not boycott Israel during the term of this Contract. This section does not apply to a sole proprietorship.
- B. The Contractor represents and warrants that it is not a foreign terrorist organization as identified on the list prepared and maintained by the Texas Comptroller of Public Accounts. If Contractor has misrepresented its inclusion on the Comptroller's list, such omission or misrepresentation will void this Agreement.
- C. By signing this Contract, the undersigned Contractor certifies as follows: Under Section 231.006 of the Texas Family Code, the Contractor certifies that the individual or business entity named in this Contract is not ineligible to receive the specified payments and acknowledges that this Contract may be terminated and payment withheld if this certification is inaccurate.
- D. The requirements of Subchapter J, Chapter 552, Government Code, may apply to this Contract and the Contractor agrees that the contract can be terminated if the Contractor knowingly or intentionally fails to comply with a requirement of that subchapter. Therefore, if the value of this Project is One Million Dollars (\$1,000,000.00) or more, the Contractor agrees to : (1) preserve all contracting information related to the contract as provided by the records retention requirements applicable to the Owner for the duration of the contract; (2) promptly provide to the governmental body any contracting information related to the contract that is in the custody or possession of the entity on request of the Owner; and (3) on completion of the contract, either: (a) provide at no cost to the Owner all contracting information related to the contract that is in the custody or possession of the entity; or (b) preserve the contracting information related to the contract as provided by the records retention requirements applicable to the Owner.
- E. Contractor shall take all actions and shall comply with all federal, state, and local legal requirements.
- F. Pursuant to Texas Government Code Chapters 2274 and 809, if this contract is valued at \$100,000 or more and if Contractor has at least ten (10) full-time employees, then Contractor represents and warrants to the Owner that the Contractor does not boycott energy companies and will not boycott energy companies during the term of this Contract. This provision does not apply to sole proprietorships.
- G. Pursuant to Texas Government Code Chapter 2274, if this contract is valued at \$100,000 or more and if Contractor has at least ten (10) full-time employees, then Contractor represents and warrants to the Owner that the Contractor does not discriminate against firearm entities or firearm trade associations and will not discriminate against firearm entities or firearm trade associations during the term of this Contract. This provision does not apply to sole proprietorships. »

**42.0 ENTIRE AGREEMENT OF PARTIES:**

This Agreement constitutes the entire agreement of the parties. No other agreement, oral or written pertaining, to the performance under this Agreement exists between the parties. This Agreement can be modified only by an agreement in writing, signed by both parties.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed.

For the District: Connally ISD

Name: \_\_\_\_\_ Signature: \_\_\_\_\_  
Title: \_\_\_\_\_ Date: \_\_\_\_\_

For the Contractor:

Texas Rural Student Transportation, LLC

Name: \_\_\_\_\_ Signature: Korey B Graham

Title: Director of Operations Date: 06/10/2026

**Exhibit A Agreed Financial Terms**

The total amount for contracted services is as follows: One million, three hundred One Thousand, Three Hundred Dollars and Zero Cents (\$1,301,300.00). This agreed upon price shall be inclusive of all insurance and technology software.

The total contracted sum is based on the established rates described below. Daily Rate includes the first four (4) hours of service each day. Each invoice period, total home-to-school charges submitted to the District shall be the sum of the applicable Daily Rates and the sum of all excess hours incurred beyond the hours included in each individual bus. The District reserves the right to require the Respondent to add and delete buses to or from service at the rates specified below.

**Regular and Special Education**

**Home-to-School Transportation Normal District School Year\***

**\*All Prices subject to yearly CPI Increases as set forth in Paragraph 27.0**

**Based on four (4) hours:**

Daily Bus Rate

\$ 338.00

**Regular and Special Education**

**Home-to-School Transportation Extended District School Year\***

**\*All Prices subject to yearly CPI Increases as set forth in Paragraph 27.0**

Daily Rate

Hourly Rate: \$40.19

Daily Bus Rate

\$ 338.00

Extra Curricular hourly rate: \$40.19

Monitors/Aides hourly rate: \$26.31

(See Attachment B, Tabulation 1)

The District requires the Contractor to submit rates for the performance of Extended Year and/or Summer School programs without regard to the current status of these programs in the District. The rates submitted above shall apply to all transportation services provided after the conclusion of the District's normal school year.

In addition to home-to-school transportation, the District expects the Contractor to provide transportation services in support of other District-related activities. If the District requests bus service that conflicts with normal home-to-school service the Contractor shall provide that service to the best of their ability. Conflicting trips will require additional staff beyond the numbers needed to provide regular home-to-school service and will preclude the use of home-to-school vehicles.

**Additional Transportation Services:  
Extracurricular Trips, Mid-Day Runs, And Other District Requested Bus Service**

	Hourly Rate	Mileage Rate	Minimum Call Out Charge
All Bus Capacities	\$ <u>40.19</u>	\$ <u>NA</u>	\$ <u>80.68</u>

*Rates provided for all transportation trips shall begin and end at the transportation center, and shall include total driver's time, including time for bus pre-trip checkout, clean-up, and layover time. For driver's time in excess of forty (40) hours per week, the charge will be one-and-one-half (1 ½) times the hourly rate slated above.*

**Bus Monitors and Bus Aides:** The District may require the use of bus monitors and/or bus aides in the performance of this contract. Billable time is to be based on total driving time including layover time. Monitors or aides working in excess of forty (40) hours in one week shall be billed at one-and-one-half (1 ½) times the hourly rate stated.

Monitors or aides hourly rate: \$ 26.31

**Performance Bond:** The District does not require the Contractor to furnish a performance bond.

**Rates for Video Monitors:** The District may require the use of a video surveillance system.

Video surveillance system daily rate per bus: \$ N/A

Maintenance on District Non-student Transportation: The District may require the Contractor to provide maintenance on District Non-Student Transportation Fleet.

Non-student transportation maintenance hourly labor rate: \$ 50.00.

Asset	Dept	Year	Make	Model	LIC PLT	VIN	Reg #	Operator
1515636	(1) Connally Reg Ed Sp Ed	2015	CHEVY	STARCRAFT	132-7127	1GB3G2BG7F1115636	cap.15	B-48 RT
3106	(3) WF Connally Police Dept	2023	DODGE	CHARGER	9338	2C3COXAT5PH539338		POLICE
8602	(2) WF Connally	1995	FORD	F250	8602	2FTDF15Y75CA38602		DISTRICT
6704	(2) WF Connally	2022	CHEVY	3500HD	6704	1GC4YSE72NF226704		DISTRICT
2267	(3) WF Connally Police Dept	2015	CHEVY	TAHOE	112-3797	1GNLG2E00ERL82267		CONNALLY P/D
6008	(2) WF Connally	2016	CONTINENTAL	CARGO	6008	5NHUVH628GY0260008	TRAILER CARGO	
6380	(3) WF Connally Police Dept	2015	CHEVY	TAHOE	141-9154	1GNCDCE5LR156380		CONNALLY P/D
tank	(2) WF Connally	2020	BAD BOY	747CC MAVERICK	N/A	bmz48kt72506200350		
6455	(2) WF Connally	2005	CHEVY	2500HD	6455	1GCHC23U95F816455		CONNALLY W/F
0272684	(1) Connally Reg Ed Sp Ed	2002	CHEVY	BLUEBIRD	120-6530	1GBM7T1E02J507684	CAP 72	B19 SHUTTLE
2937	(3) WF Connally Police Dept	2016	FORD	F150	103-0501	1FTFW1CF0BKD52937		CONNALLY P/D
MISS ANY	(2) WF Connally	2009	ANY	ANY	ANY	ANY		DISTRICT
0877640	(1) Connally Reg Ed Sp Ed	2008	INTERNATIONAL	3800	119-9040	4DRBUAAN08B559640	cap 77	B-8 RT
2252	(3) WF Connally Police Dept	2020	CHEVY	TAHOE	141-1643	1GNLDC9KR292252		CONNALLY P/D
3298	(2) WF Connally	2015	DODGE	RAM 1500	3298	3C6MR4AJ6FG623298		
4102	(2) WF Connally	2015	CHEVY	2500HD	4102	1GC1CYEG6FF624102		DISTRICT
7560	(4) WF Connally Food Svc	2019	FORD	TRANSIT	136-9944	NMOLS7F2XK1397560		FOOD SERVICE
0472271	(1) Connally Reg Ed Sp Ed	2004	GMC	BIUE BIRD	119-9051	1BAKGC0A84F216271	CAP 72	B36 SPARE
2477677	(1) Connally Reg Ed Sp Ed	2024	INTERNATIONAL	CE300	3677	4DRBUC8N0RB303677	CAP 77	B21 TRIP
0877636	(1) Connally Reg Ed Sp Ed	2008	INTERNATIONAL	3800	128-5764	4DRBUAAN98B559636	cap 77	B-7 RT
1977819	(1) Connally Reg Ed Sp Ed	2019	INTERNATIONAL	CE300	144-9297	4DRBUC8N3KB048819	cap. 77	B-50 TRIP
0877637	(1) Connally Reg Ed Sp Ed	2008	INTERNATIONAL	3800	119-9041	4DRBUAAN08B559637	cap 77	B-5 RT
1277365	(1) Connally Reg Ed Sp Ed	2012	INTERNATIONAL	CE300	111-2253	4DRBUSKN7CB550365	cap 77	B-43 RT
2377471	(1) Connally Reg Ed Sp Ed	2023	INTERNATIONAL	CE300	144-9294	4DRBUC8N8PB023471	cap-77	B-16 TRIP
2177286	(1) Connally Reg Ed Sp Ed	2021	INTERNATIONAL	CE300	138-1775	4DRBUC8N5MB051286	cap 77	B-10 TRIP
0319863	(1) Connally Reg Ed Sp Ed	2003	CHEVY	BLUEBIRD	8863	1GBJG31U331178863	CAP 19	B4 SPARE
1929791	(1) Connally Reg Ed Sp Ed	2019	GMC	2500	136-8937	1HA6GUBGXKN000791	cap 29	B-9 RT
0615715	(1) Connally Reg Ed Sp Ed	2006	GMC	2500	120-6528	1GBJG31UX61203715	cap 15	B-37 RT
1277364	(1) Connally Reg Ed Sp Ed	2012	INTERNATIONAL	CE300	111-2252	4DRBUSKN5CB550364	cap 77	B-42 RT
1177754	(1) Connally Reg Ed Sp Ed	2011	INTERNATIONAL	CE300	109-7405	4DRBUSKN3BB356754	cap 77	B-40 RT
1177752	(1) Connally Reg Ed Sp Ed	2011	INTERNATIONAL	CE300	109-7404	4DRBUSKNXBB356752	cap 77	B-41 RT
8299	(2) WF Connally	2008	FORD	EXPEDITION	8299	1FMFK15568LA78299	CONNALLY W/F	
0877642	(1) Connally Reg Ed Sp Ed	2008	INTERNATIONAL	3800	119-9052	4DRBUAAN48B559642	cap 77	B-6 RT
6108	(2) WF Connally	1999	FORD	F250				
9871	(2) WF Connally	2007	CHEVY	VAN	120-2242	1GBDV13W97D169871		MAINT 14
7675	(2) WF Connally	2022	FORD	F150	2675	1FTMF1C52NKF27675		
0529405	(1) Connally Reg Ed Sp Ed	2005	CHEVY	BLUEBIRD	128-5765	1GBJG31UX51254405	CAP 72	B1 SPARE
1330108	(1) Connally Reg Ed Sp Ed	2013	CHEVY	MICRO BIRD	114-0214	1GB3G3BG7D1189108	cap. 30	B-47 RT
0877638	(1) Connally Reg Ed Sp Ed	2008	INTERNATIONAL	3800	120-2241	4DRBUAAN28B559638	cap 77	B-11 RT
2477676	(1) Connally Reg Ed Sp Ed	2024	INTERNATIONAL	CE300	3676	4DRBUC8N9RB303676	CAP 77	B 20 TRIP
1177753	(1) Connally Reg Ed Sp Ed	2011	INTERNATIONAL	CE300	109-7402	4DRBUSKN1BB356753	cap 77	B-39 RT
9786	(2) WF Connally	2006	CHEVY	2500HD	0786	9786		W/F 18
1011	(2) WF Connally	2008	CHEVY	PICKUP	128-5769	1GCEC19C98Z210118		# 19

9553	(2) WF Connally	1985	DODGE	RAM 3500	123-1750	1B7MD34W0F5519553	MAINT #7
2298	(2) WF Connally	2000	FORD	F150	2298	2298	CONNALY W/F
3981	(2) WF Connally	2022	FORD	F150	3981	1FTBF2A69NEG43981	
7114	(2) WF Connally	1998	FORD	F250	7114	1FTNF20L7XFB17114	W/F 16
0877641	(1) Connally Reg Ed	2008	INTERNATIONAL	CE300	119-9039	4DRBUAAN28B559641	cap 77 B-3 SPARE
0877596	(1) Connally Reg Ed	2009	INTERNATIONAL	3800	119-9055	4DRBUAAN79B668596	cap 77 B-38 RT
1830753	(1) Connally Reg Ed	2018	CHEVY	COLLINS CUT AWA	136-9938	1GB3GRBG3J1285753	cap 30 B-2 RT
1977818	(1) Connally Reg Ed	2019	INTERNATIONAL	CE300	135-6138	4DRBUC8N1KB048818	cap 77 B-49 RT
2677135	(1) Connally Reg Ed	2026	INTERNATIONAL	PB110		4drgvmmnotb428135	
2477973	(1) Connally Reg Ed	2024	INTERNATIONAL	CE300	3973	4DRBUC8N8RB203973	B-22 TRIP
0877639	(1) Connally Reg Ed	2008	INTERNATIONAL	3800	120-6327	4DRBUAAN48B559639	cap 77 B=14 RT
7442	(2) WF Connally	2022	FORD	F150	27442	1FTMFTC51NKF27442	
2477974	(1) Connally Reg Ed	2024	INTERNATIONAL	CE300	3974	4DRBUC8N8RB203974	B-23 TRIP
1577776	(1) Connally Reg Ed	2015	INTERNATIONAL	CE300	114-0223	4DRBUC8NFB642776	cap 77 B-46 RT
3556	(2) WF Connally	2006	FORD	F250	142=8063	1FTNF20557EA23556	
2177724	(1) Connally Reg Ed	2021	INTERNATIONAL	CE300	144-9276	4DRBUC8N3MB051724	cap. 77 B-12 TRIP
2030358	(1) Connally Reg Ed	2020	CHEVY	COLLINS CUT AWA	9358	1HA6GUBG6LN009358	cap 30 B-15 TRIP
2578	(2) WF Connally	2020	FORD	EXPEDITION	2578	1FMJK1FTXLEA22578	DISTRICT
6785	(2) WF Connally	2010	FORD	F150	6785	1FTMF1CW5AKE46785	MAINT # 9
1377042	(1) Connally Reg Ed	2013	INTERNATIONAL	CE300	4042	4DRBUAAN8DB324042	CAP 77 B44 RT
1577775	(1) Connally Reg Ed	2015	INTERNATIONAL	CE300	144-0222	4DRBUC8N2FB642775	CAP 77 B-45 RT

**Connally Independent School District**

***Board of Trustee Meeting Agenda Item***

***June 23, 2026***

**Item:** Records Management Officer in Accordance with Policy CPC (Local)

**Contact Person:** Hermann Pereira

**Presented for:** Action

**Supporting Documents:** Attached

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**Background Information:**

Dr. Gutierrez will serve as the records management officer for Connally ISD in accordance with CPC (LOCAL).

Hermann Pereira will serve as the CISD's records administrator and will perform all necessary records management functions.

In accordance with Texas statutory requirements, the Superintendent is designated to execute all legal records management and public information duties for the district. Specifically, the Superintendent serves as the district's:

- **Records Management Officer (RMO):** Administers the records program in compliance with the Local Government Records Act.
- **Officer for Public Information & Coordinator:** Manages open records requests and mandatory state transparency compliance.
- **Conflict of Interest Records Administrator:** Oversees the filing of required statutory disclosure statements.

This item ensures official district alignment with all applicable state and federal compliance tracking.

**Fiscal Implications:**

None

**Administrative Recommendation(s):**

The administration recommends that the Board of Trustees approve the selection of records manager and records administrator.



# Form SLR 504 – Designation of Local Government Records Management Officer For non-elected offices in Texas

*Submitted pursuant to Local Government Code §203.025*

Before filling out this form, ensure that the Records Management policy approved by your governing body under Local Government Code, §203.026 has designated your position as the Records Management Officer (RMO). If the position in the policy has changed, or if the policy names an individual who is no longer serving as RMO, a new policy must be filed with this form.

### Records Management Officer (RMO) Contact Information:

Name of Local Government: Connally ISD

Position/Title Designated in Policy: Superintendent

Name of Individual Designated as RMO: Josie Gutierrez

Mailing Address: 200 Cadet Way

City: Waco Zip Code: 76705

Business email: jgutierrez@connally.org Phone: 254-296-6460

Please subscribe me to The Texas Record for news and training information. <https://www.tsl.texas.gov/slr/blog/>

RMO Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please mail original, signed form within 30 days of RMO change to:

State and Local Records Management Division  
Texas State Library and Archives Commission  
P.O. Box 12927  
Austin, TX 78711-2927

Access and download forms, publications and retention schedules  
on our website: <https://www.tsl.texas.gov/slr>

For more assistance: 512-463-7610  
[slrinfo@tsl.texas.gov](mailto:slrinfo@tsl.texas.gov)

**Connally Independent School District**

***Board of Trustee Meeting Agenda Item***

***June 23, 2026***

**Item:** Consolidation of Connally Early Childhood Center, Connally Primary, and Connally Elementary

**Contact Person:** Dr. Ricky Edison

**Presented for:** Approval

**Supporting Documents:** None

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**Background Information:**

As part of the District's ongoing efforts to improve student outcomes, maximize operational efficiency, and strengthen learning environments, Connally ISD will consolidate its elementary campus footprint beginning in the 2026–2027 school year. Under these consolidation efforts, Connally Early Childhood School (CDCN 161-921-101) and Connally Primary School (CDCN 161-921-106) will be consolidated into Connally Elementary School (CDCN 161-921-104).

The consolidation will create a more unified Pre-K through fifth grade learning experience, allowing the district to strategically align instructional resources, staffing, and support services to better meet student needs. In addition, centralizing multiple grade levels with state-tested subjects on a single campus will strengthen instructional continuity, improve coordination of academic interventions, and enhance the district's ability to monitor and support student performance.

This consolidation is part of the district's broader effort to operate more efficiently while creating stronger educational environments that provide equitable access to high-quality instruction and resources for all students.

**Fiscal Implications:**

This consolidation will generate operational savings by closing and reducing maintenance overhead on the aging elementary campus infrastructure. Resources will be reallocated to optimize staff placement, reduce duplicate facility utility costs, and efficiently manage instructional supplies across the newly streamlined campuses.

**Administrative Recommendation(s):**

The administration recommends that the Board of Trustees approve the consolidation of Connally Early Childhood School (161-921-101) and Connally Primary School (161-921-106) into Connally Elementary School (161-921-104) effective for the 2026–2027 school year; therefore, authorizing the administration to submit all required campus realignment and CDCN status updates to the Texas Education Agency (TEA).

**Connally Independent School District**  
***Board of Trustee Meeting Agenda Item***

***June 23, 2026***

**Item:** Signature Card Updates with American Bank

**Contact Person:** Dr. Ricky Edison

**Presented for:** Information and Approval

**Supporting Documents:** Attached list of names and actions

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**Background Information:**

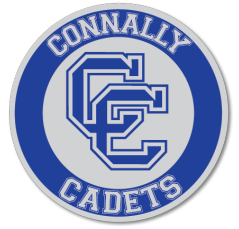
As Dr. Gutierrez was named Superintendent of Connally ISD on May 6, 2026, immediate action had to be taken to remove and add individuals to Bank Accounts and Signature Cards. This is the formal approval of all actions taken with American Bank for Connally ISD.

**Fiscal Implications:**

None

**Administrative Recommendation(s):**

Approve that the following people be removed from Bank Accounts and Signature Cards and added to Bank Accounts and Signature Cards.



# *Connally Independent School District*

*200 Cadet Way  
Waco, TX 76705*

The following people will be **removed** from the following accounts:

- Jill Bottelberghe from all Connally ISD Accounts and signature cards
- David Timmons from all Connally ISD Accounts and signature cards
- Steven Carter from all Connally ISD Accounts
- Heather Johnson from all Connally ISD Accounts
- Christy Bowling from Early Childhood Activity Account
- Misty Gerik from Primary Active Account
- Demetrius Ellis from Elementary Activity Account
- Jon Shaw from Junior High Activity Account
- Hermann Pereira from High School Activity Account
- Shanna Sanders from Police Activity Account

The following people will be **added** to the following accounts:

- Josie Gutierrez to all Connally ISD Accounts and signature cards
- Jennifer Moss to all Connally ISD Accounts and signature cards
- Elizabeth Burnett to Early Childhood, Primary, and Elementary Activity Accounts
- Dr. Monte Demars to Junior High Activity Accounts
- Jessica Weeks to High School Activity Account