

Agenda of Regular Meeting

The Board of Trustees Brock ISD

A Regular Meeting of the Board of Trustees of Brock ISD will be held May 11, 2026, beginning at 6:00 PM in the Brock High School Cafeteria.

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

- A. CALL TO ORDER
- B. INVOCATION
- C. PLEDGE OF ALLEGIANCE AND TEXAS PLEDGE
- D. ESTABLISH QUORUM
- E. BROCK SPOTLIGHT
 - BJHS Theater
 - BJHS Choir
 - BHS UIL Academics
 - BHS Yearbook
 - FFA
 - BHS Track
 - BHS Golf
 - BHS Tennis
- F. PUBLIC COMMENT
 - 1. Items on the Agenda
 - 2. Items not on the Agenda
- G. CONSENT AGENDA
 - 1. Approve Minutes of April 13, 2026 Regular Meeting
 - 2. Financial Reports
 - 3. Region 11 Contract Summary for the 2026-2027 school year
- H. SUPERINTENDENT REPORT
 - 1. Update on school business, activities and future events
 - 2. Update on the Multipurpose Student Center
- I. BUSINESS DISCUSSION
 - 1. Discussion regarding Brock ISD Booster Club Partnership Decision-Making Framework: *Item Requested by Toby Farmer*
 - 2. Discussion of Board Preparation Standards: *Item Requested by Toby Farmer*
 - 3. 2026-2027 Budget Workshop #2
- J. BUSINESS ACTION
 - 1. Consider approval of 2026-2027 Brock ISD Compensation Plan
 - 2. Discuss and consider approval of revised policy DED(LOCAL)
 - 3. Discuss and consider approval of June Board Meeting date change to June 22, 2026

4. Consider approval to amend the 2025-2026 Fund 240 and 491 Student Nutrition Operating Budgets as requested by the Director of Food and Nutrition Services
- K. CLOSED SESSION, PURSUANT TO TEXAS GOVERNMENT CODE, SECTIONS 551.071 THROUGH 551.087
1. Deliberation regarding security devices (551.076)
 - a. Review of recommended Guardians
 2. Personnel (551.074)
 3. Personally identifiable information about public school student (551.0821)
- L. RECONVENE FROM CLOSED SESSION, FOR ACTIONS RELATIVE TO ITEMS CONSIDERED DURING CLOSED SESSION
1. Action on Matters in Closed Session.
 - a. Consider approval of recommended Guardians
- M. ADJOURN

The agenda for this meeting was posted in compliance with the Texas Open Meeting Act on May 5, 2026 at 3:00pm.



For the Board of Trustees

IN ACCORDANCE WITH TEXAS GOVERNMENT CODE SUBTITLE A, CHAPTER 551, OPEN MEETINGS, THE BOARD MAY ADJOURN INTO EXECUTIVE SESSION.



BROCK ISD Contract Summary Report

Last Year Enrollment: 2187

<u>Contract</u>	<u>Lock Date</u>	<u>Enroll Start</u>	<u>Enroll End</u>	<u>Total</u>
Benefits Co-op	04/04/2026	09/01/2026	08/31/2027	--
Comprehensive Services Basic Contract	04/04/2026	09/01/2026	08/31/2027	\$650.00
Eduphoria	04/04/2026	09/01/2026	08/31/2027	\$17,220.00
HR Systems	04/04/2026	09/01/2026	08/31/2027	\$2,909.50
Human Resources Services	04/04/2026	09/01/2026	08/31/2027	\$1,000.00
Instructional Solutions and Support	04/07/2026	09/01/2026	08/31/2027	\$19,030.00
Management Information Systems Software & Support Service (ASCENDER Student and Business)	04/27/2026	09/01/2026	08/31/2027	\$19,033.02
OnDataSuite	04/07/2026	09/01/2026	08/31/2027	\$6,750.00
Superintendent & School Board Member Training	04/04/2026	09/01/2026	08/31/2027	\$1,000.00
Technology Resources Education Consortium (TREC)	04/04/2026	09/01/2026	08/31/2027	\$11,893.00
Technology Services	04/27/2026	09/01/2026	08/31/2027	--
TEKSbank	04/04/2026	09/01/2026	08/31/2027	\$7,308.55
Texas Curriculum Management Program Cooperative (Formerly TEKS Resources)	04/04/2026	09/01/2026	08/31/2027	\$14,169.80
TSDS (PEIMS, TIMS, UID, Core Collections)	04/04/2026	09/01/2026	08/31/2027	\$5,455.00
TxTracts	04/27/2026	09/01/2026	08/31/2027	\$2,500.00

Each party paying for the performance of governmental functions or services must make those payments from current revenues available to the paying party.

Signature of Board President or Designee

Date Approved by Board of Trustees

Signature of Superintendent or Designee

Date

Designated District Contact

E-mail of District Contact

Please fax or e-mail to:
Education Service Center Region 11
Attn: Dr. Brad Schnaut
1451 S. Cherry Lane
White Settlement, Texas 76108
Fax (817) 740-7675
bschnautz@esc11.net

For additional information, contact:
Dr. Brad Schnautz
(817) 740-3630
bschnautz@esc11.net

ESC Region 11 Executive Director Sign

May 2026

BROCK ISD MULTIPURPOSE STUDENT CENTER



May 11, 2026



Looking Northwest

May 2026



Looking Southeast

May 2026





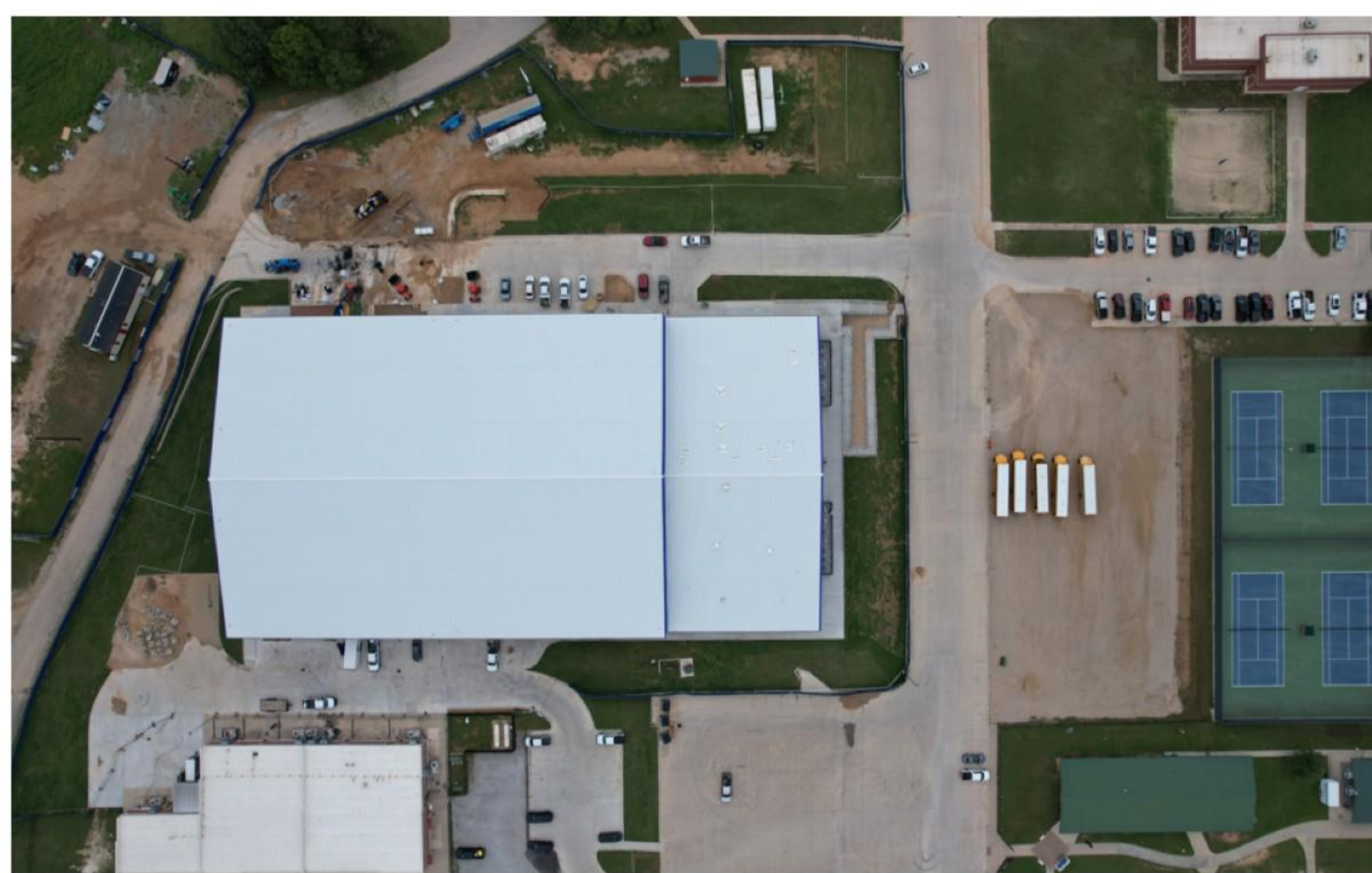
Looking Northeast

May 2026



Looking Southwest

May 2026



Top view

May 2026



Practice Field Area Progress



Practice Field Area Progress



Plumbing Fixtures and Accessories in Restrooms



Band Hall Work Progress



Cabinets in Training Room Installed

Thank you, Brock ISD.

Questions?



Budget Workshop #2

2026-2027

May 11, 2026



GUIDING BUDGET PRINCIPLES

1. Maintain Efficient Staffing Ratios
2. Use Conservative Budgeting Practices
3. Establish and Maintain Innovative Streams of Revenue
4. Ensure Fiscal Transparency
5. Establish and Maintain General Culture of Fiscal Efficiency



2025 -2026

As of 5th Six Weeks



RADA & Enrollment – As of 5th Six Weeks

Refined ADA

Enrollment

EOY:

2019-2020:	1513	(+89)	1602	(+92)
2020-2021:	1677	(+164)	1759	(+157)
2021-2022:	1914	(+237)	2002	(+243)
2022-2023:	1972	(+58)	2080	(+78)
2023-2024:	2046	(+74)	2171	(+91)
2024-2025:	2043	(-3)	2191	(+20)

Current:

2025-2026:	2056	(+13)	2192	(+1)
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2026-2027

Budget Look Ahead



Board Adopts 3 Governmental Funds

At Functional Level (11, 12, 21, etc.)

1. Fund 199 - General Operating Fund
2. Fund 513 - Debt Service Fund
3. Fund 240/491 - National School Breakfast & Lunch Program



2026 PCAD Certified Estimates

(Released April 23, 2026)

1. Estimated Total Net Taxable - \$1,612,279,986 (5.7% increase)
2. Estimated Freeze Adjusted Taxable - \$1,377,586,007
3. Estimated Frozen Taxable Value - \$ 234,693,979
4. Estimated Frozen Actual Tax - \$1,356,707



2026 – 2027 Budget Assumptions

Conservative Budget based on:

1. 95% Attendance Rate District Wide
2. 98% Tax Collection Rate
3. Higher Estimated T2 Comptroller Certified Taxable Values (Based on PCAD Net Taxable Estimates)
4. 0 New Student Growth – 2192 Current Enrollment
5. All Student Weights Carried Forward



Refined ADA & Enrollment

	<u>Refined ADA</u>		<u>Enrollment</u>	
<u>EOY:</u>				
2019-2020:	1513	(+89)	1602	(+92)
2020-2021:	1677	(+164)	1759	(+157)
2021-2022:	1914	(+237)	2002	(+243)
2022-2023:	1972	(+58)	2080	(+78)
2023-2024:	2046	(+74)	2171	(+91)
2024-2025:	2043	(-3)	2191	(+20)
 <u>Current:</u>				
2025-2026:	2056	(+13)	2192	(+1)



2026 – 2027 Budget Overview

Estimated Revenue:

Local (Taxes/Other)	\$ 11,000,000
State (FSP/ASF)	\$ 12,875,000
TRS On-Behalf	\$ 1,044,000
Federal (SHARS)	\$ <u>0</u>
Total:	\$ 24,919,000

- Note:

- Projected Max Compression Rate (MCR) will be $.5981 + \text{TRE} = \$.7364$
- Will not know final MCR until State Comptroller releases in early August after Certified Values are released
- All Tier One (MCR) rates must be within 10% of each other

26

Source: SOF Release 10-SB2



State Allotment Spending Requirements

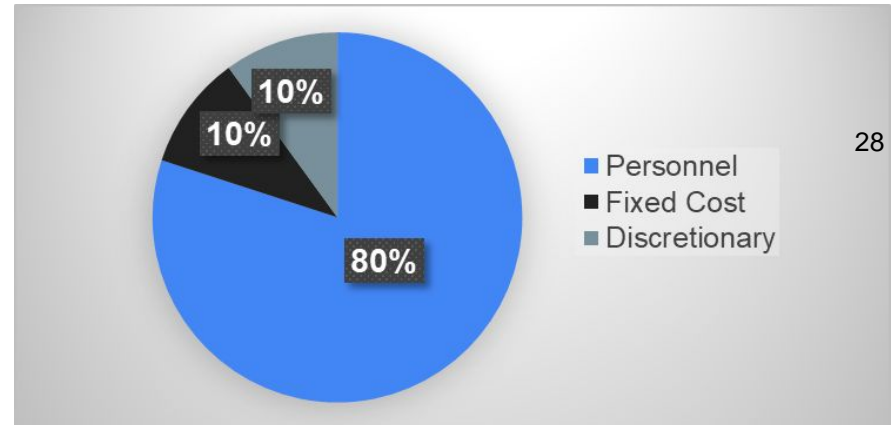
1. Special Education Allotment (55%)
2. Dyslexia Allotment (100%)
3. Compensatory Education (55%)
4. Bilingual Education (55%)
5. Career & Technology (55%)
6. Early Education Allotment (100%)
7. Gifted & Talented (100%)
8. College, Career & Military Readiness Outcomes Bonus (CCMR) (55%)



2026 – 2027 Budget Overview

Estimated Expenditures:

61XX	\$ 19,935,200
62XX, 63XX, 64XX, 66XX	<u>\$ 4,983,800</u>
Total	\$ 24,919,000





Brock ISD Balanced Scorecard

PRIORITY 2 - STAFF: TEACHER EXCELLENCE & COMPETITIVE COMPENSATION	
STRATEGIC OBJECTIVES: "WHAT?"	ANNUAL GOALS: 2025-2026
2.3 Retain High-Quality Staff by Offering Competitive Incentives	Brock ISD will increase staff salaries to be $\geq 87\%$ of market by June 2026



2026-2027 Compensation Recommendations

- Comprehensive pay scale update for all job families, to include a General Pay Increase of 4% of the market median for each job family
- Minor adjustments to stipend schedules



Side-by-Side comparison
of Teacher Pay Scale:

2025-2026 vs. 2026-2027

YEARS OF EXPERIENCE	2025-2026 CURRENT SALARY	2026-2027 PROPOSED SALARY
0	\$42,500	\$48,300
1	\$43,600	\$48,500
2	\$44,100	\$48,700
3	\$48,100	\$50,280
4	\$48,600	\$50,780
5	\$53,100	\$56,630
6	\$53,600	\$56,930
7	\$54,100	\$57,230
8	\$54,600	\$57,530
9	\$55,200	\$57,830
10	\$55,700	\$59,030
11	\$56,700	\$59,330
12	\$57,800	\$59,630
13	\$58,800	\$60,480
14	\$60,100	\$61,480
15	\$61,000	\$62,780
16	\$62,100	\$63,680
17	\$62,900	\$64,780
18	\$63,900	\$65,580
19	\$64,900	\$66,580
20	\$65,700	\$67,580
21	\$66,500	\$68,380
22	\$67,200	\$69,180
23	\$68,000	\$69,880
24	\$68,750	\$70,680
25	\$69,260	\$71,430
26	\$69,800	\$71,940
27	\$70,500	\$72,480
28	\$70,800	\$73,180
29	\$71,600	\$73,480
30	\$71,800	\$74,280
31	\$73,400	\$74,480
32	\$74,100	\$76,080
33	\$74,400	\$76,780
34	\$74,900	\$77,080
35	\$76,200	\$77,580
36	\$77,500	\$78,880
37	\$78,725	\$80,180
38	\$80,000	\$81,405
39	\$81,200	\$82,680
40	\$82,400	\$83,880

Current Market Median		
Value	Compare Before	Compare After

0 Years

53,000	80%	91%
--------	-----	-----

5 Years

62,549	85%	91%
--------	-----	-----

10 Years

65,068	86%	91%
--------	-----	-----

15 Years

68,736	89%	91%
--------	-----	-----

20 Years

71,384	92%	95%
--------	-----	-----



Years of Experience	New Hire Salary
UC0	\$48,000
0	\$48,300
1	\$48,500
2	\$48,700
3	\$50,280
4	\$50,780
5	\$56,630
6	\$56,930
7	\$57,230
8	\$57,530
9	\$57,830
10	\$59,030
11	\$59,330
12	\$59,630
13	\$60,480
14	\$61,480
15	\$62,780
16	\$63,680
17	\$64,780
18	\$65,580
19	\$66,580
20	\$67,580
21	\$68,380
22	\$69,180
23	\$69,880
24	\$70,680
25	\$71,430
26	\$71,940
27	\$72,480
28	\$73,180
29	\$73,480
30	\$74,280
31	\$74,480
32	\$76,080
33	\$76,780
34	\$77,080
35	\$77,580
36	\$78,880
37	\$80,180
38	\$81,405
39	\$82,680
40+	\$83,880

Current Market Median		
Value	Compare Before	Compare After
<i>0 Years</i>		
53,000	80%	91%

<i>5 Years</i>		
62,549	85%	91%

<i>10 Years</i>		
65,068	86%	91%

<i>15 Years</i>		
68,736	89%	91%

<i>20 Years</i>		
71,384	92%	95%



2026-2027 Budget Planning

Budget Increases

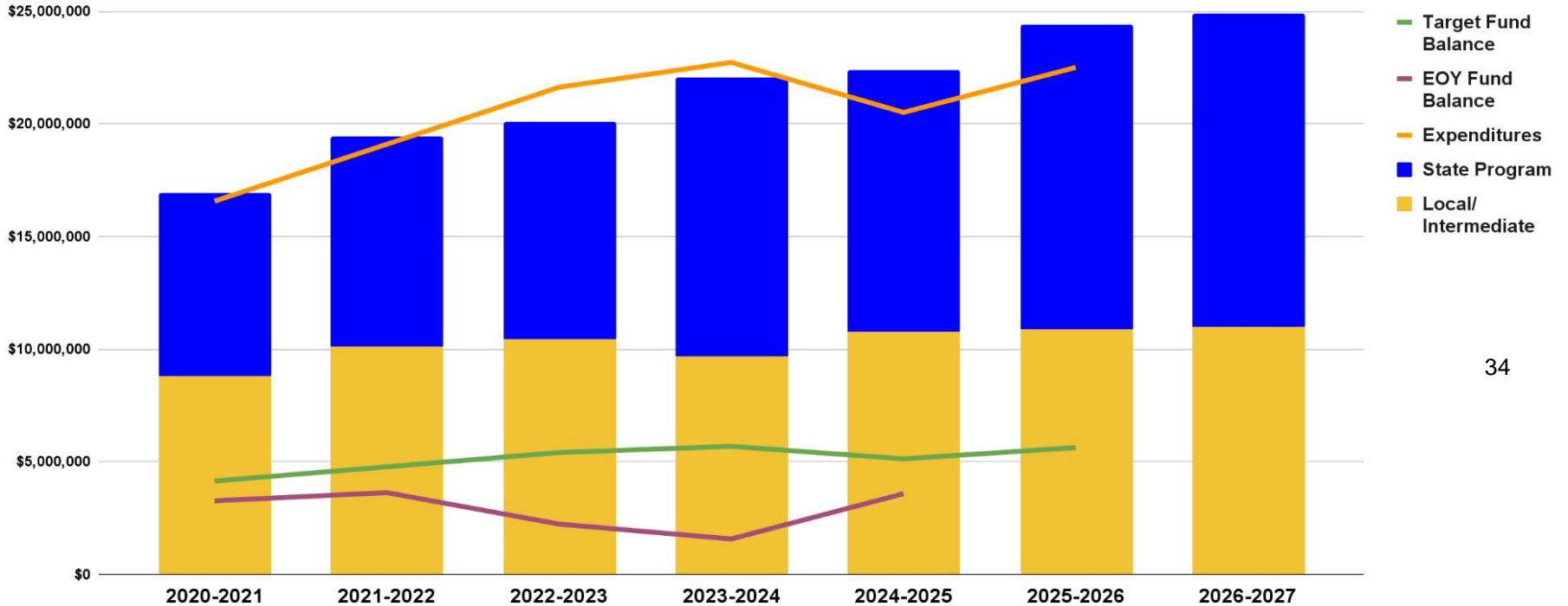
1. Property Insurance Increase
 - a. New Multi-Purpose - \$61,000
2. Parker County Appraisal District
3. Other unknown increases in Current Fixed Costs
4. Capital Improvements
5. Recapture Payment

Budget Decrease

1. Parker County Special Education Co-Op
 - a. Restructure of Expenditure Methodology
 - b. Estimated \$150,000 Decrease

Revenue/Expenditures

ESTIMATE as of 5th Six Weeks





2026-2027 I&S Budget Overview

Estimated Revenue:

Local (Taxes/Other)	\$ 7,275,000
State (IFA/EDA/ASAHE)	<u>\$ 1,700,000</u>
Total:	\$ 9,075,000

Fund Balance Offset: \$ 131,000

Total Revenue: \$ 9,106,000

Debt Obligation:

Principal, Interest, Fees \$ 9,106,000



2026-2027 Child Nutrition

Estimated Revenue:

240 -	\$670,000
<u>491 -</u>	<u>\$375,000</u>
Total	\$1,045,000

Estimated Expenditures:

240 -	\$740,000
<u>491 -</u>	<u>\$305,000</u>
Total	\$1,045,000



Budget Timeline

1. April - Budget Workshop #1
 1. 2026-2027 Budget Intro/Overview

2. May - Budget Workshop #2
 1. PCAD Estimates Released
 2. Compensation Recommendation

3. June - Budget Workshop #3
 1. 2026-2027 Budget Adoption

4. August/September - 2026-2027 Tax Rate Adoption



Questions?

**BROCK INDEPENDENT
SCHOOL DISTRICT**

COMPENSATION PLAN 2026-2027

Guided by our traditions.
Inspired by our possibilities.
Committed to excellence.



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2026-2027 New Hire Guide for Teachers

Years of Experience	New Hire Salary
UC0	\$48,000
0	\$48,300
1	\$48,500
2	\$48,700
3	\$50,280
4	\$50,780
5	\$56,630
6	\$56,930
7	\$57,230
8	\$57,530
9	\$57,830
10	\$59,030
11	\$59,330
12	\$59,630
13	\$60,480
14	\$61,480
15	\$62,780
16	\$63,680
17	\$64,780
18	\$65,580
19	\$66,580
20	\$67,580



2026-2027 New Hire Guide for Teachers (contd.)

Years of Experience	New Hire Salary
21	\$68,380
22	\$69,180
23	\$69,880
24	\$70,680
25	\$71,430
26	\$71,940
27	\$72,480
28	\$73,180
29	\$73,480
30	\$74,280
31	\$74,480
32	\$76,080
33	\$76,780
34	\$77,080
35	\$77,580
36	\$78,880
37	\$80,180
38	\$81,405
39	\$82,680
40+	\$83,880

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$1,000 Master's Degree - General Stipend
\$1,000 Doctorate Degree - General Stipend



2026-2027 Clerical/Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$14.00	\$17.33	\$20.66
	Aide - Pre-K	170	170 Days	19,040	23,569	28,098
	Aide - Sp Ed General	170				
	Aide - Teacher	170				
2			Hourly	\$15.00	\$18.57	\$22.14
	Aide - Sp Ed High Needs	170	170 Days	20,400	25,255	30,110
3			Hourly	\$16.00	\$19.81	\$23.62
	Receptionist - HS	170	170 Days	21,760	26,942	32,123
	Receptionist - IS	180	180 Days	23,040	28,526	34,013
	Registrar - ES	185, 190	185 Days	23,680	29,319	34,958
	Registrar - IS	185	190 Days	24,320	30,111	35,902
4			Hourly	\$17.00	\$21.04	\$25.08
	Admin Asst - ES	185	185 Days	25,160	31,139	37,118
	Admin Asst - JH	190	190 Days	25,840	31,981	38,122
	Clerk - Attendance HS	190				
	Registrar - HS	190				
5			Hourly	\$21.75	\$26.93	\$32.11
	Admin Asst - HS	205	205 Days	35,670	44,165	52,660
6			Hourly	\$23.00	\$28.48	\$33.96
	Coordinator - Accounts Payable	205	170 Days	31,280	38,733	46,186
	Coordinator - Payroll	205	205 Days	37,720	46,707	55,694
	LVN	170				



2026-2027 Auxiliary Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Cafeteria Worker	170	\$14.25	\$17.38	\$20.51
	Custodian	241	170 Days	241 Days	241 Days
2					
	Manager - Cafeteria ES	170	\$16.50	\$20.12	\$23.74
	Manager - Cafeteria IS	170	170 Days	170 Days	170 Days
	Manager - Cafeteria JH	170			
3					
	Computer Technician	241	\$19.50	\$23.78	\$28.06
	Maintenance Worker	241	170 Days	241 Days	241 Days
	Manager - Cafeteria HS	170			
4					
	Mechanic	241	\$25.50	\$31.10	\$36.70
			241 Days	241 Days	241 Days



2026-2027 Administrative/Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$224.91	\$270.00	\$315.09
	Coordinator - PEIMS	205	205 Days	46,107	55,350	64,593
	Exec Asst - Superintendent	205				
	Lead Computer Technician	205				
2			Daily	\$258.65	\$310.50	\$362.35
	Director - Custodial Services	241	190 Days	49,144	58,995	68,847
	Director - Food Services	190	241 Days	62,335	74,831	87,326
	Director - Maintenance	241				
	Director - Transportation	241				
3			Daily	\$284.51	\$341.55	\$398.59
	Counselor - ES	190	170 Days	48,367	58,064	67,760
	Counselor - IS	190	175 Days	49,789	59,771	69,753
	Librarian	180	180 Days	51,212	61,479	71,746
	Nurse	170, 175	190 Days	54,057	64,895	75,732
4			Daily	\$312.97	\$375.71	\$438.45
	Assoc Principal - ES	190	190 Days	59,464	71,385	83,306
	Asst Principal - IS	190	200 Days	62,594	75,142	87,690
	Counselor - HS	200				
	Counselor - JH	190				
5			Daily	\$331.74	\$398.25	\$464.76
	Asst Principal - HS	200	190 Days	63,031	75,668	88,304
	Asst Principal - JH	190	200 Days	66,348	79,650	92,952
6			Daily	\$364.92	\$438.08	\$511.24
	Director - Human Resources	205	205 Days	74,809	89,806	104,804
	Director - Safety & Security	205				
	Director - Student Support Svcs	205				
	Principal - ES	205				
	Principal - IS	205				



2026-2027 Administrative/Professional Pay Plan (contd.)

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
7	Director - Athletics & Facilities	205	Daily	\$390.47	\$468.75	\$547.03
	Principal - JH	205	205 Days	80,046	96,094	112,141
8	Exec Director - Technology	205	Daily	\$409.99	\$492.19	\$574.39
	Principal - HS	205	205 Days	84,048	100,899	117,750
9	Asst Superintendent	205	Daily	\$463.29	\$556.17	\$649.05
	Chief Financial Officer	205	205 Days	94,974	114,015	133,055

2026-2027 General Stipends List

2026-2027 BROCK ISD STIPEND LIST	
GENERAL STIPENDS	STIPEND AMOUNT
Yearbook Sponsor - Elementary	\$ 1,500.00
Yearbook Sponsor - Intermediate	\$ 1,500.00
Yearbook Sponsor - JH/HS	\$ 4,000.00
NJHS Sponsor	\$ 1,200.00
NHS Sponsor	\$ 1,200.00
STUCO Sponsor - JH	\$ 1,200.00
STUCO Sponsor - HS	\$ 1,200.00
Robotics Sponsor - JH	\$ 1,000.00
Robotics Sponsor - HS	\$ 4,000.00
Archery Sponsor - HS	\$ 4,000.00
Fishing Sponsor - HS	\$ 3,000.00
HOSA Sponsor - HS	\$ 1,000.00
Graduation Coordinator - HS	\$ 750.00
Prom Sponsor - HS	\$ 1,500.00
Master's Degree	\$ 1,000.00
Doctorate Degree	\$ 1,000.00
Fall Festival Lead	\$ 500.00

2026-2027 Academic Stipends List

ACADEMIC STIPENDS	STIPEND AMOUNT
ESL Coordinator	\$ 1,000.00
GT Coordinator	\$ 1,000.00
Adobe/Mos - HS	\$ 750.00
Band Director	\$ 7,000.00
Assistant Band Director	\$ 4,000.00
Color Guard Director - JH/HS	\$ 5,000.00
Choir - JH/HS	\$ 5,000.00
Theatre Director	\$ 3,000.00
Theatre Assistant Director	\$ 2,000.00
Ag Stipend - JH	\$ 3,000.00
Ag Stipend - HS	\$ 5,000.00
Lead Librarian	\$ 3,000.00
Lead Teacher	\$ 750.00
UIL Director - Elementary	\$ 1,250.00
UIL Director - JH	\$ 1,500.00
UIL Sponsor - per event	\$ 200.00
UIL Director - HS	\$ 3,000.00
UIL Assistant Director - HS	\$ 1,500.00
UIL Sponsor - per event	\$ 300.00
UIL Regional - per event	\$ 400.00
UIL State - per event	\$ 500.00
UIL - per Saturday event	\$ 150.00
UIL - per virtual event	\$ 75.00
One Act Play Director - JH/HS	\$ 5,000.00

2026-2027 Athletic Stipends List

ATHLETIC STIPENDS	STIPEND AMOUNT
Cheer Coach - JH	\$ 2,500.00
Cheer Coach - JV	\$ 3,000.00
Cheer Coach - Varsity	\$ 5,000.00
Head Coach:	
Basketball	\$ 6,000.00
Softball	\$ 6,000.00
Baseball	\$ 6,000.00
Cross Country	\$ 6,000.00
Track	\$ 6,000.00
Tennis	\$ 6,000.00
Golf	\$ 6,000.00
Wrestling	\$ 6,000.00
Assistant Coach:	
HS - all sports (excluding football)	\$ 3,000.00
JH - all sports	\$ 2,000.00
Football:	
Assistant Coach - HS	\$ 5,000.00
Offensive Coordinator	\$ 3,000.00
Defensive Coordinator	\$ 3,000.00
Powerlifting Coach	
Head Coach	\$ 3,000.00
Assistant Coach	\$ 1,500.00
Weights	\$ 1,000.00