



AGENDA

for the

Regular Meeting

of the

Board of Trustees

**JIM PLYLER INSTRUCTIONAL COMPLEX
807 W. GLENWOOD
DR. JACK L. DAVIDSON CONFERENCE CENTER**

July 20, 2026

5:00 p.m.

NOTICE OF REGULAR MEETING OF THE TYLER INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Notice is hereby given that on Monday, July 20, 2026, the Board of Trustees of the Tyler Independent School District will hold a regular meeting at 5:00 p.m. at the Jim Plyler Instructional Complex, 807 W. Glenwood, Tyler, Texas. The subjects to be discussed are listed on the agenda which is attached to and made a part of this Notice.

Individuals with disabilities are entitled to have access to and participate in public meetings. An individual requiring an accommodation for access to the meeting must notify the Tyler Independent School District by informing the district's ADA coordinator, in writing 24 hours prior to the scheduled meeting of the necessity of an accommodation. Upon receipt of this request, the district will furnish appropriate auxiliary aides and services when necessary to afford an individual with a disability an equal opportunity to participate in and enjoy the benefits of the board meeting as nonhandicapped individuals enjoy.

If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed or executive meeting or session of the Board of Trustees is required, then such closed or executive meeting or session as authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed or executive meeting or session concerning any and all purposes permitted by the Act.

Texas Government Code Section:

551.071	Private consultation with the board's attorney.
551.072	Discussing purchase, exchange, lease, or value of real property.
551.073	Discussing negotiated contracts for prospective gifts or donations.
551.074	Discussing personnel or to hear complaints against personnel.
551.076	Considering the deployment, specific occasions for, or implementation of, security personnel or devices.
551.082	Considering discipline of a public school child, or complaint or charge against personnel.
551.083	Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives to follow, in consultation with representatives of employee groups.
551.084	Excluding witnesses from a hearing.

Should any final action, final decision, or final vote be required in the opinion of the School Board with regard to any matter considered in such closed or executive meeting, then the final action, final decision, or final vote shall be either:

- (a) in the open meeting covered by the Notice upon the reconvening of the public meeting; or
- (b) at a subsequent public meeting of the School Board upon notice thereof; as the School Board shall determine.

**TYLER INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES**

Monday, July 20, 2026

**REGULAR BOARD MEETING
5:00 P.M.**

**JIM PLYLER INSTRUCTIONAL COMPLEX
807 W. GLENWOOD
DR. JACK L. DAVIDSON CONFERENCE CENTER**

AGENDA

- I. Call to Order
- II. First Order of Business - Announcement by the Chairman as to the presence of a quorum, that the meeting has been duly called and that notice of the meeting has been posted in the time and manner required.
- III. Public Participation
- IV. Consider approval of Compensation Structure for 2026-2027 4
- V. Continuous Improvement/Student Outcomes 21
 - A. Visual and Performing Arts Update
- VI. Executive Session will be held for the purposes authorized by the Texas Open Meetings Act, Texas Government Code Section 551.071 et seq. concerning any and all purposes permitted by the Act.
 - A. Texas Government Code Section 551.071
 - I. When the governmental body seeks the advice of its attorney about pending or contemplated litigation or a settlement offer or
 - II. On a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.
 - III. Consider legal advice regarding personnel and related action items.
 - B. Texas Government Code Section 551.072
 - I. Discussing purchase, exchange, lease, or value of real property
 - C. Texas Government Code Section 551.074
 - I. Consider hiring of professional personnel
 - II. Consider renewals, non-renewals, contract abandonments and terminations of contracts for professional personnel. (To deliberate the appointment, employment, evaluation, reassignment, duties, and contracts of employees.)
 - D. Texas Government Code Section 551.076
 - I. Considering the deployment, specific occasions for, or implementation of, security personnel or devices.
 - II. DVA Report and DAR Report for State Compliance Pursuant to Texas Education Code 37.108
- VII. Reconvene from Executive Session
- VIII. 7:00 p.m. Prayer and Pledge of Allegiance - Mr. Martinez
- IX. Consider action on items discussed in Executive Session

	A. Consider board approval of hiring of professional personnel.	
	B. Consider renewals, non-renewals, contract abandonments and terminations of contracts for professional personnel. (To deliberate the appointment, employment, evaluation, reassignment, duties, and contracts of employees.)	
X.	Personnel Announcements	
XI.	Public Participation	
XII.	Continuous Improvement/Student Outcomes	
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	A. Consider approval of Minutes of June 15, 2026 Regular Meeting	23
	B. Consider approval of Board Secretary	45
	C. Consider approval of 2025-2026 Amended Budget	46
	D. Consider approval of Gifts and Donations	49
	E. Consider approval of Activity Bus Exterior Modifications	50
	F. Consider approval of Agreement for Communication Services and Subscription with Aptegy	51
	G. Consider approval of PracticePlan Facility Rental Management Software Agreement	52
	H. Consider approval of TASB Localized Policy Update 127 - BJCF, CAA, DC, DH, DP, DPA, DPB, EHBB, FFF	53
	I. Consider approval of Master Intergovernmental Cooperative Purchasing Agreement with Equalis Group LLC for the Equalis Group Purchasing Program in conjunction with Region 10 Education Service Center	77
	J. Consider approval of Re-Affirming use of District Purchasing Cooperatives	78
XIV.	Curriculum/Instruction/Consent Agenda	
	A. Consider approval of Student Code of Conduct for the 2026-2027 school year	79
	B. Consider approval of District Evaluation Procedures, District Appraisal Calendar, and T-TESS Appraisers for the 2026-2027 school year	80
	C. Consider approval of renewal of District-Wide Character Education Program: Leader in Me	100
	D. Consider approval of Agreements for Contracted Services with Region VII Service Center	101
	E. Consider approval of Agreement with The University of Texas Health Science Center at Tyler for Community Health Worker Training	104
	F. Consider approval of College Readiness and Success Agreement with College Board for PSAT/SAT School Day Bulk-Rate	105
	G. Consider approval of 2026 Proclamation Instructional Materials Adoption	106
	H. Consider approval of Agreement with Pearson Education, Inc. for eDynamic	109
XV.	Superintendent's/Staff Reports	
	A. Report on Cooperative Purchasing Fees	110
XVI.	Future Business	
	A. July 30, 2026 - Summer School Graduation	
	B. August 6, 2026 - School is Cool	
	C. August 12, 2026 - First Day of School	
	D. August 13, 2026 - Budget Workshop Meeting	
	E. August 24, 2026 - Regular Board Meeting	
XVII.	Adjournment	

Subject: Approval of Compensation Structure for 2026-2027

BACKGROUND INFORMATION

For more than a decade, Tyler ISD has demonstrated a steadfast commitment to its employees by enhancing compensation, regardless of economic challenges or shifts in the state funding landscape.

The district continually seeks to provide competitive compensation to its employees while being fiscally conservative and adopting a balanced budget.

ADMINISTRATIVE CONSIDERATION

Teachers will be eligible for raises based on the existing teacher pay scale based on years of experience. The District is also proposing an increase of 3% of the midpoint of the pay grade for professional employees and clerical and manual trades employees. The pay scale for Police Officers has also been adjusted to reflect an overall increase similar to that proposed for other employee groups.

The proposed stipend list and extra duty rates of pay are also attached for approval. Any stipends or extra duty paid outside of these listings must be approved by both Human Resources and Financial Services.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the Board approve the new compensation structures for 2026-2027 as attached.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Kasey Russell

07-20-26

Teacher Compensation

Beginning Non-Certified Teacher	\$50,500
Beginning Teacher Pay – 1 year	\$52,000
Teacher Pay 2 years	\$53,000
Teacher Pay 3-4 years	\$54,500
Teacher Pay 5 years	\$57,000
Teacher Pay 6-10 years	\$60,000
Teacher Pay 11-15 years	\$65,000
Teacher Pay 16-20 years	\$67,500
Teacher Pay 21-25 years	\$70,000
Teacher Pay 26-30 years	\$72,500
Teacher Pay 31+ years	\$75,000

For the 2026–2027 school year, teachers will receive a \$500 retention stipend to be paid in August 2026. Eligibility for the stipend is contingent upon returning to work for the 2027 spring semester.

District Police Compensation

Level 1 (0 - 2 years)	\$27.18/hr
Level 2 (3 - 7 years)	\$29.27/hr
Level 3 (8+ years)	\$31.36/hr
Lead, Tactical Other	\$33.45/hr

Certifications:

Intermediate \$75/month

Advanced \$150/month

Master \$225/month

Stipend:

Level 1 (0 – 5 years)	\$1,000
Level 2 (6 – 10 years)	\$2,000
Level 3 (11 – 15 years)	\$3,000
Level 4 (16-19 years)	\$4,000
Level 5 (20+ years)	\$5,000

CLERICAL/TECHNICAL PAY RANGES				
Hourly Rates				
Pay Grade	Minimum	Midpoint	Maximum	2026-2027 Raise 3% of Midpoint
1	\$ 12.75	\$ 14.35	\$ 15.94	\$ 0.43
2	\$ 13.25	\$ 15.10	\$ 16.95	\$ 0.45
3	\$ 14.27	\$ 16.38	\$ 18.48	\$ 0.49
4	\$ 15.05	\$ 18.16	\$ 21.26	\$ 0.54
5	\$ 16.56	\$ 19.97	\$ 23.37	\$ 0.60
6	\$ 18.01	\$ 21.72	\$ 25.42	\$ 0.65
7	\$ 20.16	\$ 24.32	\$ 28.48	\$ 0.73
8	\$ 23.80	\$ 28.69	\$ 33.58	\$ 0.86

MANUAL TRADES PAY RANGES				
Hourly Rates				
Pay Grade	Minimum	Midpoint	Maximum	2026-2027 Raise 3% of Midpoint
1	\$ 12.75	\$ 14.16	\$ 15.57	\$ 0.42
2	\$ 13.18	\$ 14.92	\$ 16.65	\$ 0.45
3	\$ 13.60	\$ 16.40	\$ 19.20	\$ 0.49
4	\$ 14.96	\$ 18.05	\$ 21.13	\$ 0.54
5	\$ 16.16	\$ 19.49	\$ 22.82	\$ 0.58
6	\$ 17.45	\$ 21.04	\$ 24.63	\$ 0.63
7	\$ 18.84	\$ 22.72	\$ 26.59	\$ 0.68
8	\$ 20.90	\$ 25.21	\$ 29.52	\$ 0.76

BUS DRIVERS				
Hourly Rates				
Pay Grade	Minimum	Midpoint	Maximum	2026-2027 Raise 3% of Midpoint
Bus Driver	\$ 18.36	\$ 22.80	\$ 27.23	\$ 0.68

MECHANICS				
Hourly Rates				
Pay Grade	Minimum	Midpoint	Maximum	2026-2027 Raise 3% of Midpoint
Mechanics	\$ 19.09	\$ 22.81	\$ 26.52	\$ 0.68

ADMINISTRATIVE/PROFESSIONAL COMPENSATION

Annual Salary Based on 187 Work Days				
Pay Grade	Minimum	Midpoint	Maximum	2026-2027 Raise 3% of Midpoint
1	\$ 43,247	\$ 49,731	\$ 56,216	\$ 1,492
2	\$ 44,681	\$ 52,784	\$ 60,886	\$ 1,584
3	\$ 48,859	\$ 59,756	\$ 70,652	\$ 1,793
4	\$ 52,279	\$ 63,879	\$ 75,478	\$ 1,916
5	\$ 55,941	\$ 69,668	\$ 83,395	\$ 2,090
6	\$ 59,857	\$ 74,174	\$ 88,490	\$ 2,225
7	\$ 64,421	\$ 81,856	\$ 99,292	\$ 2,456
8	\$ 74,083	\$ 103,236	\$ 132,389	\$ 3,097
9	\$ 118,158	\$ 148,028	\$ 177,898	\$ 4,441

Annual Salary Based on 192 Work Days				
Pay Grade	Minimum	Midpoint	Maximum	2026-2027 Raise 3% of Midpoint
1	\$ 44,403	\$ 51,061	\$ 57,719	\$ 1,532
2	\$ 45,876	\$ 54,195	\$ 62,514	\$ 1,626
3	\$ 50,166	\$ 61,353	\$ 72,541	\$ 1,841
4	\$ 53,677	\$ 65,587	\$ 77,497	\$ 1,968
5	\$ 57,437	\$ 71,531	\$ 85,624	\$ 2,146
6	\$ 61,457	\$ 76,157	\$ 90,856	\$ 2,285
7	\$ 66,143	\$ 84,045	\$ 101,947	\$ 2,521
8	\$ 76,063	\$ 105,997	\$ 135,929	\$ 3,180
9	\$ 121,317	\$ 151,986	\$ 182,655	\$ 4,560

Annual Salary Based on 197 Work Days				
Pay Grade	Minimum	Midpoint	Maximum	2026-2027 Raise 3% of Midpoint
1	\$ 45,559	\$ 52,391	\$ 59,222	\$ 1,572
2	\$ 47,071	\$ 55,606	\$ 64,142	\$ 1,668
3	\$ 51,472	\$ 62,951	\$ 74,430	\$ 1,889
4	\$ 55,075	\$ 67,295	\$ 79,515	\$ 2,019
5	\$ 58,933	\$ 73,394	\$ 87,854	\$ 2,202
6	\$ 63,057	\$ 78,140	\$ 93,222	\$ 2,344
7	\$ 67,866	\$ 86,234	\$ 104,602	\$ 2,587
8	\$ 78,044	\$ 108,757	\$ 139,469	\$ 3,263
9	\$ 124,476	\$ 155,944	\$ 187,412	\$ 4,678

Annual Salary Based on 204 Work Days				
Pay Grade	Minimum	Midpoint	Maximum	2026-2027 Raise 3% of Midpoint
1	\$ 47,178	\$ 54,252	\$ 61,326	\$ 1,628
2	\$ 48,743	\$ 57,582	\$ 66,421	\$ 1,727
3	\$ 53,301	\$ 65,188	\$ 77,075	\$ 1,956
4	\$ 57,032	\$ 69,686	\$ 82,340	\$ 2,091
5	\$ 61,027	\$ 76,002	\$ 90,976	\$ 2,280
6	\$ 65,298	\$ 80,917	\$ 96,534	\$ 2,428
7	\$ 70,277	\$ 89,298	\$ 108,319	\$ 2,679
8	\$ 80,817	\$ 112,622	\$ 144,425	\$ 3,379
9	\$ 128,899	\$ 161,485	\$ 194,071	\$ 4,845
Annual Salary Based on 214 Work Days				
Pay Grade	Minimum	Midpoint	Maximum	2026-2027 Raise 3% of Midpoint
1	\$ 49,491	\$ 56,912	\$ 64,333	\$ 1,707
2	\$ 51,133	\$ 60,405	\$ 69,677	\$ 1,812
3	\$ 55,914	\$ 68,383	\$ 80,853	\$ 2,051
4	\$ 59,827	\$ 73,102	\$ 86,376	\$ 2,193
5	\$ 64,018	\$ 79,727	\$ 95,435	\$ 2,392
6	\$ 68,499	\$ 84,883	\$ 101,267	\$ 2,546
7	\$ 73,722	\$ 93,675	\$ 113,628	\$ 2,810
8	\$ 84,779	\$ 118,142	\$ 151,504	\$ 3,544
9	\$ 135,218	\$ 169,401	\$ 203,584	\$ 5,082
Annual Salary Based on 219 Work Days				
Pay Grade	Minimum	Midpoint	Maximum	2026-2027 Raise 3% of Midpoint
1	\$ 50,647	\$ 58,241	\$ 65,836	\$ 1,747
2	\$ 52,327	\$ 61,816	\$ 71,305	\$ 1,854
3	\$ 57,220	\$ 69,981	\$ 82,742	\$ 2,099
4	\$ 61,225	\$ 74,810	\$ 88,395	\$ 2,244
5	\$ 65,514	\$ 81,590	\$ 97,665	\$ 2,448
6	\$ 70,099	\$ 86,866	\$ 103,633	\$ 2,606
7	\$ 75,445	\$ 95,864	\$ 116,283	\$ 2,876
8	\$ 86,760	\$ 120,903	\$ 155,044	\$ 3,627
9	\$ 138,377	\$ 173,359	\$ 208,341	\$ 5,201

Annual Salary Based on 226 Work Days				
Pay Grade	Minimum	Midpoint	Maximum	2026-2027 Raise 3% of Midpoint
1	\$ 52,266	\$ 60,103	\$ 67,940	\$ 1,803
2	\$ 54,000	\$ 63,792	\$ 73,584	\$ 1,914
3	\$ 59,049	\$ 72,218	\$ 85,387	\$ 2,167
4	\$ 63,182	\$ 77,201	\$ 91,220	\$ 2,316
5	\$ 67,608	\$ 84,198	\$ 100,787	\$ 2,526
6	\$ 72,340	\$ 89,643	\$ 106,945	\$ 2,689
7	\$ 77,856	\$ 98,928	\$ 120,000	\$ 2,968
8	\$ 89,533	\$ 124,767	\$ 160,000	\$ 3,743
9	\$ 142,800	\$ 178,900	\$ 215,000	\$ 5,367



TYLER ISD

SUCCESSFUL STUDENT OUTCOMES

EXTRA DUTY RATES OF PAY

Any not listed must be approved by HR and Finance

EXTENDED DAY / WEEK	*Note 1	AMOUNT
Administrator on Duty		\$32.00
After School Program		\$20.00
Bilingual Testing - Aide/Clerical		\$15.00
Campus Training	*Note 2	\$25.00
Concession		\$12.00
Curriculum Training / Presentation		\$30.00
Curriculum Writing & Proofing		\$30.00
Dentention - Weekday or Saturday School		\$20.00
Interpreter-SpEd		\$30.00
Language Evaluation - Aide/Clerical		\$15.00
Lesson Planning		\$30.00
Proofreading - Test Bank		\$20.00
Supervise Facility Rental		\$25.00
Testing		\$25.00
Testing Coordinator		\$28.00
Translating		\$25.00
TUTORING	*Note 1 & Note 3	
Certified Teacher		\$25.00
Non-Certified, Bachelor's Degree		\$15.00
Title I Paraprofessional		\$12.00
AVID		\$12.00
College or High School Student		\$12.00
GRADUATION - FLAT RATE		
Stadium Manager		\$175.00
Camera Crew		\$80.00
Greeter		\$75.00
Parking Gate Attendant		\$75.00
Handicap Assistance		\$60.00
Driver		\$60.00

SUMMER SCHOOL PROGRAMS	*Note 1 & 8
Program Administrator (full day) *Note 4	\$304.00
Program Administrator (less than full day) *Note 4	\$38.00
High School Counselor (per session) *Note 5	\$500.00
Lead Teacher	\$32.00
DHH Parent Advisor / VI & O&M Teacher	\$38.00
Preperation - Teacher	\$30.00
Teacher *Note 6	\$30.00
MTS	\$30.00
Registered Nurse	\$35.00
Licensed Vocational Nurse	\$30.00
Interpreter	\$25.00
High School Registrar *Note 7	Hourly Rate
Title I Paraprofessional Support	\$20.00
Special Education Aide	\$15.00
Aide	\$12.00
Administrative Assistant / Secretary	\$12.50
Attendance Clerk	\$12.00
Student Worker	\$7.50

***Note 1** School Administrators may not receive compensation for planning for extended day/year programs. The salary schedule above reflects compensation for days worked outside of the Administrative contract. Professional employees will only be paid 8 hours per day maximum for any day worked.

***Note 2** Campus Training is for Non-CILT Teachers outside contracted days and requires prior approval from Principal.

***Note 3** Non-district employees include, but not limited to, Substitutes, Title 1 Tutors, AVID Tutors, etc. Any required training or preparation will be paid at the same rates.

***Note 4** Only an Assistant Principal or Instructional Specialists who is mid-management certified will be paid \$304/day or \$38/hour. Teachers who act as Program Administrators will be paid \$32 (Lead Teacher rate)

***Note 5** Counselors may begin work after the regular contract has ended.

***Note 6** This rate also applies to out-of-district teachers employed for Rose City Summer Camp.

***Note 7** Overtime will be paid for any hours worked over 40 per week. Hours must be worked outside of the employee's normal assignment schedule. A maximum of 40 hours will be paid for all Summer School sessions combined. Timesheets must be submitted for hours worked.

***Note 8** TISD Substitutes are not to be employed for Summer School Programs. Any deviation from this procedure will require the pre-approval of the Deputy Superintendent/Chief of Staff before employing these individuals. In the event approval is received the employee will be paid according to our current Non-District Tutoring rates.



Stipend List 2026-2027

Any not listed must be approved by HR and Finance

CAMPUS & EXTRACURRICULAR	STIPEND
HIGH SCHOOL	
*AP Coordinator	\$3,000.00
Attendance	\$3,500.00
Campus Truancy - Legacy	\$3,500.00
*Cheerleading Sponsor - Varsity	\$4,500.00
*Cheerleading Sponsor - JV	\$3,000.00
*CILT (RLA, Math, Science)	\$1,500.00
*Department Head (ESL, PE, SS, VPA, SpEd)	\$3,000.00
*Debate Sponsor	\$1,500.00
*Drill Team Sponsor	\$500.00
Lead Counselor	\$2,000.00
Lead New Teacher Mentor	\$1,500.00
*National Honor Society Sponsor	\$600.00
Outdoor Education	\$1,000.00
*PAP Coordinator	\$1,500.00
*Student Government/Senate Sponsor	\$500.00
*UIL Academic Coordinator	\$2,000.00
*Webmaster	\$1,000.00
*Yearbook Sponsor	\$1,500.00
Club Sponsor (annual)	\$300.00
Senior Sponsor (annual)	Up to \$500
*UIL Event Coach (annual)	\$500.00
EARLY COLLEGE HIGH SCHOOL	
*AP Coordinator	\$2,000.00
*CILT	\$1,500.00
*PAP Coordinator	\$1,000.00
*UIL Academic Coordinator	\$1,000.00
*Webmaster (annual)	\$500.00
*National Honor Society (annual)	\$500.00
*Student Government (annual)	\$500.00
TJC Dual Credit Scheduling (semi-annual)	\$1,500.00
*UIL Event Coach (annual)	\$500.00
CAREER & TECHNOLOGY	
Internship Coordinator Extra Days - 10	\$3,046.00
Canvas Coordinator	\$1,500.00
*CILT	\$3,000.00
Cosmetology Teacher	\$1,500.00
Culinary Teacher	\$1,500.00
CTSO Competition Qualifier	Up to \$2,000
ESL Bilingual Teacher	\$1,000.00
Graphic Design Teacher	\$1,500.00
Interpreter	\$1,000.00
National Technical Honor Society	\$1,000.00
*Webmaster	\$1,000.00
BOSHEARS	
*CILT	\$500.00
Lead Mentor	\$100.00
*Webmaster	\$200.00

MIDDLE SCHOOL	
*Cheerleading Sponsor	\$1,500.00
*Cheerleading Sponsor Assistant	\$750.00
*CILT	\$1,500.00
*PAP Coordinator	\$1,000.00
*Webmaster	\$500.00
Academic Coordinator (annual)	\$500.00
Academic Rodeo Event Coach (per event)	\$200.00
After School Program (semi-annual)	\$750.00
AM Announcements (annual)	\$300.00
Club Sponsor (annual)	\$300.00
Elective Department Chair (annual)	\$300.00
Lead Counselor (semi-annual)	\$500.00
National Junior Honor Society (annual)	\$500.00
Science Fair (annual)	\$300.00
Talent Show (annual)	\$200.00
Theatre Production Assistant (per event)	\$200.00
UIL Event Coach (annual)	\$200.00
UIL Sponsor (annual)	\$500.00
Yearbook Sponsor (semi-annual)	\$500.00
K-8 SCHOOL	
*CILT	Up to \$1,500
Bilingual (semi-annual)	\$1,500.00
National Junior Honor Society (semi-annual)	\$500.00
Student Council (semi-annual)	\$250.00
*UIL Event Coach (annual)	\$200.00
Webmaster	\$200.00
Yearbook Sponsor (annual)	\$500.00
ELEMENTARY SCHOOL	
*CILT	\$750.00
Lead PE Teacher	\$1,500.00
Pre-K Teacher Liaison (semi-annual)	\$500.00
Pre-K Teacher Mentor (semi-annual)	\$500.00
Webmaster	\$200.00
GATE Lead Teacher (semi-annual)	\$500.00
Lead Counselor (semi-annual)	\$500.00
UIL Sponsor (annual)	\$500.00

FINE ARTS	STIPEND
ART	
HS Art Teacher (annual)	\$500.00
HS Art Lead Teacher (annual)	\$500.00
MS Art Teacher (annual)	\$500.00
MS Art Lead Teacher (annual)	\$500.00
*K-8 Art Teacher (annual)	Up to \$700
*Elem Art Teacher (annual)	\$250.00
*Elem Art Lead Teacher (annual)	\$250.00
BAND	
*HS Band Assistant Director	\$10,000.00
*HS Color Guard	\$2,000.00
*MS Band Director	\$6,000.00
*MS Band Assistant Director	\$4,500.00
*MS Band Lead Director	\$500.00
*K-8 Band Director	\$3,000.00
CHOIR/MUSIC	
*HS Choir Director - Full-Time	\$6,000.00
*HS Choir Director - Half-Time	\$3,000.00
*HS Choir Lead Director - High School & Middle School	\$700.00
*MS Choir Director	\$2,500.00
*K-8 Choir Director	\$2,500.00
K-8 Choir Teacher (annual)	Up to \$700
K-8 Instrument/Music Teacher (annual)	Up to \$700
Elem Music Teacher (annual)	\$250.00
Elem Music Lead Teacher (annual)	\$1,500.00
DANCE & DRILL TEAM	
*HS Dance & Drill Team Director	\$5,000.00
*HS Dance & Drill Team Assistant Director	\$3,500.00
*HS Drill Team Lead Director - High School & Middle School	\$500.00
*MS Dance Team Director	\$2,500.00
*K-8 Dance Instructor	\$2,500.00
ORCHESTRA	
*HS Orchestra Lead Director	\$10,000.00
*HS Orchestra Director - High School & Middle School	\$8,000.00
*MS Orchestra Director	\$4,000.00
*MS Orchestra Director - Additional Campus	\$1,000.00
*K-8 Orchestra Director	\$3,500.00
THEATRE	
*HS Theatre Director	\$6,000.00
*HS Theatre Assistant Director	\$4,000.00
*HS Theatre Lead Director - High School & Middle School	\$500.00
*MS Theatre Director	\$1,500.00
*K-8 Theatre Director	\$1,500.00

HEALTH & STUDENT SERVICES	STIPEND
BILINGUAL	
Campus Translator (semi-annual)	\$250.00
Lead LPAC Teacher (semi-annual)	Up to \$1,350
VIT Ambassador (semi-annual)	\$500.00
HEALTH SERVICES	
Nurse Bilingual	\$2,000.00
Nurse Supervising	\$1,500.00
SPECIAL EDUCATION	
ARD Lead Specialist	\$2,000.00
Audiologist Certification	\$3,000.00
Audiologist Verbal Educator	\$2,500.00
*Crisis Prevention Institute Trainer	\$2,000.00
Deaf Hard of Hearing Teacher	\$3,000.00
Diagnostician Bilingual	\$2,000.00
Diagnostician Critical Shortage	\$5,000.00
Diagnostician LPAC	\$2,000.00
*Diagnostician Lead	\$2,000.00
Educational Interpreter (ASL) Retention (semi-annual)	\$1,500.00
Interpreter	\$1,750.00
Licensed Professional Counselor Lead	\$2,000.00
*Licensed Specialist in School Psychology Critical Shortage	\$5,000.00
*Licensed Specialist in School Psychology Lead	\$1,000.00
Orientation and Mobility Teacher	\$2,000.00
Preschool Specialist COSF	\$2,000.00
*Preschool Specialist	\$1,000.00
Special Education Language Acquisition	\$1,000.00
*Special Olympics	\$1,500.00
Speech Language Pathologist Bilingual Half Time	\$1,000.00
*Speech Language Pathologist Clinical Certification	\$2,500.00
*Speech Language Pathologist Critical Shortage	\$5,000.00
Speech Language Pathologist Lead	\$2,000.00
*Speech Language Pathology Assistant	\$500.00
*Speech Language Pathology Assistant Critical Shortage	\$1,500.00
Student Support Team/Compliance Tracker	\$3,000.00
Visually Impaired Lead Teacher	\$1,000.00
Visually Impaired Teacher	\$2,000.00

DISTRICT WIDE	STIPEND
PROFESSIONAL	
**Additional Duties	Up to \$5,000
AVID Coordinator (semi-annual)	\$750.00
AVID Mentor Coach (semi-annual)	\$200.00
Campus Mentor per Mentee (semi-annual)	Up to \$600
Clinical Program Coordinator	\$1,000.00
Intern Coordinator	\$1,000.00
Gifted and Talented Leadership Team (semi-annual)	\$500.00
Lead Gifted and Talented Teacher (semi-annual)	\$1,000.00
Lead Mentor (semi-annual)	Up to \$500
Lead MTS	\$5,000.00
MTS Dual Campus (semi-annual)	\$1,000.00
Lead Licensed Professional Counselor	\$2,000.00
Licensed Professional Counselor Supervisor	\$4,000.00
Teaching and Learning Cohort Leader (semi-annual)	\$1,250.00
UIL Elementary Coordinator (annual)	\$500.00
UIL Middle School Coordinator (annual)	\$500.00
*TEACHER	
Bilingual Teacher	\$4,000.00
***Math Secondary Teacher	Up to \$4,000
***RLA Secondary Teacher	Up to \$4,000
***Science Secondary Teacher	Up to \$4,000
Special Education Teacher	\$4,000.00
Doctorate Degree Teacher	\$1,500.00
Master's Degree Teacher	\$1,000.00
ACE Launch - TIA (26-27 only)	\$5,000.00
ACE TIA Continued Excellence - Master	\$10,000.00
ACE TIA Continued Excellence - Exemplary	\$5,000.00
ACE TIA Continued Excellence - Recognized	\$2,500.00
ACE TIA Continued Excellence - Acknowledged	\$1,000.00
*SECURITY	
PO Advanced Certification	\$1,800.00
PO Master Certification	\$2,700.00
PO Competitive Balance	Up to \$5,000

***District paid stipends. All others are paid from campus/dept budget.**

Club/Sponsor stipends are paid at the discretion of Campus Administration.

****Additional Duties stipend assigned by Deputy Superintendent.**

*****Prorated based on qualification of courses in master schedule.**

Unless noted, all stipends are paid monthly or semi-monthly depending on pay cycle.



Any not listed must be approved by HR and Finance

HIGH SCHOOL ATHLETICS	STIPEND
ADMINISTRATOR/COORDINATOR/TRAINER	
Boys Campus Coordinator Extra Days - 5	\$7,000.00
Girls Campus Coordinator Extra Days - 5	\$7,000.00
Off-season Coordinator	\$5,000.00
Gym Coordinator	\$4,000.00
Academic Coordinator	\$2,000.00
Laundry Facilitator	\$2,000.00
NCAA Coordinator	\$2,000.00
Recruiting Coordinator	\$2,000.00
Social Media Coordinator	\$2,000.00
Video Coordinator	\$2,000.00
Field Administrator	\$2,000.00
Field Supervisor	\$2,000.00
Gym Administrator	\$2,000.00
Athletic Trainer - Head	\$10,000.00
Athletic Trainer - 1st Assistant	\$7,000.00
Athletic Trainer - 2nd Assistant	\$4,000.00
BASEBALL	
Baseball Varsity Coach Extra Days - 10	\$3,000.00
Baseball Sub-Varsity Coach Extra Days - 5	\$1,500.00
Baseball Head Coach	\$10,000.00
Baseball Varsity 1st Assistant Coach	\$7,000.00
Baseball Pitching Coach	\$7,000.00
Baseball JV Assistant Coach	\$5,000.00
Baseball Freshman Assistant Coach	\$3,500.00
BASKETBALL	
Basketball Coach Extra Days - 10	\$3,000.00
Basketball Head Coach	\$10,000.00
Basketball Varsity 1st Assistant Coach	\$7,000.00
Basketball JV Assistant Coach	\$5,000.00
Basketball Freshman Assistant Coach	\$3,500.00
CROSS COUNTRY	
Cross Country Coach Extra Days - 10	\$3,000.00
Cross Country Head Coach	\$7,000.00
Cross Country Varsity Assistant Coach	\$3,500.00
Cross Country JV Assistant Coach	\$3,000.00
FOOTBALL	
Football Coach Extra Days - 10	\$3,000.00
Football Defensive Coordinator - 15	\$13,000.00
Football Offensive Coordinator - 15	\$13,000.00
Football Operations Coach - 15	\$13,000.00
Football Varsity Assistant Coach	\$10,000.00
Football Freshman Assistant Coach	\$7,000.00
Football Associate Head Coach	\$5,000.00
Football Equipment Coordinator	\$3,000.00
Football Kickers Coach	\$3,000.00
Football Head JV/Freshman Coach	\$2,000.00
Football Special Team Coordinator	\$1,500.00



HIGH SCHOOL ATHLETICS (CONTINUED)	STIPEND
GOLF	
Golf Coach Extra Days - 5	\$1,500.00
Golf Head Coach	\$7,000.00
Golf Assistant Coach	\$3,000.00
POWERLIFTING	
Powerlifting Head Coach	\$6,500.00
Powerlifting Assistant Coach	\$3,000.00
SOCCER	
Soccer Coach Extra Days - up to 12	Up to \$3,600
Soccer Head Coach	\$10,000.00
Soccer Varsity 1st Assistant Coach	\$7,000.00
Soccer JV Assistant Coach	\$5,000.00
Soccer Freshman Assistant Coach	\$3,500.00
Soccer Goal Keeper Coach	\$1,000.00
SOFTBALL	
Softball Varsity Coach Extra Days - 10	\$3,000.00
Softball Sub-Varsity Coach Extra Days - 5	\$1,500.00
Softball Head Coach	\$10,000.00
Softball Varsity 1st Assistant Coach	\$7,000.00
Softball Pitching Coach	\$5,000.00
Softball JV Assistant Coach	\$3,500.00
STRENGTH & CONDITIONING	
Strength & Conditioning Extra Days - Up to 20	\$6,000.00
Strength & Conditioning Head Coach	\$10,000.00
Strength & Conditioning Assistant Coach	\$6,500.00
SWIMMING	
Swim Coach Extra Days - 10	\$3,000.00
Swimming Head Coach	\$7,000.00
Swimming Assistant Coach	\$3,000.00
TENNIS	
Tennis Team Coach Extra Days - 10	\$3,000.00
Tennis Spring Coach Extra Days - 5	\$1,500.00
Tennis Team Head Coach	\$7,000.00
Tennis Spring Head Coach	\$7,000.00
Tennis Team Assistant Coach	\$3,000.00
Tennis Spring Assistant Coach	\$3,000.00
TRACK & FIELD	
Track Coach Extra Days - 5	\$1,500.00
Track & Field Head Coach	\$7,000.00
Track & Field Varsity Assistant Coach	\$3,500.00
Track & Field JV Assistant Coach	\$3,000.00
VOLLEYBALL	
Volleyball Coach Extra Days - 10	\$3,000.00
Volleyball Head Coach	\$10,000.00
Volleyball Varsity 1st Assistant Coach	\$7,000.00
Volleyball JV Assistant Coach	\$5,000.00
Volleyball Freshman Assistant Coach	\$3,500.00
SUMMER CONDITIONING COACH EXTRA DAYS - up to 15	Up to \$4,500



MIDDLE SCHOOL ATHLETICS	STIPEND
ADMINISTRATOR/COORDINATOR	
Middle School Coordinator Extra Days - 5	\$1,500.00
Campus Athletic Coordinator	\$3,000.00
Offseason Coordinator	\$1,500.00
Field Administrator	\$1,500.00
BASKETBALL	
Basketball Head Coach	\$3,500.00
Basketball Assistant Coach	\$3,000.00
Basketball Coach	\$600.00
CROSS COUNTRY	
Cross Country Coach	\$2,000.00
FOOTBALL	
Football Head Coach	\$4,000.00
Football Assistant Coach	\$3,500.00
Football Administrator	\$600.00
TRACK & FIELD/SOCCER	
Track & Soccer Coach	\$2,000.00
VOLLEYBALL	
Volleyball Head Coach	\$3,500.00
Volleyball Assistant Coach	\$3,000.00
Volleyball Administrator	\$600.00
EXTRA COACHING	
Additional Sport	\$1,000.00
Additional Team	\$1,000.00
High School Assistant Coach	\$1,000.00
Middle School Sports	\$1,200.00

Compensation Limit: Annual pay is capped - full sport stipends may not be awarded

Subject: Visual and Performing Arts Update

BACKGROUND INFORMATION

The Visual and Performing Arts department serves students, faculty, and the community in the areas of Visual Art, Band, Choir, Dance and Drill Team, Orchestra, and Theatre. The purpose of the Visual and Performing Arts Department is to provide students with the knowledge and skills necessary for cognitive, creative, and social growth, as well as the mastery of technical skills.

Meaningful Visual and Performing Arts participation begins in early childhood and continues through formal education. Students have opportunities to experience and explore their own creative self-expression. Involvement in a systematic arts curriculum from early years of education allows every child to experience a true and lasting love of the Arts. This exposure also promotes enjoyment, involvement, and support of the Arts, while providing the skills that nurture creative passion in students who may choose to later pursue careers in the Arts.

ADMINISTRATIVE CONSIDERATION

The Visual and Performing Arts department continues the rich tradition of high-quality programs and fine arts opportunities for students. Collaborative relationships with community organizations and individuals are a high priority to further the arts in Tyler ISD, and subsequently the City of Tyler. All these initiatives work to promote successful student outcomes.

ADMINISTRATIVE RECOMMENDATION

Discussion

CONTACT PERSONS

Ronald K. Jones
Luke Dean

07-20-26

Subject: Competitive Academics Update

BACKGROUND INFORMATION

In any educational system, academic competition is vital for a child's development and the overall learning process. Academic competitions boost the confidence and the morale of the students, while challenging them to give their best effort. Student participation in various kinds of academic competitions helps motivate them and promotes diversity. Competitions inspire children about math, science or any other subject, as well as serve as a great tool in preparing students for their career preferences later in life. Students who choose to participate in academic competitions learn the value of working hard to excel in something.

ADMINISTRATIVE CONSIDERATION

The presentation will provide a review of the previous year and a future schedule of competitive academic events in which Tyler ISD students compete.

ACTION REQUIRED

Discussion

CONTACT PERSON

Ronald K. Jones

07-20-26

MINUTES OF REGULAR MEETING

The Board of Trustees of the Tyler Independent School District met in regular session on Monday, June 15, 2026, at the Jim Plyler Instructional Complex. The president called the meeting to order at 5:00 p.m., announced the presence of a quorum and that the meeting had been posted in the time and manner required.

Members present were Yvonne Atkins, president; Lindsey Harrison, vice president; Andy Bergfeld, Dr. Kendra Bircher, Stephen Hubbard, Eleno Licea, and Aaron Martinez.

Administrators present were Dr. Marty Crawford, superintendent; Sheri Barberee-Taylor, Brady Beddingfield, Jan Coker, Dr. James Cureton, Jeannia Dykman, Sam Gillispie, Jennifer Hines, Joseph Jacks, Ron Jones, Tim Loper, Dr. Bobby Markle, Jeff Millslagle, Kasey Russell, Margaux Sanders, Rachel Sherman, Dr. Kristen Walls, and Destry Walsworth.

John C. Hardy, school attorney, was present.

Mrs. Atkins stated no one requested to speak to the board during public participation.

Mrs. Suzette Farr, executive director, provided an Annual Report for the Tyler ISD Foundation. She reviewed the six ways the Foundation seeks funding and explained how these funds are used to benefit the district. She shared information about grants and scholarships that were awarded and reviewed the 2025-2026 revenue sources. Mrs. Farr provided the board with a five-year financial summary and then answered questions from the board.

Mrs. Kasey Russell, assistant superintendent/chief financial officer, provided the board with a Budget Update for the 2026-2027 school year. She reviewed the district's revenue sources: state formula revenue, local property tax revenue, and other miscellaneous revenue. She stated that the estimated value increase is up 7.5% and the tax rate decrease for M&O is projected to go from \$.6500 to \$.6220 (limited to 2.5% value increase). The total proposed revenue increase is estimated at \$8.74 million. Mrs. Russell reviewed some of the proposed uses of funds with an increase of \$5.9 million in payroll and benefits, \$1.0 million in instruction and instructional support, and \$1.8 million in departmental and operating expenses. The total proposed expenditure increase is projected to be \$8.74 million. She then addressed questions from the board.

Regarding Continuous Improvement/Student Outcomes, Dr. Crawford and Ms. Raina Patton presented the Gifted and Talented Training and Update. They reviewed the state's definition for identifying gifted and talented students and provided an overview of the Texas State Plan. They discussed the fidelity of services, student assessments, service design, curriculum and instruction, professional development, community and family involvement and reviewed the enrollment by demographics. They then provided an overview of some of the

legislative changes that will affect the program and addressed questions from the board.

Mrs. Rachel Fox, director of health services, presented the School Health Advisory Council (SHAC) Annual Report to the board. She reviewed the 2025-2026 leadership and meeting schedule. Mrs. Fox discussed the year in review and goals for the 2026-2027 school year. She then addressed questions from the board.

Trustees adjourned to executive session at 6:04 p.m. Ms. Atkins stated there would be action to follow.

Trustees reconvened in open session at 7:00 p.m.

Mr. Licea offered prayer and led the Pledge of Allegiance.

The board recognized Charlee Klepher, a sixth-grade student at Three Lakes Middle School, for being named a semifinalist in the 2026 *I Am Texas* writing and art contest by The Bryan Museum.

The board congratulated the following students for placing in the UIL Texas State Solo and Ensemble Contests. Band, Choir, and Orchestra students earned 5 solo gold medals, 4 ensemble gold medals, and 14 silver medals.

Choir Division I/Superior/Gold Medal soloists and ensemble:

Tyler Legacy High School students Vera Banta, Levi Springer, and Gordon Roberts and quartet featuring: Gordon Roberts, Kabron Pierce, Logan Harris, and Yediel Felix

Choir Division II/Excellent/Silver Medal soloists:

Tyler Legacy High School students Mackenzie Bulls, Elias Richards, Penny Streufert, Navehya Myers, and Reid Herron

Tyler High School students Iyanna Adams, Za'Miya Allen, Denise Del Angel, Jakayla Erwin, Christian Granberry, MyKim Nguyen, Alexsa Whitaker

Band Division I/Superior/Gold Medal soloists and ensemble:

Tyler Legacy High School students Ady Bazan, Tyler Jaquess, Jayden Neely, Micah Upton

Tyler High School students Samuel Williams, Rodney Curry, Stacy Morales, Joaquin Sanchez, Konner Jeffery, Antonio Alvarez, Emir Tapia, Omar Tapia, Diego Zepeda, and Adrain Zavala

Orchestra Division I/Superior/Gold Medal soloists and ensemble:
Tyler Legacy High School students Jane McInnis, Leah Conner, Vera Banta, Jane McInnis, and Pierce Patterson

Division II/Excellent/Silver Medal soloists:
Tyler Legacy High School student Alexander Kisamore
Tyler High School student Samuel Sandoval

Congratulations to the following students who placed in the Technology Student Association State Competition: Tyler High School students Ivan Lugo, Maliek Tyiska, and Makayla Waters

Mrs. Atkins stated no one requested to speak to the board during public participation.

Mr. Sam Gillispie, director of athletics, provided an Athletics Update. He reviewed the district results and highlights for the spring semester of the 2025-2026 school year and provided an overview of the upcoming events. He then addressed questions from the board.

Dr. James Cureton and Dr. Bobby Markle provided a CLI, mClass, and iReady Update. They reviewed the data for cohort growth, grade level, race/ethnicity, and provided beginning and end of year comparisons. They then addressed questions from the board.

Dr. James Cureton and Dr. Bobby Markle provided a STAAR/EOC Summary. They reviewed the STAAR Reading and Math results for 3rd-8th grade and provided EOC (End of Course) data along with cohort STAAR results. They then addressed questions from the board.

Regarding the Business/Legal/Finance/Consent agenda, the board pulled the following items for individual consideration:

- Consider approval of Gifts and Donations;
- Consider approval of Delegate and Alternate to TASA/TASB Convention
- Consider approval of the Municipal Advisory Agreement with RBC Capital Markets, LLC.

Mrs. Harrison made a motion, seconded by Mr. Licea to approve the following:

- Approval of Minutes of May 12, 2026 Special Meeting;
- Approval of Minutes of May 18, 2026 Regular Meeting;
- Approval of the 2025-2026 Amended Budget;
- Approval to declare excess property and authorize the administration to begin steps necessary for the sale of excess land at 730 Chilton Avenue, Tyler, TX (2.090 acres – former location of Gary Administrative Complex)

- Approval of Client Services Agreement with Soliant Health, LLC for Supplemental Staffing;
- Approval of RESOLUTION APPROVING AN ENGAGEMENT AGREEMENT FOR BOND COUNSEL LEGAL SERVICES WITH CANTU HARDEN MONTOYA LLP; AND OTHER MATTERS IN CONNECTION THEREWITH;
- Approval of an ORDER BY THE BOARD OF TRUSTEES OF THE TYLER INDEPENDENT SCHOOL DISTRICT AUTHORIZING THE ISSUANCE OF ITS UNLIMITED TAX REFUNDING BONDS, SERIES 2026; LEVYING A CONTINUING DIRECT ANNUAL AD VALOREM TAX FOR THE PAYMENT OF THE BONDS; DELEGATING THE AUTHORITY TO CERTAIN MEMBERS OF THE BOARD OF TRUSTEES AND DISTRICT STAFF TO EXECUTE CERTAIN DOCUMENTS RELATING TO THE SALE OF THE BONDS; AND AUTHORIZING OTHER MATTERS IN CONNECTION WITH;
- Approval of a Deductive Change Order to the Contract with Paragon Construction in the amount of \$40,978.72 for the Administrative Warehouse Renovations;
- Approval of Cisco UC Flex Subscription Renewal for five years at a total cost of \$884,352.00;
- Approval of Memorandum of Understanding with the Tyler ISD Foundation for the 2026-2027 school year;

The motion was approved by a vote of 7-0.

Dr. Crawford stated the district has received donations of an enclosed trailer valued at \$6,250.00 for the Tyler Legacy Color Guard/Band from Precision Civil, LLC., \$5,873.00 from the Caldwell Arts Academy PTA to Caldwell Arts Academy for risers and speakers, and \$6,963.00 from Caldwell Arts Alliance to Caldwell Arts Academy for the middle school fall musical, fine arts and choral risers. The board expressed their appreciation for the continued support and partnerships.

Mr. Bergfeld made a motion to approve the donations. The motion was seconded by Dr. Bircher and passed by a vote of 7-0.

Mrs. Atkins stated that the board needs to appoint the Delegate and Alternate to TASA/TASB Convention. Mr. Bergfeld made a motion to approve Mr. Martinez as the delegate and Mrs. Atkins as the alternate to the TASB Delegate Assembly at the TASA/TASB Convention in October. The motion was seconded by Mrs. Harrison and passed by a vote of 7-0.

Mr. Dusty Traylor provided an overview of the district's debt profile. He stated that RBC Capital Markets has had the honor and privilege of being the district's financial advisor for many years. He stated that the district has done an exceptional job of managing the I&S side of the tax rate which is the portion that pays for the bond indebtedness. The district has currently five different series of bonds

outstanding with a total principal amount outstanding of \$372.73 million dollars. The district has made debt service payments of approximately \$30 million per year with dropoffs beginning in 2033. He also stated that district has a history over the past 14 years of refinancing old bonds or paying bonds off early in the amount of \$274.2 million dollars in outstanding bonds to achieve debt service savings or reduce interest cost to the taxpayers totaling \$61.03 million dollars. He then reviewed two refinancing opportunities that would save the taxpayers money and addressed questions from the board.

Mr. Licea made a motion to approve the Municipal Advisory Agreement with RBC Capital Markets, LLC. The motion was seconded by Mrs. Harrison and passed by a vote of 7-0.

Dr. Crawford asked the board to ratify items I and J in order to clarify the motions and approve them in sequential order.

Mr. Licea made a motion that the Board of Trustees approve a Contingent Fee Engagement Agreement for Bond Counsel and Disclosure Counsel Legal Services with Cantu Harden Montoya LLP as attached in Exhibit "A". The motion was seconded by Mrs. Harrison and passed by a vote of 7-0.

Mr. Licea made a motion that the Board of Trustees ADOPT AN ORDER AUTHORIZING THE ISSUANCE OF "TYLER INDEPENDENT SCHOOL DISTRICT UNLIMITED TAX REFUNDING BONDS, SERIES 2026" PURSUANT TO A DELEGATED SALE. The motion was seconded by Mrs. Harrison and passed by a vote of 7-0.

Regarding Curriculum/Instruction/Consent agenda, the board pulled for individual consideration the Memorandum of Understanding with Tyler Junior College for Early College High School for the 2026-2027 school year.

Mr. Bergfeld made a motion, seconded by Mrs. Harrison to approve the following items:

- Approval of Interlocal Agreement between Tyler ISD and Smith County Schools Regarding Educational Services Provided for Students Placed in Smith County Juvenile Attention Center;
- Approval of Head Start Program Information Report for 2025-2026;
- Approval of Ratification of Service Agreement with Amplify Literacy Curriculum – HQIM Product Implementation for a total cost of \$126,723.46 for the 2026-2027 school year;
- Approval of Contract with Mach B Technologies, Inc. for Edugence Software in the approximate amount of \$143,832.00 (based on enrollment) for the 2026-2027 school year;
- Approval of Memorandum of Understanding with Tyler Junior College for Dual Credit Program for the 2026-2027 School Year;

- Approval of Memorandum of Understanding with Tyler Junior College for Preparatory Mathematics and English Language Arts (TSI) for the 2026-2027 School Year;
- Approval of Agreement with Hats & Ladders, Inc. for the purchase of College and Career Readiness Curriculum for Middle Schools in the total amount of \$119,167.51 through August 31, 2029;
- Approval of 1882 Application Revisions for TEA final approval.

The motion was approved by a vote of 7-0.

Regarding the Memorandum of Understanding with Tyler Junior College for Early College High School, Mr. Licea expressed concerns that the district only enters a one-year agreement with Tyler Junior College versus having a three-year or longer commitment. Dr. Crawford stated that the Texas Education Agency requires the district and Tyler Junior College to review the partnership agreement annually regarding budget, registration/lab costs, textbooks, and state funding. Dr. Crawford said the administration will review for next year.

Mr. Licea made a motion to approve the Memorandum of Understanding with Tyler Junior College for Early College High School for the 2026-2027 school year. The motion was seconded by Dr. Bircher and passed by a vote of 7-0.

Dr. Crawford stated that the Student Code of Conduct for the 2026-2027 school year is being presented for a first reading. The Student Code of Conduct will be brought back at a subsequent meeting for approval.

Dr. Crawford stated that TASB Update 127, Local Policies BJCF, CAA, DC, DH, DP, DPA, DPB, EHBB, and FFF are being presented for first reading. He asked the board to contact the administration with any questions they might have.

Dr. Crawford stated that the Quarterly Investment Report and Quarterly Financial Executive Summary have been provided in the agenda. Mrs. Russell addressed questions from the board.

Regarding the Safety and Security Committee that meets quarterly, Mrs. Atkins as the board president is required to serve on the committee along with a second board member. She then appointed Mrs. Harrison to serve with her on the Safety and Security Committee.

Regarding the Tyler ISD Foundation Board, Mrs. Atkins appointed Mr. Martinez to serve on the Tyler ISD Foundation Board as the district's representative.

Regarding the Internal Audit Committee, Mrs. Atkins appointed Mr. Licea and Dr. Bircher to serve on the committee for the upcoming year. Mr. Licea will serve as the chair.

Regarding future business, Mrs. Atkins reminded the Board about the upcoming graduation for the Wayne D. Boshears Center for Exceptional Programs and the scheduled board meeting in July.

The meeting adjourned at 8:29 p.m. following a motion by Mr. Hubbard, seconded by Mr. Licea and a vote of 7-0.

APPROVED:_____

/s/ Gina Orr
Gina Orr, Secretary

/s/ Yvonne Atkins
Yvonne Atkins, Board President

Exhibit "A"

RESOLUTION

**A RESOLUTION APPROVING AN ENGAGEMENT AGREEMENT FOR
BOND COUNSEL LEGAL SERVICES WITH CANTU HARDEN
MONTOKA LLP; AND OTHER MATTERS IN CONNECTION
THEREWITH**

WHEREAS, the Board of Trustees (the *Board*) of the Tyler Independent School District (the *District*) anticipates accessing the public or private markets from time to time to issue public securities to finance certain capital improvement projects within the District or to refinance public securities previously issued by the District, which will require the District to comply with the applicable laws and administrative rules of the State of Texas (the *State*) and federal securities and federal tax laws related thereto; and

WHEREAS, the Board requires legal counsel which specializes in public finance matters and is well versed in State and federal securities and federal tax laws and applicable administrative procedures to provide bond counsel and disclosure counsel legal services pertaining to the District's issuance of public securities;

WHEREAS, the payment of such legal services shall be contingent on the District's successful issuance of public securities pertaining thereto and shall be payable from such public securities proceeds; and

WHEREAS, Cantu Harden Montoya LLP will provide the District with bond counsel and disclosure counsel legal services on all of the District's publicly offered or privately placed public securities and has provided the District with one or more engagement agreements for bond counsel legal services pertaining to the District's anticipated future issuances of public securities (the *Engagement Agreement*, attached hereto as Exhibit A); and

WHEREAS, House Bill No. 2826, 86th Leg., R.S., effective September 1, 2019 (*HB 2826*), requires that a political subdivision of the State, including the District, enter into a contingent fee contract for legal services only after: (i) the governing body of the political subdivision has provided written notice to the public stating certain provisions enumerated within HB 2826; (ii) the governing body of the political subdivision approved such contract in an open meeting called for the purposes of considering such contract; (iii) the governing body of the political subdivision has stated in writing certain findings made by the governing body upon the approval of such contract, and (iv) the Texas Attorney General need not approve the Engagement Agreement pursuant to the exception provided by Section 2254.102(e) of HB 2826; and

WHEREAS, the Board caused notice of this resolution (the *Resolution*), this meeting, and the following provisions enumerated within HB 2826 to be provided to the public in accordance with the Texas Open Meetings Act and HB 2826:

1. The Board of the District intends to engage Cantu Harden Montoya LLP to provide the District with bond counsel legal services pertaining to the District's issuance of public securities on the public or private market, including advising the District on any "official statement" to potential

investors pursuant to federal securities laws and issuing a legal opinion as to the foregoing;

2. Cantu Harden Montoya LLP, as a result of a competitive process of bond counsel firms, if necessary, has demonstrated to the District its competence, qualifications, and experience as an industry leader in public finance matters through the provision of bond counsel and disclosure counsel legal services, the representation of multiple advisors, issuers, and other parties in United States Securities and Exchange Commission enforcement actions, the publication of disclosure policies and the representation of State agencies and political subdivisions within the State of Texas on public securities related issues;
3. Accessing the public or private markets through the issuance of public securities and providing an "official statement" of the District to potential investors is governed by State and federal securities and federal tax laws and requires the advice of legal advisors that specialize in public finance matters that are well versed in public finance legal matters;
4. Engaging an attorney in private practice who specializes in public finance matters and is well versed in State and federal securities and federal tax laws pursuant to an hourly fee arrangement would likely result in higher fees to be paid by the District, and such fees incurred would be payable by the District by amounts on deposit in the District's General Fund, whether or not the public securities are issued;
5. Fees for legal services in public finance matters, including bond counsel and disclosure counsel legal services, have traditionally been paid pursuant to a contingent fee contract, where such fees become payable only upon the successful issuance of the public securities and are payable solely out of the proceeds of the public securities;
6. Entering into a contract for bond counsel and disclosure counsel legal services with Cantu Harden Montoya LLP (a firm that specializes in public finance matters and is well versed in State and federal securities and federal tax laws) payment of which is contingent on the District's successful issuance of public securities and payable out of public securities proceeds provides the District a superior level of bond counsel and disclosure counsel legal services and fee(s) payable under the contract are reasonable in the public finance market and would likely be less than if such services were conducted pursuant to an hourly rate contract with an attorney specializing in public finance matters;
7. For each of the reasons state above, the execution of contingent fee engagement contracts with Cantu Harden Montoya LLP is in the best interest of the residents of the District; and

WHEREAS, the meeting at which this Resolution is being considered is an open meeting called, in part, for the purposes of considering (i) the need for obtaining the bond counsel and disclosure counsel legal services that are the subject of the Engagement Agreement, (ii) the terms of the Engagement Agreement, (iii) the competence, qualifications, and experience of Cantu Harden Montoya LLP, and (iv) the reasons the Engagement Agreement is in the best interest of the residents of the District and in compliance with HB 2826; and

WHEREAS, the Board hereby finds and determines that the adoption of this Resolution is in the best interests of the residents of the District; now, therefore,

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE TYLER INDEPENDENT SCHOOL DISTRICT THAT:

SECTION 1. The recitals contained in the preamble hereof are hereby found to be true, and such recitals are hereby made a part of this Resolution for all purposes and are adopted as a part of the judgment and findings of the Board.

SECTION 2. The Board hereby finds that: (i) there is a substantial need for the bond counsel and disclosure counsel legal services that are the subject of the Engagement Agreement with Cantu Harden Montoya LLP; (ii) the bond counsel and disclosure counsel legal services cannot reasonably be obtained from attorneys in private practice under a contract providing only for the payment of hourly fees, without regard to the outcome of the matter, because of the nature of the matter for which the bond counsel and disclosure counsel legal services will be obtained and because, until the issuance of a public security, the District will not have funds to pay the estimated amounts required under a contract providing only for the payment of hourly fees which is not contingent on the issuance of the public securities; and (iii) the relationship between the District or the Board and Cantu Harden Montoya LLP is not improper and would not appear improper to a reasonable person.

SECTION 3. Based on the findings by the Board described above, the Board hereby approves the District entering into the Engagement Agreement with Cantu Harden Montoya LLP and authorizes the Superintendent of Schools or the Business Manager to execute the Engagement Agreement.

SECTION 4. All orders and resolutions, or parts thereof, which are in conflict or inconsistent with any provision of this Resolution are hereby repealed to the extent of such conflict, so that the provisions of this Resolution shall be and remain controlling as to the matters resolved herein.

SECTION 5. This Resolution shall be construed and enforced in accordance with the laws of the State of Texas and the United States of America.

SECTION 6. If any provision of this Resolution or the application thereof to any person or circumstance shall be held to be invalid, the remainder of this Resolution and the application of such provision to other persons and circumstances shall nevertheless be valid, and the Board hereby declares that this Resolution would have been enacted without such invalid provision.

SECTION 7. It is officially found, determined, and declared that the meeting at which this Resolution is adopted was open to the public and public notice of the time, place, and subject matter of the public business to be considered at such meeting, including this Resolution, was given, all as required by Chapter 551, as amended, Texas Government Code.

SECTION 8. This Resolution shall be in force and effect from and after its final passage, and it is so resolved.

[The remainder of this page intentionally left blank.]

PASSED, ADOPTED AND APPROVED on this the 15th day of June, 2026.

TYLER INDEPENDENT SCHOOL
DISTRICT



President, Board of Trustees

ATTEST:



Secretary, Board of Trustees

(DISTRICT SEAL)



S-1

EXHIBIT A
Engagement Agreement



CANTU | HARDEN | MONTROYA LLP
A PUBLIC FINANCE LAW FIRM

1020 NE Loop 410, Suite 401
San Antonio, Texas 78209
210-890-2860
www.cantuhardenmontoya.com

June 15, 2026

Dr. Marty Crawford
Superintendent of Schools
Tyler Independent School District
1319 Earl Campbell Pkwy
Tyler Texas 75701

Re: Agreement for Bond Counsel and Disclosure Counsel Legal Services with Cantu Harden Montoya LLP

Dear Dr. Crawford:

We are pleased that you have asked our Firm to serve as counsel to Tyler Independent School District (the "District" or "Client") in connection with its debt portfolio management, including the issuance of debt obligations ("Debt") and all matters that originate from that role. This letter will confirm our agreement with you and instructions regarding the District's engagement of this Firm and will describe the terms and basis on which our Firm will provide legal services to the District.

Our experience has been that it is mutually beneficial to set forth at the outset of our representation the role and responsibilities of both our law firm and our client. Accordingly, we submit for your approval the following provisions governing our engagement. If you are in agreement, please sign the enclosed copy of this letter in the space provided below. If you have any questions about these provisions, or if you would like to discuss possible modifications, do not hesitate to call. Again, we are pleased to have the opportunity to represent the District.

1. Client. Our client in this matter will be the District, although we shall be entitled to act on the instructions of any of your apparently authorized employees or agents and to rely on any information provided to us by such employees and agents. Our representation does not encompass any other individual or entity, including affiliates, officers, directors, employees, shareholders, or other stakeholders of the District.

2. Instructions and Scope of Representation. We will be engaged initially to act as bond counsel to the District in connection with the District's bond offering, including the drafting of authorization documents and reviewing of a Preliminary Official Statement, Official Statement and other transaction documents and opinions. The District may limit or expand the scope of our representation from time to time, provided that any substantial expansion must be agreed to by us.

We would be pleased to consider expanding the scope of this matter, or representing the District in other matters; however, we must first confirm any such expansion or other representation in writing. If we take on additional matters, each will be governed by this letter unless otherwise agreed.

Dr. Marty Crawford
June 15, 2026
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3. Client Responsibilities. The District agrees to cooperate fully with us and to provide promptly all information known or available to it relevant to our representation. Without such information, we may not be able to represent the District adequately. The District also agrees to pay our statements for services and expenses in accordance with paragraph four below. The District agrees to review our drafts carefully to ensure that they are accurate and in accordance with your instructions and requirements. It is important that you let us know if you think that they are inaccurate, that something additional needs to be included or if any of the drafts are unclear or otherwise need to be amended.

The District will also be available to attend meetings and other proceedings on reasonable notice, and stay fully informed on all developments relating to this matter. The District shall not ask us to do any act or take any step which we consider to be improper, unreasonable or unprofessional, nor mislead us in any way in relation to any aspect of this matter.

4. Opinions and Beliefs. Since the outcome of legal matters is subject to factors that cannot always be foreseen, such as the uncertainties and risks inherent in the legal process, it is understood that we have made no promises or guarantees to you concerning the outcome of this or any other matter and cannot do so.

5. Communication. I will be the attorney primarily responsible for this representation. When questions or comments arise about our services, staffing, billing, or other aspects of our representation, please contact me. It is important that the District is satisfied with our services and responsiveness at all times. We will correspond with the District by sending all notices and other documents to you by post, email or facsimile, using the contact details the District provides to us. We use email extensively, but as you are aware email is not fully secure and may be intercepted by third parties. Unless the District advises us otherwise in writing, we understand that it agrees to our use of email for correspondence regarding instructions both with the District and third parties. In keeping with information security best practices for confidentiality, the Firm recommends encrypting all sensitive data you send to us.

By signing below, the District expressly grants permission to share information with the District's accountants, tax preparers, investment advisors, investment bankers, and bankers. Absent this consent, we may not be able to do so.

6. Fees and Expenses. Our fees for legal services rendered shall generally be calculated based upon the type and par amount of an issuance of Debt, applied against the fee schedule attached hereto as Exhibit A, and payable from Debt proceeds at the time of such Debt's initial delivery. Fees paid in connection with the issuance of Debt shall also cover the costs of legal services usual and customary for bond counsels to provide in connection with the maintenance of a tax-exempt debt portfolio. Additional or special services, to include complex research, defense of audit, election contests, or debt-related litigation, shall be the subject of a separate fee arrangement, agreed upon by the District and me, prior to the commencement to the District's incurring of any payment obligation with respect thereto.

In addition to our fees for rendering professional services, our statement will include other charges for expenses and services incurred incident to the performance of our legal services, such as transcript preparation, photocopying, delivery charges, travel expenses, overtime for secretaries and other nonlegal staff, Texas Attorney General filing fee (that we will pay on behalf of the District

Dr. Marty Crawford
June 15, 2026
Page 3

and seek reimbursement from Debt proceeds at the time of their initial delivery), specialized computer applications such as computerized legal research and filing fees.

In the course of our engagement, it may be necessary for us to arrange for third parties to provide goods or services for the District's account (such as for local counsel, expert witnesses, translators, and consultants, deposition costs and investigation costs). The District agrees that in each such case the District will pay directly their fees and expenses and authorize us to make arrangements to have those parties bill the District directly. The District also agrees that it will reimburse us promptly (and separately from our normal invoice procedure, if we determine, in our discretion, separate billing is appropriate) for any such fees and expenses we pay on the District's behalf.

Statements normally will be rendered monthly for work performed and expenses recorded on our books during the previous month, or at time of closing for a specific transaction. Payment is due within 30 days of receipt of our statement. If any statement remains unpaid for more than 90 days, subject to paragraph eight below, we may suspend performing services for the District until arrangements satisfactory to us have been made for payment of outstanding statements and the payment of future fees and expenses.

It is not possible to give a realistic estimate of the total charges, as the fees and costs relating to this matter are not easily predictable. Any good faith estimate we have provided is based upon the limited information we presently have. We have made no commitment to the District concerning the maximum fees and costs that will be necessary to resolve or complete this matter. It is also expressly understood that payment of the Firm's fees and costs is in no way contingent on the ultimate outcome of the matter, except those contingent upon the closing of a specific transaction.

5. Responses to Subpoenas and Similar Requests. If the Firm is required to respond to a subpoena or other formal request for records or other information relating to a representation, or to testify by deposition or otherwise concerning the representation, in each case in any litigation or claim between you and a third party in which our representation becomes a subject of inquiry in discovery (a "Request"), the Firm will first, to the extent permitted by applicable law, consult with you to determine whether you wish the Firm to comply with the Request or to resist it, if there is a basis for doing so. The District agree to reimburse the Firm for its reasonable time and expense incurred in responding to any Request, including time and expense incurred in reviewing documents, appearing at depositions or hearings, and otherwise addressing issues raised by the Request.

6. Conflicts. As we have discussed, you are aware that the Firm represents many other companies and individuals. Some of these other clients may be direct competitors of yours or otherwise may have business interests that are contrary to your interests. It is possible that during the time that we are representing the District, some of our present or future clients will have transactions or disputes with the District. These matters may include corporate matters (such as mergers and acquisitions, takeovers, and other change-in-control issues and transactions); commercial transactions (such as preparation and negotiation of agreements, licenses, leases, loans, securities offerings or underwritings); or intellectual property matters, bankruptcy, taxation matters, or administrative, legislative, policy or similar non-adjudicatory proceedings where we may take positions for other clients that are different from positions you may have taken or might take in the future.

Dr. Marty Crawford
June 15, 2026
Page 4

We cannot enter into this engagement if it could interfere with our ability to represent other existing or future clients who are or develop relationships or interests adverse to you. The District therefore agrees that we may continue to represent or may undertake in the future to represent existing or new clients in any matter that is not substantially related to our work for the District even if the interests or legal positions of such clients in those other matters are directly adverse, and waives any conflict of interest with respect thereto. We agree, however, that the District's prospective consent to conflicting representation contained in the preceding sentence shall not apply in any instance where, as a result of our representation of the District, we have obtained proprietary or other confidential information of a non-public nature, that, if known to such other client, could be used in any such other matter by such client to the District's material disadvantage. In addition, if you were still a client of the Firm at the time of a dispute, we would not represent the other client if adversarial proceedings were brought by either client against the other.

You also agree that the Firm may represent a party to which you are adverse from time to time in matters that are unrelated to you, and waive any conflict of interest with respect thereto.

You acknowledge that you have had an opportunity to consult with other counsel (in-house or otherwise) and to raise any questions you may have with us before agreeing to this waiver.

6. **Termination of Engagement.** Our relationship is based upon mutual consent and you may terminate our representation at any time, with or without cause, by notifying us. The District's termination of our services will not affect its responsibility for payment of fees for legal services rendered and for other charges incurred before termination and in connection with an orderly transition of the matter.

Similarly, we may withdraw from the representation, with or without cause, subject to the rules of professional conduct for the jurisdictions in which we practice. There are several types of conduct or circumstances that may require or permit us to withdraw from representing a District, including for example, nonpayment of fees or costs, misrepresentation, or failure to disclose material facts, fundamental disagreements, and a conflict of interest with another District. We try to identify in advance and discuss with the District any situation that may lead to our withdrawal and, if withdrawal ever becomes necessary, we will give the District written notice of our withdrawal. If we elect to withdraw for any reason, we will be entitled to be paid for all services rendered and charges accrued on the District's behalf prior to the date of withdrawal.

If a court's permission is required for withdrawal from the representation, we will promptly apply for such permission, and you agree to cooperate in such application, including, where applicable, by engaging successor counsel in the matter.

7. **Conclusion of Representation; Retention and Disposition of Documents and Materials.** Unless previously terminated, our representation of you will automatically terminate upon the earlier of (a) our sending you our final statement for services rendered in this matter or (b) upon our completion of the specific services that you have retained us to perform. Subsequent statements sent to collect expenses and/or unpaid fees, and/or the state of accounting/business records or District lists at the Firm, shall not determine or extend the attorney-District relationship. If you later retain us, and we agree, to perform further or additional services, our attorney-District relationship will be revived, subject to these and any supplemental terms of engagement.

Dr. Marty Crawford
June 15, 2026
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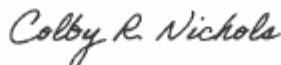
Following termination, any otherwise non-public information the District supplied to us which is retained by us will be kept confidential in accordance with applicable rules of professional conduct. At the District's request, its papers and property will be returned to it promptly. We may retain Firm files including, for example, electronic records, Firm administrative records, time and expense reports, personnel and staffing materials, and credit and accounting records; and internal lawyers' work product such as drafts, notes, internal memoranda, and legal and factual research, including investigative reports prepared by or for the internal use of lawyers. All documents retained by the Firm will be transferred to the person responsible for administering our records retention program. For various reasons, including the minimization of unnecessary storage expenses, we reserve the right to, and typically do, without asking for your permission, destroy or otherwise dispose of any such documents or other materials retained by us five years after the termination of the engagement. You agree to such destruction. If you would like to maintain in your own files certain documents, we suggest that promptly following the completion of the matter, you request that we send you copies of these documents for your own files. Further, should you request to transfer your files to another law firm, we will send all property and/or files as requested, subject to the receiving firm's payment for all relevant costs including retrieval, review, and shipping of the files.

8. Post-Engagement Matters. The District has provided instructions and is engaging the Firm to provide legal services in connection with a specific matter. After completion of the matter, changes may occur in the applicable laws or regulations that could have an impact upon the District's future rights and liabilities. Unless the District specifically engages us after completion of the matter to provide additional advice on issues arising from the matter, the Firm has no continuing obligation to advise the District with respect to future legal developments.

9. Conclusion. I hope this letter covers all relevant points, but please let me know as soon as possible if you require clarification.

Please sign, date, and return the enclosed copy of this letter. We very much look forward to working with you on this matter.

Very truly yours,



Colby R. Nichols

Dr. Marty Crawford
June 15, 2026
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Agreed and accepted:

TYLER INDEPENDENT SCHOOL DISTRICT

By: Yvonne Atkins
Name: Yvonne Atkins

Title: Board President

Date: June 15, 2026

EXHIBIT A
FEE SCHEDULE

Standard Fee Schedule:

Our proposed fee schedule will be based on the greater of \$20,000 and the product of the principal amount of any debt obligation (an Obligation) applied against the following fee schedule:

Principal Amount of Obligations.	Fee* (per \$1,000 denomination)
\$0 - \$50,000,000	\$1.00
\$50,000,001-\$100,000,000	\$1.00
Over \$100,000,000	\$1.00

* This scale will be increased by 20% for the issuance of any refunding Obligations.

* An amount of \$5,000 will be added to the above fee for additional federal income tax expertise relating to each series of Obligations issued as tax-exempt under federal law.

* An amount of \$20,000 will be added to the above fee for any and all election work, plus customary expenses of translations and publication fees, at actual cost, and up to \$2,500 for other election related expenses.

* Variable Rate Obligations (without third-party liquidity) will be billed at our standard fee scale, plus \$25,000.

* Remarketings of outstanding variable rate Obligations to new variable rate term periods or fixed rate conversions will be billed at 50% of our standard fee schedule (plus \$5,000 for additional federal income tax expertise in the event that any such remarketing or conversion results in a reissuance of Obligations under federal tax law).

* To the extent that our Firm is responsible for preparing the offering documents relating to the issuance or remarketing of any Obligations, an additional fee of \$12,500 will be charged.

* Lease-purchase obligation will be billed on an hourly basis, subject to a minimum charge of \$15,000.

* Individual expense reimbursements for any issuance of Obligations shall be capped at \$2,500 per series.

* Redemptions not associated with a bond transaction are billed at a fixed fee of \$5,000.

* Separately negotiated hourly or fixed fee arrangement for all derivative product structures, variable rate bond programs with third party liquidity, limited tax debt, and lease revenue bonds.

* Case-by-case exceptions may be made to the above.

LIST OF EXPENSES

CANTU HARDEN MONTTOYA LLP

Expenses and Services Summary**

<i>EXPENSE/SERVICE</i>	<i>CHARGE</i>
Binding	N/A (Pricing varies in other office locations)
Data Base Research Lexis, Westlaw, Information America	Costs allocated by the Firm
Deliveries	
Overnight/Express	Direct Cost
Outside Courier	Direct Cost
In-House	N/A (Pricing varies in other office locations)
Courthouse Messengers	\$40.00/Hour plus Transportation (Pricing varies in other office locations)
Document Scanning	\$.12 per page – Direct Cost
Duplicating	
Photocopy	\$0.15 per page
Color photocopy	\$0.85 per page
Microfilm/Microfiche	\$0.50 per page
Videography (duplication)	\$5.00/tape plus \$20.00/duplication
Electronic Mail (via Internet)	No Charge
Library Research by Library Staff	\$130.00 per hour
Weekend & Late Evening Air Conditioning	N/A (Pricing varies in other office locations)
Postage	Direct Cost on any item or group of items which cost \$1.00 or more
Secretarial Overtime	\$28.00 per hour (Pricing varies in other office locations)
Facsimile (Outgoing)	No charge

EXPENSE/SERVICE	CHARGE
Telephone	
Long Distance (Domestic)	No charge
Long Distance (International)	No charge
File Storage Retrieval	N/A (Pricing varies in other office locations)
Publication	Direct Cost
Texas Attorney General Transcript Review Fee	Direct Cost
Transportation	
Mileage (personal automobile)	Applicable IRS allowable rate per mile
Lodging	Direct Cost
Meals	Direct Cost
Car Rental/Airline/Rail/Etc.	Direct Cost
CD-ROM Research	\$30.00 - \$50.00 per Search (rate varies based on length of search)
Graphic Arts	\$120.00 - \$150.00 per hour, plus direct cost of supplies
Practice Support	\$60.00 - \$215.00 per hour
E-Discovery	Direct Cost
Firm hosting of on-site document review performed by outside contract attorneys	\$5.00 per hour

As a courtesy to the District, we will agree to cap our expenses to \$2,500 per transaction (excluding reimbursement of Texas Attorney General transcript review fee and any costs of publication of election notices).

LIST OF REIMBURSABLE EXPENSES

Our Firm does not have reimbursable expenses that would be appropriate for the District to account, other than normal transaction costs, including Texas Attorney General filing fees and translation costs.

Subject: Consider approval of Board Secretary

BACKGROUND INFORMATION

Pursuant to Board Policy BDAA, the board shall elect a Secretary, who shall be an employee of the district.

ADMINISTRATIVE CONSIDERATION

Gina Orr, board secretary, has submitted her letter of retirement. In order to observe an effective transition, the administration recommends the board name Margaux Sanders as board secretary effective August 1, 2026.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board name Margaux Sanders as board secretary effective August 1, 2026.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Marty Crawford, Ed.D.

07-20-26

Subject: 2025-2026 Amended Budget

BACKGROUND INFORMATION

The Texas Education Agency requires that independent school districts file an amended budget, approved by the Board of Trustees, with the Agency.

ADMINISTRATIVE CONSIDERATION

An amended 2025-2026 budget for the general fund has been prepared, and a copy is included in the agenda.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the Board approve the 2025-2026 amended budget for the general fund as presented in the agenda.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Kasey Russell

07-20-26

**Tyler Independent School District
General Operating Fund
Amended Expenditure Budget
Summary of Significant Changes from Original and Current Budgets
2025-2026**

Changes to Budget:	Original	Current
Distribution Warehouse Renovations	1,129,213.18	
Master Plan Improvements	19,245.79	
Principal Incentive Allotment	180,581.00	
Organizational Health Program	49,985.00	
Encumbrances	605,791.12	
CTC Café & Go Center Storefront	34,982.00	
Safety & Security updates	56,171.00	
Regional Day School Program for the Deaf	2,083,537.66	
Transportation	25,550.00	
Cohesity	499,979.04	
Buses	525,700.00	
Teacher Incentive Allotment Increase	122,500.00	
Radio System for Buses	500,422.00	
CTMF Rose Stadium Lighting	465,000.00	
	<u>6,298,657.79</u>	<u>0.00</u>

**TYLER INDEPENDENT SCHOOL DISTRICT
GENERAL OPERATING FUND
AMENDED EXPENDITURE BUDGET
2025-2026**

	<u>ORIGINAL BUDGET</u>	<u>CURRENT BUDGET</u>	<u>AMENDED BUDGET</u>	<u>CHANGE ORIGINAL BUDGET</u>	<u>CHANGE CURRENT BUDGET</u>
	\$ 115,453,125.22	\$ 116,758,377.01	\$ 116,274,589.07	\$ 821,463.85	\$ (483,787.94)
Total Function 11 - Instruction					
Total Function 12 - Instructional Resources and Media Services	2,617,801.97	2,594,384.61	2,588,912.39	(28,889.58)	(5,472.22)
Total Function 13 - Curriculum and Instructional Staff Development	4,777,751.20	4,782,070.46	4,758,801.40	(18,949.80)	(23,269.06)
Total Function 21 - Instructional Development	2,533,309.26	2,798,158.48	2,810,732.25	277,422.99	12,573.77
Total Function 23 - School Administration	9,334,488.62	9,650,614.59	9,643,112.57	308,623.95	(7,502.02)
Total Function 31 - Guidance, Counseling & Evaluation Services	7,060,270.16	6,696,078.98	6,710,607.99	(349,662.17)	14,529.01
Total Function 32 - Social Work Services	300,632.52	301,020.05	301,251.17	618.65	231.12
Total Function 33 - Health Services	2,389,003.65	2,396,103.50	2,396,101.19	7,097.54	(2.31)
Total Function 34 - Student (Pupil Transportation)	5,675,839.08	7,081,043.91	7,311,143.91	1,635,304.83	230,100.00
Total Function 36 - Cocurricular/ Extracurricular Activities	6,837,368.65	7,117,907.77	7,147,763.52	310,394.87	29,855.75
Total Function 41 - General Administration	4,446,547.91	4,553,697.76	4,584,397.76	137,849.85	30,700.00
Total Function 51 - Plant Maintenance and Operations	16,322,726.51	16,329,575.44	16,331,604.01	8,877.50	2,028.57
Total Function 52 - Security and Monitoring Services	4,298,588.49	4,551,972.92	4,691,077.35	392,488.86	139,104.43
Total Function 53 - Data Processing Services	4,929,293.64	5,701,405.26	5,762,316.16	833,022.52	60,910.90
Total Function 61 - Community Service	97,223.99	96,713.13	96,713.13	(510.86)	
Total Function 81 - Buildings and Improvements	130,000.00	2,116,650.73	2,116,650.73	1,986,650.73	
Total Function 93 - Shared Svc Arrangement	418,936.13	395,790.19	395,790.19	(23,145.94)	
Total Function 99 - Intergovernmental Charges	1,718,750.00	1,718,750.00	1,718,750.00		
Transfer to Preventive Maintenance Account	3,782,983.00	3,782,983.00	3,782,983.00		
TOTAL EXPENDITURES-GENERAL OPERATING FUND	<u>\$ 193,124,640.00</u>	<u>\$ 199,423,297.79</u>	<u>\$ 199,423,297.79</u>	<u>\$ 6,298,657.79</u>	<u>\$ (0.00)</u>

Subject: Gifts and Donations

BACKGROUND INFORMATION

Board policy (CDC Local) requires that all donations to the District must be reviewed by the Superintendent prior to formal acceptance. The Superintendent must approve all donations under \$5,000. The Board must approve all donations of \$5,000 or more.

ADMINISTRATIVE CONSIDERATION

The following donations with a value of \$5,000 or more have been received:

<u>Amount</u>	<u>Source</u>	<u>Recipient</u>
\$5,335.42	Jack Elementary PTA	Jack Elementary School Risers
\$5,970.00	Birdwell PTA	Birdwell Elementary School Playground Equipment

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board accept the donations.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Marty Crawford, Ed.D.

07-20-26

Subject: Activity Bus Exterior Modifications

BACKGROUND INFORMATION

The district currently has four 2020 model activity buses that are deployed in service of student trips across the State of Texas. In March 2026, the board approved the purchase of two additional activity buses.

The four existing buses were originally outfitted with a vinyl graphic wrap that represents Tyler ISD. The existing vinyl graphic wraps are in need of replacement due to UV damage, physical damage and the rebranding of Tyler ISD.

The two new activity buses will be manufactured and delivered white in color with no graphics.

ADMINISTRATIVE CONSIDERATION

In order to maintain fleet consistency and promote a positive image for Tyler ISD, the district obtained quotes from Buck's Wheel and Equipment, a vendor that can remove the existing wraps, paint the buses and implement a minimal vinyl wrap design to increase the life span of the vinyl wrap.

Remove Existing Wraps, Re-Paint and Install New Wrap (four current buses)	(4) \$29,975 per bus	\$119,900
Paint and Install New Wrap on New Buses (two new buses)	(2) \$24,450 per bus	\$48,900
Total cost		\$168,800

Funding will be provided by the general fund designated for capital outlay.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the quotes from Buck's Wheel and Equipment for a total cost of \$168,800.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Brady Beddingfield

07-20-26

Subject: Agreement for Communication Services and Subscription with Apptegy

BACKGROUND INFORMATION

The District currently uses the Apptegy products for web hosting service, publishing platform, mass notification call system, mobile app, and brand pro subscription to help improve communication and engagement with students, parents, and community.

ADMINISTRATIVE CONSIDERATION

Renewal Contract for Apptegy services include:

Product	Purpose	Term	Price
Thrillshare (annual renewal) Website Design and hosting, Alerts, Support, Service, and Training	Constituent Desktop and Mobile	09/01/2026– 08/31/2029	\$188,346.11
Brand Pro Subscription	Engagement Tool	09/01/2026– 08/31/2029	\$33,101.25
Total Cost			\$221,447.36

Funding will be provided utilizing General Funds.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the agreement for communication services and subscription with Apptegy for a total cost of \$221,447.36 through 08/31/2029.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Jennifer Hines
Kevin Bogue

07-20-26

Subject: PracticePlan Facility Rental Management Software Agreement

BACKGROUND INFORMATION

PracticePlan is a web-based facility rental management platform designed specifically for school districts and other organizations that rent facilities to community groups and outside organizations. The software provides online scheduling, facility availability calendars, rental requests, approvals, invoicing, payment processing, and reporting capabilities through a centralized system. This would replace the SchoolSpace software that the district currently utilizes.

ADMINISTRATIVE CONSIDERATION

PracticePlan will provide Tyler ISD with a comprehensive facility rental management system at no direct cost to the district for the 2026-2027 school year. The company is compensated through a service fee equal to ten percent (10%) of each rental transaction processed through the platform. This fee is retained by PracticePlan and does not require any budgeted expenditure by the district.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the agreement with PracticePlan for facility rental management services.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Marty Crawford, Ed.D.
Sam Gillispie
Kasey Russell

07-20-26

Subject: TASB Localized Policy Update 127 – BJCF, CAA, DC, DH, DP, DPA, DPB, EHBB and FFF

BACKGROUND INFORMATION

TASB Policy and Legal Services regularly monitors federal and state authorities to identify changes in the legal framework for local schooldistrict governance and management. Generally, these changes are accumulated into a numbered update, usually encompassing many policy codes.

ADMINISTRATIVE CONSIDERATION

Localized Policies have been reviewed by the district administration to make corrections as needed that reflect the practices of the district and the intentions of the board. Local policy revisions are listed below.

BJCF(LOCAL): SUPERINTENDENT
NONRENEWAL
REVISED POLICY

CAA(LOCAL): FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS
REVISED POLICY

DC(LOCAL): EMPLOYMENT PRACTICES
REVISED POLICY

DH(LOCAL): EMPLOYEE STANDARDS OF CONDUCT
REVISED POLICY

DP(LOCAL): PERSONNEL POSITIONS
DELETE POLICY

DPA(LOCAL): PERSONNEL POSITIONS
PRINCIPALS
ADD POLICY

DPB(LOCAL): PERSONNEL POSITIONS
OTHER PERSONNEL POSITIONS
ADD POLICY

EHBB(LOCAL): SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS
REVISED POLICY

FFF(LOCAL): STUDENT WELFARE
STUDENT SAFETY
REVISED POLICY

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve this update as it prepares to incorporate the Local policies into the District's Localized Policy Manual.

ACTON REQUIRED

Board Approval

CONTACT PERSON

Lance Groppel, Ed.D.

07-20-26

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

Reasons

The Board's decision not to renew the Superintendent's contract shall not be based on the Superintendent's exercise of Constitutional rights or based unlawfully on race, color, religion, sex, national origin, age, disability, or any other basis prohibited by law. Reasons for the nonrenewal of the Superintendent's contract shall be:

1. Deficiencies pointed out in evaluations, supplemental memoranda, or other communications.
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Insubordination or failure to comply with Board directives.
5. Failure to comply with Board policies or administrative regulations.
6. Failure of the District to make measurable progress toward the goals stated in the District improvement plan. [See BQ]
7. Conducting personal business during school hours when it results in neglect of duties.
8. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.
9. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.
10. Failure to meet the District's standards of professional conduct.
11. Failure to report to the Board any arrest, indictment, conviction, no contest or guilty plea, or other adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL). [See DH]
12. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]

SUPERINTENDENT
NONRENEWAL

BJCF
(LOCAL)

13. Failure to comply with reasonable District requirements regarding advanced coursework or professional improvement and growth.
14. Disability, not otherwise protected by law, that prevents the Superintendent from performing the essential functions of the job, with or without reasonable accommodation.
15. Any activity, school-connected or otherwise, that, because of publicity given it or knowledge of it among students, faculty, or the community, impairs or diminishes the Superintendent's effectiveness in the District.
16. Any breach by the Superintendent of an employment contract or any reason specified in the Superintendent's employment contract.
17. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, staff, or the Board.
18. Behavior that presents a danger of physical harm to a student or other individuals.
19. Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.
20. Use of profanity in the course of performing any duties of employment, whether on or off District premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.
21. Falsification of records or other documents related to the District's activities.
22. Falsification or omission of required information on an employment application.
23. Misrepresentation of facts to the Board or other District officials in the conduct of District business.
24. Failure to fulfill or maintain requirements for Superintendent certification, unless granted a waiver by the commissioner of education.
25. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.
26. Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.

**SUPERINTENDENT
NONRENEWAL**

**BJCF
(LOCAL)**

27. Engaging in or assigning to another individual, whether intentionally or knowingly, an instruction, guidance, activities, or programming prohibited by law. [See EMB]
28. Engaging in or assigning to another individual, whether intentionally or knowingly, diversity, equity, and inclusion duties prohibited by law.
29. Any reason constituting good cause for terminating the contract during its term.

**Notice of Proposed
Nonrenewal**

If the Board determines that the Superintendent's contract should be considered for nonrenewal, the Board shall deliver to the Superintendent written notice of the proposed nonrenewal in accordance with law.

Request for Hearing

If the Superintendent desires a hearing after receiving notice of the proposed nonrenewal, the Superintendent shall notify the Board in writing not later than the 15th day after receiving the notice. When the Board receives a timely request for a hearing on proposed nonrenewal, the hearing shall be held not later than the 15th day after receipt of the request, unless the parties mutually agree to a delay. The Superintendent shall be given notice of the hearing date as soon as it is set.

Hearing Procedure

Unless the Superintendent requests that the hearing be open, the hearing shall be conducted in closed meeting with only the members of the Board, the Superintendent, their chosen representatives, and such witnesses as may be called in attendance. Witnesses may be excluded from the hearing until called to present evidence. The Superintendent and the Board may each be represented by a person designated in writing to act for them. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

The conduct of the hearing shall be under the presiding officer's control and shall generally follow the steps listed below:

1. After consultation with the parties, the presiding officer shall impose reasonable time limits for presentation of evidence and closing arguments.
2. The hearing shall begin with the Board's presentation, supported by such proof as it desires to offer.
3. The Superintendent may cross-examine any witnesses for the Board.

**SUPERINTENDENT
NONRENEWAL**

**BJCF
(LOCAL)**

4. The Superintendent may then present such testimonial or documentary proofs, as desired, to offer in rebuttal or in general support of the contention that the contract be renewed.
5. The Board may cross-examine any witnesses for the Superintendent and offer rebuttal to the testimony of the Superintendent's witnesses.
6. Closing arguments may be made by each party.

A record of the hearing shall be made so that a certified transcript can be prepared, if required.

Board Decision

The Board may consider only such evidence as is presented at the hearing. After all the evidence has been presented, if the Board determines that the reasons given in support of the recommendation to not renew the Superintendent's contract are lawful, supported by the evidence, and not arbitrary or capricious, it shall so notify the Superintendent by a written notice not later than the 15th day after the date on which the hearing is concluded. This notice shall also include the Board's decision on renewal, which decision shall be final.

No Hearing

If the Superintendent fails to request a hearing, the Board shall take the appropriate action and notify the Superintendent in writing of that action not later than the 30th day after the date the notice of proposed nonrenewal was sent.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

All Trustees, employees, vendors, contractors, agents, consultants, volunteers, and any other parties who are involved in the District's financial transactions shall act with integrity and diligence in duties involving the District's fiscal resources.

Note: See the following policies and/or administrative regulations regarding conflicts of interest, ethics, and financial oversight:

- Code of ethics:
 - for Board members — BBF
 - for employees — DHA
 - Financial conflicts of interest:
 - for public officials — BBFA
 - for all employees — DBD
 - for vendors — CHE
 - Compliance with state and federal grant and award requirements: CB, CBB
 - Financial conflicts and gifts and gratuities regarding federal funds: CB, CBB
 - Systems for monitoring the District's investment program: CDA
 - Budget planning and evaluation: CE
 - Compliance with accounting regulations: CFC
 - Activity fund management: CFD
 - Criminal history record information for employees: DBAA, DC
 - Disciplinary action for fraud by employees: DCD, DCE, and DF series
-

**Fraud and Financial
Impropriety**

The District prohibits fraud and financial impropriety, as defined below, in the actions of its Trustees, employees, vendors, contractors, agents, consultants, volunteers, and others seeking or maintaining a business relationship with the District.

Definition

Fraud and financial impropriety shall include, but not be limited to:

1. Forgery or unauthorized alteration of any document or account belonging to the District.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.
3. Misappropriation of funds, securities, supplies, or other District assets, including employee time.
4. Impropriety in the handling of money or reporting of District financial transactions.
5. Profiteering as a result of insider knowledge of District information or activities.
6. Unauthorized disclosure of confidential or proprietary information to outside parties.
7. Unauthorized disclosure of investment activities engaged in or contemplated by the District.
8. Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the District, except as otherwise permitted by law or District policy. [See CB, DBD]
9. Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment.
10. Failure to provide financial records required by federal, state, or local entities.
11. Failure to disclose conflicts of interest as required by law or District policy.
12. Any other dishonest act regarding the finances of the District.
13. Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards.

**Financial Controls
and Oversight**

Each employee who supervises or prepares District financial reports or transactions shall set an example of honest and ethical behavior and shall actively monitor his or her area of responsibility for fraud and financial impropriety.

Fraud Prevention

The Superintendent or designee shall maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

Reports

Any person who suspects fraud or financial impropriety in the District shall report the suspicions immediately to a person with authority to investigate the suspicions, including any supervisor, the Superintendent or designee, the District's internal audit services, the Board President, or local law enforcement.

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure may be necessary to complete a full investigation or to comply with law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.

*Protection from
Retaliation*

Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]

Fraud Investigations

In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent or designee and/or the District's internal audit services shall promptly investigate reports of potential fraud or financial impropriety.

Response

If an investigation substantiates a report of fraud or financial impropriety, the Superintendent and/or the District's internal audit services shall promptly inform the audit committee and the Board of the report, the investigation, and any responsive action taken or recommended by the administration.

If an employee is found to have committed fraud or financial impropriety, the Superintendent or designee shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor.

When circumstances warrant, the Board, Superintendent, or designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds.

The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.

**Federal Awards
Disclosure**

In connection with federal awards, the District shall promptly disclose in writing whenever the District has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal award. [See CBB]

Analysis of Fraud

After any investigation substantiates a report of fraud or financial impropriety, the District's internal audit services shall analyze

FISCAL MANAGEMENT GOALS AND OBJECTIVES
FINANCIAL ETHICS

CAA
(LOCAL)

conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent or designee shall ensure that appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the audit committee for review.

EMPLOYMENT PRACTICES

DC
(LOCAL)

Personnel Duties	The Superintendent shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.
Posting Vacancies	The Superintendent or designee shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees may apply for any vacancy for which they have appropriate qualifications.
Applications	All applicants shall complete the application form supplied by the District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position. In accordance with the Board's core beliefs and vision, the District shall continuously and aggressively recruit the most qualified individuals to ensure academic excellence in hiring, training, and retaining the best teachers, administrators, and auxiliary staff members. [For information related to the evaluation of criminal history records, see DBAA.]
Employment of Contractual Personnel	The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel. The Board retains final authority to hire deputy superintendents, a chief financial officer, high school principals, an athletic coordinator, and head football coaches/campus athletic coordinators; however, the Board delegates to the Superintendent final authority to hire all other contractual personnel. [See DC Series as appropriate]
Employment of Noncontractual Personnel	Note: For employment of a bus driver related to a Board member or the Superintendent, see DBE(LEGAL). The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis. [See DCD]
Employment Assistance Prohibited	No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for

prohibitions relating to contractors and agents and DHA(LEGAL)
for the Educators' Code of Ethics.]

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educators' Code of Ethics. [See DHA(LEGAL)]

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.

An employee wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]

Violations of Standards of Conduct

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD, DCE, and DF series]

Weapons Prohibited

The District prohibits the use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on District property at all times.

Exceptions

No violation of this policy occurs when:

1. Use or possession of a firearm by a specific employee is authorized by the Superintendent [see the CKE series];
2. A District employee who holds a handgun license in accordance with state law stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, provided the handgun or other firearm is not in plain view; or
3. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

Electronic Communication

Use with Students

A certified employee, licensed employee, or any other employee designated in writing by the Superintendent or a campus principal may use electronic communication, as this term is defined by law, with currently enrolled students only about matters within the scope of the employee's professional responsibilities.

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

employee shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

Unless authorized above, all other employees are prohibited from using electronic communication directly with students who are currently enrolled in the District. The employee handbook or other administrative regulations shall further detail:

1. Exceptions for family and social relationships;
2. The circumstances under which an employee may use text messaging to communicate with individual students or student groups;
3. Hours of the day during which electronic communication is discouraged or prohibited; and
4. Other matters deemed appropriate by the Superintendent.

In accordance with ethical standards applicable to all District employees [see DHA(LEGAL)], an employee shall be prohibited from using electronic communications in a manner that constitutes prohibited harassment or abuse of a District student; adversely affects the student's learning, mental health, or safety; includes threats of violence against the student; reveals confidential information about the student; or constitutes an inappropriate communication with a student, as described in the Educators' Code of Ethics.

An employee shall have no expectation of privacy in electronic communications with students. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use	All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct. If an employee's use of electronic communication violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.
Reporting Improper Communication	In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.
Disclosing Personal Information	An employee shall not be required to disclose his or her personal email address or personal phone number to a student.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Prohibited Classroom Instruction or Activities	An employee is prohibited from intentionally or knowingly engaging in or assigning to another individual instruction, guidance, activities, or programming prohibited by law [see EMB].
Prohibited Diversity, Equity, and Inclusion Duties	An employee shall be subject to disciplinary action, including termination of employment, if the employee, intentionally or knowingly: • Engages in diversity, equity, and inclusion (DEI) duties. • Assigns to another individual DEI duties. [See BT(LEGAL)]
Social Transitioning	An employee shall be prohibited from assisting a District student with social transitioning, as the term is defined in law. This prohibition includes providing any information to a District student about social transitioning or guidelines intended to assist a District student with social transitioning.
Safety Requirements	Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.
Harassment or Abuse	An employee shall not engage in prohibited harassment, including sexual harassment, of: 1. Other employees. [See DIA] 2. Students. [See FFH; see FFG regarding child abuse and neglect.] While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents. An employee shall report child abuse or neglect as required by law. [See FFG]
Relationships with Students	An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. As required by law, the District shall notify the parent of a student with whom a District employee or person acting as a service provider for the District is alleged to have engaged in certain misconduct.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

[See FFF for parent notification requirements and DHB and DHC for reporting requirements.]

**Tobacco and
Nicotine Products
and E-Cigarettes**

An employee is prohibited from possessing or using any type of tobacco product, e-cigarette, or any other electronic vaporizing device while on school property, in a District vehicle, or while attending an off-campus school-related activity. An employee is also prohibited from possessing or using any type of nicotine product, including nicotine pouches, regardless of whether the product contains tobacco, while on District property, in a District vehicle, or while attending an off-campus school-related activity.

An employee's supervisor is authorized to approve an exception to this policy for a smoking cessation product.

**Alcohol and Drugs /
Notice of Drug-Free
Workplace**

As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

An employee who violates these drug-free workplace provisions shall be subject to disciplinary sanctions. Sanctions may include:

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;
3. Termination from employment with the District; and
4. Referral to appropriate law enforcement officials for prosecution.

Notice

Employees shall receive a copy of this policy.

**Arrests, Indictments,
Convictions, and
Other Adjudications**

An employee shall notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any offense involving moral turpitude, and any of the other offenses as indicated below:

1. Crimes involving school property or funds;
2. Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
3. Crimes that occur wholly or in part on school property or at a school-sponsored activity; or
4. Crimes involving moral turpitude, which include:
 - Dishonesty; fraud; deceit; theft; misrepresentation;
 - Deliberate violence;
 - Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
 - Felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;
 - Felony driving while intoxicated (DWI); or
 - Acts constituting abuse or neglect under the Texas Family Code.

EMPLOYEE STANDARDS OF CONDUCT

DH
(LOCAL)

Dress and Grooming An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

PERSONNEL POSITIONS
PRINCIPALS

DPA
(LOCAL)

Qualifications

In addition to the minimal education and certification requirements established in the job description, a principal shall have at least:

1. Working knowledge of curriculum and instruction;
2. The ability to evaluate instructional program and teaching effectiveness;
3. The ability to manage budgets and personnel and to coordinate campus functions;
4. The ability to implement policy and procedures;
5. The ability to interpret data;
6. Strong communications, public relations, and interpersonal skills;
7. Prior experience in instructional leadership roles; and
8. Other qualifications deemed necessary by the Board and included in the job description.

PERSONNEL POSITIONS
OTHER PERSONNEL POSITIONS

DPB
(LOCAL)

School Counselors

In accordance with law, a school counselor shall spend 80 percent of the counselor's work time on duties that are components of a comprehensive school counseling program (CSCP). [See FFEA]

If the Board approves a determination by the administration that due to District or campus staffing needs or other reasons a school counselor is prevented from spending 80 percent of the counselor's work time on duties that are components of a CSCP, the Board shall direct the Superintendent to develop a revised job description for the school counselor that addresses the percentage of the school counselor's time that shall be spent on duties related to the components of a CSCP and the duties the school counselor is expected to perform in the remaining work time. The Superintendent shall report to the Board regarding adjustments to a school counselor's duties under this provision.

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

Referral	Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.
Screening and Identification Process	The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year. The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the identification procedures and services for the program prior to beginning the screening and identification process.
Parental Consent	The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.
Selection	The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.
Identification Criteria	
<i>Assessments</i>	Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.
<i>Matrix or Threshold System</i>	If the selection process relies on a matrix or threshold system, the use of a scoring value based on race, ethnicity, sex, socioeconomic status, or disability shall be prohibited.
Placement Committee	A placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs and identification of gifted students, as required by law.
Notification	The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.

Reassessment

If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.

Transfer Students

Interdistrict

When a student identified as gifted by a previous school district enrolls in the District, the placement committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate.

[See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]

Intradistrict

A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.

Furloughs

The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student.

In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.

Exit Provisions

The District shall monitor student performance in response to gifted and talented program services. If at any time the placement committee or a parent determines the program is not meeting the student's educational needs, the committee shall meet with the parent and student before finalizing an exit decision.

Appeals

A parent, student, or educator may appeal any final decision of the placement committee regarding services in the gifted and talented program. Appeals shall be made first to the placement committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.

Program Evaluation

The District shall annually evaluate the effectiveness of the District's gifted and talented program, and the results of the

SPECIAL PROGRAMS
GIFTED AND TALENTED STUDENTS

EHBB
(LOCAL)

evaluation shall be used to modify and update the District and campus improvement plans. The District shall include parents in the evaluation process and shall share the information with Board members, administrators, teachers, school counselors, students in the gifted and talented program, and the community.

Funding

The Superintendent shall develop administrative procedures to ensure that 100 percent of the state funds allocated for the gifted and talented program are spent providing for and enhancing the District's program and that a method accounting for expenditures related to the gifted and talented program is established and aligns with the Texas Education Agency's financial compliance guidance.

**Community
Awareness**

The District shall ensure that information about the District's gifted and talented program is available to parents and community members and that they have an opportunity to develop an understanding of and support for the program.

Note: See policies DHB and DHC for information on other required reports regarding alleged misconduct against a student.

The District shall notify a parent of a student with whom a District employee or a person acting as a service provider for the District is alleged to have engaged in misconduct, informing the parent:

1. As soon as feasible that the alleged misconduct may have occurred;
2. Whether the individual was terminated following an investigation of the alleged misconduct or resigned before completion of the investigation; and
3. Whether a report was submitted to the Texas Education Agency or State Board for Educator Certification concerning the alleged misconduct.

For purposes of this policy, misconduct is defined as an individual's:

1. Alleged abuse or commission of an otherwise unlawful act with a student;
2. Involvement in or soliciting a romantic relationship, or soliciting or engaging in sexual contact, with a student;
3. Engaging in inappropriate communications with a student; or
4. Failing to maintain appropriate boundaries with a student.

**Notice of Suspected
Criminal Offense**

Except as provided by state law regarding child abuse investigations, the District shall notify a parent not later than one business day after the date an employee first suspects that a criminal offense has been committed against the parent's child.

[See also FFG for reporting requirements related to child abuse and FFH for parental notification requirements regarding prohibited conduct as defined by that policy.]

Subject: Master Intergovernmental Cooperative Purchasing Agreement with Equalis Group LLC for the Equalis Group Purchasing Program in conjunction with Region 10 Education Service Center

BACKGROUND INFORMATION

Tyler ISD utilizes various purchasing cooperatives to assist the District in maintaining compliance with local, state, and federal regulations.

The purchasing cooperatives establish a formal process that provides all prospective vendors an opportunity to offer competitive prices and the best value for necessary goods and services to participating entities.

ADMINISTRATIVE CONSIDERATION

Membership with the Equalis Group Purchasing Program will expand the vendor pool the District may access to satisfy the District's purchasing needs and will assist in maintaining compliance with local, state, and federal requirements at no additional cost.

Region 10 Education Service Center serves as the designated primary lead agency for the Equalis Group Purchasing Program and membership will also establish eligibility for engagement with the EdTech Exchange Purchasing Cooperative without the need for execution of a program-specific interlocal agreement.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the Master Intergovernmental Cooperative Purchasing Agreement with Equalis Group LLC for the Equalis Group Purchasing Program in conjunction with Region 10 Education Service Center effective September 1, 2026.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Kasey Russell
Chelsi Drosche

07-20-26

Subject: Consider Re-Affirming use of District Purchasing Cooperatives

BACKGROUND INFORMATION

Tyler ISD utilizes various purchasing cooperatives to assist the District in maintaining compliance with local, state, and federal regulations. The purchasing cooperatives establish a formal process that provides all prospective vendors an opportunity to offer competitive prices and the best value for necessary goods and services to participating entities.

ADMINISTRATIVE CONSIDERATION

Continued participation in the various cooperatives listed below will expand the vendor pool the District may access to satisfy the District's purchasing needs and will assist in maintaining compliance with local, state, and federal requirements.

Purchasing Cooperatives:

- Allied States Cooperative (ESC Region XIX)
- BuyBoard (TASB)
- Central Texas Purchasing Alliance (CTPA)
- Choice Partners
- DIR (Department of Information Resources)
- E&I Cooperative Services
- EPIC 6 (ESC Region VI)
- ESC Region VII
- Omnia Partners
- PACE (Purchasing Association of Cooperative Entities)
- TIPS (The Interlocal Purchasing System – ESC Region VIII)
- TXMAS (State Purchasing)

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board re-affirm the use of the purchasing cooperatives listed above effective August 1, 2026 through July 31, 2027.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Kasey Russell
Chelsi Drosche

07-20-26

Subject: Student Code of Conduct for the 2026-2027 school year

BACKGROUND INFORMATION

The Tyler Independent School District's Board of Trustees is committed to providing an excellent educational environment for students and staff. The Board will not tolerate acts by any student that may jeopardize the safety, health or educational opportunities of other students. The Texas Education Code Chapter 37, Section 37.001, mandates that each school district adopt a Student Code of Conduct for the district. The code of conduct outlines the expectations for student behavior and defines what consequences may be issued to students in accordance with Chapter 37 of the Texas Education Code.

ADMINISTRATIVE CONSIDERATION

The Tyler ISD Student Code of Conduct is revised annually with input from campus staff members, administrators and parents. Model information is provided by the Texas Association of School Board policy service. The Code of Conduct is made available to parents, in both English and Spanish, and can be accessed at each school's office, on the District website, and at the District Administration Office.

A copy of the Student Code of Conduct is provided under separate cover.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the 2026-2027 Student Code of Conduct as presented.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Ronald K. Jones
John D. Johnson III

07-20-26

Subject: District Evaluation Procedures, District Appraisal Calendar, and T-TESS Appraisers for the 2026-2027 School Year

BACKGROUND INFORMATION

All school districts have two choices in selecting a method to appraise teachers; a teacher-appraisal system recommended by the Texas Commissioner of Education or a local teacher appraisal system. The commissioner's recommended teacher-appraisal system, Texas Teacher Evaluation and Support System (T-TESS) was developed in accordance with TEC 21.351 and it is being recommended for all of the district's teachers.

The principal appraisal instrument has been designed to meet the requirements of the commissioner rule (TAC 150.1022). The Texas Principal Evaluation Support System (T-PESS) is the Commissioners recommended principal evaluation system for the state of Texas starting in the 2016-2017 school year.

ADMINISTRATIVE CONSIDERATION

Chapter 150 of 19 TAC requires that the local board approve:

- 1) the district's evaluation procedures, including procedures for determining the selection of a second appraiser
- 2) the district appraisal calendar
- 3) the district appraisers

The district's procedures and calendars have been reviewed by the principals and central administration. The teacher appraisers have completed all T-TESS training and certification requirements through ESC Region VII. Additional appraisers will be recommended to the board for approval when they have completed the training requirements.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the adoption of the District Evaluation Process, the District Appraisal Calendar, and T-TESS Appraisers for the 2026-2027 school year.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Ronald K. Jones
Sheri Barberee-Taylor

District Evaluation Procedures 2026-2027

TEACHER APPRAISAL SYSTEM

T-TESS is a process that seeks to develop habits of continuous improvement with evidence-based feedback and professional development decisions based on that feedback through ongoing dialogue and collaboration.

Components of the appraisal process, such as classroom observations and walk-throughs, will be conducted as frequently as necessary to ensure that teachers receive appropriate guidance.

SELF-ASSESSMENT AND GOAL SETTING

- The teacher self-assessment, goal setting, and professional development processes are all interwoven and applied throughout the school year to positively impact each teacher's professional practices and ultimately increase student performance.

Each teacher will review data and reflect on his or her professional practice, including reviewing the domains, dimensions, and descriptors of the T-TESS rubric.

A teacher who is new to the District or who is in the first year of the appraisal process will receive an orientation and will be guided through the self-assessment and goal-setting process to establish a professional development plan. Within six weeks of completing the orientation, a teacher who is new to the District or who is in the first year of the appraisal process will formulate targeted goals on the Teacher Self-Assessment and Goal-Setting Form and schedule an in-person goal-setting conference with his or her appraiser. After the conference, the teacher will submit his or her approved Goal-Setting and Professional Development Plan to the appraiser.

A returning teacher will review the goal(s) and professional development plan established at the end-of-the year conference and student performance data to determine if changes are needed. The teacher will submit to the appraiser his or her approved Goal-Setting and Professional Development Plan within the first six weeks of the school year.

IMPLEMENTATION OF GOALS

Each teacher will regularly monitor progress toward his or her goals. If the teacher feels the goals need to be modified, the teacher should make an appointment with his or her appraiser to discuss individual progress toward his or her goals and/or obtain additional supports.

PRE-CONFERENCE

The purpose of a pre-conference is for the appraiser and teacher to mutually discuss the upcoming formative observation with a focus on the interrelationships between planning, instruction, the learning environment, and student outcomes. The pre-conference will be conducted within 10 days of an announced observation.

District Evaluation Procedures 2026-2027

	The pre-conference will provide the teacher an opportunity to demonstrate his or her knowledge and skills for the planning domain and its correlating dimensions. The conference is primarily focused on the upcoming observation and what the teacher has planned to ensure that the instructional objective(s) are met.
FORMAL OBSERVATION	The teacher will be formally observed in the classroom one time unless the appraiser deems additional observations to be necessary. A classroom observation will be an instructional period or a complete lesson within an instructional period that consists of a minimum of 45 minutes of instruction. By mutual, written consent between the appraiser and the teacher, the required minimum of 45 minutes of observation may be conducted in shorter time segments. The time segments must aggregate to at least 45 minutes. Each teacher may have additional unannounced observations or walk-throughs that provide actionable, timely feedback, which will allow the teacher to make efficient and contextual professional development choices to help refine practice. If data gathered during the additional observation or walk-through will impact the teacher's summative appraisal rating, a written summary will be shared with the teacher within ten working days after the completion of the additional observation or walk-through.
NOTICE	The formal observation for a teacher's appraisal will be announced and determined as set forth during the pre-conference. The District will establish an appraisal calendar each year, and provide the calendar to teachers within the first three weeks of the school year.
POST-CONFERENCE	All observations will include an in-person post-conference within ten working days of the observation. The overall purpose of the post-conference is to provide a teacher an opportunity to self-reflect on the execution of his or her lesson, including the impact on student performance. The results will be used to inform and guide the teacher regarding future practices and growth.
END-OF-YEAR CONFERENCE	The end-of-year conference will be held at least 15 days prior to the last day of instruction to discuss overall performance for the year. End-of-year conferences are mandatory.

District Evaluation Procedures 2026-2027

	Each teacher will provide his or her appraiser with an update regarding the professional goals and development plan that were developed at the beginning of the year.
PRELIMINARY GOAL SETTING AND PLANNING FOR THE FOLLOWING SCHOOL YEAR	Following the end-of-year conference, the appraiser and teacher will discuss how the current year self-assessment and goal-setting process will continue into the next school year for continuous improvement, including professional development to support learning.
SUMMATIVE ANNUAL APPRAISAL REPORT	A written summative annual appraisal report will be provided to the teacher within ten working days of the conclusion of the end-of-year conference. The report will be shared with the teacher no later than 15 working days before the last day of instruction for students. The written summative annual appraisal report will be placed in the teacher's personnel file by the end of the appraisal period.
SUMMATIVE APPRAISAL SCORE	Each teacher will be given an individual rating on each of the sixteen dimensions of the T-TESS summative annual appraisal report. Student growth will act like the seventeenth dimension.
APPRAISER	Each teacher will be appraised by a certified appraiser. If the certified appraiser is not the teacher's supervisor, the appraiser will be selected from the list of certified appraisers approved by the Board.
SECOND APPRAISER	A teacher may request a second appraiser within ten working days of receiving a written observation summary or a written summative annual appraisal report. If a teacher requests a second appraisal by another certified District appraiser, the second appraiser will be determined in accordance with the following: • The second appraiser will be an administrator based on the teacher's campus. • In the event that there is not a campus administrator available, the Chief of Staff or Executive Director of Human Resources will select an appraiser from the Board approved appraiser list.
TEACHER RESPONSE AND REBUTTAL	A teacher may submit a written response or rebuttal within ten working days of receiving a written observation summary, a written

District Evaluation Procedures 2026-2027

summative annual appraisal report, or any other written documentation associated with the teacher's appraisal.

GRIEVANCES

Complaints regarding a teacher appraisal should be addressed in accordance with DGBA(LOCAL).

The Appraisal Calendar:

- Shall exclude the first three weeks of instruction for formal observations.
- Shall exclude formal observations on the last day of instruction BEFORE any official school holiday and on the first day of instruction AFTER a holiday. Pre-conferences, post-conferences, and walkthroughs are allowed on these days.
- Shall provide that the appraisal process be completed 15 working days before the last day of instruction for students.
- Shall exclude days scheduled for end-of semester or end-of-year examinations.
- Shall exclude days scheduled for STAAR, EOC, or other standardized tests.

Based on the 2026-2027 Tyler ISD School Calendar and the stipulations stated above, the following dates indicate the days that formal T-TESS observations **shall not be conducted**. For testing restriction dates refer to the district assessment calendars.

August/Sep	First three weeks of instruction	August 12, 2026 to September 3, 2026
September	Labor Day	September 4, 2026 or September 8, 2026
October	Fall Break	October 9, 2026 or October 14, 2026
Nov/Dec	Thanksgiving Holiday	November 19, 2026 or November 30, 2026
Dec/Jan	Christmas Break	December 17, 2026 or January 5, 2027
January	Martin Luther King Day	January 15, 2027 or January 19, 2027
March	Spring Break	March 4, 2027 or March 15, 2027
April	Good Friday	March 25, 2027 or March 29, 2027
April	Observations Completed	April 9, 2027
May	Complete Appraisal Process	April 30, 2027

Timeline:

Aug. 3 – Sept. 4	Complete Orientation for new teachers and T-TESS Update for returning teachers.
Aug. 3 - Sept. 18	All Goal Setting and Professional Development Plan conferences must be completed.
Sept. 9 – April 9	Formal observation process can begin for teachers that have received orientation or update and have completed the Goal-Setting and Professional Development Conference. <i>All 4 mandatory walk-throughs are to be completed by April 16, 2027.</i>
April 30	Last day to complete the entire appraisal process. (Summative and EOY Goal Setting)

Timeline Restrictions:

- Teachers will submit Goal Setting and Professional Development Plan to appraiser within six weeks from the day of completion of the orientation for feedback and final approval. (*Final approval completed by **Sept. 21, 2026.***)
- All first-year teachers and teachers new to the district will be evaluated during the first semester of employment.
- All announced formal 45-minute observations must be scheduled during the Pre-Conference.
- Pre-conferences must be conducted within 10 working days of a scheduled formal observation.
- After the formal observation, a post-conference must take place within 10 working days.
- End-of-Year Conferences must be completed at least 15 working days prior to the last day of instruction (**April 30, 2027**)
- A written summative annual appraisal report shall be shared with the teacher within 10 working days following the conclusion of the end-of-the-year conference but **no later** than 15 working days before the last day of instruction.
- All pre-conferences, formal observations, and post-conferences for all teachers must be completed by **April 9, 2027**.
NO FORMAL OBSERVATIONS SHOULD TAKE PLACE AFTER April 9, 2027. *The exception would be a teacher who requested a second observation within ten working days after the observation post conference and was entitled to another observation by a different appraiser. Teachers must complete the T-TESS request for 2nd appraisal form.*
- **Walkthroughs** may be conducted, and cumulative data may be obtained on any day and at any time throughout the school year, **until April 16, 2027.**
- **All ratings** above or below proficient must have comments/data supporting the rating.
- Any documentation that would affect a teacher's score shall be shared with the teacher within **10 working days**. A summative conference must be conducted to advise the teacher of any change in the final observation score.



TYLER ISD
SUCCESSFUL STUDENT OUTCOMES

T-TESS

2026 - 2027 SCHOOL YEAR

JULY 2026						
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FEBRUARY 2027						
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APRIL 2027						
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JUNE 2027						
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JULY 2027						
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Administrative Offices Closed

June 29 - July 3, 2026
July 5 - July 9, 2027

Administrative Summer Hours

June 1 through July 31, 2026
June 7 through July 30, 2027
M-W 7:30 a.m. - 5:00 p.m.
TH 7:30 a.m. - 4:30 p.m.
Closed Fridays

First Day of School August 12, 2026
Last Day of School May 21, 2027

Formal Observations

STAAR for High Schools no FO for HS

STAAR ALT, No FO for Sp.Ed. teachers while giving STAAR ALT

All Formal OBS & Walk-throughs completed April 17, 2027

No FO

In Session

State Testing
December 7-11
April 12-23
June 14-18

Staff/Student Holiday

Labor Day - September 7
Fall Break - October 12
Thanksgiving - November 23 - 27
Christmas Break - Dec. 21, 2026 - Jan. 1, 2027
Martin Luther King Jr. Day - January 18
Spring Break - March 8-12
Good Friday - March 26
Memorial Day - May 31

Professional Development/Work Day

August 3 - 7, 10 - 11; October 13; January 4
February 15; May 24

Student Early Release

November 20; December 18; March 5, May 21

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The Appraisal Calendar:

- Shall exclude the first three weeks of instruction for formal observations.
- Shall exclude formal observations on the last day of instruction BEFORE any official school holiday and on the first day of instruction AFTER a holiday. Pre-conferences, post-conferences, and walkthroughs are allowed on these days.
- Shall provide that the appraisal process be completed 15 working days before the last day of instruction for students.
- Shall exclude days scheduled for end-of semester or end-of-year examinations.
- Shall exclude days scheduled for STAAR, EOC, or other standardized tests.

Based on the 2026-2027 Boshears Calendar and the stipulations stated above, the following dates indicate the days that formal T-TESS observations **shall not be conducted**. For testing restriction dates, refer to the district assessment calendars.

August/Sept	First three weeks of instruction	August 12, 2026 to September 4, 2026
October	Fall Break	October 1, 2026 or October 20, 2026
Nov/Dec	Thanksgiving Holiday	November 19, 2026 or November 30, 2026
Dec/Jan	Christmas Holiday	December 17, 2026 or January 5, 2027
January	Martin Luther King Day	January 15, 2027 or January 19, 2027
March	Spring Break	March 4, 2027 or March 22, 2027
April	Good Friday	March 25, 2027 or March 30, 2027
May/June	Summer Break	May 21, 2027 or June 14, 2027
June	Evaluations Completed	June 14, 2027

Timeline:

Aug. 3 – Sept. 4	Complete Orientation for new teachers and T-TESS Update for returning teachers.
Aug. 3 - Sept. 18	All Goal Setting and Professional Development Plan conferences must be completed.
Sept. 4 – May 14	Formal observation process can begin for teachers that have received orientation or update and have completed the Goal-Setting and Professional Development Conference. <i>All 4 mandatory walk-throughs are to be completed by May 17, 2027.</i>
June 17	Last day to complete the entire appraisal process.

Timeline Restrictions:

- Teachers will submit Goal Setting and Professional Development Plan to appraiser within six weeks from the day of completion of the orientation for feedback and final approval. *(Final approval completed by **Sept. 21, 2026**)*
- All first-year teachers and teachers new to the district will be evaluated during the first semester of employment; formal observation must take place no earlier than two weeks after T-TESS Orientation.
- All announced formal 45-minute observations must be scheduled during the Pre-Conference.
- Pre-conferences must be conducted within 10 working days of a scheduled formal observation.
- After the formal observation, a post-conference must take place within 10 working days.
- End-of-Year Conferences must be held at least 15 working days prior to the last day of instruction (**June 17, 2027**)
- A written summative annual appraisal report shall be shared with the teacher within 10 working days following the conclusion of the end-of-the-year conference but no later than 15 working days before the last day of instruction.
- All pre-conferences, formal observations and post-conferences for all teachers must be completed by **May 20, 2027**. **NO FORMAL OBSERVATIONS SHOULD TAKE PLACE AFTER **May 20, 2027**.** *The exception would be a teacher who requested a second observation within ten working days after the observation post conference and was entitled to another observation by a different appraiser. Teachers must complete the T-TESS request for 2nd appraisal form.*
- **Walkthroughs** may be conducted, and cumulative data may be obtained on any day and at any time throughout the school year **until **May 21, 2027**.**
- **All ratings** above or below proficient must have comments/data supporting the rating.
- Any documentation that would affect a teacher's score shall be shared with the teacher within **10 working days**. A summative conference must be conducted to advise the teacher of any change in the final observation score.



TYLER ISD
SUCCESSFUL STUDENT OUTCOMES

T-TESS

2026 - 2027 SCHOOL YEAR
Boshears Center for Exceptional Programs

JULY 2026						
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DECEMBER 2026						
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FEBRUARY 2027						
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MARCH 2027						
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APRIL 2027						
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MAY 2027						
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JUNE 2027						
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JULY 2027						
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Administrative Offices Closed
June 29 - July 3, 2026
July 5 - July 9, 2027

Administrative Summer Hours
June 1 through July 31, 2026
June 7 through July 30, 2027
M-W 7:30 a.m. - 5:00 p.m.
TH 7:30 a.m. - 4:30 p.m.
Closed Fridays

First Day of School August 12, 2026
Last Day of School July 15, 2027

Formal Observations

STAAR for High Schools no FO for Boshears

STAAR ALT, No FO for Sp.Ed. teachers while giving STAAR ALT

All Formal OBS & Walk-throughs completed April 17, 2027

No FO

In Session

Staff/Student Holiday

Labor Day - September 7
Fall Break - October 2-16
Thanksgiving - November 23-27
Christmas Break - December 21 - January 2, 2027
Martin Luther King Jr. Day - January 18
Winter Break - February 12
Spring Break - March 8-19
Good Friday - March 26-March 29
Summer Break 1 - May 24-June 11
Summer Break 2 - July 5-July 9

Professional Development/Work Day

August 3-11, October 19, January 4, February 15, July 16

Student Early Release

November 20, December 18, March 5
July 15

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The Appraisal Calendar:

- Shall exclude the first three weeks of instruction for formal observations.
- Shall exclude formal observations on the last day of instruction BEFORE any official school holiday and on the first day of instruction AFTER a holiday. Pre-conferences, post-conferences, and walkthroughs are allowed on these days.
- Shall provide that the appraisal process be completed 15 working days before the last day of instruction for students.
- Shall exclude days scheduled for end-of semester or end-of-year examinations.
- Shall exclude days scheduled for STAAR, EOC, or other standardized tests.

Based on the 2026-2027 Tyler ISD School Calendar and the stipulations stated above, the following dates indicate the days that formal T-TESS observations **shall not be conducted**. For testing restriction dates refer to the district assessment calendars.

August/Sep	First three weeks of instruction	July 27, 2026 to August 14, 2026
September	Labor Day	September 4, 2026 or September 8, 2026
October	Fall Break	October 9, 2026 or October 14, 2026
Nov/Dec	Thanksgiving Holiday	November 19, 2026 or November 30, 2026
Dec/Jan	Christmas Break	December 17, 2026 or January 5, 2027
January	Martin Luther King Day	January 15, 2027 or January 19, 2027
March	Spring Break	March 4, 2027 or March 15, 2027
April	Good Friday	March 25, 2027 or March 29, 2027
April	Observations Completed	April 9, 2027
May	Complete Appraisal Process	April 30, 2027

Timeline:

July 20 – Aug. 20	Complete Orientation for new teachers and T-TESS Update for returning teachers.
July 20 – Aug. 21	All Goal Setting and Professional Development Plan conferences must be completed.
Aug. 17 – April 9	Formal observation process can begin for teachers that have received orientation or update and have completed the Goal-Setting and Professional Development Conference. <i>All 4 mandatory walk-throughs are to be completed by April 16, 2027.</i>
April 30	Last day to complete the entire appraisal process. (Summative and EOY Goal Setting)

Timeline Restrictions:

- Teachers will submit Goal Setting and Professional Development Plan to appraiser within six weeks from the day of completion of the orientation for feedback and final approval. *(Final approval completed by **Sept. 1, 2026.**)*
- All first-year teachers and teachers new to the district will be evaluated during the first semester of employment.
- All announced formal 45-minute observations must be scheduled during the Pre-Conference.
- Pre-conferences must be conducted within 10 working days of a scheduled formal observation.
- After the formal observation, a post-conference must take place within 10 working days.
- End-of-Year Conferences must be completed at least 15 working days prior to the last day of instruction (**April 30, 2027**)
- A written summative annual appraisal report shall be shared with the teacher within 10 working days following the conclusion of the end-of-the-year conference but **no later** than 15 working days before the last day of instruction.
- All pre-conferences, formal observations, and post-conferences for all teachers must be completed by **April 9, 2027**. **NO FORMAL OBSERVATIONS SHOULD TAKE PLACE AFTER April 9, 2027.** *The exception would be a teacher who requested a second observation within ten working days after the observation post conference and was entitled to another observation by a different appraiser. Teachers must complete the T-TESS request for 2nd appraisal form.*
- **Walkthroughs** may be conducted, and cumulative data may be obtained on any day and at any time throughout the school year, **until April 16, 2027.**
- **All ratings** above or below proficient must have comments/data supporting the rating.
- Any documentation that would affect a teacher's score **shall** be shared with the teacher within **10 working days**. A summative conference must be conducted to advise the teacher of any change in the final observation score.



TYLER ISD
SUCCESSFUL STUDENT OUTCOMES

2026 - 2027 SCHOOL YEAR

T-TESS

ADSY
ACE @ Boulter

JULY 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST 2026						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
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NOVEMBER 2026						
S	M	T	W	T	F	S
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

DECEMBER 2026						
S	M	T	W	T	F	S
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY 2027						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY 2027						
S	M	T	W	T	F	S
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

MARCH 2027						
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL 2027						
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25	26	27	28	29	30	

MAY 2027						
S	M	T	W	T	F	S
						1
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE 2027						
S	M	T	W	T	F	S
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

JULY 2027						
S	M	T	W	T	F	S
				1	2	3
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Administrative Offices Closed
June 29 - July 3, 2026
July 5 - July 9, 2027

Administrative Summer Hours
June 1 through July 31, 2026
June 7 through July 30, 2027
M-W 7:30 a.m. - 5:00 p.m.
TH 7:30 a.m. - 4:30 p.m.
Closed Fridays

First Day of School August 12, 2026
Last Day of School May 21, 2027

Formal Observations

STAAR for High Schools no FO for HS

STAAR ALT, No FO for Sp.Ed. teachers while giving STAAR ALT

All Formal OBS & Walk-throughs completed April 17, 2027

No FO

In Session

State Testing
December 7-11
April 12-23
June 14-18

Staff/Student Holiday

Labor Day - September 7
Fall Break - October 12
Thanksgiving - November 23 - 27
Christmas Break - Dec. 21, 2026 - Jan. 1, 2027
Martin Luther King Jr. Day - January 18
Spring Break - March 8-12
Good Friday - March 26
Memorial Day - May 31

Professional Development/Work Day

August 3 - 7, 10 - 11; October 13; January 4
February 15; May 24

Boulter Professional Development/Work Day
July 20-23; Staff ONLY

Boulter ACE ADSY Days for All Students and Staff
July 27-30; August 3-6; 10-11; April 10; 17

Intervention ADSY Days for Select Students and Staff
April 10, 17; June 1-18

Student Early Release
November 20, December 18; March 5, May 21

Expect MORE. ACHIEVE More.

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PERFORMANCE APPRAISAL
EVALUATION OF CAMPUS ADMINISTRATORS

DNB
(LEGAL)

Frequency

The employment policies adopted by a board must require a written evaluation at annual or more frequent intervals of each principal, supervisor, school counselor, or other full-time, certified professional employee, and nurse. *Education Code 21.203(a)*

District funds may not be used to pay an administrator who has not been appraised in the preceding 15 months. *Education Code 21.354(d)*

Principal Appraisal

A district shall appraise each principal annually. In appraising principals, a school district shall use either:

1. The appraisal system and school leadership standards and indicators developed or established by the commissioner of education; or
2. An appraisal process and performance criteria developed by the district in consultation with the district-level and campus-level committees [see BQA and BQB] and adopted by the board.

Education Code 21.3541(f), (g); 19 TAC 150.1023(a)

The commissioner's recommended principal appraisal system, the Texas Principal Evaluation and Support System (T-PESS), was developed in accordance with Education Code 21.3541.

The superintendent, with the approval of the board, may select the T-PESS. Each school district wanting to select or develop an alternative principal appraisal system must follow Education Code 21.3541, and 19 Administrative Code 150.1026 (Alternatives to the Commissioner's Recommended Principal Appraisal System).

19 TAC 150.1021(b), (c)

Notice to ESC

The superintendent shall notify the executive director of its regional education service center in writing of the school district's choice of appraisal system when using an alternative to the commissioner's recommended appraisal system and detail the components of that system by the first day of instruction for the school year in which the alternative system is used.

Each school district shall submit annually to its regional education service center a summary of the evaluation scores from the T-PESS or the district's locally adopted appraisal system, in a manner prescribed by the commissioner.

19 TAC 150.1027

PERFORMANCE APPRAISAL
EVALUATION OF CAMPUS ADMINISTRATORS

DNB
(LEGAL)

Texas Principal
Evaluation and
Support System
(T-PESS)

Each principal shall be appraised on the following standards and indicators of the T-PESS rubric that is aligned to the Texas Administrator Standards in 19 Administrative Code, Chapter 149 (Commissioner's Rules Concerning Educator Standards):

1. Standard I. Instructional Leadership, which includes four indicators;
2. Standard II. Human Capital, which includes four indicators;
3. Standard III. Executive Leadership, which includes four indicators;
4. Standard IV. School Culture, which includes five indicators; and
5. Standard V. Strategic Operations, which includes four indicators.

The evaluation of each of the standards and indicators above shall consider all data generated in the appraisal process.

Each principal shall be evaluated on the attainment and progress toward at least one goal, as referenced in 19 Administrative Code 150.1023 (Appraisals, Data Sources, and Conferences). At least one goal shall be focused on the improvement of the principal's practice, as captured in the T-PESS rubric indicators and descriptors.

If calculating a single overall summative appraisal score for principals, the rating for the attainment of goals shall count for:

1. At least 20 percent of a principal's summative score for a principal who has served at least one year in his or her role on the same campus; or
2. At least 30 percent of a principal's summative score for a principal who is in his or her first year as principal on a particular campus.

Each principal shall be evaluated on each of the 21 indicators in Standards I–V identified above and on the attainment of each goal, using the following categories:

1. Distinguished;
2. Accomplished;
3. Proficient;
4. Developing; and
5. Improvement needed.

PERFORMANCE APPRAISAL
EVALUATION OF CAMPUS ADMINISTRATORS

DNB
(LEGAL)

Beginning with the 2017–18 school year, each principal appraisal shall include the campus-level academic growth or progress of the students enrolled at the principal's campus.

If calculating a single overall summative appraisal score for principals, the measure of student growth or progress shall count for:

1. At least 20 percent of a principal's summative score for a principal who has served two or more years in his or her role on the same campus;
2. At least 10 percent of a principal's summative score for a principal who has served one year in his or her role on the same campus; or
3. May not be included in calculating a single overall summative appraisal score for a principal who is in his or her first year as principal on a particular campus.

Each principal shall be evaluated on student growth or progress using one of the terms from the following categories:

1. Distinguished;
2. Accomplished;
3. Proficient;
4. Developing; or
5. Improvement needed.

19 TAC 150.1022

*Appraisal
Procedures*

The annual principal appraisal shall include:

1. At least one appraiser-approved goal that shall be:
 - a. Initially drafted in conjunction with the principal's end-of-year conference from the previous year, as applicable, revised as needed based on changes to the context of the principal's assignment at the beginning of the current school year, and submitted to the principal's appraiser; and
 - b. Maintained throughout the course of the school year by the principal to track progress in the attainment of goals and the actions taken to achieve the goals;
 - c. Shared with the principal's appraiser prior to the end-of-year conference; and

PERFORMANCE APPRAISAL
EVALUATION OF CAMPUS ADMINISTRATORS

DNB
(LEGAL)

- d. Used after the end-of-year conference in the determination of ratings for the attainment of goals;
2. A pre-evaluation conference prior to the principal submitting his or her goals to the principal's appraiser;
3. A mid-year conference to determine and discuss progress toward the attainment of goals;
4. An end-of-year conference that:
 - a. Reviews data collected throughout the current school year and previous school years, if available;
 - b. Examines and discusses the artifacts and evidence related to the principal's performance on the 21 indicators of T-PESS rubric and the attainment of goals;
 - c. Examines and discusses evidence related to student growth or progress measures, as described in 19 Administrative Code 150.1022(f)–(h), when available; and
 - d. Identifies potential goals and professional development activities for the principal for the next school year; and
5. A written summative annual appraisal report to be provided to the principal after the conclusion of the end-of-year conference.

Calendar Each school district shall establish a calendar for the appraisal of principals and provide that calendar to principals prior to the pre-evaluation conference.

Appraisal Report The written summative annual appraisal report shall be placed in the principal's personnel file by the end of the appraisal period.

Additional Documentation Any documentation collected after the end-of-year conference but before the end of the contract term during one school year may be considered as part of the appraisal of a principal. If the documentation affects the principal's evaluation in any indicator, the attainment of goals, or a measure of student growth or progress, another summative report shall be developed to inform the principal of the changes prior to the end of the contract term.

19 TAC 150.1023(b)–(e)

Appraiser Qualifications The principal appraisal process requires at least one certified appraiser. Before conducting an appraisal, an appraiser must be certified by having satisfactorily completed the state-approved T-PESS. Periodic recertification and training may be required. *19 TAC 150.1024*

PERFORMANCE APPRAISAL
EVALUATION OF CAMPUS ADMINISTRATORS

DNB
(LEGAL)

Orientation

A district shall ensure that a principal is provided with an orientation of the T-PESS either prior to or in conjunction with the pre-evaluation conference when:

1. The principal is new to the district;
2. The principal has never been appraised under the T-PESS; or
3. District policy regarding principal appraisal has changed since the last time the principal was provided with an orientation to the T-PESS.

The principal orientation shall include all state and local appraisal policies and the local appraisal calendar.

19 TAC 150.1025

Alternatives to
T-PESS

A district that does not choose to use the T-PESS must develop its own principal appraisal system supported by locally adopted policy and procedures; developed in consultation with the district-level and campus-level committees established under Education Code 11.251; and adopted by the board. *Education Code 21.3541; 19 TAC 150.1026*

Note: The standards, indicators, knowledge, and skills to be used to align with the training, appraisal, and professional development of principals are outlined in 19 Administrative Code 149.2001.

**Appraisal of Campus
Administrators Other
Than Principals**

A district shall appraise each campus administrator, other than a principal, annually using either:

1. The commissioner's recommended appraisal process and performance criteria; or
2. An appraisal process and performance criteria developed by the district in consultation with the district- and campus-level committees and adopted by the board.

Education Code 21.354(c)

A district may use the T-PESS to appraise campus administrators other than principals provided the school district makes appropriate modifications to ensure that the T-PESS rubric and components fit the job descriptions of the campus administrators other than principals evaluated with the T-PESS. A district using T-PESS for administrators other than principals shall evaluate administrators on the attainment and progress toward at least one goal, as referenced in 19 Administrative Code 150.1023 (Appraisals, Data Sources, and Conferences). At least one goal shall be focused on

PERFORMANCE APPRAISAL
EVALUATION OF CAMPUS ADMINISTRATORS

DNB
(LEGAL)

the improvement of the administrator's practice, as captured in the T-PESS rubric indicators and descriptors.

Each school district wanting to select or develop a local appraisal system for campus administrators other than principals must use an appraisal process and performance criteria developed in consultation with the district- and campus-level committees established under Education Code 11.251; and adopted by the board.

Education Code 21.354(c)(2); 19 TAC 150.1028, 244.2(c)

Appraisers

A district using T-PESS for administrators other than principals or that locally develops and adopts its own educator appraisal system should have a clearly defined set of procedures for training appraisers. The school district should identify the qualities appraisers must demonstrate and include appropriate proficiency checks to evaluate the performance of all educators performing appraisals under the district's adopted appraisal systems. The school district shall be responsible for documenting that appraisers have met training criteria established by the district. *19 TAC 244.2(c), .3*

School Counselors

The commissioner shall develop and periodically update an evaluation form for use by districts in evaluating school counselors. *Education Code 21.356*

Confidentiality

A document evaluating the performance of a teacher or administrator is confidential and is not subject to disclosure under the Public Information Act, Government Code 552. *Education Code 21.355 (a)* [For disclosure requirements on evaluations, see GBA]

PERFORMANCE APPRAISAL
EVALUATION OF CAMPUS ADMINISTRATORS

DNB
(LOCAL)

Principals	The District shall appraise principals using the Texas Principal Evaluation and Support System (T-PESS) in accordance with law and administrative regulations.
Other Campus Administrators	The appraisal system used for campus administrators other than principals shall be determined by each administrator's position and job responsibilities and shall consist of either a local appraisal system developed in accordance with law and administrative regulations or a modified version of the T-PESS.
Frequency	District principals and other campus administrators shall be appraised annually.



The Appraisal Calendar:

- Orientation will be completed prior to the beginning of the school year.
 - Principal Self-Assessment will be submitted at the beginning and end of each school year.
 - Principals will submit at least one professional practice goal and at least two student growth goals (a student growth goal and LIFT student growth goal) at the beginning of the school year.
 - Goal Settings Conferences will occur at the beginning, middle, and end of each school year.
 - End-of-Year Performance Discussion, Final Evaluation, and Goal Setting will be completed 10 days before the last day of the contracted year.
-

Timeline:

July 12, 2026 – Aug. 7, 2026
Sept. 4, 2026

Complete T-PESS Orientation

Principals submit Beginning -of-Year Self-Assessment and Goals.

- The principal will submit at least one professional practice goal and at least one student growth goal based on identified areas of the T-PESS rubric, Campus Improvement Plan, District/Campus Priorities, etc.

Sept. 7, 2026 – Sept. 25, 2026

Beginning-of-Year Goal Setting and Refinement Conference with Appraiser.

- Goals should be specific, measurable, attainable, realistic, and timely.

Aug. 12, 2026 – May 21, 2027

School Site Visits/Informal Assessments. Monitoring of Campus/District Improvement Plans, Initiatives, Data, Instruction, etc.

Jan. 12, 2027 – Feb. 12, 2027

Middle-of-Year Goal Attainment Conference.

- Principal and Appraiser will meet to review progress on professional practice goal and student growth goals.
- Goals may be modified.

May 27, 2027

Principals End-of-Year Self-Assessment, Professional Development Plans, Goals, Artifacts and Evidence must be submitted.

- Principals will add comments in each self-assessment section of the T-PESS rubric to the EOY Self-Assessment ratings.

June 3, 2027 – June 21, 2027

Appraisers complete End-of-Year Performance Discussions, Final Evaluation, and End-of-Year Goal Setting, Professional Development Plan conference.

- Ratings will be qualitative, quantitative, and anecdotal evidence.
- Appraisers may reconsider evaluation ratings after the EOY Performance conference as appropriate to ensure all relevant performance information is considered.
- The appraiser and the principal will draft new professional goals for the next school year and identify any supports that may be necessary to achieve these goals.
- The appraiser has the responsibility of determining the final overall performance rating.

TYLER ISD APPROVED T-TESS APPRAISERS 2026-2027

Allen, Tasha	Harris, April	Nauls, Christopher
Ballard, Aubrey	Haas, Andy	Nehring, Malory
Backer, Lauren	Harbour, Nathan	O'Neal, Allison
Baker, Brandy	Havard, Marlis	Parker, Brooke
Barberee-Taylor, Sheri	Henson, Diane	Patton, Raina
Bernardino, Hartley	Herrera, Alba	Perdomo, Elizabeth
Bowie, Vincent	Holland, Brandy	Platten, Sarah
Brooks, Valorie	Holt, Christina	Pinkerton, Patrina
Brown, Angelica	Hortman, Amanda	Plake, Cody Rhodes,
Burns, Stephanie	Howard, Amy	Mitch Robertson,
Bush, Melanie	Hulshouser, Zach	Kathy Robinson,
Butler, Janna	James, Candace	Nicole Ross, Tiffany
Chancellor, Bethany	Jiral, Caitlin	Seale, Joshua
Clark, Jazmin	Johnson, Tamara	Seale, Stephanie
Cleghorn, Michael	Johnson, Valerie	Shelby, Brett
Coke-Bejcek, Angie	Jones, Georgeanna	Sherman, Geoffrey
Crymes, Autumn	Jones, Ronald	Sherman, Rachel
Cureton, Sarah	Khalatbari, Shabnam	Simmons, Justin
Curry, Channing	King, Alyssa	Sizemore, Elizabeth
Danner-Kirk, Amber	King, Mariah	Smart, Mayanin
Daniel, Jennifer	Kisamore, Chad	Smiley, John
Davis, Weldon	Kniffen, Justin	Sturrock, Michael
De La Cruz, Nadia	Kubara, Emilee	Thompson, Angel
Dominy, Abby	Ladd, Steven	Thompson, Brittany
Dyer, Jaime	Lane, Claude	Wadle, Jacob
Dykman, Jeannia	Ledkins, Hanna	Ward, Johnita
Espitia, James	Lee, Katy	Watson, Claire
Favela, Anais	Markle, Bobby	Watson, Rikkita
Floyd, Dexter	Marta, Caroline	Williams, Jimmie
Fite, Carli	Martin, Melissa	Wilson, Latunia
Gomez, Elizabeth	McHann, Mallory	Word, Jamie
Graham, Titinia	Moody, Nicole	
Green, Ashley	Morgan, Lisa	
Griffin, April	Morrow, Kala	
Grijalva, Alejandra	Naranjo, Guillermina	
Groppel, Lance		
Gutierrez, Daniel		

Subject: Consider Renewal Agreement for District-Wide Character Education Program: *Leader in Me*

BACKGROUND INFORMATION

At the July 24, 2023, meeting the board approved an agreement with Franklin Covey Client Sales, Inc. to renew the purchase of the *Leader in Me* program to provide a K-12 leadership and social-emotional learning character education program with an annual license for three years.

ADMINISTRATIVE CONSIDERATION

Tyler ISD would like to continue with the *Leader in Me* character education program and commit to a new 3-year agreement for the 2026-2027, 2027-2028, and 2028-2029 school year at a cost of \$206,427.55 per year.

The proposed *Leader in Me* character education program will provide character curriculum, leadership training for both adults and students, and additional support services for participating elementary campuses.

The total estimated (based on enrollment) agreement amount is \$402,530.05, with Tyler ISD responsible for \$150,710.05 and the remaining balance funded by an anonymous Franklin Covey donor. An additional agreement for Bell Elementary School, Caldwell Arts Academy, Dixie Elementary School, and Jack Elementary School totals \$55,717.50.

Campus	Funding Source	Total
Andy Woods, Birdwell, Bonner, Clarkston, Douglas, Griffin, Jones, Orr, Owens, Peete, Ramey, Rice, T.J. Austin	Title 1 Funds	\$150,710.05 (Based on enrollment)
Bell, Caldwell, Dixie, Jack	Title 1 Funds	\$55,717.50 (Based on enrollment)
Total Estimated Amount		\$206,427.55

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the District-Wide Character Education Program: *Leader In Me* Agreement with Franklin Covey Client Sales, Inc. in the estimated amount of \$206,427.55 per year (based on enrollment) for the 2026-2027, 2027-2028, and 2028-2029 school years.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Lance Groppe, Ed.D.

07-20-26

Subject: Agreements for Contracted Services with Region VII Service Center

BACKGROUND INFORMATION

Tyler ISD has annually contracted with the Region VII Education Service Center to provide assistance in maintaining compliance and providing support to the Tyler ISD personnel.

The Funding and Accountability cooperative will provide support and guidance in the areas of Finance, Accountability, and PEIMS reporting.

The Digital Learning cooperative supports state initiatives and offers resources to equip educators with advanced technology and training to enhance student performance and meet diverse needs. Membership will also include library and digital media services.

Discovery Education Experience provides a range of instructional and learning benefits including multimedia content, interactive activities, and differentiated learning options for the diverse needs of students in order to enhance classroom experiences and ensure strong curricular alignment with state standards.

The Purchasing cooperative establishes a formal process that provides all prospective vendors an opportunity to offer competitive process and the best value for necessary goods and services to participating entities.

The Health, Nurses, & P.E. cooperative includes support and updates on health laws and regulations as well as training sessions for nurses, health teachers, and PE teachers such as School Health Advisory Council training and support, mental health coordination, and Stop the Bleed training.

The Professional School Counselor Cooperative provides districts and campuses with the latest state-level information, targeted professional development through school counseling workshops, and individualized services to meet their unique needs.

The TEKS Resource System will provide curriculum documents and tools in supporting our teachers and principals.

The Academic Content customized service agreement will provide professional development and support for math, RLA, science, and social studies for teachers and administrators.

Title III Contracted Services will provide on-site instructional coaching and professional development.

Title I Professional Development Support will provide training opportunities including the paraprofessional institute, substitute training, capturing kids hearts, poverty training, and more.

The Fine Arts cooperative provides workshops and community event opportunities as a means for developing and enhancing learning for students in the foundation content areas.

The Superintendent Support Services cooperative provides superintendents with opportunities to network with other school administrators combining experts in various fields to meet the needs of both beginning and experienced superintendents.

ADMINISTRATIVE CONSIDERATION

Fiscal Impact Statement – The partnership will be funded through 2026-27 Title I, Title II, Title III, the Instructional Materials Allotment, Food Service, Activity Funds, and General Funds in the anticipated amount of \$366,421.85 based upon the following attached cost breakdown. The rate for TEKS Resource System is estimated based on student enrollment.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the contracted services with Region VII for an estimated amount of \$366,421.85 for the 2026-27 school year.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Kasey Russell

07-20-26

Region 7 Education Service Center - Service Agreements 2026-2027			
Department	Service	Amount	Code
Technology	Funding and Accountability/OnDataSuite Cooperative	\$ 17,102.00	192.53.6239.00.949.99.000
Technology	Digital Learning: Digital Learning Basic Membership Fee Library and Digital Media Services (LDMS) Discovery Education Experience	10,000.00 1,625.00 55,054.00	410.11.6239.00.948.11.000 410.12.6239.00.948.99.000 410.11.6239.00.807.11.000
Purchasing and Risk Management	Purchasing Cooperative	5,400.00	\$1,350.00 / 240.35.6239.00.932.99.000 \$1,350.00 / 199.41.6239.00.729.99.000 \$2,700.00 / 499.41.6239.00.729.99.001
Health Services and P.E.	Health, Nurses, and PE Cooperative	8,291.00	199.33.6239.00.961.99.000
Counseling Services	Professional School Counselor	13,789.40	171.31.6239.00.850.99.850
Curriculum and Instruction	TEKS Resource System (estimated cost)	96,906.45	410.13.6239.00.807.99.000
Bilingual	Academic Content (Customized Agreement)	80,500.00	255.13.6239.00.897.24.000
Title 1	Bilingual/ESL Title III - Professional Development	27,432.00	263.13.6239.00.834.25.000
Fine Arts	Title 1, Part A - Complete Services Packages	47,222.00	211.13.6239.00.816.30.000
	Fine Arts	500.00	197.13.6239.00.885.99.126
Superintendent	Superintendent Support Services	2,600.00	199.41.6239.00.701.99.000
Total		\$ 366,421.85	

Subject: Agreement with The University of Texas Health Science Center at Tyler for Community Health Worker Training

BACKGROUND INFORMATION

The district has a partnership with The University of Texas Health Science Center at Tyler to provide Tyler ISD students the opportunity to earn a TEA Industry-Based Certification in the A-F Accountability System by enrolling in and successfully completing the Certified Health Worker program. The courses are taught by certified Community Health Worker instructors on and off Tyler ISD campuses.

ADMINISTRATIVE CONSIDERATION

The purpose of the agreement is to define the roles and responsibilities of The University of Texas Health Science Center at Tyler and Tyler ISD within the scope of the Certified Health Worker Program.

Through the existing partnership, students who desire to pursue a career as a Community Health Worker have the ability to graduate from high school with the certification, saving the student (family) time and money.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the agreement with The University of Texas Health Science Center at Tyler for the Community Health Worker Program for the 2026-2027 school year.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Ronald K. Jones

07-20-26

Subject: College Readiness and Success Agreement with College Board for PSAT/SAT School Day Bulk-Rate

BACKGROUND INFORMATION

As a function of the continuous school improvement process and district focus on increasing the percentage of college, career, and military ready graduates, Tyler ISD administers the PSAT to all 8th-11th grade students. Students enrolled in grades 8 and 9 are administered the PSAT/8-9 and students enrolled in grades 10 and 11 are administered the PSAT/NMSQT. The 11th grade performance on the PSAT/NMSQT is utilized by College Board to determine Commended and National Merit Scholars.

ADMINISTRATIVE CONSIDERATION

The administration of the PSAT suite of assessments each year to students enrolled in grades 8-11 provides a growth measure to monitor student progress toward the college-readiness component of the college, career, and military readiness accountability criteria and district goal. The addition of the SAT School Day assessment to the PSAT bulk-rate agreement with College Board allows the district to receive a substantial discount on the purchase of the assessments.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the PSAT/SAT School Day bulk-rate agreement with College Board in the amount of \$102,623.28 for the 2026-2027 school year.

ACTION REQUIRED

Board Approval

CONTACT PERSON

Ronald K. Jones

07-20-26

Subject: Proclamation 2026 Instructional Materials Adoption

BACKGROUND INFORMATION

According to guidelines established by the State Board of Education, the Board of Trustees must approve instructional materials. The State determines the length of time instructional materials will be in use before the next adoption cycle with an anticipated eight to ten years.

ADMINISTRATIVE CONSIDERATION

The Instructional Materials Advisory committee reviewed the materials submitted for consideration. The most critical criterion for selection was the degree of alignment of the materials with the Texas Essential Knowledge and Skills (TEKS).

In accordance with EFFA on December 15, 2025, the School Board approved the Instructional Materials Adoption Committee for Proclamation 2026.

Proclamation 2026 Textbook Adoption Recommendations in the following area:

CTE Enrichment Curriculum

The Instructional Materials recommended for adoption will be acquired using the Instructional Materials Allotment.

ADMINISTRATIVE RECOMMENDATION

The Administration recommends the board approve the attached recommendations from the State Adoption list for use in classrooms for the 2026-2027 school year.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Lance Groppel, Ed.D.
Johnita Ward, Ed.D.
Phebe Luther

07-20-26

Proclamation 2026 Instructional Materials

Adoption Recommendations

CTE

Title/Program	Course	Publisher
Animal Science	Principles of Agriculture, Food, and Natural Resources	iCEV
	Small Animal Management	iCEV
	Livestock Production	iCEV
	Advanced Animal Science	iCEV
	Veterinary Medical Applications	iCEV
Cybersecurity	Principles of Information Technology	EDL150/151: Principles of Information Technology 1a/1b
	Computer Science I* (not AP)	EDL221/222: Introduction to Programming 1a/1b
	Computer Science II* (not AP)	EDL322/323: Programming 2a/2b
	Practicum in IT: Cybersecurity	EDL332/333: Operational Cybersecurity 1a/1b + Capstone Project + EDL340: Workplace & Internship Readiness
Engineering Foundations	Principles of Applied Engineering	iCEV
Marketing Sales	Principles of Business, Marketing and Finance	EDL223/224: Principles of Business, Marketing, Finance 1a/1b
	Marketing	EDL226/227: Marketing Foundations 1a/1b
	Advanced Marketing	EDL269/270: Marketing 2a/2b
	Practicum in Marketing	VB Simulation + Capstone Project + EDL340: Workplace & Internship Readiness

Programming and Software Development	Principles of Information Technology	EDL150/151: Principles of Information Technology 1a/1b
	Computer Science I* (not AP)	EDL221/222: Introduction to Programming 1a/1b
	Computer Science II* (not AP)	EDL322/323: Programming 2a/2b
	Practicum in IT: Programming/Software Development	VB Simulation + Capstone Project + EDL340: Workplace & Internship Readiness

Subject: Agreement with Pearson Education, Inc. for eDynamic

BACKGROUND INFORMATION

Tyler ISD completed a comprehensive Career and Technical Education (CTE) textbook adoption process in 2026. Following a thorough review by the curriculum committee, Pearson Education, Inc. for eDynamic was selected as the provider for CTE textbook resources for secondary students. eDynamic is a digital learning platform that provides comprehensive, standards-aligned curriculum. The platform offers engaging instructional content, interactive practice, and real-time analytics to support student mastery of career and technical competencies.

ADMINISTRATIVE CONSIDERATION

Tyler ISD will implement Pearson Education, Inc. for eDynamic textbooks as a key resource to strengthen CTE courses. The platform will provide interactive digital tools to engage students in practical career-focused learning. Teachers will have access to real-time data analytics and differentiated instructional resources to inform teaching practices and monitor student progress toward CTE competency standards. The total cost for the three-year agreement is \$132,300 through June 30, 2029.

Early College High School, RISE Academy, Tyler High School, Tyler Legacy High School, and Career & Technology Center will utilize the platform.

Funding will be provided using Instructional Material Allotment funds.

ADMINISTRATIVE RECOMMENDATION

The administration recommends the board approve the three-year agreement with Pearson Education, Inc. for eDynamic in the total amount of \$132,300 for CTE textbook adoption through June 30, 2029.

ACTION REQUIRED

Board Approval

CONTACT PERSONS

Lance Groppel, Ed.D.
Johnita Ward, Ed.D.

07-20-26

Subject: Report on Cooperative Purchasing Fees

BACKGROUND INFORMATION

Texas Education Code 44.0331 requires that school districts disclose the amounts spent on purchasing cooperative fees on an annual basis. Specifically, it states:

Sec. 44.0331. Management Fees Under Certain Cooperative Purchasing Contracts.

- a. A school district that enters into a purchasing contract valued at \$25,000 or more under Section 44.031(a)(5), under Subchapter F, Chapter 271, Local Government Code, or under any other cooperative purchasing program authorized for school districts by law shall document any contract-related fee, including any management fee, and the purpose of each fee under the contract.
- b. The amount, purpose, and disposition of any fee described by Subsection (a) must be presented in a written report and submitted annually in an open meeting of the board of trustees of the school district. The written report must appear as an agenda item.
- c. The commissioner may audit the written report described by Subsection b.

The fees paid to the purchasing cooperatives by Tyler ISD for fiscal year 2025 / 2026:

NO FEES

- Allied States Cooperative (ESC Region XIX)
- BuyBoard (TASB)
- Choice Partner's
- DIR (Department of Information Resources)
- E&I Cooperative Services
- EPIC 6 (ESC Region VI)
- Omina Partner's
- PACE (Purchasing Association of Cooperative Entities)

VARIOUS FEES

- Central Texas Purchasing Alliance (CTPA) - \$150 annual fee
- Education Service Center Region VII - \$5,400
- TIPS (The Interlocal Purchasing System – ESC Region VIII)
- \$350 for purchase of buses through the use of the TIPS contract.
- Texas Comptroller of Public Accounts (TXMAS) - \$100 annual fee

ACTION REQUIRED

Discussion

CONTACT PERSONS

Kasey Russell
Chelsi Drosche