

Regular School Board Meeting

September 22, 2025



Board of Trustees

Juan J. Ramos, Jr. - President
Berenice Martinez – Vice President
Yadira Flores- Secretary
Maria Acosta – Treasurer

Janie Sarmiento
Agapito Perez Jr
Paola Candanoza

Sergio Coronado
Superintendent

**“Students will be inspired to search,
discover, experience, and apply knowledge in a safe creative environment”**

NOTICE OF MEETING OF THE BOARD OF TRUSTEES OF THE PROGRESO INDEPENDENT SCHOOL DISTRICT

Notice is hereby given that a **REGULAR** School Board Meeting of the Board of Trustees of the Progreso I.S.D. will be held on the **22nd of September 2025** at **6:00 P.M.** at the Administration Office, Conference Room, Progreso, Texas, at which time the following agenda items will be discussed.

A- Call meeting to order

- A1 Pledge of Allegiance/Texas Flag
- A2 Prayer
- A3 Public Audience
Public participation is limited to this, the designated open forum portion of the meeting. In accordance with District Policy BED (Local), the Board may impose reasonable time limits on this portion of the meeting. Persons who wish to participate in this portion of the meeting shall sign up with the presiding officer or designee before the meeting begins and shall indicate the topic about which they wish to speak. No presentation shall exceed five minutes. Delegations of more than five persons shall appoint one person to present their views before the Board.
- A4 Board Minutes:
 - August 11, 2025 – Special Board Meeting
 - August 27, 2025 – Regular Board Meeting

B- Superintendent's Report

Discussion and possible action on the following:

- B1 District Reports
- B2 Teacher Incentive Allotment (TIA) Information
- B3 2025-2026 Employee Handbook
- B4 Consideration and possible action to adopt the resolution authorizing Progreso ISD to join the South Texas School Board Association

C- Curriculum & Instruction:

Discussion and possible action on the following:

- C1 District Improvement Plan, Campus Improvement Plans & House Bill 3 Goals

D- Support Services/Facilities

Discussion and possible action on the following:

- D1 Consideration and possible action to adopt the resolution authorizing Progreso ISD to join the Moak Casey Interlocal Purchasing Cooperative
- D2 Consideration and possible action authorizing the Superintendent to Enter into a Contract Agreement with Valiant Energy Sources, LLC for Consulting Services on performance improvements, Affinity Program (Friends and Family Residential Program) and Price Negotiations for forward lock of the ISD'S Retail Electric Provider Agreement following the expiration of the Current Contract
- D3 HS Turf Payment Application
- D4 HS Track Payment Application
- D5 HS Track Certificate of Completion
- D6 HS Turf Certificate of Completion

F- Finance:

Discussion and possible action on the following:

- F1 Cash Disbursement
- F2 Investment Report
- F3 Tax Collection
- F4 Budget Amendment

G- Executive Session: Closed Meeting under Texas Gov't Code 551.071; 551.072; 551,074; 551.-076; 551,082.

- (a) Resignations and Superintendent's recommendations for resignations, terminations, proposed terminations, re-assignments and proposed non-renewals of district employees
- (b) Superintendent's recommendations, contract renewals and possible interviews for hiring of administrative & professional personnel - instructional and non-instructional
- (c) Superintendent's recommendations for hiring of non-professional personnel - clerical/technical and auxiliary
- (d) Discussion to Amend Compensation Plan

H- Reconvene in Open Meeting to take action on the following items:

Discuss and take possible action on the following items:

- (a) Discussion and possible action on Superintendent's recommendations concerning resignations, terminations, proposed terminations, re-assignments and proposed non-renewals or suspensions of District employees.
- (b) Discussion and possible action on hiring of administrative & professional, instructional and non-instructional personnel and contract renewals
- (c) Discussion and possible action on hiring of non-professional Clerical/Technical and Auxiliary personnel
- (d) Discussion and Action to Amend Compensation Plan

I- Adjournment

Dated this 16th day of September, 2025 – Progreso Independent School District

By:  , Superintendent

I, the undersigned authority, hereby certify that the above Notice of Meeting of the Board of Trustees of the above-named school district is a correct copy of the Notice and that I posted the Notice on the bulletin board for public notices in the district's Central Administrative office located at 600 N Business Farm Rd. 1015, Progreso, Texas, on the 16th day of September, 2025 at 4:00 P.M.

Persons with disabilities who plan to attend this meeting and who may need auxiliary aids or services such as interpreters for persons who are deaf or hearing impaired, readers, large print or Braille, are requested to contact us at (956)565-3002 one day prior to the meeting so that appropriate arrangements can be made.

Dated this 16th day of September, 2025 – Progreso Independent School District

By:  , Superintendent

A4

Board Minutes

**MINUTES OF THE
PUBLIC HEARING & SPECIAL BOARD MEETING
HELD ON August 11, 2025
TIME: 6:00 pm**

**SESSION A: The meeting was called to order by Juan J. Ramos Jr. Board President.
A quorum was established as follows:**

MEMBERS PRESENT:

**Juan J. Ramos Jr.
Yadira Flores
Maria Acosta
Agapito Perez Jr.
Paola Candanoza
Janie Sarmiento**

MEMBERS ABSENT:

Berenice Martinez

**Sergio Coronado, Superintendent
Eden Ramirez, School Attorney**

PUBLIC HEARING: ESSA CONSOLIDATED GRANT - 6:00 pm

Ms. Coronado presents to the board, The Elementary and Secondary Act (ESEA) Section 8306 (a)(7) and Every Student Succeeds Act (ESSA) Program Specific Provisions and Assurances require the district to seek public comment before the application is submitted to the Texas Education Agency. Grant-Specific Considerations The ESSA application encompasses the following program areas, each with unique objectives:

- Title I, Part A: Supplemental resources to help schools with high concentrations of low-income students acquire knowledge and skills to meet state content and performance standards.
- Title I, Part C: Supplemental instructional and support services for migrant students.
- Title II, Part A: Initiatives to increase student achievement through improving teacher and principal quality. (Redirected into Title I).
- Title III, Part A – ELA: Programs for English learners to attain English proficiency, achieve high academic performance, and meet state standards.
- Title IV, Part A – SSAE: Initiatives to improve academic achievement by ensuring access to a well-rounded education, improving school conditions for learning, and enhancing technology use.

Adjournment of Public Hearing 6:04 pm

Motion made by Juan J Ramos to approve as presented.

Second by Yadira Flores

VOTING FOR: Juan J. Ramos Jr., Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

SPECIAL BOARD MEETING:

A- Call meeting to order at 6:04 P.M.

A1 Pledge of Allegiance/Texas Flag

A2 Prayer – **Janie Sarmiento**

A3 Public Audience

A4 Board Minutes:

- *July 3, 2025 – Special Board Meeting*
- *July 28, 2025 – Special Board Meeting*

Motion made by Agapito Perez to approve as presented.

Second by Paola Candanoza

VOTING FOR: Juan J. Ramos Jr., Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

B- Superintendent's Report:

B1 District Reports:

*Mr. Coronado introduced Mr. Julian Alvarez, representing Lone Star National Bank, who expressed his gratitude to the board and the district for their continued partnership with LSNB. He highlighted LSNB's recent contributions, including donating school supplies at Progreso ISD's Back-to-School event and presenting a check for the golf tournament. Mr. Coronado continued by sharing that Progreso ISD earned an A rating (96) in the **Financial Integrity Rating System of Texas (FIRST)**. He also updated the board on the Welcome Back event for teachers and staff, Dr. ET was the guest speaker, and the community Back-to-School event hosted in partnership with Driscoll Children's Hospital. Upcoming events include Midnight Madness and Meet the Teacher. He reported that nearly 1,000 students registered for the school year and announced a new safety protocol requiring all employees to wear an ID badge. We are starting a door decorating contest district wide and board member Ms. Janie Sarmiento donated \$200. Mr. Coronado noted that new winter band uniforms will arrive in December, along with two additional uniform shirts for pep rallies, games, and Pigskin. He also shared efforts to promote Accelerated Reader (AR), inviting board members to visit campuses and read to students. Finally, he recognized South Texas College (STC) for donating more than 20 pieces of equipment to support the district's manufacturing program.*

B2 City of Progreso Presentation:

Mayor Hugo Gamboa presented to the board regarding the donation of the old Progreso Elementary building, which will be used for a Boys and Girls Club and a public library.

C- Curriculum & Instruction:

C1 T-TESS and T-PESS Appraisers

Mr. Coronado presents to the board, the Texas Teacher Evaluation and Support System (T-TESS) promotes continuous improvement through evidence-based feedback, ongoing dialogue, and targeted professional development. The Texas Principal Evaluation and Support System (T-PESS) supports principals' professional growth by assessing performance against the Texas Principal Standards. This process is implemented systematically through a seven-step supervisory cycle conducted throughout the school year, with the ultimate goal of improving principal effectiveness as instructional leaders.

Motion made by Agapito Perez to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

C2 EHBE (Local) Revision

Mrs. Marivel Garcia presents to the board, Enrollment in the Dual Language Program (DLP) begins at the prekindergarten or kindergarten level. To ensure program fidelity and language development, students are expected to participate continuously through the elementary grades without interruption. Administrators will monitor enrollment and ensure appropriate staffing and instructional resources to support program continuity. Participation in the DLP generates increased funding: English Proficient students generate an additional 0.5 weighted funding, while LEP students generate an additional 1.5 weighted funding through the Bilingual Education Allotment, supporting sustainability and program expansion.

Motion made by Agapito Perez to approve as presented.

Second by Yadira Flores

VOTING FOR: Juan J. Ramos Jr., Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

C3 Memorandum of Understanding between UMOS, Inc. (UMOS) Head Start program and Progreso ISD

Ms. Correa presents to the board, This MOU aims to enhance service delivery for children 3-5.11 years old by establishing guidelines for collaboration between UMOS, Inc. and Progreso ISD. It ensures high-quality services, reduces duplication, and considers family priorities. The MOU outlines service provision, guarantees free and appropriate public education (FAPE), in the least restrictive environment (LRE), and promotes effective resource utilization and cooperative arrangements. Each party to this MOU will abide by State and Federal laws, including laws relating to confidentiality, privacy and data security. This MOU will become effective once the authorized individual of each party has signed the MOU, and will remain effective through December 31, 2028, unless and until either party notifies the other party in writing that it wishes to terminate the MOU. This MOU will be reviewed annually and may be modified by a written Addendum signed by the authorized representatives of each party to the MOU. This MOU may be

terminated for convenience by either party upon seven days' written notice to the other party.

Motion made by Juan J Ramos to approve as presented.

Second by Paola Candanoza

VOTING FOR: Juan J. Ramos Jr., Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

C4 Homeschool Students Participating in Extracurricular, Policy FD (Local)/FM (Local)

Mr. Coronado presents to the board, Senate Bill 401, enacted in the 89th Texas Legislative Session and applicable beginning in the 2025–2026 school year, changes the process for homeschool (non-enrolled) student participation in University Interscholastic League (UIL) activities from an opt-in to an automatic eligibility model. Under the new law, homeschool students are automatically eligible to participate unless a district or charter school formally opts out by adopting a policy before September 1, 2025. If a district opts out, homeschool students may still participate in UIL activities through the nearest district that allows them.

Motion made by Paola Candanoza to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

C5 Personal Communication Devices/Electronic Devices (HB 1481), Policy FNCE (Local)

Mr. Coronado presents to the board, Under HB 1481 and TEC §37.082(d), school policies must ban student use of personal communication devices—such as cell phones, tablets, and smartwatches—on school property during the school day, excluding district-issued devices. Districts may either prohibit devices on campus or require secure storage, and policies must include disciplinary measures, with authority to dispose of unclaimed confiscated items after 90 days' written notice. Exceptions are required for documented medical needs, IEP or Section 504 plans, and health or safety requirements. District policies must address secure storage, disciplinary consequences, and be implemented by September 18, 2025, with Texas Education Agency guidance and grant support available for compliance.

Motion made by Juan J Ramos as discussed prohibit use during first bell and last bell. First offense keeps phone 5 days \$15 fee, second 10 days \$20 fee, third ISS, 2 days and \$50 fee, fourth keep till the end of the year 3 days ISS and \$75 (fees for scholarship found) fee 8:20 p.m.

Second by Yadira Flores

VOTING FOR: Juan J. Ramos Jr., Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

C6 2025-2026 Student Code of Conduct/Student Handbook

Ms. Correa presents to the board, The Student Handbook is designed to provide basic information for both the parents and students and is aligned with board policy and The Student Code of Conduct. The Student Code of Conduct is the district's response to the requirements of Chapter 37 of the Texas Education Code.

- *This Code provides information to parents and students regarding standards of conduct, consequences of misconduct, and procedures for administering discipline. It remains in effect during summer school and at all school-related events and activities outside the school year until an updated version adopted by the board becomes effective for the next school year.*

- *In accordance with state law, the Code shall be posted at each school campus or shall be available for review at the office of the campus principal. Additionally, the Code shall be posted on the district's website.*

The student handbook and student code of conduct are reviewed and revised annually using updates provided by TASB to ensure legal compliance. Both documents must be approved each year by the board of trustees prior to distribution

Motion made by Juan J Ramos to approve as presented. 8:20 p.m.

Second by Yadira Flores

VOTING FOR: Juan J. Ramos Jr., Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

D- Finance:

D1 Tax Resolution - Approving the individual authorized to calculate the no-new revenue tax rate, the voter-approval tax rate and other truth-in-taxation requirements

Mr. Hernandez presents to the board, in accordance with CCG Legal and Section 26.04 of the Texas Property Tax Code, the Board of Trustees must designate the individual authorized to calculate the no-new revenue tax rate, the voter-approval tax rate and other truth-in-taxation requirements.

Motion made by Agapito Perez to approve as presented.

Second by Janie Sarmiento

VOTING FOR: Juan J. Ramos Jr., Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

D2 Review and Approve the 2025-2026 Budget and Tax Rate Calendar

Decide on Public meeting date on Budget and Proposed Tax Rate. Board Meeting Wednesday August 27, 2025.

Motion made by Juan J Ramos to approve as presented.

Second by Agapito Perez

VOTING FOR: Juan J. Ramos Jr., Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

D3 Review and Approve the 2025-2026 Proposed Tax Rate

Determine the proposed tax rate to be published in the notice and used for budget planning.

Motion made by Juan J Ramos to approve as presented.

Second by Yadira Flores

**VOTING FOR: Juan J. Ramos Jr., Yadira Flores, Agapito Perez, Maria Acosta,
Janie Sarmiento and Paola Candanoza**

VOTING AGAINST: None

MOTION PASSES

**E- Executive Session: Closed Meeting under Texas Gov't Code 551.071; 551.072;
551,074; 551.-076; 551,082. 7:14 PM**

- (a) Resignations and Superintendent's recommendations for resignations, terminations, proposed terminations, re-assignments and proposed non-renewals of district employees
- (b) Superintendent's recommendations and possible interviews for hiring of administrative & professional personnel - instructional and non-instructional
- (c) Superintendent's recommendations for hiring of non-professional personnel - clerical/technical and auxiliary
- (d) Discussion to Amend Compensation Plan

**F- Reconvene in Open Meeting to take action on the following items:
Discuss and take possible action on the following items: 8:20 PM**

- (a) Discussion and possible action on Superintendent's recommendations concerning resignations, terminations, proposed terminations, re-assignments and proposed non-renewals or suspensions of District employees.
- (b) Discussion and possible action on hiring of administrative & professional, instructional and non-instructional personnel
- (c) Discussion and possible action on hiring of non-professional Clerical/Technical and Auxiliary personnel
- (d) Discussion and Action to Amend Compensation

Motion Made by, Juan J. Ramos Jr., to approve as presented

Second by, Yadira Flores

VOTING FOR: Juan J. Ramos Jr., Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

J- Adjournment

Motion Made by, Juan J. Ramos Jr., to approve as presented

Second by, Yadira Flores

VOTING FOR: Juan J. Ramos Jr., Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

Meeting was adjourned by Board President Juan J. Ramos Jr. at 8:23 P.M. 08-11-2025.

Board President Juan J. Ramos Jr.,

Board Secretary, Yadir Flores

**MINUTES OF THE
Public Hearing & REGULAR BOARD MEETING
HELD ON August 27, 2025
TIME: 6:00 pm**

SESSION A: The meeting was called to order by Juan J. Ramos Jr. Board President.
A quorum was established as follows:

MEMBERS PRESENT:

Juan J. Ramos Jr.
Berenice Martinez
Yadira Flores
Maria Acosta
Agapito Perez Jr.
Paola Candanoza
Janie Sarmiento

MEMBERS ABSENT:

Sergio Coronado, Superintendent
Eden Ramirez, School Attorney

PUBLIC HEARING: PROPOSED 2025-2026 BUDGET, 2025-2026 TAX RATE - 6:00 pm
Mr. Hernandez presents to the board, projected enrollment for 25-26 1,339 students, ADA 1,175 87% attendance rate. Property values 303,298,753 increase of 5% from prior year. Compressed Tax Rate 0.5984. 2025 Proposed tax rate, tax rate for maintenance & operation 0.7483, tax rate for interest & sinking 0.5546. 2025-2026 projected revenue 19,627,441.00. 2025-2026 projected expenditures 20,660,808. Fund balance 12,485,824. Proposed budget total expenditures 24,578,358.

Adjournment of Public Hearing 6:09 pm

Motion made by Berenice Martinez to approve as presented.

Second by Agapito Perez

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

A- Call meeting to order 6:09 PM

A1 Pledge of Allegiance/Texas Flag

A2 Prayer **Agapito Perez Jr.**

A3 Public Audience

Sarah Castillo asked the board about plans to recruit more students to increase ADA. Enrique Camarena expressed concerns regarding the cost of purchasing clock-in machines for employees and requested updates on band uniforms, coaches, athletic periods, police presence on school property, bullying, and facility conditions. Alicia Piña emphasized that school property should be used for PISD purposes and raised concerns about the cost of police enforcement for the district.

B- Superintendent's Report

Discussion and possible action on the following:

B1 District Reports

Mr. Coronado introduced Summer Basketball League student Samuel Hernandez, who thanked Board Member Agapito Perez Jr. for donating the team uniforms and expressed his appreciation for the football coaches.

Mr. Coronado reported that during the first week of school, enrollment was 1,261 students, compared to

1,268 last year, a difference of seven students. He also noted that the new cell phone policy has resulted in only three cases districtwide. At the high school, students are engaging more by playing cards, interacting, and socializing. He shared that the golf tournament was a great success, raising over \$30,000, with an estimated net profit of \$20,000 after expenses. The door decorating contest winners will be selected on Friday. Additional updates included:

- Implementation of employee ID badges.
- Team of 8 meeting and strategic planning with Dr. ET.
- The district now has four psychologists to support student needs, including bullying prevention.
- Attendance at the Region One meeting, where the district received an A rating on the FIRST report.

B2 Progreso ISD Property Presentation

Mr. Coronado informs the board the property is valued a little more than 1.5 million dollars, all property transactions (donations, leases, or agreements) follow state law, TEA regulations and local board policy. Progreso ISD maintains district-owned property that carries both financial and community value. Current property valuation will be presented. DEA it is located on the building (old Progreso Elementary).

C1 State Compensatory Education Program Policies and Procedures Manual

Ms. Coronado presents to the board, districts receiving SCE funds are required to have local policies and procedures in place to identify: Students who are at-risk of dropping out of school under TEC Section 29.081 criteria; Students who are at-risk of dropping out of school under local criteria and document compliance with the 10% cap in TEC Section 29.081; Entry into SCE program and Exit from the SCE program. Each local educational agency (LEA) is required to have local policies and procedures in place for State Compensatory Education.

Motion made by Berenice Martinez to approve as presented.

Second by Paola Candanoza

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

C2 Progreso ISD Bilingual Education Policies and Procedures Manual

Ms. Coronado presents bilingual program policies and procedures are essential for outlining Bilingual and ESL services, clarifying state requirements, defining program models, and guiding finance and budgeting practices to ensure compliance and effective implementation. Each local educational agency (LEA) is required to have local policies and procedures in place for Bilingual Education.

Motion made by Berenice Martinez to approve as presented.

Second by Paola Candanoza

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

C3 EFB (Local) - Instructional Resources Library Materials, SB 13

Mr. Torre presents to the board, SB 13 regulates public school library content by requiring districts to adopt new policies for selecting and challenging materials, establishing a formal reconsideration process for contested books, and granting parents access to their child's library records. SB 13 regulates public school library content by requiring districts to adopt new policies for selecting and challenging materials, establishing a formal reconsideration process for contested books, and granting parents access to their child's library records.

Motion made by Berenice Martinez to approve as presented.

Second by Paola Candanoza

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

C4 Progreso ISD Teacher Incentive Allotment Handbook

Ms. Marivel Garcia presents to the board, TIA was established with the goal of providing outstanding teachers accessible pathway to a six-figure salary. Unlike previous education programs, the Teacher Incentive Allotment is not a grant. Local optional teacher designation systems (local designation systems or systems) allow districts to identify and designate highly effective teachers using single or multi-year appraisal data. Minimum of 25 students to be an eligible teacher.

Motion made by Berenice Martinez to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

C5 Progreso ISD Teacher Incentive Allotment Spending Plan

Ms. Marivel Garcia presents to the board, districts are required to spend at least 90% of their allotment on teacher compensation on the campus where the designated teacher works. At Progreso ISD, 70% is assigned to the designated teacher, and 20% is allocated to the student-phase instructional staff who support the designated teacher. Progreso ISD sets aside 10% for costs associated with implementing a local designation system or supporting teachers in getting designated. Spending plans can take many forms. The two main types of plans are those based on stipends or raises to base salaries. Progreso ISD uses stipends because they may be lost if a teacher is no longer eligible. Districts should obtain school board approval of the proposed spending plan.

Motion made by Berenice Martinez to approve as presented.

Second by Janie Sarmiento

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

C6 Progreso ISD Gifted and Talented Handbook

Ms. Marivel Garcia presents to the board Each school district shall adopt a process for identifying and serving gifted and talented students in the district and shall establish a program for those students in each grade level (TEC, Sec. 29.122). School board approval of the 2025-2026 Gifted and Talented Handbook. Each local educational agency (LEA) must adopt a policy regarding the use of funds to support the district's program for gifted and talented students.

Motion made by Berenice Martinez to approve as presented.

Second by Janie Sarmiento

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

C7 Child Find/Child Serve Agreement between Region One ESC and PISD for the 2025-2026 school year

Mr. Coronado presents to the board, this agreement between PISD and ROESC is to ensure all pertinent activities are carried out in a timely manner as described by the Individuals with Disabilities Education Act (IDEA), the Office of Special Education Programs (OSEP), and the Texas Education Agency (TEA). Child Find is the affirmative, ongoing process of public awareness, coordination with agencies and primary sources, and screening procedures to locate, identify, and evaluate all children with disabilities from birth through age 21 who may require early intervention or special education services. Child Find activities includes children with disabilities residing within the boundaries of each Local Education Agency (LEA), as well as individuals residing in residential and other private settings. In addition to children enrolled in public schools, the Child Find duty extends to parentally placed private school children with disabilities §300.11(a)(1)(i). The purpose of this agreement is to define the responsibilities of the agencies indicated above regarding the implementation of Child Find activities as mandated by federal and state laws which is required public school and ESC duty.

Motion made by Berenice Martinez to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

C8 TSTC Program Presentation

Mario Saenz assistant director (Harlingen) presents to the board, Texas State Technical College has been serving Texas, specifically the Rio Grande Valley area, for decades. The motto of TSTC is to place Texans in higher paying jobs that are aligned with the labor needs that are in shortages for Texas. TSTC has many online and in-person programs that are valuable to students seeking certifications and degrees aimed at immediately placing them in the workforce shortage of positions in Texas. Consideration for TSTC to be partners with Progreso JSD for academic initiative, community initiative, and early college/dual credit initiative

C9 Memorandum Understanding Region One Education Service Center Adult Education Department

Mr. Coronado presents to the board, this Memorandum of Understanding (MOU) establishes a formal partnership between Region One Education Service Center, hereinafter referred to as "Region One ESC", a nonprofit 501(c)(3) organization, and the Progreso ISD, a nonprofit organization hereinafter referred to as "Progreso ISO PFE Dept." The purpose of this partnership is to develop and implement a comprehensive adult education and literacy program for eligible participants under the Adult Education and Family Literacy Act, Title II of the Workforce Innovation and Opportunity Act (WIOA). All eligibility and reporting requirements must be met for students to be counted towards the Region One ESC Adult Education and Literacy (AEL) program performance. The eligibility requirements have been updated to ensure Region One ESL AEL Program operates in compliance with Title IV of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA), (as defined in 8 U.S.C. § 1641 and as clarified by the U.S. Department of Education's Notice of Interpretation, 90 Fed. Reg. 45321 (July 11, 2025)) Public Law 104-193 and Executive Order 14218 (Ending Taxpayer Subsidization of Open Borders) by verifying participant eligibility for federally funded adult education services. Our eligibility requirements are subject to change based on new federal rules and regulations, TWC guidance, and/or our Region One ESC program needs.

Motion made by Berenice Martinez to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

C10 Senate Bill 10 (Display of Ten Commandments in Public School Classrooms)

The law mandates that, starting with the 2025- 2026 school year, all public elementary and secondary school classrooms in Texas must display a durable poster or framed copy of the Ten Commandments, sized at least 16 by 20 inches and visibly positioned in each classroom. While the law permits donated displays, districts may choose to purchase their own, allowing greater autonomy in selecting and standardizing the design.

Motion made by Berenice Martinez to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

D- Support Services/Facilities

D1 City of Progreso Police Department MOU

Mr. Coronado informs the board, this agreement is entered into by and between Progreso Independent School District House Bill 3 requires every school district to have at least one-armed security officer on each campus during school hours. This requirement may be fulfilled by assigning a district police officer or a School Resource Officer (SRO). Partnering with the City of Progreso and its police department helps the district meet the security requirement efficiently while strengthening community collaboration. Office \$20/Hr., Hrs-80, Bi-Weekly \$1,600, Yearly \$41,600. Per Office/Proposal \$30/Hr. Hrs 80, Bi-Weekly \$2,400. Yearly \$62,400.

Motion made by Juan J Ramos to give authorization to superintendent and attorney to negotiate with the City of Progreso.

Second by Agapito Perez

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

D2 Review and Approve the Bus Surveillance RFB

Mr. Hernandez presents to the board, the district went out for RFB for bus Surveillance system. The district received Three proposals from the following vendor:

- *AngelTrax Cost\$ 27,428.75*
- *Safety Vision Cost\$ 65,312.50*
- *Cable Cloud Cost\$ 60,516.00*

Motion made by Berenice Martinez to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

VOTING AGAINST: None

MOTION PASSES

D3 Review and Approve the Copier RFP

Mr. Hernandez presents to the board, Mr. Hernandez informed to the board, the district went out for RFP for copier lease and service thru approved purchasing coop. Vendors That received a RFP Xerox Copy Graphics Toshiba Imagenet Dewitt poth & Sons Ricoh USA. The district received two proposals from the following vendor:

- *Xerox Cost \$ 7,653.18/Month*
- *Copy Graphics Cost \$ 14,399.71/Month*

*The district also received 1 incomplete bid.
CPI-Tech*

Motion made by Berenice Martinez to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

MOTION PASSES

D4 Consider with possible action authorizing the Superintendent to Enter into a Contract Agreement with Valiant Energy Sources, LLC for Consulting Services on performance improvements, Affinity Program (Friends and Family Residential Program) and Price Negotiations for forward lock of the ISD'S Retail Electric Provider Agreement following the expiration of the Current Contract

Mr. Coronado presents to the board there is an existing contract 2030. Table item.

Motion made by Juan J Ramos to approve as presented.

Second by Yadira Flores

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

MOTION PASSES

F- Finance:

Discussion and possible action on the following:

F1 Cash Disbursements

Mr. Juan Hernandez informs the board July month is \$353,975.23

F2 Investment Report

Mr. Juan Hernandez informs board of trustees of the current earnings for the month is 39,067 with total Investment of 10,666,818, total balance \$10,705,885

Motion made by Berenice Martinez to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

MOTION PASSES

F3 Tax Collection

Mr. Juan Hernandez informs board of trustees of the collected to date 3.3 Million, 89% collected compared to last year of 87%.

Motion made by Berenice Martinez to approve as presented.

Second by Agapito Perez

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

MOTION PASSES

F4 Budget Update

Mr. Juan Hernandez informs board of trustees of the total revenue 20.4 million total expenditures 20.7 million. Fund balance deficit of \$231,000

Motion made by Berenice Martinez to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

MOTION PASSES

F5 Accept The Certified Totals from the Hidalgo County Appraisal District

Mr. Hernandez presents to the board, total certifies price value for the district net taxable is \$303,298,753

Motion made by Berenice Martinez to approve as presented.

Second by Yadira Flores

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

MOTION PASSES

F6 Accept the No-New Revenue Tax Rate and the Voter-Approval Tax Rate from the Designated Officer/Employee

Mr. Juan Hernandez presents to the board, the on new revenue tax rate \$1.1320256 and border approved tax rate \$1.203000

Motion made by Berenice Martinez to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

MOTION PASSES

F7 Resolution Making Disaster Finding and Setting Tax Rate for Year 2025

I Move that the Board of Trustees Adopt the Resolution, as presented, Making Certain Findings Under Tex. Educ. Code § 26.042(e) Concerning Setting the Maintenance & Operations and Debt Service Tax Rates of the Progreso Independent School District for the Year Beginning on January 1, 2025, and Ending December 31, 2025 and I Further Move that: the District's Maintenance & Operations Tax Rate on the \$100 valuation be adopted and levied for the Tax Year beginning on January 1, 2025, and ending on December 31, 2025, in the amount of \$0.7483 on a \$100 valuation, payable in lawful currency of the United States, for the support and maintenance of the public schools of the Progreso Independent School District. And that: The District's Debt Service (Interest & Sinking Fund) Tax Rate on the \$100 valuation be adopted and levied for the Tax Year beginning on January 1, 2025, and ending on December 31, 2025, in the amount of \$0.5546 on a \$100 valuation, payable in lawful currency of the United States, for the payment principal and interest payments on approved and issued bonded indebtedness of the Progreso Independent School District. This tax rate will raise more taxes for maintenance and operations than last year's tax rate. The tax rate will effectively be raised by 15.09 percent and will raise taxes for maintenance and operations on a \$100,000 home by approximately \$0.00.

Motion made by Berenice Martinez to approve as presented.

Second by Maria Acosta

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

MOTION PASSES

F8 Adoption 2024-2025 Budget – General Fund, CNP and Debt Service

Mr. Juan Hernandez informs board of trustees, 25-26 proposed budget for general fund, foos service and debt service.

Motion made by Juan J Ramos to approve as presented.

Second by Agapito Perez

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Yadira Flores, Agapito Perez, Maria Acosta, Janie Sarmiento and Paola Candanoza

MOTION PASSES

H- Executive Session: Closed Meeting under Texas Gov't Code 551.071; 551.072; 551,074; 551.-076; 551,082. **7:46 pm**

- (a) Resignations and Superintendent's recommendations for resignations, terminations, proposed terminations, re-assignments and proposed non-renewals of district employees
- (b) Superintendent's recommendations and possible interviews for hiring of administrative & professional personnel - instructional and non-instructional
- (c) Superintendent's recommendations for hiring of non-professional personnel - clerical/technical and auxiliary
- (d) Discussion to Amend Compensation Plan

I- Reconvene in Open Meeting to take action on the following items:

Discuss and take possible action on the following items: **9:48 pm**

- (a) Discussion and possible action on Superintendent's recommendations concerning resignations, terminations, proposed terminations, re-assignments and proposed non-renewals or suspensions of District employees.
- (b) Discussion and possible action on hiring of administrative & professional, instructional and non-instructional personnel
- (c) Discussion and possible action on hiring of non-professional Clerical/Technical and Auxiliary personnel
- (d) Discussion and Action to Amend Compensation

Motion made by Juan J Ramos to approve new hires.

Second by Agapito Perez

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Agapito Perez, Janie Sarmiento and Paola Candanoza

MOTION PASSES

Motion made by Juan J Ramos to amend compensation plan.

Second by Agapito Perez

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Agapito Perez Janie Sarmiento and Paola Candanoza

MOTION PASSES

J- Adjournment 9:48pm

Adjournment

Motion made by Juan J Ramos to adjourn meeting.

Second by Berenice Martinez

VOTING FOR: Juan J. Ramos Jr., Berenice Martinez, Agapito Perez, Janie Sarmiento and Paola Candanoza

MOTION PASSES

Meeting was adjourned by Board President: Juab J. Ramos Jr. at 9:48 P.M. 08-27-2025.

Board President Juan J. Ramos Jr.,

Board Secretary, Yadira Flores

B1

District Reports

B2

Teacher Incentive Allotment (TIA) Information

SUBJECT: Teacher Incentive Allotment Information

PRESENTER

Sergio Coronado, Superintendent

BACKGROUND INFORMATION

Progreso ISD joined the Teacher Incentive Allotment (TIA) as part of Cohort D in 2020–2021. After completing the state’s validation process, the district issued its first teacher payments in the 2022–23 designation year, marking a key step in recognizing excellence and strengthening teacher recruitment and retention.

ADMINISTRATIVE CONSIDERATIONS

The district’s Teacher Incentive Allotment (TIA) spending plan must be formally reviewed and approved by the Board of Trustees before implementation. Any subsequent changes to the approved application, such as adjustments to designation criteria, expansion to additional campuses, or modifications to payout structures, will trigger the requirement to submit an expansion and modification application. These revisions must be submitted to and approved by the Texas Education Agency (TEA) prior to taking effect, ensuring compliance with state guidelines and accountability measures.

FUNDING SOURCE AND AMOUNT

NONE

RECOMMENDATION:

NONE

CONTACT PERSON (S)

Sergio Coronado, Superintendent

PREREQUISITES

- Districts must be planning to develop a strategic compensation plan with robust stakeholder input. This plan must be based, at minimum, on teacher observation and student growth data during SY 2020-2021.
- Districts must be planning robust stakeholder engagement throughout SY 2020-2021 and communicate to stakeholders that 2021-2022 will be the first data capture year of their community-approved strategic compensation plan.

Cohort D is for districts planning to participate in TIA based on teacher effectiveness data captures during the 2021-2022 school year.

- System Submission: Districts describe and submit evidence of their local designation plan to TEA including:
 - Teacher observation system
 - Student growth measures
- Data Submission: Districts submit evidence of teacher effectiveness to Texas Tech University that will likely include, at minimum, teacher observation and student growth ratings
- A district's access to TIA funds is directly tied to the validity and reliability of the district's system
- Initial state funding will flow to Cohort D districts after final approval

COHORT D

TIMELINE

Milestone	Tentative Timeframe
Data Capture Year	2021-2022
Submit Letter of Intent and Review Readiness Checklist	December 2019
System Submission to TEA for Review	Spring 2021
Data Submission to Texas Tech for Review	Fall/Winter 2022
Determination of System Approval	Spring 2023
Initial State Funding Flows to Districts	Spring 2023 or Fall 2023*

**Districts with approved systems can choose to delay the start of funding and the start of designations to the fall of the following school year.*



TEACHER INCENTIVE ALLOTMENT COHORT D APPLICATION

[DIRECTIONS](#)[DISTRICT INFO](#)[WEIGHTING](#)[TEACHER OBSERVATION](#)[STUDENT GROWTH](#)

SPENDING PLAN

Completion

PART A: DISTRIBUTION OF ALLOTMENT FUNDS

Percentage of allotment going to designated teachers	Percentage of allotment going to other teachers on the campus
70%	20%

Please provide a link to the district spending plan

<https://www.progresoed.net/tia-compensation-plan>

PART B: DISTRIBUTION PLAN FOR ALLOTMENT FUNDS

1. What is the rationale for the distribution of allotment funds?	PISD will retain, compensate and recruit the best teachers to Progreso ISD. PISD will encourage professional growth and development of our teachers. In addition, compensate other teachers, instructional staff and leadership teams as they support our Highly Qualified staff.
2. How were teachers and other stakeholders involved in developing the plan for distribution of TIA funds?	The Finance Director presented the district TIA committee with the TIA spending requirements and allowable along with different scenarios on how to break down the percentage allotments. In addition, the district TIA committee attended a TIA training provided by the regional service center. Each campus administrator then presented to it's campus TIA committee. Each TIA campus committee worked out a proposed plan for distribution of funds. Each campus presented their proposed plan to their staff for input and approval. The district committee worked collaboratively with the campus committees to develop a district plan for distribution of funds.
3. How were teachers informed about the details of the district's TIA spending plan?	The district TIA spending plan was presented to teachers by each campus TIA committee. A copy of the spending plan will be available on the district web page. The district spending plan outlines the distribution of funds and the timeline for distribution of funds.

PART C: GENERAL SPENDING PLAN

1. How will allotment funds work in conjunction with or replace the current district salary schedule?	The TIA allotment funds will not replace the current district salary schedule. Progreso ISD will pay designated teachers and other earning compensation through TIA one lump sum stipends. The plan is to distribute funds in May/August. All allotment funds will be paid out by August 31st.
2. How will teachers receive TIA compensation? <i>If splitting the allotment among designated teachers and other teachers on the campus, please specify the plan for both.</i>	Designated teachers will receive 70% of the 90% allocated to the campus of the designated teachers. 20% of the 90% allocated will be distributed among other face to face teachers and instructional aides at the designated campus. The remaining 10% of the allotment will be allocated for district and campus expenses associated in supporting the TIA System. Including, professional development, TIA fees, teacher assesment and observtion fee and compensation for instructional coach assisting teachers acchive a designation.
3. When will teachers receive TIA compensation? <i>If splitting the allotment among designated teachers and other teachers on the campus, please specify the plan for both.</i>	Both designated teachers and other face to face instructional staff will received compensation Between May or August but not latter than August 31.
4. What was the process for determining how the funds would be distributed at each campus, and how did the district involve stakeholders in the process?	Teachers, campus administrators and district administrators worked collaboratively with the district TIA committee to determine an equitable and feaseable distribution of funds. The spending plan was based on input from all stakeholders and then modified to meet the allowable allotments under TIA. A
5. If the district hires previously designated teachers, will the spending plan be the same or different for these teachers compared to teachers who earned a designation through the district's local system? If different, please describe.	Progreso ISD will honor previously designated teachers.

PART D: SCHOOL BOARD APPROVAL OF SPENDING PLAN

1. How will the district ensure that TIA compensation is TRS eligible? When did the district communicate with TRS to discuss the compensation plan?	Finance department consulted TRS literature and coach, and with TASB HR services. TRS Coach was contacted on April 8, 2021
2. When will the school board approve a budget that includes the expenditure of TIA funds?	Board will approved budget and compensation plan in the August scheduled board meeting

PART E: MOVEMENT OF TEACHERS

1. What is the district's plan for adjusting/changing the distribution of TIA funds when a designated teacher moves to/from a campus within the district prior to Class Roster Winter Submission? (for districts with more than one campus)	TIA allotment funding is calculated annually for designated teachers based on a set point in the spring of each year known as Winter Class Roster. Progreso ISD will pay all funds as long as they are received by the district. The movement of designated teachers within the school district prior to the winter roster submission will follow the same timeline as the local designation.
2. What is the district's plan for adjusting/changing the distribution of TIA funds when a designated teacher moves to/from the district prior to Class Roster Winter Submission?	TIA allotment funding is calculated annually for designated teachers based on a set point in the spring of each year known as Winter Class Roster. Progreso ISD will pay all funds as long as they are received by the district. If a designated teacher moves into the district prior to the winter roster collection, February, Progreso ISD will pay the teacher following the same timeline as the local

3. What is the district's plan for adjusting/changing the distribution of funds to designated teachers who leave the district after Class Roster Winter Submission?	set point in the spring of each year known as Winter Class Roster. Progreso ISD will pay all funds as long as they are received by the district. Designated teachers who leaves or retires after the February submission and before the school year end will not be pay by the district and the district will redistribute the allotment
4. What is the district's plan for adjusting/changing the distribution of funds to designated teachers who leave the district or retire after Class Roster Winter Submission, but before scheduled payout to teachers?	TIA allotment funding is calculated annually for designated teachers based on a set point in the spring of each year known as Winter Class Roster. Progreso ISD will pay all funds as long as they are received by the district. Designated teachers who leaves or retires after the February submission and before the school year end will not be pay by the district and the district will redistribute the allotment generated by the designated teacher to teachers at the campus where the designated teacher was in February. Designated teachers who were included in the winter class roster, but plan to leave or retire at the end of the school year, will be paid following the same timeline as the local designation.

PART F: NATIONAL BOARD

1. Will compensation for Recognized National Board Certified Teachers (NBCTs) follow the same spending plan as Recognized teachers who earned a designation through the district's local designation system? (Select Yes/No)	Yes
2. How will the district identify and track placement of National Board Certified Teachers and NBCT candidates?	HR will review certification annually
3. Does the district intend to sponsor National Board Certified Teacher candidate cohorts? (Select Yes/No)	No

When to Submit an Expansion and Modification Application

Some districts choose to expand their local designation system to add more eligible campuses and teaching assignments, or modify various components of their system. To do so, they must submit an Expansion and Modification Application.

If a district has an accepted System Application, here are some of the reasons they would need to submit an Expansion and Modification Application:

- Adding or modifying eligible teaching assignments or eligible teacher categories
- Adding or removing eligible campuses
- Changing or adding student growth measures
- Changing a teacher observation rubric
- Changing the spending plan

However, these system changes do not require an Expansion and Modification Application:

- Changes to component weighting
- Removing or adding optional system components
- Changes to the process for setting expected student growth targets
- Changes to district local performance standards and designation cut points
- Adding newly built campuses to the eligible campus list, if the system already includes all campuses



TEACHER INCENTIVE ALLOTMENT EXPANSIONS MODIFICATIONS 2024



SPENDING PLAN



PART A: DISTRIBUTION OF ALLOTMENT FUNDS

Percent of Allotment Going to Designated Teachers (select percent)	Percent of Allotment Going to other teachers on the campus (select percent)	Percent of Allotment being retained by the LEA (select percent) Max 10%
70%	20%	10%
1. To confirm that your district's spending plan complies with statute, provide additional details outlining how the district will spend funds on other eligible staff and how the district will spend any portion of the allotment remaining at the district-level.	Please provide details around how the district plans to spend allotment funds going to non-designated teachers on the campus. Include eligible roles, how eligibility will be determined, and any other details. The district will allocate 70% of the funds to the designated teacher and 20% to other teachers on campus. The 20% will be divided amongst all other teachers who support the designated teachers.	Please provide details around how specifically the district plans to spend the percentage of funds reserved at the district-level to support the local designation system. Include whether you plan to spend any on professional development. The district will utilize reserved funds at the district level to finance the third-party vendor responsible for calculating VAM. Additional funds will be allocated to support professional development initiatives and activities aimed at designating and retaining teachers.
2. The district understands that it must spend all allotment funds, including any portion retained at the district-level, by August 31 each year. (Select Yes/No)	Yes	
3. By what date will your district spend all TIA allotment funds? Please include details about the first year and subsequent years.	In subsequent years, teachers will receive a one time stipend in August. All funds will be expended by August 31st annually.	

PART B: GENERAL SPENDING PLAN AND BOARD APPROVAL

1. What is the rationale for the distribution of allotment funds, and how does this align with district goals?	The rationale for the distribution of TIA funds is to offer a competitive compensation package that rewards the most effective teachers in the district. All teachers, both designated and other teachers on campus, will receive their payments in a one lump sum in August. The plan for distributing the allotment is consistent for all teachers.
2. How and when will teachers receive TIA compensation? (If splitting the allotment among designated teachers and other teachers on the campus, please specify the plan for both.)	
3. The district understands that the school board must approve a budget that includes the expenditure of TIA funds prior to spending the allotment. (Select Yes/No)	Yes
4. When (Month and Year) does the district expect the school board to approve a budget that includes the expenditure of TIA funds? Note, this is not required to occur prior to application submission.	Aug-24

PART C: MOVEMENT OF TEACHERS

1. The district understands that if a designated teacher leaves the district prior to Class Roster Winter Submission that he/she will not generate an allotment. (Select Yes/No)	Yes
2. The district understands that the designated teacher's campus location at the time of Class Roster Winter Submission (February each year) determines the allotment amount generated and that allotment values vary based on campus rurality and socioeconomic need. (Select Yes/No)	Yes
3. What is the district's plan for adjusting the distribution of funds if a designated teacher leaves the eligible campus/district after Class Roster Winter Submission? Check one option from the drop-down menu.) If the district is forwarding funds to some subgroups of teachers (such as, retiring teachers) but not to other subgroups of teachers, (such as teachers whose contracts have been terminated), select "Other" and please describe the district's plan.	We will retain funds from all designated teachers who leave.
4. How will the district spend the funds that would have gone to the TIA designated teacher who left the district after Class Roster Winter Submission i.e. teachers who generated an allotment, but whose funds the district is retaining? Note: 90% must be spent on teacher compensation on the campus where the designated teacher worked by August 31st, annually.	The district will redistribute the allotment they generated to other designated teachers on the campus and other instructional staff who meet performance requirements where the departing designated teacher worked by August 31st from all designated teachers who do not return in August.

PART D: NATIONAL BOARD AND DESIGNATED TEACHER NEW HIRES

1. Will compensation for Recognized National Board Certified Teachers (NBCTs) follow the same spending plan as Recognized teachers who earned a designation through the district's local designation system? (Select Yes/No)	Yes
2. Will compensation for newly hired teachers that were designated by another district follow the same spending plan as teachers who earned a designation through the district's local designation system? (Select Yes/No)	Yes



Determining Designations in Your LDS

Makeup of Designation Determination



Performance Standards

The minimum standards to meet each designation level for student growth and teacher observation.



System Weights

The weighing of system components used by the district:

- Teacher Observation (required)
- Student Growth (required)
- Other Effectiveness Measure (optional)



Optional Prerequisites

Criteria required by the district, but not by statute, to be eligible for designation. Example: teachers must complete # hours of professional development.

2026

Teacher Performance Data



Teacher Observation

Observation based on T-TESS.



Student Growth

For Kinder–2nd grade, we use **Student Growth Percentile (SGP)** with a target of ≥ 40 for each student. SGP compares a child's year-to-year score gain with that of academic peers—students who started with similar prior scores—so it shows how much the student grew relative to similar learners.

For all STAAR and EOC grades, we use **Value-Added Measures (VAM)**. VAM estimates how much progress students made by comparing their actual results to the results predicted from past performance and other relevant factors, highlighting the learning growth a teacher or school added beyond expectations.

Student Growth Performance Standards



A value-added model was developed to determine if a student met or exceeded their expected growth target.

Designation Level	% of students meeting or exceeding expected growth
Recognized	55%
Exemplary	60%
Master	70%

[Student Growth Statewide Performance Standards](#)

Teacher Observation Performance Standards



For teacher observation performance standards, T-TESS scores were observed across the state looking at only the observable domains, 2 & 3 (collected from Eduphoria and DMAC). Averages were then established based on the aforementioned cut points described.

Designation Level	Average T-TESS Score in Domains 2 & 3*
Recognized	3.7 or 74% of possible points
Exemplary	3.9 or 78% of possible points
Master	4.5 or 90% of possible points

**For a teacher to earn a designation they must have a minimum of Proficient on all observable dimensions.*

[Teacher Observation Statewide Performance Standards](#)

Summary



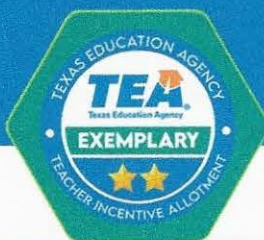
TTESS: 3.7
Growth: 55%

Top 33%



TTESS: 3.9
Growth: 60%

Top 20%



TTESS: 4.5
Growth: 70%

Top 5%



HB2: Acknowledged Designation



Effective beginning school year 2025-26

- Districts begin collecting data for the new Acknowledged level designation.

More information from TEA coming August 2025

Effective beginning school year 2026-27

- Districts may submit teachers for the new Acknowledged level designation for Fall 2026 Data Submission.

Acknowledged designations will not be proposed for Fall 2025 Data Submission.

For the purposes of this session, preparing for Fall 2025 Data Submission, we will only be looking at performance standards for Recognized, Exemplary, and Master designation levels.

[How HB2 Impacts TIA](#)

Designation Communications Timeline



Verify submitted data
with campus admins



August-September

Communicate eligibility
requirements



September-October

Share with teachers:

- Data Validation results
- Expected eligibility and designation level

Preview spending plan

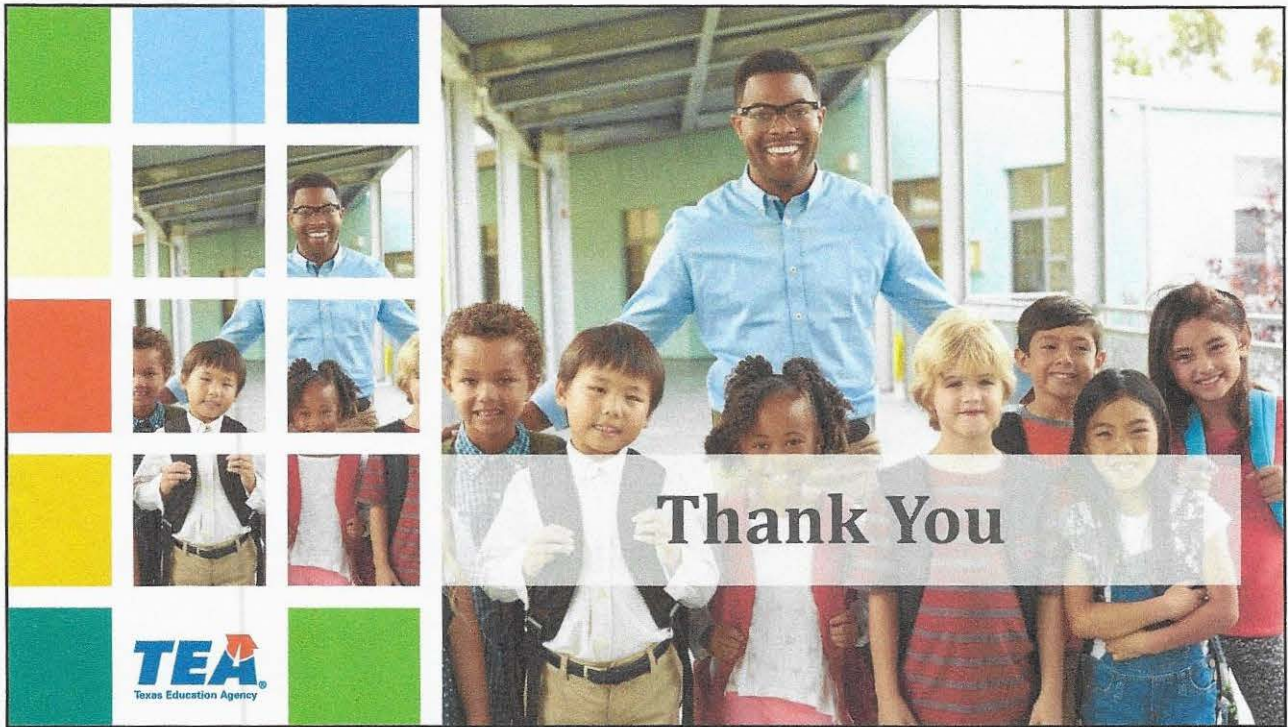


February

Confirm designation
allotments, funding,
and spending plan



May



B3

2025-2026 Employee Handbook

Progreso ISD

2025–2026 Employee Handbook

If you have difficulty accessing the information in this document because of a disability, please email lupitavaldez@progresoedu.net.



Table of Contents

Employee Handbook Receipt	4
Introduction	5
District Information	6
Description of the District	6
District Map	6
Mission Statement, Goals, and Objectives.....	7
Board of Trustees	7
Board Meeting Schedule	8
Administration	8
School Calendar	9
Helpful Contacts	10
School Directory	10
Employment	11
Equal Employment Opportunity.....	11
Job Vacancy Announcements.....	11
Employment after Retirement	12
Contract and Noncontract Employment	12
Certification and Licenses.....	13
Recertification of Employment Authorization	13
Searches and Alcohol and Drug Testing	13
Health Safety Training	14
Reassignments and Transfers.....	15
Workload and Work Schedules	15
ADA Accommodations	16
Breaks for Expression of Breast Milk.....	16
Notification to Parents Regarding Qualifications	17
Outside Employment and Tutoring	17
Performance Evaluation	17
Employee Involvement.....	18
Staff Development.....	18
Mental Health Training.....	18
Compensation and Benefits	20
Salaries, Wages, and Stipends	20
Paychecks.....	20
Automatic Payroll Deposit.....	22
Payroll Deductions.....	22
Overtime Compensation	22
Travel Expense Reimbursement.....	23
Health, Dental, and Life Insurance	23
Supplemental Insurance Benefits.....	24
Cafeteria Plan Benefits (Section 125)	24

Workers' Compensation Insurance	24
Unemployment Compensation Insurance	25
Teacher Retirement	25
Leaves and Absences	25
Personal Leave	27
State Sick Leave	28
Local Leave	28
Sick Leave Bank (or Pool)	28
Family and Medical Leave Act (FMLA)—General Provisions	29
Local Procedures for Implementing Family and Medical Leave Provisions	31
Temporary Disability Leave	32
Workers' Compensation Benefits	33
Assault Leave	33
Jury Duty	34
Compliance with a Subpoena	34
Truancy Court Appearances	34
Religious Observance	35
Military Leave	35
Employee Relations and Communications	36
Employee Recognition and Appreciation	36
District Communications	36
Complaints and Grievances	36
Employee Conduct and Welfare	37
Standards of Conduct	37
Discrimination, Harassment, and Retaliation	41
Harassment of Students	41
Reporting Suspected Child Abuse	422
Sexual Abuse and Maltreatment of Children	43
Reporting to Texas Education Agency	44
Crime	43
Scope and Sequence	444
Technology Resources	44
Personal Use of Electronic Communications	45
Electronic Communications between Employees, Students, and Parents	46
Public Information on Private Devices	49
Criminal History Background Checks	49
Employee Arrests and Convictions	49
Alcohol and Drug-Abuse Prevention	50
Tobacco Products and E-Cigarette Use	50
Fraud and Financial Impropriety	51
Conflict of Interest	52
Gifts and Favors	52
Copyrighted Materials	52
Associations and Political Activities	53

Charitable Contributions	53
Safety	53
Possession of Firearms and Weapons	54
Visitors in the Workplace	54
Asbestos Management Plan	54
Pest Control Treatment	54
General Procedures	55
Emergency School Closing	55
Emergencies	55
Purchasing Procedures	56
Name and Address Changes	56
Personnel Records	56
Facility Use	57
Termination of Employment	57
Resignations	57
Dismissal or Nonrenewal of Contract Employees	58
Dismissal of Noncontract Employees	58
Discharge of Convicted Employees	59
Exit Interviews and Procedures	59
Reports Concerning Court-Ordered Withholding	60
Student Issues	60
Equal Educational Opportunities	60
Student Records	60
Parent and Student Complaints	61
Administering Medication to Students	61
Dietary Supplements	61
Psychotropic Drugs	62
Student Conduct and Discipline	62
Student Attendance	62
Bullying	62
Hazing	62

Employee Handbook Receipt

Name _____

Campus/Department _____

I hereby acknowledge receipt of a copy of the Progreso ISD Employee Handbook. I agree to read the handbook and abide by the standards, policies, and procedures defined or referenced in this document.

Employees have the option of receiving the handbook in electronic format or hard copy.

<https://www.progresoedu.net/human-resources>

Please indicate your choice by checking the appropriate box below:

- ☐ I choose to receive the employee handbook in electronic format and accept responsibility for accessing it according to the instructions provided.
- ☐ I choose to receive a hard copy of the employee handbook and understand I am required to contact Human Resources Department to obtain a hard copy.

The information in this handbook is subject to change. I understand that changes in district policies may supersede, modify, or render obsolete the information summarized in this document. As the district provides updated policy information, I accept responsibility for reading and abiding by the changes.

I understand that no modifications to contractual relationships or alterations of at-will employment relationships are intended by this handbook.

I understand that I have an obligation to inform my supervisor or department head of any changes in personal information such as phone number, address, etc. I also accept responsibility for contacting my supervisor or the Human Resources Department if I have questions or concerns or need further explanation.

Signature

Date

Please sign and date this receipt and forward it to Human Resources Department.

Introduction

The purpose of this handbook is to provide information that will help with questions and pave the way for a successful year. Not all district policies and procedures are included. Those that are, have been summarized. Suggestions for additions and improvements to this handbook are welcome and may be sent to lupitavaldez@progresoedu.net.

This handbook is neither a contract nor a substitute for the official district policy manual. Nor is it intended to alter the at-will status of noncontract employees in any way. Rather, it is a guide to and a brief explanation of district policies and procedures related to employment. These policies and procedures can change at any time; these changes shall supersede any handbook provisions that are not compatible with the change. For more information, employees may refer to the policy codes that are associated with handbook topics, confer with their supervisor, or call the appropriate district office. District policies can be accessed Online at <http://pol.tasb.org/Home/Index/641>.

District Information

Description of the District

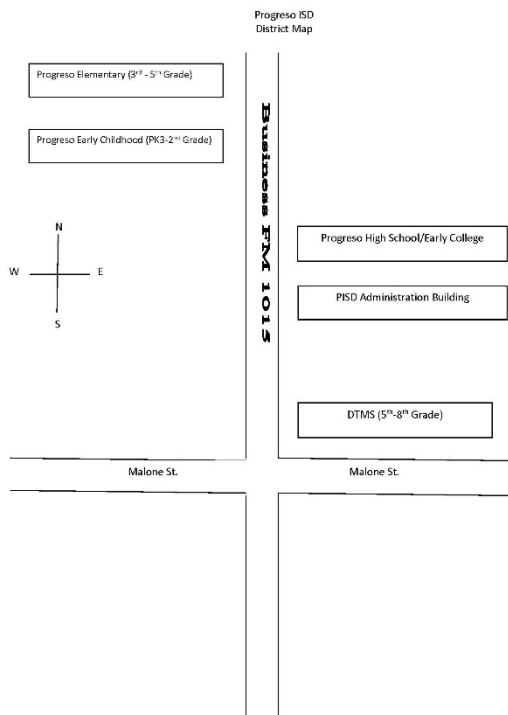
Progreso ISD had an enrollment last school year of 1,306 students. The student population is predominately Hispanic (99.9%), with approximately 98% of the students economically disadvantaged, 76% Limited English Proficient, and 26% migratory students.

Progreso ISD employs approximately 300 employees, of which 150 are teachers. The balance is composed of paraprofessionals, administrators and auxiliary personnel.

Progreso ISD consists of 4 campuses:

- Progreso Early Childhood Pre-K – 2nd grade
- Progreso Elementary 3rd – 5th grade
- Dorothy Thompson Middle School 6th — 8th grade
- Progreso High School 9th — 12th grade

District Map



Mission Statement, Goals, and Objectives

Policy AE

Board of Trustees

Policies BA, BB series, BD series, and BE series

Texas law grants the board of trustees the power to govern and oversee the management of the district's schools. The board is the policy-making body within the district and has overall responsibility for the curriculum, school taxes, annual budget, employment of the superintendent and other professional staff, and facilities. The board has complete and final control over school matters within limits established by state and federal laws and regulations.

The board of trustees is elected by the citizens of the district to represent the community's commitment to a strong educational program for the district's children. Board members are elected by place and serve 3-year terms. Board members serve without compensation, must be qualified voters, and must reside in the district.

Current board members include:

- Juan J. Ramos, President
- Berenice Martinez, Vice President
- Yadira Flores, Secretary
- Maria Acosta, Treasurer
- Agapito Perez, Jr.
- Paola Candanoza
- Janie Sarmiento

The board usually meets 4th Monday of the month at 6:00 p.m. In the event that large attendance is anticipated, the board may meet at Administration Office Library. Special meetings may be called when necessary. A written notice of regular and special meetings will be posted on the district website and Administration Office at least three business days before the scheduled meeting time. The written notice will show the date, time, place, and subjects of each meeting. In emergencies, a meeting may be held with a one-hour notice.

All meetings are open to the public. In certain circumstances, Texas law permits the board to go into a closed session from which the public and others are excluded. Closed session may occur for such things as discussing prospective gifts or donations, real-property acquisition, certain personnel matters including employee complaints, security matters, student discipline, or consulting with attorneys regarding pending litigation.

Board Meeting Schedule

September 22, 2025
October 27, 2025
November 24, 2025
December 22, 2025
January 26, 2026
February 23, 2026
March 23, 2026
April 27, 2026
May 25, 2026
June 22, 2026
July 27, 2026
August 24, 2026

Dates are subject to change

Administration

- Sergio Coronado, Superintendent of Schools
- Juan Hernandez, Director of Finance
- Claudia Coronado, Director of Federal Programs
- Adriana Correa, Director of School Compliance
- Marivel Garcia, Director of Academic Foundation & College Readiness
- Diana Aguilar, PHS Principal
- Yulia Molina, Dorothy Thompson Middle School Principal
- Santos Alvarado, Progreso Elementary Principal
- Edith Zuniga, Progreso Early Childhood Principal

School Calendar



Progreso ISD Academic Calendar

2025 - 2026

Jul 2025						
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		

Aug 2025						
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						2010

Sep 2025						
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				21/20

Oct 2025						
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	21/21

Nov 2025						
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						15/14

Dec 2025						
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			15/15

Jan 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
						2018

Feb 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
						18/17

Mar 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				17/17

Apr 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		20/20

May 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						2015

Jun 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				

Important dates

Holidays/No Classes: Sep 1, Oct 10-13, Nov 24-28, Dec 22-31, Jan 1-2, Mar 16-20 April 3

Planning/Professional Development: Aug 5-7, 11-14, Sep 19, Nov 3, Jan 5-6, Feb 20, May 25-27

Work Day: August 4, 8, 15, May 22, 28

Early Release: Dec 19

Weather Day: Feb 6, 9, Apr 6

PHS Graduation: May 22

Summer School
June 1 – 25, 2026

Professional Dev. May 29

187 days: Aug 4 – May 28
197 days: Aug 4 – June 11
207 days: Aug 4 – June 25
217 days: Aug 4 – July 9
226 days: July 1 – June 30 (off July 23-Aug 1)

Six Week Periods

1st Six Week: Aug 18 – Sept 18 23
2nd Six Week: Sept 22 – Oct 31 28
3rd Six Week: Nov 4 – Dec 19 29
4th Six Week: Jan 7 – Feb 19 30
5th Six Week: Feb 23 – April 10 28
6th Six Week: April 13 – May 21 29

Semester 1: 80 Semester 2: 87
Instructional Minutes: 80,160/480 per day

Early Childhood/Elementary: 7:30 a.m. – 3:30 p.m.
DTMS: 7:45 a.m. – 3:45 p.m.
PHS: 8:00 a.m. – 4:00 p.m.



Board Approved: May 14, 2025

Helpful Contacts

From time to time, employees have questions or concerns. If those questions or concerns cannot be answered by supervisors or at the campus or department level, the employee is encouraged to contact the appropriate department as listed below.

School Directory

Superintendent's Office
Phone: 956-565-3002
Fax: 956-260-0208

Business Office
Phone: 956-565-3002 ext. 2725
Fax: 956-260-0209

Human Resources Department
Phone: 956-565-3002 ext. 2702
Fax: 956-260-0208

Federal Programs
Phone: 956-565-3002 ext. 2706
Fax: 956-260-0209

Parental Involvement/Migrant Department
Phone: 956-565-3002 ext. 2732
Fax: 956-260-0209

Special Education Department
Phone: 956-565-3002 ext. 2710
Fax: 956-260-0209

Athletics Department
Phone: 956-565-3002 ext. 2304
Fax: 956-565-6029

Progreso High School
Phone: 956-565-4142
Fax: 956-565-6029

Dorothy Thompson Middle School
Phone: 956-565-6539
Fax: 956-565-5412

Progreso Elementary
Phone: 956-514-9500
Fax: 956-514-9505

Progreso Early Childhood
Phone: 956-565-1103
Fax: 956-565-6473

Employment

Equal Employment Opportunity

Policies DAA, DIA

In its efforts to promote nondiscrimination and as required by law, Progreso ISD does not discriminate against any employee or applicant for employment because of race, color, religion, sex (including pregnancy, sexual orientation, or gender identity), national origin, age, disability, military status, genetic information, or on any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.

In accordance with Title IX, the district does not discriminate on the basis of sex and is required not to discriminate on the basis of sex in its educational programs or activities. The requirement not to discriminate extends to employment. Inquiries about the application of Title IX may be referred to the district's Title IX coordinator, to the Assistant Secretary for Civil Rights of the Department of Education, or both.

The district designates and authorizes the following employee as the Title IX coordinator for employees to address concerns or inquiries regarding discrimination based on sex, including sexual harassment: *Adriana Correa, Special Ed. Director, 600 FM 1015, Progreso, TX 78579, acorrea@progresoedu.net, 956-565-3002 ext. 2710*. Reports can be made at any time and by any person, including during non-business hours, by mail, email, or phone. During district business hours, reports may also be made in person.

The district designates and authorizes the following employee as the ADA/Section 504 coordinator for employees for concerns regarding discrimination on the basis of a disability: *Adriana Correa, Special Ed. Director, 600 FM 1015, Progreso, TX 78579, acorrea@progresoedu.net, 956-565-3002 ext. 2710*.

Questions or concerns relating to discrimination for any other reason should be directed to the Superintendent.

Job Vacancy Announcements

Policy DC

Announcements of job vacancies by position and location are posted on a regular basis to the district's website.

Employment after Retirement

Policy DC

Individuals receiving retirement benefits from the Teacher Retirement System (TRS) may be employed under certain circumstances on a full- or part-time basis without affecting their benefits, according to TRS rules and state law. Detailed information about employment after retirement is available in the TRS publication *Employment after Retirement*. Employees can contact TRS for additional information by calling 800-223-8778 or 512-542-6400. Information is also available on the TRS Website (www.trs.texas.gov).

Contract and Noncontract Employment

Policy DC series

State law requires the district to employ all full-time professional employees in positions requiring a certificate from the State Board for Educator Certification (SBEC) and nurses under probationary, term, or continuing contracts. Employees in all other positions are employed at-will or by a contract that is not subject to the procedures for nonrenewal or termination under Chapter 21 of the Texas Education Code. The paragraphs that follow provide a general description of the employment arrangements used by the district.

Probationary Contracts. Nurses and full-time professional employees new to the district and employed in positions requiring SBEC certification must receive a probationary contract during their first year of employment. Former employees who are hired after a two-year lapse in district employment or employees who move to a position requiring a new class of certification may also be employed by probationary contract. Probationary contracts are one-year contracts. The probationary period for those who have been employed as a teacher in public education for at least five of the eight years preceding employment with the district may not exceed one school year.

For those with less experience, the probationary period will be three school years (i.e., three one-year contracts) with an optional fourth school year if the board determines it is doubtful whether a term or continuing contract should be given.

Term Contracts. Full-time professionals employed in positions requiring certification and nurses will be employed by term contracts after they have successfully completed the probationary period. The terms and conditions of employment are detailed in the contract and employment policies. All employees will receive a copy of their contract. Employment policies can be accessed Online or copies will be provided upon request.

Noncertified Professional and Administrative Employees. Employees in professional and administrative positions that do not require SBEC certification (such as noninstructional administrators) are not employed by contract. Employment is not for any specified term and may be terminated at any time by either the employee or the district.

Paraprofessional and Auxiliary Employees. All paraprofessional and auxiliary employees, regardless of certification, are employed at will and not by contract. Employment is not for any specified term and may be terminated at any time by either the employee or the district.

Certification and Licenses

Policies DBA, DF

Professional employees whose positions require SBEC certification or a professional license are responsible for taking actions to ensure their credentials do not lapse. Employees must submit documentation that they have passed the required certification exam and/or obtained or renewed their credentials to Human Resources Department in a timely manner. Employees licensed by the Texas Department of Licensing and Regulations (TDLR) must notify Human Resources Department when there is action against, or revocation of, their license.

A certified employee's contract may be voided without Chapter 21 due process and employment terminated if the individual does not hold a valid certificate or fails to fulfill the requirements necessary to renew or extend a temporary certificate, emergency certificate, probationary certificate, or permit. A contract may also be voided if SBEC suspends or revokes certification because of an individual's failure to comply with criminal history background checks. Contact Human Resources Department if you have any questions regarding certification or licensure requirements.

Recertification of Employment Authorization

Policy DC

At the time of hire all employees must complete the Employment Eligibility Verification Form (Form I-9) and present documents to verify identity and employment authorization.

Employees whose immigration status, employment authorization, or employment authorization documents have expired must present new documents that show current employment authorization. Employees should file the necessary application or petition sufficiently in advance to ensure that they maintain continuous employment authorization or valid employment authorization documents. Contact Human Resources Department if you have any questions regarding reverification of employment authorization.

Searches and Alcohol and Drug Testing

Policy CQ, DHE

Noninvestigatory searches in the workplace including accessing an employee's desk, file cabinets, or work area to obtain information needed for usual business purposes may occur when an employee is unavailable. Therefore, employees are hereby notified that they have no legitimate expectation of privacy in those places. In addition, the district reserves the right to conduct searches when there is reasonable cause to believe a search will uncover evidence of work-related misconduct. Such an investigatory search may include drug and alcohol testing if

the suspected violation relates to drug or alcohol use. The district may search the employee, the employee's personal items, and work areas including district-owned technology resources, lockers, and private vehicles parked on district premises or work sites or used in district business.

Employees Required to Have a Commercial Driver's License. Any employee whose duties require a commercial driver's license (CDL) is subject to drug and alcohol testing. This includes all drivers who operate a motor vehicle designed to transport 16 or more people counting the driver, drivers of large vehicles, or drivers of vehicles used in the transportation of hazardous materials. Teachers, coaches, or other employees who primarily perform duties other than driving are subject to testing requirements if their duties include driving a commercial motor vehicle.

Drug testing will be conducted before an individual assumes driving responsibilities. Alcohol and drug tests will be conducted when reasonable suspicion exists, at random, when an employee returns to duty after engaging in prohibited conduct, and as a follow-up measure. Testing may be conducted following accidents. Return-to-duty and follow-up testing will be conducted if an employee who has violated the prohibited alcohol conduct standards or tested positive for alcohol or drugs is allowed to return to duty.

All employees required to have a CDL or who otherwise are subject to alcohol and drug testing will receive a copy of the district's policy, the testing requirements, and detailed information on alcohol and drug abuse and the availability of assistance programs.

Employees with questions or concerns relating to alcohol and drug testing policies and related educational material should contact Human Resources Department.

Health Safety Training

Policies DBA, DMA

Certain employees who are involved in physical activities for students must maintain and submit to the district proof of current certification or training in first aid, cardiopulmonary resuscitation (CPR), the use of an automated external defibrillator (AED), concussion, and extracurricular athletic activity safety. Certification or documentation of training must be issued by the American Red Cross, the American Heart Association, or another organization that provides equivalent training and certification. Employees subject to this requirement must submit their certification or documentation to Human Resources Department by October 2025.

School nurses and employees with regular contact with students must complete a Texas Education Agency approved, Online training regarding seizure disorder aware-ness, recognition, and related first aid.

Reassignments and Transfers

Policy DK

All personnel are subject to assignment and reassignment by the superintendent or designee when the superintendent or designee determines that the assignment or reassignment is in the best interest of the district. Reassignment is a transfer to another position, department, or facility that does not necessitate a change in the employment contract. Campus reassignments must be approved by the principal at the receiving campus except when reassignments are due to enrollment shifts or program changes. Extracurricular or supplemental duty assignments may be reassigned at any time unless an extracurricular or supplemental duty assignment is part of a dual-assignment contract. Employees who object to a reassignment may follow the district process for employee complaints as outlined in this handbook and district policy DGBA(Local).

An employee with the required qualifications for a position may request a transfer to another campus or department. A written request for transfer must be completed and signed by the employee and the employee's supervisor. A teacher requesting a transfer to another campus before the school year begins must submit his or her request by June 1st. Requests for transfer during the school year will be considered only when the change will not adversely affect students and after a replacement has been found. All transfer requests will be coordinated by the Human Resources office and must be approved by the receiving supervisor.

Workload and Work Schedules

Policies DEAB, DK, DL

Professional Employees. Professional employees and academic administrators are exempt from overtime pay and are employed on a 10-, 11-, or 12-month basis, according to the work schedules set by the district. A school calendar is adopted each year designating the work schedule for teachers and all school holidays. Notice of work schedules including start and end dates and scheduled holidays will be distributed each school year.

Classroom teachers will have planning periods for instructional preparation including conferences. The schedule of planning periods is set at the campus level but must provide at least 450 minutes within each two-week period in blocks not less than 45 minutes within the instructional day. Teachers and librarians are entitled to a duty-free lunch period of at least 30 minutes. The district may require teachers to supervise students during lunch one day a week when no other personnel are available.

Paraprofessional and Auxiliary Employees. Support employees are employed at will and receive notification of the required duty days, holidays, and hours of work for their position on an annual basis. Paraprofessional and auxiliary employees must be compensated for overtime and are not authorized to work in excess of their assigned schedule without prior approval from their supervisor. See Overtime Compensation on page 20 for additional information.

ADA Accommodations

Policies DAA, DBB, DIA

The district will provide reasonable accommodations to employees with a disability if the accommodation would allow the individual to perform the essential functions of their job, unless doing so would create an undue hardship. An employee or their supervisor may initiate a request for accommodation by contacting Human Resources and identifying an adjustment or change at work that is needed because of a disability. An employee may also submit a written request to HR.

Upon receiving the reasonable accommodation request, HR or the ADA coordinator will meet with the employee and conduct an informal, interactive discussion to identify an accommodation that will allow the employee to perform the essential functions of the job effectively. The district may request medical information concerning the employee's disability and to assist in determining what accommodation(s) may be available and appropriate. The employee will be responsible for obtaining the information from their health care provider. Medical information received will be confidential and kept separate from the employee's personnel file.

After meeting with the employee and reviewing medical documentation, HR or the ADA coordinator will determine whether the employee is a qualified individual with a disability and develop a reasonable accommodation plan for the employee. Accommodation will be determined on a case-by-case basis. HR or the ADA coordinator will work closely with the employee and supervisor to ensure that reasonable accommodation is provided and effective.

Breaks for Expression of Breast Milk

Policies DEAB, DG

The district supports the practice of expressing breast milk and makes reasonable accommodations for the needs of employees who express breast milk. A place, other than a multiple user bathroom, that is shielded from view and free from intrusion from other employees and the public where the employee can express breast milk will be provided.

A reasonable amount of break time will be provided when the employee has a need to express milk. For nonexempt employees, these breaks are unpaid and are not counted as hours worked. Employees should meet with their supervisor to discuss their needs and arrange break times.

The Providing Urgent Maternal Protections of Nursing Mothers Act (PUMP Act) requires an employee to notify the district if they believe the district is out of compliance in providing breaks for a nursing mother. The employee must give the district 10 days to come into compliance before making any claim of liability against the district. An employee with concerns should contact Human Resources Department at 956-565-3002 ext. 2702 or via email at lupitavaldez@progresoedu.net.

Pregnant Workers Fairness Act

The Pregnant Workers Fairness Act (PWFA) provides consideration of accommodations to employees who have known limitations related to pregnancy, childbirth, or related medical conditions. An employee seeking a PWFA accommodation should contact Human Resources Department at 956-565-3002 ext. 2702 or via email at lupitavaldez@progresoedu.net to begin the interactive process.

Notification to Parents Regarding Qualifications

Policies DK, DBA

In schools receiving Title I funds, the district is required by the Every Student Succeeds Act (ESSA) to notify parents at the beginning of each school year that they may request information regarding the professional qualifications of their child's teacher. ESSA also requires that parents be notified if their child has been assigned or taught for four or more consecutive weeks by a teacher who does not meet applicable state certification or licensure requirements.

Texas law requires that parents be notified if their child is assigned for more than 30 consecutive instructional days to a teacher who does not hold an appropriate teaching certificate. This notice is not required if parental notice under ESSA is sent. Inappropriately certified or uncertified teachers include individuals on an emergency permit (including individuals waiting to take a certification exam) and individuals who do not hold any certificate or permit. Information relating to teacher certification will be made available to the public upon request. Employees who have questions about their certification status can call Human Resources Department.

Outside Employment and Tutoring

Policy DBD

All employees are required to disclose in writing to their immediate supervisor any outside employment that may create a potential conflict of interest with their assigned duties and responsibilities or the best interest of the district. Supervisors will consider outside employment on a case-by-case basis and determine whether it should be prohibited because of a conflict of interest.

Administrators. An employee (other than employees primarily responsible for in-class instruction) who has significant administrative duties relating to the operation of a school district, including the operation for a campus, program, or other subdivision of the district may not receive financial benefits for performing personal services for any business entity that conducts or solicits business with the district. With exceptions as noted below, administrators are also prohibited from receiving financial benefits for performing personal services for any

education business that provides services regarding the curriculum or administration of any school district or financial benefits for performing personal services for other school districts, open enrollment charter schools, and education service centers.

Exceptions apply to an administrator who is not a superintendent, assistant superintendent, or member of a board of managers if the board approves as required by statute. To be approved, services must be performed on the administrator's personal time. Contact Human Resources for more information.

Performance Evaluation

Policy DN series

Evaluation of an employee's job performance is a continuous process that focuses on improvement. Performance evaluation is based on an employee's assigned job duties and other job-related criteria. All employees will participate in the evaluation process with their assigned supervisor at least annually. Written evaluations will be completed on forms approved by the district. Reports, correspondence, and memoranda also can be used to document performance information. All employees will receive a copy of their written evaluation, participate in a performance conference with their supervisor, and have the opportunity to respond to the evaluation.

Upon receiving a report, a nursing review committee may review a nurse's nursing services, qualifications, and quality of patient care, as well as the merits of a complaint concerning a nurse, and a determination or recommendation regarding a complaint. A nurse may request, orally or in writing, a determination by the committee regarding conduct requested of the nurse believed to violate the nurse's duty to a patient.

Employee Involvement

Policies BQA, BQB

At both the campus and district levels, Progreso ISD offers opportunities for input in matters that affect employees and influence the instructional effectiveness of the district. As part of the district's planning and decision-making process, employees are elected to serve on district- or campus-level advisory committees. Plans and detailed information about the shared decision-making process are available in each campus office or from Superintendent's Office.

Staff Development

Policy DMA

Staff development activities are organized to meet the needs of employees and the district. Staff development for instructional personnel is predominantly campus-based, related to achieving campus performance objectives, addressed in the campus improvement plan, and

approved by a campus-level advisory committee. Staff development for noninstructional personnel is designed to meet specific licensing requirements (e.g., bus drivers) and continued employee skill development.

Individuals holding renewable SBEC certificates are responsible for obtaining the required training hours and maintaining appropriate documentation.

Mental Health Training

Policy DMA

All district employees who regularly interact with students are required to complete an evidenced-based mental health training program that is designed to provide instruction regarding the recognition and support of children and youth who experience mental health or substance use issues that may pose a threat to school safety. Employees must provide a certificate of completion to the district that includes the name of the training course, along with supporting documentation confirming that the training meets the requirements of the commissioner rules for mental health training.

Campus staff required to complete the training includes, but is not limited to, teachers, coaches, librarians, instructional coaches, administrators, administrative support personnel, school resource officers, paraprofessionals, substitutes, custodians, cafeteria staff, bus drivers, crossing guards, and district special program liaisons, and supervisors of personnel who regularly interact with students.

Compensation and Benefits

Salaries, Wages, and Stipends

Policies DEA, DEAA, DEAB

Employees are paid in accordance with administrative guidelines and an established pay structure. The district's pay plans are reviewed by the administration each year and adjusted as needed. All district positions are classified as exempt or nonexempt according to federal law. Professional employees and academic administrators are generally classified as exempt and are paid monthly salaries. They are not entitled to overtime compensation. Other employees are generally classified as nonexempt and are paid an hourly wage or salary and receive compensatory time or overtime pay for each hour worked beyond 40 in a workweek. (See *Overtime Compensation*, page 20.)

All employees will receive written notice of their pay and work schedules before the start of each school year. Classroom teachers, full-time librarians, full-time nurses, and full-time counselors will be paid no less than the minimum state salary schedule. Contract employees who perform extracurricular or supplemental duties may be paid a stipend in addition to their salary according to the district's extra-duty pay schedule.

Employees should contact Human Resources Department for more information about the district's pay schedules or their own pay.

Paychecks

All professional and salaried employees are paid monthly. Hourly employees are paid every bi-weeks. Paychecks will not be released to any person other than the district employee named on the check without the employee's written authorization. Employees are responsible for regularly reviewing the accuracy of their pay statement and should contact Human Resources or Payroll Department if they have any questions.

The schedule of pay dates for the 2024-2025 school year follows:



Progreso ISD Payroll Calendar

2025 - 2026

Jul 2025						
S	M	T	W	T	F	S
		1	2	\$\$	4	5
6	7	8	9	10	11	12
13	14	15	16	\$\$	18	19
20	21	22	23	\$\$	25	26
27	28	29	30	\$\$		

Aug 2025						
S	M	T	W	T	F	S
				1	2	
3	4	5	6	7	8	9
10	11	12	13	14	\$\$	16
17	18	19	20	21	\$\$	23
24	25	26	27	28	\$\$	30
31						

Sep 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	\$\$	13
14	15	16	17	18	19	20
21	22	23	24	\$\$	\$\$	27
28	29	30				

Oct 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	\$\$	11
12	13	14	15	16	17	18
19	20	21	22	\$\$	\$\$	25
26	27	28	29	30	31	

Nov 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	\$\$	8
9	10	11	12	13	14	15
16	17	18	19	\$\$	\$\$	22
23	24	25	26	27	28	29
30						

Dec 2025						
S	M	T	W	T	F	S
	1	2	3	4	\$\$	6
7	8	9	10	11	12	13
14	15	16	17	\$\$	\$\$	20
21	22	23	24	25	26	27
28	29	30	31			

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

Feb 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	\$\$	14
15	16	17	18	19	20	21
22	23	24	\$\$	26	\$\$	28

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

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

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

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

Monthly

July 24, 2025
August 22, 2025
September 25, 2025
October 23, 2025
November 20, 2025
December 18, 2025
January 23, 2026
February 25, 2026
March 25, 2026
April 23, 2026
May 21, 2026
June 25, 2026

Subject to change without notice



Biweekly

Pay Period	Pay Date	Pay Period	Pay Date
June 11 – 24	July 3, 2025	Jan 7 – 20	Jan 30, 2026
June 25 – July 8	July 17, 2025	Jan 21 – Feb 3	Feb 13, 2026
July 9 – 22	July 31, 2025	Feb 4 – 17	Feb 27, 2026
July 23 – Aug 5	Aug 15, 2025	Feb 18 – Mar 3	March 13, 2026
Aug 6 – 19	Aug 29, 2025	Mar 4 – 17	March 27, 2026
Aug 20 – Sept 2	Sept 12, 2025	Mar 18 – 31	April 10, 2026
Sept 3 – 16	Sept 26, 2025	Apr 1 – 14	April 24, 2026
Sept 17 – 30	Oct 10, 2025	Apr 15 – 28	May 8, 2026
Oct 1 – 14	Oct 24, 2025	Apr 29 – May 12	May 22, 2026
Oct 15 – 28	Nov 7, 2025	May 13 – 26	June 4, 2026
Oct 29 – Nov 11	Nov 21, 2025	May 27 – Jun 9	June 18, 2026
Nov 12 – 25	Dec 5, 2025	Jun 10 – 23	July 2, 2026
Nov 26 – Dec 9	Dec 19, 2025	Jun 24 – Jul 7	July 16, 2026
Dec 10 – 23	Jan 2, 2026	Jul 8 – 21	July 30, 2026
Dec 24 – Jan 6	Jan 16, 2026	Jul 22 – Aug 4	Aug 14, 2026
		Aug 5 – 18	Aug 28, 2026

Automatic Payroll Deposit

Employees can have their paychecks electronically deposited into a designated account. A notification period of one month is necessary to activate this service. Contact Payroll Department for more information about the automatic payroll deposit service.

Payroll Deductions

Policy CFEA

The district is required to make the following automatic payroll deductions:

- Teacher Retirement System of Texas (TRS) or Social Security employee contributions
- Federal income tax required for all full-time employees
- Medicare tax (applicable only to employees hired after March 31, 1986)
- Child support and spousal maintenance, if applicable
- Delinquent federal education loan payments, if applicable

Other payroll deductions employees may elect include deductions for the employee's share of premiums for health, dental, life, and vision insurance; annuities; and higher education savings plans or prepaid tuition programs. Employees also may request payroll deduction for payment of membership dues to professional organizations and certain charitable contributions approved by the board. Salary deductions are automatically made for unauthorized or unpaid leave.

Overpayments. Employees are not entitled to any funds the district overpays. An overpayment occurs if an employee is paid more than the amount the employee should have been paid under the assigned pay grade and applicable supplemental pay.

If an overpayment is reported in the current fiscal year, a payment plan will be developed to recoup the payment. Generally, an overpayment will be paid in one pay cycle. However, if this creates an undue hardship for the employee, the district has the discretion to develop a plan for regular payroll deductions in the same fiscal year.

An agreement between an employee and the district must be in place in order to deduct any overpayment.

Overtime Compensation

Policies DEAB, DEC

The district compensates overtime for nonexempt employees in accordance with federal wage and hour laws. Only nonexempt employees (hourly employees and paraprofessional

employees) are entitled to overtime compensation. Nonexempt employees are not authorized to work beyond their normal work schedule without advance approval from their supervisor/superintendent. A nonexempt employee who works overtime without prior approval will be subject to disciplinary action.

Overtime is legally defined as all hours worked in excess of 40 hours in a workweek and is not measured by the day or by the employee's regular work schedule. For the purpose of calculating overtime, a workweek begins at 12:00 a.m. on Wednesday and ends at 11:59 p.m. on Tuesday.

Nonexempt employees that are paid on a salary basis are paid for a 40-hour workweek and do not earn additional pay unless they work more than 40 hours.

Employees may be compensated for overtime (i.e., hours beyond 40 in a workweek) at time-and-a-half rate with compensatory time off (comp time) or direct pay. The following applies to all nonexempt employees:

- Employees can accumulate up to 60 hours of comp time.
- Comp time must be used in the duty year that it is earned.
- Use of comp time may be at the employee's request with supervisor approval, as workload permits, or at the supervisor's direction.
- An employee is required to use comp time before using available paid leave (e.g., sick, personal, vacation).
- Weekly time records will be maintained on all nonexempt employees for the purpose of wage and salary administration.

Travel Expense Reimbursement

Policy DEE

Before any travel expenses are incurred by an employee, the employee's supervisor and Superintendent must give approval. For approved travel, employees will be reimbursed for mileage and other travel expenditures according to the current rate schedule established by the district. Employees must submit receipts, to the extent possible, to be reimbursed for allowable expenses other than mileage.

Health, Dental, and Life Insurance

Policy CRD

Group health insurance coverage is provided through TRS-ActiveCare, the statewide public school employee health insurance program. The district's contribution to employee insurance premiums is determined annually by the board of trustees. Employees eligible for health insurance coverage include the following:

- Employees who are active, contributing TRS members
- Employees who are not contributing TRS members and who are employed for 10 or more regularly scheduled hours per week

TRS retirees who are enrolled in TRS-Care (retiree health insurance program) are not eligible to participate in TRS-ActiveCare.

The insurance plan year is from September 1 through August 31. Current employees can make changes in their insurance coverage during open enrollment each year or when they experience a qualifying event (e.g., marriage, divorce, birth). Detailed descriptions of insurance coverage, employee cost, and eligibility requirements are provided to all employees in a separate booklet. Employees should contact Payroll Department for more information.

Supplemental Insurance Benefits

Policy CRD

At their own expense, employees may enroll in supplemental insurance programs for vision, dental, supplemental life, catastrophic illness and disability. Premiums for these programs can be paid by payroll deduction. Employees should contact Payroll Department for more information.

Cafeteria Plan Benefits (Section 125)

Employees may be eligible to participate in the Cafeteria Plan (Section 125) and, under IRS regulations, must either accept or reject this benefit. This plan enables eligible employees to pay certain insurance premiums on a pretax basis (i.e., disability, accidental death and dismemberment, cancer and dread disease, dental, and additional term life insurance). A third-party administrator handles employee claims made on these accounts.

New employees must accept or reject this benefit during their first month of employment. All employees must accept or reject this benefit on an annual basis and during the specified time period.

Workers' Compensation Insurance

Policy CRE

The district, in accordance with state law, provides workers' compensation benefits to employees who suffer a work-related illness or are injured on the job. The district has workers' compensation coverage from TASB Risk Management, effective September 1, 2025.

Benefits help pay for medical treatment and make up for part of the income lost while recovering. Specific benefits are prescribed by law depending on the circumstances of each case.

All work-related accidents or injuries should be reported immediately to Campus Nurse and Payroll Department. Employees who are unable to work because of a work-related injury will be notified of their rights and responsibilities under the Texas Labor Code. See *Workers' Compensation Benefits*, page 31 for information on use of paid leave for such absences.

Unemployment Compensation Insurance

Policy CRF

Employees who have been laid off or terminated through no fault of their own may be eligible for unemployment compensation benefits. Employees are not eligible to collect unemployment benefits during regularly scheduled breaks in the school year or the summer months if they have employment contracts or reasonable assurance of returning to service. Employees with questions about unemployment benefits should contact Human Resources Department.

Teacher Retirement

All personnel employed on a regular basis for at least four and one-half months are members of the Teacher Retirement System of Texas (TRS). Substitutes not receiving TRS service retirement benefits who work at least 90 days a year are eligible to purchase a year of creditable service in TRS. TRS provides members with an annual statement of their account showing all deposits and the total account balance for the year ending August 31, as well as an estimate of their retirement benefits.

Employees who plan to retire under TRS should notify Human Resources Department as soon as possible. Information on the application procedures for TRS benefits is available from TRS at Teacher Retirement System of Texas, 1000 Red River Street, Austin, TX 78701-2698, or call 800-223-8778 or 512-542-6400. TRS information is also available on the web (www.trs.texas.gov). See page 31 for information on restrictions of employment of retirees in Texas public schools.

Leaves and Absences

Policies DEC, DECA, DECB

The district offers employees paid and unpaid leaves of absence in times of personal need. This handbook describes the basic types of leave available and restrictions on leaves of absence. Employees who expect to be absent for an extended period of more than five days should call Human Resources Department for information about applicable leave benefits, payment of insurance premiums, and requirements for communicating with the district.

Paid leave must be used in half or full day increments for professional staff and in hours for nonexempt staff. Earned comp time must be used before any available paid state and local leave. Unless an employee requests a different order, available paid state and local leave will be used in the following order:

- Comp Time
- Local
- State Sick accumulated before 1994-95 school year
- State Personal

Employees must follow district and department or campus procedures to report or request any leave of absence and complete the appropriate form or certification. Any unapproved absences or absences beyond accumulated or available paid leave shall result in deduction from the employee's pay.

If an hourly employee does not report or request leave of absence(s) according to district procedures, the incident is considered a "no call/no show". An employee who is absent for four consecutive days without notice is considered to have abandoned their job and may face disciplinary consequences up to and including termination.

Immediate Family. For purposes of leave other than family and medical leave, immediate family is defined as the following:

- Spouse
- Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands in loco parentis.
- Parent, stepparent, parent-in-law, or other individual who stands in loco parentis to the employee.
- Sibling, stepsibling, and sibling-in-law
- Grandparent and grandchild
- Any person residing in the employee's household at the time of illness or death

For purposes of family and medical leave, the definition of family is limited to spouse, parent, son or daughter, and next of kin. The definition of these are found in Policy DECA(LEGAL).

Medical Certification. Any employee, who is absent more than four days because of a personal or family illness, must submit a medical certification from a qualified health care provider confirming the specific dates of the illness, the reason for the illness, and—in the case of personal illness—the employee's fitness to return to work.

The district may require medical certification due to an employee's questionable pattern of absences or when deemed necessary by the supervisor or superintendent. The district may also request medical certification when an employee requests FMLA leave for the employee's serious health condition, a serious health condition of the employee's spouse, parent, or child, or for military caregiver leave.

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits covered employers from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we ask that employees and health care providers do not provide any genetic information in any medical certification. 'Genetic information,' as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member, or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

Continuation of Health Insurance. Employees, on an approved leave of absence other than family and medical leave, may continue their insurance benefits at their own expense. Health insurance benefits for employees on paid leave and leave designated under the Family and Medical Leave Act will be paid by the district as they were prior to the leave. Otherwise, the district does not pay any portion of insurance premiums for employees who are on unpaid leave.

Under TRS-Active Care rules, an employee is no longer eligible for insurance through the district after six months of unpaid leave other than FML. If an employee's unpaid leave extends for more than six months, the district will provide the employee with notice of COBRA rights.

Personal Leave

State law entitles all employees to five days of paid personal leave per year. Personal leave is available for use at the beginning of the year. A day of personal leave is equivalent to the number of hours per day in an employee's usual assignment, whether full-time or part-time. State personal leave accumulates without limit, is transferable to other Texas school districts, and generally transfers to education service centers. Personal leave may be used for two general purposes: nondiscretionary and discretionary.

Nondiscretionary. Leave taken for personal or family illness, family emergency, a death in the family, or active military service is considered nondiscretionary leave. Reasons for this type of leave allow very little, if any, advance planning. Nondiscretionary may be used in the same manner as state sick leave.

Discretionary. Leave taken at an employee's discretion that can be scheduled in advance is considered discretionary leave. An employee wishing to take discretionary personal leave must submit a request to his or her principal or supervisor five days in advance of the anticipated absence. The effect of the employee's absence on the educational program or department operations, as well as the availability of substitutes, will be considered by the principal or supervisor.

Leave Proration. If an employee separates from employment with the district before his or her last duty day of the year, or begins employment after the first duty day, state personal leave will be prorated based on the actual time employed. When an employee separates from

employment before the last duty day of the school year, the employee's final paycheck will be reduced by the amount of state personal leave the employee used beyond his or her pro rata entitlement for the school year.

State Sick Leave

State sick leave accumulated before 1995 is available for use and may be transferred to other school districts in Texas. State sick leave may be used for the following reasons only:

- Employee illness
- Illness in the employee's immediate family
- Family emergency (i.e., natural disasters or life-threatening situations)
- Death in the immediate family
- Active military service

Local Leave

Professional employees shall earn five paid local leave days per school year in accordance with administrative regulations.

Paraprofessional/auxiliary employees shall earn sixteen hour paid local leave hours per school year in accordance with administrative regulations.

Local leave shall accumulate to a maximum of 30 leave days or 240 hours.

Local leave shall be used according to the terms and conditions of state personal leave. [See PERSONAL LEAVE, above]

Sick Leave Bank (or Pool)

An employee who has exhausted all paid leave and who suffers from a catastrophic illness or injury or is absent due to the catastrophic illness or injury of a member of the employee's immediate family may request the establishment of a sick leave pool, to which District employees may donate only two local leave days for use by the eligible employee.

If the employee is unable to submit the request, a member of the employee's family or the employee's supervisor may submit the request to establish a sick leave pool.

The pool shall cease to exist when the employee no longer needs leave for the purpose requested, uses the maximum number of days allowed under a pool, or exhausts all leave days donated to the sick leave pool. (See DEC Local)

Family and Medical Leave Act (FMLA)—General Provisions

The following text is from the federal notice, *Your Employee Rights Under the Family and Medical Leave Act*. Specific information that the district has adopted to implement the FMLA follows this general notice.

What is FMLA leave?

The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with **job-protected leave** for qualifying family and medical reasons.

The U.S. Department of Labor’s Wage and Hour Division (WHD) enforces the FMLA for most employees. Eligible employees can take **up to 12 workweeks** of FMLA leave in a 12-month period for:

- The birth, adoption or foster placement of a child with you,
- Your serious mental or physical health condition that makes you unable to work,
- To care for your spouse, child or parent with a serious mental or physical health condition, and
- Certain qualifying reasons related to the foreign deployment of your spouse, child or parent who is a military servicemember.

An eligible employee who is the spouse, child, parent or next of kin of a covered servicemember with a serious injury or illness **may take up to 26 workweeks** of FMLA leave in a single 12-month period to care for the servicemember.

You have the right to use FMLA leave in **one block of time**. When it is medically necessary or otherwise permitted, you may take FMLA leave **intermittently in separate blocks of time, or on a reduced schedule** by working less hours each day or week. Read Fact Sheet #28M(c) for more information.

FMLA leave is **not paid leave**, but you may choose, or be required by your employer, to use any employer-provided paid leave if your employer’s paid leave policy covers the reason for which you need FMLA leave.

Am I eligible to take FMLA leave?

You are an **eligible employee** if *all* of the following apply:

- You work for a covered employer,
- You have worked for your employer at least 12 months,

- You have at least 1,250 hours of service for your employer during the 12 months before your leave, and
- Your employer has at least 50 employees within 75 miles of your work location

Airline flight crew employees have different “hours of service” requirements.

You work for a **covered employer** if **one** of the following applies:

- You work for a private employer that had at least 50 employees during at least 20 workweeks in the current or previous calendar year,
- You work for an elementary or public or private secondary school, or
- You work for a public agency, such as a local, state or federal government agency. Most federal employees are covered by Title II of the FMLA, administered by the Office of Personnel Management

How do I request FMLA leave?

Generally, **to request FMLA leave you *must*:**

- Follow your employer’s normal policies for requesting leave,
- Give notice at least 30 days before your need for FMLA leave, or
- If advance notice is not possible, give notice as soon as possible.

You **do *not* have to share a medical diagnosis** but must provide enough information to your employer so they can determine whether the leave qualifies for FMLA protection. You ***must* also inform your employer if FMLA leave was previously taken** or approved for the same reason when requesting additional leave.

Your **employer *may* request certification** from a health care provider to verify medical leave and may request certification of a qualifying exigency.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

State employees may be subject to certain limitations in pursuit of direct lawsuits regarding leave for their own serious health conditions. Most federal and certain congressional employees are also covered by the law but are subject to the jurisdiction of the U.S. Office of Personnel Management or Congress

What does my employer need to do?

If you are eligible for FMLA leave, your employer ***must*:**

- Allow you to take job-protected time off work for a qualifying reason,
- Continue your group health plan coverage while you are on leave on the same basis as if you had not taken leave, and
- Allow you to return to the same job, or a virtually identical job with the same pay, benefits and other working conditions, including shift and location, at the end of your leave.

Your **employer *cannot* interfere with your FMLA rights** or threaten or punish you for exercising your rights under the law. For example, your employer cannot retaliate against you for requesting FMLA leave or cooperating with a WHD investigation.

After becoming aware that your need for leave is for a reason that may qualify under the FMLA, your **employer *must* confirm whether you are eligible** or not eligible for FMLA leave. If your employer determines that you are eligible, **your employer *must* notify you in writing:**

- About your FMLA rights and responsibilities, and
- How much of your requested leave, if any, will be FMLA-protected leave.

Where can I find more information?

Call **1-866-487-9243** or visit dol.gov/fmla to learn more.

If you believe your rights under the FMLA have been violated, you may file a complaint with WHD or file a private lawsuit against your employer in court. **Scan the QR code to learn about our WHD complaint process.**



Local Procedures for Implementing Family and Medical Leave Provisions

Eligible employees can take up to 12 weeks of unpaid leave in the 12-month period from July 1 through June 30.

Use of Paid Leave. FML runs concurrently with accrued sick and personal leave, temporary disability leave, compensatory time, assault leave, and absences due to a work-related illness or injury. The district will designate the leave as FML, if applicable, and notify the employee that accumulated leave will run concurrently.

Combined Leave for Spouses. Spouses who are employed by the district are limited to a combined total of 12 weeks of FML to care for a parent with a serious health condition; or for the birth, adoption, or foster placement of a child. Military caregiver leave for spouses is limited to a combined total of 26 weeks.

Intermittent Leave. When medically necessary or in the case of a qualifying exigency, an employee may take leave intermittently or on a reduced schedule. The district does not permit the use of intermittent or reduced-schedule leave for the care of a newborn child or for adoption or placement of a child with the employee.

Fitness for Duty. An employee that takes FML due to the employee's own serious health condition shall provide, before resuming work, a fitness-for-duty certification from the health care provider. When leave is taken for the employee's own serious health condition, the certification must address the employee's ability to perform essential job functions. The district shall provide a list of essential job functions (e.g., job description) to the employee with the FML designation notice to share with the health care provider. Fitness for duty is not required when an employee returns to work following leave to care for a family member with a serious health condition; to care for a child following birth, adoption, or foster care placement; or for qualifying exigency leave.

Reinstatement. An employee returning to work at the end of FML will be returned to the same position held when the leave began or to an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment.

In certain cases, instructional employees desiring to return to work at or near the conclusion of a semester may be required to continue on family and medical leave until the end of the semester. The additional time off is not counted against the employee's FML entitlement, and the district will maintain the employees group health insurance and reinstate the employee at the end of the leave according the procedures outlined in policy (see DECA(LEGAL)).

Failure to Return. If, at the expiration of FML, the employee is able to return to work but chooses not to do so, the district may require the employee to reimburse the district's share of insurance premiums paid during any portion of FML when the employee was on unpaid leave. If the employee fails to return to work for a reason beyond the employee's control, such as a continuing personal or family serious health condition or a spouse being unexpectedly transferred more than 75 miles from the district, the district may not require the employee to reimburse the district's share of premiums paid.

District Contact. Employees that require FML or have questions should contact Human Resources Department for details on eligibility, requirements, and limitations.

Temporary Disability Leave

Certified Employees. Any full-time employee whose position requires certification from the State Board for Educator Certification (SBEC) is eligible for temporary disability leave. The

purpose of temporary disability leave is to provide job protection to full-time educators who cannot work for an extended period of time because of a mental or physical disability of a temporary nature. Temporary disability leave must be taken as a continuous block of time. It may not be taken intermittently or on a reduced schedule. Pregnancy and conditions related to pregnancy are treated the same as any other temporary disability.

Employees must request approval for temporary disability leave. An employee's notification of need for extended absence due to the employee's own medical condition shall be accepted as a request for temporary disability leave. The request must be accompanied by a physician's statement confirming the employee's inability to work and estimating a probable date of return. If disability leave is approved, the length of leave is no longer than 180 calendar days.

If an employee is placed on temporary disability leave involuntarily, he or she has the right to request a hearing before the board of trustees. The employee may protest the action and present additional evidence of fitness to work.

When an employee is ready to return to work, Human Resources Department should be notified at least 30 days in advance. The return-to-work notice must be accompanied by a physician's statement confirming that the employee is able to resume regular duties. Certified employees returning from leave will be reinstated to the school to which they were previously assigned if an appropriate position is available. If an appropriate position is not available, the employee may be assigned to another campus, subject to the approval of the campus principal. If a position is not available before the end of the school year, the employee will be reinstated to a position at the original campus at the beginning of the following school year.

Workers' Compensation Benefits

An employee absent from duty because of a job-related illness or injury may be eligible for workers' compensation weekly income benefits if the absence exceeds seven calendar days.

An employee receiving workers' compensation wage benefits for a job-related illness or injury may choose to use available, partial-day increments of sick leave or any other paid leave benefits to make up the difference between wage benefits and pre-injury or -illness wages. While an employee is receiving workers' compensation wage benefits, the district will charge available leave proportionately so that the employee receives an amount equal to the employee's regular salary.

Assault Leave

Assault leave provides extended job income and benefits protection to an employee who is injured as the result of a physical assault suffered during the performance of his or her job. An incident involving an assault is a work-related injury and should be immediately reported to payroll department and human resources department.

An injury is treated as an assault if the person causing the injury could be prosecuted for assault or could not be prosecuted only because that person's age or mental capacity renders the person nonresponsible for purposes of criminal liability.

An employee who is physically assaulted at work may take all the leave time medically necessary (up to two years) to recover from the physical injuries he or she sustained. At the request of an employee, the district will immediately assign the employee to assault leave. Days of leave granted under the assault leave provision will not be deducted from accrued personal leave and must be coordinated with workers' compensation benefits. Upon investigation the district may change the assault leave status and charge leave used against the employee's accrued paid leave. The employee's pay will be deducted if accrued paid leave is not available.

Jury Duty

Policies DEC, DG

The district provides paid leave to employees who are summoned to jury duty including service on a grand jury. The district will not discharge, threaten to discharge, intimidate, or coerce any regular employee because of juror or grand juror service or for the employee's attendance or scheduled attendance in connection with the service in any court in the United States. Employees who report to the court for jury duty may keep any compensation the court provides. An employee should report a summons for jury duty to his or her supervisor as soon as it is received and may be required to provide the district a copy of the summons to document the need for leave.

An employee may be required to report back to work as soon as they are released from jury duty. The supervisor may consider the travel time required and the nature of the individual's position when determining the need to report to work. A copy of the release from jury duty or documentation of time spent at the court may be required.

Compliance with a Subpoena

Employees will be paid while on leave to comply with a valid subpoena to appear in a civil, criminal, legislative, or administrative proceeding and will not be required to use personal leave. Employees may be required to submit documentation of their need for leave for court appearances.

Truancy Court Appearances

An employee who is a parent, guardian of a child, or a court-appointed guardian ad litem of a child who is required to miss work to attend a truancy court hearing may use personal leave or

compensatory time for the absence. Employees who do not have paid leave available will be docked for any absence required because of the court appearance.

Religious Observance

The district will reasonably accommodate an employee's request for absence for a religious holiday or observance. Accommodations such as changes to work schedules or approving a day of absence will be made unless they pose an undue hardship to the district. The employee may use any accumulated personal leave for this purpose. Employees who have exhausted applicable paid leave may be granted an unpaid day of absence.

Military Leave

Paid Leave for Military Service. Any employee who is a member of the Texas National Guard, Texas State Guard, reserve component of the United States Armed Forces, or a member of a state or federally authorized Urban Search and Rescue Team is entitled to 15 days of paid leave per fiscal year when engaged in authorized training or duty orders by proper authority. An additional seven days of leave per fiscal year are available if called to state active duty in response to a disaster. In addition, an employee is entitled to use available state and local personal or sick leave during a time of active military service.

Reemployment after Military Leave. Employees who leave the district to enter into the United States uniformed services or who are ordered to active duty as a member of the military force of any state (e.g., National or State Guard) may return to employment if they are honorably discharged. Employees who wish to return to the district will be reemployed provided they can be qualified to perform the required duties. Employees returning to work following military leave should contact Human Resource Department. In most cases, the length of federal military service cannot exceed five years.

Continuation of Health Insurance. Employees who perform service in the uniformed services may elect to continue their health plan coverage at their own cost for a period not to exceed 24 months. Employees should contact Payroll Department for details on eligibility, requirements, and limitations.

Employee Relations and Communications

Employee Recognition and Appreciation

Continuous efforts are made throughout the year to recognize employees who make an extra effort to contribute to the success of the district. Employees are recognized at board meetings, in the district newsletter, and through special events and activities. Recognition and appreciation activities also include employee service awards, luncheons, new teacher meetings and etc.

District Communications

Throughout the school year, the Superintendent's office publishes newsletters, brochures, fliers, calendars, news releases, and other communication materials. These publications offer employees and the community information pertaining to school activities and achievements. They include the following:

District website: www.progresoedu.net

Information about the school district as well as employment opportunities and benefits are provided on district website. The website is accessible at any time and updates periodically.

Complaints and Grievances

Policy DGBA

In an effort to hear and resolve employee concerns or complaints in a timely manner and at the lowest administrative level possible, the board has adopted an orderly grievance process. Employees are encouraged to discuss their concerns or complaints with their supervisors or an appropriate administrator at any time.

The formal process provides all employees with an opportunity to be heard up to the highest level of management if they are dissatisfied with an administrative response. Once all administrative procedures are exhausted, employees can bring concerns or complaints to the board of trustees. For ease of reference, the district's policy concerning the process of bringing concerns and complaints is reprinted as follows:

<http://pol.tasb.org/Policy/Code/641?filter=DGBA>

Employee Conduct and Welfare

Standards of Conduct

Policy DH

All employees are expected to work together in a cooperative spirit to serve the best interests of the district and to be courteous to students, one another, and the public. Employees are expected to observe the following standards of conduct:

- Recognize and respect the rights of students, parents, other employees, and members of the community.
- Maintain confidentiality in all matters relating to students and coworkers.
- Report to work according to the assigned schedule.
- Notify their immediate supervisor in advance or as early as possible in the event that they must be absent or late. Unauthorized absences, chronic absenteeism, tardiness, and failure to follow procedures for reporting an absence may be cause for disciplinary action.
- Know and comply with department and district policies and procedures.
- Express concerns, complaints, or criticism through appropriate channels.
- Observe all safety rules and regulations and report injuries or unsafe conditions to a supervisor immediately.
- Use district time, funds, and property for authorized district business and activities only.

All district employees should perform their duties in accordance with state and federal law, district policies and procedures, and ethical standards. Violation of policies, regulations, or guidelines, including intentionally making a false claim, offering false statements, or refusing to cooperate with a district investigation may result in disciplinary action, including termination. Alleged incidents of certain misconduct by educators, including having a criminal record, must be reported to SBEC not later than the seventh day after the superintendent knew of the incident. See *Reports to the Texas Education Agency*, for additional information.

The *Educators' Code of Ethics*, adopted by the State Board for Educator Certification, which all district employees must adhere to, is reprinted below:

Texas Educators' Code of Ethics

Purpose and Scope

The Texas educator shall comply with standard practices and ethical conduct toward students, professional colleagues, school officials, parents, and members of the community and shall

safeguard academic freedom. The Texas educator, in maintaining the dignity of the profession, shall respect and obey the law, demonstrate personal integrity, and exemplify honesty and good moral character. The Texas educator, in exemplifying ethical relations with colleagues, shall extend just and equitable treatment to all members of the profession. The Texas educator, in accepting a position of public trust, shall measure success by the progress of each student toward realization of his or her potential as an effective citizen. The Texas educator, in fulfilling responsibilities in the community, shall cooperate with parents and others to improve the public schools of the community. This chapter shall apply to educators and candidates for certification. (19 TAC 247.1(b))

Enforceable Standards

1. Professional Ethical Conduct, Practices, and Performance

Standard 1.1 The educator shall not intentionally, knowingly, or recklessly engage in deceptive practices regarding official policies of the school district, educational institution, educator preparation program, the Texas Education Agency, or the State Board for Educator Certification (SBEC) and its certification process.

Standard 1.2 The educator shall not intentionally, knowingly, or recklessly misappropriate, divert, or use monies, personnel, property, or equipment committed to his or her charge for personal gain or advantage.

Standard 1.3 The educator shall not submit fraudulent requests for reimbursement, expenses, or pay.

Standard 1.4 The educator shall not use institutional or professional privileges for personal or partisan advantage.

Standard 1.5 The educator shall neither accept nor offer gratuities, gifts, or favors that impair professional judgment or that are used to obtain special advantage. This standard shall not restrict the acceptance of gifts or tokens offered and accepted openly from students, parents of students, or other persons or organizations in recognition or appreciation of service.

Standard 1.6 The educator shall not falsify records, or direct or coerce others to do so.

Standard 1.7 The educator shall comply with state regulations, written local school board policies, and other state and federal laws.

Standard 1.8 The educator shall apply for, accept, offer, or assign a position or a responsibility on the basis of professional qualifications.

Standard 1.9 The educator shall not make threats of violence against school district employees, school board members, students, or parents of students.

Standard 1.10 The educator shall be of good moral character and be worthy to instruct or supervise the youth of this state.

Standard 1.11 The educator shall not intentionally, knowingly, or recklessly misrepresent his or her employment history, criminal history, and/or disciplinary record when applying for subsequent employment.

Standard 1.12 The educator shall refrain from the illegal use, abuse, or distribution of controlled substances, prescription drugs and toxic inhalants.

Standard 1.13 The educator shall not be under the influence of alcohol or consume alcoholic beverages on school property or during school activities when students are present.

2. Ethical Conduct toward Professional Colleagues

Standard 2.1 The educator shall not reveal confidential health or personnel information concerning colleagues unless disclosure serves lawful professional purposes or is required by law.

Standard 2.2 The educator shall not harm others by knowingly making false statements about a colleague or the school system.

Standard 2.3 The educator shall adhere to written local school board policies and state and federal laws regarding the hiring, evaluation, and dismissal of personnel.

Standard 2.4 The educator shall not interfere with a colleague's exercise of political, professional, or citizenship rights and responsibilities.

Standard 2.5 The educator shall not discriminate against or coerce a colleague on the basis of race, color, religion, national origin, age, gender, disability, family status, or sexual orientation.

Standard 2.6 The educator shall not use coercive means or promise of special treatment in order to influence professional decisions or colleagues.

Standard 2.7 The educator shall not retaliate against any individual who has filed a complaint with the SBEC or who provides information for a disciplinary investigation or proceeding under this chapter.

Standard 2.8 The educator shall not intentionally or knowingly subject a colleague to sexual harassment.

3. Ethical Conduct toward Students

Standard 3.1 The educator shall not reveal confidential information concerning students unless disclosure serves lawful professional purposes or is required by law.

Standard 3.2 The educator shall not intentionally, knowingly, or recklessly treat a student or minor in a manner that adversely affects or endangers the learning, physical health, mental health, or safety of the student or minor.

Standard 3.3 The educator shall not intentionally, knowingly, or recklessly misrepresent facts regarding a student.

Standard 3.4 The educator shall not exclude a student from participation in a program, deny benefits to a student, or grant an advantage to a student on the basis of race, color, gender, disability, national origin, religion, family status, or sexual orientation.

Standard 3.5 The educator shall not intentionally, knowingly, or recklessly engage in physical mistreatment, neglect, or abuse of a student or minor.

Standard 3.6 The educator shall not solicit or engage in sexual conduct or a romantic relationship with a student or minor.

Standard 3.7 The educator shall not furnish alcohol or illegal/unauthorized drugs to any person under 21 years of age unless the educator is a parent or guardian of that child or knowingly allow any person under 21 years of age unless the educator is a parent or guardian of that child to consume alcohol or illegal/unauthorized drugs in the presence of the educator.

Standard 3.8 The educator shall maintain appropriate professional educator-student relationships and boundaries based on a reasonably prudent educator standard.

Standard 3.9 The educator shall refrain from inappropriate communication with a student or minor, including, but not limited to, electronic communication such as cell phone, text messaging, email, instant messaging, blogging, or other social network communication. Factors that may be considered in assessing whether the communication is inappropriate include, but are not limited to:

- (i) the nature, purpose, timing, and amount of the communication;
- (ii) the subject matter of the communication;
- (iii) whether the communication was made openly or the educator attempted to conceal the communication;
- (iv) whether the communication could be reasonably interpreted as soliciting sexual contact or a romantic relationship;
- (v) whether the communication was sexually explicit; and
- (vi) whether the communication involved discussion(s) of the physical or sexual attractiveness or the sexual history, activities, preferences, or fantasies of either the educator or the student.

Discrimination, Harassment, and Retaliation

Policies DH, DIA

Employees shall not engage in prohibited harassment, including sexual harassment, of other employees, unpaid interns, student teachers, or students. While acting in the course of their employment, employees shall not engage in prohibited harassment of other persons including board members, vendors, contractors, volunteers, or parents. A substantiated charge of harassment will result in disciplinary action.

Individuals who believe they have been discriminated or retaliated against or harassed are encouraged to promptly report such incidents to the campus principal, supervisor, or appropriate district official. If the campus principal, supervisor, or district official is the subject of a complaint, the complaint should be made directly to the superintendent. A complaint against the superintendent may be made directly to the board.

Any district employee who believes that he or she has experienced prohibited conduct based on sex, including sexual harassment, or believes that another employee has experienced such prohibited conduct, should immediately report the alleged acts. The employee may report the alleged acts to his or her supervisor, the campus principal, the Title IX coordinator, or the superintendent. The district's Title IX coordinator's name and contact information is listed in the Equal Employment Opportunity section of this handbook.

The district's policy that includes definitions and procedures for reporting and investigating discrimination, harassment, and retaliation is reprinted below:

<http://pol.tasb.org/Policy/Code/641?filter=DIA>

Harassment of Students

Policies DF, DH, DHB, FFG, FFH, FFI

Sexual and other harassment of students by employees are forms of discrimination and are prohibited by law. Romantic or inappropriate social relationships between students and district employees are prohibited.

Employees who suspect a student may have experienced prohibited harassment are obligated to report their concerns to the campus principal or other appropriate district official. Any district employee who suspects or receives direct or indirect notice that a student or group of students has or may have experienced prohibited conduct based on sex, including sexual harassment, of a student shall immediately notify the district's Title IX coordinator, the ADA/Section 504 coordinator, or superintendent and take any other steps required by district policy.

All allegations of prohibited harassment of a student by an employee or adult will be reported to the student's parents and promptly investigated. An employee who knows of or has reasonable cause to believe that child abuse or neglect occurred child abuse must also report

his or her knowledge or suspicion to the appropriate authorities, as required by law. See *Reporting Suspected Child Abuse*, page 41 and *Bullying*, page 62 for additional information.

The district's policy that includes definitions and procedures for reporting and investigating harassment of students is reprinted below:

DHB (Legal) <http://pol.tasb.org/Policy/Code/641?filter=DHB> and *FFH (Local)* <http://pol.tasb.org/Policy/Code/641?filter=FFH>

Reporting Suspected Child Abuse

Policies DG, FFG, GRA

All employees with reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect, as defined by Texas Family Code §261.001, are required by state law to make a report to a law enforcement agency, Child Protective Services (CPS), or appropriate state agency (e.g., state agency operating, licensing, certifying, or registering the facility) within 48 hours of the event that led to the suspicion. Alleged abuse or neglect involving a person responsible for the care, custody, or welfare of the child (including a teacher) must be reported to CPS.

Employees are also required to make a report if they have reasonable cause to believe that an adult was a victim of abuse or neglect as a child and they determine in good faith that the disclosure of the information is necessary to protect the health and safety of another child, elderly person, or person with a disability.

Reports to Child Protective Services can be made Online at <https://www.txabusehotline.org/Login/Default.aspx> or to the Texas Abuse Hotline (800-252-5400). State law specifies that an employee may not delegate to or rely on another person or administrator to make the report.

Under state law, any person reporting or assisting in the investigation of reported child abuse or neglect is immune from liability unless the report is made in bad faith or with malicious intent. In addition, the district is prohibited from taking an adverse employment action against a certified or licensed professional who, in good faith, reports child abuse or neglect or who participates in an investigation regarding an allegation of child abuse or neglect.

An employee's failure to make the required report may result in prosecution as a Class A misdemeanor. The offense of failure to report by a professional may be a state jail felony if it is shown the individual intended to conceal the abuse or neglect. In addition, a certified employee's failure to report may result in disciplinary procedures by SBEC for a violation of the Texas Educators' Code of Ethics.

Employees who suspect that a student has been or may be abused or neglected should also report their concerns to the campus principal. This includes students with disabilities who are no longer minors. Employees are not required to report their concern to the principal before making a report to the appropriate agency.

Reporting the concern to the principal does not relieve the employee of the requirement to report it to the appropriate state agency. In addition, employees must cooperate with investigators of child abuse and neglect. Interference with a child abuse investigation by denying an interviewer's request to interview a student at school or requiring the presence of a parent or school administrator against the desires of the duly authorized investigator is prohibited.

Sexual Abuse and Maltreatment of Children

The district has established a plan for addressing sexual abuse and other maltreatment of children, which may be accessed at the campuses. As an employee, it is important for you to be aware of warning signs that could indicate a child may have been or is being sexually abused or maltreated. Sexual abuse in the Texas Family Code is defined as any sexual conduct harmful to a child's mental, emotional, or physical welfare as well as a failure to make a reasonable effort to prevent sexual conduct with a child. Maltreatment is defined as abuse or neglect. Anyone who has reasonable cause to believe that a child has been or may be abused or neglected has a legal responsibility under state law for reporting the suspected abuse or neglect following the procedures described above in *Reporting Suspected Child Abuse*.

Reports to Texas Education Agency

Policies DF, DHB, DHC

The conduct of an employee must be reported to TEA if there is evidence that the employee was involved in any of the following:

- Any form of sexual or physical abuse of a minor, or any other unlawful conduct with a student or a minor
- Soliciting or engaging in sexual contact or a romantic relationship with a student or minor
- Engaged in inappropriate communication with a student or minor
- Failed to maintain appropriate boundaries with a student or minor

For a certified employee the conduct below must also be reported:

- The possession, transfer, sale, or distribution of a controlled substance
- The illegal transfer, appropriation, or expenditure of district or school property or funds
- An attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit for the purpose of promotion or additional compensation
- Committing a criminal offense or any part of a criminal offense on district property or at a school-sponsored event.

The reporting requirements above are in addition to the superintendent's ongoing duty to notify TEA when a certified employee or an applicant for certification has a reported criminal history or engaged in conduct violating the assessment security procedures established under TEC §39.0301. "Reported criminal history" means any formal criminal justice system charges and dispositions including arrests, detentions, indictments, criminal information, convictions, deferred adjudications, and probations in any state or federal jurisdiction that is obtained by a means other than the Fingerprint-based Applicant Clearinghouse of Texas (FACT).

Crime

Policy DG

The Texas Whistleblower Act protects district employees who make good faith reports of violations of law by the district to an appropriate law enforcement authority. The district is prohibited from suspending, terminating the employment of, or taking other adverse personnel action against, an employee who makes a report under the Act. State law also provides employees with the right to report a crime witnessed at the school to any peace officer with authority to investigate the crime.

Scope and Sequence

Policy DG

If a teacher determines that students need more or less time in a specific area to demonstrate proficiency in the Texas Essential Knowledge and Skills (TEKS) for that subject and grade level, the district will not penalize the teacher for not following the district's scope and sequence.

The district may take appropriate action if a teacher does not follow the district's scope and sequence based on documented evidence of a deficiency in classroom instruction. This documentation can be obtained through observation or substantiated and documented third-party information.

Technology Resources

Policy CQ

The district's technology resources, including its networks, computer systems, email accounts, devices connected to its networks, and all district-owned devices used on or off school property, are primarily for administrative and instructional purposes. Limited personal use is permitted if the use:

- Imposes no tangible cost to the district.
- Does not unduly burden the district's technology resources.
- Has no adverse effect on job performance or on a student's academic performance.

Electronic mail transmissions and other use of the technology resources are not confidential and can be monitored at any time to ensure appropriate use.

Employees are required to abide by the provisions of the district's acceptable use agreement and administrative procedures. Failure to do so can result in suspension of access or termination of privileges and may lead to disciplinary and legal action. Employees with questions about computer use and data management can contact Jesus Pecina, Technology Director at 956-565-3002 ext. 2712.

Personal Use of Electronic Communications

Policy CQ, DH

Electronic communications include all forms of social media, such as text messaging, instant messaging, electronic mail (email), web logs (blogs), wikis, electronic forums (chat rooms), video-sharing websites (e.g., YouTube), editorial comments posted on the Internet, and social network sites (e.g., Facebook, Twitter, LinkedIn, Instagram). Electronic communications also include all forms of telecommunication such as landlines, cell phones, and web-based applications.

As role models for the district's students, employees are responsible for their public conduct even when they are not acting as district employees. Employees will be held to the same professional standards in their public use of electronic communications as they are for any other public conduct. If an employee's use of electronic communications 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. If an employee wishes to use a social network site or similar media for personal purposes, the employee is responsible for the content on the employee's page, including content added by the employee, the employee's friends, or members of the public who can access the employee's page, and for web links on the employee's page. The employee is also responsible for maintaining privacy settings appropriate to the content.

An employee who uses electronic communications for personal purposes shall observe the following:

- The employee may not set up or update the employee's personal social network page(s) using the district's computers, network, or equipment.
- The employee shall limit use of personal electronic communication devices to send or receive calls, text messages, pictures, and videos to breaks, mealtimes, and before and after scheduled work hours, unless there is an emergency or the use is authorized by a supervisor to conduct district business.
- The employee shall not use the district's logo or other copyrighted material of the district without express written consent.

- An employee may not share or post, in any format, information, videos, or pictures obtained while on duty or on district business unless the employee first obtains written approval from the employee's immediate supervisor. Employees should be cognizant that they have access to information and images that, if transmitted to the public, could violate privacy concerns.
- The employee continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Texas Educators' Code of Ethics, even when communicating regarding personal and private matters, regardless of whether the employee is using private or public equipment, on or off campus. These restrictions include:
 - Confidentiality of student records. [See Policy FL]
 - Confidentiality of health or personnel information concerning colleagues, unless disclosure serves lawful professional purposes or is required by law. [See DH(EXHIBIT)]
 - Confidentiality of district records, including educator evaluations and private email addresses. [See Policy GBA]
 - Copyright law [See Policy CY]
 - Prohibition against harming others by knowingly making false statements about a colleague or the school system. [See DH(EXHIBIT)]

See *Electronic Communications between Employees, Students, and Parents*, below, for regulations on employee communication with students through electronic media.

Electronic Communications between Employees, Students, and Parents

Policy DH

A certified or licensed employee, or any other employee designated in writing by the superintendent or a campus principal, may use electronic communications with students who are currently enrolled in the district. The employee must comply with the provisions outlined below. Electronic communications between all other employees and students who are enrolled in the district are prohibited. Employees are not required to provide students with their personal phone number or email address.

An employee is not subject to the provisions regarding electronic communications with a student to the extent the employee has a social or family relationship with a student. For example, an employee may have a relationship with a niece or nephew, a student who is the child of an adult friend, a student who is a friend of the employee's child, or a member or participant in the same civic, social, recreational, or religious organization. An employee who

claims an exception based on a social relationship shall provide written consent from the student's parent. The written consent shall include an acknowledgement by the parent that:

- The employee has provided the parent with a copy of this protocol;
- The employee and the student have a social relationship outside of school;
- The parent understands that the employee's communications with the student are excepted from district regulation; and
- The parent is solely responsible for monitoring electronic communications between the employee and the student.

The following definitions apply for the use of electronic media with students:

- *Electronic communications* means any communication facilitated by the use of any electronic device, including a telephone, cellular telephone, computer, computer network, personal data assistant, or pager. The term includes email, text messages, instant messages, and any communication made through an Internet website, including a social media website or a social networking website.
- *Communicate* means to convey information and includes a one-way communication as well as a dialogue between two or more people. A public communication by an employee that is not targeted at students (e.g., a posting on the employee's personal social network page or a blog) is not a *communication*: however, the employee may be subject to district regulations on personal electronic communications. See *Personal Use of Electronic Media*, above. Unsolicited contact from a student through electronic means is not a *communication*.
- *Certified or licensed employee* means a person employed in a position requiring SBEC certification or a professional license, and whose job duties may require the employee to communicate electronically with students. The term includes classroom teachers, counselors, principals, librarians, paraprofessionals, nurses, educational diagnosticians, licensed therapists, and athletic trainers.

An employee who communicates electronically with students shall observe the following:

- The employee is prohibited from knowingly communicating with students using any form of electronic communications, including mobile and web applications, that are not provided or accessible by the district unless a specific exception is noted below.
- Only a teacher, trainer, or other employee who has an extracurricular duty may use text messaging, and then only to communicate with students who participate in the extracurricular activity over which the employee has responsibility. An employee who communicates with a student using text messaging shall comply with the following protocol:

- The employee shall include his or her immediate supervisor and at least one of the student's parents or guardians as a recipient on each text message to the student so that the student and parent receive the same message;
- The employee shall limit communications to matters within the scope of the employee's professional responsibilities (e.g., for classroom teachers, matters relating to class work, homework, and tests; for an employee with an extracurricular duty, matters relating to the extracurricular activity).
- The employee is prohibited from knowingly communicating with students through a personal social network page; the employee must create a separate social network page ("professional page") for the purpose of communicating with students. The employee must enable administration and parents to access the employee's professional page.
- The employee shall not communicate directly with any student between the hours of 10:00 p.m. and 6:00 a.m. An employee may, however, make public posts to a social network site, blog, or similar application at any time.
- The employee does not have a right to privacy with respect to communications with students and parents.
- The employee continues to be subject to applicable state and federal laws, local policies, administrative regulations, and the Texas Educators' Code of Ethics including:
 - Compliance with the Public Information Act and the Family Educational Rights and Privacy Act (FERPA), including retention and confidentiality of student records. [See Policies CPC and FL]
 - Copyright law [Policy CY]
 - Prohibitions against soliciting or engaging in sexual conduct or a romantic relationship with a student. [See Policy DH]
- Upon request from administration, an employee will provide the phone number(s), social network site(s), or other information regarding the method(s) of electronic media the employee uses to communicate with one or more currently-enrolled students.
- Upon written request from a parent or student, the employee shall discontinue communicating with the student through email, text messaging, instant messaging, or any other form of one-to-one communication.
- An employee may request an exception from one or more of the limitations above by submitting a written request to his or her immediate supervisor.
- All staff are required to use school email accounts for all electronic communications with parents. Communication about school issues through personal email accounts or text messages are not allowed as they cannot be preserved in accordance with the district's record retention policy.

- An employee shall notify his or supervisor in writing within one business day if a student engages in an improper electronic communication with the employee. The employee should describe the form and content of the electronic communication.

Public Information on Private Devices

Policy DH, GB

Employees should not maintain district information on privately owned devices. Any district information must be forwarded or transferred to the district to be preserved. The district will take reasonable efforts to obtain public information in compliance with the Public Information Act. Reasonable efforts may include:

- Verbal or written directive
- Remote access to district-owned devices and services

Criminal History Background Checks

Policy DBAA

Employees may be subject to a review of their criminal history record information at any time during employment. National criminal history checks based on an individual's fingerprints, photo, and other identification will be conducted on certain employees and entered into the Texas Department of Public Safety (DPS) Clearinghouse. This database provides the district and SBEC with access to an employee's current national criminal history and updates to the employee's subsequent criminal history.

Employee Arrests and Convictions

Policy DH

An employee must 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 any felony, and any of the other offenses listed below:

- Crimes involving school property or funds
- 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
- Crimes that occur wholly or in part on school property or at a school-sponsored activity
- Crimes involving moral turpitude

Moral turpitude includes the following:

- 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
- Crimes involving any felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance
- Felonies involving driving while intoxicated (DWI)
- Acts constituting abuse or neglect under the Texas Family Code.

If an employee is arrested or criminally charged, the superintendent is also required to report the educator's criminal history to the Division of Investigations at TEA.

The superintendent is required to report the misconduct or criminal history of an employee to TEA. Information about misconduct or allegations of misconduct of an employee obtained by a means other than the criminal history clearinghouse will be reported to TEA. Refer to Policies DHB(LEGAL) and DHC(LEGAL) for timelines and conduct that will result in reporting.

Alcohol and Drug-Abuse Prevention

Policy DH

Progreso ISD is committed to maintaining an alcohol- and drug-free environment and will not tolerate the use of alcohol and illegal drugs in the workplace and at school-related or school-sanctioned activities on or off school property. Employees who use or are under the influence of alcohol or illegal drugs as defined by the Texas Controlled Substances Act during working hours may be dismissed. The district's policy regarding employee drug use follows:

DH (Local) <http://pol.tasb.org/Policy/Code/641?filter=DH> and **DI (Exhibit)**
<http://pol.tasb.org/Policy/Code/641?filter=DI>

Tobacco Products and E-Cigarette Use

Policies DH, FNCD, GKA

State law prohibits smoking, using tobacco, or e-cigarettes on all district-owned property and at school-related or school-sanctioned activities, on or off school property. This includes all buildings, playground areas, parking facilities, and facilities used for athletics and other activities. Drivers of district-owned vehicles are prohibited from smoking, using tobacco products, or e-cigarettes while inside the vehicle. Notices stating that smoking is prohibited by law and punishable by a fine are displayed in prominent places in all school buildings.

Employees are prohibited from possessing or using any type of nicotine product, including nicotine pouches, regardless of whether the product contains tobacco, while on school property or while attending an off-campus school-related activity. Exceptions may be made for smoking cessation products with supervisor approval.

Fraud and Financial Impropriety

Policy CAA

All employees should act with integrity and diligence in duties involving the district's financial resources. The district prohibits fraud and financial impropriety, as defined below. Fraud and financial impropriety include the following:

- Forgery or unauthorized alteration of any document or account belonging to the district
- Forgery or unauthorized alteration of a check, bank draft, or any other financial document
- Misappropriation of funds, securities, supplies, or other district assets including employee time
- Impropriety in the handling of money or reporting of district financial transactions
- Profiteering as a result of insider knowledge of district information or activities
- Unauthorized disclosure of confidential or proprietary information to outside parties
- Unauthorized disclosure of investment activities engaged in or contemplated by the district
- 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
- Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment
- Failing to provide financial records required by federal, state, or local entities

- Failure to disclose conflicts of interest as required by law or district policy
- Any other dishonest act regarding the finances of the district
- Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards

Conflict of Interest

Policy CB, DBD

Employees are required to disclose in writing to the district any situation that creates a potential conflict of interest with proper discharge of assigned duties and responsibilities or creates a potential conflict of interest with the best interests of the district. This includes the following:

- A personal financial interest
- A business interest
- Any other obligation or relationship
- Non-school employment

Employees should contact their supervisor for additional information.

Gifts and Favors

Policy DBD

Employees may not accept gifts or favors that could influence, or be construed to influence, the employee's discharge of assigned duties. The acceptance of a gift, favor, or service by an administrator or teacher that might reasonably tend to influence the selection of textbooks, electronic textbooks, instructional materials or technological equipment may result in prosecution of a Class B misdemeanor offense. This does not include staff development, teacher training, or instructional materials such as maps or worksheets that convey information to students or contribute to the learning process.

Copyrighted Materials

Policy CY

Employees are expected to comply with the provisions of federal copyright law relating to the unauthorized use, reproduction, distribution, performance, or display of copyrighted materials (i.e., printed material, videos, computer data and programs, etc.). Electronic media, including motion pictures and other audiovisual works, are to be used in the classroom for instructional purposes only. Duplication or backup of computer programs and data must be made within the provisions of the purchase agreement.

Associations and Political Activities

Policy DGA

The district will not directly or indirectly discourage employees from participating in political affairs or require any employee to join any group, club, committee, organization, or association. Employees may join or refuse to join any professional association or organization.

An individual's employment will not be affected by membership or a decision not to be a member of any employee organization that exists for the purpose of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work. Use of district resources including work time for political activities is prohibited.

The district encourages personal participation in the political process, including voting. Employees who need to be absent from work to vote during the early voting period or on election day must communicate with their immediate supervisor prior to the absence.

Charitable Contributions

Policy DG

The Board or any employee may not directly or indirectly require or coerce an employee to make a contribution to a charitable organization or in response to a fundraiser. Employees cannot be required to attend a meeting called for the purpose of soliciting charitable contributions. In addition, the Board or any employee may not directly or indirectly require or coerce an employee to refrain from making a contribution to a charitable organization or in response to a fundraiser or attending a meeting called for the purpose of soliciting charitable contributions.

Safety

Policy CK series

The district has developed and promotes a comprehensive program to ensure the safety of its employees, students, and visitors. The safety program includes guidelines and procedures for responding to emergencies and activities to help reduce the frequency of accidents and injuries. See Emergencies on page 54 for additional information.

Employees must follow established protocols and response to emergencies for each campus and department. Refer to written security procedures specific to your location and work area.

To prevent or minimize injuries to employees, coworkers, and students and to protect and conserve district equipment, employees must comply with the following requirements:

- Observe all safety rules.
- Keep work areas clean and orderly at all times.

- Immediately report all accidents to their supervisor.
- Operate only equipment or machines for which they have training and authorization.

While driving on district business, employees are required to abide by all state and local traffic laws. Employees driving on district business are prohibited from texting and using other electronic devices that require both visual and manual attention while the vehicle is in motion. Employees will exercise care and sound judgment on whether to use hands-free technology while the vehicle is in motion.

Employees with questions or concerns relating to safety programs and issues can contact Campus Administrator or David Garza, Security Coordinator at 956-532-4893.

Possession of Firearms and Weapons

Policies DH, FNCG, GKA

Employees, visitors, and students, including those with a license to carry a handgun, are prohibited from bringing firearms, knives, clubs, or other prohibited weapons onto school premises (i.e., building or portion of a building) or any grounds or building where a school-sponsored activity takes place. A person, including an employee, who holds a license to carry a handgun may transport or store a handgun or other firearm or ammunition in a locked vehicle in a parking lot, garage, or other district provided parking area, provided the handgun or firearm or ammunition is properly stored, and not in plain view. To ensure the safety of all persons, employees who observe or suspect a violation of the district's weapons policy should report it to their supervisor, David Garza, Security Coordinator at 956-532-4893 or call Superintendent's Office immediately.

Visitors in the Workplace

Policy GKC

All visitors are expected to enter any district facility through the main entrance and sign in or report to the building's main office. Authorized visitors will receive directions or be escorted to their destination. Employees who observe an unauthorized individual on the district premises should immediately direct him or her to the building office or contact the administrator in charge.

Asbestos Management Plan

Policy CKA

The district is committed to providing a safe environment for employees. An accredited management planner has developed an asbestos management plan for each school. A copy of the district's management plan is kept in the Administration office and is available for inspection during normal business hours.

Pest Control Treatment

Policies CLB, DI

Employees are prohibited from applying any pesticide or herbicide without appropriate training and prior approval of the integrated pest management (IPM) coordinator. Any application of pesticide or herbicide must be done in a manner prescribed by law and the district's integrated pest management program.

Notices of planned pest control treatment will be posted in a district building 48 hours before the treatment begins. Notices are generally located at Administration Office. In addition, individual employees may request in writing to be notified of pesticide applications. An employee who requests individualized notice will be notified by telephone, written, or electric means. Pest control information sheets are available from campus principals or facility managers upon request.

General Procedures

Emergency School Closing

Policy EB

The district may close schools because of severe weather, epidemics, or other emergency conditions. When such conditions exist, the Superintendent will make the official decision concerning the closing of the district's facilities. When it becomes necessary to open late, to release students early, or to cancel school, district officials will post a notice on the district's website and notify the following radio and television stations:

- **KGBT**
- **KVEO**
- **KRGV**
- **Univision**
- **KTEX**
- www.progresoedu.net

Emergencies

Policies CKC, CKD

All employees should be familiar with the safety procedures for responding to emergencies, including a medical emergency. Employees should locate evacuation diagrams posted in their work areas and be familiar with shelter in place, lockout, and lockdown procedures. Emergency drills will be conducted to familiarize employees and students with safety and evacuation procedures. Each campus is equipped with an automatic external defibrillator. Fire

extinguishers are located throughout all district buildings. Employees should know the location of these devices and procedures for their use.

Purchasing Procedures

Policy CH

All requests for purchases must be submitted to the Business Office, Accounts Payable department on an official district purchase order (PO) form with the appropriate approval signatures. No purchases, charges, or commitments to buy goods or services for the district can be made without a PO number. The district will not reimburse employees or assume responsibility for purchases made without authorization. Employees are not permitted to purchase supplies or equipment for personal use through the district's business office. Contact Juan Hernandez at 956-565-3002 ext. 2725 for additional information on purchasing procedures.

Name and Address Changes

It is important that employment records be kept up to date. Employees must notify the Human Resources Department office if there are any changes or corrections to their name, home address, contact telephone number, marital status, emergency contact, or beneficiary. The form to process a change in personal information can be obtained from Human Resources Department. www.progresoedu.net/human-resources

Personnel Records

Policy DBA, GBA

Most district records, including personnel records, are public information and must be released upon request. In most cases, an employee's personal email address is confidential and may not be released without the employee's permission.

Employees may choose to have the following personal information withheld:

- Address
- Phone number, including personal cell phone number
- Emergency contact information
- Information that reveals whether they have family members

The choice to not allow public access to this information or change an existing choice may be made at any time by submitting a written request to Human Resources Department. New or terminated employees have 14 days after hire or termination to submit a request. Otherwise, personal information may be released to the public until a request to withhold the information

is submitted or another exception for release of information under law applies. An employee is responsible for notifying the district if he or she is subject to any exception for disclosure of personal or confidential information.

Facility Use

Policies DGA, GKD

Employees who wish to use district facilities after school hours must follow established procedures. Juan Hernandez, Finance Director is responsible for scheduling the use of facilities after school hours. Contact Juan Hernandez at 956-565-3002 ext. 2725 to request to use school facilities and to obtain information on the fees charged.

Termination of Employment

Resignations

Policy DFE, DHB

Contract Employees. Contract employees may resign their position without penalty at the end of any school year if written notice is received at least 45 days before the first day of instruction of the following school year. A written notice of resignation should be submitted to the superintendent or other persons designated by the board of trustees, which includes Human Resources Department. Supervisors who have not been designated by the board to accept resignations shall instruct the employee to submit the resignation to the superintendent or other person designated by board action.

Contract employees may resign at any other time only with the approval of the superintendent or the board of trustees. Resignation without consent may result in disciplinary action by the State Board for Educator Certification (SBEC).

The principal is required to notify the superintendent of an educator's resignation within seven business days of the following:

- Certain misconduct, abuse, unlawful act
- Involvement or solicitation of a romantic relationship with a student or minor
- Solicitation or engaging in sexual conduct with a student or minor
- Inappropriate communications with a student or minor
- Failure to maintain appropriate boundaries with a student or minor
- Possession, transfer, sale, or distribution of a controlled substance

- Illegal transfer, appropriation, or expenditure of district or school property or funds
- An attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit for the purpose of promotion or additional compensation
- Committing a criminal offense or any part of a criminal offense on district property or at a school-sponsored event.

The superintendent is required to report such conduct to SBEC.

Noncontract Employees. Noncontract employees may resign their position at any time. A written notice of resignation should be submitted to Human Resources Department at least two weeks prior to the effective date. Employees are encouraged to include the reasons for leaving in the letter of resignation but are not required to do so.

The principal or director is required to notify the superintendent of a noncertified employee's resignation or termination within seven business days for any of the following:

- Alleged incident of misconduct of abuse or otherwise committed an unlawful act with a student or minor,
- Was involved in or solicited a romantic relationship with a student or minor
- Engaged in inappropriate communications with a student or minor
- Failed to maintain appropriate boundaries with a student or minor

The superintendent is required to report such conduct to SBEC.

Dismissal or Nonrenewal of Contract Employees

Policies DF Series, DHB, DP

Employees on probationary, term, and continuing contracts can be dismissed during the school year according to the procedures outlined in district policies. Employees on probationary or term contracts can be nonrenewed at the end of the contract term. Contract employees dismissed during the school year, suspended without pay, or subject to a reduction in force are entitled to receive notice of the recommended action, an explanation of the charges against them, and an opportunity for a hearing. The timelines and procedures to be followed when a suspension, termination, or nonrenewal occurs will be provided when a written notice is given to an employee.

The reporting requirements for termination of a contract are the same as those listed above in Resignations/Contract Employees.

Advance notification requirements do not apply when a contract employee is dismissed for failing to obtain or maintain appropriate certification or when the employee's certification is revoked for misconduct. Information on the timelines and procedures can be found in the DF series policies that are provided to employees or are available Online.

Dismissal of Noncontract Employees

Policies DCD, DP

Noncontract employees are employed at will and may be dismissed without notice, a description of the reasons for dismissal, or a hearing. It is unlawful for the district to dismiss any employee for reasons of race, color, religion, sex, national origin, age, disability, military status, genetic information, any other basis protected by law, or in retaliation for the exercise of certain protected legal rights. Noncontract employees who are dismissed have the right to grieve the termination. The dismissed employee must follow the district process outlined in this handbook when pursuing the grievance. (See *Complaints and Grievances*, page 35.)

The reporting requirements for termination of a noncertified employee are the same as those listed above in Resignations/Noncontract Employees.

Discharge of Convicted Employees

Policy DF

The district shall discharge any employee who has been convicted of a felony under Title 5 Penal Code or convicted of or placed on deferred adjudication community supervision for the following:

- An offense requiring the registration as a sex offender
- Improper relationship between an educator and a student
- Sale, distribution, or display of harmful materials to a minor
- Public indecency
- A felony offense involving school property

If the Title 5, Penal Code offense is more than 30 years before the date the person's employment began or the person satisfied all terms of the court order entered on conviction the requirement to discharge does not apply.

Exit Interviews and Procedures

Exit interviews will be scheduled for all employees leaving the district. Information on the continuation of benefits, release of information, and procedures for requesting references will be provided at this time. Separating employees are asked to provide the district with a forwarding address and phone number and complete a questionnaire that provides the district with feedback on his or her employment experience. All district keys, books, property, including intellectual property, and equipment must be returned upon separation from employment.

Reports Concerning Court-Ordered Withholding

The district is required to report the termination of employees that are under court order or writ of withholding for child support or spousal maintenance. Notice of the following must be sent to the support recipient and the court or, in the case of child support, the Texas Attorney General Child Support Division:

- Termination of employment not later than the seventh day after the date of termination
- Employee's last known address
- Name and address of the employee's new employer, if known

Student Issues

Equal Educational Opportunities

Policies FB, FFH

In an effort to promote nondiscrimination and as required by law, Progreso ISD does not discriminate on the basis of race, color, religion, national origin, age, sex, or disability in providing education services, activities, and programs, including Career and Technical Education (CTE) programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

Questions or concerns about discrimination against students based on sex, including sexual harassment should be directed to *Adriana Correa, Director of School Compliance, 600 FM 1015, Progreso, TX 78579, acorrea@progresoedu.net, 956-565-3002 ext. 2710* the district Title IX coordinator for students. Questions or concerns about discrimination on the basis of a disability should be directed to *Adriana Correa, Director of School Compliance, 600 Business FM 1015, Progreso, TX 78579, acorrea@progresoedu.net, 956-565-3002 ext. 2710* the district ADA/Section 504 coordinator for students. All other questions or concerns relating to discrimination based on any other reasons should be directed to the Superintendent.

Student Records

Policy FL

Student records are confidential and are protected from unauthorized inspection or use. Employees should take precautions to maintain the confidentiality of all student records. The following people are the only people who have general access to a student's records:

- Parents: Married, separated, or divorced unless parental rights have been legally terminated and the school has been given a copy of the court order terminating parental rights

- The student: The rights of parents transfer to a student who turns 18 or is enrolled in an institution of post-secondary education. A district is not prohibited from granting the student access to the student's records before this time.
- School officials with legitimate educational interests

The student handbook provides parents and students with detailed information on student records. Parents or students who want to review student records should be directed to the Campus Administrator for assistance.

Parent and Student Complaints

Policy FNG

In an effort to hear and resolve parent and student complaints in a timely manner and at the lowest administrative level possible, the board has adopted orderly processes for handling complaints on different issues. Any campus office or the superintendent's office can provide parents and students with information on filing a complaint.

Parents are encouraged to discuss problems or complaints with the teacher or the appropriate administrator at any time. Parents and students with complaints that cannot be resolved to their satisfaction should be directed to the campus principal. The formal complaint process provides parents and students with an opportunity to be heard up to the highest level of management if they are dissatisfied with a principal's response.

Administering Medication to Students

Policy FFAC

Only designated employees may administer prescription medication, nonprescription medication, and herbal or dietary supplements to students. Exceptions apply to the self-administration of asthma medication, medication for anaphylaxis (e.g., EpiPen[®]), and medication for diabetes management, if the medication is self-administered in accordance with district policy and procedures. A student who must take any other medication during the school day must bring a written request from his or her parent and the medicine in its original, properly labeled container. Contact the principal or school nurse for information on procedures that must be followed when administering medication to students.

Dietary Supplements

Policies DH, FFAC

District employees are prohibited by state law from knowingly selling, marketing, or distributing a dietary supplement that contains performance-enhancing compounds to a student with whom the employee has contact as part of his or her school district duties. In addition, employees may not knowingly endorse or suggest the ingestion, intranasal application, or inhalation of a performance-enhancing dietary supplement to any student.

Psychotropic Drugs

Policy FFAC

A psychotropic drug is a substance used in the diagnosis, treatment, or prevention of a disease or as a component of a medication. It is intended to have an altering effect on perception, emotion, or behavior and is commonly described as a mood- or behavior-altering substance.

District employees are prohibited by state law from doing the following:

- Recommending that a student use a psychotropic drug
- Suggesting a particular diagnosis
- Excluding from class or school-related activity a student whose parent refuses to consent to a psychiatric evaluation or to authorize the administration of a psychotropic drug to a student

Student Conduct and Discipline

Policies in the FN series and FO series

Students are expected to follow the classroom rules, campus rules, and rules listed in the Student Handbook and Student Code of Conduct. Teachers and administrators are responsible for taking disciplinary action based on a range of discipline management strategies that have been adopted by the district. Other employees that have concerns about a particular student's conduct should contact the classroom teacher or campus principal.

Student Attendance

Policy FEB

Teachers and staff should be familiar with the district's policies and procedures for attendance accounting. These procedures require minor students to have parental consent before they are allowed to leave campus. When absent from school, the student upon returning to school, must bring a note signed by the parent that describes the reason for the absence or doctor's excuse. These requirements are addressed in campus training and in the student handbook. Contact the campus principal for additional information.

Bullying

Policy FFI

Bullying is defined by §TEC 37.0832. All employees are required to report student complaints of bullying, including cyberbullying, to Campus Administrator. The district's policy includes definitions and procedures for reporting and investigating bullying of students and is reprinted below:

<http://pol.tasb.org/Policy/Code/641?filter=FFI>

Hazing

Policy FNCC

Students must have prior approval from the principal or designee for any type of “initiation rites” of a school club or organization. While most initiation rites are permissible, engaging in or permitting “hazing” is a criminal offense. Any teacher, administrator, or employee who observes a student engaged in any form of hazing, who has reason to know or suspect that a student intends to engage in hazing, or has engaged in hazing must report that fact or suspicion to the designated campus administrator.

B4

**Consideration and possible action to
adopt the resolution authorizing Progreso
ISD to join the South Texas School Board
Association**

SUBJECT: South Texas School Board Association

PRESENTER

Sergio Coronado, Superintendent

BACKGROUND INFORMATION

The South Texas School Board Association (STSBA) is a regional network that provides trustees and administrators with professional development, legislative updates, and collaboration opportunities. Its mission is to strengthen governance, share best practices, and support districts in advancing student success and teacher development.

ADMINISTRATIVE CONSIDERATIONS

The South Texas School Board Association (STSBA) establishes annual dues based on district size. For mid-sized and small districts with an enrollment of 500–1,999 students, the annual membership fee is \$1,500. Districts must budget accordingly to ensure continued participation and access to STSBA resources and services.

FUNDING SOURCE AND AMOUNT

Local Funds

RECOMMENDATION:

Adopt the resolution authorizing Progreso ISD to join the South Texas School Board Association

CONTACT PERSON (S)

Sergio Coronado, Superintendent



Dear Trustees,

On behalf of the South Texas School Board Association, thank you for your presence and support at our inaugural convening during the Summer Leadership Institute in San Antonio. Your participation helped launch what is now a formally established organization dedicated to advocating for and advancing the unique needs of public schools across South Texas.

The STSBA exists because of your vision and shared commitment to bold leadership, equitable opportunity, and student-centered governance. We are proud to share that the organization is now operational, and we are excited to begin our collective work on behalf of the students and communities we serve.

This is the moment to take the next step.

Enclosed with this letter, you will find a Resolution for Membership. If your district is ready to take the next step, we invite your board to adopt the resolution and formally join the South Texas School Board Association.

We are tentatively planning our first official organizational meeting during the TASB Annual Conference, where trustees from member districts will have the opportunity to vote on the initial Board of Directors and take action on foundational matters.

Together, we will continue building an organization that amplifies the voices of South Texas, protects the promise of public education, and strengthens the future for every child in our region.

Thank you again for your support. We look forward to partnering with you as we grow the STSBA into a powerful force for good.

Respectfully,

South Texas School Board Association
membership@STSBA.org



MISSION STATEMENT

The South Texas School Board Association exists to empower public school trustees with the voice, vision, and resources they need to champion student success and protect the promise of public education across our region. Together, we advocate for equitable funding, informed governance, and local leadership that puts students first.

VISION STATEMENT

A stronger South Texas where every student thrives in a fully funded, high-quality public school—led by engaged, equity-driven school boards working in partnership with their communities.

ORGANIZATIONAL IDENTITY & VALUES

Who We Are We are a coalition of public-school trustees committed to advancing excellence and opportunity for every student in South Texas. Our members represent the unique voices, strengths, and challenges of a region that is as diverse as it is determined.

OUR GUIDING VALUES

- Public Education is a Public Good. It must remain free, fully funded, and accessible to all.
- Equity is Non-Negotiable. Every child deserves access to rigorous academics, strong support systems, and safe learning environments.
- Local Voices Matter. School boards are critical stewards of student outcomes—and deserve a seat at every policy table.
- Innovation Belongs to All of Us. Solutions must reflect community needs, creativity, and shared ownership.
- Collaboration Drives Progress. We are stronger together, across districts, roles, and regions.



PURPOSE STATEMENT

The South Texas School Board Association was formed to ensure that South Texas is not only heard—but valued—as a leader in shaping the future of public education. We equip trustees with the tools to lead boldly, advocate effectively, and govern with integrity. By centering student success and regional equity, we move forward together with one shared commitment: to serve all students, in every corner of South Texas.

KEY PRIORITIES

- **Legislative Voice:** A shared advocacy platform that reflects the real needs of South Texas.
- **Leadership Development:** Ongoing training, bootcamps, and strategic support for trustees.
- **Messaging & Media:** Tools to help school boards counter misinformation and tell their own story.
- **Innovation Exchange:** Real-world solutions and best practices from districts across the region.
- **Partner Power:** A vetted network of aligned vendors, funders, and policy allies.

ANNUAL DUES STRUCTURE

District Size

Fee per District

Small Districts (≤ 499 students)

\$1,000.00

Mid-Small Districts (500–1999 students)

\$1,500.00

Mid Districts (2,000–27,999 students)

.77 cents per ADA

Very Large Districts (28,000+ students)

\$20,000.00

For More Information:

Contact 956.639.9171 or email membership@STSBA.org

Checks can be mailed to:

1875 Los Angeles Court, Brownsville, Texas 78521

Payable to: South Texas School Board Association

EXECUTIVE BOARD STRUCTURES

(SCALABLE MODELS FOR CONSIDERATION)

To ensure diverse, regional representation across a geographically large area, below is a model for our executive and regional board governance, In addition to an Executive Director.

Model: Core + Regional Reps (Simple Start-Up)

Ideal for Launch Phase

- President
- Vice President
- Secretary
- Treasurer
- Regional Representatives idea (elected by membership, 1 per county)
- Cameron
- Willacy
- Hidalgo
- Starr
- Zapata
- Webb
- Jim Hogg

Pros: Balanced representation with a lean board. Clear voice from each sub-region.

Advisory Committees options

- Governance & Policy
 - Student Opportunity & Equity
 - Public Engagement
 - Finance & Development
 - Legislative committee
- 
- A decorative horizontal bar at the bottom of the page, consisting of a red top line and a blue bottom line.

RESOLUTION OF THE BOARD OF TRUSTEES

[_____] Independent School District]

AUTHORIZING MEMBERSHIP IN THE SOUTH TEXAS SCHOOL BOARD ASSOCIATION

WHEREAS, the South Texas School Board Association (“STSBA”) exists
“to empower public-school trustees with the voice, vision, and resources they need to champion
student success and protect the promise of public education across our region”; and

WHEREAS, STSBA pursues that mission by providing a unified legislative voice, trustee
leadership development, strategic communications support, and a regional network for sharing
best practices; and

WHEREAS, the Board of Trustees of [District] (“Board”) recognizes that active participation in
STSBA will strengthen the District’s ability to advocate for equitable funding, informed
governance, and student-focused public-school policy; and

WHEREAS, the Board has determined that payment of the applicable annual dues and
participation in STSBA furthers the District’s educational mission and is in the best interest of its
students and community.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. **Membership Approved.** The Board hereby authorizes [District] to become a member
district of the South Texas School Board Association effective immediately upon
adoption of this Resolution.
2. **Payment of Dues.** The Board authorizes the Superintendent or designee to remit annual
membership dues in accordance with STSBA’s dues schedule and to budget for such
dues in subsequent fiscal years unless and until the Board votes to terminate membership.
3. **Execution of Documents.** The Board President (or the Superintendent, as appropriate) is
authorized to execute any and all agreements, applications, or other documents necessary
to effectuate membership in STSBA and to take all additional actions reasonably required
to carry out the intent of this Resolution.
4. **Severability.** If any portion of this Resolution is held invalid, the remaining provisions
shall continue in full force and effect.
5. **Effective Date.** This Resolution is effective upon its adoption.

ADOPTED AND APPROVED this ____ day of , 2025, *by the Board of Trustees of* [____
Independent School District], in a duly called, noticed, and convened meeting at which a quorum
was present and acting throughout.

[Name], Board President

[Name], Board Secretary

C1

**District Improvement Plan, Campus
Improvement Plans & House Bill 3 Goals**

SUBJECT: District Improvement Plan, Campus Improvement Plans & House Bill 3 Goals

PRESENTER

Claudia Coronado, Director

BACKGROUND INFORMATION

Each school district shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy. The purpose of the district improvement plan is to guide district and campus staff in the improvement of student performance for all student groups in order to attain state standards in respect to academic excellence indicators.

ADMINISTRATIVE CONSIDERATIONS

The District Improvement Plan documents a Comprehensive System for Continuous Improvement for the district and provides a structure for implementing the five-year Strategic Plan on an annual basis. In accordance with House Bill 3, the plan also incorporates board-approved goals in early literacy, early numeracy, and college, career, and military readiness (CCMR), which must be reviewed and formally adopted by the Board of Trustees.

FUNDING SOURCE AND AMOUNT

NONE

RECOMMENDATION:

Administration requests and recommends the approval of the Progreso ISD District Improvement Plans, Campus Improvement Plan and House Bill 3 goals.

CONTACT PERSON (S)

Claudia Coronado, Director

PROGRESO ISD DISTRICT IMPROVEMENT PLAN GOALS



Sustain Growth and Academic Achievement:

Domain I: At least 80% (72%) of all students will score at the Approaches Level, at least 50% (41%) of students will achieve the Meets Level and at least 20% (13%) of students will reach the Masters Level.

Domain II: Increase student relative performance growth to 80% as measured by year-over-year progress

Domain III: enhance student outcomes by achieving a graduation rate of at least 93%, increasing College, Career, and Military Readiness (CCMR) rates to 80% (55%), and ensuring equitable support for special populations, meet the ELP status, while improving their performance on state assessments by at least 10%.

RATING: At least a B rating or higher.



Attract, develop, retain and foster highly qualified educators: Progreso ISD will implement a system to retain at least 90% of teachers annually by providing targeted professional development, mentorship programs, and support, while increasing the percentage of highly qualified educators by 5% each year.



Technology: Progreso ISD will align district technology components (software and hardware) and establish a comprehensive system for regular updates, aiming to ensure 100% of classrooms have up-to-date technology and that at least 90% of teachers report improved access and integration of technology in teaching and learning by the end of the school year.



Promote Parental and Community: Progreso ISD will foster a positive culture by increasing parent, family, and community engagement by 15% through regular workshops, events, and communication initiatives, with the goal of improving parental and community satisfaction, as measured by annual parent surveys.



Facilities will provide a safe environment: Progreso ISD will ensure a safe and positive learning environment by reducing safety incidents by 10% annually, increasing student and staff satisfaction with facilities by 15% through surveys, and implementing innovative learning spaces that support social-emotional success, as measured by a 10% improvement in student behavior and engagement indicators

Goal 1. Sustain Growth and Achievement

Objective 1.1 Sustain Growth in Student Achievement	Increase the time students spend in literacy activities such as reading student selected books of different genres measured by the increased percentage in the total number of books circulated.
Objective 1.3 Language Proficiency Progress	Leverage classroom video tools to support instructional coaching cycles, allowing teachers to reflect on practice, receive timely feedback, and analyze exemplar lessons with a focus on language development strategies for all students, including English learners.
	Implement targeted instructional coaching that equips teachers with evidence-based strategies to develop academic language, increase student talk, and support language acquisition across all content areas.
Objective 1.6 Gifted and Talented	Acquire instructional resources to engage GT students in collaborative, project-based learning experiences that develop higher-order thinking and real-world problem-solving skills.
	Utilize the Texas Performance Standards Project (TPSP) to guide GT students in completing rigorous, standards-based projects that develop creativity, analytical skills, and depth of knowledge
	Host a district-wide GT Fair to provide students the opportunity to present their completed Texas Performance Standards Project (TPSP) work, showcasing their advanced research, creativity, and problem-solving skills to peers, families, and the community.
Objective 1.7 Post Secondary & Well-rounded Education	Conduct a comprehensive CCMR training for all high school teachers and administrators to ensure a shared understanding of readiness indicators and pathways.
	Form a CCMR Committee to monitor student readiness by assigning each student to a mentor who will track progress toward completion of their designated CCMR pathway.
	Utilize dashboard to track CCMR indicators beginning in 9th grade, including TSIA2, AP exams, industry-based certifications, and dual credit.
	Enroll every senior who has not met CCMR readiness benchmarks in a College Prep course for reading and math during their 12th-grade year.
	All students have the opportunity to take college readiness exams like the SAT, ACT, and TSIA (Texas Success Initiative Assessment) at least once during high school. ALL 9th grade students take the TSIA2 before entering 10th grade. Offer test preparation resources and interventions for students who need additional support to meet college readiness benchmarks.
	Increase the percentage of students meeting College, Career, and Military Readiness (CCMR) indicators.
Objective 1.8 Attendance	Implement a tiered system of support for students with chronic absenteeism, including personalized outreach, mentoring, and attendance improvement plans with progress monitoring.
	Use real-time attendance tracking dashboards to identify students trending toward chronic absenteeism and trigger timely campus-level interventions.

	Establish two-way communication systems with families of at-risk students using phone calls, home visits, or digital platforms to co-create attendance improvement plans.
	Utilize district and campus personnel to improve attendance and ensure 90% ADA by monitoring daily attendance and linking absences to academic progress and tutoring needs.
	Implement an early warning system to identify students at risk of chronic absenteeism by their third absence. Assign mentors to build supportive relationships with these students. After three unexcused absences, schedule attendance conferences with parents to develop improvement plans. Collaborate with counselors or social workers to provide wraparound services such as mental health support and transportation assistance.
	Send automated attendance alerts to inform parents of daily absences and reinforce the importance of regular attendance. Follow up with parent workshops, coffee chats, and bilingual sessions that highlight the academic impact of missed days. Engage families through an attendance pledge to formalize their commitment, and provide ongoing updates comparing their child's attendance to district and state benchmarks to promote awareness and accountability.
	Address non-academic barriers to attendance by coordinating transportation support, expanding access to on-campus health services, and providing referrals to mental health and counseling resources.
Goal 2. Attract, develop, retain and foster highly qualified educators.	
Objective 2.1 Capacity Building	Contract with consultants to provide test specific sessions (Bilingual/SPED/ESL) to help teachers become highly certified
Objective 2.2 Capacity Building	Implement a stackable compensation system that provides additional financial incentives for highly effective teachers who demonstrate strong performance and earn advanced credentials or certifications. This approach recognizes excellence, promotes continuous professional growth, and supports retention of top talent.
Objective 2.3 Capacity Building	Implement structured Professional Learning Communities (PLCs) on all campuses to enhance collaborative planning, monitor student progress, and refine instructional practices.
	Differentiate teacher training sessions to ensure certified and experienced teachers receive targeted professional development that builds on their prior training
	Include capacity-building initiatives that prepare current staff for advancement into specialized or administrative roles.
Goal 3. Technology	
Objective 3.1 Technology Replacement Plan	Provide updated devices (iPads, laptops, smartboards, projectors, document cameras) and establish a yearly replacement cycle to ensure compatibility with instructional programs, assessments, and student learning needs.
	Ensure adequate printers, copiers, and access systems (e.g., proxy cards) are available to support instructional efficiency, reduce downtime, and maintain campus security.
	Increase technology resources in libraries, labs, and classrooms (computers, headphones, charging carts) to support independent learning, AR testing, bilingual/ELL development, and online assessments.

Goal 4: Promote Parental and Community:

**Objective
4.4: Commu
nicati
on**

Strengthen family and community partnerships by recruiting and training parent volunteers, and by providing accessible parent input systems, including online and anonymous complaint/feedback forms.

Increase transparency and accessibility by providing quick links on the district website to key documents such as district policies and procedures.

Goal 5: Facilities will provide a safe environment.

**Objective
5.3: Safe,
Healthy, and
Supportive
Learning
Environment
s**

Implement comprehensive safety measures, including restructuring campus access points, installing security fencing, lighting, cameras, and key card systems, and upgrading bus safety technology to ensure a secure environment for students, staff, and visitors.

Provide essential health and safety resources such as EpiPens, CPR/First Aid training for staff, and updated sanitation systems (plumbing, ventilation, automatic fixtures) to promote wellness and readiness across all campuses.

PROGRESO I.S.D

Goal:	By May 2025, Progreso ISD will improve student achievement and growth through targeted instruction and interventions to earn at least a "B" in Domains I and II.
Data Analysis Percentage and Findings:	Progreso ISD earned an overall rating of 77, with Domain I: Student Achievement at 70, Domain II: Academic Growth at 69, and Domain II: Relative Performance at 78.
Areas of Strength(s):	Reading increased from 72% to 75%, Mathematics from 73% to 76%, and Science from 67% to 73%.
Weak Target Area(s):	English I decreased from 54% to 50% and English II decreased from 74% to 56%. Social Studies 8 th grade decreased from 39% to 28%.

IMPLEMENTATION PLAN

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal.		Section C – For each of the Action Steps you list, give timeline, person(s) responsible, activities, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)		
High Leverage Action Step	Desired Outcome	Responsible	Timeline	Evaluation Strategy
Establish a dedicated PLC period focused on instructional coaching, strategically leveraging TIA-designated teachers as coaches to build teacher capacity, strengthen lesson delivery, and drive student achievement.	<ul style="list-style-type: none"> Weekly PLCs focused on planning, data analysis, and instructional strategies will increase student outcomes and academic growth. Teachers will strengthen instructional practices through collaboration and coaching, fostering a culture of high expectations and continuous improvement. 	Principals	August-May	Review PLC artifacts, student data, and walkthrough evidence.
Assign students who did not meet STAAR standards to TIA-designated teachers and implement block scheduling to provide intensified, targeted instruction	<ul style="list-style-type: none"> Assigning students who did not meet STAAR standards to TIA-designated teachers with extended instructional time through block scheduling will lead to improved instructional quality, accelerated academic growth, and higher STAAR performance 	Principals	August-May	Monitor block scheduling implementation, review STAAR benchmark and interim assessment data, and track student progress to ensure accelerated growth and improved performance.
Use strategic staffing to place TIA-designated teachers in core reading and math for students who did not pass STAAR, maximizing impact on growth and achievement.	<ul style="list-style-type: none"> Strategic staffing of TIA-designated teachers in reading and math for students who did not pass STAAR will raise overall achievement and demonstrate measurable student growth, strengthening the district's accountability rating. 	Principals	August-May	Track student assignments to TIA teachers, monitor interim and benchmark growth, and measure STAAR performance gains.

PROGRESO I.S.D

Goal:	By September 2026, 80% of seniors at [District/Campus Name] will meet College, Career, or Military Readiness (CCMR) criteria as defined by TEA.
Data Analysis Percentage and Findings:	The CCMR rate rose from 54% in 2023 to 56% in 2024. Currently, only 44% of the Class of 2025 has met CCMR criteria, highlighting the need for targeted interventions to boost readiness before graduation.
Areas of Strength(s):	There was a 2% increase in CCMR outcomes, supported by 40% Dual Enrollment completers and 29% TSI readiness.
Weak Target Area(s):	In 2024, College Prep readiness was 0%, with only two students earning industry-based certifications. Additionally, only 12% of students met ACT readiness and 10% met AP readiness, all of which are negatively impacting 2025 accountability outcomes.

IMPLEMENTATION PLAN

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal.		Section C – For each of the Action Steps you list, give timeline, person(s) responsible, activities, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)		
High Leverage Action Step	Desired Outcome	Responsible	Timeline	Evaluation Strategy
Conduct a comprehensive CCMR training for all high school teachers and administrators to ensure a shared understanding of readiness indicators and pathways.	<ul style="list-style-type: none"> Clarify misconceptions about CCMR requirements. Ensure all staff understand the components and accountability metrics associated with CCMR. 	Director of Academic Foundations & College Readiness	August	Administer a pre- and post-training survey to assess knowledge growth
Form a CCMR Committee to monitor student readiness by assigning each student to a mentor who will track progress toward completion of their designated CCMR pathway	<ul style="list-style-type: none"> At least 60 students will take the AP Spanish Exam (out of 101 enrolled in AP Spanish or identified as bilingual) and earn industry-based certifications. All 12th-grade students will attempt the TSIA2 after participating in a targeted preparation session. 	High School Principal	June – May	Monitor and document the number of students who successfully complete AP exams, TSIA2 readiness, and earn industry-based certifications.
Utilize Edspire's dashboard to track CCMR indicators beginning in 9th grade, including TSIA2, AP exams, industry-based certifications, and dual credit.	<ul style="list-style-type: none"> Data will be reviewed on an ongoing basis to identify at-risk students, guide targeted interventions, and ensure timely completion of CCMR requirements across all cohorts. 	Director of Academic Foundations & College Readiness	Monitor every six weeks	Use the Edspire dashboard to monitor individual student progress toward CCMR indicators in real time.
Enroll every senior who has not met CCMR readiness benchmarks in a College Prep course for reading and math during their 12th-grade year.	<ul style="list-style-type: none"> At least 80% of non-CCMR-ready seniors will be enrolled in College Prep courses to address gaps in reading and math readiness. 	High School Principal	August 2025	Monitor enrollment rosters and compare them to the CCMR tracking report to ensure alignment. Measure student progress through TSIA2 results and course performance.

PROGRESO I.S.D

Goal:	By May 2026, all campuses will meet interim targets for every Closing the Gaps component. .
Data Analysis Percentage and Findings:	Elementary: Met interim targets in all components. DTMS: Met most of the components except academic growth all students reading and math. High School: only met interim targets for Progress English Language Proficiency and Graduation Rate.
Areas of Strength(s):	Elementary met all targets, DTMS showed strength in most areas except reading and math growth, and High School excelled in English proficiency and graduation rate.
Weak Target Area(s):	DTMS earned 0 in academic growth for all students reading and math and High School earned a 0 in academic achievement and academic growth for ELAR, and CCMR

IMPLEMENTATION PLAN

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal.	Section C – For each of the Action Steps you list, give timeline, person(s) responsible, activities, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)			
High Leverage Action Step	Desired Outcome	Responsible	Timeline	Evaluation Strategy
Core Area PLCs will focus on internalizing content, analyzing student data, and engaging in targeted coaching to strengthen instructional practices and improve learning outcomes.	<ul style="list-style-type: none"> Improve instructional practices that lead to higher student achievement and growth across all core content areas. 	Principals	August-May	Evaluate through PLC artifacts, student performance data, and classroom walkthroughs.
Implement High-Quality Instructional Materials (HQIM) with support from the Strong Foundations framework to ensure consistent, effective teaching practices.	<ul style="list-style-type: none"> Improve student performance at the Meets and Masters levels through consistent, high-quality instruction. Increase the level of complexity in lessons by balancing conceptual and procedural knowledge. 	Director of Academic Foundations & College Readiness	August-May	Classroom walkthroughs and lesson plan reviews to monitor instructional rigor, along with student performance data on assessments to measure growth at the Meets and Masters levels.
Research-Based Instructional Strategies (RBIS) is the model, implemented through content-based walkthroughs to monitor instruction, provide feedback, and ensure alignment with learning goals.	<ul style="list-style-type: none"> Strengthen depth and coherence of key concepts by ensuring instruction builds logically across grade levels and connects ideas meaningfully. Promote productive struggle by engaging students in challenging tasks that foster critical thinking, perseverance, and problem-solving. Increase use of complex texts to develop higher-order reading, analysis, and comprehension skills across content areas. 	Director of Academic Foundations & College Readiness	August-May	Evaluate via walkthrough evidence of RBIS, plus student work and assessment results showing deeper concepts, productive struggle, and complex text use.

PROGRESO HIGH SCHOOL CAMPUS IMPROVEMENT PLAN GOALS



Sustain Growth and Academic Achievement:

Domain I: At least 74% (66% = 2025) of all students will score at the Approaches Level, at least 40% (36% = 2025) of students will achieve the Meets Level and at least 10% (5% = 2025) of students will reach the Masters Level.

Domain II: Increase student relative performance growth to 75% (69% = 2025) as measured by year-over-year progress

Domain III: enhance student outcomes by achieving a graduation rate of at least 93%, increasing College, Career, and Military Readiness (CCMR) rates to 80% (55%), and ensuring equitable support for special populations, meet the ELP status, while improving their performance on state assessments by at least 10%.

RATING: At least a C rating or higher.



Attract, develop, retain and foster highly qualified educators: Progreso High School will implement a system to retain at least 90% of teachers annually by providing targeted professional development, mentorship programs, and support, while increasing the percentage of highly qualified educators by 5% each year.



Technology: Progreso High School will align district technology components (software and hardware) and establish a comprehensive system for regular updates, aiming to ensure 100% of classrooms have up-to-date technology and that at least 90% of teachers report improved access and integration of technology in teaching and learning by the end of the school year.



Promote Parental and Community: Progreso High School will foster a positive culture by increasing parent, family, and community engagement by 15% through regular workshops, events, and communication initiatives, with the goal of improving parental and community satisfaction, as measured by annual parent surveys.



Facilities will provide a safe environment: Progreso High School will ensure a safe and positive learning environment by reducing safety incidents by 10% annually, increasing student and staff satisfaction with facilities by 15% through surveys, and implementing innovative learning spaces that support social-emotional success, as measured by a 10% improvement in student behavior and engagement indicators

Goal 1. Sustain Growth and Achievement

Objective 1.1 Sustain Growth in Student Achievement	Implement Bluebonnet Algebra I curriculum in all Alg. 1 classes utilizing the Strong Foundations Implementation guidelines to create a systemic and aligned approach to teaching Alg. 1 classes with a research based curriculum, lessons, and feedback support.
	Incorporate a PLC period for all EOC tested areas to provide for planning, coaching and data analysis.
	Plan, design and implement a journal writing initiative across all content areas utilizing the Texas Instructional Leadership model to provide monitoring, feedback, and implementation analysis.
Objective 1.3 Language Proficiency Progress	Plan and incorporate an EB student pull out program that targets EB students who have not demonstrated language proficiency progress from one year to the next.
	Implement targeted instructional coaching that equips teachers with evidence-based strategies to develop academic language, increase student talk, and support language acquisition across all content areas.
Objective 1.6 Gifted and Talented	Acquire instructional resources to engage GT students in collaborative, project-based learning experiences that develop higher-order thinking and real-world problem-solving skills.
	Utilize the Texas Performance Standards Project (TPSP) to guide GT students in completing rigorous, standards-based projects that develop creativity, analytical skills, and depth of knowledge
Objective 1.7 Post Secondary & Well-rounded Education	Conduct a comprehensive CCMR training for all high school teachers and administrators to ensure a shared understanding of readiness indicators and pathways.
	Form a CCMR Committee to monitor student readiness by assigning each student to a mentor who will track progress toward completion of their designated CCMR pathway.
	Utilize dashboard to track CCMR indicators beginning in 9th grade, including TSIA2, AP exams, industry-based certifications, and dual credit.
	Enroll every senior who has not met CCMR readiness benchmarks in a College Prep course for reading and math during their 12th-grade year.
	All students will have the opportunity to take college readiness exams like the SAT, ACT, and TSIA (Texas Success Initiative Assessment) at least once during high school. ALL 9th grade students take the TSIA2 before entering 10th grade. Offer test preparation resources and interventions for students who need additional support to meet college readiness benchmarks.
Objective 1.8 Attendance	Implement a tiered system of support for students with chronic absenteeism, including personalized outreach, mentoring, and attendance improvement plans with progress monitoring.

	Use real-time attendance tracking dashboards to identify students trending toward chronic absenteeism and trigger timely campus-level interventions.
	Establish two-way communication systems with families of at-risk students using phone calls, home visits, or digital platforms to co-create attendance improvement plans.
	Implement an early warning system to identify students at risk of chronic absenteeism by their third absence. Assign mentors to build supportive relationships with these students. After three unexcused absences, schedule attendance conferences with parents to develop improvement plans. Collaborate with counselors or social workers to provide wraparound services such as mental health support and transportation assistance.
	Send automated attendance alerts to inform parents of daily absences and reinforce the importance of regular attendance. Follow up with parent workshops, coffee chats, and bilingual sessions that highlight the academic impact of missed days. Engage families through an attendance pledge to formalize their commitment, and provide ongoing updates comparing their child's attendance to district and state benchmarks to promote awareness and accountability.
Goal 2. Attract, develop, retain and foster highly qualified educators.	
Objective 2.1 Capacity Building	Identify and select lead teachers to mentor in the areas of data analysis, program implementation, and instructional coaching to assist campus administrators.
Objective 2.2 Capacity Building	Participate in the Strong Foundations Implementation and
Objective 2.3 Capacity Building	Implement structured Professional Learning Communities (PLCs) to enhance collaborative planning, monitor student progress, and refine instructional practices.
	Include capacity-building initiatives that prepare current staff for advancement into specialized or administrative roles.
Goal 3. Technology	
Objective 3.1 Technology Replacement Plan	Provide updated devices (iPads, laptops, smartboards, projectors, document cameras) and establish a yearly replacement cycle to ensure compatibility with instructional programs, assessments, and student learning needs.
	Ensure adequate printers, copiers, and access systems (e.g., proxy cards) are available to support instructional efficiency, reduce downtime, and maintain campus security.
	Increase technology resources in libraries, labs, and classrooms (computers, headphones, charging carts) to support independent learning, AR testing, bilingual/ELL development, and online assessments.
Goal 4: Promote Parental and Community:	
Objective 4.4: Communication	Strengthen family and community partnerships by recruiting and training parent volunteers, and by providing accessible parent input systems, including online and anonymous complaint/feedback forms.

	Increase transparency and accessibility by providing quick links on the campus website to key documents such as district policies and procedures.
Goal 5: Facilities will provide a safe environment.	
Objective 5.3: Safe, Healthy, and Supportive Learning Environment	Implement comprehensive safety measures, including restructuring campus access points, installing security fencing, lighting, cameras, and key card systems, and upgrading bus safety technology to ensure a secure environment for students, staff, and visitors.
	Implement and train all staff and students on the Standard Response Protocol procedures.
	Continue partnership with UTPA T-CHAT to provide social emotional services and counseling to referred students.

PROGRESO HIGH SCHOOL

Goal:	By June 2026, at least 70% of students will score at Approaches or higher, 40% at Meets, and 10% at Masters on state assessments, with student growth increasing by at least 10% while maintaining a minimum C rating.
Data Analysis Percentage and Findings:	In 2025, 58% of Eng. I & Eng. II students scored at the approaches level, 34% scored at the meets level and 5% scored at the masters level.
Areas of Strength(s):	Alignment between TELPAS and English I & II resulted in increased TELPAS scores.
Weak Target Area(s):	There was an overall decrease in all performance areas in ELA. 58% Approaches down from 67%, 34% Meets down from 43%, and 5% down from 6%.

IMPLEMENTATION PLAN

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal.		Section C – For each of the Action Steps you list, give timeline, person(s) responsible, activities, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)		
High Leverage Action Step	Desired Outcome	Responsible	Timeline	Evaluation Strategy
Implement journal writing in all subject areas utilizing Texas Instructional Leadership grant program guidelines and practices through Region One ESC.	Provides training, support, and coaching to campus leaders to improve instructional practices and boost student achievement.	Director C & I, Principal	August - May	Monitor and document the professional development training, outcomes and attendance.
Add a PLC period, in addition to the regular planning period, for all ELA teachers.	PLC time will be used to plan lessons, coach, analyze data, and adjust delivery of lessons to better maximize learning outcomes.	Director C&I, Principal, facilitators	August - May	Monitor PLC agendas, coaching, feedback documentation and data.
Increase the use of the AR program by requiring all ELA teachers to implement AR points for grades and reward system.	Create an approach for students to engage in more reading to increase fluency, language development and comprehension skills	Librarian, ELA teachers, Principal	August - June	AR tracking and monitoring of student participation.
Double block Eng I and Eng. II classes with a Practical Writing and Creative Writing classes for students who have not shown mastery on STAAR exams,	Provide extra support and research-based approach to supplement educational gaps in student ELA learnings.	ELA teachers, Facilitators, Principal	August - May	Monitor student progress and document changes to master schedule.
Plan, create and implement a EB student pull out program for EB students who are still struggling with English language acquisition.	Provide needed supplemental English language instruction to students who need additional support in English language acquisition and development.	Facilitators, Principal	August - May	Student tracking of language development and acquisition.

PROGRESO HIGH SCHOOL

Goal:	By June 2026, at least 75% of students will score at Approaches or higher, 25% at Meets, and 10% at Masters on state assessments, with student growth increasing by at least 10% while maintaining a minimum C rating.
Data Analysis Percentage and Findings:	In 2025, 64% of Alg. I students scored at the approaches level, 19% scored at the meets level and 5% scored at the masters level.
Areas of Strength(s):	There was an overall 3% increase in both meets and masters levels in Alg. I in 2025.
Weak Target Area(s):	In 2025, our Algebra I scores were about 5% below the state and regional averages.

IMPLEMENTATION PLAN

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal.		Section C – For each of the Action Steps you list, give timeline, person(s) responsible, activities, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)		
High Leverage Action Step	Desired Outcome	Responsible	Timeline	Evaluation Strategy
Adopt Bluebonnet Algebra 1 curriculum as the primary curriculum for all Alg. 1 classes.	Have a uniform curriculum to streamline and increase rigor in all Algebra 1 classes.	Director	August	Monitor and document ordering of Bluebonnet workbooks and materials.
Region One product managers will provide research-based professional training for all Algebra I teachers and the instructional coach on implementing and internalizing the Bluebonnet curriculum, resources, and strategies.	All Algebra 1 teachers will be fully versed and efficient in the implementation and internalization process needed to effectively deliver, support and coach the Bluebonnet lessons.	High School Principal, Alg. 1 teachers	Aug. - May	Monitor and document the professional development training, outcomes and attendance.
Add a PLC period, in addition to the regular planning period, for all Algebra 1 teachers.	PLC time will be used to plan lessons, coach, analyze data, and adjust delivery of lessons to better maximize learning outcomes.	Director C&I, Principal	August - May	Monitor PLC agendas, internalization Notes and coaching feedback
Develop, engage and participate in the Strong Foundations Implementation Plan with Region One ESC.	Create a systemic and research-based approach to planning, executing, monitoring, and evaluating the implementation of Bluebonnet Algebra 1 curriculum.	Director C & I Principal	August - June	Strong Foundations Implementation Plan, monitor and document all components of plan.
Double block Alg. I classes with a Strategic Math class for students who have not shown mastery on STAAR exams.	Provide extra support and research-based approach to supplement educational gaps in student Alg. I. understanding.	Director of C & I, facilitators, Principal	Aug. - May	student growth on STAAR and benchmarks.

PROGRESO HIGH SCHOOL

Goal:	By September 2026, 80% of seniors at [District/Campus Name] will meet College, Career, or Military Readiness (CCMR) criteria as defined by TEA.
Data Analysis Percentage and Findings:	The CCMR rate rose from 54% in 2023 to 56% in 2024. Currently, only 44% of the Class of 2025 has met CCMR criteria, highlighting the need for targeted interventions to boost readiness before graduation.
Areas of Strength(s):	There was a 2% increase in CCMR outcomes, supported by 40% Dual Enrollment completers and 29% TSI readiness.
Weak Target Area(s):	In 2024, College Prep readiness was 0%, with only two students earning industry-based certifications. Additionally, only 12% of students met ACT readiness and 10% met AP readiness, all of which are negatively impacting 2025 accountability outcomes.

IMPLEMENTATION PLAN

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal.		Section C – For each of the Action Steps you list, give timeline, person(s) responsible, activities, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)		
High Leverage Action Step	Desired Outcome	Responsible	Timeline	Evaluation Strategy
Conduct a comprehensive CCMR training for all high school teachers and administrators to ensure a shared understanding of readiness indicators and pathways.	<ul style="list-style-type: none"> Clarify misconceptions about CCMR requirements. Ensure all staff understand the components and accountability metrics associated with CCMR. 	Director of Academic Foundations & College Readiness	August	Administer a pre- and post-training survey to assess knowledge growth
Form a CCMR Committee to monitor student readiness by assigning each student to a mentor who will track progress toward completion of their designated CCMR pathway	<ul style="list-style-type: none"> At least 60 students will take the AP Spanish Exam (out of 101 enrolled in AP Spanish or identified as bilingual) and earn industry-based certifications. All 12th-grade students will attempt the TSIA2 after participating in a targeted preparation session. 	High School Principal	June – May	Monitor and document the number of students who successfully complete AP exams, TSIA2 readiness, and earn industry-based certifications.
Utilize Edspire's dashboard to track CCMR indicators beginning in 9th grade, including TSIA2, AP exams, industry-based certifications, and dual credit.	<ul style="list-style-type: none"> Data will be reviewed on an ongoing basis to identify at-risk students, guide targeted interventions, and ensure timely completion of CCMR requirements across all cohorts. 	Director of Academic Foundations & College Readiness	Monitor every six weeks	Use the Edspire dashboard to monitor individual student progress toward CCMR indicators in real time.
Enroll every senior who has not met CCMR readiness benchmarks in a College Prep course for reading and math during their 12th-grade year.	<ul style="list-style-type: none"> At least 80% of non-CCMR-ready seniors will be enrolled in College Prep courses to address gaps in reading and math readiness. 	High School Principal	August 2025	Monitor enrollment rosters and compare them to the CCMR tracking report to ensure alignment.

CCMR Board Outcome Goal

The percentage of Progreso ISD graduates that meet the criteria for CCMR will increase from 42% to 100% by August 2026.

2025	2026	2027	2028	2029
42%	85%	90%	95%	100%

	African American	Hispanic	White	American Indian	Asian	Two or More Races	Special Ed	Eco. Disadv.	EL
2025	*	42	*	*	*	*	*	42	24
2026	*	85	*	*	*	*	*	85	60
2027	*	90	*	*	*	*	*	90	75
2028	*	95	*	*	*	*	*	95	85
2029	*	100	*	*	*	*	*	100	100

DOROTHY THOMPSON MIDDLE SCHOOL

DISTRICT IMPROVEMENT PLAN REVISIONS

Learning Discovery Opportunity Leadership Freedom Responsibility

DTMS IMPROVEMENT PLAN GOALS



Sustain Growth and Academic Achievement:

Domain I: At least 80% (69%) of all students will score at the Approaches Level, at least 50% (41%) of students will achieve the Meets Level and at least 20% (16%) of students will reach the Masters Level.

Domain II: Increase student relative performance growth to 90 % as measured by year-over-year progress

Domain III: Closing the Gaps - At least 90 % of all students will show progress in closing the academic gap ensuring equitable support for special populations, meet the ELP status, while improving their performance on state assessments by at least 10%. **RATING:** At least a B rating or higher.



Attract, develop, retain and foster highly qualified educators: DTMS will implement a system to retain at least 90% of teachers annually by providing targeted professional development, mentorship programs, and support, while increasing the percentage of highly qualified educators by 5% each year.



Technology: DTMS will align district technology components (software and hardware) and establish a comprehensive system for regular updates, aiming to ensure 100% of classrooms have up-to-date technology and that at least 90% of teachers report improved access and integration of technology in teaching and learning by the end of the school year.



Promote Parental and Community: DTMS will foster a positive culture by increasing parent, family, and community engagement by 15% through regular workshops, events, and communication initiatives, with the goal of improving parental and community satisfaction, as measured by annual parent surveys.



Facilities will provide a safe environment: DTMS will ensure a safe and positive learning environment by reducing safety incidents by 10% annually, increasing student and staff satisfaction with facilities by 15% through surveys, and implementing innovative learning spaces that support social-emotional success, as measured by a 10% improvement in student behavior and engagement indicators

Goal 1. Sustain Growth and Achievement

Objective 1.1 Sustain Growth in Student Achievement	Increase the time students spend in literacy activities such as reading student selected books of different genres measured by the increased percentage in the total number of books circulated.
	Conduct campus wide progress monitoring data conversations to track student progress and guide decision-making for continuous improvement.
	Provide opportunities to students to establish real world connections with subject curricula/TEKS through various campus/grade-level field lessons.
	Increase student participation in after-school accelerated program and summer school program by providing incentivized opportunities, including door prizes, field trips, and parental involvement.
Objective 1.3 Language Proficiency Progress	Leverage classroom video tools to support instructional coaching cycles, allowing teachers to reflect on practice, receive timely feedback, and analyze exemplar lessons with a focus on language development strategies for all students, including English learners.
	Implement targeted instructional coaching that equips teachers with evidence-based strategies to develop academic language, increase student talk, and support language acquisition across all content areas.
Objective 1.6 Gifted and Talented	Acquire instructional resources to engage GT students in collaborative, project-based learning experiences that develop higher-order thinking and real-world problem-solving skills.
	Utilize the Texas Performance Standards Project (TPSP) to guide GT students in completing rigorous, standards-based projects that develop creativity, analytical skills, and depth of knowledge
	Host a campus-wide GT Fair to provide students the opportunity to present their completed Texas Performance Standards Project (TPSP) work, showcasing their advanced research, creativity, and problem-solving skills to peers, families, and the community.
Objective 1.8 Attendance	Implement a tiered system of support for students with chronic absenteeism, including personalized outreach, mentoring, and attendance improvement plans with progress monitoring.
	Use real-time attendance tracking dashboards to identify students trending toward chronic absenteeism and trigger timely campus-level interventions.
	Establish two-way communication systems with families of at-risk students using phone calls, home visits, or digital platforms to co-create attendance improvement plans.
	Utilize district and campus personnel to improve attendance and ensure 95% ADA by monitoring daily attendance and linking absences to academic progress and tutoring needs.

	Implement an early warning system to identify students at risk of chronic absenteeism by their third absence. Assign mentors to build supportive relationships with these students. After three unexcused absences, schedule attendance conferences with parents to develop improvement plans. Collaborate with counselors or social workers to provide wraparound services such as mental health support and transportation assistance.
	Send automated attendance alerts to inform parents of daily absences and reinforce the importance of regular attendance. Follow up with parent workshops, coffee chats, and bilingual sessions that highlight the academic impact of missed days. Engage families through an attendance pledge to formalize their commitment, and provide ongoing updates comparing their child's attendance to district and state benchmarks to promote awareness and accountability.
	Address non-academic barriers to attendance by coordinating transportation support, expanding access to on-campus health services, and providing referrals to mental health and counseling resources.
Goal 2. Attract, develop, retain and foster highly qualified educators.	
Objective 2.1 Capacity Building	Contract with consultants to provide test specific sessions (Bilingual/SPED/ESL) to help teachers become highly certified
Objective 2.2 Capacity Building	Implement a stackable compensation system that provides additional financial incentives for highly effective teachers who demonstrate strong performance and earn advanced credentials or certifications. This approach recognizes excellence, promotes continuous professional growth, and supports retention of top talent.
Objective 2.3 Capacity Building	Refine structured Professional Learning Communities (PLCs) to enhance collaborative planning, monitor student progress, and refine instructional practices.
	Differentiate teacher training sessions to ensure certified and experienced teachers receive targeted professional development that builds on their prior training
	Include capacity-building initiatives that prepare current staff for advancement into specialized or administrative roles.
Goal 3. Technology	
Objective 3.1 Technology Replacement Plan	Provide updated devices (iPads, laptops, smartboards, projectors, document cameras) and establish a yearly replacement cycle to ensure compatibility with instructional programs, assessments, and student learning needs.
	Ensure adequate printers, copiers, and access systems (e.g., proxy cards) are available to support instructional efficiency, reduce downtime, and maintain campus security.
	Increase technology resources in libraries, labs, and classrooms (computers, headphones, charging carts) to support independent learning, AR testing, bilingual/ELL development, and online assessments.
Objective 3:2	Increase teacher capacity to monitor and guide student use of technology responsibility. Implement GoGuardian software to allow teachers to monitor student activity, close windows and block off-task behavior.

Objective 3:3	<p>Expand access to shared technology resources for student projects and instructional support.</p> <ul style="list-style-type: none"> • Upgrade the computer lab with new desktops and a printer to allow students to print when working on projects. • Purchase online instructional programs such as CommonLit Advance to support literacy development and differentiated instruction. • BrainPop to support Social Studies instruction.
Objective 3:4	<p>Ensure compliance with state law regarding cell phone restrictions in schools.</p> <ul style="list-style-type: none"> • Provide cell phone pouches for classrooms to secure student devices during instructional time.
Goal 4: Promote Parental and Community:	
Objective 4.4: Communication	Strengthen family and community partnerships by recruiting and training parent volunteers, and by providing accessible parent input systems, including online and anonymous complaint/feedback forms.
	Promote the participation of parents/volunteers at the campus level to support in the beautification of the campus and to support our reading initiative.
	Increase transparency and accessibility by providing quick links on the campus website to key documents such as district policies and procedures.
Goal 5: Facilities will provide a safe environment.	
Objective 5.3: Safe, Healthy, and Supportive Learning Environments	Implement comprehensive safety measures, including restructuring campus access points, installing security fencing, lighting, cameras, and key card systems, and upgrading bus safety technology to ensure a secure environment for students, staff, and visitors.
	Provide essential health and safety resources such as EpiPens, CPR/First Aid training for staff, and updated sanitation systems (plumbing, ventilation, automatic fixtures) to promote wellness and readiness across all campuses.

DOROTHY THOMPSON

MIDDLE SCHOOL

Goal:	<ul style="list-style-type: none"> Domain II- School Progress -Part A (Academic Growth) -At least 80% of all students will demonstrate annual academic growth in Math and Reading in the 2025 - 2026 STAAR Assessments. At least 50% of the students will demonstrate mastery in the 8th grade Social Studies STAAR exam.
Data Analysis Percentage and Findings:	In 2024, Student Progress Part A - was at 73%. In 2025, Student Progress - Part A is at 72% which indicates a -1% difference as compared to last year. Based on the data, there is a need for targeted interventions to narrow academic gaps.
Areas of Strength(s):	There was a 4% increase in Domain I - Student Achievement -74% as compared to last year - 70%. There was a 4% increase in Domain II - Part B -Relative Performance- 86% as compared to last year. There was significant improvement in English Language Proficiency (TELPAS) by attaining the maximum points that can be earned as part of Domain III - Closing the Achievement Gap. A distinction designation was earned in Postsecondary Readiness which indicates a higher percent of students at Meets and Masters in both Math and Reading
Weak Target Area(s):	In 2025, Student Academic Progress was at 72%. In 6th grade Math student progress was at 36% overall (Teacher A -21% - /Teacher B -51%). 8th grade Social Studies student achievement was at 28% at Approaches, 9% at Meets and 2% at Masters.

IMPLEMENTATION PLAN

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal.		Section C – For each of the Action Steps you list, give timeline, person(s) responsible, activities, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)		
High Leverage Action Step	Desired Outcome	Responsible	Timeline	Evaluation Strategy
Provide professional development for all teachers and administrators on the A-F accountability system with an emphasis on Domain II - Student Progress. Provide content specific professional development for core teachers	The focus will be on clarifying misconceptions about Domain II, building a clear understanding of the accountability system, and improving instructional practices.	Principal	August - May	Professional Development Survey to assess new knowledge.
Disaggregate STAAR data to identify the root cause students failed the state mandated assessment and/or did not meet academic progress and uncover academic gaps.	Utilize data to drive instruction.	Principal Teachers	August	Data Disaggregation- TEKS Deconstruction protocol.
Develop an accelerated plan that provides targeted interventions and personalized instructional strategies to narrow academic gaps.	Student academic progress in Math and Reading and student mastery of SS concepts.	Teachers	August	EdSpire Goal Setting and DMAC Accelerated Plan

Implement Bluebonnet curriculum for Math which provides a systematic approach to learning.	Student academic progress in Math.	Teachers	August - May	Unit Assessment reports and STAAR Data
Schedule students who did not meet state standards and/or student progress in Math and/or Reading in an intervention class during the school day.	At least 90% of the students will be enrolled in an intervention class to address gaps in Math and Reading.	Principal Counselor	August	Student academic progress in the intervention class.
Purchase supplemental instructional resources needed for Social Studies instruction and utilize PLC allocated time to plan lesson activities.	At least 50% of the students demonstrate mastery in the STAAR Social Studies Exam.	Principal	September	Student mastery of content knowledge and skills. PLC meeting minutes will be utilized to monitor actionable steps for success.
Utilize the Edspire dashboard on a weekly basis to monitor the academic progress of the students and principal-teacher data conversations will be conducted periodically.	At least 80% of the students will demonstrate academic progress by the end of the school year.	Principal Teachers	August-May	Use EdSpire dashboard to monitor student progress. Use data conversation protocol to monitor teacher progress and to identify instructional gaps.
Conduct walkthroughs on a weekly basis to provide real-time feedback to teachers.	Improvement in the implementation of best practices.	Principal	August - May	Use the DMAC platform to track walk throughs conducted on a weekly basis.
Provide opportunities for students to participate in Social Studies camps to reteach concepts not mastered by the end of the six weeks.	Evidence of mastery of concepts by 1st and 2nd benchmark	Principal Teachers	October - April	Benchmark and STAAR results

PROGRESO ELEMENTARY

Learning Discovery Opportunity Leadership Freedom Responsibility

PROGRESO ELEMENTARY CAMPUS IMPROVEMENT PLAN GOALS



Sustain Growth and Academic Achievement:

Domain I: At least 84% **(78%=2025)** of all students will score at the Approaches Level, at least 55% **(49%=2025)** of students will achieve the Meets Level and at least 22% **(17%=2025)** of students will reach the Masters Level.

Domain II: Increase student relative performance growth to 80% as measured by year-over-year progress

Domain III: enhance student outcomes by closing achievement and growth gaps among student groups by monitoring STAAR Reading & Math performance, STAAR Growth, and TELPAS progress at elementary level.

RATING: At least a B rating or higher.



Attract, develop, retain and foster highly qualified educators: Progreso Elementary will implement a system to retain at least 90% of teachers annually by providing targeted professional development, mentorship programs, and support, while increasing the percentage of highly qualified educators by 5% each year.



Technology: Progreso Elementary will align district technology components (software and hardware) and establish a comprehensive system for regular updates, aiming to ensure 100% of classrooms have up-to-date technology and that at least 90% of teachers report improved access and integration of technology in teaching and learning by the end of the school year.



Promote Parental and Community: Progreso Elementary will foster a positive culture by increasing parent, family, and community engagement by 15% through regular workshops, events, and communication initiatives, with the goal of improving parental and community satisfaction, as measured by annual parent surveys.



Facilities will provide a safe environment: Progreso Elementary will ensure a safe and positive learning environment by reducing safety incidents by 10% annually, increasing student and staff satisfaction with facilities by 15% through surveys, and implementing innovative learning spaces that support social-emotional success, as measured by a 10% improvement in student behavior and engagement indicators

Goal 1. Sustain Growth and Achievement

Objective 1.1 Sustain Growth in Student Achievement	Increase the time students spend in literacy activities such as reading student selected books of different genres measured by the increased percentage in the total number of books circulated.
	Strategy 24 Ensure a well-organized, fully functional library that supports access to reading TEKS at all times
	Strategy 25 Purchase classroom and campus supplies and materials to support effective teaching and create a conducive learning environment that promotes student growth.
	Strategy 26 Continue implementing campus-wide incentive programs, activities, and field trips to promote and support student achievement across all subjects. Incentives will recognize classrooms demonstrating the highest progress and growth in reading, math, science, social studies, physical education, and fine arts.
	Strategy 27 Provide equipment, materials, furniture, and supplies to ensure the implementation of safety protocols and proper procedures for all students served.
	Strategy 28 Participate in our Region One ESport/STEM events to help students develop critical thinking, teamwork, and strategic planning skills.
Objective 1.3 Language Proficiency Progress	Leverage classroom video tools to support instructional coaching cycles, allowing teachers to reflect on practice, receive timely feedback, and analyze exemplar lessons with a focus on language development strategies for all students, including English learners.
	Implement targeted instructional coaching that equips teachers with evidence-based strategies to develop academic language, increase student talk, and support language acquisition across all content areas.
Objective 1.6 Gifted and Talented	Acquire instructional resources to engage GT students in collaborative, project-based learning experiences that develop higher-order thinking and real-world problem-solving skills.
	Utilize the Texas Performance Standards Project (TPSP) to guide GT students in completing rigorous, standards-based projects that develop creativity, analytical skills, and depth of knowledge
	Host a district-wide GT Fair to provide students the opportunity to present their completed Texas Performance Standards Project (TPSP) work, showcasing their advanced research, creativity, and problem-solving skills to peers, families, and the community.
Objective 1.7 Post Secondary & Well-rounded Education	Conduct a comprehensive CCMR training for all high school teachers and administrators to ensure a shared understanding of readiness indicators and pathways.
	Form a CCMR Committee to monitor student readiness by assigning each student to a mentor who will track progress toward completion of their designated CCMR pathway.
	Utilize dashboard to track CCMR indicators beginning in 9th grade, including TSIA2, AP exams, industry-based certifications, and dual credit.

	Enroll every senior who has not met CCMR readiness benchmarks in a College Prep course for reading and math during their 12th-grade year.
	All students have the opportunity to take college readiness exams like the SAT, ACT, and TSIA (Texas Success Initiative Assessment) at least once during high school. ALL 9th grade students take the TSIA2 before entering 10th grade. Offer test preparation resources and interventions for students who need additional support to meet college readiness benchmarks.
	Increase the percentage of students meeting College, Career, and Military Readiness (CCMR) indicators.
Objective 1.8 Attendance	Implement a tiered system of support for students with chronic absenteeism, including personalized outreach, mentoring, and attendance improvement plans with progress monitoring.
	Use real-time attendance tracking dashboards to identify students trending toward chronic absenteeism and trigger timely campus-level interventions.
	Establish two-way communication systems with families of at-risk students using phone calls, home visits, or digital platforms to co-create attendance improvement plans.
	Utilize district and campus personnel to improve attendance and ensure 90% ADA by monitoring daily attendance and linking absences to academic progress and tutoring needs.
	Implement an early warning system to identify students at risk of chronic absenteeism by their third absence. Assign mentors to build supportive relationships with these students. After three unexcused absences, schedule attendance conferences with parents to develop improvement plans. Collaborate with counselors or social workers to provide wraparound services such as mental health support and transportation assistance.
	Send automated attendance alerts to inform parents of daily absences and reinforce the importance of regular attendance. Follow up with parent workshops, coffee chats, and bilingual sessions that highlight the academic impact of missed days. Engage families through an attendance pledge to formalize their commitment, and provide ongoing updates comparing their child's attendance to district and state benchmarks to promote awareness and accountability.
	Address non-academic barriers to attendance by coordinating transportation support, expanding access to on-campus health services, and providing referrals to mental health and counseling resources.
Goal 2. Attract, develop, retain and foster highly qualified educators.	
Objective 2.1 Capacity Building	Contract with consultants to provide test specific sessions (Bilingual/SPED/ESL) to help teachers become highly certified
	Strategy 8 Identify and select lead teachers to mentor peers in data analysis, program implementation, and instructional methods.
Objective 2.2 Capacity Building	Implement a stackable compensation system that provides additional financial incentives for highly effective teachers who demonstrate strong performance and earn advanced credentials or certifications. This approach recognizes excellence, promotes continuous professional growth, and supports retention of top talent.
Objective 2.3	Implement structured Professional Learning Communities (PLCs) on all campuses to enhance collaborative planning, monitor student progress, and refine instructional practices.

Capacity Building	
	Differentiate teacher training sessions to ensure certified and experienced teachers receive targeted professional development that builds on their prior training
	Include capacity-building initiatives that prepare current staff for advancement into specialized or administrative roles.
Goal 3. Technology	
Objective 3.1 Technology Replacement Plan	Provide updated devices (iPads, laptops, smartboards, projectors, document cameras) and establish a yearly replacement cycle to ensure compatibility with instructional programs, assessments, and student learning needs.
	Ensure adequate printers, copiers, and access systems (e.g., proxy cards) are available to support instructional efficiency, reduce downtime, and maintain campus security.
	Increase technology resources in libraries, labs, and classrooms (computers, headphones, charging carts) to support independent learning, AR testing, bilingual/ELL development, and online assessments.
Goal 4: Promote Parental and Community:	
Objective 4.4: Communication	Strengthen family and community partnerships by recruiting and training parent volunteers, and by providing accessible parent input systems, including online and anonymous complaint/feedback forms.
	Increase transparency and accessibility by providing quick links on the district website to key documents such as district policies and procedures.
Goal 5: Facilities will provide a safe environment.	
Objective 5.3: Safe, Healthy, and Supportive Learning Environments	Implement comprehensive safety measures, including restructuring campus access points, installing security fencing, lighting, cameras, and key card systems, and upgrading bus safety technology to ensure a secure environment for students, staff, and visitors.
	Provide essential health and safety resources such as EpiPens, CPR/First Aid training for staff, and updated sanitation systems (plumbing, ventilation, automatic fixtures) to promote wellness and readiness across all campuses.

PROGRESO ELEMENTARY

Goal:	Reading: By May 2026, our campus will improve academic growth and relative performance by focusing on targeted instruction in reading and math for Grades 3–5.
Data Analysis Percentage and Findings:	In 2025, STAAR data demonstrates a slight increase in Domain II, indicating our intervention plan is helping, and we will continue with full implementation and adjust our targets in the upcoming year. .
Areas of Strength(s):	Passing rates improved in 3rd English (73%→78%), 4th English (78%→82%), and 4th Spanish Reading (64%→79%), while 5th English held steady at 72% and 5th Spanish dipped slightly from 94% to 93%.
Weak Target Area(s):	In 2025, 3rd Grade Spanish Reading improved from 45% to 53%, but continued targeted instruction, data-driven interventions, and progress monitoring are needed, as many students scored zero on extended responses, lowering overall accountability.

IMPLEMENTATION PLAN

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal.		Section C – For each of the Action Steps you list, give timeline, person(s) responsible, activities, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)		
High Leverage Action Step	Desired Outcome	Responsible	Timeline	Evaluation Strategy
Strengthen vertical alignment of the curriculum within Tier 1 instruction to ensure best practices and consistent, effective lesson delivery.	To strengthen reading outcomes, instruction will emphasize phonics and fluency to build foundational skills, guided reading groups for targeted support, and analysis of complex texts across genres. Students will develop critical thinking through discussion and written responses, engage in independent reading to build stamina, and benefit from bilingual strategies to support Spanish reading development.	Principal, Facilitator, Counselor, Teacher	August-	Walk Throughs Progress Monitoring (Fluency & Assessments) Data Conversations
Develop and implement a “ Look Fors ” checklist to monitor Tier 1 instruction, RTI, tutorials, and small-group instruction, ensuring alignment of targeted instruction and supporting effective progress monitoring.	To support student growth, individual trackers will be used to monitor progress, checklist items will be aligned with TEKS and campus priorities, and the data collected will guide professional development and instructional decisions.	Principal, Facilitator, Counselor, Teacher	August-	Walk Throughs Use regular data meetings, fluency checks, and small-group instruction to drive improvement.
Meet with teachers, review data, and create a plan for additional Professional Development to incorporate weekly STAAR-aligned writing practices with immediate feedback.	The number of students earning 2 or more points on ECR items will increase through regular writing practice, explicit instruction in structure and revision, and consistent use of STAAR-aligned rubrics.	Principal, Facilitator, Counselor, Teacher	August-	Walk Throughs Use regular student trackers and student conferences to set goals,

PROGRESO ELEMENTARY

Goal:	Math: By May 2026, our campus will improve academic growth and relative performance by focusing on targeted instruction in reading and math for Grades 3–5.
Data Analysis Percentage and Findings:	In 2025, STAAR data demonstrates a steady increase, especially in 3rd grade. This indicates our intervention plan is helping, and we will continue with full implementation and adjust our targets in the upcoming year.
Areas of Strength(s):	In math, 3rd grade passing rates rose from 71% to 80%, 4th grade improved slightly from 77% to 79%, while 5th grade declined from 88% to 82%.
Weak Target Area(s):	By May 2026, our campus will increase the percentage of students demonstrating academic growth (Domain II, Part A) by at least 10 percentage points, through targeted instruction, data-driven interventions, and consistent progress monitoring across all grade levels.

IMPLEMENTATION PLAN

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal.		Section C – For each of the Action Steps you list, give timeline, person(s) responsible, activities, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)		
High Leverage Action Step	Desired Outcome	Responsible	Timeline	Evaluation Strategy
Meet with teachers, review data, and create a plan for additional Professional Development to incorporate weekly check points and monitor progress.	Math instruction will emphasize mastery of basic arithmetic skills in addition, subtraction, multiplication, and division, while strengthening problem-solving through multi-step word problems. Teachers will incorporate visual aids and manipulatives to support understanding of abstract concepts and provide test-taking strategies and time management practice to improve performance under testing conditions.	Principal, Facilitator, Counselor, Teacher	August-	Walk Throughs Progress Monitoring Data Conversations

PROGRESO ELEMENTARY

Goal:	Science: By May 2026, through inquiry-based learning and targeted vocabulary instruction, students will deepen their conceptual understanding and strengthen their readiness for STAAR science assessments.
Data Analysis Percentage and Findings:	In 2025, STAAR data demonstrates a great increase in 5th-grade science. This indicates the science interventions and hands-on activities are working; therefore, we will continue with full implementation and adjust our targets in the upcoming year.
Areas of Strength(s):	Science passing rates improved from 56% to 72%.
Weak Target Area(s):	The instructional focus for 5th-grade science will center on extending hands-on lab experiences through the science interventions and intentionally building students' prior knowledge and academic vocabulary.

IMPLEMENTATION PLAN

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal.

Section C – For each of the Action Steps you list, give timeline, person(s) responsible, activities, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)

High Leverage Action Step	Desired Outcome	Responsible	Timeline	Evaluation Strategy
Review STAAR results to analyze performance trends, identify strengths and gaps, and guide instructional planning.	Break down the assessment into individual questions to find patterns in missed concepts.	Principal, Facilitator, Teacher	August	Walk Throughs Progress Monitoring Data Conversations
To strengthen science instruction, weekly TEKS-aligned labs will be implemented with an emphasis on key processes, supported by science vocabulary through word walls, anchor charts, and warm-ups. Teachers will pre-teach concepts to build background knowledge, monitor learning with exit tickets and assessments, and receive professional development on effective inquiry and vocabulary strategies.	Based on data analysis, teachers will develop targeted lessons to address weak areas, incorporate hands-on experiments and activities to deepen understanding of scientific concepts, and use interactive science notebooks for students to record observations, predictions, and reflections.	Teachers	August	Walk Throughs Progress Monitoring Data Conversations Weekly lesson Weekly assessments Progress Monitoring

PROGRESO I.S.D



2025-2029
House Bill 3
Plans and Goals

House Bill 3 Plan

In keeping in alignment with the state's 60x30TX goal, Progreso ISD is establishing a PK through 3rd grade goal of at least 60 percent proficiency at TEA's "Meets" standard at key checkpoints along the state's public prekindergarten through 3rd grade educational continuum:

- Sixty percent of all students meet the state's "Meets" standard at third-grade reading;
- Sixty five percent of all students meet the state's "Meets" standard at third-grade mathematics.

Plan Component

The specific plan requirements shall include:

- Annual goals for aggregate student growth on 3rd grade reading and math assessments;
- Annual goals for students in each group evaluated under the closing the gaps domain (25 or more in a group);
- Targeted professional development for classroom teachers in kindergarten through 3rd grade for campuses that the school board identifies as not meeting the plan's goals and that considers the unique needs of students in bilingual education or special language programs.
- annual targets that may be set for students in bilingual or ESL programs.

College, career, and military readiness plans are required to include:

- annual goals for aggregate student growth on CCMR readiness indicators evaluated under the student achievement domain; and
- annual targets for students in each group evaluated under closing the gaps domain.

Progreso ISD will determine specific, quantifiable goals.

- Each goal shall contain a baseline, a target, a population, and a deadline;
- Annual targets shall be included for each goal in addition to the 5-year deadline target;
- Adopting board outcome goals and progress measures for each goal creates alignment with each plan.

Early Childhood Literacy Board Outcome Goal

The percent of Progreso ISD 3rd grade students that score meets grade level or above on STAAR Reading will increase from 36% to 60% by June 2029.

Yearly Target Goals

2023*	2024*	2025	2026	2027	2028	2029
32%	27%	36%	45%	50%	55%	60%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2025	*	36	*	*	*	*	*	36	*	26	36	36
2026	*	45	*	*	*	*	*	45	*	45	45	45
2027	*	50	*	*	*	*	*	50	*	50	50	50
2028	*	55	*	*	*	*	*	55	*	55	55	55
2029	*	60	*	*	*	*	*	60	*	60	60	60

Early Childhood Math Board Outcome Goal

The percent of Progreso ISD 3rd grade students that score meets grade level or above on STAAR Math will increase from 44% to 65% by June 2029.

Yearly Target Goals

2023*	2024*	2025	2026	2027	2028	2029
35%	35%	44%	50%	55%	60%	65%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2025	*	44	*	*	*	*	*	44	*	46	44	44
2026	*	50	*	*	*	*	*	50	*	50	50	50
2027	*	55	*	*	*	*	*	55	*	55	55	55
2028	*	60	*	*	*	*	*	60	*	60	60	60
2029	*	65	*	*	*	*	*	65	*	65	65	65

PROGRESO EARLY CHILDHOOD

EQUITY, COLLABORATION and COMMITMENT to STUDENT SUCCESS

EARLY CHILDHOOD IMPROVEMENT PLAN GOALS



Sustain Growth and Academic Achievement: By the end of the school year, at least **70%** of 2nd grade students will demonstrate mastery on the end-of-year benchmark assessment, utilizing online testing. At least **75%** of our 1st grade students will demonstrate mastery in word reading based on reading inventory of mClass. At least **78%** of students in Kindergarten and PreK will demonstrate mastery of phonemic awareness components, letter naming fluency and letter knowledge.



Attract, develop, retain and foster highly qualified educators: Progreso Early Childhood will implement a system to retain at least 90% of teachers annually by providing targeted professional development, mentorship programs, and support, while increasing the percentage of highly qualified educators by 5% each year.



Technology: Progreso Early childhood will align campus technology components (software and hardware) and establish a comprehensive system for regular updates, aiming to ensure 100% of classrooms have up-to-date technology and that at least 90% of teachers report improved access and integration of technology in teaching and learning by the end of the school year.



Promote Parental and Community: Progreso Early Childhood will foster a positive culture by increasing parent, family, and community engagement by 15% through regular workshops, events, and communication initiatives, with the goal of improving parental and community satisfaction, as measured by annual parent surveys. Progreso Early Childhood will partner with Special Olympics to foster inclusion, teamwork, and opportunities for all students to develop confidence, social skills, and a sense of belonging through active participation.



Facilities will provide a safe environment: Progreso Early Childhood will ensure a safe and positive learning environment by reducing safety incidents by 10% annually, increasing student and staff satisfaction with facilities by 15% through surveys, and implementing innovative learning spaces that support social-emotional success, as measured by a 10% improvement in student behavior and engagement indicators.

<p>Objective 1.1: Sustain growth in student achievement</p>	<p>Strategy 2 To optimize student success, conduct a thorough weekly disaggregation of assessment data to uncover the underlying causes and specific gaps for students at risk of failing, thereby enabling the development of targeted interventions and personalized instructional strategies that address their unique needs and promote accelerated learning.</p> <p>Strategy 3 Supplemental instructional resources will be acquired to be utilized on a biweekly basis for student growth to maximize blended learning, accelerated instruction, and language development.</p> <p>Strategy 18 Improve student outcomes through the implementation of a Multi-Tiered System of Supports (MTSS) framework that integrates academic, behavioral, and social-emotional interventions.</p> <p>Strategy 19 Implement a campus-wide, research-based direct instruction intervention system to enhance student achievement, ensuring all educators are trained and equipped to deliver targeted, data-driven instruction that addresses individual learning needs.</p> <p>Strategy 20 Hire supplemental teachers for specific subject areas or grade levels where additional support is needed. This approach helps to target areas of concern, ensuring that students receive focused instruction to improve learning outcomes.</p> <p>Strategy 21 Conduct campus-wide progress monitoring data review sessions to track student progress and guide decision-making for continuous improvement.</p>
<p>Objective 1.3 Language Proficiency</p>	<p>Strategy 7 Use translanguaging literacy to support cross-curricular centers during the cognitive bridge period, helping students transfer knowledge from their native language to a second language.</p> <p>Strategy 8 Students will engage in language development camps to focus on cognitive and linguistic strategies to develop second language acquisition.</p> <p>Strategy 9 Develop a cross-curricular curriculum that integrates English Language Acquisition (ELA) and English Language Development (ELD) across content areas to enhance language learning for English Learners (ELs). This strategy involves embedding language acquisition goals into core subjects such as math, science, social studies, and arts, allowing students to develop their English language skills while engaging in subject-specific content</p>

Objective 1.8 Attendance	<p>Strategy 1</p> <p>Continue incentive programs at campus level to promote student attendance and achieve attendance targets. Recognize campuses with the highest attendance rate per attendance reporting period.</p>
--------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

	<p>Strategy 2</p> <p>Conduct informational meetings for parents and students on the importance of school attendance. Promote awareness on Texas Truancy Laws and Attendance within the district by providing parental sessions explaining new TEA Attendance Guidelines</p>
Objective 1.10 School Improvement	<p>Strategy 1</p> <p>Schools will base identified school improvement by following TEA annual ranks of all Title I campuses based on Closing the Gaps scaled scores. The bottom five percent of Closing the Gaps outcomes by rank ordering the scaled scores of Title I campuses by school type is identified as school improvement. Schools will be identified at the beginning of each school year.</p> <p>Strategy 2</p> <p>Campuses identified for school improvement will make their Targeted Improvement Plan (TIP) accessible to the community. This transparency will communicate both the campus's designation and the strategies being implemented to close achievement gaps.</p> <p>Strategy 3</p> <p>Campuses receiving comprehensive support will be guided by administration in conducting an Effective Schools Framework (ESF) Diagnostic to evaluate their improvement needs. They will also establish a Campus Intervention Team and identify a District Coordinator of School Improvement (DCSI).</p>
Objective 1.11 ESSA	<p>Strategy 1</p> <p>At risk students as defined by TEC Section 29.081 thirteen criteria are eligible to receive intensive, supplemental services. By providing these students with targeted and comprehensive support services, we aim to address their specific needs more effectively and enhance their chances of academic achievement.</p> <p>Strategy 2</p> <p>The LEA defines ineffective, inexperienced, or out-of-field teachers based on performance evaluations, years of experience, and subject expertise. Definitions are reviewed annually to ensure accuracy. HR staff plays a crucial role by strategically placing experienced teachers in high-need areas and monitoring staffing patterns to address disparities affecting low-income and minority students</p> <p>Strategy 3</p> <p>The criteria used to determine poverty will be Children eligible for free and/or reduced-price lunches under the National School Lunch Act. Progreso ISD will utilize PEIMS snapshot data submitted in October to determine poverty percentages. Campus allocation of funds will be determined based on percentages of economically disadvantage students enrolled per campus.</p>

	<p>Strategy 4</p> <p>Progreso ISD does not currently provide equitable services. We will continue to seek PNPs within our region by posting public information to inquire about services.</p>
	<p>Strategy 5</p> <p>Progreso ISD schools implement a TITLE I Schoolwide program based on the high number of economically disadvantaged students. Title I, Part A funded activities and programs are aimed at enhancing student achievement, each with clearly defined formative and summative evaluations to assess their effectiveness. The district currently does not provide services through neglected or delinquent facilities</p>

	<p>Strategy 6</p> <p>Strategies for smooth transitions include implementing mentorship programs, offering career exploration and academic counseling, organizing orientation sessions, and creating personalized academic plans. Collaborations between middle and high schools, and high schools and postsecondary institutions, also support these transitions by aligning curricula and resources.</p>
	<p>Strategy 7</p> <p>Progreso ISD will train staff on positive behavioral interventions and supports and restorative practices. Data on discipline rates, disaggregated by student subgroups, will be reviewed per six weeks by administration. We will evaluate the effectiveness of the behavior intervention by using metrics including discipline data trends and program effectiveness assessments.</p>
	<p>Strategy 8</p> <p>Progreso ISD integrates academic and career technical education through coordinated instructional strategies and experiential learning. Students will gain work-based learning opportunities with industry professionals, earning academic credit. Awareness is raised through school communications and events. Administrators coordinate efforts with career advisors, and effectiveness is monitored via student outcomes and employer feedback.</p> <p>Strategy 9</p> <p>Schools develop effective school library programs to provide students an opportunity to develop digital literacy skills and improved academic achievement.</p>
<p>Objective 2.1 Highly Qualified</p>	<p>Strategy 5</p> <p>Participate in local and regional job fairs, as well as host district-specific job fairs, to actively recruit high-quality candidates and fill open positions. Collaborate with universities to engage in student teaching programs, creating a pipeline of future educators by providing hands-on experience and mentorship opportunities within the district.</p>

	<p>Strategy 6</p> <p>Offer professional development sessions for new teacher hires at the beginning and middle of the year to support their transition, enhance instructional practices, and foster professional growth. Provide stipends for mentor teachers to encourage experienced educators to guide and support new teachers, creating a stronger, collaborative learning environment within the district.</p>
	<p>Strategy 7</p> <p>Progreso Early Childhood will implement more evening community engagement events to attract more students and parents.</p>
Objective 2.2 Teacher Retention	<p>Strategy 2</p> <p>Provide stipends to support key roles and initiatives that enhance student outcomes and teacher retention. These stipends would be allocated to Grade Level Chairs, Class Sponsors (PHS), Mentor Teachers, Bilingual/ESL and GT teachers, Attendance Officers, Club Sponsors, teachers who hold a master's degree and Department Chairs, recognizing their contributions to school leadership and student engagement.</p>
	<p>Strategy 5</p> <p>Enhance student outcomes by attracting, retaining, and supporting high-quality teachers through the effective implementation of the Teacher Incentive Allotment (TIA) program.</p>

	<p>Strategy 6</p> <p>Implementing a competitive teacher hiring scale that extends salary increases up to 25 years of service is a key strategy to attract and retain high-quality educators within the district.</p>
Objective 2.3 Capacity Building	<p>Strategy 4</p> <p>Ensure teachers have a deep understanding of instructional strategies and assessment techniques that enhance student engagement and learning. Support Professional Growth Promote continuous teacher development by aligning evaluation outcomes with personalized professional learning opportunities.</p>
Objective 3.1 Capacity Building	<p>Strategy 1</p> <p>All teachers will be equipped with needed classroom technology such as doc. camera, projector, printer and computer to effectively deliver TEKS aligned lessons and activities. Incorporate a teacher computer replacement plan.</p>
	<p>Strategy 2</p> <p>Purchase mobile charging carts to ensure that classrooms are equipped to support the daily use of mobile devices, enhancing student access to technology. Provide each classroom with a set of headphones and microphones to facilitate focused, technology-driven learning and improve participation in virtual and blended instruction. Expand the student 1:1 Mobile Device Initiative for designated courses and school levels, ensuring that every student has access to personal technology tools necessary for</p>

	learning, collaboration, and digital literacy.
Objective 4.1 Family & Community Engagement	<p>Strategy 1</p> <p>Promote & Conduct an annual Title I meeting in the Fall & Spring district wide. The meetings should include an invitation, a sign in sheet, an agenda, and meeting minutes as documentation of the presentation. The Title 1 presentation will be repeated, same meeting at 2 different times two different locations, for the flexibility of our parents and community. Fall and Spring Title 1 meetings are at times and locations as required for parents, families, and the community.</p>
	<p>Strategy 8</p> <p>Literacy Night/ Science Night/ Math Night will be embedded within District wide events to include Trunk or Treat, Feast of Sharing, Winter Festival and Parade.</p>
Objective 4.3: Parental Capacity Building	<p>Strategy 6</p> <p>Implement a Community Library for students and parents, throughout the day and after hours</p>
	<p>Strategy 7</p> <p>Offer comprehensive parent training sessions on the district's emergency standard protocols to ensure families are informed and prepared in case of emergencies.</p>
	<p>Strategy 8</p> <p>Increase resources for families identified under the McKinney-Vento program to provide essential support for students experiencing homelessness. The district will also increase training for staff to identify McKinney-Vento eligible students and connect them to resources, fostering a supportive and inclusive learning environment.</p>

	<p>Strategy 9</p> <p>Provide and implement other effective activities and strategies for ELs which shall include: parent engagement activities; family engagement activities; and community engagement activities and may include strategies that serve to coordinate and align related programs.</p>
Objective 5.2: District Operation	<p>Strategy 13</p> <p>Provide and update classroom furniture, including chairs and student desks, to create an environment that is comfortable, functional, and conducive to learning. The updated furniture will be ergonomically designed to support student engagement, collaboration, and flexible learning styles, fostering a positive and adaptable classroom atmosphere</p>
	<p>Strategy 14</p> <p>Provide and upgrade furniture to help support organization and a safe environment. Incorporate a research based character education curriculum across all grade levels.</p>

Strategy 15

Implement a comprehensive facilities management plan that includes the replacement and repair of roofs for each campus to ensure structural integrity and protection from weather-related issues. Establish a yearly maintenance schedule for all district buildings, focusing on critical systems such as air conditioning units, intercom systems, fire alarms, and perimeter fencing. This strategy will prioritize regular inspections, timely repairs, and system upgrades, creating a safe, comfortable, and secure learning environment for students and staff while preventing costly emergency repairs and prolonging the lifespan of the district's infrastructure.

Strategy 16

Progreso Early Childhood will purchase janitorial supplies to ensure that the school environment is clean, safe, sanitized and conducive to learning.

Strategy 17

Provide and upgrade campus furniture to support a conducive and safe environment for all staff.

Strategy 18

Provide equipment, materials, furniture, and supplies to the campus nurse to implement safety protocols and appropriate procedures for students served.

PROGRESO EARLY CHILDHOOD

Goal:	By October 2025, Progreso Early Childhood will achieve and maintain a minimum student attendance rate of 96% for each six-week reporting period by implementing consistent attendance monitoring, parent communication strategies, and campus-wide attendance incentives.
Data Analysis Percentage and Findings:	An analysis of the combined ADA (K,1,2 & PreK) reports for Progreso Early Childhood from August 26 to September 26, 2024 (1st six weeks) shows a total campus-wide attendance rate of 94.56%
Areas of Strength(s):	Parental participation is evident during monthly events or activities. Higher attendance is evident when we incorporate dress up weeks into the calendar.
Weak Target Area(s):	Pre-K had the lowest attendance rate at 93.17% , pulling down the campus average. However, as the year progressed, some of the other grade levels scored below the desired 96% rate.

IMPLEMENTATION PLAN

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal.		Section C – For each of the Action Steps you list, give timeline, person(s) responsible, activities, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)		
High Leverage Action Step	Desired Outcome	Responsible	Timeline	Evaluation Strategy
Implement a daily attendance tracking and parent outreach system where teachers submit absences by 9:00 a.m., and designated attendance staff contact parents of absent students by 10:00 a.m. to identify reasons for absence and provide support or reminders.	To increase attendance rate to attain a min. of 96% per six weeks.	PEIMS clerk Principal Teachers	Monitor every six weeks	ADA reporting
Identify and incorporate weekly incentive strategies	To increase attendance rate to attain a min. of 96% per six weeks.	PEIMS Principal Teachers BO	Monitor every six weeks.	ADA reporting
Conduct meetings with parents to address attendance concerns, share data, and collaborate on strategies to improve student attendance	Track attendance and intervene early with parent contact and truancy meetings as needed.	PEIMS Principal	Daily Weekly	Daily Attendance

PROGRESO EARLY CHILDHOOD

Goal:	By MOY 25-26, increase the percentage of students scoring "At Benchmark" on mCLASS composite score from 17% (EOY 2025) to 35% through targeted RTI pull-out reading support for students identified as "Well Below Benchmark."
Data Analysis Percentage and Findings:	Current performance on the 2025 EOY mCLASS for 2nd grade shows 52% of students at or above benchmark, with 35% well below, 13% below, 17% at benchmark, and 3
Areas of Strength(s):	1st grade (EOY 2025) students scored 20% "At Benchmark" o mCLASS composite score. Total of 63% (At or Above Benchmark)
Weak Target Area(s):	In 2024 walkthrough evidence showed the need to continue staff training on explicit instructional strategies.

IMPLEMENTATION PLAN

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal.	Section C – For each of the Action Steps you list, give timeline, person(s) responsible, activities, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)			
High Leverage Action Step	Desired Outcome	Responsible	Timeline	Evaluation Strategy
Use BOY mCLASS results to create TIER2 and TIER 3 intervention. Small group TIER 2 will be 45 min 4x a week. (TIER 3 students 1hr 4x week)	TIER 2 & TIER 3 grouping completed within the end of the 1st six weeks of school. Implementation of small group intervention by teacher and support staff.	Teacher Principal	September	Use mCLASS progress monitoring every 2-3 weeks to track individual and group growth
Provide teacher training on evidence-based reading strategies and explicit instruction with a focus on decoding, sight word reading, and fluency.	To increase alignment and fidelity of implementation during the RTI block to provide support for teachers in implementation of evidence-based practices for intervention support.	Principal Facilitator	August - December	Monitor the RTI block through the use of walkthroughs to ensure it is being followed with fidelity.
Send home reading fluency charts with all students K to 2nd	Increase parental support and awareness of fluency goals	Teacher Principal	September to May	Weekly Fluency Logs
Host parent workshops/literacy academic nights on how to support reading at home.	Increase parental support and training for parents	Teacher Principal	September to May	Sign In sheets, Parent Surveys

PROGRESO EARLY CHILDHOOD

Goal:	By May 2026, Progreso Early Childhood will increase the percentage of 2nd grade students scoring on or above grade level on the STAR Math assessment from 55% to 70%
Data Analysis Percentage and Findings:	Current performance on the 2025 EOY Star Math Summary for 2nd grade shows 44% of students below grade level, 34% on grade level, and 21% above grade level.
Areas of Strength(s):	PEC uses a K-1st grade supplemental curriculum that is aligned and scaffolds into the Sharon Wells which is used by our 2nd grade team.
Weak Target Area(s):	44% scored well below grade level in EOY Star Math and 28% percent did not master online end of year Sharon Wells at 70% passing standard.

IMPLEMENTATION PLAN

Section B – Descriptively list the action you plan to take to ensure you will be able to progress toward your goal.		Section C – For each of the Action Steps you list, give timeline, person(s) responsible, activities, evaluation strategy and performance results/outcomes. (For Evaluation Strategy, define how you will evaluate the action step.)		
High Leverage Action Step	Desired Outcome	Responsible	Timeline	Evaluation Strategy
Create and administer a universal math screener to identify at risk students needing early intervention.	All student will receive an early math screening Intervention will begin within the first 3 weeks of the school year.	Principal Instructional Facilitator	August	Screener Results BOY, MOY, Small grouping
Continue enhancing TIER 1 instruction and re-teach TIER 1 in small groups as needed.	Increase math concept knowledge and scaffold instruction based on students' level. Increase students understanding of TIER 1 instruction by reteaching concepts in a small group setting	Principal Instructional Facilitator	August-May	Lesson Planning TTESS Walkthroughs
Begin implementing online assessments for all second-grade students.	Increase teacher & student knowledge of managing of online testing through DMAC system All second-grade students will be administering online testing for weekly, six weeks and benchmark Prepare students for STAAR online testing	Principal Instructional Facilitator	August-October	DMAC online assessments
Develop a set time/day for small group TIER 2 Math intervention where teachers focus on basic facts, number sense, operations and problem solving using Bluebonnet materials.	To increase student mastery of weekly assessments To pilot, view and explore Bluebonnet curriculum and gather feedback from teachers for full implementation.	Teachers	August - May	Weekly Assessments Six weeks assessments.

D1

**Consideration and possible action to
adopt the resolution authorizing Progreso
ISD to join the Moak Casey Interlocal
Purchasing Cooperative**

SUBJECT: Moak Casey Interlocal Purchasing Cooperative

PRESENTER

Sergio Coronado, Superintendent

BACKGROUND INFORMATION

Progreso ISD seeks to enter into an Interlocal Purchasing Cooperative Contract with Moak Casey Interlocal Purchasing Cooperative. This agreement allows the district to participate in cooperative purchasing for energy, integrated efficiency solutions, and property and casualty insurance at pre-negotiated prices. Membership provides the district with access to competitive rates, vendor compliance with state and federal procurement requirements, and administrative efficiency in the purchasing process.

ADMINISTRATIVE CONSIDERATIONS

The agreement includes automatic one-year renewals unless terminated with written notice. There are no administrative fees associated with participation. The district is required to comply with cooperative purchasing procedures, while the Cooperative ensures that all vendors meet state and federal procurement laws, including the Texas Interlocal Cooperation Act and Uniform Guidance standards for federal funds. Board authorization is required for the Superintendent to execute the agreement on behalf of the district.

FUNDING SOURCE AND AMOUNT

NONE

RECOMMENDATION:

Adopt Resolution authorizing Progreso ISD to join Moak Casey Interlocal Purchasing Cooperative

CONTACT PERSON (S)

Sergio Coronado, Superintendent

BOARD RESOLUTION

of

(Name of Local Government)

Cooperative Member

WHEREAS, the above-named entity (hereinafter "Cooperative Member") desires to participate in a local government cooperative purchasing program pursuant to the authority granted by Chapter 791 of the Texas Government Code, the Interlocal Cooperation Act ("Act") and has elected to be a Cooperative Member in The MoakCasey Interlocal Purchasing Cooperative (hereinafter "Cooperative"), a local government purchasing cooperative program created by local governments in accordance with and pursuant to the Act and Section 271.101, *et seq.*, of the Texas Local Government Code;

WHEREAS, the Cooperative Member, is of the opinion that participation in the Cooperative's purchasing program will be highly beneficial through the efficiencies and potential savings to be realized; and

WHEREAS, the Cooperative Member has reviewed the Interlocal Participation Agreement ("Agreement") and seeks to adopt such Agreement in order to become a member of, and participate in, the Cooperative;

NOW, THEREFORE, BE IT RESOLVED:

1. The Board of Trustees hereby adopts the above-referenced Agreement as presented, thereby becoming a member of The MoakCasey Interlocal Purchasing Cooperative; and
2. The Board of Trustees of the Cooperative Member authorizes its Board President, Superintendent or the Superintendent's designee to execute the Interlocal Participation Agreement which includes the adoption and approval of the Organizational Interlocal Agreement previously executed and adopted by two or more local governments.

PASSED AND ADOPTED at a meeting of the Board as of the following date:

_____.

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

MOAK CASEY INTERLOCAL PURCHASING COOPERATIVE CONTRACT

This Agreement is made and entered into as of 09/22/2025 by and between:

- Cooperative Purchasing Organization: *Moak Casey Interlocal Purchasing Cooperative 1001 Congress Ave Ste 250 Austin, TX 78701, and*
- Member: *Progreso Independent School District 600 N Business FM 1015 Progreso, TX 78579*

1. Purpose

This Agreement establishes the terms under which the Member will participate in the Cooperative's purchasing program to acquire *Energy, Integrated Efficiency Solutions & Property & Casualty Insurance* at pre-negotiated prices.

2. Term & Renewal

- This Agreement shall be effective from 09/22/2025 to 09/22/2027.
- Automatic renewal for successive one-year periods unless terminated by either party with 30 days written notice.

3. Pricing & Discounts

- Member shall receive discounted pricing per the Supplier's negotiated rates.
- Any applicable volume-based discounts or rebates shall be outlined in Exhibit A.
- Administrative fees, if applicable, shall be \$0.00.

4. Obligations of the Member

- Member agrees to comply with the purchasing terms and conditions.
- Orders must be placed through the Cooperative's designated process.
- Compliance with all applicable federal and state regulations.

5. Obligation of the Cooperative Purchasing Organization

- The Cooperative Purchasing Organization (the "Cooperative") shall comply with all applicable state and federal procurement laws and regulations in the solicitation, selection, and contracting of vendors whose goods and services are made available through the Cooperative. The Cooperative certifies that all vendors awarded contracts through the Cooperative have been procured in a manner that meets the requirements of the Texas Interlocal Cooperation Act, the Texas Local Government Code, and, where applicable, the procurement standards set forth in the Uniform Guidance (2 C.F.R. Part 200) for the expenditure of federal funds.
- The Member is entitled to rely upon the Cooperative's representations and certifications that all procurement processes used by the Cooperative have

been conducted in compliance with applicable legal standards. The Cooperative shall indemnify and hold harmless the Member from any liability, loss, or expense resulting from a failure by the Cooperative to comply with such laws and regulations in its procurement activities.

6. Compliance & Legal Requirements

- Parties shall comply with applicable laws, including FDA regulations, HIPAA, and Anti-Kickback Statutes.
- Any dispute shall be resolved in accordance with the laws of *The State of Texas*.

7. Termination

- Either party may terminate with 30 days written notice.
- Immediate termination for breach of contract, regulatory violations, or insolvency.

8. Miscellaneous

- Confidentiality: All pricing and purchasing details shall remain confidential.
- Force Majeure: Neither party shall be liable for delays due to unforeseen circumstances.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date.

Signatures:

Cooperative: Moak Casey Interlocal Purchasing Cooperative
Buck Gilcrease Managing Partner

Member: Progreso ISD
Sergio Coronado Superintendent of Schools

D2

**Consideration and possible action
authorizing the Superintendent to Enter
into a Contract Agreement with Valiant
Energy Sources, LLC for Consulting
Services on performance
improvements, Affinity Program
(Friends and Family Residential Program)
and Price Negotiations for forward lock of
the ISD'S Retail Electric Provider
Agreement following the expiration of the
Current Contract**

SUBJECT: Contract Valiant Energy Sources, LLC

PRESENTER

Sergio Coronado, Superintendent

BACKGROUND INFORMATION

The contract agreement with Valiant Energy Services will provide consulting support for performance improvements and program development. The scope of services includes the Affinity Program (Friends and Family Residential Program), which offers benefits to district stakeholders, as well as price negotiations for a forward lock on the district's retail electric provider agreement following the expiration of the current contract

ADMINISTRATIVE CONSIDERATIONS

The proposed consulting agreement with Valiant Energy Sources, LLC requires Board authorization before execution. While the consultant may assist with electricity procurement, aggregation opportunities, and negotiations with Retail Electricity Providers (REPs), the district retains final authority to select the energy provider. No agreement with electricity providers may be entered without written Board approval. The consultant may also support the district with metered account management and dispute resolution related to electricity or natural gas services.

FUNDING SOURCE AND AMOUNT

NONE

RECOMMENDATION:

Authorize for the Superintendent to enter into a contract agreement with Valiant Energy Services.

CONTACT PERSON (S)

Sergio Coronado, Superintendent

**NON-EXCLUSIVE CONSULTING AGREEMENT (the "Agreement")
BETWEEN:**

Progreso ISD PO Box 610 Progreso, TX 78579(the "Client")

- AND -

Valiant Energy Sources, LLC of 1808 W Mozelle St Pharr, TX 78577(the "Consultant")

BACKGROUND:

- A. The Client is of the opinion that the Consultant has the necessary qualifications, experience and abilities (Demonstrated Competence and Qualifications) to provide consulting services to the Client.
- B. The Client is of the opinion that the services provided by the Consultant are considered professional services and are exempt from the procurement requirements stated in Texas Education Code 44.031.
- C. The Consultant is agreeable to providing such consulting services to the Client on the terms and conditions set out in this Agreement.

IN CONSIDERATION OF the matters described above and of the mutual benefits and obligations set forth in this Agreement, the receipt and sufficiency of which consideration is hereby acknowledged, the Client and the Consultant (individually the "Party" and collectively the "Parties" to this Agreement) agree as follows:

Services Provided

1. The Client hereby agrees to engage the Consultant to provide the Client with the following consulting services (the "Services"):
 - Assistance with the procurement of electricity for the Client at the direction of the Client.
 - Valiant Energy Sources, LLC (VES) agrees to engage in the, non-exclusive, competitive solicitation of electricity on behalf of Client, either individually or as part of an Energy Aggregation Pool ("EAP") created by VES, in accordance with applicable laws of the state of Texas. For Individual Contracts, VES agrees to solicit pricing from the Retail Electricity Providers ("REP") and to negotiate the terms of a standard contract agreed to by Client for energy services on behalf of Client with the REP selected. For EAP Contracts, VES agrees to solicit pricing on behalf of the EAP and to negotiate the terms of a standard contract to be used by Clients of the EAP, including Client, with the REP selected by VES on behalf of the EAP.
 - **Client has the final say as to who the selected energy provider for the Client will be. Under no circumstance may the Consultant enter into an agreement with electricity providers without express approval by the Client in writing after Board approval.**
 - VES agrees to assist the Client with the addition or deletion of metered accounts with the REP during the duration of the Client's contract with VES and the REP.
 - Upon request by Client in writing, VES will make a good faith effort to negotiate on Client's behalf settlements of reasonable disputes regarding Client's electric or natural gas service. Provided, however, that VES assumes no liabilities or responsibilities to: 1) engage in protracted negotiations; 2) reach any settlement; or 3) reach any settlement to Client's satisfaction.

- Client agrees that, upon execution of this Agreement by Client, **VES shall be Client's NON-EXCLUSIVE agent for the procurement of electricity services**, continuing for a minimum twelve (12) month period so that Client's electricity supply requirements may be submitted for competitive solicitation by VES. This agreement is limited to Client's accounts in localities served by an electric utility that is subject to electricity deregulation. Client agrees to fully cooperate with VES during the competitive solicitation and negotiation process. Client agrees to provide account information, including service addresses, ESI ID numbers, account numbers, current electricity supply contract, and load data for all of Client's current accounts located in localities subject to electricity deregulation. Client warrants and represents that the account information it provides to VES is accurate to the best of its knowledge, and Client agrees to verify the accuracy of the accounts submitted for bid in the solicitation process and in the agreement negotiated by VES with the REP. This information shall be provided to VES by Client within a reasonable amount of time.

Term of Agreement

2. The term of this Agreement (the "Term") will begin on the date of this Agreement and will remain in full force and effect until the completion of the Services, subject to earlier termination as provided in this Agreement. The Term of this Agreement may be extended with the written consent of the Parties.
3. This agreement may be terminated by either party for convenience with ten days (10 days) written notice.

Performance

4. The Parties agree to do everything necessary to ensure that the terms of this Agreement take effect.

Currency

5. Except as otherwise provided in this Agreement, all monetary amounts referred to in this Agreement are in USD (US Dollars).

Compensation

6. The Consultant will charge the Client for the Services as follows (the "Compensation"): The client will pay the consultant \$0.00.
7. In the event that this Agreement is terminated by the Client prior to completion of the Services but where the Services have been partially performed, the Consultant will be entitled to \$0.00 payment of the Compensation to the date of termination provided that there has been no breach of contract on the part of the Consultant.
8. The Consultant will not be reimbursed for any expenses incurred in connection with providing the Services of this Agreement.

Penalties for Late Payment

9. Any late payments will trigger a fee of 0.00% per month on the amount still owing.

Confidentiality

10. Confidential information (the "Confidential Information") refers to any data or information relating to the business of the Client which would reasonably be considered to be proprietary to the Client including, but not limited to, accounting records, business processes, and client records and that is not generally known in the industry of the Client and where the release of that Confidential Information could reasonably be expected to cause harm to the Client.
11. The Consultant agrees that they will not disclose, divulge, reveal, report or use, for any purpose, any Confidential Information which the Consultant has obtained, except as authorized by the Client or as required by law. The obligations of confidentiality will apply during the term of this Agreement and will survive indefinitely upon termination of this Agreement.
12. All written and oral information and material disclosed or provided by the Client to the Consultant under this Agreement is Confidential Information regardless of whether it was provided before or after the date of this Agreement or how it was provided to the Consultant.

Ownership of Intellectual Property

13. All intellectual property and related material, including any trade secrets, moral rights, goodwill, relevant registrations or applications for registration, and rights in any patent, copyright, trademark, trade dress, industrial design and trade name (the "Intellectual Property") that is developed or produced under this Agreement, is a "work made for hire" and will be the sole property of the Client. The use of the Intellectual Property by the Client will not be restricted in any manner.
14. The Consultant may not use the Intellectual Property for any purpose other than that contracted for in this Agreement except with the written consent of the Client. The Consultant will be responsible for any and all damages resulting from the unauthorized use of the Intellectual Property.

Return of Property

15. Upon the expiry or termination of this Agreement, the Consultant will return to the Client any property, documentation, records, or Confidential Information which is the property of the Client.

Capacity/Independent Contractor

16. In providing the Services under this Agreement it is expressly agreed that the Consultant is acting as an independent contractor and not as an employee. The Consultant and the Client acknowledge that this Agreement does not create a partnership or joint venture between them, and is exclusively a contract for service. The Client is not required to pay, or make any contributions to, any social security, local, state or federal tax, unemployment compensation, workers' compensation, insurance premium, profit-sharing, pension or any other employee benefit for the Consultant during the Term. The Consultant is responsible for paying, and complying with reporting requirements for, all local, state and federal taxes related to payments made to the Consultant under this Agreement.

Notice

17. All notices, requests, demands or other communications required or permitted by the terms of this Agreement will be given in writing and delivered to the Parties at the following addresses:

Progreso ISD
PO BX 610 Progreso, TX 78579

Valiant Energy Sources, LLC
1808 W Mozelle St Pharr, TX 78577

or to such other address as either Party may from time to time notify the other and will be deemed to be properly delivered (a) immediately upon being served personally, (b) two days after being deposited with the postal service if served by registered mail, or (c) the following day after being deposited with an overnight courier.

Indemnification

18. Except to the extent paid in settlement from any applicable insurance policies, and to the extent permitted by applicable law, each Party agrees to indemnify and hold harmless the other Party, and its respective directors, shareholders, affiliates, officers, agents, employees, and permitted successors and assigns against any and all claims, losses, damages, liabilities, penalties, punitive damages, expenses, reasonable legal fees and costs of any kind or amount whatsoever, which result from or arise out of any act or omission of the indemnifying party, its respective directors, shareholders, affiliates, officers, agents, employees, and permitted successors and assigns that occurs in connection with this Agreement. This indemnification will survive the termination of this Agreement.

Modification of Agreement

19. Any amendment or modification of this Agreement or additional obligation assumed by either Party in connection with this Agreement will only be binding if evidenced in writing signed by each Party or an authorized representative of each Party.

Time of the Essence

20. Time is of the essence in this Agreement. No extension or variation of this Agreement will operate as a waiver of this provision.

Assignment

21. The Consultant will not voluntarily, or by operation of law, assign or otherwise transfer its obligations under this Agreement without the prior written consent of the Client.

Titles/Headings

22. Headings are inserted for the convenience of the Parties only and are not to be considered when interpreting this Agreement.

Gender

23. Words in the singular mean and include the plural and vice versa. Words in the masculine mean and include the feminine and vice versa.

Governing Law

24. This Agreement will be governed by and construed in accordance with the laws of the State of Texas.

Severability

25. In the event that any of the provisions of this Agreement are held to be invalid or unenforceable in whole or in part, all other provisions will nevertheless continue to be valid and enforceable with the invalid or unenforceable parts severed from the remainder of this Agreement.

Waiver

26. The waiver by either Party of a breach, default, delay or omission of any of the provisions of this Agreement by the other Party will not be construed as a waiver of any subsequent breach of the same or other provisions.

IN WITNESS WHEREOF the Parties have duly affixed their signatures under hand and seal on this

Progreso ISD

Per:

(Seal)

Valiant Energy Sources, LLC

Per:

(Seal)

D3

HS Turf Payment Application



FULCRUM
CONSULTING SERVICES
P.O. Box 530540
Harlingen, Tx. 78553
(956) 797-3411 Ph. (956) 797-3400 Fx.

April 22, 2025

Mr. Sergio Coronado
Progreso Independent School District
P.O. Box 610
Progreso, Texas 78579

For Professional Services: In accordance with engineering service agreement the Basic Engineering Fee due for the contract is as follows:

Progreso Independent School District
Progreso High School Synthetic Turf Field Project

Construction Cost: \$1,386,010.00
Total Fee: \$110,880.80

	% of Fee	Fee	% Complete	Earned
Design:	70%	\$77,616.56	100%	\$77,616.56
Award:	10%	\$11,088.08	100%	\$11,088.08
Construction:	15%	\$16,632.12	100%	\$16,632.12
Final:	5%	\$5,544.04	100%	\$5,544.04

Total Earned:	\$110,880.80
Previous Fee Billing:	\$83,850.92
Current Fee Billing:	\$27,029.88

Sincerely,

George E. Lazaro, P.E.
Fulcrum Consulting Services

APPLICATION AND CERTIFICATE FOR PAYMENT

Page 1

To (OWNER): Progreso ISD
P.O. Box 610
Progreso, TX 78579

Project: Progreso HS Turf
700 N. Business FM 1015
Progreso, TX 78579

Application No: 5
Invoice No: 38336
Period To: 5/31/2025

From: Hellas Construction, Inc.
12000 W Parmer Ln
Cedar Park, TX 78613

Via (Architect):

Architect's 20240869
Project No:

Contract Date:

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract. Continuation Sheet is attached.

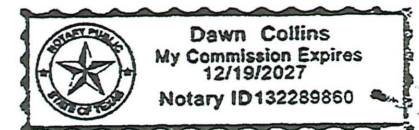
CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Approved previous months	200,000.00	50,000.00
Approved this month	0.00	0.00
TOTALS	200,000.00	50,000.00
Net change by change orders	150,000.00	

1. ORIGINAL CONTRACT SUM	\$	1,236,010.00
2. Net change by Change Orders	\$	150,000.00
3. CONTRACT SUM TO DATE (LINE 1+/-2)	\$	1,386,010.00
4. TOTAL COMPLETED & STORED TO DATE (Column G on Continuation Sheet)	\$	1,386,010.00
5. RETAINAGE	\$	69,300.50
6. TOTAL EARNED LESS RETAINAGE (Line 4 less Line 5)	\$	1,316,709.50
7. LESS PREVIOUS CERTIFICATES FOR PAYMENT (Line 6 from prior Certificate)	\$	1,131,787.72
8. SALES TAX	\$	0.00
9. CURRENT PAYMENT DUE	\$	184,921.78
10. BALANCE TO FINISH, PLUS RETAINAGE (Line 3 less Line 6)	\$	69,300.50

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payment received from the Owner, and that current payment shown herein is now due.

State of: Texas County of: Guadalupe
Subscribed and sworn to before me this 28th day of May 2025

Notary Public: D. Collins
My Commission expires: 12/19/2027



CONTRACTOR: Hellas Construction, Inc.

By: [Signature] Date: 5/28/25

ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising the above application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED.....\$

(Attach explanation if amount certified differs from the amount applied for.)

ARCHITECT:

By: [Signature], P.E. Date: 8/26/25

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

CONTINUATION SHEET

Page 2

APPLICATION AND CERTIFICATE FOR PAYMENT, containing Contractor's signed Certification is attached.

Application Number: 5
 Application Date: 5/31/2025
 Period To: 5/31/2025
 Architect's Project No: 20240869

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK BILLED FROM PREV APPLICATION (D+E+F)	WORK BILLED THIS PERIOD	MATERIALS STORED THIS PERIOD	TOTAL COMPLETED AND STORED TO DATE (D+E+F)	% (G/C)	BALANCE TO FINISH (C-G)	RETAINAGE
001	General Conditions	61,801	61,801	0	0	61,801	100	0	3,090
002	Insurance	12,360	12,360	0	0	12,360	100	0	618
003	Mobilization	123,601	123,601	0	0	123,601	100	0	6,180
004	Demolition	7,093	7,093	0	0	7,093	100	0	355
005	Excavation	59,190	59,190	0	0	59,190	100	0	2,960
006	Collector Drain Materials	14,292	14,292	0	0	14,292	100	0	715
007	Collector Drain Labor	9,528	9,528	0	0	9,528	100	0	476
008	Vertical Drain Materials	200,057	200,057	0	0	200,057	100	0	10,003
009	Vertical Drain Labor	35,305	35,305	0	0	35,305	100	0	1,765
010	Impact Layer Materials	80,314	0	80,314	0	80,314	100	0	4,016
011	Impact Layer Labor	14,173	0	14,173	0	14,173	100	0	709
012	Turf Materials	483,052	483,052	0	0	483,052	100	0	24,153
013	Turf Labor	85,244	0	85,244	0	85,244	100	0	4,262
014	Allowance	0	0	0	0	0	***	0	0
015	CO#1 - MaxBase	150,000	150,000	0	0	150,000	100	0	7,500
016	AE#1 - Curb Allowance Expenditure	20,153	20,153	0	0	20,153	100	0	1,008
017	AE#2 - R/R Goal Posts	29,847	14,924	14,924	0	29,847	100	0	1,492
		1,386,010	1,191,356	194,655	0	1,386,010	100	0	69,301

CONTINUATION SHEET

Page 3

APPLICATION AND CERTIFICATE FOR PAYMENT, containing Contractor's signed Certification is attached.

Application Number: 5
Application Date: 5/31/2025
Period To: 5/31/2025
Architect's Project No: 20240869

CONDITIONAL WAIVER AND RELEASE ON PROGRESS PAYMENT

Project: Progreso HS Turf
700 N. Business FM 1015
Progreso, TX 78579

On receipt by the undersigned of a check from Progreso ISD in the sum of ONE HUNDRED EIGHTY FOUR THOUSAND NINE HUNDRED TWENTY ONE DOLLARS AND 78 CENTS (184,921.78) payable to Hellas Construction, Inc., and when the check has been properly endorsed and has been paid by the bank on which it is drawn, this document becomes effective to release any Mechanic's Lien, any state or federal statutory bond right, any private bond right, any claim for payment and any rights under any similar ordinance, rule or statute related to claim or payment rights for persons in the undersigned's position, the undersigned has on the above referenced project to the following extent.

This release covers a progress payment for all labor, services, equipment and materials furnished to the project site or to Progreso ISD through 5/31/2025 only and does not cover any retention, pending modifications and changes or items furnished after said date. Before any recipient of this document relies on it, that person should verify evidence of payment to the undersigned.

The undersigned warrants that he either has already paid or will use the monies he receives from this progress payment to promptly pay in full all of his laborers, subcontractors, materialmen and suppliers for all work, materials, equipment or services provided for or to the above referenced project up to the date of this waiver.

5/28/25
(Date)

(Signature)

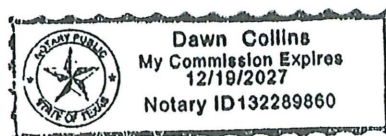
Project Manager
(Title)

State of Texas
County of Gavilan

Subscribed and sworn to before me by the said _____, who further acknowledged to me that he/she is the person executing this CONDITIONAL WAIVER AND RELEASE ON PROGRESS PAYMENT and that he/she is fully authorized to do so on behalf of Hellas Construction, on this 28th day of May, 2025, to certify which witness my hand and seal of office.

D. Collins

Notary Public-State of Texas
My Commission Expires: 12/19/2027



APPLICATION AND CERTIFICATE FOR PAYMENT

Page 1

To (OWNER): Progreso ISD
P.O. Box 610
Progreso, TX 78579

Project: Progreso HS Turf
700 N. Business FM 1015
Progreso, TX 78579

Application No: 6
Invoice No: 39726
Period To: 8/31/2025

From: Hellas Construction, Inc.
12000 W Parmer Ln
Cedar Park, TX 78613

Via (Architect):

Architect's Project No: 20240869

Contract Date:

CONTRACTOR'S APPLICATION FOR PAYMENT

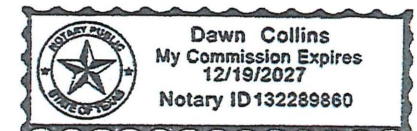
Application is made for payment, as shown below, in connection with the Contract. Continuation Sheet is attached.

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Approved previous months	200,000.00	50,000.00
Approved this month	0.00	0.00
TOTALS	200,000.00	50,000.00
Net change by change orders	150,000.00	

1. ORIGINAL CONTRACT SUM	\$	1,236,010.00
2. Net change by Change Orders	\$	150,000.00
3. CONTRACT SUM TO DATE (LINE 1+/-2)	\$	1,386,010.00
4. TOTAL COMPLETED & STORED TO DATE (Column G on Continuation Sheet)	\$	1,386,010.00
5. RETAINAGE	\$	0.00
6. TOTAL EARNED LESS RETAINAGE (Line 4 less Line 5)	\$	1,386,010.00
7. LESS PREVIOUS CERTIFICATES FOR PAYMENT (Line 6 from prior Certificate)	\$	1,316,709.50
8. SALES TAX	\$	0.00
9. CURRENT PAYMENT DUE	\$	69,300.50
10. BALANCE TO FINISH, PLUS RETAINAGE (Line 3 less Line 6)	\$	0.00

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payment received from the Owner, and that current payment shown herein is now due.

State of: Texas County of: Guadalupe
Subscribed and sworn to before me this 27th day of August 2025
Notary Public: 12/19/2027
My Commission expires: D. Collins



CONTRACTOR: Hellas Construction, Inc.

By: [Signature] Date: 8/27/2025

ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising the above application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED.....\$ 69,300.00

(Attach explanation if amount certified differs from the amount applied for.)

ARCHITECT: [Signature], PE

By: [Signature] Date: 8/27/2025

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

CONTINUATION SHEET

Page 2

APPLICATION AND CERTIFICATE FOR PAYMENT, containing Contractor's signed Certification is attached.

Application Number: 6
 Application Date: 8/31/2025
 Period To: 8/31/2025
 Architect's Project No: 20240869

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK BILLED FROM PREV APPLICATION (D+E+F)	WORK BILLED THIS PERIOD	MATERIALS STORED THIS PERIOD	TOTAL COMPLETED AND STORED TO DATE (D+E+F)	% (G/C)	BALANCE TO FINISH (C-G)	RETAINAGE
001	General Conditions	61,801	61,801	0	0	61,801	100	0	0
002	Insurance	12,360	12,360	0	0	12,360	100	0	0
003	Mobilization	123,601	123,601	0	0	123,601	100	0	0
004	Demolition	7,093	7,093	0	0	7,093	100	0	0
005	Excavation	59,190	59,190	0	0	59,190	100	0	0
006	Collector Drain Materials	14,292	14,292	0	0	14,292	100	0	0
007	Collector Drain Labor	9,528	9,528	0	0	9,528	100	0	0
008	Vertical Drain Materials	200,057	200,057	0	0	200,057	100	0	0
009	Vertical Drain Labor	35,305	35,305	0	0	35,305	100	0	0
010	Impact Layer Materials	80,314	80,314	0	0	80,314	100	0	0
011	Impact Layer Labor	14,173	14,173	0	0	14,173	100	0	0
012	Turf Materials	483,052	483,052	0	0	483,052	100	0	0
013	Turf Labor	85,244	85,244	0	0	85,244	100	0	0
014	Allowance	0	0	0	0	0	***	0	0
015	CO#1 - MaxBase	150,000	150,000	0	0	150,000	100	0	0
016	AE#1 - Curb Allowance Expenditure	20,153	20,153	0	0	20,153	100	0	0
017	AE#2 - R/R Goal Posts	29,847	29,847	0	0	29,847	100	0	0
		1,386,010	1,386,010	0	0	1,386,010	100	0	0

CONTINUATION SHEET

APPLICATION AND CERTIFICATE FOR PAYMENT, containing Contractor's signed Certification is attached.

Page 3

Application Number: 6
Application Date: 8/31/2025
Period To: 8/31/2025
Architect's Project No: 20240869

CONDITIONAL WAIVER AND RELEASE ON PROGRESS PAYMENT

Project: Progreso HS Turf
700 N. Business FM 1015
Progreso, TX 78579

On receipt by the undersigned of a check from Progreso ISD in the sum of SIXTY NINE THOUSAND THREE HUNDRED DOLLARS AND 50 CENTS (69,300.50) payable to Hellas Construction, Inc., and when the check has been properly endorsed and has been paid by the bank on which it is drawn, this document becomes effective to release any Mechanic's Lien, any state or federal statutory bond right, any private bond right, any claim for payment and any rights under any similar ordinance, rule or statute related to claim or payment rights for persons in the undersigned's position, the undersigned has on the above referenced project to the following extent.

This release covers a progress payment for all labor, services, equipment and materials furnished to the project site or to Progreso ISD through 8/31/2025 only and does not cover any retention, pending modifications and changes or items furnished after said date. Before any recipient of this document relies on it, that person should verify evidence of payment to the undersigned.

The undersigned warrants that he either has already paid or will use the monies he receives from this progress payment to promptly pay in full all of his laborers, subcontractors, materialmen and suppliers for all work, materials, equipment or services provided for or to the above referenced project up to the date of this waiver.

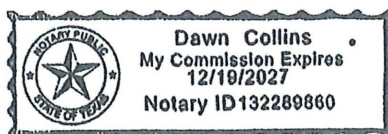
8/27/2025
(Date)

[Signature]
(Signature)
Project Manager
(Title)

State of Texas
County of Guanajuato

Subscribed and sworn to before me by the said TX Valadez, who further acknowledged to me that he/she is the person executing this CONDITIONAL WAIVER AND RELEASE ON PROGRESS PAYMENT and that he/she is fully authorized to do so on behalf of Hellas Construction, on this 27th day of August, 2025, to certify which witness my hand and seal of office.

[Signature]
Notary Public-State of Texas
My Commission Expires: 12/19/2027



D4

HS Track Payment Application



FULCRUM
CONSULTING SERVICES
P.O. Box 530540
Harlingen, Tx. 78553
(956) 797-3411 Ph. (956) 797-3400 Fx.

September 18, 2024

Mr. Sergio Coronado
Progreso Independent School District
P.O. Box 610
Progreso, Texas 78579

For Professional Services: In accordance with engineering service agreement the Basic Engineering Fee due for the contract is as follows:


Progreso Independent School District
Progreso High School Track Project

Construction Cost: \$636,671.00
Total Fee: \$50,933.68

	% of Fee	Fee	% Complete	Earned
Design:	70%	\$35,653.58	100%	\$35,653.58
Award:	10%	\$5,093.37	100%	\$5,093.37
Construction:	15%	\$7,640.05	100%	\$6,161.34
Final:	5%	\$2,546.68	100%	\$2,053.78

Total Earned: \$48,962.06
Previous Fee Billing: \$35,633.08
Current Fee Billing: \$13,328.98

Sincerely,



George E. Lazaro, P.E.
Fulcrum Consulting Services

APPLICATION AND CERTIFICATE FOR PAYMENT

Page 1

To (OWNER): Progreso ISD
P.O. Box 610
Progreso, TX 78579

Project: Progreso HS Track
700 N. Business FM 1015
Progreso, TX 78579

Application No: 5
Invoice No: 38627
Period To: 5/31/2025

From: Hellas Construction, Inc.
12000 W Parmer Ln
Cedar Park, TX 78613

Via (Architect):

Architect's 20240766
Project No:

Contract Date:

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract. Continuation Sheet is attached.

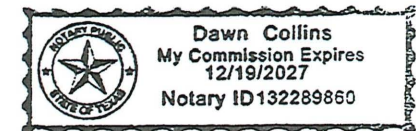
CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Approved previous months	123,226.00	0.00
Approved this month	0.00	0.00
TOTALS	123,226.00	0.00
Net change by change orders	123,226.00	

1. ORIGINAL CONTRACT SUM	\$	513,445.00
2. Net change by Change Orders	\$	123,226.00
3. CONTRACT SUM TO DATE (LINE 1+/-2)	\$	636,671.00
4. TOTAL COMPLETED & STORED TO DATE (Column G on Continuation Sheet)	\$	598,321.00
5. RETAINAGE	\$	29,916.05
6. TOTAL EARNED LESS RETAINAGE (Line 4 less Line 5)	\$	568,404.95
7. LESS PREVIOUS CERTIFICATES FOR PAYMENT (Line 6 from prior Certificate)	\$	427,189.35
8. SALES TAX	\$	0.00
9. CURRENT PAYMENT DUE	\$	141,215.60
10. BALANCE TO FINISH, PLUS RETAINAGE (Line 3 less Line 6)	\$	68,266.05

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payment received from the Owner, and that current payment shown herein is now due.

State of: Texas County of: Guadalupe
Subscribed and sworn to before me this 28th day of may 2025

Notary Public: D. Collins
My Commission expires: 12/19/2027



CONTRACTOR: Hellas Construction, Inc.
By: [Signature]

Date: 5/28/25

ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising the above application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED.....\$

(Attach explanation if amount certified differs from the amount applied for.)

ARCHITECT: [Signature] P.C.

By: [Signature] Date: 8/26/25
This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

CONTINUATION SHEET

Page 2

APPLICATION AND CERTIFICATE FOR PAYMENT, containing Contractor's signed Certification is attached.

Application Number: 5
 Application Date: 5/31/2025
 Period To: 5/31/2025
 Architect's Project No: 20240766

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK BILLED FROM PREV APPLICATION (D+E+F)	WORK BILLED THIS PERIOD	MATERIALS STORED THIS PERIOD	TOTAL COMPLETED AND STORED TO DATE (D+E+F)	% (G/C)	BALANCE TO FINISH (C-G)	RETAINAGE
001	General Conditions	25,672	25,672	0	0	25,672	100	0	1,284
002	Insurance	5,134	5,134	0	0	5,134	100	0	257
003	Mobilization	51,345	51,345	0	0	51,345	100	0	2,567
004	Demolition	26,979	26,979	0	0	26,979	100	0	1,349
005	Field Events	21,161	0	21,161	0	21,161	100	0	1,058
006	Regrade Track Base	7,214	0	7,214	0	7,214	100	0	361
007	Asphalt Paving	120,273	0	120,273	0	120,273	100	0	6,014
008	Track Materials	217,317	217,317	0	0	217,317	100	0	10,866
009	Track Labor	38,350	0	0	0	0	0	38,350	0
010	CO#1 R/R Track Curbs	123,226	123,226	0	0	123,226	100	0	6,161
		636,671	449,673	148,648	0	598,321	94	38,350	29,916

CONDITIONAL WAIVER AND RELEASE ON PROGRESS PAYMENT

Project: Progreso HS Track

Job No. 20240766

On receipt by the signer of this document of a check from Progreso ISD in the sum of ONE HUNDRED FORTY ONE THOUSAND TWO HUNDRED FIFTEEN DOLLARS AND 60 CENTS \$ 141,215.60 payable to **Hellas Construction, Inc.** (payee(s) of check) and when the check has been properly endorsed and has been paid by the bank on which it is drawn, this document becomes effective to release any mechanic's lien right, any right arising from a payment bond that complies with a state or federal statute, any common law payment bond right, any claim for payment, and any rights under any similar ordinance, rule, or statute related to claim or payment rights for persons in the signer's position that the signer has on the property of Progreso ISD (owner) located at 700 N. Business FM 1015 Progreso, TX 78579 (location) to the following extent: _____ (job description).

This release covers a progress payment for all labor, services, equipment, or materials furnished to the property thru the date of 5/31/2025 and to **Hellas Construction, Inc.** (person with whom signer contracted) as indicated in the attached statement(s) or progress payment request(s), except for unpaid retention, pending modifications and changes, or other items furnished.

Before any recipient of this document relies on this document, the recipient should verify evidence of payment to the signer.

The signer warrants that the signer has already paid or will use the funds received from this progress payment to promptly pay in full all of the signer's laborers, subcontractors, materialmen, and suppliers for all work, materials, equipment, or services provided for or to the above referenced project in regard to the attached statement(s) or progress payment request(s).

Date

5/28/25

Hellas Project Manager TV
(Company)

By

[Signature]
(Signature)

Project Manager
(Title)

State of Texas

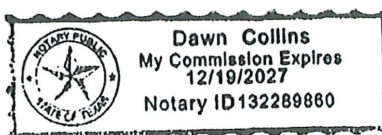
County of Guadalupe

Subscribed and sworn to before me by the said Ty Valadez, who further Acknowledged to me that he/she is the person executing this CONDITIONAL WAIVER AND RELEASE ON PROGRESS PAYMENT and that he/she is fully authorized to do so on behalf of Hellas Construction, on this 28th day of may, 2025, to certify which witness my hand and seal of office.

D. Collins
Notary Public-State of Texas

My Commission Expires: 12/19/2027

Conditional Progress Payment



APPLICATION AND CERTIFICATE FOR PAYMENT

Page 1

To (OWNER): Progreso ISD
P.O. Box 610
Progreso, TX 78579

Project: Progreso HS Track
700 N. Business FM 1015
Progreso, TX 78579

Application No: 6
Invoice No: 39695
Period To: 8/31/2025

From: Hellas Construction, Inc.
12000 W Parmer Ln
Cedar Park, TX 78613

Via (Architect):

Architect's 20240766
Project No:

Contract Date:

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract. Continuation Sheet is attached.

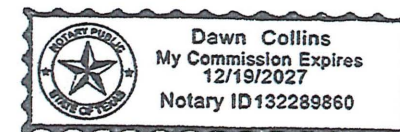
CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Approved previous months	123,226.00	0.00
Approved this month	0.00	0.00
TOTALS	123,226.00	0.00
Net change by change orders	123,226.00	

1. ORIGINAL CONTRACT SUM	\$	513,445.00
2. Net change by Change Orders	\$	123,226.00
3. CONTRACT SUM TO DATE (LINE 1+/-2)	\$	636,671.00
4. TOTAL COMPLETED & STORED TO DATE (Column G on Continuation Sheet)	\$	636,671.00
5. RETAINAGE	\$	31,833.55
6. TOTAL EARNED LESS RETAINAGE (Line 4 less Line 5)	\$	604,837.45
7. LESS PREVIOUS CERTIFICATES FOR PAYMENT (Line 6 from prior Certificate)	\$	568,404.95
8. SALES TAX	\$	0.00
9. CURRENT PAYMENT DUE	\$	36,432.50
10. BALANCE TO FINISH, PLUS RETAINAGE (Line 3 less Line 6)	\$	31,833.55

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payment received from the Owner, and that current payment shown herein is now due.

State of: Texas County of: Guadalupe
Subscribed and sworn to before me this 27th day of August 2025

Notary Public: D. Collins
My Commission expires: 12/19/2027



CONTRACTOR: Hellas Construction, Inc.

By: [Signature]

Date: 8/27/2025

ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising the above application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED.....\$ 36,432.50

(Attach explanation if amount certified differs from the amount applied for.)

ARCHITECT: [Signature] . P.E.

By: [Signature]

Date: 8/27/2025

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

CONTINUATION SHEET

Page 2

APPLICATION AND CERTIFICATE FOR PAYMENT, containing Contractor's signed Certification is attached.

Application Number: 6
Application Date: 8/31/2025
Period To: 8/31/2025
Architect's Project No: 20240766

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK BILLED FROM PREV APPLICATION (D+E+F)	WORK BILLED THIS PERIOD	MATERIALS STORED THIS PERIOD	TOTAL COMPLETED AND STORED TO DATE (D+E+F)	% (G/C)	BALANCE TO FINISH (C-G)	RETAINAGE
001	General Conditions	25,672	25,672	0	0	25,672	100	0	1,284
002	Insurance	5,134	5,134	0	0	5,134	100	0	257
003	Mobilization	51,345	51,345	0	0	51,345	100	0	2,567
004	Demolition	26,979	26,979	0	0	26,979	100	0	1,349
005	Field Events	21,161	21,161	0	0	21,161	100	0	1,058
006	Regrade Track Base	7,214	7,214	0	0	7,214	100	0	361
007	Asphalt Paving	120,273	120,273	0	0	120,273	100	0	6,014
008	Track Materials	217,317	217,317	0	0	217,317	100	0	10,866
009	Track Labor	38,350	0	38,350	0	38,350	100	0	1,918
010	CO#1 R/R Track Curbs	123,226	123,226	0	0	123,226	100	0	6,161
		636,671	598,321	38,350	0	636,671	100	0	31,834

CONDITIONAL WAIVER AND RELEASE ON PROGRESS PAYMENT

Project: Progreso HS Track

Job No. 20240766

On receipt by the signer of this document of a check from Progreso ISD in the sum of THIRTY SIX THOUSAND FOUR HUNDRED THIRTY TWO DOLLARS AND 50 CENTS \$ 36,432.50 payable to Hellas Construction, Inc. (payee(s) of check) and when the check has been properly endorsed and has been paid by the bank on which it is drawn, this document becomes effective to release any mechanic's lien right, any right arising from a payment bond that complies with a state or federal statute, any common law payment bond right, any claim for payment, and any rights under any similar ordinance, rule, or statute related to claim or payment rights for persons in the signer's position that the signer has on the property of Progreso ISD (owner) located at 700 N. Business FM 1015 Progreso, TX 78579 (location) to the following extent: Track Construction (job description).

This release covers a progress payment for all labor, services, equipment, or materials furnished to the property thru the date of 8/31/2025 and to Hellas Construction, Inc. (person with whom signer contracted) as indicated in the attached statement(s) or progress payment request(s), except for unpaid retention, pending modifications and changes, or other items furnished.

Before any recipient of this document relies on this document, the recipient should verify evidence of payment to the signer.

The signer warrants that the signer has already paid or will use the funds received from this progress payment to promptly pay in full all of the signer's laborers, subcontractors, materialmen, and suppliers for all work, materials, equipment, or services provided for or to the above referenced project in regard to the attached statement(s) or progress payment request(s).

Date 8/27/2025
Hellas (Company)
By [Signature] (Signature)
Project Manager (Title)

State of Texas

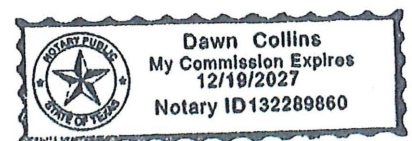
County of Guadalupe

Subscribed and sworn to before me by the said Ty Valadez, who further Acknowledged to me that he/she is the person executing this CONDITIONAL WAIVER AND RELEASE ON PROGRESS PAYMENT and that he/she is fully authorized to do so on behalf of Hellas Construction, on this 27th day of August, 2025, to certify which witness my hand and seal of office.

D. Collins
Notary Public-State of Texas

My Commission Expires: 12/19/2027

Conditional Progress Payment



APPLICATION AND CERTIFICATE FOR PAYMENT

Page 1

To (OWNER): Progreso ISD
P.O. Box 610
Progreso, TX 78579

Project: Progreso HS Track
700 N. Business FM 1015
Progreso, TX 78579

Application No: 7
Invoice No: 39698
Period To: 8/31/2025

From: Hellas Construction, Inc.
12000 W Parmer Ln
Cedar Park, TX 78613

Via (Architect):

Architect's Project No: 20240766

Contract Date:

CONTRACTOR'S APPLICATION FOR PAYMENT

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Approved previous months	123,226.00	0.00
Approved this month	0.00	0.00
TOTALS	123,226.00	0.00
Net change by change orders	123,226.00	

Application is made for payment, as shown below, in connection with the Contract. Continuation Sheet is attached.

1. ORIGINAL CONTRACT SUM	\$	513,445.00
2. Net change by Change Orders	\$	123,226.00
3. CONTRACT SUM TO DATE (LINE 1+/-2)	\$	636,671.00
4. TOTAL COMPLETED & STORED TO DATE (Column G on Continuation Sheet)	\$	636,671.00
5. RETAINAGE	\$	0.00
6. TOTAL EARNED LESS RETAINAGE (Line 4 less Line 5)	\$	636,671.00
7. LESS PREVIOUS CERTIFICATES FOR PAYMENT (Line 6 from prior Certificate)	\$	604,837.45
8. SALES TAX	\$	0.00
9. CURRENT PAYMENT DUE	\$	31,833.55
10. BALANCE TO FINISH, PLUS RETAINAGE (Line 3 less Line 6)	\$	0.00

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payment received from the Owner, and that current payment shown herein is now due.

CONTRACTOR: Hellas Construction, Inc.
By: [Signature]

Date: 8/27/2025

State of: Texas County of: Guadalupe
Subscribed and sworn to before me this 27th day of August 2025
Notary Public: D. Collins
My Commission expires: 12/19/2027



ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising the above application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED.....\$ 31,833.55
(Attach explanation if amount certified differs from the amount applied for.)

ARCHITECT:

By: [Signature] Date: 8/27/2025

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

CONTINUATION SHEET

Page 2

APPLICATION AND CERTIFICATE FOR PAYMENT, containing Contractor's signed Certification is attached.

Application Number: 7
 Application Date: 8/31/2025
 Period To: 8/31/2025
 Architect's Project No: 20240766

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK BILLED FROM PREV APPLICATION (D+E+F)	WORK BILLED THIS PERIOD	MATERIALS STORED THIS PERIOD	TOTAL COMPLETED AND STORED TO DATE (D+E+F)	% (G/C)	BALANCE TO FINISH (C-G)	RETAINAGE
001	General Conditions	25,672	25,672	0	0	25,672	100	0	0
002	Insurance	5,134	5,134	0	0	5,134	100	0	0
003	Mobilization	51,345	51,345	0	0	51,345	100	0	0
004	Demolition	26,979	26,979	0	0	26,979	100	0	0
005	Field Events	21,161	21,161	0	0	21,161	100	0	0
006	Regrade Track Base	7,214	7,214	0	0	7,214	100	0	0
007	Asphalt Paving	120,273	120,273	0	0	120,273	100	0	0
008	Track Materials	217,317	217,317	0	0	217,317	100	0	0
009	Track Labor	38,350	38,350	0	0	38,350	100	0	0
010	CO#1 R/R Track Curbs	123,226	123,226	0	0	123,226	100	0	0
		636,671	636,671	0	0	636,671	100	0	0

CONDITIONAL WAIVER AND RELEASE ON PROGRESS PAYMENT

Project: Progreso HS Track

Job No. 20240766

On receipt by the signer of this document of a check from Progreso ISD in the sum of THIRTY ONE THOUSAND EIGHT HUNDRED THIRTY THREE DOLLARS AND 55 CENTS \$ 31,833.55 payable to **Hellas Construction, Inc.** (payee(s) of check) and when the check has been properly endorsed and has been paid by the bank on which it is drawn, this document becomes effective to release any mechanic's lien right, any right arising from a payment bond that complies with a state or federal statute, any common law payment bond right, any claim for payment, and any rights under any similar ordinance, rule, or statute related to claim or payment rights for persons in the signer's position that the signer has on the property of Progreso ISD (owner) located at 700 N. Business FM 1015 Progreso, TX 78579 (location) to the following extent: Track Construction (job description).

This release covers a progress payment for all labor, services, equipment, or materials furnished to the property thru the date of 8/31/2025 and to **Hellas Construction, Inc.** (person with whom signer contracted) as indicated in the attached statement(s) or progress payment request(s), except for unpaid retention, pending modifications and changes, or other items furnished.

Before any recipient of this document relies on this document, the recipient should verify evidence of payment to the signer.

The signer warrants that the signer has already paid or will use the funds received from this progress payment to promptly pay in full all of the signer's laborers, subcontractors, materialmen, and suppliers for all work, materials, equipment, or services provided for or to the above referenced project in regard to the attached statement(s) or progress payment request(s).

Date 8/27/2025
Hellas (Company)
By [Signature] (Signature)
Project Manager (Title)

State of Texas

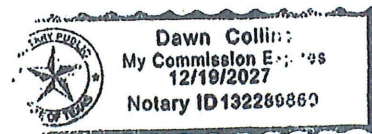
County of Guadalupe

Subscribed and sworn to before me by the said Ty Valdez, who further Acknowledged to me that he/she is the person executing this CONDITIONAL WAIVER AND RELEASE ON PROGRESS PAYMENT and that he/she is fully authorized to do so on behalf of Hellas Construction, on this 27th day of August, 2025, to certify which witness my hand and seal of office.

D. Collins
Notary Public-State of Texas

My Commission Expires: 12/19/2027

Conditional Progress Payment



D5

HS Track Certificate of Completion

PROGRESO ISD

PROGRESO HIGH SCHOOL TRACK PROJECT

ENGINEER'S CERTIFICATION OF COMPLETION

This certification was prepared by **George E. Lazaro, P.E.** with the consulting engineering firm of **Fulcrum Consulting Services**, Engineer for **Progreso ISD** serves to establish a date of completion for the construction of the Progreso ISD High School Track Project located in Progreso, Texas.

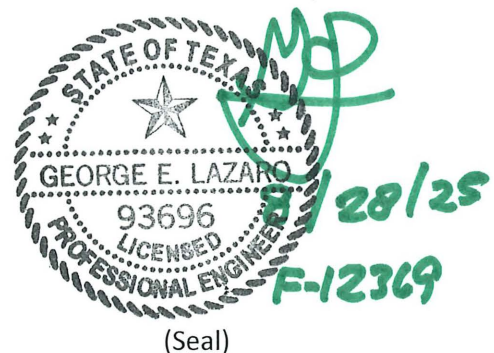
Hellas Construction, Inc., the contractor for the Progreso ISD High School Track Project, has completed the improvements in accordance with plans and specifications prepared by the Engineer. The work completed meets the design concept and criteria outlined in the construction plans and specifications. As-built drawings have been received from the contractor documenting all changes made in the construction drawings and specifications. The date of completion for the Progreso ISD High School Track Project is set forth as **August 28, 2025**. The contractor shall provide warranty for all components shown on the construction plans and work constructed and/or installed by his agents for a period of one (1) year from the date of completion indicated in this document.

Recommended by:


George E. Lazaro, P.E.
Fulcrum Consulting Services

8/28/25

Date



(Seal)

Accepted by:

Hellas Construction Inc.

Date

Progreso ISD

Date

D6

HS Turf Certificate of Completion

PROGRESO ISD

PROGRESO HIGH SCHOOL SYNTHETIC TURF FIELD PROJECT

ENGINEER'S CERTIFICATION OF COMPLETION

This certification was prepared by **George E. Lazaro, P.E.** with the consulting engineering firm of **Fulcrum Consulting Services**, Engineer for **Progreso ISD** serves to establish a date of completion for the construction of the Progreso High School Synthetic Turf Field Project located in Progreso, Texas.

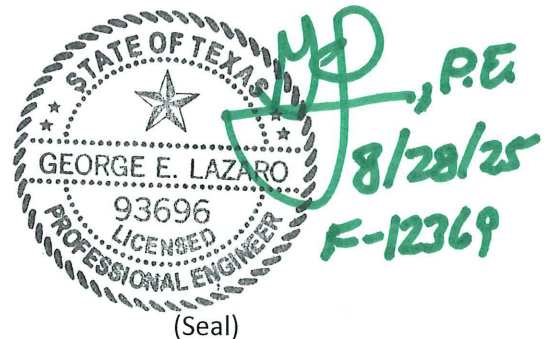
Hellas Construction, Inc., the contractor for the Progreso High School Synthetic Turf Field Project, has completed the improvements in accordance with plans and specifications prepared by the Engineer. The work completed meets the design concept and criteria outlined in the construction plans and specifications. As-built drawings have been received from the contractor documenting all changes made in the construction drawings and specifications. The date of completion for the Progreso High School Synthetic Turf Field Project is set forth as **August 28, 2025**. The contractor shall provide warranty for all components shown on the construction plans and work constructed and/or installed by his agents for a period of one (1) year from the date of completion indicated in this document.

Recommended by:


George E. Lazaro, P.E.
Fulcrum Consulting Services

8/28/25

Date



(Seal)

Accepted by:

Hellas Construction Inc.

Date

Progreso ISD

Date

F1

Cash Disbursements

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
020981	08-07-2025		02569	EDCOUCH-ELSA I.S.D.	181-36-6412.00-001-591000	C	8/7 PHS XC Edcouch Invite Fe	150.00	N
					181-36-6412.00-001-591000		8/7 PHS XC Edcouch Invite Fe	150.00	
							Check 020981 Total:	300.00	
020982	08-08-2025		00750	ODP BUSINESS SOLUT	199-53-6399.00-999-599000	C	24-25 Tech Dept Office Supplie	130.99	N
					199-53-6399.00-999-599000		24-25 Tech Dept Office Supplie	15.27	
					199-53-6399.00-999-599000		24-25 Tech Dept Office Supplie	638.55	
					199-53-6399.00-999-599000		24-25 Tech Dept Office Supplie	44.66	
					199-53-6399.00-999-599000		24-25 Tech Dept Office Supplie	403.66	
							Check 020982 Total:	1,233.13	
020983	08-08-2025		00856	RAY'S BUSINESS PRO	199-41-6399.00-750-599000	C	BO Office Supplies	1,467.85	N
020984	08-08-2025		01048	TASB RISK MANAGEM	199-00-1411.00-000-500000	C	Auto Deductible Billing	1,000.00	N
020985	08-08-2025		00643	MCDONALD'S	162-11-6411.00-001-522000	C	po 024711stock show meals	24.87	N
					162-11-6412.00-001-522000		po 024711stock show meals	74.61	
					181-36-6411.00-001-591000		PO024892 GOLF MEALS	7.72	
					181-36-6411.00-041-591000		po024068 girls basketball meal	31.16	
					181-36-6412.00-001-591000		PO024892 GOLF MEALS	99.84	
					181-36-6412.00-041-591000		po024068 girls basketball meal	180.59	
							Check 020985 Total:	418.79	
020986	08-08-2025		00672	MILITARY HWY. WATE	199-51-6259.00-999-599000	C	May-Aug District Water Usage	2,418.09	N
020987	08-08-2025		01148	WEX BANK	181-36-6411.00-001-591000	C	THSCA GAS CARD 07/20-22/2	52.78	N
					181-36-6411.00-001-591000		THSCA GAS CARD 07/20-22/2	31.00	
							Check 020987 Total:	83.78	
020988	08-08-2025		01195	WHATABURGER INC.	181-36-6412.00-001-591000	C	3/27 LUN Boys Soccer Region	232.50	N
020989	08-08-2025		01429	PETROLEUM TRADER	199-34-6311.00-999-599000	C	June-Aug. District Gas/Diesel	3,301.16	N
020990	08-08-2025		02567	SANTANA WASTE MAN	101-35-6259.00-999-599000	C	JUNE-AUGUST WASTE COLL	3,187.80	N
					199-51-6259.00-999-599000		June-Aug. Waste Collection	3,896.20	
					199-51-6259.00-999-599000		June-Aug. Waste Collection	770.00	
							Check 020990 Total:	7,854.00	
020991	08-08-2025		03471	ARMANDO GONZALEZ	199-51-6249.00-999-599000	C	Pressure Test Gas Line Dist.	16,100.00	N
020992	08-15-2025		00051	ANDY'S AUTO AIR & SU	199-34-6249.00-999-599000	C	Bus #28 A/c not cooling	6,460.35	N
020993	08-15-2025		00121	CED	199-51-6319.00-999-599000	C	Lights needed for PEC Gym	2,174.88	N
					199-51-6319.00-999-599000		Ballast needed for dist. Light	867.60	
					199-51-6319.00-999-599000		July-Aug. 2025 Part/Materials	253.21	
					199-51-6319.00-999-599000		July-Aug. 2025 Part/Materials	16.90	
					199-51-6319.00-999-599000		July-Aug. 2025 Part/Materials	71.33	
					199-51-6319.00-999-599000		July-Aug. 2025 Part/Materials	12.79	
							Check 020993 Total:	3,396.71	
020994	08-15-2025		00275	DIRECT ENERGY BUSI	199-51-6259.00-999-599000	C	May-Aug PISD Electricity Usag	47,666.54	N

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
020995	08-15-2025		00275	DIRECT ENERGY BUSI	199-51-6259.00-999-599000	C	May-Aug PISD Electricity Usag	2,380.53	N
020996	08-15-2025		00277	DIRT DEPOT & SUPPLI	162-11-6399.00-001-522000	C	CTE supplies needed	490.00	N
020997	08-15-2025		00344	HUNTINGTON SKY PR	199-41-6399.00-701-599000	C	Admin Canopy/Outside events	1,821.60	N
020998	08-15-2025		00415	GATEWAY PRINTING	211-11-6399.00-699-530001	C	2025 Summer School Supplies	4,169.79	N
					211-11-6399.00-699-530001		2025 Summer School Supplies	19.56	
					211-11-6399.00-699-530001		2025 Summer School Supplies	84.79	
					211-11-6399.00-699-530001		2025 Summer School Supplies	23.60	
					211-11-6399.00-699-530001		2025 Summer School Supplies	694.62	
					211-11-6399.00-699-530102		SUMMER SCHOOL SUPPLIE	925.56	
					211-11-6399.00-699-530102		SUMMER SCHOOL SUPPLIE	1,578.37	
					211-11-6399.00-699-530102		SUMMER SCHOOL SUPPLIE	154.35	
					211-11-6399.00-699-530102		SUMMER SCHOOL SUPPLIE	98.33	
							Check 020998 Total:	7,748.97	
020999	08-15-2025		00513	INSIGHT PUBLIC SECT	199-53-6399.00-999-599000	C	Network Main. Trans. Building	2,590.00	N
021000	08-15-2025		00534	AIRTROL SUPPLY INC	199-51-6319.00-999-599000	C	July-Aug. 2025 Part/Materials	61.17	N
					199-51-6319.00-999-599000		July-Aug. 2025 Part/Materials	295.00	
					199-51-6319.00-999-599000		July-Aug. 2025 Part/Materials	40.58	
					199-51-6319.00-999-599000		July-Aug. 2025 Part/Materials	129.90	
					199-51-6319.00-999-599000		July-Aug. 2025 Part/Materials	198.46	
					199-51-6319.00-999-599000		July-Aug. 2025 Part/Materials	89.50	
					199-51-6319.00-999-599000		July-Aug. 2025 Part/Materials	187.80	
					199-51-6319.00-999-599000		July-Aug. 2025 Part/Materials	204.98	
					199-51-6319.00-999-599000		July-Aug. 2025 Part/Materials	156.53	
					199-51-6319.00-999-599000		July-Aug. 2025 Part/Materials	16.80	
	08-15-2025	0000025470	00534	AIRTROL SUPPLY INC	199-51-6319.00-999-599000	M	PO025470 RETURNED ITEMS	-129.90	
							Check 021000 Total:	1,250.82	
021001	08-15-2025		00569	LABATT INSTITUTIONA	101-35-6341.00-699-599000	C	JULY FOOD PLANNING	151.34	N
					101-35-6343.00-999-599000		CATERING REQUEST	324.32	
							Check 021001 Total:	475.66	
021002	08-15-2025		00643	MCDONALD'S	199-51-6499.00-999-599000	C	BFK Maint/Cust. Meeting	159.50	N
021003	08-15-2025		00678	MOBILE RELAYS LLC	199-51-6249.00-999-599000	C	Airtime Radio Open PO Aug.	924.00	N
021004	08-15-2025		00752	O'HANLON, DEMERAT	199-41-6211.00-702-599000	C	Legal Serv. Sept.24-Aug2025	22,145.51	N
021005	08-15-2025		00765	O'REILLY AUTO PARTS	199-34-6319.00-999-599000	C	July-Aug. 2025 Part/Materials	410.93	N
					199-34-6319.00-999-599000		July-Aug. 2025 Part/Materials	98.57	
	08-15-2025	0000025468	00765	O'REILLY AUTO PARTS	199-34-6319.00-999-599000	M	PO025468 RETURNED ITEM	-10.00	
							Check 021005 Total:	499.50	
021006	08-15-2025		00784	NCS PEARSON, INC	161-11-6399.00-001-521000	C	Gifted & Talented NNAT3	330.00	N
					161-11-6399.00-041-521000		Gifted & Talented NNAT3	330.00	
					161-11-6399.00-102-521000		Gifted & Talented NNAT3	330.00	
					161-11-6399.00-104-521000		Gifted & Talented NNAT3	330.00	
							Check 021006 Total:	1,320.00	

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
021007	08-15-2025		00864	REGION I E.S.C.	199-33-6239.00-041-500000	C	07/17 SCHOOL HEALTH CON	200.00	N
					211-13-6239.00-102-530000		REGION ON WKSHOP#37251	350.00	
					Check 021007 Total:		550.00		
021008	08-15-2025		00908	ROBERT SANCHEZ	101-35-6249.00-999-599000	C	INSPECTION AND PEST CON	45.00	N
					101-35-6249.00-999-599000		INSPECTION AND PEST CON	60.00	
					101-35-6249.00-999-599000		INSPECTION AND PEST CON	45.00	
					101-35-6249.00-999-599000		INSPECTION AND PEST CON	100.00	
					101-35-6249.00-999-599000		INSPECTION AND PEST CON	45.00	
					101-35-6249.00-999-599000		INSPECTION AND PEST CON	45.00	
					199-51-6299.00-999-599000		Jun-Aug Pest Control Mthly/Qtl	125.00	
					199-51-6299.00-999-599000		Jun-Aug Pest Control Mthly/Qtl	85.00	
					199-51-6299.00-999-599000		Jun-Aug Pest Control Mthly/Qtl	65.00	
					199-51-6299.00-999-599000		Jun-Aug Pest Control Mthly/Qtl	65.00	
					199-51-6299.00-999-599000		Jun-Aug Pest Control Mthly/Qtl	125.00	
					199-51-6299.00-999-599000		Jun-Aug Pest Control Mthly/Qtl	125.00	
					199-51-6299.00-999-599000		Jun-Aug Pest Control Mthly/Qtl	125.00	
					199-51-6299.00-999-599000		Jun-Aug Pest Control Mthly/Qtl	125.00	
					199-51-6299.00-999-599000		Jun-Aug Pest Control Mthly/Qtl	85.00	
					199-51-6299.00-999-599000		Jun-Aug Pest Control Mthly/Qtl	125.00	
					199-51-6299.00-999-599000		Jun-Aug Pest Control Mthly/Qtl	200.00	
					199-51-6299.00-999-599000		Jun-Aug Pest Control Mthly/Qtl	200.00	
					Check 021008 Total:		1,915.00		
					021009		08-15-2025		
199-51-6319.00-999-599000	Paint needed for district wide	1,797.10							
Check 021009 Total:		2,160.50							
021010	08-15-2025		00993	JOHNSON CONTROLS	699-81-6629.00-001-5990FA	C	Fix Fire Alarms at High School	56,145.98	N
021011	08-15-2025		01005	SOUTH TEXAS COLLE	162-11-6223.00-001-522038	C	stc summer semester tuition	18,224.00	N
021012	08-15-2025		01073	TEXAS GAS SERVICE	101-35-6259.00-999-599000	C	JUNE-AUGUST GAS SERVIC	324.92	N
					101-35-6259.00-999-599000		JUNE-AUGUST GAS SERVIC	1.49	
					101-35-6259.00-999-599000		JUNE-AUGUST GAS SERVIC	235.29	
					101-35-6259.00-999-599000		JUNE-AUGUST GAS SERVIC	1.49	
					101-35-6259.00-999-599000		JUNE-AUGUST GAS SERVIC	243.99	
					101-35-6259.00-999-599000		JUNE-AUGUST GAS SERVIC	1.49	
					101-35-6259.00-999-599000		JUNE-AUGUST GAS SERVIC	267.09	
					101-35-6259.00-999-599000		JUNE-AUGUST GAS SERVIC	1.49	
					101-35-6259.00-999-599000		JUNE-AUGUST GAS SERVIC	276.02	
					101-35-6259.00-999-599000		JUNE-AUGUST GAS SERVIC	1.49	
					199-51-6259.00-999-599000		Mar.-May DTMS Gas Services	302.83	
					199-51-6259.00-999-599000		Mar.-May DTMS Gas Services	1.49	
					199-51-6259.00-999-599000		June-Aug DTMS Gas Services	250.29	
					199-51-6259.00-999-599000		June-Aug DTMS Gas Services	282.55	
					Check 021012 Total:		2,191.92		

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
021013	08-15-2025		01148	WEX BANK	199-34-6311.00-999-599000	C	July-Aug Fuel District travel	35.00	N
					199-34-6311.00-999-599000		July-Aug Fuel District travel	40.00	
					199-34-6311.00-999-599000		July-Aug Fuel District travel	39.01	
					199-34-6311.00-999-599000		July-Aug Fuel District travel	36.01	
							Check 021013 Total:	150.02	
021014	08-15-2025		01152	VALLEY TROPHIES, LL	199-41-6399.00-701-599000	C	Honoring Plaque	61.36	N
021015	08-15-2025		01195	WHATABURGER INC.	181-36-6411.00-001-591000	C	8/7 LUN PHS XC @ Edcouch-	42.00	N
					181-36-6412.00-001-591000		8/7 LUN PHS XC @ Edcouch-	213.75	
							Check 021015 Total:	255.75	
021016	08-15-2025		01222	SOUTHERN COMPUTE	161-11-6399.00-001-521000	C	Dell Chromebooks	23,095.00	N
					162-11-6399.00-001-522000		Dell Chromebooks	50,000.00	
					199-33-6399.00-102-599000		Replace Nurse Computer	1,179.00	
					211-11-6399.00-001-530000		Dell Chromebooks	32,359.97	
					211-11-6399.00-041-530000		Dell Chromebooks	24,269.98	
					211-11-6399.00-102-530000		Dell Chromebooks	8,249.97	
					211-11-6399.00-102-530000		Dell Chromebooks	3,885.02	
					211-11-6399.00-104-530000		Dell Chromebooks	12,134.98	
							Check 021016 Total:	155,173.92	
021017	08-15-2025		01775	SMARTCOM TELEPHO	199-51-6259.00-999-599000	C	May-Aug Phone/Internet Servic	4,585.92	N
021018	08-15-2025		02119	C.L. ANDERSON JR., M.	199-34-6219.00-999-599000	C	May-July 2025 Renewal Dot	30.00	N
021019	08-15-2025		02177	REG WELDING SUPPL	199-61-6399.00-999-530000	C	Helium For Welcome Back Bas	309.00	N
021020	08-15-2025		02181	T & W TIRE LLC	199-51-6249.00-999-599000	C	Van #2 needs work done	4,572.18	N
					199-51-6249.00-999-599000		New tires for Van #2	811.67	
							Check 021020 Total:	5,383.85	
021021	08-15-2025		02242	CENTER STONE SERVI	199-51-6249.00-999-599000	C	Replace air handler at Elem..	3,897.00	N
021022	08-15-2025		02320	ACT, INC	199-11-6223.00-001-511000	C	ACT high school testing pmt	2,418.00	N
021023	08-15-2025		02729	CESAR G. TOVAR	199-51-6249.00-999-599000	C	Recharge Fire Ext. dist. wide	916.00	N
					199-51-6249.00-999-599000		Recharge Fire Ext. dist. wide	1,136.00	
					199-51-6249.00-999-599000		Recharge Fire Ext. dist. wide	252.00	
					199-51-6249.00-999-599000		Recharge Fire Ext. dist. wide	104.00	
					199-51-6249.00-999-599000		Recharge Fire Ext. dist. wide	813.00	
							Check 021023 Total:	3,221.00	
021024	08-15-2025		02736	EDITH TREVINO	164-11-6299.00-001-530000	C	PD Instructional Session	500.00	N
					164-11-6299.00-041-530000		PD Instructional Session	500.00	
					164-11-6299.00-102-530000		PD Instructional Session	500.00	
					164-11-6299.00-104-530000		PD Instructional Session	500.00	
							Check 021024 Total:	2,000.00	
021025	08-15-2025		02772	ABRAHAM MARTINEZ	199-11-6499.00-001-599702	C	Welcome Back Bash 25/26	250.00	N
					199-11-6499.00-041-599702		Welcome Back Bash 25/26	250.00	
					199-11-6499.00-102-599702		Welcome Back Bash 25/26	250.00	
					199-11-6499.00-104-599702		Welcome Back Bash 25/26	250.00	
							Check 021025 Total:	1,000.00	

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
021026	08-15-2025		03093	JSJ RODRIGUEZ INC	289-11-6399.00-001-524000	C	Halo Cloud 1 YR Renewal Plan	788.48	N
					289-11-6399.00-041-524000		Halo Cloud 1 YR Renewal Plan	788.48	
					289-11-6399.00-102-524000		Halo Cloud 1 YR Renewal Plan	788.48	
					289-11-6399.00-104-524000		Halo Cloud 1 YR Renewal Plan	788.48	
Check 021026 Total:							3,153.92		
021027	08-15-2025		03246	HAJOCA CORPORATIO	199-51-6319.00-999-599000	C	Jan-Mar. Maint. Parts/supplies	1,187.74	N
					199-51-6319.00-999-599000		Jan-Mar. Maint. Parts/supplies	19.25	
					199-51-6319.00-999-599000		Jan-Mar. Maint. Parts/supplies	19.25	
Check 021027 Total:							1,226.24		
021028	08-15-2025		03301	AMAZON CAPITAL SER	274-13-6399.00-001-524000	C	supplies for gear up program	191.55	N
021029	08-15-2025		03339	RUSH TRUCK CENTER	199-34-6249.00-999-599000	C	Oil change & Air Filter bus#30	545.84	N
					199-34-6249.00-999-599000		Bus #38 Oil&Air Filter Change	612.09	
					199-34-6249.00-999-599000		Bus #39 needs oil&Air filter	606.10	
					199-34-6249.00-999-599000		Oil change & Air Filter bus#39	612.09	
					199-34-6249.00-999-599000		Bus #34needs oil/filter change	424.95	
					199-51-6249.00-999-599000		Bus #5 needs oil/filter change	523.95	
Check 021029 Total:							3,325.02		
021030	08-15-2025		03352	MARISOL GARCIA	181-36-6497.00-001-591000	C	HS Sports Banquet Decoration	130.00	N
					199-11-6499.00-001-599702		Welcome Back Bash 25/26	80.00	
					199-11-6499.00-041-599702		Welcome Back Bash 25/26	80.00	
					199-11-6499.00-102-599702		Welcome Back Bash 25/26	80.00	
					199-11-6499.00-104-599702		Welcome Back Bash 25/26	80.00	
Check 021030 Total:							450.00		
021031	08-15-2025		03362	COMIDA RAPIDA TECN	199-11-6499.00-001-599702	C	Welcome Back Bash 25/26	213.75	N
					199-11-6499.00-041-599702		Welcome Back Bash 25/26	213.75	
					199-11-6499.00-102-599702		Welcome Back Bash 25/26	213.75	
					199-11-6499.00-104-599702		Welcome Back Bash 25/26	213.75	
Check 021031 Total:							855.00		
021032	08-15-2025		03375	AMPLIFY EDUCATION,	211-13-6299.00-102-530000	C	MCLAS Professional	750.00	N
					211-13-6299.00-104-530000		MCLAS Professional	750.00	
Check 021032 Total:							1,500.00		
021033	08-15-2025		03400	IMPERIAL BAG & PAPE	199-51-6319.00-999-599000	C	Part needed for Dist. Vacuum	826.20	N
021034	08-15-2025		03412	BIBLIU CAMPUS, INC	162-11-6399.00-001-522000	C	stc summer semester textbook	186.65	N
021035	08-15-2025		03449	NEXSTAR MEDIA INC	199-11-6299.00-001-599000	C	Class of 2025 Top Seniors	1,850.00	N
					199-11-6299.00-001-599000		Class of 2025 Top Seniors	750.00	
					199-11-6299.00-001-599000		Class of 2025 Top Seniors	150.00	
Check 021035 Total:							2,750.00		
021036	08-15-2025		03481	ECS SOUTHWEST, LLP	699-81-6219.00-999-5990TF	C	HS Football Field Resurfacing	3,312.00	N
					699-81-6219.00-999-5990TF		HS Football Field Resurfacing	12,552.00	
					699-81-6219.00-999-5990TF		HS Football Field Resurfacing	2,710.50	
					699-81-6219.00-999-5990TF		HS Football Field Resurfacing	8,442.64	
					699-81-6219.00-999-5990TF		HS Football Field Resurfacing	5,323.00	
Check 021036 Total:							32,340.14		

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
021037	08-15-2025		01422	MARIA LOURDES FLOR	199-11-6499.00-001-599702	C	District Training Meals	262.50	N
					199-11-6499.00-041-599702		District Training Meals	262.50	
					199-11-6499.00-102-599702		District Training Meals	262.50	
					199-11-6499.00-104-599702		District Training Meals	262.50	
					Check 021037 Total:			1,050.00	
021038	08-22-2025		00055	APPLE COMPUTER, IN	164-11-6399.00-001-530000	C	Ipad Keyboards for HS	398.00	N
021039	08-22-2025		00569	LABATT INSTITUTIONA	101-35-6343.00-999-599000	C	CATERING REQUEST	480.51	N
					101-35-6343.00-999-599000		CATERING REQUEST	366.85	
					Check 021039 Total:			847.36	
021041	08-22-2025		00732	NICHO PRODUCE COM	101-35-6343.00-999-599000	C	CATERING REQUEST	358.00	N
021042	08-22-2025		00864	REGION I E.S.C.	199-23-6239.00-104-599000	C	6/19 WK 372519 Reg. fee CH.	175.00	N
					263-13-6239.00-001-525000		ONLINE WEBINAR	125.00	
					263-13-6239.00-041-525000		ONLINE WEBINAR	125.00	
					263-13-6239.00-102-525000		ONLINE WEBINAR	125.00	
					263-13-6239.00-104-525000		ONLINE WEBINAR	125.00	
					Check 021042 Total:			675.00	
021043	08-22-2025		01085	THE BLUE ONION LTD	199-41-6499.00-702-599000	C	BOARD MEETING MEAL	113.00	N
021044	08-22-2025		01222	SOUTHERN COMPUTE	162-11-6399.00-001-522000	C	HP ProBook Notebook	27,265.00	N
					181-36-6399.00-001-591000		Office technology equipment	2,358.00	
					181-36-6399.00-001-591000		Office technology equipment	595.80	
					181-36-6399.00-001-591000		Office technology equipment	27.80	
					Check 021044 Total:			30,246.60	
021045	08-22-2025		01455	ECONOMY AWARDS LL	181-36-6497.00-001-591000	C	5/21 HS 24-25 Athletic Awards	685.16	N
					181-36-6497.00-041-591000		5/20 MS 24-25 Athletic Awards	512.61	
					Check 021045 Total:			1,197.77	
021046	08-22-2025		01786	PEARL IRENE CANTU	199-11-6399.00-102-5110IA	C	25-26 TEKS KINDER & 1ST G	17,300.00	N
021047	08-22-2025		02639	DESTINATION IMAGINA	161-11-6399.00-001-521000	C	GT Problem Solving Program	698.00	N
					161-11-6399.00-041-521000		GT Problem Solving Program	698.00	
					161-11-6399.00-102-521000		GT Problem Solving Program	698.00	
					161-11-6399.00-104-521000		GT Problem Solving Program	698.00	
					Check 021047 Total:			2,792.00	
021048	08-22-2025		02736	EDITH TREVINO	165-13-6299.00-001-525000	C	English Development Boot Ca	2,200.00	N
					165-13-6299.00-104-525000		English Development Boot Ca	2,200.00	
					Check 021048 Total:			4,400.00	
021049	08-22-2025		03180	BAEZ, LOURDES	199-11-6499.00-001-599702	C	Rental/Tables & Chairs	218.00	N
					199-11-6499.00-041-599702		Rental/Tables & Chairs	218.00	
					199-11-6499.00-102-599702		Rental/Tables & Chairs	219.00	
					199-11-6499.00-104-599702		Rental/Tables & Chairs	219.00	
					Check 021049 Total:			874.00	
021050	08-22-2025		03301	AMAZON CAPITAL SER	199-11-6399.00-001-599702	C	Welcome Back Bash 25/26	55.25	N
					199-11-6399.00-001-599702		Welcome Back Bash 25/26	70.82	
					199-11-6399.00-041-599702		Welcome Back Bash 25/26	55.25	
					199-11-6399.00-041-599702		Welcome Back Bash 25/26	70.82	
					199-11-6399.00-102-599702		Welcome Back Bash 25/26	55.25	

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
021051	08-22-2025		03419	W.W. GRAINGER, INC	199-11-6399.00-102-599702		Welcome Back Bash 25/26	70.82	
					199-11-6399.00-104-599702		Welcome Back Bash 25/26	55.24	
					199-11-6399.00-104-599702		Welcome Back Bash 25/26	70.85	
					Check 021050 Total:			504.30	
					199-51-6319.00-999-599000	C	po025354 maint dept parts&su	26.05	N
					199-51-6319.00-999-599000		po025354 maint dept parts&su	137.38	
					199-51-6319.00-999-599000		po025354 maint dept parts&su	376.05	
					199-51-6319.00-999-599000		po025354 maint dept parts&su	4.62	
					199-51-6319.00-999-599000		po025354 maint dept parts&su	5.52	
					199-51-6319.00-999-599000		po025354 maint dept parts&su	4.97	
021052	08-22-2025		00023	AIM MEDIA TEXAS OPE	199-51-6319.00-999-599000		po025354 maint dept parts&su	22.34	
					Check 021051 Total:			576.93	
					199-41-6499.00-750-599000	C	PO 24675-PISD Advertising	857.18	N
					199-52-6219.00-999-599044	C	School Safety Guardian Progra	400.00	N
					199-11-6411.00-041-511000	C	5/15 Meals 8th Aquarium Trip	120.00	N
					199-11-6412.00-041-511000		5/15 Meals 8th Aquarium Trip	801.00	
					Check 021054 Total:			921.00	
021055	08-29-2025		00363	FOLLETT CONTENT SO	199-12-6329.00-041-599000	C	PO024578 READING MATERI	2,644.47	N
					199-12-6329.00-041-599000		PO024578 READING MATERI	628.60	
					199-12-6329.00-041-599000		PO024578 READING MATERI	529.27	
					470-12-6329.00-102-500021		PO024210 LIBRARY BOOKS	450.27	
					470-12-6329.00-102-500021		PO024210 LIBRARY BOOKS	3,483.39	
					470-12-6329.00-102-500021		PO024210 LIBRARY BOOKS	1,192.44	
					Check 021055 Total:			8,928.44	
					163-36-6411.00-001-523000	C	LUN 1/23Sped Olympics Bowli	18.00	N
					163-36-6412.00-001-523000		LUN 1/23Sped Olympics Bowli	72.00	
021056	08-29-2025		00375	CAFE VENTURE COMP	Check 021056 Total:			90.00	
					199-51-6319.00-999-599000	C	PO025467 MAINT DEPT SUP	174.44	N
					199-51-6319.00-999-599000		PO025467 MAINT DEPT SUP	330.48	
					199-51-6319.00-999-599000		PO025467 MAINT DEPT SUP	68.06	
					199-51-6319.00-999-599000		PO025467 MAINT DEPT SUP	917.57	
					199-51-6319.00-999-599000		PO025467 MAINT DEPT SUP	284.07	
					199-51-6319.00-999-599000		PO025467 MAINT DEPT SUP	181.52	
					199-51-6319.00-999-599000		PO025467 MAINT DEPT SUP	8.44	
					199-51-6319.00-999-599000		PO025467 MAINT DEPT SUP	247.35	
					199-51-6319.00-999-599000		PO025467 MAINT DEPT SUP	257.48	
021057	08-29-2025	0000025467	00595	LOWE'S	199-51-6319.00-999-599000		Water Heater for Early College	445.55	
					199-51-6319.00-999-599000	M	PO 025467 RETURNED ITEM	-690.68	
					Check 021057 Total:			2,224.28	
					199-11-6411.00-041-511000	C	05/28 6TH GRADE FIELD LES	77.88	N
					199-11-6412.00-041-511000		05/28 6TH GRADE FIELD LES	1,815.45	
					Check 021058 Total:			1,893.33	
					211-11-6399.00-001-530000	C	PISD School Supplies/Teacher	3,886.78	N
					211-11-6399.00-041-530000		PISD School Supplies/Teacher	3,727.58	
					211-11-6399.00-102-530000		PISD School Supplies/Teacher	3,427.89	
					211-11-6399.00-104-530000		PISD School Supplies/Teacher	2,428.20	
021058	08-29-2025		00606	MAIN EVENT ENTERTA	199-11-6411.00-041-511000				
					199-11-6412.00-041-511000				
					Check 021058 Total:			1,893.33	
021059	08-29-2025		00667	MID VALLEY OFFICE S	211-11-6399.00-001-530000	C	PISD School Supplies/Teacher	3,886.78	N
					211-11-6399.00-041-530000		PISD School Supplies/Teacher	3,727.58	
					211-11-6399.00-102-530000		PISD School Supplies/Teacher	3,427.89	
					211-11-6399.00-104-530000		PISD School Supplies/Teacher	2,428.20	

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
							Check 021059 Total:	13,470.45	
021060	08-29-2025		00864	REGION I E.S.C.	199-41-6411.00-750-599000	C	Workshop Registration Fees	300.00	N
					211-13-6239.00-001-5300LA		TCMPC Professional Develop.	9,282.00	
					211-13-6299.00-041-530000		Professional Development Ses	800.00	
					211-13-6299.00-104-530000		Professional Development Ses	800.00	
							Check 021060 Total:	11,182.00	
021061	08-29-2025		00993	JOHNSON CONTROLS	699-81-6629.00-001-5990FA	C	Fix Fire Alarms at High School	56,396.67	N
021062	08-29-2025		01050	TASBO	199-53-6499.00-999-599000	C	TASBO Annual Dues-PIEMS S	145.00	N
021063	08-29-2025		01148	WEX BANK	162-11-6411.00-001-522019	C	AG trip for lamb purchase	129.00	N
021064	08-29-2025		01165	VERIZON WIRELESS	199-51-6259.00-999-599000	C	May-Aug Cell Phones/Data Car	1,526.33	N
					199-51-6259.00-999-599000		May-Aug Cell Phones/Data Car	1,526.10	
							Check 021064 Total:	3,052.43	
021065	08-29-2025		01177	CAPITAL ONE	212-11-6399.00-001-524000	C	Supplemental clothing for migr	150.00	N
					212-11-6399.00-001-524000		Supplemental clothing for migr	143.76	
					212-11-6399.00-001-524000		Supplemental clothing for migr	146.73	
					212-11-6399.00-001-524000		Supplemental clothing for migr	148.18	
					212-11-6399.00-001-524000		Supplemental clothing for migr	150.00	
					212-11-6399.00-001-524000		Supplemental clothing for migr	144.28	
					212-11-6399.00-001-524000		Supplemental clothing for migr	147.69	
					212-11-6399.00-001-524000		Supplemental clothing for migr	145.75	
					212-11-6399.00-001-524000		Supplemental clothing for migr	150.00	
					212-11-6399.00-001-524000		Supplemental clothing for migr	148.98	
					212-11-6399.00-001-524000		Supplemental clothing for migr	148.30	
					212-11-6399.00-001-524000		Supplemental clothing for migr	146.80	
					212-11-6399.00-001-524000		Supplemental clothing for migr	148.44	
					212-11-6399.00-001-524000		Supplemental clothing for migr	142.88	
					212-11-6399.00-001-524000		Supplemental clothing for migr	150.00	
					212-11-6399.00-001-524000		Supplemental clothing for migr	142.96	
					212-11-6399.00-001-524000		Supplemental clothing for migr	147.08	
					212-11-6399.00-001-524000		Supplemental clothing for migr	141.58	
					212-11-6399.00-001-524000		Supplemental clothing for migr	150.00	
					212-11-6399.00-041-524000		Supplemental clothing for migr	136.80	
					212-11-6399.00-041-524000		Supplemental clothing for migr	140.36	
					212-11-6399.00-041-524000		Supplemental clothing for migr	150.00	
					212-11-6399.00-041-524000		Supplemental clothing for migr	150.00	
					212-11-6399.00-041-524000		Supplemental clothing for migr	146.89	
					212-11-6399.00-041-524000		Supplemental clothing for migr	147.78	
					212-11-6399.00-041-524000		Supplemental clothing for migr	150.00	
					212-11-6399.00-041-524000		Supplemental clothing for migr	149.65	
					212-11-6399.00-041-524000		Supplemental clothing for migr	148.70	
					212-11-6399.00-041-524000		Supplemental clothing for migr	146.90	
					212-11-6399.00-041-524000		Supplemental clothing for migr	144.80	
					212-11-6399.00-041-524000		Supplemental clothing for migr	142.89	

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
					212-11-6399.00-041-524000		Supplemental clothing for migr	149.33	
					212-11-6399.00-041-524000		Supplemental clothing for migr	146.81	
					212-11-6399.00-041-524000		Supplemental clothing for migr	146.66	
					212-11-6399.00-041-524000		Supplemental clothing for migr	149.29	
					212-11-6399.00-041-524000		Supplemental clothing for migr	148.69	
					212-11-6399.00-041-524000		Supplemental clothing for migr	144.70	
					212-11-6399.00-041-524000		Supplemental clothing for migr	148.65	
					212-11-6399.00-041-524000		Supplemental clothing for migr	146.41	
					212-11-6399.00-041-524000		Supplemental clothing for migr	148.77	
					212-11-6399.00-041-524000		Supplemental clothing for migr	150.00	
					212-11-6399.00-041-524000		Supplemental clothing for migr	145.67	
					212-11-6399.00-041-524000		Supplemental clothing for migr	145.84	
					212-11-6399.00-041-524000		Supplemental clothing for migr	149.84	
					212-11-6399.00-041-524000		Supplemental clothing for migr	149.67	
					212-11-6399.00-041-524000		Supplemental clothing for migr	149.16	
					212-11-6399.00-041-524000		Supplemental clothing for migr	141.88	
					212-11-6399.00-041-524000		Supplemental clothing for migr	150.00	
					212-11-6399.00-041-524000		Supplemental clothing for migr	146.90	
					212-11-6399.00-041-524000		Supplemental clothing for migr	140.58	
					212-11-6399.00-041-524000		Supplemental clothing for migr	150.00	
					212-11-6399.00-041-524000		Supplemental clothing for migr	144.88	
					212-11-6399.00-041-524000		Supplemental clothing for migr	149.80	
					212-11-6399.00-041-524000		Supplemental clothing for migr	146.22	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	147.04	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	143.66	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	146.78	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	140.76	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	148.54	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	146.22	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	148.82	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	150.00	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	146.28	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	147.79	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	150.00	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	145.67	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	140.48	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	146.76	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	145.72	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	146.76	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	147.24	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	150.00	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	146.74	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	150.00	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	133.79	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	147.14	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	148.16	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	146.20	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	144.73	

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	148.74	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	143.30	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	148.66	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	148.18	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	146.18	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	147.70	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	147.92	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	147.78	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	144.84	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	149.78	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	148.78	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	147.73	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	145.28	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	150.00	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	148.23	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	148.78	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	145.28	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	142.49	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	141.76	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	141.14	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	145.66	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	146.84	
					212-11-6399.00-102-524000		CLOTHING FOR MIGRANT	147.78	
					212-11-6399.00-104-524000		Supplemental clothing for migr	148.26	
					212-11-6399.00-104-524000		Supplemental clothing for migr	149.78	
					212-11-6399.00-104-524000		Supplemental clothing for migr	145.83	
					212-11-6399.00-104-524000		Supplemental clothing for migr	149.75	
					212-11-6399.00-104-524000		Supplemental clothing for migr	121.82	
					212-11-6399.00-104-524000		Supplemental clothing for migr	149.30	
					212-11-6399.00-104-524000		Supplemental clothing for migr	145.72	
					212-11-6399.00-104-524000		Supplemental clothing for migr	144.84	
					212-11-6399.00-104-524000		Supplemental clothing for migr	138.34	
					212-11-6399.00-104-524000		Supplemental clothing for migr	142.75	
					212-11-6399.00-104-524000		Supplemental clothing for migr	145.16	
					212-11-6399.00-104-524000		Supplemental clothing for migr	132.72	
					212-11-6399.00-104-524000		Supplemental clothing for migr	145.82	
					212-11-6399.00-104-524000		Supplemental clothing for migr	150.00	
					212-11-6399.00-104-524000		Supplemental clothing for migr	146.32	
					212-11-6399.00-104-524000		Supplemental clothing for migr	146.28	
					212-11-6399.00-104-524000		Supplemental clothing for migr	147.68	
					212-11-6399.00-104-524000		Supplemental clothing for migr	150.00	
					212-11-6399.00-104-524000		Supplemental clothing for migr	148.05	
					212-11-6399.00-104-524000		Supplemental clothing for migr	149.50	
					212-11-6399.00-104-524000		Supplemental clothing for migr	144.82	
					212-11-6399.00-104-524000		Supplemental clothing for migr	145.46	
					212-11-6399.00-104-524000		Supplemental clothing for migr	149.40	
					212-11-6399.00-104-524000		Supplemental clothing for migr	145.86	
					212-11-6399.00-104-524000		Supplemental clothing for migr	149.42	

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
					212-11-6399.00-104-524000		Supplemental clothing for migr	142.48	
					212-11-6399.00-104-524000		Supplemental clothing for migr	145.82	
					212-11-6399.00-104-524000		Supplemental clothing for migr	149.24	
					212-11-6399.00-104-524000		Supplemental clothing for migr	149.20	
					212-11-6399.00-104-524000		Supplemental clothing for migr	142.90	
021066	08-29-2025		01713	MISSION RESTAURAN	Check 021065 Total:			19,628.32	
					101-35-6639.00-999-599000	C	ICE MACHINES FOR CAFETE	6,006.19	N
					101-35-6639.00-999-599000		ICE MACHINES FOR CAFETE	6,006.19	
					101-35-6639.00-999-599000		ICE MACHINES FOR CAFETE	6,006.19	
					101-35-6639.00-999-599000		ICE MACHINES FOR CAFETE	6,006.19	
021067	08-29-2025		02242	CENTER STONE SERVI	Check 021066 Total:			24,024.76	
					199-51-6249.00-999-599000	C	Repair AG Farm sliding Gate	729.63	N
021068	08-29-2025		02510	1015 GROCERY STOR	199-11-6499.00-041-511000	C	5/28 BKF College & Career Fai	149.50	N
021069	08-29-2025		02589	HENRY SCHEIN, INC	181-36-6399.00-001-591000	C	HS/MS Gatorade Pckg	487.50	N
					181-36-6399.00-041-591000		HS/MS Gatorade Pckg	487.50	
					Check 021069 Total:			975.00	
021070	08-29-2025		02729	CESAR G. TOVAR	101-35-6249.00-999-599000	C	SEMI ANNUAL FIRE EXTING	2,128.00	N
021071	08-29-2025		02824	Rodriguez Jesus	199-51-6249.00-999-599000	C	New Mirrors at Football Field	1,205.00	N
021072	08-29-2025		02883	LMG Sales Inc.	199-51-6319.00-999-599000	C	Parts needed for Tractors	262.50	N
					199-51-6319.00-999-599000		Blades for Dist. Tractors	239.00	
					Check 021072 Total:			501.50	
021073	08-29-2025		02992	SAM'S CLUB/SYNCHRO	199-41-6399.00-701-599000	C	Professional Develop Items	155.74	N
					199-41-6399.00-701-599000		Professional Develop Items	714.92	
					199-41-6399.00-701-599000		Professional Develop Items	908.93	
					199-41-6399.00-701-599000		Professional Develop Items	134.22	
					Check 021073 Total:			1,913.81	
021074	08-29-2025		03189	LAZEL, INC	165-13-6299.00-102-525000	C	PEC/Elem. PD Workshop	1,500.00	N
					165-13-6299.00-104-525000		PEC/Elem. PD Workshop	1,500.00	
					Check 021074 Total:			3,000.00	
021075	08-29-2025		03276	TRIPLE-S STEEL HOLD	162-11-6399.00-001-522000	C	welding class resources	430.86	N
					162-11-6399.00-001-522000		welding class resources	370.14	
					162-11-6399.00-001-522000		welding class resources	426.48	
					162-11-6399.00-001-522000		welding program items needed	423.00	
					Check 021075 Total:			1,650.48	
021076	08-29-2025		03301	AMAZON CAPITAL SER	199-12-6329.00-104-599000	C	Library Books-Instructional	128.54	N
					199-12-6329.00-104-599000		Library Books-Instructional	554.15	
					199-53-6399.00-999-599000		Gen.Supp.forPEIMS Coord.Spe	239.98	
					199-53-6399.00-999-599000		Gen.Supp.forPEIMS Coord.Spe	1,337.21	
					Check 021076 Total:			2,259.88	
021077	08-29-2025		03339	RUSH TRUCK CENTER	199-34-6249.00-999-599000	C	Bus #41 needs oil& air filter	566.65	N
					199-34-6249.00-999-599000		Bus #36 needs oil& air filter	566.65	
					Check 021077 Total:			1,133.30	

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
021078	08-29-2025		03370	RESPONSIVE LEARNIN	161-31-6299.00-001-521000	C	GT Professional Development	109.50	N
					161-31-6299.00-001-521000		GT Professional Development	165.00	
					161-31-6299.00-041-521000		GT Professional Development	109.50	
					161-31-6299.00-041-521000		GT Professional Development	165.00	
					161-31-6299.00-102-521000		GT Professional Development	109.50	
					161-31-6299.00-102-521000		GT Professional Development	165.00	
					161-31-6299.00-104-521000		GT Professional Development	109.50	
					161-31-6299.00-104-521000		GT Professional Development	165.00	
					199-11-6239.00-999-599000		T-TESS PD Renewal	228.00	
					199-11-6239.00-999-599000		T-TESS PD Renewal	849.00	
Check 021078 Total:								2,175.00	
021079	08-29-2025		03400	IMPERIAL BAG & PAPE	199-51-6319.00-001-599000	C	TOILET PAPER NEEDED	1,698.00	N
021080	08-29-2025		03412	BIBLIU CAMPUS, INC	162-11-6499.00-001-522000	C	stc fall semester textbooks	2,707.15	N
021081	08-29-2025		03428	HOLT TRUCK CENTER	199-34-6319.00-999-599000	C	Parts needed for Dist. Buses.	609.96	N
					199-34-6319.00-999-599000		Shocks for dist. buses replace	188.52	
Check 021081 Total:								798.48	
021082	08-29-2025		03466	M & A TECHNOLOGY, I	274-13-6399.00-001-524000	C	GEAR UP glowforge air filter	1,294.95	N
021083	08-29-2025		03470	Lowman Education LLC	164-11-6399.00-001-530000	C	HS/MS Lowman Warm ups & B	5,375.00	N
					164-11-6399.00-041-530000		HS/MS Lowman Warm ups & B	5,375.00	
					Check 021083 Total:		10,750.00		
021084	08-29-2025		03480	ERIKA P GARCIA	199-11-6499.00-001-599702	C	Welcome Back Bash Staff 202	255.00	N
					199-11-6499.00-041-599702		Welcome Back Bash Staff 202	255.00	
					199-11-6499.00-102-599702		Welcome Back Bash Staff 202	255.00	
					199-11-6499.00-104-599702		Welcome Back Bash Staff 202	255.00	
					Check 021084 Total:		1,020.00		
021085	08-29-2025		00051	ANDY'S AUTO AIR & SU	199-34-6249.00-999-599000	C	PO025670 A/C REPAIR FOR	106.53	N
					199-34-6249.00-999-599000		PO025671 A/C REPAIR ON B	3,040.00	
					199-51-6249.00-999-599000		PO025596 A/C REPAIR	798.26	
					Check 021085 Total:		3,944.79		
021086	08-29-2025		00121	CED	199-51-6319.00-999-599000	C	PO025469 MAINT PARTS AN	72.63	N
					199-51-6319.00-999-599000		PO025469 MAINT PARTS AN	38.56	
					199-51-6319.00-999-599000		PO025469 MAINT PARTS AN	255.63	
					Check 021086 Total:		366.82		
021087	08-29-2025		00415	GATEWAY PRINTING	274-13-6399.00-001-524000	C	PO025141 GEAR UP SUPPLI	157.03	N
021088	08-29-2025		00465	HEB CREDIT RECEIVA	199-11-6499.00-001-599702	C	PO025545 STAFF TRAINING	49.44	N
					199-11-6499.00-001-599702		PO025527 STAFF DEVELOP	10.59	
					199-11-6499.00-041-599702		PO025545 STAFF TRAINING	49.44	
					199-11-6499.00-041-599702		PO025527 STAFF DEVELOP	10.59	
					199-11-6499.00-102-599702		PO025545 STAFF TRAINING	49.44	
					199-11-6499.00-102-599702		PO025527 STAFF DEVELOP	10.59	
					199-11-6499.00-104-599702		PO025545 STAFF TRAINING	49.43	
					199-11-6499.00-104-599702		PO025527 STAFF DEVELOP	10.58	
					199-13-6399.00-001-599000		PO025527 STAFF DEVELOP	499.91	
					Check 021088 Total:				

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
021089	08-29-2025		00534	AIRTROL SUPPLY INC	199-51-6319.00-999-599000	C	PO025470 OPEN PO SUPPLI	59.36	N
					199-51-6319.00-999-599000		PO025470 OPEN PO SUPPLI	19.18	
					199-51-6319.00-999-599000		PO025470 OPEN PO SUPPLI	1,061.16	
					Check 021089 Total:			1,139.70	
021090	08-29-2025		00569	LABATT INSTITUTIONA	101-35-6341.00-999-599000	C	PO025414 FOOD ITEMS FOR	4,471.44	N
					101-35-6341.00-999-599000		PO025414 FOOD ITEMS FOR	2,957.12	
					101-35-6341.00-999-599000		PO025414 FOOD ITEMS FOR	3,704.39	
					101-35-6341.00-999-599000		PO025414 FOOD ITEMS FOR	3,315.12	
					101-35-6341.00-999-599000		PO025414 FOOD ITEMS FOR	3,697.28	
					101-35-6341.00-999-599000		PO025414 FOOD ITEMS FOR	3,228.75	
					101-35-6341.00-999-599000		PO025414 FOOD ITEMS FOR	2,924.98	
					101-35-6341.00-999-599000		PO025414 FOOD ITEMS FOR	2,465.80	
					101-35-6341.00-999-599000		PO025414 FOOD ITEMS FOR	3,376.03	
					101-35-6341.00-999-599000		PO025414 FOOD ITEMS FOR	2,777.94	
					101-35-6341.00-999-599000		PO025414 FOOD ITEMS FOR	3,452.78	
					101-35-6341.00-999-599000		PO025414 FOOD ITEMS FOR	3,218.54	
					Check 021090 Total:			39,590.17	
021091	08-29-2025		00595	LOWE'S	199-51-6319.00-999-599000	C	PO025628 AC FOR FOOTBA	5,153.75	N
					199-51-6319.00-999-599000		PO025467 MAIN PARTS AND	117.99	
					199-51-6319.00-999-599000		PO025467 MAIN PARTS AND	171.74	
					199-51-6319.00-999-599000		PO025467 MAIN PARTS AND	184.14	
021092	08-29-2025		00864	REGION I E.S.C.	165-21-6239.00-999-525000	C	PO REGISTRATION FEE LPA	75.00	N
					165-23-6239.00-001-525000		PO REGISTRATION FEE LPA	75.00	
					165-23-6239.00-041-525000		PO REGISTRATION FEE LPA	75.00	
					165-31-6239.00-001-525000		PO REGISTRATION FEE LPA	75.00	
					165-31-6239.00-041-525000		PO REGISTRATION FEE LPA	75.00	
					165-31-6239.00-104-525000		PO REGISTRATION FEE LPA	75.00	
					199-34-6239.00-999-599000		PO025669 BUS CERTIFICATI	280.00	
					Check 021092 Total:			730.00	
021093	08-29-2025		00908	ROBERT SANCHEZ	101-35-6249.00-999-599000	C	PO025150 MONTHY PREV	45.00	N
					101-35-6249.00-999-599000		PO025150 MONTHY PREV	60.00	
					101-35-6249.00-999-599000		PO025150 MONTHY PREV	45.00	
					101-35-6249.00-999-599000		PO025150 MONTHY PREV	45.00	
					101-35-6249.00-999-599000		PO025150 MONTHY PREV	45.00	
					101-35-6249.00-999-599000		PO025150 MONTHY PREV	45.00	
021094	08-29-2025		00992	THE SHERWIN-WILLIA	199-51-6319.00-999-599000	C	PO025639 PAINT FOR CAMP	181.70	N
					Check 021093 Total:			285.00	
021095	08-29-2025		01049	TASB; INC.	199-51-6249.00-999-599000	C	PO025663REINSPECTION HA	2,300.00	N
021096	08-29-2025		01073	TEXAS GAS SERVICE	101-35-6259.00-999-599000	C	PO025158 GAS SERVICE FO	277.41	N
					101-35-6259.00-999-599000		PO025158 GAS SERVICE FO	1.49	
					101-35-6259.00-999-599000		PO025158 GAS SERVICE FO	235.29	
					101-35-6259.00-999-599000		PO025158 GAS SERVICE FO	242.20	
					101-35-6259.00-999-599000		PO025158 GAS SERVICE FO	1.49	
					101-35-6259.00-999-599000		PO025158 GAS SERVICE FO	1.49	
					101-35-6259.00-999-599000		PO025158 GAS SERVICE FO	257.28	

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT				
021097	08-29-2025		01133	UNIFIRST CORPORATI	101-35-6259.00-999-599000		PO025158 GAS SERVICE FO	1.49					
					101-35-6259.00-999-599000		PO025158 GAS SERVICE FO	255.34					
					101-35-6259.00-999-599000		PO025158 GAS SERVICE FO	1.49					
					199-51-6259.00-999-599000		PO025333 GAS SERVICE DT	242.20					
					199-51-6259.00-999-599000		PO025333 GAS SERVICE DT	1.49					
					Check 021096 Total:							1,518.66	
					101-35-6269.00-999-599000	C	PO025149 SUPPLY RENTAL	294.22	N				
					101-35-6269.00-999-599000		PO025149 SUPPLY RENTAL	294.22					
					101-35-6269.00-999-599000		PO025149 SUPPLY RENTAL	294.22					
					101-35-6269.00-999-599000		PO025149 SUPPLY RENTAL	294.22					
					101-35-6269.00-999-599000		PO025149 CAFETERIAL REN	268.43					
					101-35-6269.00-999-599000		PO025149 CAFETERIAL REN	268.43					
					101-35-6269.00-999-599000		PO025149 CAFETERIAL REN	268.43					
					101-35-6269.00-999-599000		PO025149 CAFETERIAL REN	268.43					
					199-51-6269.00-999-599000		PO025332 MAINT RENTAL S	106.03					
					199-51-6269.00-999-599000		PO025332 MAINT RENTAL S	207.11					
					199-51-6269.00-999-599000		PO025332 MAINT RENTAL S	106.03					
					199-51-6269.00-999-599000		PO025332 MAINT RENTAL S	207.11					
					199-51-6269.00-999-599000		PO025332 MAINT RENTAL S	180.05					
					199-51-6269.00-999-599000		PO025332 MAINT RENTAL S	96.53					
					199-51-6269.00-999-599000		PO025332 MAINT RENTAL S	180.05					
					199-51-6269.00-999-599000		PO025332 MAINT RENTAL S	96.53					
					199-51-6269.00-999-599000		PO025332 MAINT RENTAL S	180.05					
					199-51-6269.00-999-599000		PO025309 FACILITY RENTAL	2,965.22					
					199-51-6269.00-999-599000		PO025309 FACILITY RENTAL	1,571.46					
199-51-6269.00-999-599000		PO025309 FACILITY RENTAL	2,964.10										
199-51-6269.00-999-599000		PO025309 FACILITY RENTAL	1,571.46										
199-51-6269.00-999-599000		PO025309 FACILITY RENTAL	1,417.30										
199-51-6269.00-999-599000		PO025309 FACILITY RENTAL	2,568.99										
199-51-6269.00-999-599000		PO025309 FACILITY RENTAL	1,417.30										
199-51-6269.00-999-599000		PO025309 FACILITY RENTAL	2,568.02										
199-51-6269.00-999-599000		PO025309 FACILITY RENTAL	1,417.30										
199-51-6269.00-999-599000		PO025331 CUSTODIAL RENT	340.91										
199-51-6269.00-999-599000		PO025331 CUSTODIAL RENT	340.91										
199-51-6269.00-999-599000		PO025331 CUSTODIAL RENT	340.91										
199-51-6269.00-999-599000		PO025331 CUSTODIAL RENT	333.38										
199-51-6269.00-999-599000		PO025331 CUSTODIAL RENT	335.86										
199-51-6269.00-999-599000		PO025331 CUSTODIAL RENT	325.53										
199-51-6269.00-999-599000		PO025331 CUSTODIAL RENT	325.53										
199-51-6269.00-999-599000		PO025331 CUSTODIAL RENT	311.15										
199-51-6269.00-999-599000		PO025331 CUSTODIAL RENT	311.15										
Check 021097 Total:							25,036.57						
021098	08-29-2025		01429	PETROLEUM TRADER	199-34-6311.00-999-599000	C	PO025274 GAS AND DIESEL	2,164.80	N				
					199-34-6311.00-999-599000		PO025274 GAS AND DIESEL	4,309.72					
					Check 021098 Total:		6,474.52						

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
021099	08-29-2025		02181	T & W TIRE LLC	199-51-6319.00-999-599000	C	PO025477 MAIN AND TRANS	26.95	N
					199-51-6319.00-999-599000		PO025477 MAIN AND TRANS	204.77	
					199-51-6319.00-999-599000		PO025477 MAIN AND TRANS	155.45	
					Check 021099 Total:			387.17	
021100	08-29-2025		02730	STRATEGIC THERAPE	163-11-6219.00-999-523000	C	PO025214 PT THERAPY FOR	625.00	N
021101	08-29-2025		03093	JSJ RODRIGUEZ INC	199-53-6299.00-999-599000	C	PO025615 ELEM INERCOM R	521.48	N
021102	08-29-2025		03174	HILAND DAIRY FOODS	101-35-6341.00-999-599000	C	PO025417 AUGUST OPEN P	214.97	N
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	255.09	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	294.34	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	183.14	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	230.23	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	23.22	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	309.42	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	341.71	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	517.87	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	462.34	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	215.49	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	71.85	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	333.68	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	48.76	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	247.08	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	269.96	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	525.59	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	236.96	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	342.50	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	175.02	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	175.02	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	253.96	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	413.99	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	181.97	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	206.35	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	206.35	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	206.35	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	189.35	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	453.45	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	550.01	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	389.32	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	261.66	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	438.08	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	341.71	
					101-35-6341.00-999-599000		PO025417 AUGUST OPEN P	366.23	
					Check 021102 Total:			9,933.02	
021103	08-29-2025		03301	AMAZON CAPITAL SER	199-53-6399.00-999-599000	C	PO25623 PEIMS SUPPLIES	844.61	N

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
021104	08-29-2025		03419	W.W. GRAINGER, INC	199-51-6319.00-999-599000	C	PO025354 MAIN DEPT SUPP	97.56	N
					199-51-6319.00-999-599000		PO025354 MAIN DEPT SUPP	217.32	
					199-51-6319.00-999-599000		PO025354 MAIN DEPT SUPP	1,093.36	
							Check 021104 Total:	1,408.24	
021105	08-29-2025		03422	CBG ACQUISITION CO	429-81-6620.00-999-599045	C	PO024579 HARDWARE/MATE	138,317.00	N
021106	08-29-2025		03482	Reliable Network Solutio	699-51-6399.00-999-599000	C	PO025614 NETWORK CAME	3,310.00	N
021107	08-29-2025		03483	J&A PRECISION TECH I	162-11-6299.00-001-522000	C	PO025656 LABOR AND MATE	5,050.00	N
021108	08-29-2025		03431	JOSE GILBERTO MALD	429-81-6620.00-999-599046	C	PO024843 DISTRICT	44,021.59	N
021109	08-29-2025		00506	HUDL	181-00-1410.00-000-500000	C	PO025597 AGILE SPORTS TE	1,799.00	N
021110	08-29-2025		00522	JASON'S DELI	181-36-6411.00-001-591000	C	PO024925 LUNCH MEALS TR	70.71	N
					181-36-6412.00-001-591000		PO024925 LUNCH MEALS TR	207.90	
							Check 021110 Total:	278.61	
021111	08-29-2025		01049	TASB; INC.	199-41-6499.00-702-599000	C	PO025678 POL;033 LOCAL U	1,634.72	N
021112	08-29-2025		01177	CAPITAL ONE	211-11-6399.00-001-530096	C	po025638 mckinny vento progr	149.01	N
					211-11-6399.00-001-530096		po025573 instructional supplie	36.71	
					211-11-6399.00-001-530096		po025573 instructional supplie	51.75	
					211-11-6399.00-041-524075		po025572 instructional supplie	18.43	
					211-11-6399.00-041-524075		po025572 instructional supplie	85.57	
					211-11-6399.00-041-530096		po025638 mckinny vento progr	149.02	
					211-11-6399.00-102-530096		po025638 mckinny vento progr	149.02	
					211-11-6399.00-102-530096		po025637 mckinny vento progr	148.80	
					211-11-6399.00-102-530096		po025568 instructional supplie	29.44	
					211-11-6399.00-102-530096		po025568 instructional supplie	32.94	
					211-11-6399.00-104-530096		po025638 mckinny vento progr	149.02	
					211-11-6399.00-104-530096		po025570 instructional suppli	67.16	
					211-11-6399.00-104-530096		po025570 instructional suppli	100.61	
							Check 021112 Total:	1,167.48	
021113	08-29-2025		02770	DWN VENTURES LLC	181-36-6249.00-001-591000	C	po025328	7,171.00	N
021114	08-29-2025		03276	TRIPLE-S STEEL HOLD	162-11-6399.00-001-522000	C	PO023874 WELDING EQUIPM	843.33	N
021115	08-29-2025		03469	PRECISION BUSINESS	211-11-6399.00-104-530000	C	po025489 campus laminator	4,604.80	N
021116	08-29-2025		03484	C.R.E.O. COLLEGE RE	162-11-6299.00-001-538000	C	po025684 tsi prep class	5,000.00	N
021117	08-29-2025		00672	MILITARY HWY. WATE	199-51-6259.00-999-599000	C	PO023811 WATER USAGE M	2,515.86	N
021118	08-29-2025		00115	BSN SPORTS LLC DBA	181-36-6399.00-041-591000	C	PO025588 FOOTBALL EQUIP	1,658.47	N

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
021119	08-29-2025		00121	CED	199-51-6319.00-999-599000	C	PO025469 MAIN DEPT SUPP	138.52	N
021120	08-29-2025		00236	CULLIGAN	199-11-6269.00-104-511000	C	PO025662 WATER CONSULE	39.66	N
					199-11-6269.00-104-511000		PO025662 WATER CONSULE	39.09	
					199-11-6269.00-104-511000		PO025662 WATER CONSULE	39.09	
							Check 021120 Total:	117.84	
021121	08-29-2025		00344	HUNTINGTON SKY PR	199-41-6399.00-701-599000	C	PO025449 PEDIUM FOR DIST	645.18	N
021122	08-29-2025		00364	FOLLETT SOFTWARE,	211-12-6399.00-001-530000	C	PO025585DISTRICT RENEWL	1,031.76	N
					211-12-6399.00-041-530000		PO025585DISTRICT RENEWL	1,031.76	
					211-12-6399.00-102-530000		PO025585DISTRICT RENEWL	1,031.76	
					211-12-6399.00-104-530000		PO025585DISTRICT RENEWL	1,031.76	
							Check 021122 Total:	4,127.04	
021123	08-29-2025		00649	MECA SPORTSWEAR	199-11-6497.00-001-511000	C	PO025397 LETTERMAN JACK	360.00	N
021124	08-29-2025		00667	MID VALLEY OFFICE S	162-11-6399.00-001-522000	C	PO025538 INSTRUCTINAL	6,974.60	N
					162-11-6399.00-001-522000		PO025538 INSTRUCTINAL	6,974.60	
					164-11-6299.00-104-530000		PO025516 BACK TO SCHOOL	15,077.05	
					164-11-6399.00-041-530000		PO025524 BACT TO SCHOOL	10,052.00	
					164-11-6399.00-102-530000		PO025517 BACK TO SCHOOL	2,156.85	
					166-11-6399.00-102-530000		PO025517 BACK TO SCHOOL	8,000.00	
							Check 021124 Total:	49,235.10	
021125	08-29-2025	0000025416	00732	NICHO PRODUCE COM	101-35-6341.00-699-599000	M	PO025416 MISSING ITEMS	-110.00	N
					101-35-6341.00-699-599000		PO025416 MISSING ITEMS	-110.00	
					101-35-6341.00-699-599000		PO025416 MISSING ITEMS	-110.00	
					101-35-6341.00-699-599000		PO025416 MISSING ITEMS	-110.00	
					101-35-6341.00-699-599000		PO025416 MISSING ITEMS	-58.50	
	08-29-2025		00732	NICHO PRODUCE COM	101-35-6341.00-999-599000	C	PO025416 CAFE FOOD SUPP	252.05	
					101-35-6341.00-999-599000		PO025416 CAFE FOOD SUPP	289.30	
					101-35-6341.00-999-599000		PO025416 CAFE FOOD SUPP	237.00	
					101-35-6341.00-999-599000		PO025416 CAFE FOOD SUPP	144.50	
					101-35-6341.00-999-599000		PO025416 CAFE FOOD SUPP	974.86	
					101-35-6341.00-999-599000		PO025416 CAFE FOOD SUPP	1,074.26	
					101-35-6341.00-999-599000		PO025416 CAFE FOOD SUPP	893.01	
					101-35-6341.00-999-599000		PO025416 CAFE FOOD SUPP	913.17	
					101-35-6341.00-999-599000		PO025416 CAFE FOOD SUPP	356.25	
					101-35-6341.00-999-599000		PO025416 CAFE FOOD SUPP	380.40	
					101-35-6341.00-999-599000		PO025416 CAFE FOOD SUPP	275.90	
					101-35-6341.00-999-599000		PO025416 CAFE FOOD SUPP	382.60	
							Check 021125 Total:	5,674.80	
021126	08-29-2025		00750	ODP BUSINESS SOLUT	199-41-6399.00-701-599000	C	PO024238 SUPPLIES FOR	657.42	N
					199-41-6399.00-701-599000		PO024238 SUPPLIES FOR	236.42	
					199-41-6399.00-701-599000		PO024238 SUPPLIES FOR	173.55	
					199-41-6399.00-701-599000		PO024238 SUPPLIES FOR	384.31	
							Check 021126 Total:	1,451.70	

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
021127	08-29-2025		00752	O'HANLON, DEMERAT	199-41-6211.00-702-599000	C	PO024680 LEGAL SERVICES	11,440.00	N
021128	08-29-2025		00864	REGION I E.S.C.	164-13-6239.00-041-530000 199-33-6239.00-102-599000 199-33-6239.00-104-599000 211-13-6239.00-001-5300B1 289-11-6239.00-102-524000	C	PO025594 PRFOF DEVELOP D PO025421 HEALTH SUMMER PO025453 HEALTH SUMMER PO025584 IMPLEMENTATION PO024757 STEM FEST REG	2,000.00 200.00 200.00 17,500.00 1,750.00	N
							Check 021128 Total:	21,650.00	
021129	08-29-2025		01222	SOUTHERN COMPUTE	162-23-6399.00-001-538000 263-11-6399.00-001-525000 429-11-6399.00-001-5220CT	C	PO025682 LASER JET PRO F PO025621 COMPUTERS FOR PO025607BPPROBOOK FOR	1,072.54 27,265.00 27,265.00	N
							Check 021129 Total:	55,602.54	
021130	08-29-2025		01713	MISSION RESTAURAN	101-35-6639.00-999-599000 101-35-6639.00-999-599000 101-35-6639.00-999-599000 101-35-6639.00-999-599000 101-35-6639.00-999-599000	C	PO024884OVENS FOR CAMP PO024884OVENS FOR CAMP PO024884OVENS FOR CAMP PO024884OVENS FOR CAMP PO024884OVENS FOR CAMP	28,023.56 28,023.56 920.00 28,023.56 28,023.56	N
							Check 021130 Total:	113,014.24	
021131	08-29-2025		01953	RAISING CANE'S REST	181-36-6411.00-001-591000 181-36-6412.00-001-591000	C	PO025664 STAFF MEALS 8/2 PO025664 STAFF MEALS 8/2	49.14 327.60	N
							Check 021131 Total:	376.74	
021132	08-29-2025		02564	LUGRA INCORPORATE	101-35-6499.00-999-599000	C	PO024515 FOOD SERV UNIF	4,651.50	N
021133	08-29-2025		02578	GREENWICH INC	101-35-6249.00-999-599000 101-35-6249.00-999-599000 101-35-6249.00-999-599000	C	PO025159 KITCHEN REPAIR PO025159 KITCHEN REPAIR PO025159 KITCHEN REPAIR	294.50 929.35 2,546.17	N
							Check 021133 Total:	3,770.02	
021134	08-29-2025		02589	HENRY SCHEIN, INC	181-36-6399.00-001-591000 181-36-6399.00-001-591000 181-36-6399.00-001-591000 181-36-6399.00-041-591000	C	PO025314 RECOVERY FOR PO025315 TREATENT TABLE PO025315 TREATENT TABLE PO025314 RECOVERY FOR	819.00 984.27 984.27 819.00	N
							Check 021134 Total:	3,606.54	
021135	08-29-2025		02729	CESAR G. TOVAR	101-35-6249.00-999-599000	C	PO025660 DTMS RED TAG S	5,320.00	N
021136	08-29-2025		02948	SHI INTERNATIONAL C	211-11-6399.00-001-530000 211-11-6399.00-001-530000 211-11-6399.00-001-530000 211-11-6399.00-001-530000	C	PO025548 ADOBE CREATIVE PO025548 ADOBE CREATIVE PO025548 ADOBE CREATIVE PO025548 ADOBE CREATIVE	615.00 615.00 615.00 615.00	N
							Check 021136 Total:	2,460.00	
021137	08-29-2025		03174	HILAND DAIRY FOODS	101-35-6341.00-999-599000 101-35-6341.00-999-599000 101-35-6341.00-999-599000 101-35-6341.00-999-599000 101-35-6341.00-999-599000 101-35-6341.00-999-599000 101-35-6341.00-999-599000	C	PO025676 DAIRY AND JUICE PO025676 DAIRY AND JUICE PO025676 DAIRY AND JUICE PO025676 DAIRY AND JUICE PO025676 DAIRY AND JUICE PO025676 DAIRY AND JUICE PO025676 DAIRY AND JUICE	558.18 454.23 605.65 286.59 182.60 602.57 630.32	N
							Check 021137 Total:	3,320.14	

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
021138	08-29-2025		03247	DEEP DIVE EDUCATIO	211-13-6299.00-001-530000	C	PO025474 VAM BENCHMARK	3,062.50	N
					211-13-6299.00-041-530000		PO025474 VAM BENCHMARK	3,062.50	
					211-13-6299.00-102-530000		PO025474 VAM BENCHMARK	3,062.50	
					211-13-6299.00-104-530000		PO025474 VAM BENCHMARK	3,062.50	
					Check 021138 Total:				
021139	08-29-2025		03276	TRIPLE-S STEEL HOLD	162-11-6399.00-001-522000	C	PO025400 WELDING SUPPLI	459.00	N
					162-11-6399.00-001-522000		PO025402 EQEUPMENT FOR	383.20	
					Check 021139 Total:				
021140	08-29-2025		03301	AMAZON CAPITAL SER	162-11-6399.00-001-522000	C	PO025455 COSMO	60.29	N
					162-11-6399.00-001-522000		PO025455 COSMO	164.72	
					162-11-6399.00-001-522000		PO025455 COSMO	3,095.41	
					199-53-6399.00-001-599000		PO025624 IDENTIFICATION	143.64	
					199-53-6399.00-001-599000		PO025624 IDENTIFICATION	1,979.05	
					199-53-6399.00-999-599000		PO025622 PEIMS SUPPLIES	363.42	
					199-53-6399.00-999-599000		PO025622 PEIMS SUPPLIES	355.21	
					211-11-6399.00-001-530001		PO025673 INSTRUCTIONAL	520.45	
					211-11-6399.00-102-530000		PO025437 CAMPUS MATERI	649.00	
Check 021140 Total:							7,331.19		
021141	08-29-2025		03370	RESPONSIVE LEARNIN	199-13-6299.00-001-599000	C	PO025691 TTESS REFRESSE	145.00	N
					199-13-6299.00-041-599000		PO025691 TTESS REFRESSE	145.00	
					199-13-6299.00-102-599000		PO025691 TTESS REFRESSE	90.00	
					199-13-6299.00-102-599000		PO025691 TTESS REFRESSE	55.00	
					199-13-6299.00-104-599000		PO025691 TTESS REFRESSE	145.00	
Check 021141 Total:							580.00		
021142	08-29-2025		03400	IMPERIAL BAG & PAPE	101-35-6342.00-999-599000	C	PO025419 NON FOOD	93.80	N
					101-35-6342.00-999-599000		PO025419 NON FOOD	3,369.51	
					101-35-6342.00-999-599000		PO025419 NON FOOD	93.80	
					101-35-6342.00-999-599000		PO025419 NON FOOD	93.80	
					101-35-6342.00-999-599000		PO025419 NON FOOD	2,037.88	
					101-35-6342.00-999-599000		PO025419 NON FOOD	93.80	
					101-35-6342.00-999-599000		PO025419 NON FOOD	2,183.51	
Check 021142 Total:							7,966.10		
021143	08-29-2025		03469	PRECISION BUSINESS	166-11-6399.00-102-536000	C	PO025476 POSTER MACHIN	6,940.00	N
021144	08-29-2025		00864	REGION I E.S.C.	211-13-6239.00-001-5300B1	C	PO025584 IMPLEMENTATION	7,500.00	N
021145	08-29-2025		01222	SOUTHERN COMPUTE	162-23-6399.00-001-538000	C	po025681 highschool facilitato	1,770.51	N
					211-11-6399.00-001-530000		PO025620 FACILITATOR CO	559.80	
					211-11-6399.00-001-530000		PO025620 FACILITATOR CO	19.80	
					211-11-6399.00-001-530000		PO025620 FACILITATOR CO	2,190.00	
Check 021145 Total:							4,540.11		
021146	08-29-2025		01611	MARIA ANTONIETA MA	199-41-6499.00-702-599000	C	po024693 board meeting meal	162.38	N
021147	08-29-2025		02381	INDECO SALES, INC	162-11-6399.00-001-522000	C	po025705 equipment/furniture	13,969.28	N

Check Nbr	Check Date	Credit Memo	Vend Nbr	Payee	Fnd-Fnc-Obj.So-Org-Prog	Typ Cd	Reason	Amount	EFT
021148	08-29-2025		02589	HENRY SCHEIN, INC	181-36-6399.00-001-591000	C	po024598 ms trainer supplies	249.69	N
					181-36-6399.00-041-591000		po024598 ms trainer supplies	249.69	
					Check 021148 Total:			499.38	
021149	08-29-2025		02730	STRATEGIC THERAPE	163-11-6219.00-999-523000	C	po025216 shars eval pt service	425.00	N
021150	08-29-2025		03370	RESPONSIVE LEARNIN	161-31-6299.00-001-521000	C	PO025619 30HR BUNDLE GT	825.00	N
					161-31-6299.00-041-521000		PO025619 30HR BUNDLE GT	825.00	
					161-31-6299.00-102-521000		PO025619 30HR BUNDLE GT	825.00	
					161-31-6299.00-104-521000		PO025619 30HR BUNDLE GT	825.00	
					Check 021150 Total:			3,300.00	
021151	08-29-2025		03400	IMPERIAL BAG & PAPE	101-35-6342.00-699-599000	C	po025148 non food supplies ca	106.20	N
					101-35-6342.00-699-599000		po025148 non food supplies ca	108.00	
					101-35-6342.00-999-599000		PO024600 NON FOOD	142.99	
					Check 021151 Total:			357.19	
Grand Totals:								1,353,791.13	

F2

Investment Report

Progreso ISD								
Investment Report								
August 2025								
2024-2025								
		8/1/2025	Additions	Deletions	Current	8/31/2025	Maturity	8/31/2025
Investment Pool	TYPE	Balance	Deposits	Withdrawals	Earnings	Balance	Date	Value
TEX POOL	Local Maintenance	7,657,026	-	-	27,998	7,685,024	N/A	7,685,024
LoneStar	Local Maintenance	3,048,859	-	-	11,160	3,060,019	N/A	3,060,019
Totals		10,705,885	-	-	39,158	10,745,043		10,745,043

TexPool Participant Services
301 Texas Avenue, Suite 1150
Houston, TX 77002



PROGRESO ISD
LOCAL MAINTENANCE
TTN JUAN HERNANDEZ
PO BOX 610
PROGRESO TX 78579-0610

Participant Statement

Statement Period 08/01/2025 - 08/31/2025

Customer Service 1-866-TEX-POOL
Location ID 000077733
Investor ID 000006906

TexPool Update

TexPool Participant Services is excited to announce that as of August 18, 2025, TexPool Prime's transaction cutoff time has been extended from 2:00 p.m. CT to 3:00 p.m. CT.

TexPool Summary

Pool Name	Beginning Balance	Total Deposits	Total Withdrawals	Total Interest	Current Balance	Average Balance
Texas Local Government Investment Pool	\$7,657,026.14	\$0.00	\$0.00	\$27,997.68	\$7,685,023.82	\$7,659,735.59
Total Dollar Value	\$7,657,026.14	\$0.00	\$0.00	\$27,997.68	\$7,685,023.82	

Portfolio Value

Pool Name	Pool/Account	Market Value (08/01/2025)	Share Price (08/31/2025)	Shares Owned (08/31/2025)	Market Value (08/31/2025)
Texas Local Government Investment Pool	449/1080300002	\$7,657,026.14	\$1.00	7,685,023.820	\$7,685,023.82
Total Dollar Value		\$7,657,026.14			\$7,685,023.82

Interest Summary

Pool Name	Pool/Account	Month-to-Date Interest	Year-to-Date Interest
Texas Local Government Investment Pool	449/1080300002	\$27,997.68	\$222,950.36
Total		\$27,997.68	\$222,950.36

Transaction Detail

Texas Local Government Investment Pool		Participant: PROGRESO ISD				
Pool/Account:		449/1080300002				
Transaction Date	Settlement Date	Transaction Description	Transaction Dollar Amount	Share Price	Shares This Transaction	Shares Owned
8/01/2025	08/01/2025	BEGINNING BALANCE	\$7,657,026.14	\$1.00		7,657,026.140
8/29/2025	08/29/2025	MONTHLY POSTING	\$27,997.68	\$1.00	27,997.680	7,685,023.820
Account Value as of 08/31/2025			\$7,685,023.82	\$1.00		7,685,023.820



Participant #: 108910

Lone Star™ August 2025
Investment Pool Monthly Statement

Statement Period: 08/01/2025 to 08/31/2025

Juan Hernandez
Progreso ISD
PO Box 610
Progreso, Texas 78759



Summary of Portfolio Holdings

Account	Fund	Number of Shares	Price Per Share	Account Balance	% Port.
General Fund	Government Overnight Fund	3,060,019.23	1.00	3,060,019.23	100.00%
Totals:				3,060,019.23	

Totals

Fund	Yield	Share Quantity	Price Per Share	Fund Balance (USD)	% Port.
Corporate Overnight Fund	0.00 %	0.00	1.00	0.00	0.00 %
Government Overnight Fund	4.31 %	3,060,019.23	1.00	3,060,019.23	100.00 %
Corporate Overnight Plus Fund	0.00 %	0.00	1.00	0.00	0.00 %
Total Value:				3,060,019.23	100.00 %

Portfolio Transactions

General Fund - Government Overnight Fund

Settle Date	Trade Type	Share Balance	Number of Shares	Price/Share	Amount (USD)
08/01/2025	Starting Balance	3,048,859.07			3,048,859.07
08/29/2025	Interest	3,060,019.23	11,160.16	1.00	11,160.16
08/31/2025	Ending Balance	3,060,019.23			3,060,019.23

Important Information about this statement

Please review this statement carefully, it is the official record of your account with Lone Star Investment Pool and First Public, LLC. If you disagree with any transaction, or if there are any errors or omissions in this statement please notify us promptly in writing, but no later than 10 business days after receipt of this statement. Trades pending settlement will not appear on this statement. All such trades will appear in the next monthly statement. The yield for the period is an annualized rate that reflects the relationship between the average amount of income earned and the average daily balance for the account. Please notify First Public promptly and in writing of any changes of address or phone number. Times of transactions will be furnished upon written request. The Lone Star Investment Pool Information Statement should be read carefully before investing. Investors should consider the investment objectives, risks, charges and expenses associated with municipal fund securities before investing. All transactions are no load. No remuneration has, or will be, paid to any entity in connection with this transaction. An investor may obtain an Information Statement by contacting First Public at the address and phone number identified above. An investment in Lone Star investment Pool is not insured or guaranteed by the Federal Deposit Insurance Corporation ("FDIC") or any other government agency and although Lone Star Investment Pool seeks to preserve the value of the investment at a fixed share price, it is possible to lose money by investing in municipal fund securities.

F3

Tax Collection

PABLO "PAUL" VILLARREAL JR., ASSESSOR & COLLECTOR
 PROGRESO I.S.D. TAXES COLLECTED FOR:
 AUGUST 2025



COMPARATIVE RATE OF COLLECTIONS

PROGRESO I.S.D. SPR - 50	ORIGINAL TAX LEVY	COLLECTED TO DATE	DROPPED YRS AFTER PURGE	MODIF. TO DATE	TAXES OUTSTANDING	PERCENT 2024/2025	COLLECTED 2023/2024
2024 TAX ROLL	3,617,904.86	3,184,503.32	-	(67,276.13)	366,125.41	89.69%	88.25%
2023 & PRIOR YRS	573,595.54	211,648.22	(1,125.39)	(57,556.63)	303,265.30	41.10%	30.28%
ROLLBACK	1,754.00	8,829.22	-	7,075.22	-	100.00%	0.00%
TOTALS	4,193,254.40	3,404,980.76	(1,125.39)	(117,757.54)	669,390.71		

BREAKDOWN OF TAX COLLECTIONS AND FEES FOR THE MONTH OF AUGUST 2025

	PROGRESO ISD	MONTHLY MODIFICATIONS
CURRENT YEAR-BASE TAX	18,133.07	- CURRENT
CURRENT YEAR-P&I	3,445.67	
PRIOR YEARS-BASE TAX	10,425.46	- PRIOR
PRIOR YEARS-P&I	4,114.68	
ROLLBACK	-	- ROLLBACK
ROLLBACK P&I	-	
ATTORNEY FEES	7,143.79	- PURGED
TOTAL COLLECTIONS	43,262.67	-
LESS TRANSFERRED	35,175.20	
LESS IN TRANSIT	6,137.16	
LESS DUE TO HCAD COMM FEES	(7.06)	
LESS DUE TO CO TREASURER	1,594.00	
LESS TRANSFER FROM LAST MONTH	363.37	
BALANCE	0.00	

*****AFFIDAVIT*****

I, PABLO "PAUL" VILLARREAL JR., ASSESSOR-COLLECTOR OF TAXES FOR THE PROGRESO I.S.D., DO
 SOLEMNLY SWEAR THAT THE ABOVE STATEMENT OF TAXES COLLECTED BY ME FOR
 THE MONTH OF AUGUST 2025 IS CORRECT.


 ASSESSOR-COLLECTOR OF TAXES FOR PROGRESO I.S.D., TEXAS



SWORN AND SUBSCRIBED BEFORE ME THIS 11TH DAY OF SEPTEMBER 2025 A.D.


 NOTARY PUBLIC, HIDALGO COUNTY, TEXAS



F4

Budget Amendment

F5

Budget Update

Obj / Func	Description	Annual Budget	YTD Actual	YTD Encumbrance	Variance	Percent To Total
REVENUES:						
5700	LOCAL REVENUES	2,595,000.00	-2,581,734.85	.00	13,265.15	13.64%
5800	STATE REVENUES	15,822,577.00	-15,164,086.17	.00	658,490.83	80.10%
5900	FEDERAL REVENUE	2,068,000.00	-1,185,696.39	.00	882,303.61	6.26%
5000	Total Revenues	20,485,577.00	-18,931,517.41	.00	1,554,059.59	100.00%
EXPENDITURES:						
11	INSTRUCTION	-9,621,712.00	9,484,101.64	.00	-137,610.36	45.46%
12	INST. RESOURCES & MEDIA SVCS	-10,000.00	8,520.93	.00	-1,479.07	.04%
13	CURRICULUM DEV.& INST.STF DEV	-37,876.00	36,134.85	.00	-1,741.15	.17%
21	INSTRUCTIONAL LEADERSHIP	-164,500.00	160,848.25	.00	-3,651.75	.77%
23	SCHOOL LEADERSHIP	-1,030,000.00	1,026,986.54	.00	-3,013.46	4.92%
31	GUIDANCE & COUNSELING	-400,000.00	397,032.53	.00	-2,967.47	1.90%
32	SOCIAL WORK SERVICES	-322.74	322.74	.00	.00	.00%
33	HEALTH SERVICES	-210,000.00	208,005.61	.00	-1,994.39	1.00%
34	PUPIL TRANSPORTATION	-770,000.00	719,847.57	.00	-50,152.43	3.45%
35	FOOD SERVICES	-1,828,000.00	1,826,174.30	.00	-1,825.70	8.75%
36	COCURR./EXTRACURR.ACTIVITIES	-1,146,030.00	956,754.87	.00	-189,275.13	4.59%
41	GENERAL ADMINISTRATION	-1,030,000.00	971,557.85	.00	-58,442.15	4.66%
51	PLANT MAINTENANCE & OPERATIONS	-4,180,000.00	3,876,498.76	.00	-303,501.24	18.58%
52	SECURITY & MONITORING SERVICES	-470,000.00	468,044.43	.00	-1,955.57	2.24%
53	DATA PROCESSING SERVICES	-369,300.00	362,040.44	.00	-7,259.56	1.74%
61	COMMUNITY SERVICES	-168,200.00	167,754.25	.00	-445.75	.80%
71	DEBT SERVICES	-110,000.00	94,427.96	.00	-15,572.04	.45%
93	PAYMENTS TO FISCAL AGENTS\MBRS	-49,110.00	49,104.54	.00	-5.46	.24%
99	Other Intergovernmental Charge	-49,115.00	49,113.61	.00	-1.39	.24%
6000	Total Expenditures	-21,644,165.74	20,863,271.67	.00	-780,894.07	100.00%
OPERATING TRANSFERS:						
7913	PROCEEDS FROM CAP.LEASES	.00	.00	.00	.00	
7915	OPERATING TRANSFERS IN	800,000.00	.00	.00	800,000.00	
7000	Total Other Resources/Non-Operating Rev	800,000.00	.00	.00	800,000.00	
8911	OPERATING TRANSFERS OUT	-800,000.00	.00	.00	-800,000.00	
8000	Total Other Uses/Non-Operating Exp	-800,000.00	.00	.00	-800,000.00	
Total Operating Transfers		.00	.00			
3000 Fund Balance - August (Unaudited)		.00	.00			
3000 Year to Date Fund Balance (Unaudited)		-1,158,588.74	1,931,754.26			

End of Report