Agenda of Regular Board Meeting

The Board of Trustees
Del Valle Independent School District

A Regular Board Meeting of the Board of Trustees of Del Valle Independent School District will be held Tuesday, June 16, 2026, beginning at 6:15 PM in the Edward A. Neal Administration Center, 5301 Ross Road, Del Valle, Texas 78617.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

I. **Call to Order** **5**

II. **Pledge of Allegiance**

III. **Public Comment**
Individuals who wish to participate during the public comment shall sign up before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board. Except as permitted by Board Policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed three minutes per meeting.

IV. **Information Items**

A. Superintendent's Comments

V. **Call for Public Hearing**

A. Budget and Proposed Tax Rate Hearing for 2026-2027 6
Dina D. Edgar, Deputy Superintendent of Administrative Services

VI. **Close Public Hearing**

VII. **Governance Items**

A. Committee Updates by Board Trustees

VIII. **Consent Agenda**

A. Minutes for: 21
May 5, 2026 - Special Board Meeting
May 12, 2026 - Special Board Workshop
May 20, 2026 - Regular Board Meeting

B. Approval of Monthly Financials 33
Dina D. Edgar, Deputy Superintendent of Administrative Services

C. Approval of Final Budget Amendments for General Fund, Food Service Fund, and Debt Service Fund 42
Dina D. Edgar, Deputy Superintendent of Administrative Services

D. Consider and Act on the Employee Compensation Manual 2026-2027 48
Danica Murillo, Chief Human Resources Officer

E. Approval of Board Resolution by Del Valle ISD Board of Trustees Designating Non-Business Days Pursuant to the Public Information Act as Required by Law 82
Christopher Weddle, Interim Chief of Communications

F. Elementary Flooring Replacement 86
Mark Willoughby, Chief Operations Officer

IX. **Action Items**

A. Discuss, Consider and Possibly Act on Establishing a Maintenance and Operations Committee 93
Elvia Guadian, School Board President

B. Discuss, Consider and Possibly Act on the LSG Committee 97
Elvia Guadian, School Board President

C. Goals 2 and 3: Early Math - Goal Progress Monitoring 104
Dr. Katrina Bailey, Chief Learning and Leadership Officer

D. Consider and Act on Budgets for 2026-2027 123
Dina D. Edgar, Deputy Superintendent of Administrative Services

E. Proposed Board of Trustees Meeting Dates for the 2026-2027 School Year 127
Dr. Mark Cantú, Deputy Superintendent of Governance and Education Services

F. Superintendent Guardrail Progress Measures 136
Dr. Mark Cantú, Deputy Superintendent of Governance and Education Services

G. Superintendent Evaluation Instrument 148
Dr. Mark Cantú, Deputy Superintendent of Governance and Education Services

H. Board Governance Support 155
Elvia Guadian, School Board President

X. **Closed Session**

A. TGC §551.071 Consultation with Legal Counsel

B. TGC §551.074 Discussion of Personnel
1. Superintendent Report Regarding Personnel Matters

2. Consider Superintendent's Recommendation Regarding Possible Hiring of Director of the Child Development Center

3. Consider Superintendent's Recommendation Regarding Possible Hiring of Hornsby-Dunlap Principal

4. Consider Superintendent's Recommendation Regarding Possible Hiring of Math Coordinator(s)

5. Consider Superintendent's Recommendation Regarding Possible Hiring of Director of Transportation

6. Consider Superintendent's Recommendation Regarding Possible Hiring of Opportunity Center/DAEP Principal

7. Consider Superintendent's Recommendation Regarding Possible Hiring of Hornsby-Dunlap Assistant Principal

8. Consider Superintendent's Recommendation Regarding Possible Hiring of Del Valle High School Assistant Principal

XI. **Approve Action Items Discussed in Closed Session**

A. Discuss, Consider and Possibly Act on Superintendent's Recommendation Regarding Possible Hiring of Director of the Child Development Center

B. Discuss, Consider and Possibly Act on Superintendent's Recommendation Regarding Possible Hiring of Hornsby-Dunlap Principal

C. Discuss, Consider and Possibly Act on Superintendent's Recommendation Regarding Possible Hiring of Math Coordinator(s)

D. Discuss, Consider and Possibly Act on Superintendent's Recommendation Regarding Possible Hiring of Director of Transportation

E. Discuss, Consider and Possibly Act on Superintendent's Recommendation Regarding Possible Hiring of Opportunity Center/DAEP Principal

F. Discuss, Consider and Possibly Act on Superintendent's Recommendation Regarding Possible Hiring of Hornsby-Dunlap Assistant Principal

G. Discuss, Consider and Possibly Act on Superintendent's Recommendation Regarding Possible Hiring of Del Valle High School Assistant Principal

XII. **New Business/Future Board Agenda Items**

XIII. **Adjourn**
AT THE END OF THE MEETING, THE BOARD WILL DECIDE WHETHER TO ADJOURN OR RECESS TO CONTINUE DISCUSSION AT ANOTHER DESIGNATED TIME.

CALL TO ORDER

By Board President

I call this meeting to order. Let the record show that a quorum is present and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act.

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: Budget and Proposed Tax Rate Hearing for 2026-2027	
Date:	June 16, 2026
Category:	Information

Background Information:
Annually, a public meeting must be held to discuss the budget and proposed tax rate. A *Notice of Public Meeting to Discuss Budget and Proposed Tax Rate* was published in the *Austin Chronicle* on May 29 in compliance with the Texas Education Code section 44.004.

Districts with a fiscal year beginning July 1st must use the April estimated property appraisal roll to publish the required tax rate notice, but may not adopt a tax rate before receiving certified property appraisal roll in July. Based on those certified values, TEA will provide each district with a Maintenance & Operations maximum compressed tax rate (MCR). The Board will approve the tax rate by resolution in early August.

Because we have not received our 2026-2027 tax rate from TEA, we are using an estimated 2026 tax rate for our notice which includes the Voter Approved Tax Rate Election recommendation of a twelve-cent increase to Maintenance and Operations and a three-cent decrease to Interest and Sinking for an over increase of eight pennies with anticipated tax compression of less than one penny.

Category	2025-2026	2026-2027	Change
Maintenance & Operations	0.6189	0.7328	0.1139
Interest & Sinking	0.3300	0.3000	-0.0300
Total Tax Rate	0.9969	1.0328	0.0839

Fiscal Implications:	**Is there a cost?** ❑Yes ☒No **Amount:** N/A **Funding Source:** N/A
Exhibit or Presentation	Presentation
Student Outcome Goals:	**Goal 1 | Early Literacy**: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Reading will increase from 32% in June 2025 to 60% by Aug 2030. **Goal 2 | Early Mathematics:** The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from 27% in June 2025 to 60% by Aug 2030. **Goal 3 | 7th grade Math:** The percentage of 7th grade students who score at the "Meets" grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by Aug 2030. **Goal 4 | Readiness:** The percentage of college, career, and military-ready graduates will increase from 68% in August 2025 to 90% by August 2030.
Presenter: Dina D. Edgar, Deputy Superintendent of Administrative Services	
Administration Recommendation: This item is for information only.	

Del Valle ISD * 5301 Ross Road * Del Valle, TX * 78617
512-386-3000



DEL VALLE
INDEPENDENT SCHOOL DISTRICT

2026-2027 Budget Public Hearing

7

School District Budget Requirements

School district budget requirements are established by Sections 44.002-44.006 of the Texas Education Code and the Texas Education Agency:

- ✓ The Superintendent is the budget officer for the district and causes the budget to be prepared.
- ✓ The district budget must be prepared each year by June 19 and adopted by June 30.
- ✓ The President of the Board of Trustees must call a public meeting of the Board of Trustees, giving at least 10 days public notice in the newspaper, for the adoption of the district budget. District taxpayers may be present and participate in the meeting.
- ✓ Concurrent with the publication of the meeting notice, the district must post a summary of the proposed budget to its website to include the elements outlined in Section 44.0041, TEC.
- ✓ The budget must be adopted before the adoption of the supporting tax rate.
- ✓ Budgets for the General Fund, the Food Service Fund, and the Debt Service Fund must be included in the official district budget. These budgets must be prepared and approved at least at the fund and function levels to comply with the state's legal level of control mandates.
- ✓ No funds may be expended which exceed the adopted functional categories until the board of trustees amends the budget appropriately.

2026-2027 Proposed General Operating Fund Budget

Citizen's Guide to the Del Valle ISD Annual Budget

All income and expenses necessary to operate the school district including salaries and benefits, utilities, equipment, and supplies that are paid from the general operating fund. The operating budget is funded through property taxes, local revenues, and state and federal allocations.

$142,840,275

$11,851 / Student

Projected 12,053 Students

2026-27 Budget Assumptions

Final Assumptions	- VATRE	+ VATRE
Average Daily Attendance	10,396	10,396
Property Values	$17.1B	$17.1B
Total Tax Rate Estimate	**$0.9428**	**$1.0328**
VATRE Revenue	**$0.00**	**$13.6M**
Chapter 313 Payment	$1.0M	$1.0M
Property Casualty Insurance	0.0%	0.0%
Healthcare Insurance	10%	10%
Compensation Adjustment	**$2.0M**	**$4.1M**
New Positions	$285K	$285K

Compensation Model #1: NO Voter Approved Tax Rate Election

No VATRE

Assumes No Election or an Unsuccessful Election

One-Time Retention Pay

$1000 [fulltime]

$500 [parttime]

Cost = $2,027,000

Paid in January 2027

Source: Fund Balance

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Compensation Model #2: VATRE Passes

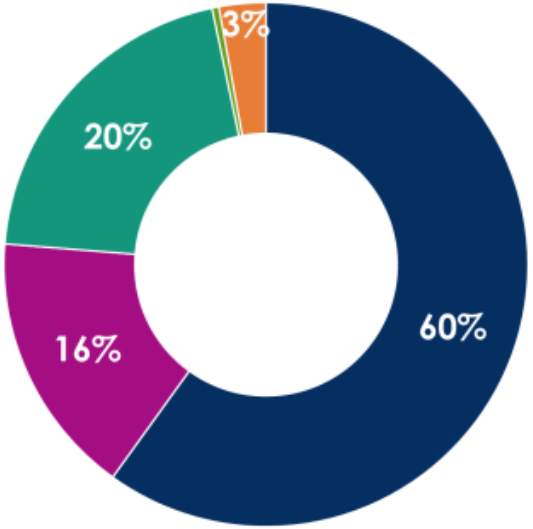
Compenstion Model #2: 3%-5%			
Pay Group	**% Incr**		**Cost of Increase**
Teachers, Librarians, Nurses	3%	$	1,623,639
Administrative Professionals	3%	$	705,251
Clerical Professionals	5%	$	933,511
Auxilliary	5%	$	811,196
		$	4,073,597

2026-2027 Budget Projections

	- VATRE 2026-27	+ VATRE 2026-27
Local Revenue	$107,921,836	$107,684,288
State Revenue	$28,423,439	$28,423,439
Federal Revenue	$1,495,000	$1,495,000
VATRE Revenue	$0	$13,600,000
Total Revenue	**$137,840,275**	**$151,202,727**
Salaries	$125,622,834	$129,696,431
One-Time Retention	$2,000,000	$0
Operating	$15,217,441	$15,217,441
Total Expenditures	**$142,840,275**	**$144,913,872**
Other Sources/Uses	**$5,000,000**	**$0**
Budget Surplus / Deficit	**$0**	**$6,288,855**

2026-2027 Budget by Function

Functional Area	2026-2027
Instruction	$ 85,630,379
Instructional Support	23,304,577
District Operations	29,184,759
Debt Services	600,000
Central Administration	4,120,560
Total	**$ 142,840,275**



2026-2027 Proposed Child Nutrition Fund Budget

	2025-26 Adopted	2026-27 Proposed
Local Revenue	$573,000	$623,000
State Revenue	$75,000	$75,000
Federal Revenue	$9,297,873	$9,497,873
Total Revenue	**$9,945,873**	**$10,195,873**
Operating Expenditures	$9,945,873	$10,195,873
Total Expenditures	**$9,945,873**	**$10,195,873**
Fund Balance - Beginning Est.	$4,825,042	$4,825,042
Fund Balance - Ending	**$4,825,042**	**$4,825,042**
Percent of Total Expenditures	**48.51%**	**47.32%**

2026-2027 Proposed Debt Service Fund Budget

	2025-26 Adopted	2026-27 Proposed
Local Revenue	$64,394,034	$69,574,850
State Revenue	$0	$0
Federal Revenue	$0	$0
Total Revenue	**$64,394,034**	**$69,574,850**
Bond Payment	$64,394,034	$69,574,850
Total Expenditures	**$64,394,034**	**$69,574,850**
Fund Balance - Beginning Est.	$15,003,022	$15,003,022
Fund Balance - Ending	**$15,003,022**	**$15,003,022**
Percent of Total Expenditures		**21.56%**

2026-2027 Tax Rate Estimate

Tax Rate	2025-26	2026-27	Change
Compressed Tax Rate	0.5689	0.5628	-0.006
Golden Pennies	0.0500	0.0800	0.030
Copper Pennies	0.0000	0.0900	0.090
M&O Tax Rate	**0.6189**	**0.7328**	0.114
I&S Tax Rate	**0.3300**	**0.3000**	-0.030
Total Tax Rate	**0.9489**	**1.0328**	0.084

2026-27 Upcoming Actions

June 16	**Public Hearing to Adopt the 2026-27 Budget**
July 25	**Certified Property Values Received from TCAD**
August 5	**Maximum Compressed Tax Rate Received from TEA**
August 5-17	**Public Hearing to Adopt Tax Rate** **Board of Trustees Orders Voter Approved Tax Rate Election**
November 3	**Voter Approved Tax Rate Election Day**

Thank You

-Questions-

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

TAXPAYER IMPACT STATEMENT

(Pursuant to Texas Government Code 551.043(c)(2))

Fiscal Year (Tax Year)	Median-Valued Homestead	Tax Rate per $100 of Value	Estimated Property Tax Bill
FY 2025-26 (Tax Year 2025)	$190,779	$0.9489	$1,774.09
FY 2026-27 (Tax Year 2026)	$182,094	$1.0328*	$1,843.06*

* 2026 Tax Rate and resulting estimated tax bill uses an estimated 2026 rate until calculation in August.

Minutes of Special Board Meeting

The Board of Trustees
Del Valle ISD

A Special Board Meeting of the Board of Trustees of Del Valle Independent School District was held on Tuesday, May 5, 2026, beginning at 6:15PM in the Edward A. Neal Administration Center, 5301 Ross Road, Del Valle, Texas 78617.

Present: President Elvia Guadian, Vice President Melinda Cisneros, Secretary Darla Wegner, Trustee Chante Wright-Haywood, Trustee Susanna Ledesma Woody, Trustee Damian Pantoja, Trustee Charles Burton, and Dr. Matthew Gutierrez, Superintendent.

Absent: Trustee Jason Sierra, Trustee Samuel Franco

Also Present: Dina Edgar, Deputy Superintendent of Administrative Services; Dr. Mark Cantu, Deputy Superintendent of Governance and Education Services; Dr. Katrina Bailey, Chief of Leading and Learning; Danica Murillo, Chief Human Resources Officer; Nikki Elaine Bittings, Chief Student Services Officer; Mark Willoughby, Chief Operations Officer; Jeffrey Lee, Interim Chief Technology Officer; Christopher Weddle, Interim Chief of Communications; and Sandi Rhodes, Board Governance Coordinator.

I. Call to Order

Board President Elvia Guadian called the meeting to order at 6:16 p.m. and a quorum was established. The meeting of the Del Valle ISD has been duly called and notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government code.

II. Pledge of Allegiance

DVHS ROTC

III. Recognition Items

A. Recognition of Students Who Read 1000 Books Before Kindergarten
Dr. Katrina Bailey, Chief of Learning and Leadership
The DVCDC supports the program of 1000 Books Before Kindergarten by encouraging children to read 100 books at a time and record it on their reading log. For every 100 books read, they get a free book and a pencil or bookmark. Their picture is placed on the display and moved to the next 100 on the chart when they complete their log. We tell parents that if they read just one book a day from birth, they will reach 1000 shortly after their 3rd birthday. We encourage children throughout the year to continue reading, reading, and reading!
The Del Valle Child Development Center (DVCDC) South would like to recognize Jeremiah Meier, Charlea Schmidt, Jimmy Yaffe, Sadie Yaffe, Milo Solis and Karter Griffin for completing 1000 Books Before Kindergarten!!! Congratulations on reading all these Books Before Kindergarten!!

B. AP Scholar Recognition
Dr. Katrina Bailey, Chief of Learning and Leadership
The AP Scholar Award honors high school students who have demonstrated exemplary college-level achievement on their Advanced Placement Exams. The AP Scholar Awards are granted at various levels.

- The AP Scholar is awarded to students who receive scores of 3 or higher on three or more AP Exams.
- The AP Scholar with Honor is awarded to students who receive an average score of at least 3.25 on all AP Exams taken and with scores of 3 or higher on four or more of these exams.
- The AP Scholar with Distinction is awarded to students who receive an average score of at least 3.5 on all AP Exams taken, and scores of 3 or higher on five or more of these exams.

Del Valle ISD is pleased to share that 33 DVHS students earned AP Scholar recognition from The College Board in 2025.

IV. Public Comment

Individuals who wish to participate during the public comment shall sign up before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board. Except as permitted by Board Policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed three minutes per meeting.

Efrain Garza - speaking on teacher aide pay and retention
Brett Covington - speaking on budget priorities regarding paraprofessionals

V. Presentation Items

A. North Del Valle High School Construction Update
Mark Willoughby, Chief Operations Officer
In May 2022, voters approved a $300M bond package for the construction of Del Valle ISD HS #2, for land purchases for future school sites, and for technology upgrades.
● The North Del Valle HS Monthly Construction report for April 2026 highlights the project's progress through the month of April and the planned work for the month of May.
● American Constructors, led by Mr. Cody Lester, continues to perform at high levels to maintain appropriate scheduling and pacing of the work.
● North Del Valle HS Monthly Construction Report - April
● Work associated with the Whisper Valley Phase 8A Critical Infrastructure (Phase 1) has begun to include mass clearing and grubbing to begin the waterline installation and installation of erosion controls and box culverts.
● The project is 67% complete with cumulative billing to date at $158,400,040 of the original GMP of $236,960,000.

All board comments and questions were addressed.

VI. Information Items

A. Purchasing Cooperatives for Child Nutrition
Dina D. Edgar, Deputy Superintendent of Administrative Services
Purchasing through a cooperative or "interlocal contract agreement" satisfies the Texas state law requirement of local governments to seek competitive procurement for the purchase of goods or services.
The advantages of using purchasing cooperatives include national leveraged pricing, greater efficiency, and economy in procuring goods and services, assistance in best business practices and

in some cases, rebates are provided.
We are requesting approval to add the following purchasing cooperatives to the list of existing co-ops utilized by the district at no cost to the district:

- Texas 20
- Region 10 Multi-Regional Purchasing

All board comments and questions were addressed.

B. 2026-2027 Budget Development Update
Dina D. Edgar, Deputy Superintendent of Administrative Services
Budget development activities are ongoing as staff works to allocate resources to best support the goals and priorities of the district. Staff will provide an update on the 2026-2027 budget development efforts.

All board comments and questions were addressed.

C. Monthly Financials
Dina D. Edgar, Deputy Superintendent of Administrative Services
Del Valle ISD is committed to transparency and strives to provide stakeholders with clear and relevant financial information. The Business Office prepares monthly financial reports available each month in the Board Regular Meeting packet.
The monthly financial reports include:

- Investment Report
- Tax Office Report
- Budget Report
- Fund Balance Report

No questions or comments.

D. 4th/5th Puberty/Maturation Curriculum - School Health Advisory Council (SHAC)
Nikki Elaine Bittings, Chief Student Services Officer
The Board of Trustees adopted a resolution at the October 27, 2025 Board Meeting for the School Health Advisory Council (SHAC) to review 4th/5th grades puberty/maturation curriculum that includes the new TEKS. Following the process outlined in the local EHAA policy, we held three open meetings on campuses across the district. The meetings were held on March 3rd at Gilbert Elementary, March 4th at Smith Elementary, and March 10th at Del Valle Elementary. All participants were asked to complete an evaluation. The SHAC had a meeting on March 25th to review the open meeting evaluations and vote on recommendations to make to the board at the April meeting. We are asking the Board to take action on the recommendations from the SHAC by a record vote at a public meeting.

Dr. Gutierrez commented on appreciating the thoroughness of the presentation.

VII. Governance Items

A. Board Committee Updates by Board Trustees

Trustee Pantoja updated on DVISD Education Foundation Teacher of the Year Awards which will be Friday, May 15th. Also reminded everyone of the attendance meeting this Thursday, May 7th.

Vice President Cisneros updated on the final SPED Parent Advisory Committee meeting which was held on April 23rd. Input was provided on SPED internal and external services and programs. Collaboration between staff and parents on what's working and not working and what they would like to see start and stop working on. Also discussed were ways on how to strengthen communication between families and the district.

The Board did not recess for the executive session.

VIII. Closed Session

A. TGC §551.071 Consultation with Legal Counsel

B. TGC §551.074 Discussion of Personnel
1. Consider Superintendent's Recommendation Regarding Possible Hiring of Director of Child Nutrition.

2. Consider Superintendent's Recommendation Regarding Possible Hiring of Opportunity Center/DAEP Principal.

IX. Approve Action Items Discussed in Closed Session

The Board took no action on the closed session items. Administration is not bringing forward a recommendation at this time regarding the possible hiring of the Director of Child Nutrition or Opportunity Center/DAEP Principal.

X. Adjourn

AT THE END OF THE MEETING, THE BOARD WILL DECIDE WHETHER TO ADJOURN OR RECESS TO CONTINUE DISCUSSION AT ANOTHER DESIGNATED TIME.

Secretary Wegner made the motion to adjourn the meeting at 7:42 p.m. on May 5, 2026 motion to adjourn was seconded by Trustee Pantoja, motion carries 7:0.
Ayes: Pantoja, Ledesma Woody, Wegner, Guadian, Cisneros, Wright-Haywood, Burton
Nays: None
Abstention: None

_____ _____

President/Elvia Guadian Secretary/Darla Wegner

Minutes of Special Board Workshop

The Board of Trustees
Del Valle ISD

A Special Board Workshop of the Board of Trustees of Del Valle Independent School District was held on Tuesday, May 12, 2026, beginning at 6:15 p.m. in the Edward A. Neal Administration Center, 5301 Ross Road, Del Valle, Texas 78617.

Present: President Elvia Guadian, Vice President Melinda Cisneros, Trustee Samuel Franco, Trustee Jason Sierra, Trustee Charles Burton, Trustee Chante Wright-Haywood, and Dr. Matthew Gutierrez, Superintendent.

Absent: Trustee Damián Pantoja, Trustee Susanna Ledesma Woody, Secretary Darla Wegner

Also Present: Dr. Mark Cantu, Deputy Superintendent of Governance and Education Services; Dr. Katrina Bailey, Chief of Learning and Leadership; Nikki Elaine Bittings, Chief of Student Services; Danica Murillo (left at 6:29), Chief Human Resources Officer; Mark Willoughby (left at 6:29), Chief Operations Officer; Christopher Weddle, Interim Chief of Communications; Dr. Cinto Ramos, Governance & Leadership; and Sandi Rhodes, Board Governance Coordinator.

I. Call to Order

Board President Elvia Guadian called the meeting to order at 6:16 p.m. and a quorum was established. The meeting of the Del Valle ISD has been duly called and notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.

II. Pledge of Allegiance

The pledges were led by Ms. Guadian.

III. Public Comment

Individuals who wish to participate during the public comment shall sign up before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board. Except as permitted by Board Policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed three minutes per meeting.

No one signed up to address the board.

Board moved out of Open Session and into Closed Session at 6:17 p.m.

IV. Closed Session

A. TGC §551.074 Discussion of Personnel
1. Consider Superintendent's Recommendation Regarding Possible Hiring of Director of Child Nutrition.

2. Consider Superintendent's Recommendation Regarding Possible Hiring of Opportunity Center/DAEP Principal.

Board moved out of Closed Session and into Open Session at 6:27 p.m.

V. Approve Action Items Discussed in Closed Session

A. Discuss, Consider and Possibly Act on Superintendent's Recommendation Regarding Possible Hiring of Director of Child Nutrition

Vice President Cisneros made the motion to approve the hiring of Michael Thibodeaux as the Director of Child Nutrition, it was seconded by Trustee Burton. The motion passes 6:0
Ayes: Sierra, Wright-Haywood, Guadian, Cisneros, Burton, Franco
Nays: None
Abstention: None

B. Discuss, Consider and Possibly Act on Superintendent's Recommendation Regarding Possible Hiring of Opportunity Center/DAEP Principal.

Vice President Cisneros made the motion to approve the hiring of Rashad Ray as the Opportunity Center/DAEP Principal, it was seconded by Trustee Sierra. The motion passes 6:0
Ayes: Sierra, Wright-Haywood, Guadian, Cisneros, Burton, Franco
Nays: None
Abstention: None

VI. Lone Star Governance Workshop

The Board participated in the Policy Diet which is to create alignment between what the school board says and what the school board does as a means of helping school boards see a path toward improving student outcomes. It was facilitated by Dr. Cinto Ramos.

VII. Adjourn

Vice President Cisneros made the motion to adjourn the meeting at 7:10 p.m. on May 12, 2026 seconded by Trustee Burton, motion carries 6:0.
Ayes: Sierra, Guadian, Cisneros, Franco, Burton, Wright-Haywood
Nays: None
Abstention: None

_____ _____

President/Elvia Guadian Secretary/Darla Wegner

Minutes of Regular Board Meeting

The Board of Trustees
Del Valle ISD

A Regular Board Meeting of the Board of Trustees of Del Valle Independent School District was held on Wednesday, May 20, 2026, beginning at 6:15PM in the Edward A. Neal Administration Center, 5301 Ross Road, Del Valle, Texas 78617. The meeting was videotaped.

Present: President Elvia Guadian, Vice President Melinda Cisneros, Trustee Chante Wright-Haywood (arrived at 6:32), Trustee Damian Pantoja (arrived at 8:00 during closed session), Trustee Charles Burton, Trustee Jason Sierra, Trustee Samuel Franco and Dr. Matthew Gutierrez, Superintendent.

Absent: Trustee Ledesma Woody, Secretary Wegner

Also Present: Dina Edgar, Deputy Superintendent of Administrative Services; Dr. Mark Cantu, Deputy Superintendent of Governance and Education Services; Dr. Katrina Bailey, Chief of Leading and Learning; Danica Murillo, Chief Human Resources Officer; Nikki Elaine Bittings, Chief Student Services Officer; Mark Willoughby, Chief Operations Officer; Jeffrey Lee, Interim Chief Technology Officer; Christopher Weddle, Interim Chief of Communications; and Sandi Rhodes, Board Governance Coordinator.

I. Call to Order

Board President Elvia Guadian called the meeting to order at 6:15 p.m. and a quorum was established. The meeting of the Del Valle ISD has been duly called and notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.

II. Pledge of Allegiance

Popham Elementary Choir

III. Recognition Items

A. THSPA Powerlifting State Meet Qualifiers
Nikki Elaine Bittings, Chief Student Services Officer
The Del Valle HS Powerlifting Teams qualified in the Texas High School Powerlifting and Texas High School Women's Powerlifting Associations (THSPA/THSPWA) State Meet.

Boys:
Erick Vilchis-Huerta (SR) 308s: State Qualifier, Finished 5th at the State Meet, New School Record Holder in Squat, Bench and Overall Total.
Joseph Mares (SR) SHW: State Qualifier, New School Record Holder in Deadlift
Luis Jaimes (SR) SHW: Region 2 Champion, State Qualifier, Region 2 Bench Record Holder, Finished 2nd Overall at the State Meet (Silver Medalist). New School Record Holder in Bench, Squat and Overall Total.

Girls:
Carlie Montanez (SR) 97s: Region 2 Champion, State Qualifier, New School Record Holder Overall Total, Tied School Record in Bench and Squat
Gabriella Torres (SO) 97s: State Qualifier
Lori Vasquez (SR) 114s: Region 2 Champion, State Qualifier. New School Record Holder in Squat, Bench and Overall Total
Fiorella Salazar (SR) 132s: Region 2 Champion, State Qualifier, Region 2 Squat Record Holder 335lbs, Finished 5th Overall at the State Meet, New School Record Holder in Squat, Deadlift, and Overall Total, tied school record in Bench
Natalia Lara-Valdez (SR) 198s: Region 2 Champion, State Qualifier, Region 2 Bench Record Holder, New School Record Holder in Bench and Overall Total
Stephanie Obregon (SR) 198s: State Qualifier

B. Recognition of Trustee Award Winners
Elvia Guadian, School Board President
Per policy FG (LOCAL), the Trustee Awards recognize middle and high school students. The campuses identify recipients based on:

- Grades
- Participation in electives, extracurricular activities, and school clubs
- Conduct

7th Grade: Dailey Middle School: Taim Alkasi Del Valle Middle School: Paul Roberts Del Valle Middle School: Hermilo Padilla Ojeda Middle School: Olive Morris Ojeda Middle School: Mia Casas	8th Grade: Dailey Middle School: Maricela Alvarez Dailey Middle School: Hailey Tennis Del Valle Middle School: Alyssa Nunez Ojeda Middle School: Tyler Ellison Ojeda Middle School: Victor Greer
9th Grade: Del Valle High School: Amelie K. Aleman Fe Y Estrada Madilynn Garcia Miranda Ruiz Sophia Ramos-Martinez	10th Grade: Del Valle High School: Brandon M. Hernandez-Medina Delilah Bartolo Barbosa Kenneth Hunt Natalie Garcia Tiana Ambrose
11th Grade: Del Valle High School: Ajay Thout Alison Alanis Villa Alisson Aguilar Vargas Nicole Sifuentes Opportunity Center: Frederico Costilla	12th Grade: Del Valle High School: Armando Ramirez Lauren Puga Carlie Montanez Isabela Pena Opportunity Center: Natalia Beltran Ramos

IV. Public Comment

Individuals who wish to participate during the public comment shall sign up before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board. Except as permitted by Board Policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed three minutes per meeting.

The following people addressed the Board:
Jessa Marquez - speaking on budget
Nola Lafayette - speaking on commencement requirements
Kate Meehan - speaking on administrative failure
Shannon Seaton - speaking on administrative failure
~~Jennifer Dorsey - speaking on student award~~ - signed up but was not present to speak
Brett Covington - speaking on staff

V. Information Items

A. Superintendent's Comments

Dr. Gutierrez thanked every member of the DVISD family for the care and commitment they bring to students everyday. He congratulated tonight's Trustee Award recipients. He stated that he's had the honor to participate in several career day events throughout the district this past month. He congratulated the campus nominees and honorees on the annual teacher and staff recognitions and thanked the Del Valle Education Foundation for putting on the Staff & TOY event. He is thankful for a successful year and congratulated the Class of 2026.

VI. Governance Items

A. Committee Updates by Board Trustees

Vice President Cisneros provided an update on the percentage of time the Board has spent on student outcome goals; for April 33% which was up from March 11% with their aim to be at 50%. She also gave an update on her May 7th meeting with the Austin 2030 committee. Which is an organization that is putting together this Promise for Del Valle, Austin and Manor students, building it from the ground up. They approved a new timeline for the adoption of the northstar measurable goal. They have been working with colleges that will be participating in the College Promise. She is excited about the work they are doing on this Board and seeing the development phase and implementation for this promise. August 2027 they will be recruiting the first College Promise and August 2028 will be the first cohort. Excited that Del Valle will get to be a part of that.

Trustee Franco reminded the Board of the quarterly Board evaluation coming up in the June 16th Regular Board meeting and informed them of an excel spreadsheet he will be sharing with them which should reduce the time spent on the evaluation.

VII. Consent Agenda

A. Minutes for:
April 7, 2026 - Special Board Meeting
April 21, 2026 - Regular Board Meeting
April 28, 2026 - Special Board Workshop

B. Approval of Purchasing Cooperatives for Child Nutrition
Dina D. Edgar, Deputy Superintendent of Administrative Services
Purchasing through a cooperative or "interlocal contract agreement" satisfies the Texas state law requirement of local governments to seek competitive procurement for the purchase of goods or services.
The advantages of using purchasing cooperatives include national leveraged pricing, greater efficiency, and economy in procuring goods and services, assistance in best business practices and in some cases, rebates are provided.
We are requesting approval to add the following purchasing cooperatives to the list of existing co-ops utilized by the district at no cost to the district:
Texas 20
Region 10 Multi-Regional Purchasing

C. Approval of Monthly Financials
Dina D. Edgar, Deputy Superintendent of Administrative Services
Del Valle ISD is committed to transparency and strives to provide stakeholders with clear and relevant financial information. The Business Office prepares monthly financial reports available each month in the Board Regular Meeting packet.
The monthly financial reports include:
Investment Report
Tax Office Report
Budget Report
Fund Balance Report

D. Approval of 4th/5th Puberty/Maturation Curriculum- School Health Advisory Council (SHAC)
Nikki Elaine Bittings, Chief Student Services Officer
The Board of Trustees adopted a resolution at the October 27, 2025 Board Meeting for the School Health Advisory Council (SHAC) to review 4th/5th grades puberty/maturation curriculum that includes the new TEKS. Following the process outlined in the local EHAA policy, we held three open meetings on campuses across the district. The meetings were held on March 3rd at Gilbert Elementary, March 4th at Smith Elementary, and March 10th at Del Valle Elementary. All participants were asked to complete an evaluation. The SHAC had a meeting on March 25th to review the open meeting evaluations and vote on recommendations to make to the board at the April meeting. We are asking the Board to take action on the recommendations from the SHAC by a record vote at a public meeting.

Vice President Cisneros made the motion to approve all consent items, it was seconded by Trustee Sierra. The motion passes 6:0
Ayes: Sierra, Guadian, Cisneros, Wright-Haywood, Burton, Franco
Nays: None
Abstention: None

VIII. Action Items

A. Special Education End of Year Update
Dr. Katrina Bailey, Chief of Learning and Leadership
The Special Education Department remains committed to strengthening programs and supports for

students with disabilities by improving instructional outcomes while ensuring full compliance with all federal and state requirements. Throughout the year, the department has engaged in ongoing collaboration with campus leaders and departments to monitor student data and instructional practices aligned with the board goals. The department continuously monitors student performance data, service delivery, and compliance indicators to refine practices and adjust priorities as needed. Current priority areas include:

- Improving services and instructional support for students receiving special education services
  - Inclusive Practices
  - Delivery and documentation of services
  - Special Education Parent Advisory Committee (SEPAC)
- Developing a comprehensive professional learning framework for staff
- Maintaining full compliance with state and federal requirements
  - State Performance Plan Indicator 7 - Early Childhood Outcomes
  - State Performance Plan Indicator 11 and 12 - Timely evaluation processes to prevent delays in identification and services
  - State Performance Plan Indicator 13 - Transition services
  - Results Driven Accountability
  - Updated Tiered model of support for special education funding

The Special Education Department will continue to monitor progress in these areas and provide ongoing updates to ensure alignment with district goals and guardrails.

All board comments and questions were addressed.

Trustee Sierra made the motion to approve the Special Education End of Year Update as presented, it was seconded by Trustee Wright-Haywood. The motion passes 6:0
Ayes: Sierra, Guadian, Cisneros, Wright-Haywood, Burton, Franco
Nays: None
Abstention: None

Board moved out of Open Session and into Closed Session at 7:35 p.m.

IX. Closed Session

A. TGC §551.071 Consultation with Legal Counsel Regarding Pending Employee Grievance

B. TGC §551.074 Discussion of Personnel
1. Superintendent Report Regarding Personnel Matters

2. Consider Superintendent's Recommendation Regarding Possible Hiring of DVHS Associate Principal

Board moved out of Closed Session and into Open Session at 8:35 p.m.

X. Approve Action Items Discussed in Closed Session

A. Discuss, Consider and Possibly Act on Superintendent's Recommendation Regarding Possible Hiring of DVHS Associate Principal

Vice President Cisneros made the motion to approve the hiring of Bianca Chapman as the DVHS

Associate Principal, it was seconded by Trustee Franco. The motion passes 7:0
Ayes: Sierra, Pantoja, Wright-Haywood, Guadian, Cisneros, Burton, Franco
Nays: None
Abstention: None

XI. New Business/Future Board Agenda Items

Trustee Sierra motioned to review the FMH Local Policy be added as a future agenda item, it was seconded by Trustee Wright-Haywood.

Trustee Franco motioned to discuss whether the Board will want to form an operations committee as a future agenda item, it was seconded by Vice President Cisneros.

Vice President Cisneros recommended that the Board Self Evaluation be added to the second meeting in June.

Trustee Burton requested clarification on if the operations committee is being formed or rather to ensure having a conversation about forming the committee. President Guadian stated that there was a motion for it to be added as a future agenda item to discuss forming the committee.

XII. Adjourn

AT THE END OF THE MEETING, THE BOARD WILL DECIDE WHETHER TO ADJOURN OR RECESS TO CONTINUE DISCUSSION AT ANOTHER DESIGNATED TIME.

Trustee Pantoja made the motion to adjourn the meeting at 8:41 p.m. on May 20, 2026 motion to adjourn was seconded by Vice President Cisneros, motion carries 7:0.
Ayes: Sierra, Pantoja, Guadian, Cisneros, Wright-Haywood, Burton, Franco
Nays: None
Abstention: None

_____ _____

President/Elvia Guadian Secretary/Darla Wegner

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: Monthly Financial Report	
Date:	June 16, 2026
Category:	Consent
Background Information: Del Valle ISD is committed to transparency and strives to provide stakeholders with clear and relevant financial information. The Business Office prepares monthly financial reports available each month in the Board Regular Meeting packet. The monthly financial reports include: • Investment Report • Tax Office Report • Budget Report • Fund Balance Report	
Fiscal Implications:	**Is there a cost?** No **Amount:** NA **Funding Source:** NA
Exhibit or Presentation:	Monthly Financial Report
Student Outcome Goals:	**Goal 1 | Early Literacy**: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Reading will increase from 32% in June 2025 to 60% by Aug 2030. **Goal 2 | Early Mathematics:** The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from 27% in June 2025 to 60% by Aug 2030. **Goal 3 | 7th grade Math:** The percentage of 7th grade students who score at the "Meets" grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by Aug 2030. **Goal 4 | Readiness:** The percentage of college, career, and military-ready graduates will increase from 68% in August 2025 to 90% by August 2030.
Presenter: Dina D. Edgar, Deputy Superintendent of Administrative Services	
Administration Recommendation: Administration recommends the Board of Trustees approves the monthly financial reports as presented.	

Del Valle ISD * 5301 Ross Road * Del Valle, TX * 78617
512-386-3000

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Monthly Financial Report

April 2026

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Monthly Financial Reporting

- Investment Report
- Tax Office Report
- Budget Report by Function
- Fund Balance Report

Investment Report – April 2026

DEL VALLE INDEPENDENT SCHOOL DISTRICT

DEL VALLE ISD
APRIL 30, 2026

MEEDER PUBLIC FUNDS

Portfolio Summary

3.79
Weighted Average Yield to Maturity

0.02
Weighted Average Maturity (Years)

0.02
Portfolio Effective Duration (Years)

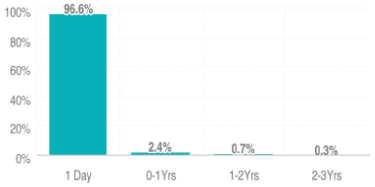
0.02
Weighted Average Life (Years)

AAA
Average Credit Rating

Portfolio Position

Par Value	$359,519,216
Principal Cost	$358,659,144
Book Value	$359,421,503
Market Value	$359,449,417
Unrealized Gain/Loss	$27,914
Accrued Interest	$199,517

Maturity Distribution



Sector Allocation



LGIP	83.79%
Money Market Funds	12.82%
U.S. Treasuries	1.86%
U.S. Agencies	1.53%

Investment Report – April 2026

DEL VALLE INDEPENDENT SCHOOL DISTRICT

DEL VALLE ISD | APRIL 30, 2026

MEEDER PUBLIC FUNDS

Portfolio Overview

SECURITY TYPE	PAR VALUE	MARKET VALUE	BOOK VALUE	% OF PORTFOLIO	DAYS TO MATURITY	YIELD
LGIP	301,166,013.14	301,166,013.14	301,166,013.14	83.79%	1	3.80
Money Market Funds	46,087,202.89	46,087,202.89	46,087,202.89	12.82%	1	3.54
U.S. Treasuries	6,725,000.00	6,701,334.77	6,689,009.26	1.86%	242	4.23
U.S. Agencies	5,541,000.00	5,494,866.11	5,479,277.73	1.53%	294	4.50
TOTAL	**359,519,216.03**	**359,449,416.91**	**359,421,503.01**	**100.00%**	**10**	**3.79**

CASH AND ACCRUED INTEREST			
Purchased Accrued Interest		0.00	0.00
TOTAL CASH AND INVESTMENTS	**359,519,216.03**	**359,449,416.91**	**359,421,503.01**

TOTAL EARNINGS	CURRENT MONTH	FISCAL YEAR TO DATE
	1,131,793.23	10,014,428.99

April Interest: $1,131,793
Fiscal YTD: $10,014,429

Tax Office Report – April 2026

DEL VALLE INDEPENDENT SCHOOL DISTRICT

TRAVIS COUNTY TAX OFFICE
TXDIST1A — OVERALL COLL/DIST REPORT — DATE 05/01/2026 PAGE 52
RECEIVABLE BALANCE 'R' REPORT — FROM 04/01/2026 TO 04/30/2026 — YEAR FROM 0000 TO 2025
ALL OTHERS

IDV -- DEL VALLE ISD

YEAR	BEGINNING TAX BALANCE	TAX ADJ	BASE TAX COLLECTED	REVERSALS	NET BASE TAX COLLECTED	PERCENT COLLECTED	ENDING TAX BALANCE	P & I COLLECTED	P & I REVERSALS	LRP OTHER PENALTY COLLECTED	PENALTY COLLECTED	TOTAL DISTRIBUTED
2005	25734.93	.00	.00	.00	.00	.00 %	25734.93	.00	.00	.00	.00	.00
2006	12327.86	.00	.00	.00	.00	.00 %	12327.86	.00	.00	.00	.00	.00
2007	10446.11	.00	.00	.00	.00	.00 %	10446.11	.00	.00	.00	.00	.00
2008	11225.21	.00	.00	.00	.00	.00 %	11225.21	.00	.00	.00	.00	.00
2009	13869.52	.00	.00	.00	.00	.00 %	13869.52	.00	.00	.00	.00	.00
2010	20013.93	.00	.00	.00	.00	.00 %	20013.93	.00	.00	.00	.00	.00
2011	34007.95	.00	.00	.00	.00	.00 %	34007.95	.00	.00	.00	.00	.00
2012	52232.85	.00	.00	.00	.00	.00 %	52232.85	.00	.00	.00	.00	.00
2013	64448.46	.00	11.93	.00	11.93	.02 %	64436.53	18.97	.00	.00	.00	30.
2014	251635.18	.00	374.83	.00	374.83	.15 %	251260.35	550.97	.00	.00	.00	925.
2015	111622.69	.00	234.09	.00	234.09	.21 %	111388.60	316.02	.00	.00	.00	550.
2016	129290.49	.00	592.05	.00	592.05	.46 %	128698.44	670.72	.00	.00	.00	1262.
2017	165557.22	.00	344.91	.00	344.91	.21 %	165212.31	351.30	.00	.00	.00	696.
2018	211779.28	.00	1211.39	.00	1211.39	.57 %	210567.89	1199.27	.00	.00	.00	2410.
2019	1143842.45	793685.59-	1850.85	.00	1850.85	.53 %	348306.01	1600.49	.00	.00	.00	3451.
2020	430627.70	.00	2290.50	.00	2290.50	.53 %	428337.20	1595.81	.00	.00	.00	3886.
2021	459661.11	.00	4554.69	.00	4554.69	.99 %	455106.42	2797.35	.00	.00	.00	7352.
2022	561498.98	3914.00	11755.95	2369.20	9386.75	1.66 %	556026.23	5060.66	.00	28.00	.00	14475.41
2023	724918.77	4144.98-	22226.68	9441.83	12784.85	1.77 %	707988.94	8069.17	.00	27.81	.00	20881.83
2024	1250908.57	26943.61-	47666.96	29150.61	18516.35	1.51 %	1205448.61	12091.14	8.06-	25.58	.00	30625.01
TOTL	5747853.59	820860.18-	93114.83	40961.64	52153.19	1.06 %	4874840.22	34321.87	8.06-	81.39	.00	86548.39
2025	3752124.43	189707.45-	651857.79	285781.58	366076.21	10.28 %	3196340.77	44540.09	15.59-	760.56	.00	411361.27
ENTITY TOTL	9499978.02	1010567.63-	744972.62	326743.22	418229.40	4.93 %	8071180.99	78861.96	23.65-	841.95	.00	497909.66

April Net Tax Collections $418,229

Budget Report by Function as of April 30, 2026

As of April 30, 2026

Del Valle ISD
Expenditures by Function

Function	Object	2025-2026 Revised Budget	Encumbered Amount	2025-2026 FYTD Activity	Unencumbered Balance	2025-2026 FYTD %
6000	EXPENDITURES					
11	PAYROLL COSTS	78,063,008.00	0.00	65,374,097.40	12,688,910.60	83.75
11	PROFESSIONAL &	1,418,186.00	542,193.89	769,799.93	106,192.18	54.28
11	SUPPLIES AND MA	1,768,239.00	262,761.83	1,260,536.88	244,940.29	71.29
11	OTHER OPERATING	324,113.00	119,917.21	162,378.46	41,817.33	50.10
11	INST	81,573,546.00	924,872.93	67,566,812.67	13,081,860.40	82.83
6000	EXPENDITURES					
12	PAYROLL COSTS	1,258,559.00	0.00	995,276.66	263,282.34	79.08
12	PROFESSIONAL &	19,334.00	532.00	14,886.00	3,916.00	76.99
12	SUPPLIES AND MA	110,497.00	13,197.86	86,329.82	10,969.32	78.13
12	OTHER OPERATING	6,436.00	550.13	5,160.39	725.48	80.18
12	MEDIA	1,394,826.00	14,279.99	1,101,652.87	278,893.14	78.98
6000	EXPENDITURES					
13	PAYROLL COSTS	1,514,325.00	0.00	1,242,982.55	271,342.45	82.08
13	PROFESSIONAL &	68,967.00	6,640.00	51,271.10	11,055.90	74.34
13	SUPPLIES AND MA	24,785.00	3,383.36	6,878.78	14,522.86	27.75
13	OTHER OPERATING	111,047.00	16,745.21	44,969.40	49,332.39	40.50
13	CUR.DEV	1,719,124.00	26,768.57	1,346,101.83	346,253.60	78.30
6000	EXPENDITURES					
21	PAYROLL COSTS	1,938,605.00	0.00	1,612,902.81	325,702.19	83.20
21	PROFESSIONAL &	86,929.00	2,275.00	60,328.21	24,325.79	69.40
21	SUPPLIES AND MA	82,347.00	5,116.92	64,773.87	12,456.21	78.66
21	OTHER OPERATING	69,337.00	13,878.32	35,738.52	19,720.16	51.54
21	INST LD	2,177,218.00	21,270.24	1,773,743.41	382,204.35	81.47
6000	EXPENDITURES					
23	PAYROLL COSTS	8,771,580.04	0.00	7,331,236.64	1,440,343.40	83.58
23	PROFESSIONAL &	293,878.00	80,932.59	211,597.30	1,348.11	72.00
23	SUPPLIES AND MA	43,995.50	11,982.18	23,386.76	8,626.56	53.16
23	OTHER OPERATING	27,405.46	1,602.60	14,666.41	11,136.45	53.52
23	SCH LDS	9,136,859.00	94,517.37	7,580,887.11	1,461,454.52	82.97
6000	EXPENDITURES					
31	PAYROLL COSTS	5,408,875.00	0.00	4,581,568.79	827,306.21	84.70
31	PROFESSIONAL &	72,846.00	14,544.00	58,136.98	165.02	79.81
31	SUPPLIES AND MA	53,757.00	11,641.11	36,208.51	5,907.38	67.36
31	OTHER OPERATING	9,673.00	2,054.19	2,349.41	5,269.40	24.29
31	G & C	5,545,151.00	28,239.30	4,678,263.69	838,648.01	84.37
6000	EXPENDITURES					
32	PAYROLL COSTS	1,067,180.00	0.00	810,958.29	256,221.71	75.99
32	PROFESSIONAL &	651,961.00	6,333.66	619,650.36	25,976.98	95.04
32	SUPPLIES AND MA	8,566.00	300.00	3,910.16	4,355.84	45.65
32	OTHER OPERATING	24,367.00	11,378.17	6,315.63	6,673.20	25.92
32	SOC WRK	1,752,074.00	18,011.83	1,440,834.44	293,227.73	82.24

As of April 30, 2026

Del Valle ISD
Expenditures by Function

Function	Object	2025-2026 Revised Budget	Encumbered Amount	2025-2026 FYTD Activity	Unencumbered Balance	2025-2026 FYTD %
6000	EXPENDITURES					
33	PAYROLL COSTS	1,488,121.00	0.00	1,209,286.54	278,834.46	81.26
33	PROFESSIONAL &	4,515.00	2,405.28	1,078.83	1,030.89	23.89
33	SUPPLIES AND MA	35,072.00	4,562.72	20,169.14	10,340.14	57.51
33	OTHER OPERATING	6,600.00	3,720.74	1,353.82	1,525.44	20.51
33	HEALTH	1,534,308.00	10,688.74	1,231,888.33	291,730.93	80.29
6000	EXPENDITURES					
34	PAYROLL COSTS	7,423,657.00	0.00	6,498,391.66	925,265.34	87.54
34	PROFESSIONAL &	201,783.00	88,021.57	71,713.61	42,047.82	35.54
34	SUPPLIES AND MA	1,258,571.00	276,497.62	936,710.55	45,362.83	74.43
34	OTHER OPERATING	-38,254.00	31.00	-72,473.77	34,188.77	189.45
34	TRANS	8,845,757.00	364,550.19	7,434,342.05	1,046,864.76	84.04
6000	EXPENDITURES					
35	PAYROLL COSTS	90,291.00	0.00	0.00	90,291.00	0.00
35	FOOD SV	90,291.00	0.00	0.00	90,291.00	0.00
6000	EXPENDITURES					
36	PAYROLL COSTS	1,543,273.00	0.00	1,335,308.02	207,964.98	86.52
36	PROFESSIONAL &	270,427.00	29,627.65	199,880.08	40,919.27	73.91
36	SUPPLIES AND MA	297,480.00	24,113.26	198,063.83	75,302.91	66.58
36	OTHER OPERATING	377,136.00	38,084.80	280,614.23	58,436.97	74.41
36	CO-CURR	2,488,316.00	91,825.71	2,013,866.16	382,624.13	80.93
6000	EXPENDITURES					
41	PAYROLL COSTS	3,566,138.00	0.00	2,672,810.40	893,327.60	74.95
41	PROFESSIONAL &	711,061.00	179,486.31	393,187.71	138,386.98	55.30
41	SUPPLIES AND MA	244,951.00	17,648.92	178,953.94	48,348.14	73.06
41	OTHER OPERATING	341,964.00	94,048.88	155,468.40	92,446.72	45.46
41	GEN ADM	4,864,114.00	291,184.11	3,400,420.45	1,172,509.44	69.91
6000	EXPENDITURES					
51	PAYROLL COSTS	8,286,646.00	0.00	6,900,423.95	1,386,222.05	83.27
51	PROFESSIONAL &	4,298,048.00	326,797.80	3,905,279.50	65,970.70	90.86
51	SUPPLIES AND MA	835,267.00	132,763.53	676,376.22	26,127.25	80.98
51	OTHER OPERATING	1,392,733.00	3,400.79	28,605.08	1,360,727.13	2.05
51	CAPITAL OUTLAY,	0.00	0.00	0.00	0.00	0.00
51	MAINT	14,812,694.00	462,962.12	11,510,684.75	2,839,047.13	77.71
6000	EXPENDITURES					
52	PAYROLL COSTS	2,736,237.00	0.00	2,416,300.40	319,936.60	88.31
52	PROFESSIONAL &	114,000.00	12,956.32	72,390.07	28,653.61	63.50
52	SUPPLIES AND MA	94,000.00	6,758.59	70,088.02	17,153.39	74.56
52	OTHER OPERATING	46,000.00	1,524.35	33,027.19	11,448.46	71.80
52	CAPITAL OUTLAY,	85,000.00	0.00	84,980.00	20.00	99.98
52	SECUR	3,075,237.00	21,239.26	2,676,785.68	377,212.06	87.04

As of April 30, 2026

Del Valle ISD
Expenditures by Function

Function	Object	2025-2026 Revised Budget	Encumbered Amount	2025-2026 FYTD Activity	Unencumbered Balance	2025-2026 FYTD %
6000	EXPENDITURES					
53	PAYROLL COSTS	2,163,500.00	0.00	1,320,289.13	843,210.87	61.03
53	PROFESSIONAL &	103,570.00	13,296.20	73,265.87	17,007.93	70.74
53	SUPPLIES AND MA	628,925.00	15,427.04	440,687.73	172,810.23	70.07
53	OTHER OPERATING	25,979.00	2,016.79	19,290.73	4,671.48	74.26
53	DATA PR	2,921,974.00	30,740.03	1,853,533.46	1,037,700.51	63.43
6000	EXPENDITURES					
61	PAYROLL COSTS	525,256.00	0.00	498,826.71	26,429.29	94.97
61	PROFESSIONAL &	19,798.00	611.20	12,517.52	6,669.28	63.23
61	SUPPLIES AND MA	67,530.00	10,614.83	27,766.06	29,149.11	41.12
61	OTHER OPERATING	10,309.00	1,430.98	5,304.88	3,573.14	51.46
61	CMTY SV	622,893.00	12,657.01	544,415.17	65,820.82	87.40
6000	EXPENDITURES					
71	DEBT SERVICE	600,079.00	20,467.65	456,205.44	123,405.91	76.02
71	DBT SVC	600,079.00	20,467.65	456,205.44	123,405.91	76.02
6000	EXPENDITURES					
95	PROFESSIONAL &	10,000.00	5,000.00	0.00	5,000.00	0.00
95		10,000.00	5,000.00	0.00	5,000.00	0.00
6000	EXPENDITURES					
99	PROFESSIONAL &	1,110,000.00	135,715.00	862,735.42	111,549.58	77.72
99	INTERGOVERNMENT	1,110,000.00	135,715.00	862,735.42	111,549.58	77.72
	Grand Expense Totals	**144,274,461.00**	**2,574,990.05**	**117,473,172.93**	**24,226,298.02**	**81.42**

Fund Balance Report as of April 30, 2026

DEL VALLE ISD
FY25 FUND BALANCE
2025-2026 GENERAL FUND BUDGET

	2025-26 OFFICIAL BUDGET	Budget Amendment #2	2025-26 AMENDED BUDGET	%
Revenues				
5700 LOCAL, INTERMEDIATE & OTHER	$109,725,548	$ 2,500,000	$112,225,548	77.79%
5800 STATE PROGRAM REVENUES	$28,528,913	$ 1,000,000	$29,528,913	20.47%
5900 FEDERAL PROGRAM REVENUES	$2,420,000	$ 100,000	$2,520,000	1.75%
5000 TOTAL REVENUES	$140,674,461	$ 3,600,000	$144,274,461	100%
Appropriations				
11 INSTRUCTIONAL	$80,073,546	$1,500,000	$81,573,546	56.54%
12 INSTRUCTIONAL RESOURCES	$1,394,826		$1,394,826	0.97%
13 STAFF DEVELOPMENT	$1,644,124	$75,000	$1,719,124	1.19%
21 INSTRUCTIONAL ADMINISTRATION	$2,177,218		$2,177,218	1.51%
23 SCHOOL ADMINISTRATION	$9,136,859		$9,136,859	6.33%
31 GUIDANCE AND COUNSELING	$5,445,151	$100,000	$5,545,151	3.84%
32 SOCIAL WORK SERVICES	$1,502,074	$250,000	$1,752,074	1.21%
33 HEALTH SERVICES	$1,454,308	$80,000	$1,534,308	1.06%
34 TRANSPORTATION	$8,845,757		$8,845,757	6.13%
35 FOOD SERVICES	$90,291		$90,291	0.06%
36 CO-CURRICULAR	$2,488,316		$2,488,316	1.72%
41 GENERAL ADMINISTRATION	$4,864,114		$4,864,114	3.37%
51 MAINTENANCE	$14,812,694		$14,812,694	10.27%
52 SECURITY SERVICES	$2,865,237	$210,000	$3,075,237	2.13%
53 DATA PROCESSING	$1,961,974	$960,000	$2,921,974	2.03%
61 COMMUNITY SERVICES	$397,893	$225,000	$622,893	0.43%
71 DEBT SERVICES	$600,079		$600,079	0.42%
81 FACILITIES ACQ. AND CONSTRUCTI	$0		$0	0.00%
95 JJAEP	$10,000		$10,000	0.01%
99 INTERGOVERNMENTAL CHARGES	$910,000	$200,000	$1,110,000	0.77%
6000 TOTAL EXPENDITURES	$140,674,461	$3,600,000	$144,274,461	100%
OTHER RESOURCES & USES				
OTHER SOURCES				
OTHER USES - (EXPENDITURES)	$0		$0	
TOTAL OTHER RESOURCES & USES	$0	$0	$0	
EXCESS(DEFICIT) OF REVENUES AND OTHER SOURCES OVER EXPENDITURES AND OTHER USES	$0	$0	$0	
BEGINNING FUND BALANCE	$57,716,461		$57,716,461	
ENDING FUND BALANCE	$57,716,461		$57,716,461	
FUND BALANCE AS % OF EXPENDITURES	**41.03%**		**40.00%**	

Thank You

-Questions-

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: Approval of Final Budget Amendments for General Fund, Food Service Fund, and Debt Service Fund	
Date:	June 16, 2026
Category:	Consent
Background Information: The Texas Education Code requires that every local education agency in Texas prepare and file a budget of anticipated revenues and expenditures with the Texas Education Agency at the fund and function level. The Board shall amend the budget when a change is made increasing/decreasing any one of the functional spending categories or increasing/decreasing revenue object accounts and other resources. The Finance Department performs budget reviews during the year in which budget requirements are re-evaluated and revisions are recommended to the Board. This amendment will realign revenues and expenditures to include end-of-year projections.	
Fiscal Implications:	**Is there a cost?** No **Amount:** NA **Funding Source:** NA
Exhibit or Presentation:	Final Budget Amendments Presentation
Student Outcome Goals:	**Goal 1 | Early Literacy**: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Reading will increase from 32% in June 2025 to 60% by Aug 2030. **Goal 2 | Early Mathematics:** The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from 27% in June 2025 to 60% by Aug 2030. **Goal 3 | 7th grade Math:** The percentage of 7th grade students who score at the "Meets" grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by Aug 2030. **Goal 4 | Readiness:** The percentage of college, career, and military-ready graduates will increase from 68% in August 2025 to 90% by August 2030.
Presenter: Dina D. Edgar, Deputy Superintendent of Administrative Services	
Administration Recommendation: Administration recommends approval of the General Fund, Food Service Fund and Debt Service Fund budget amendments as presented.	

Del Valle ISD * 5301 Ross Road * Del Valle, TX * 78617
512-386-3000

Final Budget Amendment

General Fund

Child Nutrition Fund

Debt Service Fund

DEL VALLE INDEPENDENT SCHOOL DISTRICT

General Fund

		2025-26 REVISED BUDGET	Final Budget Amendment	2025-26 AMENDED BUDGET	%
Revenues					
5700	LOCAL, INTERMEDIATE & OTHER	$112,225,548		$112,225,548	77.79%
5800	STATE PROGRAM REVENUES	$29,528,913		$29,528,913	20.47%
5900	FEDERAL PROGRAM REVENUES	$2,520,000		$2,520,000	1.75%
5000	TOTAL REVENUES	$144,274,461	$ -	$144,274,461	100%
Appropriations					
11	INSTRUCTIONAL	$81,573,546	$2,960,000	$84,533,546	56.84%
12	INSTRUCTIONAL RESOURCES	$1,394,826		$1,394,826	0.94%
13	STAFF DEVELOPMENT	$1,719,124		$1,719,124	1.16%
21	INSTRUCTIONAL ADMINISTRATION	$2,177,218	$6,000	$2,183,218	1.47%
23	SCHOOL ADMINISTRATION	$9,136,859	$200,000	$9,336,859	6.28%
31	GUIDANCE AND COUNSELING	$5,545,151	$175,000	$5,720,151	3.85%
32	SOCIAL WORK SERVICES	$1,752,074		$1,752,074	1.18%
33	HEALTH SERVICES	$1,534,308		$1,534,308	1.03%
34	TRANSPORTATION	$8,845,757	$675,000	$9,520,757	6.40%
35	FOOD SERVICES	$90,291	-$90,291	$0	0.00%
36	CO-CURRICULAR	$2,488,316	$25,000	$2,513,316	1.69%
41	GENERAL ADMINISTRATION	$4,864,114	-$200,000	$4,664,114	3.14%
51	MAINTENANCE	$14,812,694	$400,000	$15,212,694	10.23%
52	SECURITY SERVICES	$3,075,237	$275,000	$3,350,237	2.25%
53	DATA PROCESSING	$2,921,974		$2,921,974	1.96%
61	COMMUNITY SERVICES	$622,893	$60,000	$682,893	0.46%
71	DEBT SERVICES	$600,079	-$50,000	$550,079	0.37%
81	FACILITIES ACQ. AND CONSTRUCT	$0		$0	0.00%
95	JJAEP	$10,000		$10,000	0.01%
99	INTERGOVERNMENTAL CHARGES	$1,110,000		$1,110,000	0.75%
6000	TOTAL EXPENDITURES	$144,274,461	$4,435,709	$148,710,170	100%

Child Nutrition Fund

		2025-2026 OFFICIAL BUDGET	INCREASE	DECREASE	2025-2026 AMENDED BUDGET
Revenues					
5700	LOCAL, INTERMEDIATE & OTHER	$573,000			$573,000
5800	STATE PROGRAM REVENUES	$75,000			$75,000
5900	FEDERAL PROGRAM REVENUES	$9,297,873	$ 600,000		$9,897,873
5000	TOTAL REVENUES	$9,945,873	$ 600,000	$ -	$10,545,873
Appropriations					
11	INSTRUCTIONAL	$0			$0
12	INSTRUCTIONAL RESOURCES	$0			$0
13	STAFF DEVELOPMENT	$0			$0
21	INSTRUCTIONAL ADMINISTRATION	$0			$0
23	SCHOOL ADMINISTRATION	$0			$0
31	GUIDANCE AND COUNSELING	$0			$0
32	SOCIAL WORK SERVICES	$0			$0
33	HEALTH SERVICES	$0			$0
34	TRANSPORTATION	$0			$0
35	FOOD SERVICES	$9,945,873	$ 600,000		$10,545,873
36	CO-CURRICULAR	$0			$0
41	GENERAL ADMINISTRATION	$0			$0
51	MAINTENANCE	$0			$0
52	SECURITY SERVICES	$0			$0
53	DATA PROCESSING	$0			$0
61	COMMUNITY SERVICES	$0			$0
71	DEBT SERVICES	$0			$0
81	FACILITIES ACQ. AND CONSTRUCTION	$0			$0
95	JJAEP	$0			$0
6000	TOTAL EXPENDITURES	$9,945,873	$600,000	$0	$10,545,873

Debt Service Fund

		2025-26 OFFICIAL BUDGET	INCREASE	DECREASE	2025-26 AMENDED BUDGET
Revenues					
5700	LOCAL, INTERMEDIATE & OTHER	$64,394,034	$ 9,000,000		$73,394,034
5800	STATE PROGRAM REVENUES	$0	$ 1,510,000		$1,510,000
5900	FEDERAL PROGRAM REVENUES	$0			$0
5000	TOTAL REVENUES	$64,394,034	$ 10,510,000	$ -	$74,904,034
Appropriations					
11	INSTRUCTIONAL	$0			$0
12	INSTRUCTIONAL RESOURCES	$0			$0
13	STAFF DEVELOPMENT	$0			$0
21	INSTRUCTIONAL ADMINISTRATION	$0			$0
23	SCHOOL ADMINISTRATION	$0			$0
31	GUIDANCE AND COUNSELING	$0			$0
32	SOCIAL WORK SERVICES	$0			$0
33	HEALTH SERVICES	$0			$0
34	TRANSPORTATION	$0			$0
35	FOOD SERVICES	$0			$0
36	CO-CURRICULAR	$0			$0
41	GENERAL ADMINISTRATION	$0			$0
51	MAINTENANCE	$0			$0
52	SECURITY SERVICES	$0			$0
53	DATA PROCESSING	$0			$0
61	COMMUNITY SERVICES	$0			$0
71	DEBT SERVICES	$64,394,034	$ 5,925,000		$70,319,034
81	FACILITIES ACQ. AND CONSTRUCTIC	$0			$0
95	JJAEP	$0			$0
6000	TOTAL EXPENDITURES	$64,394,034	$ 5,925,000	$ -	$70,319,034

Thank You

-Questions-

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: 2026-2027 Compensation Manual	
Date:	June 16, 2026
Category:	Consent

Background Information:

The 2026-2027 Compensation Manual establishes the official structure for all district salaries, supplemental pay, and payroll procedures. This document ensures that pay practices remain equitable, transparent, and competitive across all departments.

The manual provides the framework for:

- Salary Schedules: Defined pay plans for Teachers, Librarians, Nurses, Instructional Coaches, Clerical/Paraprofessional, Auxiliary, and Administrative/Professional staff.
- Supplemental Pay: Official rates for stipends, Substitutes, ACE staff, and Tutors.
- Operational Standards: Standardized compensation guidelines, terminology, and the 2026-2027 payroll schedule.

Fiscal Implications:	**Is there a cost?** No **Amount: $** **Funding Source:**
Exhibit or Presentation:	Compensation Manual & Presentation
Student Outcome Goals:	N/A

Presenter: Danica Murillo, Chief Human Resources Officer

Administration Recommendation: Consider and potentially adopt a Resolution of the Board of Trustees of Del Valle ISD adopting a Baseline Compensation Schedule for 2026-2027 and Enhanced Compensation Schedule Contingent upon Approval of a Voter Approval Tax Rate Election.

Del Valle ISD * 5301 Ross Road * Del Valle, TX * 78617
512-386-3000

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

2026-2027
Compensation Manual

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Purpose

DEL VALLE INDEPENDENT SCHOOL DISTRICT



Official Compensation Manual: Serving as the definitive guide for new hire pay.



Key Pay Categories Defined: Outlines salaries for Teacher, Non-Teacher Retention Allotment, Clerical, Auxiliary, and Administrative staff.



2026-2027 Stipend Structure: Lists all proposed stipends for the upcoming school year.



Operational Compensation Guidelines: Detailed pay structures for Substitutes, ACE x LEAD staff, and Tutors.



Streamlined Policies: Includes a revised glossary and essential stipend statement for clarity.

2026-2027 Compensation Framework

DEL VALLE INDEPENDENT SCHOOL DISTRICT

trending_flat

Current Status

Salary tables at all pay groups will remain **flat** at current rates.

trending_up

VATRE Contingency

Salary tables will **adjust upward** only if the[51] Voter Approved Tax Rate Election passes.

VATRE Contingency Language

DEL VALLE INDEPENDENT SCHOOL DISTRICT

In accordance with Board Policy DEA (Local), which authorizes a mid-year pay increase to employees after performance on the contract has begun and/or services have been provided where such increases are authorized by the compensation plan adopted by the board, the Board will, but only in the event the proposed VATR is approved by the voters of the District in November 2026, provide an increase in salary to the employees of the District as presented in the budget presentation of May 5, 2026 [1]. The amounts will be retroactive to the first day of employment for the 2026-27 school year. Said increases will be paid in a lump sum for the period from the beginning of the 2026-2027 contract year or the applicable employee's first date of service, whichever is later, through the date of such lump sum payment, and the remainder will be prorated in each paycheck through the end of the employment term. The lump sum described above will be paid only after: (a) the voters have approved the proposition set forth at the VATRE, and (b) the District has received sufficient revenues from its 2026 tax year collections to make such lump sum payment as determined by the Superintendent in writing. If the VATRE does not pass there will be no salary increases.

Teacher Pay Scale Adjustment

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Addition of Uncertified Teacher Pay Step:



Establishes a distinct placement scale specifically for uncertified 0-year teachers.



Applies to individuals teaching on emergency permits, district permits, or enrolled in alternative certification programs awaiting full credentials.

Path to Regular Pay Scale:



Uncertified staff will transition to the certified 0-year teacher pay step immediately upon obtaining full State Board for Educator Certification (SBEC) credentials.



Administrative Pay Plan Position Changes

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Previous Title/Pay Grade	New Title/Pay Grade
Behavior Specialist (AP 4)	Student Support Specialist (AP 4)
Occupational Therapist (AP 3)	Occupational Therapist (AP 4)
N/A	Associate Principal - MS (AP 6)
Principal - HS (AP 9)	Executive Principal - HS (AP 9)
Chief of Communications (AP 11)	Executive Director of Communications (AP 10)
Chief Technology Officer (AP 11)	Executive Director of Technology (AP 10)

Stipend Changes

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Stipend	Amount	Level	Action	Reason
Large Class Stipend (per semester)	$2,500	District	Reduced	Reduced to $2,000 per semester as a cost savings
Double Class Stipend (per semester)	$13,750	Secondary	Reduced	Reduced to $10,000 per semester as a cost savings
American Sign Language (yearly)	$3,000	DVHS	Removed	Course not offered
Professional Learning Community Team Leader (Fall & Spring)	$1,000	DVHS	Removed	Responsibilities shifted to Department Lead
Assistant Principal	$1,000	Middle School	Removed	Reason for stipend no longer exists
Grade Level Leader (Fall & Spring)	$500	Middle School	Removed	Responsibilities shifted to Department Lead

Thank You!

Questions?

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

DEL VALLE
INDEPENDENT SCHOOL DISTRICT



COMPENSATION MANUAL
2026-2027 SCHOOL YEAR

Board Approved Date:
Board Approved Adjustments:

Compensation Guidelines – DVISD

Overall Purpose

This manual serves as a guide for salaries and hourly wages in regards to compensation for new hires in the Del Valle Independent School District in the following categories: Teacher, Administrative/Professional, Paraprofessional and Auxiliary staff. In addition, this manual outlines board approved stipends and compensation guidelines for substitutes, ACExLEAD staff, and tutors.

Practices described are intended to implement local School Board policy, goals, state and federal regulations.

Job Classification

District jobs are assigned to pay ranges based upon compensable factors and grouped with jobs of similar value.

DVISD participates in a salary study annually with the Texas Association of School Boards (TASB) to ensure that compensation guidelines are of fair market value, and comparable to surrounding districts.

Pay Raises

Annual pay raises are not guaranteed each year, raises are subject to approval by the Board of Trustees. Pay raises are based on a percentage increase of those that are eligible for an annual increase, to not exceed the maximum of the positions pay band.

An employee is eligible for a pay raise when they have been employed on the last day of their contract year and, without a break in service, and have earned a year of creditable service (a minimum of 90 days).

Initial Employment

Employment, assignment, and salary placement occur in accordance with the job requirements as specified in the job description. Certification, license, official transcript, or degree documents must be submitted to the Human Resources team if required by the job description. Failure to submit these documents prior to the employees 45th day of employment, will result in placement at the minimum salary/wage of their respective position.

Years of Service

The Texas Education Agency (TEA) refers to a minimum of 90 full-time equivalent (FTE) days for the contract/work year (percent of day employed multiplied by number of days employed) as a creditable year of experience (i.e. days employed x FTE = Equivalent Days Worked.)

Overpayment

An overpayment occurs if an employee is paid more than the amount that the employee should have been paid under the assigned pay grade and/or related supplemental earnings. The Payroll Department has the right to rectify the issue based on the respective case of the occurrence (this includes recovering the funds for the current year only and employees may work with the Payroll Department regarding payment plans). This also applies to inactive employees that will be notified via certified mail that they are to repay DVISD.

Back Payment

A back payment will occur if the employee was paid less than the amount that the employee should have been paid under the assigned pay grade and/or related supplement earnings. If a request for back payment is presented in the current fiscal year, each situation will be reviewed on a case-by-case basis and subject to approval by the Chief Human Resources Officer and the Chief Financial Officer.

Reinstatement Following Break in Service

An employee who is rehired for the same position following a break-in-service that is less than 12 months shall be reinstated at the same pay rate previously held prior to the break-in-service, or according to the procedures for placement of new hires, whichever is greater.

If rehired at a different pay grade level or rehired following a break in service that is longer than 12 months, the employee's pay will be placed according to the procedures for placement of new hires.

Stipend Review and Continuation Policy

All stipends are subject to an annual review by the district and are not guaranteed from year to year. The continuation, adjustment, or discontinuation of any stipend will be determined based on district needs, budgetary considerations, and programmatic priorities. Receipt of a stipend in one year does not imply entitlement to the same or any future stipend.

VATRE Contingency

In accordance with Board Policy DEA (Local), which authorizes a mid-year pay increase to employees after performance on the contract has begun and/or services have been provided where such increases are authorized by the compensation plan adopted by the board, the Board will, but only in the event the proposed VATRE is approved by the voters of the District in November 2026, provide an increase in salary to the employees of the District as presented in the budget presentation of May 5, 2026 [1]. The amounts will be retroactive to the first day of employment for the 2026-27 school year. Said increases will be paid in a lump sum for the period from the beginning of the 2026-2027 contract year or the applicable employee's first date of service, whichever is later, through the date of such lump sum payment, and the remainder will be prorated in each paycheck through the end of the employment term. The lump sum described above will be paid only after: (a) the voters have approved the proposition set forth at the VATRE, and (b) the District has received sufficient revenues from its 2026 tax year collections to make such lump sum payment as determined by the Superintendent in writing. If the VATRE does not pass there will be no salary increases and employees will receive a one-time retention payment.

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[1]	Teachers, Librarians, Nurses	3%
	Administrative Professionals	3%
	Clerical Professionals	5%
	Auxiliary	5%

Del Valle ISD

2026-2027 Teacher Pay Scale

Teacher New Hire Scale

Master's Degree Stipend $2,100

Doctorate Degree Stipend $2,350

Years Of Experience	Bachelor's' Degree	Master's Degree	Doctorate Degree
0 - Uncert.	$59,500	$61,600	$61,850.00
0 - Cert.	$60,000	$62,100	$62,350.00
1	$61,300	$63,400	$63,650.00
2	$61,550	$63,650	$63,900.00
3	$62,800	$64,900	$65,150.00
4	$63,050	$65,150	$65,400.00
5	$65,900	$68,000	$68,250.00
6	$66,250	$68,350	$68,600.00
7	$66,600	$68,700	$68,950.00
8	$67,012	$69,112	$69,362.00
9	$67,430	$69,530	$69,780.00
10	$68,751	$70,851	$71,101.00
11	$69,266	$71,366	$71,616.00
12	$69,575	$71,675	$71,925.00
13	$70,031	$72,131	$72,381.00
14	$70,340	$72,440	$72,690.00
15	$70,746	$72,846	$73,096.00
16	$71,561	$73,661	$73,911.00
17	$71,861	$73,961	$74,211.00
18	$72,261	$74,361	$74,611.00
19	$72,661	$74,761	$75,011.00
20	$73,161	$75,261	$75,511.00
21	$73,469	$75,569	$75,819.00
22	$73,769	$75,869	$76,119.00
23	$74,069	$76,169	$76,419.00
24	$74,369	$76,469	$76,719.00
25	$74,669	$76,769	$77,019.00
26	$75,044	$77,144	$77,394.00
27	$75,662	$77,762	$78,012.00
28+	$76,383	$78,483	$78,733.00

Del Valle ISD

2026-2027 Non-TRA Eligible Positions

New Hire Scale

Librarians, Registered Nurses & Instructional Coaches

Master's Degree Stipend $2,100

Doctorate Degree Stipend $2,350

Years	New Scale	Master's Degree with Allotment	Doctorate Degree with Allotment
0	$60,000	$62,100	$62,350
1	$60,150	$62,250	$62,500
2	$60,300	$62,400	$62,650
3	$60,450	$62,550	$62,800
4	$60,600	$62,700	$62,950
5	$60,900	$63,000	$63,250
6	$61,250	$63,350	$63,600
7	$61,600	$63,700	$63,950
8	$62,012	$64,112	$64,362
9	$62,430	$64,530	$64,780
10	$63,751	$65,851	$66,101
11	$64,266	$66,366	$66,616
12	$64,575	$66,675	$66,925
13	$65,031	$67,131	$67,381
14	$65,340	$67,440	$67,690
15	$65,746	$67,846	$68,096
16	$66,561	$68,661	$68,911
17	$66,861	$68,961	$69,211
18	$67,261	$69,361	$69,611
19	$67,661	$69,761	$70,011
20	$68,161	$70,261	$70,511
21	$68,469	$70,569	$70,819
22	$68,769	$70,869	$71,119
23	$69,069	$71,169	$71,419
24	$69,369	$71,469	$71,719
25	$69,669	$71,769	$72,019
26	$70,044	$72,144	$72,394
27	$70,662	$72,762	$73,012
28+	$71,383	$73,483	$73,733

2026-2027 Auxiliary Pay Plan

Del Valle ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$18.27**	**$21.88**	**$25.50**
	Child Nutrition Worker	184	**184 Days**	26,893	32,207	37,536
	Crossing Guard	184	**239 Days**	34,932	41,835	48,756
	Custodian	239				
	Grounds Crew	239				
	Transportation Paraprofessional	184				
2			**Hourly**	**$19.18**	**$22.98**	**$26.78**
	Cashier	184	**184 Days**	28,233	33,827	39,420
	Lead Cashier	189	**189 Days**	29,000	34,746	40,491
			239 Days	36,672	43,938	51,203
3			**Hourly**	**$20.15**	**$24.13**	**$28.11**
	Athletic Facility Tech	239	**184 Days**	29,661	35,519	41,378
	Bus Driver (Non-CDL)	184	**187 Days**	30,144	36,098	42,053
	Child Nutrition - Delivery Driver/Concessions	189	**189 Days**	30,467	36,485	42,502
	Safety Support Team - MS	187	**239 Days**	38,527	46,137	53,746
	Asst Manager - Child Nutrition	189				
	Asst Manager - Child Nutrition ES	189				
	Technician - Athletics	239				
4			**Hourly**	**$21.16**	**$25.34**	**$29.53**
	General Maintenance Tech I-Multi Craft	239	**187 Days**	31,655	37,909	44,177
	Lead-Grounds Crew	239	**189 Days**	31,994	38,314	44,649
	Safety Support Team - HS	187	**239 Days**	40,458	48,450	56,461
	Custodian - District	239				
	Lead Custodian - DVOC	239				
	Lead Custodian - ES	239				
	Lead Custodian - MS	239				
	Manager - Child Nutrition MS	189				
	Transportation Mechanic Helper	239				
5			**Hourly**	**$22.33**	**$26.75**	**$31.16**
	Admin Asst III- Child Nutrition	223	**189 Days**	33,612	40,446	47,114
	General Maintenance Tech II- Lead-Trade Skills	239	**223 Days**	39,837	47,722	55,589
	Lead Custodian - HS	239	**239 Days**	41,695	51,146	59,578
	Manager - Child Nutrition ECHS	189				
	Manager - Child Nutrition HS	189				
6			**Hourly**	**$23.45**	**$28.01**	**$32.72**
	Lead-Athletic Facility	239	**239 Days**	44,836	53,555	62,561
	Specialist - Security/Access Control	239				

7				
Transportation Mechanic	239	**Hourly**	**$24.66**	**$29.54**	**$34.41**
Technician - Electrician	239	**239 Days**	47,150	56,480	65,792
Technician - Wastewater/Irrigation	239				
Transportation Dispatcher	239				
Transportation Scheduler - Field Trip	239				
Transportation Scheduler - Route	239				

8				
Coordinator - Integrated Pest Management	239	**Hourly**	**$25.93**	**$31.06**	**$36.18**
Coordinator-Transportation Safety	239	**239 Days**	49,578	59,387	69,176
Foreman - Operations	239				
Foreman - Shop	239				
Supervisor - Transportation Route	239				
Technician - HVAC (Licensed)	239				

9				
District Police Officer	223	**Hourly**	**$29.44**	**$35.25**	**$41.07**
		215 Days	52,521	62,886	73,269

10				
Master Electrician	239	**Hourly**	**$35.02**	**$41.20**	**$47.38**
Police Sergeant	215	**223 Days**	62,476	73,501	84,526
Supervisor - HVAC	239	**239 Days**	66,958	78,774	90,591

BD				
Bus Driver	184	**Hourly**	**$23.85**	**$28.06**	**$32.28**
Bus Driver - Lead	223	**184 Days**	35,107	41,304	47,516
		223 Days	42,548	50,059	57,588

2026-2027 Clerical Paraprofessional Pay Plan

Del Valle ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Hourly**	**$18.27**	**$21.88**	**$25.53**
	Early Childhood Educator	192	**192 Days**	28,063	33,608	39,214
2			**Hourly**	**$19.18**	**$22.98**	**$26.78**
	Aide - Bilingual	187	**187 Days**	28,693	34,378	40,063
	Aide - CTE	187	**192 Days**	29,460	35,297	41,134
	Aide - ESL (Newcomer Academy)	187	**223 Days**	34,217	40,996	47,776
	Aide-General Education	187	**226 Days**	34,677	41,548	48,418
	Aide - Opportunity Center	187	**239 Days**	36,672	43,938	51,203
	Aide - Physical Education	187				
	Aide - Pre-K	187				
	Clerk - Shop Inventory	239				
	Early Childhood Educator - CDA Above	192				
	Office Asst I - Front Office	187				
	Office Asst I - Mail	226				
3			**Hourly**	**$20.15**	**$24.13**	**$28.11**
	Admin Asst I- Asst Principal	195	**187 Days**	30,144	36,098	42,053
	Admin Asst I- Copy Room	226	**195 Days**	31,434	37,643	43,852
	Admin Asst I- Early College HS	195	**202 Days**	32,562	38,994	45,426
	Admin Asst I- Secretary, Special Education	202	**217 Days**	34,980	41,890	48,799
	Aide - DAEP	187	**226 Days**	36,431	43,627	50,823
	Aide - General Ed Behavior	187				
	Aide - Behavior at Reset Center	187				
	Aide-Library Media Specialist	187				
	Clerk-Sp Ed	226				
	Early Childhood Educator - Office Assistant	223				
	Health Services-CNA	187, 202				
	Office Asst II - 9th Grade Center	187				
	Office Asst II - Activities	187				
	Office Asst II - PEIMS ES	202				
	Office Asst II - PEIMS HS	226				
	Office Asst II - PEIMS MS	217				
	Office Asst II - Records	195				
	Office Asst II - Testing	195				
	Specialist - Special Education	202				
	Technician - Campus Technology	226				
4			**Hourly**	**$21.21**	**$25.41**	**$29.60**
	Admin Asst II - Communications	226	**217 Days**	36,821	44,112	51,386
	Admin Asst II - Maintenance	239	**223 Days**	37,616	45,331	52,806
	Admin Asst II- Secretary Principal DAEP	223	**226 Days**	38,348	45,941	53,517
	Admin Asst II- Secretary Principal ECHS	223	**239 Days**	40,554	48,584	56,595
	Admin Asst II-Student Support	226				
	Admin Asst II- Substitutes HS	223				

Communications Specialist - Transportation	223
Parent Community Liaison	223
Registrar - MS/OC	217

5	
Admin Asst II - Secretary, Principal ES	223
Admin Asst II- Secretary, Principal MS	223
Admin Asst II- Secretary, Principal OC	223
Aide - Behavior Sp Ed	187
Aide - CORE Sp Ed	187
Aide - ECSE/Early Child Sp Ed	187
Aide - Job Coach Sp Ed	187
Aide - Literacy	187
Aide - PASS	187
Aide - Resource/Inclusion Sp Ed	187
Aide - Structured Learning Sp Ed	187
Bookkeeper - HS	223
Coordinator - Child Care Center	223
Registrar - HS	226

Hourly		$22.33	$26.75	$31.16
187	Days	33,406	40,018	46,615
223	Days	39,837	47,722	55,589
226	Days	40,373	48,364	56,337

6	
Admin Asst III-Accounts Payable Clerk	226
Admin Asst III-Athletics	226
Admin Asst III- Director	223, 226, 239
Admin Asst III- Principal HS	226
Admin Asst III- Special Education	226
Admin Asst III- Student Support Services	226
Clerk-Sp Ed	226
Health Services-LVN	195
Purchasing Asst	226
Specialist - Accounts Payable	226
Specialist - Business Office	226
Specialist-Purchasing	226
Technician - District Technology	226

Hourly		$23.91	$28.63	$33.35
195	Days	37,300	44,468	52,026
223	Days	42,655	51,076	59,496
226	Days	43,229	51,763	60,297
239	Days	45,716	54,741	63,765

7	
Accounts Payable-Lead	226
Executive Asst I	223, 226, 239
Executive Asst - HR	226
Executive Asst-Education & Support Services	226
Certified Occupational Therapist Assistant	187
Specialist - Accounts Payable, Lead	226
Specialist - Data Management	226
Specialist - Human Resources	226
Specialist - Payroll	226
Specialist - PEIMS	217

Hourly		$26.03	$31.18	$36.33
187	Days	38,941	46,645	54,350
217	Days	45,188	54,128	63,069
223	Days	46,438	55,625	64,813
226	Days	47,062	56,373	65,685
239	Days	49,769	59,616	69,463

8	
Executive Asst - Superintendent	226

Hourly		$29.94	$35.86	$41.78
226	Days	54,132	64,835	75,538

2026-2027 Administrative Professional Pay Plan

Del Valle ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			**Daily**	**$229.15**	**$276.08**	**$323.01**
	Specialist - Enrichment Program	207	**207 Days**	47,434	57,149	66,863
	Specialist - Restorative	187				
2			**Daily**	**$244.04**	**$294.03**	**$344.01**
	Coordinator-Board Services	226	**226 Days**	55,153	66,451	77,746
	Coordinator - Communications	226	**239 Days**	58,326	70,273	82,218
	Coordinator - Custodial Services	239				
	Coordinator - Gear Up	226				
	Coordinator - Maintenance Project	239				
	Coordinator - Maintenance/HVAC	239				
	Coordinator-Student Support	217				
	Data Analyst - PEIMS/Accountability	226				
	Specialist - Re-Engagement	226				
	Technician - Cyber Security	226				
3			**Daily**	**$324.08**	**$388.12**	**$452.15**
	ARD Facilitator	212	**202 Days**	65,464	78,400	91,334
	Coordinator - Benefits	226	**223 Days**	72,270	86,551	100,829
	Coordinator - Human Resources	226	**226 Days**	73,242	87,715	102,186
	Coordinator - PEIMS	226				
	Counselor - Licensed Chemical Dependency	202				
	District Administrator - Accountant	226				
	District Administrator - Finance	226				
	Physical Therapist	187				
	Specialist - 21st Century Afterschool Program	226				
4			**Daily**	**$340.28**	**$407.52**	**$474.77**
	Administrator - ARD	212	**195 Days**	66,355	79,466	92,580
	Administrator - Student Data	226	**202 Days**	68,737	82,319	95,904
	Asst Director-Staffing	226	**217 Days**	73,841	88,432	103,025
	Asst Director - Maintenance	239	**223 Days**	75,882	90,877	105,874
	Asst Director - Transportation	226	**226 Days**	76,903	92,100	107,298
	Asst Principal - ES	217	**239 Days**	81,327	97,397	113,470
	Coordinator - Early Childhood Dual Language	226				
	Counselor - DAEP/DVOC	217				
	Counselor - ES, MS	202				
	Dean of Instruction - ES	217				
	Diagnostician	202				
	Director - Child Development Center	223				
	Director-Health Services	226				
	District Facility Manager	239				
	LSSP-Licensed Specialist in School Psychology	202				
	LSSP Intern	202				
	Manager - District Facilities	239				
	Master Level Licensed Social Worker	202				
	Occupational Therapist	187				
	Specialist - Student Support	202				

Speech Language Pathologist/Therapist	195
Student Data	226
Systems Engineer	226

5		Daily	$357.30	$427.90	$498.51
Academic Dean - MS	217	**217 Days**	77,534	92,854	108,177
Administrator - Data & Assessment	226	**223 Days**	79,678	95,422	111,168
Asst Principal - MS	217	**226 Days**	80,750	96,705	112,663
Athletic Coordinator - Girls	226	**239 Days**	85,395	102,268	119,144
Coordinator - Advanced Academics	226				
Coordinator - Bilingual/ESL	226				
Coordinator - Career & Technology	226				
Coordinator - Communications & Education Foundation	226				
Coordinator-Counseling	226				
Coordinator-Data & Assessment Administrator	226				
Coordinator - ELA	226				
Coordinator - Fine Arts	226				
Coordinator - Health, Wellness, PE	226				
Coordinator - Instructional Technology	226				
Coordinator - Literacy, Elementary	226				
Coordinator - Literacy, Secondary	226				
Coordinator - Mathematics	226				
Coordinator-Multilingual-Dual Language/ESL	226				
Coordinator-Newcomer	226				
Coordinator - Professional Development	226				
Coordinator-Programmer	226				
Coordinator - Purchasing	226				
Coordinator - Safety & Security	223				
Coordinator-Science	226				
Coordinator - Social Studies	226				
Coordinator - Special Education	223				
Coordinator - STEM	226				
Coordinator - Workforce and CCMR	226				
Counselor - CTE	217				
Counselor - HS	217				
Director - 21st Century Afterschool Program	226				
Lead Assessment Staff School Psychology	217				
Lead Speech Language Psychologist	217				
Manager - Construction Project	239				
Manager - Technical Projects	226				
Network Administrator	226				
Technical Project Manager	226				
Programmer - Junior	226				
Construction Project Manager	239				

6		Daily	$375.16	$449.30	$523.44
Asst Principal - HS	217	**217 Days**	81,410	97,498	113,586
Asst Principal - DAEP/OC	217	**223 Days**	83,661	100,194	116,727
Associate Principal - MS	223	**226 Days**	84,786	101,542	118,297
Director - Literacy & Social Studies	226				
Director - Mathematics & Science	226				
Police Lieutenant	226				
Programmer-Senior	226				
Systems Engineer - Senior	226				

7		Daily	$393.92	$471.66	$549.60
Associate Principal - HS	223	223 Days	87,844	105,180	122,561
Associate Principal - ECHS	223	226 Days	89,026	106,595	124,210
Director-Career & Technical Education	226	239 Days	94,147	112,727	131,354
Director - Federal/State Programs & Grants	226				
Director - Health Services	226				
Director - Information Systems & Applications	226				
Director - Interventions	226				
Director - Maintenance & Facilities	239				
Director-Multilingual & ESL Programs	226				
Director-Network Services	226				
Director - Student & Family Support	226				
Director-Student & Family Community Engagement	226				
Director - Transportation	226				
Director-Visual & Performing Arts	226				
Principal - ES	223				

8		Daily	$417.56	$500.07	$582.58
Boys Athletic Coordinator & Head Football Coach	226	223 Days	93,116	111,516	129,915
Director - Business	226	226 Days	94,369	113,016	131,663
Director-Finance	226				
Director - Multilingual & ESL Programs	226				
Director - Communications	226				
Director-Technical Services	226				
Principal - MS	223				
Principal-DAEP/OC	226				

9		Daily	$476.00	$570.08	$664.14
Director - Athletics	226	226 Days	107,576	128,838	150,096
Exec Principal - HS	226				

10		Daily	$518.87	$621.39	$723.92
Exec Director - Academics & Accountability	226	226 Days	117,265	140,434	163,606
Exec Director - Communications	226				
Exec Director - Curriculum & Instruction	226				
Exec Director-Human Resources	226				
Exec Director-School Improvement	226				
Exec Director - Special Education	226				
Exec Director - Technology	226				

11		Daily	$565.56	$677.32	$789.08
Chief Human Resources Officer	226	226 Days	127,817	153,074	178,332
Chief of Operations	226	239 Days	135,169	161,879	188,590
Chief of Police	239				
Chief Student Services Officer	226				

12		Daily	$588.91	$724.73	$860.55
Chief of Learning and Leadership	226	226 Days	133,094	163,789	194,484

13		Daily	$639.66	$765.33	$911.30
Deputy Superintendent of Administrative Services	226	226 Days	144,563	172,965	205,954
Deputy Superintendent of Governance & Education Services	226				

Del Valle ISD

2026-2027 Substitute, LEAD/ACE, and Tutor Compensation Chart		
Instructional Substitute		
Level of Education	**4 Hours**	**8 Hours**
Non-Degreed		
Base Pay	$65.00	$130.00
61+ Days of Service	$67.50	$135.00
	$70.00	$140.00
Bachelor's Degree		
Base Pay	$70.00	$140.00
31-60 Days of Service	$72.50	$145.00
61+ Days of Service	$75.00	$150.00
Certified Texas Teacher/RN		
Base Pay	$75.00	$150.00
31-60 Days of Service	$77.50	$155.00
61+ Days of Service	$80.00	$160.00
Non-Instructional Substitutes		
Health Services* (length of service incentive the same as other substitutes/$5 per service increment)		
Certified Nurse Assistant	$60.00	$120.00
	$60.00	$120.00
Licensed Vocational Nurse	$75.00	$150.00
Child Nutrition		
Base Pay		$120.00
31-60 Days of Service		$125.00
61+ Days of Service		$130.00
Custodial Services		
Base Pay		$120.00
61+ Days of Service		$125.00
		$130.00
Long Term Assignment Incentive: Five or more consecutive days of service in the same position will result in a $10 bonus added to each day, retroactive to the first day in the position.		
Substitutes who work a full-day on Fridays will get an additional $5 added to their base pay for that day only.		

Tutors		
Level of Education	**Hourly Rate**	
Less than 44 college hours or a High School diploma	$16.00	not to exceed 19 hours per week
Associate's Degree or greater than 45 college hours	$17.00	
Bachelor's Degree	$21.00	
Non-Del Valle ISD Certified Teacher/DV Student Teacher	$20.00	
Del Valle ISD Certified Teacher	$35.00	
Del Valle ISD hourly/non-exempt employee	Hourly Rate	

ACE X Lead Pay Rates for School Year 25-26		
Level of Education	**Hourly Rate**	
Student Worker	$14/HR	
Non-Degree/Some College/Associates Degree	$16/HR	
Bachelor's Degree	$18/HR	
Certified Teacher	$20/HR	
DVISD Teacher	$35/HR	
DVISD PARA/TA	Hourly Rate	
Substitues	$20/HR	
Enrichment Program Specialist ACE Weekend Event Pay	$25/HR	

Del Valle ISD

2026-2027 Administrative/Professional Substitute Compensation Chart		
Administrative Substitute		
Position	**Hourly Rate**	**Daily Rate**
Principal - Elementary School		
Base Pay	$52.00	$416.00
Principal - Middle School		
Base Pay	$60.00	$480.00
Principal - High School		
Base Pay	$67.00	$536.00
Assistant Principal - Elementary School		
Base Pay	$42.00	$336.00
Assistant Principal - Middle School		
Base Pay	$45.00	$360.00
Assistant Principal - High School		
Base Pay	$47.00	$376.00
Counselor - All Levels		
Base Pay	$37.00	$296.00

2026-2027 PAY SCALE for ATHLETIC EVENTS	
JOB DESCRIPTION	**RATE**
HIGH SCHOOL EVENTS:	
BOOK KEEPER (JV & Varsity): Basketball, VB, Softball & Baseball	$25 per game
SCOREBOARD/PRE-GAME ANNOUNCER/NEPTUNE (JV & V): FB, Basketball, VB, Soc, SB, & BB	$25 per game
(includes middle school games played at high school stadium)	
LIBERO TRACKER: HIGH SCHOOL VB GAMES	$25 per game
*VISITOR SIDE MONITOR: SOCCER & FOOTBALL	$25 per game
PITCH COUNT BASEBALL	$25 per game
ANNOUNCER: Sub-Varsity FB	$25 per game
(includes middle school games played at high school stadium)	
TICKET SALES: Basketball, VB, Soccer, Softball, Baseball & Sub-Varsity FB	$25 per game
VARSITY FOOTBALL GAMES:	**RATE**
GAME ANNOUNCER	$50 per event
GAME SPOTTER	$50 per event
SCOREBOARD OPERATOR	$50 per event
SCOREBOARD GRAPHICS	$50 per event
STADIUM STAFF: Sideline/Gates/Visitor & Home Parking/Visiting Team Liaison/Obs. Deck Monitor/Press Box Monitor	$75 per event
TICKET SELLER	$65 per event
TICKET SCANNER	$65 per event
MIDDLE SCHOOL EVENTS:	**RATE**
TICKET SALES: FB, VB, Basketball & Soccer	$35 per night
BASKETBALL OFFICIAL (if not TASO)	$25 per game
BUS DRIVER PAY:	**RATE**
Suburban/Activity Bus	$25 per trip
Shuttle Bus	$50 per week
Athletics Bus trip - 50 miles or less round trip	$100 round trip
Athletics Bus trip - over 50 miles round trip	$150 round trip
Updated 9/3/2025	

2026-2027
Del Valle ISD Stipends

DEPARTMENT	TITLE/ASSIGNMENT	TYPE	AMOUNT
	DISTRICT		
DISTRICT	SPANISH-BILINGUAL CERTIFIED CLASSROOM TEACHERS	STIPEND- YEARLY	$7,500
DISTRICT	SPANISH-BILINGUAL CERTIFIED INTERVENTIONISTS	STIPEND- YEARLY	$7,500
DISTRICT	SPANISH-BILINGUAL CERTIFIED INSTRUCTIONAL COACHES	STIPEND- YEARLY	$7,500
DISTRICT	TEACHER RESIDENT HOST TEACHER	STIPEND- YEARLY	$5,000
DISTRICT	VISITING INTERNATIONAL TEACHER AMBASSADOR	STIPEND- YEARLY	$3,000
DISTRICT	PRINCIPAL MENTOR	STIPEND-SEMESTER	$500
DISTRICT	INSTRUCTIONAL COORDINATORS TRAVEL STIPEND	STIPEND- YEARLY	$1,000
DISTRICT	TECHNOLOGY CURRICULUM INTEGRATION	STIPEND- YEARLY	$2,000
	ELEMENTARY		
ELEMENTARY	GRADE LEVEL LEADER (PK-5, SPECIAL EDUCATION)	STIPEND- YEARLY	$3,000
ELEMENTARY	LARGE CLASS STIPEND	STIPEND- SEMESTER	$2,000
	SECONDARY		
DEL VALLE HIGH SCHOOL	CTE-AUTO TECH TEACHER	STIPEND- YEARLY	$3,000
DEL VALLE HIGH SCHOOL	DEPARTMENT CHAIR	STIPEND- YEARLY	$3,500
DEL VALLE HIGH SCHOOL	JOURNALISM	STIPEND- YEARLY	$2,500
DEL VALLE HIGH SCHOOL	LEAD COUNSELOR	STIPEND- YEARLY	$3,000
DEL VALLE HIGH SCHOOL	TESTING COORDINATOR	STIPEND- YEARLY	$3,500
DEL VALLE HIGH SCHOOL	YEARBOOK	STIPEND- YEARLY	$2,500
DAEP	DAEP TEACHER	STIPEND- YEARLY	$1,000
MIDDLE SCHOOL	DEPARTMENT CHAIR	STIPEND- YEARLY	$3,250
SECONDARY	DOUBLE CLASS STIPEND	STIPEND- SEMESTER	$13,750
SECONDARY	MATH CERTIFICATION	STIPEND- YEARLY	$3,000
SECONDARY	SCIENCE CERTIFICATION	STIPEND- YEARLY	$3,000
	SPECIAL EDUCATION		
SPECIAL EDUCATION	DEAF AND HARD OF HEARING	STIPEND- YEARLY	$3,000
SPECIAL EDUCATION	DIAGNOSTICIAN	STIPEND- YEARLY	$5,000
SPECIAL EDUCATION	LICENSED SPECIALIST SCHOOL PSYCHOLOGISTS	STIPEND- YEARLY	$5,000
SPECIAL EDUCATION	OCCUPATIONAL THERAPIST	STIPEND- YEARLY	$3,000
SPECIAL EDUCATION	PHYSICAL THERAPIST	STIPEND- YEARLY	$3,000
SPECIAL EDUCATION	SPED TRANSITION LEAD	STIPEND- YEARLY	$2,000
SPECIAL EDUCATION	SPED 18+ TEACHER	STIPEND- YEARLY	$5,000
SPECIAL EDUCATION	SPED BEHAVIOR TEACHER	STIPEND- YEARLY	$5,000
SPECIAL EDUCATION	SPED PASS TEACHER	STIPEND- YEARLY	$5,000
SPECIAL EDUCATION	SPED ECSE TEACHER	STIPEND- YEARLY	$5,000
SPECIAL EDUCATION	SPEECH LANGUAGE PATHOLOGIST	STIPEND- YEARLY	$5,000
SPECIAL EDUCATION	SPED CORE TEACHER	STIPEND- YEARLY	$5,000
SPECIAL EDUCATION	SPED STRUCTURED LEARNING	STIPEND- YEARLY	$5,000
SPECIAL EDUCATION	SPED RESOURCE/INCLUSION TEACHER	STIPEND- YEARLY	$5,000
SPECIAL EDUCATION	SPANISH BILINGUAL- LSSP, DIAG, SLP	STIPEND- YEARLY	$7,500
SPECIAL EDUCATION	VISUALLY IMPAIRED	STIPEND- YEARLY	$3,000
	FINE ARTS/LEAD		
HIGH SCHOOL	AUDITORIUM MANAGER	STIPEND- YEARLY	$3,500
HIGH SCHOOL	BAND DIRECTOR - ASSISTANT	STIPEND- YEARLY	$5,000
HIGH SCHOOL	BAND DIRECTOR-ASSOCIATE	STIPEND- YEARLY	$7,500
HIGH SCHOOL	BAND DIRECTOR - HEAD	STIPEND- YEARLY	$10,000
HIGH SCHOOL	CHOIR	STIPEND- YEARLY	$4,000
HIGH SCHOOL	DANCE - HEAD	STIPEND- YEARLY	$4,000
HIGH SCHOOL	DANCE - ASSISTANT	STIPEND- YEARLY	$2,500
HIGH SCHOOL	THEATRE	STIPEND- YEARLY	$3,000
MIDDLE SCHOOL	BAND DIRECTOR - ASSISTANT	STIPEND- YEARLY	$3,500
MIDDLE SCHOOL	BAND DIRECTOR-HEAD	STIPEND- YEARLY	$4,800
MIDDLE SCHOOL	CHOIR	STIPEND- YEARLY	$3,500
MIDDLE SCHOOL	DANCE	STIPEND- YEARLY	$3,000
MIDDLE SCHOOL	THEATRE	STIPEND- YEARLY	$1,500
DISTRICT	FINE ARTS LIAISON	STIPEND- YEARLY	$3,000
	UIL		
DEL VALLE HIGH SCHOOL	UIL/VASE COACH	STIPEND- SPRING	$300/EVENT $900/MAX
DEL VALLE HIGH SCHOOL	UIL CO-COORDINATOR	STIPEND- SPRING	$750
DEL VALLE HIGH SCHOOL	UIL COORDINATOR	STIPEND- SPRING	$1,500
DEL VALLE HIGH SCHOOL	UIL MEET COACH	STIPEND- SPRING	$100 PER COMPETITION
MIDDLE SCHOOL	UIL CHALLENGER COACH	STIPEND- SPRING	$100 FLAT RATE
MIDDLE SCHOOL	UIL/VASE COACH	STIPEND- SPRING	$200/EVENT $600/MAX
MIDDLE SCHOOL	UIL CO-COORDINATOR	STIPEND- SPRING	$600
MIDDLE SCHOOL	UIL COORDINATOR	STIPEND- SPRING	$1,200
MIDDLE SCHOOL & DAEP	UIL TEAM COACH	STIPEND- SPRING	$100
	ATHLETICS		
HIGH SCHOOL	BASEBALL-HEAD COACH	STIPEND- SEASON	$5,500
HIGH SCHOOL	BASEBALL-JV/ FRESHMAN ASSISTANT	STIPEND- SEASON	$4,000
HIGH SCHOOL	BASEBALL-VARSITY ASSISTANT	STIPEND- SEASON	$4,500
HIGH SCHOOL	BASKETBALL-AV/ FRESHMAN ASSISTANT	STIPEND- SEASON	$4,000
HIGH SCHOOL	BASKETBALL-VARSITY ASSISTANT	STIPEND- SEASON	$4,500
HIGH SCHOOL	BASKETBALL-HEAD COACH	STIPEND- SEASON	$5,500
HIGH SCHOOL	CHEER-HEAD COACH	STIPEND- SEASON	$4,000
HIGH SCHOOL	CHEER-ASSISTANT COACH	STIPEND- SEASON	$2,500
HIGH SCHOOL	GIRLS' COORDINATOR	STIPEND- YEARLY	$10,595
HIGH SCHOOL	BOYS' COORDINATOR/ HEAD FOOTBALL	STIPEND- YEARLY	$10,595
HIGH SCHOOL	CROSS COUNTRY- HEAD COACH	STIPEND- SEASON	$4,000
HIGH SCHOOL	FOOTBALL-DEFENSIVE COORDINATOR	STIPEND- SEASON	$7,500
HIGH SCHOOL	FOOTBALL-JV/ ASSISTANT	STIPEND- SEASON	$6,500
HIGH SCHOOL	FOOTBALL-FRESHMAN/ ASSISTANT	STIPEND- SEASON	$5,500
HIGH SCHOOL	FOOTBALL-OFFENSIVE COORDINATOR	STIPEND- SEASON	$7,500
HIGH SCHOOL	GOLF-HEAD	STIPEND- SEASON	$8,000
HIGH SCHOOL	GOLF-ASSISTANT	STIPEND- SEASON	$4,000
HIGH SCHOOL	POWERLIFTING-HEAD COACH	STIPEND- SEASON	$4,000
HIGH SCHOOL	POWERLIFTING-ASSISTANT	STIPEND- SEASON	$2,500
HIGH SCHOOL	SOFTBALL-HEAD	STIPEND- SEASON	$5,500
HIGH SCHOOL	SOFTBALL-VARSITY ASSISTANT	STIPEND- SEASON	$4,500
HIGH SCHOOL	SOFTBALL-ASSISTANT/ JV	STIPEND- SEASON	$4,000

HIGH SCHOOL	STRENGTH & CONDITIONING	STIPEND- YEARLY	$10,000
HIGH SCHOOL	SOCCER-HEAD	STIPEND- SEASON	$5,500
HIGH SCHOOL	SOCCER-ASSISTANT/ VARSITY	STIPEND- SEASON	$4,500
HIGH SCHOOL	SOCCER-ASSISTANT/JV/ FRESHMAN	STIPEND- SEASON	$4,000
HIGH SCHOOL	TENNIS-HEAD	STIPEND- SEASON	$4,000
HIGH SCHOOL	TENNIS-ASSISTANT	STIPEND- SEASON	$2,500
HIGH SCHOOL	TRACK-HEAD	STIPEND- SEASON	$5,500
HIGH SCHOOL	TRACK-ASSISTANT	STIPEND- SEASON	$4,000
HIGH SCHOOL	TRAINER-HEAD	STIPEND- YEARLY	$10,000
HIGH SCHOOL	TRAINER-ASSISTANT	STIPEND- YEARLY	$8,000
HIGH SCHOOL	UIL COMPLIANCE	STIPEND- YEARLY	$7,500
HIGH SCHOOL	VOLLEYBALL-HEAD	STIPEND- SEASON	$5,500
HIGH SCHOOL	VOLLEYBALL-ASSISTANT/ VARSITY	STIPEND- SEASON	$4,500
HIGH SCHOOL	VOLLEYBALL-ASSISTANT/ JV/ FRESHMAN	STIPEND- SEASON	$4,000
MIDDLE SCHOOL	ATHLETIC COORDINATOR	STIPEND- YEARLY	$3,000
MIDDLE SCHOOL	BASKETBALL- HEAD	STIPEND- SEASON	$2,000
MIDDLE SCHOOL	BASKETBALL- ASSISTANT	STIPEND- SEASON	$1,500
MIDDLE SCHOOL	CROSS COUNTRY	STIPEND- SEASON	$1,500
MIDDLE SCHOOL	FOOTBALL-HEAD	STIPEND- SEASON	$2,500
MIDDLE SCHOOL	FOOTBALL-ASSISTANT	STIPEND- SEASON	$2,000
MIDDLE SCHOOL	SOCCER-HEAD	STIPEND- SEASON	$2,000
MIDDLE SCHOOL	SOCCER-ASSISTANT	STIPEND- SEASON	$1,500
MIDDLE SCHOOL	TRACK-HEAD	STIPEND- SEASON	$2,000
MIDDLE SCHOOL	TRACK-ASSISTANT	STIPEND- SEASON	$1,500
MIDDLE SCHOOL	VOLLEYBALL-HEAD	STIPEND- SEASON	$2,000
MIDDLE SCHOOL	VOLLEYBALL	STIPEND- SEASON	$1,500
MIDDLE SCHOOL	CHEER	STIPEND- SEASON	$1,500

RESOLUTION OF THE BOARD OF TRUSTEES OF DEL VALLE INDEPENDENT SCHOOL DISTRICT ADOPTING A BASELINE COMPENSATION SCHEDULE FOR 2026-2027 AND ENHANCED COMPENSATION SCHEDULE CONTINGENT UPON APPROVAL OF A VOTER-APPROVAL TAX RATE ELECTION

WHEREAS, Del Valle Independent School District (the "District") is an independent school district duly organized and existing under the laws of the State of Texas, including the Texas Education Code and the Texas Tax Code;

WHEREAS, the Board of Trustees of the District (the "Board") is vested with the authority and responsibility to manage and govern the District, including the authority to set compensation for all District employees pursuant to Chapter 11, Texas Education Code and other applicable law;

WHEREAS, the Board recognizes that competitive compensation is essential to recruiting and retaining high-quality educators, administrators, and support staff necessary to provide an excellent education to the students of the District;

WHEREAS, the Board desires to adopt a Baseline Compensation Schedule for the 2026-2027 school year that reflects the District's current financial resources and operational budget absent additional tax revenue;

WHEREAS, the Board is considering calling a voter-approval tax rate election ("VATRE") to be held in November 2026 for the purpose of authorizing the District to adopt a maintenance and operations ("M&O") tax rate in excess of the voter-approval tax rate for the 2026 tax year;

WHEREAS, the Board desires to provide that, in the event the voters of the District approve the proposition set forth at the VATRE, an Enhanced Compensation Schedule for the 2026-2027 school year shall become automatically and retroactively effective as of the beginning of the 2026-2027 contract year or the applicable employee's first date of service, whichever is later (the "Effective Date"), so that District employees may benefit from the additional compensation made possible through the additional tax revenue provided by the VATRE;

WHEREAS, the retroactive effective date of the Enhanced Compensation Schedule is intended to cover the entirety of the 2026-2027 contract year, such that the increase in compensation attributable to the portion of the contract year preceding the Enhanced Compensation Activation (as defined herein) shall be paid to eligible employees as a retroactive lump-sum adjustment, and the increase attributable to the remainder of the contract year shall be paid as provided herein;

WHEREAS, the Board finds and determines that it is in the best interest of the District and its employees to adopt this Resolution to establish the Baseline Compensation Schedule, to authorize a one-time retention payment in the event the Enhanced Compensation Schedule does

not become effective, and to provide for the conditional adoption of the Enhanced Compensation Schedule as set forth herein;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF DEL VALLE INDEPENDENT SCHOOL DISTRICT:

Section 1. Adoption of Baseline Compensation Schedule. The Board hereby adopts the Baseline Compensation Schedule for the 2026-2027 school year, in the form set forth in **Exhibit A** attached hereto and incorporated herein for all purposes by this reference (the "Baseline Compensation Schedule"). The Baseline Compensation Schedule shall be effective as of the Effective Date and shall govern the compensation of all District employees for the 2026-2027 school year unless and until superseded by the Enhanced Compensation Schedule as provided herein.

Section 2. Conditional Adoption of Enhanced Compensation Schedule. The Board hereby conditionally adopts the Enhanced Compensation Schedule for the 2026-2027 school year, in the form set forth in **Exhibit B** attached hereto and incorporated herein for all purposes by this reference (the "Enhanced Compensation Schedule"). The Enhanced Compensation Schedule shall become automatically and retroactively effective as of the Effective Date, without further action of the Board, upon the occurrence of both of the following events: (a) the voters have approved of the proposition set forth at the VATRE, and (b) the District has received sufficient revenues from its 2026 tax year collections to make payments based on the Enhanced Compensation Schedule, as determined by the Superintendent in writing (collectively, the "Enhanced Compensation Activation"). Such determination shall be conclusive and binding absent contrary action of the Board. Upon the occurrence of the Enhanced Compensation Activation, the Enhanced Compensation Schedule shall supersede and replace the Baseline Compensation Schedule retroactively effective as of the Effective Date, for all purposes.

Section 3. Retroactive Pay Adjustment. In the event the Enhanced Compensation Schedule becomes effective pursuant to Section 2 above, the resulting increase in compensation for each eligible District employee over the amount payable under the Baseline Compensation Schedule shall be paid as follows: (a) the increase attributable to the period from the Effective Date through the last day of the pay period in which the Enhanced Compensation Activation occurs (the "Catch-Up Period") shall be paid as a one-time lump-sum payment in the first regular pay cycle that is administratively practicable following the Enhanced Compensation Activation; and (b) beginning with the first pay period following the Catch-Up Period, each eligible employee shall be compensated at the increased rate determined under the Enhanced Compensation Schedule for the remainder of the 2026-2027 contract year, with the resulting increase prorated in equal amounts across the remaining pay periods. Both the lump-sum payment and the prorated increase are contingent in their entirety upon the occurrence of the Enhanced Compensation Activation, and no employee shall be entitled to any portion of such increase unless and until the Enhanced Compensation Activation has occurred.

Section 4. Non-Activation of Enhanced Compensation Schedule; Retention Payment. In the event the Enhanced Compensation Schedule does not become effective

pursuant to Section 2 (whether because the Board elects not to call a VATRE, the voters of the District do not approve the proposition set forth in the VATRE, the District does not receive sufficient revenues as described in Section 2(b), or for any other reason) the Baseline Compensation Schedule shall remain in full force and effect for the entirety of the 2026-2027 school year unless amended by Board action, and no employee shall have any right, claim, or entitlement to compensation under the Enhanced Compensation Schedule. In lieu of the increase that would have been payable under the Enhanced Compensation Schedule, each eligible District employee shall instead receive a one-time retention payment in the amount of $500 for part-time staff members and $1,000 for full-time staff members (the "Retention Payment"). The Retention Payment shall be paid as a single lump sum to each eligible employee who remains continuously employed by the District through [January 31, 2027], and shall be paid in the first pay cycle that is administratively practicable following such date. For the avoidance of doubt, the Retention Payment and the Enhanced Compensation Schedule are mutually exclusive, and in no event shall any employee be entitled to both.

Section 5. Administration and Implementation. The Superintendent, or the Superintendent's designee, is hereby authorized and directed to take all actions necessary and appropriate to implement this Resolution, including but not limited to: (a) communicating the terms of the Baseline Compensation Schedule and the conditional Enhanced Compensation Schedule to District employees; (b) preparing employment contracts and compensation agreements consistent with this Resolution; (c) calculating and distributing retroactive pay adjustments as provided in Section 3; and (d) making such administrative adjustments to payroll, benefits, and related systems as may be necessary to carry out the intent of this Resolution.

Section 6. Budgeting. The Board hereby authorizes the Superintendent, or the Superintendent's designee, to incorporate the Baseline Compensation Schedule into the District's proposed budget for the 2026-2027 fiscal year and, upon the Enhanced Compensation Activation (if applicable), to prepare one or more amendments to the District's budget as necessary to reflect the enhanced compensation amounts and associated retroactive pay adjustments authorized herein.

Section 7. Employment Contracts. To the extent required by law, employee contracts for the 2026-2027 school year shall reflect the Baseline Compensation Schedule. Each such contract may include or be accompanied by a notice that compensation may be adjusted to the Enhanced Compensation Schedule upon the Enhanced Compensation Activation, retroactive to the Effective Date, as provided in this Resolution. Nothing in this Resolution shall be construed to create a property interest in any particular compensation amount except as set forth in the applicable compensation schedule then in effect.

Section 8. Severability. If any provision, section, subsection, sentence, clause, or phrase of this Resolution, or the application thereof to any person or circumstance, is for any reason held to be unconstitutional, void, or invalid, the validity of the remaining portions of this Resolution shall not be affected thereby, it being the intent of the Board that no portion hereof or provision herein shall become inoperative or fail by reason of the unconstitutionality, voidness, or invalidity of any other portion, provision, or application.

Section 9. Effective Date. This Resolution shall be effective immediately upon its adoption by the Board.

Section 10. Open Meetings Act. It is hereby officially found, determined, and declared that the meeting at which this Resolution is adopted was open to the public and public notice of the time, place, and subject matter of the public business to be considered at such meeting, including this Resolution, was given, all as required by Chapter 551, Texas Government Code, as amended.

* * * * *

ADOPTED AND APPROVED this _____ day of _____, 2026.

_____
President, Board of Trustees
Del Valle Independent School District

ATTEST:

_____
Secretary, Board of Trustees
Del Valle Independent School District

EXHIBIT A
BASELINE COMPENSATION SCHEDULE
2026-2027 SCHOOL YEAR

(Effective Unless and Until Occurrence of Enhanced Compensation Activation)

This schedule is effective as of the Effective Date and shall govern unless and until superseded by the Enhanced Compensation Schedule as provided in the Resolution to which this Exhibit is attached.

[Insert Schedule]

EXHIBIT B
ENHANCED COMPENSATION SCHEDULE
2026-2027 SCHOOL YEAR

(Effective Retroactively to the Effective Date Upon Occurrence of Enhanced Compensation Activation)

This schedule shall become effective retroactively to the Effective Date upon the occurrence of the Enhanced Compensation Activation.

Upon the Enhanced Compensation Activation, the annual base compensation of each eligible District employee shall be increased above the compensation otherwise payable to that employee under the Baseline Compensation Schedule for the 2026-2027 school year. The amount of the increase for each employee shall equal the percentage assigned to that employee's pay group in the chart below, applied to the midpoint of the salary range for that pay group under the Baseline Compensation Schedule, and the resulting dollar amount shall be added to that employee's annual base compensation; such increase shall be administered as provided in Section 3 of the Resolution.

The percentage increase applicable to each pay group is reflected in the following chart:

Pay Group	**Percentage Increase Above Baseline Compensation Schedule**
Teachers, Librarians, Nurses	3%
Administrative Professionals	3%
Clerical Professionals	5%
Auxiliary	5%

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: Approval of Board Resolution by Del Valle ISD Board of Trustees Designating Non-Business Days Pursuant to the Public Information Act as Required by Law	
Date:	June 16, 2026
Category:	Consent

Background Information:

House Bill 3033 requires Board action to designate non-business days the district will observe under the Public Information Act (PIA) and to update the district calendars for purposes of responding to PIA requests.

While there is no change to the ten business-day deadline for a governmental body to respond to a PIA request or to request an Attorney General opinion, HB3033 does outline what constitutes a non-business day for PIA requests. The statute expressly limits non-business day exclusions to weekend days, national and state holidays, and the Friday or Monday after a holiday that falls on a weekend and is earlier/later observed. In addition, the PIA specifically states that in addition to weekends and holidays as determined above, districts may designate no more than ten additional non-business PIA days when district administrative offices are closed or the district is operating with minimal staffing.

Authority to designate districts' nonbusiness days is provided solely to the Board of Trustees.

The following days, outside of state and federal holidays, are suggested as non-business days for the 2026-2027 school year: July 1, July 2, November 27, December 24, December 28, December 29, December 30, December 31, March 18, March 19.

Considering these dates, the district should have adequate time to respond by the deadline during scheduled holidays/breaks.

Fiscal Implications:	**Is there a cost?** No **Amount: $** **Funding Source:**
Exhibit or Presentation:	Presentation
Student Outcome Goals:	N/A
Presenter: Christopher Weddle, Interim Chief of Communications	
Administration Recommendation: Administration recommends approval of resolution as presented at the June 2, 2026 board meeting.	

Del Valle ISD * 5301 Ross Road * Del Valle, TX * 78617
512-386-3000

Approval of Board Resolution by Del Valle ISD Board of Trustees Designating Non-Business Days Pursuant to the Public Information Act as Required by Law

Non-business days pursuant to Public Information Act

House Bill 3033 requires Board action to designate non-business days the district will observe under the Public Information Act (PIA) and to update the district calendars for purposes of responding to PIA requests.

The following days, outside of state and federal holidays, are suggested as non-business days for the 2026-2027 school year:

- July 1, 2026
- July 2, 2026
- November 27, 2026
- December 24, 2026
- December 28, 2026
- December 29, 2026
- December 30, 2026
- December 31, 2026
- March 18, 2027
- March 19, 2027

DEL VALLE INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

RESOLUTION

TO DESIGNATE NONBUSINESS DAYS UNDER THE PUBLIC INFORMATION ACT FOR THE 2026-2027 SCHOOL YEAR

WHEREAS, effective September 1, 2023, a "business day" under the Texas Public Information Act, is defined under Tex. Gov't Code §552.0031 to mean a day other than a Saturday or Sunday, a national holiday under Section §662.003(a) and a state holiday under Section 662.003(b). Additionally, "[a]n optional holiday under Section 662.003(c) is not a business day of a governmental body if the officer for public information of the governmental body observes the optional holiday;"

WHEREAS, Texas Government Code Section 552.0031(e), provides that "a governmental body may designate a day on which the governmental body's administrative offices are closed or operating with minimum staffing as a nonbusiness day. The designation of a nonbusiness day for an independent school district must be made by the board of trustees;" and

WHEREAS, Texas Government Code Section 552.0031(f), provides that "a governmental body may designate not more than 10 nonbusiness days under [Section 552.0031(f)] each calendar year;"

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees for the Del Valle Independent School District hereby designates the following days as "nonbusiness days" under the Texas Public Information Act for the 2026-2027 school year:

- July 1, 2026
- July 2, 2026
- November 27, 2026
- December 24, 2026
- December 28, 2026
- December 29, 2026
- December 30, 2026
- December 31, 2026
- March 18, 2027
- March 19, 2027

APPROVED AND EXECUTED on the 16th day of June, 2026.

_____ Attest: _____

Elvia Guadian, President Board Secretary

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: Elementary Flooring Replacement

Date:	June 16, 2026
Category:	Consent

Background Information:

Del Valle Elementary School, constructed in 2001, and Creedmoor Elementary, constructed in 2006, each have eight classrooms with the original carpet remaining on the floor. These classrooms house Pre-K and kindergarten age students and were identified in the 2025 DVISD Facilities Assessment as being in poor condition, beyond their end of life cycle, and recommended to be replaced.

The cost to replace flooring in 16 classrooms includes:

• Demolition and removal of existing flooring and cove base	$15,432
• Moisture testing and floor prep	$ 7,200
• Liquid adhesive and installation of LVT (luxury vinyl tile)	$67,188
• Installation of new cove base	$ 5,808
•	$95,628
• 5% contingency for unforeseen conditions	$ 4,781
• **Total**	**$100,409**

Fiscal Implications:	**Is there a cost?** Yes **Amount:** $100,409 **Funding Source:** 2019 Bond Contingency Savings
Exhibit or Presentation:	Elementary Flooring Replacement
Student Outcome Goals:	N/A

Presenter: Mark Willoughby, Chief Operations Officer

Administration Recommendation: Due to the condition and age of the carpet and in order to support a safe and supportive learning environment, the Administration recommends the Board of Trustees approve the flooring replacement project in the amount of $100,409 from the 2019 Bond Contingency Savings budget.

Del Valle ISD * 5301 Ross Road * Del Valle, TX * 78617
512-386-3000

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Elementary Flooring Replacement

June 02, 2026

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Maintenance projects and repairs are prioritized by the following criteria:

1. ***Safety*** **-** are students and staff in a safe environment?
2. ***Functionality*** **-** can teachers teach and students learn?
3. ***Envelope*** **-** is the building/foundation protected from the elements?
4. ***Utilities*** **-** electricity, water, gas - how efficient is the building?

#ForwardTogether

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Creedmoor Elementary School

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Component	Good	Fair	Poor	Recommended Action
Floors			X	Replace VCT flooring, carpet, reseal concrete





Del Valle Elementary School

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Component	Good	Fair	Poor	Recommended Action
Floors			X	Replace VCT flooring, carpet, reseal concrete





Flooring Replacement

DEL VALLE INDEPENDENT SCHOOL DISTRICT

• Demolition and removal of existing floor & cove base	$15,432
• Moisture testing & floor preparation	$ 7,200
• Liquid adhesive and installation of LVT	$67,188
• Installation of new cove base	$ 5,808
• 5% contingency for unforeseen conditions	$ 4,781
• **Total**	**$100,409**

Thank You!

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: Discuss, Consider and Possibly Act on Establishing a Maintenance and Operations Committee	
Date:	June 16, 2026
Category:	Action
Background Information: A formal request has been made for the Board of Trustees to consider establishing a Maintenance and Operations Committee. The committee would serve in an advisory role to the Board and administration by reviewing and discussing matters related to district facilities, maintenance, operations, and infrastructure. Through this work, the committee would support effective communication, provide strategic recommendations, and inform board decision-making regarding the district's operational priorities.	
Fiscal Implications:	**Is there a cost?** No **Amount: $** **Funding Source:**
Exhibit or Presentation:	Presentation
Student Outcome Goals:	**Goal 1 | Early Literacy**: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Reading will increase from 32% in June 2025 to 60% by Aug 2030. **Goal 2 | Early Mathematics:** The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from 27% in June 2025 to 60% by Aug 2030. **Goal 3 | 7th grade Math:** The percentage of 7th grade students who score at the "Meets" grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by Aug 2030. **Goal 4 | Readiness:** The percentage of college, career, and military-ready graduates will increase from 68% in August 2025 to 90% by August 2030.
Presenter: Elvia Guadian, School Board President	
Administration Recommendation: That the Board approve establishing a Maintenance and Operations Committee.	

Del Valle ISD * 5301 Ross Road * Del Valle, TX * 78617
512-386-3000

Forming a Maintenance and Operations Board Committee

Formation of New Board Committee

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Advisory Role

The proposed committee will serve in a formal advisory role to the Board of Trustees and administration, strengthening collaborative governance and alignment

Operational Focus

Dedicated to reviewing and discussing facilities, ongoing maintenance operational efficiencies, and physical infrastructure.

Strategic Outcomes

The committee will engage in effective communication, formulate data supported strategic recommendations, and inform long-term board decision-making.

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Thank you!

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: LSG Committee	
Date:	June 16, 2026
Category:	Action
Background Information: The Governance Committee has been exploring opportunities to strengthen two-way communication between the Board of Trustees and the school community. Through its work, the committee developed a proposed communication plan designed to increase stakeholder engagement, improve transparency, and establish consistent processes for gathering and responding to feedback from students, staff, families, and community members. The proposed plan outlines communication channels, stakeholder engagement opportunities, responsibilities, and processes intended to support meaningful dialogue and strengthen relationships between the district and its stakeholders. The Governance Committee has reviewed the proposed plan and is presenting it to the Board for consideration.	
Fiscal Implications:	**Is there a cost?** No **Amount: $** **Funding Source:**
Exhibit or Presentation:	Presentation
Student Outcome Goals:	**Goal 1 | Early Literacy**: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Reading will increase from 32% in June 2025 to 60% by Aug 2030. **Goal 2 | Early Mathematics:** The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from 27% in June 2025 to 60% by Aug 2030. **Goal 3 | 7th grade Math:** The percentage of 7th grade students who score at the "Meets" grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by Aug 2030. **Goal 4 | Readiness:** The percentage of college, career, and military-ready graduates will increase from 68% in August 2025 to 90% by August 2030.
Presenter: Elvia Guadian, School Board President	
Administration Recommendation: That the Board consider approving the LSG Committee proposed plan as presented.	

Del Valle ISD * 5301 Ross Road * Del Valle, TX * 78617
512-386-3000

Communicating with our community about our vision and values

Proposal for implementation for Fall 2026

STUDENT OUTCOMES DO NOT CHANGE UNTIL ADULT BEHAVIOR CHANGES

DEL VALLE INDEPENDENT SCHOOL DISTRICT

January 2026 Board-Adopted Commitment 2:
The board shall not allow lapses in two-way communication with the community or fail to plan for how input will be collected and integrated regarding the district vision (goals) and values (guardrails).

Keeping our community up to date

DEL VALLE INDEPENDENT SCHOOL DISTRICT

The Board receives monthly progress updates on our goals and guardrails.

Keeping our community up to date on our efforts and progress toward these goals is a baseline expectation.

Goal 1 | Early Literacy: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Reading will increase from 32% in June 2025 to 60% by Aug 2030.

Goal 2 | Early Mathematics: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from 27% in June 2025 to 60% by Aug 2030.

Goal 3 | 7th grade Math: The percentage of 7th grade students who score at the "Meets" grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by Aug 2030.

Goal 4 | Readiness: The percentage of college, career, and military-ready graduates will increase from 68% in August 2025 to 90% by August 2030.

Listening for alignment

DEL VALLE INDEPENDENT SCHOOL DISTRICT

We also need to understand whether the way we are proceeding toward these goals continues to align with the community's values.

Checking in on our guardrails to understand diverse stakeholders' perspectives is also a priority.

Guardrail 1 | The Superintendent shall not allow school cultures to persist which hold low expectations for any students (in academics, engagement, or behavior), cause students to feel unsafe or unvalued, or fail to provide for the social, emotional, and mental health of the children in their care.

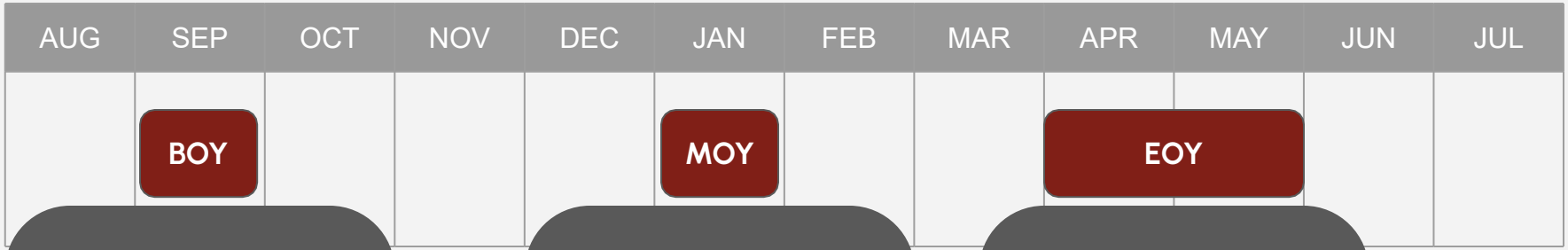
Guardrail 2 | The Superintendent shall not allow breakdowns in communication and support that leave families inadequately prepared to engage in and support their child's education.

Guardrail 3 | The Superintendent shall not allow practices that delay evaluations, deny services, or place the district at risk of non-compliance with regard to special education.

Guardrail 4 | The Superintendent shall not allow negative district and campus cultures or poor district-campus relationships to impact teacher retention and staff morale.

We recommend 3 key touchpoints

DEL VALLE INDEPENDENT SCHOOL DISTRICT



Beginning of Year
Forum + Webinar

Focus: Ratings, Goal/Guardrail updates, Annual goals

Middle of Year
Forum + Webinar

Focus: BOY scores, Strategy, Preliminary Math/Reading Data

End of Year
Survey + Targeted events

Focus: Gather input to inform summer Goal & Guardrail data review and updates

Concerns? Questions

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Next steps

- Confirm dates with admin team
- Draft agendas and preparation timeline
- Create communications plan

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: Goals 2 and 3: Early Math Goal Progress Monitoring	
Date:	June 16, 2026
Category:	Action
Background Information: As part of Del Valle ISD's Lone Star Governance (LSG) continuous improvement process, the administration provides regular updates to the board of Trustees regarding progress toward the district's student outcome goals. This presentation provides an update on the Spring 2026 NWEA MAP assessment results and highlights progress toward Board Goal 2 and 3, with a focus on mathematics performance across elementary and middle school grade levels.	
Fiscal Implications:	**Is there a cost?** No **Amount: $** **Funding Source:**
Exhibit or Presentation:	Presentation
Student Outcome Goals:	**Goal 2 | Early Mathematics:** The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from 27% in June 2025 to 60% by Aug 2030. **Goal 3 | 7th grade Math:** The percentage of 7th grade students who score at the "Meets" grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by Aug 2030.
Presenter: Dr. Katrina Bailey, Chief of Learning and Leadership	
Administration Recommendation: Approve presentation update as presented.	

Del Valle ISD * 5301 Ross Road * Del Valle, TX * 78617
512-386-3000

Progress Monitoring

Board Goal 2: Early Math

Board Goal 3: 7th Grade Math

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

"Student Outcomes Don't Change Until Adult Behaviors Change"

Board Goals

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Goal 1 | Early Literacy

The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Reading will increase from **32% in June 2025** to **60% by Aug 2030.**

Goal 2 | Early Mathematics

The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from **27% in June 2025** to **60% by Aug 2030.**

Goal 3 | 7th grade Math

The percentage of 7th grade students who score at the "Meets" grade level or above on STAAR Math will increase from **6% in June 2025** to **40% by Aug 2030.**

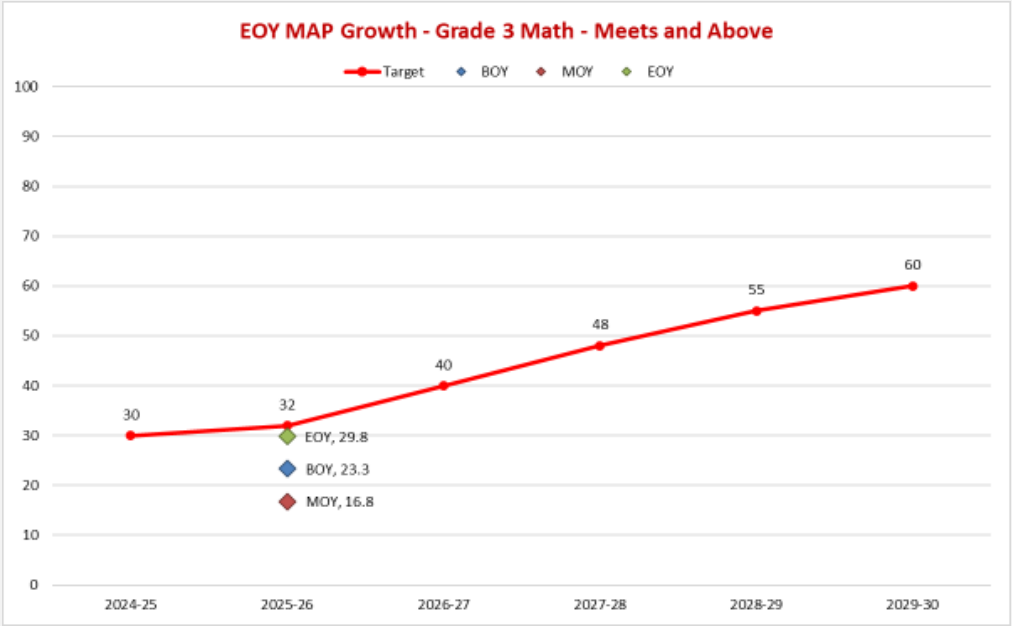
Goal 4 | Readiness

The percentage of college, career, and military-ready graduates will increase from **68% in August 2025** to **90% by August 2030.**

Progress Monitoring May 2026

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Goal 2 | Early Mathematics: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from 30% in June 2025 to 60% by Aug 2030.



	2025-26 MAP EOY Total Tested	2025-26 MAP BOY % Meets+	2025-26 MAP EOY % Meets+	2025-26 Annual Target %	% Difference from Annual Target	# of Students Needed
All	771	23.3%	29.8%	32.0%	-2.2%	17
Af Am	68	16.7%	27.9%	32.0%	-4.1%	3
Hispanic	627	20.9%	26.8%	32.0%	-5.2%	33
ToM	12	30.0%	50.0%	32.0%	18.0%	0
White	43	44.2%	55.8%	32.0%	23.8%	0
SpEd	169	8.4%	10.7%	32.0%	-21.3%	36
EcoDis	644	19.0%	24.8%	32.0%	-7.2%	47
EB	398	17.8%	22.4%	32.0%	-9.6%	39

Data Source: NWEA MAP Growth Data file (as of 5/21/2026)

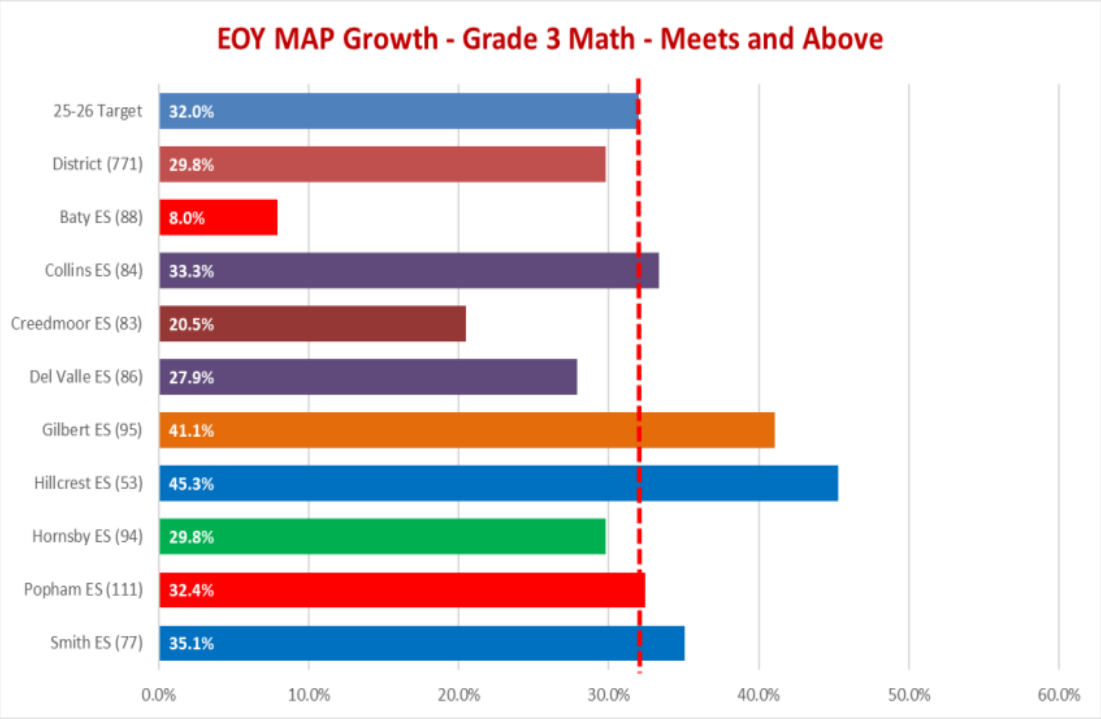
Key
At or Above EOY Target
Less than or equal to 5% below EOY Target
More than 5% below EOY Target

Progress Monitoring

May 2026

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Goal 2 | Early Mathematics: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from 30% in June 2025 to 60% by Aug 2030.



	2025-26 MAP EOY Total Tested	2025-26 MAP BOY % Meets+	2025-26 MAP EOY % Meets+	2025-26 Annual Target %	% Difference from Annual Target	# of Students Needed
District	771	23.3%	29.8%	32.0%	-2.2%	17
Baty ES	88	8.2%	8.0%	32.0%	-24.0%	22
Collins ES	84	29.8%	33.3%	32.0%	1.3%	109 0
Crdmr ES	83	21.3%	20.5%	32.0%	-11.5%	10
Del Valle ES	86	17.6%	27.9%	32.0%	-4.1%	4
Gilbert ES	95	34.7%	41.1%	32.0%	9.1%	0
Hillcrest ES	53	31.9%	45.3%	32.0%	13.3%	0
Hornsby ES	94	23.3%	29.8%	32.0%	-2.2%	3
Popham ES	111	29.1%	32.4%	32.0%	0.4%	0
Smith ES	77	13.2%	35.1%	32.0%	3.1%	0

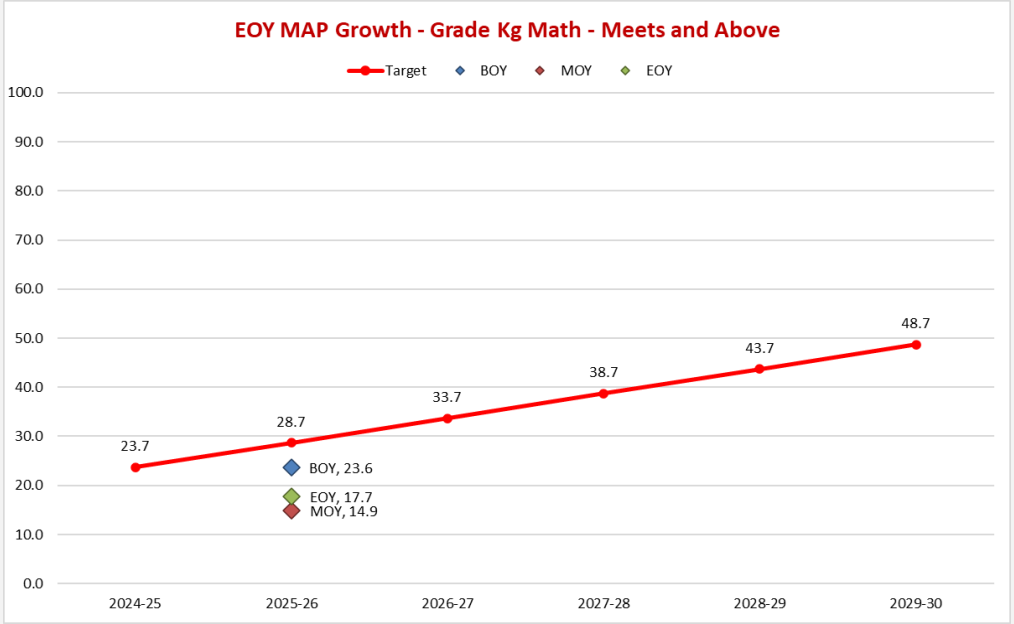
Data Source: NWEA MAP Growth Data file (as of 5/21/2026)

Key
At or Above EOY Target
Less than or equal to 5% below EOY Target
More than 5% below EOY Target

Goal Progress Monitoring

DEL VALLE INDEPENDENT SCHOOL DISTRICT

GPM 2.1: The percent of Kindergarten students that score on grade level or above on MAP Math will increase from **23.7% to 38.5% by June 2028.**



	2025-26 MAP EOY Total Tested	2025-26 MAP BOY % Meets+	2025-26 MAP EOY % Meets+	2025-26 Annual Target %	% Difference from Annual Target	# of Students Needed
District	837	23.6%	17.7%	28.7%	-11.0%	93
Af Am	63	29.5%	17.5%	28.7%	-11.2%	8
Hispanic	641	19.4%	14.7%	28.7%	-14.0%	90
ToM	27	46.4%	37.0%	28.7%	8.3%	0
White	84	40.2%	33.3%	28.7%	4.6%	0
SpEd	120	0.1%	14.2%	28.7%	-14.5%	18
EcoDis	639	19.7%	13.6%	28.7%	-15.1%	97
EB	393	16.7%	13.2%	28.7%	-15.5%	61

110

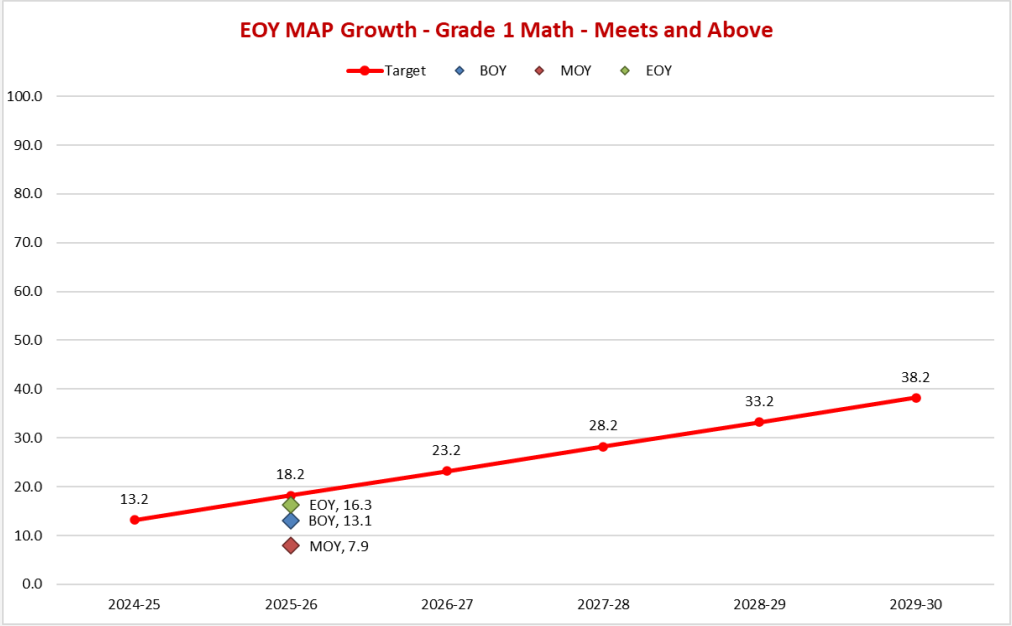
Data Source: NWEA MAP Growth Data file (as of 5/21/2026)

Key
At or Above EOY Target
Less than or equal to 5% below EOY Target
More than 5% below EOY Target

Goal Progress Monitoring

DEL VALLE INDEPENDENT SCHOOL DISTRICT

GPM 2.2: The percent of 1st grade students that score on grade level or above on MAP Math will increase from **13.2% to 28.2% by June 2028.**



	2025-26 MAP EOY Total Tested	2025-26 MAP BOY % Meets+	2025-26 MAP EOY % Meets+	2025-26 Annual Target %	% Difference from Annual Target	# of Students Needed
District	815	13.1%	16.3%	18.2%	-1.9%	16
Af Am	61	15.3%	16.4%	18.2%	-1.8%	111
Hispanic	667	10.9%	13.0%	18.2%	-5.2%	35
ToM	11	55.6%	45.5%	18.2%	27.3%	0
White	64	25.0%	40.6%	18.2%	22.4%	0
SpEd	143	9.6%	7.7%	18.2%	-10.5%	16
EcoDis	665	10.7%	12.5%	18.2%	-5.7%	39
EB	428	10.1%	10.5%	18.2%	-7.7%	33

Data Source: NWEA MAP Growth Data file (as of 5/21/2026)

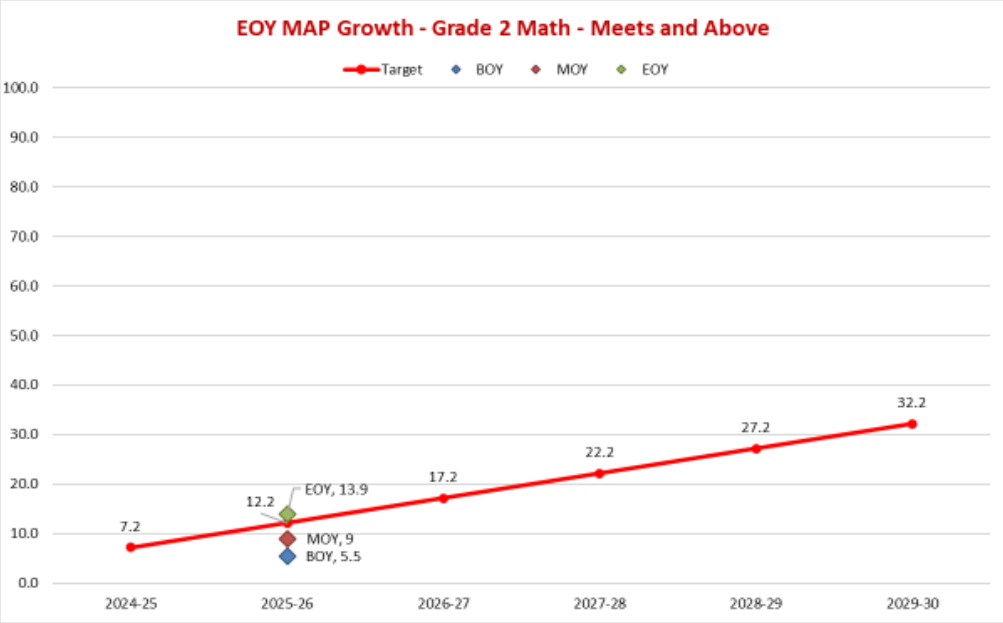
Key
At or Above EOY Target
Less than or equal to 5% below EOY Target
More than 5% below EOY Target

Met

Goal Progress Monitoring

DEL VALLE INDEPENDENT SCHOOL DISTRICT

GPM 2.3: The percent of 2nd grade students that score on grade level or above on MAP Math will increase from **7.2% to 22.2% by June 2028**.



	2025-26 MAP EOY Total Tested	2025-26 MAP BOY % Meets+	2025-26 MAP EOY % Meets+	2025-26 Annual Target %	% Difference from Annual Target	# of Students Needed
District	861	5.5%	13.9%	12.2%	1.7%	0
Af Am	67	5.4%	13.4%	12.2%	1.2%	112
Hispanic	698	3.6%	11.5%	12.2%	-0.7%	5
ToM	18	20.0%	38.9%	12.2%	26.7%	0
White	56	20.8%	41.1%	12.2%	28.9%	0
SpEd	174	3.4%	6.9%	12.2%	-5.3%	10
EcoDis	716	3.1%	11.3%	12.2%	-0.9%	7
EB	435	2.2%	9.0%	12.2%	-3.2%	14

Data Source: NWEA MAP Growth Data file (as of 5/21/2026)

Key
At or Above EOY Target
Less than or equal to 5% below EOY Target
More than 5% below EOY Target

Progress Monitoring

May 2026

DEL VALLE INDEPENDENT SCHOOL DISTRICT

STRENGTHS

- 3rd and 1st Grade are less than 3% from the year's target growth
- Campuses exceeding Target Growth (3rd Grade): **Collins, Gilbert, Hillcrest, Smith, Popham**
- 2nd Grade exceeded the year's target growth
- 1st - 3rd Grades grew from BOY to EOY by 3% or greater
- Strong commitment to literacy results; continuing partnership with Texas Reads Texas Leads

AREAS OF OPPORTUNITY

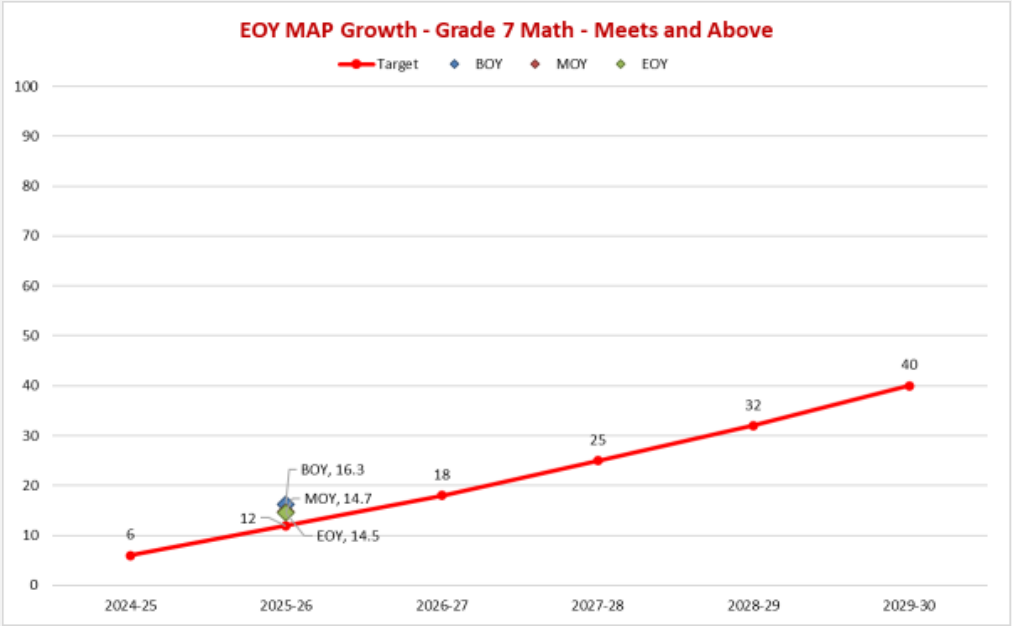
- Develop focused goal for **Kinder** number sense routines and math fluency
- Strengthen consistency of instructional implementation and student growth across campuses
- Strengthen leadership capacity and data-driven PLC practices with clear protocols
- Build stronger **MTSS** for students utilizing early indicators and aligned resources
- Refine and clarify district curriculum support documents to strengthen teacher implementation of HQIM
- Establish districtwide process for internalizing HQIM to strengthen delivery
- Strengthen teachers' and students' conceptual understanding of key math concepts
- Leverage Texas Mathematics Academies to deepen teachers' conceptual understanding

Met

Progress Monitoring May 2026

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Goal 3: The percentage of 7th grade students who score at the meets grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by August 2030.



	2025-26 MAP EOY Total Tested	2025-26 MAP BOY % Meets+	2025-26 MAP EOY % Meets+	2025-26 Annual Target %	% Difference from Annual Target	# of Students Needed
All	736	16.3%	14.5%	12.0%	2.5%	0
Af Am	68	13.8%	11.8%	12.0%	-0.2%	1
Hispanic	613	15.2%	13.4%	12.0%	1.4%	0
ToM	11	0.3%	18.2%	12.0%	6.2%	0
White	26	0.3%	34.6%	12.0%	22.6%	0
SpEd	154	3.6%	3.9%	12.0%	-8.1%	13
EcoDis	629	13.8%	11.1%	12.0%	-0.9%	6
EB	339	10.3%	9.4%	12.0%	-2.6%	9

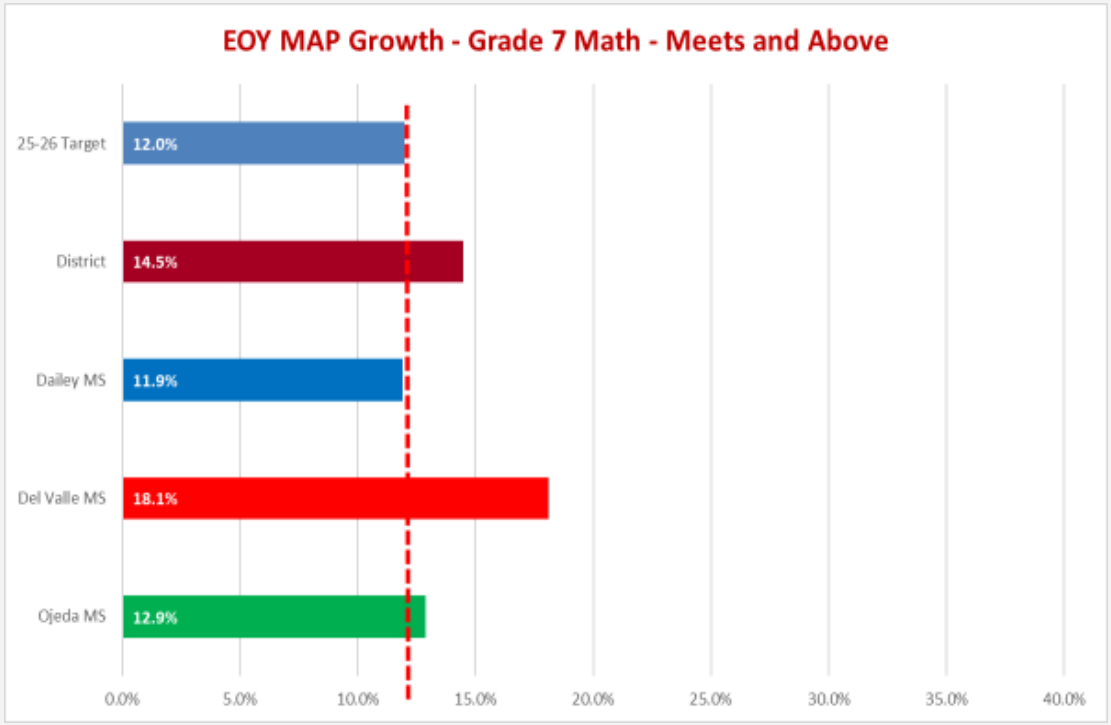
Data Source: NWEA MAP Growth Data file (as of 5/21/2026)

Key
At or Above EOY Target
Less than or equal to 5% below EOY Target
More than 5% below EOY Target

Progress Monitoring
May 2026

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Goal 3: The percentage of 7th grade students who score at the meets grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by August 2030.



	2025-26 MAP EOY Total Tested	2025-26 MAP BOY % Meets+	2025-26 MAP EOY % Meets+	2025-26 Annual Target %	% Difference from Annual Target	# of Students Needed
District	736	16.3%	14.5%	12.0%	2.5%	0
Dailey MS	219	11.2%	11.9%	12.0%	-0.1%	1
Del Valle MS	287	20.1%	18.1%	12.0%	6.1%	0
Ojeda MS	224	17.0%	12.9%	12.0%	0.9%	0

Data Source: NWEA MAP Growth Data file (as of 5/21/2026)

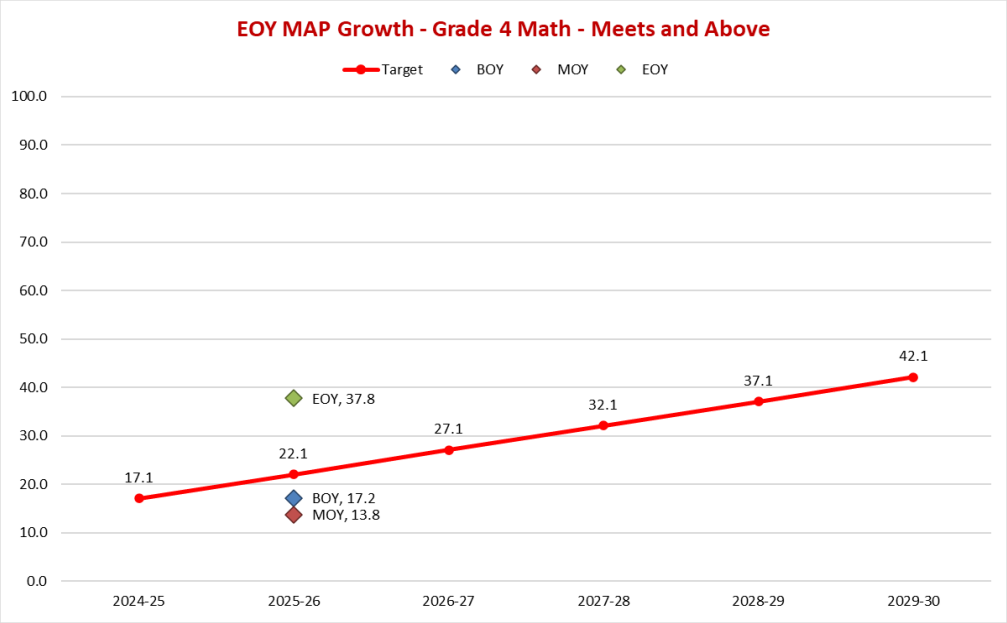
Key
At or Above EOY Target
Less than or equal to 5% below EOY Target
More than 5% below EOY Target

Met

Goal Progress Monitoring

DEL VALLE INDEPENDENT SCHOOL DISTRICT

GPM 3.1: The percent of 4th grade students that score on grade level or above on MAP Math will increase from **17.1% to 32.1% by June 2028.**



	2025-26 MAP EOY Total Tested	2025-26 MAP BOY % Meets+	2025-26 MAP EOY % Meets+	2025-26 Annual Target %	% Difference from Annual Target	# of Students Needed
District	797	17.2%	37.8%	22.1%	15.7%	0
Af Am	76	20.0%	33.0%	22.1%	10.9%	116
Hispanic	635	14.8%	35.0%	22.1%	12.9%	0
ToM	13	69.2%	69.2%	22.1%	47.1%	0
White	57	23.2%	61.4%	22.1%	39.3%	0
SpEd	218	10.5%	17.4%	22.1%	-4.7%	11
EcoDis	679	15.0%	35.2%	22.1%	13.1%	0
EB	398	13.2%	34.4%	22.1%	12.3%	0

Data Source: NWEA MAP Growth Data file (as of 5/21/2026)

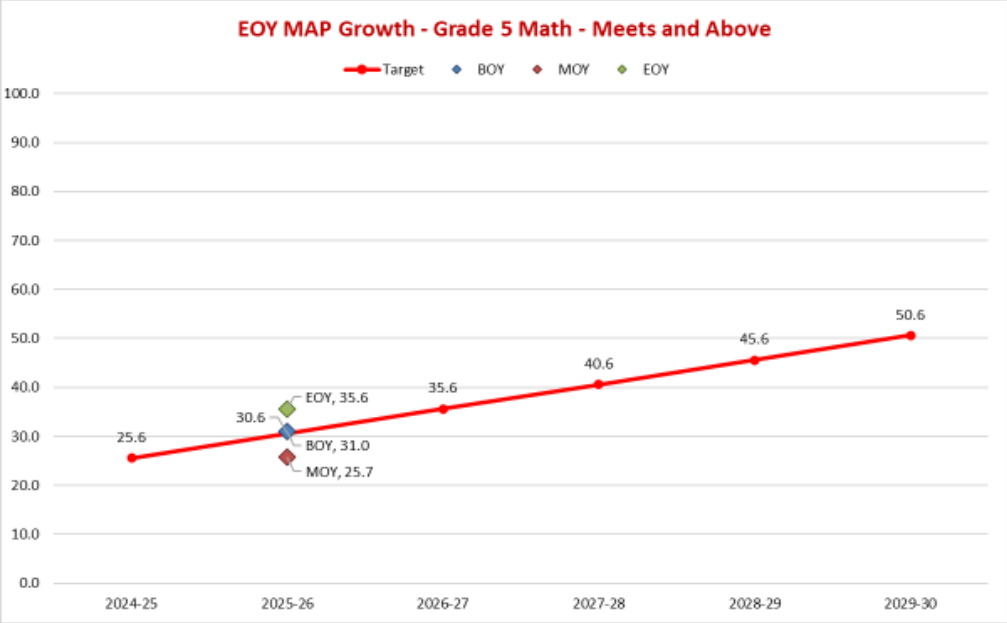
Key
At or Above EOY Target
Less than or equal to 5% below EOY Target
More than 5% below EOY Target

Met

Goal Progress Monitoring

DEL VALLE INDEPENDENT SCHOOL DISTRICT

GPM 3.2: The percent of 5th grade students that score on grade level or above on MAP Math will increase from **25.6% to 40.6% by June 2028.**



	2025-26 MAP EOY Total Tested	2025-26 MAP BOY % Meets+	2025-26 MAP EOY % Meets+	2025-26 Annual Target %	% Difference from Annual Target	# of Students Needed
District	794	31.0%	35.6%	30.6%	5.0%	0
Af Am	70	29.2%	27.1%	30.6%	-3.5%	137
Hispanic	648	29.1%	35.6%	30.6%	5.0%	0
ToM	15	72.7%	66.7%	30.6%	36.1%	0
White	44	40.4%	34.1%	30.6%	3.5%	0
SpEd	212	15.4%	15.1%	30.6%	-15.5%	33
EcoDis	698	28.9%	33.5%	30.6%	2.9%	0
EB	417	27.7%	35.0%	30.6%	4.4%	0

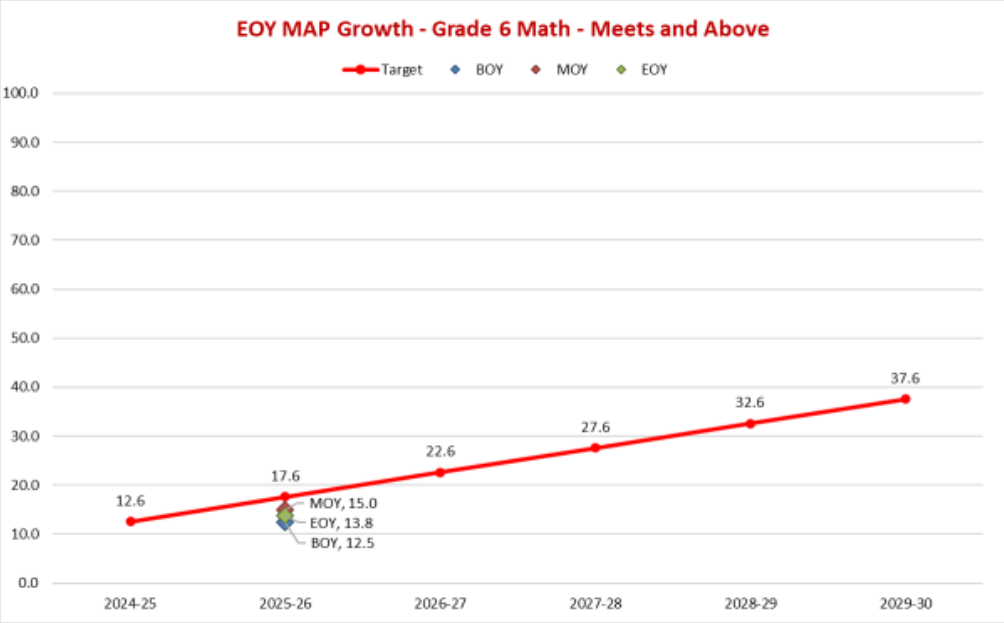
Data Source: NWEA MAP Growth Data file (as of 5/21/2026)

Key
At or Above EOY Target
Less than or equal to 5% below EOY Target
More than 5% below EOY Target

Goal Progress Monitoring

DEL VALLE INDEPENDENT SCHOOL DISTRICT

GPM 3.3: The percent of 6th grade students that score on grade level or above on MAP Math will increase from **12.6% to 27.6% by June 2028.**



	2025-26 MAP EOY Total Tested	2025-26 MAP BOY % Meets+	2025-26 MAP EOY % Meets+	2025-26 Annual Target %	% Difference from Annual Target	# of Students Needed
District	756	12.5%	13.8%	17.6%	-3.8%	29
Af Am	90	8.5%	15.6%	17.6%	-2.0%	118
Hispanic	598	11.9%	11.5%	17.6%	-6.1%	37
ToM	18	17.6%	16.7%	17.6%	-0.9%	1
White	32	21.9%	25.0%	17.6%	7.4%	0
SpEd	170	2.7%	2.4%	17.6%	-15.2%	26
EcoDis	642	10.4%	11.8%	17.6%	-5.8%	38
EB	372	9.2%	11.0%	17.6%	-6.6%	25

Data Source: NWEA MAP Growth Data file (as of 5/21/2026)

Key
At or Above EOY Target
Less than or equal to 5% below EOY Target
More than 5% below EOY Target

Progress Monitoring

May 2026

DEL VALLE INDEPENDENT SCHOOL DISTRICT

STRENGTHS

- 7th Grade math exceeded the year's target growth
- 4th Grade math exceeded the year's target growth by 15.7%
- 5th Grade math exceeded the year's target growth
- 6th Grade math increased from BOY to EOY

AREAS OF OPPORTUNITY

- Improve advanced programming placement to align instruction with student readiness
- Establish a targeted curriculum framework that aligns instruction to the needs of special education students
- Strengthen consistency of instructional implementation and student growth across campuses
- Strengthen leadership capacity and data-driven PLC practices with clear protocols
- Build stronger secondary math MTSS framework for targeted intervention support
- Implement small group instruction to address specific skill gaps
- Establish districtwide process for internalizing HQIM to strengthen delivery

Goal 2 | Early Mathematics: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Reading will increase from 30% in June 2025 to 60% by Aug 2030.
Goal 3 | 7th Grade Math: The percentage of 7th grade students who score at the "Meets" grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by Aug 2030.

DEL VALLE INDEPENDENT SCHOOL DISTRICT

2026-2027 Goal 2 & 3: GPM 2.1-2.3 & 3.3

	Action Plan	Intended Impact
Curriculum and Instruction	• Revise Mathematics curriculum guides to provide a more comprehensive instructional framework • Develop a specialized curriculum framework to ensure instruction to accessible, rigorous, and aligned to the needs of special education students • Realigned math scope and sequence to ensure fidelity to HQIM and vertical coherence	• Ensure alignment and consistent mathematics instruction through a structured framework that supports concept development, fluency, application, and intervention • Increase instructional consistency and effectiveness, leading to stronger student engagement, improved mastery of standards, and increased academic success for special education students • Shift teacher focus from preparing materials to strengthening content knowledge and instructional delivery to improve student outcomes
Professional Development	• Launch Texas Mathematics Academies for K-3 teachers and administrators • Develop Number Fluency Clinics for K-2 teachers to provide targeted support to strengthen foundational math skills • Development of asynchronous professional learning videos to reinforce effective instructional practices and curriculum implementation • Through LIFT strengthen leadership developing and coaching	• Strengthen teacher and leader capacity to support deeper conceptual understanding of early mathematics • Increase teacher capacity to effectively develop number fluency through targeted instructional practices • Promote greater consistency across classrooms and campuses through ongoing, accessible professional learning support

Professional Learning Highlights

Strategic Math Initiatives

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Texas Mathematics Academies

BIG ROCK EDUCATIONAL SERVICES

Module 1 Learning Plan					
Instructional Video:					
	LO: Students will use place value patterns to understand the thousandths place				
	Fluency 5 minutes	Application 8 minutes	Concept Development 30 minutes	Student Debrief 10 minutes	Small Group 37 minutes
August 12-August 17 Topic A Lesson 1	• Decimal Place Value **TE Page: 19** **Practice Page: 7**	**Look Fors:** • Students draw a model to represent and solve the problem ▫ Strip diagram ▫ Area model • Students justify their thinking using a complete sentence. ▫ **Stem:** *The farmer used… pounds of food each day because…* **TE Page: 19** **Learn Page: 3**	**Manipulatives** Place Value Chart Place Value Blocks **Focus Strategies** Show relationships between place values on place value chart and using place value blocks **Problem Set:** 1a-1b, 1d, 2a-2b, 2d, 3 **TE Page: 19-23** **Learn Page: 5-7**	**Listen Fors:** • Students explain the value of each digit in a given number • Students explain the relationships between the place values **TE Page: 23-24** **Learn Page: 9**	**Small Group** • **Problem Set:** 1c, 2c, 4 121 **Independent Stations:** • **Problem Set:** 1c, 2c, 4 • **Succeed Page:** 3-7 • **Zearn/IXL**

Questions?

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: Consider and Act on Budgets for 2026-2027	
Date:	June 16, 2026
Category:	Action
Background Information: According to Education Code 44.004(f), the board of trustees shall adopt a budget to cover all expenditures for the succeeding fiscal year. The three budgets the board of trustees are required to approve are the General Operating Fund, Food Service Fund, and the Debt Service Fund. The budget for each fund is presented at the functional level.	
Fiscal Implications:	**Is there a cost?** No **Amount:** NA **Funding Source:** NA
Exhibit or Presentation:	Presentation
Student Outcome Goals:	**Goal 1 | Early Literacy**: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Reading will increase from 32% in June 2025 to 60% by Aug 2030. **Goal 2 | Early Mathematics:** The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from 27% in June 2025 to 60% by Aug 2030. **Goal 3 | 7th grade Math:** The percentage of 7th grade students who score at the "Meets" grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by Aug 2030. **Goal 4 | Readiness:** The percentage of college, career, and military-ready graduates will increase from 68% in August 2025 to 90% by August 2030.
Presenter: Dina D. Edgar, Deputy Superintendent of Administrative Services	
Administration Recommendation: Administration recommends Board approval of the 2026-27 proposed budgets for General Fund (199), Debt Service Fund (599), and Food Service Fund (240) as presented.	

Del Valle ISD * 5301 Ross Road * Del Valle, TX * 78617
512-386-3000



DEL VALLE
INDEPENDENT SCHOOL DISTRICT

2026-2027 Budget Adoption

124

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

June 16, 2026 Regular Board Meeting

2026-2027 Proposed Budgets for FYE June 30, 2027

		Fund 199 General Operating	Fund 240 Food Service	Fund 599 Debt Service	Totals
Estimated Revenues					
	Major Object				
Local Sources	5700	$ 107,921,836	$ 623,000	$ 69,574,850	$ 178,119,686
State Sources	5800	28,423,439	$ 75,000	-	28,498,439
Federal Sources	5900	1,495,000	$ 9,497,873	-	10,992,873
Other Sources / Uses	7000	5,000,000	$ -	-	5,000,000
Total Estimated Revenues		**$ 142,840,275**	**$ 10,195,873**	**$ 69,574,850**	**$ 222,610,998**
Estimated Expenditures					
	Function				
Instruction	11	$ 82,642,567	$ -	$ -	$ 82,642,567
Instructional Resources & Media Services	12	1,336,237	-	-	1,336,237
Curriculum & Staff Development	13	1,641,575	-	-	1,641,575
Instructional Leadership	21	2,173,181	-	-	2,173,181
School Leadership	23	9,289,659	-	-	9,289,659
Guidance, Counseling & Evaluation	31	5,630,649	-	-	5,630,649
Social Work Services	32	1,654,313	-	-	1,654,313
Health Services	33	1,515,001	-	-	1,515,001
Student Transportation	34	9,213,331	-	-	9,213,331
Food Services	35	-	10,195,873	-	10,195,873
Cocurricular/Extracurricular Activities	36	2,393,281	-	-	2,393,281
General Administration	41	4,120,560	-	-	4,120,560
Plant Maintenance & Operations	51	13,396,930	-	-	13,396,930
Security & Monitoring Services	52	3,263,864	-	-	3,263,864
Data Processing Services	53	2,175,659	-	-	2,175,659
Community Services	61	648,493	-	-	648,493
Debt Service	71	600,000	-	69,574,850	70,174,850
Payments to Fiscal Agents	95	10,000	-	-	10,000
Other Intergovernmental Charges	99	1,134,975	-	-	1,134,975
Total Estimated Expenses		**$ 142,840,275**	**$ 10,195,873**	**$ 69,574,850**	**$ 222,610,998**

Thank You

-Questions-

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: Proposed Board of Trustees Meeting Dates for the 2026-2027 School Year	
Date:	June 16, 2026
Category:	Consent

Background Information:
The administration is proposing two options for Board meeting schedules for 2026–2027.

Option 1:
Continue the current structure of holding two meetings each month:

- A Special Board Meeting on the first Tuesday of each month to share information and review items scheduled for action.
- A Regular Board Meeting on the third Tuesday of each month to vote on those items.

This approach keeps the Board informed and aligned while ensuring that essential decisions can be made in a timely manner to support district operations and student needs.

Option 2:
Hold one Regular Board Meeting each month on the third Tuesday. Under this structure, items would be presented for review and potential approval during the same meeting.

If Option 2 is selected, BE(Local) and the Board Operating Procedures will be revised to reflect a one-meeting-per-month schedule.

Fiscal Implications:	**Is there a cost?** No **Amount: $** **Funding Source:**
Exhibit or Presentation:	Presentation & BE (Local) Policy
Student Outcome Goals:	N/A

Presenter: Dr. Mark Cantú, Deputy Superintendent of Governance and Education Services

Administration Recommendation: Administration recommends the Board of Trustees approve one of the two options proposed for the 2026-2027 Board Meeting dates as presented at the June 2, 2026 meeting.

Del Valle ISD * 5301 Ross Road * Del Valle, TX * 78617
512-386-3000

Board of Trustee Meeting Dates 2026 -2027

Option 1: Current Two-Meeting Structure

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Special Board Meeting

- Held on the first Tuesday of each month
- Purpose: Share information and review items scheduled for action

Regular Board Meeting

- Held on the **third Tuesday** of each month
- Purpose: Vote on reviewed items

Benefits:

- Keeps the Board informed and aligned
- Provides time for discussion and review before action

Two Meetings a Month

* Subject to change due to District or Calendered Events

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Board of Trustees
Meeting Schedule
2026 - 2027

Special Board Meeting	Regular Board Meeting
July - None	July 21, 2026
August 4, 2026	August 18, 2026
September 1, 2026	September 15, 2026
October 6, 2026	October 20, 2026
November 10, 2026	November 17, 2026
December - None	December 15, 2026
January 5, 2027	January 19, 2027
February 2, 2027	February 16, 2027
March 2, 2027	March 23, 2027
April 6, 2027	April 20, 2027
May 4, 2027	May 18, 2027
June 1, 2027	June 15, 2027

Option 2

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Regular Board Meeting

- Held on the **third Tuesday** of each month
- Items are presented for review and potential approval during the same meeting

Considerations:

- Streamlines the monthly meeting schedule
- Reduces the number of Board meetings each month
- Requires review and approval processes to occur within a single meeting

If Selected:

- BE(Local) and Board Operating Procedures will be revised to reflect a one-meeting-per-month schedule.

One Meeting a month

* Subject to change due to District or Calendered Events

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Board of Trustees
Meeting Schedule
2026 - 2027

Date	Type
July 21, 2026	Regular
August 18, 2026	Regular
September 15, 2026	Regular
October 20, 2026	Regular
November 17, 2026	Regular
December 15, 2026	Regular
January 19, 2027	Regular
February 16, 2027	Regular
March 23, 2027	Regular
April 20, 2027	Regular
May 18, 2027	Regular
June 15, 2027	Regular

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Thank you!

Meeting Place and Time

Board meetings shall be held during a time that is outside of typical work hours. [See FA(LEGAL)]

The notice for a Board meeting shall reflect the date, time, and location of the meeting.

Regular Meetings

Regular meetings of the Board shall normally be held on the ~~first~~ and third Tuesday of each month at 6:15 p.m. When determined necessary and for the convenience of Board members, the Board President may change the date, time, or location of a regular meeting with proper notice.

Special or Emergency Meetings

The Board President shall call special meetings at the Board President's discretion or on request by three members of the Board.

The Board President shall call an emergency meeting when it is determined by the Board President or three members of the Board that an emergency or urgent public necessity, as defined by law, warrants the meeting.

Agenda

Calendar

Working with the Board as a whole, the Superintendent shall ensure an annual Board agenda calendar by month is created and maintained. The annual Board calendar shall include a list of standard agenda items for the year.

Preparation

In consultation with the Board President, the Superintendent shall prepare the agenda for all Board meetings.

Deadline

Before the official agenda is finalized for any meeting, the Superintendent shall consult the Board President to ensure that any topics the Board, administration, or at least two Board members have requested to be addressed are either on that agenda or scheduled for deliberation at an appropriate time in the near future, consistent with Board operating procedures.

Board Member's Agenda Requests

The deadline for Board members to submit items for inclusion on the agenda is 21 calendar days before regular or special meetings. The Superintendent and Board President shall place such items on the Board agenda consistent with the Board operating procedures.

Notice to Members

Members of the Board shall be given notice of regular and special meetings at least three business days prior to the scheduled date of the meeting and at least one hour prior to the time of an emergency meeting.

Board agendas and corresponding documents shall be uploaded to Board Book seven calendar days prior to regular Board meetings when possible.

Closed Meeting

Notice of all meetings shall provide for the possibility of a closed meeting during an open meeting, in accordance with law.

The Board may conduct a closed meeting when the agenda subject is one that may properly be discussed in closed meeting. [See BEC]

Order of Business

The order of business for regular Board meetings shall be as set out in the agenda accompanying the notice of the meeting. At the meeting, the order in which posted agenda items are taken may be changed by consensus of Board members.

Rules of Order

The Board shall observe the parliamentary procedures as found in Robert's Rules of Order, Newly Revised, except as otherwise provided in Board procedural rules or by law. Procedural rules may be suspended at any Board meeting by majority vote of the members present.

Record Vote

Voting on any item shall be a record vote by show of hands or roll call, as directed by the Board President. Any member may abstain from voting on an item, and a member's vote or failure to vote shall be recorded in the minutes. [See BDAA(LOCAL) for the Board President's voting rights]

Consent Agenda

When the agenda is prepared, the Superintendent shall determine items, if any, that qualify to be placed on the consent agenda. A consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. For each item listed as part of a consent agenda, the Board shall be furnished with background material. All such items shall be acted upon by one vote without separate discussion, unless a Board member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote.

Minutes

Board action shall be carefully recorded by the Board Secretary or clerk; when approved, these minutes shall serve as the legal record of official Board actions. The written minutes of all meetings shall be approved by vote of the Board and signed by the Board President and the Board Secretary.

[See CPC regarding retention of records.]

Discussions and Limitation

Discussions shall be addressed to the Board President and then the entire membership. Discussion shall be directed solely to the business currently under deliberation, and the Board President shall halt discussion that does not apply to the business before the Board.

The Board President shall also halt discussion if the Board has agreed to a time limitation for discussion of an item, and that time limit has expired. Aside from these limitations, the Board President shall not interfere with debate so long as members wish to address themselves to an item under consideration.

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: Superintendent Guardrail Progress Measures	
Date:	June 16, 2026
Category:	Action
Background Information: In December 2025, the Board adopted the Superintendent Guardrails as part of the district's governance framework and commitment to student outcomes. The Guardrails establish operational expectations and define the conditions the Superintendent must avoid in pursuit of the Board's goals. Following the adoption of the Guardrails, the Superintendent developed corresponding progress measures to monitor implementation and provide a framework for ongoing accountability and reporting. These progress measures are intended to assist the Board in evaluating progress toward meeting the adopted Guardrails and ensuring alignment with district priorities and Student Outcomes Goals.	
Fiscal Implications:	**Is there a cost?** No **Amount: $** **Funding Source:**
Exhibit or Presentation:	Presentation
Student Outcome Goals:	**Goal 1 | Early Literacy**: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Reading will increase from 32% in June 2025 to 60% by Aug 2030. **Goal 2 | Early Mathematics:** The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from 27% in June 2025 to 60% by Aug 2030. **Goal 3 | 7th grade Math:** The percentage of 7th grade students who score at the "Meets" grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by Aug 2030. **Goal 4 | Readiness:** The percentage of college, career, and military-ready graduates will increase from 68% in August 2025 to 90% by August 2030.
Presenter: Dr. Mark Cantú, Deputy Superintendent of Governance and Education Services	
Administration Recommendation: That the Board of Trustees adopt the Guardrail Progress Measures as presented.	

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512-386-3000

Superintendent Guardrails Progress Measures

Superintendent Guardrail Progress Measures

DEL VALLE INDEPENDENT SCHOOL DISTRICT

- Board adopted the Superintendent Guardrails in **December 2025**
- Guardrails establish operational expectations and define conditions to avoid
- Supports the Board's governance and accountability framework
- Aligns district actions with Board priorities and student outcomes

Purpose of the Progress Measures

DEL VALLE INDEPENDENT SCHOOL DISTRICT

- Developed by the Superintendent following Board adoption of the Guardrails
- Provides a framework for monitoring implementation
- Establishes year measurable indicators of progress
- Supports ongoing accountability and reporting to the Board
- Helps ensure alignment with student outcome goals and priorities

Guardrail #1

DEL VALLE INDEPENDENT SCHOOL DISTRICT

The Superintendent shall not allow school cultures to persist which hold low expectations for any students (in academics, engagement, or behavior), cause students to feel unsafe or unvalued, or fail to provide for the social, emotional, and mental health of the children in their care.

OPM 1.1 - Increase the percentage of students who report feeling that they have a safe learning environment on quarterly climate surveys **from 89% to 90% by the end of the 2029–2030 school year.**

OPM 1.2 - Increase the number of parents who respond to "I am proud to say I have a student at this school." **from 84.4% to 90% or higher by the end of the 2029-2030 school year.**

OPM 1.3 - Reduce the number of discretionary DAEP placements **from the 2025–2026 baseline of 114 students by 20% by the end of the 2029–2030** school year through the implementation of restorative practices.

Guardrail #2

DEL VALLE INDEPENDENT SCHOOL DISTRICT

The Superintendent shall not allow breakdowns in communication and support that leave families inadequately prepared to engage in and support their child's education.

OPM 2.1 - Increase parent attendance at formal parent-teacher conferences across elementary grade levels **from the current rate to 85% by the end of the 2029–2030 school year.**

OPM 2.2 - Increase the number of family engagement sessions **from the current number to at least 8 Superintendent Coffee sessions and 6 Principal Coffee sessions each year, beginning in the 2027-2028 school year.**

OPM 2.3 - Increase the number of parents who complete the parent leadership program **from the current number to at least 500 graduates by the end of the 5-year cycle (by 2030).**

Guardrail #3

DEL VALLE INDEPENDENT SCHOOL DISTRICT

The Superintendent shall not allow practices that delay evaluations, deny services, or place the district at risk of non-compliance with regard to special education.

OPM 3.1 - Maintain 100% completion percentage of initial special education evaluations completed within the 45 school-day timeline **every school year.**

OPM 3.2 - Increase campus representation on the Special Education Parent Advisory Committee (SEPAC) **from 31% to 85% of traditional campuses by the end of the 2029–2030 school year.**

OPM 3.3 - Increase the percentage of Resource/Inclusion teachers trained and monitored on service logs and required documentation **from the 50% to 100% by the end of the 2026–2027 school year.**

Guardrail #4

DEL VALLE INDEPENDENT SCHOOL DISTRICT

The Superintendent shall not allow negative district and campus cultures or counter productive district-campus relationships to impact teacher retention and staff morale.

OPM 4.1 - Increase the average score of staff reporting " they are likely to recommend the district" on the annual climate survey **from the current level to 8.5 by the end of the 2029–2030 school year.**

OPM 4.2- Decrease the district's teacher turnover rate **from 21.5% to state average (18.8%) or below by end of the 2029-2030 school year.**

OPM 4.3 - Increase the percentage of District Advisory Group members who "Agree" or "Strongly Agree" that their voice was heard **from 94.7% to 95% by the end of the 2029 - 2030 school year.**

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Thank you!

Superintendent Guardrails & OPMs 2026 - 2030

Detail	History	5-Year Goals				
Guardrail #1 The Superintendent shall not allow school cultures to persist which hold low expectations for any students (in academics, engagement, or behavior), cause students to feel unsafe or unvalued, or fail to provide for the social, emotional, and mental health of the children in their care.	**24 - 25**	**25 - 26**	**26-27**	**27-28**	**28-29**	**29-30**
OPM 1.1 Increase the percentage of students who report feeling that they have a safe learning environment on quarterly climate surveys **from 89% to 90% by the end of the 2029–2030 school year**.	NA	89%	90%	90%	90%	90%
OPM 1.2 Increase the number of parents who respond to "I am proud to say I have a student at this school." **from 84.4% to 90% or higher by the end of the 2029-2030 school year.**	85.8%	84.4%	86%	88%	90%	90%
OPM 1.3 Reduce the number of discretionary DAEP placements **from the 2025–2026 baseline of 114 students by 20% by the end of the 2029–2030** school year through the implementation of restorative practices.	NA	114	-5% (108)	-10% (103)	-15% (97)	-20% (91)
Guardrail #2 The Superintendent shall not allow breakdowns in communication and support that leave families inadequately prepared to engage in and support their child's education.	**24 - 25**	**25 - 26**	**26-27**	**27-28**	**28-29**	**29-30**

Superintendent Guardrails & OPMs 2026 - 2030

OPM 2.1 Increase parent attendance at formal parent-teacher conferences across elementary grade levels **from the current rate to 85% by the end of the 2029–2030 school year**.	NA		NA	Baseline year			85%
OPM 2.2 Increase the number of family engagement sessions **from 6 to at least 8 Superintendent Coffee sessions and 6 Principal Coffee sessions each year, beginning in the 2027-2028 school year**.	5		6	7	8	8	8
	NA		NA	6	6	6	6
OPM 2.3 Increase the number of parents who complete the parenting leadership program **from zero to at least 500 graduates by the end of the 5-year cycle (by 2030)**.	0		0	100	250	350	500
Guardrail #3 The Superintendent shall not allow practices that delay evaluations, deny services, or place the district at risk of non-compliance with regard to special education.	**24 - 25**		**25 - 26**	**26-27**	**27-28**	**28-29**	**29-30**
OPM 3.1 Maintain 100% completion percentage of initial special education evaluations completed within the 45 school-day timeline **every school year.**	100%		100%	100%	100%	100%	100%
OPM 3.2 Increase campus representation on the Special Education Parent Advisory Committee (SEPAC) **from 31% to 85% of traditional campuses by the end of the 2029 - 2030 school year**.	NA		31%	55%	65%	75%	85%

Superintendent Guardrails & OPMs 2026 - 2030

OPM 3.3 Increase the percentage of Resource/Inclusion teachers trained and monitored on service logs and required documentation **from the 50% to 100% by the end of the 2026–2027 school year**.	NA		50%	100%	100%	100%	100%
Guardrail #4 The Superintendent shall not allow negative district and campus cultures or counter productive district-campus relationships to impact teacher retention and staff morale.	**24 - 25**		**25 - 26**	**26-27**	**27-28**	**28-29**	**29-30**
OPM 4.1 Increase the average score of staff reporting " they are likely to recommend the district" on the annual climate survey **from 7.01 to 8.5 by the end of the 2029–2030 school year**.	NA		7.01	7.5	8.0	8.5	8.5
OPM 4.2 Decrease the district's teacher turnover rate **from 21.5% to state average (18.8%) or below by end of the 2029-2030 school year.**	21.5%		21%	20%	19%	18%	18.8%
OPM 4.3 Increase the percentage of District Advisory Group members who "Agree" or "Strongly Agree" that their voice was heard **from 94.7% to 95% by the end of the 2029 - 2030 school year.**	NA		94.7%	95%	95%	95%	95%

Student Outcome Goals
Superintendent GPMs

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: Superintendent Evaluation Instrument	
Date:	June 16, 2026
Category:	Action
Background Information: Evaluating the superintendent's performance is one of the most important responsibilities the school board has each year. Annual evaluations are also required by Texas law. Texas Education Code 21.354 provides two options for the annual appraisal of a school district's superintendent: **Option One:** The commissioner's recommended appraisal process and performance criteria. For districts that choose to use this appraisal process and criteria, it requires, at a minimum: (1) an annual evaluation of the superintendent; and (2) a student performance domain. The board must determine other appraisal procedures and criteria. 19 Tex. Admin. Code § 150.1031. **Option Two:** A district may develop its own evaluation instrument in consultation with the board, superintendent, and legal counsel. The evaluation instrument is then adopted by the board.	
Fiscal Implications:	**Is there a cost?** No **Amount: $0.00** **Funding Source: N/A**
Exhibit or Presentation	**Presentation**
Student Outcome Goals	**Goal 1 | Early Literacy**: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Reading will increase from 32% in June 2025 to 60% by Aug 2030. **Goal 2 | Early Mathematics:** The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from 27% in June 2025 to 60% by Aug 2030. **Goal 3 | 7th grade Math:** The percentage of 7th grade students who score at the "Meets" grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by Aug 2030. **Goal 4 | Readiness:** The percentage of college, career, and military-ready graduates will increase from 68% in August 2025 to 90% by August 2030.
Presenter: Dr. Mark Cantú, Deputy Superintendent of Governance and Education Services	
Administration Recommendation: Adopt the Annual Superintendent Evaluation Instrument.	

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512-386-3000

Superintendent Evaluation Instrument 2025 - 2026

Yearly Superintendent Evaluation

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Texas Education Code 21.354 provides two options for the annual appraisal of a school district's superintendent:

Option One: The commissioner's recommended appraisal process and performance criteria. For districts that choose to use this appraisal process and criteria, it requires, at a minimum: (1) an annual evaluation of the superintendent; and (2) a student performance domain. The board must determine other appraisal procedures and criteria. 19 Tex. Admin. Code § 150.1031.

150

Option Two: A district may develop its own evaluation instrument in consultation with the board, superintendent, and legal counsel. The evaluation instrument is then adopted by the board.

DVISD Board of Trustees Evaluation Committee has selected Option Two: The instrument is aligned with the LSG Superintendent Evaluation Instrument

Goals of the Superintendent Evaluation Process

DEL VALLE INDEPENDENT SCHOOL DISTRICT

- Align superintendent evaluation with board-adopted goals and guardrails
- Focus on student outcomes and community values
- Strengthen governance and accountability
- Provide clear feedback and professional growth direction
- Fair assessment and clear path forward

Evaluation Instrument

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Superintendent Evaluation (Dr. Matthew Gutierrez)

Student Outcome Goal and GPMS	Target	Actual	Met or 2/3
Student Outcome Goal 1			
GPM 1.1 (English/Spanish)	64.7% to 85% - 70.9% to 85%		
GPM 1.2 (English/Spanish)	47.7% to 80% - 58.6% to 80%		
GPM 1.3 (English/Spanish)	25.9% to 40.9% - 19.3% to 34.3%		
Student Outcome Goal and GPMS			
GPM 2.1	23.7% to 38.5%		
GPM 2.2	13.2% to 28.2%		
GPM 2.3	7.2% to 22.2%		
Student Outcome Goal and GPMS			
GPM 3.1	17.1% to 32.1%		
GPM 3.2	25.6%. to 40.6%		
GPM 3.3	12.6% to 27.6%		
Student Outcome Goal and GPMS			
GPM 4.1	22.6%. to 25%		
GPM 4.2	2.9% to 5%		
GPM 4.3	12.7.% to 22.7%		

Guardrail and OPMs	Target	Actual	Met or 2/3 Met
Guardrail 1			
OPM 1.1			
OPM 1.2			
OPM 1.3			
Guardrail 2			
OPM 2.1			
OPM 2.2			
OPM 2.3			
Guardrail 3			
OPM 3.1			
OPM 3.2			
OPM 3.3			
Guardrail 4			
OPM 4.1			
OPM 4.2			
OPM 4.3			

By signing below, I affirm that the information evaluated is complete and accurate.

	Board President	**Target Met**	
	Board Secretary	**Targets Not Met**	
	Superintendent	**% Target Met**	

EVALUATION NOTES

Superintendent summative evaluation targets are considered met if either the Student Outcome Goal or Guardrail is met or 2/3 of the respective GPMs or OPMs are met.|
Performance is considered met if 75% of summative targets are met.
If 75% of the evaluation targets are not met, the board should use its own judgement based on the Monitoring Reports received ad voted on according to the Monitoring Calendar.

Timeline

DEL VALLE INDEPENDENT SCHOOL DISTRICT

- **4-27-26** - Dr. Cantu and Board President met to layout plan
- **5-11-26** - Superintendent's Evaluation Committee, Meeting #1
- **6-4-26** - Superintendent's Evaluation Committee, Meeting #2
- **6-11-26** - Evaluation Board Packet shared with the Board
- **6-25-26** - Special Board Meeting - Superintendent Evaluation

Thank you!

Del Valle Independent School District
Board of Trustee Meeting

Agenda Item: Board Governance Support	
Date:	June 16, 2026
Category:	Action

Background Information:

The Board of Trustees will review and select a governance model to guide the Board's vision, continuous improvement and development.

The Administration has compiled information regarding three models for the Board's consideration. Because each model approaches leadership support and performance metrics differently, the Board is asked to discuss each and vote to adopt one specific pathway forward.

Option A: Lone Star Governance (LSG) Framework

- **Focus:** Continuous improvement framework heavily centered on student outcomes, board behavior, and accountability.
- **Implementation:** Establish a scope and sequence and work directly with a certified LSG Coach.

Option B: Moak Casey Performance Management Model

- **Focus:** Data-driven accountability, strategic planning, and customized performance metrics.
- **Implementation:** Consultant-guided alignment of organizational data with localized goals.

Option C: Texas Association of School Boards (TASB) Workshop Model

- **Focus:** Collaborative team building, foundational governance, and flexible professional development.
- **Implementation:** A series of targeted, facilitated board workshops and training sessions.

Fiscal Implications:	**Is there a cost?** Yes **Amount: $ 30,000** **Funding Source:** Local funds
Exhibit or Presentation:	**Presentation**
Student Outcome Goals:	**Goal 1 | Early Literacy**: The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Reading will increase from 32% in June 2025 to 60% by Aug 2030. **Goal 2 | Early Mathematics:** The percentage of 3rd-grade students whose score "Meets" grade level or above on STAAR Math will increase from 27% in June 2025 to 60% by Aug 2030. **Goal 3 | 7th grade Math:** The percentage of 7th grade students who score at the "Meets" grade level or above on STAAR Math will increase from 6% in June 2025 to 40% by Aug 2030. **Goal 4 | Readiness:** The percentage of college, career, and military-ready graduates will increase from 68% in August 2025 to 90% by August 2030.
Presenter: Elvia Guadian, School Board President	
Administration Recommendation: That the Board of Trustees select a governance model to guide the Board's vision, continuous improvement and development.	

Del Valle ISD * 5301 Ross Road * Del Valle, TX * 78617
512-386-3000

Board Governance Development & Support

Objective & Purpose

DEL VALLE INDEPENDENT SCHOOL DISTRICT

- **Goal:** Review and select an organizational governance model and support.
- **Purpose:** Guide the Board's vision towards exceptional governance and professional development.
- **Action Required:** Discuss the three proposals and vote to adopt one way forward.
- **Key Consideration:** Each model offers a different approach to leadership coaching, support, and monitoring of student outcomes.

Option A – Lone Star Governance (LSG)

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Core Focus: Continuous improvement centered on student outcomes, board behavior, and heavy accountability.

Implementation:

- Establish a structured scope and sequence following draft from provided by previous LSG Coach
- Hire and work directly with a certified LSG Coach.

Best Fit For: A highly structured, metric-driven framework focused on gonverance behaviors, and monitoring.

Option B – Moak Casey Model

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Core Focus: Strategic vision and focused next steps tied to student outcomes goals and guardrails.

Implementation:

- Partner with consultants to guide strategic conversations
- Align organizational data with student goals and guardrails

Best Fit For: Tailored for deeper understanding of Board roles and Responsibilities, specific performance monitoring and data dashboards to the district's unique needs.

Option C – TASB Workshop Model

DEL VALLE INDEPENDENT SCHOOL DISTRICT

Core Focus: Foundational governance, collaborative team building, and flexible professional development.

Implementation:

- Participate in a series of targeted, facilitated training sessions.
- Utilize modular, customizable board workshops.
- Individual and group coaching as needed.

Best Fit For: Strengthening board-superintendent relations and team dynamics through a flexible, supportive approach.

DEL VALLE
INDEPENDENT SCHOOL DISTRICT

Thank you!

MOAK CASEY™
PROVEN LEADERS ADVANCING TEXAS SCHOOLS

Performance-Focused Governance: Value Driven, Data Informed: Staying focused on the main thing.

Board Training and Senior Leader Meeting

TEXAS TRUSTEES

Performance Focused Governance



"It's not enough to do your best; you must know what to do, and then do your best."

-W. Edwards Deming

Systems **Perspective**

Manage all components of your organization as a unified whole

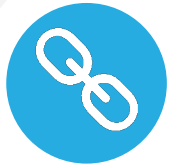
Systemic

Well-ordered, repeatable, and exhibiting the use of data and information so that learning is possible, and processes can be continually improved.



Process

Linked activities with the purpose of producing a product or service for a customer (user) within or outside your organization.



> "85% of the reasons of failure are deficiencies in the **system** and **processes** instead of the employees. The role of the leader is to change the process, not to badger individuals or employees to do better."
>
> *W. Edwards Deming*

MoakCasey
PROVEN LEADERS ADVANCING TEXAS SCHOOLS

WHY A SYSTEMS APPROACH?

- Improved Student Outcomes
- Increased Staff Morale, Performance, and Retention
- Increased Community Satisfaction, Involvement, and Support
- Greater Return on Investment

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ARTICULATE EXPECTED OUTCOMES IN AN ALIGNED SYSTEM

The Balanced Scorecard



_____ISD Strategic Direction Balanced Scorecard 2025-2029			
Mission: **Vision:** **Values/Beliefs:**			
PRIORITY ONE - Students			
DISTRICT STRATEGIC OBJECTIVES: **(BOARD ADOPTED)** **WHAT we intend to do…**	**DISTRICT KEY STRATEGIC ACTIONS:** **(INPUTS – TACTICAL)** **(NEVER BOARD ADOPTED)** **HOW we will go about the work…**	**DISTRICT PROGRESS MEASURES:** **OUTPUTS – LEAD MEASURES – FORMATIVE MEASURES)** **(NEVER BOARD ADOPTED)** **MIDYEAR CHECK-INS**	**LONG TERM OUTCOMES: X to Y by 2029** **(OUTCOME MEASURES – SUMMATIVE MEASURES – LAG MEASURES)** **BOARD Potential Adoption after Year One of Scorecard Implementation**
1.1	1.1.1 1.1.2 1.1.3		
1.2	1.2.1 1.2.2 1.2.3		
PRIORITY TWO - Staff			
2.1	2.1.1 2.1.2 2.1.3		
2.2	2.2.1 2.2.2 2.2.3		
PRIORITY THREE - Community			
3.1	3.1.1 3.1.2 3.1.3		
3.2	3.2.1 3.2.2 3.2.3		
PRIORITY FOUR – Financial Integrity and Transparency			
4.1	4.1.1 4.1.2 4.1.3		
4.2	4.2.1 4.2.2 4.2.3		

Six Good Governance Indicators

LEADING WITH A STRATEGIC MINDSET AND STAYING IN THE STRATEGIC ROLE

01

Beliefs, Mission, Vision, and Goals

02

Systems and Processes: Three Essential Roles

03

Progress and Accountability

04

Advocacy and Engagement

05

Synergy and Teamwork

06

Financial Stewardship

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Good Governance Inventory

Good Governance Framework

Board has **formally adopted** Belief Statements, Mission, Vision, and Goals

Board has **formally adopted** desired outcomes aligned to the Strategic Plan and has a systematic process for review

Board **understands the difference** between "management" and "oversight of management" and **operates in a values-driven, Data informed manner**

Board **systematically advocates** for students, staff and parents on a local, state (and national, if appropriate) level

Board **operates as a unified Team of Eight** and has clear operating procedures

Board is **committed to resource allocation** linked to Strategic Plan and has a strong **commitment to financial stewardship**

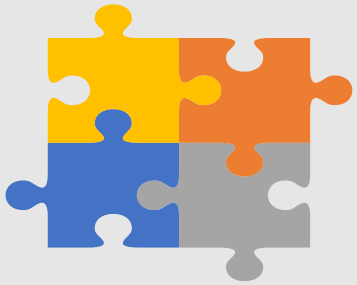
Strategy Execution

Mindset – Framework - Tools



Mindset

A governance mindset is the **foundational approach** and **attitude** boards adopt when overseeing the organization and its strategic alignment of systems.



"Systems" Framework

A "systems" framework is the process for conducting **internal systems checks** to ensure well-ordered, repeatable processes that lead to continuous improvement.



Strategy Execution Tools

These tools facilitate the translation of **strategic goals** into **actionable** tasks, track progress, and ensure alignment across the organization.

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Mindset

Foundation/Alignment

Team Trust

- Sets the Foundation

Three Essential Roles

- Alignment, Clarity, and Efficacy

Continuous Improvement

- Plan-Do-Check-Act (PDCA)

Strategic Alignment

- Silo Busting

Team TRUST

WHY: It is important to identify and respond to group self-perception of potential trust barriers. Quality work will move at the "speed of trust." It is best to recognize potential trust barriers and underlying issues early in the process and address them accordingly.

WHAT: The **TEAM TRUST** Self-Analysis is a simple, easy to use way to quantify four critical components of institutional trust. The four components are:

Ability
- Demonstrate Competence

Believability
- Acting with Integrity

Connectedness
- Showing Care & Concern for Others

Dependability
- Maintaining Reliability

Source: *Trust Works*, Ken Blanchard

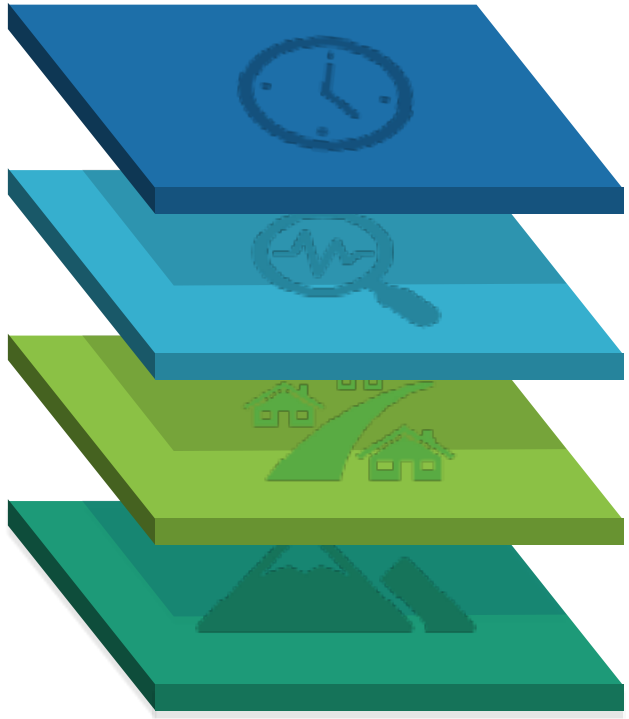
Strategic **Role**

Board and Superintendent

Big Picture…View from 50,000 feet

Overlooks entire system and sees how the parts relate to the whole

Focuses on representing the community's needs and interests



Looks to the long term…usually 3-5 years

Provides overall structure for district-wide goals

Sets clear targets for overall goals

Works ON macro system

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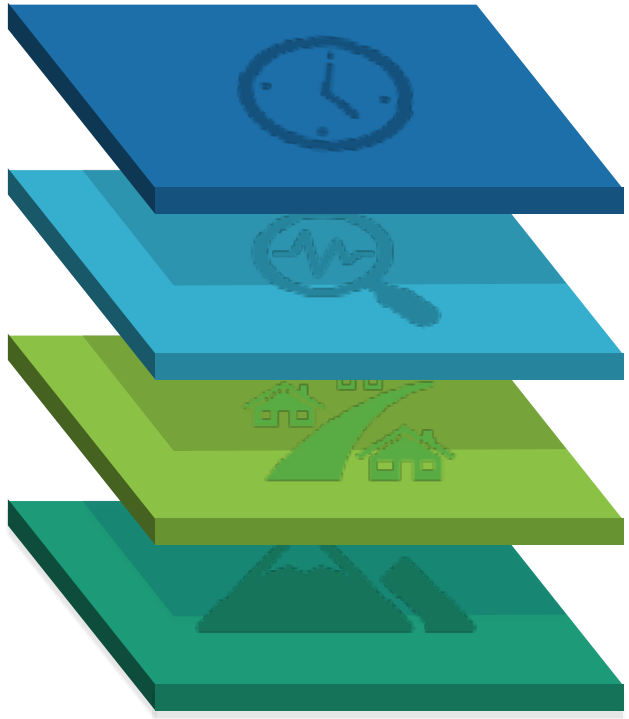
Tactical **Role**

Superintendent and Leadership Team

Sees Wide Picture…View from 10,000 feet

Coordinates and overlooks the component parts of the organization

Focuses on working directly with internal/external customers



Looks out 1-2 years

Provides structure at the campus and department level

Creates and deploys plans that will lead to improvement

Depending on the situation, works ON macro system or IN micro system

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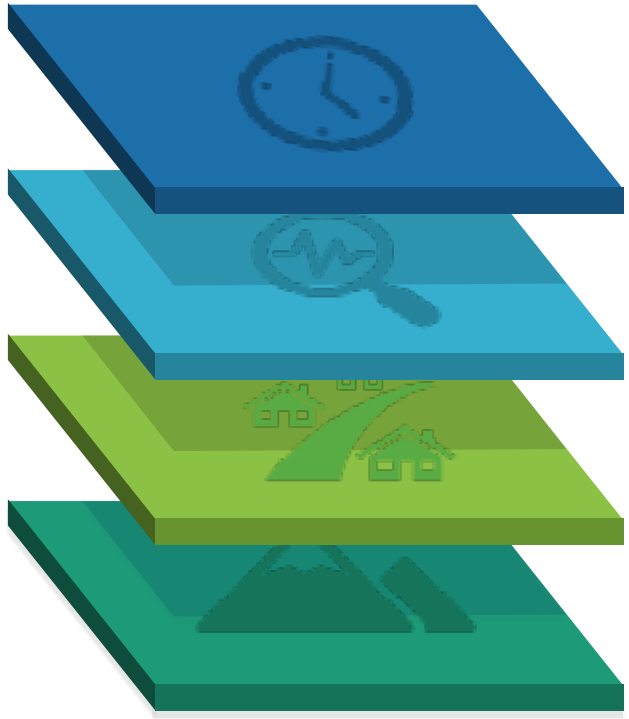
Operational **Role**

Instructional & Operational Leaders & Front-line Staff

Ground Level Picture…Day to Day

Coordinates and overlooks the component parts of the organization

Focuses primarily on the students and parents



Looks days or weeks out…sometimes looking at full year during planning sessions

Provides structure at classroom level

Refines and adjusts plans so that improvement will result

Works IN micro system

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Deeper Dive into Strategic Role Specific to School Trustees…What it Is and Is Not

Delegate/Representative:

- Elected by the public
- Common on Western Democracies
- Delegates are elected to express the will of their constituents
- Limited autonomy and independent thought
- The voice of those not present

Trustee:

- Elected by the public
- Usually limited to schools, pension managers, charities, trust fundsetc
- Have autonomy to act as they see fit
- Informed by knowledge and experience to serve the interest of others
- Critical thinker and decision-maker

Politics and Governance

Politics= Holding and Using Power
Governance= Exercising Authority on a Daily Basis

Politics Without Good Governance:

-Peaks before, during and just after elections

-Caters to special interests

-Can be sincere but often superficial

-Can be harmful and lack lasting benefit

Politics With Good Governance:

-Politics dominate during elections

-Focus shifts to Governance after election

-Board builds its capacity to core mission

-Recognizes that government is for ALL

"There is great danger that boards are becoming battlegrounds for the culture wars that have dominated so much of the national and state-level debate."

Campbell, Fullan & Kavanaugh 2025

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You cannot avoid the distractions…you can, however, respond with an intentional Good Governance Mindset

Policy Drivers-Impact on Governance

Negative Drivers and its Good Governance Counterpart:

- Focus on the Board rather than governance
- Focus on Board Behaviors rather than governance mindset
- Board presentations to the audience rather than engaging the board
- Counting votes rather than collaborative understanding
- Tactical-driven agendas rather than strategic driven agenda
- Damage control rather than proactive culture
- Strategic-Tactical relationship rather than cohesion

Guidelines to Help Preserve Good Governance During Political Stress

- Making judgements, assumptions and/or holding onto preconceived views of other Trustees can lead to a serious breakdown in communication.
- It is important to listen empathetically. Especially to opinions that are dramatically different than your own.
- Stay focused on the content, not behavior or style. Ignore rhetoric.
- Stay true to the norms and core values of the board. Treat everyone with respect.
- Do not take differences personally. Stay strategic and focus on the system

FOUR QUADRANTS OF STRATEGIC TEAM INTERSECTION

	URGENT ITEMS	NON-URGENT ITEMS
MOST IMPORTANT ITEMS FOR STRATEGIC TEAM	-Deadline driven Board Actions DO IT	-Oversight of Tactical execution of Board Objectives CALENDAR IT
LESS IMPORTANT ITEMS FOR STRATEGIC TEAM	-Concerns/Feedback for Tactical/Operational Roles PROCESS FOR MONITORING	-Social Media Venting -One off comments MONITOR IT OR IGNORE IT

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Self Assessment – Staying Strategic

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STRATEGICAL	When we are in a Board meeting, what % of discussion time is for each item?	What is the total time that I spend on each item?
• Big Picture…50,000 foot view. • Overlooks the entire system and sees how the parts relate to the whole. • Focuses on representing the community's needs and interests. • Looks to the long term…usually 3-5 years. • Provides overall structure for district-wide goals • Sets clear targets for overall goals		
TACTICAL		
• Sees the wide picture…10,000 foot view. • Coordinates the component parts of the organization. • Overlooks the schools and departments. • Focuses on working directly with internal/external "customers" (staff, students, parents) • Looks out 1-2 years • Provides structure at the campus and department level. • Creates and deploys plans that will lead to improvement.		
OPERATIONAL		
• Focuses on the ground level picture…what is happening day to day. • Coordinates a specific part of the organization. • Overlooks a classroom, department or teaching team. • Focuses primarily on the students and parents. • Looks days or weeks out…sometimes looking at the full year during planning sessions. • Provides structure at the classroom level. • Refines and adjusts plans so that improvement will result.		

Typical Board Engagement Modes

Passive-Allows Tactical Team near total autonomy in decision-making

Mentor-Allows Tactical Team substantial authority on decisions but like to discuss options early on.

Partner-Similar to mentor but the Board stays actively engaged all the way through formal approval.

Control-Board retains almost total decision-making authority.

Guidelines to Help Preserve Good Governance During Political Stress

- The Problem: Boards get stuck in one mode…typically "Control" mode because of an issue.

- The Solution: Become an Agile and Thoughtful Governance Team by learning the appropriate time and place for each mode.

Systems **Perspective**

The board room is not a battleground with winners and losers

If all else fails after many attempts to accommodate the views or behaviors of a given trustee, it is important for the board to move forward in fulfilling its governance responsibilities. Irreconcilable differences or behaviors that repeatedly violate the agreed upon norms cannot be allowed to keep the board majority from doing its job.

Campbell, Fullan & Kavanaugh 2025

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JUNE 2026

PROPOSAL

ANNUAL BOARD COACHING

prepared for:

DEL VALLE ISD



Presented To
Deputy Superintendent
Dr. Mark Cantu

Presented by
Dr. Greg Gibson

Table of Contents

3 Experience & Qualifications

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Experience & Qualifications

Where education expertise and government advocacy meet

MoakCasey, LLC unites seasoned leaders in Leadership, Academics and School Finance. Our team focuses on building strong, supportive relationships with districts across Texas and beyond. With long-standing experience in public education, we bring a mix of strategy, knowledge, and practical solutions.

Both our Leadership & Academic Services and School Finance teams work together to understand each district's unique challenges. We offer steady guidance that helps improve outcomes, boost efficiency, and set the stage for long-term progress. Our team includes professionals who help districts navigate the Texas education system with clarity and confidence.

Partnering with MoakCasey gives you an intentional start toward your long-term outcomes. We bring broad expertise, a wide network, and a dedicated approach. We work hard to support your success and look forward to helping you move ahead.





Key Project Personnel



Dr. Greg Gibson

CHIEF OPERATIONS OFFICER

Dr. Gibson joined MoakCasey in 2020 as a consultant specializing in strategic planning and continuous improvement processes. As the company's Chief Operations Officer, Dr. Gibson now leads internal efforts toward continuous improvement as he continues to guide clients toward defined strategic goals through systems thinking and performance management.

During his career, he has received numerous related assignments and appointments related to his expertise, including board member/team lead for Quality Texas, National Baldrige Examiner, Baldrige Panel of Judges and Baldrige Board of Overseers. Dr. Gibson is also the Executive Director for Texas Association of Mid-size Schools (TAMS), coming to this role after a career in public education which includes 21 years as Superintendent of Schools.



Missy Dvorak

PROJECT MANAGER - LOGISTICS

Missy Dvorak joined MoakCasey in March 2023 as the Strategic Planning Coordinator and has since taken on the role of Project Manager, Logistics. She plays a vital role in supporting the Leadership and Academic Services team with accounts receivable tracking, client tracking, reporting, and contract management.

Missy also works closely with Dr. Greg Gibson and Dr. Jodi Duron as the Executive Assistant for the Texas Association of Midsize Schools where she began as the bookkeeper in 2015.

Scope of Work

Monthly Board Coaching Sessions including:

1. Twenty-Four/Seven (24/7) availability for Trustee questions
2. Team Trust Self Analysis with ongoing support based on results
3. Good Governance Inventory and Self Analysis with ongoing support based on results.
4. Build and sustain performance management calendar with desired harmony between Strategic and Tactical roles
5. Support Trustees in statutory requirement of “oversight of management”
6. New Trustee orientation

Proposed Contract Terms & Contact Information

Contract Terms:

MoakCasey proposes a contract to begin upon execution of contract for a period of 12 months for a total amount of $30,000 to be paid monthly at a rate of $2,500.00.

Point of Contact & Primary Consultant

Dr. Greg Gibson
M: 210-865-6132
ggibson@moakcasey.com



A Proposal for Del Valle ISD

Yearlong Board and Superintendent Team Development Support

July 13, 2026 – July 12, 2027

Prepared by David Koempel, Senior Board Development Consultant

Executive Summary

Del Valle ISD has made meaningful progress in strengthening board governance, student outcome goals, superintendent-board alignment, and accountability structures. The district has developed useful practices that support regular student outcome monitoring, clear goal structures, and ongoing board-superintendent conversations around progress.

This proposal provides a customized yearlong board and superintendent team development partnership. The purpose is to build on what is working while providing practical, flexible support for continued growth. The support includes monthly governance touchpoints, three foundational board development sessions, individual and group coaching as needed, strategic questioning support, optional board meeting video review, community engagement support, additional board development sessions as needed, and optional board candidate/new trustee orientation support.

The approach is not a prepackaged training model. It is designed to meet the specific needs of the Del Valle ISD governance team, strengthen board relationships, support role clarity, and help the board remain focused on student outcomes without moving into operational management. The initial three governance development sessions will help identify priority areas and shape the yearlong support plan.

Purpose of the Engagement

This yearlong engagement is designed to help the Del Valle ISD Board of Trustees and Superintendent Team:

- Continue and strengthen existing governance practices, board goals, accountability systems, and governance processes.
- Strengthen board relationships, communication, and trust.
- Clarify the governance line between board oversight and administration.
- Support trustees in asking strategic, student-focused questions.
- Help trustees feel informed, heard, and appropriately engaged.
- Improve cohesion between team members.
- Strengthen community engagement around district vision, goals, and progress.
- Provide flexible coaching and guidance when questions arise.

Recommended Yearlong Support Model

1. Monthly Governance Touchpoints

Del Valle ISD would have access to monthly governance support throughout the year through phone calls, Zoom meetings, planning conversations, coaching conversations, or short facilitated check-ins. This support may be used for strategic governance questions, preparation for key board conversations, board officer coaching, new trustee support, agenda and meeting process questions, board-superintendent role clarity, productive communication, governance-level questioning, and addressing issues before they become larger concerns.

This structure provides ongoing access to support without requiring weekly meetings or creating a standing committee structure.

2. Foundational Board Development Sessions

The yearlong partnership would begin with three targeted board development sessions, delivered as three separate sessions or as a full-day and half-day retreat. The recommended sequence is Texas School Board Self-Assessment, Governing with Purpose, and Governing as a Team. The self-assessment creates a shared baseline and helps shape the yearlong support plan.

Session 1: Texas School Board Self-Assessment

Recommended length: Approximately 3 hours

The self-assessment provides a structured opportunity to reflect on current governance practices, identify strengths, name areas for growth, and create a constructive starting point for the year. Participants will develop a shared baseline and identify governance priorities for the coming year.

Session 2: Governing with Purpose

Recommended length: 3 hours plus breaks

This hands-on session helps board members focus on the deeper purpose of governance, student-centered decision-making, and the role of shared mission in guiding board conversations. Participants will examine how purpose guides board and superintendent decisions and apply a governance mindset to real-world scenarios.

Session 3: Governing as a Team

Recommended length: 3 hours plus breaks

This interactive session focuses on trust, communication, role clarity, board culture, and practical tools that help a board stay aligned during challenging conversations. Participants will clarify governance versus management, practice strategic questioning, and identify practical commitments for working together as a governance team.

Additional Yearlong Support

Customized Coaching and Consultation

A key feature of this proposal is ongoing customized support. Coaching may include board president and officer coaching, new trustee coaching, individual trustee support, superintendent and board president planning conversations, small-group conversations when helpful, and support for trustees who want to better understand governance roles, meeting preparation, or effective questioning.

Strategic Questioning and Governance Role Support

One important focus of the year will be helping trustees ask strong strategic questions while maintaining the appropriate governance role. This support may include distinguishing between strategic oversight and operational direction, developing examples of governance-level questions, preparing questions before meetings, reinforcing practical tools such as the governance clock, and supporting effective use of student outcome reports. The goal is not to limit board questions; it is to help questions become more strategic, productive, and aligned with the board's role.

Board Meeting Video Review and Coaching

Rather than attending every board meeting, David can provide optional board meeting video review and coaching. This may include reviewing selected portions of board meeting recordings, providing feedback to the board president, superintendent, or board officers, identifying examples of strong governance practice, and noting moments where role clarity, questioning, meeting flow, or follow-up could be improved.

Community Engagement Support

Del Valle ISD has expressed interest in continuing community feedback sessions connected to district goals, vision, and progress. Support may include helping design community feedback formats, clarifying the board's role in two-way community conversations, connecting community engagement to district goals and student outcomes, and helping trustees listen, gather themes, and remain in their governance role.

Candidate Workshop and New Trustee Onboarding Support

Because Del Valle ISD may have multiple board seats on the ballot, the yearlong support may include candidate information workshop support, coaching district staff on how to conduct effective candidate workshops, new trustee onboarding, governance orientation for newly elected trustees, and support for integrating new members into the existing board-superintendent team.

Goal Alignment and Superintendent Evaluation Support

Support may include connecting board goals, student outcome goals, superintendent performance priorities, superintendent performance goals, and evaluation processes. This may include reviewing existing goals and monitoring structures, helping the board understand how superintendent evaluation connects to goals, and maintaining alignment between board priorities and superintendent evaluation.

Proposed Calendar

- July–August 2026: Planning, launch, and yearlong support calendar.
- August–November 2026: Self-Assessment, Governing with Purpose, and Governing as a Team.
- November 2026–March 2027: Goal alignment, superintendent evaluation support, strategic questioning, meeting effectiveness, and video review.
- March–July 2027: Community engagement support, continued coaching, year-end reflection, and next-step planning.

Facilitation Approach

David is an experienced governance facilitator and coach who draws from a variety of proven governance frameworks none of which require district adoption of any single model. This flexibility allows them to customize the learning journey for the Del Valle ISD Governance Team in a practical and relevant way. David will use a customized and experiential approach that includes real-world scenarios, guided reflection, discussion, application activities, and tools that board members can use immediately. The facilitation approach will emphasize respectful and balanced facilitation, practical application to Del Valle ISD's real governance work, student-focused decision-making, clear board-superintendent roles, trust, communication, board relationships, and flexibility based on what the board and superintendent team need during the year.

Deliverables

Depending on the final scope selected, deliverables may include customized agendas and participant materials, Texas School Board Self-Assessment facilitation and summary themes, a yearlong board development calendar, governance-level question prompts, board officer coaching, individual and group coaching as needed, optional board meeting video review feedback, community engagement planning support, candidate workshop or new trustee onboarding support, goal alignment and superintendent evaluation support, and a year-end summary with recommended next steps.

Investment Options

Option 1: Governance Trio Only

Cost: $3,300

Includes the Texas School Board Self-Assessment, Governing with Purpose, Governing as a Team, and phone/Zoom coaching related to the Governance Trio.

Option 2: Yearlong Governance Support Partnership

Professional fee structure:

Service Period	Standard Value
Governance Trio - July 2026	$3,300
aYearlong support - August 2026 through July 2027 11 months at $2,400/month	$26,400
Standard total value	**$29,700**
Less 25% discount	($7,425)
Discounted professional fees	**$22,275**

The discounted professional fee reflects 25% off the standard total value of $29,700 ($3,300 + $26,400 = $29,700; $29,700 less $7,425 = $22,275). Mutually agreed-upon expenses are billed separately.
Includes planning and launch support, three foundational board development sessions, monthly governance touchpoints, individual and group coaching as needed, board officer coaching, strategic questioning and governance role support, optional board meeting video review, community engagement support, candidate workshop and new trustee onboarding support if needed, goal alignment and superintendent evaluation support, and year-end reflection and next-step planning.
Estimated expenses may include mileage, meals when applicable, and other mutually agreed-upon engagement-related costs.

Recommended Option

The recommended option is Option 2: Yearlong Governance Support Partnership.
This option provides the right balance of structure and flexibility. It gives Del Valle ISD a yearlong support system with regular access to governance coaching and consultation, while avoiding the burden of weekly meetings or a standing committee structure. It preserves what is working, supports the full governance team, and provides timely coaching when questions arise.

Closing

Del Valle ISD has already done meaningful work to strengthen governance, clarify goals, and focus on student outcomes. This proposal is designed to build on that progress. The final structure, calendar, and level of support can be adjusted based on the needs of the Board, Superintendent Team, and district calendar.

Appendix to Proposal for Del Valle ISD

Yearlong Board and Superintendent Team Development Support

July 13, 2026 – July 12, 2027

Prepared by David Koempel, Senior Board Development Consultant

Biography

David Koempel
Senior Board Consultant, Board Development Services
Texas Association of School Boards

David has been with the Texas Association of School Boards since 1985, providing team building, planning facilitation, and development for school board members and administrators across Texas. His expertise covers a wide range of topics, including strategic planning, governance, and working with different personality styles on your team. Often referred to as the "meetings geek," David's deep understanding of parliamentary procedure and effective governance has made him a trusted resource for school boards and superintendents.
In addition to his training work, David has extensive experience facilitating strategic planning and goal-setting sessions for school boards and leadership teams, helping districts identify priorities and align their efforts to meet the needs of students and communities.
David holds certifications in both strategic planning and Crucial Conversations facilitation. He earned his BBA from St. Edward's University and his MSIS from Southwest Texas State University. He is enthusiastic about helping educational leaders learn how to make the best decisions possible for the children and youth of their local community.

Testimonials

Governing as a Team

The Governance as a Team training provided our board with an opportunity to reflect on effective governance by cultivating a culture that supports thoughtful collaboration, continuous improvement, and a steadfast commitment to students. The session challenged us to examine the systems, behaviors, and meeting dynamics that shape our board culture and ultimately influence student outcomes.

I appreciated the emphasis on building a strong culture grounded in trust and shared norms. David created a space where we could honestly reflect on past experiences and discuss practical ways to strengthen our governance practices moving forward. I would highly recommend this session to any board seeking to strengthen both its governance systems and its team dynamics."

Alicia Markum
President, Round Rock ISD Board of Trustees Place 4

Governing with Purpose

As a seasoned board member with close to 400 hours of continuing education, I have attended MANY trainings over the years. *Governing with Purpose: The Mindset and Mission of Effective School Boards* stands out as one of the most impactful governance sessions I've ever experienced.

Rather than focusing solely on policies and procedures, this training challenges board members to think deeply about why we serve and how our decisions affect every student. Through hands-on activities and real-world scenarios, participants gain a clearer understanding of the board's role in establishing a shared moral imperative, maintaining a governance mindset, and working effectively as a unified leadership team with the superintendent.

I would HIGHLY recommend trustees attend this session at a TASB conference, or consider bringing facilitator David Koempel directly to your district. His ability to connect governance principles with real-world board challenges creates a meaningful learning experience boards can immediately apply.
If your board is committed to improving governance and keeping students at the center of its work, this training is well worth the investment!

Stepanie Luper
President, Bullard ISD Board of Trustees