



Agenda of Special Board Meeting

The Board of Trustees McAllen Independent School District

A Special Board Meeting of the Board of Trustees of the McAllen Independent School District will be held Wednesday, May 29, 2024, beginning at 5:00 PM Dr. Ricardo Chapa Board Room/Administration Building of the McAllen Independent School District, 2000 North 23rd Street, McAllen, TX 78501.

Items listed on this agenda may be taken in an order other than as shown on this agenda. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

At this meeting there may be discussion and action by the Board on the item(s) and subject(s) listed as follows:

1. **CALL MEETING TO ORDER**
2. **PUBLIC COMMENT(S)**
3. **SWEARING-IN CEREMONY FOR PLACE 7 APPOINTEE**
 - A) Presentation of Election Certificates 3
Item Submitted: Dr. Albert Canales, Chief Human Resources Officer
Presenter: Dr. René Gutiérrez, Superintendent
 - B) Acceptance of Filing of Statement of Appointed Officer 4
Item Submitted: Dr. Albert Canales, Chief Human Resources Officer
Presenter: Dr. René Gutiérrez, Superintendent
 - C) Administer the Oath of Office 5
Item Submitted: Dr. Albert Canales, Chief Human Resources Officer
Presenter: Dr. René Gutiérrez, Superintendent
4. **DISCUSSION OF 2024-2025 BUDGET:** 6
Item Submitted: Lorena Garcia, Deputy Superintendent Business and Operations
Presenter: Dr. René Gutiérrez, Superintendent
 - A) State-wide Financial Challenges in Texas Public Schools?
 - B) Closed or Consolidated Positions
 - C) Summary of software and subscription reductions
 - D) Department Budget Reductions 1

- E) Savings Committee
- F) Strategic Use of State and Federal Funds – PD, PK Aides, Nurses
- G) Update on Planning Period
- H) Raises / Budget Scenarios
- I) Compensation Plan
- J) Stipends and Staffing Guidelines

5. ADJOURNMENT

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

Pursuant to Texas Government Code 551.127, a member or employee of a governmental body is authorized to participate remotely in a meeting of the governmental body through a videoconference call, as long as a quorum of the governmental body is physically present at the location of the Board Meeting. Any video conference conducted pursuant to this section will comply with the technical requirements of this section.

Pursuant to Texas Government Code 551.129, the Board of Trustees may use a telephone conference call, video conference call, or communications over the internet to conduct a public consultation with its attorney in an open meeting of the governmental body, or, a private consultation with its attorney in closed meeting of the governmental body.

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on May 24, 2024 by 3:00 P.M.

Natalia Goza

on behalf of the Board of Trustees

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: May 29, 2024

Attachment:

SUBMITTED BY:  Alberto Canales (May 23, 2024 11:06 CDT)

SUPERVISOR: 

Approved for presentation to the Board of Education:


RENE GUTIERREZ (May 23, 2024 13:47 CDT)

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: May 29, 2024

Attachment:

SUBMITTED BY: 
Alberto Canales (May 23, 2024 10:51 CDT)

SUPERVISOR: 

Approved for presentation to the Board of Education:


RENE GUTIERREZ (May 23, 2024 13:48 CDT)

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: May 29, 2024

Attachment:

SUBMITTED BY: 
Alberto Canales (May 23, 2024 10:52 CDT)

SUPERVISOR: 

Approved for presentation to the Board of Education:


RENE GUTIERREZ (May 23, 2024 13:46 CDT)

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: May 29, 2024

Attachment:

SUBMITTED BY: *Ms Luna*

SUPERVISOR: *Lorena Garcia*

Approved for presentation to the Board of Education:

Rene Gutierrez
RENE GUTIERREZ (May 23, 2024 10:49 CDT)



Budget Workshop #6

May 29, 2024

EDUCATION

Get ready for ‘the bloodletting.’ School districts are in for a rocky budget season.

BY SILAS ALLEN

UPDATED MARCH 05, 2024 2:53 PM



8

Amanda Brownson, deputy executive director of the Texas Association of Business Officials (TASBO), said the group surveyed districts this year to see how they were doing financially after hearing anecdotally that many were struggling.

TASBO heard back from 313 districts that educate about half of the state's 5.5 million public school students. More than 50% of the districts that participated in the survey said they plan to cut spending and dip into their fund balances for next year's budgets. Only 10% of respondents said they did not have to take either of these steps.



Brownson said TASBO is telling school districts that small trims to their budgets will likely not be enough, and that they should not count on state lawmakers to save them when they reconvene in 2025.

"We are counseling that districts try to take their fate into their own hands, and if they're in a deficit situation, go ahead and do the hard, difficult work of making those cuts even though it's painful," she said.

NEWS | EDUCATION

HISD fires last year's Principal of the Year amid upheaval

Amanda Wingard, principal of Neff Elementary in Sharpstown, was let go as part of Mike Miles' house cleaning.

By **Allyson Ackerman**
May 10, 2024



HISD just handed last year's Principal of the Year a pink slip.
Houston Chronicle/Hearst Newspaper/Houston Chronicle via Getty Image

HISD confirms widespread job cuts for teachers, custodians and principals for the 2024-25 school year

Story by Megan Menchaca, Staff writer • 1w



© Melissa Philip, Staff Photographer

An undisclosed number of Houston Independent School District teachers and principals received notices this week that they will be out of a job, state-appointed Superintendent Mike Miles said Thursday.

Continue reading on the app

Expand article

Austin ISD plans to cut at least \$30 million from its next budget

KUT 90.5 | By **Becky Fogel**
Published April 25, 2024 at 8:34 AM CDT

LISTEN • 6:10



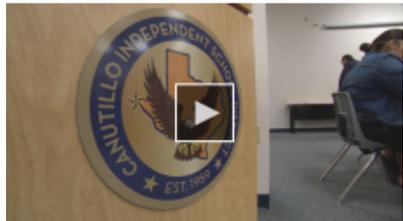
Renee Dominguez / KUT News

Austin ISD officials have said they need to make at least \$30 million in budget cuts for the upcoming school year, and they are trying to limit the impact on campuses.



Canutillo ISD reduces teaching posts, trims deficit without closing Davenport Elementary

by Aylin Herrera
Tuesday, May 7th 2024



Canutillo Independent School District. Credit: APD/14/CBS4



EL PASO, Texas (CBS4) —





Leander ISD projects \$15M budget shortfall for 2024-25 fiscal year

By Chloe Young | 4:36 PM May 2, 2024 CDT
Updated 4:51 PM May 2, 2024 CDT



Chief Financial Officer Pete Pope updated the board of trustees on the development of the fiscal year 2024-25 budget at an April 25 meeting. (Chloe Young/Community Impact)

Leander ISD is expecting to face a \$15 million budget shortfall next fiscal year as it nears the completion of its budget development process.

The estimated shortfall has decreased by \$5 million since the district's original projections; however, district officials said a lack of state funding has not

Round Rock ISD addresses budget deficit crisis for 2024-25 school year

by Jahmal Kennedy
Tuesday, Apr 23rd 2024



(PHOTO: CBS Austin file image)



School districts across the state are facing money troubles. That includes several independent districts across Central Texas that are heading into the next school year in a budget deficit.



Brownsville ISD moves forward with consolidation of six schools

The change will impact over 2,000 students across six schools.

By Victoria Lopez
Updated April 10, 2024 9:57 a.m.



Go to Thursday, May 23rd, 1pm-3pm





ARLINGTON

Arlington ISD faces layoffs with COVID-era ESSER grants coming to an end

The district says they can't keep all staff in place without pandemic-era grant funding

By **Wayne Carter** • Published March 25, 2024 • Updated on March 25, 2024 at 4:56 pm



Arlington ISD says it has to make job cuts to balance the budget, the Boys & Girls Clubs of Collin County help McKinney ISD students with internet connectivity and two more North Texas school districts move to 4-day school weeks. NBC 5 education reporter Wayne Carter has the headlines.

About 275 staffers in the Arlington Independent School District will be out of a job at the end of the



Lufkin ISD considers cutting staff as COVID-related enrollment decline affects budget



The school says they are looking to balance their staffing needs within the next five years.

By **Shaquena Davis**

Published: Mar. 19, 2024 at 6:25 PM CDT |

Updated: Mar. 19, 2024 at 9:16 PM CDT



LUFKIN, Texas (KTRE) - It's been four years since the shutdown of businesses and schools due to COVID-19.

The effects of the pandemic are still being felt in public education, sometimes through declining enrollment numbers. Fewer students means less money to operate.

Culwell Consulting CEO Curtis Culwell said, "COVID changed the dynamic of a lot of things that impact school enrollment and school attendance."

Culwell presented a report to the Lufkin ISD school



Richardson ISD approves consolidation plan closing 4 schools

By **Alex Boyer** | Updated March 21, 2024 9:47pm CDT | FOX 4



Richardson ISD approves consolidation plan

Richardson ISD voted to move forward with a consolidation plan that will close some school campuses.

RICHARDSON, Texas - Richardson ISD voted to move forward with a consolidation plan that will close some school campuses.



La Joya ISD considering layoffs to avoid \$20 million deficit

May 13, 2024 in News - Local
By **Lily Celeste**



La Joya Independent School District employees could soon be without jobs as the district considers cutting jobs in an effort to avoid a nearly \$20 million deficit.

According to the school district, 556 employees were being paid with COVID-19 relief funds, but school districts will no longer have access to that money next year.

At a board meeting late last week, the state-appointed superintendent said teacher layoffs are possible, but they're trying to keep cuts to what the district calls unnecessary administrative positions.

"We are going to do absolutely everything in our power to ensure that you're first in line for vacancies you're qualified for," La Joya ISD Superintendent Dr. Marcey



College Station ISD Issues Statement About Future Staffing Following Public Comments To The School Board

Q: Is CSISD laying off employees?

A: No. CSISD is reallocating staff within the curriculum and instruction department to best serve student growth and support teachers. All enrichment specialists, instructional coaches and interventionists will have the opportunity to be employed by CSISD in professional positions for the 2024-2025 school year.

Q: Will CSISD have interventionists for the 2024-2025 school year?

A: Classroom teachers intervene with students on a daily basis. While CSISD will not have the position of interventionists as we have had in the past, students will continue to receive targeted, data-driven intervention by our highly-qualified and dedicated classroom teachers. Professional learning will be provided throughout the school year as we remain committed to teacher development and student growth. Change is often difficult and challenging, but CSISD is confident that this change will better support students and staff. For employees that currently fill an interventionist role, they have the opportunity to serve in a different capacity such as instructional coach, MTSS coordinator or classroom teacher.

Agenda for Board Workshop #6

- State-wide Financial Challenges in Texas Public Schools
- Closed or consolidated positions
- Summary of software and subscription reductions
- Department budget reductions
- Savings Committee
- Strategic Use of State and Federal Funds – PD, PK Aides, Nurses
- Update on Planning Period
- Raises / Budget Scenarios
- Compensation Plan
- Stipends and Staffing Guidelines

15

State-wide Financial Challenges in Texas Public Schools

- Double digit inflation since 2019 with no increase to the basic allotment for public education
- COVID-19 ESSER funding cliff
- Enrollment decline
- Increase in unfunded mandates coming from TEA
- Inaction on school funding by the 88th Legislature
 - During last legislative session, lawmakers budgeted \$3.99 billion for public schools, but the money was never allocated largely because legislators did not approve school vouchers

Strategic Use of State and Federal Funds – Police Department, Nurses and PK Aides

- State Safety Allotment
 - Reclassify 5 Police Officers from 199
 - \$200,000 savings
- State and Federal Programs
 - Strategic use of Title IV for 3 Health Program Medical Assistant
 - \$75,000 savings
 - Strategic use of Title IV to fund 2 Police Officers for intervention and prevention
 - \$80,000 savings (83% Title IV and 17% Local)
 - Continue to use State Comp. Funds for Pre-Kindergarten Aides for at-risk classrooms
 - 10 so far
 - \$200,000 savings

Closed or Consolidated Positions

ASSISTANT SUPERINTENDENT OPS	199	OPERATIONS	\$71,352.72
ASSISTANT SUPERINTENDENT HR	199	HUMAN RESOURCES	\$17,513.76
COORDINATOR FOR INST MATERIALS	199	STUDENT OPERATIONS	\$87,943.38
DIR SECT 504/RTI/DYSLEXIA	199	C&I	\$106,220.00
DIR STUDENT SUPPORT SVC	199	SUPPORT SERVICES	\$104,256.00
SPEC PREVENTION	199	C&I	\$70,238.54
SPECIALIST ACCOUNTING	199	ACCOUNTING	\$44,314.08
STUDENT RECRUITER	199	STUDENT OUTREACH	\$41,493.60
MITV PRODUCER	199	MARKETING & COMM.	\$73,556.49
STRATEGIST-MATH K-3	156	CURRICULUM & INSTRUCTION	\$88,806.64
MARKETING SPEC MULTIMEDIA	199	MARKETING	\$43,952.48

**9 Central Office Prof. Vacancies
\$749,647.69**

Closed or Consolidated Positions

MIGRANT STUDENT RECRUITER	212	MIGRANT	\$36,214.24
SEC COORDINATOR	199	INST LEADERSHIP	\$25,012.80
SECRETARY DIRECTOR-FMO	199	ADMINISTRATION	\$38,627.92
CLERK ADMINISTRATION	199	ADMINISTRATION	\$22,220.32
CLERK PURCHASING	199	ADMINISTRATION	\$40,354.56
CLERK PURCHASING	199	ADMINISTRATION	\$36,105.76
CLERK PURCHASING	199	ADMINISTRATION	\$20,614.08
COMMUNICATION OFFICER	199	POLICE DEPARTMENT	\$40,738.24

**9 Central Office
Clerical/Para
\$259,887.60**

Closed or Consolidated Positions

**26 Auxiliary Vacancies
\$566,873.95**

BUS AIDE	173	TRANSPORTATION	\$12,167.16
BUS AIDE	173	TRANSPORTATION	\$12,168.09
BUS AIDE	173	TRANSPORTATION	\$11,313.50
CHILD NTRN WKR CK/MS/HS	101	CHILD NUTRITION	\$19,822.00
CHILD NTRN WKR CK/MS/HS	101	CHILD NUTRITION	\$19,941.68
CHILD NTRN WKR CK/MS/HS	101	CHILD NUTRITION	\$19,238.56
CHILD NTRN WKR CK/MS/HS	101	CHILD NUTRITION	\$20,300.72
CHILD NTRN WKR CK/MS/HS	101	CHILD NUTRITION	\$19,822.00
CHILD NTRN WKR CK/MS/HS	101	CHILD NUTRITION	\$22,559.68
CHILD NTRN WKR CK/MS/HS	101	CHILD NUTRITION	\$20,480.24
CHILD NTRN WKR-ES	101	CHILD NUTRITION	\$20,794.40
CUSTODIAN	199	FMO	\$31,634.24
CUSTODIAN	199	FMO	\$24,742.08
CUSTODIAN	199	FMO	\$21,296.00
CUSTODIAN	199	FMO	\$25,129.28
CUSTODIAN	199	FMO	\$22,264.00
CUSTODIAN	199	FMO	\$23,541.76
CUSTODIAN	199	FMO	\$21,296.00
CUSTODIAN	199	FMO	\$21,296.00
CUSTODIAN	199	FMO	\$21,296.00
CUSTODIAN	199	FMO	\$21,296.00
CUSTODIAN	199	FMO	\$21,296.00
CUSTODIAN	199	FMO	\$24,742.08
CUSTODIAN	199	FMO	\$24,916.32
CUSTODIAN	199	FMO	\$30,801.76
CUSTODIAN ITINERANT	199	FMO	\$21,296.00
DISPATCHER	199	TRANSPORTATION	\$32,718.40

Closed or Consolidated Positions

ASSISTANT PRINCIPAL	199	ACHIEVE	\$80,040.60
ASSISTANT PRINCIPAL	199	ROWE	\$78,395.48
COLLEGE/CAREER SPEC.	289	ROWE	\$62,796.90
COLLEGE/CAREER SPEC.	289	MEMORIAL	\$67,540.13
COUNSELOR	199	TRAVIS	\$70,342.00
COUNSELOR	199	MEMORIAL	\$67,540.13
LIBRARIAN	199	MEMORIAL	\$64,647.52
LIBRARIAN	199	ROWE	\$65,067.13
LIBRARIAN	199	MCHI	\$61,343.83
		SEGUIN/GARZA/ MCAULIFFE/CASTANEDA	
SOCIAL WORKER	193	MCAULIFFE/CASTANEDA	\$55,826.98
SOCIAL WORKER	193	TRAVIS/ROOSEVELT	\$50,426.42
PARENT FAMILY ENG SPECIALIST	211	STATE AND FED PROGRAMS	\$52,586.27
SPEC SOC & EMOTIONAL SUPPORT	289	COUNSELING	\$61,889.28
CAMPUS CLERK	199	TRAVIS	\$23,171.28
RECEPTIONIST CAMPUS	199	LAMAR	\$23,230.08
SEC COUNSELOR 207	199	MEMORIAL	\$24,210.72

**16 Campus Vacancies
\$909,054.75**

Closed or Consolidated Positions

K-2 LIT INTERVENTIONIST	193/211	JACKSON	\$58,229.93
K-2 LIT INTERVENTIONIST	193/211	CASTANEDA	\$60,200.91
K-2 LIT INTERVENTIONIST	193/211	MCAULIFFE	\$61,820.33
K-2 LIT INTERVENTIONIST	193/211	PEREZ	\$58,229.93
K-2 LIT INTERVENTIONIST	193/211	MILAM	\$67,800.59
K-2 LIT INTERVENTIONIST	211/193	RAYBURN	\$67,800.59
K-5 LITERACY COACH	211	WILSON	\$63,928.17
K-5 LITERACY COACH	193/211	FIELDS	\$59,000.37
K-5 LITERACY COACH	211	SANCHEZ	\$61,820.33
K-5 MATH INTERVENTIONIST	193	ALVAREZ	\$62,710.56
K-5 MATH INTERVENTIONIST	193	GARZA	\$72,574.70
K-5 MATH INTERVENTIONIST	193	HENDRICKS	\$59,000.37
K-5 MATH INTERVENTIONIST	193	ROOSEVELT	\$68,299.88
K-5 RDG INTERVENTION	193/211	GONZALEZ	\$64,350.44
3-5 LIT INTERVENTIONIST	211	CASTANEDA	\$68,299.88
3-5 LIT INTERVENTIONIST	211	HENDRICKS	\$70,343.79
3-5 LIT INTERVENTIONIST	211	JACKSON	\$65,150.80
3-5 LIT INTERVENTIONIST	211	SEGUIN	\$61,820.33
3-5 LIT INTERVENTIONIST	211	PEREZ	\$67,250.81

**19 Interventionists and
Literacy Coaches
\$1,218,632.71**

Closed or Consolidated Positions

INST ASST COMP LAB	193	MCAULIFFE	\$20,734.56
INST ASST COMP LAB	193	RAYBURN	\$20,016.48
INST ASST COMP LAB	193	ALVAREZ	\$25,132.80
INST ASST COMP LAB	193	SEGUIN	\$20,016.48
INST ASST COMP LAB	193	MILAM	\$19,044.08
INST ASST COMP LAB	193	WILSON	\$18,625.20
INST ASST COMP LAB	193	ESCANDON	\$25,327.28
INST ASST COMP LAB	193	FIELDS	\$21,617.20
INST ASST COMP LAB	193	ROOSEVELT	\$19,238.56
INST ASST COMP LAB	193	CASTANEDA	\$18,625.20
INST ASST COMP LAB	193	PEREZ	\$20,016.48
INST ASST COMP LAB	193	THIGPEN-ZAVALA	\$18,625.20
INST ASST COMP LAB	193	GARZA	\$25,327.28
INST ASST COMP LAB	193	GONZALEZ	\$22,918.72
INST ASST COMP LAB	193	HENDRICKS	\$27,062.64
INST ASST COMP LAB	193	JACKSON	\$19,448.00
INST ASST COMP LAB	199	MILAM	\$20,734.56
INST ASST COMP LAB	193	MCAULIFFE	\$20,734.56
INST ASST COMP LAB	193	HOUSTON	\$19,911.76
INST ASST COMP LAB	193	SANCHEZ	\$26,778.40
INST ASST COMP LAB	193	ROWE	\$20,734.56
INST ASST COMP LAB	193	MEMORIAL	\$19,911.76
INST ASST COMP LAB	193	ESCANDON	\$19,911.76
INST ASST COMP LAB	193	SEGUIN	\$21,587.28

INST ASST AT RISK	193	RAYBURN	\$20,016.48
INST ASST AT RISK	193	MORRIS	\$21,617.20
INST ASST AT RISK	193	TRAVIS	\$18,176.40
INST ASST AT RISK	193	FOSSUM	\$23,397.44
INST ASST AT RISK	193	FIELDS	\$21,422.72
INST ASST AT RISK	193	ROOSEVELT	\$25,132.80
INST ASST AT RISK	193	ALVAREZ	\$25,132.80
INST ASST AT RISK	193	HOUSTON	\$20,210.96
INST ASST AT RISK	193	JACKSON	\$18,625.20
INST ASST AT RISK	193	THIGPEN	\$61,820.30
INST ASST AT RISK	193	MCHI	\$18,176.40
INST ASST AT RISK	193	MEMORIAL	\$19,044.08
INST ASST AT RISK	193	RAYBURN	\$20,016.48
INST ASST AT RISK	193	CASTANEDA	\$18,625.20
INST ASST AT-RISK	193	MCHI	\$18,625.20
INST ASST AT-RISK	193	MEMORIAL	\$21,422.72
INST ASST AT-RISK	193	BROWN	\$25,327.28
INST ASST AT-RISK	193	DE LEON	\$21,422.72

42 State Comp. Inst. Assistants
\$930,293.18

Closed or Consolidated Positions

INST ASST CTE	162	ROWE	\$25,446.96
INST ASST CTE	162	MEMORIAL	\$19,808.40
INST ASST CTE	162	MEMORIAL	\$19,808.40
INST ASST CTE	162	MEMORIAL	\$19,808.40
INST ASST EB	164	JACKSON	\$25,327.28
INST ASST RESOURCE MEDIA	199	SEGUIN	\$22,873.84
INST ASST RESOURCE MEDIA	199	DE LEON	\$18,625.20
INST ASST RESOURCE MEDIA	199	JACKSON	\$20,345.60

**8 Inst Assistants
\$172,044.08**

Closed or Consolidated Positions

TCHR CTE	162	MEMORIAL	\$55,030.36
TCHR DYSLEXIA	199	SANCHEZ	\$58,229.93
TCHR ENGLISH	199	MEMORIAL	\$54,430.09
TCHR ENGLISH	199	ROWE	\$54,430.09
TCHR ENGLISH	199	LAMAR	\$58,229.93
TCHR IB ENGLISH	199	DE LEON	\$56,330.00
TCHR MATHEMATICS	199	BROWN	\$55,030.36
TCHR MATHEMATICS	199	CATHEY	\$58,229.93
TCHR MATHEMATICS	193	LAMAR	\$66,499.07
TCHR SCIENCE	199	ROWE	\$68,593.47
TCHR SCIENCE	199	LAMAR	\$56,330.00
TCHR SOCIAL STUDIES	199	MEMORIAL	\$56,330.01
TCHR SOCIAL STUDIES	199	LAMAR	\$52,150.56
TCHR SOCIAL STUDIES	199	CATHEY	\$58,229.93
TCHR SPANISH	199	MCHI	\$64,350.44
TCHR TECHNOLOGY APPS	199	TRAVIS	\$56,330.00

16 Teaching Vacancies

\$928,754.17

***may re-open based on enrollment needs**

Closed or Consolidated Positions

ESSER-STUDENT LRN FACIL (ELEM)	282	ALVAREZ	\$59,400.55
ESSER-COUNS INTERVENTION	282	ALVAREZ/HOUSTON/JACKSON	\$69,861.33
ESSER-TCHR INST COACH K-2	282	CASTANEDA	\$61,820.33
ESSER-STUDENT LRN FACIL (ELEM)	282	ESCANDON	\$63,320.07
ESSER-TCHR INST COACH K-2	282	ESCANDON	\$66,499.07
ESSER-TCHR INST COACH K-2	282	FIELDS	\$65,150.80
ESSER-COUNS INTERVENTION	282	FIELDS/ESCANDON/PEREZ	\$59,845.61
ESSER-TCHR INST COACH K-2	282	GARZA	\$68,099.79
ESSER-STUDENT LRN FACIL (ELEM)	282	GONZALEZ	\$62,220.51
ESSER-TCHR INST COACH K-2	282	GONZALEZ	\$62,620.69
ESSER-STUDENT LRN FACIL (ELEM)	282	HENDRICKS	\$68,909.50
ESSER-TCHR INST COACH K-2	282	MILAM	\$78,169.74
ESSER-STRAT SPED MATH/RDG	282	SPED	\$65,150.80
ESSER-STRAT SPED MATH/RDG	282	SPED	\$61,820.33
ESSER-STUDENT LRN FACIL (MS)	282	TRAVIS	\$59,800.73
ESSER-TCHR INST COACH K-2	282	WILSON	\$68,299.88
ESSER-TCHR INST COACH K-2	282	RAYBURN	\$56,930.28
ESSER-TCHR INST COACH K-2	282	JACKSON	\$60,200.91
ESSER-STUDENT LRN FACIL (MS)	282	DE LEON	\$65,150.80
ESSER-TCHR INST COACH K-2	282	SEGUIN	\$65,549.11

20 ESSER Reassignments

26 **\$1,288,820.83**

Closed or Consolidated Positions

- 150 Closed Vacancies
- \$5,895,221.41

- PLUS

- 20 ESSER Reassignments
- \$1,288,820.83

- **Grand total**
- **\$7,184,042.24**

Fund	Amount
435L Reg. Day School for the Deaf	\$10,079
289 Title IV	\$54,700
288 Family Treat. Prog.	\$1,280
284 IDEA-B Formula-Am. Rescue Plan	\$10,222
282 ESSER III	\$33,594
280 Am. Rescue Plan - Homeless II	\$6,250
263 Title III	\$49,500
211 Title I	\$706,769
199 General Fund	\$687,666
193 State Comp	\$102,208
183 Athletics	\$15,167
173 Special Education	\$178,859
162 Career & Technical Education	\$144,330

28
\$2,000,624

Total
DRAFT

Summary of Software and Subscription Reductions





Department Budget Reductions

\$1,461,305

McAllen ISD Department Budgets (excludes payroll costs)

Org	Department Name	2024-2025 Budget	10% Reduction	2024-2025 Revised Budget
Fund 199	General Fund			
701	Superintendent's Office	333,019	(33,302)	299,717
702	Board of Trustees	37,172	(3,717)	33,455
714	Department of Community Information	429,663	(42,966)	386,697
	MITV (N2)	23,738	(2,374)	21,364
*717	Strategic Partnership and Student Outreach	61,495	(30,748)	30,747
727	Department of Human Resources	302,470	(13,513)	288,957
728	Department of Employee Benefits	70,147	(7,015)	63,132
729	Department of Purchasing	67,338	(6,734)	60,604
730	Division of Business Services	168,381	(1,723)	166,658
732	Department of Internal Audit	12,359	(1,236)	11,123
734	Department of Accounting	32,242	(1,634)	30,608
735	Department of Payroll	22,183	(2,218)	19,965
737	Deputy Superintendent for Business & Operations	52,151	(5,215)	46,936
738	Department of Legal Counsel	8,000	(800)	7,200
800	Warehouse/Fixed Assets	80,497	(8,050)	72,447
801	Police Department	554,594	(55,459)	499,135
803	Department of Student Support Services	89,873	(8,987)	80,886
807	Department of Technology	2,245,732	(224,573)	2,021,159
813	Department of Library Services	353,130	(35,313)	317,817
815	Department of Health Services	50,293	(4,664)	45,629
819	Department of Research and Policy	5,765	(577)	5,188
3V-T	IB Program	238,505	(23,851)	214,654
199-M	Assistant Superintendent for Instructional Services	1,152,465	(115,247)	1,003,418
199-B	Bilingual Program	97,000	(9,700)	87,300
199-K	Instructional Leadership	2,173,921	(216,642)	1,957,279
199-N	Department of Student Operations	105,313	(10,531)	94,782
199-P	Facilities Maintenance & Operations	2,090,211	(186,521)	1,903,690
199-V	Avid Program	44,129	(8,023)	36,106
809-W	Department of Transportation	954,330	(95,433)	858,897
Fund 183	Athletics	2,053,968	(197,596)	1,856,372
Fund 184	Fine Arts	1,102,459	(106,943)	995,516
		15,012,543	(1,461,305)	13,517,438

* Strategic Partnership and Student Outreach departments budget was reduced by 50% from prior years budget
Note: Not all departments were cut an even 10% due to existing contracts such as insurance, legal, audit fees

Savings Committee

- Ideas from Savings Committee that are pending or ongoing
 - Improve attendance through Optional Flexible School Day Program and other efforts
 - Reduce substitute costs by 20% by reducing teacher pullouts in trainings
 - Balance elementary classrooms with multi-age PK-K
 - Eliminate through attrition orchestra assistants through attrition (based on enrollment)
 - Reduce overtime for departments
 - Use police officers to work on truancy
 - Decrease overtime at Police Department
 - Reduce Staff Travel (700-800 depts) by 20%
 - Reduce field trips (IMAS, Quinta and Valley Symphony Orchestra)
- Ideas from Savings Committee that are completed
 - Eliminate K-2nd ELI through attrition (Interventionists)
 - Eliminate through attrition EQ specialists (social emotional support)

Raises / Budget Scenarios

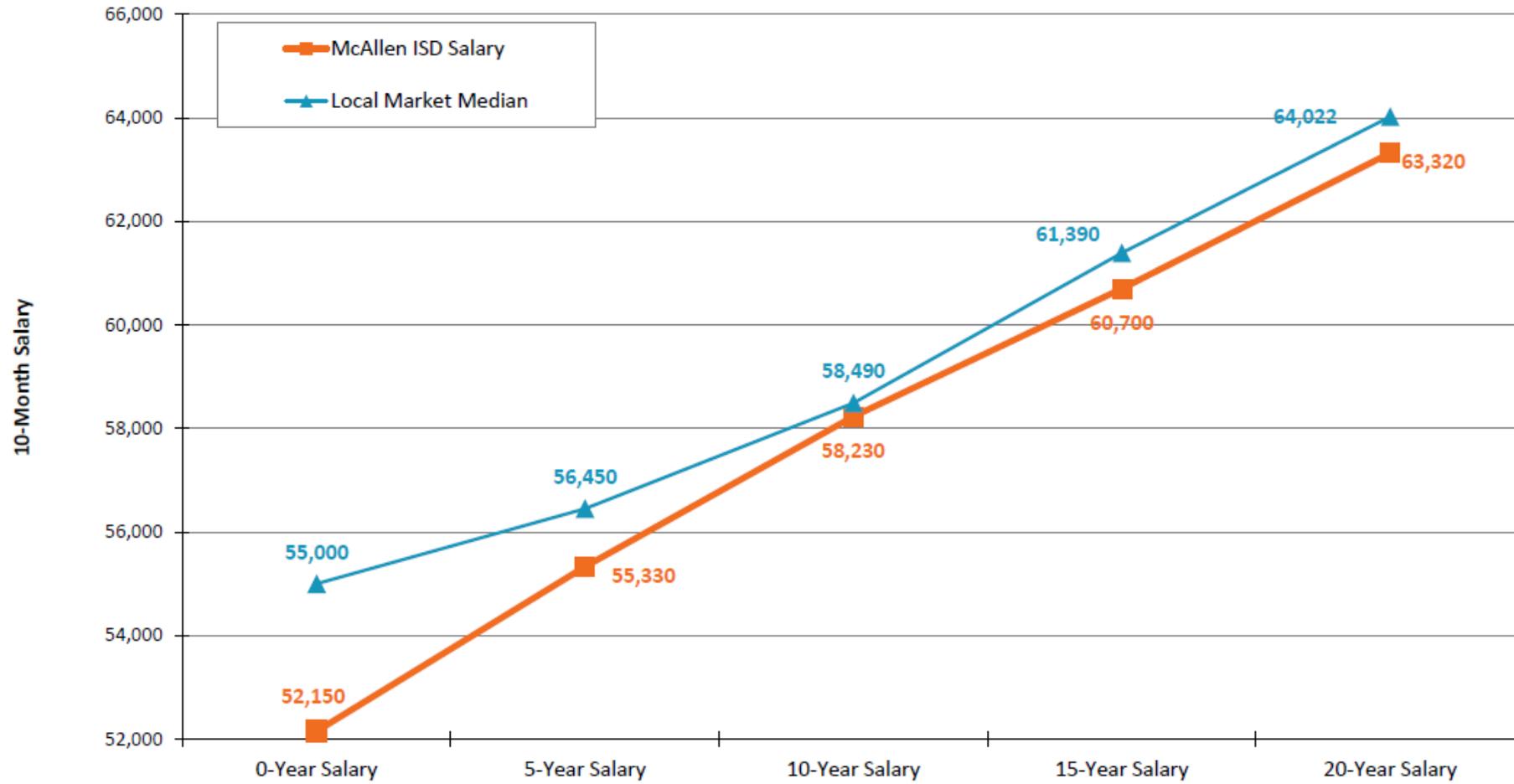
	2024-2025 Projected Revenue	2024-2025 Projected Expenses	Projected Difference*
Fund 199 - General Fund	152,049,196	155,047,313	(2,998,117)
	152,049,196	155,047,313	(2,998,117)
<u>Possible increases to General Fund</u>			
Fund 173 - Special Education Overage			(714,954)
Fund 224 - IDEA Part B, Formula Overage			(914,829)
			<u>(4,627,900)</u>

*Projected Difference includes a 2% Salary Increase for all employees

Staff Counts

TASB Report (Before Phase Adjustments)		
Salary Schedule	Employees	Percentage of Total
Teacher/Librarian	1596	47%
Administration Education	380	11%
Administration Management	83	2%
Clerical/Technical	257	8%
Instructional Support	472	14%
Auxiliary	634	19%
	3422	100%

Teacher Salary Plan, 2023-2024 Market Comparison



McAllen ISD

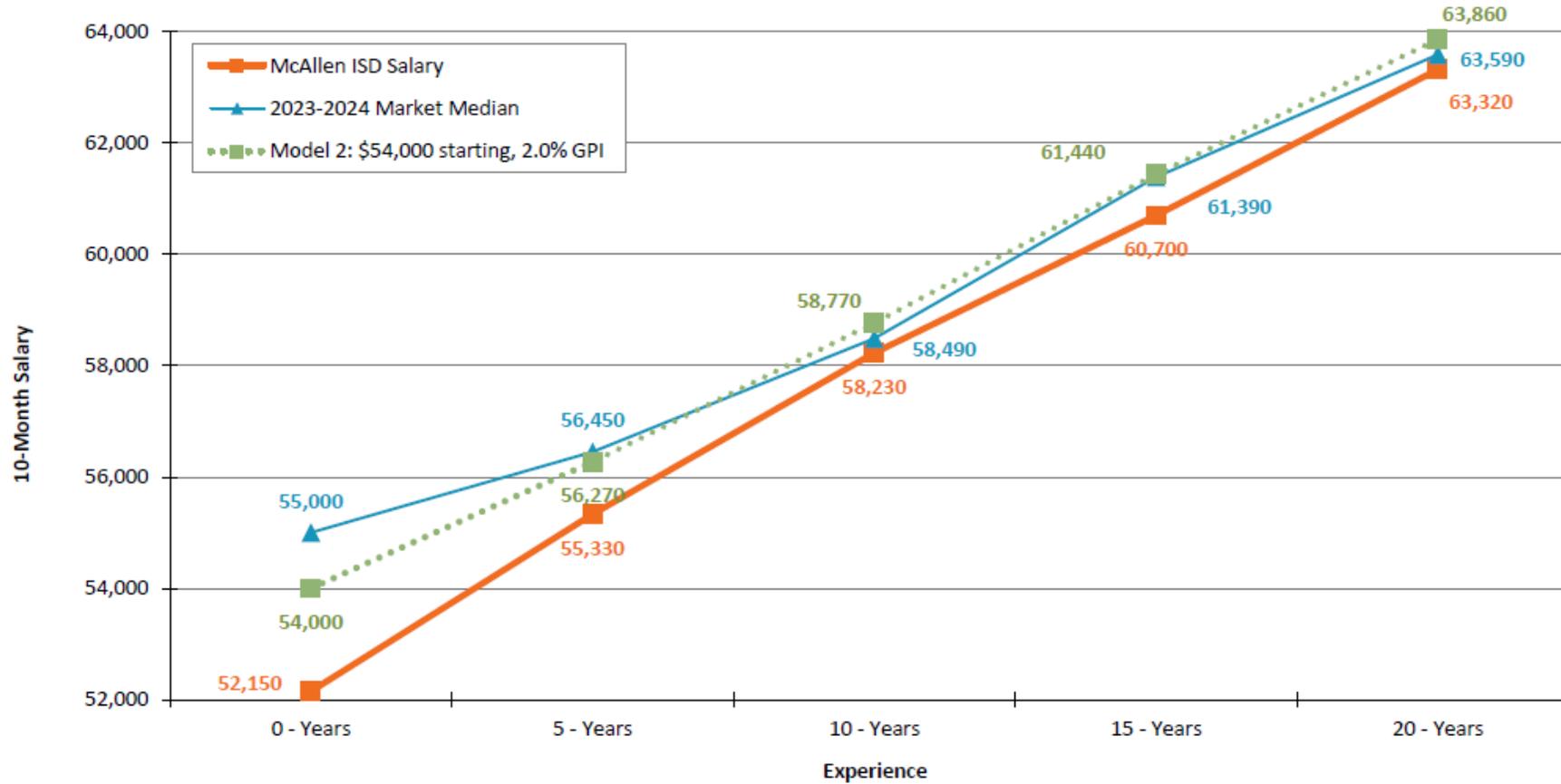
Teacher Salary Plan Comparisons, 2023-2024

District	Student Enrollment	Number of Teachers	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary	Max Yrs Credit	Last % Increase
1 Pharr-San Juan-Alamo ISD**	29,404	2,073	\$57,300	\$58,900	\$60,900	\$63,550	\$67,165	\$63,301	25	3.6%
2 Edinburg CISD	33,911	2,459	\$57,250	\$58,800	\$61,610	\$64,660	\$67,710	\$65,683	31	2.7%
3 Mission CISD	14,502	976	\$57,150	\$58,520	\$60,650	\$63,950	\$66,670	\$63,492	25	3.0%
4 Donna ISD	12,870	916	\$56,250	\$57,900	\$60,218	\$62,418	\$65,218	\$62,146	20	2.3%
5 Weslaco ISD**	16,491	1,022	\$55,000	\$57,670	\$61,120	\$64,310	\$66,985		20	
6 La Joya ISD	24,804	1,685	\$55,000	\$56,450	\$58,250	\$60,810	\$63,579	\$61,332	20	0.0%
7 Harlingen CISD	17,034	1,217	\$54,000	\$55,990	\$58,490	\$61,390	\$63,590	\$59,889	25	2.0%
8 Brownsville ISD	36,887	2,721	\$54,000	\$55,700	\$57,968	\$60,526	\$64,022	\$61,848	35	2.0%
9 Sharyland ISD	9,669	642	\$52,600	\$53,600	\$55,851	\$57,446	\$60,896	\$57,781	25	0.0%
10 Mercedes ISD**	4,457	315	\$51,800	\$53,400	\$55,600	\$58,100	\$60,900		20	
11 Hidalgo ISD	2,975	215	\$50,000	\$51,984	\$54,505	\$56,959	\$60,280	\$54,505	25	3.5%
McAllen ISD	20,081	1,516	\$52,150	\$55,330	\$58,230	\$60,700	\$63,320	\$60,155	25	2.5%
25th Percentile			\$53,300	\$54,650	\$56,910	\$59,313	\$62,240	\$59,889	20	2.0%
Median			\$55,000	\$56,450	\$58,490	\$61,390	\$64,022	\$61,848	25	2.3%
75th Percentile			\$56,700	\$58,210	\$60,775	\$63,750	\$66,828	\$63,301	25	3.0%
<i>Comparison to Median Dollar Difference</i>			<i>95%</i> (\$2,850)	<i>98%</i> (\$1,120)	<i>100%</i> (\$260)	<i>99%</i> (\$690)	<i>99%</i> (\$702)	<i>97%</i> (\$1,693)		

Footnotes:

** District did not participate in survey. Teacher schedules collected from the district.

Teacher Salary Plan 2023-2024 Market Comparison
 Model 2: \$54,000 starting, 2.0% GPI



	Teachers & Librarians	Admin. Education	Admin. Management	Clerical Technical	Inst. Support	Auxiliary	All Funds Total	General Fund
1.0%	\$620	1.0% of pay range midpoint increase					1.0%	1.0%
GPI	\$993,860	\$300,843	\$70,626	\$90,359	\$112,214	\$197,176	\$1,765,079	\$1,128,023
Strategic Adjustments	\$174,424	\$128,802	\$11,731	\$56,091	\$308,171	\$297,205	\$976,424	\$624,911
Est. Fringes	\$119,263	\$51,557	\$9,883	\$17,574	\$50,446	\$59,326	\$308,049	\$210,352
Est. Total Increase	\$1,287,547	\$481,203	\$92,240	\$164,025	\$470,832	\$553,707	\$3,049,552	\$1,963,286
2.0%	\$1,240	2.0% of pay range midpoint increase					2.0%	2.0%
GPI	\$1,987,720	\$601,687	\$141,252	\$180,719	\$224,429	\$394,352	\$3,530,158	\$2,256,046
Strategic Adjustments	\$43,723	\$92,885	\$8,355	\$25,607	\$224,272	\$206,938	\$601,780	\$385,139
Est. Fringes	\$238,526	\$83,349	\$17,953	\$24,759	\$53,844	\$72,155	\$490,586	\$316,942
Est. Total Increase	\$2,269,969	\$777,920	\$167,559	\$231,085	\$502,545	\$673,445	\$4,622,524	\$2,958,127
2.5%	\$1,550	2.5% of pay range midpoint increase					2.5%	2.5%
GPI	\$2,484,650	\$752,108	\$176,564	\$225,899	\$280,536	\$492,940	\$4,412,697	\$2,820,057
Strategic Adjustments	\$152,569	\$88,224	\$7,401	\$15,765	\$139,609	\$124,583	\$528,151	\$338,017
Est. Fringes	\$298,158	\$100,840	\$22,076	\$29,000	\$50,417	\$74,103	\$574,594	\$378,969
Est. Total Increase	\$2,935,377	\$941,172	\$206,041	\$270,663	\$470,562	\$691,626	\$5,515,442	\$3,537,042
3.0%	\$1,860	2.0% of pay range midpoint increase						
GPI	\$2,988,766	\$601,687	\$141,252	\$180,719	\$224,429	\$394,352	\$4,531,204	\$2,892,116
Strategic Adjustments	\$101,684	\$92,885	\$8,355	\$25,607	\$224,272	\$206,938	\$659,741	\$422,234
Est. Fringes	\$358,652	\$83,349	\$17,953	\$24,759	\$53,844	\$72,155	\$610,711	\$397,722
Est. Total Increase	\$3,449,102	\$777,920	\$167,559	\$231,085	\$502,545	\$673,445	\$5,801,656	\$3,712,072



**2024 - 2025 Teacher / Librarian
Minimum Hiring Pay Structure**

Pay Grade	Job Title	Work Days	Minimum (0 year)	Maximum (25+ years)	
			Daily	\$288.77	\$362.25
	Teacher	187	187	\$52,150	\$67,741
	Librarian	197	197	\$56,888	\$71,363

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum
1	Piano Accompanist	Daily	\$225.45	\$270.00	\$314.55
		187	\$42,159	\$50,490	\$58,821
2	Attendance Officer	Daily	\$267.16	\$319.95	\$372.74
		187	\$49,959	\$59,831	\$69,702
Assistant, Speech Pathology (SpEd & RDSPD)	192	192	\$51,295	\$61,430	\$71,566
	Audiologist Assistant	197	197	\$52,631	\$63,030
Facilitator, Parent & Family Engagement Prog	226	201	\$53,699	\$64,310	\$74,921
	LSSP Intern - UTRGV	187	207	\$55,302	\$66,230
Nurse (All Level)	192, 226	226	\$60,378	\$72,309	\$84,239
	Social Worker	187			
Specialist, Graduation	201				
Specialist, Parent & Family Engagement	187				
Specialist, Prevention Intervention	207, 226				
Specialist, Prevention Intervention - STOP	226				
Specialist, RDSPD Student Support	207				
Specialist, STOP Prevention	207				
Specialist, Student Transfer	226				
3	Athletic Trainer	Daily	\$300.55	\$359.94	\$419.33
		190	\$57,105	\$68,389	\$79,673
Campus Testing Coordinator	201	192	\$57,706	\$69,108	\$80,511
	Coordinator, IB Program	203	201	\$60,411	\$72,348
Counselor (ES, MS, HS)	190, 201, 203	203	\$61,012	\$73,068	\$85,124
	Evaluator, Federal/Special Funds	226	205	\$61,613	\$73,788
Gear-Up Facilitator	201, 203	212	\$63,717	\$76,307	\$88,898
	Head Nurse (HS)	201	217	\$65,219	\$78,107
Instructional Support Facilitator	217	221	\$66,422	\$79,547	\$92,672
	Manager, Family Treatment Program	226	226	\$67,924	\$81,346
Social Services Case Manager	212				
Specialist, College Admissions/Scholarships	201				
Specialist, Instructional Technology	217				
Strategist, Early Literacy (K-3)	221				
Strategist, Federal Programs	226				
Strategist, Professional Learning	221				
Strategist, RDSPD Instructional	203				
4	Assistant Principal, Elementary	Daily	\$317.08	\$379.74	\$442.40
		197	\$62,465	\$74,809	\$87,153
Counselor, Lead	207	203	\$64,367	\$77,087	\$89,807
	Diagnostician (SpEd & RDSPD)	197	207	\$65,636	\$78,606
Supervisor, Regional Day School for the Deaf	217				

DRAFT

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum
5	Assistant Principal, MS	Daily	\$334.53	\$400.63	\$466.73
		207, 212	192	\$64,230	\$76,921
Coordinator, Advance Academics	221	197	\$65,902	\$78,924	\$91,946
	Coordinator, Career Technical Education	221	207	\$69,248	\$82,930
Coordinator, Early Childhood Instruction	221	212	\$70,920	\$84,934	\$98,947
	Coordinator, Fine Arts	221	217	\$72,593	\$86,937
Coordinator, Language Arts (Sec)	221	221	\$73,931	\$88,539	\$103,147
	Coordinator, Language Arts/Reading (Elem)	221	226	\$75,604	\$90,542
Coordinator, Mathematics (Elem & Sec)	221				
Coordinator, Science (Sec)	221				
Coordinator, Science/Social Studies (Elem)	221				
Coordinator, Social Studies (Sec)	221				
Coordinator, Special Education	221				
Coordinator, Student Assessment (Elem & Sec)	226				
Occupational Therapist	197				
Physical Therapist	187				
School Improvement Facilitator (MS & HS)	212, 217				
School Psychologist	207				
Speech Pathologist (SpEd & RDSPD)	192				
6	Assistant Director, Student Operations	Daily	\$352.92	\$422.66	\$492.40
		226	212	\$74,819	\$89,604
Assistant Principal (I&G, AECHS, Lamar)	212, 222	222	\$78,348	\$93,831	\$109,313
	Assistant Principal, HS	212, 222	226	\$79,760	\$95,521
Coordinator, Title I Migrant	226				
Dean of Instruction	222				
Instructional Support Officer	226				
7	Assistant Director, Athletics	Daily	\$374.10	\$448.02	\$521.94
		226	\$84,547	\$101,253	\$117,958
Coordinator, Athletic Head Coach	226				
8	Director, Accountability	Daily	\$396.54	\$474.90	\$553.26
		226	212	\$84,066	\$100,679
Director, Bilingual/ESL/Foreign Language	226	226	\$89,618	\$107,327	\$125,037
	Director, Career Technical Education	226			
Director, College/Career/Counseling	226				
Director, Digital Learning & Library Services	226				
Director, Health Services	226				
Director, Professional Learning & Literacy	226				
Director, Regional Day School for the Deaf	226				
Director, Special Ed Teaching & Learning	226				
Director, Student Assessment	226				
Principal (Elem & I&G)	212				

38

2024 - 2025
Administrative Education Pay Structure

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
9			Daily	\$420.33	\$503.39	\$586.45
	Director, Advanced Academics	226	217	\$91,212	\$109,236	\$127,260
	Director, Athletics	226	226	\$94,995	\$113,766	\$132,538
	Director, Fine Arts	226				
	Director, State-Federal Program	226				
	Dir, UTRGV-McAllen ISD College Academy	226				
	Principal, (AECHS & Lamar)	226				
	Principal, MS	217				
10			Daily	\$449.76	\$538.63	\$627.50
	Chief Human Resources Director	226	226	\$101,646	\$121,730	\$141,815
	Executive Director, Special Education	226				
	Principal, HS	226				
11			Daily	\$548.70	\$657.13	\$765.56
	Associate Supt, Instruction Services	226	226	\$124,006	\$148,511	\$173,017
	Associate Supt, Instructional Leadership	226				
	Staff Attorney	226				

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1		Daily	\$206.66	\$247.50	\$288.34	
	Buyer	226	226	\$46,705	\$55,935	\$65,165
	Specialist, Accounting	226				
	Specialist, Budget & Cost	226				
	Specialist, Cybersecurity Project	226				
	Specialist, Student Outreach	226				
2		Daily	\$221.13	\$264.83	\$308.53	
	Specialist, Facilities Safety	226	226	\$49,975	\$59,852	\$69,728
	Specialist, Inventory & Receiving (CN)	226				
	Supervisor, Operations (CN)	226				
	Supervisor, Production (CN)	226				
	Specialist, Fixed Assets & Inventory	226				
	Specialist, Sourcing & Cost (CN)	226				
	Specialist, Student Data	226				
	Specialist, Technology Services Project	226				
	Supervisor, Transportation	226				
	Supervisor, Transportation Mechanic Shop	226				
	Supervisor, Warehouse	226				
	3		Daily	\$238.83	\$286.02	\$333.21
Internal Staff Auditor		226	221	\$52,781	\$63,210	\$73,639
Senior Buyer		226	226	\$53,976	\$64,641	\$75,305
Specialist, Cybersecurity		226				
Specialist, Systems & Data		226				
Specialist, Technology Resources		226				
Staff Accountant I		226				
Student Support Officer	221					
4		Daily	\$257.93	\$308.90	\$359.87	
	Analyst, Compensation/HR	226	226	\$58,292	\$69,811	\$81,331
	Specialist, Child Nutrition Menu & Production	226				
	Specialist, Child Nutrition Procurement	226				
	Specialist, Computer Network	226				
	Specialist, Finance (CN)	226				
	Specialist, Finance & Operations	226				
	Specialist, Content	226				
	Staff Accountant II	226				
	Systems Analyst, Child Nutrition Program	226				
	5		Daily	\$283.72	\$339.79	\$395.86
Network Analyst		226	226	\$64,121	\$76,793	\$89,464
Police Captain		226				
Project Manager, Facilities Construction		226				
Registered Dietitian		226				
Systems Analyst		226				

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
6		Daily	\$314.94	\$377.17	\$439.40	
	Coordinator, Accounting	226	226	\$71,176	\$85,240	\$99,304
	Coordinator, Budget	226				
	Coordinator, Child Nutrition Operations	226				
	Coordinator, Cybersecurity & Compliance	226				
	Coordinator, Network	226				
	Coordinator, Payroll	226				
	Coordinator, Purchasing	226				
	Coordinator, Risk Management	226				
	Coordinator, Student Data-PEDMS	226				
	Coordinator, Student Enrollment & Attendance	226				
	Coordinator, Systems & Data	226				
	Coordinator, Technology Service & Support	226				
	Systems Administrator	226				
	7		Daily	\$349.58	\$418.66	\$487.74
Assistant Director, Child Nutrition Program		226	226	\$79,005	\$94,617	\$110,229
Assistant Director, Facilities Operations		226				
Assistant Director, Marketing & Communications		226				
Assistant Director, Transportation		226				
Internal Auditor	226					
8		Daily	\$388.03	\$464.71	\$541.39	
	Director, Accounting	226	226	\$87,695	\$105,024	\$122,354
	Director, Child Nutrition Program	226				
	Director, Employee Benefits & Safety Risk Mngmt.	226				
	Director, Human Resources	226				
	Director, Marketing & Communications	226				
	Director, Payroll	226				
	Director, Purchasing	226				
	Director, Strategic Partnerships & Student Outreach	226				
	Director, Student Operations	226				
	Director, Technology	226				
	Director, Transportation	226				
	Police Chief	226				
9		Daily	\$434.60	\$520.48	\$606.36	
	Chief Financial Officer	226	226	\$98,220	\$117,628	\$137,037
	Executive Director, Facilities, Maintenance & Ops	226				
Executive Director, Technology	226					
10		Daily	\$543.25	\$650.60	\$757.95	
	For future use	226	226	\$122,775	\$147,036	\$171,297
11		Daily	\$665.21	\$796.66	\$928.11	
Deputy Superintendent Business & District Operations	226	226	\$150,337	\$180,045	\$209,753	

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum		
1			Hourly	\$13.00	\$15.60	\$18.20	
	Clerk, Administration	226	197	\$20,488	\$24,586	\$28,683	
	Clerk, Student Assessment	226	201	\$20,904	\$25,085	\$29,266	
	Clerk, Attendance (HS)	201	207	\$21,528	\$25,834	\$30,139	
	Clerk, Audiologist	197	221	\$22,984	\$27,581	\$32,178	
	Clerk, Campus	197, 201, 207, 226	222	\$23,088	\$27,706	\$32,323	
	Clerk, Federal Programs	226	226	\$23,504	\$28,205	\$32,906	
	Clerk, Parent Involvement	226					
	Clerk, Professional Learning	221					
	Clerk, Special Education Program	197, 226					
	Clerk, Testing	221					
	Receptionist, Campus	222, 226					
	2			Hourly	\$14.00	\$16.77	\$19.54
		Assistant Registrar	226	197	\$22,064	\$26,430	\$30,795
Clerk, Attendance (AECHS & Lamar)		222	201	\$22,512	\$26,966	\$31,420	
Clerk, Counselor		201, 203	203	\$22,736	\$27,234	\$31,733	
Clerk, Family Treatment Program		201	207	\$23,184	\$27,771	\$32,358	
Clerk, Fixed Assets		212, 226	212	\$23,744	\$28,442	\$33,140	
Clerk, Gear-up		203	221	\$24,752	\$29,649	\$34,547	
Clerk, Head Attendance		226	222	\$24,864	\$29,784	\$34,703	
Clerk, Student Data		197, 226	226	\$25,312	\$30,320	\$35,328	
Receptionist/Clerk (Adm)		226					
Secretary, Assistant Principal		212					
Secretary, Coordinator		221					
Secretary, Counselor		203, 207					
Secretary, Dean of Instruction		222					
Secretary, Parent & Family Engagement Prog		226					
3			Hourly	\$15.50	\$18.56	\$21.62	
	Clerk, Data Processing (Campus/Dept)	212, 217, 222, 226	212	\$26,288	\$31,478	\$36,668	
	Specialist, New Generations	226	217	\$26,908	\$32,220	\$37,532	
			222	\$27,528	\$32,963	\$38,397	
		226	\$28,024	\$33,556	\$39,089		
4			Hourly	\$17.05	\$20.42	\$23.79	
	Bookkeeper (Campus/Dept)	217, 226	207	\$28,235	\$33,816	\$39,396	
	Clerk, Accounts Payable (CN)	226	212	\$28,917	\$34,632	\$40,348	
	Clerk, Data Management (Admin)	207, 226	217	\$29,599	\$35,449	\$41,299	
	Clerk, Special Ed Medicaid	207	222	\$30,281	\$36,266	\$42,251	
	Migrant Student Recruiter	226	226	\$30,826	\$36,919	\$43,012	
	Registrar	222, 226					
	Secretary, FM&O	226					
Secretary, Principal (ES/MS/I&G)	212, 217						

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
5			Hourly	\$18.50	\$22.16	\$25.82
	Clerk, Accounting	226	221	\$32,708	\$39,179	\$45,650
	Clerk, Human Resources	226	226	\$33,448	\$40,065	\$46,683
	Clerk, Payroll	226	242	\$35,816	\$42,902	\$49,988
	Clerk, Purchasing	226				
	Clerk, Warehouse	242				
	Secretary, Director	221, 226				
	Secretary, Principal (HS/AECHS/Lamar)	226				
Secretary, Title I Migrant	226					
6			Hourly	\$19.80	\$23.72	\$27.64
	Specialist, Facilities Procurement & Ops	226	226	\$35,798	\$42,886	\$49,973
	Specialist, Internal Audit	226				
Specialist, STOP Grant	226					
7			Hourly	\$21.19	\$25.38	\$29.57
	Secretary, Human Resources	226	226	\$38,312	\$45,887	\$53,463
	Secretary, Instruction Services	226				
	Secretary, Instructional Leadership	226				
	Secretary, Legal Counsel	226				
	Specialist, District Budget	226				
	Specialist, Employee Benefits Accounting	226				
	Specialist, Employee Leave Benefits	226				
	Specialist, Payroll	226				
	Specialist, PEIMS	226				
	Specialist, Position Control	226				
	Specialist, Workers Compensation	226				
Student Recruiter	226					
Technician, Technology Support	226					
8			Hourly	\$22.68	\$27.16	\$31.64
	Secretary, Board of Trustees	226	226	\$41,005	\$49,105	\$57,205
	Secretary, Deputy Superintendent	226				
	Specialist, Certification	226				
	Specialist, Classified Personnel	226				
Specialist, Employee Benefits	226					
9			Hourly	\$25.55	\$30.42	\$35.29
	MITV Video/Editor	217	217	\$44,355	\$52,809	\$61,263
Secretary, Superintendent	226	226	\$46,194	\$54,999	\$63,804	

**2024 - 2025
Instructional Support Pay Structure**

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Hourly	\$13.00	\$1,560.00	\$18.20
	Instructional Assistant, AEP	187	187	\$19,448	\$2,333,760	\$27,227
	Instructional Assistant, At-Risk	187				
	Instructional Assistant, Bilingual (HS/Elem)	187				
	Instructional Assistant, CTE	187				
	Instructional Assistant, Early Childhood PK	187				
	Instructional Assistant, In-School Suspension	187				
	Instructional Assistant, Instruction & Guidance	187				
	Instructional Assistant, Parental Involvement	187				
	Instructional Assistant, Physical Education	187				
	Instructional Assistant, Pre-Kinder	187				
	Instructional Assistant, Sci-Tech Lab	187				
2			Hourly	\$13.85	\$16.59	\$19.33
	Health Assistant (CMA,RMA,CNA)	192	187	\$20,720	\$24,819	\$28,918
	Instructional Assistant, Computer Lab	187	192	\$21,274	\$25,482	\$29,691
	Instructional Assistant, Dyslexia	187				
	Instructional Assistant, Resource Media	187				
	Instructional Assistant, Special Education	187				
	Instructional Assistant, Technology Support	187				
3			Hourly	\$14.85	\$17.78	\$20.71
	Instructional Assistant, RDSPD Oral	187	187	\$22,216	\$26,599	\$30,982
	Instructional Assistant, Radio/TV Prog	187				
	Instructional Assistant, RDSPD	187				
Instructional Assistant, Visually Impaired	187					
4	For Future Use		Hourly			
5			Hourly	\$18.45	\$22.09	\$26.73
	Instructional Assistant, Sign Language Interpreter (Cert)	187	187	\$27,601	\$33,047	\$38,492
	Licensed Vocational Nurse	192	192	\$28,339	\$33,930	\$39,521

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
1			Hourly	\$12.00	\$14.50	\$17.00
	Bus Aide	187 (5.5 hrs)	187	\$12,342	\$14,913	\$17,485
	Custodian	242	242	\$23,232	\$28,072	\$32,912
	Custodian (Itinerant)	242				
2			Hourly	\$12.75	\$15.26	\$17.77
	Child Nutrition Worker (ES)	187	187	\$19,074	\$22,829	\$26,584
	Custodian, Lead (HS)	242	242	\$24,684	\$29,543	\$34,403
	Groundskeeper	242				
3			Hourly	\$13.50	\$16.16	\$18.82
	Child Nutrition Worker (CK/MS/HS)	187	187	\$20,196	\$24,175	\$28,155
	Child Nutrition Worker (ES) Self-Prep	187	242	\$26,136	\$31,286	\$36,436
	Custodian, Head I (Elem/MS/Alt)	242				
	Electrician, Helper	242				
	General Maintenance	242				
	Groundskeeper, HS Athletic Complex	242				
	Plumber, Helper	242				
4			Hourly	\$14.45	\$17.30	\$20.15
	AG Facility Assistant	226	226	\$26,126	\$31,278	\$36,431
	Campus General Maintenance	242	242	\$27,975	\$33,493	\$39,010
	Custodian, Head II (HS)	242				
	Warehouse/Delivery Worker	242				
5			Hourly	\$15.60	\$18.68	\$21.76
	Asst Manager, Child Nutrition (ES)	187	187	\$23,338	\$27,945	\$32,553
	Communication Officer	244	242	\$30,202	\$36,164	\$42,127
	Dispatcher (FMO/Transp)	242	244	\$30,451	\$36,463	\$42,476
	HVAC Duct Cleaner	242				
	Painter	242				
	Roofer	242				
	Security Camera Monitor	187				
	Specialist, Irrigation	242				
6			Hourly	\$17.30	\$20.72	\$24.14
	Asst Manager, Child Nutrition (ES) Self-Prep	187	187	\$25,881	\$30,997	\$36,113
	Asst Manager, Child Nutrition (CK/MS/HS)	221	221	\$30,586	\$36,633	\$42,680
	Carpenter	242	242	\$33,493	\$40,114	\$46,735
	Leader, General Maintenance	242				
	Leader, Painters Crew	242				
	Locksmith	242				
	Mechanic	242				
	Technician, Transportation Safety	242				
	Warehouse Leader (Fixed Assets/CN)	242				

Pay Grade	Job Title	Work Days	Minimum	Midpoint	Maximum	
7			Hourly	\$18.65	\$22.20	\$25.75
	Electrician, Journeyman	242	187	\$27,900	\$33,211	\$38,522
	Manager, Child Nutrition (ES)	187	242	\$36,106	\$42,979	\$49,852
	Plumber, Journeyman	242				
	Technician, Equipment (CN)	242				
	Technician, HVAC	242				
Technician, Transportation Route	242					
8			Hourly	\$20.15	\$23.98	\$27.81
	Electrician, Master	242	187	\$30,144	\$35,874	\$41,604
	Manager, Child Nutrition (ES) Self-Prep	187	221	\$35,625	\$42,397	\$49,168
	Manager, Child Nutrition (HS Specialty/MS)	221	226	\$36,431	\$43,356	\$50,280
	Police Officer I	226	242	\$39,010	\$46,425	\$53,840
9			Hourly	\$21.65	\$25.77	\$29.89
	Manager, Child Nutrition Comprehensive HS/CK	221	221	\$38,277	\$45,561	\$52,846
	Police Investigator	226	226	\$39,143	\$46,592	\$54,041
	Processor, Instructional Materials	226	242	\$41,914	\$49,891	\$57,867
	Specialist, Crime Prevention	226				
	Supervisor, Area Custodial	242				
	Supervisor, Auxiliary Services	242				
	Supervisor, Construction	242				
	Supervisor, Electrical	242				
	Supervisor, Grounds & Athletic Fields	242				
	Supervisor, HVAC	242				
Supervisor, Plumbing	242					
10			Hourly	\$24.00	\$29.29	\$33.68
	Emergency Management Officer	226	221	\$42,432	\$51,785	\$59,546
11			Hourly	\$26.25	\$31.25	\$36.25
	Police Sergeant	226	226	\$47,460	\$56,500	\$65,540
BD			Hourly	\$17.00	\$20.24	\$23.48
	Bus Drivers	187	187	\$25,432	\$30,279	\$35,126



[Link to Stipends and Staffing Guidelines](#)



2024 – 2025

Middle School and High School
Planning Period Updates

⁴⁵
DRAFT

What is the conference period?

- 450 minutes over a two-week period
- Protected time
- Cannot be less than 45 minutes
- May occur every other day

What is the planning/common planning period?

- Plan curriculum
- Collaborate on remediation plans
- Meet with parents
- Engage in professional learning communities (PLCs)

Why is the planning period being considered as a cost-savings option?

- Not required time
- Can be inefficient without structure
- Can limit program offerings for students
- Is costly because it requires more periods and more staff

Region One Districts with One Conference Period

District	Schedule (Total class periods / # of classes taught)	Does this district have an additional period to the conference period?
Brownsville I.S.D.	8/7	NO
Edinburg C.I.S.D.	8/6 (lunch is part of a period)	NO
Harlingen C.I.S.D.	9/8	NO
Hidalgo I.S.D.	8/7	NO
La Joya	8/7	NO
Los Fresnos I.S.D.	9/8	NO
Mission C.I.S.D.	9/8	NO

*Other districts considered in the review, but offer a different schedule compared to McAllen I.S.D. are: PSJA I.S.D., San Benito I.S.D., Sharyland I.S.D, Weslaco I.S.D.

Other Districts in Texas Comparable to McAllen I.S.D with One Conference Period

District	Schedule (Total class periods / # of classes taught)	Does this district have an additional period to the conference period?
Dayton I.S.D.	8/7	NO
San Marcos C.I.S.D.	8/7	NO
Socorro I.S.D.	8/7	NO

Notes: Dayton I.S.D. and San Marcos C.I.S.D. have one high school, and Socorro I.S.D. has six high schools.

The schools in these districts are comparable to McAllen I.S.D. schools in both size and enrollment.

2024 – 2025 Master Schedulers Update

Monday, May 13, 2024 – Middle Schools
Wednesday, May 15, 2024 – High Schools

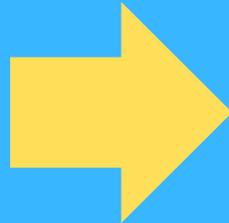
DRAFT

Proposal #2 (May 2024) - RECOMMENDATION

Teachers Eligible for a Planning Period (Effective 2024 – 2025)

Core content teachers will retain both periods (conference and planning) for:

- Data Disaggregation
- PLCs
- Skills Development
- Content Collaboration and Planning



- Grades and courses that have a State of Texas Assessments of Academic Readiness (STAAR)
 - Middle Schools
 - 6th, 7th, & 8th grades (Math and Reading Language Arts)
 - ONLY 8th grade science and 8th grade social studies
 - High Schools
 - End-of Course (Algebra 1, Biology, English 1, English 2, U.S. History)
- Teachers must have 4 sections or more of the above courses to have a planning period.
- This proposal is based on STAAR accountability.
- This proposal does not categorize core vs. non-core teachers/classes.

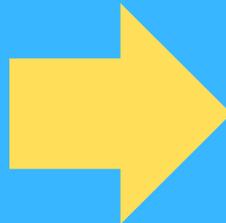
52

Proposal #2 (May 2024) - RECOMMENDATION

*2023 – 2024 Teachers Eligible for a Planning Period

Core content teachers will retain both periods (conference and planning) for:

- Data Disaggregation
- PLCs
- Skills Development
- Content Collaboration and Planning



- Middle Schools
 - Brown MS = 35 teachers / 53 teachers
 - Cathey MS = 33 teachers / 51 teachers
 - De Leon MS = 36 teachers / 58 teachers
 - Fossum MS = 34 teachers / 53 teachers
 - Morris MS = 41 teachers / 62 teachers
 - Travis = 27 teachers / 44 teachers

Total MS teachers with a planning period = 206 TEACHERS / 321 teachers = 64%

- High Schools
 - Achieve ECHS = 16 teachers / 36 teachers
 - Lamar Academy = 4 teachers / 6 teachers
 - McAllen High School = 70 teachers / 194 teachers
 - Memorial High School = 76 teachers / 183 teachers
 - Rowe High School = 68 teachers / 177 teachers

Total HS teachers with a planning period = 234 TEACHERS / 596 teachers = 39%

TASB Recommendations for Master Schedule Efficiency 2024 – 2025 Fine Arts Department Staff with a Planning Period

For some elective courses, department directors will make individual determinations based on factors such as:

- *Travel Time
- *Coordinating Periods
- *Block Classes



McAllen High School

- 1 Head Band Director
- 1 Head Choir Director
- 1 Head Orchestra Director
- 1 Mariachi Director
- 1 Head Theatre Director

Total for MChI = 5 teachers

DRAFT

TASB Recommendations for Master Schedule Efficiency 2024 – 2025 Fine Arts Department Staff with a Planning Period

For some elective courses, department directors will make individual determinations based on factors such as:

*Travel Time
*Coordinating Periods
*Block Classes



Memorial High School

- 1 Head Band Director
- 1 Head Choir Director
- 1 Head Orchestra Director
- 1 Mariachi Director
- 1 Head Theatre Director

Total for Memorial = 5 teachers

DRAFT

TASB Recommendations for Master Schedule Efficiency 2024 – 2025 Fine Arts Department Staff with a Planning Period

For some elective courses, department directors will make individual determinations based on factors such as:

- *Travel Time
- *Coordinating Periods
- *Block Classes



Rowe High School

- 1 Head Band Director
- 1 Head Choir Director
- 1 Head Orchestra Director
- 1 Mariachi Director
- 1 Head Theatre Director

Total for Rowe = 5 teachers

DRAFT

TASB Recommendations for Master Schedule Efficiency 2024 – 2025 Fine Arts Department Staff with a Planning Period

For some elective courses, department directors will make individual determinations based on factors such as:

- *Travel Time
- *Coordinating Periods
- *Block Classes



Middle Schools

- 1 Head Band Director
- 1 Head Choir Director
- 1 Head Orchestra Director

3 teachers x 6 schools = 18 teachers

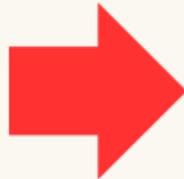
Total for Fine Arts: 33 teachers

DRAFT

TASB Recommendations for Master Schedule Efficiency
2024 – 2025 Athletics Department Staff with a Planning Period

For some elective courses, department directors will make individual determinations based on factors such as:

- *Travel Time
- *Coordinating Periods
- *Block Classes



McAllen High School

- 1 Athletic Coordinator/Head Football Coach
- 1 Assistant Athletic Coordinator (travels to MS)
- 1 Offensive Coordinator (travels to MS)
- 1 Defensive Coordinator (also the strength/conditioning coordinator - travels to MS)

Total for McHi = 4 coaches/teachers

DRAFT

TASB Recommendations for Master Schedule Efficiency 2024 – 2025 Athletics Department Staff with a Planning Period

For some elective courses, department directors will make individual determinations based on factors such as:

- *Travel Time
- *Coordinating Periods
- *Block Classes



Memorial High School

- 1 Athletic Coordinator/Head Football Coach
- 1 Assistant Athletic Coordinator (travels to MS)
- 1 Offensive Coordinator (travels to MS)
- 1 Defensive Coordinator (travels to MS)
- 1 Strength/conditioning coordinator (travels to MS)

Total for Memorial = 5 coaches/teachers

DRAFT

**TASB Recommendations for Master Schedule Efficiency
2024 – 2025 Athletics Department Staff with a Planning Period**

For some elective courses, department directors will make individual determinations based on factors such as:

- *Travel Time
- *Coordinating Periods
- *Block Classes



Nikki Rowe High School

- 1 Athletic Coordinator/Head Football Coach
- 1 Assistant Athletic Coordinator (travels to MS)
- 1 Offensive Coordinator (travels to MS)
- 1 Defensive Coordinator (also the strength/conditioning coordinator - travels to MS)

Total for Rowe = 4 coaches/teachers

DRAFT

**TASB Recommendations for Master Schedule Efficiency
2024 – 2025 Athletics Department Staff with a Planning Period**

For some elective courses, department directors will make individual determinations based on factors such as:

- *Travel Time
- *Coordinating Periods
- *Block Classes



Middle Schools

- 1 Athletic Coordinator x 6 schools = 6 teachers/coaches

Total for Middle Schools = 6 coaches/teachers

- 1 Swim/Natorium Coordinator (serves all middle schools and high schools)

Total for Athletics: 20 teachers/coaches

DRAFT

TASB Recommendations for Master Schedule Efficiency 2024 – 2025 Career Technical Education (CTE) Department Staff with a Planning Period

For some elective courses, department directors will make individual determinations based on factors such as:

- *Travel Time
- *Coordinating Periods
- *Block Classes



- AVID Coordinator (McHi ONLY) - 1
- Career Prep I & II Visit - 3
- Entrepreneurship II (Incubator) - 3
- Medical Assistant (@ Achieve ECHS) - 1
- Culinary I (@ Achieve ECHS) - 1
- Food Science - 3
- Forensic I & II - (@ Achieve ECHS) - 1
- Auto Tech - 1
- Auto Collision - 1
- Agricultural Science - 3
- Health Science Teachers (clinicals and pharmacy) - 5
- Career Prep I & II - 6

Total for CTE: 29 teachers

DRAFT

Proposal #2 (May 2024) - RECOMMENDATION

Core content teachers will retain both periods (conference and planning) for:

- Data Disaggregation
- PLCs
- Skills Development
- Content Collaboration and Planning



- Grades and courses that have a State of Texas Assessments of Academic Readiness (STAAR)
 - Middle Schools
 - 6th, 7th, & 8th grades (Math and Reading Language Arts)
 - ONLY 8th grade science and 8th grade social studies
 - High Schools
 - End-of Course (Algebra 1, Biology, English 1, English 2, U.S. History)
- Teachers must have 4 sections or more of the above courses to have a planning period.
- This proposal is based on STAAR accountability.
- This proposal does not categorize core vs. non-core teachers/classes.

440 teachers



For some elective courses, department directors will make individual determinations based on factors such as:

- *Travel Time
- *Coordinating Periods
- *Block Classes

82 teachers

522 / 917 teachers = 57%
(395 teachers will not have a planning period)

63 DRAFT

Texas Associations for School Boards (TASB) Staffing Review – Current Planning Periods in Middle Schools

Benchmark = 22 to 24	Total Students	Teacher FTEs	Student Periods	Teacher Periods	Tchr @ Avg	(+/-) Tchrs	Cost Impact ¹	Teacher Student Load
Current Baseline	4,470	283.5	8	6				
Projected Change	(168)	2.2						
Projected 2024-2025	4,302	285.7	8	6				
19.0	4,302	285.7	8	6	302.0	16.3	(\$968,970)	114.0
19.5	4,302	285.7	8	6	294.5	8.8	(\$523,125)	117.0
20.0	4,302	285.7	8	6	287.0	1.3	(\$77,280)	120.0
20.5	4,302	285.7	8	6	280.0	(5.7)	\$338,842	123.0
21.0	4,302	285.7	8	6	273.5	(12.2)	\$725,241	126.0
21.5	4,302	285.7	8	6	267.0	(18.7)	\$1,111,640	129.0
22.0	4,302	285.7	8	6	261.0	(24.7)	\$1,468,316	132.0
22.5	4,302	285.7	8	6	255.0	(30.7)	\$1,824,992	135.0
23.0	4,302	285.7	8	6	249.5	(36.2)	\$2,151,945	138.0
23.5	4,302	285.7	8	6	244.5	(41.2)	\$2,449,175	141.0
24.0	4,302	285.7	8	6	239.0	(46.7)	\$2,776,128	144.0

¹ Based on an average Teacher salary of: \$59,446.

Texas Associations for School Boards (TASB) Staffing Review – Current Planning Periods in Middle Schools

EXHIBIT 19E: MIDDLE SCHOOL TEACHER EQUITY (22:1)

Campus	Projected Enrollment	Student Periods	Available Teacher FTEs	Teacher Periods	Student/Teacher Ratio	Teacher FTEs @ 22.0	Teacher Change
Projected 2024-2025 - Current Master Schedule - 8/6							
Brown MS	576	8	47.0	6	16.3	35.0	(12.0)
Cathey MS	799	8	44.7	6	23.8	48.5	3.8
De Leon MS	716	8	53.7	6	17.8	43.5	(10.2)
Fossum MS	760	8	44.5	6	22.8	46.5	2.0
Morris MS	958	8	57.3	6	22.3	58.5	1.2
Travis MS	493	8	38.5	6	17.1	30.0	(8.5)
Total	4,302	8	285.7	6	20.1	261.0	(24.7)

Texas Associations for School Boards (TASB) Staffing Review – Proposed Model for Middle Schools

Benchmark = 22 to 24	Total Students	Teacher FTEs	Student Periods	Teacher Periods	Tchr @ Avg	(+/-) Tchrs	Cost Impact ¹	Teacher Student Load
Current Baseline	4,470	283.5	8	6.7				
Projected Change	(168)	2.2						
Projected 2024-2025	4,302	285.7	8	6.7				
19.0	4,302	285.7	8	6.7	270.5	(15.2)	\$903,579	127.3
19.5	4,302	285.7	8	6.7	263.5	(22.2)	\$1,319,701	130.7
20.0	4,302	285.7	8	6.7	257.0	(28.7)	\$1,706,100	134.0
20.5	4,302	285.7	8	6.7	251.0	(34.7)	\$2,062,776	137.4
21.0	4,302	285.7	8	6.7	245.0	(40.7)	\$2,419,452	140.7
21.5	4,302	285.7	8	6.7	239.0	(46.7)	\$2,776,128	144.1
22.0	4,302	285.7	8	6.7	233.5	(52.2)	\$3,103,081	147.4
22.5	4,302	285.7	8	6.7	228.5	(57.2)	\$3,400,311	150.8
23.0	4,302	285.7	8	6.7	223.5	(62.2)	\$3,697,541	154.1
23.5	4,302	285.7	8	6.7	219.0	(66.7)	\$3,965,048	157.5
24.0	4,302	285.7	8	6.7	214.5	(71.2)	\$4,232,555	160.8

¹ Based on an average Teacher salary of: \$59,446.

Texas Associations for School Boards (TASB) Staffing Review – Proposed Model for Middle Schools

Campus	Projected Enrollment	Student Periods	Available Teacher FTEs	Teacher Periods	Student/Teacher Ratio	Teacher FTEs @ 22.0	Teacher Change
Projected 2024-2025 - Current Master Schedule - 8/6							
Brown MS	576	8	47.0	6.7	14.6	31.5	(15.5)
Cathey MS	799	8	44.7	6.7	21.3	43.5	(1.2)
De Leon MS	716	8	53.7	6.7	15.9	39.0	(14.7)
Fossum MS	760	8	44.5	6.7	20.4	41.5	(3.0)
Morris MS	958	8	57.3	6.7	20.0	52.0	(5.3)
Travis MS	493	8	38.5	6.7	15.3	27.0	(11.5)
Total	4,302	8	285.7	6.7	18.0	233.5	(52.2)

Texas Associations for School Boards (TASB) Staffing Review – Current Planning Periods in High Schools

Benchmark = 22 to 25	Total Students	Teacher FTEs	Student Periods	Teacher Periods	Tchr @ Avg	(+/-) Tchrs	Cost Impact ¹	Teacher Student Load
Current Baseline	6,501	409.0	8	6				
Projected Change	59	6.6						
Projected 2024-2025	6,560	415.6	8	6				
19.0	6,560	415.6	8	6	460.5	44.9	(2,669,125)	114.0
19.5	6,560	415.6	8	6	449.0	33.4	(1,985,496)	117.0
20.0	6,560	415.6	8	6	437.5	21.9	(1,301,867)	120.0
20.5	6,560	415.6	8	6	427.0	11.4	(677,684)	123.0
21.0	6,560	415.6	8	6	417.0	1.4	(83,224)	126.0
21.5	6,560	415.6	8	6	407.0	(8.6)	511,236	129.0
22.0	6,560	415.6	8	6	398.0	(17.6)	1,046,250	132.0
22.5	6,560	415.6	8	6	389.0	(26.6)	1,581,264	135.0
23.0	6,560	415.6	8	6	380.5	(35.1)	2,086,555	138.0
23.5	6,560	415.6	8	6	372.5	(43.1)	2,562,123	141.0
24.0	6,560	415.6	8	6	364.5	(51.1)	3,037,691	144.0
24.5	6,560	415.6	8	6	357.5	(58.1)	3,453,813	147.0
25.0	6,560	415.6	8	6	350.0	(65.6)	3,899,658	150.0

¹ Based on an average Teacher salary of: \$59,446.

Texas Associations for School Boards (TASB) Staffing Review – Current Planning Periods in High Schools

EXHIBIT 20E: HIGH SCHOOL TEACHER EQUITY (22:1)

Campus	Projected Enrollment	Student Periods	Available Teacher FTEs	Teacher Periods	Student/Teacher Ratio	Teacher FTEs @ 22.0	Teacher Change
Projected 2024-2025 - Desired Master Schedule - /							
McAllen HS	2,111	8	138.8	6	20.3	128.0	(10.8)
Memorial HS	2,038	8	136.2	6	20.0	124.0	(12.2)
Rowe HS	1,986	8	117.8	6	22.5	120.5	2.7
Achieve ECHS	425	8	22.8	6	24.9	26.0	3.2
Total	6,560	8	415.6	6	21.0	398.0	(17.6)

Texas Associations for School Boards (TASB) Staffing Review – Proposed Model for High Schools

EXHIBIT 20F: PROJECTED HIGH SCHOOL TEACHERS (8/6.5 Master Schedule)

Benchmark = 22 to 25	Total Students	Teacher FTEs	Student Periods	Teacher Periods	Tchr @ Avg	(+/-) Tchrs	Cost Impact ¹	Teacher Student Load
Current Baseline	6,501	409.0	8	6.5				
Projected Change	59	6.6						
Projected 2024-2025	6,560	415.6	8	6.5				
19.0	6,560	415.6	8	6.5	425.0	9.4	(558,792)	123.5
19.5	6,560	415.6	8	6.5	414.5	(1.1)	65,391	126.8
20.0	6,560	415.6	8	6.5	404.0	(11.6)	689,574	130.0
20.5	6,560	415.6	8	6.5	394.0	(21.6)	1,284,034	133.3
21.0	6,560	415.6	8	6.5	384.5	(31.1)	1,848,771	136.5
21.5	6,560	415.6	8	6.5	376.0	(39.6)	2,354,062	139.8
22.0	6,560	415.6	8	6.5	367.0	(48.6)	2,889,076	143.0
22.5	6,560	415.6	8	6.5	359.0	(56.6)	3,364,644	146.3
23.0	6,560	415.6	8	6.5	351.5	(64.1)	3,810,489	149.5
23.5	6,560	415.6	8	6.5	344.0	(71.6)	4,256,334	152.8
24.0	6,560	415.6	8	6.5	336.5	(79.1)	4,702,179	156.0
24.5	6,560	415.6	8	6.5	330.0	(85.6)	5,088,578	159.3
25.0	6,560	415.6	8	6.5	323.0	(92.6)	5,504,700	162.5

¹ Based on an average Teacher salary of: \$59,446.

Texas Associations for School Boards (TASB) Staffing Review – Proposed Model for High Schools

EXHIBIT 20G: HIGH SCHOOL TEACHER EQUITY (22:1)

Campus	Projected Enrollment	Student Periods	Available Teacher FTEs	Teacher Periods	Student/Teacher Ratio	Teacher FTEs @ 22.0	Teacher Change
Projected 2024-2025 - Desired Master Schedule - /							
McAllen HS	2,111	8	138.8	6.5	18.7	118.5	(20.3)
Memorial HS	2,038	8	136.2	6.5	18.4	114.5	(21.7)
Rowe HS	1,986	8	117.8	6.5	20.7	111.5	(6.3)
Achieve ECHS	425	8	22.8	6.5	22.9	24.0	1.2
Total	6,560	8	415.6	6.5	19.4	367.0	(48.6)

Teaching Minutes Comparison with Proposed Planning Period Model

	Before through to 2023 – 2024	Begin in 2024 – 2025 and future	Difference (minutes)
Middle School teachers			
ALL	6 sections x 52 minutes = 312 minutes/day		N/A
STAAR Grades/Subjects	N/A	6 sections x 51 minutes = 306 minutes	+ 6 minutes/day
Non-STAAR Grades/Subjects	N/A	7 sections x 51 minutes = 357 minutes	+ 45 minutes/day

Teaching Minutes Comparison with Proposed Planning Period Model

	Before through to 2023 – 2024	Begin in 2024 – 2025 and future	Difference (minutes)
High School teachers			
ALL	6 sections x 50 minutes = 300 minutes/day		N/A
STAAR Grades/Subjects	N/A	6 sections x 50 minutes = 300 minutes	0 minutes/day
Non-STAAR Grades/Subjects	N/A	7 sections x 50 minutes = 350 minutes	+ 50 minutes/day

Number of Small Classes With Less than 15 students

Middle Schools

- Brown MS = 29 sections/classes (*hosts Regional School for Deaf and Hard of Hearing Program)
- Cathey MS = 5 sections/classes
- De Leon MS = 41 sections/classes (*IB Middle Years Programme, Years 1-3)
- Fossum MS = 15 sections/classes (*Middle School Dual Language Program)
- Morris MS = 27 sections/classes
- Travis = 0 sections/classes

Approximate number of sections in middle schools with less than 15 students = **117 sections**

High Schools

- Achieve ECHS = 10 sections/classes
- McAllen High School = 203 sections/classes
- Memorial High School = 156 sections/classes
- Rowe High School = 147 sections/classes
- IB @ Lamar Academy = 60 sections/classes* (sections are not calculated in the total because these classes are included in the comprehensive high schools sections totals)

Approximate number of sections in high schools with less than 15 students = **516 sections**

❖ **Total number of sections in middle school and high school with less than 15 students = 633 sections/classes**

❖ **Cost savings with reducing/eliminating/purposefully scheduling these sections (633 sections / 7 sections / 1 teacher = 90 teachers x \$55,000*/teacher) ~ \$5M**

Total Projected Cost Savings



Proposal #2 (May 2024) Planning Period Model

374 teachers / 7 sections / teacher = 53 teachers less x \$55,000* = \$2.94M



Elimination/reduction of Small Classes with Less than 15 students

633 sections / 7 sections / 1 teacher = 90 teachers x \$55,000*/teacher = \$5M



14 teachers x \$5,000* stipend/year for extra section removed = \$70,000



Approximately \$8M*

75

*Note: Base amounts considered in cost savings calculations

2024 – 2025

Middle School Bell Schedule

	6th GRADE	7th GRADE	8th GRADE
	First Bell -7:55	First Bell -7:55	First Bell -7:55
1 st	8:00 – 9:00 (60)	8:00 – 9:00 (60)	8:00 – 9:00 (60)
2 nd	9:04 – 9:55 (51)	9:04 – 9:55 (51)	9:04 – 9:55 (51)
3 rd	9:59 – 10:50 (51)	9:59 – 10:50 (51)	9:59 – 10:50 (51)
4 th	10:50 – 11:30 (40) LUNCH	10:54 – 11:45 (51)	10:54 – 11:45 (51)
5 th	11:34 – 12:25 (51)	11:45 – 12:25 (40) LUNCH	11:49 – 12:40 (51)
6 th	12:29 – 1:20 (51)	12:29 – 1:20 (51)	12:40 – 1:20 (40) LUNCH
7 th	1:24 - 2:15 (51)	1:24 - 2:15 (51)	1:24 - 2:15 (51)
8 th	2:19 – 3:10 (51)	2:19 – 3:10 (51)	2:19 – 3:10 (51)
9 th	3:14 - 4:05 (51)	3:14 - 4:05 (51)	3:14 - 4:05 (51)

High School Bell Schedule



4 th Lunch Schedule		
1 st Period	8:15-9:05	(50)
2 nd Period	9:10-10:05	(55)
3 rd Period	10:10-11:00	(50)
4A Lunch	11:00 – 11:40	(40)
4B Period	11:45-12:35	(50)
5B Period	12:40- 1:30	(50)
6 th Period	1:35-2:25	(50)
7 th Period	2:30-3:20	(50)
8 th Period	3:25-4:15	(50)

5 th Lunch Schedule		
1 st Period	8:15-9:05	(50)
2 nd Period	9:10-10:05	(55)
3 rd Period	10:10-11:00	(50)
4A Period	11:05-11:55	(50)
5 Lunch	11:55 – 12:35	(40)
5B Period	12:40- 1:30	(50)
6 th Period	1:35-2:25	(50)
7 th Period	2:30-3:20	(50)
8 th Period	3:25-4:15	(50)

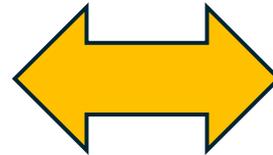
5C Lunch Schedule		
1 st Period	8:15-9:05	(50)
2 nd Period	9:10-10:05	(55)
3 rd Period	10:10-11:00	(50)
4A Period	11:05-11:55	(50)
5A Period	12:00-12:50	(50)
5C Lunch	12:50- 1:30	(40)
6 th Period	1:35-2:25	(50)
7 th Period	2:30-3:20	(50)
8 th Period	3:25-4:15	(50)

Schedules Impact Our Students: District High School Graduation Plans

Graduation Program - Overview

Foundation High School Program
The Foundation High School Program is a flexible graduation program that allows all students to pursue their interests and prepare for high-wage, high-skill, and in-demand occupations.

Students may customize their high school experience beyond the Foundation High School Program by completing requirements for additional components such as endorsements, the distinguished level of achievement, and performance acknowledgments.

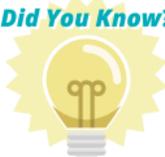


Foundation High School Program

The Foundation High School Program identifies the requirements that all Texas public school students need to satisfy to earn a high school diploma.

Course Credit
A credit is a unit of measure awarded for successful completion of a high school course. To graduate under the Foundation High School Program, students must earn a minimum of **22 credits** in the following areas:

English (4 credits)	• English I	• English II	• English III	• An advanced English course
Mathematics (3 credits)	• Algebra I	• Geometry	• An advanced math course	
Science (3 credits)	• Biology	• Integrated Physics and Chemistry/Chemistry/Physics	• An advanced science course	
Social Studies (3 credits)	• World History or World Geography	• U.S. History	• Economics (one-half credit)	
Languages Other Than English (2 credits)	• 2 credits in the same language or • 2 credits from Computer programming, Languages, including Computer coding			
Physical Education (1 credit)	Fine Arts (1 credit)	Electives (5 credits)		

Did You Know?  **End-of-Course Exam Requirement**
In addition to meeting graduation credit requirements, students are required to pass five end-of-course (EOC) exams to earn a diploma from a Texas public high school. Those five exams are given when a student takes English I and II, Biology, Algebra I, and U.S. History. A student who fails an EOC exam for no more than two of five courses can still receive a diploma if he or she qualifies to graduate as a result of an individual graduation committee review.

Speech Requirement
To qualify to earn a high school diploma, students must also satisfy the speech requirement by demonstrating proficiency in communication skills identified by the State Board of Education in the graduation requirements. Districts may use a variety of ways to determine how students will complete the speech requirement.

Instruction on Proper Interaction with Peace Officers
Students must receive instruction in proper interaction with police officers at least once before graduation from high school.

Instruction in Cardiopulmonary Resuscitation (CPR)
Students must receive instruction in CPR at least once in grades 7-12 before graduation.

Schedules Impact Our Students: District High School Graduation Plans

	Foundation High School Program with Endorsements Distinguished Level of Achievement	Foundation High School Program with Endorsements	Foundation High School Program without Endorsements <i>Requires administrative approval</i>
	26 CREDITS	26 CREDITS	26 CREDITS
English	4 credits English - ELA I, II, III, one credit in any advanced English course	4 credits English - ELA I, II, III, one credit in any advanced English course	4 credits English - ELA I, II, III, one credit in any advanced English course
Math	4 credits Mathematics - Algebra I, Geometry, Algebra II, one credit in any advanced math course	4 credits Mathematics – Algebra I, Geometry, two credits in any advanced math course	3 credits Mathematics - Algebra I, Geometry, one credit in any advanced math course
Science	4 credits Science - Biology, plus IPC or Chemistry or Physics, plus two additional advanced courses*	4 credits Science - Biology, plus IPC or Chemistry or Physics, plus two additional advanced courses*	3 credits Science - Biology, plus IPC or Chemistry or Physics, plus one additional advanced course*
Social Studies	4 credits Social Studies - U.S. History, U.S. Government (.5 credit), Economics (.5 credit), World History and World Geography	4 credits Social Studies - U.S. History, U.S. Government (.5 credit), Economics (.5 credit), World History and World Geography	3 credits Social Studies - U.S. History, U.S. Government (.5 credit), Economics (.5 credit), World History or World Geography
LOTE	2 credits Languages other than English in the same language	2 credits Languages other than English in the same language	2 credits Languages other than English in the same language
PE	1 credit Physical Education	1 credit Physical Education	1 credit Physical Education
Electives	6 credits in electives including: Freshman High School Transition PREP Credit requirements specific to at least one endorsement	6 credits in electives including: Freshman High School Transition PREP Credit requirements specific to at least one endorsement	9 credits in electives including: Freshman High School Transition PREP

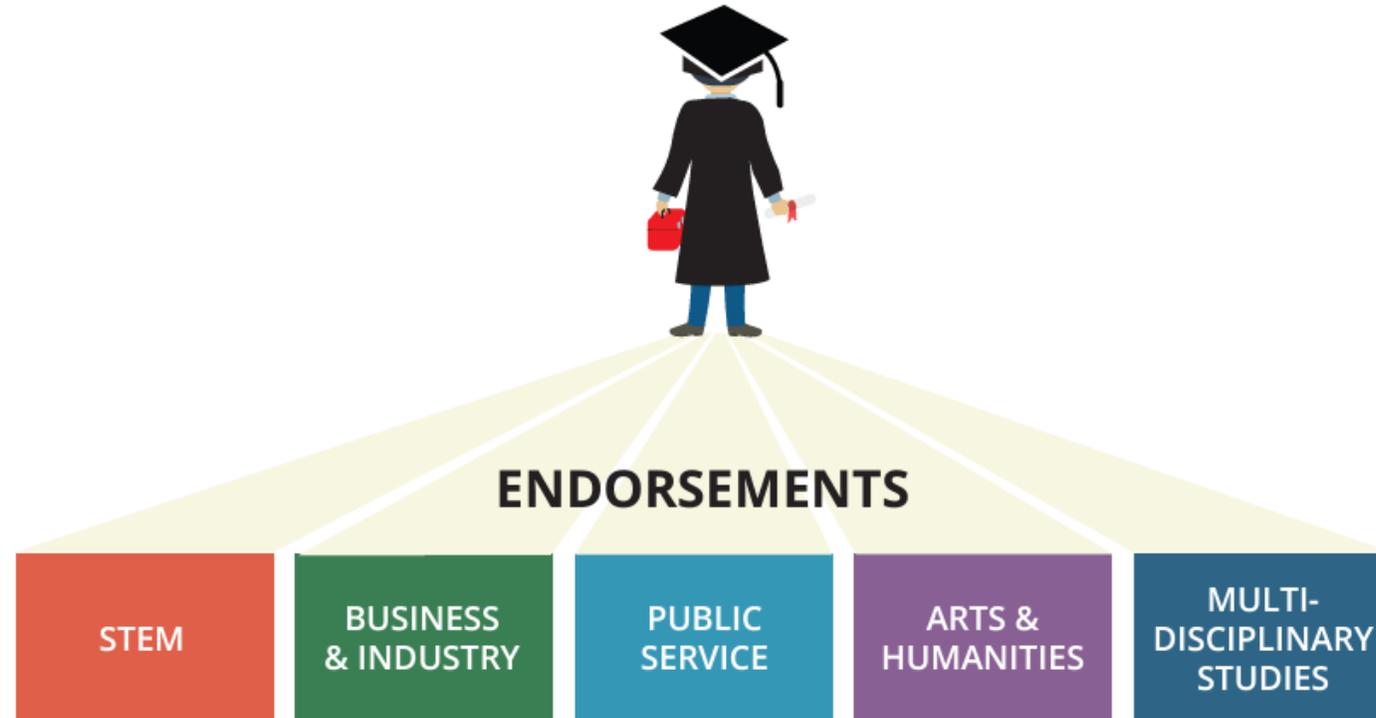
Local Graduation Requirement

As per McAllen ISD Curriculum Bulletin and Local Board Policy (EIF), students are required to successfully complete the following courses prior to graduation: (1) HS College Transition EQ I and (2) Professional Readiness and Employment Preparation

Schedules Impact Our Students: District High School Graduation Plans

There are a lot of careers out there.

Texas students have a wealth of choices for their plans after high school. The careers highlighted above point out just a few of the many occupations that are high-wage, high-skill and in-demand in the state of Texas. The foundation high school program and endorsements help students focus their interest, select their coursework, and better plan for their postsecondary training and education.



Schedules Impact Our Students: District High School Graduation Plans

	Foundation High School Program with Endorsements Distinguished Level of Achievement	Foundation High School Program with Endorsements	Foundation High School Program without Endorsements <i>Requires administrative approval</i>
	26 CREDITS	26 CREDITS	26 CREDITS
Percent (%) of MISD students graduating in graduation plan/program	100%	0%	0%

Campus	# of Seniors	DLA = Distinguished Level of Achievement	Foundation with Endorsements	Foundation Without Endorsements
Achieve	84	84	0	0
Lamar	77	77	0	0
McHi	548	548	0	0
Memorial	511	511	0	0
Rowe	449	449	0	0
Total	1,669	1,669	0	0

Schedules Impact Our Students: Transportation Department

- The current middle school and high school bell schedules (8 periods/classes) support students with enrolling in courses and engaging in unique opportunities offered across the district.
- Middle school and high school students are provided with district transportation daily to participate in enrolled classes that are offered at another school/location.
 - Fine arts
 - Athletics
 - CTE classes
 - STC welding course located off Military road
 - McAllen airport for Aviation class
 - Clinical sites at hospitals
 - Achieve to South Texas College,
 - *Students to UTRGV - MISD Collegiate Academy
- Currently, 175 shuttles transport approximately 1,750 students (on average 10 students per shuttle) to various locations to support their course selections and post-secondary goals.

Focused Planning Support for Non-STAAR Grades & Subject Teachers

- Offer an extended time for planning once a six weeks on the school calendar designated half-days for campus-based teacher planning days.

2024

JULY

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

AUGUST

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

SEPTEMBER

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

OCTOBER

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

NOVEMBER

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

DECEMBER

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



2024 - 2025
McAllen ISD Board Approved ACADEMIC CALENDAR (Approved 2/12/24)

REPORTING PERIODS
FIRST DAY OF SCHOOL - August 19, 2024

FALL SEMESTER

1st SW	August 19, 2024	TO	September 27, 2024	29	DAYS
2nd SW	September 30, 2024	TO	November 1, 2024	24	DAYS
3rd SW	November 4, 2024	TO	December 20, 2024	30	DAYS
TOTAL 83 DAYS					

SPRING SEMESTER

4th SW	January 8, 2025	TO	February 21, 2025	32	DAYS
5th SW	February 24, 2025	TO	April 17, 2025	34	DAYS
6th SW	April 22, 2025	TO	June 4, 2025	31	DAYS
TOTAL 97 DAYS					

83 DAYS (FALL) + 97 DAYS (SPRING) = 180 INSTRUCTIONAL DAYS
LAST DAY OF SCHOOL - JUNE 4, 2025

REPORT CARDS (WEEK OF)

1)	September 23, 2024	4)	February 17, 2025
2)	October 28, 2024	5)	April 14, 2025
3)	December 16, 2024	6)	June 2, 2025

PROFESSIONAL LEARNING DAYS

1)	August 12, 2024 - August 14, 2024	3 Days
2)	January 7, 2025	1 Day

TEACHER WORKDAYS

1)	August 15, 2024 - August 16, 2024	2 Days
2)	January 6, 2025	1 Day

TEACHER PLANNING DAYS (campus-based)

1)	August 30, 2024	1/2 Day
2)	October 11, 2024	1/2 Day
3)	November 22, 2024	1/2 Day
4)	February 7, 2025	1/2 Day
5)	March 14, 2025	1/2 Day

WEATHER MAKE-UP DAYS

1)	October 14, 2024	1 Day
2)	February 10, 2025	1 Day

STUDENT EARLY RELEASE DAYS

1)	August 30, 2024	5)	February 7, 2025
2)	October 11, 2024	6)	March 14, 2025
3)	November 22, 2024	7)	June 4, 2025
4)	December 20, 2024		

MCALLEN ISD GRADUATION DATES
TBD

LEGEND

- PROFESSIONAL LEARNING DAY
- WORKDAY
- HOLIDAY
- STATE ASSESSMENT DAY
- WEATHER DAY
- STUDENT EARLY RELEASE DAY
- BEGIN SIX WEEKS
- END SIX WEEKS
- BEGIN SEMESTER
- END SEMESTER
- Student Early Release/Teacher Planning (campus-based)
- Report Card Week

2025

JANUARY

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

FEBRUARY

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

MARCH

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

APRIL

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

MAY

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

JUNE

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



QUESTIONS ?