

**Notice of Agenda Review Meeting  
The Board of Trustees  
Fort Bend Independent School District**

Monday, June 3, 2024

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This is Notice that the Fort Bend Independent School District Board of Trustees will hold a Special Called Agenda Review Workshop on Monday, June 3, 2024, beginning at 6:00 PM in the Board Room of the Fort Bend ISD Administration Building, 16431 Lexington Blvd., Sugar Land, TX 77479. The agenda packet for the meeting is available at <https://meetings.boardbook.org/Public/Organization/649>.

Members of the public may view the live stream of the meeting at the following address: <https://www.fortbendisd.com/BoardMeetingLivestream>. Members of the public who wish to address the Board must register to speak no later than 3:00 p.m. on the day of the meeting at the following address: <https://www.fortbendisd.com/cms/lib/TX01917858/Centricity/Domain/83/New%20Regular%20Business%20Address%20Form%201-12-21.pdf>.

1. Call to order
2. Pledge of Allegiance
3. Board President Update
4. Recognitions 5
5. Information
  - A. Budget Review 6
  - B. Bond 2023 Overview - June 2024 7
6. Convene in closed session under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law; Section 551.072 - Consider purchase, exchange, lease, or value of real property, Section 551.074 - Personnel matters, Section 551.076 - Security matters, Section 551.082 - Student discipline matter or complaint, or Section 551.0821 - Personally identifiable information about public school student
7. Reconvene in Open Session
8. Consider Action on Closed Session Items
9. Review
  - A. **Bond 2018 Program Contingency:** Consideration and approval for the use of 2028 Bond Program Contingency as proposed. **18**
  - B. **Bond 2023 Program Contingency:** Consideration and approval for the use of 2023 Bond Program Contingency as proposed by the Administration. **20**

<b>C. Fort Bend ISD 2024-25 Annual Professional Learning Plan:</b> Consideration and approval of the 2024-25 Annual Professional Learning Plan.	<b>22</b>
<b>D. Budget Amendment:</b> Consideration and approval of a General Fund and Debt Service Fund budget amendment for 2023-24.	<b>33</b>
<b>E. Fund Balance Resolution:</b> Consideration and approval of the Committed Fund Balance Resolution.	<b>38</b>
<b>F. EIC (Local):</b> Consideration and approval of direction to staff to study the potential impacts of revising current Board Policy EIC (Local) and to report the results of the staff's study to the Board.	<b>41</b>
<b>G. Board of Trustees Meeting Minutes:</b> Consideration and approval of the minutes of the Fort Bend ISD Board of Trustees meetings and/or public hearings on the following dates:	<b>42</b>
1. April 8, 2024 - Called Meeting and Agenda Review	<b>43</b>
2. April 22, 2024 - Regular Business Meeting	<b>50</b>
<b>H. Residential and Nonpublic Day Schools:</b> Consideration and approval to authorize the Superintendent, of his designer, to execute agreements with the authorized residential and day treatment service providers listed as needed for the 2024-25 school year.	<b>59</b>
<b>I. Review proposed expenses that exceed \$50,000: Specifically for:</b>	
1. <b>Safety and Security Audit:</b> Consideration and approval for the Safety and Security Audit through a cooperative contract with Region 4 for an amount not-to-exceed \$121,000 and authorization for the Superintendent to negotiate and execute the agreement.	<b>61</b>
2. <b>UT OnRamps Program (COOP):</b> Consideration and approval of UT OnRamps program from the University of Texas at Austin for an amount not-to-exceed \$400,000 and authorization for the Superintendent to negotiate and execute the agreement through August 2025.	<b>63</b>
3. <b>Physical Education (PE) and Athletic Supplies, Equipment, and Related Items (Supplemental):</b> Consideration and approval for the purchase of Physical Education (PE) and Athletic Supplies, Equipment, and Related Items from multiple vendors and authorization for the Superintendent to negotiate and execute the agreements through October 2028.	<b>66</b>
4. <b>2024-25 Budget:</b> Consideration and approval of the 2024-25 General Fund (199), Child Nutrition Fund (240), and Debt Service Fund (599) budget as presented in the Fiscal Year 2024-25 budget document.	<b>71</b>
5. <b>Districtwide Fuel Services (COOP):</b> Consideration and approval for the purchase of Districtwide Fuel Services through the TASB Energy Cooperative Fuel Program cooperative contract for an amount not-to-exceed \$7,720,160 and authorization for the Superintendent to negotiate and execute the agreement	<b>97</b>

through June 2029.

- 6. Fleet Vehicle Purchase (Increase):** Consideration and approval to increase the existing contract awarded under 24-007AR District Fleet and Equipment Refresh by \$650,000 for a total not-to-exceed amount of \$5,725,000 and approval for the Superintendent to execute the agreements through January 2028. **99**
- 7. Property Insurance and Related Services:** Consideration and approval for the purchase of property insurance and related services from McGriff Insurance Services, Inc. under a cooperative contract with OMNIA Partners for an amount not-to-exceed \$40,000,000 and authorization for the Superintendent to negotiate and execute the agreement and subsequent renewals through June 2029. **102**
- 8. PeopleSoft Optimization:** Consideration and approval of transfers from the Technology and General Funds to the Bond 2018 Fund as proposed. **104**
- 9. Telecommunications and Cell Tower Consulting Services:** Consideration and approval for telecommunications and cell tower consulting services from multiple vendors and authorization to execute the agreement through June 2029. **106**
- 10. Instructure Elevate Data Quality Application (Renewal):** Consideration and approval for the purchase of Instructure Elevate Data Quality Application from Instructure, Inc, for an amount not-to-exceed \$623,567 and authorization for the Superintendent to negotiate and execute the agreement through September 2029. **110**
- 11. IP (VoIP) Phones, Accessories and Related Services (COOP):** Consideration and approval for the purchase of IP (VoIP) Phones, Accessories and Related Services from Netsync Network Solutions and Presidio Networked Solutions Group, LLC under a cooperative contract with The Interlocal Purchasing System (TIPS) for an amount not-to-exceed \$1,100,000 and authorization for the Superintendent to negotiate and execute the agreements through August 2029. **112**
- 12. Austin High School Central Plant:** Consideration and approval of additional funding to perform the necessary repairs needed at Austin High School (AHS) Central Plant (PKG046) for an additional amount of \$400,000 with a revised total amount of \$1,250,000 to fund the replacement and installation of the cooling tower; approval of a Job-Order-Contract (JOC) with JR Thomas Group for a not-to-exceed amount of \$1,250,000; approval of a revised budget for PKG046; utilization of 2018 Bond Contingency funds; and authorization for the Superintendent to negotiate and execute or terminate the agreements. **114**
- 13. Clements Rebuild - GMP:** Consideration and approval of a Guaranteed Maximum Price (GMP) Phase #1 for demolition of Athletic Fields and Abatement Allowance at Clements High School (BP003), for a not-to-exceed amount of \$1,671,220 and authorization for the Superintendent to execute the GMP Phase #1. **118**

- 14. Construction Services for HVAC MEP West Central 1** **121**  
**Renovations:** Consideration and approval of a Construction Services Agreement with Bass Construction Company for MEP West Central 1 Renovations and Upgrades at Multiple Campuses (BP044), for a not-to-exceed construction cost of \$7,400,466 and authorization for the Superintendent to negotiate and execute or terminate the agreements.
- 15. Ferndell Henry Renovations & Additions:** Consideration and approval of a Construction Services Agreement with Prime Contractors, Inc. for Ferndell Henry Renovations & Additions (BP004), for a not-to-exceed construction cost of \$16,930,000 and authorization for the Superintendent to negotiate and execute and the contract documents. **126**
- 16. Roofing Package Upgrades at Multiple Campuses (BP034):** Consideration and approval of a construction services agreement with Tadco Roofing for Roofing Package Upgrades at Multiple Campuses (BP034) for a contract amount not-to-exceed \$12,955,190.00 and authorization for the Superintendent to negotiate and execute or terminate the agreements. **131**

10. Public Comment

11. 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 or Texas Government Code section 418.183(f). 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. [See BEC (LEGAL)]*

The following Fort Bend ISD Goals may be referenced in agenda items included in this document:

- Goal 1: Fort Bend ISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.
- Goal 2: Fort Bend ISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working.
- Goal 3: Fort Bend ISD will recruit, develop, and retain high quality teachers and staff.
- Goal 4: Fort Bend ISD will engage students, parents, staff, and the community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.
- Goal 5: Fort Bend ISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement.

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Recognitions**  
**Department: Communications**

**Recommendation**

The Administration recommends that the Board recognize:

- Elkins High School student wins at the Texas Forensic Association State Speech and Debate competition

**Summary**

Elkins High School student, Robert Zhang, won first place in Domestic Extemporaneous Speaking at the Texas Forensic Association State Speech and Debate competition. Robert defeated over two hundred competitors from across the State. In this category, students had thirty minutes to write, memorize, and practice their speech on a current newsworthy topic.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Kimberly Smith  
Chief Communications Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Information: Budget Review for**  
**2024-25**  
**References: Board Policy CE (Legal)**  
**Board Policy CFA (Business**  
**and Finance)**  
**Department: Business and Finance**

**Summary**

Staff will review and discuss the 2024-25 proposed budget for the general fund, debt services fund, and child nutrition fund following the Public Hearing.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Information: Bond 2023 Overview**  
**References: Board Policy CT (Local)**  
**Board Policy FC (Local)**  
**District Goal 5**  
**Department: Operations**

**Summary**

Staff will provide an update on planning for Bond 2023 as well as provide information on proposed school rebuilds and construction costs.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operations Officer



# 2023 Bond Program Progress



Mission Bend Elementary School steel super structure to be topped off in July

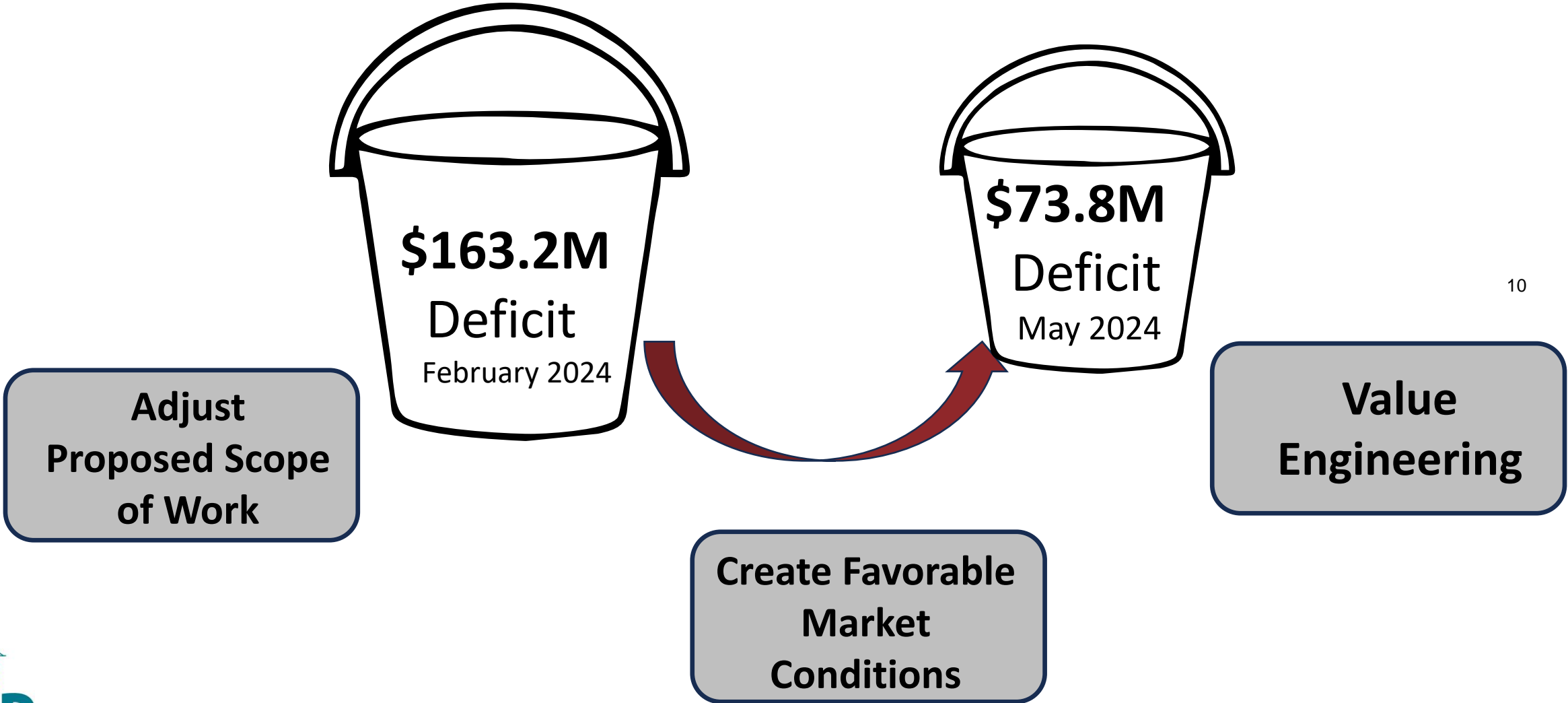


Barrington Place will open Fall 2024



Briargate Elementary School foundation is process

# Strategically Addressing 2023 Bond Budget Shortfall

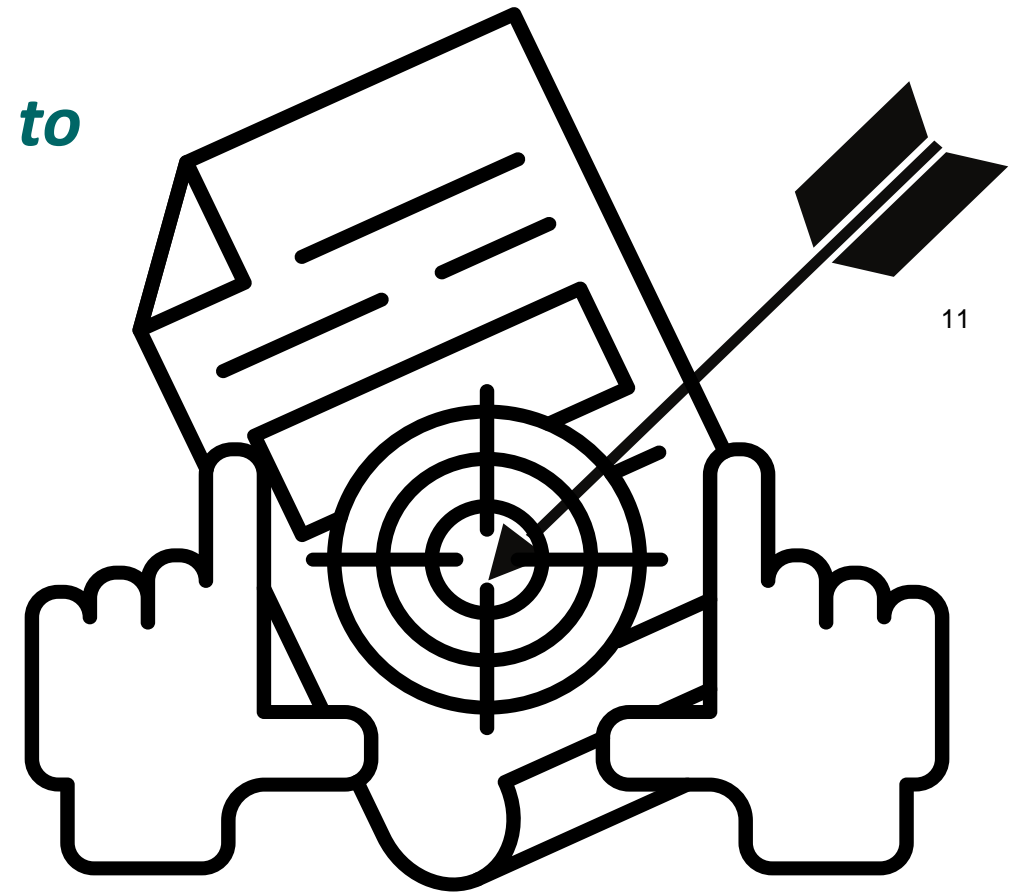


# Addressing 2023 Bond Budget Shortfall

## Adjusting the Proposed Scope of Work

*Making careful decisions about what needs to be completed*

- Adjust repairs & renovations
  - Roofing Package
  - Bush HS & Austin HS Cooling Towers
- Defer selected life cycle replacements
- Recapture funds from consolidated campuses
  - Blue Ridge ES & Mission Glen ES



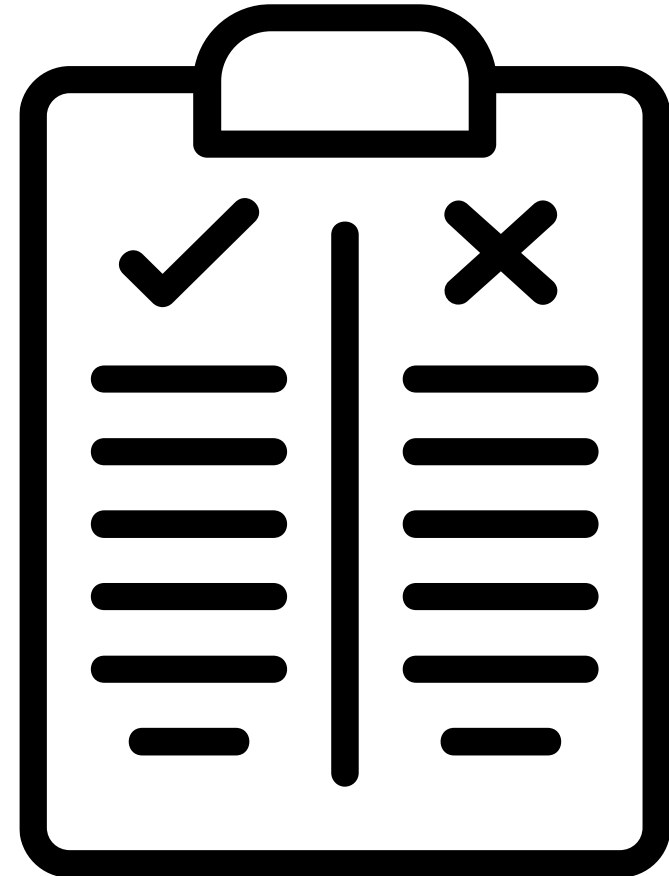
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# Addressing 2023 Bond Budget Shortfall

## Creating Favorable Market Conditions

*Considering various factors and influences that affect the state of the market at a given point in time*

- Coordinate bidding efforts
  - Local Districts
- Repackage work to attract additional contractors and subcontractors
  - Turf & Athletics
- Expanded pool of bidders
  - Middle School 16
  - Roofing Package
  - Ferndell Henry ES



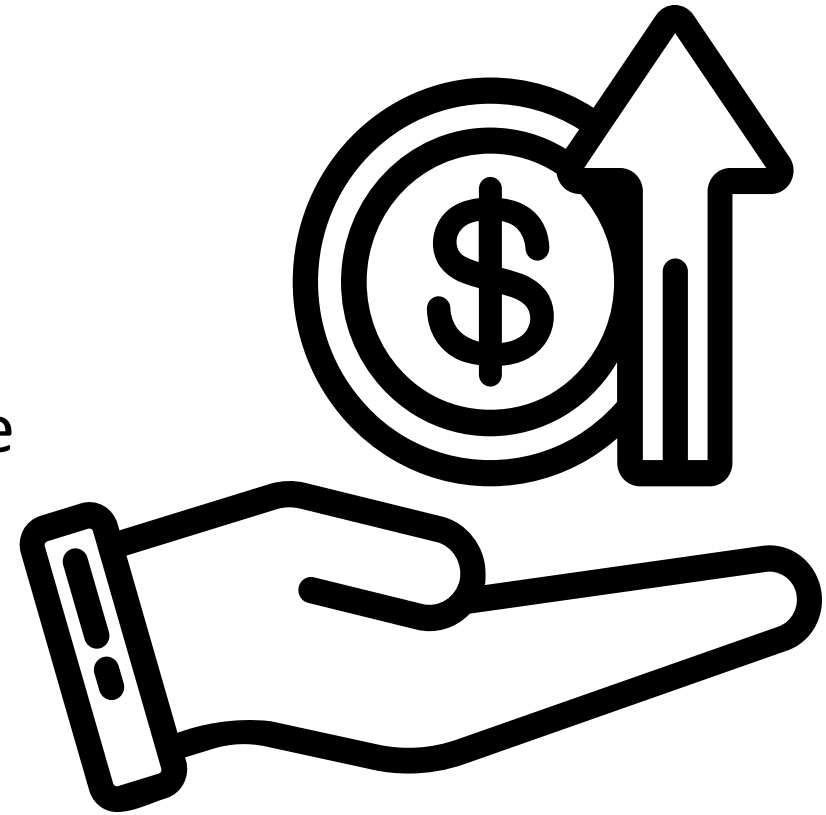
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# Addressing 2023 Bond Budget Shortfall

## Value Engineering

*Identify potential cost savings without compromising the quality of the project*

- Similar materials at better cost
- Specifications for manufacturers and products
- Building systems that perform the same at a better value



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# 2023 Bond: Closing the Gap

Major Projects (\$M)	Bond Budget (Board Approved)	Adjustments from Program Contingency	February 2024	March 2024	April 2024	May 2024	June 2024
✓ Briargate ES Rebuild	\$ 54.0	\$ 5.7	\$ 61.1	\$ 55.3	\$ 55.3	\$ 53.8	\$ 53.8
✓ Mission Bend ES Rebuild	\$ 51.8	\$ 3.5	\$ 61.1	\$ 51.8	\$ 51.8	\$ 51.8	\$ 51.8
Clements HS Rebuild	\$ 237.0		\$ 249.4	\$ 260.7	\$ 260.7	\$ 260.7	\$ 260.7
Ferndell Henry Reno & Adds	\$ 20.4		\$ 18.0	\$ 21.2	\$ 22.8	\$ 22.8	\$ 20.1 <sup>4</sup>
Middle School 16	\$ 87.3		\$ 106.5	\$ 90.6	\$ 90.6	\$ 90.7	\$ 90.7
Elementary School 55	\$ 50.8		\$ 55.8	\$ 62.1	\$ 62.1	\$ 62.1	\$ 62.1
Aquatic Practice Facility	\$ 22.9		\$ 27.4	\$ 27.4	\$ 27.4	\$ 27.4	\$ 27.4
Transportation Facility	\$ 23.0		\$ 19.7	\$ 23.7	\$ 24.3	\$ 24.3	\$ 24.3
<b>Major Projects Subtotal:</b>	<b>\$ 547.1</b>	<b>\$ 9.2</b>	<b>\$ 599.3</b>	<b>\$ 592.9</b>	<b>\$ 595.0</b>	<b>\$ 593.6</b>	<b>\$ 591.2</b>
Renovation Packages	\$ 570.0		\$ 676.4	\$ 623.3	\$ 595.0	\$ 597.4	\$ 587.1
<b>Design &amp; Construction Total:</b>	<b>\$ 1,117.1</b>	<b>\$ 9.2</b>	<b>\$1,275.9</b>	<b>\$ 1,216.2</b>	<b>\$1,190.0</b>	<b>\$1,191.0</b>	<b>\$1,178.4</b>
<b>Difference:</b>			<b>\$ (163.2)</b>	<b>\$ (103.5)</b>	<b>\$ (77.3)</b>	<b>\$ (73.8)</b>	<b>\$ (61.2)</b>

# Additional Strategies to Address 2023 Bond Shortfall

## Potential Funding Sources

*Exploring and evaluating additional resources to combat the shortfall*

### HUD Economic Development Initiative Grant

- Mission Bend Elementary School

### 2018 Bond Contingency Funds

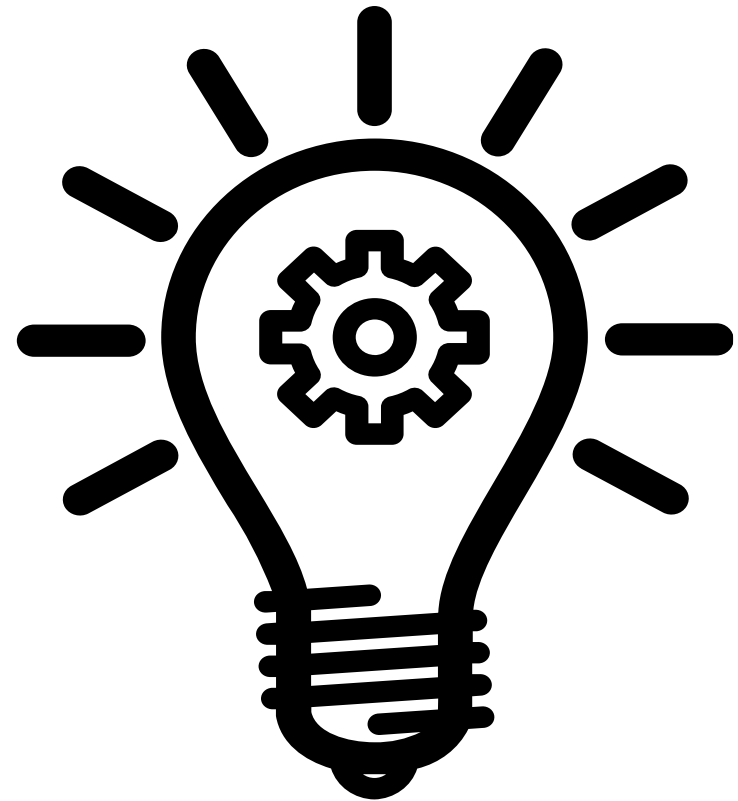
- \$4.7 Million

### 2023 Bond Contingency Funds

- \$1.3 Million

### TEA Safety Grants

- Communications
- Cameras



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# 2023 Bond Program Upcoming Schedule

## June 2024

- Ferndell Henry Renovations (BP004)
- Roofing Package (BP034)
- Clements HS Rebuild GMP 1 (BP003)
- Mechanical, Electrical.& Plumbing Renovation – West Central 1 (BP044)

## July 2024

- Façade Upgrades (BP024)
- Mechanical, Electrical,& Plumbing Renovations – East Zone 2 (BP040)
- Middle School 16 (BP005)

## August 2024

- Restroom Renovations (BP027)
- Mechanical, Electrical,& Plumbing Renovations –<sup>16</sup> West Central 2 (BP045)
- Mechanical, Electrical,& Plumbing Renovations West Zone 1 (BP046)

# Questions?

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Budget Amendment Regarding Use of 2018 Bond Program Contingency Funds**  
**References: Board Policy CV (Local) District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval for the use of 2018 Bond Program Contingency as proposed.

**Summary**

PKG046 HVAC/MEP Package #A5, A6 was identified as project requiring funds. The 2018 Bond Program was established with an initial program contingency of \$5,019,364 intended to address unforeseen critical issues. The cumulative program contingency as of May 31, 2024 is \$4,735,135.74.

The Program Contingency discussed above is a “working” program contingency account that fluctuates on a day-to-day basis as surplus budgeted funds are contributed to the account, or as the Board approved the use of available funds.

Administration is requesting approval to use \$400,000.00 of Bond 2018 Bond Program Contingency funds to supplement PKG046 HVAC/MEP Package #A5, A6 budget.

**Background**

The Program Contingency is comprised of the initial approved contingency budget and any surplus budget from completed projects or amounts unspent due to a change of scope. The table below includes projects that will be recommended for approval at the June 10, 2024 Board meeting and reflects the projected Program Contingency balance as of June 2024.

Description	Budget (Shortage)/Surplus
Cumulative Program Contingency as of May 31, 2024	\$4,735,135.74
<i>Uses</i>	
PKG046 HVAC/MEP Package #A5, A6	(\$400,000.00)
Use Sub-Total	(\$400,000.00)
Cumulative Bond Program Contingency as of June 17, 2024	\$4,335,135.74

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operations Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Budget Amendment Regarding Use of 2023 Bond Program Contingency Funds**  
**References: Board Policy CV (Local) District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval for the use of 2023 Bond Program Contingency as proposed by Administration.

**Summary**

BP004 Ferndell Henry Renovations & Additions and BP044 HVAC – MEP West Central 1 were identified as projects requiring funds. The 2023 Bond Program was established with an initial Program Contingency of \$5,000,000 intended to address unforeseen critical issues. The cumulative program contingency as of April 30, 2024 is \$1,296,347.18.

The Program Contingency discussed above is a “working” program contingency account that fluctuates on a day-to-day basis as surplus budgeted funds are contributed to the account, or as the Board approved the use of available funds.

Administration recommends contributing \$5,000,000 of available funds from Roofing Package (BP034) budgets. Administration is also requesting approval to use \$3,500,000 of Program Contingency funds to supplement the Ferndell Henry Renovations & Additions (BP004) budget and \$2,000,000 of Program Contingency funds to supplement the HVAC – MEP West Central 1 (BP044).

**Background**

The Program Contingency is comprised of the initial approved contingency budget and any surplus budget from completed projects or amounts unspent due to a change of scope. The table below includes projects that will be recommended for approval at the June 10, 2024 Board meeting and reflects the projected Program Contingency balance as of June 2024.

Description	Budget (Shortage)/Surplus
Cumulative Program Contingency as of April 30, 2024	\$1,296,347.18
<i>Contributions</i>	
BP034 Roofing Package	\$5,000,000.00
Contribution Sub-Total	\$5,000,000.00
Cumulative Program Contingency after Board Approval	\$6,296,347.18

<i>Uses</i>	
BP004 Ferndell Henry Renovations & Additions	(\$3,500,000.00)
BP044 HVAC – MEP West Central 1	(\$2,000,000.00)
Use Sub-Total	(\$5,500,000.00)
Cumulative Program Contingency as of June 10, 2024	\$796,347.18

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operations Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Fort Bend ISD 2024-25**  
**Annual Professional Learning Plan**  
**References: Board Policy DMA (Legal,**  
**Local)**  
**Department: Organizational Development**

### **Recommendation**

Consideration and approval of the 2024-25 Annual Professional Learning Plan.

### **Summary**

Policy DMA (Local) requires that the Board of Trustees annually review the professional development clearinghouse published by the State Board for Educator Certification (SBEC) and approve the District's professional development plan. This plan supports Board Goal 3 which prioritizes the recruitment, development, and retention of high-quality teachers and staff.

The [SBEC clearinghouse](#) articulates required training on seven topics included in Senate Bill 1267 including:

- Suicide prevention,
- Strategies for maintaining positive relationships among students, including conflict resolution,
- Preventing, identifying, responding to, and reporting incidents of bullying,
- Safety training program,
- Increasing awareness of issues regarding sexual abuse, sex trafficking, and other maltreatment of children,
- Increasing awareness and implementation of trauma-informed care, and
- Administration of an epinephrine auto-injector.

In addition to the required training from Senate Bill 1267, the clearinghouse provides links to other documents that outline additional required training for district employees.

The attached 2024-25 Annual Professional Learning Plan provides a schedule of the required professional learning for all employees aligned to the SBEC clearinghouse. In addition to these learning requirements, all FBISD staff engage in required and optional learning throughout the year to support the implementation of District goals and priorities.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Beth Martinez  
Deputy Superintendent Chief of Staff



### DMA Local – Training Overview

#### Fort Bend ISD Annual Professional Learning Plan

The table below outlines the training required for all district employees per TASB and Senate Bill 1267, including the schedule for when courses are offered.

The courses in **bold** reflect what is required by the SBEC Clearinghouse.

Job Role	State Required Training <i>(SB1267, TASB)</i>	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
All Employees	<b>Increasing Awareness of Issues Regarding Sexual Abuse, Sex Trafficking, and Other Maltreatment of Children</b>	Required for all employees as part of new employee orientation at the beginning of the school year and for other employees in accordance with local policy.	X		24
	<b>Increasing Awareness and Implementation of Trauma-Informed Care</b>	Job embedded or as part of a professional learning community, or annually.	X		
	<b>Suicide Prevention</b>	Job embedded or as part of a professional learning community, or annually.	X		
	Food Allergy Training <i>Staff members responsible for the direct care of a student with food allergies will receive specialized training from the school nurse</i>	As needed	X		
	<b>Administration of an Epinephrine Autoinjector</b>	Job embedded or as part of a professional learning community, or annually.	X		
	Bloodborne Pathogens	Pre-service and annual refresher training as described in the TDSHS Exposure Control Plan.	X		
	Cybersecurity Training	Annually for the cybersecurity coordinator and on a schedule recommended by the district in consultation with the district cybersecurity coordinator.	X		
	Student Records	As needed	X		

### DMA Local – Training Overview

Job Role	State Required Training <i>(SB1267, TASB)</i>	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
<b>All Employees</b> <i>Continued</i>	Emergency Operations Plan	As needed	X		
	Employee-on-Employee Harassment DAEP	Recommended annually or as needed and before the start of employment with the district.	X		
	Recognizing Need for Mental Health and Substance Abuse Intervention	As needed	X		
	Americans with Disabilities Act <i>Also satisfies Employee Nondiscrimination training</i>	Recommended as needed	X		
<b>The job roles below require the following additional training.</b>					25
<b>All Campus Staff</b>	<b>Student-on-Student Bullying and Harassment</b>	As determined by local policy.	X		
	Trauma-Informed Care Training	In accordance with local policy and as part of new employee training and for existing educators on a schedule adopted by TEA.	X		
	Section 504 <i>Also satisfies Employee Nondiscrimination training</i>	Recommended before employees begin working with students with disabilities and as needed thereafter	X		
<b>Teachers</b>	Use of Restraint with Special Education Students	As needed and within 30 school days following the use of restraint by untrained personnel called upon to use restraint in an emergency.			X
	Use of Time-Out with Special Education Students	As needed and within 30 school days of an employee being assigned the responsibility for implementing time-out.			X

### DMA Local – Training Overview

Job Role	State Required Training <i>(SB1267, TASB)</i>	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
Teachers <i>Continued</i>	<b>Strategies for Establishing and Maintaining Positive Relationships Among Students, Including Conflict Resolution</b>	In accordance with local policy.		X	X
	General Education Teacher Implementing IEP	The district may determine the time and place at which the training is delivered.	X		
	Technology and Digital Learning	Optional staff development, as needed		X	X
<b>Elementary Teachers (K-3)</b>	Literary Achievement Academies for Teachers at Any Grade Level	Available for all teachers but required for teachers in K-3 grade levels and principals at campuses with K-3 grade levels. not later than the 2022-2023 school year. For teachers in K-3 grade levels and principals initially employed at campuses with K-3 grade levels for the 2022-2023 school year, by the end of the teacher’s or principal’s first year of placement in that grade level or campus.		X	X 26
<b>Gifted &amp; Talented Teachers</b>	Gifted and Talented (Initial 30 hours)	Prior to assignment as a teacher providing G/T instruction. Teachers without the required initial training must complete it within one semester of providing G/T instruction.		X	
	Gifted and Talented (annual update)	An additional six hours of professional development is required annually for G/T teachers.		X	

### DMA Local – Training Overview

Job Role	State Required Training (SB1267, TASB)	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
<b>Secondary Teachers</b>	Dating Violence	As needed	X		
<b>Athletic Coaches</b>	<b>Safety Training Program</b>	Job embedded or as part of a professional learning community, or annually.		X	
	Steroids	As needed		X	
	Concussion Training for Employees	At least once every two years, and if a member of the concussion oversight team, then prior to appointment or approval as a member of the team.		X	27
	CPR and First Aid	As needed to maintain current certification and within the time frames adopted by the district.		X	
	Automated External Defibrillators (AED)	As needed to maintain current certification in the use of an AED.		X	
<b>High School Band Directors, Assistant Band Directors, Percussion Specialists, Dance Directors, Assistant Dance Directors</b>	CPR and First Aid	As needed to maintain current certification and within the time frames adopted by the district.		X	
	Automated External Defibrillators (AED)	As needed to maintain current certification in the use of an AED.		X	
	<b>Safety Training Program</b>	Job embedded or as part of a professional learning community, or annually.		X	
<b>Counselors</b>	Gifted and Talented: Nature and Needs with Program Options	Counselors with authority for program decisions must have at least six hours of G/T professional development.			X
	College and Career Counseling Academy ( <i>secondary counselors only</i> )	As developed and made available by The Center for Teaching and Learning at UT Austin.			X

### DMA Local – Training Overview

Job Role	State Required Training (SB1267, TASB)	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
<b>Administrators</b>	Student Discipline	At least once every three years.		X	
	Gifted and Talented: Nature and Needs with Program Options	Administrators with authority for program decisions must have at least six hours of G/T professional development.			X
	Literary Achievement Academies for Teachers at Any Grade Level (Elementary Administrators)	Available for all teachers but required for teachers in K-3 grade levels and principals at campuses with K-3 grade levels. not later than the 2022-2023 school year. For teachers in K-3 grade levels and principals initially employed at campuses with K-3 grade levels for the 2022-2023 school year, by the end of the teacher’s or principal’s first year of placement in that grade level or campus.			X 28
	Teacher Appraisals	Before conducting appraisals.			X
	Principal Training (Instructional)	As needed		X	X
	Dating Violence	As needed		X	
	Student Searches	As needed		X	
	Title IX Training <i>Also satisfies Employee Nondiscrimination training</i>	As needed		X	
<b>Campus Assessment Lead</b>	Test Administration Procedure Training	Annually, and as the test administration materials specify.			X
	Texas English Language Proficiency Assessment System (TELPAS) Training	As needed			X



### DMA Local – Training Overview

Job Role	State Required Training (SB1267, TASB)	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
<b>Nurses</b>	Seizure Recognition and Related First Aid Training ( <i>specialized training for nurses</i> )	As needed		X	
	Traumatic Injury Response Training (Bleeding Control Station Training)	As needed	X		
	CPR and First Aid	As needed to maintain current certification and within the time frames adopted by the district.		X	
	Automated External Defibrillators (AED)	As needed to maintain current certification in the use of an AED.		X	
	Opioid Antagonists	Yearly for nurses and officers, As needed for campus principals and athletic trainers. All are getting it this school year (2023-24)	X		29
<b>Police Department</b>	School District Peace Officers and School Resource Officers	Before or within 180 days of the officer’s commission by or placement in the district or a campus of the district.			X
	Traumatic Injury Response Training (Bleeding Control Station Training)	As needed	X		
	Body Worn Camera Program for Certain Law Enforcement Agencies	Before a law enforcement agency operates a body worn camera program.			X
<b>Specialized Job Roles</b>					
<b>District Staff at DAEP</b>	Disciplinary Alternative Education Program (DAEP)	As needed. Employees must receive training on established procedures for reporting abuse, neglect, or exploitation of students annually.			X
<b>Adult Transition Service Coordinator</b>	Transition and Employment Coordinator for Special Education Students	As the commissioner develops and makes available minimum training guidelines, with review at least once every four years.			X



### DMA Local – Training Overview

Job Role	State Required Training (SB1267, TASB)	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
Dyslexia Teacher	Dyslexia Training for School Employees	As needed		X	X
Parents/guardians of Students with Dyslexia and Related Disorders	Dyslexia Education for Parents	As needed			X
Title IX Coordinator	Title IX Sexual Harassment Training <i>(also required for designated individuals or decision-makers in formal complaint process)</i>	When an employee is designated and as needed thereafter.			X
Concussion Oversight Team	Concussion Training for Volunteer Licensed Health Care Professional on Concussion Oversight Team	Prior to appointment or approval as a concussion oversight team member, at least once every two years.			X 30
Campus Wellness Committee Leaders	Coordinated Health Program	As needed, based on the scheduled adopted by TEA for regional education service centers to provide training regarding implementation of the coordinated health program.			X
Unlicensed Diabetes Care Assistant	Diabetes Training	Before the beginning of the school year or as soon as practicable following the enrollment of a student with diabetes at a campus that previously had no students with diabetes or a diagnosis of diabetes for a student at a campus that previously had no students with diabetes.		X	X
Threat Assessment Teams & Safe and Supportive School Teams	Threat Assessment Team and Safe and Supportive School Team Training	In accordance with administrative rules.		X	X



### DMA Local – Training Overview

Job Role	State Required Training (SB1267, TASB)	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
<b>Designated Infection Control Officer</b>	Designated Infection Control Officer Training	Before designation	<i>The Designated Infection Control Officer completed training prior to their appointment in 2019. Licensure is maintained through CNE credit hours every two years.</i>		
<b>Custodial &amp; Maintenance Staff; Designated Asbestos Coordinator</b>	Asbestos	New custodial and maintenance employees must be trained within 60 days after beginning employment, with additional training as needed. The designated asbestos coordinator should receive training prior to or upon designation, with additional training as needed.			X 31
<b>Maintenance &amp; Custodial Staff</b>	Hazardous Chemicals	As needed			X
<b>Integrated Pest Management Team</b>	Integrated Pest Management	Within six months of appointment, IPM coordinator must have required training, then obtain at least six hours of TDA-approved continuing education at least every three years. IPM coordinator is responsible for ensuring that employees who perform pest control have the necessary training.			X
<b>Public Information Coordinator</b>	Public Information Act	Within 90 days after assuming the office of the public information coordinator.			X
<b>LPAC Members</b>	Language Proficiency Assessment Committee (LPAC)	As needed			X
<b>Principal Appraisers</b>	Principal Appraisals	Before conducting appraisals.			X



### DMA Local – Training Overview

Job Role	State Required Training (SB1267, TASB)	TEA Required Frequency	Annual Staff Training	Summer Contract Days	School Year Job-Embedded
Mentor Teacher	Mentor Teacher Training	Before the start of the school year, the mentorship will occur, and supplemental training during the school year.			X
Investment Officers	Public Funds Investment Training	Ten hours of initial training in the first 12 months, then eight hours of investment training every two years thereafter, unless an exception applies.			X
Volunteers	Volunteer Training	As needed			X 32

The table below shows the differences between trainings offered in FBISD and the required trainings as listed in the SBEC Clearinghouse and TASB School District Training Chart. **Note:** None of the trainings below are required in the SBEC Clearinghouse.

Required Training	District's Plan
Elective Bible Course	This course is not offered in FBISD.
High-Quality Prekindergarten Grant Program	FBISD does not have this grant, all PK teachers are funded by 199.
Literary Achievement Academies for Teachers at Any Grade Level	This requirement for secondary teachers will not apply until academies are developed and made available for 6th-8th grade.
Career and Technology Education	FBISD does not employ any CTE teachers under a local permit.
District Juvenile Case Managers	FBISD does not employ any District Juvenile Case Managers.
Mathematics Achievement Academies for Teachers at Any Grade Level	This requirement will not apply until academies are developed by the state.
Adult Education and Literacy	FBISD does not receive AEL grant funding.
Mentor Teacher Training (2 years)	FBISD does not require a second year of mentorship to new teachers, but second-year teachers can access another year of mentoring as needed.
Use of Respiratory Distress Medication	FBISD is awaiting further instruction from the state on the audience, frequency, and content of the training.

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Budget Amendment**  
**References: Board Policy CE (Legal)**  
**District Goal 5**  
**Department: Business and Finance**

### Recommendation

Consideration and approval of a General Fund and Debt Service Fund budget amendment for 2023-24.

### Summary

During the May 20 Board meetings, staff reviewed the year-end estimates for the General Fund, Debt Service Fund, and Child Nutrition Fund. The amendment below incorporates the latest year-end estimates into the budget so that the overall budget and each function more accurately reflects anticipated revenues and expenditures. Each fund is expected to end the year better than the budget originally adopted in June 2023.

### Fund 199 (General Fund)

General Fund revenues are decreasing by \$5.2 million but are more than offset by a decrease in expenditures. Adjustments to revenues are as follows:

- \$15.9 million decrease in local revenues due to state revenue increasing because of the homestead exemption increase from \$40,000 to \$100,000, retroactive tax rate compression on the homesteads of taxpayers over 65 years old and disabled, and tax refunds for settled property value litigation.
- \$15.0 million increase in state revenue due to the following:
  - \$11.2 million increase due to state holding districts harmless for homestead exemption increase from \$40,000 to \$100,000 and retroactive tax rate compression on the homesteads of taxpayers over 65 years old and disabled.
  - \$3.8 million increase in state revenue for TRS on-behalf due to VATRE salary adjustments.
- \$4.3 million decrease in federal revenues due to a US Department of Health and Human Services audit of School Health and Related Services (SHARS) revenue across the state to Texas; the District has appealed this decision.

General Fund expenses are decreasing by \$9.1 million as explained below:

- Payroll expenditures are anticipated to be \$5.7 million less than budget due to the payroll vacancy rate being higher than the 5% budgeted across many functions. The projected decrease is also influenced by \$2.4 million of payroll savings transferred to contracted services accounts to cover the cost of Special Education efforts to conduct initial evaluations, re-evaluations, and Admission, Review and Dismissals (ARDs).
- Contracted services are \$0.3 million higher due to a \$2.4 million reclass from payroll less \$2.1 million savings in various camps/departments for services

- Supplies and materials are \$1.8 million less due to miscellaneous supplies and materials less than \$750 coming in lower than budget
- Other operating expenses are \$0.9 million less than budget due to transportation charges billed out to campuses resulting in savings within Transportation Department
- Debt service expenses are \$0.5 million less than budget due to software leases budgeted in this category not meeting the criteria for classification as GASB 96 capital software leases
- Capital expenditures are \$0.5 million less than budget due to vehicles not being purchased out of General Fund and other equipment not meeting the threshold for capitalization.

Other uses is increasing by \$87,000 to transfer funds to the 2018 Bond fund for the IBM project that the Board originally approved in July 2023 for \$525,000.

The net effect of the proposed budget amendment is a positive change of \$3.9 million to the bottom line. The District will close the 2023-24 fiscal year with a fund balance reserve over the 90-day requirement mandated by Board policy.

Fund	Function	Original Budget	Amended Budget	Final Budget Amendment	Amended Budget Final
<b>Revenues</b>					
199	57 – Local Revenues	\$518,240,551	406,907,670	(15,874,438)	391,033,232
199	58 – State Revenue	236,320,479	393,679,076	15,058,743	408,737,819
199	59 – Federal Revenues	13,000,000	13,000,000	(4,338,267)	8,661,733
	<b>Total Revenue</b>	<b>\$767,561,030</b>	<b>\$813,586,747</b>	<b>(5,153,963)</b>	<b>\$808,432,784</b>
<b>Expenditures</b>					
199	11 – Instruction	\$453,165,946	\$484,987,135	(18,874,514)	\$466,112,621
199	12 – Instructional Resource Media	8,540,185	8,988,638	(1,258,555)	7,730,083
199	13 – Curriculum Development	13,986,289	14,461,452	1,679,666	16,141,118
199	21 – Instructional Leadership	18,042,943	19,069,574	12,111	19,081,685
199	23 – School Leadership	47,673,947	49,974,059	1,896,295	51,870,354
199	31 – Guidance Counseling Evaluation	36,666,401	39,906,424	2,371,633	42,278,057
199	32 – Social Work Services	2,796,867	2,912,502	9,434	2,921,936
199	33 – Health Services	9,251,733	9,742,188	(134,913)	9,607,275
199	34 – Student Transportation	26,363,018	28,295,678	(1,273,921)	27,021,757
199	35 – Food Services	50,000	75,000	-	75,000
199	36 – Co-Curricular	16,365,524	16,920,159	1,988,002	18,908,161
199	41 – General Administrative	18,719,783	19,535,377	590,209	20,125,586
199	51 – Facilities Maintenance	74,016,734	78,155,311	5,050,413	83,205,724
199	52 – Security & Monitoring	10,965,558	13,942,821	(696,129)	13,246,692
199	53 – Data Processing	18,384,232	19,084,290	(1,977,938)	17,106,352
199	61 – Community Services	844,720	892,839	(40,152)	852,687
199	71 – Interest Expense	4,495,103	4,495,103	1,501,397	5,996,500
199	81 – Facility Acquisition	-	-	-	-
199	93 – Payment to Member/SSA	460,000	460,000	57,190	517,190
199	99 – Other Intergovernmental charges	5,850,000	6,390,791	27,171	6,417,962
	<b>Total Expenditures</b>	<b>\$766,638,983</b>	<b>\$818,289,341</b>	<b>(\$9,072,601)</b>	<b>\$809,216,740</b>
199	Other Sources	2,500,000	2,535,599	148,559	2,684,158
199	Other Uses	(2,000,000)	(2,000,000)	(87,000)	(2,087,000)
<b>199</b>	<b>Net Change</b>	<b>1,422,047</b>	<b>(4,166,995)</b>	<b>3,980,197</b>	<b>(186,798)</b>
	Fund Balance - Beginning (Unaudited)	200,220,161	200,220,161	-	200,220,161
<b>199</b>	<b>Fund Balance - Ending</b>	<b>\$201,642,208</b>	<b>\$196,053,166</b>	<b>\$3,980,197</b>	<b>\$200,033,363</b>
	Number of Days Funds Balance		91 Days		92 Days

#### Fund 240 (Child Nutrition Fund (“CND”))

A budget amendment to the CND fund is presented for revenues and expenditures as detailed below:

- Local revenues are increasing primarily due to interest income being higher than budget and revenues from athletic events being higher than budgeted.
- Federal revenues are higher due to a \$3.0 million and \$0.3 million supply chain grant awards received in February 2024 and December 2023, respectively. In addition, breakfast and lunch federal reimbursement rates were higher than budgeted.

Fund	Function	Original Budget	Amended Budget	Budget Amendment	Amended Budget
	<b>Revenues</b>				
240	57 – Local Revenues	\$11,201,000	\$11,406,000	889,000	\$12,295,000
240	58 – State Revenue	130,000	130,000	67,000	197,000
240	58 – Federal Revenue	27,701,509	27,701,509	6,500,000	34,201,509
	<b>Total Revenue</b>	<b>\$39,032,509</b>	<b>\$39,237,509</b>	<b>7,456,000</b>	<b>\$46,693,509</b>
	<b>Expenditures</b>				
240	35 - Food Service	\$48,908,345	\$49,887,485	-	\$49,887,485
240	51 – Facilities	632,500	632,500	0	632,500
	<b>Total Expenditures</b>	<b>\$49,540,845</b>	<b>\$50,519,985</b>	<b>-</b>	<b>\$50,519,985</b>
	<b>Net Change</b>	<b>(10,508,336)</b>	<b>(11,282,476)</b>	<b>7,456,000</b>	<b>(3,826,476)</b>
	Fund Balance - Beginning	23,899,330	23,899,330	-	23,899,330
<b>240</b>	<b>Fund Balance - Ending</b>	<b>\$13,390,994</b>	<b>\$12,616,854</b>	<b>7,456,000</b>	<b>\$20,072,854</b>

Fund 599 (Debt Service Fund)

A budget amendment to the Debt Service Fund is presented for revenues and expenses as detailed below:

- Local revenues are lower due to the homestead exemption increase from \$40,000 to \$100,000 as well as impact of property tax exemptions for seniors and disabled.
- State revenue is lower due to the state hold-harmless for homestead exemption being less from the lower amount of debt issued in 2023-24.
- Debt service expenses increased due to the Series 2024A and 2024B debt transaction that priced on May 30, 2024 and closes in June 2024. *(Amounts shown in budget amendment are estimates and prepared prior to pricing so amounts could change for the June 10, 2024 Board meeting depending on final pricing amounts.)*

Fund	Function	Original Budget	Amended Budget	Budget Amendment	Amended Budget
	<b>Revenues</b>				
599	57 – Local Revenues	\$164,112,082	\$147,712,082	(1,350,000)	\$146,362,082
599	58 – State Revenue	3,800,564	20,200,564	(800,000)	19,400,564
	<b>Total Revenue</b>	<b>\$167,912,646</b>	<b>\$167,912,646</b>	<b>(2,150,000)</b>	<b>\$165,762,646</b>
	<b>Expenditures</b>				
599	71 - Debt Service	\$134,676,020	\$134,676,020	3,643,980	\$138,320,000
	<b>Total Expenditures</b>	<b>\$134,676,020</b>	<b>\$134,676,020</b>	<b>3,643,980</b>	<b>\$138,320,000</b>
599	Bond Proceeds/Premiums	90,025,000	90,025,000	<b>251,362,248</b>	341,387,248
599	Other Uses	(99,935,000)	(99,935,000)	<b>(252,345,997)</b>	(352,280,997)
	<b>Net Change</b>	<b>\$23,326,626</b>	<b>\$23,326,626</b>	<b>(6,777,729)</b>	<b>\$16,548,897</b>
	Fund Balance - Beginning	141,769,842	141,769,842	-	141,769,842
<b>599</b>	<b>Fund Balance - Ending</b>	<b>\$165,096,468</b>	<b>\$165,096,468</b>	<b>(6,777,729)</b>	<b>\$158,318,739</b>

Submitted by:

Dr. Marc Smith

Superintendent of Schools

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Fund Balance Resolution**  
**References: Board Policy CH (Legal)**  
**District Goal 5**  
**Department: Business and Finance**

**Recommendation**

Consideration and approval of the Committed Fund Balance Resolution.

**Summary**

The Governmental Accounting Standards Board has issued Statement No. 54 (GASB 54) that requires that any commitment and assignment of fund balance must be done pursuant to Board action, or by the Board designating the authority for the commitment and assignment of fund balance to the Superintendent.

The Board approved the Fort Bend ISD Fiscal and Budgetary Strategy that further details the District’s resolve to comply with GASB 54. The Board of Trustees has retained the authority to commit fund balance and has authorized the Superintendent to assign fund balance.

Below is a recap of committed fund balances (all are General Fund unless denoted in the table below) as of April 30, 2024, and recommended committed fund balance amounts as of June 30, 2024:

<b>Description</b>	<b>Committed 04/30/24</b>	<b>Committed 6/30/24</b>
Campus Activity Funds	9,709,587	TBD
Loss of State Revenue	61,600,000	63,800,000

- **Campus Activity Funds:** Although campus activity funds are for the benefit of the student body of each campus, there are no legal restrictions on the funds nor are they restricted by any external party. Thus, Administration is recommending the Board maintain the committed balance, which is included in the Special Revenue Funds. The committed balance will not be known until the books are finalized for June 30, 2024. The Board will know the committed balance when the Annual Comprehensive Financial Report is presented to the Board no later than November 2024.
- **Loss of State Revenue:** As prescribed by fiscal policy, Administration is proposing to maintain a committed fund balance equal to approximately 30 days or 8.33% of the adjusted budgeted expenditures, excluding TRS on behalf, in the event that the state budget reduces funding to public education. Staff recommends the \$63.8 million committed balance based on 2023-24 adjusted budget General Fund expenditures.

Submitted by:

Dr. Marc Smith  
Superintendent of Schools

Bryan Guinn  
Chief Financial Officer

**Fort Bend Independent School District  
Resolution of the Fort Bend Independent School District Board of Trustees  
Amending Fund Balance Policies as Required by GASB 54**

**WHEREAS**, The Governmental Accounting Standards Board (“GASB”) has adopted Statement 54 (“GASB 54”), a standard for governmental fund balance reporting and governmental fund type definitions that became effective in governmental fiscal years starting after June 15, 2010; and

**WHEREAS**, Fort Bend Independent School District (“FBISD”) has implemented GASB Statement 54 requirements; and

**WHEREAS**, FBISD must report governmental fund balances per GASB 54 definitions in the balance sheet as follows: Non-spendable, Restricted, Committed, Assigned, and Unassigned; and

**WHEREAS**, FBISD desires to amend the Committed Fund Balances; and

**WHEREAS**, All commitments must be approved by formal action of the Board of Trustees (the “Board”); and

**WHEREAS**, once made, a commitment can only be modified or removed by the same manner of formal Board action; and

**WHEREAS**, the action to commit funds must occur prior to fiscal year-end in order for such commitment to be reported in the balance sheet of the respective period, even though the amount might be determined subsequent to fiscal year-end;

**BE IT RESOLVED** that the findings, determinations, and declarations contained in the recitals to this Resolution are hereby incorporated into the operative provisions of this Resolution;

**BE IT ALSO RESOLVED** that FBISD Board of Trustees hereby commits the following portions of its June 30, 2024, General Fund balance, as follows:

\$63,800,000 for potential loss of state revenue;

**BE IT ALSO RESOLVED** that FBISD Board of Trustees commits the total fund balance of Campus Activity Funds as of June 30, 2024 reported in the Special Revenue Fund.

The above Resolution is adopted this 10<sup>th</sup> day of June, 2024.

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Secretary

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Policy EIC (Local)**  
**References: Board Policy EIC (Local)**  
**Department: Deputy Superintendent Chief  
of Staff**

**Recommendation**

Consideration and approval of direction to staff to study the potential impacts of revising current Board Policy EIC (Local) and to report the results of the staff's study to the Board.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Beth Martinez  
Deputy Superintendent Chief of Staff

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Board of Trustees Meeting**  
**Minutes**  
**Reference: Board Policy BE (Local)**  
**Department: Legal Services**

**Recommendation**

Consideration and approval of the minutes of Fort Bend ISD Board of Trustees meetings and/or public hearings on the following dates:

- April 8, 2024 - Called Meeting and Agenda Review
- April 22, 2024 - Regular Business Meeting

**Summary**

Board Policy BE (Local) states, “Board action shall be carefully recorded by the 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 President and the Secretary of the Board.” Following this policy, the Administration submits the meeting minutes for the Board’s approval.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Coby Wilbanks  
General Counsel

Minutes  
**Fort Bend ISD Board of Trustees**  
Called Meeting and Agenda Review  
April 8, 2024

A Board of Trustees Called Meeting and Agenda Review was held on Monday, April 8, 2024 beginning at 6:00 p.m. in the Board Room of the Administration Building located at 16431 Lexington Blvd., Sugar Land, Texas. The Live Stream of the meeting was available at <https://www.fortbendisd.com/boardmeetinglivestream>.

The meeting was recorded as required by law, and the recording is available to the public at: <https://fortbendisd.new.swagit.com/videos/302007>.

The agenda packet for the meeting can be found here: <https://meetings.boardbook.org/Public/Agenda/649?meeting=626724>.

Presiding Officer.....Mrs. Judy Dae, President

Board Members Present

Dr. Shirley Rose-Gilliam, Vice President  
Mr. David Hamilton, Secretary  
Mrs. Kristen Davison Malone  
Mr. Rick Garcia  
Mrs. Angie Hanan  
Ms. Sonya Jones

School Officials Present

Dr. Marc Smith, Superintendent of Schools  
Beth Martinez, Deputy Superintendent  
Dr. Kwabena Mensah, Chief of Schools  
Kimberly Smith, Chief Communications Officer  
Glenda Johnson, Chief Human Resources Officer  
Long Pham, Chief Information Officer  
Damian Viltz, Chief Operations Officer  
Dr. Kimberly Lawson, Chief Academic Officer  
David Rider, Chief of Police  
Coby Wilbanks, General Counsel  
Amanda Bubela, Recording Secretary (virtual)

Others Present

Jonathan Brush, Board Counsel  
FBISD Staff and Employees

## 1. Meeting Called to Order

President Dae called the meeting to order at 6:00 p.m. announcing the presence of a quorum and that the meeting had been duly called and the notice posted for the time and matter required by law.

## 2. Recognitions

The Board recognized several students and campuses including:

Four Fort Bend ISD students who were selected by the Texas Art Educators Association to have their artwork displayed at the Bullock Museum's third floor rotunda during the month of March.

- Flora Thai, Kempner High School, with art teacher Alyssa Mendiola
- Waleed Zahoor, Bhuchar Elementary School, with art teacher Jodie Tanahill
- Regina Zhou, Dulles High School, with art teacher Kayla Matthews
- Joy Hyewon Park, Elkins High School, with art teachers – Ryan Morales and Jeanne Melton (recognized but not in attendance)

Fort Bend ISD art students who won awards at the Houston Livestock Show and Rodeo Art Contest.

- Jessica Smith, Austin High School, Quick Draw High School Class Champion, with art teacher Shehla Sheikh
- Nihal Kochoth, Bowie Middle School, Quick Draw Middle School Class Champion, with art teacher Brittany Bennet
- Liliana Ortiz, Crawford High School, Special Needs Division Best in Show, with art teacher Kimberly Suenkel (recognized but not in attendance)

Following recognitions, President Dae shared the agenda was being modified to move up the public comment item on the agenda.

## 4. Public Comment

- Shannon Woods, an FBISD librarian, in support of librarians and their work to support students and staff.
- Nicholas Cox, a Fort Bend County resident and FBISD parent, with concerns about proposed changes to policy EF Local.
- Tammie Marino, FBISD parent, in support of FBISD librarians and concerns about proposed changes to policy EF Local.
- Allyson Morris, FBISD parent, in opposition to proposed changes to policy EF Local.
- Eva Morris, a Ridge Point High School student, regarding FBISD libraries and books that have helped her in her personal journey.
- Dolores Collins, FBISD community member, regarding the Briargate Elementary rebuild.

## 3. Board Committee Reports

### A. Audit Committee

## B. Governance Committee

### 5. Closed Session

The Board convened in closed session at 6:33 p.m. under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law; Section 551.072 - Consider purchase, exchange, lease, or value of real property, Section 551.074 - Personnel matters, Section 551.076 - Security matters, Section 551.082 - Student discipline matter or complaint, or Section 551.0821 - Personally identifiable information about public school student.

- A. Deliberate E.A. Jones Elementary Principal recommendation
- B. Deliberate Malala Elementary School Principal recommendation
- C. Deliberate Walker Station Elementary School Principal recommendation
- D. Deliberate Clements High School Principal recommendation
- E. Deliberate Deputy Superintendent of Teaching and Learning recommendation
- F. Deliberate Deputy Superintendent of Operations recommendation
- G. Deliberate Director of Finance recommendation
- H. Deliberate to renew and award non-Chapter 21 employee contracts

### 6. Reconvene in Open Session

The Trustees reconvened in open session at 7:16 p.m.

### 7. Consider Action on Closed Session Items

- **MOTION by Mr. Garcia and SECONDED by Mrs. Hanan** that the Board of Trustees approve the hiring of Sheka Dow as principal of E.A. Jones Elementary School.  
**MOTION CARRIES, 7-0.**  
Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Mrs. Hanan and SECONDED by Dr. Gilliam** that the Board of Trustees approve the hiring of Donald Lam as principal of Malala Elementary School.  
**MOTION CARRIES, 7-0.**  
Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Mr. Hamilton and SECONDED by Dr. Gilliam** that the Board of Trustees approve the hiring of Gregory Granger as principal of Walker Elementary School.  
**MOTION CARRIES, 7-0.**  
Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Mrs. Malone and SECONDED by Dr. Gilliam** that the Board of Trustees approve the hiring of Tara Baker as principal of Clements High School.  
**MOTION CARRIES, 7-0.**  
Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Ms. Jones and SECONDED by Dr. Gilliam** that the Board of Trustees approve the hiring of Juan Zamora as Director of Finance.  
**MOTION CARRIES, 7-0.**  
Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Dr. Gilliam and SECONDED by Mrs. Malone** that the Board of Trustees approve the hiring of Jaretha Jordan as Deputy Superintendent of Teaching and Learning.  
**MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Dr. Gilliam and SECONDED by Ms. Jones** that the Board of Trustees approve the hiring of Kathleen Brown as Deputy Superintendent of Operations.  
**MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Dr. Gilliam and SECONDED by Mrs. Malone** that the Board of Trustees renew and award non-Chapter 21 employee contracts of specified employees for the 2024-2025 contract year as provided under separate cover.  
**MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

8. Information

- A. Bond 2023 Update – April 2024

9. Review

- A. **2024-25 Designated Hazardous Traffic Conditions List:** Consideration and approval of the 2024-25 Fort Bend ISD Designated Hazardous Traffic Conditions List and approval to adopt the Designated Hazardous Traffic Conditions Resolution.
- B. **2024-25 New Positions:** Consideration and approval of new positions to support District strategic priorities and staffing guidelines for the 2024-25 school year.
- C. **Discussion Regarding Board Minutes:** Consideration and approval to limit the contents of the Board's minutes to a brief recitation of the actions taken at Board meetings.
- D. **Board of Trustees Meeting Minutes:** Consideration and approval of the minutes of Fort Bend ISD Board of Trustees meetings and/or public hearings on the following dates:
  1. February 5, 2024 - Called Meeting and Agenda Review
  2. February 26, 2024 - Regular Business Meeting
- E. **Budget Amendment Regarding Use of 2018 Bond Program Contingency Funds:** Consideration and approval for the use of 2018 Bond Program Contingency as proposed.
- F. **Budget Amendment Regarding Use of 2023 Bond Program Contingency Funds:** Consideration and approval for the use of 2023 Bond Program Contingency as proposed.
- G. **Coast Guard JROTC:** Consideration and approval of the Agreement between the Fort Bend Independent School District and the Department of Homeland Security.

- H. **Policy EF (Local):** Consideration and approval of proposed revision of local policy EF (Local):
  - 1. EF (Local)

During discussion, **MOTION by Mr. Garcia and SECONDED by Ms. Jones** that the Board postpone further discussion on this item until a Board workshop that will be held on a date before the Board meeting on April 22, 2024.

Following further discussion, **MOTION TO AMEND by Mrs. Hanan and SECONDED by Dr. Gilliam** that a Board workshop convene with the intention of providing the policy committee with information so the policy committee can reconvene prior to bringing the new version of EF recommendations to the Board, which would move the vote on this new draft to the summer.

**MOTION TO AMEND CARRIES, 5-2.**

Yea: Dae, Gilliam, Malone, Garcia, Hanan,  
Nay: Hamilton and Jones

**AMENDED MOTION CARRIES, 5-2.**

Yea: Dae, Gilliam, Malone, Garcia, Hanan,  
Nay: Hamilton and Jones

- I. **VOCA Grant:** Consideration and approval for the Victims of Crime Act (VOCA) grant application in the form of a resolution. The support is for the District's use of funds from the Campus Victim Assistance Program as provided by the Office of the Governor for the sixth year.
- J. **TEKS Certification:** Consideration and approval of the 2024-25 TEKS Certification form and survey to TEA.
- K. Review of proposed expenses that exceed \$50,000: Specifically for:
  - 1. **Proclamation 2024 Adoption Materials:** Consideration and approval for adoption and purchase areas included within Proclamation 2024; K-12 Science, Personal Financial Literacy & Economics, and identified CTE courses. The initial purchase is \$11,500,000 for up to an 8- year period of adoption beginning within the 2024-25 school year.
  - 2. **Campus Security Management System and Equipment:** Consideration and approval for the purchase of a campus security management system and equipment under a cooperative contract with General Service Administration (GSA) for an amount not-to-exceed \$434,649 and authorization for the Superintendent to negotiate and execute the agreement through April 2029.
  - 3. **Construction Manager at Risk Guaranteed Maximum Price Phase #2 for the Rebuild of Briargate ES:** Consideration and approval of a Guaranteed Maximum Price (GMP) Phase # 2 for the remainder of construction on Briargate Elementary School Rebuild (BP001), for an amount of \$30,320,000 and authorization for the Superintendent to execute the GMP Phase #2.
  - 4. **Construction Services Agreement PKG016 New Ag Facility:** Consideration and approval of a construction services agreement with Job Order Contractor (JOC) E Contractors to perform the necessary repairs/improvements needed at the Ronnie

David Agriculture Center for a not-to-exceed amount of \$99,851.00; and authorization for the Superintendent to negotiate and execute or terminate the agreements.

5. **Microsoft Enrollment for Education Solutions (EES):** Consideration and approval for the purchase of Microsoft Enrollment for Education Solutions (EES) program, through the Department of Information Resources (DIR) purchasing cooperative, for an amount not-to- exceed \$2,756,250, and authorization for the Superintendent to negotiate and execute the agreement through September 2027.
6. **Office Supplies, Related Products and Services (COOP):** Consideration and approval for the purchase of office supplies, services from multiple vendors through multiple cooperative contracts for an amount not to exceed \$11,698,165 and authorization for the Superintendent to negotiate and execute the agreements through May 2029.
7. **Printer Equipment and Printer Management Services:** Consideration and approval for the purchase of printer equipment and printer management services through The Interlocal Purchasing System (TIPS-USA) purchasing cooperation, for an amount not-to-exceed \$2,640,000 and authorization for the Superintendent to negotiate and execute the agreement through May 2028.
8. **Security Camera Purchase, Installation, and Related Services (COOP):** Consideration and approval for the purchase of security cameras, installation, and related services from multiple cooperative contracts for an amount not-to-exceed \$3,050,000 and authorization for the Superintendent to negotiate and execute the agreements through April 2029.
9. **Session Initiation Protocol:** Consideration and approval for the purchase of Session Initiation Protocol (SIP) Trunks from Granite Telecommunications LLC under the cooperative contract with OMNIA Partners cooperative for an amount not-to-exceed \$400,000 and authorization for the Superintendent to negotiate and execute the agreement through June 2029.
10. **Skyward Q Migration:** Consideration and approval for the migration of Skyward SMS 2.0 to Skyward Qmlativ for an amount not-to-exceed \$670,000 and authorization for the Superintendent to negotiate and execute the agreement through August 2025.
11. **Student Universal Screener:** Consideration and approval for the purchase of a Student Universal Screener from Houghton Mifflin Harcourt Publishing Company NWEA (HMH-NWEA) under a cooperative contract with Choice Partners Cooperative for an amount not-to- exceed \$6,300,000 and authorization for the Superintendent to negotiate and execute the agreement through June 2029.

10 -12 Closed Session, Reconvene in Open Session, and Consider Action on Closed Session Items

The Board did not convene in closed session.

13. Adjournment

Having no further business before the Board, MOTION was made by Dr. Gilliam to adjourn the meeting at 9:45 p.m.

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Kristin Tassin, President

David Hamilton, Secretary

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Minutes  
**Fort Bend ISD Board of Trustees**  
Regular Business Meeting  
April 22, 2024

A Board of Trustees Regular Business Meeting was held on Monday, April 22, 2024 beginning at 6:00 p.m. in the Board Room of the Administration Building located at 16431 Lexington Blvd., Sugar Land, Texas. The Live Stream of the meeting was available at <https://www.fortbendisd.com/boardmeetinglivestream>. The meeting was recorded as required by law, and the recording is available to the public at:

<https://fortbendisd.new.swagit.com/videos/303396>.

The agenda packet for the meeting can be found here:  
<https://meetings.boardbook.org/Public/Agenda/649?meeting=626725>.

Presiding Officer.....Mrs. Judy Dae, President

Board Members Present

Dr. Shirley Rose-Gilliam, Vice President  
Mr. David Hamilton, Secretary  
Mrs. Kristen Davison Malone  
Mr. Rick Garcia  
Mrs. Angie Hanan  
Ms. Sonya Jones

School Officials Present

Dr. Marc Smith, Superintendent of Schools  
Beth Martinez, Deputy Superintendent  
Dr. Kwabena Mensah, Chief of Schools  
Kimberly Smith, Chief Communications Officer  
Bryan Guinn, Chief Financial Officer  
Glenda Johnson, Chief Human Resources Officer  
Long Pham, Chief Information Officer  
Damian Viltz, Chief Operations Officer  
Dr. Kimberly Lawson, Chief Academics Officer  
David Rider, Chief of Police  
Coby Wilbanks, General Counsel  
Amanda Bubela, Recording Secretary (virtual)

Others Present

Jonathan Brush, Board Counsel  
FBISD Staff and Employees

### 1.- 3. Meeting Called to Order, National Anthem, Moment of Silence

President Dae called the meeting to order at 6:00 p.m. announcing the presence of a quorum, that the meeting had been duly called and the notice posted for the time and matter required by law. Mrs. Dae asked everyone to stand for the National Anthem, performed by the Austin High School Choir. Following the performance, everyone was asked to remain standing for a moment of silence.

### 4. Recognitions

The Board recognized several students and campuses including:

Members of the Austin High School Choir who performed the National Anthem.

Ridge Point High School Academic Decathlon team for placing at the Texas State AcDec Championship meet, including:

- Wilson Eagar, sophomore, won state honors essay and placed second in honors music. Eagar also finished sixth in the state all-around and earned a \$500 scholarship.
- Elizabeth Murray, sophomore, won second in honors science and third in honors speech.
- Micah Galvan, senior, state varsity essay gold medalist.
- Laurie Jones, senior, placed third in scholastic essay.
- Megan Marlowe, junior, third in Texas varsity speech.
- Craig Sanders and Allen Gaible, Coaches.

Crawford High School Band Director Jason Finnels for being inducted into Phi Beta Mu, an international fraternity of bandmasters.

Marshall High School student Olivia Bivins, who received the Texas Theatre Scholar Award for her demonstration of high academic success in overall coursework through the Texas Theatre School Distinction.

Fort Settlement Middle School Varsity Treble Choir, which was selected to perform at the Southwestern Division of the American Choral Directors Association (SWACDA). Representing the choir:

- Kirsten Jordan, Director
- Riddhi Mehta and Stephanie Yuan, students

### 5. Superintendent Update

### 6. Public Comment

- Meredith and Colby Cress, in support of Austin High School's coach and his impact on the Austin High School football program.
- Jajuan Davis, an Austin High School student athlete, in support of Austin High School's Coach and his impact on students.
- Will Herrmann, an Austin High School student athlete, in support of Austin High School's football coach and his impact on the program.

- Justin Sosa, an Austin High School student athlete, in support of Austin High School's coach and his impact on program and its culture.
- Mariana Sosa, an Austin High School parent, in support of her son's coach and his actions that go beyond coaching.
- Dr. Stephanie Ellis, FBISD parent and psychologist, regarding a later high school start time and research from other districts that have implemented the change.
- Aidan Stecher, an Austin High School student athlete, in support of his coach and his impact on students and the program.
- Christian Herrera, a PTECH Early College student at Willowridge High School, with concerns about the ranking policy and the school's valedictorian attending a different campus.
- Hugh Rolls, an Austin High School student athlete, in support of the AHS coach and his impact on his life as well as the program.
- Lily McConnell, a student at Dulles Middle School, in support of the Kickstart program and its impact on her confidence.
- Danait Michael, a student at Dulles Middle School, in support of the Kickstart program and its impacts on her and her fellow students.
- Raina Rahhal, a student at Sartartia Middle School, asking Board to rethink the decision of making Kickstart an elective and keep it as a PE alternative.
- Nisa Gumus, a student in the Kickstart program, in support of Kickstart and keeping it as a PE alternative.
- Savannah Smith, an FBISD alumni, parent, and spouse, in support of the AHS coach and expressing disappointment with the district's related actions.
- Joshua Silberman, an FBISD parent, in support of keeping Kickstart as a PE credit and questioning the rationale for the change.
- Amber Reina, in defense of Austin High School coach and his leadership that changed the culture of Austin athletics.
- Kaleb Sanders, an Austin High School student athlete, in support of the Austin High School coach and the new life he brought to program.
- Monica Babaian, a librarian at Willowridge High School and member of the Executive Board of the Texas Library Association, commending the Board for seeking input from librarians before making a policy change and asking for more transparency in book challenge process.
- Tracy Gaines, an FBISD parent, asking that FBISD keep Kickstart at middle schools due to its impacts on students.
- Kathleen Ulanday, an FBISD parent, asking that Kickstart be kept as a PE alternative rather than an elective and questioning the rationale behind change.
- Jeffrey Ulanday, a student, in support of keeping Kickstart as a PE alternative.
- Tracy Armstead, a Kickstart instructor, in support of the program and fellow instructors for their accomplishments at all levels as well as impact on students.
- Angie Wierzbicki, in support of FBISD librarians and appreciation to the Board for postponing further action on policy EF.
- Joan Neuhaus, Executive Director of Kickstart Kids, sharing information about the Kickstart program and its character curriculum through martial arts.
- Stephanie Brown regarding the ranking policy that has led to the selection of a Marshall High School valedictorian who has never attended the campus.

- Cacilie Hughes Gaston, a Marshall High School graduate and founder of Big Sister, Little Sister, regarding ranking policy and its impact on students at Marshall High School.
- Willie Rainwater, asking the Board to conduct an outside investigation regarding the Bond deficit and expressing concern about ranking policy.
- Brian White, a parent in Fort Bend County, concerning sexualization of children and content that is still available in FBISD libraries.
- Sumita Ghosh, an FBISD parent, in support of FBISD librarians, particularly the librarian she has known personally for the last five years.
- Tiffany Yuan, a freshman at Clements High School, regarding the Kickstart program and how it benefited her during middle school.
- Michael Schmidt, an FBISD parent, in support of the Kickstart program and its impact on his daughter, including growth that was noted by her occupational therapist.

## 7. Board Members' Report

- Board Activity Report
- Special Reports
  - Annual Board Training Report

## 8. Convene in Closed Session

The Board convened in closed session at 7:33 p.m. under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law; Section 551.072 - Consider purchase, exchange, lease, or value of real property, Section 551.074 - Personnel matters, Section 551.076 - Security matters, Section 551.082 - Student discipline matter or complaint, or Section 551.0821 - Personally identifiable information about public school student.

- Deliberate Barrington Place Elementary Principal recommendation
- Deliberate Lakeview Elementary Principal recommendation
- Deliberate Ridgeway Elementary Principal recommendation
- Deliberate Ridgemont Elementary Principal recommendation
- Deliberate Lake Olympia Middle School Principal recommendation
- Deliberate Bush High School Principal recommendation
- Deliberate Crawford High School Principal recommendation
- Deliberate recommendation to terminate a probationary employment contract of a certified employee
- Consider final action to non-renew the dual term employment contract of a certified employee at the end of the 2023-24 school year

## 9. Reconvene in Open Session

The Trustees reconvened in open session at 8:28 p.m.

## 10. Consider Action on Closed Session Items

- **MOTION by Mr. Hamilton and SECONDED BY Mrs. Hanan** that the Board approve the appointment of Gilberto Elissetche as principal of Barrington Place Elementary School.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Mrs. Malone and SECONDED by Mrs. Hanan** that the Board of Trustees approve the appointment of Megan Boler as principal of Lakeview Elementary School.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Mrs. Malone and SECONDED by Mrs. Hanan** that the Board of Trustees approve the appointment of Carlos Lewis as principal of Ridgeway Elementary School.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Mr. Garcia and SECONDED by Dr. Gilliam** that the Board of Trustees approve the appointment of Kimsheka Bowie as principal of Ridgemont Elementary School.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Dr. Gilliam and SECONDED by Ms. Jones** that the Board of Trustees approve the appointment of Hykeem Craft as the principal of Lake Olympia Middle School.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Dr. Gilliam and SECONDED by Ms. Jones** that the Board of Trustees approve the hiring of Dr. Amber Grady as principal of Almeta Crawford High School.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **MOTION by Dr. Gilliam and SECONDED by Ms. Jones** to make final Board action to non-renew William Bostic's dual term employment contract at the end of 2023-24 contract year and direct the superintendent to notify the employee of this action in accordance with applicable law and policy.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

Note: At the recommendation of Dr. Smith, Items 8F and 8H were pulled from the agenda.

11. Information

- A. Intruder Detection Report

12. Review

- A. Consider proposed changes to Board Operating Procedures

- **MOTION by Dr. Gilliam and SECONDED by Mrs. Hanan** that the Board limit discussion of this item to two minutes per Board member.

**MOTION CARRIES, 6-0-1.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan  
Nay: --  
Abstain: Jones

### 13. Consent Agenda

During discussion, the board requested that Items 13B and 13H be pulled from the consent agenda.

**MOTION made by Dr. Gilliam and SECONDED by Mrs. Hanan** that the Board approve Consent Agenda Items 13 A, 13C, 13 D, E, F, G, I 1-7, 8, 9,10, 11 as presented.

**MOTION CARRIES, 7-0.**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- A. 2024-25 Designated Hazardous Traffic Conditions List:** Consideration and approval of the 2024-25 Fort Bend ISD Designated Hazardous Traffic Conditions List and approval to adopt the Designated Hazardous Traffic Conditions Resolution.
- C. Board of Trustees Meeting Minutes:** Consideration and approval of the minutes of Fort Bend ISD Board of Trustees meetings and/or public hearings on the following dates:
  - 1. February 5, 2024 - Called Meeting and Agenda Review
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- D. Budget Amendment Regarding Use of 2018 Bond Program Contingency Funds:** Consideration and approval for the use of 2018 Bond Program Contingency as proposed.
- E. Budget Amendment Regarding Use of 2023 Bond Program Contingency Funds:** Consideration and approval for the use of 2023 Bond Program Contingency as proposed.
- F. Coast Guard JROTC:** Consideration and approval of the Agreement between the Fort Bend Independent School District and the Department of Homeland Security.
- G. VOCA Grant:** Consideration and approval for the Victims of Crime Act(VOCA) grant application in the form of a resolution. The support is for the District's use of funds from the Campus Victim Assistance Program as provided by the Office of the Governor for the sixth year.
- I. Consideration of proposed expenses that exceed \$50,000: Specifically for:**
  - 1. Proclamation 2024 Adoption Materials:** Consideration and approval for adoption and purchase areas included within Proclamation 2024; K-12 Science, Personal Financial Literacy & Economics, and identified CTE courses. The initial purchase is \$11,500,000 for up to an 8-year period of adoption beginning within the 2024-25 school year.
  - 2. Campus Security Management System and Equipment:** Consideration and approval for the purchase of a campus security management system and equipment under a cooperative contract with General Service Administration (GSA) for an amount not-to-exceed \$434,649 and authorization for the Superintendent to negotiate and execute the agreement through April 2029.
  - 3. Construction Manager at Risk Guaranteed Maximum Price Phase #2 for the Rebuild of Briargate ES:** Consideration and approval of a Guaranteed Maximum Price (GMP) Phase # 2 for the remainder of construction on Briargate Elementary School Rebuild (BP001), for an amount of \$30,320,000 and authorization for the Superintendent to execute the GMP Phase #2.

4. **Construction Services Agreement PKG016 New Ag Facility:** Consideration and approval of a construction services agreement with Job Order Contractor (JOC) E Contractors to perform the necessary repairs/improvements needed at the Ronnie David Agriculture Center for a not-to-exceed amount of \$99,851.00; and authorization for the Superintendent to negotiate and execute or terminate the agreements.
5. **Microsoft Enrollment for Education Solutions (EES):** Consideration and approval for the purchase of Microsoft Enrollment for Education Solutions (EES) program, through the Department of Information Resources (DIR) purchasing cooperative, for an amount not-to-exceed \$2,756,250, and authorization for the Superintendent to negotiate and execute the agreement through September 2027.
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10. **Skyward Q Migration:** Consideration and approval for the migration of Skyward SMS 2.0 to Skyward Qmlativ for an amount not- to-exceed \$670,000 and authorization for the Superintendent to negotiate and execute the agreement through August 2025.
11. **Student Universal Screener:** Consideration and approval for the purchase of a Student Universal Screener from Houghton Mifflin Harcourt Publishing Company NWEA (HMH-NWEA) under a cooperative contract with Choice Partners Cooperative for an amount not-to-exceed \$6,300,000 and authorization for the Superintendent to negotiate and execute the agreement through June 2029.

Action on Items Removed from the Consent Agenda

- **13-B 2024-25 New Positions:** Consideration and approval of new positions to support District strategic priorities guidelines for the 2024-25 school year.  
**MOTION by Dr. Gilliam and SECONDED by Mrs. Hanan** that the Board approve Consent Agenda Item 13-B as presented.  
 Following discussion, **MOTION CARRIES 7-0.**  
**MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

- **13-H: TEKS Certification:** Consideration and approval of the 2024-25 TEKS Certification form and survey to TEA.  
**MOTION by Mrs. Malone and SECONDED by Mrs. Hanan** to approve Item 13-H as presented.  
 Following discussion, **MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

#### 14. Convene in Closed Session

The Board convened in closed session at 9:14 p.m. under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law; Section 551.072 - Consider purchase, exchange, lease, or value of real property, Section 551.074 - Personnel matters, Section 551.076 - Security matters, Section 551.082 - Student discipline matter or complaint, or Section 551.0821 - Personally identifiable information about public school student.

- Consult with legal counsel regarding Recommendation of Independent Hearing Examiner in A.B. v. Bayode B. v. Fort Bend ISD
- Deliberate assigning FNG parent grievance of Christopher and Veronica S. to a Board hearing officer, or to schedule a future board meeting to hear and consider the grievance
- Deliberate assigning FNG parent grievance of David and Kristina B. to a Board hearing officer, or to schedule a future meeting to consider the grievance
- Deliberate public release of attorney-privileged investigation report of 2023 bond

#### 15. Reconvene in Open Session

The Trustees reconvened in open session at 10:42 p.m.

#### 16. Consider Action on Closed Session Items

- **MOTION by Dr. Gilliam and SECONDED by Mrs. Malone** that the Board of Trustees assign the Level 3 FNG parent complaint of Christopher and Veronica S. to the Board's designated hearing officer under Board Policy FNG Local.  
**MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Dr. Gilliam and SECONDED by Mrs. Hanan** that the Board of Trustees assign the Level 3 FNG parent complaint of David and Kristina B. to the Board's designated hearing officer under Board Policy FNG Local.  
**MOTION CARRIES, 7-0.**  
 Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones
- **MOTION by Mr. Garcia and SECONDED by Dr. Gilliam** that the Board authorize the release of the written investigation report to the public and the Board approve a waiver of the attorney-client privilege limited to the release of the report.  
 During discussion, **MOTION by Mrs. Malone and SECONDED by Mrs. Hanan** to call the question.  
**MOTION TO CALL QUESTION FAILS, 3-4.**  
 Yea: Gilliam, Hanan, Malone

Nay: Dae, Hamilton, Jones, Garcia  
Following discussion, **ORIGINAL MOTION CARRIES, 6-0-1.**  
Yea: Dae, Gilliam, Hamilton, Garcia, Hanan, Jones  
Nay: --  
Abstain: Malone

17. Action

- A. Deliberate the Recommendation of the Independent Hearing Examiner in A.B. bnf Bayode B. v. Fort Bend ISD

MOTION by Mrs. Hanan and SECONDED by Dr. Gilliam that the Board of Trustees accept the hearing officer's recommendation concerning the Level 3 FNG grievance appeal of Bayode B.

**MOTION CARRIES, 7-0**

Yea: Dae, Gilliam, Hamilton, Malone, Garcia, Hanan, Jones

18. Adjournment

Having no further business before the Board, MOTION was made by Mrs. Hanan to adjourn the meeting at 10:56 p.m.

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Kristin Tassin, President

David Hamilton, Secretary

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Residential and Nonpublic Day Schools**  
**References: Board Policy CH (Legal)**  
**District Goal 1**  
**Department: Special Education**

**Recommendation**

Consideration and approval to authorize the Superintendent, or his designee, to execute agreements with the authorized residential and day treatment service providers listed in the table below as needed for the 2024-25 school year:

<b>Residential Treatment Service Providers</b>	<b>Day Treatment Service Providers</b>
Autism Treatment Center -Dallas and San Antonio locations	Harris County Department of Education
Bayes Achievement Center	Providence Treatment Center
Behavior Network	River Oaks Academy
Shiloh Treatment Center, Inc.	Shiloh Treatment Center, Inc.
Texas Hill Country School	Monarch School and Institute
	Avondale House

This approval will allow the district to respond to the immediate needs of students who require such services in FY25.

**Summary**

Each year, districts are required under federal guidelines to set aside 25 percent of IDEA funds for residential and non-public day school services. Students' placement in a residential or day treatment setting occurs at the recommendation of the Admission, Review and Dismissal (ARD) committee, after all other resources for special education services within the district have been exhausted. The TEA reviews each ARD document for students who are recommended for residential or day treatment to ensure that students placed are provided with special education services that meet state and federal guidelines. The TEA also monitors Special Education residential and nonpublic day programs throughout the state and oversees the approval of any new program.

The projected set aside amount for the 2024-2025 school year, at the required percentage for the District is \$3,629,298. In 2023-24, the district contracted for services for students in such facilities for approximately \$1,916,395. Based on history, the district does not anticipate expending the total amount but must set the money aside for student situations not anticipated.

Recommended by:

Dr. Marc Smith  
 Superintendent of Schools

Submitted by:

Dr. Kimberly Lawson  
Chief Academic Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Safety and Security Audit**  
**Reference: District Goal 5**  
**Department: Police Department**

### **Recommendation**

Consideration and approval for the Safety and Security Audit through a cooperative contract with Region 4 for an amount not-to-exceed \$121,000 and authorization for the Superintendent to negotiate and execute the agreement through August 2026.

### **Summary**

Texas Education Code (TEC) requires districts to complete safety and security audits of their facilities at least once every (3) three years ((37.108(b)) in accordance with procedures developed by the Texas School Safety Center (TxSSC) or a person listed on the registry maintained by the TxSSC. The Region 4 Office of Emergency Management & School Safety (OEMSS) will provide contract services to the District to conduct district-wide facilities safety and security audits for 100 District sites (all schools and facilities) as part of a 3-year audit project.

Services will be based on a review of Texas and/or Federal requirements and/or recommended best practices. The OEMSS is not a regulatory agency. The project is limited to data and access provided by the school district. It is intended as one source among others for use by the District leaders regarding the safety and security of campuses and facilities. Fees will be based on the services requested to address general requirements and the delivery of services. Additional specifications or schedule changes required by the District may necessitate a moderate increase in fees.

The project is to be conducted during an outlined schedule by the OEMSS and Fort Bend ISD. The project will be completed by August 24, 2026, allowing the District to partially comply with the requirements of Texas Education Code Chapter 37.108 (SB11). Successful completion of the project will show, based upon the facilities reviewed by the OEMSS, that Fort Bend is compliant with current Texas statutory requirements as directed by the passage of Texas Senate Bill 11 (SB11) in September 2005.

This contract seeks approval under relevant statutes, including Chapter 44, §44.031(a) of the Texas Education Code and Chapter 791, Interlocal Cooperation Act, along with Board Policies CH (LEGAL) and CH (LOCAL) for purchasing goods and services.

**Background**

Expenditures will not exceed \$121,000 through August 2026. Funding is included in the budget.

Requested by:	David Rider, Chief of Police Bryan Guinn, Chief Financial Officer
Vendor:	Region 4***
Budget Sources:	General Fund Special Revenue Funds
Amount:	Not to exceed \$121,000
Other Supporting Information	
Sole Source:	N/A
Number of vendors contacted by Purchasing:	N/A
Number of vendors downloaded the solicitation:	N/A
Number of responses received:	N/A
Number of "no bid" responses received:	N/A
Length of commitment:	Through August 2026
Last solicitation date:	N/A
Supporting documents:	N/A
Disclosure under Board Policy CH, CV, or DBD (Local):	None

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

David Rider  
Chief of Police

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: UT OnRamps Program**  
**(COOP)**  
**Reference: District Goal 5**  
**Department: Social Emotional Learning &**  
**Comprehensive Health**

### **Recommendation**

Consideration and approval of UT OnRamps program from the University of Texas at Austin for an amount not to exceed \$400,000 and authorization for the Superintendent to negotiate and execute the agreement through August 2025.

### **Summary**

The purpose of this contract is to request approval under Chapter 44, § 44.031(a) of the Texas Education Code, or Chapter 791, Interlocal Cooperation Act, and Board Policies CH (LEGAL) CH (LOCAL) purchasing and acquisition of goods and services. The Board of Trustees is required to approve expenditures valued at \$50,000 or greater.

In partnership with the University of Texas at Austin, the UT OnRamps provides dual enrollment opportunities for students and professional development for teachers. This contract will allow the District to implement OnRamps by offering simultaneous high school and college courses through a dual-enrollment model, and high school teacher training, in the form of professional development. OnRamps offers high school students the opportunity to earn high school credits from FBISD and college credits from UT Austin through a dual enrollment model.

The purpose of FBISD offering the OnRamps program is to provide additional options to better support all our students in advancement in their college and career readiness and more opportunities for earning college credit for their future success. This partnership also creates an affordable and convenient UT experience for Texas students regardless of their location or their college plans. The textbooks are part of the program and do not pose an additional cost to the district, students, or families. It also increases the number and diversity of students who engage in learning experiences aligned with the expectations of leading research universities.

Designed by UT faculty, the college-level courses allow students to earn both high school and college credit if they successfully meet the college course requirements. Local high school teachers who are trained by UT faculty teach the courses in conjunction with UT faculty. Three kinds of teacher training opportunities are provided as part of the program: Virtual asynchronous pre-professional learning, one-day virtual

workshops each fall and spring, and a one-week summer virtual institutes. Additionally, OnRamps teachers are mentored virtually throughout the year by UT faculty.

This contract seeks approval under relevant statutes, including Chapter 44, § 44.031(a) of the Texas Education Code and Chapter 791, Interlocal Cooperation Act, along with Board Policies CH (LEGAL) and CH (LOCAL) for purchasing goods and services. The Board of Trustees must approve proposal awards worth \$50,000 or more.

Under the authority of the Texas Government Code §791.001 and the Interlocal Cooperation Act as amended, local governments like Fort Bend ISD are allowed to contract with each other and other government agencies. This Act exempts the requirement of seeking competitive bids for goods and services, once a school district determines that a local cooperative purchasing program offers the best value, to enhance efficiency and effectiveness.

FBISD and UT Austin will share the responsibility to implement the OnRamps program. Staff will return to the Board to request authorization for UT OnRamps Program on an annual basis.

**Background**

Expenditures will not exceed \$400,000 through August 2025. Funding is included in the budget.

Requested by:	Dr. Kimberly Lawson, Chief Academic Officer Bryan Guinn, Chief Financial Officer	
Vendor:	The University of Texas at Austin***	
Budget Sources:	General Fund Student Activity Title I Title II Title IV	
Amount:	Not to Exceed - \$400,000 through August 2025	
Other Supporting Information		
Sole Source:	N/A	
Number of vendors contacted by Purchasing:	N/A	
Number of vendors downloaded the solicitation:	N/A	
Number of responses received:	N/A	
Number of “no bid” responses received:	N/A	
Length of commitment:	Through August 2025	
Last solicitation date:	N/A	
Supporting documents:	N/A	
Disclosure under Board Policy CH, CV, or DBD (Local):	None	

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Kimberly Lawson  
Chief Academic Officer

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Physical Education (PE)**  
**and Athletic Supplies, Equipment, and**  
**Related Items (Supplemental)**  
**Reference: District Goal 5**  
**Department: Athletics**

### **Recommendation**

Consideration and approval for the purchase of Physical Education (PE) and Athletic Supplies, Equipment, and Related Items from multiple vendors and authorization for the Superintendent to negotiate and execute the agreements through October 2028.

### **Summary**

On August 14, 2023, the Board approved RFP 23-061AL Physical Education (PE) and Athletic Supplies, Equipment, and Related Items, in an amount not to exceed \$3,750,000 through October 2028. Thirty-three (33) vendors were awarded for their services. This RFP aims to facilitate the purchase of a comprehensive range of supplies and equipment to support the District's physical education and athletic programs.

On February 13, 2024, Fort Bend ISD issued a supplemental RFP 23-061AL-01 Physical Education (PE) and Athletic Supplies, Equipment, and Related Items. Seventeen (17) vendors submitted proposals. This proposed action adds additional vendors to the list of previously approved vendors. The originally approved length of commitment and authorized expenditure amount does not change.

The Athletics Department recognizes the importance of providing students with a well-rounded education, which includes a strong emphasis on physical fitness and athletic development. To ensure the success and growth of these programs, it is crucial to have access to high-quality supplies and equipment that meet the needs of both students and educators. By procuring high-quality supplies and equipment, the District aims to foster the physical well-being and athletic development of its students, thereby contributing to their overall academic success and personal growth.

Commonly purchased equipment under this procurement include:

- Physical education classroom supplies for a variety of sports and games such as hula-hoops, jump ropes, and playground sport sets for elementary and middle school students.
- Specific sports equipment for basketball, baseball, tennis, softball, volleyball, football, track and field, and soccer programs including goals, nets, and carts.

- Training equipment for middle and high school students that consists of weights, training mats, elliptical machines, treadmills, and stationary bikes.
- Football helmet, reconditioning and recertification.

The selected vendors will allow the District to generate a list of approved vendors for Physical Education (PE) and Athletic Supplies, Equipment, and Related Items that may be used to support the students and provide high-quality supplies and equipment that meet the needs of both students and educators.

An evaluation team comprised of Fort Bend ISD staff members from the Athletics, Business and Finance and the Behavioral Health and Wellness departments evaluated the proposals. The vendors were selected by the evaluation team because they represent the best overall value for the District. The District applied the “Best Value” process in selecting the vendors to be awarded in accordance with Chapter 44, §44.031 (b) of the Texas Education Code & CH (Local) CH (Legal) purchasing and acquisition District policies.

**Background**

Expenditures in 2022-23 were \$394,033. Expenditures will not exceed \$3,750,000 through October 2028. Funding is included in the budget.

Requested by:	Dr. Kwabena Mensah, Chief of Schools Bryan Guinn, Chief Financial Officer
Vendor:	Agile Sports Technologies, DBA Hudl *** It's Greek to Me, Inc. dba Champion Teamwear*** Unlimited Sports Solutions Brammer's Athletic WearHouse*** Schutt Sports LLC*** Kiefer Aquatics SNA2 LLC TrackBarn LLC Custom Sportswear, Inc.
Budget Sources:	General Fund Activity Funds Extended Learning Funds Bond Funds
Amount:	Not to exceed \$3,750,000 through October 2028
Other Supporting Information	
Sole Source:	N/A
Number of vendors contacted by Purchasing:	543
Number of vendors downloaded the solicitation:	84
Number of responses received:	17
Number of “no bid” responses received:	4
Length of commitment:	Through October 2028

Last solicitation date:	N/A
Supporting documents:	Evaluation Summary and Criteria
Disclosure under Board Policy CH, CV, or DBD (Local):	None

*\*\*\* Previously awarded a contract of the same scope with the District*

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Kwabena Mensah  
Chief of Schools

## RFP 23-061AL-01

Physical Education (PE) and Athletic Supplies, Equipment, and Related Items  
(Supplemental)

	<b>Evaluation Criteria</b>	<b>Point System</b>
1	<b>Purchase Price</b> <ul style="list-style-type: none"> <li>Offer a fair reasonable price for services to be procured by Fort Bend ISD.</li> <li>Pricing will be evaluated for reasonableness relative to the services offered by each proposer.</li> </ul>	30 points
2	<b>Reputation of the Vendor and of the Vendor's Goods or Services</b> <ul style="list-style-type: none"> <li>Vendor should have a solid reputation with other ISD's, Government, or Collegiate entities that show a high level of customer service and a high level of quality of goods or services.</li> <li>Experience: Use and success of the services in school districts or similar entities.</li> </ul>	10 points
3	<b>Quality of the Vendor's Goods or Services</b> <ul style="list-style-type: none"> <li>Service capabilities</li> <li>Demonstrated competence</li> <li>Experience and competence in dealing with large school districts</li> <li>Key personnel experience</li> <li>Resumes of staff to be assigned to Fort Bend ISD project</li> </ul>	20 points
4	<b>Extent to Which the Goods or Services Meet the District's Needs</b> <ul style="list-style-type: none"> <li>Vendors goods align to support the District instructional priority in the identified content area.</li> <li>Firm's understanding of Fort Bend ISD's need and scope of work to be performed</li> <li>Samples of similar projects</li> <li>Firm's approach and proposed methodology</li> </ul>	25 points
5	<b>Vendor's Past Relationship with the District</b> For reference, the vendor shall list the following for same service: <ul style="list-style-type: none"> <li>Past experience with Fort Bend ISD</li> <li>Past experience the vendor has had with any K-12 districts of similar size or larger.</li> <li>Past experience the vendor has had with any business or universities of similar size or larger.</li> </ul>	5 points
6	<b>Long-Term Cost to the District to Acquire the Vendor's Goods or Services.</b> <ul style="list-style-type: none"> <li>Other fees and other added cost</li> </ul>	10 points
7	<b>The vendor's principal place of business is in the State of Texas or employs 500 people in this state.</b>	0 points
8	<b>Insurance Requirements</b> <ul style="list-style-type: none"> <li>Certificate of Insurance as requested in the solicitation.</li> </ul>	Pass/Fail
9	<b>Service Agreement</b> <ul style="list-style-type: none"> <li>Extent to which the vendor agrees to our Standard Form of Agreement. By Vendor Information Sheet, you assent to the Terms and Conditions of Fort Bend ISD.</li> </ul>	Pass/Fail
10	The impact on the ability of the District to comply with laws and rules relating to Historically Underutilized Businesses (HUB).	N/A

**Tabulation Summary**  
**RFP 23-061AL-01 Physical Education (PE) and Athletic Supplies, Equipment, and Related Items (Supplemental)**

Vendor	Purchase Price (30 pts. Max)	Reputation of Vendor and Vendor's Goods and Services (10 pts. Max)	Quality of Vendors Goods and Services (20 pts. Max)	Extent to Which the Goods and Services Meet the Needs of the District (25 pts. Max)	Vendor's Past Relationship with the District (5 pts. Max)	Long Term Cost to the District (10 pts. Max)	Proposer's Total Score (100 pts. Max)	Proposer's Ranking
Agile Sports Technologies, DBA Hudl	30.00	1.00	19.00	22.50	4.75	10.00	87.25	1
It's Greek To Me, Inc dba Champion Teamwear	28.00	1.00	19.50	24.50	4.75	8.00	85.75	2
Unlimited Sports Solutions	25.50	1.00	19.50	22.75	3.75	7.93	80.43	3
Brammer's Athletic WearHouse	22.06	1.00	19.25	23.25	4.50	10.00	80.06	4
Schutt Sports LLC	20.00	1.00	19.50	24.50	4.75	10.00	79.75	5
Kiefer Aquatics	22.00	1.30	18.25	23.25	4.25	10.00	79.05	6
SNA2 LLC	24.50	1.00	18.00	21.50	3.75	10.00	78.75	7
TrackBarn LLC	24.50	1.00	19.50	22.75	3.50	7.00	78.25	8
Custom Sportswear, Inc.	22.00	1.30	18.00	22.00	4.75	8.70	76.75	9
SPEED STACKS, INC	15.00	2.30	18.50	21.25	4.75	5.00	66.80	10
getpoms.com	15.00	1.00	18.75	22.50	4.25	3.33	64.83	11
Westcom Wireless Inc	15.00	1.00	18.25	22.75	4.25	2.30	63.55	12
Cheerleading Company	15.00	1.00	17.75	21.75	4.00	3.00	62.50	13
TEXAS MUSIC FESTIVALS ENTERPRISE, INC	10.00	1.00	18.00	21.25	4.00	3.33	57.58	14
Fun and Function	10.00	1.00	18.75	20.50	3.75	3.30	57.30	15
Texsport Turf Professionals, llc	3.68	2.30	19.25	23.75	4.00	0.33	53.31	16
Skates 2 go LLC	3.30	1.00	18.00	20.25	4.50	3.33	50.38	17

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: 2024-25 Budget**  
**References: Board Policy CE (Legal)**  
**Board Governance**  
**Department: Business and Finance**

**Recommendation**

Consideration and approval of the 2024-25 General Fund (199), Child Nutrition Fund (240), and Debt Service Fund (599) budgets as presented in the Fiscal Year 2024-25 budget document.

**Summary**

Administration has presented and discussed the proposed 2024-25 budget during a series of Board workshops that began on February 26, 2024. The District published the proposed budget on Tuesday, May 21, Wednesday, May 22, 2024, and Thursday May 23, 2024 in the *Fort Bend Herald*, *Fort Bend Independent*, and *Fort Bend Star*, respectively, and a public hearing is being conducted on June 3, 2024 as required by law. At the public hearing, any taxpayer in the District may be present and participate through citizens’ comments after the presentation.

**Background**

The Texas Education Code (TEC) and the Texas Education Agency (TEA) require that the Board of Trustees prepare a budget by June 19th for districts with a July 1st fiscal year. The official District budget must be adopted at the fund and function level and must include the General Fund (Fund 199), Child Nutrition Fund (Fund 240), and Debt Service Fund (Fund 599). The attached budget meets the requirements of the Texas Education Code.

The proposed general operating budget for 2024-25 of \$828.6M represents the efforts of the District leadership to present a plan that provides the resources necessary to support the District mission, Board goals, and strategic priorities, while maintaining accountability to its stakeholders. The budget includes staffing necessary for anticipated student and program growth.

During the May 13 and May 20 Board meetings, staff reviewed 107 positions that will address student achievement, the teacher shortage, and operational challenges. The table below includes positions that have been incorporated into the budget to address those areas.

<b>Position Type</b>	<b>FTEs</b>	<b>Total Cost (Including Benefits)</b>
Various Campus-Based Positions	32.0	\$2,301,000
Executive Director School Improvement	1.0	166,565
School Improvement Coordinator	2.0	203,974

Resident Teacher	60.0	1,053,494
College Career Readiness Advisors	6.0	531,071
<b>Sub-Total Teaching/Campus Support Positions</b>	<b>101.0</b>	<b>\$4,256,104</b>
Technician HVAC I	4.0	246,324
Technician HVAC II	1.0	70,515
HVAC Helper	1.0	38,902
<b>Sub-Total Operational</b>	<b>6.0</b>	<b>355,741</b>
<b>TOTAL General Fund Positions</b>	<b>107.0</b>	<b>\$4,611,845</b>

The proposed budget of \$164.6M for the Debt Service Fund reflects the debt schedule and estimates for the Commercial Paper Program. It is anticipated additional amendments will be needed in 2024-25 for the debt transaction that could occur during the next fiscal year well.

The 2024-25 Child Nutrition Fund budget of \$58.0 million of expenses includes budgeted expenditures of equipment that is needed to serve meals throughout the district as well as ensure compliance of fund balance requirements. On May 20, two additional staff members were recommended as part of the budget to address the addition of the Crawford High School feeder pattern, as well as a lead supervisor to oversee required training of child nutrition staff and are incorporated into the budget.

<b>Position Type</b>	<b>FTEs</b>	<b>Total Cost (Including Benefits)</b>
Supervisor – Child Nutrition	1.0	\$68,095
Lead Supervisor – Child Nutrition	1.0	73,382
<b>TOTAL Child Nutrition Positions</b>	<b>2.0</b>	<b>\$141,477</b>

In addition to the budget, Board policy DEA (Local) requires the Superintendent to recommend an annual compensation plan for all District employees within the context of the annual budget. The policy also stipulates the Board will approve the compensation plan to be used by the District. Because of limited resources available in the 2024-25 budget, no changes are being recommended for the compensation plan. The plan is attached for compliance with policy.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Bryan Guinn  
Chief Financial Officer

# Fort Bend ISD 2024-2025 Teacher Pay Structure

## Salary Guide for Teachers

STEP	Completed Years of Service	New Hire Annual Salary
1	0	\$62,000
2	1	\$62,500
3	2	\$63,000
4	3	\$63,500
5	4	\$64,000
6	5	\$65,000
7	6	\$65,500
8	7	\$66,000
9	8	\$66,500
10	9	\$67,000
11	10	\$68,250
12	11	\$68,750
13	12	\$69,250
14	13	\$69,750
15	14	\$70,250
16	15	\$71,750
17	16	\$72,250
18	17	\$72,750
19	18	\$73,250
20	19	\$73,750
21	20	\$75,500
22	21	\$76,000
23	22	\$76,500
24	23	\$77,000
25	24	\$77,500
26	25	\$79,500
27	26	\$80,000
28	27	\$80,500
29	28	\$81,000
30	29	\$81,500
31	30	\$82,000
32	31	\$82,500
33	32	\$83,000
34	33	\$83,500
35	34	\$84,000
36	35	\$84,500
37	36	\$85,000
38	37	\$85,500
39	38	\$86,000
40	39	\$86,500
41	40	\$87,000

**Additional Pay not included as Annual Salary**

**Master's degree= \$1,100 stipend      Doctorate degree= \$2,200 stipend**

This salary guide is for the 2024-2025 school year only. Salaries listed above reflect teachers on a 187 and 190 day work calendars who hold a Bachelor's degree.

Your Salary may not reflect your years of experience.

# 2024-2025 Stipend Schedule

Code	Type of Stipend and Description	Full Time Position Amount	Submitted by
<b>High School - Academics</b>			
DA	Academic Decathlon	\$6,000	Campus Leader
TB	Broadcasting	\$2,000	Campus Leader
SLL	Campus Student Leadership Liaison (HS only)	\$1,500	Campus Leader
CSC	Coding Sponsor-Campus	\$1,000	Campus Leader
FD	Department Head (English, Math, Science, Social Studies, Special Ed, Fine Arts, World Language, CTE, PE)	\$3,000	Campus Leader
F7	Department Head Extra Courses (>15)	\$750	Campus Leader
F6	Department Head Extra Courses (9-15)	\$375	Campus Leader
CDS	Discretionary - Campus	\$500	Campus Leader
DO	National Honor Society	\$2,000	Campus Leader
DD	Newspaper/E-News	\$1,425	Campus Leader
KA	Night Lab Per AP Section	\$1,500	Campus Leader
KB	Night Labs (2)	\$2,500	Campus Leader
KC	Night Labs (3 or more)	\$5,000	Campus Leader
CV	Octathlon	\$3,000	Campus Leader
PA	PALS	\$1,500	Campus Leader
DN	Pep Squad	\$1,250	Campus Leader
SFS	Science Fair	\$250	Campus Leader
SCS	Senior Class Sponsor	\$500	Campus Leader
DI	Speech/Debate	\$7,800	Campus Leader
DIA	Speech/Debate Assistant	\$4,000	Campus Leader
DK	Student Council	\$2,300	Campus Leader
ALT	Team Lead - ALC- MR Wood (English, Math, Science, Soc. Studies)	\$500	Campus Leader
TLH	Team Lead - High School	\$500	Campus Leader
UL1	UIL Campus Coordinator	\$1,500	Campus Leader
UL2	UIL Coach 1st Event	\$800	Campus Leader
UL3	UIL Coach 2nd Event	\$400	Campus Leader
UL4	UIL Coach 3rd Event	\$400	Campus Leader
WEM	Webmaster - Campus	\$1,000	Campus Leader
DF	Yearbook	\$1,700	Campus Leader
DR	Band Director	\$16,500	Fine Arts Dept.
DS	Band Director - Assistant	\$9,500	Fine Arts Dept.
DP	Choir Director	\$8,000	Fine Arts Dept.
DQ	Choir Director - Assistant	\$5,000	Fine Arts Dept.
DL	Drill Team Director	\$9,000	Fine Arts Dept.
DU	Drill Team Director - Assistant	\$4,500	Fine Arts Dept.
DTA	Drill Team Director - Assistant (participating w/Marching Band)	\$2,500	Fine Arts Dept.
DTD	Drill Team Director (participating w/Marching Band)	\$3,000	Fine Arts Dept.
AU	Orchestra Director	\$8,000	Fine Arts Dept.
AVA	Orchestra Director - Assistant	\$4,800	Fine Arts Dept.
PER	Percussion Specialist	\$9,500	Fine Arts Dept.
DH	Theatre Director	\$5,250	Fine Arts Dept.
DHA	Theatre Director - Assistant	\$4,500	Fine Arts Dept.
GTL	Champions of Gifted Students (COGS) (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria )	\$1,500	Gifted & Talented
AVC	AVID Site Coordinator (paid out via Supplemental Pay by Dept.)	\$1,000	SEL/Enrichment Programs
COU	Counselor - Lead	\$2,000	SEL/Enrichment Programs
<b>*Stipends are paid at a standard amount per pay period unless otherwise noted</b>			

# 2024-2025 Stipend/ Supplemental Pay

Code	Type of Stipend and Description	Full Time Position Amount	Submitted by
<b>Middle School - Academics</b>			
AM	Academic Pentathlon	\$1,000	Campus Leader
CSC	Coding Sponsor - Campus	\$1,000	Campus Leader
FC	Department Head (English, Math, Science, Social Studies, Special Ed, Fine Arts, Foreign Language, PE)	\$2,500	Campus Leader
F7	Department Head Extra Courses (>15)	\$750	Campus Leader
F6	Department Head Extra Courses (9-15)	\$375	Campus Leader
CDS	Discretionary - Campus	\$500	Campus Leader
MC	Math Counts	\$4,000	Campus Leader
MPS	Mentoring Program Sponsor - Teacher (paid over 2 partial installments on 12/15 & 6/30 pay dates- predetermined criteria)	\$1,000	Campus Leader
DX	National Honor Society	\$1,500	Campus Leader
AP	Newspaper/Yearbook	\$750	Campus Leader
PA	PALS	\$1,500	Campus Leader
AO	Pep Squad	\$525	Campus Leader
SFS	Science Fair	\$250	Campus Leader
SPE	Speech	\$1,500	Campus Leader
SCM	Student Council	\$1,500	Campus Leader
FB	Team Lead - Middle School	\$500	Campus Leader
WEM	Webmaster - Campus	\$1,000	Campus Leader
AS	Band Director	\$8,000	Fine Arts Dept.
AT	Band Director - Assistant	\$6,000	Fine Arts Dept.
AQ	Choir Director	\$4,000	Fine Arts Dept.
AR	Choir Director - Assistant	\$2,700	Fine Arts Dept.
DMS	Dance Instructor	\$1,000	Fine Arts Dept.
AUM	Orchestra Director	\$5,500	Fine Arts Dept.
AWA	Orchestra Director-Assistant	\$3,120	Fine Arts Dept.
TH	Theatre Instructor	\$2,500	Fine Arts Dept.
THA	Theatre Instructor - Assistant	\$2,000	Fine Arts Dept.
GTL	Champions of Gifted Students (COGS) (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria)	\$1,500	Gifted & Talented
AVC	AVID Site Coordinator (paid out via Supplemental Pay by Dept.)	\$1,000	SEL & Enrichment Programs
<b>*Stipends are paid at a standard amount per pay period unless otherwise noted</b>			

# 2024-2025 Stipend/ Supplemental Pay

Code	Type of Stipend and Description	Full Time Position Amount	Submitted by
<b>Elementary - Academics</b>			
BLI	Bilingual Stipend	\$4,000	Position based-HR
UL5	Coach UIL - ES Academics	\$200	Campus Leader
CSC	Coding Sponsor - Campus	\$1,000	Campus Leader
UL6	Coordinator Campus UIL - ES Academics	\$300	Campus Leader
DIS	Destination Imagination Sponsor	\$600	Campus Leader
CDS	Discretionary - Campus	\$500	Campus Leader
GTL	Champions of Gifted Students (COGS) (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	\$1,500	Gifted & Talented
MPS	Mentoring Program Sponsor - Teacher (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	\$1,000	Campus Leader
MC1	Multi-Classroom Leader I (Leads 2-3 Teachers)	\$12,000	Position based-HR
MC2	Multi-Classroom Leader II (Leads 4-6 Teachers)	\$15,000	Position based-HR
DXE	National Honor Society ES	\$1,000	Campus Leader
SFS	Science Fair	\$250	Campus Leader
SCE	Student Council	\$1,000	Campus Leader
FA	Team Leader ES (PreK -5, Spec Ed., Outclass)	\$1,000	Campus Leader
TRT	Team Reach Teacher	\$4,000	Position based-HR
WEM	Webmaster - Campus	\$1,000	Campus Leader
CEL	Choir ES	\$750	Fine Arts Dept.
<b>*Stipends are paid at a standard amount per pay period unless otherwise noted</b>			

# 2024-2025 Stipend/ Supplemental Pay

Code	Type of Stipend and Description	Full Time Position Amount	Submitted by
<b>DISTRICT LEVEL</b>			
NSE	Nurse Supervisor	\$1,000	Behavioral Health & Wellness
CT3	CTSO - Agriculture (paid over 2 partial installments on 12/31 & 6/30 pay dates)	\$3,000	Career & Technology
CT1	CTSO - Lead (paid over 2 partial installments on 12/31 & 6/30 pay dates)	\$1,000	Career & Technology
ROC	ROTC (paid over 2 partial installments on 12/31 & 6/30 pay dates)	\$3,000	Career & Technology
CPO	Certified Pool Operator	\$500	Facilities
ART	Art Facilitator	\$3,000	Fine Arts
BND	Band Facilitator	\$3,000	Fine Arts
CHF	Choir Facilitator	\$2,000	Fine Arts
DNF	Dance Facilitator	\$2,000	Fine Arts
MUS	Elementary Music Facilitator	\$3,000	Fine Arts
AUF	Orchestra Facilitator	\$2,000	Fine Arts
TDF	Theatre Facilitator	\$1,500	Fine Arts
NBC	Teacher Incentive Allotment/ National Board (NBPTS)	varies	HR
PHD	Doctorate Degree - Teacher	\$2,200	HR- Employee Upload-Records
MST	Master's Degree - Teacher	\$1,100	HR- Employee Upload-Records
POB	Police Officer - Bachelors Degree Stipend	\$1,800	HR- Employee Upload-Records
POM	Police Officer - Masters Degree Stipend	\$3,000	HR- Employee Upload-Records
ESL	ESL-Teacher Secondary	\$1,000	HR position based
LSS	Lead LSSP	\$2,500	HR position based
LSR	LSSP Retention (lump sum payment by 10/31)	\$1,500	HR position based
MSB	Sign On Bonus - Math Secondary (lump sum payment by 10/31)	\$1,000	HR position based
SSB	Sign On Bonus - Science Secondary (lump sum payment by 10/31)	\$1,000	HR position based
SPG	Sign On Bonus- Speech Pathologist (lump sum payment by 10/31)	\$1,500	HR position based
SET	Special Education - Teacher	\$1,500	HR position based
SEB	Special Education - Teacher (ABC, BSS, CLaSS Plus)	\$2,000	HR position based
SCB	Special Education - Teacher (CBP)	\$3,500	HR position based
SPB	Speech Pathology - 187 work calendar	\$4,000	HR position based
SPC	Speech Pathology - 187 work calendar (4 day work week)	\$3,200	HR position based
SPD	Speech Pathology - 210 work calendar	\$4,500	HR position based
RSP	Speech Pathology Retention Bonus (every 2 years) (lump sum payment by 10/31)	\$1,500	HR position based
CTS	Cooperating Teacher (paid over 2 installments on 1/15 & 6/15)	\$500	Org.Development
FTO	Police - Field Training Officer	\$1,500	Police Dept.
POL	Police Bilingual	\$2,000	Police Dept.
PCA	Police TCOLE Certification - Advanced	\$2,000	Police Dept.
PCI	Police TCOLE Certification - Intermediate	\$1,000	Police Dept.
PCM	Police TCOLE Certification - Master	\$3,000	Police Dept.
<b>*Stipends are paid at a standard amount per pay period unless otherwise noted</b>			

# 2024-2025 Stipend/ Supplemental Pay

Code	Type of Stipend and Description	Full Time Position Amount	Submitted by
<b>DISTRICT LEVEL (continued)</b>			
ASH	ASHA Certified - RDSPD	\$2,000	RDSPD Dept.
DCA	Audiologist - RDSPD	\$1,500	RDSPD Dept.
DC1	Interpreter for Deaf - Level 1 Certification	\$2,000	RDSPD Dept.
DC2	Interpreter for Deaf - Level 2 Certification	\$2,500	RDSPD Dept.
DC3	Interpreter for Deaf - Level 3 Certification	\$3,000	RDSPD Dept.
DL4	Interpreter for Deaf - Level 4 Certification	\$3,500	RDSPD Dept.
DC5	Interpreter for Deaf - Level 5 Certification	\$4,000	RDSPD Dept.
SLS	Sign Language Skills - RDSPD	\$1,500	RDSPD Dept.
SBI	Sign On Bonus - Interpreter for Deaf - RDSPD (lump sum payment by 10/31)	\$1,000	RDSPD Dept.
SBR	Sign On Bonus - Teacher RDSPD (lump sum payment by 10/31)	\$5,000	RDSPD Dept.
DC4	Teacher of Deaf - RDSP	\$1,500	RDSPD Dept.
RRS	Teacher of Deaf - RDSPD Retention Supplement (lump sum payment by 10/31)	\$2,500	RDSPD Dept.
ACS	Academy Sponsor (Academy Teacher Facilitator Stipend) (paid in 2 partial installments on 12/15 & 6/30 per predetermined criteria)	\$2,000	SEL/Enrich. Programs
AP5	AP Coordinator level 1 (0-499 exams) paid 6/30 per predetermined criteria	\$500	SEL/Enrich. Programs
AP6	AP Coordinator level 2 (500-999 exams) paid 6/30 per predetermined criteria	\$1,000	SEL/Enrich. Programs
AP7	AP Coordinator level 3 (1000-1499 exams) paid 6/30 per predetermined criteria	\$1,500	SEL/Enrich. Programs
AP8	AP Coordinator level 4 (1500-1999 exams) paid 6/30 per predetermined criteria	\$2,000	SEL/Enrich. Programs
AP9	AP Coordinator level 5 (2000+ exams) paid 6/30 per predetermined criteria	\$2,500	SEL/Enrich. Programs
UL7	Coordinator District UIL - ES Academics	\$500	SEL/Enrich. Programs
BLE	Bilingual Evaluator (Bilingual Diags, LSSP, SLPS)	\$3,000	Special Education Dept.
EDD	Sign On Bonus - Educational Diagnostician (lump sum payment by 10/31)	\$5,000	Special Education
LSB	Sign On Bonus - LSSP Identified Hard to Fill (lump sum payment by 10/31)	\$5,000	Special Education
	Sign On Bonus - SLP Identified Hard to Fill (lump sum payment by 10/31)	\$5,000	Special Education
RSS	Robotics Sponsor (Identified, approved campuses)	\$1,500	STEM
CFS	Coding Facilitator	\$3,000	Teaching & Learning
DHF	Health Facilitator	\$2,000	Teaching & Learning
JOF	Journalism Facilitator	\$2,000	Teaching & Learning
PEF	Physical Education Facilitator	\$2,000	Teaching & Learning
RFS	Robotics Facilitator	\$3,000	Teaching & Learning
SDB	Speech/Debate Facilitator	\$3,000	Teaching & Learning
WLF	World Language Facilitator	\$2,000	Teaching & Learning
MSR	MST Trade-Auxiliary (up to \$1000, annual certification required)	\$1,000	Transportation
<b>*Stipends are paid at a standard amount per pay period unless otherwise noted</b>			

# 2024-2025 Stipend/ Supplemental Pay

## ATHLETICS

CODE W/O CDL	Type of Stipend	STIPEND W/O CDL	Submitted by
<b>High School</b>			
BAX	Campus Athletic Coordinator	\$1,978	Asst Director Athletics
BUX	Baseball Varsity Assistant	\$1,950	Campus Athletic Coord
BTX	Baseball Varsity Head	\$3,250	Campus Athletic Coord
BVX	Baseball Junior Varsity	\$1,853	Campus Athletic Coord
BWX	Baseball Sophomore	\$1,625	Campus Athletic Coord
BMX	Basketball Varsity	\$5,070	Campus Athletic Coord
BNX	Basketball Junior Varsity	\$2,925	Campus Athletic Coord
BOX	Basketball Sophomore	\$2,308	Campus Athletic Coord
BPX	Basketball Freshman	\$1,625	Campus Athletic Coord
DB	Cheerleader Varsity	\$3,750	Campus Athletic Coord
DC	Cheerleader JV HS	\$1,750	Campus Athletic Coord
CYX	Cross Country HS	\$2,600	Campus Athletic Coord
CHX	Cross Country HS Co-Ed	\$3,900	Campus Athletic Coord
BCX	Football Assistant Head	\$6,200	Campus Athletic Coord
BDX	Football Varsity Assistant	\$4,550	Campus Athletic Coord
BLX	Football Defensive Coordinator	\$5,850	Campus Athletic Coord
BKX	Football Offensive Coordinator	\$5,850	Campus Athletic Coord
BFX	Football Junior Varsity Assistant	\$4,063	Campus Athletic Coord
BEX	Football Junior Varsity	\$4,225	Campus Athletic Coord
BHX	Football Sophomore Assistant	\$3,900	Campus Athletic Coord
BGX	Football Sophomore Head	\$4,063	Campus Athletic Coord
BJX	Football Freshman Assistant	\$3,770	Campus Athletic Coord
BIX	Football Freshman Head	\$3,900	Campus Athletic Coord
CLX	Golf HS	\$2,925	Campus Athletic Coord
CMX	Golf Co-Ed HS	\$4,225	Campus Athletic Coord
CEX	Soccer Varsity	\$3,250	Campus Athletic Coord
CFX	Soccer Junior Varsity	\$2,275	Campus Athletic Coord
CZX	Soccer Freshman	\$1,300	Campus Athletic Coord
BXX	Softball Varsity	\$3,250	Campus Athletic Coord
BYX	Softball Assistant	\$1,950	Campus Athletic Coord

**\*Stipends are paid at a standard amount per pay period unless otherwise noted**

# 2024-2025 Stipend/ Supplemental Pay

## ATHLETICS

CODE W/O CDL	Type of Stipend	STIPEND W/O CDL	Submitted by
<b>High School (continued)</b>			
BYZ	Softball Junior Varsity	\$1,853	Campus Athletic Coord
ESX	Swimming Assistant	\$2,275	Campus Athletic Coord
COX	Swimming Head	\$3,705	Campus Athletic Coord
DVC	District HS Diving Coach	\$5,700	Campus Athletic Coord
AJX	Tennis Assistant (Semester)	\$813	Campus Athletic Coord
ETX	Tennis Assistant (Year)	\$1,625	Campus Athletic Coord
CKX	Tennis Spring Head	\$1,853	Campus Athletic Coord
CIX	Tennis Varsity Head (Year)	\$3,705	Campus Athletic Coord
VSX	Tennis Varsity & JV (Semester)	\$2,260	Campus Athletic Coord
VJX	Tennis Varsity & JV (Year)	\$4,518	Campus Athletic Coord
CDX	Track Assistant	\$1,853	Campus Athletic Coord
CCX	Track Varsity Head	\$2,925	Campus Athletic Coord
ERX	Trainer Assistant	\$4,914	Campus Athletic Coord
EZX	Trainer	\$7,712	Campus Athletic Coord
CRX	Volleyball Varsity Head	\$4,550	Campus Athletic Coord
CSX	Volleyball Junior Varsity	\$3,250	Campus Athletic Coord
CTX	Volleyball Freshman	\$2,600	Campus Athletic Coord
WPH	Water Polo Head	\$3,000	Director Athletics
WPA	Water Polo Assistant	\$1,500	Director Athletics
<b>Middle School</b>			
AAX	Campus Athletic Coordinator	\$1,000	Asst Director Athletics
AEX	Basketball	\$1,625	Campus Athletic Coord
AN	Cheerleader	\$2,000	Campus Athletic Coord
ACX	Football Assistant	\$2,425	Campus Athletic Coord
ABX	Football Head	\$2,925	Campus Athletic Coord
CXX	Soccer	\$1,495	Campus Athletic Coord
AGX	Tennis	\$975	Campus Athletic Coord
TGX	Tennis Co-Ed	\$1,072	Campus Athletic Coord
AFX	Track	\$1,495	Campus Athletic Coord
AIX	Volleyball	\$1,625	Campus Athletic Coord
<b>*Stipends are paid at a standard amount per pay period unless otherwise noted</b>			
<b>**Positions are based on actual number of teams</b>			

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
<b>101</b>		Daily (7.5 hours)	\$250.04	\$302.99	\$355.94	
	CASEWORKER DROP OUT PREVENTION AND RECOVERY	210	<b>187 Days</b>	\$46,757	\$56,659	\$66,561
	INTERVENTIONIST POSITIVE BEHAVIOR SUPPORT (PBIS)	195	<b>190 Days</b>	\$47,508	\$57,568	\$67,629
	INTERVENTIONIST POSITIVE BEHAVIOR SUPPORT (PBIS) T1	195	<b>192 Days</b>	\$48,008	\$58,174	\$68,340
	INTERVENTIONIST POSITIVE BEHAVIOR SUPPORT (PBIS) T1 ELC	210	<b>195 Days</b>	\$48,758	\$59,083	\$69,408
	MONITOR CHECK AND CONNECT MCKINNEY VENTO	187	<b>202 Days</b>	\$50,508	\$61,204	\$71,900
	SPECIALIST STUDENT ATTENDANCE	195	<b>210 Days</b>	\$52,508	\$63,628	\$74,747
	TEACHER ONLINE LEARNING LEAD	202	<b>218 Days</b>	\$54,509	\$66,052	\$77,595

**Instructional Apprentice**  
Daily Rate \$271.96 x Calendar Days

<b>102</b>		Daily (7.5 hours)	\$295.20	\$357.19	\$419.18	
	ADVISOR CCR SEC T1	210	<b>187 Days</b>	\$55,202	\$66,795	\$78,387
	ADVISOR COLLEGE & CAREER RD	210	<b>190 Days</b>	\$56,088	\$67,866	\$79,644
	ASSISTANT PATHOLOGIST SPEECH	187	<b>195 Days</b>	\$57,564	\$69,652	\$81,740
	ASSISTANT PATHOLOGIST SPEECH LANG (RDSPD)	187	<b>210 Days</b>	\$61,992	\$75,010	\$88,028
	AUDIOLOGIST DEAF CO-OP (RDSPD)	187	<b>218 Days</b>	\$64,354	\$77,867	\$91,381
	FACILITATOR ARD	195	<b>238 Days</b>	\$70,258	\$85,011	\$99,765
	FACILITATOR BEHAVIORAL HLT	195				
	FACILITATOR BEHAVIORAL HLT 238	238				
	FACILITATOR GUIDANCE CLASSROOM T1	187				
	FACILITATOR ROPES	195				
	LIAISON PARENT SUBSTANCE ABUSE	187				
	NURSE/NURSE SPECIAL EDUCATION	190				
	NURSE SP ED LEAD	238				
	SOCIAL WORKER	187				
	SOCIAL WORKER 210	210				
	SOCIAL WORKER 238 (SP ED)	238				
	SPECIALIST ORIENTATION/MOBILITY	187				
	SPECIALIST SAFE AND DRUG FREE	187				
	THERAPIST MUSIC GR	187				
	THERAPIST MUSIC - EIA	218				
	TRAINER ATHLETICS	210				

<b>103</b>		Daily (7.5 hours)	\$331.43	\$401.03	\$470.63	
	ANALYST BEHAVIOR BOARD CERTIFIED	238	<b>187 Days</b>	\$61,977	\$74,993	\$88,008
	COUNSELOR EARLY COLLEGE HS/P-TECH	220	<b>190 Days</b>	\$62,972	\$76,196	\$89,420
	COUNSELOR MENTAL HEALTH	210	<b>195 Days</b>	\$64,629	\$78,201	\$91,773
	COUNSELOR RDSPD	195	<b>202 Days</b>	\$66,949	\$81,008	\$95,067
	COUNSELOR THREAT ASSESSMENT & MGT	238	<b>210 Days</b>	\$69,600	\$84,216	\$98,832
	DIAGNOSTICIAN EDUCATIONAL 190	190	<b>218 Days</b>	\$72,252	\$87,425	\$102,597
	DIAGNOSTICIAN EDUCATIONAL 210	210	<b>220 Days</b>	\$72,915	\$88,227	\$103,539
	LIBRARIAN DIGITAL RESOURCES AND SYSTEMS	238	<b>238 Days</b>	\$78,880	\$95,445	\$112,010
	PATHOLOGIST SPEECH (RDSPD)	187				
	PATHOLOGIST SPEECH 187	187				
	PATHOLOGIST SPEECH 210	210				
	PATHOLOGIST SPEECH EIA	218				
	PROF SCHOOL COUNSELOR ELC	210				
	PROF SCHOOL COUNSELOR ES	195				
	PROF SCHOOL COUNSELOR HS	210				
	PROF SCHOOL COUNSELOR LEAD HS	220				
	PROF SCHOOL COUNSELOR LEAD MS	210				
	PROF SCHOOL COUNSELOR MS	202				
	PROF SCHOOL COUNSELOR T1	210				
	PROGRAM SPEC DEAF CO-OP (RDSPD)	238				
	PROG SPEC SCHOOL HEALTH SVS	238				
	PROGRAM SPEC SPED ASSISTIVE TECH	238				
	PROG SPEC SPED BEH RES TEAM GR	210				
	PROGRAM SPEC SPED COMPLIANCE	238				
	PROGRAM SPEC SPED RES/INCL/SRV	210				
	PROG SPEC SPED SPECIALIZED PRO	238				
	PROG SPEC STUDENT SUPPORT SERVICES	238				
	SOCIAL WORKER LD DISTRICT	210				
	SPECIALIST CTE (PT) GR	238				
	SPECIALIST DATA T1	238				
	SPECIALIST DIAGNOSTIC (RDSPD)	190				

## 2024-2025 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
	SPECIALIST EARLY CHILDHOOD	238				
	SPECIALIST ENGAGEMENT ELC	210				
	SPECIALIST INSTRUCTIONAL FINE ARTS T4	210				
	SPECIALIST INSTRUCTIONAL T1	210				
	SPECIALIST SEL & ENRICHMENT T4	238				
	SPECIALIST STUDENT GROWTH & ACCOUNTABILITY	238				
	SPECIALIST WELLNESS HLTH & PRV	238				
<b>104</b>		Daily (7.5 hours)	\$356.03	\$430.80	\$505.56	
	ASST PRINCIPAL ELC	238	<b>187 Days</b>	\$66,578	\$80,559	\$94,540
	ASST PRINCIPAL ELEMENTARY	210	<b>210 Days</b>	\$74,766	\$90,467	\$106,168
	ASST PRINCIPAL JR CTE CTR	238	<b>218 Days</b>	\$77,615	\$93,914	\$110,213
	ASST PRINCIPAL MS	210	<b>220 Days</b>	\$78,327	\$94,775	\$111,224
	ASST PRINCIPAL MS T1	210	<b>238 Days</b>	\$84,735	\$102,530	\$120,324
	COORDINATOR ACADEMY MS GT	238				
	COORDINATOR ENRICHMENT PROGRAMS	238				
	COORDINATOR GRANTS	238				
	COORDINATOR HIGH SCHOOL PROGRAMS	238				
	COOR SEL	238				
	COORDINATOR STUDENT LEADERSHIP	238				
	DEAN EARLY COLLEGE/P-TECH HS	220				
	DEAN OF INSTRUCTION MS	210				
	DEAN OF INSTRUCTION T1	210				
	DIAGNOSTICIAN LEAD EDUCATIONAL	238				
	LICENSED SPEC SCHOOL PSYCH 187	187				
	LICENSED SPEC SCHOOL PSYCH 210	210				
	LICENSED SPEC SCHOOL PSYCH INTAKE TEAM	187				
	LICENSED SPEC SCHOOL PSYCH LEAD	238				
	PATHOLOGIST LEAD SPEECH	238				
	PROGRAM SPECIALIST BILINGUAL	238				
	SPECIALIST CAMPUS SUPPORT	238				
	SPECIALIST GT MENTORSHIP PROG	210				
	SPECIALIST INTERVENTION DISTRICT	238				
	SPECIALIST NEWCOMER T3	238				
	SPECIALIST PROFESSIONAL LEARNING LT	238				
	SPECIALIST PROFESSIONAL LEARNING LT BIL	238				
	SPECIALIST PROFESSIONAL LEARNING T2	238				
	SPECIALIST SHLTRD INSTR ELA T3	238				
	SPECIALIST SHLTRD INSTR MTH T3	238				
	SPECIALIST SHLTRD INSTR SCI T3	238				
	SPECIALIST SHLTRD INSTR SS T3	238				
	SPECIALIST TECH INTEGRATN ELA	238				
	SPECIALIST TECH INTEGRATN MATH	238				
	SPECIALIST TECH INTEGRATN SCI	238				
	SPECIALIST TECH INTEGRATN SS	238				
	THERAPIST OCCUPATIONAL - EIA	218				
	THERAPIST OCCUPATIONAL 187	187				
	THERAPIST PHYSICAL 187	187				
	TRANSITION ADMINISTRATOR	238				
<b>105</b>		Daily (7.5 hours)	\$363.47	\$439.80	\$516.13	
	ASSOCIATE PRINCIPAL ELEM	238	<b>187 Days</b>	\$67,969	\$82,242	\$96,516
	ASSOCIATE PRINCIPAL MS	238	<b>210 Days</b>	\$76,329	\$92,358	\$108,387
	ASST PRINCIPAL ALTERN SCHOOL	210	<b>238 Days</b>	\$86,506	\$104,672	\$122,838
	ASST PRINCIPAL HS	210				
	ASST PRINCIPAL HS 238	238				
	COMPLIANCE OFFICER MULTILING	238				
	COOR ASSESS DESIGN ELA ELEM	238				
	COOR ASSESS DESIGN ELA SEC	238				
	COOR ASSESS DESIGN MATH ELEM	238				
	COOR ASSESS DESIGN MATH SEC	238				
	COOR ASSESS DESIGN SCI ELEM	238				
	COOR ASSESS DESIGN SCI SEC	238				
	COOR ASSESS DESIGN SS ELEM	238				
	COOR ASSESS DESIGN SS SEC	238				
	COORDINATOR ASSESSMENT	238				

## 2024-2025 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
<b>105 Continued</b>		Daily (7.5 hours)	\$363.47	\$439.80	\$516.13
	COORDINATOR AVID & ADVANCED ACADEMICS	238	<b>187 Days</b>	\$67,969	\$82,242
	COOR BEHAVIORAL HLT	238	<b>210 Days</b>	\$76,329	\$92,358
	COORDINATOR BILINGUAL PROGRAM	238	<b>238 Days</b>	\$86,506	\$104,672
	COORDINATOR CAMPUS SUPPORT T1	238			\$122,838
	COOR COLLEGE & CAREER RD	238			
	COORDINATOR CTE GR	238			
	COORDINATOR CURRICULUM ELA	238			
	COORDINATOR CURRICULUM INTEGRATION T4	238			
	COORDINATOR CURRICULUM MATH	238			
	COORDINATOR CURRICULUM SCI	238			
	COORDINATOR CURRICULUM SS	238			
	COORDINATOR CURRICULUM TECH APP DIG LIT	238			
	COORDINATOR CURRICULUM TECH APP DIG MEDIA	238			
	COORDINATOR CURRICULUM WORLD LANG	238			
	COORDINATOR DEAF CO-OP (RDSPD)	238			
	COORDINATOR DISTRICT ATHLETIC	238			
	COORDINATOR EARLY CHILDHOOD	238			
	COORDINATOR ESL	238			
	COORDINATOR ESL PROG ELEM T3	238			
	COORDINATOR HEALTH SERVICES	238			
	COORDINATOR INSTRUCTIONAL MATERIALS	238			
	COOR INTERV & ENRICH ELA	238			
	COOR INTERV & ENRICH MATH	238			
	COOR INTERV & ENRICH SCI	238			
	COOR INTERV & ENRICH SS	238			
	COOR INTERV ELA EC-5 E3	238			
	COORDINATOR LEADERSHIP DEVELOPMENT	238			
	COORDINATOR LIBRARY/MEDIA SERVICES	238			
	COORDINATOR LIT INTERV K-12	238			
	COORDINATOR MENTAL HEALTH/SOCIAL WORK SVC	238			
	COOR MUSIC ELEM	238			
	COORDINATOR ONLINE LEARNING	238			
	COORDINATOR LEADERSHIP DEVELOPMENT	238			
	COORDINATOR PROFESSIONAL LEARNING	238			
	COORDINATOR RES & PROG EVAL	238			
	COORDINATOR SEL & ENRICHMENT PROGRAMS	238			
	COORDINATOR SCHOOL COUNSELING & SEL	238			
	COOR STATE & FEDERAL PROGRAM	238			
	COOR STEM INTERV K-12	238			
	COOR STRATEGIC IMPROVEMENT GR	238			
	COOR STRATEGIC PLANNING	238			
	COORDINATOR STUDENT GROWTH AND ACHIEVEMENT	238			
	COORDINATOR TECH INTEGRATION LITERACY	238			
	COORDINATOR TITLE I	238			
	COORDINATOR VISUAL ARTS	238			
	COORDINATOR WELLNESS T4	238			
	DEAN OF INSTRUCTION HS	210			
	PROGRAM MANAGER COMPLIANCE	238			
	PROGRAM MANAGER CTE	238			
	PROG MANAGER EVAL & STUD SUPP	238			
	PROGRAM MANAGER GIFTED AND TALENTED ELEM	238			
	PROGRAM MANAGER GIFTED AND TALENTED SEC	238			
	PROGRAM MANAGER SAFETY/RESTRAINT & BEHAVIORAL INTERVENTION	238			
	PROGRAM MANAGER SPED BEHAVIOR RES TEAM GR	238			
	PROGRAM MANAGER SPED RESOURCE/INCLUSION 210	210			
	PROGRAM MANAGER SPED RESOURCE/INCLUSION 238	238			
	PROGRAM MANAGER SPED SPECIALIZED PROGRAMS	238			
	PROGRAM MANAGER SPED SUPPORT INSTRUCTIONAL SERVICES	238			
	PROGRAM MANAGER STUDENT SUPPORT SERVICES	238			
	PROG MGR STD SUPP SRV PRG IMPR	238			
	PSYCHOLOGIST CHILD	238			
<b>106</b>		Daily (7.5 hours)	\$395.96	\$468.82	\$541.67
	ASSOCIATE PRINCIPAL HS	238	<b>238 Days</b>	\$94,238	\$111,578
	ASST DIR ACCOUNT ASSESS COMPL	238			\$128,918

## 2024-2025 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
	ASST DIRECTOR BEHAVIORAL HEALTH & WELLNESS	238			
	ASST DIRECTOR CTE	238			
	ASST DIRECTOR FINE ARTS	238			
	ASST DIRECTOR HEALTH & WELLNESS	238			
	ASST DIRECTOR INTERVENTION & STUDENT GROWTH E3	238			
	ASST DIRECTOR LIT CURR & INSTR	238			
	ASST DIRECTOR MULTILINGUAL PROG	238			
	ASST DIRECTOR SCHOOL COUNSELING	238			
	ASST DIRECTOR SEL & ENRICHMENT PROGRAMS	238			
	ASST DIRECTOR SPECIAL ED	238			
	ASST DIR SPECIAL ED BEHAVIOR & TRANS SUPPORT	238			
	ASST DIRECTOR SPECIAL ED SPEC PROG	238			
	ASST DIRECTOR STEM CURR & INSTRUCTION	238			
	ASST DIRECTOR STUDENT AFFAIRS	238			
	COACH HEAD FOOTBALL	238			
	HEAD DISTRICT ATHLETIC TRAINER	238			
	SUPERVISOR SPED CENTRALIZED BEHAVIOR PROGRAM	238			
	SUPERVISOR SPED EIA	238			
	TRAINER ATHLETIC DISTRICT LEAD	238			
<b>107</b>		Daily (7.5 hours)	\$425.41	\$507.09	\$588.77
	ASST DIRECTOR ATHLETICS	238	<b>238 Days</b>	\$101,248	\$120,687
	DIRECTOR ACCT ASSESS & COMPLIANCE	238			\$140,127
	DIRECTOR BEHAVIORAL HEALTH & WELLNESS	238			
	DIRECTOR CAREER & TECHNOLOGY	238			
	DIRECTOR EARLY CHILDHOOD	238			
	DIRECTOR CURRIC & INSTRUCTION	238			
	DIRECTOR GIFTED AND TALENTED	238			
	DIRECTOR MULTILINGUAL PROGRAMS	238			
	DIRECTOR SEL & ENRICHMENT PROGRAMS	238			
	DIRECTOR SPED INSTRUCTIONAL PROGRAMMING	238			
	DIRECTOR SPED SPECIALIZED PROGRAMS	238			
	DIRECTOR STUDENT AFFAIRS	238			
	PRINCIPAL ELEMENTARY	238			
<b>108</b>		Daily (7.5 hours)	\$498.40	\$593.10	\$687.79
	DIRECTOR ATHLETICS	238	<b>238 Days</b>	\$118,619	\$141,157
	DIRECTOR FINE ARTS	238			\$163,694
	PRINCIPAL CENTER FOR LEARNING	238			
	PRINCIPAL JAMES REESE CTE CTR	238			
	PRINCIPAL MIDDLE SCHOOL	238			
	PRINCIPAL PROGRESSIVE HS	238			
<b>109</b>		Daily (7.5 hours)	\$583.00	\$705.43	\$827.86
	EXECUTIVE DIRECTOR ELEMENTARY SCHOOLS	238	<b>238 Days</b>	\$138,754	\$167,892
	EXECUTIVE DIRECTOR SECONDARY SCHOOLS	238			\$197,031
	EXECUTIVE DIRECTOR SEL & COMP HEALTH	238			
	EXEC DIR STUDENT AFFAIRS	238			
	EXECUTIVE DIRECTOR STUDENT SUPPORT SVCS	238			
	EXECUTIVE DIRECTOR TEACH & LEARNING	238			
	PRINCIPAL HIGH SCHOOL	238			
<b>110</b>		Daily (7.5 hours)	\$655.30	\$792.91	\$930.53
	ASST SUPERINTENDENT	238	<b>238 Days</b>	\$155,961	\$188,713
					\$221,465
<b>111</b>		Daily (7.5 hours)	\$720.25	\$871.50	\$1,022.76
	CHIEF ACADEMIC OFFICER	238	<b>238 Days</b>	\$171,420	\$207,418
	CHIEF OF SCHOOLS	238			\$243,416
<b>112</b>		Daily (7.5 hours)	\$799.35	\$967.21	\$1,135.08
	DEPUTY SUPERINTENDENT	238	<b>238 Days</b>	\$190,245	\$230,197
					\$270,148

## 2024-2025 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
<b>201</b>		Daily (7.5 hours)	\$209.73	\$253.77	\$297.82	
	ASST MANAGER WAREHOUSE	260	<b>238 Days</b>	\$49,916	\$60,398	\$70,880
	BUYER JR	238	<b>260 Days</b>	\$54,530	\$65,981	\$77,432
	MANAGER SHOP	260				
	SUPERVISOR ROUTING	238				
	SUPERVISOR SAFETY & TRAINING	238				
	SUPERVISOR TRANSPORTATION	238				
<b>202</b>		Daily (7.5 hours)	\$225.25	\$274.81	\$324.36	
	ASST LEGAL	238	<b>210 Days</b>	\$47,303	\$57,709	\$68,116
	ASST MANAGER NAT/DIVE COACH	238	<b>238 Days</b>	\$53,610	\$65,404	\$77,198
	COORDINATOR FACILITIES RESERVATION	238	<b>260 Days</b>	\$58,565	\$71,449	\$84,334
	COORDINATOR MARKETING CND	238				
	COORDINATOR MARKETING EXTENDED LEARNING	238				
	COORDINATOR TEXTBOOKS	238				
	MANAGER CTE AUTOMOTIVE SHOP	238				
	MANAGER CTE COSMETOLOGY LAB	238				
	MANAGER CTE RESTAURANT	238				
	MANAGER FACILITIES ADMIN	238				
	MANAGER STUDENT ACCOUNTS	238				
	SPECIALIST CONTRACTS	238				
	SPECIALIST CONTRACTS DESIGN & CONSTRUCTION	238				
	SPECIALIST ENERGY MANAGEMENT	238				
	SPECIALIST ENGR PLANS/PROGRAMS	260				
	SPECIALIST FINANCE DESIGN & CONSTRUCTION	238				
	SPECIALIST OCCUPATIONAL SAFETY	238				
	SPECIALIST POLICY	238				
	SPECIALIST SAFETY ENGINEER	238				
	SUPERVISOR ACCOUNTS PAYABLE	238				
	SUPERVISOR AG SCI FAC (PT) GR	238				
	SUPERVISOR AUXILIARY SUPPORT	260				
	SUPERVISOR BLD AUTOMATION	260				
	SUPERVISOR CATERING	238				
	SUPERVISOR CHILD NUTRITION	210				
	SUPERVISOR EXTENDED LEARNING	238				
	SUPERVISOR GROUNDS	260				
	SUPERVISOR INVENTORY/WAREHOUSE	260				
	SUPERVISOR KITCHEN EQUIPMENT	260				
	SUPERVISOR ZONE	260				
<b>203</b>		Daily (7.5 hours)	\$249.35	\$304.21	\$359.06	
	ANALYST BUDGET I	238	<b>210 Days</b>	\$52,364	\$63,883	\$75,403
	ANALYST HR DATA & REPRT (HRIS) JR	238	<b>238 Days</b>	\$59,345	\$72,401	\$85,457
	ASST TO THE SUPERINTENDENT & BOARD OF TRUSTEES	238	<b>260 Days</b>	\$64,831	\$79,094	\$93,357
	BUYER	238				
	COORDINATOR BENEFITS	238				
	COORDINATOR CATERING	210				
	COORDINATOR SMALL BUSINESS	238				
	INTERNAL AUDITOR	238				
	MANAGER ADMINISTRATIVE SUPPORT	238				
	MANAGER ADM SUPP MATL MGMT	238				
	MANAGER CTE EARLY ED CENTER	238				
	MANAGER GRAPHIC DESIGN/PRINT	238				
	MANAGER NATATORIUM	238				
	MONITOR FINANCE	238				
	SPECIALIST DATA INTEGRITY T1	238				
	SPECIALIST DATA PROFESSIONAL LEARNING	238				
	SPECIALIST DATA STRATEGIST GR	238				
	SPECIALIST EXTENDED LEARNING	238				
	SPECIALIST MULTIMEDIA & VIDEO	238				
	SUPERVISOR HVAC	260				
	SYSTEM ADMINISTRATOR ELEARNING	238				
<b>204</b>		Daily (7.5 hours)	\$301.82	\$368.22	\$434.62	
	ANALYST BENEFITS	238	<b>238 Days</b>	\$71,833	\$87,636	\$103,440

## 2024-2025 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
	ANALYST BUDGET CND	238	<b>260 Days</b>	\$78,473	\$95,737	\$113,001
	ANALYST BUSINESS PMO (BOND)	238				
	ANALYST HUMAN RESOURCES	238				
	ANALYST HR DT & RPRT (HRIS)	238				
	ANALYST PROGRAM DATA	238				
	ANALYST PROGRAM DATA FELLOW T1	238				
	BUYER SR	238				
	CONSULTANT HR	238				
	CONSULTANT HR (PT)	238				
	CONSULTANT LEADERSHIP DEVELOP	238				
	COOR BRAND & GRAPH DESIGN	238				
	COORDINATOR COMMUNICATIONS	238				
	COORDINATOR CTE OPERATIONS GR	238				
	COORDINATOR EMERGENCY MGT	260				
	COORDINATOR HUMAN RESOURCES	238				
	COOR LEGAL SERVICES	238				
	COORDINATOR MARKETING CTE PROGRAM	238				
	COORDINATOR MULTIMEDIA & VIDEO	238				
	COORDINATOR PRINT SHOP	238				
	COORDINATOR SOCIAL MEDIA	238				
	DIETITIAN	238				
	DISTRICT REGISTRAR	238				
	LIAISON COMMUNITY ENGAGEMENT	238				
	MANAGER EVENTS REC & CUST SERV	238				
	MANAGER HR	238				
	MANAGER LIFE SAFETY SYSTEMS	260				
	MANAGER PAYROLL	238				
	MANAGER PROJECT	238				
	SPECIALIST LOGISTICS FF&E	238				
	SPECIALIST PROJECT CONTROLS	238				
<b>205</b>			Daily (7.5 hours)	\$346.58	\$419.36	\$492.14
	ANALYST BUSINESS (CND)	238	<b>238 Days</b>	\$82,486	\$99,808	\$117,130
	ANALYST HR PROCESS	238				
	ANALYST HR PROCESS	238	<b>260 Days</b>	\$90,111	\$109,034	\$127,957
	ANALYST SR ACCOUNTANT	238				
	ANALYST SR BUDGET	238				
	ANALYST SR HR TOTAL REWARD	238				
	ASST DIR CND NUTRITION	238				
	ASST DIR CND OPERATIONS	238				
	ASST DIR CONTRACTS MGMT	238				
	ASST DIRECTOR ELD COMMUNITY EDUCATION	238				
	ASST DIRECTOR ELD OPERATIONS	238				
	ASST DIRECTOR ELD PROGRAMMING	238				
	ASST DIRECTOR INSTRUCTIONAL MATERIALS/WAREHOUSE	260				
	ASST DIRECTOR MATERIALS MGT	238				
	ASST DIRECTOR TRANSPORTATION	238				
	BUSINESS PARTNER HR (CND)	238				
	BUSINESS PARTNER HR (EXT LRN)	238				
	COOR BOUNDARIES & PLANNING	238				
	COORDINATOR COLLABORATIVE COMMUNITIES	238				
	COOR COMMUNITY & CIVIC ENGAGEM	238				
	MANAGER ACTIVITY & INTERNAL SERVICE FUND	238				
	MANAGER ENERGY	238				
	MANAGER FIXED ASSET	238				
	MANAGER GENERAL LEDGER	238				
	MANAGER GRANTS REVENUE	238				
	MANAGER HVAC OPERATIONS	238				
	MANAGER SR PROJECT	238				
	MANAGER ZONE	238				
	SR. ACCOUNTANT SPECIAL REVENUE	238				
<b>206</b>			Daily (7.5 hours)	\$390.35	\$472.32	\$554.30
	ANALYST SR HR BUSINESS	238	<b>238 Days</b>	\$92,903	\$112,413	\$131,923
	ASST DIRECTOR COLLABORATIVE COMMUNITIES	238				

## 2024-2025 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
	ASST DIRECTOR ENTERPRISE FUNDS	238			
	CONSULTANT SR HR	238			
	COORDINATOR PROJECT CONSTRUCTION	238			
	DISTRICT TREASURER	238			
	PUBLIC INFORMATION OFFICER	238			
<b>207</b>		Daily (7.5 hours)	\$421.45	\$514.17	\$606.89
	ASST DIR HR EMPLOYEE RELATIONS	238	<b>238 Days</b>	\$100,305	\$144,439
	ASST DIR LEADERSHIP DEV T2	238			
	ASST DIR STRATEGIC PLANNING	238			
	DIRECTOR ACCT PAY & FIX ASSETS	238			
	DIRECTOR CHILD NUTRITION	238			
	DIRECTOR COLLABORATIVE COMM	238			
	DIRECTOR EXTENDED LEARNING	238			
	DIRECTOR MULTIMEDIA STRAT COMM	238			
	DIRECTOR RISK MGT	238			
	DIRECTOR SPECIAL REVENUE	238			
	DIRECTOR STRATEGIC COMM	238			
	DIRECTOR TRANSPORTATION	238			
	DIRECTOR TRANSPORTATION GLOBAL	238			
<b>208</b>		Daily (7.5 hours)	\$465.25	\$562.95	\$660.66
	DIRECTOR BUDGET	238	<b>238 Days</b>	\$110,730	\$157,236
	DIRECTOR CAMPUS STRATEG TRANSF	238			
	DIRECTOR EMP BENEFITS & WELL	238			
	DIRECTOR FACILITIES MAINTENANCE	238			
	DIRECTOR FACILITIES	238			
	DIRECTOR FINANCE	238			
	DIRECTOR HR	238			
	DIRECTOR LEADERSHIP DEV T2	238			
	DIRECTOR MATERIALS MANAGEMENT (Interim)	238			
	DIRECTOR PAYROLL & COMP	238			
	DIRECTOR STRATEGIC PLANNING	238			
<b>209</b>		Daily (7.5 hours)	\$509.35	\$618.86	\$728.37
	EXECUTIVE DIRECTOR CHILD NUTRITION	238	<b>238 Days</b>	\$121,225	\$173,352
	EXECUTIVE DIRECTOR COLLABORATIVE COMMUNITIES	238			
	EXECUTIVE DIRECTOR EMERGENCY MANAGEMENT & LSS	238			
	EXECUTIVE DIRECTOR FACILITIES	238			
	EXECUTIVE DIRECTOR TRANSPORTATION	238			
<b>210</b>		Daily (7.5 hours)	\$585.25	\$709.32	\$833.40
	EXEC DIR BUSINESS SERVICES	238	<b>238 Days</b>	\$139,290	\$198,348
	EXECUTIVE DIRECTOR FINANCE	238	<b>260 Days</b>	\$152,165	\$216,683
	EXECUTIVE DIRECTOR HR	238			
	EXEC DIR LEGAL SERVICES	238			
<b>211</b>		Daily (7.5 hours)	\$653.45	\$792.63	\$931.82
	CHIEF OF POLICE	238	<b>238 Days</b>	\$155,521	\$221,773
	CHIEF COMMUNICATIONS OFFICER	238			
	EXECUTIVE DIRECTOR DESIGN & CONSTRUCTION	238			
	EXECUTIVE DIRECTOR INFORMATION SYSTEMS	238			
	EXECUTIVE DIRECTOR INFORMATION TECHNOLOGY SERVICES	238			
<b>212</b>		Daily (7.5 hours)	\$725.15	\$878.88	\$1,032.61
	CHIEF FINANCIAL OFFICER	238	<b>238 Days</b>	\$172,586	\$245,762
	CHIEF HUMAN RESOURCES OFFICER	238			
	CHIEF INFORMATION OFFICER	238			
	CHIEF OPERATIONS OFFICER	238			
	GENERAL COUNSEL	238			

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
<b>301</b>		Daily (7.5 hours)	\$177.35	\$214.59	\$251.84
	SPECIALIST APPLICATION SUPPORT 1	238	<b>238 Days</b>	\$42,209	\$59,937
	SPECIALIST PEIMS/ADA	238			
	SPECIALIST SIS	238			
<b>302</b>		Daily (7.5 hours)	\$195.35	\$236.37	\$277.40
	ANALYST SERVICE DESK	238	<b>238 Days</b>	\$46,493	\$66,020
	ANALYST USER SUPPORT	238			
<b>303</b>		Daily (7.5 hours)	\$219.76	\$265.91	\$312.06
	ANALYST SERVICE DESK LEAD	238	<b>238 Days</b>	\$52,303	\$74,270
	ANALYST SR USER SUPPORT	238			
	SPECIALIST APPLICATION SUPPORT	238			
	SPECIALIST APPLICATION SUPPORT WEB	238			
	SPECIALIST APPLICATION SUPPORT (SIS)	238			
<b>304</b>		Daily (7.5 hours)	\$248.33	\$300.48	\$352.63
	SPECIALIST DATA QUALITY	238	<b>238 Days</b>	\$59,103	\$83,926
	SPECIALIST IT ASSET	238			
<b>305</b>		Daily (7.5 hours)	\$281.61	\$340.75	\$399.89
	ADMINISTRATOR SIS LEVEL I	238	<b>238 Days</b>	\$67,023	\$95,173
	ANALYST NETWORK SERVICES	238			
	ANALYST SYSTEMS	238			
	ANALYST USER SUPPORT LEAD	238			
	COORDINATOR PROJECT BOND IT	238			
	COORDINATOR PROJECT IT	238			
	PROGRAMMER JR APPLICATION	238			
	SPECIALIST NETWORK SECURITY	238			
<b>306</b>		Daily (7.5 hours)	\$318.08	\$384.88	\$451.67
	ANALYST BUSINESS JR	238	<b>238 Days</b>	\$75,703	\$107,498
	COORDINATOR BUSINESS SERVICES	238			
	COORDINATOR CAMPUS DATA	238			
	ENGINEER I INFRASTRUCTURE MONITORING	238			
	ENGINEER I NETWORK	238			
<b>307</b>		Daily (7.5 hours)	\$361.31	\$437.19	\$513.06
	ADMINISTRATOR SHAREPOINT	238	<b>238 Days</b>	\$85,992	\$122,108
	ADMINISTRATOR SIS LEVEL II	238			
	ANALYST BUSINESS	238			
	ANALYST BUSINESS (WEB)	238			
	ANALYST PEOPLESOFT SECURITY	238			
	ENGINEER I UNIFIED COMMUNICATION	238			
	PROGRAMMER SR APPLICATION	238			
	PROGRAMMER SYSTEMS I	238			
	PROGRAMMER WEB	238			
	SR. ENGINEER IDENTITY ACC MGMT	238			
	SR SYSTEMS ENGR I - SERVERS	238			
	SR SYSTEMS ENGR I - SOFTWARE	238			
	<b>308</b>		Daily (7.5 hours)	\$407.89	\$493.55
ADMINISTRATOR DATABASE (PS)		238	<b>238 Days</b>	\$97,078	\$137,851
ADMINISTRATOR DATABASE SQL		238			
COORDINATOR PEIMS		238			
MANAGER JR PMO PROJECT		238			
MANAGER LOGISTICS BOND (FF&E)		238			
PROGRAMMER SYSTEMS II		238			
SR NETWORK ENGINEER II		238			
SR SYSTEMS ENGR II - SERVERS		238			
SR SYSTEMS ENGR II - SOFTWARE		238			
<b>309</b>		Daily (7.5 hours)	\$459.53	\$556.03	\$652.53
	ARCHITECT IMPLEMENTATION	238	<b>238 Days</b>	\$109,368	\$155,303
	DEVELOPER PEOPLESOFT	238			

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
	DEVELOPER PEOPLESOFT FSC	238			
	DEVELOPER SR WEB	238			
	MANAGER CUSTOMER SERVICE CNTR	238			
	MANAGER PEIMS	238			
	MANAGER PMO PROJECT	238			
	MANAGER PROJECT BOND D&C	238			
	MANAGER PROJECT BOND IT PROJECTS	238			
<b>310</b>		Daily (7.5 hours)	\$504.84	\$626.00	\$747.16
	ADMINISTRATOR SR DATABASE PS	238	<b>238 Days</b>	\$120,152	\$177,825
	ARCHITECT INTEGRATION	238			
	DEVELOPER SR TECHNICAL (PS)	238			
	DIRECTOR PROJECT MANAGEMENT	238			
	DIRECTOR STUDENT ATTENDANCE	238			
	MANAGER DATA CENTER & SERVER MGT	238			
	MANAGER DATA INTEGRATION	238			
	MANAGER DESKTOP SERVICES	238			
	MANAGER DESKTOP TECHNOLOGY	238			
	MANAGER ERP APPLICATIONS SVCS	238			
	MANAGER INFORMATION SECURITY	238			
	MANAGER NETWORK SERVICES	238			
	MANAGER SR PROJECT BOND D&C	238			
	MANAGER STUDENT INFO SYSTEMS	238			
	MANAGER WEB/APPL SERVICES	238			
<b>310A</b>		Daily (7.5 hours)	\$524.42	\$650.28	\$776.14
	MANAGER DESIGN BOND D&C	238	<b>238 Days</b>	\$124,812	\$184,722
	MANAGER MEP BOND D&C	238			
<b>311</b>		Daily (7.5 hours)	\$570.47	\$707.38	\$844.30
	DIRECTOR INFORMATION TECHNOLOGY SERVICES	238	<b>238 Days</b>	\$135,772	\$200,942
	DIRECTOR CONSTRUCTION BOND	238			

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
<b>401</b>	AIDE DISTRICT	184	Hourly	\$13.25	\$16.56	\$19.88
	CLERK I SERS GR	238	Daily (7.5 hours)	\$99.38	\$124.22	\$149.10
			<b>184 Days</b>	\$18,285	\$22,856	\$27,434
			<b>238 Days</b>	\$23,651	\$29,564	\$35,486
<b>402</b>	CLERK II	238	Hourly	\$15.30	\$18.44	\$21.58
	CLERK II COUNSELOR 184	184	Daily (7.5 hours)	\$114.75	\$138.30	\$161.85
	CLERK II COUNSELOR 210	210	<b>184 Days</b>	\$21,114	\$25,447	\$29,780
	CLERK II TEACHER CENTER	210	<b>210 Days</b>	\$24,098	\$29,043	\$33,989
	CLERK OFFICE	238	<b>238 Days</b>	\$27,311	\$32,915	\$38,520
	CLERK OFFICE RDSPD	238				
	RECEPTIONIST	238				
	RECEPTIONIST 210	210				
	RECEPTIONIST 210 PT	210				
	RECEPTIONIST ELC PT	184				
	<b>403</b>	ADMINISTRATIVE ASSISTANT I	187	Hourly	\$17.33	\$20.92
ADMINISTRATIVE ASSISTANT I		210	Daily (7.5 hours)	\$129.98	\$156.90	\$183.83
ADMINISTRATIVE ASSISTANT I		238	<b>187 Days</b>	\$24,306	\$29,340	\$34,376
CLERK III		238	<b>210 Days</b>	\$27,296	\$32,949	\$38,604
CLERK III - FACILITIES HVAC		238	<b>238 Days</b>	\$30,935	\$37,342	\$43,752
CLERK III ANALYST		238				
CLERK III COMMUNITY EDUCATION		238				
CLERK III DATA		238				
RECEPTIONIST -DISTRICT		238				
<b>404</b>	ADMINISTRATIVE ASSISTANT II	238	Hourly	\$20.25	\$24.41	\$28.57
	ADMINISTRATIVE ASSISTANT II 260 MM	260	Daily (7.5 hours)	\$151.88	\$183.08	\$214.28
	BOOKKEEPER 210	210	<b>210 Days</b>	\$31,895	\$38,447	\$44,999
	BOOKKEEPER 210 (PT)	210	<b>238 Days</b>	\$36,147	\$43,573	\$50,999
	BRAILLIST	210	<b>260 Days</b>	\$39,489	\$47,601	\$55,713
	CLERK IV ACCOUNTS PAYABLE	238				
	CLERK IV ATTENDANCE SEC	210				
	CLERK IV BENEFITS & WELLNESS	238				
	CLERK IV DATA & ATTENDANCE ELEMENTARY - 210	210				
	CLERK IV DATA & ATTENDANCE ELEMENTARY - 238	238				
	CLERK IV DATA & ATTENDANCE ELC	238				
	CLERK IV DATA & REGISTRAR	238				
	CLERK IV PAYROLL & COMP	238				
	CLERK IV PAYROLL FACILITIES	238				
	CLERK IV PAYROLL TRANSPORTATION	238				
	FRONT OFFICE ASSISTANT	238				
	REGISTRAR ASSISTANT	238				
	SPECIALIST ROUTING	238				
	<b>405</b>	ASSOCIATE AMINISTRATIVE	238	Hourly	\$21.66	\$26.19
ASSOCIATE ADMINISTRATIVE T1		238	Daily (7.5 hours)	\$162.45	\$196.43	\$230.48
BOOKKEEPER		238	<b>238 Days</b>	\$38,663	\$46,750	\$54,854
SPECIALIST CAMPUS PEIMS		238				
SPECIALIST EARLY CHILDHOOD INTAKE		238				
SPECIALIST STUDENT AFFAIRS		238				
<b>406</b>	ASSOCIATE SR ADMINISTRATIVE	238	Hourly	\$22.91	\$27.71	\$32.51
	BOOKKEEPER (ITINERANT)	238	Daily (7.5 hours)	\$171.83	\$207.83	\$243.83
	EXECUTIVE ASSISTANT I	238	<b>238 Days</b>	\$40,896	\$49,464	\$58,032
	EXECUTIVE ASSISTANT II	238				
	GENERALIST RISK MANAGEMENT	238				
	REGISTRAR PARAPROFESSIONAL	238				
	SPECIALIST CND FREE & REDUCED	238				
	SPECIALIST CND PERSONNEL	238				

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
	SPECIALIST CHILD NUTRITION	238				
	SPECIALIST CTE CERTIFICATION GR	238				
	SPECIALIST HR I	238				
	SPECIALIST PAYROLL	238				
	SPECIALIST SPEC ED RECORDS	238				
	SPECIALIST SYSTEMS SUPPORT	238				
<b>407</b>			Hourly	\$25.81	\$31.15	\$36.49
	DISTRICT TRANSLATOR	238	Daily (7.5 hours)	\$193.58	\$233.63	\$273.68
	EXECUTIVE ASSISTANT III	238	<b>238 Days</b>	\$46,072	\$55,604	\$65,136
	MANAGER OFFICE	238				
	MANAGER OFFICE POLICE	238				
	SPECIALIST ACCOUNTING I	238				
	SPECIALIST ACCOUNTING I (D & C)	238				
	SPECIALIST ACCOUNTS PAYABLE	238				
	SPECIALIST CONTRACT INTAKE	238				
	SPECIALIST FIXED ASSETS	238				
	SPECIALIST HR II	238				
	SPECIALIST LEGAL INTAKE	238				
	SPECIALIST PURCHASING	238				
	SPECIALIST RISK MANAGEMENT	238				
	SPECIALIST SHARS/ MEDICAID	238				
	SPECIALIST STUDENT ACTIVITY	238				
	SPECIALIST TRAVEL	238				
<b>408</b>			Hourly	\$31.16	\$37.72	\$44.28
	ADVISOR -COMPENSATION	238	Daily (7.5 hours)	\$233.70	\$282.90	\$332.10
	ADVISOR HR	238	<b>238 Days</b>	\$55,621	\$67,330	\$79,040
	ASSOCIATE ACCOUNTING	238				
	ASSOCIATE BUDGET	238				
	ASSOCIATE BUDGET T1	238				
	ASSOCIATE BUDGET ACCOUNTING	238				
	ASSOCIATE GRANT ACCOUNTING	238				
	EXECUTIVE ASSISTANT IV	238				
	PROG ASSOCIATE CTE SR GR	238				
	SPECIALIST TESTING	238				
<b>409</b>			Hourly	\$33.00	\$39.75	\$46.50
	ASST TO THE DEPUTY SUPERINTENDENT	238	Daily (7.5 hours)	\$247.50	\$298.13	\$348.75
			<b>238 Days</b>	\$58,905	\$70,954	\$83,003

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
<b>501</b>	AIDE BILINGUAL	184	Hourly	\$14.26	\$17.07	\$19.89
	AIDE BILINGUAL - ELC	187	Daily (7.5 hours)	\$106.92	\$128.06	\$149.20
	AIDE CTE VIRTUAL LEARNING	184	<b>180 Days</b>	\$19,246	\$23,051	\$26,856
	AIDE EARLY EDUCATION CTE (CTR)	187	<b>184 Days</b>	\$19,673	\$23,563	\$27,453
	AIDE INSTRUCTIONAL	184	<b>187 Days</b>	\$19,994	\$23,947	\$27,900
	AIDE INSTRUCTIONAL T1 (TECH)	184	<b>210 Days</b>	\$22,453	\$26,893	\$31,332
	AIDE INSTRUCTIONAL BIL ELC	210	Tutor Instruction AS Non-Cert PT - Flat Rate is \$15/hr.			
	AIDE INSTRUCTIONAL ELC	210	Tutor Instruction AS Cert PT - Flat Rate is \$28/hr.			
	AIDE JUVENILE JUSTICE	184				
	AIDE KINDERGARTEN	184				
	AIDE KINDERGARTEN ELC	187				
	AIDE LIBRARY	184				
	AIDE PHYSICAL EDUCATION	184				
	AIDE PRE-K FUELING BRAINS AC	184				
	AIDE PRE-KINDERGARTEN	184				
	AIDE PRE-KINDERGARTEN - ELC	210				
	ATTENDANT PARKING LOT	180				
	EXTENDED LEARNING GROUP LEADER	184				
	MONITOR ISS	184				
	TEACHER PAID RESIDENT GR	187				
<b>501A</b>	AIDE INSTRUCTIONAL DAEP	184	Hourly	\$16.43	\$19.53	\$22.64
	AIDE SPECIAL ED - RDSPD	187	Daily (7.5 hours)	\$123.20	\$146.50	\$169.81
	AIDE SPEC ED - RDSPD GR	187	<b>184 Days</b>	\$22,669	\$26,956	\$31,245
	AIDE SPEC ED - RES/INCL SRV	184	<b>187 Days</b>	\$23,038	\$27,396	\$31,754
	AIDE SPEC ED - RES/INCL SRV GR	184				
	ASSOCIATE REACH	184				
<b>502</b>	AIDE EL COMPLIANCE	184	Hourly	\$17.25	\$20.66	\$24.07
	AIDE NURSE	184	Daily (7.5 hours)	\$129.37	\$154.94	\$180.52
	AIDE NURSE/COUNSELOR/CCC	184	<b>184 Days</b>	\$23,804	\$28,509	\$33,216
<b>503</b>	AIDE BEHAVIOR SUPPORT RTI	184	Hourly	\$18.09	\$21.67	\$25.25
	AIDE SPEC ED - ABC	184	Daily (7.5 hours)	\$135.69	\$162.51	\$189.34
	AIDE SPEC ED - ABC GR	184	<b>184 Days</b>	\$24,967	\$29,902	\$34,839
	AIDE SPEC ED BSS	184	<b>218 Days</b>	\$29,580	\$35,427	\$41,276
	AIDE SPEC ED - BSS GR	184				
	AIDE SPEC ED - ClaaS	184				
	AIDE SPEC ED - ECSE	184				
	AIDE SPEC ED - ECSE EIA	218				
	AIDE SPEC ED - ECSE GR	184				
	AIDE SPEC ED - FLASH	184				
	AIDE SPEC ED - FLASH GR	184				
	AIDE SPEC ED - JOB COACH GR	184				
	AIDE SPEC ED - SAILS	184				
	AIDE SPEC ED - SAILS GR	184				
	AIDE SPEC ED - STUDENT SPECIF	184				
	AIDE SPEC ED HS ATS	184				
	AIDE SPEC ED HS - ATS GR	184				
	AIDE SPEC ED - SAILS/ABC HS	184				
	AIDE SPEC ED - SAILS/ABC HS GR	184				
	AIDE SPEC ED SEV - ABC	184				
	AIDE SPEC ED SEV - SAILS	184				
	COOR ASSISTANT SITE	184				
	<b>504</b>	AIDE BEHAVIOR SUPPORT DIST GR	184	Hourly	\$20.00	\$24.00
AIDE BEHAVIOR SUPPORT DISTRICT		184	Daily (7.5 hours)	\$150.03	\$180.02	\$210.01
AIDE GEN ED CNTR BEH PRG		218	<b>180 Days</b>	\$27,005	\$32,404	\$37,802
AIDE SPEC ED - CNTR BEH PRG		218	<b>184 Days</b>	\$27,606	\$33,124	\$38,642
AIDE SPEC ED - SIGN LANG RDSPD		187	<b>187 Days</b>	\$28,056	\$33,664	\$39,272
COOR EXT DAY SITE		184	<b>218 Days</b>	\$32,707	\$39,244	\$45,782

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
	DESIGNATED ASSISTANT	180				
	INTERVENER FOR DEAF-BLIND	184				
<b>505</b>			Hourly	\$22.80	\$27.37	\$31.94
	COOR EXT DAY LEAD SITE	187	Daily (7.5 hours)	\$171.02	\$205.30	\$239.57
	DISTRICT ITINERANT SUBSTITUTE	180	<b>180 Days</b>	\$30,784	\$36,954	\$43,123
	FAMILY AND COMMUNITY EDUCATOR T1	210	<b>187 Days</b>	\$31,981	\$38,391	\$44,800
	INTERPRETER DEAF CO-OP INTERN	187	<b>210 Days</b>	\$35,914	\$43,113	\$50,310
	PARENT EDUCATOR T1 (FT)	187	<b>238 Days</b>	\$40,703	\$48,861	\$57,018
	PARENT EDUCATOR T1 (FT) EDGE	187				
	SPECIALIST EL COMPLIANCE	238				
<b>506</b>			Hourly	\$26.34	\$31.68	\$37.03
	INTERPRETER DEAF CO-OP (RDSPD)	187	Daily (7.5 hours)	\$197.52	\$237.63	\$277.74
	NURSE LICENSED VOCATIONAL	187	<b>187 Days</b>	\$36,936	\$44,437	\$51,937

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
<b>602</b>		Hourly	\$13.17	\$15.85	\$18.53
	CASHIER CAFETERIA	180	<b>180 Days</b> \$18,965	\$22,824	\$26,683
	CUSTODIAN	260	<b>210 Days</b> \$22,126	\$26,628	\$31,130
	DRIVER BUS TRAINEE	220	<b>220 Days</b> \$23,179	\$27,896	\$32,613
	GROUNDKEEPER	260	<b>260 Days</b> \$27,394	\$32,968	\$38,542
	HELPER HVAC	260	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
	MONITOR BUS SPECIAL ED	180	Specialist Cafeteria FT & 4.5 - Hourly Rate is \$15.16		
	OPERATOR MACHINE	260			
	SPECIALIST CAFETERIA	180			
	SPECIALIST CAFETERIA 4.5	180			
	SPECIALIST CATERING	210			
<b>603</b>		Hourly	\$15.60	\$18.80	\$22.00
	ASST MANAGER CAFETERIA	180	<b>180 Days</b> \$22,464	\$27,072	\$31,680
	ASST MANAGER PARTS	260	<b>238 Days</b> \$29,702	\$35,795	\$41,888
	CRAFTSMAN HELPER	260	<b>260 Days</b> \$32,448	\$39,104	\$45,760
	CRAFTSMAN HELPER CND	260	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
	CUSTODIAN ASST LEAD ELEM	260			
	CUSTODIAN ASST LEAD NON CAMPUS	260			
	DRIVER AUXILIARY CREW	260			
	DRIVER CDL	260			
	DRIVER MAIL DELIVERY	260			
	DRIVER WAREHOUSE DELIVERY	260			
	PARTS SUPPORT CREW	260			
	SPECIALIST TEXTBOOK WAREHOUSE	238			
	WAREHOUSE SUPPORT CREW	260			
<b>604</b>		Hourly	\$17.52	\$21.10	\$24.68
	AUX SUPPORT UTILITY CREW LEAD	260	<b>180 Days</b> \$25,229	\$30,384	\$35,539
	CRAFTSMAN	260	<b>187 Days</b> \$26,210	\$31,566	\$36,921
	CUSTODIAN ASST LEAD MS	260	<b>220 Days</b> \$30,835	\$37,136	\$43,437
	CUSTODIAN LEAD NON CAMPUS	260	<b>238 Days</b> \$33,358	\$40,174	\$46,991
	DRIVER BUS (REG_PT_SPECIAL ED)	180	<b>260 Days</b> \$36,442	\$43,888	\$51,334
	DRIVER BUS TRAINER	220	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
	DRIVER BUS/COVER	220	Bus Drivers - Minimum Hourly Rate is \$20.41		
	DRIVER BUS/SHOP MAINTENANCE	220			
	FOREMAN ATHLETIC CREW	260			
	MANAGER CAFETERIA ELEM	187			
	PAINTER	260			
	ROOFER	260			
	TECHNICIAN PRINT PRODUCTION	238			
<b>605</b>		Hourly	\$19.00	\$22.84	\$26.67
	CUSTODIAN ASST LEAD HS	260	<b>187 Days</b> \$28,424	\$34,169	\$39,898
	DISPATCHER TRANSPORTATION	260	<b>238 Days</b> \$36,176	\$43,487	\$50,780
	LOCKSMITH	260	<b>260 Days</b> \$39,520	\$47,507	\$55,474
	MANAGER CAFETERIA MS	187	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
	MANAGER INVENTORY	260			
	MECHANIC MAINTENANCE	260			
	REPAIRMAN OPERATIONS	260			
	SERVICEMAN FACILITIES	260			
	SERVICEMAN VEHICLES	260			
	SPECIALIST BLDG AUTOMATION I	260			
	SPECIALIST FACILITIES DATABASE	238			
<b>605A</b>		Hourly	\$19.28	\$23.37	\$27.43
	CUSTODIAN LEAD ELEM	260	<b>260 Days</b> \$40,102	\$48,610	\$57,054
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
<b>606</b>		Hourly	\$20.81	\$25.09	\$29.38
	CARPENTER	260	<b>187 Days</b> \$31,132	\$37,535	\$43,952
	CUSTODIAN LEAD MS	260	<b>260 Days</b> \$43,285	\$52,187	\$61,110
	LOCKSMITH LEAD	260	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
	MANAGER CAFETERIA HS	187			
	MECHANIC MASTER	260			

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
	MECHANIC MASTER FACILITIES	260			
	MECHANIC PAINT, BODY & UPOLSTRY	260			
	SPECIALIST BLDG AUTOMATION II	260			
	TECHNICIAN AUDIO VISUAL	260			
	TECHNICIAN BOILER I	260			
	TECHNICIAN HVAC I	260			
	TECHNICIAN WATER QUALITY MAINT	260			
<b>607</b>					
		Hourly	\$23.78	\$28.73	\$33.68
	CUSTODIAN LEAD HS	260	<b>260 Days</b>	\$49,462	\$70,054
	ELECTRICIAN	260	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
	ELECTRICIAN HVAC	260			
	PLUMBER	260			
	REPAIRMAN KITCHEN	260			
	REPAIRMAN REFRIGERATION	260			
	TECHNICIAN ALARM	260			
	TECHNICIAN ELECTRONICS	260			
	TECHNICIAN FIRE ALARM	260			
	TECHNICIAN HVAC II	260			
<b>608</b>					
		Hourly	\$27.80	\$33.46	\$39.12
	ELECTRICIAN MASTER	260	<b>260 Days</b>	\$57,824	\$81,370
	FOREMAN ELECTRONIC TECHNICIAN	260	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.		
	MECHANIC MASTER (CERTIFIED)	260			
	PLUMBER MASTER	260			
	SPECIALIST BLDG AUTOMATION LD	260			
	TECHNICIAN BOILER II	260			
	TECHNICIAN HVAC III	260			

**2024-2025 Administrative/Professional Pay Structure**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
701	MONITOR HALL	184	Hourly	\$13.50	\$16.24	\$19.00
			Daily (7.5 hours)	\$101.25	\$121.80	\$142.49
			<b>184 Days</b>	\$18,630	\$22,411	\$26,217
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						
702	POLICE TELECOM OPERATOR	260	Hourly	\$18.51	\$21.70	\$24.90
			<b>238 Days</b>	\$35,243	\$41,317	\$47,410
			<b>260 Days</b>	\$38,501	\$45,136	\$51,792
	SUPERVISOR CROSSING GUARD	238				
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						
703	COORDINATOR CROSSING GUARD	238	Hourly	\$21.43	\$25.91	\$30.38
			<b>238 Days</b>	\$40,803	\$49,333	\$57,844
			<b>260 Days</b>	\$44,574	\$53,893	\$63,190
	EVIDENCE TECHNICIAN	260				
	POLICE INTELLIGENCE OPERATOR	238				
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						
704	POLICE LEAD TELECOM OPERATOR	260	Hourly	\$23.05	\$27.90	\$32.75
			<b>260 Days</b>	\$47,944	\$58,032	\$68,120
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						
705	POLICE COMPLIANCE OFFICER	238	Hourly	\$31.84	\$38.34	\$44.84
			<b>238 Days</b>	\$60,623	\$72,999	\$85,375
	POLICE OFFICER 238	238				
	POLICE OFFICER 238 (PT)	238				
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						
706	POLICE OFFICER SERGEANT 238	238	Hourly	\$36.00	\$42.50	\$49.00
			<b>238 Days</b>	\$68,544	\$80,920	\$93,296
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						
707	POLICE OFFICER LIEUTENANT	238	Hourly	\$43.00	\$51.00	\$60.00
			<b>238 Days</b>	\$81,872	\$97,104	\$114,240
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Districtwide Fuel Services (COOP)**  
**Reference: District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval for the purchase of Districtwide Fuel Services through the TASB Energy Cooperative Fuel Program cooperative contract for an amount not-to-exceed \$7,720,160 and authorization for the Superintendent to negotiate and execute the agreement through June 2029.

**Summary**

In July 2021, the Board approved 21-088AR Diesel and Unleaded Fuels and Related Services through the Omnia Partners cooperative contractors through December 2024. The purchased fuel will be delivered to three locations in the District: Hodges Bend Bus Terminal, Lake Olympia Bus Terminal, and the Police & Facilities Complex to fuel the District's yellow and white fleet. The TASB Energy program will allow the District to acquire unleaded gasoline, diesel, and propane through spot purchases and fixed rates and complies with school district bidding requirements.

Renewal options are available through June 2029. Should the contract not be renewed for the full term, staff will return to the Board to request authorization to utilize an alternate cooperative contract, or an alternate procurement method.

**Background**

Expenditures for FY 2022-23 were \$280,000.00. Expenditures will not exceed \$7,720,160 through June 2029. Funding is included in the budget.

Requested by:	Dr. Damian Viltz, Chief Operations Officer Bryan Guinn, Chief Financial Officer	
Vendor:	Colonial Oil Industries, Inc. Mansfield Energy *** Sun Coast Resources, Inc.	
Budget Sources:	General Fund	
Amount:	Not to exceed \$7,720,160	
<b>Other Supporting Information</b>		
Sole Source:	N/A	
Number of vendors contacted by Purchasing:	N/A	
Number of vendors downloaded the solicitation:	N/A	

Number of responses received:	N/A
Number of "no bid" responses received:	N/A
Length of commitment:	Through June 2029
Last solicitation date:	N/A
Supporting documents:	N/A
Disclosure under Board Policy CH, CV, or DBD (Local):	None

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operating Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Vehicle Purchase**  
**(Increase)**  
**Reference: District Goal 5**  
**Department: Transportation**

### **Recommendation**

Consideration and approval to increase the existing contract awarded under 24-007AR District Fleet and Equipment Refresh by \$650,000 for a total not to exceed amount of \$5,725,000 and approval for the Superintendent to execute the agreements through January 2028.

### **Summary**

The Transportation Department is requesting an increase to the existing contract awarded under 24-007AR District Fleet & Equipment Refresh, which expires on January 31, 2028. This increase will be used to purchase white fleet vehicles that Fort Bend ISD relies on for the day-to-day operations of various departments throughout the District. This increase will add additional fund sources and vendors and will allow additional departments to fulfill their needs for both new white fleet vehicles and replacements due to a total loss.

On January 22, 2024, the Board approved the purchase of District Fleet & Equipment Refresh, in an amount not to exceed \$5,075,000 through January 2028. The 2023 Bond allocated funds to refresh and expand the vehicle fleet, aiming to address current deficiencies. However, this contract will cater to departments not covered by the 2023 Bond.

Various departments including Career and Technical Education (CTE) and Transportation have expressed a need for fleet purchases. The purchase is crucial for the CTE department to fulfill transportation needs for Career and Technical Student Organizations (CTSO) ensuring efficient travel to competitions and leadership development events. The Transportation Department is requesting the purchase of two (2) service trucks for the transportation terminals. The trucks will enable the department to respond more effectively to bus breakdowns and conduct onsite repair. The trucks will be equipped with service beds, air compressors, fuel transfer tanks, and pumps and will significantly improve operational efficiency.

### **Background**

Total contract expenditures are \$992,055. The contract balance remaining under the current Board authorization is \$4,082,945. The expenditures are not expected to exceed \$5,725,000 through January 2028. The increase of \$650,000 is included in the budget.

Requested by:	Damian Viltz, Chief Operations Officer Bryan Guinn, Chief Financial Officer
Vendor:	Batterson Truck Equipment Caldwell Country Chevrolet*** Caldwell Country Ford dba Rockdale Country Ford*** Cameron County Dodge Cap-A-Bus, Inc. Cap Fleet Upfitters, LLC *** Chastang Enterprises, Inc.*** Chrysler Jeep Dodge City of McKinney*** Donalson CDJR, LLC General Truck Body Manufacturing Co.*** Grapevine DCJ, LLC Gunn Buick, GMC Ltd Gunn Chevrolet GTS Technology Solutions Industrial Power Truck & Equipment Lake Country Chevrolet, Inc. Mac-Haik Ford Lincoln*** Nationwide Trailers, LLC*** Parkway Chevrolet, Inc. Performance Truck Randall Reed's Prestige Ford Rockdale County Ford Rush Truck Centers of Texas, L.P.*** Sam Pack's Five Star Chevrolet Sam Pack's Five Star Ford*** Sewell Family of Companies Silsbee Ford*** Silsbee Toyota Southwest CDJR, LLC Watch Guard, Inc.***
Budget Sources:	General Fund 2018 Bond Fund 2023 Bond Fund
Amount:	Not to exceed \$5,725,000 through January 2028
Other Supporting Information	
Sole Source:	N/A
Number of vendors contacted by Purchasing:	N/A
Number of vendors downloaded the solicitation:	N/A
Number of responses received:	N/A
Number of "no bid" responses received:	N/A
Length of commitment:	Through January 2028

Last solicitation date:	N/A
Supporting documents:	N/A
Disclosure under Board Policy CH, CV, or DBD (Local):	N/A

*\*\*\* Previously awarded a contract of the same scope with the District*

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operations Officer

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Property Insurance and Related Services**  
**Reference: District Goal 5**  
**Department: Risk Management**

### **Recommendation**

Consideration and approval for the purchase of property insurance and related services from McGriff Insurance Services, Inc. under a cooperative contract with OMNIA Partners for an amount not to exceed \$40,000,000 and authorization for the Superintendent to negotiate and execute the agreement and subsequent renewals through June 2029.

### **Summary**

On May 19, 2019, the Board approved RFP 19-037JB Property, Terrorism and Equipment Breakdown Insurance, in an amount not to exceed \$24,238,565 through July 2024. The outcome of the RFP conducted in 2018 produced only three viable respondents, of which only one was able to offer a proposal to fully satisfy the District's property insurance needs.

Since that time, the property insurance market has experienced an upswing in the insurance market cycle, where premiums have increased, coverage terms have become more restricted and capacity for property insurance, generally, has decreased. This is particularly troublesome for large school districts. For these reasons it is expected that solicitations through RFP for this commodity will not create competition in the markets to encourage a variety of alternative proposals as intended.

The current firm, McGriff, Seibels, & Williams, continues to offer fair rates and deliver uncompromised service for the District's property insurance program. Their services remain available to the District through the OMNIA Partners cooperative agreement. Renewal options are available through June 2029. Should the contract not be renewed for the full term, staff will return to the Board to request authorization to utilize an alternate cooperative contract, or an alternate procurement method.

This contract seeks approval under relevant statutes, including Chapter 44, § 44.031(a) of the Texas Education Code and Chapter 791, Interlocal Cooperation Act, along with Board Policies CH (LEGAL) and CH (LOCAL) for purchasing goods and services. The Board of Trustees must approve proposal awards worth \$50,000 or more.

### **Background**

Expenditures will not exceed \$40,000,000 through June 2029. Funding is included in the budget.

Requested by:	Richard Gay, Executive Director Business Services Bryan Guinn, Chief Financial Officer	
Vendor:	McGriff Insurance Services, Inc. ***	
Budget Sources:	General Fund	
Amount:	Not to Exceed - \$40,000,000 through June 2029	
Other Supporting Information		
Sole Source:	N/A	
Number of vendors contacted by Purchasing:	N/A	
Number of vendors downloaded the solicitation:	N/A	
Number of responses received:	N/A	
Number of "no bid" responses received:	N/A	
Length of commitment:	Through 2029, with one (1) 5-year renewal options	
Last solicitation date:	N/A	
Supporting documents:	N/A	
Disclosure under Board Policy CH, CV, or DBD (Local):	None	

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Bryan Guinn  
Chief Financial Officer

Richard Gay,  
Executive Director Business Services

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: PeopleSoft Optimization Project**  
**References: Board Policy CE (Legal)**  
**District Goal 5**  
**Department: Business and Finance**

**Recommendation**

Consideration and approval of transfers from the Technology and General Funds to the Bond 2018 Fund as proposed.

**Summary**

The District has used Oracle PeopleSoft for both financials and human capital management (HCM) since 2007. The initial configuration of the HCM component of PeopleSoft was set up in a way that has led to inefficiencies and additional workload for staff. A PeopleSoft Optimization Project (POP) was recommended after staff evaluated the options of switching to a new software system. Quotes to switch to a new system ranged from \$7 million to over \$20 million. Based on cost, the decision to optimize the existing software was made.

IBM was selected to perform the optimization work. As IBM has worked to automate identified processes, certain reconfigurations created additional manual processes. To maintain the efficiencies being created by the optimization project, staff requested a cost estimate to incorporate the new processes into the optimization project. Total cost for the additional work is \$220,000.

Staff has identified funding in the Technology Fund (\$133,000) and General Fund (\$87,000) that can be used to fund the additional work identified. The funds will be transferred to 2018 bond funds and incorporated into the project budget.

**Background**

In July 2023, the Board authorized the use of \$525,111 of 2018 bond contingency to fund the POP. The District engaged with Linder Consulting as project manager and IBM for the programming aspects of the POP. A cross-functional team of Human Resources and Business and Finance staff worked with Linder Consulting to develop the scope of work for the optimization project. The POP will automate certain manual processes and create more efficient workflows within the system.

The transfers below will allow the project to proceed with the additional work to automate manual processes.

Original Budget: PKG099 PeopleSoft HCM Contracts	\$525,111
Transfer from Technology Fund	\$133,000
Transfer from General Fund	\$87,000
<b>Revised Project Budget</b>	<b>\$745,111</b>

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Bryan Guinn  
Chief Financial Officer

Glenda Johnson  
Chief Human Resources Officer

Long Pham  
Chief Information Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Telecommunications and  
Cell Tower Consulting Services**  
**Reference: District Goal 5**  
**Department: Enterprise Funds**

### **Recommendation**

Consideration and approval for telecommunications and cell tower consulting services from multiple vendors and authorization for the Superintendent to negotiate and execute the agreement through June 2029.

### **Summary**

On February 20, 2024, Fort Bend ISD issued RFQ 24-021TA Telecommunications and Cell Tower Consulting Services to determine the most beneficial method of obtaining telecommunications and cell tower consulting services. Following the selection of a qualified firm, the District's Enterprise Funds Department will oversee the process for cell tower placements on Fort Bend ISD property from start to finish.

The selected firms demonstrated real estate expertise, financial stability, site development, and project management proficiency with managing telecommunications facilities on government-owned property. The District is not entering into an exclusive agreement and reserves the right, at its sole discretion, to undertake negotiations with proposers whose proposals demonstrate the ability to negotiate rental rates beneficial to the District along with the above-mentioned proficiencies. All telecommunication installation project proposals will be subject to Fort Bend ISD Board approval.

The qualified firms will be responsible for the following:

- Evaluating the District's communications infrastructure
- Accessing marketing competitiveness
- Exploring future leasing opportunities
- Maximizing or leveraging the District's cell tower program

An evaluation team comprised of Fort Bend ISD staff members from the Enterprise Funds, Design and Construction, Information Technology, Business and Finance and Facilities departments evaluated the submissions. Vendors were evaluated based on the firm's approach, methodology, qualifications, and past experiences.

The term of this contract is for three (3) years with two (2) optional one-year extensions. The contract term will begin on June 17, 2024, and will run through June 16, 2027. With the two (2) optional years, the contract can be extended until June 2029.

**Background**

This is a revenue-generating contract. The sole compensation to the successful firm will result from payments the firm negotiates and receives from third parties for the use of the telecommunications facilities it constructs and/or manages on Fort Bend ISD property. Compensation will be earned only if the new tower lease is negotiated, the design is completed, zoning is approved, building permits are pulled, and the lease has commenced, resulting in the District receiving rental income.

Requested by:	Bryan Guinn, Chief Financial Officer Richard Gay, Executive Director of Business Services	
Vendor:	Branch Communications Diamond Communications	
Budget Sources:	N/A	
Amount:	N/A	
Other Supporting Information		
Sole Source:	N/A	
Number of vendors contacted by Purchasing:	22	
Number of vendors downloaded the solicitation:	76	
Number of responses received:	7	
Number of "no bid" responses received:	1	
Length of commitment:	Through June 2029	
Last solicitation date:	N/A	
Supporting documents:	Evaluation Summary and Criteria	
Disclosure under Board Policy CH, CV, or DBD (Local):	None	

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Bryan Guinn  
Chief Financial Officer

Richard Gay  
Executive Director of Business Services

**RFQ 24-021TA Telecommunications and Cell Tower Consulting Services**

	<b>Evaluation Criteria</b>	<b>Point System</b>
	<b>Firm's Approach</b>	
1	Firm's approach, supporting documentation, and evidence of competence to undertake such effort.	20
	<b>Methodology</b>	
2	Firm's experience as a telecommunications and cell tower consulting firm for a Texas public school district. Explanation of methodology, unique challenges, and any other relevant information.	30
	<b>Qualifications</b>	
3	Qualifications, certifications, and the experience of personnel/team proposed for this task.	25
	<b>Past Experience</b>	
4	Past experience with Fort Bend ISD and/or other Districts. K-12 Experience, Higher Education or Governmental Experience.	15
	<b>References</b>	
5	Five (5) references from prior clients for which your firm has provided comparable services. <ul style="list-style-type: none"> <li>• List of References should come from past project examples listed within this RFQ. References will be contacted via e-mail with a deadline.</li> </ul>	10
	<b>TOTAL</b>	<b>100 points</b>

Tabulation Summary  
 RFQ 24-021TA Telecommunications and Cell Tower Consulting Services

Vendor	Firm's approach, supporting documentation, evidence of competence to undertake such effort. (20 pts. Max)	Firm's experience as a telecommunications and cell tower consulting firm for a Texas public school district. Explanation of methodology, unique challenges, and any other relevant information. (30 pts. Max)	Qualifications certifications, the experience of personnel/team proposed for this task. (25 pts. Max)	Past experience with FBISD and/or other Districts. •K-12 Experience, Higher Education or Governmental Experience (15 pts. Max)	Five (5) References from prior clients for which your firm has provided comparable services. (10 pts. Max)	Proposer's Total Score (100 pts. Max)	Proposer's Ranking
Diamond Communications	16.50	27.25	17.75	11.00	10.00	82.50	1
Branch Communications	18.00	26.75	22.50	12.00	1.60	80.85	2
Tilson Infrastructure	15.50	23.25	21.75	11.25	7.40	79.15	3
Cell Site Capital LLC	17.50	24.50	20.50	11.75	2.00	76.25	4
Allpro Consulting Group, Inc.	16.75	23.00	19.50	8.50	1.60	69.35	5
Aria Services, Inc.	16.25	18.50	17.50	6.50	0.50	59.25	6
Culturenuity LLC	9.75	15.00	11.00	6.00	6.00	47.75	7

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Instructure Elevate Data**  
**Quality Application (Renewal)**  
**Reference: District Goal 5**  
**Department: Information Technology**

### **Recommendation**

Consideration and approval for the purchase of Instructure Elevate Data Quality Application from Instructure, Inc, for an amount not to exceed \$623,567 and authorization for the Superintendent to negotiate and execute the agreement through September 2029.

### **Summary**

In January 2019, the Board approved RFP 19-017ES Certica Solutions, which expires in September 2024. The number of vendors contacted was 3,324 and two vendors responded to RFP 19-017ES. The vendor was selected by the evaluation team because they represent the best overall value for the District. The District applied the "Best Value" process in selecting the vendor to be awarded in accordance with Chapter 44, §44.031 (b) of the Texas Education Code & CH (Local) CH (Legal) purchasing and acquisition District policies. This request seeks Board approval to execute one of the two remaining (5) five-year renewals.

Elevate Data Quality (formerly Certify) enables FBISD staff to:

- Automate and streamline the process of data monitoring, validation, and correction, which saves time and minimizes the resources necessary to achieve and maintain high quality data.
- Provide timely and accurate PEIMS reporting.
- Ensure the quality of data every day, not just at state submission time.
- Spread the data correction workload to appropriate staff over time.
- Expedite the process of error review and correction.
- Provide reliable PEIMS data for informed decision-making in areas such as demographics, enrollment, discipline, and attendance.
- Empower schools and departments to manage their own data verification and clean-up process.
- Monitor data across groups of schools by program (e.g. SPED) or compliance area (e.g. discipline).
- Maximize state and federal funding and reduce District exposure to penalties and audits by reporting accurate and complete data in a timely manner.

## **Background**

Previous Board approval was for \$574,776 over a five-year period. Expenditures will not exceed \$623,567, through September 2029. The contract increased by \$48,791, due to a projected student enrollment increase. Funding is included in the budget.

Requested by:	Long Pham, Chief Information Officer Bryan Guinn, Chief Financial Officer
Vendor:	Instructure, Inc***
Budget Sources:	General Fund
Amount:	Not to exceed \$623,567
Other Supporting Information	
Sole Source:	N/A
Number of vendors contacted by Purchasing:	N/A
Number of vendors downloaded the solicitation:	N/A
Number of responses received:	N/A
Number of "no bid" responses received:	N/A
Length of commitment:	Through September 2029
Last solicitation date:	January 22, 2019
Supporting documents:	N/A
Disclosure under Board Policy CH, CV, or DBD (Local):	None

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Long Pham  
Chief Information Officer

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: IP (VoIP) Phones,  
Accessories and Related Services  
(COOP)**  
**Reference: District Goal 5**  
**Department: Information Technology**

### **Recommendation**

Consideration and approval for the purchase of IP (VoIP) Phones, Accessories and Related Services from Netsync Network Solutions and Presidio Networked Solutions Group, LLC under a cooperative contract with The Interlocal Purchasing System (TIPS) for an amount not to exceed \$1,100,000 and authorization for the Superintendent to negotiate and execute the agreements through August 2029.

### **Summary**

In August 2019, the Board approved RFP 19-067AR IP (VoIP) Phones, Accessories, and Related Services, which expires in August 2024. Voice over Internet Protocol (VoIP) is a technology that allows the District to make calls over a digital network infrastructure instead of an analog phone line. The telephone system provides essential voice communication services to campuses and supports sites across the District. The voice communication services include phone calls, fax calls, emergency 911 calls, call center services, and other voice services.

The District phone system is still the primary technology used by staff for voice communications, both internal and external calls. Teachers use their classroom phones to call parents. ARD meetings are often held on conference calls. Community members and parents call into the District on its main number for information. The new phones will be purchased to replace old or broken phones, classroom phones going for renovation, and/or new construction projects such as Briargate ES, Mission Bend ES, Clements HS, etc. Other telephone service needs occasionally require updating the system, installing new voice features such as the new mandated Panic Button, or adding onto existing features.

Renewal options are available through May 2028. Should the contract not be renewed for the full term, staff will return to the Board to request authorization to utilize an alternate cooperative contract, or an alternate procurement method.

This contract seeks approval under relevant statutes, including Chapter 44, §44.031(a) of the Texas Education Code and Chapter 791, Interlocal Cooperation Act, along with Board Policies CH (LEGAL) and CH (LOCAL) for purchasing goods and services.

**Background**

Previous Board approval was for \$2,271,000 over a five-year period. Expenditures will not exceed \$1,100,000 through August 2029. Funding is included in the budget.

Requested by:	Long Pham, Chief Information Officer Bryan Guinn, Chief Financial Officer	
Vendor:	Netsync Network Solutions*** Presidio Networked Solutions Group, LLC***	
Budget Sources:	General Fund Bond Funds	
Amount:	Not to exceed \$1,100,000 through August 2029	
Other Supporting Information		
Sole Source:	N/A	
Number of vendors contacted by Purchasing:	N/A	
Number of vendors downloaded the solicitation:	N/A	
Number of responses received:	N/A	
Number of "no bid" responses received:	N/A	
Length of commitment:	Through August 2029	
Last solicitation date:	August 12, 2019	
Supporting documents:	N/A	
Disclosure under Board Policy CH, CV, or DBD (Local):	None	

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Long Pham  
Chief Information Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Austin High School Central Plant Upgrade and Repairs PKG046**  
**References: Board Policy CVF (Legal)**  
**District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval of additional funding to perform the necessary repairs needed at Austin High School (AHS) Central Plant (PKG046) for an additional amount of \$400,000 with a revised total amount of \$1,250,000 to fund the replacement and installation of the cooling tower; approval of a Job-Order-Contract (JOC) with JR Thomas Group for a not-to-exceed amount of \$1,250,000; approval of a revised project budget for PKG046; utilization of 2018 Bond Contingency funds; and authorization for the Superintendent to negotiate and execute or terminate the agreements.

**Summary**

On March 27, 2023, the FBISD Board of Trustees approved a construction services agreement with JR Thomas Group to perform necessary HVAC repairs and upgrades at Austin High School (AHS) Central Plant (PKG046), for a not-to-exceed construction cost of \$850,000.

In order to ensure the central plant operates appropriately, it is necessary to make structural repairs to the piers and rent temporary cooling towers while the new cooling towers are installed. Upon pricing negotiation with the JOC contractor, it was evident that this could not be completed without additional funding. It has been determined that an additional \$400,000 would be required in order to fully fund the work.

Staff requests utilization of \$400,000 from 2018 Bond Contingency as additional funds to the project budget in order to fund the additional scope listed above.

The detailed revised project budget for PKG046 Austin High School Central Plant Upgrade and Repairs is provided on the attached Exhibit 1.

Package Number	Description	Revised Project Budget
PKG046	Austin High School Central Plant Upgrade and Repairs	\$12,896,227

Upon Board approval, staff will negotiate the contract with JR Thomas Group and work will begin once the contract is executed.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operations Officer

Project Summary  
**Package 46 - HVAC/MEP Package #A5, A6**  
**EXHIBIT - 1**

Description	A A/E Design Fees & Reimbursables	B Design Contingency	C Other Professional Services	D Construction	E Construction Contingency	F FF&E	G Site Development	H Admin & Other Project Costs	I Project Contingency	TOTAL
AQUATIC PRACTICE FACILITY-NATATORIUM II	\$1,221		\$0	\$5,790	\$0				\$0	\$7,011
AUSTIN HIGH SCHOOL	\$158,806	\$0	\$104,668	\$2,801,160	\$358,781			\$0	\$0	\$3,423,415
BOWIE MIDDLE SCHOOL	\$9,538	\$0	\$0	\$108,550	\$0				\$0	\$118,088
BRAZOS BEND ELEMENTARY SCHOOL	\$32,492	\$0	\$23,179	\$231,600	\$158,295				\$0	\$445,566
BUSH HIGH SCHOOL	\$113,148	\$0	\$19,876	\$1,250,080	\$80,531			\$0	\$0	\$1,463,635
CORNERSTONE ELEMENTARY SCHOOL	\$11,626	\$0	\$1,244	\$124,110	\$3,611			\$0	\$0	\$140,591
CROCKETT MIDDLE SCHOOL	\$30,627	\$0	\$16,264	\$365,090	\$0			\$0	\$0	\$411,981
DRABEK ELEMENTARY SCHOOL	\$9,074	\$0	\$7,712	\$97,620	\$0			\$0	\$0	\$114,406
FLEMING ELEMENTARY SCHOOL	\$11,722		\$7,494	\$123,610	\$16,572			\$0	\$0	\$159,398
GARCIA MIDDLE SCHOOL	\$24,662	\$0	\$12,579	\$291,380	\$0			\$0	\$0	\$328,621
HODGES BEND MIDDLE SCHOOL	\$56,736	\$0	\$2,488	\$472,560	(\$33,536)			\$0	\$0	\$498,248
HOLLEY ELEMENTARY SCHOOL	\$14,968	\$0	\$1,244	\$109,860	\$1,019			\$0	\$0	\$127,091
JORDAN ELEMENTARY SCHOOL	\$23,568	\$0	\$11,457	\$279,670	\$0			\$0	\$0	\$314,695
M R WOOD CENTER FOR LEARNING	\$7,155	\$0	\$5,805	\$162,030	\$0			\$0	\$0	\$174,990
MADDEN ELEMENTARY SCHOOL-ES46	\$22,194		\$0	\$21,640	\$0			\$0	\$0	\$43,834
MISSION BEND ELEMENTARY SCHOOL	\$52,780	\$0	\$6,991	\$267,410	\$1,446			\$0	\$0	\$328,627
MISSION GLEN ELEMENTARY SCHOOL	\$90,486	\$0	\$15,563	\$623,230	\$1,659			\$0	\$0	\$730,938
MISSION WEST ELEMENTARY SCHOOL	\$25,149	\$7,743	\$84,491	\$1,077,470	\$119,438			\$180	\$0	\$1,314,471
OAKLAND ELEMENTARY SCHOOL	\$8,443	\$1,217	\$2,410	\$90,911	\$0			\$500	\$0	\$103,481
OYSTER CREEK ELEMENTARY SCHOOL	\$15,702	\$1,357	\$10,000	\$188,503	\$16,655			\$500	\$0	\$232,717
PECAN GROVE ELEMENTARY SCHOOL	\$28,023	\$4,213	\$10,039	\$323,883	\$44,537			\$500	\$0	\$411,195
SARTARTIA MIDDLE SCHOOL	\$20,730	\$2,057	\$5,673	\$250,570	\$23,341			\$500	\$0	\$302,871
SEGUIN ELEMENTARY SCHOOL	\$4,432		\$0	\$22,769	\$0			\$500	\$0	\$27,701
SUGAR MILL ELEMENTARY SCHOOL	\$89,288	\$13,425	\$33,256	\$733,460	\$1,732			\$500	\$0	\$871,661
TOWNWEST ELEMENTARY SCHOOL	\$42,483	\$0	\$11,499	\$471,997	\$1,619				\$0	\$527,598
TRANSPORTATION WEST-HODGES BEND	\$2,407			\$17,600	\$0				\$0	\$20,007

Project Summary  
**Package 46 - HVAC/MEP Package #A5, A6**  
 EXHIBIT - 1

	A	B	C	D	E	F	G	H	I	TOTAL
Description	A/E Design Fees & Reimbursables	Design Contingency	Other Professional Services	Construction	Construction Contingency	FF&E	Site Development	Admin & Other Project Costs	Project Contingency	
TRAVIS HIGH SCHOOL	\$8,865	\$1,278	\$1,225	\$28,749	\$0				\$0	\$40,117
WALKER STATION ELEMENTARY SCHOOL	\$16,156	\$2,200	\$6,756	\$188,160	\$0				\$0	\$213,272
<b>TOTAL:</b>	<b>\$932,481</b>	<b>\$33,490</b>	<b>\$401,913</b>	<b>\$10,729,462</b>	<b>\$795,701</b>			<b>\$3,180</b>	<b>\$0</b>	<b>\$12,896,227</b>

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Construction Manager at Risk**  
**Guaranteed Maximum Price Phase#1 for**  
**Demolition of Athletic Fields at**  
**Clements HS**  
**References: Board Policy CV (Local)**  
**District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval of a Guaranteed Maximum Price (GMP) Phase #1 for demolition of Athletic Fields and Abatement Allowance at Clements High School (BP003), for a not-to-exceed amount of \$1,671,220 and authorization for the Superintendent to execute the GMP Phase #1.

**Summary**

The 2023 Bond Program includes the rebuild of Clements High School.

On April 3, 2023, the FBISD Board of Trustees approved DLR Group as the architect of record to facilitate community engagement meetings and prepare construction documents and specifications for the design of Clements HS.

On June 26, 2023, the FBISD Board of Trustees approved the 2023 Bond Program Master Budgets, which included approval of \$237,025,533 for BP003 Clements HS Rebuild.

On October 16, 2023, the BOT approved a Contract Manager at Risk (CMAR) contract (two-step process) with best value contractor Durotech, Inc. to provide construction services for BP003 Clements HS Rebuild.

On December 4, 2023, the schematic design for BP003 Clements HS Rebuild was presented as an update to the Board of Trustees while the architect continued with completion of Design Development and Construction Documents.

On May 2, 2024, Durotech, Inc. submitted the first of an anticipated two GMPs. The second GMP will include all remaining construction costs for BP003 Clements HS Rebuild. Durotech submitted the proposed GMP Phase#1 for a not to exceed amount of \$1,671,220 which includes \$50,000 for Abatement Allowance.

The distribution of funds within the project budget for Clements HS Rebuild is summarized in the attached Exhibit 1, which demonstrates that the proposed GMP Phase #1 for Clements HS Rebuild is within the construction budget.

<b>CMAR Contract</b>	<b>Package Number</b>	<b>Description</b>	<b>Project Budget</b>
RFQ 24-006KB – CMAR Clements HS Rebuild	BP003	Clements HS Rebuild	\$237,025,533.00

Upon Board approval, staff will finalize the CMAR contract for Clements HS Rebuild and work will begin once the contract is executed.

The construction of Clements HS Rebuild utilizes the Construction Manager at Risk (CMAR) construction contracting method, subject to open-book pricing, and an audit upon project completion. Open-book pricing allows the owner the ability to audit the CMAR's costs and verify that the contractor charged the proper costs against the Guaranteed Maximum Price (GMP). A financial audit will be performed through a third-party contract upon completion of the project.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operations Officer



Project Summary  
**BP003 - Clements HS Re-Build**  
 Exhibit - 1

Description	A A/E Design Fees & Reimbursables	B Design Contingency	C Other Professional Services	D Construction	E Construction Contingency	F FF&E	G Site Development	H Admin & Other Project Costs	I Project Contingency	TOTAL
<b>CLEMENTS HS RE-BUILD</b>	\$8,460,348.00	\$803,775.00	\$18,247,641.00	\$179,054,980.00	\$8,802,749.00	\$16,725,062.00	\$500,000.00	\$1,000.00	\$4,429,978.00	\$237,025,533.00
<b>TOTAL:</b>	\$8,460,348.00	\$803,775.00	\$18,247,641.00	\$179,054,980.00	\$8,802,749.00	\$16,725,062.00	\$500,000.00	\$1,000.00	\$4,429,978.00	\$237,025,533.00

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Construction Services for HVAC  
 MEP West Central 1 Renovations and  
 Upgrades at Multiple Campuses (BP044)**  
**References: Board Policy CV (Local)  
 District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval of a Construction Services Agreement with Bass Construction Company for MEP West Central 1 Renovations and Upgrades at Multiple Campuses (BP044), for a not-to-exceed construction cost of \$7,400,406 and authorization for the Superintendent to negotiate and execute or terminate the agreements.

**Summary**

On June 26, 2023, the BOT approved all Project Budgets for the 2023 Bond Program.

The Competitive Sealed Proposal (CSP) solicitation CSP 24-040SM requested bids for the MEP West Central 1 Renovations and Upgrades at Multiple Campuses. Two firms responded to the CSP. One firm was disqualified by FBISD Purchasing due to an incomplete bid submission.

Design & Construction staff, in collaboration with the Director of Purchasing and Materials Management, acting in an oversight capacity, evaluated the proposals. An evaluation team was used and was composed of FBISD staff members from the Design & Construction, Procurement and Finance departments.

The final ranking of the contractor is as follows:

<b>Firm Name</b>	<b>CSP Score</b>	<b>Base Bid Amount</b>
Bass Construction Company	78.41	\$9,177,000

The bid received for this package came in above the originally approved project budget. Through negotiations with the general contractor and project team, staff is recommending acceptance of additive and deductive alternates for a total construction cost of \$7,400,406.

<b>CSP Contract</b>	<b>Package #</b>	<b>Description</b>	<b>Revised Project Budget</b>
CSP 24-040SM	BP044	MEP West Central 1	\$9,110,499.00

The scope of work for this package includes MEP West Central 1 Renovations and Upgrades at six campuses.

The attached Exhibit 1 provides the detailed construction budget for BP044 MEP West Central 1 Renovations and Upgrades. The negotiated contract amount will be funded with the 2023 Bond Program Funds as detailed on the table above.

Upon Board approval, staff will negotiate the contract for the MEP West Central 1 Renovations and Upgrades at Multiple Campuses and will begin work summer 2024. Staff will work in partnership with the campus administrators to schedule all work with the least disruption to student learning.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operations Officer

**CSP 24-040SM BP044 HVAC MEP West Central 1**

	<b>Evaluation Criteria (Government Code 2269)</b>	<b>Point System</b>
1	<b>The price; Section 2269.055.a (1)</b> Total Proposed Pricing - Provides thoroughly developed, competitive pricing using the tables in Pricing Delivery information section of the CSP	40 points
2	<b>Offeror's experience and reputation; Section 2269.055.a (2)</b> Provides a summary of nature of work, on time delivery and quality of recent work contracted with FBISD and/or other school districts of similar scope and scale. (14 pts)	19 points
	<b>Past experience with FBISD and other school districts</b> Provides a summary of nature of work, on time delivery and quality of work contracted with FBISD and/or other school districts and FBISD's assessment of the presented summary. (5 pts)	
3	<b>Quality of the offeror's goods or services; Section 2269.055.a (3)</b> Contractor's products should be new and be of the highest quality with an option to substitute for a company branded item of equivalent quality. (14pts)	21 points
	<b>Quality of contractor's response in the proposal</b> Effectively responds and processes all request for information and documentation included in this CSP (2pts)	
	<b>Project Plan and schedule (5pts)</b>	
4	<b>Utilization of historically underutilized businesses; Section 2269.055.a (4)</b>	N/A
5	<b>Offeror's safety record; Section 2269.055.a (5)</b> Provides a summary of Experience Modification Rate (EMR) for the last three years, as well as a summary of your company's safety policies and procedures	5 points
6	<b>Offeror's proposed personnel; Section 2269.055.a (6)</b> Proposed Personnel, personnel directly assigned to work on this project	5 points
7	<b>Offeror's financial capability appropriate to the size and scope of the project; Section 2269.055.a (7)</b> Provide proof of Insurance, financial stability and Letter of Surety from Bonding Company	5 points
8	<b>SBE Commitment; CV (Local) 2017.04</b>	5 points
	<b>TOTAL</b>	<b>100 points</b>

Tabulation Summary  
 CSP 24-040SM BP044 HVAC MEP West Central 1

Vendor	Purchase Price (40 pts. max)	Offeror's Experience and Reputation, Past Experience with FBISD and other school districts (19 pts. max)	Quality of the offeror's goods and services, Quality of contractor's response in the proposal, Project Plan and Schedule (21 pts. max)	Offeror's safety record (5 pts max)	Offeror's proposed personnel (5 pts max)	Offeror's financial capability ( 5 pts max)	SBEP commitment (5pts max)	Proposer's Total Score (100 pts. max)
Bass Construction Company Inc.	40.00	13.89	13.80	3.20	3.75	3.77	0.00	78.41



Project Summary  
**BP044 - HVAC - MEP West Central 1**  
 Exhibit - 1

Description	A A/E Design Fees & Reimbursables	B Design Contingency	C Other Professional Services	D Construction	E Construction Contingency	F FF&E	G Site Development	H Admin & Other Project Costs	I Project Contingency	TOTAL
BRAZOS BEND ELEMENTARY	\$73,059.00	\$11,510.00	\$24,645.00	\$813,802.00	\$105,794.00				\$7,881.00	\$1,036,691.00
COLONY BEND ELEMENTARY	\$65,981.00	\$10,395.00	\$22,258.00	\$734,960.00	\$95,545.00				\$7,116.00	\$936,255.00
COLONY MEADOWS ELEMENTARY	\$127,728.00	\$16,738.00	\$46,472.00	\$1,422,756.00	\$184,958.00				\$13,776.00	\$1,812,428.00
CORNERSTONE ELEMENTARY	\$9,023.00	\$1,422.00	\$3,044.00	\$100,510.00	\$13,066.00				\$973.00	\$128,038.00
DRABEK ELEMENTARY	\$159,692.00	\$25,158.00	\$53,869.00	\$1,778,801.00	\$231,244.00				\$17,224.00	\$2,265,988.00
DULLES ELEMENTARY	\$65,618.00	\$10,338.00	\$22,135.00	\$730,913.00	\$95,019.00				\$7,076.00	\$931,099.00
<b>TOTAL:</b>	<b>\$501,101.00</b>	<b>\$75,561.00</b>	<b>\$172,423.00</b>	<b>\$5,581,742.00</b>	<b>\$725,626.00</b>				<b>\$54,046.00</b>	<b>\$7,110,499.00</b>

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Construction Services for**  
**Ferndell Henry Renovations & Additions**  
**(BP004)**  
**References: Board Policy CV (Local)**  
**District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval of a Construction Services Agreement with Prime Contractors, Inc. for Ferndell Henry Renovations & Additions (BP004), for a not-to-exceed construction cost of \$16,930,000 and authorization for the Superintendent to negotiate and execute the contract documents.

**Summary**

On June 26, 2023, the BOT approved all Project Budgets for the 2023 Bond Program.

The Competitive Sealed Proposal solicitation, CSP 24-056AL, requested bids for Ferndell Henry Renovations & Additions. Two firms responded to the CSP. Design & Construction staff, in collaboration with the Director of Purchasing and Materials Management acting in an oversight capacity, evaluated the proposals. An evaluation team was used and was composed of FBISD staff members from the Design & Construction, Procurement and Finance Departments.

The final ranking of the contractor is as follows:

<b>Firm Name</b>	<b>CSP Score</b>	<b>Base Bid Amount</b>
Prime Contractors, Inc.	89.38	\$16,000,000
Bass Construction Company, Inc.	80.45	\$16,000,000

<b>CSP Contract</b>	<b>Package #</b>	<b>Description</b>	<b>Revised Project Budget</b>
CSP 24-056AL	BP004	Ferndell Henry Renovations & Additions	\$23,855,024.00

The scope of work for this package includes renovations and additions at Ferndell Henry Center for Learning.

The attached Exhibit 1 provides the detailed construction budget for BP004 Ferndell Henry Renovations & Additions. Negotiated contract amount will be funded with the 2023 Bond Program Funds as detailed on the above table.

Upon Board approval, staff will negotiate the contract for the Ferndell Henry Renovations & Additions and will begin work in July 2024. The project will be funded as part of the 2023 Bond Program.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operations Officer

**CSP 24-056AL BP004 Ferndell Henry Renovations**

	<b>Evaluation Criteria (Government Code 2269)</b>	<b>Point System</b>
1	<b>The price; Section 2269.055.a (1)</b> Total Proposed Pricing - Provides thoroughly developed, competitive pricing using the tables in Pricing Delivery information section of the CSP	40 points
2	<b>Offeror's experience and reputation; Section 2269.055.a (2)</b> Provides a summary of nature of work, on time delivery and quality of recent work contracted with FBISD and/or other school districts of similar scope and scale. (14 pts)	19 points
	<b>Past experience with FBISD and other school districts</b> Provides a summary of nature of work, on time delivery and quality of work contracted with FBISD and/or other school districts and FBISD's assessment of the presented summary. (5 pts)	
3	<b>Quality of the offeror's goods or services; Section 2269.055.a (3)</b> Contractor's products should be new and be of the highest quality with an option to substitute for a company branded item of equivalent quality. (14pts)	21 points
	<b>Quality of contractor's response in the proposal</b> Effectively responds and processes all request for information and documentation included in this CSP (2pts)	
	<b>Project Plan and schedule (5pts)</b>	
4	<b>Utilization of historically underutilized businesses; Section 2269.055.a (4)</b>	N/A
5	<b>Offeror's safety record; Section 2269.055.a (5)</b> Provides a summary of Experience Modification Rate (EMR) for the last three years, as well as a summary of your company's safety policies and procedures	5 points
6	<b>Offeror's proposed personnel; Section 2269.055.a (6)</b> Proposed Personnel, personnel directly assigned to work on this project	5 points
7	<b>Offeror's financial capability appropriate to the size and scope of the project; Section 2269.055.a (7)</b> Provide proof of Insurance, financial stability and Letter of Surety from Bonding Company	5 points
8	<b>SBE Commitment; CV (Local) 2017.04</b>	5 points
	<b>TOTAL</b>	<b>100 points</b>

**Tabulation Summary**  
**BP004 CSP 24-056AL Ferndell Henry Renovations**

Vendor	Purchase Price (40 pts. max)	Offeror's Experience and Reputation, Past Experience with FBISD and other school districts (19 pts. max)	Quality of the offeror's goods and services, Quality of contractor's response in the proposal, Project Plan and Schedule (21 pts. max)	Offeror's safety record (5 pts max)	Offeror's proposed personnel (5 pts max)	Offeror's financial capability ( 5 pts max)	SBEP commitment (5pts max)	Proposer's Total Score (100 pts. max)
Bidder #1								
Bidder #2								
Bidder #3								
Bidder #4								



Project Summary  
**BP004 - Ferndell Henry Renovations & Additions**  
 Exhibit - 1

Description	A A/E Design Fees & Reimbursables	B Design Contingency	C Other Professional Services	D Construction	E Construction Contingency	F FF&E	G Site Development	H Admin & Other Project Costs	I Project Contingency	TOTAL
FERNDELL HENRY ELEMENTARY	\$1,216,715.00	\$133,711.00	\$1,710,231.00	\$18,261,485.00	\$1,033,304.00	\$1,342,557.00		\$1,000.00	\$156,021.00	\$23,855,024.00
<b>TOTAL:</b>	<b>\$1,216,715.00</b>	<b>\$133,711.00</b>	<b>\$1,710,231.00</b>	<b>\$18,261,485.00</b>	<b>\$1,033,304.00</b>	<b>\$1,342,557.00</b>		<b>\$1,000.00</b>	<b>\$156,021.00</b>	<b>\$23,855,024.00</b>

**For: Fort Bend ISD Board of Trustees**  
**Date: June 3, 2024**  
**Action: Review: Construction Services for Roofing Package Upgrades at Multiple Campuses (BP034)**  
**References: Board Policy CV (Local) District Goal 5**  
**Department: Operations**

**Recommendation**

Consideration and approval of a construction services agreement with Tadco Roofing for Roofing Package Upgrades at Multiple Campuses (BP034) for a contract amount not-to-exceed \$12,955,190.00 and authorization for the Superintendent to negotiate and execute or terminate the agreements.

**Summary**

On June 26, 2023, the FBISD Board of Trustees approved all project budgets for the 2023 Bond Program.

The Competitive Sealed Proposal (CSP) solicitation (CSP 24-051AL) requested bids for the Roofing Package Renovations and Upgrades at Multiple Campuses. Nine firms responded to the CSP. One firm was disqualified by purchasing due to an incomplete bid submission.

Design & Construction staff, in collaboration with the Director of Purchasing and Materials Management, acting in an oversight capacity, evaluated the proposals. An evaluation team was used and was composed of FBISD staff members from the Design & Construction, Procurement and Finance Departments.

The final ranking of the contractors is as follows:

<b>Firm Name</b>	<b>CSP Score</b>	<b>Base Bid Amount</b>
Ally Roofing Services	67.51	\$13,060,712.00
Argio Roofing Construction	67.19	\$13,898,600.00
Atlas Universal Roofing, Inc.	77.95	\$14,880,451.00
CS Advantage USAA, Inc	70.96	\$14,465,000.00
Eskola LLC dba JR Jones Roofing	49.84	\$18,455,248.00
Roofing Solutions	65.74	\$14,130,000.00
Tadco Roofing	85.32	\$12,207,855.00
Vogler Sheet Metal	69.16	\$14,972,423.00

The bid received for this package came in above the originally approved project budget. Through negotiations with the general contractor and project team, staff is recommending acceptance of additive alternates for a total construction cost of \$12,955,190.00.

<b>CSP Contract</b>	<b>Package Number</b>	<b>Description</b>	<b>Revised Project Budget</b>
CSP 24-051AL	BP034	Roofing Package Upgrades	\$21,106,628.00

The scope of work for this package included roof related work at 14 campuses. Since then, repairs have been made to the roof system and accessories at several campuses as a result of the 2018 Bond program. Therefore, the new scope of work will address critical work for 12 campuses.

The attached Exhibit 1 provides the detailed project budget for BP034 Roofing Package Upgrades. Negotiated contract amount will be funded with the 2023 Bond Program Funds as detailed on the above table.

Upon Board approval, staff will negotiate the contract for the Roofing Package Renovations at Multiple Campuses and will begin work in August 2024. Staff will work in partnership with the campus administrators to schedule all work with the least disruption to student learning.

Recommended by:

Dr. Marc Smith  
 Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
 Chief Operations Officer

**CSP 24-051AL BP034 Roofing**

	<b>Evaluation Criteria (Government Code 2269)</b>	<b>Point System</b>
1	<b>The price; Section 2269.055.a (1)</b> Total Proposed Pricing - Provides thoroughly developed, competitive pricing using the tables in Pricing Delivery information section of the CSP	40 points
2	<b>Offeror's experience and reputation; Section 2269.055.a (2)</b> Provides a summary of nature of work, on time delivery and quality of recent work contracted with FBISD and/or other school districts of similar scope and scale. (14 pts)	19 points
	<b>Past experience with FBISD and other school districts</b> Provides a summary of nature of work, on time delivery and quality of work contracted with FBISD and/or other school districts and FBISD's assessment of the presented summary. (5 pts)	
3	<b>Quality of the offeror's goods or services; Section 2269.055.a (3)</b> Contractor's products should be new and be of the highest quality with an option to substitute for a company branded item of equivalent quality. (14pts)	21 points
	<b>Quality of contractor's response in the proposal</b> Effectively responds and processes all request for information and documentation included in this CSP (2pts)	
	<b>Project Plan and schedule (5pts)</b>	
4	<b>Utilization of historically underutilized businesses; Section 2269.055.a (4)</b>	N/A
5	<b>Offeror's safety record; Section 2269.055.a (5)</b> Provides a summary of Experience Modification Rate (EMR) for the last three years, as well as a summary of your company's safety policies and procedures	5 points
6	<b>Offeror's proposed personnel; Section 2269.055.a (6)</b> Proposed Personnel, personnel directly assigned to work on this project	5 points
7	<b>Offeror's financial capability appropriate to the size and scope of the project; Section 2269.055.a (7)</b> Provide proof of Insurance, financial stability and Letter of Surety from Bonding Company	5 points
8	<b>SBE Commitment; CV (Local) 2017.04</b>	5 points
	<b>TOTAL</b>	<b>100 points</b>

**Tabulation Summary  
CSP 24-051AL BP034 Roofing**

Vendor	Purchase Price (40 pts. max)	Offeror's Experience and Reputation, Past Experience with FBISD and other school districts (19 pts. max)	Quality of the offeror's goods and services, Quality of contractor's response in the proposal, Project Plan and Schedule (21 pts. max)	Offeror's safety record (5 pts max)	Offeror's proposed personnel (5 pts max)	Offeror's financial capability ( 5 pts max)	SBEP commitment (5pts max)	Proposer's Total Score (100 pts. max)
Tadco Roofing	40.00	14.14	16.35	3.13	2.90	3.80	5.00	85.32
Altas Unirversal Roofing Inc. DBA/Altas Universal, Inc.	32.82	13.03	15.50	4.05	4.25	3.30	5.00	77.95
CS Advantage USAA, Inc.	33.76	11.28	17.30	3.48	1.15	3.87	0.13	70.96
Vogler Sheet Metal	32.61	11.31	12.15	4.02	2.55	4.02	2.50	69.16
Ally Roofing Services	37.39	11.15	9.90	3.03	1.95	4.09	0.00	67.51
Argio Roofing & Construction , LLC	35.13	7.13	16.35	3.15	1.56	3.88	0.00	67.19
Roofing Solutions	34.56	7.71	13.60	3.75	2.00	4.12	0.00	65.74
Eskola LLC dba J.R. Jones Roofing & Waterproofing	26.46	3.52	13.40	2.53	1.85	2.09	0.00	49.84



Project Summary  
**BP034 - Roofing Package**  
 Exhibit - 1

Description	A A/E Design Fees & Reimbursables	B Design Contingency	C Other Professional Services	D Construction	E Construction Contingency	F FF&E	G Site Development	H Admin & Other Project Costs	I Project Contingency	TOTAL
ADMINISTRATION BUILDING	\$19,110.00	\$910.00	\$20,507.00	\$176,002.00	\$11,593.00				\$2,560.00	\$230,682.00
ARMSTRONG ELEMENTARY	\$3,367.00		\$10,389.00	\$31,010.00	\$2,043.00				\$1,240.00	\$48,049.00
AUSTIN HIGH	\$481,954.00	\$25,406.00	\$506,274.00	\$4,538,679.00	\$292,359.00				\$127,589.00	\$5,972,261.00
BURTON ELEMENTARY	\$42,357.00	\$2,233.00	\$41,104.00	\$390,098.00	\$25,694.00				\$9,807.00	\$511,293.00
DULLES ELEMENTARY	\$4,396.00		\$7,461.00	\$40,490.00	\$2,667.00				\$1,620.00	\$56,634.00
FORT SETTLEMENT MIDDLE	\$228,331.00	\$12,036.00	\$313,997.00	\$2,102,876.00	\$138,508.00				\$60,448.00	\$2,856,196.00
HERITAGE ROSE ELEMENTARY	\$7,091.00		\$9,720.00	\$65,307.00	\$4,302.00				\$2,612.00	\$89,032.00
HUNTERS GLEN ELEMENTARY	\$6,297.00		\$9,021.00	\$57,994.00	\$3,820.00				\$2,320.00	\$79,452.00
JONES ELEMENTARY	\$1,891.00		\$5,246.00	\$17,415.00	\$1,147.00				\$697.00	\$26,396.00
JORDAN ELEMENTARY										
KEMPNER HIGH										
PECAN GROVE ELEMENTARY	\$146,926.00	\$7,745.00	\$137,702.00	\$1,353,155.00	\$89,127.00				\$38,897.00	\$1,773,552.00
SUGAR LAND MIDDLE	\$272,012.00	\$14,339.00	\$354,935.00	\$2,505,165.00	\$165,006.00				\$72,011.00	\$3,383,468.00
TRAVIS HIGH	\$471,851.00	\$24,873.00	\$642,228.00	\$4,550,929.00	\$286,231.00				\$103,501.00	\$6,079,613.00
<b>TOTAL:</b>	<b>\$1,685,583.00</b>	<b>\$87,542.00</b>	<b>\$2,058,584.00</b>	<b>\$15,829,120.00</b>	<b>\$1,022,497.00</b>				<b>\$423,302.00</b>	<b>\$21,106,628.00</b>