

**Notice of Board Work Session
by Videoconference or Telephone Call
Board of Trustees
Thursday, October 3, 2024**

A Board Work Session of the Board of Trustees will be held on Thursday, October 3, 2024, beginning at 6:00 PM, Boardroom of the Mark Henry, Ed.D. Administration Building, 11440 Matzke Road, Cypress, Texas 77429.

Due to health and safety concerns related to the COVID-19 coronavirus, this meeting will be conducted by videoconference or telephone call. At least a quorum of the board will be participating by videoconference or telephone call in accordance with the provisions of Sections 551.125 or 551.127 of the Texas Government Code that have not been suspended by order of the governor.

Members of the public may access this meeting and or provide public comments as identified below:

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. For more information about public comment, see Policy BED. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

Notice of this meeting was mailed or electronically transmitted to the news media, who previously requested such notice, and a copy was posted in the main/front office window of the Cypress-Fairbanks Independent School District Mark Henry, Ed.D. Administration Building on September 30, 2024, at 4:00 p.m.

AGENDA COMMENTS: Per BED (Local), patrons may address the Board during any Board Meeting under Agenda Comments regarding items listed on the agenda for that meeting. Individuals must register in advance. Registration opens the day the agenda is posted to the district website, and the deadline for registering is 12:00 p.m. on the day of the meeting. To register, individuals must click on the "Register to Speak" link found under each agenda item listed for that meeting on the district website. This electronic speaker form must be completed in its entirety. Agenda Comments will generally be heard before each agenda item to be discussed or considered by the Board unless rearranged by the Board President. Any registered speaker who is absent from the meeting at the time for Agenda Comments forfeits the opportunity to address the Board at that meeting but may submit written comments to the Board.

MEETING OPENING: Call to Order, Invocation and Pledge of Allegiance, District's Vision and Mission Statement.

1. REMARKS AND ANNOUNCEMENTS

- A. The Superintendent will make remarks and announcements regarding the honors and achievements earned by staff and students in recent weeks and provide information regarding district and community events or items of interest.

2. RECOGNITIONS

- A. The Board will recognize CFISD campuses that earned an overall attendance rate of 95% or higher

for all six PEIMS reporting periods in the 2023-2024 school year, as well as campuses that increased their overall attendance rate by more than 1% for the 2023-24 school year.

3. BOARD COMMENTS

- A. Board members may make comments during this portion of the agenda regarding student achievement, district progress and data, community input and concerns, observations from school visits, meetings and conferences attended, district and community events and initiatives, or continuing education. The Board may not take action on items discussed.

4. CITIZEN PARTICIPATION

- A. Per BED (Local), patrons may address the Board during the Regular Board Meeting under Citizen Participation on any matters of interest or concerns that are not posted agenda items. Individuals may only register to speak one time per meeting and must register in advance. Registration opens the day the agenda is posted to the district website, and the deadline for registering is 12:00 p.m. on the day of the meeting. To register, individuals must click on the “Register to Speak” link found under the Citizen Participation heading in the agenda for that meeting on the district website. This electronic speaker form must be completed in its entirety. Any registered speaker who is absent from the meeting at the time for Citizen Participation forfeits the opportunity to address the Board at that meeting but may submit written comments to the Board.

CITIZEN PARTICIPATION WILL BE HEARD AT THE REGULAR BOARD MEETING ON MONDAY, OCTOBER 7, 2024.

5. REPORTS

- A. The administration will provide an oral report on the Efficiency Audit performed by Weaver and Tidwell, L.L.P.
- B. In accordance with Texas Education Code and State Board of Education regulations, the President of the Board shall announce the name of each Board member who has completed, exceeded or who is deficient in the continuing education required under state law.

6. PUBLIC HEARING

- A. The Board will hold a public hearing at 6:00 p.m. on Thursday, October 3, 2024, to discuss the 2022-2023 state financial accountability rating.
- B. The Board will hold a public hearing on the adoption of the 2024 tax rate at 6:00 pm on Thursday, October 3, 2024.

7. CONSENT AGENDA

- A. The Board will consider approving the minutes of the September 9, 2024, Regular Board Meeting.
- B. The Board will consider authorizing the Memorandum of Understanding with the Harris County Public Health Department for the Community Health and Wellness Division (CH&W) – Dental Health & Prevention Super Smile Savers Mobile Dental Health Services.
- C. The Board will consider approving on second reading additions, revisions, or deletions to district policies:
 - 1. DEA (Local) Compensation and Benefits: Compensation Plan (Revision)
 - 2. DF (Local) Termination of Employment (Revision)
 - 3. FEA (Local) Attendance: Compulsory Attendance (Revision)
 - 4. FFI (Local) Student Welfare: Freedom From Bullying (Revision)
- D. The Board will consider approving construction proposals and contracts paid from Bond Funds to the recommended contractors and authorize the Superintendent or designee to execute all necessary documents related to such contracts as follows:
 - 1. 2022 ISC & ISC West Renovations

2. 2023 Windfern HS Repurpose

- E. The Board will consider awarding bids and contracts and/or authorizing purchase orders as recommended in the posted agenda item.

1. Central Packaging for Nutrition Services

2. HVAC Condenser and Cooling Tower Water Treatment and Cleaning Services

3. Maintenance Fleet Vehicles for Nutrition Services

4. Paint and Miscellaneous Supplies

5. Warehouse Materials Handling Equipment for Nutrition Services

8. NON-CONSENT AGENDA

- A. The Board will consider approving the 2024 certified tax rolls and the estimated collection rate for 2024 to be 100%, and the 2023 excess debt collection rate to be zero.

- B. The Board will consider the 2024 Tax Rate Resolution to support the 2024-2025 Maintenance and Operations and Debt Service budgets by setting the 2024 M & O and Interest and Sinking tax rates.

- C. The Board will consider and take action on a resolution casting its ballot for its choice of a nominee to serve on the Board of Directors of the Harris Central Appraisal District (HCAD).

- D. The Board will consider approving on first reading additions, revisions, or deletions to district policy:

1. DFE (Local) Termination of Employment: Resignation (Revision)

- E. The Board will consider making a determination that good cause did not exist as required by law for Micheal Cabrera, Kassandra Luna, Randi Flamm, Lindsay Ferguson, Dalila Garcia, Melanie Gutierrez, Ashley Paez, Kaitlin Czanstkowski, Alyssa McGill, Krista Harper, and Thomas Kinard to resign their respective employment contracts. [This item may be discussed in closed session.]

- F. The Board will consider approving the superintendent's recommendation to give notice to Kristina Linseisen-Snead that it is proposed her employment with the District under a term contract be terminated. It is further recommended the President of the Board notify Ms. Linseisen-Snead of the proposed action to terminate her employment pursuant to 21.211 of the Texas Educator Code. [This item may be discussed in closed session.]

- G. The Board will consider approving the superintendent's recommendation to give notice to Shari Jonas that it is proposed her employment with the District under a probationary contract be terminated. It is further recommended the President of the Board notify Ms. Jonas of the proposed action to terminate her employment pursuant to 21.211 of the Texas Educator Code. [This item may be discussed in closed session.]

- H. The Board will consider approving the superintendent's recommendation to give notice to Frances Alleman that it is proposed her employment with the District under a term contract be terminated. It is further recommended the President of the Board notify Ms. Alleman of the proposed action to terminate her employment pursuant to 21.211 of the Texas Educator Code. [This item may be discussed in closed session.]

- I. The Board will consider approving the superintendent's recommendation to give notice to Evan Caine that it is proposed his employment with the District under a term contract be terminated. It is further recommended the President of the Board notify Mr. Caine of the proposed action to terminate his employment pursuant to 21.211 of the Texas Educator Code. [This item may be discussed in closed session.]

9. DISCUSSION

- A. The Board will discuss proposed 89th Legislative Session Priorities.

- B. The administration will present proposed changes to the Board Monitoring System, Goals and Performance Objectives.

10. CLOSED**SESSION**

If, during the course of the meeting covered by this notice, the Board should determine that a closed session of the Board should be held or is required in relation to any item included in this notice, then such closed session as authorized by Section 551.001 of the Texas Government Code (the Open Meetings Act) will be held by the Board at that date, hour and place given in this notice or as soon after the commencement of the meeting covered by this notice as the Board may conveniently meet in such closed session concerning any and all subjects and for any and all purposes permitted by Sections 551.071 through 551.084, of the Open Meetings Act.

A. There will be a Closed Session in accordance with Government Code Section 551.001 et. seq.	
B. Section 551.071	C. For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law. For the purpose of consultation with the district's attorney concerning matters on which the attorney's duty to the district under the Texas Disciplinary Rules of Professional Conduct clearly conflicts with the Texas Open Meetings laws.
D. Section 551.072	E. For the purpose of discussing the purchase, exchange, lease or value of real property.
F. Section 551.073	G. For the purpose of considering a negotiated contract for a prospective gift or donation.
H. Section 551.074	I. For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.
J. Section 551.076	K. To consider the deployment, or specific occasions for implementation, of security personnel or devices.
L. Section 551.0821	M. For the purpose of deliberating a matter regarding a public-school student if personally identifiable information about the student will necessarily be revealed.
N. Section 551.082	O. For the purpose of considering discipline of a public-school child or children or to hear a complaint by an employee against another employee if the complaint or charge directly results in a need for a hearing.
P. Section 551.083	Q. For the purpose of considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements provided for by section 13.901 of the Texas Education Code.
R. Section 551.084	S. For the purpose of excluding witness or witnesses from a hearing during examination of another witness.

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, Texas 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 TASB Policy BEC(LEGAL)]

On September 30, 2024, at 4:00 p.m., this notice was mailed or electronically transmitted to the news media, who previously requested such notice, and a copy was posted in the main/front office window of the Cypress-Fairbanks Independent School District Mark Henry, Ed.D. Administration Building.

For the Board of Trustees

Cypress-Fairbanks Independent School District Efficiency Audit – Agreed Upon Procedures

BACKGROUND, PURPOSE, and OTHER INFORMATION



- House Bill 3 requires the Texas Legislative Budget Board (LBB) to establish audit guidelines for a school district efficiency audit. The purpose of an efficiency audit is to provide information to voters regarding a school district's fiscal management, efficiency, and utilization of resources before an election to adopt a maintenance and operations tax rate.
- The District is not seeking a tax rate election but rather will use this information to measure operational efficiency and to inform the budget process.
- The fiscal year 2025 budgeted expenditures exceed anticipated revenues by \$77,474,389.
- Data from fiscal year 2022-2023 was used for the District, Peer Districts, and State.

PEER DISTRICTS

- The LBB references specific resources to assist auditors in identifying peer districts. The Texas Education Agency's Snapshot tool was used to identify a total of 17 peer districts of similar size as Cypress-Fairbanks Independent School District (50,000 and over students). We selected 10 out of the 17 peer districts based on similar size and using other characteristics listed on the TEA website, such as proximity, student needs, and financial resources.

Peer Districts Selected Were:

- Klein ISD
- Arlington ISD
- Frisco ISD
- Conroe ISD
- Fort Worth ISD
- Fort Bend ISD
- Katy ISD
- Northside ISD
- Dallas ISD
- Houston ISD

PERFORMANCE MEASURES

Accountability Rating

Accountability Rating

- District Rating: A
- District Score: 90
- Peer Districts Rating: B
- Peer Districts Score: 88

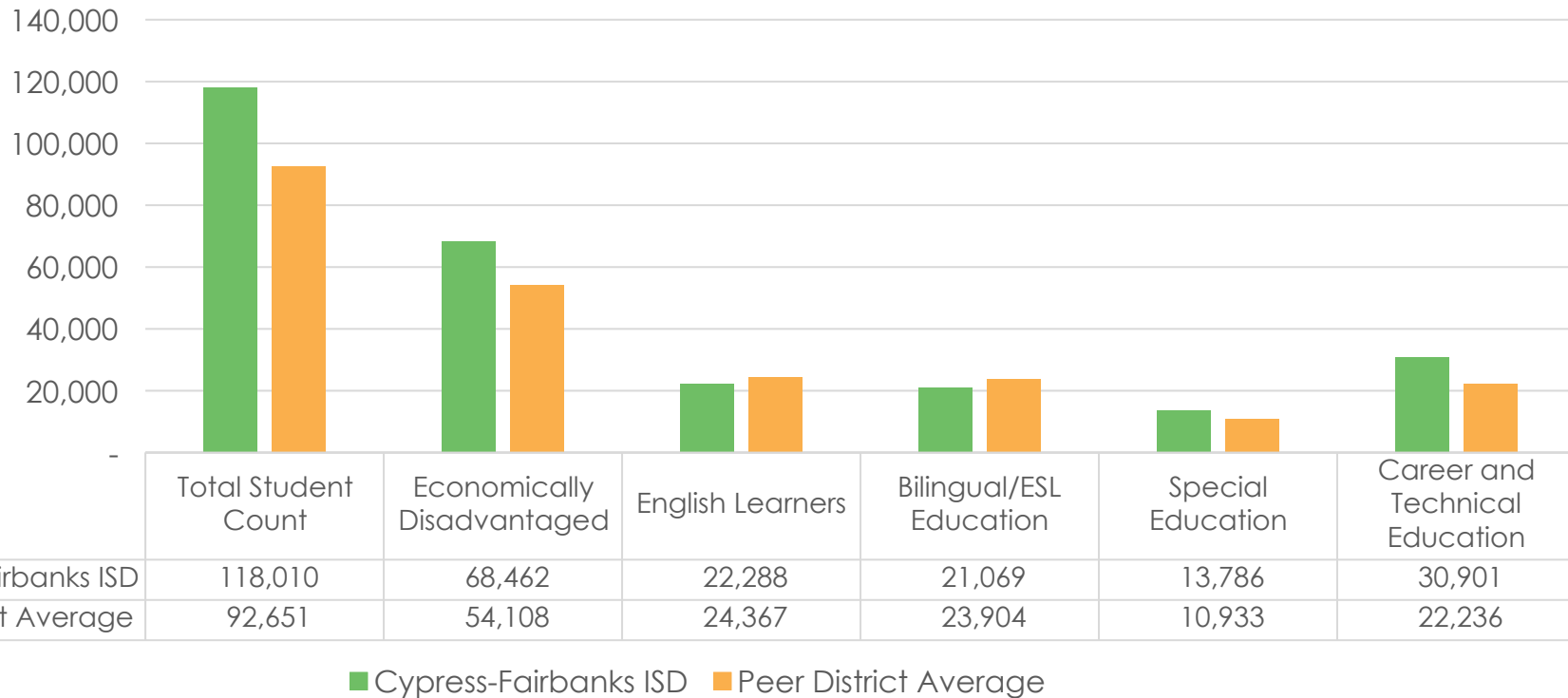
Financial Integrity Rating System of Texas (FIRST)

FIRST Rating

- The District received a rating of “A” (Superior Achievement).
- This is the 22nd consecutive year to receive this rating.

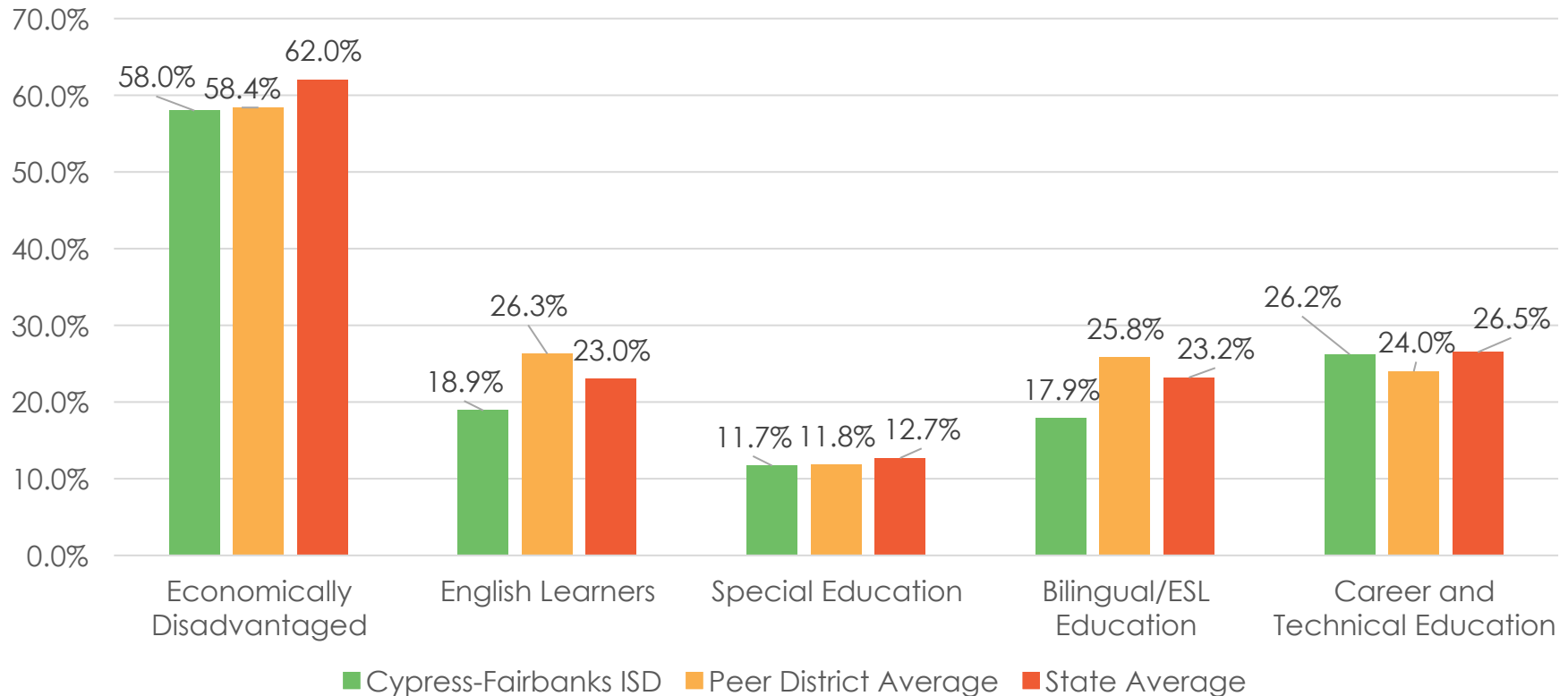
STUDENT COUNTS AND CHARACTERISTICS

Total Student Counts (Figure 5)



STUDENT CHARACTERISTICS

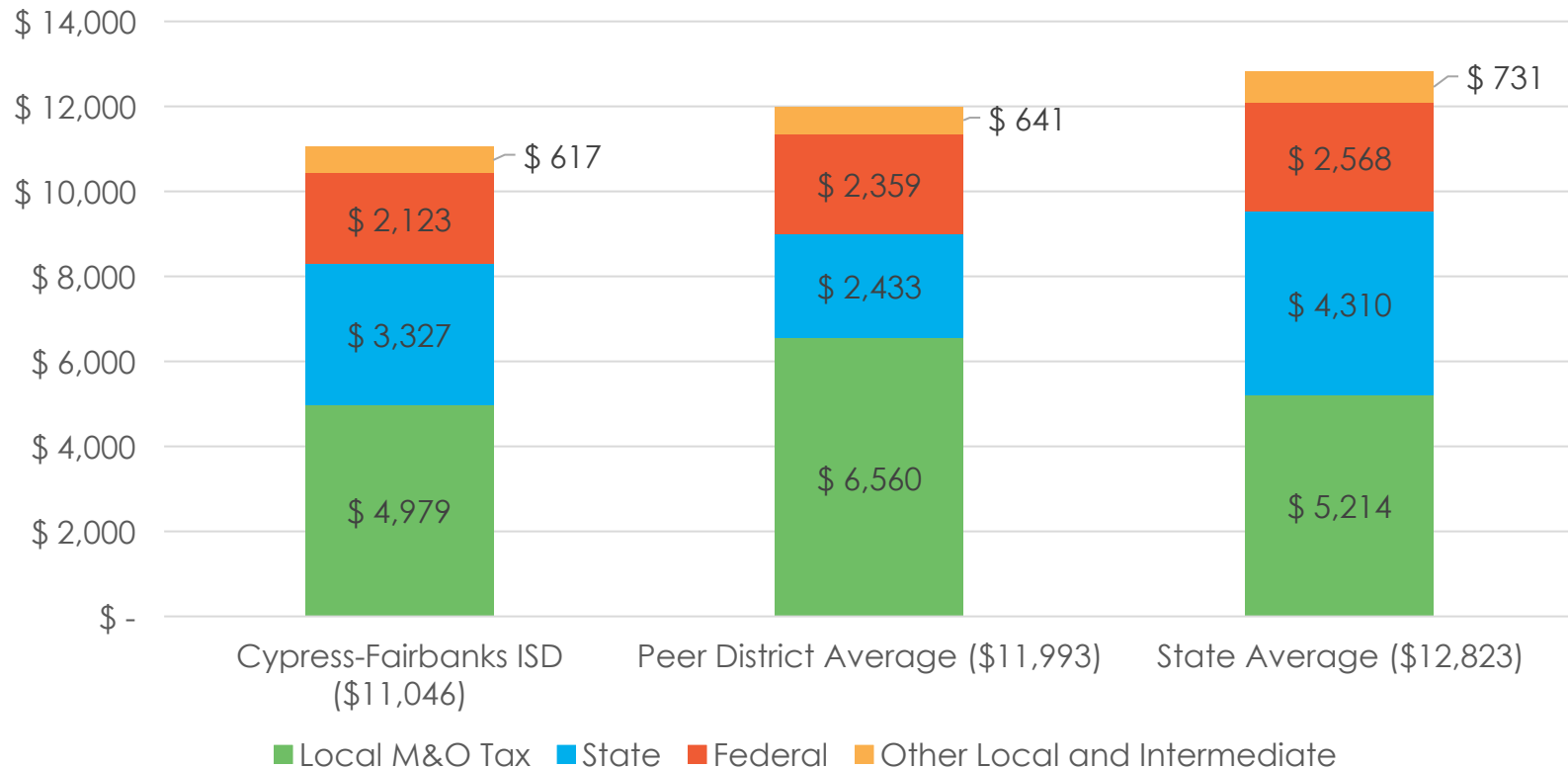
% of Total Student Counts (Figure 5)



TOTAL REVENUE PER STUDENT

(All Funds - Excludes Debt Service and Recapture)

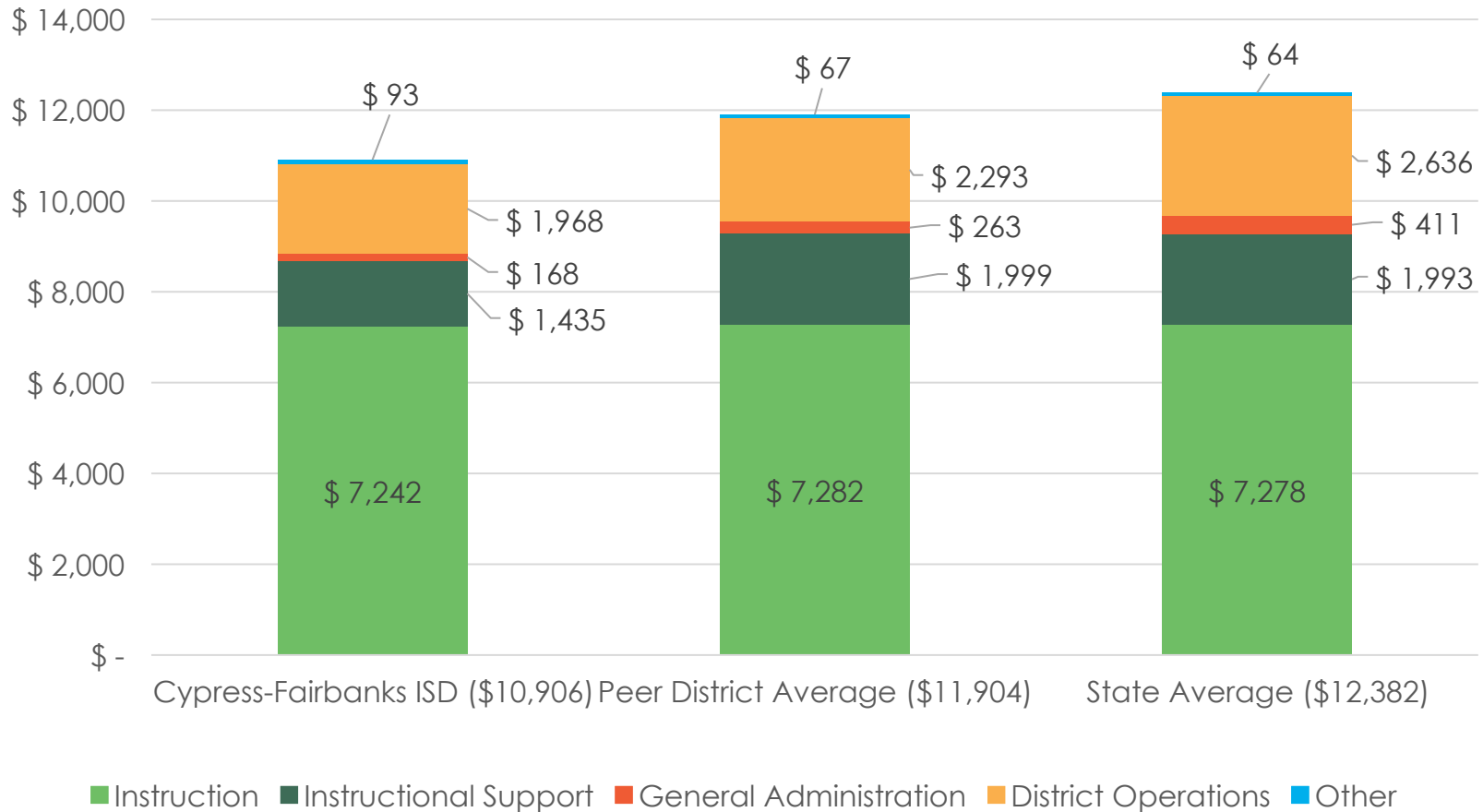
Revenue Per Student (Figure 8)



Note: The District received \$687 and \$1,218 less per student in local and state revenues than the peer districts and state average.

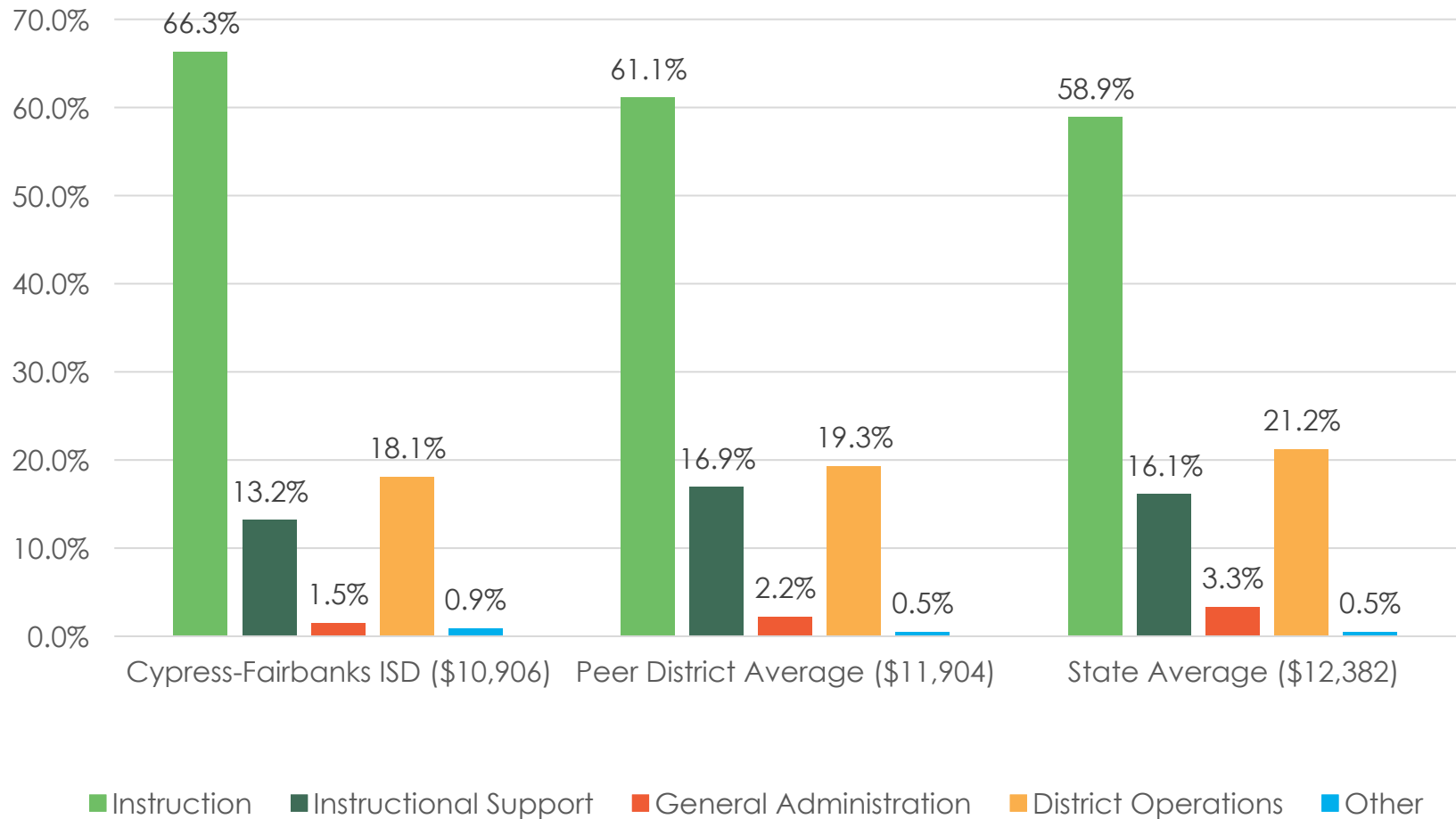
TOTAL OPERATING EXPENDITURES PER STUDENT (Includes All Funds)

Expenditures Per Student (Figure 9)



PERCENTAGE OF OPERATING EXPENDITURES (Includes All Funds)

Percentage of Expenditures (Figure 9)



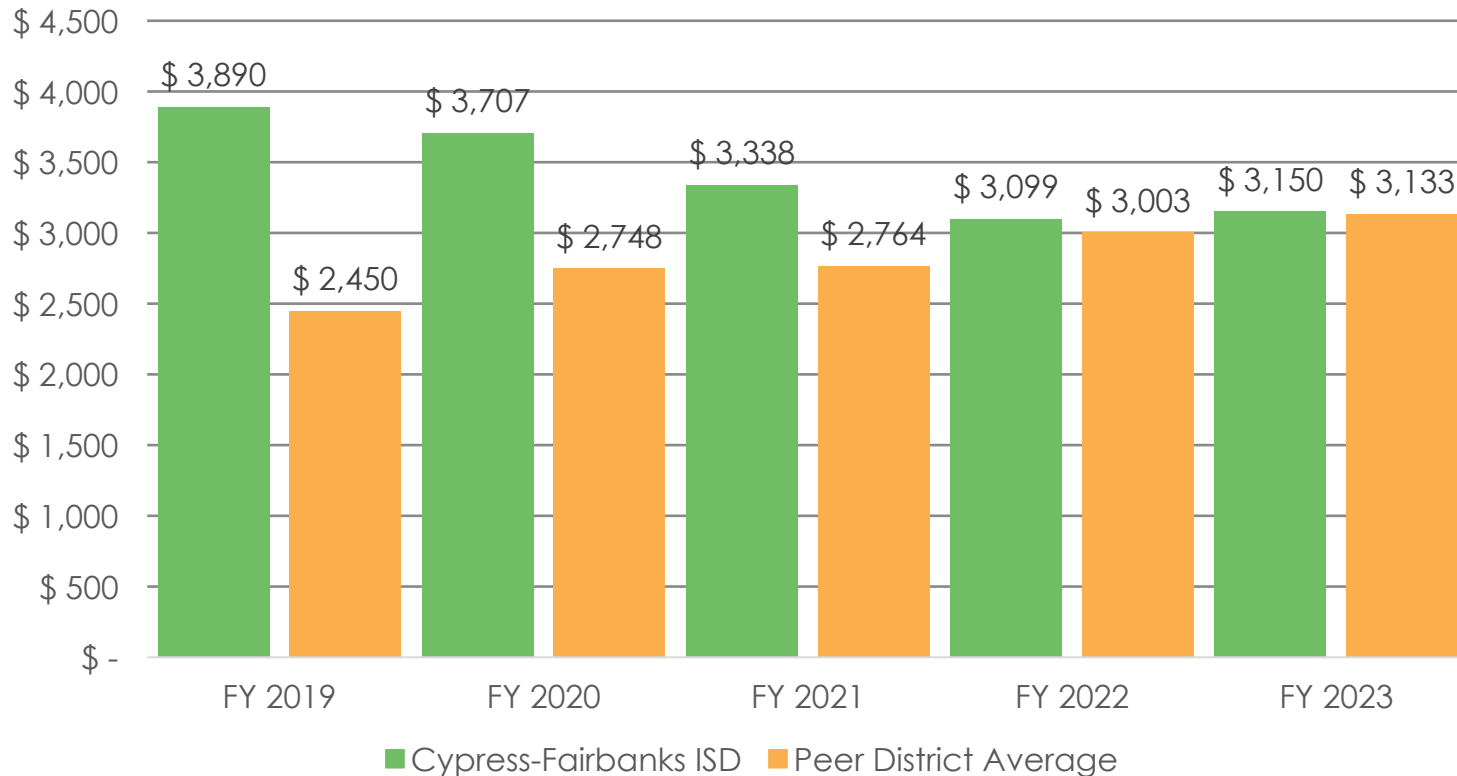
PAYROLL AND STAFFING DATA

(Figures 10, 12, and 13)

	Cypress-Fairbanks ISD	Peer District Average	State Average
Payroll Cost (All Funds)	85.1%	82.7%	77.8%
Avg. Teacher Salary	\$65,538	\$64,807	\$60,717
Teaching Staff (% of Total Staff)	50.1%	49.6%	48.6%
Students per Teaching Staff	15.0	15.3	14.8
Students per Total Staff	7.5	7.6	7.2
Teacher Turnover Rate	18.3%	19.4%	21.4%

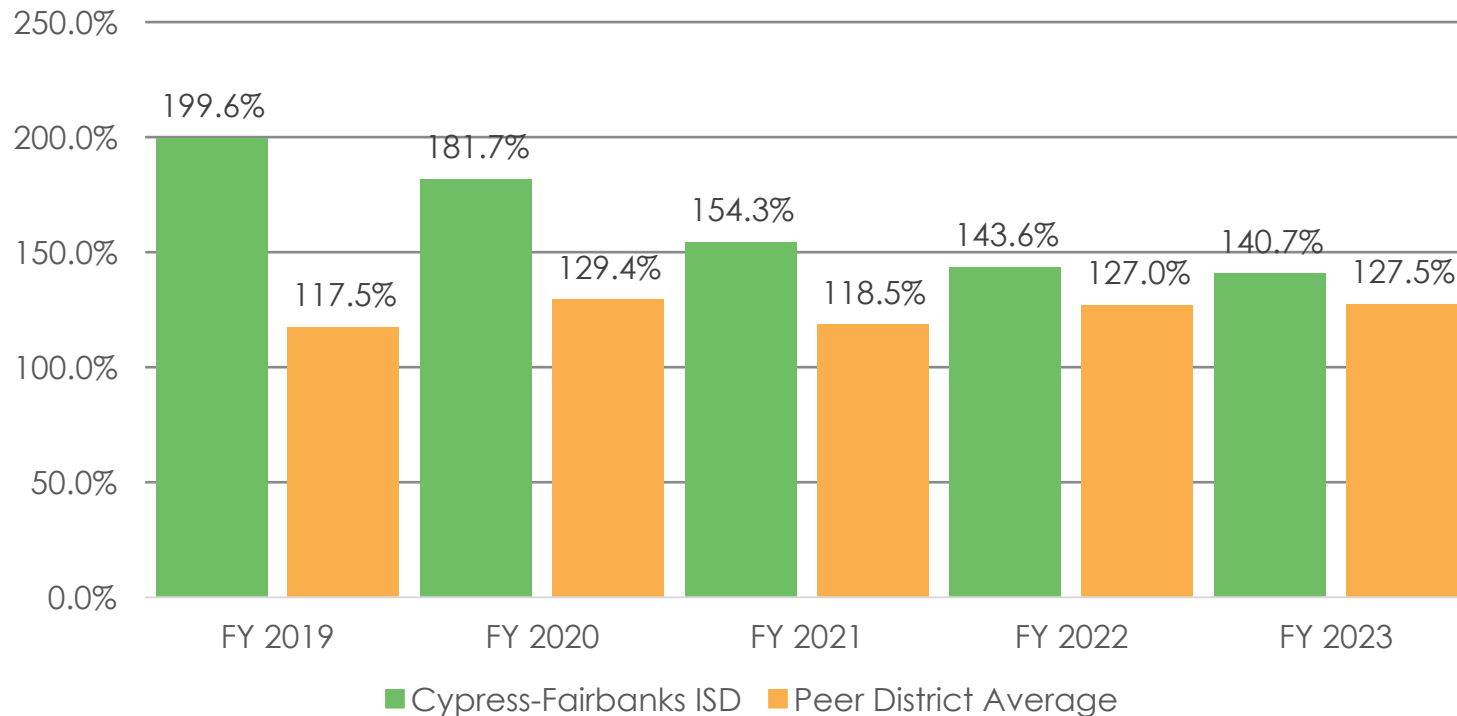
GENERAL FUND- UNASSIGNED FUND BALANCE

Unassigned Fund Balance per Student (Figure 11)



GENERAL FUND- UNASSIGNED FUND BALANCE AS A % of 3-MONTH OPERATING EXPENDITURES

Unassigned Fund Balance as a % of 3-Month
Operating Expenditures (Figure 11)



Questions

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Cypress-Fairbanks

Independent School District

Independent Accountant's Report on Applying
Agreed-Upon Procedures Related to House Bill 3
Efficiency Audit Guidelines
Data for the Fiscal Year Ended June 30, 2023

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Independent Accountant's Report on Applying Agreed-Upon Procedures

To the Board of Trustees and Citizens
of Cypress-Fairbanks Independent School District

We have performed the procedures enumerated in Section III, as listed in the table of contents, which were agreed to by Cypress-Fairbanks Independent School District (the "District"), solely for the purpose of reporting our findings regarding the results of comparing the District to the criteria set forth in the Legislative Budget Board's House Bill 3 Efficiency Audit Guidelines for the year ended June 30, 2023. The District's management is responsible for the results of comparing the District to the criteria set forth in the Legislative Budget Board's House Bill 3 Efficiency Audit Guidelines for the year ended June 30, 2023.

The District has agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of evaluating the District's fiscal management, efficiency, and utilization of resources for the year ended June 30, 2023. This report may not be suitable for any other purpose. The procedures performed may not address all the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

We were engaged by the District to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA). We were not engaged to and did not conduct an examination or review, the objective of which would be the expression of an opinion or conclusion, respectively, on the specified procedures above. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of the District and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.

Weaver and Tidwell, L.L.P.

WEAVER AND TIDWELL, L.L.P.

The Woodlands, Texas
September 24, 2024

SECTION I- EXECUTIVE SUMMARY

Overview of Procedures Performed

To gain an understanding of the District's fiscal management, efficiency and utilization of resources, and whether the District has implemented best practices utilized by Texas school districts. This was accomplished by analyzing the data maintained by the Texas Education Agency and the District. Total and per-student financial information from the fiscal year ended June 30, 2023, was used. An overview of the objectives and approach performed during the efficiency audit are provided in Section III of this report.

SECTION II- KEY INFORMATION ABOUT THE DISTRICT

Cypress-Fairbanks Independent School District (the “District”), has engaged Weaver and Tidwell, LLP to conduct agreed-upon procedures (an “efficiency audit”) for the purpose of identifying inefficiencies in its General Fund budget. Efficiency audits focus on informing voters about the District’s fiscal management, efficiency, utilization of resources, and whether the District has implemented best practices. An efficiency audit is required by law when District administration adopts an M&O rate above the voter approval tax rate. In this case, the District did not adopt such a rate and is instead utilizing the data and tools prescribed by the State of Texas to measure school district efficiency in order to inform the budget process.

The fiscal year 2025 budgeted expenditures exceeded anticipated revenues by \$77,474,389 after District Administration reduced expenditures by \$58,686,391. The District will analyze any cost inefficiencies reflected in the efficiency audit to assist in determining future budget reductions. Secondly, District Administration will continue to review program cost savings through its priorities-based budget process; and finally, the District will continue to explore opportunities to generate additional revenue to cover General Fund needs, including but not limited to the use of available M&O taxing authority.

The District engaged Weaver and Tidwell, LLP to conduct the efficiency audit. Efficiency audits focus on informing voters about the District’s fiscal management, efficiency, utilization of resources, and whether the District has implemented best practices. The information includes data and tools that the State of Texas currently utilizes to measure school district efficiency.

Some key information about the District:

- The District’s total operating revenue for all funds, for fiscal year 2023 totaled \$11,046 per student, while its peer districts average and State average totaled \$11,993 per student and \$12,823 per student, respectively. Note that for the fiscal year 2023, the total revenue per student includes a significant amount of ESSER federal funding that is temporary in nature.
- The District’s total operating expenditures for all funds for fiscal year 2023 totaled \$10,906 per student, while its peer districts average and State average were \$11,904 per student and \$12,382 per student, respectively.
- The District earned a Superior Achievement Rating for the School Financial Integrity Rating System of Texas (FIRST) each year for 22 years.
- The Texas Education Agency reviews and tracks the performance of both school districts and individual schools with the Texas A-F Accountability System. The results are posted year-to-year. The District, as a whole, earned a “A” (90 out of 100 points) in 2021 - 2022.

Rating	# of Campus'
A	30
B	48
C	9

Additional details and audit results are included in Section IV.

SECTION III- OBJECTIVES AND APPROACH

Objectives

The objective of our agreed upon procedures was to assess the District's fiscal management, efficiency and utilization of resources, and whether the District has implemented best practices utilized by Texas school districts.

Approach

In order to achieve the objectives, set forth above, Weaver and Tidwell, LLP performed the following procedures:

- 1.** Selected peer districts, developed a simple average and used the same comparison group throughout the audit.
- 2.** Reported on the overall accountability rating (A-to-F and a corresponding scale score of 1 to 100) and compared to the District's peer districts' average score.
- 3.** Listed the following for the District's campus information:
 - a.** Accountability rating count for each campus level within the district
 - b.** Names of the campuses that received an F accountability rating
 - c.** Campuses that are required to implement a campus turnaround plan
- 4.** Reported on the District's School FIRST rating. For a rating of less than A, listed the indicators not met.
- 5.** Reported on student characteristics for the District, its peer districts and the State average including:
 - a.** Total Students
 - b.** Economically Disadvantaged
 - c.** English Learners
 - d.** Bilingual/ESL Education
 - e.** Special Education
 - f.** Career and Technical Education
- 6.** Reported on the attendance rate for the District, its peer districts and the State.
- 7.** Reported on the five-year enrollment for the District for the most recent school year and four (4) years prior, the average annual percentage change based on the previous five years and the projected next school year.
- 8.** Reported on the following indicators related to the District's revenue, its peer districts' average and the State average and explained any significant variances.
 - a.** Local M&O Tax (Retained) (without debt service and recapture)
 - b.** State
 - c.** Federal
 - d.** Other local and intermediate
 - e.** Total revenue

- 9.** Reported on the following indicators related to the District's expenditures, its peer districts' average, and the State average and explained significant variances from the peer districts' average, if any. In addition, explained the reasons for the District's expenditures exceeding revenue, if applicable.
- a.** Instruction
 - b.** Instructional resources and media
 - c.** Curriculum and staff development
 - d.** Instructional leadership
 - e.** School leadership
 - f.** Guidance counseling services
 - g.** Social work services
 - h.** Health services
 - i.** Transportation
 - j.** Food service operation
 - k.** Extracurricular
 - l.** General administration
 - m.** Plant maintenance and operations
 - n.** Security and monitoring services
 - o.** Data processing services
 - p.** Community services
 - q.** Total operating expenditures
- 10.** Reported on the following indicators for payroll and select District salary expenditures compared to its peer districts' average and the State average and explained any significant variances from the peer districts' average in any category.
- a.** Payroll as a percentage of all funds
 - b.** Average teacher salary
 - c.** Average administrative salary
 - d.** Superintendent salary
- 11.** Reported on the General Fund operating fund balance, excluding debt service and capital outlay, for the past five years and per student for the District and its peer districts. Analyzed unassigned fund balance per student and as a percentage of three-month operating expenditures and explained any significant variances.
- 12.** Reported the District's allocation of staff, and student-to-teacher and student-to-total staff ratios for the District, its peer districts and the State average. The following staff categories were used:
- a.** Teaching
 - b.** Support
 - c.** Administrative
 - d.** Paraprofessional
 - e.** Auxiliary
 - f.** Students per total staff
 - g.** Students per teaching staff

- 13.** Reported on the District's teacher turnover rate as well as its peer districts and the State's average. Reported on the following programs offered by the District, including the number of students served, percentage of enrolled students served, program budget, program budget as a percentage of the District's budget, total staff for the program, and student-to-staff ratio for the program.
 - a.** Economically Disadvantaged
 - b.** Special Education
 - c.** Bilingual/ESL Education
 - d.** Career and Technical Education
- 14.** Described how the District maximizes available resources from state sources and regional education service centers to develop or implement programs or deliver services.
- 15.** Report on the District's annual external audit report's independent auditor's opinion as required by Government Auditing Standards.
- 16.** Explained the basis of the TEA assigning the District a financial-related monitoring/oversight role during the past three years, if applicable.
- 17.** In regards to the District's budget process, provided a response to each of the following questions:
 - a.** Does the District's budget planning process include projections for enrollment and staffing?
 - b.** Does the District's budget process include monthly and quarterly reviews to determine the status of annual spending?
 - c.** Does the District use cost allocation procedures to determine campus budgets and cost centers?
 - d.** Does the District analyze educational costs and student needs to determine campus budgets?
- 18.** Provided a description of the District's self-funded program, if any, and analyzed whether program revenues are sufficient to cover program costs.
- 19.** Reported whether the District administrators are evaluated annually and, if so, explained how the results inform District operations.
- 20.** In regards to the District's compensation system, provided a response to the following questions:
 - a.** Does the District use salary bonuses or merit pay systems? If yes, explain the performance-based systems and the factors used.
 - b.** Do the District's salary ranges include minimum, midpoint, and maximum increments to promote compensation equity based on the employee's education, experience, and other relevant factors?
 - c.** Does the District periodically adjust its compensation structure using verifiable salary survey information, benchmarking, and comparable salary data?
 - d.** Has the District made any internal equity and/or market adjustments to salaries within the past two years?

- 21.** In regards to planning, provided a response for each of the following questions:
- a.** Does the District develop a District Improvement Plan (DIP) annually?
 - b.** Do all campuses in the District develop a Campus Improvement Plan (CIP) annually?
 - c.** Does the District have an active and current facilities master plan? If yes, does the District consider these factors to inform the plan:
 - i.** Does the District use enrollment projections?
 - ii.** Does the District analyze facility capacity?
 - iii.** Does the District evaluate facility condition?
 - d.** Does the District have an active and current energy management plan?
 - e.** Does the District maintain a clearly defined staffing formula for staff in maintenance, custodial, food service, and transportation?
- 22.** In regard to District academic information, we will provide a response for each of the following questions:
- a.** Does the District have a teacher mentoring program?
 - b.** Are decisions to adopt new programs or discontinue existing programs made based on quantifiable data and research?
 - c.** When adopting new programs, does the District define expected results?
 - d.** Does the District analyze student test results at the district and/or campus level to design, implement and/or monitor the use of curriculum and instructional programs?
 - e.** Does the District modify programs, plan staff development opportunities, or evaluate staff based on analyses of student test results?

SECTION IV- DISTRICT DATA ON ACCOUNTABILITY, STUDENTS, STAFFING AND FINANCES, WITH PEER DISTRICTS AND STATE COMPARISONS

1. Peer Districts

Weaver and Tidwell, LLP used the latest available Texas Education Agency's (TEA) 2022 Snapshot Peer Search, which identified a total of 17 peer districts of similar size as Cypress-Fairbanks Independent School District (50,000 and over students). We selected 10 out of the 17 peer districts based on similar size and using other characteristics listed on the TEA website, such as proximity, student needs, and financial resources. The peer districts selected are shown below:

Figure 1
Peer Districts

District Name	County
KLEIN ISD	HARRIS
ARLINGTON ISD	TARRANT
FRISCO ISD	COLLIN
CONROE ISD	MONTGOMERY
FORT WORTH ISD	TARRANT
FORT BEND ISD	FORT BEND
KATY ISD	HARRIS
NORTHSIDE ISD	BEXAR
DALLAS ISD	DALLAS
HOUSTON ISD	HARRIS

2. Accountability Rating

Accountability ratings are based on school year 2021-2022, as school year 2022-2023 information is not yet publicly available. The release of school year 2022-2023 data is pending judicial ruling and decisions from the 88th Legislature.

The TEA annually assigns an A-to-F rating and a corresponding scaled score (1 to 100) to each district and campus based on student assessment results and other accountability measures. To align with Senate Bill 1365, school districts and campuses received an A, B or C rating or were assigned a label of Not Rated: Senate Bill 1365. This Not Rated: Senate Bill 1365 label was applied when the domain or overall scaled score for a district or campus was less than 70.

Figure 2
Accountability Rating Comparison
School Year 2021-2022

CYPRESS-FAIRBANKS INDEPENDENT SCHOOL			Peer Districts
	DISTRICT		
	District Rating	District Rating	Average Score
	(A-F)	(1-100)	(1-100)
Rating/Score	A	90	88

3. Accountability Rating by Campus

Accountability ratings by campus are based on school year 2021-2022, as school year 2022-2023 information is not yet publicly available. The release of school year 2022-2023 data is pending judicial ruling and decisions from the 88th Legislature.

The “F” accountability rating was not applicable for 2021 – 2022. The results for the District’s 87 campuses that were assigned a rating are shown below.

Figure 3
Accountability Rating by Campus Level
School Year 2021-2022

	Elementary Schools	Middle Schools	High Schools
A	19	8	3
B	30	10	8
C	7	1	1
D	-	-	-
F	-	-	-

Campuses with an "F" Accountability Rating- N/A due to Senate Bill 1365

Campuses with required to implement a Campus Turnaround Plan - None Noted

4. Financial Rating

The State of Texas' school financial accountability rating system, known as the School Financial Integrity Rating System of Texas (FIRST), ensures that Texas public schools are held accountable for the quality of their financial management practices and that they improve those practices. The system is designed to encourage Texas public schools to better manage their financial resources to provide the maximum allocation possible for direct instructional purposes.

The FIRST holds school districts accountable for the quality of their financial management practices. The rating is based on five (5) critical indicators as well as minimum number of points for an additional ten (10) indicators. Beginning with 2015-2016 Rating (based on the 2014-2015 financial data), the Texas Education Agency moved from “Pass/Fail” system and began assigning a letter rating. The ratings and corresponding points are shown below:

Rating	Points
A = Superior	90 - 100
B = Above Standard	80 - 89
C = Meets Standards	60 - 79
F = Substandard Achievement	Less than 60

The District’s 2022-2023 rating based on school year 2021 - 2022 data was an “A” (Superior).

Figure 4
School FIRST Rating
2022-2023

	District Rating (A-F)
Rating	A

5. Student Characteristics

Every student is served differently in public schools based on their unique characteristics. Such data is captured by the TEA on an annual basis. Figure 5 provides student counts for five (5) select student characteristics, which are described below:

Economically Disadvantage - This term has an identical meaning to educationally disadvantaged, which is defined by the Texas Education Code (TEC) §5.001(4) as a student who is “eligible to participate in the national free or reduced-price lunch program”.

English Learners - The TEA defines an English Learner as a student who is in the process of acquiring English and has another language as the primary language; it is synonymous with English Language Learner (ELL) and Limited English Proficient (LEP).

Bilingual/ESL Education - TEC §29.055 describes students enrolled in a bilingual education program as those students in a full-time program of dual-language instruction that provides for learning basic skills in the primary language of the students and for carefully structured and sequenced mastery of the English language skills. Students enrolled in an English as a Second Language (ESL) program receive intensive instruction in English from teachers trained in recognizing and dealing with language differences.

Special Education - These are students with a disability as defined by Federal regulations (34 CFR §§ 300.304 through 300.311), State of Texas Laws (Texas Education Code §29.003) or the Commissioner’s/State Board of Education Rules (§89.1040).

Career and Technical Education - Students enrolled in State approved Career and Technology Education programs.

Figure 5
Selected Student Characteristics
2022-2023

	District Total Student Population Count	District of Student Population	Peer Districts Average Percentage	State Average Percentage
Total Students	118,010	100.0%	N/A	N/A
Economically Disadvantaged	68,462	58.0%	58.4%	62.0%
English Learners	22,288	18.9%	26.3%	23.0%
Bilingual/ESL Education	21,069	17.9%	25.8%	23.2%
Special Education	13,786	11.7%	11.8%	12.7%
Career and Technical Education	30,901	26.2%	24.0%	26.5%

There are 5.5 million students served by public schools in the State of Texas. Of those students, 3.4 million or 62.0 percent are economically disadvantaged. The percentage of economically disadvantaged students served by the District compared to its total student population totaled 58.0 percent, which is 0.4 percent and 4.0 percent less than the peer districts and State averages, respectively. Dallas Independent School District had the highest economically disadvantaged student percentage of 84.9 percent, while Frisco Independent School District had the lowest percentage of 14.2 percent.

The peer districts average total student count was 92,651. Of the peer districts evaluated, Houston Independent School District had the highest total student count of 189,934, while Klein Independent School District had the lowest student count of 53,712.

6. Attendance

Figure 6
Attendance Rate
2022-2023

	District Total	Peer District Average	State Average
Attendance Rate	92.6%	92.6%	92.2%

Source: Texas Education Agency, Public Education Information Management System District Attendance, Graduation, and Dropout Rates Reports.

A school district's State Funding is a complex calculation with many inputs. One of the primary drivers used in the calculation is student attendance. The District's attendance rate is the same as its peer districts average and 0.4 percent more than the State average.

7. Five-Year Enrollment

The attendance rate should be evaluated in conjunction with the number of students enrolled. As shown in Figure 7, the District experienced an average annual increase over the last five years of 0.33 percent. When the current enrollment data for 2024 is incorporated, the average increase is 0.34 percent.

Figure 7
5-Year Enrollment
2019-2023

	Enrollment	% Change
2023	118,010	0.68%
2022	117,217	1.22%
2021	115,801	-1.40%
2020	117,446	0.80%
2019	116,512	
Average annual percentage change based on the previous five years		0.33%
2024 (1)	118,470	0.39%
Average annual percentage change based on the previous five years and the 2024 fiscal year		0.34%

Note: (1) Based on fiscal year 2024 PEIMS Data from the District.

8. District Revenue

Figure 8
District Tax Revenue
2022-2023

	District		Peer Districts		State Average	
	Revenue Per Student	Percentage of Total	Revenue Per Student	Percentage of Total	Revenue Per Student	Percentage of Total
Local M&O Tax (retained) (1)	\$ 4,979	45.1%	\$ 6,560	54.7%	\$ 5,214	40.7%
State (2)	3,327	30.1%	2,433	20.3%	4,310	33.6%
Federal	2,123	19.2%	2,359	19.7%	2,568	20.0%
Other Local and Intermediate	617	5.6%	641	5.3%	731	5.7%
Total Revenue	\$ 11,046	100.0%	\$ 11,993	100.0%	\$ 12,823	100.0%

Note (1): Excludes Recapture

(2): Excludes TRS on-behalf

Source: Texas Education Agency, Public Education Information Management System District Financial Actual Reports.

The financial data above includes all funds, except for the District's capital projects fund and debt service fund. Approximately \$63.3 million of the Teacher Retirement System (TRS) contributions made by the State of Texas on-behalf of the District were also excluded from the State revenues. In accordance with Governmental Accounting Standards Board, on-behalf contributions must also be recorded as expenditures. However, the source reports used for the analyses did not exclude these on-behalf expenditures. The on-behalf contributions of \$63.3 million equates to \$538 per student.

The District receives less revenue per student compared to its peer districts average and the State average. In addition, for school year 2022-2023, the total revenue per student referenced (\$11,046/student), includes \$736 dollars per student of ESSER federal funding that is temporary in nature and will expire on September 30, 2024. The District received \$8,306 total in State & Local funds, which is \$687 per student less than its peer districts and \$1,218 per student less than the state average.

9. District Expenditures

Figure 9
District Actual Operating Expenditures
2022-2023

	District		Peer Districts Average		State Average	
	Expenditure Per Student	Percentage of Total	Expenditure Per Student	Percentage of Total	Expenditure Per Student	Percentage of Total
Instruction	\$ 6,897	63.2%	\$ 6,798	57.1%	\$ 6,849	55.4%
Instruction Resources and Media	69	0.6%	119	1.0%	121	1.0%
Curriculum and Staff Development	276	2.5%	365	3.0%	308	2.5%
Instructional Leadership	121	1.1%	237	2.0%	223	1.8%
School Leadership	481	4.4%	689	5.8%	710	5.7%
Guidance Counseling Services	485	4.5%	578	4.9%	497	4.0%
Social Work Services	12	0.1%	59	0.5%	46	0.4%
Health Services	125	1.2%	140	1.2%	133	1.1%
Transportation	383	3.5%	345	2.9%	374	3.0%
Food Service Operation	552	5.1%	538	4.5%	631	5.1%
Extracurricular	211	1.9%	296	2.5%	384	3.1%
General Administration	168	1.5%	263	2.2%	411	3.3%
Facilities Maintenance and Operations	751	6.9%	1,033	8.7%	1,227	9.9%
Security and Monitoring Services	132	1.2%	150	1.3%	165	1.3%
Data Processing Services	150	1.4%	227	1.9%	239	1.9%
Community Services	93 *	0.9%	67	0.5%	64	0.5%
Total Expenditures	\$ 10,906	100%	\$ 11,904	100%	\$ 12,382	100%

Source: Texas Education Agency, Public Education Information Management System District Financial Actual Reports.

Capital outlay, debt service payments and other intergovernmental expenditures are not considered operating expenditures. All funds are included.

Overall, the District spends less per student than the peer district average and the State average. The percentage spent in Instruction is 6.1 percent more and 7.8 percent more than the peer districts average and State average, respectively. The percentage spent in School Leadership is 1.4 percent less and 1.3 percent less than the peer districts average and State average, respectively. The percentage spent in Extracurricular is 0.6 percent less and 1.2 percent less than the peer districts average and the State average, respectively. The percentage spent in General Administration is 0.7 percent less and 1.8 percent less than the peer districts average and the State average, respectively. The percentage spent in Facilities Maintenance and Operations is 1.8 percent less and 3.0 percent less than the peer districts average and the State average, respectively. The remaining areas are all within 1.0 percent or less than the peer districts and State.

* The expenditures to run the Early Learning Centers are charged to Community Services, however, they are not a true cost for the District because tuition revenue offsets the expenditures. With the offset of revenue to the expenditure, the per student spend for Community Services is \$66.

10. District Payroll Expenditures Summary

Figure 10
Payroll Expenditure Summary
2022-2023

	District	Peer Districts Average	State Average
Payroll as a Percentage of All Funds	85.1%	82.7%	77.8%
Average Teacher Salary	\$ 65,538	\$ 64,807	\$ 60,717
Average Administrative Salary	\$ 96,479	\$ 95,602	\$ 92,683
Superintendent Salary	\$ 521,003	\$ 358,259	\$ 161,416

Source: Texas Education Agency, Public Education Information Management System District Financial Actual Reports.

The District spends more on payroll costs than its peer districts average and the State average. Furthermore, the District, on average, spends more per teacher, administrator, and superintendent than its peer districts average and the State average.

Note: Approximately 70% of the administrators included in this calculation are principals and assistant principals.

11. Fund Balance

Figure 11
General Fund Balance
2019-2023

District				Peer Districts Average		
	General Fund Unassigned Fund Balance Per Student	General Fund Unassigned Fund Balance as a Percentage of Operating Expenditures	General Fund Unassigned Fund Balance as a Percentage of 3 Month Operating Expenditures	General Fund Unassigned Fund Balance Per Student	General Fund Unassigned Fund Balance as a Percentage of Operating Expenditures	General Fund Unassigned Fund Balance as a Percentage of 3 Month Operating Expenditures
2023	\$ 3,150	35.2%	140.7%	\$ 3,133	31.9%	127.5%
2022	3,099	35.9%	143.6%	3,003	31.7%	127.0%
2021	3,338	38.6%	154.3%	2,764	29.6%	118.5%
2020	3,707	45.4%	181.7%	2,748	32.4%	129.4%
2019	3,890	49.9%	199.6%	2,450	29.4%	117.5%

Source: Texas Education Agency, Public Education Information Management System District Financial Actual Reports.

Note: Some districts in the peer district group have an August 31st fiscal year end and require less fund balance before tax collections begin.

The General Fund is the operating fund in a governmental entity. Fund balance represents the current resources/assets available to the government less any current obligations/liabilities. Within fund balance there are five (5) categories: non-spendable, restricted, committed, assigned and unassigned. The categories are described below.

- Non-spendable fund balance cannot be spent because it is either (a) not in a spendable form, such as inventory or (b) legally or contractually required to be maintained intact.
- Restricted fund balance is net resources that are restricted as to use by an external party, such as a federal grantor.
- Committed fund balance is set aside for a specific purpose as resolved by the Board of Trustees.
- Assigned fund balance is fund balance that has been set aside by management for a specific purpose.
- Unassigned fund balance is the remaining amount that is not restricted, committed, or assigned for a specific purpose.

The TEA evaluates unassigned fund balance by comparing it to three-months (25 percent) of annual operating expenditures. If the District does not meet goal of three-months, the percentage is shown as less than 100 percent. Amounts that exceed three (3) months are reflected as percentage greater than 100 percent. The District met the three-month average goal in each of the past 5 years. The table below shows the amount by which the District's unassigned fund balance exceeded the three-month goal.

	General Fund Unassigned Fund Balance (Actual)	General Fund Unassigned Fund Balance 3 Month Goal	Difference between Actual Unassigned Fund Balance and 3 Month Goal in Dollars	Difference between Actual Unassigned Fund Balance and 3 Month Goal in Percentage
2023	\$ 370,678,717	\$ 263,535,455	\$ 107,143,262	40.7%
2022	362,286,594	252,334,035	109,952,559	43.6%
2021	382,432,309	247,892,173	134,540,136	54.3%
2020	434,134,335	238,887,121	195,247,214	81.7%
2019	452,241,483	226,564,345	225,677,138	99.6%

The District's unassigned fund balance as of June 30, 2023 totaled \$370.7 million and General Fund operating expenditures for the year ended June 30, 2023 totaled \$1.1 billion. Three months average operating expenditures would equate to \$263.5 million. The District's unassigned fund balance is \$107.1 million (or 40.7 percent) more than this amount. It is important to note that the District also has a significant assigned fund balance. As of June 30, 2023 assigned fund balance totaled \$174.3 million, of which \$138.6 million is designated for future appropriations over estimated revenues.

Note: Beginning with Fiscal Year 2021, a significant amount of ESSER funds were used to offset a portion of general fund expenditures that has allowed the District to sustain a higher than expected fund balance.

12. District Staffing Levels

Figure 12
Staff Ratio Comparison
2022-2023

	District	Peer Districts Average	State Average
Teaching Staff (Percentage of Total Staff)	50.1%	49.6%	48.6%
Support Staff (Percentage of Total Staff)	10.6%	12.5%	11.0%
Administrative Staff (Percentage of Total Staff)	3.1%	4.1%	4.6%
Paraprofessional Staff (Percentage of Total Staff)	13.3%	9.0%	11.3%
Auxiliary Staff (Percentage of Total Staff)	22.8%	24.8%	24.6%
Students Per Total Staff	7.5	7.6	7.2
Students Per Teaching Staff	15.0	15.3	14.8

Source: Texas Education Agency, Public Education Information Management System District Staff Information Reports.

The District's total staff for the year ended June 30, 2023 was 15,653 compared to that of its peer districts average of 12,341. The District has 0.1 less students per total staff than its peer districts average and 0.3 more than the number of students per total staff as the State average. The District's students per teaching staff ratio is 0.3 percent less than its peer districts average and 0.2 percent more than the State average. The percentage of the District's teaching staff is 0.5 percent and 1.5 percent higher than the peer districts average and State average, respectively. The District is maximizing efficient use of staffing resources to serve students while achieving high accountability ratings.

13. Teacher Turnover Rates and Special Programs

Figure 13
Teacher Turnover Rates
2022-2023

	District Turnover Rate	Average Peer Districts Turnover Rate	State Turnover Rate
Teachers	18.3%	19.4%	21.4%

Source: Texas Education Agency, Public Education Information Management System District Staff Information Reports.

The District's turnover rate is 1.1 percent lower than the average peer districts turnover rate and 3.1 percent less than the State average. The highest turnover rate within the peer districts was 22.3 percent while the lowest turnover rate was 14.2 percent.

Figure 14
Special Programs Characteristics
2022-2023

	Number of Students Served	Percentage of Enrolled Student Served	Program Budget Per Students Served	Program Budget as a Percentage of District Budget	Total Staff For Program	Students Per Total Staff For Program
Total Students	118,010	100.0%	N/A	N/A	N/A	N/A
Economically Disadvantaged	68,462	58.0%	\$ 681	4.0%	698	98
Special Education	13,786	11.7%	\$ 10,536	12.4%	941	15
Bilingual/ESL Education	21,069	17.9%	\$ 479	0.9%	164	128
Career and Technical Education	30,901	26.2%	\$ 1,377	3.6%	440	70

Source: Texas Academic Performance Report (TAPR) and information provided by the District.

SECTION V- ADDITIONAL FINANCIAL, OPERATIONAL, AND ACADEMIC INFORMATION

1. State and Regional Resources

The District continuously explores all options for funding including state, federal, and local grant sources. The District also takes advantage of the regional Education Service Center offerings for professional development and teacher training.

2. Reporting

For the year ended June 30, 2023, Weaver and Tidwell, LLP issued an unmodified opinion on the financial statements. There are three possible opinions: unmodified, modified (e.g., scope limitation or departure from generally accepted accounting principles) or a disclaimer of an opinion. An unmodified opinion is considered a clean opinion.

3. Oversight

Not Applicable

4. Budget Process

Figure 15
Budget Process

Question	Yes/No	Not Applicable
Does the District’s budget planning process include projections for enrollment and staffing?	Yes	
Does the District’s budget process include monthly and quarterly reviews to determine the status of annual spending?	Yes	
Does the District use cost allocation procedures to determine campus budgets and cost centers?	Yes	
Does the District analyze educational costs and student needs to determine campus budgets?	Yes	

5. Self-funded Programs

The District operates several self-funded community programs which include a before and after school care program, an early learning center, and summer camps. These programs are principally supported by program revenues generated through program fees. For the year ended June 30, 2023 these programs reported operating income of \$1.3 million. The District's self funded workers' compensation program is accounted for in the District's internal service fund. At June 30, 2023, the net position was \$362,911, which was a decrease from the prior year of \$532,714.

6. Staffing

All District administrators are evaluated, at least, annually. Those annual evaluations include analyzing prior years goals and achievements and are used to develop subsequent year's goals.

7. Compensation System

Figure 16
Compensation System

Question	Yes/No	Not Applicable
Does the District use salary bonuses or merit pay systems?*	Yes	
Do the District's salary ranges include minimum, midpoint, and maximum increments to promote compensation equity based on the employee's education, experience, and other relevant factors?	Yes	
Does the District periodically adjust its compensation structure using verifiable salary survey information, benchmarking, and comparable salary data?	Yes	
Has the District made any internal equity and/or market adjustments to salaries within the past two years?	Yes	

*This is limited to Teacher Incentive Allotment

8. Planning

Figure 17

Operational Information

Question	Yes/No	Not Applicable
Does the District develop a District Improvement Plan (DIP) annually?	Yes	
Do all campuses in the District develop a Campus Improvement Plan (CIP) annually?	Yes	
Does the District have an active and current facilities master plan? If yes, does the District consider these factors to inform the plan:	Yes	
Does the District use enrollment projections?	Yes	
Does the District analyze facility capacity?	Yes	
Does the District evaluate facility condition?	Yes	
Does the District have an active and current energy management plan?	Yes	
Does the District maintain a clearly defined staffing formula for staff in maintenance, custodial, food service, and transportation?	Yes	

9. Programs

Figure 18

Academic Information

Question	Yes/No	Not Applicable
Does the District have a teacher mentoring program?	Yes	
Are decisions to adopt new programs or discontinue existing programs made based on quantifiable data and research?	Yes	
When adopting new programs, does the District define expected results?	Yes	
Does the District analyze student test results at the District and/or campus level to design, implement and/or monitor the use of curriculum and instructional programs?	Yes	
Does the District modify programs, plan staff development opportunities, or evaluate staff based on analyses of student test results?	Yes	

2023 ANNUAL FINANCIAL MANAGEMENT REPORT

Fiscal Year Ended June 30, 2023



2023 ANNUAL FINANCIAL MANAGEMENT REPORT

Fiscal Year Ended June 30, 2023

DOUGLAS KILLIAN, PH.D.
Superintendent of Schools

KAREN W. SMITH,
CPA, RTSBA
Chief Financial Officer

AMANDA BOLES,
CPA, RTSBA
*Assistant Superintendent for
Business and Financial Services*



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FIRST REPORT



INTRODUCTION

The Financial Accountability Rating System of Texas (Schools FIRST) was developed by the Texas Education Agency (TEA) in response to Senate Bill 875 of the 76th Texas Legislature in 1999. It is administered by TEA and calculated on information submitted to TEA via our Public Education Information Management System (PEIMS) submission each year.

During the 77th regular session of the Texas Legislature in 2001, Senate Bill 218 was passed and signed into law by Governor Perry shortly thereafter. This law requires each school district to prepare an annual financial accountability report, within two months of receiving the official ratings. The primary goal of Schools FIRST is to achieve quality performance in the management of school districts' financial resources, a goal made more significant due to the complexity of accounting associated with Texas' school finance system.

The primary objective of the rating system is to assess the quality of financial management in Texas public schools. A secondary objective is to measure and report the extent to which financial resources in Texas public schools assure the maximum allocation possible for direct instructional purposes. Other objectives reflect the implementation of a rating system that fairly and equitably evaluates the quality of financial management decisions.

Major changes to the Schools FIRST system were implemented by the TEA in August 2015 that combined financial indicators with financial solvency indicators, in accordance with House Bill 5 of the 83rd Texas Legislature in 2013. The changes to the Schools FIRST system implemented by the TEA in August 2015 were phased-in over three years. The Commissioner of Education made several changes to Schools FIRST in the Texas Administrative Code beginning with ratings year 2020-2021. The Schools FIRST rating system for the rating year 2023-2024 (based on 2022-2023 data) consists of 21 base indicators of which two indicators were not scored by the TEA.

The Schools FIRST accountability rating system assigns one of four financial accountability ratings to Texas school districts: "A" for "Superior"; "B" for "Above Standard"; "C" for "Meets Standard"; and "F" for "Substandard Achievement." Districts that receive the "Substandard Achievement" ratings under Schools FIRST must file a corrective action plan with the TEA.

Within two months after receipt of the final Schools FIRST rating, each school district must announce and hold a public hearing to distribute a financial management report that explains the District's performance under each of the 21 base indicators and the District's rating. Besides covering the results from the Schools FIRST accountability rating system, this report covers other business-related issues including discussion of the District's financial position. A glossary is added to provide additional explanations of terms used in the report and in financial discussions.

This is the 22nd year of the Schools FIRST rating system. Cypress-Fairbanks Independent School District currently has a rating of "**Superior**" for the 2022-2023 fiscal year, with 20 out of 21 indicators receiving the highest possible number of points. The District has achieved the highest rating for all of the previous years. This report briefly focuses on the details of what the District has accomplished to obtain this highest rating.

Financial Accountability Ratings Worksheet**School Year 2022-2023****Fiscal Year Ended June 30, 2023****County District #101-907****District Name: Cypress-Fairbanks ISD****Rating: A = Superior Achievement**

Indicator Description		Score
1	Was the complete Annual Financial Report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?	Yes
2	Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)	Yes
3	Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)	Yes
4	Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies? (If the school district received a warrant hold and the warrant hold was not cleared within 30 days from the date the warrant hold was issued, the school district is considered to not have made timely payments and will fail critical indicator 4. If the school district was issued a warrant hold, the maximum points and highest rating that the school district may receive is 95 points, A = Superior Achievement, even if the issue surrounding the initial warrant hold was resolved and cleared within 30 days.)	Yes Ceiling Passed

	Indicator Description	Score
5	Was the total net position in the governmental activities column in the Statement of Net Position (net of accretion of interest for capital appreciation bonds, net pension liability, and other post-employment benefits) greater than zero? (If it is not, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement, unless the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership. If the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	Ceiling Passed
6	Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	Ceiling Passed
7	Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? (See ranges on page 6.)	10
8	Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? (See ranges on page 6.)	10
9	Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days?	10
10	This indicator is not being scored by TEA.	10
11	Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's increase of students in membership over 5 years was 7 percent or more or 1,000 or more students in membership, then the school district passes this indicator.)	10
12	What is the correlation between future debt requirements and the district's assessed property value? (See ranges on page 6.)	8
13	Was the school district's administrative cost ratio equal to or less than the threshold ratio? (See ranges on page 6.)	10
14	Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? If the student enrollment did not decrease, the school district will automatically pass this indicator.	10

Indicator Description		Score
15	This indicator is not being scored by TEA.	5
16	Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function? (If the school district fails indicator 16, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	Ceiling Passed
17	Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern? (The AICPA defines material weakness.) (If the school district fails indicator 17, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement.)	Ceiling Passed
18	Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)	10
19	Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?	5
20	Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?	Ceiling Passed
21	Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?	Ceiling Passed
		98 Score

DETERMINATION OF RATING

A.	Did the school district fail any of the critical indicators 1, 2, 3, or 4? If so, the school district's rating is F for Substandard Achievement regardless of points earned.	
B.	Determine the rating by applicable number of points.	
	A = Superior Achievement	90 - 100
	B = Above Standard Achievement	80 - 89
	C = Meets Standard Achievement	70 - 79
	F = Substandard Achievement	<70
No Rating = A school district receiving territory that annexes with a school district ordered by the commissioner under TEC 13.054, or consolidation under Subchapter H, Chapter 41. No rating will be issued for the school district receiving territory until the third year after annexation/consolidation. The school district receives an F if it scores below the minimum passing score, if it failed any critical indicator 1, 2, 3, or 4, if the AFR or the data were not both complete, or if either the AFR or the data were not submitted on time for FIRST analysis.		

CEILING INDICATORS

Did the school district meet the criteria for any of the following ceiling indicators 4, 6, 16, 17, 20, or 21? If so, the school district's applicable maximum points and rating are disclosed below. Please note, an F = Substandard Achievement Rating supersedes any rating earned as the result of the school district meeting the criteria of a ceiling indicator.		
Determination of rating based on meeting ceiling criteria.	Maximum Points	Maximum Rating
Indicator 4 (Timely Payments) - School district was issued a warrant hold.	95	A = Superior Achievement
Indicator 6 (Average Change in Fund Balance) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 16 (PEIMS to AFR) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 17 (Material Weaknesses) - Response to indicator is <i>No</i> .	79	C = Meets Standard Achievement
Indicator 20 (Property Values and Tax Discussion) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 21 (FSP Repayment Plan) - Response to indicator is <i>Yes</i> .	70	C = Meets Standard Achievement

RESULT DETERMINATION REFERENCE

Indicator 7		DETERMINATION OF POINTS			
10	8	6	4	2	0
>=90	<90 >= 75	<75 >=60	<60 >=45	<45 >=30	<30

Indicator 8		DETERMINATION OF POINTS			
10	8	6	4	2	0
>=3.00	<3.00 >=2.50	<2.50 >=2.00	<2.00 >=1.50	<1.50 >=1.00	<1.00

Indicator 11		DETERMINATION OF POINTS			
10	8	6	4	2	0
<=0.60	>0.60 <=0.70	>0.70 <=0.80	>0.80 <=0.90	>0.90 <=1.00	>1.00

Indicator 12		DETERMINATION OF POINTS			
10	8	6	4	2	0
<=4	>4 <=7	>7 <=10	>10 <=11.5	>11.5 <=13.5	>13.5

Indicator 13		DETERMINATION OF POINTS				
ADA Size	10	8	6	4	2	0
10,000 and above	<= 0.0855	>0.0855 <= 0.1105	>0.1105 <= 0.1355	>0.1355 <= 0.1605	>0.1605 <=0.1855	>0.1855
5,000 to 9,999	<= 0.1000	>0.1000 <= 0.1250	>0.1250 <= 0.1500	>0.1500 <= 0.1750	>0.1750 <=0.2000	>0.2000
1,000 to 4,999	<= 0.1151	>0.1151 <= 0.1401	>0.1401 <= 0.1651	>0.1651 <= 0.1901	>0.1901 <=0.2151	>0.2151
500 to 999	<= 0.1311	>0.1311 <= 0.1561	>0.1561 <= 0.1811	>0.1811 <= 0.2061	>0.2061 <=0.2311	>0.2311
Less than 500	<= 0.2404	>0.2404 <= 0.2654	>0.2654 <= 0.2904	>0.2904 <= 0.3154	>0.3154 <=0.3404	>0.3404
Sparse	<= 0.3364	>0.3364 <= 0.3614	>0.3614 <= 0.3864	>0.3864 <= 0.4114	>0.4114 <=0.4364	>0.4364

DISCUSSION OF BASE INDICATORS

1. **Was the complete Annual Financial Report (AFR) and data submitted to the Texas Education Agency (TEA) within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?**

This indicator merely states the District's requirement for timely reporting.

Cypress-Fairbanks ISD met all reporting requirements set by the TEA.

2. **Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)**

A "modified" opinion to the independent auditors' report on the fair presentation of the financial statements indicates that there exists one or more specific exceptions to the auditors' general assertion that the financial statements are fairly presented.

Cypress-Fairbanks ISD obtained an unmodified audit opinion. This indicates that the District's records were in good condition and fairly present the District's financial position.

3. **Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)**

This indicator is used to make certain that the District has made all debt/obligation payments based on the agreed upon financing terms.

Cypress-Fairbanks ISD has met this requirement.

- 4. Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies?**

This indicator seeks to ensure the District fulfilled its obligation to the TRS, TWC and IRS to transfer payroll withholding and to fulfill any additional payroll related obligations required to be paid by the District.

Cypress-Fairbanks ISD fulfilled all payroll obligations to the TRS, TWC and IRS.

- 5. Was the total net position in the governmental activities column in the Statement of Net Position (net of accretion of interest for capital appreciation bonds, net pension liability, and other post-employment benefits) greater than zero? (If it is not, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement, unless the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership. If the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)**

This indicator determines if the total net position in the governmental activities column of the Statement of Net Position as reported in the Annual Financial Report is greater than zero. A positive net position demonstrates financial solvency.

Cypress-Fairbanks ISD met this requirement.

- 6. Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)**

This indicator measures the percentage change in fund balance to see whether the fund balance is declining too quickly, and if it is declining, whether sufficient fund balance remains to operate for at least 75 days.

Cypress-Fairbanks ISD had an average change in fund balance over 3 years of 2.10% and the current years assigned and unassigned fund balance was \$544,947,146, which exceeded the 75-day requirement of \$219,835,245.

- 7. Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)?**

This indicator measures how long in days after the end of the fiscal year the District could have disbursed funds for its operating expenditures without receiving any new revenues.

Cypress-Fairbanks ISD had 194.3 days of cash on hand and current investments which exceeds the target amount to meet operating expenditures.

- 8. Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt?**

This indicator measures whether the District had sufficient short-term assets at the end of the fiscal year to pay off its short-term liabilities.

Cypress-Fairbanks ISD's current assets to current liabilities ratio was 3.9382 which exceeds the target amount to cover short-term debt.

- 9. Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days?**

This indicator measures whether the District spent more than it earned.

The District's revenues exceeded expenditures for the reporting year.

- 10. This indicator is not being scored by TEA.**

- 11. Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's increase of students in membership over 5 years was 7 percent or more or 1,000 or more students in membership, then the school district passes this indicator.)**

This indicator measures the ratio of long-term liabilities to total assets.

Cypress-Fairbanks ISD had a ratio of 0.831.

- 12. What is the correlation between future debt requirements and the district's assessed property value?**

This indicator asks about the school district's ability to make debt principal and interest payments.

Cypress-Fairbanks ISD's debt per \$100 of assessed property value ratio was 5.0263.

13. Was the school district's administrative cost ratio equal to or less than the threshold ratio?

TEA sets a cap on the percentage of the budget that Texas school districts can spend on administration, which is based on the size of the district.

The cap on the administrative cost ratio set by TEA for the 2022-23 fiscal year to receive the maximum points for this indicator was 8.55% for districts with a student population greater than 10,000. Cypress-Fairbanks ISD maintained an administrative cost ratio of 3.54% and met this requirement.

14. Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? If the student enrollment did not decrease, the school district will automatically pass this indicator.

If a decline in student enrollment is occurring, this indicator measures if the decline in total staff is in proportion to the declining enrollment over a 3-year period.

Cypress Fairbanks ISD did not have a decline in student enrollment.

15. This indicator is not being scored by TEA.

16. Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function?

This indicator measures the quality of data reported to PEIMS and in the District's AFR to ensure the data reported in each case is consistent. This information is compared in all fund types. The acceptable variance level is 3.0%.

Cypress-Fairbanks ISD met this requirement with a variance level of 0%.

17. Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern? (The AICPA defines material weakness.)

An unmodified opinion on the District's AFR indicates that the District has no material weaknesses in internal controls. Any internal weaknesses create a risk that the District is not able to properly account for its use of public funds and should be immediately addressed.

Cypress-Fairbanks ISD met this requirement by having no disclosure of any material weaknesses in internal controls.

- 18. Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)**

This indicator measures whether the district is complying with laws, rules and regulations related to the expenditure of grant funds, contracts, and other state and federal funds.

Cypress-Fairbanks ISD met this requirement.

- 19. Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?**

This indicator measures whether the district is complying with legal requirements related to financial transparency by posting all required information.

Cypress-Fairbanks ISD met this requirement.

- 20. Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?**

This indicator measures whether the district's administration and school board had the opportunity to consider the impact of changes to local, state, and federal funding on the finances of the district.

Cypress-Fairbanks ISD met this requirement.

- 21. Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?**

This indicator determines if the district has an adjusted repayment schedule for an overallocation of FSP funds.

Cypress-Fairbanks ISD did not have an adjusted repayment schedule.

OTHER INFORMATION

OTHER INFORMATION



OTHER DATA CONCERNING THE DISTRICT'S OPERATIONS

The purpose of this section is to discuss other aspects of the District's business operations not covered by the Schools FIRST Worksheet directly.

Financial Strength

Considering the impact of the coronavirus pandemic and minimal funding from the state, the District has weathered the pandemic and the public school finance crisis because of its history of exercising strategic financial planning and investing as a standard practice. The District continually evaluates programs and services in order to continue to provide quality education while addressing demands associated with being a large suburban district.

Administrative Cost Comparison

One measure the State of Texas uses to measure operating cost efficiency is the administrative cost ratio. The administrative costs are divided by instructional costs to arrive at a percentage. A district's size determines its administrative cost limitations.

<u>Year</u>	<u>Threshold</u>	<u>District Actual</u>
18-19	8.55%	3.77%
19-20	8.55%	3.67%
20-21	8.55%	3.39%
21-22	8.55%	3.68%
22-23	8.55%	3.54%

Personnel Management

The District's longstanding personnel goal is to attract and retain qualified staff and to offer a competitive salary and benefit package each year. Even more of a challenge has been to present a comprehensive health insurance package to employees, along with other benefits such as the Teacher/Employee Recruitment and Retention Program. Attracting and retaining a quality teaching staff is always a priority for Cypress-Fairbanks ISD.

Debt Management

The taxpayers of the District authorized a \$713 million bond program in December 2004, an \$807 million bond program in November 2007, an \$1.2 billion bond program in May 2014, and an \$1.762 billion bond program in May 2019. These bond programs were authorized to fund construction of new schools, renovate existing facilities, purchase buses and enhance technology and security district-wide. On June 30, 2023, the total debt outstanding from general obligation and refunding bonds was \$3,549,625,000 with interest rates ranging from 0.00% - 5.41% and maturities until 2048. The District has worked diligently to schedule bond maturities and interest payments to smooth out the impact on the tax rate and to match the useful life of capital assets being purchased and/or constructed.

Facilities Acquisition and Construction Management

With proceeds of the above-mentioned bonds, as of June 30, 2023 the District completed construction of a new elementary and middle school campus that opened in August 2023. Construction efforts then turned to continued renovation of existing facilities and a new elementary school campus set to open in August of 2024. Due to the increased student growth, the District must meet these demands with new and improved facilities.

Tax Collections

A consistent tax collection rate aids in the management of debt. As shown below, the District maintains a high collection rate.

<u>Year</u>	<u>Collection Rate</u>
18-19	99.77%
19-20	99.72%
20-21	99.59%
21-22	99.49%
22-23	98.00%

Cash Management

The District has a legal and local board policy that requires the District to invest funds within specific guidelines meant to ensure liquidity and safety. The District maintains a diverse portfolio consisting of investment pools, Federal Agency Securities, Federal Instrumentality Securities, U.S. Treasury Bonds, and commercial paper. The District has increased yield with longer term instruments based on cash flow analysis.

Budgetary Planning & Financial Allocations

The District's budget process usually begins in January each year. During the first month of planning, budget allocations are developed for each campus and department. The District allocates funds to campuses based on an estimate of student count. Support departments receive funds based on the previous year's budgets adjusted (up or down) for future years' needs. Special project requests for amounts supplemental to allocations are considered individually each year. Budget input is scheduled for March. In April, calculations of state and local tax revenues are completed and the budget starts to take on some form. May is the month the District is able to give the Board a view of how the next year's budget looks. In odd-numbered years, the legislature is in session, and that complicates and delays the budgeting process.

Decisions are made on special project requests, revenue data is fine-tuned and a final budget is submitted to the Board of Trustees for approval in June.

The budget process is a proactive and highly participatory one, and campuses and departments are given a great deal of discretion as to how to budget their funds. After the budget is adopted, each campus or department is given equal latitude regarding amending their budget when their plans or needs change. This decentralized style of budget management is required by the State of Texas. It is called site-based decision making. It is a system that works best in the long run for the District by allocating resources where they are needed, even when those needs change.

Annual Audit Report

Each year, an audit of the District's financial statements is performed by the independent auditors, Weaver and Tidwell, LLP. The auditors' responsibility is to report on the District's financial status and to ensure that the District is accurately handling the financial records within required standards. This report is a critical element of the accountability ratings worksheet, covering four criteria.

For the fiscal year ended June 30, 2023, the District received an "unmodified" opinion with no reportable conditions or material weaknesses.

Awards and Recognitions

Cypress-Fairbanks ISD prides itself in its professional and proper handling of its internal accounting procedures and financial reporting abilities. The District has been awarded the Certificate of Excellence in Financial Reporting for the past 29 years from the Association of School Business Officials International (ASBO), and for the past 28 years from the Government Finance Officers Association (GFOA). Both associations have stringent requirements for their award, and it is a credit to the District and its taxpayers to be recognized nationally in such a manner.

The District was one of ten districts in the state of Texas to receive the inaugural Award of Excellence in Financial Management from the Texas Association of School Business Officials (TASBO). In February 2024, the District received this prestigious award for the fourth year in a row.

Schools FIRST Disclosures

In fiscal year 2007, new reporting requirements became effective for the financial management report that is to be distributed at the Schools FIRST public hearing. Per Title 19 Administrative Code Chapter 109, Budgeting, Accounting, and Auditing, Subchapter AA, Commissioner's Rules Concerning Financial Accountability Rating System, the five (5) disclosures listed below are included in the appendix. The disclosures will include:

For Superintendents:

- Current employment contract (Fig. A-1).
- Outside compensation and/or fees received by the Superintendent for professional consulting and/or other personal services (Fig. A-3).

For Board Members and Superintendents:

- Certain reimbursable expenses incurred by the District on behalf of the superintendent and each board member, including amounts for meals, lodging, transportation, motor fuel and other items (Fig. A-2).
- Gifts valued at \$250 or more received by board members, superintendents and their immediate family members (and other “executive officers” named by the board) from school district vendors and competing vendors that were not awarded contracts (Fig. A-4).
- Business transactions between board members and the District (Fig. A-5).

APPENDIX



CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT

CONTRACT OF EMPLOYMENT

This Contract of Employment ("Contract") is made and entered into by and between the Board of Trustees ("Board") of the Cypress-Fairbanks Independent School District ("District") and Dr. Douglas Killian ("Superintendent").

Pursuant to the authority of Chapters 21 and 11 and Section 11.201 of the Texas Education Code and the general laws of the State of Texas, for the consideration herein specified, the Board and the Superintendent hereby agree as follows:

1. Term. The Board, by and on behalf of the District, hereby employs the Superintendent, and the Superintendent hereby accepts such employment, for a term commencing on January 1, 2024, and ending on June 30, 2027. This Contract shall automatically be extended annually for an additional one-year period beginning on July 1 and ending on June 30 of the following year, unless either party shall notify the other party in writing prior to February 1 of each year that it does not desire the Contract to be extended.
2. Duties. The Superintendent is the chief executive officer of the District. The Superintendent shall faithfully perform the duties of Superintendent of Schools for the District as prescribed by law, Board policies, the job description and as may be lawfully assigned by the Board from time to time. The Superintendent shall comply with all lawful Board directives, policies, rules and regulations, and state and federal laws, as they exist or may hereafter be amended or adopted during the term of this Contract. Except as provided in this Contract, the Superintendent agrees to devote his full time and energy to the performance of these duties in a faithful, diligent, conscientious and efficient manner. All duties assigned to the Superintendent by the Board shall be appropriate to and consistent with the professional role and responsibility of the Superintendent.
3. Salary and Salary Adjustments. The Superintendent shall be paid an annual base salary of FOUR HUNDRED AND NINE THOUSAND and No/100 Dollars (\$409,000.00). On July 1 of any subsequent year of this Contract or at any other time at which the Board is considering salary adjustments for personnel, the Superintendent's base salary will be automatically increased by an amount equal to the greater of (i) the highest percentage raise given to the District's teachers or (ii) a percentage mutually agreeable to the Board and the Superintendent, which shall be memorialized in a new contract or an addendum to this Contract. In no event shall the Superintendent be paid less than the annual base salary set forth in this paragraph, except by mutual written agreement of the parties or as permitted by law, subject to any legal challenges by the Superintendent. This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies.
4. Professional Certification and Records. The Superintendent shall maintain at all times during the term of this Contract valid and appropriate certification to act as Superintendent of Schools in the State of Texas as prescribed by the laws of the State of Texas and the rules and regulations of the Texas Education Agency and/or the State Board for Educator Certification and shall provide evidence of such certification to the Board upon request at any time. The Superintendent shall also provide evidence of education attainment, degrees earned, previous professional experience, and other records required for the personnel files of the District. Failure to maintain valid and appropriate certification shall render this Contract void, and any material misrepresentation in any records provided to the District may be grounds for termination.



Superintendent's Initials



Board President's Initials

5. Reassignment. The Superintendent is employed specifically and solely to perform the duties of the Superintendent of Schools for the District and may not be reassigned from the position of Superintendent to any other position in the District except by mutual written agreement of the parties.
6. Professional Activities. The Superintendent shall attend and participate in appropriate professional meetings at the local, state, and national levels with reasonable expenses for such attendance and participation to be borne by the District from funds budgeted for that purpose, including membership fees and dues of the Superintendent in such organizations as he deems appropriate in the performance of his duties. In its encouragement of the Superintendent to grow professionally, the Board shall permit a reasonable amount of release time for the Superintendent as the Superintendent and the Board deem appropriate, to attend such seminars, courses or meetings. The Superintendent may hold offices or accept responsibilities in these professional organizations, provided that such responsibilities do not interfere with the performance of his duties as Superintendent.
7. Business Expenses. The District shall pay or reimburse the Superintendent for reasonable and necessary reimbursable expenses incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Contract from funds budgeted for that purpose in the same amounts as those provided to the District's executive level employees. Such expenses shall include, but are not limited to, in-District travel allowance, out of District travel reimbursement, lodging, meals, a mobile phone allowance, and membership and participation in civic and service organizations and projects within the District. The Superintendent shall comply with all policies, procedures, and documentation requirements established by the Board, the District's independent auditors and state and federal laws regarding such business expenses. The Superintendent's expenses shall be subject to review by the District's independent auditors. The Superintendent shall maintain a personal account for mobile telephone service and shall not open an account in the name of the District. The Superintendent shall have total responsibility for payment of such personal account and the District shall have no obligation or responsibility related to said mobile telephone account other than the mobile telephone allowance stated herein. The Superintendent understands that information stored in his cell phone, computer or other device is subject to public disclosure if such information is related to the public business of the District or to his duties as Superintendent. Notwithstanding the location of personal data on the Superintendent's mobile phone, computer or other device, whether owned by the District or Superintendent, the parties agree that any personal or private information of the Superintendent contained on such devices shall be deemed private and the Superintendent's sole property; provided it shall be the responsibility of the Superintendent to assert, and to bear any costs of asserting, privacy or other confidentiality privileges or rights as to any such data or information. Out of District travel (mileage, lodging, and meals) shall be reimbursed at the District's approved reimbursement rate for travel outside of the District. These sums are intended to compensate the Superintendent for the use of his personal automobile and expenses incurred in the performance of his duties on behalf of the District.
8. Additional Expenses. Expenses incurred by the Superintendent's spouse while in conduct of and support of District business that are considered by the Board to be reasonable and necessary will also be reimbursed from funds budgeted for that purpose.
9. Health, Dental and Life Insurance. The District shall provide health and dental benefits to the Superintendent as provided to other 12-month professional employees by state law and Board policies and shall pay the same amount toward the premiums for these benefits that the District contributes for other 12-month administrative employees.

 Superintendent's Initials

 Board President's Initials

10. Texas Teacher Retirement System. For performance of Superintendent duties, the District shall supplement the Superintendent's salary by an amount equal to the Superintendent's portion of the member contribution to the Texas Teacher Retirement System ("TRS") during the Term of this Contract, including any extensions thereof. This supplement shall include both the retirement and TRS-Care parts of the TRS member contribution, as applicable. This additional salary supplement for services rendered shall be paid to the Superintendent in regular monthly payroll installments and shall be reported as "creditable compensation" by the District for purposes of TRS, to the extent permitted by TRS.

11. Supplemental Retirement Plan. Annually during the term of this Contract, the District shall add to the Salary of the Superintendent the amount of NINE HUNDRED AND FIFTY and No/100 Dollars (\$950.00) at the beginning of the Contract year ("Additional Salary"). One-twelfth of this amount shall be paid as a monthly salary deferral contribution, at the election of the Superintendent, to a plan established by the District under Section 403(b) and/or Section 457(b) of the Code. In the event the Superintendent executes a salary deferral agreement in accordance with the requirements of Sections 403(b) and/or 457(b) of the Internal Revenue Code (the "Code") in at least the amount of the Additional Salary, the Additional Salary shall be paid as a salary deferral contribution ("Salary Deferral Contribution"). Under and pursuant to applicable Internal Revenue Service rules the Superintendent shall have the option to elect to receive the Additional Salary in cash rather than as a Salary Deferral Contribution. All such Salary Deferral Contributions contemplated herein shall be paid to a plan that is (i) established by the District under Section 403(b) and/or Section 457(b) of the Code; and (ii) available to all TRS members employed by the District. Such plans shall include investments as allowed under Sections 403(b), 403(b)(7) and/or 457(b) of the Code, respectively, and the investments for the Superintendent's accounts shall be solely at his discretion. The Superintendent shall always be 100% vested in his account under the 403(b) and/or 457(b) plan. The Salary Deferral Contributions contemplated herein shall be treated as salary deferrals under the Code and shall be reported as "creditable compensation" by the District for purposes of the Teacher Retirement System of Texas. No payments under this Section shall be made after the Superintendent's employment terminates.

12. Annual Physical Examination. The Superintendent agrees to undergo an annual physical examination performed by a licensed physician mutually acceptable to the Board and the Superintendent. The examination will determine the Superintendent's continuing physical fitness to fulfill the duties and responsibilities of the position and may include laboratory tests and other procedures as deemed appropriate by the licensed physician to certify the Superintendent's fitness for duty. The health care professional who performs the examination shall submit confidential reports to the General Counsel for the District certifying the Superintendent's fitness to perform the essential functions of the job. The General Counsel shall notify the Board President that the Superintendent has completed the required physical examination and the health care professional's certification. These reports will be maintained by the District as confidential medical records to the extent permitted by law. The District shall pay all reasonable costs of the examination.

13. Benefits. In addition to the benefits expressly set forth herein, the District shall provide other benefits to the Superintendent as provided to District employees by state law and Board policies. The Board reserves the right to amend its policies at any time during the term of this Contract to reduce or increase the benefits not expressly provided herein, at the Board's sole discretion.

14. Vacation and Holidays. Only July 1st of each year, the Superintendent shall receive (and be considered to have earned) twenty (20) days of vacation per year of this Contract, which may be accumulated up to a total of sixty (60) days. On June 30th of each year of this Contract, the Superintendent shall receive a lump sum cash payment for any accumulated vacation days that exceed sixty (60) days. At the sole option of the Superintendent, on or before the end of each year of the term of this Contract, the District shall pay in a lump sum to the Superintendent for up to ten (10) accrued but unused vacation days. Cash payment for any

 Superintendent's Initials

 Board President's Initials

accumulated days shall be calculated on the Superintendent's then-current daily rate of pay. The daily rate of pay shall be calculated by dividing the Superintendent's then current TRS creditable compensation by two hundred and fifty (250) days of service per year. The vacation days taken by the Superintendent shall be taken at such time or times as will least interfere with the performance of the Superintendent's duties as set forth in this Contract. In addition, the Superintendent shall observe the same District holidays as those observed by 12-month employees of the District. Upon termination of employment under this Contract, the Superintendent shall be entitled to payment for all remaining accrued but unused vacation days at his then current daily rate of pay.

15. State and Local Leave. The Superintendent shall have the same state and local leave benefits as authorized by Board policies for 12-month professional employees of the District. If the Superintendent retires from the District, he shall be eligible for reimbursement of unused state and local leave days in accordance with DEC (local), except that all unused state and local leave days are eligible for reimbursement and the rate of reimbursement shall be 100% of the then-current daily rate of pay.

16. Annual Evaluation and Assessment of Performance. The Board shall evaluate and assess the performance of the Superintendent in writing in June of each year during the term of this Contract, and at such other times as deemed necessary and appropriate by the Board. The meetings at which the Board evaluates and assesses the performance of the Superintendent will be held in closed session unless the Board and the Superintendent mutually agree that they should be held in open session. The evaluation and assessment of performance shall be in accordance with the Board's policies and state and federal law, shall be related to the duties of the Superintendent, as outlined in the Superintendent's job description, and shall be based on the District's progress towards accomplishing the District Goals (defined below). The Superintendent shall have the right to make a written response to the evaluation within thirty (30) days of receipt of the written evaluation from the Board. That response shall become a permanent attachment to the evaluation in the Superintendent's personnel file.

The Superintendent shall submit to the Board each year, for the Board's consideration, a preliminary list of goals for the District. The goals approved by the Board shall be in writing ("District Goals") and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The District Goals approved by the Board shall be specific, definitive and measurable, to the extent feasible. The Board agrees to work with and support the Superintendent in achieving the District Goals.

In the event the Board substantively modifies the evaluation instrument, format and/or procedure, and such modifications would require new or different performance expectations, such modifications must be adopted with input from the Superintendent and the Superintendent shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

17. Termination. This Contract may be terminated by mutual written agreement of the Board and the Superintendent at any time upon such terms and conditions as may be mutually agreeable to the parties. In addition, this Contract shall be terminated upon the retirement or death of the Superintendent. The Board may dismiss the Superintendent during the term of this Contract for good cause as that term is applied under Texas law, provided that the Superintendent shall be provided all procedural and substantive rights as set forth in the Board's policies and applicable state and federal law. Nonrenewal of this Contract shall be in accordance with the Board's policies and applicable law.

18. Resignation of Superintendent. The Superintendent may leave the employment of the District at the end of a school year without penalty by filing a written resignation with the Board. The resignation must be

 Superintendent's Initials

 Board President's Initials

addressed to the Board and filed not later than the 45th day before the first day of instruction of the following year. The Superintendent may resign with the consent of the Board at any other time.

19. Disability. Should the Superintendent become unable to perform any or all of the duties of his position by reason of illness, accident or other cause, and said disability exists after all accrued leave has been exhausted, the Superintendent shall be entitled to ninety (90) additional days of disability leave. The District may, after all accrued leave and the ninety (90) additional days of disability leave have been exhausted, or a total of one hundred eighty (180) days, whichever is more, make appropriate deduction from the Superintendent's annual base compensation for each additional day that the Superintendent is unable to perform the duties of his position, based on two hundred and fifty (250) days of service per year during the term of this Contract. If such disability continues after the exhaustion of all accrued leave and the ninety (90) additional days of disability leave, or a total of one hundred eighty (180) days, whichever is more, or if such disability is permanent or irreparable as determined by a physician mutually acceptable to the Board and the Superintendent, the Board may, at its option, terminate this Contract, whereupon the respective rights, duties and obligations herein stated shall terminate. If a question arises concerning the capacity of the Superintendent to return to his duties, the Superintendent shall submit to a medical examination by a physician mutually acceptable to the Board and the Superintendent, such examination to be paid by the District. The physician shall limit the report to the issue of whether the Superintendent has a continuing disability that prohibits him from performing any or all of his duties.

20. Professional Liability.

(a) To the extent it may be permitted by applicable law, including, but not limited to Texas Civil Practice & Remedies Code Chapter 102, the District shall indemnify, defend, and hold the Superintendent harmless regarding any civil claims, demands, or other legal proceedings against the Superintendent for any act or failure to act involving the exercise of judgment and discretion within the normal course and scope of his duties as Superintendent of the District, to the fullest extent permitted by law, except for internal investigations conducted by the District and expressly authorized by the Board. The District has no obligation to indemnify, defend, or hold the Superintendent harmless regarding any claims, demands, or other legal proceedings against the Superintendent if the Superintendent admits in writing or under oath, or is found by a Court of competent jurisdiction (i) to have acted with gross negligence or malice; (ii) to have acted with the intent to violate a person's clearly established legal rights; or (iii) to have engaged in criminal conduct.

(b) Except for internal investigations conducted by the District and expressly authorized by the Board, the District shall advance the attorney's fees, expenses and costs reasonably necessary to defend the Superintendent in any civil claims, demands, duties, actions or other legal proceedings against the Superintendent in which the Superintendent is alleged (i) to have acted with gross negligence or malice; (ii) to have acted with the intent to violate a person's clearly established legal rights; or (iii) to have engaged in criminal conduct.

(c) If the Superintendent admits in writing or under oath, or is found by a court of competent jurisdiction (i) to have acted with gross negligence or malice; (ii) to have acted with the intent to violate a person's clearly established legal rights; or (iii) to have engaged in criminal conduct, then the Superintendent shall promptly reimburse the District all sums advanced by the District to defend the Superintendent in the court proceeding in which such admission or finding is made within one hundred and twenty (120) days or as agreed by the Board.

(d) In the case of any criminal proceeding arising out of the Superintendent's responsibilities as Superintendent or other actions against the District, the District shall advance the attorneys' fees, expenses and costs reasonably necessary to defend the Superintendent in any criminal claims, demands, duties, actions or legal proceedings against the Superintendent. If the Superintendent admits in writing or under oath or is found by a court of competent jurisdiction to have engaged in criminal conduct, then the Superintendent shall promptly reimburse

 Superintendent's Initials

 Board President's Initials

the District all sums advanced by the District to defend the Superintendent in court within one hundred and twenty (120) days or as agreed by the Board.

(e) The District may fulfill its obligation by (i) purchasing appropriate insurance coverage for the benefit of the Superintendent, or (ii) including the Superintendent as a covered party under any errors and omissions insurance coverage purchased for the protection of the Board and the professional employees of the District.

(f) During the term of this Contract, the Superintendent agrees to provide reasonable assistance to and cooperate with the District, its Trustees, agents, employees and attorneys in response to any legal proceeding or claims brought against the District. After termination of this Contract, the Superintendent agrees to provide assistance to and cooperate with the District, its Board, Trustees, agents, and attorneys in response to, or in defense of, any demand, claim, complaint, suit, action or legal proceeding brought against the District, Board, its Trustees, or agents, arising from any acts or events alleged to have occurred during the term of the Superintendent's employment with the District, at no additional expense to the District other than reimbursement to the Superintendent for his documented reasonable and necessary out-of-pocket expenses, plus reimbursement of any salary lost by the Superintendent by virtue of taking time off from his then current employment to assist the District at its request. If the Superintendent is not employed at the time, the District shall compensate the Superintendent at his daily rate of pay, calculated by dividing the Superintendent's salary under the Contract by 250. Requests for assistance from the Superintendent with respect to such matters shall be made through the Board of Trustees' President, any successor superintendent, and/or legal counsel for the District, and the amount to be reimbursed to the Superintendent shall be mutually agreed upon in advance.

(g) No individual member of the Board shall be personally liable for indemnifying, defending or holding harmless the Superintendent, or for any other obligation assumed by the District.

(h) If the Superintendent does not consent to being represented by the same counsel representing the District in any proceeding the District is obligated to defend under this Section, then the Superintendent may elect to be represented in such proceeding by independent counsel, which must be approved in writing by the District. In such event, the District will pay the attorney's fees, expenses and costs reasonably necessary for the independent counsel to defend the Superintendent, subject to the provisions of this Section.

(i) The Board shall not be required to pay any costs of any legal proceedings in the event the Board and the Superintendent are adverse parties to each other in any such proceedings.

21. Criticisms, Complaints, and Suggestions. The Board, individually and collectively, shall refer in a timely manner all substantive criticisms, complaints, and suggestions called to the Board's attention to the Superintendent for review and appropriate action. The Superintendent will either refer such matter(s): (a) to the appropriate District employee or shall investigate such matter(s) and shall within a reasonable time inform the Board of the results of such efforts; or (b) to the appropriate complaint resolution procedure as established by Board policies. Substantive complaints include, without limitation, allegations of possible wrongdoing by staff and/or students, complaints of possible criminal behavior by staff and/or students, and complaints about personnel which, if true, would require action by the Superintendent and/or his administration. The Board retains the right to investigate complaints about the Superintendent. The Superintendent shall refer all substantive complaints from staff and/or third parties regarding a Board member to the Board President for review and action. If the complaint is about the Board President, the Superintendent shall refer the complaint to the next most senior non-implicated Board officer.

22. Board Meetings. Unless otherwise prohibited by law, the Superintendent shall attend, and shall be permitted to attend, all meetings of the Board, both public and closed, with the exception of those closed

 Superintendent's Initials

 Board President's Initials

meetings devoted to the consideration of any action or lack of action on the Contract or the Superintendent's salary and benefits as set forth in this Contract, or the Superintendent's evaluation and/or performance, or for purposes of resolving conflicts between individual Board members, or when the Board is acting in its capacity as a tribunal. In the event of illness or absence approved by the Board President, the Superintendent's designee shall attend such meetings. In accordance with section 11.051(a-1) of the Education Code, the Board shall provide the Superintendent an opportunity to provide oral or written recommendation(s) and/or information as to each of the items of business considered and voted on by the Board at each Board meeting.

23. Savings Clause. In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision thereof, and this Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.

24. Controlling Law. This Contract shall be governed by the laws of the State of Texas, and it shall be performable in Harris County, Texas, unless otherwise provided by law. Venue for any dispute concerning the interpretation and/or enforcement of this Contract shall be in Harris County, Texas.

25. Complete Agreement. This Contract embodies the entire understanding and agreement of the parties regarding the employment of the Superintendent for the term stated herein, and supersedes all other agreements and understandings, both written and oral. Any additions, deletions or modifications to the terms and conditions of this Contract, including but not limited to changes in the term of the Contract or the base annual salary of the Superintendent, shall be made only by written addendum or a new contract signed by both parties.

26. Paragraph Headings: The headings used at the beginning of each numbered paragraph in this Contract are not intended to have any legal effect; the headings do not limit or expand the meaning of the paragraphs that follow them.

27. Conflicts. In the event of any conflict between the terms, conditions, and provisions of this Contract and the provisions of the Board's policies, or any permissive state or federal law, then, unless otherwise prohibited by law, the terms of this Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of the Contract.

28. Multiple Originals. This Contract is executed in two (2) originals, one for the Board and one for the Superintendent, each of which shall constitute but one and the same instrument.


 Scott Henry, President
 Board of Trustees
 Cypress-Fairbanks ISD

Date: 12/7/23

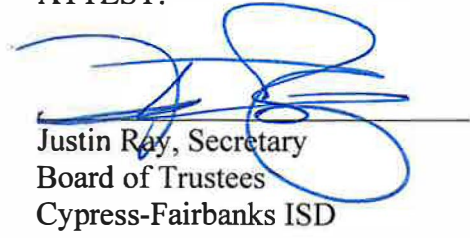

 Dr. Douglas Killian, Superintendent
 of Schools
 Cypress-Fairbanks ISD

Date: 7 Dec 2023

 Superintendent's Initials

 Board President's Initials

ATTEST:



Justin Ray, Secretary
Board of Trustees
Cypress-Fairbanks ISD



Superintendent's Initials



Board President's Initials

CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT

ADDENDUM TO CONTRACT OF EMPLOYMENT

This Addendum ("Addendum") to Contract of Employment ("Contract") is made and entered into by and between the Board of Trustees ("Board") of the Cypress-Fairbanks Independent School District and Douglas Killian ("Superintendent").

Terms used but not defined in this Addendum shall have the meanings assigned to them in the Contract. Unless specifically amended by this Addendum, the Contract and its terms remain unchanged.

Pursuant to Section 1 of the Contract, the Term of Contract between the parties automatically extends annually for an additional one-year period beginning on July 1 and ending on June 30 of the following year, unless either party notifies the other party in writing prior to February 1 of each year that it does not desire the Contract to be extended.

This Addendum acknowledges that neither party provided the other the requisite notice to forgo the automatic extension of the Contract Term by February 1 of 2024. Therefore, the Term of the Contract was extended by mutual agreement, thereby resulting in a Contract Term ending on June 30, 2027.

Pursuant to Section 3 of the Contract, on July 1 of each year or at any other time at which the Board is considering salary adjustments for personnel, the Superintendent's base salary will be automatically increased by an amount equal to the greater of (i) the highest percentage raise given to the District's teachers or (ii) a percentage mutually agreeable to the Board and the Superintendent. For the 2024-2025 school year, the Superintendent received the same two percent (2%) raise as the District's teachers, and his annual base salary will be Four hundred and Seventeen Thousand, One Hundred and Eighty Dollars (\$417,180.00). The Superintendent shall also receive reimbursement of business expenses for mileage and phone allowances in the amounts of Twenty-Four Thousand Dollars (\$24,000.00) and Twelve Hundred Dollars (\$1,200.00), respectively.

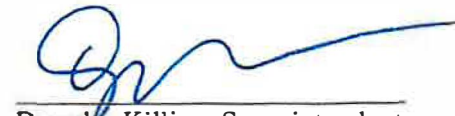
This Addendum is executed in two (2) originals, one for the Board and one for the Superintendent, each of which shall constitute but one and the same instrument.

Execution page to follow.

EXECUTED BY:



Scott Henry, President
Board of Trustees
Cypress-Fairbanks ISD
Date: 8/12/24



Douglas Killian, Superintendent
of Schools
Cypress-Fairbanks ISD
Date: 8/19/2024

ATTEST:



Justin Ray, Secretary
Board of Trustees
Cypress-Fairbanks ISD
Date: 8/12/24

Superintendent's Initials

-2-

Board President's Initials

**CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT
SUPERINTENDENT COMPENSATION
JULY 1, 2024 – JUNE 30, 2025**

Description of Compensation	Dollar Amount
Salary	\$458,908.02
Automobile Allowance	24,000.00
Cellular Phone Allowance	1,200.00
Total Compensation	\$484,108.02

**CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT
REIMBURSEMENTS RECEIVED BY THE
SUPERINTENDENT AND BOARD MEMBERS IN
FISCAL YEAR 2023**

For the Twelve-Month Period Ended June 30, 2023								
Description of Reimbursements	Dr. Mark Henry Superintendent	Tom Jackson Position #1	Julie Hinaman Position #2	Gilbert Sarabia Position #3	Debbie Blackshear Position #4	Dr. Natalie Blasingame Position #5	Scott Henry Position #6	Lucas Scanlon Position #7
Meals	\$1,055.15	\$797.00	\$618.37	\$827.00	\$91.00	\$865.00	\$354.00	\$817.00
Lodging	4,890.94	2,571.96	2,129.87	1,417.29	290.77	1,589.19	880.29	1,981.08
Transportation	2,466.56	2,415.96	728.79	717.29	293.75	770.78	344.88	1,159.08
Motor Fuel	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other	5,233.00	1,660.00	650.00	990.00	855.00	475.00	930.00	595.00
Total	\$13,645.65	\$7,444.92	\$4,127.03	\$3,951.58	\$1,530.52	\$3,699.97	\$2,509.17	\$4,552.16

Fig. A-3

**CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT
OUTSIDE COMPENSATION AND/OR FEES RECEIVED BY THE SUPERINTENDENT
FOR PROFESSIONAL CONSULTING AND/OR OTHER PERSONAL SERVICES IN
FISCAL YEAR 2023**

For the Twelve-Month Period Ended June 30, 2023	
Name(s) of Entity(ies)	\$
Total	\$

There was no outside compensation and/or fees received in the fiscal year ended June 30, 2023.

**CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT
GIFTS RECEIVED BY THE EXECUTIVE OFFICER(S) AND
BOARD MEMBERS (AND FIRST DEGREE RELATIVES, IF ANY) IN
FISCAL YEAR 2023**

For the Twelve-Month Period Ended June 30, 2023								
	Dr. Mark Henry Superintendent	Tom Jackson Position #1	Julie Hinaman Position #2	Gilbert Sarabia Position #3	Debbie Blackshear Position #4	Dr. Natalie Blasingame Position #5	Scott Henry Position #6	Lucas Scanlan Position #7
Amounts	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

There were no gifts received by any Executive Officer(s) or Board Member(s).

Fig. A-5

**CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT
BUSINESS TRANSACTIONS BETWEEN SCHOOL DISTRICT AND
BOARD MEMBERS IN
FISCAL YEAR 2023**

For the Twelve-Month Period Ended June 30, 2023								
	Dr. Mark Henry Superintendent	Tom Jackson Position #1	Julie Hinaman Position #2	Gilbert Sarabia Position #3	Debbie Blackshear Position #4	Dr. Natalie Blasingame Position #5	Scott Henry Position #6	Lucas Scanlan Position #7
Amounts	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

There were no business transactions between the school district and its Board Members.

GLOSSARY

Accounting: A standard school fiscal accounting system must be adopted and installed by the board of trustees of each school district. The accounting system must conform to generally accepted accounting principles. This accounting system must also meet at least the minimum requirements prescribed by the state board of education, subject to review and comment by the state auditor.

Ad Valorem Property Tax: Literally, the term means “according to value.” Ad valorem taxes are based on a fixed proportion of the value of the property with respect to which the tax is assessed. General property taxes are almost invariably of this type. Ad valorem property taxes are based on ownership of the property, and are payable regardless of whether the property is used or not and whether it generates income for the owner (although these factors may affect the assessed value).

Adopted Tax Rate: The tax rate set by the school district to meet its legally adopted budget for a specific calendar year.

All Funds: A school district’s accounting system is organized and operated on a fund basis where each fund is a separate fiscal entity in the school district much the same as various corporate subsidiaries are fiscally separate in private enterprise. All Funds refers to the combined total of all the funds listed below:

- The General Fund
- Special Revenue Funds (Federal Programs, Federally Funded Shared Services, State Programs, Shared State/Local Services, Local Programs)
- Debt Service Funds
- Capital Projects Funds

Annual Financial Report (AFR)

The audited annual report required by TEC section 44.008, that is due to TEA by no later than 150 days after the close of a school district’s or an open-enrollment charter school’s fiscal year.

Assessed Valuation: A valuation set upon real property or other property by a government as a basis for levying taxes.

Assigned Fund Balance: The assigned fund balance represents tentative plans for the future use of financial resources. Assignments require executive management (if approved per board policy to assign this responsibility to executive management) action to earmark fund balance for bona fide purposes that will be fulfilled within a reasonable period of time. The assignment and dollar amount for the assignment may be determined after the end of the fiscal year when final fund balance is known.

Auditing: Accounting documents and records must be audited annually by an independent auditor. TEA is charged with review of the independent audit of the local education agencies.

Beginning Fund Balance: The fund balance on the first day of a new fiscal year. For most school districts this is equivalent to the fund balance at the end of the previous fiscal year.

Budget: The projected financial data for the current school year. Budget data are collected for the General Fund, Food Service Fund, and Debt Service Fund.

Budgeting: Not later than June 20 of each year, the superintendent (or designee) must prepare a budget for the school district if the fiscal year begins on July 1. (For those districts with fiscal years beginning September 1, this date would be August 20.) The legal requirements for funds to be budgeted are included in the Budgeting module of the TEA Resource Guide. The budget must be adopted before expenditures can be made, and this adoption must be prior to the setting of the tax rate for the budget year. The budget must be itemized in detail according to classification and purpose of expenditure, and must be prepared according to the rules and regulations established by the state board of education. The adopted budget, as necessarily amended, shall be filed with TEA through the Public Education Information Management System (PEIMS) as of the date prescribed by TEA.

Capital Outlay: This term is used as both a Function and an Object. Expenditures for land, buildings, and equipment are covered under the object, Capital Outlay. The amount spent on acquisitions, construction, or major renovation of school district facilities are reported under the function, Capital Outlay.

Capital Project Funds: Fund type used to account for financial resources to be used for the acquisition or construction of major capital facilities.

Cash: The term, as used in connection with cash flows reporting, includes not only currency on hand, but also demand deposits with banks or other financial institutions. Cash also includes deposits in other kinds of accounts or cash management pools that have the general characteristics of demand deposit accounts in that the governmental enterprise may deposit additional cash at any time and also effectively may withdraw cash at any time without prior notice or penalty.

Chapter 49: A key “equity” chapter in the Texas Education Code (TEC) is Chapter 41. This chapter is devoted to wealth equalization through the mechanism of recapture, the recovery of financial resources from districts defined by the state as high property wealth. Resources are recovered for the purpose of sharing them with low-wealth districts. Districts that are subject to the provisions of Chapter 49 must make a choice among several options in order to reduce their property wealth and share financial resources.

Committed Fund Balance: The committed fund balance represents constraints made by the board of trustees for planned future use of financial resources through a resolution by the board, for various specified purposes including commitments of fund balance earned through campus activity fund activities. Commitments are to be made as to purpose prior to the end of the fiscal year. The dollar amount for the commitment may be determined after the end of the fiscal year when final fund balance is known.

Comptroller Certified Property Value: The District’s total taxable property value as certified by the Comptroller’s Property Tax Division (Comptroller Valuation) and used for state funding purposes.

Days of Cash on Hand: The number of days the school district can disburse funds for its operating expenditures without receiving any new revenues.

Debt Service: The function, Debt Service, is a major functional area that is used for expenditures that are used for the payment of debt principal and interest. Expenditures that are for the retirement of general obligation bonds, capital lease principal, and other debt, related debt service fees, and for all debt interest fall under this function. The object, Debt Service, covers all expenditures for debt service.

Debt Service Fund: Governmental fund type used to account for the accumulation of resources for, and the payment of, general long-term debt principal and interest.

Debt Service Coverage Ratio: This ratio measures an organization's ability to make debt principal and interest payments that will become due during the year.

Deferred Revenue: Resource inflows that do not yet meet the criteria for revenue recognition. Unearned amounts are always reported as deferred revenue. In governmental funds, earned amounts also are reported as deferred revenue until they are available to liquidate liabilities of the current period.

Ending Fund Balance: The amount of unencumbered surplus fund balance reported by the District at the end of the specified fiscal year. For most school districts, this will be equivalent to the fund balance at the beginning of the next fiscal year.

Excess (Deficiency): Represents receivables due (excess) or owed (deficiency) at the end of the fiscal year.

Existing Debt Allotment (EDA): Is the amount of state funds to be allocated to the District for assistance with existing bonded indebtedness.

Federal Revenues: Revenues paid either directly to the District or indirectly through a local or state government entity for federally-subsidized programs including the School Breakfast Program, National School Lunch Program, and School Health and Related Services Program.

Fiscal Year: A period of 12 consecutive months legislatively selected as a basis for annual financial reporting, planning, and budgeting. The fiscal year may run September 1 through August 31 or July 1 through June 30.

Foundation School Program (FSP) Status: The shared financial arrangement between the state and the school district, where property taxes are blended with revenues from the state to cover the cost of basic and mandated programs. The nature of this arrangement falls in one of the following status categories: Regular, Special Statutory, State Administered, Education Service Center, or Open Enrollment Charter School District. The program established under the TEC, Chapters 46, 48, and 49 or any successor program of state-appropriated funding for school districts in this state.

FTE: Full-Time Equivalent (FTE) measures the extent to which one individual or student occupies a full-time position or provides instruction, e.g., a person who works four hours a day or a student that attends a half of a day represents a .5 FTE.

Function: Function codes identify the expenditures of an operational area or a group of related activities. For example, in order to provide the appropriate atmosphere for learning, school districts transport students to school, teach students, feed students and provide health services. Each of these activities is a function. The major functional areas are:

- Instruction and Instructional-Related Services
- Instructional and School Leadership
- Support Services - Student
- Administrative Support Services
- Support Services - Non-Student Based
- Ancillary Services
- Debt Service
- Capital Outlay
- Intergovernmental Charges

Fund Balance: The difference between assets and liabilities reported in a governmental fund.

General Administration: The amount spent on managing or governing the school district as an overall entity.

General Fund: This fund finances the fundamental operations of the District in partnership with the community. All revenues and expenditures not accounted for by other funds are included. This is a budgeted fund and any fund balances are considered resources available for current operations.

I&S Tax Rate: The tax rate calculated to provide the revenues needed to cover Interest and Sinking (I&S) (also referred to as Debt Service). I&S includes the interest and principal on bonds and other debt secured by property tax revenues.

Incremental Costs: The amount spent by a school district with excess wealth per Weighted Average Daily Attendance (WADA) on the purchase of attendance credits either from the state or from other school district(s).

Instruction: The amount spent on direct classroom instruction and other activities that deliver, enhance or direct the delivery of learning situations to students regardless of location or medium.

Instructional Facilities Allotment (IFA): State Aid provides assistance to school districts in making debt service payments on qualifying bonds and lease-purchase agreements. Proceeds must be used for the construction or renovation of an instructional facility.

Intergovernmental Charges: “Intergovernmental” is a classification used when one governmental unit transfers resources to another. In particular, when a Revenue Sharing District purchases WADA or where one school district pays another school district to educate transfer students.

Investments in Capital Assets, Net of Related Debt: One of three components of net position that must be reported in both government-wide and proprietary fund financial statements. Related debt, for this purpose, includes the outstanding balances of any bonds, mortgages, notes, or other borrowings that are attributable to the acquisition, construction, or improvement of capital assets of the government.

Local & Intermediate Revenues: All revenues from local taxes and other local and intermediate revenues. For specifics, see the definitions for Local Tax and Other Local & Intermediate Revenues.

Local Tax: This is all revenues from local real and personal property taxes, including recaptured funds from 1) Contracted Instructional Services Between Public Schools and 2) Incremental Costs associated with Chapter 41 of the Texas Education Code.

M&O Tax Rate: The tax rate calculated to provide the revenues needed to cover Maintenance & Operations (M&O). M&O includes such things as salaries, utilities, and day-to-day operations.

Modified Opinion: Term used in connection with financial auditing. A modification of the independent auditor's report means there exists one or more specific exceptions to the auditor's general assertion that the district's financial statements present fairly the financial information contained therein according to generally accepted accounting principles.

No New Revenue Tax Rate: Provides the unit with approximately the same amount of local tax revenue it had the year before on properties taxed in both years. A comparison of the no new revenue tax rate to the taxing unit's proposed tax rate shows if there will be a tax increase.

Nonspendable Fund Balance: The portion of fund balance that is in non-liquid form, including inventories, prepaid items, deferred expenditures, long-term receivables and encumbrances (if significant). Nonspendable fund balance may also be in the form of an endowment fund balance that is required to remain intact.

Object: An object is the highest level of accounting classification used to identify either the transaction posted or the source to which the associated monies are related. Each object is assigned a code that identifies in which of the following major object groupings it belongs:

- Assets
- Liabilities
- Fund Balances
- Revenue
- Expenditures/Expenses
- Other Resources/Nonoperating Revenue/Residual Equity Transfers In
- Other Uses/Nonoperating Revenue/Residual Equity Transfers Out

Operating Expenditures: A wide variety of expenditures necessary to a district's operations fall into this category with the largest portion going to payroll and related employee benefits and the purchase of goods and services.

Operating Expenditures/Student: Total operating expenditures divided by the total number of enrolled students.

Operating Revenues and Expenses: Term used in connection with the proprietary fund statement of revenues, expenses, and changes in net position. The term is not defined as such in the authoritative accounting and financial reporting standards, although financial statement preparers are advised to consider the definition of operating activities for cash flows reporting in establishing their own definition.

Other Local & Intermediate Revenues: All local and intermediate revenues NOT from local real and personal property taxes including:

- Revenues Realized as a Result of Services Rendered to Other School Districts
- Tuition and Fees
- Rental payments, interest, investment income
- Sale of food and revenues from athletic and extra/co-curricular activities
- Revenues from counties, municipalities, utility districts, etc.

Other Operating Costs: Expenditures necessary for the operation of the school district that are NOT covered by Payroll Costs, Professional and Contracted Services, Supplies and Materials, Debt Services, and Capital Outlay fall into this category and include travel, insurance and bonding costs, election costs, and depreciation.

Other Resources: Non-operating revenues received, sale of property, bonds issued or residual equity transfers in.

Payments for Shared Services Arrangements: Payments made either from a member district to a fiscal agent or payments from a fiscal agent to a member district as part of a Shared Services Arrangement (SSA). The most common types of SSAs relate to special education services, adult education services, and activities funded by the Elementary and Secondary Education Act (ESEA).

Payroll: Payroll costs include the gross salaries or wages and benefit costs for services or tasks performed by employees at the general direction of the school district. *(NOTE: Payroll amounts do not include salaries for contract workers employed by outsource companies, e.g., for child nutrition and maintenance. Therefore, this figure will vary significantly between districts and campuses that use contract workers and those that do not.)*

Plant Maintenance & Operations: The amount spent on the maintenance and operation of the physical plant and grounds and for warehousing and receiving services.

Property/Refined ADA: The District's Comptroller Certified Property Value divided by its total Refined Average Daily Attendance (RADA).

Property/WADA: The district's Comptroller Certified Property Value divided by its total WADA.

Refined ADA: Refined Average Daily Attendance (also called RADA) is based on the number of days of instruction in the school year. The aggregate eligible day's attendance is divided by the number of days of instruction to compute the refined average daily attendance.

Restricted Fund Balance: This is the portion of fund balance that has externally enforceable constraints made by outside parties.

Revenues: Any increase in a school district's financial resources from property taxes, foundation fund entitlements, user charges, grants, and other sources. Revenues fall into the three broad sources of revenues: Local & Intermediate, State, and Federal.

School Year: The twelve months beginning July 1 of one year and ending June 30 of the following year or beginning September 1 and ending August 31. Districts have two options.

Special Revenue Fund: A governmental fund type used to account for the proceeds of specific revenue sources (other than for major capital projects) that are legally restricted to expenditures for specified purposes.

State Revenues: Revenues realized from the TEA, other state agencies, shared services arrangements, or allocated on the basis of state laws relating to the Foundation School Program Act.

Summary of Finances (SOF) report:

The document of record for FSP allocations. An SOF report is produced for each school district and open-enrollment charter school by the TEA division responsible for state funding that describes the school district's or open-enrollment charter school's funding elements and FSP state aid.

Texas Student Data System Public Education Information Management System (TSDS PEIMS): The system that districts and open-enrollment charter schools use to load, validate, and submit their data to the TEA.

Unassigned Fund Balances: Available expendable financial resources in a governmental fund that are not the object of tentative management plans (i.e., committed or assigned). One primary criterion of rating agencies for school bonds is the relative amount of unassigned fund balance. Bond rating agencies view unassigned fund balances as a reflection of the financial strength of school districts and show concern when district fund balances decrease.

Unmodified Opinion: Term used in connection with financial auditing. An unmodified independent auditor's opinion means there are no stated exceptions to the auditor's general assertion that the district's financial statements present fairly the financial information contained according to generally accepted accounting principles.

Unrestricted Net Position Balance: The term net position refers to the amount of total assets less total liabilities. Unrestricted net position balance refers to the portion of total net position that is neither invested in capital assets nor restricted.

Voter Approval Tax Rate: The M&O portion of the rollback tax rate allows school districts to add five cents (\$0.05) to the lesser of the prior tax year compressed operating tax rate or the effective M&O rate to generate operating funds. School districts will get to add to the compressed operating rate any additional cents approved by voters at a 2006 or subsequent rollback election. The rollback rate is the highest rate that the taxing unit may adopt before an election is required.

WADA: Weighted Average Daily Attendance (WADA) is used to measure the extent students are participating in special programs. The concept of WADA in effect converts all of a school district's students with their different weights to a calculated number of regular students required to raise the same amount of revenue. The greater the number of students eligible for special entitlements, the greater a school district's WADA will be.

Warrant hold: The process by which state payments issued to payees indebted to the state, or payees with a tax delinquency are held by the Texas Comptroller of Public Accounts until the debt is satisfied in accordance with the Texas Government Code section 403.055.

Wealth Equalization Transfer: The amount budgeted by districts for the cost of reducing their property wealth to the required equalized wealth level (sometimes referred to as Robin Hood Funds).



CYPRESS-FAIRBANKS ISD PUBLIC HEARING

OCTOBER 3, 2024



SCHOOL FIRST RESULTS – 2022-2023



“A” RATED
FOR SUPERIOR ACHIEVEMENT

22 CONSECUTIVE YEARS!

SCHOOL FIRST HISTORY

- **Financial Integrity Rating System of Texas enacted by Legislature to:**
 - Hold districts accountable for quality of their financial management practices
 - Provide maximum allocation for direct instructional purposes
 - Evaluate quality of financial management decisions

SCHOOL FIRST OBJECTIVES

- **Simple and understandable**
- **Applicable to all districts**
- **Based on actual data (PEIMS & Annual Financial Report)**
- **Analyzes financial management efficiencies**
- **Early warning signs of financial distress**
- **Transparency**

SCHOOL FIRST RATING SYSTEM

21 Indicators

2 Indicators not scored

CFISD received max points on
18 of the 19 scored indicators

CATEGORIES OF INDICATORS

- **Critical Indicators**
 - Annual financial report filed by deadline to TEA
 - Unmodified opinion on annual financial audit report
 - Compliance with payment terms of all debt agreements
 - Timely payments to state and federal agencies

CATEGORIES OF INDICATORS (CONT.)

- **Solvency Indicators**

- Total net position
- Average change in fund balance
- Days of cash on hand
- Current assets to current liabilities
- Revenues to expenses
- Budgeted to actual revenues (not scored this year)
- Long-term liabilities to total assets
- Correlation between future debt requirements & assessed property value
- Administrative cost ratio
- Student to staff ratio

CATEGORIES OF INDICATORS (CONT.)

- **Financial Competency Indicators**
 - Actual ADA to pupil projections (not scored this year)
 - PEIMS to Annual Financial Report variance
 - Material weakness
 - Material noncompliance
 - Financial transparency
 - Impact to funding discussion
 - FSP repayment plan (new indicator)

ADMINISTRATIVE COST RATIO HISTORY

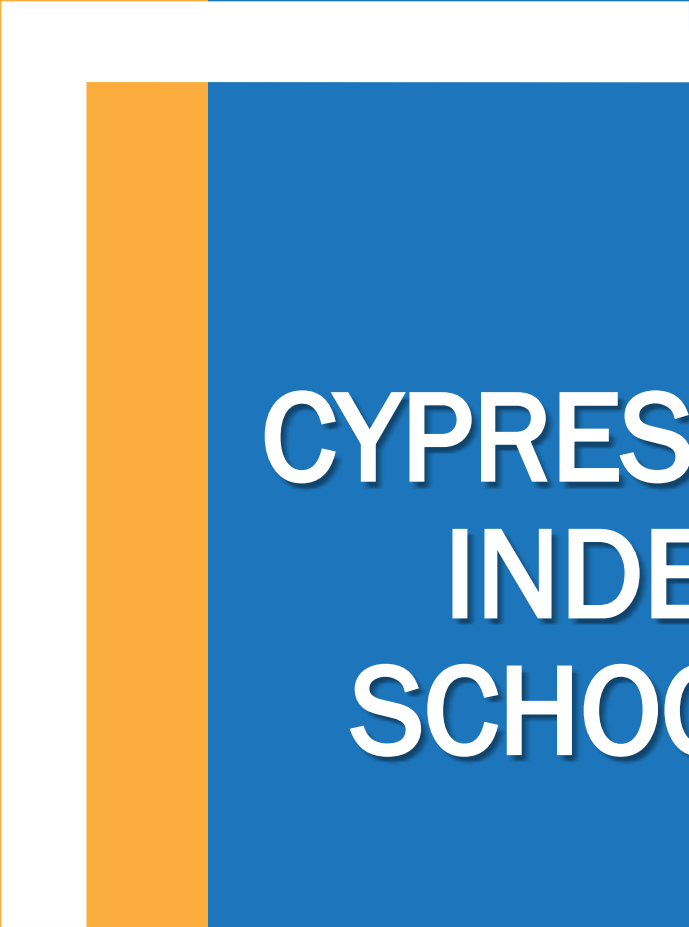
Fiscal Year	Allowable Ratio	CFISD
2018-2019	8.55%	3.77%
2019-2020	8.55%	3.67%
2020-2021	8.55%	3.39%
2021-2022	8.55%	3.68%
2022-2023	8.55%	3.54%

ADMINISTRATIVE COST RATIO 2022-2023

District	Ratio
Dallas ISD	10.73%
Spring ISD	9.91%
Tomball ISD	8.04%
Fort Bend ISD	7.56%
Spring Branch ISD	6.95%
Houston ISD	5.53%
Northside ISD	5.40%
Klein ISD	4.98%
Katy ISD	3.83%
Cypress-Fairbanks ISD	3.54%



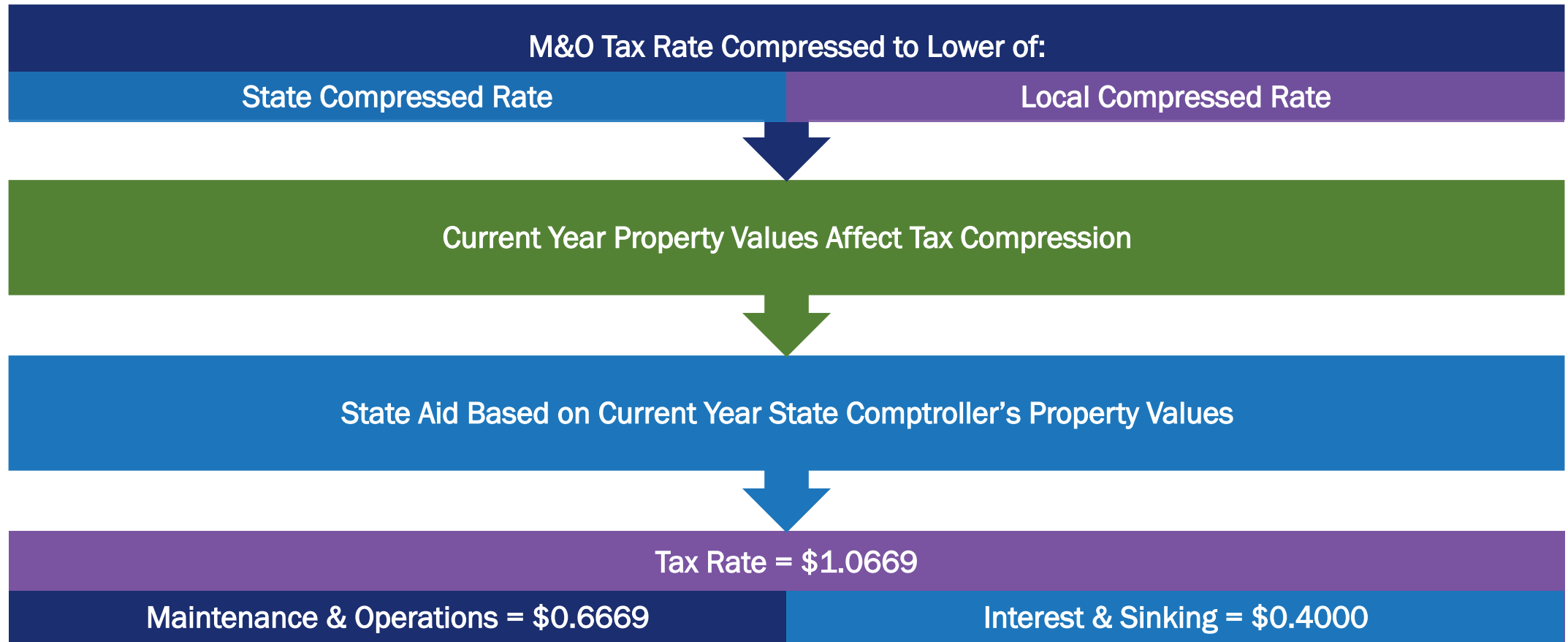
QUESTIONS



CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT

Recommended
2024 Tax Rate

Property Values and Tax Compression



Tax Code 26.042(e) & (g)

- (e) When **increased expenditure** of money by a school district is necessary to respond to a disaster, including a tornado, hurricane, flood, wildfire, or other calamity, but not including a drought, epidemic, or pandemic, that has impacted the school district and the governor has requested federal disaster assistance for the area in which the school district is located, an election is not required under Section 26.08 to approve the tax rate adopted by the governing body of the school district **for the year following the year in which the disaster occurs**. A tax rate adopted under this subsection applies **only in the year for which the rate is adopted**.
- (g) ...must specify the disaster declaration that provides the basis for authorizing the taxing unit to calculate or adopt a tax rate under the applicable subsection...
 - *Texas Disaster Declaration - January 2023 Tornado*

2024-2025 Tax Rate Options

Tax Rate	Disaster Pennies	Annual Increase/ Decrease \$350,000 Home*	District Revenue Increase
\$1.0669	\$0.0000	(\$25.56)	\$0.0M
\$1.0811	\$0.0142	\$0.00	\$24.0M
\$1.0869	\$0.0200	\$10.44	\$33.9M

*Compared to 2023 tax rate of \$1.0811

\$200,000 Home

- Reduction of \$40,000 in taxable value
- Decrease of \$435 in property taxes

\$350,000 Home

- Reduction of \$70,000 in taxable value
- Decrease of \$761 in property taxes

Total District Impact

- Reduction of \$8.5B in taxable value
- Decrease of \$63M in revenue

IMPACT OF OPTIONAL HOMESTEAD EXEMPTION

Recommended Tax Rate 2024-2025

Description	Tax Rate
Maintenance & Operations	\$0.6869
Interest & Sinking	0.4000
Total Tax Rate	<u>\$1.0869</u>



QUESTIONS

Cypress-Fairbanks Independent School District

RESOLUTION OF THE BOARD TO SET TAX RATE

October 7, 2024

ON THIS DATE, WE, THE BOARD OF TRUSTEES OF THE CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT, HEREBY LEVY OR SET THE TAX RATE ON \$100 VALUATION FOR THE DISTRICT FOR THE TAX YEAR 2024 AT A TOTAL TAX RATE OF \$1.0869, TO BE ASSESSED AND COLLECTED BY THE DULY SPECIFIED ASSESSOR AND COLLECTOR AS FOLLOWS:

- (a) \$0.6869 for the purpose of maintenance and operations, and
- (b) \$0.4000 for the purpose of payment of principal and interest on debts.

Such taxes are to be assessed and collected by the tax officials designated by the District.

Section 26.05(b) of the Texas Tax Code requires that the District include the following statements in this Resolution:

“THIS TAX RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR’S TAX RATE.”

WHERE AS, THE BOARD WILL BE LEVYING A MAINTENANCE AND OPERATIONS TAX RATE IN COMPLIANCE WITH TAX CODE 26.042(e) AND TEXAS DISASTER DECLARATION – JANUARY 2023 TORNADO.

ADOPTED this 7th day of October, 2024, by the Board of Trustees.

Voting for the Resolution:

_____	_____
_____	_____
_____	_____

Voting against the Resolution:

_____	_____
_____	_____
_____	_____

President, Board of Trustees
Cypress-Fairbanks Independent School District

ATTEST:

Secretary, Board of Trustees
Cypress-Fairbanks Independent School District

(District Seal)

HISTORY OF CFISD TAX RATES

CFISD TAX RATES	15-16	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25
Maintenance & Operations	\$ 1.04	\$ 1.04	\$ 1.04	\$ 1.06	\$ 0.97	\$ 0.9555	\$ 0.9292	\$ 0.8948	\$ 0.6811	\$ 0.6869
Interest and Sinking	\$ 0.40	\$ 0.40	\$ 0.40	\$ 0.38	\$ 0.40	\$ 0.4000	\$ 0.4100	\$ 0.4000	\$ 0.4000	\$ 0.4000
Total Tax Rate	\$ 1.44	\$ 1.44	\$ 1.44	\$ 1.44	\$ 1.37	\$ 1.3555	\$ 1.3392	\$ 1.2948	\$ 1.0811	\$ 1.0869

**CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
SEPTEMBER 9, 2024
REGULAR BOARD MEETING MINUTES**

The Cypress-Fairbanks Independent School District Board of Trustees convened in Regular Session on Monday, September 9, 2024, in the Boardroom of the Cypress-Fairbanks Independent School District Mark Henry, Ed.D. Administration Building, located at 11440 Matzke Road, Cypress, Texas 77429.

MEETING OPENING

Board President Scott Henry called the meeting to order at 6:00 p.m.

The following Trustees were present: Scott Henry, Dr. Natalie Blasingame, Justin Ray, Julie Hinaman, Christine Kalmbach, Todd LeCompte, and Lucas Scanlon.

Rev. Dr. Sterling M. Allen, Senior Pastor of Cornerstone Global Methodist Church, delivered the invocation.

The following Cypress Creek High School AFJROTC cadets performed the presentation of colors: Cadet Captain Annette Montoya carried the U.S. Flag; on right rifle was Cadet Major Caleb Barham; Cadet Lieutenant Colonel Carrie Tucaling carried the Texas Flag; and on left rifle was Cadet 1st Lieutenant Sean Simms. These cadets presented the colors under the direction of Major Craig A. Llorance, Retired USAF.

Trustee Lucas Scanlon read the District's Vision and Mission Statement.

1. Remarks and Announcements

- 1.A.** Superintendent Dr. Douglas Killian presented the remarks and announcements regarding the honors and achievements earned by staff and students in recent weeks and provided information regarding district and community events or items of interest.

Dr. Killian gave a presentation on the current Transportation Plan.

2. Recognitions

- 2.A.** The Board recognized ICI Construction for the donation of funds for school supplies.

3. Board Comments

Board members may make comments during this portion of the agenda regarding student achievement, district progress and data, community input and concerns, observations from school visits, meetings and conferences attended, district and community events and initiatives, or continuing education. The Board may not take action on items discussed.

- 3.A. Trustee Julie Hinaman** shared how she prepares her Board comments for each Board meeting, and this month she made notes and observations on librarians working extra hard to cover multiple campuses and effectively engage students and parents worrying about the absence of librarians, campus staff facilitating student arrivals and dismissals from school and parents frustrated by long car lines, and transportation problems. Ms. Hinaman also shared some positive experiences throughout the month like a student athlete sharing that he received his first college offer, her mentee who is enjoying the school year, principals leading their campuses laser focused on their staff and student well-being, nutrition services collaborating with staff to provide students a nutritious meal to start each day, and teachers building positive relationships with their students. Ms. Hinaman shared comments on how retaining and recruiting teachers in CFISD must be a top priority for the Board, the administration, and the community.

Trustee Christine Kalmbach thanked parents for getting their students to school during this challenging time. Ms. Kalmbach also thanked the principals, teachers, administrators, bus drivers/transportation, CFPD, and volunteers who have been helping with pick-up and drop-off of students. Ms. Kalmbach thanked the volunteer crossing guards at each campus and shared that these volunteers are paid for their service to the district. She has trained as well and is looking forward to working as a crossing guard. Ms. Kalmbach shared how wonderful the Bus Buddies program is and encouraged the community to volunteer each year. She addressed the new transportation plan and shared that the district has identified hazardous areas around the district and thanked the community for bringing these areas to the attention of the district. Ms. Kalmbach stated that the ASVP Committee will meet this coming week to update the Board Monitoring System and to insure CFISD's top priority is safety in all areas of the district.

Trustee Dr. Natalie Blasingame thanked the Construction and Facilities team for their timely and hard work over the summer to get the many renovations and updates to facilities done before the beginning of the new school year. She thanked all campus staff for stepping up with new duties and training and getting students in class, especially with all the transportation changes. Dr. Blasingame shared her comments on the transportation plan and the safety of students, along with a better plan for middle schoolers who are currently walking along moderate to heavy travelled thoroughfares, and how the district can recruit additional bus drivers. Dr. Blasingame shared items that she is focused on such as reading and rigor, language arts, math, program choices and creating programs, online options, and safety. She assured the community that as the Teacher Recruitment Committee meets and updates are made, she would share information on teacher recruitment and opportunities for teacher engagement.

Trustee Todd LeCompte shared that he has met with Chief Operating Officer Matt Morgan many times regarding the new transportation plan and how that department is adjusting to the changes. He also met with transportation staff for additional feedback and to thank them for all they do. Mr. LeCompte shared how heavily the district relies on Director of Transportation Dr. Kayne Smith and his team and their expertise. Mr. LeCompte shared important statistics on the shortage of bus drivers and how administrative and technical transportation staff picked up routes throughout the district. He recognized and thanked bus driver Florence Peterson, calling her a “superstar.” “Ms. Peterson has been a dedicated employee of our school district transporting kids for 51 years.” Mr. LeCompte encouraged the community to volunteer each year for Bus Buddies and to see what the transportation department team experiences at the beginning of each school year. Mr. LeCompte also encouraged the community to get with HOAs, MUDs and Harris County to create more sidewalks and safe passageways for students to get to and from school each day.

Trustee Lucas Scanlon shared that hearts go out to the Apalachee High School and surrounding community. He thanked Chief Mendez and his PD staff for all their hard work and diligent focus on keeping the CFISD students and staff safe. Mr. Scanlon had no updates from the Finance & Operations Committee but shared that they would be meeting soon in preparation for the October Board meeting. Mr. Scanlon shared that he participated in the Bus Buddies program and thanked teachers, administrators and all staff for their diligence and efforts in getting students off busses, getting hiker/bikers situated and into the classroom and back home. He encouraged the community to volunteer and participate next year in the Bus Buddies program. Mr. Scanlon shared his thoughts and comments on the new transportation plan and encouraged the community to contact their state representatives to educate and collaborate with them regarding funding for public schools during the upcoming legislative session. Mr. Scanlon also shared that the Board would be doing their Team of Eight training, going to the TASA TASB Convention, and he would begin his fall campus visits, along with signing up for Watch Dogs at his daughter’s campus.

Trustee Justin Ray shared how great it has been to get out amongst the parents, students, staff, and the community at various games and functions around the district, and how excited he is to begin his fall campus visits. Mr. Ray shared detailed information regarding the recently released STAAR test results and how CFISD continues to outperform all other Region 4 schools and the rest of the state as well. He commended CFISD teachers for their hard work on the STAAR tests and gave a “shout-out” to Nutrition Services and cafeteria staff for making sure all CFISD students were fed, getting them ready to take on the test. Mr. Ray thanked the superintendent and staff for keeping the community updated on the current transportation plan and for making a challenging transportation situation as safe as possible. He assured the community that the district is committed to ongoing safety efforts. Mr. Ray shared important information on future budget cuts, the upcoming legislative session and CFISD’s legislative advocacy goals and how Cy-Fair will be a leader in public school funding advocacy.

Trustee Scott Henry thanked ICI for their donation, along with all other businesses in the community that have donated so much to the district. He also thanked Dawn Tryon and her team for all they do to help support staff and teachers in the district. Mr. Henry shared how exciting it has been to watch all CFISD student athletes around the district. He congratulated them for their skills and their sportsmanship “no matter the score.” “Their efforts reflect the excellence we strive for across the district.” Mr. Henry shared his comments on the everyday stories of perseverance, innovation and connections that unfold each day in CFISD schools. Stories of success, quiet victories, which is the foundation of what makes CFISD great. “Through the unwavering dedication of our educators and the resilience of our students, we are transforming the lives and shaping the brighter future for our community.” Mr. Henry closed by thanking all CFISD teachers and staff for doing such a “fantastic” job in the first couple of weeks of school.

Mr. Henry turned the floor over to Board Secretary Justin Ray to proceed with **Citizen’s Participation**.

4. Citizen Participation

- 4.A.** Per BED (Local), patrons may address the Board during the Regular Board Meeting under Citizen Participation on any matters of interest or concerns that are not posted agenda items. Individuals may only register to speak one time

per meeting and must register in advance. Registration opens the day the agenda is posted to the district website, and the deadline for registering is 12:00 p.m. on the day of the meeting. To register, individuals must click on the “Register to Speak” link found under the Citizen Participation heading in the agenda for that meeting on the district website. This electronic speaker form must be completed in its entirety. Any registered speaker who is absent from the meeting at the time for Citizen Participation forfeits the opportunity to address the Board at that meeting but may submit written comments to the Board.

Speakers:

1. Jennifer Chenette addressed the Board on the importance of citizen participation.
2. Tara Cummings shared her concerns regarding district issues and invited the Board to a community event.
3. Deanna Rodriguez shared her concerns regarding the current transportation plan and the distance of routes for walkers/bikers.
4. Heather Stokes addressed the Board regarding the ongoing safety concerns for staff and students caused by budget cuts.
5. Chase West offered some solutions regarding bus issues and concerns and addressed actions taken by the district.
6. Jarred Hostetler shared his concerns regarding the current transportation plan.
7. Sheryl Liaw shared her concerns regarding the current transportation plan.
8. Jenny Winkleman shared her concerns regarding the current transportation plan and budgetary concerns over other district events.
9. Rosemary Wilson shared her concerns on the challenges of bus transportation and the safety issues surrounding walking across West Road every day.
10. Lindsey Wilson addressed the Board regarding the loss of late bus service in the district.
11. Mario Rivas addressed the Board regarding student, staff, and community safety concerns.
12. Charlotte Hostetler shared her concerns regarding the current transportation plan.
13. Christina Milan addressed the Board regarding transparency in the district.
14. Kay Lee shared her concerns regarding librarians, tutoring, and the current transportation plan.
15. Jasper Skoda addressed the Board as a student at Sampson Elementary and shared his concerns on the reassignment of librarians.
16. Danielle Cockrell addressed the Board regarding transparency of items being discussed at Board meetings.
17. Gretchen Herrera addressed the Board regarding the current transportation plan and other issues relating to “fairness” in the district.
18. Nikki Cowart shared ideas on the collaboration for retention of staff and bridging the gap between trustees, management, and staff through ongoing communication.
19. Jen Williams addressed the Board regarding responses to a variety of comments made regarding education at the Board Work Session.
20. Brett Robinson addressed the Board on the status of a memo to Governor Abbott demanding the release of education funds.

Mr. Henry announced that the next two speakers, Ashley Buckner and Melissa Palomarez, would be heard in closed session.

Mr. Henry called for a motion to move into closed session.

Trustee Justin Ray moved that the Board go into closed session.

Trustee Lucas Scanlon seconded.

Motion passed by a 6 to 1 vote with Trustee Julie Hinaman not voting.

Mr. Henry called for a recess at 7:31 p.m.

Mr. Henry called for a motion to reconvene at 7:39 p.m.

Trustee Justin Ray moved that the Board go into closed session.

Trustee Lucas Scanlon seconded.

Motion passed by a 4 to 3 vote with Trustees Hinaman, Kalmbach & LeCompte not being present for the vote.

Mr. Henry announced that although the Reports portion of the agenda was presented at the Board Work Session on Thursday, September 5, 2024, there was one patron to speak on this topic.

- 5.A. The administration provided a report on the 2024 STAAR 3-8 and End-of-Course results.

Speaker:

1. Lesley Guilmart shared her thoughts on STAAR scores and applauded teachers, paras, and the administration for all their work with testing changes. Ms. Guilmart also shared her comments on teacher burnout.

The Board proceeded with the **Consent Agenda Items**.

- 6.A. The Board will consider approving the minutes of the August 12, 2024, Regular Board Meeting.
- 6.B. The Board will consider authorizing the superintendent to execute a memorandum of understanding with Prairie View A&M University for Prairie View A&M students to participate in a school psychology practicum.
- 6.C. The Board will consider approving on second reading additions, revisions, or deletions to district policies:
 - 6.C.1. CKE (Local)-Safety Program/Risk Management: Security Personnel (Deletion)
 - 6.C.2. CKEA (Local)- Security Personnel: Commissioned Peace Officers (Revision)
- 6.D. The Board will consider awarding bids and contracts and/or authorizing purchase orders as recommended in the posted agenda item.
 - 6.D.1. Ambulance and EMT Services for Athletic Games and Other District Events
 - 6.D.2. College Readiness & Career Interest Tests
 - 6.D.3. Electronic/Technology Equipment Repair Parts and Repair Service
 - 6.D.4. Floor Care Machine Replacement Parts
 - 6.D.5. Groceries and General Merchandise
 - 6.D.6. Refrigerated Truck Class 5 for Nutrition Services
 - 6.D.7. Roof Repair Services
 - 6.D.8. Truck Wraps for Nutrition Services

Mr. Henry asked if any Board member wished to remove one or more of these items for further discussion. Upon hearing no further discussion or comments, Mr. Henry asked for a motion to approve the consensus action items as recommended or amended.

Trustee Justin Ray made a motion to approve the Consent agenda.

Trustee Dr. Natalie Blasingame seconded.

**Motion passed by a 6 to 1 vote
with Trustee Todd LeCompte not being present for the vote.**

Mr. Henry proceeded with the **Non-Consent Agenda Items**.

- 7.A. The Board will consider approving on first reading additions, revisions, or deletions to district policies:
 - 7.A.1. DEA (Local) Compensation and Benefits: Compensation Plan (Revision)
 - 7.A.2. DF (Local) Termination of Employment (Revision)
 - 7.A.3. DFE (Local) Termination of Employment: Resignation (Revision)
 - 7.A.4. FEA (Local) Attendance: Compulsory Attendance (Revision)
 - 7.A.5. FFI (Local) Student Welfare: Freedom From Bullying (Revision)

Mr. Henry called for a motion.

Trustee Lucas Scanlon moved that the Board approve on first reading additions, revisions, or deletions to district policies DEA (Local), DF (Local), DFE (Local), FEA (Local), FFI (Local).
Trustee Justin Ray seconded.

Trustee Hinaman shared her concerns regarding DFE (Local) and the length of time employees, who resigned without good cause, would have to wait before being considered as rehires in CFISD. Ms. Hinaman asked that the current policy of a five-year waiting period be reduced to one year. General Counsel Marney Collins Sims addressed Ms. Hinaman's concerns. Ms. Hinaman asked that the motion be amended to remove DFE (Local) so that it may be voted on separately from the other four policies. Trustee Scanlon, who made the original motion, and Trustee Ray, who seconded the original motion, agreed with the amended motion.

Mr. Henry called for a vote to approve 7.A.1., 7.A.2., 7.A.4., and 7.A.5.

Motion passed by a 7 to 0 vote.

Mr. Henry called for a motion to approve 7.A.3.

Trustee Lucas Scanlon moved that the Board approve on first reading additions, revisions, or deletions to district policy DFE (Local).
Trustee Justin Ray seconded.

Superintendent Killian suggested changing the language of the policy for up to five years and write regulations for anything shorter than the five-year rehire.

A discussion was held, and President Henry tabled 7.A.3. DFE (Local) sending it back to policy review.

No vote was taken.

7.B. The Board will consider approving on dual reading additions, revisions, or deletions to district policy:

7.B.1. CQC (Local)-Technology Resources: Equipment (Revise)

Speaker:

1. Austin McGowan addressed the Board on the lack of agenda attachments for policy changes.

Mr. Henry called for a motion.

Trustee Dr. Natalie Blasingame made a motion to approve policy CQC (Local) 2024.
Trustee Lucas Scanlon seconded.
Motion passed by a 7 to 0 vote.

7.C. The Board will consider granting a temporary construction easement to Harris County.

Mr. Henry called for a motion.

Trustee Lucas Scanlon made a motion that the Board will consider granting a temporary construction easement to Harris County and authorize the superintendent or designee to negotiate the final terms and execute all related documents.
Trustee Dr. Natalie Blasingame seconded.
Motion passed by a 7 to 0 vote.

7.D. The Board will consider authorizing the District to participate in litigation against the Texas Education Agency regarding the public school accountability system. [This item may be discussed in closed session.]

Mr. Henry announced that 7.D. would be moved to the end of the meeting and would be reviewed in closed session.
(No action was taken on this item during the September 9, 2024 Regular Board Meeting.)

7.E. The Board will consider making a determination that good cause did not exist as required by law for Priscilla Garza, Bryant Matthews, Emma Hughes, Karen Graham, Walter Ayala, Lorynn Kent, Jasmine Binion, Dana Wagner, Amber Lynch, Jennifer Jenkins, Emily Temofonte, Amy Newton, Bonnie Jones, Brianne Geaslin, Anthony Young, Brad Stanfield, Samantha Juan, Amber Greene, Wendy Lande-Forrester, Jorge Franceschi, Noorulain Thanlho, Tuboris Trotter-Jennings, Brandi Zarate, and Natasha Smith to resign their respective employment contracts. [This item was discussed in closed session.]

Speaker:

1. Diana Alexander addressed the Board on teacher retention,

Mr. Henry called for a motion.

Trustee Christine Kalmbach moved that the Board render a finding under Texas Administrative Code Chapter 249.17(d) that good cause did not exist as required by Texas Education Code Sections 21.105(c), 21.160(c), or 21.210(c) for the following

members to resign their respective employment contracts and to notify these employees in accordance with the law that the district is submitting a complaint to the State Board of Educator Certification for contract abandonment.
Trustee Lucas Scanlon seconded.
Motion passed by a 7 to 0 vote.

7.F. The district will consider an appeal of a decision denying an intradistrict student transfer request. [This item was discussed in closed session.]

Mr. Henry called for a motion.

Trustee Lucas Scanlon moved that the Board uphold the decision made by the administration.

Trustee Justin Ray seconded.

Motion passed by a 5 to 2 vote with Trustees Hinaman and LeCompte abstaining from voting due to recusing themselves from the appeal hearing.

8. **Closed Session**

Board President Henry called for a motion to move to closed session.

Trustee Christine Kalmbach made a motion.

Trustee Justin Ray seconded.

Motion passed by a 7 to 0 vote.

Mr. Henry adjourned the meeting to closed session at 8:09 p.m. (Closed session began at 8:11 p.m.)

9. **Adjournment**

Board President Henry adjourned the September 9, 2024, Regular Board Meeting in closed session at 8:57 p.m.

Scott Henry
President, Board of Trustees

Justin Ray
Secretary, Board of Trustees

Approved: October 7, 2024

September 4, 2024

Melinda Hood, RN
Health Services Coordinator
Cypress-Fairbanks Independent School District

Re: Memorandum of Understanding between Harris County Public Health (HCPH) and **Cypress-Fairbanks Independent School District** for the Community Health & Wellness Division (CH&W) – Dental Health & Prevention Super Smile Savers Mobile Dental Health Services.

HCPH is the county health department for Harris County and provides comprehensive public health services to the community through an annual budget of over \$100 million and a workforce of approximately 700 public health professionals- all dedicated to improving the health and well-being of Harris County residents and the communities in which they live, learn, work, worship, and play. The HCPH jurisdiction includes approximately 2.2 million people and over 30 other municipalities located in Harris County (not including the City of Houston). For certain public health services such as mosquito control, Ryan White/Part A HIV funding and refugee health screening, the HCPH jurisdiction encompasses the entirety of the county including the city of Houston, thus providing services to over 4.5 million people in total. For its efforts, HCPH was named the 2016 Local Health Department of the year by the National Association of County and City Health Officials (NACCHO).

The purpose of this non-binding MOU is to outline the scope of the HCPH Super Smile Savers programming that will be performed with **Cypress-Fairbanks Independent School District**, 10300 Jones Rd. Houston, TX 77065 between October 1, 2024, and September 30, 2027 (FY 2025 – FY 2027). HCPH reserves the right to cancel an event due to a natural disaster and/or case of emergency. If this were to occur, HCPH staff would provide as much notice as possible given the circumstance.

Services to Be Rendered

Cypress-Fairbanks Independent School District intends to provide:

- Access to adequate space at the facility for use of rendering Super Smile Savers Mobile Dental Health Services with pre and post event access, as needed for logistical modifications and preparation
- Assistance with display of Super Smile Savers promotion flyers, posters, and other outreach literature
- One designee, at a minimum, as a point of contact to coordinate with HCPH for Super Smile Saver mobile clinics and oral health education
- Information regarding each student body including: enrollment numbers, teacher rosters, and facility's daily schedule
- Assistance with the distribution of consent forms and the collection of completed consent forms
- Access to restroom facilities for program staff
- A secure location to store equipment and supplies overnight for multi-day events

HCPH intends to provide:

- Preventive dental services; including oral assessments and fluoride varnish to children who are enrolled in the program and return a completed consent form signed by a parent/guardian
- Oral health education to children enrolled in the program

HCPH is the local public health agency for the Harris County, Texas jurisdiction. It provides a wide variety of public health activities and services aimed at improving the health and well-being of the Harris County community.

Follow us and stay up-to-date! | @hcphtx    

- Oral assessment results to the parents/guardians of children who participate in the mobile dental clinic
- Follow-up care referrals to the parents/guardians of program enrolled children, as needed
- Case management and navigation services for children who receive a referral
- All supplies, equipment, and medical waste pick up for each mobile clinic
- Enrollee Consent forms
- Flyers, posters, and other outreach literature to be displayed on campus to promote events
- Instruction for all staff and participants involved with students of **Cypress-Fairbanks Independent School District** regarding applicable confidentiality rules and regulations, including HIPAA.
- Qualified staff with necessary training and licensure, who have previously completed HCPH required background checks

Cypress-Fairbanks Independent School District and HCPH understand and agree that neither **Cypress-Fairbanks Independent School District** nor HCPH are appropriating any funds for the services described above.

Additionally, HCPH agrees to follow proper safety practices and any **Cypress-Fairbanks Independent School District** protocols where such protocols are provided by **Cypress-Fairbanks Independent School District** in order to maintain adequate safety measures for the facility, staff, and children.

Liability/Indemnification

Harris County Public Health and **Cypress-Fairbanks Independent School District** are each a Party and are collectively referred to as the Parties. The Parties acknowledge that this MOU is simply an informal understanding between them, that neither Party has the authority to enter into a binding contract, and that the terms of this MOU are legally unenforceable as a contract. In addition, neither Party can be liable to the other for performance or non-performance of this MOU and the Parties in no way assume liability for any acts or omissions of the other Party. Each Party shall be responsible for all claims and liability due to the activities of that Party's employees, officials, agent or subcontractors arising from the use of the facility at issue and which result from any act, error, or omission, intentional tort, or intellectual property infringement committed by the Party or its employees, officials, agents, consultants under contract, or any other entity over which it exercises control, to the extent permitted by law.

Sincerely,

Barbie L. Robinson, MPP, JD, CHC Date
Executive Director
Harris County Public Health

Scott Henry Date
Board President
Cypress-Fairbanks Independent School District

APPROVED AS TO FORM:

Haley New Date
Assistant County Attorney
C.A. File No.: 24GEN2082

Ericka Brown, MD, MBA, FACHE, Division Director, Community Health and Wellness
Kila Johnson, DDS, HCPH Director of Dental Services

HCPH is the local public health agency for the Harris County, Texas jurisdiction. It provides a wide variety of public health activities and services aimed at improving the health and well-being of the Harris County community.

Follow HCPH on Twitter [@hcphtx](#) and like us on [Facebook](#)

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

Pay Administration

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The ~~Superintendent or designee shall classify~~classification of each job title within the compensation plan ~~shall be~~ based on the qualifications, duties, and market value of the position.

Annualized Salary

The District shall pay all salaried employees over 12 months, regardless of the number of months employed during the school year. A salaried employee shall receive his or her salary in equal ~~semimonthly~~semi-monthly payments, beginning with the first pay period of the school year.

Method of Payment

All District employees shall be paid semimonthly. Semimonthly pay dates shall be on the 15th and on the last working day of the month; however, exceptions to these dates shall be made for bank holidays and weekends, which shall result in early payments.

Pay Increases

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. ~~The Superintendent or designee shall determine~~Any pay adjustments for individual employees, ~~shall be determined~~ within the approved budget following established procedures.

No employee with less than a satisfactory performance evaluation shall receive a pay increase. In the District's appraisal system, a less than satisfactory performance shall be an evaluation with two or more domains scored at the lowest performance rating or the lowest performance rating in the same domain for two consecutive years.

Midyear Pay Increases

Contract Employees

A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements.]

Noncontract Employees

The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity.

Pay During an Emergency Closure

In the event the Superintendent has closed the District, individual campus(es), or facilities in accordance with EB(LOCAL), employees eligible for emergency closure leave pursuant to DEC(LOCAL) and DEC(REGULATION) shall be paid using their available emergency closure leave.

Pay Rate During Closure

Non-exempt employees who do not use emergency closure leave and work during an emergency closure of the District or their respective campus(es) or facility shall be compensated for actual hours worked at the pay rate designated for emergency closures in accordance with DEA(REGULATION).

Exempt employees who are required to work during an emergency closure of the District or their respective campus(es) or facility may earn compensatory time in accordance with DEA(REGULATION).

TERMINATION OF EMPLOYMENT

DF
(LOCAL)

**Board's Designee for
Certain Termination
Actions**

The Superintendent shall serve as the Board's designee to suspend a contract employee without pay, provide written notice that the person's contract is void, and terminate employment as soon as practicable when the District:

1. Receives notice that an individual's certificate has been revoked by the State Board for Educator Certification (SBEC) for reasons that require immediate action by the District; or
2. Becomes aware that a contract employee has been convicted of or has received deferred adjudication for a felony offense.
- 2.3. Receives notice that an individual fails to fulfill the requirements necessary to renew or extend a temporary or emergency certificate or permit.

[See also DFAA, DFBA, and DFCA, as appropriate.]

ATTENDANCE
COMPULSORY ATTENDANCE

FEA
(LOCAL)

Students in violation of the compulsory attendance law shall be reported to the District attendance officer, who may institute court action as provided by law.

Excused Absences

In addition to excused absences required by law, the District shall excuse absences for the following purposes. A student shall be required to submit verification of these absences in accordance with administrative regulations.

Higher Education or
Career Investigation
Visits

The District shall excuse a student for up to two days during the student's junior year and up to two days during the student's senior year to:

- visit a professional's workplace for a career investigation day for the purpose of determining the student's interest in pursuing a career in the professional's field (career investigation) OR
- visit an accredited institution of higher education.

Armed Services
Enlistment

The District shall excuse a student 17 years of age or older for up to four days during his or her enrollment in high school for activities related to pursuing enlistment in a branch of the U.S. Armed Services or Texas National Guard.

Early Voting or
Election Clerk

The District shall excuse a student for up to two days per school year to serve as an early voting or election clerk.

Learner or Driver's
License

The District shall excuse a student 15 years of age or older for one day during his or her enrollment in high school for each of the following:

- Visiting a driver's license office to obtain a learner license; or
- Visiting a driver's license office to obtain a driver's license.

[For extracurricular activity absences, see FM.]

Military Dependents

The District shall excuse a student visiting the student's parent, stepparent, or guardian who is an active member of the uniformed services and has been called to duty for, is on leave from, or has recently returned from continuous deployment of at least four months outside the locality where the parent, stepparent, or guardian regularly resides. The absences may not be for more than five days in a school year and shall be taken not earlier than the 60th day before the date of deployment nor later than the 30th day after the date of return from deployment.

Taps at Military
Funeral

The District shall excuse a student in grades 6–12 who is sounding "Taps" at a military honors funeral held in Texas for a deceased veteran.

Commented [JSB1]: Revision in line with SB 68 from the 88th Legislative Session and changes in the current CFISD FEA (Legal)

ATTENDANCE
COMPULSORY ATTENDANCE

FEA
(LOCAL)

**Withdrawal for
Nonattendance**

The District may initiate withdrawal of a student under the age of 19 for nonattendance under the following conditions:

1. The student has been absent ten consecutive school days; and
2. Repeated efforts by the attendance officer and/or principal to locate the student have been unsuccessful.

[For District-initiated withdrawal of students 19 or older, see FEA(LEGAL).]

**Students Attending
Homeschools**

Students who are homeschooled are exempt from the compulsory attendance law to the same extent as students enrolled in other private schools.

Adequate documentation of homeschooling for withdrawal shall consist of either a statement of withdrawal in accordance with FD(LOCAL) indicating the date homeschooling began, or a signed and dated letter from a parent or guardian indicating that his or her child is being homeschooled and the date the homeschooling began.

The District may request from a parent or guardian a letter of assurance that a child is being educated using a curriculum designed to meet basic education goals of reading, spelling, grammar, mathematics, and a study of good citizenship.

Enforcing
Compulsory
Attendance

If a parent or guardian refuses to submit a requested statement or letter, or if the District has evidence that a school-aged child is not being homeschooled within legal requirements, the District may investigate further and, if warranted, shall pursue legal action to enforce the compulsory attendance law.

Textbooks

The District shall not provide current state-adopted textbooks to students who are not enrolled in one of the District's schools.

Dual Enrollment

A student who is homeschooled or who is enrolled in a private school shall not be permitted to enroll part-time for instruction in individual courses or to participate in extracurricular activities.

Students with disabilities, ages 3 and 4, may be enrolled under a dual enrollment arrangement. Special education and related services may be provided to a disabled homeschooled student. The IEP shall specify the amount of time the student shall attend a school in the District.

Entry or
Re-entry

When a student enters or re-enters the District's public schools from homeschooling or a private school, the District shall assess

ATTENDANCE
COMPULSORY ATTENDANCE

FEA
(LOCAL)

the student for placement by administering valid and reliable assessment instruments.

Assessments to be used at the elementary level to assist in the instructional placement of a homeschooler who enters or re-enters the District's public schools may include, but shall not be limited to:

- District benchmarks (kindergarten–grade 5) (language arts and mathematics);
- District credit by examination tests (kindergarten–grade 5);
- Kindergarten development profile; and
- Previously released state-mandated assessments (grades 3–5).

A secondary school student may take the District's credit by examination tests, District-developed TEKS exams, and/or placement tests. High school credit shall be awarded based on a score of at least 70 on the exams. The student shall be given adequate and reasonable time to prepare for the tests.

A homeschooled student entering from a private school, a foreign country, or a nonaccredited school shall be tested in the District only when the student is enrolled. To assist schools in proper instructional placement, the parent is encouraged to maintain a portfolio of student work and academic records and present it to the counselor when the student is enrolled.

Exception

A student who has been homeschooled and enrolled in either the Texas Tech High School program or the University of Texas High School program and who presents an official transcript from one of these schools shall not be assessed to re-enter a public school program.

Note: This policy addresses bullying of District students. For purposes of this policy, the term bullying includes cyberbullying.

For provisions regarding discrimination and harassment involving District students, see FFH. Note that FFI shall be used in conjunction with FFH for certain prohibited conduct. For reporting requirements related to child abuse and neglect, see FFG.

Bullying Prohibited

The District prohibits bullying, including cyberbullying, as defined by state law. Retaliation against anyone involved in the complaint process is a violation of District policy and is prohibited.

Examples

Bullying of a student could occur by physical contact or through electronic means and may include hazing, threats, taunting, teasing, confinement, assault, demands for money, destruction of property, theft of valued possessions, name calling, rumor spreading, or ostracism.

Retaliation

The District prohibits retaliation by a student or District employee against any person who in good faith makes a report of bullying, serves as a witness, or participates in an investigation.

Examples

Examples of retaliation may include threats, rumor spreading, ostracism, assault, destruction of property, unjustified punishments, or unwarranted grade reductions. Unlawful retaliation does not include petty slights or annoyances.

False Claim

A student who intentionally makes a false claim, offers false statements, or refuses to cooperate with a District investigation regarding bullying shall be subject to appropriate disciplinary action.

Timely Reporting

Reports of bullying shall be made as soon as possible after the alleged act or knowledge of the alleged act. A failure to

STUDENT WELFARE
FREEDOM FROM BULLYING

FFI
(LOCAL)

immediately report may impair the District's ability to investigate and address the prohibited conduct.

Reporting Procedures

Student Report

To obtain assistance and intervention, any student who believes that he or she has experienced bullying or believes that another student has experienced bullying should immediately report the alleged acts to a teacher, school counselor, principal, or other District employee. The Superintendent shall develop procedures allowing a student to anonymously report an alleged incident of bullying.

Employee Report

Any District employee who suspects or receives notice that a student or group of students has or may have experienced bullying shall immediately notify the principal or designee.

Report Format

A report may be made orally or in writing. The principal or designee shall reduce any oral reports to written form.

Periodic Monitoring

The Superintendent or designee shall periodically monitor the reported counts of bullying incidents.

Notice of Report

When an allegation of bullying is reported, the principal or designee shall notify a parent of the alleged victim on or before the third business day after the incident is reported. The principal or designee shall also notify a parent of the student alleged to have engaged in the conduct within a reasonable amount of time after the incident is reported.

Prohibited Conduct

The principal or designee shall determine whether the allegations in the report, if proven, would constitute prohibited conduct as defined by policy FFH, including dating violence and harassment or discrimination on the basis of race, color, religion, sex, gender, national origin, or disability. If so, the District shall proceed under policy FFH. If the allegations could constitute both prohibited conduct and bullying, the investigation under FFH shall include a determination on each type of conduct.

Investigation of Report

The principal or designee shall conduct an appropriate investigation based on the allegations in the report. The principal or

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designee shall promptly take interim action calculated to prevent bullying during the course of an investigation, if appropriate.

Concluding the Investigation

Absent extenuating circumstances, the investigation should be completed within ten District business days from the date of the initial report alleging bullying; however, the principal or designee shall take additional time if necessary to complete a thorough investigation.

The principal or designee shall prepare a final, written report of the investigation. The report shall include a determination of whether bullying occurred, and if so, whether the victim used reasonable self-defense. A copy of the report shall be sent to the Superintendent or designee.

Notice to Parents

If an incident of bullying is confirmed, the principal or designee shall promptly notify the parents of the victim and of the student who engaged in bullying.

District Action

Bullying

If the results of an investigation indicate that bullying occurred, the District official, principal, or designee shall promptly respond by taking appropriate disciplinary action in accordance with the District's Student Code of Conduct and may take corrective action reasonably calculated to address the conduct. The District may notify law enforcement in certain circumstances.

Discipline

A student who is a victim of bullying and who used reasonable self-defense in response to the bullying shall not be subject to disciplinary action.

The discipline of a student with a disability is subject to applicable state and federal law in addition to the Student Code of Conduct.

Corrective Action

Examples of corrective action may include a training program for the individuals involved in the complaint, a comprehensive education program for the school community, follow-up inquiries to determine whether any new incidents or any instances of retaliation have occurred, involving parents and students in efforts to identify problems and improve the school climate, increasing staff monitoring of areas where bullying has occurred, and reaffirming the District's policy against bullying.

Transfers

The principal or designee shall refer to FDB for transfer provisions.

Counseling

The principal or designee shall notify the victim, the student who engaged in bullying, and any students who witnessed the bullying of available counseling options.

Improper Conduct

If the investigation reveals improper conduct that did not rise to the level of prohibited conduct or bullying, the District official, principal, or designee may take action in accordance with the Student Code of Conduct or any other appropriate corrective action.

Confidentiality

To the greatest extent possible, the District shall respect the privacy of the complainant, persons against whom a report is filed, and witnesses. Limited disclosures may be necessary in order to conduct a thorough investigation.

Appeal

A student who is dissatisfied with the outcome of the investigation may appeal through FNG(LOCAL), beginning at the appropriate level.

Records Retention

Retention of records shall be in accordance with CPC(LOCAL).

Access to Policy and Procedures

This policy and any accompanying procedures shall be distributed annually in the employee and student handbooks. Copies of the policy and procedures shall be posted on the District's website, to the extent practicable, and shall be readily available at each campus and the District's administrative offices.

Note: This policy addresses bullying of District students. For purposes of this policy, the term bullying includes cyberbullying.

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STUDENT WELFARE
FREEDOM FROM BULLYING

FFI
(LOCAL)

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STUDENT WELFARE
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11 Greenway Plaza, 22nd Floor
Houston, Texas 77046
Toll-free: 1-800-938-7272
Fax: 713-961-4571
PBK.com

September 24, 2024

VIA: E-MAIL



Mr. Jesse Clayburn, LEED AP
Assistant Superintendent of Facilities & Construction
Cypress-Fairbanks Independent School District
11430-B Perry Road
Houston, Texas 77064

RE: 2022 ISC & ISC West Renovations
Cypress-Fairbanks Independent School District
CFISD Proposal Number: 21-10-5700R-RFP
PBK Project Number: 220025

Dear Mr. Clayburn,

On Tuesday, September 24, 2024, competitive sealed proposals were received in the District's Facilities & Construction Office for the 2022 ISC & ISC West Renovations project. Four (4) offerors submitted proposals as requested. Please find attached a tabulation of the proposal results.

A Selection Committee made up of District administrators, architects, and consultants evaluated the proposals on September 24, 2024, and ranked them based on the selection criteria published in the Instructions to Offerors section of the Contract Documents.

PBK recommends to the Cypress-Fairbanks Independent School District's Board of Trustees the acceptance of the Selection Committee's recommendation to select Nash Industries, Inc. as the contractor for the 2022 ISC & ISC West Renovations project in the amount of \$7,663,300.00, which represents the Base Proposal plus Alternates No. 1, 2b, and 3. All parties teamed up with the Cypress-Fairbanks ISD staff to confirm proposals contained fair and accurate pricing, ensuring that the maximum value to the district was achieved.

Nash Industries, Inc. is a Houston, Texas based contractor that has successfully executed numerous construction projects for a host of school districts in the Texas Gulf Coast area including projects with Cypress- Fairbanks Independent School District. Additionally, after discussions with their references, we feel they are well qualified to execute the requirements of the contract.

We would like to express our sincere thanks to you and your staff, the Board of Trustees, Dr. Killian, and the Cypress-Fairbanks Independent School District for allowing us this exciting opportunity to be part of this important project. We look forward to a successful partnership with the District and Nash Industries, Inc. in the construction of the 2022 ISC & ISC West Renovations project.

Sincerely,
PBK Architects, Inc.

A handwritten signature in blue ink, appearing to read "B. Ross", is written over a horizontal line.

Brandon Ross, AIA, LEED AP BD+C
Managing Partner

Jesse Clayburn
Assistant Superintendent, Facilities & Construction

TO: Dr. Douglas Killian
The Board of Trustees

FROM: Jesse Clayburn

DATE: September 25, 2024

RE: **2022 ISC & ISC WEST RENOVATIONS**
CYPRESS-FAIRBANKS I.S.D. PROPOSAL NO. 21-10-5700R-RFP
CONSTRUCTION CONTRACT AWARD RECOMMENDATION

The District received a total of four (4) proposals from interested contractors on Tuesday, September 24, 2024, for the above referenced project. Attached you will find the proposal tabulation form summarizing the proposals submitted and a recommendation letter from PBK Architects, Inc., dated September 24, 2024.

Our department has carefully evaluated the submitted proposals and hereby recommends to the Board of Trustees, to award the construction contract to Nash Industries, Inc., in the amount of \$7,663,300.00. This recommendation is based upon acceptance of the Base Proposals, Alternates No. 1, 2b, and 3. Nash Industries, Inc., has the highest ranking based upon the proposed price and scoring of the published criteria and therefore provides the best value to the District.

The scope of work for ISC includes renovation of existing office space including additional storage, interior finishes, and restroom finishes. The scope of work for ISC West includes exterior glazing replacement, LED lighting replacement, new fire sprinkler system, new fire alarm system and miscellaneous mechanical, electrical, and plumbing upgrades.

Nash Industries, Inc. is a Houston, Texas based general contractor that has successfully executed projects for many school districts in the Texas Gulf Coast area.

If you should have any questions, please do not hesitate to call.

cc: Shannon Thompson
Amy Hayes
Project File 1.9 / 4.7

PROPOSAL TABULATION SHEET



Proposal Date/Time: Tuesday, September 24 , 2024 at 2:00 P.M. Base Proposals, Alternate Proposals at 3:00 P.M.

2022 ISC & ISC West Renovations

Cypress-Fairbanks Independent School District

Cypress-Fairbanks Independent School District Project No. 21-10-5700R-RFP / PBK Project No. 220025

	DivisionOne Construction, LLC.	ICI Construction, Inc.	Millennium Project Solutions, Inc.	Recommended Proposer Nash Industries, Inc.	Prime Contractors, Inc.
Proposal Bond (Section AD) -	Yes		Yes	Yes	Yes
Base Proposal	\$8,799,000.00		\$9,000,000.00	\$7,000,000.00	\$10,000,000.00
Addenda Acknowledged: 1-5	Yes		Yes	Yes	Yes
ALTERNATES					
Alternate Number 1 – Base Bid Adjustment	-\$520,000.00		-\$1,128,000.00	\$384,000.00	-\$200,000.00
Alternate Number 2a- Chiller by Carrier at ISC West	No Bid		No Bid	No Bid	No Bid
Alternate Number 2b- Chiller by Daikin at ISC West	\$286,000.00		\$284,000.00	\$280,000.00	\$296,000.00
Alternate Number 2c- Chiller by Trane at ISC West	\$297,000.00		\$294,000.00	\$305,000.00	\$308,000.00
Alternate Number 3- Window Curb at ISC West	\$10,000.00		\$10,000.00	-\$700.00	\$19,000.00
FINAL BASE PROPOSAL + ALTERNATES No. 1, 2b, 3	\$8,575,000.00		\$8,166,000.00	\$7,663,300.00	\$10,115,000.00
PROPOSER RANK	3		2	1	4

11 Greenway Plaza, 22nd Floor
Houston, Texas 77046
Toll-free: 1-800-938-7272
Fax: 713-961-4571
PBK.com

September 13, 2024

VIA: E-MAIL



Mr. Jesse Clayburn, LEED AP
Assistant Superintendent of Facilities & Construction
Cypress-Fairbanks Independent School District
11430-B Perry Road
Houston, Texas 77064

RE: 2023 Windfern HS Repurpose
Cypress-Fairbanks Independent School District
CFISD Proposal Number: 23-10-5730R-RFP
PBK Project Number: 220606

Dear Mr. Clayburn,

On Thursday, September 12, 2024, competitive sealed proposals were received in the District's Facilities & Construction Office for the 2023 Windfern HS Repurpose project. Three (3) offerors submitted proposals as requested. Please find attached a tabulation of the proposal results.

A Selection Committee made up of District administrators, architects, and consultants evaluated the proposals on September 13, 2024, and ranked them based on the selection criteria published in the Instructions to Offerors section of the Contract Documents.

PBK recommends to the Cypress-Fairbanks Independent School District's Board of Trustees the acceptance of the Selection Committee's recommendation to select DivisionOne Construction, LLC. as the contractor for the 2023 Windfern HS Repurpose project in the amount of \$10,997,500.00, which represents the Base Proposal plus Alternates No. 1, 2, 3C, 4A, 5. All parties teamed up with the Cypress-Fairbanks ISD staff to confirm proposals contained fair and accurate pricing, ensuring that the maximum value to the district was achieved.

DivisionOne Construction, LLC. is a Houston, Texas based contractor that has successfully executed numerous construction projects for a host of school districts in the Texas Gulf Coast area including projects with Cypress- Fairbanks Independent School District. Additionally, after discussions with their references, we feel they are well qualified to execute the requirements of the contract.

We would like to express our sincere thanks to you and your staff, the Board of Trustees, Dr. Killian, and the Cypress-Fairbanks Independent School District for allowing us this exciting opportunity to be part of this important project. We look forward to a successful partnership with the District and DivisionOne Construction, LLC. in the construction of the 2023 Windfern HS Repurpose.

Sincerely,
PBK Architects, Inc.

A handwritten signature in blue ink, appearing to read "B. Ross", is written over a horizontal line.

Brandon Ross, AIA, LEED AP BD+C
Managing Partner

Jesse Clayburn
Assistant Superintendent, Facilities & Construction

TO: Dr. Douglas Killian
The Board of Trustees

FROM: Jesse Clayburn

DATE: September 13, 2024

RE: **2023 WINDFERN HS REPURPOSE
CYPRESS-FAIRBANKS I.S.D. PROPOSAL NO. 23-10-5730R-RFP
CONSTRUCTION CONTRACT AWARD RECOMMENDATION**

The District received a total of three (3) proposals from interested contractors on Thursday, September 12, 2024, for the above referenced project. Attached you will find the proposal tabulation form summarizing the proposals submitted and a recommendation letter from PBK Architects, Inc. dated September 13, 2024.

Our department has carefully evaluated the submitted proposals and hereby recommends to the Board of Trustees, to award the construction contract to DivisionOne Construction, LLC. in the amount of \$10,997,500.00. This recommendation is based upon acceptance of the Base Proposals, Alternates No. 1, 2, 3C, 4A, and 5. The project is being funded from Bond funds. DivisionOne Construction, LLC. has the highest ranking based upon the proposed price and scoring of the published criteria and therefore provides the best value to the District.

The scope of work for this project includes renovating the existing Windfern High School building to become the new location of the Maybelline Carpenter Center.

DivisionOne Construction, LLC. is a Houston, Texas based general contractor that has successfully executed projects for many school districts in the Texas Gulf Coast area, including Cypress-Fairbanks Independent School District.

If you should have any questions, please do not hesitate to call.

JC/TB

cc: Matt Morgan
Shannon Thompson
Amy Hayes
Project File 1.9

PROPOSAL TABULATION SHEET

Proposal Date/Time: Thursday, September 12, 2024 at 2:00 P.M. Base Proposals, Alternate Proposals at 3:00 P.M.



2023 Windfern HS Repurpose

Cypress-Fairbanks Independent School District

Cypress-Fairbanks Independent School District Project No. 23-10-5730R-RFP / PBK Project No. 220606

	Recommended Proposer		
	DivisionOne Construction, LLC.	ICI Construction, Inc.	Millenium Project Solutions, Inc.
Proposal Bond (Section AD) -	Yes	Yes	Yes
Base Proposal	\$11,499,000.00	\$11,500,000.00	\$13,000,000.00
Addenda Acknowledged: 1-3	Yes	Yes	Yes
ALTERNATES			
Alternate Number 1 – Base Bid Adjustment	-\$985,000.00	-\$1.00	-\$1,551,000.00
Alternate Number 2 - Light Pole	\$85,000.00	\$93,000.00	\$71,000.00
Alternate Number 3A - Scroll Water Chillers Air-Cooled-Carrier	No Bid	No Bid	No Bid
Alternate Number 3B - Scroll Water Chillers Air-Cooled - Trane	\$370,000.00	\$375,000.00	\$387,500.00
Alternate Number 3C - Scroll Water Chillers Air-Cooled - Daikin	\$357,000.00	\$363,000.00	\$373,000.00
Alternate Number 4A - Ductless Mini Split System Air Conditioner - Trane/Mitsubishi	\$8,500.00	\$8,500.00	\$8,700.00
Alternate Number 4B - Ductless Mini Split System Air Conditioner - Daikin	\$9,200.00	\$9,500.00	\$9,600.00
Alternate Number 4C - Ductless Mini Split System Air Conditioner - LG	\$8,500.00	\$8,525.00	\$8,800.00
Alternate Number 5 - Ornamental Fence	\$33,000.00	\$42,000.00	\$42,400.00
FINAL BASE PROPOSAL + ALTERNATES No. 1, 2, 3C, 4A, 5	\$10,997,500.00	\$12,006,499.00	\$11,944,100.00
PROPOSER RANK	1	2	3



To: Darin Crawford
Assistant Superintendent for Support Services

From: Suzy Hunter
Nutrition Services Director

Date: September 4, 2024

Re: Central Packaging for Nutrition Services
Contract #24-10-3720

The following bids were received and opened at 1:00 p.m., Tuesday, August 20, 2024, as advertised and specified in documents concerning **Contract #24-10-3720 Central Packaging for Nutrition Services**. The bids received are located on pages 2-4.

- ^a Overall best value to the District.
- ^b Does not meet District bid conditions.
- ^c No award.
- ^d Does not offer best value to the District.
- ^e Secondary vendor award.

Recommendation: Form Plastics Company
Plascon Packaging Inc.
Pollock Investments Incorporated
Preferred Packaging
The Platinum Packaging Group

Estimated Expenditure: \$586,533.80

Contract Term: October 8, 2024 - October 7, 2025

Renewal: 2 Years

pm

Line 1 84000 - Casings, Label - 2.5 x 350

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
<u>Plascon Packaging Inc.</u>	<u>Dupont - Tyvek YVEK 2.5"</u>	<u>110</u>	<u>CS</u>	<u>\$20.79</u>	<u>\$249.48</u> ^a

Line 2 84010 - Clips, Metal - Tipper Tie-Style Clips

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
<u>Plascon Packaging Inc.</u>	<u>Tipper Tie - L4100H TZ411-P</u>	<u>10</u>	<u>CS</u>	<u>\$0.0274</u>	<u>\$685.00</u> ^a
Pollock Investments Incorporated	Pansaver 40453	10	CS	\$0.0328	\$819.40

Line 3 84020 - Container, Black - 3 1/2 L x 3 1/2 W x 1 1/4 D

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
<u>Preferred Packaging</u>	<u>Preferred Packaging-D72-MW</u>	<u>200</u>	<u>CS</u>	<u>\$0.0598</u>	<u>\$59.80</u> ^a
Form Plastics Company	Form Plastics 5010-150539	200	CS	\$0.0879	\$118.63

Line 4 84030 - Container, Black - 6 1/2 L x 5 W x 1 5/8 D

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
<u>Preferred Packaging</u>	<u>Preferred Packaging-NT130-2HB-MW</u>	<u>50</u>	<u>CS</u>	<u>\$0.1362</u>	<u>\$68.10</u> ^a
The Platinum Packaging Group	Item 324-22, 65-50-19-1ST-HT	50	CS	\$0.1587	\$95.24
Form Plastics Company	Form Plastics Company 6277-404539	50	CS	\$0.1811	\$199.17

Line 5 84040 - Container, Black - 6 1/2 L x 5 W x 1 7/8 D

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
<u>Preferred Packaging</u>	<u>Preferred Packaging-NT140-MW</u>	<u>600</u>	<u>CS</u>	<u>\$0.1362</u>	<u>\$68.10</u> ^a
The Platinum Packaging Group	Item 324-22, 65-50-19-1ST-HT	600	CS	\$0.1587	\$95.24
Form Plastics Company	Form Plastics Company 6047-404539	600	CS	\$0.1811	\$199.17

Line 6 84050 - Container, Clear - 6 1/2 L x 5 W x 1 7/8 D

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
The Platinum Packaging Group	Item 365-23, 65-50-19-1ST-CLD	330	CS	\$0.0803	\$120.41 ^b
<u>Form Plastics Company</u>	<u>Form Plastics Company 6044-128500</u>	<u>330</u>	<u>CS</u>	<u>\$0.1041</u>	<u>\$156.11</u> ^a
Preferred Packaging	Preferred Packaging-NT140-MW	330	CS	\$0.1362	\$68.10

Line 7 84062 - Container, Clear Dessert - 3 5/16 L x 3 5/16 W x 1 7/8 D

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
The Platinum Packaging Group	Item 365-21, 38-38-18-1ST-CLD	1000	CS	\$0.0304	\$73.03 ^b
<u>Preferred Packaging</u>	<u>Preferred Packaging-CON-D74R</u>	<u>1000</u>	<u>CS</u>	<u>\$0.0376</u>	<u>\$75.28</u> ^a
Form Plastics Company	Form Plastics Company 5011-158500	1000	CS	\$0.0490	\$117.63

Line 8 84070 - Container, Clear Salad, Deep - 9 1/4 L x 6 3/4 W x 2 3/4 D

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
<u>Preferred Packaging</u>	<u>Preferred Packaging-SL1065-26-HD</u>	<u>250</u>	<u>CS</u>	<u>\$0.1510</u>	<u>\$75.48</u> ^a
Form Plastics Company	Form Plastics Company 6675-250539	250	CS	\$0.3391	\$211.94

Line 9 84090 - Film, Mylar, Printed - 5.25"

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
<u>Preferred Packaging</u>	<u>Preferred Packaging-DuPont RL42</u> <u>5.25"x5,100" "Printed"</u>	<u>200</u>	<u>Roll</u>	<u>\$132.83</u>	<u>\$132.83</u> ^a
The Platinum Packaging Group	GPG42, RL42 50G, 5-0514-050-690-PUC-RL	200	Roll	\$190.82	\$190.82
Pollock Investments Incorporated	ELKAY 50RL42 5.25" Printed	200	Roll	\$210.06	\$210.06
Form Plastics Company	Form Plastics 9727-5100DP985CVPTD	200	Roll	\$600.73	\$600.73

Line 10 84100 - Film 5.25" Printed, Perforated

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
<u>Preferred Packaging</u>	<u>Preferred Packaging-Dupont RL42</u> <u>5.25"x2,000" "Printed & Perforated"</u>	<u>50</u>	<u>Roll</u>	<u>\$66.41</u>	<u>\$66.41</u> ^a
The Platinum Packaging Group	GPG42, RL42 50G PERF, 5-0514-050-691-PUC-RL	50	Roll	\$73.87	\$73.87
Pollock Investments Incorporated	ELKAY 50RL42 Printed/Perf	50	Roll	\$115.30	\$115.30
Form Plastics Company	Form Plastics Company 9758-2000DPPCP PTD	50	Roll	\$833.48	\$833.48

Line 11 84120 - Film, Printed Lidding, Non-Perforated - 10.125"

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
<u>Preferred Packaging</u>	<u>Preferred Packaging-RL42</u>	<u>50</u>	<u>Roll</u>	<u>\$249.80</u>	<u>\$249.80</u> ^a
The Platinum Packaging Group	GPG42, RL42 50G, 5-1018-050-690-PUC-RL	50	Roll	\$371.60	\$371.60
Pollock Investments Incorporated	ELKAY 50RL42 10.25" Printed	50	Roll	\$451.98	\$451.98
Form Plastics Company	Form Plastics Company 9785-5100DP985PTD	50	Roll	\$963.38	\$963.38

Line 12 84130 - Film, Mylar - 11" 1 Mil, anti-fog for product clarity, 11" wide 3" core, 9.5" outside diameter

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
Preferred Packaging	Preferred Packaging-FLM-100-CTAF-11	60	Roll	\$185.56	\$185.56 ^b
The Platinum Packaging Group	OLAF,100G, 5-1100-100-800-T-RL	60	Roll	\$197.48	\$197.48 ^a
Preferred Packaging	Preferred Packaging-DuPont FLM-100 OLAF	60	Roll	\$222.67	\$222.67
Pollock Investments Incorporated	ELKAY 100 OLAF Noperf 11"	60	Roll	\$352.94	\$352.94
Form Plastics Company	Form Plastics Company 9795-5100DP100OLCV	60	Roll	\$542.70	\$542.70

Line 13 84140 - Film, Mylar - 12" 1 Mil, anti-fog for product clarity, 12" wide 3" core, 9.5" outside diameter

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
The Platinum Packaging Group	OLAF,100G, 5-1200-100-800-RL	60	Roll	\$200.84	\$200.84 ^a
Preferred Packaging	Preferred Packaging-FLM-100-CTAF-12	60	Roll	\$202.10	\$202.10
Preferred Packaging	Preferred Packaging-DuPont FLM-100 OLAF-12	60	Roll	\$242.52	\$242.52
Pollock Investments Incorporated	ELKAY 100 OLAF Noperf 12"	60	Roll	\$385.46	\$385.46
Form Plastics Company	Form Plastics Company 9803-5100DP100OLCV	60	Roll	\$592.04	\$592.04

Line 14 84150 - Film, Mylar - 13" 1 Mil, anti-fog for product clarity, 13" wide 3" core, 9.5" outside diameter

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
Preferred Packaging	Preferred Packaging-FLM-100-CTAF-13	140	Roll	\$219.26	\$219.26 ^b
The Platinum Packaging Group	OLAF,100G, 5-1300-100-800-RL	140	Roll	\$230.97	\$230.97 ^a
Preferred Packaging	Preferred Packaging - DuPont FLM-100 OLAF-13	140	Roll	\$263.15	\$263.15
Pollock Investments Incorporated	ELKAY 100 OLAF Noperf 13"	140	Roll	\$416.72	\$416.72

Line 15 84160 - Film, Mylar - 14"

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
Preferred Packaging	Preferred Packaging-FLM-100-CTAF-14	180	Roll	\$236.16	\$236.16 ^b
The Platinum Packaging Group	OLAF,100G, 5-1400-100-800-RL	180	Roll	\$252.65	\$252.65 ^a
Preferred Packaging	Preferred Packaging-DuPont FLM-100 OLAF-14	180	Roll	\$283.39	\$283.39
Pollock Investments Incorporated	ELKAY 100 OLAF Noperf 14"	180	Roll	\$453.05	\$453.05
Form Plastics Company	Form Plastics Company 9826-5100DP100OLCV	180	Roll	\$690.71	\$690.71

Line 16 84161 - Film, Mylar - 16"

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
Preferred Packaging	Preferred Packaging-FLM-100-CTAF-16	60	Roll	\$269.89	\$269.89 ^b
The Platinum Packaging Group	OLAF,100G, 5-1600-100-800-RL	60	Roll	\$288.75	\$288.75 ^a
Preferred Packaging	Preferred Packaging-DuPont FLM-100 OLAF-16	60	Roll	\$323.87	\$323.87
Pollock Investments Incorporated	ELKAY 100 OLAF Noperf 16"	60	Roll	\$513.94	\$513.94

Line 17 84179 - Film, Laminate - 11.00" x 2000', 2 Mil

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
Preferred Packaging	Preferred Packaging-OS200-011.00X2000	50	Roll	\$111.30	\$111.30 ^a
The Platinum Packaging Group	2 mil OS200, EVA,5-1100-200-700-2000-RL	50	Roll	\$154.16	\$154.16

Line 18 84108 - Film, Printed - 3 9/16"

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
Preferred Packaging	Preferred Packaging - RL43T - FLM-CYPRESS-00003-V00	150	Roll	\$92.40	\$92.40 ^a
The Platinum Packaging Group	GPG43, RL43 50G, 5-3916-050-690-PUC-RL	150	Roll	\$129.48	\$129.48
Pollock Investments Incorporated	ELKAY 50 RL43T Printed	150	Roll	\$186.83	\$186.83

^c Line 19 84182 - Over Wrap Film - 24"

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
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Line 20 84190 - Pre-Clip Casing - 10" x 20", 4.5 Mil

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
Plascon Packaging Inc.	Plascon 1045-20-5105-CL	700	CS	\$0.3230	\$80.75 ^d
Pollock Investments Incorporated	Pansaver 43012	700	CS	\$0.3476	\$173.78 ^a

Line 21 84200 - Pre-Clip Casing - 10" x 24", 4.5 Mil

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
Plascon Packaging Inc.	Plascon 1045-24-5105-CL	170	CS	\$0.3650	\$91.25 ^a
Pollock Investments Incorporated	Pansaver 42803	170	CS	\$0.3806	\$190.31 ^e

^c Line 22 77902 - Ribbon, Black, Thermal Transfer, 55MM X 450M

<u>SUPPLIER</u>	<u>BRAND AND PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE PER EACH</u>	<u>PRICE PER CASE</u>
Pollock Investments Incorporated	IPM VDJO55450PNE	500	Roll	\$5.88	\$141.12

**Cypress-Fairbanks Independent School District
Nutrition Services Department**

11355 Perry Road
Houston, Texas 77064
281-897-4543

TO: James Briscoe, Director of Procurement Services
FROM: Suzy Hunter, Nutrition Services Director
DATE: 9/4/2024
RE: Central Packaging for Nutrition Services 24-10-3720

The purpose of this memo is to explain the evaluation scoring for the Central Packaging for Nutrition Services 24-10-3720 bid. The vendor awarded has the highest score per line based on the weighted criteria included in the solicitation. The weighted criteria were developed to maintain compliance with the United States Department of Agriculture regulations for federal programs.

Weighted criteria include purchase price, reputation of the vendor and vendor's goods or services, quality of the vendor's goods or services, extent to which the goods or services meet the needs of the District, and any other relevant factors specifically listed in the request for bid or proposal. The evaluating committee was comprised of our own internal procurement professionals and other relevant Nutrition Services staff.

If you have any questions, please contact the Nutrition Services Department.

Sincerely,

Suzy Hunter

Suzy Hunter

Nutrition Services Director



To: **Darin Crawford**
 Assistant Superintendent for Support Services

From: **James Briscoe**
 Director of Procurement Services

Date: **September 16, 2024**

Re: **HVAC Condenser and Cooling Tower Water Treatment and Cleaning Services**
 Annual Contract #24-10-6162R-RFP

The following proposals were received and opened at 10:00 a.m., Wednesday, September 4, 2024, as advertised and specified in documents concerning **Annual Contract #24-10-6162R-RFP HVAC Condenser and Cooling Tower Water Treatment and Cleaning Services**. The proposals received and the final evaluation summaries are located on pages 2 - 4.

Recommendation: **Chem-Aqua**
 Nalco Company

Estimated Expenditure: **\$458,391.36**

Contract Term: **November 1, 2024 - October 31, 2025**

Renewal: **4 Years**

kj

Line 1 Annual Fee for Tower Water Treatment

<u>SUPPLIER</u>	<u>ANNUAL FEE</u>
Apollo Water Services	\$461,705.42
Chem-Aqua	\$426,831.00
<u>Nalco Company</u>	<u>\$337,866.36</u>

Line 2 Annual Fee for Tower Cleaning

<u>SUPPLIER</u>	<u>ANNUAL FEE</u>
Apollo Water Services	\$160,786.22
<u>Chem-Aqua</u>	<u>\$120,525.00</u>
Nalco Company	\$130,078.21

24-10-6162R-RFP HVAC Condenser and Cooling Tower Water Treatment and Cleaning Services

TEAM SCORE SUMMARY - WATER TREATMENT

Company/Vendor Name	Evaluator 1	Evaluator 2	Evaluator 3	Average Score	Ranking
Apollo Water Services	49.00	62.50	19.00	43.50	3.00
Chem-Aqua	69.00	64.90	28.00	53.97	2.00
Nalco Company	95.40	90.50	90.00	91.97	1.00

24-10-6162R-RFP HVAC Condenser and Cooling Tower Water Treatment and Cleaning Services

TEAM SCORE SUMMARY - TOWER CLEANING

Company/Vendor Name	Evaluator 1	Evaluator 2	Evaluator 3	Average Score	Ranking
Apollo Water Services	52.00	45.00	19.00	38.67	3.00
Chem-Aqua	79.50	89.50	41.10	70.03	1.00
Nalco Company	81.30	63.70	64.20	69.73	2.00

Memo:

To: Darin Crawford, Assist Superintendent for Support Services

From: James Briscoe, Director of Procurement Services

Subject: Contract 24-10-6162R-RFP HVAC Condenser and Cooling Tower Water Treatment and Cleaning Services

Date: 09/17/2024

I am pleased to announce that after careful consideration of our best value approach for the district, Chem-Aqua, and Nalco Company have been selected as the awardees of Contract 24-10-6162R-RFP for HVAC Condenser and Cooling Tower Water Treatment and Cleaning Services. The term of the contract shall be a one-year period, commencing on November 1, 2024, and ending on October 31, 2025.

Furthermore, this contract shall remain firm for one (1) year through October 31, 2025, with automatic renewal annually for four (4) additional one-year terms through October 31, 2029, unless either party provides thirty (30) days' written notice of non-renewal. Additionally, upon mutual agreement, proposed prices can be extended beyond the firm price offer date on a month-to-month basis for up to 6 months.

The services to be provided by the contractors include the provision of chemicals, testing procedures, training, consulting, and technical service in support of the cleaning and disinfection of the cooling tower system. The decision to award the contract to multiple vendors was made to improve efficiencies and maximize service.

The necessity of this contract stems from the critical nature of regularly maintaining and cleaning cooling towers to ensure their longevity, efficiency, and safety. It is imperative to address the specific risks associated with unmaintained cooling towers, such as bacterial growth (including Legionella), algae, and biofilms, and their potential impact on the system's performance and safety. Regular cleaning is indispensable in preventing these risks, preserving the longevity and functionality of the cooling tower, and mitigating costs associated with repairs and replacements.

Please acknowledge the successful award received by Chem-Aqua and Nalco Company. We are confident that their expertise and services will greatly benefit our district.

Sincerely,

James Briscoe

Director of Procurement Services Cypress-Fairbanks ISD



To: Darin Crawford
 Assistant Superintendent for Support Services

From: Suzy Hunter
 Nutrition Services Director

Date: September 4, 2024

Re: Maintenance Fleet Vehicles for Nutrition Services
 Annual Contract #24-10-3960

The following bids were received and opened at 1:00 p.m., Tuesday, August 20, 2024, as advertised and specified in documents concerning **Annual Contract #24-10-3960 Maintenance Fleet Vehicles for Nutrition Services**. The bids received are located on page 2.

Recommendation: Sames Laredo Chevrolet, Inc.

Estimated Expenditure: \$341,184.40

Contract Term: October 8, 2024 - October 7, 2025

Renewal: 1 Year

sm

Line 1 Maintenance Tech Van: Front End Cab with Service Utility Van

<u>SUPPLIER</u>	<u>BRAND / PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>UNIT PRICE</u>	<u>Extended Price</u>
<u>Sames Laredo Chevrolet, Inc.</u>	<u>Chevrolet Express Commercial Cutaway</u> <u>(CG33503) with KUV129D20L</u>	<u>4</u>	<u>EA</u>	<u>\$63,250.00</u>	<u>\$253,000.00</u>

Line 2 Maintenance Tech Truck with Hard Rollup Cover

<u>SUPPLIER</u>	<u>BRAND / PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>UNIT PRICE</u>	<u>Extended Price</u>
<u>Sames Laredo Chevrolet, Inc.</u>	<u>Chevrolet Silverado 1500</u>	<u>1</u>	<u>EA</u>	<u>\$40,595.40</u>	<u>\$40,595.40</u>
Triple Crown Ford Lincoln	F150	1	EA	\$46,131.91	\$46,131.91

Line 3 Maintenance Tech Truck with Lift Gate

<u>SUPPLIER</u>	<u>BRAND / PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>UNIT PRICE</u>	<u>Extended Price</u>
<u>Sames Laredo Chevrolet, Inc.</u>	<u>Chevrolet Silverado 2500HD</u>	<u>1</u>	<u>EA</u>	<u>\$47,589.00</u>	<u>\$47,589.00</u>
Triple Crown Ford Lincoln	F250	1	EA	\$54,651.87	\$54,651.87

**Cypress-Fairbanks Independent School District
Nutrition Services Department**

11355 Perry Road
Houston, Texas 77064
281-897-4543

TO: James Briscoe, Director of Procurement Services
FROM: Suzy Hunter, Nutrition Services Director
DATE: 9/4/2024
RE: Maintenance Fleet Vehicles for Nutrition Services 24-10-3960

The purpose of this memo is to explain the evaluation scoring for the Maintenance Fleet Vehicles for Nutrition Services 24-10-3960 bid. The vendor(s) awarded scored the highest per line based on the weighted criteria included in the solicitation. The weighted criteria were developed to maintain compliance with the United States Department of Agriculture regulations for federal programs.

Weighted criteria includes purchase price, reputation of the vendor and vendor's goods or services, quality of the vendor's goods or services, extent to which the goods or services meet the needs of the District, and any other relevant factors specifically listed in the request for bid or proposal. The evaluating committee was comprised of our own internal procurement professionals and other relevant Nutrition Services staff.

If you have any questions, please contact the Nutrition Services Department.

Sincerely,

Suzy Hunter

Suzy Hunter

Nutrition Services Director

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Line 1 Percentage Discount: Paints, Varnishes, Stains, Fillers, Sealers and Solvents

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
MAVICH	1	Percent Off	0.0%
southwestern paint and wallpaper	1	Percent Off	30.0%
<u>The Sherwin Williams Company</u>	1	Percent Off	<u>35.0%</u> ^a
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Percent Off	60.0%

Line 2 Interior / Exterior Waterborne Acrylic Paint – Eg-Shel – (1-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$24.75</u> ^a
Maryen Services LLC	1	Gallon	\$46.50
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$50.78
southwestern paint and wallpaper	1	Gallon	\$69.62

Line 3 Interior / Exterior Waterborne Acrylic Paint – Eg-Shel – (5-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	5 Gallon	<u>\$118.75</u> ^a
southwestern paint and wallpaper	1	5 Gallon	\$331.51

Line 4 Interior / Exterior Waterborne Acrylic Paint – Semi Gloss – (1-Gallon Pail)

Renewal:	2 Years		
<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$26.75</u> ^a
southwestern paint and wallpaper	1	Gallon	\$45.46
Maryen Services LLC	1	Gallon	\$47.50
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$52.08

Line 5 Interior / Exterior Waterborne Acrylic Paint – Semi Gloss – (5-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	5 Gallon	<u>\$138.75</u> ^a
Maryen Services LLC	1	5 Gallon	\$232.50
southwestern paint and wallpaper	1	5 Gallon	\$251.06
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	5 Gallon	\$260.40

Line 6 Interior Waterborne Acrylic Latex, All in One Paint and Primer – Flat – (1 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$24.78</u> ^a
southwestern paint and wallpaper	1	Gallon	\$29.86
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$33.80
Maryen Services LLC	1	Gallon	\$42.01

Line 7 Interior Waterborne Acrylic Latex, All in One Paint and Primer – Flat – (5 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	5 Gallon	<u>\$118.90</u> ^a
southwestern paint and wallpaper	1	5 Gallon	\$129.08
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	5 Gallon	\$163.26
Maryen Services LLC	1	5 Gallon	\$210.05

Line 8 Interior Waterborne Acrylic Latex, All in One Paint and Primer – Satin – (1 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$27.99</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$36.11
southwestern paint and wallpaper	1	Gallon	\$38.00
Maryen Services LLC	1	Gallon	\$43.01

Line 9 Interior Waterborne Acrylic Latex, All in One Paint and Primer – SATIN – (5 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	5 Gallon	<u>\$129.95</u> ^a
southwestern paint and wallpaper	1	5 Gallon	\$167.58
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	5 Gallon	\$174.81
Maryen Services LLC	1	5 Gallon	\$210.05

Line 10 Interior Waterborne Acrylic Latex, All in One Paint and Primer – Semi Gloss – (1 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$29.99</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$37.27
southwestern paint and wallpaper	1	Gallon	\$38.00
Maryen Services LLC	1	Gallon	\$44.10

Line 11 Interior Waterborne Acrylic Latex, All in One Paint and Primer - (5 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	5 Gallon	<u>\$139.95</u> ^a
southwestern paint and wallpaper	1	5 Gallon	\$167.58
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	5 Gallon	\$180.59
Maryen Services LLC	1	5 Gallon	\$215.50

Line 12 100% Acrylic Exterior Latex Paint – SATIN – (1 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$23.00</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$28.60
Maryen Services LLC	1	Gallon	\$35.89
southwestern paint and wallpaper	1	Gallon	\$38.71

Line 13 100% Acrylic Exterior Latex Paint – SATIN – (5 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	5 Gallon	<u>\$110.00</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	5 Gallon	\$137.23
southwestern paint and wallpaper	1	5 Gallon	\$175.90
Maryen Services LLC	1	5 Gallon	\$179.45

Line 14 Alkyd Industrial Enamel Paint – Gloss – (1 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$34.34</u> ^a
southwestern paint and wallpaper	1	Gallon	\$60.78
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$64.62

Line15 Fast Drying Industrial Finishing Enamel – Gloss – (1 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$30.66</u> ^a
southwestern paint and wallpaper	1	Gallon	\$60.54
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$64.62

Line 16 Interior / Exterior General Purpose, Short Oil Alkyd – Gloss - (1 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$43.00</u> ^a
Maryen Services LLC	1	Gallon	\$56.50
southwestern paint and wallpaper	1	Gallon	\$58.14
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$64.62

Line 17 Acrylic Anti-Slip Deck Coating with Aggregate – All Tint Bases and Colors Available - (5 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	5 Gallon	<u>\$186.50</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	5 Gallon	\$179.00
Maryen Services LLC	1	5 Gallon	\$212.50
southwestern paint and wallpaper	1	5 Gallon	\$267.39

Line 18 Fast Drying Waterborne Traffic Marking Paint – Colors: White, Yellow, Red, Blue, Black - (5 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	5 Gallon	<u>\$99.40</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	5 Gallon	\$97.00
southwestern paint and wallpaper	1	5 Gallon	\$158.31
Maryen Services LLC	1	5 Gallon	\$165.00

Line 19 Fast Dry Traffic Marking Paint Aerosol Spray Paint – Colors: White, Yellow - (Aerosol Can)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Can	<u>\$7.99</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Can	\$9.66
southwestern paint and wallpaper	1	Can	\$15.55
Maryen Services LLC	1	Can	\$17.99

Line 20 Rust Preventative Aerosol Paints – Various Colors - (Aerosol Can)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Can	\$6.99
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Can	\$6.99
southwestern paint and wallpaper	1	Can	\$8.39
<u>The Sherwin Williams Company</u>	1	Can	<u>\$8.79</u> ^a

Line 21 Fast Dry Aerosol Primers – Various Colors – (Aerosol Can)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Can	\$6.36
southwestern paint and wallpaper	1	Can	\$8.39
<u>The Sherwin Williams Company</u>	1	Can	<u>\$8.79</u> ^a

Line 22 Fast Dry Oil-Base Polyurethane Clear – Gloss (1 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$52.00</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$59.99
southwestern paint and wallpaper	1	Gallon	\$86.29

Line 23 Interior/Exterior FastDry Adhesion Promoting Latex Primer (1-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$31.66
southwestern paint and wallpaper	1	Gallon	\$57.86
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$65.46</u> ^a
Maryen Services LLC	1	Gallon	\$65.50

Line 24 Interior / Exterior Latex Primer / Sealer (5 Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	5 Gallon	<u>\$99.65</u> ^a
southwestern paint and wallpaper	1	5 Gallon	\$125.85
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	5 Gallon	\$152.50
Maryen Services LLC	1	5 Gallon	\$155.50

Line 25 Fast Dry Stain Blocking Aerosol Alkyd Primer/Sealer - White (Aerosol Can)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Can	<u>\$4.50</u> ^a
southwestern paint and wallpaper	1	Can	\$9.09
Maryen Services LLC	1	Can	\$15.45
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Can	\$64.00

Line 26 Interior/Exterior Fast Dry Adhesion Promoting Latex Primer (1-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$31.66
southwestern paint and wallpaper	1	Gallon	\$57.86
Maryen Services LLC	1	Gallon	\$65.45
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$65.46</u> ^a

Line 27 Acrylic Adhesion-Promoting Metal Bonding Primer (1-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$43.97</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$54.67
southwestern paint and wallpaper	1	Gallon	\$71.60
Maryen Services LLC	1	Gallon	\$73.95

Line 28 Exterior Alkyd Wood Primer (1-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$30.48</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$36.70
Maryen Services LLC	1	Gallon	\$38.28
southwestern paint and wallpaper	1	Gallon	\$51.49

Line 29 Interior/Exterior Self-Cross-Linking Rust Inhibiting Universal Acrylic Primer – All Colors (1-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$35.03</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$54.67
southwestern paint and wallpaper	1	Gallon	\$54.76
Maryen Services LLC	1	Gallon	\$57.89

Line 30 Fast Dry Rust Preventative Universal Alkyd Metal Primer – All Colors (1-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$36.75</u> ^a
southwestern paint and wallpaper	1	Gallon	\$51.97
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$62.48
Maryen Services LLC	1	Gallon	\$68.50

Line 31 Fast Dry Industrial Alkyd Shop Metal Primer – All Colors (1-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
southwestern paint and wallpaper	1	Gallon	\$27.87
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$32.65</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$62.48
Maryen Services LLC	1	Gallon	\$74.50

Line 32 Aluminum/Galvanizing Waterborne Wash Primer Heavy Metal/Mineral Acid Free (1-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$44.13</u> ^a
Maryen Services LLC	1	Gallon	\$56.25
southwestern paint and wallpaper	1	Gallon	\$71.60
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$100.00

Line 33 Interior / Exterior Acrylic Concrete and Masonry Primer - Sealer (5-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	5 Gallon	<u>\$110.00</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	5 Gallon	\$94.56
southwestern paint and wallpaper	1	5 Gallon	\$101.32
Maryen Services LLC	1	5 Gallon	\$207.50

Line 34 General Purpose, Medium-Dry Lacquer Thinner (1-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$15.75</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$18.13
southwestern paint and wallpaper	1	Gallon	\$20.99
MAVICH	1	Gallon	\$30.37

Line 35 General Purpose, Medium-Dry Lacquer Thinner (5-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	5 Gallon	<u>\$74.95</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	5 Gallon	\$73.15
southwestern paint and wallpaper	1	5 Gallon	\$74.19
MAVICH	1	5 Gallon	\$187.10

Line 36 General Purpose, Mineral Spirits, Odorless (1-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$15.50</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$22.47
southwestern paint and wallpaper	1	Gallon	\$23.07
MAVICH	1	Gallon	\$42.77

Line 37 General Purpose, Mineral Spirits, Odorless (5-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	5 Gallon	<u>\$75.00</u> ^a
southwestern paint and wallpaper	1	5 Gallon	\$93.72
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	5 Gallon	\$110.04
MAVICH	1	5 Gallon	\$189.19

Line 38 General Purpose, Denatured Alcohol (1-Gallon Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Gallon	<u>\$14.75</u> ^a
southwestern paint and wallpaper	1	Gallon	\$16.09
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Gallon	\$20.02
MAVICH	1	Gallon	\$24.04

Line 39 Water-Based Paint De-Glosser and Pre-Paint Cleaner (1-Quart Bottle)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Quart	<u>\$4.84</u> ^a
MAVICH	1	Quart	\$6.51
southwestern paint and wallpaper	1	Quart	\$10.09

Line 40 Interior/Exterior Multi-Purpose, Premixed, Vinyl Patching Compound (1 lb. Can)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
southwestern paint and wallpaper	1	Can	\$4.85
MAVICH	1	Can	\$10.82
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Can	\$14.00
<u>The Sherwin Williams Company</u>	1	Can	<u>\$20.22</u> ^a

Line 41 Interior/Exterior Multi-Purpose, Premixed, Vinyl Patching Compound (14 lb. Pail)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Pail	<u>\$65.00</u> ^a
southwestern paint and wallpaper	1	Pail	\$80.00
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Pail	\$196.00

Line 42 Interior, Fast Drying, Shrink Resisting, Sandable/Paintable Wood Filler - (1 Quart Tub)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Quart	<u>\$7.56</u> ^a
MAVICH	1	Quart	\$10.60
southwestern paint and wallpaper	1	Quart	\$11.19
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Quart	\$14.49

Line 43 Caulk, Interior/Exterior Quick Dry Paintable Siliconized Acrylic Latex White

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
MAVICH	1	Tube	\$2.13
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Tube	\$2.32
<u>The Sherwin Williams Company</u>	1	Tube	<u>\$3.11</u> ^a
southwestern paint and wallpaper	1	Tube	\$3.84
Maryen Services LLC	1	Tube	\$4.01

Line 44 Caulk, Interior/Exterior Paintable Siliconized Acrylic Latex White

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Tube	<u>\$1.49</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Tube	\$1.78
MAVICH	1	Tube	\$2.81
southwestern paint and wallpaper	1	Tube	\$2.98
Maryen Services LLC	1	Tube	\$3.91

Line 45 All-Purpose Joint Compound, 62 lb. Pail

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
southwestern paint and wallpaper	1	Pail	\$15.39
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Pail	\$24.80
<u>The Sherwin Williams Company</u>	1	Pail	<u>\$26.51</u> ^a

Line 46 Lightweight All-Purpose Joint Compound, 34 lb. Box

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Box	<u>\$11.97</u> ^a
southwestern paint and wallpaper	1	Box	\$15.39
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Box	\$20.44

Line 47 Lightweight Fast-Setting Patching Compound - Powder

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Bag	\$12.60
MAVICH	1	Bag	\$14.57
<u>The Sherwin Williams Company</u>	1	Bag	<u>\$15.75</u> ^a
southwestern paint and wallpaper	1	Bag	\$16.09

Line 48 Lightweight Fast-Setting Patching Compound - Powder

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Bag	\$12.60
<u>The Sherwin Williams Company</u>	1	Bag	<u>\$15.75</u> ^a
southwestern paint and wallpaper	1	Bag	\$16.09

Line 49 Lightweight Fast-Setting Patching Compound - Powder

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Bag	\$12.60
<u>The Sherwin Williams Company</u>	1	Bag	<u>\$15.75</u> ^a
southwestern paint and wallpaper	1	Bag	\$16.09

Line 50 Contractor Grade, High Adhesion Masking Tape – (2in Wide Roll)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Roll	<u>\$3.37</u> ^a
southwestern paint and wallpaper	1	Roll	\$4.32
Maryen Services LLC	1	Roll	\$4.50
MAVICH	1	Roll	\$4.81
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Roll	\$7.98

Line 51 Blue Multi-Surface Painters Tape – (2in Wide Roll)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Roll	<u>\$6.99</u> ^a
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Roll	\$6.99
southwestern paint and wallpaper	1	Roll	\$10.21
MAVICH	1	Roll	\$230.71

Line 52 Drywall Tape, Fiberglass, Self-Adhesive – White – (2in Wide Roll)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Roll	<u>\$5.82</u> ^a
southwestern paint and wallpaper	1	Roll	\$6.99
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Roll	\$7.14
MAVICH	1	Roll	\$10.54

Line 53 Aluminum Oxide Non-Slip Sheet Sandpaper, 80 Grit, 9 in. x 11 in.

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	PKG	\$3.71
<u>The Sherwin Williams Company</u>	1	PKG	<u>\$15.50</u> ^a
southwestern paint and wallpaper	1	PKG	\$22.34
MAVICH	1	PKG	\$47.99

Line 54 Aluminum Oxide Non-Slip Sheet Sandpaper, 120 Grit, 9 in. x 11 in.

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	PKG	\$3.71
<u>The Sherwin Williams Company</u>	1	PKG	<u>\$15.50</u> ^a
southwestern paint and wallpaper	1	PKG	\$19.64
MAVICH	1	PKG	\$101.84

Line 55 Aluminum Oxide Non-Slip Sheet Sandpaper, 180 Grit, 9 in. x 11 in.

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	PKG	\$3.71
southwestern paint and wallpaper	1	PKG	\$13.24
<u>The Sherwin Williams Company</u>	1	PKG	<u>\$15.50</u> ^a
MAVICH	1	PKG	\$93.59

Line 56 Aluminum Oxide Non-Slip Sheet Sandpaper, 220 Grit, 9 in. x 11 in.

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	PKG	\$3.71
southwestern paint and wallpaper	1	PKG	\$13.24
<u>The Sherwin Williams Company</u>	1	PKG	<u>\$15.50</u> ^a
MAVICH	1	PKG	\$83.77

Line 57 Aluminum Oxide Non-Slip Sheet Sandpaper, 320 Grit, 9 in. x 11 in.

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	PKG	\$3.71
southwestern paint and wallpaper	1	PKG	\$13.24
<u>The Sherwin Williams Company</u>	1	PKG	<u>\$15.50</u> ^a
MAVICH	1	PKG	\$96.27

Line 58 Sanding Sponge, 120 Grit, 3.7 in. x 2.6 in. x 1 in.

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Each	<u>\$2.80</u> ^a
southwestern paint and wallpaper	1	Each	\$3.60
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$4.90

Line 59 Sanding Sponge, 180 Grit, 3.7 in. x 2.6 in. x 1 in.

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Each	<u>\$2.80</u> ^a
southwestern paint and wallpaper	1	Each	\$3.60
MAVICH	1	Each	\$4.46
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$4.90

Line 60 Roller Cover, 9 in. Sheepskin 1/2 in. Nap.

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
MAVICH	1	Each	\$4.09
<u>The Sherwin Williams Company</u>	1	Each	<u>\$10.00</u> ^a
southwestern paint and wallpaper	1	Each	\$10.84
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$12.11
Maryen Services LLC	1	Each	\$15.11

Line 61 Roller Cover, 9 in. Sheepskin 3/4 in. Nap.

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
MAVICH	1	Each	\$5.96
<u>The Sherwin Williams Company</u>	1	Each	<u>\$10.00</u> ^a
southwestern paint and wallpaper	1	Each	\$10.84
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$12.11
Maryen Services LLC	1	Each	\$15.11

Line 62 Roller Cover, 9 in. 100% Polyamide 1/2 in. Nap # 140630093

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$6.09
<u>The Sherwin Williams Company</u>	1	Each	<u>\$7.65</u> ^a
southwestern paint and wallpaper	1	Each	\$8.39
MAVICH	1	Each	\$9.86

Line 63 Roller Cover, 9 in. 100% Polyamide 3/4 in. Nap # 140630094

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$6.09
<u>The Sherwin Williams Company</u>	1	Each	<u>\$7.65</u> ^a
southwestern paint and wallpaper	1	Each	\$9.44
MAVICH	1	Each	\$10.69

Line 64 Roller Frame, 9 in. Heavy-Duty 5-Wire Cage Roller Frame with Threaded End

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Each	<u>\$6.62</u> ^a
southwestern paint and wallpaper	1	Each	\$7.69
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$8.33
Maryen Services LLC	1	Each	\$9.05
MAVICH	1	Each	\$11.14

Line 65 Roller Frame, 4 in. Cage Roller Frame with Threaded End

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$2.38
southwestern paint and wallpaper	1	Each	\$3.00
<u>The Sherwin Williams Company</u>	1	Each	<u>\$4.58</u> ^a
Maryen Services LLC	1	Each	\$5.00
MAVICH	1	Each	\$9.02

Line 66 Roller Cover, 4 in. Polyester 3/4 in. Nap

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$2.76
<u>The Sherwin Williams Company</u>	1	Each	<u>\$2.88</u> ^a
southwestern paint and wallpaper	1	Each	\$4.19
MAVICH	1	Each	\$4.46
Maryen Services LLC	1	Each	\$6.01

Line 67 5-Gallon Bucket Grid, Four-Sided Heavy Duty

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	5 Gallon	<u>\$2.77</u> ^a
MAVICH	1	5 Gallon	\$3.01
southwestern paint and wallpaper	1	5 Gallon	\$3.14
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	5 Gallon	\$4.19
Maryen Services LLC	1	5 Gallon	\$5.25

Line 68 General Purpose, Premium, All White, Recycled Cotton Knit T-Shirt Material (40lb Box) (10519SW)

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Box	\$14.00
<u>The Sherwin Williams Company</u>	1	Box	<u>\$83.99</u> ^a
southwestern paint and wallpaper	1	Box	\$90.99
MAVICH	1	Box	\$144.26

Line 69 Design Guide: Purdy XL-Series Dale Trim Brush, # 144080325

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$11.33
<u>The Sherwin Williams Company</u>	1	Each	<u>\$13.93</u> ^a
MAVICH	1	Each	\$18.29
southwestern paint and wallpaper	1	Each	\$20.29

Line 70 Brush, 3 in. x 7/8 in. Thick, Latex Flat Wall – Medium Stiff Bristle # 144400330

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$14.69
<u>The Sherwin Williams Company</u>	1	Each	<u>\$24.50</u> ^a
southwestern paint and wallpaper	1	Each	\$27.29
MAVICH	1	Each	\$37.33

Line 71 Brush, 3 in. x 5/8 in. Thick, Latex Thin Trim – Medium Stiff Bristle # 144380330

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
<u>The Sherwin Williams Company</u>	1	Each	<u>\$17.93</u> ^a
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$20.04
MAVICH	1	Each	\$28.39

Line 72 Brush, 2 1/2 in. x 1/2 in. Thick, Latex Angle Sash – Stiff Bristle # 144080725

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$13.85
<u>The Sherwin Williams Company</u>	1	Each	<u>\$17.67</u> ^a
southwestern paint and wallpaper	1	Each	\$20.99

Line 73 Brush, 3 in. x 7/8 in. Thick, Latex Flat Wall – Stiff Bristle # 144400730

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$19.45
<u>The Sherwin Williams Company</u>	1	Each	<u>\$21.58</u> ^a
southwestern paint and wallpaper	1	Each	\$27.29
MAVICH	1	Each	\$29.53

Line 74 Brush, 2 1/2 in. x 1/2 in. Thick, Latex Angle Sash – Soft Bristle # 144080225

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$12.14
<u>The Sherwin Williams Company</u>	1	Each	<u>\$16.00</u> ^a
southwestern paint and wallpaper	1	Each	\$18.89

Line 75 Brush, 3 in. x 7/8 in. Thick, Latex Flat Wall – Soft Bristle # 144400230

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$14.69
<u>The Sherwin Williams Company</u>	1	Each	<u>\$23.50</u> ^a
southwestern paint and wallpaper	1	Each	\$27.29

Line 76 Brush, 3 in. x 5/8 in. Thick, Latex Thin Trim – Soft Bristle # 144380230

<u>SUPPLIER</u>	<u>QTY</u>	<u>UOM</u>	<u>PRICE</u>
[ALT1] PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	1	Each	\$14.69
<u>The Sherwin Williams Company</u>	1	Each	<u>\$17.35</u> ^a
southwestern paint and wallpaper	1	Each	\$22.39
MAVICH	1	Each	\$33.51

24-09-6800RFP Paint and Miscellaneous Supplies

TEAM SCORE SUMMARY

Company/Vendor Name	Evaluator 1	Evaluator 2	Evaluator 3	Average Score	Ranking
Maryen Services LLC	47.00	67.00	51.00	55.00	4.00
MAVICH	20.00	66.00	62.00	49.33	5.00
PPG Paints, Inc. (PPG Architectural Finishes, Inc.)	43.00	82.00	93.50	72.83	2.00
southwestern paint and wallpaper	43.00	79.00	72.30	64.77	3.00
The Sherwin Williams Company	94.00	94.00	96.40	94.80	1.00

Award based on highest ranking

Memo:

To: Darin Crawford, *Assist Superintendent for Support Services*

From: James Briscoe, *Director of Procurement Services*

Subject: *Contract 24-09-6800 RFP Award Recommendation - Paint and Miscellaneous Supplies*

Date: 09/16/2024

Upon careful review and evaluation of the proposals submitted for Contract 24-09-6800 RFP, we recommend that The Sherwin-Williams Company be granted the contract due to their ability to offer the best value to the district.

The contract will be valid for one (1) year until September 30, 2025, and will renew automatically for two (2) additional one-year terms until September 30, 2027, unless either party provides a written notice of non-renewal at least thirty (30) days in advance. Upon mutual agreement, proposed prices can be extended beyond the firm price offer date on a month-to-month basis for up to 6 months.

The paint supplies provided by The Sherwin-Williams Company will be utilized by the maintenance department to address specific needs, including protection of interior and exterior surfaces against moisture, mildew, and/or mold. These supplies will effectively seal cracks and gaps, mitigating potential water damage. This is of paramount importance to the school district as it will help preserve the structural integrity of the buildings, mitigate health hazards associated with mold and mildew, and ensure the longevity of the facilities.

The Sherwin-Williams Company submitted bids for all 76 line items, with each bid meeting or surpassing product criteria and offering the lowest price for over 54 bids per line. Moreover, the company possesses a logistical advantage in meeting our delivery demands, with stores located within our district boundaries.

Should you have any inquiries or require additional information regarding this recommendation, please do not hesitate to reach out.

Sincerely,

James Briscoe

Director of Procurement Services Cypress-Fairbanks ISD



To: Darin Crawford
 Assistant Superintendent for Support Services

From: Suzy Hunter
 Nutrition Services Director

Date: September 4, 2024

Re: Warehouse Materials Handling Equipment for Nutrition Services
 Annual Contract #24-10-3852

The following bids were received and opened at 1:00 p.m., Friday, August 23, 2024, as advertised and specified in documents concerning **Annual Contract #24-10-3852 Warehouse Materials Handling Equipment for Nutrition Services**. The bids received are located on page 2.

Recommendation: Crown Equipment Corporation

Estimated Expenditure: \$129,689.14

Contract Term: October 8, 2024 - October 7, 2025

Renewal: 1 Year

sm

Line 1	Counterbalance Electric Forklift - Stand-up Rider Lift Truck with Freezer Package					
	<u>SUPPLIER</u>	<u>BRAND / PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>UNIT PRICE</u>	<u>Extended Price</u>
	Crown Equipment Corporation	Crown RC5735-35	1	EA	\$57,287.14	\$57,287.14
Line 2	Walkie Electric Pallet Jack with Freezer Package					
	<u>SUPPLIER</u>	<u>BRAND / PRODUCT CODE</u>	<u>QTY</u>	<u>UOM</u>	<u>UNIT PRICE</u>	<u>Extended Price</u>
	Crown Equipment Corporation	Crown WP3235-45	12	EA	\$6,033.50	\$72,402.00

**Cypress-Fairbanks Independent School District
Nutrition Services Department**

11355 Perry Road
Houston, Texas 77064
281-897-4543

TO: James Briscoe, Director of Procurement Services
FROM: Suzy Hunter, Nutrition Services Director
DATE: 5/16/2024
RE: Produce for Nutrition Services 24-07-3680

The purpose of this memo is to explain the evaluation scoring for the Produce for Nutrition Services 24-07-3680 bid. The vendors awarded have the highest scores per line based on the weighted criteria included in the solicitation. The weighted criteria were developed to maintain compliance with the United States Department of Agriculture regulations for federal programs.

Weighted criteria includes purchase price, reputation of the vendor and vendor's goods or services, quality of the vendor's goods or services, extent to which the goods or services meet the needs of the District, and any other relevant factors specifically listed in the request for bid or proposal including, but not limited to, nutritional value, ingredients, pack size, shelf life, minimum shipment amount, domestic availability, frequency of delivery, and lead time. The evaluating committee was comprised of our own internal procurement professionals and other relevant Nutrition Services staff.

If you have any questions, please contact the Nutrition Services Department.

Sincerely,

Suzy Hunter

Suzy Hunter

Nutrition Services Director



CERTIFICATION OF 2024 TAX YEAR ANTICIPATED COLLECTION RATE

I, David Piwonka, Tax Assessor Collector for Cypress-Fairbanks Independent School District (CFISD), in compliance with Section 26.04 of the State Property Tax Code, certify the anticipated tax collection rate to be 100% for CFISD.

I also hereby certify the amount of excess debt collection for 2023 to be \$0.00 (zero).

David J. Piwonka, CTA

September 23, 2024

Date



David Piwonka
Tax Assessor/Collector
Cy-Fair Tax Office
David.Piwonka@lgbs.com

September 23, 2024

Mr. Scott Henry
President, Board of Trustees
Cypress-Fairbanks Independent School District
11440 Matzke Road
Cypress, Texas 77429

Dear Mr. Henry,

In compliance with Section 26.04 of the Texas Property Tax Code, I hereby submit to you the following information regarding the 2024 Certified Values, as presented to me by the Chief Appraiser of the Harris County Appraisal District.

TAXABLE VALUE OF NEW PROPERTY:	\$ 2,116,181,379
TOTAL MARKET VALUE:	\$ 101,252,164,384
TOTAL APPRAISED VALUE:	\$ 99,021,269,592
TOTAL TAXABLE VALUE BEFORE FREEZE:	\$ 67,503,317,061

To comply with Section 26.01 of the Texas Property Tax Code, the Chief Appraiser sent a letter to me certifying a 2024 Taxable Value of \$67,503,317,061. As required by Sections 26.01(c) & (d) of the Tax Code, the letter also included the Estimated Taxable Value of those properties under protest of \$3,584,840,578, and properties not under protest, but not yet certified of \$3,739,482,541, for an estimated total taxable value of \$7,324,323,119.

Please note that the Harris County Appraisal District will continuously make adjustments and corrections to the 2024 Certified Roll.

Sincerely,

David Piwonka
Tax Assessor-Collector

HARRIS CENTRAL APPRAISAL DISTRICT
HOUSTON, TEXAS

THE STATE OF TEXAS, }
COUNTY OF HARRIS. }

2024

CERTIFICATION OF APPRAISAL ROLL AND
LISTING OF PROPERTIES UNDER SECS. 26.01(c) AND (d)
FOR
Cypress-Fairbanks ISD

Pursuant to Section 26.01(a), Texas Tax Code, I hereby certify the 2024 appraisal roll of properties taxable by Cypress-Fairbanks ISD. The roll is delivered in electronic form.

The total appraised value now on the appraisal roll for this unit is: \$99,021,269,592

The taxable value now on the appraisal roll for this unit is: \$67,503,317,061

As required by Section 26.01(c), Texas Tax Code, I have included with your roll a listing of those properties which are taxable by the unit but which are under protest and are therefore not included in the appraisal roll values approved by the appraisal review board and certified above. My estimate of the total taxable value which will be assigned to such properties if the owners' claims are upheld by the appraisal review board is: \$3,584,840,578

Pursuant to Section 26.01(d), Texas Tax code, the estimated value of taxable property not under protest and not yet included on the certified appraisal roll, after hearing loss, is \$3,739,482,541

\$7,324,323,119

Signed this 30th day of August, 2024



Roland Altinger

Roland Altinger, CAE, RPA, CTA
Chief Appraiser

ASSESSOR'S ACKNOWLEDGEMENT

As tax assessor/collector of the above-named taxing unit, I hereby acknowledge receipt of the certified 2024 appraisal roll on this the _____ day of _____, 2024

David Fairbanks

Harris Central Appraisal District
Certified Roll

LAST UPDATED: 08/16/2024

Tax Rate Worksheet

Data Summary For Jurisdiction 004 CYPRESS-FAIRBANKS ISD For Tax Year 2024

1. Real Property New Improvements Value.....	\$2,116,181,379	\$2,096,285,086
2. Personal Property New Improvements Value.....		\$19,896,293
3. Last Year Taxable Value Becoming Exempt This Year.....		\$736,919,521
A. Totally Exempt.....	\$85,512,162	
B. Partially Exempt.....	\$651,407,359	
4. Last Year Taxable Value Lost Due To New AG Use This Year.....		\$11,455,059
A. Taxable Value.....	\$11,469,022	
B. Productivity Value.....	\$13,963	
5. Current Year Taxable Value of Over-65 Homesteads		
Transferred to Surviving Spouse.....		\$12,527,008
6. Current Year Taxable Value Added by Annexations Last Year *		\$48,164,973
7. Value Loss From Prior Year Lawsuits		\$1,430,630,339
A. Initial Value.....	\$11,545,616,275	
B. Final Value.....	\$10,114,985,936	
8. TNRCC Pollution Control Exemption.....		\$2,865,228
9. Last Year Losses Due To Substantial Error Corrections.....		\$16,047,750
10. Current Year Appraised Value Loss Due to Homestead Capped Accounts.....		\$1,923,207,872
11. New Improvements to the Land ***		\$4,523,904
12. Market Value of Properties Not Under Protest and Not Included on the Appraisal Roll Certification **		
A. Preceding Year.....		\$3,914,346,570
B. Current Year Estimated.....		\$4,584,331,302
13. Appraised Value of Properties Not Under Protest and Not Included on the Appraisal Roll Certification **		
A. Preceding Year.....		\$3,829,845,338
B. Current Year Estimated.....		\$4,401,023,876
14. Exemption Value of Properties Not Under Protest and Not Included on the Appraisal Roll Certification **		
A. Preceding Year.....		\$418,247,637
B. Current Year Estimated.....		\$488,205,712
15. Taxable Value of Properties Not Under Protest and Not Included on the Appraisal Roll Certification		
A. Preceding Year.....		\$3,411,597,701
B. Current Year Estimated.....		\$3,912,818,164
16. Last year taxable value subject to an appeal under Chapter 42		
Last year ARB certified value.....		\$7,289,882,386
Last year disputed value.....		\$1,937,782,816
Last year undisputed value.....		\$5,352,099,570
17. Current Year Appraised Value Loss to Non Homestead Capped Accounts		\$237,137,225

* Annexation value may include property added to your jurisdiction as the result of boundary adjustments in the GIS system and/or jurisdiction code corrections. Examples: 1. You may have gained a property that due to a previously unrecognized boundary error was not coded to you. 2. A business located in another district last year moved into your district this year.

** Does Not Include Hearing Loss

*** Applies to MUD Districts only

**** Multi location account values are the countywide values which are included in the total values and accounts with jur splits do not report jur specific value - Please see original roll for jurisdiction values.

004 CYPRESS-FAIRBANKS ISD
TAX YEAR: 2024

HARRIS CENTRAL APPRAISAL DISTRICT
PROPERTY USE CATEGORY RECAP
CERTIFIED ROLL 00

LAST UPDATED: 08/16/2024
DELV DATE: 08/30/2024

PROPERTY USE CATEGORY	UNITS	ACREAGE	MARKET	APPRAISED	PRODUCTIVITY	EXEMPTIONS	TAXABLE VALUE
A1 Real, Residential, Single-Family	164,404	23,467.3826	57,655,691,473	55,848,584,067	0	22,864,049,626	32,984,534,441
A2 Real, Residential, Mobile Homes	734	312.1066	75,623,595	66,937,751	0	18,025,854	48,911,897
B1 Real, Residential, Multi-Family	214	2,346.9917	5,474,461,534	5,473,849,110	0	525,237	5,473,323,873
B2 Real, Residential, Two-Family	274	19.0976	74,870,922	73,791,097	0	1,305,904	72,485,193
B3 Real, Residential, Three-Family	4	1.9777	2,308,394	2,098,830	0	237,833	1,860,997
B4 Real, Residential, Four- or More-Family	44	3.6275	33,344,627	33,237,408	0	800,108	32,437,300
C1 Real, Vacant Lots/Tracts	858	494.9526	39,275,225	34,879,397	0	807,929	34,071,468
C2 Real, Vacant Commercial	1,566	4,163.5902	542,841,942	530,432,647	0	3,042,437	527,390,210
C3 Real, Vacant	6,459	3,398.7208	165,520,529	143,157,499	0	2,134,586	141,022,913
D1 Real, Qualified Agricultural Land	235	5,756.1866	297,422,190	0	6,368,232	0	6,368,232
D2 Real, Unqualified Agricultural Land	149	2,760.5718	104,748,716	100,480,288	0	0	100,480,288
E1 Real, Farm & Ranch Improved	53	86.8876	51,769,800	48,775,998	0	12,032,655	36,743,343
F1 Real, Commercial	4,634	14,701.3436	16,796,353,716	16,737,765,134	0	17,902,113	16,719,863,021
F2 Real, Industrial	154	2,502.9483	1,618,944,904	1,617,946,105	0	9,680,954	1,608,265,151
G1 Oil and Mineral Gas Reserves	0	0.0000	0	0	0	0	0
G2 Real Property Other Mineral Reserves	0	0.0000	0	0	0	0	0
H1 Tangible, Vehicles	0	0.0000	0	0	0	0	0
H2 Tangible, Goods In Transit	0	0.0000	0	0	0	0	0
I1 Real, Banks	0	0.0000	0	0	0	0	0
J1 Real & Tangible Personal, Utility Water	9	3.4924	543,227	543,227	0	0	543,227

004 CYPRESS-FAIRBANKS ISD
TAX YEAR: 2024

HARRIS CENTRAL APPRAISAL DISTRICT
PROPERTY USE CATEGORY RECAP
CERTIFIED ROLL 00

LAST UPDATED: 08/16/2024
DELV DATE: 08/30/2024

PROPERTY USE CATEGORY	UNITS	ACREAGE	MARKET	APPRAISED	PRODUCTIVITY	EXEMPTIONS	TAXABLE VALUE
J2 Gas Companies	13	8.4314	135,173,921	135,173,827	0	0	135,173,827
J3 Electric Companies	100	604.9643	433,656,356	433,530,644	0	6,530	433,524,114
J4 Telephone Companies	10	8.3947	62,286,735	61,839,031	0	0	61,839,031
J5 Railroads	51	353.2061	29,673,630	29,673,630	0	0	29,673,630
J6 Pipelines	262	6.1920	82,448,066	82,448,066	0	0	82,448,066
J7 Major Cable Television Systems	4	0.0000	90,440,190	90,440,190	0	0	90,440,190
L1 Tangible, Commercial	14,075	0.0000	4,495,935,783	4,495,935,783	0	692,920,475	3,803,015,308
L2 Tangible, Industrial	1,780	0.0000	7,449,667,413	7,449,667,413	0	2,696,287,481	4,753,379,932
M1 Tangible, Nonbusiness Watercraft	0	0.0000	0	0	0	0	0
M2 Tangible, Nonbusiness Aircraft	0	0.0000	0	0	0	0	0
M3 Tangible, Mobile Homes	1,867	0.0000	36,924,888	36,759,797	0	8,386,559	28,373,238
M4 Tangible, Miscellaneous	0	0.0000	0	0	0	0	0
N1 Intangibles	0	0.0000	0	0	0	0	0
O1 Inventory	884	1.3273	51,071,524	51,070,616	0	604,511	50,466,105
O2 Inventory	408	0.1957	116,579,817	114,324,290	0	13,902,388	100,421,902
S1 Dealer Inventory	276	0.0000	146,194,816	146,194,816	0	10,079	146,184,737
U0 Unknown	0	0.0000	0	0	0	0	0
XA Public Property for Housing Indigent Persons	0	0.0000	0	0	0	0	0
XB Income Producing Personal Property (<\$2500)	0	0.0000	0	0	0	0	0
XC Mineral Interest (<\$500)	0	0.0000	0	0	0	0	0

004 CYPRESS-FAIRBANKS ISD

TAX YEAR: 2024

HARRIS CENTRAL APPRAISAL DISTRICT

PROPERTY USE CATEGORY RECAP

CERTIFIED ROLL 00

LAST UPDATED: 08/16/2024

DELV DATE: 08/30/2024

PROPERTY USE CATEGORY	UNITS	ACREAGE	MARKET	APPRAISED	PRODUCTIVITY	EXEMPTIONS	TAXABLE VALUE
XD Improving Property for Housing w/ Volunteer Labor	0	0.0000	0	0	0	0	0
XE Community Housing Development Organizations	2	19.8482	23,164,193	23,164,193	0	23,164,193	0
XF Assisting Ambulatory Health Care Centers	0	0.0000	0	0	0	0	0
XG Primarily Performing Charitable Functions	4	6.8451	2,349,437	2,242,172	0	2,242,172	0
XH Developing Model Colonia Subdivisions	0	0.0000	0	0	0	0	0
XI Youth Spiritual, Mental and Physical Development	4	67.7543	29,428,266	29,428,266	0	29,428,266	0
XJ Private Schools	13	84.1462	62,454,333	62,420,460	0	62,420,460	0
XL Economic Development Services to Local Community	0	0.0000	0	0	0	0	0
XM Marine Cargo Containers	0	0.0000	0	0	0	0	0
XN Motor Vehicles Leased for Personal Use	0	0.0000	0	0	0	0	0
XO Motor Vehicles (Income Production & Personal Use)	0	0.0000	0	0	0	0	0
XP Offshore Drilling Equipment Not In Use	0	0.0000	0	0	0	0	0
XQ Intracoastal Waterway Dredge Disposal Site	0	0.0000	0	0	0	0	0
XR Nonprofit Water or Wastewater Corporations	1	0.0000	736,682	736,682	0	736,682	0
XS Raw Cocoa and Green Coffee Held in Harris County	0	0.0000	0	0	0	0	0
XT Limitation on Taxes in Certain Municipalities	0	0.0000	0	0	0	0	0
XU Miscellaneous Exemptions	6	2.2839	989,970	970,700	0	970,700	0
XV Other Exempt (Incl Public, Religious, Charitable)	8,845	28,137.0739	5,069,267,570	5,056,402,226	0	5,056,326,799	75,427
JURISDICTION TOTALS	208,396	89,320.5407	\$101,252,164,384	\$99,014,901,360	\$6,368,232	\$31,517,952,531	\$67,503,317,061



\$99,021,269,592

BIO – Martina Lemond Dixon

An experienced service-minded leader, who values efficiency, productivity, and fiscal responsibility.

PROFESSIONAL

Manteca Holdings, CEO

- Leads a holding company to manage investments.
- Consulting for business development opportunities.
- Effectively build and maintain mutually beneficial relationships.
- Works with cross-functional teams to manage business development projects.
- Participate in annual budget projections.

C3 Building Solutions, Former CEO

- Provided leadership for the company's operations with an emphasis on long-term goals, growth, and profit.
- Managed and directed the company toward its primary goals and objectives.
- Promoted communication and cooperation to create a spirit of unity.
- Works with company owners to establish short-term objectives and long-range goals, and related plans and policies.
- Presented regular reports on the status of the company's operations.
- Takes the appropriate measures to correct unsatisfactory performance.
- Ensured compliance with all applicable laws, rules, regulations, and standards.
- Served as the company's representative to employees, customers, the government, and the public.

Humble ISD, School Board Trustee, 2017-Present

- Offices Held: President, VP, Secretary, and Parliamentarian
- Committees: Building and Planning, Finance, Audit, Advocacy
- Served on Kingwood Super Neighborhood Council
- Legislative Delegate, Regularly visits elected officials in Washington DC and Austin.
- Fiduciary responsibility for \$1.5 billion budget, including operating and bond.

Harris Central Appraisal District (HCAD), Board of Directors, Chairman, 2019-Present

- Elected by school board peers to represent the 24 ISD's and four community college systems in Harris County
- Fiduciary responsibility for \$99 million budget and approves the valuation for all properties in Harris County.
- Interviews and selects the Appraisal Review Board (ARB) members.

Texas Business Hall of Fame, Board of Directors, Executive Committee, 2022-Present

- VP of Community Engagement, Awards Committee
- Inducts six transformational business leaders by honoring their accomplishments in business and the community.
- Awards forty \$20,000 prizes in both higher education and the veteran community to those who demonstrate exceptional entrepreneurial aspirations.

Texas Commission on Law Enforcement (TCOLE), Commissioner, 2022-2024

- Appointed by Texas Governor Greg Abbott.
- Established and enforced standards to ensure that the people of Texas are served by highly trained and ethical law enforcement, corrections, and telecommunications personnel.

Lone Star Investment Pool, Board Trustee, 2021-2024

- Reviewed, approved, and provided oversight of the fund management for school districts, colleges, universities, local governments, and other public entities.
- An investment pool with over \$20 billion in average annual assets.

Humble ISD Education Foundation, Executive Board, Treasurer and Finance Chair, 2015-2017

- Served on the executive board and grant review committee.
- Fund raised to award more than \$300K in Innovative Teacher Grants to teachers.
- Fund raised utilizing the Wish List, Campus Campaigns, Foundation Endowment, Designated Gifts, and the Gala.

American Community School, School Board Trustee, Abu Dhabi, UAE, 2008-2010

- Affiliated with the U.S. State Department
- Attended the NESAL Leadership Conferences, with the U.S. State Department's Office of Overseas Schools.

ACTIVE VOLUNTEER

- Barbara Bush Ladies for Literacy Guild
- Salvation Army Women's Auxiliary
- Downtown Rotary Club of Houston

PROFESSIONAL AFFILIATIONS

- Greater Houston Partnership (GHP)

- Houston Region Business Coalition (HRBC)
- Harris County Mayor's and Council's Association (HCMCA)
- Texas Association of Appraisal Districts (TAAD)
- International Association of Assessing Officers (IAAO)
- Auburn Alumni Association

FORMER LEADERSHIP ROLES

Lake Houston YMCA, Board
Cherish Our Children International, Board
Lake Houston Partnership, Leadership Class President

EDUCATION

- MBA Candidate, Cornell University, Johnson School of Business
- MA Educational Leadership, Louisiana State University, LSU
- BA Construction Management, Louisiana State University, LSU
- BA Communications, Auburn University

RECENT ACHIEVEMENTS

- 30 Most Influential Women in Houston, 2022
- Top Workplaces Award, HCAD, 2023, 2022, 2021, 2020

SUMMARY

Martina, a native Houstonian, lives in Kingwood with her husband, Scott, and they have four adult children. In her spare time, Martina enjoys spending time with family and friends, traveling, researching, skiing, participating in ladies' bible study groups, and attending Formula One. She is a member of St. Martha Catholic Church in Kingwood.

TERMINATION OF EMPLOYMENT
RESIGNATION

DFE
(LOCAL)

**General
Requirements**

All resignations shall be submitted in writing to the Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources or other person designated authorized by Board action in accordance with this policy~~designee~~. The employee shall give reasonable notice and shall include in the letter a statement of the reasons for resigning. A prepaid certified or registered letter of resignation shall be considered submitted upon mailing.

**At-Will or Annual
Contract Employees**

The Superintendent ~~or designee~~, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources shall be authorized to accept the resignation of an at-will or annual contract employee at any time. The Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources may delegate to other administrators the authority to accept a resignation of an at-will or annual contract employee.

Contract Employees

The Superintendent, ~~or Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources~~ other person designated by Board action~~designee~~ shall be authorized to receive a probationary, term, or continuing contract employee's resignation effective at the end of the school year or submitted after the last day of the school year and before the penalty-free resignation date. If an employee provides a resignation to a supervisor who has not been designated by the Board to accept resignations, the supervisor shall instruct the employee to submit the resignation to the Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources or other person designated by Board action. The resignation requires no further action by the District and is accepted upon receipt by the Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources or other person designated by Board action.

The Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources ~~or other person designated by Board action~~ shall be authorized to accept a probationary, term, or continuing contract emp

TERMINATION OF EMPLOYMENT
RESIGNATION

DFE
(LOCAL)

	employee's resignation submitted or effective at any other time. <u>If an employee provides a resignation to a supervisor who has not been designated by the Board to accept resignations, the supervisor shall instruct the employee to submit the resignation to the Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources or other person designated by Board action. The Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources or other person designated by Board action</u> The Superintendent or other Board designee shall either accept the resignation or submit the matter to the Board in order to pursue sanctions allowed by law.
Withdrawal of Resignation	Once submitted and accepted, the resignation of a contract employee may not be withdrawn without consent of the Superintendent.
Reemployment After Resignation	An employee who resigns and later seeks reemployment in the District shall: 1. Be <u>considered for employment</u> employed in accordance with state law and applicable policies; 2. Be placed on the <u>then-current</u> salary schedule in accordance with state law, applicable policies, and the District's compensation manual <u>if rehired</u>; 3. Have no entitlement to seniority and accumulated unused <u>local</u> leave at time of resignation <u>if rehired</u>; and 4. Be subject to the personnel policies or any settlement agreements pertaining to the reemployment of former employees. An employee who resigns <u>or retires</u> after the District has initiated an investigation of alleged misconduct may be eligible for reemployment only after review and approval by the assistant superintendent of human resources. An employee who resigns or retires to avoid District-initiated termination or nonrenewal shall not be eligible for reemployment with the District. <u>A certified employee who is determined by the Board to have resigned without good cause is not eligible for reemployment with the district for a period of up to 5 years after the school year in which the employee resigns or retires.</u> <u>An employee determined by the Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of</u>

TERMINATION OF EMPLOYMENT
RESIGNATION

DFE
(LOCAL)

Human Resources to have resigned without good cause is not eligible for reemployment with the District for ~~a period of up to 5~~ years after the school year in which the employee resigned.

TERMINATION OF EMPLOYMENT
RESIGNATION

DFE
(LOCAL)

**General
Requirements**

All resignations shall be submitted in writing to the Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources or other person authorized by Board action in accordance with this policy. The employee shall give reasonable notice and shall include in the letter a statement of the reasons for resigning. A prepaid certified or registered letter of resignation shall be considered submitted upon mailing.

**At-Will or Annual
Contract Employees**

The Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources shall be authorized to accept the resignation of an at-will or annual contract employee at any time. The Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources may delegate to other administrators the authority to accept a resignation of an at-will or annual contract employee.

Contract Employees

The Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources shall be authorized to receive a probationary, term, or continuing contract employee's resignation effective at the end of the school year or submitted after the last day of the school year and before the penalty-free resignation date. If an employee provides a resignation to a supervisor who has not been designated by the Board to accept resignations, the supervisor shall instruct the employee to submit the resignation to the Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources. The resignation requires no further action by the District and is accepted upon receipt by the Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources.

The Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources shall be authorized to accept a probationary, term, or continuing contract emp

TERMINATION OF EMPLOYMENT
RESIGNATION

DFE
(LOCAL)

employee's resignation submitted or effective at any other time. If an employee provides a resignation to a supervisor who has not been designated by the Board to accept resignations, the supervisor shall instruct the employee to submit the resignation to the Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources. The Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources shall either accept the resignation or submit the matter to the Board in order to pursue sanctions allowed by law.

Withdrawal of
Resignation

Once submitted and accepted, the resignation of a contract employee may not be withdrawn without consent of the Superintendent.

**Reemployment After
Resignation**

An employee who resigns and later seeks reemployment in the District shall:

1. Be considered for employment in accordance with state law and applicable policies;
2. Be placed on the then-current salary schedule in accordance with state law, applicable policies, and the District's compensation manual if rehired;
3. Have no entitlement to seniority and accumulated unused local leave at time of resignation if rehired; and
4. Be subject to the personnel policies or any settlement agreements pertaining to the reemployment of former employees.

An employee who resigns or retires after the District has initiated an investigation of alleged misconduct may be eligible for reemployment only after review and approval by the assistant superintendent of human resources.

An employee who resigns or retires to avoid District-initiated termination or nonrenewal shall not be eligible for reemployment with the District.

A certified employee who is determined by the Board to have resigned without good cause is not eligible for reemployment with the district for up to 5 years after the school year in which the employee resigns or retires.

An employee determined by the Superintendent, Chief of Employee and Student Services, or the Assistant Superintendent of Human Resources to have resigned without good cause is not eligible for reemployment with the District for up to 5 years after the school year in which the employee resigned.

LOCAL OPTIONAL HOMESTEAD EXEMPTION

- **Fully fund school districts that offer a Local Optional Homestead Exemption (LOHE).**
 - In CFISD, the 20% LOHE reduces \$8.5 billion in taxable value, resulting in a loss of \$91 million in the district's property tax revenue.
 - School districts with an LOHE that pay recapture receive an offset to their recapture payment to make up for a portion of the LOHE-related loss in tax collections. CFISD does not receive any offset.

SAFETY AND SECURITY

- **Increase the School Safety Allotment.**
 - For the FY 2024, CFISD received \$2,396,765 through the School Safety Allotment but expended \$51,855,629 in allowable expenditures, including \$16,916,111 for police department personnel and operations.
 - Current law mandates an armed officer at every campus during the instructional day. In CFISD, compliance with this provision would require hiring approximately 60 additional officers at an estimated cost of \$9 million.

SPECIAL EDUCATION

- **Increase the Special Education Allotment.**
 - The current funding model has been in place since the 1990s and does not consider the intensity or specialized services required.
 - For the FY 2024, CFISD received \$99,373,533 through the Special Education Allotment but expended \$157,020,020 in allowable expenditures and incurred a more than \$10 million decrease in School Health and Related Services (SHARS) funding.
 - Adopt the following recommendations from the Texas Commission on Special Education Funding Report to the 88th Texas Legislature (December 2022):
 - ◊ Transition to a Service Intensity-Based Formula System
 - ◊ Provide a cost offset for Full and Individual Evaluations (FIEs)
 - ◊ Increase the per-mile reimbursement rate for special education transportation
 - ◊ Provide funds to offset the retire/rehire penalty for special education staff
 - ◊ Provide funding for special education teacher certification exam fees
 - ◊ Provide funding for special education teachers and paraprofessionals stipends
 - ◊ Increase the College, Career, and Military Readiness (CCMR) Outcomes Bonus for students served by special education

TRANSPORTATION

- **Increase the Transportation Allotment.**
 - The current funding model has been in place since the 1980s.
 - For the FY 2024, CFISD received approximately \$8 million from the Transportation Allotment but expended approximately \$46 million to provide transportation services.



89TH PRIORITIES FOR THE TEXAS LEGISLATIVE SPECIAL SESSION

*Prioritizing the success
of our students &
the strength of our
community*

CFISD OVERVIEW

- 118,000 students
- 3rd-largest district in Texas
- 96 campuses
- Largest employer in Cy-Fair area
- 100 languages & dialects spoken
- 61% economically disadvantaged students
- 20% emergent bilingual students
- 14% special education students



The legislative priorities were researched and developed by the CFISD Board of Trustees.

11440 Matzke Rd. Cypress, TX 77429 • www.cfisd.net



ADDITIONAL RESOURCES

WEBPAGE



www.cfisd.net/89leg

- Scan the QR code to the right to access the 89th legislative webpage.



WHO REPRESENTS ME?



- Utilize the Texas Legislature's helpful "Who Represents Me?" web tool to enter your address and find out which lawmakers serve you.
- Access and save their contact information so you can easily reach out about key issues during the legislative session.
- Scan the QR code to the left to access this tool.



REMIND UPDATES

Remind



- Receive updates on bills, important items of note or alerts on when to take action.
- Text @cfisdleg to 81010; or
- Complete the online form by scanning the QR code to the right.



FOLLOW @CFISD ON SOCIAL MEDIA



facebook.com/cyfairisd



x.com/CyFairISD

Key Components of the Strategic Plan

Goals: Specific, quantifiable student outcomes. Goals communicate what our students will accomplish, what we want our students to know, and what they will be able to do.

Guardrails: Operational actions that are used to support and promote the success of the district's goals. Guardrails communicate how we ensure a positive learning environment so students can accomplish their goals.

Performance Objectives: A measure of progress toward goals or guardrails.

Signaling: Signaling is a communication tool that visually represents the status of each performance objective, including the time, energy, and resources dedicated.

Performance Objective Signals		
	Maintain	Continue the work already underway and do not plan to make changes.
	Maintain but Consider Change	Data will continue to be evaluated, and change may be warranted in the future.
	Minor Change	A change is underway but does not require a significant investment of resources.
	Major Change	A change is underway that may take longer than a year to accomplish or requires a significant investment of resources.
	New Objective	This is a new performance objective.

GOALS

Goal 1: The percentage of students taking STAAR/EOC will increase performance at the Approaches Level from 80% to 90%, at the Meets Level from 56% to 71%, and at the Masters Level from 26% to 41% by 2029.

Performance Objectives:

1.1	The percentage of eligible students scoring at the Approaches, Meets, and Masters Level on the District Progress Monitoring (DPMs) assessments will increase by 2% at the Approaches Level and 3% at the Meets and Masters Levels each year.
-----	--

Goal 2: The percentage of students with the necessary skills and knowledge to succeed in their chosen post-secondary path will increase from 65% to 80% by 2029.

Performance Objectives:

2.1	The percentage of students who earn a workforce industry certification in eligible CTE courses will increase by 2% each year.
2.2	The percentage of students who complete dual-credit and advanced placement courses will increase by 2% each year.
2.3	The percentage of students who participate in extra-curricular activities will increase by 2% each year.

Goal 3: The 4-year graduation rate will increase from 92.3% to 95.9% by 2029.

3.1	The percentage of students who graduate within four years will increase by 1% each year.
-----	--

Goal 4: The percentage of kindergarten students who are proficient on the reading MAP or MClass assessment will increase from 90% to 95% by 2029.

4.1	The percentage of students who meet their RIT score or show observed growth on the MAP or MClass composite score will increase by 1% each year.
-----	---

Goal 5: 90% of the students in grades 1-3 who did not meet the prior end-of-the-year RIT score will meet the 50% AMIRA Reading Mastery (ARM) score by 2029.

	5.1	Establish a benchmark of the percentage of students who meet the 50% AMIRA Reading Mastery score.
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Goal 6: 90% of students in grades 4-5 who scored below the Approaches Level on the STAAR ELAR will meet the 50% AMIRA Reading Mastery (ARM) score by 2029.

	6.1	Establish a benchmark of the percentage of students who meet the 50% AMIRA Reading Mastery score.
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Goal 7: The percentage of students in grades K-2 who are proficient on the math MAP will increase from 90% to 95% by 2029.

	7.1	The percentage of students who meet their RIT score or show observed growth on the MAP will increase by 1% each year.
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GUARDRAILS

Guardrail 1: Safe and Supportive Schools

The superintendent shall provide a safe, disciplined, and supportive environment conducive to student learning.

Performance Objectives:

1.1	Implement the Safe and Supportive Schools Plan
1.2	Increase the student attendance rate to 95% or show improvement from the prior year.
1.3	Maintain PBIS or other research-based schoolwide behavioral support systems at all schools.
1.4	Expand measures to protect sensitive and confidential data and maintain cybersecurity readiness.

Guardrail 2: Human Capital

The superintendent shall recruit, develop, and retain highly qualified and effective personnel.

Performance Objectives:

2.1	Implement a recruitment plan focused on recruiting an effective teacher and leadership staff.
2.2	Provide a competitive compensation package for all employees.
2.3	Increase the substitute fill rate for non-vacant teacher assignments to 90% or show improvement of 1% or more.
2.4	Promote 100% of highly qualified teacher pathway candidates as teachers.
2.5	Increase the number of teachers earning a designation through the Teacher Incentive Allotment program.
2.6	Increase the fill rate for special education teachers and paraprofessionals by 2%.
2.7	Develop a plan to maintain a low teacher turnover rate.

Guardrail 3: Community Relations

The superintendent shall foster a culture of trust by providing accurate, timely and interactive communication to all stakeholders and encouraging parents and the community-at-large to be involved in CFISD schools.

Performance Objectives:

3.1	Implement a comprehensive marketing plan to increase elementary enrollment and recruit teachers.
3.2	Engage parents, businesses, and community members in CFISD volunteer opportunities and events.
3.3	Implement a comprehensive plan to increase stakeholder input and feedback.
3.4	Implement a comprehensive plan to increase revenue.

Guardrail 4: Financial Management

The superintendent shall exercise fiscal responsibility to maintain financial strength and provide the financial resources for the educational program and support needs.

Performance Objectives:

4.1	Develop and manage an operating budget that reflects the objectives of the District Improvement Plan.
4.2	Maintain an appropriate operating fund balance.
4.3	Maintain underlying bond rating from major bond rating agencies.
4.4	Provide funding for facilities, technology, and program needs by selling bonds from the 2019 Bond referendum.
4.5	Develop a data governance framework that will lead to improved data quality and increased access to data for all stakeholders.
4.6	Develop a district-wide electronic documents environment, including automated workflows.

Guardrail 5: Operations

The superintendent shall ensure that facilities adequately support the educational program and other operations.

Performance Objectives:

5.1	Maintain morning on-time arrivals at 95% and increase afternoon on-time arrivals to 92%.
5.2	Maintain an 80% or higher Transportation Department retention rate.
5.3	Increase the reimbursable breakfast participation percentage to 40%.
5.4	Continue completion of projects approved in the 2019 Bond referendum.
5.5	Develop a Long-Range Plan to address projected student enrollment and asset protection, infrastructure needs, and replacement cycles for existing facilities.