



**Regular Meeting Agenda
Thursday, May 6, 2021
LEO Conference Center
300 S. West Dr.
Leander, TX 78641
6:15 PM**

Due to health and safety concerns related to the COVID-19 coronavirus and Boardroom capacity limits, seating for guests will be limited to 15. Doors will open at 5:30 PM and guests will be admitted on a first-come, first-served basis. Everyone will be required to complete and pass a health screening before entering the building, and a face covering over the nose and mouth is required.

Members of the public may access this meeting via live stream at <https://youtu.be/jUhw-ndC1eU>. Please note, this link will not be active until approximately 5 minutes before the scheduled meeting time.

Citizens wishing to address the Board of Trustees may do so in-person at the meeting location noted on the agenda. In order to address the Board, individuals must sign up between 4:30 and 6:00 PM on the day of the meeting. Individuals are encouraged to sign up online at <https://bit.ly/2PDOFJZ>; however, hardcopy sign up forms will be available between 5:30 and 6:00 PM at the meeting location. Due to capacity limits, individuals signed up to speak, who do not have seating in the Boardroom, will be allowed to line up in the hallway and will be admitted to the Boardroom when it is their turn to speak.

The notice for this meeting was posted in compliance with the Texas Open Meetings Act on April 30, 2021, at 4:30 PM.

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

- 1. CALL TO ORDER AND DECLARATION OF QUORUM**
- 2. OPENING CEREMONY**
 - A. Pledge of Allegiance
 - B. Moment of Silence
- 3. COMMUNICATIONS / ANNOUNCEMENTS**
 - A. Superintendent Remarks
 - B. Board Member Remarks
 - 1. Committee Updates 3
- 4. CITIZEN COMMENTS**
(See the notes at the top of the agenda for instructions on how to sign up and details regarding speaking.)
- 5. CONSENT AGENDA**
 - A. Consider Approval of Texas Essential Knowledge and Skills (TEKS) Certification 4
- 6. SUPERINTENDENT'S REPORT 6**
- 7. DISCUSSION / ACTION ITEMS**
 - A. STUDENT EXPERIENCE
 - 1. Special Programs COPIA Update 19
 - 2. Report on Afterschool Enrichment Programs 32
 - 3. Early Childhood Special Education Programs Update 40
 - B. GOVERNANCE 1

1. Legislative Update	48
2. Discuss Nomination for the Region 13, Position C, Seat on the TASB Board of Directors	49
3. Consider Approval of Texas Association of School Boards Initiated Localized Policy Update 116 with Additional District Changes to Policies FFAC(LOCAL) and GKA(LOCAL)	70
4. Discussion of the Mission of Leander ISD and District Mission Statement	91
C. OPERATIONS	
1. Consider Approval of 2021-22 Total Compensation Plan	93
2. Consider Approval to Call a Public Meeting for the Purpose of Adopting the 2021-2022 Budget and Discussion of the Proposed 2021 Tax Rate	143
3. Discussion of First Amendment to Note Purchase Agreement with Wells Fargo Bank	146
4. Discuss Demographic Services Bid Award	152
5. General Construction Update	154
8. CLOSED SESSION	
A. Texas Government Code 551.071: consultation with attorney regarding, pending or contemplated litigation, and/or attorney client privileged matter	
B. Texas Government Code 551.074: deliberation regarding resignations, terminations, employment, reassignments, duties, and evaluation of personnel and public officers	
C. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed	
D. Texas Government Code 551.074: personnel - consideration of Term, Probationary, NonChapter 21 employment contract renewals for administrators, teachers, and other professional educators	
E. Texas Government Code 551.074: Team of Eight Communications	
F. Texas Government Code 551.074: personnel - evaluation of internal auditor	
G. Texas Government Code 551.074: deliberation and consideration of employment of Area Superintendent	
9. ACTION PURSUANT TO CLOSED SESSION	
A. Consider Approval of Teacher and Administrator Contracts	
B. Consider Approval of Term, Probationary, NonChapter 21 Employment Contract Renewals for Administrators, Teachers, and Other Professional Educators	
C. Consider Employment of Area Superintendent	
10. ADJOURNMENT	

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]

Board Member Representation on Committees & Boards

LISD administrative committees on which Board Members currently serve:

- Community Based Accountability System Committee: Aaron Johnson, Jim MacKay and Anna Smith
- Community Curriculum Advisory Committee (CCAC): Gloria Gonzales-Dholakia and Elexis Grimes
- Equity and Diversity Advisory Committee: Gloria Gonzales-Dholakia and Christine Mauer
- Legislative Committee: Trish Bode, Elexis Grimes, Anna Smith
- Policy Review Committee: Aaron Johnson, Gloria Gonzales-Dholakia, Elexis Grimes
- School Health Advisory Committee (SHAC): Aaron Johnson
- School Safety and Security Committee (*Board President and one additional Board member required*): Board President Trish Bode and Elexis Grimes

Non-LISD committees/boards on which LISD Board members represent the District:

- City of Austin Regional Affordability Committee: Jim MacKay
- City of Cedar Park Key 6: LISD Board President
- City of Leander Key 6: LISD Board President
- LEEF Board Ex-Officio Director: Elexis Grimes

Although not a committee, the Board's liaison to the Internal Auditor is Jim MacKay.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

Agenda Item:	Consider Approval of Texas Essential Knowledge and Skills (TEKS) Certification	
Purpose (this meeting):	<input type="checkbox"/> Discussion Item/Report Only	<input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Matt Bentz & Jennifer Collins	
Attachments:	2021-22 Allotment-TEKS Certification Template	

Background Information:

The 82nd Legislature passed Senate Bill 6 (SB6) to create the Technology and Instructional Materials Allotment (TIMA). To use TIMA funds for the 2021-2022 school year and order instructional materials using the Educational Materials System, the School District must submit an online form certifying that for each subject area in the required curriculum other than Physical Education, students have access to instructional materials that cover all of the Texas Essential Knowledge and Skills (TEKS).

The information provided in the online form certifies:

1. That this district's technology and instructional materials allotment (TIMA) is used only for expenses allowed by the Texas Education Code (TEC), §31.0211.
2. That for the current school year, this district has instructional materials that collectively cover all elements of the Texas Essential Knowledge and Skills of the required curriculum identified in the TEC, §28.002, other than physical education, for each subject and grade level (TEC §31.004).
3. That, upon request, this district will provide to the State Board of Education the title and publication information for any instructional materials requisitioned or purchased by the district with the district's IMA (TEC §31.101).

Administrative Recommendation:

The Administration recommends that the Board of Trustees certifies for each subject area in the required curriculum other than Physical Education, students have access to instructional materials that cover all of the Texas Essential Knowledge and Skills (TEKS).

Sample Motion:

I move that the Board of Trustees certifies for each subject area in the required curriculum other than Physical Education, students have access to instructional materials that cover all of the Texas Essential Knowledge and Skills (TEKS).

NOTE: This template is for planning purposes only, and will not be submitted to the Texas Education Agency. Please submit your responses using this form: <https://app.smartsheet.com/b/form/bf5755712b724621a1ae5c78c80e2f4c>

First and Last Name: Greg Wright
 E-mail: greg.wright@leanderisd.org
 District Name: Leander ISD
 County District Number: 246913

Certification of Math Instructional Materials				
	Product(s) you plan to use for Tier 1 instruction to cover 100% of standards in school year 2021-22. List all that apply.	What is your district's approach to covering 100% of the standards for math?	What implementation approach does your district take for math materials?	Notes
Grades K-5	Other (if other, please type out response)	Adopt a locally developed curriculum and align purchased materials to district developed scope and sequence	All school leaders required to implement district's approach	K-5 Bridges Math - The Math Learning Center, along with District Developed Curriculum.
Grades 6-8	Texas Math (McGraw-Hill School Division)			
Grades 9-12	Texas Algebra 1 (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
	TEXAS Algebra 2 (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
	Geometry (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
	Texas Precalculus (School Education Group, a division of The McGraw-Hill Companies, Inc.)			

Certification of RLA Instructional Materials				
	Product(s) you plan to use for Tier 1 instruction to cover 100% of standards in school year 2021-22. List all that apply.	What is your district's approach to covering 100% of the standards for RLA?	What implementation approach does your district take for RLA materials?	Notes
Grades K-2	Other (if other, please type out response)	Adopt a locally developed curriculum and align purchased materials to district developed scope and sequence	All school leaders required to implement district's approach	K-12 Heinemann SR, IR, and IRA Reading Class Libraries, Lucy Calkins Writing, Learning Without Tears Writing, District Created Classroom Libraries from Follett, HMH Literature, Writing Coach from Pearson, and District Developed Curriculum.
Grades 3-5	Other			
Grades 6-8	Other (if other, please type out response)			
Grades 9-12	Other (if other, please type out response)			

Certification of Science Instructional Materials				
	Product(s) you plan to use for Tier 1 instruction to cover 100% of standards in school year 2021-22. List all that apply.	What is your district's approach to covering 100% of the standards for science?	What implementation approach does your district take for science materials?	Notes
Grades K-5	Other (if other, please type out response)	Adopt a locally developed curriculum and align purchased materials to district developed scope and sequence	All school leaders required to implement district's approach	K-5 Tig Tag, District Science Kits, along with District Developed Curriculum. Grades 6-8 StemScopes along with District Developed Curriculum.
Grades 6-8	STEMscopes 2.0 (Accelerate Learning Inc.)			
Grade 9-12	STEMscopes 2.0, Biology (Accelerate Learning Inc.)			
	STEMscopes, 2.0 Chemistry (Accelerate Learning Inc.)			
	STEMscopes 2.0, Physics (Accelerate Learning Inc.)			

Certification of Social Studies Instructional Materials				
	Product(s) you plan to use for Tier 1 instruction to cover 100% of standards in school year 2021-22. List all that apply.	What is your district's approach to covering 100% of the standards for social studies?	What implementation approach does your district take for social studies materials?	Notes
Grades K-5	Texas Studies Weekly (Studies Weekly, Inc.)	Adopt a locally developed curriculum and align purchased materials to district developed scope and sequence	All school leaders required to implement district's approach	All the listed Textbooks along with District Developed Curriculum.
	Texas Studies Weekly -Spanish (Studies Weekly, Inc.)			
Grades 6-8	World Cultures and Geography (Cengage Learning, Inc./National Geographic Learning)			
	TX History (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
	TX US Hist to1877 (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
Grades 9-12	Texas World Geography (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
	US History since 1877 (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
	TX World History (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
	US Govt Student Bundle (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
	Texas Economics (School Education Group, a division of The McGraw-Hill Companies, Inc.)			



LEANDER ISD
LEADING TO A BRIGHT FUTURE

Launch to Learning 2020-21

Superintendent's Report

May 6, 2021

| Board of Trustees Meeting

Human Resources

Accommodations and resignations Due to COVID-19

Data is from May 5, 2021

	Approved	Other Accommodation Provided	Leave Requested	Withdrew Request	Resignation Due to COVID-19
Elementary	55	13	5	26	23
Secondary	8	24	17	28	40
Total	63	37	23	54	63

Students

Enrollment, Attendance

Data is from May 5, 2021

	Projections	Enrollment	In-Person	% In-Person
Elementary	19,430	17,728(+26)	12,076 (+144)	68%(+1 ⁸ %)
Secondary	23,424	23,033 (-22)	10,106 (-37)	44%
Total	42,854	40,761 (+4)	22,128 (+53)	54%

Green/Red numbers indicate the growth/decline of the data point since the last Superintendent's Report on April 22.

Hold Harmless

	IP%	IP Preset%	IP Present % of Total		IP%	IP Preset%	IP Present % of Total
April 12	54.0%	90.5%	48.9%	April 21	54.1%	91.2%	49.3%
April 13	54.0%	91.4%	49.4%	April 22	54.1%	91.5%	49.5%
April 14	54.0%	92.4%	50.0%	April 23	54.1%	90.2%	48.3%
April 15	54.1%	92.4%	50.0%	April 26	54.2%	90.1%	48.9%
April 16	54.1%	90.9%	49.2%	April 27	54.3%	88.0%	47.8%
April 19	54.3%	90.9%	49.3%	April 28	54.2%	87.4%	47.4%
April 20	54.2%	92.2%	50.0%	April 29	54.1%	90.6%	49.0%

Qualify for Full Year Hold Harmless Funding

Surpass **48.5%** target from TEA for **11 days** during final grading period to earn hold harmless funding.

*Data lags because teachers have 5 days to adjust attendance. Final grading period started on April 12.



11/14
days

Health Services

Student positives, student exposures, staff positives, staff exposures

	Student Cases	Student Exposures	Staff Cases	Staff Exposures
Week Ending April 9	29	302	3	30
Week Ending April 16	16	187	5	26
Week Ending April 23	16	384	3	38
Week Ending April 30	25	410	1	12
Total*	821	13,998	296	1,176

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Dashboard: <https://www.leanderisd.org/covid19dashboard/>

*Total numbers are from weeks of Sept. 11 - May 5.

Vaccination Update

- **We are hopeful the FDA will approve Pfizer vaccine for children ages 12-15 week of May 10.**
- All teachers and school staff eligible for vaccination since March 4.
- All residents ages 16+ eligible for vaccination since March 29.
- Every employee who wants the vaccine has had access since March 26, based on sign-ups.
- Continue to offer vaccination clinics on site for employees and eligible family members (as available).



2021-22 Enrollment

Registration opened for all new and returning students.

	2021-22	2020-21	Strategies	
Pre-Kindergarten*	701 (+149)	500 (+4)	<ul style="list-style-type: none"> Phone Calls Digital Advertising PreK - 12 Round Up by Schools¹² 	
Kindergarten	1,782 (+414)	2,524 (+10)		
First Grade	2,684 (-98) [^]	2,816 (-1)		
District	40,064 (+809)	40,761(+4)	Budget	PASA
			41,749	43,951

Green/Red numbers indicate the growth/decline of the data point since the last Superintendent's Report on April 22.

Updated: May 5, 2021

*PreK includes pending registrations. 2021-22 enrollment includes current students rolling over into next year and new student registrations for the next school year.

^The decline in first grade enrollment for next year was a coding error that has been fixed.

2021-22 School Year

Key Messages for #1LISD

Help all students by registering your student now.

We will continue to follow CDC health protocols in 2021-22. It will look different than 2020 but it probably won't look like 2019.



Texas approved a one-year waiver for local school districts to allow virtual learning in 2020-21 and they have not made that option available for 21-22. **If they change, we will consider an adjustment based on the new law and the interest from our families to do so.**

Virtual Job Fairs

	Elementary	Secondary	Total
Chats	2,218	1,112	3,330
Candidates	383	354	737

Hosted two virtual job fairs on April 21 and April 28, connecting candidates with our human resource services team and principals.



Secondary Intervention Strategies

Spring 2021

- **Credit Repair: Prevent Current Semester Failure**
- Individualized Edgenuity Concept Repair, Extended Hours for Credit Recovery Lab, Comprehensive Project, Missing Assignments, 6-Weeks Essential Work, In-House Course “Final”, Evidence of Mastery, “Summer School Now” Elective Remediation, Pre-AP to Long Average/On-Level Course

Summer 2021

- **Credit Recovery: Recovering an Already Failed Semester**
- In-Class Edgenuity, At-Home Edgenuity, Individualized Edgenuity Concept Recover, Summer School

Fall 2021

- **Processes Under Development**
- Possibly Use of ESSER Funding for Additional Student Support Staff



Upcoming Events

	Date	Notes
LEEF Star Awards	April 28 - May 16	Annual recognition of outstanding students and teachers, organized by LEEF and expanded to include all schools (formerly just high school). Check social media to hear stories about our fantastic teachers.
Teacher Appreciation Week	May 3 - May 7	Please drop a note and tell the teachers in your life how much they matter.
CFAC - Committee Presentations	May 11	The subcommittees of the Facilities Advisory Committee will present their reports to the steering committee regarding construction, capital improvement, and technology needs for the district.
Last Day of School	May 27	The 2021-22 school year starts Aug. 12.
Graduation	May 27 - May 29	Six traditional graduation ceremonies held outside at Gupton Stadium. Details at leanderisd.org/graduation .
State of the District	June 9	Limited audience at Vista Ridge High School in partnership with LEEF, Cedar Park Chamber, Leander Chamber, and West Austin Chamber. We will livestream the event for those who cannot attend. Details at leef.tx.org/sod/ .

The background features a repeating pattern of yellow surgical masks and blue laptops, interspersed with small yellow dots. The masks are positioned at various angles, and the laptops are also tilted. The overall theme is related to health and technology.

THANK YOU, #ILISD!

TO ALL OF OUR STAFF GOING ABOVE AND
BEYOND TO KEEP SCHOOLS OPEN AND
PEOPLE SAFE.



QUESTIONS AND ANSWERS

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

Agenda Item: Special Programs COPIA Update
Purpose (this meeting): Discussion Item/Report Only Action Requested
Administrator Responsible: Kimberly Waltmon
Attachments: Special Programs COPIA Update Presentation

Background Information:

The special programs team has continued to work collaboratively to move forward with implementing the seven recommendations from The COPIA Consulting Report. The purpose of this presentation is to update the Board of Trustees on the progress of the action items identified and to share the work our team has engaged in this school year.

Administrative Recommendation:

N/A

Sample Motion:

N/A



Special Programs COPIA Update

May 6, 2021

Board of Trustees Meeting

PURPOSE

Share updates of the work of the Special Programs team and actions aligned with the COPIA report.



COPIA Report Recap



Action Items



Action Progress



Feedback



Next Steps

COPIA REPORT AND RECOMMENDATIONS



- COPIA Report Purpose
- LISD Adopted all 7 recommendations
- Recommendations
 - forging relationships with parents
 - improving communication
 - training general education teachers on special education services
 - creating materials for parents and teachers to inform about special education services
 - establishing a Pre-ARD process
 - redesigning the ARD process
 - create a parent group exclusively for special education parents
- Recommendation Teams

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ACTION STEPS

Spring 2021	Summer 2021	Fall 2021	Spring 2022	Summer 2022	Fall 2022
Write ARD and 504 Handbook	Write ARD and 504 Handbook	Publish ARD and 504 Handbook		Update ARD and 504 Handbook	
Identify Roles and Responsibilities (teachers, IAs, Admin)	Identify Roles and Responsibilities (teachers, IAs, Admin)	Publish and train: Roles and Responsibilities (teachers, IAs, Admin)			
Develop training library	Develop training library	Publish and regularly update training library	Publish and regularly update training library	Regularly update training library	Regularly update training library
Develop welcome introductory letter (who to contact, links)		Share with all families individually and send ongoing for new to SPROG			
		Hold Orientation 101 for new families	Hold Orientation 101 for new families		Hold Orientation 101 for new families
Parent Education Nights (parent input on topics)		Parent Education Nights (parent input on topics)	Parent Education Nights (parent input on topics)		Parent Education Nights (parent input on topics)
provide consistent communication about events, resources, etc. that comes out with regular campus information; consult with district translator	provide consistent communication about events, resources, etc. that comes out with regular campus information; consult with district translator	provide consistent communication about events, resources, etc. that comes out with regular campus information; consult with district translator	provide consistent communication about events, resources, etc. that comes out with regular campus information; consult with district translator	provide consistent communication about events, resources, etc. that comes out with regular campus information; consult with district translator	provide consistent communication about events, resources, etc. that comes out with regular campus information; consult with district translator
		Plan and communicate SPROG training opportunities for Oct. Conference			Plan and communicate SPROG training opportunities for Oct. Conference
	Plan for BOY training for teachers, IAs, admin	Deliver BOY training for teachers, IAs, admin		Plan for BOY training for teachers, IAs, admin	Deliver BOY training for teachers, IAs, admin
Communicate SPROG training opportunities for Summer Conference	Communicate and deliver SPROG training opportunities for Summer Conference		Communicate SPROG training opportunities for Summer Conference	Communicate and deliver SPROG training opportunities for Summer Conference	
Develop interactive "Roadmap" (entry to graduation)	Develop interactive "Roadmap" (entry to graduation)	Publish interactive "Roadmap" (entry to graduation)			
	Update and Publish Service Descriptions				
	Update "Look-fors" for classroom observations			Update "Look-fors" for classroom observations	
		Develop and Publish list of resources for families (outside of LISD)	Update (ongoing) list of resources for families (outside of LISD)	Update (ongoing) list of resources for families (outside of LISD)	Update (ongoing) list of resources for families (outside of LISD)
Update ChildFind website and highlight in SPROG newsletter		Hold Resource Fair in collaboration with Child Find Dept.			
Job alike cross-campus collaboration opportunities offered on district PD Days		Job alike cross-campus collaboration opportunities offered on district PD Days	Job alike cross-campus collaboration opportunities offered on district PD Days		Job alike cross-campus collaboration opportunities offered on district PD Days
	Plan for Self-determination training	Deliver Self-determination training	Deliver Self-determination training		

ACTION PROGRESS

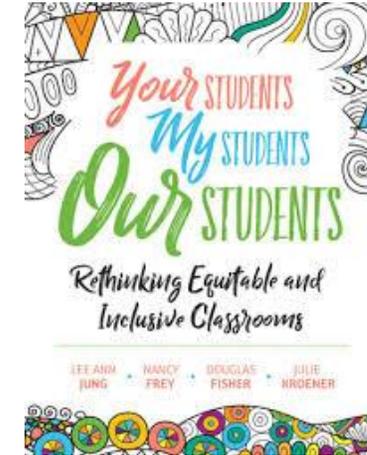
- **Professional learning**
 - **Inclusive Practices Academy**
 - **Universal Design for Learning**
 - **Deeper Learning**
 - **Roles and responsibilities Chart**



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ACTION PROGRESS

- **Culture**
 - **Vision**
 - **Creative Solutions**
 - **Inclusive Mindset**

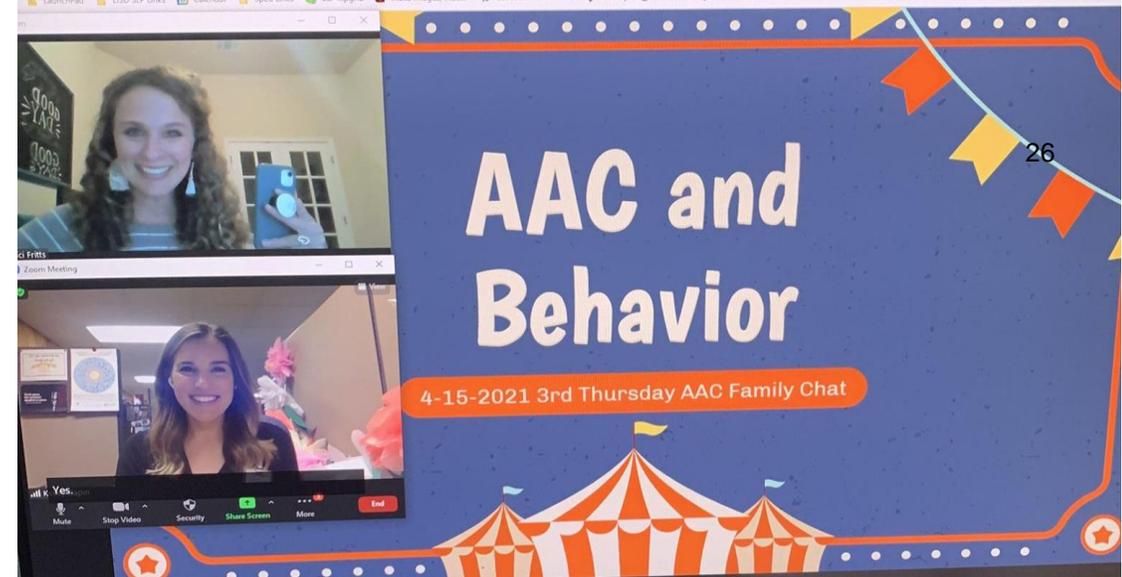


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Through collaboration with our students, families, staff, and community, the Special Programs Department will support each and every student on their path to a meaningful future by celebrating individual strengths, honoring voice and choice, and building independence.

ACTION PROGRESS

- **Parent Partnerships**
 - **Weekly Parent Education Nights**
 - **Parent Liaison**
 - **Special Education PTA**



ACTION PROGRESS

- Improved Communication
 - SPROG Website
 - Newsletter
 - Remind
 - ARD/504 Handbook

smore

SPECIAL PROGRAMS & SERVICES NEWS

April 2021

Message from the Team:

The Special Programs team has been working collaboratively to establish systems and processes so we can continue to improve services for our students served in Special Education, Response to Intervention or through 504 plans. Our team has utilized continuous improvement tools to develop a shared vision in order to align our work. We are excited to communicate our updated department vision.

"Through collaboration with our students, families, staff, and community, the Special Programs Department will support each and every student on their path to a meaningful future by celebrating individual strengths, honoring voice and choice, and building independence."

We look forward to meeting the needs of each and every student as we make this vision come alive in LISD!

Have a wonderful week!

Kimberly Waltmon
Executive Director of Special Programs & Services

smore

April Parent Education Nights

Special Programs & Services have upcoming Parent Education Nights for the month of April! Come learn with us! Please check your Remind accounts for invitations and RSVPs.

April 1st - Autism Parent Support Group 27

April 7th - Down Syndrome Parent Support Group

April 13th - Parent Education Night - Workshop Night

April 15th - AAC Family Chat

April 27th - Parent Education Night - Response to Intervention (RTI)

April 28th - Autism Parent Education Course - Toilet Training

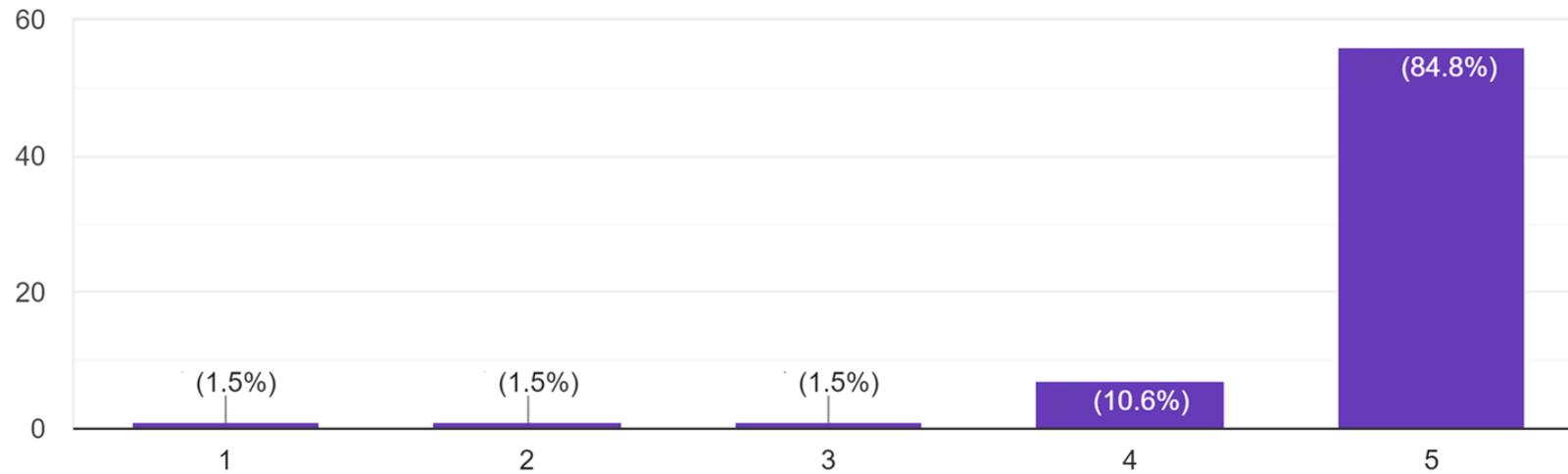
April 28th - Transition to Adulthood - Student Voice: Addressing topics critical for Adulthood

Autism Parent Education Course

ARD FEEDBACK

How satisfied were you with your ARD experience?

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SURVEY FEEDBACK

“I love that our district teams are out there and accessible and parents are building trust with them and its working to move more into true collaboration.”

“The Q&A. Knowing that others shared some of the same concerns as I do. Most of my questions were answered. That was helpful.”

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“I like having people who actually have answers leading the training. It is so helpful.”

“I would like to see some sort of follow up information to how our questions are bringing about change.”

“I think it would be fun to see a question option when we RSVP so the education nights can cover topics of most interest for the audience.”

NEXT STEPS

- **MAINTAIN PROGRESS ON DESIGNATED ACTION ITEMS**
 - **ARD/504 HANDBOOK**
 - **ROLES & RESPONSIBILITIES**
 - **"ROAD MAP"**
- **SUMMER ITEMS**
 - **LOOK-FORS BY PROGRAM**
 - **REVISION OF THE STAFFING PROCESS**
 - **PROFESSIONAL LEARNING PLANS**
- **CONTINUED FOLLOW UP WITH OUR PARENT GROUP TO SHARE PROGRESS AND SEEK FEEDBACK**





QUESTIONS

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

Agenda Item: Report on Afterschool Enrichment Programs
Purpose (this meeting): Discussion Item/Report Only Action Requeste
Administrator Responsible: John Graham, Jody Hormann, & Megan Liles
Attachments: Report on Afterschool Enrichment Programs Presentation

Background Information:

In December of 2019, Afterschool Enrichment was moved from School and Community Relations to the Campus Activities Department. The main reason to make this change was to continue to grow the program by providing more opportunities for students to participate without cost and access being barriers. Additional resources and staff were devoted to this work for the 2020 – 2021 school year. This is a review of the work that has happened this school year and preview of the plan for the 2021 -2022 school year.

Administrative Recommendation:

N/A

Sample Motion:

N/A



Report on Afterschool Enrichment Programs

May 6, 2021

PURPOSE

The purpose of this presentation is to review the work that has happened this school year and give a preview of the plan for the 2021-2022 school year.

ASE January 2021-April 2021

35

- 41 Asynchronous Course offerings via Google Classroom
 - 60-minute lessons, once a week
 - PK- 5th grade
- 27 instructors
 - LISD Elementary Teachers
- FREE!
 - No registration fee
 - Scholarships offered for supplies

REGISTRATIONS

- 130 Pre-K thru 1st grade students
- 133 1st-3rd grade students
- 172 3rd-5th grade students
- Students could register for up to 3 courses
- 1,000 total enrollments

EXAMPLES OF COURSES OFFERED

- NO BAKE BAKING
- CULTURE CLUB
- COMPUTER SCIENCE CODING CLUB
- WATERCOLOR THE WORLD
- READ & CRAFT
- MESSY ART HOUR
- POETRY IS FUN
- PUPPET MASTERS

PREVIEW OF ASE 2021-2022

- Partner primarily with the YMCA to offer in-person enrichment courses (arts & crafts, Lego/robotics, chess, multi-sport, dance, cooking, Spanish)
- Provide opportunities for teachers to host in-person courses
- Offer a few of the more popular asynchronous courses district-wide
- Continue to partner with vendors to fill any interest areas we aren't filling through the YMCA or by courses offered by teachers

QUESTIONS

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

Agenda Item:	Early Childhood Special Education Program Update
Purpose (this meeting):	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
Administrator Responsible:	Kendra Winans, Christine Hilbun, Erin Garner, Beckie Webster, Erica Ellner
Attachments:	Early Childhood Special Education Update presentation

Background Information:

This presentation will provide updates on the early childhood communities. On February 25, 2021 administration shared a proposal draft for Early Childhood Expansion for the 2021-2022 school year. Throughout the months of March and April, the early childhood team has been gathering input from stakeholders. The early childhood team has engaged in multiple discussions with the Special Education PTA, with teachers, and with principals. The team also reached out to each family that would potentially be impacted to explain the proposal, answer questions, and most important of all to begin establishing relationships with our parent partners. The information shared in this presentation represents the finalized proposal for moving forward for the 2021-2022 school year based on the enrollment data we have up to this point. As Pre-Kindergarten enrollment for next year continues to increase further adjustments may need to be considered to accommodate our growing early childhood population.

Administrative Recommendation:

N/A

Sample Motion:

N/A



**EARLY CHILDHOOD SPECIAL
EDUCATION PROGRAM UPDATE**

41

May 6, 2021



LEANDER  ISD

Purpose

Provide an update on Early Childhood Special Education programs joining Early Childhood Communities.

Early Childhood Community Timeline

2015-2016 Implemented first PreK Community

Giddens (Zoned campuses: Giddens, Mason, Winkley, and Knowles)

2017-2020: Expanded to 6 PreK Communities

2020-2021 Created 13 Early Childhood Communities

to include ECSE services and PreK at each Community campus.

2021-2022 All EC Communities are inclusive with ECSE services and PreK on 16 campuses.



GOALS

4

▶ **Inclusion**

Options and opportunities for every ELE, E-SLE student

44

▶ **Collaboration**

GenEd and SPED early childhood teachers work together

▶ **Resource Optimization**

Support, materials, facilities

Input from Stakeholders

Families

Special Education PTA

Special Education Department⁴⁵

Teachers

Principals

16 EC Inclusive Communities 21-22

Bagdad

Grandview Hills

Bush

Knowles

Camacho

Larkspur

Cox

Naumann

Cypress

Plain

Deer Creek

Pleasant Hill

Faubion

Tarvin

Giddens

Winkley

*New communities

Questions



Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

Agenda Item: Legislative Update
Purpose (this meeting): Discussion Item/Report Only Action Requested
Administrator Responsible: Trish Bode, Elexis Grimes and Anna Smith
Attachments: N/A

Background Information:

Since May is such a critical time in the Legislative Session, Colby Nichols will not be present to provide the Board with a levitative update. In Colby's absence, the Leander ISD Legislative Committee members (Trish Bode, Elexis Grimes and Anna Smith) will lead the discussion.

Administrative Recommendation:

N/A

Sample Motion:

N/A

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

Agenda Item:	Discuss Nomination for the Region 13, Position C, Seat on the TASB Board of Directors	
Purpose (this meeting):	<input checked="" type="checkbox"/> Discussion Item/Report Only	<input type="checkbox"/> Action Requested
Action Requested (future meeting):	Thursday, May 20, 2021	
Administrator Responsible:	Bruce Gearing	
Attachments:	TASB Nomination Form (Form A) TASB Board Candidate Biographical Sketch (Form B) TASB Board Candidate Questionnaire (Form C) Instructions for TASB Board Nominations TASB Board of Directors Nominations Frequently Asked Questions Excerpts from the Bylaws of TASB	

Background Information:

The Leander ISD Board of Trustees may nominate a district trustee for the Region 13, Position C, seat on the TASB Board of Directors. The position is currently held by Vernagene Mott (Pflugerville ISD). Mott has reached her term limit as a TASB Director and will be vacating the position at the end of Convention 2021. The term of this position is for three years, beginning at the close of the 2021 Annual TASA/TASB Convention and expiring after Convention 2024.

A TASB Director represents his or her region on the Board, guiding the organization to ensure that the Association fulfills its mission to provide advocacy, visionary leadership, and high-quality services.

The TASB Board of Directors is charged with carrying out directives established by the Delegates at the Delegate Assembly. The Director is expected to attend four Board meetings a year, with one of the meetings being at the same time as the annual TASA/TASB Convention. In addition, the Director will be asked to serve on a standing committee that will meet, as needed, in conjunction with Board meetings. The Director should be a capable, experienced school board member who can assist in providing the Association with outstanding leadership.

As specified on the TASB Nomination form:

1. Expenses incurred for the candidate to attend the Nominations Committee interview will be the responsibility of the candidate's local school district.
2. The local board's nomination of one of its trustees shall be considered the district's endorsement for that Director position.
3. A TASB Director's attendance at regular TASB Board meetings is important.
4. Lodging and transportation expenses incurred by TASB Directors attending regular spring, summer and December Board meetings are reimbursed by the Association. Transportation expenses and three nights of lodging incurred attending the Convention Board meeting are reimbursed by the Association.

Nominations must be approved by the Board of Trustees, and the nominee must confirm their willingness to serve by signing the statement on the nomination form. The nominee will also be required to complete the TASB Board Candidate Biographical Sketch (Form B) and the TASB Board Candidate Questionnaire (Form C). The nomination form and completed candidate forms are due to TASB no later than Wednesday, June 30, 2021.

Note, this is the call for nominations. The endorsement period, during which the Board may support nominated candidates, will be open July 3–August 31, 2021.

Administrative Recommendation:

N/A

Sample Motion:

I move the Board nominate _____ for the Region 13, Position C, seat on the TASB Board of Directors.



TASB NOMINATION FORM

This is to serve as the nomination of a member of our local board to fill a position on the TASB Board of Directors.

CANDIDATE INFORMATION

NAME: _____

SCHOOL DISTRICT: _____

CANDIDATE MAILING ADDRESS: _____

CITY: _____ ZIP: _____

Our school district's board of trustees understands:

1. *Expenses incurred for the candidate to attend the Nominations Committee interview will be the responsibility of the candidate's local school district.*
2. *The local board's nomination of one of its trustees shall be considered the district's endorsement for that Director position.*
3. *A TASB Director's attendance at regular TASB Board meetings is important.*
4. *Lodging and transportation expenses incurred by TASB Directors attending regular spring, summer and December Board meetings are reimbursed by the Association and transportation expenses and three nights' lodging incurred attending the Convention Board meeting are reimbursed by the Association.*

This nomination was approved by our board of trustees at a duly called meeting on _____ (Date)

Signature of board president or officer *(If candidate is the board president or officer, must be signed by another officer)*

PRINTED NAME: _____

TITLE: _____

WILLINGNESS TO SERVE (To Be Completed By the Candidate)

I, _____, confirm my willingness to serve, if elected, as a member of the TASB Board of Directors for Region _____, Position _____.

Signature of candidate

This form is to be used to nominate a member of your Local Board as a candidate to fill a position on the TASB Board of Directors.

Must be received by TASB on or before June 30, 2021.

Interviews will be held at TASB Headquarters in Austin on September 10-11, 2021.

**RETURN TO: E-mail: boardcommunications@tasb.org
FAX: 512.467.3554**



TASB BOARD CANDIDATE BIOGRAPHICAL SKETCH

TODAY'S DATE: _____

NAME: _____

ADDRESS: _____

CITY: _____ ZIP: _____

BUSINESS PHONE: _____ RESIDENCE PHONE: _____

CELL PHONE: _____ FAX NUMBER (if applicable): _____

We communicate with our Board members primarily via e-mail and the Internet. Please list your preferred active email address.

E-MAIL: _____

SCHOOL DISTRICT: _____

LOCAL TERM EXPIRES: _____ YEARS ON BOARD: _____
(Month/year)

Upon expiration of current term on your local board, will you seek reelection?

Yes ___ No ___

BOARD POSITIONS HELD/DATES: _____

OCCUPATION: _____

CURRENT EMPLOYER: _____ Dates: _____

EDUCATION-HIGH SCHOOL: _____ COLLEGE: _____

OTHER EDUCATION: _____ DEGREES: _____

HOBBIES/SPECIAL INTERESTS: _____

BUSINESS/PROFESSIONAL/CIVIC GROUP MEMBERS (Offices held and dates): _____

ADDITIONAL COMMENTS (Use reverse side if additional space is required.): _____

Please attach a short bio and include a current picture in jpeg format.

Additional Comments: (Use reverse side if additional space is required.)



TASB BOARD CANDIDATE QUESTIONNAIRE

NAME: _____

SCHOOL DISTRICT: _____

POSITION: _____

I affirm that my board has approved my candidacy, and the Nominations Form has been submitted to TASB (or is included) as evidence.

1. What motivates you to serve on the TASB Board?

2. What contributions can you make?

3. Service as a TASB Director is a very rewarding experience, but it is a time-consuming endeavor. Please address your commitment to serve as a Director.

4. Please provide evidence of your leadership abilities.

5. If selected, what are some unique characteristics or perspectives you bring to the Board?

6. Describe the characteristics of a good board member. What are at least three or four behaviors of a good board member?

10. Additional information: What else would you like for us to know about you?

(Signature of candidate)

(Date)

This form is to be used by a candidate interested in filling a position on the TASB Board of Directors.

Must be received by TASB on or before June 30, 2021.

Interviews will be held at TASB Headquarters in Austin on September 10-11, 2021.

**RETURN TO: E-mail: boardcommunications@tasb.org
FAX: 512.467.3554**

INSTRUCTIONS FOR TASB BOARD NOMINATIONS

About the TASB Board of Directors

The TASB Board of Directors is charged with carrying out directives established by the Delegates at the Delegate Assembly. The individual Director is expected to attend four Board meetings a year, with one of the meetings being at the same time as the annual TASA/TASB Convention. In addition, the Director will be asked to serve on a standing committee that will meet, as needed, in conjunction with Board meetings. The Director should be a capable, experienced school board member who can assist in providing the Association with outstanding leadership.

How to Nominate a Candidate to the TASB Board

To nominate an individual from your local school board, please complete the following attached forms:

- A. Active member's nomination and candidate's willingness to serve
- B. Candidate biographical sketch
- C. Candidate questionnaire

The completed materials must be received by TASB no later than Wednesday, June 30, 2021. Nominations that do not meet the deadline cannot be accepted.

TASB will e-mail the nominated individual and the superintendent a confirmation that the forms have been received. If an acknowledgment is not received, contact Lysa Hoelscher at **800.580.8272, extension 2976, or lysa.hoelscher@tasb.org**.

The Next Steps

By July 3, a list of all candidates running for the position will be posted on the TASB website.

The candidate endorsement process runs Saturday, July 3–Tuesday, August 31, 2021. During this time, Active Members may endorse one nominated individual from their TASB regions. If a majority of the Active Members of a region endorse a candidate, that individual will be elected to the TASB Board. If at least 25 percent, but not a majority, of the Active Members of a region endorse a candidate, that individual will be included on the official ballot at the TASB Delegate Assembly.

The Nominations Committee will meet Friday, September 10–Saturday, September 11, at TASB Headquarters in Austin to interview candidates and develop a slate of nominees for the Delegate Assembly. The nominated individual will be notified of the time for the interview. Expenses incurred, including lodging and transportation, for the interview are the responsibility of the individual or his or her school district.

If you have questions or need further information, please contact Lysa Hoelscher at **800.580.8272, extension 2976, or lysa.hoelscher@tasb.org**.

We appreciate your participation in this nomination process.

**Texas Association of School Boards
Board of Directors Nominations—Frequently Asked Questions**

1. *Who elects the TASB Board of Directors?*

The general governing body of TASB is the Delegate Assembly, which meets each fall on the Saturday of the TASA/TASB Convention. One of the responsibilities of the Assembly is to elect the TASB Board of Directors (TASB Board).

2. *Who makes up the Delegate Assembly?*

Each Active Member is eligible to designate a Delegate and Alternate from the local board to represent the board's interests at the Delegate Assembly. Either the Delegate or the Alternate, whichever is present on the floor, is the Active Member's voting representative. Members of the TASB Board and the four Legislative Advisory Council members on the TASB Legislative Committee also are voting representatives on the Assembly floor by virtue of their positions.

3. *What is an Active Member of TASB?*

Active Members are local public school boards and education service center boards that have paid current annual dues.

4. *What is the composition of the TASB Board?*

The 42-member TASB Board is composed of the President, the President-Elect, the Immediate Past President, and members from the 20 TASB Regions, which follow the boundaries of the education service centers. These Directors are elected to staggered three-year terms, with the exception of the President-Elect, President, and Immediate Past President who serve one-year terms in each position. An education service center representative also is a member of the TASB Board, serving as a voting *ex officio* member.

5. *What are the responsibilities of the TASB Board?*

The TASB Board actively promotes the purposes of the Association, oversees its fiscal affairs, and establishes Board policies.

6. *How are TASB Board positions determined, and why do some TASB Regions have more than one representative?*

Representation on the TASB Board is determined by state average daily attendance (ADA). Calculations to determine Board positions are completed each April with ADA data furnished by the Texas Education Agency. The TASB Board has two types of positions: large district and regional.

- a. **Large District Members**—An Active Member with at least 1.25 percent of the total state ADA is entitled to a large district position on the TASB Board. Currently, 10 districts qualify as large district members: Aldine ISD, Austin ISD, Cypress-Fairbanks ISD, Dallas ISD, Fort Bend ISD, Fort Worth ISD, Houston ISD, Katy ISD, North East ISD, and Northside ISD-Bexar County.
- b. **Regional Members**—Each of the 20 TASB Regions have a regional member on the TASB Board. However, a TASB Region will gain another position for each 4.25 percent, or fraction thereof, of the total state ADA after subtracting the ADA of each large district member.

7. *Does a TASB Director have to be a member of a local school board?*

Yes, Directors of the TASB Board must be a member of a local school board that is an Active Member of TASB. Except in the case of the President and the Immediate Past President, a Director of the TASB Board who ceases to be a local school board member automatically vacates his or her position on the TASB Board. The TASB President must be a member of a local board at the time of succession to the office.

8. *How do districts know when to nominate an individual for a position on the TASB Board?*

On or before April 30, the board president, superintendent and superintendent secretary of each Active Member will be notified that a vacancy or expiring term exists for a position in the Active Member's TASB Region. This information also will be posted on the TASB website.

9. *How does an Active Member nominate an individual?*

Active Members have until June 30 to place the name of a local board member in nomination for a position. A nomination is accepted when the following completed nominations forms, provided by the Association, are received by TASB:

- (1) Form A, Active Member's Nomination and Willingness to Serve form
- (2) Form B, Candidate's Biographical Sketch
- (3) Form C, Candidate's Questionnaire

The nomination requires local board action, and Form A must be signed by the board president or other board officer and include the date of board action and the candidate.

Once these materials are received, the board president, candidate, and superintendent will receive an e-mail acknowledging the candidacy, along with information regarding the interview with the TASB Nominations Committee.

10. Can an Active Member nominate more than one individual for a position?

No.

11. Can an individual be a candidate for more than one position?

No.

12. What is the endorsement period, and how does an Active Member endorse a nominated individual?

The endorsement period is open July 3–August 31 and is an opportunity for regions to support, or even elect, a candidate nominated to the TASB Board.

During the endorsement period, an Active Member may endorse the candidacy of a nominated individual from another board within their TASB Region. Active Members must use Form D, Endorsement Form, provided by the Association.

It is important to note that TASB Bylaws require local board action for endorsements. Also, the Nominations Committee cannot accept endorsements acted on before July 3 or those not on the form provided by the Association (Form D, Endorsement Form). Completed endorsement forms must be received in TASB Headquarters on or before August 31.

If a majority of Active Members in an Association Region endorse the same candidate, that candidate is elected to the TASB Board and will take office at the completion of the final official session of the TASA/TASB Convention. If more than 25 percent of Active Members in a Region endorses the same candidate, that candidate will be placed on the slate of nominees presented to the Delegate Assembly.

13. How can candidates contact Active Members in their TASB Regions for endorsements?

Upon request, TASB will provide a mailing list to candidates, at no charge.

14. How are vacancies on the TASB Board filled throughout the year?

The TASB Board can fill vacancies that occur during the year. The board president and superintendent of each Active Member within the affected Region will be notified about the vacancy and the process for nominations. The Nominations Committee will interview all candidates and make a recommendation to the TASB Board. The TASB Board will elect an individual to fill the vacancy until the next Delegate Assembly.

15. What is the TASB Nominations Committee, and what is the committee's role in the Delegate Assembly election process?

The TASB Nominations Committee is composed of Directors on the TASB Board. Eleven

committee members and nine alternates are elected by the Board annually. In the election of the committee, the Board considers school district size, geographic location, wealth per student, and other factors, such as gender and ethnicity.

The Nominations Committee meets prior to the Delegate Assembly to interview nominated individuals in Director races that have not been elected by endorsement by the Regions. The Committee prepares a slate of Director nominees by selecting one or more candidates for each open position.

If a Director candidate has received endorsements from a majority of the Active Members in the TASB Region, that individual is automatically elected to the position and will take office after the final Convention session in the year elected.

If no Director candidate has received a majority of the endorsements, the slate of nominees will include the committee's nominees and also will list any nominated individuals who have received endorsements from at least 25 percent, but less than a majority, of the Active Members within their TASB Region.

16. *Who pays the nominated individual's expenses incurred in attending the interview with the Nominations Committee?*

The candidate's local board typically pays. This is not a TASB expense.

17. *Can someone still run for TASB Director if he or she is not chosen by the Nominations Committee and has not received endorsements from at least 25 percent of the Active Members?*

Yes. Even if a candidate was not selected as a nominee by the Nominations Committee or did not receive at least 25 percent of the endorsements from his or her region, he or she may still run for a Director position on the TASB Board through the delegate nomination process.

A delegate nomination may be made by the candidate's Delegate, provided the following conditions are met: (a) the candidate's completed nomination materials had been submitted to TASB Headquarters by June 30, (b) the candidate interviewed with the Nominations Committee, and (c) the candidate's intent and consent to run for the position by this alternate means is received in TASB Headquarters at least five days before the annual Delegate Assembly.

18. *When are Active Members notified of the official slate of Director and Officer nominees?*

The nominations slate of nominees is sent to all Active Members as soon as feasible after the August 31 deadline for Director candidate endorsements and prior to Delegate Assembly.

Officer nominees are selected by the TASB Board at the Summer Board Meeting.

19. *What happens if a nominee is unable to serve?*

The Nominations Committee, at the call of its chair, will select an alternate Director nominee; and the TASB Board, at the call of its President, will select an alternate Officer nominee. Active Members and their Delegates will be notified of the amended report of the Nominations Committee as soon as feasible, but no later than the opening of the Delegate Assembly.

20. *Can candidates in contested races campaign for Delegate votes?*

Yes, within certain limit, candidates in contested races can campaign for Delegate votes.

- a. *Distribution of Materials***—Candidates are permitted to place a one page biographical document on the Delegate tables prior to start of the Assembly.
- b. *Solicitation of Votes***—Candidates are prohibited from soliciting votes in the vicinity of the Delegate Assembly Hall and at the TASB Board meeting. Other than that, candidates are not prohibited from campaigning elsewhere.
- c. *Campaigning at the Delegate Assembly itself***—Aside from distributing a one-page biographical flier, candidates are prohibited from soliciting votes from Delegates outside of the Assembly hall, at the entrance to the hall, or on the floor of the Assembly.

21. *Will nominees be allowed to speak at the Delegate Assembly?*

Yes, speeches are allowed in contested races and each nominee is given three minutes, in accordance with the standing rules adopted by the Assembly. Contested nominees speak in alphabetical order for each position; however, the recommended nominee speaks last.

22. *At the Delegate Assembly, do Delegates cast their vote for all positions or just those within their TASB Region?*

All Delegates of the Assembly may cast a vote in each contested position.

23. *How are votes cast, tallied, and reported?*

Voting is done by electronic keypads. The Teller Committee supervises the voting and certifies the accuracy of the counts. The Teller Committee Chair reports the results to the Assembly.

24. *How is the Teller Committee selected?*

The TASB President appoints Delegates to serve on the Delegate Assembly Teller Committee. A Delegate from an Active Member that has a nominee on the slate is ineligible to serve on the Teller Committee.

25. How are the winners determined?

The nominee receiving the majority of the votes of the Delegates present and voting shall be elected. If no nominee receives a majority, a run-off election shall be conducted between the two nominees receiving the greater number of votes, and the election shall be repeated for that position as many times as necessary to obtain a majority.

26. When do the terms of newly elected Directors and Officers begin?

The newly elected Directors and Officers (including those Directors elected by endorsement within their regions) begin serving their terms at the end of the final official session of the Convention.

27. When does the TASB Board meet?

The TASB Board meets four times a year (December, spring, summer, and Convention).

28. Who pays the Director's expenses to attend meetings?

In accordance with TASB Board Policy, TASB will reimburse Directors for the following expenses:

1. Expenses incurred while attending the regular December, Spring, and Summer TASB Board Meetings.
2. Transportation expenses and three nights' lodging expenses incurred by Directors attending the regular Convention Board Meeting held in conjunction with the TASA/TASB Convention.
3. Expenses incurred while attending any other meetings of the TASB Board or standing committees.

29. Whom do I contact for more information?

Contact Lysa Hoelscher at 800.580.8272, extension 2976 or lysa.hoelscher@tasb.org.

Excerpt from the Bylaws of the
TEXAS ASSOCIATION OF SCHOOL BOARDS, INC.
(as last amended on September 29, 2018)

ARTICLE VI. BOARD OF DIRECTORS

SECTION 1. ASSOCIATION REGIONS.

The Association Regions shall correspond to the ESC region boundaries.

SECTION 2. QUALIFICATIONS, NOMINATION, ENDORSEMENT, AND ELECTION OF DIRECTORS.

A. Each voting Director shall be a trustee of the governing board of a school district that is an Active Member, except as provided below:

- (1) The President and the Immediate Past President, and
- (2) The ESC ex officio Director, in accordance with Article VI, Section 4F.

B. No Active Member shall have more than one candidate running for a Director position, even if more than one Director position is subject to an expiring term or vacancy within the Active Member's Region. No person shall be a candidate for more than one Director position.

C. For purposes of this section, an Active Member school district with an Average Daily Attendance (ADA) meeting the requirements of Article VI, Section 4C(1) shall be treated as an Association Region and referred to in these Bylaws as a Large District.

D. Nominations and endorsements shall be accepted in accordance with the following requirements, in chronological order within the timeframes and deadlines set out in Board policy:

(1) Active Members in any Association Region in which there are expiring terms or vacancies in Director positions shall be notified, by the date established through Board policy, that the Active Member may nominate one of its trustees as a candidate for a Director position in which the term is expiring or a vacancy exists within the Active Member's Region.

(2) The Nominations Committee's chair, or designee, shall have received the following in writing in the Austin office of the Association by the deadline established through Board policy:

(a) The Active Member's nomination, in such form as required by the Association, which shall include a verification by the Active Member's board president or other board officer as to the date of board action; and

(b) Candidate information required by the Association, which shall include (i) the candidate's written confirmation of his or her intent to be nominated as a candidate and willingness to serve

if elected, (ii) biographical information, and (iii) responses to the questionnaire(s) developed by the Association.

(3) A listing of all candidates running for Director positions shall be sent to the superintendent and board president of each Active Member in each Association Region in which there are any expiring terms or vacancies in Director positions by the date established through Board policy. The candidate listing shall also be posted on the Association's Web site. Candidates, Directors, Delegates, and Active Members shall be subject to any campaign protocols or regulations established through Board policy.

(4) Active Member endorsements of candidates shall be received in the Austin office of the Association by the deadline established through Board policy in order for such endorsements to be considered. An Active Member may endorse only one candidate for each open Director position within its Association Region. Only candidates who have complied with the requirements of Article VI, Section 2D(2), may be endorsed. Endorsements adopted by an Active Member before the Association sends the list of candidates pursuant to Article VI, Section 2D(3), or endorsements that are not on the endorsement form provided by the Association in a given year shall not be accepted. An Active Member's nomination of one of its trustees [Article VI, Section 2D(2)] shall be considered the Active Member's endorsement for that Director position.

(5) If a majority of the Active Members in an Association Region endorses the same candidate, that candidate shall be elected to the Director position and shall take office at the completion of the final official session of the annual convention during the year in which the Director was elected.

(6) If no candidate receives endorsements from a majority of the Active Members in the candidate's Association Region [Article VI, Section 2D(4)], the official annual Delegate Assembly list of nominees shall include the following:

(a) Candidates nominated by the Nominations Committee [Article VIII, Section 2H] and

(b) Candidates receiving endorsements from at least 25 percent but less than a majority of the Active Members in an Association Region.

(7) Thereafter nominations may be made by the candidate's Delegate, provided the following conditions are met:

(a) The candidate's nomination was submitted in compliance with Article VI, Section 2D(2),

(b) The candidate interviewed with the Nominations Committee, unless the Committee waived the need for an interview based on criteria set out in Board policy, and

(c) The candidate's intent and consent to run for the position by this alternate means is received in the Austin office of the Association five days prior to the annual Delegate Assembly.

E. Except for a Director position filled in accordance with Article VI, Section 2D(5), the official annual Delegate Assembly list of nominees shall be prepared by the Nominations Committee as

provided in these Bylaws [Article VIII, Section 2I]. The election shall comply with these Bylaws and any rules and procedures adopted by the Delegate Assembly at the start of the meeting. Such rules and procedures may allow uncontested nominees to be deemed elected without a vote.

F. If there is more than one nominee for a Director position, the nominee receiving the majority of the votes of the Delegates present and voting shall be elected. If no nominee receives a majority vote of the Delegates, a run-off election shall be conducted between the two nominees receiving the greater numbers of votes, and the election shall be repeated for that position as many times as necessary to obtain a majority.

SECTION 3. DUTIES. The Board shall supervise, control, and direct affairs of the Association in accordance with the Articles of Incorporation, Bylaws, beliefs, and Advocacy Agenda approved by the annual Delegate Assembly. The Board shall:

- A. Actively promote the mission, beliefs, and purposes of the Association.
- B. Adopt the Association's budget and have discretion in the disbursement of the Association's funds.
- C. Receive any devise, bequest, donation, or otherwise, either real or personal property, or both, and hold the same absolutely or in trust, and invest, reinvest, and manage the same, and apply said property and the income arising there from to the mission, beliefs, and purposes of the Association.
- D. Establish such Board policies, as it deems appropriate in fulfilling its responsibilities under these Bylaws.
- E. Appoint such agents as it may consider necessary.

SECTION 4. COMPOSITION.

A. The Association's governing body shall be composed of Directors from Large Districts or Association Regions. No Active Member shall have more than one individual serving on the Board.

B. All Directors shall represent their respective Association Regions, except the President, President-Elect, and the Immediate Past President.

C. By virtue of student enrollment, individual Active Members or Association Regions may be eligible for a Director position as follows:

(1)(a) Not more than 14 Active Members shall be entitled to Large District Director positions. To qualify for a Large District Director position, the Active Member shall have had at least 1.25 percent of the total state ADA for two consecutive years. If more than 14 Active Members qualify for Large District Director positions under this provision, the 14 Active Members with the largest ADA shall qualify.

(b) If the Active Member's ADA falls below 1.25 percent of the total state ADA for two consecutive school years, or if an Active Member has qualified for a Large District Director position and that Active Member is no longer one of the 14 school districts with the ADA required under Article VI, Section 4C(1)(a), the Active Member's entitlement to a Large District Director position shall end with the expiration of the current representative's term.

(2)(a) An Association Region shall be entitled to Regional Director positions for each 4.25 percent or fraction thereof of the total state ADA contained within the Association Region for two consecutive years, and after the ADA of each Active Member qualifying for a position by virtue of Article VI, Section 4 C(1), has been subtracted. Notwithstanding the foregoing, an Association Region shall be entitled to no more than three Regional Director positions.

(b) If an Association Region becomes entitled to multiple positions by this provision and, subsequently, for two consecutive years, fails to sustain sufficient ADA for the entitlement, a Regional Director position shall be eliminated as follows:

- i. If a vacancy exists in the Regional Director position, that position shall be eliminated, or
- ii. If there is more than one vacancy in the Regional Director positions, the vacant position with the first expiring term shall be eliminated, or
- iii. If there is no vacancy in the Regional Director positions, the existing position with the first expiring term within the Region shall be eliminated at the end of that term, or
- iv. If there is no vacancy and more than one Regional Director position having the first expiring term in the same year, the position being held by the individual with the least tenure as a Regional Director shall be eliminated at the end of that term, or
- v. If there is no vacancy and more than one Regional Director position having the first expiring term in the same year and being held by individuals with the same tenure, there shall be a drawing of lots to determine which Regional Director position shall be eliminated at the end of the term.

D. All calculations under this section shall be based on ADA data furnished by the Texas Education Agency available as of April 1 preceding the annual Delegate Assembly.

E. The Executive Director shall be a nonvoting ex officio Director and shall not be counted in the quorum of the Board.

F. The ESC boards shall be represented by one voting ex officio Director selected by a process and for a term prescribed by guidelines established by the ESC boards, but shall not be counted in the quorum of the Board.

SECTION 5. DURATION OF OFFICE.

- A. The term of office of each Director shall be three years and shall begin at the completion of the final official session of the annual convention during which the Director was elected by the annual Delegate Assembly.
- B. Terms of Directors shall be staggered to allow, to the extent possible, for the election of one-third of the Directors each year. New Director positions shall be assigned to terms to retain this balance; however, if this is not possible, the assignment of terms shall be decided by drawing of lots.
- C. Upon election to a three-year term, a Director may be reelected to no more than three additional terms. For purposes of determining a Director term limit, service time attaches to the individual and not the Association Region with which the Director is associated.
- D. Upon election or succession to the office of President-Elect, the Director position previously held shall be declared vacant and a successor elected, except as provided in Article VI, Section 4A. Once elected President-Elect, the term limit that applies to a Director position shall no longer apply and shall not prevent the individual from completing the term of one year as President-Elect, one year as President, and one year as Immediate Past President.

SECTION 6. RESIGNATION AND REMOVAL.

- A. A Director may resign by submitting a letter of resignation to the President. The resignation shall become effective upon receipt by the President.
- B. A Director who is absent from three consecutive regularly scheduled Board meetings or from three consecutive regularly scheduled standing committee meetings may be removed from the Director position by a majority vote of all of the Directors. A Large District Director removed pursuant to this section shall be ineligible to serve for the remainder of the term to which the Director was elected.
- C. Any Director may be removed by a two-thirds vote of the Board when, in the Board's judgment, the best interests of the Association would be served by removal.

SECTION 7. MEETINGS.

- A. A Board year or annual period commences at the official close of the annual convention and ends after the same event in the next year. The Board shall hold at least four regular meetings that shall be spread throughout the year, with one taking place during the summer and the last meeting taking place during the week of the annual Delegate Assembly. The Executive Committee of the Board shall determine the dates and locations of the meetings for the upcoming Board year and report the meeting schedule to the Board before the Board year commences. The Board also shall be given 30 days' notice before each regular meeting by electronic means, or by any other means accessible to the Directors.

B. Additional meetings of the Board may be called by the President or by the written request of a majority of the Board, provided that a written notice is sent to each Director at least 10 days before the meeting.

C. A meeting of the Board or a committee may be conducted in person or by alternate means, such as teleconference, videoconference, the Internet, or any other means by which each participant can communicate with all other participants.

SECTION 8. QUORUM AND VOTING.

A. A quorum shall consist of a majority of the Board.

B. Unless otherwise specifically provided by these Bylaws, a majority vote of those present and voting shall govern. No proxy voting shall be permitted.

C. Any action required to be taken at a meeting of Directors, or any action which may be taken at a meeting of the Directors or any committee, may be taken without a meeting if a consent in writing, setting forth the action to be taken, shall have been signed or executed by the number of Directors or committee members as would be necessary to take that action at a meeting at which all of the Directors or members of the committee were present and voted. The Board, by policy or resolution, may increase the number of votes required for an action taken by written consent. A written consent shall be signed or executed and dated by each Director or committee member, and consent may be provided in multiple counterparts. Directors or committee members may provide written consent by facsimile, email (from the email address of record), or any other form of writing which comes from the Director or committee member.

SECTION 9. VACANCIES. By majority vote of those present and voting, the Board may fill vacancies that occur in Director positions by electing an individual to fill the vacancy until the next annual Delegate Assembly, in accordance with Board policy. At that time, a candidate shall be elected by the annual Delegate Assembly to fill the unexpired term in accordance with Article VI, Section 2D.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

Agenda Item: Consider Approval of Texas Association of School Boards Initiated Localized Policy Update 116 with Additional District Changes to Policies FFAC(LOCAL) and GKA(LOCAL)

Purpose (this meeting): Discussion Item/Report Only Action Requested

Administrator Responsible: Shawn Swisher

Attachments: Policy Update 116 Comparison Packet, Explanatory Notes, Local Policy Overview
District Changes to Policies FFAC(LOCAL) and GKA(LOCAL)

Background Information:

Update 116 includes recommended (LOCAL) policy revisions concerning the dismissal appeal process for employees, cybersecurity training, student medical treatment, and community conduct on school premises.

Beginning with Update 116, Policy Service has a newly redesigned publication, *Local Policy Overview*. The *Local Policy Overview* replaces *Vantage Points* that was previously provided to you.

Like *Vantage Points*, the *Local Policy Overview* will continue to provide a high-level overview of the changes to the (LOCAL) policies in the update and has been redesigned to better present this information to meet the accessibility standards for individuals with visual impairments.

District suggested changes are indicated in red (see below). Texas Association of School Boards (TASB) changes are indicated in pink and can be found within the following attachment: District Changes to Policies FFAC(LOCAL) and GKA(LOCAL) Atch.pdf

Board Policies with recommended changes
CQB(LOCAL): Technology Resources Cybersecurity
DCD(LOCAL): Employment Practices - At-Will Employment
DCE(LOCAL): Employment Practices – Other Types of Contracts
FFAC(LOCAL): Wellness and Health Services – Medical Treatment (TASB changes in pink/District suggested changes in red)
GKA(LOCAL): Community Relations – Conduct on School Premises (TASB changes in pink/District suggested changes in red)

CQB(LOCAL): Technology Resources Cybersecurity

To ease compliance with state law provisions requiring the board to select a cybersecurity training program and verify and report cybersecurity training by district employees, recommended revisions to this policy provide for the board to delegate these responsibilities to the superintendent.

DCD(LOCAL): Employment Practices - At-Will Employment

Recommended revisions clarify that an at-will employee's appeal of dismissal would follow the district's employee grievance policy and not begin with the board.

DCE(LOCAL): Employment Practices – Other Types of Contracts

Recommended revisions clarify that an appeal by an employee whose non-Chapter 21 contract is not reissued at the end of the contract period would follow the district's employee grievance policy and not begin with the board.

FFAC(LOCAL): Wellness and Health Services – Medical Treatment (District suggested changes in red)

Policy Service recommends several revisions to this local policy on student medical treatment to reflect current guidance from the Texas Department of State Health Services (DSHS) and common district practices.

- Administrative details on student illness, communication, students leaving campus, and accidents are recommended for removal.
- Provisions on administering medication provided by parents direct the superintendent to designate the employees authorized to administer medication and refer to administrative regulations for detailed requirements.
- In accordance with DSHS guidance, the policy reflects that the district shall not purchase nonprescription medication to administer to students, except as provided by the policy, which addresses district-provided medication in the district's athletic program. Contact the district's policy consultant if the district purchases or provides any other medication for students, including unassigned epinephrine auto-injectors or unassigned prescription asthma medication.
- Medical treatment provisions have been updated to clarify who may complete medical treatment authorization forms and reflect that the district shall seek appropriate emergency care for a student as required or deemed necessary. This new text is recommended to replace previous text that covered emergency treatment forms.

The District suggests expanding the language to include the following: , including but not limited to, ensuring that unlicensed personnel are first trained by a district registered nurse (RN).

GKA(LOCAL): Community Relations – Conduct on School Premises (District suggested changes in red)

A recommended revision specifies that a person filing a complaint regarding refusal of entry to or ejection from property based on Education Code 37.105 shall be permitted to address the board within 90 "calendar" days. This change aligns with changes made at Update 115 to the grievance policies at FNG and GF.

Please note: A standard policy provision addressing off-campus activities that was inadvertently removed at Update 112 is recommended for inclusion in this policy.

The District suggests it is in the best interest to the District to leave the timeline as stated at 90 days, to mean 90 “business” days, as this will provide the District adequate time resolve issues before the need to go to the Board. This aligns with the Districts decision to use “business” days rather than “calendar” days at Update 115 in policies FNG and GF.

Administrative Recommendation:

Administration recommends that the Board adopt local board policy update 116 with additional district changes to policy FFAC(LOCAL) and GKA(LOCAL)

Sample Motion:

I move that we adopt local board policy update 116 with additional district changes to policies FFAC(LOCAL) and GKA(LOCAL) as presented.



(LOCAL) Policy Comparison Packet

This packet is generated by an automated process that compares the updated policy to the district's current policy as found in TASB records.

In this packet, you will find:

- Policies being recommended for revision (annotated)
- New policies (not annotated)
- Policies recommended for deletion (annotated in PDF; omitted in Word)

Annotations are shown as follows.

- *Deletions* are shown in a red strike-through font: ~~deleted text~~.
- *Additions* are shown in a blue, bold font: **new text**.
- Blocks of text that have been *moved* without alteration are shown in green, with double underline and double strike-through formatting to distinguish the text's destination from its origin: ~~moved text~~ becomes moved text.
- *Revision bars* appear in the right margin, as above.

Note: While the annotation software competently identifies simple changes, large or complicated changes—as in an extensive rewrite—may be more difficult to follow. In addition, TASB's recent changes to the policy templates to facilitate accessibility sometimes makes formatting changes appear tracked, even though the text remains the same.

For further assistance in understanding policy changes, please refer to the explanatory notes in your Localized Policy Manual update packet or contact your policy consultant.

Contact:	School Districts and Education Service Centers	Community Colleges
	policy.service@tasb.org	colleges@tasb.org
	800.580.7529 512.467.0222	800.580.1488 512.467.3689

- Plan** The District shall develop a cybersecurity plan to secure the District's cyberinfrastructure against a cyberattack or any other cybersecurity incidents, determine cybersecurity risk, and implement appropriate mitigation planning.
- Coordinator** The Superintendent shall designate a cybersecurity coordinator. The cybersecurity coordinator shall serve as the liaison between the District and the Texas Education Agency (TEA) in cybersecurity matters and as required by law report to TEA breaches of system security.
- Training** The Board delegates to the Superintendent the authority to:
1. Determine ~~Each District employee and Board member shall annually complete~~ the cybersecurity training program ~~to be annually completed~~ ~~designated~~ by each employee and Board member; and
 2. Verify ~~the District. The District shall verify~~ and report compliance with staff training requirements ~~in accordance with guidance from~~ the Department of Information Resources.
- ~~The~~ ~~Additionally, the~~ District shall complete periodic audits to ensure compliance with the cybersecurity training requirements.
- Security Breach Notifications** Upon discovering or receiving notification of a breach of system security, the District shall disclose the breach to affected persons or entities in accordance with the time frames established by law. The District shall give notice by using one or more of the following methods:
1. Written notice.
 2. Email, if the District has email addresses for the affected persons.
 3. Conspicuous posting on the District's websites.
 4. Publication through broadcast media.
- The District's cybersecurity coordinator shall disclose a breach involving sensitive, protected, or confidential student information to TEA and parents in accordance with law.

EMPLOYMENT PRACTICES
AT-WILL EMPLOYMENT

DCD
(LOCAL)

Personnel not hired under a contract shall be employed on an at-will basis.

[For information regarding contractual employment, see DCA, DCB, DCC, and DCE, as appropriate]

Dismissal

At-will employees may be dismissed at any time for any reason not prohibited by law or for no reason, as determined by the needs of the District. At-will employees who are dismissed shall receive pay through the end of the last day worked.

Appeal of
Employment
Actions to Board

A dismissed employee may ~~request to be heard by the dismissal~~ ~~Board~~ appeal request to be heard by the ~~dis-~~ ~~missal~~ Board in accordance with DGBA(LOCAL).

EMPLOYMENT PRACTICES
OTHER TYPES OF CONTRACTS

DCE
(LOCAL)

**Non-Chapter 21
Contracts**

Non-Chapter 21 contracts shall be provided for positions approved by the Board. A non-Chapter 21 contract shall not be governed by Chapter 21 of the Education Code.

**Appeal of
Employment Actions**

An employee may appeal discharge during the contract period in accordance with DCE(LEGAL).

An employee whose contract is not reissued at the end of the contract period may appeal ~~to the Board~~ in accordance with DGBA(LOCAL).

Student Illness	Procedures shall be established by the administration to ensure that proper attention is given to any student who becomes ill during the course of a school day.
Communication	District employees shall attempt to contact parents in case of medical emergencies. Students seeking counseling for health-related issues shall be encouraged to talk with their parents.
Students Leaving Campus	Minor students shall not leave campus to seek medical treatment without parental permission. [See FEB]
Accidents Involving Students	Emergency procedures shall be established by the administration to ensure proper attention for any student injured at school. Records shall be maintained on all accidents that require the attention of a medical doctor.
Emergency Treatment Forms	Each year, students and parents shall complete and sign a form that provides emergency information and authorizes school officials to obtain emergency medical treatment, as provided by law.
Administering Medication	No employee shall give any student prescription medication, non-prescription medication medications, herbal substances, anabolic steroids, or dietary supplements of any type, except as provided below.
Exceptions	Employees authorized by this or other District policy.
Medication the Provided by Parent	The Superintendent shall designate the employees who are authorized to administer medication that has been provided by a student's parent. An authorized employee is permitted to administer the following medication in accordance with administrative regulations: Superintendent or designee may administer to students:
Provided by Parent	<ol style="list-style-type: none">1. Prescription medication in accordance with legal requirements. The District requires a physician or other health care provider's written request to administer prescription medication to a student. A physician or other health care provider's signature is required for any dosage or medication change.2. Nonprescription medication, upon a parent's written request, when properly labeled and in the original container.3. Herbal substances or dietary supplements provided by the parent and only if required bydispensation during school hours is documented in the individualized education program or Section 504 plan fora student with disabilities.

*Medication
Provided by
District*

Athletic Program

4. Except as ~~Nonprescription medication provided on an emergency basis~~ by this policy, the District shall not purchase medication to administer to a student ~~and consistent with:~~
 - a. The District shall purchase nonprescription medication that may be used to prevent or treat illness or injury in ~~Protocols established by~~ the District's athletic program. Only a licensed athletic trainer or a physician ~~medical advisor who must be~~ licensed to practice medicine in the state of Texas may administer this medication and may do so only if: ~~;~~ ~~and~~
 1. The District has prior written ~~Written parental~~ consent for medication to be administered [see Medical Treatment, below]; and
 - ~~b.~~a. The administration of a medication by an athletic trainer is in accordance with a standing order or procedures approved by a physician licensed to practice medicine ~~in-given-on~~ the state of Texas ~~emergency treatment form~~.

Psychotropics

Except as permitted by ~~law Education Code 38.016~~, an employee shall not:

1. Recommend to a student or a parent that the student use a psychotropic drug;
2. Suggest a particular diagnosis; or
3. Exclude the student from a class or a school-related activity because of the parent's refusal to consent to psychiatric evaluation or examination or treatment of the student.

Medical Treatment

A student's parent, legal guardian, or other person having lawful control shall annually complete and sign a form that provides emergency information and addresses authorization regarding medical treatment. A student who has reached age 18 shall be permitted to complete this form.

The District shall seek appropriate emergency care for a student as required or deemed necessary. Administration of Medication to Athletes

~~Students participating in the District athletic program may require medication to prevent or treat illness or injury. Students and parents shall be informed in writing of this necessity and of the types of medication that may be administered to students. Written consent from the parent shall be required prior to the administration of medication to athletes. Medication shall be administered to athletes only by a certified trainer.~~

Access to District Property

Authorized District officials, including school resource officers and District police officers if applicable, may refuse to allow a person access to property under the District's control in accordance with law.

District officials may request assistance from law enforcement in an emergency or when a person is engaging in behavior rising to the level of criminal conduct.

Ejection or Exclusion under Education Code 37.105

In accordance with Education Code 37.105, a District official shall provide a person refused entry to or ejected from property under the District's control written information explaining the right to appeal such refusal of entry or ejection under the District's grievance process.

A person appealing under the District's grievance process shall be permitted to address the Board in person within 90 **calendar** days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See FNG and GF]

Off-Campus Activities

Employees shall be designated to ensure appropriate conduct of participants and others attending a school-related activity at non-District or out-of-District facilities. Those so designated shall coordinate their efforts with persons in charge of the facilities.

Prohibitions

Tobacco and E-Cigarettes

The District prohibits smoking and the use of tobacco products and e-cigarettes on District property, in District vehicles, or at school-related activities.

Weapons

The District prohibits the unlawful use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on all District property at all times.

Exceptions

No violation of this policy occurs when:

1. A Texas handgun license holder stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, as long as the handgun or other firearm is secured and not in plain view; or
2. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

Video or Audio Recording

The District prohibits video or audio recording of a District employee or volunteer without the knowledge and consent of the employee or volunteer. The District prohibits video or audio recording of a student except by the student's parent or in accordance with Education Code 26.009.

Explanatory Notes

TASB Localized Policy Manual Update 116

Leander ISD

ATTN(NOTE)

GENERAL INFORMATION ABOUT THIS UPDATE

New! Local Policy Overview for Update 116: The newly redesigned publication *Local Policy Overview* is available in the myTASB Policy Service Resource Library. *Local Policy Overview* is presented in both video and written document formats and replaces *Vantage Points*, previously provided on yellow paper in mailed update packets and available online.

Like *Vantage Points*, the *Local Policy Overview* provides a general, high-level overview of the changes to the (LOCAL) policies included in TASB updates. This resource has been redesigned to better present the information and to meet accessibility standards for individuals with visual impairments. Both the video and written formats of the *Local Policy Overview* are available on myTASB in [Policy Manual Update Re-sources](#). From there, you may forward them electronically or print the written document for distribution to staff and board members.

(LEGAL) policies provide the legal framework for key areas of district operations; they are not adopted by the board.

A25(INDEX)

CROSS-INDEX

The cross-index has been updated to reflect new terms and revisions to content and coding in the policy manual.

AIA(LEGAL)

ACCOUNTABILITY: ACCREDITATION AND PERFORMANCE INDICATORS

Revisions from Administrative Code rules incorporate details previously included in the [Local Accountability Systems Guide](#). The *Guide* is no longer adopted by reference in the Administrative Code but is available online.

AIB(LEGAL)

ACCOUNTABILITY: PERFORMANCE REPORTING

We have added revised Administrative Code rules addressing Results Driven Accountability, a framework to evaluate district performance in regard to certain populations of students in select program areas.

AIC(LEGAL)

ACCOUNTABILITY: INTERVENTIONS AND SANCTIONS

Provisions regarding Monitoring Reviews and On-Site Investigations have been revised to better reflect statute.

BE(LEGAL)

BOARD MEETINGS

Provisions at Persons with Hearing Impairments have been revised to better reflect statute.

BJCB(LEGAL)

SUPERINTENDENT: PROFESSIONAL DEVELOPMENT

Details from revised Administrative Code rules have been added to the provision requiring superintendents to receive training on identifying and reporting potential victims of sexual abuse, human trafficking, and other maltreatment of children.

C(LEGAL)

BUSINESS AND SUPPORT SERVICES

The title of CX has been revised to Contracts for Facilities to better reflect the content.

CBB(LEGAL)

STATE AND FEDERAL REVENUE SOURCES: FEDERAL

Extensive revisions to this legally referenced policy are based on Office of Management and Budget (OMB) amendments to federal regulations addressing awards and grants.

Explanatory Notes

TASB Localized Policy Manual Update 116

Leander ISD

CCG(LLEGAL)

LOCAL REVENUE SOURCES: AD VALOREM TAXES

Provisions, effective January 1, 2021, from Senate Bill 2, 86th Legislative Session, have been added and address:

- Use and submission of the comptroller's tax rate calculation forms to calculate the no-new-revenue and voter-approval tax rates; and
- Taxpayer injunctions restraining the collection of taxes and prohibiting a district from adopting a tax rate if certain requirements are not met.

Guidance from the Texas Tax Code on calculating the voter approval tax rate has also been added.

CE(LLEGAL)

ANNUAL OPERATING BUDGET

We have added a provision requiring the board to attach the forms used to calculate the no-new-revenue and voter-approval tax rates as an appendix to the district's budget. The provision is effective January 1, 2021, and is from Senate Bill 2, 86th Legislative Session.

CFC(LLEGAL)

ACCOUNTING: AUDITS

Revised Administrative Code rules clarify that the district's independent auditor must be associated with a certified public accountancy firm licensed by the Texas State Board of Public Accountancy or a state licensing agency from another state.

CKB(LLEGAL)

SAFETY PROGRAM/RISK MANAGEMENT: ACCIDENT PREVENTION AND REPORTS

New Administrative Code rules on mandatory school drills have been added.

CO(LLEGAL)

FOOD AND NUTRITION MANAGEMENT

We have updated web links in this legally referenced policy.

COA(LLEGAL)

FOOD AND NUTRITION MANAGEMENT: PROCUREMENT

We have updated web links in this legally referenced policy.

COB(LLEGAL)

FOOD AND NUTRITION MANAGEMENT: FREE AND REDUCED-PRICE MEALS

We have updated web links in this legally referenced policy.

CQA(LLEGAL)

TECHNOLOGY RESOURCES: DISTRICT, CAMPUS, AND CLASSROOM WEBSITES

A new required internet posting has been added from revised Administrative Code rules. A district with a local accountability system must post on the district's website an explanation of the methodology used to assign local campus accountability performance ratings.

CQB(LOCAL)

TECHNOLOGY RESOURCES: CYBERSECURITY

To ease compliance with state law provisions requiring the board to select a cybersecurity training program and verify and report cybersecurity training by district employees, recommended revisions to this policy provide for the board to delegate these responsibilities to the superintendent.

Explanatory Notes

TASB Localized Policy Manual Update 116

Leander ISD

CX(LEGAL) CONTRACTS FOR FACILITIES

The title to this legally referenced policy has been changed to Contracts for Facilities, and the text has been revised to better reflect statute.

DAA(LEGAL) EMPLOYMENT OBJECTIVES: EQUAL EMPLOYMENT OPPORTUNITY

This legally referenced policy has been significantly reorganized to focus on discrimination in hiring and discharging employees. Some details on disability discrimination have been moved to DIA, addressing discrimination, harassment, and retaliation in other aspects of employment.

For clarification a Note has been added to indicate that Title VII, the Americans with Disabilities Act, and the Genetic Information Nondiscrimination Act only apply to employers with 15 or more employees as described in the Note.

DBA(LEGAL) EMPLOYMENT REQUIREMENTS AND RESTRICTIONS: CREDENTIALS AND RECORDS

This legally referenced policy has been updated to clarify that holders of intern or probationary certificates may be employed on an emergency permit under certain circumstances.

DCD(LOCAL) EMPLOYMENT PRACTICES: AT-WILL EMPLOYMENT

Recommended revisions clarify that an at-will employee's appeal of dismissal would follow the district's employee grievance policy and not begin with the board.

The *Legal Issues in Update 116* memo describes common legal concerns and best practices specific to [this policy topic](#).

DCE(LOCAL) EMPLOYMENT PRACTICES: OTHER TYPES OF CONTRACTS

Recommended revisions clarify that an appeal by an employee whose non-Chapter 21 contract is not re-issued at the end of the contract period would follow the district's employee grievance policy and not begin with the board.

The *Legal Issues in Update 116* memo describes common legal concerns and best practices specific to [this policy topic](#).

DEAA(LEGAL) COMPENSATION PLAN: INCENTIVES AND STIPENDS

References have been added to new Administrative Code rules on optional local teacher designation systems and mentor teacher training programs.

DH(EXHIBIT) EMPLOYEE STANDARDS OF CONDUCT

The Educators' Code of Ethics has been updated to reflect current Administrative Code rules.

DIA(LEGAL) EMPLOYEE WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

This legally referenced policy has been significantly reorganized to focus on the prohibition against discrimination, harassment, and retaliation with respect to compensation, terms, conditions, or privileges of employment.

For clarification a Note has been added to indicate that Title VII, the Americans with Disabilities Act, and the Genetic Information Nondiscrimination Act only apply to employers with 15 or more employees as described in the Note.

Explanatory Notes

TASB Localized Policy Manual Update 116

Leander ISD

DP(LEGAL) PERSONNEL POSITIONS

Revised Administrative Code rules implement House Bill 1501 from the 86th Legislative Session, which created the Texas Behavioral Health Executive Council to regulate psychological services in public schools, including services provided by a licensed specialist in school psychology.

EHAC(LEGAL) BASIC INSTRUCTIONAL PROGRAM: REQUIRED INSTRUCTION (SECONDARY)

Revisions from amended Administrative Code rules align the required secondary curriculum with changes to the technology applications and CTE TEKS and legislation from the 86th Legislative Session.

In addition, provisions on personal financial literacy were moved within the policy for clarity.

EHBC(LEGAL) SPECIAL PROGRAMS: COMPENSATORY/ACCELERATED SERVICES

From amended Administrative Code rules, we have added provisions explaining:

- How educationally disadvantaged students are defined for the compensatory education allotment and the methods a district may use to verify eligibility; and
- The approval process a district must use to claim students receiving a full-time virtual education through TXVSN in their counts of educationally disadvantaged students.

EIF(LEGAL) ACADEMIC ACHIEVEMENT: GRADUATION

We have added a new Administrative Code rule addressing the option for an elementary school student to complete a course in American Sign Language to satisfy one of the required graduation credits for languages other than English.

EKB(LEGAL) TESTING PROGRAMS: STATE ASSESSMENT

Amended Administrative Code rules require a student in grades 3 through 8 who is enrolled in an accelerated course and who will complete the high school end-of-course assessment for the content area prior to high school to take the ACT or SAT in high school.

Revisions at Accountability Testing are to better match statutory wording.

EKBA(LEGAL) STATE ASSESSMENT: ENGLISH LANGUAGE LEARNERS/LEP STUDENTS

Revised Administrative Code rules address the administration of the alternate English language proficiency assessment for students with the most significant cognitive disabilities and amend terminology in some places from *English language learner* to *English learner*.

FDD(LEGAL) ADMISSIONS: MILITARY DEPENDENTS

Under new Administrative Code rules, a campus may qualify to earn a Purple Star Designation if the campus meets criteria demonstrating supports and resources for its military-connected students.

FFAC(LOCAL) WELLNESS AND HEALTH SERVICES: MEDICAL TREATMENT

Policy Service recommends several revisions to this local policy on student medical treatment to reflect current guidance from the Texas Department of State Health Services (DSHS) and common district practices.

- Administrative details on student illness, communication, students leaving campus, and accidents are recommended for removal.

Explanatory Notes

TASB Localized Policy Manual Update 116

Leander ISD

- Provisions on administering medication provided by parents direct the superintendent to designate the employees authorized to administer medication and refer to administrative regulations for detailed requirements.
- In accordance with DSHS guidance, the policy reflects that the district shall not purchase nonprescription medication to administer to students, except as provided by the policy, which addresses district-provided medication in the district's athletic program. **Contact the district's policy consultant if the district purchases or provides any other medication for students, including unassigned epinephrine auto-injectors or unassigned prescription asthma medication.**
- Medical treatment provisions have been updated to clarify who may complete medical treatment authorization forms and reflect that the district shall seek appropriate emergency care for a student as required or deemed necessary. This new text is recommended to replace previous text that covered emergency treatment forms.

See FFAC in the [TASB Regulations Resource Manual](#) for updated procedures and forms.

The *Legal Issues in Update 116* memo describes common legal concerns and best practices specific to [this policy topic](#).

FFEB(LLEGAL) COUNSELING AND MENTAL HEALTH: MENTAL HEALTH

Revised Administrative Code rules adopted by the Texas Behavioral Health Executive Council address consent regarding school psychological services provided by a licensed specialist in school psychology.

FFG(LLEGAL) STUDENT WELFARE: CHILD ABUSE AND NEGLECT

Revisions at SBEC Disciplinary Action are from amended Administrative Code rules. We have also added a Note connecting the general child abuse and neglect investigation provisions in this legally referenced policy with the more specific provisions at GRA(LLEGAL) addressing investigations of abuse and neglect at school.

FFH(LLEGAL) STUDENT WELFARE: FREEDOM FROM DISCRIMINATION, HARASSMENT, AND RETALIATION

A revision clarifies that the notification of nondiscrimination required by Title IX does not need to state that it extends to admission.

FL(LLEGAL) STUDENT RECORDS

Revisions have been made to reorganize the provisions for better flow and to better match statutory text. Provisions on flagging records of missing children and notifying law enforcement of subsequent requests for those records have been moved to GRAA(LLEGAL). Provisions regarding student information a district receives from law enforcement have been removed, as these provisions are duplicated at GRAA(LE-GAL).

GKA(LLOCAL) COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES

A recommended revision specifies that a person filing a complaint regarding refusal of entry to or ejection from property based on Education Code 37.105 shall be permitted to address the board within 90 "calendar" days. This change aligns with changes made at Update 115 to the grievance policies at FNG and GF.

Please note: A standard policy provision addressing off-campus activities that was inadvertently removed at Update 112 is recommended for inclusion in this policy.

Explanatory Notes

TASB Localized Policy Manual Update 116

Leander ISD

The *Legal Issues in Update 116* memo describes common legal concerns and best practices specific to [this policy topic](#).

GNC(LEGAL) RELATIONS WITH EDUCATIONAL ENTITIES: COLLEGES AND UNIVERSITIES

Details on contracting with an institution of higher education for design or construction of instructional or athletic facilities have been removed, as this information is located in CX(LEGAL).

GRA(LEGAL) RELATIONS WITH GOVERNMENTAL ENTITIES: STATE AND LOCAL GOVERNMENTAL AUTHORITIES

New Administrative Code rules implement the Child Abuse and Treatment Act, resulting in extensive revisions to this legally referenced policy addressing Department of Family and Protective Services investigations of abuse and neglect at school.

GRAA(LEGAL) STATE AND LOCAL GOVERNMENTAL AUTHORITIES: LAW ENFORCEMENT AGENCIES

Provisions on flagging records of missing children and notifying law enforcement of subsequent requests for those records have been moved to this code from FL(LEGAL).

Update 116 Local Policy Overview

December 11, 2020

Introduction

Update 116 includes recommended (LOCAL) policy revisions concerning the dismissal appeal process for employees, cybersecurity training, student medical treatment, and community conduct on school premises.

While not covered in this publication, many of the (LEGAL) policies included in this update were affected by recent changes to Administrative Code rules or legislation from the 86th Legislative Session that will be effective as of January 1, 2021.

TASB Numbered Update Reminders

You should also review your own district's customized Update 116 materials for your specific policy recommendations. Please remember that (LEGAL) policies provide the legal framework for key areas of district operations; they are not adopted by the board.

CQB: Technology Resources, Cybersecurity

Current state law requires the board to select a cybersecurity training program and to verify and report cybersecurity training completed by employees. To ease compliance with this law, the recommend revision delegates these responsibilities to the superintendent.

DCD: Employment Practices, At-Will Employment

DCE: Employment Practices, Other Types of Contracts

Most districts have adopted an employee complaint policy that can be found at DGBA(LOCAL). It establishes a process that an employee would follow before a complaint is heard by the board.

Both DCD(LOCAL) and DCE(LOCAL) reference DGBA under the sections that address appeals. The recommended revisions are intended to clarify that an at-will employee who is dismissed or a non-Chapter 21 contract employee whose contract is not reissued would follow the grievance process as outlined in policy DGBA, including proceeding through the relevant hearing levels before a complaint goes to the board.

FFAC: Wellness and Health Services, Medical Treatment

Substantial revisions at policy FFAC(LOCAL) are recommended:

- To align the policy with current Texas Department of State Health Services (DSHS) guidance;
- To include only those board-level decisions that should be reflected in policy; and
- To remove provisions that are more appropriate in the district's administrative regulations.

Recommended for removal from this policy and inclusion in the district's regulations are administrative details concerning:

- How the district responds when a student becomes ill;
- What steps to take when a student is involved in an accident; and
- Requirements for administering medication provided by parents.

Some districts have policies that would permit the district to purchase nonprescription medication for use in the district athletic program. Special provisions are included in those districts' policies to address this practice.

In accordance with DSHS guidance, however, in most districts' policies the text now reflects that the district shall not otherwise purchase nonprescription medication to administer to students.

Districts also have the option to purchase unassigned, prescription epinephrine auto-injectors and unassigned, prescription asthma medications. If your district purchases epinephrine auto-injectors or asthma medication, state law requires board-adopted policy. Please contact your policy consultant if your district currently purchases these specific prescription medications or if your district purchases nonprescription medications not currently reflected in policy.

The provisions covering medical treatment have also been updated to clarify who may complete the medical treatment authorization form and to reflect that the district will seek appropriate emergency care for a student as required or deemed necessary.

GKA: Community Relations, Conduct on School Premises

The recommended revision in this policy specifies that a person filing a complaint regarding refusal of entry to or ejection from property based on Education Code 37.105 shall be permitted to address the board within 90 "calendar" days unless the complaint is resolved before coming to the board.

Thank You!

That covers the local policies in Update 116 for most districts. We hope you find this overview helpful. Should you have any questions or want further

clarification, please feel free to contact your assigned policy consultant at the [TASB Policy Service website](#).¹

¹ TASB Policy Service: <https://policy.tasb.org>

Student Illness	Procedures shall be established by the administration to ensure that proper attention is given to any student who becomes ill during the course of a school day.
Communication	District employees shall attempt to contact parents in case of medical emergencies. Students seeking counseling for health related issues shall be encouraged to talk with their parents.
Students Leaving Campus	Minor students shall not leave campus to seek medical treatment without parental permission. [See FEB]
Accidents Involving Students	Emergency procedures shall be established by the administration to ensure proper attention for any student injured at school. Records shall be maintained on all accidents that require the attention of a medical doctor.
Emergency Treatment Forms	Each year, students and parents shall complete and sign a form that provides emergency information and authorizes school officials to obtain emergency medical treatment, as provided by law.
Administering Medication	No employee shall give any student prescription medication, non-prescription medicationmedications, herbal substances, anabolic steroids, or dietary supplements of any type, except as provided below.
Exceptions	Employees authorized by <u>this or other District policy</u>.
<u>Medication the Provided by Parent</u>	The Superintendent shall designate the employees who are authorized to administer medication that has been provided by a student's parent. An authorized employee is permitted to administer the following medication in accordance with administrative regulations:
<u>Provided by Parent</u>	Superintendent or designee may administer to students: <ol style="list-style-type: none">1. Prescription medication in accordance with legal requirements, including but not limited to, ensuring that unlicensed personnel are first trained by a district registered nurse (RN). The District requires a physician or other health care provider's written request to administer prescription medication to a student. A physician or other health care provider's signature is required for any dosage or medication change.2. Nonprescription medication, upon a parent's written request, when properly labeled and in the original container.3. Herbal substances or dietary supplements provided by the parent and only if <u>required by dispensation during school</u>

Medication
Provided by
District

Athletic Program

~~hours is documented in~~ the individualized education program or Section 504 plan ~~foref~~ a student with disabilities.

4. ~~Except as Nonprescription medication provided on an emergency basis by this policy,~~ the District ~~shall not purchase medication to administer to a student, and consistent with:~~

a. ~~The District shall purchase nonprescription medication that may be used to prevent or treat illness or injury in Protocols established by the District's athletic program. Only a licensed athletic trainer or a physician medical advisor who must be licensed to practice medicine in the state of Texas may administer this medication and may do so only if: ; and~~

1. ~~The District has prior written~~ Written parental consent for medication to be administered [see Medical Treatment, below]; and

~~b.a.~~ The administration of a medication by an athletic trainer is in accordance with a standing order or procedures approved by a physician licensed to practice medicine in-given on the state of Texas emergency treatment form.

Psychotropics

Except as permitted by ~~law Education Code 38.016,~~ an employee shall not:

1. Recommend to a student or a parent that the student use a psychotropic drug;
2. Suggest a particular diagnosis; or
3. Exclude the student from a class or a school-related activity because of the parent's refusal to consent to psychiatric evaluation or examination or treatment of the student.

Medical Treatment

A student's parent, legal guardian, or other person having lawful control shall annually complete and sign a form that provides emergency information and addresses authorization regarding medical treatment. A student who has reached age 18 shall be permitted to complete this form.

The District shall seek appropriate emergency care for a student as required or deemed necessary. Administration of Medication to Athletes

~~Students participating in the District athletic program may require medication to prevent or treat illness or injury. Students and parents shall be informed in writing of this necessity and of the types of medication that may be administered to students. Written consent from the parent shall be required prior to the administration of medication to athletes. Medication shall be administered to athletes only by a certified trainer.~~

Access to District Property

Authorized District officials, including school resource officers and District police officers if applicable, may refuse to allow a person access to property under the District's control in accordance with law.

District officials may request assistance from law enforcement in an emergency or when a person is engaging in behavior rising to the level of criminal conduct.

Ejection or Exclusion under Education Code 37.105

In accordance with Education Code 37.105, a District official shall provide a person refused entry to or ejected from property under the District's control written information explaining the right to appeal such refusal of entry or ejection under the District's grievance process.

A person appealing under the District's grievance process shall be permitted to address the Board in person within 90 **calendar-business** days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See FNG and GF]

Off-Campus Activities

Employees shall be designated to ensure appropriate conduct of participants and others attending a school-related activity at non-District or out-of-District facilities. Those so designated shall coordinate their efforts with persons in charge of the facilities.

Prohibitions

Tobacco and E-Cigarettes

The District prohibits smoking and the use of tobacco products and e-cigarettes on District property, in District vehicles, or at school-related activities.

Weapons

The District prohibits the unlawful use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on all District property at all times.

Exceptions

No violation of this policy occurs when:

1. A Texas handgun license holder stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, as long as the handgun or other firearm is secured and not in plain view; or
2. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

Video or Audio Recording

The District prohibits video or audio recording of a District employee or volunteer without the knowledge and consent of the employee or volunteer. The District prohibits video or audio recording of a student except by the student's parent or in accordance with Education Code 26.009.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

Agenda Item:	Discussion of the Mission of Leander ISD and District Mission Statement	
Purpose (this meeting):	<input checked="" type="checkbox"/> Discussion Item/Report Only	<input type="checkbox"/> Action Requested
Administrator Responsible:	Sarah Grissom and Susan Cole	
Attachments:	N/A	

Background Information:

As part of the overall strategic thinking and planning process, the Board of Trustees and members of administration have engaged in a collaborative process to bring clarity and focus to the mission of Leander ISD. During the April 8 board meeting, draft mission statements were created:

- Create a nurturing, safe, and resource rich environment where students can connect with their individual path to success.
- Create an inclusive, engaging, empowering, challenging learning environments.
- Our mission is to fully support students by providing real life experiences and opportunities fostering growth and passion.
- Through a collaborative approach we will grow each learner to...

A small team was identified to begin synthesizing these statements and sentiments expressed during the board meeting. During the April 22 board meeting, the small team shared their draft statement for board and cabinet members to consider:

We will cultivate each student individually by:

- Knowing & respecting (appreciating) each student
- Creating an environment that...
- Through a collaborative approach and partnership with our community.

Feedback was obtained and since then, the small team has further refined the draft mission statement. The latest version of the draft mission statement will be presented tonight for consideration.

Administrative Recommendation:

N/A

Sample Motion:

N/A

LISD Vision Statement

The #1LISD community cultivates each student individually to produce the most sought after creators of our future world.

Updated Draft Mission Statement

From small group meeting on **May 5th**

We will cultivate each individual student by:

- Knowing and appreciating them
- Creating a safe and supportive environment to nurture their personal growth
- Partnering with their family

Draft Mission Statements

Created from feedback given at the **April 22nd** board meeting

Draft One

We will cultivate each individual student by:

- Knowing, respecting, and appreciating them
- Creating an environment that celebrates and supports the success and challenges that lead to personal growth
- Partnering with our LISD families and community to ...

Draft Two

We will cultivate each student by celebrating their unique story and nurturing deep learning through collaborative community partnerships.

Draft Three

We will cultivate each individual student by:

- Knowing and appreciating them
- Creating an environment to nurture them
- Partnering with their family

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

Agenda Item:	Consider Approval of 2021-22 Total Compensation Plan
Purpose (this meeting):	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Karie Lynn McSpadden
Attachments:	2021-22 Compensation Plan

Background Information:

As discussed at the April 22, 2021 Board meeting, we are recommending approval of the Compensation Plan as presented which includes a 2% of midpoint across-the-board pay increase, Office/Paraprofessional and Auxiliary scale adjustments and stipend changes.

ADDITIONAL BASE PAY INCREASE OPTIONS

- **Option 1** - Provide an additional 1% of midpoint base salary increase to all eligible employees if federal funds through either the Coronavirus Response and Relief Supplemental Appropriations Act or American Rescue Plan Act are provided to the district for continuity of services and the use of funds is not further restricted by the State of Texas. This increase would be provided at a date administratively feasible based on timing of the federal funds.
- **Option 2** - Provide an additional 1% of midpoint base salary increase to all eligible employees if 2021 taxable values compress the 2021 M&O tax rate to a level sufficient to offset the adoption of a tax rate exceeding the VATR under Texas Tax Code 26.08 or taxable values provide the ability to lower the 2021 I&S tax rate to offset an increase in the M&O tax rate under Texas Tax Code 26.08. This increase would be provided at a date administratively feasible after the tax rate has been adopted.
- **Option 3** - Provide an additional 1% of midpoint base salary increase to all eligible employees if 2021-22 student enrollment exceeds 43,000 based on the PEIMS October 2021 Snapshot and the additional state aid generated sufficiently covers the cost of an additional 1% of midpoint base salary increase. This increase would be provided at a date administratively feasible after the PEIMS snapshot is provided.

BASE PAY INCREASE OPTIONS AUTHORIZATION

- If the Chief Financial Officer certifies that any of these parameters have been met and that other financial obligations and issuance of the base pay increase would not create a financial hardship for the district, the Board will be notified so that payment approval can be made and the pay increase can be implemented at a date as soon as administratively feasible.
- If multiple or all option criteria as stated above occur, no increase would be certified that would provide an increase exceeding a total of 3% of midpoint base salaries provided in fiscal year 2021-22.

The Chief Financial Officer, in collaboration with Human Resources, will recommend one of the following options based on the timing of the payment authorization.

Employee Eligibility - If any mid-year midpoint base salary increase is authorized by the Board of Trustees; employees who are employed by the district in a regular part or full-time position at the time the increase is effective (which includes Teacher Fellows and other employees who are eligible for across-the-board increases) will receive the increase beginning with the next paycheck that is administratively feasible. After the payment is authorized, some portion of the employee's pay may be paid as a delayed lump-sum payment for any missed pay period and the employee will be paid for all work performed during the 2021-22 school year. The mid-year base pay increase is eligible for TRS creditable service.

OR

Employee Eligibility - If any mid-year midpoint base salary increase is authorized by the Board of Trustees; employees who are employed by the district in a regular part or full-time position at the time the increase is

effective (which includes Teacher Fellows and other employees who are eligible for across-the-board increases) will receive the increase beginning with the next paycheck that is administratively feasible and the increase will be prorated for all remaining work performed during the 2021-22 school year. The mid-year base pay increase is eligible for TRS creditable service.

ONE-TIME LUMP SUM PAYMENT AUTHORIZATION

In addition to or in place of the Options listed above, the Superintendent may recommend, and the Board may approve, a one-time lump sum payment (amount of which to be determined at time of approval) for employees based on the following guidelines:

- Federal funds through either the Coronavirus Response and Relief Supplemental Appropriations Act or American Rescue Plan Act of 2021 are provided to the district for continuity of service and the use of funds is not further restricted by the State of Texas or;
- 2021 taxable values compress the 2021 M&O tax rate to a level sufficient to offset the adoption of a tax rate exceeding the VATR under Texas Tax Code 26.08 or taxable values provide the ability to lower the 2021 I&S tax rate to offset an increase in the M&O tax rate under Texas Tax Code 26.08 or;
- 2021-22 Student enrollment exceeds 43,000 based on the PEIMS October 2021 Snapshot and the additional state aid generated sufficiently covers the cost of the one-time payment;
- The District's other financial obligations and issuance of the one-time lump sum payment would not create a financial hardship for the district.
- If the Chief Financial Officer certifies that these parameters have been met, the Board will be notified so that action can be taken.

Employee Eligibility - Employee is employed by the district in a regular part or full-time position, includes Teacher Fellows (substitutes and temporary employees are ineligible). Employees must be in an active status, or on approved medical leave, on a date determined by the Superintendent. Any employees hired after the date of the one-time lump sum payment are ineligible for a lump sum payment and ineligible to be paid at a base salary rate equal to that as if they had been employed at time of the payment. The one-time lump sum payment is not eligible for TRS creditable service.

Administrative Recommendation:

Administration recommends that the Board approve the 2021-22 Total Compensation Plan which includes an initial 2% midpoint salary increase and other scale and stipend adjustments. The Plan provides compensation increases for all employees, including those whose contracts for the 2021-22 school year begin earlier than the date the final compensation decision is made, in an amount to be determined at a future date, contingent upon available funds and that is effective for work performed for the 2021-22 school or contract year as provided in the plan.

Sample Motion:

I move that the Board of Trustees adopt the 2021-22 Total Compensation Plan which includes an initial 2% midpoint salary increase and other scale and stipend adjustments. The Plan provides compensation increases for all employees, including those whose contracts for the 2021-22 school year begin earlier than the date the final compensation decision is made, in an amount to be determined at a future date, contingent upon available funds and that is effective for work performed for the 2021-22 school or contract year as provided in the plan.



2021-22

COMPENSATION PLAN

For Board Approval

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COMPENSATION PLAN DETAILS

LISD recommends the enclosed 2021-22 compensation plan. Once approved, the Board grants LISD administration the authority to make any administrative changes needed to meet the intent of what was presented and in compliance with district policy.

INCENTIVE PLAN

For any funds received by Leander ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90% will be paid to the designated teacher and the remaining 10% will be used for costs associated with the payment to the teacher. Should the District receive funding for a designated teacher who has resigned or retired, the District will forward payment to the resigned or retired teacher as soon as practicable.

Leander ISD will also reimburse teachers up to \$1,900 for initial National Board Certification, up to \$1,250 for renewal, and up to \$450 for maintenance of certification, if the certification or renewal was achieved following the passage of House Bill 3 in 2019. The district will apply for reimbursement for these fees in accordance with TEA guidelines.

BASE PAY INCREASE

The attached salary scales titled **2% MIDPOINT** reflect the Board approved 2% of midpoint increase and the Auxiliary and Office/Paraprofessional salary scale review effective July 2021. The attached salary scales titled **3% MIDPOINT** reflect the new scales if an additional base pay increase is authorized based on the parameters set below and will be effective at that time based on the CFO's certification.

ADDITIONAL BASE PAY INCREASE OPTIONS

- **Option 1** - Provide an additional 1% of midpoint base salary increase to all eligible employees if federal funds through either the Coronavirus Response and Relief Supplemental Appropriations Act or American Rescue Plan Act are provided to the district for continuity of services and the use of funds is not further restricted by the State of Texas. This increase would be provided at a date administratively feasible based on timing of the federal funds.
- **Option 2** - Provide an additional 1% of midpoint base salary increase to all eligible employees if 2021 taxable values compress the 2021 M&O tax rate to a level sufficient to offset the adoption of a tax rate exceeding the VATR under Texas Tax Code 26.08 or taxable values provide the ability to lower the 2021 I&S tax rate to offset an increase in the M&O tax rate under Texas Tax Code 26.08. This increase would be provided at a date administratively feasible after the tax rate has been adopted.
- **Option 3** - Provide an additional 1% of midpoint base salary increase to all eligible employees if 2021-22 student enrollment exceeds 43,000 based on the PEIMS October 2021 Snapshot and the additional state aid generated sufficiently covers the cost of an additional 1% of midpoint base salary increase. This increase would be provided at a date administratively feasible after the PEIMS snapshot is provided.

BASE PAY INCREASE OPTIONS AUTHORIZATION

- If the Chief Financial Officer certifies that any of these parameters have been met and that other financial obligations and issuance of the base pay increase would not create a financial hardship for the district, the Board will be notified so that payment approval can be made and the pay increase can be implemented at a date as soon as administratively feasible.
- If multiple or all option criteria as stated above occur, no increase would be certified that would provide an increase exceeding a total of 3% of midpoint base salaries provided in fiscal year 2021-22.

The Chief Financial Officer, in collaboration with Human Resources, will recommend one of the following options based on the timing of the payment authorization.

Employee Eligibility - If any mid-year midpoint base salary increase is authorized by the Board of Trustees; employees who are employed by the district in a regular part or full-time position at the time the increase is effective (which includes Teacher Fellows and other employees who are eligible for across-the-board increases) will receive the increase beginning with the next paycheck that is administratively feasible. After the payment is authorized, some portion of the employee's pay may be paid as a delayed lump-sum payment for any missed pay period and the employee will be paid for all work performed during the 2021-22 school year. The mid-year base pay increase is eligible for TRS creditable service.

OR

Employee Eligibility - If any mid-year midpoint base salary increase is authorized by the Board of Trustees; employees who are employed by the district in a regular part or full-time position at the time the increase is effective (which includes Teacher Fellows and other employees who are eligible for across-the-board increases) will receive the increase beginning with the next paycheck that is administratively feasible and the increase will be prorated for all remaining work performed during the 2021-22 school year. The mid-year base pay increase is eligible for TRS creditable service.

ONE-TIME LUMP SUM PAYMENT AUTHORIZATION

In addition to or in place of the Options listed above, the Superintendent may recommend, and the Board may approve, a one-time lump sum payment (amount of which to be determined at time of approval) for employees based on the following guidelines:

- Federal funds through either the Coronavirus Response and Relief Supplemental Appropriations Act or American Rescue Plan Act of 2021 are provided to the district for continuity of service and the use of funds is not further restricted by the State of Texas or
- 2021 taxable values compress the 2021 M&O tax rate to a level sufficient to offset the adoption of a tax rate exceeding the VATR under Texas Tax Code 26.08 or taxable values provide the ability to lower the 2021 I&S tax rate to offset an increase in the M&O tax rate under Texas Tax Code 26.08 or
- 2021-22 Student enrollment exceeds 43,000 based on the PEIMS October 2021 Snapshot and the additional state aid generated sufficiently covers the cost of the one-time payment.
- The District's other financial obligations and issuance of the one-time lump sum payment would not create a financial hardship for the district.

- If the Chief Financial Officer certifies that these parameters have been met, the Board will be notified so that action can be taken.

Employee Eligibility - Employee is employed by the district in a regular part or full-time position, includes Teacher Fellows (substitutes and temporary employees are ineligible). Employees must be in an active status, or on approved medical leave, on a date determined by the Superintendent. Any employees hired after the date of the one-time lump sum payment are ineligible for a lump sum payment and ineligible to be paid at a base salary rate equal to that as if they had been employed at time of the payment. The one-time lump sum payment is not eligible for TRS creditable service.

COMPENSATION PLAN

2% MIDPOINT/SCALE ADJUSTMENTS

2021-22 TEACHER/LIBRARIAN HIRING SALARY SCALE - 2% MIDPOINT

YEARS EXPERIENCE	BACHELORS	MASTERS	DOCTORATE
0	\$50,900	\$51,900	\$52,900
1	\$51,138	\$52,138	\$53,138
2	\$51,138	\$52,138	\$53,138
3	\$51,588	\$52,588	\$53,588
4	\$52,038	\$53,038	\$54,038
5	\$52,489	\$53,489	\$54,489
6	\$52,939	\$53,939	\$54,939
7	\$53,389	\$54,389	\$55,389
8	\$53,839	\$54,839	\$55,839
9	\$54,324	\$55,324	\$56,324
10	\$54,784	\$55,784	\$56,784
11	\$55,284	\$56,284	\$57,284
12	\$55,784	\$56,784	\$57,784
13	\$56,359	\$57,359	\$58,359
14	\$56,759	\$57,759	\$58,759
15	\$57,159	\$58,159	\$59,159
16	\$57,559	\$58,559	\$59,559
17	\$58,044	\$59,044	\$60,044
18	\$58,569	\$59,569	\$60,569
19	\$59,004	\$60,004	\$61,004
20	\$59,431	\$60,431	\$61,431
21	\$59,831	\$60,831	\$61,831
22	\$60,231	\$61,231	\$62,231
23	\$60,631	\$61,631	\$62,631
24	\$61,031	\$62,031	\$63,031
25	\$61,626	\$62,626	\$63,626
26	\$62,434	\$63,434	\$64,434
27	\$63,244	\$64,244	\$65,244
28	\$64,214	\$65,214	\$66,214
29	\$65,114	\$66,114	\$67,114
30	\$65,914	\$66,914	\$67,914

2021-22 RN SALARY SCALE - 2% MIDPOINT

YEARS EXPERIENCE	SALARY
0	\$53,900
1	\$54,138
2	\$54,138
3	\$54,588
4	\$55,038
5	\$55,489
6	\$55,939
7	\$56,389
8	\$56,839
9	\$57,324
10	\$57,784
11	\$58,284
12	\$58,784
13	\$59,359
14	\$59,759
15	\$60,159
16	\$60,559
17	\$61,044
18	\$61,569
19	\$62,004
20	\$62,431
21	\$62,831
22	\$63,231
23	\$63,631
24	\$64,031
25	\$64,626
26	\$65,434
27	\$66,244
28	\$67,214
29	\$68,114
30	\$68,914

2021-22 COUNSELOR SALARY SCALE - 2% MIDPOINT

YEARS EXPERIENCE	ELEM SCHOOL COUNSELOR	MIDDLE SCHOOL COUNSELOR	LEAD MIDDLE SCHOOL COUNSELOR	HIGH SCHOOL COUNSELOR	LEAD HIGH SCHOOL COUNSELOR
	195 DAYS	207 DAYS	215 DAYS	207 DAYS	215 DAYS
0	\$58,291	\$61,879	\$64,270	\$61,879	\$64,270
1	\$58,540	\$62,142	\$64,544	\$62,142	\$64,544
2	\$58,540	\$62,142	\$64,544	\$62,142	\$64,544
3	\$59,009	\$62,640	\$65,061	\$62,640	\$65,061
4	\$59,478	\$63,139	\$65,579	\$63,139	\$65,579
5	\$59,948	\$63,637	\$66,096	\$63,637	\$66,096
6	\$60,417	\$64,135	\$66,614	\$64,135	\$66,614
7	\$60,887	\$64,634	\$67,132	\$64,634	\$67,132
8	\$61,356	\$65,132	\$67,649	\$65,132	\$67,649
9	\$61,862	\$65,669	\$68,207	\$65,669	\$68,207
10	\$62,342	\$66,178	\$68,736	\$66,178	\$68,736
11	\$62,863	\$66,731	\$69,310	\$66,731	\$69,310
12	\$63,384	\$67,285	\$69,885	\$67,285	\$69,885
13	\$63,984	\$67,921	\$70,546	\$67,921	\$70,546
14	\$64,401	\$68,364	\$71,006	\$68,364	\$71,006
15	\$64,818	\$68,807	\$71,466	\$68,807	\$71,466
16	\$65,235	\$69,250	\$71,926	\$69,250	\$71,926
17	\$65,741	\$69,787	\$72,484	\$69,787	\$72,484
18	\$66,289	\$70,368	\$73,087	\$70,368	\$73,087
19	\$66,742	\$70,849	\$73,587	\$70,849	\$73,587
20	\$67,187	\$71,322	\$74,078	\$71,322	\$74,078
21	\$67,605	\$71,765	\$74,538	\$71,765	\$74,538
22	\$68,022	\$72,208	\$74,998	\$72,208	\$74,998
23	\$68,439	\$72,650	\$75,458	\$72,650	\$75,458
24	\$68,856	\$73,093	\$75,918	\$73,093	\$75,918
25	\$69,476	\$73,752	\$76,602	\$73,752	\$76,602
26	\$70,319	\$74,646	\$77,531	\$74,646	\$77,531
27	\$71,164	\$75,543	\$78,462	\$75,543	\$78,462
28	\$72,175	\$76,617	\$79,578	\$76,617	\$79,578
29	\$73,114	\$77,613	\$80,612	\$77,613	\$80,612
30	\$73,948	\$78,498	\$81,532	\$78,498	\$81,532

2021-22 CAMPUS ADMINISTRATOR/PROFESSIONAL SALARY SCALE - 2% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
CA1	\$280.19	\$305.62	\$331.05
CA2	\$299.20	\$326.36	\$353.53
CA3	\$319.64	\$348.62	\$377.60
CA4	\$335.35	\$365.78	\$396.20
CA5	\$368.99	\$402.46	\$435.92
CA6	\$411.16	\$448.47	\$485.79
CA7	\$448.51	\$489.25	\$529.98
CA8	\$508.74	\$554.93	\$601.13

2021-22 DISTRICT ADMINISTRATOR/PROFESSIONAL SALARY SCALE - 2% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
DA1	\$247.41	\$269.87	\$292.33
DA2	\$268.33	\$292.68	\$317.04
DA3	\$308.96	\$336.99	\$365.02
DA4	\$335.35	\$365.78	\$396.20
DA5	\$368.99	\$402.46	\$435.92
DA6	\$411.16	\$448.47	\$485.79
DA7	\$448.51	\$489.25	\$529.98
DA8	\$508.74	\$554.93	\$601.13

2021-22 OPERATIONAL SERVICES SALARY SCALE - 2% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
OS1	\$236.00	\$257.43	\$278.86
OS2	\$283.59	\$311.91	\$337.66
OS3	\$368.99	\$402.46	\$435.92
OS4	\$411.16	\$448.47	\$485.79

2021-22 SPED LICENSED PROFESSIONAL SALARY SCALE - 2% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
LP	\$279.12	\$321.23	\$363.35

2021-22 INFORMATION TECHNOLOGY SALARY SCALE - 2% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
I1	\$211.74	\$230.92	\$250.10
I2	\$295.30	\$321.94	\$348.59
I3	\$308.96	\$336.99	\$365.02
I4	\$335.35	\$365.78	\$396.20
I5	\$368.99	\$402.46	\$435.92
I6	\$411.16	\$448.47	\$485.79
I7	\$448.51	\$489.25	\$529.98
I8	\$508.74	\$554.93	\$601.13

2021-22 OFFICE/PARAPROFESSIONAL SALARY SCALE - 2% MIDPOINT/SCALE ADJUSTMENTS

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
PP1	\$13.62	\$14.85	\$16.08
PP2	\$15.26	\$16.63	\$18.01
PP3	\$17.09	\$18.63	\$20.17
PP4	\$19.14	\$20.86	\$22.59
PP5	\$21.44	\$23.37	\$25.30
PP6	\$24.01	\$26.17	\$28.33
PP7	\$26.89	\$29.31	\$31.73
PP8	\$30.12	\$32.83	\$35.54

2021-22 AUXILIARY SALARY SCALE - 2% MIDPOINT/SCALE ADJUSTMENTS

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
ZZ1	\$11.33	\$12.46	\$13.60
ZZ1A	\$12.01	\$13.21	\$14.41
ZZ2	\$12.75	\$14.02	\$15.29
ZZ3	\$14.34	\$15.77	\$17.20
ZZ4	\$16.13	\$17.74	\$19.35
ZZ5	\$18.14	\$19.95	\$21.76
ZZ5A	\$19.22	\$21.15	\$23.07
ZZ6	\$20.38	\$22.42	\$24.45
ZZ7	\$22.82	\$25.11	\$27.39
ZZ8	\$25.56	\$28.12	\$30.67
ZZ9	\$28.12	\$30.93	\$33.74

2021-22 SUBSTITUTE PAY

Assignment	Assignment Lasting 10 days or less (Teacher and Instructional Assistant)	11+ day assignment (Teacher only)	Early-release day or leave earlier than schedule	Teacher Planning/Training Day
Non-Certified	\$90	\$120	\$50	\$67.50
Certified	\$95			\$71.25

Special Education Assignment Supplement (This SPED supplement is only on short-term assignments not long-term assignments of 11 days or more)	
Substitute Teacher for SPED assignment	\$10/day
Substitute Instructional Assistant for SPED assignment	\$5/day

Assignment	Assignment Lasting 10 days or less	11+ day assignment	Early-release day or leave earlier than schedule	Planning/Training Day
Registered Nurse Substitute	\$140	\$200	\$60	\$105
LVN Substitute	\$95	\$130	\$50	\$71.25

2021-22 SEASONAL PART-TIME EMPLOYEE PAY

Assignment	2021-22 Hourly Rate
AVID Tutor	\$12.00
Childcare Worker	\$10.00
SMC Refurbishing Tech	\$10.00
Summer Feeding Program Assistant	\$12.75
Summer Feeding Program Supervisor	\$20.50
Floater Bus Monitor	\$12.75
Floater Bus Driver	\$18.14
Floater Custodian	\$12.75
Floater Crossing Guard	\$10.00

Assignment	Years of Experience	2021-22 Hourly Rate
Crossing Guard	0	\$10.00
	1	\$10.25
	2	\$10.50
	3	\$10.75
	4	\$11.00
	5+	\$11.25

2021-22 TEMPORARY EMPLOYEE PAY

Temp Assignment	2021-22 Hourly Rate
GENERAL TEMPS	
Administrative Assistant	\$15.00
Clerical Support	\$12.50
District Receptionist Substitute	\$15.00
Docutech Operator	\$15.00
HS Event Parking Lot Attendant	\$8.50
Lunchroom Monitor	\$9.25
Manual Trades	\$8.50
Materials Management Summer Assistant	\$10.00
Registrar (ELEM)	\$13.50
Registrar (MS)	\$15.00
Registrar (HS)	\$17.00
Translator/Interpreter	\$30.00
Special Education/ARD Translator/Interpreter	\$40.00
Video Scoreboard Broadcast Specialist	\$30.00
TEACHING & LEARNING TEMPS	
Academic Assistant (12+ college hours)	\$12.00
Academic Assistant (48+ college hours)	\$15.00
Academic Assistant (certified teacher)	\$20.00
Administrator	Min of posted salary scale for position
AP/PSAT/ACT/SAT (Mock or Actual Exam) Proctor	\$15.00
ARD Facilitator Services	\$40.00
Assistive Technology Facilitator Assistant	\$10.00
Behavioral Services	\$35.00
Diagnostician/LSSP Services	\$40.00
Bilingual Diagnostician/LSSP Services	\$70.00
Campus Support Staff - Summer Prof. Learning	\$10.00
Chart Maker	\$7.25
Childcare Provider	\$10.00
College Coach	\$25.00
Counselor	\$35.00
ESL Reading Specialist	\$30.00
Homeless Program Assistance	\$15.00
Homebound Program Reviewer	\$70.00
Instructional Assistant	\$13.20
Instructional Assistant (Special Programs)	\$14.78
LSSP Services	\$40.00

Orientation & Mobility Services	\$65.00
Ropes Facilitation	\$25.00
Occupational Therapist Services	\$40.00
SLP Services	\$40.00
SPED Teacher Advisor	\$25.00
SRP Teacher	\$30.00
Work-based Learning Advisor	\$40.00
STUDENT WORKER TEMPS	
Student Worker	\$7.50
IT Summer Tech	\$10.00
PAC Student Worker	\$10.00
Video Scoreboard Operator	\$10.00
FINE ARTS TEMPS	
Accompanist	\$25 - \$60 per rehearsal/recording session
	\$100 per performance
Choreographer	\$250-\$500 per routine
Clinician	\$75 - \$500 session - Choir
	\$150 - \$300 session - Theatre
	\$300 - \$750 session - Band
Masterclass Teacher	\$50 per hour

2021-22 ANNUALIZED STIPENDS

Stipend Title	Stipend	Extra Days
DISTRICTWIDE STIPENDS		
DISTRICT C2 COORDINATOR	\$1,000	0
DISTRICT LEAD DEAN OF INSTRUCTION	\$1,000	0
DISTRICT TWILIGHT COORDINATOR	\$3,000	0
TEACHER NATIONAL BOARD CERTIFICATION	\$1,500	0
HIGH SCHOOL ACADEMIC STIPENDS		
HS ASSOCIATE PRINCIPAL	\$1,000	6
HS DEPARTMENT HEAD	\$2,000	0
HS FULL-YEAR EXTRA TEACHING PERIOD	\$2,500	0
HS HALF-YEAR EXTRA TEACHING PERIOD	\$1,250	0
HS INSTRUCTIONAL COACH	\$0	15
HS SATURDAY CLOCK	\$2,000	0
HS TUTORIALS/D-HALL/CREDIT RECOVERY	\$2,000	0
HS TWILIGHT TEACHER	\$2,000	0
HS ZERO-HOUR TEACHING PERIOD	\$3,500	0
HIGH SCHOOL EXTRA-CURRICULAR STIPENDS		
HS AGRICULTURE ADVISOR	\$6,000	17
HS BROADCAST JOURNALISM ADVISOR	\$2,000	0
HS DEBATE ADVISOR	\$2,500	0
HS KEY CLUB ADVISOR	\$500	0
HS NEWSPAPER ADVISOR	\$2,500	0
HS NHS ADVISOR	\$1,500	0
HS NHS ASSISTANT ADVISOR	\$600	0
HS PALS ADVISOR	\$1,000	0
HS ROBOTICS LEAD ADVISOR	\$3,500	7
HS ROBOTICS ADVISOR	\$1,250	7
HS SHATTERED DREAMS ADVISOR	\$500	0
HS STUDENT COUNCIL ADVISOR	\$1,200	5
HS STUDENT COUNCIL ASSISTANT ADVISOR	\$600	0
HS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$1,000	0
HS UIL COORDINATOR	\$1,500	0
HS YEARBOOK ADVISOR	\$2,000	0
HIGH SCHOOL ATHLETIC STIPENDS		
FOOTBALL		
HS FOOTBALL - DEFENSIVE COORD.	\$5,000	15
HS FOOTBALL - OFFENSIVE COORD. /HEAD COACH JV	\$5,000	15
HS FOOTBALL - STRENGTH & CONDITIONING COORD.	\$5,000	15

HS FOOTBALL - VARSITY COACH/HEAD COACH SOPH	\$3,100	15
HS FOOTBALL - VARSITY COACH	\$3,100	15
HS FOOTBALL - HEAD COACH FRESHMAN	\$2,500	15
HS FOOTBALL - JV/FRESHMAN COACH	\$2,500	15
BOYS BASKETBALL		
HS BASKETBALL - BOYS HEAD COACH	\$5,000	10
HS BASKETBALL - BOYS JV COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN B COACH	\$2,000	10
BASEBALL		
HS BASEBALL - HEAD COACH	\$5,000	10
HS BASEBALL - JV COACH	\$2,000	5
HS BASEBALL - FRESHMAN COACH	\$2,000	5
HS BASEBALL - FRESHMAN B COACH	\$2,000	5
BOYS SOCCER		
HS SOCCER - BOYS HEAD COACH	\$5,000	5
HS SOCCER - BOYS ASST. COACH	\$2,000	5
BOYS TRACK		
HS TRACK - BOYS HEAD COACH	\$4,000	5
HS TRACK - BOYS ASST. COACH	\$2,000	5
CROSS COUNTRY		
HS CROSS COUNTRY - HEAD COACH	\$4,000	10
HS CROSS COUNTRY - ASST. COACH	\$2,000	5
GOLF		
HS GOLF - HEAD COACH	\$5,000	3
HS GOLF - ASST. COACH	\$2,000	3
WRESTLING		
HS WRESTLING - HEAD COACH	\$4,000	5
HS WRESTLING - ASST. COACH	\$2,000	5
COORDINATOR		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
VOLLEYBALL		
HS VOLLEYBALL - VARSITY	\$5,000	10
HS VOLLEYBALL - JV COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN A/B COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN B COACH	\$2,000	10
GIRLS BASKETBALL		
HS BASKETBALL - GIRLS HEAD COACH	\$5,000	10
HS BASKETBALL - GIRLS JV COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN B COACH	\$2,000	10

SOFTBALL		
HS SOFTBALL - HEAD COACH	\$5,000	10
HS SOFTBALL - JV COACH	\$2,000	5
HS SOFTBALL - FRESHMAN COACH	\$2,000	5
GIRLS SOCCER		
HS SOCCER - GIRLS HEAD COACH	\$5,000	5
HS SOCCER - GIRLS ASST. COACH	\$2,000	5
GIRLS TRACK		
HS TRACK - GIRLS HEAD COACH	\$4,000	5
HS TRACK - GIRLS ASST. COACH	\$2,000	5
SWIMMING		
HS SWIMMING - HEAD COACH	\$5,000	5
HS SWIMMING - ASST. COACH	\$2,000	5
TENNIS		
HS TENNIS - HEAD COACH	\$5,000	5
HS TENNIS - ASST. COACH	\$2,000	3
TRAINER		
HS ATHLETIC TRAINER	\$6,600	28
ATHLETIC EXTRA-DUTY STIPENDS		
HS ATHLETIC ACADEMIC COORD.	\$2,000	0
HS ATHLETIC FACILITIES COORD.	\$2,000	0
HS ATHLETIC TRAVEL COORD.	\$2,000	0
HS ATHLETIC VIDEO COORD.	\$2,000	0
HS POWER LIFTING	\$2,000	0
HS ATHLETICS PURCHASING COORD.	\$2,000	0
HS ATHLETICS RANK 1 COORD.	\$2,000	0
HS FOOTBALL - GAME ADMINISTRATOR	\$2,000	0
HS SPORTS EQUIPMENT MANAGER	\$2,000	0
HIGH SCHOOL PERFORMING ARTS STIPENDS		
HS BAND DIRECTOR	\$8,000	39
HS BAND ASSISTANT DIRECTOR	\$4,500	20
HS DANCE DIRECTOR	\$3,000	15
HS DANCE ASSISTANT DIRECTOR	\$2,500	6
HS CHEER DIRECTOR	\$3,000	15
HS CHEER ASSISTANT DIRECTOR	\$2,500	6
HS CHOIR DIRECTOR	\$3,000	12
HS CHOIR ASSISTANT DIRECTOR	\$2,500	6
HS THEATRE DIRECTOR	\$2,500	5
HS THEATRE ASSISTANT DIRECTOR	\$1,500	0
HS UIL ONE ACT PLAY DIRECTOR	\$1,000	0
HS UIL ONE ACT PLAY ASSISTANT DIRECTOR	\$500	0

MIDDLE SCHOOL ACADEMIC STIPENDS		
MS INSTRUCTIONAL COACH	\$0	15
MS DEPARTMENT HEAD	\$1,000	0
MS FULL EXTRA TEACHING PERIOD	\$2,500	0
MS ZERO HOUR TEACHING PERIOD	\$3,500	0
MS SATURDAY CLOCK	\$1,000	0
MS DETENTION AM/PM	\$1,000	0
MIDDLE SCHOOL EXTRA-CURRICULAR STIPENDS		
MS INTRAMURALS	\$1,000	0
MS JOURNALISM ADVISOR	\$1,500	0
MS NJHS ADVISOR	\$750	0
MS STEP TEAM ADVISOR	\$500	0
MS STEP TEAM ASSISTANT	\$250	0
MS STUDENT COUNCIL ADVISOR	\$750	0
MS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$500	0
MIDDLE SCHOOL ATHLETIC STIPENDS		
COORDINATOR		
MS BOYS ATHLETICS COORDINATOR	\$3,000	0
FOOTBALL		
MS FOOTBALL - 7TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 7TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - C TEAM COACH	\$1,500	10
BOYS BASKETBALL		
MS BASKETBALL - BOYS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - BOYS 8TH GRADE COACH	\$1,500	3
BOYS SOCCER		
MS SOCCER - BOYS COACH	\$1,500	0
CROSS COUNTRY		
MS CROSS COUNTRY BOYS/GIRLS COACH	\$1,500	0
MS CROSS COUNTRY BOYS/GIRLS ASST. COACH	\$1,500	0
COORDINATOR		
MS GIRLS ATHLETICS COORDINATOR	\$3,000	0
VOLLEYBALL		
MS VOLLEYBALL 7TH GRADE COACH	\$1,500	3
MS VOLLEYBALL 8TH GRADE COACH	\$1,500	3
GIRLS BASKETBALL		
MS BASKETBALL - GIRLS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - GIRLS 8TH GRADE COACH	\$1,500	3
GIRLS SOCCER		

MS SOCCER - GIRLS COACH	\$1,500	0
TRACK		
MS TRACK BOYS/GIRLS COACH	\$1,500	0
ATHLETIC EXTRA-DUTY		
MS ATHLETIC LAUNDRY	\$1,500	0
MIDDLE SCHOOL PERFORMING ARTS STIPENDS		
MS BAND DIRECTOR	\$3,500	33
MS BAND ASSISTANT DIRECTOR	\$2,500	15
MS DANCE DIRECTOR	\$2,000	7
MS DANCE ASSISTANT DIRECTOR	\$1,500	3
MS CHOIR DIRECTOR	\$2,000	5
MS CHOIR ASSISTANT DIRECTOR	\$1,500	3
MS CHEER DIRECTOR	\$2,000	3
MS CHEER ASSISTANT DIRECTOR	\$1,500	3
MS THEATER ARTS DIRECTOR	\$1,500	0
MS THEATER ARTS ASSISTANT DIRECTOR	\$500	0
MS COLOR GUARD	\$1,500	0
ELEMENTARY ACADEMIC STIPENDS		
ELEM INSTRUCTIONAL COACH	\$0	15
ENGLISH LANGUAGE LEARNER STIPENDS		
ELL BILINGUAL INST COACH	\$7,000	15
ELL BILINGUAL LSSP/DIAG	\$7,000	0
ELL BILINGUAL READING COACH	\$7,000	0
ELL BILINGUAL SLP	\$7,000	0
ELL BILINGUAL SRP/DYSLEXIA	\$7,000	0
ELL BILINGUAL TCHR	\$7,000	0
ELL BILINGUAL TCHR PART-TIME	\$7,000	0
ELL BILINGUAL LIBRARIAN	\$7,000	0
SPECIAL EDUCATION STIPENDS		
SPED AUTISM	\$2,000	0
SPED ELE TEACHER LEADERS	\$500	0
SPED SELF CONTAINED CLASSROOM	\$2,000	0
SPED TASC	\$1,000	0
SPED VISION	\$2,700	0
SPED LEAD DIAG	\$2,000	0
SPED LEAD LSSP	\$2,000	0
SPED SLP	\$2,000	0
SPED LEAD OT/PT	\$2,000	0
SPED LEAD ADAPTIVE PE	\$2,000	0
SPED LEAD VISION	\$2,000	0
SPED LEAD 18+ SERVICES	\$2,000	0

2021-22 GENERAL EXTRA-DUTY PAY RATES

Job Title	Pay Rate
CTE	
COOL Week for Teacher Externship	\$500
Skills USA Sponsor (includes Automotive, Building Trades, Drafting, Electrical Trades, Electronics, Cosmetology and Criminal Justice)	\$1,500/\$2,000 if go to Nationals
CTE DECA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE FCCLA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE HOSA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE BEST Robotics Sponsor	\$600
FIRST Tech Challenge (FTC) Coach	\$2,000
FIRST Robotics Competition (FRC) Coach	\$3,000
CTE HS Program of Study Leads	\$500
FACILITIES RENTAL	
Facility Rental Field/Building Manager	\$20
Facility Rental Press Box Technician	\$20
Facility Rental Lead	\$25
Facility Rental PAC Manager	Employees overtime rate
Facility Rental PAC Staff	\$15
Facility Rental PAC Student	\$10
Facility Rental Custodian	Hrly OT rate
SPED/SPECIAL PROGRAMS	
ARD Meetings	\$30
Childcare - Special Needs	\$15
Childcare - General	\$10
Homebound	\$30
Ropes Facilitator	\$20
Ropes Course Maintenance	\$8.50
Special Olympics Director	\$1,400
Special Olympics Head Coach - each sport	\$300
Special Olympics Co-Coach - each sport	\$150
SUMMER CAMPS/PROGRAMS	
Certified Teachers, Summer Camp	\$30
Student Workers, Summer Camp	\$7.50
Campus Technology - Extra Days	Employee's Daily Rate
Supervisor, DLE/ESL Summer Program	\$30

Summer Camps, Building Manager	\$20
CURRICULUM DEVELOPMENT	
Curriculum Development	\$30
Curriculum Specialists/Instructional Coaches	Employee's Daily Rate
CTE Curriculum Development	\$30
IT Curriculum Specialists	Employee's Daily Rate
PROFESSIONAL DEVELOPMENT	
Mentor for New to Profession teacher	\$500
Teacher Room Set-up for New-to-Profession Orientation	\$100
Training - Developing and Presenting - Full-day	\$350
Training - Developing and Presenting - Half-day	\$200
Training Hand in Hand (Childcare Provider) Workshop - Half-day	\$30
Training - Presenting - Full-day	\$250
Training - Assisting - Full-day	\$100
Training - Attending - Teacher/Professional Staff - Full-day	\$85
Training - Attending - Teacher/Professional Staff - Half-day	\$42.50
Training - Attending - IA	Hrly OT rate
SUMMER SCHOOL	
Administrative Assistant, Summer School	\$15
Asst. Principal, Elementary SSI Camp	\$2,000/\$1,200
Asst. Principal, EOC Review Sessions/Afternoon Credit Recovery	\$1,600
Asst. Principal, Secondary Summer School	\$3,000
Counselor, Summer Post-Graduation Assistance	\$35
Counselor, Summer School	\$35
Librarian, Summer School	\$30
LVN, ELEM Summer School	\$20
LVN, ESY Elementary	\$20
LVN, Pre-K/ESL	\$20
LVN, Rising STAAR 5th	\$20
Nurse, Pre-K Registration	\$20 - LVN \$43.50 - RN
Nurse, Summer Immunizations	\$20 - LVN \$43.50 - RN
Principal, 8th Grade STAAR Academy	\$2,200
Principal, Elementary SSI Camp	\$2,300/\$1,500
Principal, Secondary Summer School	\$3,500
Registered Nurse, Summer School	\$32.50
Registrar, Summer School	\$20
SPED Instructional Assistant/Job Coach, Summer	\$15

SSI Test Coordinator - ELEM Summer School	\$1,250
SSI Test Coordinator - MS Summer School	\$1,250
Substitute Teacher, Summer School	\$30
Teacher, Summer School	\$30
Credit Recovery Lab Manager	\$20
EXTENDED SCHOOL YEAR	
Director, Extended School Year	\$3,500
Instructional Assistant, Extended School Year	\$15
Job Coach, Extended School Year	\$15
LVN, ESY Elementary	\$20
Teacher, Extended School Year	\$30
Pre-K/K Extended School Year & Dual Language Teacher	\$30
Specialists, Extended School Year (e.g., SLP, Occupational Therapists, Physical Therapists, Orientation & Mobility Specialists)	Employee's Daily Rate
Coordinators, Extended School Year	Employee's Daily Rate
HIGH SCHOOL ASSIGNMENTS	
General tutoring (Certified Teacher)	\$30
IB Extended Essay Supervisors	\$50
HS UIL Event Advisor	\$500
HS Athletic/Academic Coach Driving	\$25
High Schools may not exceed a total annual budget of \$6,000 for using the stipends listed below.	
HS Prom Advisor	\$500
HS Attendance Committee	\$1,000
HS Destination Imagination Advisor	\$400
National Honor Society Sponsor	\$600
HS Auditorium Manager	\$1,000
HS Additional Department Head	\$2,000
PLC Lead training	\$85
	\$42.50
MIDDLE SCHOOL ASSIGNMENTS (PAID FROM DISCRETIONARY FUND BUDGET)	
General tutoring (Certified Teacher)	\$30
MS Team/Grade Level Leader	\$500
Middle Schools may not exceed a total annual budget of \$5,050 for using the stipends listed below.	
Learning Festival Coordinator	\$650
Archery Advisor	\$500
Art Club Advisor	\$500
C-Squared/No Place for Hate/Peer Mediation Advisor	\$500
Journalism Club Advisor	\$500
Math Club Advisor	\$500
Pep Squad Advisor	\$500
FIRST Robotics Advisor	\$500
School-Community Relations Coordinator	\$500

Science Fair Advisor	\$500
Student Ambassador Program Advisor	\$500
AVID/SIM Site Coordinator	\$500
After School Intervention & Enrichment Lead	\$500
MS Destination Imagination Coordinator	\$400
NJHS Assistant Sponsor	\$350
Student Council Assistant	\$350
Green Club (Environmental)	\$300
Learning Festival/Competition <i>(Spelling Bee, Math Counts, Geography Bee, History Bee, Math Pentathlon, etc.)</i>	\$200
New to LISD Teacher Orientation	\$120
MS Camp (Summer Orientation)	\$50
ELEMENTARY SCHOOL ASSIGNMENTS	
General tutoring (Certified Teacher)	\$30
ELEM TEAM LEADS	
PreK Team Lead	\$250
Kindergarten Team Lead	\$250
First Grade Team Lead	\$250
Second Grade Team Lead	\$250
Third Grade Team Lead	\$250
Fourth Grade Team Lead	\$250
Fifth Grade Team Lead	\$250
Specials/Special Program Team Lead	\$250
<i>Elementary Schools may not exceed a total annual budget of \$1,500 for using the stipends listed below.</i>	
Elem Destination Imagination Advisor	\$400
Elem Yearbook Advisor	\$300
Additional Specials/Special Program Team Lead	\$250
Student Leadership Advisor	\$150
Math Pentathlon Advisor	\$150
C-Squared Club Advisor	\$150
Robotics Club Advisor	\$400
Teacher Providing Principal Approved Training	\$250
	\$100
PROCTORING/TESTING	
Exam for Acceleration Administration	\$100
PACE Screener	\$75
Proficiency Exam Graders	\$25
AP/TSI Proctor	\$15
Quest Exam Administration	\$100
EOC Proctor/Test Administrator (4 hour test or less)	\$75
EOC Proctor/Test Administrator (5 hour test or less)	\$90
EOC Proctor/Test Administrator (for extended time students when student is	\$120

allowed more time than designated hours above)	
TAKS Proctor	\$75
FINE ARTS ASSIGNMENTS	
Band Tech	\$15
Choreographer	\$250 - \$500 per routine
Clinician	\$75 - \$500 per session - Choir
	\$150 - \$300 per session - Theatre
	\$300 - \$750 per session - Band
Masterclass Teacher	\$30
TRANSPORTATION	
Transportation Shop	\$11.00

2021-22 ATHLETIC EXTRA-DUTY PAY RATES

Job Title	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Football Stadium Supervisor					\$250	Game	\$250	Game
Football Stadium Manager			\$100	Game	\$200	Game	\$200	Game
Football Assistant Stadium Manager					\$150	Game	\$150	Game
Football Ticket Manager					\$100	Game	\$100	Game
Football Announcer					\$100	Game	\$100	Game
Football Press Box Manager					\$75	Game	\$75	Game
Camera Operator			\$75	Game	\$75	Game	\$75	Game
Switchboard Operator			\$75	Game	\$75	Game	\$75	Game
Football Ticket Seller	\$40	Game	\$40	Game	\$50	Game	\$60	Game
Football Field Gate Monitor					\$60	Game	\$60	Game
Football Parking Lot Seller							\$75	Game
Football Ticket Taker			\$40	HS Game	\$50	Game	\$50	Game
Kiddie Corral (Monroe only)					\$100	Game	\$100	Game
Football Elevator Monitor					\$50	Game	\$50	Game
Football Usher/Reserved Seat Section Monitor					\$50	Game	\$50	Game
Football Parking					\$50	Game	\$50	Game

Attendants								
Football Scoreboard Keeper					\$50	Game	\$50	Game
Stadium Custodian			Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour
Stadium Maintenance Worker			Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour
Job Title			Season Games		Tournament		Playoffs	
Basketball Gym Supervisor							\$75	Game
Basketball Game Ticket Seller			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Clock Keeper			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Bookkeeper			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Custodian			Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour
Baseball/Softball Field Supervisor					\$100	Game	\$200	Game
Baseball/Softball Game Ticket Seller	\$40	Game	\$10	Game	\$50	Game	\$75	Game
Baseball/Softball Announcer/Scoreboard			\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Scorebook Keeper	\$45	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Pitch Count	\$40	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Custodian	Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour
Groundskeeper	Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT	Hour

							rate	
Volleyball Gym Supervisor							\$75	Game
Volleyball Game Ticket Seller			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Volleyball Clockkeeper					\$10	Hour	\$45	Game
Volleyball Scorebook Keeper			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Libero Tracker							\$35	Game
Custodian			Hrly OT rate	Hour	Hrly OT rate	Hour	Hrly OT rate	Hour
Soccer Stadium Manager			\$75	Game			\$75	Game
Soccer Announcer			\$50	Game			\$50	Game
Soccer Ticket Seller	\$40	Game	\$40	Game	\$10	Hour	\$60	Game
Soccer Ticket Taker			\$40	Game			\$50	Game
Soccer Usher/Gate Monitor			\$40	Game			\$50	Game
Soccer Clock Operator			\$50	Game			\$50	Game
Custodian			Hrly OT rate	Hour			Hrly OT rate	Hour
Groundskeeper			Hrly OT rate	Hour			Hrly OT rate	Hour

COMPENSATION PLAN

3% MIDPOINT

2021-22 TEACHER/LIBRARIAN HIRING SALARY SCALE - 3% MIDPOINT

YEARS EXPERIENCE	BACHELORS	MASTERS	DOCTORATE
0	\$51,500	\$52,500	\$53,500
1	\$51,710	\$52,710	\$53,710
2	\$51,710	\$52,710	\$53,710
3	\$52,160	\$53,160	\$54,160
4	\$52,610	\$53,610	\$54,610
5	\$53,061	\$54,061	\$55,061
6	\$53,511	\$54,511	\$55,511
7	\$53,961	\$54,961	\$55,961
8	\$54,411	\$55,411	\$56,411
9	\$54,896	\$55,896	\$56,896
10	\$55,356	\$56,356	\$57,356
11	\$55,856	\$56,856	\$57,856
12	\$56,356	\$57,356	\$58,356
13	\$56,931	\$57,931	\$58,931
14	\$57,331	\$58,331	\$59,331
15	\$57,731	\$58,731	\$59,731
16	\$58,131	\$59,131	\$60,131
17	\$58,616	\$59,616	\$60,616
18	\$59,141	\$60,141	\$61,141
19	\$59,576	\$60,576	\$61,576
20	\$60,003	\$61,003	\$62,003
21	\$60,403	\$61,403	\$62,403
22	\$60,803	\$61,803	\$62,803
23	\$61,203	\$62,203	\$63,203
24	\$61,603	\$62,603	\$63,603
25	\$62,198	\$63,198	\$64,198
26	\$63,006	\$64,006	\$65,006
27	\$63,816	\$64,816	\$65,816
28	\$64,786	\$65,786	\$66,786
29	\$65,686	\$66,686	\$67,686
30	\$66,486	\$67,486	\$68,486

2021-22 RN SALARY SCALE - 3% MIDPOINT

YEARS EXPERIENCE	SALARY
0	\$54,500
1	\$54,710
2	\$54,710
3	\$55,160
4	\$55,610
5	\$56,061
6	\$56,511
7	\$56,961
8	\$57,411
9	\$57,896
10	\$58,356
11	\$58,856
12	\$59,356
13	\$59,931
14	\$60,331
15	\$60,731
16	\$61,131
17	\$61,616
18	\$62,141
19	\$62,576
20	\$63,003
21	\$63,403
22	\$63,803
23	\$64,203
24	\$64,603
25	\$65,198
26	\$66,006
27	\$66,816
28	\$67,786
29	\$68,686
30	\$69,486

2021-22 COUNSELOR SALARY SCALE - 3% MIDPOINT

YEARS EXPERIENCE	ELEM SCHOOL COUNSELOR	MIDDLE SCHOOL COUNSELOR	LEAD MIDDLE SCHOOL COUNSELOR	HIGH SCHOOL COUNSELOR	LEAD HIGH SCHOOL COUNSELOR
	195 DAYS	207 DAYS	215 DAYS	207 DAYS	215 DAYS
0	\$58,917	\$62,543	\$64,960	\$62,543	\$64,960
1	\$59,136	\$62,775	\$65,201	\$62,775	\$65,201
2	\$59,136	\$62,775	\$65,201	\$62,775	\$65,201
3	\$59,606	\$63,274	\$65,719	\$63,274	\$65,719
4	\$60,075	\$63,772	\$66,236	\$63,772	\$66,236
5	\$60,544	\$64,270	\$66,754	\$64,270	\$66,754
6	\$61,014	\$64,769	\$67,272	\$64,769	\$67,272
7	\$61,483	\$65,267	\$67,789	\$65,267	\$67,789
8	\$61,953	\$65,765	\$68,307	\$65,765	\$68,307
9	\$62,458	\$66,302	\$68,864	\$66,302	\$68,864
10	\$62,938	\$66,811	\$69,393	\$66,811	\$69,393
11	\$63,459	\$67,365	\$69,968	\$67,365	\$69,968
12	\$63,981	\$67,918	\$70,543	\$67,918	\$70,543
13	\$64,580	\$68,555	\$71,204	\$68,555	\$71,204
14	\$64,998	\$68,997	\$71,664	\$68,997	\$71,664
15	\$65,415	\$69,440	\$72,124	\$69,440	\$72,124
16	\$65,832	\$69,883	\$72,584	\$69,883	\$72,584
17	\$66,338	\$70,420	\$73,141	\$70,420	\$73,141
18	\$66,885	\$71,001	\$73,745	\$71,001	\$73,745
19	\$67,339	\$71,483	\$74,245	\$71,483	\$74,245
20	\$67,784	\$71,955	\$74,736	\$71,955	\$74,736
21	\$68,201	\$72,398	\$75,196	\$72,398	\$75,196
22	\$68,618	\$72,841	\$75,656	\$72,841	\$75,656
23	\$69,035	\$73,284	\$76,116	\$73,284	\$76,116
24	\$69,452	\$73,726	\$76,576	\$73,726	\$76,576
25	\$70,073	\$74,385	\$77,260	\$74,385	\$77,260
26	\$70,915	\$75,279	\$78,189	\$75,279	\$78,189
27	\$71,760	\$76,176	\$79,120	\$76,176	\$79,120
28	\$72,771	\$77,250	\$80,235	\$77,250	\$80,235
29	\$73,710	\$78,246	\$81,270	\$78,246	\$81,270
30	\$74,544	\$79,132	\$82,190	\$79,132	\$82,190

2021-22 CAMPUS ADMINISTRATOR/PROFESSIONAL SALARY SCALE - 3% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
CA1	\$280.71	\$306.13	\$331.57
CA2	\$299.75	\$326.91	\$354.07
CA3	\$320.22	\$349.21	\$378.19
CA4	\$335.96	\$366.39	\$396.82
CA5	\$369.66	\$403.13	\$436.60
CA6	\$411.91	\$449.23	\$486.54
CA7	\$449.33	\$490.07	\$530.80
CA8	\$509.67	\$555.86	\$602.06

2021-22 DISTRICT ADMINISTRATOR/PROFESSIONAL SALARY SCALE - 3% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
DA1	\$247.86	\$270.32	\$292.78
DA2	\$268.82	\$293.17	\$317.53
DA3	\$309.52	\$337.55	\$365.58
DA4	\$335.96	\$366.39	\$396.82
DA5	\$369.66	\$403.13	\$436.60
DA6	\$411.91	\$449.23	\$486.54
DA7	\$449.33	\$490.07	\$530.80
DA8	\$509.67	\$555.86	\$602.06

2021-22 OPERATIONAL SERVICES SALARY SCALE - 3% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
OS1	\$236.43	\$257.86	\$279.29
OS2	\$284.14	\$312.46	\$338.20
OS3	\$369.66	\$403.13	\$436.60
OS4	\$411.91	\$449.23	\$486.54

2021-22 SPED LICENSED PROFESSIONAL SALARY SCALE - 3% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
LP	\$279.12	\$321.23	\$363.35

2021-22 INFORMATION TECHNOLOGY SALARY SCALE - 3% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
I1	\$212.13	\$231.31	\$250.49
I2	\$295.85	\$322.50	\$349.15
I3	\$309.52	\$337.55	\$365.58
I4	\$335.96	\$366.39	\$396.82
I5	\$369.66	\$403.13	\$436.60
I6	\$411.91	\$449.23	\$486.54
I7	\$449.33	\$490.07	\$530.80
I8	\$509.67	\$555.86	\$602.06

2021-22 OFFICE/PARAPROFESSIONAL SALARY SCALE - 3% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
PP1	\$13.65	\$14.88	\$16.10
PP2	\$15.29	\$16.66	\$18.03
PP3	\$17.12	\$18.66	\$20.20
PP4	\$19.18	\$20.90	\$22.62
PP5	\$21.48	\$23.41	\$25.34
PP6	\$24.06	\$26.22	\$28.38
PP7	\$26.94	\$29.36	\$31.78
PP8	\$30.18	\$32.89	\$35.60

2021-22 AUXILIARY SALARY SCALE - 3% MIDPOINT

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
ZZ1	\$11.34	\$12.48	\$13.61
ZZ1A	\$12.02	\$13.22	\$14.43
ZZ2	\$12.76	\$14.03	\$15.31
ZZ3	\$14.35	\$15.78	\$17.22
ZZ4	\$16.14	\$17.76	\$19.37
ZZ5	\$18.15	\$19.97	\$21.78
ZZ5A	\$19.24	\$21.17	\$23.09
ZZ6	\$20.40	\$22.44	\$24.47
ZZ7	\$22.85	\$25.13	\$27.41
ZZ8	\$25.59	\$28.14	\$30.70
ZZ9	\$28.15	\$30.96	\$33.77

2021-22 District Administrator/Professional Salary Scale

2021-22 SEASONAL PART-TIME EMPLOYEE PAY

Assignment	2021-22 Hourly Rate
AVID Tutor	\$12.00
Childcare Worker	\$10.00
SMC Refurbishing Tech	\$10.00
Summer Feeding Program Assistant	\$12.76
Summer Feeding Program Supervisor	\$20.50
Floater Bus Monitor	\$12.76
Floater Bus Driver	\$18.15
Floater Custodian	\$12.76
Floater Crossing Guard	\$10.00

Assignment	Years of Experience	2021-22 Hourly Rate
Crossing Guard	0	\$10.00
	1	\$10.25
	2	\$10.50
	3	\$10.75
	4	\$11.00
	5+	\$11.25

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

Agenda Item:	Consider Approval to Call a Public Meeting for the Purpose of Adopting the 2021-2022 Budget and Discussion of the Proposed 2021 Tax Rate
Purpose (this meeting):	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Action Requested (future meeting):	Thursday, May 6, 2021
Administrator Responsible:	Elaine Cogburn
Attachments:	2021-2022 Revised Budget Preparation and Tax Rate Adoption Calendar

Background Information:

As part of the budget and tax rate adoption process, the Board President must officially “call a meeting” for the purpose of discussing and adopting the budget and proposed tax rate. In accordance with Section 44.004(a) of the Education Code, “when the budget has been prepared under Section 44.002, the Board President shall call a meeting of the Board of Trustees for the purpose of adopting a budget for the succeeding fiscal year.” The Board President shall also provide for the publication of notice of the budget and proposed tax rate meeting in a daily, weekly, or biweekly newspaper published in the district. Notice of the meeting shall be published not earlier than the 30th day or later than the 10th day before the date of the hearing. Any taxpayer of the district may be present and participate in the meeting.

The Administration requests that the Board President call the public meeting to be held at the June 24, 2021 Board meeting. The public notice for the budget/tax rate hearing will be published in the June 10th and June 13th, 2021 Editions of Hill Country News and Four Points News, respectively, to comply with the publication requirements. In the public notice, the Board must indicate the proposed M&O and I&S tax rates. The administration recommends publishing the maximum tax rate allowed in order to avoid the need to publish a second notice prior to the adoption of the tax rate.

The state maximum 2021 Tier I tax rate allowed for M&O purposes is projected to be \$0.9164. Based on April Certified Estimates of property value, LISD’s M&O Tier I rate will be compressed down to the state floor for Tier I rates at \$ 0.8247. The Board can then add up to five Tier II pennies to the TEA calculated Tier I rate. The preliminary 2021-2022 budget has been prepared using these five additional pennies. The current I&S rate is \$0.4650, and the Board has authority to raise or lower the I&S rate as they see appropriate. The projected I&S rate for this illustration reflects the planned annual quarter cent step down.

The Board may adopt a tax rate that is LOWER than the published rate but must publish the Notice a second time in order to adopt a higher rate than that published. The chart below illustrates the maximum tax rate for publication purposes and the projected tax rate for adoption pending the receipt of certified values in July. The actual tax rate will be adopted in August or September. More discussions on the actual tax rate will be held in the coming months but a proposed tax rate must be published in the Notice.

	2020 Tax Rate			2021 Maximum Published Rate			2021 Projected Adopted Rate		
	M&O	I&S	Total	M&O	I&S	Total	M&O	I&S	Total
Tier I	\$ 0.9134	\$ 0.4650	\$ 1.4184	\$ 0.9164	\$ 0.4650	\$ 1.3839	\$ 0.8247	\$ 0.4625	\$ 1.2872
Tier II Golden pennies	.0400		.0400	.0400		.0400	.0400		.0400
Tier II 5 th penny	.0000		.0000	.0100		.0100	.0100		.0100
Total	\$ 0.9534	\$ 0.4650	\$ 1.4184	\$ 0.9664	\$ 0.4650	\$ 1.4314	\$ 0.8747	\$ 0.4625	\$ 1.3372

Section 44.0041 of the Education Code, requires that, “(a) concurrently with the publication of notice of the budget, a school district shall post a summary of the proposed budget: (1) on the school district’s website; or (2) if the district has no Internet website, in the district’s central administrative office. (b) The budget summary must include: (1) information relating to per student and aggregate spending on (A) instruction; (B) instructional support; (C) central

administration; (D) district operations; (E) debt service; and (F) any other category designated by the commissioner; and (2) a comparison to the previous year's actual spending." A proposed budget document will be prepared in compliance with this mandate and a copy will be provided to the Board. The posting to the website will occur simultaneous to the publication of the public hearing notice in both the Hill Country News and the Four Points News.

The 2021-2022 budget will be adopted at the June 24, 2021 meeting. The tax rate will be discussed at this meeting but will not be adopted until August or September.

Administrative Recommendation:

The recommendation is that the Board President call a meeting for 6:15 PM for June 24, 2021 for the purpose of discussing and adopting the 2021-2022 budget and discussion of the 2021 proposed tax rate, and authorize the Administration to publish the highest tax rate allowed for purposes of the Notice of Public Hearing.

Sample Motion:

I move that a meeting of the Board of Trustees is called for 6:15 PM on June 24, 2021 for the purpose of discussing and adopting the 2021-2022 budget and discussion of the 2021 proposed tax rate, and authorize the Administration to publish the highest tax rate allowed for purposes of the Notice of Public Hearing.



**LEANDER INDEPENDENT SCHOOL DISTRICT
REVISED BUDGET PREPARATION AND TAX RATE ADOPTION CALENDAR
FISCAL YEAR 2021-2022**

DATE	ACTIVITY
November 2020	Receive student enrollment projections/Prepare revenue estimates
December 17, 2020	Present planning calendar to Board of Trustees
December 17, 2020	Present budget assumptions and parameter for building the budget
January 14, 2021	Approval of budget parameter/Additional discussion on budget assumptions
January 28, 2021	Board of Trustees approves budget assumptions for building the budget
January - February 2021	Discussion and feedback from stakeholders, as needed
February 2021	Department budget requests due
February 25, 2021	Budget planning update for Board of Trustees
February - March 2021	Review staffing allocations and prepare salary estimates
March 2021	Campus budget requests due
March - April 2021	Reconciliation of campus and department budget requests
April 8, 2021	Budget Workshop, as needed
April 22, 2021	Budget planning update for Board of Trustees; Presentation of compensation plan
April 30, 2021	Receive certified estimated tax values from Williamson and Travis County Appraisal Districts
May 6, 2021	Budget planning update for Board of Trustees
May 6, 2021	Board of Trustees approves Compensation Plan for 2021-2022
May 20, 2021	Proposed 2021-2022 budget presented to Board of Trustees
May 20, 2021	Board President calls a meeting for the purpose of adopting a budget for the 2021-2022 fiscal year
June 10/13, 2021	Publish "Notice of Public Meeting to Discuss Budget and Proposed Tax Rate" and post summary of proposed budget on district website
June 24, 2021	Public hearing on the 2021-2022 proposed budget; Board of Trustees adopts the 2021-2022 budget and approves final 2020-2021 budget amendment
July 25, 2021	Receive certified tax values from Williamson and Travis County Appraisal Districts
August 2021	Board of Trustees adopts tax rate for 2021 tax year

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

Agenda Item:	Discussion of First Amendment to Note Purchase Agreement with Wells Fargo Bank	
Purpose (this meeting):	<input checked="" type="checkbox"/> Discussion Item/Report Only	<input type="checkbox"/> Action Requested
Action Requested (future meeting):	Thursday, May 20, 2021	
Administrator Responsible:	Elaine Cogburn	
Attachments:	First Amendment to Note Purchase Agreement - Draft	

Background Information:

In 2018 the district issued a Request for Proposals (RFP) to seek a commercial paper solution from interested banking institutions. Eight banks responded to the RFP and after a review by PFM and the district, the most advantageous and cost-effective solution was deemed to be a note purchase agreement (the Agreement) with Wells Fargo Bank (the Bank). Under the Agreement, the district has access to \$64,400,000 and the current agreement with Wells Fargo Bank expires June 30, 2021.

The commercial paper solution provides the district with a cash funding mechanism to fund projects under the 2017 bond authorization prior to issuing new bonds. Once notes are issued, the district may repay with I&S funds, roll into new notes, or refinance notes with long-term voter-approved bonds. Interest payments are made monthly based on the amount accessed and the interest rate is tied to the one-month LIBOR rate.

The Bank has agreed to extend the Agreement through September 30, 2022 with no other changes to the terms. It is anticipated that this Note Purchase Agreement will be utilized to fund projects under the 2017 bond program with the first draw occurring by October 2021. The Agreement will be used until new bonds can be sold with the Permanent School Fund guarantee by the State of Texas.

Administrative Recommendation:

The administration recommends approval of the First Amendment to the Note Purchase Agreement with Wells Fargo Bank to extend the Agreement to September 30, 2022.

Sample Motion:

I move the Board of Trustees approve the First Amendment to the Note Purchase Agreement with Wells Fargo Bank to extend the Agreement to September 30, 2022.

FIRST AMENDMENT TO NOTE PURCHASE AGREEMENT

This FIRST AMENDMENT TO NOTE PURCHASE AGREEMENT (this “*Amendment*”) dated [____], 2021 (the “*Amendment Effective Date*”), is between the LEANDER INDEPENDENT SCHOOL DISTRICT (the “*District*”) and WELLS FARGO BANK, NATIONAL ASSOCIATION (the “*Bank*”). All terms used herein and not defined herein have the meanings assigned to such terms in the hereinafter defined Agreement.

WITNESSETH

WHEREAS, the District and the Bank have previously entered into that certain Note Purchase Agreement dated as of July 1, 2018 (as amended, restated, or otherwise modified from time to time, the “*Agreement*”) relating to the District’s \$64,400,000 Unlimited Tax Commercial Paper Program, Series A (Direct Purchase Notes) (the “*Notes*”); and

WHEREAS, pursuant to Section 2.12 of the Agreement, the District and the Bank shall agree to extend the “Stated Expiration Date” (as defined in Section 1.01 of the Agreement) and shall enter into an amendment of the Agreement to effectuate such extension; and

WHEREAS, the Bank hereby waives the “Deadline” requirements provided for in Section 2.12 of the Agreement; and

WHEREAS, pursuant to Section 8.01 of the Agreement, the Agreement may be amended by a written amendment thereto, signed by the District and the Bank; and

WHEREAS, the parties hereto have agreed, among other things, to make certain amendments to the Agreement on the terms and conditions set forth in this Amendment.

NOW THEREFORE, in consideration of the premises, the parties hereto hereby agree as follows:

1. AMENDMENTS.

Upon satisfaction of the conditions precedent set forth in Section 2 hereof, the Agreement is hereby amended as follows:

1.01. The definition of “*Stated Expiration Date*” in Section 1.01 of the Agreement is hereby amended and restated to read as follows:

“Stated Expiration Date” means September 30, 2022, or such later date to which the Stated Expiration Date shall have been extended pursuant to Section 2.12 hereof.

1.02. Section 5.23 of the Agreement is hereby amended and restated in its entirety and as so amended shall be restated to read as follows:

Section 5.23. Mandamus. The duties and obligations of the District under this Agreement that are clearly defined and non-discretionary and for which there is no other remedy available at law are enforceable by mandamus in any court of competent jurisdiction.

1.03. Section 8.19 of the Agreement is hereby amended and restated in its entirety and as so amended shall be restated to read as follows:

SECTION 8.19. NO ISRAEL BOYCOTT; PROHIBITION OF CERTAIN CONTRACTS.

(a) The Bank hereby verifies that it and its parent company, wholly- or majority-owned subsidiaries, and other affiliates, if any, do not boycott Israel and, to the extent this Agreement is a contract for goods or services, will not boycott Israel during the term of this Agreement. The foregoing verification is made solely to comply with Section 2271.002, Texas Government Code, and to the extent such Section does not contravene applicable Texas or federal law. As used in the foregoing verification, “boycott Israel” means refusing to deal with, terminating business activities with, or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations specifically with Israel, or with a person or entity doing business in Israel or in an Israeli-controlled territory, but does not include an action made for ordinary business purposes. The Bank understands “affiliate” to mean an entity that controls, is controlled by, or is under common control with the Bank and exists to make a profit.

(b) The Bank hereby represents that neither the Bank nor its respective parent companies, wholly- or majority-owned subsidiaries, and other affiliates is a company identified on a list prepared and maintained by the Texas Comptroller of Public Accounts under Section 2252.153 or Section 2270.0201, Texas Government Code, and posted on any of the following pages of such officer’s internet website:

- <https://comptroller.texas.gov/purchasing/docs/sudan-list.pdf>
- <https://comptroller.texas.gov/purchasing/docs/iran-list.pdf>
- <https://comptroller.texas.gov/purchasing/docs/fto-list.pdf>

The foregoing representation is made solely to comply with Section 2252.152, Texas Government Code, and to the extent such Section does not contravene applicable Texas or Federal law and excludes the Underwriter and its parent company, wholly- or majority-owned subsidiaries, and other affiliates, if any, that the United States government has affirmatively declared to be excluded from its federal sanctions regime relating to Sudan or Iran or any federal sanctions regime relating to a foreign terrorist organization. The Bank understands “affiliate” to mean any entity that controls, is controlled by, or is under common control with the Bank and exists to make a profit.

2. CONDITIONS PRECEDENT.

This Amendment shall be deemed effective on the Amendment Effective Date subject to the satisfaction of or waiver by the Bank of all of the following conditions precedent (such satisfaction to be evidenced by the Bank's execution and delivery of this Amendment):

2.01. Delivery by the District of an executed counterpart of this Amendment.

2.02. Receipt by the Bank of the authorizing resolution of the governing body of the District approving this Amendment and the performance of its obligations under the Agreement, as amended by this Amendment.

2.03. Receipt by the Bank of (i) an incumbency certificate with respect to the officer of the District authorized to execute this Amendment, (ii) an executed tax certificate of the District, and (iii) a new Form 8038-G, properly completed and executed.

2.04. An opinion of ~~(i) Bonds/Note~~ Counsel to the District approving this Amendment and ~~(ii) an opinion of Note Counsel~~ with respect to the Tax-Exempt Notes, ~~each~~ in form and substance satisfactory to the Bank.

2.05. The District shall have paid (i) to the Bank, an amendment fee in the amount of \$2,500, and (ii) the reasonable fees and expenses of counsel to the Bank.

2.06. All other legal matters pertaining to the execution and delivery of this Amendment shall be satisfactory to the Bank and its counsel.

3. REPRESENTATIONS AND WARRANTIES OF THE DISTRICT.

3.01. The District hereby represents and warrants that the representations and warranties of the District contained in Article V of the Agreement are true and correct on and as of the Amendment Effective Date as though made on and as of such Amendment Effective Date; *provided, however*, that for this purpose each occurrence of "June 30, 2017" in Section 5.08 of the Agreement shall be deemed to be "June 30, 2020."

3.02. The District hereby represents and warrants that, as of the Amendment Effective Date, no Default or Event of Default has occurred and is continuing or would result from the execution of this Amendment.

3.03. In addition to the representations given in Article V of the Agreement, the District hereby represents and warrants as follows:

(a) The execution, delivery and performance by the District of this Amendment and the performance by the District of the Agreement, as amended hereby, are within its powers, have been duly authorized by all necessary action and do not contravene any law or any contractual restriction binding on or affecting the District.

(b) No authorization, approval or other action by, and no notice to or filing with, any governmental issuer or regulatory body is required for the due execution, delivery and performance by the District of this Amendment and the performance by the District of the Agreement, as amended hereby.

(c) This Amendment has been duly and validly authorized, executed and delivered by the District, and this Amendment and the Agreement, as amended hereby, constitute legal, valid and binding obligations of the District, enforceable against the District in accordance with their respective terms, except that (i) the enforcement thereof may be limited by bankruptcy, reorganization, insolvency, liquidation, moratorium and other laws relating to or affecting the enforcement of creditors' rights and remedies generally, as the same may be applied in the event of the bankruptcy, reorganization, insolvency, liquidation or similar situation of the District, and (ii) no representation or warranty is expressed as to the availability of equitable remedies.

4. MISCELLANEOUS.

Except as specifically amended herein, the Agreement, as amended pursuant to the provisions herein, shall continue in full force and effect in accordance with its terms. Reference to this Amendment need not be made in any note, document, agreement, letter, certificate, the Agreement or any communication issued or made subsequent to or with respect to the Agreement, it being hereby agreed that any reference to the Agreement shall be sufficient to refer to the Agreement, as hereby amended. In case any one or more of the provisions contained herein should be invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein shall not in any way be affected or impaired hereby. All capitalized terms used herein without definition shall have the same meanings herein as they have in the Agreement. THIS AMENDMENT SHALL BE GOVERNED BY, AND CONSTRUED AND ENFORCED IN ACCORDANCE WITH, THE LAWS OF THE STATE OF TEXAS; PROVIDED, HOWEVER, THAT THE RIGHTS, DUTIES AND OBLIGATIONS OF THE BANK UNDER THIS AMENDMENT SHALL BE GOVERNED BY, AND CONSTRUED AND ENFORCED IN ACCORDANCE WITH, THE LAWS OF THE STATE OF NEW YORK, WITHOUT GIVING EFFECT TO CONFLICT OF LAW PROVISIONS (OTHER THAN NEW YORK GENERAL OBLIGATIONS LAWS 5-1401 AND 5-1402).

This Amendment may be simultaneously executed in several counterparts, each of which shall be an original and all of which shall constitute but one and the same instrument. This Amendment may be delivered by the exchange of signed signature pages by facsimile transmission or by e-mail with a pdf copy or other replicating image attached, and any printed or copied version of any signature page so delivered shall have the same force and effect as an originally signed version of such signature page.

[SIGNATURE PAGE TO FOLLOW]

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be duly executed and delivered by their respective officers hereunto duly authorized as of the Amendment Effective Date.

LEANDER INDEPENDENT SCHOOL DISTRICT

By: _____
Name: _____
Title: _____

ATTEST:

Secretary, Board of Trustees

[SEAL]

WELLS FARGO BANK, NATIONAL ASSOCIATION

By: _____
Name: _____
Title: _____

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

Agenda Item: Discuss Demographic Services Bid Award
Purpose (this meeting): Discussion Item/Report Only Action Requested
Action Requested (future meeting): Thursday, May 20, 2021
Administrator Responsible: Jimmy Disler
Attachments: N/A

Background Information:

In March 2016, the district issued a RFP for Demographic Services as a one-year (1) agreement with the option for four (4) one-year extensions. Population and Survey Analysts (PASA) was awarded that bid and is in the last year of their contract with the district.

An RFP for Demographic Services was issued March 26, 2021. This RFP shall again be for a one-year (1) agreement between the District and the provider with the option for four (4) one-year extensions. The RFP closed April 12, 2021.

Two firms submitted proposals for demographics services and are listed below alphabetically.

- Davis Demographics
- Population and Survey Analysts

The scoring summary below shows the points awarded for each firm that submitted a proposal.

	Qualifications and Experience (40 possible points)	Technical Approach (20 possible points)	Cost (20 possible points)	Management Approach (20 possible points)	Total Points (100 possible points)
Population and Survey Analysts	39.8	19	20	19.6	98.4
Davis Demographics	25.6	12.6	12.8	11.4	62.4

Administrative Recommendation:

The administration recommends the Board select Population and Survey Analysts (PASA) as the District’s demographer for a one-year (1) agreement between the District and the provider with the option for four (4) one-year extensions.

Sample Motion:

I move the Board approve the selection of Population and Survey Analysts (PASA) as the District’s demographer for a one-year (1) agreement between the District and the provider with the option for four (4) one-year extensions.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

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Purpose (this meeting): Discussion Item/Report Only Action Requested
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Administrator Responsible: Jimmy Disler
Attachments: N/A

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Two firms submitted proposals for demographics services and are listed below alphabetically.

- Davis Demographics
- Population and Survey Analysts

The table below shows the points awarded for each firm that submitted a proposal. The detailed scoring matrix is included in your packet for your information.

	Qualifications and Experience (40 possible points)	Technical Approach (20 possible points)	Cost (20 possible points)	Management Approach (20 possible points)	Total Points (100 possible points)
Population and Survey Analysts	39.8	19	20	19.6	98.4
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The administration recommends the Board select Population and Survey Analysts (PASA) as the District's demographer for a one-year (1) agreement between the District and the provider with the option for four (4) one-year extensions.

Sample Motion:

I move the Board approve the selection of Population and Survey Analysts (PASA) as the District's demographer for a one-year (1) agreement between the District and the provider with the option for four (4) one-year extensions.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 6, 2021

Agenda Item: General Construction Update
Purpose (this meeting): Discussion Item/Report Only Action Requested
Administrator Responsible: Jimmy Disler
Attachments: General Construction Update Presentation

Background Information:

Jimmy Disler will present information regarding the status of current or ongoing construction projects.

Administrative Recommendation:

N/A

Sample Motion:

N/A



General Construction Update

May 6, 2021

Tarvin Elementary School (ES 28)

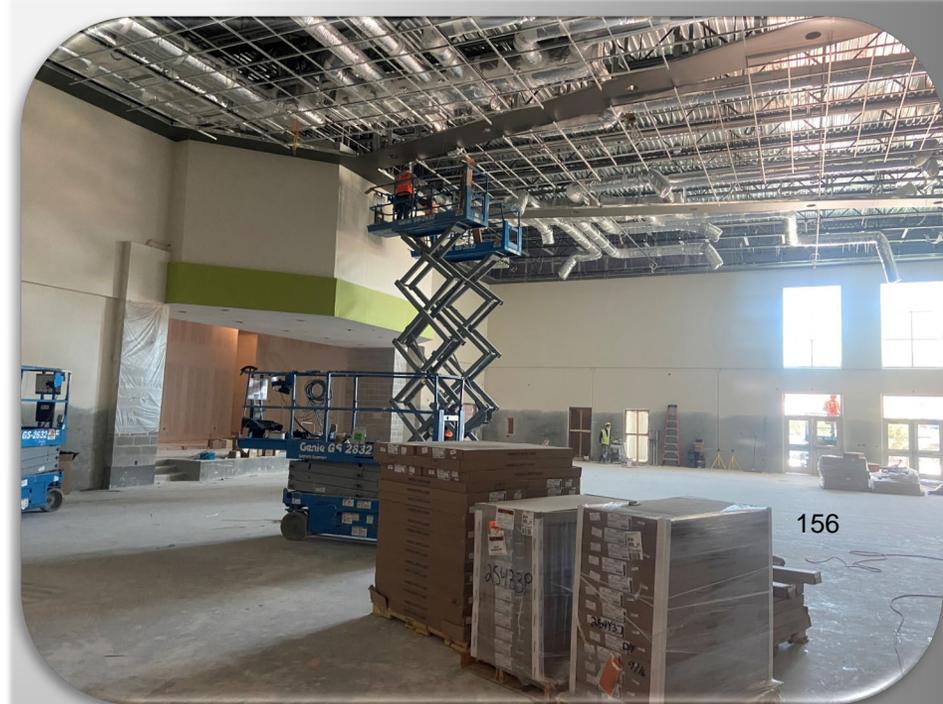
New Construction

Work happening in June

- Continue painting, ceramic tile and carpet installation in appropriate areas
- Continue HVAC controls installation and start up/test and balance
- Continue security system installation
- Continue landscaping and irrigation
- Continue fiber network connection

GMP Summary

	<u>Approval Date</u>	<u>Amount</u>
GMP 1	April 23, 2020	\$11,142,202
GMP 2	May 21, 2020	\$20,499,886
GMP 3	February 25, 2021	\$1,502,534
	GMP Total	\$33,144,622



Cedar Park MS

HVAC Update – HVAC, lights, paint, carpet and Security Upgrades

Work happening in the future

- Phase 3 (final phase) expected to begin Summer 2021

GMP Summary		
	<u>Approval Date</u>	<u>Amount</u>
GMP 1	February 21, 2019	\$11,462,917
GMP Total		\$11,462,917

Steiner Ranch ES

HVAC Update – HVAC, lights, paint, carpet and Security Upgrades

Work happening in the future

- Phase 2 (final phase) expected to begin Summer 2021

GMP Summary		
	<u>Approval Date</u>	<u>Amount</u>
GMP 1	February 27, 2020	\$1,634,800
GMP 2	April 23, 2020	\$6,460,189
	GMP Total	\$8,094,989

Vista Ridge HS Additions

JROTC Building Additions and Renovations, Incubator Renovations and Security Upgrades

Work happening in the future

- Complete final access control hardware install and programming (scheduled for Summer 2021)

GMP Summary		
	<u>Approval Date</u>	<u>Amount</u>
GMP 1	February 18, 2019	\$1,853,007
GMP 2	January 23, 2020	\$494,699
GMP Total		\$2,347,706

STATUS OF 2017 BOND PROJECTS

May 2021

CAMPUS	PROJECT DESCRIPTION	TOTAL APPROVED BOND BUDGET	PROJECT & GMP STATUS (Legend Below)	SCHEDULED PROJECT YEAR OPENING
Cedar Park HS	Additions and Renovation, Softball Complex Improvements	\$ 11,150,507	Complete	18/19 - 19/20
Cedar Park MS	HVAC Update	\$ 15,240,743	In Progress GMP 1 - 2/21/19	19/20 - 21/22
Larkspur ES (ES 27)	New construction	\$ 37,779,628	Complete	19/20
Giddens ES	HVAC Update and District Standard Traffic Gates	\$ 9,005,975	Complete	18/19 - 19/20
Glenn HS	Ag Facility	\$ 3,163,960	Complete	19/20
Leander HS	CTE Classrooms and Black Box Renovations, Additions and Renovations to Existing Ag Barn, Softball Complex Improvements	\$ 4,947,836	Complete	18/19 - 20/21
Leander MS	HVAC Update, Classroom Addition	\$ 21,516,101	Complete	18/19 - 20/21
Mason ES	Play Area Renovation and District Standard Traffic Gates	\$ 603,560	Complete	18/19
Danielson MS (MS 9)	New construction	\$ 63,410,011	Complete	20/21
Monroe/CPHS	Monroe Stadium Expansion and Cedar Park HS Grandstand Replacement	\$ 1,758,284	Complete	18/19
Vandegrift HS	Ag Facility	\$ 3,768,160	Complete	20/21
Vandegrift HS	Classroom Additions, Incubator Renovation	\$ 31,245,385	Complete	18/19 - 20/21
Vandegrift HS	Secondary Access Road	\$ 3,000,000	Pre-Design/Evaluating	Ongoing
Various	District Standard Traffic Gates - Bagdad ES, Block House ES, Cox ES, Cypress ES, Faubion ES, Knowles ES, Naumann ES and Whitestone ES	\$ 245,700	Complete	18/19
Vista Ridge HS	JROTC Building Additions and Renovations, Incubator Renovations, Disaster Recovery Site	\$ 2,665,503	In Progress GMP 1 - 4/18/19 GMP 2 - 1/23/20	19/20
Plant Services	Replacement Maintenance/Grounds Vans and Trucks	\$ 893,000	In Progress	Ongoing
Technology	Device, Hardware and Infrastructure Replacement	\$ 38,730,000	In Progress	Ongoing
Transportation	88 Replacement Buses; A/C Retrofit	\$ 10,200,000	In Progress	Ongoing
Transportation	North Satellite Transportation Center	\$ 17,800,000	Complete	19/20
Tarvin ES (ES 28)	New construction	\$ 40,862,445	In Progress GMP 1 - 4/23/20 GMP 2 - 5/21/20 GMP 3 - 2/25/21	21/22
ES 29	New construction	\$ 42,496,943	In Design	22/23
ES 30	New construction (Design Only)	\$ 2,181,032	Not Available	23/24
HS 7	New construction (Design Only)	\$ 10,073,645	Not Available	21/22
Steiner ES	HVAC Update	\$ 8,857,136	In Progress GMP 1 - 2/27/20 GMP 2 - 4/23/20	20/21 - 21/22
Secondary	Campus Security Upgrades	\$ 10,875,060	Complete	20/21
Land	Future ES (34, 35, 36, 37, 38, 39, 40), Future MS (11), Future HS (8)	\$ 61,934,386	Not Available	Ongoing
TOTALS		\$ 454,405,000		

Not Available - Project or construction has not yet started (not in pre-design/evaluating phase or land not under contract).

Pre-Design/Evaluating - Internal planning with key stakeholders. Architectural/Engineering design has not yet begun and actual construction has not started.

In Design - Architectural/Engineering design has begun or is ongoing, actual construction has not started.

In Progress - Project or construction has begun or is ongoing.

Complete - Project or construction has reached 100% completion.

Discussion

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