



**Regular Meeting Agenda  
Thursday, May 25, 2023  
LEO Conference Center  
300 S. West Dr.  
Leander, TX 78641  
6:15 PM**

The Board meeting protocols are available at <https://bit.ly/3DHAR4v>.

**Doors will open to the public at 5:30 PM.**

Members of the public may access this meeting via live stream at <https://live.myvrspot.com/st?cid=MmVIZD>. 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 online at <http://bit.ly/41kZEY2>, between noon the day prior to the meeting and noon the day of the meeting and be present when their number is called.

Citizens who need special accommodations or assistance with sign-up should contact the office of the Superintendent (512-570-0000) during regular business hours.

The notice of this meeting was posted in compliance with the Texas Open Meetings Act on May 19, 2023, at 5:42 PM.

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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. **RECOGNITION**
  - A. Spotlight on Learning: Steiner Ranch Elementary School
  - B. UIL Track and Field Medalists
  - C. Career and Technical Education (CTE) Achievements: Robotics, JROTC and DECA
4. **COMMUNICATIONS / ANNOUNCEMENTS**
  - A. Board Member Remarks
    1. Committee Updates 3
5. **CITIZEN COMMENTS**

*(See the notes at the top of the agenda for instructions on how to sign up and details regarding speaking.)*
6. **CONSENT AGENDA**
  - A. Consider Approval of Minutes of Regular and Called Board Meetings 5
  - B. Consider Approval of MOU with Liberty Hill ISD for LEO Campus 13
  - C. Consider Adoption of TASB Comprehensive Policy Review CCA, CDA, CE, CFG, CH, CHB, CHE, CI, CLC, COA, DBB, DBD, DBE, DCB, DEA, DEAA, DEAB, DEC, DED, DFBB, DGA, DGBA, DH, DK, DLA, DME, DNA, DNB 18
  - D. Consider Approval of Budget Amendments 83
7. **SUPERINTENDENT'S REPORT 92**

A. Safe and Innovative Learning Environments	
B. Empowered Student Learning	
<b>8. DISCUSSION / ACTION ITEMS</b>	
A. STUDENT EXPERIENCE	
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2. Discussion of Leading Measures Update	146
B. GOVERNANCE	
1. Legislative Update	
a. Legislative Committee Update	185
b. Discussion of Texas Association of School Boards (TASB) 2023-2025 Advocacy Agenda Resolutions and/or Amendments	186
2. Continued Discussion of Texas Association of School Boards (TASB) Comprehensive Policy Review- Policies EB(LOCAL)- GNC(LOCAL)	197
C. OPERATIONS	
1. Discussion of 2023-2024 Proposed Budget	277
2. Consider Approval of 2023-24 Total Compensation Recommendations	305
3. Consider Approval of Early Release of Critical Positions	477
4. Discussion of 2022-2023 Budget Projections	481
5. Business and Finance Monthly Reports	
a. Monthly Financial Report	483
b. Monthly Investment Report	489
6. Monthly Bond Status Report	500
7. Monthly Tax Collections Report	503
<b>9. CLOSED SESSION</b>	
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: personnel - deliberate the appointment, employment, evaluation, reassignment, duties of a public officer or employee	
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: deliberation and consideration of employment of Rutledge Elementary School Principal	
E. Texas Government Code 551.074: deliberation and consideration of employment of Akin Elementary School Principal	
<b>10. ACTION PURSUANT TO CLOSED SESSION</b>	
A. Consider Employment of Rutledge Elementary School Principal	
B. Consider Employment of Akin Elementary School Principal	
<b>11. BOARD MEETING DEBRIEF</b>	
<b>12. ADJOURNMENT</b>	

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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)]

**Leander ISD Board Meeting Agenda Item Information**

**Meeting Date: Thursday, May 25, 2023**

**Agenda Item:** Committee Updates  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Bruce Gearing, Ed.D.  
**Attachments:** 2022-23 Board Member Representation on Board, and District Administrative, and Non-LISD Committees Atch

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**Background Information:**

Board members are on several standing committees that include District Administrative Committees, Board Committees, and Non-Leander ISD Committees. This agenda item is a time for Board members to give an update on their respective committees if the committee has met since the last Board meeting or if their committee is not on the agenda.

**District Administrative Committees:**

- Community Based Accountability System Committee
- Community Curriculum Advisory Committee
- Diversity, Equity, and Inclusion Advisory Committee
- School Health Advisory Committee
- School Safety and Security Committee
- Long Range Planning Committee

**Board Committees:**

- Audit Committee
- Board Operating Procedures Review Committee
- Legislative Priorities Committee
- Policy Review Committee

**Non-Leander ISD Committees:**

- The City of Austin Regional Affordability Committee
- The City of Cedar Park Key 6
- The City of Leander Key 6
- LEEF Board Ex-Officio

**Administrative Recommendation:**

N/A

**Sample Motion:**

N/A

**Board Member Representation on Board and District Administrative Committees  
2022-23**

- **Audit Committee**
  - Chair: Sade Fashokun
  - Representatives: Trish Bode and Anna Smith
- **Board Operating Procedures Review Committee**
  - Chair: Anna Smith
  - Representative: Trish Bode
- **Legislative Priorities Committee**
  - Chair: Trish Bode
  - Representatives: Gloria Gonzales-Dholakia, Anna Smith
- **Policy Review Committee**
  - Chair: Gloria Gonzales-Dholakia
  - Board Representatives: Sade Fashokun, Francesca Romans
- **Community-Based Accountability System Committee:**
  - Administrators Responsible: Sarah Martinez and Brenda Cruz
  - Board Representatives: Anna Smith, Christine Mauer, and Paul Gauthier
- **Community Curriculum Advisory Committee (CCAC)**
  - Administrator Responsible: Alicia Westcot
  - Board Representatives: Gloria Gonzales-Dholakia and Francesca Romans
- **Diversity, Equity and Inclusion Advisory Committee:**
  - Administrator Responsible: DeWayne Street
  - Board Representatives: Gloria Gonzales-Dholakia, Christine Mauer, and Sade Fashokun
- **School Health Advisory Committee (SHAC)**
  - Administrator Responsible: Matt Bentz
  - Board Representatives: Paul Gauthier
- **School Safety and Security Committee**
  - Administrator Responsible: John Graham
  - Board Representatives: Trish Bode and Sade Fashokun
- **Long Range Planning Committee**
  - Administrator: Sarah Grissom
  - Board Representatives: Trish Bode, Anna Smith, and Christine Mauer

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

- The City of Austin Regional Affordability Committee: Sade Fashokun
- The City of Cedar Park Key 6: LISD Board President
- The City of Leander Key 6: LISD Board President
- LEEF Board Ex-Officio Director: Anna Smith

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

**Agenda Item:** Consider Approval of Minutes of Regular and Called Board Meetings  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Bruce Gearing, Ed.D.  
**Attachments:** 04-04-23 Special Board Meeting Minutes  
04-13-23 Regular Board Meeting Minutes  
04-27-23 Regular Board Meeting Minutes

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## **Background Information:**

Board meeting minutes are attached for your review.

## **Administrative Recommendation:**

Administration recommends approval of minutes as presented.

## **Sample Motion:**

I move that the Board approve the minutes for the April 4<sup>th</sup>, 13<sup>th</sup> and 27<sup>th</sup>, 2023 meetings as presented.

## Minutes of Special Meeting

The Board of Trustees  
Leander Independent School District

**STATE OF TEXAS**  
**COUNTY OF WILLIAMSON**

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A meeting of the Board of Trustees of the Leander Independent School District was held on Tuesday, April 4, 2023, beginning at 6:17 PM in the LEO Conference Center, 300 S. West Dr., Leander, TX 78641. The following members were present: Trish Bode, Gloria Gonzales-Dholakia, Anna Smith, Sade Fashokun, Christine Mauer and Francesca Romans. Paul Gauthier arrived at 6:18 PM.

1. **CALL TO ORDER AND DECLARATION OF QUORUM**
2. **CITIZEN COMMENTS**  
*13 Citizens addressed the Board of Trustees.*
3. **DISCUSSION**
  - A. Discuss Repurposing of Schools
4. **BOARD MEETING DEBRIEF**
5. **ADJOURNMENT**

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.

Time: 8:49 PM

These minutes were read and approved by the Board of Trustees on the 25th day of May 2023.

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President

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Secretary

Copies of Board information referred to are attached to the official minutes or filed in the office indicated.

## Minutes of Regular Meeting

The Board of Trustees  
Leander Independent School District

**STATE OF TEXAS**  
**COUNTY OF WILLIAMSON**

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A meeting of the Board of Trustees of the Leander Independent School District was held on Thursday, April 13, 2023, beginning at 6:16 PM in the LEO Conference Center, 300 S. West Dr., Leander, TX 78641. The following members were present: Trish Bode, Gloria Gonzales-Dholakia, Anna Smith, Sade Fashokun, Paul Gauthier (seated at 6:18 PM), Christine Mauer and Francesca Romans.

1. **CALL TO ORDER AND DECLARATION OF QUORUM**

2. **OPENING CEREMONY**

- A. Pledge of Allegiance
- B. Moment of Silence

3. **RECOGNITION**

- A. Spotlight on Learning: Faubion Elementary School

4. **COMMUNICATIONS / ANNOUNCEMENTS**

- A. Board Member Remarks

5. **CITIZEN COMMENTS**

*Eight citizens addressed the Board of Trustees.*

6. **CONSENT AGENDA**

*I move that the Consent Agenda items be approved as presented. This motion made, by Christine Mauer and seconded by Anna Smith, passed six in favor and one, Paul Gauthier, opposed.*

- A. Consider Approval of 2023-2024 Hazardous Routes
- B. Consider Approval of Early Release of Critical Positions
- C. Consider Approval of Guaranteed Maximum Price #2 for Elementary #30

7. **SUPERINTENDENT'S REPORT**

- A. Safe and Innovative Learning Environments
- B. Empowered Student Learning

8. **DISCUSSION/ ACTION ITEMS**

- A. STUDENT EXPERIENCE
  - 1. Consider Approval of Instructional Materials

*I move that the Board of Trustees adopt the instructional materials as presented, for use and subsequent purchase using the Leander Independent School District 2023 Instructional Materials Allocation. This motion made, by Christine Mauer and seconded by Anna Smith, passed six in favor and one, Paul Gauthier, opposed.*

**B. GOVERNANCE**

1. Discussion of Texas Association of School Boards (TASB) Comprehensive Policy Review
2. Discussion of District Administrative Committees

**C. OPERATIONS**

1. Discussion of Bond Oversight Committee Process and Membership
2. 2023-2024 Budget Development Update
3. Consider Approval of the Amendments to the 2023-2024 Budget Assumptions and Parameter

*I move that the Board of Trustees amend the 2023-2024 Budget Assumptions in preparing the 2023-2024 General Fund Budget as presented. This motion made, by Christine Mauer and seconded by Anna Smith, passed unanimously.*

**9. CLOSED SESSION**

*The Board of Trustees went into closed session at 10:20 PM after the Board President announced the right to do so under:*

- A. Texas Government Code 551.071: consultation with attorney regarding, pending or contemplated litigation, and/or attorney client privileged matter
- B. Texas Government Code 551:071: consider next litigation options regarding second access road to Vandegrift High School
- C. Texas Government Code 551.074: deliberation regarding resignations, terminations, employment, reassignments, duties, and evaluation of personnel and public officers
- D. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed
- E. Texas Government Code 551.074: personnel - consideration of term, probationary employment contract renewals for administrators

*The Board of Trustees returned to open session at 11:45 PM*

**10. ACTION PURSUANT TO CLOSED SESSION**

- A. Consider Approval of Administrator Contracts

*I move that the Board of Trustees accept the recommendation(s) for probationary and term for administrator contract renewals as presented, in accordance with salary scales, policies, and contracts, of Leander Independent School District for the 2023-2024 school year. This motion, made by Francesca Romans and seconded by Anna Smith, passed unanimously.*

**11. BOARD MEETING DEBRIEF**

**12. ADJOURNMENT**

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.

Time: 11:45 PM

These minutes were read and approved by the Board of Trustees on the 25th day of May, 2023.

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President

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Secretary

Copies of Board information referred to are attached to the official minutes or filed in the office indicated.

## Minutes of Regular Meeting

The Board of Trustees  
Leander Independent School District

**STATE OF TEXAS**  
**COUNTY OF WILLIAMSON**

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A meeting of the Board of Trustees of the Leander Independent School District was held on Thursday, April 27, 2023, beginning at 6:16 PM in the LEO Conference Center, 300 S. West Dr., Leander, TX 78641. The following members were present: Trish Bode, Gloria Gonzales-Dholakia, Anna Smith, Sade Fashokun, Paul Gauthier, Christine Mauer and Francesca Romans.

1. **CALL TO ORDER AND DECLARATION OF QUORUM**

2. **OPENING CEREMONY**

- A. Pledge of Allegiance
- B. Moment of Silence

3. **RECOGNITION**

- A. Spotlight on Learning: Stiles Middle School
- B. Administrative Professionals Week, April 24 - 28
- C. National Library Week, April 24 - 28
- D. Heller Awards for Young Artists
- E. Art on the Bus: Camacho Elementary School

4. **COMMUNICATIONS / ANNOUNCEMENTS**

- A. Board Member Remarks
  - 1. District Administrative Committee Updates

5. **CITIZEN COMMENTS**

*12 citizens addressed the Board of Trustees*

6. **CONSENT AGENDA**

*I move that the Board approve the items of A, B and D on the Consent Agenda. This motion, made by Christine Mauer and seconded by Sade Fashokun, passed unanimously.*

- A. Consider Approval of Minutes of Regular and Called Board Meetings
- B. Consider Approval of Bank Depository Contract Extension
- C. Consider Adoption of Texas Association of School Boards (TASB) Comprehensive Policy Review- LOCAL Policies AE, AF, BBB, BBD, BBE, BBG, BDB, BDD, BE, BJCG, CAA, CB

*I move that the Board adopt the proposed revisions to Policy AE(LOCAL), AF(LOCAL), BBB(LOCAL), BBD(LOCAL), BBE(LOCAL), BBG(LOCAL), BDB(LOCAL), BDD(LOCAL), BE(LOCAL), BJCG(LOCAL), CAA(LOCAL), CB(LOCAL) as presented. This motion, made by Christine Mauer and seconded by Anna Smith, passed 6 in favor, one opposed (Paul Gauthier).*

D. Consider Approval of Amendments to the 2023-2024 Budget Assumptions and Parameter

**7. SUPERINTENDENT'S REPORT**

A. Safe and Innovative Learning Environments

B. Empowered Student Learning

**8. DISCUSSION/ACTION ITEMS**

A. STUDENT EXPERIENCE

1. Strategic Plan Formative Review: Safe and Innovative Learning Environments

B. GOVERNANCE

1. Update on Long-Range Planning Committee

2. Legislative Committee Update

3. Audit Committee Update

a. Internal Audit Update

C. OPERATIONS

1. Business and Finance Monthly Reports

a. 2022-2023 Budget Projections

b. Monthly Bond Status Report

c. Monthly Financial Report

d. Monthly Investment Report

e. Monthly Tax Collection Report

2. Consider Approval of Budget Amendment

*I move that the Board of Trustees approve the budget transfers and amendments to the 2022-2023 budget, as presented. This motion, made by Anna Smith and seconded by Christine Mauer, passed unanimously.*

**9. CLOSED SESSION**

*The Board of Trustees went into closed session at 9:25 PM after the Board President announced the right to do so under:*

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: Personnel - deliberate the appointment, employment, evaluation, reassignment, duties of a public officer or employee

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: deliberation and consideration of employment of Knowles Elementary School Principal

*The Board of Trustess returned to open session at 9:48 PM.*

**10. ACTION PURSUANT TO CLOSED SESSION**

- A. Consider Employment of Knowles Elementary School Principal

*I move that the Board of Trustees accept the recommendation(s) of Alicia Harris for Principal at Knowles Elementary School 1-year probationary employment contract for personnel addition(s) as presented, in accordance with the salary scale, policies and contract of Leander Independent School District for the 2023-24 school year. This motion, made by Francesca Romans and seconded by Sade Fashokun, passed unanimously.*

**11. BOARD MEETING DEBRIEF**

**12. ADJOURNMENT**

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.

Time: 9:49 PM

These minutes were read and approved by the Board of Trustees on the 25th day of May, 2023.

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

Copies of Board information referred to are attached to the official minutes or filed in the office indicated.

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

**Agenda Item:** Consider Approval of Discipline Alternative Educational Memorandum of Understanding with Liberty Hill ISD

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

**Administrator Responsible:** Bryan Miller

**Attachments:** Memorandum of Understanding with Liberty Hill ISD

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## **Background Information:**

Attached is the 2023-2024 Memorandum of Understanding (MOU) with Liberty Hill ISD for agreement of services to allow Liberty Hill ISD students to be placed in Leander ISD's Disciplinary Alternative Educational Placement (DAEP) known as Leander Extended Opportunity Center (LEO). This will be the fourth year Leander ISD has provided this service for Liberty Hill ISD. Liberty Hill is in the process of beginning their own DAEP, so this service will end in a future year when Liberty Hill has finished the construction of a facility and is prepared to provide this service for their students. Liberty Hill pays LISD a base rate of \$5,334 per month for 8 students at any given time with an additional \$667 per student up to 4 additional students for a total of 12 students at any given time.

## **Administrative Recommendation:**

The administration recommends that the Board of Trustees review and adopt the 2023-2024 Memorandum of Understanding with Liberty Hill ISD.

## **Sample Motion:**

I move the Board adopt the 2023-2024 Memorandum of Understanding with Liberty Hill ISD and the District.

**LEANDER INDEPENDENT SCHOOL DISTRICT**

**MEMORANDUM OF AGREEMENT FOR SERVICES**

**WITH**

**LIBERTY HILL INDEPENDENT SCHOOL DISTRICT**

This Memorandum of Agreement ("Memorandum") defines the cooperative responsibilities between Liberty Hill Independent School District ("LHISD") and the Leander Independent School District ("LISD") (Collectively referred to hereinafter as "the Parties"). The purpose of this Memorandum is to coordinate services between these two districts, as more particularly described below.

LHISD seeks to place some LHISD students in LISD's Disciplinary Alternative Educational Placement ("DAEP") known as Leander Extended Opportunity Center ("LEO") and LISD can provide a limited number of slots for said students. Wherefore, based on these premises, the Parties hereby agree to the following:

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- 1) The Parties will comply with applicable local, state and federal confidentiality laws, rules and regulations, as may be amended from time to time, regarding disclosing information on the Youth, parent or legally authorized representative receiving services hereunder, to include, but not necessarily be limited to, information covered under the Federal Rights and Privacy Act (FERPA) (20 U.S.C. Section 1232g, 34 CFR Part 99) and under Health Insurance Portability and Accountability Act of 1996 (HIPPA; Pub.L. 014-191).
- 2) LHISD may place middle school and/or high school students up to, but not exceeding, eight (8) total students in any combination at any given time at LEO for the monthly base rate described in "Compensation" below. LHISD may place an additional four (4) students for a total of twelve (12) LHISD placed students at any given time for a per student rate, above the base rate, as described in "Compensation" below.
- 3) LISD shall offer LHISD students placed at LEO pursuant to this agreement a breakfast and a lunch, free of charge.
- 4) LHISD placed students will be expected to abide by the LEO expectations for student conduct.
- 5) LISD will provide the appropriate paperwork to LHISD for completion prior to a LEO placement and LHISD agrees to comply with LISD and LEO procedures for placement.
- 6) LHISD will not place students at LEO that are currently identified and served in a behavior program on an IEP pursuant to the IDEA.
- 7) If a LHISD placed student is served under an IEP, pursuant to the IDEA, LHISD will ensure the LEO staff are included in ARD committee meetings and/or staffing meetings to determine appropriate modifications and accommodations, or implementation of such modifications and accommodations, for the student during his/her placement at LEO, including coordinating any discussion about medical or medication needs for the student.
- 8) LHISD will provide LISD and LEO staff two (2) school-days notice prior to placing a student at LEO.
- 9) LHISD or the parent shall be responsible for transporting LHISD placed students to and from LEO during the placement.
- 10) LHISD placed students will follow LHISD curriculum while placed at LEO.
- 11) LHISD will provide assignments for LHISD placed students in all courses through Google Classroom. In addition, LHISD teachers will add the appropriate LEO teachers as co-teacher to

Google Classroom so LEO campus staff can facilitate the completion and proper upload of the assignments for LHISD students.

- 12) If a LHISD student requires administration of STAAR, SAT, PSAT, or other testing, that will be conducted at LHISD by LHISD staff.
- 13) LISD will communicate as soon as reasonably possible of any potential child find concerns to LHISD in order for LHISD to address its potential child find obligations.
- 14) LHISD will ensure that LHISD teachers collaborate with LEO staff.
- 15) If a LHISD placed student is served under a 504 plan LHISD will ensure the LEO staff are included in 504 meetings to determine appropriate accommodations for the student during his/her placement at LEO, including coordinating any discussion about medical or medication needs for the student.
- 16) LISD shall provide LHISD "block dates" indicating dates when no new student admissions are permitted at LEO.
- 17) Upon a first drug offense in a school year, a LHISD placed student shall be referred to the LISD Alcohol Drug Awareness and Prevention Team ("ADAPT") program.
- 18) The parties agree that assignments to LEO shall be for either 30 or 45 days with the ability to have that placement reduced by 5 days for good behavior and potentially reduced 15 days if the student successfully completes ADAPT.
- 19) LISD will report attendance of LHISD placed students on a daily basis.

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#### **Term of Contract/Termination**

LISD and LHISD agree that this Memorandum is effective beginning August 1, 2023 shall continue until terminated by either party, or until June 1, 2024, whichever is sooner. **Either party may terminate this Memorandum by giving at least thirty (30) days written notice.**

#### **Compensation**

LHISD shall pay LISD in the amount of FIVE THOUSAND THREE HUNDRED THIRTY-FOUR DOLLARS AND NO/100 (\$5334.00) per month in, as a base rate in exchange for the services described in this agreement for up to eight (8) students as described in Section 2 above. For each additional student, as described in Section 2 above, LHISD will pay an additional SIX HUNDRED SIXTY-SEVEN DOLLARS AND NO/100 (\$667.00) per month.

#### **Assignment**

Neither party shall assign or otherwise transfer its rights and/or obligations under this Memorandum without prior written consent of the other party. Subject to the provisions hereof, all of the covenants, conditions and obligations contained in this Memorandum shall be binding upon and inure to the benefit of the respective permitted successors and assigns of each party, to the same extent as if each such successor and assign were named as party to the Memorandum.

#### **Severability**

If any term or provision of this Memorandum or the application thereof to any person or circumstances shall to any, be invalid or unenforceable, the remainder of this Memorandum, or the application of such term or provision to persons or circumstances other than those as to which it is held invalid or enforceable, shall not be affected thereby, and each term and provision of this Memorandum shall be valid and enforceable to the fullest extent permitted by law.

#### **Criminal History Record Information**

LISD shall also ensure that a criminal history record information review has been conducted on all of its

employees, interns, volunteers or sub-contractors providing Services for LISD hereunder and that there is no criminal history record that would prevent, pursuant to applicable laws and regulations, employees, interns, volunteers or subcontractors from working in facilities or events sponsored by LISD.

### **Notices**

All notices, demands, requests, or other communications which may be or are required to be given, served or sent by either party to the other, shall be in writing and delivered personally or by certified mail, return receipt requested, with postage prepaid, at the address shown below for the receiving party. Personally delivered notices are deemed received upon actual receipt; notices sent by certified mail as described above are deemed received upon the earlier of actual receipt or three (3) business days after deposit of the notice with the US Postal Service. A party may change the name or address for the giving of notice by written notice to the other party in accordance with the terms of this paragraph.

If to LISD:

John Graham, Assistant Superintendent of Campus Activities and Support  
Leander Independent School District  
204 W. South Street P.O. Box 218  
Leander, Texas 78646-0218

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If to LHISD:

Travis Motal, Director of Secondary Education  
Liberty Hill Independent School District  
301 Forrest Street  
Liberty Hill, Texas 78642

### **Independent Contractor**

The relationship between LHISD and LISD shall be that of an independent contractor. The parties agree that none of the provisions of this Memorandum is intended to create, nor will be deemed or construed to create, any relationship between LHISD and LISD other than that of independent parties contracting with each other to carry out this Memorandum. It is agreed that neither party hereto nor such party's employees, contractors or agents, will be considered an employee, agent, partner, joint venture, ostensible or apparent agent, servant, or borrowed servant of the other party hereto. LHISD shall not hold itself out as an agent of LISD to any Student or to any other persons.

In the performance of all services under this Memorandum, LISD is at all times acting as an independent contractor engaged in the delivery of services. LISD and its personnel and/or contractors, if any, will employ their own means and methods and exercise their own professional judgment in performing the services under this Memorandum, and shall perform its obligations hereunder in an effective, competent, efficient, and satisfactory manner in compliance with policies and procedures.

### **Entire Agreement/Amendment**

This Memorandum and all attachments referenced herein shall constitute the entire, full and complete agreement between the parties regarding the subject matter described herein, and there are no representations, inducements, promises, or agreements, oral or otherwise, between the parties not embodied herein, which are of any force or effect.

Except as expressly provided otherwise in this Memorandum, this Memorandum may not be changed or

modified except by written document signed by both parties.

**Survival**

The provisions of this Memorandum which, by their nature, are intended to survive termination or expiration of this Memorandum shall so survive.

**Headings**

The headings contained in this Memorandum are for the convenience of the parties only and shall not be deemed to affect the meaning of the provisions hereof.

**Waiver**

The failure of either party to insist upon the strict observation or performance of any provision of this Memorandum or to exercise any right or remedy shall not impair or waive any such right or remedy. Every right and remedy given by this Memorandum to the parties may be exercised from time to time and as often as appropriate.

**Force Majeure**

Neither party shall be responsible for its failure to fulfill, or delay in fulfilling, its obligations under this<sup>17</sup> Memorandum during any period of time in which such failure or delay is due to force of majeure or other causes beyond its control, provided that such party shall be required to exercise commercially reasonable efforts to fulfill its obligations during any such period of time.

**LIBERTY HILL INDEPENDENT SCHOOL DISTRICT**

  
\_\_\_\_\_

Rosanna R. Guerrero  
Chief Financial Officer

4/17/2023  
Date

**LEANDER INDEPENDENT SCHOOL DISTRICT**

By: \_\_\_\_\_  
Signature

Date: \_\_\_\_\_

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Title

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

<b>Agenda Item:</b>	Consider Adoption of Texas Association of School Boards (TASB) Comprehensive Policy Review- LOCAL Policies CCA, CDA, CE, CFG, CH, CHB, CHE, CI, CLC, COA, DBB, DBD, DBE, DCB, DEA, DEAA, DEAB, DEC, DED, DFBB, DGA, DGBA, DH, DK, DLA, DME, DNA, DNB
<b>Purpose (this meeting):</b>	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Shawn Swisher
<b>Attachments:</b>	05-25-23 Consider Adoption of TASB Comprehensive Policy Review CCA, CDA, CE, CFG, CH, CHB, CHE, CI, CLC, COA, DBB, DBD, DBE, DCB, DEA, DEAA, DEAB, DEC, DED, DFBB, DGA, DGBA, DH, DK, DLA, DME, DNA, DNB Atch

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## **Background Information:**

As discussed in the continued comprehensive policy review on May 11, 2023, staff is recommending adopting the proposed revisions to Policy: CCA(LOCAL), CDA(LOCAL), CE(LOCAL), CFG(LOCAL), CH(LOCAL), CHB(LOCAL), CHE(LOCAL), CI(LOCAL), CLC(LOCAL), COA(LOCAL), DBB(LOCAL), DBD(LOCAL), DBE(LOCAL), DCB(LOCAL), DEA(LOCAL), DEAA(LOCAL), DEAB(LOCAL), DEC(LOCAL), DED(LOCAL), DFBB(LOCAL), DGA(LOCAL), DGBA(LOCAL), DH(LOCAL), DK(LOCAL), DLA(LOCAL), DME(LOCAL), DNA(LOCAL), DNB(LOCAL) Annotations regarding the proposed revisions are as followed:

CCA(LOCAL) – (REVISION) The proposed revisions here reflect an effort to align policy with current practice.  
CDA(LOCAL) – (REVISION) The proposed revisions here reflect an effort to align policy with current business office/finance practice.

CE(LOCAL) – (REVISION) Staff and the district’s policy advisor advise removing the purpose statements from this policy as they are unnecessary in order to effectuate the policy objective.

CFG(LOCAL) – (DELETION) The district’s policy advisor recommends deletion of this policy. Local policy is unnecessary, and these topics are best addressed either in regulation or in the employee handbook.

CH(LOCAL) – (REVISION) The proposed revisions here are intended to clarify a board intent to delegate authority to the superintendent to enter interlocal agreement. It also includes typographical edits and deletions of redundancies.

CHB(LOCAL) – (DELETION) The district’s policy advisor recommends deletion of this policy. Local policy is unnecessary, and these topics are best addressed either in regulation or a purchasing handbook.

CHE(LOCAL) – (REVISION) The only change is to remove the redundancy of “or designee.”

CI(LOCAL) – (REVISION) This slight revision clarifies that the Superintendent has the authorization in this instance. As discussed throughout, the superintendent has the ability to delegate this as appropriate.

CLC(LOCAL) – (DELETE) The outdated policy, adopted in 1996, is recommended for deletion as it is more appropriately addressed in employee and student handbooks. *See Student Handbook at p. 41.*

COA(LOCAL) – (REVISION) The proposed revision updates the delegation of this duty to reflect current practice.

DBB(LOCAL) – (REVISION) The proposed revision is intended to remove superfluous language that brought this policy out of standard. The language is not required in order to effectuate the requirements under the law, and if retained is more appropriate in a regulation manual or employee handbook. *See Employee Handbook at p. 22.*

DBD(LOCAL) – (REVISION) The proposed revisions are intended to align policy with current district practice. There was a board member question on whether the Board should consider a clause limiting senior level official selling to the district in the first two years from separation of employment. If the board determines that they would like to include this type of limitation, it can either direct staff to include appropriate language to reflect that or adopt the current proposed revisions and refer the issue back to the policy committee for further study.

DBE(LOCAL) – (DELETION) The current policy was adopted in 2007, prior to the enactment of current law. This language is now codified in DBE(LEGAL) and is redundant here.

DCB(LOCAL) – (REVISIONS) The proposed revisions align this policy with State Law and SBEC rules. Additional revisions reflect aligning policy with district practice.

- DEA(LOCAL) – (REVISIONS) The proposed revisions add required language that would allow the district to recoup from FEMA a portion of pay for non-exempt employees required to report to work during a federally declared disaster.
- DEAA(LOCAL) – (REVISIONS) The proposed revision deletes a duplicate cross-reference that already appears at the beginning of the policy.
- DEAB(LOCAL) – (REVISIONS) The proposed revisions would align policy with current district practice.
- DEC(LOCAL) – (REVISIONS) The proposed revisions aim to clearly articulate the provisions for providing and the use of bereavement leave. . There was a specific board member question regarding whether additional language should be added to this policy to allow for mental health leave. The proposed revision does not include such language. If the board determines that they would like to include this type of language to provide for a new type of leave, staff recommends adoption the current proposed revisions and refer the issue back to the policy committee and HR staff for further study and potential future revisions.
- DED(LOCAL) – (ADDITION) This policy is recommended for addition to address vacation days and holidays for certain categories of eligible employees. The details are left to the employee handbook. *See Employee Handbook at p. 45.*
- DFBB(LOCAL) – (REVISION) The proposed revision updates this language because the referenced evaluation rating categories were associated with PDAS and are no longer applicable under the T-TESS.
- DGA(LOCAL) – (REVISION) The proposed revisions include additional clarification, removal of unnecessary rationale language, and removing unnecessary language that is already addressed in current laws regarding electioneering by district employees that could be addressed in the employee handbook. *See, for example, Employee Handbook at p. 69.*
- DGBA(EXHIBIT) – (DELETION) The district’s policy advisor recommends deletion of the grievance form from the policy manual and having it posted online instead. If the board approves this, then administration will promptly publicly post the forms online rather than having them access them through the policy manual.
- DH(LOCAL) – (REVISION) The revisions include and update to align the policy with current state law, as well as deletion of a philosophy statement that is not necessary for enforcement of the policy and could be addressed in another venue.
- DK(LOCAL) – (REVISION) The proposed revisions include reorganization for clarity and additions of cross-references.
- DLA(LOCAL) – (DELETION) This policy was adopted in 1992 and has not been revised since. The district’s policy advisor notes that there is no requirement that staff meetings be addressed in board policy.
- DME(LOCAL) – (DELETION) This policy is recommended for deletion as it is redundant. The information can be found in Policy CY(LOCAL).
- DNA(LOCAL) – (REVISIONS) These revisions are recommended to reflect current district practice regarding whether a teacher receives an annual evaluation or is on an alternative evaluation schedule. The revisions reflect the eligibility criteria and the frequency of a complete appraisal.
- DNB(LOCAL) – (REVISIONS) These revisions are intended to clarify the process for evaluation of campus administrators and not conflate them with other employees’ processes.

**Administrative Recommendation:**

Staff recommends adoption of the proposed revisions to Policy: CCA(LOCAL), CDA(LOCAL), CE(LOCAL), CFG(LOCAL), CH(LOCAL), CHB(LOCAL), CHE(LOCAL), CI(LOCAL), CLC(LOCAL), COA(LOCAL), DBB(LOCAL), DBD(LOCAL), DBE(LOCAL), DCB(LOCAL), DEA(LOCAL), DEAA(LOCAL), DEAB(LOCAL), DEC(LOCAL), DED(LOCAL), DFBB(LOCAL), DGA(LOCAL), DGBA(LOCAL), DH(LOCAL), DK(LOCAL), DLA(LOCAL), DME(LOCAL), DNA(LOCAL), DNB(LOCAL) as presented.

**Sample Motion:**

I move that the Board adopted the proposed revisions to Policy CCA(LOCAL), CDA(LOCAL), CE(LOCAL), CFG(LOCAL), CH(LOCAL), CHB(LOCAL), CHE(LOCAL), CI(LOCAL), CLC(LOCAL), COA(LOCAL), DBB(LOCAL), DBD(LOCAL), DBE(LOCAL), DCB(LOCAL), DEA(LOCAL), DEAA(LOCAL), DEAB(LOCAL), DEC(LOCAL), DED(LOCAL), DFBB(LOCAL), DGA(LOCAL), DGBA(LOCAL), DH(LOCAL), DK(LOCAL), DLA(LOCAL), DME(LOCAL), DNA(LOCAL), DNB(LOCAL) as presented.

LOCAL REVENUE SOURCES  
BOND ISSUES

CCA  
(LOCAL)

Refunding issues shall usually be conducted on a negotiated basis.

Competitive sales are preferred for the sale of short-term debt, or when the market is very stable. Negotiated sales may be utilized if deemed more advantageous to the District.

**Reimbursement  
Resolution**

By resolution, the Board may declare its intent to reimburse itself from proceeds of bonds for any capital expenditures previously incurred (not more than 60 days prior to the date of the resolution) from the lawfully available general funds or other lawfully available funds of the District. The reimbursement shall take place within 30 days after the issuance of the bonds.

**~~Selection of Public  
Finance Team~~**

~~The Superintendent or designee shall issue a solicitation for municipal advisor, underwriters, bond counsel, and disclosure counsel not less than every five years.~~

### PROPOSED REVISIONS

**Investment Authority** The Superintendent or other person designated by Board resolution shall serve as the investment officer of the District and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures. All investment transactions except investment pool funds and mutual funds shall be settled on a delivery versus payment basis.

**Approved Investment Instruments** From those investments authorized by law and described further in CDA(LEGAL) under Authorized Investments, the Board shall permit investment of District funds, including bond proceeds and pledged revenue to the extent allowed by law, in only the following investment types, consistent with the strategies and maturities defined in this policy:0)

1. Obligations of, or guaranteed by, governmental entities as permitted by Government Code 2256.009.
2. Certificates of deposit and share certificates as permitted by Government Code 2256.010.
3. Fully collateralized repurchase agreements permitted by Government Code 2256.011. Flexible repurchase agreements used only for bond proceeds may extend beyond one year if matched to the anticipated expenditure schedule for the proceeds.
4. A securities lending program as permitted by Government Code 2256.0115.
5. Banker's acceptances as permitted by Government Code 2256.012.
6. Commercial paper as permitted by Government Code 2256.013.
7. No-load mutual funds, except for bond proceeds, and no-load money market mutual funds, as permitted by Government Code 2256.014.
8. A guaranteed investment contract as an investment vehicle for bond proceeds, provided it meets the criteria and eligibility requirements established by Government Code 2256.015.
9. Public funds investment pools as permitted by Government Code 2256.016.

OTHER REVENUES  
INVESTMENTS

CDA  
(LOCAL)

**Safety**

The primary goal of the investment program is to ensure safety of principal, to maintain liquidity, and to maximize financial returns within current market conditions in accordance with this policy. Investments shall be made in a manner that ensures the preservation of capital in the overall portfolio, and offsets during a 12-month period any market price losses resulting from interest-rate fluctuations by income received from the balance of the portfolio. No individual investment transaction shall be undertaken that jeopardizes the total capital position of the overall portfolio.

**Investment Management**

In accordance with Government Code 2256.005(b)(3), the quality and capability of investment management for District funds shall be in accordance with the standard of care, investment training, and other requirements set forth in Government Code Chapter 2256.

**Liquidity and Maturity**

Any internally created pool fund group of the District shall have a maximum dollar weighted maturity of 180 days. The maximum allowable stated maturity of any other individual investment owned by the District shall not exceed ~~one~~ three years from the time of purchase. The Board may specifically authorize a longer maturity for a given investment, within legal limits.

The District's investment portfolio shall have sufficient liquidity to meet anticipated cash flow requirements.

**Diversity**

The investment portfolio shall be diversified in terms of investment instruments, maturity scheduling, and financial institutions to reduce risk of loss resulting from overconcentration of assets in a specific class of investments, specific maturity, or specific issuer.

**Monitoring Market Prices**

The investment officer shall monitor the investment portfolio and shall keep the Board informed of significant changes in the market value of the District's investment portfolio. Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, commercial or investment banks, financial advisers, and representatives/advisers of investment pools or money market funds. Monitoring shall be done monthly or more often as economic conditions warrant by using appropriate reports, indices, or benchmarks for the type of investment.

**Monitoring Rating Changes**

In accordance with Government Code 2256.005(b), the investment officer shall develop a procedure to monitor changes in investment ratings and to liquidate investments that do not maintain satisfactory ratings.

**Funds/Strategies**

Investments of the following fund categories shall be consistent with this policy and in accordance with the applicable strategy defined below. All strategies described below for the investment of a

OTHER REVENUES  
INVESTMENTS

CDA  
(LOCAL)

particular fund should be based on an understanding of the suitability of an investment to the financial requirements of the District and consider preservation and safety of principal, liquidity, marketability of an investment if the need arises to liquidate before maturity, diversification of the investment portfolio, and yield.

**Operating Funds** Investment strategies for operating funds (including any commingled pools containing operating funds) shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements. [Maturities longer than one year are authorized provided legal limits are not exceeded.](#)

**Custodial Funds** Investment strategies for custodial funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

**Debt Service Funds** Investment strategies for debt service funds shall have as their primary objective sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents. Maturities longer than one year are authorized provided legal limits are not exceeded.

**Capital Project Funds** Investment strategies for capital project funds shall have as their primary objective sufficient investment liquidity to timely meet capital project obligations. Maturities longer than one year are authorized provided legal limits are not exceeded.

**Safekeeping and Custody** The District shall retain clearly marked receipts providing proof of the District's ownership. The District may delegate, however, to an investment pool the authority to hold legal title as custodian of investments purchased with District funds by the investment pool.

**Sellers of Investments** Prior to handling investments on behalf of the District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]

Representatives of brokers/dealers shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC) and be in good standing with the Financial Industry Regulatory Authority (FINRA).

**Soliciting Bids for CDs** In order to get the best return on its investments, the District may solicit bids for certificates of deposit in writing, by telephone, or electronically, or by a combination of these methods.

**Interest Rate Risk**

To reduce exposure to changes in interest rates that could adversely affect the value of investments, the District shall use final and weighted-average-maturity limits and diversification.

The District shall monitor interest rate risk using weighted average maturity and specific identification.

**Internal Controls**

A system of internal controls shall be established and documented in writing and must include specific procedures designating who has authority to withdraw funds. Also, they shall be designed to protect against losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the District. Controls deemed most important shall include:

1. Separation of transaction authority from accounting and recordkeeping and electronic transfer of funds.
2. Avoidance of collusion.
3. Custodial safekeeping.
4. Clear delegation of authority.
5. Written confirmation of telephone transactions.
6. Documentation of dealer questionnaires, quotations and bids, evaluations, transactions, and rationale.
7. Avoidance of bearer-form securities.

These controls shall be reviewed by the District's independent auditing firm.

**Annual Review**

The Board shall review this investment policy and investment strategies not less than annually and shall document its review in writing, which shall include whether any changes were made to either the investment policy or investment strategies.

**Annual Audit**

In conjunction with the annual financial audit, the District shall perform a compliance audit of management controls on investments and adherence to the District's established investment policies.

**PROPOSED REVISIONS**

<b>Fiscal Year</b>	The District shall operate on a fiscal year beginning July 1 and ending June 30.
<del><b>Curriculum Budget Linkage</b></del>	<del>The District and building level budget development processes shall support the curricular and instructional priorities. The District shall maintain a system of ongoing internal evaluation to ensure adequate resources to support such priorities.</del>
<b>Budget Planning</b>	Budget planning shall be an integral part of overall program planning so that the budget effectively reflects the District's programs and activities and provides the resources to implement them. In the budget planning process, general educational goals, specific program goals, and alternatives for achieving program goals shall be considered, as well as input from the District- and campus-level planning and decision-making committees. Budget planning and evaluation are continuous processes and shall be a part of each month's activities.
<b>Budget Meeting</b>	The annual public meeting to discuss the proposed budget and tax rate shall be conducted as follows: <ol style="list-style-type: none"><li>1. The Board President shall request at the beginning of the meeting that all persons who desire to speak on the proposed budget and/or tax rate sign up on the sheet provided.</li><li>2. Prior to the beginning of the meeting, the Board may establish time limits for speakers.</li><li>3. Speakers shall confine their remarks to the appropriation of funds as contained in the proposed budget and/or the tax rate.</li><li>4. No officer or employee of the District shall be required to respond to questions from speakers at the meeting.</li></ol>
<b>Authorized Expenditures</b>	0.The adopted budget provides authority to expend funds for the purposes indicated and in accordance with state law, Board policy, and the District's approved purchasing procedures. The expenditure of funds shall be under the direction of the Superintendent or designee who shall ensure that funds are expended in accordance with the adopted budget.

**Budget Amendments** The Board shall amend the budget when a change is made increasing any one of the functional spending categories or increasing revenue object accounts and other resources.

**Maintenance of Reserves Policy**

*Purpose*

~~Board adoption of a policy addressing maintenance of reserves is intended to provide a guideline for the management of reserve funds of the District.~~

~~The Board recognizes that no policy can meet every circumstance and intends that these provisions shall serve as a guideline to be used by the Board and administration to handle routine tasks and as a starting point for discussion in deciding on more complex questions.~~

Intent of the Board

The Board intends that funds shall be available for emergency needs of the District and shall provide funds to be used for such purposes and such opportunities as shall arise, which will benefit the District.

Reserve Goal

*Operations and Maintenance*

In order to preserve financial stability, the District must be prepared to respond to cash flow shortages, large or unexpected one-time expenditures, changes in the economy, and changes in state funding. The District shall, therefore, maintain assigned and unassigned fund balances equal to or exceeding three months of total annual operating expenditures in reserve.

If the assigned and unassigned fund balances fall below three months of the total annual operating expenditures, the Superintendent shall prepare a plan for Board approval to meet the required unassigned and assigned minimum fund balance requirement.

The Board may commit a portion of the fund balance for a specific purpose by resolution during a Board meeting. The committed fund balance shall be used in accordance with the Board-adopted resolution and shall be expended for the specific purpose and within a reasonable period of time unless an emergency occurs. The designation may be amended at any time by Board approval.

*Interest and Sinking*

The District shall maintain at least 20 percent of the next fiscal year's requirement.

The Board's goal shall be for the District to achieve a reserve fund of 30 percent of the next fiscal year's requirement.

Implementation

The Board delegates to the Superintendent the responsibility for knowing the amount of reserves available and for recommending a

budget that will meet the goals of the Board as expressed in this policy.

### DELETE POLICY

**Principal  
Responsible for  
Safekeeping**

The principal in each school shall be responsible for the safekeeping of cash reserves maintained for school purposes and kept in the school itself. He or she shall designate safe places where any such funds shall be kept, and shall ensure that those places are appropriately guarded.

**Employees'  
Responsibility**

Any public funds entrusted to the care of an individual school employee shall become the complete responsibility of the employee.

No money shall be left in rooms or offices, except in such safe-guarded places as shall be indicated by the principal, or other responsible employee.

**PROPOSED REVISIONS**

<b>Purchasing Authority</b>	The Board delegates to the Superintendent the authority to make budgeted purchases for goods or services unless state law requires the Board to make or approve a specific purchase. All contracts shall be signed by the Superintendent <del>or designee</del> .
Purchasing Procedures	The Superintendent shall develop purchasing procedures to implement the requirements of state and federal law. The District may reject any and all bids or proposals in accordance with state, federal law, <del>district</del> District policies, or requirements as applicable. [See also CB, CBB, CH(LEGAL), and COA]
Purchasing Method	The Board delegates to the Superintendent the authority to determine the method of purchasing in accordance with CH(LEGAL) or CBB(LEGAL), as appropriate. Commitment to purchase on the <del>basis</del> basis of low bid or proposal alone shall not be inferred, but contracts shall be awarded on the basis of best value to the District.
Exception for Emergency Contracts	In the event of a catastrophe, emergency, or natural disaster affecting the District, the Board delegates to the Superintendent the authority to contract for the replacement, construction, or repair of school equipment or facilities in accordance with law, if emergency replacement, construction, or repair is necessary for the health and safety of District students and staff. The Superintendent shall report to the Board at the next regular meeting any contract made under this authority. [See Disaster Exception, CH(LEGAL)]  The delegation regarding emergency contracts does not waive competitive purchasing requirements under Education Code Chapter 44. Only the Board is authorized to waive competitive purchasing requirements under limited circumstances in accordance with Education Code 44.031(h). [See Emergency Damage or Destruction, CH(LEGAL)]
Competitive Procurement Requirements	District contracts must be submitted to a competitive procurement process when the aggregate purchase will total \$50,000 or more for each 12-month period. The Superintendent <del>or designee</del> shall prepare the request for bids or proposals and the bid or proposal specifications. All bids or proposals shall be submitted by the designated purchasing method, either through the District's electronic procurement system or in sealed envelopes, plainly marked with the name of the bidder or proposer, the date, the time of opening, and the bid or proposal number. The Superintendent shall accept the bid or proposal deemed to be of the best value for the District as identified in CH(LEGAL).

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CH  
(LOCAL)

Lease-Purchase Contracts      The competitive procurement process, as set up in this policy, shall be applied to all lease-purchase contracts for personal property.

Bids, Quotes, and Other Purchases under \$50,000      The purchasing department shall establish guidelines that may require bids, quotations, or proposals to be obtained prior to approving a purchase when it appears that best value and substantial savings can be realized by the District.

Electronic Bids or Proposals      Bids or proposals that the District has chosen to accept through electronic transmission shall be administered in accordance with ~~Board-adopted rules~~the rules below. ~~Such rules shall safeguard the integrity of the competitive procurement process; ensure the identification, security, and confidentiality of electronic bids or proposals; and ensure that the electronic bids or proposals remain effectively unopened until the proper time.~~

*Electronic Bid Procedures*Rules      To ensure the security and confidentiality of electronic bids or proposals, the following ~~procedures~~rules shall be followed by District staff:0)

1. Both District users and vendors are required to access the system through a unique user account and password.
2. Individual user passwords shall be stored in a manner that cannot be accessed by any other user, and the District system administrator shall only have the ability to reset the password through a system-generated program based on a user request to reset a password.
3. All data transmitted between the District and vendors shall be encrypted using standard security technology.
4. The system shall limit inactivity by expiring a session based on a preset period of time.
5. All actions within the system can be audited for actions taken by any user.
6. All formal solicitations shall be electronically sealed in an electronic lockbox and not accessible to any user other than the initiating vendor.
7. The solicitation document includes, at a minimum, the date and time the bid was received by the system.
8. The system shall not allow for any late bids after the closing date and time.
9. The system shall only allow for bids to be electronically unsealed by authorized District staff; and

PURCHASING AND ACQUISITION

CH  
(LOCAL)

10. The system shall retain electronic copies of the vendors' responses for the minimum period of time required by the state of Texas records retention schedule or for an extended period of time if required by the District.

*Electronic  
Vendors List*

For the purpose of obtaining bids or proposals on supplies, materials, equipment, and services, an electronic vendors list shall be maintained within the school administrative offices. Any and all bidders and proposers who fail to deliver or to comply with any of the terms, specifications, or contract requirements may be ~~deleted~~ re-moved from the vendors list for a period not to exceed two years from the time when the infraction occurred and the vendor was notified in writing of removal from the list.

**Interlocal  
Agreements**

The Board authorizes the Superintendent ~~on the Board's behalf~~ to enter into cooperative interlocal agreements in accordance with ~~Government Code Chapter 791~~ state law when:

1. The District determines that the interlocal agreement will increase efficiency and effectiveness of the District.
2. The interlocal agreement permits the District to enter into a purchasing contract offered through a cooperative purchasing program authorized by ~~Local Government Code Chapter 271 Subchapter F~~ state law. The interlocal agreement may result in a purchase contract providing the best value to the District; or
3. Other local governments, including other school districts, desire the District to provide services to the local government because of the District's equipment, knowledge, or expertise when:
  - a. By providing this service to the local government, the District is fairly compensated;
  - b. The District benefits by performing the service; and
  - c. Expenditures by the District are included within the current District budget.

Cooperative interlocal agreements entered into by the Superintendent shall be ~~presented~~ reported to the Board ~~as necessary for ratification and approval~~ at the next regular Board meeting.

PURCHASING AND ACQUISITION

CH  
(LOCAL)

**Responsibility for Debts**

The Board shall assume responsibility for debts incurred in the name of the District so long as those debts are for purchases made in accordance with the adopted budget, state law, Board policy, and the District's purchasing procedures. [See CE] The Board shall not be responsible for debts incurred by persons or organizations not directly under Board control. Persons making unauthorized purchases shall assume full responsibility for all such debts.

**Purchase Commitments**

All purchase commitments shall be ~~made by the Superintendent or designee~~ in accordance with [this policy and](#) administrative procedures, including the District's purchasing procedures.

All purchase commitments shall be made by the Superintendent on a properly drawn and issued purchase order or by electronic transaction by use of a District-authorized and -issued procurement card, in accordance with administrative procedures. All purchase commitments are to follow general accounting principles which include not committing to a purchase without ensuring funds are available and issuance of a District purchase order, unless such purchases are made authorized for purchase using a procurement card. Persons making unauthorized purchases shall assume full responsibility for all such debts.

**Employee Conflict of Interest**

The purchase of goods or services from a business owned in whole or in part by a District employee shall not be permitted. This provision includes any individual actively receiving compensation as a substitute or with any other temporary employee status. The purchase of goods or services from a business owned in whole or in part by a person related to a District employee by blood (consanguinity) or by marriage (affinity) that results in the District employee receiving compensation directly or indirectly shall be permitted only when:

1. The District employee does not exercise discretion in connection with contracts, purchases, payments, claims, or other pecuniary transactions related to the services or equipment supplied by the business, in which case the business shall not be permitted to sell services or equipment to the District employee's department and department affiliates or campus and campus feeder pattern, as applicable, for as long as the employee continues in the department or campus position;
2. The business transaction has been approved by the Superintendent; and

PURCHASING AND ACQUISITION

CH  
(LOCAL)

3. The purchase of services or equipment has been contracted through a documented competitive process.

**Permissive Bids and Proposals**

Purchases of goods and services for which bidding and/or proposing is neither required nor prohibited by law may be based on any procurement method that the Superintendent determines provides the best value for the District.

**Personal Purchases**

District employees shall not be permitted to make purchases for personal use through the District's business office except through contracts specifically designated as employee purchase agreements.

### **DELETE POLICY**

In order to facilitate refunds and minor purchases, the District and the individual schools in the District may maintain petty cash funds.

#### **Supervision of Funds**

The Superintendent or designee shall be responsible for disbursing and accounting for money from the District fund. The principal in each school shall have the same responsibility regarding individual school funds.

#### **Accounting**

Itemized expenditures from the individual funds shall be maintained and kept on file at each school. Expenditures made from the District fund shall be itemized and kept on file in the Superintendent's office.

**PROPOSED REVISIONS**

**Vendor Interactions with Students and Employees**

Solicitors, vendors, collectors, or salespersons shall not be permitted to confer with students or employees during school hours without the prior approval of the Superintendent or designee.

Under no circumstances shall such persons be permitted to interrupt classes or conduct personal business with employees.

**Right to Protest: Level I**

Any bidder/proposer who believes he or she is aggrieved in connection with a procurement may protest to the director of purchasing. The Level I protest shall be submitted in writing within five District business days after the facts or occurrences giving rise thereto.

Procurement After Protest

In the event of a timely protest, the purchasing department shall not proceed further with the procurement unless the chief financial officer makes a determination that the award of the contract is necessary to protect the substantial interest of the District or that the protest would not affect the outcome of the award.

**Protest Determination**

Within ten District business days after receipt of a written protest, the director of purchasing shall:0)

1. Inform the protestor in writing of the action taken and the reason for it; and
2. Provide the protester a copy of this protest procedure.

**Determination Appeal: Level II**

If the protester did not receive the requested remedy at Level I, the protestor may submit a Level II appeal to the chief financial officer in writing within two District business days after notification of the determination made by the director of purchasing. The chief financial officer or designee shall have the authority to take any action reasonably necessary to resolve a protest. The chief financial officer shall:0.

1. Respond in writing within ten District business days, stating the reasons for the action taken; and
2. Inform the protesting party of the right to a Level III appeal of the determination of the chief financial officer.

**Determination Appeal: Level III**

If the protestor did not receive the requested remedy at Level II, the protester may submit a Level III appeal in writing to the Board within ten District business days after notification of the determination made by the chief financial officer. The District shall determine whether the protest will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable laws [See BEC] Provisions for placement of items on a Board

meeting agenda, as provided in BE(LOCAL), shall not apply to protests. The Superintendent ~~or designee~~ shall inform the protester of the date, time, and place of the Board meeting at which the protest will be on the agenda for presentation to the Board.

The Superintendent ~~or designee~~ shall provide the Board the record of the Level II protest. The protester may request a copy of the Level II record. The record shall include:

1. The Level I record;
2. The written response issued at Level II and any attachments;  
and
3. All other documents relied upon by the administration in reaching the Level II decision.

The presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the protester and administration each to make a presentation and an opportunity for questioning by the Board. The Board shall hear the protest and may request that the administration provide an explanation for the decisions at the preceding levels.

Once the Board communicates its decision, the matter shall be concluded.

**Notice of  
Determination**

When final action has been taken, a copy of the determination issued shall be mailed within two District business days to the protester and other bidders or proposers involved in the procurement.

### PROPOSED REVISIONS

The ~~purchasing department~~Superintendent is authorized to declare District materials, equipment, personal property such as vehicles, and supplies to be unnecessary and shall dispose of unnecessary materials, equipment, personal property such as vehicles, and supplies for fair market value. If the unnecessary property has no value, the purchasing department may dispose of such property according to administrative discretion.

Instructional materials shall be disposed of in accordance with law.  
[See CMD(LEGAL)]

Property obtained with federal funds or as federal surplus shall be managed in accordance with federal law.

**DELETE POLICY**

**Vehicle Regulations**

The Superintendent or designee shall establish rules and regulations concerning the operation and parking of vehicles on District property. Such rules and regulations shall be reviewed regularly and published annually in the student handbook.

### PROPOSED REVISIONS

#### Procurement

The ~~Superintendent~~ assistant superintendent for campus activities and support shall oversee the use of federal child nutrition funds to procure appropriate goods and services necessary for providing food service to students and shall develop and enforce financial management systems, internal control procedures, procurement procedures, and other administrative procedures as needed to comply with all state and federal requirements for use of these funds.

[See CO(LEGAL) and COA(LEGAL)]

#### Geographic Preference

The Board delegates to the assistant superintendent for campus activities and support ~~Superintendent~~ the authority to determine whether the District will apply a geographic preference when procuring unprocessed, locally grown or locally raised agricultural products and to:

1. Specify the types of products for which any geographic preference will be applied; and
2. Define the geographic area to be preferred for each applicable product.

### PROPOSED REVISIONS

#### **Employment Entrance Medical Examination**

~~After the District makes an offer of employment but before a new employee begins duties, the District shall require, as a condition of employment, that an applicant for a position specifically identified as requiring physical activity or driving submit the results of a medical examination certifying that he or she is physically able to perform the job-related functions of the position. The District shall designate the physician and shall pay the cost of this examination.~~

#### **Examinations During Employment**

##### ~~New Position~~

~~The District shall require, as a condition of reassignment to a position that would require increased physical activity, that any employee applying for a reassignment to a position specifically identified as requiring physical activity or driving submit the results of a medical examination certifying that he or she is physically able to perform the job-related functions of the position. The District shall designate the physician and shall pay the cost of this examination.~~

##### ~~Other Circumstances~~

The Superintendent or designee may require an employee to undergo a medical examination if information received from the employee, the employee's supervisor, or other sources indicates the employee has a physical or mental impairment that:

1. Interferes with the employee's ability to perform essential job functions; or
2. Poses a direct threat to the health or safety of the employee or others. A communicable or other infectious disease may constitute a direct threat.

The District may designate the physician to perform the examination. If the District designates the physician, the District shall pay the cost of the examination. The District may place the employee on paid administrative leave while awaiting results of the examination and evaluating the results.

Based on the results of the examination, the Superintendent or designee shall determine whether the employee has an impairment. If so, the Superintendent or designee shall determine whether the impairment interferes with the employee's ability to perform essential job functions or poses a direct threat. If not, the employee shall be returned to his or her job position.

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS  
MEDICAL EXAMINATIONS AND COMMUNICABLE DISEASES

DBB  
(LOCAL)

If the impairment does interfere with the employee's ability to perform essential job functions or poses a direct threat, the Superintendent or designee shall determine whether the employee has a disability and, if so, whether the disability requires reasonable accommodation, including the use of available leave. The granting of additional unpaid leave may be a reasonable accommodation in some circumstances. If the employee does not have a disability, the Superintendent or designee shall evaluate the employee's eligibility for leave. [See DEC(LOCAL)]

[See DAA for information on disabilities and reasonable accommodation]

**Placement on  
Temporary Disability**

At Employee's  
Request

The Superintendent or designee shall have authority to place an eligible employee on temporary disability leave at the employee's request, as appropriate, when the employee's condition interferes with the performance of regular duties.

By Board Authority

Based on the Superintendent's recommendation that an eligible employee be involuntarily placed on temporary disability leave, the Board shall place an employee on temporary disability leave if the Board determines, in consultation with the physician who performed the medical examination, that the employee's condition interferes with the performance of regular duties. [For employees who are eligible for temporary disability leave, see DEC(LOCAL)]

In accordance with DGBA, an employee may file a complaint disputing placement on temporary disability leave. As part of the complaint process, the employee may present testimony or other relevant information to the Board regarding the employee's fitness to perform regular duties.

**Other Requirements**

Employees with communicable diseases shall follow recommendations of public health officials regarding contact with students and other employees. Food service workers shall comply with health requirements established by city, county, and state health authorities. Bus drivers shall comply with legal requirements. [See DBA]

**PROPOSED REVISIONS**

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**Note:** For conflicts of interest and gifts and gratuities related to federal grants and awards, see CB and CBB.

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**Disclosure—General Standard**

An employee shall disclose to his or her immediate supervisor and to the human resources department all of the following that in any way create a potential conflict of interest with the employee's proper discharge of assigned duties and responsibilities or conflict with the best interest of the District:

1. A personal financial interest.
2. A business interest.
3. A family relationship, by consanguinity (blood) within the third degree or by affinity (marriage) within the second degree.
4. Any other obligation or relationship. ~~that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.~~

Whenever the employee is assigned a new supervisor, the employee shall repeat the disclosure to the new supervisor.

**Specific Disclosures**  
Substantial Interest

The Superintendent shall file an affidavit with the Board President disclosing a substantial interest, as defined by Local Government Code 171.002, in any business or real property that the Superintendent or any of his or her relatives in the first degree may have.

Any other employee who is in a position to affect a financial decision shall file an affidavit with the Superintendent disclosing a substantial interest, as defined by Local Government Code 171.002, in any business or real property that the employee or any of his or her relatives in the first degree by consanguinity (blood) or by affinity (marriage) may have. ~~involving any business entity or real property in which the employee has a substantial interest, as defined by Local Government Code 171.002, shall file an affidavit with the Superintendent; however, the employee shall not be required to file an affidavit for the substantial interest of a relative.~~

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS  
CONFLICT OF INTEREST

DBD  
(LOCAL)

Interest in Property	The Superintendent shall be required to file an affidavit disclosing interest in property in accordance with Government Code 553.002.
Annual Financial Management Report	The Superintendent, as the executive officer of the District, shall provide to the District in a timely manner information necessary for the District's annual financial management report.  [See BBFA]
<b>Gifts</b>	An employee shall not accept or solicit any gift, favor, service, or other benefit that could reasonably be construed to influence the employee's discharge of assigned duties and responsibilities. [See CAA, CB, and CBB]
<b>Endorsements</b>	An employee shall not recommend, endorse, or require students or staff to purchase any product, material, or service in which the employee has a financial interest or that is sold by a company that employs or retains the District employee during nonschool hours. No employee shall require students to purchase a specific brand of school supplies if other brands are equal and suitable for the intended instructional purpose.
<b>Sales</b>	An employee shall not use his or her position with the District to attempt to sell products or services.
<b>Nondistrict Employment</b>	An employee shall disclose in writing to his or her immediate supervisor and the human resources department any outside employment. The human resources department shall determine if this in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the District.
<b>Nonschool Tutoring</b>	<u>Except when a teacher is assigned by the District to tutor a student,</u> a teachers shall not privately tutor their own students for pay during the school year.  After the last day of school and until the first day of school, however, <u>a teachers</u> may privately tutor <u>their own</u> students <u>for pay</u> .
<b><u>Roles in District-Affiliated or Parent-Support Organizations</u> <u>PTA / Booster Club Roles</u></b>	No District employee—regular or temporary, full-time or part-time—shall be permitted to hold a position with financial capacity in a <del>PTA or booster club at a District school</del> <u>District-affiliated or parent-support organization, such as the PTA, booster club, or the District's educational foundation.</u>

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS  
CONFLICT OF INTEREST

DBD  
(LOCAL)

For purposes of this policy, “[a position with financial capacity](#)” shall include the offices of president, vice president, treasurer, and fundraising chair, as well as service on a financial review committee, acting as a check signer, and performance of any other function that involves the receipt and distribution of money.

### **DELETE POLICY**

**Nepotism Prohibition** In addition to requirements of law, the District shall not employ any person who is related by blood within the third degree, or by marriage within the second degree, to a member of the Board or to the Superintendent, regardless of any delegation of hiring authority.  
[See DBE(LEGAL) and (EXHIBIT)]

This prohibition shall not affect the employment of a District employee who has been continuously employed by the District for a period of one calendar year prior to the appointment of the Superintendent or the election or appointment of a Board member.

### PROPOSED REVISIONS

**Contracts Required  
by Law**

After any applicable probationary contract period required by the District, term contracts governed by Chapter 21 of the Education Code (educator term contracts) shall be provided to: 0)

1. Any employees in positions required by statute to receive such contracts, including SBEC-certified employees serving full-time as principals, assistant principals, teachers, school counselors, diagnosticians, librarians, and athletic directors;
2. Full-time professional employees in other positions for which the District requires current SBEC certification, ~~with the exception of Education Aide I, II, or III~~; and
3. Full-time nurses.

**No Certification  
Required**

Educator term contracts shall also be provided for positions for which neither SBEC nor the District requires current SBEC certification, including noncertified administrators recommended by the Superintendent, as reflected on the list approved by the Board.

~~{For District employees hired under a continuing contract, see also DCC}~~

**PROPOSED REVISIONS**

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

**Pay Administration**

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

Annualized Salary

The District shall pay all salaried employees over 12 months in equal monthly or bimonthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Pay Increases

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

*Mid-Year Pay  
Increases*

Contract  
Employees

A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements]

Non-Contract  
Employees

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

**Pay During Closing**

If the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure. [See EB for the authority to close schools]

COMPENSATION AND BENEFITS  
COMPENSATION PLAN

DEA  
(LOCAL)

Premium Pay  
During Disasters

Nonexempt employees who are required to work during an emergency closing for a disaster, as declared by a federal, state, or local official or the Board, shall be paid at the rate of one and one-half times their regular rate of pay for all hours worked up to 40 hours per week. Overtime for time worked over 40 hours in a week shall be calculated and paid according to law. [See DEAB] The Superintendent or designee shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.

**PROPOSED REVISIONS**

**Stipend**

The Superintendent shall recommend a stipend pay schedule as part of the annual compensation plan of the District. [See DEA]

**Supplemental  
Duties**

The Superintendent or designee may assign noncontractual supplemental duties to personnel exempt under the Fair Labor Standards Act (FLSA), as needed. [See DK(LOCAL)] The employee shall be compensated for these assignments according to the compensation plan of the District.

**Incentive and  
Innovation Programs**

The Superintendent shall have authority to submit plans and grant applications for incentive and innovation programs to TEA or other granting organizations on behalf of the Board. Incentive plans shall address teacher eligibility, including any exclusions.

Locally developed incentive programs, if any, shall be addressed in the compensation plan of the District.

~~[For information regarding the District's annual compensation plan, see DEA]~~

### PROPOSED REVISIONS

#### Classification of Positions

The Superintendent or designee shall determine the classification of positions or employees as “exempt” or “nonexempt” for purposes of payment of overtime in compliance with the Fair Labor Standards Act (FLSA).

#### Exempt

The District shall pay employees who are exempt from the overtime pay requirements of the FLSA on a salary basis. The salaries of these employees are intended to cover all hours worked, and the District shall not make deductions that are prohibited under the FLSA.

An employee who believes deductions have been made from his or her salary in violation of this policy should bring the matter to the District’s attention, through the District’s complaint policy. [See DGBA] If improper deductions are confirmed, the District will reimburse the employee and take steps to ensure future compliance with the FLSA.

#### Nonexempt

Nonexempt employees may be compensated on an hourly basis or on a salary basis. Employees who are paid on an hourly basis shall be compensated for all hours worked.

A nonexempt employee shall have the approval of his or her supervisor before working overtime. An employee who works overtime without prior approval is subject to discipline but shall be compensated in accordance with the FLSA.

#### Workweek Defined

For purposes of FLSA compliance, the workweek for District employees shall begin at 12:00 a.m. Monday and end at 11:59 p.m. Sunday.

#### Compensatory Time

At the District’s option, nonexempt employees may receive compensatory time off, rather than overtime pay, for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay.

#### Accrual

Compensatory time earned by nonexempt employees may ~~not~~ accrue up to the maximum established in accordance with administrative regulations ~~beyond a maximum of 60 hours. If an employee has a balance of more than 60 hours of compensatory time, the District shall require the employee to use the compensatory time, or at the District’s option, the District shall pay the employee for the compensatory time.~~

#### Use

An employee shall use compensatory time within the duty year in which it is earned. Except, an employee may carryover five hours of compensatory time into the next duty year. At the end of the duty year, the District shall pay the employee for any remaining unused compensatory time beyond the five hours.

Compensatory time may be used at either the employee's or the District's option. An employee may use compensatory time in accordance with the District's leave policies and if such use does not unduly disrupt the operations of the District. [See DEC(LOCAL)] The District may require an employee to use compensatory time when in the best interest of the District.

**PROPOSED REVISIONS, pages 3 and 5**

**Leave  
Administration**

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

**Definitions**

The term “immediate family” is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee’s household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term “family emergency” shall be limited to disasters and life-threatening situations involving the employee or a member of the employee’s immediate family.

Leave Day

A “leave day” for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee’s usual assignment, whether full-time or part-time.

School Year

A “school year” for purposes of earning, using, or recording leave shall mean the term of the employee’s annual employment as set by the District for the employee’s usual assignment, whether full-time or part-time.

Catastrophic Illness  
or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee’s immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

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**Note:** For District contribution to employee insurance during leave, see CRD(LOCAL).

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**Availability**

The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

**State Leave Proration**

If an employee separates from employment with the District before his or her last duty day of the school year or begins employment after the first duty day of the school year, state personal leave shall be prorated based on the actual time employed.

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state personal leave the employee used beyond his or her pro rata entitlement for the school year.

**Medical Certification**

An employee shall submit medical certification of the need for leave if:

1. The employee is absent more than three consecutive work-days because of personal illness or illness in the immediate family;
2. The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent; or
3. The employee requests FMLA leave for the employee's serious health condition; a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave.

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

**State Personal Leave**

The Board requires employees to differentiate the manner in which state personal leave is used.

**Nondiscretionary Use**

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

**Discretionary Use**

Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

*Request for  
Leave*

In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.

Discretionary use of state personal leave shall not exceed five consecutive workdays.

**Local Leave**

Each employee in a position normally requiring ten, 11, or 12 months of service per year shall earn five, six, or seven paid local leave days, respectively, per school year in accordance with administrative regulations.

Local leave shall accumulate to a maximum of 30 leave days.

Local leave shall be used according to the terms and conditions of state personal leave. [See State Personal Leave, above]

**Bereavement Leave**

An employee shall be granted five days of bereavement leave upon the death of an immediate family member, as defined in this policy. Such leave shall be taken with no loss of pay or other paid leave. Bereavement leave shall be noncumulative.

To receive bereavement leave, an employee must provide documentation in accordance with administrative regulations.

**Catastrophic Event  
Benefit**

The District shall establish a catastrophic event benefit (CEB) that employees may join through contribution of local leave or state personal leave.

Leave contributed to the CEB shall be solely for the use of participating employees. An employee who is a member of the CEB may request leave from the CEB if the employee or a member of the employee's immediate family experiences a catastrophic illness or injury and the employee has exhausted all paid leave and any applicable compensatory time.

The Superintendent shall develop regulations for the operation of the CEB that address the following:

1. Membership in the CEB, including the number of days an employee must contribute to become a member;
2. Procedures to request leave from the CEB;
3. The maximum number of days per school year a member employee may receive from the CEB;

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

4. The committee or administrator authorized to consider requests for leave from the CEB and criteria for granting requests; and
5. Other procedures deemed necessary for the operation of the CEB.

Appeal

An employee may appeal a decision regarding the CEB in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.

**Family and Medical Leave**

FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable.

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**Note:** See DECA(LEGAL) for provisions addressing FMLA.

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Twelve-Month Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be measured forward from the date an individual employee's first FMLA leave begins.

Combined Leave for Spouses

When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.

Intermittent or Reduced Schedule Leave

The District shall not permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of Leave

When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.

Fitness-for-Duty Certification

In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.

Leave at the End of Semester

When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester.

**Temporary Disability Leave**

Under State Authority

Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

COMPENSATION AND BENEFITS  
LEAVES AND ABSENCES

DEC  
(LOCAL)

An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.

The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.

Under Local  
Authority

Any employee who is not covered by the state temporary disability leave program, but who is eligible for District health insurance benefits, shall be eligible for local temporary disability leave for the same reasons as in the state temporary disability leave program. An employee who takes local temporary disability leave shall be subject to the same conditions as under the state temporary disability leave program; however, an employee returning from local temporary disability leave shall not be guaranteed a position with the District.

The maximum length of local temporary disability leave shall be 90 calendar days. The Superintendent shall have the authority to grant additional leave ~~on a case-by-case basis~~ in accordance with administrative guidelines.

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**Workers'  
Compensation**

**Note:** Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.

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An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

No Paid Leave  
Offset

The District shall not permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]

**Court Appearances**

Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.

Absences for court appearances related to an employee's personal business shall be deducted from the employee's available paid leave balance. When available paid leave is exhausted, such absences shall be taken as leave without pay.

**ADD POLICY**

**Vacation Days**

Eligible employees in positions normally requiring [at least 247 days](#) of service annually shall receive paid vacation days in accordance with administrative regulations that address the following:0)

1. Eligibility criteria;
2. Accrual rates and availability;
3. Request and approval processes;
4. Accumulation and carryover limits; and
5. Treatment of vacation days upon separation from service.

**Holidays**

Eligible employees in positions normally requiring [at least 247 days](#) of service annually shall receive paid holidays in accordance with the employee's duty schedule and administrative regulations.

[See DEAB for overtime pay provisions.]

### PROPOSED REVISIONS

#### Reasons

The recommendation to the Board and its decision not to renew a contract under this policy shall not be based on an employee's exercise of Constitutional rights or based unlawfully on an employee's race, color, religion, sex, gender, national origin, age, disability, or any other basis prohibited by law. Reasons for proposed nonrenewal of an employee's term contract shall be:0)

1. Deficiencies pointed out in observation reports, appraisals or evaluations, supplemental memoranda, or other communications; ~~or receipt of an evaluation with an "unsatisfactory" rating in one or more domains or a "below expectations" rating in two or more domains.~~
2. Failure to fulfill duties or responsibilities.
3. Incompetency or inefficiency in the performance of duties.
4. Inability to maintain discipline in any situation in which the employee is responsible for the oversight and supervision of students.
5. Insubordination or failure to comply with official directives.
6. Failure to comply with Board policies or administrative regulations.
7. Excessive absences or tardiness, or a pattern of absences or tardiness.
8. Conducting personal business during school hours when it results in neglect of duties.
9. Reduction in force because of financial exigency. [See DFFA]
10. Reduction in force because of a program change. [See DFFB]
11. The employee is not retained at a campus in accordance with the provisions of a campus turnaround plan. [See AIC]
12. Drunkenness or excessive use of alcoholic beverages; or possession, use, or being under the influence of alcohol or alcoholic beverages while on District property, while working in the scope of the employee's duties, or while attending any school- or District-sponsored activity.

13. The illegal possession, use, manufacture, or distribution of a controlled substance, a drug, a dangerous drug, hallucinogens, or other substances regulated by state statutes.
14. Failure to meet the District's standards of professional conduct. [See DH]
15. Failure to report any arrest, indictment, charge, conviction for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or failure to report if the employee has entered a no contest or guilty plea or has been granted probation, deferred adjudication, or other adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL). [See DBAA and DH]
16. Conviction of or deferred adjudication for any felony, any crime involving moral turpitude, or other offense listed at DH(LOCAL); or conviction of a lesser included offense pursuant to a plea when the original charged offense is a felony. [See DH]
17. Failure to comply with reasonable District requirements regarding training, advanced coursework, or professional improvement and growth.
18. Disability, not otherwise protected by law, that prevents the employee from performing the essential functions of the job.
19. Any activity, school-connected or otherwise, that, because of publicity given it, or knowledge of it among students, faculty, or the community, impairs or diminishes the employee's effectiveness in the District.
20. Any breach by the employee of an employment contract or any reason specified in the employee's employment contract.
21. Failure to maintain an effective working relationship, or maintain good rapport, with parents, the community, or colleagues. [See DH]
22. A significant lack of student progress attributable to the educator.
23. Behavior that presents a danger of physical or mental harm to a student or to other individuals.
24. Assault on a person on District property or at a school-related function, or on an employee, student, or student's parent regardless of time or place.

25. Use of profanity in the course of performing any duties of employment, whether on or off school premises, in the presence of students, staff, or members of the public, if reasonably characterized as unprofessional.
26. Falsification of records or other documents related to the District's activities.
27. Failure to provide, or falsification or omission of, required information or documentation on an employment application or during the hiring process.
28. Misrepresentation of facts to a supervisor or other District official in the conduct of District business.
29. Failure to fulfill requirements for state licensure or certification, including passing certification or licensing examinations required by state or federal law or by the District, for the employee's assignment.
30. Failure to maintain licensing and certification requirements, including the completion of required continuing education hours, for the employee's assignment.
31. Failure to complete certification or permit renewal requirements, or failure to fulfill the requirements of a deficiency plan, under an Emergency Permit or a Temporary Classroom Assignment Permit.
32. Any attempt to encourage or coerce a child to withhold information from the child's parent or from other District personnel.
33. Any reason that makes the employment relationship void or voidable, such as a violation of federal, state, or local law.
34. Failure to comply with a criminal history record check required by state law.
35. Lack of funding for a federally or categorically funded position.
36. Current placement as an excess Chapter 21 employee.
37. Failure to fulfill the requirements of a [performance](#) improvement plan.
38. Any reason constituting good cause for terminating the contract during its term.

Recommendations  
from Administration

Administrative recommendations for renewal or proposed nonrenewal of term contracts shall be submitted to the Superintendent. A recommendation for proposed nonrenewal shall be supported by

any relevant documentation. The final decision on the administrative recommendation to the Board on each employee's contract rests with the Superintendent.

**Superintendent's  
Recommendation**

The Superintendent shall prepare lists of employees whose contracts are recommended for renewal or proposed nonrenewal by the Board. Supporting documentation, if any, and reasons for the recommendation shall be submitted for each employee recommended for proposed nonrenewal.

The Board shall consider such information, as appropriate, in support of recommendations for proposed nonrenewal and shall then act on all recommendations.

**Notice of Proposed  
Nonrenewal**

After the Board votes to propose nonrenewal, the Superintendent or designee shall deliver written notice of proposed nonrenewal in accordance with law.

If the notice of proposed nonrenewal does not contain a statement of the reason or all the reasons for the proposed action, and the employee requests a hearing, the District shall give the employee notice of all reasons for the proposed nonrenewal at a reasonable time before the hearing. The initial notice or any subsequent notice shall contain the hearing procedures.

**Request for Hearing**

If the employee desires a hearing after receiving the notice of proposed nonrenewal, the employee shall notify the Board in writing not later than the 15th day after the date the employee received the notice of proposed nonrenewal.

When a timely request for a hearing on a proposed nonrenewal is received by the presiding officer, the Board shall notify the employee whether the hearing will be conducted by the Board [see Hearing by the Board, below] or an attorney designated by the Board [see Hearing by an Attorney Designated by the Board, below].

In either case, the hearing shall be held not later than the 15th day after receipt of the request, unless the parties mutually agree to a delay. The employee shall be given notice of the hearing date as soon as it is set.

**Hearing by the Board**

Unless the employee requests that the hearing be open, the hearing shall be conducted in closed meeting with only the members of the Board, the employee, the Superintendent, their representatives, and such witnesses as may be called in attendance. Witnesses may be excluded from the hearing until called to present evidence. The employee and the administration may choose a representative. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including

the name of the representative. Failure to give such notice may result in postponement of the hearing.

Hearing Procedures

The conduct of the hearing shall be under the presiding officer's control and shall generally follow the steps listed below:

1. After consultation with the parties, the presiding officer shall impose reasonable time limits for presentation of evidence and closing arguments.
2. The hearing shall begin with the administration's presentation, supported by such proof as it desires to offer.
3. The employee may cross-examine any witnesses for the administration.
4. The employee may then present such testimonial or documentary proof, as desired, to offer in rebuttal or general support of the contention that the contract be renewed.
5. The administration may cross-examine any witnesses for the employee and offer rebuttal to the testimony of the employee's witnesses.
6. Closing arguments may be made by each party.

A record of the hearing shall be made so that a certified transcript can be prepared, if required.

Board Decision

The Board may consider only evidence presented at the hearing. After all the evidence has been presented, if the Board determines that the reasons given in support of the recommendation to not renew the employee's contract are lawful, supported by the evidence, and not arbitrary or capricious, it shall so notify the employee by a written notice not later than the 15th day after the date on which the hearing is concluded. This notice shall also include the Board's decision on renewal, which decision shall be final.

**Hearing by an  
Attorney Designated  
by the Board**

The hearing must be private unless the employee requests in writing that the hearing be public, except that the attorney may close the hearing to maintain decorum. If the employee does not request a public hearing, only the attorney designated by the Board, the employee, the Superintendent, their representatives, and witnesses shall be permitted to be in attendance, and witnesses may be excluded from the hearing until called to present evidence. The employee and the administration may choose a representative. Notice, at least five days in advance of the hearing, shall be given by each party intending to be represented, including the name of the representative. Failure to give such notice may result in postponement of the hearing.

The conduct of the hearing shall be under the control of the attorney designated by the Board and shall generally follow the steps listed at Hearing by the Board.

Not later than the 15th day after the completion of the hearing, the attorney shall provide to the Board a record of the hearing and his or her recommendation on renewal.

**Board Review**

The Board shall consider the record of the hearing and the attorney's recommendation at the first Board meeting for which notice can be posted, unless the parties agree in writing to a different date. The Board shall notify the employee of the meeting date as soon as it is set. At the meeting, the Board shall allow each party an equal amount of time to present oral arguments. The Board shall notify the employee in writing of the Board's decision on renewal not later than the 15th day after the date of the meeting.

**No Hearing**

If the employee fails to request a hearing, the Board shall take the appropriate action and notify the employee in writing of that action not later than the 30th day after the date the notice of proposed nonrenewal was sent.

### PROPOSED REVISIONS

#### Use of District Facilities

Organizations representing professional, paraprofessional, or support employees may use District facilities with prior approval of the appropriate administrator. Other groups composed of District employees may use District facilities in accordance with policy GKD.

#### Participation in Organizations / Activities

An employee's participation in community, political, or employee organization activities shall be entirely voluntary and shall not:

1. Interfere with the employee's performance of assigned duties and responsibilities.
2. Result in any political or social pressure being placed on students, parents, or staff.
3. Involve trading on the employee's position or title with the District.
4. Involve the use of any District funds, school vehicles, equipment, telephones, or materials at any time.
5. Involve the use of District facilities during school hours, or time [See GKD for nonschool use of school facilities].

#### Political Activities

0. Any participation in political activities by District employees shall be during off-duty time. Employees engaging in political activity shall make it clear that their views and actions are theirs as individuals and that they in no manner represent the views of the District.

#### Guidelines

All ~~school personnel~~ District employees may exercise their right and duty to participate in the election process, especially for local elections and also for state and national elections as follows: ~~The following guidelines are given by the Board to ensure that all employees can exercise their right to the fullest measure and feel complete freedom to openly and actively support the candidate of their choice.~~

1. Administrators ~~should~~ shall use care so that nothing said or done could be construed as undue pressure on people under him or her to vote for or against a particular person or issue. This policy is not intended to restrict the free exchange of

EMPLOYEE RIGHTS AND PRIVILEGES  
FREEDOM OF ASSOCIATION

DGA  
(LOCAL)

ideas of employees or otherwise affect their rights of discussion or to make inquiries of their supervisors or colleagues regarding public issues or political contests.

2. Employees are encouraged to refer political candidates, Board candidates, or any other citizen seeking information relating to school operations to the Superintendent in order to prevent any student, employee, or public confusion that might be created by misstatement of school policies, administrative actions, or Board decisions.

On District  
Premises

0.No employee shall engage in political activities, as defined by this policy, upon property under the jurisdiction of the Board.

The term "Property" ~~as used herein includes~~ shall mean school premises, property owned by the District, and property in the possession of the District, whether the possession be through lease or otherwise.

The Political activities not permitted shall include the following:

1. Posting of political circulars or petitions on bulletin board.
2. Using students for writing or addressing political materials, or the distribution of such materials to students.

*During Active  
Duty  
Time Assigned  
Work Hours*

0.Political activities not permitted during ~~active-duty time~~assigned work hours shall include:

1. Distribution to school employees of political circulars or petitions unless sent through the United States mail.
2. Collecting and/or soliciting of funds for political use.
3. Soliciting campaign workers.

~~District Elections~~

~~0.Elections to determine membership to the Board shall be considered political; however, nothing in this policy shall prevent:~~

- ~~1.—Disseminating information concerning school tax and/or bond elections.~~
- ~~2.—Discussing and studying politics and political issues in the classroom when such discussions and study are appropriate to classroom studies such as history, current events, and political science.~~



**DELETE EXHIBIT (for Policy Online)**

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**Note:** Informal resolution is encouraged but does not extend any deadlines in DGBA(LOCAL), except by mutual written consent.

Whistleblower complaints must be filed within the time specified by law and may be made to the Superintendent or designee beginning at Level Two.

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EMPLOYEE COMPLAINT FORM—LEVEL ONE

To file a formal complaint, please fill out this form completely and submit it by hand delivery, electronic communication, or U.S. Mail to the appropriate administrator within the time established in DGBA(LOCAL). All complaints will be heard in accordance with DGBA(LEGAL) and (LOCAL) or any exceptions outlined therein.

1. Name: \_\_\_\_\_

2. Address: \_\_\_\_\_

Telephone number: \_\_\_\_\_

E-mail address: \_\_\_\_\_

3. Position: \_\_\_\_\_ Campus/Department: \_\_\_\_\_

4. If you will be represented in presenting your complaint, please identify the person representing you. If the person representing you will participate by telephone conference call, please check the box below. The District will inform you if the equipment necessary for telephone representation is unavailable.

Representation will be by telephone conference call.

**Please note:** You must designate a representative who will be participating in person or by telephone with an advance notice of at least three days, or the District may reschedule the conference or hearing to a later date.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone number: \_\_\_\_\_

E-mail address: \_\_\_\_\_

PERSONNEL-MANAGEMENT RELATIONS  
EMPLOYEE COMPLAINTS/GRIEVANCES

DGBA  
(EXHIBIT)

5. Please describe the decision or circumstance causing your complaint (give specific, factual details).

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6. What was the date of the decision or circumstance causing your complaint?

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7. Please explain how you have been harmed by this decision or circumstance.

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8. Please describe any efforts you have made to resolve your concerns and the responses to your efforts. Please include dates of communication and with whom you communicated regarding your concerns.

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9. Please describe the outcome or remedy you seek for this complaint.

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Employee's signature: \_\_\_\_\_

Signature of employee's representative: \_\_\_\_\_

Date of filing: \_\_\_\_\_

*Complainant, please note:*

*A complaint form that is incomplete in any material way may be dismissed but may be refiled with all the required information if the refiling is within the designated time for filing a complaint.*

*Attach to this form any documents you believe will support the complaint; if unavailable when you submit this form, they may be presented no later than the Level One conference. Please keep a copy of the completed form and any supporting documentation for your records.*

**PROPOSED REVISIONS**

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educators' Code of Ethics. [See DH(EXHIBIT)]

Each District employee shall recognize and respect the rights of students, parents, other employees, and members of the community and shall work cooperatively with others to serve the best interests of the District.

An employee wishing to express concern, complaints, or criticism shall do so through appropriate channels. [See DGBA]

**Violations of Standards of Conduct**

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD and DF series]

**Weapons Prohibited**

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

Exceptions

No violation of this policy occurs when:0)

1. A District employee who holds a Texas handgun license stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, provided the handgun or other firearm is ~~not loaded 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]

**Electronic Communication**

Use with Students

A certified employee, licensed employee, or any other employee designated in writing by the Superintendent or a campus principal may use electronic communication, as this term is defined by law, with currently enrolled students only about matters within the scope of the employee's professional responsibilities.

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an employee shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

Unless authorized above, all other employees are prohibited from using electronic communication directly with students who are currently enrolled in the District. The employee handbook or other administrative regulations shall further detail:

1. Exceptions for family and social relationships;
2. The circumstances under which an employee may use text messaging to communicate with individual students or student groups;
3. Hours of the day during which electronic communication is discouraged or prohibited; and
4. Other matters deemed appropriate by the Superintendent or designee.

In accordance with ethical standards applicable to all District employees [see DH(EXHIBIT)], an employee shall be prohibited from using electronic communications in a manner that constitutes prohibited harassment or abuse of a District student; adversely affects the student's learning, mental health, or safety; includes threats of violence against the student; reveals confidential information about the student; or constitutes an inappropriate communication with a student, as described in the Educators' Code of Ethics.

An employee shall have no expectation of privacy in electronic communications with students. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use

All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct. If an employee's use of electronic communication violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.

Reporting Improper Communication

In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

Disclosing Personal Information	An employee shall not be required to disclose his or her personal email address or personal phone number to a student.
Unauthorized Video or Audio Recording	The District prohibits any employee from video or audio recording another employee without the other employee's knowledge and consent.
<b>Safety Requirements</b>	Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.
<b>Harassment or Abuse</b>	<p>An employee shall not engage in prohibited harassment, including sexual harassment, of:</p> <ol style="list-style-type: none"><li>1. Other employees. [See DIA]</li><li>2. Students. [See FFH; see FFG regarding child abuse and neglect.]</li></ol> <p>While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.</p> <p>An employee shall report child abuse or neglect as required by law. [See FFG]</p>
<b>Relationships with Students</b>	<p>An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. [See FFH]</p> <p>As required by law, the District shall notify the parent of a student with whom an educator is alleged to have engaged in certain misconduct. [See FFF]</p>
<b>Tobacco and E-Cigarettes</b>	An employee shall not smoke or use tobacco products or e-cigarettes on District property, in District vehicles, or at school-related activities. [See also GKA]
<b>Alcohol and Drugs / Notice of Drug-Free Workplace</b>	<p><del>The Board recognizes that one of the most serious threats to the health and well-being of our society is the illegal use of controlled substances.</del></p> <p><del>Drugs influence behavior in ways that significantly disturb the teaching and learning process and must not be tolerated within the educational environment. Therefore, the Board authorizes the Superintendent to provide leadership supportive of a school climate for both students and employees that is free from the illegal use of controlled substances.</del></p>

Philosophy

As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:0.

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

*Exceptions*

It shall not be considered a violation of this policy if the employee: 0.

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or
3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

*Sanctions*

An employee who violates these drug-free workplace provisions shall be subject to disciplinary sanctions. Sanctions may include:0.

1. Referral to drug and alcohol counseling or rehabilitation programs;

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

2. Referral to employee assistance programs;
3. Termination from employment with the District; and
4. Referral to appropriate law enforcement officials for prosecution.

**Upon Seeking Assistance**

Any employee who voluntarily seeks help or assistance from school personnel or medical assistance in dealing with a personal alcohol or drug problem, prior to being reported by any school official or law enforcement officer, may not be considered in violation of this policy and may be entitled to anonymity for referral to proper medical and/or psychological counseling by the Superintendent or designee, depending upon the circumstances. Anonymity may be withdrawn at any time the Superintendent or designee determines that the teaching or learning environment is in jeopardy. The Superintendent or designee shall be the sole determiner of this jeopardy.

**Notice**

Employees shall receive a copy of this policy.

**Arrests, Indictments, Convictions, and Other Adjudications**

An employee shall notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any offense involving moral turpitude, and any of the other offenses as indicated below:

1. Crimes involving school property or funds;
2. Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
3. Crimes that occur wholly or in part on school property or at a school-sponsored activity; or
4. Crimes involving moral turpitude, which include:
  - Dishonesty; fraud; deceit; theft; misrepresentation;
  - Deliberate violence;
  - Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
  - Felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;
  - Felony driving while intoxicated (DWI); or

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

- Acts constituting abuse or neglect under the Texas Family Code.

**Dress and Grooming**

An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

**PROPOSED REVISIONS**

**Superintendent's Authority**

All personnel are employed subject to assignment and reassignment by the Superintendent ~~or designee~~ when the Superintendent determines that the assignment or reassignment is in the best interest of the District. Reassignment shall be defined as a transfer to another position, department, or facility that does not necessitate a change in the employment contract of a contract employee. Any change in an employee's contract shall be in accordance with policy DC.

Any employee may request reassignment within the District to another position for which he or she is qualified.

**Disclosure of Family Relationships**

An employee who is recommended for promotion, who applies for a transfer within the District, or who receives notice of an involuntary transfer or a demotion must disclose to the human resources department and his or her current and prospective supervisors all family relationships with other District employees.

This disclosure shall be made regardless of whether the reassignment would place the employee in the same department with a member of the employee's immediate family or would result in the employee supervising or being supervised by a member of his or her immediate family.

[For information addressing relationship to the Superintendent or a Board member, see DBE([LEGAL](#)).]

**Assignment of Immediate Family Members**

Definition of Immediate Family

For purposes of this policy, the term ~~The District shall define~~ "immediate family" for purposes of this policy is defined as:

1. Spouse;
2. Son or daughter, including a biological, adopted, or foster child, son- or daughter-in-law, stepchild, legal ward, or child for whom the employee stands *in loco parentis*;
3. Parent, step-parent, parent-in-law, or other individual who stands *in loco parentis* to the employee;
4. Sibling, step-sibling, or sibling-in-law;
5. Grandparent, spouse's grandparent, or grandchild;
6. Aunt, uncle, niece, or nephew; or
7. Any other person who may be residing in the employee's home.

Members of the same immediate family may be assigned to the same school, building, or other worksite. To avoid conflicts, however, the District reserves the right to reassign an employee or to restrict such employment, as provided in ~~this~~ [Board](#) policy. [\[See also DC\(LOCAL\)\].](#)

In no event shall an employee directly supervise and/or evaluate another member of his or her immediate family. Nor shall an employee be within two levels of the line of supervision to influence or affect employment, promotion, salary administration, or any other management or personnel transaction involving a member of his or her immediate family.

**Transition Period** The limitations and requirements of these provisions regarding assignment of [immediate](#) family members shall not apply to any person who was employed by the District as of July 1, 2007, and who was assigned to the same campus or department as a member of his or her immediate family.

~~Definition of Immediate Family~~ ~~The District shall define "immediate family" for purposes of this policy as:~~

- ~~1. Spouse;~~
- ~~2.1. Son or daughter, including a biological, adopted, or foster child, son or daughter in law, stepchild, legal ward, or child for whom the employee stands *in loco parentis*;~~
- ~~3.1. Parent, step parent, parent in law, or other individual who stands *in loco parentis* to the employee;~~
- ~~4.1. Sibling, step sibling, or sibling in law;~~
- ~~5.1. Grandparent, spouse's grandparent, or grandchild;~~
- ~~6.1. Aunt, uncle, niece, or nephew; or~~
- ~~7.1. Any other person who may be residing in the employee's home.~~

**Campus Assignments** The principal's criteria for approval of campus assignments and reassignments shall be consistent with District policy regarding equal opportunity employment, and with staffing patterns approved in the District and campus plans. [See BQ series] In exercising their authority to approve assignments and reassignments, principals shall work cooperatively with the central office staff to ensure the efficient operation of the District as a whole.

**Supplemental Duties** Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do

ASSIGNMENT AND SCHEDULES

DK  
(LOCAL)

so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty.

**Work Calendars and Schedules**

Subject to the Board-adopted budget and compensation plan and in harmony with employment contracts, the Superintendent shall determine required work calendars for all employees. [See DC, EB]

Daily time schedules for all employees shall be determined by the Superintendent or designee and principals.

### **DELETE POLICY**

Every effort is made to keep the number of meetings that teachers must attend to a minimum and consistent with effective school operation. Meetings may be called by administrators as necessary.

Staff members shall participate in professional meetings and activities, which may take place up to one hour before school starts or after school. In addition, staff members shall be expected to participate in a limited number of evening activities such as open house, parent meetings, etc., as required by their immediate supervisor.

Principals should evaluate their faculty meetings very carefully and schedule only those that are essential and profitable. A principal is free, however, to schedule as many meetings as necessary for the successful operation of the school program.

It is important that teachers attend meetings scheduled for them. They should be on time and stay until the meeting is completed. If it is necessary for a teacher to be absent from a meeting, come in late, or leave early, this information should be given to the principal prior to the meeting.

All teachers, including substitutes, are required to attend the required activities and meetings regularly and punctually unless excused by the principal or Superintendent to their designees. Failure to attend a required activity or meeting without approval shall be reported by the principal or supervisor to the Superintendent.

Teachers shall attend all meetings of their respective grades or departments as may be deemed necessary by their head teachers, supervisors, or principals, unless excused.

All professional employees and aides are required by law, and compensated in salary, to attend eight or more days of professional development training. These days may be scheduled before, within, and after the regular instructional year of the students.

### **DELETE POLICY**

Instructional materials, publications, programs, computer programs, and devices prepared by employees as part of their job assignment shall be property of the District, unless prepared by such employees on their own time without use of District facilities or equipment. The Board shall encourage professional development for staff personnel and the sharing of new developments with other districts. The Board is aware that professional publication of material by staff members serves to enhance the reputation of the District.

The Superintendent or designee shall review material prepared by staff members prior to copyright or patent for subsequent publication or distribution and may waive all or part of the Board's proprietary rights in favor of those employees preparing such material.

The Board shall authorize the Superintendent to sell instructional materials that have been prepared by the District to other districts, organizations, or commercial firms desiring to purchase copies or obtain reproduction rights.

All staff members shall comply with the Family Rights to Privacy Act (Public Law 93-380), Educational Amendments of 1974 (Title V, Section 513), as it concerns the release of any personally identifiable data, including pictures and illustrations.

**PROPOSED REVISIONS**

**Local Appraisal  
Process**

The District shall appraise teachers using a local appraisal process and evaluation criteria developed in accordance with law and administrative regulations.

Annual Appraisal

District teachers shall be appraised annually.

Exception

Teachers who are eligible for less frequent evaluations in accordance with law [see DNA(LEGAL)] and the local criteria established in this policy shall be appraised in accordance with the provisions below.

Less-Than-Annual

To be eligible for less-than-annual evaluations under the District's local appraisal system, a teacher shall:0)

Eligibility

1. Be rated at least proficient on 10 of the 17 dimensions and no dimension, defined as a rating of Improvement Needed or its equivalent;
2. Be employed on an educator term contract;
3. Hold SBEC certification; and
4. Have served at the current campus for at least one year.

Frequency

Eligible teachers shall be appraised every five years.

During any school year when a complete appraisal is not scheduled for an eligible teacher, either the teacher or the principal may require that an appraisal be conducted by providing written notice to the other party.

A teacher's supervisor shall have the authority to return a teacher to the traditional appraisal cycle as a result of performance deficiencies documented in accordance with state rule.

Annual Review  
Process

In the years in which an appraisal is not scheduled for an eligible teacher, he or she shall follow the procedures outlined in the District's local appraisal system.

The annual review process shall produce a written document to be presented to the teacher, signed by the teacher and supervisor, and maintained in the personnel file.

**Appraisal System**

~~The formal appraisal of District teachers shall be in accordance with an alternate appraisal system developed locally in compliance with statutory provisions and state rules.~~

**General  
Requirements**

~~District teachers shall be appraised annually.~~

~~The District's alternate appraisal process shall be developed in collaboration with the administration and the District and campus-level decision-making committees and shall be detailed in administrative guidelines.~~

~~Components of the appraisal system shall ensure that teachers receive appropriate guidance and feedback and may include, but are not limited to, formal and informal observations, classroom walk-throughs, student learning indicators, and conferences. The appraisal process shall produce a written document to be presented to the teacher, signed by the teacher and supervisor, and maintained in the personnel file.~~

**Grievances**

~~Complaints regarding teacher appraisal shall be addressed in accordance with DGBA(LOCAL).~~

**PROPOSED REVISIONS**

<b><u>Principals</u></b>	<u>The District shall appraise principals using a local appraisal process developed in accordance with law and administrative regulations.</u>
<b><u>Other Campus Administrators</u></b>	<u>Campus administrators other than principals shall be appraised according to a local appraisal process determined by each administrator's position and job responsibilities and developed in accordance with law and administrative regulations.</u>
<b><u>Frequency</u></b>	<u>District principals and other campus administrators shall be appraised annually.</u>
<b><del>Locally Developed Plan</del></b>	<del>The annual appraisal of District professional personnel, other than teachers, shall be in accordance with a local appraisal system written in compliance with statutory provisions and commissioner's rules.</del>
<b><del>Employment Decisions</del></b>	<del>When relevant to the decision, written evaluations of a professional employee's performance, as documented to date, and any other information the administration determines to be appropriate shall be considered in decisions affecting contract status.</del>
<del>Exception</del>	<del>Written evaluations and other evaluative information need not be considered prior to a decision to terminate a probationary contract at the end of the contract term.</del>

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

<b>Agenda Item:</b>	Consider Approval of Budget Amendments	
<b>Purpose (this meeting):</b>	<input type="checkbox"/> Discussion Item/Report Only	<input checked="" type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Pete Pape	
<b>Attachments:</b>	Monthly Budget Amendments	

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## **Background Information:**

The Board of Trustees adopted the 2022-2023 budget on June 23, 2022. Budgets for the General Operating Fund, Child Nutrition Fund, and Debt Service Fund were included in the official district budget. Budgets are prepared and approved at fund and function levels to comply with the state's required level of control.

Budget amendments are necessary throughout the year to realign funds. Realignment of funds will increase and/or decrease various function levels within the budget. All necessary budget amendments that change the function level should be formally approved by the Board of Trustees and recorded in Board minutes. Budget amendments increasing or decreasing revenues and/or expenditures also require formal Board approval.

The attached documents summarize the effect of budget transfers and amendments, and the details of the changes being proposed. Submitted for approval are the budget revisions/amendments requested by various campuses and departments through May 16, 2023.

The amendments presented this month for the **General Operating Fund** (Fund 199) are as follows:

- Increase of \$1,734,057 in Fund 199 for TRS On-Behalf payments. This is an increase in revenue and expenditure budgets and has no impact on the total operating deficit/surplus.
- Transfers among functions with no effect on the total operating deficit/surplus.

There are no amendments to the **Child Nutrition Fund** and **Debt Service Fund**.

## **Administrative Recommendation:**

Administration recommends that the Board approve the budget transfers and amendments to the 2022-2023 budget, as presented.

## **Sample Motion:**

I move that the Board of Trustees approve the budget transfers and amendments to the 2022-2023 budget, as presented.

**Leander Independent School District**  
**General Fund - Fund 199**  
**Budget Amendments/Transfers as of May 16, 2023**

	2022-2023 Original Budget	Previously Amended Budget	Proposed Amendments 05/16/23	Proposed Amended Budget
<b>Revenues:</b>				
Local Sources	\$ 394,721,314	\$ 399,757,039	\$ -	\$ 399,757,039
State Sources	46,456,165	53,543,635	1,734,057	55,277,692
Federal Sources	5,318,206	6,648,206	-	6,648,206
<b>TOTAL REVENUES</b>	<b>\$ 446,495,685</b>	<b>\$ 459,948,880</b>	<b>\$ 1,734,057</b>	<b>\$ 461,682,937</b>
<b>Expenditures:</b>				
Function 11 - Instruction	\$ 250,421,598	\$ 251,644,413	\$ 1,196,422	\$ 252,840,835
Function 12 - Instructional Resources & Media	5,032,282	5,071,464	(7,719)	5,063,745
Function 13 - Staff Development	9,909,325	9,886,193	(32,659)	9,853,534
Function 21 - Instructional Administration	4,670,311	4,551,743	66,871	4,618,614
Function 23 - School Administration	23,265,335	23,648,218	130,721	23,778,939
Function 31 - Guidance & Counseling	21,138,589	21,090,504	161,695	21,252,199
Function 32 - Social Services	1,531,421	1,605,076	13,267	1,618,343
Function 33 - Health Services	3,966,488	4,278,626	43,837	4,322,463
Function 34 - Student Transportation	13,326,682	13,606,545	(10,704)	13,595,841
Function 35 - Food Services	10,000	48,433	(818)	47,615
Function 36 - Co-Curricular Activities	12,840,895	13,043,152	(521)	13,042,631
Function 41 - General Administration	10,219,520	10,562,659	55,928	10,618,587
Function 51 - Plant Maintenance & Operations	35,304,370	37,954,019	51,458	38,005,477
Function 52 - Security	2,405,898	2,571,774	(2,505)	2,569,269
Function 53 - Data Processing	9,068,083	9,008,016	35,604	9,043,620
Function 61 - Community Services	2,256,070	2,329,189	33,180	2,362,369
Function 71 - Debt Service	132,000	132,000	-	132,000
Function 81 - Capital Outlay	-	-	-	-
Function 91 - Contracted Instruction Services	36,210,203	50,637,501	-	50,637,501
Function 95 - JJAEP	245,000	242,275	-	242,275
Function 99 - Other Intergovernmental Charges	2,410,735	2,431,040	-	2,431,040
<b>TOTAL ALL EXPENDITURES</b>	<b>\$ 444,364,805</b>	<b>\$ 464,342,842</b>	<b>\$ 1,734,057</b>	<b>\$ 466,076,899</b>
<b>Excess/(Deficiency) of Revenues vs. Expenditures</b>	<b>\$ 2,130,880</b>	<b>\$ (4,393,962)</b>	<b>\$ -</b>	<b>\$ (4,393,962)</b>
<b>Other Financing Sources/Uses</b>				
Sale of Assets	\$ 20,000	\$ 20,000	\$ -	\$ 20,000
Transfer Out - Other	(50,000)	(50,000)	-	(50,000)
Transfer Out - Healthcare	(7,300,000)	(7,300,000)	-	(7,300,000)
Transfer Out - Healthcare Additional Contribution	-	-	-	-
Other Uses - Settlements	(180,000)	-	-	-
<b>Total Other Financing Sources/Uses</b>	<b>\$ (7,510,000)</b>	<b>\$ (7,330,000)</b>	<b>\$ -</b>	<b>\$ (7,330,000)</b>
<b>Net Increase/(Decrease) in Fund Balance</b>	<b>\$ (5,379,120)</b>	<b>\$ (11,723,962)</b>	<b>\$ -</b>	<b>\$ (11,723,962)</b>
<hr/>				
Beginning Fund Balance for Fund 181	(497,557)	(497,557)		(497,557)
Beginning Fund Balance for Fund 196	2,733,409	2,733,409		2,733,409
Beginning Fund Balance for Fund 197	(38,743,571)	(38,743,571)		(38,743,571)
Beginning Fund Balance for Fund 199	215,354,536	215,354,536		215,354,536
<b>Total Beginning Fund Balance of Fund 19X *</b>	<b>\$ 178,846,817</b>	<b>\$ 178,846,817</b>		<b>\$ 178,846,817</b>
<b>Net Operating Results - All General Fund 19X</b>	<b>(5,379,120)</b>	<b>(11,723,962)</b>		<b>(11,723,962)</b>
<b>Projected Ending Fund Balance</b>	<b>\$ 173,467,697</b>	<b>\$ 167,122,855</b>		<b>\$ 167,122,855</b>

\*Audited, per 2022 ACFR

**Leander Independent School District**  
**General Fund - Fund 199**  
**Summary of Budget Transfers/Amendments**  
**As of May 16, 2023**

**REVENUES:**

Ref #	Offset Function	Organization	Amount	#	Description
57XX					
58XX			1,734,057		TRS On-Behalf
59XX					

<b>TOTAL REVENUES</b>	<b>\$ 1,734,057</b>
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**Other Resources**

Ref #	Offset Function	Organization	Amount	Description
			-	
<b>TOTAL TRANSFERS IN</b>			<b>\$ -</b>	

**EXPENDITURES:**

**Function 11 - Instruction**

Ref #	Offset Function	Organization	Amount	Description
1456	36	046	800	Campus/Department request to move funds
368	31	047	450	Campus/Department request to move funds
377	13	041	5,610	Campus/Department request to move funds
374	13	922	(1,302)	Campus/Department request to move funds
392	33	003	32	Campus/Department request to move funds
482	31	003	(1,120)	Campus/Department request to move funds
545	36	003	1,300	Campus/Department request to move funds
541	36	003	971	Campus/Department request to move funds
611	36	005	(2,110)	Campus/Department request to move funds
840	13	042	(300)	Campus/Department request to move funds
944	13	049	(3,500)	Campus/Department request to move funds
903	36	937	(10,223)	Campus/Department request to move funds
720	36	001	1,900	Campus/Department request to move funds
727	13	001	(1,231)	Campus/Department request to move funds
728	13	001	(5,500)	Campus/Department request to move funds
1082	13	048	(315)	Campus/Department request to move funds
1072	23	006	(1,000)	Campus/Department request to move funds
1066	36	048	702	Campus/Department request to move funds
1070	31	106	(100)	Campus/Department request to move funds
1215	23	001	(700)	Campus/Department request to move funds
1007	61	874	7,000	Campus/Department request to move funds
1191	23	103	122	Campus/Department request to move funds
1192	23	103	60	Campus/Department request to move funds
1193	31	103	24	Campus/Department request to move funds
1195	31	103	51	Campus/Department request to move funds
1198	13	103	250	Campus/Department request to move funds
1199	13	103	495	Campus/Department request to move funds
1200	13	103	767	Campus/Department request to move funds
1456	36	046	800	Campus/Department request to move funds

**Leander Independent School District  
 General Fund - Fund 199  
 Summary of Budget Transfers/Amendments  
 As of May 16, 2023**

**Function 11 - Instruction (Continued)**

1434	13	003	2,280	Campus/Department request to move funds
1431	23	106	(685)	Campus/Department request to move funds
1428	36	002	100	Campus/Department request to move funds
1430	13	119	285	Campus/Department request to move funds
1386	52	102	(30)	Campus/Department request to move funds
1404	36	041	1,500	Campus/Department request to move funds
1390	36	002	26	Campus/Department request to move funds
1396	13	002	(445)	Campus/Department request to move funds
1061	36	043	421	Campus/Department request to move funds
1180	23	105	(188)	Campus/Department request to move funds
1373	13	917	(1,100)	Campus/Department request to move funds
732	23	001	(144)	Campus/Department request to move funds
1468	13	multi	(4,959)	Campus/Department request to move funds
1403	13	001	842	Campus/Department request to move funds
1407	31	001	1,152	Campus/Department request to move funds
885	52	115	(220)	Campus/Department request to move funds
1445	52	115	(80)	Campus/Department request to move funds
1228	31	114	(121)	Campus/Department request to move funds
1575	51	877	(11,000)	Campus/Department request to move funds
1657	36	048	53	Campus/Department request to move funds
1565	00	999	1,132,122	TRS On-Behalf
1821	13	875	97,630	Campus/Department request to move funds
1820	13	119	1,159	Campus/Department request to move funds
1731	23/31	046	(700)	Campus/Department request to move funds
1721	13	multi	(15,285)	Campus/Department request to move funds
1659	13	123	325	Campus/Department request to move funds
1661	23/31	123	(180)	Campus/Department request to move funds
1455	13	127	(69)	Campus/Department request to move funds
1161	23	105	(200)	Campus/Department request to move funds

<b>TOTAL FUNCTION 11</b>	<b>\$ 1,196,422</b>
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**Function 12 - Instructional Resources & Media**

<u>Ref #</u>	<u>Offset Function</u>	<u>Organization</u>	<u>Amount</u>	<u>Description</u>
1565	00	999	(7,719)	TRS On-Behalf

<b>TOTAL FUNCTION 12</b>	<b>\$ (7,719)</b>
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**Leander Independent School District**  
**General Fund - Fund 199**  
**Summary of Budget Transfers/Amendments**  
**As of May 16, 2023**

**Function 13 - Staff Development**

<b>Ref #</b>	<b>Offset Function</b>	<b>Organization</b>	<b>Amount</b>	<b>Description</b>
379	21	871	(20,933)	Campus/Department request to move funds
376	23	041	(1,050)	Campus/Department request to move funds
377	11	041	(5,610)	Campus/Department request to move funds
374	11	922	1,302	Campus/Department request to move funds
602	36	047	(68)	Campus/Department request to move funds
751	61	119	(863)	Campus/Department request to move funds
840	11	042	300	Campus/Department request to move funds
715	31	874	53	Campus/Department request to move funds
881	36	045	(60)	Campus/Department request to move funds
944	11	049	3,500	Campus/Department request to move funds
727	11	001	1,231	Campus/Department request to move funds
728	11	001	5,500	Campus/Department request to move funds
1082	11	048	315	Campus/Department request to move funds
380	23	041	(1,479)	Campus/Department request to move funds
1220	23	002	1,013	Campus/Department request to move funds
1198	11	103	(250)	Campus/Department request to move funds
1199	11	103	(495)	Campus/Department request to move funds
1200	11	103	(767)	Campus/Department request to move funds
1434	11	003	(2,280)	Campus/Department request to move funds
1430	11	119	(285)	Campus/Department request to move funds
1396	11	002	445	Campus/Department request to move funds
1373	11	917	1,100	Campus/Department request to move funds
1624	21	874	(1,498)	Campus/Department request to move funds
1355	51	877	(1,635)	Campus/Department request to move funds
1468	11	874	4,959	Campus/Department request to move funds
1403	11	001	(842)	Campus/Department request to move funds
1645	36	002	(810)	Campus/Department request to move funds
1565	00	999	70,308	TRS On-Behalf
1821	11	875	(97,630)	Campus/Department request to move funds
1820	11	119	(1,159)	Campus/Department request to move funds
1721	11	874	15,285	Campus/Department request to move funds
1659	11	123	(325)	Campus/Department request to move funds
1455	11	127	69	Campus/Department request to move funds
<b>TOTAL FUNCTION 13</b>			<b>\$ (32,659)</b>	

**Function 21 - Instructional Administration**

<b>Ref #</b>	<b>Offset Function</b>	<b>Organization</b>	<b>Amount</b>	<b>Description</b>
379	13	871	20,933	Campus/Department request to move funds
1007	61	874	15,000	Campus/Department request to move funds
649	23/33	871	(746)	Campus/Department request to move funds
651	23	871	(900)	Campus/Department request to move funds
1624	13	874	1,498	Campus/Department request to move funds
1565	00	999	31,086	TRS On-Behalf
<b>TOTAL FUNCTION 21</b>			<b>\$ 66,871</b>	

**Leander Independent School District  
 General Fund - Fund 199  
 Summary of Budget Transfers/Amendments  
 As of May 16, 2023**

**Function 23 - School Administration**

Ref #	Offset		Amount	Description
	Function	Organization		
376	13	041	1,050	Campus/Department request to move funds
380	13	041	1,479	Campus/Department request to move funds
1220	13	002	(1,013)	Campus/Department request to move funds
1215	11	001	700	Campus/Department request to move funds
1191	11	103	(122)	Campus/Department request to move funds
1192	11	103	(60)	Campus/Department request to move funds
1431	11	106	685	Campus/Department request to move funds
1425	35	041	818	Campus/Department request to move funds
1011	31	113	16	Campus/Department request to move funds
1184	31	102	(200)	Campus/Department request to move funds
1180	11	105	188	Campus/Department request to move funds
649	21	871	354	Campus/Department request to move funds
651	21	871	900	Campus/Department request to move funds
732	11	001	144	Campus/Department request to move funds
1638	52	104	(220)	Campus/Department request to move funds
1565	00	999	125,307	TRS On-Behalf
1731	11	046	500	Campus/Department request to move funds
1661	11	123	140	Campus/Department request to move funds
1378	52	006	(1,145)	Campus/Department request to move funds
1161	11	105	200	Campus/Department request to move funds
1072	11	006	1,000	Campus/Department request to move funds
<b>TOTAL FUNCTION 23</b>			<b>\$ 130,721</b>	

**Function 31 - Guidance & Counseling**

Ref #	Offset		Amount	Description
	Function	Organization		
368	11	047	(450)	Campus/Department request to move funds
482	11	003	1,120	Campus/Department request to move funds
715	13/36	874	(391)	Campus/Department request to move funds
1070	11	106	100	Campus/Department request to move funds
1193	11	103	(24)	Campus/Department request to move funds
1195	11	103	(51)	Campus/Department request to move funds
1011	23	113	(16)	Campus/Department request to move funds
1184	23	102	200	Campus/Department request to move funds
1407	11	001	(1,152)	Campus/Department request to move funds
1228	11	114	121	Campus/Department request to move funds
1565	00	999	161,998	TRS On-Behalf
1731	11	046	200	Campus/Department request to move funds
1661	11	123	40	Campus/Department request to move funds
<b>TOTAL FUNCTION 31</b>			<b>\$ 161,695</b>	

**Leander Independent School District**  
**General Fund - Fund 199**  
**Summary of Budget Transfers/Amendments**  
**As of May 16, 2023**

**Function 32 - Social Services**

Ref #	Offset Function	Organization	Amount	Description
1565	00	999	13,267	TRS On-Behalf
<b>TOTAL FUNCTION 32</b>			<b>\$ 13,267</b>	

**Function 33 - Health Services**

Ref #	Offset Function	Organization	Amount	Description
392	11	003	(32)	Campus/Department request to move funds
649	21	871	392	Campus/Department request to move funds
1565	00	999	43,477	TRS On-Behalf
<b>TOTAL FUNCTION 33</b>			<b>\$ 43,837</b>	

**Function 34 - Student Transportation**

Ref #	Offset Function	Organization	Amount	Description
1565	00	999	(10,704)	TRS On-Behalf
<b>TOTAL FUNCTION 34</b>			<b>\$ (10,704)</b>	

**Function 35 - Food Services**

Ref #	Offset Function	Organization	Amount	Description
1425	23	041	(818)	Campus/Department request to move funds
<b>TOTAL FUNCTION 35</b>			<b>\$ (818)</b>	

**Function 36 - Co-Curricular Activities**

Ref #	Offset Function	Organization	Amount	Description
1456	11	046	(800)	Campus/Department request to move funds
545	11	003	(1,300)	Campus/Department request to move funds
541	11	003	(971)	Campus/Department request to move funds
611	11	005	2,110	Campus/Department request to move funds
602	11	047	68	Campus/Department request to move funds
715	31	874	338	Campus/Department request to move funds
881	13	045	60	Campus/Department request to move funds
903	11	046	10,223	Campus/Department request to move funds
720	11	001	(1,900)	Campus/Department request to move funds
1066	11	048	(702)	Campus/Department request to move funds
1456	11	046	(800)	Campus/Department request to move funds
1428	11	002	(100)	Campus/Department request to move funds
1404	11	041	(1,500)	Campus/Department request to move funds
1390	11	002	(26)	Campus/Department request to move funds
1061	11	043	(421)	Campus/Department request to move funds
1409	52	001	(5,573)	Campus/Department request to move funds
1645	13	002	810	Campus/Department request to move funds
1657	11	048	(53)	Campus/Department request to move funds
1770	61	913	16	Campus/Department request to move funds
<b>TOTAL FUNCTION 36</b>			<b>\$ (521)</b>	

**Leander Independent School District**  
**General Fund - Fund 199**  
**Summary of Budget Transfers/Amendments**  
**As of May 16, 2023**

**Function 41 - General Administration**

Ref #	Offset		Amount	Description
	Function	Organization		
1565	00	999	55,928	TRS On-Behalf
<b>TOTAL FUNCTION 41</b>			<b>\$ 55,928</b>	

**Function 51 - Plant Maintenance & Operations**

Ref #	Offset		Amount	Description
	Function	Organization		
1355	13	877	1,635	Campus/Department request to move funds
1575	11	877	11,000	Campus/Department request to move funds
1565	00	999	38,823	TRS On-Behalf
<b>TOTAL FUNCTION 51</b>			<b>\$ 51,458</b>	

**Function 52 - Security**

Ref #	Offset		Amount	Description
	Function	Organization		
1386	11	102	30	Campus/Department request to move funds
1409	36	001	5,573	Campus/Department request to move funds
885	11	115	220	Campus/Department request to move funds
1445	11	115	80	Campus/Department request to move funds
1638	23	104	220	Campus/Department request to move funds
1565	00	999	(9,773)	TRS On-Behalf
1378	23	006	1,145	Campus/Department request to move funds
<b>TOTAL FUNCTION 52</b>			<b>\$ (2,505)</b>	

**Function 53 - Data Processing**

Ref #	Offset		Amount	Description
	Function	Organization		
1565	00	999	35,604	TRS On-Behalf
<b>TOTAL FUNCTION 53</b>			<b>\$ 35,604</b>	

**Function 61 - Community Services**

Ref #	Offset		Amount	Description
	Function	Organization		
751	13	119	863	Campus/Department request to move funds
1007	11/21	874	(22,000)	Campus/Department request to move funds
1565	00	999	54,333	TRS On-Behalf
1770	36	913	(16)	Campus/Department request to move funds
<b>TOTAL FUNCTION 61</b>			<b>\$ 33,180</b>	

**Leander Independent School District**  
**General Fund - Fund 199**  
**Summary of Budget Transfers/Amendments**  
**As of May 16, 2023**

**Function 71 - Debt Service**

<u>Ref #</u>	<u>Offset Function</u>	<u>Organization</u>	<u>Amount</u>	<u>Description</u>
<b>TOTAL FUNCTION 71</b>			<b>\$ -</b>	

**Function 81 - Capital Outlay**

<u>Ref #</u>	<u>Offset Function</u>	<u>Organization</u>	<u>Amount</u>	<u>Description</u>
<b>TOTAL FUNCTION 81</b>			<b>\$ -</b>	

**Function 91 - Contracted Instruction Services**

<u>Ref #</u>	<u>Offset Function</u>	<u>Organization</u>	<u>Amount</u>	<u>Description</u>
<b>TOTAL FUNCTION 91</b>			<b>\$ -</b>	

**Function 95 - JJAEP**

<u>Ref #</u>	<u>Offset Function</u>	<u>Organization</u>	<u>Amount</u>	<u>Description</u>
<b>TOTAL FUNCTION 95</b>			<b>\$ -</b>	

**Function 99 - Other Intergovernmental Charges (TCAD/WCAD Tax Svc)**

<u>Ref #</u>	<u>Offset Function</u>	<u>Organization</u>	<u>Amount</u>	<u>Description</u>
<b>TOTAL FUNCTION 99</b>			<b>\$ -</b>	

**Transfers Out/Other Uses**

<u>Ref #</u>	<u>Offset Function</u>	<u>Organization</u>	<u>Amount</u>	<u>Description</u>
<b>TOTAL TRANSFERS OUT</b>			<b>\$ -</b>	

<b>TOTAL EXPENDITURES</b>			<b>\$ 1,734,057</b>	
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<b>INCREASE/(DECREASE) TO FUND BALANCE</b>			<b>\$ -</b>	
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New Hope High School

# LEANDER ISD

## Class of 2023 Graduations

**Friday, May 26**

**Rouse High School - 8:00 am**

**Vista Ridge High School - 12:00 pm**

**Glenn High School - 4:00 pm**

**Cedar Park High School - 8:00 pm**

**Saturday, May 27**

**Vandegrift High School - 8:00 am**

**Leander High School - 12:00 pm**

**May 26 & 27 @ H-E-B Center**

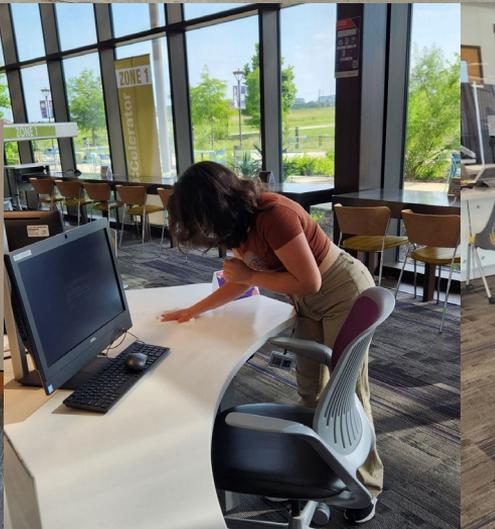
# Empowered Student Learning, Empowered Staff & Impactful Family Engagement



# Compassionate Community Contributors

1st Annual Griffin Day of Service  
Early College High School and ACC Partnership

May 25, 2023





# Safe and Innovative Learning Environments



# Initial Bond Projects Starting this Summer

## Shade Structures

- Planning & measurements: 1-2 weeks
- Fabrication Time: 6-8 weeks
- Installation Time: 1-2 weeks depending on weather
- Anticipated Start - Working with Purchasing to award the vendor. As soon as a Purchase Order can be issued, the vendor(s) will begin taking measurements. We will begin gathering underground research next week so it is available when vendor is awarded.



# Initial Bond Projects Starting this Summer

## Design and Planning Baseball and Softball

- Soil Reports - 6-10 weeks to complete
- Working with Engineer/Government Entities to determine if water quality/detention pond work is needed.
  - If yes, submit plans to Texas Commission on Environmental Quality - work to be done Summer of 2024
  - If no, the release Request for Proposal (RFP) for turf work to begin in August 2023 with completion by December 31, 2023
- Release RFP for turf work
- Hire Job - Order contractor to coordinate and perform non-turn work

# Initial Bond Projects Starting this Summer

## Music Instrument Replacement

- First of two phases to be ordered in August 2023
- The first order will account for 65% of the total project for MS and HS Band and Choir
- Depending on type of instrument and manufacturer, 2 to 12 months to receive
- Larger woodwind and brass instruments will be on the longer range of that lead time due to significant back-up in manufacturing within the instrument industry
- Both MS and HS band and choir programs will experience positive impact from this project during the 23-24 school year



# Initial Bond Projects Starting this Summer

## Sinks at Whitestone, Faubion, Mason, Cypress and Block House ES

- Lead time on sinks: 4 weeks
- Installation Time: 4 weeks for all units. Goal to be completed before the start of the 23-24 school year
- We are working with Purchasing to award the vendor. Vendor is ready to start as soon as a Purchase Order is issued.





Discussion

LEANDER  ISD

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

<b>Agenda Item:</b>	Superintendent's Student Advisory Council (SSAC) Student Empowerment Report
<b>Purpose (this meeting):</b>	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Bruce Gearing, Ed.D., Sarah Martinez, Ed.D. and Students: Adith Chandraiah, Alexandra Lowmiller, Amy Choi, Callie Luong, David Dale, Fayte Le, Jay Dasari, Ryan Tosh, Sujith Kumar Alluru, Will Schmitt
<b>Attachments:</b>	SSAC Board Presentation

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## **Background Information:**

The Superintendent's Student Advisory Council was formed in the 2020-21 school year to offer students an opportunity to share their voice and give input to help shape the future of Leander ISD. This year SSAC was expanded to include junior and senior representatives from all 7 LISD high schools. A total of 49 students were invited to attend monthly meetings. With a few additions, the current year seniors that participated in SSAC last year stepped up and created a leadership team for this year's SSAC group which guided the work of SSAC for the year.

Student leaders then broke into smaller teams to tackle the problems that they identified related to the student experience in LISD. Student leaders facilitated the teams, using Continuous Improvement tools to better understand the issues that mattered most to them and to make recommendations for improvement. The students have been engaging in the Plan-Do-Study-Act (PDSA) cycles addressing the need for improved flex-time processes at all high schools, improving emotional well-being of students, and adulting skills. In addition, SSAC members provided on-going feedback and input, and many served on other district-level committees (e.g.; Community-Based Accountability System Steering Committee (CBAS), Citizens' Facility Advisory Committee (CFAC), Community Curriculum Advisory Committee (CCAC), etc.

Student Advisory Council Members will present the key issues and recommendations from the work of the SSAC this year and will share their hopes and dreams for this group moving forward.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

# Superintendent's Student Advisory Council Presentation



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**May 25, 2023**

# Purpose of SSAC

Empower the voice of students in order to drive positive changes in student experience.

# SSAC Core Beliefs

- ▷ Diversity
- ▷ Inclusivity
- ▷ Accountability
- ▷ Empowerment
- ▷ Leadership
- ▷ Continuous Improvement

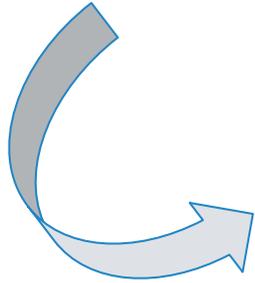
# Goals of SSAC - 2022-23

- ▶ Create a sustainable group of student leaders that directly influence district decision making
- ▶ Affect tangible change to improve the student experience in LISD
- ▶ Raise awareness of the power, value, and importance of student voice
- ▶ Expand SSAC locally by forming campus-level principal advisory councils at each campus

# SSAC Evolution

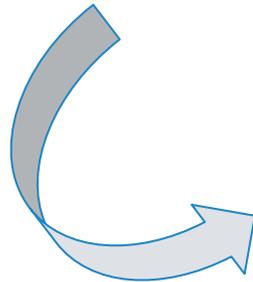
## Beginning (2021)

- Adult-led
- Monthly Zoom meetings for student input



## Last Year (2022)

- Start of student-led meetings and leadership team
- Zoom meeting once a month with quarterly in-person meetings
- Added NHHS and expanded diversity of members



## This Year (2023)

- Led by Leadership Team
- Alternating zoom/in person meetings each month
- Continue to expand diversity of membership

# Flex Time Improvement

Probletnunity #1

# Purpose Statement:



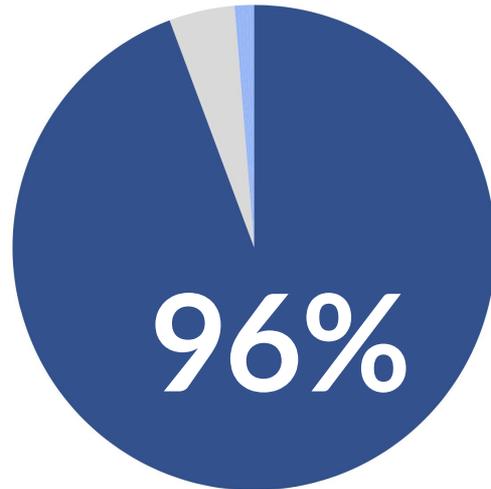
*“To create a consistent flex time system that addresses diverse student interests by providing opportunities for participation in clubs, academic improvement, collaboration, socialization, and fulfillment of other student needs while maintaining a safe environment conducive to teachers’ needs and administrators’ concerns.”*

# Current State of Flex Time in LISD

- ▶ Inconsistently implemented across LISD
- ▶ Regulated to a degree that limits benefits for students
  - Rigid structuring
  - Portal issues
- ▶ Vulnerable to skipping
  - Attendance issues
  - Student safety
  - Difficult to manage

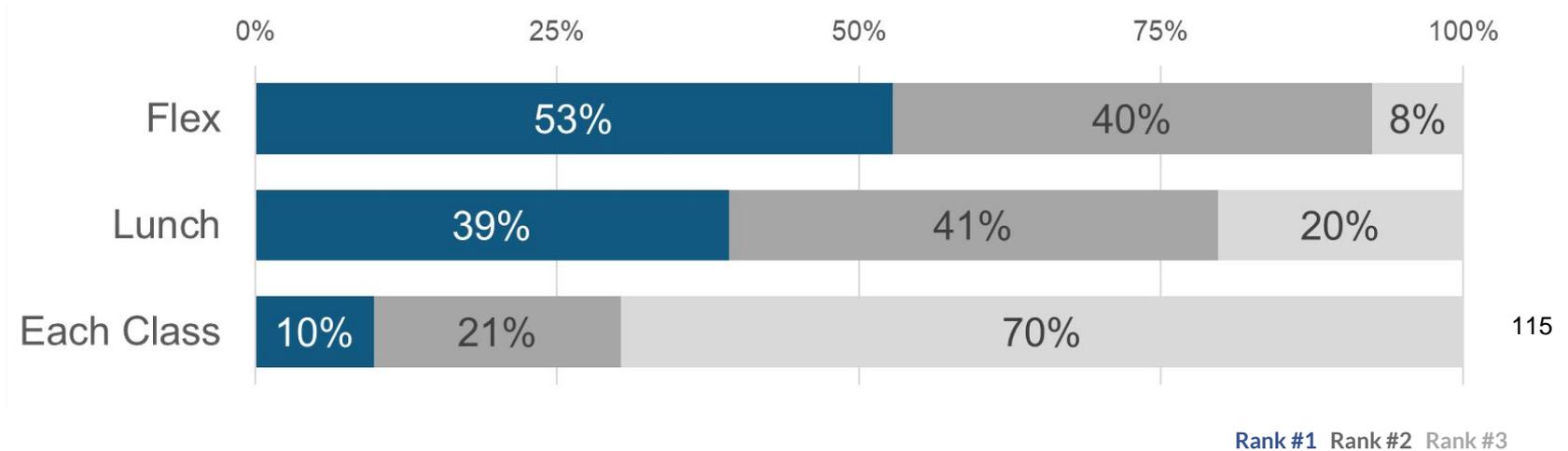
# Current State of Flex Time in LISD

Percentage of students who **would support**, or **probably support**, continuing to have or adding back "flex time"



# Current State of Flex Time in LISD

Students' **first priority**, **second priority**, and **third priority** for time distribution



# Ideal Flex Time in LISD

## Our Recommendations

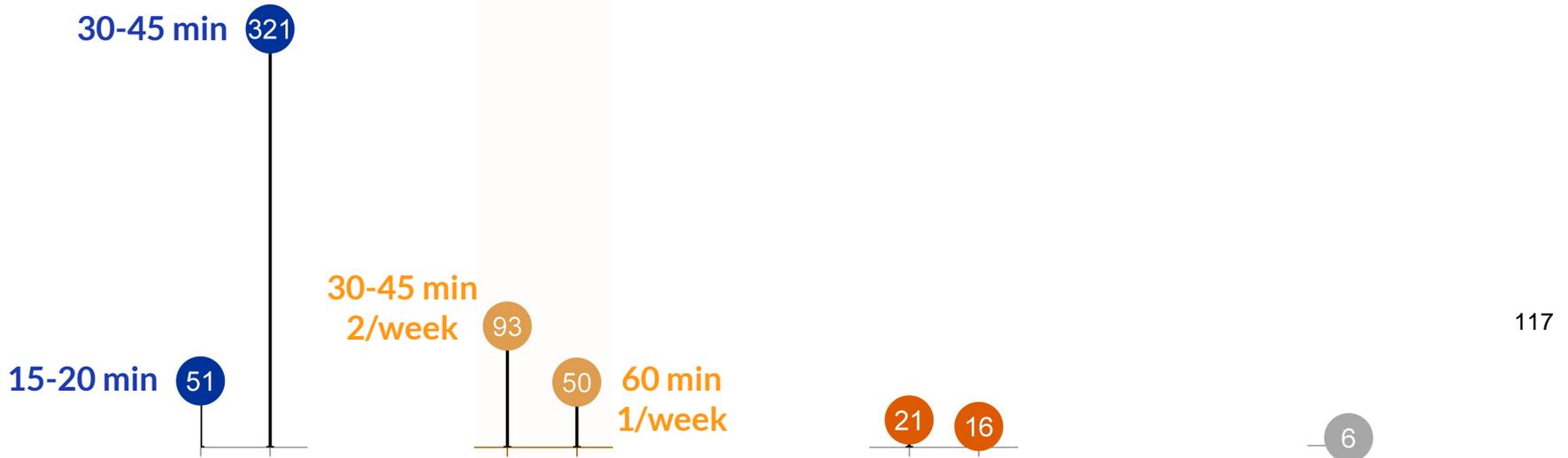
# 30-45 Minutes | 5 Days a week

Daily

Weekly

Less than weekly

Other



# Various Purposes

What do students want to do during flex time?

> 70 %

Homework (86.4%)  
Individual Study (77.5%)  
Resting/Relaxing (74.1%)

41-70%

Socialization (67.4%)  
Tutorials (51.9%)  
Reading (47.3%)  
Student Clubs (47.1%)  
Study Groups (46.5%)  
Group Projects (44.9%)

25-40%

College Search (37.2%)  
Workshops (36.9%)  
Personal Interest (36.8%)  
Physical Activity (28.9%)  
Counseling (26.7%)  
Career Exploration (26.5%)  
Peer Tutoring (26.2%)

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# Equity in Club Participation

Flex time will provide an opportunity for bus riders to participate in clubs, improving access for all students

# Misuse of Flex Time?

- ▷ Students "misuse" flex time when it doesn't suit their needs
- ▷ Gym/courtyard, socializing, and sleeping can replace what would otherwise be "misuse"

# Range of locations



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# Accepting of Non-Academic Activities

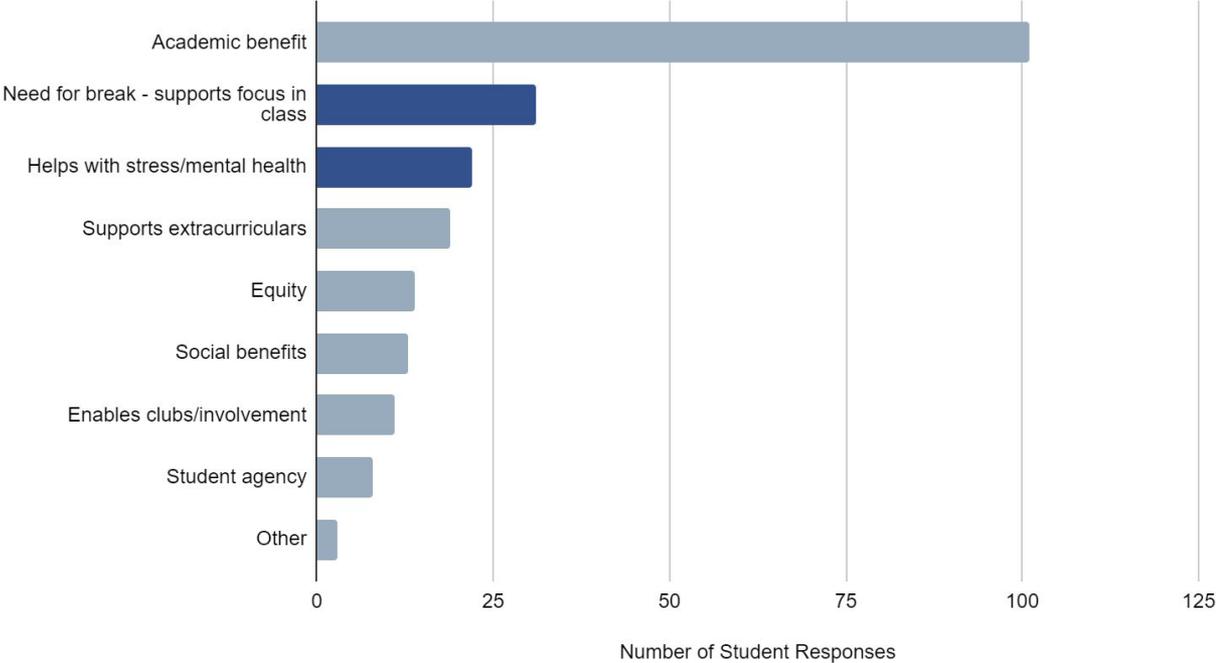


*“Your students and your children are not machines that can go 100% at all times - even machines need repair and have limits before they break down... Sometimes your students just need to take a brain break, and this is the perfect time to do it; doesn't matter if they're sleeping, talking with friends, or working on personal projects.”*

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# Accepting of Non-Academic Activities

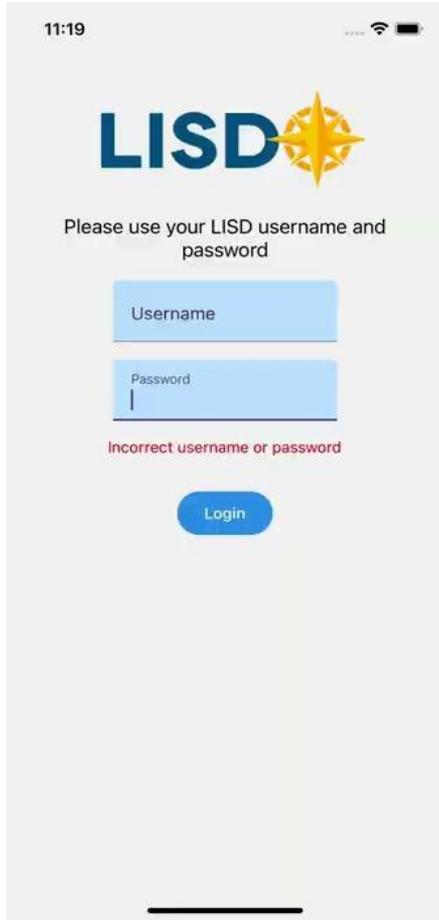
What benefits do students see of flex time?



123

# LISD App

...



# Eschool Integrated Attendance

- ▶ Attendance Accounting
  - Hold students accountable
  - Limit flex time misuse
- ▶ Students' location known
  - Safety

# Implementation Guide

Development of a guide that uses survey responses and student and administrator feedback to describe an implementation plan for flex time

A decorative horizontal line spans the width of the slide, composed of four segments: a light blue segment on the far left, a dark blue segment, an orange segment, and a red segment on the far right.

# Questions?

# Mental Health

## Problemtunity #2

# Our Process

- ▷ Reviewed the work of 2022 SSAC Mental Health Subcommittee
- ▷ Further explored our current reality
- ▷ Redefined our problem statement
- ▷ Conducted a root-cause analysis
- ▷ Brainstorm recommendations

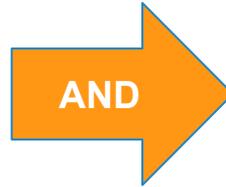
# Defining the Problem

Improving quality, accessibility, and awareness of support methods for mental health provided by schools and the overall sense of emotional well-being for students in LISD.

# Root Cause Analysis

The system pressure for excellence leads to students overscheduling themselves with an unrealistic workload, leading to the deterioration of student physical and mental health.

*(2022 SSAC Analysis)*



Uncertainty about future and expectations that students know what you want to “do” after graduation along with an over-reliance on college-prep culture in LISD leading to increased anxiety.

*(2023 SSAC Analysis)*

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# Recommendations

## Integrating Wellness into Flex-time and/or Flex-time App

- ▶ Consolidate resources for well-being and mental health supports in Flex-Time App
- ▶ Peer Advising/ Peer Mentoring
- ▶ Wellness Practices (e.g.; Yoga, Tai Chi)
- ▶ Career Exploration Opportunities
- ▶ College Exploration/ Application Process Support
- ▶ Open office hours for counselors during flex-time

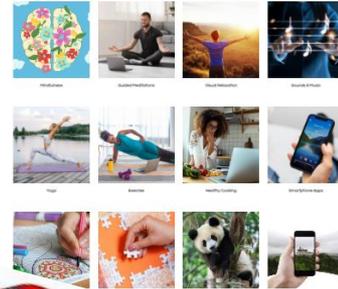


This virtual space is a place for staff, students and families to find tools and strategies for managing emotions and feelings. We are here to support you! - VHS Counseling Services



**VHS Mindfulness Area**  
In the spring of 2020, the VHS Counseling Office received a grant from the state to fund the creation of the Mindfulness Area. The space, called "The Zen Den" is located on the back of the Counseling Center. It is a quiet, peaceful space where students can practice mindfulness and self-care. The space is a safe, calming and quiet space where students can spend time with their thoughts, feelings and emotions. The space is a safe, calming and quiet space where students can spend time with their thoughts, feelings and emotions.

The following are some of the resources available in the VHS Mindfulness Area. The resources are available in both English and Spanish.



# Adulting/Soft Skills

## Probletnity #3

## Current

The development of soft skills in the classroom does exist, but isn't continuous and impactful for all students.

## Impact

Students aren't prepared for certain aspects of life after high school; experience difficulty to become independent.

## Desired

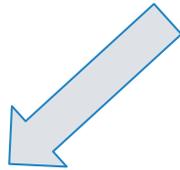
Self-sufficient, confident, and well-rounded young adults →  
implementation of the Graduate Profile

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# Operational Definitions

## Soft Skills

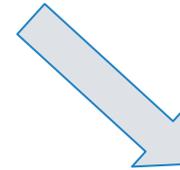
Essential, intangible, non-academic skills needed for success  
in everyday life after high school



### Active

Practical skills that can easily be taught,  
often in a single session or through  
provided resources

*(budgeting/financial literacy, professional  
communications/writing emails)*



### Passive

Skills that aren't explicitly taught but can be  
acquired through the material, teaching style,  
subject matter, etc.

*(The LISD Graduate Profile -  
e.g. critical thinking, communication, collaboration)*

# Adulthood Committee Progression

## 2021-2022

### 1. Classroom integration

- ❖ Attach soft skills for each class  
*(e.g. presentation skills in English curriculum, collaboration through increased projects)*

### 2. Independent opportunities

- ❖ Avenues for independent learning of soft skills:
  - Part time jobs / internships
  - Extracurriculars

## 2022-2023

Focus more on active skills →  
Increase active skill learning opportunities

- ❖ Adulthood resources website
- ❖ “Navigating Adulthood” Workshops

# Adulting Resources Website

Goal: Publicize a website with adulting resources that students can explore and use to learn adulting skills

- ▶ Easily accessible to all students through the Flex Time App, school website, and administration
- ▶ Attach resources that educate and bring more awareness to various skills
  - List of teachers/people students can contact for support or advice<sup>138</sup>
  - Helpful guides, websites, and videos

# “Navigating Adulthood” Workshops

Goal: Provide opportunities to learn essential adulting skills outside of the classroom

- ▷ **Monthly workshops that are available for any student to attend**
  - Ex. Inviting accountants, medical professionals, etc. to teach about taxes, emergency medical situations, and more
- ▷ **Recommendations:**
  - Led by a committee of students - Makes it more interactive and involved
  - Administrative investment (sponsored by Counselors, AP’s, etc.) - More organized and permanent than a student-led club.

# Utilizing Flex Time & App

- ▷ Hold “Navigating Adulthood” Workshops during Flex Time
- ▷ Publicize the Adulting Resources Website and Workshops
- ▷ Include a “Tip of the Day”

# Moving Forward

Hopes & Dreams!

# Next steps...

- Implement Flex Time District-wide
  - Continue to improve the Flex Time App
  - Fix the attendance accountability issue
  - Use PSAC to develop the best Flex Time structure for each school
- Work with PSAC and administration to develop Adulting workshops and guides
- Continue empowering the students in Leander ISD
- Expand SSAC to include Sophomores



*We must remember that **our students are innately creative, innovative, and collaborative**, and that we [unknowingly] suppress these things with our control.*

***Empowerment is the key**  
that will unlock them.*

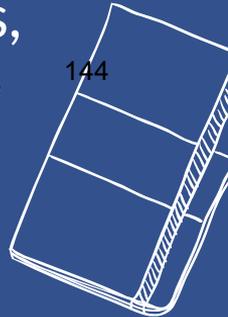
*– Kevin Parr*



# THANK YOU!



Board members, district administrators, campus leaders,  
everyone who made SSAC happen - thank you from the  
bottom of our hearts!





# Questions?

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

<b>Agenda Item:</b>	Discussion of Leading Measures Update
<b>Purpose (this meeting):</b>	X Discussion Item/Report Only
<b>Administrator Responsible:</b>	Sarah Grissom & Sarah Martinez
<b>Attachments:</b>	Discussion of Leading Measures Update Presentation, LISD District and Campus Signaling Chart

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## **Background Information:**

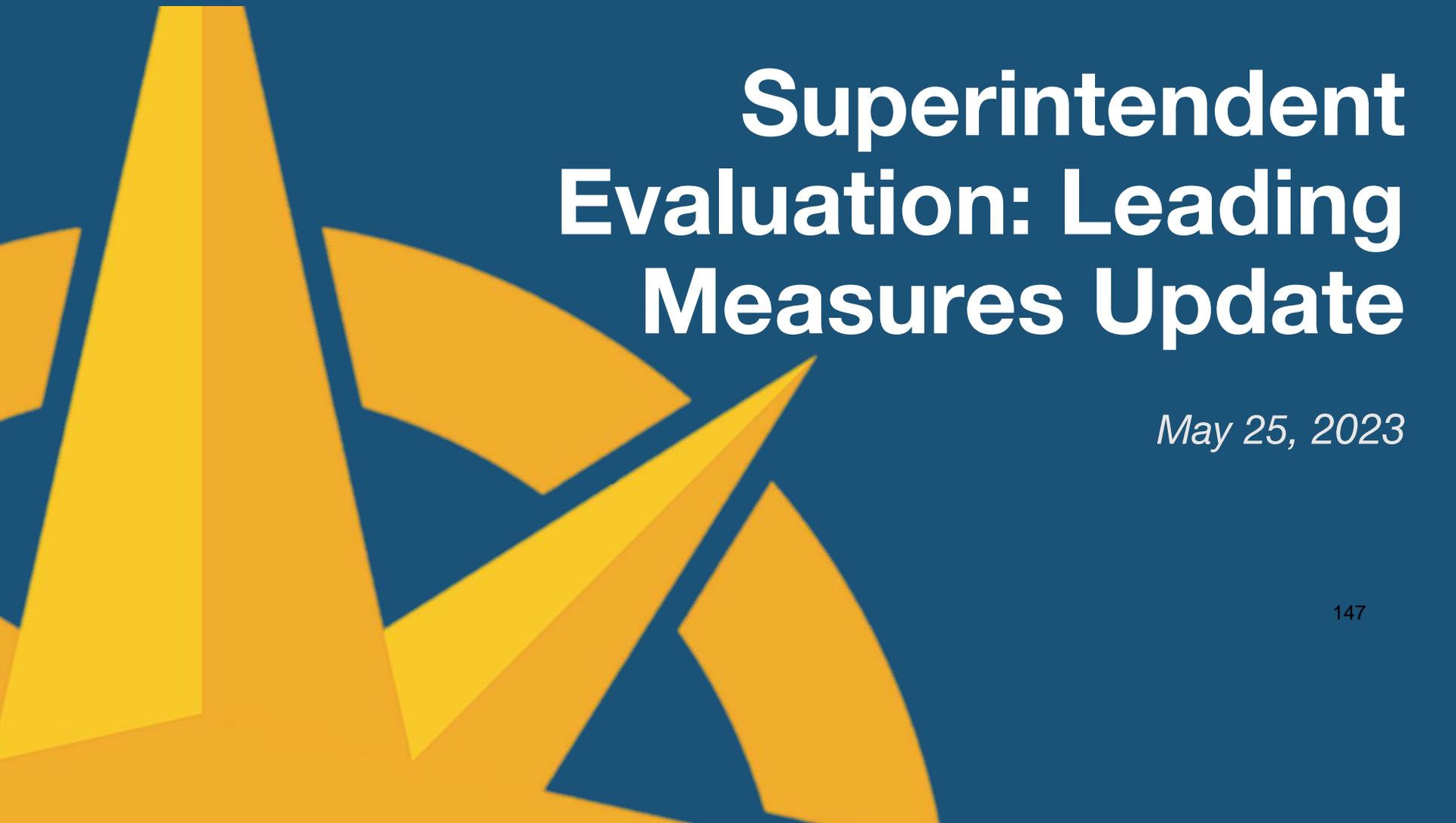
In an ongoing effort to continually update the Board of Trustees and our community about the district's progress towards the Strategic Plan goals, Formative Review presentations have been built into the board agendas. These reviews are focused on the efforts and work related to the progress. Additionally, administration has been gathering and monitoring data which are considered leading measures of progress towards these goals. Tonight's presentation is the third of quarterly leading measures updates for the Board of Trustees in which administration will provide quantitative and qualitative data related to the district improvement plan and the Key Performance Indicators in the Superintendent's Evaluation, which are aligned to the 5-year Strategic Plan. Please note that this is Part 2 of 2. Part 1 is to be discussed during the June 8, 2023 meeting.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A



# Superintendent Evaluation: Leading Measures Update

*May 25, 2023*

# Purpose

The purpose of this presentation is to provide an update on the leading measures for the district improvement plan and the Superintendent's Evaluation, which are aligned to the 5 year Strategic Plan.

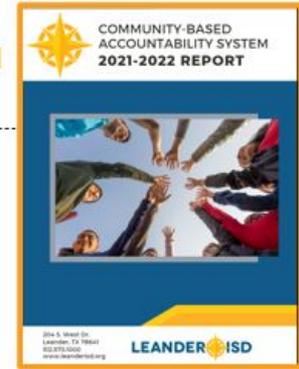
*Note: This presentation will cover **Part 2 (Key Performance Indicators)** of the Superintendent's Evaluation. Part 1 (Report on Student Performance) will be discussed at the June 8 meeting.*

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# System Alignment

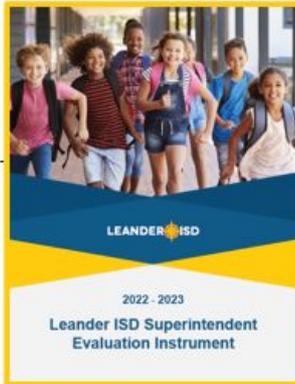


LISD 5-Year Strategic Plan

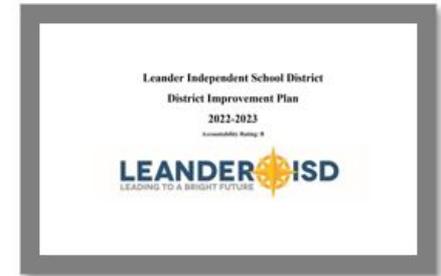


Community-Based Accountability

Superintendent Evaluation



District and Campus Improvement Plans



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# VISION & MISSION



## VISION

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

## MISSION

We will cultivate each individual student <sup>150</sup> by:

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

# GRADUATE PROFILE

Leander ISD learners are empowered to enrich our world and excel in a rapidly changing global society through a life-long journey of character development, academic success, and fulfillment.



## LEANDER ISD LEARNERS ARE EMPOWERED TO BE:

### Critical & Creative Thinkers

who seek and solve problems through curiosity, flexibility and innovation.

### Compassionate Community Contributors

who value diverse perspectives and share their unique gifts with the world.

### Skilled Communicators & Collaborators

who listen to understand, express ideas with empathy and work collectively toward shared outcomes.

### Adaptable & Reflective Individuals

who confidently embrace their strengths and challenges while pursuing their interests and passions.



# LEANDER ISD

## CORE BELIEFS

As a public school organization, we hold these truths as our core beliefs:

- Each and every student is at the heart of our decisions. This requires a focus on students and all elements that impact their overall student experience in order for them to reach their maximum potential.
- LISD life-changers (each and every staff member) should be empowered so they can inspire our students to own their learning.
- Our LISD family, which includes our students and their families, life-changers, board, and community members, thrives when we ensure a welcoming, safe and caring environment in which we treat one another with integrity, respect, fairness, and acceptance while appreciating our differences.
- A deliberate and intentional focus on relevant and deeper learning for each student will optimize individual outcomes and personal growth.
- Developing and maintaining meaningful, collaborative relationships between all our LISD family is vital for a whole child, student-driven experience.

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# STRATEGIC FOCUS AREAS AND GOALS

## EMPOWERED STUDENT LEARNING



Empower students through meaningful learning experiences to optimize growth and embody the Leander ISD Graduate Profile.

## EMPOWERED STAFF



Attract, grow, and retain a collaborative community of first-rate employees who are empowered to meet the needs of each and every student.

## IMPACTFUL FAMILY ENGAGEMENT



Engage our diverse community by fostering positive relationships through reciprocal communication and collaboration.

## EQUITABLE ACCESS



Ensure equitable access to opportunities by eliminating barriers for each and every student.

## SAFE & INNOVATIVE LEARNING ENVIRONMENTS



Provide safe, supportive, inclusive, and innovative environments to inspire each individual learner.

# Aligning Our Arrows



# LISD District and Campus Signaling Chart

## Example:

LISD District and Campus Signaling Chart March 2023													
LISD Campuses 2022-2023	Goal Area 1: Empowered Student Learning			Goal Area 2: Empowered Staff			Goal Area 3: Empowered Family Engagement			Goal Area 4: Equitable Access		Goal Area 5: Safe and Inclusive Learning Environments	
	FOCUS: Students will have agency over their learning, utilize growth-minded mindset and be empowered to pursue their dreams.	FOCUS: Students and staff leverage growth-minded mindset and high-quality learning experiences to make quality choices and decisions.	FOCUS: Students will experience supportive academic and social-emotional success through meaningful family and community partnerships.	FOCUS: Students will experience supportive academic and social-emotional success through meaningful family and community partnerships.	FOCUS: Staff and any student not fully achieving in at least 1 category in this learning and growth objective may be eligible for the last action of re-enrollment.	FOCUS: Students will be safe and inclusive learning environments that support the well-being and success of every student and staff member in the community.	FOCUS: Students will be safe and inclusive learning environments that support the well-being and success of every student and staff member in the community.	FOCUS: Students will be safe and inclusive learning environments that support the well-being and success of every student and staff member in the community.	FOCUS: Students will be safe and inclusive learning environments that support the well-being and success of every student and staff member in the community.	FOCUS: Students will be safe and inclusive learning environments that support the well-being and success of every student and staff member in the community.	FOCUS: Students will be safe and inclusive learning environments that support the well-being and success of every student and staff member in the community.	FOCUS: Students will be safe and inclusive learning environments that support the well-being and success of every student and staff member in the community.	FOCUS: Students will be safe and inclusive learning environments that support the well-being and success of every student and staff member in the community.
Maintain (1)	Minor Change (2)	Major Change (3)	Minor Change (4)	Minor Change (5)	Minor Change (6)	Minor Change (7)	Minor Change (8)	Minor Change (9)	Minor Change (10)	Minor Change (11)	Minor Change (12)	Minor Change (13)	
Measure of Acs (1)	1.1 (B)	1.2 (D)	1.3 (E)	2.1 (B)	2.2 (D)	3.1 (F)	3.2 (F)	4.1 (B)	5.1 (B)	5.2 (D)			
% of Campuses addressing the MO	40%	100%	21%	20%	25%	15%	30%	23%	40%	4%			
LISD (DIP)	Q1	Q1	Q1	Q1	Q1	Q1	Q1	A	Q1	Q1			
Elementary Schools													
Allen Elem.		Q1		Q1						Q1			
Beggs Elem.	A	A		Q1				Q1	A				
Block House Elem.	A	A		A									
Carmichael Elem.	Q1				Q1			Q1			Q1		
Cox Elem.		A			Q1							Q1	
Cypress Elem.	Q1				Q1			Q1					
Deer Creek Elem.	Q1	A										Q1	
Faulstich Elem.	A	Q1							Q1				
Giddens Elem.	A	A	A						A				
Greenway Hills Elem.	Q1	Q1		A	Q1			A			Q1		
Knoxville Elem.	A		A	A									
Larkspur Elem.	Q1	Q1									Q1		
Leona W. Booth Elem.		Q1						Q1			Q1		
Mason Elem.	Q1	Q1						Q1	Q1		Q1		
Newman Elem.		Q1						Q1			Q1		
North Elem.		Q1						Q1			Q1		
Parkeville Elem.	Q1	Q1				Q1							
Plant Elem.	Q1	Q1	Q1					Q1					
Peasland Hill Elem.		Q1	Q1						Q1		Q1		
Reagan Elem.	Q1	Q1						Q1	Q1		Q1		
Reed Elem.		Q1	Q1								Q1		
River Place Elem.		Q1						Q1			Q1		
River Ridge Elem.	Q1	Q1									Q1		
Rutledge Elem.	Q1	Q1			Q1								
Shepher Ranch Elem.		Q1									Q1		
Smith Elem.	Q1	Q1	Q1										
Wheatfield Elem.	Q1	Q1	Q1		Q1								
Whitestone Elem.		Q1									A		
Wrenley Elem.		Q1	Q1					Q1					
Elem Total	Maintain (15)	4	5	1	3	0	1	0	1	0	0	0	
Measure of Acs (15)	A	0	1	0	0	0	0	2	1	3	0		
Minor Change (12)	3	10	1	4	5	0	4	3	7	0			
Major Change (8)	5	0	4	2	1	0	1	2	1	1			
	18	29	7	9	6	0	4	5	12	1			

## LISD DISTRICT AND CAMPUS SIGNALING CHART LEGEND

Progress Monitoring Colors	
Maintain	Minor Change
Maintain with Adjustments	Major Change

Progress Monitoring Codes	
OT	On Track
A	Adjustments Taking Place
S	Support Requested
C	Crisis
#	Effect Achieved

# EMPOWERED STUDENT LEARNING

1.1: To what degree do students have the opportunity to engage in meaningful learning experiences to deeply explore and investigate areas of aptitude and interest and build real-life skills for their future?

**OT**

1.2: To what degree are students equipped with the skills and opportunities needed for academic and personal growth that will serve them outside of and well beyond school?

**OT**

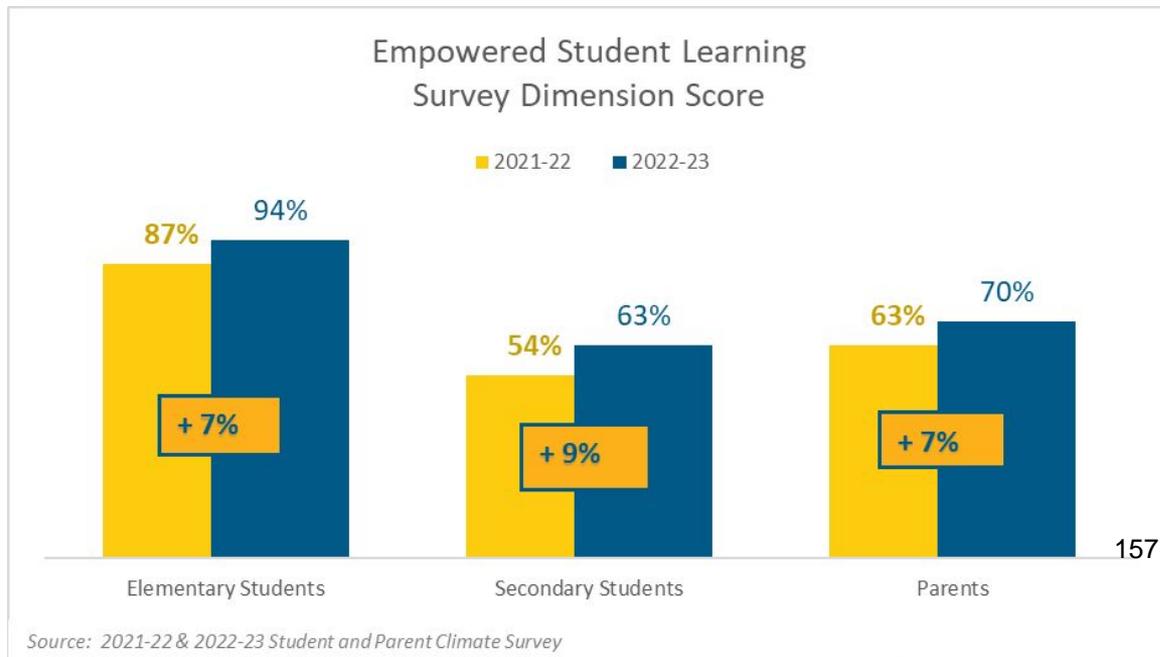
1.3: To what extent are Leander ISD students demonstrating the Graduate Profile attributes?

**OT**

# Empowered Student Learning

1.1: To what degree do students have the opportunity to engage in meaningful learning experiences to deeply explore and investigate areas of aptitude and interest and build real-life skills for their future?

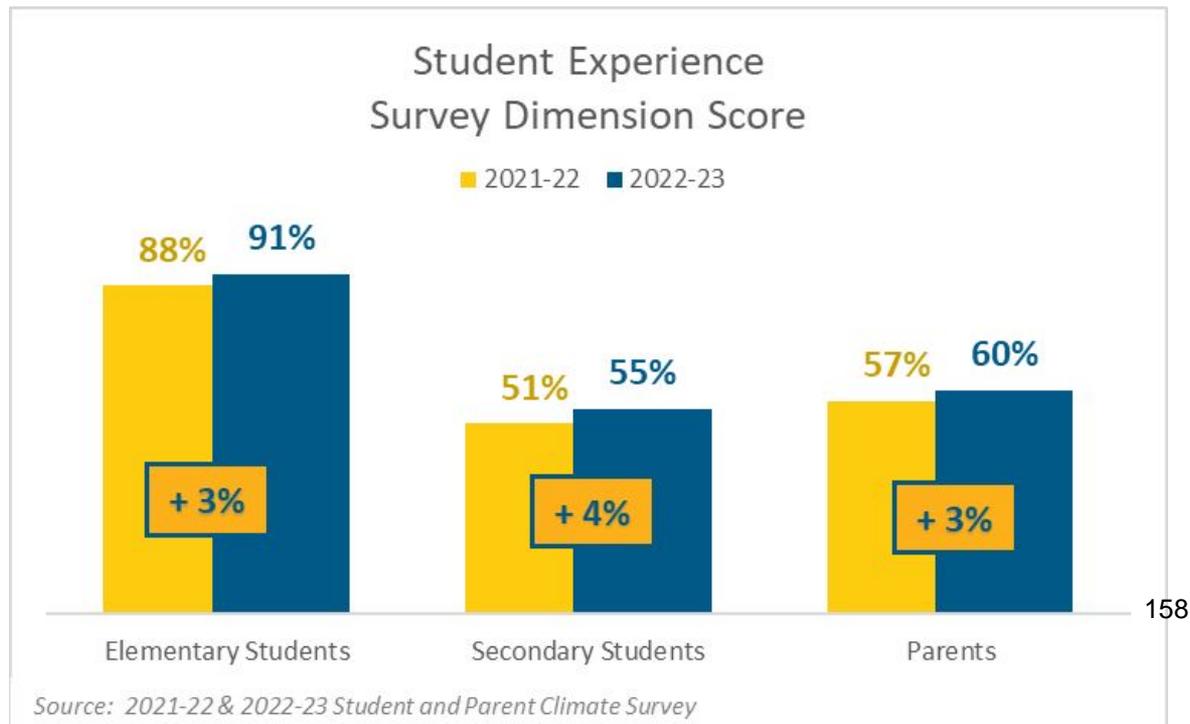
*Spring 2022 & 2023 Student and Parent Climate Survey*



# Empowered Student Learning

1.1: To what degree do students have the opportunity to engage in meaningful learning experiences to deeply explore and investigate areas of aptitude and interest and build real-life skills for their future?

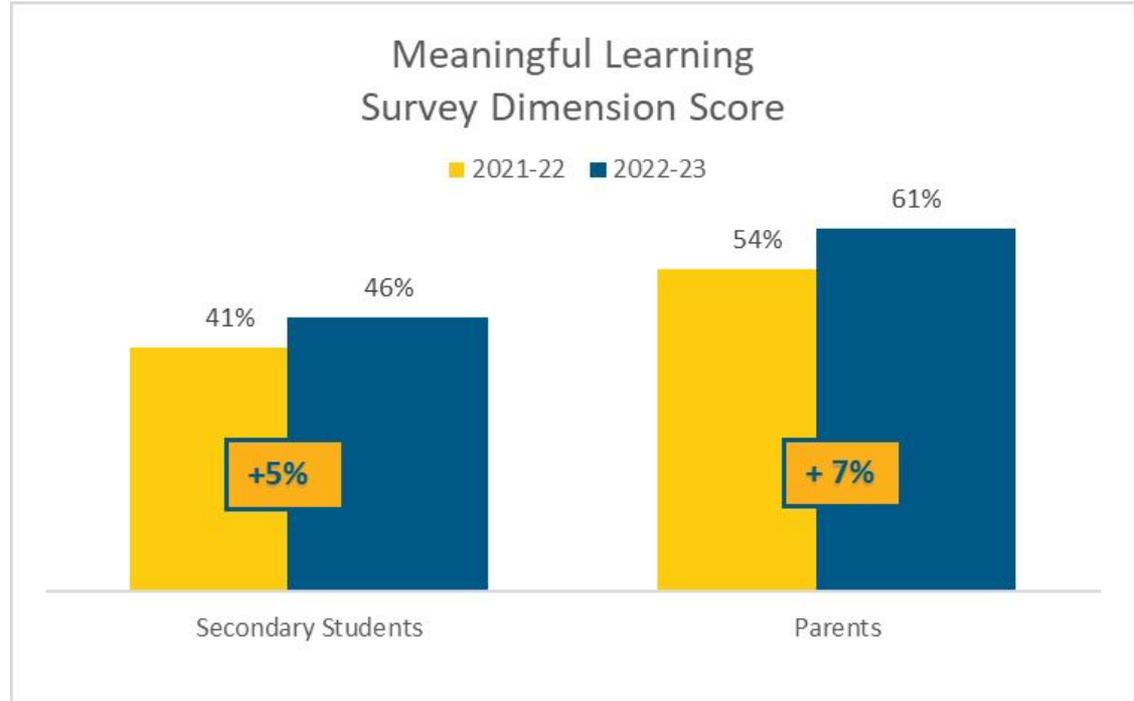
*Spring 2022 & 2023 Student and Parent Climate Survey*



# Empowered Student Learning

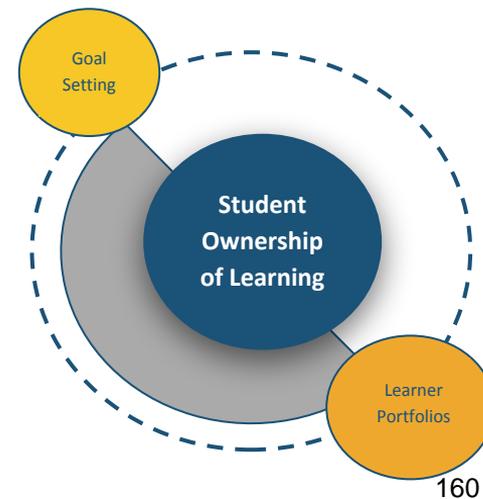
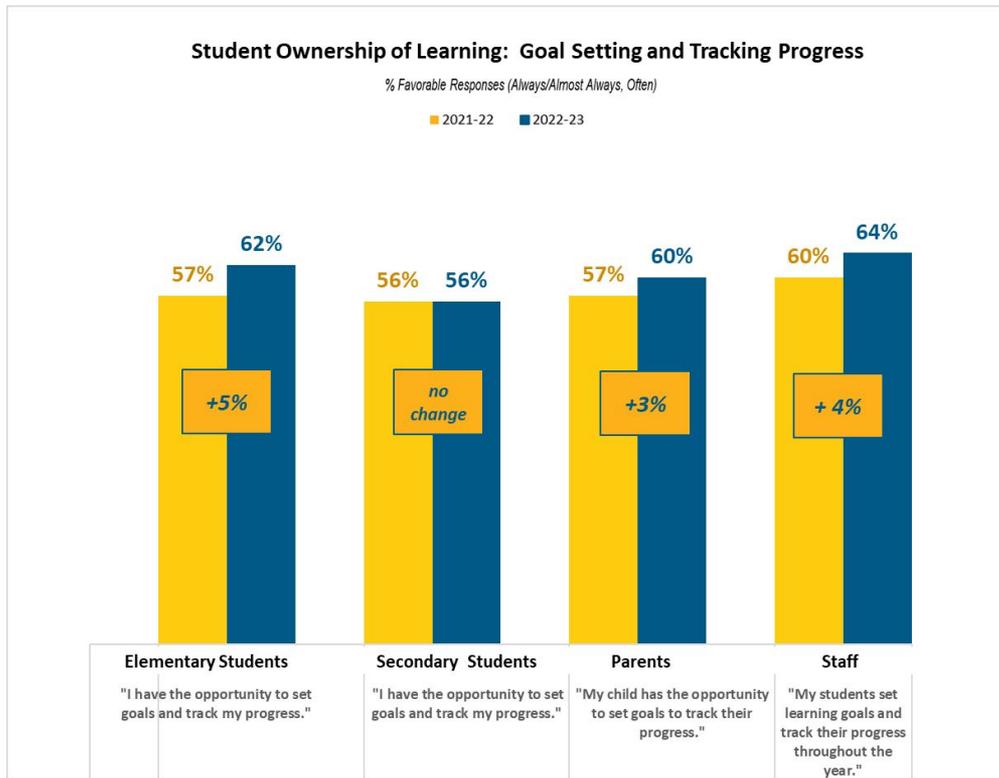
1.1: To what degree do students have the opportunity to engage in meaningful learning experiences to deeply explore and investigate areas of aptitude and interest and build real-life skills for their future?

*Spring 2022 & 2023 Student and Parent Climate Survey*



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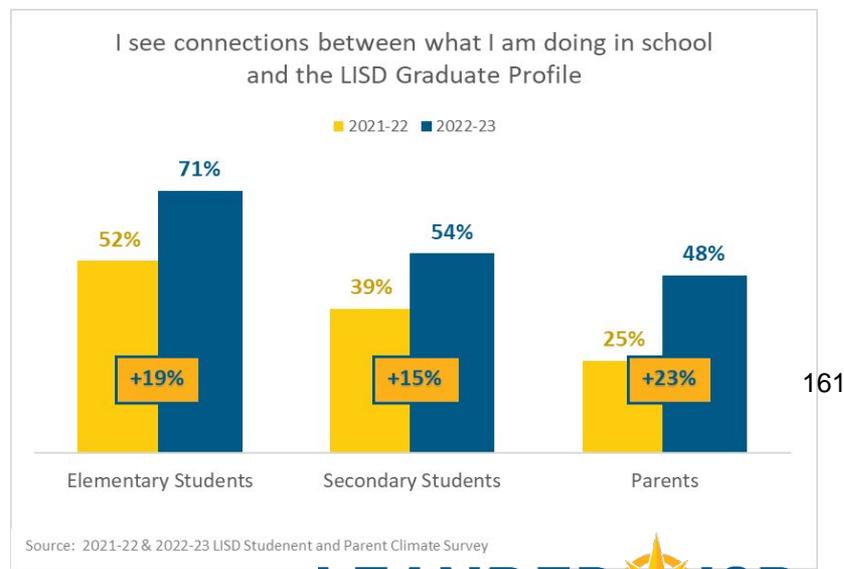
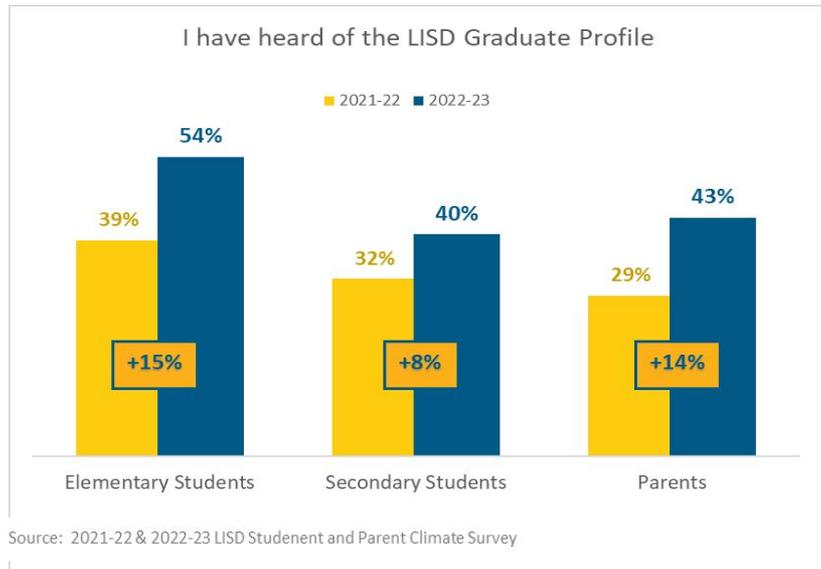
# Empowered Student Learning



# Empowered Student Learning

1.3: To what extent are Leander ISD students demonstrating the Graduate Profile attributes?

*Spring 2022 & 2023 Student and Parent Climate Survey*



# EMPOWERED STAFF

2.1: To what degree are we attracting, growing, and retaining first rate employees committed to the Leander ISD values, principles, and culture?



2.2: To what degree do Leander ISD staff feel valued and connected to their campus/department and the district?



# Empowered Staff

2.1 To what degree are we attracting, growing, and **retaining** first-rate employees committed to the Leander ISD values, principles, and culture?

*February to April  
Overall Turnover Rate*

**2.8%** → **1.9%**

2021-22

2022-23

*February to April  
Teacher Turnover*

**1.2%** → **0.6%**

2021-22

2022-23 <sup>163</sup>

*Turnover is defined as those who have left employment from the district.*

# Empowered Staff

2.1: To what degree are we attracting, growing, and retaining first rate employees committed to the Leander ISD values, principles, and culture?

*Spring 2022 & 2023 Employee Engagement Survey*

## Employee Engagement Survey: Employee Engagement Construct

2021-22 Employee Engagement Construct Score = 400  
2022-23 Employee Engagement Construct Score = 405



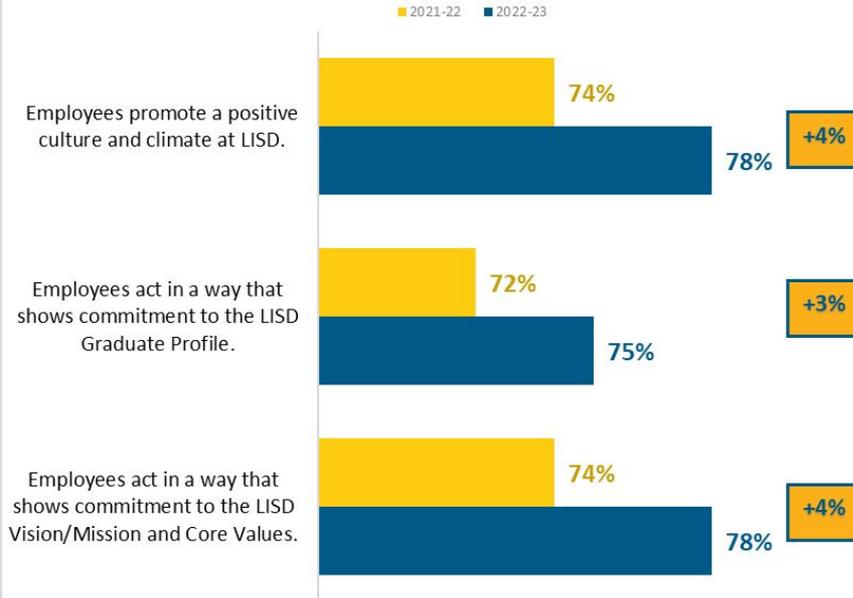
+7%

164

# Empowered Staff

To what degree are we attracting, growing, and retaining first rate employees committed to the Leander ISD values, principles, and culture?

*Additional Questions on the Employee Engagement Survey*



Source: 2021-22 & 2022-23 UT Employee Engagement Survey

2.1: To what degree are we attracting, growing, and retaining first rate employees committed to the Leander ISD values, principles, and culture?

*Spring 2022 & 2023 Employee Engagement Survey*

165

# Empowered Staff

2.2 To what degree do LISD staff feel valued and connected to their campus/department and the district?

*Spring 2022 & 2023  
Employee Engagement Survey*

Constructs Scores Over Time



Key Performance Indicator  
Increase or maintain the overall Community Construct of 400

*This key performance indicator was met. The Community Construct score for the 2023 Employee Engagement Survey increased by 5 points to 405.*

166

# Empowered Staff

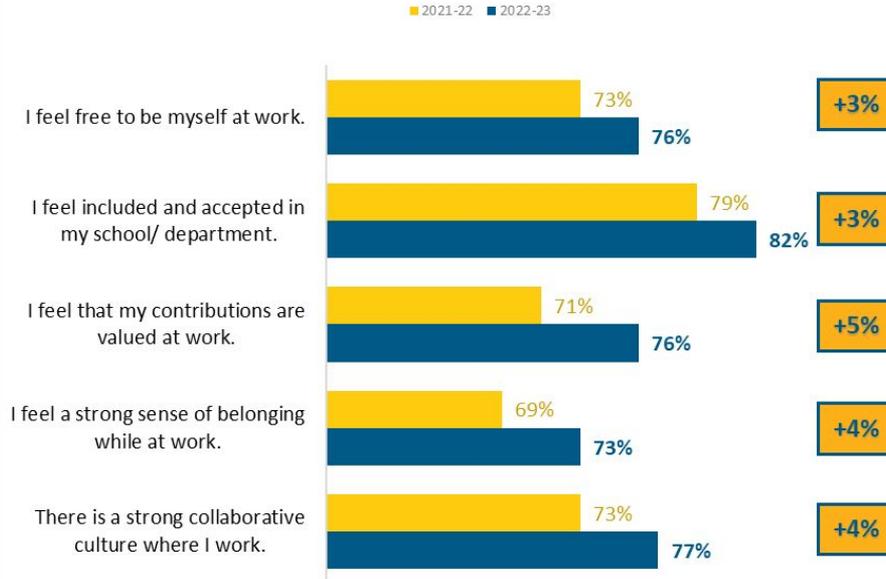
2.2 To what degree do LISD staff feel valued and connected to their campus/department and the district?

Spring 2022 & 2023  
Employee Engagement Survey



To what degree do Leander ISD staff feel valued and connected to their campus/department and the district?

Indicators from the Community Construct on the Employee Engagement Survey



Source: 2021-22 & 2022-23 UT Employee Engagement Survey

# IMPACTFUL FAMILY ENGAGEMENT

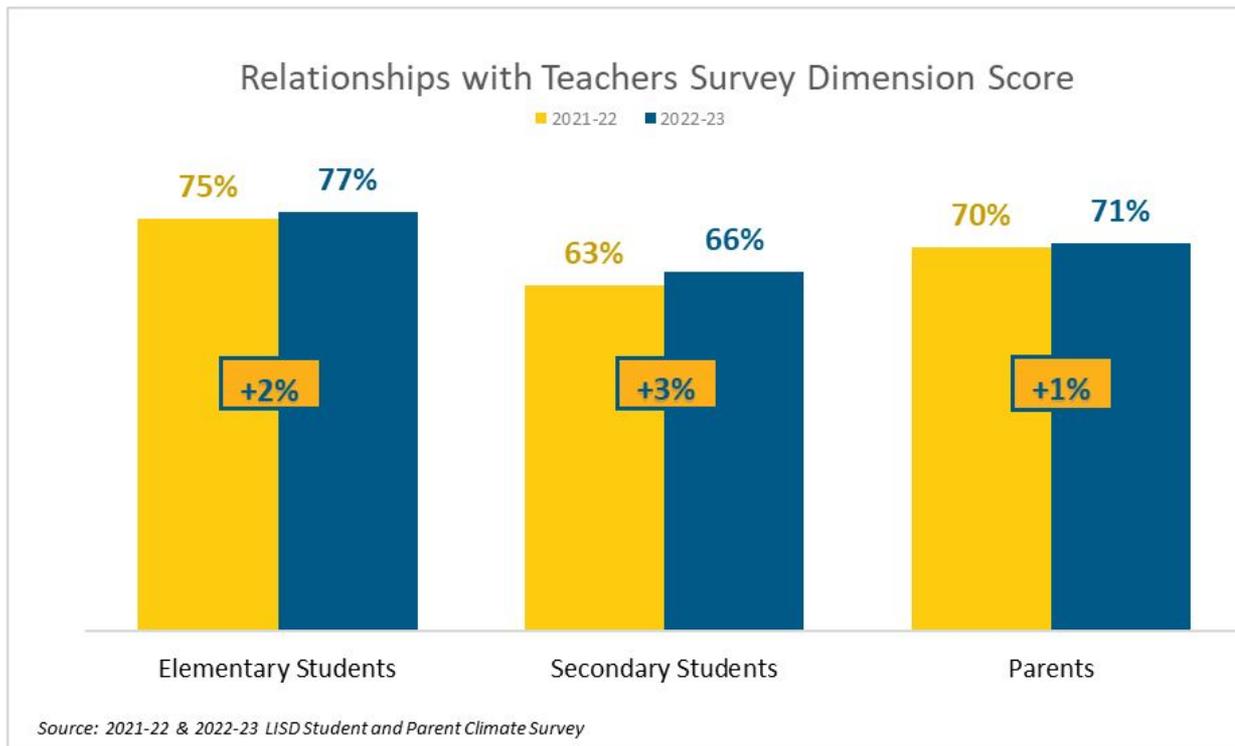
3.1: To what degree do we foster positive relationships by demonstrating mutual respect for the diverse perspectives of all Leander ISD stakeholders?



3.2: To what degree do our students and families feel welcome and have a sense of belonging in our school community?



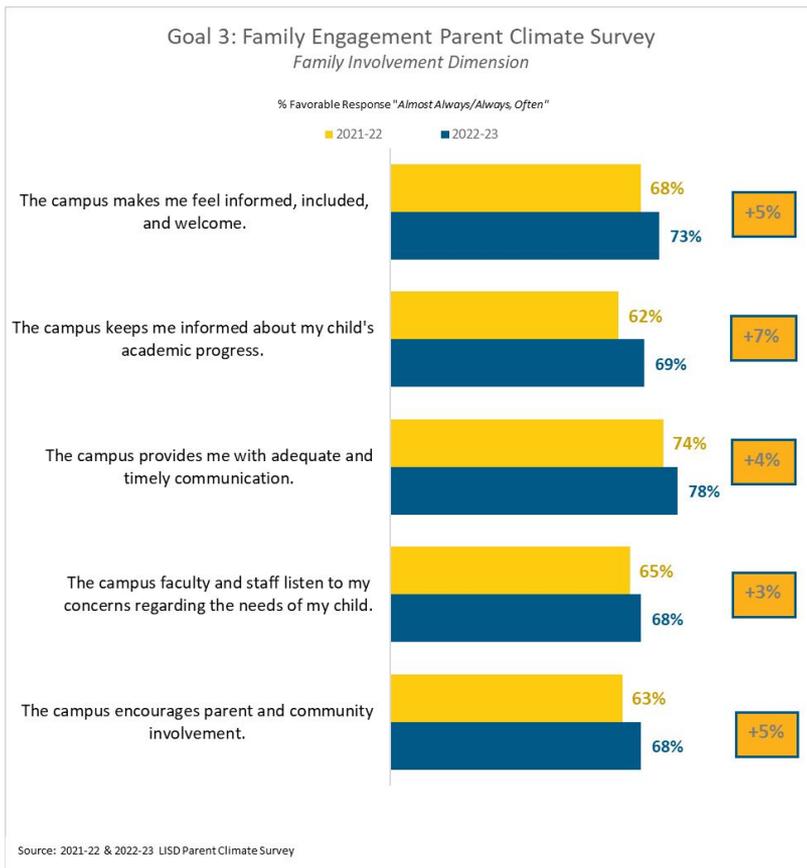
# Impactful Family Engagement



3.1 To what degree do we foster positive relationships by demonstrating mutual respect for the diverse perspectives of all Leander ISD stakeholders?

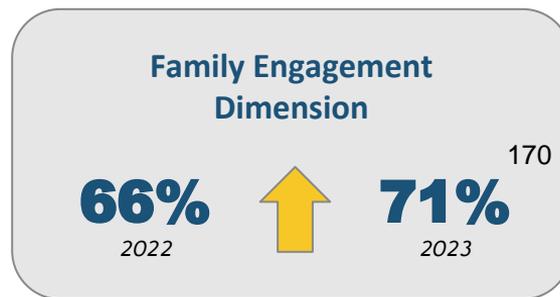
*Spring 2022 & 2023 Student and Parent Climate Survey*<sup>169</sup>

# Impactful Family Engagement



3.2 To what degree do our students & families feel welcome & have a sense of belonging in our school community?

Spring 2022 & 2023 Parent Climate Survey



# EQUITABLE ACCESS

4.1: To what extent are we identifying, measuring, and responding to the barriers to access within programs?

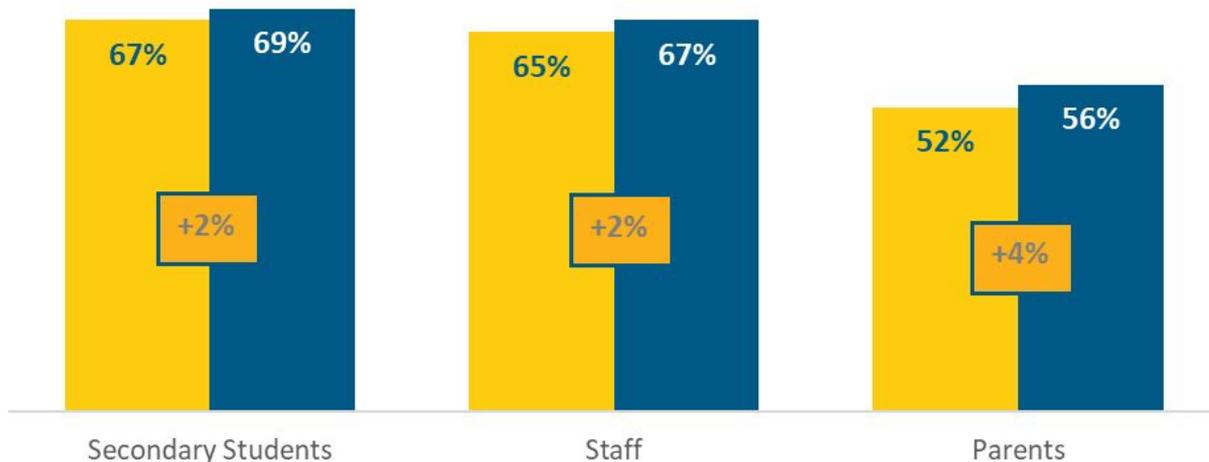
**A**

# Equitable Access

My school actively seeks to identify and remove barriers to accessing academic and extracurricular programs for all students.

% Favorable Response "Strongly Agree/ Agree"

■ 2021-22 ■ 2022-23



Source: 2021-22 & 2022-23 Parent, Student and Staff Surveys

4.1 To what extent are we identifying, measuring, and responding to the barriers to access within programs?

*Spring 2022 & 2023 Student and Parent Climate Survey*

172

# Equitable Access

Equitable Access Dimension	Parent			Secondary Students		
	2021-22	2022-23	Diff	2021-22	2022-23	Diff
My school actively seeks to identify and remove barriers to accessing academic and extra curricular programs for diverse students.	52%	56%	4%	67%	69%	2%
My school makes sure ALL students have the opportunity to participate in extracurricular activities that they are interested in.	59%	65%	6%	77%	77%	0%
My school makes sure that ALL students that are interested have the opportunity to take advanced courses.	56%	61%	5%	81%	82%	1%
I know about the different programs that my school offers.	64%	68%	4%	76%	78%	2%
I am able to participate in any school program that I choose.	62%	67%	5%	77%	77%	0%

4.1 To what extent are we identifying, measuring, and responding to the barriers to access within programs?

*Spring 2022 & 2023 Student and Parent Climate Survey*

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# SAFE AND INNOVATIVE LEARNING ENVIRONMENTS

5.1: To what degree do our learning environments promote a sense of belonging and ensure each learner feels included, accepted, and safe to be their individual self in our classrooms and schools?



5.2: To what degree do we design the physical learning environment, including technology and tools, to promote student and teacher success?

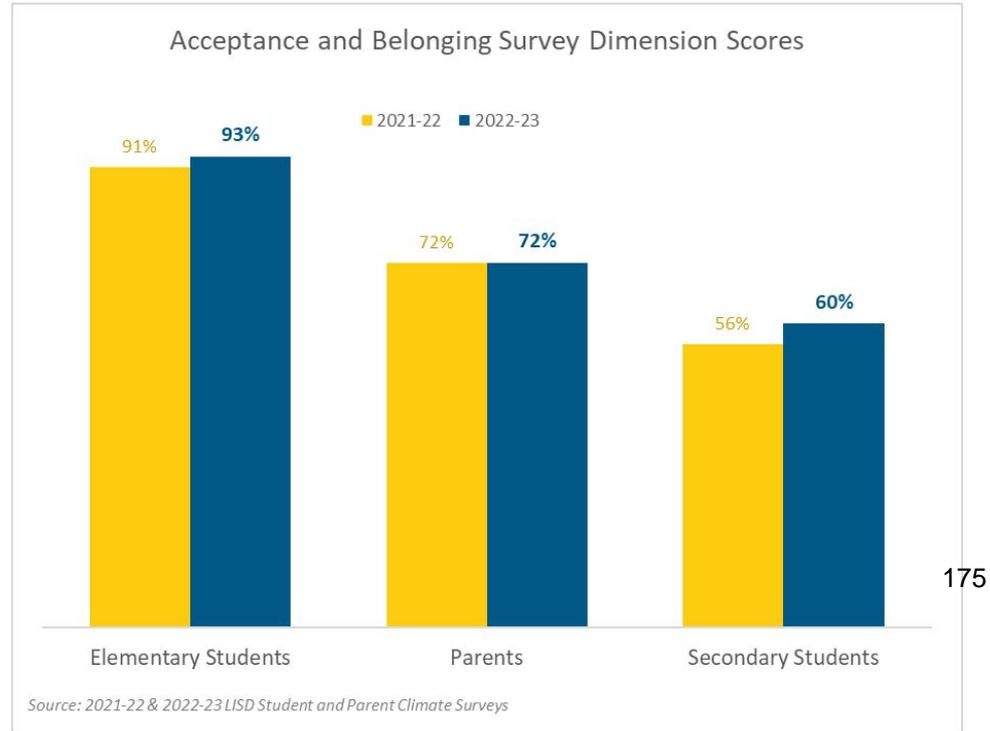


# Safe & Innovative Learning Environments

5.1: To what degree do our learning environments promote a sense of belonging and ensure each learner feels **included, accepted**, and safe to be their individual self in our classrooms and schools?

*Spring 2022 & 2023*

*Student & Parent Climate Survey*

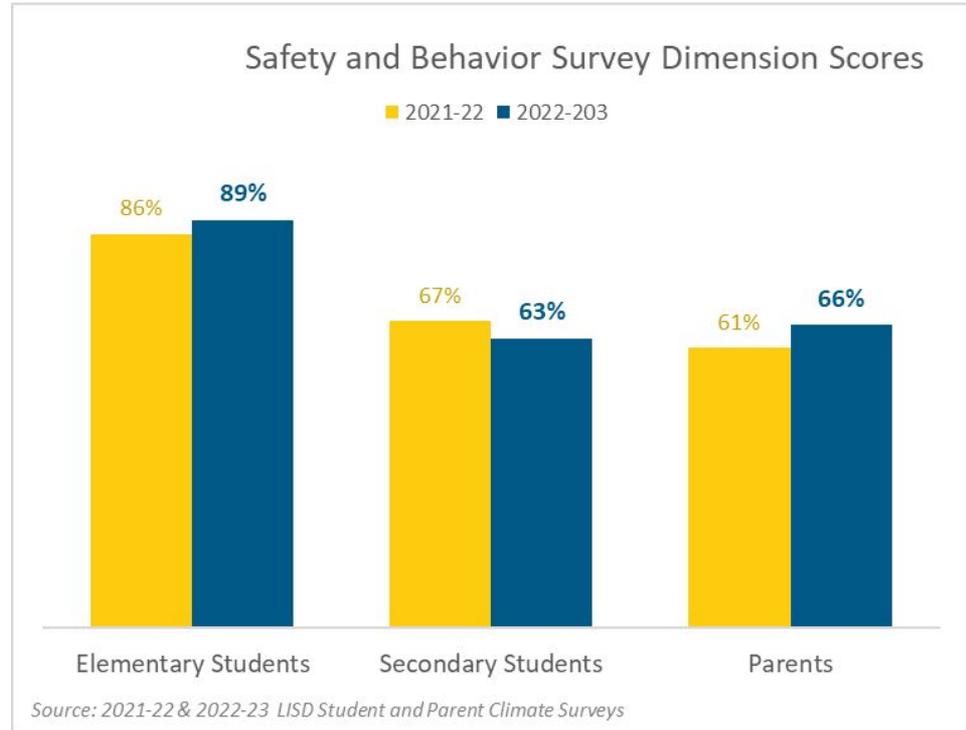


# Safe & Innovative Learning Environments

5.1: To what degree do our learning environments promote a sense of belonging and ensure each learner feels included, accepted, and **safe** to be their individual self in our classrooms and schools?

*Spring 2022 & 2023*

*Student & Parent Climate Survey*



176

# Safe & Innovative Learning Environments

5.2 To what degree do we design the physical learning environment, including **technology and tools**, to promote student and teacher success?



84%

Secondary Students were Satisfied or Very Satisfied with the level of technology and innovation used in the classroom to enhance my learning experience.



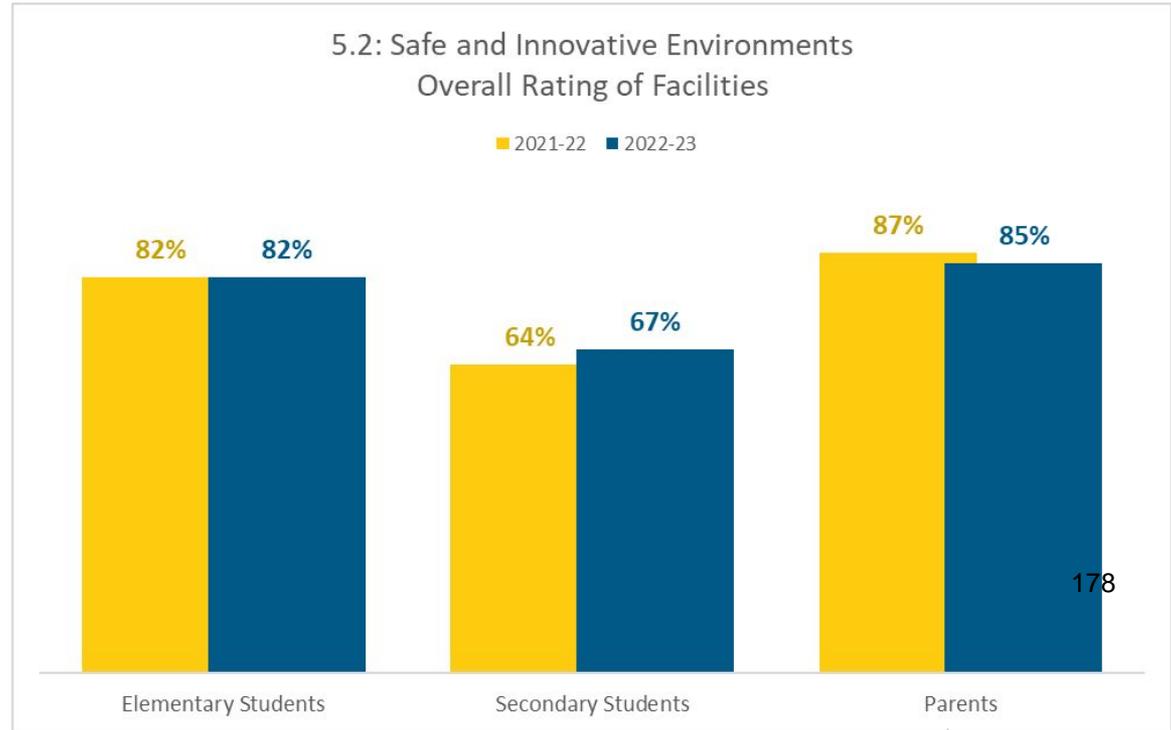
Parents: My child has access to technology and tools that support their learning.

87%

# Safe & Innovative Learning Environments

5.2 To what degree do we design the physical learning environment, including technology and tools, to promote student and teacher success?

*Spring 2022 & 2023  
Student & Parent Climate Survey*



# Safe & Innovative Learning Environments

5.2 To what degree do we design the physical learning environment, including technology and tools, to promote student and teacher success?

*Rank areas where your school facilities need the most improvement.*

## Secondary Students

- Adequacy and functionality of the parking, bus loops, and the student drop-off areas
- Neatness and cleanliness
- Thermal comfort (including heating and cooling)

## Parents

- Adequacy and functionality of the parking, bus loops, and the student drop-off areas
- Safety and security (including perimeter lighting, security cameras, and security officers)
- Availability and functionality of the outdoor spaces and playfields/ playgrounds

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# Safe & Innovative Learning Environments

5.2 To what degree do we design the physical learning environment, including technology and tools, to promote student and teacher success?



180



# Questions

## LISD District and Campus Signaling Chart

March 2023

LISD Campuses 2022-2023		Goal Area 1: Empowered Student Learning			Goal Area 2: Empowered Staff		Goal Area 3: Impactful Family Engagement		Goal Area 4: Equitable Access	Goal Area 5: Safe and Innovative Learning Environments	
		<i>Impact: Students will have agency over their learning, build a growth-centered mindset, and feel empowered to pursue their dreams.</i>			<i>Impact: Students and staff leverage impactful relationships and high-quality learning experiences to inspire curiosity, interests, and passions.</i>		<i>Impact: Students will experience support for academic and social-emotional success through strong school, family, and community partnerships.</i>		<i>Impact: Each and every student will have opportunities to actively participate in their learning and grow to become the best version of themselves.</i>	<i>Impact: Students will feel valued and inspired to embrace challenges, take risks, advocate for their learning, and leverage their strengths as they grow and contribute to their community.</i>	
Maintain [1]	Minor Change [2]	Key Questions			Key Questions		Key Questions		Key Questions	Key Questions	
Maintain w/ Adj. [3]	Major Change [4]	1.1 [5]	1.2 [6]	1.3 [7]	2.1 [8]	2.2 [9]	3.1 [10]	3.2 [11]	4.1 [12]	5.1 [13]	5.2 [14]
% of Campuses addressing the KQ		49%	100%	21%	28%	28%	15%	30%	23%	45%	4%
<b>LISD (DIP)</b>		<b>OT</b>	<b>OT</b>	<b>OT</b>	<b>OT</b>	<b>OT</b>	<b>OT</b>	<b>OT</b>	<b>A</b>	<b>OT</b>	<b>OT</b>
<b>Elementary Schools</b>											
Akin Elem.			OT		OT					OT	
Bagdad Elem.	A		A		OT			OT	A		
Block House Elem.	A		A		A						
Camacho Elem.			OT			OT		OT		OT	
Cox Elem.			A			OT					OT
Cypress Elem.			OT			OT		OT			
Deer Creek Elem.	OT		A							OT	
Faubion Elem.	A		OT						OT		
Giddens Elem.			A	A					A		
Grandview Hills Elem.	OT		OT		A	OT				OT	
Knowles Elem.			A	A	A		A				
Larkspur Elem.	OT		OT						OT		
Laura W. Bush Elem.			OT					OT		OT	
Mason Elem.	OT		OT						OT	OT	
Naumann Elem.			OT			OT		OT			
North Elem.			OT					OT		OT	
Parkside Elem.	OT		OT				OT				
Plain Elem.	OT		OT	OT				OT			
Pleasant Hill Elem.			OT	OT					OT		
Reagan Elem.	OT		OT				OT		OT	OT	
Reed Elem.			OT	OT						OT	
River Place Elem.			OT			OT		OT			
River Ridge Elem.	OT		OT							OT	
Rutledge Elem.	OT		OT		OT						
Steiner Ranch Elem.	OT		OT							OT	
Tarvin Elem.	OT		OT	OT							

Westside Elem.		OT	OT	OT	OT						
Whitestone Elem.			OT		S					A	
Winkley Elem.		OT	OT				OT				
<b>Elem Total</b>	<b>Maintain [15]</b>	4	5	1	2	0	1	1	0	1	0
	Maintain w/ Adj. [16]	4	6	1	0	0	3	2	1	3	0
	Minor Change [17]	3	10	1	4	5	0	4	3	7	0
	Major Change [18]	5	8	4	2	1	0	1	3	1	1
		16	29	7	8	6	4	8	7	12	1

**Middle Schools**

Maintain [19]	Minor Change [20]	Key Questions			Key Questions		Key Questions		Key Questions		Key Questions	
Maintain w/ Adj. [21]	Major Change [22]	1.1 [23]	1.2 [24]	1.3 [25]	2.1 [26]	2.2 [27]	3.1 [28]	3.2 [29]	4.1 [30]	5.1 [31]	5.2 [32]	
CPMS			OT		OT					OT		
CRMS			OT			OT		OT		OT		
DMS		OT	OT				OT			OT		
FPMS			OT		A	OT	A	OT	OT			
FSMS		OT	OT			OT						
HMS		A	OT	A								
LMS			OT	OT						OT		
RBMS			OT	OT	OT					OT		
VLA		OT	OT					OT				
WMS			OT							OT		
<b>MS Total</b>	<b>Maintain [33]</b>	0	0	0	1	1	0	1	0	1	0	
	Maintain w/ Adj. [34]	3	0	0	0	1	0	1	0	2	0	
	Minor Change [35]	0	6	1	2	0	2	1	0	3	0	
	Major Change [36]	1	4	2	0	1	0	1	1	0	0	
		4	10	3	3	3	2	4	1	6	0	

**High Schools**

Maintain [37]	Minor Change [38]	Key Questions			Key Questions		Key Questions		Key Questions		Key Questions	
Maintain w/ Adj. [39]	Major Change [40]	1.1 [41]	1.2 [42]	1.3 [43]	2.1 [44]	2.2 [45]	3.1 [46]	3.2 [47]	4.1 [48]	5.1 [49]	5.2 [50]	
CPHS			OT			OT				OT		
ECHS		OT	OT						OT			
GHS		OT	OT		OT	OT						

LHS		#					OT		OT	OT	
NHHS		OT						OT		OT	
RHS		OT				OT			OT		
VHS		OT				OT					
VRHS		OT	OT					OT			OT
<b>HS Total</b>	Maintain [51]	1	3	0	0	0	1	1	1	2	0
	Maintain w/ Adj. [52]	1	2	0	1	2	0	1	0	0	1
	Minor Change [53]	0	2	0	1	2	0	0	1	1	0
	Major Change [54]	1	1	0	0	0	0	0	1	0	0
		3	8	0	2	4	1	2	3	3	1
<b>Progress Monitoring Codes</b>											
<b>OT</b>	On Track										
<b>A</b>	Adjustments Taking Place										
<b>S</b>	Support Requested										
<b>C</b>	Crisis										
<b>#</b>	Effect Achieved										

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

**Agenda Item:** Legislative Committee Update  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Bruce Gearing, Ed.D.  
**Attachments:** n/a

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## **Background Information:**

Members of the Legislative Committee will provide a legislative update.

## **Administrative Recommendation:**

n/a

## **Sample Motion:**

n/a

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

**Agenda Item:** Discussion of Texas Association of School Boards (TASB) 2023-2025 Advocacy Agenda Resolutions and/or Amendments

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

**Administrator Responsible:** Bruce Gearing, Ed.D.

**Attachments:** 2022-2024 Advocacy Resolutions Submitted by Leander ISD  
Potential 2023-2025 Advocacy Resolutions  
TASB 2023-2025 Advocacy Agenda Resolution Form

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## **Background Information:**

The Texas Association of School Boards (TASB) annually calls upon school boards to submit Advocacy Resolutions that will help form TASB's response to issues before the Legislature and other governmental entities during the legislative session. Board members will discuss proposed resolutions and amendment recommendations.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

# Advocacy Resolution

**Please note:**

- TASB member boards may propose a new resolution or amend a resolution adopted by the previous Delegate Assembly. **Resolutions must be submitted on this form.** Attachments will not be considered, and each resolution must have its own member rationale supporting its adoption.
- Express each proposal as a **short, simple sentence** stating the position your board wishes TASB to take regarding a matter of interest to your school board.
- Use copies of this form if submitting more than one resolution.
- Express **in paragraph form** your board’s rationale for the proposed resolution in the “statement of reasons” section below.
- The language of the proposal and rationale will be edited for length, style, and clarity. Substantive changes in the language of the proposed resolution or amendment shall be referred to the board for approval by a board representative.
- Similar submissions will be combined. Each board will then appear as a cosponsor of the combined proposal.

**Proposed resolution:** TASB advocates for the legislature to require more time allotted for the completion of reading academies and the ability for the LEA to provide the corresponding training within district.

**Statement of reason:** Funding for reading academies was combined with Early Education allotments and the items and requirements in this one allotment are not sufficient.

I hereby certify that the above proposed resolution was approved by our board on \_\_\_\_\_.  
*(Date of meeting)*

**Board president’s signature:** \_\_\_\_\_

**Name of school district:** Leander Independent School District

**Contact name and number within the district for TASB staff working on this resolution:**

---

Please e-mail your board’s proposed resolution(s) by June 15, 2023, to Athena Frangeskou with TASB Governmental Relations at [athena.frangeskou@tasb.org](mailto:athena.frangeskou@tasb.org).

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**Proposed resolution:** TASB advocates for LEA flexibility on restrictions on HB 4545 to allow districts to ease the restrictions on small group ratios and provide supplemental funding to enhance the required supplemental accelerated instruction.

**Statement of reason:** Many districts already have some sort of established program to address supplemental accelerated instruction and requiring specific ratios does not acknowledge high-quality programs the district may have already established. The fiscal note on the passed bill said there were no fiscal implications to unit of local government, there were implications so the legislature should address and ensure adequate funding aligns to the requirements of the bill. Additionally, not every child needs the same amount of accelerated instruction; educators should be provided flexibility to targeting the student’s individual needs rather than a blanket approach.

I hereby certify that the above proposed resolution was approved by our board on \_\_\_\_\_.  
*(Date of meeting)*

**Board president’s signature:** \_\_\_\_\_

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**Proposed resolution:** TASB advocates for Texas to establish with the LEAs a K-12 teacher apprenticeship program registered with the U.S. Department of Labor.

**Statement of reason:** To help address the workforce shortage and create a pipeline of experienced teachers in public education an apprenticeship program would be an invaluable tool as districts across the state address COVID unfinished learning. This program would expand on the successes of Grow Your Own Educator strategies which is a popular strategy for teacher recruitment, preparation, and retention. A program registered with the U.S. Department of Labor also mean it has been vetted by the department and has been determined to meet high standards for rigor and quality. Apprenticeship programs are high-quality, industry-driven, work-based learning pathways that provide individuals with hands-on work experience while earning a wage that increases during the progression of the program.

I hereby certify that the above proposed resolution was approved by our board on \_\_\_\_\_.  
*(Date of meeting)*

**Board president’s signature:** \_\_\_\_\_

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**Proposed resolution:** TASB advocates for the Legislature to adopt a weight to increase the Basic Allotment to address the cost of living that the district workforce is encountering and that weight is fully funded by the State for the purpose of providing compensation increases for cost of living adjusted for inflation to full-time district employees.

(in accordance with TEC Sect 48.051).

**Statement of reason:** There is no mechanism currently provided in the statute to assist districts as they address workforce shortages due to inflationary concerns. The TEC 42.102 used to have language to address the Cost of Education (CEI). The concept of adjusting education funding for variations in cost began in a 1984 special session with the creation of the Price Differential Index. The State Board of Education (SBOE) was directed to create a replacement for this temporary index and undertook this in 1987, but the study was moved to the Legislative Budget Board (LBB) in 1989. The Foundation School Fund Budget Committee adopted rules based on research by LEB and LBB in 1991. The current CEI attempts to adjust for varying economic conditions across the state, based mainly on the size of the district, the teacher salaries of neighboring districts, and the percentage of low-income students in the district in 1989-1990. The index has not been updated since that time and was removed entirely from code in the 86<sup>th</sup> Legislature in HB 3.

I hereby certify that the above proposed resolution was approved by our board on \_\_\_\_\_.  
*(Date of meeting)*

**Board president’s signature:** \_\_\_\_\_

**Name of school district:** Leander Independent School District

**Contact name and number within the district for TASB staff working on this resolution:**

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**Proposed resolution:** TASB advocates for a specific set aside of funds addressing funding for full-day pre-K students.

(in accordance with TEC Sect 48.051).

**Statement of reason:** In 2015 Governor Abbott named pre-K as a high priority item and the legislators passed a set aside of \$130 million for high-quality pre-K program. That was not extended in the following sessions in HB 3 although still, all the requirements for high-quality pre-K programs remained, the funding for the program was rolled into an Early Education Allotment which was meant to address high-quality full-day pre-K but additionally any other reading and mathematic strategies.

I hereby certify that the above proposed resolution was approved by our board on \_\_\_\_\_.  
*(Date of meeting)*

**Board president’s signature:** \_\_\_\_\_

**Name of school district:** Leander Independent School District

**Contact name and number within the district for TASB staff working on this resolution:**

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**Proposed resolution:** TASB advocates for a revision in the current outdated special education funding formulas for student with disabilities.  
(in accordance with TEC Sect 48.051).

**Statement of reason:** Special Education is a service and not a placement. Currently, funding is based on the amount of time that students with disabilities are served in their instructional-coded placement. Students with disabilities in a mainstream instruction classroom are funded based upon average daily classroom attendance and a uniform weight regardless of their disability and corresponding needs. In 2020, HB 3 mandated TEA assembled The Special Education Funding Allotment Committee a task force to study the more than 25 year old special education funding formula and has formally recommended that the development and implementation of a needs-based funding system, rather than an instructional arrangement funding system, is the ideal way for the state to fund special education.

I hereby certify that the above proposed resolution was approved by our board on \_\_\_\_\_.  
*(Date of meeting)*

**Board president’s signature:** \_\_\_\_\_

**Name of school district:** Leander Independent School District

**Contact name and number within the district for TASB staff working on this resolution:**

\_\_\_\_\_  
Please e-mail your board’s proposed resolution(s) by June 15, 2023, to Athena Frangeskou with TASB Governmental Relations at [athena.frangeskou@tasb.org](mailto:athena.frangeskou@tasb.org).

# Advocacy Resolution

**Please note:**

- TASB member boards may propose a new resolution or amend a resolution adopted by the previous Delegate Assembly. **Resolutions must be submitted on this form.** Attachments will not be considered, and each resolution must have its own member rationale supporting its adoption.
- Express each proposal as a **short, simple sentence** stating the position your board wishes TASB to take regarding a matter of interest to your school board.
- Use copies of this form if submitting more than one resolution.
- Express **in paragraph form** your board’s rationale for the proposed resolution in the “statement of reasons” section below.
- The language of the proposal and rationale will be edited for length, style, and clarity. Substantive changes in the language of the proposed resolution or amendment shall be referred to the board for approval by a board representative.
- Similar submissions will be combined. Each board will then appear as a cosponsor of the combined proposal.

Proposed resolution: TASB advocates for opposition to any efforts by the Texas Education Agency to escalate from a monitor or conservator to a state takeover by establishing a Board of Mangers that does not clearly set goals and a path to return local governance back to the community as quickly as possible. TASB urges the Texas Legislature and/or the Governor to require the Commissioner of Education to add transparency to these state measures, hold the agency accountable to the students, parents, and local community, and add language that returns governance to a locally elected Board of Trustees, accountable to voters and the community, as quickly as possible.

Statement of reason: The state takeover of a District replaces the duly appointed Superintendent of Schools with a state selected and appointed chief executive officer for the District and temporarily removes the elected Board of Trustees replacing them with state selected and apportioned managers, despite if an election was held, effectively silencing voters while the Board of Managers is in place. The Texas Education Agency’s authority to establish a monitor, conservator or board of managers should be approached with the utmost clarity, transparency, and defined goals for improvement. The challenges facing public school districts are best addressed by adhering to the state’s long tradition of local governance, with school board trustees who are elected and accountable to the voters in their communities. There is no research to support that a TEA Board of Managers, TEA Monitor or TEA Conservator have improved academic outcomes or improved any learning goals established by the community.

I hereby certify that the above proposed resolution was approved by our board on \_\_\_\_\_.  
*(Date of meeting)*

**Board president's signature:** \_\_\_\_\_

**Name of school district:** Leander Independent School District \_\_\_\_\_

**Contact name and number within the district for TASB staff working on this resolution:**

\_\_\_\_\_  
Please e-mail your board's proposed resolution(s) by June 15, 2023, to Athena Frangeskou with TASB Governmental Relations at [athena.frangeskou@tasb.org](mailto:athena.frangeskou@tasb.org).

# Advocacy Resolution

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- Express each proposal as a **short, simple sentence** stating the position your board wishes TASB to take regarding a matter of interest to your school board.
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- The language of the proposal and rationale will be edited for length, style, and clarity. Substantive changes in the language of the proposed resolution or amendment shall be referred to the board for approval by a board representative.
- Similar submissions will be combined. Each board will then appear as a cosponsor of the combined proposal.

**Proposed resolution:** Reimplement Cost of Education Index (CEI) into school funding formulas.

**Statement of reason:** HB3 took out the CEI in school funding formulas in 2019. This index attempted to adjust for geographical competition and cost of living differences. While it needed to be updated it was instead removed. It should be returned and updated to reflect geographical differences in competition and cost of living across the state.

I hereby certify that the above proposed resolution was approved by our board on \_\_\_\_\_.  
*(Date of meeting)*

**Board president’s signature:** \_\_\_\_\_

**Name of school district:** Leander Independent School District

**Contact name and number within the district for TASB staff working on this resolution:**

\_\_\_\_\_  
Please e-mail your board’s proposed resolution(s) by June 15, 2023, to Athena Frangeskou with TASB Governmental Relations at [athena.frangeskou@tasb.org](mailto:athena.frangeskou@tasb.org).

# Advocacy Resolution Submission Form

**Please note:**

- TASB member boards may propose a new resolution or amend a resolution adopted by the previous Delegate Assembly. **Resolutions must be submitted on this form.** Attachments will not be considered, and each resolution must have its own member rationale supporting its adoption.
- Express each proposal as a **short, simple sentence** stating the position your board wishes TASB to take regarding a matter of interest to your school board.
- Use copies of this form if submitting more than one resolution.
- Express **in paragraph form** your board’s rationale for the proposed resolution in the “statement of reasons” section below.
- The language of the proposal and rationale will be edited for length, style, and clarity. Substantive changes in the language of the proposed resolution or amendment shall be referred to the board for approval by a board representative.
- Similar submissions will be combined. Each board will then appear as a cosponsor of the combined proposal.

**Proposed resolution:**

**Statement of reason:**

I hereby certify that the above proposed resolution was approved by our board on \_\_\_\_\_.  
*(Date of meeting)*

**Board president’s signature:** \_\_\_\_\_

**Name of school district:** Leander Independent School District

**Contact name and number within the district for TASB staff working on this resolution:**

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Please e-mail your board’s proposed resolution(s) by June 15, 2023, to Athena Frangeskou with TASB Governmental Relations at [athena.frangeskou@tasb.org](mailto:athena.frangeskou@tasb.org).

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

<b>Agenda Item:</b>	Continued Discussion of Texas Association of School Boards (TASB) Comprehensive Policy Review- Policies EB(LOCAL)-GNC(LOCAL)
<b>Purpose (this meeting):</b>	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
<b>Action Requested (future meeting):</b>	June 8, 2023
<b>Administrator Responsible:</b>	Shawn Swisher
<b>Attachments:</b>	05-25-23 Continued Discussion of Texas Association of School Boards (TASB) Comprehensive Policy Review- Policies EB(LOCAL)-GNC(LOCAL) Atch

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## **Background Information:**

The Board and administration began a comprehensive policy review in Spring 2022. Staff and the policy committee are now coming full circle and bringing the work back to the board for deliberation. Policies DC(LOCAL) and EIC(LOCAL) were discussed and adopted on March 23, 2023. At the April 13, 2023 Board Meeting Policies AE(LOCAL)-CB(LOCAL) were discussed. At the April 27, 2023 board meeting the following Policies were on Consent Agenda and approved: AE(LOCAL), AF(LOCAL), BBB(LOCAL), BBD(LOCAL), BBE(LOCAL), BBG(LOCAL), BDB(LOCAL), BDD(LOCAL), BE(LOCAL), BJCG(LOCAL), CAA(LOCAL), CB(LOCAL). At the May 11, 2023 board meeting Policies CCA(LOCAL)-DNB(LOCAL) were discussed and the following items were moved to the Consent Agenda on today's board meeting: CCA(LOCAL), CDA(LOCAL), CE(LOCAL), CFG(LOCAL), CH(LOCAL), CHB(LOCAL), CHE(LOCAL), CI(LOCAL), CLC(LOCAL), COA(LOCAL), DBB(LOCAL), DBD(LOCAL), DBE(LOCAL), DCB(LOCAL), DEA(LOCAL), DEAA(LOCAL), DEAB(LOCAL), DEC(LOCAL), DED(LOCAL), DFBB(LOCAL), DGA(LOCAL), DGBA(EXHIBIT), DH(LOCAL), DK(LOCAL), DLA(LOCAL), DME(LOCAL), DNA(LOCAL) and DNB(LOCAL).

The following notes include all of the recommendations resulting from the TASB Comprehensive Review as well as questions submitted by other board members during the review process for Policies EB(LOCAL)-GNC(LOCAL), for the Board's full discussion and deliberation with potential action at your next board meeting, depending on the outcome of the discussions.

EB(LOCAL) – (REVISIONS) These revisions align the policy with the district's innovation plan.

EHAD(LOCAL) – (DELETION) This outdated policy was issued in 1997. The district's policy consultant recommends deletion. The language is unnecessary for the superintendent to have this authority.

EI(LOCAL) – (REVISION) The district's policy advisor noted that the law gives districts the option to award partial credit or not. The provision on partial credit is included in the policy to document the option exercised by the district and it is not necessary to address in policy how a student earns full credit for a two-semester course. Additionally, these are better addressed in the student handbook, and a reference has been added to the proposed policy language.

EIA(LOCAL) – (REVISION) The proposed revisions clarify language and ensure alignment of policy with current district practice.

EIE(LOCAL) – (REVISION) The deletion of text in this policy is proposed as a result of elimination of grade placement provisions as part of HB 4545 in the 2021 legislative session. The district's policy consultant notes that accelerated instruction and the new accelerated learning committee can be found at Policies EHBC(LEGAL) and EHBC(LOCAL).

EL(EXHIBIT) – (DELETION) As part of a trend in policy recommendations from TASB, this form, like others, is recommended for deletion. The rationale is that forms are an administrative function and subject to updates, so long as they do not conflict with policy.

FB(LOCAL) – (REVISION) The revisions proposed by the district's policy consultant are based on guidance from the Office of Civil Rights published in 2015.

FBA(REGULATION) – (DELETION) Oddly, this is a regulation, which properly should be in a regulation manual, and not in the board's policy manual.

- FD(LOCAL) – (REVISION) The proposed revision is intended to provide clarity on the requirement to use a district provided form and align with current district practice.
- FDA(LOCAL) – (REVISION) The proposed revisions would bring the policy in line with the law and with current district practice.
- FEB(LOCAL) – (REVISION) The revision eliminates the redundant “or designee” language.
- FEE(LOCAL) – (DELETION) The district’s policy consultant advises that this is more appropriate for inclusion in the student handbook, rather than in policy. *See, for example, Student Handbook, pp. 32 and 50.*
- FFAC(LOCAL) – (REVISION) The proposed revisions include additions to cover the provision of epinephrine, and opioid antagonist rescue medications, such as Naloxone.
- FFG(EXHIBIT) – (DELETION) The district’s policy consultant notes that this exhibit was recommended for deletion in Update 115. The Board elected not to delete it at that time. Much of the information is now incorporated into FFG(LOCAL) and the employee handbook. *See, for example, Employee Handbook at pp. 63-64.*
- FM(LOCAL) – (REVISION) This minor edit is recommended to change from grade “point” average to grade average since the requirement is a grade of 70.
- FMB(LOCAL) – (DELETION) The district’s policy consultant recommends deletion of this policy as it is information better suited for inclusion in a handbook.
- FMD(LOCAL) – (DELETION) The district’s policy consultant recommends deletion of this policy as it is information better suited for inclusion in a handbook.
- FMF(LOCAL) – (REVISION) The district’s policy consultant noted that this entire policy was recommended for deletion in Update 115, back in 2020. The Board opted not to do so at that time. Administration is recommending keeping the first paragraph, as noted. The rest of the language is better addressed as administrative regulations or in student handbooks or athletics participation handbooks.
- FMG(LOCAL) – (DELETION) The district’s policy consultant recommends deletion of this policy as it is information better suited for inclusion in an administrative regulation or a handbook.
- FNAAL(LOCAL) – (REVISION) The revision here creates a more reasonable standard for a district the size of Leander ISD, changing the definition of “distribution” from circulation of more than 10 copies to circulation of more than thirty copies of material from a source other than the district.
- FNAB(LOCAL) – (REVISION) The proposed revision would provide clarity on the role of monitors of non-school use of school facilities to ensure that it aligns with law.
- FNCE(LOCAL) – (REVISION) The district’s policy consultant recommends this revision to reference administrative regulations for the specifics of implementation.
- GBB(LOCAL) – (DELETION) The district’s policy consultant recommends deletion of this policy and states, that it is not necessary to address the specifics of the district’s communication program in board policy. He notes there is a district goal regarding effective communication, and that since this is the Board’s expectation it is the superintendent’s responsibility to develop the appropriate procedures or program to meet that goal.
- GF(LOCAL) – (REVISION) As noted for FNG(LOCAL), this proposed revision ensures that the timelines align with state law. Although there were some questions submitted to the policy committee regarding grievance policies, no other significant changes are recommended at this time. Administration has been reviewing grievance policies to determine whether any changes may be recommended to improve policy and procedures, but no recommendations are made at this time.
- GKA(LOCAL) – (REVISION) This proposed revision is recommended to align the text in Policy DH(LOCAL) and with current law.
- GKB(LOCAL) – (REVISION) The proposed revisions include reorganization of the text to ensure clarity, and proposed deletion of some text that is either duplicative or potentially too subjective to apply in implementation (and not necessary to carry out the objective of the policy). The district’s policy consultant recommends that if the district wishes to retain this standard it would be wise to revisit in the future and establish objective criteria for determining “bad taste” or “objectionable” that would withstand legal scrutiny under the First Amendment.
- GKDA(LOCAL) – (REVISION) The proposed revisions include removal of duplicative language that is otherwise found in Policy GKB(LOCAL), and an update to a reference based on revisions to Policy GKD(LOCAL) that were adopted in April 2022.

GNC(LOCAL) – (DELETION) This policy is recommended for deletion as the material is more appropriate for an administrative regulation or handbook.

**Administrative Recommendation:**

Staff will recommend adoption of the proposed revisions to Policy that resulted from the comprehensive policy review at a future public meeting of the Board.

**Sample Motion:**

N/A

**PROPOSED REVISIONS**

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**Note:** This local policy has been revised in accordance with the District's innovation plan.<sup>1</sup>

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**School Start Date**

In accordance with the District's innovation plan, the District is exempt from the state law that generally prohibits instruction for students from beginning before the fourth Monday in August.

**School Calendar**

The Superintendent shall be authorized to approve variations from the Board-adopted school calendar, as necessary.

**School Closure**

The Board delegates to the Superintendent the authority to close schools for reasons of public health and safety.

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<sup>1</sup> Innovation Plan: <https://www.leanderisd.org/districtofinnovation/>

**DELETE POLICY**

**Pass / Fail Courses**      The Superintendent or designee may exercise discretion in designating pass/fail courses.

**PROPOSED REVISIONS**

**Certificate of  
Coursework  
Completion**

The District shall not issue a certificate of coursework completion to a student who fails to meet all state and local requirements for graduation. [See EIF, FMH]

**Full Credit**

~~A student shall earn credit for both semesters of a two-semester course if the combined grade for the two semesters is 70 or above.~~

**Partial Credit**

When a student earns a passing grade in only half of a course and the ~~combined grade~~ average for both halves is lower than 70, the District shall award the student credit for the half with the passing grade.

[\[For award of full credit, see the student handbook.\]](#)

### PROPOSED REVISIONS

**Relation to Essential Knowledge and Skills**

The District shall establish instructional objectives that relate to the essential knowledge and skills for grade-level subjects or courses. These objectives shall address the skills needed for successful performance in the next grade or next course in a sequence of courses.

Assignments, tests, projects, classroom activities, and other instructional activities shall be designed so that each student's performance indicates the level of mastery of the designated District objectives.

**Guidelines for Grading**

The Superintendent ~~or designee~~ shall ensure that each campus or instructional level develops guidelines for teachers to follow in determining grades for students. These guidelines shall ensure that grading reflects a student's relative mastery of an assignment and that a sufficient number of grades are taken to support the grade average assigned. Guidelines for grading shall be clearly communicated to students and parents.

The District shall permit a student who meets the criteria detailed in the grading guidelines a reasonable opportunity to redo an assignment or retake a test for which the student received a failing grade.

**Progress Reporting**

The District shall issue grade reports/report cards every ~~six or~~ nine weeks for students in elementary grades 1-12, and for students in secondary grades, every ~~nine-six~~ weeks ~~in kindergarten,~~ on a form approved by the Superintendent ~~or designee~~. Performance shall be measured in accordance with this policy and the standards established in EIE.

**Interim Reports**

Interim progress reports shall be issued for all elementary students during the mid-point of each grading period and for all secondary students after the third week of each grading period ~~in accordance with law for a student who demonstrates consistent unsatisfactory performance.~~

**Conferences**

Teachers shall offer to parents the opportunity for a conference every grading period ~~in kindergarten-grade 12~~. In addition to conferences scheduled on the campus calendar, conferences may be requested by a teacher or parent as needed.

**Academic Dishonesty**

A student found to have engaged in academic dishonesty shall be subject to grade penalties on assignments or tests. ~~Penalties may include loss of credit for the test, project, or the like, or for the entire course, and disciplinary penalties in accordance with the Student Code of Conduct.~~ Academic dishonesty includes cheating or copying the work of another student, plagiarism, and unauthorized

communication between students during an examination. The determination that a student has engaged in academic dishonesty shall be based on the judgment of the classroom teacher or another supervising professional employee, taking into consideration written materials, observation, or information from students.

**PROPOSED REVISIONS**

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**Note:** The following provisions on calculation of unweighted grade point average shall apply to all students, regardless of their graduating class.

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**Calculation**

~~The District shall calculate an unweighted grade point average (GPA) and weighted GPA. The weighted GPA shall be used to determine class rank.~~

**Consistent Application for Graduating Class**

The District shall apply the same class rank calculation method and rules for local graduation honors for all students in a graduating class, regardless of the school year in which a student first earned high school credit.

Calculation

The District shall calculate an unweighted grade point average (GPA) and weighted GPA. The weighted GPA shall be used to determine class rank.

**Calculation of Unweighted GPA**

The District shall include in the calculation of the unweighted GPA semester grades earned in all high school credit courses taken in grades 9–12, except as excluded in this policy.

The calculation shall include failing grades.

Exclusions

The calculation of the unweighted GPA shall exclude grades earned in:

- Courses taken in summer school outside the District;
- Courses taken in any nonaccredited school (including home-school);
- Courses taken in a school outside the United States, unless accredited by an accrediting agency in the United States recognized by the Texas Education Agency (TEA);
- Dual credit courses;
- Local credit courses;
- Pass/fail courses;
- Courses taken for credit recovery (in a credit recovery class or online);
- Courses for which credit is earned through examination, with or without prior instruction; and

ACADEMIC ACHIEVEMENT  
CLASS RANKING

EIC  
(LOCAL)

- Distance learning/online courses, unless the grade is earned in a TxVSN course or in a distance learning/online course offered by the District.

[2019 – 2020 School Year: Second Semester Grades](#)

Board resolution dated March 31, 2020, excludes all grades from the second semester of the 2019–2020 school year from future GPA calculations.

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**Note:** Beginning with the ~~students who enter grade 9 in the 2021–2022 school year~~ [graduating class of 2025](#), the following courses will be added to the list of courses excluded from the unweighted GPA.

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- Courses substituted for physical education (PE)
- Off-campus PE courses
- Off-campus fine arts courses

Unweighted GPA

The District shall convert semester grades to grade points and shall calculate an unweighted GPA in accordance with the following chart:

Grade	Grade Point
90% to 100%	4.0
80% to 89%	3.0
70% to 79%	2.0
Below 70%	0.0

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**Note:** The following provisions shall apply to students in the graduating classes of ~~2021, 2022,~~ 2023, and 2024 ~~(students who entered grade 9 prior to the 2020–2021 school year).~~

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**Calculation of  
Weighted GPA**

The District shall include in the calculation of class rank semester grades earned in all high school credit courses taken in grades 9–12, except as excluded in this policy.

Exclusions

The calculation of class rank ([weighted GPA](#)) shall exclude grades earned in:

- Courses taken in summer school outside the District;
- Courses taken in any nonaccredited school (including home-school);
- Courses taken in a school outside the United States, unless the school is accredited by an accrediting agency in the United States recognized by TEA;
- Dual credit courses;
- Local credit courses;
- Courses taken for credit recovery (in a credit recovery class or online);
- Courses for which credit is earned through examination, with or without prior instruction; and
- Distance learning/online courses, unless the grade is earned in a TxVSN course or in a distance learning/online course offered by the District.

[2019 – 2020  
School Year:  
Second  
Semester Grades](#)

Board resolution dated March 31, 2020, excludes all grades from the second semester of the 2019–2020 school year from future GPA calculations.

Schedule for  
Calculations

The District shall calculate class rank at the end of the fall semester and, at the end of the spring semester, ~~and at the end of the final session of summer school.~~

The District shall determine the final class rank for seniors at the end of the fifth six-week grading period of the senior year; the average of the fourth and fifth six-week grades shall be used as the final semester grade for this purpose.

**Reporting Class Rank**

The District shall report class rank on a student's official academic transcript unless the parent or student requests that class rank not be reported.

**Weighted Grade System**

In accordance with provisions of this policy, the District shall categorize and weight courses as Advanced/Advanced Placement (AP)/IB, Regular, and Modified Content.

Categories

*Advanced / AP / IB Courses*

The District shall list in the course catalog all AP courses, IB courses, and other courses locally designated as Advanced for which the grades are eligible to be weighted on the Advanced/AP/IB scale.

*Modified Content*

For purposes of determining class rank, grades earned in courses that have been modified by a student's admission, review, and dismissal (ARD) committee as to the required content of the Texas Essential Knowledge and Skills (TEKS) and reflected in the student's individualized education program (IEP) shall be weighted on the Modified Content scale; however, grades earned in courses in which only the methodology has been modified shall be weighted on the Regular scale.

*Regular Courses*

Grades earned in all other eligible courses shall be weighted on the Regular scale.

Weighted GPA

The District shall convert semester grades to grade points and shall calculate a weighted GPA in accordance with the following chart:

ACADEMIC ACHIEVEMENT  
CLASS RANKING

EIC  
(LOCAL)

<b>Grade</b>	<b>Advanced / AP / IB</b>	<b>Regular</b>	<b>Modified Content</b>
100	6.0	5.0	4.0
99	5.9	4.9	3.9
98	5.8	4.8	3.8
97	5.7	4.7	3.7
96	5.6	4.6	3.6
95	5.5	4.5	3.5
94	5.4	4.4	3.4
93	5.3	4.3	3.3
92	5.2	4.2	3.2
91	5.1	4.1	3.1
90	5.0	4.0	3.0
89	4.9	3.9	2.9
88	4.8	3.8	2.8
87	4.7	3.7	2.7
86	4.6	3.6	2.6
85	4.5	3.5	2.5
84	4.4	3.4	2.4
83	4.3	3.3	2.3
82	4.2	3.2	2.2
81	4.1	3.1	2.1
80	4.0	3.0	2.0
79	3.9	2.9	1.9
78	3.8	2.8	1.8
77	3.7	2.7	1.7
76	3.6	2.6	1.6
75	3.5	2.5	1.5
74	3.4	2.4	1.4
73	3.3	2.3	1.3
72	3.2	2.2	1.2
71	3.1	2.1	1.1
70	3.0	2.0	1.0
69	2.9	1.9	0.9
68	2.8	1.8	0.8

ACADEMIC ACHIEVEMENT  
CLASS RANKING

EIC  
(LOCAL)

67	2.7	1.7	0.7
66	2.6	1.6	0.6
65	2.5	1.5	0.5
64	2.4	1.4	0.4
63	2.3	1.3	0.3
62	2.2	1.2	0.2
61	2.1	1.1	0.1
60	2.0	1.0	0
59	1.9	0.9	0
58	1.8	0.8	0
57	1.7	0.7	0
56	1.6	0.6	0
55	1.5	0.5	0
54	1.4	0.4	0
53	1.3	0.3	0
52	1.2	0.2	0
51	1.1	0.1	0
50	1.0	0	0
49	0.9	0	0
48	0.8	0	0
47	0.7	0	0
46	0.6	0	0
45	0.5	0	0
44	0.4	0	0
43	0.3	0	0
42	0.2	0	0
41	0.1	0	0
40	0.0	0	0

Limits of  
Computation

The weighted GPA shall be computed to three decimal places, (i.e., the thousandths place).

Transferred Grades

The District shall assign weight to transferred grades for properly documented AP or IB courses based on the categories and grade weight system used by the District only if the same or equivalent courses are available to the same class of students in the District.

ACADEMIC ACHIEVEMENT  
CLASS RANKING

EIC  
(LOCAL)

**Local Graduation  
Honors**

For the purpose of applications to institutions of higher education, the District shall also calculate class ranking as required by state law. The District's eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class ranking for the purpose of automatic admission under state law. [See EIC(LEGAL)]

Valedictorian and  
Salutatorian

The valedictorian and salutatorian shall be the eligible students with the highest and second-highest ranking, respectively.

To be eligible for recognition as valedictorian or salutatorian, a student must:•

1. Have been continuously enrolled in the same high school in the District for the four semesters immediately preceding graduation; and
2. Be graduating after exactly eight semesters of enrollment in high school.

*Ties*

In case of a tie in weighted GPAs between the two highest ranking students, the District shall recognize covalledictorians and no salutatorian shall be named.

If the tie involves more than two students, the District shall calculate cumulative numerical grade averages for those students using eligible grades earned in AP and IB courses only. The District shall recognize as covalledictorians the two students with the highest numerical grade averages from this calculation. No salutatorian shall be named.

Highest-Ranking  
Graduate

The student meeting the local eligibility criteria for recognition as the valedictorian shall also be considered the highest-ranking graduate for purposes of receiving the honor graduate certificate from the state of Texas.

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**Note:** The following provisions shall apply to students beginning with the graduating class of 2025 (~~students who enter grade 9 in the 2021–2022 school year and thereafter~~).

---

**Calculation of Weighted GPA**

The District shall include in the calculation of the weighted GPA semester grades earned in the high school credit courses outlined below taken in grades 9–12, except as excluded in this policy.

The calculation shall include failing grades.

Inclusions

Class rank shall be determined by descending order of students' weighted GPAs earned in the following curriculum categories as defined by the District course guide:0.

1. Up to eight semesters in English/language arts;
2. Up to eight semesters in mathematics;
3. Up to eight semesters in science;
4. Up to eight semesters in social studies; and
5. Up to four semesters in languages other than English (LOTE).

If a student completes more than the number of semesters listed above within the five categories specified above, the student's weighted GPA used for class rank shall be calculated using the student's grades within each category with the highest grade point value.

Exclusions

The calculation of class rank ([weighted GPA](#)) shall exclude grades earned in:

- Courses taken in summer school outside the District;
- Courses taken in any nonaccredited school (including home-school);
- Courses taken in a school outside the United States unless accredited by an accrediting agency in the United States recognized by TEA;
- Dual credit courses [taken anywhere other than the District's Early College High School \(a student who returns to their District home campus shall retain the grade points earned in dual credit courses completed at the Early College High School\)](#);
- Local credit courses;
- Pass/fail courses;

ACADEMIC ACHIEVEMENT  
CLASS RANKING

EIC  
(LOCAL)

- Courses taken for credit recovery (in a credit recovery class or online);
- Courses for which credit is earned through examination, with or without prior instruction; and
- Distance learning/online courses, unless the grade is earned in a TxVSN course or is a distance learning/online course offered by the District.

2019 – 2020  
School Year:  
Second  
Semester Grades

Board resolution dated March 31, 2020, excludes all grades from the second semester of the 2019–2020 school year from future GPA calculations.

Schedule for  
Calculations

Cumulative GPA and class rank shall be calculated for and communicated to students at these specified times:

- End of grade 9: following the second semester grading period (June) of the academic year.
- End of grade 10: following the second semester grading period (June) of the academic year.
- Midyear and end of year grade 11: following the first semester grading period (January) and following the second semester grading period (June) of the academic year.
- Midyear grade 12: following the first semester grading period (January) and the final class rank for seniors at the end of the fifth six-week grading period of the senior year; the average of the fourth and fifth six-week grades shall be used as the final semester grade for this purpose.

**Reporting Class  
Rank**

Class rank shall only be reported for the top ten percent of each class. After each calculation period, students in the top ten percent shall be told their exact class rank in accordance with administrative procedures. The lowest weighted GPA of students in the top ten percent, the first quartile, the second quartile, and the third quartile shall be communicated to all students in the class after each calculation period.

ACADEMIC ACHIEVEMENT  
CLASS RANKING

EIC  
(LOCAL)

The District shall include on the official transcript of each student in the top ten percent the student's specific numerical rank out of the specific total class size.

**Weighted Grade System**

Categories

~~In accordance with provisions of this policy, t~~The District shall categorize and weight courses as Level ~~1~~, Level II, and Level III in accordance with provisions of this policy and as published annually in the District course catalog.

*Level III*

Eligible Advanced Placement (AP) courses, International Baccalaureate (IB) courses, and locally designated advanced courses shall be categorized and weighted as Level III courses.

*Level II*

Eligible locally designated advanced courses shall be categorized and weighted as Level II courses.

*Level I*

All other eligible courses shall be categorized and weighted as Level I.

Weighted GPA

The District shall convert semester grades to grade points and shall calculate a weighted GPA in accordance with the following chart:

<b>Grade</b>	<b><i>Level I</i></b>	<b><i>Level II</i></b>	<b><i>Level III</i></b>
100	5.0	5.5	6.0
99	4.9	5.4	5.9
98	4.8	5.3	5.8
97	4.7	5.2	5.7
96	4.6	5.1	5.6
95	4.5	5.0	5.5
94	4.4	4.9	5.4
93	4.3	4.8	5.3
92	4.2	4.7	5.2
91	4.1	4.6	5.1
90	4.0	4.5	5.0
89	3.9	4.4	4.9
88	3.8	4.3	4.8
87	3.7	4.2	4.7
86	3.6	4.1	4.6
85	3.5	4.0	4.5
84	3.4	3.9	4.4
83	3.3	3.8	4.3

<b>Grade</b>	<b>Level I</b>	<b>Level II</b>	<b>Level III</b>
82	3.2	3.7	4.2
81	3.1	3.6	4.1
80	3.0	3.5	4.0
79	2.9	3.4	3.9
78	2.8	3.3	3.8
77	2.7	3.2	3.7
76	2.6	3.1	3.6
75	2.5	3.0	3.5
74	2.4	2.9	3.4
73	2.3	2.8	3.3
72	2.2	2.7	3.2
71	2.1	2.6	3.1
70	2.0	2.5	3.0
Below 70	0	0	0

Limits of  
Computation

The weighted GPA shall be computed to three decimal places (~~i.e.~~, the thousandths place).

Transferred Grades

The District shall assign weight to transferred grades for properly documented AP, IB, or Advanced/Honors courses completed at an accredited school based on the categories and grade weight system used by the District only if the same or equivalent courses are available to the same class of students in the District.

*Letter Grade to  
Numeric Grade  
Conversion*

The District requires numeric grades on high school transcripts to calculate GPA. When a student submits a transcript from outside the District with letter grades, the following numeric grades shall be assigned:

<b>Letter Grade</b>	<b>Percentage</b>
A+	98%
A	95%
A-	92%
B+	88%
B	85%
B-	82%

Letter Grade	Percentage
C+	78%
C	75%
C-	72%
D+	68%
D	65%
D-	62%
F	55%

**Local Graduation Honors**

For the purpose of applications to institutions of higher education, the District shall also calculate class ranking as required by state law. The District's eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class ranking for the purpose of automatic admission under state law. [See EIC(LEGAL)]

~~Highest Ranking Graduate~~

~~The student meeting the local eligibility criteria for recognition as the valedictorian shall also be considered the highest ranking graduate for purposes of receiving the honor graduate certificate from the state of Texas.~~

Valedictorian and Salutatorian

The valedictorian and salutatorian shall be the eligible students with the highest and second-highest ranking, respectively.

To be eligible for recognition as valedictorian or salutatorian, a student must:

1. Have been continuously enrolled in the same high school in the District for the four semesters immediately preceding graduation; and
2. Be graduating after exactly eight semesters of enrollment in high school.

*Ties*

In case of a tie in weighted GPAs between the two highest ranking students, the District shall recognize covaldictorians and no salutatorian shall be named.

If the tie involves more than two students, the District shall calculate cumulative numerical grade averages for those students using

ACADEMIC ACHIEVEMENT  
CLASS RANKING

EIC  
(LOCAL)

eligible grades earned in AP and IB courses only. The District shall recognize as co-valedictorians the two students with the highest numerical grade averages from this calculation. No salutatorian shall be named.

Highest-Ranking  
Graduate

The student meeting the local eligibility criteria for recognition as the valedictorian shall also be considered the highest-ranking graduate for purposes of receiving the honor graduate certificate from the state of Texas.

**PROPOSED REVISIONS**

<b>Curriculum Mastery</b>	Promotion and course credit shall be based on mastery of the curriculum. Expectations and standards for promotion shall be established for each grade level, content area, and course and shall be coordinated with compensatory, intensive, and/or accelerated services. [See EHBC] The District shall comply with applicable state and federal requirements when determining methods for students with disabilities [see FB] or students who are English language learners [see EHBE and EKBA] to demonstrate mastery of the curriculum.
Students Receiving Special Education Services	Any modified promotion standards for a student receiving special education services shall be determined by the student’s admission, review, and dismissal (ARD) committee and documented in the student’s individualized education program (IEP). [See EHBA series and EKB]
<b>Standards for Mastery</b>	In addition to the factors in law that must be considered for promotion, mastery shall be determined as follows:0) <ol style="list-style-type: none"><li data-bbox="560 957 1433 1163">1. Course assignments and unit evaluation shall be used to determine student grades in a subject. An average of 70 or higher shall be considered a passing grade for those courses with a numerical grading system. Mastery of the majority of the objectives is required for those grade levels utilizing standards-based grading.</li><li data-bbox="560 1188 1433 1255">2. Mastery of the skills necessary for success at the next level shall be validated by a variety of assessments.</li></ol>
Kindergarten– Grade 3 and Grade 4–5 Pilot	In kindergarten–grade 3 and at campuses participating in the standards-based report card pilot, promotion to the next grade level shall be based on demonstrated proficiency on course-level, grade-level standards for all subject areas, as outlined on grade-level, standards-based report cards.
Grades 4 and 5	In grades 4 and 5, promotion to the next grade level shall be based on an overall average of 70 on a scale of 100 based on course-level, grade-level standards (essential knowledge and skills) for all subject areas and a grade of 70 or above in three of the following areas: the average of reading and writing, mathematics, science, and social studies.
Grades 6–8	In grades 6–8, promotion to the next grade level shall be based on an overall average of 70 on a scale of 100 based on course-level, grade-level standards (essential knowledge and skills) for all subject areas and a grade of 70 or above in three of the following areas: language arts, mathematics, science, and social studies.

Grades 9–12

Grade-level advancement for students in grades 9–12 shall be earned by course credits. [See EI]

**Accelerated Instruction**

~~If a student fails to demonstrate proficiency on a state-mandated assessment, the student shall be provided accelerated instruction in accordance with state law. Additionally, students in grades 5 and 8 shall be subject to all provisions of Grade Advancement Testing, below.~~

**Grade Advancement Testing**

~~Except when a student will be assessed in reading or mathematics above his or her enrolled grade level, students in grades 5 and 8 must meet the passing standard on the applicable state-mandated assessments in reading and mathematics to be promoted to the next grade level, in addition to the District's local standards for mastery and promotion.~~

**Definition of "Parent"**

~~For purposes of this policy and decisions related to grade advancement requirements, a student's "parent" shall be defined to include either of the student's parents or guardians; a person designated by the parent, by means of a power of attorney or an authorization agreement as provided in Chapter 34 of the Family Code, to have responsibility for the student in all school-related matters [see FD]; a surrogate parent acting on behalf of a student with a disability; a person designated by the parent or guardian to serve on the grade placement committee (GPC) for all purposes; or in the event that a parent, guardian, or designee cannot be located, a person designated by the Superintendent or designee to act on behalf of the student. [See EIE(LEGAL)]~~

**Alternate Assessment Instrument**

~~The Superintendent or designee shall select from the state-approved list, if available, for each applicable subject an alternate assessment instrument that may be used for the third testing opportunity. Each student's GPC shall decide whether he or she shall be given the statewide assessment instrument or the applicable alternate instrument for the third testing opportunity. The committee's decision shall be based on a review of the student's performance in the previous testing opportunities, local assessments, and any other circumstances it deems appropriate.~~

~~Standards for  
Promotion upon  
Appeal~~

~~If a parent initiates an appeal of his or her child's retention following the student's failure to demonstrate proficiency after the third testing opportunity, the GPC shall review all facts and circumstances in accordance with law.~~

~~The student shall not be promoted unless:~~

- ~~1. All members of the GPC agree that the student is likely to perform on grade level if given additional accelerated instruction during the following school year in accordance with the educational plan developed by the GPC; and~~
- ~~2. The student has completed required accelerated instruction in the subject area for which the student failed to demonstrate proficiency.~~

~~Whether the GPC decides to promote or to retain a student in this manner, the committee shall determine an accelerated instruction plan for the student for the following school year, providing for interim reports to the student's parent and opportunities for the parent to consult with the teacher or principal as needed. The principal or designee shall monitor the student's progress during the following school year to ensure that he or she is progressing in accordance with the plan.~~

~~Transfer Students~~

~~When a student transfers into the District having failed to demonstrate proficiency on applicable assessment instruments after two testing opportunities, a GPC shall convene for that student. The GPC shall review any available records of decisions regarding testing and accelerated instruction from the previous district and determine an accelerated instruction plan for the student.~~

~~If a parent initiates an appeal for promotion when a student transfers into the District having failed to demonstrate proficiency after three testing opportunities, the GPC shall review any available records of decisions regarding testing, accelerated instruction, retention, or promotion from the previous district and issue a decision in accordance with the District's standards for promotion.~~

~~Assignment of  
Retained Students~~

~~In the event a student is not promoted to the next grade level, the District shall nevertheless assign the student to an age appropriate campus, unless:~~

- ~~1. The student's parent requests that the student be assigned to the same or a similar campus setting; or~~
- ~~2. The student's GPC determines that it would be in the student's best interest to be assigned to the same or a similar campus setting. Criteria to be considered for this decision may include:~~

- ~~a. Recommendations from the student's teachers.~~
- ~~b. Observed social and emotional development of the student.~~

**Reducing Student Retention**

~~The District shall establish procedures designed to reduce retaining students at a grade level, with the ultimate goal being elimination of the practice of retaining students. [See EHBC]~~

**DELETE EXHIBIT**

See the following pages for forms relating to applications for campus charters and campus program charters:

- Exhibit A: Application for a Campus Charter or Campus Program Charter — 5 pages
- Exhibit B: Parent Petition Supporting a Campus Charter or Campus Program Charter — 1 page
- Exhibit C: Teacher Petition Supporting a Campus Charter or Campus Program Charter — 1 page

EXHIBIT A

APPLICATION FOR A CAMPUS CHARTER OR CAMPUS PROGRAM CHARTER

APPLICANT INFORMATION

Provide the name of the applicant(s) and, if applicable, the name of any organization(s) with which they are affiliated for purposes of this application.

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Provide the name, address, and phone number of a primary contact person for this application.

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PURPOSE AND NEED

State the purpose for the proposed charter campus or charter program.

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Describe what distinguishes the proposed program from the District's current program.

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Indicate the geographical area of intended service.

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MISSION AND GOALS

Provide a copy of the mission statement of the proposed charter campus or program that describes the alignment to the LISD Graduate Profile. State the proposed goals for the campus or program, including the number of students to be served and any applicable timelines.

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CURRICULUM AND INSTRUCTIONAL PROGRAM

Provide a copy of the curriculum to be used in the proposed campus or program, if different from current District curriculum. List the objectives of the program and their correlation to state mandated assessments, locally developed assessments, and campus developed measures and the materials to be used. Outline the methods of instruction for each subject for each grade level to be served, and specify any educational services the proposed program intends the District to provide.

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STUDENT ACHIEVEMENT

Describe the student performance objectives of the proposed campus or program, and include a plan for implementation of the state accountability system.

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Present a description of the plan for evaluating student performance, including the forms of assessment that will be used to measure student progress toward achievement of the school's performance standards, time lines for achievement of such standards, and procedures for corrective action in the event that student performance falls below such standards. (Must include state mandated assessments, District- developed assessments, and campus-developed measures.)

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GOVERNANCE AND DECISION-MAKING PLAN

Describe the composition of the governing body of the proposed program and the process for selecting its members. Specify its duties. Include a detailed explanation of the governance and management relationship between the proposed charter campus or program and the District.

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List the Board policies which will apply to the proposed program.

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List the Board policies for which waivers are requested. Include the reason for each request and describe the alternate policies, if any, under which the program will operate.

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CAMPUS OR PROGRAM CHARTERS

EL  
(EXHIBIT)

Describe the nature and extent of parental and community involvement in the operation of the proposed school. Address the following:

1. Any provisions for a campus or program accountability committee.
2. A process for development of an annual school improvement plan.
3. The relationship of the proposed program to the District-level planning and decision-making process and to the District's goals and objectives.

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Describe the procedures by which the program's activities and progress will be communicated to the Board and to the community.

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ENROLLMENT AND WITHDRAWAL PROCEDURES

Outline the enrollment procedures, including any eligibility and selection criteria.

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Outline the withdrawal procedures, including a process for students and teachers already assigned to the affected campus who do not choose to participate in the proposed program. (Such procedures must prohibit discrimination in admission on the basis of national origin, ethnicity, race, religion, or disability, in accordance with federal and state law.)

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PEIMS REPORTING PLAN

Explain how PEIMS data will be collected, maintained, and reported to the District and to the Texas Education Agency.

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DISCIPLINE PROGRAM AND PROCEDURES

Describe the proposed program's discipline plan and procedures, including the relationship, if any, to the District's adopted Student Code of Conduct and Alternative Education Program.

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SAFETY AND SECURITY PLAN

Describe the safety and security plan, including any emergency procedures.

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FACILITIES AND TRANSPORTATION PLAN

Indicate what facilities are to be used for the proposed program. Describe any modifications proposed for existing District facilities. If the facilities are not currently District property, explain how they are to be acquired.

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Outline a plan for routine maintenance of the facilities for the proposed program. Indicate whether such services are to be provided by the District or by some other means.

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Describe the plan for planning transportation of students to the proposed campus or program. Indicate whether such services are to be provided by the District, by a transportation company, or by some other means.

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EMPLOYMENT PLAN

Describe the proposed employment practices of the campus or program, including a description of the qualifications and classifications of employees, a compensation schedule including any benefits to be granted, recruitment and selection procedures, hiring and dismissal procedures, and a process for handling employee complaints. (The plan must prohibit discrimination on the basis of national origin, ethnicity, race, religion, age, or disability in accordance with state and federal law.)

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OPERATIONAL AND FINANCIAL PLAN

Describe the role of the chief operating officer responsible for personnel, the budget, purchasing, program funds, and any other areas of management.

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CAMPUS OR PROGRAM CHARTERS

EL  
(EXHIBIT)

Provide evidence that the proposal for the charter campus or program is economically sound for both the charter campus or program and the District, and will not to exceed the campus allocations for the applicable year.

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Include a proposed budget for the term of the charter.

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Describe the manner in which an annual audit of the financial and administrative operations of the campus or program will be conducted.

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Detail the plan for fiscal accountability, including procedures for purchasing and bidding that comply with state law.

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List and describe the business services the proposed program intends the District to provide.

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INDICATION OF SUPPORT

*(With the draft application)* Provide a preliminary list of parents who support the application and who have made a commitment to enroll their children in the proposed program. Provide a preliminary list of classroom teachers at the campus and/or elsewhere in the District who support the proposal and who would apply to work in the proposed program.

*(With the final application)* Provide the completed petitions of parent and teacher signatures, as required by law. [See Exhibits B and C]

ADDITIONAL INFORMATION

Provide any additional information that might be helpful to the Board when considering this request for a campus charter or campus program charter.

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**PROPOSED REVISIONS**

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**Note:** The following provisions address equal educational opportunity for all students in accordance with law. For provisions addressing discrimination, harassment, and retaliation involving District students, see FFH.

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**Equal Access**

The District shall ensure that all students have equal access to the District's programs, instructional materials, and resources, and that all children are given equal access to academic growth and development within the educational arena.

**Title IX Coordinator**

~~Reports of discrimination based on sex/gender may be directed to the Title IX coordinator.~~ The District designates and authorizes the Title IX coordinator for students to coordinate its efforts to comply with Title IX of the Education Amendments of 1972, as amended. [See FB(EXHIBIT)]

**ADA / Section 504 Coordinator**

~~Reports of discrimination based on disability may be directed to the ADA/Section 504 coordinator.~~ The District designates and authorizes the ADA/Section 504 coordinator for students to coordinate its efforts to comply with Title II of the Americans with Disabilities Act of 1990, as amended, which incorporates and expands upon the requirements of Section 504 of the Rehabilitation Act of 1973, ("Section 504"), as amended. [See FB(EXHIBIT)]

**Superintendent**

The Superintendent shall serve as coordinator for purposes of District compliance with all other ~~antidiscrimination~~ nondiscrimination laws.

**Complaints**

~~Allegations of unlawful discrimination, prohibited harassment, including sexual harassment, or retaliation shall be made according to FFH(LOCAL).~~

~~Records Retention~~

~~Copies of reports alleging discrimination, prohibited harassment, including sexual harassment, and retaliation; investigation reports; and related records shall be maintained by the District for a period of at least three years. If the person alleged to have experienced discrimination, prohibited harassment, or retaliation was a minor, the records shall be maintained until the person reaches the age of 21.~~

Equal Educational Opportunity

General Education

The District shall provide necessary services and supports to provide students equal access to educational opportunities. [See EHBC] Certain instructional or other accommodations, including on state-mandated assessments, may be made when necessary, when allowable, and when these accommodations do not modify the rigor or content expectations of a subject, course, or assessment. [See EKB]

Additional Services and Supports

If the District has reason to believe that a student has a disability that may require additional services and supports in order for the student to receive an appropriate education as this term is defined by law, Section 504 and/or the Individuals with Disabilities Education Act (IDEA) shall govern the evaluation, services, and supports provided by the District. [See also EHBA series]

[For information regarding dyslexia and related disorders, see EHB.]

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**Note:** The following provisions address the District's compliance efforts and system of procedural safeguards as required by federal regulations for a student with a disability as defined by Section 504. A report of discrimination or harassment based on a student's disability shall be made in accordance with FFH.

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Section 504

Committees

The District shall form Section 504 committees as necessary. The Section 504 coordinator and members of ~~the each~~ Section 504 committee shall receive training in the procedures and requirements for identifying and providing educational and related services ~~to those students who have disabilities, but who are not in need of special education in accordance with the Individuals with Disabilities Education Act (IDEA). [See EHBA]~~ and supports to a student who has a disability that results in a substantial limitation of a major life activity.

~~The Each~~ Section 504 committee shall be composed of ~~at least two persons, including a group of~~ persons knowledgeable about the student, the meaning of the evaluation data, ~~the~~ placement options, and the legal requirements regarding least restrictive environment and comparable facilities for students with disabilities.

Referrals

If a teacher, school counselor, administrator, or other District employee has reason to believe that a student may have a disability as defined by Section 504, the District shall evaluate the student. A student may also be referred for evaluation by the student's parent.

~~A student may be referred by parents, teachers, counselors, administrators, or any other District employee for evaluation to determine if the student has disabilities and is in need of special instruction or services.~~

Notice and Consent  
~~Parental Consent~~

The District shall seek written parental consent prior to conducting a formal evaluation. Ordinary observations in the classroom or other school setting shall not require prior parental consent.

~~The Section 504 coordinator shall notify parents prior to any individual evaluation conducted to determine if their child has disabilities or to determine what educational or related services should be provided to the student. Parental consent shall be obtained before the initial student evaluation procedures for the identification, diagnosis, and prescription of specific education services.~~

~~Notice to Parents~~

~~Parents shall be given written notice of the District's refusal to evaluate a student or to provide specific aids and services the parents have requested.~~

~~Preplacement~~  
Evaluation and Placement

The results of ~~the~~an evaluation shall be considered before any action is taken to place a student with ~~disabilities~~a disability or make a significant change in placement in an instructional program. ~~The~~The Superintendent shall ensure that the District's procedures for tests and other evaluation materials comply with the minimum requirements of law. In interpreting ~~evaluation shall include consideration of adaptive behavior. Adaptive behavior is the effectiveness with which the individual meets the standards of personal independence~~data and social responsibility expected ofwhen making decisions related to necessary services and supports, each Section 504 committee shall carefully consider and document information from a variety of sources in accordance with law.

Review and Reevaluation Procedure

To address the periodic reevaluation requirement of law, the District shall adhere to the reevaluation timelines in the IDEA regulations.

A parent, teacher, or other District employee may request a review of a student's services and supports at any time, but a formal reevaluation shall generally occur no more frequently than once a year.

Examining Records

A parent shall make any request to review his or her ~~age and cultural group~~ child's education records to the campus principal or other identified custodian of records. [See FL]

Right to Impartial Hearing

~~Parents~~A parent shall be given written notice of ~~their~~the due process right to an impartial hearing if ~~they have~~the parent has a con-

cern or complaint about the District's actions regarding the identification, evaluation, or educational placement of a student with ~~disabilities~~a disability. The impartial hearing shall be conducted by a person who is knowledgeable about ~~the issues involved in~~ Section 504 issues and who is not employed by the District or related to a member of the Board in a degree that would be prohibited under the nepotism statute [see DBE]. The impartial hearing officer is not required to be an attorney. The District and the parent shall be entitled to legal representation at the impartial hearing.

~~State-Mandated Assessments~~

~~Modifications in taking the state-mandated assessments may be made for a Section 504 student when the modifications have been determined not to destroy the validity of the test, are necessary for the student to take the test, are consistent with modifications provided the student in the classroom, and are approved by TEA. [See EKB]~~

Records Retention

Records specific to identification, evaluation, and placement as these pertain to Section 504 shall be retained by the District in accordance with law and the District's local records control schedules. [See CPC]

**DELETE REGULATION (from the policy manual)**

**Service / Assistance  
Animals and  
Miniature Horses**

A student with a qualifying disability may have the right to have a service animal, as defined at FBA(LEGAL), or a miniature horse accompany him or her on campus and other District facilities, including on District transportation. [See FB(LEGAL), Reasonable Modification]

Miniature Horses

A parent of a student with a qualifying disability may request that a miniature horse that has been individually trained to work or to perform tasks for the benefit of the student be permitted to accompany the student on campus or other District facilities. Consideration and approval for use of a miniature horse will be on a case-by-case basis and will be in accordance with the assessment factors prescribed in law. [See FBA(LEGAL)]

Requirements

A service animal or miniature horse on campus or in any District facility must remain within the control of the student/handler at all times and must be housebroken.

Removal of Service  
Animal or Miniature  
Horse

If a service animal or miniature horse is not housebroken, displays signs of being out of control at any time and the animal's handler does not take effective action to control it, or is a direct threat to the health or safety of others [see FB(LEGAL), Direct Threat], the animal will be removed from the building, and the student's parent will be contacted.

Parent Request

A parent considering the use of a service animal should consult with the student's campus principal, admission, review, and dismissal (ARD) committee, or 504 committee as early as possible to discuss the student's needs.

A parent must submit to the campus principal a written request for a service animal or a miniature horse to accompany a student at least ten District business days prior to bringing the animal on campus. If not readily apparent, the parent will confirm that the animal is required because of the student's disability and will provide information about the work or tasks that the animal has been trained to perform.

**IEPs and 504 Plans**

A student's ARD committee or 504 committee, as appropriate, will convene to determine if the service animal or miniature horse is necessary for the student to receive a free and appropriate education (FAPE) under the Individuals with Disabilities Education Act (IDEA) or Section 504 of the Rehabilitation Act.

**Vaccinations**

A service animal's vaccinations must be kept current in accordance with state law, including rabies vaccinations. The student's parent will annually provide a copy of the vaccination record, which will be kept on file with the campus principal.

**Liability**

The owner of a service animal or a miniature horse is liable for any harm, injury, or damage caused by the animal to other students, District employees, visitors, and/or property.

**Appeal**

Complaints alleging discrimination or harassment based on disability may be appealed in accordance with FFH(LOCAL).

All other decisions regarding service animals or miniature horses may be appealed in accordance with FNG(LOCAL).

**PROPOSED REVISIONS**

<b>Persons Age 21 and Over</b>	The District shall not admit into its public schools any person age 21 or over unless otherwise required by law.
<b>Registration Forms</b>	The student’s parent, legal guardian, or other person having lawful control shall annually complete registration forms. A student who has reached age 18 shall be permitted to complete these forms.
Proof of Residency	At the time of initial registration and on an annual basis thereafter, the parent, guardian, or other person having lawful control of the student under order of a court shall present proof of residency in accordance with administrative regulations developed by the Superintendent. The District may investigate stated residency as necessary.
<b>Minor Living Apart</b>	A minor student residing in the District but whose parent, guardian, or other person having lawful control under a court order does not reside in the District shall present a power of attorney or an authorization agreement as provided in Chapter 34 of the Family Code assigning responsibility for the student in all school-related matters to an adult resident of the District.
Person Standing in Parental Relation	
Misconduct	A minor student living apart who has engaged in misconduct that results in any of the consequences found in Education Code 25.001(d) shall not be permitted to attend a District school.
Exceptions	Based on an individual student’s circumstance, the Superintendent shall have authority to grant exceptions to the requirement for a power of attorney or authorization agreement and to the exclusion for misconduct.
Extracurricular Activities	The Superintendent shall determine whether a minor student living apart is present in the District for the primary purpose of participating in extracurricular activities.
<b>Nonresident Student in Grandparent’s After-School Care</b>	The parent and grandparent of a nonresident student requesting admission under Education Code 25.001(b)(9) shall provide to the Superintendent the required information on the grandparent’s residency and <del>describe</del> <a href="#">complete a form provided by the District describing</a> the extent of after-school care to be provided by the grandparent.  The Superintendent shall have authority to approve or deny such admissions requests in accordance with criteria approved by the Board.
<b>“Accredited” Defined</b>	For the purposes of this policy, “accredited” shall be defined as accreditation by TEA, an equivalent agency from another state, or an

accrediting association recognized by the commissioner of education.

**Grade-Level Placement**

Accredited Schools

The parent, guardian, or other person having lawful control of a student enrolling in a District school from an accredited public, private, or parochial school shall provide evidence of the prior schooling outside the District. The student shall be placed initially at the grade level reached elsewhere, pending observation by the classroom teacher, guidance personnel, and the principal. On the basis of these observations and results of tests that may be administered by appropriate District personnel, the principal shall determine the final grade placement.

Nonaccredited Schools

A student enrolling in a District school from a nonaccredited public, private, or parochial school, including a homeschool, shall be placed initially at the discretion of the principal, pending observation by classroom teachers, guidance personnel, and the principal. Criteria for placement may include: 0)

1. Scores on achievement tests, which may be administered by appropriate District personnel.
2. Recommendation of the sending school.
3. Prior academic record.
4. Chronological age and social and emotional development of the student.
5. Other criteria deemed appropriate by the principal.

**Transfer of Credit**

Accredited Texas Public Schools

Credit toward state graduation requirements earned in an accredited public school district in Texas shall be transferable and recognized by the District.

Other Accredited or Nonaccredited Schools

Before recognizing credit in a course earned in an accredited non-public school, an accredited school outside of Texas, or a nonaccredited school, appropriate personnel shall evaluate a student's records and transcript. The District may require the student to demonstrate mastery of the content or use alternative methods to verify course content for the award of credit.

Transition Assistance

In accordance with law, when a student who is identified as homeless or in substitute care enrolls in the District, the District shall assess the student's available records and other relevant information to determine transfer of credit for subjects and courses taken prior to enrollment.

[See EI]

**Withdrawal**

A parent or guardian wishing to withdraw a minor student shall present a signed statement that includes the reason for the withdrawal. A student who is 18 or older may submit a withdrawal statement without a parent's or guardian's signature.

[For District withdrawal of students no longer in attendance, see FEA(LOCAL).]

### PROPOSED REVISIONS

#### **No Interdistrict Transfers**

A nonresident student shall not be permitted to attend District schools except as provided below.

~~Exceptions~~

Former Resident  
Student

A resident student who becomes a nonresident during the course of a semester ~~shall~~ may ~~be permitted to continue in attendance for the remainder of the semester.~~ file an application to remain in attendance in the District for the remainder of the school year. The application shall be reviewed and evaluated in accordance with the provisions in this policy.

Nonresident  
District Employee  
Child

A nonresident District employee may request that his or her child be admitted into District schools by filing an application with the Superintendent ~~or designee and paying any applicable fee for processing the application.~~

Transfers shall be granted for one regular school year at a time, on a tuition-free basis. If the child is withdrawn from the District at any time, the student shall not be eligible for another transfer into the District.

*Factors*

In approving transfers, the Superintendent or designee shall consider availability of space and instructional staff and the student's disciplinary history and attendance records.

*Transfer  
Agreements*

A transfer student shall be notified in the written transfer agreement that he or she must follow all rules and regulations of the District. Violation of the terms of the agreement may result in a transfer request not being approved the following year.

For a child of a nonresident District employee, the transfer agreement shall provide for the District to revoke the transfer of a child of an employee if the parent's employment with the District ends.

#### **Appeals**

Any appeals shall be made in accordance with FNG(LOCAL) and GF(LOCAL), as appropriate.

**PROPOSED REVISIONS**

**Attendance  
Accounting System**

The Superintendent ~~or designee~~ shall be responsible for designating the official attendance-taking time during the campus's instructional day and maintaining a student attendance accounting system in accordance with statutory and TEA requirements. [See also FD for admissions and residency requirements.]

Alternative  
Attendance-Taking  
Time

The Superintendent ~~or designee~~ is authorized to establish written procedures permitting a campus to record absences in an alternative hour from the District's official attendance-taking time or for a designated group of students at a campus. The alternative attendance-taking time shall be determined in accordance with TEA's *Student Attendance Accounting Handbook* and administrative regulations.

**Parental Consent to  
Leave Campus**

The Superintendent ~~or designee~~ shall establish procedures regarding parental consent for a student to leave campus, including procedures for documenting a student's absence. The procedures shall be communicated in the employee and student handbooks.

### DELETE POLICY

**Leaving Campus**

No student shall be permitted to leave campus during the school day except as approved by the principal or designee, on a case-by-case basis in response to a parent's request.

**All Students**

Students who leave campus during lunch or at any other time without administrative approval shall be subject to disciplinary action in accordance with the Student Code of Conduct.

### PROPOSED REVISIONS

No employee shall give any student prescription medication, non-prescription medication, herbal substances, anabolic steroids, or dietary supplements of any type, except as authorized by this or other District policy.

#### Medication 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:0)

1. Prescription medication in accordance with legal requirements.
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 by the individualized education program or Section 504 plan for a student with disabilities.

#### Medication Provided by District

Except as provided by this policy, the District shall not purchase medication to administer to a student.

##### Athletic Program

The District shall purchase nonprescription medication that may be used to prevent or treat illness or injury in the District's athletic program. Only a licensed athletic trainer or a physician licensed to practice medicine in the state of Texas may administer this medication and may do so only if:0.

1. The District has prior written consent for medication to be administered [see Medical Treatment, below]; and
2. 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 the state of Texas.

##### Epinephrine

The District authorizes employees who have agreed in writing and been adequately trained to administer an unassigned epinephrine auto-injector in accordance with law and this policy. Administration of epinephrine shall only be permitted when an authorized and trained individual reasonably believes a person is experiencing anaphylaxis.

##### On Campus

Authorized and trained individuals may administer an unassigned epinephrine auto-injector at any time to a person experiencing anaphylaxis on a school campus.

The District shall ensure that at each campus a sufficient number of authorized individuals are trained to administer epinephrine so that at least one trained individual is present on campus during all hours the campus is open. In accordance with state rules, the campus shall be considered open for this purpose during regular on-campus school hours and whenever school personnel are physically on site for school-sponsored activities.

Maintenance,  
Availability, and  
Training

The Superintendent shall develop administrative regulations designating a coordinator to manage policy implementation and addressing annual training of authorized individuals in accordance with law; procedures for auto-injector use; and acquisition or purchase, maintenance, expiration, disposal, and availability of unassigned epinephrine auto-injectors at each campus.

Notice to Parents

In accordance with law, the District shall provide notice to parents regarding the epinephrine program, including notice of any change to or discontinuation of this program.

Administration of  
Opioid Antagonist  
Medication

The District shall purchase and store opioid antagonist medication, such as Naloxone, to assist a person who may be experiencing an opioid-related drug overdose. Only a registered nurse or other designated and trained District employee shall be authorized to administer this medication and may do so only in accordance with a standing order or procedures approved by a physician licensed to practice medicine in the state of Texas.

The Superintendent shall develop administrative procedures addressing acquisition, maintenance, expiration, disposal, and availability of opioid antagonist medication in the District, as well as employee training and emergency notification requirements.

**Psychotropics**

Except as permitted by law, 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.

## Delete Exhibit

# Notice of Employee Responsibilities for Reporting Child Abuse and Neglect

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### **What are the District's policies addressing child abuse or neglect and my responsibilities for reporting suspected child abuse or neglect?**

The applicable District policies—FFG(LEGAL) and (LOCAL), GRA(LEGAL) and (LOCAL), and DH(LOCAL) and (EXHIBIT)—are enclosed in this packet. This distribution is required by state law. At regular intervals, these policies will be addressed in staff development as well. If you have any questions about these policies, please contact the office of student support services, at (512) 570-1053, or counseling services, at (512) 570-0212.

### **What are my legal responsibilities for reporting if I suspect that a child has been or may be abused or neglected?**

Anyone who suspects that a child has been or may be abused or neglected has a legal responsibility, under state law, for reporting the suspected abuse or neglect to law enforcement or to Child Protective Services (CPS).

Any District employee, agent, or contractor has an additional legal obligation to submit the oral or written report within 48 hours of learning of the facts giving rise to the suspicion.

An employee will make a report if the employee has cause to believe that an adult was a victim of abuse or neglect as a child and the employee determines in good faith that disclosure of the information is necessary to protect the health and safety of another child or an elderly or disabled person.

### **Are there any restrictions on reporting?**

Under state law, an employee is prohibited from using or threatening to use a parent's refusal to consent to administration of a psychotropic drug or to any other psychiatric or psychological testing or treatment of a child as the sole basis for making a report of neglect, unless the employee has cause to believe that the refusal:

- Presents a substantial risk of death, disfigurement, or bodily injury to the child; or
- Has resulted in an observable and material impairment to the growth, development, or functioning of the child.

### **To whom do I make a report?**

Reports may be made to any of the following:

STUDENT WELFARE  
CHILD ABUSE AND NEGLECT

FFG  
(EXHIBIT)

- A law enforcement agency: The Leander Police Department, at (512) 259-0613; the Cedar Park Police Department, at (512) 258-2800; the Travis County Sheriff's Office, at (512) 854-9697; the Williamson County Sheriff's Office, at (512) 943-1300; or the Austin Police Department, Child Abuse Unit, at (512) 974-6880;
- The CPS division of the Texas Department of Family and Protective Services at (800) 252-5400 or [Texas Abuse Hotline Website](#)<sup>1</sup>; or
- If applicable, the state agency operating, licensing, certifying, or registering the facility in which the suspected abuse or neglect occurred.

However, if the suspected abuse or neglect involves a person responsible for the care, custody, or welfare of the child, the report must be made to CPS, unless the report is to the state agency that operates, licenses, certifies, or registers the facility where the suspected abuse or neglect took place; or the report is to the Texas Juvenile Justice Department as a report of suspected abuse or neglect in a juvenile justice program or facility.

Reporting your suspicion to a school counselor, a principal, or another school staff member does NOT fulfill your responsibilities under the law. Furthermore, the District cannot require you to report your suspicion first to a school administrator.

**Will my report be kept confidential?**

State law requires that the identity of a person making a report of suspected child abuse or neglect be kept confidential.

**Will I be liable in any way for making a report?**

A person who in good faith reports or assists in the investigation of a report of child abuse or neglect is immune from civil or criminal liability.

**What will happen if I don't report suspected child abuse or neglect?**

By failing to report a suspicion of child abuse or neglect:

- You may be placing a child at risk of continued abuse or neglect;
- You are violating the law and may be subject to legal penalties, including criminal sanctions;
- You are violating Board policy and may be subject to disciplinary action, including possible termination of your employment; and
- Your certification from the State Board for Educator Certification may be suspended, revoked, or canceled.

**What are my responsibilities regarding investigations of abuse or neglect?**

State law specifically prohibits school officials from:

- Denying an investigator's request to interview a child at school in connection with an investigation of child abuse or neglect; or

- Requiring that a parent or school employee be present during the interview.

School personnel must cooperate fully and may not interfere with an investigation of reported child abuse or neglect.

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<sup>1</sup> Texas Abuse Hotline Website: <http://www.txabusehotline.org>

**PROPOSED REVISIONS**

**Extracurricular  
Activity Absences**

The District shall make no distinction between absences for UIL activities and absences for other extracurricular activities approved by the Board. A student shall be allowed ten extracurricular absences not related to post-district competition, five absences for post-district competition prior to state, and two absences for state competition.

Additional absences, to a maximum of five, shall be permitted when a student has a grade ~~point~~ average of at least 70 in the courses or subjects to be missed.

**Use of District  
Facilities**

School-sponsored student groups may use District facilities with prior approval of the appropriate administrator. Other student groups may use District facilities in accordance with policy FNAB.

### **DELETE POLICY**

<b>Function</b>	Student government organizations serve an essential function in the total educational program of the District, as well as in the general emotional, social, and intellectual development of students. Student government affords students the opportunity to participate in the formation of general school policies and to discuss matters of student concern, and it also provides students with experience in participating in the democratic process.
<b>Scope</b>	Student government organizations may make recommendations for the general operation of the school and for policy matters of the District; they shall not, however, actually prescribe regulations and rules for the operation of the schools.
<b>Supervision</b>	All such organizations shall be under the direct supervision of a faculty adviser and the principal.

### **DELETE POLICY**

School activities shall conform to the purposes of the instructional program. Any social or other activity that is not part of the instructional program under the direction of District personnel shall be planned for, and limited to, nonschool hours.

District social activities shall be controlled by the following guidelines:

1. All activities shall have prior approval of the principal.
2. All school-sponsored social events shall have faculty supervision.
3. Rules of conduct applicable to regular school hours shall be applicable to all school-sponsored social activities.

0.Regulations concerning supervision, parental participation, refreshments, curfew, visitor participation, and other matters essential to the proper handling of such events shall be developed and implemented by principals, who shall work in conjunction with parents and student leaders in their formulation.

#### **Dances**

School-sponsored dances may be held on school property.

### PROPOSED REVISIONS

#### **UIL Activities**

State Board and UIL rules shall govern interscholastic activities; however, Board policies and District rules may supplement State Board and UIL rules.

~~No event shall be scheduled and no student allowed to participate in any UIL event unless all pertinent rules and regulations are strictly enforced. The Superintendent or designee shall maintain all necessary records and reports. Sponsors and coaches are responsible for knowledge of and compliance with rules for eligibility and participation. [See FM]~~

#### ~~Athletic Program~~

~~A well-rounded program of interscholastic athletics shall be maintained in the District secondary schools. The operation of the total program, including the starting and ending dates for each sport, shall be in accordance with regulations set by the UIL and the Board.~~

~~Supervision of the program shall be the responsibility of the Superintendent, but certain responsibilities may be delegated to other staff members. In each school, the principal shall have direct responsibility to maintain the athletic program as an integral part of the educational program of that school.~~

~~Interscholastic competitive athletics shall not be part of the elementary grades' program. To the extent practicable, a program of intraschool sports activities for elementary students shall be maintained as part of the physical education program.~~

#### ~~Non-UIL Activities~~

~~Contests and competitive activities that are sponsored by outside organizations shall not be recommended to students unless the activities supplement and do not interfere with the regular school program. Contests and competitive activities shall have the prior approval of the Superintendent or designee, who shall develop the necessary rules and regulations to implement this policy. [See FM]~~

#### ~~Overnight Trips~~

~~Students involved in UIL competition above the UIL district level that requires an overnight trip shall have their expenses paid by the District. [See also FM, FMG]~~

## DELETE POLICY

### **Transportation for Student Travel**

A student who participates in a school-sponsored trip shall be required to use transportation provided by the school to and from the event.

An exception may be made if:0)

1. The student's parent makes a written request that the student be released to the parent or to another adult designated by the parent;
2. The student is traveling to or from an individual competition/performance; or
3. The student is traveling to or from activities within the boundaries of the District.

The District shall not be liable for any injuries that occur to a student using transportation that is not provided by the school.

### **Overnight Trips**

The Superintendent and principal shall have authority to approve in-state overnight trips by student organizations and other student groups.

### **Out-of-State Trips**

Any out-of-state trips by student organizations or other student groups shall require approval from the Superintendent and principal.

### PROPOSED REVISIONS

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials not sponsored by the District or by a District-affiliated school-support organization shall not be sold, circulated, distributed, or posted on any District premises by any District student, except in accordance with this policy.

The District shall not be responsible for, nor shall the District endorse, the contents of any nonschool literature distributed by students.

For purposes of this policy, "distribution" means the circulation of more than ~~ten~~30 copies of material from a source other than the District.

Materials distributed under the supervision of instructional personnel as a part of instruction or other authorized classroom activities shall not be considered nonschool literature and shall not be governed by this policy.

[For distribution of nonschool literature by nonstudents, see GKDA]

#### Limitations on Content

Nonschool literature shall not be distributed by students on District property if:

1. The materials are obscene, vulgar, or otherwise inappropriate for the age and maturity of the audience.
2. The materials endorse actions endangering the health or safety of students.
3. The materials promote illegal use of drugs, alcohol, or other controlled substances.
4. The distribution of such materials would violate the intellectual property rights, privacy rights, or other rights of another person.
5. The materials contain defamatory statements about public figures or others.
6. The materials advocate imminent lawless or disruptive action, or violation of school rules, and are likely to incite or produce such action.
7. The materials are hate literature or similar publications that scurrilously attack ethnic, religious, or racial groups or contain

STUDENT EXPRESSION  
DISTRIBUTION OF NONSCHOOL LITERATURE

FNAA  
(LOCAL)

content aimed at creating hostility and violence, and the materials would materially and substantially interfere with school activities or the rights of others.

8. There is reasonable cause to believe that distribution of the nonschool literature would result in material and substantial interference with school activities or the rights of others.

**Prior Review**

All nonschool literature intended for distribution by students on school campuses or other District premises under this policy shall be submitted to the principal or designee for prior review in accordance with the following:

1. Materials shall include the name of the person or organization sponsoring the distribution.
2. Using the standards found in this policy at Limitations on Content, the principal or designee shall approve or reject submitted materials within two school days of the time the materials were received.

**Exceptions to Prior Review**

Prior review shall not be required for distribution of nonschool literature by District students only in the following circumstances:

1. Distribution of materials by a student to other attendees during a meeting of a noncurriculum-related student group authorized to meet at school during noninstructional time in accordance with FNAB(LOCAL); or
2. Distribution of nonschool materials in circumstances for which exceptions to prior review are authorized at GKDA(LOCAL).

Even when prior review is not required, all other provisions of this policy shall apply.

**Time, Place, and Manner Restrictions**

Each campus principal shall designate times, locations, and means by which nonschool literature that is appropriate for distribution, as provided in this policy, may be made available or distributed by students to students or others at the principal's campus.

The ~~school/community relations department~~ [Superintendent](#) shall designate times, locations, and means for distribution of nonschool literature by students at District facilities other than school campuses, in accordance with this policy.

**Violations of Policy**

Failure to comply with this policy regarding distribution of nonschool literature shall result in appropriate administrative action, including but not limited to confiscation of nonconforming materials, suspension of a noncurriculum-related student group's use of District facilities, and/or other disciplinary action in accordance with the Student Code of Conduct.

**Appeals**

Decisions made by the administration in accordance with this policy may be appealed in accordance with FNG(LOCAL).

### PROPOSED REVISIONS

For purposes of the Equal Access Act, the District has established a limited open forum for secondary school students enrolled in the District. Each District secondary school campus shall offer an opportunity for noncurriculum-related student groups to meet on school premises during noninstructional time.

The District has not established a limited public forum for elementary school students to meet as noncurriculum-related student groups on school premises during noninstructional time. [See GKD for community access]

#### Sponsorship

Noncurriculum-related student groups shall not be sponsored by the District and shall in no way imply to students or to the public that they are school-sponsored. All letterheads, flyers, posters, or other communications that identify the group shall contain a disclaimer of such sponsorship.

District personnel shall not promote, lead, or participate in the meetings of noncurriculum-related student groups.

[For student activities sponsored by the District and having subject matter and purposes directly related to the school's curriculum, see FM]

#### Requests

To receive permission to meet on school premises during noninstructional time, interested students shall file a written request with the principal or designee on a form provided by the District.

The students making the request shall indicate that they have read and understand the policies and rules governing nonsponsored, noncurriculum-related student groups and that the group will abide by those rules.

#### Approval

The principal ~~and the Superintendent~~ or designee shall approve or reject the request within seven school days, subject to the availability of suitable meeting space and without regard to the religious, political, philosophical, or other content of the speech likely to be associated with the group's meetings.

Approval to meet as a nonsponsored, noncurriculum-related group shall be granted for one school year at a time, subject to the provisions of this policy.

#### Meetings

The principal or designee shall designate noninstructional time for meetings of nonsponsored, noncurriculum-related student groups and shall assign each approved group an appropriate location and time.

STUDENT EXPRESSION  
USE OF SCHOOL FACILITIES FOR NONSCHOOL PURPOSES

FNAB  
(LOCAL)

<b>Employee Monitor</b>	Monitors shall be present at meetings and activities in a nonparticipatory capacity to maintain order and protect school property. <a href="#"><u>Monitors shall be assigned in accordance with administrative regulations. The assignment of an employee to a meeting or activity shall not constitute sponsorship of the meeting, activity, or group.</u></a>
<b>Announcements and Publicity</b>	No employee shall be required to monitor meetings at which the content of the speech would be objectionable to the employee.  All nonsponsored, noncurriculum-related student groups shall be given access on the same basis for making announcements and publicizing their meetings and activities, in accordance with guidelines developed by the campus principal.  [For distribution of nonschool materials, see FNAA]
<b>Violations</b>	Failure of a student group to comply with applicable rules may result in loss of the right to meet on school premises.  In addition, students who violate applicable rules are subject to disciplinary action in accordance with the Student Code of Conduct.
<b>Appeals</b>	Decisions made by the administration in accordance with this policy may be appealed in accordance with FNG(LOCAL).

**PROPOSED REVISIONS**

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**Note:** For searches of personal telecommunications devices or other personal electronic devices, see FNF.

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**Personal Use**

Telecommunications  
Devices

An authorized District employee may confiscate a personal telecommunications device, including a mobile telephone, used in violation of applicable campus rules.

A confiscated personal telecommunications device shall be returned in accordance with administrative regulations ~~to the student or parent at the end of the school day~~. Disciplinary consequences may be imposed for multiple violations of the campus rules regarding personal telecommunications devices.

If a personal telecommunications device is not retrieved, the District shall dispose of the device after providing notice required by law.

Other Electronic  
Devices

Guidelines regarding other electronic devices shall be addressed in the student handbook.

**Instructional Use**

A student shall obtain prior approval before using personal telecommunications or other personal electronic devices for on-campus instructional purposes. The student shall also acknowledge receipt and understanding of applicable regulations and shall sign the appropriate user agreements. [See CQ]

### DELETE POLICY

The Board, administration, and staff of the District shall actively pursue a communications program highlighting for the school community—and for the community at large—educational experiences in District schools and promoting effective community partnerships.

District officials shall ensure complete and accurate coverage of all Board meetings and shall provide access to meeting minutes.

#### Centralized Communication Functions

The District's communications program shall include:

1. A centralized public information/communications office to coordinate the District's communication efforts.
2. An effective communication system between the District and its various publics ensuring:
  - a. Dissemination of accurate, timely information about District policies, programs, procedures, achievements, decisions, and critical issues;
  - b. Clear interpretations of decisions and action;
  - c. Appropriate responses to rumors and misinformation;
  - d. An open climate encouraging employees and the community to present ideas, suggestions, and reactions regarding the District's programs and practices; and
  - e. An effective working relationship with the news media.
3. An organizational environment in which District staff members are aware that they share responsibility for communicating school policies, programs, and activities to parents and the community.

### PROPOSED REVISIONS

#### Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

#### Other Complaint Processes

Complaints by members of the public shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with GF after the relevant complaint process:0)

1. Complaints concerning instructional resources shall be filed in accordance with EF.
2. Complaints concerning a commissioned peace officer who is an employee of the District shall be filed in accordance with CKE.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant to address the Board in person within 90 ~~business~~-calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See GKA(LEGAL)]

#### Guiding Principles

#### Informal Process

The Board encourages the public to discuss concerns with an appropriate administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

#### Formal Process

An individual may initiate the formal process described below by timely filing a written complaint form.

Even after initiating the formal complaint process, individuals are encouraged to seek informal resolution of their concerns. An individual whose concerns are resolved may withdraw a formal complaint at any time.

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or “mini-trial” at any level.

**Freedom from Retaliation**

Neither the Board nor any District employee shall unlawfully retaliate against any individual for bringing a concern or complaint.

**General Provisions**

Filing

Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are post-marked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.

Scheduling Conferences

The District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If the individual fails to appear at a scheduled conference, the District may consider the complaint and issue a decision in the individual's absence.

Response

At Levels One and Two, "response" shall mean a written communication to the individual from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the individual's email address of record, or sent by U.S. Mail to the individual's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Days

"Days" shall mean District business days, unless otherwise noted. In calculating timelines under this policy, the day a document is filed is "day zero." The following business day is "day one."

Representative

"Representative" shall mean any person who or organization that is designated by an individual to represent the individual in the complaint process.

The individual may designate a representative through written notice to the District at any level of this process. If the individual designates a representative with fewer than three days' notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.

Consolidating Complaints

Complaints arising out of an event or a series of related events shall be addressed in one complaint. An individual shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.

Untimely Filings

All time limits shall be strictly followed unless modified by mutual written consent.

If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the individual, at any point during the complaint process. The individual may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.

Costs Incurred

Each party shall pay its own costs incurred in the course of the complaint.

Complaint and Appeal Forms

Complaints and appeals under this policy shall be submitted in writing on a form provided by the District.

Copies of any documents that support the complaint should be attached to the complaint form. If the individual does not have copies of these documents, they may be presented at the Level One conference. After the Level One conference, no new documents may be submitted by the individual unless the individual did not know the documents existed before the Level One conference.

A complaint or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refiling is within the designated time for filing.

**Level One**

Complaint forms must be filed:

1. Within 15 days of the date the individual first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and
2. With the lowest level administrator who has the authority to remedy the alleged problem.

If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

The appropriate administrator shall investigate as necessary and schedule a conference with the individual within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.

Absent extenuating circumstances, the administrator shall provide the individual a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.

**Level Two**

If the individual did not receive the relief requested at Level One or if the time for a response has expired, he or she may request a conference with the Superintendent or designee to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level One response or, if no response was received, within ten days of the Level One response deadline.

After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The individual may request a copy of the Level One record.

The Level One record shall include:

1. The original complaint form and any attachments.
2. All other documents submitted by the individual at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

The Superintendent or designee shall schedule a conference within ten days after the appeal notice is filed. The conference shall be limited to the issues and documents considered at Level One. At the conference, the individual may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference.

The Superintendent or designee shall provide the individual a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Superintendent or designee may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee believes will help resolve the complaint.

Recordings of the Level One and Level Two conferences, if any, shall be maintained with the Level One and Level Two records.

**Level Three**

If the individual did not receive the relief requested at Level Two or if the time for a response has expired, he or she may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level Two response or, if no response was received, within ten days of the Level Two response deadline.

The Superintendent or designee shall inform the individual of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

The Superintendent or designee shall provide the Board the record of the Level Two appeal. The individual may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. The written response issued at Level Two and any attachments.
4. All other documents relied upon by the administration in reaching the Level Two decision.

The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration intends to rely on evidence not included in the Level Two record, the administration shall provide the individual notice of the nature of the evidence at least three days before the hearing.

The District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]

The presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the individual and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.

In addition to any other record of the Board meeting required by law, the Board shall prepare a separate record of the Level Three

presentation. The Level Three presentation, including the presentation by the individual or his or her representative, any presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.

#### Frequent Appeals

If a member of the public has presented five Level Three appeals to the Board within a calendar year, the Board shall consider any subsequent Level Three appeal from the complainant during that calendar year only upon written submission, with no Level Three presentation made to the Board by the complainant or the administration. In such an event, the Board shall consider the written record and give notice of its decision in writing.

Upon a motion by any Board member, however, the presiding officer shall call for a vote to suspend this rule and allow an oral presentation of the Level Three appeal.

**PROPOSED REVISIONS**

**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: 0)

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]

COMMUNITY RELATIONS  
CONDUCT ON SCHOOL PREMISES

GKA  
(LOCAL)

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.

## PROPOSED REVISIONS

### Promotional Activities

~~School~~-District facilities shall not be used to advertise, promote, sell tickets, or collect funds for any nonschool-related purpose without prior approval of the Superintendent or the office of school and community relations.

[For information relating to nonschool use of facilities, see GKD.]

### Political Advertising

Political advertising signs and campaign literature for candidates for District Board members shall not be permitted on District property during working hours prior to the day of the election. Candidates and their campaign organizations shall not use the District's electronic mail system to send campaign literature to employees. After business hours (4:30 p.m.) on the day preceding an election, signs and campaign literature may be placed on District property, in accordance with state law. Such signs and campaign literature shall not be attached to structures, fences, or trees, however, and shall be in accordance with provisions of the Texas Election Code. [See BE and GKDA] All signs should be limited to small yard signs and must be removed from District property the day following the election.

Political advertising signs and campaign literature for other elections shall also be subject to these guidelines with the exception of materials used for classroom instruction.

### Advertising

For purposes of this policy, "advertising" shall mean a communication designed to attract attention or patronage by the public or school community and communicated through means under the control of the District in exchange for consideration to the District. "Advertising" does not include public recognition of donors or sponsors who have made contributions, financial or otherwise, to the District or school support organizations.

Advertising shall be accepted solely for the purpose of covering the cost of providing materials, equipment, and services, including support services that are consistent with the mission of the District in meeting its needs or to otherwise raise additional funds for use by the District and not for the purpose of establishing a forum for communication. The District shall retain final editorial authority to accept or reject submitted advertisements in a manner consistent with the First Amendment. The District shall retain the authority to determine the size and location of any advertising. The District shall also reserve the right to reject advertising that is inconsistent

with federal or state law, Board policy, District or campus regulations, or curriculum, as well as any content the District determines has a reasonable likelihood of exposing the District to controversy, litigation, or disruption.

Acceptance of advertising shall not constitute District approval or endorsement of any product, service, organization, or issue referenced in the advertising, nor shall acceptance of advertising from a vendor determine whether the District will purchase goods or services from the vendor through the District's formal procurement process.

[For information relating to school-sponsored publications, see FMA.]

Commercial  
Advertising

By allowing advertising, the District does not intend to open a forum for indiscriminate use or expressive activity by the general public, but instead shall create a limited opportunity for true commercial advertisement by community entities, as well as an opportunity to raise funds for use by the District. By accepting any advertisement, the District does not intend to, and specifically disavows intent to endorse the entity submitting the advertisement, the entity's products, or any viewpoints associated with that entity. To avoid any appearance of endorsement, any advertisements on District property shall be for a limited period of time not to exceed three years under most circumstances. The Superintendent or the office of school and community relations may waive this [three-year length requirement maximum](#) under unique circumstances.

The Superintendent or the office of school and community relations may, on behalf of the District, sell advertising to commercial businesses to appear on or in school property, athletic event programs, athletic field fences, scoreboards, the District's website, and other media approved by the Superintendent or the office of school and community relations. The District shall retain the authority to determine the appropriate size and location of any signage or advertising. Advertising shall be permitted only in locations accessible to the general public, unless otherwise approved by the Superintendent or the office of school and community relations.

The District shall retain the authority to discontinue advertising in any specific forum at any time.

~~Political Advertising~~

~~Political advertising signs and campaign literature for candidates for District Board members shall not be permitted on District property during working hours prior to the day of the election. Candidates and their campaign organizations shall not use the District's electronic mail system to send campaign literature to employees. After business hours (4:30 p.m.) on the day preceding an election,~~

~~signs and campaign literature may be placed on District property, in accordance with state law. Such signs and campaign literature shall not be attached to structures, fences, or trees, however, and shall be in accordance with provisions of the Texas Election Code. [See BE and GKDA] All signs should be limited to small yard signs and must be removed from District property the day following the election.~~

~~Political advertising signs and campaign literature for other elections shall also be subject to these guidelines with the exception of materials used for classroom instruction.~~

Standards for  
Approval

The District has established standards of approval for advertisements that are narrowly tailored to meet the District's legitimate concerns including, but not limited to, safety, providing instruction, providing education, maintaining discipline, and achieving curricular objectives and state-mandated learning requirements.

The District shall have the right to disapprove any advertisements if the District determines in good faith that the proposed advertisement: 0)

1. Is of substandard technical quality;
2. Does not conform to ~~any~~ the specifications set forth by the District;
3. Does not comply with applicable state or federal law, government standards or regulations, or with the District's rules, regulations, or policies; or
- ~~4. Is in bad taste or otherwise reasonably objectionable.0.~~

Without limiting the generality of the foregoing, the following types of statements and practices shall not be used in any advertisements displayed on District property or in any District publications:0.

1. False or unwarranted claims;
2. Infringements of any other persons' rights through plagiarism, unfair imitation of another person's program, idea, copy, or any other unfair competition;
3. Disparagement of a competitor or of a competitor's products or services;

4. Advertisements of lotteries, “drawing contests,” or any other contests that do not conform to applicable legal requirements or in which the public is unfairly treated;
5. Matter that is slanderous, obscene, sexual, profane, vulgar, repulsive, or offensive, either in theme or in treatment;
6. Advertisements of alcohol, tobacco products, or any product deemed illegal;
7. Ambiguous statements that may be misleading to the audience;
- ~~8. Advertisements of price, unless first approved in writing by the District;~~
- ~~9.~~8. Advertisements promoting an organization, entity, or individual that provides services in competition with the District;
- ~~10.~~9. Testimonials that cannot be authenticated;
- ~~11.~~10. Advertisements that describe external body enhancements or pharmaceutical products that would not be deemed appropriate for youth;
- ~~12.~~11. Advertisements that endorses actions endangering the health or safety of students;
- ~~13.~~12. Announcements of programs that are prejudicial to the public interest, to the interest of the District, or to legitimate advertising or reputable business in general;
- ~~14.~~13. Defamatory statements about the District or any other public or political figure or entity;
- ~~15. Promotions containing alcohol or tobacco products;~~
- ~~16.~~14. Advertisements that are not consistent with the mission of the school health advisory council;
- ~~17.~~15. Subjects that would be disruptive to or inconsistent with the educational purpose of the District;
- ~~18.~~16. Political advertisements; or
- ~~19.~~17. Advertisements that would prevent the District from maintaining a position of neutrality on political and religious issues or would create an appearance of favoritism on said issues.

~~As noted above, the District provides advertisement opportunities to commercial entities for the sole purpose of raising funds for the District, and not to open a forum for indiscriminate use or expressive activity by the general public. Accordingly, t~~he District shall also retain the right to reject proposed advertisements if, in good faith, the District deems it necessary to avoid disruption, controversy, and expensive litigation that might arise from community members seeking to remove the advertisement.

~~Participation in the District's commercial advertising program in no way guarantees or influences the client's selection as a District vendor through the District's formal procurement process for products and services.~~

**Agreement**

Prior to the placement of any advertisement in or on school property, an agreement shall be executed that states precisely where the advertising may be placed and the period of time it may be displayed. The Superintendent or the office of school and community relations shall approve the final written form of the advertisement including the content, format, placement, and size of the advertisement. No advertising shall be allowed outside the designated areas specified in the agreement. The decision of the Superintendent or the office of school and community relation's decision may be appealed to the Board. [See GF(LOCAL)]

The District shall establish the advertising rate, which shall be agreed to in writing prior to placement of the advertisement.

**Endorsements**

The District and its schools shall be used to endorse or promote the merit of brand name or trademarked products only with the approval of the Superintendent or the office of school and community relations.

**Sponsorships and Donations**

If the District or any campus accepts financial or in-kind donations to support District-sponsored activities, the District reserves the right to acknowledge donors through whatever means the District deems appropriate. The District retains full editorial control over its acknowledgment or display of donations, even if donors are permitted to suggest text for the acknowledgment.

### PROPOSED REVISIONS

#### **Distribution of Nonschool Literature Permitted**

Written or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials not sponsored by the District or by a District-affiliated school-support organization shall not be sold, circulated, distributed, or posted on any District premises by any District employee or by persons or groups not associated with the District, except in accordance with this policy.

~~Except as provided at GKB(LOCAL), only organizations that are nonprofit entities shall be allowed to distribute nonschool literature in accordance with this policy.~~

The District shall not be responsible for, nor shall the District endorse, the contents of any nonschool literature distributed on any District premises.0)

[See CPAB regarding use of the District's internal mail system and FNAA regarding distribution of nonschool literature by students]

#### **Limitations on Content**

Nonschool literature shall not be distributed on District property if:

1. The materials are obscene, vulgar, or otherwise inappropriate for the age and maturity of the audience.
2. The materials endorse actions endangering the health or safety of students.
3. The materials promote illegal use of drugs, alcohol, or other controlled substances.
4. The distribution of such materials would violate the intellectual property rights, privacy rights, or other rights of another person.
5. The materials contain defamatory statements about the District, or any other political entity, or about any public or political figure or others.
6. The materials advocate imminent lawless or disruptive action and are likely to incite or produce such action.
7. The materials are hate literature or similar publications that scurrilously attack ethnic, religious, or racial groups or contain content aimed at creating hostility and violence, and the materials would materially and substantially interfere with school activities or the rights of others.

NONSCHOOL USE OF SCHOOL FACILITIES  
DISTRIBUTION OF NONSCHOOL LITERATURE

GKDA  
(LOCAL)

8. There is reasonable cause to believe that distribution of the nonschool literature would result in material and substantial interference with school activities or the rights of others.
9. The materials contain political advertisements, except as provided at GKB(LOCAL).
10. The materials contain advertisements that would prevent the District from maintaining a position of neutrality on political or religious issues or would create an appearance of favoritism on political or religious issues.

**Prior Review**

All nonschool literature intended for distribution on school campuses or other District premises under this policy shall be submitted to the school/community relations office for prior review in accordance with the following:0.

1. Materials shall include the name of the person or organization sponsoring the distribution.
2. Using the standards found in this policy at Limitations on Content, the school/community relations office shall approve or reject submitted materials within ~~five~~ two school days of the time the materials were received.
3. Materials shall include the following disclaimer: "Approval of distribution of these materials shall in no way be a promotion of such services, activities, and/or products by the District."

Exceptions to Prior Review

Prior review shall not be required for distribution of nonschool literature in the following circumstances:0.

1. Distribution of materials by an attendee to other attendees at a school-sponsored meeting intended for adults and held after school hours;
2. Distribution of materials by an attendee to other attendees at ~~a community group meeting held in accordance with GKD(LOCAL)~~ or a noncurriculum-related student group meeting held in accordance with FNAB(LOCAL); or
3. Distribution for electioneering purposes during the time a school facility is being used as a polling place in accordance with state law [see BBBA].

[\[See GKD\(LOCAL\) for limitations imposed on distribution of materials when facilities are being used by a nonschool group or organization.\]](#)

NONSCHOOL USE OF SCHOOL FACILITIES  
DISTRIBUTION OF NONSCHOOL LITERATURE

GKDA  
(LOCAL)

All nonschool literature distributed under these exceptions shall be removed from District property immediately following the event at which the materials were distributed.

Even when prior review is not required, all other provisions of this policy shall apply.

**Time, Place,  
And Manner  
Restrictions**

Each campus principal shall designate times, locations, and means by which nonschool literature that is appropriate for distribution, as provided in this policy, may be made available or distributed to students or others at the principal's campus.

The Superintendent ~~or designee~~ shall designate times, locations, and means for distribution of nonschool literature at District facilities other than school campuses, in accordance with this policy.

**Violations of Policy**

Failure to comply with this policy regarding distribution of nonschool literature shall result in appropriate administrative action, including but not limited to confiscation of nonconforming materials and/or suspension of use of District facilities. Appropriate law enforcement officials may be called if a person refuses to comply with this policy or fails to leave the premises when asked. [See GKA]

**Appeals**

Decisions made by the administration in accordance with this policy may be appealed in accordance with the appropriate District complaint policy. [See DGBA, FNG, or GF]

### **DELETE POLICY**

#### **Student Teachers**

All student teachers must be interviewed personally by the principal. Placement of all student teachers shall be approved by the Superintendent or designee and the principal of the school to which the student teacher is to be assigned.

Student teachers who fail to abide by District policies, rules, and administrative regulations may be dismissed by the Superintendent at any time during the course of the teacher education program.

The person in charge of the teacher education program shall coordinate this program with institutions of higher learning and shall be responsible, in a joint effort with such institutions, for professional development programs for the student teachers. All contracts for such programs must be signed by the Superintendent.

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

<b>Agenda Item:</b>	Discussion of 2023-2024 Proposed Budget
<b>Purpose (this meeting):</b>	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Pete Pape
<b>Attachments:</b>	Presentation on the Proposed 2023-2024 Budgets for Adoption – General Fund, Debt Service Fund and Child Nutrition Fund 2023-2024 Proposed Budget and 2024-25/2025-26 Projection Models 04-13-23 2023-24 Proposed Amended Budget Assumptions Atch

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## **Background Information:**

The proposed 2023-2024 budget for adoption now reflects the budget assumptions amended by the Board on April 13, 2023. The proposed General Fund Budget reflects a total deficit of \$6.5 million, which is within the 3% budget parameter. This budget assumes the collection of revenues based on an increase in the golden yield. The budget also provides for the cost of salary increases based on a 3% pay increase, as well as an additional 1% for a pay increase or to implement a longevity bonus plan.

Also presented this month are the proposed 2023-2024 budgets for the Debt Service Fund and Child Nutrition Fund. Revenues for the Debt Service fund have been built on a tax rate of \$0.33 and reflect excess collections to be used for future refunding or defeasance.

The Board will approve the final budgets for the General Fund, Debt Service Fund and Child Nutrition Fund on June 15, 2023. The final budget numbers for approval should closely mirror what is presented here (pending any further changes). In June, the budget will be presented at the Function level rather than the Object level, as the budget must be adopted at the Function level.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A



# LEANDER ISD 2023-2024 BUDGET UPDATE

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May 25, 2023



**LOOKING BACK...  
2022-2023 FINANCIAL  
IMPACTS**

# 2022-2023 – LOOKING BACK

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## WHAT HAPPENED IN 22-23 TO GET US HERE...

- Increase in net revenue of \$32.5 million due to VATRE passing
- 22-23 Reductions of \$2.1 million in vacant positions and non-payroll items
- No Major Maintenance contribution (2 pennies = \$6 million)
- Utilization of ESSER funds to reduce budget
- Eliminated \$1.2 million in contracted services for substitutes

# 2022-2023 – LOOKING BACK

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## ADDITIONAL REVENUE + REDUCTIONS ALLOWED

- 22-23 Pay increase of 5% on midpoint for teachers, nurses and counselors
- 22-23 Pay increase of 4% on midpoint for all other staff
- 22-23 Increase in minimum hourly rate to \$15/hr.
- 22-23 Increase to substitute pay rates
- 22-23 One-time payment to employees
- 22-23 One-time retention pay for special education staff

**PAY INCREASE<sup>281</sup>  
TOTALS MORE  
THAN  
\$25 MILLION**



# 2023-2024 OVERVIEW OF REVENUE AND EXPENDITURES

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# General Fund Revenues Overview

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- April Certified Estimates received
  - Reflect 9.83% value growth (assumption of 15% growth)
  - MCR tax rate at the state floor before compression adjustment - \$0.7944
- Budgeting state aid on PreK adjusted enrollment of 42,971 and 94% ADA
- Revenues include the increased yield on golden pennies (\$11 million)

# General Fund Revenues Overview

## General Fund Revenues

	2022-2023 Projected Revenues	April Estimates 15% PV Growth Golden Yield	May Estimate 9.83% Certified Prelim Golden Yield	Difference
<b>Gross Local Revenue</b>	\$ 397,072,167	\$ 444,008,236	\$ 426,747,513	\$ (17,260,723)
<b>Less: Recapture</b>	(46,112,062)	(73,654,933)	(57,867,040)	15,787,893
<b>State Revenue</b>	54,949,475	52,403,612	56,983,976	4,580,364 <sub>284</sub>
<b>Federal Revenue</b>	8,272,159	6,862,000	7,162,000	300,000
<b>TOTAL ESTIMATED NET REVENUES:</b>	<b>\$ 414,181,739</b>	<b>\$ 429,618,915</b>	<b>\$ 433,026,449</b>	<b>\$ 3,407,534</b>

# General Fund Expenditures Overview

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- Staffing budget based on enrollment of 43,543 (not adjusted for Pre-K)
- Budgeting payroll at 98%
- Includes 3% of midpoint pay increase for all staff
- Includes cost of longevity pay or additional 1% pay increase (\$3.1 million)

# General Fund Expenditures Overview

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- Additional 4.50 formula FTEs
- Special Education
  - 27 additional FTEs
  - Stipend increases for special education staff
- Additional 14.0 non-formula FTEs
- Includes costs to open Elementary #30
- Return positions to General Fund previously coded to ESSER

# General Fund Expenditures Overview

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- Increased contributions to insurance premiums while reducing transfers out
- Includes \$1 million for portable needs
- Inflationary impact of 13.5% to non-payroll budgets
- Deficit budget within 3% budget parameter

# General Fund Expenditures Overview

<b>General Fund Expenditures</b>	<b>2022-2023 Projected Expenditures</b>	<b>2022-2023 April Estimates</b>	<b>2022-2023 May Estimates</b>	<b>Difference</b>
<b>Payroll Expenditures</b>	\$ 350,327,373	\$ 375,794,623	\$ 382,651,587	\$ 6,856,964
<b>Operating Expenditures</b>	49,003,227	54,486,527	54,118,843	(367,684)
<b>Recapture</b>	46,112,062	73,654,933	57,867,040	(15,787,893)
<b>TOTAL ESTIMATED EXPENDITURES:</b>	<b>\$ 445,442,662</b>	<b>\$ 503,936,083</b>	<b>\$ 494,637,470</b>	<b>\$ (9,298,613)</b>
<b>TOTAL TRANSFERS IN/OUT</b>	(5,669,698)	(3,030,000)	\$ (2,780,000)	250,000

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- Payroll - May includes a 3% pay increase and an additional \$3.1 million for an additional 1% pay increase or longevity incentive
- Operating - Vetted all requests
- Recapture - Offset by a decrease in revenue



# **2023-2024 PROPOSED BUDGET FOR ADOPTION**

# Final Proposed Budget for 2023-2024



	2021-2022 Actual	2022-2023 Amended Budget	2022-2023 Projected Budget	2023-2024 Proposed Budget	Change from Amended
<b>Revenues:</b>					
Local Revenue	\$ 290,107,731	\$ 399,757,039	\$ 397,072,167	\$ 426,747,513	\$ 26,990,474
State Revenue	72,289,566	53,543,635	54,949,475	56,983,976	3,440,341
Federal Revenue	7,218,057	6,648,206	8,272,159	7,162,000	513,794
<b>Total Gross Revenues</b>	<b>\$ 369,615,354</b>	<b>\$ 459,948,880</b>	<b>\$ 460,293,801</b>	<b>\$ 490,893,489</b>	<b>\$ 30,944,609</b>
<b>Expenditures:</b>					
Payroll	\$ 321,484,004	\$ 360,012,614	\$ 350,327,373	\$ 382,651,587	\$ 22,638,973
Contracted Services	25,994,103	27,165,941	24,620,155	24,878,748	(2,287,193)
Supplies & Materials	16,248,712	19,503,299	18,125,234	20,991,885	1,488,586
Travel/Misc.	3,852,686	5,953,343	5,212,984	6,496,863	543,520
Debt Service	513,158	132,000	513,827	525,415	393,415
Capital Outlay	822,930	938,144	531,027	1,225,932	287,788
Recapture	-	50,637,501	46,112,062	57,867,040	7,229,539
<b>Total Expenditures</b>	<b>\$ 368,915,593</b>	<b>\$ 464,342,842</b>	<b>\$ 445,442,662</b>	<b>\$ 494,637,470</b>	<b>\$ 30,294,628</b>
<b>Other Financing Sources:</b>					
Other Sources/(Uses)	\$ (2,871,921)	\$ (7,330,000)	\$ (5,669,698)	\$ (2,780,000)	\$ 4,550,000
<b>Total Other Financing Sources/(Uses)</b>	<b>\$ (2,871,921)</b>	<b>\$ (7,330,000)</b>	<b>\$ (5,669,698)</b>	<b>\$ (2,780,000)</b>	<b>\$ 4,550,000</b>
<b>Excess/(Deficiency) of Revenues vs. Expenditures</b>	<b>\$ (2,172,160)</b>	<b>\$ (11,723,962)</b>	<b>\$ 9,181,441</b>	<b>\$ (6,523,981)</b>	
<b>Beginning Fund Balance</b>	<b>\$ 181,018,977</b>	<b>\$ 178,846,817</b>	<b>\$ 178,846,817</b>	<b>\$ 188,028,258</b>	
<b>Ending Fund Balance</b>	<b>\$ 178,846,817</b>	<b>\$ 167,122,855</b>	<b>\$ 188,028,258</b>	<b>\$ 181,504,277</b>	

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# Three- year Projections

- Projections for 2024-25 and 2025-26
  - Property value growth estimates at 10%
  - Golden Yield 24-25 = \$126.21, 25-26 = \$129.52
  - Includes 2% of midpoint pay increase for all staff
  - Positions previously coded to ESSER
- Long-term view continues to show deficit budgets
- Legislative Session
  - Special Session
  - Anticipate additional financial impact but details are unknown
  - Recommend adopting budget with increase in golden yield only, and 3%-4% pay increase/longevity incentive; any additional funds received due to legislation can be amended in July or August

# Three-year Projections

	2022-2023 Adopted Budget	2022-2023 Projected Actual	2023-2024 Increase in Golden Yield	2024-2025 Increase in Golden Yield	2025-2026 Increase in Golden Yield
<b>PROJECTED ENROLLMENT (<i>Moderate growth</i>)</b>	<b>43,720</b>	<b>42,353</b>	<b>43,543</b>	<b>44,491</b>	<b>45,210</b>
Increase/Decrease in Enrollment			-0.40%/2.81%	2.18%	1.62%
Revenue Per Student	<b>9,384</b>	<b>9,669</b>	<b>9,867</b>	<b>9,876</b>	<b>9,841</b>
<b>REVENUE:</b>					
State Revenue	\$ 46,456,165	\$ 54,949,475	\$ 56,983,976	\$ 61,219,720	\$ 59,265,725
Local Revenue	394,721,314	397,072,167	426,747,513	458,623,236	495,281,005
Federal Revenue	5,318,206	8,272,159	7,162,000	6,164,000	6,165,000
<b>TOTAL ESTIMATED GROSS REVENUES:</b>	<b>\$ 446,495,685</b>	<b>\$ 460,293,801</b>	<b>\$ 490,893,489</b>	<b>\$ 526,006,956</b>	<b>\$ 560,711,730</b>
<b>TOTAL PAYROLL EXPENDITURES:</b>	<b>\$ 360,538,964</b>	<b>\$ 350,327,373</b>	<b>\$ 382,651,587</b>	<b>\$ 403,907,641</b>	<b>\$ 421,630,446</b>
<b>TOTAL OPERATING EXPENDITURES:</b>	<b>\$ 47,615,638</b>	<b>\$ 49,003,227</b>	<b>\$ 54,118,843</b>	<b>\$ 54,971,917</b>	<b>\$ 54,956,720</b>
RECAPTURE	<b>36,210,203</b>	<b>46,112,062</b>	<b>57,867,040</b>	<b>81,453,360</b>	<b>108,601,147</b>
<b>TOTAL OPERATING AND PAYROLL EXPENDITURES:</b>	<b>\$ 444,364,805</b>	<b>\$ 445,442,662</b>	<b>\$ 494,637,470</b>	<b>\$ 540,332,918</b>	<b>\$ 585,188,313</b>
<b>RESULTS FROM OPERATIONS:</b>	<b>\$ 2,130,880</b>	<b>\$ 14,851,139</b>	<b>\$ (3,743,981)</b>	<b>\$ (14,325,962)</b>	<b>\$ (24,476,583)</b>
<b>TOTAL TRANSFERS IN/OUT:</b>	<b>\$ (7,510,000)</b>	<b>\$ (5,669,698)</b>	<b>\$ (2,780,000)</b>	<b>\$ (2,780,000)</b>	<b>\$ (2,780,000)</b>
<b>TOTAL SURPLUS/DEFICIT FOR ADOPTION:</b>	<b>\$ (5,379,120)</b>	<b>\$ 9,181,441</b>	<b>\$ (6,523,981)</b>	<b>\$ (17,105,962)</b>	<b>\$ (27,256,583)</b>

<b>Beginning Fund Balance</b>	178,846,817	178,846,817	\$ 188,028,258	\$ 181,504,277	\$ 164,398,315
<b>Ending Fund Balance</b>	<b>\$ 173,467,697</b>	<b>\$ 188,028,258</b>	<b>\$ 181,504,277</b>	<b>\$ 164,398,315</b>	<b>\$ 137,141,732</b>
<b>BUDGET PARAMETER</b>					
Budget Deficit Threshold - 3% of Revenues	16,411,419	\$ 12,425,452	12,990,793	13,336,608	13,563,317
<b>Deficit (Exceeding)/Within Budget Parameter of 3%</b>	<b>11,032,299</b>	<b>21,606,893</b>	<b>6,466,812</b>	<b>(3,769,354)</b>	<b>(13,693,266)</b>



# DEBT SERVICE BUDGET

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# Debt Service Overview

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- May 6, 2023 Bond Election
  - Voters approved all three bond election Props A, B, & C
  - Amount = \$762.82 million
  - Bond sales to occur, as needed
- Maintaining I&S tax rate of \$0.33
- Continue to pay down debt early

# Proposed 2023-2024 Debt Service Budget



	2021-2022 Actual	2022-2023 Amended Budget	2022-2023 Estimate of Actual	2023-2024 Proposed Budget <b>\$0.33</b>	Change from Amended
<b>Revenues:</b>					
Local Tax Revenues	\$ 150,707,364	\$ 135,938,776	\$ 133,659,889	\$ 147,378,792	\$ 11,440,016
Interest Income	423,172	400,000	4,045,782	2,500,000	2,100,000
State Hold Harmless	1,614,496	-	3,600,923	2,988,508	2,988,508
<b>Total Revenues</b>	<b>\$ 152,745,032</b>	<b>\$ 136,338,776</b>	<b>\$ 141,306,594</b>	<b>\$ 152,867,300</b>	<b>\$ 16,528,524</b>
<b>Expenditures:</b>					
Principal	\$ 36,622,153	\$ 29,792,399	\$ 29,792,399	\$ 33,469,959	\$ 3,677,560
Interest	73,859,113	79,276,783	79,276,783	83,625,730	4,348,947
Fees	156,783	217,000	53,070	12,000	(205,000)
Defeasance/Refunding- Issuer Contribution	38,111,058	27,052,594	26,968,738	35,759,611	8,707,017
<b>Total Expenditures</b>	<b>\$ 148,749,107</b>	<b>\$ 136,338,776</b>	<b>\$ 136,090,990</b>	<b>\$ 152,867,300</b>	<b>\$ 16,528,524</b>
<b>Excess/(Deficiency) of Revenues vs. Expenditures</b>	<b>\$ 3,995,925</b>	<b>\$ -</b>	<b>\$ 5,215,604</b>	<b>\$ -</b>	
<b>Beginning Fund Balance</b>	<b>\$ 131,260,190</b>	<b>\$ 135,256,115</b>	<b>\$ 135,256,115</b>	<b>\$ 140,471,719</b>	
<b>Ending Fund Balance</b>	<b>\$ 135,256,115</b>	<b>\$ 135,256,115</b>	<b>\$ 140,471,719</b>	<b>\$ 140,471,719</b>	
			(94,665,897)	(94,665,897)	8/15/23 DS pmt
			\$ 45,805,822	\$ 45,805,822	

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# CHILD NUTRITION SERVICES BUDGET

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# Child Nutrition Services (CNS) Overview

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- Request for Proposals performed for 2023-2024 services
- Awarded vendor is Southwest Foodservice Excellence (SFE)
- Term is from 7/1/23 thru 6/30/24, with 4 one-year extension options
- CNS positions
  - Contracted positions include Director and Assistant Director of Child Nutrition Services, 2 dietitians, 4 supervisors, a district chef and a human resources specialist
  - Remainder of CNS staff are Leander ISD employees

# Proposed 2023-2024 Child Nutrition Services Budget

	2021-2022 Actual	2022-2023 Amended Budget	2023-2024 Proposed Budget	Change
<b>Revenues:</b>				
Local Revenue	\$ 809,651	\$ 9,094,103	\$ 8,515,353	\$ (578,750)
State Revenue	54,992	69,199	75,000	5,801
Federal Revenue	21,908,141	5,630,509	7,598,682	1,968,173
<b>Total Revenues</b>	<b>\$ 22,772,784</b>	<b>\$ 14,793,811</b>	<b>\$ 16,189,035</b>	<b>\$ 1,395,224</b>
<b>Expenditures:</b>				
Payroll	\$ 5,790,067	\$ 6,135,553	\$ 7,048,215	\$ 912,662
Contracted Services	7,168,129	6,267,440	6,267,440	-
Supplies & Materials	1,740,300	1,025,159	1,507,380	482,221
Other Operating	10,579	36,000	36,000	-
Capital Outlay	-	830,000	830,000	-
<b>Total Expenditures</b>	<b>\$ 14,709,074</b>	<b>\$ 14,294,152</b>	<b>\$ 15,689,035</b>	<b>\$ 1,394,883</b>
<b>Other Financing Sources:</b>				
Other Sources/(Uses)	\$ -	\$ -	\$ -	\$ -
<b>Total Other Financing Sources/(Uses)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Excess/(Deficiency) of Revenues vs. Expenditures</b>	<b>\$ 8,063,710</b>	<b>\$ 499,659</b>	<b>\$ 500,000</b>	
<b>Beginning Fund Balance</b>	<b>\$ 2,865,100</b>	<b>\$ 10,928,810</b>	<b>\$ 11,428,469</b>	
<b>Ending Fund Balance</b>	<b>\$ 10,928,810</b>	<b>\$ 11,428,469</b>	<b>\$ 11,928,469</b>	



# FINAL STEPS

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# 2023-2024 Budget Recap

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- Required newspaper posting in Hill Country News June 1<sup>st</sup>
- Required General Fund, Debt, and CNS proposed budgets posted, by function, on District website June 1<sup>st</sup>
- Final Amendment presented June 15<sup>th</sup>
- General Fund, Debt and Child Nutrition Services Budgets to be adopted June 15<sup>th</sup>
- Tax rate to be adopted in August/September, after July certified values are received

# DISCUSSION

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**Leander Independent School District  
2023 - 2024 Proposed Budget - 2024-25/2025-26 Projection Models**

	2022-2023 Adopted Budget	2022-2023 Projected Actual	2023-2024 Increase in Golden Yield	2024-2025 Increase in Golden Yield	2025-2026 Increase in Golden Yield
<b>PROJECTED ENROLLMENT (<i>Moderate growth</i>)</b>	<b>43,720</b>	<b>42,353</b>	<b>43,543</b>	<b>44,491</b>	<b>45,210</b>
Increase/Decrease in Enrollment			-0.40%/2.81%	2.18%	1.62%
Revenue Per Student	9,384	9,669	9,867	9,876	9,841
<b>REVENUE:</b>					
State Revenue	\$ 46,456,165	\$ 54,949,475	\$ 56,983,976	\$ 61,219,720	\$ 59,265,725
Local Revenue	394,721,314	397,072,167	426,747,513	458,623,236	495,281,005
Federal Revenue	5,318,206	8,272,159	7,162,000	6,164,000	6,165,000
<b>TOTAL ESTIMATED GROSS REVENUES:</b>	<b>\$ 446,495,685</b>	<b>\$ 460,293,801</b>	<b>\$ 490,893,489</b>	<b>\$ 526,006,956</b>	<b>\$ 560,711,730</b>
<b>PAYROLL EXPENDITURES:</b>					
Payroll - Existing Positions	\$ 338,315,948	\$ 326,370,300	\$ 334,732,813	\$ 356,334,740	\$ 374,998,585
Budgeting at 98%/Misc Adjustments	-	-	(4,279,494)	(380,895)	(303,577)
Positions previously funded by ESSER	-	-	4,114,045	2,705,611	-
Salary Increase (3%/2%)	-	-	9,538,000	7,126,695	7,499,972
Pay Study/SPED Stipend Adjustments	-	-	3,911,400	2,300,000	1,500,000
Longevity bonus/Additional 1% Pay increase	-	-	3,088,000	-	-
Increase Monthly Contribution for Health Insurance	-	-	2,479,800	-	-
New Positions (Staffing Formulae - Pre-K thru 12)	-	-	(413,474)	3,424,970	3,162,837
New Positions (Early College High School)	-	-	387,934	375,676	131,612
New Positions (Special Education)	-	-	1,670,713	1,192,096	1,084,021
New Positions (Outside Staffing Formulae)	-	-	963,051	500,000	500,000
Salary Costs to Open a New Campus	-	-	141,952	1,419,692	1,300,399
State Funded TRS	22,223,016	23,957,073	26,316,847	28,909,056	31,756,598
<b>TOTAL PAYROLL EXPENDITURES:</b>	<b>\$ 360,538,964</b>	<b>\$ 350,327,373</b>	<b>\$ 382,651,587</b>	<b>\$ 403,907,641</b>	<b>\$ 421,630,446</b>
<b>OPERATING EXPENDITURES</b>					
Contracted Services	14,248,287	15,687,466	15,963,348	16,442,248	16,935,516
Utilities	8,566,910	8,932,689	8,915,400	9,093,708	9,275,582
Supplies	18,000,171	17,438,764	19,809,865	20,404,161	21,016,286
Operating previously coded to ESSER	-	-	757,087	1,000,000	-
Instructional Materials/Textbooks	686,470	686,470	-	-	-
Travel/Misc.	5,498,231	5,212,984	6,496,863	6,626,800	6,759,336
Debt Service	132,000	513,827	525,415	550,000	550,000
Capital Outlay	313,569	531,027	1,225,932	300,000	300,000
New Campus Operating Costs (utilities/supplies)	170,000	-	424,933	555,000	120,000
<b>TOTAL OPERATING EXPENDITURES:</b>	<b>\$ 47,615,638</b>	<b>\$ 49,003,227</b>	<b>\$ 54,118,843</b>	<b>\$ 54,971,917</b>	<b>\$ 54,956,720</b>
<b>RECAPTURE</b>	<b>36,210,203</b>	<b>302,46,112,062</b>	<b>57,867,040</b>	<b>81,453,360</b>	<b>108,601,147</b>
<b>TOTAL OPERATING AND PAYROLL EXPENDITURES:</b>	<b>\$ 444,364,805</b>	<b>\$ 445,442,662</b>	<b>\$ 494,637,470</b>	<b>\$ 540,332,918</b>	<b>\$ 585,188,313</b>

	2022-2023 Adopted Budget	2022-2023 Projected Actual	2023-2024 Increase in Golden Yield	2024-2025 Increase in Golden Yield	2025-2026 Increase in Golden Yield
<b>RESULTS FROM OPERATIONS:</b>	<b>\$ 2,130,880</b>	<b>\$ 14,851,139</b>	<b>\$ (3,743,981)</b>	<b>\$ (14,325,962)</b>	<b>\$ (24,476,583)</b>
<b>OTHER TRANSFERS IN/OUT</b>					
Other Sources	20,000	270,000	270,000	270,000	270,000
Transfers Out - Other	(230,000)	(50,000)	(50,000)	(50,000)	(50,000)
Transfers Out - Healthcare	(6,300,000)	(5,889,698)	(3,000,000)	(3,000,000)	(3,000,000)
Transfers Out - Healthcare Additional Contribution	(1,000,000)	-	-	-	-
Transfer Out- 2 cents to Major Maintenance	-	-	-	-	-
<b>TOTAL TRANSFERS IN/OUT:</b>	<b>\$ (7,510,000)</b>	<b>\$ (5,669,698)</b>	<b>\$ (2,780,000)</b>	<b>\$ (2,780,000)</b>	<b>\$ (2,780,000)</b>
<b>TOTAL SURPLUS/DEFICIT FOR ADOPTION:</b>	<b>\$ (5,379,120)</b>	<b>\$ 9,181,441</b>	<b>\$ (6,523,981)</b>	<b>\$ (17,105,962)</b>	<b>\$ (27,256,583)</b>
<b>FUND BALANCE</b>					
Beginning Fund Balance	178,846,817	178,846,817	\$ 188,028,258	\$ 181,504,277	\$ 164,398,315
<b>Ending Fund Balance</b>	<b>\$ 173,467,697</b>	<b>\$ 188,028,258</b>	<b>\$ 181,504,277</b>	<b>\$ 164,398,315</b>	<b>\$ 137,141,732</b>
Targeted Fund Balance - 3 Months Operating	\$ 103,916,151	\$ 101,250,075	\$ 109,887,608	\$ 115,414,889	\$ 119,841,792
<b>Overage/(Shortage) from Target</b>	<b>\$ 69,551,547</b>	<b>\$ 86,778,184</b>	<b>\$ 71,616,670</b>	<b>\$ 48,983,426</b>	<b>\$ 17,299,940</b>
<b>BUDGET PARAMETER</b>					
Budget Deficit Threshold - 3% of Revenues	16,411,419	\$ 12,425,452	12,990,793	13,336,608	13,563,317
<b>Deficit (Exceeding)/Within Budget Parameter of 3%</b>	<b>11,032,299</b>	<b>21,606,893</b>	<b>6,466,812</b>	<b>(3,769,354)</b>	<b>(13,693,266)</b>



**LEANDER INDEPENDENT SCHOOL DISTRICT  
2023-2024 BUDGET PREPARATION  
2023-2024 **AMENDED** BUDGET ASSUMPTIONS**

DATA ELEMENT	ASSUMPTION	MODERATE GROWTH	
		23-24 PASA for Staffing 2.81%	23-24 PASA for Funding 2.61%
<b>Student Enrollment:</b>	PASA Moderate Growth Projection (less Pre-k)	42,399	42,399
	Pre-k projection (funding based on 1/2 day)	1,144	572
	Student enrollment projection for staffing/revenue estimates	43,543	42,971
<b>Budget Parameter:</b>			<b>3.00%</b>
<b>Avg Daily Attendance Rate:</b>	Based on historical trend		94%
<b>Property Values:</b>	Projected growth over prior year LOCAL values		15%
<b>Property Tax Collection Rate:</b>	Projected rate of collection on tax levy		99%
<b>Staff Pay Increase:</b>	Overall pay increases to all staff		3%
<b>Campus Allocations:</b>	Maintain weighted per student allocations		
<b>Positions tied to student enrollment projections:</b>			
	Staffing formulas; PreKindergarten-12		\$ (800,000)
	New positions for special education		\$ 1,150,000
<b>New School Allocations:</b>	Start up salaries for EL 30 opening 24-25		\$ 150,000
<b>Other Staffing Increases:</b>			
	Adjustments due to pay study		\$ 5,000,000
	Stipend adjustments for special education teachers		\$ 1,800,000
	New position requests (outside of formula)		\$ 1,400,000
<b>Employee Benefits:</b>	Increase contribution towards insurance premiums; reduce transfers out for health insurance		\$ (2,000,000)
<b>Major Maintenance:</b>	Funded at equivalent of 2 pennies of M&O levy		\$ -
<b>Portables:</b>	Portables to house students at campuses over capacity		\$ 1,000,000
<b>Budgeting Practices:</b>	Budget payroll at 98%		\$ (5,050,000)
	ESSER funds - General Fund Impact		\$ 4,000,000
		<b>2022 Tax Rate</b>	<b>2023 Tax Rate</b>
<b>Tax Rate:</b>	M&O rate ESTIMATE with additional compression under HB3	\$ 0.8046	\$ 0.7944
	Existing golden pennies	0.0500	0.0800
	Golden pennies (Additional)	0.0300	-
	Copper pennies	0.0600	0.0600
	I & S rate	0.3300	0.3300
	<i>Actual/Projected Tax Rate</i>	\$ 1.2746	\$ 1.2644

# Leander ISD Board Meeting Agenda Item Information

Regular Meeting Date: May 25, 2023

**Agenda Item:** 2023-24 Total Compensation Recommendation  
**Purpose:**  Action Requested  Discussion Item/Report  
**Administrator Responsible:** Karie Lynn Eggeling  
**Attachments:** 2023-24 Total Compensation Plan 3% Atch 1  
 2023-24 Total Compensation Plan 4% Atch 2  
 2023-24 Total Compensation Plan 5% Atch 3  
 2023-24 Across the Board Pay Increase Summary (2%) Atch 4  
 2023-24 Across the Board Pay Increase Summary (3%) Atch 5  
 2023-24 Across the Board Pay Increase Summary (5%) Atch 6  
 05-11-23 Discussion of 2023-24 Total Compensation Recommendations Pres  
 (Uploaded in BoardBook 5/24/23)

**Background Information:**

**COMPENSATION**

Each year, we review our compensation program to ensure that Leander ISD is staying competitive in the market so we can recruit and retain the best employees. We do a comprehensive review of all LISD’s compensation plan components and make recommendations to the Board for an across-the-board pay increase, in addition to other compensation changes to ensure our competitiveness. As a reminder, LISD conducts in-depth salary scale reviews on a rotating basis. This year we reviewed market data for all scales and are recommending additional modifications to the scales and some stipend adjustments. In order to place the district’s pay scales in the best market position, scale adjustments are included in the total cost amounts listed below. Additionally, we have included a differential pay for CNS and Custodial at South schools, a small adjustment for a category of substitutes, a student teacher compensation program, and a longevity bonus proposal.

Scale	Employees	2% Total Cost	3% Total Cost	5% Total Cost
Teacher	3,405	\$4,089,000	\$6,195,000	\$10,399,000
Registered Nurse	46	\$57,000	\$85,000	\$142,000
Counselor	106	\$129,000	\$195,000	\$331,000
Administrative/Professional	553	\$903,000	\$1,354,000	\$2,254,000
Information Technology	82	\$132,000	\$198,000	\$330,000
Office/Paraprofessional	1,007	\$593,000	\$888,000	\$1,477,000
Auxiliary	377	\$261,000	\$390,000	\$646,000
Transportation	316	\$156,000	\$233,000	\$386,000
<b>TOTAL ACROSS THE BOARD</b>	<b>5,892</b>	<b>\$6,320,000</b>	<b>\$9,538,000</b>	<b>\$15,965,000</b>
<b>SCALE ADJUSTMENTS</b>		<b>\$3,691,000</b>	<b>\$1,665,000</b>	<b>\$1,516,000</b>
Custodial/CNS South Pay Differential		\$142,000	\$142,000	\$142,000
Stipend Adjustments and Stipend Review		\$24,000	\$24,000	\$24,000
Substitute Rate Increase		\$59,000	\$59,000	\$59,000
Student Teacher/Co-op Teacher Incentives		\$235,000	\$235,000	\$235,000
Paying Teachers to Sub		\$175,000	\$175,000	\$175,000
Sped Stipend Change Proposal		\$1,845,000	\$1,845,000	\$1,845,000
Longevity Bonus Proposal		\$3,088,000	\$3,088,000	3,088,000
<b>ADDITIONAL TOTAL REWARDS RECOMMENDATIONS</b>		<b>\$5,568,000</b>	<b>\$5,568,000</b>	<b>\$5,568,000</b>
<b>GRAND TOTAL</b>		<b>\$15,579,000</b>	<b>\$16,771,000</b>	<b>\$23,049,000</b>

## **EMPLOYEE ELIGIBILITY**

Employee is employed by the district in a regular part or full-time position, including 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.

## **BENEFITS**

Healthcare trend continues to increase annually, and it is anticipated to increase by 4.5% for 2023. Other factors affecting the district's costs are increased cost due to inflation.

In 2023, the district's funding level per employee increased slightly by \$10, while overall plan costs increased significantly. If the funding is not increased in 2024 and beyond, the district will move towards a deficit position in total plan costs to employer/employee funding quickly, establishing the need to draw from fund balance to offset this deficit.

Due to these factors, the CFO has developed a different way of funding the plan to ensure the fund remains sound with a minimum 35% fund balance as well as ensure a cash flow balance that covers weekly claims paid and funding annual claims cost. District contribution will increase July 1, 2023 as presented at the May 11, 2023 Board meeting unless otherwise altered by the CFO.

## **EMPLOYEE ELIGIBILITY FOR % OF MIDPOINT BASE PAY INCREASE ALL FOR ELIGIBLE STAFF**

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

If, after the Legislative session, an additional midpoint base salary increase is authorized by the Board of Trustees; all eligible employees who are employed by the district in a regular part or full-time position (which includes Teacher Fellows and other employees who are eligible for across-the-board increases) will receive this as a delayed lump sum payment as determined by Administration based on the number of days worked through the date set by payroll and then salaries will be increased by the remaining amount for the 2023-24 school year. Employees who received a market adjustment, in addition to the across-the-board increase, that exceeds the across the board increase, may not be eligible for the additional payment due to this amount already being included in the market adjustment that will be paid beginning with their first check of the new year. The additional base pay increase is eligible for TRS creditable service.

If Legislation passes that provides additional LISD funding and the Board determines additional compensation can be paid, and an employee terminated LISD prior to the delayed lump sum payment, they will receive their delayed lump sum payment after Board approval, at a time administratively feasible for payroll to process.

## **ONE-TIME LUMP SUM RETENTION PAYMENT AUTHORIZATION**

In addition to the options listed above and the compensation laid out within the district's compensation plan for 2023-2024, 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 (which includes Teacher Fellows and other employees who are eligible for across-the-board increases) based on the following guidelines:

- 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 defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.

**Employee Eligibility** - Employee is employed by the district in a regular part or full-time position, including 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. The one-time lump sum payment is not eligible for TRS creditable service.

Due to this being a Legislative year and some legislation still pending, the Board of Trustees reserves the right to amend the 2023-24 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change or in the best interest of the District.

**Administrative Recommendation:**

OPTION 1

1. A 3% of midpoint salary increase for all employees for the 2023-24 school year;
2. Longevity pay plan;
3. Authorization for the Superintendent to recommend to the Board for approval a one-time lump sum retention payment for all eligible employees based on the guidelines set forth in the compensation plan;
4. Authorization for the Superintendent to amend the 2023-24 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change or in the best interest of the District.

OR

OPTION 2

1. 4% of midpoint salary increase for all employees for the 2023-24 school year and market;
2. Authorization for the Superintendent to recommend to the Board for approval a one-time lump sum retention payment for all eligible employees based on the guidelines set forth in the compensation plan;
3. Authorization for the Superintendent to amend the 2023-24 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change or in the best interest of the District.

**Sample Motion:**

I move that the Board of Trustees approve administration’s recommended compensation plan to include:

OPTION 1

1. 3% of midpoint salary increase for all employees for the 2023-24 school year;
2. Authorization for the Superintendent to recommend to the Board for approval a one-time lump sum retention payment for all eligible employees based on the guidelines set forth in the compensation plan;
3. Authorization for the Superintendent to amend the 2023-24 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change or in the best interest of the District.

OPTION 2

1. 4% of midpoint salary increase for all employees for the 2023-24 school year;
2. Authorization for the Superintendent to recommend to the Board for approval a one-time lump sum retention payment for all eligible employees based on the guidelines set forth in the compensation plan;
3. Authorization for the Superintendent to amend the 2023-24 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change or in the best interest of the District.



2023-24

# COMPENSATION PLAN

For Board Approval

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## COMPENSATION PLAN

LISD recommends the enclosed 2023-24 compensation plan. Once approved, the Board of Trustees 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. The Board reserves the right to amend the 2023-24 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, or if additional legal requirements or interpretations necessitate such a change are in the best interest of the District.

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## INCENTIVE PLAN

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment which were not known at the time this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance.

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## ONE-TIME LUMP SUM PAYMENT AUTHORIZATION

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:

- 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 defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.

## EMPLOYEE ELIGIBILITY

An employee will be eligible if they are employed by the district in a regular part- or full-time position, including 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.

2023-24 TEACHER SALARY SCALE

YEARS EXPERIENCE	BACHELORS	MASTERS	DOCTORATE
0	\$55,059	\$56,059	\$57,059
1	\$55,309	\$56,309	\$57,309
2	\$55,547	\$56,547	\$57,547
3	\$55,785	\$56,785	\$57,785
4	\$55,785	\$56,785	\$57,785
5	\$56,235	\$57,235	\$58,235
6	\$56,685	\$57,685	\$58,685
7	\$57,135	\$58,135	\$59,135
8	\$57,586	\$58,586	\$59,586
9	\$58,036	\$59,036	\$60,036
10	\$58,486	\$59,486	\$60,486
11	\$58,971	\$59,971	\$60,971
12	\$59,431	\$60,431	\$61,431
13	\$59,931	\$60,931	\$61,931
14	\$60,431	\$61,431	\$62,431
15	\$61,006	\$62,006	\$63,006
16	\$61,406	\$62,406	\$63,406
17	\$61,806	\$62,806	\$63,806
18	\$62,206	\$63,206	\$64,206
19	\$62,691	\$63,691	\$64,691
20	\$63,216	\$64,216	\$65,216
21	\$63,651	\$64,651	\$65,651
22	\$64,078	\$65,078	\$66,078
23	\$64,478	\$65,478	\$66,478
24	\$64,878	\$65,878	\$66,878
25	\$65,278	\$66,278	\$67,278
26	\$65,678	\$66,678	\$67,678
27	\$66,273	\$67,273	\$68,273
28	\$67,081	\$68,081	\$69,081
29	\$67,891	\$68,891	\$69,891
30	\$68,861	\$69,861	\$70,861

## 2023-24 COUNSELOR SALARY SCALE

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	\$62,628	\$66,482	\$69,052	\$66,482	\$69,052
1	\$62,889	\$66,759	\$69,339	\$66,759	\$69,339
2	\$63,137	\$67,023	\$69,613	\$67,023	\$69,613
3	\$63,385	\$67,286	\$69,886	\$67,286	\$69,886
4	\$63,385	\$67,286	\$69,886	\$67,286	\$69,886
5	\$63,855	\$67,784	\$70,404	\$67,784	\$70,404
6	\$64,324	\$68,282	\$70,921	\$68,282	\$70,921
7	\$64,793	\$68,780	\$71,439	\$68,780	\$71,439
8	\$65,263	\$69,280	\$71,957	\$69,280	\$71,957
9	\$65,733	\$69,778	\$72,475	\$69,778	\$72,475
10	\$66,202	\$70,276	\$72,992	\$70,276	\$72,992
11	\$66,708	\$70,813	\$73,550	\$70,813	\$73,550
12	\$67,187	\$71,322	\$74,078	\$71,322	\$74,078
13	\$67,709	\$71,875	\$74,653	\$71,875	\$74,653
14	\$68,230	\$72,429	\$75,228	\$72,429	\$75,228
15	\$68,830	\$73,065	\$75,889	\$73,065	\$75,889
16	\$69,247	\$73,508	\$76,349	\$73,508	\$76,349
17	\$69,664	\$73,951	\$76,809	\$73,951	\$76,809
18	\$70,081	\$74,394	\$77,269	\$74,394	\$77,269
19	\$70,587	\$74,931	\$77,827	\$74,931	\$77,827
20	\$71,134	\$75,512	\$78,430	\$75,512	\$78,430
21	\$71,588	\$75,993	\$78,930	\$75,993	\$78,930
22	\$72,033	\$76,466	\$79,421	\$76,466	\$79,421
23	\$72,450	\$76,909	\$79,881	\$76,909	\$79,881
24	\$72,867	\$77,352	\$80,341	\$77,352	\$80,341
25	\$73,285	\$77,794	\$80,801	\$77,794	\$80,801
26	\$73,702	\$78,237	\$81,261	\$78,237	\$81,261
27	\$74,322	\$78,896	\$81,945	\$78,896	\$81,945
28	\$75,165	\$79,790	\$82,874	\$79,790	\$82,874
29	\$76,009	\$80,687	\$83,805	\$80,687	\$83,805
30	\$77,021	\$81,761	\$84,920	\$81,761	\$84,920

2023-24 RN SALARY SCALE

YEARS EXPERIENCE	SALARY
0	\$58,059
1	\$58,309
2	\$58,547
3	\$58,785
4	\$58,785
5	\$59,235
6	\$59,685
7	\$60,135
8	\$60,586
9	\$61,036
10	\$61,486
11	\$61,971
12	\$62,431
13	\$62,931
14	\$63,431
15	\$64,006
16	\$64,406
17	\$64,806
18	\$65,206
19	\$65,691
20	\$66,216
21	\$66,651
22	\$67,078
23	\$67,478
24	\$67,878
25	\$68,278
26	\$68,678
27	\$69,273
28	\$70,081
29	\$70,891
30	\$71,861

2023-24 CAMPUS ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
CA1	\$301.38	\$328.50	\$355.62
CA2	\$320.18	\$349.00	\$377.82
CA3	\$339.87	\$370.46	\$401.05
CA4	\$356.59	\$388.68	\$420.77
CA5	\$392.35	\$427.67	\$462.98
CA6	\$444.31	\$484.30	\$524.29
CA7	\$484.86	\$528.50	\$572.14
CA8	\$549.83	\$599.32	\$648.80

2023-24 DISTRICT ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
DA1	\$263.17	\$286.85	\$310.54
DA2	\$285.54	\$311.23	\$336.93
DA3	\$328.65	\$358.23	\$387.81
DA4	\$356.59	\$388.68	\$420.77
DA5	\$392.35	\$427.67	\$462.98
DA6	\$444.31	\$484.30	\$524.29
DA7	\$484.86	\$528.50	\$572.14
DA8	\$549.83	\$599.32	\$648.80

2023-24 OPERATIONAL SERVICES SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
OS1	\$265.78	\$289.70	\$313.62
OS2	\$322.92	\$351.99	\$381.05
OS3	\$392.35	\$427.67	\$462.98
OS4	\$484.86	\$528.50	\$572.14

2023-24 SPED LICENSED PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
LP	\$302.61	\$348.00	\$393.39

2023-24 INFORMATION TECHNOLOGY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
J1	\$28.64	\$31.21	\$33.79
J2	\$33.03	\$36.00	\$38.97
J3	\$38.99	\$42.50	\$46.01
J4	\$319.97	\$348.77	\$377.56
J5	\$343.94	\$374.90	\$405.86
J6	\$377.06	\$411.00	\$444.94
J7	\$395.92	\$431.55	\$467.18
J8	\$444.31	\$484.30	\$524.29
J9	\$484.86	\$528.50	\$572.14

2023-24 OFFICE/PARAPROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
PP1	\$15.96	\$17.40	\$18.84
PP2	\$17.40	\$18.97	\$20.53
PP3	\$18.44	\$20.10	\$21.76
PP4	\$20.29	\$22.11	\$23.94
PP5	\$22.72	\$24.77	\$26.81
PP6	\$25.45	\$27.74	\$30.03
PP7	\$28.50	\$31.07	\$33.63
PP8	\$31.92	\$34.80	\$37.67

2023-24 AUXILIARY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
Z1	\$15.32	\$16.85	\$18.38
Z2	\$16.08	\$17.69	\$19.30
Z3	\$16.89	\$18.58	\$20.27
Z4	\$17.88	\$19.67	\$21.46
Z5	\$19.21	\$21.13	\$23.05
Z5A	\$20.36	\$22.40	\$24.43
Z6	\$21.58	\$23.74	\$25.90
Z7	\$24.19	\$26.61	\$29.03
Z8	\$26.98	\$29.67	\$32.37
Z9	\$31.02	\$34.12	\$37.23

2023-24 TRANSPORTATION SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
B1	\$15.31	\$16.84	\$18.37
B2	\$15.84	\$17.43	\$19.01
B3	\$16.40	\$18.04	\$19.68
B4	\$21.98	\$24.17	\$26.37
B5	\$22.63	\$24.90	\$27.16
B6	\$23.54	\$25.89	\$28.25
B7	\$25.42	\$27.97	\$30.51
B8	\$29.75	\$32.72	\$35.69

2023-24 SUBSTITUTE PAY

Assignment	Assignment Lasting 10 days or less (Teacher and Instructional Assistant)	11+ day assignment (Teacher only)	Half Day	Early-release day or leave earlier than schedule	Teacher Planning/Training Days
Non-Degreed	\$115.00	\$115.00	\$57.50	\$86.25	\$93.44
Degreed	\$115.00	\$140.00	\$57.50	\$86.250	\$93.44
Certified	\$120.00	\$175.00	\$57.50	\$90.00	\$97.40

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 (Teacher and Instructional Assistant)	11+ day assignment (Teacher only)	Half Day	Early-release day or leave earlier than schedule	Teacher Planning/Training Days
Registered Nurse Substitute	\$170.00	\$200.00	\$85.00	\$127.50	\$138.13

2023-24 SEASONAL PART-TIME EMPLOYEE PAY

Assignment	2023-24 Hourly Rate
AVID Tutor	\$15.00
Childcare Worker	\$15.00
SMC Refurbishing Tech	\$15.00
Summer Feeding Program Assistant	\$15.31
Summer Feeding Program Supervisor	\$21.58
Floater Bus Monitor	\$15.84
Floater Bus Driver	\$21.98
Floater Custodian	\$16.08
Floater Crossing Guard	\$15.00

Assignment	Years of Experience	2023-24 Hourly Rate
Crossing Guard	0	\$15.00
	1	\$15.25
	2	\$15.50
	3	\$15.75
	4	\$16.00
	5+	\$16.25

2023-24 TEMPORARY EMPLOYEE PAY

Temp Assignment	2023-24 Hourly Rate
<b>GENERAL TEMPS</b>	
Administrative Assistant	\$15.00
Clerical Support	\$15.00
District Receptionist Substitute	\$15.00
Docutech Operator	\$15.00
HS Event Parking Lot Attendant	\$15.00
Lunchroom Monitor	\$15.00
Manual Trades	\$15.00
Materials Management Summer Assistant	\$15.00
Registrar (ELEM)	\$17.40
Registrar (MS)	\$20.29
Registrar (HS)	\$22.72
Translator/Interpreter	\$30.00
Special Education/ARD Translator/Interpreter	\$40.00
Video Scoreboard Broadcast Specialist	\$30.00
<b>TEACHING &amp; LEARNING TEMPS</b>	
Academic Assistant (12+ college hours)	\$15.00
Academic Assistant (48+ college hours)	\$18.00
Academic Assistant (certified teacher)	\$23.00
Administrator	Min of posted salary scale for position
AP/PSAT/ACT/SAT (Mock or Actual Exam) Proctor	\$15.00
ARD Facilitator Svcs.	\$40.00
Assistive Technology Facilitator Assistant	\$15.00
Behavioral Svcs.	\$35.00
Diagnostician/LSSP Svcs.	\$40.00
Bilingual Diagnostician/LSSP Svcs.	\$70.00
Campus Support Staff - Summer Prof. Learning	\$15.00
Childcare Provider	\$15.00
College Coach	\$25.00
Counselor	\$40.15
ESL Reading Specialist	\$30.00
Homeless Program Assistance	\$15.00
Homebound Program Reviewer	\$70.00
Instructional Assistant	\$15.96

Temp Assignment	2023-24 Hourly Rate
Instructional Assistant (Special Pgms.)	\$17.40
LSSP Svcs.	\$40.00
Orientation & Mobility Svcs.	\$65.00
Ropes Facilitation	\$25.00
Occupational Therapist Svcs.	\$40.00
SLP Svcs.	\$40.00
SPED Teacher Advisor	\$25.00
SRP Teacher	\$37.00
Work-based Learning Advisor	\$40.00
<b>STUDENT WORKER TEMPS</b>	
Student Worker	\$12.50
IT Summer Tech	\$12.50
PAC Student Worker	\$12.50
<b>FINE ARTS TEMPS</b>	
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

2023-24 ANNUALIZED STIPENDS

Stipend Title	Stipend	Extra Days
<b>DISTRICTWIDE STIPENDS</b>		
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
<b>HIGH SCHOOL ACADEMIC STIPENDS</b>		
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
<b>HIGH SCHOOL EXTRA-CURRICULAR STIPENDS</b>		
HS AGRICULTURE ADVISOR	\$7,000	17
HS BROADCAST JOURNALISM ADVISOR	\$2,000	0
HS DEBATE ADVISOR	\$3,000	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
<b>HIGH SCHOOL ATHLETIC STIPENDS</b>		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
<b>FOOTBALL</b>		
HS FOOTBALL - DEFENSIVE COORD.	\$5,000	15
HS FOOTBALL - OFFENSIVE COORD. /HEAD COACH JV	\$5,000	15

Stipend Title	Stipend	Extra Days
HS FOOTBALL - STRENGTH & CONDITIONING COORD.	\$5,000	15
HS FOOTBALL - VARSITY COACH/HEAD COACH SOPH	\$3,100	15
HS FOOTBALL – HEAD COACH FRESHMAN	\$3,100	15
HS FOOTBALL – JV/FRESHMAN COACH	\$3,100	15
<b>BOYS BASKETBALL</b>		
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
<b>BASEBALL</b>		
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
<b>BOYS SOCCER</b>		
HS SOCCER - BOYS HEAD COACH	\$5,000	5
HS SOCCER - BOYS ASST. COACH	\$2,000	5
<b>BOYS TRACK</b>		
HS TRACK - BOYS HEAD COACH	\$4,000	5
HS TRACK - BOYS ASST. COACH	\$2,000	5
<b>CROSS COUNTRY</b>		
HS CROSS COUNTRY - HEAD COACH	\$4,000	10
HS CROSS COUNTRY - ASST. COACH	\$2,000	5
<b>GOLF</b>		
HS GOLF - HEAD COACH	\$5,000	3
HS GOLF - ASST. COACH	\$2,000	3
<b>WRESTLING</b>		
HS WRESTLING - HEAD COACH	\$4,000	5
HS WRESTLING - ASST. COACH	\$2,000	5
<b>COORDINATOR</b>		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
<b>VOLLEYBALL</b>		
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
<b>GIRLS BASKETBALL</b>		
HS BASKETBALL - GIRLS HEAD COACH	\$5,000	10

Stipend Title	Stipend	Extra Days
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
<b>SOFTBALL</b>		
HS SOFTBALL - HEAD COACH	\$5,000	10
HS SOFTBALL - JV COACH	\$2,000	5
HS SOFTBALL - FRESHMAN COACH	\$2,000	5
<b>GIRLS SOCCER</b>		
HS SOCCER - GIRLS HEAD COACH	\$5,000	5
HS SOCCER - GIRLS ASST. COACH	\$2,000	5
<b>GIRLS TRACK</b>		
HS TRACK - GIRLS HEAD COACH	\$4,000	5
HS TRACK - GIRLS ASST. COACH	\$2,000	5
<b>SWIMMING</b>		
HS SWIMMING - HEAD COACH	\$5,000	5
HS SWIMMING - ASST. COACH	\$2,000	5
<b>TENNIS</b>		
HS TENNIS - HEAD COACH	\$5,000	5
HS TENNIS - ASST. COACH	\$2,000	5
<b>TRAINER</b>		
HS ATHLETIC TRAINER	\$6,600	28
<b>ATHLETIC EXTRA-DUTY STIPENDS</b>		
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
<b>HIGH SCHOOL PERFORMING ARTS STIPENDS</b>		
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	7
HS CHEER DIRECTOR	\$3,000	15
HS CHEER ASSISTANT DIRECTOR	\$2,500	6

Stipend Title	Stipend	Extra Days
HS CHOIR DIRECTOR	\$3,000	12
HS CHOIR ASSISTANT DIRECTOR	\$2,500	6
HS THEATRE DIRECTOR	\$3,000	6
HS TECHNICAL THEATRE DIRECTOR	\$3,000	2
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
<b>MIDDLE SCHOOL ACADEMIC STIPENDS</b>		
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
<b>MIDDLE SCHOOL EXTRA-CURRICULAR STIPENDS</b>		
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
<b>MIDDLE SCHOOL ATHLETIC STIPENDS</b>		
<b>COORDINATOR</b>		
MS BOYS ATHLETICS COORDINATOR	\$3,000	0
<b>FOOTBALL</b>		
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
<b>BOYS BASKETBALL</b>		
MS BASKETBALL - BOYS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - BOYS 8TH GRADE COACH	\$1,500	3
<b>BOYS SOCCER</b>		
MS SOCCER - BOYS COACH	\$1,500	0
<b>CROSS COUNTRY</b>		
MS CROSS COUNTRY BOYS/GIRLS COACH	\$1,500	0

Stipend Title	Stipend	Extra Days
MS CROSS COUNTRY BOYS/GIRLS ASST. COACH	\$1,500	0
<b>COORDINATOR</b>		
MS GIRLS ATHLETICS COORDINATOR	\$3,000	0
<b>VOLLEYBALL</b>		
MS VOLLEYBALL 7TH GRADE COACH	\$1,500	3
MS VOLLEYBALL 8TH GRADE COACH	\$1,500	3
<b>GIRLS BASKETBALL</b>		
MS BASKETBALL - GIRLS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - GIRLS 8TH GRADE COACH	\$1,500	3
<b>GIRLS SOCCER</b>		
MS SOCCER - GIRLS COACH	\$1,500	0
<b>TRACK</b>		
MS TRACK BOYS/GIRLS COACH	\$1,500	0
<b>ATHLETIC EXTRA-DUTY</b>		
MS ATHLETIC LAUNDRY	\$1,500	0
<b>MIDDLE SCHOOL PERFORMING ARTS STIPENDS</b>		
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	3
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
<b>ELEMENTARY ACADEMIC STIPENDS</b>		
ELEM INSTRUCTIONAL COACH	\$0	15
<b>ENGLISH LANGUAGE LEARNER STIPENDS</b>		
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

Stipend Title	Stipend	Extra Days
<b>SPECIAL EDUCATION STIPENDS</b>		
SPED GENERAL (Res/Incl, VAC, Homebound, Deaf/Hard of Hearing, Adapted PE, DL, Virtual, ARD Spec, MS/HS Team Lead, IRS Staff (Diag., LSSP, OT, PT, SLP))	\$2,500	0
SPED BEHAVIOR (Behavior (GOALS, Aspire, SCSS))	\$3,000	0
SPED SELF CONTAINED CLASSROOM (ELE, ESLE, SLE, ICAP, ICAP C, Life Skills, Autism Grant, 18+/SELF, TASC, IBC)	\$5,000	0
SPED VISION (Vision, O&M)	\$2,700	0
SPED LEAD DIAG	\$2,000	0
SPED LEAD LSSP	\$2,000	0
SPED LEAD 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

## 2023-24 LONGEVITY PAY

**Eligibility:** Employees are eligible for longevity pay after completing a five-year milestone of continuous, full-time employment with the district. Part-time employees, substitutes and retire/rehire employees are not eligible for longevity pay.

Bonus Amount	Service Years Completed
\$4,000	5 Years
\$4,000	10 Years
\$4,000	15 Years
\$4,000	20 Years
\$4,000	25 Years
\$4,000	30 Years
\$4,000	35 Years

2023-24 PAY INCENTIVES

Incentive	Incentive Rate
SPED Licensed Professionals Hiring Bonus	\$1,000
SPED Teacher Hiring Bonus	\$1,000
SPED Instructional Assistant Hiring Bonus	\$500
Hiring Bonus - Bus Operator with CDL	\$500
Student Teacher Hiring Bonus	\$1,250
Student Teacher Sign-on Bonus	\$1,250

2023-24 GENERAL EXTRA-DUTY PAY RATES

Job Title	Pay Rate
<b>CNS/CUSTODIAL SOUTHSIDE ASSIGNMENT</b>	
Pay differential for assignment to district southside campus	\$1.50
<b>CTE</b>	
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
HS CTE Program of Study Lead	\$500
<b>FACILITIES RENTAL</b>	
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	Employee's Hourly rate (likely at OT)
<b>SPED/SPECIAL PROGRAMS</b>	
ARD Meetings/Service Plan Support - Teachers	\$37
ARD Meetings/Service Plan Support – Licensed SPED Professional	Regular pay rate
Childcare - General	\$15
Childcare - Special Needs	\$17
Homebound	\$37
In-Home Parent Training - IA	\$35
In-Home Parent Training – Teacher	\$45
In-Home Parent Training – Licensed SPED Professional	\$55
Person Centered Planning Facilitation	\$100
Ropes Facilitator	\$25
Ropes Course Maintenance	\$15

<b>Job Title</b>	<b>Pay Rate</b>
Special Olympics Director	\$1,400
Special Olympics Head Coach - each sport	\$300
Special Olympics Co-Coach - each sport	\$150
<b>SUMMER CAMPS/PROGRAMS</b>	
Certified Teachers, Summer Camp	\$37
Student Workers, Summer Camp	\$12.50
Campus Technology - Extra Days	Employee's Daily Rate
Supervisor, DLE/ESL Summer Program	\$37
Summer Camps, Building Manager	\$20
<b>CURRICULUM DEVELOPMENT</b>	
Assessment Proofreading	\$15
Curriculum Development	\$37
Curriculum Specialists/Instructional Coaches	Employee's Daily Rate
CTE Curriculum Development	\$37
IT Curriculum Specialists	Employee's Daily Rate
<b>PROFESSIONAL DEVELOPMENT</b>	
Mentor for New to Profession teacher	\$500
Teacher Room Set-up for New-to-Profession Orientation	\$200
Cooperating Teacher	\$200
Training - Developing and Presenting - Full-day	\$350
Training - Developing and Presenting - Half-day	\$200
Training Hand in Hand (Childcare Provider) Workshop - Half-day	\$37
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	Employee's Hourly rate (likely at OT)
<b>SUMMER SCHOOL</b>	
Administrative Assistant, Summer School	\$25
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	\$41
Counselor, Summer School	\$41
Librarian, Summer School	\$37

<b>Job Title</b>	<b>Pay Rate</b>
LVN, ELEM Summer School	\$23
LVN, ESY Elementary	\$23
LVN, Pre-K/ESL	\$23
LVN, Rising STAAR 5th	\$23
Nurse, Pre-K Registration	\$23 - LVN \$43.50 – RN
Nurse, Summer Immunizations	\$23 - 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	\$39
Registrar, Summer School	\$23
SPED Instructional Assistant/Job Coach, Summer	\$17
SSI Test Coordinator - ELEM Summer School	\$1,250
SSI Test Coordinator - MS Summer School	\$1,250
Substitute Teacher, Summer School	\$37
Teacher, Summer School	\$37
Credit Recovery Lab Manager	\$20
<b>EXTENDED SCHOOL YEAR</b>	
Director, Extended School Year	\$3,500
Instructional Assistant, Extended School Year	\$16
Job Coach, Extended School Year	\$17
LVN, ESY Elementary	\$23
Teacher, Extended School Year	\$37
Pre-K/K Extended School Year & Dual Language Teacher	\$37
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
<b>HIGH SCHOOL ASSIGNMENTS</b>	
General tutoring (Certified Teacher)	\$37
IB Extended Essay Supervisors	\$50
HS UIL Event Advisor	\$500
Graduation Assistance	\$37
HS Athletic/Academic Coach Driving	\$25
<b>High Schools may not exceed a total annual budget of \$6,000 for using the stipends listed below.</b>	
HS Prom Advisor	\$500
HS Attendance Committee	\$1,000
HS Destination Imagination Advisor	\$400

Job Title	Pay Rate
National Honor Society Sponsor	\$600
HS Auditorium Manager	\$1,000
HS Additional Department Head	\$2,000
PLC Lead training	\$85
	\$42.50
<b>MIDDLE SCHOOL ASSIGNMENTS (PAID FROM DISCRETIONARY FUND BUDGET)</b>	
General tutoring (Certified Teacher)	\$37
MS Team/Grade Level Leader	\$500
<i>Middle Schools may not exceed a total annual budget of \$5,050 for using the stipends listed below.</i>	
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 (Spelling Bee, Math Counts, Geography Bee, History Bee, Math Pentathlon, etc.)	\$200
New to LISD Teacher Orientation	\$120
MS Camp (Summer Orientation)	\$50
<b>ELEMENTARY SCHOOL ASSIGNMENTS</b>	
General tutoring (Certified Teacher)	\$37
<b>ELEM TEAM LEADS</b>	
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

Job Title		Pay Rate
Specials/Special Program Team Lead		\$250
<b>Elementary Schools may not exceed a total annual budget of \$1,500 for using the stipends listed below.</b>		
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
<b>PROCTORING/TESTING</b>		
Exam for Acceleration Administration		\$100
PACE Screener		\$75
Proficiency Exam Graders		\$25
AP/TSI Proctor		\$25
Quest Exam Administration		\$100
EOC Proctor - English I and II (5 hrs. or less)		\$75
EOC Proctor - Algebra I, Biology, American History (4 hrs. or less)		\$90
EOC Proctor - Student Max Time Exceptions (More than 4 or 5 hrs. depending on course))		\$120
TAKS Proctor		\$75
<b>FINE ARTS ASSIGNMENTS</b>		
Band Tech		\$15
Fine Arts Assignment - Certified teacher		\$37
<b>TRANSPORTATION</b>		
Transportation Shop		\$15
<b>NEW SCHOOL OPENING</b>		
New school Logistics and Material Technician		\$15
New School Support, Certified Teacher		\$25
<b>NON-ATHLETIC EVENT STADIUM MANAGER</b>		
Stadium Manager	0-3 hours	\$125
	4-7 hours	\$225
	8-10 hours	\$300
	11-13 hours	\$400
Assistant Stadium Manager	0-3 hours	\$75
	4-7 hours	\$175
	8-10 hours	\$250
	11-13 hours	\$350



2023-24 ATHLETIC EXTRA-DUTY PAY RATES

Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
<b>Football</b>									
Football Stadium Supervisor	Manages all aspects of a HS football game (workers, parking, ticket sales, seating, problems etc.)					\$250	Game	\$250	Game
Football Stadium Manager	Assists Stadium Supervisor in readying the stadium for a football game			\$100	Game	\$200	Game	\$200	Game
Football Assistant Stadium Manager	Sets up the stadium for HS football games					\$150	Game	\$150	Game
Football Ticket Manager	Manages the ticket sellers and takers for HS football games Responsible for the money reconciliation at the end of a football game					\$100	Game	\$100	Game
Football Announcer	Performs announcer duties at HS Football games					\$100	Game	\$100	Game
Football Press Box Manager	Manages all activates regarding Press Box at HS Football games					\$75	Game	\$75	Game
Camera Operator	Responsible for operating one of three cameras used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Switchboard Operator	Responsible for operating the switchboard used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game
Football Ticket Seller	Sells tickets at football games	\$40	Game	\$40	Game	\$50	Game	\$60	Game
Football Field Gate Monitor	Monitors gates onto the track/field at Football games					\$60	Game	\$60	Game
Football Parking Lot Seller	Sells parking passes at lot							\$75	Game
Football Ticket Taker	Takes tickets at football games			\$40	HS Game	\$50	Game	\$50	Game
Kiddie Corral (Monroe only)	Manages Kiddie Corral during game					\$100	Game	\$100	Game
Football Elevator Monitor	Monitors who have permission to be in the press box for HS football games					\$50	Game	\$50	Game
Football Usher/Reserved Seat Section Monitor	Monitors reserved seating sections at HS Football games					\$50	Game	\$50	Game
Football Parking Attendants	Serves as parking attendant at HS Football games					\$50	Game	\$50	Game
Football Scoreboard Keeper	Keeps the football scoreboard					\$50	Game	\$50	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Custodian	Performs custodial duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Maintenance Worker	Performs maintenance duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
<b>Basketball</b>									
Job Title	Job Description			Season Games		Tournament		Playoffs	
Basketball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Basketball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Clock Keeper	Maintains game clock			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Bookkeeper	Keep the official score book			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Custodian	Performs custodial duties at field								
<b>Baseball/Softball</b>									
Baseball/Softball Field Supervisor	Sets up the high school field when game is being hosted, secures workers for the game Usually is the administrator on duty					\$100	Game	\$200	Game
Baseball/Softball Game Ticket Seller	Sells tickets at games	\$40	Game	\$10	Game	\$50	Game	\$75	Game
Baseball/Softball Announcer/Scoreboard	Performs announcer and scoreboard duties at games			\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Scorebook Keeper	Maintains game scorebook	\$45	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Pitch Count	Counts accurate pitches	\$40	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Custodian	Performs custodial duties at field	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
		Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field								
<b>Volleyball</b>									
Volleyball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Volleyball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Volleyball Clockkeeper	Manages timeclock at event					\$10	Hour	\$45	Game
Volleyball Scorebook Keeper	Maintains game scorebook			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Libero Tracker	Manages score tracking							\$35	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
<b>Soccer</b>									

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Soccer Stadium Manager	Manages all aspects of a HS Soccer game (workers, parking, ticket sales, seating, problems etc.)			\$75	Game			\$75	Game
Soccer Announcer	Performs announcer duties at games			\$50	Game			\$50	Game
Soccer Ticket Seller	Sells tickets at games	\$40	Game	\$40	Game	\$10	Hour	\$60	Game
Soccer Ticket Taker	Takes tickets at games			\$40	Game			\$50	Game
Soccer Usher/Gate Monitor	Ushers attendees and monitors gates onto the field at games			\$40	Game			\$50	Game
Soccer Clock Operator	Operates timeclock at event			\$50	Game			\$50	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour

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2023-24

# COMPENSATION PLAN

For Board Approval

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## COMPENSATION PLAN

LISD recommends the enclosed 2023-24 compensation plan. Once approved, the Board of Trustees 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. The Board reserves the right to amend the 2023-24 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, or if additional legal requirements or interpretations necessitate such a change are in the best interest of the District.

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## INCENTIVE PLAN

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment which were not known at the time this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance.

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## ONE-TIME LUMP SUM PAYMENT AUTHORIZATION

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:

- 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 defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.

## EMPLOYEE ELIGIBILITY

An employee will be eligible if they are employed by the district in a regular part- or full-time position, including 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.

2023-24 TEACHER SALARY SCALE

YEARS EXPERIENCE	BACHELORS	MASTERS	DOCTORATE
0	\$55,655	\$56,655	\$57,655
1	\$55,905	\$56,905	\$57,905
2	\$56,143	\$57,143	\$58,143
3	\$56,381	\$57,381	\$58,381
4	\$56,381	\$57,381	\$58,381
5	\$56,831	\$57,831	\$58,831
6	\$57,281	\$58,281	\$59,281
7	\$57,731	\$58,731	\$59,731
8	\$58,182	\$59,182	\$60,182
9	\$58,632	\$59,632	\$60,632
10	\$59,082	\$60,082	\$61,082
11	\$59,567	\$60,567	\$61,567
12	\$60,027	\$61,027	\$62,027
13	\$60,527	\$61,527	\$62,527
14	\$61,027	\$62,027	\$63,027
15	\$61,602	\$62,602	\$63,602
16	\$62,002	\$63,002	\$64,002
17	\$62,402	\$63,402	\$64,402
18	\$62,802	\$63,802	\$64,802
19	\$63,287	\$64,287	\$65,287
20	\$63,812	\$64,812	\$65,812
21	\$64,247	\$65,247	\$66,247
22	\$64,674	\$65,674	\$66,674
23	\$65,074	\$66,074	\$67,074
24	\$65,474	\$66,474	\$67,474
25	\$65,874	\$66,874	\$67,874
26	\$66,274	\$67,274	\$68,274
27	\$66,869	\$67,869	\$68,869
28	\$67,677	\$68,677	\$69,677
29	\$68,487	\$69,487	\$70,487
30	\$69,457	\$70,457	\$71,457

## 2023-24 COUNSELOR SALARY SCALE

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	\$63,250	\$67,142	\$69,737	\$67,142	\$69,737
1	\$63,511	\$67,419	\$70,024	\$67,419	\$70,024
2	\$63,759	\$67,682	\$70,298	\$67,682	\$70,298
3	\$64,007	\$67,946	\$70,572	\$67,946	\$70,572
4	\$64,007	\$67,946	\$70,572	\$67,946	\$70,572
5	\$64,476	\$68,444	\$71,089	\$68,444	\$71,089
6	\$64,945	\$68,942	\$71,606	\$68,942	\$71,606
7	\$65,415	\$69,440	\$72,124	\$69,440	\$72,124
8	\$65,885	\$69,939	\$72,642	\$69,939	\$72,642
9	\$66,354	\$70,438	\$73,160	\$70,438	\$73,160
10	\$66,823	\$70,936	\$73,677	\$70,936	\$73,677
11	\$67,329	\$71,473	\$74,235	\$71,473	\$74,235
12	\$67,809	\$71,982	\$74,764	\$71,982	\$74,764
13	\$68,330	\$72,535	\$75,339	\$72,535	\$75,339
14	\$68,852	\$73,089	\$75,913	\$73,089	\$75,913
15	\$69,451	\$73,725	\$76,574	\$73,725	\$76,574
16	\$69,868	\$74,168	\$77,034	\$74,168	\$77,034
17	\$70,286	\$74,611	\$77,494	\$74,611	\$77,494
18	\$70,703	\$75,054	\$77,954	\$75,054	\$77,954
19	\$71,208	\$75,590	\$78,512	\$75,590	\$78,512
20	\$71,756	\$76,172	\$79,115	\$76,172	\$79,115
21	\$72,209	\$76,653	\$79,616	\$76,653	\$79,616
22	\$72,655	\$77,126	\$80,106	\$77,126	\$80,106
23	\$73,072	\$77,569	\$80,566	\$77,569	\$80,566
24	\$73,489	\$78,011	\$81,026	\$78,011	\$81,026
25	\$73,906	\$78,454	\$81,486	\$78,454	\$81,486
26	\$74,323	\$78,897	\$81,946	\$78,897	\$81,946
27	\$74,944	\$79,556	\$82,630	\$79,556	\$82,630
28	\$75,786	\$80,450	\$83,559	\$80,450	\$83,559
29	\$76,631	\$81,347	\$84,490	\$81,347	\$84,490
30	\$77,642	\$82,420	\$85,606	\$82,420	\$85,606

2023-24 RN SALARY SCALE

YEARS EXPERIENCE	SALARY
0	\$58,655
1	\$58,905
2	\$59,143
3	\$59,381
4	\$59,381
5	\$59,831
6	\$60,281
7	\$60,731
8	\$61,182
9	\$61,632
10	\$62,082
11	\$62,567
12	\$63,027
13	\$63,527
14	\$64,027
15	\$64,602
16	\$65,002
17	\$65,402
18	\$65,802
19	\$66,287
20	\$66,812
21	\$67,247
22	\$67,674
23	\$68,074
24	\$68,474
25	\$68,874
26	\$69,274
27	\$69,869
28	\$70,677
29	\$71,487
30	\$72,457

2023-24 CAMPUS ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
CA1	\$305.05	\$332.50	\$359.95
CA2	\$322.74	\$351.79	\$380.83
CA3	\$341.78	\$372.54	\$403.30
CA4	\$358.87	\$391.17	\$423.47
CA5	\$398.34	\$434.20	\$470.05
CA6	\$444.31	\$484.30	\$524.29
CA7	\$484.86	\$528.50	\$572.14
CA8	\$549.83	\$599.32	\$648.80

2023-24 DISTRICT ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
DA1	\$264.85	\$288.69	\$312.52
DA2	\$287.36	\$313.23	\$339.09
DA3	\$330.75	\$360.52	\$390.29
DA4	\$358.87	\$391.17	\$423.47
DA5	\$398.34	\$434.20	\$470.05
DA6	\$444.31	\$484.30	\$524.29
DA7	\$484.86	\$528.50	\$572.14
DA8	\$549.83	\$599.32	\$648.80

## 2023-24 OPERATIONAL SERVICES SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
OS1	\$270.06	\$294.37	\$318.67
OS2	\$328.13	\$357.66	\$387.19
OS3	\$398.34	\$434.20	\$470.05
OS4	\$484.86	\$528.50	\$572.14

2023-24 SPED LICENSED PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
LP	\$305.22	\$351.00	\$396.78

2023-24 INFORMATION TECHNOLOGY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
J1	\$28.64	\$31.21	\$33.79
J2	\$33.03	\$36.00	\$38.97
J3	\$38.99	\$42.50	\$46.01
J4	\$319.97	\$348.77	\$377.56
J5	\$343.94	\$374.90	\$405.86
J6	\$377.06	\$411.00	\$444.94
J7	\$395.92	\$431.55	\$467.18
J8	\$444.31	\$484.30	\$524.29
J9	\$484.86	\$528.50	\$572.14

2023-24 OFFICE/PARAPROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
PP1	\$16.10	\$17.55	\$19.00
PP2	\$17.55	\$19.13	\$20.71
PP3	\$18.60	\$20.28	\$21.95
PP4	\$20.46	\$22.30	\$24.15
PP5	\$22.92	\$24.98	\$27.04
PP6	\$25.67	\$27.98	\$30.29
PP7	\$28.75	\$31.34	\$33.92
PP8	\$32.20	\$35.10	\$38.00

2023-24 AUXILIARY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
Z1	\$15.46	\$17.01	\$18.56
Z2	\$16.24	\$17.86	\$19.48
Z3	\$17.05	\$18.75	\$20.46
Z4	\$18.05	\$19.86	\$21.67
Z5	\$19.39	\$21.33	\$23.27
Z5A	\$20.55	\$22.61	\$24.66
Z6	\$21.79	\$23.97	\$26.14
Z7	\$24.42	\$26.87	\$29.31
Z8	\$27.26	\$29.98	\$32.71
Z9	\$31.35	\$34.48	\$37.61

2023-24 TRANSPORTATION SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
B1	\$15.46	\$17.01	\$18.56
B2	\$16.00	\$17.61	\$19.21
B3	\$16.57	\$18.22	\$19.88
B4	\$22.20	\$24.42	\$26.64
B5	\$22.86	\$25.15	\$27.44
B6	\$23.78	\$26.16	\$28.53
B7	\$25.68	\$28.25	\$30.82
B8	\$31.35	\$34.48	\$37.61

2023-24 SUBSTITUTE PAY

Assignment	Assignment Lasting 10 days or less (Teacher and Instructional Assistant)	11+ day assignment (Teacher only)	Half Day	Early-release day or leave earlier than schedule	Teacher Planning/Training Days
Non-Degreed	\$115.00	\$115.00	\$57.50	\$86.25	\$93.44
Degreed	\$115.00	\$140.00	\$57.50	\$86.250	\$93.44
Certified	\$120.00	\$175.00	\$57.50	\$90.00	\$97.40

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 (Teacher and Instructional Assistant)	11+ day assignment (Teacher only)	Half Day	Early-release day or leave earlier than schedule	Teacher Planning/Training Days
Registered Nurse Substitute	\$170.00	\$200.00	\$85.00	\$127.50	\$138.13

2023-24 SEASONAL PART-TIME EMPLOYEE PAY

Assignment	2023-24 Hourly Rate
AVID Tutor	\$15.00
Childcare Worker	\$15.00
SMC Refurbishing Tech	\$15.00
Summer Feeding Program Assistant	\$15.45
Summer Feeding Program Supervisor	\$21.79
Floater Bus Monitor	\$16.00
Floater Bus Driver	\$22.20
Floater Custodian	\$16.24
Floater Crossing Guard	\$15.00

Assignment	Years of Experience	2023-24 Hourly Rate
Crossing Guard	0	\$15.00
	1	\$15.25
	2	\$15.50
	3	\$15.75
	4	\$16.00
	5+	\$16.25

2023-24 TEMPORARY EMPLOYEE PAY

Temp Assignment	2023-24 Hourly Rate
<b>GENERAL TEMPS</b>	
Administrative Assistant	\$15.00
Clerical Support	\$15.00
District Receptionist Substitute	\$15.00
Docutech Operator	\$15.00
HS Event Parking Lot Attendant	\$15.00
Lunchroom Monitor	\$15.00
Manual Trades	\$15.00
Materials Management Summer Assistant	\$15.00
Registrar (ELEM)	\$17.55
Registrar (MS)	\$20.46
Registrar (HS)	\$22.92
Translator/Interpreter	\$30.00
Special Education/ARD Translator/Interpreter	\$40.00
Video Scoreboard Broadcast Specialist	\$30.00
<b>TEACHING &amp; LEARNING TEMPS</b>	
Academic Assistant (12+ college hours)	\$15.00
Academic Assistant (48+ college hours)	\$18.00
Academic Assistant (certified teacher)	\$23.00
Administrator	Min of posted salary scale for position
AP/PSAT/ACT/SAT (Mock or Actual Exam) Proctor	\$15.00
ARD Facilitator Svcs.	\$40.00
Assistive Technology Facilitator Assistant	\$15.00
Behavioral Svcs.	\$35.00
Diagnostician/LSSP Svcs.	\$40.00
Bilingual Diagnostician/LSSP Svcs.	\$70.00
Campus Support Staff - Summer Prof. Learning	\$15.00
Childcare Provider	\$15.00
College Coach	\$25.00
Counselor	\$40.54
ESL Reading Specialist	\$30.00
Homeless Program Assistance	\$15.00
Homebound Program Reviewer	\$70.00
Instructional Assistant	\$16.10

Temp Assignment	2023-24 Hourly Rate
Instructional Assistant (Special Pgms.)	\$17.55
LSSP Svcs.	\$40.00
Orientation & Mobility Svcs.	\$65.00
Ropes Facilitation	\$25.00
Occupational Therapist Svcs.	\$40.00
SLP Svcs.	\$40.00
SPED Teacher Advisor	\$25.00
SRP Teacher	\$35.00
Work-based Learning Advisor	\$40.00
<b>STUDENT WORKER TEMPS</b>	
Student Worker	\$12.50
IT Summer Tech	\$12.50
PAC Student Worker	\$12.50
<b>FINE ARTS TEMPS</b>	
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

2023-24 ANNUALIZED STIPENDS

Stipend Title	Stipend	Extra Days
<b>DISTRICTWIDE STIPENDS</b>		
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
<b>HIGH SCHOOL ACADEMIC STIPENDS</b>		
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
<b>HIGH SCHOOL EXTRA-CURRICULAR STIPENDS</b>		
HS AGRICULTURE ADVISOR	\$7,000	17
HS BROADCAST JOURNALISM ADVISOR	\$2,000	0
HS DEBATE ADVISOR	\$3,000	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
<b>HIGH SCHOOL ATHLETIC STIPENDS</b>		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
<b>FOOTBALL</b>		
HS FOOTBALL - DEFENSIVE COORD.	\$5,000	15
HS FOOTBALL - OFFENSIVE COORD. /HEAD COACH JV	\$5,000	15

Stipend Title	Stipend	Extra Days
HS FOOTBALL - STRENGTH & CONDITIONING COORD.	\$5,000	15
HS FOOTBALL - VARSITY COACH/HEAD COACH SOPH	\$3,100	15
HS FOOTBALL – HEAD COACH FRESHMAN	\$3,100	15
HS FOOTBALL – JV/FRESHMAN COACH	\$3,100	15
<b>BOYS BASKETBALL</b>		
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
<b>BASEBALL</b>		
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
<b>BOYS SOCCER</b>		
HS SOCCER - BOYS HEAD COACH	\$5,000	5
HS SOCCER - BOYS ASST. COACH	\$2,000	5
<b>BOYS TRACK</b>		
HS TRACK - BOYS HEAD COACH	\$4,000	5
HS TRACK - BOYS ASST. COACH	\$2,000	5
<b>CROSS COUNTRY</b>		
HS CROSS COUNTRY - HEAD COACH	\$4,000	10
HS CROSS COUNTRY - ASST. COACH	\$2,000	5
<b>GOLF</b>		
HS GOLF - HEAD COACH	\$5,000	3
HS GOLF - ASST. COACH	\$2,000	3
<b>WRESTLING</b>		
HS WRESTLING - HEAD COACH	\$4,000	5
HS WRESTLING - ASST. COACH	\$2,000	5
<b>COORDINATOR</b>		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
<b>VOLLEYBALL</b>		
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
<b>GIRLS BASKETBALL</b>		
HS BASKETBALL - GIRLS HEAD COACH	\$5,000	10

<b>Stipend Title</b>	<b>Stipend</b>	<b>Extra Days</b>
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
<b>SOFTBALL</b>		
HS SOFTBALL - HEAD COACH	\$5,000	10
HS SOFTBALL - JV COACH	\$2,000	5
HS SOFTBALL - FRESHMAN COACH	\$2,000	5
<b>GIRLS SOCCER</b>		
HS SOCCER - GIRLS HEAD COACH	\$5,000	5
HS SOCCER - GIRLS ASST. COACH	\$2,000	5
<b>GIRLS TRACK</b>		
HS TRACK - GIRLS HEAD COACH	\$4,000	5
HS TRACK - GIRLS ASST. COACH	\$2,000	5
<b>SWIMMING</b>		
HS SWIMMING - HEAD COACH	\$5,000	5
HS SWIMMING - ASST. COACH	\$2,000	5
<b>TENNIS</b>		
HS TENNIS - HEAD COACH	\$5,000	5
HS TENNIS - ASST. COACH	\$2,000	5
<b>TRAINER</b>		
HS ATHLETIC TRAINER	\$6,600	28
<b>ATHLETIC EXTRA-DUTY STIPENDS</b>		
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
<b>HIGH SCHOOL PERFORMING ARTS STIPENDS</b>		
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	7
HS CHEER DIRECTOR	\$3,000	15
HS CHEER ASSISTANT DIRECTOR	\$2,500	6

Stipend Title	Stipend	Extra Days
HS CHOIR DIRECTOR	\$3,000	12
HS CHOIR ASSISTANT DIRECTOR	\$2,500	6
HS THEATRE DIRECTOR	\$3,000	6
HS TECHNICAL THEATRE DIRECTOR	\$3,000	2
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
<b>MIDDLE SCHOOL ACADEMIC STIPENDS</b>		
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
<b>MIDDLE SCHOOL EXTRA-CURRICULAR STIPENDS</b>		
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
<b>MIDDLE SCHOOL ATHLETIC STIPENDS</b>		
<b>COORDINATOR</b>		
MS BOYS ATHLETICS COORDINATOR	\$3,000	0
<b>FOOTBALL</b>		
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
<b>BOYS BASKETBALL</b>		
MS BASKETBALL - BOYS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - BOYS 8TH GRADE COACH	\$1,500	3
<b>BOYS SOCCER</b>		
MS SOCCER - BOYS COACH	\$1,500	0
<b>CROSS COUNTRY</b>		
MS CROSS COUNTRY BOYS/GIRLS COACH	\$1,500	0

Stipend Title	Stipend	Extra Days
MS CROSS COUNTRY BOYS/GIRLS ASST. COACH	\$1,500	0
<b>COORDINATOR</b>		
MS GIRLS ATHLETICS COORDINATOR	\$3,000	0
<b>VOLLEYBALL</b>		
MS VOLLEYBALL 7TH GRADE COACH	\$1,500	3
MS VOLLEYBALL 8TH GRADE COACH	\$1,500	3
<b>GIRLS BASKETBALL</b>		
MS BASKETBALL - GIRLS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - GIRLS 8TH GRADE COACH	\$1,500	3
<b>GIRLS SOCCER</b>		
MS SOCCER - GIRLS COACH	\$1,500	0
<b>TRACK</b>		
MS TRACK BOYS/GIRLS COACH	\$1,500	0
<b>ATHLETIC EXTRA-DUTY</b>		
MS ATHLETIC LAUNDRY	\$1,500	0
<b>MIDDLE SCHOOL PERFORMING ARTS STIPENDS</b>		
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	3
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
<b>ELEMENTARY ACADEMIC STIPENDS</b>		
ELEM INSTRUCTIONAL COACH	\$0	15
<b>ENGLISH LANGUAGE LEARNER STIPENDS</b>		
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

Stipend Title	Stipend	Extra Days
<b>SPECIAL EDUCATION STIPENDS</b>		
SPED GENERAL (Res/Incl, VAC, Homebound, Deaf/Hard of Hearing, Adapted PE, DL, Virtual, ARD Spec, MS/HS Team Lead, IRS Staff (Diag., LSSP, OT, PT, SLP))	\$2,500	0
SPED BEHAVIOR (Behavior (GOALS, Aspire, SCSS))	\$3,000	0
SPED SELF CONTAINED CLASSROOM (ELE, ESLE, SLE, ICAP, ICAP C, Life Skills, Autism Grant, 18+/SELF, TASC, IBC)	\$5,000	0
SPED VISION (Vision, O&M)	\$2,700	0
SPED LEAD DIAG	\$2,000	0
SPED LEAD LSSP	\$2,000	0
SPED LEAD 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

## 2023-24 LONGEVITY PAY

**Eligibility:** Employees are eligible for longevity pay after completing a five-year milestone of continuous, full-time employment with the district. Part-time employees, substitutes and retire/rehire employees are not eligible for longevity pay.

Bonus Amount	Service Years Completed
\$4,000	5 Years
\$4,000	10 Years
\$4,000	15 Years
\$4,000	20 Years
\$4,000	25 Years
\$4,000	30 Years
\$4,000	35 Years

2023-24 PAY INCENTIVES

Incentive	Incentive Rate
SPED Licensed Professionals Hiring Bonus	\$1,000
SPED Teacher Hiring Bonus	\$1,000
SPED Instructional Assistant Hiring Bonus	\$500
Hiring Bonus - Bus Operator with CDL	\$500
Student Teacher Hiring Bonus	\$1,250
Student Teacher Sign-on Bonus	\$1,250

2023-24 GENERAL EXTRA-DUTY PAY RATES

Job Title	Pay Rate
<b>CNS/CUSTODIAL SOUTHSIDE ASSIGNMENT</b>	
Pay differential for assignment to district southside campus	\$1.50
<b>CTE</b>	
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
HS CTE Program of Study Lead	\$500
<b>FACILITIES RENTAL</b>	
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	Employee's Hourly rate (likely at OT)
<b>SPED/SPECIAL PROGRAMS</b>	
ARD Meetings/Service Plan Support - Teachers	\$37
ARD Meetings/Service Plan Support – Licensed SPED Professional	Regular pay rate
Childcare - General	\$15
Childcare - Special Needs	\$17
Homebound	\$37
In-Home Parent Training - IA	\$35
In-Home Parent Training – Teacher	\$45
In-Home Parent Training – Licensed SPED Professional	\$55
Person Centered Planning Facilitation	\$100
Ropes Facilitator	\$25
Ropes Course Maintenance	\$15

<b>Job Title</b>	<b>Pay Rate</b>
Special Olympics Director	\$1,400
Special Olympics Head Coach - each sport	\$300
Special Olympics Co-Coach - each sport	\$150
<b>SUMMER CAMPS/PROGRAMS</b>	
Certified Teachers, Summer Camp	\$37
Student Workers, Summer Camp	\$12.50
Campus Technology - Extra Days	Employee's Daily Rate
Supervisor, DLE/ESL Summer Program	\$37
Summer Camps, Building Manager	\$20
<b>CURRICULUM DEVELOPMENT</b>	
Assessment Proofreading	\$15
Curriculum Development	\$37
Curriculum Specialists/Instructional Coaches	Employee's Daily Rate
CTE Curriculum Development	\$37
IT Curriculum Specialists	Employee's Daily Rate
<b>PROFESSIONAL DEVELOPMENT</b>	
Mentor for New to Profession teacher	\$500
Teacher Room Set-up for New-to-Profession Orientation	\$200
Cooperating Teacher	\$200
Training - Developing and Presenting - Full-day	\$350
Training - Developing and Presenting - Half-day	\$200
Training Hand in Hand (Childcare Provider) Workshop - Half-day	\$37
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	Employee's Hourly rate (likely at OT)
<b>SUMMER SCHOOL</b>	
Administrative Assistant, Summer School	\$25
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	\$40
Counselor, Summer School	\$40
Librarian, Summer School	\$37

<b>Job Title</b>	<b>Pay Rate</b>
LVN, ELEM Summer School	\$23
LVN, ESY Elementary	\$23
LVN, Pre-K/ESL	\$23
LVN, Rising STAAR 5th	\$23
Nurse, Pre-K Registration	\$23 - LVN \$43.50 – RN
Nurse, Summer Immunizations	\$23 - 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	\$39
Registrar, Summer School	\$23
SPED Instructional Assistant/Job Coach, Summer	\$17
SSI Test Coordinator - ELEM Summer School	\$1,250
SSI Test Coordinator - MS Summer School	\$1,250
Substitute Teacher, Summer School	\$37
Teacher, Summer School	\$37
Credit Recovery Lab Manager	\$20
<b>EXTENDED SCHOOL YEAR</b>	
Director, Extended School Year	\$3,500
Instructional Assistant, Extended School Year	\$16
Job Coach, Extended School Year	\$17
LVN, ESY Elementary	\$23
Teacher, Extended School Year	\$37
Pre-K/K Extended School Year & Dual Language Teacher	\$37
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
<b>HIGH SCHOOL ASSIGNMENTS</b>	
General tutoring (Certified Teacher)	\$37
IB Extended Essay Supervisors	\$50
HS UIL Event Advisor	\$500
Graduation Assistance	\$37
HS Athletic/Academic Coach Driving	\$25
<b>High Schools may not exceed a total annual budget of \$6,000 for using the stipends listed below.</b>	
HS Prom Advisor	\$500
HS Attendance Committee	\$1,000
HS Destination Imagination Advisor	\$400

<b>Job Title</b>	<b>Pay Rate</b>
National Honor Society Sponsor	\$600
HS Auditorium Manager	\$1,000
HS Additional Department Head	\$2,000
PLC Lead training	\$85
	\$42.50
<b>MIDDLE SCHOOL ASSIGNMENTS (PAID FROM DISCRETIONARY FUND BUDGET)</b>	
General tutoring (Certified Teacher)	<b>\$37</b>
MS Team/Grade Level Leader	\$500
<i>Middle Schools may not exceed a total annual budget of \$5,050 for using the stipends listed below.</i>	
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
<b>ELEMENTARY SCHOOL ASSIGNMENTS</b>	
General tutoring (Certified Teacher)	<b>\$37</b>
<b>ELEM TEAM LEADS</b>	
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

Job Title		Pay Rate
Specials/Special Program Team Lead		\$250
<b>Elementary Schools may not exceed a total annual budget of \$1,500 for using the stipends listed below.</b>		
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
<b>PROCTORING/TESTING</b>		
Exam for Acceleration Administration		\$100
PACE Screener		\$75
Proficiency Exam Graders		\$25
AP/TSI Proctor		\$25
Quest Exam Administration		\$100
EOC Proctor - English I and II (5 hrs. or less)		\$75
EOC Proctor - Algebra I, Biology, American History (4 hrs. or less)		\$90
EOC Proctor - Student Max Time Exceptions (More than 4 or 5 hrs. depending on course))		\$120
TAKS Proctor		\$75
<b>FINE ARTS ASSIGNMENTS</b>		
Band Tech		\$15
Fine Arts Assignment - Certified teacher		\$37
<b>TRANSPORTATION</b>		
Transportation Shop		\$15
<b>NEW SCHOOL OPENING</b>		
New school Logistics and Material Technician		\$15
New School Support, Certified Teacher		\$25
<b>NON-ATHLETIC EVENT STADIUM MANAGER</b>		
Stadium Manager	0-3 hours	\$125
	4-7 hours	\$225
	8-10 hours	\$300
	11-13 hours	\$400
Assistant Stadium Manager	0-3 hours	\$75
	4-7 hours	\$175
	8-10 hours	\$250
	11-13 hours	\$350



2023-24 ATHLETIC EXTRA-DUTY PAY RATES

Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
<b>Football</b>									
Football Stadium Supervisor	Manages all aspects of a HS football game (workers, parking, ticket sales, seating, problems etc.)					\$250	Game	\$250	Game
Football Stadium Manager	Assists Stadium Supervisor in readying the stadium for a football game			\$100	Game	\$200	Game	\$200	Game
Football Assistant Stadium Manager	Sets up the stadium for HS football games					\$150	Game	\$150	Game
Football Ticket Manager	Manages the ticket sellers and takers for HS football games Responsible for the money reconciliation at the end of a football game					\$100	Game	\$100	Game
Football Announcer	Performs announcer duties at HS Football games					\$100	Game	\$100	Game
Football Press Box Manager	Manages all activates regarding Press Box at HS Football games					\$75	Game	\$75	Game
Camera Operator	Responsible for operating one of three cameras used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Switchboard Operator	Responsible for operating the switchboard used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game
Football Ticket Seller	Sells tickets at football games	\$40	Game	\$40	Game	\$50	Game	\$60	Game
Football Field Gate Monitor	Monitors gates onto the track/field at Football games					\$60	Game	\$60	Game
Football Parking Lot Seller	Sells parking passes at lot							\$75	Game
Football Ticket Taker	Takes tickets at football games			\$40	HS Game	\$50	Game	\$50	Game
Kiddie Corral (Monroe only)	Manages Kiddie Corral during game					\$100	Game	\$100	Game
Football Elevator Monitor	Monitors who have permission to be in the press box for HS football games					\$50	Game	\$50	Game
Football Usher/Reserved Seat Section Monitor	Monitors reserved seating sections at HS Football games					\$50	Game	\$50	Game
Football Parking Attendants	Serves as parking attendant at HS Football games					\$50	Game	\$50	Game
Football Scoreboard Keeper	Keeps the football scoreboard					\$50	Game	\$50	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Custodian	Performs custodial duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Maintenance Worker	Performs maintenance duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
<b>Basketball</b>									
Job Title	Job Description			Season Games		Tournament		Playoffs	
Basketball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Basketball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Clock Keeper	Maintains game clock			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Bookkeeper	Keep the official score book			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Custodian	Performs custodial duties at field								
<b>Baseball/Softball</b>									
Baseball/Softball Field Supervisor	Sets up the high school field when game is being hosted, secures workers for the game Usually is the administrator on duty					\$100	Game	\$200	Game
Baseball/Softball Game Ticket Seller	Sells tickets at games	\$40	Game	\$10	Game	\$50	Game	\$75	Game
Baseball/Softball Announcer/Scoreboard	Performs announcer and scoreboard duties at games			\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Scorebook Keeper	Maintains game scorebook	\$45	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Pitch Count	Counts accurate pitches	\$40	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Custodian	Performs custodial duties at field	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
		Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field								
<b>Volleyball</b>									
Volleyball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Volleyball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Volleyball Clockkeeper	Manages timeclock at event					\$10	Hour	\$45	Game
Volleyball Scorebook Keeper	Maintains game scorebook			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Libero Tracker	Manages score tracking							\$35	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
<b>Soccer</b>									

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Soccer Stadium Manager	Manages all aspects of a HS Soccer game (workers, parking, ticket sales, seating, problems etc.)			\$75	Game			\$75	Game
Soccer Announcer	Performs announcer duties at games			\$50	Game			\$50	Game
Soccer Ticket Seller	Sells tickets at games	\$40	Game	\$40	Game	\$10	Hour	\$60	Game
Soccer Ticket Taker	Takes tickets at games			\$40	Game			\$50	Game
Soccer Usher/Gate Monitor	Ushers attendees and monitors gates onto the field at games			\$40	Game			\$50	Game
Soccer Clock Operator	Operates timeclock at event			\$50	Game			\$50	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour

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2023-24

# COMPENSATION PLAN

For Board Approval

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## COMPENSATION PLAN

LISD recommends the enclosed 2023-24 compensation plan. Once approved, the Board of Trustees 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. The Board reserves the right to amend the 2023-24 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, or if additional legal requirements or interpretations necessitate such a change are in the best interest of the District.

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## INCENTIVE PLAN

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment which were not known at the time this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance.

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## ONE-TIME LUMP SUM PAYMENT AUTHORIZATION

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:

- 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 defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.

## EMPLOYEE ELIGIBILITY

An employee will be eligible if they are employed by the district in a regular part- or full-time position, including 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.

2023-24 TEACHER SALARY SCALE

YEARS EXPERIENCE	BACHELORS	MASTERS	DOCTORATE
0	\$56,251	\$57,251	\$58,251
1	\$56,501	\$57,501	\$58,501
2	\$56,739	\$57,739	\$58,739
3	\$56,977	\$57,977	\$58,977
4	\$56,977	\$57,977	\$58,977
5	\$57,427	\$58,427	\$59,427
6	\$57,877	\$58,877	\$59,877
7	\$58,327	\$59,327	\$60,327
8	\$58,778	\$59,778	\$60,778
9	\$59,228	\$60,228	\$61,228
10	\$59,678	\$60,678	\$61,678
11	\$60,163	\$61,163	\$62,163
12	\$60,623	\$61,623	\$62,623
13	\$61,123	\$62,123	\$63,123
14	\$61,623	\$62,623	\$63,623
15	\$62,198	\$63,198	\$64,198
16	\$62,598	\$63,598	\$64,598
17	\$62,998	\$63,998	\$64,998
18	\$63,398	\$64,398	\$65,398
19	\$63,883	\$64,883	\$65,883
20	\$64,408	\$65,408	\$66,408
21	\$64,843	\$65,843	\$66,843
22	\$65,270	\$66,270	\$67,270
23	\$65,670	\$66,670	\$67,670
24	\$66,070	\$67,070	\$68,070
25	\$66,470	\$67,470	\$68,470
26	\$66,870	\$67,870	\$68,870
27	\$67,465	\$68,465	\$69,465
28	\$68,273	\$69,273	\$70,273
29	\$69,083	\$70,083	\$71,083
30	\$70,053	\$71,053	\$72,053

## 2023-24 COUNSELOR SALARY SCALE

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	\$63,871	\$67,802	\$70,422	\$67,802	\$70,422
1	\$64,132	\$68,079	\$70,710	\$68,079	\$70,710
2	\$64,380	\$68,342	\$70,983	\$68,342	\$70,983
3	\$64,628	\$68,606	\$71,257	\$68,606	\$71,257
4	\$64,628	\$68,606	\$71,257	\$68,606	\$71,257
5	\$65,098	\$69,104	\$71,774	\$69,104	\$71,774
6	\$65,567	\$69,602	\$72,292	\$69,602	\$72,292
7	\$66,036	\$70,100	\$72,809	\$70,100	\$72,809
8	\$66,506	\$70,599	\$73,328	\$70,599	\$73,328
9	\$66,976	\$71,097	\$73,845	\$71,097	\$73,845
10	\$67,445	\$71,595	\$74,362	\$71,595	\$74,362
11	\$67,951	\$72,132	\$74,920	\$72,132	\$74,920
12	\$68,430	\$72,642	\$75,449	\$72,642	\$75,449
13	\$68,952	\$73,195	\$76,024	\$73,195	\$76,024
14	\$69,473	\$73,748	\$76,599	\$73,748	\$76,599
15	\$70,073	\$74,385	\$77,260	\$74,385	\$77,260
16	\$70,490	\$74,828	\$77,720	\$74,828	\$77,720
17	\$70,907	\$75,271	\$78,180	\$75,271	\$78,180
18	\$71,324	\$75,713	\$78,639	\$75,713	\$78,639
19	\$71,830	\$76,250	\$79,197	\$76,250	\$79,197
20	\$72,377	\$76,831	\$79,801	\$76,831	\$79,801
21	\$72,831	\$77,313	\$80,301	\$77,313	\$80,301
22	\$73,276	\$77,786	\$80,792	\$77,786	\$80,792
23	\$73,693	\$78,228	\$81,252	\$78,228	\$81,252
24	\$74,110	\$78,671	\$81,711	\$78,671	\$81,711
25	\$74,528	\$79,114	\$82,171	\$79,114	\$82,171
26	\$74,945	\$79,557	\$82,631	\$79,557	\$82,631
27	\$75,565	\$80,215	\$83,315	\$80,215	\$83,315
28	\$76,408	\$81,110	\$84,244	\$81,110	\$84,244
29	\$77,252	\$82,006	\$85,176	\$82,006	\$85,176
30	\$78,264	\$83,080	\$86,291	\$83,080	\$86,291

2023-24 RN SALARY SCALE

YEARS EXPERIENCE	SALARY
0	\$59,251
1	\$59,501
2	\$59,739
3	\$59,977
4	\$59,977
5	\$60,427
6	\$60,877
7	\$61,327
8	\$61,778
9	\$62,228
10	\$62,678
11	\$63,163
12	\$63,623
13	\$64,123
14	\$64,623
15	\$65,198
16	\$65,598
17	\$65,998
18	\$66,398
19	\$66,883
20	\$67,408
21	\$67,843
22	\$68,270
23	\$68,670
24	\$69,070
25	\$69,470
26	\$69,870
27	\$70,465
28	\$71,273
29	\$72,083
30	\$73,053

2023-24 CAMPUS ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
CA1	\$308.26	\$336.00	\$363.74
CA2	\$326.15	\$355.50	\$384.85
CA3	\$345.50	\$376.60	\$407.70
CA4	\$362.39	\$395.00	\$427.61
CA5	\$398.72	\$434.60	\$470.48
CA6	\$444.31	\$484.30	\$524.29
CA7	\$484.86	\$528.50	\$572.14
CA8	\$549.83	\$599.32	\$648.80

2023-24 DISTRICT ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
DA1	\$267.48	\$291.55	\$315.62
DA2	\$290.09	\$316.20	\$342.31
DA3	\$334.01	\$364.07	\$394.13
DA4	\$362.39	\$395.00	\$427.61
DA5	\$398.72	\$434.60	\$470.48
DA6	\$444.31	\$484.30	\$524.29
DA7	\$484.86	\$528.50	\$572.14
DA8	\$549.83	\$599.32	\$648.80

## 2023-24 OPERATIONAL SERVICES SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
OS1	\$270.09	\$294.40	\$318.71
OS2	\$328.16	\$357.70	\$387.23
OS3	\$398.72	\$434.60	\$470.48
OS4	\$484.86	\$528.50	\$564.53

2023-24 SPED LICENSED PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
LP	\$307.83	\$354.00	\$400.17

2023-24 INFORMATION TECHNOLOGY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
J1	\$28.64	\$31.21	\$33.79
J2	\$33.03	\$36.00	\$38.97
J3	\$38.99	\$42.50	\$46.01
J4	\$319.97	\$348.77	\$377.56
J5	\$343.94	\$374.90	\$405.86
J6	\$377.06	\$411.00	\$444.94
J7	\$395.92	\$431.55	\$467.18
J8	\$444.31	\$484.30	\$524.29
J9	\$484.86	\$528.50	\$572.14

2023-24 OFFICE/PARAPROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
PP1	\$16.24	\$17.70	\$19.16
PP2	\$17.70	\$19.29	\$20.89
PP3	\$18.76	\$20.45	\$22.14
PP4	\$20.64	\$22.50	\$24.35
PP5	\$23.11	\$25.20	\$27.28
PP6	\$25.89	\$28.22	\$30.55
PP7	\$29.00	\$31.60	\$34.21
PP8	\$32.47	\$35.40	\$38.32

2023-24 AUXILIARY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
Z1	\$15.61	\$17.17	\$18.73
Z2	\$16.39	\$18.03	\$19.67
Z3	\$17.21	\$18.93	\$20.65
Z4	\$18.22	\$20.05	\$21.87
Z5	\$19.58	\$21.54	\$23.50
Z5A	\$20.76	\$22.83	\$24.91
Z6	\$22.00	\$24.20	\$26.40
Z7	\$24.65	\$27.12	\$29.59
Z8	\$27.51	\$30.26	\$33.01
Z9	\$31.64	\$34.80	\$37.96

2023-24 TRANSPORTATION SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
B1	\$15.61	\$17.17	\$18.73
B2	\$16.16	\$17.77	\$19.39
B3	\$16.72	\$18.39	\$20.07
B4	\$22.41	\$24.65	\$26.89
B5	\$23.08	\$25.39	\$27.69
B6	\$24.00	\$26.40	\$28.80
B7	\$25.92	\$28.51	\$31.11
B8	\$31.64	\$34.80	\$37.96

2023-24 SUBSTITUTE PAY

Assignment	Assignment Lasting 10 days or less (Teacher and Instructional Assistant)	11+ day assignment (Teacher only)	Half Day	Early-release day or leave earlier than schedule	Teacher Planning/Training Days
Non-Degreed	\$115.00	\$115.00	\$57.50	\$86.25	\$93.44
Degreed	\$115.00	\$140.00	\$57.50	\$86.250	\$93.44
Certified	\$120.00	\$175.00	\$57.50	\$90.00	\$97.40

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 (Teacher and Instructional Assistant)	11+ day assignment (Teacher only)	Half Day	Early-release day or leave earlier than schedule	Teacher Planning/Training Days
Registered Nurse Substitute	\$170.00	\$200.00	\$85.00	\$127.50	\$138.13

2023-24 SEASONAL PART-TIME EMPLOYEE PAY

Assignment	2023-24 Hourly Rate
AVID Tutor	\$15.00
Childcare Worker	\$15.00
SMC Refurbishing Tech	\$15.00
Summer Feeding Program Assistant	\$15.61
Summer Feeding Program Supervisor	\$22.00
Floater Bus Monitor	\$16.16
Floater Bus Driver	\$22.41
Floater Custodian	\$16.39
Floater Crossing Guard	\$15.00

Assignment	Years of Experience	2023-24 Hourly Rate
Crossing Guard	0	\$15.00
	1	\$15.25
	2	\$15.50
	3	\$15.75
	4	\$16.00
	5+	\$16.25

2023-24 TEMPORARY EMPLOYEE PAY

Temp Assignment	2023-24 Hourly Rate
<b>GENERAL TEMPS</b>	
Administrative Assistant	\$15.00
Clerical Support	\$15.00
District Receptionist Substitute	\$15.00
Docutech Operator	\$15.00
HS Event Parking Lot Attendant	\$15.00
Lunchroom Monitor	\$15.00
Manual Trades	\$15.00
Materials Management Summer Assistant	\$15.00
Registrar (ELEM)	\$17.70
Registrar (MS)	\$20.64
Registrar (HS)	\$23.11
Translator/Interpreter	\$30.00
Special Education/ARD Translator/Interpreter	\$40.00
Video Scoreboard Broadcast Specialist	\$30.00
<b>TEACHING &amp; LEARNING TEMPS</b>	
Academic Assistant (12+ college hours)	\$15.00
Academic Assistant (48+ college hours)	\$18.00
Academic Assistant (certified teacher)	\$23.00
Administrator	Min of posted salary scale for position
AP/PSAT/ACT/SAT (Mock or Actual Exam) Proctor	\$15.00
ARD Facilitator Svcs.	\$40.00
Assistive Technology Facilitator Assistant	\$15.00
Behavioral Svcs.	\$35.00
Diagnostician/LSSP Svcs.	\$40.00
Bilingual Diagnostician/LSSP Svcs.	\$70.00
Campus Support Staff - Summer Prof. Learning	\$15.00
Childcare Provider	\$15.00
College Coach	\$25.00
Counselor	\$40.94
ESL Reading Specialist	\$30.00
Homeless Program Assistance	\$15.00
Homebound Program Reviewer	\$70.00
Instructional Assistant	\$16.24

Temp Assignment	2023-24 Hourly Rate
Instructional Assistant (Special Pgms.)	\$17.70
LSSP Svcs.	\$40.00
Orientation & Mobility Svcs.	\$65.00
Ropes Facilitation	\$25.00
Occupational Therapist Svcs.	\$40.00
SLP Svcs.	\$40.00
SPED Teacher Advisor	\$25.00
SRP Teacher	\$35.00
Work-based Learning Advisor	\$40.00
<b>STUDENT WORKER TEMPS</b>	
Student Worker	\$12.50
IT Summer Tech	\$12.50
PAC Student Worker	\$12.50
<b>FINE ARTS TEMPS</b>	
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

2023-24 ANNUALIZED STIPENDS

Stipend Title	Stipend	Extra Days
<b>DISTRICTWIDE STIPENDS</b>		
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
<b>HIGH SCHOOL ACADEMIC STIPENDS</b>		
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
<b>HIGH SCHOOL EXTRA-CURRICULAR STIPENDS</b>		
HS AGRICULTURE ADVISOR	\$7,000	17
HS BROADCAST JOURNALISM ADVISOR	\$2,000	0
HS DEBATE ADVISOR	\$3,000	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
<b>HIGH SCHOOL ATHLETIC STIPENDS</b>		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
<b>FOOTBALL</b>		
HS FOOTBALL - DEFENSIVE COORD.	\$5,000	15
HS FOOTBALL - OFFENSIVE COORD. /HEAD COACH JV	\$5,000	15

Stipend Title	Stipend	Extra Days
HS FOOTBALL - STRENGTH & CONDITIONING COORD.	\$5,000	15
HS FOOTBALL - VARSITY COACH/HEAD COACH SOPH	\$3,100	15
HS FOOTBALL – HEAD COACH FRESHMAN	\$3,100	15
HS FOOTBALL – JV/FRESHMAN COACH	\$3,100	15
<b>BOYS BASKETBALL</b>		
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
<b>BASEBALL</b>		
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
<b>BOYS SOCCER</b>		
HS SOCCER - BOYS HEAD COACH	\$5,000	5
HS SOCCER - BOYS ASST. COACH	\$2,000	5
<b>BOYS TRACK</b>		
HS TRACK - BOYS HEAD COACH	\$4,000	5
HS TRACK - BOYS ASST. COACH	\$2,000	5
<b>CROSS COUNTRY</b>		
HS CROSS COUNTRY - HEAD COACH	\$4,000	10
HS CROSS COUNTRY - ASST. COACH	\$2,000	5
<b>GOLF</b>		
HS GOLF - HEAD COACH	\$5,000	3
HS GOLF - ASST. COACH	\$2,000	3
<b>WRESTLING</b>		
HS WRESTLING - HEAD COACH	\$4,000	5
HS WRESTLING - ASST. COACH	\$2,000	5
<b>COORDINATOR</b>		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
<b>VOLLEYBALL</b>		
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
<b>GIRLS BASKETBALL</b>		
HS BASKETBALL - GIRLS HEAD COACH	\$5,000	10

<b>Stipend Title</b>	<b>Stipend</b>	<b>Extra Days</b>
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
<b>SOFTBALL</b>		
HS SOFTBALL - HEAD COACH	\$5,000	10
HS SOFTBALL - JV COACH	\$2,000	5
HS SOFTBALL - FRESHMAN COACH	\$2,000	5
<b>GIRLS SOCCER</b>		
HS SOCCER - GIRLS HEAD COACH	\$5,000	5
HS SOCCER - GIRLS ASST. COACH	\$2,000	5
<b>GIRLS TRACK</b>		
HS TRACK - GIRLS HEAD COACH	\$4,000	5
HS TRACK - GIRLS ASST. COACH	\$2,000	5
<b>SWIMMING</b>		
HS SWIMMING - HEAD COACH	\$5,000	5
HS SWIMMING - ASST. COACH	\$2,000	5
<b>TENNIS</b>		
HS TENNIS - HEAD COACH	\$5,000	5
HS TENNIS - ASST. COACH	\$2,000	5
<b>TRAINER</b>		
HS ATHLETIC TRAINER	\$6,600	28
<b>ATHLETIC EXTRA-DUTY STIPENDS</b>		
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
<b>HIGH SCHOOL PERFORMING ARTS STIPENDS</b>		
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	7
HS CHEER DIRECTOR	\$3,000	15
HS CHEER ASSISTANT DIRECTOR	\$2,500	6

Stipend Title	Stipend	Extra Days
HS CHOIR DIRECTOR	\$3,000	12
HS CHOIR ASSISTANT DIRECTOR	\$2,500	6
HS THEATRE DIRECTOR	\$3,000	6
HS TECHNICAL THEATRE DIRECTOR	\$3,000	2
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
<b>MIDDLE SCHOOL ACADEMIC STIPENDS</b>		
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
<b>MIDDLE SCHOOL EXTRA-CURRICULAR STIPENDS</b>		
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
<b>MIDDLE SCHOOL ATHLETIC STIPENDS</b>		
<b>COORDINATOR</b>		
MS BOYS ATHLETICS COORDINATOR	\$3,000	0
<b>FOOTBALL</b>		
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
<b>BOYS BASKETBALL</b>		
MS BASKETBALL - BOYS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - BOYS 8TH GRADE COACH	\$1,500	3
<b>BOYS SOCCER</b>		
MS SOCCER - BOYS COACH	\$1,500	0
<b>CROSS COUNTRY</b>		
MS CROSS COUNTRY BOYS/GIRLS COACH	\$1,500	0

Stipend Title	Stipend	Extra Days
MS CROSS COUNTRY BOYS/GIRLS ASST. COACH	\$1,500	0
<b>COORDINATOR</b>		
MS GIRLS ATHLETICS COORDINATOR	\$3,000	0
<b>VOLLEYBALL</b>		
MS VOLLEYBALL 7TH GRADE COACH	\$1,500	3
MS VOLLEYBALL 8TH GRADE COACH	\$1,500	3
<b>GIRLS BASKETBALL</b>		
MS BASKETBALL - GIRLS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - GIRLS 8TH GRADE COACH	\$1,500	3
<b>GIRLS SOCCER</b>		
MS SOCCER - GIRLS COACH	\$1,500	0
<b>TRACK</b>		
MS TRACK BOYS/GIRLS COACH	\$1,500	0
<b>ATHLETIC EXTRA-DUTY</b>		
MS ATHLETIC LAUNDRY	\$1,500	0
<b>MIDDLE SCHOOL PERFORMING ARTS STIPENDS</b>		
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	3
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
<b>ELEMENTARY ACADEMIC STIPENDS</b>		
ELEM INSTRUCTIONAL COACH	\$0	15
<b>ENGLISH LANGUAGE LEARNER STIPENDS</b>		
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

Stipend Title	Stipend	Extra Days
<b>SPECIAL EDUCATION STIPENDS</b>		
SPED GENERAL (Res/Incl, VAC, Homebound, Deaf/Hard of Hearing, Adapted PE, DL, Virtual, ARD Spec, MS/HS Team Lead, IRS Staff (Diag., LSSP, OT, PT, SLP))	\$2,500	0
SPED BEHAVIOR (Behavior (GOALS, Aspire, SCSS))	\$3,000	0
SPED SELF CONTAINED CLASSROOM (ELE, ESLE, SLE, ICAP, ICAP C, Life Skills, Autism Grant, 18+/SELF, TASC, IBC)	\$5,000	0
SPED VISION (Vision, O&M)	\$2,700	0
SPED LEAD DIAG	\$2,000	0
SPED LEAD LSSP	\$2,000	0
SPED LEAD 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

## 2023-24 LONGEVITY PAY

**Eligibility:** Employees are eligible for longevity pay after completing a five-year milestone of continuous, full-time employment with the district. Part-time employees, substitutes and retire/rehire employees are not eligible for longevity pay.

Bonus Amount	Service Years Completed
\$4,000	5 Years
\$4,000	10 Years
\$4,000	15 Years
\$4,000	20 Years
\$4,000	25 Years
\$4,000	30 Years
\$4,000	35 Years

2023-24 PAY INCENTIVES

Incentive	Incentive Rate
SPED Licensed Professionals Hiring Bonus	\$1,000
SPED Teacher Hiring Bonus	\$1,000
SPED Instructional Assistant Hiring Bonus	\$500
Hiring Bonus - Bus Operator with CDL	\$500
Student Teacher Hiring Bonus	\$1,250
Student Teacher Sign-on Bonus	\$1,250

2023-24 GENERAL EXTRA-DUTY PAY RATES

Job Title	Pay Rate
<b>CNS/CUSTODIAL SOUTHSIDE ASSIGNMENT</b>	
Pay differential for assignment to district southside campus	\$1.50
<b>CTE</b>	
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
HS CTE Program of Study Lead	\$500
<b>FACILITIES RENTAL</b>	
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	Employee's Hourly rate (likely at OT)
<b>SPED/SPECIAL PROGRAMS</b>	
ARD Meetings/Service Plan Support - Teachers	\$37
ARD Meetings/Service Plan Support – Licensed SPED Professional	Regular pay rate
Childcare - General	\$15
Childcare - Special Needs	\$17
Homebound	\$37
In-Home Parent Training - IA	\$35
In-Home Parent Training – Teacher	\$45
In-Home Parent Training – Licensed SPED Professional	\$55
Person Centered Planning Facilitation	\$100
Ropes Facilitator	\$25
Ropes Course Maintenance	\$15

<b>Job Title</b>	<b>Pay Rate</b>
Special Olympics Director	\$1,400
Special Olympics Head Coach - each sport	\$300
Special Olympics Co-Coach - each sport	\$150
<b>SUMMER CAMPS/PROGRAMS</b>	
Certified Teachers, Summer Camp	\$37
Student Workers, Summer Camp	\$12.50
Campus Technology - Extra Days	Employee's Daily Rate
Supervisor, DLE/ESL Summer Program	\$37
Summer Camps, Building Manager	\$20
<b>CURRICULUM DEVELOPMENT</b>	
Assessment Proofreading	\$15
Curriculum Development	\$37
Curriculum Specialists/Instructional Coaches	Employee's Daily Rate
CTE Curriculum Development	\$37
IT Curriculum Specialists	Employee's Daily Rate
<b>PROFESSIONAL DEVELOPMENT</b>	
Mentor for New to Profession teacher	\$500
Teacher Room Set-up for New-to-Profession Orientation	\$200
Cooperating Teacher	\$200
Training - Developing and Presenting - Full-day	\$350
Training - Developing and Presenting - Half-day	\$200
Training Hand in Hand (Childcare Provider) Workshop - Half-day	\$37
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	Employee's Hourly rate (likely at OT)
<b>SUMMER SCHOOL</b>	
Administrative Assistant, Summer School	\$25
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	\$40
Counselor, Summer School	\$40
Librarian, Summer School	\$37

<b>Job Title</b>	<b>Pay Rate</b>
LVN, ELEM Summer School	\$23
LVN, ESY Elementary	\$23
LVN, Pre-K/ESL	\$23
LVN, Rising STAAR 5th	\$23
Nurse, Pre-K Registration	\$23 - LVN \$43.50 – RN
Nurse, Summer Immunizations	\$23 - 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	\$39
Registrar, Summer School	\$23
SPED Instructional Assistant/Job Coach, Summer	\$17
SSI Test Coordinator - ELEM Summer School	\$1,250
SSI Test Coordinator - MS Summer School	\$1,250
Substitute Teacher, Summer School	\$37
Teacher, Summer School	\$37
Credit Recovery Lab Manager	\$20
<b>EXTENDED SCHOOL YEAR</b>	
Director, Extended School Year	\$3,500
Instructional Assistant, Extended School Year	\$16
Job Coach, Extended School Year	\$17
LVN, ESY Elementary	\$23
Teacher, Extended School Year	\$37
Pre-K/K Extended School Year & Dual Language Teacher	\$37
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
<b>HIGH SCHOOL ASSIGNMENTS</b>	
General tutoring (Certified Teacher)	\$37
IB Extended Essay Supervisors	\$50
HS UIL Event Advisor	\$500
Graduation Assistance	\$37
HS Athletic/Academic Coach Driving	\$25
<b>High Schools may not exceed a total annual budget of \$6,000 for using the stipends listed below.</b>	
HS Prom Advisor	\$500
HS Attendance Committee	\$1,000
HS Destination Imagination Advisor	\$400

Job Title	Pay Rate
National Honor Society Sponsor	\$600
HS Auditorium Manager	\$1,000
HS Additional Department Head	\$2,000
PLC Lead training	\$85
	\$42.50
<b>MIDDLE SCHOOL ASSIGNMENTS (PAID FROM DISCRETIONARY FUND BUDGET)</b>	
General tutoring (Certified Teacher)	\$37
MS Team/Grade Level Leader	\$500
<i>Middle Schools may not exceed a total annual budget of \$5,050 for using the stipends listed below.</i>	
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 (Spelling Bee, Math Counts, Geography Bee, History Bee, Math Pentathlon, etc.)	\$200
New to LISD Teacher Orientation	\$120
MS Camp (Summer Orientation)	\$50
<b>ELEMENTARY SCHOOL ASSIGNMENTS</b>	
General tutoring (Certified Teacher)	\$37
<b>ELEM TEAM LEADS</b>	
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

Job Title	Pay Rate	
Specials/Special Program Team Lead	\$250	
<b>Elementary Schools may not exceed a total annual budget of \$1,500 for using the stipends listed below.</b>		
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	
<b>PROCTORING/TESTING</b>		
Exam for Acceleration Administration	\$100	
PACE Screener	\$75	
Proficiency Exam Graders	\$25	
AP/TSI Proctor	\$25	
Quest Exam Administration	\$100	
EOC Proctor - English I and II (5 hrs. or less)	\$75	
EOC Proctor - Algebra I, Biology, American History (4 hrs. or less)	\$90	
EOC Proctor - Student Max Time Exceptions (More than 4 or 5 hrs. depending on course))	\$120	
TAKS Proctor	\$75	
<b>FINE ARTS ASSIGNMENTS</b>		
Band Tech	\$15	
Fine Arts Assignment - Certified teacher	\$37	
<b>TRANSPORTATION</b>		
Transportation Shop	\$15	
<b>NEW SCHOOL OPENING</b>		
New school Logistics and Material Technician	\$15	
New School Support, Certified Teacher	\$25	
<b>NON-ATHLETIC EVENT STADIUM MANAGER</b>		
Stadium Manager	0-3 hours	\$125
	4-7 hours	\$225
	8-10 hours	\$300
	11-13 hours	\$400
Assistant Stadium Manager	0-3 hours	\$75
	4-7 hours	\$175
	8-10 hours	\$250
	11-13 hours	\$350



2023-24 ATHLETIC EXTRA-DUTY PAY RATES

Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
<b>Football</b>									
Football Stadium Supervisor	Manages all aspects of a HS football game (workers, parking, ticket sales, seating, problems etc.)					\$250	Game	\$250	Game
Football Stadium Manager	Assists Stadium Supervisor in readying the stadium for a football game			\$100	Game	\$200	Game	\$200	Game
Football Assistant Stadium Manager	Sets up the stadium for HS football games					\$150	Game	\$150	Game
Football Ticket Manager	Manages the ticket sellers and takers for HS football games Responsible for the money reconciliation at the end of a football game					\$100	Game	\$100	Game
Football Announcer	Performs announcer duties at HS Football games					\$100	Game	\$100	Game
Football Press Box Manager	Manages all activates regarding Press Box at HS Football games					\$75	Game	\$75	Game
Camera Operator	Responsible for operating one of three cameras used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Switchboard Operator	Responsible for operating the switchboard used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game
Football Ticket Seller	Sells tickets at football games	\$40	Game	\$40	Game	\$50	Game	\$60	Game
Football Field Gate Monitor	Monitors gates onto the track/field at Football games					\$60	Game	\$60	Game
Football Parking Lot Seller	Sells parking passes at lot							\$75	Game
Football Ticket Taker	Takes tickets at football games			\$40	HS Game	\$50	Game	\$50	Game
Kiddie Corral (Monroe only)	Manages Kiddie Corral during game					\$100	Game	\$100	Game
Football Elevator Monitor	Monitors who have permission to be in the press box for HS football games					\$50	Game	\$50	Game
Football Usher/Reserved Seat Section Monitor	Monitors reserved seating sections at HS Football games					\$50	Game	\$50	Game
Football Parking Attendants	Serves as parking attendant at HS Football games					\$50	Game	\$50	Game
Football Scoreboard Keeper	Keeps the football scoreboard					\$50	Game	\$50	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Custodian	Performs custodial duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Maintenance Worker	Performs maintenance duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
<b>Basketball</b>									
Job Title	Job Description			Season Games		Tournament		Playoffs	
Basketball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Basketball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Clock Keeper	Maintains game clock			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Bookkeeper	Keep the official score book			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Custodian	Performs custodial duties at field								
<b>Baseball/Softball</b>									
Baseball/Softball Field Supervisor	Sets up the high school field when game is being hosted, secures workers for the game Usually is the administrator on duty					\$100	Game	\$200	Game
Baseball/Softball Game Ticket Seller	Sells tickets at games	\$40	Game	\$10	Game	\$50	Game	\$75	Game
Baseball/Softball Announcer/Scoreboard	Performs announcer and scoreboard duties at games			\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Scorebook Keeper	Maintains game scorebook	\$45	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Pitch Count	Counts accurate pitches	\$40	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Custodian	Performs custodial duties at field	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
		Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field								
<b>Volleyball</b>									
Volleyball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Volleyball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Volleyball Clockkeeper	Manages timeclock at event					\$10	Hour	\$45	Game
Volleyball Scorebook Keeper	Maintains game scorebook			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Libero Tracker	Manages score tracking							\$35	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
<b>Soccer</b>									

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Soccer Stadium Manager	Manages all aspects of a HS Soccer game (workers, parking, ticket sales, seating, problems etc.)			\$75	Game			\$75	Game
Soccer Announcer	Performs announcer duties at games			\$50	Game			\$50	Game
Soccer Ticket Seller	Sells tickets at games	\$40	Game	\$40	Game	\$10	Hour	\$60	Game
Soccer Ticket Taker	Takes tickets at games			\$40	Game			\$50	Game
Soccer Usher/Gate Monitor	Ushers attendees and monitors gates onto the field at games			\$40	Game			\$50	Game
Soccer Clock Operator	Operates timeclock at event			\$50	Game			\$50	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour

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## 2023-24 Budget Estimate

### 2% Midpoint Across-the-Board Pay Increase, Compensation Review and Additional Proposals

Employee Group	Recommendations	Budgeted Positions	2022-23 Budget	2023-24 Budget	Cost Increase	Total Cost with Benefits
<b>Teachers</b>	<i>0 Years Experience Teacher starting salary - \$54,462</i>	2,365	\$135,988,000	\$138,722,000	\$2,734,000	\$2,862,000
	<i>Bachelors degreed Teacher - 2% midpoint \$1,192 base salary increase</i>	1,019	\$59,694,000	\$60,842,000	\$1,148,000	\$1,201,000
	<i>Masters degreed Teacher - 2% midpoint \$1,192 base salary increase (scale remains \$1,000 above Bachelors)</i>	21	\$1,234,000	\$1,258,000	\$25,000	\$26,000
	<i>Doctorate degreed Teacher - 2% midpoint \$1,192 base salary increase (scale remains \$2,000 above Bachelors)</i>	<b>3,405</b>	<b>\$196,916,000</b>	<b>\$200,823,000</b>	<b>\$3,907,000</b>	<b>\$4,089,000</b>
<b>Registered Nurses</b>	<i>\$3,000 more than Teacher scale</i>	46	\$2,866,000	\$2,920,000	\$54,000	\$57,000
<b>Counselors</b>	<i>\$5,000 more than Teacher scale</i>	106	\$7,525,000	\$7,649,000	\$123,000	\$129,000
<b>Administrative/Professional</b>	<i>2% of midpoint base salary increase</i>	553	\$44,803,000	\$45,666,000	\$863,000	\$903,000
<b>Information Technology</b>	<i>2% of midpoint base salary increase</i>	82	\$6,477,000	\$6,604,000	\$126,000	\$132,000
<b>Office/Paraprofessional</b>	<i>2% of midpoint base salary increase</i>	1,007	\$29,358,000	\$29,925,000	\$567,000	\$593,000
<b>Auxiliary*</b>	<i>2% of midpoint base salary increase</i>	377	\$14,325,000	\$14,575,000	\$250,000	\$261,000
<b>Transportation</b>	<i>2% of midpoint base salary increase</i>	316	\$8,166,000	\$8,315,000	\$149,000	\$156,000
<b>TOTAL ACROSS-THE-BOARD ESTIMATED COST</b>		<b>5,892</b>	<b>\$310,437,000</b>	<b>\$316,476,000</b>	<b>\$6,039,000</b>	<b>\$6,322,000</b>
<b>Compensation Review*</b>	Review of all pay scales					<b>\$3,691,000</b>
<b>Custodial/CNS South Diff</b>	Add differential to base pay for travel to south LISD					<b>\$142,000</b>
<b>Stipend Review</b>	Review of annualized stipends					<b>\$24,000</b>
<b>Substitute Pay Review</b>	Review of Substitute Pay Rates					<b>\$59,000</b>
<b>Student/Co-op Teacher Incentives</b>	Develop Student Teacher recruitment incentives					<b>\$235,000</b>
<b>Paying Teachers to Sub</b>	Incentivize Teachers to Sub for Absent Teachers					<b>\$175,000</b>
<b>TOTAL COMPENSATION REVIEW ESTIMATED COST</b>						<b>\$4,326,000</b>
<b>SPED Stipend Proposal</b>	Create additional SPED stipends to assist in recruitment/retention					<b>\$1,845,000</b>
<b>Longevity Bonus Proposal</b>	Create program to reward employees for retention					<b>\$3,088,000</b>
<b>TOTAL ADDITIONAL PROPOSALS</b>						<b>\$4,933,000</b>
<b>GRAND TOTAL ESTIMATED COST</b>						<b>\$15,581,000</b>

*Totals may be slightly off due to rounding*

\* NOTE: This does not include CNS employees



## 2023-24 Budget Estimate

### 3% Midpoint Across-the-Board Pay Increase, Compensation Review and Additional Proposals

Employee Group	Recommendations	Budgeted Positions	2022-23 Budget	2023-24 Budget	Cost Increase	Total Cost with Benefits
<b>Teachers</b>	<i>0 Years Experience Teacher starting salary - \$55,059</i>	2,365	\$135,988,000	\$140,130,000	\$4,142,000	\$4,336,000
	<i>Bachelors degreed Teacher - 3% midpoint \$1,789 base salary increase</i>	1,019	\$59,694,000	\$61,433,000	\$1,739,000	\$1,820,000
	<i>Masters degreed Teacher - 3% midpoint \$1,789 base salary increase (scale remains \$1,000 above Bachelors)</i>	21	\$1,234,000	\$1,271,000	\$37,000	\$39,000
	<i>Doctorate degreed Teacher - 3% midpoint \$1,789 base salary increase (scale remains \$2,000 above Bachelors)</i>					
<b>Subtotal</b>		<b>3,405</b>	<b>\$196,916,000</b>	<b>\$202,834,000</b>	<b>\$5,918,000</b>	<b>\$6,195,000</b>
<b>Registered Nurses</b>	<i>\$3,000 more than Teacher scale</i>	46	\$2,866,000	\$2,948,000	\$81,000	\$85,000
<b>Counselors</b>	<i>\$5,000 more than Teacher scale</i>	106	\$7,525,000	\$7,712,000	\$187,000	\$195,000
<b>Administrative/Professional</b>	<i>3% of midpoint base salary increase</i>	553	\$44,803,000	\$46,097,000	\$1,294,000	\$1,354,000
<b>Information Technology</b>	<i>3% of midpoint base salary increase</i>	82	\$6,477,000	\$6,667,000	\$189,000	\$198,000
<b>Office/Paraprofessional</b>	<i>3% of midpoint base salary increase</i>	1,007	\$29,358,000	\$30,207,000	\$848,000	\$888,000
<b>Auxiliary*</b>	<i>3% of midpoint base salary increase</i>	377	\$14,325,000	\$14,697,000	\$372,000	\$390,000
<b>Transportation</b>	<i>3% of midpoint base salary increase</i>	316	\$8,166,000	\$8,388,000	\$222,000	\$233,000
<b>TOTAL ACROSS-THE-BOARD ESTIMATED COST</b>		<b>5,892</b>	<b>\$310,437,000</b>	<b>\$319,549,000</b>	<b>\$9,113,000</b>	<b>\$9,539,000</b>
<b>Compensation Review*</b>	Review of all pay scales					<b>\$1,665,000</b>
<b>Custodial/CNS South Diff</b>	Add differential to base pay for travel to south LISD					<b>\$142,000</b>
<b>Stipend Review</b>	Review of annualized stipends					<b>\$24,000</b>
<b>Substitute Pay Review</b>	Review of Substitute Pay Rates					<b>\$59,000</b>
<b>Student/Co-op Teacher Incentives</b>	Develop Student Teacher recruitment incentives					<b>\$235,000</b>
<b>Paying Teachers to Sub</b>	Incentivize Teachers to Sub for Absent Teachers					<b>\$175,000</b>
<b>TOTAL COMPENSATION REVIEW ESTIMATED COST</b>						<b>\$2,300,000</b>
<b>SPED Stipend Proposal</b>	Create additional SPED stipends to assist in recruitment/retention					<b>\$1,845,000</b>
<b>403b Retirement/Universal Life Insurance Proposal</b>	Provide program to help employee financial prepare for future					<b>\$700,000</b>
<b>Local Leave Retirement Proposal</b>						<b>\$175,000</b>
<b>Longevity Bonus Proposal</b>		Create program to reward employees for retention				
<b>TOTAL ADDITIONAL PROPOSALS</b>						<b>\$7,565,000</b>
<b>GRAND TOTAL ESTIMATED COST</b>						<b>\$19,404,000</b>

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*Totals may be slightly off due to rounding*

\* NOTE: This does not include CNS employees



**2023-24 Budget Estimate**  
**5% Midpoint Across-the-Board Pay Increase, Compensation Review and Additional Proposals**

Employee Group	Recommendations	Budgeted Positions	2022-23 Budget	2023-24 Budget	Cost Increase	Total Cost with Benefits
<b>Teachers</b>	<i>0 Years Experience Teacher starting salary - \$56,251</i>	2,365	\$135,988,000	\$142,941,000	\$6,954,000	\$7,279,000
	<i>Bachelors degreed Teacher - 5% midpoint \$2,981 base salary increase</i>	1,019	\$59,694,000	\$62,613,000	\$2,919,000	\$3,055,000
	<i>Masters degreed Teacher - 5% midpoint \$2,981 base salary increase (scale remains \$1,000 above Bachelors)</i>	21	\$1,234,000	\$1,296,000	\$62,000	\$65,000
	<i>Doctorate degreed Teacher - 5% midpoint \$2,981 base salary increase (scale remains \$2,000 above Bachelors)</i>	<b>3,405</b>	<b>\$196,916,000</b>	<b>\$206,850,000</b>	<b>\$9,935,000</b>	<b>\$10,399,000</b>
<b>Registered Nurses</b>	<i>\$3,000 more than Teacher scale</i>	46	\$2,866,000	\$3,002,000	\$136,000	\$142,000
<b>Counselors</b>	<i>\$5,000 more than Teacher scale</i>	106	\$7,525,000	\$7,841,000	\$316,000	\$331,000
<b>Administrative/Professional</b>	<i>5% of midpoint base salary increase</i>	553	\$44,803,000	\$46,956,000	\$2,154,000	\$2,254,000
<b>Information Technology</b>	<i>5% of midpoint base salary increase</i>	82	\$6,477,000	\$6,793,000	\$315,000	\$330,000
<b>Office/Paraprofessional</b>	<i>5% of midpoint base salary increase</i>	1,007	\$29,358,000	\$30,770,000	\$1,411,000	\$1,477,000
<b>Auxiliary*</b>	<i>5% of midpoint base salary increase</i>	377	\$14,325,000	\$14,942,000	\$617,000	\$646,000
<b>Transportation</b>	<i>5% of midpoint base salary increase</i>	316	\$8,166,000	\$8,535,000	\$369,000	\$386,000
<b>TOTAL ACROSS-THE-BOARD ESTIMATED COST</b>		<b>5,892</b>	<b>\$310,437,000</b>	<b>\$325,689,000</b>	<b>\$15,253,000</b>	<b>\$15,966,000</b>
<b>Compensation Review*</b>	Review of all pay scales					\$1,516,000
<b>Custodial/CNS South Diff</b>	Add differential to base pay for travel to south LISD					\$142,000
<b>Stipend Review</b>	Review of annualized stipends					\$24,000
<b>Substitute Pay Review</b>	Review of Substitute Pay Rates					\$59,000
<b>Student/Co-op Teacher Incentives</b>	Develop Student Teacher recruitment incentives					\$235,000
<b>Paying Teachers to Sub</b>	Incentivize Teachers to Sub for Absent Teachers					\$175,000
<b>TOTAL COMPENSATION REVIEW ESTIMATED COST</b>						<b>\$2,151,000</b>
<b>SPED Stipend Proposal</b>	Create additional SPED stipends to assist in recruitment/retention					\$1,845,000
<b>Longevity Bonus Proposal</b>	Create program to reward employees for retention					\$3,088,000
<b>TOTAL ADDITIONAL PROPOSALS</b>						<b>\$4,933,000</b>
<b>GRAND TOTAL ESTIMATED COST</b>						<b>\$23,050,000</b>

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*Totals may be slightly off due to rounding*

\* NOTE: This does not include CNS employees

**Human Resources**



# **Total Compensation Review**

## **For 2023-24 Changes**



## The Total Rewards Model

**WorldatWork**<sup>®</sup>  
Total Rewards Association



# Total Rewards System

**LISD strives to provide a competitive, equitable, and transparent total compensation system.** We are committed to providing a compensation program that allows us to attract and retain the highly skilled and talented staff necessary to meet our operational needs and strategic priorities.

**Employee base pay is only one element of the total rewards provided to employees in exchange for their talent, time and efforts. Benefits, retirement plans, employee leave, staff development and work-life balance also contribute to the total rewards provided to employees**

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# Compensation Philosophy

In order to pay employees fairly and attract and retain qualified employees, LISD's compensation system shall be administered to support the following objectives:

- Stay competitive with appropriate labor markets for the various jobs and scales
- Provide appropriate internal equity between district jobs based on the responsibility and skill required
- Reward for job-relevant experience
- Be cost effective and budget sensitive
- Be administered fairly and equitably across all departments/campuses
- Support LISD's mission and strategy and align with LISD's organizational culture

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# **Across-the-Board Increase**



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# What Are Local ISDs Considering?

ISD	2023-24 Projected Across the Board
Austin	5-6%
Eanes	2%
Georgetown	2%
Lake Travis	2%
Pflugerville	3%
Round Rock	5%

## NOTE:

Most districts are still in the planning stage and at the time of the presentation, the amounts shown are assumptions.

# Historical Across-the-Board Salary Increases

Salary Scale	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Teacher	\$1,514	\$1,548	\$1,054	\$3,900	\$0	\$1,138	<b>\$2,858</b>
Counselor	\$1,514	\$1,548	\$1,054	\$3,900	\$0	\$1,138	<b>\$2,858</b>
Administrator/ Professional*	2%	3%	2%	4%	\$0	2%	<b>4%/4.5%</b>
Information Technology	2%	3%	2%	4%	\$0	2%	<b>4%</b>
Office/ Paraprofessional	2%	3%	2%	4%	\$0	2%	<b>4%</b>
Auxiliary/ Transportation	2%	3%	2%	4%	\$0	2%	<b>4%</b>

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\* SPED Licensed scale was increased 4.5% and other Administrator/Professional scales increased 4%

# Historical Teacher Pay

School Year	Texas Increase Median %	Central Tx Increase Median%	RRISD Increase Median%	LISD Pay Increase Avg. %	LISD Pay Increase Avg. \$	LISD 0 Year Bachelor's	LISD Highest Salary
2022-23	3.0%	3.2%	5.0%	5.0%	\$1,789	\$53,520	\$74,646
2021-22	2.1%	2.0%	1.0%	2.0%	\$1,138	\$50,900	\$73,788
2020-21	2.0%	2.0%	2.0%	0.0%	\$0	\$50,000	\$72,650
2019-20	7.0%	6.7%	7.4%	7.5%	\$3,900	\$50,000	<sup>431</sup> \$72,650
2018-19	2.0%	2.3%	2.0%	2.0%	\$1,054	\$47,000	\$68,550

NOTE: TASB reports that one-third of all ISDs did not give any increase for 2020-21

## 2022-23 Teacher Local Comparisons

LOCAL MARKET	Student Enrollment	No. of Teachers	0 Yr Salary	5 Yr Salary	10 Yr Salary	15 Yr Salary	20 Yr Salary	Avg Salary
Austin ISD	73,346	4,591	\$52,191	\$53,623	\$54,670	\$55,169	\$57,026	\$57,726
Eanes ISD	7,737	611	\$52,950	\$53,853	\$55,703	\$57,603	\$61,203	\$56,382
Georgetown ISD	13,005	922	\$53,000	\$54,500	\$56,000	\$58,278	\$60,803	\$57,028
Lake Travis ISD	11,399	684	\$53,000	\$58,630	\$60,252	\$63,302	\$66,352	\$60,810
Pflugerville ISD	25,519	1,857	\$53,400	\$54,400	\$56,700	\$59,200	\$61,701	\$57,629
Round Rock ISD	42,270	3,284	\$53,000	\$54,800	\$57,575	\$59,925	\$61,943	\$58,501
<b>Median</b>	<b>19,262</b>	<b>1,390</b>	<b>\$53,000</b>	<b>\$54,450</b>	<b>\$56,350</b>	<b>\$58,739</b>	<b>\$61,452</b>	<b>\$57,678</b>
<b>Leander ISD</b>	<b>42,265</b>	<b>3,129</b>	<b>\$53,520</b>	<b>\$54,896</b>	<b>\$57,182</b>	<b>\$59,617</b>	<b>\$61,862</b>	<b>\$58,540</b>
<b>Comparison to Median</b>			<b>101%</b>	<b>101%</b>	<b>101%</b>	<b>101%</b>	<b>101%</b>	<b>101%</b>
<b>Dollar Difference</b>			<b>\$520</b>	<b>\$446</b>	<b>\$832</b>	<b>\$878</b>	<b>\$410</b>	<b>\$863</b>

Reported salary amounts are for 10-month teachers with bachelor's degree.

# 2023-24 Teacher Local Comparisons – LISD 2%

LOCAL MARKET	0 Yr Salary	5 Yr Salary	10 Yr Salary	15 Yr Salary	20 Yr Salary	Avg Salary
Austin ISD	\$54,691	\$56,105	\$57,329	\$57,829	\$59,021	\$60,484
Eanes ISD	\$53,999	\$54,505	\$55,605	\$58,205	\$60,805	\$57,534
Georgetown ISD	\$53,866	\$55,366	\$56,866	\$58,944	\$61,469	\$58,194
Lake Travis ISD	\$54,116	\$57,496	\$60,696	\$62,318	\$65,368	\$62,076
Pflugerville ISD	\$54,976	\$55,976	\$57,977	\$60,477	\$62,977	\$59,405
Round Rock ISD	\$55,696	\$57,396	\$59,896	\$62,621	\$64,631	\$61,497
<b>Median</b>	<b>\$54,404</b>	<b>\$56,041</b>	<b>\$57,653</b>	<b>\$59,710</b>	<b>\$62,223</b>	<b>\$59,945</b>
<b>Leander ISD</b>	<b>\$54,462</b>	<b>\$55,638</b>	<b>\$57,889</b>	<b>\$60,409</b>	<b>\$62,619</b>	<b>\$59,732</b>
<b>Comparison to Median</b>	<b>100%</b>	<b>99%</b>	<b>100%</b>	<b>101%</b>	<b>101%</b>	<b>100%</b>
<b>Dollar Difference</b>	<b>\$58</b>	<b>(\$403)</b>	<b>\$236</b>	<b>\$699</b>	<b>\$396</b>	<b>(\$213)</b>

Reported salary amounts are for 10-month teachers with bachelor's degree.

## 2023-24 Teacher Local Comparisons – LISD 3%

LOCAL MARKET	0 Yr Salary	5 Yr Salary	10 Yr Salary	15 Yr Salary	20 Yr Salary	Avg Salary
Austin ISD	\$54,691	\$56,105	\$57,329	\$57,829	\$59,021	\$60,484
Eanes ISD	\$53,999	\$54,505	\$55,605	\$58,205	\$60,805	\$57,534
Georgetown ISD	\$53,866	\$55,366	\$56,866	\$58,944	\$61,469	\$58,194
Lake Travis ISD	\$54,116	\$57,496	\$60,696	\$62,318	\$65,368	\$62,076
Pflugerville ISD	\$54,976	\$55,976	\$57,977	\$60,477	\$62,977	\$59,405
Round Rock ISD	\$55,696	\$57,396	\$59,896	\$62,621	\$64,631	\$61,497
<b>Median</b>	<b>\$54,404</b>	<b>\$56,041</b>	<b>\$57,653</b>	<b>\$59,710</b>	<b>\$62,223</b>	<b>\$59,945</b>
<b>Leander ISD</b>	<b>\$55,059</b>	<b>\$56,235</b>	<b>\$58,486</b>	<b>\$61,006</b>	<b>\$63,216</b>	<b>\$60,329</b>
<b>Comparison to Median</b>	<b>101%</b>	<b>100%</b>	<b>101%</b>	<b>102%</b>	<b>102%</b>	<b>101%</b>
<b>Dollar Difference</b>	<b>\$655</b>	<b>\$194</b>	<b>\$833</b>	<b>\$1,296</b>	<b>\$993</b>	<b>\$384</b>

Reported salary amounts are for 10-month teachers with bachelor's degree.

## 2023-24 Teacher Local Comparisons – LISD 5%

LOCAL MARKET	0 Yr Salary	5 Yr Salary	10 Yr Salary	15 Yr Salary	20 Yr Salary	Avg Salary
Austin ISD	\$54,691	\$56,105	\$57,329	\$57,829	\$59,021	\$60,484
Eanes ISD	\$53,999	\$54,505	\$55,605	\$58,205	\$60,805	\$57,534
Georgetown ISD	\$53,866	\$55,366	\$56,866	\$58,944	\$61,469	\$58,194
Lake Travis ISD	\$54,116	\$57,496	\$60,696	\$62,318	\$65,368	\$62,076
Pflugerville ISD	\$54,976	\$55,976	\$57,977	\$60,477	\$62,977	\$59,405
Round Rock ISD	\$55,696	\$57,396	\$59,896	\$62,621	\$64,631	\$61,497
<b>Median</b>	<b>\$54,404</b>	<b>\$56,041</b>	<b>\$57,653</b>	<b>\$59,710</b>	<b>\$62,223</b>	<b>\$59,945</b>
<b>Leander ISD</b>	<b>\$56,251</b>	<b>\$57,427</b>	<b>\$59,678</b>	<b>\$62,198</b>	<b>\$64,408</b>	<b>\$61,521</b>
<b>Comparison to Median</b>	<b>103%</b>	<b>102%</b>	<b>104%</b>	<b>104%</b>	<b>104%</b>	<b>103%</b>
<b>Dollar Difference</b>	<b>\$1,847</b>	<b>\$1,386</b>	<b>\$2,025</b>	<b>\$2,488</b>	<b>\$2,185</b>	<b>\$1,576</b>

Reported salary amounts are for 10-month teachers with bachelor's degree.

# Counselor & RN Salary Comparisons

Title	2022-23 LISD Average and Calendar		2022-23 Local Mkt Average	Market Ratio*
Counselor, Elementary	\$68,490	195	\$67,180	101%
Counselor, Middle School	\$74,832	207	\$73,613	102%
Counselor, High School	\$73,343	207	\$74,101	99%
Registered Nurse	\$63,377	187	\$60,000	<div style="text-align: right; font-size: small;">436</div> 106%

\* Market Ratio adjusted to reflect equalized calendar days for more accurate comparison.

# Across-the-Board Increase Summary

Scale	Employees	2% ATB Total Cost with Benefits	3% ATB Total Cost with Benefits	5% ATB Total Cost with Benefits
Teacher <i>(\$2,981/\$1,789/\$1,192)</i>	3,405	\$4,089,000	\$6,195,000	\$10,399,000
Registered Nurse	46	\$57,000	\$85,000	\$142,000
Counselor	106	\$129,000	\$195,000	\$331,000
Administrator/Professional	553	\$903,000	\$1,354,000	\$2,254,000
Information Technology	82	\$132,000	\$198,000	\$330,000
Office/Paraprofessional	1,007	\$593,000	\$888,000	\$1,477,000
Auxiliary	377	\$261,000	\$390,000	\$646,000
Transportation	316	\$156,000	\$233,000	\$386,000
<b>TOTAL</b>	<b>5,892</b>	<b>\$6,320,000</b>	<b>\$9,538,000</b>	<b>\$15,965,000</b>

437



# **Salary Scale Review**

438

# Rotating Salary Scale Review

2022-23

All Scales

2023-24

Paraprofessionals/  
Auxiliary

2024-25

Professional/  
Administrators/IT

439

Allows for less budget impact each year and HR to do more comprehensive compensation reviews for specific scales

Review Teacher Scale market analysis each year

Review overall market data of each scale each year

Review target stipends each year

Due to the increasing changes in local market a full review of all scales was performed this year. We will continue the 2-year rotating cycle between the two main salary scale groups in future years. We will review the Teacher/Librarian, RN, and Counselor scales each year.

# Historical Salary Scale Review Summary

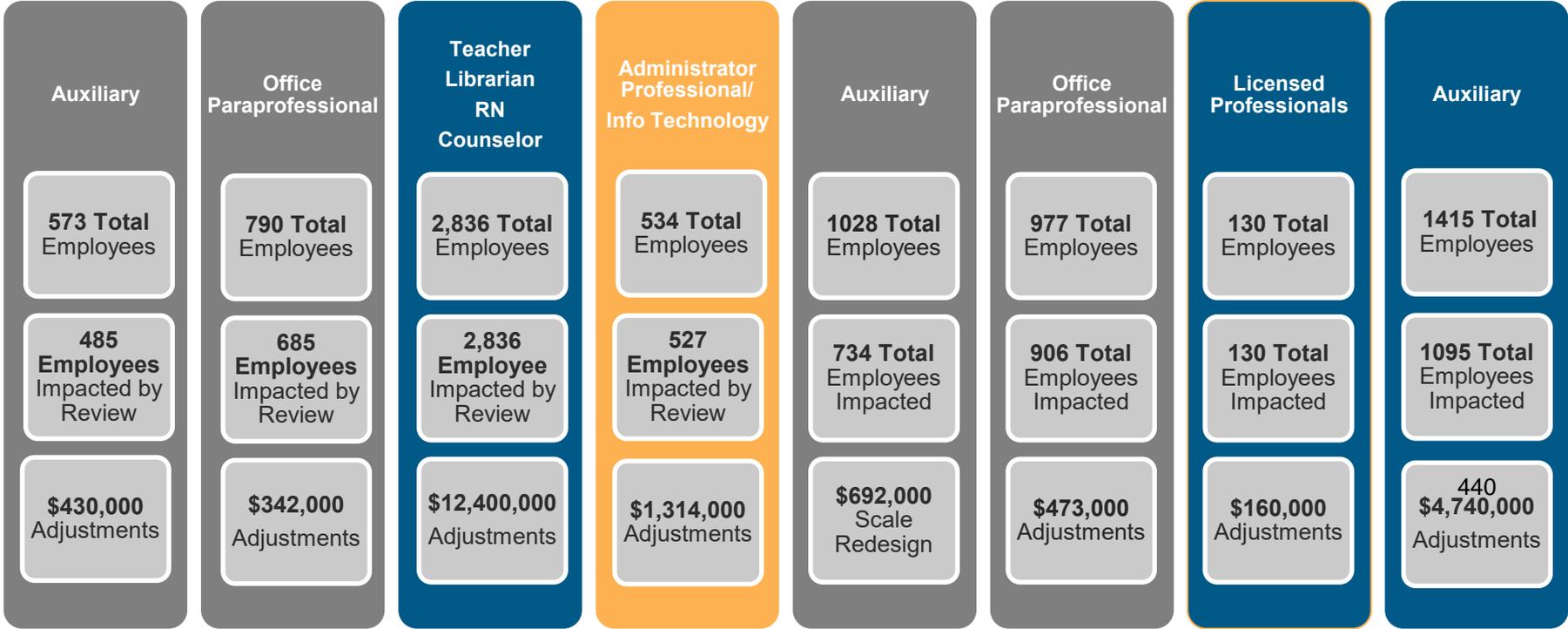
Effective 18-19

Effective 19-20

Effective 20-21

Effective 21-22

Effective 22-23



NOTE: Due to rounding, numbers presented throughout this and other documents may not add up precisely to the totals provided. Teacher scales are reviewed annually.

# Defined Local Market



**LISD's local market is where we compete for most jobs. These districts have historically paid the highest for all jobs within the Central Texas area.**

Austin ISD

Eanes ISD

Georgetown ISD

Lake Travis ISD

Pflugerville ISD

Round Rock ISD

441

# Administrator/Professional Scales

- Exempt level jobs (do not earn overtime)
- Managerial and professional jobs
- Local market review



# Office/Paraprofessional/Auxiliary Scales

- **Nonexempt level jobs (earn overtime)**
- **Paraprofessional, physical work jobs**
- **Local market review**



**Office/Paraprofessional**

- Administrative Asst.
- Bookkeeper
- Registrar
- Instructional Assistant



**Auxiliary**

- Custodian
- Child Nutrition Worker
- Ground Technician
- Digital Print Operator
- Warehouse Technician



**Transportation**

- Bus Driver
- Vehicle Mechanic
- Dispatcher
- Routing Assistant

443

# Information Technology Scale



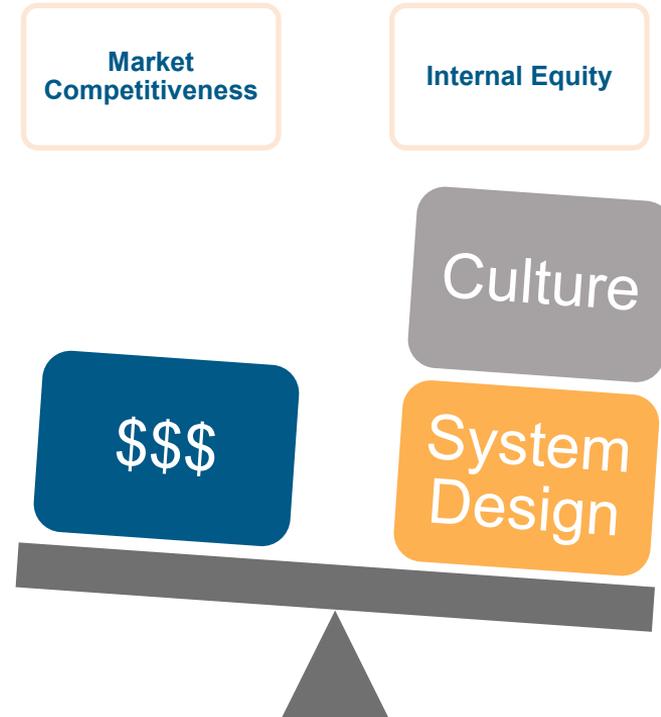
## Info Tech

- Applications Dev
- Systems Engineer
- Help Desk Specialist
- Campus Technologist
- Security Administrator
- PEIMS Coordinator

- **Exempt and non-exempt level jobs**
- **Technical jobs**
- **TASB Review – private sector and district market surveys used**

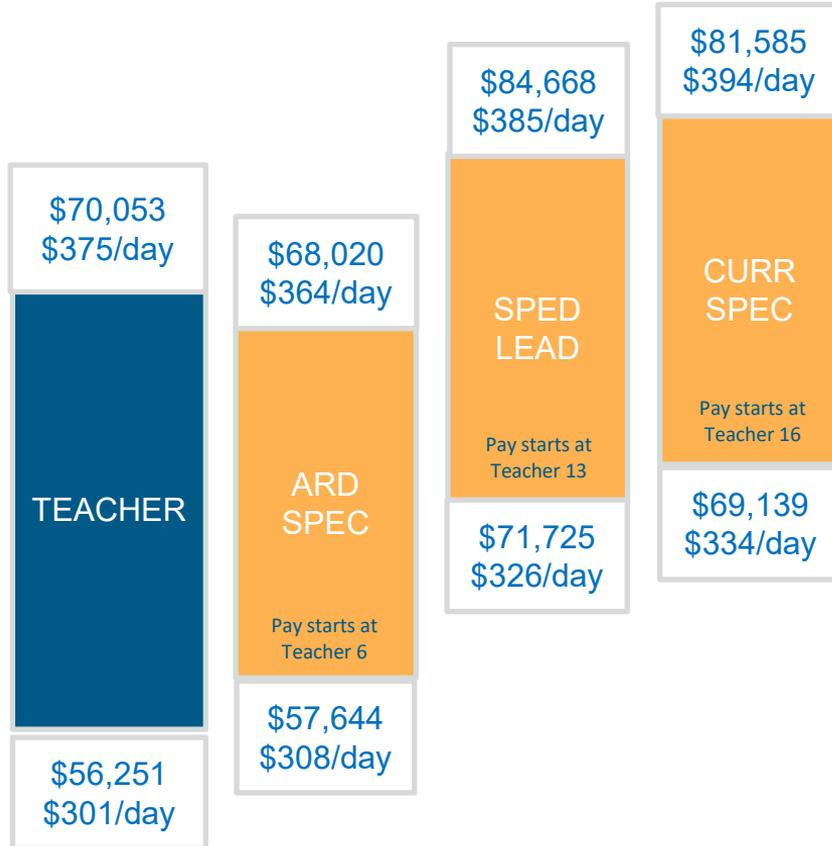
# Market Competitiveness/Internal Equity

- **Internal equity** - Maintain parity in positions across the district.
- **External completeness**  
Review jobs that fall outside of 15% of market for changing market issues



LISD strives to balance internal equity and market completeness, but leans towards internal equity as the foundation of system

# Teacher/Campus Administrator Scale Relationship



Part of reviewing the internal equity among scales is ensuring that there is appropriate pay differences for jobs.

If the Teacher scale accelerates faster than the Campus A/P or District A/P scale does, then too much overlap can occur making these growth jobs less attractive for more experienced teachers. The same holds true for promotion into administrative positions.

Please reference the example to the right (ARD Specialist, SPED Team Lead and Curriculum Specialist are campus and district jobs that a Teacher may transfer into for career growth\*).

*\*All the listed non-teaching positions receive years of experience credit for teaching years.*

# Market Review Results – 2% Across-the Board

Salary Scale	Benchmark Jobs Surveyed	22-23 Avg Pay to Market	23-24 Avg Pay to Market	22-23 MDPT to Market	23-24 MDPT to Market	Avg EE % Increase	Cost
Teacher/RN/Counselor						2.8%	\$1,648,000
Campus Admin/Professionals	6	101%	102%	104%	104%	3.9%	\$290,000
District Admin/Professionals	25	102%	102%	99%	101%	3.7%	\$216,000
Operational Services	6	94%	99%	90%	94%	8.3%	\$77,000
SPED Licensed Professionals	6	98%	95%	94%	95%	4.3%	\$199,000
Information Technology	23	97%	100%	90%	98%	5.4%	\$245,000
Office/Paraprofessional	23	99%	103%	97%	100%	3.6%	\$429,000
Auxiliary	11	95%	95%	95%	94%	2.5%	\$68,000
Transportation	6	93%	97%	95%	99%	7.5%	\$508,000
<b>TOTAL COST</b>							<b>\$3,691,000</b>

Teachers/RNs /Counselors would need 2.75% increase to maintain market position

447

**NOTE:** SPED Licensed Professional employees will also receive new SPED stipends further improving their market position over base pay comparison shown here

# Market Review Results – 3% Across-the Board

Salary Scale	Benchmark Jobs Surveyed	22-23 Avg Pay to Market	23-24 Avg Pay to Market	22-23 MDPT to Market	23-24 MDPT to Market	Avg EE % Increase	Cost
Campus Admin/Professionals	6	101%	102%	104%	104%	4.0%	\$134,000
District Admin/Professionals	25	102%	103%	99%	103%	3.8%	\$82,000
Operational Services	6	94%	99%	90%	94%	8.3%	\$64,000
SPED Licensed Professionals	6	98%	100%	94%	96%	5.2%	\$193,000
Information Technology	23	97%	100%	90%	98%	5.8%	\$205,000
Office/Paraprofessional	23	99%	103%	97%	101%	4.7%	\$429,000
Auxiliary	11	95%	96%	95%	95%	3.5%	\$91,000
Transportation	6	93%	99%	95%	98%	8.5%	\$467,000
<b>TOTAL COST</b>							<b>\$1,665,000</b>

448

**NOTE:** SPED Licensed Professional employees will also receive new SPED stipends further improving their market position over base pay comparison shown here

# Market Review Results – 5% Across-the Board

Salary Scale	Benchmark Jobs Surveyed	22-23 Avg Pay to Market	23-24 Avg Pay to Market	22-23 MDPT to Market	23-24 MDPT to Market	Avg EE % Increase	Cost
Campus Admin/Professionals	6	101%	104%	104%	106%	5.7%	\$81,000
District Admin/Professionals	25	102%	104%	99%	104%	5.4%	\$5,000
Operational Services	6	94%	100%	90%	96%	10.0%	\$56,000
SPED Licensed Professionals	6	98%	102%	94%	97%	7.0%	\$180,000
Information Technology	23	97%	103%	90%	100%	7.7%	\$198,000
Office/Paraprofessional	23	99%	105%	97%	103%	6.6%	\$343,000
Auxiliary	11	95%	97%	95%	97%	5.4%	\$118,000
Transportation	6	93%	99%	95%	99%	10.7%	\$535,000
<b>TOTAL COST</b>							<b>\$1,516,000</b>

449

**NOTE:** SPED Licensed Professional employees will also receive new SPED stipends further improving their market position over base pay comparison shown here



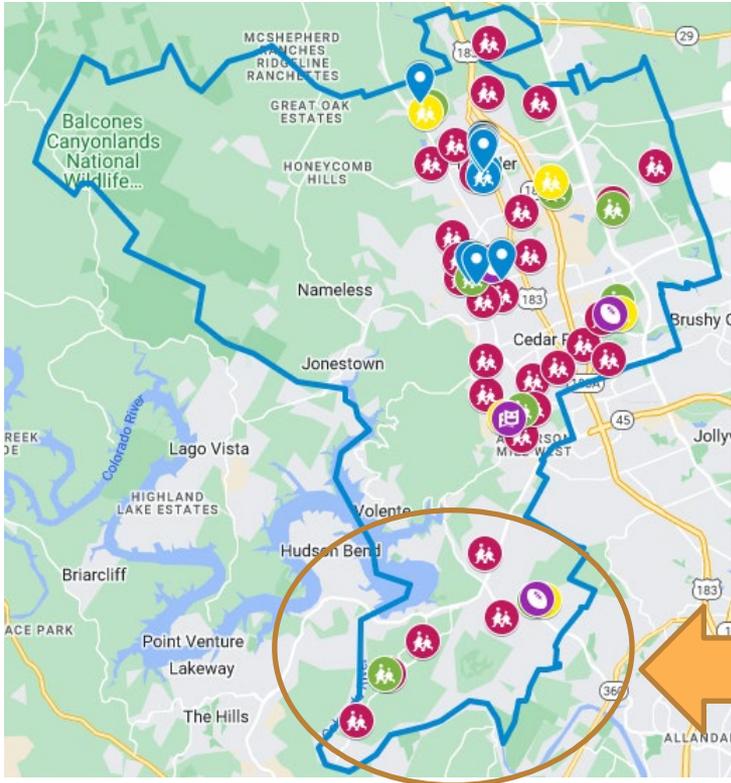
# **Other Review Recommendations**

450

# CUSTODIAL/CNS SOUTH DISTRICT PAY DIFFERENTIAL

451

# Custodial/CNS South District Pay Differential



- With the combination of an overall shortage custodial and child nutrition services workers, lower wages, and extended drives to southern campuses and facilities.
- LISD hopes to combat the current issues in staffing and recruiting for campuses and facilities in the southern areas by recommending a \$1.50 per hour shift differential rate for these locations.
- Custodial South district pay differential cost would be \$142,440.

**\* Child Nutrition Services cost are \$62,370; however, these cost are federally funded.**

452

**Cost: \$142,400**

# STIPEND REVIEW

453

# Recommended Stipend Changes

For 2022-23, LISD currently has 2,105 stipends at a total cost of \$8,735,000.  
Recommending minor stipend changes:

STIPEND CATEGORY	Total Number of Stipends	COST WITH BENEFITS
HS Debate Advisor – increase by \$500	6	\$3,000
HS Tennis Asst Coach - 2 additional days	5	\$4,000
HS Football Assistant – equalize pay for all assistant coaches	30	\$18,000
HS Theatre Director – increase by \$500	6	\$5,000
Reduction of Stipends		-\$6,000
<b>TOTAL</b>	<b>53</b>	<b>\$24,000</b>

# SUBSTITUTE PAY REVIEW

455

# Substitute Pay Increase

SUBSTITUTE CATEGORY		LISD CURRENT	LISD PROPOSED	LOCAL ISD MEDIAN	LOCAL MKT RATIO BEFORE	LOCAL MKT RATIO AFTER	RRISD RATES	RRISD MKT RATIO BEFORE	RRISD MKT RATIO AFTER
Short-Term	Non-Degreed	\$115	\$115	\$118	98%	98%	\$115	100%	100%
	Degreed	\$115	\$115	\$120	96%	96%	\$115	100%	100%
	Certified	\$120	\$120	\$123	98%	98%	\$120	100%	100%
Long-Term	Degreed	\$135	\$140	\$150	90%	93%	\$125	108%	112%
	Certified	\$175	\$175	\$160	109%	109%	\$175	100%	100%
Registered Nurses Sub		\$170	\$170	\$170	100%	100%	\$170	100%	100%

456

**Cost: \$59,000**

# STUDENT/CO-OP TEACHER INCENTIVES

457

# Student and Co-op Teacher Incentives

Student Teacher Recruitment Incentive	LISD Cost
<p>The purpose of the Student Teacher Recruitment Incentive is to provide student teachers with monetary incentive to choose LISD for their student teaching semester (80 per year at \$1,250 per term).</p>	\$100,000
Student Teacher Sign-On Incentive	LISD Cost
<p>The purpose of the Student Teacher Sign-on Incentive is to secure a commitment from our highest quality student teachers once they have successfully completed their student teaching in LISD (60 per year at \$1,250 lump sum).</p>	\$75,000
New to the Profession Classroom Start-Up	LISD Cost
<p>Fund for Teachers strengthens instruction by investing in outstanding teachers' self-determined professional growth and development in order to support student success, enrich their own practice, and strengthen their schools and communities (200 per year at \$200 lump sum).</p>	\$40,000
Cooperating Teacher Stipend	LISD Cost
<p>Cooperating teachers are responsible for modeling, providing guidance, feedback, and evaluation of student teachers. This is a challenging task as they must support every aspect of the student teacher, while also helping to recruit them to LISD. It requires a high level of commitment on the part of the cooperating teacher (100 per year at \$200 lump sum).</p>	<p>\$20,000      458</p>

**Student Teacher Cost: \$235,000**



# **Additional Proposals**

459



# 2023-2024 Approved SPED Stipend Changes

Position Stipend	2022-23	Approved 2023-24	Change	Total Cost 2022-23	Total Cost 2023-24	Total Increase
Self-Contained	\$2,000	\$5,000	\$3,000	\$354,000	\$940,000	\$586,000
Behavior	\$0	\$3,000	\$3,000	\$0	\$219,000	\$219,000
General	\$0	\$2,500	\$2,500	\$0	\$1,040,000	\$1,040,000
Vision	\$2,700	\$2,700	\$0	\$27,000	\$27,000	\$0
<b>Total budgeted annual cost \$2,226,000</b>					<b>Total Budget Increase</b>	<b>\$1,845,000</b>

**Position Titles Impacted:**

Self Contained: ELE, ESLE, SLE, ICAP, ICAP C, Life Skills, Autism Grant, 18+/SELF, TASC, IBC

SPED Behavior: Behavior (GOALS, Aspire, SCSS)

SPED General: Res/Incl, VAC, Homebound, Deaf/Hard of Hearing, Adapted PE, DL, Virtual, ARD Spec, MS/HS Team Lead, IRS Staff (Diag, LSSP, OT, PT, SLP)

\*SPED Vision: Vision, O&M (\$2,700 - no change recommended)

# Employee Longevity Pay Option

Option	Program
Longevity Pay Proposal	Providing a longevity incentive to all permanent employees on their 5, 10, 15, 20, 25, 30, and 35 years of service at LISD.

Bonus Amount	Service Years Completed
\$4,000	5 Years
\$4,000	10 Years
\$4,000	15 Years
\$4,000	20 Years
\$4,000	25 Years
\$4,000	30 Years
\$4,000	35 Years

- Honors the longevity of staff in an equitable way, regardless of pay or position type
- Provides years of service recognition for the 5-year milestones, up to 35 years
- Competitive with surrounding district competitor longevity pay efforts

461

**Cost: \$3,088,000**



# Benefits



462

# Medical Insurance History

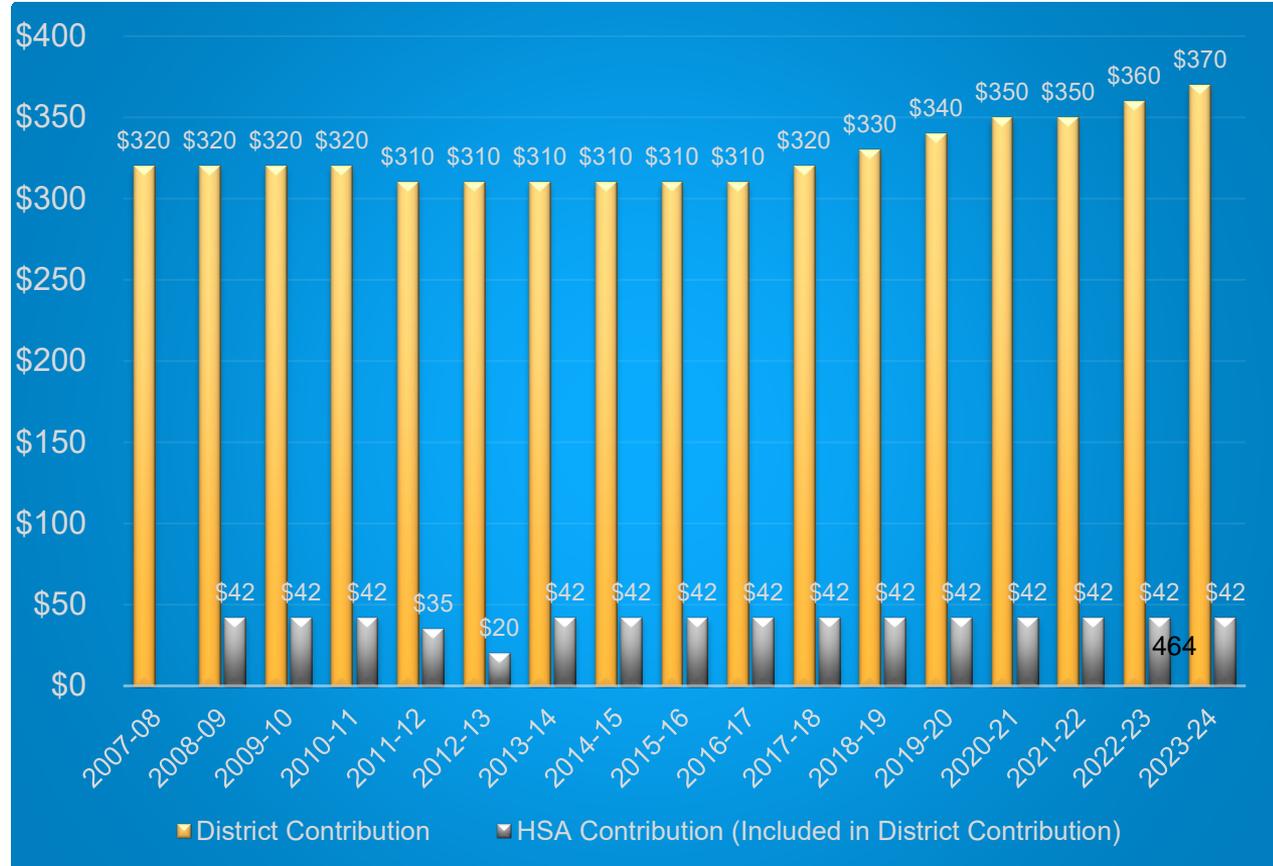
	2019		2020		2021		2022		2023	
<b>Total Plan Cost</b>	\$28,245,000		\$26,380,000		\$30,200,000		\$34,069,000		\$35,296,000*	
	Employee Only	Employee + Family								
<b>Average Premium Increase</b>	9%		-1%		-2%		0%		2%	
<b>BCBS CDHP 3000 Employee Premium</b>	\$19	\$786	\$19	\$786	\$19	\$786	\$19	\$786	\$19	\$802
<b>BCBS CDHP \$1500 Employee Premium</b>	\$65	\$1,067	\$65	\$1,067	\$65	\$1,067	\$65	\$1,067	\$66	\$1,088
<b>BCBS PPO \$1000 Employee Premium</b>	\$175	\$1,417	\$175	\$1,417	\$175	\$1,417	\$175	\$1,417	\$179	\$1,445
<b>HCH HDHP \$2000</b>					\$0	\$709	\$0	\$709	\$0	\$723 463
<b>HCH HDHP \$5000</b>					\$42	\$927	\$42	\$927	\$43	\$946

\* Anticipated

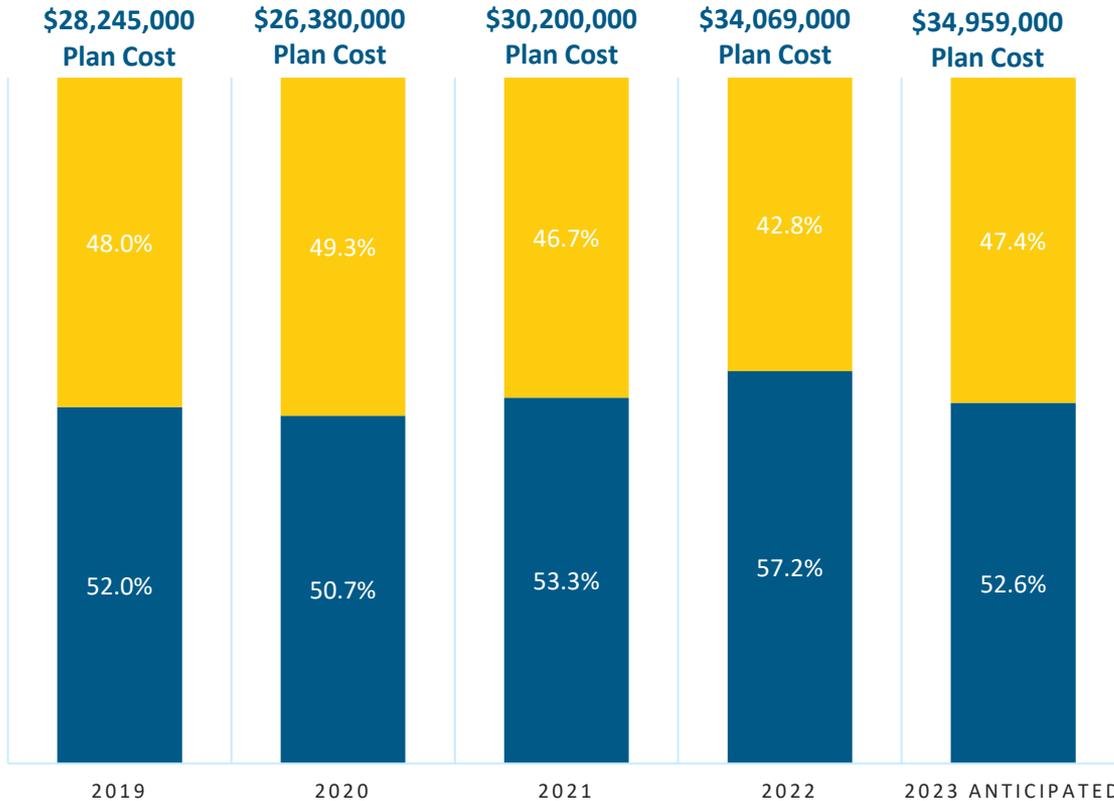
# Historical District Premium Contributions

## Medical Plan Funding

- For many years, the district contribution remained constant. This can push any cost increases to employee premiums. In 2021-2022 the district did not increase the contribution amount.
- In 2017-18, we recommended that the district provide a small continual increase to the fund for appropriate cost sharing.
- **Continued district funding to ensure a consistent cost share with employees is vital.**



# Historical LISD Medical Insurance Cost Share



■ Employee Cost  
■ LISD Cost

For the last several years the district has provided additional funding to the medical plan to assist in keeping the cost-share between employees and the district more consistent with the exception of the 2022 year.

465

# 2022-23 District Health Plan Contributions

## Self-Funded Plan Benefits

- **Lower premiums** - On average, employee premiums would go up by 68% in TRS ActiveCare
- **Richer plan designs** – LISD can design best value plans for employees
- **Flexibility** – Can make plan changes based on our employee needs
- **Competitiveness** – Other local ISDs have self-funded plans

Local ISD	Medical Plan	Monthly Contribution per Employee	Annual Contribution per Employee
Austin ISD	Self-funded	\$500	\$6,000
Lake Travis ISD	Self-funded	\$500	\$6,000
Eanes ISD	TRS ActiveCare	\$473	\$5,676
<b>LEANDER ISD*</b>	Self-funded	<b>\$492</b>	<b>\$5,580</b>
Round Rock ISD	Self-funded	\$466	\$4,980
Pflugerville ISD	Self-funded	\$410	\$4,800
Georgetown ISD	Self-funded	\$378	\$4,536

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# TRS and RRISD 2023 Plan Comparison

## LISD/RRISD Comparison

	LISD BCBS HD \$3,000 Low Plan	RRISD Low Plan	LISD BCBS PPO \$1,000 High Plan	RRISD High Plan	LISD HCH ACO \$2,000 Copay	RRISD Standard Plan
<b>PLAN VALUE</b>	80%	77%	83%	81%	78%	77%
Employee Only	\$19	\$0	\$179	\$145	\$43	\$0
Employee + Spouse	\$665	\$564	\$1,228	\$825	\$829	\$626
Employee + Children	\$361	\$410	\$663	\$683	\$448	\$455
Employee + Family	\$802	\$846	\$1,445	\$1,365	\$946	\$939

Yellow highlights indicate where LISD has higher premium

LISD BCBS \$1,500 Med Plan	LISD HCH ACO \$5,000 HD
83%	71%
\$66	\$0
\$921	\$635
\$482	\$306
\$1,088	\$723

## LISD/TRS ActiveCare Comparison

	LISD BCBS HD \$3,000 Low Plan	TRS ActiveCare Low Plan	LISD BCBS \$1,500 Med Plan	TRS ActiveCare Med Plan	LISD BCBS PPO \$1,000 High Plan	TRS ActiveCare High Plan	LISD HCH ACO \$2,000 Copay	TRS ActiveCare HMO
<b>PLAN VALUE</b>	80%	74%	82%	76%	83%	79%	80%	73%
Employee Only	\$19	\$16	\$66	\$97	\$179	\$653	\$43	\$4
Employee + Spouse	\$665	\$698	\$921	\$757	\$1,228	\$2,042	\$829	\$666
Employee + Children	\$361	\$315	\$482	\$375	\$663	\$1,147	\$448	\$294
Employee + Family	\$802	\$905	\$1,088	\$1,045	\$1,445	\$2,481	\$946	\$868

LISD HCH ACO \$5,000 HD
71% 467
\$0
\$635
\$306
\$723

NOTE: LISD provides \$504 annual to employee's Health Savings Account for the Low and Med plans ; TRS received \$638.3 million in ESSER funds to keep premiums down for 2023

# Medical/Rx Plan Enhancement History

\$13,690,701 total savings (2017-2023)  
\$1,955,814 average savings per year

	2023	2022	2021	2020	2019
Premium Impact	2% premium increase	No premium change	Lowered premium for some tiers. Significantly enhanced Married LISD tier cost	No premium increase. Some tiers slightly lowered.	Employee Premiums Average Increase: 5%
Medical Plan	<ul style="list-style-type: none"> <li>Bexa – breast screening (\$82,800 cost)</li> <li>Increased stop loss level to \$375k (\$203,095 savings from renewal)</li> <li>Exclude Gene Therapy (\$2M - \$3M cost avoidance)</li> <li>Grail – cancer screening (\$300,000 cost; note: savings recognized in following years ~\$19k per participant)</li> </ul>	<ul style="list-style-type: none"> <li>Hemophilia Alliance Network (\$242,504 savings)</li> <li>Renewed Stop Loss contract to include NNL and Rate Cap</li> <li>Big Pink Bus Initiative (end of 2022, cost \$5,500)</li> <li>Healthcare Highways Discount over BCBS (\$853,680 savings)</li> </ul>	<ul style="list-style-type: none"> <li>Added HCH with 2 narrow network options/lower employee cost</li> <li>Changed Stop Loss vendors (\$200,000 savings)</li> <li>Added ABA Coverage (\$36,000 cost)</li> <li>Hemophilia Alliance Network (\$196,629 savings)</li> <li>Healthcare Highways Discount over BCBS (\$199,389 savings)</li> </ul>	<ul style="list-style-type: none"> <li>Changed Stop Loss vendors (\$342,000 savings)</li> <li>Changed EAP vendor - 7.26% utilization rate compared to national average 2-4%</li> <li>Removed Member Rewards based on cost/benefit analysis (\$95,000 savings)</li> <li>Added MDLive Behavioral Health, marriage &amp; family counseling and changed EAP</li> </ul>	<ul style="list-style-type: none"> <li>BCBS Vitals (\$100,000 savings)</li> <li>Added marriage and family counseling benefit (\$135,000 cost)</li> <li>Plan Design changes (\$144,976 savings)</li> </ul>
Rx Plan	<ul style="list-style-type: none"> <li>Contract renewal (\$907,872 savings)</li> <li>Prudent Rx (TBD)</li> <li>Protection Program (TBD)</li> </ul>	<ul style="list-style-type: none"> <li>Contract renewal (\$758,676 savings)</li> <li>Prudent Rx (\$186,428 savings)</li> <li>Protection Program (\$565,238 savings)</li> </ul>	<ul style="list-style-type: none"> <li>Contract renewal (\$498,780 savings)</li> <li>Prudent Rx (\$106,000 savings)</li> <li>Spec. Drug Alliance (\$291,000 savings)</li> </ul>	<ul style="list-style-type: none"> <li>Removal of RxResults - switch to CVS (\$264,000 savings)</li> <li>Low Clinical Value Program (\$68,000 cost avoidance)</li> <li>High Dollar Claims Review (\$196,000 cost avoidance)</li> </ul>	<ul style="list-style-type: none"> <li>Contract renewal (\$497,129 cost savings)</li> <li>High Dollar Claims Review (\$100,000 cost avoidance)</li> </ul>
Estimated Savings/Cost Avoidance	\$2,728,167 - \$3,728,167	\$2,601,023	\$1,455,798	\$965,000	\$707,105

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# Medical Insurance Contribution Scenarios

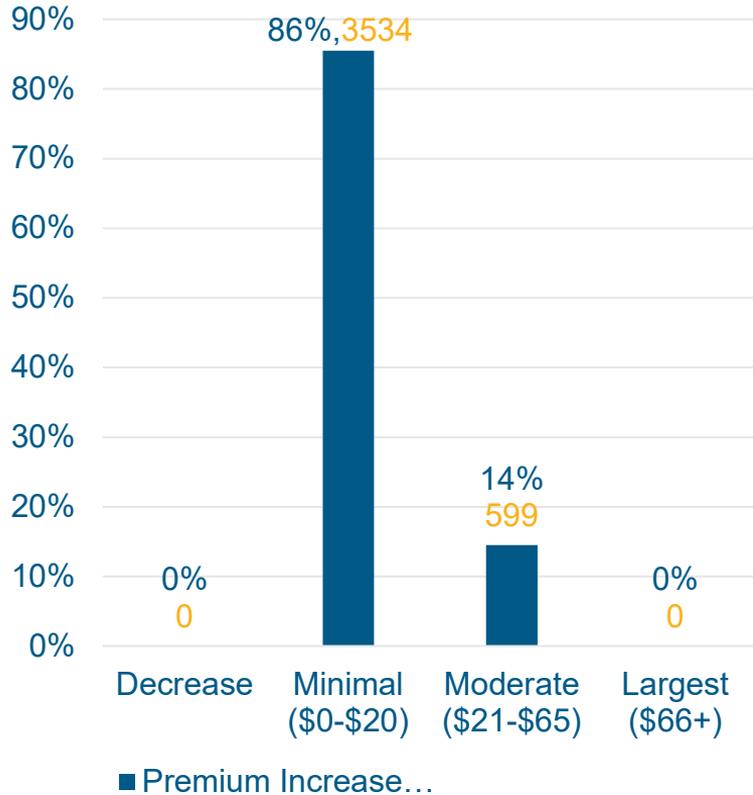
	2020	2021	2022	2023	2024
Average Premium Increase	-1%	-2%	0%	2%	4.5%

	2023		2024	
	Employee Only	Employee + Family	Employee Only	Employee + Family
Average Premium Increase			4.5%	
BCBS Low Plan Employee Premium	\$19	\$802	\$20	\$838
BCBS Med Plan Employee Premium	\$66	\$1,088	\$69	\$1,137
BCBS High Plan Employee Premium	\$179	\$1,445	\$187	\$1,510
NEW – HCH Low	\$0	\$723	\$0	\$756
NEW – HCH High	\$43	\$946	\$43	\$989

469

\* Anticipated

# 2024 Employee Contribution Changes



- 76% of all employees enrolled are in employee only plans (3139 employees)
- 11% of employees will see no change in premium
- 65% of employees will see \$10 or less change
- 86% of employees will see a minimal increase of \$20 or less
- 2% of employees are on family plans and will see increases over \$46, with the highest increase being \$65 (68 employees)

# Projected Benefits Fund

## Assumptions Summary

Claims trend	4.5% for Medical & Rx
Population growth	2% per year
Change in Fixed Expenses	7.5% increase per year
District contribution <i>(per enrolled employee)</i>	<b>\$492</b> Current <b>\$410</b> as of 7/2023 <b>\$460</b> as of 7/2024 <b>\$510</b> as of 7/2025 <b>\$560</b> as of 7/2026 <b>\$610</b> as of 7/2027
Employee premium adjustment <i>(premium increases do not meet recommended maintenance of 35% fund balance)</i>	<b>4.5%</b> for 2024 <b>4.5%</b> for 2025 <b>4.5%</b> for 2026 <b>4.5%</b> for 2027

## Considerations

- Fund balance recommendation – minimum: 35% of district’s annual cost (3 months of claims cost)  
*Recommendation is higher to survive high claims years*
- LISD currently contributes \$360 per eligible employee. This equates to \$492 per enrolled employee
- Assumes Increase in <sup>471</sup> Employer Funding for participating employees to level out plan year deficit



# **Recommendation & Options Summary**

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# 2% ATB Summary and Total Rewards Recommendation

Salary Scale	Budgeted Positions	2% ATB Total Cost with Benefits	Scale Adjustments	Total Cost	Avg Employee Increase
Teachers	3,405	\$4,089,000	\$1,577,000	\$5,666,000	2.8%
Registered Nurses	46	\$57,000	\$21,000	\$78,000	2.6%
Counselors	106	\$129,000	\$50,000	\$179,000	2.3%
Administrative / Professional	553	\$903,000	\$793,000	\$1,696,000	4.6%
Information Technology	82	\$132,000	\$245,000	\$377,000	5.4%
Office / Paraprofessional	1,007	\$593,000	\$429,000	\$1,022,000	3.6%
Auxiliary*	377	\$261,000	\$68,000	\$329,000	2.5%
Transportation	316	\$156,000	\$508,000	\$664,000	7.5%
<b>ATB and SCALE ADJUSTMENT TOTAL</b>	<b>5,892</b>	<b>\$6,320,000</b>	<b>\$3,691,000</b>	<b>\$10,011,000</b>	
Recommendation		Additional Proposals	Compensation Review	Total Cost	
Custodial South District Pay Differential			\$142,000	\$142,000	
Stipend Review			\$24,000	\$24,000	
Substitute Pay Review			\$59,000	\$59,000	
Student/Co-op Teacher Incentives			\$235,000	\$235,000	
Paying Teachers to Sub			\$175,000	\$175,000	
SPED Stipend Change Proposal		\$1,845,000		\$1,845,000	473
Longevity Bonus Proposal		\$3,088,000		\$3,088,000	
<b>ADDITIONAL TOTAL REWARD RECOMMENDATIONS</b>		<b>\$4,933,000</b>	<b>\$635,000</b>	<b>\$5,568,000</b>	
<b>TOTAL ESTIMATED COST</b>		<b>\$11,253,000</b>	<b>\$4,326,000</b>	<b>\$15,579,000</b>	

*Totals may be slightly off due to rounding*

# 3% ATB Summary and Total Rewards Recommendation

Salary Scale	Budgeted Positions	3% ATB Total Cost with Benefits	Scale Adjustments	Total Cost	Avg Employee Increase
Teachers	3,405	\$6,195,000	\$0	\$6,195,000	3.0%
Registered Nurses	46	\$85,000	\$0	\$85,000	2.9%
Counselors	106	\$195,000	\$0	\$195,000	3.0%
Administrative / Professional	553	\$1,354,000	\$473,000	\$1,827,000	4.8%
Information Technology	82	\$198,000	\$205,000	\$403,000	5.8%
Office / Paraprofessional	1,007	\$888,000	\$429,000	\$1,317,000	4.7%
Auxiliary*	377	\$390,000	\$91,000	\$481,000	3.5%
Transportation	316	\$233,000	\$467,000	\$700,000	8.5%
<b>ATB and SCALE ADJUSTMENT TOTAL</b>	<b>5,892</b>	<b>\$9,538,000</b>	<b>\$1,665,000</b>	<b>\$11,203,000</b>	
Recommendation		Additional Proposals	Compensation Review	Total Cost	
Custodial South District Pay Differential			\$142,000	\$142,000	
Stipend Review			\$24,000	\$24,000	
Substitute Pay Review			\$59,000	\$59,000	
Student/Co-op Teacher Incentives			\$235,000	\$235,000	
Paying Teachers to Sub			\$175,000	\$175,000	
SPED Stipend Change Proposal		\$1,845,000		\$1,845,000	474
Longevity Bonus Proposal		\$3,088,000		\$3,088,000	
<b>ADDITIONAL TOTAL REWARD RECOMMENDATIONS</b>		<b>\$4,933,000</b>	<b>\$635,000</b>	<b>\$5,568,000</b>	
<b>TOTAL ESTIMATED COST</b>		<b>\$14,471,000</b>	<b>\$2,300,000</b>	<b>\$16,771,000</b>	

Totals may be slightly off due to rounding

# 5% ATB Summary and Total Rewards Recommendation

Salary Scale	Budgeted Positions	5% ATB Total Cost with Benefits	Scale Adjustments	Total Cost	Avg Employee Increase
Teachers	3,405	\$10,399,000	\$0	\$10,399,000	5.2%
Registered Nurses	46	\$142,000	\$0	\$142,000	4.7%
Counselors	106	\$331,000	\$0	\$331,000	4.2%
Administrative / Professional	553	\$2,254,000	\$322,000	\$2,576,000	6.7%
Information Technology	82	\$330,000	\$198,000	\$528,000	7.7%
Office / Paraprofessional	1,007	\$1,477,000	\$343,000	\$1,820,000	6.6%
Auxiliary*	377	\$646,000	\$118,000	\$764,000	5.4%
Transportation	316	\$386,000	\$535,000	\$921,000	10.7%
<b>ATB and SCALE ADJUSTMENT TOTAL</b>	<b>5,892</b>	<b>\$15,965,000</b>	<b>\$1,516,000</b>	<b>\$17,481,000</b>	
Recommendation		Additional Proposals	Compensation Review	Total Cost	
Custodial South District Pay Differential			\$142,000	\$142,000	
Stipend Review			\$24,000	\$24,000	
Substitute Pay Review			\$59,000	\$59,000	
Student/Co-op Teacher Incentives			\$235,000	\$235,000	
Paying Teachers to Sub			\$175,000	\$175,000	
SPED Stipend Change Proposal		\$1,845,000		\$1,845,000	
Longevity Bonus Proposal		\$3,088,000		\$3,088,000	475
<b>ADDITIONAL TOTAL REWARD RECOMMENDATIONS</b>		<b>\$4,933,000</b>	<b>\$635,000</b>	<b>\$5,568,000</b>	
<b>TOTAL ESTIMATED COST</b>		<b>\$20,898,000</b>	<b>\$2,151,000</b>	<b>\$23,049,000</b>	

*Totals may be slightly off due to rounding*



Discussion

Questions

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

**Agenda Item:** Consider Approval of Early Release of Critical Positions  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Action Requested (future meeting):** Thursday, May 25, 2023  
**Administrator Responsible:** Pete Pape  
**Attachments:** 2023-2024 Early Release of Critical Positions  
February 23rd Early Release of Critical Positions Atch  
April 13th Early Release of Critical Positions Atch

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## **Background Information:**

The administration requested the early release of critical positions at the February 23 and April 13, 2023, Board meetings based on formula and hard-to-fill positions. Administration is requesting the early release of 16.0 additional FTEs, as follows:

6.0 Special Education Teachers  
1.0 LSSP  
1.0 Speech Language Pathologist  
1.0 ARD Specialist for Child Find  
1.0 Special Education Instructional Assistant  
5.0 Assistant Principals  
1.0 Counselor  
16.0 Total Positions

Due to an increased number of students being tested for special education services, staff have identified the need for additional special education positions. An additional counselor is being requested in order to enhance support for at-risk students at LEO. Administration also recommends modifying the District's staffing guidelines to include an assistant principal for each grade level at middle school, resulting in the need for 5.0 additional FTEs.

A list of critical positions requested for early release is attached for your review. The financial impact of these additional positions is \$1,174,956 and is included in the 2023-2024 projected budget.

Once approval for the positions is granted, the Administration will post the openings and begin the hiring process in order to be fully staffed for the 2023-2024 school year.

## **Administrative Recommendation:**

The Administration recommends that the Board approve the addition of 16.0 positions for the 2023-2024 school year, as presented.

## **Sample Motion:**

I move that the Board of Trustees approve the addition of 16.0 positions for the 2023-2024 school year, as presented.

**LEANDER INDEPENDENT SCHOOL DISTRICT  
2023-2024 GENERAL FUND FTEs  
EARLY RELEASE OF CRITICAL POSITIONS**

Position	2023-2024 FTE	Estimated Cost	Comments
<b>NON-TEACHER CAMPUS POSITIONS</b>			
Assistant Principals (Middle School)	5.00	456,102	Modifying staffing guidelines; Middle School campuses to receive 1.0 AP for every grade level
Counselor (LEO)	1.00	72,691	Enhance support for at-risk students
<b>TOTAL NON-TEACHER CAMPUS POSITIONS:</b>	<b>6.00</b>	<b>\$ 528,793</b>	
<b>SPECIAL EDUCATION POSITIONS</b>			
Special Education Teachers	6.00	405,934	Hard-to-fill Positions
LSSP	1.00	72,666	Hard-to-fill Positions
Speech Language Pathologist	1.00	69,197	Hard-to-fill Positions
ARD Specialist for Child Find	1.00	66,034	Hard-to-fill Positions
Special Education Instructional Assistant	1.00	32,332	Hard-to-fill Positions
<b>TOTAL SPECIAL EDUCATION POSITIONS:</b>	<b>10.00</b>	<b>\$ 646,163</b>	
<b>TOTAL POSITIONS TO EARLY RELEASE:</b>	<b>16.00</b>	<b>1,174,956</b>	

**LEANDER INDEPENDENT SCHOOL DISTRICT  
2023-2024 GENERAL FUND FTEs  
EARLY RELEASE OF CRITICAL POSITIONS**

Position	2023-2024 FTE	Estimated Cost	Comments
<b>TEACHER FORMULA POSITIONS BASED ON MODERATE GROWTH PROJECTIONS</b>			
Teachers (PreK)	6.00	387,934	Pursuant to Staffing Ratios
<b>TOTAL TEACHING POSITIONS DUE TO GROWTH:</b>	<b>6.00</b>	<b>\$ 387,934</b>	
<b>NON-TEACHER FORMULA POSITIONS BASED ON MODERATE GROWTH PROJECTIONS</b>			
Assistant Principal (Elementary)	1.00	82,253	Pursuant to Staffing Guidelines
Counselor (High School)	1.00	72,691	Pursuant to Staffing Guidelines
<b>TOTAL TEACHING POSITIONS DUE TO GROWTH:</b>	<b>2.00</b>	<b>\$ 154,944</b>	
<b>SPECIAL EDUCATION POSITIONS</b>			
Special Education Teachers	8.00	541,245	Hard-to-fill Positions 479
ELE Teacher	1.00	70,705	Hard-to-fill Positions
E-SLE Teacher	2.00	141,410	Hard-to-fill Positions
LSSP/Educational Diagnostician	1.00	72,666	Hard-to-fill Positions
Speech Language Pathologist	1.00	69,197	Hard-to-fill Positions
<b>TOTAL TEACHING POSITIONS DUE TO GROWTH:</b>	<b>13.00</b>	<b>\$ 895,223</b>	
<b>POSITIONS TO OPEN 10TH GRADE AT EARLY COLLEGE HIGH SCHOOL</b>			
Early College HS Teachers	6.00	387,934	Teachers needed to open 10th grade at Early College HS (2nd year)
<b>TOTAL POSITIONS TO OPEN EARLY COLLEGE HS:</b>	<b>6.00</b>	<b>\$ 387,934</b>	
<b>TOTAL POSITIONS TO EARLY RELEASE:</b>	<b>27.00</b>	<b>1,826,035</b>	

**LEANDER INDEPENDENT SCHOOL DISTRICT  
2023-2024 GENERAL FUND FTEs (Funds 196-199)  
EARLY RELEASE OF CRITICAL POSITIONS**

Position	2023-2024 FTE	Estimated Cost	Comments
<b>TEACHER FORMULA POSITIONS BASED ON MODERATE GROWTH PROJECTIONS</b>			
Teachers (Pre-K)	4.00	258,622	Four additional PreK-3 classrooms to be offered in 2023-2024
<b>TOTAL TEACHING POSITIONS DUE TO GROWTH:</b>	<b>4.00</b>	<b>\$ 258,622</b>	
<b>NON-TEACHER FORMULA POSITIONS BASED ON MODERATE GROWTH PROJECTIONS</b>			
Assistant Principal (Middle School)	1.00	91,220	Pursuant to Staffing Ratios
Counselor (Middle School)	1.00	72,691	Pursuant to Staffing Ratios
Counselor (Non-Title Elementary)	4.00	290,763	Modifying staffing guideline for Elementary campus to receive additional counselor FTE at 850 students
<b>TOTAL TEACHING POSITIONS DUE TO GROWTH:</b>	<b>6.00</b>	<b>\$ 454,674</b>	
<b>TOTAL POSITIONS TO EARLY RELEASE:</b>	<b>10.00</b>	<b>713,296</b>	

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

**Agenda Item:** 2022-2023 Budget Projections  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Pete Pape  
**Attachments:** 2022-2023 Summary of Revenues and Expenditures

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## **Background Information:**

Projections of revenues and expenditures are critical for monitoring the financial position of the district. Attached is a summary of the projections for the current 2022-2023 fiscal year based on ten months of actual data. Financial Services projects final revenues and expenditures by adding estimates of what will transpire through the remainder of the fiscal year to the actual numbers incurred for the current fiscal year. The current projections indicate that operations will result in a surplus. These continue to be preliminary projections based on what is currently known.

In summary, the projections reflect the following:

- Gross revenues and other sources are projected at \$460,563,801. Revenues **net of recapture** are projected at \$414,451,739.
  - Tax collections are projected to be \$3.7 million lower than current budget due to an increased volume of negative adjustments to the tax roll for late homestead exemptions and lawsuits. Delinquent collections continue to be offset by refunds for retroactive homestead filings and lawsuits. Lower tax collections result in lower recapture.
  - Other local revenue is estimated at \$15.3 million of which \$9 million is for interest earnings.
  - State revenues are projected to be \$1.4 million over current budget mostly for the TRS on behalf passthrough which is offset in expenditures.
  - Federal revenues are projected to increase by \$1.6 million over current budget for the indirect cost allocation.
- Total operating expenditures are projected at \$445,442,662, before transfers out of \$5,939,698.
  - The largest area of savings is in payroll. Staffing was based on a modified student growth projection of 43,720, and enrollment as of PEIMS was 42,353. Savings in payroll can be attributed to multiple factors, including the following:
    - Lower enrollment than projected, resulting in the need for less positions.
    - Difficulty in obtaining and maintaining instructional and operating staff (teachers, instructional assistants, custodial, bus operators, etc.).
    - Ability to fund positions with federal funds (ESSER II, III, SUPP, etc.).
  - Savings are projected in the areas of contracted services, supplies and travel.
  - Funding for utilities and debt service will be increased, but this does not impact fund balance.
  - Recapture is estimated at \$46,112,062.
- Transfers out, with the majority going to the Health Insurance Fund, are estimated at \$6 million.
- Included in the end-of-year projections is the utilization of remaining ESSER II funds of approximately \$1 million. The ESSER SUPP grant has an end date of August 31, 2023 and, therefore, additional savings may occur due to the utilization of these funds.

Current projections show the General Fund to end the year with a fund balance of \$189,028,258, reflecting a surplus of \$10,181,441.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

**Leander Independent School District**  
**Summary of Revenue and Expenditure Projections thru June 30, 2023**  
**Fiscal Year 2022-2023**

	Original Budget	Current Revised Budget	Projections Thru EOY	Variance	Explanation of Variances
<b>Revenues:</b>					
Taxes Gross (Current & Delinquent)	\$ 386,536,418	\$ 384,500,000	\$ 380,800,000	\$ (3,700,000)	Certified values lower than prelim estimate, refunds offsetting delinquent collections, increased volume of negative adjustments to tax roll for new and retro HS exemptions, late protests, and lawsuits
Taxes (P&I)	900,000	900,000	900,000	-	
Other Local	7,284,896	14,357,039	15,372,167	1,015,128	Increased interest earnings
State - ASF & FSF	24,233,149	31,320,619	30,962,431	(358,188)	
State - Other	22,223,016	22,223,016	23,987,044	1,764,028	Increased TRS on behalf pass through
Federal	5,318,206	6,648,206	8,272,159	1,623,953	Indirect Cost
<b>Total Revenues</b>	<b>\$ 446,495,685</b>	<b>\$ 459,948,880</b>	<b>\$ 460,293,801</b>	<b>\$ 344,921</b>	
<b>Expenditures:</b>					
Payroll Costs	\$ 360,538,964	\$ 360,012,614	\$ 350,327,373	\$ 9,685,241	Vacancies and unfilled positions
Contracted Services	14,248,287	18,430,082	15,687,466	2,742,616	
Utilities	8,686,910	8,735,858	8,932,689	(196,831)	Increase in utility costs
Supplies and Materials	18,736,641	19,503,299	18,125,234	1,378,065	
Other Operating Costs	5,498,231	5,953,343	5,212,984	740,359	
Debt Service	132,000	132,000	513,827	(381,827)	Increase due to recoding of copier lease and GASB 96 (subscription-based information technology arrangements)
Capital Outlay	313,569	938,144	531,027	407,117	
<b>Recapture</b>	<b>36,210,203</b>	<b>50,637,501</b>	<b>46,112,062</b>	<b>4,525,439</b>	Decrease in estimated tax collections results in less recapture
<b>Total Expenditures</b>	<b>\$ 444,364,805</b>	<b>\$ 464,342,842</b>	<b>\$ 445,442,662</b>	<b>\$ 18,900,180</b>	
<b>Net Operating Results</b>	<b>\$ 2,130,880</b>	<b>\$ (4,393,962)</b>	<b>\$ 14,851,139</b>	<b>\$ 19,245,101</b>	
Other Sources	20,000	20,000	270,000		
Transfers Out - Other	(230,000)	(50,000)	(50,000)		
Transfers Out - Health Insurance	(7,300,000)	(7,300,000)	(5,889,698)		
Transfers Out - Major Maintenance	-	-	-		
<b>Utilization of Federal Funds</b>					
ESSER II and III Funds (expires 9-30-23/8-31-23)			\$ 1,000,000		Utilize to cover identified General Fund expenditures
<b>Net Change to Fund Balance with Add'l Funding Sources</b>	<b>\$ (5,379,120)</b>	<b>\$ (11,723,962)</b>	<b>\$ 10,181,441</b>		
<b>Beginning Fund Balance July 1</b>	<b>178,846,817</b>	<b>178,846,817</b>	<b>48,278,846,817</b>		
<b>Estimated Ending Fund Balance with Add'l Funding Sources</b>	<b>\$ 173,467,697</b>	<b>\$ 167,122,855</b>	<b>\$ 189,028,258</b>		

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

**Agenda Item:** Monthly Financial Reports  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Action Requested (future meeting):** N/A  
**Administrator Responsible:** Pete Pape  
**Attachments:** Monthly Financial Report – April 2023

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## **Background Information:**

The monthly financial report represents the status of revenues and expenditures for the month. This month, the reports reflect activity through the month of April 2023 the tenth month of the 2023 fiscal year. The monthly financials provide a revenue and expenditure summary and compare current budget performance to the prior year through the same time period.

These are unaudited figures, as the annual independent audit will be done following the closing of the books at the end of the fiscal year. All supporting documentation relative to the receipt and expenditure of funds are available in the Financial Services Office for inspection and review.

Supplemental reports are also included detailing ESSER funds and Technology and Instructional Materials Allotment (TIMA) disbursement and requisition requests.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

**Leander Independent School District**  
**GENERAL FUND 181, 196-199**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE**  
**FOR THE TEN MONTHS ENDING APRIL 30, 2023**

	CURRENT YEAR 2022-2023				PRIOR YEAR 2021-2022			
	Original Budget	Amended Budget	Actual Year to Date	Actual to Budget	Original Budget	Amended Budget	Actual Year to Date	Actual to Budget
<b>REVENUES:</b>								
Local and Intermediate Sources	394,721,314	399,757,039	392,587,077	98.21%	289,960,319	289,859,248	286,619,441	98.88%
State Program Revenues	46,456,165	53,543,635	43,133,862	80.56%	75,311,700	76,888,218	77,699,518	101.06%
Federal Program Revenues	5,318,206	6,648,206	6,490,416	97.63%	3,265,000	4,301,900	5,609,995	130.41%
Other Financing Sources	20,000	20,000	1,347	6.74%	20,000	2,520,000	2,706,660	107.41%
<b>Total Revenues</b>	<b>446,515,685</b>	<b>459,968,880</b>	<b>442,212,703</b>	<b>96.14%</b>	<b>368,557,019</b>	<b>373,569,366</b>	<b>372,635,614</b>	<b>99.75%</b>
<b>EXPENDITURE SUMMARY BY FUNCTION:</b>								
11 - Instructional	250,421,598	252,290,292	171,687,877	68.05%	241,472,095	245,291,953	160,738,699	65.53%
12 - Instructional Resources and Media Services	5,032,282	5,071,464	3,174,246	62.59%	4,708,224	4,976,239	3,369,396	67.71%
13 - Curriculum and Instructional Staff Development	9,909,325	9,891,723	6,771,483	68.46%	8,326,459	8,683,264	6,189,526	71.28%
21 - Instructional Leadership	4,670,311	4,545,537	3,456,610	76.04%	4,540,279	4,067,415	2,863,073	70.39%
23 - School Leadership	23,265,335	23,333,348	17,943,246	76.90%	21,818,497	22,194,238	16,780,801	75.61%
31 - Guidance, Counseling and Evaluation	21,138,589	21,083,959	14,726,831	69.85%	19,762,402	20,080,776	14,284,549	71.14%
32 - Social Work Services	1,531,421	1,605,076	1,046,270	65.19%	1,385,752	1,484,744	1,132,462	76.27%
33 - Health Services	3,966,488	3,974,466	2,790,473	70.21%	3,669,546	3,726,074	2,618,629	70.28%
34 - Student (Pupil) Transportation	13,326,682	13,606,545	10,488,406	77.08%	13,640,335	14,373,361	10,788,640	75.06%
35 - Food Services	10,000	44,425	56,714	127.66%	49,517	79,905	54,984	68.81%
36 - Cocurricular/Extra Curricular Activities	12,840,895	13,037,682	9,385,035	71.98%	12,036,262	12,417,212	8,087,540	65.13%
41 - General Administration	10,219,520	10,562,659	7,356,202	69.64%	9,143,130	9,350,511	7,000,195	74.86%
51 - Plant Maintenance and Facility Services	35,304,370	37,954,269	27,164,107	71.57%	30,324,169	34,673,436	24,650,036	71.09%
52 - Security and Monitoring Services	2,405,898	2,561,374	1,599,219	62.44%	3,783,798	2,513,087	1,685,480	67.07%
53 - Data Processing Services	9,068,083	9,008,016	6,621,797	73.51%	8,264,103	8,354,704	6,369,118	76.23%
61 - Community Services	2,256,070	2,329,189	1,558,615	66.92%	1,932,591	2,026,535	1,429,482	70.54%
71 - Debt Administration - Principal	132,000	132,000	448,827	340.02%	100,000	111,000	92,927	0.00%
81 - Facilities and Acquisition & Construction	-	-	2,481	0.00%	-	-	3,294	0.00%
91 - Recapture Payments	36,210,203	50,637,501	-	0.00%	-	-	-	0.00%
95 - Payments to Juvenile Justice Alternative Program	245,000	242,275	159,634	65.89%	245,000	239,000	236,899	99.12%
99 - Other intergovernmental Charges	2,410,735	2,431,040	1,795,607	73.86%	2,363,466	2,363,466	1,525,521	64.55%
Other Financing Uses	7,530,000	7,350,000	4,873,220	66.30%	6,542,700	6,542,700	4,889,272	74.73%
<b>Total Expenditures</b>	<b>451,894,805</b>	<b>471,692,842</b>	<b>293,106,900</b>	<b>62.14%</b>	<b>394,108,325</b>	<b>403,549,619</b>	<b>274,790,522</b>	<b>68.09%</b>
<b>EXPENDITURE SUMMARY BY OBJECT:</b>								
61XX - Payroll Costs	360,538,964	360,361,398	251,803,319	69.88%	337,187,258	340,385,616	231,245,573	67.94%
62XX - Professional and Contracted Services	59,179,900	77,461,219	18,116,612	23.39%	26,125,916	29,838,854	22,011,569	73.77%
63XX - Supplies and Materials	18,702,141	19,783,257	12,930,777	65.36%	18,944,503	21,262,068	12,547,028	59.01%
64XX - Other Operating Expenses	5,498,231	6,003,628	4,501,314	74.98%	4,915,110	4,670,347	3,454,108	73.96%
65XX - Debt Administration	132,000	132,000	448,827	340.02%	100,000	111,000	92,927	0.00%
66XX - Capital Outlay Expenses	313,569	601,339	432,832	71.98%	292,838	739,035	550,046	74.43%
89XX - Other Uses	7,530,000	7,350,000	4,873,220	66.30%	6,542,700	6,542,700	4,889,272	74.73%
<b>Total Expenditures</b>	<b>451,894,805</b>	<b>471,692,842</b>	<b>293,106,900</b>	<b>62.14%</b>	<b>394,108,325</b>	<b>403,549,619</b>	<b>274,790,522</b>	<b>68.09%</b>
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>(5,379,120)</b>	<b>(11,723,962)</b>	<b>149,105,803</b>		<b>(25,551,306)</b>	<b>(29,980,253)</b>	<b>97,845,092</b>	
<b>Fund Balance, July 1, beginning</b>			<b>178,846,819</b>					
<b>Estimated Fund Balance March 31, ending</b>			<b>327,952,621</b>					

**Leander Independent School District**  
**CHILD NUTRITION FUNDS 240 and 242**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE**  
**FOR THE TEN MONTHS ENDING APRIL 30, 2023**

	CURRENT YEAR 2022-2023				PRIOR YEAR 2021-2022			
	Original Budget	Amended Budget	Actual Year to Date	Actual to Budget	Original Budget	Amended Budget	Actual Year to Date	Actual to Budget
<b>REVENUES:</b>								
Local and Intermediate Sources	9,094,103	9,094,103	8,052,279	88.54%	10,368,957	10,368,957	687,235	6.63%
State Program Revenues	69,199	69,199	92,264	1.33	18,022	18,022	54,992	-
Federal Program Revenues	5,630,509	5,630,509	5,622,800	1.00	5,677,532	5,677,532	15,805,960	278.39%
Other Financing Sources	-	-	-	-	-	-	-	-
<b>Total Revenues</b>	<b>14,793,811</b>	<b>14,793,811</b>	<b>13,767,343</b>	<b>93.06%</b>	<b>16,064,511</b>	<b>16,064,511</b>	<b>16,548,187</b>	<b>103.01%</b>
<b>EXPENDITURE SUMMARY BY FUNCTION:</b>								
11 - Instructional				-				-
12 - Instructional Resources and Media Services				-				-
13 - Curriculum and Instructional Staff Development				-				-
21 - Instructional Leadership				-				-
23 - School Leadership				-				-
31 - Guidance, Counseling and Evaluation				-				-
32 - Social Work Services				-				-
33 - Health Services				-				-
34 - Student (Pupil) Transportation				-				-
35 - Food Services	14,293,811	14,296,977	8,694,356	60.81%	15,647,634	15,648,657	10,610,424	67.80%
36 - Cocurricular/Extra Curricular Activities				-				-
41 - General Administration				-				-
51 - Plant Maintenance and Facility Services				-				-
52 - Security and Monitoring Services				-				-
53 - Data Processing Services				-				-
61 - Community Services				-				-
71 - Debt Administration - Principal				-				-
81 - Facilities and Acquisition & Construction				-				-
91 - Recapture Payments				-				-
95 - Payments to Juvenile Justice Alternative Program				-				-
99 - Other intergovernmental Charges				-				-
Other Financing Uses				-				-
<b>Total Expenditures</b>	<b>14,293,811</b>	<b>14,296,977</b>	<b>8,694,356</b>	<b>60.81%</b>	<b>15,647,634</b>	<b>15,648,657</b>	<b>10,610,424</b>	<b>67.80%</b>
<b>EXPENDITURE SUMMARY BY OBJECT:</b>								
61XX - Payroll Costs	6,135,553	6,135,553	3,527,636	57.50%	6,634,946	6,634,946	4,477,194	67.48%
62XX - Professional and Contracted Services	6,267,332	6,267,953	4,977,404	79.41%	6,836,039	6,855,337	5,890,625	85.93%
63XX - Supplies and Materials	1,024,926	1,027,421	170,047	16.55%	1,300,149	1,362,619	234,357	17.20%
64XX - Other Operating Expenses	36,000	36,050	19,269	53.45%	46,500	22,755	8,247	36.24%
65XX - Debt Administration	-	-	-	-	-	-	-	-
66XX - Capital Outlay Expenses	830,000	830,000	-	0.00%	830,000	773,000	-	-
89XX - Other Uses	-	-	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>14,293,811</b>	<b>14,296,977</b>	<b>8,694,356</b>	<b>60.81%</b>	<b>15,647,634</b>	<b>15,648,657</b>	<b>10,610,424</b>	<b>67.80%</b>
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	<b>500,000</b>	<b>496,834</b>	<b>5,072,986</b>		<b>416,877</b>	<b>415,854</b>	<b>5,937,763</b>	
<b>Fund Balance, July 1, beginning</b>			<b>11,734,358</b>					
<b>Estimated Fund Balance March 31, ending</b>			<b>16,807,344</b>					

**Leander Independent School District**  
**DEBT SERVICE FUND 599**  
**STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE**  
**FOR THE TEN MONTHS ENDING APRIL 30, 2023**

	CURRENT YEAR 2022-2023				PRIOR YEAR 2021-2022			
	Original Budget	Amended Budget	Actual Year to Date	Actual to Budget	Original Budget	Amended Budget	Actual Year to Date	Actual to Budget
<b>REVENUES:</b>								
Local and Intermediate Sources	136,338,776	136,338,776	135,930,672	99.70%	148,347,925	148,347,925	150,279,643	101.30%
State Program Revenues	-	-	3,600,923	-	1,696,866	1,696,866	1,614,496	0.95
Federal Program Revenues	-	-	-	-	-	-	-	-
Other Financing Sources	-	-	-	-	-	-	-	-
<b>Total Revenues</b>	<b>136,338,776</b>	<b>136,338,776</b>	<b>139,531,595</b>	<b>102.34%</b>	<b>150,044,791</b>	<b>150,044,791</b>	<b>151,894,139</b>	<b>101.23%</b>
<b>EXPENDITURE SUMMARY BY FUNCTION:</b>								
11 - Instructional				-				-
12 - Instructional Resources and Media Services				-				-
13 - Curriculum and Instructional Staff Development				-				-
21 - Instructional Leadership				-				-
23 - School Leadership				-				-
31 - Guidance, Counseling and Evaluation				-				-
32 - Social Work Services				-				-
33 - Health Services				-				-
34 - Student (Pupil) Transportation				-				-
35 - Food Services				-				-
36 - Cocurricular/Extra Curricular Activities				-				-
41 - General Administration				-				-
51 - Plant Maintenance and Facility Services				-				-
52 - Security and Monitoring Services				-				-
53 - Data Processing Services				-				-
61 - Community Services				-				-
71 - Debt Administration - Principal	136,338,776	136,338,776	136,089,339	99.82%	113,681,266	150,044,791	148,741,849	99.13%
81 - Facilities and Acquisition & Construction				-				-
91- Recapture Payments				-				-
95 - Payments to Juvenile Justice Alternative Program				-				-
99 - Other intergovernmental Charges				-				-
Other Financing Uses				-	36,363,525	-	-	-
<b>Total Expenditures</b>	<b>136,338,776</b>	<b>136,338,776</b>	<b>136,089,339</b>	<b>99.82%</b>	<b>150,044,791</b>	<b>150,044,791</b>	<b>148,741,849</b>	<b>99.13%</b>
<b>EXPENDITURE SUMMARY BY OBJECT:</b>								
61XX - Payroll Costs	-	-	-	-	-	-	-	-
62XX - Professional and Contracted Services	-	-	-	-	-	-	-	-
63XX - Supplies and Materials	-	-	-	-	-	-	-	-
64XX - Other Operating Expenses	-	-	-	-	-	-	-	-
65XX - Debt Administration	136,338,776	136,338,776	136,089,339	99.82%	113,681,266	150,044,791	148,741,849	99.13%
66XX - Capital Outlay Expenses	-	-	-	-	-	-	-	-
89XX - Other Uses	-	-	-	-	36,363,525	-	-	-
<b>Total Expenditures</b>	<b>136,338,776</b>	<b>136,338,776</b>	<b>136,089,339</b>	<b>99.82%</b>	<b>150,044,791</b>	<b>150,044,791</b>	<b>148,741,849</b>	<b>99.13%</b>
<b>Excess (Deficiency) of Revenues Over Expenditures</b>	-	-	3,442,256		-	-	3,152,290	
<b>Fund Balance, July 1, beginning</b>			135,256,116					
<b>Estimated Fund Balance March 31, ending</b>			138,698,372					



## Allotment Report LEANDER ISD

Current Biennium includes SY 2021-2022 & SY 2022-2023

District / Charter: 246913  
School Year : 2022-2023

Transaction Type	Date	Transaction ID	Description	Amount
Allotment	05/15/2022	0000220106	Current Biennial Allotment	\$2,600,911.87
Carryover Funds	05/15/2022	0000220107	Prior Biennial Carryover	\$23,575.30
Prior Expenditure	05/15/2022	0000220108	School Year 2021-2022 Expenditure	(\$1,818,181.22)
Adjustment	07/08/2022	0000223442	2021-22 High Enrollment Growth	\$69,106.00
<b>Total Allotment</b>				<b><u>\$875,411.95</u></b>
Allotment Disbursement	07/06/2022	D000221619	Instructional Materials	(\$55,500.00)
Allotment Disbursement	07/06/2022	D000221617	Instructional Materials	(\$81,540.00)
Allotment Disbursement	07/06/2022	D000221615	Instructional Materials	(\$19,864.00)
Allotment Disbursement	07/06/2022	D000221609	Instructional Materials	(\$227,392.00)
Allotment Disbursement	07/06/2022	D000221623	Instructional Materials	(\$61,120.50)
Allotment Disbursement	07/06/2022	D000221608	Instructional Materials	(\$1,575.00)
Allotment Disbursement	08/19/2022	D000224330	Instructional Materials	(\$1,500.00)
Allotment Disbursement	08/19/2022	D000224332	Instructional Materials	(\$42,350.00)
Allotment Disbursement	08/19/2022	D000224351	Instructional Materials	(\$88,331.60)
Allotment Disbursement	08/19/2022	D000224350	Instructional Materials	(\$23,635.50)
Allotment Disbursement	08/19/2022	D000224345	Instructional Materials	(\$34,350.00)
Allotment Disbursement	08/19/2022	D000224341	Instructional Materials	(\$51,429.00)
Allotment Disbursement	08/19/2022	D000224333	Instructional Materials	(\$98,159.08)
Allotment Disbursement	08/25/2022	D000224467	Instructional Materials	(\$12,116.20)
Allotment Disbursement	08/25/2022	D000224472	Instructional Materials	(\$12,988.00)
Allotment Disbursement	08/25/2022	D000224469	Instructional Materials	(\$16,875.00)
Allotment Disbursement	03/27/2023	D000231974	Instructional Materials	(\$19,659.48)
Allotment Disbursement	03/27/2023	D000231968	Instructional Materials	(\$12,800.00)

## Requisition Summary

Allotment Disbursement	03/28/2023	D000232093	Instructional Materials	(\$5,640.00)
<b><u>Total Allotment Disbursements</u></b>				<b><u>(\$866,825.36)</u></b>
Allotment Requisition	08/18/2022	0000173925	Allotment-Program Requisition	(\$7,709.00)
<b><u>Total Allotment Requisitions</u></b>				<b><u>(\$7,709.00)</u></b>
<b><u>Remaining Allotment</u></b>				<b><u>\$877.59</u></b>

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

**Agenda Item:** Monthly Investment Report  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Pete Pape  
**Attachments:** Monthly Investment Report

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## **Background Information:**

The monthly investment report reflects the District's investment activities and balances for all fund types. The report presents a picture of cash and investments by grouping into the categories of individually acquired securities and pooled investments. A comparison to market value is also presented in each report. Reports for the District's investments as of April 2023 is presented.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A



**Investment Portfolio Summary**

**For the Month Ended**

**April 30, 2023**

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**For the Month Ended  
April 30, 2023**

This report is prepared for Leander ISD (the "Entity") in accordance with Chapter 2256 of the Texas Public Funds Investment Act ("PFIA"). Section 2256.023(a) of the PFIA states that: "Not less than quarterly, the investment officer shall prepare and submit to the governing body of the entity a written report of the investment transactions for all funds covered by this chapter for the preceding reporting period." This report is signed by the Entity's investment officers and includes the disclosures required in the PFIA. To the extent possible, market prices have been obtained from independent pricing sources.

The investment portfolio compiled with the PFIA and the Entity's approved Investment Policy and Strategy throughout the period. All investment transactions made in the portfolio during this period were made on behalf of the Entity and were made in full compliance with the PFIA and the approved Investment Policy.

**Officer Names and Titles:**

*Pete D. Pape*  
Name: Pete Pape Title: Chief Financial Officer

*Dana Paulson*  
Name: Dana Paulson Title: Sr. Director, Financial Services

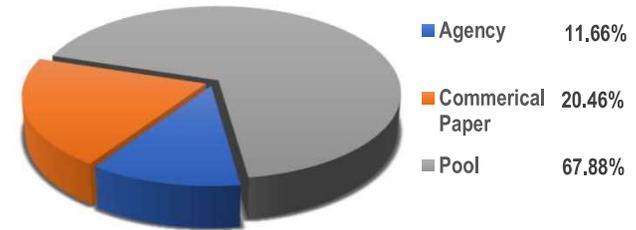
*Connie Wheeler*  
Name: Connie Wheeler Title: Controller

*Becky Garcia*  
Name: Becky Garcia Title: Director, Treasury & Debt Management

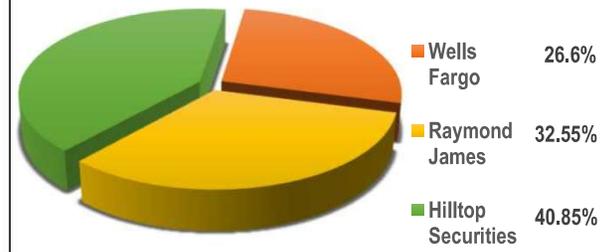
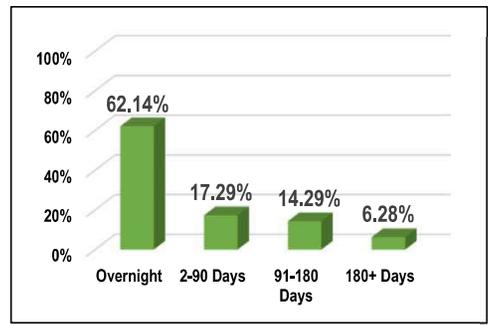
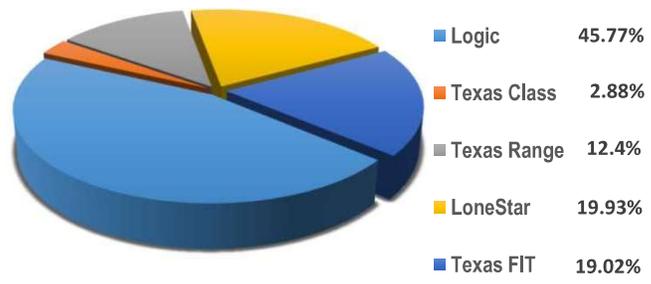
*Cassandra Hartmann*  
Name: Cassandra Hartmann Title: Treasury Specialist

**Account Summary** **Allocation by Security Type**

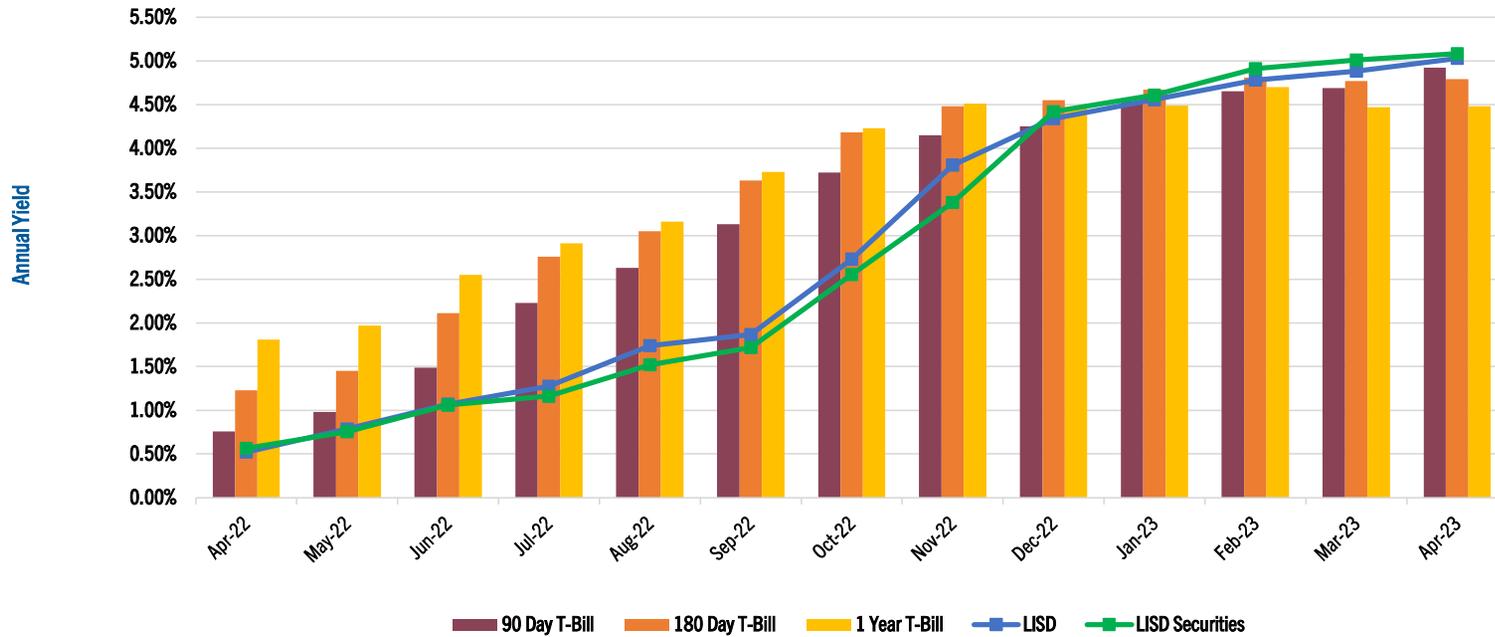
	Beginning Value as of 04/01/2023	Ending Value as of 04/30/2023
Par Value	667,120,665.90	644,421,604.07
Book Value	665,302,989.38	642,837,021.01
Market Value	665,272,203.85	642,656,977.74
<b>Market Value %</b>	<b>99.995%</b>	<b>99.972%</b>
Weighted Avg. DTM	38	40
Weighted Avg. YTM	4.884%	5.030%



**Allocation by Issuer** **Maturity Distribution %** **Allocation by Broker**



Benchmark Comparison



Acquisition Date	Security Type	Broker	CUSIP	Security Description	Rating Agency	Security Rating	Coupon	Par Value	Annualized Yield	Maturity Date	Days to Maturity	Beginning Book	Ending Book	Beginning Market	Ending Market	Additions & Changes in Market Value
<b>General Operating - 199</b>																
1/13/2023	CP	WF	91510LRD9	University of Texas Sys	S&P	A-1+	0.000%	-	4.551%	4/13/2023	-	4,992,500	-	4,994,600	-	(4,994,600)
1/19/2023	CP	RJ	22533JRE5	Credit Agricole CIB NY	S&P	A-1	0.000%	-	4.712%	4/14/2023	-	9,983,172	-	9,980,600	-	(9,980,600)
1/19/2023	CP	WF	07274MRJ6	Bayerische Landesbk GIRO	Fitch	F-1	0.000%	-	4.684%	4/18/2023	-	9,978,136	-	9,975,700	-	(9,975,700)
1/20/2023	AGNC	WF	3137EAEQ8	Freddie Mac	S&P	AA+	0.375%	-	4.701%	4/20/2023	-	997,741	-	997,790	-	(997,790)
1/27/2023	CP	HS	7426M3S26	Private Export Fund Corp	Fitch	F-1+	0.000%	10,000,000	4.698%	5/2/2023	1	9,960,044	9,998,711	9,956,633	9,998,000	41,367
1/13/2023	CP	WF	62479MSC8	MUFG Bank Ltd /NY	S&P	A-1	0.000%	10,000,000	4.754%	5/12/2023	11	9,946,700	9,985,700	9,942,600	9,981,000	38,400
1/13/2023	AGNC	WF	3135G04Q3	Fannie Mae	S&P	AA+	0.250%	2,545,000	4.701%	5/22/2023	21	2,529,213	2,538,500	2,529,832	2,537,263	7,431
1/13/2023	CP	HS	30215HSW1	Export Development Canada	S&P	A-1+	0.000%	10,000,000	4.796%	5/30/2023	29	9,922,808	9,962,058	9,918,175	9,955,000	36,825
2/1/2023	CP	HS	53943ST15	Lloyds Bank PLC	S&P	A-1	0.000%	10,000,000	4.868%	6/1/2023	31	9,918,836	9,958,753	9,918,722	9,955,000	36,278
2/23/2023	AGNC	WF	3137EAE5	Freddie Mac	S&P	AA+	2.750%	10,000,000	4.892%	6/19/2023	49	9,953,213	9,970,980	9,955,500	9,968,800	13,300
3/10/2023	AGNC	WF	3137EAE5	Freddie Mac	S&P	AA+	2.750%	5,009,000	5.152%	6/19/2023	49	4,983,142	4,992,961	4,986,710	4,993,372	6,662
3/29/2023	AGNC	WF	3130ASCW7	Federal Home Loan Bank	S&P	AA+	2.350%	5,000,000	5.031%	7/5/2023	65	4,965,926	4,976,686	4,964,150	4,972,450	8,300
3/2/2023	AGNC	WF	3135G05G4	Fannie Mae	S&P	AA+	0.250%	2,140,000	5.006%	2/17/2023	70	2,112,641	2,120,849	2,127,246	2,120,633	(6,613)
3/9/2023	CP	HS	62479MU9A	MUFG Bank Ltd /NY	S&P	A-1	0.000%	10,000,000	5.128%	7/10/2023	70	9,860,000	9,902,000	9,854,846	9,876,900	22,054
3/21/2023	CP	RJ	22533UUB7	Credit Agricole CIB NY	S&P	A-1	0.000%	5,000,000	5.265%	7/11/2023	71	4,927,336	4,948,919	4,925,500	4,948,300	22,800
4/18/2023	CP	HS	80285QUB4	Santander UK PLC	S&P	A-1	0.000%	10,000,000	5.202%	7/11/2023	71	-	9,898,628	-	9,882,500	9,882,500
4/13/2023	CP	RJ	45778PUD9	INOVAH	S&P	A-1+	0.000%	5,000,000	5.095%	7/13/2023	73	-	4,949,001	-	4,946,555	4,946,555
2/21/2023	AGNC	WF	31422XTT9	Farmer Mac	S&P	AA+	1.040%	10,045,000	5.021%	8/3/2023	94	9,911,043	9,943,452	9,920,040	9,938,423	18,383
2/7/2023	CP	HS	22533UV75	Credit Agricole CIB NY	S&P	A-1	0.000%	5,000,000	5.024%	8/7/2023	98	4,912,889	4,933,306	4,908,538	4,922,500	13,962
3/3/2023	CP	RJ	4497W1V78	ING Funding LLC	S&P	A-1	0.000%	3,000,000	5.143%	8/7/2023	98	2,946,347	2,958,922	2,943,024	2,957,100	14,076
2/13/2023	CP	RJ	09659CVA3	BNP Paribas NY Branch	S&P	A-1	0.000%	10,000,000	5.006%	8/10/2023	101	9,822,240	9,862,949	9,806,030	9,849,830	43,800
12/15/2022	CP	RJ	63873KW11	NATIXIS	S&P	A-1	0.000%	10,000,000	5.327%	9/1/2023	123	9,781,133	9,824,048	9,770,710	9,815,720	45,010
4/25/2023	CP	HS	8923A1W80	Toyota Cred Puerto Rico	S&P	A-1+	0.000%	10,000,000	5.387%	9/8/2023	130	-	9,809,333	-	9,793,300	9,793,300
3/8/2023	AGNC	HS	3130AV5U2	Federal Home Loan Bank	S&P	AA+	5.300%	15,000,000	5.300%	3/8/2024	312	15,000,000	15,000,000	15,038,065	14,992,500	(45,565)
4/19/2023	AGNC	WF	3130AVM41	Federal Home Loan Bank	S&P	AA+	5.000%	3,900,000	5.036%	4/17/2024	352	-	3,898,680	-	3,898,323	3,898,323
4/27/2023	AGNC	WF	3135GAGX3	Fannie Mae	S&P	AA+	5.000%	6,500,000	5.005%	4/26/2024	361	-	6,499,679	-	6,495,905	6,495,905
	POOL		LOGIC	Logic				122,448,111	4.997%	5/1/2023	1	139,557,766	122,448,111	139,557,766	122,448,111	(17,109,655)
	POOL		LONESTAR	Lonestar				26,543,830	5.002%	5/1/2023	1	30,420,458	26,543,830	30,420,458	26,543,830	(3,876,628)
	POOL		TXCLASS	Texas Class				12,436,324	4.860%	5/1/2023	1	12,384,899	12,436,324	12,384,899	12,436,324	51,426
	POOL		TXRANGE	Texas Daily Select				23,214,829	4.840%	5/1/2023	1	23,119,748	23,214,829	23,119,748	23,214,829	95,081
4/13/2023	POOL		TXFIT	TX Choice - Fixed Term				1,999,232	5.119%	7/13/2023	73	-	1,999,232	-	1,999,232	1,999,232
	POOL		TXFIT	Texas FIT				15,464	4.850%	5/1/2023	1	2,011,359	15,464	2,011,359	15,464	(1,995,894)
								<b>354,796,791</b>				<b>364,899,290</b>	<b>353,591,905</b>	<b>364,909,240</b>	<b>353,457,165</b>	<b>(11,452,075)</b>
<b>Debt Service - 599</b>																
2/7/2023	CP	HS	22533UV75	Credit Agricole CIB NY	S&P	A-1	0.000%	5,000,000	5.024%	8/7/2023	98	4,912,889	4,933,306	4,908,538	4,922,500	13,962
2/13/2023	CP	RJ	09659CVA3	BNP Paribas NY Branch	S&P	A-1	0.000%	10,000,000	5.006%	8/10/2023	101	9,822,240	9,862,949	9,806,030	9,849,830	43,800
12/15/2022	CP	RJ	63873KW11	NATIXIS	S&P	A-1	0.000%	10,000,000	5.327%	9/1/2023	123	9,781,133	9,824,048	9,770,710	9,815,720	45,010
	POOL		LOGIC	Logic				32,775,400	4.997%	5/1/2023	1	32,318,098	32,775,400	32,318,098	32,775,400	457,302
	POOL		LONESTAR	Lonestar				30,268,828	5.002%	5/1/2023	1	30,144,937	30,268,828	30,144,937	30,268,828	123,891
	POOL		TXCLASS	Texas Class				138,755	5.042%	5/1/2023	1	138,181	138,755	138,181	138,755	574
4/13/2023	POOL		TXFIT	TX Choice - Fixed Term				24,999,282	5.119%	7/13/2023	73	-	24,999,282	-	24,999,282	24,999,282
	POOL		TXFIT	Texas FIT				25,396,555	5.000%	5/1/2023	1	50,250,893	25,396,555	50,250,893	25,396,555	(24,854,338)
								<b>138,578,820</b>				<b>137,368,371</b>	<b>138,199,122</b>	<b>137,337,386</b>	<b>138,166,870</b>	<b>829,483</b>
<b>Child Nutrition - 240</b>																
	POOL		LOGIC	Logic				14,051,841	4.997%	5/1/2023	1	26,499,951	14,051,841	26,499,951	14,051,841	(12,448,110)
<b>Capital Project - 634</b>																
	POOL		LONESTAR	LoneStar				-	5.002%	5/1/2023	1	-	-	-	-	-
<b>Capital Project - 638</b>																
	POOL		LONESTAR	LoneStar				608,693	5.002%	5/1/2023	1	606,201	608,693	606,201	608,693	2,491
<b>Capital Project - 640</b>																
3/27/2023	AGNC	RJ	3130AVSX6	Federal Home Loan Bank	S&P	AA+	5.500%	10,000,000	5.500%	3/27/2024	331	10,000,000	10,000,000	9,990,250	9,998,600	8,350
3/30/2023	AGNC	RJ	3135GAFP1	Fannie Mae	S&P	AA+	5.200%	5,000,000	5.200%	3/28/2024	332	5,000,000	5,000,000	5,000,000	4,988,350	(11,650)
	POOL		LOGIC	Logic				10,181,319	4.997%	5/1/2023	1	10,139,701	10,181,319	10,139,701	10,181,319	41,617
	POOL		LONESTAR	LoneStar				29,476,427	5.002%	5/1/2023	1	29,405,595	29,476,427	29,405,595	29,476,427	70,832
	POOL		TXRANGE	Texas Daily Select				30,896,807	5.000%	5/1/2023	1	30,770,262	30,896,807	30,770,262	30,896,807	126,545
4/12/2023	POOL		TXFIT	TX Choice - Fixed Term				19,999,039	5.230%	10/10/2023	162	-	19,999,039	-	19,999,039	19,999,039
	POOL		TXFIT	Texas FIT				10,589,358	5.000%	5/1/2023	1	30,515,005	10,589,358	30,515,005	10,589,358	(19,925,647)
								<b>116,142,949</b>				<b>115,830,563</b>	<b>116,142,949</b>	<b>115,820,813</b>	<b>116,129,899</b>	<b>309,086</b>

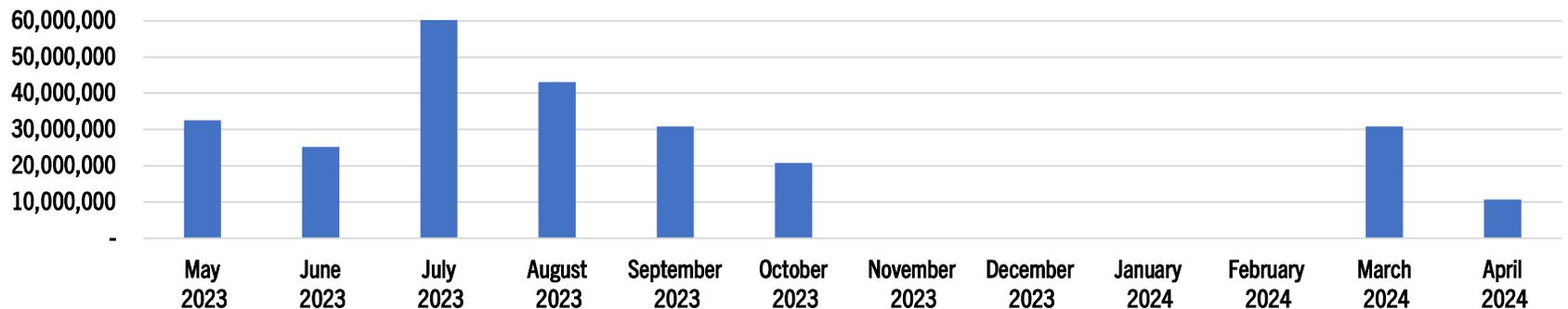
<b>Capital Project - 642</b>											
POOL	LOGIC	Logic	6,720,645	4.997%	5/1/2023	1	6,693,163	6,720,645	6,693,163	6,720,645	27,482
<b>Workers Comp - 753</b>											
POOL	LOGIC	Logic	2,529,802	4.997%	5/1/2023	1	2,458,337	2,529,802	2,458,337	2,529,802	71,465
<b>Health Insurance - 771</b>											
POOL	LOGIC	Logic	10,992,064	4.997%	5/1/2023	1	10,947,114	10,992,064	10,947,114	10,992,064	44,950
<b>GRAND TOTALS</b>			<b>644,421,604</b>				<b>665,302,989</b>	<b>642,837,021</b>	<b>665,272,205</b>	<b>642,656,978</b>	<b>(22,615,227)</b>
<b>WEIGHTED AVERAGE YIELD &amp; MATURITY</b>				<b>5.030%</b>		<b>40</b>					

CUSIP	Security Type	Security Description	Maturity / Coupon Date	Interest	Principal	Total Amount
<b>General Operating - 199</b>						
7426M3S26	CP	Private Export Fund Corp	5/2/2023		10,000,000	10,000,000
62479MSC8	CP	MUFG Bank Ltd/NY	5/12/2023		10,000,000	10,000,000
3135G04Q3	AGNC	Fannie Mae	5/22/2023	3,181	2,545,000	2,548,181
30215HSW1	CP	Export Development Canada	5/30/2023		10,000,000	10,000,000
53943ST15	CP	Lloyds Bank PLC	6/1/2023		10,000,000	10,000,000
3130ASCW7	AGNC	Federal Home Loan Bank	6/7/2023	58,750		58,750
3137EAEN5	AGNC	Freddie Mac	6/19/2023	137,500	10,000,000	10,137,500
3137EAEN5	AGNC	Freddie Mac	6/19/2023	68,874	5,009,000	5,077,874
3130ASCW7	AGNC	Federal Home Loan Bank	7/5/2023	9,139	5,000,000	5,009,139
3135G05G4	AGNC	Fannie Mae	7/10/2023	2,675	2,140,000	2,142,675
62479MUA9	CP	MUFG Bank Ltd/NY	7/10/2023		10,000,000	10,000,000
22533UUB7	CP	Credit Agricole CIB NY	7/11/2023		5,000,000	5,000,000
80285QUB4	CP	Santander UK PLC	7/11/2023		10,000,000	10,000,000
45778PUD9	CP	INOVAH	7/13/2023		5,000,000	5,000,000
	POOL	TX CHOICE - Fixed Term	7/13/2023	25,796	1,999,232	2,025,029
31422XTT9	AGNC	Farmer Mac	8/3/2023	52,234	10,045,000	10,097,234
22533UV75	CP	Credit Agricole CIB NY	8/7/2023		5,000,000	5,000,000
4497W1V78	CP	ING Funding LLC	8/7/2023		3,000,000	3,000,000
0965CVA3	CP	BNP Paribas NY Branch	8/10/2023		10,000,000	10,000,000
63873KW11	CP	NATIXIS	9/1/2023		10,000,000	10,000,000
3130AV5U2	AGNC	Federal Home Loan Bank	9/8/2023	397,500		397,500
8923A1W80	CP	Toyota Cred Puerto Rico	9/8/2023		10,000,000	10,000,000
3130AVM41	AGNC	Federal Home Loan Bank	10/17/2023	97,500		97,500
3135GAGX3	AGNC	Fannie Mae	10/26/2023	162,500		162,500
3130AV5U2	AGNC	Federal Home Loan Bank	3/8/2024	397,500	15,000,000	15,397,500
3130AVM41	AGNC	Federal Home Loan Bank	4/17/2024	97,500	3,900,000	3,997,500
3135GAGX3	AGNC	Fannie Mae	4/26/2024	162,500	6,500,000	6,662,500
				<b>1,673,149</b>	<b>170,138,232</b>	<b>171,811,381</b>
<b>Debt Service - 599</b>						
	POOL	TX CHOICE - Fixed Term	7/13/2023	322,570	24,999,282	25,321,852
22533UV75	CP	Credit Agricole CIB NY	8/7/2023		5,000,000	5,000,000
0965CVA3	CP	BNP Paribas NY Branch	8/10/2023		10,000,000	10,000,000
63873KW11	CP	NATIXIS	9/1/2023		10,000,000	10,000,000
				<b>322,570</b>	<b>49,999,282</b>	<b>50,321,852</b>

<b>Capital Project - 640</b>							
3130AV5X6	AGNC	Federal Home Loan Bank	9/27/2023	275,000			275,000
3135GAFP1	AGNC	Fannie Mae	9/28/2023	128,556			128,556
	POOL	TX CHOICE - Fixed Term	10/10/2023	518,686	19,999,039		20,517,725
3130AV5X6	AGNC	Federal Home Loan Bank	3/27/2024	275,000	10,000,000		10,275,000
3135GAFP1	AGNC	Fannie Mae	3/28/2024	130,000	5,000,000		5,130,000
				<b>1,327,242</b>	<b>34,999,039</b>		<b>36,326,281</b>

**Total for all Portfolios**

	Interest	Principal	Total
May 2023	3,181	32,545,000	32,548,181
June 2023	265,124	25,009,000	25,274,124
July 2023	360,181	64,138,514	64,498,694
August 2023	52,234	43,045,000	43,097,234
September 2023	801,056	30,000,000	30,801,056
October 2023	778,686	19,999,039	20,777,725
November 2023	-	-	-
December 2023	-	-	-
January 2024	-	-	-
February 2024	-	-	-
March 2024	802,500	30,000,000	30,802,500
April 2024	260,000	10,400,000	10,660,000
<b>Total Projected Cash Flow from Investments</b>	<b>3,322,962</b>	<b>255,136,553</b>	<b>258,459,515</b>



Cash Account	Cash Balance 4/1/2023	Deposits & Credits	Withdrawals & Debits	Cash Balance 04/30/2023
(199) General Operating	9,110,381	77,266,589	79,649,473	6,727,496
(240) Child Nutrition	1,780,707	1,555,188	1,869,501	1,466,394
(599) Debt Service	178,279	-	-	178,279
(631) Capital Project 631	188,209	-	-	188,209
(634) Capital Project 634	127,062	-	-	127,062
(638) Capital Project 638	1,433	-	-	1,433
(640) Capital Project 640	818	263,732	-	264,551
(642) Capital Project 642	5,167	-	-	5,167
(753) Workers Compensation	3,712	-	-	3,712
(771) Health Insurance	4,236,502	2,187,772	2,282,403	4,141,871
<b>Total Cash for Leander ISD</b>	<b>15,632,271</b>	<b>81,273,281</b>	<b>83,801,378</b>	<b>13,104,175</b>

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

<b>Agenda Item:</b>	Monthly Bond Status Report	
<b>Purpose (this meeting):</b>	<input checked="" type="checkbox"/> Discussion Item/Report Only	<input type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Pete Pape	
<b>Attachments:</b>	Bond Project Status Report	

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## **Background Information:**

The monthly report for April is included which reflects bond funds remaining from authorizations prior to 2017 and the full list of projects ongoing under the 2017 authorization. The report also includes a column reflecting funding sources from other areas (2007 bond funds, major maintenance, etc.) used to support bond projects. This report should reflect ALL sources of funds available, budgeted, and remaining related to construction/bond projects.

There is an additional page which now details 2021 bond funds.

The report shows the original and current budgets for all projects and costs to date by fiscal year. The last column of the report shows the budget remaining for the specific project. As projects are finalized, the Board will be asked to reallocate any remaining balances to project savings and/or other projects allowable within the confines on the bond orders.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

BOND PROJECT STATUS REPORT

AS OF APRIL 30, 2023



CAMPUS	PROJECT DESCRIPTION	PROJECT SOURCES :					PROJECT EXPENDITURES :						PROJECT ENCUMBRANCE	REMAINING BUDGET	
		2007 BOND AUTHORIZATION BUDGET	2017 BOND AUTHORIZATION BUDGET	BUDGET TRANSFERS	OTHER REVENUE SOURCES	TOTAL PROJECT BUDGET	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023			TOTAL EXPENDITURES TO DATE
<b>HS CAMPUS IMPROVEMENTS</b>															
Leander HS	CTE Classrooms and Black Box Renovations, Additions and Renovations to Existing Ag Barn, Softball Complex Improvements	\$ -	\$ 4,947,836	\$ (91,372)	\$ -	\$ 4,856,464	\$ 1,590	\$ 3,756,402	\$ 972,608	\$ 37,647	\$ 73,719	\$ -	\$ 4,841,965	\$ 13,259	\$ 1,240
Cedar Park HS	Additions and Renovation, Softball Complex Improvements	-	11,150,507	(188,335)	-	10,962,172	505,712	6,109,691	3,161,020	383,351	725,406	2,299	10,887,479	74,693	0
Cedar Park HS	Board Approved: Major Maintenance: CPHS Renovations	-	-	-	9,855,820	9,855,820	-	7,279,652	2,576,168	-	-	-	9,855,820	-	-
Cedar Park HS	Flex Lab	3,100,000	-	(3,100,000)	-	-	-	-	-	-	-	-	-	-	-
Vista Ridge HS	JROTC Building Additions and Renovations, Incubator Renovations	-	2,665,503	-	-	2,665,503	-	1,677,160	436,347	1,692	255,004	16,267	2,376,370	15,345	273,787
Vandegrift HS	Ag Facility	-	3,768,160	(344,334)	-	3,423,826	-	294,468	1,735,381	1,387,472	-	-	3,417,321	6,505	0
Vandegrift HS	Classroom Additions, Incubator Renovation	-	31,245,385	(10,719,785)	-	20,525,600	-	4,618,833	11,021,375	4,564,706	123,386	-	20,328,800	197,300	(0)
Vandegrift HS	Secondary Access Road	-	3,000,000	-	-	3,000,000	26,883	39,722	45,474	6,252	70,629	-	317,809	207,191	2,475,000
Glenn HS	Remaining Construction Contract (Under 2007 Auth)	408,677	-	(381,253)	-	27,424	-	-	-	-	-	-	27,424	-	-
Glenn HS	Remaining GHS Template (Under 2007 Auth)	763,642	-	-	-	763,642	-	-	-	-	621	48,141	48,762	2,224	712,656
Glenn HS	Ag Facility	-	3,163,960	(492,005)	-	2,671,955	148,457	2,297,596	211,760	14,142	-	-	2,671,955	-	(0)
Various HS	Campus Security Upgrades (High School Sites)	-	3,625,020	198,534	-	3,823,554	-	-	1,136,909	2,673,060	3,520	-	3,813,489	10,064	0
Monroe/CPHS	Monroe Stadium Expansion and Cedar Park HS Grandstand Replacement	-	1,758,284	(99,822)	-	1,658,462	1,054,496	591,541	12,000	425	-	-	1,658,462	-	0
HS 7	New Construction (Design Only)	-	10,073,645	-	-	10,073,645	-	-	-	-	-	-	-	-	10,073,645
HS Land	Future HS #8	-	21,411,300	(21,411,300)	-	-	-	-	-	-	-	-	-	-	-
Leander HS	LHS Master Plan	-	-	100,000	-	100,000	-	-	-	-	-	58,200	58,200	38,800	3,000
<b>Total HS Campus Improvements</b>		<b>\$ 4,272,319</b>	<b>\$ 96,809,600</b>	<b>\$ (36,529,672)</b>	<b>\$ 9,855,820</b>	<b>\$ 74,408,067</b>	<b>\$ 1,737,136</b>	<b>\$ 26,665,065</b>	<b>\$ 21,298,943</b>	<b>\$ 9,096,792</b>	<b>\$ 1,358,026</b>	<b>\$ 147,395</b>	<b>\$ 60,303,357</b>	<b>\$ 565,381</b>	<b>\$ 13,539,329</b>
<b>MS CAMPUS IMPROVEMENTS</b>															
Leander MS	HVAC Update, Classroom Addition	\$ -	\$ 21,516,101	\$ (2,618,521)	\$ -	\$ 18,897,580	\$ 3,594,061	\$ 11,265,274	\$ 902,173	\$ 1,426,631	\$ 280,767	\$ 138,770	\$ 17,607,677	\$ 189,903	\$ 1,100,000
Leander MS	HVAC Update: Under 2007 Auth	692	-	(606)	882,988	883,074	-	188,707	694,281	86	-	-	883,074	-	0
Cedar Park MS	HVAC Update	-	15,240,743	(2,073,215)	-	13,167,528	-	6,936,074	1,940,710	2,112,421	1,612,696	252,627	12,854,539	312,989	(1)
Danielson MS	MS New Construction	-	63,410,011	(3,731,073)	-	59,678,938	761,745	20,857,501	30,847,648	6,626,911	253,957	44,125	59,391,887	248,928	38,123
Danielson MS	MS Template (From 2007 Auth)	62,738	-	(6,952)	-	55,786	-	-	-	-	-	-	55,786	-	0
Various MS	Campus Security Upgrades (Middle School Sites)	-	7,250,040	(453,835)	-	6,796,205	-	-	1,406,210	5,029,283	358,638	-	6,794,130	2,075	(0)
MS Land	Future MS #11	-	10,018,850	-	-	10,018,850	-	-	-	-	-	-	-	-	10,018,850
<b>Total MS Campus Improvements</b>		<b>\$ 63,430</b>	<b>\$ 117,435,745</b>	<b>\$ (8,884,202)</b>	<b>\$ 882,988</b>	<b>\$ 109,497,961</b>	<b>\$ 4,355,807</b>	<b>\$ 39,247,557</b>	<b>\$ 35,791,022</b>	<b>\$ 15,251,128</b>	<b>\$ 2,506,059</b>	<b>\$ 435,522</b>	<b>\$ 97,587,094</b>	<b>\$ 753,895</b>	<b>\$ 11,156,972</b>
<b>ES CAMPUS IMPROVEMENTS</b>															
Mason ES	Play Area Renovation and District Standard Traffic Gates	\$ -	\$ 603,560	\$ (163,243)	\$ -	\$ 440,317	\$ 391,220	\$ 49,098	\$ -	\$ -	\$ -	\$ -	\$ 440,317	\$ -	\$ (0)
Giddens ES	HVAC Update and District Standard Traffic Gates	-	9,005,975	(1,609,658)	-	7,396,317	2,433,399	4,321,512	428,859	14,010	64,156	47,722	7,309,657	86,660	0
Steiner ES	HVAC Update	-	8,857,136	(159,381)	-	8,697,755	-	2,783,462	4,132,589	1,534,031	160,587	-	8,610,668	11,594	75,493
Akin ES	Remaining Construction Contract (Under 2007 Auth)	607,348	-	(562,024)	-	45,324	-	-	-	-	-	-	45,324	-	-
Larkspur ES 27	New construction	-	37,779,628	(24,805,180)	-	12,974,448	2,965,860	8,982,507	874,374	151,706	-	-	12,974,448	(0)	0
Larkspur ES 27	Board Approved: 2007 Funds: EL 27 Construction	-	-	-	18,639,920	18,639,920	-	-	471,084	-	-	-	18,639,920	(0)	(0)
Tarvin ES 28	ES New Construction	-	40,862,445	(3,415,928)	-	37,446,517	-	-	4,472,697	28,057,563	3,937,877	93,667	36,561,804	411,544	473,168
ES 29	ES New Construction	-	42,496,943	-	-	42,496,943	-	-	-	4,472,697	-	-	42,496,943	1,391,739	2,599,829
ES 30	ES New Construction (Design Only)	-	2,181,032	61,120,968	-	63,302,000	-	-	-	-	-	1,226,527	1,226,527	21,426,554	40,648,919
Various ES	District Standard Traffic Gates - Bagdad ES, Block House ES, Cox ES, Cypress ES, Faubion ES, Knowles ES, Naumann ES and Whitestone ES	-	245,700	(554)	-	245,146	245,146	-	-	-	-	-	245,146	-	(0)
ES Land	Future Elementary Sites	6,238,719	-	-	-	6,238,719	-	-	-	33,193	4,126,708	65,520	4,225,422	85,498	1,927,799
ES Land	Future ES (34, 35, 36, 37, 38, 39, 40)	-	30,504,236	-	-	30,504,236	-	-	-	-	-	-	-	-	30,504,236
Various ES	ES Prototype	-	-	75,000	-	75,000	-	-	-	-	-	-	-	-	75,000
<b>Total ES Campus Improvements</b>		<b>\$ 6,846,067</b>	<b>\$ 172,536,655</b>	<b>\$ 30,480,000</b>	<b>\$ 18,639,920</b>	<b>\$ 228,502,642</b>	<b>\$ 5,790,479</b>	<b>\$ 31,767,099</b>	<b>\$ 9,030,475</b>	<b>\$ 33,690,990</b>	<b>\$ 40,682,318</b>	<b>\$ 7,823,248</b>	<b>\$ 128,784,609</b>	<b>\$ 23,413,588</b>	<b>\$ 76,304,444</b>
<b>TECHNOLOGY PROJECTS</b>															
Technology	Device, Hardware, Infrastructure Replacement, Disaster Recovery Hot Site	\$ -	\$ 38,730,000	\$ 71,328	\$ -	\$ 38,801,328	\$ 3,391,432	\$ 10,679,797	\$ 4,391,158	\$ 7,780,357	\$ 2,464,107	\$ 2,649,703	\$ 31,356,554	\$ 663,418	\$ 6,781,356
Technology	IT Assessment	-	-	199,035	-	199,035	-	-	173,556	25,479	-	36,923	235,958	-	0
Vista Ridge HS	Disaster Recovery Site Improvements	465,062	-	(270,363)	-	194,699	-	-	-	-	-	-	-	-	157,776
<b>Total Technology Projects</b>		<b>\$ 465,062</b>	<b>\$ 38,730,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 39,195,062</b>	<b>\$ 3,391,432</b>	<b>\$ 10,679,797</b>	<b>\$ 4,391,158</b>	<b>\$ 7,953,913</b>	<b>\$ 2,489,586</b>	<b>\$ 2,686,626</b>	<b>\$ 31,592,511</b>	<b>\$ 663,418</b>	<b>\$ 6,939,132</b>
<b>SUPPORT SERVICES PROJECTS</b>															
Plant Services	Replacement Maintenance/Grounds Vans and Trucks	\$ -	\$ 893,000	\$ -	\$ -	\$ 893,000	\$ -	\$ 100,136	\$ 148,630	\$ -	\$ 146,975	\$ 111,660	\$ 507,401	\$ 400	\$ 385,199
Plant Services	Water Bottle Refilling Stations	314,087	-	43,804	-	357,891	-	-	-	242,949	84,935	-	327,885	-	30,006
Transportation	88 Replacement Buses; A/C Retrofit	-	10,200,000	-	-	10,200,000	-	8,688,117	-	818,918	-	692,965	10,200,000	-	-
Transportation	Bus A/C Upgrades: 2007 Funded Portion	-	-	-	35,080	35,080	-	-	-	-	-	-	35,080	-	-
Transportation	North Satellite Transportation Center	-	17,800,000	(2,245,948)	-	15,554,052	773,943	14,232,376	436,119	111,614	-	-	15,554,052	-	(0)
Transportation	South Satellite Transportation Center	3,100,000	-	(3,100,000)	-	-	-	-	-	-	-	-	-	-	-
Land	Initial Land Costs: Warehouse/Science Material Center	100,000	-	2,005,895	-	2,105,895	-	-	-	2,072,178	1,489	-	2,073,668	32,228	(0)
Plant Services	Major Maintenance Funding	-	-	12,500,000	-	12,500,000	-	-	-	-	359,055	-	359,055	2,426,615	9,714,330
Plant Services	Portables	-	2,500,000	-	-	2,500,000	-	-	-	179,817	659,230	-	839,047	1,638,287	22,666
District Wide	HVAC Design	-	2,200,000	-	-	2,200,000	-	-	-	-	-	1,697,500	1,697,500	484,500	18,000
<b>Total Support Service Projects</b>		<b>\$ 3,514,087</b>	<b>\$ 28,893,000</b>	<b>\$ 13,903,751</b>	<b>\$ 35,080</b>	<b>\$ 46,345,918</b>	<b>\$ 773,943</b>	<b>\$ 23,055,709</b>	<b>\$ 584,749</b>	<b>\$ 3,245,660</b>	<b>\$ 413,217</b>	<b>\$ 3,520,410</b>	<b>\$ 31,593,688</b>	<b>\$ 4,582,030</b>	<b>\$ 10,170,201</b>
<b>PROJECT MANAGEMENT</b>															
2007 Funds	Bond Interest/Other Rev/Project Management	\$ 1,339,002	\$ -	\$ -	\$ 18,318	\$ 1,357,320	\$ -	\$ -	\$ -	\$ 613,920	\$ 575,077	\$ 167,573	\$ 1,356,570	\$ 750	\$ (0)
2007 Funds	Project Management Costs (Reserve)	500,000	-	-	-	500,000	-	-	-	-	-	217,288	217,288	-	282,712
2007 Funds	Project Savings	1,558,683	-	(1,558,683)	-	-	-	-	-	-	-	-	-	-	-
2017 Funds	Bond Interest/Other Rev/Project Management	-	-	-	5,230,325	5,230,325	-	-	-	-	-	-	-	-	5,230,325
2017 Funds	Project Savings	-	-	2,588,806	-	2,588,806	-	-	-	-	-	-	-	-	2,588,806
<b>Total Project Management</b>		<b>\$ 3,397,685</b>	<b>\$ -</b>	<b>\$ 1,030,123</b>	<b>\$ 5,248,643</b>	<b>\$ 9,676,451</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 613,920</b>	<b>\$ 575,077</b>	<b>\$ 384,861</b>	<b>\$ 1,573,858</b>	<b>\$ 750</b>	<b>\$ 8,101,844</b>
<b>TOTALS</b>		<b>\$ 18,558,650</b>	<b>\$ 454,405,000</b>	<b>\$ -</b>	<b>\$ 34,662,451</b>	<b>\$ 507,626,101</b>	<b>\$ 16,048,798</b>	<b>\$ 131,415,227</b>	<b>\$ 71,096,347</b>	<b>\$ 69,852,403</b>	<b>\$ 48,024,281</b>	<b>\$ 14,998,061</b>	<b>\$ 351,435,117</b>	<b>\$ 29,979,062</b>	<b>\$ 126,211,922</b>

501



CAMPUS	PROJECT DESCRIPTION	PROJECT SOURCES :				PROJECT EXPENDITURES :			PROJECT ENCUMBRANCE	REMAINING BUDGET
		2021 BOND AUTHORIZATION BUDGET	BUDGET TRANSFERS	OTHER REVENUE SOURCES	TOTAL PROJECT BUDGET	2021-2022	2022-2023	TOTAL EXPENDITURES TO DATE		
<b>TECHNOLOGY</b>										
Technology	Devices, Document Cameras, CTE Program Setup, Makerspaces, Printers, Interactive Panels	\$ 33,298,077	\$ -	\$ -	\$ 33,298,077	\$ 616,975	\$ 894,246	\$ 1,511,221	\$ 4,027,959	\$ 27,758,898
<b>TOTALS</b>		<b>\$ 33,298,077</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 33,298,077</b>	<b>\$ 616,975</b>	<b>\$ 894,246</b>	<b>\$ 1,511,221</b>	<b>\$ 4,027,959</b>	<b>\$ 27,758,898</b>

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 25, 2023

**Agenda Item:** Monthly Tax Collection Report  
**Purpose (this meeting):**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Pete Pape  
**Attachments:** Monthly Tax Collection Report

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## **Background Information:**

The tax collection report for April shows the actual collection of current and delinquent taxes slightly below the percent collected at the same time last year. At the end of April, the District has realized 98.60% of the supplemented current levy compared to 99.18% in the previous year.

The delinquent tax collections for this month are negative due to the settlement of lawsuits and refunds for retroactive homestead exemptions. When refunds are processed for prior year collections, these refunds often fully offset any delinquent collections for the month.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

**Leander Independent School District  
Tax Collections Report  
2022 Tax Year**

As of April 30, 2023

<b>M &amp; O Collections</b>	<b>Collections to Date</b>	<b>Current Month</b>	<b>Total Collections</b>
Current Year Collections	\$ 377,478,333.51	\$ 949,501.85	\$ 378,427,835.36
Delinquent Collections	8,248.36	(34,513.16)	(26,264.80)
Rollbacks	414,250.69	15,773.35	430,024.04
Penalty & Interest	545,655.47	136,358.25	682,013.72
	<b>\$ 378,446,488.03</b>	<b>\$ 1,067,120.29</b>	<b>\$ 379,513,608.32</b>

<b>I &amp; S Collections</b>			
Current Year Collections	\$ 131,839,067.67	\$ 330,067.70	\$ 132,169,135.37
Delinquent Collections	1,661.19	(18,630.88)	(16,969.69)
Rollbacks	204,583.44	7,885.59	212,469.03
Penalty & Interest	197,640.60	49,001.84	246,642.44
	<b>\$ 132,242,952.90</b>	<b>\$ 368,324.25</b>	<b>\$ 132,611,277.15</b>

<b>Total Collections</b>			
Current Year Collections	\$ 509,317,401.18	\$ 1,279,569.55	\$ 510,596,970.73
Delinquent Collections	9,909.55	(53,144.04)	(43,234.49)
Rollbacks	618,834.13	23,658.94	642,493.07
Penalty & Interest	743,296.07	185,360.09	928,656.16
	<b>\$ 510,689,440.93</b>	<b>\$ 1,435,444.54</b>	<b>\$ 512,124,885.47</b>

<b>2022 Original Tax Levy</b>	<b>\$ 521,205,619.18</b>
<b>Adjustments to Date</b>	<b>(3,352,069.82)</b>
<b>2022 Adjusted Tax Levy</b>	<b>\$ 517,853,549.36</b>

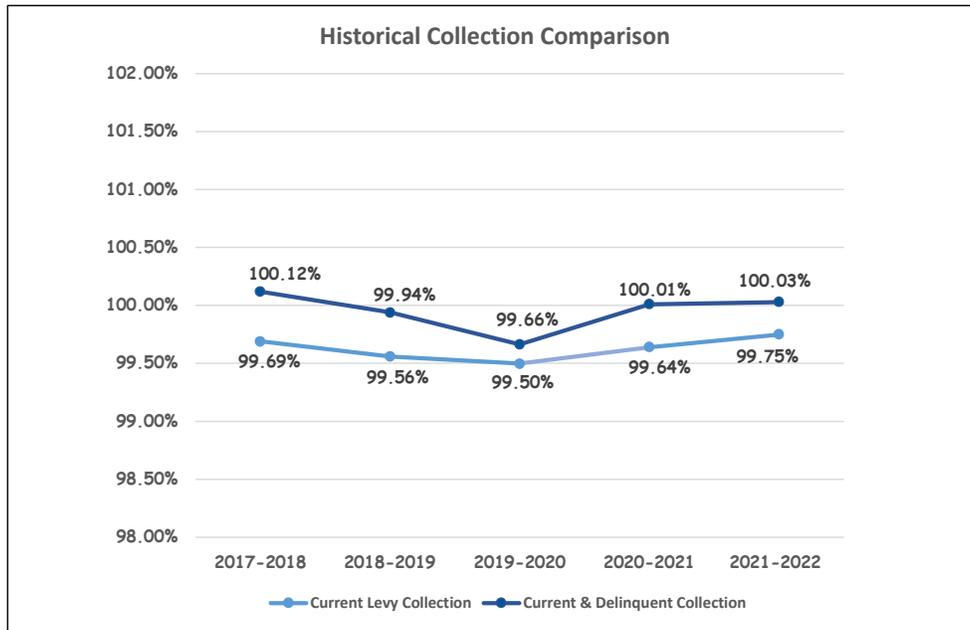
<b>Current Rate</b>	<b>98.60%</b>
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<b>Taxes Outstanding</b>	
Current Year Uncollected	\$ 7,452,238.02
Delinquent Taxes	3,029,412.41
Rollbacks	283,515.10
	<b>\$ 10,765,165.53</b>

**Leander Independent School District  
Tax Collections Report  
2022 Tax Year**

**12 Month Collection Comparison**

Monthly Collections	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
<b>CURRENT:</b>						
October	5,410,595	4,889,207	4,996,661	7,645,966	6,828,098	2,023,418
November	15,842,082	15,949,954	15,365,390	16,131,367	23,233,518	14,907,988
December	182,506,362	191,714,942	208,405,529	204,795,089	223,308,803	280,700,737
January	102,242,329	123,950,495	118,038,446	124,213,650	132,069,128	143,676,816
February	23,441,054	25,739,331	26,750,027	36,968,124	36,891,384	64,040,389
March	2,084,108	2,613,424	3,031,131	4,050,915	4,810,773	3,968,053
April	1,096,281	1,094,725	928,488	1,264,134	978,072	1,279,570
May	1,084,623	1,188,957	1,575,273	874,578	1,137,872	-
June	794,902	487,888	708,691	920,000	474,660	-
July	635,086	755,556	645,083	788,999	409,717	-
August	309,136	351,891	285,364	442,470	387,067	-
September	78,315	136,834	116,523	149,360	52,068	-
TOTAL	335,524,873	368,873,204	380,846,606	398,244,652	430,581,160	510,596,971
<b>Current Levy YTD -April</b>	98.85%	98.81%	98.63%	98.85%	99.18%	98.60%
<b>Current &amp; Delinquent YTD-April</b>	99.20%	99.11%	98.61%	99.15%	99.41%	98.71%
<b>Current Levy - Full Tax Year</b>	99.69%	99.56%	99.50%	99.64%	99.75%	<i>in process</i>
<b>Current &amp; Delinquent - Full Tax Year</b>	100.12%	99.94%	99.66%	100.01%	100.03%	<i>in process</i>
<b>Final Adjusted Tax Roll</b>	<b>336,487,181</b>	<b>370,356,031</b>	<b>382,765,184</b>	<b>399,679,970</b>	<b>431,647,750</b>	<b>517,853,549</b>



TRAVIS COUNTY TAX OFFICE

OVERALL COLL/DIST REPORT

DATE 05/01/2023

PAGE 48

TXDIST1A

RECEIVABLE BALANCE 'R' REPORT

FROM 04/01/2023 TO 04/30/2023

YEAR FROM 0000 TO 2022

ALL OTHERS

ILE	-----											
	-- LEANDER ISD											
YEAR	BEGINNING TAX BALANCE	TAX ADJ	BASE TAX COLLECTED	NET BASE TAX REVERSALS	NET BASE TAX COLLECTED	PERCENT COLLECTED	ENDING TAX BALANCE	P & I COLLECTED	P & I REVERSALS	LRP COLLECTED	OTHER PENALTY COLLECTED	TOTAL DISTRIBUTED
1982	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1983	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1984	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1985	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1986	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1987	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1988	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1989	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1990	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1991	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1992	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1993	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1994	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1995	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1996	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1997	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1998	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
1999	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
2000	.00	.00	.00	.00	.00	.00 %	.00	.00	.00	.00	.00	.00
2001	3.30	.00	.00	.00	.00	.00 %	3.30	.00	.00	.00	.00	.00
2002	1954.11	.00	.00	.00	.00	.00 %	1954.11	.00	.00	.00	.00	.00
2003	3563.52	.00	.00	.00	.00	.00 %	3563.52	.00	.00	.00	.00	.00
2004	2747.07	.00	.00	.00	.00	.00 %	2747.07	.00	.00	.00	.00	.00
2005	3249.53	.00	.00	.00	.00	.00 %	3249.53	.00	.00	.00	.00	.00
2006	8578.18	.00	.00	.00	.00	.00 %	8578.18	.00	.00	.00	.00	.00
2007	8131.75	.00	.00	.00	.00	.00 %	8131.75	.00	.00	.00	.00	.00
2008	11694.85	.00	.00	.00	.00	.00 %	11694.85	.00	.00	.00	.00	.00
2009	13471.49	.00	.00	.00	.00	.00 %	13471.49	.00	.00	.00	.00	.00
2010	22687.61	.00	.00	.00	.00	.00 %	22687.61	.00	.00	.00	.00	.00
2011	33623.75	.00	.00	.00	.00	.00 %	33623.75	.00	.00	.00	.00	.00
2012	50003.58	.00	.00	.00	.00	.00 %	50003.58	.00	.00	.00	.00	.00
2013	47965.33	.00	69.85	.00	69.85	.15 %	47895.48	85.92	.00	.00	.00	155.77
2014	50869.01	.00	122.85	.00	122.85	.24 %	50746.16	136.37	.00	.00	.00	259.22
2015	60183.28	.00	235.18	.00	235.18	.39 %	59948.10	232.83	.00	.00	.00	468.01
2016	75724.20	.00	.00	.00	.00	.00 %	75724.20	.00	.00	.00	.00	.00
2017	94883.87	.00	26.54	.00	26.54	.03 %	94857.33	19.91	.00	4.43	.00	50.88
2018	163227.31	851.64-	123.26	851.64	728.38-	.45 %	163104.05	77.64	.00	19.09	.00	631.65-
2019	228969.38	172.50-	955.96	172.50	783.46	.34 %	228013.42	481.86	.00	65.01	.00	1330.33
2020	353299.56	3280.81	6736.90	1588.61	5148.29	1.44 %	351432.08	677.76	.00	19.11	.00	5845.16
2021	574252.41	2349.08	6181.10	15287.97	9106.87-	1.58 %	585708.36	1381.79	.00	.00	.00	7725.08-
TOTL	1809083.09	4605.75	14451.64	17900.72	3449.08-	.19 %	1817137.92	3094.08	.00	107.64	.00	247.36-
2022	4119192.63	270388.28-	673687.91	266464.68	407223.23	10.58 %	3441581.12	64095.28	295.02-	1309.41	.00	472332.90

ENTITY

TOTL	5928275.72	265782.53-	688139.55	284365.40	403774.15	7.13 %	5258719.04	67189.36	295.02-	1417.05	.00	472085.54
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# Recap & Standings Report

WTAXSaaS

Cycles: All Taxing Units: Leander ISD... Deposit Date Range: 04/01/2023 to 04/30/2023 Sorted By: By Year, Descending Options: Separate Rollbacks, Include

Property Tax

SLE (Leander ISD)  
IS

2022 Fiscal Year: 10/01/2022 - 09/30/2023

	Original Roll	Beg. Uncollected	Adjustments	Adjusted Uncollected	Collections	P&I Collected	Credits / Discounts Allowed	Atty. Fee Collected	Variance	Uncollected Balance YTD	YTD Collections
2023	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2022	86,353,297.56	1,322,817.33	-62,321.05	1,260,496.28	224,635.67	24,334.88	0.00	7,008.09	0.42	1,035,861.03	84,976,764.81
2021	94,332,048.48	87,169.02	-17,190.34	69,978.68	-11,980.74	1,011.31	-0.14	717.46	-0.01	81,959.55	-30,708.35
2020	80,626,149.65	59,947.06	-13,569.70	46,377.36	-12,129.34	410.37	0.00	186.57	0.00	58,506.70	-41,289.43
2019	75,775,669.00	51,637.65	-172.98	51,464.67	975.06	397.46	0.00	137.47	0.00	50,489.61	4,346.83
2018	68,954,540.92	34,082.15	-117.50	33,964.65	1,038.93	512.31	0.00	156.11	-0.46	32,925.26	2,011.15
2017	62,290,320.36	32,647.10	0.00	32,647.10	1,285.10	710.65	0.00	201.01	0.00	31,362.00	2,436.32
2016	55,603,656.23	25,107.04	0.00	25,107.04	567.32	493.57	0.00	159.13	0.00	24,539.72	2,484.17
2015	49,093,370.76	22,013.45	0.00	22,013.45	567.32	561.65	0.00	169.35	0.00	21,446.13	1,781.70
2014	44,412,322.78	19,272.14	0.00	19,272.14	614.51	682.10	0.00	194.49	0.00	18,657.63	1,770.68
2013	38,869,330.27	20,816.41	0.00	20,816.41	614.51	755.85	0.00	205.55	0.00	20,201.90	1,826.74
2012	36,200,605.63	16,207.29	0.00	16,207.29	614.51	829.59	4,018.11	216.62	0.00	11,574.67	5,788.79
2011	34,042,595.83	12,115.33	0.00	12,115.33	511.57	752.00	3,651.72	189.53	0.00	7,952.04	5,390.88
2010	30,041,634.03	10,439.76	0.00	10,439.76	0.00	0.00	5,074.29	0.00	0.00	5,365.47	5,469.52
2009	27,944,427.52	4,431.64	0.00	4,431.64	0.00	0.00	0.00	0.00	0.00	4,431.64	372.61
2008	24,003,652.64	3,342.92	0.00	3,342.92	0.00	0.00	0.00	0.00	0.00	3,342.92	340.94
2007	0.00	2,593.42	0.00	2,593.42	0.00	0.00	0.00	0.00	0.00	2,593.42	340.56
2006	0.00	2,292.15	0.00	2,292.15	0.00	0.00	0.00	0.00	0.00	2,292.15	331.62
2005	0.00	1,238.77	0.00	1,238.77	0.00	0.00	0.00	0.00	0.00	1,238.77	0.00
2004	0.00	1,259.16	0.00	1,259.16	0.00	0.00	0.00	0.00	0.00	1,259.16	0.00
2003 & prior	0.00	1,158.09	0.00	1,158.09	0.00	0.00	0.00	0.00	0.00	1,158.09	0.00
<b>Summary</b>											
<b>Total Current</b>	86,353,297.56	1,322,817.33	-62,321.05	1,260,496.28	224,635.67	24,334.88	0.00	7,008.09	0.42	1,035,861.03	84,976,764.81
<b>Total Delinquent</b>	722,190,324.10	407,770.55	-31,050.52	376,720.03	-17,321.25	7,116.86	12,743.98	2,533.29	-0.47	381,296.83	-37,305.27
<b>Rollbacks</b>		65,896.79	31,690.62	97,587.41	7,885.59	0.00	0.00	0.00	0.00	89,701.82	212,469.02
<b>Fee Type Total</b>	808,543,621.66	1,796,484.67	-61,680.95	1,734,803.72	215,200.01	31,451.74	12,743.98	9,541.38	-0.05	1,506,859.68	85,151,928.56

Combined Collections (Collections + P&I Collected) -- 246,651.75

# Recap & Standings Report

WTAXSaaS

Cycles: All Taxing Units: Leander ISD... Deposit Date Range: 04/01/2023 to 04/30/2023 Sorted By: By Year, Descending Options: Separate Rollbacks, Include

Property Tax

SLE (Leander ISD)  
MO

2022 Fiscal Year: 10/01/2022 - 09/30/2023

	Original Roll	Beg. Uncollected	Adjustments	Adjusted Uncollected	Collections	P&I Collected	Credits / Discounts Allowed	Atty. Fee Collected	Variance	Uncollected Balance	YTD Collections
2023	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2022	247,179,750.43	3,786,462.21	-178,389.34	3,608,072.87	643,003.33	69,656.77	-0.01	20,060.10	1.19	2,965,070.74	243,239,532.66
2021	176,897,933.42	163,464.84	-32,236.53	131,228.31	-22,467.05	1,896.50	-0.25	1,345.47	-0.02	153,695.59	-57,586.64
2020	165,309,606.89	122,910.50	-27,822.26	95,088.24	-24,869.02	841.39	0.00	382.55	0.00	119,957.26	-84,656.73
2019	157,224,379.73	107,141.30	-358.90	106,782.40	2,023.13	824.66	0.00	285.21	0.00	104,759.27	9,019.18
2018	152,580,256.06	75,415.87	-260.00	75,155.87	2,298.93	1,133.65	0.00	345.45	-1.03	72,855.91	4,450.23
2017	137,287,673.22	71,953.88	0.00	71,953.88	2,832.36	1,566.27	0.00	443.03	0.00	69,121.52	5,369.64
2016	122,550,282.37	55,335.52	0.00	55,335.52	1,250.38	1,087.84	0.00	350.73	0.00	54,085.14	5,475.11
2015	108,201,646.02	48,517.39	0.00	48,517.39	1,250.38	1,237.88	0.00	373.24	0.00	47,267.01	3,926.88
2014	97,884,620.94	42,475.60	0.00	42,475.60	1,354.38	1,503.37	0.00	428.66	0.00	41,121.22	3,902.57
2013	85,667,878.57	45,879.19	0.00	45,879.19	1,354.38	1,665.89	0.00	453.04	0.00	44,524.81	4,026.15
2012	79,786,018.87	35,720.71	0.00	35,720.71	1,354.38	1,828.42	8,855.90	477.42	0.00	25,510.43	12,758.47
2011	77,006,044.05	27,405.37	0.00	27,405.37	1,157.21	1,701.11	8,260.29	428.75	0.00	17,987.87	12,194.38
2010	75,321,364.08	26,174.89	0.00	26,174.89	0.00	0.00	12,722.32	0.00	0.00	13,452.57	13,713.24
2009	76,011,409.77	12,054.44	0.00	12,054.44	0.00	0.00	0.00	0.00	0.00	12,054.44	1,013.54
2008	73,587,435.47	10,248.17	0.00	10,248.17	0.00	0.00	0.00	0.00	0.00	10,248.17	1,045.21
2007	0.00	7,962.46	0.00	7,962.46	0.00	0.00	0.00	0.00	0.00	7,962.46	1,045.59
2006	0.00	9,519.16	0.00	9,519.16	0.00	0.00	0.00	0.00	0.00	9,519.16	1,377.21
2005	0.00	5,963.50	0.00	5,963.50	0.00	0.00	0.00	0.00	0.00	5,963.50	0.00
2004	0.00	5,591.54	0.00	5,591.54	0.00	0.00	0.00	0.00	0.00	5,591.54	0.00
2003 & prior	0.00	5,452.30	0.00	5,452.30	0.00	0.00	0.00	0.00	0.00	5,452.30	0.00
<b>Summary</b>											
<b>Total Current</b>	247,179,750.43	3,786,462.21	-178,389.34	3,608,072.87	643,003.33	69,656.77	-0.01	20,060.10	1.19	2,965,070.74	243,239,532.66
<b>Total Delinquent</b>	1,585,316,549.46	879,186.63	-60,677.69	818,508.94	-32,460.54	15,286.98	29,838.26	5,313.55	-1.05	821,130.17	-62,925.97
<b>Rollbacks</b>		146,409.60	63,177.03	209,586.63	15,773.35	0.00	0.00	0.00	0.00	193,813.28	430,024.03
<b>Fee Type Total</b>	1,832,496,299.89	4,812,058.44	-175,890.00	4,636,168.44	626,316.14	84,943.75	29,838.25	25,373.65	0.14	3,980,014.19	243,606,630.72

# Recap & Standings Report

WTAXSaaS

Cycles: **All**      Taxing Units: **Leander ISD...**      Deposit Date Range: **04/01/2023 to 04/30/2023**      Sorted By: **By Year, Descending**      Options: **Separate Rollbacks, Include**

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## Property Tax

Combined Collections (Collections + P&I Collected) -- 711,259.89
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# Recap & Standings Report

Cycles: All      Taxing Units: Leander ISD...      Deposit Date Range: 04/01/2023 to 04/30/2023      Sorted By: By Year, Descending      Options: Separate Rollbacks, Include

Property Tax

SLE (Leander ISD)  
SA

2022 Fiscal Year: 10/01/2022 - 09/30/2023

	Original Roll	Beg. Uncollected	Adjustments	Adjusted Uncollected	Collections	P&I Collected	Credits / Discounts Allowed	Atty. Fee Collected	Variance	Uncollected Balance YTD	Collections
2023	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2022	114,067.61	14,432.03	0.00	14,432.03	4,707.32	627.74	0.00	873.78	0.00	9,724.71	103,716.89
2021	88,927.72	1,693.65	0.00	1,693.65	74.42	20.08	0.00	14.17	0.00	1,619.23	571.66
2020	64,284.07	907.34	0.00	907.34	7.81	3.05	0.00	1.63	0.00	899.53	145.95
2019	69,012.56	1,257.00	0.00	1,257.00	4.60	2.34	0.00	1.04	0.00	1,252.40	131.19
2018	83,414.82	1,058.57	0.00	1,058.57	0.00	0.00	0.00	0.00	0.00	1,058.57	18.30
2017	56,346.24	501.23	0.00	501.23	0.00	0.00	0.00	0.00	0.00	501.23	8.22
2016	55,049.70	914.93	0.00	914.93	0.00	0.00	0.00	0.00	0.00	914.93	18.05
2015	48,897.66	861.78	0.00	861.78	0.00	0.00	0.00	0.00	0.00	861.78	0.00
2014	50,500.66	559.28	0.00	559.28	0.00	0.00	0.00	0.00	0.00	559.28	0.00
2013	48,069.44	2,180.54	0.00	2,180.54	0.00	0.00	0.00	0.00	0.00	2,180.54	17.07
2012	44,655.51	875.11	0.00	875.11	0.00	0.00	875.11	0.00	0.00	0.00	875.11
2011	31,924.14	912.76	0.00	912.76	0.00	0.00	912.76	0.00	0.00	0.00	912.76
2010	36,721.71	1,523.82	0.00	1,523.82	0.00	0.00	1,523.82	0.00	0.00	0.00	1,523.82
2009	36,058.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2008	31,809.91	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2007	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2006	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2005	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2004	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2003 & prior	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Summary</b>											
<b>Total Current</b>	114,067.61	14,432.03	0.00	14,432.03	4,707.32	627.74	0.00	873.78	0.00	9,724.71	103,716.89
<b>Total Delinquent</b>	745,672.51	13,246.01	0.00	13,246.01	86.83	25.47	3,311.69	16.84	0.00	9,847.49	4,222.13
<b>Rollbacks</b>		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Fee Type Total</b>	859,740.12	27,678.04	0.00	27,678.04	4,794.15	653.21	3,311.69	890.62	0.00	19,572.20	107,939.02

Combined Collections (Collections + P&I Collected) -- 5,447.36

# Recap & Standings Report

Cycles: All Taxing Units: Leander ISD... Deposit Date Range: 04/01/2023 to 04/30/2023 Sorted By: By Year, Descending Options: Separate Rollbacks, Include

Property Tax

SLE (Leander ISD)

2022 Fiscal Year: 10/01/2022 - 09/30/2023

Taxing Unit Totals (IS,MO,SA)

	Original Roll	Beg. Uncollected	Adjustments	Adjusted Uncollected	Collections	P&I Collected	Credits / Discounts Allowed	Atty. Fee Collected	Variance	Uncollected Balance	YTD Collections
2023	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2022	333,647,115.60	5,123,711.57	-240,710.39	4,883,001.18	872,346.32	94,619.39	-0.01	27,941.97	1.61	4,010,656.48	328,320,014.36
2021	271,318,909.62	252,327.51	-49,426.87	202,900.64	-34,373.37	2,927.89	-0.39	2,077.10	-0.03	237,274.37	-87,723.33
2020	246,000,040.61	183,764.90	-41,391.96	142,372.94	-36,990.55	1,254.81	0.00	570.75	0.00	179,363.49	-125,800.21
2019	233,069,061.29	160,035.95	-531.88	159,504.07	3,002.79	1,224.46	0.00	423.72	0.00	156,501.28	13,497.20
2018	221,618,211.80	110,556.59	-377.50	110,179.09	3,337.86	1,645.96	0.00	501.56	-1.49	106,839.74	6,479.68
2017	199,634,339.82	105,102.21	0.00	105,102.21	4,117.46	2,276.92	0.00	644.04	0.00	100,984.75	7,814.18
2016	178,208,988.30	81,357.49	0.00	81,357.49	1,817.70	1,581.41	0.00	509.86	0.00	79,539.79	7,977.33
2015	157,343,914.44	71,392.62	0.00	71,392.62	1,817.70	1,799.53	0.00	542.59	0.00	69,574.92	5,708.58
2014	142,347,444.38	62,307.02	0.00	62,307.02	1,968.89	2,185.47	0.00	623.15	0.00	60,338.13	5,673.25
2013	124,585,278.28	68,876.14	0.00	68,876.14	1,968.89	2,421.74	0.00	658.59	0.00	66,907.25	5,869.96
2012	116,031,280.01	52,803.11	0.00	52,803.11	1,968.89	2,658.01	13,749.12	694.04	0.00	37,085.10	19,422.37
2011	111,080,564.02	40,433.46	0.00	40,433.46	1,668.78	2,453.11	12,824.77	618.28	0.00	25,939.91	18,498.02
2010	105,399,719.82	38,138.47	0.00	38,138.47	0.00	0.00	19,320.43	0.00	0.00	18,818.04	20,706.58
2009	103,991,895.66	16,486.08	0.00	16,486.08	0.00	0.00	0.00	0.00	0.00	16,486.08	1,386.15
2008	97,622,898.02	13,591.09	0.00	13,591.09	0.00	0.00	0.00	0.00	0.00	13,591.09	1,386.15
2007	0.00	10,555.88	0.00	10,555.88	0.00	0.00	0.00	0.00	0.00	10,555.88	1,386.15
2006	0.00	11,811.31	0.00	11,811.31	0.00	0.00	0.00	0.00	0.00	11,811.31	1,708.83
2005	0.00	7,202.27	0.00	7,202.27	0.00	0.00	0.00	0.00	0.00	7,202.27	0.00
2004	0.00	6,850.70	0.00	6,850.70	0.00	0.00	0.00	0.00	0.00	6,850.70	0.00
2003 & prior	0.00	6,610.39	0.00	6,610.39	0.00	0.00	0.00	0.00	0.00	6,610.39	0.00

Summary

<b>Total Current</b>	333,647,115.60	5,123,711.57	-240,710.39	4,883,001.18	872,346.32	94,619.39	-0.01	27,941.97	1.61	4,010,656.48	328,320,014.36
<b>Total Delinquent</b>	2,308,252,546.07	1,300,203.19	-91,728.21	1,208,474.98	-49,694.96	22,429.31	45,893.93	7,863.68	-1.52	1,212,274.49	-96,009.11
<b>Rollbacks</b>		212,306.39	94,867.65	307,174.04	23,658.94	0.00	0.00	0.00	0.00	283,515.10	642,493.05
<b>Taxing Unit Total</b>	2,641,899,661.67	6,636,221.15	-237,570.95	6,398,650.20	846,310.30	117,048.70	45,893.92	35,805.65	0.09	5,506,446.07	328,866,498.30

Percentages

% of Roll Collected - 2022 - 98.79%	Adjusted Original Roll -- \$332,330,670.84	Current YTD Collected -- \$328,320,014.36
Tax Collections Compared to Current Taxes Billed 17.03% Collected		
All Collections Compared to Current Taxes Billed 18.87% Collected		
Combined Collections (Collections + P&I Collected) -- 963,359.00		

# Recap & Standings Report

WTAXSaaS

Cycles: **All**      Taxing Units: **Leander ISD...**      Deposit Date Range: **04/01/2023 to 04/30/2023**      Sorted By: **By Year, Descending**      Options: **Separate Rollbacks, Include**

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**Property Tax**

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