

**KELLER INDEPENDENT SCHOOL DISTRICT
COMPREHENSIVE REVIEW, JULY 2006**

Executive Summary

Excerpt from Recommendation # 3:

“The district should hire certified/licensed craft people whenever possible. At this time, the management needs to have support from the Human Resources Department to offer:

1. Professional Credential Tuition Reimbursement
2. Professional Development Programs
3. License Upgrades or Incentive Programs
4. Certification Training
5. Supervisor Training
6. Experience Pay Adjustments
7. Goal Setting Training
8. Long Range Planning
9. Leadership Training
10. Mentoring

“...SBG has completed a full-time equivalent (FTE) analysis that will meet the district's needs through the 2006-2007 school year without hiring any additional personnel...”

The Comprehensive Review contains a recommended organizational structure of the Maintenance and Operations Department for the 2006-2007 school year, which is included herein.

MAINTENANCE AND OPERATIONS – 2006 - 2007

