

# Garland Independent School District

## Board of Trustees

### Regular Meeting

Tuesday, May 25, 2021

#### Agenda

5:00 PM

- I. Call to Order and Determination of a Quorum
- II. Pledges of Allegiance and Moment of Silence
- III. Meetings of the Board of Trustees will be held in the Board Room, 601 S. Jupiter Garland, Texas 75042. Due to health concerns related to the COVID-19 coronavirus, members of the public may attend board meetings in the Garland/Rowlett Rooms of Harris Hill Administration Building with live streaming. Per TEA Guidance as referenced in Governor Abbott's Executive Order GA-34, everyone physically present must wear a face mask at all times and should practice social distancing.
- IV. Public Forum: Members of the public who wish to make comments may complete a Public Comment Participation Request in person at Harris Hill Administration Building or via email at BoardPublicComments@garlandisd.net prior to the start of the meeting indicated in the posting notice. The emailed comments will be read aloud at the meeting by a designated speaker. Emails should include the requester's name, address and the detailed topic to be read aloud. Complaints about student discipline, specific student issues or personnel must be addressed through appropriate administrative channels, in accordance with the Texas Open Meetings Act and Board policy. For more information about public comment procedures, please review the Board Policy for Public Comment accessible at the following link: <https://pol.tasb.org/Policy/Code/364?filter=BED>.
- V. Action Items (Non Consent)
  - A. Sign Statements of Elected Officer - **Mechelle Hogan** 5
  - B. Administer Oath of Office to Newly Elected Trustees - **Mechelle Hogan** 12
- VI. Information Items
  - A. Evidence of Excellence
    - 1. Recognize GISD Social and Emotional Learning School of Excellence Award Winners - **Nwakaego Oriji** 16
  - B. Going the Extra Mile (GEMs)
    - 1. Recognize Going the Extra Mile (GEM) Recipients for Campus and Division Paraprofessionals of the Year - **Sherese Lightfoot** 17

2. Recognize Going the Extra Mile (GEM) Recipients for Elementary and Secondary Teacher of the Year - <b>Sherese     Lightfoot</b>	19
C. Recognize Texas Instruments Foundation Innovation in STEM Teaching Award Winners - <b>Lisa Cox</b>	21
D. Introduction of District Administrator - <b>Dr. Gradyne E. Brown</b>	22
E. Receive 87th Legislative Update - <b>Dr. Brent Ringo, Brandy Mayo</b>	23
F. Review Third Quarter Investment Report - <b>Dr. Brent Ringo, Rhonda Roundtree</b>	24
G. Receive Budget Planning Presentation for Fiscal Year 2021-2022 - <b>Dr. Brent Ringo, Brandy Mayo</b>	41
VII. Discussion Items	
A. Discuss Trustees' Report - <b>Robert Selders Jr.</b>	93
B. Trustees' Report	94
1. Trustee attendance at recent district and community events	
2. Announcement of upcoming district and community events	
3. Recognition of outstanding performance by district staff and students	
4. Recognition of new programs and special activities	
5. Message from Board President	
C. Superintendent's Report	102
D. Future Agenda Items	104
VIII. Consent Agenda - Consider approval of	
A. Human Resources Report- <b>Dr. Gradyne Brown</b>	106
IX. Action Items (Non Consent)	
A. Consider Amendment of 2020-2021 Salary Schedule for Summer Interession Pay - <b>Dr. Gradyne E. Brown</b>	122
B. Consider Amendment of 2020-2021 Salary Schedule for TIA Stipends - <b>Dr. Gradyne E. Brown</b>	125
C. Consider Approval of 2021-2022 Salary Schedule - <b>Dr. Gradyne     E. Brown</b>	130
D. Resolution Concerning Waiver of Local Board Policy to Require Two Readings of Policy before Adoption - <b>Lisa Ray</b>	167
E. Discuss and Adopt Resolution Regarding ESSER III and Policy CB (LOCAL), State and Federal Revenue Sources - <b>Lisa Ray, Dr.     Brent Ringo</b>	170
F. Consider Approval of Resolution to Build a Coalition with City of Garland, City of Rowlett and City of Sachse - <b>Robert Selders Jr.</b>	173
G. Consider Approval of Instructional Materials Allotment TEKS Certification - <b>District Affairs Committee</b>	176
H. Consider Approval of Location of Private Cellular Tower at Memorial Pathway Academy - <b>Facilities Committee</b>	181
I. Consider Approval of Budget Transfers and Amendments to the 2020-2021 General Fund – <b>Finance Committee</b>	183
J. Consider Approval of Tax Refunds for Overpayments or Erroneous Payments – <b>Finance Committee</b>	186

K. Consider Approval of Atmos Energy and VOOKS Literacy Partnership Donation – <b>Finance Committee</b>	189
L. New Bids	
1. Contract #271-21 – Consider Approval of Purchase of Leased Warehouse Space – <b>Mark A. Booker</b>	196
2. Contract #180-21 – Consider Approval of Purchase of Visual and Performing Arts (VAPA) Apparel, Merchandise, Accessories and Services – <b>Joseph Figarelli</b>	200
3. Contract #102-21 – Consider Approval of Purchase of Office Supplies Catalog – <b>Finance Committee</b>	204
4. Contract #370-21 – Consider Approval of Purchase of Concessionaire Services (Curtis Culwell Center) – <b>Finance Committee</b>	208
5. Contract #160-21 – Consider Approval of Purchase of Single Sign-On (SSO) and Identity Lifecycle Management (ILM) Solution – <b>Finance Committee</b>	211
6. Contract #302-21-09 – Consider Approval of Purchase of Behavior Management Instructional Materials – <b>Finance Committee</b>	215
7. Contract #340-21 – Consider Approval of Purchase of Security Equipment Parts and Service – <b>Finance Committee</b>	218
8. Contract #341-21-01 – Consider Approval of Purchase of Translation and Interpretation Services – <b>Finance Committee</b>	221
9. Contract #362-21 – Consider Approval of Purchase of Bond Underwriting Services – <b>Finance Committee</b>	231
10. Contract #390-21-02 – Consider Approval of Purchase of Transportation Software – <b>Finance Committee</b>	237
11. Contract #390-21-03 – Consider Approval of Purchase of School Bus Purchase – <b>Finance Committee</b>	240
12. Contract #499-14-21 – Consider Approval of Contractor and Increase in Project Amount for Org #005 Lakeview Centennial High School HVAC Ductwork Replacement – <b>Finance/Facilities Committee</b>	243
13. Contract #206-21 – Consider Approval of Purchase of Indoor and Outdoor Flooring and Sports Surfaces Installation and Repair – <b>Finance Committee</b>	248
M. Renewal Bids	
1. Contract #186-17 – Consider Approval of Purchase of Full Service Custodial and Janitorial Services – <b>Finance Committee</b>	251
X. Executive Session: Executive session will be held for purposes permitted by Texas Open Meetings Act, Texas Government Code Section 551.001 et seq.	
A. Pursuant to Texas Government Code Section 551.071, private consultation with the Board’s attorney, in person or by phone, when the Board seeks the advice of its attorney about: 1) pending or contemplated litigation; 2) a settlement offer; or 3) on a matter in which the duty of the attorney to the	

governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.

B. Pursuant to Texas Government Code Section 551.074, deliberation regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee.

1. Consideration and deliberation regarding administrative recommendations with regard to professional and administrative contracts.

2. Consideration and deliberation regarding administrative recommendations with regard to professional employees, teachers and other contractual position contracts.

3. Consultation and deliberation regarding administrative recommendations including Director, Office of Innovation; Principal, Northlake Elementary School; Principal, Carver Elementary School; Principal, Golden Meadows Elementary School; and Principal, ICON Virtual School.

4. Consultation and deliberation regarding the selection of officers for the Board of Trustees.

XI. Reconvene from Executive Session for action relative to items considered during Executive Session

A. Consideration and possible action regarding administrative recommendations with regard to professional and administrative contracts.

B. Consideration and possible action regarding administrative recommendations with regard to professional employees, teachers and other contractual position contracts.

C. Consideration and possible action regarding administrative recommendations including Director, Office of Innovation; Principal, Northlake Elementary School; Principal, Carver Elementary School; Principal, Golden Meadows Elementary School; and Principal, ICON Virtual School.

D. Consideration and possible action regarding the election of Board Officers.

XII. Adjournment



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Sign Statement of Elected Officer

**Agenda Section:** Action Item

**Administrator Responsible:** Mechelle Hogan  
Board Service Manager

**Summary/Background Information:**

Garland Independent School District participated in the May 1, 2021 Joint General Election in accordance with Section 2.053(a) of the Texas Election Code. Daphne Stanley Place 4; Robert Selders Jr, Place 6; and Wesley Johnson, Place 7 were elected as trustees. They are required to sign a Statement of Elected Officer prior to taking the oath of office. The Statement of Elected Officer will be kept on file in the Administration offices.

**Administrative Recommendations:**

Administration recommends approval.

## Form 2201 - Statement of Officer (General Information)

The attached form is designed to meet minimal constitutional filing requirements pursuant to the relevant provisions. *This form and the information provided are not substitutes for the advice and services of an attorney.*

### **Execution and Delivery Instructions**

A Statement of Officer required to be filed with the Office of the Secretary of State is considered filed once it has been received by this office.

**Mail:** P.O. Box 12887, Austin, Texas 78711-2887.

**Overnight mail or hand deliveries:** James Earl Rudder Officer Building, 1019 Brazos, Austin, Texas 78701.

**Fax:** (512) 463-5569.

**Email:** Scanned copies of the executed Statement may be sent to [register@sos.texas.gov](mailto:register@sos.texas.gov)

*NOTE: The Statement of Officer form, commonly referred to as the “Anti-Bribery Statement,” must be executed and filed with the Office of the Secretary of State before taking the Oath of Office (Form 2204).*

### **Commentary**

Article XVI, section 1 of the Texas Constitution requires all elected or appointed state and local officers to take the official oath of office found in section 1(a) and to subscribe to the anti-bribery statement found in section 1(b) before entering upon the duties of their offices.

Elected and appointed state-level officers required to file the anti-bribery statement with the Office of the Secretary of State include members of the Legislature, the Secretary of State, and all other officers whose jurisdiction is coextensive with the boundaries of the state or who immediately belong to one of the three branches of state government. Questions about whether a particular officer is a state-level officer may be resolved by consulting relevant statutes, constitutional provisions, judicial decisions, and attorney general opinions. For more information, see Op. Tex. Att’y Gen. No. JC-0575 (2002) (determining the meaning of “state officer” as it is used in Article XVI).

Effective September 1, 2017, Senate Bill 1329, which was enacted by the 85<sup>th</sup> Legislature, Regular Session, amended chapter 602 of the Government Code to require the following judicial officers and judicial appointees to file their oath and statement of officer with the secretary of state:

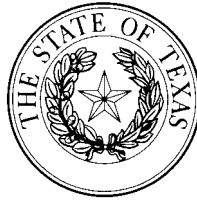
Officers appointed by the supreme court, the court of criminal appeals, or the State Bar of Texas; and  
Associate judges appointed under Subchapter B or C, Chapter 201, Family Code.

Local officers must retain the signed anti-bribery statement with the official records of the office. *As a general rule, city and county officials do not file their oath of office with the Secretary of State—these officials file at the local level. The Legislature amended the Texas Constitution, Article 16, Section 1, in November 2001 to no longer require local elected officials to file with our office. **The Office of the Secretary of State does NOT file Statements or Oaths from the following persons:*** Assistant District Attorneys; City Officials, including City Clerks, City Council Members, Municipal Judges, Justices of the Peace, and Police/Peace Officers; Zoning/Planning Commission Members; County Officials, including County Clerks, County Commissioners, County Judges (*except County Court of Law Judges who file with the Elections Division*), County Tax Assessors, and District Clerks; and Officials of Regional Entities, such as, Appraisal Review Districts, Emergency Service Districts, and School Districts (ISD’s).

**Questions about this form should be directed to the Government Filings Section at (512) 463-6334 or [register@sos.texas.gov](mailto:register@sos.texas.gov)**

Revised 09/2017

**Form #2201 Rev. 09/2017**  
**Submit to:**  
**SECRETARY OF STATE**  
**Government Filings**  
**Section P O Box 12887**  
**Austin, TX 78711-2887**  
**512-463-6334**  
**512-463-5569 - Fax**  
**Filing Fee: None**



**STATEMENT OF OFFICER**

**Statement**

I, \_\_\_\_\_, do solemnly swear (or affirm) that I have not directly or indirectly paid, offered, promised to pay, contributed, or promised to contribute any money or thing of value, or promised any public office or employment for the giving or withholding of a vote at the election at which I was elected or as a reward to secure my appointment or confirmation, whichever the case may be, so help me God.

Title of Position to Which Elected/Appointed: \_\_\_\_\_

**Execution**

Under penalties of perjury, I declare that I have read the foregoing statement and that the facts stated therein are true.

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

\_\_\_\_\_  
Signature of Officer

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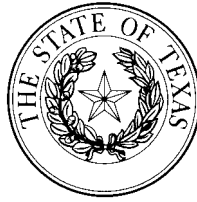
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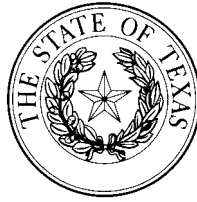
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Filing Fee: None



**STATEMENT OF OFFICER**

**Statement**

I, \_\_\_\_\_, do solemnly swear (or affirm) that I have not directly or indirectly paid, offered, promised to pay, contributed, or promised to contribute any money or thing of value, or promised any public office or employment for the giving or withholding of a vote at the election at which I was elected or as a reward to secure my appointment or confirmation, whichever the case may be, so help me God.

Title of Position to Which Elected/Appointed: \_\_\_\_\_

**Execution**

Under penalties of perjury, I declare that I have read the foregoing statement and that the facts stated therein are true.

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

\_\_\_\_\_  
Signature of Officer



**Garland Independent School District  
Board of Trustees**

<b>Date of Meeting:</b>	May 25, 2021
<b>Agenda Item:</b>	Administer Oath of Office to Newly Elected Trustees
<b>Agenda Section:</b>	Action Item
<b>Administrator Responsible:</b>	Mechelle Hogan Board Service Manager

**Summary/Background Information:**

Garland Independent School District participated in the May 1, 2021 Joint General Election in accordance with Section 2.053(a) of the Texas Election Code. Daphne Stanley, Place 4; Robert Selders Jr, Place 6; and Wesley Johnson, Place 7 were elected as trustees. After each elected Trustee signs the Statement of Officer, which will be kept on file in the Administration offices, they may take the Oath of Office. After taking the Oath of Office, newly sworn officers may assume the duties of their office.

**Administrative Recommendations:**

Administration recommends approval.

Submit to:  
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Government Filings Section  
P O Box 12887  
Austin, TX 78711-2887  
512-463-6334  
FAX 512-463-5569  
Filing Fee: None



OATH OF OFFICE

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF TEXAS,  
I, \_\_\_\_\_, do solemnly swear (or affirm), that I will faithfully  
execute the duties of the office of \_\_\_\_\_ of  
the State of Texas, and will to the best of my ability preserve, protect, and defend the Constitution and laws  
of the United States and of this State, so help me God.

\_\_\_\_\_  
Signature of Officer

Certification of Person Authorized to Administer Oath

State of \_\_\_\_\_

County of \_\_\_\_\_

Sworn to and subscribed before me on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

(Affix Notary Seal,  
only if oath  
administered by a  
notary.)

\_\_\_\_\_  
Signature of Notary Public or  
Signature of Other Person Authorized to Administer An  
Oath

\_\_\_\_\_  
Printed or Typed Name

Submit to:  
SECRETARY OF STATE  
Government Filings Section  
P O Box 12887  
Austin, TX 78711-2887  
512-463-6334  
FAX 512-463-5569  
Filing Fee: None



OATH OF OFFICE

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF TEXAS,  
I, \_\_\_\_\_, do solemnly swear (or affirm), that I will faithfully  
execute the duties of the office of \_\_\_\_\_ of  
the State of Texas, and will to the best of my ability preserve, protect, and defend the Constitution and laws  
of the United States and of this State, so help me God.

\_\_\_\_\_  
Signature of Officer

Certification of Person Authorized to Administer Oath

State of \_\_\_\_\_

County of \_\_\_\_\_

Sworn to and subscribed before me on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

(Affix Notary Seal,  
only if oath  
administered by a  
notary.)

\_\_\_\_\_  
Signature of Notary Public or  
Signature of Other Person Authorized to Administer An  
Oath

\_\_\_\_\_  
Printed or Typed Name

Submit to:  
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OATH OF OFFICE

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF TEXAS,  
I, \_\_\_\_\_, do solemnly swear (or affirm), that I will faithfully  
execute the duties of the office of \_\_\_\_\_ of  
the State of Texas, and will to the best of my ability preserve, protect, and defend the Constitution and laws  
of the United States and of this State, so help me God.

\_\_\_\_\_  
Signature of Officer

Certification of Person Authorized to Administer Oath

State of \_\_\_\_\_

County of \_\_\_\_\_

Sworn to and subscribed before me on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

(Affix Notary Seal,  
only if oath  
administered by a  
notary.)

\_\_\_\_\_  
Signature of Notary Public or  
Signature of Other Person Authorized to Administer An  
Oath

\_\_\_\_\_  
Printed or Typed Name



## Garland Independent School District Board of Trustees

<b>Date of Meeting:</b>	May 25,2021
<b>Agenda Item:</b>	Evidence of Excellence Award
<b>Agenda Section:</b>	Information Items
<b>Administrator Responsible:</b>	Nwakaego Oriji Counselor Facilitator
<b>Board Goal Objective:</b>	Superintendent Goal #4 & #6

### **Superintendent Goal #4 – Educational Leadership**

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

### **Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

### **Summary/Background Information:**

The GISD Social and Emotional Learning update and School of Excellence presentation will include updates regarding the state of SEL in GISD and campus SEL celebrations. SEL is an important part of well-rounded student instruction. These skills help students academically, emotionally and socially.

Social and Emotional Learning in GISD has had great success and growth that have strengthened our SEL implementation districtwide. The Guidance and Counseling Department is honored to award Gold, Silver and Bronze distinctions to campuses who submitted applications for the GISD SEL School of Excellence Award. The winning campuses are in attendance tonight.

### **Administrative Recommendations:**

Provided for your information only.



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021  
**Agenda Item:** Going the Extra Mile (GEM) Recognition  
**Agenda Section:** Information Item  
**Administrator Responsible:** Sherese Lightfoot, Executive Director of Communications and Public Relations

**Board Goal Objective:**

**OBJECTIVE A: EARLY LITERACY (Reading)**

Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

**OBJECTIVE B: EARLY LITERACY (Writing)**

Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Writing.

**OBJECTIVE C: ENGLISH LANGUAGE ACQUISITION**

Percent of ELL students demonstrating English language acquisition, as measured by yearly progress indicator on the Texas English Language Proficiency Assessment System (TELPAS).

**OBJECTIVE D: SCIENTIFIC UNDERSTANDING**

Percent of students in grade 8 demonstrating scientific understanding as measured by Meets Grade Level performance on STAAR Science.

**OBJECTIVE E: MATHEMATICAL PROFICIENCY**

Percent of students demonstrating mathematical proficiency as measured by Meets Grade Level performance by the end of grade 9 on STAAR Algebra I EOC.

**OBJECTIVE I: GRADUATION OUTCOMES**

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

**Superintendent's Goal:**

**Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

**Summary/Background Information:** The Going the Extra Mile (GEM) recognition is a district acknowledgement of those outstanding Garland ISD employees who display superior commitment, innovation, leadership, work ethic, accomplishments and/or initiative.

Garland ISD GEM (Going the Extra Mile) Recognition is open to any GISD employee, and anyone can nominate an employee as a GEM. Those selected are notified and recognized at a GISD Board of Trustees meeting once a month.

Dominique McDonald, Gracie Rodriguez, and Gay Wilburn were selected as Garland ISD Campus and Division Paraprofessionals of the Year. These phenomenal educators support campus initiatives, student growth, and their commitment and dedication are unmatched. We salute their efforts for going above and beyond every day to meet the needs of our students.

**Administrative Recommendation:**

Provided for your consideration.



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021  
**Agenda Item:** Going the Extra Mile (GEM) Recognition  
**Agenda Section:** Information Item  
**Administrator Responsible:** Sherese Lightfoot, Executive Director of Communications and Public Relations

**Board Goal Objective:**

**OBJECTIVE A: EARLY LITERACY (Reading)**

Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

**OBJECTIVE B: EARLY LITERACY (Writing)**

Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Writing.

**OBJECTIVE C: ENGLISH LANGUAGE ACQUISITION**

Percent of ELL students demonstrating English language acquisition, as measured by yearly progress indicator on the Texas English Language Proficiency Assessment System (TELPAS).

**OBJECTIVE D: SCIENTIFIC UNDERSTANDING**

Percent of students in grade 8 demonstrating scientific understanding as measured by Meets Grade Level performance on STAAR Science.

**OBJECTIVE E: MATHEMATICAL PROFICIENCY**

Percent of students demonstrating mathematical proficiency as measured by Meets Grade Level performance by the end of grade 9 on STAAR Algebra I EOC.

**OBJECTIVE I: GRADUATION OUTCOMES**

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

**Superintendent's Goal:**

**Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

**Summary/Background Information:** The Going the Extra Mile (GEM) recognition is a district acknowledgement of those outstanding Garland ISD employees who display superior commitment, innovation, leadership, work ethic, accomplishments and/or initiative.

Garland ISD GEM (Going the Extra Mile) Recognition is open to any GISD employee, and anyone can nominate an employee as a GEM. Those selected are notified and recognized at a GISD Board of Trustees meeting once a month.

Carrie Fisher and Samantha Jackson were selected as Garland ISD District Elementary and Secondary Teacher of the Year. These phenomenal educators have a passion for teaching our future leaders of tomorrow, and their commitment and dedication are unmatched. We salute their efforts for going above and beyond every day to meet the needs of our students.

**Administrative Recommendation:**

Provided for your consideration.



## Garland Independent School District Board of Trustees

<b>Date of Meeting:</b>	May 25, 2021
<b>Agenda Item:</b>	Texas Instruments Foundation Innovation in STEM Teaching Award Winners
<b>Agenda Section:</b>	Information Items
<b>Administrator Responsible:</b>	Lisa Cox, GISD Education Foundation President & District Corporate Initiatives Liason
<b>Board Goal Objective:</b>	Superintendent Goal #4 & #6

### **Superintendent Goal #4 – Educational Leadership**

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

### **Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

### **Summary/Background Information:**

Partnering with the Texas Instruments Foundation, the Garland ISD Education Foundation recently named its seventh-annual TI Foundation Innovations in STEM Teaching Award winners. Emily Gathman from Bussey Middle School, Richard Lines from Garland High School and Gwen Thomas from Jackson Technology Center for Math & Science will be recognized and presented \$10,000 in grant money.

### **Administrative Recommendations:**

Provided for your information only.



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Introduction of District Administrator

**Agenda Section:** Information Item

**Administrator Responsible:** Dr. Gradyne E. Brown  
Assistant Superintendent, Human Resources

**Summary/Background Information:**

The Human Resources Department will be introducing the following new Garland ISD administrator to the Board of Trustees and to the community.

Boys Athletic Coordinator Head Foot Ball Coach, Rowlett High School—Derek Alford

**Administrative Recommendations:**

Provided for your information.



## Garland Independent School District Board of Trustees

**Date of Meeting:** May 25, 2021

**Agenda Item:** Receive 87<sup>th</sup> Legislative Update

**Agenda Section:** Information Item

**Administrator Responsible:** Dr. Brent Ringo  
Chief Financial Officer

Ms. Brandy Mayo  
Executive Director of Budget

### **Board Goal Objective:**

Not Applicable.

### **Superintendent's Goal:**

#### **Superintendent Goal #1 – Student Results**

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

#### **Superintendent Goal #3 – Board Relations**

The superintendent maintains a positive and productive working relationship with the board of trustees and the community.

#### **Superintendent Goal #4 – Educational Leadership**

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

#### **Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

#### **Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

### **Summary/Background Information:**

Dr. Ringo and Ms. Mayo will provide a brief summary of the 87<sup>th</sup> Legislative Session.

This agenda item was approved to be added to the Board of Trustees meeting agenda on May 11, 2021 by the Finance Committee Board members.

### **Administrative Recommendations:**

Provided for your information.



## Garland Independent School District Board of Trustees

**Date of Meeting:** May 25, 2021

**Agenda Item:** Review Third Quarter Investment Report

**Agenda Section:** Information Item

**Administrator Responsible:** Dr. Brent Ringo  
Chief Financial Officer

Ms. Rhonda Rountree  
Cash Manager

**Board Goal Objective:**

Not Applicable

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Shown is the third quarter investment report for the time period of January 1, 2021 through March 31, 2021, presented to the Finance Committee for review on May 11, 2021.

**Administrative Recommendations:**

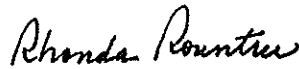
Provided for your information.

**Garland Independent School District  
Third Quarter Investment Report  
January 1 – March 31, 2021**

**Pursuant to the requirements of Texas Government Code §2256.023, the attached Quarterly Investment Report is presented for the Board's review. The attached report details the investment position on March 31, 2021. The investments made during the time period this report covers were in compliance with the District's written investment policy and strategies and their relevant provisions.**

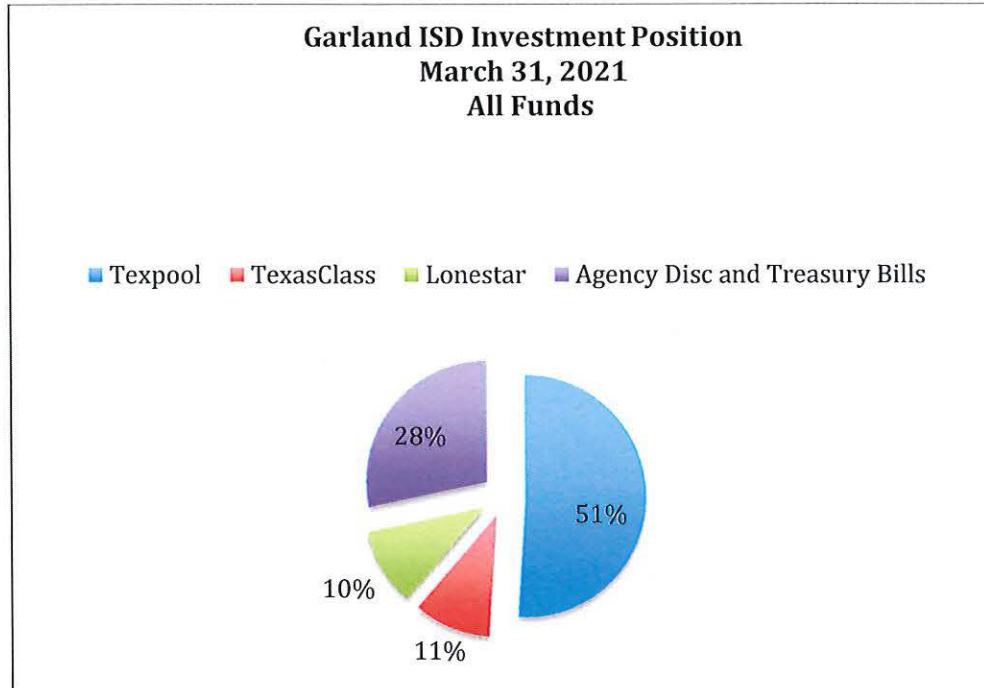


**Brent Ringo  
Chief Financial Officer**



**Rhonda Rountree, CTP  
Cash Manager**

# Garland Independent School District Third Quarter Investment Report January 1 – March 31, 2021



On March 31, 2021, Garland ISD held all invested assets in Texpool, Lone Star and Texas CLASS investment pools, agency securities and Treasury Bills, as permitted by Government Code §2256.016.

The Pools invest in similar assets with each pool using a different mix of authorized investments.

As part of a continuing effort to have administration keep the board abreast of the district's investment activities, the respective pools' list of authorized investments—that is, in what the district is invested—are attached to give the board a better understanding of the underlying investments being made on behalf of the district's as funds are deposited with each pool. As each pool amends their authorized investment mix, the new list will be provided to the board.

## **Lone Star- Government Overnight Fund**

(Retrieved from <https://www.firstpublic.com/lone-star-investment-pool/fund-options/government-overnight.aspx>)

### **AUTHORIZED INVESTMENTS**

Though the Pool may invest in all securities authorized under the Investment Act, it is the Board's policy that only the following of such authorized investments will be eligible as Government Overnight Fund investments:

- Obligations of the United States or its agencies and instrumentalities
- Other obligations, the principal and interest of which are unconditionally guaranteed or insured by, or backed by the full faith and credit of, the United States or its agencies and instrumentalities
- Fully collateralized repurchase agreements that meet the following criteria: (1) have a defined termination date; (2) are secured by obligations of the United States or its agencies and instrumentalities; (3) require the securities being purchased by the Government Overnight Fund to be pledged to the Government Overnight Fund, held in the Government Overnight Fund's name, and deposited at the time the investment is made with the Government Overnight Fund or with a third party selected and approved by the Government Overnight Fund; and (4) are placed through a primary government securities dealer, as defined by the Federal Reserve, or a financial institution doing business in this state. The market value of repurchase agreement collateral is required to initially be 102 percent of the principal amount of such repurchase agreement. Thereafter, the market value of such collateral will be determined (marked-to-market) daily and reset to 102 percent of the principal amount if the market value of the collateral falls below 100 percent.
- The Government Overnight Fund may lend up to 25 percent of its securities pursuant to a reverse repurchase agreement authorized under the Investment Act. Any funds obtained pursuant to a reverse repurchase agreement must be invested in authorized Government Overnight Fund investments and match the term of the reverse repurchase agreement. The term of any reverse repurchase agreement may not exceed 90 days.
- No-load money market mutual funds regulated by the Securities and Exchange Commission (SEC) that invest exclusively in authorized Government Overnight Fund investments, provided the Government Overnight Fund shall not invest its funds in any one money market mutual fund in an amount that exceeds (i) 25 percent of the Government Overnight Fund's total assets or (ii) 10 percent of the total assets of such money market mutual fund.

**TEXPOOL  
INVESTMENT POLICY  
Texas Local Government  
Investment Pool**

Revised August 2020 (retrived from <https://www.texpool.com/texPool/pools/investment-pools/texpool.do>)

## **AUTHORIZED INVESTMENTS**

The Act governs the investment of TexPool. The Act sets out a number of authorized investments. TexPool funds may be invested only in the following authorized investments:

### **A. GOVERNMENT SECURITIES (section 2256.009(a)(1) of the Act)**

#### **1. Statutory Requirements**

Obligations of the United States, its agencies, or instrumentalities, including the Federal Home Loan Banks, and **EXCLUDING** the following:

- Obligations whose payment represents the coupon payments on the outstanding principal balance of the underlying mortgage-backed security collateral and pays no principal;
- Obligations whose payment represents the principal stream of cash flow from the underlying mortgage-backed security collateral and bears no interest;
- Collateralized mortgage obligations that have a stated final maturity date of greater than 10 years; and
- Collateralized mortgage obligations the interest rate of which is determined by an index that adjusts opposite to the changes in a market index.

#### **2. Policy Guidelines**

##### **Portfolio Composition:**

Up to 100% of TexPool assets may be invested in government obligations of the United States, its agencies, or instrumentalities. However, no more than 60% of the portfolio may be invested in variable rate notes.

##### **Maturity Limits:**

The maximum final stated maturity of a security may not exceed 397 days, other than for floating or variable rate government obligations of the United States, its agencies, or instrumentalities.

### **B. REPURCHASE AGREEMENTS (section 2256.011 of the Act)**

#### **1. Statutory Requirements**

Fully collateralized repurchase agreements or reverse repurchase agreements (i) with defined termination dates, (ii) secured by obligations of the United States, its agencies, or its instrumentalities, including certain mortgage-backed securities, (iii) that require purchased securities to be pledged to the investing entity, in the entity's name, and deposited at the time of investment with the investing entity or a third party, and (iv) that are placed through primary government securities dealers, as defined by the Federal Reserve, or a financial institution doing business in the State of Texas.

The term of a reverse repurchase agreement may not exceed 90 days after the date of delivery. Money received under a reverse repurchase agreement may be used to acquire additional authorized investments provided such investments mature not later than the expiration date stated in the reverse repurchase agreement.

## **2. Policy Guidelines**

### **a. Repurchase Agreements**

#### **Portfolio Composition:**

Direct Repurchase Agreements: Up to 100% of TexPool assets may be invested in repurchase agreements.

Term Repurchase Agreements: A term repurchase agreement refers to any repurchase agreement with more than 7 calendar days remaining to maturity or more than 7 calendar days to the next put option that allows TexPool to liquidate the position at par (principal plus accrued interest.)

#### **Maturity Limits:**

The maximum final maturity on repurchase agreements may not exceed 365 days. For purposes of calculating the weighted average maturity of the portfolio, the maturity date of a term repurchase agreement will be equal to the put option notice period.

#### **Margin Requirement:**

Collateral must be equal to at least 102% of the total market value of the repurchase agreement, including accrued interest.

### **b. Reverse Repurchase Agreements**

#### **Portfolio Composition:**

TexPool may enter into reverse repurchase agreements for up to one third (1/3) of the value of TexPool assets.

### **c. Repurchase Agreements and Reverse Repurchase Agreements**

#### **Documentation:**

All repurchase transactions are governed by a Bond Market Association (BMA) or Securities Industry and Financial Markets Association (SIFMA) approved Master Repurchase Agreement and Master Reverse Repurchase Agreement.

#### **Custody:**

If collateral is to be held by a third party, the third party must have been previously approved by the Trust Company or the Investment Manager.

## **C. MONEY MARKET MUTUAL FUNDS (section 2256.014 of the Act)**

### **1. Statutory and Other Requirements**

No-load money market mutual fund that (i) is registered with and regulated by the Securities and Exchange Commission, (ii) provides a prospectus and other information required by the Securities Exchange Act of 1934 or the Investment Company Act of 1940, (iii) complies with federal Securities and Exchange

Commission rule 2a-7, as promulgated under the Investment Company Act of 1940, (iv) is a permissible investment, and (v) includes in its investment objectives the maintenance of a stable net asset value of \$1.00 for each share.

## **2. Policy Guidelines**

### **Portfolio Composition:**

TexPool assets may be invested in approved money market mutual funds. The Investment Manager may utilize affiliated money market funds for this purpose provided the Investment Manager waives its management fee equal to the relevant affiliated fund's net management fee, and provides an annual accounting of such waivers to the Trust Company.

### **Concentration Limits:**

No more than 10% of the TexPool assets may be invested in a single money market fund.

### **Rating:**

The money market mutual fund must be rated AAA or its equivalent by at least one NRSRO.

## **D. SECURITIES LENDING (section 2256.0115 of the Act)**

### **1. Statutory Requirements**

TexPool may engage in a securities lending program that complies with the following:

- a. the value of the securities loaned, including accrued interest, must be fully collateralized by:
  - (i) government securities,
  - (ii) irrevocable letters of credit issued by a bank organized under U.S. or state law and continuously rated at least A or its equivalent by at least one NRSRO, or
  - (iii) cash invested in government securities, commercial paper, mutual funds, or investment pools authorized by the Act;
- b. the loan must be terminable at any time;
- c. the loan terms must require that the collateral be pledged to the investing entity, held in its name, and deposited with the investing entity or a third party selected and approved by the investing entity;
- d. the loan must be placed through primary dealers or financial institutions doing business in the state; and
- e. the loan agreement must have a term of one year or less.

## 2. Policy Guidelines

Cash received under securities lending agreements must be used to acquire obligations authorized under this investment policy, provided that the average life of the obligations cannot exceed the average life of the securities lending agreements.

### Texas CLASS Investment Policy

<https://www.texasclass.com/wp-content/uploads/2019/07/Texas-CLASS-Investment-Policies-Effective-04.08.2019.pdf>

#### Section 6.01. Authorized Investments – Texas CLASS.

Unless specifically prohibited by law or elsewhere by this Policy, monies of Texas CLASS may be invested and reinvested only in investments authorized by Chapter 2256, Texas Government Code, as amended, including the following types of investments:

1. Obligations, including letters of credit, of the United States or its agencies and instrumentalities, including Federal Home Loan Banks, with a maximum maturity of 397 days, except that certain permitted variable rate securities may be purchased with final maturities greater than 397 days, as described in Paragraph 12 (d) below.
2. Direct obligations of the State of Texas or its agencies and instrumentalities;
3. Other obligations, the principal and interest of which are unconditionally guaranteed or insured by or backed by the full faith and credit of the State of Texas or the United States or their respective agencies and instrumentalities, including obligations that are fully guaranteed or insured by the Federal Deposit Insurance Corporation or by the explicit full faith and credit of the United States;
4. Obligations of states, agencies, counties, cities, and other political subdivisions of any state rated as to investment quality by a nationally recognized investment rating firm not less than A or its equivalent;
5. Certificates of deposit or share certificates if the certificate is issued by a depository institution that has its main office or a branch office in this state and is:
  - (1) guaranteed or insured by the Federal Deposit Insurance Corporation or its successor or the National Credit Union Share Insurance Fund or its successor;
  - (2) secured by obligations that are described by Section 2256.009(a) of Chapter 2256, Texas Government Code as amended, including mortgage backed securities directly issued by a federal agency or instrumentality that have a market value of not less than the principal amount of the certificates, but excluding those mortgage backed securities of the nature described by Section 2256.009(b), Texas Government Code, as amended; or (3) secured in any other manner and amount provided by law for deposits of the investing entity. In addition, an investment in certificates of deposit is authorized if (1) the funds are invested by an investing entity through (A) a broker that has its main office or a

branch office in Texas and is selected from a list adopted by the investing entity, or (B) a depository institution that has its main office or a branch office in Texas and that is selected by the investing entity, (2) the broker or depository institution selected by the investing entity under (1) above arranges for the deposit of the funds in certificates of deposit in one or more federally insured depository institutions, wherever located, for the account of the investing entity, (3) the full amount of the principal and accrued interest of each of the certificates of deposit is insured by the United States or an instrumentality of the United States, and (4) the investing entity appoints the depository institution selected by the investing entity under (1) above, an entity described by Section 2257.041(d) or a clearing broker-dealer registered with the Securities and Exchange Commission and operating pursuant to Securities and Exchange Commission Rules 15c3-3 (17 C.F.R. Section 240.15c3-3) as custodian for the investing entity with respect to the certificates of deposit issued for the account of the investing entity.

6. Repurchase agreements that comply with the Investment Act. No more than 25% of the portfolio of Texas CLASS shall be invested in term repurchase agreements and no more than 5% of the portfolio of Texas CLASS may be invested in term repurchase agreements with maturities exceeding 90 days. Repurchase agreements shall be 102% collateralized by obligations of the United States Treasury or its agencies and instrumentalities in accordance with the provisions of the Public Securities Association Master Agreement on file with the Program Administrator pertaining to repurchase agreement operating procedures.
7. A securities lending program where:
  - 1) the value of securities loaned under the program is not less than 100 percent collateralized, including accrued income;
  - 2) a loan made under the program allows for termination at any time;
  - 3) a loan made under the program is secured by: (A) pledged securities described subsection(I) below; (B) pledged irrevocable letters of credit issued by a bank that is: (i) organized and existing under the laws of the United States or any other state; and (ii) continuously rated by at least one nationally recognized investment rating firm at not less than A or its equivalent; or (C) cash invested in:
    - (I) obligations, including letters of credit, of the United States or its agencies and instrumentalities; (2) direct obligations of this state or its agencies and instrumentalities; (3) collateralized mortgage obligations directly issued by a federal agency or instrumentality of the United States, the underlying security for which is guaranteed by an agency or instrumentality of the United States; (4) other obligations, the principal and interest of which are unconditionally guaranteed or insured by, or backed by the full faith and credit of, this state or the United States or their respective agencies and instrumentalities; (5) obligations of states, agencies, counties, cities, and other political subdivisions of any state rated as to investment quality by a nationally recognized investment rating firm not less than A or its equivalent; and (6) bonds issued, assumed, or guaranteed by the State of Israel.

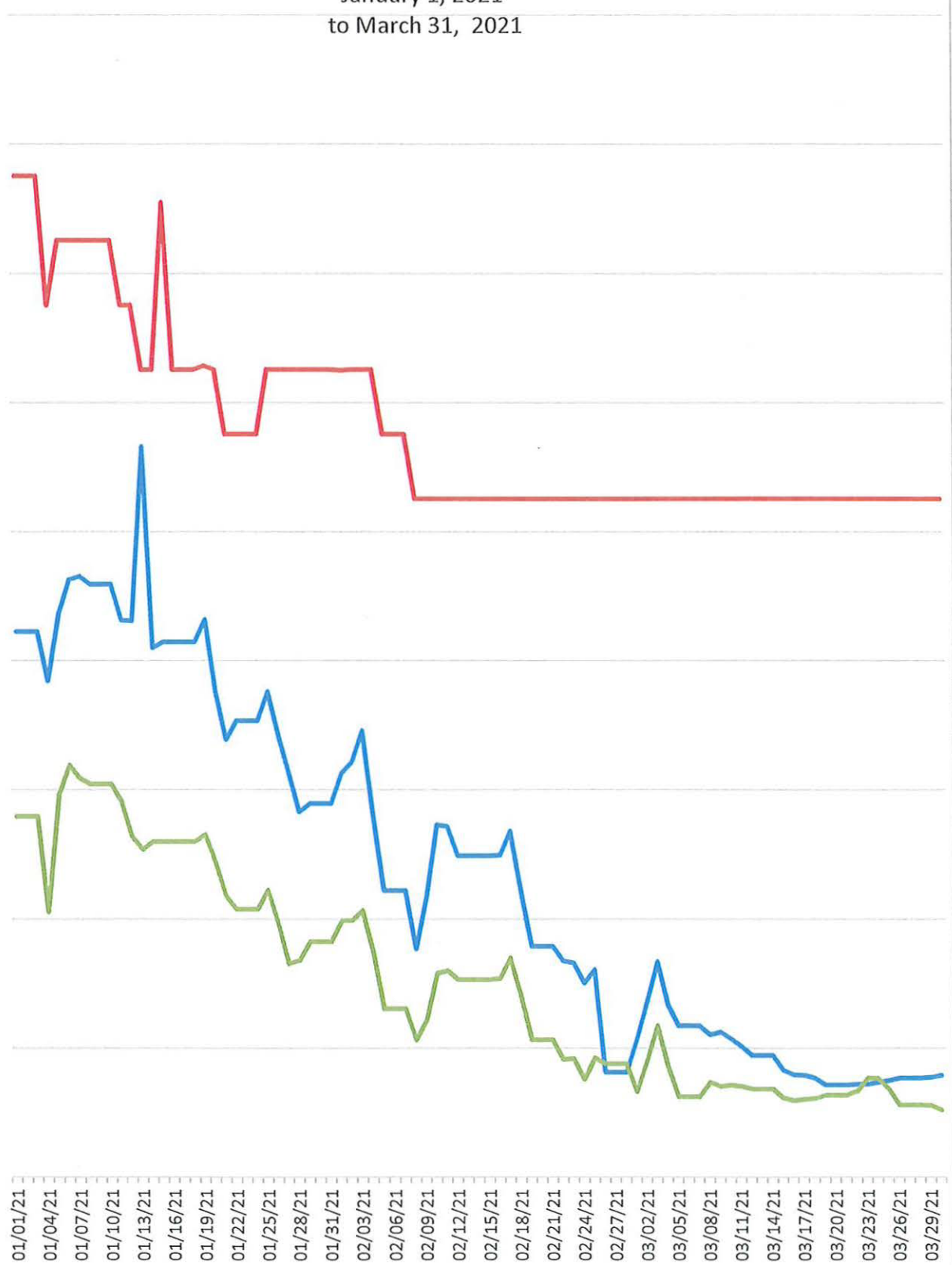
- (II) Commercial Paper pursuant to Number Nine below.
  - (III) Mutual Funds pursuant to Number 10 below; or
  - (IV) Investment Pools
- 4) the terms of a loan made under the program must require that the securities being held as collateral be: (A) pledged to the investing entity; (B) held in the investing entity's name; and (C) deposited at the time the investment is made with the entity or with a third party selected by or approved by the investing entity;
  - 5) a loan made under the program must be placed through: (A) a primary government securities dealer, as defined by 5 C.F.R. Section 6801.102(f), as that regulation existed on September 1, 2003; or (B) a financial institution doing business in Texas; and
  - 6) an agreement to lend securities must have a term of one year or less.
8. Bankers' acceptances that comply with the Investment Act;
  9. Commercial paper that complies with the Investment Act; provided that no more than 25% of the assets of Texas CLASS shall be invested in commercial paper of any one industry, except that the 25% limitation shall not apply to commercial paper of banking and financial institutions.
  10. No-load money market mutual funds that comply with the Investment Act;
  11. Guaranteed investment contracts that comply with the Investment Act;
  12. The following other requirements shall also be met: a. No investments shall be made in securities denominated in a currency other than dollars of the United States of America. b. The weighted average maturity of the fund will not exceed the lesser of the triple-A guidelines of a nationally recognized rating agency, or 90 days. c. Securities with capped coupons are not permitted. d. Variable rate instruments issued by United States agencies or instrumentalities with final maturities of greater than 397 days are allowed if the rate resets at least annually and is calculated with reference to a single, established money market index and the instrument can reasonably be expected to reset to or maintain its par value at all reset dates.
  13. Bonds issued, assumed or guaranteed by the State of Israel that are also backed by the full faith and credit of the United States of America.

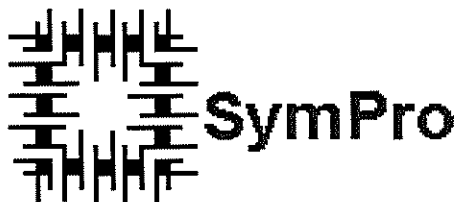
Daily Pool Rates  
 January 1, 2021  
 to March 31, 2021

0.1800%  
 0.1600%  
 0.1400%  
 0.1200%  
 0.1000%  
 0.0800%  
 0.0600%  
 0.0400%  
 0.0200%  
 0.0000%

01/01/21 01/04/21 01/07/21 01/10/21 01/13/21 01/16/21 01/19/21 01/22/21 01/25/21 01/28/21 01/31/21 02/03/21 02/06/21 02/09/21 02/12/21 02/15/21 02/18/21 02/21/21 02/24/21 02/27/21 03/02/21 03/05/21 03/08/21 03/11/21 03/14/21 03/17/21 03/20/21 03/23/21 03/26/21 03/29/21

— Texpool — Texas Class — Lone Star





**Garland I.S.D.  
Portfolio Management  
Portfolio Summary  
March 31, 2021**

Garland ISD  
501 Jupiter  
Garland, TX 75042  
(972)487-3113

Investments	Par Value	Market Value	Book Value	% of Portfolio	Term	Days to Maturity	YTM 365 Equiv.
Public Funds Investment Pools	316,264,400.84	316,264,400.84	316,264,400.84	71.68	1	1	0.030
Federal Agency Discount	125,000,000.00	124,983,355.36	124,972,658.41	28.32	157	132	0.045
<b>Investments</b>	<b>441,264,400.84</b>	<b>441,247,756.20</b>	<b>441,237,059.25</b>	<b>100.00%</b>	<b>45</b>	<b>38</b>	<b>0.035</b>

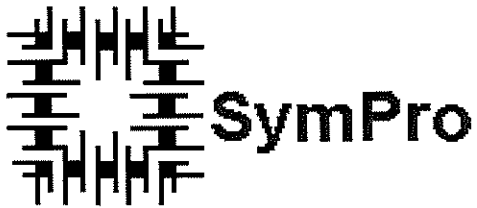
Total Earnings	March 31	Month Ending
Current Year		25,091.29
Average Daily Balance		452,748,643.85
Effective Rate of Return		0.07%

I certify that the investments are correct.

*Rhonda Rountree*

*4/16/21*

Rhonda Rountree, Cash Manager



**Garland I.S.D.  
Texas Compliance Details  
Sorted by Fund  
March 31, 2021**

Garland ISD  
501 Jupiter  
Garland, TX 75042  
(972)487-3113

CUSIP	Investment #	Fund	Issuer	Investment Class	Par Value	Maturity Date	Call Date	Current Rate	Market Price	Market Date	Market Value	Book Value
<b>Fund: General Fund</b>												
575100003	10039	199	Texpool	Amort	168,219,463.32			0.019			168,219,463.32	168,219,463.32
SYS10163	10163	199	Lone Star	Amort	45,507,403.82			0.014			45,507,403.82	45,507,403.82
SYS10290	10290	199	TexasClass	Amort	45,616,761.97			0.105			45,616,761.97	45,616,761.97
313385FV3	10413	199	Federal Home Loan Bank	Amort	13,000,000.00	05/20/2021		0.030	99.998	03/31/2021	12,999,823.07	12,999,220.00
313385GD2	10412	199	Federal Home Loan Bank	Amort	12,000,000.00	05/28/2021		0.035	99.998	03/31/2021	11,999,810.04	11,999,020.00
313385GJ9	10415	199	Federal Home Loan Bank	Amort	25,000,000.00	06/02/2021		0.035	99.996	03/31/2021	24,999,139.00	24,997,836.81
912796H85	10411	199	U.S. Treasury	Amort	25,000,000.00	07/06/2021		0.040	99.996	03/31/2021	24,999,125.00	24,996,694.45
313385KW5	10414	199	Federal Home Loan Bank	Amort	25,000,000.00	08/25/2021		0.050	99.987	03/31/2021	24,996,958.25	24,993,993.06
912796C31	10416	199	U.S. Treasury	Amort	6,000,000.00	01/27/2022		0.063	99.954	03/31/2021	5,997,240.00	5,996,614.58
<b>Subtotal</b>					<b>365,343,629.11</b>						<b>365,335,724.47</b>	<b>365,327,008.01</b>
<b>Fund: Food Services</b>												
575100013	10051	240	Texpool	Amort	18,176,186.87			0.019			18,176,186.87	18,176,186.87
<b>Subtotal</b>					<b>18,176,186.87</b>						<b>18,176,186.87</b>	<b>18,176,186.87</b>
<b>Fund: Activity</b>												
575100012	10049	461	Texpool	Amort	6,923,609.03			0.019			6,923,609.03	6,923,609.03
<b>Subtotal</b>					<b>6,923,609.03</b>						<b>6,923,609.03</b>	<b>6,923,609.03</b>
<b>Fund: Debt Service</b>												
575100004	10040	599	Texpool	Amort	411,124.77			0.019			411,124.77	411,124.77
912796C31	10417	599	U.S. Treasury	Fair	19,000,000.00	01/27/2022		0.063	99.954	03/31/2021	18,991,260.00	18,989,279.51
<b>Subtotal</b>					<b>19,411,124.77</b>						<b>19,402,384.77</b>	<b>19,400,404.28</b>
<b>Fund: Capital Projects 201</b>												
SYS10361	10361	681	Texpool	Amort	31,409,851.06			0.019			31,409,851.06	31,409,851.06
<b>Subtotal</b>					<b>31,409,851.06</b>						<b>31,409,851.06</b>	<b>31,409,851.06</b>
<b>Total</b>					<b>441,264,400.84</b>						<b>441,247,756.20</b>	<b>441,237,059.25</b>

**Garland I.S.D.**  
**Portfolio Management**  
**Portfolio Details - Investments**  
**March 31, 2021**

CUSIP	Investment #	Issuer	Average Balance	Purchase Date	Par Value	Market Value	Book Value	Stated Rate	YTM 365	Term	Days to Maturity	Maturity Date
<b>Public Funds Investment Pools</b>												
SYS10163	10163	Lone Star		01/16/2007	45,507,403.82	45,507,403.82	45,507,403.82	0.014	0.014	1	1	
SYS10306	10306	Lone Star		08/04/2015	0.00	0.00	0.00	2.221	2.221	1	1	
575100002	10038	Texpool		09/01/2005	0.00	0.00	0.00	4.556	4.556	1	1	
575100003	10039	Texpool		09/01/2005	168,219,463.32	168,219,463.32	168,219,463.32	0.019	0.019	1	1	
575100004	10040	Texpool		09/01/2005	411,124.77	411,124.77	411,124.77	0.019	0.019	1	1	
575100005	10046	Texpool		09/01/2005	0.00	0.00	0.00	0.769	0.769	1	1	
575100010	10047	Texpool		09/01/2005	0.00	0.00	0.00	2.268	2.268	1	1	
575100011	10048	Texpool		09/01/2005	0.00	0.00	0.00	2.268	2.268	1	1	
575100012	10049	Texpool		09/01/2005	6,923,609.03	6,923,609.03	6,923,609.03	0.019	0.019	1	1	
575100013	10051	Texpool		09/01/2005	18,176,186.87	18,176,186.87	18,176,186.87	0.019	0.019	1	1	
575100017	10052	Texpool		09/01/2005	0.00	0.00	0.00	0.338	0.338	1	1	
575100019	10053	Texpool		09/01/2005	0.00	0.00	0.00	0.338	0.338	1	1	
575100020	10054	Texpool		09/01/2005	0.00	0.00	0.00	0.338	0.338	1	1	
575100021	10055	Texpool		09/01/2005	0.00	0.00	0.00	0.129	0.129	1	1	
SYS10059	10059	Texpool		09/01/2005	0.00	0.00	0.00	0.134	0.134	1	1	
SYS10243	10243	Texpool		11/25/2008	0.00	0.00	0.00	0.712	0.712	1	1	
SYS10244	10244	Texpool		11/25/2008	0.00	0.00	0.00	0.712	0.712	1	1	
SYS10245	10245	Texpool		11/25/2008	0.00	0.00	0.00	0.712	0.712	1	1	
SYS10246	10246	Texpool		07/21/2009	0.00	0.00	0.00	0.712	0.712	1	1	
SYS10247	10247	Texpool		07/21/2009	0.00	0.00	0.00	0.157	0.157	1	1	
SYS10264	10264	Texpool		07/28/2011	0.00	0.00	0.00	0.712	0.712	1	1	
SYS10269	10269	Texpool		06/05/2012	0.00	0.00	0.00	0.024	0.024	1	1	
SYS10278	10278	Texpool		04/01/2014	0.00	0.00	0.00	0.712	0.712	1	1	
SYS10279	10279	Texpool		04/01/2014	0.00	0.00	0.00	0.712	0.712	1	1	
SYS10280	10280	Texpool		04/01/2014	0.00	0.00	0.00	1.929	1.929	1	1	
SYS10304	10304	Texpool		06/18/2015	0.00	0.00	0.00	1.811	1.811	1	1	
SYS10331	10331	Texpool		11/03/2016	0.00	0.00	0.00	2.191	2.191	1	1	
SYS10361	10361	Texpool		07/24/2018	31,409,851.06	31,409,851.06	31,409,851.06	0.019	0.019	1	1	
SYS10290	10290	TexasClass		09/23/2014	45,616,761.97	45,616,761.97	45,616,761.97	0.105	0.105	1	1	
SYS10305	10305	TexasClass		06/23/2015	0.00	0.00	0.00	2.250	2.250	1	1	
SYS10330	10330	TexasClass		12/01/2016	0.00	0.00	0.00	2.310	2.310	1	1	
<b>Subtotal and Average</b>			<b>331,070,061.20</b>		<b>316,264,400.84</b>	<b>316,264,400.84</b>	<b>316,264,400.84</b>	<b>0.030</b>		<b>1</b>	<b>1</b>	
<b>Federal Agency Discount</b>												
313385GD2	10412	Federal Home Loan Bank		03/05/2021	12,000,000.00	11,999,810.04	11,999,020.00	0.035	0.036	84	57	05/28/2021
313385FV3	10413	Federal Home Loan Bank		03/09/2021	13,000,000.00	12,999,823.07	12,999,220.00	0.030	0.031	72	49	05/20/2021

**Garland I.S.D.  
Portfolio Management  
Portfolio Details - Investments  
March 31, 2021**

CUSIP	Investment #	Issuer	Average Balance	Purchase Date	Par Value	Market Value	Book Value	Stated Rate	YTM 365	Term	Days to Maturity	Maturity Date
<b>Federal Agency Discount</b>												
313385KW5	10414	Federal Home Loan Bank		03/05/2021	25,000,000.00	24,996,958.25	24,993,993.06	0.050	0.051	173	146	08/25/2021
313385GJ9	10415	Federal Home Loan Bank		03/05/2021	25,000,000.00	24,999,139.00	24,997,836.81	0.035	0.036	89	62	06/02/2021
912796H85	10411	U.S. Treasury		03/09/2021	25,000,000.00	24,999,125.00	24,996,694.45	0.040	0.041	119	96	07/06/2021
912796C31	10416	U.S. Treasury		03/08/2021	6,000,000.00	5,997,240.00	5,996,614.58	0.063	0.064	325	301	01/27/2022
912796C31	10417	U.S. Treasury		03/08/2021	19,000,000.00	18,991,260.00	18,989,279.51	0.063	0.064	325	301	01/27/2022
<b>Subtotal and Average</b>			<b>121,678,582.65</b>		<b>125,000,000.00</b>	<b>124,983,355.36</b>	<b>124,972,658.41</b>		<b>0.045</b>	<b>157</b>	<b>132</b>	
<b>Total and Average</b>			<b>452,748,643.85</b>		<b>441,264,400.84</b>	<b>441,247,756.20</b>	<b>441,237,059.25</b>		<b>0.035</b>	<b>45</b>	<b>38</b>	

# Interest Income 2020-2021

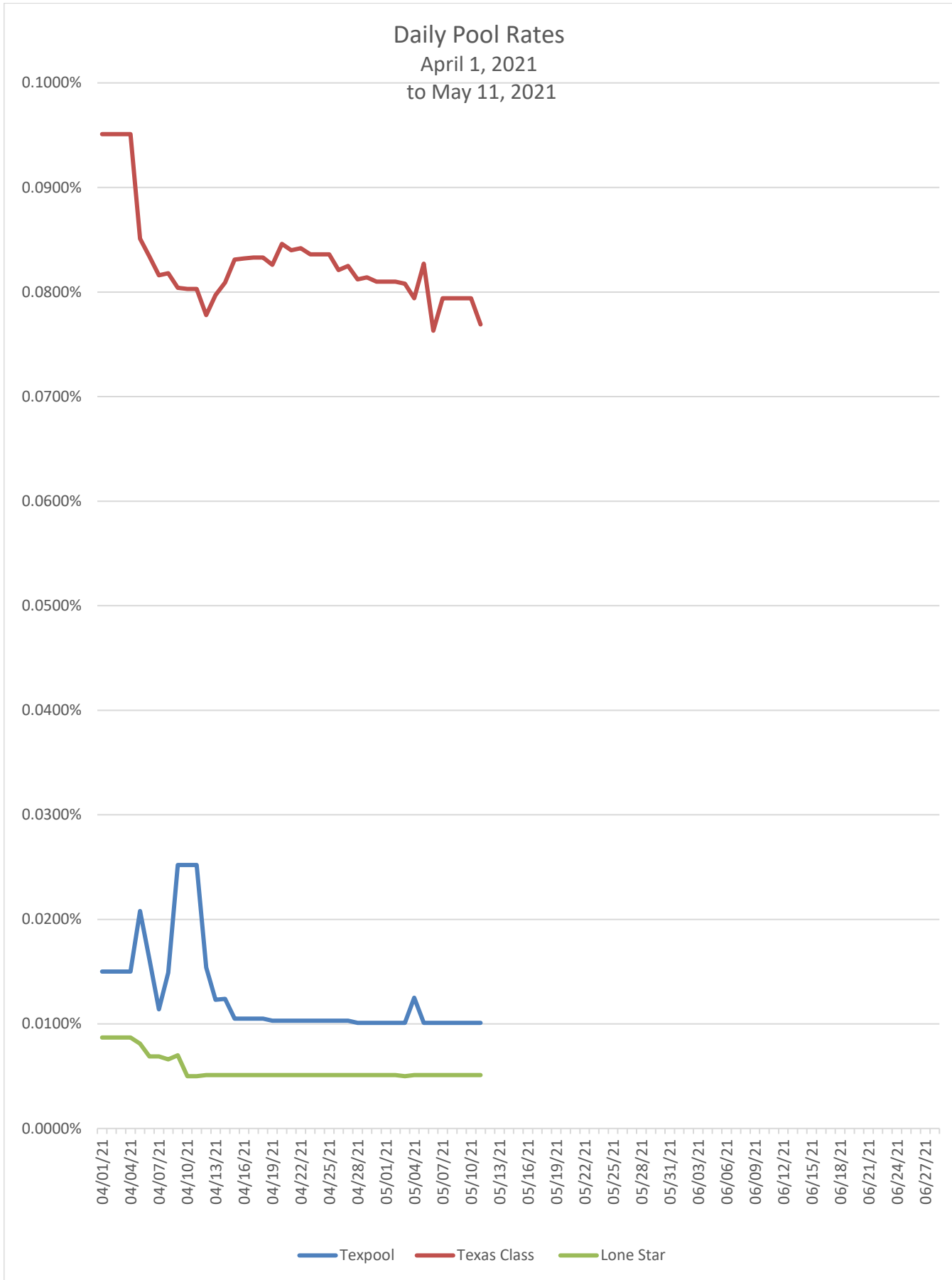
	<u>General</u>	<u>Student Nutrition</u>	<u>Activity</u>	<u>Debt Service</u>	<u>Capital Projects</u>	<u>Totals</u>
July	48,315.55	3,122.22	1,081.62	6,024.65	5,547.99	64,092.03
August	45,995.74	2,652.88	919.01	4,139.90	4,714.03	58,421.56
September	40,816.77	2,139.74	741.31	2,477.97	3,824.43	50,000.22
October	23,064.59	2,002.74	693.78	305.85	4,251.06	30,318.02
November	19,457.21	1,787.91	619.35	273.10	3,451.91	25,589.48
December	19,299.66	1,364.47	472.71	208.39	2,699.46	24,044.69
January	27,679.01	1,189.74	412.20	181.71	1,839.15	31,301.81
February	24,369.73	583.94	202.32	7,394.38	1,037.64	33,588.01
March	18,928.08	288.48	109.07	99.82	499.63	19,925.08
April						
May						
June						
Totals:	267,926.34	15,132.12	5,251.37	21,105.77	27,865.30	337,280.90

Daily Pool Rates  
April 1, 2021  
to May 11, 2021

0.1000%  
0.0900%  
0.0800%  
0.0700%  
0.0600%  
0.0500%  
0.0400%  
0.0300%  
0.0200%  
0.0100%  
0.0000%

04/01/21 04/04/21 04/07/21 04/10/21 04/13/21 04/16/21 04/19/21 04/22/21 04/25/21 04/28/21 05/01/21 05/04/21 05/07/21 05/10/21 05/13/21 05/16/21 05/19/21 05/22/21 05/25/21 05/28/21 05/31/21 06/03/21 06/06/21 06/09/21 06/12/21 06/15/21 06/18/21 06/21/21 06/24/21 06/27/21

— Texpool — Texas Class — Lone Star





## Garland Independent School District Board of Trustees

**Date of Meeting:** May 25, 2021

**Agenda Item:** Receive Budget Planning Presentation for Fiscal Year 2021-2022

**Agenda Section:** Information Item

**Administrator Responsible:** Dr. Brent Ringo  
Chief Financial Officer

Ms. Brandy Mayo  
Executive Director of Budget

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #1 – Student Results**

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

**Superintendent Goal #3 – Board Relations**

The superintendent maintains a positive and productive working relationship with the board of trustees and the community.

**Superintendent Goal #4 – Educational Leadership**

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

**Summary/Background Information:**

Dr. Ringo and Ms. Mayo will provide a budget planning presentation related to the general fund, ESSER III funding, student nutrition fund, and debt service fund for fiscal year 2021-2022.

This agenda item was presented to the Finance Committee for review on May 11, 2021.

**Administrative Recommendations:**

Provided for your information.



# Budget Workshop

General Fund

Student Nutrition Fund

Debt Service Fund

May 25<sup>th</sup> 2021

# Agenda

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- Tax Rate & Revenue Comparison
- 2021-2022 Budget Planning
  - General Fund & ESSER III
- Tax Rate Adoption
- 2021-2022 Budget Adoption
  - General Fund, Student Nutrition Fund, & Debt Service Fund
- Summary & Next Steps
- Comments/Questions

# Crystal Ball for 2021-2022

Weighted  
Funding  
Shifts?

COVID Impact

Demographer Report



Average Daily  
Attendance

Federal Relief Funds?

Deficit SNS Fund?

## Expect Revenue Adjustments



## Tax Rate and Revenue Comparison

# Tax Rate & Revenue Per Student Comparison

2020 Tax Rates

Audited 2019-20 Fiscal Year

TRE Passed

DCAD District	M&O	I&S	Total Tax Rate	GF Revenue per Student (M&O Only)	Comparison to Garland ISD
DeSoto ISD	1.0547	0.47439	1.52909	10,216	1,517
Grand Prairie ISD	1.0547	0.455	1.5097	9,412	713
Lancaster ISD	1.0524	0.4475	1.4999	9,227	528
Mesquite ISD	0.9664	0.48	1.4464	9,160	461
Richardson ISD	1.0547	0.35	1.4047	8,760	61
Sunnyvale ISD	0.9751	0.4141	1.3892	9,046	347
Duncanville ISD	1.0176	0.35	1.3676	9,525	826
Ferris ISD	0.9854	0.3284	1.3138	9,946	1,247
Coppell ISD	1.0514	0.2586	1.31	8,601	-98
Grapevine-Colleyville ISD	0.9664	0.3367	1.3031	8,921	222
Dallas ISD	1.0547	0.242035	1.296735	9,950	1,251
Cedar Hill ISD	0.9473	0.336	1.2833	8,445	-254
Irving ISD	1.0148	0.2603	1.2751	9,775	1,076
Garland ISD	0.9513	0.305	1.2563	8,699	
Carrollton-Farmers Branch ISD	1.0547	0.2	1.2547	10,213	1,514
Highland Park ISD	0.9564	0.3367	1.1519	9,221	522

Dallas County: Garland ISD has the 3<sup>rd</sup> lowest tax rate, and ranks 14<sup>th</sup> out of 16 in General Fund Revenue per student

Source: TEA PEIMS District Financial Budget Reports:

[https://rptsvr1.tea.texas.gov/school.finance/forecasting/financial\\_reports/1920\\_FinBudRep.html](https://rptsvr1.tea.texas.gov/school.finance/forecasting/financial_reports/1920_FinBudRep.html)

# Key Take Away

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- The State funding system in Texas is structured to provide Garland ISD with a basic amount of funding. This does not support all of the enhanced programs that the District offers
- Other Districts are generating more revenue per student
- 80% to 90% of a districts budget is payroll



## **2021-2022 Projections**

### **General Fund**

# School Funding

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- Awaiting on announcement from TEA on impact of any additional federal funding
- How school funding has worked:



# Key Points on Funding

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- What are the drivers for funding:
  - Average Daily Attendance
    - Increasing ADA (Enrollment) increases funding
    - Decreasing ADA (Enrollment) decreases funding
  - M&O Tax Rate
    - Higher Tax Rate Guarantees more funding per penny of tax effort



# Timeline for Budget/Tax Rate Adoption and Voter-Approval Tax Rate Elections

Published online in TASB School Law eSource

- **April 30:** Deadline for chief appraiser to certify estimate of district's taxable property values<sup>2</sup>
- **June 19:** Deadline for districts with July 1 fiscal year to prepare a proposed budget<sup>3</sup>
- **June 9: (to adopt on 6/22)** Latest date for districts with July 1 fiscal year to publish Notice of Public Meeting to Discuss Budget and Proposed Tax Rate (Texas Comptroller's Form 50-280)<sup>4</sup>
- **June 30:** Deadline to adopt budget for district with July 1 fiscal year<sup>5</sup>
- **[July 2, 2021 (no later than 4 months before Election Day):** Select auditor for efficiency audit<sup>6</sup>]
- **July 18–August 1:** TEA data collection from districts regarding taxable property values and local exemption amounts for the preceding and current tax years<sup>7</sup>
- **July 25:** Deadline for chief appraiser to provide certified appraisal roll to district's tax assessor; if the appraisal review board has not approved the appraisal records by July 20, the chief appraiser must prepare and certify an *estimate* of taxable property value by July 25<sup>8</sup>
- **August 1:** Deadline for tax assessor to determine district property values and submit appraisal roll to the board<sup>9</sup>
- **August 5:** Deadline for TEA to issue preliminary maximum compressed tax rate (MCR) for each district<sup>10</sup>
- **10 Calendar Days after TEA approves preliminary MCR:**
  - Deadline to appeal preliminary MCR<sup>11</sup>
  - If not appealed, preliminary MCR becomes final<sup>12</sup>
- **August 6, 2021:** Latest date for districts *planning a VATRE* to publish Notice of Public Meeting to Discuss Budget and Proposed Tax Rate (Texas Comptroller's Form 50-280)<sup>13</sup>
- **August 16, 2021 (78th day before Election Day):** Deadline to order an election to be held on the November uniform election date; a district must adopt its budget and tax rate *before* ordering an election<sup>14</sup>

1-14 note tax/education codes related to the items on the timeline, details can be found at:

<https://www.tasb.org/services/legal-services/tasb-school-law-esource/business/documents/timeline-for-budget-tax-rate-adoption-and-vatre.pdf>

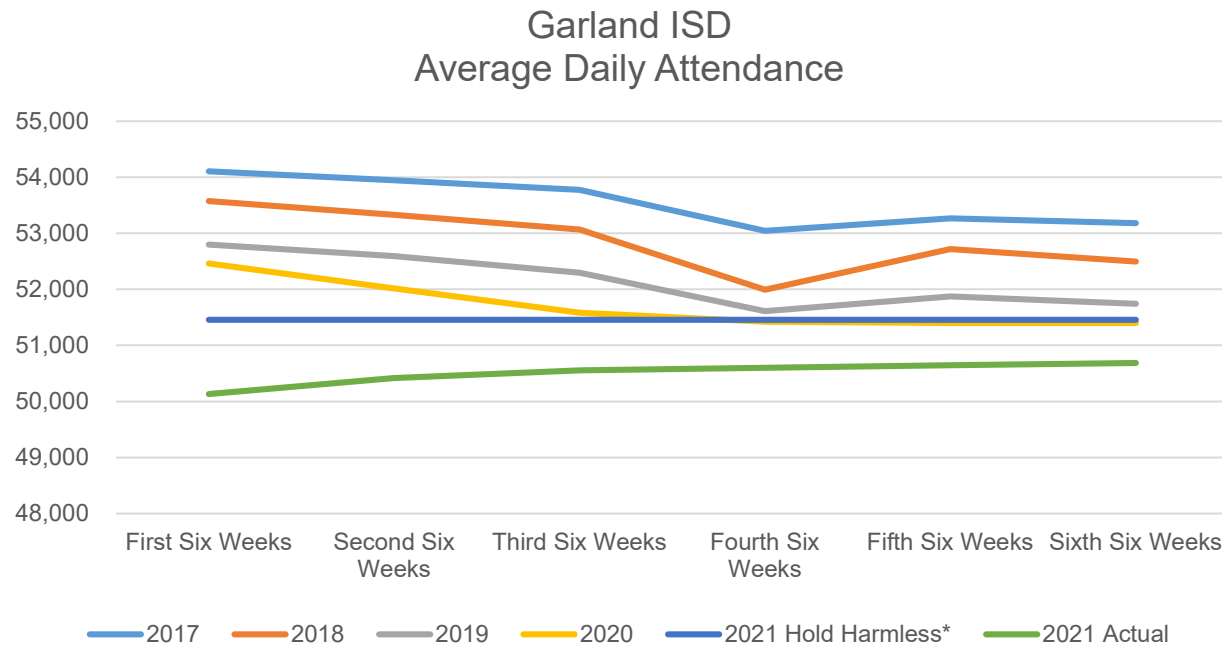
# 2021-2022 General Fund (GF) Budget Assumptions

\*Subject to change with TEA HB3 Finalization

- Fully Operational in FY22
- Fiscal Year: July 1, 2021, to June 30, 2022
- Taxable Assessed Value Growth: 3% - will change with DCAD information
  - M&O Tax Rate: \$0.9469, includes 5<sup>th</sup> Golden Penny
- 98% Tax Collection Rate
- Any future Federal/State relief funds should be considered for one time purchases only
- Average Daily Attendance: Intersession ADA included

	Scenario 1	Scenario 2	Scenario 3	Scenario 4
Projected ADA	50,406	49,906	49,406	48,906
ADA Decrease	(500)	(1,000)	(1,500)	(2,000)

# ADA-Average Daily Attendance



## Average Daily Attendance (ADA)

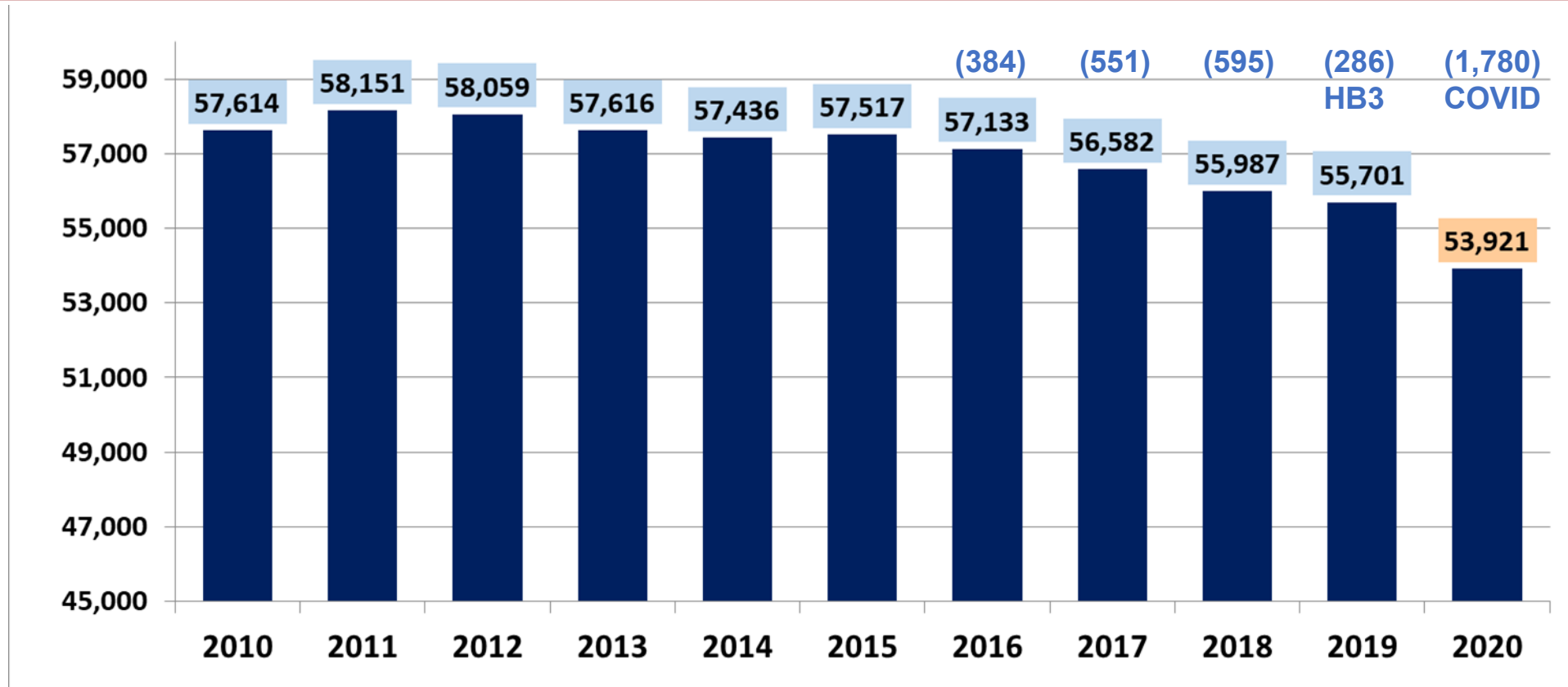
The total number of days of student attendance divided by the total number of days in the regular school year. A student attending every day would equal one ADA. ADA is not the same as enrollment, which is the number of students enrolled in each school and district. (Enrollment is determined by counting students on a given day in October.) ADA usually is lower than enrollment due to factors such as students moving, dropping out, or staying home due to illness. The state uses a school district's ADA to determine its funding.

ADA-Average Daily Attendance is approximately 96% of enrollment at Garland ISD

*\*Hold Harmless will be finalized after PEIMS summer submission*

# Enrollment History (PK-12): Fall 2010 – Fall 2020 PEIMS Snapshot

Source SDS Winter 2021 Presentation



➤ District enrollment was 53,921 as of October 30, 2020

# 2021-2022 General Fund (GF) Budget Assumptions

\*Subject to change with TEA HB3 Finalization

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- Unknowns:
  - Possible changes to funding formulas with Legislative impact (HB3 Cleanup)
  - Projections are subject to change with updated guidance from TEA & COVID impact
  - ADA recovery & Open Enrollment not included
- Fleet replacement schedule for Transportation, and allocated funds in 2021-22 (\$3+ million per year)
  - Following planned model, funds come from fund balance
- Expect Revenue Shifts, either positive or negative

# Potential Post COVID & Other Budget Saves

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Future Potential Expenditure Reductions	Budget Impact
In-house Disinfecting (Any reductions would be through attrition) 55 Positions added	(\$1,587,776)
COVID related expenses, including disinfecting	(\$1,000,000)
<u>Future HR Confirmations to Staffing</u>	<u>(Unknown in April 2021)</u>
<b>*Total Estimations for Potential Budget Impact for 2021-22 Budget</b>	<b>(\$2,587,776)</b>

*\*Not reflected as a reduction in the budget at this time*

# ESSER III

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## Elementary and Secondary School Emergency Relief (ESSER) Fund III

### Allowed Use of Funds

Must use 20% of funds to address learning responding to students' social, emotional, and academic needs and addressing disproportionate impact of COVID-19 on underrepresented student groups (Evidence-based interventions, summer learning, extended day, etc). Remaining 80% same as ESSER 1 & 2 allowable activities.

### Spending Timeframe

May be used for pre-award costs back to when the national emergency was declared. Available for obligation by SEAs and sub recipients through September 30, 2023.

### Requirements

District must submit a grant application

District must engage in consultation with stakeholder groups for develop of spending plan

Required by the grant application assurances to have a discussion of the uses of funds given that the funds are onetime in nature

Additional information and requirements, including FAQ's can be found at [tea.texas.gov](http://tea.texas.gov)

# ESSER III

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## Elementary and Secondary School Emergency Relief (ESSER) Fund III

### Allotment

Garland ISD

**Initial Allocation (2/3) + Remaining Allocation (1/3) = Total Allocation**  
73,854,145 + 36,927,072 = 110,781,217

### Spending Restrictions

Tie to COVID19 Pandemic  
Federal Compliance  
Retention Stipend vs. Retention Bonus/Incentive  
Many Others

### Texas Education Agency

Training is ongoing  
Going to take time to finalize guidance

# General Fund Budget Recommendations

Recommendation			
1-Time (only in 2021-22 Fiscal Year)	Amount	Board Update	
Wireless Hotspots	451,325	May-20	
Oracle ERP Upgrade	750,000	January-21	
21-2022 Convocation	100,000	April-21	
Pre-K Furniture-- expansion	270,000	March-21	
COVID Gloves	(791,000)	April-21	
Montessori teacher training, furniture, curriculum and materials	299,700	May-21	
Transpar	(250,000)	May-21	
<b>Total One Time Add</b>	<b>830,025</b>		

Recommendation			
Ongoing (2021-22 & Future Fiscal Years)	Amount	Board Update	
SRO Contract Increase including salaries and Natatorium security	243,230	July-20	
TRS On-behalf increase	800,000	April-20	
Increase days for Bus Driver Pool, Substitute Drivers, Sped Bus Aide	251,164	March-21	
Early College SGHS and Sachse Magnet Program	75,000	April-21	
24 Pre-k Teachers and 25 Pre-k Paraprofessionals-Updated-	2,185,000	April-21	
ABM/GCA funds for yearly contract increase-Maintenance	499,697	April-21	
Principal Pipeline, Ensemble Learning, Principal Coaching & Impact Collaborative	120,000	April-21	
Contract lease agreement fees-employee clinic	4,554	April-21	
Equity adjustments for positions that require CDL in Maintenance and Warehouse	66,000	April-21	
Intersession and PK/K Summer School	1,406,000	April-21	Supplemental Pay for Teachers
Virtual School- CTA's, Instructional Coaches, Principals, Assistant Principal, Counselor	326,286	April-21	
Virtual School- Curriculum and Resources	50,000	April-21	
Oracle E-Business Suite Maintenance and Support	121,767	April-21	
Transportation Route Planning software and daily bus disinfection	450,000	April-21	
Purchasing warehouse contract increase, increase to Region 10, web design	85,298	April-21	
Montessori Record Keeping software	2,790	May-21	
<b>Total Ongoing Add</b>	<b>6,686,786</b>		

<b>Total Ongoing &amp; 1-Time Adds for Fiscal Year 2020-21</b>	<b>7,516,811</b>
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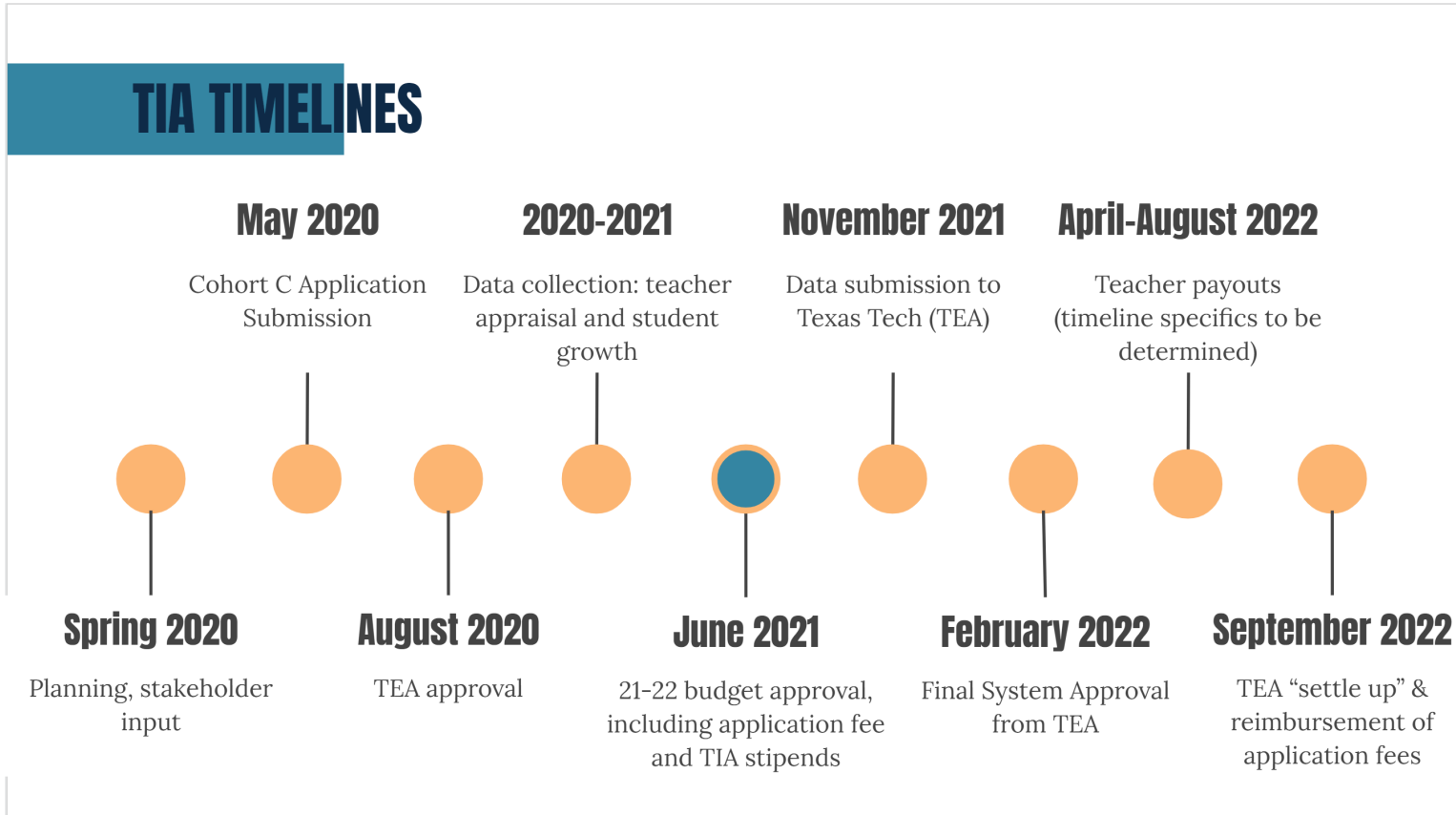


Changes will continue to occur through the budget process

# Teacher Incentive Allotment

## TIA TIMELINES

Estimated Reimbursement \$7,206,840  
 Estimated Payout \$7,206,840  
 Budget Neutral



# District Payroll/Non-payroll Adjustments

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## **Current Reductions Shown**

Payroll Reductions	\$682,538
Non-Payroll Reductions	\$2,033,125
Additional Payroll Reductions	\$6,380,432

**Total 2021-2022 Reductions** **\$9,096,095**

## **TIER II Future Reductions- FY2021-22**

High School Librarian	\$480,045
Vacancy Payroll Savings	\$6,000,000

**Total TIER II Potential Reductions/Savings** **\$6,480,045**

# 2021-22 General Fund Scenarios

	2020-21	2021-22	2021-22	2021-22	2021-22
	Current Budget No TRE	Projected Budget 3% TAV Growth	Projected Budget 3% TAV Growth	Projected Budget 3% TAV Growth	Projected Budget 3% TAV Growth
		Loss of 2,000 ADA	Loss of 1,500 ADA	Loss of 1,000 ADA	Loss of 500 ADA
<b>REVENUE SUMMARY</b>					
TOTAL LOCAL REVENUE	214,209,287	220,814,473	220,814,473	220,814,473	220,814,473
TOTAL STATE REVENUE	291,235,654	277,101,943	280,429,643	283,757,343	287,085,043
Teacher Incentive Allotment	-	7,206,840	7,206,840	7,206,840	7,206,840
TOTAL FEDERAL REVENUE	9,000,000	9,000,000	9,000,000	9,000,000	9,000,000
<b>TOTAL REVENUE SUMMARY</b>	<b>514,444,941</b>	<b>506,916,416</b>	<b>510,244,116</b>	<b>513,571,816</b>	<b>516,899,516</b>
<b>EXPENDITURE SUMMARY</b>					
<b>PAYROLL</b>	<b>451,846,180</b>	<b>461,751,380</b>	<b>461,751,380</b>	<b>461,751,380</b>	<b>461,751,380</b>
Added Positions		4,234,450	4,234,450	4,234,450	4,234,450
TRS Increase		800,000	800,000	800,000	800,000
Payroll Reductions		(682,538)	(682,538)	(682,538)	(682,538)
District Staffing Reductions		(6,380,432)	(6,380,432)	(6,380,432)	(6,380,432)
Teacher Incentive Allotment		7,206,840	7,206,840	7,206,840	7,206,840
2% Pay Raise		8,385,393	8,385,393	8,385,393	8,385,393
<b>NON-PAYROLL</b>	<b>90,079,783</b>	<b>81,445,149</b>	<b>81,445,149</b>	<b>81,445,149</b>	<b>81,445,149</b>
Additional Non Payroll Reductions		(2,033,125)	(2,033,125)	(2,033,125)	(2,033,125)
Program increases		2,482,361	2,482,361	2,482,361	2,482,361
<b>TOTAL EXPENDITURE SUMMARY</b>	<b>541,925,963</b>	<b>543,196,529</b>	<b>543,196,529</b>	<b>543,196,529</b>	<b>543,196,529</b>
Revenue in Excess (Short of) Expenditures	(27,481,022)	(36,280,113)	(32,952,413)	(29,624,713)	(26,297,013)
<b>TOTAL OTHER FINANCING USES</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Net Change in Fund Balance	(27,481,022)	(36,280,113)	(32,952,413)	(29,624,713)	(26,297,013)
Ending Fund Balance	\$ 240,004,449	\$ 203,724,336	\$ 207,052,036	\$ 210,379,736	\$ 213,707,436

# 2021-22 Virtual School Impact



## Virtual Program: Option B K-12 Virtual Learning Experience Locally Controlled Program

ADA Calculations funding	DISTRICT K-12 CAP
Estimated Total Enrollment	1,337
Estimated K-2 Enrollment^ (15% of Total Enrollment)	201
Estimated 3-12 Enrollment (85% of Total Enrollment)	1,136

If Virtual School is not funded, then the District loss in revenue will be capped at \$5 million

	2021-22
	Projected Budget 3% TAV Growth
	Loss of 1,000 ADA
<b>REVENUE SUMMARY</b>	
TOTAL LOCAL REVENUE	220,814,473
TOTAL STATE REVENUE	283,757,343
<b>Virtual School Loss of ADA</b>	
Teacher Incentive Allotment	7,206,840
TOTAL FEDERAL REVENUE	9,000,000
<b>TOTAL REVENUE SUMMARY</b>	<b>513,571,816</b>
<b>EXPENDITURE SUMMARY</b>	
<b>PAYROLL</b>	<b>461,751,380</b>
Added Positions	4,234,450
TRS Increase	800,000
<b>Payroll Reductions</b>	<b>(682,538)</b>
<b>District Staffing Reductions</b>	<b>(6,380,432)</b>
Teacher Incentive Allotment	7,206,840
2% Pay Raise	8,385,393
<b>NON-PAYROLL</b>	<b>81,445,149</b>
<b>Additional Non Payroll Reductions</b>	<b>(2,033,125)</b>
Program increases	2,482,361
<b>TOTAL EXPENDITURE SUMMARY</b>	<b>543,196,529</b>
<b>Revenue in Excess (Short of) Expenditures</b>	<b>(29,624,713)</b>
<b>TOTAL OTHER FINANCING USES</b>	-
<b>Net Change in Fund Balance</b>	<b>(29,624,713)</b>
<b>Ending Fund Balance</b>	<b>\$ 210,379,736</b>

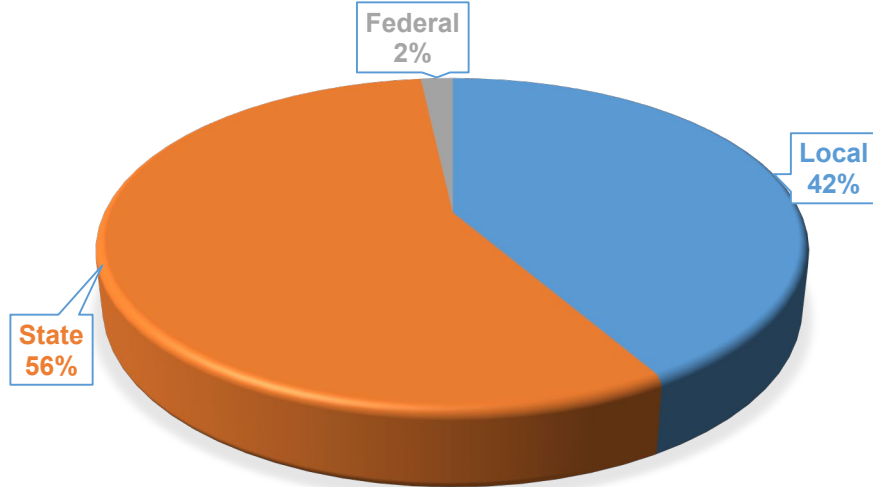
	2021-22
	Projected Budget 3% TAV Growth
	Loss of 1,000 ADA
<b>REVENUE SUMMARY</b>	
TOTAL LOCAL REVENUE	220,814,473
TOTAL STATE REVENUE	278,757,343
<b>Virtual School Loss of ADA</b>	<b>(5,000,000)</b>
Teacher Incentive Allotment	7,206,840
TOTAL FEDERAL REVENUE	9,000,000
<b>TOTAL REVENUE SUMMARY</b>	<b>508,571,816</b>
<b>EXPENDITURE SUMMARY</b>	
<b>PAYROLL</b>	<b>461,751,380</b>
Added Positions	4,234,450
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Teacher Incentive Allotment	7,206,840
2% Pay Raise	8,385,393
<b>NON-PAYROLL</b>	<b>81,445,149</b>
<b>Additional Non Payroll Reductions</b>	<b>(2,033,125)</b>
Program increases	2,482,361
<b>TOTAL EXPENDITURE SUMMARY</b>	<b>543,196,529</b>
<b>Revenue in Excess (Short of) Expenditures</b>	<b>(34,624,713)</b>
<b>TOTAL OTHER FINANCING USES</b>	-
<b>Net Change in Fund Balance</b>	<b>(34,624,713)</b>
<b>Ending Fund Balance</b>	<b>\$ 205,379,736</b>



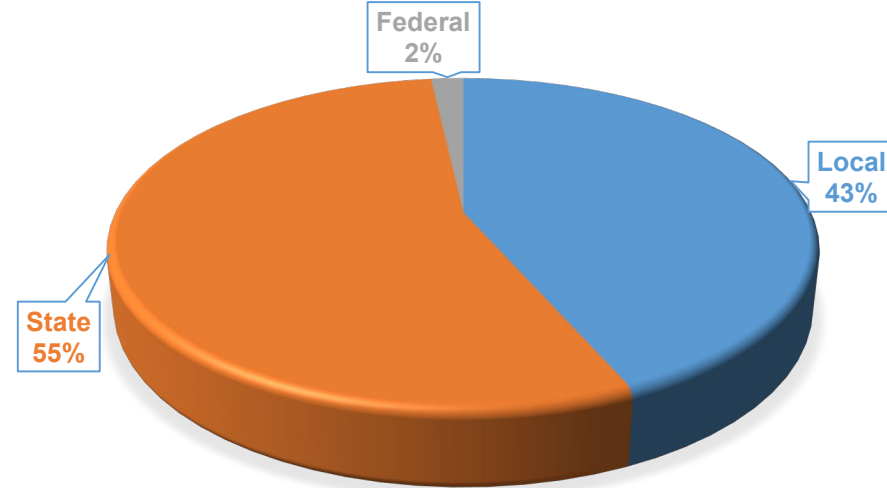
# Revenue Breakdown 2021-2022

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REVENUE BREAKDOWN 2020-21

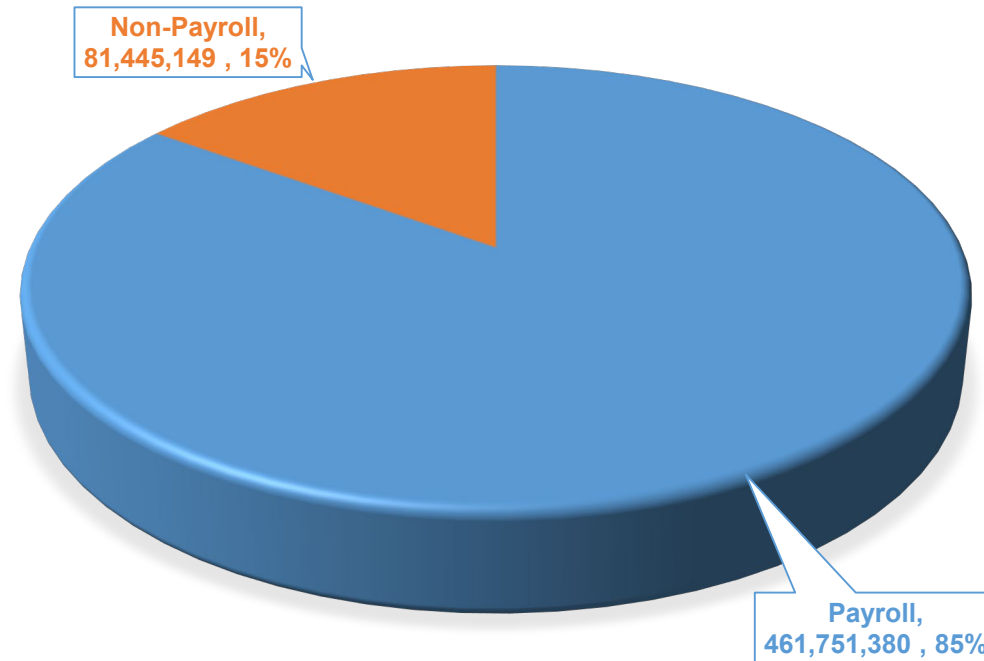


REVENUE BREAKDOWN 2021-22



# Payroll vs. Non-Payroll 2021-2022

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# Payroll vs. Non-Payroll 2021-2022



Payroll

Non-Payroll

# One-time payment impact

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## 2021-2022 Staff Retention One Time Payment

	Staff	\$500 FT/ \$250 PT	\$1000 FT/ \$500 PT	\$1500 FT/ \$750 PT
Average number of returning staff *	6,092	\$2,677,413	\$5,354,827	\$8,032,240
Average number of part time staff	169	\$42,262	\$84,524	\$126,785
Average number of returning substitutes*	665	\$166,250	\$332,500	\$498,750
<b>Total</b>	<b>6,926</b>	<b>\$2,885,925</b>	<b>\$5,771,850</b>	<b>\$8,657,775</b>
<b>With estimated benefits</b>		<b>\$3,174,518</b>	<b>\$6,349,035</b>	<b>\$9,523,553</b>

\*SOURCE: Texas Education Agency TAPR

\*\*Average number of subs that signed LORA over last three years

1-time expenditure, not ongoing  
ESSER funding determination being made

# One-time payment impact

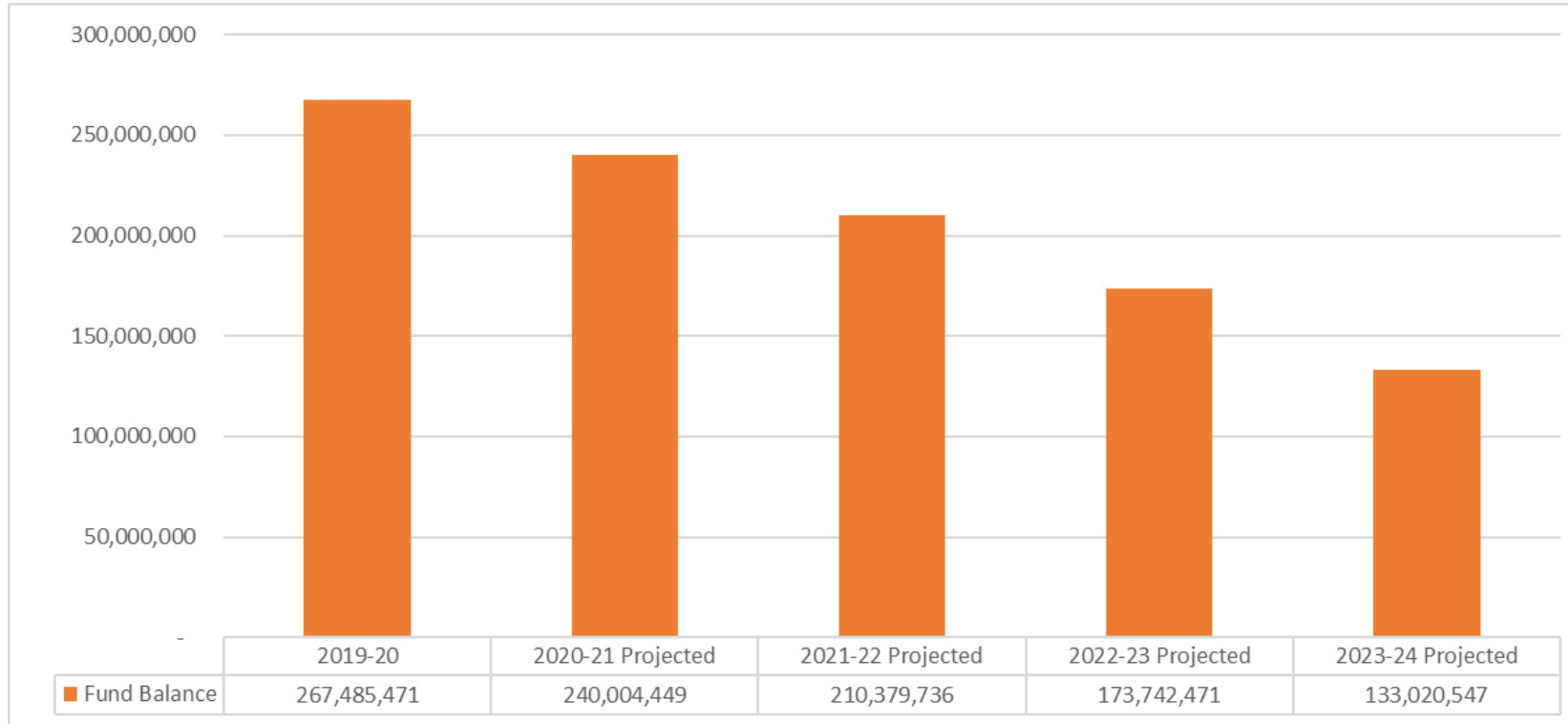
2021-2022 General Fund Budget (ADA 49,906)			
	\$500	\$1,000	\$1,500
<b>Projected Revenues:</b>	\$ 513,571,816	\$ 513,571,816	\$ 513,571,816
<b>Payroll with Additional Payroll Reduction Considerations</b>	\$ 461,751,380	\$ 461,751,380	\$ 461,751,380
<i>One Time Payment</i>	\$ 3,174,518	\$ 6,349,035	\$ 9,523,553
<b>Non Payroll:</b>	\$ 81,445,149	\$ 81,445,149	\$ 81,445,149
<i>Additional Non Payroll Reduction Considerations Unknown</i>			
<b>Total Expenses</b>	\$ 546,371,047	\$ 549,545,564	\$ 552,720,082
<b>Operational Surplus (Deficit)</b>	\$ (32,799,231)	\$ (35,973,748)	\$ (39,148,266)

Waiting on guidance from TEA to determine allowable uses for ESSER III

# 2021-2024 Scenarios with Planned Adjustments

	2021-22	2022-23	2023-24
	Projected Budget 3% TAV Growth	Projected Budget 2% TAV Growth	Projected Budget 2% TAV Growth
	Loss of 1,000 ADA	Loss of 800 ADA	Loss of 500 ADA
<b>REVENUE SUMMARY</b>			
TOTAL LOCAL REVENUE	220,814,473	224,402,221	227,481,950
TOTAL STATE REVENUE	283,757,343	274,058,926	267,592,417
Teacher Incentive Allotment	7,206,840	7,206,840	7,206,840
TOTAL FEDERAL REVENUE	9,000,000	9,000,000	9,000,000
<b>TOTAL REVENUE SUMMARY</b>	<b>513,571,816</b>	<b>507,461,147</b>	<b>504,074,367</b>
<b>EXPENDITURE SUMMARY</b>			
<b>PAYROLL</b>	<b>461,751,380</b>	<b>462,151,380</b>	<b>462,551,380</b>
Added Positions	4,234,450		
TRS Increase	800,000	400,000	400,000
Payroll Reductions	(682,538)		
District Staffing Reductions	(6,380,432)		
Teacher Incentive Allotment	7,206,840		
2% Pay Raise	8,385,393	-	
<b>NON-PAYROLL</b>	<b>81,445,149</b>	<b>81,947,031</b>	<b>82,244,912</b>
Additional Non Payroll Reductions	(2,033,125)		
Program increases	2,482,361	110,230	
1.5% Non Payroll Increase		1,221,677	1,229,205
<b>TOTAL EXPENDITURE SUMMARY</b>	<b>543,196,529</b>	<b>544,098,411</b>	<b>544,796,292</b>
Revenue in Excess (Short of) Expenditures	(29,624,713)	(36,637,265)	(40,721,925)
<b>TOTAL OTHER FINANCING USES</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Change in Fund Balance</b>	<b>(29,624,713)</b>	<b>(36,637,265)</b>	<b>(40,721,925)</b>
<b>Ending Fund Balance</b>	<b>\$ 210,379,736</b>	<b>\$ 173,742,471</b>	<b>\$ 133,020,547</b>

# 2021-2024 Fund Balance



Never expense 100% of payroll & non-payroll

# 2020-21 Fund Balance Projection

**REVENUES:**

	<b>TRE</b>	<b>No TRE</b>	<b>Current</b>	<b>Current</b>	<b>Proposed</b>
	<b>Original</b>	<b>Revised</b>	<b>Transfers</b>	<b>Amendments</b>	<b>Amended</b>
	<b>Budget</b>	<b>Budget</b>	<b>Requested</b>	<b>Requested</b>	<b>Budget</b>
57 Local Revenue	\$ 230,653,531	\$ 214,209,287	\$ -		\$ 214,209,287
58 State Revenue	320,008,654	291,235,654			291,235,654
59 Federal Revenue	9,000,000	9,000,000			9,000,000
<b>Total Revenues</b>	<b>\$ 559,662,185</b>	<b>\$ 514,444,941</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 514,444,941</b>

**EXPENDITURES:**

11 Instruction	\$ 318,782,474	\$ 314,084,065	\$ 256,419	\$ (530,211)	\$ 313,810,273
12 Instructional Resources and Media Services	8,224,571	8,321,520	(400)	(88,430)	8,232,690
13 Curriculum Development and Instructional Staff Development	14,005,577	13,578,736	(78,687)		13,500,049
21 Instructional Leadership	9,696,055	9,208,388	(118,890)	(100,000)	8,989,498
23 School Leadership	34,986,245	34,671,276	(33,720)		34,637,556
31 Guidance, Counseling and Evaluation	26,267,605	26,516,584	8,472		26,525,056
32 Social Work Services	1,046,663	671,193			671,193
33 Health Services	7,874,364	9,620,357	(303)		9,620,054
34 Student Transportation	19,610,924	19,256,992	7,619	(296,351)	18,968,260
35 Food Service	300,000	251,517			251,517
36 Extracurricular Activities	13,877,625	13,549,605	(172,498)		13,377,107
41 General Administration	20,035,055	18,839,579	(351)		18,839,228
51 Facilities Maintenance & Operations	46,266,388	45,944,775	179,889	330,000	46,454,664
52 Security and Monitoring Services	7,197,217	8,690,976	15,000		8,705,976
53 Data Processing Services	17,057,325	15,339,335	(83,875)	(7,027)	15,248,433
61 Community Services	2,047,132	1,848,813	325		1,849,138
71 Debt Service - Principal on Long-Term Debt	484,000	484,000			484,000
72 Debt Service Interest on Long-Term Debt		-			-
73 Bond Issuance Cost and Fees		-			-
81 Facilities Acquisition and Construction		48,483	21,000		69,483
95 Juvenile Justice Program	36,000	36,000			36,000
99 Other Intergovernmental Charges	928,839	963,769			963,769
<b>Total Expenditures</b>	<b>\$ 548,724,059</b>	<b>\$ 541,925,963</b>	<b>\$ -</b>	<b>\$ (692,019)</b>	<b>\$ 541,233,944</b>

**Excess (Deficiency) Revenues Over (Under) Expenditures** \$ 10,938,126 \$ (27,481,022) \$ - \$ 692,019 \$ (26,789,003)

**Other Financing Sources** \$ - \$ - \$ - \$ - \$ -

**Other Financing Uses** \$ - \$ - \$ - \$ (1,022,019) \$ (1,022,019)

**Net Change in Fund Balance** \$ 10,938,126 \$ (27,481,022) \$ - \$ (330,000) \$ (27,811,022)



# Closing the Revenue Gaps

	2017-18		2018-19		2019-20		2020-21	
	Adopted Budget	Audited Actual	Adopted Budget 10-Month	Audited Actuals	Amended Budget HB3 10% TAV Growth	Audited Actuals	Adopted Budget TRE	Current Budget No TRE
<b>REVENUE SUMMARY</b>								
TOTAL LOCAL REVENUE	176,744,264	184,226,362	196,033,150	203,610,829	204,027,842	207,628,558	230,653,531	214,209,287
5742 - Interest Income	300,000	3,489,366	700,000	4,922,305	3,000,000	4,733,050	3,000,000	600,000
TOTAL STATE REVENUE	295,221,323	297,656,581	275,535,749	277,629,313	293,171,247	291,561,436	320,008,654	291,235,654
TOTAL FEDERAL REVENUE	1,700,000	10,509,731	7,700,000	12,545,502	8,000,000	9,521,673	9,000,000	9,000,000
5931-SHARS		8,160,896	6,000,000	10,810,901	6,000,000	7,658,544	7,000,000	7,000,000
<b>TOTAL REVENUE SUMMARY</b>	<b>473,665,587</b>	<b>492,392,674</b>	<b>479,268,899</b>	<b>493,785,644</b>	<b>505,199,089</b>	<b>508,711,667</b>	<b>559,662,185</b>	<b>514,444,941</b>

Prior to 2018-19, these revenue items were budgeted at \$0 or well below prior year actuals

*An extra payment for SHARS was received in FY19, this was originally expected to increase the FY20 revenue budget. The payment was received early, thus the increase in actuals over budget in FY19*

Expect fluctuations with positive and/or negative impact

# 2020-2021 Fund Balance Projection

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## 2020-2021 General Fund Revenue Projection

	Total Revenues	514,444,941
	Total Expenditures	541,233,944
	<b>Surplus (Deficit)</b>	<b>(26,789,003)</b>
Budget Saves	99% Tax Collection Rate	2,000,000
	4% Potential Payroll Save	18,000,000
	NonPayroll	2,000,000
	<b>Projected Surplus (Deficit)</b>	<b>(4,789,003)</b>

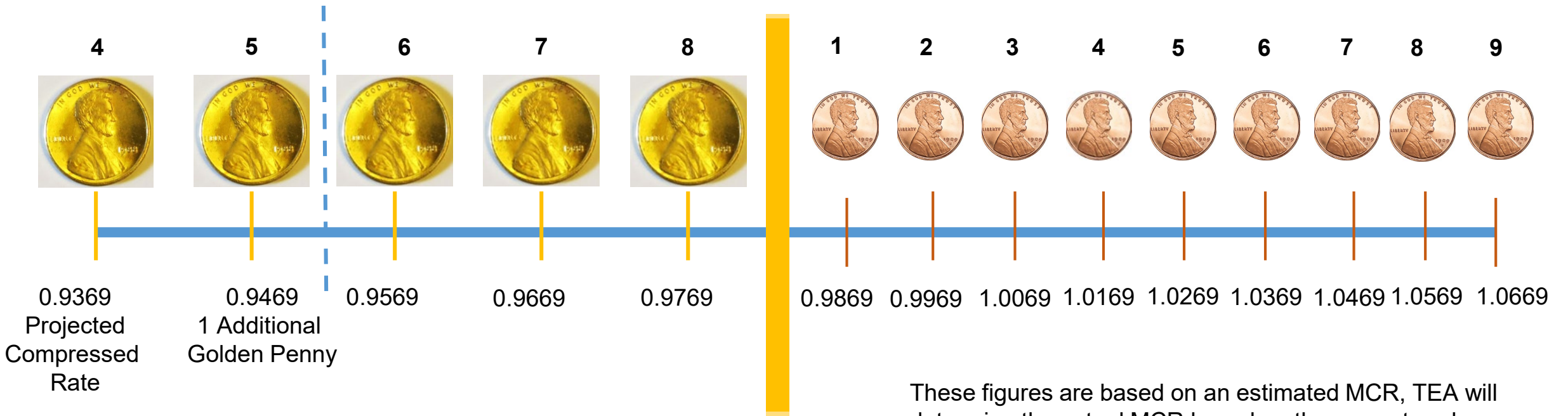
Expect fluctuations until hold harmless is fully calculated



## Tax Rate Adoption

# Pennies Available: M&O Tax Rate

Disaster Declaration or TRE Required



These figures are based on an estimated MCR, TEA will determine the actual MCR based on the property value study in August. Figures are subject to change.

Assumes TAV Growth at 3%

# Tax Rate & Revenue Per Student Comparison

TRE Passed

DCAD District	M&O	I&S	Total Tax Rate	GF Revenue per Student (M&O Only)	Comparison to Garland ISD
DeSoto ISD	1.0547	0.47439	1.52909	10,216	1,517
Grand Prairie ISD	1.0547	0.455	1.5097	9,412	713
Lancaster ISD	1.0524	0.4475	1.4999	9,227	528
Mesquite ISD	0.9664	0.48	1.4464	9,160	461
Richardson ISD	1.0547	0.35	1.4047	8,760	61
Sunnyvale ISD	0.9751	0.4141	1.3892	9,046	347
Duncanville ISD	1.0176	0.35	1.3676	9,525	826
Ferris ISD	0.9854	0.3284	1.3138	9,946	1,247
Coppell ISD	1.0514	0.2586	1.31	8,601	-98
Grapevine-Colleyville ISD	0.9664	0.3367	1.3031	8,921	222
Dallas ISD	1.0547	0.242035	1.296735	9,950	1,251
Cedar Hill ISD	0.9473	0.336	1.2833	8,445	-254
Irving ISD	1.0148	0.2603	1.2751	9,775	1,076
Garland ISD	0.9513	0.305	1.2563	8,699	
Carrollton-Farmers Branch ISD	1.0547	0.2	1.2547	10,213	1,514
Highland Park ISD	0.9564	0.3367	1.1519	9,221	522

Dallas County: Garland ISD has the 3<sup>rd</sup> lowest tax rate, and ranks 14<sup>th</sup> out of 16 in General Fund Revenue per student

With TRE, GISD will generate \$9,632 per student

Source: TEA PEIMS District Financial Budget Reports:

[https://rptsvr1.tea.texas.gov/school.finance/forecasting/financial\\_reports/1920\\_FinBudRep.html](https://rptsvr1.tea.texas.gov/school.finance/forecasting/financial_reports/1920_FinBudRep.html)

# Key Take Away

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- **The State funding system in Texas is structured to provide Garland ISD with basic amount of funding that does not support all of the enhanced programs that the District offers**
- **Other Districts are generating more revenue per student**
- **80% to 90% of a districts budget is payroll**

# Projected TRE Impact at 3% Value Growth

	Penny	Tax Rate	Local Additional Revenue Generated	State Additional Revenue Generated	Total State and Local Revenue Generated	Cumulative Revenue Generated		
<b>Golden</b>	5	0.9469					Board Approved Add	
	6	0.9569	2,276,528	4,328,910	6,605,438	6,605,438	VATRE OR Disaster Declaration Under Current Legislation	
	7	0.9669	2,276,528	4,419,095	6,695,623	13,301,062		
	8	0.9769	2,276,528	4,419,095	6,695,623	19,996,685		
<b>Copper</b>	1	0.9869	2,276,528	1,071,283	3,347,811	23,344,497		
	2	0.9969	2,276,528	1,071,284	3,347,812	26,692,309		
	3	1.0069	2,276,528	1,071,283	3,347,811	30,040,120		
	4	1.0169	2,276,528	1,071,283	3,347,811	33,387,932		
	5	1.0269	2,276,528	1,071,283	3,347,811	36,735,743		
	6	1.0369	2,276,528	1,071,283	3,347,811	40,083,555		
	7	1.0469	2,276,528	1,071,283	3,347,811	43,431,366		
	8	1.0569	2,276,528	1,071,283	3,347,811	46,779,177		
	9	1.0669	2,276,528	1,071,283	3,347,811	50,126,989		
*Maximum Compressed Rate								
Estimated T2 value for TY 2021 \$23,229,881,537								
Collections estimated at 98%								
ADA is 49,906								

3% TAV Growth

# Per Penny Impact M&O Tax Rate



= \$6.5 million per penny of tax effort

Locally = \$2.27 Million

State = \$4.32 Million



= \$3.34 per penny of tax effort

Locally = \$2.27 Million

State = \$1.07 Million

Potential to generate an additional \$50.12 million annually

# TRE Impact Example

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	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>		<b>2021-22</b>	
M&O	1.04	M&O	0.97	M&O	0.9513	M&O	1.0669	
I&S	0.42	I&S	0.42	I&S	0.305	I&S	0.305	
<b>Total:</b>	<b>1.46</b>	<b>Total:</b>	<b>1.39</b>	<b>Total:</b>	<b>1.2563</b>	<b>Total:</b>	<b>1.3719</b>	

TRE:

- 1) Additional M&O Revenue cannot be used to support Debt Service
- 2) Generates an Additional \$50.1 million annually, can be used to support ongoing raises, and 1-time expenditure needs (bus replacement schedule)

# Per Penny Impact on a \$200,000 Home (\$175,000 after Homestead Exemption)

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<b>Tax Rate per \$100/valuation</b>	<b>\$1.3469</b>
\$100/valuation of \$175,000 taxable value on “average” home	X 1,750
<b>Total school taxes</b>	<b>\$2,357</b>

Proposed tax results in additional \$17.50 per penny increase in the tax rate

# 2021-22 General Fund Scenario with TRE and HR Adjustments

2021-2022 General Fund Budget (ADA 49,906)	
	2021-2022
<b>Projected Revenues:</b>	\$ 513,571,816
<i>TRE Impact</i>	\$ 50,000,000
<b>Total Revenue</b>	\$ 563,571,816
<b>Payroll with Additional Payroll Reduction Considerations</b>	\$ 461,751,380
<b>Non Payroll:</b>	\$ 81,445,149
<i>Additional Non Payroll Reduction Considerations Unknown</i>	
<b>Total Expenses</b>	\$ 543,196,529
<b>Operational Surplus (Deficit)</b>	\$ 20,375,287
<b>Future Fiscal Years: 2022-2023</b>	
<b>Projected Revenues</b>	\$ 557,461,147
<b>Payroll</b>	\$ 462,151,380
<b>Non Payroll</b>	\$ 81,947,031
<b>Total Expenses</b>	\$ 544,098,411
<b>Operational Surplus (Deficit)</b>	\$ 13,362,735
<b>Future Fiscal Years: 2023-2024</b>	
<b>Projected Revenues</b>	\$ 554,074,367
<b>Payroll</b>	\$ 462,551,380
<b>Non Payroll</b>	\$ 82,244,912
<b>Total Expenses</b>	\$ 544,796,292
<b>Operational Surplus (Deficit)</b>	\$ 9,278,075

# Tax Ratification Election 2021 Tax Year

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Notice in newspaper before the August deadline

Need July DCAD Value to complete TEA Survey to determine M&O Tax Rate

TEA will have to confirm and communicate the tax rate to the District

Business & Community Support; Communication Plan

Under current legislation, Tax Year 2021 (Fiscal Year 2021-22) if disaster pennies are added in FY 2021-22, then these pennies are removed the following year, along with the additional revenue being removed. There is legislation to remove Disaster Pennies.



**2021-2022 Budget Adoption**  
**General Fund, Student Nutrition Services Fund,**  
**Debt Services Fund**

# 2021-2022 General Fund by Function

	2021-22 Proposed General Fund Budget		
57 Local Revenue	\$	220,814,473	
58 State Revenue	\$	283,757,343	
59 Federal Revenue	\$	9,000,000	
<b>Total Revenues</b>	\$	<b>513,571,816</b>	
11 Instruction	\$	322,101,240	59.30%
12 Instructional Resources and Media Services	\$	8,206,307	1.51%
13 Curriculum Development and Instructional Staff Development	\$	15,357,106	2.83%
21 Instructional Leadership	\$	8,410,280	1.55%
23 School Leadership	\$	33,096,747	6.09%
31 Guidance, Counseling and Evaluation Services	\$	26,326,055	4.85%
32 Social Work Services	\$	446,738	0.08%
33 Health Services	\$	7,962,127	1.47%
34 Student (Pupil) Transportations	\$	16,233,648	2.99%
35 Food Service	\$	379,591	0.07%
36 Extracurricular Activities	\$	12,158,736	2.24%
41 General Administration	\$	18,190,573	3.35%
51 Plant Maintenance and Operations	\$	48,584,172	8.94%
52 Security and Monitoring Services	\$	7,279,415	1.34%
53 Data Processing Services	\$	15,255,036	2.81%
61 Community Services	\$	1,792,294	0.33%
71 Debt Service - Principal on Long-Term Debt	\$	482,517	0.09%
72 Debt Service Interest on Long-Term Debt	\$	-	0.00%
73 Bond Issuance Cost and Fees	\$	-	0.00%
81 Facilities Acquisition and Construction	\$	-	0.00%
95 Payments to Juvenile Justice Alternative Education Programs	\$	36,000	0.01%
99 Other Intergovernmental Charges	\$	897,947	0.17%
<b>Total Expenditures</b>	\$	<b>543,196,529</b>	
Net Change in Fund Balance	\$	(29,624,713)	

# 2021-2022 Student Nutrition Services Fund

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	<b>2021-22 Proposed Student Nutrition Budget</b>
57 Local Revenue	\$ 7,262,000
58 State Revenue	170,000
59 Federal Revenue	26,580,122
<b>Total Revenues</b>	<b>\$ 34,012,122</b>
35 Food Service	34,012,122
<b>Total Expenditures</b>	<b>\$ 34,012,122</b>
Net Change in Fund Balance	<b>\$ -</b>

- **Assumptions**

- Normal operations
- Lower Planned Expenditures to build back fund balance
- 2% Raise included
- Potential General Fund Impact if face to face does not resume-COVID/Virtual School
  - 2019-20 Deficit: (\$5,662,270)
  - 2020-21 Projected Deficit: (\$4,000,000)

# 2021-2022 Debt Service Fund

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	<b>2021-22 Proposed Debt Service Budget</b>
57 Local Revenue	\$ 70,735,788
58 State Revenue	
59 Federal Revenue	470,994
<b>Total Revenues</b>	<b>\$ 71,206,782</b>
71 Debt Service - Principal on Long-Term Debt	42,265,000
72 Debt Service Interest on Long-Term Debt	20,559,389
73 Bond Issuance Cost and Fees	1,000,000
<b>Total Expenditures</b>	<b>\$ 63,824,389</b>
Net Change in Fund Balance	<b>\$ 7,382,393</b>

- Assumptions

- No new bond election
- I&S Rate: \$0.3094 (based on 3% TAV Growth)

# 2021-2022 Debt Service Fund

## Net principal and interest payments scheduled for FY22

Total Debt Service	
8/15/2021 Interest	10,279,695
2/15/2022 Principal	42,265,000
2/15/2022 Interest	<u>10,279,695</u>
Total	62,824,389

## Tax collections by anticipated rates at 98% collection rate

Proposed I&S Tax Rate	I&S Tax Collections
\$0.420	\$95,447,357
\$0.305	\$69,395,104
\$0.309	\$70,391,886
\$0.280	\$63,731,571

# Summary and Next Steps

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## Currently Implemented

- FY22 12% reductions implemented to non payroll resulted in budget reductions of \$7,019,700.
- Budget restrictions implemented will resume, non payroll restrictions and a review of each vacancy. Savings will be realized at year end.
- Vacant positions reduced and accounted for
- FY22 Raise scenarios

## Currently Under Review

- Additional payroll reductions
- Impact of Legislature
- Impact of ESSER III

## Expect Revenue Shifts: Positive or Negative

**More analysis is to come, focus is to meet the financial needs with minimal to no impact on programs.**

# History & Next Steps

---

## March 2021

- ~~Budget system made available for campuses and departments 2021-22 budget entry~~
- ~~Benefits and payroll estimates are calculated and reviewed~~
- ~~Revenue estimates are calculated and reviewed~~
- ~~Coordinate and review staffing needs with Human Resources Department~~

~~DCAD Releases Initial Projections~~

## April 2021

- ~~Deadline for submission of all district budgets~~
- ~~Receive Dallas Central Appraisal District (DCAD) letter~~
- ~~Executive Team identifies funding requests to support ongoing programs and the strategic objectives~~
- ~~Executive Team reviews possible 2021-22 raise scenarios~~
- ~~Budget compiles feedback, budget submission and submits to CFO and Executive Team for review~~
- ~~Review Board feedback, legislative mandates and incorporate fiscal impact to budget~~
- ~~Budget workshop TBD~~

~~CCMR Funding for FY 2020-21~~

# Next Steps

---

## May 2021

~~Revenue estimates revised based on preliminary values from DCAD~~

~~Benefits, payroll, and revenue estimates are updated~~

~~Align revenues and expenditures~~

Modify the budget as necessary to reflect the 87th legislative mandates or adjustments

All funds are finalized for the 2021-22 budget adoption

Present preliminary final budget to Board

## June 2021

General Fund, Food Service and Debt Service budgets are finalized for Fiscal Year 2020-21

Board considers adopting proposed 2021-22 budgets

2021-22 budget upload to the General Ledger

## July 2021

Start of 2021-2022 Fiscal Year

General Fund, Food Service and Debt Service budgets for Fiscal Year 2021-22 available in Oracle

## August 2021

Receive DCAD certified values and adjust expected local and state revenues

Board considers 2021-22 tax rates for adoption

# Comments & Follow-up

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## Garland Independent School District Board of Trustees

**Date of Meeting:** May 25, 2021

**Agenda Item:** Discuss Trustees' Report

**Agenda Section:** Discussion Item

**Trustee Responsible:** Robert Selders  
Board President

**Board Goal Objective:** Please select an objective(s) from the options below:

**Summary/Background Information:**

A request was made to discuss the Trustees' Report.

**Administrative Recommendations:**

Provided for your consideration and approval.



## Garland Independent School District Board of Trustees

<b>Date of Meeting:</b>	May 25, 2021
<b>Agenda Item:</b>	Trustees' Report
<b>Agenda Section:</b>	Discussion Item
<b>Administrator Responsible:</b>	Dr. Ricardo López Superintendent
<b>Board Goal Objective:</b>	

### **OBJECTIVE A: EARLY LITERACY (Reading)**

Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

### **OBJECTIVE B: EARLY LITERACY (Writing)**

Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Writing.

### **OBJECTIVE C: ENGLISH LANGUAGE ACQUISITION**

Percent of ELL students demonstrating English language acquisition, as measured by yearly progress indicator on the Texas English Language Proficiency Assessment System (TELPAS).

### **OBJECTIVE D: SCIENTIFIC UNDERSTANDING**

Percent of students in grade 8 demonstrating scientific understanding as measured by Meets Grade Level performance on STAAR Science.

### **OBJECTIVE E: MATHEMATICAL PROFICIENCY**

Percent of students demonstrating mathematical proficiency as measured by Meets Grade Level performance by the end of grade 9 on STAAR Algebra I EOC.

### **OBJECTIVE F: POSTSECONDARY READINESS (SAT Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by meeting college ready benchmarks through 11TH grade SAT School Day.

### **OBJECTIVE G: POSTSECONDARY READINESS (AP Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by AP exams with qualifying criterion scores.

### **OBJECTIVE H: STUDENT MANAGEMENT**

Percent of discretionary exclusionary consequences as measured by ISS, OSS, and DAEP.

### **OBJECTIVE I: GRADUATION OUTCOMES**

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

### **Superintendent Goal #1 – Student Results**

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

### **Superintendent Goal #2 – Fiscal Responsibility**

Ratings inputted for the Measured Analysis Goals are only a point of reference for trustee rating as each board member has the autonomy to change the rating. Measured Analysis Ratings will follow the state accountability factors for rounding.

### **Superintendent Goal #3 – Board Relations**

The superintendent maintains a positive and productive working relationship with the board of trustees and the community.

**Superintendent Goal #4 – Educational Leadership**

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

**Summary/Background Information:**

Trustees report to other trustees, the administrative staff and the public of activities that impact the Board's governance of the District. Trustees may report on the following subjects:

1. Trustee attendance at recent district and community events.
2. Announcement of upcoming district and community events.
3. Recognition of outstanding performance by district staff and students.
4. Recognition of new programs and special activities.
5. Message from Board President.

**Administrative Recommendations:**


For discussion.

# May 24, 2021 - May 30, 2021

May 2021							June 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												

## Monday, May 24

## Tuesday, May 25

5:00pm - 7:00pm Board Meeting (Board Room) - Mechelle Hogan 

## Wednesday, May 26

8:00am - 1:30pm Special Olympics-Elementary Schools (Williams Stadium)

## Thursday, May 27

8:00am - 1:30pm Special Olympics-Secondary Schools (Williams Stadium)

## Friday, May 28

Student/Staff Holiday

## Saturday, May 29

## Sunday, May 30

# May 31, 2021 - June 6, 2021

May 2021							June 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												

## Monday, May 31

Memorial Day (United States)

Student/Staff Holiday

## Tuesday, June 1

## Wednesday, June 2

## Thursday, June 3

## Friday, June 4

## Saturday, June 5

9:30am - 4:00pm GISD Val/SAL Yard Sign Caravan Celebration  
(GRCTC) - Ray Merrill

## Sunday, June 6

# June 7, 2021 - June 13, 2021

June 2021							July 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5					1	2	3
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

## Monday, June 7

## Tuesday, June 8

- 1:00pm - 3:00pm Memorial Pathway Academy Graduation-Johnny Beach (Cuwell Center)
- 5:00pm - 8:00pm Sachse High School Graduation-Wesley Johnson (Cuwell Center)

## Wednesday, June 9

- 9:00am - 11:00am South Garland High School Graduation-Jamie Miller (Cuwell Center)
- 1:00pm - 3:00pm Rowlett High School Graduation-Larry Glick (Cuwell Center)
- 5:00pm - 8:00pm Lakeview Centennial High School Graduation-R. Selders (Cuwell Center)

## Thursday, June 10

- 9:00am - 11:00am Naaman Forest High School-Linda Griffin (Cuwell Center)
- 1:00pm - 3:00pm Garland High School Graduation-Johnny Beach (Cuwell Center)
- 5:00pm - 8:00pm North Garland High School Graduation-R. Selders (Cuwell Center)

## Friday, June 11

Summer Work Hours M-TH

## Saturday, June 12

## Sunday, June 13

# June 14, 2021 - June 20, 2021

June 2021							July 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5				1	2	3	
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

## Monday, June 14

## Tuesday, June 15

- 3:00pm - 3:50pm Facilities Committee Meeting** (Board Room ) - Mechelle Hogan ↻
- 4:00pm - 5:50pm Finance and Audit Committee Meeting** (Board Room) - Mechelle Hogan ↻
- 6:00pm - 7:50pm District Affairs Committee Meeting** (Board Room) ↻

## Wednesday, June 16

- 12:00am TASB Summer Leadership Institute-San Antonio** (Marriot Rivercenter San Antonio ) →

## Thursday, June 17

- TASB Summer Leadership Institute-San Antonio** (Marriot Rivercenter San Antonio ) →

## Friday, June 18

- TASB Summer Leadership Institute-San Antonio** (Marriot Rivercenter San Antonio ) →
- Summer Work Hours M-TH** ↻

## Saturday, June 19

- 12:00am TASB Summer Leadership Institute-San Antonio** (Marriot Rivercenter San Antonio )

## Sunday, June 20

- Father's Day** (United States)

# June 21, 2021 - June 27, 2021

June 2021							July 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5				1	2	3	
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

## Monday, June 21

## Tuesday, June 22

3:00pm - 4:50pm Working Meeting-Equity Assessment Update (Boardroom)

5:00pm - 7:00pm Board Meeting (Board Room) - Mechelle Hogan ↻

## Wednesday, June 23

12:00am TASB Summer Leadership Institute-Fort Worth (Omni Fort Worth) →

## Thursday, June 24

< TASB Summer Leadership Institute-Fort Worth (Omni Fort Worth) →

## Friday, June 25

< TASB Summer Leadership Institute-Fort Worth (Omni Fort Worth) →

Summer Work Hours M-TH ↻

9:00am - 11:00am Dallas College Graduation (Curtis Culwell Center)

## Saturday, June 26

< 12:00am TASB Summer Leadership Institute-Fort Worth (Omni Fort Worth)

## Sunday, June 27

# June 28, 2021 - July 4, 2021

June 2021							July 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5					1	2	3
6	7	8	9	10	11	12	4	5	6	7	8	9	10
13	14	15	16	17	18	19	11	12	13	14	15	16	17
20	21	22	23	24	25	26	18	19	20	21	22	23	24
27	28	29	30				25	26	27	28	29	30	31

**Monday, June 28**

**Tuesday, June 29**

**Wednesday, June 30**

**Thursday, July 1**

**Friday, July 2**

Summer Work Hours M-TH ☰

**Saturday, July 3**

**Sunday, July 4**

Independence Day (United States)



## Garland Independent School District Board of Trustees

<b>Date of Meeting:</b>	May 25, 2021
<b>Agenda Item:</b>	Superintendent's Report
<b>Agenda Section:</b>	Discussion Item
<b>Administrator Responsible:</b>	Dr. Ricardo López Superintendent
<b>Board Goal Objective:</b>	

### **OBJECTIVE A: EARLY LITERACY (Reading)**

Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

### **OBJECTIVE B: EARLY LITERACY (Writing)**

Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Writing.

### **OBJECTIVE C: ENGLISH LANGUAGE ACQUISITION**

Percent of ELL students demonstrating English language acquisition, as measured by yearly progress indicator on the Texas English Language Proficiency Assessment System (TELPAS).

### **OBJECTIVE D: SCIENTIFIC UNDERSTANDING**

Percent of students in grade 8 demonstrating scientific understanding as measured by Meets Grade Level performance on STAAR Science.

### **OBJECTIVE E: MATHEMATICAL PROFICIENCY**

Percent of students demonstrating mathematical proficiency as measured by Meets Grade Level performance by the end of grade 9 on STAAR Algebra I EOC.

### **OBJECTIVE F: POSTSECONDARY READINESS (SAT Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by meeting college ready benchmarks through 11TH grade SAT School Day.

### **OBJECTIVE G: POSTSECONDARY READINESS (AP Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by AP exams with qualifying criterion scores.

### **OBJECTIVE H: STUDENT MANAGEMENT**

Percent of discretionary exclusionary consequences as measured by ISS, OSS, and DAEP.

### **OBJECTIVE I: GRADUATION OUTCOMES**

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

### **Superintendent Goal #1 – Student Results**

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

### **Superintendent Goal #2 – Fiscal Responsibility**

Ratings inputted for the Measured Analysis Goals are only a point of reference for trustee rating as each board member has the autonomy to change the rating. Measured Analysis Ratings will follow the state accountability factors for rounding.

### **Superintendent Goal #3 – Board Relations**

The superintendent maintains a positive and productive working relationship with the board of trustees and the community.

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**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

**Summary/Background Information:**

Dr. López will provide an update on District and community events.

**Administrative Recommendations:**

Provided for your information and discussion.



## Garland Independent School District Board of Trustees

<b>Date of Meeting:</b>	May 25, 2021
<b>Agenda Item:</b>	Future Agenda Items
<b>Agenda Section:</b>	Discussion Item
<b>Administrator Responsible:</b>	Dr. Ricardo López Superintendent
<b>Board Goal Objective:</b>	

### **OBJECTIVE A: EARLY LITERACY (Reading)**

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**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

**Summary/Background Information:**

Trustees may submit items to be placed on future Board Meeting agendas.

**Administrative Recommendations:**

For discussion.



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021  
**Agenda Item:** Human Resources Report  
**Agenda Section:** Consent Agenda  
**Administrator Responsible:** Dr. Gradyne Brown  
Assistant Superintendent Human Resources

**Board Goal Objective:**

**OBJECTIVE I: GRADUATION OUTCOMES**

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Please see attached recommendations for the new personnel, terminations, leaves of absence, and resignations for the 2020-21 school year.

**Administrative Recommendations:**

Administration recommends approval.

PERSONNEL ADMINISTRATION  
RECOMMENDED PROFESSIONAL PERSONNEL

<b>New Hires</b>						
<b>Name</b>	<b>Exp</b>	<b>College</b>	<b>Degree</b>	<b>Job Title</b>	<b>School/Dept.</b>	<b>Effective Date</b>
Abdanan, Hannah	0	Ashford Univ. (CA)	BA	Teacher - Reading	Bussey M.S.	4/27/2021
Aeschbacher, Austin	8	UT - Arlington	MEd	Teacher - 2nd Grade	Stephens Elem.	7/26/2021
		Baylor Univ.	BM			
(Finish Year Only during 2020-2021, returning for 2021-2022)						
Barreto Ramos, Jose	6	Univ. of Puerto Rico	BA	Teacher - PE	Ethridge Elem.	7/26/2021
(Finish Year Only during 2020-2021, returning for 2021-2022)						
Biddix, Mikayla	0	A&M - Commerce	BS	Teacher - 2nd Grade	Roach Elem.	7/26/2021
(Finish Year Only during 2020-2021, returning for 2021-2022)						
Bottoms, Charles	12	Dallas Baptist Univ.	MEd	Teacher - Intermediate Support	Intervention Dept.	5/12/2021
		UNT	BA			
Chavez, Arieana	1	A&M - Commerce	BA	Teacher - 5th Grade	Golden Meadows El.	7/26/2021
(Finish Year Only during 2020-2021, returning for 2021-2022)						
Collins, Lauren	1	UT- Dallas	BA	Literary Studies	Sellers M.S.	7/26/2021
Coronado, Cristina	8	SMU	MA	Teacher - Science	Jackson MST	5/21/2021
		UT - San Antonio	BA			
Davis, Isaac	0	UNT	MEd	Teacher - Lower Elementary	Herfurth Elem.	7/26/2021
		UNT	BA			
(Finish Year Only during 2020-2021, returning for 2021-2022)						
Finch, Korey	1	Univ. of North Texas	MS	Teacher - Reading	Bussey M. S.	4/27/2021
		Friends Univ. (KS)	BS			

PERSONNEL ADMINISTRATION  
RECOMMENDED PROFESSIONAL PERSONNEL

Gambill, Cody		UNT	MEd	Teacher - Social Studies	Rowlett H.S.	5/24/2021
		TX State Univ.				
Jackson, Daphne	1	Univ. of Mississippi	Pharm D	Teacher - Health Science	Lakeview Cent. H.S.	5/21/2021
		Univ. of Mississippi	BS	Career Prep.		
Johnson, Kevin	25	UNT	MS	Audiologist	Special Ed.	7/26/2021
		Eastern New Mexico Univ.	BS			
Moore, Jeanie	15	Univ. of Central Oklahoma	BA	Teacher - English	Garland H. S.	4/27/2021
Orozco, Compean, Jazmin	0	TWU	BS	Teacher - 1st Grade Bilingual	Freeman Elem.	7/26/2021
(Finish Year Only during 2020-2021, returning for 2021-2022)						
Puente Aceves, Luis	8	Univ. Nacional Autonoma (Mexico)	BA	Teacher - 3rd Grade Bilingual	Cooper Elem.	7/26/2021
(Finish Year Only during 2020-2021, returning for 2021-2022)						
Robles, Cynthia	0	UT - El Paso	BA	Teacher - 4th Grade	Watson Tech. Center	7/26/2021
(Finish Year Only during 2020-2021, returning for 2021-2022)						
Shamsid-Deen, Marisela	9	Lamar Univ.	BA	Teacher - 2nd Grade Bilingual	Daugherty Elem.	5/21/2021
Talwar, Anjani	1	UT - Austin	BBA	Teacher - Special Ed.	Rowlett H.S.	7/26/2021
(Finish Year Only during 2020-2021, returning for 2021-2022)						
Thomas, Gwen	2	Yale Univ.	MFS	Teacher - Science	Jackson MST	5/21/2021
		William Smith College	BA			
Wright, Torrence	2	Arkansas Tech Univ.	BPS	Teacher - Social Studies	North Garland H.S.	5/21/2021

PERSONNEL ADMINISTRATION  
RECOMMENDED PROFESSIONAL PERSONNEL

<b>Administrative New Hires</b>						
<b>Name</b>	<b>Exp</b>	<b>College</b>	<b>Degree</b>	<b>Job Title</b>	<b>School/Dept.</b>	<b>Effective Date</b>
<b>Administrative Appointments/Transfers</b>						
<b>Name</b>		<b>Current Position</b>		<b>Recommended Position</b>		<b>Effective Date</b>

PERSONNEL ADMINISTRATION  
RECOMMENDED TERMINATIONS, RESIGNATIONS AND RETIREMENTS

<u>Name</u>	<u>Job Title</u>	<u>School/Dept.</u>	<u>Experience</u>	<u>Reasons</u>	<u>Effective Date</u>
Aaron, Karson P.	Teach/3rd Grade	Southgate Elem.	1 year with GISD	Resignation/ Relocation	6/9/2021
Abdul-Jabbar, Maryam L.	Teach/ESL	Rowlett H.S.	8 years/3 with GISD	Resignation/ Career Change	6/9/2021
Abdul-Jabbar, Rashad N.	Teach/Business Ed.	Webb M.S.	1 year with GISD	Resignation/ Other TX School	6/9/2021
Anderson, Marshel	Teach/Special Ed. Resource	Coyle M.S.	1 year with GISD	Resignation/ Other	6/9/2021
Antonuccio, Dino J.	Teach/Asst. Band	Schrade M.S.	15 years with GISD	Resignation/ Career Change	6/17/2021
Auten, Jr., Robert L.	Teach/5th Grade	Club Hill Elem.	6 years/4 with GISD	Resignation/ Relocation	6/9/2021
Baier, Kurt R.	Teach/PE	Back Elem.	30 years/22 with GISD	Retirement	6/9/2021
Beaty, Brandon R.	Teach/Social Studies/Coach	Rowlett H.S.	8 years/1 with GISD	Resignation/ Other TX School	6/11/2021
Bell III, Walter R.	Teach/Special Ed. CM	Rowlett H.S.	2 years with GISD	Resignation/ Other	6/9/2021
Benda, Brandon A.	Teach/Social Studies/Coach	South Garland H.S.	9 years/1 with GISD	Resignation/ Other	6/11/2021
Blank, Darlene C.	Teach/Science	Lakeview Cent. H.S.	4 years/1 with GISD	Resignation/ Other	6/9/2021
Blankenship, Courtney L.	Teach/English/Coach	Garland H.S.	1 year with GISD	Resignation/ Other	6/11/2021
Blankenship, Justin W.	Teach/Social Studies	Garland H.S.	5 years with GISD	Resignation/ Other	6/9/2021
Boatler, Madison P.	Teach/Science	North Garland H.S.	1 year with GISD	Resignation/ Other	6/9/2021
Brewer, Ann A.	Teach/English	Garland H.S.	2 years/1 with GISD	Resignation/ Other	6/9/2021
Brown, Sontavia L.	Teach/3rd Grade	Golden Meadows Elem.	6 years/5 with GISD	Resignation/ Other TX School	6/9/2021
Buck, Brittany N.	Teach/English	South Garland H.S.	1 year with GISD	Resignation/ Other	6/9/2021

PERSONNEL ADMINISTRATION  
RECOMMENDED TERMINATIONS, RESIGNATIONS AND RETIREMENTS

Bueno, Crystal M.	Teach/3rd Grade Bilingual	Handley Elem.	9 years/6 with GISD	Resignation/ Personal	6/9/2021
Cagle, LaShai D.	Teach/4th Grade	Abbett Elem.	10 years/8 with GISD	Resignation/ Relocation	6/9/2021
Campa, Andrea L.	Teach/5th Grade	Freeman Elem.	1 year with GISD	Resignation/ Relocation	6/9/2021
Casas, Brenda E.	Teach/KN	Montclair Elem.	2 years with GISD	Resignation/ End of Assignment	6/9/2021
Castro Cruz, Esther	Teach/Art	Abbett Elem.	15 years/3 with GISD	Resignation/ Other TX School	6/9/2021
Charles, Kimberly A.	Teach/2nd Grade	Steadham Elem.	25 years/24 with GISD	Retirement	4/27/2021
Chavez, Karla B.	Teach/PreK Bilingual	Cisneros Elem.	17 years with GISD	Resignation/ Personal	6/9/2021
Cilia, Olga M.	Teach/5th Grade Bilingual	Back Elem.	10 years/5 with GISD	Resignation/ Relocation	6/9/2021
Claiborne Allen, Tamyra N.	Teach/Special Ed. BA	Webb M.S.	7 years/2 with GISD	Resignation/ Other	6/9/2021
Cotton, Amye L.	Teach/Early Literacy Support	Teaching and Learning	25 years/1 with GISD	Resignation/ Relocation	6/21/2021
Crane, Katherine L.	Responsive Services Counselor	Guidance and Counseling	21 years/1 with GISD	Resignation/ Career Change	6/15/2021
Crider, Shannan L.	Teach/Special Ed. CM	Bussey M.S.	3 years/1 with GISD	Resignation/ Personal	6/9/2021
Crowe, Laurie Joan	Teach/Special Ed. CM	Schrade M.S.	20 years with GISD	Retirement	6/9/2021
Curry, Kaitlyn E.	Teach/ESL	Sellers M.S.	1 year with GISD	Resignation/ Other	6/9/2021
Daniels, Everett R.	Teach/Social Studies/Coach	Garland H.S.	6 years/1 with GISD	Resignation/ Other	6/11/2021
Daniels, Michael P.	Teach/Science/Coach	South Garland H.S.	1 year with GISD	Resignation/ Other	6/11/2021
Davidson, Charlotte D.	Diagnostician	Schrade M.S.	31 years/20 with GISD	Resignation/ Other TX School	6/10/2021
Davis, Cherea D.	Diagnostician	Davis Elem.	18 years/9 with GISD	Resignation/ Other TX School	6/10/2021
Delgado, Jonathan D.	Teach/Social Studies	Bussey M.S.	5 years with GISD	Resignation/	6/9/2021

PERSONNEL ADMINISTRATION  
RECOMMENDED TERMINATIONS, RESIGNATIONS AND RETIREMENTS

				Relocation	
Donnell, Tobie A.	Speech Lang. Pathologist	Naaman Forest H.S.	38 years/30 with GISD	Retirement	6/9/2021
Drake, Jeremiah J.	Teach/Math/Coach	South Garland H.S.	1 year with GISD	Resignation/ Other	6/11/2021
Ellis, Jonathan N.	Teach/Newcomer PE ESL	Memorial Pathway	2 years/1 with GISD	Resignation/ Other	6/9/2021
Emenhiser, Steven W.	Teach/Science	Naaman Forest H.S.	6 years/2 with GISD	Resignation/ Moving Out of State	6/9/2021
Esparza, Maria M.	Teach/KN Bilingual	Bullock Elem.	8 years with GISD	Resignation/ Relocation	6/9/2021
Evans, Barbara J.	Teach/Secondary LPAC Lead	English Lang. Learners	21 years/20 with GISD	Retirement	6/9/2021
Fachman, Holly J.	Teach/2nd Grade	Toler Elem.	4 years with GISD	Resignation/ Relocation	6/9/2021
Fisher, KaiLeigh J.	Teach/Special Ed. BA	Pathfinder Ach. Ctr.	1 year with GISD	Resignation/ Other	6/9/2021
Flanagan, Fay E.	Teach/English	O'Banion M.S.	1 year with GISD	Resignation/ Other	6/9/2021
Floyd, Connie S.	Teach/English	Rowlett H.S.	10 years/5 with GISD	Resignation/ Personal	6/9/2021
Ford, Devin M.	Teach/Secondary LPAC Lead	English Lang. Learners	15 years/3 with GISD	Resignation/ Other TX School	6/9/2021
Foster, Rachael S.	Teach/English	Naaman Forest H.S.	1 year with GISD	Resignation/ Other	6/9/2021
Foster, Ruth D.	Teach/KN	Couch Elem.	27 years/2 with GISD	Resignation/ Other TX School	6/9/2021
Followwell, Candice N.	Teach/Math/Coach	North Garland H.S.	1 year with GISD	Resignation/ Other	6/11/2021
Ford, Stephen M.	Teach/Business Ed./Coach	South Garland H.S.	1 year with GISD	Resignation/ Other	6/11/2021
Frazier, Carrie A.	Teach/English	Jackson T.C.	3 years/1 with GISD	Resignation/ Other	6/9/2021
Frederick, Corey A.	Teach/Math	Sellers M.S.	1 year with GISD	Resignation/ Other	6/9/2021
French, Alyssa L.	Teach/KN	Abbett Elem.	4 years with GISD	Resignation/ Relocation	6/9/2021

PERSONNEL ADMINISTRATION  
RECOMMENDED TERMINATIONS, RESIGNATIONS AND RETIREMENTS

Frey, Brittney I.	Teach/2nd Grade	Stephens Elem.	8 years/4 with GISD	Resignation/ Other TX School	6/9/2021
Gammon, Kimberly J.	Counselor Facilitator	Guidance and Counseling	27 years/7 with GISD	Resignation/ Moving Out of State	6/18/2021
Gannon, Lauren N.	Teach/KN	Bullock Elem.	2 years with GISD	Resignation/ Other TX School	6/9/2021
Goggins, Mariel D.	Teach/KN Bilingual	Toler Elem.	1 year with GISD	Resignation/ Other	6/9/2021
Gomer, Stacie R.	Teach/5th Grade	Shugart Elem.	1 year with GISD	Resignation/ Other TX School	6/9/2021
Govender, Kuben	Teach/Science	Rowlett H.S.	18 years/14 with GISD	Resignation/ Other	6/9/2021
Griffith, Troy P.	Teach/Math/Coach	North Garland H.S.	4 years/3 with GISD	Resignation/ Relocation	6/11/2021
Griner, Vicki L.	Teach/2nd Grade	Toler Elem.	11 years with GISD	Resignation/ Career Change	6/9/2021
Gutierrez, Joe	Teach/Logistics	Gilbreath-Reed CTC	24 years/3 with GISD	Resignation/ End of Assignment	6/15/2021
Haley, Michele D.	Responsive Services Counselor	Guidance and Counseling	4 years/2 with GISD	Resignation/ Career Change	6/15/2021
Hartley, Amy L.	Teach/5th Grade	Back Elem.	2 years/1 with GISD	Resignation/ Personal	4/28/2021
Haynes, Chad L.	Teach/Social Studies/Coach	Garland H.S.	18 years/5 with GISD	Resignation/ Personal	6/11/2021
Haynes, David W.	Teach/Health/Coach	Lakeview Cent. H.S.	32 years/4 with GISD	Resignation/ Other TX School	6/11/2021
Hemby, Jessica	Teach/3rd Grade	Armstrong Elem.	2 years/1 with GISD	Resignation/ Other TX School	6/9/2021
Hemphill, Jalen L.	Asst. Principal	Lyles M.S.	7 years/2 with GISD	Resignation/ Relocation	6/30/2021
Henderson, Jessica S.	Teach/Science	Schrade M.S.	6 years/1 with GISD	Resignation/ Career Change	6/9/2021
Hensley, Colby G.	Teach/Science/Coach	Rowlett H.S.	19 years/6 with GISD	Resignation/ Other TX School	5/14/2021
Heredia, Sara	Teach/1st Grade Bilingual	Montclair Elem.	18 years with GISD	Resignation/ Other TX School	6/9/2021
Hightower, Amanda M.	Teach/4th Grade	Kimberlin Academy	2 years with GISD	Resignation/	6/9/2021

PERSONNEL ADMINISTRATION  
RECOMMENDED TERMINATIONS, RESIGNATIONS AND RETIREMENTS

				Personal	
Hinojosa, Pamela	Teach/Secondary LPAC Lead	English Lang. Learners	7 years/3 with GISD	Resignation/	6/9/2021
				Health Reasons	
Holbert, Curtis D.	Teach/Health/Coach	Lakeview Cent. H.S.	13 years/4 with GISD	Resignation/	6/11/2021
				Other TX School	
Holloway, Leigh A.	Teach/2nd Grade	Lister Elem.	20 years/10 with GISD	Resignation/	6/9/2021
				Other TX School	
Holmes, Linda J.	Teach/SpEd BA	North Garland H.S.	18 years/2 with GISD	Resignation/	6/9/2021
				Other	
Holt, Emily D.	Nurse	Couch Elem.	4 years/3 with GISD	Resignation/	6/9/2021
				Not Working	
Hosby, Devyn E.	Teach/ESL Newcomer	Naaman Forest H.S.	1 year	Resignation/	6/9/2021
				Other	
Hutchason, Rachel N.	Teach/Science/Coach	Rowlett H.S.	3 years/1 with GISD	Resignation/	6/11/2021
				Other	
Hutchings, Meghan C.	Teach/5th Grade	Beaver MST	20 years with GISD	Resignation/	6/9/2021
				Health Reasons	
Hwang, Mi Son	Teach/1st Grade	Bradfield Elem.	12 years/7 with GISD	Resignation/	6/9/2021
				Spouse Transferred	
Jaquez, Criselda L.	Teach/2nd Grade	Toler Elem.	16 years/1 with GISD	Resignation/	6/9/2021
				Relocation	
Jenkins, Teri J.	Teach/English	South Garland H.S.	1 year with GISD	Resignation/	6/9/2021
				Other	
Johnson, Ashley N.	Teach/English	Lyles M.S.	3 years/1 with GISD	Resignation/	6/9/2021
				Other	
Jones, Dena J.	Teach/Science	Rowlett H.S.	17 years/14 with GISD	Retirement	6/9/2021
Jost, Cheryl L.	Librarian	CC @ Brandenburg	35 years/25 with GISD	Retirement	6/9/2021
Kapanga, Peter A.	Teach/Math	South Garland H.S.	1 year with GISD	Resignation/	6/9/2021
				Other	
Karem, Sarah E.	Speech Lang. Pathologist	Couch Elem.	1 year with GISD	Resignation/	6/9/2021
				Other TX School	
Kesteron, Ian W.	Teach/Family Consumer Sciences	South Garland H.S.	1 year with GISD	Resignation/	6/9/2021
				Moving Out of State	
King, Kathy H.	Teach/Art	Noth Garland H.S.	20 years with GISD	Retirement	6/9/2021

PERSONNEL ADMINISTRATION  
RECOMMENDED TERMINATIONS, RESIGNATIONS AND RETIREMENTS

Kunreuther, Kelly F.	Teach/Business Ed.	Rowlett H.S.	1 year with GISD	Resignation/ Other	6/9/2021
Lambert, Jessica M.	Teach/Business Ed. Career Prep.	North Garland H.S.	2 years with GISD	Resignation/ Other	6/9/2021
Lange, Meagan C.	Teach/KN	Northlake Elem.	4 years/1 with GISD	Resignation/ Other TX School	6/9/2021
Lloyd, Rhonda L.	Teach/4th Grade	Heather Glen Elem.	12 years/1 with GISD	Resignation/ Other TX School	6/9/2021
Long, Ashley C.	Asst. Principal	Club Hill Elem.	13 years with GISD	Resignation/ Other TX School	6/22/2021
Lyon, Aubrey E.	Teach/Science	Schrade M.S.	1 year with GISD	Resignation/ Other	6/9/2021
Lyons, Carita L.	Counselor	Hudson M.S.	26 years/13 with GISD	Resignation/ Personal	6/11/2021
Majors, Kisha R.	Teach/Special Ed. CBSE Idea B	Heather Glen Elem.	10 years/3 with GISD	Resignation/ Professional Dev.	6/9/2021
Mancilla, Norma L.	Teach/KN Bilingual	Montclair Elem.	10 years/2 with GISD	Resignation/ End of Assignment	6/9/2021
Mandelstein, Katie E.	Teach/2nd Grade	Kimberlin Academy	3 years with GISD	Resignation/ Personal	6/9/2021
Martinez, Luz E.	Asst. Principal	Toler Elem.	15 years with GISD	Resignation/ Not Working	6/22/2021
Martinez, Marcela	Teach/Science	O'Banion M.S.	7 years/6 with GISD	Resignation/ Health Reasons	5/6/2021
Mascorro, Elizabeth A.	Teach/Music	Couch Elem.	3 years with GISD	Resignation/ Personal	6/9/2021
May, Ryan N.	Teach/Special Ed. CBSE	Toler Elem.	11 years/3 with GISD	Resignation/ Other	6/9/2021
Mbu, Bradley A.	Teach/Health/Coach	North Garland H.S.	1 year with GISD	Resignation/ Other	6/11/2021
McCormick, Jennifer R.	Teach/Special Ed. Resource Idea B	Sellers M.S.	14 years/1 with GISD	Resignation/ Other	6/9/2021
McDonald, Temeko M.	Teach/Special Ed. ALE	Austin Academy	4 years/2 with GISD	Resignation/ Other	6/9/2021
McKee, Mary A.	Teach/Science	Garland H.S.	6 years/2 with GISD	Resignation/ Personal	6/9/2021
McLean, Cole A.	Teach/Science/Coach	South Garland H.S.	11 years/2 with GISD	Resignation/	6/11/2021

PERSONNEL ADMINISTRATION  
RECOMMENDED TERMINATIONS, RESIGNATIONS AND RETIREMENTS

				Personal	
McMillin, Katherine J.	Teach/Science	Coyle M.S.	1 year with GISD	Resignation/	6/9/2021
				Other	
McQuarters, Lisa L.	Teach/Reading	Hudson M.S.	15 years/1 with GISD	Resignation/	6/9/2021
				Other	
Miller, Adrian D.	Teach/Math	Sam Houston M.S.	1 year with GISD	Resignation/	6/9/2021
				Career Change	
Miller, Faren S.	Teach/Special Ed. CM	Rowlett H.S.	5 years with GISD	Resignation/	6/9/2021
				Personal	
Mora, Latisha N.	Teach/PreK ESL	Parsons Pre-K	9 years with GISD	Resignation/	6/9/2021
				Other TX School	
Morgan, Emily G.	Teach/2nd Grade	Cooper Elem.	2 years/1 with GISD	Resignation/	6/9/2021
				Relocation	
Najarro, Mario L.	Teach/Special Ed. CM	Lakeview Cent. H.S.	19 years/2 with GISD	Resignation/	6/9/2021
				Other TX School	
Neal, Vonea Y. T.	Teach/Science	Rowlett H.S.	10 years/1 with GISD	Resignation/	6/9/2021
				Not Working	
Neave, Diego	Teach/Special Ed. Resource	O'Banion M.S.	2 years/1 with GISD	Resignation/	6/9/2021
				Other	
Newland, Rachel D.	Teach/PreK ESL	Hickman Elem.	6 years/5 with GISD	Resignation/	6/9/2021
				Relocation	
Nightingale, Lorie M.	Speech Lang. Pathologist	CC @ Vial	19 years/4 with GISD	Resignation/	6/9/2021
				Other TX School	
Nordquist, Chase T.	Teach/2nd Grade	Beaver T.C.	5 years with GISD	Resignation/	4/30/2021
				Career Change	
Olguin, Vanessa	Teach/Science/Coach	Lakeview Cent. H.S.	6 years with GISD	Resignation/	6/11/2021
				Other	
Orford, Casey N.	Teach/English	South Garland H.S.	2 years with GISD	Resignation/	6/9/2021
				Other	
Padilla, Alejandra	Teach/KN	Bradfield Elem.	6 years/5 with GISD	Resignation/	6/9/2021
				Relocation	
Palmer, Brandon R.	Teach/Reading	Webb M.S.	2 years/1 with GISD	Resignation/	6/9/2021
				Other	
Palmgren, Hayley A.	Speech Lang. Pathologist	Cisneros PreK	8 years with GISD	Resignation/	6/9/2021
				Personal	
Palomo, Karina	Teach/Special Ed. CM	North Garland H.S.	9 years/1 with GISD	Resignation/	6/9/2021
				Other	

PERSONNEL ADMINISTRATION  
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Parker, Kathleen F.	Teach/Special Ed. CBSE	Keeley Elem.	29 years/24 with GISD	Retirement	6/9/2021
Parker, Reavine S.	Teach/English	South Garland H.S.	6 years with GISD	Resignation/ Other	6/9/2021
Parks, Lindsey M.	Teach/ESL	O'Banion M.S.	14 years/6 with GISD	Resignation/ Moving Out of State	6/9/2021
Parr, Virginia P.	Librarian	North Garland H.S.	29 years/25 with GISD	Retirement	6/9/2021
Payne, Andrew J.	Teach/PE/Coach	Coyle M.S.	4 years/1 with GISD	Resignation/ Career Change	6/9/2021
Pea, Michael B.	Teach/Social Studies/Coach	Austin Academy	1 year with GISD	Resignation/ Personal	6/10/2021
Perry, Kelvin M.	Teach/Science/Coach	Lakeview Cent. H.S.	18 years with GISD	Resignation/ Other TX School	6/11/2021
Phillips, Whitney H.	Teach/English	Naaman Forest H.S.	1 years with GISD	Resignation/ Other	6/9/2021
Poteete, Alesha K.	Teach/3rd Grade	Ethridge Elem.	10 years with GISD	Resignation/	6/9/2021
Price, Victoria J.	Teach/ASL	Sachse H.S.	1 year with GISD	Resignation/ Other	6/9/2021
Pruessner, Garrett T.	Teach/ESL	Lakeview Cent. H.S.	16 years with GISD	Resignation/ Career Change	6/9/2021
Ramirez, Pacquepsi D.	Asst. Principal	Kimberlin Academy	14 years/6 with GISD	Resignation/ Other TX School	6/22/2021
Ramos, Veronica	Teach/English	Lakeview Cent. H.S.	16 years/7 with GISD	Resignation/ Other TX School	6/9/2021
Randall, Phillip K.	Teach/Health/Coach	South Garland H.S.	17 years/2 with GISD	Resignation/ Other TX School	6/11/2021
Rattan, Brittany D.	Teach/2nd Grade	Heather Glen Elem.	4 years with GISD	Resignation/ Other TX School	6/9/2021
Reyes, Lauren E.	Teach/English	Schrade M.S.	2 years with GISD	Resignation/ Personal	6/9/2021
Reza, Eric M.	Teach/English/Coach	Naaman Forest H.S.	1 year with GISD	Resignation/ Personal	6/11/2021
Richardson, Brianna F.	Teach/PE/Coach	South Garland H.S.	2 years with GISD	Resignation/ Other	6/11/2021
Richardson, Courtney L.	Teach/KN	Bullock Elem.	3 years with GISD	Resignation/	6/9/2021

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				Other TX School	
Robinson, Cheyenne R.	Teach/5th Grade	Armstrong Elem.	2 years with GISD	Resignation/	6/9/2021
				Not Working	
Robinson, Robert B.	Teach/Special Ed. CM	South Garland H.S.	8 years/2 with GISD	Resignation/	6/11/2021
				Other	
Rodriguez Ramirez, Zerimar	Teach/1st Grade BIL	Watson MST	14 years/3 with GISD	Resignation/	6/9/2021
				Career Change	
Rodenroth, Aimee E.	Dyslexia Evaluator	Special Education	30 years/4 with GISD	Retirement	6/16/2021
Ryer, Joetta	Teach/Special Ed. CBSE Idea B	Southgate Elem.	38 years/31 with GISD	Retirement	6/9/2021
Rymer, Patricia G.	Teach/Science	Coyle M.S.	23 years with GISD	Retirement	6/9/2021
Saenz, Miranda M.	Teach/Choir	Schrade M.S.	1 year with GISD	Resignation/	6/11/2021
				Spouse Transferred	
Saucedo, Cesar	Teach/Business Education	South Garland H.S.	7 years with GISD	Resignation/	6/9/2021
				Other	
Schwartz, Lauren A.	Teach/English	Sam Houston M.S.	1 year with GISD	Resignation/	6/9/2021
				Personal	
Scott, Shellye R.	Teach/2nd Grade	Kimberlin Academy	14 years/13 with GISD	Retirement	6/9/2021
Sells, George C.	Teach/Technology Education	Schrade M.S.	42 years/21 with GISD	Retirement	6/9/2021
Shafer, Maegan R.	Teach/ESL	Garland H.S.	1 year with GISD	Resignation/	6/9/2021
				Other	
Sharp, Ashley F.	Teach/Dance	Sachse H.S.	5 years with GISD	Resignation/	6/21/2021
				Relocation	
Simpson, Dylan D.	Teach/1st Grade	Toler Elem.	2 years/1 with GISD	Resignation/	6/9/2021
				Other	
Sipes, Tiffani O.	Teach/Lower Elem. Montessori	Herfurth Elem.	2 years with GISD	Resignation/	6/9/2021
				Career Change	
Soto, Karla L.	Teach/3rd Grade Bilingual	Northlake Elem.	6 years/2 with GISD	Resignation/	6/9/2021
				Not Working	
Starks, Ashley M.	Teach/4th Grade Bilingual	Ethridge Elem.	10 years/9 with GISD	Resignation/	6/9/2021
				Not Working	
Starling, Erin	Teach/3rd Grade	Toler Elem.	1 year with GISD	Resignation/	6/9/2021
				Other TX School	

PERSONNEL ADMINISTRATION  
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Strachan, Caitlyn E.	Teach/Math	Coyle M.S.	3 years/1 with GISD	Resignation/ Career Change	6/9/2021
Tejani, Ashif P.	Teach/Art	Centerville Elem.	5 years/2 with GISD	Resignation/ Other	6/9/2021
Thompson, Morris H.	Teach/Health/Coach	Sachse H.S.	19 years/2 with GISD	Resignation/ Personal	6/11/2021
Thomson, Julia J.	Teach/Science	Lakeview Cent. H.S.	2 years with GISD	Resignation/ Personal	6/9/2021
Thorn, Phoebe V.	Teach/Reading	Schrade M.S.	1 year with GISD	Resignation/ Other TX School	6/9/2021
Ticzon, Eunice C.	Teach/English	South Garland H.S.	6 years/1 with GISD	Resignation/ Other	6/9/2021
Toohey, Michael S.	Teach/Social Studies	Rowlett H.S.	11 years/9 with GISD	Resignation/ Career Change	6/9/2021
Torres, Adriana I.	Teach/Spanish	Lakeview Cent. H.S.	16 years/8 with GISD	Resignation/ Relocation	6/9/2021
Traughber, Malisa (Jill)	Teach/Special Ed. CBSE Idea B	Armstrong Elem.	23 years/17 with GISD	Resignation/ Other TX School	6/9/2021
Tucker, Kimberly A.	Teach/4th Grade	Sewell Elem.	6 years/2 with GISD	Resignation/ Other TX School	6/9/2021
Vasquez III, Carlos	Teach/English	North Garland H.S.	7 years/4 with GISD	Resignation/ Other	6/9/2021
Vaughn, Wanda E.	Teach/4th Grade	Couch Elem.	4 years/2 with GISD	Retirement	6/9/2021
Vazquez Gonzalez, Vanessa B.	Teach/Early Literacy Support	Teaching & Learning Dev.	14 years/10 with GISD	Resignation/ Relocation	6/21/2021
Viana, Terri C.	Teach/Math	Sellers M.S.	25 years/18 with GISD	Retirement	6/9/2021

PERSONNEL ADMINISTRATION  
RECOMMENDED TERMINATIONS, RESIGNATIONS AND RETIREMENTS

Walker, Jeff L.	Teach/Special Ed. ALE	Sellers M.S.	4 years with GISD	Resignation/	6/9/2021
				Other	
Warren, Michilli A.	Teach/Reading	Coyle M.S.	13 years/1 with GISD	Resignation/	6/9/2021
				Other	
Waters, Stephanie D.	Teach/3rd Grade	Freeman Elem.	5 years/3 with GISD	Resignation/	6/9/2021
				End of Assignment	
Watson, Lakrystal D.	Teach/Business Education	Webb M.S.	5 years/1 with GISD	Resignation/	6/9/2021
				Other	
Watts, Jeanette M.	Teach/English	Naaman Forest H.S.	24 years/20 with GISD	Resignation/	6/9/2021
				Relocation	
Wiebersch, Rebekah C.	Teach/Reading	O'Banion M.S.	3 years with GISD	Resignation/	6/9/2021
				Professional Dev.	
Williams, Linda M.	Librarian	Stephens Elem.	28 years/9 with GISD	Retirement	6/9/2021
Williams, Wendy M.	Principal	Carver Elementary	23 years/21 with GISD	Resignation/	6/25/2021
				Health Reasons	
Wisdom, Briana M.	Teach/Science	Naaman Forest H.S.	2 years with GISD	Resignation/	6/16/2021
				End of Assignment	
Witwer, Lisa C.	Teach/Music	Bullock Elem.	27 years/15 with GISD	Retirement	6/9/2021
<b>Professional Resignation/Retirements:</b>		<b>Approved to Date:</b>	<b>314</b>		
		<b>Current:</b>	<b>188</b>		
<b>B. Support Personnel</b>					
<u>Name</u>	<u>Job Title</u>	<u>School/Dept.</u>	<u>Experience</u>	<u>Reasons</u>	
Bullard, Susan R.	Aide/Special Ed. BA	Pathfinder Ach. Ctr.	24 years with GISD	Retirement	6/9/2021
Hill, Jane M.	Aide/Special Ed. BA	Pathfinder Ach. Ctr.	32 years with GISD	Retirement	6/9/2021
<b>ParaProfessional Resignation/Retirements:</b>		<b>Approved to Date:</b>	<b>15</b>		
		<b>Current:</b>	<b>2</b>		
<b>*Date Correction</b>					

PERSONNEL ADMINISTRATION  
RECOMMENDED TERMINATIONS, RESIGNATIONS AND RETIREMENTS

Other TX School - has informed us of taking a position at another Texas school district					
Personal - used at the discretion of the employee and no specific reason given or shared					
Career Change - has informed us of taking a position outside of education					



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Amendment of 2020-2021 Salary Schedule for Summer Intersession Pay

**Agenda Section:** Action Item

**Administrator Responsible:** Dr. Gradyne E. Brown  
Assistant Superintendent, Human Resources

**Board Goal Objective:**

**OBJECTIVE A: EARLY LITERACY (Reading)**

Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

**OBJECTIVE B: EARLY LITERACY (Writing)**

Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Writing.

**OBJECTIVE C: ENGLISH LANGUAGE ACQUISITION**

Percent of ELL students demonstrating English language acquisition, as measured by yearly progress indicator on the Texas English Language Proficiency Assessment System (TELPAS)

**OBJECTIVE D: SCIENTIFIC UNDERSTANDING**

Percent of students in grade 8 demonstrating scientific understanding as measured by Meets Grade Level performance on STAAR Science.

**OBJECTIVE E: MATHEMATICAL PROFICIENCY**

Percent of students demonstrating mathematical proficiency as measured by Meets Grade Level performance by the end of grade 9 on STAAR Algebra I EOC.

**OBJECTIVE F: POSTSECONDARY READINESS (SAT Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by meeting college ready benchmarks through 11TH grade SAT School Day.

**OBJECTIVE G: POSTSECONDARY READINESS (AP Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by AP exams with qualifying criterion scores.

**OBJECTIVE I: GRADUATION OUTCOMES**

Percent of students successfully completing graduation and College, Career, Military

Ready (CCM-R) requirements.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

This agenda item was presented to the Finance Committee for review on May 11, 2021. We are requesting Board Approval to amend the 2020-2021 salary schedule to reflect an increase for Intersession pay to \$40 an hour for summer 2021. Student Nutrition Services workers will continue to receive their regular rate of pay for intersession work.

**Administrative Recommendations:**

Provided for approval

# **PROFESSIONAL CATEGORIES OF PAY DETAILS**

## **RATES**

**PROFESSIONAL Extended Day - Instructional Non-ACE Campuses** **\$30 per Hour**

Includes, but not limited to:

- Saturday School
- Thursday School
- Zero Period
- Extended Day Enrichment
- ESL Extended Day
- Bike / Dance Grant-Project ○
- Curriculum Writing ○
- Evening School
  - ARI/AMI/Title I ○
  - STAR
  - Credit Recovery

**PROFESSIONAL Extended Day – Administrative \*** **\$40 per Hour**

\* With approval from the administrator’s supervisor Includes:

- Supervisor
- Administration
- Facilitator

**PROFESSIONAL Extended Day – Staff Development** **\$20 per Hour\*\***  
\*\*Maximum 8 hours paid per Day

**PROFESSIONAL Extended Day – Non Instructional** **\$10 per Session**

*Note: To qualify for this pay, the duty must be assigned /accepted per semester, or school year.*

*Cannot be assigned for short periods of time for pay.* Includes, but not limited to:

- Bus Duty
- Hall Monitor / Duty
- Commons Monitor/Duty
- Grounds Monitor / Duty
- Marque Maintenance

**PROFESSIONAL Extended Day - Special Qualifications** **Rate dependent on Licensing / Qualification - upon approval by Administration**  
Includes, but not limited to:

- Diagnosticians
- Therapists
- Security Officers

**~~SUMMER SCHOOL – Rates as listed on the Summer School Job Postings~~**

**SUMMER INTERSESSION:**

**Teachers/Counselors/Nurses: \$40/hour**

**Others – Rates as listed on the Intersession Job Postings or as determined.**

**PART TIME TEMPORARY - Rate as listed on the individual Job Posting**



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Amendment of 2020-2021 Salary Schedule for TIA Stipends

**Agenda Section:** Action Item

**Administrator Responsible:** Dr. Gradyne E. Brown  
Assistant Superintendent, Human Resources

**Board Goal Objective:**

**OBJECTIVE A: EARLY LITERACY (Reading)**

Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

**OBJECTIVE B: EARLY LITERACY (Writing)**

Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Writing.

**OBJECTIVE C: ENGLISH LANGUAGE ACQUISITION**

Percent of ELL students demonstrating English language acquisition, as measured by yearly progress indicator on the Texas English Language Proficiency Assessment System (TELPAS)

**OBJECTIVE D: SCIENTIFIC UNDERSTANDING**

Percent of students in grade 8 demonstrating scientific understanding as measured by Meets Grade Level performance on STAAR Science.

**OBJECTIVE E: MATHEMATICAL PROFICIENCY**

Percent of students demonstrating mathematical proficiency as measured by Meets Grade Level performance by the end of grade 9 on STAAR Algebra I EOC.

**OBJECTIVE F: POSTSECONDARY READINESS (SAT Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by meeting college ready benchmarks through 11TH grade SAT School Day.

**OBJECTIVE G: POSTSECONDARY READINESS (AP Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by AP exams with qualifying criterion scores.

**OBJECTIVE I: GRADUATION OUTCOMES**

Percent of students successfully completing graduation and College, Career, Military

Ready (CCM-R) requirements.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

This agenda item was presented to the Finance Committee for review on May 11, 2021. Garland ISD has hired three teachers who were designated as TIA certified in their prior school district. We are requesting Board Approval to amend the 2020-2021 salary schedule to reflect TIA compensation parameters in order to disburse the TIA funds for these employees.

**Administrative Recommendations:**

Provided for approval

## Performance Pay: Teacher Incentive Allotment (TIA)

For any funds received by Garland ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 67.5% percent will be paid to the designated teacher. 22.5% percent will be paid equally to the other teachers on the designated teacher's campus (employees coded as 087). 5% percent will be paid equally to all other employees on the designated teacher's campus. The remaining 5% will be used for training and support of the system, expansion of the system, administrative expenses, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

- ❖ TIA Designated Teachers: 67.5% of funds
- ❖ Teachers at campus of TIA Designated Teacher: 22.5% of funds
- ❖ Non-teaching staff at TIA Designated Teacher: 5% of funds

TIA compensation stipends will be eligible for use when calculating retirement benefits for TRS-eligible staff. Employees are responsible to pay both the employee and employer benefit and tax costs in excess of what TIA funding covers. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS).

### Eligibility

#### Teachers with TIA designation (67.5% of funds)

- PEIMS coded 087
- Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year
- Hold a TEA Standard, Professional, Provisional or One-year Certificate

#### Teachers at the campus of a TIA designated teacher (22.5% of funds)

- PEIMS coded 087
- Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year

#### Non-teaching staff (non 087 staff) (5% of funds)

- Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year

#### Employees at multiple campuses

- Will be eligible for a percentage comparable to the percentage of time serving at the designated campus.
- Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year

## **Part-time Staff**

- Will be eligible for a percentage comparable to the percentage of time serving at the designated campus
- Receive salary compensation for a minimum of 180 days at half time in the school year

## **Definitions**

### **TIA designated teacher**

Holds a valid TEA Standard, Provisional or One Year Certificate

Identified by PEIMS code 087

Receives salary compensation for a minimum of 90 days @ 100% or 180 days at 50-99%.

Core content area teacher of record PK-12

A combination of teacher performance and student achievement meets the minimum requirements as set forth in the plan

### **Teachers at the campus of a TIA designated teacher**

Identified by PEIMS code 087

Receives salary compensation for a minimum of 90 days @ 100% or 180 days at 50-99%.

### **Non-teaching staff (non 087 staff)**

Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year

Includes all staff; Paraprofessional, Administrative, Custodial, Student Nutrition, SPED and others not listed who do not hold an 087 PEIMS role

## **Compensation Payout**

All compensation to be included in the last paycheck of the fiscal year

## Teacher Incentive Allotment Information

### Background Information

TIA payments are based upon one of three TIA teacher designation categories: Recognized, Exemplary, and Master. The amount of each stipend is based upon the teacher's TIA designation and the campus location's level of economically disadvantaged students.

### 2020-21 TIA Designated Teachers

GISD has hired three teachers who already had TIA designations from their prior school district. TEA will disburse TIA funds for those teachers to GISD as follows:

Campus	Position	TIA Designation	Total Amount from TEA	Amount to Teacher
Herfurth	RTI Specialist Teacher	Recognized	\$4,009	\$2,706.08
Sam Houston	Social Studies Teacher	Exemplary	\$12,330	\$8,322.75
Kimberlin	5 <sup>th</sup> Grade Teacher	Recognized	\$3,919	\$2,645.33

### Funding Source

The district will not expend any funds to pay for the TIA allotment. This program is funded by Texas Education Agency based upon HB3 which was passed in 2019. The employee(s) will pay their benefits from their distribution amounts, which means no 199 budget impact.

### Disbursement Parameters

Based upon our GISD TIA plan, each campus receives 95% of the total TIA designated amount and 5% is retained by the district for professional development and administrative expenses. This year the 5% will be used to pay a portion of employee benefits costs.

- 67.5% of generated funds received from TEA are distributed to TIA designated teacher(s)
- 22.5% of generated funds received from TEA are collected at the campus level and equally distributed to all campus teachers
- 5% of generated funds are collected at the campus level and equally distributed to all campus non-teaching staff



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of 2021-2022 Salary Schedule

**Agenda Section:** Action Item

**Administrator Responsible:** Dr. Gradyne E. Brown  
Assistant Superintendent, Human Resources

**Board Goal Objective:**

**OBJECTIVE A: EARLY LITERACY (Reading)**

Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

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**OBJECTIVE I: GRADUATION OUTCOMES**

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

This agenda item was presented to the Finance Committee for review on May 11, 2020. We are requesting Board Approval of the 2021-22 Salary Schedules and Compensation Information Handbook. The handbook reflects the 2% of midpoint raise approved by the Board, an increase for Intersession pay to \$40 and hour, information on the Teacher Incentive Allotment (TIA), stipends, and supplemental pay guidelines.

**Administrative Recommendations:**

Provided for approval



**2021-2022**

**SALARY SCHEDULES  
AND COMPENSATION  
INFORMATION**

**GARLAND INDEPENDENT SCHOOL DISTRICT**  
Serving the North Texas Communities of Garland, Rowlett, and Sachse

Published by the Department of Human Resources  
May 2021

## THIS SALARY SCHEDULE IS FOR THE 2021-2022 SCHOOL YEAR ONLY

The 2021-2022 school year pay schedules reflect the implementation of the Board approved salary increase.

The GISD Board of Trustees approved a 2% of midpoint pay grade increase for all district employees. All raises were computed on the mid-point of each pay grade.

The increase will be reflected as follows:

- In the July pay check for 12- month (215 – 260 work days),
- In the August pay check for the 11-month (198 – 214 work days) employees.
- In the September pay check for ten (10) month employees (less than 197 work days), biweekly employees in their first pay check in September.

Neither past nor future salaries can be accurately calculated nor predicted from this booklet. Only the salary ranges based on pay grades can be obtained from this information.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved by the Board of Trustees.

Salaries are determined individually with consideration for job-related experience and credentials.

All GISD employees who returned to their same position held in the district in the 2020-2021 school year received the outlined increase from the midpoint of their pay grade. The percent of increase from the midpoint was added to their 2020 - 2021 salary.

To determine your increase:

1. Find your pay grade on the charts
2. To the far right of the table, you will see the increase amount both per day or hour as applicable.

For any salary questions, please send an e-mail to [salary@garlandisd.net](mailto:salary@garlandisd.net)

This salary schedule cannot be used to compute future earnings.

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**Garland ISD**

**2021-2022 New Hire Guide for  
Teachers**

**\$56,314 starting, 2.0% Increase**

Years of Experience	New Hire Salary	Daily Rate
0	\$56,325	301.20
1	\$56,789	303.68
2	\$57,146	305.59
3	\$57,494	307.45
4	\$57,870	309.47
5	\$58,121	310.81
6	\$58,739	314.11
7	\$59,108	316.09
8	\$59,458	317.96
9	\$59,758	319.56
10	\$60,058	321.17
11	\$60,358	322.77
12	\$60,658	324.37
13	\$61,008	326.25
14	\$61,308	327.85
15	\$61,734	330.13
16	\$62,033	331.73
17	\$62,329	333.31
18	\$62,629	334.91
19	\$63,028	337.05
20	\$63,428	339.19
21	\$63,728	340.79
22	\$64,028	342.40
23	\$64,328	344.00
24	\$64,628	345.60
25+	\$64,929	347.21

	Minimum	Midpoint	Maximum	2% Inc.
<b>Daily</b>	301.20	378.08	453.68	7.56
<b>187 Days</b>	\$56,325	\$70,701	\$84,838	\$1,414

Continuing Teachers will receive an increase of  
\$1,414

The salaries listed above are based on 10-month employment for the 2021-2022 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

**\$1,300 General Master's Degree Stipend**  
**\$2,000 Doctorate Degree Stipend**

Salaries are determined individually with consideration for job-related experience and credentials.

This salary schedule cannot be used to compute future earnings.

**2021-2022 Administrative Professional Pay Plan**

Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>101</b>			<b>Daily</b>	<b>213.77</b>	<b>257.55</b>	<b>301.33</b>	<b>\$5.15</b>
	Assistant Box Office Coordinator	226	<b>226 Days</b>	<b>48,312</b>	<b>58,206</b>	<b>68,101</b>	<b>1,164</b>
	Certification Specialist 1	226					
	Energy Analysis Specialist	226					
	Event Coordinator	226					
	Facilities Specialist	226					
	Marketing Specialist	226					
	Print Shop Senior Production Manager	226					
	Supervisor, Culinary	226					
	Supervisor, Professional Development Catering	226					
	Supervisor, Student Nutrition Services	226					
<b>102</b>			<b>Daily</b>	<b>\$248.48</b>	<b>\$298.76</b>	<b>\$349.04</b>	<b>\$5.98</b>
	Box Office Coordinator	226	<b>226 Days</b>	<b>56,156</b>	<b>67,519</b>	<b>78,883</b>	<b>1,351</b>
	Facilitator Translation Interpret Service	226					
	Graphic Design Specialist	226					
	Office Manager, Payroll	226					
	Operations Manager, CCC	226					
	Sales Representative	226					
	Supervisor, Food & Supply Acquisition	226					
	Web Content Designer	226					
<b>103</b>			<b>Daily</b>	<b>\$280.78</b>	<b>\$337.59</b>	<b>\$394.41</b>	<b>\$6.75</b>
	Executive Assistant to Superintendent	226	<b>187 Days</b>	<b>52,505</b>	<b>63,130</b>	<b>73,755</b>	<b>1,262</b>
	Benefits Specialist	226	<b>216 Days</b>	<b>60,648</b>	<b>72,920</b>	<b>85,192</b>	<b>1,458</b>
	Budget Analyst	216	<b>226 Days</b>	<b>63,455</b>	<b>76,296</b>	<b>89,137</b>	<b>1,526</b>
	Certified ND Staff Auditor	226					
	Construction Bond Specialist	226					
	Coordinator Print Shop	226					
	Energy Management Specialist	226					
	Event Services Manager	226					
	Grants Specialist	226					
	Investigator, HR	226					
	Maintenance MEP Manager	226					
	Manager, Building Services	226					
	Manager, Event Services	226					
	Manager, Grounds	226					
	Manager, Maintenance Trades & Projects	226					
	Manager, Sales	226					
	Manager, Work Order Control	226					
	Paralegal, General Counsel	226					
	Speech Language Pathologist Assistant PreK	187					
	Staff Auditor	226					
	Web Services Support Specialist	226					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>104</b>			<b>Daily</b>	<b>\$311.66</b>	<b>\$374.73</b>	<b>\$437.80</b>	<b>\$7.49</b>
	Accountant, General Ledger	226	<b>187 Days</b>	58,281	70,075	81,868	1,401
	Accountant, Payroll	226	<b>189 Days</b>	58,904	70,824	82,744	1,416
	Accountant, Project	226	<b>193 Days</b>	60,151	72,323	84,495	1,446
	Accountant, Proprietary Funds	226	<b>197 Days</b>	61,398	73,822	86,246	1,476
	Behavior Intervention Specialist Title I	187	<b>202 Days</b>	62,956	75,696	88,435	1,513
	Behavior Program Specialist Title I	210	<b>210 Days</b>	65,449	78,693	91,937	1,573
	Behavioral Specialist Idea B	197	<b>214 Days</b>	66,696	80,192	93,689	1,603
	Board Service Manager	226	<b>215 Days</b>	67,008	80,567	94,126	1,610
	Case Manager	210	<b>220 Days</b>	68,566	82,441	96,315	1,648
	Coordinator, Budget	226	<b>226 Days</b>	70,436	84,689	98,942	1,693
	Coordinator, PEIMS	226					
	Coordinator, Security Operations	226					
	Coordinator, Security Systems	226					
	Coordinator, Textbooks	226					
	Coordinator, Warehouse Services	226					
	CTE Specialist	214					
	Data Support Specialist Title 1	197					
	Dyslexia Evaluator	197					
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	Field Nurse Technology Specialist, Health Services	187					
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	Instructional Technology Specialist Title I	226					
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	Magnet Program Specialist, Title 1	226					
	Manager, HR Certification	226					
	Manager, HR Investigations	226					
	Mandarin Chinese Language Specialist	226					
	Operations Analyst - Transportation	226					
	Program Specialist, Title I	226					
	Risk Management, Auto Claims Specialist	226					
	Risk Management, WC Claim Specialist	226					
	School Nurse	187					
	School Nurse Itinerant Health Services	187					
	School Nurse Prekindergarten	187					
	School Nurse Sped Medicaid	187					
	Sheltered Instruction Specialist Title III	226					
	Specialist AVID Title I	226					
	SPED Treatment Nurse	187, 202					
	Supervisor, Energy Management	226					
	Visually Impaired Sped Teacher	187, 197					
	Visually Impaired Sped Teacher, Lead	187					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>105</b>			<b>Daily</b>	<b>\$327.25</b>	<b>\$393.47</b>	<b>\$459.69</b>	<b>\$7.87</b>
	Campus Facilitator	202	<b>187 Days</b>	61,195	73,578	85,961	1,472
	Coordinator Broadcasting	226	<b>188 Days</b>	61,522	73,972	86,421	1,480
	Counselor, CTE	202	<b>189 Days</b>	61,849	74,365	86,881	1,487
	Counselor, ES	189, 202	<b>193 Days</b>	63,158	75,939	88,719	1,519
	Counselor, Facilitator	220	<b>197 Days</b>	64,467	77,513	90,558	1,550
	Counselor, HS	202	<b>202 Days</b>	66,104	79,480	92,857	1,590
	Counselor, Lead HS	220	<b>210 Days</b>	68,722	82,628	96,534	1,653
	Counselor, MS	193, 197	<b>215 Days</b>	70,358	84,595	98,832	1,692
	Counselor, Pre-K	189	<b>220 Days</b>	71,994	86,562	101,131	1,731
	Counselor, Responsive Services	193	<b>226 Days</b>	73,957	88,923	103,889	1,779
	Diagnostician	188					
	Diagnostician, Lead	202					
	Facilitator Early Childhood	220					
	Facilitator Elementary ELAR Title I	226					
	Facilitator ELL Newcomer	202					
	Facilitator Instructional Design ELAR	202					
	Facilitator Instructional Design Math	202					
	Facilitator Instructional Design Science	202					
	Facilitator Instructional Design Social Studies	202					
	Facilitator Magnet Programs Title I	226					
	Facilitator Parent Engagement Title I	226					
	Facilitator Parent Engagement Title III	226					
	Facilitator RTI Title I	226					
	Facilitator STEM	226					
	Facilitator Title I	226					
	Intervention Facilitator Title I	226					
	Lead Nurse Health Services	226					
	Lic Specialist School Psychologist	197, 202					
	Orientation Mobility Specialist	187					
	Risk Management Specialist	226					
	Speech Language Pathologist, SPED	187, 193, 210					
	Speech Language Pathologist, SPED PreK	187					
	Social Worker	210					
	Specialist Title II	226					
	Transition Specialist Sped	215					
<b>106</b>			<b>Daily</b>	<b>\$343.61</b>	<b>\$413.14</b>	<b>\$482.67</b>	<b>\$8.26</b>
	Asst Principal, ES	215	<b>188 Days</b>	64,598	77,670	90,742	1,553
	Asst Principal, Pre-K	215	<b>193 Days</b>	66,317	79,736	93,156	1,594
	Early Childhood Coordinator Title I	226	<b>203 Days</b>	69,753	83,868	97,982	1,677
	Intervention Specialist Trainer Title I	203	<b>214 Days</b>	73,532	88,412	103,292	1,768
	Occupational Therapist	188, 193	<b>215 Days</b>	73,876	88,825	103,774	1,776
	Physical Therapist	188	<b>225 Days</b>	77,312	92,957	108,601	1,859
			<b>226 Days</b>	77,656	93,370	109,084	1,867
<b>107</b>			<b>Daily</b>	<b>\$360.79</b>	<b>\$433.81</b>	<b>\$506.80</b>	<b>\$8.68</b>
	At Risk Administrator	226	<b>202 Days</b>	72,879	87,630	102,374	1,753
	Attendance Administrator	226	<b>220 Days</b>	79,373	95,438	111,497	1,910
	Asst Principal, AEC	225	<b>225 Days</b>	81,177	97,607	114,031	1,953
	Asst Principal, MS	225	<b>226 Days</b>	81,538	98,041	114,537	1,962
	Asst Principal, PAC	226					
	Audiologist	202					
	Cash Manager	226					
	Coordinator	226					
	Coordinator, At Risk	226					
	Coordinator, Athletics	226					
	Coordinator, AVID Elementary Title I	226					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.
	Coordinator, Bilingual ESL	226				
	Coordinator CTE	226				
	Coordinator, Communications	226				
	Coordinator, Counseling Guidance	226				
	Coordinator, Data Analysis Reporting	226				
	Coordinator, District Testing	226				
	Coordinator, Early Literacy	226				
	Coordinator, eLearning	226				
	Coordinator, Elementary Math	226				
	Coordinator, Employee Wellness and Nutrition	226				
	Coordinator, English Language Learners	226				
	Coordinator, Family And Community Engagement	226				
	Coordinator, FCS New Horizons	226				
	Coordinator, Foreign Languages	226				
	Coordinator, Intervention	226				
	Coordinator, Library Media Services	226				
	Coordinator, Local Assessment	226				
	Coordinator, Maintenance Business Operations	226				
	Coordinator, Nutrition And Menu Operations	226				
	Coordinator, Outreach Enrollment Center Clinic	226				
	Coordinator, PE	226				
	Coordinator, Pk12 ELA	226				
	Coordinator, Pk12 Math	226				
	Coordinator, Pk6	226				
	Coordinator, Planning Research	226				
	Coordinator, Recruitment	226				
	Coordinator, Social Studies	226				
	Coordinator, SPED	226				
	Coordinator, STEM	226				
	Coordinator, Student Services	226				
	Coordinator, Student Success Program	226				
	Coordinator, Technology	226				
	Coordinator, Title I	226				
	Coordinator, Visual Performing Arts	226				
	Coordinator, Web Services	226				
	Foundation President Corporate Initiatives Liaison	226				
	Senior Construction Project Manager	226				

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Administrator, Gifted Talented	226
Administrator, Human Resources	226
Administrator, Safety Student Discipline	226
Associate Principal, ES	217
Associate Principal, MS	225
Asst Principal, HS	226
Early Learning Program Administrator	226

Daily	\$378.83	\$455.49	\$532.15	\$9.11
<b>217 Days</b>	82,206	98,841	115,476	1,977
<b>225 Days</b>	85,237	102,485	119,733	2,050
<b>226 Days</b>	85,616	102,941	120,266	2,059

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Administrator, Advanced Academic Title I	226
Aquatic Manager Swim Coach	226
Associate Principal, HS	226
Assistant Director	226
Assistant Director, Athletics	226
Assistant Director, Building Trades	226
Assistant Director, Cafeteria Operations	226
Assistant Director, Custodial	226
Assistant Director, Dyslexia	226
Assistant Director Equipment and Warehouse Operations	226

Daily	\$409.14	\$491.93	\$574.72	\$9.84
<b>217 Days</b>	88,783	106,749	124,715	2,135
<b>226 Days</b>	92,465	111,176	129,887	2,224

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.
	Assistant Director, Finance	226				
	Assistant Director, Food Services	226				
	Assistant Director, Nutrition Menu Operations	226				
	Assistant Director, Purchasing	226				
	Assistant Director, Special Programs Title I	226				
	Assistant Director, Student Services	226				
	Assistant Director, Transportation	226				
	Assistant General Counsel	226				
	AVID Program Manager Secondary	226				
	Community Liaison to African Americans	226				
	Community Liaison to Hispanic	226				
	Director, College Career Readiness And Success	236				
	Federal Grant Manager Title I	226				
	Principal, ES	217				
	Principal, Pre-K	217				
	Responsive Services Administrator	226				
	School Design Administrator	226				

110		Daily	\$437.77	\$526.36	\$614.95	\$10.53	
	Boys Athletic Coordinator/Head Football Coach	220	220 Days	96,310	115,800	135,289	2,317
	Director, Communications	226	226 Days	98,937	118,958	138,978	2,380
	Director, Counseling Guidance	226					
	Director, English Language Learners	226					
	Director, Facilities Planning Construction Services	226					
	Director, Family and Community Engagement	226					
	Director, Health Services	226					
	Director, Intervention	226					
	Director, Office of Innovation	226					
	Director, Payroll Benefits	226					
	Director, Risk Management	226					
	Director, Tax Services	226					
	Director, Teaching and Learning Development	226					
	Principal ACE	217, 226					
	Principal AEC, MPAC	226					
	Principal, MS	226					

111		Daily	\$490.31	\$589.53	\$688.74	\$11.79	
	Director, Auxiliary Human Resources	226	226 Days	110,810	133,233	155,656	2,665
	Director, Budget and Position Control	226					
	Director, Career Technical Education	226					
	Director, Elementary Human Resources	226					
	Director, Food Services	226					
	Director, Maintenance	226					
	Director, Research Assessment and Accountability	226					
	Director, Secondary Human Resources	226					
	Director, Security	226					
	Director, Transportation	226					
	Director, Visual Performing Arts	226					
	Principal, HS	226					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>112</b>			<b>Daily</b>	<b>\$554.05</b>	<b>\$666.17</b>	<b>\$778.28</b>	<b>\$13.32</b>
	Executive Director, Athletics	226	<b>226 Days</b>	125,215	150,553	175,892	3,010
	Executive Director, Budget	226					
	Executive Director, Communications & Public Relations	226					
	Executive Director, Curtis Culwell Center	226					
	Executive Director, Facilities Maintenance	226					
	Executive Director, Finance	226					
	Executive Director, Leadership	226					
	Executive Director, Purchasing	226					
	Executive Director, Research Assessment Accountability	226					
	Executive Director, Special Education	226					
	Executive Director, Student Services School Choice	226					
	Executive Innovation Officer	226					
<b>113</b>			<b>Daily</b>	<b>\$637.16</b>	<b>\$766.10</b>	<b>\$895.03</b>	<b>\$15.32</b>
	Asst Superintendent, Curriculum Instruction	226	<b>226 Days</b>	143,998	173,137	202,277	3,462
	Asst Superintendent, HR	226					
	Asst Superintendent, Safety Operations	226					
	Asst Superintendent, Technology	226					
<b>114</b>			<b>Daily</b>	<b>\$713.62</b>	<b>\$858.03</b>	<b>\$1,002.43</b>	<b>\$17.16</b>
	General Counsel	226	<b>226 Days</b>	161,278	193,914	226,549	3,878
<b>115</b>			<b>Daily</b>	<b>\$806.39</b>	<b>\$969.57</b>	<b>\$1,132.75</b>	<b>\$19.39</b>
	Chief Academic Officer	226	<b>226 Days</b>	182,244	219,123	256,001	4,382
	Chief Financial Officer	226					
	Chief Leadership Officer	226					

## 2021-2022 Proposed Technology Pay Plan

Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>201</b>			<b>Daily</b>	<b>\$143.49</b>	<b>\$175.00</b>	<b>\$206.48</b>	<b>\$3.50</b>
	Campus Technology Asst, ES	191, 196	<b>191 Days</b>	27,406	33,425	39,438	669
	Campus Technology Asst, Pre-K	191	<b>196 Days</b>	28,123	34,300	40,470	686
	GIS Asst Technician	226	<b>226 Days</b>	32,428	39,550	46,664	791
<b>202</b>			<b>Daily</b>	<b>\$165.01</b>	<b>\$201.23</b>	<b>\$237.45</b>	<b>\$4.02</b>
	Campus Technology Asst, MS	196	<b>196 Days</b>	32,342	39,442	46,541	788
	Campus Technology Specialist, HS	196					
	Student Information System Support Specialist	226					
<b>203</b>			<b>Daily</b>	<b>\$191.41</b>	<b>\$233.43</b>	<b>\$275.45</b>	<b>\$4.67</b>
	Campus Service Technician	226	<b>226 Days</b>	43,259	52,755	62,251	1,055
	Desktop Integration Specialist	226					
	Digital Media Specialist	226					
	Field Service Software Specialist	226					
	Field Service Technician	226					
	GIS Auto CAD Technician	226					
	Manager Kronos Oracle	226					
	Mobile Technology Asst	226					
	Software Technician	226					
<b>204</b>			<b>Daily</b>	<b>\$258.41</b>	<b>\$315.13</b>	<b>\$371.85</b>	<b>\$6.30</b>
	Athletics Technology Specialist	226	<b>226 Days</b>	58,400	71,219	84,039	1,424
	Field Service Technician Lead	226					
	GIS Program Manager	226					
	Mobile Technology Administrator	226					
	PEIMS Technical Asst	226					
	Security Telecommunications Specialist	226					
<b>205</b>			<b>Daily</b>	<b>\$289.41</b>	<b>\$352.94</b>	<b>\$416.47</b>	<b>\$7.06</b>
	Enterprise Content Management Analyst	226	<b>226 Days</b>	65,408	79,765	94,123	1,596
	Implementation Analyst	226					
	Programmer Analyst	226					
	Technical Analyst	226					
	Television Producer	226					
	Web Applications Systems Analyst	226					
<b>206</b>			<b>Daily</b>	<b>\$312.57</b>	<b>\$381.18</b>	<b>\$449.80</b>	<b>\$7.62</b>
	MAN/WAN Systems Engineer	226	<b>226 Days</b>	70,641	86,148	101,654	1,722
	Network Infrastructure Engineer	226					
	Network Video Systems Analyst	226					
	Oracle Application Developer	226					
	Systems Analyst Developer	226					
<b>207</b>			<b>Daily</b>	<b>\$356.41</b>	<b>\$419.30</b>	<b>\$482.20</b>	<b>\$8.39</b>
	Facilitator	226	<b>226 Days</b>	80,548	94,762	108,976	1,896
	Facilitator, Teaching And Learning	226					
	Oracle System Administrator	226					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>208</b>			<b>Daily</b>	<b>\$384.92</b>	<b>\$452.84</b>	<b>\$520.77</b>	<b>\$9.06</b>
	Coordinator, Technology Digital Learning	226	<b>226 Days</b>	86,991	102,343	117,694	2,048
	Coordinator, Technology	226					
	Coordinator, Technology Applications	226					
	Enterprise Content Management Coordinator	226					
<b>209</b>			<b>Daily</b>	<b>\$419.56</b>	<b>\$493.60</b>	<b>\$567.64</b>	<b>\$9.87</b>
	Asst Director, IT Operations Assets Budget	226	<b>226 Days</b>	94,820	111,553	128,286	2,231
	Asst Director, Network Communications Infrastructure	226					
	Desktop Systems Engineer	226					
	Network Engineer	226					
	Network Engineer, Lead	226					
	Oracle Database Administrator	226					
	Oracle Lead Business Analyst Developer	226					
	Oracle Technical Solutions Architect	226					
	Project Manager Technology	226					
	Reporting Development Analyst	226					
	Systems Manager Kronos	226					
	Technology Applications System Manager	226					
<b>210</b>			<b>Daily</b>	<b>\$461.51</b>	<b>\$542.96</b>	<b>\$624.40</b>	<b>\$10.86</b>
	Director Data Administrative Systems	226	<b>226 Days</b>	104,302	122,708	141,114	2,454
	Director GIS	226					
	Director IT Operations Assets Budgets	226					
	Director Oracle Technology	226					
<b>211</b>			<b>Daily</b>	<b>\$512.28</b>	<b>\$602.68</b>	<b>\$693.08</b>	<b>\$12.05</b>
	Director Planning Implementation Support	226	<b>226 Days</b>	115,774	136,205	156,636	2,723

**2021-2022 Proposed Health Clinic Pay Plan**  
 Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>301</b>	Health Clinic, Medical Asst	236	<b>Hourly</b>	<b>\$16.37</b>	<b>\$19.96</b>	<b>\$23.55</b>	<b>0.40</b>
			<b>Daily</b>	<b>130.92</b>	<b>159.66</b>	<b>188.40</b>	<b>\$3.19</b>
			<b>236 Days</b>	30,898	37,680	44,462	752.84
<b>304</b>	Health Clinic, Manager	236	<b>Daily</b>	<b>\$344.32</b>	<b>\$419.92</b>	<b>\$495.49</b>	<b>\$8.40</b>
			<b>236 Days</b>	81,260	99,101	116,936	1982.40
<b>305</b>	Health Clinic, Physician Assistant	236	<b>Daily</b>	<b>\$385.64</b>	<b>\$470.30</b>	<b>\$554.95</b>	<b>\$9.41</b>
			<b>236 Days</b>	91,012	110,990	130,968	2220.76
	Health Clinic, Nurse Practitioner	236					

**2021-2022 Proposed Administrative Support Pay Plan**

Garland ISD

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>P11</b>			<b>Hourly</b>	<b>\$12.68</b>	<b>\$15.85</b>	<b>\$19.02</b>	<b>\$0.16</b>
	Aide Achievement Office	186	<b>Daily</b>	<b>95.08</b>	<b>118.86</b>	<b>142.62</b>	<b>2.38</b>
	Aide Newcomer Title III	202	<b>186 Days</b>	17,685	22,108	26,528	443
	Aide Office	186	<b>202 Days</b>	19,206	24,010	28,810	481
	Aide Office Attendance	186					
	Aide Office Pre-K	186					
	Parent Engagement Aide Title III	202					
<b>P12</b>			<b>Hourly</b>	<b>\$13.84</b>	<b>\$17.30</b>	<b>\$20.76</b>	<b>\$0.35</b>
	Aide Counselor	186, 198	<b>Daily</b>	<b>103.81</b>	<b>129.76</b>	<b>155.71</b>	<b>2.60</b>
	Aide Diagnostician	186	<b>186 Days</b>	19,308	24,135	28,962	484
	Aide SPED Facilitator	186	<b>193 Days</b>	20,035	25,044	30,052	502
	Aide SPED Facilitator Idea B	186	<b>198 Days</b>	20,554	25,692	30,831	515
	Attendance Clerk	193					
	Secretary Sped I	193					
<b>P13</b>			<b>Hourly</b>	<b>\$15.20</b>	<b>\$19.00</b>	<b>\$22.28</b>	<b>\$0.38</b>
	Color Guard Specialist	186	<b>Daily</b>	<b>113.99</b>	<b>142.49</b>	<b>170.98</b>	<b>2.85</b>
	Processing Manager	226	<b>186 Days</b>	21,202	26,502	31,803	530
	Receptionist, District	226	<b>202 Days</b>	23,026	28,782	34,539	576
	Receptionist, HS	186	<b>226 Days</b>	25,761	32,202	38,642	644
	Secretary, Sped II	202					
	Secretary, Sped II Idea B	226					
<b>P14</b>			<b>Hourly</b>	<b>\$16.11</b>	<b>\$20.14</b>	<b>\$24.17</b>	<b>\$0.40</b>
	Receptionist, HH Main Lobby	226	<b>Daily</b>	<b>120.84</b>	<b>151.06</b>	<b>181.25</b>	<b>3.02</b>
	Secretary	226	<b>193 Days</b>	23,321	29,155	34,982	583
	Secretary, Asst Principal CATE	198	<b>198 Days</b>	23,926	29,910	35,888	598
	Secretary, Asst Principal HS	198	<b>226 Days</b>	27,309	34,140	40,964	683
	Secretary, Coordinator SPED	226					
	Secretary, Counselors Office	193					
	Secretary, PEIMS	226					
	Secretary, Receptionist	226					
	Secretary, Warehouse	226					
<b>P15</b>			<b>Hourly</b>	<b>\$17.23</b>	<b>\$21.54</b>	<b>\$25.85</b>	<b>\$0.43</b>
	Circulation Manager	226	<b>Daily</b>	<b>129.26</b>	<b>161.58</b>	<b>193.89</b>	<b>3.23</b>
	Data Clerk, ES	198, 205	<b>186 Days</b>	24,042	30,054	36,063	601
	Data Clerk, HS	202	<b>198 Days</b>	25,593	31,993	38,390	640
	Data Clerk, Medicaid	226	<b>202 Days</b>	26,110	32,639	39,166	652
	Data Clerk, MS	198	<b>205 Days</b>	26,498	33,124	39,747	662
	Data Clerk, Pre-K	198	<b>220 Days</b>	28,437	35,548	42,656	711
	Data Clerk, SPED	186	<b>226 Days</b>	29,213	36,517	43,819	730
	Registrar, AEC	220					
	Secretary	226					
	Secretary Coordinator	226					
	Secretary IV Coordinator	226					
	Secretary, Print Shop	226					
	Secretary, Receptionist	226					
	Secretary, Textbooks	226					
	Secretary, Transportation	226					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.
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P16	
Accounting Clerk	226
Accounting Specialist I Payables Clerk	226
Aide Parent Involvement Title I	186
District Interpreter Translator	226
Enrollment Center Advisor	186, 226
Expediter	226
Payroll Receptionist	226
Purchasing Clerk Maintenance	226
Recruiting Specialist Human Resources	226
Registrar, HS	220
Secretary	226
Secretary Athletics	226
Secretary, Community Liaison	202
Secretary, Coordinator	226
Secretary, Enrollment Center	226
Secretary, Enrollment Center Clinic	226
Secretary, Maintenance	226
Secretary, Meal Application Processing	226
Secretary, Professional Development	226
Secretary, Receptionist Human Resources	226
Secretary, Records Center	226
Secretary, SPED Student Information Idea B	226
Secretary, Title I	226

Hourly	\$18.45	\$23.06	\$27.67	\$0.46
Daily	138.35	172.94	207.52	3.46
186 Days	25,733	32,166	38,600	644
202 Days	27,947	34,933	41,920	699
220 Days	30,437	38,046	45,655	761
226 Days	31,267	39,084	46,901	782

P17	
Accounting Specialist II	226
Accounting Specialist II Accounting Liaison	226
Accounting Specialist II Campus Liaison	226
Accounting Specialist II Payables Lead	226
Accounting Specialist II Payroll Costing	226
Accounting Specialist Projects	226
Administrator Selection HR Specialist	226
Assessment Office Specialist	226
Background Fingerprint Specialist	226
Bookkeeper	226
Bookkeeper, Federal Programs Title I	226
Compensation Specialist, HR	226
Gifted Talented Special Programs Project Clerk Title I	226
Leaves Specialist, Auxiliary HR	226
Leaves Specialist, HR	226
Migrant Liaison Face Clerk Title I	226
Payroll Specialist	226
Payroll Specialist, Maintenance	226
Secretary, Athletics II	226
Secretary, AVID	226
Secretary, Construction Services	226
Secretary, Director	210, 226
Secretary, Director Human Resources	226
Secretary, Federal Programs Title I	226
Secretary, Information System	226
Secretary, Oracle	226
Secretary, Principal HS, MPAC	226
Secretary, Principal ES	205
Secretary, Principal MS, PAC	220

Hourly	\$19.74	\$24.67	\$29.61	\$0.49
Daily	148.05	185.06	222.07	3.70
205 Days	30,349	37,937	45,524	759
210 Days	31,090	38,862	46,634	777
220 Days	32,570	40,713	48,855	814
226 Days	33,458	41,823	50,188	836

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.
	Secretary, Principal Pre-K	205				
	Secretary, Project Clerk Title I	226				
	Secretary, Student Services	226				
	Staffing Specialist, HR	226				
	Substitute Specialist I, HR	226				
	Tax Clerk II	226				
	Transportation Asst	226				
	Transportation Payroll Specialist	226				
	Transportation Specialist	226				

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Facility Leasing Specialist	226
Federal Programs Procurement Clerk Title I	226
Free Reduced Lunch Application Processor Manager	226
Secretary, Area Director	226
Secretary, Executive Director	226
Secretary, Executive Technology Officer	226

<b>Hourly</b>	<b>\$21.22</b>	<b>\$26.52</b>	<b>\$31.83</b>	<b>\$0.53</b>
<b>Daily</b>	<b>159.14</b>	<b>198.93</b>	<b>238.70</b>	<b>3.98</b>
<b>226 Days</b>	35,965	44,958	53,947	899

<b>P19</b>
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Accounts Payable Supervisor	226
Buyer	226
Finance Asst	226
Office Manager	226
Secretary, Asst. Supt Curriculum Instruction	226
Secretary, Asst. Supt HR	226
Secretary, Asst. Supt Safety Operations	226
Special Education Accounting Asst.	226
Substitute Specialist II HR	226
Tax Clerk III	226

<b>Hourly</b>	<b>\$25.67</b>	<b>\$32.09</b>	<b>\$38.51</b>	<b>\$0.64</b>
<b>Daily</b>	<b>192.53</b>	<b>240.66</b>	<b>288.79</b>	<b>4.81</b>
<b>226 Days</b>	43,511	54,389	65,266	1,087

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Secretary, Chief Academic Officer	226
Secretary, Chief Financial Officer	226
Secretary, Chief Officer	226
Secretary, Risk Management	226

<b>Hourly</b>	<b>\$30.80</b>	<b>\$38.50</b>	<b>\$46.20</b>	<b>\$0.77</b>
<b>Daily</b>	<b>231.01</b>	<b>288.77</b>	<b>346.51</b>	<b>5.78</b>
<b>226 Days</b>	52,208	65,262	78,311	1,306

## 2021-2022 Proposed Instructional Paraprofessional Pay Plan

Garland ISD

\*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>PA1</b>			<b>Hourly</b>	<b>\$12.67</b>	<b>\$15.45</b>	<b>\$18.23</b>	<b>\$0.31</b>
	Aide Bilingual ESL Pre-K	186	<b>Daily</b>	<b>95.04</b>	<b>115.90</b>	<b>136.76</b>	<b>2.32</b>
	Aide Bilingual	186	<b>186 Days</b>	17,677	21,557	25,437	432
	Aide Bilingual Title I	186					
	Aide Caregiver New Horizons	186					
	Aide ESL	186					
	Aide ESL Pre-K	186					
	Aide Family Involvement Title I	186					
	Aide Instructional	186					
	Aide Instructional ELL	186					
	Aide Instructional Pre-K	186					
	Aide Instructional Title I	186					
	Aide Instructional Title I Pre-K	186					
	Aide Literacy Title I	186					
	Aide Literacy Title I Pre-K	186					
	Aide Montessori	186					
	Aide PE	186					
	Aide Pre-K	186					
	Aide Title I Pre-K	186					
<b>PA2</b>			<b>Hourly</b>	<b>\$13.43</b>	<b>\$16.38</b>	<b>\$19.33</b>	<b>\$0.33</b>
	Aide Bilingual Vietnamese Pre-K	186	<b>Daily</b>	<b>100.75</b>	<b>122.87</b>	<b>144.98</b>	<b>2.46</b>
	Aide Library	186	<b>186 Days</b>	18,740	22,853	26,967	458
	Aide Library Pre-K	186					
	Aide Sped	186					
	Aide Sped CBSE	186					
	Aide Sped CBSE Idea B	186					
	Aide Sped ECSE	186					
	Aide Sped ECSE Idea B	186					
	Aide Sped ECSE Inclusion	186					
	Aide Sped ECSE Inclusion Expansion Program	186					
	Aide Sped ECSE Inclusion Idea B	186					
	Aide Sped ECSE Pre-K	186					
	Aide Sped ECSE Pre-K Idea B	186					
<b>PA3</b>			<b>Hourly</b>	<b>\$14.24</b>	<b>\$17.36</b>	<b>\$20.49</b>	<b>\$0.35</b>
	Aide Sped ABC	186	<b>Daily</b>	<b>106.78</b>	<b>130.21</b>	<b>153.65</b>	<b>2.60</b>
	Aide Sped ABC Idea B	186	<b>186 Days</b>	19,860	24,220	28,579	484
	Aide Sped ALE	186					
	Aide Sped ALE Idea B	186					
	Aide Sped Behavioral Adjustment	186					
	Aide Sped Behavioral Adjustment Idea B	186					

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
<b>PA4</b>			<b>Hourly</b>	<b>\$15.09</b>	<b>\$18.40</b>	<b>\$21.71</b>	<b>\$0.37</b>
	Aide Clinic	186	<b>Daily</b>	<b>113.17</b>	<b>138.02</b>	<b>162.86</b>	<b>2.76</b>
	Aide Clinic Pre-K	186	<b>186 Days</b>	21,050	25,671	30,292	513
	Aide Enrollment Center Clinic	226	<b>226 Days</b>	25,577	31,192	36,806	624
	Aide Sped ALE PAC	186					
	Aide Sped Behavioral Adjustment PAC	186					
	Aide Sped Voc Job Coach	186					

## 2021-2022 Proposed Auxiliary Pay Plan

Garland ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.
<b>MT01</b>			<b>\$10.92</b>	<b>\$13.65</b>	<b>\$16.37</b>	<b>\$0.27</b>
	Bus Monitor, Sped	185				
	Custodial	260				
	Custodial Pool, COVID	260				
	Custodian, Stadium Athletics	260				
	Food Service	185				
	Parking Lot	181				
<b>MT02</b>			<b>\$12.93</b>	<b>\$16.16</b>	<b>\$19.39</b>	<b>\$0.32</b>
	Athletics Equipment, Lead	260				
	Custodian, Lead	260				
	Grounds, Fence Playground	260				
	Grounds, Landscape/Mowing	260				
	Grounds, Seasonal	260				
	Maintenance HVAC Filter	260				
<b>MT03</b>			<b>\$14.14</b>	<b>\$17.68</b>	<b>\$21.21</b>	<b>\$0.35</b>
	Assistant Manager Intern	185				
	Delivery Expediter	226				
	Driver	202				
	Driver, Stocker	260				
	Driver Warehouse	260				
	Food Service, Driver Stocker	226				
	Grounds, Athletic Field	260				
	Grounds, Crew Leader	260				
	Mail Clerk Driver	226				
	Maintenance Expeditor	260				
	Maintenance HVAC Filter Lead	260				
	Purchasing/Warehouse Driver Stocker	260				
	Tire Technician	260				
<b>MT04</b>			<b>\$15.70</b>	<b>\$19.62</b>	<b>\$23.55</b>	<b>\$0.39</b>
	Athletic Fields, Lead	260				
	Bindery Operator	226				
	Building Security	186				
	Bus Driver, Trainee	180				
	Food Service Asst Repair Technician	226				
	Food Service Manager, ES	187				
	Food Service Trainee	184				
	General Maintenance	260				
	Grounds, Irrigation Installer	260				
	Phototypesetter	226				
	Press Operator	226				
	Print Binder	226				
	Screen Printer	226				
	Senior Lawnmower Mechanic	260				
	Testing Warehouse Distributer	226				

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% Inc.	
	Validator Receiving	226					
	Vehicle Maintenance, General	260					
<b>MT05</b>			<b>Hourly</b>	<b>\$17.43</b>	<b>\$21.79</b>	<b>\$26.14</b>	<b>\$0.44</b>
	Building Engineer	260					
	Concrete	260					
	Graphic Artist Pre-Press Tech	226					
	Dispatch Operator	215					
	Equipment Tech Apprentice	226					
	Food Service Manager, MS	187					
	Food Services Manager, Floating	184					
	General Maintenance Worker I	260					
	Maintenance, Painter	260					
	Operations Specialist	260					
	Purchasing/Warehouse Clerk	260					
	Repair Expediter	226					
	Shipping/Receiving Manager	260					
	Stadium Engineer	260					
	Vehicle Servicewriter	260					
<b>MT06</b>			<b>Hourly</b>	<b>\$19.00</b>	<b>\$23.75</b>	<b>\$28.49</b>	<b>\$0.47</b>
	Foreman	226					
	General Maintenance Worker II	260					
	Grounds Foreperson	260					
	Grounds, Herbicide Insecticide	260					
	Grounds Irrigation Foreperson	260					
	Maintenance Paint Foreman	260					
	Transportation Dispatcher	215					
<b>MT07</b>			<b>Hourly</b>	<b>\$19.95</b>	<b>\$24.94</b>	<b>\$29.92</b>	<b>\$0.50</b>
	Audio Visual Technician	260					
	Certified Welder	260					
	Concrete Foreman	260					
	Custodian Trainer, Lead	260					
	Food Service Manager, HS	187					
	Foreman, Mechanic	260					
	General Maintenance Worker III	260					
	IT Warehouse Operations Manager	226					
	Lead Dispatcher	226					
	Locksmith	260					
	Maintenance HVAC Controls Technician	260					
	Maintenance HVAC Service Worker Unlicensed	260					
	Mechanic Unlicensed	260					
	Plumber Non-Certified	260					
	Routing Specialist	226					
	Security Electronic Technician	260					
	Security Electronic Technician Servers	260					
	Security Officer	260					
	Transportation Dispatcher Lead	226					
	Transportation Trainer, Lead	260					
	Vehicle Maintenance Inventory	260					
	Video Electronics Technician	260					

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum	2.0% Inc.
<b>BUS</b>			<b>Hourly</b>	<b>\$21.21</b>	<b>\$26.51</b>	<b>\$31.82</b>	<b>\$0.53</b>
	Bus Driver	185					
	Bus Driver, Field Trip	180					
	Bus Driver, Substitute	185					
<b>MT08</b>			<b>Hourly</b>	<b>\$22.27</b>	<b>\$27.84</b>	<b>\$33.40</b>	<b>\$0.56</b>
	Equipment Technician	226					
	Facility Maintenance Specialist AG Barn	260					
	Facility Maintenance Specialist, CCC	260					
	Fire Sprinkler Technician	260					
	General Maintenance Crew Leader	260					
	Maintenance Electrician	260					
	Maintenance HVAC Field Controls Tech (Maint.)	260					
	Maintenance Special Plumber (Certified)	260					
	Mechanic (Certified)	260					
	Security Electronic Technician (Licensed)	260					
	Security Electronic Technician Recovery	260					
	Security Officer	260					
	Supervisor, Custodian	260					
<b>MT09</b>			<b>Hourly</b>	<b>\$23.60</b>	<b>\$29.50</b>	<b>\$35.40</b>	<b>\$0.59</b>
	Grounds Herbicide Pesticide/IPM Coord	260					
	Maint. Plumber Backflow Assembly Tester	260					
	Security Electronic Technician, Lead	260					
	Security Operations, Lead	260					
	Supervisor, Transportation (Field trip)	260					
	Supervisor, Transportation Route	260					
<b>MT10</b>			<b>Hourly</b>	<b>\$28.92</b>	<b>\$36.15</b>	<b>\$43.38</b>	<b>\$0.72</b>
	Grounds Supervisor	260					
	Maintenance HVAC Supervisor	260					
	Maintenance Supervisor Carpentry Rem.	260					
	Maintenance Supervisor Electrical Elevators	260					
	Maintenance Supervisor Painting	260					
	Maintenance Supervisor Plumbing	260					
	Maintenance Supervisor Roofing	260					
	Supervisor Environmental and Utilities	260					
	Supervisor of Lock Doors	260					
	Supervisor Warehouse	260					
	Transportation Vehicle Foreman Shift	260					
	Transportation Operations Supervisor	260					
	Transportation Vehicle Maintenance Supervisor	260					

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum	2.0% Inc.
<b>BUS</b>			<b>Hourly</b>	<b>\$21.21</b>	<b>\$26.51</b>	<b>\$31.82</b>	<b>\$0.53</b>
	Bus Driver	185					
	Bus Driver, Field Trip	180					
	Bus Driver, Substitute	185					
<b>MT08</b>			<b>Hourly</b>	<b>\$22.27</b>	<b>\$27.84</b>	<b>\$33.40</b>	<b>\$0.56</b>
	Equipment Technician	226					
	Facility Maintenance Specialist AG Barn	260					
	Facility Maintenance Specialist, CCC	260					
	Fire Sprinkler Technician	260					
	General Maintenance Crew Leader	260					
	Maintenance Electrician	260					
	Maintenance HVAC Field Controls Tech (Maint.)	260					
	Maintenance Special Plumber (Certified)	260					
	Mechanic (Certified)	260					
	Security Electronic Technician (Licensed)	260					
	Security Electronic Technician Recovery	260					
	Security Officer	260					
	Supervisor, Custodian	260					
<b>MT09</b>			<b>Hourly</b>	<b>\$23.60</b>	<b>\$29.50</b>	<b>\$35.40</b>	<b>\$0.59</b>
	Grounds Herbicide Pesticide/IPM Coord	260					
	Maint. Plumber Backflow Assembly Tester	260					
	Security Electronic Technician, Lead	260					
	Security Operations, Lead	260					
	Supervisor, Transportation (Field trip)	260					
	Supervisor, Transportation Route	260					
<b>MT10</b>			<b>Hourly</b>	<b>\$28.92</b>	<b>\$36.15</b>	<b>\$43.38</b>	<b>\$0.72</b>
	Grounds Supervisor	260					
	Maintenance HVAC Supervisor	260					
	Maintenance Supervisor Carpentry Rem.	260					
	Maintenance Supervisor Electrical Elevators	260					
	Maintenance Supervisor Painting	260					
	Maintenance Supervisor Plumbing	260					
	Maintenance Supervisor Roofing	260					
	Supervisor Environmental and Utilities	260					
	Supervisor of Lock Doors	260					
	Supervisor Warehouse	260					
	Transportation Vehicle Foreman Shift	260					
	Transportation Operations Supervisor	260					
	Transportation Vehicle Maintenance Supervisor	260					

## 2021-2022 SUBSTITUTE PAY SCALE

### Teachers: Basic Daily Rate

Degreed, certified teacher:	<b>115.00/ACE 130.00</b>
Retired GISD Certified Teacher:	<b>135.00/ACE 153.00</b>
Degreed, non-certified:	<b>100.00/ACE 113.00</b>
Associates/ 48 hours	<b>100.00/Ace 113.00</b>
Nurse:	<b>215.00/ACE 244.00</b>

### Paraprofessionals (Aides, Secretaries, Clerks): Basic Daily Rate

Secretaries/Clerks/Non Classroom:	<b>75.00/ACE 85.00</b>
Instructional Aides/Special Ed. Aide:	<b>85.00/ACE 96.00</b>

Long Term Teacher Assignment: \$35 more per day from 11<sup>th</sup> day forward, no retro  
**Degreed-non cert/Associates/48 hours of college = \$135**

Long-term Certified Teacher for same person on 11<sup>th</sup> consecutive day (no retro):  
**\$150.00**

### **ACE Schools Long term:**

**Degreed-non cert/48 hours of college= \$148 Associates = \$148 Cert = \$165.00**  
**Retired GISD = \$168.00**

### Substitute Rates for following positions by HR Administrative Approval Only:

Counselor/ Elementary:	<b>140.00/ACE 158</b>
Counselor/ Middle:	<b>165.00/ACE 187.00</b>
Counselor/ High School:	<b>190.00</b>
AP/Elementary:	<b>165.00/ACE 187.00</b>
AP/Middle:	<b>190.00/ACE 215</b>
AP/High School:	<b>215.00</b>
Principal/Elementary:	<b>265.00/ACE 300.00</b>
Principal/Middle:	<b>315.00/ACE 357.00</b>
Principal/High School:	<b>390.00</b>
Speech Path.	<b>265.00/ACE 300.00</b>
Diagnostician	<b>140.00/ACE 159.0</b>

# 2021-2022 Stipends and Salary Supplements

## ACADEMIC, CO-CURRICULAR, AND EXTRA-CURRICULAR

POSITION	SUPPLEMENTAL ANNUAL AMOUNT	CONTRACT DAYS	SUPPLEMENTAL DAYS
<b>High School</b>			
ACT/PSAT/SAT Accuplacer Prep Coach	\$1,500	187	0
Academic Decathlon - principal assigns specific amounts	\$5,500 per campus	187	0
Activities Director	\$ 938	187	5
Band - Director	\$10,000	187	27
Band - Assistant Director	\$4,650	187	15
Cheerleader- Freshman	\$2,000	187	10
Cheerleader- Junior Varsity	\$2,000	187	10
Cheerleader- Varsity	\$2,808	187	15
Choir - Director	\$5,914	187	5
Choir - Assistant Director	\$2,875	187	5
CTE Counselor	\$1,500	202	0
Department Head (if not given an extra conference period)	\$ 937.50	187	0
Drill Varsity	\$2,923	187	19
Drill Junior Varsity	\$1,625	187	10
Dual Credit	\$700	187	0
ELAR Teacher	3,000	187	0
Extended Essay Coordinator	\$1,500	187	0
Magnet Advisor/Industry Liaison	\$3,000	187	15
Librarian - Secondary	\$750	187	0
Math Teacher	\$3,000	187	0
Newspaper	\$1,300	187	0
Octathlon Sponsor - principal assigns specific amounts	\$3,400 per campus	187	0
Orchestra - Director	\$5,000	187	5
Orchestra - Assistant Director	\$2,400	187	5
Performing Arts Endorsement Coordinator	\$2,000	187	0
Piano Lab Instructor	\$ 500	187	5
Science Teacher	\$3,000	187	0
Extra Period Stipend - \$5,000/year HR approval needed	\$2,500	187	0
Speech	\$ 1,684	187	5
Student Council	\$ 1,000	187	5
Theater Arts/Drama	\$3,671	187	5
UIL Coordinator	\$1,000	187	2
Yearbook Advisor	\$1,500	187	0
Spirit Group	\$1,250	187	0
Step Team	\$1,250	187	0
Robotics	\$1000	187	0
<b>Middle School</b>			
Austin Academy – Piano Lab/Ext Day	\$4,500/year	187	0
Austin Academy – Art/Extended	\$4,500/year	187	0
Austin Academy – Physical Education	\$1,400/year	187	0
Austin Academy - Spanish	\$2,250/year	187	0
Austin Academy - Jazz Band	\$1,600/year	187	0
Austin Academy – Gospel Choir	\$650/year	187	0
Band - Director	\$5,925	187	15
Band - Assistant Director	\$2,500	187	15
Cheerleader	\$1,493	187	0

Per DK(Local): "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 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."

Cheer Assistant, Auxiliary (Coyle MS)	\$800	187	0
Librarian	\$750	187	0
Pep Squad	\$ 965	187	0
Choir - Director	\$2,925	187	5
Choir - Assistant Director	\$2,500	187	5
Department Head	\$ 625	187	0
Magnet Advisor/Industry Liaison	\$3,000	187	15
Orchestra - Director	\$3,500	187	5
Orchestra – Assistant Director	\$1,600	187	5
Pentathlon - principal assigns specific amounts	\$3,400 per campus	187	0
Piano Lab Instructor	\$ 500	187	5
Theater Arts – approved by VAPA	\$1,250	187	0
Yearbook	\$625	187	0
Robotics	\$1000	187	0
<b>Elementary School</b>			
Bilingual certified classroom teacher	\$4,000	187	0
Children’s Chorus Director	\$3,750	187	0
Children’s Chorus Assistant Director	\$2,875	187	0
Children’s Chorus Accompanist	\$2,875	187	0
Librarian	\$1,000	187	0
Robotics	\$1000	187	0

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## ATHLETIC COACHING STIPENDS

PAY DESCRIPTION - Element	SUPPLEMENTAL ANNUAL AMOUNT	CONTRACT DAYS	SUPPLEMENTAL DAYS
<b>High School</b>			
Athletics HS Head Coach <sup>1</sup>	\$5,000	187	15
Baseball		187	15
Cross Country		187	15
Gymnastics		187	15
Softball		187	15
Soccer		187	15
Track		187	15
Volleyball		187	15
Athletics HS Assistant Coach (2 sports)	\$4,500	187	15
Baseball		187	15
Basketball <sup>2</sup>		187	15
Football		187	15
Cross Country		187	15
Soccer		187	15
Softball		187	15
Track		187	15
Volleyball		187	15
Athletics HS Football Defensive Coordinator	\$4,850	187	15
Athletics HS Football Offensive Coordinator	\$4,850	187	15
Athletics HS Basketball-Head Coach	\$5,750	187	15
Athletics HS Girls Sports Coordinator <sup>3</sup>	\$2,150	187	15
Athletics HS Golf-Head Coach	\$4,100	187	0
Athletics HS Tennis-Head Coach	\$4,050	187	6
Athletics HS Trainer	\$5,500	187	15
Athletics HS One Sport Coach <sup>4</sup>	\$2,500	187	0
<b>Middle School</b>			
Athletics MS Coach (2 sports)	\$3,300	187	6
Basketball		187	6
Football		187	6
Track		187	6
Volleyball		187	6
Athletics MS Coordinator	\$1,000	187	6
Athletics MS Soccer Coach <sup>3</sup>	\$1,500	187	0

<sup>1</sup> Does not include HEAD FOOTBALL CAMPUS AD COACH or HEAD BASKETBALL COACH

<sup>2</sup> HS Basketball Lead Assistant coaches only one sport

<sup>3</sup> Additional Stipend for the coach assigned

<sup>4</sup> Only with special approval of Athletic Department and School Principal

Per DK(Local): "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 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."

## OTHER SALARY SUPPLEMENTS

Other Stipends	SUPPLEMENTAL ANNUAL AMOUNT	CONTRACT DAYS	SUPPLEMENTAL DAYS
<b>Degree Stipends</b>			
Master's Degree	\$1,300	187	NA
Doctor's Degree	\$2,000	187	NA
<b>Other Stipends</b>			
Administrative Intern/Associate	\$1,000	187	10
Instructional Support Teacher	\$1,000	187	10
i3 (Innovation in Instruction)	\$750	187	0
Lead Teacher - Bilingual / ESL	\$1,120	187	0
Mandarin Chinese	\$3,000	187	0
Mariachi Program Coordinator	\$5,600	187	0
Nurse Specialist	\$3,500	226	0
Nurse Cluster Leader	\$750	187	0
SpEd – Campus Support Coach	\$1,000	187	10
SpEd – Lead Adaptive PE Team Lead	\$1,500	187	0
SpEd – Lead Diagnostician	\$1,500	187	15
SpEd – Lead LSSP	\$1,500	187	15
SpEd – Lead OT/PT	\$1,500	187	6
SpEd – Lead Vision Teacher	\$1,500	187	0
SpEd – Lead Speech Language Pathologist	\$1,500	187	0
SpEd – Head of Delegation for Special Olympics	\$6,000	187	10
SpEd – Resource Teacher	\$2,000	187	0
SpEd – Self Contained Teacher	\$3,500	187	0
SpEd – Special Olympics Coach	\$3,000	187	0
Technology – Campus Tech Asst. - EL	\$1,000	187	0
Technology Devices	\$1,000		NA

### ACE CAMPUS

ACE Campus	SUPPLEMENTAL ANNUAL AMOUNT
Principal	\$15,000
Assistant Principal	\$13,500
Teacher	\$10,000
Librarian	\$10,000
Nurse	\$10,000
Counselor	\$10,000
Social Worker	\$10,000
Instructional Coach	\$8,000
Para-professionals & Aides	\$2,500*
*Annualized as additional salary, reflected separately on paychecks	

### PARAPROFESSIONAL

PAY DESCRIPTION	ANNUAL AMOUNT	DAYS	ADDITIONAL DAYS
Certified Educational Office Professional (CEOP)	\$ 600	186 - 226	0

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## Employee of the Year One-Time Payments

Staff members selected by a committee for this recognition will receive a one-time payment in the amounts listed below in their June paycheck.

Stipend	One-Time Payment
GISD Administrator of the Year	\$2,000
GISD Teacher of the Year	\$2,000
GISD Paraprofessional of the Year	\$2,000
Region 10 Teacher of the Year	\$3,000
Region 10 Administrator of the Year	\$3,000
Region 10 Nurse/Nurse Administrator of the Year	\$3,000
Texas TASA Teacher of the Year	\$4,000
Texas LSSCA Counselor of the Year	\$4,000
Texas TSNO Nurse/Nurse Administrator of the Year	\$4,000
Texas TEPSA/TASSP Administrator of the Year	\$4,000
National AASA Teacher of the Year	\$5,000
National ASCA Counselor of the Year	\$5,000
National NASN Nurse/Nurse Administrator of the Year	\$5,000
National AASA Administrator of the Year	\$5,000

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## Performance Pay: Teacher Incentive Allotment (TIA)

For any funds received by Garland ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 67.5% percent will be paid to the designated teacher. 22.5% percent will be paid equally to the other teachers on the designated teacher's campus (employees coded as 087). 5% percent will be paid equally to all other employees on the designated teacher's campus. The remaining 5% will be used for training and support of the system, expansion of the system, administrative expenses, and professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

- ❖ TIA Designated Teachers: 67.5% of funds
- ❖ Teachers at campus of TIA Designated Teacher: 22.5% of funds
- ❖ Non-teaching staff at TIA Designated Teacher: 5% of funds

TIA compensation stipends will be eligible for use when calculating retirement benefits for TRS-eligible staff. Employees are responsible to pay both the employee and employer benefit and tax costs in excess of what TIA funding covers. Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax, and TRS contributions as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS).

### Eligibility

#### Teachers with TIA designation (67.5% of funds)

- PEIMS coded 087
- Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year
- Hold a TEA Standard, Professional, Provisional or One-year Certificate

#### Teachers at the campus of a TIA designated teacher (22.5% of funds)

- PEIMS coded 087
- Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year

#### Non-teaching staff (non 087 staff) (5% of funds)

- Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year

#### Employees at multiple campuses

- Will be eligible for a percentage comparable to the percentage of time serving at the designated campus.
- Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year

## **Part-time Staff**

- Will be eligible for a percentage comparable to the percentage of time serving at the designated campus
- Receive salary compensation for a minimum of 180 days at half time in the school year

## **Definitions**

### **TIA designated teacher**

Holds a valid TEA Standard, Provisional or One Year Certificate

Identified by PEIMS code 087

Receives salary compensation for a minimum of 90 days @ 100% or 180 days at 50-99%.

A combination of teacher performance and student achievement meets the minimum requirements as set forth in the plan

### **Teachers at the campus of a TIA designated teacher**

Identified by PEIMS code 087

Receives salary compensation for a minimum of 90 days @ 100% or 180 days at 50-99%.

### **Non-teaching staff (non 087 staff)**

Receive salary compensation for a minimum of 90 full time days in the school year or 180 days at half time in the school year

Includes all staff; Paraprofessional, Administrative, Custodial, Student Nutrition, SPED and others not listed who do not hold an 087 PEIMS role

## **Compensation Payout**

All compensation to be included in the last paycheck of the fiscal year

# PROVISIONS AND APPLICATIONS OF GARLAND INDEPENDENT SCHOOL DISTRICT'S SALARY SCHEDULE

## A. HOURLY EMPLOYEES

District personnel employed on an hourly basis are hired and placed on a wage scale commensurate with the position and established by the Board of Trustees and Administration. Under no circumstances is an hourly worker to be placed on a higher hourly rate of pay without prior authorization from Human Resources.

## B. PAYDAY

For monthly paid professional and paraprofessional employees, payday is the 27th of each month. When the 27th falls on weekend, then payday will be the preceding Friday. In December payday will be the next to last work day before winter break. For Biweekly paid employees (Food Service, Maintenance, Transportation, Warehouse, and Substitute) payday is every other Friday. An employee's payroll statement contains detailed information including deductions, withholding information, and the amount of leave accumulated.

## C. MANDATORY DEDUCTIONS

- **Medicare Tax** - For all employees hired after April 1, 1986, a 1.45% Medicare Tax is deducted, which is matched by the district and sent to the Social Security Administration. The benefit of this tax to the employee is that at the age of 65 the employee would be eligible for free Medicare Part A coverage, if this tax or a combination of this tax and regular Social Security participation has been paid for at least 10 years (40 credits or 40 quarters).
- **Teacher Retirement** – 8% of the employee's gross salary is sent to the Teacher Retirement System of Texas for deposit in the employee's account once the employee is eligible for TRS membership. This money accumulates with interest as a tax-deferred retirement benefit. The state contributes to the retirement system, also. The money that an employee contributes and the interest that money earns may be withdrawn only if the employee ceases to work for a Texas public school. Upon withdrawal, federal income tax is due on the principal and interest that has been treated as tax-deferred. For more detailed information on the retirement system contact the Assistant Superintendent Human Resources (972) 487-3050 or call the Texas Teacher Retirement System at (800) 223- 8778 or visit the TRS website at [www.trs.texas.gov](http://www.trs.texas.gov)
- **TRS-Care** - 0.65% of gross salary is paid by each active school employee to help support the Teacher Retirement System health care plan for retired employees titled TRS-CARE.
- **FICA Alternative** - For all employees who are not eligible to participate in the Teacher Retirement System of Texas (part-time, seasonal, temporary employees). Employees are not subject to Social Security taxes while covered by this plan. 7.5% of an employee's gross salary is contributed to the FICA Alternative Plan. Contributions to this plan are on a pretax basis, and any benefits previously earned under another retirement plan, such as Social Security, will not be reduced by participation in this plan.

## CI. SUPPLEMENTAL SALARY FOR ADVANCED HOURS/DEGREES

Per DK(Local): "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 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."

1. Supplemental salary amounts are paid for degrees conferred or hours earned by September 1 and reported to Human Resources by submission of official transcripts by October 1.
2. All teachers and nurses who have a master's degree are eligible to receive \$1,300 annually. This supplement is not paid to employees who are on a higher Pay Grade because the administrative and professional support positions require a master's degree as a minimum qualification for the certification.
3. All teachers, professional support employees, and administrators with earned doctorate degrees will receive \$2,000 annually. This supplement replaces the master's supplement and is not in addition to it.
4. It is the responsibility of the employee to notify Human Resources of advanced degrees and to provide OFFICIAL TRANSCRIPTS with the university's seal and degree conferred status by the announced deadline each year.

# Guidelines for Supplemental Pay

## GENERAL GUIDELINES

- Policy DK (Local) states: “Non-contractual 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 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.”
- Policy DEAA (Local) states: “The Superintendent or designee may assign non-contractual 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.”
- Additional Payment is given to a regular employee beyond their base pay for additional considerations or approved purposes at approved amounts and is comprised of:
  - Stipends – compensation that can be established on a regular basis with an equal amount per pay period being paid over the length of a contract or a specified period of time and for which monthly documentation is not required by Payroll or Human Resources. Human Resources must approve the approval of a stipend that is not attached to a position, such as travel expenses, or given due to employee status, such as advanced degrees or employment assignment, after consultation with appropriate administrators.
  - Supplemental pay – compensation that is occasional, periodic, or sporadic for additional considerations by the employee and is not paid in equal amounts each pay period and for which specific documentation must be submitted and approved according to these guidelines.
  - Overtime – while not contractual, overtime is paid to employees who are considered Non-Exempt under the FLSA for work done beyond 40 hours per workweek. Approval of overtime should be given prior to the work, must be accompanied by supporting documentation to payroll, and must be approved according to district guidelines.
- All stipends and supplemental pay amounts or rates must be approved by the Board and will be published in the District Salary Schedule booklet.
- All monetary compensation to an employee must be made through the payroll system so that proper records can be maintained for reporting purposes to state and federal agencies.
- For the purposes of the Guidelines for Supplemental Pay and Pay Details:
- **Non Exempt Employees\*** under the FLSA include employees whose duties do not meet FLSA exemption criteria. Non-exempt employees will be compensated according to the following Supplemental Pay guidelines:
  - For work done over 37.5, but 40 or less hours per week, non-exempt employees who are scheduled for 37.5 hours per week shall be compensated in one of two ways:
    - Compensatory time equal to time worked, OR
    - Pay equal to straight time at their hourly rate, without any overtime calculation
  - For work done over and above the 40-hour work week, non-exempt employees shall be compensated in one of two ways:
    - Compensatory time equal to time-and-a-half of time worked, OR
    - Pay equal to time-and-a-half of their hourly rate for time worked.
- **Exempt employees** do not qualify for overtime pay or compensatory time.
- **Administrators:** For the purpose of determining supplemental pay, the term administrator refers to any central office administrator, principal, or assistant principal. These individuals **do not** qualify for overtime or supplemental pay.

**EXCEPTION:** Administrators may be eligible for additional pay if the work performed is beyond the scope of their professional contract duties. For example, they may supervise an athletic event for the athletic department or supervise a summer school program as *long as the work does not conflict with fulfillment of their regular duties and responsibilities*. Approval must be specifically obtained in advance from the administrator’s supervisor.

## SPECIFIC GUIDELINES

- All supplemental pay items must be entered through Kronos, recording:
  - the description of work performed
  - the number of hours worked
  - the time and date work was performed
  - the applicable Kronos code associated with the appropriate budget code number
- All supplemental pay assignments must be conducted at a GISD facility unless done out of district. Deviations must have prior approval.
- All supplemental pay must be recorded as hours worked at the preapproved hourly rate. No lump sum payments are permitted without a completed "Request for Deviation from Supplemental Pay Policy" form (see last page) and approval of Chief Officer or designee.
- All Kronos supplemental pay codes must be requested in advance and approved by the administrator or principal that is responsible for those supplemental pay funds, along with approval from the Business Office.
- Supplemental pay entered via Kronos will be approved by the appropriate principal or supervisor/manager through the Oracle approval workflow. All approvals must be completed in Oracle by the 15<sup>th</sup> of each month unless otherwise noted in the Payroll Calendar.
- The Supplemental Pay rates are preset and coded to the approved Supplemental Pay Element in Oracle and cannot be changed without a written request submitted by completion of a "Request for Deviation from Supplemental Pay Policy" form. Changes will be added to the Supplemental Pay Rate schedule.
- Supplemental pay must be budgeted within the school budget in fund 199 or approved project; no supplemental pay may be paid with 461 or 865 funds without prior approval from the Business Office.
- Employees shall not receive additional compensation for work that is within the scope of their assignment or position if it occurs during normal working hours while within the published contract work dates unless specified in these guidelines.
- Before or after school duty, hall duty, commons duty, and bus duty, or any other similar types of duty that occur occasionally or on a rotating basis and take place within official school hours are considered part of the normal teaching assignment and are **not eligible** for additional compensation.
  - *Exception: If the principal approves one or more individuals to perform the duty on a long-term basis (for a semester or for a year), the employee(s) may be compensated for that time according to the rates listed in the following page.*

Note: All Paraprofessional and Auxiliary employees are classified as Non-Exempt. Certain Professional employees who do not meet all the exemption test criteria are classified as Non-Exempt and are overtime eligible.

# **PROFESSIONAL CATEGORIES OF PAY DETAILS 2021- 2022 RATES**

## **PROFESSIONAL Extended Day - Instructional Non-ACE Campuses \$30 per Hour**

Includes, but not limited to:

- Saturday School
- Thursday School
- Zero Period
- Extended Day
- Enrichment
- ESL Extended Day
- Bike / Dance Grant-Project
- Curriculum Writing
- Evening School
  - ARI/AMI/Title I
  - STAR
  - Credit Recovery

## **PROFESSIONAL Extended Day – Staff Development \$20 per Hour**

Note: Maximum 8 hours paid per Day

## **PROFESSIONAL Extended Day – Non Instructional \$10 per Session**

***Note: To qualify for this pay, the duty must be assigned /accepted per semester, or school year. Cannot be assigned for short periods of time for pay.***

Includes, but not limited to:

- Bus Duty
- Hall Monitor Duty
- Commons Monitor Duty
- Grounds Monitor Duty
- Marquee Maintenance

## **PROFESSIONAL Extended Day - Special Qualifications**

Includes, but not limited to:

- Diagnosticians
- Therapists
- Security Officers

**Rate dependent on  
Licensing / Qualification -  
upon approval by  
Administration**

## **INTERSESSIONS**

**Teachers/Counselors/  
Nurses:  
\$40/hour  
Others – Rates as listed on  
the Intersession Job  
Postings or as determined**

## **PART TIME TEMPORARY**

**Rate as listed on  
the individual Job  
Posting**



**Garland Independent School District  
Board of Trustees**

<b>Date of Meeting:</b>	May 25, 2021
<b>Agenda Item:</b>	Resolution Concerning Waiver of Local Board Policy to Require Two Readings of Policy before Adoption
<b>Agenda Section:</b>	Action Item
<b>Administrator Responsible:</b>	Lisa Ray General Counsel

**Summary/Background Information:**

The Elementary and Secondary School Emergency Relief III (ESSER III) Fund application process references requires public notice for all federal grant applications before a district submits an application to TEA. To meet this requirement, a district may provide a summary of the application and plan for the use of funds as an information item at a board meeting or by other means of public notice.

The required Use of Funds Plan and Return to In-Person Instruction and Continuity of Services Plan also require public notice and comment, and the TEA guidance indicates that approval of these plans must be based on local policies regarding approval of such types of plans.

Due to the number of public notice requirements in federal grant statutes, TEA recommends that school districts develop local board policy to address how the district will provide required public notice regarding federal grants and awards for consistency.

To ensure that districts have policy provisions recommended by TEA in place by the ESSER III application deadline of **July 27, 2021**, TASB Policy and Legal Services developed a resolution with sample text that can be adopted for inclusion in CB(LOCAL) on grants and awards.

Given the timing of proposed policy revisions and the ESSER III application deadline, it is recommended that the Board waive its own requirement in BF (Local) by resolution and adopt the verbiage recommended in the resolution to CB (Local) in one reading. This waiver of the dual reading requirement in BF (Local) is limited to this particular policy.

**Administrative Recommendations:**

The Resolution Concerning Waiving Local Policy Requirement to First Present Board Policy CB (Local) as an Action Item is presented for your approval.

**BOARD OF TRUSTEES  
GARLAND INDEPENDENT SCHOOL DISTRICT  
RESOLUTION CONCERNING WAIVING  
LOCAL POLICY REQUIREMENT TO FIRST PRESENT  
CB (LOCAL) AS A DISCUSSION ITEM**

**State of Texas**

§

**County of Dallas**

§

§

**WHEREAS**, the Garland Independent School District Board of Trustees has adopted policies BF (Legal) and (Local) to address matters of law and local discretion regarding how Board Policies are presented for adoption and approval at Garland ISD; and

**WHEREAS**, the Garland Independent School District Board of Trustees local policy require that proposed policies or revisions to policy shall be first presented to the Board as discussion items; and

**WHEREAS**, the Garland Independent School District Board of Trustees local policy requires that formal adoption of new or revised local policies shall not occur earlier than the next meeting of the Board after discussion; and

**WHEREAS**, the some of the proposed local policy changes primarily incorporate relevant changes to the proposed open enrollment action and internal auditor.

**WHEREAS**, Garland Independent School District Board policy BF Local would not allow the District to have two readings of the proposed changes to the relevant policy of CB Local recommended by TASB to provide notice of a public hearing before an application of ESSER funds can be submitted by the District by July 1, 2021; therefore,

**NOW, THEREFORE, BE IT RESOLVED,**

1. BF (Local) policy require that proposed policies or revisions to policy shall be first presented to the Board as discussion items; and
2. The administration seeks to align the policies to its current practices and promote efficiency;
3. For the sake of efficiency and expediency, TASB Services recommends the adoption of a resolution of specific language to provide notice of public hearing to CB Local. Once the resolution is adopted, the verbiage regarding notice of a public hearing will automatically be incorporated in CB (Local) by TASB policy services. This will allow notice of hearing before submission of its application to obtain ESSER funds to the TEA by the deadline of July 27, 2021.

4. This waiver is just for the adoption of CB(LOCAL) for this meeting and will not apply to future versions which may be provided for Board adoption.

PASSED, APPROVED AND ADOPTED BY THE BOARD OF TRUSTEES OF THE GARLAND INDEPENDENT SCHOOL DISTRICT, DALLAS COUNTY, TEXAS on the 25<sup>th</sup> day of May, 2021.

**Garland ISD Board of Trustees**

**Attest:**

\_\_\_\_\_  
Robert Selders,  
Garland ISD Board President

\_\_\_\_\_  
Wes Johnson,  
Garland ISD Board Secretary



## Garland Independent School District Board of Trustees

**Date of Meeting:** May 25, 2021

**Agenda Item:** Discuss and Adopt Resolution Regarding ESSER III and Policy CB (LOCAL), State and Federal Revenue Sources

**Agenda Section:** Action Item

**Administrator Responsible:** Lisa Ray  
General Counsel

Dr. Brent Ringo  
Chief Financial Officer

### **Superintendent's Goal:**

#### **Superintendent Goal #2 – Fiscal Responsibility**

Ratings inputted for the Measured Analysis Goals are only a point of reference for trustee rating as each board member has the autonomy to change the rating. Measured Analysis Ratings will follow the state accountability factors for rounding.

#### **Superintendent Goal #3 – Board Relations**

The superintendent maintains a positive and productive working relationship with the board of trustees and the community.

#### **Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

#### **Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

### **Summary/Background Information:**

On April 28, 2021, TEA notified school districts of the opportunity to apply for their allocation of the Elementary and Secondary School Emergency Relief III (ESSER III) Fund, which should be used to respond to the pandemic and to address student learning loss as a result of COVID-19;

TEA published guidance regarding how these funds can be used and local compliance requirements school districts must follow, including a recommendation that districts develop local board policy to address how the district will provide the required public notice regarding federal grants and awards for consistency;

TASB Legal and Policy Services recommends specific verbiage be added to board policy CB (Local) to effectuate this notice requirement and by passage of this resolution the verbiage will automatically be added to existing board policy.

**Administrative Recommendations:** Administration recommends approval

**RESOLUTION OF THE BOARD REGARDING ESSER III AND  
POLICY CB (LOCAL), STATE AND FEDERAL REVENUE SOURCES**

**WHEREAS**, on April 28, 2021, TEA notified school districts of the opportunity to apply for their allocation of the Elementary and Secondary School Emergency Relief III (ESSER III) Fund, which should be used to respond to the pandemic and to address student learning loss as a result of COVID-19;

**WHEREAS**, TEA published guidance regarding how these funds can be used and local compliance requirements school districts must follow, including a recommendation that districts develop local board policy to address how the district will provide the required public notice regarding federal grants and awards for consistency;

**WHEREAS**, Texas Education Code 11.151 gives the Board of Trustees the exclusive power and duty to govern and oversee the management of the public schools of the District;

**WHEREAS**, the Board finds that a need exists to adjust local policy provisions to address public notice for federal grants and awards and approval of required grant plans; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Garland Independent School District adopts the following text for inclusion at CB (LOCAL), State and Federal Revenue Sources:

- The District shall provide public notice of federal grant applications through an information item at a Board meeting and by publishing information on the District’s website. The District shall make available opportunities for public input as required by law or the granting agency.
- Approval of required grant and award plans shall be by the Superintendent.
- The change to CB (LOCAL) is effective based on the adoption date of this resolution.

PASSED AND ADOPTED this 25th day of May, 2021.

By:

\_\_\_\_\_  
Robert Selders, President

ATTEST:

By:

\_\_\_\_\_  
Wes Johnson, Secretary

RESOLUTION OF THE BOARD REGARDING ESSER III  
AND POLICY CB (LOCAL), STATE AND FEDERAL REVENUE SOURCES



## Garland Independent School District Board of Trustees

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Resolution to Build a Coalition with City of Sachse, City of Garland and City of Rowlett

**Agenda Section:** Action Item

**Trustee Responsible:** Robert Selders  
Board President

**Board Goal Objective:** Please select an objective(s) from the options below:

### **Summary/Background Information:**

A resolution has been provided for Trustee discussion and consideration detailing the formation of a coalition between Garland ISD Board of Trustees and the City of Sachse, City of Garland and City of Rowlett.

### **Administrative Recommendations:**

Provided for your consideration and approval.

**A RESOLUTION OF THE BOARD OF TRUSTEES OF THE GARLAND  
INDEPENDENT SCHOOL DISTRICT TO BUILD A COALITION WITH THE CITIES OF  
GARLAND, ROWLETT AND SACHSE**

**WHEREAS**, the Garland Independent School District exists as a diverse community with a shared vision that respects all students, families, staff, and the communities it serves, the Board of Trustees continuously seeks out partnerships and coalitions that support and champion the District in providing an exceptional education for every student; and

**WHEREAS**, the District recognizes the value and benefit of creating a strong coalition with the Cities of Sachse, Garland and Rowlett and

**WHEREAS**, the District desires to work with the City leaders of Garland, Rowlett and Sachse to encourage open communication and collaboration between all parties; and

**WHEREAS**, the tri-cities and the District have collaborated successfully in the past on multiple initiatives and issues; and

**WHEREAS**, the District desires to formally link via a coalition with the city leaders of Garland, Rowlett, and Sachse to create open and ongoing communication and collaboration, shared advocacy, and joint planning as appropriate between all parties through this coalition; and

**WHEREAS**, building a structured coalition with the city leaders of Garland, Rowlett, and Sachse and the District will foster strong relationships and communication between each of the tri-cities and the District for the benefit of the tri-city communities and Garland ISD; and

**WHEREAS**, this coalition will be based on a shared vision among all partners, structured opportunities for engagement for all stakeholders, open dialogue about challenges and solutions, with a focus on data as available; and

**WHEREAS**, overcoming the challenges of accelerating learning for all students and providing support for students and families to ensure that children develop socially, emotionally, physically, and academically, become motivated and engaged in learning, that families and schools work effectively together, and that communities become safer and more economically vibrant through ongoing collaboration and communication will be the foundational work of this coalition; and,

**WHEREAS**, this critical and significant work requires the participation of leadership of the governing entities of the District and each municipality; and

**WHEREAS**, coalition members will include the mayors of each city and one additional city government representative as designated by each mayor, the Garland ISD Board of Trustees president and one other Trustee as designated by the Board of Trustees president, and the Garland ISD superintendent; and

Resolution to Build a Coalition with the Cities of Garland, Rowlett and Sachse

**WHEREAS**, all coalition members will also serve as ambassadors and advocates to communicate District initiatives, priorities, and accomplishments so that the work and progress of the District is clearly communicated, and opportunities for feedback and collaboration are regularly provided; and

**WHEREAS**, all coalition members will maintain open lines of communication with one another for the mutual benefit of the District and the tri-cities that it serves.

**NOW, THEREFORE, BE IT RESOLVED:**

1. That the findings and recitals in the preamble of this Resolution are hereby found to be true and correct and are hereby approved and adopted.
2. The Board of Trustees of Garland Independent School District commits to building a strong structured coalition between the District and the Cities of Garland Rowlett and Sachse
3. This Resolution shall take effect immediately upon its passage to illustrate the District's commitment to strengthening its relationship with its tri-city partners.
4. A detailed Memorandum of Understanding between the District and the Cities of Garland, Rowlett and Sachse will be jointly created to outline the specific steps that the respective cities and the District will take to build a strong coalition with a detailed structure for ongoing collaboration and communication between the District and tri-city leaders.
5. A date to develop the MOU will be determined collaboratively by the Board of Trustees president, board designee, the district superintendent, the mayors of each city, and their designees.

PASSED AND ADOPTED this 25th day of May, 2021.

By:

\_\_\_\_\_  
Robert Selders, President

ATTEST:

By:

\_\_\_\_\_  
Wes Johnson, Secretary

Resolution to Build a Coalition with the Cities of Garland, Rowlett and Sachse



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Instructional Materials Allotment TEKS Certification

**Agenda Section:** Action Item

**Administrator Responsible:** Dr. Melissa Hill  
Director, Teaching & Learning Development

**Board Goal Objective:** Please select an objective(s) from the options below:

**OBJECTIVE A: EARLY LITERACY (Reading)**

Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

**OBJECTIVE B: EARLY LITERACY (Writing)**

Percent of students in grade 4 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Writing.

**OBJECTIVE C: ENGLISH LANGUAGE ACQUISITION**

Percent of ELL students demonstrating English language acquisition, as measured by yearly progress indicator on the Texas English Language Proficiency Assessment System (TELPAS).

**OBJECTIVE D: SCIENTIFIC UNDERSTANDING**

Percent of students in grade 8 demonstrating scientific understanding as measured by Meets Grade Level performance on STAAR Science.

**OBJECTIVE E: MATHEMATICAL PROFICIENCY**

Percent of students demonstrating mathematical proficiency as measured by Meets Grade Level performance by the end of grade 9 on STAAR Algebra I EOC.

**OBJECTIVE F: POSTSECONDARY READINESS (SAT Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by meeting college ready benchmarks through 11TH grade SAT School Day.

**OBJECTIVE G: POSTSECONDARY READINESS (AP Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by AP exams with qualifying criterion scores.

**OBJECTIVE I: GRADUATION OUTCOMES**

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

**Superintendent's Goal:** *Please select a goal(s) from the options below:*

## **Superintendent Goal #1 – Student Results**

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

### **Summary/Background Information:**

*School districts and charters schools are required to certify annually to the State Board of Education and the commission that, for each subject in the required curriculum other than physical education, students have access to instructional materials that cover all the Texas Essential Knowledge and Skills (TEKS). Districts and charters will be unable to order 2021-22 instructional materials until this certification has been received by the Texas Education Agency (TEA).*

### **Administrative Recommendations:**

*Examples:*

*Administration recommends approval.*

## 2021-22 Allotment and TEKS Certification Form

**NOTE:** Please submit your responses using this [form](https://app.smartsheet.com/b/form/bf5755712b724621a1ae5c78c80e2f4c) (<https://app.smartsheet.com/b/form/bf5755712b724621a1ae5c78c80e2f4c>).

First and Last Name: \_\_Melissa Hill\_\_

E-mail: \_\_mahill@garlandisd.net\_\_

District Name: \_\_Garland ISD\_\_

County District Number: \_\_057909\_\_

**Which product(s) do you plan to use for Tier 1 instruction to cover 100% of standards in school year 2021-22? List all that apply. Options for each grade band are listed in the Appendices at the end of this document. If the option you wish to put down is not on the list, record the product your district does use.**

I. Certification of Math Instructional Materials (See Appendix A for instructional materials options)

Grades K-5: enVision Math Texas 2.0 enVision Math Texas 2.0

Grades 6-8: Texas Math, HMH Texas Go Math,

Grades 9-12: HMH Algebra I Texas, HMH Algebra II Texas, HMH Geometry Texas, SpringBoard Mathematics Alg. I, Alg. II, Geometry, precalculus

II. Certification of RLA Instructional Materials (See Appendix B for instructional materials options)

Grades K-2: HMH Into Reading HMH Arriba Lectura

Grades 3-5: HMH Into Reading HMH Arriba Lectura

Grades 6-8: myPerspectives Texas English Language Arts SpringBoard, English Language Arts

Grades 9-12: myPerspectives Texas English Language Arts SpringBoard, English Language Arts

III. Certification of Science Instructional Materials (See Appendix C for instructional materials options)

Grades K-5: Discovery Education Science Techbook STEMscopes 2.0

Grades 6-8: Discovery Education Science Techbook STEMscopes 2.0

Grades 9-12: Discovery Education Techbook Biology, STEMscopes 2.0 Biology, HMH Texas Modern Chemistry, ExploreLearning Science Gizmos, Essential Physics

IV. Certification of Social Studies Instructional Materials (See Appendix D for instructional materials options)

Grades K-5: Texas Studies Weekly, Texas Studies Weekly-Spanish

Grades 6-8: HMH Contemporary World studies Texas Active Classroom HMH Texas History HMH US History Active Classroom US History

Grades 9-12: Texas World Geography, HMH World Geography, HMH Geography TX, Active Classroom, HMH: The Americans, Active Classroom US History, HMH World History, Active Classroom World History, Active Classroom: Government, HMH/HMD Economics

2021-22 Allotment and TEKS Certification TEMPLATE

**What is your district's approach to covering 100% of the standards? Please respond with one of the options listed below.**

1. *Other (if other, please type out response)*
2. *Adopt TEKS Resource System (TRS) and align purchased materials to TRS scope and sequence*
3. *Adopt TEKS Resource System (TRS) and align locally developed materials to TRS scope and sequence*
4. *Adopt a locally developed curriculum and align purchased materials to district developed scope and sequence*
5. *Adopt a locally developed curriculum and create locally developed supporting materials*
6. *Adopt a curriculum product and follow scope and sequence as designed in the product*

I. Certification of Math Instructional Materials

Adopt a locally developed curriculum and align purchased materials to district developed scope and sequence

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II. Certification of RLA Instructional Materials

Adopt a locally developed curriculum and align purchased materials to district developed scope and sequence

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III. Certification of Science Instructional Materials

Adopt a locally developed curriculum and align purchased materials to district developed scope and sequence

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IV. Certification of Social Studies Instructional Materials

Adopt a locally developed curriculum and align purchased materials to district developed scope and sequence

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**What implementation approach does your district take with the instructional materials listed above? Please respond with one of the options listed below.**

1. *All school leaders required to implement district's approach*
2. *School leaders have flexibility to select different materials*
3. *Other (if other, please type out response)*

I. Certification of Math Instructional Materials

All school leaders required to implement district's approach

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II. Certification of RLA Instructional Materials

All school leaders required to implement district's approach

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III. Certification of Science Instructional Materials

All school leaders required to implement district's approach

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IV. Certification of Social Studies Instructional Materials

All school leaders required to implement district's approach

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## 2021-22 Allotment and TEKS Certification Form

School districts and charters schools are required to certify annually to the State Board of Education and the commission that, for each subject in the required curriculum other than physical education, students have access to instructional materials that cover all the Texas Essential Knowledge and Skills (TEKS). Districts and charters will be unable to order 2021-22 instructional materials until this certification has been received by the Texas Education Agency (TEA).

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Robert Selders,  
President, Board of Trustees  
Garland Independent School  
District

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Date

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Dr. Ricardo López,  
Superintendent of Schools  
Garland Independent School District

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Date



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Location of Private Cellular Tower at Memorial Pathway Academy

**Agenda Section:** Action Item

**Administrator Responsible:** Mr. Matt Yeager  
Executive Technology Officer

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #3 – Board Relations**

The superintendent maintains a positive and productive working relationship with the board of trustees and the community.

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

**Summary/Background Information:**

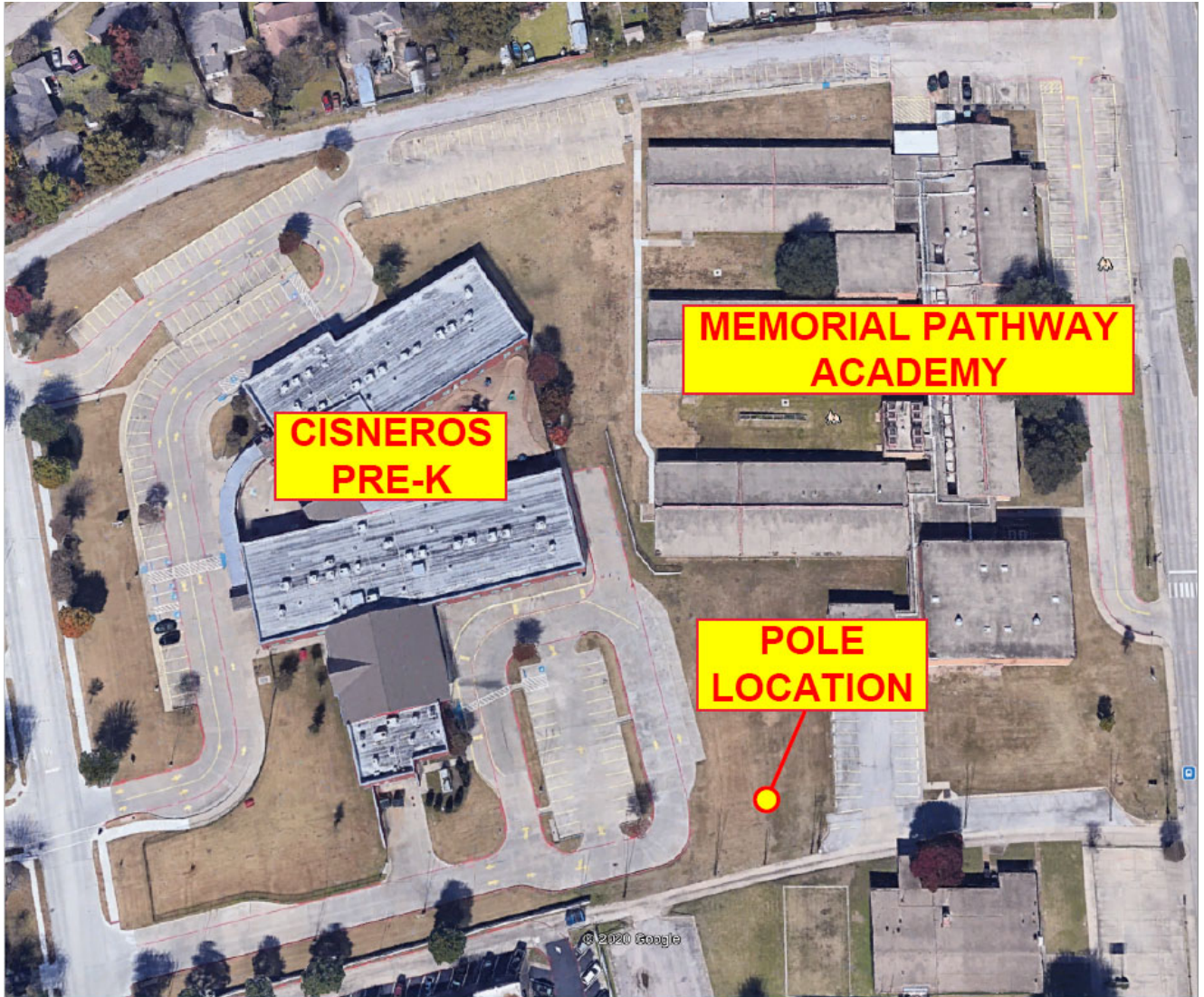
Consider approval of location of a private cellular tower at Memorial Pathway Academy.

This agenda item was presented to the Facilities Committee for review on May 11, 2021.

**Administrative Recommendations:**

Provided for your consideration.

Memorial Pathway Academy





**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Budget Transfers and Amendments to the 2020-2021 General Fund

**Agenda Section:** Action Item

**Administrator Responsible:** Ms. Brandy Mayo  
Executive Director of Budget

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Shown are the transfers and amendments proposed for approval and their respective impacts on the General Fund.

This agenda item was reviewed during the Finance Committee Meeting on May 11, 2021.

**Administrative Recommendations:**

Provided for your consideration.



**BUDGET TRANSFERS AND AMENDMENTS  
FOR THE GENERAL FUND  
FISCAL YEAR 2020-21  
May 25, 2021**

**REVENUES:**

	Original Budget	Revised Budget	Current Transfers Requested	Current Amendments Requested	Proposed Amended Budget
57 Local Revenue	\$ 230,653,531	\$ 214,209,287	\$ -	\$ -	\$ 214,209,287
58 State Revenue	320,008,654	291,235,654	-	-	291,235,654
59 Federal Revenue	9,000,000	9,000,000	-	-	9,000,000
<b>Total Revenues</b>	<b>\$ 559,662,185</b>	<b>\$ 514,444,941</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 514,444,941</b>

**EXPENDITURES:**

11 Instruction	\$ 318,782,474	\$ 313,810,273	\$ (754,535)	\$ -	\$ 313,055,738
12 Instructional Resources and Media Services	8,224,571	8,232,690	758	-	8,233,448
13 Curriculum Development and Instructional Staff Development	14,005,577	13,500,049	1,357,492	-	14,857,541
21 Instructional Leadership	9,696,055	8,989,498	-	-	8,989,498
23 School Leadership	34,986,245	34,637,556	(44,304)	-	34,593,252
31 Guidance, Counseling and Evaluation	26,267,605	26,525,056	(491,168)	-	26,033,888
32 Social Work Services	1,046,663	671,193	-	-	671,193
33 Health Services	7,874,364	9,620,054	(4,714)	-	9,615,340
34 Student Transportation	19,610,924	18,968,260	-	-	18,968,260
35 Food Service	300,000	251,517	-	-	251,517
36 Extracurricular Activities	13,877,625	13,377,107	(16,619)	-	13,360,488
41 General Administration	20,035,055	18,839,228	17,460	-	18,856,688
51 Facilities Maintenance & Operations	46,266,388	46,454,664	3,703	1,066,000	47,524,367
52 Security and Monitoring Services	7,197,217	8,705,976	(3,732)	-	8,702,244
53 Data Processing Services	17,057,325	15,248,433	(100,000)	-	15,148,433
61 Community Services	2,047,132	1,849,138	35,659	-	1,884,797
71 Debt Service - Principal on Long-Term Debt	484,000	484,000	-	-	484,000
72 Debt Service Interest on Long-Term Debt	-	-	-	-	-
73 Bond Issuance Cost and Fees	-	-	-	-	-
81 Facilities Acquisition and Construction	-	69,483	-	-	69,483
95 Juvenile Justice Program	36,000	36,000	-	-	36,000
99 Other Intergovernmental Charges	928,839	963,769	-	-	963,769
<b>Total Expenditures</b>	<b>\$ 548,724,059</b>	<b>\$ 541,233,944</b>	<b>\$ -</b>	<b>\$ 1,066,000</b>	<b>\$ 542,299,944</b>

<b>Excess (Deficiency) Revenues Over (Under) Expenditures</b>	<b>\$ 10,938,126</b>	<b>\$ (26,789,003)</b>	<b>\$ -</b>	<b>\$ (1,066,000)</b>	<b>\$ (27,855,003)</b>
<b>Other Financing Sources</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Other Financing Uses</b>	<b>\$ -</b>	<b>\$ (1,022,019)</b>	<b>\$ -</b>	<b>\$ (3,513,800)</b>	<b>\$ (4,535,819)</b>
<b>Net Change in Fund Balance</b>	<b>\$ 10,938,126</b>	<b>\$ (27,811,022)</b>	<b>\$ -</b>	<b>\$ (4,579,800)</b>	<b>\$ (32,390,822)</b>



**DETAIL OF BUDGET TRANSFERS AND AMENDMENTS  
FOR THE GENERAL FUND  
FISCAL YEAR 2020-21  
May 25, 2021**

**Budget Transfers**

<b>Expenditures</b>	<b>Increase</b>	<b>Decrease</b>	<b>Net</b>
11 Instruction	\$ 60,017	\$ 814,552	\$ (754,535)
12 Instructional Resources and Media Services	2,156	1,398	758
13 Curriculum Development and Instructional Staff Developmen	1,407,845	50,353	1,357,492
21 Instructional Leadership	2,000	2,000	-
23 School Leadership	31,600	75,904	(44,304)
31 Guidance, Counseling and Evaluation	-	491,168	(491,168)
33 Health Services	-	4,714	(4,714)
36 Extracurricular Activities	10,800	27,419	(16,619)
41 General Administration	37,145	19,685	17,460
51 Facilities Maintenance & Operations	3,803	100	3,703
52 Security and Monitoring Services	-	3,732	(3,732)
53 Data Processing Services	-	100,000	(100,000)
61 Community Services	39,685	4,026	35,659
<b>Total Expenditures</b>	<b>\$ 1,595,051</b>	<b>\$ 1,595,051</b>	<b>\$ -</b>

**Budget neutral transfers to realign expenditures.**

<b>Expenditures</b>	<b>Increase</b>	<b>Decrease</b>	<b>Net</b>
51 Facilities Maintenance & Operations	\$ 1,066,000	\$ -	\$ (1,066,000)
<b>Total Expenditures</b>	<b>\$ 1,066,000</b>	<b>\$ -</b>	<b>\$ (1,066,000)</b>

**Increase in expenditures due to the 2021 Texas Severe Winter Storms.**

<b>Other Changes to General Fund</b>	<b>Increase</b>	<b>Decrease</b>	<b>Net</b>
<i>Other Financing Sources/Uses</i>	\$ -	\$ 3,513,800	\$ (3,513,800)
<b>Total Expenditures</b>	<b>\$ -</b>	<b>\$ 3,513,800</b>	<b>\$ (3,513,800)</b>

**2021 fleet replacement for school buses to be transferred out to Fund 653 - Rolling Stock.**



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Tax Refunds for Overpayments  
or Erroneous Payments

**Agenda Section:** Action Item

**Administrator Responsible:** Ms. Kristi Cooper  
Director of Tax Services

**Board Goal Objective:**

Not Applicable

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Attached is a list of refunds that were determined to be overpaid.

See Attached List

These refunds, totaling \$8,355.99 will be presented to the Finance Committee for review on May 11, 2021 and submitted to the Board for approval at the May 25, 2021 board meeting.

**Administrative Recommendations:**

Provided for your consideration.



**Garland Independent School District**  
Department of Taxation

**Street Address**  
901 West State Street  
Garland, TX  
75040

**Phone**  
972-494-8570

**FAX**  
972-494-8631

April 30, 2021

To: Allison Davenport  
Executive Director of Finance  
Business Operations

From: Kristi Cooper  
Director of Tax Services

Re: Refunds for Overpayments or Erroneous Payments

Under section 31.11 of the Texas Property Tax Code, if the collector determines that a payment was erroneous or excessive and exceeds \$500.00 it must also be approved by the governing body before refunded.

Attached are refunds from March 2021 that were determined to be overpaid.

There are no delinquent accounts under the above named person or account number. If you have any questions or comments, please contact me.

# BOARD REFUNDS FOR OVERPAYMENTS OR ERRONEOUS PAYMENTS

<u>NAME</u>	<u>ADDRESS</u>	<u>AMOUNT</u>	<u>REASON</u>
1. Sharon Hartline	2405 Kirby Road	\$ 2,763.25	2020 Erroneous
2. Lisa M Marvel	301 Gum Tree Way	\$ 656.70	2020 Overpayment
3. Paul J James	614 W Palestine St	\$ 1,052.78	2020 Overpayment
4. Elise Weber as POA for Jack Stuart Faith	4602 Bucknell Dr	\$ 795.73	2020 Overpayment
5. Leen Realty LLC	12020 Corporate Dr	\$ 3,087.53	2020 Overpayment
<b>Total</b>		<b>\$ 8,355.99</b>	

**No delinquent accounts under above named person or account number**

**No interest due on any above refund**



## Garland Independent School District Board of Trustees

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Atmos Energy and VOOKS Literacy Partnership Donation

**Agenda Section:** Action Item

**Administrator Responsible:** Dr. Melissa Hill, TLD Director  
Eva Hummel, Public Affairs, Atmos Energy

### Board Goal Objective:

#### **OBJECTIVE A: EARLY LITERACY (Reading)**

Percent of students in grade 3 demonstrating early literacy as measured by Meets Grade Level performance on STAAR Reading.

#### **OBJECTIVE C: ENGLISH LANGUAGE ACQUISITION**

Percent of ELL students demonstrating English language acquisition, as measured by yearly progress indicator on the Texas English Language Proficiency Assessment System (TELPAS).

### Superintendent's Goal:

#### **Superintendent Goal #1 – Student Results**

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

#### **Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

### Summary/Background Information:

Board Policy CDC (LOCAL) requires any gift that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, be approved by the Board.

Atmos Energy's Fueling Safe and Thriving communities program highlights literacy as a primary focus. Through their literacy initiatives they have partnered with the United Way and made a large investment in VOOKS, an animated storybook program with a goal of offering subscriptions to community partners such as Garland ISD. Upon Trustee approval of this donation, Garland ISD will utilize VOOKS as part of our PreKindergarten summer literacy program.

This agenda item was presented to the Finance Committee for review on May 11, 2021.

### Administrative Recommendations:

Administration recommends approval.



Garland Independent School District  
501 S. Jupiter Rd.  
Garland, TX 75042  
972-487-3100

## RECEIPT OF DONATION

The Garland Independent School District acknowledges and expresses appreciation for the following contribution:

Cash donation in the amount of: \_\_\_\_\_

Donation of goods: \_\_\_\_\_

\_\_\_\_\_

Donation received from: \_\_\_\_\_

Dates of donation: \_\_\_\_\_

Valued at: \_\_\_\_\_

The Garland Independent School District is exempt under Section 115 of the Internal Revenue Code.

Instrumentalities of a political subdivision (including cities and independent school districts) are exempt under section 115 of the Internal Revenue Code and are not required to file Federal Income Tax Return Form 1120, nor Information Return Form 990. Contributions to such organizations are deductible by donors as provided in section 170 of the Internal Revenue Code. Bequests, legacies, devices, transfers of gifts to or for their use are deductible for Federal, estate and gift tax purposes under the provisions of sections 2055, 2106, and 2522 of the Code. Accordingly, independent school districts are not covered by IRS Code Section 501(c)3.

Federal ID number: 75-6001650

Donation Received by:

Melissa Hill

Date: May 11, 2021

Signature of Authorized Representative, Garland Independent School District

# Atmos Energy Literacy Donation



Finance Committee Meeting  
May 11, 2021

# What is the Fueling Safe & Thriving Communities Program?



## **Fueling bright minds and healthy futures for our kids.**

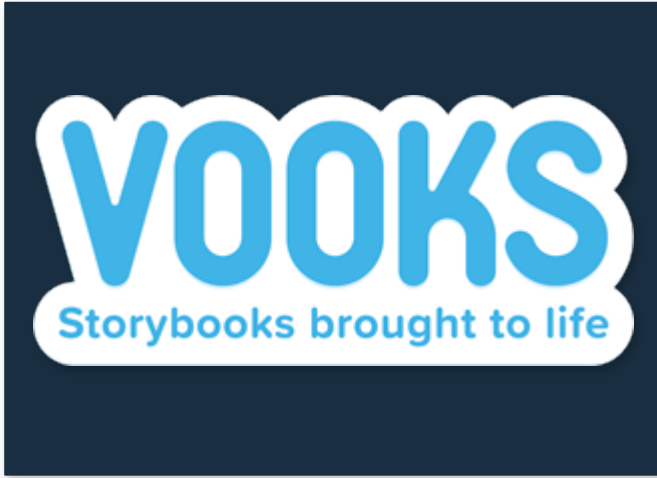
We believe in making a difference in the lives of children by collaborating with local school districts and education foundations to offer nutritious meals and provide resources to help children read at grade level by third grade.

## **Fueling honor and thanks for our community heroes.**

We believe in showing our respect and gratitude to firefighters, police officers, medical teams, other first responders and teachers by providing free meals and support throughout the year for our hometown heroes.

## **Fueling hope and growth for our neighbors.**

We believe in supporting our communities through programs that help eligible customers stay warm with financial assistance to pay their gas bill and upgrade their homes. We proudly support United Way, The Salvation Army and other local community welfare organizations.



## What are VOOKS?

- A collection of hundreds of animated storybooks
- An interactive reading system designed to get kids excited about reading
- Geared toward the Early Learner
- Supported by accompanying materials to further learning

# Targeted Implementation & Donation

Cisneros PreK Center	Parsons PreK Center
Number of Student Licenses	Number of Student Licenses
411	308
<b>Donation: \$10,785.</b>	

Launch: Summer Reading Program Resource

# Questions?





**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Purchase of Leased Warehouse Space  
Three (3) Years

**Agenda Section:** Action Item

**Administrator Responsible:** Mr. Mark A. Booker  
Executive Director of Purchasing

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Shown is the recommendation of the bids for leased warehouse space for the District, discussed in the May 11, 2021 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

Donald G Gordon

The estimated total amount of the bid is not to exceed \$491,940. Potential funding is indicated below.

**General Fund (199)**

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD OF TRUSTEES APPROVAL**

**RECOMMENDATION:**

It is the administration's recommendation that the offer(s) for **Leased Warehouse Space** from the company or companies listed below provides the best value to the Garland Independent School District.

Donald G Gordon

**NOT TO EXCEED AMOUNT:**

**\$ 491,940**

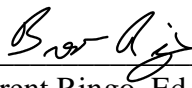
<b>Procurement Method:</b>	Request for Proposal
<b>Contract Number:</b>	271-21
<b>Contract Term:</b>	Three (3) years
<b>Potential Funding Source:</b>	(199 General Fund)



Mark A. Booker  
Executive Director of Purchasing

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.  
Chief Financial Officer



**Garland Independent School District**

DATE: April 21, 2021

TO: Mark A. Booker, Executive Director of Purchasing

FROM: Janet Curtis-Fuller, Buyer

RE: Recommendation to Award RFP 271-21 Leased Warehouse Space

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**Action Required**

New Award

**Material/Service**

Warehouse space

**Purpose**

District-wide use

**Board Goal Objective**

Not Applicable

**Superintendent's Goal**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Recommended Amount**

\$491,940 – 199 General Fund

**BID TABULATION  
GARLAND INDEPENDENT SCHOOL DISTRICT**

<b>RFP 271-21 Leased Warehouse Space</b>		
<b>Company</b>	<b>DFW Lee &amp; Associates</b>	<b>Donald G Gordon</b>
<b>Proposal I-Cost Sheet</b>		
<b>Warehouse Facility Monthly Lease Price (2 year lease)</b>	<b>\$15,583.00</b>	<b>\$13,665.00</b>
<b>Warehouse Facility Monthly Lease Price (3 year lease)</b>	<b>\$15,166.00</b>	<b>\$13,665.00</b>
<b>Warehouse Facility Monthly Lease Price (5 year lease)</b>	<b>\$14,583.00</b>	<b>\$14,853.00</b>
<b>Common Area Maintenance Monthly Cost</b>	<b>Included</b>	<b>\$0.00</b>
<b>Maintenance Monthly Cost</b>	<b>Included</b>	<b>\$0.00</b>
<b>Other Monthly Cost</b>	<b>-</b>	<b>Alarm Monitoring \$75.00</b>

The District solicited 283 suppliers and received 2 responses.



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:**

May 25, 2021

**Agenda Item:**

Consider Approval of Purchase of Visual and Performing Arts (VAPA) Apparel, Merchandise, Accessories and Services  
One (1) Year with Three (3) Annual Renewal Options

**Agenda Section:**

Action Item

**Administrator Responsible:**

Mr. Joseph Figarelli  
Director of Visual & Performing Arts

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #1 – Student Results**

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

**Summary/Background Information:**

Shown is the recommendation of the bids for visual and performing arts (VAPA) apparel, merchandise, accessories and services for the District, discussed in the May 11, 2021 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

See Attached List.

The estimated total amount of the bid is not to exceed \$700,000. Potential funding is indicated below.

**General Fund (199)**

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD OF TRUSTEES APPROVAL**

**RECOMMENDATION:**

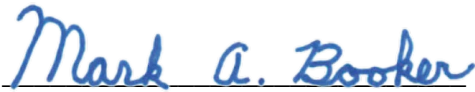
It is the administration's recommendation that the offer(s) for **Visual and Performing Arts (VAPA) Apparel, Merchandise, Accessories and Services** from the company or companies listed below provides the best value to the Garland Independent School District.

See Attached List

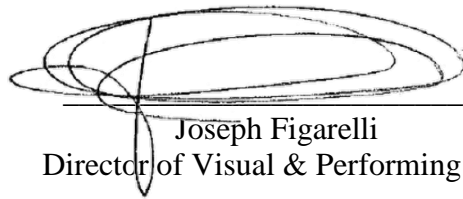
**NOT TO EXCEED AMOUNT:**

**\$ 700,000**

<b>Procurement Method:</b>	Request for Proposal
<b>Contract Number:</b>	180-21
<b>Contract Term:</b>	One (1) year with three (3) annual renewal options.
<b>Potential Funding Source:</b>	(199 General Fund)



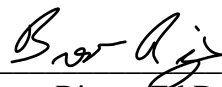
Mark A. Booker  
Executive Director of Purchasing



Joseph Figarelli  
Director of Visual & Performing Arts

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.  
Chief Financial Officer



**Garland Independent School District**

DATE: April 9, 2021

TO: Diane Fields, Buyer

FROM: Joseph Figarelli, Director of Visual and Performing Arts

RE: Recommendation to Award RFP 180-21 Visual and Performing Arts (VAPA)  
Apparel, Merchandise, Accessories and Services

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**Action Required**

New Award

**Material/Service**

Apparel, Merchandise, Accessories and Services for Visual and Performing Arts

**Purpose**

Provide a broad base of Apparel, Merchandise, Accessories and Services to meet the needs of GISD Visual and Performing Arts Department.

**Board Goal Objective**

Not Applicable

**Superintendent's Goal**

**Superintendent Goal #1 – Student Results**

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

**Recommended Amount**

\$700,000- 199 General Fund

**RFP 180-21 Visual and Performing Arts (VAPA) Apparel, Merchandise, Accessories and Services**

**Awarded Suppliers**

AV Pro, Inc.  
Blue Stem Integrated  
Breezin Thru, Inc.  
Browning Trophy  
Cheer Bow Nation  
Cheerleading Company, Inc.  
Dallas Strings  
Dance Sophisticates  
Dick Blick  
Floyette Originals  
Fred J. Miller  
Fruhauf Uniforms, Inc.  
Gandy Ink Screen Printing  
GetPom.com  
Graphics Store, LLC  
Guitar Center Store, Inc. DBA Music & Arts  
Its's Greek to Me  
Junior Players Guild  
Just for KIX, LLC  
J.W. Pepper and Sons  
Leapin Leotards  
Lone Star Percussion  
Luck's Music Library  
Macie Publising Company  
McCormicks Group, LLC  
MD Enterprises  
Mollie Gregory Tower DBA Mighty Music Publising  
Music In Motion, Inc.  
Music Store  
Pender's Music Company  
Rebel Athletic  
Romeo Music  
Single Piece Apparel DBA Team Go Figure  
Stage Accents  
StageRight  
Stanbury Uniforms  
Team Leader  
Texas Motion Sports  
The Costume Closet  
The McKenna Group  
Tip Top Tux, LLC  
Universal Melody Services  
Varsity Spirit Fashion  
Wenger Corporation  
West Music Company  
Williamson Music 1st

The District solicited 874 suppliers and received 49 responses.



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Purchase of Office Supplies Catalog One (1) Year with Four (4) Annual Renewal Options

**Agenda Section:** Action Item

**Administrator Responsible:** Mr. Mark A. Booker  
Executive Director of Purchasing

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Shown is the recommendation of the bids for office supplies catalog for the District, discussed in the May 11, 2021 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

Office Depot LLC  
Staples Contract & Commercial LLC

The estimated total amount of the bid is not to exceed \$2,000,000. Bid tab sheets will be provided under separate cover. Potential funding is indicated below.

**General Fund (199) – 75%**  
**Title I Part A – Improving Basic Programs (211) – 10%**  
**Campus Activity Funds (461) – 15%**

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD OF TRUSTEES APPROVAL**

**RECOMMENDATION:**

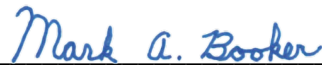
It is the administration's recommendation that the offer(s) for **Office Supplies Catalog** from the company or companies listed below provides the best value to the Garland Independent School District.

Office Depot LLC  
Staples Contract & Commercial LLC

**NOT TO EXCEED AMOUNT:**

**\$2,000,000**

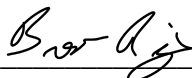
<b>Procurement Method:</b>	Request for Proposal
<b>Contract Number:</b>	102-21
<b>Contract Term:</b>	One (1) year with four (4) annual renewal options.
<b>Potential Funding Source:</b>	(199 General Fund) 75% (211 Title I Part A - Improving Basic Programs) 10% (461 Campus Activity Funds) 15%



\_\_\_\_\_  
Mark A. Booker  
Executive Director of Purchasing

Attest:

I have examined the information provided by staff in recommending the award above.



\_\_\_\_\_  
Brent Ringo, Ed.D.  
Chief Financial Officer



**Garland Independent School District**

DATE: April 21, 2021

TO: Mark A. Booker, Executive Director of Purchasing

FROM: Janet Curtis-Fuller, Buyer

RE: Recommendation to Award RFP 102-21 Office Supplies Catalog

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**Action Required**

New Award

**Material/Service**

Office supplies

**Purpose**

District-wide purchase of office supplies

**Board Goal Objective**

Not Applicable

**Superintendent's Goal**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Recommended Amount**

\$2,000,000 – 199 General Fund 75%, 211 Title I Part A – Improving Basic Programs 10% and 461 Campus Activity Funds 15%

GARLAND ISD  
RFP 102-21  
OFFICE SUPPLIES CATALOG

<b>EVALUATION CRITERIA</b>		<b>FIRM</b>	<b>FIRM</b>
		<b>OFFICE DEPOT LLC</b>	<b>STAPLES CONTRACT &amp; COMMERCIAL LLC <i>*Confidential</i></b>
<b>Parameters:</b>	<b>Max Points</b>		
Proposed Price:		<b>\$ 424,152</b>	
The purchase price;	40	40	32
The reputation and quality of the vendor's goods or services;	12	12	12
The quality of the vendor's goods or services;	10	10	10
The extent to which the goods or services meet the district's needs;	35	35	35
The vendor's past relationship with the district;	3	0	2
The impact on the ability of the district to comply with the laws and rules relating to historically under-utilized businesses (HUB); (must be 0 points)	0	0	0
<b>Total Points</b>	<b>100</b>	<b>97</b>	<b>91</b>



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Purchase of Concessionaire Services (Curtis Culwell Center)  
One (1) Year with Four (4) Annual Renewal Options

**Agenda Section:** Action Item

**Administrator Responsible:** Mr. Mark A. Booker  
Executive Director of Purchasing

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Shown is the recommendation of the bids for concessionaire services (Curtis Culwell Center) for the District, discussed in the May 11, 2021 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

Kelcher Entertainment Group

The estimated total amount of the bid is not to exceed \$320,000. Potential funding is indicated below.

**Curtis Culwell Center (757)**

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD OF TRUSTEES APPROVAL**

**RECOMMENDATION:**

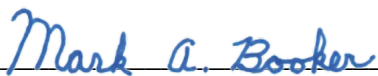
It is the administration's recommendation that the offer(s) for **Concessionaire Services (Curtis Culwell Center)** from the company or companies listed below provides the best value to the Garland Independent School District.

Kelcher Entertainment Group

**REVENUE (EST):**

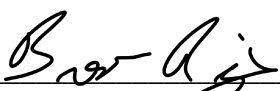
**\$320,000**

<b>Procurement Method:</b>	Request for Proposal
<b>Contract Number:</b>	370-21
<b>Contract Term:</b>	One (1) year with four (4) annual renewal options.
<b>Potential Funding Source:</b>	(757 Curtis Culwell Center)

  
\_\_\_\_\_  
Mark A. Booker  
Executive Director of Purchasing

Attest:

I have examined the information provided by staff in recommending the award above.

  
\_\_\_\_\_  
Brent Ringo, Ed.D.  
Chief Financial Officer



**Garland Independent School District**

DATE: April 21, 2021

TO: Misty Roberts, Buyer

FROM: John Wilborn, Executive Director Curtis Culwell Center

RE: Recommendation to Award RFP 370-21 Concessionaire Services (Curtis Culwell Center)

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**Action Required**

New Award

**Material/Service**

Kelcher Entertainment Group will sell alcohol/non-alcoholic beverages along with various food items for all arena events.

**Purpose**

The Curtis Culwell Center would like to recommend Kelcher Entertainment Group as the exclusive concessionaire for the Curtis Culwell Center. This contract is a zero (\$0.00) dollar expense to the district and is expected to generate approximately \$320,000 in commission revenue. Kelcher Entertainment Group has agreed to a revenue percentage of 37.5% for the next five years of the contract. Out of two (2) suppliers that submitted proposals, one did not have a current TABC license and therefore not evaluated.

**Board Goal Objective**

Not Applicable

**Superintendent's Goal**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Recommended Amount**

Estimated Revenue \$320,000 - 757 Curtis Culwell Center



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Purchase of Single Sign-On (SSO) and Identity Lifecycle Management (ILM) Solution One (1) Year with Four (4) Annual Renewal Options

**Agenda Section:** Action Item

**Administrator Responsible:** Mr. Matt Yeager  
Executive Technology Officer

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Shown is the recommendation of the bids for single sign-on (SSO) and identity lifecycle management (ILM) solution for the District, discussed in the May 11, 2021 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

Identity Automation, LP

The estimated total amount of the bid is not to exceed \$81,000. Potential funding is indicated below.

**General Fund (199)**

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD OF TRUSTEES APPROVAL**

**RECOMMENDATION:**

It is the administration's recommendation that the offer(s) for **Single Sign-On (SSO) and Identity Lifecycle Management (ILM) Solution** from the company or companies listed below provides the best value to the Garland Independent School District.

Identity Automation, LP

**NOT TO EXCEED AMOUNT:**

**\$ 81,000**

<b>Procurement Method:</b>	Cooperative Purchase Contract DIR
<b>Contract Number:</b>	160-21
<b>Contract Term:</b>	One (1) year with four (4) annual renewal options.
<b>Potential Funding Source:</b>	(199 General Fund)



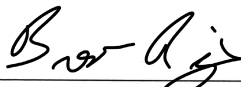
Mark A. Booker  
Executive Director of Purchasing



Matt Yeager  
Executive Technology Officer

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.  
Chief Financial Officer



**Garland Independent School District**

DATE: April 7, 2021

TO: Janet Curtis Fuller, Buyer

FROM: Matt Yeager, Executive Technology Officer

RE: Recommendation to Award Contract 160-21 Single Sign-On (SSO) and Identity Lifecycle Management (ILM) Solution

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**Action Required**

New Award

**Material/Service**

Software – Identity Automation Full Federated Identity Suite.

**Purpose**

The software suite provides Garland ISD with the following components:

- **Single Sign-On (SSO)** – this component supports the Garland ISD Ready Hub, a web-based portal that allows students and staff to login once and access multiple digital resources (online textbooks, instructional applications, etc.)
- **Security Federation** – allow users to access network/application resources that are not Active Directory integrated through industry standard security mechanisms
- **Provisioning (IDM/ILM)** – user and application provisioning using staff (ERP - Oracle) and student (SIS - Skyward) authoritative sources; automatically creates, changes, and manages user accounts throughout their lifecycle in the organization
- **Identity Verification System (IVS)** – self-service password reset; enables users to login to the Garland ISD Ready Hub and perform password resets with pre-defined questions/answers or other security mechanisms

**Board Goal Objective**

Not Applicable

## **Superintendent's Goal**

### **Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

### **Recommended Amount**

\$81,000 – 199 General Fund



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Purchase of Behavior Management Instructional Materials  
One (1) Year with One (1) Annual Renewal Option

**Agenda Section:** Action Item

**Administrator Responsible:** Dr. Babetta Hemphill  
Executive Director of Student Services and School Choice

**Board Goal Objective:**

**OBJECTIVE H: STUDENT MANAGEMENT**

Percent of discretionary exclusionary consequences as measured by ISS, OSS, and DAEP.

**Superintendent's Goal:**

**Superintendent Goal #1 – Student Results**

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

**Summary/Background Information:**

Shown is the recommendation of the bids for behavior management instructional materials for the District, discussed in the May 11, 2021 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

Pacific Northwest Publishing

The estimated total amount of the bid is not to exceed \$100,000. Potential funding is indicated below.

**General Fund (199)**

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD OF TRUSTEES APPROVAL**

**RECOMMENDATION:**

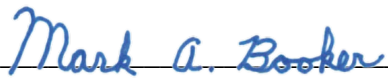
It is the administration's recommendation that the offer(s) for **Behavior Management Instructional Materials** from the company or companies listed below provides the best value to the Garland Independent School District.


Pacific Northwest Publishing

**NOT TO EXCEED AMOUNT:**

**\$ 100,000**

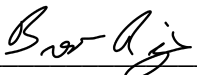
<b>Procurement Method:</b>	Cooperative Purchase Contract Buyboard
<b>Contract Number:</b>	302-21-09
<b>Contract Term:</b>	One (1) year with one (1) annual renewal option.
<b>Potential Funding Source:</b>	(199 General Fund)

  
\_\_\_\_\_  
Mark A. Booker  
Executive Director of Purchasing

  
\_\_\_\_\_  
Babetta Hemphill, Ed.D  
Executive Director of  
Student Services and School Choice

Attest:

I have examined the information provided by staff in recommending the award above.

  
\_\_\_\_\_  
Brent Ringo, Ed.D.  
Chief Financial Officer



**Garland Independent School District**

DATE: April 7, 2021

TO: Mayte Martinez, Buyer

FROM: Mary Garcia, Assistant Director Student Services

RE: Recommendation to Award Contract 302-21-09 Behavior Management Instructional Materials

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**Action Required**

New Award

**Material/Service**

Pacific Northwest Publishing is the company used for instructional materials for the G.I.S.D. Student Management Implementation. The materials used include reference materials on Schoolwide Behavior, Classroom Behavior, and Tier 2/3 Behavior Intervention. All trainings for campus teachers and for all administrators use the materials from this company.

**Purpose**

All trainings for campus teachers and for all administrators use the materials from this company. For the Schoolwide Behavior and Classroom Management Behavior, each teacher (15 schools for this school year) receives a book so that he/she can utilize all materials and handouts for use with all students, administrators utilize the books for use as well. In addition, training for the New Teacher Program (Project Goal) also provides each new teacher a book for reference and materials that can be reproduced. For the Tier 2/3 Behavior Intervention training, we will train 20 schools who will receive 7 books per school to use in the same way. Every administrator in the district will also be trained this year on Coaching Classroom Management and will receive materials to be used in the same way. All materials contain tools that support administrators, teachers, and students in the areas of behavior and behavior intervention.

**Board Goal Objective**

**OBJECTIVE H: STUDENT MANAGEMENT**

Percent of discretionary exclusionary consequences as measured by ISS, OSS, and DAEP.

**Superintendent's Goal**

**Superintendent Goal #1 – Student Results**

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

**Recommended Amount**

\$100,000- 199 General Fund



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Purchase of Security Equipment  
Parts and Service  
One (1) Year with Four (4) Annual Renewal Options

**Agenda Section:** Action Item

**Administrator Responsible:** Mr. Pat Lamb  
Director of Security

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Shown is the recommendation of the bids for security equipment parts and service for the District, discussed in the May 11, 2021 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

Flores Technical Services, Inc.

The estimated total amount of the bid is not to exceed \$300,000. Potential funding is indicated below.

**General Fund (199)**

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD OF TRUSTEES APPROVAL**

**RECOMMENDATION:**

It is the administration's recommendation that the offer(s) for **Security Equipment Parts and Service** from the company or companies listed below provides the best value to the Garland Independent School District.

Flores Technical Services, Inc.

**NOT TO EXCEED AMOUNT:**

**\$ 300,000**

<b>Procurement Method:</b>	Cooperative Purchase Contract Buyboard
<b>Contract Number:</b>	340-21
<b>Contract Term:</b>	One (1) year with four (4) annual renewal options.
<b>Potential Funding Source:</b>	(199 General Fund)



Mark A. Booker  
Executive Director of Purchasing



Pat Lamb  
Director of Security

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.  
Chief Financial Officer



Date: April 06, 2021

To: Mark Booker, Executive Director of Purchasing

From: Keith Chapman, Coordinator of Security Systems

RE: Recommendation to Award Contract 340-21 Security Equipment Parts and Service

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**Action Required**

New Award

**Material/Service**

This contract will supply security/CCTV parts and service on all district systems.

**Purpose**

This contract is necessary for support of district security/CCTV infrastructure to ensure it remains operational. The contract will also assist with any additional systems that might be requested and funded by departments or campuses.

**Board Goal Objective**

Not Applicable

**Superintendent's Goal**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Recommended Amount**

\$300,000 – 199 General Fund



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Purchase of Translation and Interpretation Services  
One (1) Year with Four (4) Annual Renewal Options

**Agenda Section:** Action Item

**Administrator Responsible:** Dr. Susanna Russell  
Chief Leadership Officer

**Board Goal Objective:**

**OBJECTIVE C: ENGLISH LANGUAGE ACQUISITION**

Percent of ELL students demonstrating English language acquisition, as measured by yearly progress indicator on the Texas English Language Proficiency Assessment System (TELPAS).

**OBJECTIVE F: POSTSECONDARY READINESS (SAT Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by meeting college ready benchmarks through 11<sup>TH</sup> grade SAT School Day.

**OBJECTIVE G: POSTSECONDARY READINESS (AP Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by AP exams with qualifying criterion scores.

**OBJECTIVE H: STUDENT MANAGEMENT**

Percent of discretionary exclusionary consequences as measured by ISS, OSS, and DAEP.

**OBJECTIVE I: GRADUATION OUTCOMES**

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

**Superintendent's Goal:**

**Superintendent Goal #1 – Student Results**

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

**Superintendent Goal #4 – Educational Leadership**

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

**Summary/Background Information:**

Shown is the recommendation of the bids for translation and interpretation services for the District, discussed in the May 11, 2021 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

See Attached List.

The estimated total amount of the bid is not to exceed \$120,000. Bid tab sheets will be provided under separate cover. Potential funding is indicated below.

**General Fund (199) – 37%**  
**IDEA – Part B, Formula (224) – 63%**

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD OF TRUSTEES APPROVAL**

**RECOMMENDATION:**

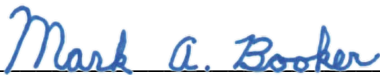
It is the administration's recommendation that the offer(s) for **Translation and Interpretation Services** from the company or companies listed below provides the best value to the Garland Independent School District.

See Attached List

**NOT TO EXCEED AMOUNT:**

**\$ 120,000**

<b>Procurement Method:</b>	Request for Proposal
<b>Contract Number:</b>	341-21-01
<b>Contract Term:</b>	One (1) year with four (4) annual renewal options.
<b>Potential Funding Source:</b>	(199 General Fund) 37% (224 IDEA - Part B, Formula) 63%




Mark A. Booker  
Executive Director of Purchasing



Susanna Russell, Ed.D.  
Chief Leadership Officer

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.  
Chief Financial Officer

**RFP 341-21-01 Translation and Interpretation Services  
Awarded Suppliers**

**Abdulhamid Abdulbaki**

**Access Language Center, LLC**

**American Sign Language Interpreting Services**

**ASLI Interpreting Solutions**

**Catholic Charities Diocese of Ft. Worth Inc. dba Translation & Interpretation Network**

**Deaf Action Center**

**Elizabeth Bargas**

**Ellak Connections LLC**

**Fox Translation Services**

**Gina Underwood**

**Hola Doctor**

**Idea Language Services, LLC**



**Garland Independent School District**

DATE: April 9, 2021

TO: Misty Roberts, Buyer

FROM: Maria Floyd, Facilitator, Translation & Interpretation Services

RE: Recommendation to Award RFP 341-21-01 Translation and Interpretation Services

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**Action Required**

New Award

**Material/Service**

Translation and Interpretation services are provided to all Garland ISD staff, students, and parents within our community in over 100+ languages utilizing contracted vendors to meet the district's language accessibility needs.

**Purpose**

We utilize the service of translations (written) for various district-wide communications, various department documents, parent notification letters, informational booklets, brochures, and many more. We also utilize interpretation services (oral) in over 100+ languages for district-wide student enrollment, Special Education meetings, teacher/parent conferences, community events, graduation ceremonies, and many more.

The purpose for all vendors awarded is to accommodate the high volume of various languages requested within GISD throughout the year. The Translations and Interpretations Services division serves all school campuses and departments such as Communications & Public Relations, Student Services Center, Curriculum & Instruction, Technology, and Guidance & Counseling.

The majority of the following Board and Superintendent Goal Objectives apply to our services by improving accessibility to the increasingly diverse Limited English Proficient (LEP) community in our district. We strengthen language communication, so all students have equal opportunities to achieve the same educational success.

**Board Goal Objective**

**OBJECTIVE C: ENGLISH LANGUAGE ACQUISITION**

Percent of ELL students demonstrating English language acquisition, as measured by yearly progress indicator on the Texas English Language Proficiency Assessment System TELPAS.

## **OBJECTIVE F: POSTSECONDARY READINESS (SAT Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by meeting college ready benchmarks through 11TH grade SAT School Day.

## **OBJECTIVE G: POSTSECONDARY READINESS (AP Exams)**

Percent of students demonstrating postsecondary readiness exam success, as measured by AP exams with qualifying criterion scores.

## **OBJECTIVE H: STUDENT MANAGEMENT**

Percent of discretionary exclusionary consequences as measured by ISS, OSS, and DAEP.

## **OBJECTIVE I: GRADUATION OUTCOMES**

Percent of students successfully completing graduation and College, Career, Military Ready (CCM-R) requirements.

### **Superintendent's Goal**

#### **Superintendent Goal #1 – Student Results**

Garland ISD will ensure ALL students graduate prepared for college, careers and life by increasing student performance measures, postsecondary readiness, and graduation rates and decreasing student management incidences.

#### **Superintendent Goal #4 – Educational Leadership**

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

#### **Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

#### **Superintendent Goal #6 – Community Relations & Relationship Building**

The superintendent maintains a positive and productive working relationship with District employees and the community.

### **Recommended Amount**

\$120,000 – 199 General Fund 37% and 224 IDEA – Part B, Formula 63%

BID TABULATION  
GARLAND INDEPENDENT SCHOOL DISTRICT

RFP 341-21-01 Translation and Interpretation Services					
Company	Abdulhamid Abdulbaki	Access Language Center, LLC <b>*Confidential</b>	American Sign Language Interpreting Services	ASLI, Inc.	Catholic Charities Diocese of Fort Worth dba Translation & Interpretation Network <b>*Confidential</b>
Your Rate Per Hour for the First Two Hours	\$50/per hour		\$65/per hour	\$79/per hour-2 hour min.- American Sign Lang.	
Rate for additional hours (over two)	-		N/A	-	
Rate per word for translation	-		N/A	Document Translation Tier 1 language- .14 per word with 250 word minimum	
Additional:	-		2 hour minimum for all assignments plus travel allowance for in-person assignments (\$18 per interpreter per assignment) or for online-assignment admin fee ( 5 an hour at hourly rate) \$75 per hour night/weekend. Longer than 2 hours may require 2 interpreters.	In person and scheduled remote interpretation services in spoken languages: Tier 1: \$75/per hr, 2 hour minimum. Tier 2: \$95 per hr, 2 hour minimum. Other pricing available for On Demand, Document Translation and Written Translation depends on the Tier. An additional rush fee of \$49 per service will be levied for bookings with less than 24 hours notice.	

The District solicited 293 suppliers and received 23 responses.

BID TABULATION  
GARLAND INDEPENDENT SCHOOL DISTRICT

RFP 341-21-01 Translation and Interpretation Services					
Company	Deaf Action Center	Elizabeth Bargas <b>*Confidential</b>	ELLAK Connections LLC	Fox Translation Service <b>*Confidential</b>	Gina Underwood
Your Rate Per Hour for the First Two Hours	Sign Language Interpreting Services and Cart Weekdays 8:00 a.m. to 5 p.m. <b>ASL- \$55</b> <b>CART-\$130</b>		\$60/per hour		\$60/per hour
Rate for additional hours (over two)	\$50/per hour ASI for assignments lasting 2 hours or more. CART carries no adjustment to rates.		\$40/per hour		-
Rate per word for translation			.10/per word		.10 per word
Additional:	Please see paper bid for additional times available for DAC Interpreting services. Travel is to be calculated for onsite interpreting at 30 minutes to and from assignment according to the time frame the assignment fall within.				-

The District solicited 293 suppliers and received 23 responses.

BID TABULATION  
GARLAND INDEPENDENT SCHOOL DISTRICT

RFP 341-21-01 Translation and Interpretation Services					
Company	Hola Doctor	Idea Language Services, LLC *Confidential	LanguageLine Soutions	LanguageUSA, Inc.	Lazar Translating and Interpreting
Your Rate Per Hour for the First Two Hours	\$74/per hour		-	-	N/A
Rate for additional hours (over two)	\$64/per hour		-	-	-
Rate per word for translation	.09/per word (Spanish) .13/per word, other languages		<b>Over-The-Phone Interpretating Services</b> Spanish .58 All other languages .63	Written translation: Spanish Rate per Word - .11 Minimum Fee-\$35 Vietnamese Rate per Word-.14 Minimum Fee-\$35	Spanish .10 per word Vietnamese .14 per word
<b>Aditonal:</b>	DTP-Formatting-\$40; Graphic Design-\$40; Proofreading- only \$55; Editing-only \$60 Cultural Adaptation \$75; Braille \$15 per page + shipping		<b>Video Interpretating Services</b> Language: American Sign Language-\$2.52 and all Other Languages-\$1.51. See paper bid for Written Translations prices.	Other languages frequently requested in same geographical area-see paper bid for pricing. Other related services: Desktop Publishing-\$45/per hour	\$65.00 Minimum charge per language per order \$45.00/hour for Formatting/Desktop Publishing RUSH Charge: 50% Editing/Proofreading: \$55.00 per hour

The District solicited 293 suppliers and received 23 responses.

BID TABULATION  
GARLAND INDEPENDENT SCHOOL DISTRICT

RFP 341-21-01 Translation and Interpretation Services					
Company	Maria A. Rivera	Propio LS, LLC	Simply Understood <b>*Confidential</b>	The Translation Company Group	Transolutions
Your Rate Per Hour for the First Two Hours	\$60/per hour	Over-The-Phone Interpreting Spanish .45 per minute All Other Languages .65 per minute. Not submitting a bid for written translations			\$75/per hour
Rate for additional hours (over two)	-	-			\$75/per hour
Rate per word for translation	-	-			0.14 per word
Additional:	-	30 minute minimum for scheduled over-the phone interpreting		Certified Translation, Editing, and Proofreading English/Spanish .10/word \$50.00/hour Certified Translation, Editing, and Proofreading Spanish/English .10/word \$50.00/hour Certified Interpretation Services Spanish/English over the phone \$50.00 Certified Translation, Editing, and Proofreading English/Vietnamese .22/word \$100/hour	Travel \$18.00 per day

The District solicited 293 suppliers and received 23 responses.

BID TABULATION  
GARLAND INDEPENDENT SCHOOL DISTRICT

RFP 341-21-01 Translation and Interpretation Services			
Company	Universe Technical Translation, Inc. <b>*Confidential</b>	Vietnamese Language Services	Worldwide Languages and Communication, LLC <b>*Confidential</b>
Your Rate Per Hour for the First Two Hours		\$90/per hour	
Rate for additional hours (over two)		\$90/per hour	
Rate per word for translation		.20/per word	
Additonal:		-	

The District solicited 293 suppliers and received 23 responses.



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Purchase of Bond Underwriting Services Five (5) Years with Four (4) Annual Renewal Options

**Agenda Section:** Action Item

**Administrator Responsible:** Ms. Allison Davenport  
Executive Director of Finance

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Shown is the recommendation of the bids for bond underwriting services for the District, discussed in the May 11, 2021 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

See Attached List.

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD OF TRUSTEES APPROVAL**

**RECOMMENDATION:**

It is the administration's recommendation that the offer(s) for **Bond Underwriting Services** from the company or companies listed below provides the best value to the Garland Independent School District.

See Attached List

<b>Procurement Method:</b>	Request for Qualifications
<b>Contract Number:</b>	362-21
<b>Contract Term:</b>	Five (5) years with four (4) annual renewal options.
<b>Potential Funding Source:</b>	



Mark A. Booker  
Executive Director of Purchasing



Allison Davenport  
Executive Director of Finance

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.  
Chief Financial Officer

**RFQ 362-21 Bond Underwriting Services  
Awarded Suppliers**

**BARCLAYS CAPITAL MARKETS**

**BOFA SECURITIES, INC.**

**BOK FINANCIAL SECURITIES, INC.**

**CITIGROUP GLOBAL MARKETS, INC.**

**CULLEN FROST BANK**

**ESTRADA HINOJOSA INVESTMENT BANKERS**

**FHN FINANCIAL CAPITAL MARKETS**

**HUNTINGTON CAPITAL MARKETS**

**J.P. MORGAN & COMPANY**

**JEFFERIES, LLC**

**LOOP CAPITAL MARKETS**

**MORGAN STANLEY & COMPANY, LLC**

**PIPER SANDLER & COMPANY**

**RAMIREZ AND COMPANY, INC.**

**RAYMOND JAMES & ASSOCIATES, INC.**

**RBC CAPITAL MARKETS, LLC**

**ROBERT W BAIRD COMPANY, INC.**

**SAMCO CAPITAL MARKETS, INC.**

**SIEBERT WILLIAMS SHANK & COMPANY**

**STEPHENS, INC.**

**STIFEL, NICOLAUS & COMPANY, INC.**

**UMB BANK**

**WELLS FARGO SECURITIES**



**Garland Independent School District**

DATE: April 23, 2021

TO: Mark A. Booker, Executive Director of Purchasing

FROM: Nancy R. Nunez, Construction Bond Specialist

RE: Recommendation to Award RFQ 362-21 Bond Underwriting Services

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**Action Required**

New Award

**Service**

Underwriting services for future bonds issued by the District. These bonds will be either new money, refunding, or a combination of both.

On March 9, 2021, twenty-seven (27) proposals were received in response to RFQ #362-21 for Bond Underwriting Services. Proposals were received from the firms listed in the attachment.

Proposals evaluated by Purchasing are in compliance with minimum RFQ requirements. Responses evaluated by the Evaluation Committee are averaged for total points and ranking based on the factors advertised in the solicitation. As a result, it is determined there are a pool of the top twenty-three (23) qualified firms scoring (70 or higher) to provide the best value to the District.

The number of firms in the pool provides flexibility to meet the needs of the District for current and future programs.

Contract term will be for five (5) years from date of award with the option to renew annually for four (4) additional, one (1) year terms.

**Purpose**

The last bond election was in 2014. All bonds authorized in 2014 have been sold. In addition to possible new money sales in the future, the District will avail itself of refunding opportunities for its current outstanding debt when the market conditions are favorable. In prior years, the District sold bonds under the Qualified School Construction Bond (“QSCB”) program. In the event of a similar program by the federal or state government, the District will determine whether it is advantageous to sell debt under the program.

**Board Goal Objective**

Not Applicable

**Superintendent’s Goal****Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**RFQ 362-21 Bond Underwriting Services  
Supplier Rankings**

1	CITIGROUP GLOBAL MARKETS, INC.	96.8
2	PIPER SANDLER & COMPANY	96.8
3	RBC CAPITAL MARKETS, LLC	96.8
4	RAYMOND JAMES & ASSOCIATES, INC.	96.3
5	J.P. MORGAN & COMPANY	94.3
6	JEFFERIES, LLC	92.3
7	BOK FINANCIAL SECURITIES, INC.	91.8
8	CULLEN FROST BANK	91.3
9	WELLS FARGO SECURITIES	91.3
10	MORGAN STANLEY & COMPANY, LLC	90.8
11	FHN FINANCIAL CAPITAL MARKETS	90.7
12	ESTRADA HINOJOSA INVESTMENT BANKERS	90.3
13	SIEBERT WILLIAMS SHANK & COMPANY, LLC	89.3
14	HUNTINGTON CAPITAL MARKETS	88.8
15	STIFEL, NICOLAUS & COMPANY, INC.	88.8
16	ROBERT W BAIRD COMPANY, INC.	87.5
17	RAMIREZ AND COMPANY, INC.	86
18	SAMCO CAPITAL MARKETS, INC.	85.7
19	STEPHENS, INC.	84.5
20	BOFA SECURITIES, INC.	84
21	LOOP CAPITAL MARKETS	80
22	BARCLAYS CAPITAL MARKETS	78.8
23	UMB BANK	74.3
24	BLAYLOCK VAN, LLC	67.8
25	PNC CAPITAL MARKETS, LLC	64
26	SWBC	61.8
27	THE BAKER GROUP	39.8



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Purchase of Transportation Software One (1) Year with Two (2) Annual Renewal Options

**Agenda Section:** Action Item

**Administrator Responsible:** Mr. Jack Youngkin  
Director of Transportation

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Shown is the recommendation of the bids for transportation software for the District, discussed in the May 11, 2021 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

TransPar Group, Inc.

The estimated total amount of the bid is not to exceed \$76,000. Potential funding is indicated below.

**General Fund (199)**

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD OF TRUSTEES APPROVAL**

**RECOMMENDATION:**

It is the administration's recommendation that the offer(s) for **Transportation Software** from the company or companies listed below provides the best value to the Garland Independent School District.

TransPar Group, Inc.

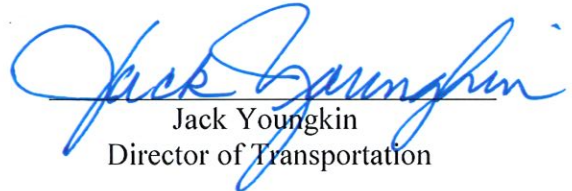
**NOT TO EXCEED AMOUNT:**

**\$ 76,000**

<b>Procurement Method:</b>	Cooperative Purchase Contract CTPA
<b>Contract Number:</b>	390-21-02
<b>Contract Term:</b>	One (1) year with two (2) annual renewal options.
<b>Potential Funding Source:</b>	(199 General Fund)



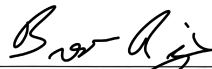
Mark A. Booker  
Executive Director of Purchasing



Jack Youngkin  
Director of Transportation

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.  
Chief Financial Officer



**Garland Independent School District**

DATE: April 8, 2021

TO: Mark A. Booker, Executive Director of Purchasing

FROM: Jeremy Smith, Assistant Director of Transportation

RE: Recommendation to Award Contract 390-21-02 Transportation Software

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**Action Required**

New Award

**Material/Service**

Annual license for the Learning Management Systems (LMS) and Incident Management System (IMS).

**Purpose**

Bus driver training and incident tracking in the Transportation Department

**Board Goal Objective**

Not Applicable

**Superintendent's Goal**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Recommended Increase Amount**

\$76,000 – 199 General Fund



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Purchase of School Bus Purchase One (1) Year

**Agenda Section:** Action Item

**Administrator Responsible:** Mr. Jack Youngkin  
Director of Transportation

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Shown is the recommendation of the bids for school bus purchase for the District, discussed in the May 11, 2021 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

Longhorn Bus Sales, LLC

The estimated total amount of the bid is not to exceed \$3,513,952. Potential funding is indicated below.

**Rolling Stock (653)**

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD OF TRUSTEES APPROVAL**

**RECOMMENDATION:**

It is the administration's recommendation that the offer(s) for **School Bus Purchase** from the company or companies listed below provides the best value to the Garland Independent School District.

Longhorn Bus Sales, LLC

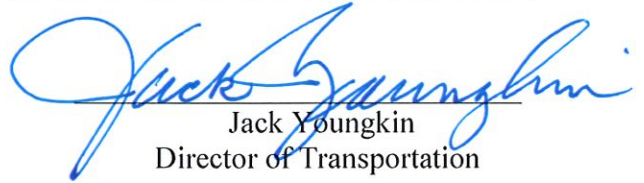
**NOT TO EXCEED AMOUNT:**

**\$ 3,513,952**

<b>Procurement Method:</b>	Cooperative Purchase Contract Buyboard
<b>Contract Number:</b>	390-21-03
<b>Contract Term:</b>	One (1) year
<b>Potential Funding Source:</b>	(653 Rolling Stock)



Mark A. Booker  
Executive Director of Purchasing



Jack Youngkin  
Director of Transportation

Attest:

I have examined the information provided by staff in recommending the award above.

  
Brent Ringo, Ed.D.  
Chief Financial Officer



**Garland Independent School District**

DATE: April 05, 2021

TO: Mark A. Booker, Executive Director of Purchasing

FROM: Jeremy Smith, Assistant Director of Transportation

RE: Recommendation to Award Contract 390-21-03 School Bus Purchase

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**Action Required**

New Award

**Material/Service**

New School Buses. A total of 24 71-Passenger Gasoline Regular Ed, 4 54-Passenger Gasoline SPED, 4 54-Passenger with Wheelchair lift SPED school buses. Extended warranty for 15 gasoline School Buses purchased in SY 2020-2021.

**Purpose**

Replacement of aging bus fleet

**Board Goal Objective**

Not Applicable

**Superintendent's Goal**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Recommended Amount**

\$3,513,952 - 653 Rolling Stock



## Garland Independent School District Board of Trustees

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Contractor and Increase in Project Amount for Org #005 Lakeview Centennial High School HVAC Ductwork Replacement

**Agenda Section:** Action Item

**Administrator Responsible:** Mr. Paul Gonzales  
Executive Director of Facilities and Maintenance

Mr. Javier Fernandez  
Director of Facilities Planning and Construction Services

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Shown is the bid for CSP #499-14-21 which was issued to procure construction services to replace the HVAC ductwork at Lakeview Centennial High School. It is staff's recommendation that the bid be awarded as indicated below.

TDR Contractors, Inc.

Shown is the recommendation for the increase of the estimated project amount (which includes engineering services of approximately \$39,600) due to increased labor costs and the rise in sheet metal pricing. It is staff's recommendation that the amount be increased as indicated below.

Original Rough Order of Magnitude (ROM) Amount: (March 23, 2021)	\$797,060
Increase Amount:	\$198,040
Actual Not to Exceed Amount:	\$995,100

**Education Stabilization Fund (651)**

The agenda item was presented at the Facilities Committee and Finance Committee for review on May 11, 2021.

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD APPROVAL**


**RECOMMENDATION:**


It is the administration's recommendation to award **Org #005 Lakeview Centennial High School HVAC Ductwork Replacement** to the company listed below providing the best value to the Garland Independent School District.


**TDR Contractors, Inc.**

<b>ORIGINAL AMOUNT:</b> <b>(March 23, 2021)</b>	<b>\$797,060</b>
<b>INCREASE AMOUNT:</b>	<b>\$198,040</b>
<b>NOT TO EXCEED AMOUNT:</b>	<b>\$995,100</b>

Procurement Method:	Competitive Sealed Proposal
Contract Number:	499-14-21
Contract Term:	Substantial Completion July 31, 2021
Potential Funding Source:	Education Stabilization Fund (651)

  
\_\_\_\_\_  
Mark A. Booker  
Executive Director of Purchasing

  
\_\_\_\_\_  
Paul Gonzales  
Executive Director of  
Facilities & Maintenance

  
\_\_\_\_\_  
Brent Ringo, Ed.D.  
Chief Financial Officer



## MEMORANDUM

**DATE:** April 9, 2021  
**TO:** Mark Booker, Executive Director of Purchasing  
**FROM:** Paul Gonzales, Executive Director of Facilities and Maintenance  
**RE:** CSP #499-14-21 Org #005 Lakeview Centennial High School HVAC Ductwork Replacement

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After reviewing the CSP #499-14-21 Org #005 Lakeview Centennial High School HVAC Ductwork Replacement, it is staff's recommendation that the bid be awarded as indicated below.

TDR Contractors, Inc.

Due to the increase in labor costs and the rise in sheet metal pricing, it is staff's recommendation that the estimated rough order of magnitude estimated project cost be increased from the March 23, 2021 Board approved amount of \$797,060 (which includes engineering services of approximately \$39,600) to the actual not to exceed amount of \$995,100.

Potential funding is indicated below.

Education Stabilization Fund (651) - 100%

cc: Javier Fernandez  
Nancy Nunez



Department of Purchasing

# MEMORANDUM

DATE: April 6, 2021

TO: Mr. Paul Gonzales

RE: CSP #499-14-21 Org #005 Lakeview Centennial High School Ductwork Replacement

The process of the evaluation committee was followed:

1. The evaluation committee of five (5) members completed Non-disclosure Agreements and Conflict of Interest statements. The proposals were made available through the Google drive to each member on April 5, 2021.
2. Two (2) proposals received and opened. The bids were read aloud by the Executive Director of Purchasing.
3. Each member evaluated the proposals independently using the evaluation criteria provided the contractors in the front end document and rubrics information.
4. Each member's evaluation was assigned an Evaluator number to remain anonymous.
5. There was a follow-up meeting with the committee after the interview with both contractors. HUB information and preliminary Schedule of Values requested by Monday, April 5, 2021. Both firms replied and participated in the interviews on April 6, 2021.
6. The approved rubrics for pricing and financial data entered. The Director of Risk Management reviewed the sections regarding Safety.
7. Reference check scores sheets sent to four (4) firms from each firm on April 6, 2021. Two (2) references for TDR Contractors, Inc. and one (1) for Haynes-Humphrey, A Joint Venture received and considered. The maximum points for reference checks did not impact the overall ranking.
8. The firms' DNBI rating determines the score based on the financial rubric. Each firm scored the same and did not impact the overall ranking.
9. No records were found for the firms on the debarred listing for Federal contracts in the System for Award Management (SAM) which consolidates CCR/FedReg, ORCA, and EPLS.
10. The results of the committee members' reviews and ranking by total points with points for pricing of are:

<b>1 TDR Contractors, Inc.</b>	<b>\$955,500</b>	<b>90.88</b>
<b>2 Haynes-Humphrey, A Joint Venture</b>	<b>\$984,141</b>	<b>78.12</b>

11. Since the top ranked is also the lowest price, recommend Board Approval to award to the top ranked firm in accordance with Government Code Title 10 Chapter 2269.155.

Respectfully,

**Nancy R. Nunez**  
**Garland ISD – Purchasing, Construction Bond Specialist**  
**(972) 487-4132 office**  
[NRNunez@garlandisd.net](mailto:NRNunez@garlandisd.net)

**Garland Independent School District**

**CSP# 499-14-21**

ORG #005 LAKEVIEW CENTENNIAL HS HVAC DUCTWORK REPLACEMENT

Date -

4/7/2021

**CSP Evaluation Overall Scoring and Ranking Summary**

OVERALL RANK >>>

Base Bid

2

1

\$984,141.00

\$955,500.00

Proposer# 1

Proposer# 2

Haynes-Humphrey A Joint Venture

TDR Contractors, Inc.

CRITERIA#	CRITERIA DESCRIPTION	MAXIMUM POINTS	POINTS SCORED	POINTS SCORED
1	Purchase Price	40.00	38.80	40.00
2	Quality and Reputation of Contractor	33.00	23.32	31.13
3	Execution	25.00	15.00	18.75
4	Financial Strength	2.00	1.00	1.00
<b>TOTAL SCORE for All Criterias =</b>		<b>100.00</b>	<b>78.12</b>	<b>90.88</b>

The District solicited 375 suppliers and received 2 responses to this competitive solicitation.



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Purchase of Indoor and Outdoor Flooring and Sports Surfaces Installation and Repair One (1) Year with Four (4) Annual Renewal Options

**Agenda Section:** Action Item

**Administrator Responsible:** Mr. Paul Gonzales  
Executive Director of Facilities and Maintenance

**Board Goal Objective:**  
Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Shown is the recommendation of the bids for indoor and outdoor flooring and sports surfaces installation and repair for the District, discussed in the May 11, 2021 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

Gomez Floor Covering, Inc.  
Hellas Construction, Inc.  
Ponder Company, Inc.

Spectra Contract Flooring  
Vector Concepts, Inc.  
Z Floor Co., LTD

The estimated total amount of the bid is not to exceed \$1,000,000. Potential funding is indicated below.

**General Fund (199) – 30%**  
**Local Capital Projects – GEN FB (Projects Module) (654) – 70%**

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD OF TRUSTEES APPROVAL**

**RECOMMENDATION:**

It is the administration's recommendation that the offer(s) for **Indoor and Outdoor Flooring and Sports Surfaces Installation and Repair** from the company or companies listed below provides the best value to the Garland Independent School District.

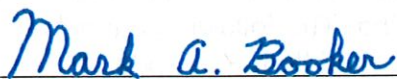
Gomez Floor Covering, Inc.  
Hellas Construction, Inc.  
Ponder Company, Inc.

Spectra Contract Flooring  
Vector Concepts, Inc.  
Z Floor Co., LTD

**NOT TO EXCEED AMOUNT:**

**\$ 1,000,000**

<b>Procurement Method:</b>	Cooperative Purchase Contract Buyboard	
<b>Contract Number:</b>	206-21	
<b>Contract Term:</b>	One (1) year with four (4) annual renewal options.	
<b>Potential Funding Source:</b>	(199 General Fund)	30%
	(654 Local Capital Projects – GEN FB (Projects Module))	70%



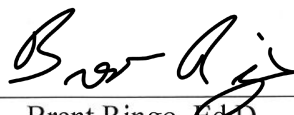
Mark A. Booker  
Executive Director of Purchasing



Paul Gonzales  
Executive Director of  
Facilities and Maintenance

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.  
Chief Financial Officer



Garland Independent School District

**Date:** April 7, 2021

**To:** Mark Booker, Executive Director of Purchasing

**From:** Edmund Lee, Coordinator of Facility and Maintenance Business Operations

**RE:** Recommendation to Award Contract 206-21 Indoor and Outdoor Flooring and Sports Surfaces Installation and Repair

---

**Action Required**

New award

**Material/Service**

Floor repair services

**Purpose**

This agreement will be use to address contract services for indoor and outdoor sport surfaces, repair and replacement, and gym floor refinishing. The following agreement will give the Maintenance department access to a pool of qualified floor repair vendors.

**Board Goal Objective**

Not Applicable

**Superintendent's Goal**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Recommended Amount**

\$1,000,000 - 199 General Fund 30% and 654 Local Capital Projects – GEN FB (Projects Module) 70%



**Garland Independent School District  
Board of Trustees**

**Date of Meeting:** May 25, 2021

**Agenda Item:** Consider Approval of Purchase of Full Service Custodial and Janitorial Services  
Final of Four (4) Annual Renewal Options

**Agenda Section:** Action Item

**Administrator Responsible:** Mr. Paul Gonzales  
Executive Director of Facilities and Maintenance

**Board Goal Objective:**

Not Applicable.

**Superintendent's Goal:**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Summary/Background Information:**

Shown is the recommendation of the bid for full service custodial and janitorial services for the District, discussed in the May 11, 2021 Finance Committee Meeting. It is staff's recommendation that the bid be awarded as indicated below.

GCA K12 Education Services, Inc.

The estimated total amount of the bid is not to exceed \$6,521,397. Potential funding is indicated below.

**General Fund (199) – 96%**  
**Curtis Culwell Center (757) – 4%**

**Administrative Recommendations:**

Provided for your consideration.

**ADMINISTRATION RECOMMENDATION  
FOR BOARD OF TRUSTEES APPROVAL**

**RECOMMENDATION:**

It is the administration's recommendation that the offer(s) for **Full Service Custodial and Janitorial Services** from the company or companies listed below provides the best value to the Garland Independent School District.

GCA K12 Education Services, Inc.

**NOT TO EXCEED AMOUNT:**

**\$ 6,521,397**

<b>Procurement Method:</b>	Request for Proposal
<b>Contract Number:</b>	186-17
<b>Contract Term:</b>	Final of four (4) annual renewal options.
<b>Potential Funding Source:</b>	(199 General Fund) 96% (757 Curtis Culwell Center) 4%



Mark A. Booker  
Executive Director of Purchasing



Paul Gonzales  
Executive Director of  
Facilities and Maintenance

Attest:

I have examined the information provided by staff in recommending the award above.



Brent Ringo, Ed.D.  
Chief Financial Officer



Date: April 06, 2021

To: Mark Booker, Executive Director of Purchasing

From: Edmund Lee, Coordinator of Facility and Maintenance Business Operations

RE: Recommendation to Renew RFP 186-17 Full Service Custodial and  
Janitorial Services

---

**Action Required**

Renewal

**Material/Service**

Contract cleaning & janitorial services and daily electrostatic spraying.

**Purpose**

The following agreement will be used to address the Custodial Cleaning Services and Electrostatic Spraying at district facilities.

**Board Goal Objective**

Not Applicable

**Superintendent's Goal**

**Superintendent Goal #5 – District Management**

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

**Recommended Amount**

\$6,521,397 – 199 General Fund 96% and 757 Curtis Culwell Center 4%