

Agenda of Working Meeting

The Board of Trustees Splendora ISD

A Working meeting of the Board of Trustees of Splendora ISD will be held May 3, 2021, beginning at 5:30 PM in the Administration Building Boardroom, 23419 FM 2090, Splendora, Texas 77372.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

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| 2. ROLL CALL | |
| 3. INVOCATION | |
| 4. U.S. & STATE OF TEXAS PLEDGE OF ALLEGIANCES | 4 |
| 5. GOOD THINGS | |
| 6. AUDIENCE | |
| 7. AGENDA REVIEW OF NEXT MEETING | 5 |
| 8. CLOSED SESSION ITEM(S) | |
| A. Safety - Section 551.076 | |
| 9. ACTION ITEM(S) | |
| A. Discussion and Possible Action on Budget Amendment #2 | 8 |
| B. Discussion and Possible Action on the 2021-22 Salary and Compensation Plan | 10 |
| C. Discussion and Possible Action on th 2021-2022 Stipend Schedule | 16 |
| D. Discussion and Possible Action on Safety & Security Protocols | 26 |
| 10. Superintendent Operational Goals | 27 |
| 11. ADJOURN | |

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

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on _____, at

For the Board of Trustees



STRATEGIC DIRECTION - *why we exist*

VISION Right People. Right Things. Right Way. Right Resources. Right Relationships

MISSION Cultivating Exceptional People

BELIEFS - <i>why we act</i>	PRINCIPLES
<u>Student-Focused</u> : We believe the greatest outcomes result when students come first.	<ul style="list-style-type: none"> • Be accountable. • Live with integrity. • Focus on student needs.
<u>Relationships</u> : We believe positive and supportive relationships create the conditions for students to be advocates in their education.	<ul style="list-style-type: none"> • Value each other.
<u>Culture</u> : We believe a healthy, collaborative culture fosters exploration and innovation in a supportive environment.	<ul style="list-style-type: none"> • Ensure a safe physical, emotional, + social environment.
<u>Servant Leaders</u> : We believe servant leaders and critical thinkers strengthen our community and democracy.	<ul style="list-style-type: none"> • Develop servant leaders.
<u>Learning</u> : We believe all students deserve high-quality, engaging learning experiences that honor the potential in each student.	<ul style="list-style-type: none"> • Create a dynamic learning environment.

LEARNER PROFILE

The Splendor ISD Learner Profile provides an educational setting where every student is empowered to be: Self Motivated, Confident, An Adaptable Learner, A Critical Thinker, A Productive Citizen

STRATEGIC GOALS

Goal 1: Establish a shared commitment to district beliefs, the need for continuous innovation, and a focus on the future.

Goal 2: Ensure the focus of school district activity is on improving the quality of learning experiences for all.

Goal 3: Enhance the capacity to increase student engagement through digital learning.

Goal 4: Enact a communication strategy that results in a common language and a shared commitment to student success.

Goal 5: Establish a culture that promotes social, emotional and physical well-being for all.

U.S. Pledge:

"I pledge allegiance to the flag of the United States of America, and to the republic for which it stands, one nation under God, indivisible, with liberty and justice for all."

Texas Pledge:

"Honor the Texas flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible."



**Splendoria ISD Board of Trustees
Agenda Item Information Form**

Board Meeting Date: May 3, 2021

Submitted Date: April 29, 2021

Agenda Business Items:

- Consent Agenda Item
- New Action

Information Only Items:

- Presentation
- Recognition
- Information

Name of Person Responsible: Dr Jeff Burke

Department or Campus: Superintendent

Topic: Regular Meeting May 17, 2021 Agenda Review

Background Information: Regular Meeting Agenda Review

Attachments: N/A

Superintendent's Resolutions:

1. Strategic Direction - Why We Exist

2. ROLL CALL

3. STUDENT RECOGNITION - Top 10 Students

4. DISTRICT RECOGNITION

5. AUDIENCE

6. ADMINISTRATIVE PRESENTATIONS

6.A. Curriculum Management Plan Presentations

6.A.1. Virtual Learning Plan for 2021-2022

6.B. Counseling & Social Emotional Learning Update

6.C. Monthly Police Report & 5 Year Plan

6.D. Professional Learning Report

7. CONSENT AGENDA ITEMS

7.A. Minutes

7.B. Financials, Tax Report, Investment Report, and Accounts Payable

8. ACTION ITEMS

8.A. Discussion and Possible Action to Set School Lunch Prices for 2021-2022

8.B. Set Date for Public Hearing for Proposed Budget for 2021-2022

8.C. Consider Approval of Depository Contract

9. SUPERINTENDENT'S REPORT

9.A. Enrollment

9.B. Month-At-A-Glance

9.C. Miscellaneous

10. CLOSED SESSION ITEMS

10.A. Personnel - Section 551.074

11. POSSIBLE ACTION ARISING FROM CLOSED SESSION

12. POSSIBLE AGENDA ITEMS FOR NEXT MEETING

13. ADJOURN



**Splendor ISD Board of Trustees
Agenda Item Information Form**

Board Meeting Date: May 3, 2021

Submitted Date: April 23, 2021

Agenda Business Items:

- Consent Agenda Item
(Board has acted on items such as this previously)
- New Action
(Board has not seen information previously and allows for more time to discuss)

Information Only Items:

- Presentation
- Recognition
- Information

Name of Person Responsible: Kevin Lynch

Department or Campus: Administration Office

Topic: Budget Amendment #2

Background Information: Budget Amendment #2 accrues for an decrease in General Operations revenue of \$520,000 as a result of the Skate Center Closing, Decrease in Bank Interest Revenue (Lower interest rates and Fund Balance construction expenditures), and decrease of SHARS Reimbursement Revenue. BA#2 also accrued for an decrease by \$520,000 in expenditures for the following: Skate Center expenditures, excess budgeted High School Salary, Reallocation of Tech funds(offset by ESSER funds), SPED, Assistant Principal, and Superintendent allocations, Required BIL/ESL Spending threshold, and the lack of student and staff travel.

Attachments: Amendment #2

Superintendent's Resolutions: Reviewed and Recommended

BUDGET AMENDMENTS 2020-21

ADMENDMENT # 2

5/3/2021

FUND	BUDGET CODE	CURRENT BUDGET	ADD / (REDUCE)	TOTAL AMENDED BUDGET	DESCRIPTION
GENERAL OPERATING					
	168-00-575900-000-1-00000	150,000	(145,000)	5,000	Decrease Skating Rink Revenue (Closed - COVID)
	199-00-57420X-000-1-00000	200,000	(175,000)	25,000	Decrease Bank Account Interest Revenue
	199-00-593100-000-1-00000	700,000	(200,000)	500,000	Decrease SHARS Reimbursement Revenue
	TOTAL REVENUES	\$ 1,050,000	\$ (520,000)	\$ 530,000	
	168-61-6XXXXX-999-1-990XX	148,000	(130,000)	18,000	Decrease Skating Rink Expenditure (Closed - COVID)
	199-11-611900-001-1-99099	3,763,200	(465,000)	3,298,200	Reallocate Excess HS Instructional Salary
	199-11-639800-999-1-11053	121,822	(90,000)	31,822	Reallocate Excess Computer/Equip Budget
	199-12-612900-0X1-1-99099	-	25,000	25,000	Reclassified Library Aide Salaries from Title I
	199-21-611900-999-1-23099	226,090	40,000	266,090	Added Sped Behavioral Coach
	199-23-611900-041-1-99099	228,610	28,000	256,610	Adjust Principal Extra Duty Pay
	199-41-611900-701-1-99099	170,250	22,000	192,250	Increase Superintendent Salary
	199-13-6XXX00-999-1-25000	35,500	10,000	45,500	Increase BIL/ESL Budget to Meet Required Spending
	199-34-649400-999-1-99000	(85,000)	40,000	(45,000)	Adjust Transportation Reclassified (Lack of Travel)
	TOTAL EXPENDITURES	\$ 4,608,472	\$ (520,000)	\$ 4,088,472	
	BUDGET FUND BALANCE		\$ -		

DEBT SERVICE					
	599-00-791100-000-1-00000	-	10,325,000	10,325,000	Series 2020 & 2021 Refunding Bonds
	599-00-791600-000-1-00000	-	1,299,000	1,299,000	Series 2020 & 2021 Refunding Bonds
	TOTAL REVENUES	\$ -	\$ 11,624,000	\$ 11,624,000	
	599-71-659900-999-1-99000	8,000	110,000	118,000	Series 2020 & 2021 Refunding Bonds
	599-00-894900-000-1-00000	-	11,553,000	11,553,000	Series 2020 & 2021 Refunding Bonds
	TOTAL EXPENDITURES	\$ 8,000	\$ 11,663,000	\$ 11,671,000	



**Splendoria ISD Board of Trustees
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Submitted Date: April 29, 2021

Agenda Business Items:

- Consent Agenda Item
(Board has acted on items such as this previously)
- X New Action
(Board has not seen information previously and allows for more time to discuss)

Information Only Items:

- Presentation
- Recognition
- Information

Name of Person Responsible: Kevin Lynch

Department or Campus: Administration Office

Topic: Discussion and Possible action on the 2021-22 Salary and Compensation Plan.

Background Information: The recommendation is to adopt a 3% of Midpoint (Model 2 provided) Cost of living adjustment for all staff. Current budget predictions show available funding in addition for possible growth positions and qualifying special funding requests. The cost of the recommendation would be estimated at \$948,711.

Attachments: 2021-2022 Salary and Compensation Plan

Superintendent's Resolutions: Recommended

Model 1

The following pages include a summary cost estimate and proposed teacher hiring schedule for **Model 1**. Pay plans for other groups are the same for both models and can be found at the end of this document.

- Teachers receive a 2.0 percent of market general pay increase (GPI), equal to a \$1,200 increase per continuing teacher
- Additional adjustments to teacher hiring schedule to improve market competitiveness in years 2 through 6
- Other pay groups, including administrative/professional, clerical/paraprofessional, and auxiliary, receive a 2.0 percent of midpoint GPI

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2020-2021 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$56,650 starting salary	316		\$398,832		\$18,709,971
^{1b} 2.0% general pay increase (\$1,200)		316	\$381,658	2.0%	
Adjustments to years 2-6		113	\$17,174	0.1%	
Administrative/Professional	68		\$109,292		\$5,526,019
^{1a} 2.0% of pay range midpoint increase		67	\$105,916	1.9%	
Teacher pay equity adjustments		2	\$2,681	0.0%	
Targeted adjustment		1	\$695	0.0%	
Clerical/Paraprofessional	129		\$67,223		\$3,037,858
^{1a} 2.0% of pay range midpoint increase		126	\$62,128	2.0%	
Adjustments to 1.0% above pay range minimum		1	\$162	0.0%	
Targeted adjustment		13	\$4,933	0.2%	
Auxiliary	140		\$70,958		\$3,227,498
^{1a} 2.0% of pay range midpoint increase		138	\$66,573	2.1%	
Adjustments to 1.0% above pay range minimum		9	\$772	0.0%	
Targeted adjustment		14	\$3,613	0.1%	
Subtotal - General Pay Increase	653	647	\$616,275	2.0%	
Subtotal - Implementation/Equity Adjustments		153	\$30,030	0.1%	
Total Cost Estimate			\$646,305	2.1%	\$30,501,346

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

^{1b} Pay increases were applied to all employees, including those at or above the maximum rate.

Splendora ISD

**2021-2022 New Hire Guide for
Teachers, Librarians, and Nurses (RN)**

Model 1: \$56,650 starting, 2.0% GPI

Years of Experience	New Hire Salary
0	\$56,650
1	\$56,850
2	\$57,050
3	\$57,250
4	\$57,450
5	\$57,650
6	\$57,850
7	\$58,050
8	\$58,600
9	\$58,950
10	\$59,450
11	\$60,050
12	\$60,500
13	\$61,100
14	\$61,750
15	\$62,350
16	\$62,950
17	\$63,550
18	\$64,000
19	\$64,300
20	\$64,600
21	\$64,900
22	\$65,200
23	\$65,400
24	\$65,600
25	\$65,800
26	\$66,000
27	\$66,200
28	\$66,400
29	\$66,600
30	\$66,950
31	\$67,150
32	\$67,350
33	\$67,950
34	\$68,525
35	\$69,125
36+	\$69,725

Continuing Teachers, Librarians, and Nurses (RN) will receive an increase of
\$1,200

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.

\$1,000 General Master's Degree Stipend

Model 2

The following pages include a summary cost estimate and proposed teacher hiring schedule for **Model 2**. Pay plans for other groups are the same for both models and can be found at the end of this document.

- Teachers receive a 3.0 percent of market general pay increase (GPI), equal to a \$1,800 increase per continuing teacher
- Additional adjustments to the teacher hiring schedule to improve market competitiveness in years 2 through 6
- Other pay groups, including administrative/professional, clerical/paraprofessional, and auxiliary, receive a 3.0 percent of midpoint GPI

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2020-2021 Current Costs
Teachers, Librarians, and Nurses (RN)					
\$57,250 starting salary	316		\$589,678		\$18,709,971
^{1b} 3.0% general pay increase (\$1,800)		316	\$572,515	3.1%	
Adjustments to years 2-6		111	\$17,162	0.1%	
Administrative/Professional	68		\$161,093		\$5,526,019
^{1a} 3.0% of pay range midpoint increase		67	\$157,748	2.9%	
Teacher pay equity adjustments		2	\$2,650	0.0%	
Targeted adjustment		1	\$695	0.0%	
Clerical/Paraprofessional	129		\$97,745		\$3,037,858
^{1a} 3.0% of pay range midpoint increase		126	\$93,410	3.1%	
Targeted adjustment		11	\$4,335	0.1%	
Auxiliary	140		\$100,195		\$3,227,498
^{1a} 3.0% of pay range midpoint increase		138	\$98,497	3.1%	
Targeted adjustment		8	\$1,698	0.1%	
Subtotal - General Pay Increase	653	647	\$922,170	3.0%	
Subtotal - Implementation/Equity Adjustments		133	\$26,540	0.1%	
Total Cost Estimate			\$948,711	3.1%	\$30,501,346

Footnotes:

^{1a} Pay increases were not applied to employees at or above the maximum rate.

^{1b} Pay increases were applied to all employees, including those at or above the maximum rate.

Splendora ISD

**2021-2022 New Hire Guide for
Teachers, Librarians, and Nurses (RN)**

Model 2: \$57,250 starting, 3.0% GPI

Years of Experience	New Hire Salary
0	\$57,250
1	\$57,450
2	\$57,650
3	\$57,850
4	\$58,050
5	\$58,250
6	\$58,450
7	\$58,650
8	\$59,200
9	\$59,550
10	\$60,050
11	\$60,650
12	\$61,100
13	\$61,700
14	\$62,350
15	\$62,950
16	\$63,550
17	\$64,150
18	\$64,600
19	\$64,900
20	\$65,200
21	\$65,500
22	\$65,800
23	\$66,000
24	\$66,200
25	\$66,400
26	\$66,600
27	\$66,800
28	\$67,000
29	\$67,200
30	\$67,550
31	\$67,750
32	\$67,950
33	\$68,550
34	\$69,125
35	\$69,725
36+	\$70,325

Continuing Teachers, Librarians, and Nurses (RN) will receive an increase of
\$1,800

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.

\$1,000 General Master's Degree Stipend

**Splendora ISD
Teacher, Librarian and Nurse (RN) COMPENSATION PLAN
2021-2022**

New Hires:

\$57,250 Starting Pay for 10-Months

Starting salaries for all other new hire teachers will be based upon consideration for experience and area of teaching specialty up to a maximum base pay of \$66,400 for 25 years.

Continuing Teachers, Librarian, and Nurse (RN):
3% of Midpoint increase for 2021-2022 school year.

The salary ranges in this pay schedule do not reflect any statutorily required salary allotments enacted by the Texas Legislature in the 86th or 87th Session. The district reserves the right to adjust salary amounts for the 2021-2022 school year in response to legislative changes. Impacted district employees will receive written notice of salary adjustments, if any, prior to the penalty free resignation deadline for the 2021-2022 school year.

The district reserves the right to provide additional, one-time longevity compensation to any/all employees if and when funds are available.

Incentives:

\$1,000	Master's Degree in an area not required per assignment
\$2,500	Meeting SACS/Kingwood qualifications and instructing college credit course in Splendora ISD (1250 per semester)
\$1,000	Critical Need Retention Stipend (Paid to returning Staff that are originally eligible for critical need stipend).
\$1,000	Self-Contained SpEd Aide (Life Skills, Applied Skills, BSC, PPCD, SLC)
\$2,500	Foreign Language (Should teach at least half the class load for HS Credit)

Additional critical needs stipends will be paid to teachers only for the listed courses taught at the high school level and the additional criteria as specified by the administration. The teachers must be certified in one of the critical need areas listed below. A teacher is limited to only one critical need stipend per year.

\$3,500	Math courses at high school level: Teach a minimum of half the class load in a critical shortage area for High School Credit.
\$3,500	Science courses at high school level: Teach a minimum of half the class load in a critical shortage area for High school Credit.
\$4,000	Health Science Instructor
\$2,500	Self-Contained SpEd Teacher (Life Skills, Applied Skills, BSC, SLC, PPCD)
\$4,000	Certified Bilingual Teacher

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 cost of living adjustment budget approved by the Board of Trustees.

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



**Splendoria ISD Board of Trustees
Agenda Item Information Form**

Board Meeting Date: May 3, 2021

Submitted Date: April 29, 2021

Agenda Business Items:

Consent Agenda Item

(Board has acted on items such as this previously)

X New Action

(Board has not seen information previously and allows for more time to discuss)

Information Only Items:

Presentation

Recognition

Information

Name of Person Responsible: Kevin Lynch

Department or Campus: Administration Office

Topic: Discussion and Possible Action on the 2021-22 Stipend Schedule

Background Information: Adjustments were made with a total addition to cost of \$106,500 over the 2020-21 schedule. Increases were due to the addition of the required Reading Academy Stipends (Funded by the Early Education Allotment), additional robotics coaches, Increase and split of the Junior High Cheer Stipend, increased UIL coaching stipends and Coordinators, and a sizable growth in Master's Degree eligible staff. There is an additional \$7,000 cushion built into the schedule for the possibility of added positions throughout the year. Total cost of the recommended stipend schedule for 2021-22 is \$975,550.

Attachments: Stipend Schedule

Superintendent's Resolutions: Recommended

Extra Curricular Stipends

	2019-20 Stipends	20-21 Budget	21-22 Budget	20-21 Budget	Days	# Paid 20-21	Notes	19-20 Budget	20-21 Budget
District Wide									
Reading Academies						0			
Master's Degree in Area Not Req. for Assign	1,000	1,000	1,000			94		70,000	76,000
Bilingual	4,000	4,000	4,000			18		70,000	76,000
ESL-Dual Language, (K-1)	1,000	1,000	1,000			4		2,000	4,000
Critical Subject Determined by Admin	3,500	3,500	3,500			21		63,000	73,500
Self-Contained SpEd(ABU,LifeSkills,PPCD)	2,500	2,500	2,500			15		40,000	35,000
Self-Contained Aide(ABU,LifeSkills,PPCD)	1,000	1,000	1,000			28		26,000	25,000
Critical Retention(Bil, Critical, Self-SpEd)	1,000	1,000	1,000			41		40,000	40,000
GLE Title III Liason	1,000	1,000	1,000			1		1,000	2,000
Foreign Language	2,500	2,500	2,500			4	Half teaching load for HS Credit	12,500	10,000
Meeting SAC/Kingwood Qualify & Instructing College Credit Course at SISD	2,500	2,500	2,500			9		20,000	22,500
UIL Campus Coordinator	500	500	750			6		2,500	2,500
UIL Academic Sponsor Per Event	200	200	300			140		25,000	25,000
Secondary Dept Chair	750	750	750			14		10,500	10,500
Primary Grade leader	500	500	500			31		9,500	9,500
Head Librarian	1,000	1,000	1,000			1		1,000	1,000
Nurse Coordinator	1,000	1,000	2,000			1	COVID Increase	1,000	1,000
District Textbook Coordinator		3,000	3,000			1		3,000	3,000
Instructional Specialist	-	-	-			0		-	-
District Teacher Mentor	1,000	1,000	1,000			35		31,000	31,000
Fine Arts Coordinator	3,000	3,000	3,000			1		3,000	3,000
Campus Digital Specialist		1,000	1,000			6	@ \$1,000 each		-
Robotics									
Secondary Campus Coordinator	-	500	500			1	2, 1 each Secondary Campus	-	500
Elementary Campus Coordinator	500	500	500			4	1 each campus	1,500	2,000
Secondary Coach	400	400	400			0	1 each secondary campus	800	800
Elementary Coach	300	300	300			8	Expecting 20 for the new year	4,500	3,000
District Coordinator	1,000	1,000	1,000			1		1,000	1,000
POLICE								-	-
Bachelor's Degree		1,000	1,000			0		-	-
Master's Degree.		2,000	2,000			0		-	-
Intermediate Peace Officer's Certification		1,000	1,000			0		-	-

Extra Curricular Stipends

	2019-20 Stipends	20-21 Budget	21-22 Budget	20-21 Budget	Days	# Paid 20-21	Notes	19-20 Budget	20-21 Budget
Advanced Peace Officer's Certification		2,000	2,000			2		-	4,000
Master Peace Officer Certification		3,000	3,000			1		-	3,000
Total District Wide Stipends								438,800	464,800
High School									
Ag Teacher 1	2,500	2,500	2,500		226	1	livestock/FFA/LDE/CDE	2,500	2,500
Ag Teacher 2	2,500	2,500	2,500		226	1	Livestock/FFA/LDE/CDE	2,500	2,500
Ag Teacher 3 (Ag Mech)	2,500	2,500	2,500		226	1	Mech/Livestock/FFA/LDE/CDE	2,500	2,500
Ag Teacher 4	2,000	2,000	2,000		187	1	LDE/CDE	2,000	2,000
Ag Teacher 5	2,000	2,000	2,000		187	1	Mech/Livestock/FFA/LDE/CDE	2,000	2,000
Ag Department Head	1,800	1,800	1,800			1	Department Head	1,800	1,800
Machining	2,500	2,500	2,500		207	1	SkillsUSA	2,500	2,500
Cosmetology	3,000	3,000	3,000		187	1		3,000	3,000
FBLA	2,000	2,000	2,000			1		2,000	2,000
Health Science/HOSA	4,000	4,000	4,000			1		4,000	4,000
Video Tech	5,000	2,000	2,000			1	No longer critical need	5,000	2,000
Interact/Jr. Rotary	1,500	1,500	1,500			1		1,500	1,500
Culinary Arts	2,000	2,000	2,000			1		2,000	2,000
ROTC- Officer	3,000	3,000	3,000			1		3,000	3,000
ROTC-Enlisted	2,000	2,000	2,000			1		2,000	2,000
Pregnancy Related Services	1,500	1,500	1,500			1		1,500	1,500
Academic Decathalon	1,500	1,500	1,500			1		1,500	1,500
Academic Decathalon Asst.						0			
NHS Advisor	700	700	700			1		700	700
Senior Class Sponsor	1,500	1,500	1,500			1		1,500	1,500
Junior Class Sponsor	500	500	500			1		500	500
Sophomore Class Sponsor	500	500	500			1		500	500
Freshman Class Sponsor	500	500	500			1		500	500
Student Council Advisor	1,500	1,500	1,500			1		1,500	1,500
Lincoln Douglas Debate	500	500	500			1		500	500
Yearbook	2,500	2,500	2,500			1		2,500	2,500
Newspaper	-	-	-			0		-	-

Extra Curricular Stipends

	21-22 Budget	Increase over 21-22	Extra Budget
<i>District Wide</i>			
<i>Reading Academies</i>	37,500	37,500	
Master's Degree in Area Not Req. for Assign	94,000	18,000	
Bilingual	76,000	-	4,000
ESL-Dual Language, (K-1)	6,000	2,000	-
Critical Subject Determined by Admin	73,500	-	-
Self-Contained SpEd(ABU,LifeSkills,PPCD)	37,500	2,500	-
Self-Contained Aide(ABU,LifeSkills,PPCD)	28,000	3,000	-
Critical Retention(Bil, Critical, Self-SpEd)	41,000	1,000	-
GLE Title III Liason	1,000	(1,000)	-
Foreign Language	10,000	-	-
Meeting SAC/Kingwood Qualify & Instructing College Credit Course at SISD	22,500	-	-
UIL Campus Coordinator	4,500	2,000	-
UIL Academic Sponsor Per Event	45,000	20,000	3,000
Secondary Dept Chair	10,500	-	-
Primary Grade leader	15,500	6,000	-
Head Librarian	1,000	-	-
Nurse Coordinator	2,000	1,000	-
District Textbook Coordinator		-	-
Instructional Specialist	-	-	-
District Teacher Mentor	35,000	4,000	-
Fine Arts Coordinator	3,000	-	-
Campus Digital Specialist	6,000	6,000	-
<i>Robotics</i>			
Secondary Campus Coordinator	1,000	500	
Elementary Campus Coordinator	2,000	-	-
Secondary Coach	800	-	
Elementary Coach	6,000	3,000	-
District Coordinator	1,000	-	-
<i>POLICE</i>			
Bachelor's Degree			
Master's Degree.			
Intermediate Peace Officer's Certification	-	-	

Extra Curricular Stipends

	21-22 Budget	Increase over 21-22	Extra Budget
Advanced Peace Officer's Certification	4,000	-	
Master Peace Officer Certification	3,000	-	
Total District Wide Stipends	567,300	105,500	
High School			
Ag Teacher 1	2,500	-	
Ag Teacher 2	2,500	-	
Ag Teacher 3 (Ag Mech)	2,500	-	
Ag Teacher 4	2,000	-	
Ag Teacher 5	2,000	-	
Ag Department Head	1,800	-	
Machining	2,500	-	
Cosmetology	3,000	-	
FBLA	2,000	-	
Health Science/HOSA	4,000	-	
Video Tech	2,000	-	
Interact/Jr. Rotary	1,500	-	
Culinary Arts	2,000	-	
ROTC- Officer	3,000	-	
ROTC-Enlisted	2,000	-	
Pregnancy Related Services	1,500	-	
Academic Decathalon	1,500	-	
Academic Decathalon Asst.		-	
NHS Advisor	700	-	
Senior Class Sponsor	1,500	-	
Junior Class Sponsor	500	-	
Sophomore Class Sponsor	500	-	
Freshman Class Sponsor	500	-	
Student Council Advisor	1,500	-	
Lincoln Douglas Debate	500	-	
Yearbook	2,500	-	
Newspaper	-	-	-

Extra Curricular Stipends

	21-22 Budget	Increase over 21-22	Extra Budget
Drill Team	5,000	-	
Drama	3,500	-	
Drama (2nd)	-	-	-
Band Director	4,000	-	
Assistant HS Band Director	2,000	-	
Choir	3,000	-	
Cheerleading High School Varsity	2,500	-	
Cheerleading High School JV	2,000	-	
Bass Team	2000	-	
Coaching	325510	-	
Total High School Stipends	\$ 396,010	-	
<i>Jr. High</i>			
Band Director	2,500	-	
Asst. Band (West Side)	1,500	-	
Cheerleading Jr. High	3,000	1,000	
Ag Teacher 6 (Junior High)	2,000	-	
Student Council Advisor	500	-	
NHS Advisor	500	-	
Yearbook	500	-	
Theater	2,000	-	
Total Jr. High Stipends	\$ 12,500	1,000	
Total Stipends	\$ 975,550	106,500	\$ 7,000
New from Last year			
Highlights			

Extra Curricular Stipends

Position	2019-20 Stipend	2020-21 Stipend	2021-22 Stipend	#	19-20 Cost	20-21 Cost	21-22 Cost	Addition to 19-20
High School								
Football Head Coach				1		-	-	
Asst. Head Coach/Coord.	5000	5000	5000	1	5,000	5,000	5,000	-
Girls Coordinator	4800	4800	4800	1	4,800	4,800	4,800	-
Defensive Coordinator	9000	9000	9000	1	9,000	9,000	9,000	-
Offensive Coordinator	9000	9000	9000	1	9,000	9,000	9,000	-
Special Teams Coordinator	2500	2500	2500	1	2,500	2,500	2,500	-
FB Varsity Asst.	6300	6300	6300	9	56,700	56,700	56,700	-
Volleyball Varsity	6500	6500	6500	1	6,500	6,500	6,500	-
Volleyball Assistant	3450	3450	3450	2	6,900	6,900	6,900	-
Basketball Varsity	6250	6250	6250	2	12,500	12,500	12,500	-
Basketball Assistant	3000	3000	3000	4	12,000	12,000	12,000	-
Cross Country	3250	3250	3250	2	6,500	6,500	6,500	-
Cross Country Assistant	2250	2250	2250	1	2,250	2,250	2,250	-
Powerlifting	3500	3500	3500	2	7,000	7,000	7,000	-
Powerlifting Assistant	2000	2000	2000	2	4,000	4,000	4,000	-
Baseball Varsity	5700	5700	5700	1	5,700	5,700	5,700	-
Baseball Assistant	3000	3000	3000	3	9,000	9,000	9,000	-
Softball Varsity	5700	5700	5700	1	5,700	5,700	5,700	-
Softball Assistant	3000	3000	3000	2	6,000	6,000	6,000	-
Tennis	6500	6500	6500	1	6,500	6,500	6,500	-
Team Tennis				1		-	-	-
Tennis Assistant	2000	2000	2000	2	4,000	4,000	4,000	-
Track	5000	5000	5000	2	10,000	10,000	10,000	-
Track Assistant	2500	2500	2500	4	10,000	10,000	10,000	-
Trainer	9500	9500	9500	1	9,500	9,500	9,500	-
Golf	4500	4500	4500	2	9,000	9,000	9,000	-
Soccer Varsity	5500	5500	5500	2	11,000	11,000	11,000	-
Soccer Assistant	2850	2850	2850	2	5,700	5,700	5,700	-
NCAA Boys/Girls Recr. Coord.	3500	3500	3500	1	3,500	3,500	3,500	-
HD Power/Strength	5500	5500	5500	1	5,500	5,500	5,500	-
Video Coord.	1000	1000	1000	1	1,000	1,000	1,000	-
Equipment Coord.	1500	1500	1500	1	1,500	1,500	1,500	-

Extra Curricular Stipends

Position	2019-20 Stipend	2020-21 Stipend	2021-22 Stipend	#	19-20 Cost	20-21 Cost	21-22 Cost	Addition to 19-20
Summer Coord.	2500	2500	2500	1	2,500	2,500	2,500	-
Summer Workouts	0	140	140	24	-	3,360	3,360	
Total High School					250,750	254,110	254,110	-
								-
Jr. High								-
Girls Jr. High Coordinator	1500	1500	1500	1	1,500	1,500	1,500	-
Boys Jr. High Coordinator	1500	1500	1500	1	1,500	1,500	1,500	-
Track Jr. High	2000	2000	2000	7	14,000	14,000	14,000	-
Asst. Trainer	4500	4500	4500	1	4,500	4,500	4,500	-
Basketball Jr. High	2000	2000	2000	8	16,000	16,000	16,000	-
Volleyball Jr. High	2100	2100	2100	4	8,400	8,400	8,400	-
Football Jr. High	3100	3100	3100	5	15,500	15,500	15,500	-
Cross Country Jr. High	2000	2000	2000	1	2,000	2,000	2,000	-
FB Head	4000	4000	4000	1	4,000	4,000	4,000	-
Boys Soccer	2,000	2,000	2,000	1	2,000	2,000	2,000	-
Girls Soccer	2,000	2,000	2,000	1	2,000	2,000	2,000	-
Total Jr. High					71,400	71,400	71,400	-
Total Coaching Stipends					322,150	325,510	325,510	-

Stipend *allotments* based upon Athletic Director's discretion of duty assigned, performance & experience factors.

Extra Curricular Stipends

Area	Stipend	Notes
Foreign Language, At least 4 sections for HS Credit, ALL.	\$ 2,500	
Master's Degree in Area Not Required Per Assignment	\$ 1,000	
Meeting SAC/Kingwood Qualifications & Instructing College Credit Course at SISD (\$1250 per semester)	\$ 2,500	
Critical Need Retention	\$ 1,000	
Self Contained SpEd Aide (Life Skills, Applied Skills, PPCD, BSC, SLC)	\$ 1,000	
<i>2021-2022 Critical Subject Area Stipends</i>	Stipend	Notes
<i>Determined by Administration: (Should teach 4 periods in critical shortage area)</i>		
Science courses for High School Credit: Chemistry, Physics, Biology, Anatomy and Physiology, IPC. Must teach at least half the teaching load to qualify.	\$ 3,500	
Math courses for High School credit: ALG I, ALG II, Geometry, Pre-Cal, Calculus. Must teach at least half the teaching load to qualify.	\$ 3,500	
CTE Health Science (Registered Professional. Ex. Nurse)	\$ 4,000	
Self Contained SpEd Teacher (Life Skills, Applied Skills, PPCD, BSC, SLC)	\$ 2,500	
Bilingual	\$ 4,000	



**Splendor ISD Board of Trustees
Agenda Item Information Form**

Board Meeting Date: May 3, 2021

Submitted Date: April 29, 2021

Agenda Business Items:

- Consent Agenda Item
- New Action

Information Only Items:

- Presentation
- Recognition
- Information

Name of Person Responsible: Dr Jeff Burke

Department or Campus: Superintendent

Topic: Security & Security Protocols

Background Information:

Attachments: N/A

Superintendent's Resolutions:



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Department or Campus: Superintendent

Topic: Superintendent Operational Goals

Background Information: Superintendent Operational Goals

Attachments: N/A

Superintendent's Resolutions: