THREE WAY
INDEPENDENT SCHOOL DISTRICT
247 CR 207, Stephenville, TX 76401 | 254.965.6496

Teddy Ott,
Superintendent

AGENDA Special School Board Meeting

August 27, 2024 Board Room 6:00 PM

I. **Call to order**

II. **Roll Call - Verify Quorum**

Tracie Hankins, Senaida Huerta, Duanea Armes, Lloyd Lietz, Cody Howle

III. **Citizen Comments**

IV. **Public Hearing**

1. Public Hearing on the Fiscal Year 2025 Proposed Tax Rate of $0.6692 per Hundred Dollars of Valuation in accordance with Chapter 26 of the Texas Tax Code.

V. **Action on Items**

1. Discussion, consideration, and possible action regarding approval of modified school calendar.

2. Discussion, consideration, and possible action regarding amendments to the 23/24 School Year Budget.

3. Discussion, consideration, and possible action regarding 24/25 School Year Tax Rate.

4. Discussion, consideration, and possible action regarding 24/25 School Year Budget.

VI. **Topics for future discussion**

VII. **Adjourn**

With no further business before the Board, this meeting is adjourned at _____ pm.

Closed Session Notice

Three Way Independent School District may convene into Closed Session on any matter related to any of the above agenda items for a purpose, such a closed session is allowed under Chapter 551, Texas Government Code. Before any closed meeting is convened, the

presiding officer will publicly identify the section or sections of the Act authorizing the closed meetings. Should any final action, final decision, or final vote be required in the opinion of the School Board with regard to any matter considered in such closed meeting then the final action, final decision, or final vote shall be either: (a) In the open meeting covered by the Notice upon the reconvening of the public meeting; or (b) At a subsequent public meeting of the School Board upon notice thereof; as the Board shall determine.

ADA Notice

In accordance with the Americans with Disabilities Act, persons who need accommodation to attend or participate in the meeting should contact Stephanie Ritchie at (254)965-6496 x 200 at least 48 hours prior to the meeting to request such assistance.

Certification

I, the undersigned authority, do hereby certify that this Notice of Meeting was posted in accordance with the regulations of the Texas Open Meetings Act on the front door of the Three Way Administration Building and the front door of the Three Way High School, a place convenient and readily accessible to the general public, as well as to school's website at www.twisd.us and said notice was posted at or before , and remained posted for at least two hours after said meeting was convened.

_____

Dr. Teddy Ott, Superintendent

2024 THREE WAY ISD 2025

July 2024						
S	M	T	W	TH	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

AUGUST 2024						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

SEPTEMBER 2024						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

OCTOBER 2024						
S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

NOVEMBER 2024						
S	M	T	W	TH	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

DECEMBER 2024						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Six Weeks/Semester Dates

# Days	9 Weeks	Dates
	FALL SEMESTER	
35	1st	August 12 - October 10
36	2nd	October 14 - December 19
	SPRING SEMESTER	
40	1st	January 6 - March 20
39	2nd	March 24 - May 29

Calendar Key

- Student/Staff Holiday
- Staff Workday
- Progress Reports Go Home
- Report Cards Go Home
- Begin/End Six Week Cycle
- First/Last Day of School
- Restricted Days - Holidays/Testing Dates

Total Minutes: 78,000

Total Student Days = 150
Total Teacher Days = 157

Dates At A Glance

Aug 12th	First Day of School
Nov 25th	Thanksgiving Break Begins
Dec 23rd	Christmas Break Begins
Jan 6th	Spring Semester Begins
Mar 10th	Spring Break Begins
May 29th	Student's Last Day of School

School Day is from 7:25 am - 4:05 pm

TWHS Graduation
May 29th @ 6pm

JANUARY 2025						
S	M	T	W	TH	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

FEBRUARY 2025						
S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

MARCH 2025						
S	M	T	W	TH	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

APRIL 2025						
S	M	T	W	TH	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MAY 2025						
S	M	T	W	TH	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

JUNE 2025						
S	M	T	W	TH	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Secretarys	166
11 month	174
12 month	182

4 Day

Aug	12
Sep	16
Oct	19
Nov	12
Dec	12
Jan	16
Feb	16
Mar	13
Apr	18
May	16
Days	150

78,000

Minutes per day = 520
4.5 Extra Days
7:25 am - 4:05 pm

BUDGET AMENDMENT 2023-2024

Date 08/27/2023

	CURRENT BUDGET	INCREASE / (DECREASE)	BALANCE	REASON/NOTES
EXPENDITURES FUND 199 and 240				
AMENDMENT # 2.0		.		
FROM				
Fund Balance 3700	$ -	$ 635,000.00	**$ 635,000.00**	Decrease to cover expenses related to multiple budget functions
TO				
Function 11	$ 1,501,485.81	$ 109,300.00	**$ 1,610,785.81**	Increase to cover expenses related to employee payroll increases, August Accruals, teacher supplies
Function 36	$ 170,391.74	$ 56,000.00	**$ 226,391.74**	Increase to cover expenses related to staff payroll and travel for trainings and clinics
Function 41	$ 195,486.40	$ 70,000.00	**$ 265,486.40**	Increase to cover expenses related to Supt. January increase, TASB Services, Supt. travel
Function 51	$ 390,277.72	$ 223,000.00	**$ 613,277.72**	Increase to cover expenses related to Jay Mills parking lot and new AC units for gym
Function 52	$ -	$ 63,000.00	**$ 63,000.00**	Increase to cover cost of SRO through Erath County
Function 53	$ 35,250.00	$ 51,000.00	**$ 86,250.00**	Increase to cover expenses related to new sound system and IT Director payroll
Function 71	$ 105,000.00	$ 17,500.00	**$ 122,500.00**	Increase to cover expenses related to copier lease and time warrant loan payments
Function 93	$ 40,000.00	$ 13,500.00	**$ 53,500.00**	Increase to cover expenses related to Glen Rose SPED coop payments and MOE payment
Function 99	$ 18,000.00	$ 1,700.00	**$ 19,700.00**	Increase to cover expenses related to entity payments made to Appraisal Districts
AMENDMENT # 1.1				
Fund 240	$ 149,545.83	$ 30,000.00	**$ 179,545.83**	Increase to cover expenses related to personnel changes and food costs.

BUDGET AMENDMENT 2023-2024

Date 08/27/2023

	CURRENT BUDGET	INCREASE / (DECREASE)	BALANCE	REASON/NOTES
EXPENDITURES FUND 199 and 240				
AMENDMENT # 1.0		.		
FROM				
Function 13	$ 3,500.00	$ (1,400.00)	**$ 2,100.00**	Decrease to cover expense overage in function 12
TO				
Function 12	$ 6,154.55	$ 1,400.00	**$ 7,554.55**	Increase to cover expenses related to payroll and Destiny ESC 11 services
FROM				
Function 34	$ 104,522.64	$ (18,800.00)	**$ 85,722.64**	Decrease to cover expense overages in function 31 and 33
TO				
Function 31	$ 122,390.85	$ 17,500.00	**$ 139,890.85**	Increase to cover expenses related to Counselor retiree salary and travel
Function 33	$ 62,697.99	$ 1,300.00	**$ 63,997.99**	Increase to cover Nurse salary and travel

NOTICE OF PUBLIC MEETING TO DISCUSS BUDGET AND PROPOSED TAX RATE

The THREE WAY ISD will hold a public meeting at 0, 0 in 0. **The purpose of this meeting is to discuss the school district's budget that will determine the tax rate that will be adopted. Public participation in the discussion is invited.**

The tax rate that is ultimately adopted at this meeting or at a separate meeting at a later date may not exceed the proposed rate shown below unless the district publishes a revised notice containing the same information and comparisons set out below and holds another public meeting to discuss the revised notice.

Maintenance Tax	$0.0000/$100 (proposed rate for maintenance and operations)
School Debt Service Tax Approved by Local Voters	$0.0000/$100 (proposed rate to pay bonded indebtedness)

Comparison of Proposed Budget with Last Year's Budget

The applicable percentage increase or decrease (or difference) in the amount budgeted in the preceding fiscal year and the amount budgeted for the fiscal year that begins during the current tax year is indicated for each of the following expenditure categories.

Maintenance and operations	0.00 % increase
Debt Service	0.00 % increase
Total Expenditures	0.00 % increase

Total Appraised Value and Total Taxable Value (as calculated under Section 26.04, Tax Code)

	Preceding Tax Year	Current Tax Year
Total appraised value* of all property	$444,434,640	$427,582,940
Total appraised value* of new property**	$2,943,740	$8,603,340
Total taxable value*** of all property	$108,912,208	$111,854,133
Total taxable value*** of new property**	$2,693,490	$8,324,275

*Appraised value is the amount shown on the appraisal roll and defined by Section 1.04(8), Tax Code.
** "New property" is defined by Section 26.012(17), Tax Code.
*** "Taxable value" is defined by Section 1.04(10), Tax Code.

Bonded Indebtedness

Total amount of outstanding and unpaid bonded indebtedness* $0

*Outstanding principal.

Comparison of Proposed Rates with Last Year's Rates

	Maintenance & Operations	Interest & Sinking Fund*	Total	Local Revenue Per Student	State Revenue Per Student
Last Year's Rate	$0.0000	$0.0000	$0.0000	$0	$0
Rate to Maintain Same Level of Maintenance & Operations Revenue & Pay Debt Service	$0.0000	$0.0000	$0.0000	$0	$0
Proposed Rate	$0.0000	$0.0000	$0.0000	$0	$0

*The Interest & Sinking Fund tax revenue is used to pay for bonded indebtedness on construction, equipment, or both. The bonds, and the tax rate necessary to pay those bonds, were approved by the voters of this district.

Comparison of Proposed Levy with Last Year's Levy on Average Residence

	Last Year	This Year
Average Market Value of Residences	$170,000	$0
Average Taxable Value of Residences	$70,000	$0
Last Year's Rate Versus Proposed Rate per $100 Value	$0.0000	$0.0000
Taxes Due on Average Residence	$0.00	$0.00
Increase (Decrease) in Taxes		$0.00

Under state law, the dollar amount of school taxes imposed on the residence homestead of a person 65 years of age or older or of the surviving spouse of such a person, if the surviving spouse was 55 years of age or older when the person died, may not be increased above the amount paid in the first year after the person turned 65, regardless of changes in tax rate or property value.

Notice of Voter-Approval Rate: The highest tax rate the district can adopt before requiring voter approval at an election is $0.0500. This election will be automatically held if the district adopts a rate in excess of the voter-approval rate of $0.0500.

Fund Balances

The following estimated balances will remain at the end of the current fiscal year and are not encumbered with or by a corresponding debt obligation, less estimated funds necessary for operating the district before receipt of the first state aid payment.

Maintenance and Operations Fund Balance(s)	$0
Interest & Sinking Fund Balance(s)	$0

A school district may not increase the district's maintenance and operations tax rate to create a surplus in maintenance and operations tax revenue for the purpose of paying the district's debt service.

Visit Texas.gov/PropertyTaxes to find a link to your local property tax database on which you can easily access information regarding your property taxes, including information about proposed tax rates and scheduled public hearings of each entity that taxes your property.

The 86th Texas Legislature modified the manner in which the voter-approval tax rate is calculated to limit the rate of growth of property taxes in the state.

2024 Tax Rate Calculation Worksheet

School Districts without Chapter 313 Agreements

Form 50-859

THREE WAY ISD
School District's Name

254-965-6496
Phone *(area code and number)*

247 CR 207 Stephenville Tx 76401
School District's Address, City, State, ZIP Code

www.twisd.us
School District's Website Address

GENERAL INFORMATION: Tax Code Section 26.04(c) requires an officer or employee designated by the governing body to calculate the no-new-revenue tax rate and voter-approval tax rate for the taxing unit. These tax rates are expressed in dollars per $100 of taxable value calculated. The calculation process starts after the chief appraiser delivers to the taxing unit the certified appraisal roll or certified estimate of value and the estimated values of properties under protest.The designated officer or employee shall submit the rates to the governing body by August 7 or as soon thereafter as practicable. Tax Code Section 26.04(e-1) does not require school districts to certify tax rate calculations or comply with certain Tax Code notice requirements. School districts are required to provide notice regarding tax rate calculations pursuant to Education Code Chapter 44.

This worksheet is for **school districts without Chapter 313 agreements only.** School districts that have a Chapter 313 agreement should use Comptroller Form 50-884 *Tax Rate Calculation Worksheet, School Districts with Chapter 313 Agreements.*

Water districts as defined under Water Code Section 49.001(1) do not use this form. Use Comptroller Form 50-858 *Water District Voter-Approval Tax Rate Worksheet for Low Tax Rate and Developing Districts* or Comptroller Form 50-860 *Developed Water District Voter-Approval Tax Rate Worksheet.*

All other taxing units should use Comptroller Form 50-856 *Tax Rate Calculation, Taxing Units Other Than School Districts or Water Districts.*

The Comptroller's office provides this worksheet to assist taxing units in determining tax rates. The Texas Education Agency (TEA) provides detailed information on and guidance to school districts in calculating their tax rates. Please review and rely on information provided by TEA when completing this worksheet. Additionally, the information provided in this worksheet is offered as technical assistance and not legal advice. Taxing units should consult legal counsel for interpretations of law regarding tax rate preparation and adoption.

SECTION 1: No-New-Revenue Tax Rate

The no-new-revenue (NNR) tax rate enables the public to evaluate the relationship between taxes for the prior year and for the current year based on a tax rate that would produce the same amount of revenue if applied to the same properties that are taxed in both years (no new taxes). When appraisal values increase, the NNR tax rate should decrease.

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
1.	**Prior year total taxable value.** Enter the amount of the prior year taxable value on the prior year tax roll today. Include any adjustments since last year's certification; exclude one-fourth and one-third over-appraisal corrections made under Tax Code Section 25.25(d) from these adjustments. Exclude any property value subject to an appeal under Chapter 42 as of July 25 (will add undisputed value in Line 6). This total includes the taxable value of homesteads with tax ceilings (will deduct in Line 2). [1]	$ 108,912,208
2.	**Prior year tax ceilings.** Enter the prior year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. [2]	$ 10,565,052
3.	**Preliminary prior year adjusted taxable value.** Subtract Line 2 from Line 1.	$ 98,347,156
4.	**Prior year total adopted tax rate.**	$ 0.6692 /$100
5.	**Prior year taxable value lost because court appeals of ARB decisions reduced prior year appraised value.** A. **Original prior year ARB values:** $ 0 B. **Prior year values resulting from final court decisions:** − $ 0 C. **Prior year value loss.** Subtract B from A. [3]	$ 0
6.	**Prior year taxable value subject to an appeal under Chapter 42, as of July 25.** A. **Prior year ARB certified value:** $ 0 B. **Prior year disputed value:** − $ 0 C. **Prior year undisputed value.** Subtract B from A. [4]	$ 0
7.	**Prior year Chapter 42-related adjusted values.** Add Line 5 and 6.	$ 0
8.	**Prior year taxable value, adjusted for actual and potential court-ordered adjustments.** Add Line 3 and Line 7.	$ 98,347,156
9.	**Prior year taxable value of property in territory the school deannexed after Jan. 1, of the prior year.** Enter the prior year value of property in deannexed territory. [5]	$ 0

[1] Tex. Tax Code §26.012(14)
[2] Tex. Tax Code §26.012(14)
[3] Tex. Tax Code §26.012(13)
[4] Tex. Tax Code §26.012(13)
[5] Tex. Tax Code §26.012(15)

Form developed by: Texas Comptroller of Public Accounts, Property Tax Assistance Division
For additional copies, visit: comptroller.texas.gov/taxes/property-tax
50-859 • 1-24/11

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
10.	**Prior year taxable value lost because property first qualified for an exemption in the current year.** If the school district increased an original exemption, use the difference between the original exempted amount and the increased exempted amount. Do not include value lost due to freeport goods-in-transit, or temporary disaster exemptions. Note that lowering the amount or percentage of an existing exemption in the current year does not create a new exemption or reduce taxable value. A. **Absolute exemptions.** Use prior year market value: $ 2,500 B. **Partial exemptions.** Current year exemption amount or current year percentage exemption times prior year value: + $ 482,375 C. **Value loss.** Add A and B. [6]	$ 484,875
11.	**Prior year taxable value lost because property first qualified for agricultural appraisal (1-d or 1-d-1), timber appraisal, recreational/ scenic appraisal or public access airport special appraisal in the current year. Use only properties that qualified in the current year for the first time; do not use properties that qualified in the prior year.** A. **Prior year market value.** $ 624,170 B. **Current year productivity or special appraised value:** - $ 7,400 C. **Value loss.** Subtract B from A.	$ 616,770
12.	**Total adjustments for lost value.** Add Lines 9, 10C and 11C.	$ 1,101,645
13.	**Adjusted prior year taxable value.** Subtract Line 12 from Line 8.	$ 97,245,511
14.	**Adjusted prior year total levy.** Multiply Line 4 by Line 13 and divide by $100.	$ 650,766
15.	**Taxes refunded for years preceding tax year prior year.** Enter the amount of taxes refunded by the district for tax years preceding tax year the prior year. Types of refunds include court decisions, Tax Code Section 25.25(b) and (c) corrections and Tax Code Section 31.11 payment errors. Do not include refunds for the prior tax year. This line applies only to tax years preceding the prior tax year. [8]	$ 171
16.	**Adjusted prior year levy with refunds.** Add Line 14 and Line 15. [9] Note: If the governing body of the school district governs a junior college district in a county with a population of more than two million, subtract the amount of taxes the governing body dedicated to the junior college district in the prior year from the result.	$ 650,937
17.	**Total current year taxable value on the current year certified appraisal roll today.** This value includes only certified values and includes the total taxable value of homesteads with tax ceilings (will deduct in line 19). These homesteads include homeowners age 65 or older or disabled. [10] A. **Certified values.** [11] $ 111,854,133 B. **Pollution control and energy storage system exemption:** Deduct the value of property exempted for the current tax year for the first time as pollution control or energy storage system property: - $ 0 C. **Total current year value.** Subtract B from A.	$ 111,854,133
18.	**Total value of properties under protest or not included on certified appraisal roll.** [12] A. **Current year taxable value of properties under protest.** The chief appraiser certifies a list of properties still under ARB protest. The list shows the appraisal district's value and the taxpayer's claimed value, if any, or an estimate of the value if the taxpayer wins. For each of the properties under protest, use the lowest of these values. Enter the total value under protest. [13] $ 0 B. **Current year value of properties not under protest or included on certified appraisal roll.** The chief appraiser gives school districts a list of those taxable properties that the chief appraiser knows about but are not included in the appraisal roll certification. These properties are also not on the list of properties that are still under protest. On this list of properties, the chief appraiser includes the market value, appraised value and exemptions for the preceding year and a reasonable estimate of the market value, appraised value and exemptions for the current year. Use the lower market, appraised or taxable value (as appropriate). Enter the total value not on the roll. [14] + $ 0 C. **Total value under protest or not certified.** Add A and B.	$ 0

[6] Tex. Tax Code §26.012(15)
[7] Tex. Tax Code §26.012(15)
[8] Tex. Tax Code §26.012(13)
[9] Tex. Tax Code §26.012(13)
[10] Tex. Tax Code §§26.012 and 26.04(c-2)
[11] Tex. Tax Code §26.012(6)
[12] Tex. Tax Code §26.01(c) and (d)
[13] Tex. Tax Code §26.01(c)
[14] Tex. Tax Code §26.01(d)
[15] Tex. Tax Code §26.012(6)(B)

Line	No-New-Revenue Tax Rate Worksheet	Amount/Rate
19.	**Current year tax ceilings.** Enter current year total taxable value of homesteads with tax ceilings. These include the homesteads of homeowners age 65 or older or disabled. [15]	$ 14,641,791
20.	**Current year total taxable value.** Add Lines 17C and 18C. Subtract Line 19.	$ 97,212,342
21.	**Total current year taxable value of properties in territory annexed after Jan. 1, of the prior year.** Include both real and personal property. Enter the current year value of property in territory annexed by the school district.	$ 0
22.	**Total current year taxable value of new improvements and new personal property located in new improvements.** New means the item was not on the appraisal roll in the prior year. An improvement is a building, structure, fixture or fence erected on or affixed to land. New additions to existing improvements may be included if the appraised value can be determined. New personal property in a new improvement must have been brought into the school district after Jan. 1, of the prior year, and be located in a new improvement.	$ 8,324,275
23.	**Total adjustments to the current year taxable value.** Add lines 21 and 22.	$ 8,324,275
24.	**Adjusted current year taxable value.** Subtract line 23 from line 20.	$ 88,888,067
25.	**Current year NNR tax rate.** Divide line 16 by line 24 and multiply by $100.	$ 0.7323 /$100

SECTION 2: Voter-Approval Tax Rate

The voter-approval tax rate is the highest tax rate that a taxing unit may adopt without holding an election to seek voter approval of the rate. Most school districts calculate a voter-approval tax rate that is split into three separate rates. [18]

1. **Maximum Compressed Tax Rate (MCR):** A district's maximum compressed tax rate is defined as the tax rate for the current tax year per $100 of valuation of taxable property at which the district must levy a maintenance and operations tax to receive the full amount of the tier one allotment. [19]
2. **Enrichment Tax Rate:** [20] A district's enrichment tax rate is defined as any tax effort in excess of the district's MCR and less than $0.17. The enrichment tax rate is divided into golden pennies and copper pennies. School districts can claim up to 8 golden pennies, not subject to compression, and 9 copper pennies which are subject to compression with any increases in the guaranteed yield. [21]
3. **Debt Rate:** The debt rate includes the debt service necessary to pay the school district's debt payments in the coming year. This rate accounts for principal and interest on bonds and other debt secured by property tax revenue.

The MCR and Enrichment Tax Rate added together make up the school district's maintenance and operations (M&O) tax rate. Districts cannot increase the district's M&O tax rate to create a surplus in M&O tax revenue for the purpose of paying the district's debt service. [22]

If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate (disaster pennies) in the calculation this year. This adjustment will be made in Section 4 of this worksheet.

A district must complete an efficiency audit before seeking voter approval to adopt a M&O tax rate higher than the calculated M&O tax rate, hold an open meeting to discuss the results of the audit, and post the results of the audit on the district's website 30 days prior to the election. [23] Additionally, a school district located in an area declared a disaster by the governor may adopt a M&O tax rate higher than the calculated M&O tax rate during the two-year period following the date of the *declaration without conducting an efficiency audit.* [24]

Districts should review information from TEA when calculating their voter-approval tax rate.

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
26.	**Current year maximum compressed tax rate (MCR).** TEA will publish compression rates based on district and statewide property value growth. Enter the school districts' maximum compressed rate based on guidance from TEA. [25]	$ 0.0000 /$100
27.	**Current year enrichment tax rate.** Enter the greater of A and B. [26]	$ 0.0500 /$100
	A. Enter the district's prior year enrichment tax rate, minus any required reduction under Education Code Section 48.202(f) ..... $ 0.0000 /$100	
	B. $0.05 per $100 of taxable value ..... $ 0.0500 /$100	

[16] [Reserved for expansion]
[17] [Reserved for expansion]
[18] Tex. Tax Code §26.08(n)
[19] Tex. Edu. Code §48.2551(a)(3)
[20] Tex. Tax Code §26.08(i) and Tex. Edu. Code §45.0032
[21] Tex. Edu. Code §§48.202(a-1)(2) and 48.202(f)
[22] Tex. Edu. Code §45.0021(a)
[23] Tex. Edu. Code §11.184(b)
[24] Tex. Edu. Code §11.184(b-1)
[25] Tex. Edu. Code §§48.255, 48.2551(b)(1) and (b)(2)
[26] Tex. Tax Code §26.08(n)(2)
[27] Tex. Edu. Code §45.003(d)

Line	Voter-Approval Tax Rate Worksheet	Amount/Rate
28.	**Current year maintenance and operations (M&O) tax rate.** Add Lines 26 and 27. Note: M&O tax rate may not exceed the sum of $0.17 and the district's maximum compressed rate.[27]	$ 0.0500 /$100
29.	**Total current year debt to be paid with property tax revenue.** Debt means the interest and principal that will be paid on debts that: (1) Are paid by property taxes; (2) Are secured by property taxes; (3) Are scheduled for payment over a period longer than one year; and (4) Are not classified in the school district's budget as M&O expenses. A. **Debt** includes contractual payments to other school districts that have incurred debt on behalf of this school district, if those debts meet the four conditions above. Include only amounts that will be paid from property tax revenue. Do not include appraisal district budget payments. If the governing body of a taxing unit authorized or agreed to authorize a bond, warrant, certificate of obligation, or other evidence of indebtedness on or after Sept. 1, 2021, verify if it meets the amended definition of debt before including it here.[28] Enter debt amount: $ 0 B. Subtract **unencumbered fund amount** used to reduce total debt. – $ 0 C. Subtract **state aid** received for paying principal and interest on debt for facilities through the existing debt allotment program and/or instructional facilities allotment program. – $ 0 D. **Adjust debt:** Subtract B and C from A.	$ 0
30.	**Certified prior year excess debt collections.** Enter the amount certified by the collector.[29]	$ 0
31.	**Adjusted current year debt.** Subtract line 30 from line 29D.	$ 0
32.	**Current year anticipated collection rate.** If the anticipated rate in A is lower than actual rates in B, C and D, enter the lowest rate from B, C and D. If the anticipated rate in A is higher than at least one of the rates in the prior three years, enter the rate from A. Note that the rate can be greater than 100%.[30] A. Enter the current year anticipated collection rate certified by the collector.[31] 100.00 % B. Enter the 2023 actual collection rate 100.00 % C. Enter the 2022 actual collection rate 100.00 % D. Enter the 2021 actual collection rate 99.00 %	100.00 %
33.	**Current year debt adjusted for collections.** Divide Line 31 by Line 32. Note: If the governing body of the school district governs a junior college district in a county with a population of more than two million, add the amount of taxes the governing body proposes to dedicate to the junior college district in the current year to the result.	$ 0
34.	**Current year total taxable value.** Enter the amount on Line 20 of the *No-New-Revenue Tax Rate Worksheet.*	$ 97,212,342
35.	**Current year debt rate.** Divide Line 33 by Line 34 and multiply by $100.	$ 0.0000 /$100
36.	**Current year voter-approval tax rate.** Add Lines 28 and 35. If the school district received distributions from an equalization tax imposed under former Chapter 18, Education Code, add the NNR tax rate as of the date of the county unit system's abolition to the sum of Lines 28 and 35.[32]	$ 0.0500 /$100

SECTION 3: Voter-Approval Tax Rate Adjustment for Pollution Control

A school district may raise its rate for M&O funds used to pay for a facility, device or method for the control of air, water or land pollution. This includes any land, structure, building, installation, excavation, machinery, equipment or device that is used, constructed, acquired or installed wholly or partly to meet or exceed pollution control requirements. The school district's expenses are those necessary to meet the requirements of a permit issued by the Texas Commission on Environmental Quality (TCEQ). The school district must provide the tax assessor with a copy of the TCEQ letter of determination that states the portion of the cost of the installation for pollution control.

This section should only be completed by a school district that uses M&O funds to pay for a facility, device or method for the control of air, water or land pollution.

[27] Tex. Tax Code §26.012(7)
[29] Tex. Tax Code §§26.012(10) and 26.04(b)
[30] Tex. Tax Code §§26.04(h), (h-1) and (h-2)
[31] Tex. Tax Code §26.04(b)
[32] Tex. Tax Code §26.08(g)
[33] Tex. Tax Code §26.045(d)
[34] Tex. Tax Code §26.045(i)

Line	Voter-Approval Rate Adjustment for Pollution Control Requirements Worksheet	Amount/Rate
37.	**Certified expenses from the Texas Commission on Environmental Quality (TCEQ).** Enter the amount certified in the determination letter from TCEQ.[33] The school district shall provide its tax assessor with a copy of the letter.[34]	$ 0
38.	**Current year total taxable value.** Enter the amount on Line 20 of the *No-New-Revenue Tax Rate Worksheet.*	$ 97,212,342
39.	**Additional rate for pollution control.** Divide line 37 by line 38 and multiply by $100.	$ 0.0000 /$100
40.	**Current year voter-approval tax rate, adjusted for pollution control.** Add line 36 and line 39.	$ 0.0500 /$100

SECTION 4: Voter-Approval Tax Rate Adjustment in Year Following Disaster

If a school district adopted a tax rate that exceeded its voter-approval tax rate without holding an election to respond to a disaster in the prior year, as allowed by Tax Code Section 26.042(e), the school district may not consider the amount by which it exceeded its voter-approval tax rate in the calculation this year.[35] As such, it must reduce its voter-approval tax rate for the current tax year.

This section applies to a school district in a disaster area that adopts a tax rate greater than its voter-approval tax rate without holding an election in the prior year, as provided for by Tax Code Section 26.042(e).

Line	Prior Year Disaster Adjustment Worksheet	Amount/Rate
41.	**Prior year adopted tax rate.** Enter the rate in Line 4 of the *No-New-Revenue Tax Rate Worksheet.*	$ 0.6692 /$100
42.	**Prior voter-approval tax rate.** If the school district adopted a tax rate above the prior year voter-approval tax rate without holding an election due to a disaster, enter the voter-approval tax rate from the prior year's worksheet.	$ 0.0000 /$100
43.	**Increase in the prior year tax rate due to disaster (disaster pennies).** Subtract Line 42 from Line 41.	$ 0.0000 /$100
44.	**Current year voter-approval tax rate, adjusted for prior year disaster.** Subtract Line 43 from one of the following lines (as applicable): Line 36 or Line 40 (school districts with pollution control).	$ 0.0500 /$100

SECTION 5: Total Tax Rate

Indicate the applicable total tax rates as calculated above.

No-New-Revenue Tax Rate ..... $ 0.7323 /$100

Enter the current year NNR tax rate from Line 25.

Voter-Approval Tax Rate ..... $ 0.0500 /$100

As applicable, enter the current year voter-approval tax rate from Line 36, Line 40 or Line 44. Indicate the line number used: 36

SECTION 6: School District Representative Name and Signature

Enter the name of the person preparing the tax rate as authorized by the governing body of the school district. By signing below, you certify that you are the designated officer or employee of the school district and have calculated the tax rates in accordance with requirements in Tax Code and Education Code.[36]

print here DR TEDDY OTTT

Printed Name of School District Representative

sign here

School District Representative Date

[33] Tex. Tax Code §26.042(f) and Tex. Edu. Code §45.0032(d)
[34] Tex. Tax Code §26.04(c)

Adopted Budget for 2024-2025 (240) **THREE WAY ISD**

Date Adopted by Board: **August 27, 2024**

Revenue:		
5700	Local and Intermediate Sources	$28,787
5800	State Program Revenues	$13,250
5900	Federal Revenue	$126,346
	Total Revenues	$168,383

Expenditures:		
35	FOOD SERVICE	
	Payroll 61XX	$108,787
	Contract Maint/Repair 62XX	$3,000
	Food/Service Supplies/Commodities 63XX	$56,596
	Misc Operationg 64XX	$0
	Total Adopted Expenditure Budget	$168,383
	Difference in Revenue/Expenditures	$0

* New Expenditure Code (Function Code 41) for all statutorily required public notices

During the 85th Legislative Session the Texas Legislature passed Senate Bill (SB) 622. SB 622 requires school districts to reflect in their proposed budget a line item specifically for expenditures to publish all statutorily required public notices in the newspaper by the school district or their representatives. The line item must provide a clear comparison of the budgeted expenditures and the actual expenditures for the same purpose in the prior year, as required under Texas Local Government Code §140.0045.

** New Expenditure Code (Function Code 41): Expenditures for "directly" or "indirectly" influencing or attempting to influence the outcome of legislation or administrative action.

During the 86th Legislative Session the Texas Legislature passed House Bill (HB) 1495 requiring school districts to reflect in their proposed budget a line item indicating expenditures for "directly" or "indirectly" influencing or attempting to influence the outcome of legislation or administrative action as those terms are defined in Section 305.002, Government Code."

Adopted Budget for 2024-2025 (199) **THREE WAY ISD**

Date Adopted by Board: **August 27, 2024**

Revenue:		
5700	Local and Intermediate Sources	$849,271
5800	State Program Revenues	$2,565,063
5900	Federal Revenue	$0
	Total Revenues	$3,414,334

Expenditures:		
11	Instruction	$1,862,241
12	Instructional Resources, Media Services	$6,975
13	Curriculum Development & Staff Development	$1,000
21	Instructional Leadership	$0
23	School Leadership	$175,878
31	Guidance & Counseling, Evaluation	$124,826
32	Social Work Services	$0
33	Health Services	$66,530
34	Student Transportation	$95,301
35	Food Services	$0
36	Co-curricular/ Extra-curricular Activities	$194,522
41	General Administration	$214,316
* 41	Statutorily Required Public Notice - Required Postings	$0
**41	Statutorily Required Public Notice - Lobbying	$0
51	Plant Maintenance & Operations	$330,630
52	Security and Monitoring	$60,000
53	Data Processing	$87,115
61	Community Service	$0
71	Debt Service	$120,000
81	Facilities Acquisition and Construction	$0
91	Contracted Instructional Services Between Public schools	$0
92	Incremental Cost Associated with Ch 41 School Districts	$0
93	Payments to Fiscal Agents for Shared Service Arrangements	$55,000
94	Payments to Other Schools	$0
95	Payments to Juvenile Justice AEP	$0
96	Payments to Charter Schools	$0
97	Payments to TIF	$0
99	Inter-government charges not Defined in Other codes	$20,000
	Total Adopted Expenditure Budget	$3,414,334
	Difference in Revenue/Expenditures	$0

* New Expenditure Code (Function Code 41) for all statutorily required public notices

During the 85th Legislative Session the Texas Legislature passed Senate Bill (SB) 622. SB 622 requires school districts to reflect in their proposed budget a line item specifically for expenditures to publish all statutorily required public notices in the newspaper by the school district or their representatives. The line item must provide a clear comparison of the budgeted expenditures and the actual expenditures for the same purpose in the prior year, as required under Texas Local Government Code §140.0045.

** New Expenditure Code (Function Code 41): Expenditures for "directly" or "indirectly" influencing or attempting to influence the outcome of legislation or administrative action.

During the 86th Legislative Session the Texas Legislature passed House Bill (HB) 1495 requiring school districts to reflect in their proposed budget a line item indicating expenditures for "directly" or "indirectly" influencing or attempting to influence the outcome of legislation or administrative action as those terms are defined in Section 305.002, Government Code."

2024-2025 TEACHER SALARY SCHEDULE + TWISD ABOVE BASE CALCULATION

State Step	Yrs of Service	New Minimum Monthly Salary (21.402(a))	New Minimum Annual Salary (10-Months)	Teachers/Contracted Employees 0-5 yrs Exp	Teachers/Contracted Employees 0-5 yrs Exp	Teachers/Contract Employees 6+ yrs Exp	Teachers/Contract Employees 6+ yrs Exp
				Minimum Salary + $2000	$3,000 Increase Effective 08/24	Minimum Salary + $3500	$3,000 Increase Effective 08/24
Step 0	Year 1	$3,366	$33,660.00	$35,660.00	$38,660.00		
1	2	$3,439	$34,390.00	$36,390.00	$39,390.00		
2	3	$3,510	$35,100.00	$37,100.00	$40,100.00		
3	4	$3,583	$35,830.00	$37,830.00	$40,830.00		
4	5	$3,735	$37,350.00	$39,350.00	$42,350.00		
5	6	$3,888	$38,880.00			$42,380.00	$45,380.00
6	7	$4,041	$40,410.00			$43,910.00	$46,910.00
7	8	$4,183	$41,830.00			$45,330.00	$48,330.00
8	9	$4,317	$43,170.00			$46,670.00	$49,670.00
9	10	$4,444	$44,440.00			$47,940.00	$50,940.00
10	11	$4,563	$45,630.00			$49,130.00	$52,130.00
11	12	$4,677	$46,770.00			$50,270.00	$53,270.00
12	13	$4,785	$47,850.00			$51,350.00	$54,350.00
13	14	$4,885	$48,850.00			$52,350.00	$55,350.00
14	15	$4,981	$49,810.00			$53,310.00	$56,310.00
15	16	$5,071	$50,710.00			$54,210.00	$57,210.00
16	17	$5,157	$51,570.00			$55,070.00	$58,070.00
17	18	$5,237	$52,370.00			$55,870.00	$58,870.00
18	19	$5,314	$53,140.00			$56,640.00	$59,640.00
19	20	$5,386	$53,860.00			$57,360.00	$60,360.00
20+	21+	$5,454	$54,540.00			$58,040.00	$61,040.00

TWISD *SECRETARY* SALARY SCHEDULE CALCULATION

**Salary amounts may be rounded up/down to the nearest thousand*

Step	Yrs of Service	Hourly Rate - Based on 9 hrs per day	Daily Rate Based on 166 Days	Minimum Monthly Salary	Non-Contracted Employees 0 - 20 yrs Exp Annual Salary	$3,000 Pay Increase Effective 8/24
Step 0	Year 1	$18.91	$170.18	$2,354.17	$28,250.00	$31,250.00
1	2	$19.48	$175.29	$2,424.79	$29,097.50	$32,097.50
2	3	$20.06	$180.54	$2,497.54	$29,970.43	$32,970.43
3	4	$20.66	$185.96	$2,572.46	$30,869.54	$33,869.54
4	5	$21.28	$191.54	$2,649.64	$31,795.63	$34,795.63
5	6	$21.92	$197.29	$2,729.13	$32,749.50	$35,749.50
6	7	$22.58	$203.20	$2,811.00	$33,731.99	$36,731.99
7	8	$23.30	$209.66	$2,900.33	$34,803.95	$37,803.95
8	9	$23.99	$215.95	$2,987.34	$35,848.07	$38,848.07
9	10	$24.71	$222.43	$3,076.96	$36,923.51	$39,923.51
10	11	$25.46	$229.10	$3,169.27	$38,031.22	$41,031.22
11	12	$26.22	$235.98	$3,264.35	$39,172.16	$42,172.16
12	13	$27.01	$243.06	$3,362.28	$40,347.32	$43,347.32
13	14	$27.82	$250.35	$3,463.15	$41,557.74	$44,557.74
14	15	$28.65	$257.86	$3,567.04	$42,804.47	$45,804.47
15	16	$29.51	$265.59	$3,674.05	$44,088.60	$47,088.60
16	17	$30.40	$273.56	$3,784.27	$45,411.26	$48,411.26
17	18	$31.31	$281.77	$3,897.80	$46,773.60	$49,773.60
18	19	$32.25	$290.22	$4,014.73	$48,176.81	$51,176.81
19	20	$33.21	$298.93	$4,135.18	$49,622.11	$52,622.11
20+	21+	$34.21	$307.90	$4,259.23	$51,110.77	$54,110.77

TWISD *CUSTODIAN* SALARY SCHEDULE CALCULATION

**Salary amounts may be rounded up/down to the nearest thousand*

Step	Yrs of Service	Hourly Rate - Based on 9 hrs per day	Daily Rate Based on 174 Days	Minimum Monthly Salary	Non-Contracted Employees 0 - 20 yrs Exp Annual Salary	$3,000 Pay Increase Effective 8/24
Step 0	Year 1	$12.77	$114.94	$1,666.67	$20,000.00	$23,000.00
1	$2.00	$13.15	$118.39	$1,716.67	$20,600.00	$23,600.00
2	$3.00	$13.55	$121.94	$1,768.17	$21,218.00	$24,218.00
3	$4.00	$13.96	$125.60	$1,821.21	$21,854.54	$24,854.54
4	$5.00	$14.37	$129.37	$1,875.85	$22,510.17	$25,510.17
5	$6.00	$14.81	$133.25	$1,932.12	$23,185.47	$26,185.47
6	$7.00	$15.25	$137.25	$1,990.09	$23,881.03	$26,881.03
7	$8.00	$15.71	$141.36	$2,049.79	$24,597.46	$27,597.46
8	$9.00	$16.18	$145.61	$2,111.28	$25,335.38	$28,335.38
9	$10.00	$16.66	$149.97	$2,174.62	$26,095.44	$29,095.44
10	$11.00	$17.16	$154.47	$2,239.86	$26,878.30	$29,878.30
11	$12.00	$17.68	$159.11	$2,307.05	$27,684.64	$30,684.64
12	$13.00	$18.21	$163.88	$2,376.26	$28,515.17	$31,515.17
13	$14.00	$18.76	$168.80	$2,447.55	$29,370.62	$32,370.62
14	$15.00	$19.32	$173.86	$2,520.98	$30,251.73	$33,251.73
15	$16.00	$19.90	$179.08	$2,596.61	$31,159.28	$34,159.28
16	$17.00	$20.49	$184.45	$2,674.50	$32,094.05	$35,094.05
17	$18.00	$21.11	$189.98	$2,754.74	$33,056.87	$36,056.87
18	$19.00	$21.74	$195.68	$2,837.38	$34,048.57	$37,048.57
19	$20.00	$22.39	$201.55	$2,922.50	$35,070.02	$38,070.02
20+	21+	$23.07	$207.60	$3,010.18	$36,122.12	$39,122.12

TWISD *MAINTENANCE* SALARY SCHEDULE CALCULATION

**Salary amounts may be rounded up/down to the nearest thousand*

Yrs of Service Step	Hourly Rate - Based on 9 hrs per day	Daily Rate Based on 182 Days	Minimum Monthly Salary	Non-Contracted Employees 0 - 20 yrs Exp Annual Salary 5 % Increase for Each Step	$5,000 Increase Effective 8/24
0-3	$27.23	$245.05	$3,716.67	$44,600	$49,600.00
4-6	$28.59	$257.31	$3,902.50	$46,830	$51,830.00
7-9	$30.02	$270.17	$4,097.63	$49,172	$54,171.50
10-12	$31.52	$283.68	$4,302.51	$51,630	$56,630.08
13-15	$33.10	$297.87	$4,517.63	$54,212	$59,211.58
16-18	$34.75	$312.76	$4,743.51	$56,922	$61,922.16
19-21	$36.49	$328.40	$4,980.69	$59,768	$64,768.27
22+	$38.31	$344.82	$5,229.72	$62,757	$67,756.68

TWISD PARAPROFESSIONAL SALARY SCHEDULE CALCULATION

**Salary amounts may be rounded up/down to the nearest thousand*

Step	Yrs of Service	Hourly Rate - Based on 9 hrs per day	Daily Rate Based on 157 Days	Minimum Monthly Salary	Non-Contracted Employees 0 - 20 yrs Exp Annual Salary	Non-Contracted Employees Certified/Degreed + $1,000 Stipend	$3,000 Increase Effective 8/24
Step 0	Year 1	$16.99	$152.87	$2,000.00	$24,000	$25,000.00	$28,000.00
1	2	$17.49	$157.45	$2,060.00	$24,720	$25,720.00	$28,720.00
2	3	$18.02	$162.18	$2,121.80	$25,462	$26,461.60	$29,461.60
3	4	$18.56	$167.04	$2,185.45	$26,225	$27,225.45	$30,225.45
4	5	$19.12	$172.05	$2,251.02	$27,012	$28,012.21	$31,012.21
5	6	$19.69	$177.21	$2,318.55	$27,823	$28,822.57	$31,822.57
6	7	$20.28	$182.53	$2,388.10	$28,657	$29,657.24	$32,657.24
7	8	$20.89	$188.01	$2,459.75	$29,517	$30,516.95	$33,516.95
8	9	$21.52	$193.65	$2,533.54	$30,402	$31,402.45	$34,402.45
9	10	$22.16	$199.46	$2,609.54	$31,315	$32,314.52	$35,314.52
10	11	$22.83	$205.44	$2,687.83	$32,254	$33,253.95	$36,253.95
11	12	$23.51	$211.60	$2,768.46	$33,222	$34,221.56	$37,221.56
12	13	$24.22	$217.95	$2,851.52	$34,218	$35,218.20	$38,218.20
13	14	$24.94	$224.49	$2,937.06	$35,245	$36,244.74	$39,244.74
14	15	$25.69	$231.22	$3,025.17	$36,302	$37,302.08	$40,302.08
15	16	$26.46	$238.16	$3,115.93	$37,391	$38,391.14	$41,391.14
16	17	$27.26	$245.30	$3,209.41	$38,513	$39,512.87	$42,512.87
17	18	$28.07	$252.66	$3,305.69	$39,668	$40,668.25	$43,668.25
18	19	$28.92	$260.24	$3,404.86	$40,858	$41,858.29	$44,858.29
19	20	$29.78	$268.05	$3,507.00	$42,084	$43,084.03	$46,084.03
20+	21+	$30.68	$276.09	$3,612.13	$43,346	$44,345.55	$47,345.55

TWISD CAFETERIA SALARY SCHEDULE CALCULATION

**Salary amounts may be rounded up/down to the nearest thousand*

Step	Yrs of Service	Hourly Rate - Based on 9 hrs per day	Daily Rate Based on 157 Days	Minimum Monthly Salary	Non-Contracted Employees 0 - 20 yrs Exp Annual Salary	$3,000 Increase Effective 8/24
Step 0	Year 1	$14.15	$127.39	$1,666.67	$20,000.00	$23,000.00
1	$2.00	$14.58	$131.21	$1,716.67	$20,600.00	$23,600.00
2	$3.00	$15.02	$135.15	$1,768.17	$21,218.00	$24,218.00
3	$4.00	$15.47	$139.20	$1,821.21	$21,854.54	$24,854.54
4	$5.00	$15.93	$143.38	$1,875.85	$22,510.17	$25,510.17
5	$6.00	$16.41	$147.68	$1,932.12	$23,185.47	$26,185.47
6	$7.00	$16.90	$152.11	$1,990.09	$23,881.03	$26,881.03
7	$8.00	$17.41	$156.67	$2,049.79	$24,597.46	$27,597.46
8	$9.00	$17.93	$161.37	$2,111.28	$25,335.38	$28,335.38
9	$10.00	$18.47	$166.21	$2,174.62	$26,095.44	$29,095.44
10	$11.00	$19.02	$171.20	$2,239.86	$26,878.30	$29,878.30
11	$12.00	$19.59	$176.34	$2,307.05	$27,684.64	$30,684.64
12	$13.00	$20.18	$181.63	$2,376.26	$28,515.17	$31,515.17
13	$14.00	$20.79	$187.07	$2,447.55	$29,370.62	$32,370.62
14	$15.00	$21.41	$192.69	$2,520.98	$30,251.73	$33,251.73
15	$16.00	$22.05	$198.47	$2,596.61	$31,159.28	$34,159.28
16	$17.00	$22.71	$204.42	$2,674.50	$32,094.05	$35,094.05
17	$18.00	$23.39	$210.55	$2,754.74	$33,056.87	$36,056.87
18	$19.00	$24.10	$216.87	$2,837.38	$34,048.57	$37,048.57
19	$20.00	$24.82	$223.38	$2,922.50	$35,070.02	$38,070.02
20+	21+	$25.56	$230.08	$3,010.18	$36,122.12	$39,122.12

TW District Stipend List 2024-2025

Description:	Assigned to:	Stipend Amount
Coaching	Coaching/Assisting 3 sports	$5,500.00
Head Coach	Head Coach Varsity Fball, Bball, Vball, Cheer, Track	$1,000.00
Head Coach	Varsity CC, Golf, Powerlifting, JH Sports	$500.00
Ag Vocational	Ag/CTE Teacher	$5,000.00
Master's Degree	Teachers	$1,000.00
Teacher's Aide w/bachelors	Educational Aide	$1,000.00
Academic Coach	Experienced Certified Teacher	$1,500.00
Certified Teacher's Aide	Educational Aide	$500.00
Certified SPED Paraprofessional	Educatonal Aide	$1,500.00
ESL Paraprofesssional	Educational Aide	$1,500.00
Special ED	SPED Teacher of Record	$5,000.00
ESL Certification	Teacher	$1,000.00
Specialized "Severe Need"	Math/Science/ELAR	$2,500.00
Transportation Coordinator	Certified Bus Driver	$2,500.00
Bus Driver	Per Route	$30/$60 day
Bus Driver - Field Trips	Field Trip - Non Employee Bus Route (per hr)	$18.00
UIL	Teacher Elem/JH & HS each	$1,000.00
Student Council Sponsor	Teacher	$1,000.00
NHS	Teacher	$1,000.00
Gifted & Talented	GT Certification	$500.00
Game Clock	District Employee	$50.00
Game Gate	District Employee	$50.00
Game Concessions	District Employee	$50.00
Game Maintenance	District Employee	$50.00
Game Book Keeper	District Employee	$50.00