

Notice of Regular Business Meeting
The Board of Trustees
Fort Bend Independent School District

Monday, May 10, 2021

Notice is hereby given that a Board of Trustees Regular Business Meeting will be held on Monday, May 10, 2021, beginning at 6:00 PM in the Board Room of the Administration Building, 16431 Lexington Blvd., Sugar Land, TX 77479. Members of the public may view the live stream of the meeting at following address: <https://www.fortbendisd.com/May10LIVESTREAM>. Members of the public may also register to address the Board at the following address:

<https://www.fortbendisd.com/cms/lib/TX01917858/Centricity/Domain/83/New%20Regular%20Business%20Address%20Form%201-12-21.pdf>. Requests to address the Board must be submitted no later than 4:30 p.m. on the day of the meeting. It is the Board of Trustees' intent that a quorum of the Board of Trustees will be physically present at this location, although one or more Trustees may participate via video conference. The agenda packet for the meeting can be found here: <https://meetings.boardbook.org/Public/Organization/649>.

1. Call to order at 6:00 PM with announcement by the chair as to the presence of a quorum, that the meeting has been duly called and that notice of the meeting has been posted for the time and manner required by law
2. Pledge of Allegiance
3. Invocation
4. Recognitions 4
5. Audience Items
6. Information
 - A. Scalable Systems
 1. 2021 Facilities Master Plan Update 6
 - B. Board Governance
 1. 2021-22 District Health and Safety Protocols Update 9
7. Convene in closed session under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law; Section 551.072 - Consider purchase, exchange, lease, or value of real property, Section 551.074 - Personnel matters, Section 551.076 - Security matters, Section 551.082 - Student discipline matter or complaint, or Section 551.0821 - Personally identifiable information about public school student
 - A. Section 551.074: Personnel Matters
 1. Deliberate Elementary School Principal Recommendation
 - B. Section 551.0821: Personally Identifiable Information about a Public School Student
 1. Deliberate Hearing Officer's Recommendation Regarding a Level III Student Grievance Appeal
8. Reconvene in Open Session
9. Consider Action on Closed Session Items
10. Board Members' Report
 - A. Activity Report
 - B. Special Reports
 1. Annual Board Policy Committee Update 10

11. Consent Agenda

All items under the Consent Agenda are acted upon by one motion. Upon a Board Member's request, any item on the Consent Agenda shall be moved to the Action portion of the regular agenda.

A. Board Governance

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 - a. BQ (Local): Planning and Decision-Making Process 13
 - b. FFAC (Local): Wellness and Health Services: Medical Treatment 19
 - c. FD (Local): Admissions 25
2. Consider Approval of Adopting House Bill 3 Student Outcome Goals and Plan 31
3. Consider Approval of 2021-22 Board Self-Evaluation Instrument 51
4. Consider Approval of 2021-22 Teacher Pay Scale, Stipend Schedule, and Resulting Compensation Adjustments 56
5. Consider Approval of Recommendations for New Positions and Campus Staffing for the 2021-22 School Year 81
6. Consider Approval of the 2021-22 General Fund (199), Debt Service Fund (599), and Child Nutrition Fund (240) Budgets 85
7. Consider Approval of Previous Meeting Minutes 92
 - a. April 12, 2021: Special Called Meeting: Board Self-Evaluation Meeting 93
 - b. April 19, 2021: Called Meeting and Agenda Review 95
 - c. April 20, 2021: Special Called Meeting: Board Vision and Planning Committee Meeting 110
 - d. April 26, 2021: Regular Business Meeting 111

B. Board Goal 1: Fort Bend ISD will provide an equitable learning environment that provides all students access to the FBISD curriculum

1. Consider Approval of the 2021-22 Instructional Materials Allotment and Texas Essential Knowledge and Skills Certification 130

C. Board Goal 5: Fort Bend ISD will develop an organizational culture that embraces care, respect, safety, and inclusion

1. Consider Approval of Alternate Approvers for the Texas Education Agency Public Education Information Management System 134

D. Scalable Systems

1. Consider Approval of Renewing the District's Depository Contract with Prosperity Bank 136
2. Consider Approval of an Interlocal Agreement with Fort Bend County for the Collection of Ad Valorem Taxes, Penalties, Interest, and Attorney Fees Owed to Fort Bend ISD 139
3. Consider Approval of Purchases Exceeding \$50,000. Specifically for: 141
 - a. Consider Approval of the Purchase of Fresh Produce 142
 - b. Consider Approval of the Purchase of Temporary Staffing Services 144
 - c. Consider Approval of the Purchase of Voluntary Employee Benefits Services 148
 - d. Consider Approval of the Purchase of Data Center Lit Fiber Wide Area Network Services 152
 - e. Consider Approval of the Purchase of Department of Transportation Physical Examinations, Drug and Alcohol Testing Services, and Related Items, and Review Ratification of an Additional \$8,983 for Services Rendered from January 2021 through March 2021 154

E. 2018 Bond Program

1. Consider Approval of an Easement with CenterPoint Energy for Electrical Services to New Elementary School 53	156
2. Consider Approval of an Easement with Fort Bend County Municipal Utility District 46 for a Water Meter at New Elementary School 53	166
3. Consider Approval of a Construction Services Agreement with Prime Contractors, Inc., for Structural Repair at Various Campuses	177
12. Action	
13. Review Future Board Meeting Agenda Items	182
14. Adjournment	

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC (LEGAL)]

The following Fort Bend ISD Goals may be referenced in agenda items included in this document:

- Goal 1: Fort Bend ISD will provide an equitable learning environment that provides all students access to the FBISD curriculum.
- Goal 2: Fort Bend ISD will ensure students own and are responsible for their learning, behavior, and progress through the FBISD curriculum.
- Goal 3: Fort Bend ISD will provide an inclusive, collaborative, and fluid learning environment with opportunities for both risk-taking and success.
- Goal 4: Fort Bend ISD will develop students' social-emotional, academic, literacy, language, and life skills in a robust Collaborative Community at every school.
- Goal 5: Fort Bend ISD will develop an organizational culture that embraces care, respect, safety, and inclusion.

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Recognitions
Department: Communications

Recommendation:

The Administration recommends that the Board recognize:

- Student from Kempner High School who was chosen to lead the Pledges of Allegiance
- Ridge Point High School students for placing in the 2021 Academic Decathlon State Meet
- Fort Bend ISD Destination Imagination teams for competing in the Lone Star Finals State Tournament
- Two Fort Bend ISD students for competing in the 2021 Texas Science and Engineering Fair (TxSEF) competition
- Members of the junior-level cohort for their participation in the Board's Student Leadership 101/102 Program

Summary:

Emilee McCoy, a junior at Kempner High School, was chosen by her principal to lead the Pledges of Allegiance. Emilee is a leader and positive force at Kempner. She maintains a positive attitude and is kind to everyone. She is an AP student and is on the Kempner swim team.

Students from Ridge Point High School participated in the US Academic Decathlon®, a ten-event scholastic competition for teams of high school students. The following students performed well, finishing with high scores and distinction.

- Adrianna Devenish: Finished second in Honors Social Studies and third place in Honors Science
- Michael Truitt: Finished second in Scholastic Science
- Brandon Massey: Finished third in Varsity Science
- Congratulations to coaches Craig Sanders and Allen Gaible

Fort Bend ISD Destination Imagination teams competed virtually in the Lone Star Finals State Tournament. Six FBISD teams and one independent team comprised of current and former FBISD students were recognized for their achievements, earning top honors. All teams advanced to compete in the Global Finals virtual tournament.

- Trailblazers won first place in the Elementary Level Technical Challenge, as well as Renaissance Award
- Meraki won second place in the Senior Level Technical Challenge
- DI Dolphins won first place in the Elementary Level Scientific Challenge, as well as receiving a High Instant Challenge Award
- DI Dominators won second place in the Senior Level Engineering Challenge, as well as a DaVinci Award
- 6th Dimension won third place in the Middle Level Engineering Challenge
- raDlcalS won second place in the Senior Level Service-Learning Challenge
- Team 1 Run As One won sixth place in the Elementary Level Service-Learning Challenge

Two Fort Bend ISD students participated in the Texas Science and Engineering Fair (TxSEF), held virtually. TxSEF includes more than 20 categories, which span engineering, biological and physical sciences.

- Mehaa Amirthalingam, a junior at Travis High School won third place in Environmental Engineering for her project *Retrofitting an existing single family home with Grey Water Collection from the Shower and Studying the Efficiency and Issues of Recycling Grey Water for Toilet Flushing after Microfiltration*.
- Ved Ganesh, a sophomore at Dulles High School won first place in Engineering Mechanics for his project *Stable Shores: An Experimental Set-Up to Test Economical Alternatives to Conventional Coastal Erosion Control*. He additionally won The Yale Science & Engineering Association Award as well as the Society for Science Community Innovation Award. Further, Ved will compete in the International Science and Engineering Fair, advancing directly from the Science & Engineering Fair of Houston.

Fort Bend ISD graduating seniors who have successfully completed the two-year Board of Trustees Student Leadership 101/102 Program. The purpose of the Student Leadership Program is to develop students as leaders by providing experiences with various community engagements and develop their attributes of the Profile of a Graduate. The Board has helped these students become partners for positive change in Fort Bend ISD and Fort Bend County.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Veronica V. Sopher
Chief Communications Officer

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
**Action: Information: 2021 Update to the
Facilities Master Plan**
**References: Board Policy FC (Local)
Scalable Systems**
Department: Collaborative Communities

Summary

In accordance with Board Policy FC (Local), the Administration will provide the Annual Update on the 2018 Facilities Master Plan (FMP). The purpose of this document is to provide the Board with a May 2021 update to the original 2018 Facilities Master Plan recommendations approved by the Board.

The FMP update includes an update on progress toward implementing each recommendation approved by the Board in 2018, including recommendations to construct new schools, draw new attendance boundaries, and develop new instructional programs that would improve achievement and increase utilization at underutilized schools.

Overall, staff has made significant progress toward the completion of each recommendation due to key projects being included in the 2018 Bond Program and staff undertaking substantial planning efforts. In addition to the overall update, we want to draw the Board's attention to three specific recommendations:

- Elementary 52 (ES 52): The FMP includes a new elementary school to relieve Palmer ES and Parks ES, which was included in the 2018 Bond Program. The most recent demographic projections show that the school will not be needed until 2024-25. Based on these revised projections, staff recommends postponing the construction of ES 52 to open in 2024-25 instead of 2022-23 as originally planned.
- Elementary 53 (Sonal Bhuchar ES): The FMP includes a new elementary school to relieve Sullivan ES and Commonwealth ES, which was included in the 2018 Bond Program. Board approved the construction contract in April 2021, and the building is scheduled to open with established attendance boundaries in January 2023. Following Board Policy FC (Local), recommended attendance boundaries will be presented to the Board for consideration by January 2022. Cap and overflow from Commonwealth ES to Settlers Way ES will continue until the opening of Sonal Bhuchar ES.

- Elementary 54 and 55 (ES 54 and ES 55): The FMP includes two new elementary schools, ES 54 and ES 55, for the Sienna community to relieve Heritage Rose ES, Leonetti ES, and Sienna Crossing ES.
 - ES 54: ES 54 is recommended to open in January 2023. Funding to purchase land for ES 54 was included in the 2018 Bond. A reimbursement resolution to fund the design and construction of ES 54 was approved by the Board in January 2021. Following Board Policy FC (Local), recommended attendance boundaries will be presented to the Board for consideration by January 2022.
 - ES 55: ES 55 is scheduled to open fall 2025-26. Staff is working with the developer to identify a site for ES 55. Staff recommends including the budget for land, design, and construction for ES 55 in a future bond election. Staff will present proposed concept attendance boundaries to the community and Board in fall 2021.

To continue to manage overutilization in this region, staff will continue to cap and overflow enrollment from Heritage Rose ES to Scanlan Oaks ES, and Sienna Crossing ES to Schiff ES. Furthermore, staff will consider other measures to manage overutilization, including relocating programs among campuses, portable classrooms, and/or recommend boundary changes to balance utilization.

- Middle School 16 (MS 16) (NetZero MS): The FMP includes a new middle school to relieve Baines MS, Lake Olympia MS, and/or Thornton MS. The combined utilization of Ronald Thornton MS, Baines MS, and Lake Olympia MS is projected to reach 128% by the 2027-28 school year. Funding for MS 16 was not included in the 2018 Bond Program; that bond program only included funds to design the school. Staff recommends including the construction budget in a future bond election. Occupancy is expected in fall 2024. The School Boundary Oversight Committee will engage in boundary work in fall 2021 with recommended boundaries presented to the Board for consideration by January 2022.
- High School 12 (Almeta Crawford HS): The FMP includes a new high school to rebalance enrollment at Hightower HS and Ridge Point HS. The School Boundary Oversight Committee will engage in boundary work in fall 2021 with recommended boundaries presented to the Board for consideration by January 2022. Staff will continue to manage overutilization at Ridge Point HS by continuing cap and overflow from Ridge Point HS to Hightower HS.

- Innovative Programming: The FMP includes innovative instructional programs in the Marshall and Willowridge feeder patterns. The Willowridge Early Literacy Center (ELC) began a phased implementation in 2018-19 and will complete full implementation serving Pre-K through first grade for all elementary schools in the Willowridge High School feeder pattern in 2022-23.
- The ELC at Hunters Glen ES has a postponed opening due to the pandemic and will open in 2021-22. The Hunters Glen ELC is scheduled to open in August 2021 with an initial cohort of Early Childhood Special Education (ECSE) and Pre-Kindergarten students. Enrollment for Kindergarten and first grade cohorts is planned for the 2022-23 and 2023-24 school years, respectively. Students in grades K-First from other elementary schools in the Marshall Feeder Pattern (Armstrong ES, Glover ES, and Jones ES) that are siblings of ECSE and Pre-K program ELC students will have the opportunity to attend Hunters Glen.

At this time, staff plans to recommend a future bond election; however, staff understands the importance of carefully considering all recommendations based on the overall economic situation in the state and community and taxpayer sentiment at that time. A delay of the bond election could affect the timeline for certain projects suggested by this plan.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Anthony Indelicato
Chief of Staff and Collaborative Communities

Oscar Perez
Chief Operations Officer

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
**Information: Update on the District's
Health and Safety Protocols**
References: Board Governance
Department: Academic Affairs

Summary

The Administration will provide an update on revisions to the District's Health and Safety Protocols for summer programming and the 2021-22 school year.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Beth Martinez
Chief Academic Officer

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
**Action: Special Reports: Annual Board
Policy Committee Update**
References: Board Governance

Summary

The Board Policy Committee Chair will provide the annual Board Policy Committee Update.

Submitted by:

Grayle James
Policy Committee Chair

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
Revisions to Policies BQ (Local),
FD (Local), and FFAC (Local)
References: Local policies for BQ, FD, and
FFAC
Department: Chief of Staff and
Collaborative Communities

Recommendation

Consideration and possible approval of proposed revisions to Local Board Policies BQ (Local), FFAC (Local), and FD (Local).

Summary

BQ (Local): Planning and Decision-Making Process

The Administration is recommending revision of this policy to:

- further articulate the key driver of Cultural Competency
- Added a section for Professional Learning Plan to include key components and expectations.

FFAC (Local): Wellness and Health Services: Medical Treatment

The Administration is recommending revision of this policy to:

- Articulate that prescriptions are required annually when administered to students.
- Add content to section “Medication Provided by District” that District may not purchase medication for specific students but could stock for emergency situations.
- Add a section on Epinephrine Auto-Injectors and Opioid Antagonist Medication.
- Add a section on Training.
- Add a section on Procedures with expected content.

The following policy has received minor revisions to ensure the District remains in compliance as a result of the Legislative Policy Update from the 86th Legislative Session. This policy has not gone through our Policy Committee to allow the Committee to focus their time on policies that are Board priorities.

FD (Local): Admissions

The Administration is recommending revision of this policy to:

- Add a section on Transfer of Credit – Transition Assistance in accordance with law.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Anthony Indelicato
Chief of Staff and Collaborative Communities

PLANNING AND DECISION-MAKING PROCESS

BQ
(LOCAL)

Philosophy

The Board believes in a long-range planning and decision-making process that promotes student growth aligned with the attributes of the Profile of a Graduate and continuous improvement of District systems that support student growth.

Theory of Action

The purpose of this policy is to provide overarching guidance for District strategic planning in alignment with the District's Strategic Framework. All strategic and improvement planning efforts shall align with the Board-adopted Mission, Vision, Core Beliefs and Commitments, and Goals. [See AE(LOCAL)]

The District believes that:

- When we partner with our students, parents/guardians, community and teachers to advance the District's strategic direction; and,
- When we engage campus and District leaders, the Superintendent and the Board in setting and leading the strategic direction of the District; and,
- When we align District and campus planning efforts with the Board governing principles; then,

Fort Bend ISD will provide an educational system that enables all students to reach their full potential.

The governing documents, as defined in AE(LOCAL), shall serve as the framework and guide for District and Campus planning and decision making:

1. Core Beliefs and Commitments.
2. Profile of a Graduate.
3. Board-adopted Goals and Objectives.

Strategic Planning Process

The District shall create a minimum three-year District Strategic Plan and make it available to the public on the District's website. Staff shall manage, monitor, evaluate, and update the plan annually in alignment with the following Key Drivers:

- Fort Bend ISD Board Policy—Governing documents approved by the Board are established authority in which the District shall operate;
- Profile of Graduate—Board governing document that defines the qualities the District wants graduates to possess;
- Culture—Organizational energy, norms, values, beliefs and behavior centered around a common desire to improve outcomes for all students aligned to the Mission, Vision, Core

Beliefs and Goals of the District. It encompasses the experiences individuals have with the organization;

- Cultural Competence—One’s ability to collaborate, communicate, engage, and appreciate the individuality and collective diversity of the students and the greater District community in our District;
- Leadership—the ability to advance the District’s Mission and Vision, empower others, and contribute positively to the District by exhibiting behaviors that embody the District’s Leadership Competencies [see DP(LOCAL)]; and,
- Aligned Resources—Fiscal, facility, human, and instructional resources aligned to support the priorities of the District.

Further, the District Strategic Plan shall be grounded in the following District governing principles: [see AE(LOCAL)]

- Mission;
- Vision;
- Core Beliefs and Commitments;
- ~~Unbiased, aligned, written, taught, tested, and relevant curriculum;~~
- Leadership development of students and staff;
- Principles of Continuous Improvement;
- Development and Maintenance of Scalable Systems; and,
- Board adopted Goals and Objectives.

Annually, the Board shall adopt an updated District Strategic Plan that is visionary, long-range, and incorporates the components of the Fort Bend ISD Community-Based Accountability System [see BQA and BQB]. The administration shall establish monitoring, evaluation, and accountability systems to provide a minimum of biannual reporting to the Board and community regarding the District’s progress toward achieving established milestones. The District Strategic Plan shall be aligned with the Board Governing Documents, Key Drivers, and Superintendent Evaluation [see BJCD].

In response to the needs of students and the community, the Board sets the Mission, Vision, and Goals for the District. Accordingly, the District shall develop the Strategic Plan, District Improvement Plan, and Department plans. All Department and Campus improvement plans shall align with the District Strategic Plan, District Improvement Plan, Mission, Vision, and Goals.

Professional Learning Plan

Professional learning within the organization shall exist primarily to build organizational capacity to support students and the achievement of the District's Mission and Vision. A professional learning plan shall be developed to support the execution of the District's Strategic Plan. The professional learning plan shall include learning that:

- Develops staff for the delivery of an Unbiased, aligned, written, taught, tested, and relevant relevant curriculum;
- Develops teachers and staff to equitably meet the needs of every student;
- Develops staff to create a learning environment where students are empowered through shared control and equipped with the skills for self-advocacy and ownership of learning;
- Develops staff to empower student ownership and advocacy of behavior; and
- Develops staff cultural competency to create a learning experience that appreciates individual students, results in equitable access for all students and values the diversity of our community.

Roles and Responsibilities

Clear roles and responsibilities of District- and campus-level administrative staff members with respect to monitoring student achievement and growth and campus-based efforts to close achievement gaps in academic content areas, shall be addressed in administrative procedures and established through training and support on improvement planning and accountability.

The Superintendent shall be held accountable to accomplish the performance objectives addressed in the District Strategic Plan and District Improvement Plan. The Superintendent shall also be held accountable for District level planning [see BQA(LOCAL)] and Campus level planning [see BQB(LOCAL)].

PLANNING AND DECISION-MAKING PROCESS

BQ
(LOCAL)

Philosophy

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Beliefs and Goals of the District. It encompasses the experiences individuals have with the organization;

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- Leadership—the ability to advance the District’s Mission and Vision, empower others, and contribute positively to the District by exhibiting behaviors that embody the District’s Leadership Competencies [see DP(LOCAL)]; and,
- Aligned Resources—Fiscal, facility, human, and instructional resources aligned to support the priorities of the District.

Further, the District Strategic Plan shall be grounded in the following District governing principles: [see AE(LOCAL)]

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PLANNING AND DECISION-MAKING PROCESS

BQ
(LOCAL)

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- Develops staff for the delivery of an unbiased, aligned, written, taught, tested, and relevant curriculum;
- Develops teachers and staff to equitably meet the needs of every student;
- Develops staff to create a learning environment where students are empowered through shared control and equipped with the skills for self-advocacy and ownership of learning;
- Develops staff to empower student ownership and advocacy of behavior; and
- Develops staff cultural competency to create a learning experience that appreciates individual students, results in equitable access for all students and values the diversity of our community.

Roles and
Responsibilities

Clear roles and responsibilities of District- and campus-level administrative staff members with respect to monitoring student achievement and growth and campus-based efforts to close achievement gaps in academic content areas, shall be addressed in administrative procedures and established through training and support on improvement planning and accountability.

The Superintendent shall be held accountable to accomplish the performance objectives addressed in the District Strategic Plan and District Improvement Plan. The Superintendent shall also be held accountable for District level planning [see BQA(LOCAL)] and Campus level planning [see BQB(LOCAL)].

WELLNESS AND HEALTH SERVICES
MEDICAL TREATMENT

FFAC
(LOCAL)

Philosophy

The Board believes health and wellness are fundamental for student learning. Therefore, the District shall provide safe, compassionate, competent and appropriate care to protect the health, wellness, and safety of students.

Procedures

The Superintendent shall establish administrative procedures that support the FF series of policies, including but not limited to food allergy management plan, epinephrine injectors, and opioid antagonists.

Medication Provided by Parent

The Superintendent shall designate the employees who are authorized to administer medication that has been provided by a student's parent or legal guardian. An authorized employee is permitted to administer the following medication:

- Prescription medication in accordance with legal requirements. A written request by a physician or other health-care professional with authority to write prescriptions shall be required annually when the medication must be administered.
- Nonprescription medication, upon a parent's written request, when properly labeled and in the original container.
- Herbal substances vitamins/minerals, homeopathic preparations, or dietary supplements provided by the parent/guardian. School personnel can administer these substances if:
 - the parent/guardian has submitted a written request, and
 - the substance has been approved by the FDA for safety and efficacy, and the substance is prescribed by a licensed physician with authority to write prescriptions in Texas.

No employee shall give any student prescription medication, non-prescription medication, herbal substances, anabolic steroids, or dietary supplements of any type, except as authorized by District policy.

Medication Provided by District

The District shall not purchase medication for specific students. However, the District may stock medication for emergency situations including, but not limited to opioid antagonists such as naloxone and epinephrine auto-injectors.

Prescription Medications

Except as permitted by law, an employee shall not:

- Recommend to a student or a parent that the student use a psychotropic or any other prescription drug;
- Suggest a particular diagnosis; or

WELLNESS AND HEALTH SERVICES
MEDICAL TREATMENT

FFAC
(LOCAL)

- Exclude the student from a class or a school-related activity because of the parent's refusal to consent to psychiatric evaluation, examination or treatment of the student.

See policy FFAE(LEGAL) and FFEB for information regarding psychotropic drugs and psychiatric evaluations.

Epinephrine Auto-
Injectors

The District's allergy and anaphylaxis management plan is for the care of students with a diagnosed or undiagnosed potentially life-threatening allergy who are at risk of anaphylaxis. The maintenance, administration, and disposal of epinephrine auto-injectors at each campus in the District shall be the responsibility of the campus in accordance with guidance from the District health services staff.

School personnel who are authorized and trained may administer an epinephrine auto-injector to a person who is believed to be experiencing anaphylaxis on a school campus, at an off-campus school event, or while in transit to or from a school event.

Each campus shall have one or more school personnel members authorized and trained to administer an epinephrine auto-injector present during all hours the campus is open.

Maintenance and disposal of epinephrine auto-injectors shall be the responsibility of the school in accordance with guidance from the District's health services staff. In the event emergency medical services (EMS) is called to provide medical services to a student, EMS shall properly dispose of the epinephrine auto-injector.

Opioid Antagonist
Medication

School personnel who are authorized and trained may administer an opioid antagonist to a person who is believed to be a life threatening drug related emergency on a school campus, at an off-campus school event, or while in transit to or from a school event. (*Health and Safety Code Sec. 483.104*).

Each campus shall have one or more school personnel members authorized and trained to administer an opioid antagonist present during all hours the campus is open.

Maintenance and disposal of an opioid antagonist shall be the responsibility of the school in accordance with guidance from the District's health services staff. In the event EMS is called to provide medical services to a student EMS shall properly dispose of the opioid antagonist.

A person or organization acting under a standing order issued by a prescriber may store an opioid antagonist and may distribute an opioid antagonist.

WELLNESS AND HEALTH SERVICES
MEDICAL TREATMENT

FFAC
(LOCAL)

Training

Training shall be provided to campus and non-campus based staff on the following:

- Recognition of the signs and symptoms associated with life threatening allergic reactions/anaphylaxis and drug related emergencies;
- Implementation of emergency procedures after an epinephrine auto-injector is given and during a drug related emergency; and
- Proper disposal of used or expired epinephrine auto-injectors and opioid antagonists.

**Student Emergency
Contact Form**

A student's parent, legal guardian, or other person having lawful control shall annually complete and sign a Student Emergency Contact Form that provides emergency information. A student who has reached age 18 shall be permitted to complete this form.

Note: For information about treatment, health clinics, crisis intervention and school safety, and school counseling, see FFAE, FFEB, FFB, FFEA, and FFAC [*Chapter 33 Texas Education Code and Education Code 26.009(a)(1)*].

WELLNESS AND HEALTH SERVICES
MEDICAL TREATMENT

FFAC
(LOCAL)

Philosophy The Board believes health and wellness are fundamental for student learning. Therefore, the District shall provide safe, compassionate, competent and appropriate care to protect the health, wellness, and safety of students.

Procedures The Superintendent shall establish administrative procedures that support the FF series of policies, including but not limited to food allergy management plan, epinephrine injectors, and opioid antagonists.

Medication Provided by Parent The Superintendent shall designate the employees who are authorized to administer medication that has been provided by a student's parent or legal guardian. An authorized employee is permitted to administer the following medication:

- Prescription medication in accordance with legal requirements. A written request by a physician or other health-care professional with authority to write prescriptions shall be required annually when the medication must be administered.
- Nonprescription medication, upon a parent's written request, when properly labeled and in the original container.
- Herbal substances vitamins/minerals, homeopathic preparations, or dietary supplements provided by the parent/guardian. School personnel can administer these substances if:
 - the parent/guardian has submitted a written request, and
 - the substance has been approved by the FDA for safety and efficacy, and the substance is prescribed by a licensed physician with authority to write prescriptions in Texas.

No employee shall give any student prescription medication, non-prescription medication, herbal substances, anabolic steroids, or dietary supplements of any type, except as authorized by District policy.

Medication Provided by District The District shall not purchase medication for specific students. However, the District may stock medication for emergency situations including, but not limited to opioid antagonists such as naloxone and epinephrine auto-injectors.

Prescription Medications Except as permitted by law, an employee shall not:

- Recommend to a student or a parent that the student use a psychotropic or any other prescription drug;
- Suggest a particular diagnosis; or

WELLNESS AND HEALTH SERVICES
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FFAC
(LOCAL)

- Exclude the student from a class or a school-related activity because of the parent's refusal to consent to psychiatric evaluation, examination or treatment of the student.

See policy FFAE(LEGAL) and FFEB for information regarding psychotropic drugs and psychiatric evaluations.

Epinephrine Auto-
Injectors

The District's allergy and anaphylaxis management plan is for the care of students with a diagnosed or undiagnosed potentially life-threatening allergy who are at risk of anaphylaxis. The maintenance, administration, and disposal of epinephrine auto-injectors at each campus in the District shall be the responsibility of the campus in accordance with guidance from the District health services staff.

School personnel who are authorized and trained may administer an epinephrine auto-injector to a person who is believed to be experiencing anaphylaxis on a school campus, at an off-campus school event, or while in transit to or from a school event.

Each campus shall have one or more school personnel members authorized and trained to administer an epinephrine auto-injector present during all hours the campus is open.

Maintenance and disposal of epinephrine auto-injectors shall be the responsibility of the school in accordance with guidance from the District's health services staff. In the event emergency medical services (EMS) is called to provide medical services to a student, EMS shall properly dispose of the epinephrine auto-injector.

Opioid Antagonist
Medication

School personnel who are authorized and trained may administer an opioid antagonist to a person who is believed to be a life threatening drug related emergency on a school campus, at an off-campus school event, or while in transit to or from a school event. (*Health and Safety Code Sec. 483.104*).

Each campus shall have one or more school personnel members authorized and trained to administer an opioid antagonist present during all hours the campus is open.

Maintenance and disposal of an opioid antagonist shall be the responsibility of the school in accordance with guidance from the District's health services staff. In the event EMS is called to provide medical services to a student EMS shall properly dispose of the opioid antagonist.

A person or organization acting under a standing order issued by a prescriber may store an opioid antagonist and may distribute an opioid antagonist.

WELLNESS AND HEALTH SERVICES
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(LOCAL)

Training

Training shall be provided to campus and non-campus based staff on the following:

- Recognition of the signs and symptoms associated with life threatening allergic reactions/anaphylaxis and drug related emergencies;
- Implementation of emergency procedures after an epinephrine auto-injector is given and during a drug related emergency; and
- Proper disposal of used or expired epinephrine auto-injectors and opioid antagonists.

**Student Emergency
Contact Form**

A student's parent, legal guardian, or other person having lawful control shall annually complete and sign a Student Emergency Contact Form that provides emergency information. A student who has reached age 18 shall be permitted to complete this form.

Note: For information about treatment, health clinics, crisis intervention and school safety, and school counseling, see FFAE, FFEB, FFB, FFEA, and FFAC [*Chapter 33 Texas Education Code and Education Code 26.009(a)(1)*].

Philosophy

The Board believes public education plays an essential role in students reaching their full potential. Therefore, the District shall provide an efficient admissions process and appropriate placement, welcoming to all eligible students.

**Registration
Enrollment Forms**

A student's parent, legal guardian, or other person having lawful control shall complete ~~registration-enrollment~~ forms, and provide updates to the student record when necessary or when requested by the District. A student who has reached age 18 is deemed an adult under Texas law and shall be permitted to complete ~~registration-enrollment~~ forms.

**Proof of
Residency**

At the time of initial ~~registration-enrollment~~, or according to a scheduled administrative review, the parent, guardian, or other person having lawful control of a student shall present proof of residency. The District may investigate residency as necessary.

Minor Living Apart

A minor living apart is a person who is under the age of 18 and has established a separate residence in the District apart from his or her parent, guardian, or other person having lawful control and has established the person's presence in the District.

**Person Standing ~~in~~
Parental Relation**

A minor student residing in the District but whose parent, guardian, or other person having lawful control [see FD(LEGAL)] does not reside in the District shall present a power of attorney or an authorization agreement as provided in Chapter 34 of the Family Code assigning responsibility for the student in all school-related matters to an adult resident of the District.

Misconduct

A minor student living apart who has engaged in misconduct that results in any of the consequences identified in FD(LEGAL) shall not be permitted to attend a District school.

Exceptions

Based on an individual student's circumstance, the Superintendent shall have authority to grant exceptions to the requirement for a power of attorney or authorization agreement and to the exclusion for misconduct.

**Extracurricular
Activities**

The Superintendent or designee shall determine whether a minor student living apart is present in the District for the primary purpose of participating in extracurricular activities.

**Nonresident Student
in Grandparent's
After-School Care**

The parent and grandparent of a nonresident student requesting admission [see FD(LEGAL)] shall provide to the Superintendent or designee the required information on the grandparent's residency and submit a form provided by the District to document the extent of after-school care to be provided by the grandparent. [See FD Exhibit]

The Superintendent or designee shall have authority to approve or deny such admissions requests in accordance with this policy.

“Accredited” Defined

For the purposes of this policy, “accredited” shall be defined as accreditation by TEA, an equivalent agency from another state, or an accrediting association recognized by the commissioner of education.

Grade-Level Placement— Accredited Schools

The parent, guardian, or other person having lawful control of a student enrolling in a District school from an accredited public, private, or parochial school shall provide evidence of the prior schooling outside the District.

The student shall be placed initially at the grade level reached elsewhere, pending observation by school personnel assigned by the school principal. On the basis of these observations and results of district assessment tests that may be administered by appropriate District personnel, the principal shall determine the final grade placement.

Grade-Level Placement— Nonaccredited Schools

A student enrolling in a District school from a nonaccredited public, private, or parochial school, including a homeschool, shall be placed initially at the discretion of the principal, pending observation by classroom teachers, guidance personnel, and the principal. Criteria for placement may include:

1. Results on assessments, which may be administered by appropriate District personnel.
2. Recommendation of the sending school.
3. Prior academic record.
4. Chronological age and social and emotional development of the student.
5. Other criteria deemed appropriate by the principal.

Transfer of Credit— Accredited Texas Public Schools

Credit toward state graduation requirements earned in an accredited public school district in Texas shall be transferable and recognized by the District.

Transfer of Credit— Accredited Texas Public Schools or Nonaccredited Schools

Before recognizing credit in a course earned in an accredited non-public school, an accredited school outside of Texas, or a nonaccredited school, appropriate personnel shall evaluate a student's records and transcript. The District may require the student to demonstrate mastery of the content or use alternative methods to verify course content for the award of credit.

Transfer of Credit—
Transition
Assistance

In accordance with law, when a student who is identified as homeless or in substitute care enrolls in the District, the District shall assess the student's available records and other relevant information to determine transfer of credit for subjects and courses taken prior to enrollment.

[See EI]

**Persons Age 21
and Over**

The District shall not admit into its public schools any person age 21 or over unless otherwise required by law. [See FD(LEGAL)]

Graduates

A person who has received a diploma from any public or private school, including a school outside the United States, shall not be admitted into any District school. [See FD(LEGAL)]

Any District student who receives a diploma from any public or private school, including a school outside the United States, during the school year shall be withdrawn from school as of the date the diploma was issued or the day after the date the diploma was issued.

Withdrawal

A parent or guardian wishing to withdraw a minor student shall complete the required paperwork to school personnel which includes projected location (school) of enrollment and date. A student who is 18 or older may submit withdrawal paperwork to school personnel without a parent or guardian's signature.

[For District withdrawal of students no longer in attendance, see FEA(LOCAL).]

Philosophy	The Board believes public education plays an essential role in students reaching their full potential. Therefore, the District shall provide an efficient admissions process and appropriate placement, welcoming to all eligible students.
Enrollment Forms	A student's parent, legal guardian, or other person having lawful control shall complete enrollment forms, and provide updates to the student record when necessary or when requested by the District. A student who has reached age 18 is deemed an adult under Texas law and shall be permitted to complete enrollment forms.
Proof of Residency	At the time of initial enrollment, or according to a scheduled administrative review, the parent, guardian, or other person having lawful control of a student shall present proof of residency. The District may investigate residency as necessary.
Minor Living Apart	A minor living apart is a person who is under the age of 18 and has established a separate residence in the District apart from his or her parent, guardian, or other person having lawful control and has established the person's presence in the District.
Person Standing in Parental Relation	A minor student residing in the District but whose parent, guardian, or other person having lawful control [see FD(LEGAL)] does not reside in the District shall present a power of attorney or an authorization agreement as provided in Chapter 34 of the Family Code assigning responsibility for the student in all school-related matters to an adult resident of the District.
Misconduct	A minor student living apart who has engaged in misconduct that results in any of the consequences identified in FD(LEGAL) shall not be permitted to attend a District school.
Exceptions	Based on an individual student's circumstance, the Superintendent shall have authority to grant exceptions to the requirement for a power of attorney or authorization agreement and to the exclusion for misconduct.
Extracurricular Activities	The Superintendent or designee shall determine whether a minor student living apart is present in the District for the primary purpose of participating in extracurricular activities.
Nonresident Student in Grandparent's After-School Care	<p>The parent and grandparent of a nonresident student requesting admission [see FD(LEGAL)] shall provide to the Superintendent or designee the required information on the grandparent's residency and submit a form provided by the District to document the extent of after-school care to be provided by the grandparent. [See FD Exhibit]</p> <p>The Superintendent or designee shall have authority to approve or deny such admissions requests in accordance with this policy.</p>

“Accredited” Defined	For the purposes of this policy, “accredited” shall be defined as accreditation by TEA, an equivalent agency from another state, or an accrediting association recognized by the commissioner of education.
Grade-Level Placement— Accredited Schools	<p>The parent, guardian, or other person having lawful control of a student enrolling in a District school from an accredited public, private, or parochial school shall provide evidence of the prior schooling outside the District.</p> <p>The student shall be placed initially at the grade level reached elsewhere, pending observation by school personnel assigned by the school principal. On the basis of these observations and results of district assessment tests that may be administered by appropriate District personnel, the principal shall determine the final grade placement.</p>
Grade-Level Placement— Nonaccredited Schools	<p>A student enrolling in a District school from a nonaccredited public, private, or parochial school, including a homeschool, shall be placed initially at the discretion of the principal, pending observation by classroom teachers, guidance personnel, and the principal. Criteria for placement may include:</p> <ol style="list-style-type: none">1. Results on assessments, which may be administered by appropriate District personnel.2. Recommendation of the sending school.3. Prior academic record.4. Chronological age and social and emotional development of the student.5. Other criteria deemed appropriate by the principal.
Transfer of Credit— Accredited Texas Public Schools	Credit toward state graduation requirements earned in an accredited public school district in Texas shall be transferable and recognized by the District.
Transfer of Credit— Other Accredited or Nonaccredited Schools	Before recognizing credit in a course earned in an accredited non-public school, an accredited school outside of Texas, or a nonaccredited school, appropriate personnel shall evaluate a student’s records and transcript. The District may require the student to demonstrate mastery of the content or use alternative methods to verify course content for the award of credit.
Transfer of Credit— Transition Assistance	In accordance with law, when a student who is identified as homeless or in substitute care enrolls in the District, the District shall assess the student’s available records and other relevant information to determine transfer of credit for subjects and courses taken prior to enrollment.

[See EI]

**Persons Age 21
and Over**

The District shall not admit into its public schools any person age 21 or over unless otherwise required by law. [See FD(LEGAL)]

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A person who has received a diploma from any public or private school, including a school outside the United States, shall not be admitted into any District school. [See FD(LEGAL)]

Any District student who receives a diploma from any public or private school, including a school outside the United States, during the school year shall be withdrawn from school as of the date the diploma was issued or the day after the date the diploma was issued.

Withdrawal

A parent or guardian wishing to withdraw a minor student shall complete the required paperwork to school personnel which includes projected location (school) of enrollment and date. A student who is 18 or older may submit withdrawal paperwork to school personnel without a parent or guardian's signature.

[For District withdrawal of students no longer in attendance, see FEA(LOCAL).]

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
House Bill 3 Board Goals and Plan
Adoption
References: Board Governance
Department: Human Resources and
Organizational Transformation

Recommendation

Consideration and possible approval of the adoption of the adjusted House Bill 3 (HB3) Student Outcome Goals and Plan, including yearly target goals and closing the gap group yearly targets in literacy, mathematics, and college, career, and military readiness (CCMR) for 2020 – 24.

Background

HB3 articulates the requirement for development and Board adoption of goals and plan relating to student achievement and readiness. This requirement aligns with the state's 60x30TX goal which states:

“By 2030, at least 60 percent of Texans age 25 – 34 will have a certificate or degree.”

HB 3 requires school districts to establish locally developed goals for early childhood literacy, mathematics proficiency, and CCMR. In early childhood literacy and mathematics, the plan should articulate goals for students meeting the state's “Meets” standard in third-grade reading/mathematics on STAAR. For CCMR, indicator data uses a series of data points to determine student readiness for life beyond high school. Data points that indicate a student achieves readiness via CCMR indicators include performance on TSIA, PSAT, SAT, and ACT tests as well as enrollment in CTE and advanced courses at the high school level such as Advanced Placement and Dual Credit.

Due to the COVID-19 Pandemic, the timeline for Board adoption of these goals and plan was extended to January 2021. Fort Bend ISD is currently out of compliance with this HB3 requirement. Following identification that FBISD was out of compliance with the requirement, FBISD contacted TEA to gain advisement on next steps. TEA recommended the staff take immediate action to develop goals and the plan for Board adoption.

An important understanding as the Board of Trustees considers adoptions of the HB3 goals and plan requirement relates to the term “plan”.

The term “plan”, as defined by TEA requires the following components:

- Board Outcome Goal – defines progress the District will make over five years, by June 2024
- Yearly Targets – outlines yearly targets towards the defined goal for June 2024
- Closing the Gap Student Group Yearly Targets – outlines yearly targets for each student group
- Progress Measures – measure progress towards yearly targets

As a result, in February 2021, FBISD outlined a timeline to align this process with improvement planning to ensure strategies in the District and Campus Improvement plans (DIP/CIP) support achievement of adopted student outcome goals.

Development Process

The TEA recommended process for the development of the HB3 goals and plan is to:

- Set five-year District goals including yearly targets and closing the gap yearly targets,
- Identify progress measures, and
- Create a Board monitoring calendar that outlines when reporting will occur on each progress measure.

Specific TEA requirements for monitoring goals and the plan include:

- Assignment of an administrator to oversee coordination of each plan,
- Specific, quantifiable, annual goals for five years for the District and each campus,
- Annual review of plan goals, and
- Annual report posted on district and campus websites.

The chart below outlines the timeline for each improvement planning component along with key actions towards the development of the HB3 Board Outcome Goals, DIPs/CIPs, progress monitoring, review, and reporting cycles. Highlighted in blue are Board actions or planned reports.

Timeline	Improvement Planning Component	Actions
February – April	Develop Board Outcome Goals & Plan – HB 3 Requirement	Review District Data and set five-year student outcome goals, yearly targets, and closing the gap group targets. Define progress measures and Board monitoring calendar.
April – June	District Improvement Plan Development	Engage in comprehensive needs assessment (CNA), draft performance objectives, outline strategies, and expected outcomes.
May	Recommend Board Outcome Goals & Plans – HB 3 for Board Adoption	
May – July	Campus Improvement Plan Development	Review District CNA, performance objectives, engage in campus needs assessment, draft performance objectives, outline strategies including targeted professional learning, and expected outcomes.
September	Recommend DIP and CIP Performance Objectives for Board Approval	
October – June	Progress Monitoring & Reporting Board Outcome Goals DIP/CIP	Follow Board Monitoring Calendar for reporting and Board updates
*Summer 2022	Annual Progress Report – HB 3 Student Outcome Goals	

*Availability of data will determine the month for the annual report

Board Outcome Goal Example

HB3 requires a plan for early literacy/reading, mathematics, and CCMR. To develop each plan, a cross-functional team reviewed historical data and research related to learning loss. Once outcome goals were drafted, staff engaged stakeholders in review of outcome goals and utilized feedback to adjust and finalize targets.

One example is provided below:

Example: Early Childhood Literacy Board Outcome Goal 1

Early Childhood Literacy Board Outcome Goal 1													
The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 56% to 62% by June 2024.													
Yearly Target Goals													
2020	2021	2022			2023			2024					
56% (2019)	56%	57%			59%			62%					
Closing the Gaps Student Groups Yearly Targets													
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More	Special Ed	Eco. Dis adv.	Special Ed	EL	Cont. Enrolled	Non-Cont.
2020	39%	41%	68%	52%	75%	65%	62%	30%	36%	51%	49%	57%	50%
2021	39%	41%	68%	52%	75%	65%	62%	30%	36%	51%	49%	57%	50%
2022	41%	43%	69%	53%	76%	66%	63%	32%	38%	52%	51%	58%	52%
2023	45%	47%	71%	55%	78%	68%	65%	34%	41%	54%	54%	60%	55%
2024	49%	51%	74%	58%	80%	71%	68%	36%	45%	56%	58%	63%	58%

In addition to the Student Outcome goal components, the plan shall include defined progress measures for each outcome goal. A progress measure represents internal data points that used to predict progress towards yearly targets.

For each progress measure, the plan must define:

- Progress Measure(s) – up to three internal progress measures
 - Yearly Target Goals for each progress measure
 - Closing the Gaps Student Group Yearly Targets for reach progress measure
 - A progress monitoring and reporting calendar

Examples of progress measures for Goal 1 are REN360 and Circle screening assessments.

The attached document provides details related to the plan for early literacy/reading, mathematics, and CCMR Board outcome goals including progress measures and Board monitoring calendar.

Student Outcome Goal & Plan Adjustments

Staff adjusted previously presented goals and yearly targets in literacy and mathematics based upon feedback from the Board of Trustees. Specific information tied to assumptions, review of data, and decisions related to changes are outlined below.

Early Childhood Literacy

The chart below shows the adjustments to the Early Childhood Literacy Board Outcome Goal.

Early Childhood Literacy Board Outcome Goal (1)				
The percent of 3 rd grade students that score meets grade level or above on STAAR Reading will increase from 56% to 62%.				
Yearly Target Goals				
2020	2021	2022	2023	2024
56% (2019)	56%	57%	59%	62%

Assumptions

As District personnel determined the Early Childhood Literacy Board Outcome Goal and yearly targets to support the achievement of that goal, a few assumptions were made:

- Student learning loss in reading following significant disruption in learning is showing minimal decreases in where students are predicted to be on norm referenced tests based on national research.
- Data from 2021 will only represent the students that were in a face-to-face learning model and online students that chose to participate in the STAAR.
- In 2022, the 3rd grade Reading STAAR test will begin to assess all new ELA TEKS that were implemented in 2019-20.
- In 2023, the 3rd grade STAAR test will change to incorporate new test items, cross content reading passages, and writing. The STAAR test will be administered completely online according to TEA guidelines.
- The improvement and gains seen in the progress measures will support the overall Board Outcome Goal over time.

Data

Several data sources were analyzed to determine the yearly target goals for literacy. The information below provides the data source analyzed and decision points made based on the data.

- **Historical data from 3rd grade STAAR Reading** and the percent of students that met grade level or above. (2017 – 56%; 2018 – 52%; 2019 – 56%).
 - **Decision:** Incorporate incremental gains over time and determined not to have a yearly target with more than four percent increase because we have not seen large increases historically.
- **Middle of the Year (MoY) Ren360 Reading: Performance Level** data indicates that we had a two percent decrease in the percent of students that met “At/Above Benchmark” between MoY 2020 and MoY 2021.
 - **Decision:** Maintain the percent of students that meets grade level or above at 56% for 2021 because we did not have a significant difference in performance level.
- **Middle of the Year Ren360 Reading: STAAR Predictor** data indicates that 52% of 3rd grade students, 57% of 2nd grade students, and 61% of 1st grade students are predicted to meet the state requirement for Reading according to the middle of the year Ren360.
 - **Decision:** Maintain the percent of students that meets grade level or above at 56% for 2021 because the state predictor was close to 56% in January, and we have made concerted efforts to bring struggling students back to a face-to-face environment and provide targeted intervention.
 - **Decision:** Data regarding STAAR predictor for 1st and 2nd grade students supported the yearly targeted for 2022 and 2023.
- **Middle of the Year Ren360 Reading: Performance Levels Kindergarten** data indicates that current kindergarten students are at 79% “At/Above Benchmark” on the Early Literacy Screener.
 - **Decision:** Yearly target for 2024 represents current kindergarten students. This data supported the decision to show an increase of three percent between the 2023 yearly target and the 2024 yearly target.

- **Middle of the Year Ren360 Reading: Student Growth Percentile (SGP)** data indicates that less than 60% of current 1st, 2nd, and 3rd grade students are meeting the minimum SGP at MoY 2021.
 - **Decision:** Yearly targets were adjusted to reflect smaller incremental gains over time to account for smaller growth measures.

Early Childhood Mathematics

The chart below shows the adjustments to the Early Childhood Math Board Outcome Goal.

Early Childhood Math Board Outcome Goal (2)				
The percent of 3 rd grade students that score meets grade level or above on STAAR Math will increase from 58% to 64%.				
Yearly Target Goals				
2020	2021	2022	2023	2024
58% (2019)	56%	58%	61%	64%

Assumptions

As District personnel determined the Early Childhood Math Board Outcome Goal and yearly targets to support the achievement of that goal, a few assumptions were made:

- Student learning loss in math following significant disruption in learning is indicating moderate decreases in where students are predicted to be on norm referenced tests based on national research.
- Data from 2021 will only represent the students that where in a face-to-face learning model and online students that chose to participate in the STAAR.
- Implementation of a numeracy screener in Kindergarten will support earlier identification of students in need of math support.
- The implementation of a new math intervention program at elementary schools will support student growth in mathematics.
- The improvement and gains seen in the progress measures will support the overall Board Outcome Goal over time.

Data

Several data sources were analyzed to determine the yearly target goals for mathematics. The information below provides the data source analyzed and decision points made based on the data.

- **Historical data from 3rd grade STAAR Mathematics** and the percent of students that met grade level or above. (2017 – 60%; 2018 – 56%; 2019 – 58%).
 - **Decision:** Adjusted the percent of increase between 2023 and 2024 from four percent to three percent based on historical patterns in STAAR data.
- **Middle of the Year Ren360 Math: Performance Level** data indicates that we had a five percent decrease in the percent of students that met “At/Above Grade Level” performance level between MoY 2020 and MoY 2021.
 - **Decision:** Decrease the percent of students that meets grade level or above from 58% (2020) to 56% (2021) due to a moderate decrease in MoY data.
- **Middle of the Year Ren360 Math: STAAR Predictor** data indicates that 47% of 3rd grade students, 44% of 2nd grade students, and 50% of 1st grade students are predicted to meet the state requirement for Math according to the middle of the year Ren360.
 - **Decision:** Decrease the percent of students that will meet grade level or above expectations on 3rd grade STAAR math to 56% for 2021.
 - **Decision:** Data regarding STAAR predictor for 1st and 2nd grade students supported a small incremental increase over time for 2022 and 2023.
- **Middle of the Year Ren360 Math: Student Growth Percentile (SGP)** data indicates that less than 60% of current 1st, 2nd, and 3rd grade students are meeting the minimum SGP at MoY 2021.
 - **Decision:** Yearly targets reflect smaller incremental gains over time.

CCMR Adjustments

In CCMR, staff added two columns to provide context for the data as it relates to cohorts of students. The chart below shows the two new columns:

- The first new column indicates “Representing our graduating class of” - this outlines the graduating class for each school year, and
- The second new column indicates “Currently” – this outlines the current grade level of each student cohort that will impact the final outcomes to meet the goals on CCMR.

These columns articulate the cohort of students who must be impacted to ensure the yearly targets are met.

For example, data from our current 12th graders will affect the results for the planned 70% yearly target in 2022. After consideration, staff did not adjust the student outcome goal for CCMR.

Additionally, CCMR data reporting is based on the graduating cohort of students from the prior year (i.e., 2020 TAPR reports CCMR for 2019 graduates). Essentially, FBISD will be able to impact the outcomes for the graduating classes of 2022 and 2023 by the time the data is reported on TAPR in 2024. TEA is removing the military readiness indicator and the CTE coherent sequence indicator from CCMR.

CCMR Board Outcome Goal 3															
The percent of students meeting the TEA criteria for College, Career, and Military Readiness will increase from 70% to 73% by 2024.															
Yearly Target Goals															
2020			2021			2022			2023			2024			
70% (2019)			70%			70%			71%			73%			
Closing the Gaps Student Groups Yearly Targets															
School Year	Represents Graduating Class of	Currently	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	2019		56%	59%	84%	59%	91%	*	72%	55%	57%	45%	44%	72%	50%
2021	2020		56%	59%	84%	59%	91%	*	72%	55%	57%	45%	44%	72%	50%
2022	2021	12th graders	56%	59%	84%	59%	91%	*	72%	55%	57%	45%	44%	72%	50%
2023	2022	11th graders	57%	60%	85%	60%	91%	*	73%	55%	58%	46%	44%	73%	51%
2024	2023	10th graders	59%	63%	87%	62%	92%	*	75%	57%	56%	48%	46%	75%	53%
<p>Information: CCMR data reporting is based on the graduating cohort of students from the prior year (i.e. 2020 TAPR reports CCMR for 2019 graduates.) Essentially, FBISD will be able to impact the outcomes for the graduating classes of 2022 and 2023 by the time the data is reported on TAPR in 2024. TEA is removing the military readiness indicator and the CTE coherent sequence indicator from CCMR.</p>															

Board Monitoring Calendar

The purpose of the Board Monitoring Calendar is to provide a timeline for progress monitoring and reporting for all improvement planning including the Board adopted Student Outcome Goals.

The design of the monitoring calendar considered the alignment of the following data cycles.

- Quarterly Cycle of Review DIP/CIP

A priority in design of the strategic planning process for 2021-22 is to ensure alignment in the DIP and CIP. To achieve alignment, it is necessary to adjust the improvement planning cycle to align to the school year calendar. This adjustment aligns improvement planning with the timeline in which strategies will occur to impact change. The proposed board monitoring calendar evidences these adjustments as they relate to initial approval of performance objectives, quarterly reporting, and summative reporting.

- Progress Measure Data Availability (BOY, MOY, EOY)

Staff added a column to the Board Monitoring calendar to indicate the months in which progress measure assessments occur.

- State Accountability Reporting Timeline

The TAPR report and Annual Accountability report were added to the Board Monitoring Calendar.

HB 3 student outcome goals will be included as part of the both the DIPs/CIPs. For this reason, as often as possible, reporting on progress measures is scheduled to align to the quarterly DIP report.

It is important to note that the Board Monitoring Calendar may be adjusted based on data availability and/or scheduled adjustments.

Following Board approval of the adjusted student outcome goals, the DIP and CIP will include development of strategies to support all goals and progress measures. Additionally, staff will ensure alignment with the outcome goals, improvement plans, and department improvement plans for literacy, mathematics and CCMR.

Submitted by:

Charles E. Dupre
Superintendent of Schools

Recommended by:

Gwyn Touchet
Chief Human Resources and Organizational Transformation Officer

FBISD House Bill 3 Student Achievement Outcome Goals

Early Childhood Literacy Board Outcome Goal 1

The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 56% to 62% by June 2024.

Yearly Target Goals

2020	2021	2022	2023	2024
56% (2019)	56%	57%	59%	62%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	39%	41%	68%	52%	75%	65%	62%	30%	36%	51%	49%	57%	50%
2021	39%	41%	68%	52%	75%	65%	62%	30%	36%	51%	49%	57%	50%
2022	41%	43%	69%	53%	76%	66%	63%	32%	38%	52%	51%	58%	52%
2023	45%	47%	71%	55%	78%	68%	65%	34%	41%	54%	54%	60%	55%
2024	49%	51%	74%	58%	80%	71%	68%	36%	45%	56%	58%	63%	58%

FBISD House Bill 3 Student Achievement Progress Measures

Early Childhood Literacy Progress Measure 1.1

The percent of PreK students that score "on track" in Literacy will increase from CIRCLE 43% to 60% by June 2024.

Yearly Target Goals

2020	2021	2022	2023	2024
43%	54%	55%	57%	60%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
	2020	58%	53%	67%	*	65%	*	*	N/A	*	N/A	*	N/A
2021	52%	51%	55%	51%	56%	50%	55%	N/A	57%	N/A	59%	N/A	N/A
2022	53%	52%	56%	51%	57%	51%	56%	N/A	57%	N/A	60%	N/A	N/A
2023	55%	55%	59%	53%	59%	52%	57%	N/A	58%	N/A	62%	N/A	N/A
2024	59%	58%	62%	56%	61%	53%	59%	N/A	60%	N/A	63%	N/A	N/A

Early Childhood Literacy Progress Measure 1.2

43

The percent of Kindergarten students that score "At/Above Benchmark" on REN360 Early Literacy Screener will increase from 79% to 86% by June 2024.

Yearly Target Goals

2020	2021	2022	2023	2024
79%	79%	82%	84%	86%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
	2020	67%	65%	83%	76%	85%	100%	78%	48%	*	*	67%	*
2021	67%	65%	83%	76%	85%	100%	78%	48%	49%	*	67%	*	*
2022	71%	69%	85%	79%	87%	100%	80%	50%	53%	*	70%	*	*
2023	75%	73%	87%	82%	89%	100%	82%	52%	57%	*	73%	*	*
2024	79%	77%	89%	85%	91%	100%	84%	54%	61%	*	77%	*	*

FBISD House Bill 3 Student Achievement Progress Measures

Early Childhood Literacy Progress Measure 1.3

The percent of 1st and 2nd grade students that score meets for state projection on REN 360 Reading will increase from 66% to 73% by June 2024.

Yearly Target Goals

2020	2021	2022	2023	2024
66%	66%	68%	71%	73%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	53%	47%	68%	67%	79%	76%	72%	34%	45%	*	56%	*	*
2021	53%	47%	68%	67%	79%	76%	72%	36%	49%	*	60%	*	*
2022	57%	51%	70%	70%	81%	77%	73%	38%	53%	*	64%	*	*
2023	61%	55%	72%	73%	83%	78%	74%	40%	57%	*	68%	*	*
2024	65%	59%	74%	74%	85%	79%	75%	42%	61%	*	72%	*	*

FBISD House Bill 3 Student Achievement Outcome Goals

Early Childhood Math Board Outcome Goal 2

The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 58% to 64% by June 2024.

Yearly Target Goals

2020	2021	2022	2023	2024
58% (2019)	56%	58%	61%	64%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	41%	42%	70%	55%	81%	60%	62%	34%	39%	56%	56%	60%	52%
2021	39%	40%	68%	53%	79%	58%	60%	31%	36%	54%	54%	58%	50%
2022	43%	44%	70%	55%	81%	60%	62%	33%	40%	56%	58%	60%	52%
2023	48%	49%	72%	56%	83%	62%	65%	35%	45%	58%	63%	63%	55%
2024	54%	55%	74%	59%	85%	65%	68%	37%	51%	60%	69%	67%	59%

FBISD House Bill 3 Student Achievement Progress Measures

Early Childhood Math Progress Measure 2.1													
The percent of PreK students that score on track or above in math on the CIRCLE assessment will increase from 68% to 83% by June 2024.													
Yearly Target Goals													
2020	2021	2022	2023	2024									
68%	71%	75%	79%	83%									
Closing the Gaps Student Groups Yearly Targets													
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	70%	57%	70%	*	74%	*	*	*	*	*	*	*	*
2021	72%	60%	78%	72%	79%	72%	72%	30%	65%	*	62%	*	*
2022	75%	63%	80%	75%	83%	75%	75%	33%	70%	*	65%	*	*
2023	79%	67%	84%	79%	87%	79%	79%	37%	74%	*	69%	*	*
2024	83%	71%	87%	83%	90%	83%	83%	43%	80%	*	75%	*	*

Early Childhood Math Progress Measure 2.2													
The percent of K students that score on grade level or above in math on TxKea will increase from 73% to 80% by June 2024.													46
Yearly Target Goals													
2020	2021	2022	2023	2024									
no Kinder math screener	no Kinder math screener	73%	76%	80%									
Closing the Gaps Student Groups Yearly Targets													
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020													
2021													
2022	70%	60%	78%	72%	79%	72%	72%	30%	63%	*	62%	*	*
2023	73%	63%	81%	75%	81%	75%	75%	33%	66%	*	66%	*	*
2024	79%	69%	84%	79%	85%	78%	79%	37%	72%	*	72%	*	*

FBISD House Bill 3 Student Achievement Progress Measures

Early Childhood Math Progress Measure 2.3

The percent of 1st and 2nd grade students that are projected to Meet State Standards on the end of year Ren360 assessment will increase from 50% to 65% by June 2024.

Yearly Target Goals

2020	2021	2022	2023	2024
50%	53%	55%	60%	65%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
	2020	30%	32%	53%	55%	68%	54%	58%	24%	29%	*	44%	*
2021	34%	36%	55%	57%	70%	56%	60%	27%	33%	*	48%	*	*
2022	39%	41%	57%	59%	72%	58%	62%	30%	38%	*	53%	*	*
2023	45%	47%	60%	62%	75%	61%	65%	33%	45%	*	59%	*	*
2024	51%	52%	65%	66%	79%	65%	69%	37%	51%	*	65%	*	*

FBISD House Bill 3 Student Achievement Outcome Goals

CCMR Board Outcome Goal 3															
The percent of students meeting the TEA criteria for College, Career, and Military Readiness will increase from 70% to 73% by 2024.															
Yearly Target Goals															
2020			2021			2022			2023			2024			
70% (2019)			70%			70%			71%			73%			
Closing the Gaps Student Groups Yearly Targets															
School Year	Represents Graduating Class of	Currently	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020	2019		56%	59%	84%	59%	91%	*	72%	55%	57%	45%	44%	72%	50%
2021	2020		56%	59%	84%	59%	91%	*	72%	55%	57%	45%	44%	72%	50%
2022	2021	12th graders	56%	59%	84%	59%	91%	*	72%	55%	57%	45%	44%	72%	50%
2023	2022	11th graders	57%	60%	85%	60%	91%	*	73%	55%	58%	46%	44%	73%	51%
2024	2023	10th graders	59%	63%	87%	62%	92%	*	75%	57%	56%	48%	46%	75%	53%

Information: CCMR data reporting is based on the graduating cohort of students from the prior year (i.e. 2020 TAPR reports CCMR for 2019 graduates.) Essentially, FBISD will be able to impact the outcomes for the graduating classes of 2022 and 2023 by the time the data is reported on TAPR in 2024. TEA is removing the military readiness indicator and the CTE coherent sequence indicator from CCMR.

FBISD House Bill 3 Student Achievement Progress Measures

CCMR Progress Measure 3.1															
The percent of students that meet college ready standards through one of the College Ready Indicators (TSIA, SAT, AP, DC, OnRamps, Associates Degree, ACT, PSAT, EOC,) will increase from 62% to 65% by August 2024.															
Yearly Target Goals															
2020			2021			2022			2023			2024			
62%			62%			62%			64%			65%			
Closing the Gaps Student Groups Yearly Targets															
Reported in	Graduating Class of	Currently	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020 (COVID)	2019		44%	48%	76%	44%	88%	*	60%	12%	46%	*	31%	*	*
2021	2020		44%	48%	76%	44%	88%	*	60%	12%	46%	*	31%	*	*
2022	2021	12th graders	47%	51%	77%	46%	89%	*	61%	12%	46%	*	31%	*	*
2023	2022	11th graders	48%	52%	80%	47%	92%	*	64%	13%	46%	*	31%	*	*
2024	2023	10th graders	49%	54%	80%	48%	92%	*	65%	14%	48%	*	33%	*	*

CCMR Progress Measure 3.2															
The percent of students that meet the TEA indicator for CTE Coherent Coursework Aligned with Industry-Based Certifications* will increase from 22% to 25% by August 2024.															
Yearly Target Goals															
2020			2021			2022			2023			2024			
22% (2018-2019)			22.00%			23.00%			24.00%			25.00%			
Closing the Gaps Student Groups Yearly Targets															
Reported in	Graduating Class of	Currently	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2020 (COVID)	2019		26%	22%	20%	13%	21%	*	17%	30%	23%	*	16%	*	*
2021	2020		26%	22%	20%	13%	21%	*	17%	30%	23%	*	16%	*	*
2022	2021	12th graders	29%	25%	23%	17%	23%	*	19%	31%	24%	*	17%	*	*
2023	2022	11th graders	29%	26%	24%	18%	24%	*	20%	32%	25%	*	18%	*	*
2024	2023	10th graders	30%	27%	26%	18%	24%	*	22%	33%	26%	*	19%	*	*

Information: CCMR data reporting is based on the graduating cohort of students from the prior year (i.e. 2020 TAPR reports CCMR for 2019 graduates.) Essentially, FBISD will be able to impact the outcomes for the graduating classes of 2022 and 2023 by the time the data is reported on TAPR in 2024. TEA is removing the military readiness indicator and the CTE coherent sequence indicator from CCMR.

School Board Monitoring Calendar

Month	Progress Measure Assessment Dates	Goal / Progress Measure	Evaluations / Other Business	Trainings
August			Summative Report on 2020-21 DIP/CIP Performance Objectives - <i>Public Presentation</i> Summative Report on Board Student Outcome Goals - <i>Public Presentation</i>	Begin TASB eXceptional Governance (XG) Board Development Training Series
September	Circle BOY - PM 1.1, 2.1 REN BOY - PM 1.2, 1.3, 2.3 TxKEA BOY - PM 2.2		Summative Report on 2020-21 TEA State Accountability - <i>Public Presentation</i> Conduct 2020 -21 Annual Superintendent Summative Evaluation Approve 2021-22 DIP/CIP Performance Objectives Adopt 2021- 22 Superintendent Evaluation Instrument	
October		Goal 1: Progress Measure 1.1, 1.2 , 1.3 - <i>Written BOT Update</i> Goal 2: Progress Measures 2.1, 2.2, 2.3 - <i>Written BOT Update</i> Goal 3: Progress Measure 3.1, 3.2 - <i>Written BOT Update</i>		
November			Quarterly Review of 2021- 22 DIP/CIP Performance Objectives - <i>Public Presentation</i> Conduct Superintendent's 2021 - 22 Quarterly Formative Appraisal	
December				
January	Circle MOY - PM 1.1, 2.1 REN MOY - PM 1.2, 1.3, 2.3 TxKEA MOY - PM 2.2		TAPR Report - <i>Public Presentation</i>	50
February		Goal 1: Progress Measure 1.1, 1.2, 1.3 - <i>Written BOT Update</i> Goal 2: Progress Measure 2.1, 2.2, 2.3 - <i>Written BOT Update</i> Goal 3: Progress Measure 3.1, 3.2 - <i>Written BOT Update</i>		
March			Quarterly Review of 2021 - 22 DIP/DIP Performance Objectives - <i>Public Presentation</i> Conduct Superintendent's 2021 - 22 Quarterly Formative Appraisal	
April				
May	Circle EOY - PM 1.1, 2.1 REN EOY - PM 1.2, 1.3, 2.3 TxKEA EOY - PM 2.2			
June		Goal 1: Progress Measures 1.1, 1.2, 1.3 - <i>Written BOT Update</i> Goal 2: Progress Measures 2.1, 2.2, 2.3 - <i>Written BOT Update</i> Goal 3: Progress Measure 3.1, 3.2 - <i>Written BOT Update</i>		
July			Quarterly Review of 2021 - 22 DIP/CIP Performance Objectives - <i>Public Presentation</i> Conduct Superintendent's 2021-22 Quarterly Formative Appraisal	

Note: this School Board Monitoring Calendar may be edited based on availability of data or Scheduled Board Meeting adjustments

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
2021-22 Board Self-Evaluation
Instrument
References: Board Governance

Summary

The Board will consider approval of the draft 2021-22 Board Self Evaluation Instrument.

FBISD Board Self-Evaluation with Procedures



The diagram above depicts the important role that the Board Self Evaluation plays in the Strategic Planning efforts of the District. The annual review of Board actions and activity should accomplish the following:

- Identify strengths and weaknesses of professional behaviors and relationships as described in the Board's Code of Ethics, the Board Operating Procedures, and the District's Leadership Competencies. The working relationship of the team and the Superintendent shall also be evaluated.
- Identify strengths and weaknesses of Board meetings, Board committee meetings, Board advisory teams, Board policy and procedures, Management Oversight and the Superintendent's Evaluation.
- Board actions and activity should be evaluated through the lens of progress in improving student outcomes, maintaining adequate student growth per year, and achieving the District's vision.
- The Board Self Evaluation should produce actionable next steps with priorities to guide the work of the Board, District and Superintendent.

Board Self Evaluation format:

In April of each calendar year, the FBISD Board of Trustees will engage in the self-evaluation process as required under BG (Legal). The self-evaluation process will include the following:

- Individual evaluations, by survey, completed by each Board member for the intent of providing feedback regarding level of performance in each of the 7 leadership competencies (Survey #1)
- Survey to evaluate Board Members' perception of the Board's performance as a group in executing its responsibilities (Survey #2)
- Participation by all Board Members in a roundtable discussion of survey results during a closed session meeting
- During the roundtable, the Board will identify performance goals and priorities for itself, as well as action steps for individual improvement and group improvement, as applicable

Step One: Complete surveys #1 and #2

Survey #1 – Board Self/Group Performance Reflection Tool: Board Members evaluate themselves **individually** and the Board **collectively** on the seven core leadership competencies. These Leadership (Core) Competencies include: Communicator, Competent, Inspire Others, Honest, Problem-Solver, Collaborator, and Innovator.

Survey #2 – FBISD Framework for School Board Development: Board Members independently complete the **16-question evaluation** based on selected indicators from the State Board of Education Framework for School Board Development. For the complete framework, see <https://tea.texas.gov/texas-schools/school-boards/school-board-member-training/framework-for-school-board-development>. Each Board member will complete the ranking based on his/her perception of the overall Board's performance for each indicator on the survey according to the following scale: Exceptional Performance, Proficient Performance, Performance Needs Improvement, or Unsatisfactory Performance. The areas of concentration for this portion of the Board self-evaluation are listed below as content.

Step Two: Meet to review

Roundtable – In April, the Board will meet to review the survey results. As allowed by law, this review will be held in closed session as a performance review. The Board President, or designee, will facilitate the meeting. A roundtable discussion will be held by the Trustees to review the surveys. All Trustees will have the opportunity to share their thoughts and provide input for next steps and future priorities. The priorities and next steps determined by the Board will be noted and communicated to the Superintendent as appropriate.

Board Self Evaluation Content:

Visions and Goals:

The Board...

- Adopts and articulates a shared vision that incorporates input from the community to reflect local aspirations as well as present and future needs for all children
- Establishes vision, goals and annual priorities that align to the community vision and state law and rule
- Embraces, supports, and fulfills the needed resources, opportunities and experiences so that all students receive what they need to learn, thrive, and grow
- Recognizes and executes its distinct role in adopting policies that guide the District to fulfill its vision and Goals.

Systems and Accountability: (Note – This combines two categories from the SBOE School Board Framework)

The Board...

- Monitors multiple, measurable, and appropriate elements (such as milestones) of student progress and achievement throughout the year
- Incorporates systematic organization methods or tools, including a Board calendar and other long-term methods, such as a timeline, to monitor progress of students and programs
- Focuses its actions on following Board operating procedures while providing oversight of the superintendent, policymaking, planning and goal setting, progress monitoring, and evaluation, while avoiding involvement in daily operations and management
- Incorporates equity when making decisions and evaluating systems and processes (*Reference: Board of Trustee Equity Resolution 2020*)
- Ensures the equitable distribution of resources, opportunities, and experiences based on the diverse needs of students and schools
- Monitors approved policy, and when applicable, ensures required procedures are developed, up-to-date and implemented

Engagement:

The Board...

- Regularly and effectively reports District progress to families and the community.
- Ensures multiple forms of two-way communication are used to engage, empower, and connect students, families, staff, and community with the District
- Builds collaborative relationships and partnerships with families and community, faith-based, business, nonprofit, higher-education, education support organizations, and governmental leaders to influence and expand educational opportunities and experiences to meet the needs of students

Synergy and Teamwork

The Board...

- Establishes and executes governance protocols to oversee management of the District, adopting and overseeing the annual budget, and hiring and evaluating the superintendent
- Develops teamwork, problem-solving, and decision-making skills as a team with its superintendent
- Establishes and follows local policies, procedures, and ethical standards governing the conduct and operations of the Board

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
2021-22 Compensation
References: Board Policy CDC (Legal)
Board Governance
Department: Business & Finance
Human Resources

Recommendation

Consideration and possible approval of the recommended raises, proposed teacher pay scale, proposed stipend schedule, proposed administrative/professional pay scale and work calendar changes for the 2021-22 school year. The proposed compensation relates to positions in the General Fund, Child Nutrition Fund, and Enterprise Funds.

Summary

General Fund

Compensation for employees is critical to attracting and retaining a talented workforce that is equipped to serve our core business of teaching and learning. This 2021-22 compensation plan aligns to the Board of Trustee's priority of ensuring students are taught by exceptional teachers who are supported by effective operational staff. To this end, Business/Finance and Human Resources (HR) staff developed the proposed compensation plan based on District benchmarking and market analysis.

Teacher Compensation

Staff recommends an increase of \$3,000 to starting teacher pay, from \$55,500 to \$58,500. All teachers will receive at least an increase of \$3,236. The teacher pay scale for 2021-22 is attached. The proposed adjustments equate to an anticipated cost of \$23,513,649.

Non-Teacher Compensation

Staff recommends an increase of four percent of midpoint for the remaining non-teaching positions, including administrators. This recommendation will ensure a competitive compensation package that allows the District to attract and retain highly qualified staff. The total cost of the proposed non-teacher compensation adjustments is anticipated to be \$8,705,452. The proposed administrative/professional pay structure is attached.

Stipend Compensation

The attached stipend schedule outlines the stipends that are proposed for 2021-22 academic year. The new stipends include: Class Plus (Special Ed), MS Secondary Lead, HS Secondary Lead, Champions of Gifted Students, and Field Training Officers (Police Department). The following stipends were changed to meet market demand: Head Athletic Trainer, HS Orchestra Directors, and MS Orchestra Directors.

The total cost for General Fund compensation adjustments, including benefits, is estimated to be \$32,797,721.

Child Nutrition Fund

Staff is recommending an implementation of calendar changes for some Child Nutrition Department employees, and a four percent of midpoint compensation adjustment. The proposed calendar changes, coupled with the four percent of midpoint compensation adjustment, including associated benefits, will cost the Child Nutrition Fund \$466,062.

Extended Learning Fund

Staff is recommending a four percent of midpoint adjustment for Extended Learning employees. It is anticipated that the compensation adjustments, including associated benefits, will cost the Extended Learning Fund \$353,154.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Bryan Guinn
Chief Financial Officer

Gwyn Touchet
Chief Human Resources Officer

Fort Bend ISD 2021-2022 Teacher Pay Structure

Salary Guide for New Teachers - 190 Days	
Completed Years of Experience	New Hire Annual Salary
0	\$58,500
1	\$59,000
2	\$59,500
3	\$60,000
4	\$60,500
5	\$61,500
6	\$62,000
7	\$62,500
8	\$63,000
9	\$63,500
10	\$64,000
11	\$64,500
12	\$65,000
13	\$65,500
14	\$66,000
15	\$66,500
16	\$67,000
17	\$67,500
18	\$68,000
19	\$68,500
20	\$69,000
21	\$69,500
22	\$70,000
23	\$70,500
24	\$71,000
25	\$71,500

Additional Pay not included as Annual Salary

Master's degree= \$1,100 stipend

Doctorate degree= \$2,200 stipend

This salary plan is for the 2021-2022 school year only. Salaries listed above reflect new teachers on a 190 day work calendar and with a Bachelor's degree.

Salary is based on completed years of experience.

This does not represent salaries for future years.

Proposed 2021-2022 Stipend Schedule

Code	Code for shared position	Type of Stipend and Description	Total # of Positions (Headcount)	Full Time Position Amount	Shared Position Amount	Submitted by
High School - Academics						
DA	5DA	Academic Decathlon	2	\$6,000	\$3,000	Campus Leader
AVC	-	AVID Site Coordinator (paid out via Supplemental Pay by Dept.)	1	\$1,000	n/a	Guidance & Counseling
TB	-	Broadcasting	1	\$2,000	n/a	Campus Leader
CSC	5CS	Coding Sponsor-Campus	1	\$1,000	\$500	Campus Leader
SLL	-	Campus Student Leadership Liaison (HS only)	1	\$1,500	n/a	Campus Leader
COU	-	Counselor - Lead	1	\$2,000	n/a	Guidance & Counseling
FD	5FD	Department Head (English, Math, Science, Social Studies, Special Ed, Fine Arts, Foreign Language, CTE, PE)	9	\$3,000	\$1,500	Campus Leader
F7	-	Department Head Extra Courses (>15)	varies	\$750	n/a	Campus Leader
F6	-	Department Head Extra Courses (9-15)	varies	\$375	n/a	Campus Leader
GTL	-	Champions of Gifted Students (COGS) (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	varies	\$1,500	n/a	Gifted & Talented
CDS	5CD	Discretionary - Campus	1	\$500	\$250	Campus Leader
DO	5DO	National Honor Society	2	\$2,000	\$1,000	Campus Leader
DD	-	Newspaper/E-News	1	\$1,425	n/a	Campus Leader
KA	-	Night Lab Per AP Section	varies	\$1,500	n/a	Campus Leader
KB	-	Night Labs (2)	varies	\$2,500	n/a	Campus Leader
KC	-	Night Labs (3 or more)	varies	\$5,000	n/a	Campus Leader
NSE	5NS	Nurse Supervisor	1	\$1,000	\$500	Learning Support Svcs
CV	5CV	Octathlon	2	\$3,000	\$1,500	Campus Leader
PA	-	PALS	2	\$1,500	n/a	Campus Leader
PLL	5PL	Professional Learning Lead Teacher (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	1	\$3,500	\$1,750	Teacher Development
SFS	-	Science Fair	1	\$250	n/a	Campus Leader
DI	-	Speech/Debate	1	\$7,800	n/a	Campus Leader
DIA	-	Speech/Debate Assistant	1	\$4,000	n/a	Campus Leader
DK	5DV	Student Council	2	\$2,300	\$1,150	Campus Leader
ALT	-	Team Lead - Alternative Learning Center (English, Math, Science, Social Studies)	4	\$500	n/a	Campus Leader
TBD		Team Lead - High School	12	\$500		Campus Leader
TIL	5TI	Technology Integration Champion (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	1	\$3,500	\$1,750	Teacher Development
UL1	5UL	UIL Campus Coordinator	2	\$1,500	\$750	Campus Leader
UL2	-	UIL Coach 1st Event	12 events	\$800	n/a	Campus Leader
UL3	-	UIL Coach 2nd Event	varies	\$400	n/a	Campus Leader
UL4	-	UIL Coach 3rd Event	varies	\$400	n/a	Campus Leader
WEM	5WM	Webmaster - Campus	1	\$1,000	\$500	Campus Leader
DF	-	Yearbook	1	\$1,700	n/a	Campus Leader
High School - School Spirit						
DB	5DB	Cheerleader Varsity	1	\$3,750	\$1,875	Campus Leader
DC	-	Cheerleader JV HS	1	\$1,750	n/a	Campus Leader
DN	DE	Pep Squad	1	\$1,250	\$625	Campus Leader
SCS	5SR	Senior Class Sponsor	1	\$500	\$250	Campus Leader
High School - Fine Arts						
DR	-	Band Director	1	\$16,500	n/a	Fine Arts Dept.
DS	-	Band Director - Assistant	varies	\$9,500	n/a	Fine Arts Dept.
DP	-	Choir Director	1	\$8,000	n/a	Fine Arts Dept.
DQ	-	Choir Director - Assistant	1	\$5,000	n/a	Fine Arts Dept.
DL	-	Drill Team Director	1	\$9,000	n/a	Fine Arts Dept.
DU	-	Drill Team Director - Assistant	1	\$4,500	n/a	Fine Arts Dept.
DTD	-	Drill Team Director (participating w/Marching Band)	2	\$3,000	n/a	Fine Arts Dept.
DTA	-	Drill Team Director - Assistant (participating w/Marching Band)	2	\$2,500	n/a	Fine Arts Dept.
AU	-	Orchestra Director	1	\$8,000	n/a	Fine Arts Dept.
AVA	-	Orchestra Director - Assistant	1	\$4,800	n/a	Fine Arts Dept.
PER	-	Percussion Specialist	1	\$9,500	n/a	Fine Arts Dept.
DH	-	Theatre Director	1	\$5,250	n/a	Fine Arts Dept.
DHA	-	Theatre Director - Assistant	1	\$4,500	n/a	Fine Arts Dept.

*Stipends are paid at a standard amount per pay period unless otherwise noted

Proposed 2021-2022 Stipend Schedule

Code	Code for shared position	Type of Stipend and Description	Total # of Positions (Headcount) per Campus	Full Time Position Amount	Shared Position Amount	Submitted by
Middle School - Academics						
AM	5AM	Academic Pentathlon	2	\$1,000	\$500	Campus Leader
AVC	-	AVID Site Coordinator (paid out via Supplemental Pay by Dept.)	1	\$1,000	n/a	Guidance & Counseling
CSC	5CS	Coding Sponsor - Campus	1	\$1,000	\$500	Campus Leader
FC	5FC	Department Head (English, Math, Science, Social Studies, Special Ed, Fine Arts, Foreign Language, PE)	8	\$2,500	\$1,250	Campus Leader
F7	-	Department Head Extra Courses (>15)	varies	\$750	n/a	Campus Leader
F6	-	Department Head Extra Courses (9-15)	varies	\$375	n/a	Campus Leader
CDS	5CD	Discretionary - Campus	1	\$500	\$250	Campus Leader
GTL	5GT	Champions of Gifted Students (COGS) (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	varies	\$1,500	\$750	Gifted & Talented
MC	-	Math Counts	1	\$4,000	n/a	Campus Leader
MPS	-	Mentoring Program Sponsor	varies	\$1,000		Campus Leader
DX	DX5	National Honor Society	2	\$1,500	\$750	Campus Leader
AP	AK	Newspaper/Yearbook	1	\$750	\$375	Campus Leader
PA	-	PALS	2	\$1,500	n/a	Campus Leader
PLL	5PL	Professional Learning Lead Teacher (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	1	\$3,500	\$1,750	Teacher Development
SFS	-	Science Fair	1	\$250	n/a	Campus Leader
SPE	SP5	Speech	1	\$1,500	\$750	Campus Leader
SCM	5DC	Student Council	2	\$1,500	\$750	Campus Leader
TBD		Team Lead - Middle School	13	\$500		Campus Leader
TIL	5TI	Technology Integration Champion (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	1	\$3,500	\$1,750	Teacher Development
WEM	5WM	Webmaster - Campus	1	\$1,000	\$500	Campus Leader
Middle School - School Spirit						
AN	AV	Cheerleader	1	\$2,000	\$1000	Campus Leader
AO	AW	Pep Squad	1	\$525	\$262.50	Campus Leader
Middle School - Fine Arts						
AS	-	Band Director	1	\$8,000	n/a	Fine Arts Dept.
AT	-	Band Director - Assistant	varies	\$6,000	n/a	Fine Arts Dept.
AQ	-	Choir Director	1	\$4,000	n/a	Fine Arts Dept.
AR	-	Choir Director - Assistant	1	\$2,700	n/a	Fine Arts Dept.
DMS	-	Dance Instructor	1	\$1000	n/a	Fine Arts Dept.
AUM	-	Orchestra Director	1	\$4,800	n/a	Fine Arts Dept.
AWA	-	Orchestra Director-Assistant	1	\$3,120	n/a	Fine Arts Dept.
TH	-	Theatre Instructor	varies	\$2,500	n/a	Fine Arts Dept.
THA	-	Theatre Instructor - Assistant	1	\$2,000	n/a	Fine Arts Dept.
Elementary - Academics						
BLI	5BL	Bilingual Stipend	varies	\$4,000	\$2,000	Position based-HR
UL5	-	Coach UIL - ES Academics	1	\$200	n/a	Campus Leader
CSC	5CS	Coding Sponsor - Campus	1	\$1,000	\$500	Campus Leader
UIL6	-	Coordinator Campus UIL - ES Academics	2	\$300	n/a	Campus Leader
DIS	5DI	Destination Imagination Sponsor	1	\$600	\$300	Campus Leader
CDS	5CD	Discretionary - Campus	1	\$500	\$250	Campus Leader
GTL	-	Champions of Gifted Students (COGS) (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	varies	\$1,500	n/a	Gifted & Talented
MPS	-	Mentoring Program Sponsor	varies	\$1,000		Campus Leader
DXE	5DX	National Honor Society ES	1	\$1,000	\$500	Campus Leader
PLL	5PL	Professional Learning Lead Teacher (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	1	\$3,500	\$1,750	Teacher Development
SFS	-	Science Fair	1	\$250	n/a	Campus Leader
SCE	5SC	Student Council	1	\$1,000	\$500	Campus Leader

FA	5FA	Team Leader ES (Spec Ed., Outclass)	2	\$1,000	\$500	Campus Leader
TIL	5TI	Technology Integration Champion (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	1	\$3,500	\$1,750	Teacher Development
WEM	5WM	Webmaster - Campus	1	\$1,000	\$500	Campus Leader
*Stipends are paid at a standard amount per pay period unless otherwise noted						

Proposed 2021-2022 Stipend Schedule

Code	Code for shared position	Type of Stipend and Description	Total # of Positions (Headcount) per Campus	Full Time Position Amount	Shared Position Amount	Submitted by
Elementary - Fine Arts						
CEL	-	Choir ES	1	\$750	n/a	Fine Arts Dept.
Elementary - EDGE						
EPB	-	EDGE Principal Sign On Bonus	1	\$3,000	n/a	Position based-HR
ECO	-	EDGE Counselor	varies	\$9,000	n/a	Position based-HR
EMT	-	EDGE Master Teacher (including Bilingual & Spec Ed)	varies	\$15,000	n/a	Position based-HR
EMN	-	EDGE Mentor Teacher (including Spec Ed)	varies	\$9,000	n/a	Position based-HR
EMB	-	EDGE Mentor Teacher Bilingual	varies	\$10,000	n/a	Position based-HR
ETB	-	EDGE Teacher Bilingual	varies	\$4,000	n/a	Position based-HR
EAA	-	EDGE Asst. Principal Retention (Lump Sum payment by 10/31)	varies	\$3,500	n/a	Position based-HR
EAR	-	EDGE Classroom Aide Retention (Lump Sum payment by 10/31)	varies	\$1,000	n/a	Position based-HR
EIR	-	EDGE Interventionist Retention (Lump Sum payment by 10/31)	varies	\$1,500	n/a	Position based-HR
EMR	-	EDGE Literacy Media Specialist Retention (Lump Sum payment by 10/31)	varies	\$1,500	n/a	Position based-HR
ETR	-	EDGE Teacher Retention (including Bilingual and Spc Ed, n/a for Mentor or Master Teachers; lump sum payment by 10/31)	varies	\$1,500	n/a	Position based-HR
ESR	-	EDGE Other Personnel Retention (ADM, EDU, PARA) (lump sum payment by 10/31)	varies	\$1,000	n/a	Position based-HR
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Proposed 2021-2022 Stipend Schedule

Code	Code for shared position	Type of Stipend and Description	Total # of Positions (Headcount)	Full Time Position Amount	Shared Position Amount	Submitted by
DISTRICT LEVEL						
MST	-	Master's Degree - Teacher	varies	\$1,100	n/a	Employee Upload-Records
PHD	-	Doctorate Degree - Teacher	varies	\$2,200	n/a	Employee Upload-Records
UL7	-	Coordinator District UIL - ES Academics	1	\$500	n/a	Teaching & Learning
CEP	-	Community Engagment Partner (Early Learning Center)	1	\$10,000		
FPE	-	Parent Engagement Facilitator (Early Learning Center)	1	\$3,000		
ACS	-	Academy Sponsor (Academy Teacher Facilitator Stipend) (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	varies	\$2,000	n/a	SEL & Enrichment Programs
AP5	-	AP Coordinator level 1 (0-499 exams) paid 6/30 per predetermined criteria met and submitted	varies	\$500	n/a	Guidance & Counseling
AP6	-	AP Coordinator level 2 (500-999 exams) paid 6/30 per predetermined criteria met and submitted	varies	\$1,000	n/a	Guidance & Counseling
AP7	-	AP Coordinator level 3 (1000-1499 exams) paid 6/30 per predetermined criteria met and submitted	varies	\$1,500	n/a	Guidance & Counseling
AP8	-	AP Coordinator level 4 (1500-1999 exams) paid 6/30 per predetermined criteria met and submitted	varies	\$2,000	n/a	Guidance & Counseling
AP9	-	AP Coordinator level 5 (2000+ exams) paid 6/30 per predetermined criteria met and submitted	varies	\$2,500	n/a	Guidance & Counseling
BLE	-	Bilingual Evaluator (Bilingual Diags, LSSP, SLPS)	varies	\$3,000	n/a	Special Ed. Dept.
LSW	-	Lead Social Worker				Guidance & Counseling
LSR	-	LSSP Retention (lump sum payment by 10/31)	varies	\$1,500	n/a	Position based-HR
LSS	-	Lead LSSP	1	\$2,500	n/a	Position based-HR
CTS	-	Cooperating Teacher (paid over 2 installments on 1/15 & 6/15)	varies	\$500	n/a	Talent Mgmt. & Dev.
ESL	-	ESL-Teacher Secondary	varies	\$1,000	n/a	Position based-HR
LCC	-	Lead Coordinator - Curriculum		\$3,000	n/a	Teaching & Learning
NBT	-	National Board Certification-Teacher	varies	varies	n/a	Teacher Development
PLW	-	Project Lead The Way Champion	6	\$3,000	n/a	Teaching & Learning
RFS	-	Robotics Facilitator	1	\$3,000	n/a	Teaching & Learning
RSS	5RS	Robotics Sponsor (Identified, approved campuses)	15	\$1,500	\$750	STEM
SET	-	Special Education - Teacher	varies	\$1,500	n/a	Position based-HR
SEB	-	Special Education - Teacher (ABC, BSS, ClaSS Plus)	varies	\$2,000	n/a	Position based-HR
SCB	-	Special Education - Teacher (CBP)	varies	\$3,500	n/a	Position based-HR
CFS	-	Coding Facilitator	1	\$3,000	n/a	Teaching & Learning
DHF	-	Health Facilitator	1	\$2,000	n/a	Teaching & Learning
JOF	-	Journalism Facilitator	1	\$2,000	n/a	Teaching & Learning
PEF	-	Physical Education Facilitator	1	\$2,000	n/a	Teaching & Learning
SDB	-	Speech/Debate Facilitator	1	\$3,000	n/a	Teaching & Learning
WLF	-	World Language Facilitator	1	\$2,000	n/a	Teaching & Learning
CPO	-	Certified Pool Operator	varies	\$500	n/a	Facilities
MSR	-	MST Trade-Auxiliary (up to \$1000, annual certification required)	varies	\$1,000	n/a	Transportation
PPI	-	Priority Placement Teacher (paid over 2 partial installments on 8/31/20 & 8/31/21 pay dates)		\$2,500	n/a	District
PCI	-	Police Certification - Intermediate	varies	\$375	n/a	Police Dept.
PCA	-	Police Certification - Advanced	varies	\$750	n/a	Police Dept.
PCM	-	Police Certification - Master	varies	\$1,100	n/a	Police Dept.
TBD	-	Police - Field Training Officer	10	\$750		Police Dept.
EDD	-	Sign On Bonus - Educational Diagnostician (lump sum payment by 10/31)				Special Ed. Dept.
LSB	-	Sign On Bonus - LSSP Identified Hard to Fill (lump sum payment by 10/31)	varies	\$5,000	n/a	Special Ed. Dept.
MSB	-	Sign On Bonus - Math Secondary (lump sum payment by 10/31)	varies	\$1,000	n/a	Position based-HR
SSB	-	Sign On Bonus - Science Secondary (lump sum payment by 10/31)	varies	\$1,000	n/a	Position based-HR

***Stipends are paid at a standard amount per pay period unless otherwise noted**

Proposed 2021-2022 Stipend Schedule

Code	Code for shared position	Type of Stipend and Description	Total # of Positions (Headcount)	Full Time Position Amount	Shared Position Amount	Submitted by
DISTRICT LEVEL - Fine Arts						
ART	-	Art Facilitator	2	\$3,000	n/a	Fine Arts
BND	-	Band Facilitator	2	\$3,000	n/a	Fine Arts
CHF	-	Choir Facilitator	2	\$2,000	n/a	Fine Arts
DNF	-	Dance Facilitator	1	\$2,000	n/a	Fine Arts
MUS	-	Elementary Music Facilitator	1	\$3,000	n/a	Fine Arts
AUF	-	Orchestra Facilitator	2	\$2,000	n/a	Fine Arts
TDF	-	Theatre Facilitator	2	\$1,500	n/a	Fine Arts
DISTRICT LEVEL - Career & Technology Student Organization						
CT1	-	CTSO - Lead (paid over 2 partial installments on 12/31 & 6/30 pay dates)	varies	\$1,000	n/a	Career & Technology
CT2	-	CTSO - Assistant (paid over 2 partial installments on 12/31 & 6/30 pay dates)	varies	\$500	n/a	Career & Technology
CT3	-	CTSO - Agriculture (paid over 2 partial installments on 12/31 & 6/30 pay dates)	varies	\$3,000	n/a	Career & Technology
ROC	-	ROTC (paid over 2 partial installments on 12/31 & 6/30 pay dates)	varies	\$3,000	n/a	Career & Technology
CTE	-	Sign On Bonus - CTE Identified Hard to Fill (paid over 2 partial installments on 12/31 & 6/30 pay dates)	varies	\$2,500	n/a	Career & Technology
Speech Pathology						
RSP	-	Speech Pathology Retention Bonus (every 2 years) (lump sum payment by 10/31)	varies	\$1,500	n/a	Position based-HR
SPC	-	Speech Pathology - 187 work calendar (4 day work week)	varies	\$3,200	n/a	Position based-HR
SPB	-	Speech Pathology - 187 work calendar	varies	\$4,000	n/a	Position based-HR
SPD	-	Speech Pathology - 210 work calendar	varies	\$4,500	n/a	Position based-HR
SPF	-	Speech Pathology - 226 work calendar	varies	\$5,000	n/a	Position based-HR
SPG	-	Sign On Bonus-Speech Pathologist (lump sum payment by 10/31)	varies	\$1,500	n/a	Position based-HR
Brazoria-Fort Bend Regional Day School Program for the Deaf (RDSPD)						
DCA	-	Audiologist - RDSPD	varies	\$1,500	n/a	RDSPD Dept.
ASH	-	ASHA Certified - RDSPD	varies	\$2,000	n/a	RDSPD Dept.
DC1	-	Interpreter for Deaf - Level 1 Certification	varies	\$2,000	n/a	RDSPD Dept.
DC2	-	Interpreter for Deaf - Level 2 Certification	varies	\$2,500	n/a	RDSPD Dept.
DC3	-	Interpreter for Deaf - Level 3 Certification	varies	\$3,000	n/a	RDSPD Dept.
DL4	-	Interpreter for Deaf - Level 4 Certification	varies	\$3,500	n/a	RDSPD Dept.
DC5	-	Interpreter for Deaf - Level 5 Certification	varies	\$4,000	n/a	RDSPD Dept.
DC4	-	Teacher of Deaf - RDSP	varies	\$1,500	n/a	RDSPD Dept.
SLS	-	Sign Language Skills - RDSPD	varies	\$1,500	n/a	RDSPD Dept.
SBI	-	Sign On Bonus - Interpreter for Deaf - RDSPD (Lump sum payment by 10/31)	varies	\$1,000	n/a	RDSPD Dept.
*Stipends are paid at a standard amount per pay period unless otherwise noted						

Proposed 2021-2022 Stipend Schedule

ATHLETICS

CODE W/O CDL	CODE With CDL	Type of Stipend	Max Positions per Campus	STIPEND W/O CDL	STIPEND With CDL	Submitted by
High School						
BAX	BA	Campus Athletic Coordinator	2	\$1,978	\$2,800	Asst Director Athletics
BUX	BU	Baseball Varsity Assistant	1	\$1,950	\$3,000	Campus Athletic Coord
BTX	BT	Baseball Varsity Head	1	\$3,250	\$5,000	Campus Athletic Coord
BVX	BV	Baseball Junior Varsity	1	\$1,853	\$2,850	Campus Athletic Coord
BWX	BW	Baseball Sophomore	1	\$1,625	\$2,500	Campus Athletic Coord
BMX	BM	Basketball Varsity	2	\$5,070	\$7,800	Campus Athletic Coord
BNX	BN	Basketball Junior Varsity	2	\$2,925	\$4,500	Campus Athletic Coord
BOX	BO	Basketball Sophomore	1	\$2,308	\$3,550	Campus Athletic Coord
BPX	BP	Basketball Freshman	3	\$1,625	\$2,500	Campus Athletic Coord
CYX	CY	Cross Country HS	2	\$2,600	\$4,000	Campus Athletic Coord
CHX	CHC	Cross Country HS Co-Ed	1	\$3,900	\$6,000	Campus Athletic Coord
BCX	BC	Football Assistant Head	1	\$6,200	\$8,000	Campus Athletic Coord
BDX	BD	Football Varsity Assistant	3	\$4,550	\$7,000	Campus Athletic Coord
BLX	BL	Football Defensive Coordinator	1	\$5,850	\$9,000	Campus Athletic Coord
BKX	BK	Football Offensive Coordinator	1	\$5,850	\$9,000	Campus Athletic Coord
BFX	BF	Football Junior Varsity Assistant	1	\$4,063	\$6,250	Campus Athletic Coord
BEX	BE	Football Junior Varsity	1	\$4,225	\$6,500	Campus Athletic Coord
BHX	BH	Football Sophomore Assistant	1	\$3,900	\$6,000	Campus Athletic Coord
BGX	BG	Football Sophomore Head	1	\$4,063	\$6,250	Campus Athletic Coord
BJX	BJ	Football Freshman Assistant	3	\$3,770	\$5,800	Campus Athletic Coord
BIX	BI	Football Freshman Head	1	\$3,900	\$6,000	Campus Athletic Coord
CLX	CL	Golf HS	2	\$2,925	\$4,500	Campus Athletic Coord
CMX	CM	Golf Co-Ed HS	1	\$4,225	\$6,500	Campus Athletic Coord
CEX	CE	Soccer Varsity	2	\$3,250	\$5,000	Campus Athletic Coord
CFX	CF	Soccer Junior Varsity	2	\$2,275	\$3,500	Campus Athletic Coord
CZX	CZ	Soccer Freshman	2	\$1,300	\$2,000	Campus Athletic Coord
BXX	BX	Softball Varsity	1	\$3,250	\$5,000	Campus Athletic Coord
BYX	BY	Softball Assistant	1	\$1,950	\$3,000	Campus Athletic Coord
BYZ	BY1	Softball Junior Varsity	1	\$1,853	\$2,850	Campus Athletic Coord
ESX	ES	Swimming Assistant	1	\$2,275	\$3,500	Campus Athletic Coord
COX	CO	Swimming Head	1	\$3,705	\$5,700	Campus Athletic Coord
DVC	-	District HS Diving Coach	1	\$5,700	\$5,700	Campus Athletic Coord
AJX	AJ	Tennis Assistant (Semester)	1	\$813	\$1,250	Campus Athletic Coord
ETX	ET	Tennis Assistant (Year)	1	\$1,625	\$2,500	Campus Athletic Coord
CKX	CK	Tennis Spring Head	1	\$1,853	\$2,850	Campus Athletic Coord
CIX	CI	Tennis Varsity Head (Year)	1	\$3,705	\$5,700	Campus Athletic Coord
VSX	VSJ	Tennis Varsity & JV (Semester)	1	\$2,260	\$3,475	Campus Athletic Coord
VJX	VJY	Tennis Varsity & JV (Year)	1	\$4,518	\$6,950	Campus Athletic Coord
CDX	CD	Track Assistant	5	\$1,853	\$2,850	Campus Athletic Coord
CCX	CC	Track Varsity Head	2	\$2,925	\$4,500	Campus Athletic Coord
ERX	ER	Trainer Assistant	1	\$4,914	\$7,560	Campus Athletic Coord
EZX	BZ	Trainer	1	\$7,712	\$10,550	Campus Athletic Coord
CRX	CR	Volleyball Varsity Head	1	\$4,550	\$7,000	Campus Athletic Coord
CSX	CS	Volleyball Junior Varsity	1	\$3,250	\$5,000	Campus Athletic Coord
CTX	CT	Volleyball Freshman	1	\$2,600	\$4,000	Campus Athletic Coord
Middle School						
AAX	AA	Campus Athletic Coordinator	2	\$1000	\$1,350	Asst Director Athletics
AEX	AE	Basketball	8	\$1,625	\$2,500	Campus Athletic Coord
ACX	AC	Football Assistant	6	\$2,425	\$3,730	Campus Athletic Coord
ABX	AB	Football Head	2	\$2,925	\$4,500	Campus Athletic Coord
CXX	CMS	Soccer	4	\$1495	\$2,300	Campus Athletic Coord
AGX	AG	Tennis	2	\$975	\$1,500	Campus Athletic Coord
TGX	TAG	Tennis Co-Ed	1	\$1,072	\$1,650	Campus Athletic Coord
AFX	AF	Track	8	\$1,495	\$2,300	Campus Athletic Coord
AIX	AI	Volleyball	4	\$1,625	\$2,500	Campus Athletic Coord

*Stipends are paid at a standard amount per pay period unless otherwise noted

**Positions are based on actual number of teams

2021-2022 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
101			Daily (7.5 hours)	\$236.48	\$288.40	\$340.31
	CASEWORKER DROP OUT PREVENTION AND RECOVERY	210	187 Days	\$44,222	\$53,931	\$63,639
	INTERVENTIONIST POSITIVE BEHAVIOR SUPPORT (PBS)	195	195 Days	\$46,114	\$56,238	\$66,361
	MONITOR CHECK AND CONNECT MCKINNEY VENTO	187	202 Days	\$47,770	\$58,257	\$68,744
	SPECIALIST STUDENT ATTENDANCE	195	210 Days	\$49,661	\$60,564	\$71,466
TEACHER LEAD ONLINE LEARNING	202					
102			Daily (7.5 hours)	\$273.38	\$333.39	\$393.40
	ADVISOR COLLEGE & CAREER RD	210	187 Days	\$51,121	\$62,343	\$73,565
	AUDIOLOGIST DEAF CO-OP (RDSPD)	187	190 Days	\$51,941	\$63,343	\$74,745
	FACILITATOR ARD	195	195 Days	\$53,308	\$65,010	\$76,712
	FACILITATOR BEHAVIORAL HLT	195	210 Days	\$57,409	\$70,011	\$82,613
	FACILITATOR BEHAVIORAL HLT 238	238	218 Days	\$59,596	\$72,678	\$85,760
	FACILITATOR CLASSROOM GUIDANCE T1	187	238 Days	\$65,063	\$79,346	\$93,628
	FACILITATOR ROPES	195				
	NURSE/NURSE SPECIAL EDUCATION	190				
	NURSE SPECIAL EDUCATION EIA	238				
	PATHOLOGIST SPEECH ASSISTANT	187				
	PATHOLOGIST SPEECH ASSISTANT (RDSPD)	187				
	SOCIAL WORKER	187				
	SOCIAL WORKER 210	210				
	SOCIAL WORKER 238	238				
	SOCIAL WORKER CHECK/CONNECT	187				
	SPECIALIST ORIENTATION/MOBILITY	187				
	SPECIALIST SAFE AND DRUG FREE	187				
	THERAPIST MUSIC	187				
	THERAPIST MUSIC - EIA	218				
	TRAINER ATHLETICS	210				
	TRACER CONTACT	238				
	103			Daily (7.5 hours)	\$294.56	\$359.22
ANALYST BEHAVIOR BOARD CERTIFIED		238	187 Days	\$55,082	\$67,174	\$79,266
COUNSELOR CTE		220	190 Days	\$55,966	\$68,252	\$80,537
COUNSELOR EARLY COLLEGE HS/P-TECH		220	195 Days	\$57,439	\$70,048	\$82,657
COUNSELOR ELC		238	202 Days	\$59,501	\$72,562	\$85,624
COUNSELOR ELEM SCHOOL		195	210 Days	\$61,857	\$75,436	\$89,015
COUNSELOR HIGH SCHOOL		210	218 Days	\$64,214	\$78,310	\$92,406
COUNSELOR LEAD HS		220	220 Days	\$64,803	\$79,028	\$93,254
COUNSELOR LEAD MS		210	238 Days	\$70,105	\$85,494	\$100,883
COUNSELOR MENTAL HEALTH		210				
COUNSELOR MENTAL HEALTH GR		210				
COUNSELOR MIDDLE SCHOOL		202				
COUNSELOR RDSPD		195				
COUNSELOR THREAT ASSESSMENT & MGT		238				
DIAGNOSTIC SPECIALIST (RDSPD)		190				
EDUCATIONAL DIAGNOSTICIAN 190		190				
EDUCATIONAL DIAGNOSTICIAN 210		210				
INSTRUCTIONAL SPECIALIST T1		210				
LIBRARIAN DIGITAL RESOURCES AND SYSTEMS		238				
PATHOLOGIST SPEECH (RDSPD)		187				
PATHOLOGIST SPEECH 187		187				
PATHOLOGIST SPEECH 210		210				
PATHOLOGIST SPEECH EIA		218				
PROGRAM SPEC DEAF CO-OP (RDSPD)		238				
PROGRAM SPEC LIFE SKILLS PROGRAMMING K-12		238				
PROGRAM SPEC PPCD SVCS		238				
PROGRAM SPEC SPED 504/DYSLEXIA		238				
PROGRAM SPEC SPED ASSISTIVE TECH		238				
PROGRAM SPEC SPED AUTISM SSVCS		238				
PROGRAM SPEC BEHAVIOR SUPPORT SERVICES		238				
PROGRAM SPEC SPED COMPLIANCE		238				
PROGRAM SPEC SPED EL RES/INCL 210		210				
PROGRAM SPEC SPED SEC RES/INC 210		210				
SPECIALIST STUDENT GROWTH & ACCOUNTABILITY	238					

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
104			Daily (7.5 hours)	\$314.45	\$383.47	\$452.49
	ASST PRINCIPAL ELEMENTARY	210	187 Days	\$58,802	\$71,709	\$84,616
	ASST PRINCIPAL MS	210	210 Days	\$66,035	\$80,529	\$95,023
	COORDINATOR ACADEMY GT MS	238	218 Days	\$68,550	\$83,597	\$98,643
	COORDINATOR HIGH SCHOOL PROGRAMS	238	226 Days	\$71,066	\$86,664	\$102,263
	COORDINATOR ENRICHMENT PROGRAMS	238	238 Days	\$74,839	\$91,266	\$107,693
	COORDINATOR GRANTS	238				
	COORDINATOR SEL	238				
	COORDINATOR STUDENT LEADERSHIP	238				
	DEAN EARLY COLLEGE/P-TECH HS	226				
	DEAN OF INSTRUCTION ELC	238				
	DEAN OF INSTRUCTION MS	210				
	DEAN OF INSTRUCTION T1	210				
	DIAGNOSTICIAN LEAD EDUCATIONAL	238				
	INTERVENTIONIST LITERACY DISTRICT	238				
	LICENSED SPEC SCHOOL PSYCH 187	187				
	LICENSED SPEC SCHOOL PSYCH 210	210				
	LICENSED SPEC SCHOOL PSYCH INTAKE TEAM	187				
	LICENSED SPEC SCHOOL PSYCH LEAD	238				
	PATHOLOGIST SPEECH LEAD	238				
	PROGRAM SPECIALIST BILINGUAL	238				
	SPECIALIST CAMPUS SUPPORT	238				
	SPECIALIST GT MENTORSHIP PROG	210				
	SPECIALIST PROFESSIONAL LEARNING LT	238				
	SPECIALIST PROFESSIONAL LEARNING T2	238				
	SPECIALIST SCHOOL IMPROVEMENT	238				
	SPECIALIST SHELTERED INSTRUCTION	238				
	SPECIALIST TECH INTEGRATION	238				
	THERAPIST OCCUPATIONAL 210	210				
	THERAPIST OCCUPATIONAL - EIA	218				
	THERAPIST OCCUPATIONAL 187	187				
	THERAPIST PHYSICAL	187				
	TRANSITION ADMINISTRATOR	238				
105			Daily (7.5 hours)	\$335.67	\$409.36	\$483.04
	ASSOCIATE PRINCIPAL ELEM	238	210 Days	\$70,492	\$85,965	\$101,438
	ASSOCIATE PRINCIPAL MS	238	238 Days	\$79,891	\$97,427	\$114,963
	ASST PRINCIPAL ALTERN SCHOOL	210				
	ASST PRINCIPAL HS	210				
	CHILD PSYCHOLOGIST	238				
	COMPLIANCE OFFICER	238				
	COORDINATOR ACCOUNTABILITY	238				
	COORDINATOR ASSESSMENT	238				
	COORDINATOR ASSESSMENT DESIGN	238				
	COORDINATOR AVID & ADVANCED ACADEMICS	238				
	COOR BEHAVIORAL HLT	238				
	COORDINATOR BILINGUAL	238				
	COORDINATOR BILINGUAL INSTRUCTION T3	238				
	COORDINATOR BEHAVIORAL HLT	238				
	COORDINATOR CAMPUS SUPPORT T1	238				
	COORDINATOR CONTACT TRACING	238				
	COORDINATOR CURRICULUM BILINGUAL LITERACY	238				
	COORDINATOR CURRICULUM BILINGUAL STEM	238				
	COORDINATOR CURRICULUM ELA (3-5)	238				
	COORDINATOR CURRICULUM ELA (EC-2)	238				
	COORDINATOR CURRICULUM ELA SEC	238				
	COORDINATOR CURRICULUM INTEGRATION T4	238				
	COORDINATOR CURRICULUM MATH EC5 (INTERIM)	238				
	COORDINATOR CURRICULUM MATH SEC	238				
	COORDINATOR CURRICULUM SCI ELEM	238				
	COORDINATOR CURRICULUM SCI SEC	238				
	COORDINATOR CURRICULUM SS ELEM	238				
	COORDINATOR CURRICULUM SS SEC	238				
	COORDINATOR CURRICULUM TECH APP DIG LIT	238				
	COORDINATOR CURRICULUM TECH APP DIG MEDIA	238				
	COORDINATOR CURRICULUM TECH APP ROB/C/GAM	238				
	COORDINATOR CURRICULUM WORLD LANG	238				
	COORDINATOR DEAF CO-OP (RDSPD)	238				

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
	COORDINATOR DISTRICT ATHLETIC	238			
	COORDINATOR EARLY CHILDHOOD	238			
	COORDINATOR ESL	238			
	COORDINATOR ESL PROG ELEM T3	238			
	COORDINATOR HEALTH SERVICES	238			
	COORDINATOR INNOV AND CONT IMPROV	238			
	COORDINATOR INSTRUCTIONAL MATERIALS	238			
	COORDINATOR INTERVENTION & ENRICHMENT	238			
	COORDINATOR LIBRARY/MEDIA SERVICES	238			
	COORDINATOR MENTAL HEALTH/SOCIAL WORK SVC	238			
	COORDINATOR ONLINE LEARNING	238			
	COORDINATOR PROFESSIONAL LEARNING	238			
	COORDINATOR RES & PROG EVAL	238			
	COORDINATOR SCHOOL COUNSELORS & SEL	238			
	COORDINATOR STUDENT GROWTH AND ACHIEVEMENT	238			
	COORDINATOR TEACHER DEVELOPMENT	238			
	COORDINATOR TECH INTEGRATION LITERACY	238			
	COORDINATOR TITLE I	238			
	COORDINATOR VISUAL ARTS	238			
	COORDINATOR WELLNESS T4	238			
	DEAN OF INSTRUCTION ALT SCHOOL	210			
	DEAN OF INSTRUCTION HS	210			
	PROG MGR EVAL & STUD SUPP	238			
	PROG MGR SPECIALIZED NURSING HOMEBOUND	238			
	PROG MGR STD SUPP SRV PRG IMPR	238			
	PROGRAM MANAGER ASSISTIVE TECHNOLOGY	238			
	PROGRAM MANAGER COMPLIANCE	238			
	PROGRAM MANAGER CTE	238			
	PROGRAM MANAGER CTE GR	238			
	PROG MGR EVAL & STUDENT SUPPORT	238			
	PROGRAM MANAGER GIFTED AND TALENTED ELEM	238			
	PROGRAM MANAGER GIFTED AND TALENTED SEC	238			
	PROGRAM MANAGER LIFE SKILLS PROG K-12	238			
	PROG MGR SPEC NURSING HOMEBOUND	238			
	PROGRAM MANAGER SPED/504/DYSLEXIA	238			
	PROG MGR SPED AUTISM SSVCS	238			
	PROG MGR SPED BEHAVIOR SSVCS	238			
	PROG MGR ECSE	238			
	PROG MGR SPED EL RES/INCL	238			
	PROG MGR SPED ITN INST SVC 210	210			
	PROG MGR SPED SEC RES/INCL	238			
	PROG MGR STD SUPP SRV PRG IMPR	238			

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Daily (7.5 hours)	\$364.89	\$436.99	\$509.09
238 Days	\$86,844	\$104,003	\$121,163

ASSOCIATE PRINCIPAL HS	238
ASST DIR COUNSELING & CCMR	238
ASST DIRECTOR SPECIAL ED SPEC PROG	238
ASST DIRECTOR STUDENT GROWTH & ACHIEV	238
ASST DIRECTOR BEHAVIORAL HEALTH & WELLNESS	238
ASST DIRECTOR CTE	238
ASST DIRECTOR EARLY CHILDHOOD TI	238
ASST DIRECTOR FINE ARTS	238
ASST DIRECTOR HEALTH & WELLNESS	238
ASST DIRECTOR LIT CURR & INSTR	238
ASST DIR MULTILINGUAL PROG	238
ASST DIR SCHOOL COUNSELING	238
ASST DIRECTOR SEL & ENRICHMENT PROGRAMS	238
ASST DIRECTOR SPECIAL ED	238
ASST DIR SPECIAL ED DIS RS PS	238
ASST DIRECTOR SPECIAL ED EVALUATION & STUDENT SUPPORT	238
ASST DIRECTOR STEM CURR & INSTRUCTION	238
ASST DIRECTOR STUDENT AFFAIRS	238
COACH HEAD FOOTBALL	238
HEAD DISTRICT ATHLETIC TRAINER	238
SUPERVISOR SPED CENTRALIZED BEHAVIOR PROGRAM	238
SUPERVISOR TECH ED CENTER	238
SUPERVISOR SPECIAL EDUCATION EIA	238

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
107			Daily (7.5 hours)	\$399.54	\$478.50	\$557.46
	ASST DIRECTOR ATHLETICS	238	238 Days	\$95,092	\$113,883	\$132,675
	DIRECTOR BEHAVIORAL HEALTH & WELLNESS	238				
	DIRECTOR CAREER & TECHNOLOGY	238				
	DIRECTOR STATE AND FEDERAL PROGRAMS	238				
	DIRECTOR GIFTED AND TALENTED	238				
	DIRECTOR INSTRUCTIONAL RESOURCES	238				
	DIRECTOR LITERACY CURR & INSTR	238				
	DIRECTOR MULTILINGUAL PROGRAMS	238				
	DIRECTOR SEL & ENRICHMENT PROGRAMS	238				
	DIRECTOR SPED EVALUATION & SPECIALIZED PROGRAMS	238				
	DIRECTOR SPED INSTRUCTIONAL PROGRAMMING	238				
	DIRECTOR STATE & FEDERAL PROG	238				
	DIRECTOR STEM CURR & INSTR	238				
	INSTRUCTIONAL OFFICER ELC	238				
	PRINCIPAL ELEMENTARY	238				
108			Daily (7.5 hours)	\$465.47	\$557.46	\$649.44
	DIRECTOR ATHLETICS	238	238 Days	\$110,783	\$132,675	\$154,566
	DIRECTOR FINE ARTS	238				
	EXECUTIVE DIRECTOR STUDENT AFFAIRS	238				
	INSTRUCTIONAL OFFICER CTE	238				
	PRINCIPAL CENTER FOR LEARNING	238				
	PRINCIPAL JAMES REECE CTE CTR	238				
	PRINCIPAL MIDDLE SCHOOL	238				
	PRINCIPAL PROGRESSIVE HS	238				
109			Daily (7.5 hours)	\$546.19	\$670.17	\$794.16
	EXECUTIVE DIRECTOR ELEMENTARY SCHOOLS	238	238 Days	\$129,993	\$159,501	\$189,010
	EXECUTIVE DIRECTOR SECONDARY SCHOOLS	238				
	EXECUTIVE DIRECTOR SEL & COMP HEALTH	238				
	EXECUTIVE DIRECTOR STUDENT SUPPORT SVCS	238				
	EXECUTIVE DIRECTOR TEACH & LEARNING	238				
	PRINCIPAL HIGH SCHOOL	238				
110			Daily (7.5 hours)	\$614.47	\$753.95	\$893.42
	ASST SUPERINTENDENT	238	238 Days	\$146,244	\$179,439	\$212,635
111			Daily (7.5 hours)	\$678.50	\$832.51	\$986.52
	CHIEF ACADEMIC OFFICER	238	238 Days	\$161,482	\$198,137	\$234,791
	CHIEF OF SCHOOLS	238				
112			Daily (7.5 hours)	\$751.81	\$919.60	\$1,087.39
	DEPUTY SUPERINTENDENT	238	238 Days	\$178,931	\$218,865	\$258,799

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Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
201			Daily (7.5 hours)	\$190.53	\$233.78	\$277.03
	ASST MANAGER WAREHOUSE	260	238 Days	\$45,346	\$55,639	\$65,932
	DISTRICT REGISTRAR	238	260 Days	\$49,537	\$60,782	\$72,027
	JUNIOR BUYER	238				
	MANAGER SHOP TRANSPORTATION	260				
	SUPERVISOR ROUTING	238				
	SUPERVISOR SAFETY & TRAINING	238				
	SUPERVISOR TRANSPORTATION	238				
202			Daily (7.5 hours)	\$209.58	\$257.16	\$304.73
	ASST LEGAL	238	210 Days	\$44,011	\$54,003	\$63,994
	ASST MANAGER NAT/DIVE COACH	238	238 Days	\$49,880	\$61,203	\$72,526
	COORDINATOR FACILITIES RESERVATION	238	260 Days	\$54,490	\$66,860	\$79,231
	COORDINATOR MARKETING CND	238				
	COORDINATOR MARKETING EXTENDED LEARNING	238				
	COORDINATOR TEXTBOOKS	238				
	MANAGER CTE AUTOMOTIVE SHOP	238				
	MANAGER CTE COSMETOLOGY LAB	238				
	MANAGER CTE RESTAURANT	238				
	MANAGER FACILITIES ADMIN	238				
	MANAGER STUDENT ACCOUNTS	238				
	SPECIALIST CONTRACTS	238				
	SPECIALIST CONTRACTS DESIGN & CONSTRUCTION	238				
	SPECIALIST ENERGY MANAGEMENT	238				
	SPECIALIST ENGR PLANS/PROGRAMS	260				
	SPECIALIST FINANCE DESIGN & CONSTRUCTION	238				
	SPECIALIST OCCUPATIONAL SAFETY	238				
	SPECIALIST POLICY	238				
	SPECIALIST SAFETY ENGINEER	238				
	SUPERVISOR AUXILIARY SUPPORT	260				
	SUPERVISOR BLD AUTOMATION	260				
	SUPERVISOR CATERING	238				
	SUPERVISOR CHILD NUTRITION	210				
	SUPERVISOR EXTENDED LEARNING	238				
	SUPERVISOR GROUNDS	260				
	SUPERVISOR INVENTORY/WAREHOUSE	260				
	SUPERVISOR KITCHEN EQUIPMENT	260				
	SUPERVISOR ZONE	260				
203			Daily (7.5 hours)	\$232.11	\$284.80	\$337.48
	ANALYST BUDGET I	238	238 Days	\$55,243	\$67,782	\$80,321
	ASST TO BOARD OF TRUSTEES	238	260 Days	\$60,349	\$74,048	\$87,746
	BUYER	238				
	COORDINATOR BENEFITS	238				
	COORDINATOR CATERING	238				
	COORDINATOR SMALL BUSINESS	238				
	FINANCE MONITOR	238				
	INTERNAL AUDITOR	238				
	JR ANALYST BUSINESS PMO BOND FUNDED	238				
	JR ANALYST DATA & REPRT (HRIS)	238				
	MANAGER ADMINISTRATIVE SUPPORT	238				
	MANAGER CTE EARLY ED CENTER	238				
	MANAGER NATATORIUM	238				
	MANAGER PRINT PRODUCTION	238				
	SPECIALIST DATA INTEGRITY T1	238				
	SPECIALIST DATA PROFESSIONAL LEARNING	238				
	SPECIALIST EXTENDED LEARNING	238				

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
	SUPERVISOR HVAC	260			
	SYSTEM ADMINISTRATOR ELEARNING	238			

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ANALYST BENEFITS	238
ANALYST BUSINESS PMO (BOND)	238
ANALYST HR DATA AND REPORTING (HRIS)	238
ANALYST HUMAN RESOURCES	238
ANALYST PROGRAM DATA	238
CONSULTANT HUMAN RESOURCES	238
COORDINATOR BRAND MKTG/DESIGN	238
COORDINATOR COMMUNICATIONS	238
COORDINATOR EMERGENCY MGT	238
COORDINATOR LEGAL SERVICES	238
COORDINATOR MARKETING CTE PROG	238
COORDINATOR MULTIMEDIA & VIDEO	238
COORDINATOR PRINT SHOP	238
COORDINATOR SOCIAL MEDIA	238
DIETITIAN	238
LIAISON COMMUNITY ENGAGEMENT	238
MANAGER HUMAN RESOURCES	238
MANAGER LIFE SAFETY SYSTEMS	238
MANAGER PAYROLL & BENEFITS	238
PROJECT MANAGER (CONSTRUCTION)	238
SPECIALIST LOGISTICS FF&E	238
SPECIALIST PROJECT CONTROLS	238
SR BUYER	238

Daily (7.5 hours)	\$283.18	\$347.45	\$411.73
238 Days	\$67,396	\$82,694	\$97,991

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ANALYST BUSINESS (CND)	238
ANALYST HR PROCESS	238
ANALYST SR ACCOUNTANT	238
ANALYST SR BUDGET	238
ANALYST SR HR COMPENSATION	238
ASST DIRECTOR CND	238
ASST DIR CONTRACTS MGMT	238
ASST DIRECTOR ELD COMMUNITY EDUCATION	238
ASST DIRECTOR ELD OPERATIONS	238
ASST DIRECTOR ELD PROGRAMMING	238
ASST DIRECTOR INSTRUCTIONAL MATERIALS/WAREHOUSE	260
ASST DIRECTOR INTERNAL COMMUNICATION	238
ASST DIRECTOR MATERIALS MGT	238
ASST DIRECTOR TRANSPORTATION	238
BUSINESS PARTNER HUMAN RESOURCES	238
COOR BOUNDARIES & PLANNING	238
COORDINATOR COLLABORATIVE COMMUNITIES	238
COOR COMMUNITY & CIVIC ENGAGEM	238
MANAGER ACTIVITY & INTERNAL SERVICE FUND	238
MANAGER ENERGY	238
MANAGER FIXED ASSET	238
MANAGER GENERAL LEDGER	238
MANAGER HVAC OPERATIONS	238
MANAGER SPECIAL REVENUE	238
SR PROJECT MANAGER (CONSTRUCTION)	238
ZONE MANAGER	238
SR ACCOUNTANT SPECIAL REVENUE	238

Daily (7.5 hours)	\$322.11	\$395.23	\$468.35
238 Days	\$76,662	\$94,064	\$111,466
260 Days	\$83,748	\$102,759	\$121,770

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ASST DIRECTOR COLLABORATIVE COMMUNITIES	238
ASST DIRECTOR ENTERPRISE FUNDS	238
DISTRICT TREASURER	238
MANAGER DESIGN	238
MANAGER MEP	238
COORDINATOR PROJECT (CONSTRUCTION)	238
PUBLIC INFORMATION OFFICER	238
SR BUSINESS ANALYST (HRIT)	238
SR BUSINESS PARTNER HR	238

Daily (7.5 hours)	\$359.96	\$441.67	\$523.38
238 Days	\$85,670	\$105,118	\$124,565

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
	SR COMPENSATION MANAGER	238				
	SR CONSULTANT HUMAN RESOURCES	238				
207			Daily (7.5 hours)	\$395.96	\$485.84	\$575.72
	ASST DIRECTOR PROGRAM IMPROVEMENT	238	238 Days	\$94,237	\$115,629	\$137,020
	ASST DIRECTOR LEADERSHIP DEV	238				
	ASST DIRECTOR LEADERSHIP EXPERIENCE	238				
	DIRECTOR ACCT PAY & FIX ASSETS	238				
	DIRECTOR CHILD NUTRITION	238				
	DIRECTOR COLLABORATIVE COMM	238				
	DIRECTOR DESIGN & CONSTRUCTION	238				
	DIRECTOR EXTRNL COMM AND MEDIA RELATIONS	238				
	DIRECTOR EXTENDED LEARNING	238				
	DIRECTOR RISK MGT	238				
	DIRECTOR SPECIAL REVENUE	238				
	DIRECTOR TRANSPORTATION	238				
	ORG CHANGE MANAGEMENT OFFICER	238				
	PLANNER DISTRC STRATEG TRANSF	238				
	SR MANAGER CONSTRUCTION	238				
208			Daily (7.5 hours)	\$435.55	\$534.42	\$633.29
	ASSOCIATE GENERAL COUNSEL	238	238 Days	\$103,662	\$127,192	\$150,723
	DIRECTOR BENEFITS & WELLNESS	238				
	DIRECTOR BUDGET	238				
	DIRECTOR CAMPUS STRATEGIC TRANSFORMATION	238				
	DIRECTOR DISTRICT STRATEGIC TRANSFORMATION	238				
	DIRECTOR FACILITIES MAINTENANCE	238				
	DIRECTOR FACILITIES OPERATIONS	238				
	DIRECTOR FINANCE	238				
	DIRECTOR HUMAN RESOURCES	238				
	DIRECTOR MATERIALS MANAGEMENT	238				
	DIRECTOR PAYROLL & BENEFITS	238				
	DIRECTOR TEACHING DEV T2	238				
209			Daily (7.5 hours)	\$479.11	\$587.87	\$696.62
	EXECUTIVE DIRECTOR COLLABORATIVE COMMUNITIES	238	238 Days	\$114,029	\$139,912	\$165,796
	EXECUTIVE DIRECTOR DESIGN CONSTRUCTION	238				
	EXECUTIVE DIRECTOR FACILITIES	238				
	EXECUTIVE DIRECTOR TRANSPORTATION	238				
210			Daily (7.5 hours)	\$546.19	\$670.17	\$794.16
	CHIEF OF POLICE	260	238 Days	\$129,993	\$159,501	\$189,010
	EXEC DIR BUSINESS SERVICES	238	260 Days	\$142,009	\$174,245	\$206,481
	EXECUTIVE DIRECTOR FINANCE	238				
	EXECUTIVE DIRECTOR HR ORG TRANSFORMATION	238				
	EXECUTIVE DIRECTOR TALENT EXPERIENCE	238				
	EXECUTIVE DIRECTOR TALENT SERVICES	238				
211			Daily (7.5 hours)	\$614.47	\$753.95	\$893.42
	CHIEF COMMUNICATIONS OFFICER	238	238 Days	\$146,244	\$179,439	\$212,635
	CHIEF OF STAFF AND COLLABORATIVE COMMUNITIES	238				
	CHIEF OPERATIONS OFFICER	238				
	EXECUTIVE DIRECTOR INFORMATION SYSTEMS	238				
	EXECUTIVE DIRECTOR INFORMATION TECHNOLOGY SERVICES	238				
	GENERAL COUNSEL	238				
212			Daily (7.5 hours)	\$678.50	\$832.51	\$986.52
	CHIEF FINANCIAL OFFICER	238	238 Days	\$161,482	\$198,137	\$234,791
	CHIEF HUMAN RESOURCES & ORGANIZATIONAL TRANSFORMATION OFFICER	238				
	CHIEF INFORMATION OFFICER	238				

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Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
301		Daily (7.5 hours)	\$162.78	\$198.51	\$234.24
	SPECIALIST APPLICATION SUPPORT 1	238	238 Days	\$38,742	\$47,245
	SPECIALIST PEIMS/ADA	238			
	SPECIALIST SIS	238			
302		Daily (7.5 hours)	\$183.93	\$224.31	\$264.69
	ANALYST SERVICE DESK	238	238 Days	\$43,776	\$53,386
	ANALYST USER SUPPORT	238			
303		Daily (7.5 hours)	\$207.85	\$253.47	\$299.09
	ANALYST SERVICE DESK LEAD	238	238 Days	\$49,469	\$60,326
	ANALYST SR USER SUPPORT	238			
	SPECIALIST APPLICATION SUPPORT	238			
	SPECIALIST APPLICATION SUPPORT (SIS)	238			
304		Daily (7.5 hours)	\$234.87	\$286.42	\$337.97
	SPECIALIST DATA QUALITY	238	238 Days	\$55,899	\$68,168
305		Daily (7.5 hours)	\$265.40	\$323.66	\$381.92
	ADMINISTRATOR SIS LEVEL I	238	238 Days	\$63,164	\$77,031
	ANALYST NETWORK SERVICES	238			
	ANALYST SYSTEMS	238	260 Days	\$69,003	\$84,151
	ANALYST USER SUPPORT LEAD	238			
	PROGRAMMER JR APPLICATION	238			
	SPECIALIST NETWORK SECURITY	260			
306		Daily (7.5 hours)	\$299.90	\$365.73	\$431.57
	ADMINISTRATOR WEB SYSTEMS	238	238 Days	\$71,375	\$87,044
	COORDINATOR CAMPUS DATA	238			
	COORDINATOR PEIMS	238			
	ENGINEER I INFRASTRUCTURE MONITORING	238			
	ENGINEER I NETWORK	238			
307		Daily (7.5 hours)	\$338.89	\$413.28	\$487.67
	ADMINISTRATOR SHAREPOINT	238	238 Days	\$80,656	\$98,360
	ADMINISTRATOR SIS LEVEL II	238			
	ANALYST BUSINESS	238			
	ANALYST PEOPLESOFT SECURITY	238			
	ENGINEER I UNIFIED COMMUNICATION	238			
	PROGRAMMER SR APPLICATION	238			
	PROGRAMMER SYSTEMS I	238			
	PROGRAMMER WEB	238			
	SR. ENGINEER IDENTITY ACC MGMT	238			
	SR NETWORK ENGINEER I	238			
	SR SYSTEMS ENGR I - SERVERS	238			
	SR SYSTEMS ENGR I - SOFTWARE	238			
	ANALYST WEB	238			
308		Daily (7.5 hours)	\$382.94	\$467.00	\$551.07
	ADMINISTRATOR DATABASE (PS)	238	238 Days	\$91,140	\$111,147
	ADMINISTRATOR DATABASE SQL	238			
	MANAGER JR PMO PROJECT	238			
	PROGRAMMER SYSTEMS II	238			
	SR NETWORK ENGINEER II	238			
	SR SYSTEMS ENGR II - SERVERS	238			
	SR SYSTEMS ENGR II - SOFTWARE	238			

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
309			Daily (7.5 hours)	\$432.72	\$527.71	\$622.70
	ARCHITECT IMPLEMENTATION	238	238 Days	\$102,988	\$125,595	\$148,203
	DEVELOPER PEOPLESOF	238				
	DEVELOPER SR WEB	238				
	MANAGER BUSINESS SERVICES	238				
	MANAGER CUSTOMER SERVICE CNTR	238				
	MANAGER PMO PROJECT	238				
	MANAGER PROJ BOND IT PROJECT	238				
	MANAGER STUDENT INFO SYSTEMS	238				
310			Daily (7.5 hours)	\$477.05	\$596.32	\$715.58
	ADMINISTRATOR SR DATABASE (PS)	238	238 Days	\$113,539	\$141,923	\$170,307
	ARCHITECT INTEGRATION	238				
	DEVELOPER SR TECHNICAL PS	238				
	DIRECTOR PROJECT MGT	238				
	DIRECTOR STUDENT ATTENDANCE	238				
	MANAGER DATA CTR & SERVER MGT	238				
	MANAGER DATA INTEGRATION	238				
	MANAGER DESKTOP SERVICES	238				
	MANAGER DESKTOP TECHNOLOGY	238				
	MANAGER ERP APPLICATION SVCS	238				
	MANAGER INFORMATION SECURITY	238				
	MANAGER NETWORK SERVICES	238				
	MANAGER WEB/APPL SERVICES	238				
311			Daily (7.5 hours)	\$539.07	\$673.84	\$808.60
	DIRECTOR INFORMATION TECHNOLOGY SERVICES	238	238 Days	\$128,299	\$160,373	\$192,447

2021-2022 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
401		Hourly	\$11.78	\$14.37	\$16.95	
	AIDE DISTRICT	184	Daily (7.5 hours)	\$88.33	\$107.74	\$127.16
	CLERK I SERS GR	238	184 Days	\$16,253	\$19,825	\$23,397
			238 Days	\$21,023	\$25,643	\$30,264
402		Hourly	\$14.02	\$17.10	\$20.18	
	CLERK II COUNSELOR 184	184	Daily (7.5 hours)	\$105.12	\$128.23	\$151.34
	CLERK II	238	184 Days	\$19,342	\$23,594	\$27,846
	CLERK II COUNSELOR 210	210	210 Days	\$22,076	\$26,928	\$31,781
	CLERK II TEACHER CENTER	210	238 Days	\$25,019	\$30,519	\$36,018
	CLERK OFFICE	238				
	INTERN HR ORGANIZATIONAL TRANSFORMATION	238				
	RECEPTIONIST	238				
	RECEPTIONIST 210	210				
	RECEPTIONIST 210 PT	210				
	RECEPTIONIST 238 PT (Hourly)	238				
	RECEPTIONIST ELC PT	184				
403		Hourly	\$16.01	\$19.53	\$23.05	
	ADMINISTRATIVE ASSISTANT I	187	Daily (7.5 hours)	\$120.10	\$146.49	\$172.87
	ADMINISTRATIVE ASSISTANT I	210	187 Days	\$22,459	\$27,393	\$32,327
	ADMINISTRATIVE ASSISTANT I	238	210 Days	\$25,222	\$30,763	\$36,303
404	CLERK III	238	238 Days	\$28,585	\$34,864	\$41,144
		Hourly	\$18.58	\$22.66	\$26.73	
	ADMINISTRATIVE ASSISTANT II	238	Daily (7.5 hours)	\$139.36	\$169.93	\$200.50
	ADMINISTRATIVE ASSISTANT II	260	210 Days	\$29,266	\$35,685	\$42,104
	BOOKKEEPER 210 PT	210	238 Days	\$33,168	\$40,443	\$47,718
	BRAILLIST	210	260 Days	\$36,234	\$44,181	\$52,129
	CLERK IV ACCOUNTS PAYABLE	238				
	CLERK IV ATTENDANCE	210				
	CLERK IV ATTENDANCE ELC	238				
	CLERK IV DATA & ATTENDANCE ELEMENTARY	210				
	CLERK IV DATA & ATTENDANCE ELEMENTARY ELC	238				
	CLERK IV PAYROLL & BENEFITS	238				
	CLERK IV PAYROLL FACILITIES	238				
	CLERK IV PAYROLL TRANSPORTATION	238				
	FRONT OFFICE ASSISTANT	238				
	REGISTRAR ASSISTANT	238				
	SPECIALIST DATA MULTILINGUAL SERVICES	238				
SPECIALIST ROUTING	238					
405		Hourly	\$20.25	\$24.70	\$29.15	
	ASSOCIATE ADMINISTRATIVE	238	Daily (7.5 hours)	\$151.91	\$185.25	\$218.60
	ASSOCIATE ADMINISTRATIVE GR	238	238 Days	\$36,154	\$44,090	\$52,026
	BOOKKEEPER	238				
	SPECIALIST CAMPUS PEIMS	238				
	SPECIALIST EARLY CHILDHOOD INTAKE	238				
SPECIALIST STUDENT AFFAIRS	238					
SPECIALIST STUDENT AFFAIRS INTAKE	238					
406		Hourly	\$21.48	\$26.18	\$30.89	

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
	ANALYST STUDENT ASSESSMENT & DATA	238	Daily (7.5 hours)	\$161.07	\$196.39	\$231.70
	ASSOCIATE SR ADMINISTRATIVE	238	238 Days	\$38,336	\$46,740	\$55,144
	BOOKKEEPER (ITINERANT)	238				
	EXECUTIVE ASSISTANT I	238				
	EXECUTIVE ASSISTANT II	238				
	GENERALIST RISK MANAGEMENT	238				
	REGISTRAR PARAPROFESSIONAL	238				
	SPECIALIST CHILD NUTRITION	238				
	SPECIALIST CTE CERTIFICATN GR	238				
	SPECIALIST HUMAN RESOURCES I	238				
	SPECIALIST PAYROLL	238				
	SPECIALIST SPECIAL EDUCATION RECORDS	238				
	SPECIALIST STUDENT & PARENT SUPPORT	238				
	SPECIALIST SYSTEMS SUPPORT	238				

407		Hourly	\$23.83	\$29.07	\$34.30	
	DISTRICT TRANSLATOR	238	Daily (7.5 hours)	\$178.76	\$218.01	\$257.25
	EXECUTIVE ASSISTANT III	238	238 Days	\$42,545	\$51,885	\$61,225
	MANAGER OFFICE	238				
	MANAGER OFFICE POLICE	238				
	SPECIALIST ACCOUNTING I	238				
	SPECIALIST ACCOUNTING I (D & C)	238				
	SPECIALIST ACCOUNTS PAYABLE	238				
	SPECIALIST CONTRACT INTAKE	238				
	SPECIALIST FIXED ASSETS	238				
	SPECIALIST HR II	238				
	SPECIALIST LEGAL INTAKE	238				
	SPECIALIST PURCHASING	238				
	SPECIALIST RISK MANAGEMENT	238				
	SPECIALIST SHARS/ MEDICAID	238				
	SPECIALIST STUDENT ACTIVITY	238				

408		Hourly	\$29.32	\$35.75	\$42.18	
	ADVISOR HUMAN RESOURCES	238	Daily (7.5 hours)	\$219.90	\$268.14	\$316.39
	ASSOCIATE ACCOUNTING	238	238 Days	\$52,336	\$63,818	\$75,300
	ASSOCIATE BUDGET	238				
	ASSOCIATE BUDGET ACCOUNTING	238				
	ASSOCIATE GRANT ACCOUNTING	238				
	ASST TO THE DEPUTY SUPERINTENDENT	238				
	ASST TO THE SUPERINTENDENT	238				
	EXECUTIVE ASSISTANT IV	238				
	SPECIALIST TAX & TRAVEL	238				
	SPECIALIST TAX & TRAVEL (PT) (HOURLY)	238				
	PROG ASSOCIATE CTE SR GR	238				
	SPECIALIST TESTING	238				

2021-2022 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
501	AIDE BILINGUAL	184	Hourly	\$12.57	\$15.34	\$18.10
	AIDE BILINGUAL - ELC	187	Daily (7.5 hours)	\$94.31	\$115.04	\$135.76
	AIDE EARLY EDUCATION CTE CENTER	226	180 Days	\$16,976	\$20,707	\$24,437
	AIDE EARLY EDUCATION CTE CENTER PT	226	184 Days	\$17,353	\$21,167	\$24,980
	AIDE INSTRUCTIONAL	184	187 Days	\$17,636	\$21,512	\$25,387
	AIDE INSTRUCTIONAL T1 (TECH)	184	210 Days	\$19,806	\$24,158	\$28,510
	AIDE JUVENILE JUSTICE	184	226 Days	\$21,315	\$25,998	\$30,682
	AIDE KINDERGARTEN	184				
	AIDE KINDERGARTEN ELC	187				
	AIDE LIBRARY	184				
	AIDE PHYSICAL EDUCATION	184				
	AIDE PRE-KINDERGARTEN	184				
	AIDE PRE-KINDERGARTEN - ELC	210				
	ATTENDANT PARKING LOT	180				
	GROUP LEADER EXTENDED LEARNING	184				
	MONITOR ISS	184				
501A	AIDE BEHAVIOR SUPPORT/TITLE I	184	Hourly	\$13.90	\$16.94	\$19.99
	AIDE INSTRUCTIONAL DAEP	184	Daily (7.5 hours)	\$104.24	\$127.08	\$149.93
	AIDE SPECIAL ED (RDSPD)	187	184 Days	\$19,180	\$23,384	\$27,587
	AIDE SPECIAL EDUCATION RESOURCE/INCLUSION SERVICES	184	187 Days	\$19,492	\$23,765	\$28,037
502	AIDE ELL COMPLIANCE	184	Hourly	\$15.20	\$18.54	\$21.88
	AIDE NURSE	184	Daily (7.5 hours)	\$113.97	\$139.04	\$164.11
	AIDE NURSE/COUNSELOR/CCC	184	184 Days	\$20,970	\$25,583	\$30,197
503	AIDE BEHAVIOR SUPPORT RTI	184	Hourly	\$15.97	\$19.48	\$22.99
	AIDE SPECIAL EDUCATION BSS (BEHAVIOR SUPPORT SERVICES)	184	Daily (7.5 hours)	\$119.79	\$146.09	\$172.39
	AIDE SPECIAL EDUCATION ABC	184	184 Days	\$22,042	\$26,881	\$31,721
	AIDE SPECIAL EDUCATION HS ATS	184	218 Days	\$26,115	\$31,848	\$37,582
	AIDE SPECIAL EDUCATION CLaSS	184				
	AIDE SPECIAL EDUCATION FLaSH	184				
	AIDE SPECIAL EDUCATION HS ABC/SAILS	184				
	AIDE SPECIAL EDUCATION SAILS	184				
	COOR ASSISTANT SITE	184				
	AIDE SPECIAL EDUCATION ECSE	184				
	AIDE SPECIAL EDUCATION ECSE EIA	218				
	AIDE SPECIAL EDUCATION JOB COACH	184				
	AIDE SPECIAL EDUCATION STUDENT SPECIFIC	184				
504	AIDE BEHAVIOR SUPPORT DIST GR	184	Hourly	\$17.90	\$21.82	\$25.74
	AIDE BEHAVIOR SUPPORT DISTRICT	184	Daily (7.5 hours)	\$134.22	\$163.62	\$193.03
	AIDE GEN ED CNTR BEH PRG	218	180 Days	\$24,160	\$29,452	\$34,745
	AIDE SPEC ED - CNTR BEH PRG	218	184 Days	\$24,697	\$30,107	\$35,517
	COOR EXT DAY SITE	184	218 Days	\$29,260	\$35,670	\$42,080
	EDUCATIONAL ASSISTANT	180				
	INTERVENER FOR DEAF-BLIND	184				
505	COOR EXT DAY LEAD SITE	187	Hourly	\$20.39	\$24.88	\$29.36
	DISTRICT ITINERANT SUBSTITUTE	180	Daily (7.5 hours)	\$152.96	\$186.56	\$220.17
	FAMILY AND COMMUNITY EDUCATOR T1	210	180 Days	\$27,533	\$33,582	\$39,631
	INTERPRETER DEAF CO-OP INTERN	187	187 Days	\$28,603	\$34,888	\$41,172
	NURSE LICENSED VOCATIONAL	187	210 Days	\$32,122	\$39,179	\$46,236
	PARENT EDUCATOR T1 (FT)	187				
PARENT EDUCATOR T1 (FT) EDGE	187					
506	INTERPRETER DEAF CO-OP RDSPD	187	Hourly	\$23.86	\$29.10	\$34.35
			Daily (7.5 hours)	\$178.94	\$218.27	\$257.59
			187 Days	\$33,461	\$40,816	\$48,170

2021-2022 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
601			Hourly	\$10.72	\$12.88	\$15.04
	CUSTODIAN	260	180 Days	\$15,431	\$18,547	\$21,664
	MONITOR BUS SPECIAL ED	180	260 Days	\$22,290	\$26,791	\$31,292

Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.

602	CASHIER CAFETERIA	180	Hourly	\$11.82	\$14.42	\$17.02
	CUSTODIAN ASST LEAD ELEM	260	180 Days	\$17,019	\$20,765	\$24,510
	CUSTODIAN ASST LEAD NON CAMPUS	260	238 Days	\$22,503	\$27,456	\$32,408
	GROUNDKEEPER	260	260 Days	\$24,583	\$29,993	\$35,404
	HELPER HVAC	260				
	OPERATOR MACHINE	260				
	SPECIALIST CAFETERIA	180				
	SPECIALIST CAFETERIA 4.5	180				
	SPECIALIST CATERING	238				

Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.

603	ASST MANAGER CAFETERIA	180	Hourly	\$14.17	\$17.28	\$20.39
	ASST MANAGER PARTS	260	180 Days	\$20,405	\$24,885	\$29,364
	CRAFTSMAN HELPER	260	238 Days	\$26,980	\$32,903	\$38,826
	CRAFTSMAN HELPER CND	260	260 Days	\$29,474	\$35,945	\$42,415
	CUSTODIAN ASST LEAD MS	260				
	CUSTODIAN LEAD ELEM	260				
	CUSTODIAN LEAD NON CAMPUS	260				
	DRIVER AUXILIARY CREW	260				
	DRIVER CDL	260				
	DRIVER MAIL DELIVERY	260				
	DRIVER WAREHOUSE DELIVERY	260				
	PARTS SUPPORT CREW	260				
	STEWARD TEXTBOOKS	238				
	STRUCTURAL LICENSED APPLICATOR	260				
	SUPPORT CREW WAREHOUSE	260				

Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.

604	AUX SUPPORT UTILITY CREW LEAD	260	Hourly	\$15.79	\$19.27	\$22.74
	BUS DRIVER (REG_PT_SPECIAL ED)	180	180 Days	\$22,742	\$27,746	\$32,750
	BUS DRIVER TRAINER	226	210 Days	\$26,533	\$32,371	\$38,208
	BUS DRIVER/COVER	226	226 Days	\$28,554	\$34,837	\$41,120
	BUS DRIVER/SHOP MAINTENANCE	226	238 Days	\$30,070	\$36,687	\$43,303
	CRAFTSMAN	260	260 Days	\$32,850	\$40,078	\$47,306
	CUSTODIAN ASST LEAD HS	260				
	CUSTODIAN LEAD MS	260				
	FOREMAN ATHLETIC CREW	260				
	MANAGER CAFETERIA ELEM	210				
	Painter	260				
	ROOFER	260				
	TECHNICIAN PRINT PRODUCTION	238				

Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.

Bus Drivers - Minimum Hourly Rate is \$18.00

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
605						
		Hourly	\$16.99	\$20.71	\$24.44	
	CUSTODIAN LEAD HS	260	210 Days	\$28,543	\$34,800	\$41,058
	DISPATCHER TRANSPORTATION	260	238 Days	\$32,348	\$39,440	\$46,532
	LOCKSMITH	260	260 Days	\$35,339	\$43,086	\$50,833
	MANAGER CAFETERIA MS	210	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
	MANAGER INVENTORY	260				
	MECHANIC MAINTENANCE	260				
	REPAIRMAN OPERATIONS	260				
	SERVICEMAN FACILITIES	260				
	SERVICEMAN VEHICLES	260				
	SPECIALIST BLDG AUTOMATION I	260				
	SPECIALIST FACILITIES DATABASE	238				
606						
		Hourly	\$18.99	\$23.15	\$27.31	
	CARPENTER	260	210 Days	\$31,899	\$38,890	\$45,882
	LOCKSMITH LEAD	260	260 Days	\$39,494	\$48,150	\$56,806
	MANAGER CAFETERIA HS	210	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
	MECHANIC MASTER	260				
	SPECIALIST BLDG AUTOMATION II	260				
	TECHNICIAN AUDIO VISUAL	260				
	TECHNICIAN BOILER I	260				
	TECHNICIAN WATER QUALITY MAINT	260				
607						
		Hourly	\$21.87	\$26.68	\$31.48	
	ELECTRICIAN	260	260 Days	\$45,488	\$55,486	\$65,484
	ELECTRICIAN HVAC	260	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
	PLUMBER	260				
	REPAIRMAN KITCHEN	260				
	REPAIRMAN REFRIGERATION	260				
	TECHNICIAN ALARM	260				
	TECHNICIAN ELECTRONICS	260				
	TECHNICIAN FIRE ALARM	260				
	TECHNICIAN HVAC II	260				
608						
		Hourly	\$25.05	\$30.55	\$36.04	
	ELECTRICIAN MASTER	260	260 Days	\$52,110	\$63,536	\$74,962
	FOREMAN ELECTRONIC TECHNICIAN	260	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
	MECHANIC MASTER (CERTIFIED)	260				
	PLUMBER MASTER	260				
	SUPERVISOR BLDG AUTOMATION LD	260				
	TECHNICIAN BOILER II	260				
	TECHNICIAN HVAC III	260				

2021-2022 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
701						
	HALL MONITOR	184				
			Hourly	\$12.26	\$14.94	\$17.62
			Daily (7.5 hours)	\$91.92	\$112.05	\$132.18
			184 Days	\$16,913	\$20,617	\$24,322
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
702						
	POLICE COMMUNICATIONS OFFICER	260				
	SUPERVISOR CROSSING GUARD	238				
			Hourly	\$17.17	\$20.30	\$23.43
			238 Days	\$32,685	\$38,648	\$44,610
			260 Days	\$35,707	\$42,220	\$48,734
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
703						
	COORDINATOR CROSSING GUARD	238				
	TECHNICIAN EVIDENCE	260				
			Hourly	\$20.03	\$24.42	\$28.81
			238 Days	\$38,133	\$46,492	\$54,852
			260 Days	\$41,658	\$50,790	\$59,922
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
704						
	POLICE LEAD TELECOM OPERATOR	260				
			Hourly	\$21.62	\$26.37	\$31.13
			260 Days	\$44,969	\$54,858	\$64,748
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
705						
	POLICE COMPLIANCE OFFICER	260				
	POLICE OFFICER 260	260				
			Hourly	\$24.25	\$29.16	\$34.07
			260 Days	\$50,444	\$60,658	\$70,872
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
706						
	POLICE OFFICER SERGEANT 260	260				
			Hourly	\$30.01	\$34.91	\$39.81
			260 Days	\$62,411	\$72,603	\$82,796
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
707						
	POLICE OFFICER LIEUTENANT	260				
			Hourly	\$34.21	\$41.90	\$49.59
			260 Days	\$71,153	\$87,146	\$103,138
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
New Positions and Operation
Budget for 2021-22
References: Board Policy CDC (Legal)
Board Governance
Department: Business & Finance

Recommendation

Consideration and possible approval of new positions to support District strategic priorities aligned with developing systems reviewed with the Board at the April 19, 2021 Board Workshop meeting. All requests are for the 2021-22 school year.

Summary

For the 2021-22 school year, a total of 112.0 new positions are recommended in the General Fund. The estimated cost for staffing the positions, including benefits, is \$7,643,641. The staffing recommendation reflects positions requested to support the growth of the Early College High School, P-Tech programs, full-day Pre-Kindergarten programs, virtual school, as well as student interventions.

Position Type	FTEs	Total Cost (Including Benefits)
Early College High School-Teaching Positions	15.0	\$1,160,187
Early Learning Center-Hunters Glen and Ridgemont Elementary Schools	23.0	\$1,502,877
Virtual School	59.0	\$3,879,283
Student Interventions	15.0	\$1,101,294
Grand Total	112.0	\$7,643,641

Provided below is a detail of the requested positions.

Strategic Priorities

During the March 29, 2021 and April 19, 2021 Board meetings, staff presented a list of strategic priorities that are needed to continue advancing the District’s goals and objectives and strategic plan. The overarching themes for the recommended strategic investments included initiatives geared towards expanding systems.

Early College High School/P-Tech

Teaching positions recommended for a year-three expansion of the Early College High School and P-TECH programs at Marshall, Willowridge, and Hightower High Schools.

Campus	FTEs	Total Cost (Including Benefits)
Marshall High School	5.0	\$386,729
Willowridge High School	5.0	\$386,729
Hightower High School	5.0	\$386,729
Grand Total	15.0	\$1,160,187

Early Learning Center – Hunters Glen and Ridgemont Elementary Schools

Positions needed to support full-day Pre-Kindergarten expansion and tuition-based Pre-Kindergarten throughout the District. In addition, there are 24 teaching positions that would have a contract change from 187 days to 210 days to support an extended school year for Pre-Kindergarten students.

Position	FTEs	Total Cost (Including Benefits)
Hunters Glen:		
Teacher-Kindergarten	3.0	\$249,377
Teacher-Kindergarten-Bilingual	2.0	\$166,251
Teacher-First Grade-Bilingual	1.0	\$83,126
Teacher-Art Integration	1.0	\$75,444
Teacher-Elementary-Action Based Learning	1.0	\$75,444
Teacher-Literacy Interventionist-Bilingual	1.0	\$82,450
Teacher-Interventionist-Math Bilingual	1.0	\$82,450
Social Worker	1.0	\$73,565
Educational Assistant	1.0	\$35,525
Receptionist	1.0	\$36,012
Specialist Elementary English Learner	1.0	\$82,450
Administrative Assistant	1.0	\$36,299
Nurse Aid	1.0	\$30,189
Aide Instructional	1.0	\$28,506
Teacher contract days increase to 210	24.0	\$215,926
Ridgemont ELC:		
Aide Pre-Kindergarten	6.0	\$149,863
Grand Total	23.0	\$1,502,877

Virtual School

Positions needed to support offering virtual school to students on an exception-based medical need basis, assuming legislation is passed allowing school districts to offer virtual school full-time to students.

Position Type	FTEs	Total Cost (Including Benefits)
Instructional Officer	1.0	\$185,701
Assistant Principal - HS	3.0	\$298,348
Counselor - Lead	1.0	\$91,425
Counselor - HS	3.0	\$261,808
Teacher - HS-ESL	1.0	\$85,550
Executive Assistant III	1.0	\$60,024
Clerk IV Attendance	5.0	\$206,411
Registrar	1.0	\$64,367
Registrar Assistant	1.0	\$46,787
Coordinator Campus Assessment	2.0	\$201,395
Clerk II Counselor	4.0	\$124,608
Librarian	2.0	\$197,810
Advisor College & Career Readiness	1.0	\$80,993
Aide District	2.0	\$45,869
Administrative Assistant I	5.0	\$166,245
Clerk III Data	2.0	\$80,667
Facilitator ARD	2.0	\$150,417
Aide Bilingual	1.0	\$24,487
Assistant Principal - MS	2.0	\$186,322
Teacher - MS-ESL	1.0	\$85,550
Counselor - MS	2.0	\$167,888
Counselor - Lead	1.0	\$87,269
Executive Assistant II	2.0	\$108,142
Aide Instructional	1.0	\$24,487
Aide Kindergarten	1.0	\$24,487
Aide Library	1.0	\$24,487
Aide Compliance - Elem	1.0	\$30,446
Assistant Principal - Elem	2.0	\$186,322
Math Specialist	1.0	\$85,550
Specialist - Elem	1.0	\$85,550
Teacher Literacy Interventionist	1.0	\$85,550
Teacher Literacy Interventionist - Bilingual	1.0	\$85,550
Coordinator Campus Compliance	1.0	\$76,700
Counselor - Elem	2.0	\$162,071
Grand Total	59.0	\$3,879,283

Student Interventions

Due to the COVID-19 Pandemic, student intervention is needed to assist students with literacy and math.

Type Position	FTEs	Total Cost (Including Benefits)
Literacy Interventionist	10.0	\$734,196
Math Interventionist	5.0	\$367,098
Grand Total	15.0	\$1,101,294

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Diana Sayavedra
Deputy Superintendent

Joe Rodriguez
Chief of Schools

Bryan Guinn
Chief Financial Officer

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
2021-22 Budget and Tax Rate
References: Board Policy CE (Legal)
Board Governance
Department: Business and Finance

Recommendation

Consideration and possible approval of the 2021-22 General Fund (199), Debt Service Fund (599), and Child Nutrition Fund (240) budgets as presented in the Fiscal Year 2021-22 budget document.

Summary

The Administration has presented and discussed the proposed 2021-22 budget during a series of Board workshops that began on March 29, 2021. The District published the proposed budget on Wednesday, April 28, 2021 in the *Fort Bend Star* and the *Fort Bend Independent*, and a public hearing is being conducted on May 10, 2021 as required by law. At the public hearing, any taxpayer in the District may be present and participate through citizens' comments after the presentation.

Background

The Texas Education Code and the Texas Education Agency require that the Board of Trustees prepare a budget by June 19th for districts with a July 1st fiscal year. The official District budget must be adopted at the fund and function level and must include the General Fund (Fund 199), Debt Service Fund (Fund 599), and Food Service Fund (Fund 240). The attached budget meets the requirements of the Texas Education Code.

The proposed general operating budget for 2021-22 of \$780.3M represents the efforts of the District leadership to present a plan that provides the resources necessary to support the District mission, Board goals, and strategic priorities, while maintaining accountability to its stakeholders. The budget includes staffing necessary for anticipated student and program growth.

It is possible to amend the proposed budget during the 2021-22 school year to address any additional strategic objectives identified by the Board and Superintendent. It is anticipated that additional amendments will be needed to the 2021-22 budget including purchase orders that roll from 2020-21 and potential state funding that could be passed through from the Elementary and Secondary School Emergency Relief and the American Rescue Plan.

The proposed budget for the Debt Service Fund reflects the debt schedule and estimates for the Commercial Paper Program. It is anticipated that additional amendments will be needed in 2021-22 for the debt transaction that is scheduled for June 2021, as well as potential future transactions. The Food Service budget reflects a \$0.25 cent increase in paid meal price although the increase will not affect students since the United States Department of Agriculture extended universal free meals for all students for 2021-22 school year.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Bryan Guinn
Chief Financial Officer

Kelly Schlacks
Executive Director of Finance

Luis Osorio
Director of Budget

**Fort Bend Independent School District
2021-22 Proposed Budget
Summary of Budget Assumptions**

# Funding Formula	
1	Tier I Entitlement (Basic Allotment) \$6,160.00
2	Tier II - Level 1 (Golden Penny) \$98.56
3	Assumes Per Capita Rate \$250.00
4 Property Tax	
5	Maintenance & Operations Tax Rate \$0.9802
6	Debt Service Tax Rate \$0.2900
7	Total Tax Rate \$1.2702
8	Net assessed taxable value [Based on Preliminary CAD Tax Roll] \$47.2 billion
9	Freeze adjusted taxable value (i.e. net taxable value adjusted for frozen property value) \$45.9 billion
10	Collection rate 98.50%
11 Enrollment	
12	Projected enrollment (PASA moderate-growth scenario) 79,701
13	Average Daily Attendance (ADA) Adjusted for Pre-K 76,052
14	Percent Attendance 96.50%
15 Personnel	
16	Campus Support & Program Expansion (Teaching & Non-Teaching Staff) \$12.3M
17	Compensation Adjustments \$32.8M
18 Other	
19 Campus Basic Allocation (per pupil)	
20	High School \$107.00
21	Middle School \$101.00
22	Elementary School \$97.00
23	At-Risk - High School (20% of the Basic Allocation + \$8,000) \$21.40
24	At-Risk - Middle School (20% of the Basic Allocation + \$5,000) \$20.20
25	At-Risk - Elementary School (20% of the Basic Allocation + \$1,000) \$19.40

Note: District administration can adjust campus allocations up or down based on the variances between the District's demographer data and actual Fall PEIMS snapshot date.

**Fort Bend Independent School District
2021-22 Proposed Budget**

	General Fund (Fund 199)	Debt Service (Fund 599)	Child Nutrition (Fund 240)
57 - Local Revenues	\$ 443,860,846	\$ 133,854,721	\$ 6,705,000
58 - State Revenues	296,130,714	1,638,320	135,000
59 - Federal Revenues	34,450,000	-	28,060,000
Revenues Total	774,441,560	135,493,041	34,900,000
Expenditures	780,816,635	134,265,935	34,386,062
Other Sources & (Uses) Total	2,500,000	-	-
Use of Economic Stabilization	3,875,075	-	-
Surplus/(Deficit)	\$ -	\$ 1,227,106	\$ 513,938

**Fort Bend Independent School District
General Fund 2021-22 Proposed Budget
May 10, 2021**

By Function	2021-22 Proposed Budget			2020-21 Estimated Actual		
	2021-22		Cost per Student	2020-21		Cost per Student
	Proposed Budget	Percent		Year-End Estimate	Percent	
11 - Instruction	\$ 472,298,357	60.49 %	\$ 5,926	\$ 405,744,208	53.40 %	\$ 5,089
12 - Instructional Resources Media	8,954,349	1.15 %	112	8,072,281	1.06 %	101
13 - Curriculum Development	17,244,394	2.21 %	216	14,869,557	1.96 %	186
21 - Instructional Leadership	20,244,989	2.59 %	254	20,824,067	2.74 %	261
23 - School Leadership	49,716,939	6.37 %	624	50,626,322	6.66 %	635
31 - Guidance Counseling Evaluation	37,784,964	4.84 %	474	35,539,240	4.68 %	446
32 - Social Work Services	1,828,411	0.23 %	23	1,913,485	0.25 %	24
33 - Health Services	10,274,719	1.32 %	129	23,428,644	3.08 %	294
34 - Student Transportation	25,698,425	3.29 %	322	21,471,462	2.83 %	269
35 - Food Services	64,816	0.01 %	1	203	0.00 %	0
36 - Co Curricular Extra Curricular	14,975,686	1.92 %	188	17,039,020	2.24 %	214
41 - General Administration	22,820,807	2.92 %	286	23,051,096	3.03 %	289
51 - Facilities Maint And Operation	64,229,259	8.23 %	806	87,554,459	11.52 %	1,098
52 - Security & Monitoring	10,515,822	1.35 %	132	12,949,819	1.70 %	162
53 - Data Processing	19,431,140	2.49 %	244	30,858,005	4.06 %	387
61 - Community Services	747,492	0.10 %	9	877,681	0.12 %	11
81 - Facilities Acquisition	-	0.00 %	-	208,111	0.03 %	3
93 - Payment To Member/Ssa	399,597	0.05 %	5	483,758	0.06 %	6
99 - Other Intergovernmental Charge	3,586,470	0.46 %	45	4,246,034	0.56 %	53
Grand Total	\$ 780,816,635	100.00 %	\$ 9,797	\$ 759,757,453	100.00 %	\$ 9,529

By Major Object						
61 - Salary & Benefits	\$ 698,616,349	89.47 %	\$ 8,765	\$ 660,947,151	86.99 %	\$ 8,289
62 - Purchased & Contracted Services	49,437,043	6.33 %	620	62,000,678	8.16 %	778
63 - Supplies & Materials	26,015,992	3.33 %	326	27,951,958	3.68 %	351
64 - Other Operating Expenditures	6,358,943	0.81 %	80	8,183,997	1.08 %	103
65 - Debt Service	-	0.00 %	-	-	0.00 %	-
66 - Capital Outlay	388,309	0.05 %	5	673,669	0.09 %	8
Grand Total	\$ 780,816,635	100.00 %	\$ 9,797	\$ 759,757,453	100.00 %	\$ 9,529

By Functional Groups						
Instructional (11, 12, 13)	\$ 498,497,100	63.84 %	\$ 6,255	\$ 428,686,046	56.42 %	\$ 5,376
District Operations (34, 35, 51, 52, 53, 81, 93, 99)	123,925,528	15.87 %	1,555	157,771,851	20.77 %	1,979
Instructional Support (21, 23, 31, 32, 33, 36, 61)	135,573,200	17.36 %	1,701	150,248,460	19.78 %	1,884
Central Administration (41)	22,820,807	2.92 %	286	23,051,096	3.03 %	289
Debt Service (71)	-	0.00 %	-	-	0.00 %	-
Grand Total	\$ 780,816,635	100.00 %	\$ 9,797	\$ 759,757,453	100.00 %	\$ 9,529

Cost per student in 2021-22 is based on projected enrollment of 79,701 (PASA Moderate)

Cost per student in 2020-21 is based on enrollment of 76,735 as of PEIMS snapshot (October 2020)

**Fort Bend Independent School District
Debt Service Fund 2021-22 Proposed Budget
May 10, 2021**

By Function	2021-22 Proposed Budget			2020-21 Estimated Actual		
	2021-22 Proposed Budget	Percent	Cost per Student	2020-21 Year-End Estimate	Percent	Cost per Student
71 - Debt Service	134,265,935	100.00 %	1,685	114,442,722	100.00 %	1,435
72 - Interest On Long Term Debt	-	0.00 %	-	-	0.00 %	-
73 - Bond Issuance Costs And Fees	-	0.00 %	-	-	0.00 %	-
Grand Total	\$ 134,265,935	100.00 %	\$ 1,685	\$ 114,442,722	100.00 %	\$ 1,435

61 - Salary & Benefits	\$ -	0.00 %	\$ -	\$ -	0.00 %	\$ -
62 - Purchased & Contracted Services	-	0.00 %	-	-	0.00 %	-
63 - Supplies & Materials	-	0.00 %	-	-	0.00 %	-
64 - Other Operating Expenditures	-	0.00 %	-	-	0.00 %	-
65 - Debt Service	134,265,935	100.00 %	1,685	114,442,722	100.00 %	1,435
66 - Capital Outlay	-	0.00 %	-	-	0.00 %	-
Grand Total	\$ 134,265,935	100.00 %	\$ 1,685	\$ 114,442,722	100.00 %	\$ 1,435

Instructional (11, 12, 13)	\$ -	0.00 %	\$ -	\$ -	0.00 %	\$ -
Instructional Support (21, 23, 31, 32, 33, 36, 61)	-	0.00 %	-	-	0.00 %	-
District Operations (34, 35, 51, 52, 53, 81, 93, 99)	-	0.00 %	-	-	0.00 %	-
Central Administration (41)	-	0.00 %	-	-	0.00 %	-
Debt Service (71)	134,265,935	100.00 %	1,685	114,442,722	100.00 %	1,435
Grand Total	\$ 134,265,935	100.00 %	\$ 1,685	\$ 114,442,722	100.00 %	\$ 1,435

Cost per student in 2021-22 is based on projected enrollment of 79,701 (PASA Moderate)

Cost per student in 2020-21 is based on enrollment of 76,735 as of PEIMS snapshot (October 2020)

**Fort Bend Independent School District
Child Nutrition Fund 2021-22 Proposed Budget
May 10, 2021**

By Function	2021-22 Proposed Budget			2020-21 Estimated Actual		
	2021-22 Proposed Budget	Percent	Cost per Student	2020-21 Year-End Estimate	Percent	Cost per Student
35 - Food Services	33,813,062	98.24 %	424	19,113,485	98.44 %	240
51 - Facilities Maint And Operation	573,000	1.76 %	7	283,587	1.56 %	4
Grand Total	\$ 34,386,062	100.00 %	\$ 431	\$ 19,397,072	100.00 %	\$ 243

61 - Salary & Benefits	\$ 15,372,062	45.81 %	\$ 193	\$ 11,409,288	46.24 %	\$ 143
62 - Purchased & Contracted Services	860,000	4.15 %	11	486,743	3.61 %	6
63 - Supplies & Materials	17,790,000	48.31 %	223	7,336,224	48.90 %	92
64 - Other Operating Expenditures	59,000	0.19 %	1	17,788	0.17 %	0
65 - Debt Service	-	0.00 %	-	-	0.00 %	-
66 - Capital Outlay	305,000	1.54 %	4	147,029	1.09 %	2
Grand Total	\$ 34,386,062	100.00 %	\$ 431	\$ 19,397,072	100.00 %	\$ 243

Central Administration (41)	\$ -	0.00 %	\$ -	\$ -	0.00 %	\$ -
Debt Service (71)	-	0.00 %	-	-	0.00 %	-
District Operations (34, 35, 51, 52, 53, 81, 93, 99)	34,386,062	100.00 %	431	19,397,072	100.00 %	243
Instructional (11, 12, 13)	-	0.00 %	-	-	0.00 %	-
Instructional Support (21, 23, 31, 32, 33, 36, 61)	-	0.00 %	-	-	0.00 %	-
Grand Total	\$ 34,386,062	100.00 %	\$ 431	\$ 19,397,072	100.00 %	\$ 243

Cost per student in 2021-22 is based on projected enrollment of 79,701 (PASA Moderate)

Cost per student in 2020-21 is based on enrollment of 76,735 as of PEIMS snapshot (October 2020)

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
Minutes of Previous Meetings
Reference: Board Policy BE (Local)
Department: Office of the Superintendent

Recommendation

Consideration and possible approval of minutes of the following Fort Bend ISD Board of Trustee meetings:

- April 12, 2021: Special Called Meeting: Board Team Building
- April 19, 2021: Called Meeting and Agenda Review
- April 20, 2021: Special Called Meeting: Vision and Planning Committee Meeting
- April 26, 2021: Regular Business Meeting

Summary

Board Policy BE (Local) states, “Board action shall be carefully recorded by the Secretary or clerk; when approved, these minutes shall serve as the legal record of official Board actions. The written minutes of all meetings shall be approved by vote of the Board and signed by the President and the Secretary of the Board.”

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Garrett Rosier
Recording Secretary

Minutes
Board of Trustees
Special Called Meeting for Board Self-Evaluation
April 12, 2021

A Board of Trustees Special Called Meeting was held on Monday, April 12, 2021, beginning at 6:00 PM Board Room of the Administration Building located at 16431 Lexington Blvd., Sugar Land, Texas. It was the Board of Trustees' intent that a quorum of the Board of Trustees would be physically present at this location, although one or more Trustees may have participated via video conference. The agenda packet for the meeting can be found here: <https://meetings.boardbook.org/Public/Organization/649>

Presiding Officer.....Ms. Addie Heyliger, President

Board Members Present

Mr. Dave Rosenthal, Vice President
Mrs. Grayle James, Secretary
Mrs. Angie Hanan
Mr. Jim Rice
Dr. Shirley Rose-Gilliam

Board Member Absent

Ms. Denetta Williams

School Officials Present

Garrett Rosier, Recording Secretary

1. Meeting Called to Order

President Heyliger called the meeting to order at 6:01 p.m. announcing the presence of a quorum and that the meeting had been duly called and the notice posted for the time and manner required by law.

2. Convene in Closed Session

The Trustees convened in closed session at 6:02 p.m. under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: Section 551.071 – For a private consultation with their attorney on any or all subjects or matters authorized by law; Section 551.072 – Consider purchase, exchange, lease, or value of real property; Section 551.074 – Personnel matters; Section 551.076 – Security matters; Section 551.082 – Student discipline matter or complaint; Section 551.0821 – Personally identifiable information about public school students.

A. Section 551.074: Personnel Matters

1. Evaluation and Duties of Public Officers

The Trustees completed the 2020-21 Board Self-Evaluation.

3. Reconvene in Open Session

The Trustees reconvened in open session at 8:23 p.m.

4. Consider Action on Closed Session Items

None.

5. Adjournment

Having no further business before the Board, MOTION was made by Mr. Rosenthal and SECONDED by Mrs. Hanan to adjourn the meeting at 8:32 p.m.

Addie Heyliger, President

Grayle James, Secretary

Minutes
Board of Trustees
Called Meeting and Agenda Review
April 19, 2021

A Board of Trustees Agenda Review Meeting was held on Monday, April 19, 2021, beginning at 6:00 PM in the Board Room of the Administration Building located at 16431 Lexington Blvd., Sugar Land, Texas. Members of the public viewed the Live Stream of the meeting at the following address: <https://www.fortbendisd.com/April19LIVESTREAM>. Members of the public also registered to address the Board at the following address: <https://www.fortbendisd.com/cms/lib/TX01917858/Centricity/Domain/83/New%20Agenda%20Review%20Address%20Form%201-12-21.pdf>. Requests to address the Board were submitted no later than 4:30 p.m. on the day of the meeting. It was the Board of Trustees' intent that a quorum of the Board of Trustees would be physically present at this location, although one or more Trustees may have participated by video conference. The agenda packet for the meeting can be found here: <https://meetings.boardbook.org/Public/Organization/649>. This meeting was recorded as required by law and the recording is available to the public at:

<https://www.youtube.com/watch?v=JINyA6pLsFA&t=157s>

Presiding Officer.....Ms. Addie Heyliger, President

Board Members Present

- Mr. Dave Rosenthal, Vice President (via video conference)
- Mrs. Grayle James, Secretary
- Mrs. Angie Hanan
- Mr. Jim Rice
- Dr. Shirley Rose-Gilliam
- Ms. Denetta Williams (via video conference) (arrived at 6:06 p.m.)

School Officials Present

- Charles E. Dupre, Ed.D., Superintendent of Schools
- Diana Sayavedra, Deputy Superintendent of Schools
- Anthony Indelicato, Ed.D., Chief of Staff and Collaborative Communities
- Beth Martinez, Chief Academic Officer
- Veronica Sopher, Chief Communications Officer
- Bryan Guinn, Chief Financial Officer
- Long Pham, Chief Information Officer
- Oscar Perez, Chief Operations Officer
- Robert Scamardo, FBISD General Counsel
- Gwyn Touchet, Chief Human Resources and Organizational Transformation Officer
- David Rider, Chief of FBISD Police Department
- Garrett Rosier, Recording Secretary (via video conference)

Others Present

- Rick Morris, Board Counsel
- Staff and Employees

1. Meeting Called to Order

President Heyliger called the meeting to order at 6:00 p.m. announcing the presence of a quorum and that the meeting had been duly called and the notice posted for the time and manner required by law.

2. Information

A. Board Governance

1. 2021-22 Strategic and Budgetary Update

Mr. Bryan Guinn, Chief Financial Officer, and Ms. Diana Sayavedra, Deputy Superintendent of Schools provided an update on planning and budget development efforts for 2021-22, as well as information about how bills under consideration during the 87th Legislative Session may affect the District. Budget development activities are ongoing as staff works to allocate resources to best support the goals and priorities of the District.

Ms. Heyliger requested that the Administration provide the Trustees with a comprehensive block schedule implementation plan complete with metrics on how the District will move forward with the campuses that are not part of the pilot.

Mrs. Hanan requested that the Administration develop a series of progress reports chronicling the District's progress regarding block schedule implementation.

Mrs. Hanan requested that the Administration report teacher staff development activities and how many teachers engaged in those activities during block schedule implementation.

Dr. Rose-Gilliam requested that the Administration provide the Trustees with more information regarding how the District will evaluate the block scheduling process through all phases of implementation.

Dr. Rose-Gilliam requested that the Administration provide the Trustees with examples of successes and failures with Hightower High School's attempt at block scheduling.

Mr. Rice, Mrs. James, and Mr. Rosenthal requested that the Administration provide the Trustees with a projection of the number of students choosing virtual learning for the 2021-22 school year.

Ms. Heyliger requested that the Administration provide the Trustees with talking points on which the Trustees may lobby the Commissioners regarding the District's budget.

Mrs. James requested that the Administration provide the Trustees with additional information on what type of funding the District will receive for virtual school students.

Mrs. James requested that the Administration provide the Trustees with additional information on Senate Bill 27 and House Bill 1468.

Mrs. James and Mr. Rosenthal requested that the Administration provide the Trustees with a three-year plan to see where the considerable investment of funds will take the District in the future.

Mrs. James requested that the Administration provide the Trustees with additional information on the District's updated Health and Safety Protocols.

Mr. Rosenthal requested that the Administration provide the Trustees with examples of exception criteria or qualifications for attendance at the virtual campus.

Ms. Heyliger announced that she would move the Action Items to before convening in Closed Session.

8. Action

A. Board Governance

1. Consider Approval of Setting the Date, Time, and Place to Conduct a Public Budget Hearing for the Proposed 2021-22 School District Budget and Tax Rates on May 10, 2021

The Administration requested Board approval of setting the date, time, and place to conduct a public budget hearing to receive information, comments, and taxpayers' views on the proposed 2021-22 school district budget and tax rates on May 10, 2021, beginning at 5:30 p.m. in the Board Room of the Fort Bend ISD Administration Building.

MOTION made by Mr. Rice and SECONDED by Mrs. James that the Board of Trustees approve item 8A1 as presented. Following discussion, MOTION CARRIED. Ayes 7 – Noes 0.

2. Consider Approval of the Proposed 2021 Maintenance and Operations Tax Rate

The Administration requested Board approval of setting the Proposed Tax Year 2021 Maintenance and Operations Tax Rate at \$1.07. This represents a \$0.1198 *increase* from the prior year's Maintenance and Operations Tax Rate.

MOTION made by Mr. Rice and SECONDED by Mrs. James that the Board of Trustees recommend approval of Action Item 8A2 as presented. MOTION CARRIED. Ayes 7 – Noes 0.

3. Consider Approval of the Proposed 2021 Debt Service Tax Rate

The Administration requested Board approval of setting the proposed 2021 Debt Service Tax Rate at \$0.29. This rate is unchanged from last year.

MOTION made by Mr. Rice and SECONDED by Mrs. James that the Board of Trustees approve Action Item 8A3 as presented. MOTION CARRIED. Ayes 7 – Noes 0.

3. Convene in Closed Session

The Trustees convened in closed session at 8:00 p.m. under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: Section 551.071 – For a private consultation with their attorney on any or all subjects or matters authorized by law; Section 551.072 – Consider purchase, exchange, lease, or value of real property; Section 551.074 – Personnel matters; Section 551.076 – Security matters; Section 551.082 – Student discipline matter or complaint; Section 551.0821 – Personally identifiable information about public school students.

4. Reconvene in Open Session

The Trustees reconvened in open session at 10:03 p.m.

5. Consider Action on Closed Session Items

None.

Prior to beginning the Review Agenda, Ms. Heyliger removed Agenda Item 6A2 from consideration.

6. Review

A. Board Governance

1. Review Revisions to Local Board Policies

The Administration seeks Board approval of proposed revisions to policies CPC (Local), FNG (Local), GF (Local), and GKA (Local).

Mrs. James announced that Board Policy CPC (Local) was the only policy to go through the Board Policy Committee and then listed the changes to this policy. The other policies did not go through the Board Policy Committee and only received minor changes for legal compliance.

a. CPC (Local): Office Management: Records Management

b. FNG (Local): Student Rights and Responsibilities: Student and Parent Complaints/Grievances

c. GF (Local): Public Comments

d. GKA (Local): Community Relations: Conduct on School Premises

3. Review Revised Expenditure Authorization and Ratification of Expenditures Incurred during the February 2021 Winter Storm

The Administration seeks Board approval of emergency repairs made to the District during the February 2021 winter storm event. Emergency repairs consumed, and in some cases, exceeded available approved expenditure authorizations. The Administration will seek approval of the revised expenditure authorization and ratification of expenditures above the originally approved threshold at the April 26, 2021 Regular Business Meeting.

4. Review Previous Meeting Minutes

The Administration seeks Board approval of previous meeting minutes.

a. March 3, 2021: Special Called Meeting: Superintendent Search Firm Presentations

b. March 8, 2021: Special Called Meeting: Board Team Building

c. March 22, 2021: Called Meeting and Agenda Review

d. March 24, 2021: Public Hearing on Mental Health Services

e. March 29, 2021: Regular Business Meeting

f. March 31, 2021: Special Called Meeting: Planning with Superintendent Search Firm

B. Board Goal 1: Fort Bend ISD will provide an equitable learning environment that provides all students access to the FBISD curriculum

1. Review Waiver for 40 Percent Campus Hybrid Instruction for Ninth through Twelfth Grade Students During District-Scheduled Testing Days

The Administration seeks Board approval of a waiver for 40 percent hybrid instruction during District-scheduled testing days for students in Ninth through Twelfth Grade.

C. Scalable Systems

1. Review 2021-22 Fort Bend ISD Designated Hazardous Traffic Conditions List and Review Adoption of the Designated Hazardous Traffic Conditions Resolution

The Administration seeks Board approval of the 2021-22 Fort Bend ISD Designated Hazardous Traffic Conditions List and approval to adopt the Designated Hazardous Traffic Conditions Resolution.

High Schools (Grades 9-12)	Designated Hazardous Areas within Two Miles of Campus
Austin	Areas within two miles of campus south and east of Old Richmond; and all areas west of FM 1464, and Aliana Development south of West Airport Boulevard.
Bush	Areas within two miles of the campus in the Mission Bend North, Mission Bend South, Mission West and Mission Oaks subdivisions, and the area south of Beechnut Street and east of FM 1464.
Clements	Areas within two miles of the campus north of Highway 59 in The Lakes/Meadow Lakes subdivisions.
Dulles	Areas within two miles of campus north of American Water Canal and along Brand Avenue, north of Avenue E.
Elkins	Areas within two miles of campus except for Stonebrook and Creekstone Village subdivisions.
Hightower	All areas within two miles of campus.

Kempner	Areas within two miles of campus except Covington Woods, Covington West, Greenbriar, Ragus Lakes, Imperial Woods and Gannoway Lakes subdivisions.
Marshall	All areas within two miles of campus.
Ridge Point	No hazardous areas.
Travis	Areas within two miles of campus except Harvest Green subdivision.
Willowridge	Areas within two miles of campus north of Court Road and east of South Post Oak; along and north of Mackinaw; east of Park Manor; north of Westfield and west of Rockwell.

Middle Schools (Grades 6-8)	Designated Hazardous Areas within Two Miles of Campus
Baines	Areas within two miles of campus except Bees Creek and Silver Ridge subdivisions.
Bowie	No hazardous areas
Crockett	Areas within two miles of campus except Bradford Park subdivision.
Dulles	Areas within two miles of campus, north of American Water Canal and along Brand Avenue, north of Avenue E.
First Colony	No hazardous areas.
Fort Settlement	No hazardous areas.
Garcia	Areas within two miles of campus except Pheasant Creek and Summerfield subdivisions, Aliana Development south of West Airport Blvd, and Windsor Estates Development west of FM 1464 and south of West Airport Boulevard.
Hodges Bend	Areas within two miles of campus, west of FM 1464; west of Clodine Reddick; north of Beechnut Street and west of Londres; and east of Addicks Clodine. All areas within two miles of campus, north of West Belfort Street; north of Madden Road; east of FM 1464; and west of Highway 6.
Lake Olympia	No hazardous areas.
McAuliffe	Areas within two miles of campus, north of Court Road; east of Park Manor; and east of Chimney Rock Road.
Missouri City	Areas within two miles of campus, north of Highway 90; east of Texas Pkwy; east of Moore Road; and north of Grand Park Drive.
Quail Valley	Areas within two miles of campus, north of Cartwright, and all areas west of FM 1092.
Sartartia	No hazardous areas.
Sugar Land	No hazardous areas.

Thornton	Areas within two miles of campus for 2021-22 will be eligible for transportation until the infrastructure between the campus and communities is fully developed.
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Elementary Schools (Grades K-5)	Designated Hazardous Areas within Two Miles of Campus
Armstrong	Areas within two miles of campus except Fifth Street area.
Arizona Fleming	Areas within two miles of campus east of Highway 6; west of Gaines Road; along and both sides of Old Richmond Road; Gaines Road north of Castle Gate Drive.
Austin Parkway	Areas within two miles of campus west of Highway 6; southeast of University Boulevard.
Barrington Place	Areas within two miles of campus except Barrington Place, Ashford Lakes I and Ashford Lakes II subdivisions.
Blue Ridge	Areas within two miles of campus east of South Post Oak Road; south of FM 2234; west of Chimney Rock.
Brazos Bend	All areas within two miles of campus in the Williams Landing and Thompson Chapel subdivisions, and the New Territory Apartments.
Briargate	Areas within two miles of campus in the Briargate Townhomes, Pine Island, and Willow Park subdivisions.
Burton	Areas within two miles of campus east of FM 521; along and off of South Post Oak; along and off of Kansas Street; Davis Street; West Davis Street.
Colony Bend	No hazardous areas.
Colony Meadows	Areas within two miles of campus north of Highway 59 in The Lakes/Meadow Lakes subdivisions.
Commonwealth	No hazardous areas.
Cornerstone	No hazardous areas.
Rita Drabek	Areas within two miles of campus west of Highway 6; east of Burney; Woodbridge Landing subdivision.
Dulles	Areas within two miles of campus north of American Water Canal and along Brand Avenue, north of Avenue E, and east of Dulles Avenue.
E. A. Jones	Areas within two miles of campus north of Highway 90; east of Texas Parkway; west of Staffordshire; east of Scanlin.

Edgar Glover	Areas within two miles of campus along and east of Staffordshire and north of Independence; along and east of FM 2234.
Goodman	Areas within two miles except Teal Run, Estates of Teal Run and Teal Run Meadows subdivisions.
Heritage Rose	All areas within two miles of campus.
Highlands	Areas within two miles of campus north & west of Highway 59; along and off of Cypress Lane.
Holley	Areas within two miles of campus except Eaglewood, Boss Gaston, Kingsbridge Meadow, and Kingsbridge Enclave subdivisions.
Hunters Glen	No hazardous areas.
Jordan	Areas within two miles of campus south of Beechnut Street.
Lakeview	No hazardous areas for the 2021-22 school year due to the reconstruction of the campus and student relocation.
Lantern Lane	Areas within two miles of campus along Hawks Road; north of FM 2234.
Leonetti	Areas within two miles of campus for 2021-22 will be eligible for transportation until the infrastructure between the campus and communities is fully developed.
Lexington Creek	Areas within two miles of the campus in the Riverbend South, Frost Lake, Lakeshore Park at Brightwater and Lakeshore at Brightwater subdivisions.
Madden	Areas within two miles of campus north of West Bellfort Street / Madden Road and east of FM 1464 and south of West Airport Boulevard.
Malala Yousafzai	No hazardous areas.
Meadows	Areas within two miles of campus south of West Airport Boulevard; west of Dairy Ashford.
Mission Bend	No hazardous areas.
Mission Glen	Areas within two miles of campus east of Addicks Clodine.
Mission West	Areas within two miles of campus west of Clodine Reddick.
Neill	No hazardous areas.
Oakland	Areas within two miles of campus except Waterside Estates subdivision.
Oyster Creek	Areas within two miles of campus except Village of Oak Lake subdivision between Old Richmond and FM 1464.
Palmer	Areas within two miles of campus south of Lake Olympia Parkway in the Parkview Village and Sunrise Bay subdivisions; north of Lake

	Olympia Parkway in the Mustang Crossing and Crescent Oak Village subdivisions.
Parks	Areas within two miles of campus north of Trammel-Fresno Road and east of Chimney Rock Road.
Patterson	Areas within two miles of campus south of Beechnut Street.
Pecan Grove	The areas within two miles of campus for the last quarter mile of Timothy Lane, inclusive of Lola Lane and Watkins Street (outside of the Pecan Grove subdivision).
Quail Valley	Areas within two miles of campus except the Quail Village Town Homes.
Ridgegate	Areas within two miles of campus along and north of Mackinaw and east of South Post Oak Road; south of Court Road and west of South Post Oak Road.
Ridgemont	No hazardous areas
Scanlan Oaks	No hazardous areas
Schiff	No hazardous areas
Seguin	Areas within two miles of campus south of Beechnut Street and west of Harlem Road.
Settlers Way	No hazardous areas
Sienna Crossing	Areas within two miles of campus north of Old Woods Passage; north of McKeever.
Sullivan	Areas within two miles of campus east of LJ Parkway and south of Hagerson Road.
Sugar Mill	No hazardous areas
Townwest	Areas within two miles of campus north of Old Richmond Road and west of Sugar Land Howell; east of Belknap; Keegans Wood subdivision; Oak Bend Forest Street.
Walker Station	No hazardous areas

2. Review Revised Project Budget for the Replacement of the Pool Filtration System at the Don Cook Natatorium and Review Utilization of Bond 2018 Program Contingency Funds

The Administration seeks Board approval for a not-to-exceed amount of \$850,000 for the replacement of the pool filtration system at Don Cook Natatorium through existing Mercer Complex and Don Cook Natatorium package (PKG014), approval of the revised total project budget amount of \$12,373,750 and utilization of Bond 2018 Program Contingency funds.

CSP Contract	Package Number	Description	Revised Project Budget
CSP20-023KB	PKG014	Renovations of Mercer Complex and Don Cook Natatorium	\$12,373,750

3. Review Revised Project Budget for the Water Heaters/Boiler Package, Review Professional Services Agreement with Infrastructure Associates, Inc., and Review Utilization of 2018 Bond Program Contingency Funds

The Administration seeks Board approval of a not-to-exceed amount of \$771,786 to address the identified water heater and boiler deficiencies within package (PKG 024), approval of the total revised project budget of \$4,245,547 for the water heaters and boilers package (PKG024), approval of a Professional Services Agreement with Infrastructure Associates, Inc., utilization of 2018 Bond Program Contingency funds, and authorization for the Superintendent to negotiate and execute or terminate the contracts. The assessment report provided by Infrastructure Associates, Inc., identified 14 campuses included in PKG024 as currently having boiler design deficiencies and deferred maintenance needs. The identified campuses are as follows:

- Blue Ridge Elementary School
- Brazos Bend Elementary School
- Colony Bend Elementary School
- Commonwealth Elementary School
- Drabek Elementary School
- Fleming Elementary School
- Oyster Creek Elementary School
- Ridgeway Elementary School
- Ridgemont Elementary School
- Sienna Crossing Elementary School
- Missouri City Middle School
- Quail Valley Middle School
- Marshall High School
- Willowridge High School

Package Number	Description	Revised Project Budget
PKG024	Water Heaters/Boilers	\$4,245,547

4. Review Construction Services Agreement with Drymalla Construction Company for the Construction of New Elementary School 53

The Administration seeks Board approval of a Construction Services Agreement with Drymalla Construction Company for the construction of new Elementary School 53 (PKG009) for a contract amount of \$30,585,000, and authorization for the Superintendent to negotiate and execute, or terminate the contract documents.

The final ranking of the contractors is as follows:

Firm Name	CSP Score	Base Bid Amount
Drymalla Construction Company	93.29	\$29,865,000
Prime Contractors, Inc.	81.03	\$32,400,000
ICI Construction, Inc.	80.64	\$30,706,000
Sedalco, Inc.	76.85	\$31,925,000
Satterfield and Pontikes	DQ	

This contract will include the scope identified on the base bid for a total of \$29,865,000, plus an additional \$720,000 for accepted alternates, for a total contract amount of \$30,585,000. The alternate breakdown is as follows:

- Alternate 2: \$366,000 for Thompson Ferry Road Improvements
- Alternate 3: \$94,000 for Outdoor Activity Play Area
- Alternate 4: \$91,000 for Outdoor Learning Center
- Alternate 5: \$169,000 for Operable Partitions at Classrooms

CSP Contract	Package Number	Description	Project Budget
CSP21-049DE	PKG009	Construction of new Elementary School 53	\$45,751,823

5. Review Purchases Exceeding \$50,000: Specifically for:

a. Review Purchase of Milk and Juice for the Child Nutrition Department from Oak Farms Dairy

The Administration seeks Board approval for the continued purchase of milk and juice for the Child Nutrition Department with Oak Farms Dairy in an amount not to exceed \$9,900,000 over a four-year period, and authorization for the Superintendent to negotiate and execute the agreements through May 2025. Vendor: Oak Farms Dairy. Fund Sources: General Fund and Federal Funds.

b. Purchase of Clinic Supplies, Equipment, and Related Items

The Administration seeks Board approval of the purchase of clinic supplies, equipment, and related items from multiple vendors in an amount not to exceed \$1,850,000, and authorization for the Superintendent to negotiate and execute the agreements through April 2026. Because this bid is a discount on catalog, prices may fluctuate. The expenditures reflected below are estimates only.

School Year	Replace 2021-22 School Year	Replace 2022-23 School Year	Replace 2023-24 School Year	Replace 2024-25 School Year	Replace 2025-26 School Year
Amount per AED	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Number of AEDs Needed	8	1	115	19	20
Total Expenditure	\$40,000	\$5,000	\$575,000	\$95,000	\$100,000

Vendors: Alert Services, Inc., Emergency Medical Supply Professionals, Inc., dba EMS Professionals, Henry Schein, Inc., Medicaleshop, Inc., School Health Corporation, School Nurse Supply, Inc., and William V. MacGill & Co. Fund Sources: General Fund, Federal Funds, Enterprise Funds, and Activity Funds.

c. Review Purchase of Turnitin Software, Products, and Services

The Administration seeks Board approval for the continued purchase of software products and services of Turnitin® under a cooperative contract with National Cooperative Purchasing Alliance in an amount not to exceed \$457,600 and authorization for the Superintendent to negotiate and execute the agreements through July 2025. Vendor: Turnitin®. Fund Source: General Fund.

d. Review Purchase of Feedback and Customer Service Solutions with K12 Insight Technology and Communications Services

The Administration seeks Board approval for the continued purchase of feedback and customer services solutions with K12 Insight Technology and Communications Services under a cooperative contract with OMNIA Partners in an amount not-to-exceed \$213,600 and authorization for the Superintendent to negotiate and execute the agreements through March 2022. K12 Insight provides the following services:

- Engage – access to high-quality research-based online surveys
- Custom online/paper survey creation, deployment, and reporting
- Pre- and post-survey communications
- Focus group discussion facilitation and reporting
- Let’s Talk, a cloud-based customer service and communications solution that helps the District listen and respond to community concerns – subscription to Let’s Talk Platform, online training and support, and awareness and communications campaigns
- Talent Connection, an online resource for Fort Bend ISD staff to connect with Human Resources.

Vendor: K12 Insight Technology and Communication Services. Fund Source: General Fund.

e. Review Purchase of Police-Worn Body Cameras and Related Items and Service

The Administration seeks Board approval for the continued purchase of police-worn body cameras and related items and services under a cooperative contract with Sourcewell Cooperative from Axon Enterprises, Inc., in an amount not-to-exceed \$300,000, and authorization for the Superintendent to negotiate and execute the agreements through February 2024. Vendor: Axon Enterprises, Inc. Fund Source: General Fund.

f. Review Purchase of Moving Services

The Administration seeks Board approval for the continued purchase of moving services under cooperative contract through Choice Partners Cooperative from multiple vendors in an amount not-to-exceed \$600,000 through February 2022, and authorization for the Superintendent to negotiate and execute the agreements. Vendors: A-Rocket Moving and Storage and Roadrunner Moving and Storage. Fund Sources: General Fund and Bond Funds.

D. 2018 Bond Program

1. Review Transfer of Funds within the 2018 Bond Budget for Information Technology Projects

The Administration seeks Board approval for the transfer of funds within the 2019 Bond Budget for Information Technology Services projects. The Administration is seeking approval for the transfer of funds between four information Technology project categories: Classroom Toolset, Campus Audio/Video, Staff Device Refresh, and Technology Systems. Below is a breakdown of how the funds will be utilized:

- Classroom Toolset transfer of (\$4,844,606) consisting of:
 - Campus Audio/Video: The scope of this project consists of AV refresh in cafeterias, libraries, and auditoriums. Transfer (\$3,400,000) out of Classroom Toolset into Campus Audio/Video.
 - Staff Device Refresh: The scope of this project consists of device refreshes for teachers and staff throughout the District. Transfer (\$1,444,606) out of Classroom Toolset into Staff Refresh.
- Technology Systems net transfer of \$600,000 consisting of:
 - Campus Audio/Video: The scope of this project consists of AV refresh in cafeterias, libraries, and auditoriums. Transfer (\$600,000) out of Technology Systems into Campus Audio/Video.
- Campus Audio/Video transfer in of \$4,000,000 consisting of:
 - \$3,400,000 from Classroom Toolset and \$600,000 from Technology Systems.

2018 Bond IT Projects			
Project	Approved Original Budget	Net Transfer	Proposed Revised Budget
Classroom Toolset	\$94,000,000	(\$4,844,606)	\$89,155,394
Campus Audio/Video	\$2,010,000	\$4,000,000	\$6,010,000
Staff Device Refresh	\$11,300,000	\$1,444,606	\$12,744,606
Technology Systems	\$7,300,000	(\$600,000)	\$6,700,000
Total	\$114,610,000	\$0	\$114,610,000

2. Review the Use of the 2018 Bond Program Contingency as Proposed

The Administration seeks Board approval of the use of the 2014 Bond Program Contingency as proposed.

The program contingency discussed above is a “working” program contingency account that fluctuates on a day-to-day basis as surplus budgeted funds are contributed to the account, or as the Board approved the use of available funds. The program contingency is comprised of the initial approved contingency budget, and any surplus budget from completed projects or amounts unspent due to a change of scope.

The table below includes projects that will be recommended for approval at the April 26 Board Meeting and reflects the program contingency balance as of April 2021.

Description	Budget
Cumulative Program Contingency as of March 31, 2021	\$3,933,414
<i>Contributions</i>	
PKG011 Extended Day Suite & SPED	\$3,000,000
Contribution Sub-Total	\$3,000,000
<i>Uses</i>	
PKG014 Mercer/Don Cook Renovations	(\$850,000)
PKG024 Water Heaters/Boilers	(\$771,786)
Use Sub-Total	(\$1,621,786)
Net Proposed Activity April 2021	\$1,378,214
Cumulative Bond Program Contingency as of April 26, 2021	\$5,311,628

7. Audience Responses to Agenda Items Posted for this Meeting

None.

9. Adjournment

Having no further business before the Board, MOTION was made by Mrs. James to adjourn the meeting at 10:29 p.m.

Addie Heyliger, President

Grayle James, Secretary

Minutes
Board of Trustees
Special Called Meeting for Vision and Planning Committee
April 20, 2021

A Board of Trustees Special Called Meeting was held on Wednesday, April 20, 2021, beginning at 10:00 AM in the Board Room of the Administration Building located at 16431 Lexington Blvd., Sugar Land, Texas. It was the Board of Trustees' intent that a quorum of the Board of Trustees would be physically present at this location, although one or more Trustees may have participated via video conference. The agenda packet for the meeting can be found here: <https://meetings.boardbook.org/Public/Organization/649>

Presiding Officer.....Ms. Addie Heyliger, President

Board Members Present

Mrs. Grayle James, Secretary
Mrs. Angie Hanan
Dr. Shirley Rose-Gilliam (via telephone)

School Officials Present

Dr. Charles E. Dupre, Ed.D., Superintendent of Schools
Diana Sayavedra, Deputy Superintendent of Schools
Gwyn Touchet, Chief Human Resources and Organizational Transformation Officer
Stephanie Williams, Executive Director, Human Resources and Organizational Transformation
Garrett Rosier, Recording Secretary

1. Meeting Called to Order

President Heyliger called the meeting to order at 10:26 a.m. announcing the presence of a quorum and that the meeting had been duly called and the notice posted for the time and manner required by law.

2. Board Governance

A. Conduct Vision and Planning Committee Meeting

The Trustees participated in a Vision and Planning Committee meeting.

3. Adjournment

Having no further business before the Board, MOTION was made by Dr. Rose-Gilliam and SECONDED by Mrs. James to adjourn the meeting at 12:12 p.m.

Addie Heyliger, President

Grayle James, Secretary

Minutes
Board of Trustees
Regular Business Meeting
April 26, 2021

A Board of Trustees Agenda Regular Business Meeting was held on Monday, April 26, 2021, beginning at 6:00 PM in the Board Room of the Administration Building located at 16431 Lexington Blvd., Sugar Land, Texas. Members of the public viewed the Live Stream of the meeting at the following address: <https://www.fortbendisd.com/April26LIVESTREAM>. Members of the public also registered to address the Board at the following address: <https://www.fortbendisd.com/cms/lib/TX01917858/Centricity/Domain/83/New%20Regular%20Business%20Address%20Form%201-12-21.pdf>. Requests to address the Board were submitted no later than 4:30 p.m. on the day of the meeting. It was the Board of Trustees' intent that a quorum of the Board of Trustees would be physically present at this location, although one or more Trustees may have participated by video conference. The agenda packet for the meeting can be found here: <https://meetings.boardbook.org/Public/Organization/649>. This meeting was recorded as required by law and the recording is available to the public at:

<https://www.youtube.com/watch?v=UD24sspnE80&t=1s>

Presiding Officer.....Ms. Addie Heyliger, President

Board Members Present

- Mr. Dave Rosenthal, Vice President (via video conference)
- Mrs. Grayle James, Secretary
- Mrs. Angie Hanan
- Mr. Jim Rice
- Dr. Shirley Rose-Gilliam
- Ms. Denetta Williams (via video conference)

School Officials Present

- Charles E. Dupre, Ed.D., Superintendent of Schools
- Diana Sayavedra, Deputy Superintendent of Schools
- Anthony Indelicato, Ed.D., Chief of Staff and Collaborative Communities
- Joe Rodriguez, Ed.D., Chief of Schools
- Veronica Sopher, Chief Communications Officer
- Kelly Schlacks, Executive Director of Finance
- Long Pham, Chief Information Officer
- Oscar Perez, Chief Operations Officer
- Coby Wilbanks, Director of Legal Services
- Gwyn Touchet, Chief Human Resources and Organizational Transformation Officer
- David Rider, Chief of FBISD Police Department
- Garrett Rosier, Recording Secretary

Others Present

- Rick Morris, Board Counsel
- Staff, Parents, and Employees

1-3. Meeting Called to Order, Pledges of Allegiance, and Silent Invocation

President Heyliger called the meeting to order at 6:00 p.m. announcing the presence of a quorum and that the meeting had been duly called and the notice posted for the time and manner required by law. Ms. Heyliger asked the audience to join the Board in the Pledges of Allegiance led by Dino Diala, a fifth-grade student at Walker Station Elementary School. Finally, Ms. Heyliger asked the audience to remain standing for the Silent Invocation.

4. Recognitions

The Administration recommended that the Board recognize:

- Rhea Biswas, Conner Self, Tommy Yu, and Raaqia Zahid, students at Dulles High School for receiving Academic All-American from the National Forensic League.
- Fort Bend ISD high school students for placing in the 2021 Academic Decathlon State Meet
 - Damian Lall, Clements High School, earned a gold event medal (first place) in Economics and a silver event medal (second place) in Social Science.
 - Jazmine Weathers, Marshall High School, earned a gold event medal in Interview.
- Dulles High School Decathlon team won its fifth consecutive 6A State Championship title, winning 22 individual event medals, including three perfect scores. Five students won Individual Overall medals for earning some of the highest scores in the state. Ten team members won a combined \$18,500 in scholarships. Also, on April 16, 2021, the Dulles High School Decathlon team was recognized by the Texas House of Representatives.
 - Team members and their accomplishments are:
 - Kathryn Phung, winning three event medals and earning first place overall at the Honors level
 - Ashith Regi, winning five event medals and earning second place overall at the Honors level
 - Saloni Modi, winning four event medals and earning fourth place overall at the Honors level
 - Abigail Diltz, winning seven event medals and earning first place overall at the Scholastic level
 - Jeffrey Jiang, winning one event medal and earning third place overall at the Scholastic level
 - Anthony Pasala, winning one event medal
 - Kevin Duong, winning one event medal

- Three Fort Bend ISD Visual Art students for being recognized at the Houston Livestock Show and Rodeo
 - Top Young Artist for 2021 – Grand Champion, Jaydan Kisinger, Elkins High School for “Through the Years”
 - Class Champion Monochromatic – Bao Yen Tran, Clements High School for “The Engine that Could”
 - Class Champion Painting – Madeline Irvin, Clements High School for “ An Afternoon Snack”
- Karen Staley, science teacher at Fort Settlement Middle School, and Matthew Hindmarch, science teacher at Travis High School for being named Science and Engineering Fair of Houston Teachers of the Year
- Melissa Vargas, World Language Coordinator for being named Texas Foreign Language Association Administrator of the Year
- Fort Bend ISD PD for receiving “Re-recognized” status from the Texas Police Chiefs Association
- Fort Bend ISD Chief Information Officer, Long Pham, for being a finalist in the 2021 Houston CIO of the Year ORBIE Awards

5. Audience Items

Mr. Fletcher addressed the Trustees regarding Block Scheduling.

Ms. Frank addressed the Trustees regarding the District’s COVID-19 protocols.

Ms. Hambarchian addressed the Trustees regarding the District’s COVID-19 protocols.

Mr. Heasley addressed the Trustees regarding the District’s COVID-19 protocols.

Mr. August addressed the Trustees regarding employment contracts.

Mr. Newman addressed the Trustees regarding PE and Fine Arts classes.

Ms. Patil addressed the Trustees regarding the District’s COVID-19 protocols.

6. Action

A. Board Governance

1. Consider Approval of the Superintendent Search Planning Meeting Summary and Related Superintendent Search Confidentiality Agreement

The Board of Trustees considered approval of the Superintendent Search Planning Meeting Summary and the related Superintendent Search Confidentiality Agreement.

MOTION was made by Mr. Rice and SECONDED by Mrs. James that the Board of Trustees approve the recommended action.

At 6:35 p.m., prior to the vote on Action Item 6A1, Dr. Charles Dupre, Superintendent of Schools, left the Board Room.

MOTION CARRIED. Ayes 7 – Noes 0

2. Consider Approval of the Superintendent Search Leadership Profile Report

The District's Superintendent Search Firm, Hazard, Young, Attea, and Associates, provided the Superintendent Search Leadership Profile Report.

MOTION was made by Mr. Rice and SECONDED by Mrs. James that the Board of Trustees approve the recommended action as presented.

Mrs. James requested that Hazard, Young, Attea, and Associates amend the statement 'establish a culture of high expectations for all students and personnel' to read 'establish a culture of high academic expectations for all students and personnel' in the Profile Report.

Mrs. James requested that Hazard, Young, Attea, and Associates fully define what the District's unique diversity means in the Profile Report.

Mrs. James requested that the Fort Bend ISD Communications Department provide Hazard, Young, Attea, and Associates with the District's previously-created diversity flyer.

Ms. Hanan requested that Hazard, Young, Attea, and Associates use the words 'uniquely diverse' instead of diverse when referencing Fort Bend ISD in the Profile Report.

Ms. Hanan requested that Hazard, Young, Attea, and Associates use the words "...sound understanding of fiscal and instructional operations' instead of "...sound understanding of fiscal operations" in the Profile Report.

Ms. Heyliger requested that Hazard, Young, Attea, and Associates add a statement to the Profile Report referencing the District looking for a leader with success in closing achievement gaps.

Following discussion, it was determined that the original motion on the floor required amending.

MOTION was made by Mrs. James and SECONDED by Mr. Rice that the Board of Trustees amend the original motion on the floor to read: In the first paragraph that we used the modifier uniquely in front of "...diverse school district with a track record of success" and add the phrase "...with closing the achievement gap" to that sentence. I would also like to suggest we amend paragraph two, the sentence "the Board seeks someone who is honest and is a transparent communicator who listens...". Then on the third paragraph "...with a sound understanding of the fiscal and instructional operations of a District like Fort Bend ISD". The last change would be to split the fifth bullet into two bullets. One would say, "establish a culture of high expectations for all personnel" and the second one would say "establish a culture of high academic expectations for all students". AMENDMENT CARRIED. Ayes 7 – Noes 0

Mrs. James announced to the community and staff in attendance both in the Board Room and on the Zoom link that the Leadership Profile highly aligns with Local Board Policies BJA (Local), Superintendent Qualifications and Duties, and the BJA (Local) Exhibit.

Following discussion, AMENDED CARRIED. Ayes 7 – Noes 0.

At 7:38 p.m., prior to starting Information Item 7A1, Dr. Charles Dupre returned to the Board Room.

7. Information

A. Board Goal 5: Fort Bend ISD will develop an organizational culture that embraces care, respect, safety, and inclusion

1. Sugar Land 95 Long-Range Plan Update

Ms. Chassidy Olainu-Alade, Coordinator of Community and Civic Engagement provided an overview of the Sugar Land 95 Long-Range Plan which included:

- A summary of the work FBISD has completed to date regarding the Sugar Land 95
- Four proposed phases of the Sugar Land 95 Memorialization Project
- An overview of the project goals and the recommended partners (and their respective roles)
- A high-level proposed timeline of the Memorialization Project, and
- Possible future next steps for Board consideration.

8. Convene in Closed Session

The Trustees convened in closed session at 8:23 p.m. under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: Section 551.071 – For a private consultation with their attorney on any or all subjects or matters authorized by law; Section 551.072 – Consider purchase, exchange, lease, or value of real property; Section 551.074 – Personnel matters; Section 551.076 – Security matters; Section 551.082 – Student discipline matter or complaint; Section 551.0821 – Personally identifiable information about public school students.

A. Section 551.074: Personnel Matters

1. Consider Approval of Superintendent's Resignation Agreement
2. Consider Appointment of Acting Superintendent
3. Deliberate Executive Director of Elementary Schools Recommendation
4. Deliberate Director of Social-Emotional Learning and Enrichment Programs Recommendation
5. Deliberate Ridgemont Early Literacy Center Instructional Officer Recommendation
6. Deliberate Middle School Principal Recommendations
7. Deliberate Elementary School Principal Recommendations
8. Deliberate Recommendation to Terminate a Probationary Employment Contract of a Certified Employee at the End of the 2020-21 Contract Year
9. Deliberate Recommendation to Propose Non-Renewal of Term Employment Contract of a Certified Employee at the End of the 2020-21 Contract Year
10. Deliberate Specifying the Manner of Hearing(s), if any, Concerning the Proposed Non-Renewal of Term Employment Contracts of Certified Employees, in Accordance with Policy DFBB (Local)
11. Deliberate Recommendation to Renew and to Award Probationary, Term, and Non-Chapter 21 Employment Contracts of Specified Certified Employees for the 2021-22 Contract Year, Including, but not Limited to Teachers, Non-Certified Teachers, Campus Administrators, Principals, Directors, Executive Directors, Assistant Superintendents and Executive Officers
12. Deliberate Scheduling a Future Board Meeting to Hear a Level III Grievance Appeal or Assign the Level III Grievance Appeal to a Board Hearing Officer

9. Reconvene in Open Session

The Trustees reconvened in open session at 10:28 p.m.

10. Consider Action on Closed Session Items

MOTION was made by Mrs. James and SECONDED by Mr. Rice that the Board of Trustees approve the Superintendent's Resignation Agreement as presented. MOTION CARRIED. Ayes 6 – Noes 0.

Ms. Williams was not on the Zoom link for the vote.

MOTION was made by Mr. Hanan and SECONDED by Mrs. James that the Board of Trustees appoint Diana Sayavedra as Acting Superintendent and approve the stipend contract as presented. Following discussion, MOTION CARRIED. Ayes 7 – Noes 0.

MOTION was made by Mrs. James and SECONDED by Mr. Rice that the Board of Trustees appoint the following people to the following positions: Wendy Nuñez to the position of Executive Director of Elementary Schools; Jennifer Chadwick to the position of Director of Social-Emotional Learning and Enrichment Programs; Yvette Mendoza to the position of Ridgemont Early Literacy Center Instructional Officer; Dr. Reginald Brown as the Principal of Dulles Middle School; Dr. Jennifer Williams as the Principal of Fort Settlement Middle School; Brandi Brooks as the Principal of Hodges Bend Middle School; Dr. Cozette Church-Gaston as the Principal of McAuliffe Middle School; Sonya Evans as the Principal of Blue Ridge Elementary School; and Justin Kowrach as the Principal of Lantern Lane Elementary School. MOTION CARRIED. Ayes 7 – Noes 0.

MOTION was made by Dr. Rose-Gilliam and SECONDED by Mr. Rice that the Board of Trustees terminate the probationary employment contract of Patricia Frazier at the end of the contract period in the best interest of the District and direct the Superintendent to provide notice of the Board's action as required by law. MOTION CARRIED. Ayes 7 – Noes 0.

Mr. Rick Morris, Board Counsel, recommended that the Board of Trustees act on Closed Session Items 8A9 and 8A10 as one motion.

MOTION was made by Dr. Rose-Gilliam and SECONDED by Mr. Rice that the Board of Trustees accept the Superintendent's recommendation to propose the non-renew the term employment contract of Barbara Perkins at the end of the 2020-21 contract year and authorize the Superintendent to provide notice of the Board's action and, number two, that the Board of Trustees conduct the hearing of the proposed non-renewal. MOTION CARRIED. Ayes 7 – Noes 0.

MOTION was made by Mrs. Hanan and SECONDED by Mr. Rice that the Board of Trustees renew and award Probationary, Term, and Non-Chapter 21 contracts to specified certified employees for the 2021-22 contract year as presented under separate cover. MOTION CARRIED. Ayes 7 – Noes 0.

MOTION was made by Mr. Rice and SECONDED by Mrs. James that the Board of Trustees assign the Level Three employee grievance appeal of Ritu Singh to Myra Schexnayder who will serve as the Board's designated hearing officer under Board Policy DGBA (Local). MOTION CARRIED. Ayes 7 – Noes 0.

11. Board Members' Report

A. Activity Report

Mrs. James reported that the Trustees had attended and/or participated in the following activities since the March 29, 2021 Regular Board Meeting: Special Called Meeting for the Superintendent Search Firm Planning; Board President's Superintendent Search Video Recording Session; Student Achievement Discussion; Student Leadership 101: Session 7: A Lifelong Learner; Touchdown Club of Houston Sportsmanship Luncheon; National School Board Association Virtual Conference; Special Called Meeting for Board Self-Evaluation; One-on-One Trustee Meetings with Superintendent Search Firm; 2020 Teacher of the Year Event; 2021 Teacher of the Year Event; Board Workshop Meeting; Kempner High School Exemplary Partnership Ribbon Cutting Ceremony; SHAC Meeting; Special Called Meeting for Vision and Planning Committee; Hilton of the Americas Kickstart Gala; Policy Committee Meeting; Dr. Gilliam's Campus Visits; GT Task Force Acceleration Sub-Committee Meetings; GT Task Force Meeting; Fort Bend ISD Virtual GT Parent Symposium; Baylor University Center for Gifted Education and Talent Development Virtual Parent Conference; Fort Bend ISD and The Fort

Bend Association of Parents for Academic Excellence Virtual Summer Camp Expo; Gifted Education Family Network Executive Board Meeting; Willowridge High School/Houston Food Bank School Market Food Distribution Event; Gulf Coast Area Association of School Boards Virtual Spring Workshop; Varsity Softball Games; All-In Mentoring at Blue Ridge Elementary School; Pandemic Stakeholder Advisory Committee Meetings; and the SHAC Legislative Committee Meeting.

B. Special Reports

1. Annual Board Training Report

Ms. Heyliger reported that there are three tiers for this report. Tier 1 is Local District Orientation and the Texas Education Code Orientation or Update. Tier 2 is Team Building and Assessment. Tier 3 is Continuing Education in Assessed Needs.

Each tier is further broken down by delineating First-Term Board Members and Experienced Board Members. Fort Bend ISD has three First-Term Board Members. Tier 1 requires a local district orientation and three hours of Texas Education Code orientation. All Fort Bend ISD Trustees have met Tier 1 requirements. Tier 2 requires a minimum of three hours of Team Building and Assessment annually. All Fort Bend ISD Trustees have met this requirement. Tier 3 requires a minimum of 10 hours of Continuing Education in Assessed Needs. All Fort Bend ISD Trustees have met this requirement. As required by the Texas State Board of Education, each Trustee, and the Superintendent, have been provided with a copy of the Framework for School Board Development and Board Policy BBD (Exhibit).

12. Consent Agenda

MOTION was made by Mr. Rice and SECONDED by Mrs. James that the Board of Trustees approve the entire Consent Agenda as presented. MOTION CARRIED. Ayes 7 – Noes 0.

A. Board Governance

1. Consider Approval of Revisions to Local Board Policies

The Administration requested Board approval of proposed revisions to policies CPC (Local), FNG (Local), GF (Local), and GKA (Local).

a. CPC (Local): Office Management: Records Management

b. FNG (Local): Student Rights and Responsibilities: Student and Parent Complaints/Grievances

c. GF (Local): Public Comments

d. GKA (Local): Community Relations: Conduct on School Premises

2. Consider Approval of the Revised Expenditure Authorization and Ratification of Expenditures Incurred during the February 2021 Winter Storm

The Administration requested Board approval of emergency repairs made to the District during the February 2021 winter storm event. Emergency repairs consumed, and in some cases, exceeded available approved expenditure authorizations. The Administration requested Board approval of the revised expenditure authorization and ratification of expenditures above the originally approved threshold.

3. Consider Approval of Previous Meeting Minutes

The Administration requested Board approval of previous meeting minutes.

a. March 3, 2021: Special Called Meeting: Superintendent Search Firm Presentations

b. March 8, 2021: Special Called Meeting: Board Team Building

c. March 22, 2021: Called Meeting and Agenda Review

d. March 24, 2021: Public Hearing on Mental Health Services

e. March 29, 2021: Regular Business Meeting

f. March 31, 2021: Special Called Meeting: Planning with Superintendent Search Firm

B. Board Goal 1: Fort Bend ISD will provide an equitable learning environment that provides all students access to the FBISD curriculum

1. Consider Approval of a Waiver for 40 Percent Campus Hybrid Instruction for Ninth through Twelfth Grade Students During District-Scheduled Testing Days

The Administration requested Board approval of a waiver for 40 percent hybrid instruction during District-scheduled testing days for students in Ninth through Twelfth Grade.

C. Scalable Systems

1. Consider Approval of the 2021-22 Fort Bend ISD Designated Hazardous Traffic Conditions List and Review Adoption of the Designated Hazardous Traffic Conditions Resolution

The Administration requested Board approval of the 2021-22 Fort Bend ISD Designated Hazardous Traffic Conditions List and approval to adopt the Designated Hazardous Traffic Conditions Resolution.

High Schools (Grades 9-12)	Designated Hazardous Areas within Two Miles of Campus
Austin	Areas within two miles of campus south and east of Old Richmond; and all areas west of FM 1464, and Aliana Development south of West Airport Boulevard.
Bush	Areas within two miles of the campus in the Mission Bend North, Mission Bend South, Mission West and Mission Oaks subdivisions, and the area south of Beechnut Street and east of FM 1464.
Clements	Areas within two miles of the campus north of Highway 59 in The Lakes/Meadow Lakes subdivisions.
Dulles	Areas within two miles of campus north of American Water Canal and along Brand Avenue, north of Avenue E.
Elkins	Areas within two miles of campus except for Stonebrook and Creekstone Village subdivisions.
Hightower	All areas within two miles of campus.
Kempner	Areas within two miles of campus except Covington Woods, Covington West, Greenbriar, Ragus Lakes, Imperial Woods and Gannoway Lakes subdivisions.
Marshall	All areas within two miles of campus.
Ridge Point	No hazardous areas.
Travis	Areas within two miles of campus except Harvest Green subdivision.
Willowridge	Areas within two miles of campus north of Court Road and east of South Post Oak; along and north of Mackinaw; east of Park Manor; north of Westfield and west of Rockwell.

Middle Schools (Grades 6-8)	Designated Hazardous Areas within Two Miles of Campus
Baines	Areas within two miles of campus except Bees Creek and Silver Ridge subdivisions.
Bowie	No hazardous areas
Crockett	Areas within two miles of campus except Bradford Park subdivision.
Dulles	Areas within two miles of campus, north of American Water Canal and along Brand Avenue, north of Avenue E.
First Colony	No hazardous areas.
Fort Settlement	No hazardous areas.

Garcia	Areas within two miles of campus except Pheasant Creek and Summerfield subdivisions, Aliana Development south of West Airport Blvd, and Windsor Estates Development west of FM 1464 and south of West Airport Boulevard.
Hodges Bend	Areas within two miles of campus, west of FM 1464; west of Clodine Reddick; north of Beechnut Street and west of Londres; and east of Addicks Clodine. All areas within two miles of campus, north of West Belfort Street; north of Madden Road; east of FM 1464; and west of Highway 6.
Lake Olympia	No hazardous areas.
McAuliffe	Areas within two miles of campus, north of Court Road; east of Park Manor; and east of Chimney Rock Road.
Missouri City	Areas within two miles of campus, north of Highway 90; east of Texas Pkwy; east of Moore Road; and north of Grand Park Drive.
Quail Valley	Areas within two miles of campus, north of Cartwright, and all areas west of FM 1092.
Sartartia	No hazardous areas.
Sugar Land	No hazardous areas.
Thornton	Areas within two miles of campus for 2021-22 will be eligible for transportation until the infrastructure between the campus and communities is fully developed.

Elementary Schools (Grades K-5)	Designated Hazardous Areas within Two Miles of Campus
Armstrong	Areas within two miles of campus except Fifth Street area.
Arizona Fleming	Areas within two miles of campus east of Highway 6; west of Gaines Road; along and both sides of Old Richmond Road; Gaines Road north of Castle Gate Drive.
Austin Parkway	Areas within two miles of campus west of Highway 6; southeast of University Boulevard.
Barrington Place	Areas within two miles of campus except Barrington Place, Ashford Lakes I and Ashford Lakes II subdivisions.
Blue Ridge	Areas within two miles of campus east of South Post Oak Road; south of FM 2234; west of Chimney Rock.
Brazos Bend	All areas within two miles of campus in the Williams Landing and Thompson Chapel subdivisions, and the New Territory Apartments.

Briargate	Areas within two miles of campus in the Briargate Townhomes, Pine Island, and Willow Park subdivisions.
Burton	Areas within two miles of campus east of FM 521; along and off of South Post Oak; along and off of Kansas Street; Davis Street; West Davis Street.
Colony Bend	No hazardous areas.
Colony Meadows	Areas within two miles of campus north of Highway 59 in The Lakes/Meadow Lakes subdivisions.
Commonwealth	No hazardous areas.
Cornerstone	No hazardous areas.
Rita Drabek	Areas within two miles of campus west of Highway 6; east of Burney; Woodbridge Landing subdivision.
Dulles	Areas within two miles of campus north of American Water Canal and along Brand Avenue, north of Avenue E, and east of Dulles Avenue.
E. A. Jones	Areas within two miles of campus north of Highway 90; east of Texas Parkway; west of Staffordshire; east of Scanlin.
Edgar Glover	Areas within two miles of campus along and east of Staffordshire and north of Independence; along and east of FM 2234.
Goodman	Areas within two miles except Teal Run, Estates of Teal Run and Teal Run Meadows subdivisions.
Heritage Rose	All areas within two miles of campus.
Highlands	Areas within two miles of campus north & west of Highway 59; along and off of Cypress Lane.
Holley	Areas within two miles of campus except Eaglewood, Boss Gaston, Kingsbridge Meadow, and Kingsbridge Enclave subdivisions.
Hunters Glen	No hazardous areas.
Jordan	Areas within two miles of campus south of Beechnut Street.
Lakeview	No hazardous areas for the 2021-22 school year due to the reconstruction of the campus and student relocation.
Lantern Lane	Areas within two miles of campus along Hawks Road; north of FM 2234.
Leonetti	Areas within two miles of campus for 2021-22 will be eligible for transportation until the infrastructure between the campus and communities is fully developed.
Lexington Creek	Areas within two miles of the campus in the Riverbend South, Frost Lake, Lakeshore Park

	at Brightwater and Lakeshore at Brightwater subdivisions.
Madden	Areas within two miles of campus north of West Bellfort Street / Madden Road and east of FM 1464 and south of West Airport Boulevard.
Malala Yousafzai	No hazardous areas.
Meadows	Areas within two miles of campus south of West Airport Boulevard; west of Dairy Ashford.
Mission Bend	No hazardous areas.
Mission Glen	Areas within two miles of campus east of Addicks Clodine.
Mission West	Areas within two miles of campus west of Clodine Reddick.
Neill	No hazardous areas.
Oakland	Areas within two miles of campus except Waterside Estates subdivision.
Oyster Creek	Areas within two miles of campus except Village of Oak Lake subdivision between Old Richmond and FM 1464.
Palmer	Areas within two miles of campus south of Lake Olympia Parkway in the Parkview Village and Sunrise Bay subdivisions; north of Lake Olympia Parkway in the Mustang Crossing and Crescent Oak Village subdivisions.
Parks	Areas within two miles of campus north of Trammel-Fresno Road and east of Chimney Rock Road.
Patterson	Areas within two miles of campus south of Beechnut Street.
Pecan Grove	The areas within two miles of campus for the last quarter mile of Timothy Lane, inclusive of Lola Lane and Watkins Street (outside of the Pecan Grove subdivision).
Quail Valley	Areas within two miles of campus except the Quail Village Town Homes.
Ridgegate	Areas within two miles of campus along and north of Mackinaw and east of South Post Oak Road; south of Court Road and west of South Post Oak Road.
Ridgemont	No hazardous areas
Scanlan Oaks	No hazardous areas
Schiff	No hazardous areas
Seguin	Areas within two miles of campus south of Beechnut Street and west of Harlem Road.
Settlers Way	No hazardous areas
Sienna Crossing	Areas within two miles of campus north of Old Woods Passage; north of McKeever.
Sullivan	Areas within two miles of campus east of LJ Parkway and south of Hagerson Road.
Sugar Mill	No hazardous areas

Townwest	Areas within two miles of campus north of Old Richmond Road and west of Sugar Land Howell; east of Belknap; Keegans Wood subdivision; Oak Bend Forest Street.
Walker Station	No hazardous areas

2. Consider Approval of Purchases Exceeding \$50,000: Specifically for:

a. Consider Approval of the Purchase of Milk and Juice for the Child Nutrition Department from Oak Farms Dairy

The Administration requested Board approval for the continued purchase of milk and juice for the Child Nutrition Department with Oak Farms Dairy in an amount not to exceed \$9,900,000 over a four-year period, and authorization for the Superintendent to negotiate and execute the agreements through May 2025. Vendor: Oak Farms Dairy. Fund Sources: General Fund and Federal Funds.

b. Consider Approval of the Purchase of Clinic Supplies, Equipment, and Related Items

The Administration requested Board approval of the purchase of clinic supplies, equipment, and related items from multiple vendors in an amount not to exceed \$1,850,000, and authorization for the Superintendent to negotiate and execute the agreements through April 2026.

Because this bid is a discount on catalog, prices may fluctuate. The expenditures reflected below are estimates only.

School Year	Replace 2021-22 School Year	Replace 2022-23 School Year	Replace 2023-24 School Year	Replace 2024-25 School Year	Replace 2025-26 School Year
Amount per AED	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Number of AEDs Needed	8	1	115	19	20
Total Expenditure	\$40,000	\$5,000	\$575,000	\$95,000	\$100,000

Vendors: Alert Services, Inc., Emergency Medical Supply Professionals, Inc., dba EMS Professionals, Henry Schein, Inc., Medicaleshop, Inc., School Health Corporation, School Nurse Supply, Inc., and William V. MacGill & Co. Fund Sources: General Fund, Federal Funds, Enterprise Funds, and Activity Funds.

c. Consider Approval of the Purchase of Turnitin Software, Products, and Services

The Administration requested Board approval for the continued purchase of software products and services of Turnitin® under a cooperative contract with National Cooperative Purchasing Alliance in an amount not to exceed \$457,600

and authorization for the Superintendent to negotiate and execute the agreements through July 2025. Vendor: Turnitin®. Fund Source: General Fund.

d. Consider Approval of the Purchase of Feedback and Customer Service Solutions with K12 Insight Technology and Communications Services

The Administration requested Board approval for the continued purchase of feedback and customer services solutions with K12 Insight Technology and Communications Services under a cooperative contract with OMNIA Partners in an amount not-to-exceed \$213,600 and authorization for the Superintendent to negotiate and execute the agreements through March 2022.

K12 Insight provides the following services:

- Engage – access to high-quality research-based online surveys
- Custom online/paper survey creation, deployment, and reporting
- Pre- and post-survey communications
- Focus group discussion facilitation and reporting
- Let's Talk, a cloud-based customer service and communications solution that helps the District listen and respond to community concerns – subscription to Let's Talk Platform, online training and support, and awareness and communications campaigns
- Talent Connection, an online resource for Fort Bend ISD staff to connect with Human Resources.

Vendor: K12 Insight Technology and Communication Services. Fund Source: General Fund.

e. Consider Approval of the Purchase of Police-Worn Body Cameras and Related Items and Service

The Administration requested Board approval for the continued purchase of police-worn body cameras and related items and services under a cooperative contract with Sourcewell Cooperative from Axon Enterprises, Inc., in an amount not-to-exceed \$300,000, and authorization for the Superintendent to negotiate and execute the agreements through February 2024. Vendor: Axon Enterprises, Inc. Fund Source: General Fund.

f. Consider Approval of the Purchase of Moving Services

The Administration requested Board approval for the continued purchase of moving services under cooperative contract through Choice Partners Cooperative from multiple vendors in an amount not-to-exceed \$600,000 through February 2022, and authorization for the Superintendent to negotiate and execute the agreements. Vendors: A-Rocket Moving and Storage and Roadrunner Moving and Storage. Fund Sources: General Fund and Bond Funds.

D. 2018 Bond Program

1. Consider Approval of the Transfer of Funds within the 2018 Bond Budget for Information Technology Projects

The Administration requested Board approval for the transfer of funds within the 2019 Bond Budget for Information Technology Services projects. The Administration is seeking approval for the transfer of funds between four information Technology project categories: Classroom Toolset, Campus Audio/Video, Staff Device Refresh, and Technology Systems.

Below is a breakdown of how the funds will be utilized:

- Classroom Toolset transfer of (\$4,844,606) consisting of:
 - Campus Audio/Video: The scope of this project consists of AV refresh in cafeterias, libraries, and auditoriums. Transfer (\$3,400,000) out of Classroom Toolset into Campus Audio/Video.
 - Staff Device Refresh: The scope of this project consists of device refreshes for teachers and staff throughout the District. Transfer (\$1,444,606) out of Classroom Toolset into Staff Refresh.
- Technology Systems net transfer of \$600,000 consisting of:
 - Campus Audio/Video: The scope of this project consists of AV refresh in cafeterias, libraries, and auditoriums. Transfer (\$600,000) out of Technology Systems into Campus Audio/Video.
- Campus Audio/Video transfer in of \$4,000,000 consisting of:
 - \$3,400,000 from Classroom Toolset and \$600,000 from Technology Systems.

2018 Bond IT Projects			
Project	Approved Original Budget	Net Transfer	Proposed Revised Budget
Classroom Toolset	\$94,000,000	(\$4,844,606)	\$89,155,394
Campus Audio/Video	\$2,010,000	\$4,000,000	\$6,010,000
Staff Device Refresh	\$11,300,000	\$1,444,606	\$12,744,606
Technology Systems	\$7,300,000	(\$600,000)	\$6,700,000
Total	\$114,610,000	\$0	\$114,610,000

2. Consider Approval of the Revised Project Budget for the Replacement of the Pool Filtration System at the Don Cook Natatorium and Review Utilization of Bond 2018 Program Contingency Funds

The Administration requested Board approval for a not-to-exceed amount of \$850,000 for the replacement of the pool filtration system at Don Cook Natatorium through existing Mercer Complex and Don Cook Natatorium package (PKG014), approval of the revised total project budget amount of \$12,373,750 and utilization of Bond 2018 Program Contingency funds.

CSP Contract	Package Number	Description	Revised Project Budget
CSP20-023KB	PKG014	Renovations of Mercer Complex and Don Cook Natatorium	\$12,373,750

3. Consider Approval of the Revised Project Budget for the Water Heaters/Boiler Package, Consider Approval of a Professional Services Agreement with Infrastructure Associates, Inc., and Consider Approval of Using 2018 Bond Program Contingency Funds

The Administration requested Board approval of a not-to-exceed amount of \$771,786 to address the identified water heater and boiler deficiencies within package (PKG 024), approval of the total revised project budget of \$4,245,547 for the water heaters and boilers package (PKG024), approval of a Professional Services Agreement with Infrastructure Associates, Inc., utilization of 2018 Bond Program Contingency funds, and authorization for the Superintendent to negotiate and execute or terminate the contracts. The assessment report provided by Infrastructure Associates, Inc., identified 14 campuses included in PKG024 as currently having boiler design deficiencies and deferred maintenance needs.

The identified campuses are as follows:

- Blue Ridge Elementary School
- Brazos Bend Elementary School
- Colony Bend Elementary School
- Commonwealth Elementary School
- Drabek Elementary School
- Fleming Elementary School
- Oyster Creek Elementary School
- Ridgeway Elementary School
- Ridgemont Elementary School
- Sienna Crossing Elementary School
- Missouri City Middle School
- Quail Valley Middle School
- Marshall High School
- Willowridge High School

Package Number	Description	Revised Project Budget
PKG024	Water Heaters/Boilers	\$4,245,547

4. Consider Approval of a Construction Services Agreement with Drymalla Construction Company for the Construction of New Elementary School 53

The Administration requested Board approval of a Construction Services Agreement with Drymalla Construction Company for the construction of new Elementary School 53 (PKG009) for a contract amount of \$30,585,000, and authorization for the Superintendent to negotiate and execute, or terminate the contract documents.

The final ranking of the contractors is as follows:

Firm Name	CSP Score	Base Bid Amount
Drymalla Construction Company	93.29	\$29,865,000
Prime Contractors, Inc.	81.03	\$32,400,000
ICI Construction, Inc.	80.64	\$30,706,000
Sedalco, Inc.	76.85	\$31,925,000
Satterfield and Pontikes	DQ	

This contract will include the scope identified on the base bid for a total of \$29,865,000, plus an additional \$720,000 for accepted alternates, for a total contract amount of \$30,585,000.

The alternate breakdown is as follows:

- Alternate 2: \$366,000 for Thompson Ferry Road Improvements
- Alternate 3: \$94,000 for Outdoor Activity Play Area
- Alternate 4: \$91,000 for Outdoor Learning Center
- Alternate 5: \$169,000 for Operable Partitions at Classrooms

CSP Contract	Package Number	Description	Project Budget
CSP21-049DE	PKG009	Construction of new Elementary School 53	\$45,751,823

5. Consider Approval of Using the 2018 Bond Program Contingency as Proposed

The Administration requested Board approval of the use of the 2014 Bond Program Contingency as proposed.

The program contingency discussed above is a “working” program contingency account that fluctuates on a day-to-day basis as surplus budgeted funds are contributed to the account, or as the Board approved the use of available funds. The program contingency

is comprised of the initial approved contingency budget, and any surplus budget from completed projects or amounts unspent due to a change of scope.

The table below includes projects that will be recommended for approval at the April 26 Board Meeting and reflects the program contingency balance as of April 2021.

Description	Budget
Cumulative Program Contingency as of March 31, 2021	\$3,933,414
<i>Contributions</i>	
PKG011 Extended Day Suite & SPED	\$3,000,000
Contribution Sub-Total	\$3,000,000
<i>Uses</i>	
PKG014 Mercer/Don Cook Renovations	(\$850,000)
PKG024 Water Heaters/Boilers	(\$771,786)
Use Sub-Total	(\$1,621,786)
Net Proposed Activity April 2021	\$1,378,214
Cumulative Bond Program Contingency as of April 26, 2021	\$5,311,628

13. Action

None.

14. Review Future Board Meeting Agenda Items

Dr. Dupre reviewed a list of future Board Meeting agenda items and workshop topics.

Mrs. James announced that the Vision and Planning Sub-Committee will discuss the draft Board Self-Evaluation during the May 3, 2021 Agenda Review Meeting.

15. Adjournment

Having no further business before the Board, MOTION was made by Mrs. James to adjourn the meeting at 10:44 p.m.

Addie Heyliger, President

Grayle James, Secretary

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
2021-22 Allotment & TEKS
Certification
References: Board Policy CMD (Legal)
Board Goal 1
Department: Academic Affairs

Recommendation

Consideration and possible approval of the 2021-22 Instructional Materials Allotment (IMA) and Texas Essential Knowledge and Skills (TEKS) Certification.

Summary

Each year, statute requires school districts to certify that the IMA is used to purchase resources for supporting instruction of the TEKS. The Texas Education Agency (TEA) has updated the process for certification to include an electronic submission and certification. School districts must now include titles and publishers of the adopted resources for each required curriculum area other than physical education. Each local education agency must also declare the district's approach for covering 100% of the TEKS and indicate which implementation approach the district takes for use of adopted materials.

The attached form provided by the TEA serves as FBISD's confirmation of our use of IMA funds and includes all information that must be placed in TEA's electronic submission. Upon Board approval of the 2021-22 IMA and TEKS certification, an electronic form will be submitted by the Administration on behalf of the Board of Trustees to acknowledge compliance with the statements provided below.

The Administration hereby affirms to the Board of Trustees that for the 2021-22 school year:

- The District's instructional materials and technology allotment is used only for expenses allowed by Texas Education Code (TEC), §31.0211;
- The District has instructional materials that collectively cover all elements of the TEKS of the of the required curriculum identified in the TEC §28.002, other than physical education, for each subject and grade level (TEC §31.004);
- That, upon request, the District will provide to the State Board of Education the titles and publication information for any instructional materials requisitioned or purchased by the District with IMA funds; and,

- The District's IMA funds will be used to purchase materials adopted and Board-approved through the length of the adoption, including materials needed to support growth and replacement of damaged or lost items.

Staff requests that the Board President, Board Secretary, and Superintendent certify alignment with TEA expectations for the 2021-22 IMA and TEKS Certification and approve the submission of the electronic form.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Beth Martinez
Chief Academic Officer

NOTE: This template is for planning purposes only, and will not be submitted to the Texas Education Agency. Please submit your responses using this form:
<https://app.smartsheet.com/b/form/bf5755712b724621a1ae5c78c80e2f4c>

First and Last Name:
 E-mail:
 District Name: Fort Bend ISD
 County District Number: 79907

Certification of Math Instructional Materials				
	Product(s) you plan to use for Tier 1 instruction to cover 100% of standards in school year 2021-22. List all that apply.	What is your district's approach to covering 100% of the standards for math?	What implementation approach does your district take for math materials?	Notes
Grades K-5	enVisionMATH Texas 2.0 (Savvas Learning Company LLC formerly Pearson K12 Learning)	Adopt a locally developed curriculum and align purchased materials to district developed scope and sequence	All school leaders required to implement district's approach	
Grades K-5	enVisionMATH Texas 2.0 en español (Savvas Learning Company LLC formerly Pearson K12 Learning)			
Grades 6-8	HMH Texas Go Math (Houghton Mifflin Harcourt Depository)			
Grades 9-12	Pearson Texas Alg I (Savvas Learning Company LLC formerly Pearson K12 Learning)			
Grades 9-12	Pearson Texas Geometry (Savvas Learning Company LLC formerly Pearson K12 Learning)			
Grades 9-12	Pearson Texas Alg II (Savvas Learning Company LLC formerly Pearson K12 Learning)			
Grades 9-12	MyMathLab Precalculus EGU TX Ed (Savvas Learning Company LLC formerly Pearson K12 Learning)			

Certification of RLA Instructional Materials				
	Product(s) you plan to use for Tier 1 instruction to cover 100% of standards in school year 2021-22. List all that apply.	What is your district's approach to covering 100% of the standards for RLA?	What implementation approach does your district take for RLA materials?	Notes
Grades K-2	Other (if other, please type out response)	Adopt a locally developed curriculum and align purchased materials to district developed scope and sequence	All school leaders required to implement district's approach	K-2 Fountas & Pinnell K-2 Bilingual Steps to Literacy for Bilingual 3-5 Fountas & Pinnell
Grades K-2	Other (if other, please type out response)			
Grades 3-5	Other			
Grades 6-8	myPerspectives Texas English Language Arts (Savvas Learning Company LLC formerly Pearson K12 Learning)			
Grades 9-12	StudySync (McGraw-Hill School Division)(Contract Vendor)			

Certification of Science Instructional Materials				
	Product(s) you plan to use for Tier 1 instruction to cover 100% of standards in school year 2021-22. List all that apply.	What is your district's approach to covering 100% of the standards for science?	What implementation approach does your district take for science materials?	Notes
Grades K-5	HMH ScienceFusion Texas (Houghton Mifflin Harcourt Depository)	Adopt a locally developed curriculum and align purchased materials to district developed scope and sequence	All school leaders required to implement district's approach	
Grades K-5	HMH ScienceFusion Texas Spanish (Houghton Mifflin Harcourt Depository)			
Grades 6-8	HMH ScienceFusion Texas (Houghton Mifflin Harcourt Depository)			
Grade 9-12	Integrated Physics & Chemistry Texas (McGraw-Hill School Division)(Contract Vendor)			
Grades 9-12	HMH Texas Biology			
Grades 9-12	Pearson Chemistry, Texas Edition (Savvas Learning Company LLC formerly Pearson K12 Learning)			
Grades 9-12	Other (if other, please type out response)			Physics - Pearson (Savvas Learning)

Certification of Social Studies Instructional Materials

	Product(s) you plan to use for Tier 1 instruction to cover 100% of standards in school year 2021-22. List all that apply.	What is your district's approach to covering 100% of the standards for social studies?	What implementation approach does your district take for social studies materials?	Notes
Grades K-5	TX myWorld SS Here We Are (Savvas Learning Company LLC formerly Pearson K12 Learning)	Adopt a locally developed curriculum and align purchased materials to district developed scope and sequence	All school leaders required to implement district's approach	
Grades K-5	TX myWorld SS Here We Are en español (Savvas Learning Company LLC formerly Pearson K12 Learning)			
Grades 6-8	TX World Cul & Geo (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
Grades 6-8	TX History (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
Grades 6-8	TX US Hist to1877 (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
Grades 9-12	Texas World Geography (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
Grades 9-12	TX World History (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
Grades 9-12	US History since 1877 (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
Grades 9-12	US Govt Student Bundle (School Education Group, a division of The McGraw-Hill Companies, Inc.)			
Grades 9-12	Texas Economics (School Education Group, a division of The McGraw-Hill Companies, Inc.)			

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
TEA Alternate Approvals
References: Board Policy CDC (Legal)
District Goal 5
Department: Information Technology

Recommendation

Consideration and possible approval of Diana Sayavedra, Deputy Superintendent, and Bryan Guinn, Chief Financial Officer, to serve as alternate approvers for the Public Education Information Management System (PEIMS) submissions for 2021-22 and 2022-23. Candida Ihnen, District PEIMS Coordinator, will still serve as primary request submitter designee for Texas Education Agency (TEA) Secured Environment (TEASE) accounts for Fort Bend ISD.

Summary

The Texas Education Agency Login (TEAL) is a secured environment within TEA that house applications for school officials and staff who need to gain access to TEA information and reports. The TEAL secured environment has been TEA's primary authentication portal through which many applications are contained. School officials and staff needing access to applications such as Accountability, eGrants, and Texas Student Data Systems will need to request a TEAL account.

As TEAL application requests are completed and submitted, the requests are forwarded electronically to the Superintendent for approval. TEA allows larger districts to appoint a designee and alternate approver to assist the Superintendent in the approval process. We recommend consideration and approval of Diana Sayavedra, Deputy Superintendent, and Bryan Guinn, Chief Financial Officer, to serve as alternate approvers for the PEIMS submissions. We recommend consideration and approval of Candida Ihnen, District PEIMS Coordinator as alternate approvers for TEAL login accounts and primary request submitter designee for TEAL accounts for Fort Bend ISD.

The Board last approved Candida Ihnen, District PEIMS Coordinator, as alternate approver in 2020. We must provide current Board minutes to TEA to enable staff to serve as alternate approvers for the upcoming two-year period.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Long Pham
Chief Information Officer

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
Resolution Extending Depository
Contract of Funds
References: Board Policy CCA (Legal)
Scalable Systems
Department: Business and Finance

Recommendation

Consideration and possible approval of a renewal of the contract with Prosperity Bank as the District's depository for the period of July 1, 2021 through June 30, 2023 in accordance with Section 45.205(b) of the Texas Education Code.

Summary

Texas Education Code Sections 45.201 through 45.209 require school districts to evaluate their depository agreements every two years. No less than every eight years, depository services must be solicited through a competitive process.

Fort Bend ISD issued proposals for depository services in December 2014 and awarded the contract to Prosperity Bank in June 2015 for the biennium July 1, 2015 to June 30, 2017 with two additional two-year renewal options. However, effective September 21, 2017, Texas Education Code Section 45.205 was amended to allow depository renewals for three additional two-year terms. The 2021-23 renewal will be the third and final allowed under the depository contract.

Prosperity Bank has been the District's depository bank since 2005 and has continued to provide the level of service that Fort Bend ISD requires and expects. Their personalized customer service and competitive interest rate, which is a minimum of 0.25% per the new agreement, gives Prosperity Bank an advantage over other banks. Prosperity Bank's local presence and willingness to work with our employees continues to be a factor in the District's decision in choosing a depository bank.

Expenditures to Prosperity Bank in 2019-20 were \$33,154, which included the depository services as well as banking supplies needed for all departments and campuses. Expenditures year-to-date for 2020-21 as of January 31, 2021 are \$7,255. Expenditures for 2021-22 and 2022-23 are not expected to exceed \$75,000 per year and funding will be included in the budget.

The Texas Education Agency (TEA) resolution, which requires Board signature, is attached. The resolution, once executed by the Board and Prosperity Bank, will be forwarded to TEA.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Bryan Guinn
Chief Financial Officer

Kelly Schlacks
Executive Director of Finance

**Board Resolution Extending Depository Contract for Funds
Of Independent School Districts Under Texas Education Code,
Chapter 45, Subchapter G, School District Depositories**

Resolved by the Fort Bend Independent School District Board of Trustees **that:**
Board of Trustees

Prosperity Bank located at Fort Bend
(Name of Depository Bank) (Name of County)

County, State of Texas, being a bank as defined in section 45.201 of the Texas Education Code, and Fort Bend Independent School District (CDN: 079907) agree to extend this depository
(Name of District)

contract pursuant to Texas Education Code Section 45.205, for an additional two-year term from July 1, 2021, through June 30, 2023. Under Texas Education Code Section 45.205(b), a school district and the district's depository bank may agree to extend a depository contract for three additional two-year terms. The extension constitutes the parties' third two-year term.
(first, second, third)

Furthermore, under Texas Education Code Section 45.205(c), the contract term and any extension must coincide with the school district's fiscal year.

AGREED AND ACCEPTED on behalf of Fort Bend Independent School District
Name of District

this the _____ day of _____, _____.

Signature of President of School Board

AGREED AND ACCEPTED on behalf of Depository this the _____ day of _____, _____.

Prosperity Bank
Typed Name of Depository

Signature of Authorized Bank Officer

Title of Authorized Bank Officer

Acknowledgement

Acknowledged before me in _____ County, Texas, on _____, 20____, by

_____, bank officer of the Depository named in the preceding document, for the Depository.

Signature of Notary

(SEAL)

Notary Public in and for _____
County, Texas

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
Interlocal Agreement with Fort Bend County
References: Board Policy CH (Legal)
Scalable Systems
Department: Business and Finance

Recommendation

Consideration and possible approval of an Interlocal Agreement with Fort Bend County for the collection of ad valorem taxes including penalties, interest, and attorney fees for the collection of taxes owed to Fort Bend ISD in Fort Bend County, and authorization for the Superintendent to negotiate and execute all agreements and/or revisions thereof.

Summary

Fort Bend ISD has the authority to contract with Fort Bend County (The County) to act as Tax Assessor/Collector on behalf of the District. The County has been providing this service for 15 years (three, five-year terms) since the Fort Bend ISD Tax Office closed on May 31, 2006. The existing agreement with the county will terminate on May 21, 2021. Administration is requesting approval of a new one-year agreement, with the option to renew for four additional years through May 31, 2026.

The County remits collected taxes to the District daily from December 15 to February 15, and weekly all other times for a fee of \$0.35 per parcel per year and \$1.00 per delinquent account. The County manages parcels located in Harris County at a rate of \$2.77 per parcel. The County has not proposed an increase in the fee structure outlined above, but based on parcel growth, an increase in fees can be expected over the next five years. The cost for tax year 2020 collections is \$66,799. The District does not pay The County directly, as The County invoices the District's tax attorneys, Perdue, Brandon, Fielder, Collins & Mott LLP, for collection services and the tax attorneys pass that fee along to the District.

The Fort Bend County Tax Assessor/Collector has maintained a high rate of tax collections over the years. The alternative to utilizing The County's services for tax collection is to re-establish a Fort Bend ISD Tax Office. This would create additional expenses for the District and would not be in the best interest of District taxpayers.

At this time, the Administration recommends that the Board approve the Interlocal Agreement between Fort Bend County and Fort Bend ISD for tax collection services.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Bryan Guinn
Chief Financial Officer

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
Purchase in Excess of \$50,000
References: Board Policy CH (Local)
Board Goal 1
Department: Chief Financial Officer

Recommendation

According to Policy CH (Local), purchases that cost or aggregate to a cost of \$50,000 or greater shall require Board approval.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Long Pham
Chief Information Officer

Bryan Guinn
Chief Financial Officer

BOT Meeting:	May 10, 2021
Solicitation No.:	21-081AB – School Purchasing Alliance (SPA)
References:	District Goal Scalable Systems
Description:	<p>Produce</p> <p><u>Recommendation</u></p> <p>Consideration and possible approval of the continued purchase of fresh produce under a cooperative contract with New Caney ISD - School Purchasing Alliance (SPA) in an amount not-to-exceed \$2,024,000, and authorization for the Superintendent to negotiate and execute the agreement(s) through June 30, 2023.</p> <p><u>Summary</u></p> <p>The Fort Bend ISD Child Nutrition Department is seeking approval for the procurement of fresh produce under a cooperative contract with the SPA Cooperative. This contract will allow for the procurement of produce needed for the preparation and service of breakfast, lunch, dinner, snacks, catered events, and concessions. Currently the SPA has 37 member districts with an estimated purchasing agreement of \$65 million. The size of their purchasing agreements enables members to leverage cost, thus receiving better pricing.</p> <p>The District’s current produce provider, Labatte Foods, will be unable to fulfill the final renewal of their contract. Therefore, the Child Nutrition Department recommends utilizing Brother’s Produce, Inc., an awarded vendor under the SPA, to provide produce to the District.</p> <p>The SPA Cooperative purchasing contract will allow the District to fulfill its fresh produce needs efficiently and effectively and in compliance with school district bidding requirements. The current cooperative contracts are active through June 30, 2023. Staff will return to the Board to request approval to use the new contract, an alternate contract, or an alternate procurement method at that time.</p> <p><u>Background</u></p> <p>Expenditures in 2019-20 were \$730,000 for these goods, and year-to-date expenditures in 2020-21 are \$400,000. Expenditures will not exceed \$2,024,000 through 2023 and funding is included in the budget. The estimated expenditures include \$920,000 annually for the Child Nutrition Department plus a 10% contingency.</p>
Requested By:	Bryan Guinn, Chief Financial Officer Matthew Antignolo, Director of Child Nutrition
Vendor:	Brothers Produce Inc.
Budget Sources:	General Fund Federal Funds
Amount:	Not to Exceed - \$2,024,000 through June 2023

Other Supporting Information	
Sole Source:	No
Number of vendors contacted by Purchasing:	N/A
Number of vendors contacted by FBISD Notification System:	N/A
Number of vendors downloaded the solicitation:	N/A
Number of responses received:	N/A
Number of "no bid" responses received:	N/A
Length of commitment:	Through June 30, 2023
Last solicitation date:	N/A
Supporting documents:	N/A
Disclosure under Board Policy CH, CV, or DBD (Local):	None

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
New Positions and Operation
Budget for 2021-22
References: Board Policy CDC (Legal)
Board Governance
Department: Business & Finance

Recommendation

Consideration and possible approval of new positions to support District strategic priorities aligned with developing systems reviewed with the Board at the April 19, 2021 Board Workshop meeting. All requests are for the 2021-22 school year.

Summary

For the 2021-22 school year, a total of 112.0 new positions are recommended in the General Fund. The estimated cost for staffing the positions, including benefits, is \$7,643,641. The staffing recommendation reflects positions requested to support the growth of the Early College High School, P-Tech programs, full-day Pre-Kindergarten programs, virtual school, as well as student interventions.

Position Type	FTEs	Total Cost (Including Benefits)
Early College High School-Teaching Positions	15.0	\$1,160,187
Early Learning Center-Hunters Glen and Ridgemont Elementary Schools	23.0	\$1,502,877
Virtual School	59.0	\$3,879,283
Student Interventions	15.0	\$1,101,294
Grand Total	112.0	\$7,643,641

Provided below is a detail of the requested positions.

Strategic Priorities

During the March 29, 2021 and April 19, 2021 Board meetings, staff presented a list of strategic priorities that are needed to continue advancing the District’s goals and objectives and strategic plan. The overarching themes for the recommended strategic investments included initiatives geared towards expanding systems.

Early College High School/P-Tech

Teaching positions recommended for a year-three expansion of the Early College High School and P-TECH programs at Marshall, Willowridge, and Hightower High Schools.

Campus	FTEs	Total Cost (Including Benefits)
Marshall High School	5.0	\$386,729
Willowridge High School	5.0	\$386,729
Hightower High School	5.0	\$386,729
Grand Total	15.0	\$1,160,187

Early Learning Center – Hunters Glen and Ridgemont Elementary Schools

Positions needed to support full-day Pre-Kindergarten expansion and tuition-based Pre-Kindergarten throughout the District. In addition, there are 24 teaching positions that would have a contract change from 187 days to 210 days to support an extended school year for Pre-Kindergarten students.

Position	FTEs	Total Cost (Including Benefits)
Hunters Glen:		
Teacher-Kindergarten	3.0	\$249,377
Teacher-Kindergarten-Bilingual	2.0	\$166,251
Teacher-First Grade-Bilingual	1.0	\$83,126
Teacher-Art Integration	1.0	\$75,444
Teacher-Elementary-Action Based Learning	1.0	\$75,444
Teacher-Literacy Interventionist-Bilingual	1.0	\$82,450
Teacher-Interventionist-Math Bilingual	1.0	\$82,450
Social Worker	1.0	\$73,565
Educational Assistant	1.0	\$35,525
Receptionist	1.0	\$36,012
Specialist Elementary English Learner	1.0	\$82,450
Administrative Assistant	1.0	\$36,299
Nurse Aid	1.0	\$30,189
Aide Instructional	1.0	\$28,506
Teacher contract days increase to 210	24.0	\$215,926
Ridgemont ELC:		
Aide Pre-Kindergarten	6.0	\$149,863
Grand Total	23.0	\$1,502,877

Virtual School

Positions needed to support offering virtual school to students on an exception-based medical need basis, assuming legislation is passed allowing school districts to offer virtual school full-time to students.

Position Type	FTEs	Total Cost (Including Benefits)
Instructional Officer	1.0	\$185,701
Assistant Principal - HS	3.0	\$298,348
Counselor - Lead	1.0	\$91,425
Counselor - HS	3.0	\$261,808
Teacher - HS-ESL	1.0	\$85,550
Executive Assistant III	1.0	\$60,024
Clerk IV Attendance	5.0	\$206,411
Registrar	1.0	\$64,367
Registrar Assistant	1.0	\$46,787
Coordinator Campus Assessment	2.0	\$201,395
Clerk II Counselor	4.0	\$124,608
Librarian	2.0	\$197,810
Advisor College & Career Readiness	1.0	\$80,993
Aide District	2.0	\$45,869
Administrative Assistant I	5.0	\$166,245
Clerk III Data	2.0	\$80,667
Facilitator ARD	2.0	\$150,417
Aide Bilingual	1.0	\$24,487
Assistant Principal - MS	2.0	\$186,322
Teacher - MS-ESL	1.0	\$85,550
Counselor - MS	2.0	\$167,888
Counselor - Lead	1.0	\$87,269
Executive Assistant II	2.0	\$108,142
Aide Instructional	1.0	\$24,487
Aide Kindergarten	1.0	\$24,487
Aide Library	1.0	\$24,487
Aide Compliance - Elem	1.0	\$30,446
Assistant Principal - Elem	2.0	\$186,322
Math Specialist	1.0	\$85,550
Specialist - Elem	1.0	\$85,550
Teacher Literacy Interventionist	1.0	\$85,550
Teacher Literacy Interventionist - Bilingual	1.0	\$85,550
Coordinator Campus Compliance	1.0	\$76,700
Counselor - Elem	2.0	\$162,071
Grand Total	59.0	\$3,879,283

Student Interventions

Due to the COVID-19 Pandemic, student intervention is needed to assist students with literacy and math.

Type Position	FTEs	Total Cost (Including Benefits)
Literacy Interventionist	10.0	\$734,196
Math Interventionist	5.0	\$367,098
Grand Total	15.0	\$1,101,294

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Diana Sayavedra
Deputy Superintendent

Joe Rodriguez
Chief of Schools

Bryan Guinn
Chief Financial Officer

BOT Meeting:	May 10, 2021
Solicitation No.:	RFP 21-043JB
References:	District Goal Scalable Systems
Description:	<p>Voluntary Employee Benefits</p> <p><u>Recommendation</u></p> <p>Consideration and possible approval of the continued offering of Voluntary Employee Benefits Services from MetLife, in an amount not to exceed \$6,273,218, through May 2026 and authorization for the Superintendent to negotiate and execute the contract(s).</p> <p><u>Summary</u></p> <p>On January 17, 2021, Fort Bend ISD issued RFP 21-043JB soliciting proposals for Voluntary Employee Benefits. The evaluation committee was comprised of persons serving on the Benefits & Wellness Committee, and representation from the departments of Business & Finance, Payroll & Benefits, and Transportation.</p> <p>The objective of this RFP was to transition from individual voluntary benefit contracts to group voluntary benefit contracts for Accident, Critical Illness, Lump Sum Cancer, and Hospital Indemnity coverages.</p> <p>The purpose of this RFP was to provide the best voluntary benefit coverages for District employees by minimizing underwriting restrictions and maximizing coverages. The District's goal was to offer a more cost efficient and comprehensive voluntary employee benefit package. Through this process, the District was able to secure a vendor that offered multi-option plan flexibility, reduced employee premiums, online enrollment processing, and data integration with the District's current ERP system.</p> <p>After an initial evaluation of the proposals and in collaboration with the District's benefits consultant, Gallagher, the recommendation is to partner with MetLife.</p> <p><u>Background</u></p> <p>Expenditures in 2019 were \$1,257,877. Expenditures year-to-date in 2020 are \$1,275,789. Staff anticipates that expenditures will not exceed \$6,273,218 over five years; however, the amount will fluctuate based on employee plan participation. Expenditures are direct payments from employee participation.</p>
Requested By:	Gwyn Touchet, Chief Human Resource Officer Bryan Guinn, Chief Financial Officer
Vendor:	MetLife
Budget Sources:	Healthcare Funds

Amount:	Expenditures are estimated to be \$6,273,218 through May 31, 2026, but this amount will fluctuate based on employee plan participation. Expenditures are direct payments from employee participation.
Other Supporting Information	
Sole Source:	No
Number of vendors contacted by Purchasing:	43
Number of vendors contacted by FBISD Notification System:	661
Number of vendors downloaded the solicitation:	56
Number of responses received:	12
Number of "no bid" responses received:	1
Length of commitment:	Through May 31, 2026
Last solicitation date:	NA
Supporting documents:	Evaluation Summary and Criteria
Disclosure under Board Policy CH, CV, or DBD (Local):	None

RFP 21-043JB Voluntary Employee Benefits for Accident, Critical Illness, Cancer, and Hospital Indemnity Services

Vendor	Purchase Price (20 pts max)	Reputation of the Vendor and of the Vendor's Goods or Services (5 pts max)	Quality of the Vendor's Goods or Services (30 pts max)	Extent to Which the Goods or Services Meet the District's Needs (30 pts max)	Vendor's Past Relationship with the District and/or Other School Districts (5 pts max)	Insurance Requirements (Pass/Fail)	Extent to which the vendor agrees to our Standard Form of Agreement (10 pts max)	Total Score (100 pts. Max)	Proposer's Ranking
MetLife	14.80	2.97	28.50	28.50	4.00	Pass	5.00	83.77	1
Guardian Life Insurance Company	13.75	3.00	23.33	21.33	3.83	Pass	1.00	66.24	2
Symetra	10.45	3.63	20	20	2.00	Pass	1.00	57.08	3
Allstate Benefits	12.61	0	19.17	17.67	2.17	Pass	5.00	56.62	4
Colonial Life & Accident Insurance Company	8.87	1.85	20.50	18.67	1.67	Pass	1.00	52.56	5
Cigna	20.00	2.93	12.50	10.17	4.00	Pass	1.00	50.60	6
Securian Financial Group	14.36	1.90	13.67	11.33	1.67	Pass	5.00	47.93	7 150
CHUBB Workplace Benefits	11.88	1.10	12.67	10.33	1.67	Pass	10.00	47.65	8
The Standard Insurance Company	14.05	1.83	13.00	10.83	2.17	Pass	5.00	46.88	9
United Healthcare	12.98	1.80	13.50	10.83	4.50	Pass	1.00	44.61	10
The Hartford	15.56	1.85	13.67	10.83	1.50	Pass	1.00	44.41	11
Trustmark Voluntary Benefits	6.40	1.00	12.83	10.83	1.50	Pass	10.00	42.56	12

RFP 21-043JB
Voluntary Employee Benefits

	Evaluation Criteria	Point System
1	<p>Purchase Price</p> <p>Offer a fair reasonable price for medical plans and services to be procured.</p>	20 points
2	<p>Reputation of the Vendor and of the Vendor's Goods or Services</p> <p>Vendor should have a solid reputation with other ISD's, Government or Collegiate entities that show a high level of customer service, a high level of quality of good or services. (References will be contacted via e-mail with a deadline. If no response is received by the deadline, there will be points deducted in this section.)</p>	5 points
3	<p>Quality of the Vendor's Goods or Services</p> <ul style="list-style-type: none"> • Overall efficacy of the vendor and their ability to provide services • Demonstrates competence: experience, etc. 	30 points
4	<p>Extent to Which the Goods or Services Meet the District's Needs</p> <ul style="list-style-type: none"> • Plan coverages • Underwriting terms/conditions • Plan administration, communication/enrollment support 	30 points
5	<p>Vendor's Past Relationship with the District and/or Other School Districts</p>	5 points
6	<p>Insurance Requirements:</p> <p>A copy of the Certificate of Liability Insurance should be in your proposal.</p>	Pass/Fail
7	<p>Extent to Which the Vendor Agrees to our Standard Form of Agreement embedded herein as Appendix A. By Signing the Agreement, you assent to the Terms and Conditions of Fort Bend ISD.</p>	10 points
	<p>TOTAL</p>	100 points

BOT Meeting:	May 10, 2021
Solicitation No.:	CSP 16-025GT
References:	District Goal Scalable Systems
Description:	<p>Wide Area Network HUB to Data Center Service</p> <p><u>Recommendation</u></p> <p>Consideration and possible approval of exercising the renewal option available through June 2026 with PS LightWave, Inc., in an amount not to exceed \$2,173,500 over a five-year period. The amount requested is required for the District Information Technology Division to provide increased lit fiber bandwidth interconnectivity of Wide Area Network (WAN) services due to the pivot for online instruction and plans for a potential hybrid model of onsite and online instruction.</p> <p><u>Summary</u></p> <p>On February 15, 2016, the Board approved CSP 16-025GT WAN HUB to Data Center Service in an amount not to exceed \$302,250 over a five-year period with one, five-year renewal option. The original five-year period will expire on June 30, 2021. CSP 16-025GT WAN HUB to Data Center Service resulted in a single vendor award to PS LightWave, Inc. The original CSP allows for a five-year renewal option; therefore, the Administration is seeking approval to exercise that renewal.</p> <p>The Lit Fiber is part of a scalable, redundant WAN system that provides highly available network connectivity between campuses and the datacenter at the Administration Building and secondary datacenter at Skybox for all campus networked devices including computers, phones, wireless, HVAC controls, cameras, etc. This network connectivity is used for access to critical datacenter and cloud services across the internet such as Office 365, Schoology, etc.</p> <p>This Lit Fiber may also be used to provide disaster recovery and business continuity services (DR/BC) for the District by allowing resources identified as critical to District operations to be moved up to the secondary datacenter in Skybox should the need arise.</p> <p>Currently, the Lit Fiber is limited to 10Gb/s of bandwidth. Due to the pivot for online instruction and plans for a potential hybrid model of onsite and online instruction, Technology Services has prepared plans to increase the available bandwidth to 40Gb/s. This increase is in line with Board approval of RFP 21-024LJ Enterprise Internet Access Service with Transport Primary and Secondary Network Operations Center on February 22, 2021, which solicited circuits up to 100Gb/s should the need arise.</p>

Due to the need for DR/BC services and increased internet connectivity of 40Gb/s, and potential need for internet access at 100Gb/s, the Lit Fiber for the WAN requires circuits that will scale to the same bandwidth to allow the District to utilize the greater internet bandwidth.

Funding Breakdown	
Bond Funds	\$240,000
General Funds	\$1,830,000
Total (includes 5% contingency)	\$2,173,500

Background

Expenditures in 2019-20 were \$41,250. Expenditures year-to-date in 2020-21 are \$61,500. Expenditures will not exceed \$2,173,500 through June 30, 2026, which includes a 5% contingency. Funding is included in the budget.

Requested By:	Long Pham, Chief Operations Officer Bryan Guinn, Chief Financial Officer
Vendors:	PS LightWave, Inc.
Budget Sources:	General Fund Bond Funds
Amount:	Not to Exceed - \$2,173,500 through June 30, 2026
Other Supporting Information	
Sole Source:	No
Number of vendors contacted by Purchasing:	1
Number of vendors contacted by FBISD Notification System:	n/a
Number of vendors downloaded the solicitation:	n/a
Number of responses received:	1
Number of "no bid" responses received:	0
Length of commitment:	Through June 30, 2026
Last solicitation date:	February 2016
Supporting documents:	None
Disclosure under Board Policy CH, CV, or DBD (Local):	None

BOT Meeting:	May 10, 2021
Solicitation No.:	21-072CT Choice Partners Purchasing Cooperative
References:	District Goal Scalable Systems
Description:	<p>Department of Transportation (DOT) Physical Examinations, Drug and Alcohol Testing Services</p> <p><u>Recommendation</u></p> <p>Consideration and possible approval of the purchase of DOT physical examinations, drug and alcohol testing services, and related items from Pinnacle Medical Management under a cooperative contract with Choice Partners Cooperative in an amount not-to-exceed \$200,000 through May 2022, and authorization for the Superintendent to negotiate and execute the agreement(s).</p> <p>The Administration also seeks ratification of an additional \$8,983 for services contracted with Pinnacle Medical Management from January 2021 through March 2021, which was necessary for testing compliance. The \$8,983 proposed for ratification is included in the recommended \$200,000 expenditure authorization.</p> <p><u>Summary</u></p> <p>The District is required to comply with DOT annual physical examinations, drug and alcohol random testing, pre-employment testing and post-accident testing. The District's Transportation Department determined that the services provided by the previous vendor did not comply with the DOT requirements. In order to become compliant, Transportation requested additional testing from Pinnacle Medical Management, which caused the increased expenditures. Departments District-wide, including Police, Human Resources, Athletics, and the Facilities/Maintenance Department will use this contract.</p> <p>The Choice Partners Purchasing Cooperative contract will allow the District to fulfill the testing requirements and complies with school district bidding requirements. The current cooperative contract has renewal options through May 2022. Should the contract not renew for the full term, staff will return to the Board to request authorization to utilize the new contract, an alternate cooperative contract, or an alternate procurement method.</p> <p><u>Background</u></p> <p>Expenditures year to date in 2020-21 are \$58,983, which includes the ratification (\$8,983). Funding is included in the budget. Expenditures will not exceed \$200,000 through May 2022.</p>
Requested By:	Oscar Perez, Chief Operations Officer Bryan Guinn, Chief Financial Officer

Vendor:	Pinnacle Medical Management
Budget Sources:	General Fund
Amount:	Not to Exceed - \$200,000 through May 20, 2022
Other Supporting Information	
Sole Source:	No
Number of vendors contacted by Purchasing:	n/a
Number of vendors contacted by FBISD Notification System:	n/a
Number of vendors downloaded the solicitation:	n/a
Number of responses received:	n/a
Number of "no bid" responses received:	n/a
Length of commitment:	Through May 20, 2022
Last solicitation date:	n/a
Supporting documents:	n/a
Disclosure under Board Policy CH, CV, or DBD (Local):	None

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
CenterPoint Energy Blanket
Easement for Elementary School
53
References: Board Policy CV (Local)
Scalable Systems
Department: Operations

Recommendation

Consideration and possible approval of a blanket (short form) easement with CenterPoint Energy for the electrical services to new Elementary School 53 (ES 53), and authorization for the Board President and/or designee to negotiate and execute this easement, as well as the CenterPoint Energy long form easement to be provided near the conclusion of the project.

Summary

The short form easement is required by CenterPoint Energy in order for the provider to install temporary and permanent underground and overhead electrical services to ES 53.

The short form easement will be in place until FBISD and CenterPoint Energy have completed and executed the long form easement. When the service (a new transformer) is energized to the site, CenterPoint will generate a long form easement. The long form easement will contain a detailed descriptive easement for the site, including sketches. The long form easement will replace the short form easement, as this is only a temporary easement in order to expedite the installation of the new transformer.

The ES 53 project has been designed with the location of the existing utility easement near the north property line. As such, the approval of these easements (short form easement and long form easement) will not conflict with any site design elements.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Oscar Perez
Chief Operations Officer

The Easement Area herein granted is a blanket easement and shall apply only insofar as the boundaries of Grantor's Property will permit. Grantee further reserves the right to extend services and drops within Grantor's Property and to adjacent landowners from said Facilities.

Grantor or its successors or assigns shall observe and exercise all notification laws as per the Underground Facility Damage Prevention and Safety Act, also known as "ONE CALL" & "CALL BEFORE YOU DIG" when working in or near the Easement Area.

To the extent that such laws and codes apply to Grantor, its successors and assigns, Grantor, its successors and assigns shall observe all safety codes and laws which apply to working along, within and or near the Easement Area and Facilities during construction activities and safe clearance from such Facilities, including the Occupational Safety and Health Administration ("O.S.H.A."), Chapter 752 of the Texas Health and Safety Code, the National Electric Code, and the National Electrical Safety Code.

Grantor herein reserves the right to grant easements in favor of third parties across the herein described Easement Area in a near perpendicular fashion to Grantee's Facilities, the approximate locations of which are shown on Exhibit "A", attached hereto and made a part hereof, provided (i) no other utilities are permitted to cross within a vertical distance of twenty-four (24) inches of Grantee's below ground Facilities, (ii) no other facilities or structures shall be permitted longitudinally within a distance of five (5) feet of the centerline of any of Grantee's below ground and above ground Facilities, (iii) no other utilities or structures shall be permitted longitudinally within a distance of fifteen (15) feet of the centerline of any of Grantee's overhead Facilities, beginning at a plane sixteen (16) feet above the ground and extending upward, hereinafter collectively referred to as "Grantee's Exclusive Easement Area", and, (iv) doing so does not, in the sole opinion of Grantee,

endanger or interfere with the efficient, safe and proper operation and maintenance of Grantee's Facilities.

Grantor herein covenants and agrees that, in the event that any third party facilities or obstructions are located within Grantee's Exclusive Easement Area, Grantor will take immediate action to remove and/or relocate said facilities and/or obstructions to a location outside of Grantee's Exclusive Easement Area at Grantor's sole cost and expense.

If Grantor, its successors or assigns should, at any future date, request that the Easement Area herein granted be further defined, Grantee agrees, at Grantor's expense, to prepare a new, defined easement described by a sealed survey sketch. Defined easements shall be unobstructed and may be further described by, but not limited to, the following descriptions:

- 1.) A ten (10) foot wide easement (for above and below ground facilities);
- 2.) A ten (10) foot wide easement together with ten (10) foot aerial easements adjoining both sides of said ten (10) foot wide easement (for above ground and overhead facilities that are not along a perimeter);
- 3.) A ten (10) foot wide easement together with an adjoining eleven (11) foot, six (6) inch wide aerial easement (for above ground and overhead perimeter facilities);
- 4.) A fourteen (14) foot wide easement together with an adjoining seven (7) foot, six (6) inch wide aerial easement (for above ground and overhead perimeter facilities);
- 5.) An easement sixteen (16) feet wide and twenty-four (24) feet long (for Grantee's pad-mounted transformer station purposes).

Grantee further agrees to release this Easement upon execution and delivery of the new defined easement by Grantor.

In the event that Grantor, its successors and assigns, desires that Grantee's Facilities be relocated, then Grantee agrees to relocate said Facilities provided that Grantor furnishes a suitable and feasible site or location for such relocation and, provided that Grantor, its successors and assigns, shall, if requested by Grantee, furnish to Grantee a

suitable and acceptable easement covering the new location. Any and all costs associated with relocating said Facilities will be at Grantor's sole expense.

Grantee shall also have reasonable rights of ingress and egress to and from said Easement Area, together with reasonable working space, for the purposes of erecting, installing, operating, maintaining, replacing, inspecting, and removing said Facilities, together with the additional right to remove from said Easement Area, all bushes, trees and parts thereof, or other structures which, in the opinion of Grantee, endanger or may interfere with the efficiency, safe and proper operation, and maintenance of said Facilities.

TO HAVE AND TO HOLD the above described Easement, together with all and singular the rights and appurtenances thereto in anywise belonging, unto Grantee forever, and Grantor does hereby bind itself and its successors, heirs, assigns, and legal representatives, to fully warrant and forever defend all and singular the above described Easement and rights unto said Grantee, against every person whomsoever lawfully claiming or to claim the same or any part thereof, by, through or under Grantor, but not otherwise. In the event of a deficiency in title or actions taken by others which results in the relocation of Grantee's Facilities, the Grantor herein, its successors and assigns, will be responsible for all costs associated with the relocation and/or removal of Grantee's Facilities.

The terms, conditions and provisions contained herein constitute the complete and final agreement between Grantor and Grantee, (collectively the "Parties") with respect to the subject matter hereof and supersedes all prior agreements, representations and understandings of the Parties and, by Grantor's signature affixed hereto and Grantee's use of the Easement, the Parties evidence their agreement thereof. No oral or written agreements made or discussed prior to, or subsequent to, the execution of this Easement shall supersede those contained herein. Any and all revisions, amendments and/or exceptions to the terms, conditions and provisions contained in this Easement shall be in written, recordable form and executed by both parties, or their respective successors or assigns in order to be deemed valid.

EXECUTED this _____ day of _____, 20____.

Fort Bend Independent School District

BY: _____
Signature

Name typed or printed

Title

STATE OF TEXAS }

COUNTY OF _____}

BEFORE ME, the undersigned authority, a Notary Public in and for the State of Texas, on this day personally appeared _____, _____ of Fort Bend Independent School District, known to me to be the person whose name is subscribed to the foregoing instrument and acknowledged to me that (__)he executed the same for the purposes and consideration therein expressed, in the capacity therein stated, and as the act and deed of said school district.

Given under my hand and seal of office this _____ day of _____, 20____.

Notary's Signature

Name typed or printed

Commission Expires

**ATTACHMENT
AFFIDAVIT**

STATE OF TEXAS }

COUNTY OF FORT BEND}

BEFORE me the undersigned authority on this day personally appeared

_____ the _____

of Fort Bend Independent School District, hereinafter referred to as Affiant, who being duly sworn, deposes and says that Affiant is the current owner of the tract of land described in an easement instrument executed by the same on even date herewith, said tract of land is further described as follows:

That certain 20.000-acre tract of land being all of Restricted Reserve "A" in Block 1 of Fort Bend ISD Elementary School No. 53, situated in the Elijah Roark Survey, Abstract 77, Fort Bend County, Texas, according to the map or plat thereof recorded under Plat No. 20210011 in the Plat Records of said County and State, (the "Easement Area").

Affiant further says that the said premises have been held by Affiant, that possession thereof has been peaceable and undisturbed, and that the title thereto has never been disputed or questioned to Affiant's knowledge, nor does Affiant know of any facts by reason of which said possession or title might be disturbed or questioned, or by reason of which any claim to said premises, or any part thereof, might arise or be set up adverse to this Affiant.

EXECUTED this _____ day of _____, 20__.

Fort Bend Independent School District

BY: _____
Signature

Title

Name typed or printed

SUBSCRIBED and SWORN before me this ____ day of _____, 20__.

Notary's Signature

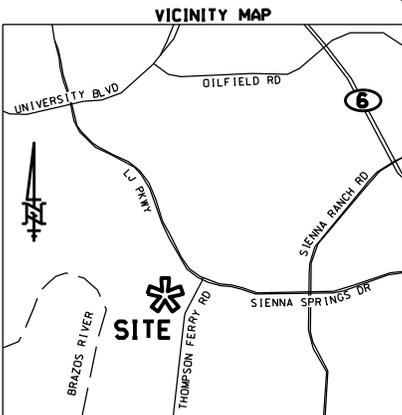
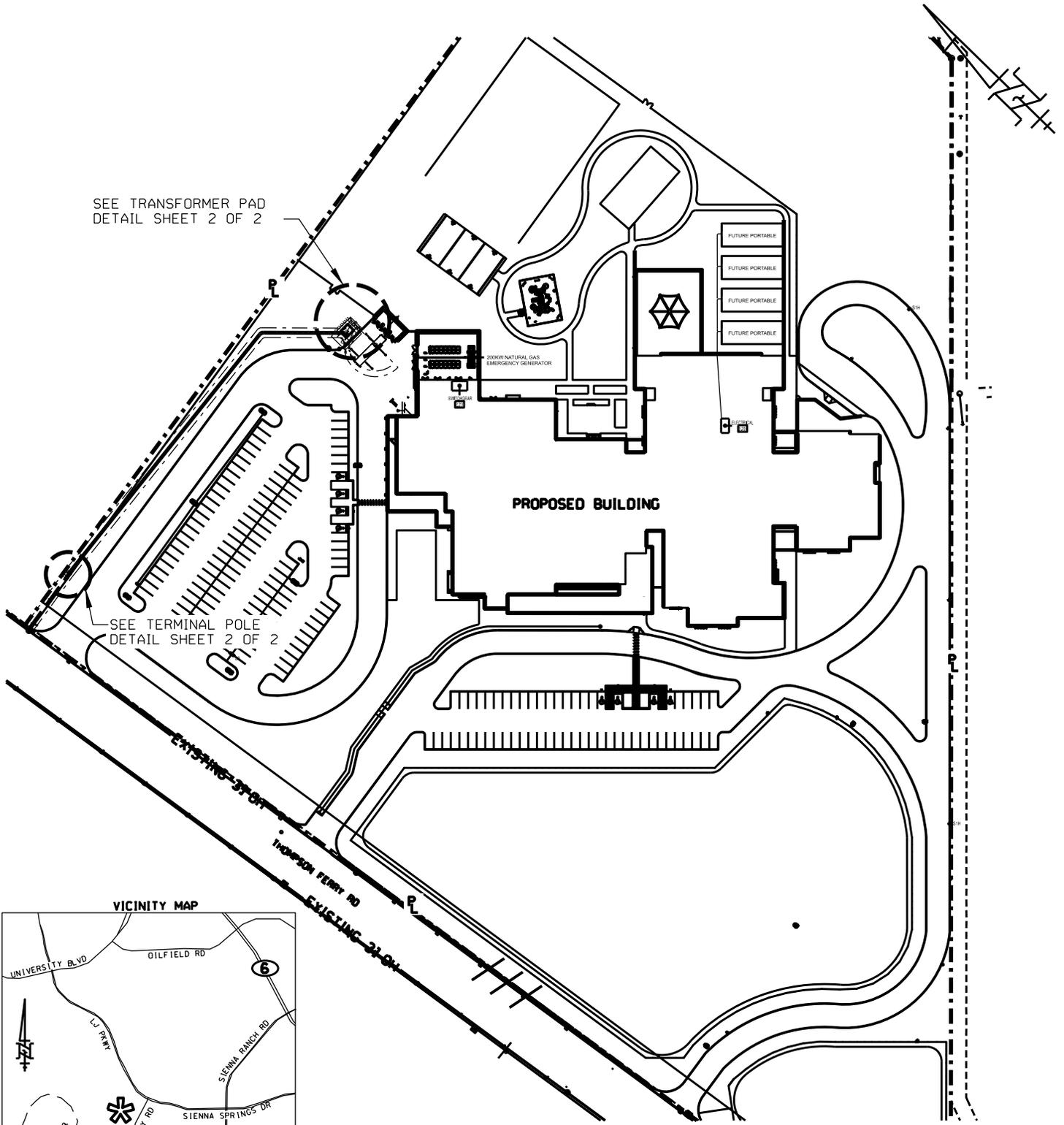
Name typed or printed

Commission Expires

**AFTER RECORDING RETURN TO:
SURVEYING & RIGHT OF WAY
CENTERPOINT ENERGY HOUSTON ELECTRIC, LLC
P. O. BOX 1700
HOUSTON, TX 77251-1700**

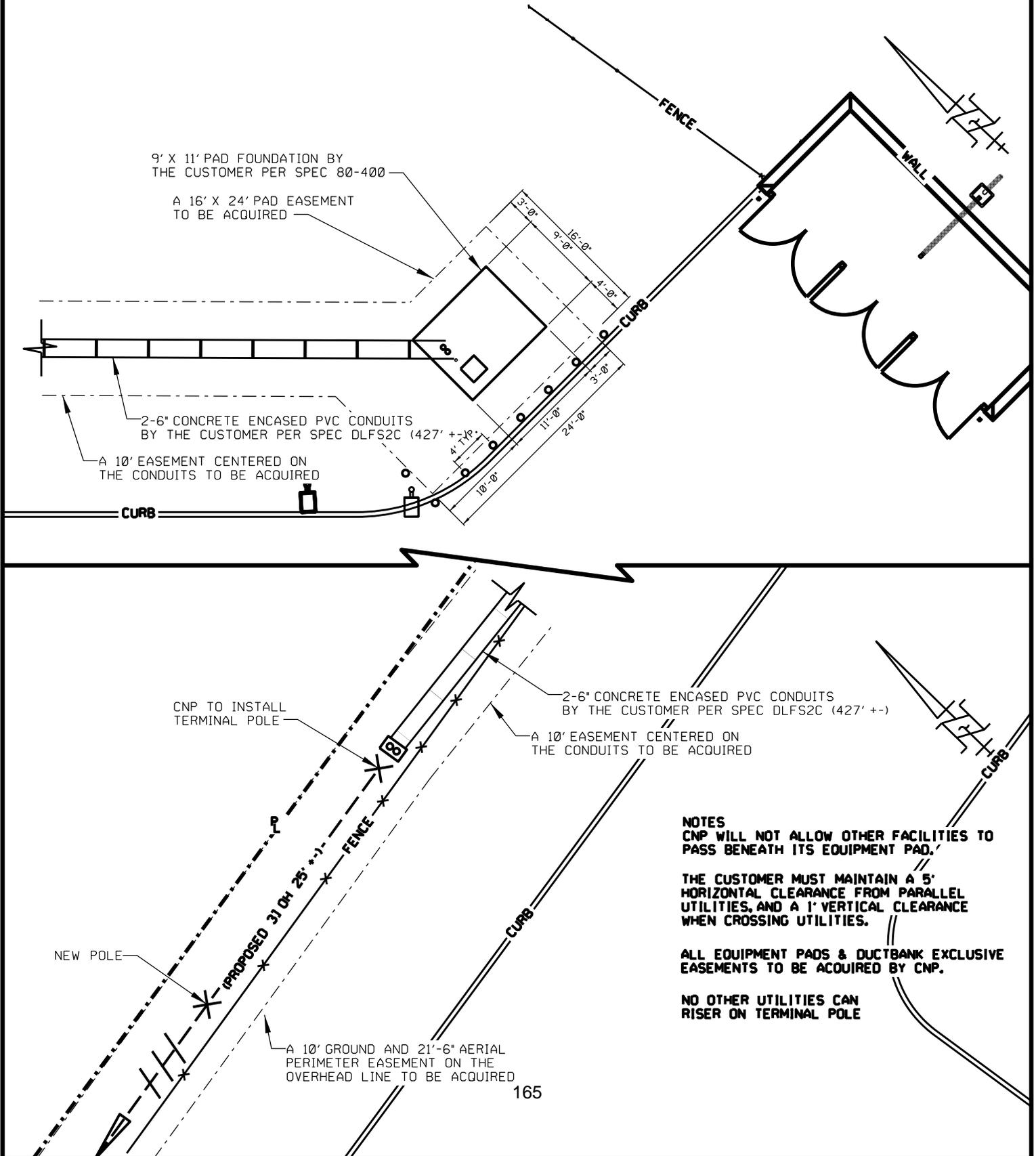
GENERAL LOCATION SKETCH

LAMBERT	SECTION	KEY MAP	FUNCTIONAL LOCATION	SCALE	CIRCUIT	ORDER NO.
4948	C2	6090	EXHIBIT "A"	N.T.S.	SIE42	95781335



DETAIL SKETCH

LAMBERT	SECTION	KEY MAP	FUNCTIONAL LOCATION	SCALE	CIRCUIT	ORDER NO.
4948	C2	6090	EXHIBIT "A"	N.T.S.	SIE42	95781335



For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
Water Meter Easement with Fort
Bend County Municipal Utility
District No. 46 – Elementary
School 53
References: Board Policy CV (Local)
Scalable Systems
Department: Operations

Recommendation

Consideration and possible approval of a Water Meter Easement Agreement with Fort Bend County Municipal Utility District No. 46 (MUD 46) at new Elementary School 53 (ES 53), and authorization for the FBISD Board President and/or designee to negotiate and execute this easement.

Summary

MUD 46 desires to obtain a water meter easement for ES 53. This agreement would allow MUD 46 to install a new water meter, which will provide water service to ES 53.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Oscar Perez
Chief Operations Officer

WATER METER EASEMENT
(0.005 Acre Tract)

THE STATE OF TEXAS §
 § KNOW ALL MEN BY THESE PRESENTS:
COUNTY OF FORT BEND §

NOTICE OF CONFIDENTIALITY RIGHTS: IF YOU ARE A NATURAL PERSON, YOU MAY REMOVE OR STRIKE ANY OR ALL OF THE FOLLOWING INFORMATION FROM ANY INSTRUMENT THAT TRANSFERS AN INTEREST IN REAL PROPERTY BEFORE IT IS FILED FOR RECORD IN THE PUBLIC RECORDS: YOUR SOCIAL SECURITY NUMBER OR YOUR DRIVER'S LICENSE NUMBER.

FORT BEND INDEPENDENT SCHOOL DISTRICT, of Fort Bend County, Texas, a body politic and corporate and governmental agency of the State of Texas organized and acting pursuant to the Constitution and laws of the State of Texas ("Grantor") for and in consideration of the sum of Ten Dollars (\$10.00) and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, hereby grants to **FORT BEND COUNTY MUNICIPAL UTILITY DISTRICT NO. 46**, a body politic organized and existing under the laws of the State of Texas whose address is c/o Coats Rose, P.C., 9 Greenway Plaza, Ste. 1000, Houston, Texas 77046 ("Grantee"), its successors and assigns, a non-exclusive, water line easement (the "Easement") in, over and across that certain tract of land as more particularly described in Exhibit "A" attached hereto and incorporated herein for all purposes (referred to herein as the "Easement Tract").

The Easement herein granted shall be used solely for the purposes of placing, constructing, operating, clearing, repairing, maintaining, reconstruction, rebuilding, replacing, removing and relocating (but only within the Easement Tract) one or more water lines, and related facilities and appurtenances, including but not limited to water meters and meter vaults as may from time to time be deemed necessary by Grantee (in its sole discretion) in connection with the use, operation, transportation and furnishing of water services upon, across, and through the Easement Tract (collectively, the "Facilities") and giving unto said Grantee, its agents, employees, workmen, and representatives all of the rights and benefits necessary or appropriate for the full enjoyment or use of the Easement herein granted, including, but without limiting the same, the free right of ingress and egress to and from the Easement Tract. The Easement Tract shall be used for no other purpose unless otherwise expressly agreed to in writing by Grantor.

It is expressly understood and agreed by and between the parties that this Easement shall be subject to and governed by the following provisions:

(1) The Easement, rights, and privileges granted herein are non-exclusive, and Grantor reserves and retains the right to use the Easement Tract for all purposes which do not materially interfere with the rights hereby granted and provided that under no circumstances shall Grantor place any houses, garages, buildings or other similar structures in, on, under, over or across the Easement Tract. Notwithstanding anything contained herein that may be construed to the contrary, no rights or privileges of Grantor in the Easement Tract are to be used by Grantor which would materially interfere with or abridge the rights herein granted to Grantee.

(2) The easement, rights and privileges herein granted shall be perpetual or for so long as Grantee shall utilize the easement for the purposes intended, provided, however, the Easement, rights and

privileges granted herein shall terminate when, or at such time as, the purposes hereof cease to exist, are abandoned by Grantee, or become impossible of performance.

(3) Subject to the further provisions hereof, Grantee, its agents, employees, workmen and representatives, shall have the right and privilege of ingress and egress across the Easement Tract as may be necessary to lay, construct, install, maintain, repair, relocate, replace, remove, modify and operate the Facilities across, along, under, over, upon and through the Easement Tract, and may enter upon the Easement Tract to engage in all activities as may be necessary, requisite, convenient, or appropriate in connection therewith. Grantee's rights shall include, without limitation, the right to clear and remove trees, undergrowth, shrubbery, and other improvements from within the Easement Tract and the right to bring and operate such equipment on the Easement Tract as may be necessary, requisite, convenient, or appropriate to effectuate the purposes for which the Easement is granted.

(4) Grantee shall not be obligated to replace or restore any trees, growth, sidewalks, roads, parking surfaces, power lines, lighting fixtures or other improvements or obstructions removed from within the Easement Tract in connection with the construction, installation, repair, maintenance, relocation, replacement, removal, upgrade, change in the size of, operation, placement, inspection, protection, or alteration of the Facilities.

(5) Grantee shall be solely responsible for the maintenance of the Facilities in good working condition and repair.

(6) During or immediately after any work on the Easement Tract by Grantee pursuant to the rights granted hereby, Grantee, at its sole cost and expense, shall take all reasonable measures to restore the improvements, surfacing materials, and other facilities of the owner of the Easement Tract, including landscaping and fences situated on the Easement Tract, to the condition which existed prior to such operations.

(7) It is understood and agreed this instrument does not constitute a conveyance of any part of the land above-described nor of the mineral interests therein and thereunder, but only grants water line easement rights to Grantee.

(8) The Easement, rights, and privileges herein granted shall be subject to all easements, restrictions and reservations of record in the Official Public Records of Real Property of Fort Bend County, Texas, to the extent in effect and validly enforceable against the Easement Tract (the "Permitted Encumbrances"), provided, however, to the extent that Grantor has the ability to enforce any of the Permitted Encumbrances, Grantor will not do so in a manner that would unreasonably prejudice or interfere with the exercise of Grantee's rights in the Easement and use of the Easement Tract for the purposes set forth herein.

(9) The covenants and agreements contained herein shall run with the land and shall inure to the benefit of and shall be binding upon Grantor and Grantee and their respective successors and assigns. Grantee's rights hereunder may also be exercised, at Grantee's option, by Grantee's lessees, licensees, contractors, agents, guests and invitees.

(10) The prevailing party in any suit, action or other proceeding instituted in connection with any controversy arising out of this instrument or the Easement shall be entitled to recover all costs and reasonable attorney's fees from the other party.

(11) The individual signing this instrument on behalf of Grantor represents that he/she has the requisite authority to bind Grantor.

(12) Neither party's failure to insist on strict performance of any part of this instrument shall be construed as a waiver of the performance in any other instance.

(13) This instrument shall be interpreted and construed in accordance with the laws of the State of Texas, without regard to conflict of laws, principles, and venue for any suit, action, or proceeding instituted in connection with any controversy arising out of this instrument (or the Easement) shall be the state courts situated in Fort Bend County, Texas.

(14) This instrument may be executed in multiple counterparts, each of which shall be deemed an original, and all of which, taken together, shall constitute on instrument.

TO HAVE AND TO HOLD, subject to the matters set forth herein and the Permitted Encumbrances, the Easement, together with all and singular, the rights and appurtenances thereto in any wise belonging, including all necessary rights to ingress, egress, and regress, unto Grantee to be used for said purpose, forever; and Grantor does hereby bind itself and its successors and assigns TO WARRANT AND FOREVER DEFEND all and singular the above described Easement and Easement Tract unto Grantee, its successors and assigns, against every person whomsoever lawfully claiming or to claim the same, or any part thereof by, through, or under Grantor, but not otherwise.

[Remainder of page intentionally blank]

IN WITNESS WHEREOF, this instrument is executed this _____ day of _____, 2021.

GRANTOR:

Fort Bend Independent School District

By: _____

Name: _____

Title: _____

Attest:

By: _____

Name: _____

Title: _____

THE STATE OF TEXAS §

§

COUNTY OF _____ §

This instrument was acknowledged before me on the _____ day of _____, 2021, by _____ as _____, and _____ as _____ of the Fort Bend Independent School District as the act and deed of such District.

NOTARY PUBLIC—STATE OF TEXAS

(Printed Name of Notary)

My commission expires: _____

EXHIBIT "A"
(Easement Tract)

METES AND BOUNDS DESCRIPTION
FOR A
10-FOOT WIDE WATER METER EASEMENT

A 0.005 of an acre, (200 square feet more or less), 10-foot wide water meter easement, on a called 20.000 acre tract of land conveyed to Fort Bend Independent School District as described in a deed recorded in Clerk's File No. 2020036049 of the Official Public Records of Fort Bend County, Texas, said 20.000 acre tract being Restricted Reserve "A" of Fort Bend County ISD Elementary School No. 53, a plat recorded in Clerk's File No. 2021015852 of the Official Public Records of Fort Bend County, Texas, situated in the Elijah Roark Survey, Abstract No. 77, in Fort Bend County, Texas. Said 0.005 acre water meter easement being more fully described as follows, with bearings based on the Texas Coordinate System of 1983, South Central Zone from the North American Datum of 1983 (NA2011) epoch 2010.00:

COMMENCING: At a 5/8 inch iron rod with cap stamped "Pape-Dawson" found in the east line of Thompson Ferry Road (60' wide), for the southwest corner of the residue of a called 41.052 acres conveyed to FPL Real Estate LTD as recorded in Fort Bend County Clerk's File No. 2000014020 and the northwest corner of said 20.000 acre tract, having GRID coordinates of N: 13,762,585.83 and E: 3,061,018.72;

THENCE: S 02°54'24" E, along and with the east line of said Thompson Ferry Road and the west line of said 20.000 acre tract, a distance of 302.00 feet to the northwest corner and **POINT OF BEGINNING** of the tract herein described, having GRID coordinates of N: 13,762,284.25 and E: 3,061,034.03;

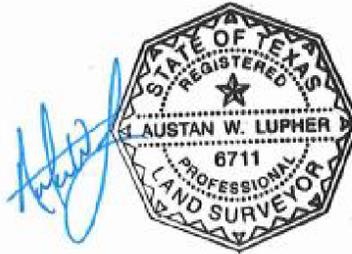
THENCE: Departing the east line of said Thompson Ferry Road, over and across said 20.000 acre tract the following courses and distances:

N 87°05'31" E, a distance of 20.00 feet to a point for corner;

S 02°54'24" E, a distance of 10.00 feet to a point for corner;

S 87°05'31" W, a distance of 20.00 feet to a point for corner in the east line of said Thompson Ferry Road, from which a 5/8 inch iron rod found for the west corner of a called 57.1179 acre tract conveyed to Fort Bend Independent School District as in deed recorded in County Clerk's File No. 9063600 of the Official Public Records of Fort Bend County, Texas, and the southwest corner of said 20.00 acre tract bears S 02°54'24" E, a distance of 889.66 feet.

THENCE: N 02°54'24" W, a distance of 10.00 feet to the POINT OF BEGINNING, containing 0.005 of an acre in Fort Bend County, Texas. Said easement being described in accordance with a survey made on the ground and a survey map prepared under job number 40915-00 by Pape-Dawson Engineers, Inc.



PREPARED BY: Pape-Dawson Engineers, Inc.
DATE: March 26, 2021
JOB NO. 40915-00
DOC. ID. K:\survey\PROJECTS\CIVIL\HOUSTON\40915-00\Word\FN 40639-00 0.005 AC WM ESMT.docx

LEGEND:

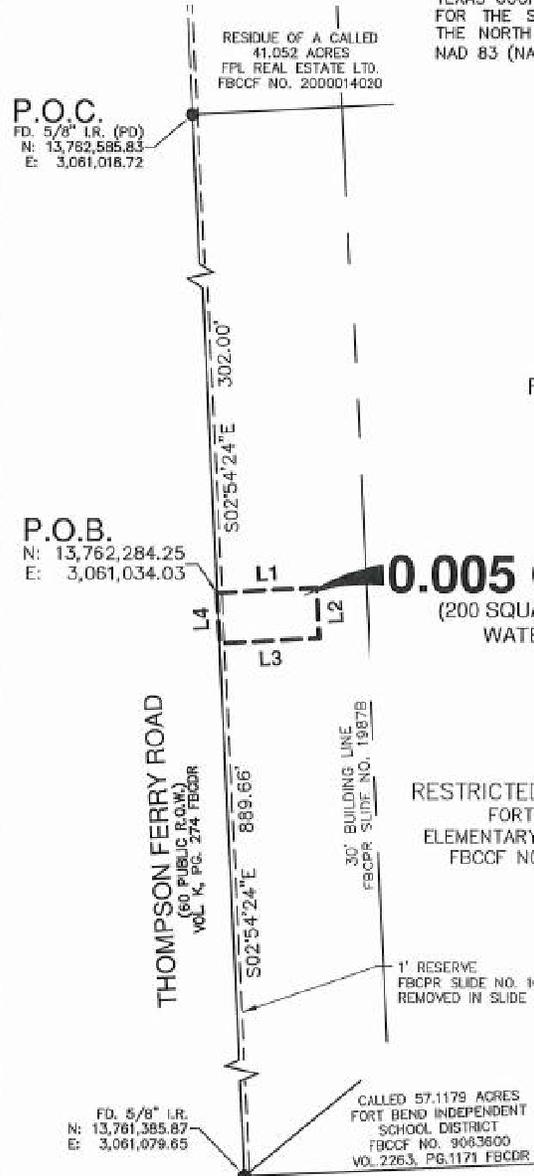
FBCCF FORT BEND COUNTY CLERK'S FILE
 FBCCR FORT BEND COUNTY DEED RECORDS
 FB CPR FORT BEND COUNTY PUBLIC RECORDS

NOTES:

- THIS EXHIBIT IS ISSUED IN CONJUNCTION WITH A METES AND BOUNDS DESCRIPTION PREPARED UNDER JOB NO. 40915-00 BY PAPE-DAWSON ENGINEERS, INC.
- THE BEARINGS ARE BASED ON THE TEXAS COORDINATE SYSTEM ESTABLISHED FOR THE SOUTH CENTRAL ZONE FROM THE NORTH AMERICAN DATUM OF 1983 NAD 83 (NA2011) EPOCH 2010.00.



SCALE: 1" = 30'



CALLLED 20.000 ACRES
 FORT BEND INDEPENDENT
 SCHOOL DISTRICT
 FBCCF NO. 2020036049

0.005 OF AN ACRE
 (200 SQUARE FEET MORE OR LESS)
 WATER METER EASEMENT

ELIJAH ROARK SURVEY
 ABSTRACT NO. 77

RESTRICTED RESERVE "A"
 FORT BEND ISD
 ELEMENTARY SCHOOL No. 53
 FBCCF No. 2021015852

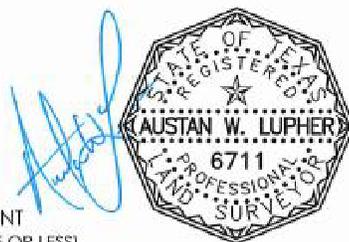
LINE TABLE		
LINE	BEARING	LENGTH
L1	N87°05'31"E	20.00'
L2	S02°54'24"E	10.00'
L3	S87°05'31"W	20.00'
L4	N02°54'24"W	10.00'

Date: May 28, 2021, 9:15 AM User: B. Johnson File: H:\Survey\Projects\Civil_Houston\40915-00\40915-00E.dwg



NORTH HOUSTON | SAN ANTONIO | AUSTIN | HOUSTON | FORT WORTH | DALLAS
 24445 TOMBALL PARKWAY, STE 200 | TOMBALL, TX 77375 | 281.955.0634
 TOPIC FIRM REGISTRATION #470 | TOPIS FIRM REGISTRATION #10182974

EXHIBIT A
 WATER METER EASEMENT
 0.005 ACRES, (200 SQ. FEET MORE OR LESS)
 FORT BEND COUNTY, TEXAS



SHEET 1 OF 1
 JOB No. 40915-00

3-26-2021

NOTE: THE IMAGES DEPICTED ABOVE ARE NOT TO SCALE AND ARE FOR REFERENCE ONLY WITH RESPECT TO THE GENERAL LOCATION AND CONFORMATION OF THE EASEMENT AREA.

Date

Revision/

ELEMENTARY SCHOOL #53 FOR FORT BEND I.S.D.

THOMSON FERRY RD, MISSOURI CITY, TEXAS 77459

Project

PK FILE: 4246-19-104

PK-4246-19-104-LITL.DWG

DRAFT COPY ONLY

NOT FOR REGULATORY APPROVAL, PERMITTING OR CONSTRUCTION.

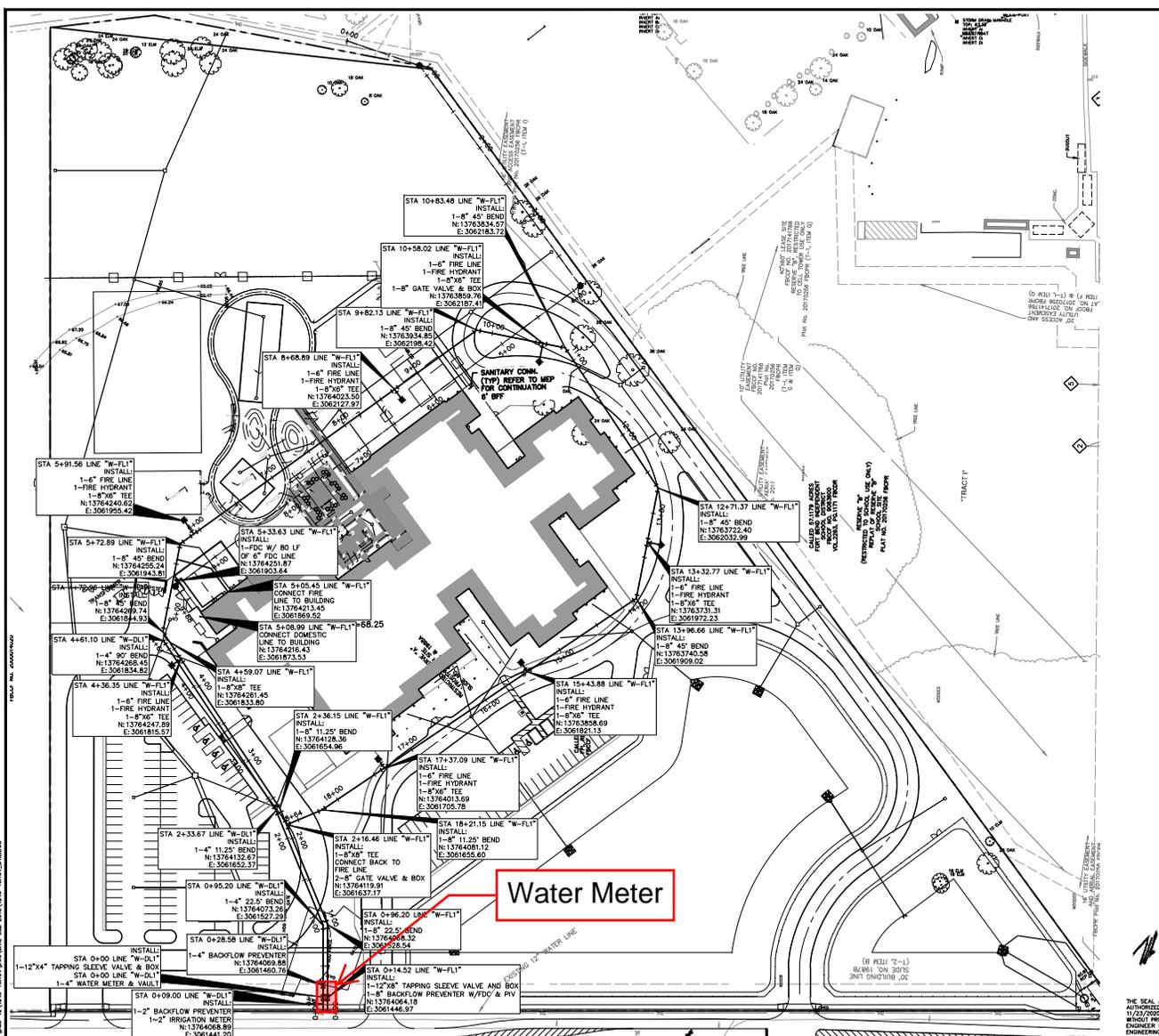
RYSON DAVIS

Huckabee

WATER PLAN

Sheet No.

C5.2



LEGEND

Symbol	Description
Circle with 'E'	BOLLARD
Circle with 'EM'	ELECTRIC METER
Circle with 'P'	POWER POLE
Circle with 'L'	LIGHT STANDARD
Circle with 'WM'	WATER METER
Circle with 'V'	WATER VALVE
Circle with 'CV'	REGULATION CONTROL VALVE
Circle with 'FH'	FIRE HYDRANT
Circle with 'C'	CLEANOUT
Circle with 'M'	MANHOLE
Circle with 'TSC'	TRAFFIC SIGNAL CONTROL
Circle with 'TP'	TRAFFIC SIGNAL POLE
Circle with 'TB'	TELEPHONE BOX
Circle with 'FL'	FLOOD LIGHT
Circle with 'FR'	FLAG POLE
Circle with 'TS'	TRAFFIC SIGN
Circle with 'R'	1/2\"/>

- WATER & SANITARY SEWER GENERAL NOTES**
1. ALL CONCRETE SHALL BE CLASS "A" (3000 PSI), UNLESS OTHERWISE NOTED.
 2. ALL WATER MAINS SHALL BE PVC 800, OR 16 CLASS 205 FIRE PROTECTION SERVICES SHALL BE PVC 800, OR 14 CLASS 305 AND INSTALLED IN ACCORDANCE WITH THE DESIGN AND SPECIFICATIONS OF THE FIRE PROTECTION PLANS TO BE PREPARED BY A LICENSED FIRE PROTECTION CONTRACTOR.
 3. WATER AND SANITARY SEWER SERVICES SHALL MEET PLUMBING CODE REQUIREMENTS.
 4. ALL WATER MAINS SHALL HAVE A MINIMUM COVER OF 48 INCHES BELOW IMPROVED FINISHED GRADE, UNLESS OTHERWISE NOTED.
 5. SANITARY SEWER PIPE 4\"/>

ISSUED FOR PRELIMINARY PRICING PURPOSES ONLY
 SUBJECT TO REVISION PRIOR TO CONSTRUCTION.
 THESE DOCUMENTS HAVE BEEN PREPARED BY THE ENGINEER WITH THE INTENT OF OBTAINING A CONTRACT. THE ENGINEER'S RESPONSIBILITY IS LIMITED TO THE WORK SHOWN AND RELEASED FOR CONSTRUCTION BY THE CITY AS OF THE DATE THESE WERE PREPARED AND IS NOT INTENDED TO BE CONSIDERED BY ANY USE OF THESE DOCUMENTS. THE USER AFFIRMS THEIR UNDERSTANDING OF THE PRELIMINARY STATUS OF THE PLANS AND THE POTENTIAL FOR REVISION PRIOR TO ANY CONSTRUCTION.

Pacheco Koch
 20239 STATE HWY 298, SUITE 300
 HOUSTON, TX 77070 TEL: 281.833.0103
 TX REG. ENGINEERING FIRM #1-669
 TX REG. SURVEYING FIRM LS-10183600

**WATER PLAN
 FORT BEND ISD
 ELEMENTARY SCHOOL NUMBER 53
 2018 BOND PROGRAM**

CITY OF MISSOURI CITY, FORT BEND COUNTY, TEXAS

DESIGN	DRAWN	DATE	SCALE	NOTES	FILE	NO.
BKE	DAS	NOV 17, 2020	1\"/>			



THE SEAL APPEARING ON THIS DOCUMENT WAS AUTHORIZED BY STATE ENGINEERING BOARD ORDER 17/2020. ANY OTHER USE WITHOUT PROPER NOTIFICATION TO THE RESPONSIBLE ENGINEER IS AN OFFENSE UNDER THE TEXAS ENGINEERING PRACTICE ACT.

WATER DESIGN NOTE
 1. Designed water usage for this site is 65 service units at 250 gpd = 16,250 gallons usage.



For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Consideration and Approval:
Construction Services Agreement
for Structural Repairs (PKG035)
References: Board Policy CV (Local)
Scalable Systems
Department: Operations

Recommendation

Consideration and possible approval of a Construction Services Agreement with Prime Contractors, Inc., for structural repairs at various campuses (PKG035), for a contract amount of \$3,255,000 and authorization for the Superintendent to negotiate and execute or terminate the contract documents.

Summary

On December 17, 2018, the BOT approved all Project Budgets for the 2018 Bond Program.

The Competitive Sealed Proposal solicitation, CSP 20-031KB, requested bids for the structural repairs to selected FBISD campuses included in the facility assessment for Bond 2018. Two firms responded to the CSP. Design & Construction staff, in collaboration with the Director of Purchasing and Materials Management acting in an oversight capacity, evaluated the proposals using an evaluation team composed of FBISD staff members from the Design and Construction, Procurement, and Finance Departments.

The final ranking of the contractors are as follows:

Firm Name	CSP Score	Base Bid Amount
Prime Contractors, Inc.	80.31	\$3,000,000
Jamail & Smith Construction, LP	74.48	\$2,700,000

Both bids received for this package came in within the originally approved project budget.

This contract will include the scope identified on the base bid for a total contract amount of \$3,000,000 plus an additional \$255,000 for accepted alternates. Alternate breakdown is as follows:

- Alternate 1 – (\$100,000) for base bid adjustment
- Alternate 2 – \$20,000 Austin Parkway ES repair of miscellaneous interior cracks
- Alternate 4 – \$115,000 Heritage Rose ES floor leveling and repair at various locations
- Alternate 5 – \$25,000 Barbara Jordan ES repair and sealing of existing CMU block
- Alternate 6 – \$130,000 Lantern Lane ES interior floor leveling and repair at various locations
- Alternate 9 – \$65,000 Willowridge HS flooring repairs

CSP Contract	Package Number	Description	Project Budget
CSP20-031KB	PKG035	Structural Repairs	\$5,391,953

The scope of work for this package includes structural repairs at 20 facilities including but not limited to: minor floor repairs, foundation leveling, interior/exterior wall repairs, and drainage improvements.

The attached Exhibit 1 provides the revised detailed project budget for PKG035. Negotiated contract amount will be funded with the 2018 Bond Program Funds as detailed on the above table.

Upon Board approval, staff will negotiate the contract for structural repairs and work will begin once the contract is executed. Staff will work in partnership with the campus administrators to schedule all work with the least disruption to student learning.

Recommended by:

Charles E. Dupre
Superintendent of Schools

Submitted by:

Oscar Perez
Chief Operations Officer

Tabulation Summary
 CSP 20-031KB PKG035
 Structural Repairs

Vendor	Purchase Price (40 pts. max)	Offeror's Experience and Reputation, Past Experience with FBISD and other school districts (19 pts. max)	Quality of the offeror's goods and services, Quality of contractor's response in the proposal, Project Plan and Schedule (21 pts. max)	Offeror's safety record (5 pts max)	Offeror's proposed personnel (5 pts max)	Offeror's financial capability (5 pts max)	SBEP commitment (5pts max)	Proposer's Total Score (100 pts. max)
Prime Contractors, Inc.	34.48	13.91	15.80	3.60	3.05	4.47	5.00	80.31
Jamail & Smith Construction, LP	40.00	11.79	12.10	2.20	1.60	4.29	2.50	74.48

CSP 20-031KB PKG035 Structural Repairs

	Evaluation Criteria (Government Code 2269)	Point System
1	The price; Section 2269.055.a (1) Total Proposed Pricing - Provides thoroughly developed, competitive pricing using the tables in Pricing Delivery information section of the CSP	40 points
2	Offeror's experience and reputation; Section 2269.055.a (2) Provides a summary of nature of work, on time delivery and quality of recent work contracted with FBISD and/or other school districts of similar scope and scale. (14 pts)	19 points
	Past experience with FBISD and other school districts Provides a summary of nature of work, on time delivery and quality of work contracted with FBISD and/or other school districts and FBISD's assessment of the presented summary. (5 pts)	
3	Quality of the offeror's goods or services; Section 2269.055.a (3) Contractor's products should be new and be of the highest quality with an option to substitute for a company branded item of equivalent quality. (14pts)	21 points
	Quality of contractor's response in the proposal Effectively responds and processes all request for information and documentation included in this CSP (2pts)	
	Project Plan and schedule (5pts)	
4	Utilization of historically underutilized businesses; Section 2269.055.a (4)	N/A
5	Offeror's safety record; Section 2269.055.a (5) Provides a summary of Experience Modification Rate (EMR) for the last three years, as well as a summary of your company's safety policies and procedures	5 points
6	Offeror's proposed personnel; Section 2269.055.a (6) Proposed Personnel, personnel directly assigned to work on this project	5 points
7	Offeror's financial capability appropriate to the size and scope of the project; Section 2269.055.a (7) Provide proof of Insurance, financial stability and Letter of Surety from Bonding Company	5 points
8	SBE Commitment; CV (Local) 2017.04	5 points
	TOTAL	100 points

Project Summary
Package 35 - Structural Repairs
 EXHIBIT - 1

Description	A	B	C	D	E	F	G	H	I	TOTAL
	A/E Design Fees & Reimbursables	Design Contingency	Other Professional Services	Construction	Construction Contingency	FF&E	Site Development	Admin & Other Project Costs	Project Contingency	
ADMINISTRATION BUILDING	\$10,188	\$1,261	\$2,000	\$113,484	\$14,753				\$15,931	\$157,617
AUSTIN PARKWAY ELEMENTARY SCHOOL	\$7,641		\$2,000	\$85,113	\$11,065				\$12,394	\$118,213
BRIARGATE ELEMENTARY SCHOOL	\$849			\$9,457	\$1,229				\$1,600	\$13,135
CLEMENTS HIGH SCHOOL	\$59,855	\$0	\$11,000	\$0	\$0			\$1,500	\$0	\$72,355
DRABEK ELEMENTARY SCHOOL	\$2,123		\$2,000	\$23,643	\$3,074				\$1,997	\$32,837
GARCIA MIDDLE SCHOOL	\$56,252	\$1,419	\$16,000	\$127,670	\$16,597				\$0	\$217,938
HERITAGE ROSE ELEMENTARY SCHOOL	\$2,971		\$2,000	\$33,099	\$4,303				\$3,598	\$45,971
JONES ELEMENTARY SCHOOL	\$63,676	\$7,884	\$2,000	\$709,280	\$92,206			\$1,500	\$67,947	\$944,493
JORDAN ELEMENTARY SCHOOL	\$849			\$9,457	\$1,229				\$1,600	\$13,135
LANTERN LANE ELEMENTARY SCHOOL	\$8,066		\$2,000	\$89,842	\$11,680			\$1,500	\$11,693	18 \$124,781
MADDEN ELEMENTARY SCHOOL-ES46	\$84,901	\$10,512	\$2,000	\$945,706	\$122,942			\$3,000	\$144,420	\$1,313,481
MCAULIFFE MIDDLE SCHOOL	\$14,858	\$1,840	\$2,000	\$165,498	\$21,515			\$1,500	\$22,648	\$229,859
MISSION GLEN ELEMENTARY SCHOOL	\$2,547		\$2,000	\$28,371	\$3,688				\$2,798	\$39,404
MISSION WEST ELEMENTARY SCHOOL	\$1,273		\$2,000	\$14,185	\$1,844				\$400	\$19,702
MISSOURI CITY MIDDLE SCHOOL	\$3,396		\$2,000	\$37,828	\$4,918				\$4,397	\$52,539
PECAN GROVE ELEMENTARY SCHOOL	\$33,960	\$4,205	\$16,000	\$378,283	\$49,177			\$1,500	\$42,268	\$525,393
QUAIL VALLEY MIDDLE SCHOOL	\$76,325	\$5,781	\$16,000	\$520,139	\$67,618			\$1,500	\$35,052	\$722,415
TOWNWEST ELEMENTARY SCHOOL	\$27,593	\$3,416	\$11,000	\$307,355	\$39,956			\$1,500	\$36,062	\$426,882
WAREHOUSE CENTER	\$19,103	\$2,365	\$11,000	\$212,784	\$27,662				\$22,620	\$295,534
WILLOWRIDGE HIGH SCHOOL	\$1,698		\$2,000	\$18,914	\$2,459				\$1,198	\$26,269
TOTAL:	\$478,124	\$38,683	\$105,000	\$3,830,108	\$497,915			\$13,500	\$428,623	\$5,391,953

For: Fort Bend ISD Board of Trustees
Date: May 10, 2021
Action: Information and Discussion

Summary

As of the date this agenda was prepared, the following meetings are planned, along with the tentative agenda items listed (in addition to routine agenda items).

June 2021

- Information Items
 - Special Populations Update (Bilingual/ESL, Gifted & Talented, and Special Education)
 - Student Discipline Update, including Disproportionality
- Consideration and Possible Action
 - Final 2020-21 Budget Amendment
 - Fund Balance Resolution re: Committed and Assigned Fund Balances

July 2021

- Information Items
 - 2020 Vision College and Career Readiness (includes ECHS, P-TECH)