

Notice of Public Budget Hearing
The Board of Trustees
Fort Bend Independent School District

Monday, May 9, 2022

Notice is hereby given that a Board of Trustees Public Budget Hearing will be held on Monday, May 9, 2022, beginning at 6:00 PM in the Board Room of the Fort Bend ISD Administration Building, 16431 Lexington Blvd., Sugar Land, TX 77479. 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%20Agenda%20Review%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. Information
 - A. Gifted and Talented Audit Report 3
 - B. School Health Advisory Council (SHAC) Annual Report 25
3. Superintendent Update
4. Review
 - A. Review of Low Attendance Waivers for 2021-22 38
 - B. Review of Dual Credit Waiver 40
 - C. Review of Foreign Exchange Waiver 41
 - D. Review of Remote Instruction Homebound Waiver 42
 - E. Review of Modified Schedule State Assessment Testing Days Waiver 44
 - F. Review of Selection of a Financial Advisor 45
 - G. Review of Employee Benefits / Selection of Providers 49
 - H. Review of 2022-23 Compensation Recommendation 60
 - I. Review of New Instructional Positions for 2022-23 88
 - J. Revisions to Policies COA (Local), CQB (Local), and FNF (Local) 91
 - K. Review of Recommended 2022-23 School Health Advisory Committee (SHAC) Membership Roster 100
 - L. Review of Use of Contingency 103
 - M. Review Purchases Exceeding \$50,000. Specifically for:
 1. Review of Package 36 Fire Alarms 105
 2. Review of PSTN Telephony Access Primary Rate Interface Related Items and Services 110
 3. Review of Feedback and Customer Service Solutions for Schools 112
 4. Review of Student Universal Screener 114
5. Audience Responses to Agenda Items Posted for this Meeting

6. 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. Consideration and Approval of Rosa Parks Elementary Principal Recommendation - July 2022
 - B. Consideration and Approval of Edgar Glover Elementary Principal Recommendation - January 2023
 - C. Consideration and Approval of David Crockett Middle School Principal Recommendation - July 2022
 - D. Consideration and Approval of Jan Schiff Elementary School Principal Recommendation - July 2022
 - E. Consideration and Approval of Briargate Elementary Principal Recommendation - July 2022
 - F. Consideration and Approval of Recommendations for Nonrenewals and Termination of Teacher Contracts
 - G. Level III DGBA Grievance
 - H. Consideration and Approval of an Offer to Purchase Tax Resale Property Owned by the District in Trust
 - I. Consideration and Approval of the Public Sale of Tax Resale Property Owned by the District in Trust.
 7. Reconvene in Open Session
 8. Consider Action on Closed Session Items
 9. Action
 10. Adjournment
-

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 9, 2021
Action: Information: Board Audit Committee
References: Policy BAA (Local)

Summary

The Board Audit Committee has asked Gibson Consulting to present the internal audit report of the Gifted and Talented Audit.

Submitted by:

Jim Rice
Audit Committee Chair

Fort Bend Independent School District Gifted and Talented Audit

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Introductions

- Greg Gibson, Firm President and Quality Assurance
- Keri Munkwitz, Project Director and Lead Consultant
- Teri Clement, Subcontractor and Subject Matter Expert

Agenda

- Audit Objectives and Scope
- Audit Approach
- Commendations and Priority Recommendations
- Questions

Audit Objectives

- To evaluate the efficiency and effectiveness of the Gifted and Talented (GT) Department
- To identify program strengths and areas in need of improvement

Audit Scope

- Department Organization and Program Management
 - Board policies, department organization and staffing, expenditures, and program compliance
- Student Identification
 - Student referral, screening, assessment, and selection processes ⁸
- Program Design and Implementation
 - Program service delivery models and instructional practices
- Family and Community Involvement
 - Parent outreach, communication, and satisfaction with GT programs and services

Approach

- Reviewed and analyzed extant data and documents
- Benchmarked key indicators to 6 comparator districts, and to the accountability standards and exemplary practices put forth in the *Texas State Plan for the Education of Gifted/Talented Students* (State Plan)
- Conducted 22 individual and group interviews with District administrators, department staff, campus administrators, teachers, GT students and parents
- Developed and administered GT student and parent surveys
- Triangulated quantitative and qualitative data to develop audit findings and recommendations

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Student Survey Responses

- In total, 710 elementary GT students (39%), 513 middle school GT students (32.5%), and 286 high school GT students (14.6%) completed a survey

School GT Student Survey Response Rates	Elementary Schools	Middle Schools	High Schools
No Responses	7	1	1
Less than 25%	10	3	6
25-50%	19	5	3
50-75%	13	3	0
Greater than 75%	2	3	1
Total Campuses	51	15	11

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Parent Survey Responses

- 1,925 parents completed the survey, for a response rate of 23.8%

School Level	Total Parents Surveyed by School Level of Oldest GT Child	Response Rate
Elementary School	2,477	33.1%
Middle School	2,277	25.9%
High School	3,328	15.5%
Total	8,082	23.8%

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Acknowledgements

- This audit was conducted during the COVID-19 pandemic. All interviews were conducted remotely via Zoom.
- Gibson wishes to thank Fort Bend ISD program management and staff in their efforts providing data, and their responsiveness to our requests for information during this challenging year.

Commendations and Priority Recommendations

Commendations

- The GT Department, through the work of a GT Task Force, is implementing a Five-Year Task Map to drive GT program improvements in alignment with the State Plan.
- The GT Department implemented changes in assessment protocols to increase the identification of underrepresented students in the GT program.
- A centralized approach for reviewing all student referrals and Level 2 appeals ensures that the GT student identification process is implemented consistently and equitably.
- Program pilots are routinely used to implement and scale new GT program initiatives.

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Commendations

- The Department has implemented many initiatives aimed at improving communications between the GT Department, campuses, families, and students.
- The Department provides an array of opportunities to involve families and community members in the GT program.

Priority Recommendations

- **Ensure only allowable expenditures are reported to Program Intent Code (PIC) 21.**
 - PIC 21 is used to report the use of funds for gifted and talented programming
 - Advanced Placement (AP) classes not specifically designated as part of the GT program (i.e., open enrollment) are non-allowable 16
 - Pre-AP teachers who are teaching open enrollment Advanced Academic Class (AAC) and AP classes are being coded incorrectly to PIC 21
 - Program management should coordinate with the Budget/Finance Department to ensure only allowable expenditures are recorded

Priority Recommendations

- **Improve accountability and compliance for GT by ensuring that all Campus Improvement Plans (CIPs) address GT programs and services, as required by the State Plan.**
 - The State Plan requires that “provisions to improve services to GT students are included in district and campus improvement plans”
 - An audit of CIPs at 10 elementary schools with the lowest percentage of GT students found that only 2 included references to GT students¹⁷
 - When GT is omitted from CIPs, it is unlikely that school-level strategies, actions, and resources will be aligned to support the unique needs of the GT student population
 - The GT Department, in collaboration with the School Leadership Department and principal supervisors, should set expectations for inclusion of GT into CIPs

Priority Recommendations

- **Streamline GT administrative processes through the implementation of an integrated program management software application.**
 - Processes for centrally monitoring compliance with GT training requirements is cumbersome and error-prone due to lack of system integration
 - An audit of student data found 5% of students in the test sample were not taught by a GT-trained teacher; 37.5% of student records in the test sample had incomplete or incorrect data
 - An integrated program management system would mitigate some of the compliance risks identified in this Audit

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Priority Recommendation

- **Improve the implementation fidelity of GT programs and services at elementary schools through job-embedded professional development for teachers and improved monitoring protocols for campus administrators.**
 - Qualitative data suggests that the continuum of GT services is not being implemented with fidelity at all elementary campuses
 - Two-thirds of ES students “almost never” have the opportunity to work on in-class assignments that are different from the rest of the class
 - One-half of ES students perceive they are working at the same pace as the rest of the class
 - Teachers said they “struggle to differentiate instruction,” a perception also expressed by campus administrators

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Priority Recommendations

- **Improve communications with parents of GT students through districtwide implementation of the Gifted and Talented Learning Plans (GTLPs).**
 - Unfavorable perceptions by parents are rooted in a deficient program design and delivery model, and insufficient communications, particularly at the secondary level
 - Parents of students at the secondary level are less satisfied with the GT program than parents at the elementary level
 - Implementation of GTLP will not only help to align GT programming and services to the individual needs of each student, but it will also engage parents

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Other Recommendations

Management and Organization

- Update Policy EHBB (LOCAL) to align with the nomenclature in the State Plan.
- Increase GT Department staff to support the priority initiatives in the Task Map that are focused on meeting the State Plan requirements.
- Support campus administrators in program implementation with improved communications and targeted training.

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Other Recommendations

Student Identification

- Adjust the GT referral timeline.
- Implement strategies to increase the number of GT referrals made by campus administrators and staff.
- Implement system enhancements to further streamline the identification process and improve reporting capabilities.
- Increase support and accountability structures to ensure campuses are implementing the Vistas Talent Pool program with fidelity.

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Other Recommendations

Program Design and Implementation

- Provide GT students at the secondary level with a full continuum of services based on program goals.
- Enhance the District's program design model to better support the affective development of GT students.

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Family Community Involvement

- Engage campus administrators and staff in GT Parent Advisory Committee (PAC) recruitment efforts.

Questions

For: Fort Bend ISD Board of Trustees
Date: May 9, 2022
Information: School Health Advisory Council (SHAC) Update
References: Policy BDF (Legal), FFA (Local), and EHAA (Legal)
District Goal 5
Department: Academic Affairs

Summary

The School Health Advisory Council (SHAC) is an advisory group mandated by legal and local policies BDF, FFA, and EHAA. In its capacity, the SHAC makes recommendations regarding initiatives related to health education and instruction. State law and policy BDF (Legal) requires the SHAC to submit an annual report to its local school board.

This update will provide an overview of the progress tied to 2021-22 SHAC goals, an update on the progress towards implementation of the wellness plan as outlined in Policy FFA (Local), and SHAC's recommendations for the Board to consider for the 2022-23 school year.

As required by Policy BDF (Legal) the SHAC shall submit to the Board, at least annually, a written report that includes:

1. Any SHAC recommendation concerning the district's health education curriculum and instruction or related matters that the SHAC has not previously submitted to the board;
2. Any suggested modification to a SHAC recommendation previously submitted to the board;
3. A detailed explanation of the SHAC's activities during the period between the date of the current report and the date of the last prior written report; and,
4. Any recommendations made by the physical activity and fitness planning subcommittee.

Recommended by:

Christie Whitbeck
Superintendent of Schools

Submitted by:

Kim Lawson
Chief Academic Officer



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E★cellence

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School Health Advisory Council (SHAC)
Annual Report to the Board of Trustees
May 16th, 2022



Grow Wellness

Foster cooperation by building trust and consensus among grassroots organizations, community segments, and diverse citizens

Campus Support

Help schools meet community involvement mandates and community expectations

Encourage Collaboration

Provide a way for parents and community members to work together with school personnel to accomplish district goals, utilize community resources and assets

Building Capacity

Educate community members to be a credible, collective voice for healthy children and youth

Provide Health & Wellness Resources

Provide a forum for sharing youth health information, resources, perspectives and a range of advice

SHAC Goals

Campus Wellness Committees



Promote and support development of Campus Wellness Committees

Promote utilization of wellness resources, such as the Virtual Healthy School (VHS)

Student Wellness Committees/Coalition



Support development of campus Student Wellness Committees and District Coalition to advance student-led wellness initiatives

SHAC Liaisons



Identify SHAC Liaisons for each campus

Strengthen campus level feedback regarding wellness needs

Support Campus Wellness Committees and Student Wellness Committees

Policy and Campus Improvement Support



Assisted with the development of the Whole Child Health Wellness Plan Standard Operating Procedures

Incorporate updated FFAE, EHAA, and FFA (Operating Procedures) into current CIP strategies and objectives

Evaluate FFA(Local)



Evaluate FFA(Local) based on wellness concerns identified in FBISD Campus Wellness Surveys, the Pride Survey and Naviance results (and other available assessments)

Recommend relevant resources and best practices

Enhance Communications

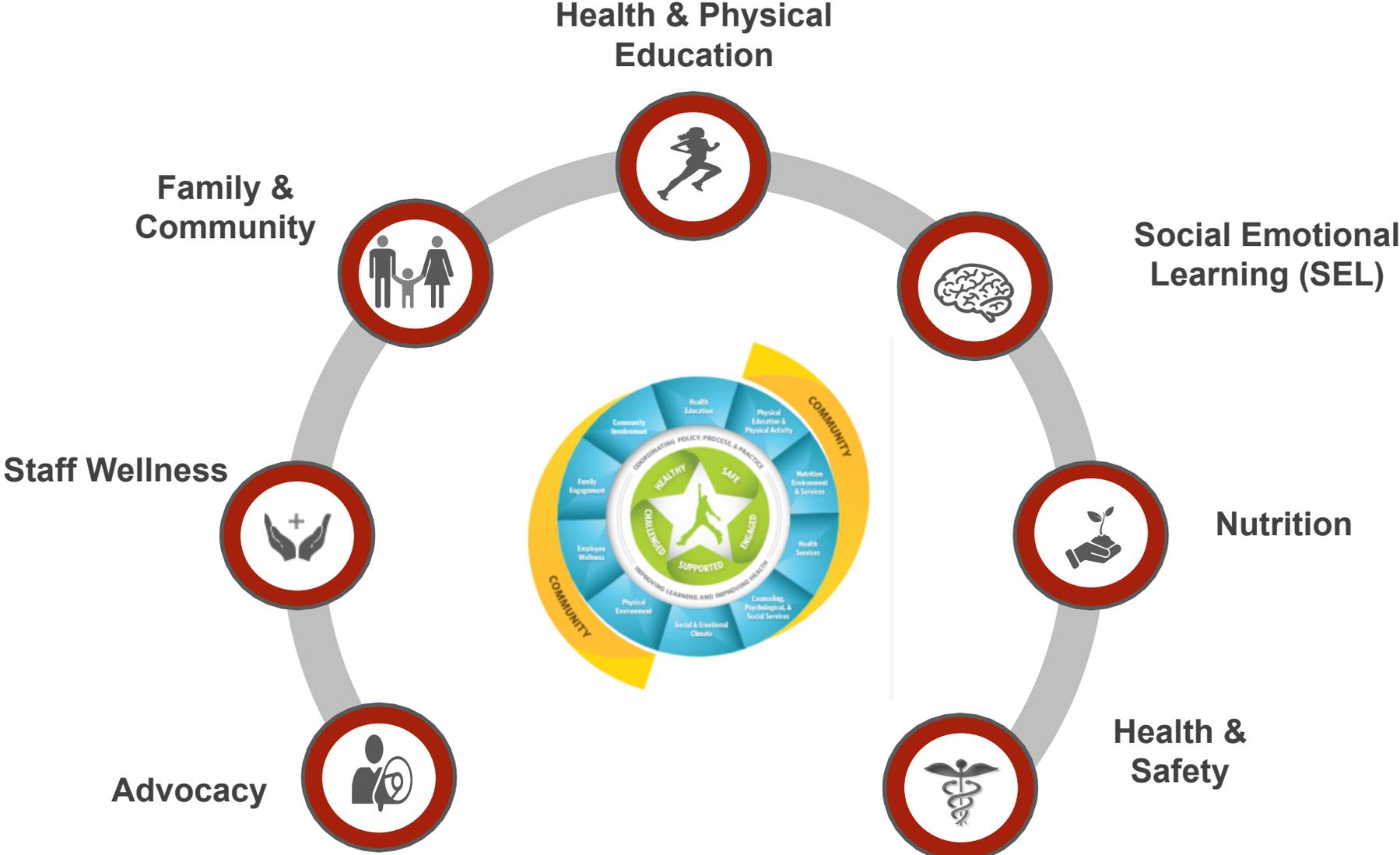


Promote wellness programming and events within the district28

Share resources and best practices

Highlight success stories with SHAC Recognition Awards to recognize those who grow campus wellness

SHAC Subcommittees



What we have done



- Campus Wellness Committees – Specialist Wellness, Health & Prevention
- Adoption of Health & PE Instructional Resources through Proclamation 2022
- Development of Whole Child Health Wellness Plan Standard Operating Procedures (SOPs)
- SHAC Campus Liaisons
- Student Wellness Coalitions

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- **Creating A Campus Wellness Committee**
- **Assessing Campus Wellness Needs**
- **Setting Unique Campus Wellness Goals**
- **Tracking Wellness Goal Progress**
- **Promoting Health & Wellness on Campus**

Campus Wellness Committees & Campus Impact



James Reese Center's food drive collects 2,275 pounds of food to donate to the food bank



Bowie Middle School promotes health with health announcements and contests



Austin High School promotes staff wellness by bringing in a smoothie bike



Tommy the Turtle gives mental health tips and mindfulness moments during the announcements at **Lakeview Elementary**



Brazos Bend Elementary hosts a health fair to make sure families are educated on health & wellness

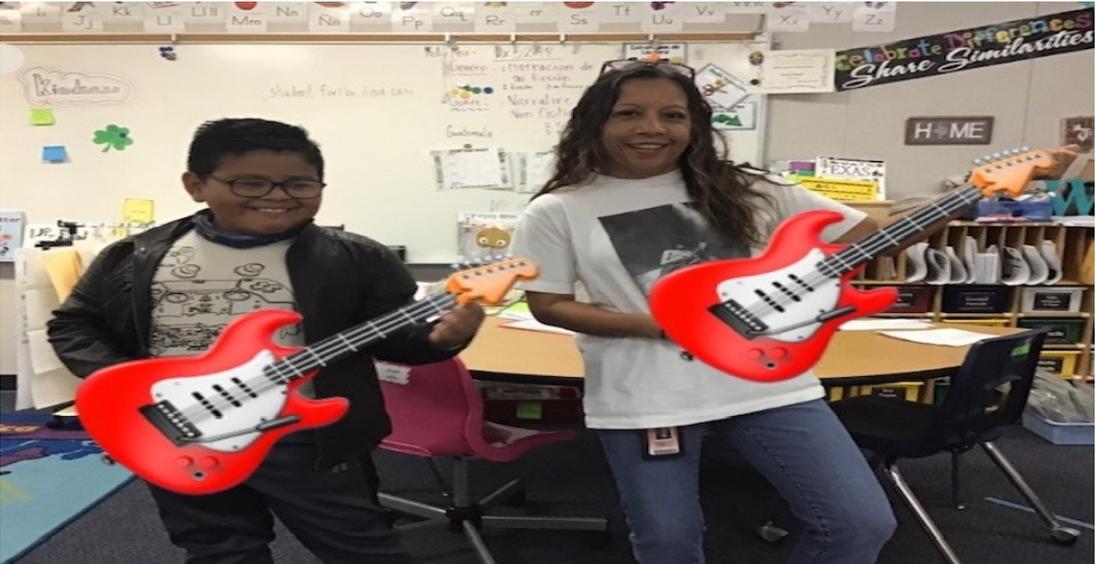


Corner Stone Elementary Junior Committee Members host a can good drive to give back to the community

Holley Elementary Campus Wellness Committee Leader Nurse Angela McQuilken



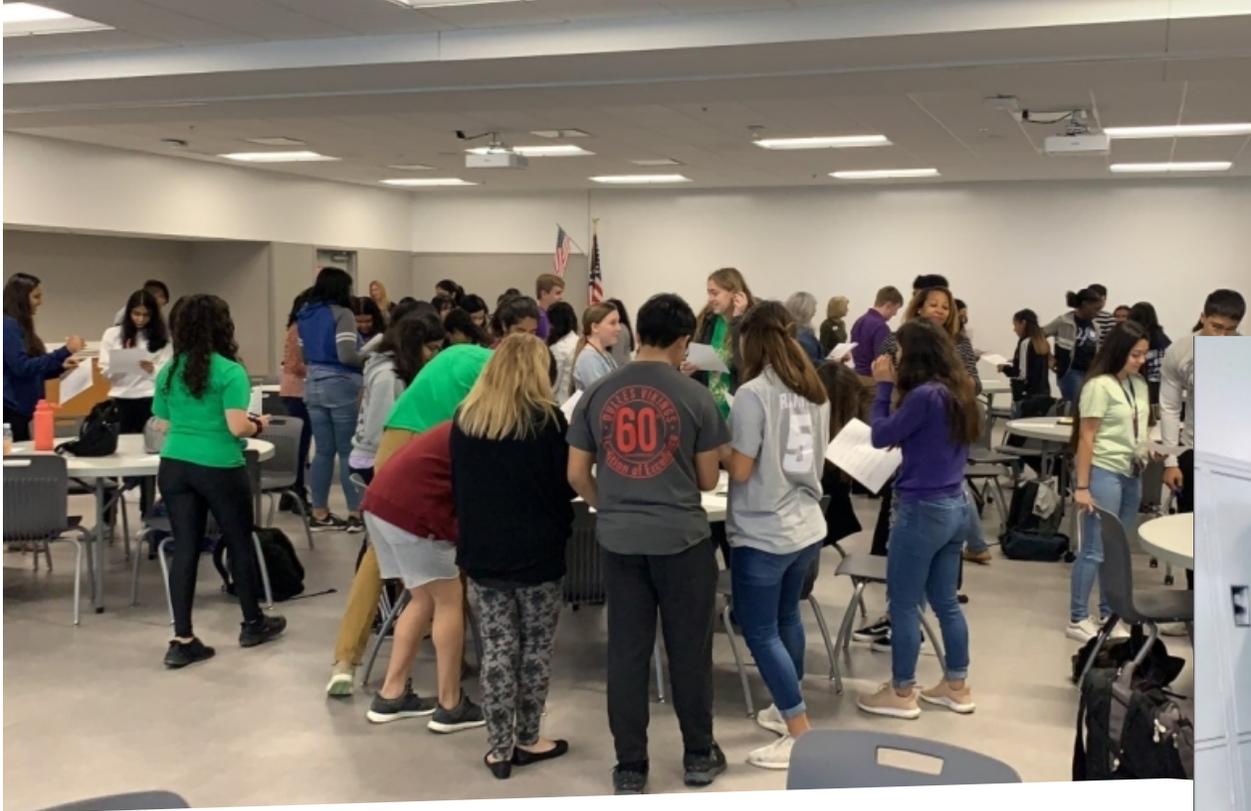
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Student Wellness Committees

CAMPUS NAME	STUDENT PARTICIPATION	STUDENT FOCUS
Austin HS	5 Students	Development of CWC
Bush HS	20+ Students	Development of CWC
Clements HS	10+ Students	Physical Health, Nutritional Health & SEL
Dulles HS	10+ Students	Development of CWC
Elkins HS	10+ Students	Development of CWC
Kempner HS	10+ Students	Development of CWC
Ridge Point HS	10+ Students	Development of CWC
Travis HS	30+ Students	Development of CWC
Willowridge HS	3 Students	Development of CWC

Student Wellness Committees

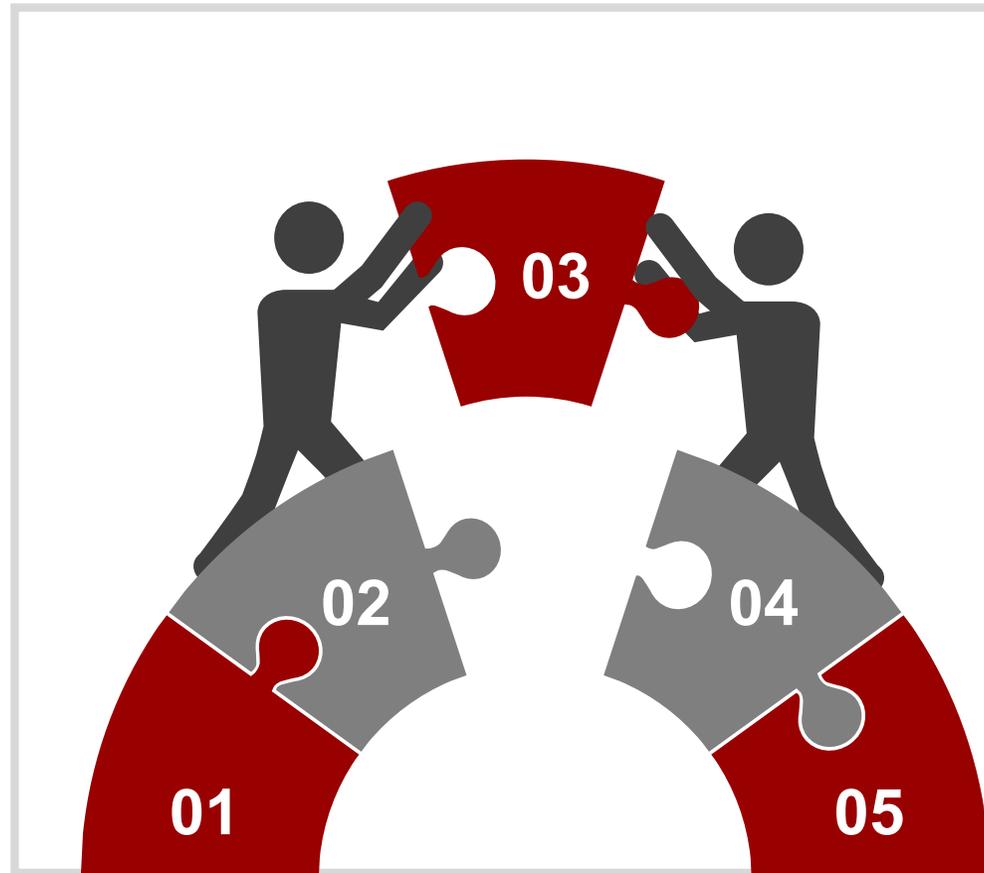


Whole Child Health in FBISD

Expansion of Action Based Learning Labs

Create incentives for Campus Wellness Champions

Increase opportunities for high school students to engage in physical activity

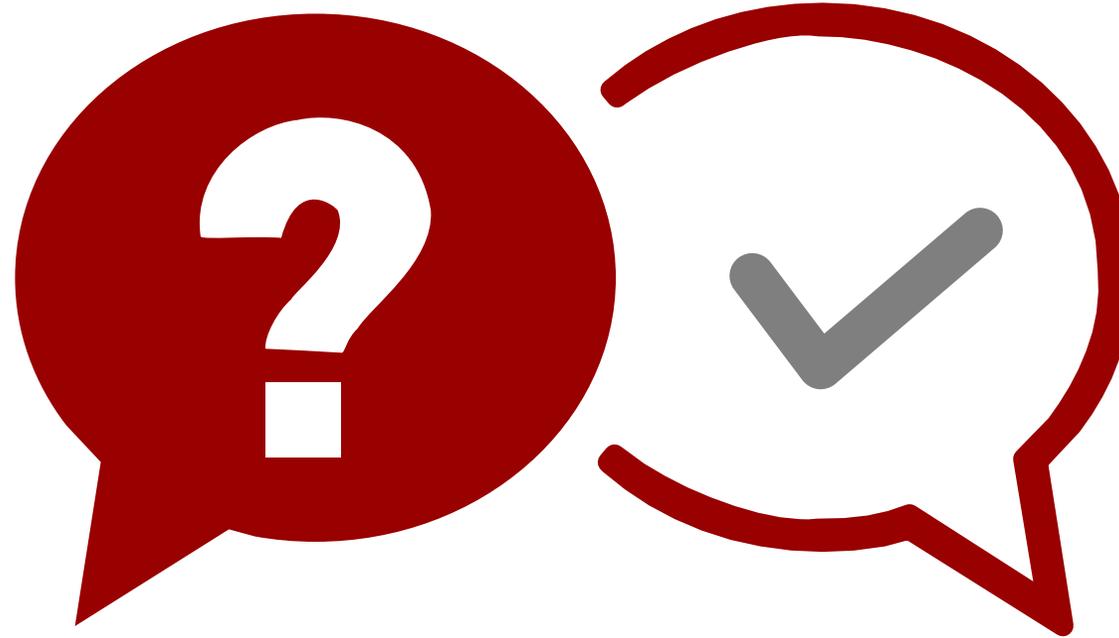


Streamline communication channels/process to promote all Whole Child Health programs & resources in the District

Continue to provide mental health supports for student and staff

Develop a process for providing SHAC input on WSCC policy development

Questions



For more information about FBISD SHAC, visit www.fortbendisd.com/SHAC, follow us on Twitter @FBISD_SHAC or contact the SHAC Chair at chairfortbendisdshac@gmail.com

For: Fort Bend ISD Board of Trustees
Date: May 9, 2022
Action: Review: Low Attendance Waiver
References: Board Goal 2
Department: Deputy Superintendent

Recommendation

The Administration is seeking Board approval of a low attendance waiver for 2021-22.

Summary

Under the current state school finance system, general fund revenue (both state aid and local levy) has a direct relationship to student average daily attendance (ADA). “Refined” ADA is a calculation of the number of days attended by all students in a six-week period divided by the number of days taught. The results for all six-week periods in a school year are then summed and divided by six. The refined ADA is further weighted for special services/programs and the resulting Weighted Average Daily Attendance (WADA) determines how much total revenue districts earn for operations.

The Texas Education Agency (TEA) has a process which allows a district to apply for waivers to have instructional days with attendance at least ten (10) percentage points below the last school year’s average attendance [due to weather, health, safety issues, or other] removed from Average Daily Attendance (ADA) calculations for that school year. Waivers are also available for missed instructional days due to a campus being forced to close for the same reasons. These waivers assist districts by lessening the impact of low attendance rates on the funding earned.

A district can request a waiver for low attendance or missed instructional days for the entire district or a specific campus. If the low attendance waiver is for the entire district, then the district must use the previous year’s ADA as the benchmark. If it is for an individual campus, the previous year’s campus ADA is used. TEA requires approval by the Board of Trustees prior to submission of waiver days. After the Board has acted, an application for the waiver days will be submitted using TEA’s automated waiver application system. The summer Public Information Management System (PEIMS) data files are used to determine final, accumulated school year funding from TEA. If the waiver is approved, this data file should not include low attendance days. Although TEA will accept these Board-approved waivers on or before July 31st, our District student PEIMS data file should be completed on or before the June PEIMS summer submission to the State. As of the fall 2021 semester, the TEA has declined acceptance of any low attendance waivers.

FBISD is seeking approval of the following low attendance day waiver:

Date	Six Weeks Period	Reason	2020-2021 Attendance Rate	Attendance % for Waiver	Percentage Difference	Waiver Applied for
March 22, 2022	5th	Bad weather	96.5%	82.16%	14.34%	Entire District

The District closed on Friday, February 4, 2022, due to the forecast of freezing weather that was expected to last until midday. The decision to close was made the night before based on information available at that time.

Recommended by:

Dr. Christie Whitbeck
Superintendent of Schools

Submitted by:

Beth Martinez
Deputy Superintendent

Long Pham
Chief Information Officer

For: Fort Bend ISD Board of Trustees
Date: May 9, 2022
Action: Review: Dual Credit Waiver
Department: Deputy Superintendent

Recommendation

The Administration is seeking Board approval to waive the requirement for the district to provide a school year with a minimum of 75,600 minutes in TEC 25.081(a) for dual credit students when college and high school calendars do not coincide. This waiver would be for the 2022-23 and 2023-24 school years.

Summary

The dual credit waiver was previously approved by the Board in June 2020 and expires at the end of this school year. The dual credit waiver would allow the district to provide a school year with less than 75,600 instructional minutes for dual credit students who attend local community colleges due to the college calendar and the high school calendars not coinciding. For example, the last day of instruction for the 2022-23 fall semester at FBISD high schools is December 16, 2022, and the district's spring 2023 semester ends on May 25, 2023, as most local community colleges conclude before our semester end dates.

Recommended by:

Dr. Christie Whitbeck
Superintendent of Schools

Submitted by:

Beth Martinez
Deputy Superintendent

Dr. Kim Lawson
Chief Academic Officer

For: Fort Bend ISD Board of Trustees
Date: May 9, 2022
Action: Review: Foreign Exchange Waiver
Department: Deputy Superintendent

Recommendation

The Administration is seeking Board approval of a foreign exchange waiver for the 2022-23, 2023-24, and 2024-25 school years.

Summary

The dual credit waiver was previously approved by the Board in June 2020 and expires at the end of this school year. The foreign exchange waiver allows the District to limit the number of foreign exchange students to five per high school campus. This waiver can be approved for up to three years; therefore, the Administration is requesting approval through the 2024-25 school year.

Recommended by:

Dr. Christie Whitbeck
Superintendent of Schools

Submitted by:

Beth Martinez
Deputy Superintendent

Dr. Kwabena Mensah
Chief of Schools

For: Fort Bend ISD Board of Trustees
Date: May 9, 2022
Action: Review: Remote Instruction
Homebound Waiver
Department: Deputy Superintendent

Recommendation

The Administration is seeking Board approval of the General Education or Special Education Remote Instruction Homebound waiver and granting the superintendent authority to approve and submit all necessary waiver requests for the 2022-23 school year.

Summary

Students with a chronic medical condition, weakened immune system, or other significant health conditions may warrant remote homebound instruction. The need for homebound services is determined through a Homebound Needs Evaluation endorsed by a licensed physician.

School districts can provide special education or general education remote homebound instruction to a student if:

1. The student's Admission, Review, Dismissal (ARD) committee or 504 Committee has determined, in a manner consistent with state and federal law, that the remote homebound instruction is necessary to provide the student with a free and appropriate public education (FAPE).
2. The ARD or 504 committee has documented the determination in the student's Individualized Education Plan (IEP) or Individual 504 Plan.
3. All other requirements related to the provision of special education or general education homebound instruction are met except face-to-face instruction from the homebound teacher.

With the approval of a waiver request, the Texas Education Agency (TEA) allows districts to count a student in attendance for the Foundation School Program funding purposes provided all requirements of the homebound program are met.

The remote instruction waiver would allow students to receive homebound instruction through a technology that allows for real-time, two-way interaction between a student and teacher who are in different physical locations. Examples of such technology might be interactive video conferencing or a robot that allows for virtual interaction between the student and teacher. One example could be a highly contagious homebound student who should not interact with anybody and still be able to receive remote instruction and safeguard attendance.

Recommended by:

Dr. Christie Whitbeck
Superintendent of Schools

Submitted by:

Beth Martinez
Deputy Superintendent

Dr. Kim Lawson
Chief Academic Officer

For: Fort Bend ISD Board of Trustees
Date: May 9, 2022
Action: Review: Modified Schedule State
Assessment Testing Days Waiver
Department: Deputy Superintendent

Recommendation

The Administration is seeking Board approval of a modified schedule state assessment testing days waiver for the 2022-23 and 2023-24 school years.

Summary

The Student Attendance Accounting Handbook allows a school to modify the schedule of classes for students who are not being tested on state assessment days to report to and attend school after the state assessment testing period has ended, therefore reducing the interruptions during the testing period. The Administration is requesting this waiver so that non-testers at the high school level would be allowed late arrival. The non-testing students will be in attendance for the required four hours of instructional time per the Student Attendance Accounting Handbook.

The waiver will allow high school campuses to take official attendance at an alternate time per their altered schedule instead of the district's normal official attendance time on designated testing days. This practice is expected to help improve Average Daily Attendance (ADA) used to calculate the district's annual funding and assist in the logistics of administering state assessments.

Recommended by:

Dr. Christie Whitbeck
Superintendent of Schools

Submitted by:

Beth Martinez
Deputy Superintendent

Dr. Kim Lawson
Chief Academic Officer

BOT Meeting:	May 9, 2022
Solicitation No.:	RFQ 22-053AL
References:	District Goal Scalable Systems
Description:	<p>Financial Advisor</p> <p><u>Recommendation</u></p> <p>The Administration is seeking Board approval of a contract with Hilltop Securities Inc. to serve as the financial advisor to the District in an amount not to exceed \$2,500,000 through May 2027, and authorization for the Superintendent to negotiate and execute the agreement through May 2027. Financial advisor fees are paid from the District's debt service and capital project funds.</p> <p><u>Summary</u></p> <p>On February 3, 2022, Fort Bend ISD issued RFQ 22-053AL soliciting a Financial Advisor to provide Financial Advisory Services to the District. Board Policy CH (Local) requires that the Board review the contracts with the District's financial providers no less than every five (5) years. The Board last approved a contract for a financial advisor in June 2017.</p> <p>The evaluation committee, comprised of Fort Bend ISD staff members from the Business and Finance Department, reviewed the proposals and found that Hilltop Securities Inc. was the most qualified firm.</p> <p>Hilltop Securities has successfully guided the District through the implementation of a variable rate debt program and a Commercial Paper program. In addition, Hilltop Securities has counseled the District through the process of remarketing various debt series that resulted in a reduction of principal and interest savings. Hilltop Securities provided valuable assistance in the planning of the 2018 Bond Election and continues to assist the finance team for the upcoming proposed 2022 Bond Election. Continuation of sound and reliable financial advisor services is crucial for the District to continue to maintain its low interest and sinking rate.</p> <p><u>Background</u></p> <p>Expenditures for 2020-21 were \$462,383, and the year-to-date expenditures are \$220,494. Expenditures will not exceed \$2,500,000 through May 2027 and funding is included in the budget. Estimated future expenditures assume a \$1 billion future bond.</p>
Requested By:	Bryan Guinn, Chief Financial Officer
Vendor:	Hilltop Securities Inc.***
Budget Sources:	Debt Service Funds Capital Project Funds
Amount:	Not to Exceed - \$2,500,000 through May 2027
Other Supporting Information	
Sole Source:	No

Number of vendors contacted by FBISD:	1433
Number of vendors downloaded the solicitation:	50
Number of responses received:	6
Number of "no bid" responses received:	3
Length of commitment:	Through May 14, 2027
Last solicitation date:	N/A
Supporting documents:	Evaluation Summary and Criteria
Disclosure under Board Policy CH, CV, or DBD (Local):	None

***Previously awarded a contract of the same scope with the District.

Evaluation Summary
RFQ 22-053AL Financial Advisor

Vendor	Firm's Approach Supporting Documentation, and Evidence of Competence to Undertake Such Effort (20 pts max)	Methodology: Firm's Experience as a Financial Advisor for a Texas Public School District. Explanation of Methodology, Unique Challenges and Any Other Relevant Information (30 pts max)	Qualifications, Certifications, Experience of Personnel/Team Proposed for this Task (25 pts max)	Past Experience with Fort Bend ISD and/or Other Districts (15 pts max)	References From Prior Clients for Which Firm has Provided Comparable Services (10 pts max)	Total Score (100 pts. Max)	Proposer's Ranking
Hilltop Securities Inc.	18.2	27.6	24.4	14.6	10	94.8	1
Estrada Hinojosa & Company, Inc.	16.6	24.4	20.6	12.6	8	82.2	2
Post Oak Municipal Advisors LLC	16.2	21.4	20.4	10	10	78	3
PFM Financial Advisors LLC	14.2	21.6	17.6	9.2	9.7	72.3	4
Frost Bank	15.4	20	19.8	8.2	6	69.4	5
Huntington Capital Markets	14	19	19.2	8.4	8	68.6	6

**RFQ 22-053AL
Financial Advisor**

	Evaluation Criteria	Point System
1	<p>Firm's Approach</p> <ul style="list-style-type: none"> Firm's approach, supporting documentation, evidence of competence to undertake such effort. 	20
2	<p>Methodology</p> <ul style="list-style-type: none"> Firm's experience as a Financial Advisor for a Texas public school district. Explanation of methodology, unique challenges, and any other relevant information. 	30
3	<p>Qualifications</p> <ul style="list-style-type: none"> Qualifications, certifications, the experience of personnel/team proposed for this task. 	25
4	<p>Past Experience</p> <ul style="list-style-type: none"> Past experience with Fort Bend ISD and/or other Districts. K-12 Experience, Higher Education or Governmental Experience 	15
5	<p>References</p> <ul style="list-style-type: none"> Five (5) references from prior clients for which your firm has provided comparable services. <p>List of references should come from past project examples listed within this RFQ. 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>	10
TOTAL		100 Points

BOT Meeting:	May 9, 2022
Solicitation No.:	RFP 22-033KB
References:	District Goal Scalable Systems
Description:	<p>Employee Benefits: Dental, Vision, Short Term Disability, Long Term Disability, Basic Life/Accidental Death & Dismemberment (AD&D), Voluntary Life/Accidental Death & Dismemberment (AD&D), Employee Assistance Program, and Pharmacy (Rx)</p> <p><u>Recommendation</u></p> <p>The Administration is seeking Board approval of the continued offering of Employee Benefits from multiple vendors in an amount not to exceed \$112,550,135 and authorization for the Superintendent to negotiate and execute the agreements through May 2027.</p> <p><u>Summary</u></p> <p>On November 16, 2021, Fort Bend ISD issued RFP 22-033KB Employee Benefits: Dental, Vision, Short Term Disability, Long Term Disability, Basic Life/Accidental Death & Dismemberment (AD&D), Voluntary Life/Accidental Death & Dismemberment (AD&D), Employee Assistance Program (EAP), and Pharmacy (Rx). Current plans expire December 31, 2022.</p> <p>The offering of a comprehensive benefit plan is a key, ongoing effort toward recruiting and retaining staff. The vendors were evaluated based on best value; evaluators reviewed strength of the management team, cost effectiveness of the network, and the medical care management programs offered.</p> <p>The District evaluation committee was comprised of representation from the Benefits & Wellness Committee, Business & Finance, Payroll, Human Resources, Benefits & Wellness, and Transportation Departments.</p> <p>The District pays 100% of Basic Life/AD&D and EAP. The Pharmacy (Rx) administrative fee and claims cost are paid by the District. Voluntary Life/AD&D, Short Term Disability, Long Term Disability, Dental, and Vision are voluntary employee paid benefits.</p> <p>Based on rates, benefits provisions, customer service, provider disruption, and a combined offering, the District's evaluation committee recommends the following vendors for services effective January 1, 2023.</p> <p>These vendors offered the most comprehensive product along with favorable rates. The Pharmacy plan includes a net cost savings of \$21,100,552.</p>

	<u>Background</u> The average annual expenditure for 2019, 2020, and 2021 was \$22,137,276. Staff anticipates expenditures will not exceed \$112,550,135 through May 2027. This expenditure includes a 20% contingency for Pharmacy to cover additional schools and unforeseen needs that may arise.
Requested By:	Glenda Johnson, Chief Human Resources Officer Bryan Guinn, Chief Financial Officer
Vendors:	CVS Health Guardian Life Insurance Company*** UnitedHealthcare***
Budget Sources:	General Fund Health Plan Fund Voluntary Employee Premiums
Amount:	Not to exceed \$112,550,135 through May 2027
Other Supporting Information	
Sole Source:	No
Number of vendors contacted by FBISD:	306
Number of vendors downloaded the solicitation:	77
Number of responses received:	19
Number of "no bid" responses received:	4
Length of commitment:	Through May 2027
Last solicitation date:	June 17, 2019
Supporting documents:	Evaluation Summary and Criteria
Disclosure under Board Policy CH, CV, or DBD (Local):	None

***Previously awarded a contract of the same scope with the District

RFP 22-033KB Employee Benefits: Dental, Vision, Short Term Disability, Long Term Disability, Basic Life /Accidental Death &Dismemberment (AD&D), Voluntary Life /Accidental Death &Dismemberment (AD&D), Employee Assistance Program (EAP), and Pharmacy (Rx)

	Evaluation Criteria	Point System
1	<p>Purchase Price</p> <p>Offer a fair, reasonable price for items or services to be procured by Fort Bend ISD. Pricing will be calculated using the Price Delivery Sheet in this document.</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> <p>Effectiveness of Vendor's goods and/or services to meet the challenge of the Health Insurance / Healthcare Marketplace</p> <ul style="list-style-type: none"> • Product Comparison 	30 points
4	<p>Extent to Which the Goods or Services Meet the District’s Needs</p> <p>Goods and services meet the existing plan design and any future plan designs</p> <ul style="list-style-type: none"> • Vendors ability to administer the existing plan • Vendors ability to provide alternatives to the existing plan • Vendors administrative practices and ability to deliver/implement in a manner in-sync with FBISD internal practices. 	30 points
5	<p>Vendor’s Past Relationship with the District or District of Similar Size</p> <p>For reference, the vendor may list any past projects or contracts that the service provider has had with the District.</p>	5 points
6	<p>Extent to Which the Vendor Agrees to Our Standard Form of Agreement.</p> <p>By Signing the Agreement, you assent to the Terms and Conditions of Fort Bend ISD.</p>	10 points
7	<p>Insurance Requirements:</p> <p>Vendor meets insurance requirements and included a copy of the Certificate of Insurance in their proposal.</p>	Pass/Fail
	TOTAL	100 points

Tabulation Summary
RFP 22-033KB Employee Benefits: Basic Life/Accidental Death & Dismemberment

Vendor	Purchase Price (20 pts. Max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of Vendors Goods and Services (30 pts. Max)	Extent to Which the Goods and Services Meet the Needs of the District (30 pts. Max)	Vendors Past Relationship with the District (5 pts. Max)	Agreement to Fort Bend ISD Terms and Conditions (10 pts. Max)	Insurance Requirements (Pass/Fail)	Proposer's Total Score (100 pts. Max)	Proposer's Ranking
Guardian Life Insurance Company	12.16	5.00	25.14	25.00	4.86	5.00	Pass	77.16	1
Securian Financial Group	20.00	4.00	22.71	20.86	3.00	5.00	Pass	75.57	2
AFLAC	18.75	1.60	20.57	20.57	4.14	5.00	Pass	70.63	3
MetLife	10.59	3.00	23.00	23.57	3.57	5.00	Pass	68.73	4
New York Life Group Benefit Solutions	16.36	2.00	23.00	23.43	2.71	1.00	Pass	68.50	5
Lincoln Financial Group	6.82	4.00	18.86	17.43	3.57	5.00	Pass	55.68	6
Blue Cross and Blue Shield of Texas	5.92	4.00	17.86	17.14	2.43	5.00	Pass	52.35	7
The Hartford	5.03	3.00	12.57	12.57	3.29	5.00	Pass	41.45	8

Tabulation Summary
RFP 22-033KB Employee Benefits - Dental

Vendor	Purchase Price (20 pts. Max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of Vendors Goods and Services (30 pts. Max)	Extent to Which the Goods and Services Meet the Needs of the District (30 pts. Max)	Vendors Past Relationship with the District (5 pts. Max)	Agreement to Fort Bend ISD Terms and Conditions (10 pts. Max)	Insurance Requirements (Pass/Fail)	Proposer's Total Score (100 pts. Max)	Proposer's Ranking
Guardian Life Insurance Company	16.83	5.00	28.00	28.00	4.86	5.00	Pass	87.69	1
MetLife	20.00	3.00	23.86	22.29	3.00	5.00	Pass	77.15	2
United Healthcare	16.87	3.00	19.71	19.71	4.71	10.00	Pass	74.00	3
Delta Dental Insurance Company	17.04	4.00	17.71	17.43	3.29	5.00	Pass	64.47	4
Aetna	16.81	5.00	16.29	17.43	2.57	5.00	Pass	63.10	5

Tabulation Summary
RFP 22-033KB Employee Benefits: EAP

Vendor	Purchase Price (20 pts. Max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of Vendors Goods and Services (30 pts. Max)	Extent to Which the Goods and Services Meet the Needs of the District (30 pts. Max)	Vendors Past Relationship with the District (5 pts. Max)	Agreement to Fort Bend ISD Terms and Conditions (10 pts. Max)	Insurance Requirements (Pass/Fail)	Proposer's Total Score (100 pts. Max)	Proposer's Ranking
United Healthcare	5.70	3.00	27.71	26.29	4.86	10.00	Pass	77.56	1
ComPsych	9.73	3.00	24.14	24.57	3.14	5.00	Pass	69.58	2
MetLife	10.60	3.00	23.29	22.43	3.86	5.00	Pass	68.18	3
Guardian Life Insurance Company	10.60	5.00	20.14	19.86	4.14	5.00	Pass	64.74	4
Aetna	7.91	5.00	20.43	19.86	3.14	5.00	Pass	61.34	5
Securian Financial Group	20.00	4.00	14.43	14.14	3.14	5.00	Pass	60.71	6
Lincoln Financial Group	8.28	4.00	20.43	19.29	3.43	5.00	Pass	60.43	7
AFLAC	6.63	1.60	20.86	21.43	4.14	5.00	Pass	59.66	8
The Hartford	7.11	3.00	20.86	19.71	3.00	5.00	Pass	58.68	9
Magellan Health, Inc.	6.31	2.00	21.57	20.00	2.57	1.00	Pass	53.45	10

Tabulation Summary
RFP 22-033KB Employee Benefits: Long Term Disability

Vendor	Purchase Price (20 pts. Max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of Vendors Goods and Services (30 pts. Max)	Extent to Which the Goods and Services Meet the Needs of the District (30 pts. Max)	Vendors Past Relationship with the District (5 pts. Max)	Agreement to Fort Bend ISD Terms and Conditions (10 pts. Max)	Insurance Requirements (Pass/Fail)	Proposer's Total Score (100 pts. Max)	Proposer's Ranking
Guardian Life Insurance Company	20.00	5.00	27.00	26.57	4.86	5.00	Pass	88.43	1
MetLife	16.95	3.00	21.57	25.14	3.57	5.00	Pass	75.23	2
Lincoln Financial Group	16.39	4.00	20.71	21.14	3.43	5.00	Pass	70.67	3
Blue Cross and Blue Shield of Texas	15.98	4.00	20.43	19.43	2.57	5.00	Pass	67.41	4
The Hartford	14.34	3.00	18.71	19.00	3.14	5.00	Pass	63.19	5
AFLAC	17.10	1.60	16.86	17.57	4.29	5.00	Pass	62.42	6
New York Life Group Benefit Solutions	18.71	2.00	17.00	18.00	2.71	1.00	Pass	59.42	7

Tabulation Summary
RFP 22-033KB Employee Benefits: Pharmacy (Rx)

Vendor	Purchase Price (20 pts. Max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of Vendors Goods and Services (30 pts. Max)	Extent to Which the Goods and Services Meet the Needs of the District (30 pts. Max)	Vendors Past Relationship with the District (5 pts. Max)	Agreement to Fort Bend ISD Terms and Conditions (10 pts. Max)	Insurance Requirements (Pass/Fail)	Proposer's Total Score (100 pts. Max)	Proposer's Ranking
CVS Health	18.09	3.00	27.71	26.86	3.00	5.00	Pass	83.66	1
Aetna	20.00	5.00	20.43	19.71	2.29	5.00	Pass	72.43	2
Express Scripts	12.24	4.00	21.14	18.43	4.71	5.00	Pass	65.52	3
United Healthcare	10.55	3.00	16.29	14.86	4.43	10.00	Pass	59.13	4

Tabulation Summary
RFP 22-033KB Employee Benefits: Short Term Disability

Vendor	Purchase Price (20 pts. Max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of Vendors Goods and Services (30 pts. Max)	Extent to Which the Goods and Services Meet the Needs of the District (30 pts. Max)	Vendors Past Relationship with the District (5 pts. Max)	Agreement to Fort Bend ISD Terms and Conditions (10 pts. Max)	Insurance Requirements (Pass/Fail)	Proposer's Total Score (100 pts. Max)	Proposer's Ranking
Guardian Life Insurance Company	14.32	5.00	27.57	27.57	4.86	5.00	Pass	84.32	1
MetLife	20.00	3.00	21.86	23.57	3.71	5.00	Pass	77.14	2
Blue Cross and Blue Shield of Texas	16.08	4.00	21.14	20.29	2.71	5.00	Pass	69.22	3
Lincoln Financial Group	16.92	4.00	19.57	18.86	3.57	5.00	Pass	67.92	4
AFLAC	12.86	1.60	16.71	16.71	4.14	5.00	Pass	57.02	5
The Hartford	10.15	3.00	18.71	17.29	2.86	5.00	Pass	57.01	6
New York Life Group Benefit Solutions	13.09	2.00	17.57	18.29	2.86	1.00	Pass	54.81	7

Tabulation Summary
RFP 22-033KB Employee Benefits: Vision

Vendor	Purchase Price (20 pts. Max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of Vendors Goods and Services (30 pts. Max)	Extent to Which the Goods and Services Meet the Needs of the District (30 pts. Max)	Vendors Past Relationship with the District (5 pts. Max)	Agreement to Fort Bend ISD Terms and Conditions (10 pts. Max)	Insurance Requirements (Pass/Fail)	Proposer's Total Score (100 pts. Max)	Proposer's Ranking
United Healthcare	15.51	3.00	26.57	27.14	4.57	10.00	Pass	86.79	1
Avesis Third Party Administrators, LLC	20.00	4.00	22.71	22.71	2.86	10.00	Pass	82.28	2
MetLife	18.27	3.00	24.71	24.71	3.57	5.00	Pass	79.26	3
VSP	17.31	4.00	23.43	24.86	3.71	5.00	Pass	78.31	4
EyeMed Vision Care, LLC	15.95	4.00	21.57	22.57	2.71	5.00	Fail	71.80	5
Guradian Life Insurance Company	15.06	5.00	20.29	20.57	4.71	5.00	Pass	70.63	6
CEC Community Eye Care	15.49	3.00	19.86	17.29	2.57	10.00	Pass	68.21	7
AFLAC	17.05	1.60	19.43	20.86	4.00	5.00	Pass	67.94	8
Blue Cross and Blue Shield of Texas	15.14	4.00	18.57	18.43	2.29	5.00	Pass	63.43	9
Aetna	14.29	5.00	17.29	17.29	2.57	5.00	Pass	61.44	10

Tabulation Summary
RFP 22-033KB Employee Benefits: Voluntary Life - Accidental Death & Dismemberment

Vendor	Purchase Price (20 pts. Max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of Vendors Goods and Services (30 pts. Max)	Extent to Which the Goods and Services Meet the Needs of the District (30 pts. Max)	Vendors Past Relationship with the District (5 pts. Max)	Agreement to Fort Bend ISD Terms and Conditions (10 pts. Max)	Insurance Requirements (Pass/Fail)	Proposer's Total Score (100 pts. Max)	Proposer's Ranking
Guardian Life Insurance Company	19.39	5.00	26.71	26.00	4.86	5.00	Pass	86.96	1
Securian Financial Group	19.31	4.00	23.29	24.00	2.86	5.00	Pass	78.46	2
MetLife	19.33	3.00	23.71	23.29	3.86	5.00	Pass	78.19	3
New York Life Group Benefit Solutions	19.39	2.00	23.71	24.43	2.57	1.00	Pass	73.10	4
Lincoln Financial Group	20.00	4.00	20.29	20.00	3.57	5.00	Pass	72.86	5
AFLAC	19.39	1.60	21.71	20.86	4.29	5.00	Pass	72.85	6
Blue Cross and Blue Shield of Texas	18.75	4.00	19.43	19.14	2.43	5.00	Pass	68.75	7
The Hartford	16.74	3.00	14.71	13.86	3.00	5.00	Pass	56.31	8

For: Fort Bend ISD Board of Trustees
Date: May 9, 2022
Action: Review: 2022-23 Compensation
References: Board Policy CDC (Legal)
Scalable Systems
Department: Business & Finance
Human Resources

Recommendation

Administration is seeking Board approval of the recommended compensation adjustments for teaching and non-teaching staff for the 2022-23 school year, which totals \$14.7 million. The proposed compensation relates to positions in the General Fund, Child Nutrition Fund, and Extended Learning Fund.

Summary

General Fund

Compensation for employees is critical to attracting and retaining a talented workforce that is equipped to serve the District’s core business of teaching and learning. A talented workforce ensures continued progress is made on the Board of Trustee’s priority of ensuring students are taught by the most exceptional teachers who are supported by effective operational staff. Business/Finance and Human Resources (HR) staff have reviewed the proposed compensation package based on District benchmarking and market analysis.

Compensation Adjustment	Total Cost (in millions)
Teacher Pay Scale Increase	\$8.0
Non-Teacher Pay Scale Increase	5.0
Equity Adjustments and Reclasses	1.0
Calendar Adjustments	0.1
Total	\$14.1

Teacher Compensation

Staff recommends an increase of \$1,000 to starting teacher pay, from \$58,500 to \$59,500. Teachers will also receive a \$500 step for increasing their years of experience by one year. The total increase for staff on the teacher pay scale is \$1,500. The teacher pay scale for 2022-23 and the stipend schedule are attached for information purposes. The proposed adjustments equate to an anticipated cost of \$8.0 million.

Non-Teacher Compensation

Staff recommends an increase of two percent of midpoint for the remaining non-teaching positions, including administrators. For staff on the auxiliary pay scale, an

additional one percent is recommended, for a total of three percent of midpoint. Job titles included on the auxiliary pay structure are attached for information purposes.

The recommendations to the non-teacher pay structure 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 \$5.0 million in the General Fund, with the cost in the Child Nutrition and Extended Learning Funds totaling \$0.6 million. The proposed administrative/professional pay structure is attached for information purposes.

Equity Adjustments/Reclasses

In addition to the pay increases noted above, Administration is recommending equity adjustments for 966 staff with total adjustments of \$1.0 million. This cost is for positions that are hard to fill such as nurses, custodians, bus monitors, counselors, diagnosticians, and ARD facilitators.

Calendar Adjustments

Administration recommends changing calendar days for the Clerk IV Data & Attendance Elementary position from 210 days to 238 days to ensure all students are enrolled and withdrawn on a timely basis throughout the summer. This change will also provide the highest level of customer service and maximize state revenue. The recommendation is to increase the calendar days for 25 of the positions. Existing staff can apply for the increased calendar and will be selected based on a variety of factors. The adjustment will cost \$0.1 million.

Stipend Adjustments

The recommended new stipends of the Multi-Classroom Leader I and II, and the Team Reach Teacher, will support the implementation of staffing within the Opportunity Culture paid teacher residency model. The new RDSPD retention supplement for the Teacher of the Deaf is funded from the Brazoria-Fort Bend Regional Day School Program for the Deaf (RDSPD).

Compensation Adjustments Funding Impact

The total cost for compensation adjustments, including benefits, are included in the budget and impact each fund as follows:

Fund	Cost
General Fund	\$14.1M
Child Nutrition Fund	\$0.4M
Extended Learning Fund	\$0.2M
Total	\$14.7M

Recommended by:

Christie Whitbeck

Superintendent of Schools

Submitted by:

Bryan Guinn
Chief Financial Officer

Glenda Johnson
Chief Human Resources Officer

Attachments:

- 2022-23 Proposed Teacher Pay Structure
- 2022-23 Proposed Administrative/Professional Pay Structure
- 2022-23 Proposed Stipend Schedule
- Job Titles Included in the Auxiliary Pay Structure

Fort Bend ISD Auxiliary Positions

Position Description	Position Description	Position Description
Asst Manager Cafeteria	Electrician	Serviceman Vehicles
Asst Manager Parts	Electrician HVAC	Specialist Bldg Automation I
Aux Support Utility Crew Lead	Electrician Master	Specialist Bldg Automation II
Carpenter	Foreman Athletic Crew	Specialist Bldg Automation Ld
Cashier Cafeteria	Foreman Electronic Technician	Specialist Cafeteria
Craftsman	Groundskeeper	Specialist Cafeteria 4.5
Craftsman Helper	HVAC Helper	Specialist Catering
Craftsman Helper CND	Locksmith	Specialist Facilities Database
Custodian	Locksmith Lead	Specialist Textbook Warehouse
Custodian Asst Lead Elem	Manager Cafeteria Elem	Technician Alarm
Custodian Asst Lead HS	Manager Cafeteria HS	Technician Audio Visual
Custodian Asst Lead MS	Manager Cafeteria MS	Technician Boiler I
Custodian Asst Lead Non-Campus	Manager Inventory	Technician Boiler II
Custodian Lead Elem	Mechanic Maintenance	Technician Electronics
Custodian Lead HS	Mechanic Master	Technician Fire Alarm
Custodian Lead MS	Mechanic Master (Certified)	Technician HVAC I
Custodian Lead Non-Campus	Mechanic Master Facilities	Technician HVAC II
Dispatcher Transportation	Monitor Bus Special Ed	Technician HVAC III
Driver Aux Crew	Operator Machine	Technician Print Production
Driver Bus	Painter	Technician Water Quality Maint
Driver Bus Special Ed	Parts Support Crew	Warehouse Support Crew
Driver Bus Trainee	Plumber	
Driver Bus Trainer	Plumber Master	
Driver Bus/Cover	Repairman Kitchen	
Driver Bus/Shop Maintenance	Repairman Operations	
Driver CDL	Repairman Refrigeration	
Driver Mail Delivery	Roofer	
Driver Warehouse Delivery	Serviceman Facilities	

Fort Bend ISD 2022-2023 Teacher Pay Structure

Salary Guide for Teachers	
Completed Years of Experience	New Hire Annual Salary
0	\$59,500
1	\$60,000
2	\$60,500
3	\$61,000
4	\$61,500
5	\$62,500
6	\$63,000
7	\$63,500
8	\$64,000
9	\$64,500
10	\$65,000
11	\$65,500
12	\$66,000
13	\$66,500
14	\$67,000
15	\$67,500
16	\$68,000
17	\$68,500
18	\$69,000
19	\$69,500
20	\$70,000
21	\$70,500
22	\$71,000
23	\$71,500
24	\$72,000
25	\$72,500
26	\$73,000
27	\$73,500
28	\$74,000
29	\$74,500
30	\$75,000
31	\$75,500
32	\$76,000
33	\$76,500
34	\$77,000
35	\$77,500
36	\$78,000
37	\$78,500
38	\$79,000
39	\$79,500
40	\$80,000

Additional Pay not included as Annual Salary

Master's degree= \$1,100 stipend

Doctorate degree= \$2,200 stipend

This salary guide is for the 2022-2023 school year only. Salaries listed above reflect teachers on a 187 and 190 day work calendar who hold a Bachelor's degree.

Your Salary may not reflect your years of experience.

2022-2023 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
101	CASEWORKER DROP OUT PREVENTION AND RECOVERY	210	Daily (7.5 hours)	\$241.21	\$294.17	\$347.12
	INTERVENTIONIST POSITIVE BEHAVIOR SUPPORT (PBS)	195	187 Days	\$45,107	\$55,009	\$64,912
	MONITOR CHECK AND CONNECT MCKINNEY VENTO	187	195 Days	\$47,036	\$57,363	\$67,689
	SPECIALIST STUDENT ATTENDANCE	195	202 Days	\$48,725	\$59,422	\$70,118
	TEACHER ONLINE LEARNING LEAD	202	210 Days	\$50,655	\$61,775	\$72,895
102	ADVISOR COLLEGE & CAREER RD	210	Daily (7.5 hours)	\$278.84	\$340.05	\$401.26
	ASSISTANT PATHOLOGIST SPEECH	187	187 Days	\$52,144	\$63,590	\$75,036
	ASSISTANT PATHOLOGIST SPEECH LANG (RDSPD)	187	190 Days	\$52,980	\$64,610	\$76,240
	AUDIOLOGIST DEAF CO-OP (RDSPD)	187	195 Days	\$54,374	\$66,310	\$78,246
	FACILITATOR ARD	195	210 Days	\$58,557	\$71,411	\$84,265
	FACILITATOR BEHAVIORAL HLT	195	218 Days	\$60,788	\$74,132	\$87,476
	FACILITATOR BEHAVIORAL HLT 238	238	238 Days	\$66,365	\$80,933	\$95,501
	FACILITATOR GUIDANCE CLASSROOM T1	187				
	FACILITATOR ROPES	195				
	NURSE/NURSE SPECIAL EDUCATION	190				
	NURSE SP ED LEAD	238				
	SOCIAL WORKER	187				
	SOCIAL WORKER 210	210				
	SOCIAL WORKER 238 (SP ED)	238				
	SPECIALIST ORIENTATION/MOBILITY	187				
	SPECIALIST SAFE AND DRUG FREE	187				
	THERAPIST MUSIC GR	187				
	THERAPIST MUSIC - EIA	218				
	TRAINER ATHLETICS	210				
103	ANALYST BEHAVIOR BOARD CERTIFIED	238	Daily (7.5 hours)	\$300.45	\$366.40	\$432.36
	COUNSELOR CTE	220	187 Days	\$56,184	\$68,517	\$80,851
	COUNSELOR EARLY COLLEGE HS/P-TECH	220	190 Days	\$57,085	\$69,617	\$82,148
	COUNSELOR ELC	238	195 Days	\$58,588	\$71,449	\$84,310
	COUNSELOR ELEM SCHOOL	195	202 Days	\$60,691	\$74,013	\$87,336
	COUNSELOR HIGH SCHOOL	210	210 Days	\$63,094	\$76,945	\$90,795
	COUNSELOR LEAD HS	220	218 Days	\$65,498	\$79,876	\$94,254
	COUNSELOR LEAD MS	210	220 Days	\$66,099	\$80,609	\$95,119
	COUNSELOR MENTAL HEALTH	210	238 Days	\$71,507	\$87,204	\$102,901
	COUNSELOR MIDDLE SCHOOL	202				
	COUNSELOR RDSPD	195				
	COUNSELOR THREAT ASSESSMENT & MGT	238				
	DIAGNOSTICIAN EDUCATIONAL 190	190				
	DIAGNOSTICIAN EDUCATIONAL 210	210				
	LIBRARIAN DIGITAL RESOURCES AND SYSTEMS	238				
	PATHOLOGIST SPEECH (RDSPD)	187				
	PATHOLOGIST SPEECH 187	187				
	PATHOLOGIST SPEECH 210	210				
	PATHOLOGIST SPEECH EIA	218				
	PROF SCHOOL COUNSELOR ES	195				
	PROF SCHOOL COUNSELOR HS	210				
	PROF SCHOOL COUNSELOR LEAD HS	220				
	PROF SCHOOL COUNSELOR LEAD MS	210				
	PROF SCHOOL COUNSELOR MS	202				
	PROGRAM SPEC DEAF CO-OP (RDSPD)	238				
	PROG SPEC SCHOOL HEALTH SVS	238				
	PROGRAM SPEC SPED ASSISTIVE TECH	238				
	PROGRAM SPEC SPED COMPLIANCE	238				
	PROG SPEC SPED SPECIALIZED PRO	238				
	PROG SPEC STD SUPP SRV	238				
SPECIALIST CTE (PT) GR	238					
SPECIALIST DIAGNOSTIC (RDSPD)	190					
SPECIALIST INSTRUCTIONAL T1	210					
SPECIALIST SEL & ENRICHMENT T4	238					
SPECIALIST STUDENT GROWTH & ACCOUNTABILITY	238					
SPECIALIST WELLNESS HLTH & PRV	238					

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Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
104	ASST PRINCIPAL ELEMENTARY	210	Daily (7.5 hours)	\$320.74	\$391.14	\$461.54
	ASST PRINCIPAL ELEM 238	238	187 Days	\$59,978	\$73,143	\$86,308
	ASST PRINCIPAL JR CTE CTR	238	210 Days	\$67,355	\$82,139	\$96,924
	ASST PRINCIPAL MS	210	218 Days	\$69,921	\$85,269	\$100,616
	ASST PRINCIPAL MS T1	210	226 Days	\$72,487	\$88,398	\$104,308
	COORDINATOR ACADEMY MS GT	238	238 Days	\$76,336	\$93,091	\$109,847
	COORDINATOR ENRICHMENT PROGRAMS	238				
	COORDINATOR GRANTS	238				
	COORDINATOR HIGH SCHOOL PROGRAMS	238				
	COOR SEL	238				
	COOR SEL & ENRICHMENT	238				
	COORDINATOR STUDENT LEADERSHIP	238				
	DEAN	210				
	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 LEAD SPEECH	238				
	PROGRAM SPECIALIST BILINGUAL	238				
	SPECIALIST CAMPUS SUPPORT	238				
	SPECIALIST GT MENTORSHIP PROG	210				
	SPECIALIST GT T4	238				
	SPECIALIST NEWCOMER T3	238				
	SPECIALIST PROFESSIONAL LEARNING LT	238				
	SPECIALIST PROFESSIONAL LEARNING LT BIL	238				
	SPECIALIST PROFESSIONAL LEARNING T2	238				
	SPECIALIST SHLTRD INSTR ELA T3	238				
	SPECIALIST SHLTRD INSTR MTH T3	238				
SPECIALIST SHLTRD INSTR SCI T3	238					
SPECIALIST SHLTRD INSTR SS T3	238					
SPECIALIST TECH INTEGRATN ELA	238					
SPECIALIST TECH INTEGRATN MATH	238					
SPECIALIST TECH INTEGRATN SCI	238					
SPECIALIST TECH INTEGRATN SS	238					
THERAPIST OCCUPATIONAL - EIA	218					
THERAPIST OCCUPATIONAL 187	187					
THERAPIST PHYSICAL 187	187					
TRANSITION ADMINISTRATOR	238					
105	ASSOCIATE PRINCIPAL MS	238	Daily (7.5 hours)	\$342.39	\$417.54	\$492.70
	ASST PRINCIPAL ALTERN SCHOOL	210	210 Days	\$71,902	\$87,684	\$103,467
	ASST PRINCIPAL HS	210	238 Days	\$81,488	\$99,375	\$117,262
	COMPLIANCE OFFICER MULTILING	238				
	COOR ASSESS DESIGN ELA ELEM	238				
	COOR ASSESS DESIGN ELA SEC	238				
	COOR ASSESS DESIGN MATH ELEM	238				
	COOR ASSESS DESIGN MATH SEC	238				
	COOR ASSESS DESIGN SCI ELEM	238				
	COOR ASSESS DESIGN SCI SEC	238				
	COOR ASSESS DESIGN SS ELEM	238				
	COOR ASSESS DESIGN SS SEC	238				
	COORDINATOR ASSESSMENT	238				
	COORDINATOR AVID & ADVANCED ACADEMICS	238				
	COOR BEHAVIORAL HLT	238				
	COORDINATOR BILINGUAL PROGRAM	238				
	COORDINATOR CAMPUS SUPPORT T1	238				
	COOR COLLEGE & CAREER RD	238				
	COOR CONTACT TRACING	238				
	COORDINATOR CURRICULUM ELA (3-5)	238				

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Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
	COORDINATOR CURRICULUM ELA (EC-2)	238			
	COORDINATOR CURRICULUM ELA SEC	238			
	COORDINATOR CURRICULUM INTEGRATION T4	238			
	COORDINATOR CURRICULUM MATH EC-5	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 WORLD LANG	238			
	COORDINATOR DEAF CO-OP (RDSPD)	238			
	COORDINATOR DISTRICT ATHLETIC	238			
	COORDINATOR EARLY CHILDHOOD	238			
	COORDINATOR ESL	238			
	COORDINATOR ESL PROG ELEM T3	238			
	COORDINATOR HEALTH SERVICES	238			
	COORDINATOR INSTRUCTIONAL MATERIALS	238			
	COOR INTERV & ENRICH ELA EC-12	238			
	COOR INTERV & ENRICH MATH ELEM	238			
	COOR INTERV & ENRICH MATH SEC	238			
	COOR INTERV & ENRICH SCI ELEM	238			
	COOR INTERV & ENRICH SCI SEC	238			
	COOR INTERV & ENRICH SS	238			
	COOR INTERV ELA EC-5 E3	238			
	COORDINATOR LIBRARY/MEDIA SERVICES	238			
	COORDINATOR MENTAL HEALTH/SOCIAL WORK SVC	238			
	COOR MUSIC ELEM	238			
	COORDINATOR ONLINE LEARNING	238			
	COORDINATOR PROFESSIONAL LEARNING	238			
	COORDINATOR RES & PROG EVAL	238			
	COORDINATOR SCHOOL COUNSELING & SEL	238			
	COOR STATE & FEDERAL PROGRAM	238			
	COOR STRATEGIC IMPROVEMENT GR	238			
	COOR STRATEGIC TRANSFORMATION	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			
	PROGRAM MANAGER COMPLIANCE	238			
	PROGRAM MANAGER CTE	238			
	PROG MANAGER EVAL & STUD SUPP	238			
	PROGRAM MANAGER GIFTED AND TALENTED ELEM	238			
	PROGRAM MANAGER GIFTED AND TALENTED SEC	238			
	PROGRAM MANAGER SAFETY/RESTRAINT & BEHAVIORAL INTERVENTION	238			
	PROGRAM MANAGER SPED RESOURCE/INCLUSION 210	210			
	PROGRAM MANAGER SPED RESOURCE/INCLUSION 238	238			
	PROGRAM MANAGER SPED SPECIALIZED PROGRAMS	238			
	PROGRAM MANAGER SPED SUPPORT INSTRUCTIONAL SERVICES	238			
	PROGRAM MANAGER STUDENT SUPPORT SERVICES	238			
	PROG MGR STD SUPP SRV PRG IMPR	238			
	PSYCHOLOGIST CHILD	238			
106					
	ASSOCIATE PRINCIPAL HS	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 INTERVENTION & STUDENT GROWTH E3	238			
	ASST DIRECTOR LIT CURR & INSTR	238			

Daily (7.5 hours)	\$372.19	\$445.73	\$519.27
238 Days	\$88,580	\$106,083	\$123,586

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Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
	ASST DIRECTOR MULTILINGUAL PROG	238				
	ASST DIRECTOR SCHOOL COUNSELING	238				
	ASST DIRECTOR SEL & ENRICHMENT PROGRAMS	238				
	ASST DIRECTOR SPECIAL ED	238				
	ASST DIRECTOR SPECIAL ED DISPUTE RESOLUTION & PARENT SUPPORT	238				
	ASST DIRECTOR SPECIAL ED SPEC PROG	238				
	ASST DIRECTOR STEM CURR & INSTRUCTION	238				
	ASST DIRECTOR STUDENT AFFAIRS	238				
	ASST DIRECTOR STUDENT GROWTH & ACHIEV	238				
	COACH HEAD FOOTBALL	238				
	HEAD DISTRICT ATHLETIC TRAINER	238				
	SUPERVISOR SPED CENTRALIZED BEHAVIOR PROGRAM	238				
	SUPERVISOR SPED EIA	238				
	TRAINER ATHLETIC DISTRICT LEAD	238				
107						
	ASST DIRECTOR ATHLETICS	238				
	DIRECTOR BEHAVIORAL HEALTH & WELLNESS	238				
	DIRECTOR CAREER & TECHNOLOGY	238				
	DIRECTOR CURRIC & INSTRUCTION	238				
	DIRECTOR GIFTED AND TALENTED	238				
	DIRECTOR INSTRUCTIONAL RESOURCES	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 STUDENT AFFAIRS	238				
	INSTRUCTIONAL OFFICER ELC	238				
	INST OFFICER - VLP	238				
	PRINCIPAL ELEMENTARY	238				
			Daily (7.5 hours)	\$407.54	\$488.07	\$568.61
			238 Days	\$96,993	\$116,161	\$135,328
108						
	DIRECTOR ATHLETICS	238				
	DIRECTOR FINE ARTS	238				
	PRINCIPAL CENTER FOR LEARNING	238				
	PRINCIPAL JAMES REESE CTE CTR	238				
	PRINCIPAL MIDDLE SCHOOL	238				
	PRINCIPAL MS (INTERIM)	238				
	PRINCIPAL PROGRESSIVE HS	238				
			Daily (7.5 hours)	\$474.78	\$568.61	\$662.43
			238 Days	\$112,999	\$135,328	\$157,658
109						
	EXECUTIVE DIRECTOR ELEMENTARY SCHOOLS	238				
	EXECUTIVE DIRECTOR SECONDARY SCHOOLS	238				
	EXECUTIVE DIRECTOR SEL & COMP HEALTH	238				
	EXEC DIR STUDENT AFFAIRS	238				
	EXECUTIVE DIRECTOR STUDENT SUPPORT SVCS	238				
	EXECUTIVE DIRECTOR TEACH & LEARNING	238				
	PRINCIPAL HIGH SCHOOL	238				
			Daily (7.5 hours)	\$557.11	\$683.58	\$810.04
			238 Days	\$132,593	\$162,691	\$192,790
110						
	ASST SUPERINTENDENT	238				
			Daily (7.5 hours)	\$626.76	\$769.03	\$911.29
			238 Days	\$149,169	\$183,028	\$216,887
111						
	CHIEF ACADEMIC OFFICER	238				
	CHIEF OF SCHOOLS	238				
			Daily (7.5 hours)	\$692.07	\$849.16	\$1,006.25
			238 Days	\$164,712	\$202,099	\$239,487
112						
	DEPUTY SUPERINTENDENT	238				
			Daily (7.5 hours)	\$766.85	\$937.99	\$1,109.14
			238 Days	\$182,510	\$223,242	\$263,975

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Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
201						
	ASST MANAGER WAREHOUSE	260	Daily (7.5 hours)	\$194.34	\$238.45	\$282.57
	BUYER JR	238	238 Days	\$46,253	\$56,752	\$67,251
	DISTRICT REGISTRAR	238	260 Days	\$50,528	\$61,998	\$73,468
	MANAGER SHOP	260				
	SUPERVISOR ROUTING	238				
	SUPERVISOR SAFETY & TRAINING	238				
	SUPERVISOR TRANSPORTATION	238				
202						
	ASST LEGAL	238	Daily (7.5 hours)	\$213.77	\$262.30	\$310.83
	ASST MANAGER NAT/DIVE COACH	238	210 Days	\$44,892	\$55,083	\$65,274
	COORDINATOR FACILITIES RESERVATION	238	238 Days	\$50,877	\$62,427	\$73,977
	COORDINATOR MARKETING CND	238	260 Days	\$55,580	\$68,198	\$80,815
	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 ACCOUNTS PAYABLE	238				
	SUPERVISOR AG SCI FAC (PT) GR	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						
	ANALYST BUDGET I	238	Daily (7.5 hours)	\$236.76	\$290.50	\$344.23
	ANALYST HR DATA & REPRT (HRIS) JR	238	210 Days	\$49,719	\$61,004	\$72,289
	ASST TO THE SUPERINTENDENT & BOARD OF TRUSTEES	238	238 Days	\$56,348	\$69,138	\$81,928
	BUYER	238	260 Days	\$61,556	\$75,529	\$89,501
	COORDINATOR BENEFITS	238				
	COORDINATOR CATERING	210				
	COORDINATOR SMALL BUSINESS	238				
	INTERNAL AUDITOR	238				
	MANAGER ADMINISTRATIVE SUPPORT	238				
	MANAGER ADM SUPP MATL MGMT	238				
	MANAGER CTE EARLY ED CENTER	238				
	MANAGER GRAPHIC DESIGN/PRINT	238				
	MANAGER NATATORIUM	238				
	MONITOR FINANCE	238				
	SPECIALIST DATA INTEGRITY T1	238				
	SPECIALIST DATA PROFESSIONAL LEARNING	238				
	SPECIALIST DATA STRATEGIST GR	238				
	SPECIALIST EXTENDED LEARNING	238				
	SPECIALIST MULTIMEDIA & VIDEO	238				
	SUPERVISOR HVAC	260				
	SYSTEM ADMINISTRATOR ELEARNING	238				

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Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
204		Daily (7.5 hours)	\$288.84	\$354.40	\$419.96	
		238 Days	\$68,744	\$84,347	\$99,951	
		260 Days	\$75,098	\$92,144	\$109,190	
		ANALYST BENEFITS	238			
		ANALYST BUSINESS PMO (BOND)	238			
		ANALYST HUMAN RESOURCES	238			
		ANALYST HR DT & RPRT (HRIS)	238			
		ANALYST PROGRAM DATA	238			
		BUYER SR	238			
		CONSULTANT HR	238			
		COORDINATOR BRAND MKTG/DESIGN	238			
		COORDINATOR COMMUNICATIONS	238			
		COORDINATOR EMERGENCY MGT	260			
		COOR LEGAL SERVICES	238			
		COORDINATOR MARKETING CTE PROGRAM	238			
		COORDINATOR MULTIMEDIA & VIDEO	238			
		COORDINATOR PRINT SHOP	238			
		COORDINATOR SOCIAL MEDIA	238			
		DIETITIAN	238			
		DISTRICT REGISTRAR	238			
		LIAISON COMMUNITY ENGAGEMENT	238			
		MANAGER EVENTS REC & CUST SERV	238			
		MANAGER HR	238			
		MANAGER LIFE SAFETY SYSTEMS	260			
	MANAGER PAYROLL	238				
	MANAGER PROJECT	238				
	SPECIALIST LOGISTICS FF&E	238				
	SPECIALIST PROJECT CONTROLS	238				
205		Daily (7.5 hours)	\$328.55	\$403.13	\$477.71	
		238 Days	\$78,195	\$95,945	\$113,696	
		260 Days	\$85,423	\$104,814	\$124,205	
		ANALYST BUSINESS (CND)	238			
		ANALYST HR PROCESS	238			
		ANALYST SR ACCOUNTANT	238			
		ANALYST SR BUDGET	238			
		ANALYST SR HR COMPENSATION	238			
		ASST DIRECTOR CND BUSINESS	238			
		ASST DIR CND NUTRITION	238			
		ASST DIR CND OPERATIONS	238			
		ASST DIR CONTRACTS MGMT	238			
		ASST DIR MULTIMEDIA STRAT COMM	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 HR (CND)	238			
		BUSINESS PARTNER HR (EXT LRN)	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 PROJECT BOND D&C	238				
	MANAGER SPECIAL REVENUE	238				
	MANAGER SR PROJECT	238				
	MANAGER ZONE	238				
	SR. ACCOUNTANT SPECIAL REVENUE	238				

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Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
206			Daily (7.5 hours)	\$367.16	\$450.50	\$533.85
	ANALYST SR HR BUSINESS	238	238 Days	\$87,383	\$107,220	\$127,057
	ASST DIRECTOR COLLABORATIVE COMMUNITIES	238				
	ASST DIRECTOR ENTERPRISE FUNDS	238				
	BUSINESS PARTNER HR SR	238				
	CONSULTANT SR HR	238				
	COORDINATOR PROJECT CONSTRUCTION	238				
	DISTRICT TREASURER	238				
	MANAGER SR HR COMPENSATION	238				
	MANAGER SR PROJECT BOND D&C	238				
	PUBLIC INFORMATION OFFICER	238				
207			Daily (7.5 hours)	\$403.87	\$495.55	\$587.23
	ASST DIR LEADERSHIP DEV RDG AC	238	238 Days	\$96,122	\$117,941	\$139,761
	ASST DIR LEADERSHIP DEV T2	238				
	ASST DIRECTOR LEADERSHIP EXPERIENCE	238				
	COMPLIANCE OFFICER	238				
	DIRECTOR ACCT PAY & FIX ASSETS	238				
	DIRECTOR CHILD NUTRITION	238				
	DIRECTOR COLLABORATIVE COMM	238				
	DIRECTOR EXT COMM & MEDIA REL	238				
	DIRECTOR EXTENDED LEARNING	238				
	DIRECTOR RISK MGT	238				
	DIRECTOR SPECIAL REVENUE	238				
	DIRECTOR TRANSPORTATION	238				
	DIRECTOR TRANSPORTATION GLOBAL	238				
	MANAGER DESIGN BOND D&C	238				
	MANAGER MEP BOND D&C	238				
	ORG CHANGE MANAGEMENT OFFICER	238				
208			Daily (7.5 hours)	\$444.26	\$545.11	\$645.96
	ASSOCIATE GENERAL COUNSEL/DIR LEG SERV	238	238 Days	\$105,735	\$129,736	\$153,738
	DIRECTOR BENEFITS & WELLNESS	238				
	DIRECTOR BUDGET	238				
	DIRECTOR CONSTRUCTION BOND	238				
	DIRECTOR DISTRC STR (INTERIM)	238				
	DIRECTOR FACILITIES MAINTENANCE	238				
	DIRECTOR FACILITIES	238				
	DIRECTOR FINANCE	238				
	DIRECTOR HR SYSTEM & ANALYTICS	238				
	DIRECTOR HR	238				
	DIRECTOR MATERIALS MANAGEMENT	238				
	DIRECTOR PAYROLL	238				
	DIRECTOR TEACHING DEV T2	238				
209			Daily (7.5 hours)	\$488.70	\$599.62	\$710.55
	EXECUTIVE DIRECTOR COLLABORATIVE COMMUNITIES	238	238 Days	\$116,310	\$142,711	\$169,112
	EXECUTIVE DIRECTOR CHILD NUTRITION	238				
	EXECUTIVE DIRECTOR FACILITIES	238				
	EXECUTIVE DIRECTOR TRANSPORTATION	238				
210			Daily (7.5 hours)	\$557.11	\$683.58	\$810.04
	CHIEF OF POLICE	260	238 Days	\$132,593	\$162,691	\$192,790
	EXEC DIR BUSINESS SERVICES	238	260 Days	\$144,849	\$177,730	\$210,611
	EXECUTIVE DIRECTOR DESIGN & CONSTRUCTION	238				
	EXECUTIVE DIRECTOR FINANCE	238				
	EXECUTIVE DIRECTOR HR ORG TRANSFORMATION	238				
	EXECUTIVE DIRECTOR TALENT EXPERIENCE	238				
	EXECUTIVE DIRECTOR TALENT SERVICES	238				

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Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
211						
	CHIEF COMMUNICATIONS OFFICER	238	Daily (7.5 hours)	\$626.76	\$769.03	\$911.29
	CHIEF OPERATIONS OFFICER	238	238 Days	\$149,169	\$183,028	\$216,887
	EXECUTIVE DIRECTOR INFORMATION SYSTEMS	238				
	EXECUTIVE DIRECTOR INFORMATION TECHNOLOGY SERVICES	238				
	GENERAL COUNSEL	238				
212						
	CHIEF FINANCIAL OFFICER	238	Daily (7.5 hours)	\$692.07	\$849.16	\$1,006.25
	CHIEF HUMAN RESOURCES OFFICER	238	238 Days	\$164,712	\$202,099	\$239,487
	CHIEF INFORMATION OFFICER	238				

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Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
301		Daily (7.5 hours)	\$166.04	\$202.48	\$238.92
	SPECIALIST APPLICATION SUPPORT 1	238	238 Days	\$39,517	\$48,190
	SPECIALIST PEIMS/ADA	238			
	SPECIALIST SIS	238			
302		Daily (7.5 hours)	\$187.61	\$228.80	\$269.98
	ANALYST SERVICE DESK	238	238 Days	\$44,651	\$54,454
	ANALYST USER SUPPORT	238			
303		Daily (7.5 hours)	\$212.01	\$258.54	\$305.08
	ANALYST SERVICE DESK LEAD	238	238 Days	\$50,458	\$61,533
	ANALYST SR USER SUPPORT	238			
	SPECIALIST APPLICATION SUPPORT WEB	238			
	SPECIALIST APPLICATION SUPPORT (SIS)	238			
304		Daily (7.5 hours)	\$239.57	\$292.15	\$344.73
	SPECIALIST DATA QUALITY	238	238 Days	\$57,017	\$69,532
	SPECIALIST IT ASSET	238			
305		Daily (7.5 hours)	\$270.70	\$330.13	\$389.56
	ADMINISTRATOR SIS LEVEL I	238	238 Days	\$64,427	\$78,571
	ANALYST NETWORK SERVICES	238			
	ANALYST SYSTEMS	238			
	ANALYST USER SUPPORT LEAD	238	260 Days	\$70,383	\$85,834
	PROGRAMMER JR APPLICATION	238			
	SPECIALIST NETWORK SECURITY	260			
306		Daily (7.5 hours)	\$305.89	\$373.05	\$440.20
	ADMINISTRATOR WEB SYSTEMS	238	238 Days	\$72,803	\$88,785
	COORDINATOR BUSINESS SERVICES	238			
	COORDINATOR CAMPUS DATA	238			
	COORDINATOR PEIMS	238			
	ENGINEER I INFRASTRUCTURE MONITORING	238			
	ENGINEER I NETWORK	238			
307		Daily (7.5 hours)	\$345.67	\$421.54	\$497.42
	ADMINISTRATOR SHAREPOINT	238	238 Days	\$82,269	\$100,327
	ADMINISTRATOR SIS LEVEL II	238			
	ANALYST BUSINESS	238			
	ANALYST BUSINESS (WEB)	238			
	ANALYST PEOPLESFT 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			
308		Daily (7.5 hours)			
	ADMINISTRATOR DATABASE (PS)	238	238 Days	\$92,963	\$113,370
	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			

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Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
309						
	ARCHITECT IMPLEMENTATION	238				
	DEVELOPER PEOPLESFT	238				
	DEVELOPER PEOPLESFT FSC	238				
	DEVELOPER SR WEB	238				
	MANAGER CUSTOMER SERVICE CNTR	238				
	MANAGER PMO PROJECT	238				
	MANAGER PROJECT BOND IT PROJECTS	238				
	MANAGER STUDENT INFO SYSTEMS	238				
			Daily (7.5 hours)	\$441.38	\$538.27	\$635.15
			238 Days	\$105,048	\$128,107	\$151,167
310						
	ADMINISTRATOR SR DATABASE PS	238				
	ARCHITECT INTEGRATION	238				
	DEVELOPER SR TECHNICAL (PS)	238				
	DIRECTOR PROJECT MANAGEMENT	238				
	DIRECTOR STUDENT ATTENDANCE	238				
	MANAGER DATA CENTER & SERVER MGT	238				
	MANAGER DATA INTEGRATION	238				
	MANAGER DESKTOP SERVICES	238				
	MANAGER DESKTOP TECHNOLOGY	238				
	MANAGER ERP APPLICATIONS SVCS	238				
	MANAGER INFORMATION SECURITY	238				
	MANAGER NETWORK SERVICES	238				
	MANAGER STUDENT INFO SYSTEMS	238				
	MANAGER WEB/APPL SERVICES	238				
			Daily (7.5 hours)	\$486.60	\$608.24	\$729.89
			238 Days	\$115,810	\$144,762	\$173,713
311						
	DIRECTOR INFORMATION TECHNOLOGY SERVICES	238				
			Daily (7.5 hours)	\$549.85	\$687.31	\$824.77
			238 Days	\$130,865	\$163,580	\$196,295

2022-2023 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
401		Hourly	\$12.01	\$14.65	\$17.29	
	AIDE DISTRICT	184	Daily (7.5 hours)	\$90.10	\$109.90	\$129.70
	CLERK I SERS GR	238	184 Days	\$16,578	\$20,221	\$23,865
			238 Days	\$21,443	\$26,156	\$30,869
402		Hourly	\$14.30	\$17.44	\$20.58	
	CLERK II	238	Daily (7.5 hours)	\$107.22	\$130.79	\$154.36
	CLERK II COUNSELOR 184	184	184 Days	\$19,729	\$24,066	\$28,403
	CLERK II COUNSELOR 210	210	210 Days	\$22,517	\$27,467	\$32,416
	CLERK II TEACHER CENTER	210	238 Days	\$25,519	\$31,129	\$36,738
	CLERK OFFICE	238				
	CLERK OFFICE RDSPD	238				
	RECEPTIONIST	238				
	RECEPTIONIST 210	210				
	RECEPTIONIST 210 PT	210				
RECEPTIONIST ELC PT	184					
403		Hourly	\$16.33	\$19.92	\$23.51	
	ADMINISTRATIVE ASSISTANT I	187	Daily (7.5 hours)	\$122.51	\$149.42	\$176.33
	ADMINISTRATIVE ASSISTANT I	210	187 Days	\$22,909	\$27,941	\$32,974
	ADMINISTRATIVE ASSISTANT I	238	210 Days	\$25,726	\$31,378	\$37,029
	CLERK III	238	238 Days	\$29,156	\$35,562	\$41,967
	CLERK III - FACILITIES HVAC	238				
	CLERK III ANALYST	238				
	CLERK III COMMUNITY EDUCATION	238				
CLERK III DATA	238					
404		Hourly	\$18.95	\$23.11	\$27.27	
	ADMINISTRATIVE ASSISTANT II	238	Daily (7.5 hours)	\$142.15	\$173.33	\$204.51
	ADMINISTRATIVE ASSISTANT II 260 MM	260	210 Days	\$29,851	\$36,399	\$42,946
	BOOKKEEPER 210 PT	210	238 Days	\$33,831	\$41,252	\$48,672
	BRAILLIST	210	260 Days	\$36,959	\$45,065	\$53,171
	CLERK IV DATA & REGISTRAR	238				
	CLERK IV ACCOUNTS PAYABLE	238				
	CLERK IV ATTENDANCE SEC	210				
	CLERK IV BENEFITS & WELLNESS	238				
	CLERK IV DATA & ATTENDANCE ELEMENTARY - 210	210				
	CLERK IV DATA & ATTENDANCE ELEMENTARY - 238	238				
	CLERK IV DATA & ATTENDANCE ELC	238				
	CLERK IV PAYROLL	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	\$20.66	\$25.19	\$29.73	
	ASSOCIATE AMINISTRATIVE	238	Daily (7.5 hours)	\$154.95	\$188.96	\$222.97
	ASSOCIATE AMINISTRATIVE GR	238	238 Days	\$36,877	\$44,972	\$53,067
	BOOKKEEPER	238				
	SPECIALIST CAMPUS PEIMS	238				
	SPECIALIST EARLY CHILDHOOD INTAKE	238				
	SPECIALIST STUDENT AFFAIRS	238				
SPECIALIST STUDENT AFFAIRS INTAKE	238					
406		Hourly	\$21.91	\$26.71	\$31.51	
	ANALYST STUDENT ASSESS & DATA	238	Daily (7.5 hours)	\$164.30	\$200.31	\$236.33
	ASSOCIATE SR ADMINISTRATIVE	238	238 Days	\$39,103	\$47,675	\$56,247
	BOOKKEEPER (ITINERANT)	238				
	EXECUTIVE ASSISTANT I	238				
	EXECUTIVE ASSISTANT II	238				
	GENERALIST RISK MANAGEMENT	238				
	REGISTRAR PARAPROFESSIONAL	238				
	SPECIALIST CHILD NUTRITION	238				
	SPECIALIST CTE CERTIFICATION GR	238				
	SPECIALIST HR I	238				

2022-2023 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
	SPECIALIST PAYROLL	238			
	SPECIALIST SPEC ED RECORDS	238			
	SPECIALIST SYSTEMS SUPPORT	238			
407					
	DISTRICT TRANSLATOR	238			
	EXECUTIVE ASSISTANT III	238			
	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			
	SPECIALIST TRAVEL	238			
408					
	ADVISOR HR	238			
	ASSOCIATE ACCOUNTING	238			
	ASSOCIATE ACCOUNTING (CND)	238			
	ASSOCIATE BUDGET	238			
	ASSOCIATE BUDGET ACCOUNTING	238			
	ASSOCIATE GRANT ACCOUNTING	238			
	EXECUTIVE ASSISTANT IV	238			
	PROG ASSOCIATE CTE SR GR	238			
	SPECIALIST TESTING	238			

Hourly	\$24.31	\$29.65	\$34.99
Daily (7.5 hours)	\$182.34	\$222.37	\$262.39
238 Days	\$43,396	\$52,923	\$62,450

Hourly	\$29.91	\$36.47	\$43.03
Daily (7.5 hours)	\$224.30	\$273.51	\$322.71
238 Days	\$53,383	\$65,094	\$76,806

2022-2023 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum		
501	AIDE BILINGUAL	184	Hourly	\$12.83	\$15.65	\$18.46	
	AIDE BILINGUAL - ELC	187	Daily (7.5 hours)	\$96.20	\$117.34	\$138.48	
	AIDE EARLY EDUCATION CTE (CTR)	187	180 Days	\$17,316	\$21,121	\$24,926	
	AIDE INSTRUCTIONAL	184	184 Days	\$17,701	\$21,590	\$25,480	
	AIDE INSTRUCTIONAL T1 (TECH)	184	187 Days	\$17,989	\$21,942	\$25,895	
	AIDE JUVENILE JUSTICE	184	210 Days	\$20,202	\$24,641	\$29,080	
	AIDE KINDERGARTEN	184	Tutor Instruction AS Non-Cert PT - Flat Rate is \$15/hr.				
	AIDE KINDERGARTEN ELC	187	Tutor Instruction AS Cert PT - Flat Rate is \$28/hr.				
	AIDE LIBRARY	184					
	AIDE PHYSICAL EDUCATION	184					
	AIDE PRE-K FUELING BRAINS AC	184					
	AIDE PRE-KINDERGARTEN	184					
	AIDE PRE-KINDERGARTEN - ELC	210					
	ATTENDANT PARKING LOT	180					
	GROUP LEADER EXTENDED LEARNING	184					
	MONITOR ISS	184					
	501A	AIDE INSTRUCTIONAL DAEP	184	Hourly	\$14.18	\$17.28	\$20.39
		AIDE SPECIAL ED - RDSPD	187	Daily (7.5 hours)	\$106.32	\$129.63	\$152.93
		AIDE SPEC ED - RDSPD GR	187	184 Days	\$19,563	\$23,851	\$28,139
		AIDE SPEC ED - RES/INCL SRV	184	187 Days	\$19,882	\$24,240	\$28,598
AIDE SPEC ED - RES/INCL SRV GR		184					
502	AIDE EL COMPLIANCE	184	Hourly	\$15.50	\$18.91	\$22.32	
	AIDE NURSE	184	Daily (7.5 hours)	\$116.24	\$141.82	\$167.39	
	AIDE NURSE/COUNSELOR/CCC	184	184 Days	\$21,389	\$26,095	\$30,801	
503	AIDE BEHAVIOR SUPPORT RTI	184	Hourly	\$16.29	\$19.87	\$23.45	
	AIDE SPEC ED - ABC	184	Daily (7.5 hours)	\$122.19	\$149.01	\$175.84	
	AIDE SPEC ED - BSS GR	184	184 Days	\$22,482	\$27,419	\$32,355	
	AIDE SPEC ED BSS	184	218 Days	\$26,637	\$32,485	\$38,334	
	AIDE SPEC ED - BSS GR	184					
	AIDE SPEC ED - CLaSS	184					
	AIDE SPEC ED - ECSE	184					
	AIDE SPEC ED - ECSE EIA	218					
	AIDE SPEC ED - ECSE GR	184					
	AIDE SPEC ED - FLaSH	184					
	AIDE SPEC ED - FLaSH GR	184					
	AIDE SPEC ED - JOB COACH GR	184					
	AIDE SPEC ED - SAILS	184					
	AIDE SPEC ED - SAILS GR	184					
	AIDE SPEC ED - STUDENT SPECIF	184					
	AIDE SPEC ED HS ATS	184					
	AIDE SPEC ED HS - ATS GR	184					
	AIDE SPEC ED - SAILS/ABC HS	184					
	AIDE SPEC ED -SAILS/ABC HS GR	184					
	COOR ASSISTANT SITE	184					
	504	AIDE BEHAVIOR SUPPORT DIST GR	184	Hourly	\$18.25	\$22.25	\$26.25
		AIDE BEHAVIOR SUPPORT DISTRICT	184	Daily (7.5 hours)	\$136.91	\$166.90	\$196.89
		AIDE GEN ED CNTR BEH PRG	218	180 Days	\$24,643	\$30,041	\$35,439
AIDE SPEC ED - CNTR BEH PRG		218	184 Days	\$25,191	\$30,709	\$36,227	
COOR EXT DAY SITE		184	218 Days	\$29,846	\$36,383	\$42,921	
EDUCATIONAL ASSISTANT		180					
INTERVENOR FOR DEAF-BLIND	184						

2022-2023 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
505			Hourly	\$20.80	\$25.37	\$29.94
	COOR EXT DAY LEAD SITE	187	Daily (7.5 hours)	\$156.02	\$190.30	\$224.57
	DISTRICT ITINERANT SUBSTITUTE	180	180 Days	\$28,083	\$34,253	\$40,423
	DISTRICT ITINERANT SUBSTITUTE-ACP	180	187 Days	\$29,176	\$35,585	\$41,995
	FAMILY AND COMMUNITY EDUCATOR T1	210	210 Days	\$32,764	\$39,962	\$47,160
	INTERPRETER DEAF CO-OP INTERN	187				
	NURSE LICENSED VOCATIONAL	187				
	PARENT EDUCATOR T1 (FT)	187				
PARENT EDUCATOR T1 (FT) EDGE	187					
506			Hourly	\$24.34	\$29.68	\$35.03
	INTERPRETER DEAF CO-OP RDSPD	187	Daily (7.5 hours)	\$182.52	\$222.63	\$262.74
	NURSE LICENSED VOCATIONAL	187	187 Days	\$34,131	\$41,632	\$49,133

2022-2023 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
601		Hourly	\$11.04	\$13.27	\$15.50	
	CUSTODIAN	260	180 Days	\$15,894	\$19,104	\$22,314
	MONITOR BUS SPECIAL ED	180	260 Days	\$22,958	\$27,594	\$32,231

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	\$12.17	\$14.85	\$17.53
	CUSTODIAN	260	180 Days	\$17,530	\$21,388	\$25,245
	CUSTODIAN-ASST LEAD-ELEM	260	226 Days	\$22,010	\$26,853	\$31,697
	CUSTODIAN-ASST LEAD-NON-CAMPUS	260	238 Days	\$23,178	\$28,279	\$33,380
			260 Days	\$25,321	\$30,893	\$36,466

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

Specialist Cafeteria FT & 4.5 - Hourly Rate is \$14.16

603	ASST MANAGER CAFETERIA	180	Hourly	\$14.60	\$17.80	\$21.00
	ASST MANAGER PARTS	260	180 Days	\$21,017	\$25,631	\$30,245
	CRAFTSMAN HELPER	260	238 Days	\$27,790	\$33,890	\$39,991
	CRAFTSMAN HELPER CND	260	260 Days	\$30,358	\$37,023	\$43,687

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	\$16.27	\$19.85	\$23.43
	CRAFTSMAN	260	180 Days	\$23,425	\$28,579	\$33,733
	CUSTODIAN-ASST LEAD-HS	260	187 Days	\$24,336	\$29,690	\$35,044
	CUSTODIAN ASST LEAD MS	260	226 Days	\$29,411	\$35,882	\$42,353
	CUSTODIAN LEAD-MS	260	238 Days	\$30,973	\$37,787	\$44,602
	CUSTODIAN LEAD NON CAMPUS	260	260 Days	\$33,836	\$41,280	\$48,725
	DRIVER BUS (REG_PT_SPECIAL ED)	180	Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
	DRIVER BUS TRAINER	226	Bus Drivers - Minimum Hourly Rate is \$18.91			
	DRIVER BUS/COVER	226				
	DRIVER BUS/SHOP MAINTENANCE	226				

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 \$18.91

605	CUSTODIAN ASST LEAD HS	260	Hourly	\$17.50	\$21.34	\$25.17
	CUSTODIAN LEAD HS	260	187 Days	\$26,179	\$31,918	\$37,658
	DISPATCHER TRANSPORTATION	260	238 Days	\$33,319	\$40,623	\$47,928
	LOCKSMITH	260	260 Days	\$36,399	\$44,378	\$52,358

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

2022-2023 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
	SERVICEMAN FACILITIES	260				
	SERVICEMAN VEHICLES	260				
	SPECIALIST BLDG AUTOMATION I	260				
	SPECIALIST FACILITIES DATABASE	238				
605A						
	CUSTODIAN LEAD ELEM	260				
			Hourly	\$18.03	\$22.12	\$26.18
			260 Days	\$37,492	\$46,010	\$54,454
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
606						
	CARPENTER	260				
	CUSTODIAN LEAD MS	260				
	LOCKSMITH LEAD	260				
	MANAGER CAFETERIA HS	187				
	MECHANIC MASTER	260				
	MECHANIC MASTER FACILITIES	260				
	SPECIALIST BLDG AUTOMATION II	260				
	TECHNICIAN AUDIO VISUAL	260				
	TECHNICIAN BOILER I	260				
	TECHNICIAN HVAC I	260				
	TECHNICIAN WATER QUALITY MAINT	260				
			Hourly	\$19.56	\$23.84	\$28.13
			187 Days	\$29,257	\$35,670	\$42,082
			260 Days	\$40,678	\$49,594	\$58,510
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
607						
	CUSTODIAN LEAD HS	260				
	ELECTRICIAN	260				
	ELECTRICIAN HVAC	260				
	PLUMBER	260				
	REPAIRMAN KITCHEN	260				
	REPAIRMAN REFRIGERATION	260				
	TECHNICIAN ALARM	260				
	TECHNICIAN ELECTRONICS	260				
	TECHNICIAN FIRE ALARM	260				
	TECHNICIAN HVAC II	260				
			Hourly	\$22.53	\$27.48	\$32.43
			260 Days	\$46,853	\$57,150	\$67,448
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			
608						
	ELECTRICIAN MASTER	260				
	FOREMAN ELECTRONIC TECHNICIAN	260				
	MECHANIC MASTER (CERTIFIED)	260				
	PLUMBER MASTER	260				
	SPECIALIST BLDG AUTOMATION LD	260				
	TECHNICIAN BOILER II	260				
	TECHNICIAN HVAC III	260				
			Hourly	\$25.80	\$31.46	\$37.12
			260 Days	\$53,673	\$65,442	\$77,211
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			

2022-2023 Administrative/Professional Pay Structure

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
701	HALL MONITOR	184	Hourly	\$12.50	\$15.24	\$17.98
			Daily (7.5 hours)	\$93.76	\$114.29	\$134.83
			184 Days	\$17,251	\$21,030	\$24,808
Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.						
702	POLICE TELECOM OPERATOR	260	Hourly	\$17.51	\$20.70	\$23.90
			238 Days	\$33,339	\$39,421	\$45,503
	SUPERVISOR CROSSING GUARD	238	260 Days	\$36,421	\$43,065	\$49,709
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	Hourly	\$20.43	\$24.91	\$29.38
			238 Days	\$38,895	\$47,422	\$55,949
	EVIDENCE TECHNICIAN	260	260 Days	\$42,491	\$51,806	\$61,120
POLICE INTELLIGENCE OPERATOR	260	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	\$22.05	\$26.90	\$31.75
			260 Days	\$45,868	\$55,955	\$66,043
			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	Hourly	\$24.74	\$29.75	\$34.75
			260 Days	\$51,452	\$61,871	\$72,289
	POLICE OFFICER 260	260	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	\$30.61	\$35.60	\$40.60
			260 Days	\$63,659	\$74,055	\$84,452
			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	\$34.89	\$42.73	\$50.58
			260 Days	\$72,576	\$88,888	\$105,201
			Estimated annual salary based on 8 hour work days. Annual salaries will vary based on actual hours worked per day.			

2022-2023 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	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
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
TLH	-	Team Lead - High School	12	\$500	n/a	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

2022-2023 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 - Teacher (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	varies	\$1,000	n/a	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
FB	-	Team Lead - Middle School	13	\$500	n/a	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	\$5,500	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	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
MPS	-	Mentoring Program Sponsor - Teacher (paid over 2 partial installments on 12/15 & 6/30 pay dates per predetermined criteria met and submitted)	varies	\$1,000	n/a	Campus Leader
		Multi-Classroom Leader I (Leads 2-3 Teachers)	Varies	\$12,000	n/a	Position based-HR
		Multi-Classroom Leader II (Leads 4-6 Teachers)	varies	\$15,000	n/a	Position based-HR
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 (PreK -5, Spec Ed., Outclass)	8-9	\$1,000	\$500	Campus Leader
		Team Reach Teacher	varies	\$2,400	n/a	Position based-HR
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

2022-2023 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.
EDGE - Elementary						
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
EDGE - Secondary						
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
*Stipends are paid at a standard amount per pay period unless otherwise noted						

2022-2023 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
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	1	\$3,000	n/a	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	varies	\$3,000	n/a	Teaching & Learning
NBC	-	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 8/31/21 and 8/31/22)	varies	\$2,500	n/a	Human Resources - TA
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.
FTO	-	Police - Field Training Officer	10	\$750	n/a	Police Dept.
EDD	-	Sign On Bonus - Educational Diagnostician (lump sum payment by 10/31)	varies	\$1,500	n/a	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**

2022-2023 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.
		Teacher of Deaf - RDSPD Retention Supplement	varies	\$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.
SBR	-	Sign On Bonus - Teacher RDSPD (lump sum payment by 10/31)	varies	\$5,000	n/a	RDSPD Dept.
*Stipends are paid at a standard amount per pay period unless otherwise noted						

2022-2023 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	-	N/A	\$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	VSI	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

For: Fort Bend ISD Board of Trustees
Date: May 9, 2022
Action: Review: Consideration and Approval:
New Positions for 2022-23
References: Board Policy CDC (Legal)
District Goals 1, 2, 3, and 4
Department: Business & Finance

Recommendation

The Administration is seeking consideration and possible approval of new positions to support District strategic priorities and staffing guidelines for the 2022-23 school year.

Summary

For the 2022-23 school year, a total of 69.0 new positions are recommended in the General Fund. The estimated cost for staffing the positions, including benefits, is \$3,545,228. The staffing recommendation reflects positions requested to support anticipated student growth in the special education and multilingual populations, the opening of Almeta Crawford High School, Alyssa Ferguson Elementary, and Sonal Bhuchar Elementary, and campus enrollment support for campuses. The cost associated with these positions was included in the General Fund budget that was presented to the Board during the April 11, 2022 Board meeting.

Position Type	FTEs	Total Cost (Including Benefits)
Special Education Teachers	27.0	1,962,819
Multi-Lingual Staffing Support	8.0	257,564
Almeta Crawford High School Positions	13.0	593,864
Alyssa Ferguson Elementary	9.0	287,451
Sonal Bhuchar Elementary	9.0	287,451
Campus Enrollment Support	3.0	156,079
Grand Total	69.0	\$3,545,228

Provided below is a detail of the requested positions.

Special Education

A total of 27 teaching positions are needed to support the increase in the number of students identified who qualify for special education services.

Position Type	FTEs	Total Cost (Including Benefits)
Special Education Teacher	27.0	\$1,962,819
Grand Total	27.0	\$1,962,819

Multi-Lingual Staffing Support

There are 8 instructional positions needed to support students with developing language skills.

Position	FTEs	Total Cost (Including Benefits)
EL Compliance Aide	7.0	\$191,723
High School ESL Teacher	1.0	65,841
Grand Total	8.0	\$257,564

Crawford High School

Crawford High School will open for the 2023-24 school year; however, some positions are needed in 2022-23 to prepare for the opening. Two positions have a July 1 start date, including the principal and executive assistant, with the remaining positions scheduled to start at the beginning of calendar year 2023. The salaries for the mid-year additions are pro-rated.

Position Type	Start Date	FTEs	Total Cost (Including Benefits)
Principal	July 1, 2022	1.0	\$177,616
Executive Assistant III	July 1, 2022	1.0	62,404
Associate Principal	January 1, 2023	1.0	59,100
Counselor Lead High School	February 1, 2023	1.0	45,731
College & Career Readiness Advisor	February 1, 2023	1.0	40,905
Facilitator ARD	January 1, 2023	1.0	38,228
Clerk III Data	January 1, 2023	1.0	22,091
Registrar	January 1, 2023	1.0	28,448
Receptionist	January 1, 2023	1.0	19,765
Clerk IV Attendance Secondary	January 1, 2023	1.0	22,530
Registrar Assistant	January 1, 2023	1.0	24,333
Custodian Lead High School	January 1, 2023	1.0	27,636
Custodian Asst Lead High School	January 1, 2023	1.0	25,077
Grand Total		13.0	\$593,864

Alyssa Ferguson Elementary & Sonal Bhuchar Elementary

Positions needed at each of the two new elementary schools opening for the 2023-24 school year, however, positions are needed in 2022-23 to prepare for the opening. The positions are scheduled to start in the 2023 calendar year, with the principal and executive assistant both starting in January. The cost for all positions is pro-rated.

Position Type	Start Date	FTEs	Total Cost (Including Benefits)
Principal	January 1, 2023	2.0	\$128,778
Executive Assistant II	January 1, 2023	2.0	56,896
Assistant Principal Elementary	February 1, 2023	2.0	93,070
Counselor Elementary	March 1, 2023	2.0	81,848
Analyst User Support	January 1, 2023	2.0	58,868
Receptionist (210 PT)	January 1, 2023	2.0	26,078
Clerk IV Data & Attendance Elem	February 1, 2023	2.0	45,060
Custodian Lead Elem	January 1, 2023	2.0	45,336
Custodian Asst Lead Elem	January 1, 2023	2.0	38,968
Grand Total		18.0	\$574,902

Technology

Positions are needed to support campus staff with attendance data and the enrollment of students. Currently, elementary data clerks work a 210-day calendar and are off during part of the summer when the district needs to enroll students. To ensure students can start on the first day of school and not miss instruction, the requested positions would provide support if there is a vacancy in a data clerk position at a campus, or if the number of new applicants cannot be processed timely due to the volume. These positions will assist with the enrollment of students year-round and will ensure the District provides the best customer service possible. These positions are modeled after the itinerant bookkeeper positions that have been supporting campuses since 2016.

Position	FTEs	Total Cost (Including Benefits)
Specialist PEIMS Data	3.0	\$156,079
Grand Total	3.0	\$156,079

Recommended by:

Christie Whitbeck
Superintendent of Schools

Submitted by:

Bryan Guinn
Chief Financial Officer

Glenda Johnson
Chief Human Resource Officer

Kwabena Mensah
Chief of Schools

For: Fort Bend ISD Board of Trustees
Date: May 9, 2022
Action: Review: Revisions to Policies
COA (Local), CQB (Local), and FNF
(Local)
References: Board Policy: Legal Policies
for COA, CQB, and FNF
Department: Legal Services

Recommendation

Consideration and possible approval of proposed revisions to policies COA (Local), CQB (Local), and FNF (Local).

Summary

- COA (Local) - Food and Nutrition Management: Procurement (*new policy*)
 - Revisions recommended to comply with state and federal procurement rules on use of child nutrition funds.
- CQB (Local) - Technology Resources: Cybersecurity
 - Revisions to incorporate HB 1118 (2021), SB 1267 (2021) regarding cybersecurity training, and SB 1696 (2021) regarding reports of breaches.
- FNF (Local) - Student Rights and Responsibilities: Investigations and Searches
 - Revisions to align policy with common practices and current case law.

Recommended by:

Dr. Christie Whitbeck
Superintendent of Schools

Submitted by:

Robert Scamardo
General Counsel

FOOD AND NUTRITION MANAGEMENT
PROCUREMENT

NEW POLICY
COA
(LOCAL)

Procurement

The Superintendent shall oversee the use of federal child nutrition funds to procure appropriate goods and services necessary for providing food service to students and shall develop and enforce financial management systems, internal control procedures, procurement procedures, and other administrative procedures as needed to comply with all state and federal requirements for use of these funds.

[See CO(LEGAL) and COA(LEGAL)]

Geographic Preference

The Board delegates to the Superintendent the authority to determine whether the District will apply a geographic preference when procuring unprocessed, locally grown or locally raised agricultural products and to:

1. Specify the types of products for which any geographic preference will be applied; and
2. Define the geographic area to be preferred for each applicable product.

Philosophy

The Board believes that the District has the responsibility to protect student and staff data and all technology resources through implementation of a robust District cybersecurity plan that is supported by awareness efforts and training for students and staff.

Cybersecurity Plan

The District shall develop a Cybersecurity Plan including strategies to secure the District's cyberinfrastructure against a cyberattack or any other cybersecurity incidents. The Plan shall also address the District's approach to assessing cybersecurity risk and relevant mitigation strategies.

The Superintendent shall establish administrative procedures that support the implementation of the District cybersecurity plan including, but not limited to:

- Awareness and training,
- Timetables for backups,
- Expectations for being a good steward of District data,
- Expectations for work and personal use of technology by employees,
- Digital citizenship and current cybersecurity for student use,
- Current cybersecurity awareness,
- Communication and alignment between departments on best practices,
- Robust systems to protect confidential information, and
- Ongoing training for employees and students.

~~Required Training~~

The ~~Board delegates to the Superintendent the authority to:~~

1. ~~Determine the cybersecurity training program to be used in the District;~~
2. ~~Verify shall conduct, verify~~ and report compliance with ~~staff~~ training requirements ~~in accordance with guidance from the set forth by the Texas~~ Department of Information Resources; ~~and~~
3. ~~Limit or r~~~~Remove access to the District's computer systems and databases for noncompliance with training requirements as appropriate.~~

~~The-Additionally, the~~ District shall complete periodic audits to ensure compliance with the cybersecurity training requirements.

**Cybersecurity
Coordinator**

The Superintendent shall report to the Board President any Board member who is noncompliant with cybersecurity training requirements. The Superintendent, following consultation with the Board President, may limit or remove a Board member's access to the District's computer systems and databases for noncompliance with cybersecurity training requirements. [See BBD(LEGAL)].

The Superintendent shall designate a cybersecurity coordinator. The cybersecurity coordinator shall serve as the liaison between the District and the Texas Education Agency (~~TEA~~) in cybersecurity matters ~~and as required by law, report to TEA breaches of system security.~~

The coordinator shall address the District's breach, threat, and attack protection plan with periodic security control assessments and drills including annual penetration and controls testing.

**Security Breach
Notifications**

Upon discovering or receiving notification of a breach of system security, the District shall disclose the breach to affected persons or entities in accordance with the time frames established by law. The District shall give notice by using one or more of the following methods:

- Written notice.
- Email, if the District has email addresses for the affected persons.
- Conspicuous posting on the District's websites.
- Publication through broadcast media.

The ~~District's cybersecurity coordinator~~ shall disclose a breach involving sensitive, protected or confidential student information as required by ~~to TEA and parents in accordance with~~ law.

STUDENT RIGHTS AND RESPONSIBILITIES
INVESTIGATIONS AND SEARCHES

FNF
(LOCAL)

**Questioning
Students**

District officials may question a student regarding the student's own conduct or the conduct of other students. In the context of school discipline, students may not refuse to answer questions based on a right not to incriminate themselves. Parent notification prior to questioning a student in a school discipline matter is not required, however, notice shall be made as soon as practical.

For provisions pertaining to student questioning by law enforcement officials or other state or local governmental authorities, see GRA(LOCAL).

District Property

Desks, lockers, District-provided technology, and similar items are the property of the District and are provided for student use as a matter of convenience. District property is subject to search or inspection at any time without notice. Students have no expectation of privacy in District property. Students shall be fully responsible for the security and contents of District property assigned to them. No student shall place, store, or keep any article or material prohibited by law, District policy, or the Student Code of Conduct in District provided property, such as a desk, locker, technology, or similar item. Students shall be responsible for any prohibited item found in District property provided to the student.

Searches in General

District officials may conduct searches of students, their belongings, and their vehicles in accordance with state and federal law and District policy. Searches of students shall be conducted in a reasonable and nondiscriminatory manner.

District officials may initiate a search in accordance with law, including, for example, based on reasonable suspicion, voluntary consent, or pursuant to District policy providing for suspicionless security procedures, including the use of metal detectors.

In accordance with the Student Code of Conduct, students are responsible and subject to consequential actions for prohibited items found in their possession, including items in their personal belongings or in vehicles parked on District property.

**Reasonable-
Suspicion Searches**

Searches should be reasonable at their inception and in scope. If there is reasonable suspicion to believe that searching a student's person, belongings, or vehicle will reveal evidence of a violation of the Student Code of Conduct, a District official may conduct a search in accordance with law and District regulations.

**Suspicionless
Searches**

For purposes of this policy, a suspicionless search is a search carried out based on lawful security procedures, such as metal detector searches.

STUDENT RIGHTS AND RESPONSIBILITIES
INVESTIGATIONS AND SEARCHES

FNF
(LOCAL)

*Metal Detector
Searches*

In order to maintain a safe and disciplined learning environment, the District reserves the right to subject students to metal detector searches when entering a District campus and at off-campus, school-sponsored activities.

Use of Trained Dogs

The District reserves the right to use trained dogs to conduct screening for concealed prohibited items. Such procedures shall be unannounced. The dogs shall not be used with students; however, students may be asked to leave personal belongings in an area that will be screened. If a dog alerts to an item or an area, it may be searched by District officials.

STUDENT RIGHTS AND RESPONSIBILITIES
INVESTIGATIONS, INTERROGATIONS AND SEARCHES

FNF
(LOCAL)

District Officials
Interrogations

By School Officials
By Police or
Other
Authorities

~~Administrators, teachers, and other professional personnel~~ may question a student regarding the student's own conduct or the conduct of other students. In the context of school discipline, students ~~may not refuse~~~~have no claim~~ to answer questions based on a~~the~~ right not to incriminate themselves. Parent notification prior to questioning a student in a school discipline matter is not required, however, notice shall be made as soon as practical.

For provisions pertaining to student questioning by law enforcement officials or other state or local governmental~~lawful~~ authorities, see GRA-(LOCAL).

Searches District Property
Desks, lockers, District-provided technology, and similar items are the property of the District and are provided for student use as a matter of convenience. District property is subject to search or inspection at any time without notice.

Lockers and
Vehicles

~~A student's clothing, personal property, electronic equipment, or method of transportation may be searched, whether or not the student is present, when there is reasonable suspicion to believe the search will reveal articles or materials prohibited by policy or campus rule, a policy or rule violation, or criminal activity. Additionally, the District may conduct unannounced, random, and blanket inspections and searches of school property used by the student, including lockers and desks.~~

Students have no expectation ~~responsibility for the security of~~ privacy in District~~their lockers, and for vehicles parked on school~~ property. ~~It is the student's responsibility to ensure that lockers and vehicles are locked and that keys and combinations are not given to others.~~ Students shall be fully responsible for the security and contents of District property assigned to them. No student shall~~not~~ place, store, or, keep in a desk, locker, District-provided technology, or similar item, or maintain any article or material prohibited by law, District policy, or the Student Code of Conduct in District provided property, such as a desk, locker, or in District-provided technology, or similar item. ~~that is forbidden by policy or campus rule in lockers or in vehicles parked on school property.~~

~~Lockers and vehicles parked on school property may be searched by school officials if there is reasonable suspicion to believe they contain articles or materials prohibited by policy. Students shall be responsible for any prohibited~~ item~~items~~ found in District~~their lockers or vehicles parked on school~~ property provided to the student.

Searches in General

District officials may conduct searches of students, their belongings, and their vehicles in accordance with state and federal law and District policy. Searches of students shall be conducted in a reasonable and nondiscriminatory manner.

District officials may initiate a search in accordance with law, including, for example, based on reasonable suspicion, voluntary

	<p><u>consent, or pursuant to District policy providing for suspicionless security procedures, including the use of metal detectors.</u></p> <p><u>In accordance with the Student Code of Conduct, students are responsible and subject to consequential actions for</u>If a vehicle subject to search is locked, the student shall be asked to unlock the vehicle. If the student refuses, efforts shall be made to contact the student's parents. If the parents also refuse to permit the vehicle to be searched or cannot be reached, the District may turn the matter over to local law enforcement officials.</p> <p>Probable cause is the standard used in criminal matters and refers to sufficient reason based upon specific facts to believe a crime has been or will be committed or that certain property is connected with a crime. In other words, the criminal activity "more likely than not" has occurred, is occurring, or will occur.</p> <p>Reasonable suspicion is a lesser standard to justify a search of a student. Reasonable suspicion requires a mere awareness of facts that there may be a reason for school officials to suspect that a search will uncover evidence of a rule violation.</p>
Parent Notification	<p>The student's parent or guardian shall be notified if any prohibited items, articles or materials are found in their possession, including items in their personal belongings or in vehicles<u>a student's locker or vehicle</u> parked on <u>District</u>school property.</p>
<u>Reasonable-Suspicion Searches</u>	<p><u>Searches should be reasonable at their inception and in scope. If there is reasonable suspicion to believe that searching a,</u>or on the student's person, belongings, or vehicle will reveal evidence as a result of a <u>violation of the Student Code of Conduct, a District official may conduct a search</u> conducted in accordance with <u>law and District regulations.</u></p>
<u>Suspicionless Searches</u>	<p><u>For purposes of this policy, a suspicionless search is a search carried out based on lawful security procedures, such as metal detector searches.</u></p>
<u>Metal Detector Searches</u>	<p><u>In order to maintain a safe and disciplined learning environment, the District reserves the right to subject students to metal detector searches when entering a District campus and at off-campus, school-sponsored activities.</u></p>
Use of Trained Dogs	<p>The District <u>reserves the right to</u> shall use <u>specialty-trained nonaggressive dogs to</u> <u>conduct screening for</u> sniff out and alert officials to the current presence of concealed prohibited items, illicit substances defined in FNCF (LEGAL), and alcohol. This program is implemented to prevent drug and alcohol-related problems in District schools, with the objective of maintaining a safe school environment conducive to education.</p>

Notice

Such ~~procedures~~ visits to schools shall be unannounced. ~~The dogs shall be used to sniff vacant classrooms, vacant common areas, the areas around student lockers, and the areas around vehicles parked on school property.~~ The dogs shall not be used with students; however, students may be asked to leave personal belongings in an area that will be screened. If a dog alerts to an item ~~a locker, a vehicle, or an area~~ item in a classroom, it may be searched by District officials ~~school officials~~. ~~Searches of vehicles shall be conducted as described above.~~

~~At the beginning of the school year, the District shall inform students of the District's policy on searches, as outlined above, and shall specifically notify students that:~~

- ~~1. Lockers may be sniffed by trained dogs at any time.~~
- ~~2. Vehicles parked on school property may be sniffed by trained dogs at any time.~~
- ~~3. Classrooms and other common areas may be sniffed by trained dogs at any time when students are not present.~~
- ~~4. If contraband of any kind is found, the possessing student shall be subject to appropriate disciplinary action in accordance with the Student Code of Conduct.~~

Use of Metal Detectors

~~In order to maintain a safe and disciplined learning environment in the District's disciplinary alternative education program (DAEP), students shall be notified when assigned to a DAEP placement that they shall be subject to metal detector searches when entering each day.~~

For: Fort Bend ISD Board of Trustees
Date: May 9, 2022
**Action: Review: SHAC – School Health Advisory
Membership Approval**
References: District Goal 4
Department: Academic Affairs

Recommendation

The Administration is seeking Board approval of the recommended 2022-23 School Health Advisory Committee (SHAC) membership roster.

Summary

The School Health Advisory Council (SHAC) is an advisory group whose duties are detailed within Policy EHAA & BDF (Legal). In its capacity, the SHAC makes recommendations regarding initiatives and instruction related to health education, nutrition, fitness, and mental health. The Board shall establish a local School Health Advisory Council (SHAC) to assist the district in ensuring that local community values are reflected in the district's health education instruction. *Education Code 28.004(a)* Texas law ([Texas Education Code, Title 2, Subtitle F, Chapter 28, Subchapter A, §28.004](#)) requires the establishment of a SHAC for every school district and they are required to meet at least four times each year [see BDF (LEGAL)].

Members of the SHAC represent different areas of the community and the school district with the majority of members required to be parents who are not employed by the district. The Board shall appoint at least five members to the SHAC. One of those members shall serve as chair or co-chair of the SHAC. The Board also may appoint one or more persons from each of the following groups or a representative from a group other than a group specified:

- Classroom teachers employed by the district,
- School counselors employed by the district,
- School administrators employed by the district,
- District students,
- Health-care professionals licensed or certified to practice in this state, including medical or mental health professionals,
- A member of the business community,
- A member of Law enforcement,
- Senior citizens,
- a member of the clergy,
- a member of a Nonprofit health organizations;
- a member of Local domestic violence programs. *Education Code 28.004(d)*

Members are assigned to one, two, or three-year terms to maintain a balance of new and tenured members. This will protect the stability and develop consistency of the SHAC.

Recommended by:

Dr. Christie Whitbeck

Superintendent of Schools

Submitted by:
Dr. Kimberly Lawson
Chief Academic Officer

2022-2024* FBISD SHAC Membership Roster					
Executive Board Position	No.	NAME	Type	Organization	Email Address
Board Of Trustee Rep	No vote	Angie Hanan	BOARD	FBISD Board of Trustees	
				**Send all meeting invites to BOT Secretary email	Jessilyn.Allen@fortbendis.com
Community WSCC Student Wellness Coordinator	1	Stephanie Kellam	COMMUNITY	United Healthcare	skellam@uhc.com
	2	Sandy Bristow	COMMUNITY	Oliver Foundation , Program Director	Bristow929@aol.com
	3	Stephanie Brown	COMMUNITY	Marshall Advocacy Focus Group, Chair and Founder	smeansbrown@att.net
	4	Sandra Castro	COMMUNITY	Dairy MAX	castros@dairymax.org
	5	Doug Earle	COMMUNITY	The First Tee	dougesltx@gmail.com
	6	Kara Ihedigbo	COMMUNITY	Healthy Living Matters	kara.ihedigbo@phs.hctx.net
	7	Grayle James	COMMUNITY	Gulf Coast Area Assn of School Boards, Executive Secretary	graylej@gmail.com
	8	OPEN	COMMUNITY	Mental Health or Faith Based	
Administrative Oversight	No vote	Pilar Westbrook, Ed.D	DISTRICT	Executive Director of Social Emotional Learning & Comprehensive Health	pilar.westbrook@fortbendis.com
	No vote	Jennifer Chadwick	DISTRICT	Director of Social Emotional Learning & Enrichment Programs	jennifer.chadwick@fortbendis.com
	No vote	**Pending	DISTRICT	Director, Behavioral Health & Wellness	
	No vote	Lori Sartain	DISTRICT	Assistant Director, Health & Wellness	lori.sartain@fortbendis.com
	No vote	Brett Lemley, Ed.D.	DISTRICT	Assistant Superintendent of Secondary Schools	Jerry.Lemley@fortbendis.com
FBISD SHAC Coordinator	1	LaDonna Green	DISTRICT	FBISD Health, Wellness & Prevention Specialist	Ladonna.Green@fortbendis.com
	2	Elizabeth Garcia	DISTRICT	Assistant Director of Child Nutrition	Elizabeth.Garcia@fortbendis.com
	3	Sharyl Aaron	DISTRICT	Program Health Specialist	Sharyl.Aron@fortbendis.com
		Nick Petito	DISTRICT	FBISD Police Dept, Public Information Officer	Nicholas.Petito@fortbendis.com
	4	Mary (Laine) Skelton	DISTRICT	Coordinator, Social & Emotional Learning, High School Programs	mary.skelton@fortbendis.com
		Alan Thompson	DISTRICT	Assistant Director SEL & Enrichment Programs	alan.thompson@fortbendis.com
	5	**Pending	DISTRICT	Coordinator of Benefits and Wellness	
	6	Payal Pandit Talati, MPH	DISTRICT	Executive Director of Collaborative Communities	payal.pandit@fortbendis.com
	7	Kim Taylor	DISTRICT	Coordinator of Health & Physical Education	kim.taylor@fortbendis.com
	8	Natalie Bostic, RN	DISTRICT	Nurse, James Reese CTE, Student at Ridge Point HS	Natalie.bostic@fortbendis.com
	9	Ashley Ashna	DISTRICT	Director of Evaluation & Specialized Programs	Afsheen.Ashna@fortbendis.com
	10	Framy Diaz	DISTRICT	Principal, Ridgemont ES	Framy.Diaz@fortbendis.com
FBISD SHAC Chair	1	Allison Thummel, MPH, RDN, LDN	PARENT	Students at Elkins HS	chairfortbendisshac@gmail.com
FBISD SHAC Vice-Chair	2	Dana Tran, OD	PARENT	Students at Commonwealth ES	dana.tran.od@gmail.com
FBISD SHAC Secretary	3	Cathy Hunter	PARENT	Student at Ridgepoint HS	cathyhunter1@gmail.com
FBISD SHAC Ex-Officio Chair	4	Melanie Anbarci	PARENT	Student at Clements HS	anbarcis@hotmail.com
FBISD SHAC Membership Coordinator	5	Jigisha Doshi	PARENT	Students at Quail Valley MS	jigidoshi@hotmail.com
FBISD SHAC Advocacy Lead	6	Rocaille Roberts	PARENT	Student at Sugar Land MS	rroberts0503@outlook.com
	7	Courtney Barnes	PARENT	Student at Marshall HS	Courtneybarnes32012@gmail.com
	8	Tyenise Blackmon	PARENT	Students at Dulles HS, Dulles MS	tyenise.blackmon@bachamp.org
	9	Tammy Bush	PARENT	Student at Quail Valley ES	bushlammy72@gmail.com
	10	Ivette Castillo	PARENT	Student at First Colony MS, Elkins HS	ivettecastillo@yahoo.com
	11	Desiree Collins Bradley	PARENT	Students at Dulles MS and First Colony MS	fullability1@gmail.com
	12	Melanie Eckert	PARENT	Student at Colony Bend ES	melanieeckert07@gmail.com
	13	Amanda Kimball	PARENT	Students at Dulles MS, Lexington Creek ES	mkimball@childrenatrisk.org
	14	Dimpy Koul	PARENT	Student at Dulles HS	dkoul@mdanderson.org
	15	Pearl Lam	PARENT	Students at Dulles HS	pearl.n.lam@gmail.com
	16	Sushma Mani	PARENT	Student at Elkins HS	sushma_ms@yahoo.com
	17	Debola Ola, MBBS, MPH	PARENT	Students at Mary Austin Holley ES & Hodges Bend MS	yindol@yahoo.com
	18	Farah Rahman	PARENT	Student at Austin HS	drfarahmoin72@yahoo.com
	19	Tamara Stout, MD	PARENT	Students at Austin HS, Sartartia MS	tamistout1@hotmail.com
	20	Tenyse Tasby	PARENT	Student at Colony Bend ES	tenyse.tasby@gmail.com
	21	OPEN	PARENT	Hightower Feeder	
	22	OPEN	PARENT	Willowridge Feeder	
		Total	40 members		
			22 parents (non-FBISD employees)		
			OPEN POSITIONS		
			* All members are committed to a 2 year term		
			** Pending		

For: Fort Bend ISD Board of Trustees
Date: May 9, 2022
Action: Review: Budget Amendment Regarding
Use of 2018 Bond Program Contingency
Funds
References: Board Policy CV (Local)
District Goal Scalable Systems
Department: Operations

Recommendation

Consideration and possible approval for the use of 2018 Bond Program Contingency as proposed.

Summary

PKG036 Fire Alarms was identified as a project requiring funds. The 2018 Bond Program was established with an initial program contingency of \$5,019,364 intended to address unforeseen critical issues. The cumulative program contingency as of April 25, 2022 is \$4,474,307.88.

It is important to note that 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.

Background

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 May 16 Board Meeting and reflects the projected Program Contingency balance as of May 2022.

Description	Budget (Shortage)/Surplus
Cumulative Program Contingency as of April 25, 2022	\$4,474,307.88
<i>Contributions</i>	
PKG001 Yousafzai Elementary - FINAL CLOSE OUT	\$327,517.36
PKG038 PA/ Sound and Clocks - FINAL CLOSE OUT	\$136,004.44
PKG032 Flooring - CLOSE OUT	\$500,000.00
PKG045 HVAC/MEP Package #A5, A6 - CLOSE OUT	\$450,000.00
Contribution Sub-Total	\$1,413,521.80
<i>Uses</i>	
PKG036 Fire Alarms	(\$1,390,000.00)
Use Sub-Total	(\$1,390,000.00)

Net Proposed Activity May 2022	\$23,521.80
Cumulative Bond Program Contingency as of May 16, 2022	\$4,497,829.68

Recommended by:

Dr. Christie Whitbeck
Superintendent of Schools

Submitted by:

Oscar Perez
Chief Operations Officer

For: Fort Bend ISD Board of Trustees
Date: May 9, 2022
Action: Review: Project Budget and Construction Services Agreement for Fire Alarms (PKG 036)
References: Board Policy CV (Local) District Goal Scalable Systems
Department: Operations

Recommendation

Consideration and possible approval of a revised project budget for Fire Alarms (PKG036), approval of the corresponding Construction Services Agreement with Prime Contractors Inc. for a contract amount not-to-exceed \$3,821,500 and authorization for the Superintendent to negotiate and execute or terminate the contract.

Summary

On December 17, 2018, the BOT approved all project budgets for the 2018 Bond Program.

The Competitive Sealed Proposal (CSP) solicitation - CSP 22-054AL - requested bids for the installation of new and upgraded fire alarm systems at various campuses. Two (2) 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 & Construction, Procurement, and Finance Departments.

The final ranking of the contractors are as follows:

Firm Name	CSP Score	Base Bid Amount
Prime Contractors Inc.	85.69	\$3,021,500.00
Active Campus LLC dba All Campus Security	62.51	\$3,797,000.00

This contract will include the scope identified on the base bid for a total of \$3,021,500 plus an addition of \$800,000 for accepted alternates, for a total contract amount of \$3,821,500.

Alternate breakdown is as follows:

- Alternate 2 - Sugar Land Middle School - New Fire Alarm System - \$800,000

The construction required to complete this package exceeds the original funds allocated for PKG036 Fire Alarms. Consequently, staff requests utilization of \$1,390,000 from Bond 2018 Program Contingency for this purpose.

CSP Contract	Package Number	Description	Revised Project Budget
CSP22-054AL	PKG036	Fire Alarm Systems	\$4,740,550

The attached Exhibit 1 provides the revised detailed project budget for PKG036. The negotiated contract amount will be funded as part of the 2018 Bond Program.

Upon Board approval, staff will negotiate the contract for the execution of the work and will begin once the contract is executed. Staff will work with the campuses to have the least impact on school operations.

Recommended by:

Dr. Christie Whitbeck
Superintendent of Schools

Submitted by:

Oscar Perez
Chief Operations Officer

Tabulation Summary
 CSP 22-054AL PKG036
 Fire Alarms

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.	40.00	14.94	14.20	3.95	4.25	4.35	4.00	85.69
ACS	31.83	8.01	12.55	3.75	2.65	3.72	0.00	62.51

Project Summary
Package 36 - Fire Alarms
EXHIBIT - 1

	A	B	C	D	E	F	G	H	I	
Description	A/E Design Fees & Reimbursables	Design Contingency	Other Professional Services	Construction	Construction Contingency	FF&E	Site Development	Admin & Other Project Costs	Project Contingency	TOTAL
ADMINISTRATION BUILDING	\$0		\$2,000	\$51,704	\$6,147				\$5,823	\$65,674
AUSTIN HIGH SCHOOL	\$55,400		\$2,000	\$323,060	\$55,817				\$9,734	\$446,011
BLUE RIDGE ELEMENTARY SCHOOL	\$0		\$2,000	\$77,556	\$9,221				\$9,734	\$98,511
BRAZOS BEND ELEMENTARY SCHOOL	\$0	\$1,368	\$2,000	\$129,261	\$15,368			\$1,500	\$14,689	\$164,186
BRIARGATE ELEMENTARY SCHOOL	\$0		\$2,000	\$77,556	\$9,221				\$9,734	\$98,511
COMMONWEALTH ELEMENTARY SCHOOL	\$0		\$2,000	\$77,556	\$9,221				\$9,734	\$98,511
DULLES HIGH SCHOOL	\$55,400		\$2,000	\$323,060	\$55,817				\$9,734	\$446,011
ELKINS HIGH SCHOOL	\$55,400		\$2,000	\$323,060	\$55,817				\$9,734	\$446,011
FERNDELL HENRY CENTER FOR LEARNING	\$5,000		\$2,000	\$46,704	\$6,147				\$5,823	\$65,674
FORT SETTLEMENT MIDDLE SCHOOL	\$5,000		\$2,000	\$72,556	\$9,221				\$9,734	\$98,511
GARCIA MIDDLE SCHOOL	\$0		\$2,000	\$77,556	\$9,221				\$9,734	\$98,511
HIGHTOWER HIGH SCHOOL	\$0		\$2,000	\$77,556	\$9,221				\$9,734	\$98,511
HODGES BEND MIDDLE SCHOOL	\$5,000	\$1,094	\$2,000	\$72,556	\$9,221				\$9,734	\$99,605
HOPSON FIELD HOUSE	\$0		\$2,000	\$103,409	\$12,294			\$1,500	\$11,051	\$130,254
HUNTERS GLEN ELEMENTARY SCHOOL	\$0		\$2,000	\$77,556	\$9,221			\$1,500	\$8,234	\$98,511
LEXINGTON CREEK ELEMENTARY SCHOOL	\$0		\$2,000	\$77,556	\$9,221			\$1,500	\$8,234	\$98,511
MARSHALL HIGH SCHOOL	\$0		\$2,000	\$77,556	\$9,221			\$1,500	\$8,234	\$98,511
MCAULIFFE MIDDLE SCHOOL	\$0		\$2,000	\$77,556	\$9,221			\$1,500	\$8,234	\$98,511
MISSION WEST ELEMENTARY SCHOOL	\$0		\$2,000	\$77,556	\$9,221			\$1,500	\$8,234	\$98,511
PALMER ELEMENTARY SCHOOL	\$0	\$1,699	\$2,000	\$160,562	\$19,089			\$1,500	\$19,095	\$203,945
PECAN GROVE ELEMENTARY SCHOOL	\$0		\$2,000	\$77,556	\$9,221			\$1,500	\$8,234	\$98,511
PFC ADMIN ANNEX	\$0		\$2,000	\$51,704	\$6,147			\$1,500	\$4,323	\$65,674
QUAIL VALLEY MIDDLE SCHOOL	\$0	\$1,094	\$2,000	\$103,409	\$12,294			\$1,500	\$11,051	\$131,348
SARTARTIA MIDDLE SCHOOL	\$5,000	\$0	\$2,000	\$51,094	\$6,669			\$1,500	\$4,987	\$71,250
SEGUIN ELEMENTARY SCHOOL	\$0	\$0	\$2,000	\$51,094	\$6,147			\$1,500	\$4,323	\$65,674

Project Summary
Package 36 - Fire Alarms
EXHIBIT - 1

	A	B	C	D	E	F	G	H	I	
Description	A/E Design Fees & Reimbursables	Design Contingency	Other Professional Services	Construction	Construction Contingency	FF&E	Site Development	Admin & Other Project Costs	Project Contingency	TOTAL
SUGAR LAND MIDDLE SCHOOL	\$5,000	\$4,244	\$2,000	\$697,002	\$94,282			\$1,500	\$52,943	\$856,971
SUGAR MILL ELEMENTARY SCHOOL	\$0	\$1,680	\$2,000	\$158,732	\$18,872			\$1,500	\$18,835	\$201,619
TOWNWEST ELEMENTARY SCHOOL	\$0		\$2,000	\$77,556	\$9,221				\$9,734	\$98,511
TOTAL:	\$191,200	\$11,179	\$56,000	\$3,650,250	\$500,000	\$0	\$0	\$22,500	\$309,421	\$4,740,550

BOT Meeting:	May 9, 2022
Solicitation No.:	21-061TA The Interlocal Purchasing System (TIPS)
References:	District Goal Scalable Systems
Description:	<p>Public Switched Telephone Network (PSTN) Telephony Access Primary Rate Interface (PRI) Related Items and Services</p> <p><u>Recommendation</u></p> <p>The Administration is seeking Board approval for the continued purchase of Public Switched Telephone Network (PSTN) Telephony Access Primary Rate Interface (PRI) Related Items and Services from Windstream Services LLC under a cooperative contract with the Interlocal Purchasing System (TIPS) in an amount not-to-exceed \$242,200, and authorization for the Superintendent to negotiate and execute the agreement through May 2025.</p> <p><u>Summary</u></p> <p>Primary Rate Interface (PRI) is an Integrated Services Digital Network (ISDN) technology standard for connecting voice switches both within Public Switched Telephone Network (PSTN) and to the Public Switched Telephone Network (PSTN) for enterprise Private Branch Exchange (PBX) voice switches that provide telephone services to the District. The current PSTN/PRI contract will expire in June 2022.</p> <p>The District currently uses nine (9) PRI voice circuits and up to 207 concurrent voice/fax lines between the District and the PSTN. Currently, all PRIs are located at a single location. The District has approximately 30,000 Direct Inward Dial numbers contracted from PSTN to allow assignable telephone numbers for District's faxes and voice services. These services are critical to District operations as they provide telephone dial tone for calls in and out of the District.</p> <p>The Interlocal Purchasing System's (TIPS) contract complies with bidding requirements and will provide an efficient means to meet the District's PRI and telephony needs by allowing the vendor to seamlessly provide PRI services to transfer the District's Direct Inward Dialing (DID) lines to the new PRI circuits.</p> <p>Renewal options are available through May 2025. Should the contract not be renewed for the full term, staff will return to the Board to request authorization to utilize an alternate cooperative contract, or an alternate procurement method at that time.</p> <p><u>Background</u></p> <p>Expenditures for these services in 2020-21 were \$98,470. Expenditures year-to-date are \$54,000. Expenditures will not exceed \$242,000 through May 31, 2025, and funding is included in the budget.</p>

Requested By:	Long Pham, Chief Information Officer Bryan Guinn, Chief Financial Officer	
Vendor:	Windstream Services LLC***	
Budget Sources:	General Fund	
Amount:	Not to Exceed - \$242,200 through May 2025	
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 2025	
Last solicitation date:	N/A	
Supporting documents:	N/A	
Disclosure under Board Policy CH, CV, or DBD (Local):	None	

*** Previously awarded a contract of the same scope with the District.

Board Date	May 9, 2022
Solicitation No.:	22-070ZB OMN
References:	District Goal Scalable Systems
Description:	<p>Feedback and Customer Services Solutions for Schools</p> <p><u>Recommendation</u></p> <p>The Administration is seeking Board approval for a one-year renewal of feedback and customer service solutions with K12 Insight Technology and Communications Services (K12 Insight) under a cooperative contract with OMNIA Partners, in an amount not-to-exceed \$237,000, and authorization for the Superintendent to negotiate and execute the agreements through June 30, 2023.</p> <p><u>Summary</u></p> <p>On April 26, 2021, the Board approved the renewal of K12 Insight Technology and Communication Services for Feedback and Customer Services Solutions for Schools through OMNIA Partners, which expires on June 30, 2022.</p> <p>The Fort Bend ISD Communications Department has partnered with K12 Insight since 2013. The goal of the partnership has been to increase engagement with parents, students, staff and community members. The District also works with K12 Insight staff to collaborate in the creation of stakeholder engagement plans that include surveys and other projects that fall within the District’s Strategic Plan.</p> <p>Fort Bend ISD works with K12 Insight to improve customer service and community interaction through the “Let’s Talk” cloud-based communications solution for parents, teachers, staff and community members.</p> <p>Fort Bend ISD’s Human Resources Department uses the “Let’s Talk” platform (which they named “Talent Connection”) as an online resource for Fort Bend ISD staff to connect with Human Resources.</p> <p>In addition, Fort Bend ISD’s Department of Student Affairs utilizes the “Let’s Talk” platform by allowing students and staff to report bullying. “Let’s Talk – Bullying” allows users to report bullying anonymously if they choose to do so and is managed by the campus behavior coordinators.</p> <p>K12 Insight also serves as a research partner. They have played a central role in key District engagements that have included campus climate engagement, parent engagement, student engagement, leadership and professional development, and school and District feeder patterns. The company’s researchers and former educators also help District staff comply with state and federal funding requirements, including Title 1 and House Bill 5 Accountability Ratings.</p>

	<p>District and campus leaders utilize findings from K12 Insight surveys and engagement projects to improve decision making, connect with members of the school community and plan for the future.</p> <p>The OMNIA Partners contract will allow the District to fulfil the customer service, surveys, and public interaction needs of the Communications Department efficiently and effectively and complies with bidding requirements. The OMNIA Partners cooperative purchasing contract has renewal options through December 2026. Should either contract not be renewed for the full term, staff will return to the Board to request authorization to utilize an alternate cooperative contract, or an alternate procurement method at that time.</p> <p><u>Background</u></p> <p>Expenditures in 2020-21 were \$231,000. Expenditures year-to-date in 2021-22 are \$231,600. Expenditures will not exceed \$237,000 through June 30, 2023, and funding is included in the budget.</p>
Requested By:	Veronica Sopher, Chief Communications Officer Bryan Guinn, Chief Financial Officer
Vendor:	K12 Insight Technology and Communication Services
Budget Sources:	General Fund
Amount:	Not to exceed \$237,000 through June 30, 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

BOT Meeting:	May 9, 2022
Solicitation No.:	22-058AB – The Interlocal Purchasing System (TIPS)
References:	District Goal Scalable Systems
Description:	<p>Student Universal Screener</p> <p><u>Recommendation</u></p> <p>The Administration is seeking Board approval for the continued purchase of student universal screener from Renaissance Learning, Inc. through a cooperative contract under The Interlocal Purchasing System (TIPS) in an amount not-to-exceed \$1,903,327, and authorization for the Superintendent to negotiate and execute the agreement through June 2024.</p> <p><u>Summary</u></p> <p>On June 19, 2017, the Board approved the purchase of the universal screener for mathematics and reading from Renaissance Learning, Inc. The current agreement expires on June 18, 2022.</p> <p>To ensure all students have equitable access to the District curriculum, monitor student performance, and assess the status of closing achievement gaps, the District must have a system that supports, monitors, and measures academic growth. House Bill 3 and Dyslexia literacy screening requirements also involve a District-wide assessment to measure literacy and reading student performance. Renaissance STAR 360 provides the necessary tools for both Reading and Math to ensure teachers and campus staff have ongoing data to design instruction that is differentiated to meet the needs of individual students, is aligned to the Texas Essential Knowledge and Skills, as well as the English Language Proficiency Standards, and includes a variety of detailed reports to create personalized learning and intervention plans for students. The platform also provides teachers with diagnostic assessment information to select strategies and create personalized learning plans in order to individualize instruction and provide targeted intervention.</p> <p>The TIPS purchasing contract will allow the District to purchase software that assesses students and identifies individual student strengths and areas of needed improvement in reading and math.</p> <p>Renewal options are available through November 2024. Should the contract not be renewed for the full term, staff will return to the Board to request authorization to utilize an alternate cooperative contract, or an alternate procurement method at that time.</p>

	<u>Background</u>	
	Expenditures in 2020-21 were \$ 770,298. Expenditures year-to-date are \$814,487 for these services. Expenditures will not exceed \$1,903,327, through June 30, 2024, and funding is included in the budget.	
Requested By:	Kim Lawson, Chief Academic Officer Long Pham, Chief Information Officer Bryan Guinn, Chief Financial Officer	
Vendor:	Renaissance Learning, Inc.***	
Budget Sources:	General Fund	
Amount:	Not to Exceed - \$1,903,327 through June 30, 2024	
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 2024	
Last solicitation date:	March 2017	
Supporting documents:	N/A	
Disclosure under Board Policy CH, CV, or DBD (Local):	None	

***Previously awarded a contract of the same scope with the District.