



Agenda of Regular Meeting

Thursday, March 6, 2025

The Board of Trustees

Richardson ISD

A Regular Meeting of the Board of Trustees of Richardson ISD will be held Thursday, March 6, 2025, beginning at 6:00 PM in the Administration Building, 400 S. Greenville Ave, Richardson, TX 75081.

Notice is also given of a proposed contingency contract for legal services.

Prior to or during consideration of agenda subjects, the board will hear public comments from any member of the public who has complied with District procedures for signing up to speak. The notice for this meeting was posted on March 3, 2025.

Public Comments: - Persons wishing to address the Board must complete an online Public Comment form by signing up at <https://web.risd.org/board/public-comments/> beginning when the meeting agenda is posted through 12:00 p.m. on the day of the meeting. RISD will not accept submissions after 12:00 p.m. on the posted meeting date. Persons who do not have access to a computer to complete the Public Comment form online may contact the Board Office during normal business hours at 469-593-0403 (español 469-593-0312) for assistance. Persons wishing to speak must complete the online registration form in full and be present at the meeting to make his/her own comments during the designated time for Public Comment to be eligible to speak. Any registered speaker who is absent from the meeting at the time for Public Comment forfeits the opportunity to address the Board at that meeting.

Disruptions. Disruptive behavior will not be tolerated during a meeting. After providing at least one warning to a disruptive visitor, the presiding officer may request assistance from law enforcement officials to remove from the meeting any person who continues to disrupt the meeting by utterances or actions. A visitor who exhibits disruptive behavior in a subsequent meeting may be issued a trespass warrant. It is a criminal offense for a person, with intent to prevent or disrupt a lawful meeting, to substantially obstruct or interfere with the ordinary conduct of a meeting by physical action or verbal utterance.

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

- I. **CALL TO ORDER**
 - A. Pledge of Allegiance / Moment of Silence
 - B. Announcements / Communications
Recognition of Schools, Students and Staff

II. **PUBLIC COMMENT SECTION**

Comments from visitors who submitted the form requesting to address Board Members.

- A. Agenda Related Topic
- B. Non-Agenda Related Topic

III. **CONSENT / CONFIRMATION AGENDA ITEMS**

Submitted for Action and/or Information

A. Minutes of February 6, February 17 and February 20, 2025 Meetings Action Item	11
B. Human Resources Report Action/Information Item	18
C. Recommended Specified Best Value/Low Bids, Contracts and Cumulative Purchases Action/Information Item	22

Part A: New Bids - For Approval
Miscellaneous Consultant Services
Commodity Discount Providers

Part B: Bid Renewals - For Approval
Annual Audit Services

Part C: Purchase and Contract Information (Greater than \$100,000) - For Approval
Purchases, Contracts, Contract Modifications & Change Orders:
RollKall Technologies, LLC - Third Party Staffing (Security Services per RISD #22-199)
Delcom Technologies - Installation of Interactive Flat Panels at PWE (TIPS 240101AV)
LD Systems - 2025 Graduation Stage and AV setup (RISD # 22-164)

Part D: Interlocals, MOU's, Cooperative Agreements and Other - For Approval
Interlocal Agreements:
Region 10 - Academics Outdoors and Camp Wisdom for Skyview Elem on May 1, 2025
Region 10 - Academics Outdoors and Camp Wisdom for Skyview Elem on May 2, 2025
Charles W. Eisemann Center - Art Exhibition Agreement January 27, 2025 - February 24, 2025

Memorandums of Understanding:
None

Cooperative Agreements:
Yondr per CTPA Conroe ISD # 22-01-07 (Instructional Supplies & Materials for the Classroom: Books, Workbooks, Software, Site Licenses, Subscriptions, Supplies) thru July 31, 2027
Riverside Technologies - per TIPS 220105 (Technology Solutions, Products, and Services) thru May 31, 2027
Allison Enterprises, Inc. dba Kleen-Air Filter Services & Sales - per BuyBoard 756-24 (Building Materials, Repair and Operations (MRO) Products and Supplies) through November 30, 2025

Other:
None

Part E: Contracts, Contract Modifications & Change Orders: Less than \$100,000 (Information Only)
K12 Insight - Let's Talk subscription 4/1/2025 - 3/31/2026 (Omnia Partners #R220301)
SHC Services dba Supplemental Health Care on behalf of Matrika Soweel-Howe - to provide support to RISD Evaluations staff including but not limited to educational assessment, report writing, and attendance of ARD meetings through June 4, 2025.
Bilingual Speech Services - on behalf of Megan Pitcock for Educational Consultant Services through May 30, 2025.
Soliant Health LLC - on behalf of Onyekachi Joy Abanum to fulfill all paraprofessional responsibilities for the position assigned to, on days that school is in session, including but no limited to: providing instructional and behavior supports, assisting with

students' personal care needs, and participating in campus team meeting and staff development through May 23, 2025.
H1_K9 dba (Joshua Ellis) - Master handler and master trainer. Canine and firearm detection August 1, 2024 - May 30, 2025
Elizabeth Swaner - CTE & CCMR data analyst through June 30, 2025 (RISD # 24-300)

Part F: Cumulative Purchases - Information Only

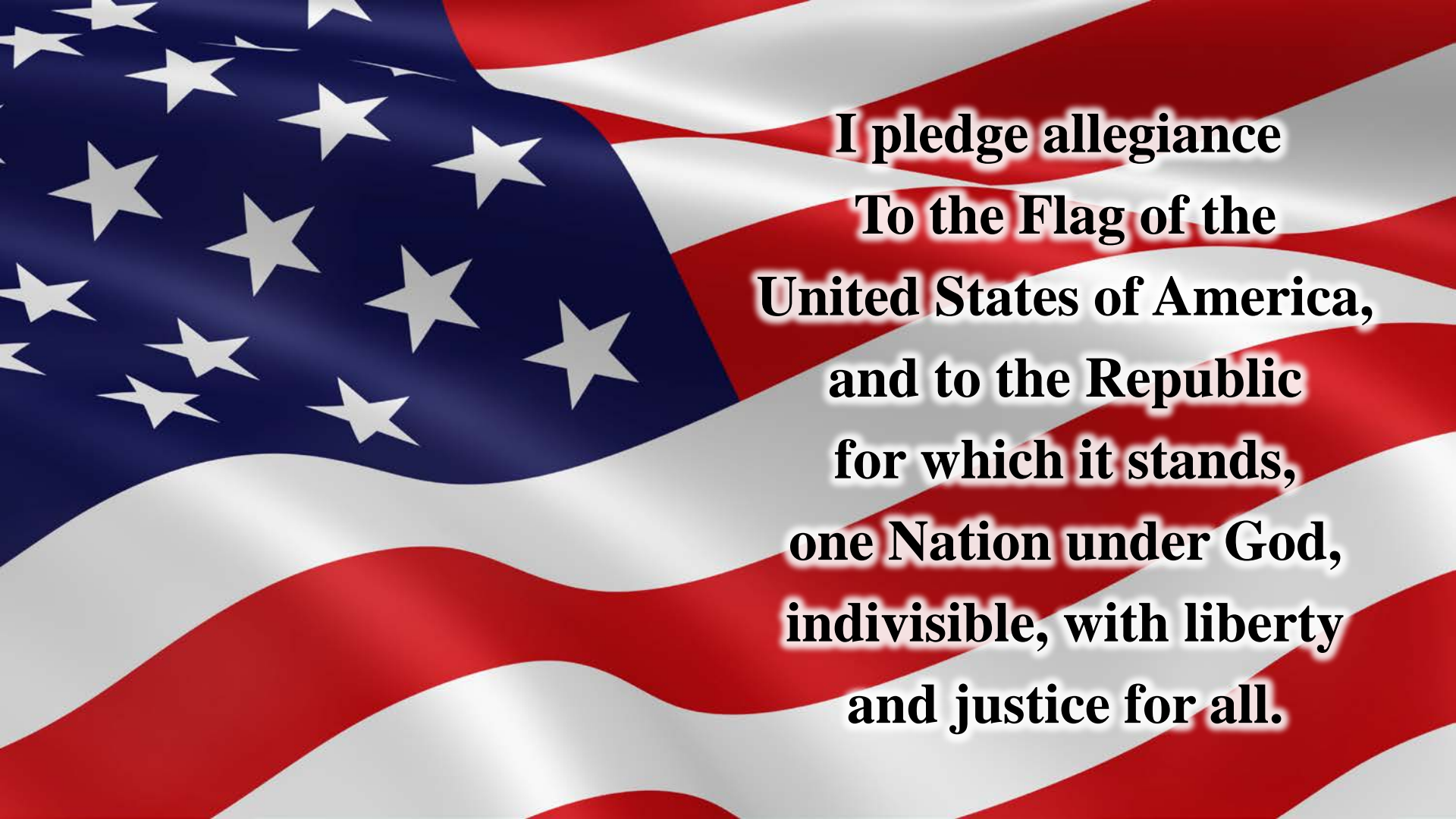
Cumulative Purchases from Qualified Vendors:

- Allied States (Region 19)
- BUY BOARD - Texas Association of School Boards
- CPGPC - Choice Partners
- DIR - State of Texas Department of Information Resources
- EPCNT - Education Purchasing Cooperative of North Texas
- EQUALIS
- MRPC
- OMNIA Partners - TCPN/IPA/US Communities
- PPPCP - Prospering Pals
- SOURCEWELL - Sourcewell (previously NJPA)
- TIPS - The Interlocal Purchasing System
- TPASS - Texas Procurement and Support Services

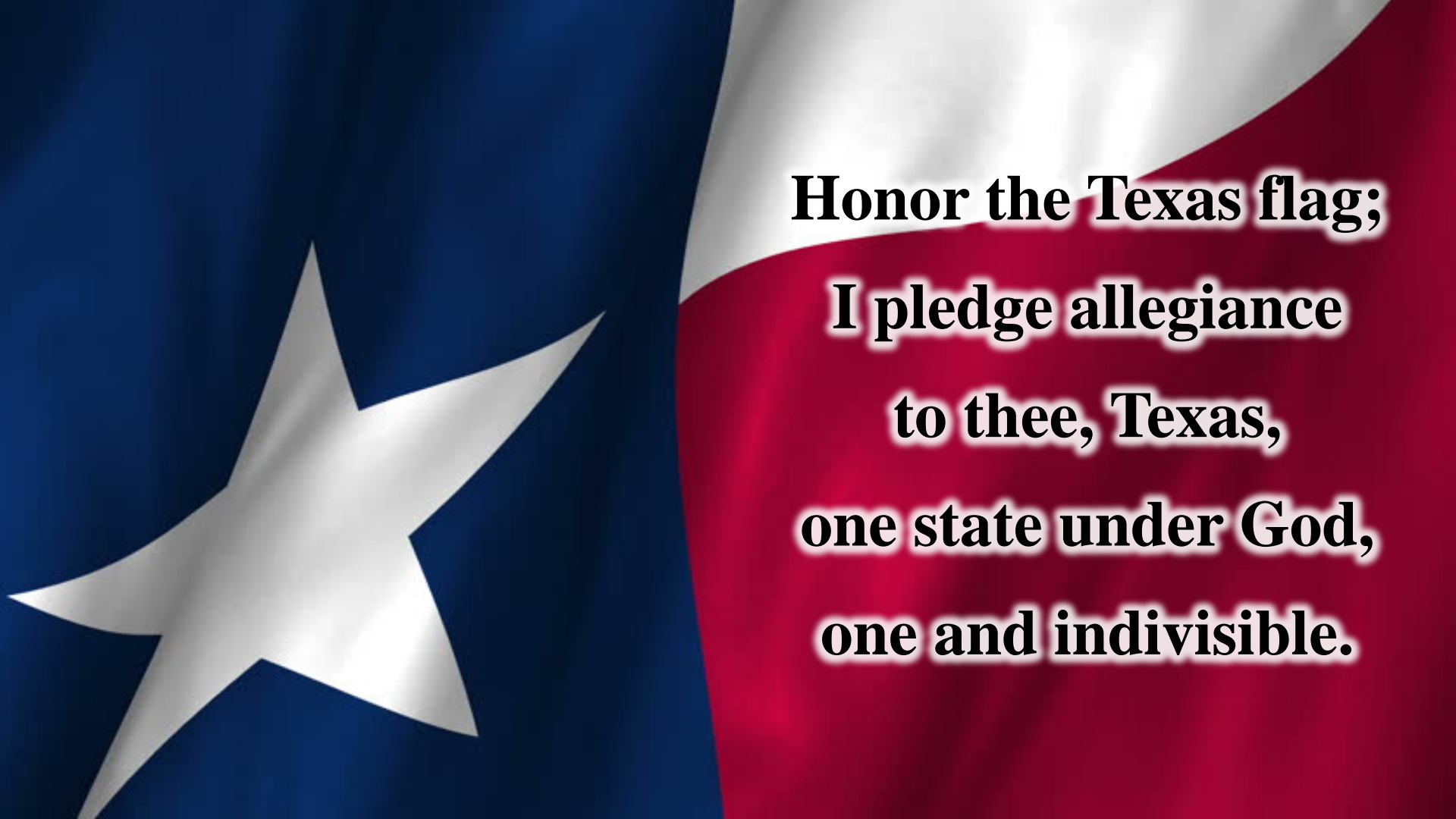
D.	Schedule of Upcoming Bids Information Item	28
E.	Bond Expenditure Report Information Item	30
F.	Budget Status Report Action Item	34
G.	TEA Learning Acceleration Support Opportunities (LASO) Cycle III- Notice of Award Information Item	41
H.	Monthly Financial Statements Information Item	42
I.	Authorization to Negotiate and Enter into Contract - Joint Election Services Contract for May 3, 2025 Action Item	52
J.	Approval of Forestridge Target Improvement Plan (ESF Grant Required) Action Item	55
IV.	ACTION / INFORMATION ITEMS	
A.	Discussion of Legislative Issues Information Item	56
B.	Consider Gifts Action Item	65
C.	Consideration and Adoption of Resolution Approving Contingent Fee Legal Services Contract, including Findings Needed for Submission of Contingent Fee Legal Services Agreement and Request for Expedited Review by the Texas Attorney General Action Item	67

D.	Consideration and Adoption of Contingent Fee Legal Services Agreement with Thompson & Horton, LLP, Eiland & Bonnin, PC and O'Hanlon, Demerath & Castillo, PC Action Item	68
E.	Magnet Programming Update Information Item	69
F.	HR Report Update Information Item	96
G.	Budget Discussion Information Item	
V.	CLOSED MEETING If, during the course of the meeting, the Board of Trustees should determine that a closed session is required, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Texas Government Code, including but not limited to Section 551.071-Consultation with Attorney and 551.074 - Personnel Matters.	
VI.	RECONVENE Open Meeting to vote on matters considered in Closed Meeting, if applicable.	
VII.	ADJOURNMENT	

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

The background of the image is a waving American flag. The stars and stripes are clearly visible, with the blue field of stars on the left and the red and white stripes on the right. The flag appears to be moving, creating a sense of dynamic energy.

**I pledge allegiance
To the Flag of the
United States of America,
and to the Republic
for which it stands,
one Nation under God,
indivisible, with liberty
and justice for all.**

The image features a close-up, slightly blurred view of the Texas state flag. The flag is divided into three horizontal stripes: a dark blue stripe at the top, a white stripe in the middle, and a red stripe at the bottom. A large, white, five-pointed star is positioned on the left side, partially overlapping the blue and white stripes. The text is overlaid on the right side of the image, set against the white and red stripes.

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



BOARD OF TRUSTEES RICHARDSON INDEPENDENT SCHOOL DISTRICT

Procedures for Public Comments During Board Meetings

The Board of Trustees of the Richardson Independent School District welcomes members of the public to its meetings. The purpose of meetings is to allow trustees to conduct the business of the District. Although Board meetings are held in public, they are not public meetings and the public does not have a right to participate except as provided by the Board. The Board offers a limited open forum at meetings through its Public Comment Sections to provide opportunities for members of the public to convey information to the Board.

The Board adopted the following procedures concerning public comments to facilitate the efficient operation of meetings:

Public Comment Section

- The Board of Trustees will include a Public Comment Section on the posted Agenda for each meeting. The Board holds regular monthly business meetings each month of the year, excluding July. Business meetings typically are scheduled for the first Thursday of the month. The Board schedules work sessions to address topics of study or as other needs arise. The Board reserves the third Thursday of each month for work sessions, but they also may be scheduled at any other time when a need arises. The Board reserves the right to schedule or reschedule meetings as necessary to meet the operational needs of the District. A written Agenda is posted for each Board meeting at least 72 hours before the meeting is scheduled. If an Emergency Meeting is authorized, an agenda will be posted at least one hour before the meeting is scheduled.

The Public Comment Section for agenda-related topics ordinarily will be placed on the Agenda just prior to the first business item on the Agenda. Where appropriate for efficient meeting management, the section for comments related to non-agenda topics may be placed on the Agenda after other action and information items. A speaker who attempts to address a non-agenda related topic during any period reserved for agenda-related topics is engaging in disruptive behavior. The speaker must stop his or her comments when directed.

- When necessary for effective meeting management, to accommodate large numbers of individuals wishing to address the Board at a meeting, or when otherwise advisable to accommodate specific circumstances, the Board delegates to the presiding officer the authority to make adjustments to these public comment procedures. Such adjustments may include, without limitation, adjusting when public comment will occur during a meeting, reordering agenda items, deferring public comment on non-agenda items, continuing an agenda item to a later meeting, temporarily revising public comment procedures as necessary if a meeting is conducted via videoconference, providing expanded opportunity for public comment, or establishing an overall time limit for public comments and adjusting the time allotted to each speaker.

Speaker Topics

- Regular Business Meetings. Speakers may comment on specific Agenda items, as well as matters not on the posted Agenda (i.e. non-agenda items), during the Public Comment Section at regular business meetings.
- Work Sessions or Other Called Meetings. Speakers may comment only on specific agenda items during the Public Comment Section at work sessions and other called meetings.
- Public Hearings. When RISD gives notice of a public hearing, speakers may complete a separate online public comment form for the public hearing. Speakers may only comment on the specific topic noticed for the public hearing. All other rules noted herein apply to comments during a public hearing.

Public Comment Form

- Persons wishing to address the Board must complete an online Public Comment form by signing up at the designated registration form link on the District's website beginning when the meeting agenda is posted through 12:00 p.m. on the day of the meeting. RISD will not accept submissions after 12:00pm on the posted meeting date. Persons wishing to speak must complete the designated registration form in full and be present at the meeting to make his/her own comments during the designated time for Public Comment to be eligible to speak. Any registered speaker who is absent from the meeting at the time for Public Comment forfeits the opportunity to address the Board at that meeting.
- In addition to identifying information, each speaker must indicate the specific Agenda item about which he or she wishes to comment and/or identify the non-Agenda topic of the comments.
- If RISD gives notice of a public hearing, it will provide a separate designated registration form link on the District's website for the public hearing that persons who wish to speak must complete. Individuals will be able to register beginning when the meeting agenda for

the public hearing is posted through 12:00 p.m. on the day of the meeting. RISD will not accept comment cards after 12:00pm on the posted meeting date.

- Persons who do not have access to a computer to complete the Public Comment form online may contact the Board Office at 469-593-0403 for assistance. The online form is required to be completed by no later than 12:00 pm on the day of the posted meeting.

Written Materials

- A speaker who wishes to provide written materials to the Board of Trustees must bring at least nine (9) copies of the materials to the Board meeting. A copy of the materials will be provided to the trustees before the speaker is called. The speaker may not distribute materials when he or she is called to speak.

Time

- Each speaker is limited to a total of three* minutes and a speaker may not use time of another speaker to extend his or her comment period. Note: A speaker who addresses the Board through a translator will have six* minutes to present comments to ensure that non-English speakers receive the same opportunity to address the Board.
- Staff will set a three*-minute digital timer for each speaker. The speaker shall end his or her comments when the timer expires. Any speaker who fails to stop speaking and yield the podium at the end of his or her allotted time is considered out of order and may be escorted from the podium and/or asked to leave the meeting.
(*Unless the comment period has been limited as provided herein.)

Single comment

- A speaker may complete one online Public Comment form for each meeting. A speaker who comments during a public hearing is not ineligible to speak during the regular public comment period.

Protocol for Speakers

- The Board Secretary will call the name of each speaker who has submitted a public comment card and state the topic(s) on which the individual has registered to speak.
- Each speaker should approach the podium when his or her name is called. An adjustable microphone is affixed to the podium in the Auditorium. The speaker should clearly state his or her name and the school or school(s) the speaker's children attend or have attended before beginning to comment.
- The Board will not engage in dialogue with a speaker. Specific factual information or reference to an existing policy may be furnished in response to inquiries or statements. The Board cannot deliberate or make a decision on any subject that is not on the Agenda.
- The public comment period is not the appropriate forum for presentation of formal complaints. RISD maintains a formal grievance policy to address complaints. The Board will only consider formal complaints that remain unresolved after they have been addressed through proper administrative channels and when they have been placed on the Agenda. Attacks of a personal nature against Board members, RISD staff, students, or other citizens by name or unique title will not be allowed or tolerated. Speakers who wish to make a complaint regarding an employee should comply with the appropriate complaint policy. (DGBA – Employee Complaints; FNG – Student/Parent Complaints; GF – Public Complaints). Complaint policies are available on the RISD website.
- Remarks or other conduct that disrupt the meeting are considered out of order and will not be allowed. Visitors and staff must listen quietly and respectfully during the public comment section whether they agree or disagree with a speaker's message. It is not appropriate for staff or visitors to clap, cheer, boo, display banners, or otherwise engage in disruptive conduct. Persons who disrupt the meeting will be cautioned to observe meeting rules. Persons who persist in disrupting the meeting may be removed from the meeting.

Consent for Online Publication

RISD may audio and video record its meetings. A person who chooses to speak during the Public Comment Section is consenting to the online audio/video publication of his or her comments.

Reasonable Accommodation and Translation

Persons desiring to make a public comment who need reasonable accommodations of a disability or who require a language translator should contact the Board office at 469-593-0403 in advance of the meeting to request assistance.

Approved: September 15, 2022



JUNTA DIRECTIVA DISTRITO ESCOLAR INDEPENDIENTE DE RICHARDSON

Procedimientos para los comentarios del público durante las reuniones de la Junta Directiva

La Junta Directiva del Distrito Escolar Independiente de Richardson da la bienvenida a los miembros del público a sus reuniones. El propósito de las reuniones es permitir a los miembros de la Junta conducir los negocios del Distrito. Aunque las reuniones de la Junta Directiva se celebran en público, no son reuniones públicas y el público no tiene derecho a participar, salvo lo dispuesto por la Junta. La Junta ofrece un foro abierto limitado en las reuniones a través de su Sección de Comentarios Públicos para proporcionar oportunidades a los miembros del público para transmitir información a la Junta.

La Junta Directiva adoptó los siguientes procedimientos relativos a los comentarios del público para facilitar el funcionamiento eficiente de las reuniones:

Sección de comentarios del público

- La Junta Directiva incluirá una sección de comentarios del público en el orden del día de cada reunión. La Junta celebra reuniones mensuales de trabajo todos los meses del año, excepto julio. Las reuniones de trabajo suelen celebrarse el primer jueves de cada mes. La Junta Directiva programa sesiones de trabajo para tratar temas de estudio o cuando surgen otras necesidades. La Junta se reserva el tercer jueves de cada mes para las sesiones de trabajo, pero también pueden programarse en cualquier otro momento cuando surja una necesidad. La Junta se reserva el derecho de programar o reprogramar las reuniones según sea necesario para satisfacer las necesidades operativas del Distrito. Se publica una agenda por escrito para cada reunión de la Junta Directiva al menos 72 horas antes de su realización. Si se autoriza una reunión de emergencia, se publicará una agenda al menos una hora antes de la fecha de la reunión.

La sección de comentarios del público para los temas relacionados con la agenda se incluirá normalmente en la agenda justo antes del primer punto de la misma. Cuando sea conveniente para una gestión eficaz de la reunión, la sección de comentarios relacionados con temas no incluidos en la agenda podrá incluirse después de otros puntos de acción e información. Un orador que intente abordar un tema no relacionado con la agenda durante cualquier período reservado para los temas relacionados con la agenda está incurriendo en un comportamiento perturbador. El orador deberá interrumpir sus comentarios cuando se le indique.

- Cuando sea necesario para la gestión eficaz de la reunión, para dar cabida a un gran número de personas que deseen dirigirse a la Junta en una reunión, o cuando sea aconsejable para adaptarse a circunstancias específicas, la Junta delega en el presidente la autoridad para hacer ajustes a estos procedimientos de comentarios del público. Dichos ajustes pueden incluir, sin limitación, la adaptación del momento en que se producirán los comentarios del público durante una reunión, la reordenación de los puntos del orden del día, el aplazamiento de los comentarios del público sobre los puntos no incluidos en el orden del día, la continuación de un punto del orden del día para una reunión posterior, la revisión temporal de los procedimientos de comentarios del público según sea necesario si una reunión se lleva a cabo a través de videoconferencia, la ampliación de las oportunidades para los comentarios del público, o el establecimiento de un límite de tiempo general para los comentarios del público y el ajuste del tiempo asignado a cada orador.

Temas de los oradores

- Reuniones ordinarias de trabajo. Los oradores podrán hacer comentarios sobre puntos específicos de la agenda, así como sobre asuntos que no figuren en la agenda (es decir, puntos no incluidos en la agenda), durante la sección de comentarios del público en las reuniones ordinarias de trabajo.
- Sesiones de trabajo u otras reuniones convocadas. Los oradores sólo pueden comentar puntos específicos de la agenda durante la sección de comentarios del público en las sesiones de trabajo y otras reuniones convocadas.
- Audiencias públicas. Cuando RISD notifica una audiencia pública, los oradores pueden completar un formulario de comentarios públicos en línea separado para la audiencia pública. Los oradores sólo pueden hacer comentarios sobre el tema específico anunciado para la audiencia pública. Todas las demás normas indicadas aquí se aplican a los comentarios durante una audiencia pública.

Formulario de comentarios públicos

- Las personas que deseen dirigirse a la Junta deben llenar un formulario de comentarios públicos en línea inscribiéndose en el enlace del formulario de registro designado en la página web del Distrito a partir del momento en que se publique la agenda de la reunión y hasta las 12:00 p.m. del día de la reunión. RISD no aceptará presentaciones después de las 12:00 p.m. de la fecha de la reunión publicada. Las personas que deseen hacer uso de la palabra deben completar el formulario de registro designado en su totalidad y estar presentes en la reunión para hacer sus propios comentarios durante el tiempo designado para los Comentarios Públicos para tener derecho a hablar. Cualquier orador registrado que se ausente de la reunión a la hora de los Comentarios Públicos perderá la oportunidad de dirigirse a la Junta en esa reunión.
- Además de la información de identificación, cada orador debe indicar el punto específico del orden del día sobre el que desea

comentar y/o identificar el tema no incluido en el orden del día de los comentarios.

- Si RISD avisa de la celebración de una audiencia pública, proporcionará un enlace a un formulario de registro designado por separado en el sitio web del Distrito para la audiencia pública que las personas que deseen intervenir deberán rellenar. Las personas podrán inscribirse a partir del momento en que se publique el orden del día de la audiencia pública hasta las 12:00 horas del día de la reunión. El RISD no aceptará tarjetas de comentarios después de las 12:00 p.m. de la fecha de la reunión anunciada.
- Las personas que no tengan acceso a una computadora para completar el formulario de comentarios públicos en línea pueden comunicarse con la Oficina de la Junta al 469-593-0403 para obtener ayuda. El formulario en línea debe completarse antes de las 12:00 p.m. del día de la reunión publicada.

Materiales escritos

Un orador que desee proporcionar materiales escritos a la Junta Directiva debe traer al menos nueve (9) copias de los materiales a la reunión de la Junta. Se proporcionará una copia de los materiales a los miembros de la Junta antes de que el orador sea convocado. El orador no podrá distribuir materiales cuando sea llamado a hablar.

Tiempo

- Cada orador está limitado a un total de tres* minutos y un orador no puede utilizar el tiempo de otro orador para extender su período de comentarios. Nota: Un orador que se dirija a la Junta a través de un traductor dispondrá de seis* minutos para presentar sus comentarios a fin de garantizar que las personas que no hablan inglés tengan la misma oportunidad de dirigirse a la Junta.

- El personal pondrá un reloj digital de tres* minutos para cada orador. El orador terminará sus comentarios cuando el tiempo expire. Cualquier orador que no deje de hablar y ceda el podio al final de su tiempo asignado se considerará fuera de lugar y podrá ser escoltado del podio y/o se le pedirá que abandone la reunión.

(*A menos que el período de comentarios se haya limitado según lo dispuesto en el presente documento).

Un solo comentario

Un orador puede completar un formulario de comentarios públicos en línea para cada reunión. Un orador que comente durante una audiencia pública no podrá intervenir durante el periodo de comentarios públicos regular.

Protocolo para los oradores

- La secretaria de la Junta llamará por su nombre a cada orador que haya presentado una tarjeta de comentarios públicos e indicará el tema o temas sobre los que se ha inscrito para hablar.
- Cada orador deberá acercarse al podio cuando se diga su nombre. En el podio del Auditorio hay un micrófono ajustable. El orador debe decir claramente su nombre y la escuela o escuelas a las que asisten o han asistido sus hijos/as antes de comenzar a comentar.
- La Junta no entablará un diálogo con el orador. En respuesta a las preguntas o declaraciones, se puede proporcionar información específica sobre los hechos o hacer referencia a una política existente. La Junta no puede deliberar ni tomar una decisión sobre ningún tema que no figure en la agenda.
- El período de comentarios públicos no es el foro apropiado para la presentación de quejas formales. El RISD mantiene una política de quejas formales para atenderlas. La Junta sólo considerará las quejas formales que queden sin resolver después de que se hayan abordado a través de los canales administrativos adecuados y cuando se hayan incluido en el orden del día. No se permitirán ni tolerarán los ataques de carácter personal contra los miembros de la Junta, el personal de RISD, los estudiantes u otros ciudadanos por su nombre o título. Los oradores que deseen presentar una queja sobre un empleado deberán cumplir con la política de quejas correspondiente. (DGBA - Quejas de empleados; FNG - Quejas de estudiantes/padres; GF - Quejas del público). Las políticas de quejas están disponibles en la página web de RISD.
- Los comentarios u otras conductas que perturben la reunión se consideran fuera de lugar y no se permitirán. Los visitantes y el personal deben escuchar en silencio y con respeto durante la sección de comentarios del público, tanto si están de acuerdo como si no lo están con el mensaje del orador. No es apropiado que el personal o los visitantes aplaudan, chiflen, abucheen, muestren pancartas o adopten cualquier otra conducta perturbadora. Las personas que perturben la reunión serán amonestadas para que respeten las normas de la misma. Las personas que persistan en perturbar la reunión podrán ser expulsadas de la misma.

Consentimiento para la publicación en línea

RISD puede grabar sus reuniones en audio y vídeo. Una persona que elija hablar durante la Sección de Comentarios Públicos está consintiendo la publicación en línea de sus comentarios en audio y vídeo.

Acomodación razonable e interpretación

Las personas que deseen hacer un comentario público y que necesiten adaptaciones razonables de una discapacidad o que requieran un traductor de idiomas deben ponerse en contacto con la oficina de la Junta al 469-593-0403 antes de la reunión para solicitar asistencia.

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: March 6, 2025

Department: Board of Trustees Office

Submitted by: Viri Gutierrez, Administrative Manager - Board Relations

ACTION ITEM

TOPIC: Minutes of February 6, February 17, and February 20, 2025 Board Meetings

BACKGROUND INFORMATION

Minutes recorded on above date(s).

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board of Trustees approve the minutes of the 2025 meeting(s) listed above.

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Board of Trustees
February 20, 2025

The Board of Trustees of the Richardson Independent School District met in a Regular Meeting at 6:03 P.M. in the Administration Building, 400 South Greenville Avenue, Richardson, Texas with the following present: Mr. Chris Poteet, President; Mr. Eric Eager, Vice President; Ms. Rachel McGowan, Secretary; Ms. Regina Harris, Mrs. Debbie Rentería, and Mrs. Megan Timme. As well as Mrs. Tabitha Branum, Superintendent; Mr. Mike Jasso, Chief of Staff; Ms. Leticia McGowan, General Counsel; Dr. Chris Goodson, Assistant Superintendent of Human Resources; Dr. Kristin Leeper, Assistant Superintendent of Teaching and Learning; Dr. Melissa Heller, Assistant Superintendent of Strategy and Engagement; Mr. Henry Hall, Assistant Superintendent of Technology; Mrs. Sandra Hayes, Assistant Superintendent of Operations; Mr. David Pate, Assistant Superintendent of Finance and Support Services and Dr. Matthew Gibbins, Assistant Superintendent of Administrative Services.

Present

None

Absent

Mr. Chris Poteet, welcomed Miriam Andres, Aby Carcamo, Abby Gonzalez and Alexa Huerta, AVID students from Parkhill Junior High to help lead the pledges of allegiance.

Pledges of Allegiance

Dr. Melissa Heller presented the recognitions listed below.

Recognitions

The Board recognized the following:

Partner Recognitions

- City of Richardson 2024 Community Revitalization Award - PHS Renovations

District Recognition

- Association for Learning Environments (A4LE)- North Texas Impact Awards
- Texas Rising Star - Xplore Campuses:
 - Audelia Creek Elementary
 - Northrich Elementary
 - Dartmouth Elementary
 - O. Henry Elementary
 - Forestridge Elementary
 - Richardson Heights Elementary
 - Mark Twain Elementary
 - Richardson Terrace Elementary
 - MST Magnet Elementary
 - Stults Road Elementary
 - Northlake Elementary
 - Wallace Elementary

Staff Recognitions

- Shelly Kraal, LITE, Northrich Elementary - National Board Certification
- Lisa Meyer, 1st Grade Teacher, Carolyn Bukhair Elementary - National Board Certification
- RISD Campus Teacher of The Year:
 - Apollo Junior High School - Justine Beem
 - Audelia Creek Elementary - Marcela Pounce
 - Big Springs Elementary - Alyson Moore
 - Dartmouth Elementary - Donna Graham
 - Forestridge Elementary - Julie Teffera
 - Jess Harben Elementary - Leslee Gonzales
 - L.V. Berkner High School and STEM Academy - Diana Larsen
 - Liberty Junior High School - Brittany Owens
 - Mark Twain Elementary - Christine Cox
 - O. Henry Elementary - Kristina Shugarman
 - Richardson Terrace Elementary - Hannah Hogg
 - Richland Elementary - Dylan Kirk
 - Yale Elementary - Rose Henke
 - Aikin Elementary - Norleesa Hockless
 - Forest Lane Academy - Emily Pupo
 - Forest Meadow Middle School - Lenora Fornadel
 - Lake Highlands Elementary - Melissa Ruffino

- Lake Highlands High School - Mary Medders
- Lake Highlands Middle School - Kelly To
- Merriman Park Elementary - Pamela Truscott
- Moss Haven Elementary - Gabrielle Taylor
- Northlake Elementary - Jaime (Kimo) Aleman
- Skyview Elementary - Lauren Compean
- Stults Road Elementary - Yonique Morrison-Player
- Wallace Elementary - Rebecca Thompson Cole
- White Rock Elementary - Holly Baxter
- Bowie Elementary - Cayce Neill
- Brentfield Elementary - Anna Temple
- Canyon Creek Elementary - Jessica Latham
- Carolyn Bukhair Elementary - Clelia Pena
- J.J. Pearce High School - Candace Carollo
- Memorial Park Academy - Jared Clem
- Mohawk Elementary - Melanie Hancock
- Northrich Elementary - Tania Hernandez
- Parkhill Junior High School - Amarissa Raley
- Prairie Creek Elementary - Anne Gallo
- Prestonwood Elementary - Heidi Rodriguez
- Richardson North Junior High School - Katherine McCoy
- RISD Academy - Faith Riedesel
- Thurgood Marshall Student Success Academy - Andrew Oldenburg
- Arapaho Classical Magnet - Lindsay Hajok
- Dobie Pre-K School - Aspen Hattley
- Dover Elementary - Jennifer Baker
- Hamilton Park Pacesetter Magnet - Shadi Abdulkhalek
- Math Science Technology Magnet - Ashleigh Edney
- Northwood Hills Elementary - Anne Tracy
- Richardson Heights Elementary - Reagan Fuller
- Richardson High School - Katherine Dodgen
- Richardson West Junior High School - Corbin Quisenberry
- Spring Creek Elementary - Jana Fulbright
- Westwood Junior High School - Satako Neese

Student Recognitions

- National Merit Finalists:
 - Andrew Ballard - Berkner High School
 - Connor Reed - Lake Highlands High School
 - Samuel Craig - Pearce High School
 - Justin Kesler - Pearce High School
 - Connor Maul - Pearce High School
 - Saadiq Akhtar - Richardson High School
 - Ada Barton - Richardson High School
 - Benjamin Le - Richardson High School
- U.S Presidential Scholar Candidates:
 - Liliana Myers - Richardson High School
 - Max Rudelman - Pearce High School
- Regional AcDec Winners - Lake Highlands High School
 - Elaina Hammond
 - Molly Hickey
 - Charlie Jeffus
 - Connor Reed
- THSCA -
 - Mark Cantrell, Senior, PHS

Be The One Award

- Josh Brown - Senior, Lake Highlands High School

- None

Public Hearing
Comments

Dr. Gina Ortiz, Senior Executive Director of Accountability and Continuous Improvement, presented an update on the 2023-2024 Annual performance Report.
 A motion was made by Eric Eager and seconded by Debbie Rentería to approve the resolution, whereas, each local educational agency (LEA) shall publish an annual report describing the educational performance of the district and of each campus in the district as provided under Section 39.306 of the Texas Education Code; and whereas,, the Board of Trustees shall hold a hearing for public discussion of the report; and whereas, after the hearing, the report shall be widely disseminated within the district; and whereas, the Board of Trustees' goals clearly articulate high academic expectations and opportunities for student engagement, delivery of a profound curriculum designed to extend the learning of all students, high performing, student-focused teachers, and effective District operations with information about these goals included in this report; therefore, be it resolved that the Board of Trustees of the Richardson Independent School District approves the 2023-2024 Richardson Independent School District Annual Performance Report.
 Mr. Poteet announced that the Hearing was closed at 6:51 P.M.
 The motion passed 7-0.

No. 9019
 Public Hearing -
 2023-2024 Annual
 Performance Rate

Chris Poteet, Eric Eager, Rachel McGowan, Regina Harris, Debbie Rentería, Vanessa Pacheco, Megan Timme
 None

Yeas
 Nays

None

Public Comments

A motion was made by Regina Harris and seconded by Vanessa Pacheco to approve the consent agenda as follows:

No. 9020
 Consent Agenda

- Minutes of January 16, 2025 Meeting
- Human Resources Report
- Recommended Specified Bids, Contracts, and Cumulative Purchases:
 - Action/Information Item*
 - Part A: New Bids - For Approval*
 - Miscellaneous Consultant Services*
 - Commodity Discount Providers*
 - Part B: Bid Renewals - For Approval*
 - None*
 - Part C: Contract Information (Greater than \$100,000) - For Approval Purchases, Contracts, Contract Modifications & Change*
 - CDW-G - Email Filter Software 3 years (TIPS 230105)*
 - CORE - ABC 410 PD Reception Renovation (the Equalis Group - R10-1166B)*
 - Delcom Group Technologies - Installation of Interactive Flat Panels at BSE (TIPS 230901AV)*
 - Defined Learning - Career Connected PBL for K-12 (RISD #21-121)*
 - Rush Truck Centers of Texas, LP - 2025 F-650 Gas SuperCab Truck (BuyBoard 723-23)*
 - Part D: Interlocal Agreements, MOU's, Cooperative Agreements and Interlocals - For Approval*
 - Interlocal Agreements:*
 - City of Euless - Purchasing Departments*
 - The Colony Fire Department - Health Occupation Curricula through February 1, 2027*
 - Memorandums of Understanding:*
 - The Health and Human Services Commission - Abstinence Education Program ending September 30, 2026 with (3) one-year term renewal options*
 - Cooperative Agreements:*
 - SHI Government Solutions - per TIPS # 230105 (Technology Solutions, Products, and Services) through May 31, 2028*
 - CI Solutions per TIPS 241102 (Photo I.D. Systems) through January 31, 2028*
 - Bedford Freeman & Worth Publishing Group- per Allied States Region 19 24-7474 (Consulting, Instructional and Training Resources) through December 31, 2025*
 - Infinity Sound per TIPS 230901 (Audio Visual Equipment, Supplies and Services) through November 30, 2026*
 - NHC Corporation per TIPS 240501 (MRO Supplies, Equipment, Tool Rental, Sales and Services) through July 31, 2029*

Lynk Automation LLC per TIPS 240303 (Telephone Communications Data Systems and Solutions) through May 31, 2027
 Wholesale Electric Supply Co. Inc. per TIPS (MRO Maintenance, Repair and Operations of Facilities and Grounds) through July 31, 2029
 Avalon Motor Coaches LLC per EPCNT Dallas ISD RV-206900 (Charter Buses) through October 27, 2025
 Trimark USA, LLC per Sourcewell 063022 (Food Service Equipment, Smallwares, Supplies) through August 3, 2026
 Palco Specialties Inc per BuyBoard 752-24 (Stage/Theater Curtains, Lighting, Sound Systems, & Supplies) through November 30, 2027
 Heather Lyn Towell per EPCNT Irving ISD 24-42-884 (Special Education Professional Services) through July 17, 2028

Other:

County of Dallas - Joint May 3, 2025 election cost with Dallas County Elections office

Part E: Contracts, Contract Modifications & Change Orders: Less than \$100,000 (Information Only)

PowerSchool - Naviance Alumni Tracker License and Subscription Fees (TIPS 210101) May 31, 2024 - May 30, 2025

SHC Services dba Supplemental Health Care on behalf of Margaret McNeil to provide remote support to Richardson ISDs Evaluation staff by performing tasks including but not limited to education assessment, report writing, and attendance in ARD meetings through June 4, 2025.

PowerSchool - Remote Consulting (RISD #1618A) December 1, 2024 - November 30, 2025

Part F: Cumulative Purchases - Information Only

Cumulative Purchases from Qualified Vendors:

Buy Board - Texas Association of School Boards

CPGPC - Choice Partners

CTPA

DIR - State of Texas Department of Information Resources

ESC - Educational Service Center

EPCNT - Education Purchasing Cooperative of North Texas

EQUALIS

MRPC

OMNIA Partners - TCPN/IPA/US Communities

PPPCP - Prospering Pals

SOURCEWELL - Sourcewell (previously NJPA)

TIPS - The Interlocal Purchasing System

TPASS - Texas Procurement and Support Services Action/Information Item

- TEA Principal Residency Grant Cycle 7
- Schedule of Upcoming Bids
- Bond Expenditure Reports
- Monthly Financial Statements
- Authorization to Negotiate & Enter into Presented Contracts
- Quarterly Investment Report
- Adoption of (LOCAL) Board Policies:
 - FDA - Admissions: Inter-district Transfers
 - DK - Assignments and Schedules
 - DFFA - Reduction in Force: Financial Exigency
 - DFFB - Reduction in Force: Program Change

The motion passed 7-0

Chris Poteet, Eric Eager, Rachel McGowan, Regina Harris, Debbie Rentería, Vanessa Pacheco,	Yeas
Megan Timme	
None	Nays

Liz Morse, Chief Government Relations & Civic Engagement Officer, presented an update on the current legislative session. Mrs. Morse presented the following information: Legislative Update

- Bills that have been introduced and timelines of the hearings
- Importance of contacting representatives
- Importance of Title 1 Funds for schools

The board thanked Mrs. Morse for bringing an update on current legislative issues.

Mr. David Pate, Assistant Superintendent of Finance and Support Services, presented the following gifts of \$5,000 or more:

No. 9021
Gifts

- Bowie Elementary PTA donated \$9,505.72 to Bowie Elementary to pay for field trips, PTA event security.
- Lake Highlands Elementary PTA donated \$8,708.00 to Lake Highlands Elementary for a tutor.

A motion was made by Megan Timme and seconded by Rachel McGowan to approve the resolution, whereas, the Board of Trustees has considered the gifts of \$5,000 or more as listed and whereas, the Board recognizes that monetary gifts to the District will require an adjustment to the overall adopted budget; and whereas, ensuring timely and accurate financial record keeping supports the Board's Strategic Objectives and Strategies; therefore, be it resolved, that the Board of Trustees of the Richardson Independent School District accepts the gifts of \$5,000 or more as listed and approves amending the District's overall budget to reflect receipt of the monetary gifts.

The motion passed 7-0.

Chris Poteet, Eric Eager, Rachel McGowan, Regina Harris, Debbie Rentería, Vanessa Pacheco, Megan Timme
None

Yeas
Nays

Dr. Gina Ortiz, Senior Executive Director of Accountability and Continuous Improvement, provided a presentation on the performance of the middle of the year MAP report. Information presented include the following information:

Middle of Year
MAP Update

- RIT Scale measures growth over time, and allows track of personal student progress
- Winter 2024 to 2025 data shows students are meeting national growth norms
- MAP results demonstrate district growth of over 50% in reading and math
- Students are on target to meet goals for 24-25 school year
- Next steps include creating individual growth plans for each student

The board thanked Dr. Ortiz for providing an update on the performance of the middle of the year MAP data.

At 7:46 P.M. Mr. Poteet announced that the Board would take a ten-minute break.

Break

Mr. Joe Miniscalco, Chief Executive Director of Student Services, presented an update to the board on the inter-district transfer guidelines. Implementation was one of the recommendations from the Community Budget Steering Committee. Some benefits of limited inter-district transfers include financial gains and maximizing facility capacity. RISD families would be prioritized, and transfer students would be accepted into campuses with available space. Guidelines for inter-district transfer students would include standards on academic, attendance, discipline and other areas of review. Safeguards such as implementation options and monitoring enrollment would be included to protect the neighborhood model. The board followed with questions and comments and thanked Mr. Miniscalco for the information presented.

Inter-District
Transfer
Guidelines Update

Mr. David Pate, Assistant Superintendent of Finance and Support Services, presented an update on the budget for 2025 -2026. Information presented included:

2025 -2026
Budget Discussion

- Differences between structural deficit and cyclical deficit
- Information that included peer district comparative financial data
- 2025-2026 Budget and ways that it can impact staffing models
- Continued work on rightsizing budget, while limiting implications on students and staff

The board thanked Mr. Pate and Mrs. Allison Davenport, Executive Director of Financial Services, for providing an update on the budget for 2025-2026.

At 9:05 P.M., Mr. Poteet announced that the Board would take a break and reconvene into a Closed Session in accordance with Sections 551.071 - Consultation with Attorney, Section 551.074 - Personnel Matters and Duties of Public Officer.

Closed Session

At 10:33 P.M., The Board reconvened into open session having taken no action in closed session.

Reconvene

Mr. Poteet adjourned the meeting at 10:33 P.M. on February 20, 2025.

Adjournment

Approved as submitted on March 6, 2025.

Rachel McGowan, Secretary

Chris Poteet, President

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: March 6, 2025

Submitted by: Christopher B. Goodson, Ed.D.
Assistant Superintendent, Human Resources

ACTION ITEM

TOPIC: Human Resources Report

BACKGROUND INFORMATION

Listed on the following pages is the Human Resources Report. Part A of this report includes the appointments of professional personnel. The Assistant Superintendent of Human Resources has reviewed this report and recommends that the Board employ the individuals listed to work in the Richardson Schools during the 2024-2025 school year under the salary schedule adopted by the Board, subject to assignment and reassignment as determined by the Superintendent.

Also submitted for your information in Part B of the Human Resources Report, are appointments of paraprofessionals and classified employees, and separations of professional, paraprofessional, and classified personnel.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board of Trustees approve Part A of the Human Resources Report, dated March 6, 2025.

RESOLUTION

WHEREAS, the Board of Trustees has approved the appropriate budgets and staffing allocations for the Richardson Independent School District and the following recommendations fall within those guidelines; and

WHEREAS, the appointment of highly qualified, student-focused staff supports the Board's vision, values, goals, and mission;

THEREFORE, BE IT RESOLVED that the Board of Trustees of the Richardson Independent School District approves Part A of the Human Resources Report for March 6, 2025.

PART A: Proposed Personnel Actions Submitted for Board of Trustees' Approval

APPOINTMENTS OF PROFESSIONAL PERSONNEL:

ELEMENTARY

NAME	ASSIGNMENT	START DATE	ORGANIZATION
SNYDER, LYNETTE	ASSISTANT PRINCIPAL	02/14/2025	SKYVIEW ELEMENTARY
TORRES, VIVIAN	TEACHER	02/04/2025	AIKIN ELEMENTARY

SECONDARY

NAME	ASSIGNMENT	START DATE	ORGANIZATION
BARREE, MONTEL	TEACHER	02/05/2025	LAKE HIGHLANDS HIGH SCHOOL
GILSON, CHRISTOPHER	TEACHER	02/13/2025	LIBERTY JUNIOR HIGH
HOLMES, SYDNEY	TEACHER	02/03/2025	FOREST MEADOW MID SCHOOL
PALMER, KAITLYN	TEACHER	02/17/2025	LAKE HIGHLANDS MID SCHOOL

CENTRAL PROFESSIONAL

NAME	ASSIGNMENT	START DATE	ORGANIZATION
None			

ADMINISTRATIVE PROFESSIONAL

NAME	ASSIGNMENT	START DATE	ORGANIZATION
None			

PART B: Personnel Actions Submitted for Board of Trustees' Information

APPOINTMENTS of Paraprofessional and Classified Personnel:

PARAPROFESSIONAL	DATE	POSITION	LOCATION
DAVIS, STARR	02/03/2025	AIDE I	SKYVIEW ELEMENTARY
WATTS, CHAKAYLA	02/18/2025	AIDE I	NEWCOMER CENTER DAYCARE
SMITH, KATHY	02/24/2025	EXEC ASSISTANT I	MEMORIAL PARK ACADEMY
BELL, MARCUS	02/03/2025	SPED AIDE	MOSS HAVEN ELEMENTARY
JUNKINS, SARAH	02/04/2025	SPED AIDE	AUDELIA CREEK ELEMENTARY
JACKSON, KHEIVAN	02/05/2025	SPED AIDE	BIG SPRINGS ELEMENTARY
MOORE, RACHEL	02/05/2025	SPED AIDE	RICHLAND ELEMENTARY
GARCIA DIEGO, ROSA	02/03/2025	STUDENT DATA SPEC	C MCAULIFFE LEARNING CTR
CLASSIFIED	DATE	POSITION	LOCATION
BARENJA, SANIA	02/13/2025	BUS MONITOR	TRANSPORTATION
BARROSO MUNOZ, RICHARD	02/12/2025	CUSTODIAL I	NORTHWOOD HILLS ELEMENTARY
JIMENEZ PI, MARIA	01/06/2025	CUSTODIAL I	LAKE HIGHLANDS HIGH SCHOOL
JOHNSON, PAUL	02/05/2025	BUS MONITOR	TRANSPORTATION
KOBYZKA, MARHARYTA	02/25/2025	CHILD NUTRITIONIST	SKYVIEW ELEMENTARY
LEMUS, XIOMARA	02/03/2025	CUSTODIAL I	RICHARDSON TERRACE ELEM
OKUBASLASIE, FTHAWIT	02/10/2025	CHILD NUTRITIONIST	RICHARDSON HIGH SCHOOL
ORTIZ GRANADOS, MARIA	02/18/2025	CHILD NUTRITIONIST	LAKE HIGHLANDS HIGH SCHOOL
PUPO RAMOS, YOANSY	02/12/2025	CUSTODIAL I	RICHARDSON HIGH SCHOOL
ROSARIO MEDINA, JANSELY	02/13/2025	CUSTODIAL I	CUSTODIAL SERVICES
TELLEZ VILCHIS, MARIA	02/03/2025	CHILD NUTRITIONIST	RICHARDSON HIGH SCHOOL

PART B: Personnel Actions Submitted for Board of Trustees' Information

SEPARATIONS OF PERSONNEL:

PROFESSIONAL/ CLASSIFIED/PARA- PROFESSIONAL	NAME	ASSIGNMENT/ SUBJECT/GRADE	LOCATION	DATE EFFECTIVE	RISD TENURE
PROFESSIONAL SECONDARY	BHATT, SYLVIA	TEACHER	BERKNER HIGH SCHOOL	02/24/2025	2
PROFESSIONAL ADMINISTRATION	BODY, RANDALL	DIAGNOSTICIAN	SPECIAL STUDENT SERVICES	02/05/2025	1
PROFESSIONAL SECONDARY	BROOKS, DANA	TEACHER	LAKE HIGHLANDS HIGH SCHOOL	02/11/2025	6
PROFESSIONAL SECONDARY	CALDER, BRYCE	TEACHER	RICHARDSON HIGH SCHOOL	02/25/2025	1
PROFESSIONAL ELEMENTARY	CATALINA, SHANNON	TEACHER	DARTMOUTH ELEMENTARY	02/03/2025	19
CLASSIFIED	FARMER, JALISSA	BUS DRIVER	TRANSPORTATION	02/20/2025	1
CLASSIFIED	FOUNTAIN, MONICA	CHILD NUTRITION ASST MGR	STULTS ROAD ELEMENTARY	02/11/2025	7
PROFESSIONAL ELEMENTARY	GILBERT, ROSIE	TEACHER	AUDELIA CREEK ELEMENTARY	02/07/2025	1
PARAPROFESSIONAL	GONZAGA, ARACELI	STUDENT DATA SPEC	DOBIE PRE KINDERGARTEN SCH	02/13/2025	4
PARAPROFESSIONAL	HODGES, MICHELLE	ADMIN SPECIALIST III	PURCHASING	02/27/2025	17
PARAPROFESSIONAL	JUNKINS, SARAH	SPED AIDE	AUDELIA CREEK ELEMENTARY	02/28/2025	0
CLASSIFIED	KELLY, AZARIA	BUS DRIVER	TRANSPORTATION	02/21/2025	0
PARAPROFESSIONAL	LOPEZ, ROXANNE	SPED AIDE	BERKNER HIGH SCHOOL	02/07/2025	5
PROFESSIONAL ELEMENTARY	MAHNICH, ZAHARAH	ASSOCIATE TEACHER	NORTHRICH ELEMENTARY	02/21/2025	0
PARAPROFESSIONAL	MARSH, CASSIE	SPED AIDE	MOSS HAVEN ELEMENTARY	02/21/2025	0
PROFESSIONAL ADMINISTRATION	NELSON, TOMMY	PROG SPEC II	STUDENT SERVICES	02/03/2025	4
CLASSIFIED	PECH, SAROEUN	CUSTODIAL I	RICHARDSON HIGH SCHOOL	02/18/2025	7
CLASSIFIED	PEREZ, DANIEL	CHILD NUTRITIONIST	JJ PEARCE HIGH SCHOOL	02/14/2025	0
CLASSIFIED	PUPO RAMOS, YOANSY	CUSTODIAL I	RICHARDSON HIGH SCHOOL	02/14/2025	0
PROFESSIONAL ELEMENTARY	RING, COURTNEY	TEACHER	RICHLAND ELEMENTARY	02/19/2025	3
CLASSIFIED	SHIN, LUCI	BOND PROJECT MGR	FACILITY SERVICES	01/17/2025	3
CLASSIFIED	TALTON, MARJORIE	BUS DRIVER	TRANSPORTATION	01/31/2025	0
CLASSIFIED	WELDESLASE, TRHAS	CHILD NUTRITIONIST	BERKNER HIGH SCHOOL	02/07/2025	0
PARAPROFESSIONAL	WILLIAMS, JASMINE	SPED AIDE	RICHLAND ELEMENTARY	02/10/2025	0
PROFESSIONAL ADMINISTRATION	WILLIAMS, MICHELLE	NURSE	HEALTH SERVICES	02/21/2025	0

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: **March 6, 2025**

Submitted by: David Pate, Assistant Superintendent of Finance & Support Services

INFORMATION AND ACTION ITEM

TOPIC: **Specified Best Value/Low Bids, Contracts, and Cumulative Purchases**

BACKGROUND INFORMATION:

Bids for the items listed in Part A on the attached sheets were advertised and received for opening in the RISD Purchasing Department. The bid(s) listed under Part A are recommended for acceptance as the lowest responsive bid(s) or other qualifying bid that meets specifications and provides the best value to the District. If the lowest responsive bid does not fall within the budgeted amount for the item, supportive justification and information has been requested and may be made available.

Bids listed in Part B reflect vendors recommended for renewal of an existing bid that was originally approved as providing the best value/lowest responsive bid for the district.

Part C sets out purchases, contracts, contract modifications, and any contract change orders recommended for approval. The amount of items listed in Part C exceeds \$100,000. Purchases and contract(s) for the goods and services reflected under Part C have been reviewed and negotiated, where appropriate. Each contract is within the budgeted amount for the item, category, or service. As indicated, certain purchases and contracts have been renegotiated, modified, or otherwise changed. Any such changes recommended are within budgeted amounts.

Part D reflects Interlocal Agreements or other Memorandums of Understanding that address agreements and understandings between other local governmental entities or certain nonprofit organizations. These items are recommended for the Board's approval.

Part E is provided for the Board's information. The items reflected in this section involve contract amounts of less than \$100,000. Board policy CH (Local) delegates purchasing authority to the Superintendent for expenditure of budgeted amounts for goods and services under \$100,000.

Part F is provided for the Board's information. This section provides information about cumulative purchases from state-approved vendors under contracts or buying

cooperative agreements that the Board already has approved. All such purchases have been made through established District procedures to ensure that the purchase provided the best buy at the lowest available price.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board approve the items recommended under Parts A, B, C, and D. The items in Parts E and F are provided for the Board's information.

PROPOSED RESOLUTION

Whereas, in compliance with state purchasing and procurement requirements and other applicable law, the RISD Purchasing Department, in collaboration with the end-user departments, has solicited, received, opened, and considered responsive bids for contracts to procure various goods and services required for District operations and has made recommendations for the acceptance and approval of bids and contracts that provide the best value to the District; and

WHEREAS, the district has collaborated with other local government entities to develop Interlocal Agreements and Memoranda of Understanding to obtain goods or share services; and

WHEREAS, the District has made cumulative purchases from previously qualified vendors in accordance with applicable procedures for services and has entered into contracts for goods and services within the Superintendent's delegated purchasing authority; and

WHEREAS, effective management of the District's purchasing and acquisition processes supports the Board's strategic objectives and strategies; now

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District accepts, and/or approves the recommended bids, contracts, and Interlocal Agreements and Memoranda of Understanding set out in Parts A, B, C, and D on the attached pages.

Board Agenda March 6, 2025

PART A - New Bids -- For Approval

Bid Number	Description	Recommended Vendor	Amount	Budgeted Amount	Number of Responses	Number Of No Bid Responses	Bids Sought
24-300	Miscellaneous Consultant Services	Group Dynamix - Prof Staff Development Elizabeth A. Swaner - Data Consultant Marie A. Czapinski - Fine Arts Consultant			3		
24-326	Commodity Discount Providers	Glowforge Lawton Reprographic Centers Inc Uniform World, Inc. The Bach Company Sterling Services, Inc.			5		

PART B - Bid Renewals -- For Approval

Bid Number	Description	Recommended Vendor	Amount	Budgeted Amount	Number of Responses	Number Of No Bid Responses	Bids Sought
23-235	Annual Audit Services	Weaver and Tidwell LLP					

PART C - Purchase and Contract Information (Greater than \$100,000) -- For Approval
Purchases, Contracts, Contract Modifications & Change Orders:

RollKall Technologies, LLC - Third Party Staffing (Security Services per RISD #22-199)	\$	200,000.00
Delcom Technologies - Installation of Interactive Flat Panels at PWE (TIPS 240101AV)	\$	197,025.84
LD Systems - 2025 Graduation Stage and AV setup (RISD # 22-164)	\$	181,053.00

PART D - Interlocals, MOU's, Cooperative Agreements and Other -- For Approval
--

Interlocals

Region 10 - Academics Outdoors and Camp Wisdom for Skyview Elem on May 1, 2025	\$	1,540.00
Region 10 - Academics Outdoors and Camp Wisdom for Skyview Elem on May 2, 2025	\$	1,610.00
Charles W. Eisemann Center - Art Exhibition Agreement January 27, 2025 - February 24, 2025		

Memorandum of Understanding

None

Cooperative Agreements

Not to Exceed

Yondr per CTPA Conroe ISD # 22-01-07 (Instructional Supplies & Materials for the Classroom: Books, Workbooks, Software, Site Licenses, Subscriptions, Supplies) thru July 31, 2027	\$	350,000.00
Riverside Technologies - per TIPS 220105 (Technology Solutions, Products, and Services) thru May 31, 2027	\$	100,000.00
Allison Enterprises, Inc. dba Kleen-Air Filter Services & Sales - per BuyBoard 756-24 (Building Materials, Repair and Operations (MRO) Products and Supplies) through November 30, 2025	\$	50,000.00

Other

None

PART E - Contracts, Contract Modifications & Change Orders:	Amount
Less than \$100,000 (Information Only)	
K12 Insight - Let's Talk subscription 4/1/2025 - 3/31/2026 (Omnia Partners #R220301)	\$ 99,500.00
SHC Services dba Supplemental Health Care on behalf of Matrika Soweel-Howe - to provide support to RISD Evaluations staff including but not limited to educational assessment, report writing, and attendance of ARD meetings through June 4, 2025.	\$ 53,700.00
Bilingual Speech Services - on behalf of Megan Pitcock for Educational Consultant Services through May 30, 2025.	\$ 35,040.00
Soliant Health LLC - on behalf of Onyekachi Joy Abanum to fulfill all paraprofessional responsibilities for the position assigned to, on days that school is in session, including but no limited to: providing instructional and behavior supports, assisting with student's personal care needs, and participating in campus team meeting and staff development through May 23, 2025.	\$ 30,000.00
H1_K9 dba (Joshua Ellis) - Master handler and master trainer. Canine and firearm detection August 1, 2024 - May 30, 2025	\$ 20,000.00
Elizabeth Swaner - CTE & CCMR data analyst through June 30, 2025 (RISD # 24-300)	\$ 10,000.00

PART F - Cumulative Purchases -- Information Only	
Cumulative Purchases from Qualified Vendors:	
Allied States (Region 19)	\$ 3,937.00
BUY BOARD - Texas Association of School Boards	\$ 100,244.93
CPGPC - Choice Partners	\$ 111,382.33
DIR - State of Texas Department of Information Resources	\$ 109,231.18
EPCNT - Education Purchasing Cooperative of North Texas	\$ 33,212.16
Equalis	\$ 8,309.16
MRPC	\$ 1,447.39
OMNIA Partners - TCPN/IPA/US Communities	\$ 133,035.65
PPPCP - Prospering Pals	\$ 5,269.85
SOURCEWELL - Sourcewell (previously NJPA)	\$ 44,231.51
TIPS - The Interlocal Purchasing System	\$ 311,282.97
TPASS - Texas Procurement and Support Services	\$ 250.00
TOTAL:	\$ 861,834.13

Cumulative Purchases from Qualified Vendors:	Amount
Allied States (Region 19)	\$ 3,937.00
BUY BOARD - Texas Association of School Boards	\$ 100,244.93
CPGPC - Choice Partners	\$ 111,382.33
DIR - State of Texas Department of Information Resources	\$ 109,231.18
EPCNT - Education Purchasing Cooperative of North Texas	\$ 33,212.16
Equalis	\$ 8,309.16
MRPC	\$ 1,447.39
OMNIA Partners - TCPN/IPA/US Communities	\$ 133,035.65
PPPCP - Prospering Pals	\$ 5,269.85
SOURCEWELL - Sourcewell (previously NJPA)	\$ 44,231.51
TIPS - The Interlocal Purchasing System	\$ 311,282.97
TPASS - Texas Procurement and Support Services	\$ 250.00
TOTAL:	\$ 861,834.13

BOARD AGENDA - March 6, 2025
RECOMMENDED SPECIFIED BID COMMENTS

Bid #	Description	Comments
24-300	Miscellaneous Consultant Services	This RFP (unsealed) establishes a roster of vendors to be used for consulting contracts. Vendors will be added as responses are submitted to the district and approved for district use. Contracts will be reported as needed per the BOT reporting guidelines. The term for this roster of vendors ends 8/31/2029.
24-306	Commodity Discount Providers	This RFP (unsealed) establishes a roster of vendors to be used for various district commodities. Vendors will be added as responses are submitted to the district and approved for district use. The term end date for these vendors will be assigned per commodity.

Bid Renewals:

Bid #	Description	Comments
23-235	Annual Audit Services	RISD awarded this bid on April 13, 2023 for one (1) year. The vendor and RISD agree to renew this agreement for one (1) year. This is the second of (4) four renewal options. This award includes the facilitation of the FY25 financial audit.

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: March 6, 2025

Submitted by: David Pate, Assistant Superintendent of Finance & Support Services

INFORMATION ITEM

TOPIC: Upcoming Bids

BACKGROUND INFORMATION

Attached is a schedule of anticipated bids for the next 12 months.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent presents this schedule for the Board's information.

RISD Purchasing Department- Upcoming Bids

BOT Meeting

April

Moving Supplies and Services
Transportation Routing, Planning and Management Software
Special Education K12 Audit
CMAR's for Middle Schools

May

Stage Rentals and Event Related Items
Safety and Security Equipment, Supplies, and Services

June

Promotional Products (Non-Uniform)
Local Retail Stores, Discount & Grocery Stores, and Membership Discount Stores

August

Departmental Uniforms
General Maintenance

September

Third Party Staffing Services

October

Demography Services

November

Music Supplies

December

HVAC Equipments, Supplies, and Services
Property Insurance

January

February

March

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: March 6, 2025

Submitted by: David Pate, Assistant Superintendent of Finance and Support Services

INFORMATION ITEM

TOPIC: Bond Expenditure Reports

BACKGROUND INFORMATION

The Bond Program Management Department prepares a report of the 2016 bond authorization expenditures each month. These reports are presented as part of a process to ensure community understanding and provide a degree of oversight of financial decisions regarding these monies.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent presents these reports for the Board's information.

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Bond Expenditures By Project Through February 13, 2025
Bond Series 2016

	Original Budget	Amended Budget	Spent and Committed	% Spent To Date	Balance	Estimate To Complete	Available or (Shortage)	Amounts Issued 2016 Bond	Changes from Prior Report			
									Spent and Committed	Estimate to Complete	Available or (Shortage)	
Instruction & Technology												
Athletics	9,205,140	8,656,850	8,635,936	99.8%	20,914	20,914	-	9,205,140	-	-	-	
Career & Technical Education	16,332,244	16,340,778	16,315,063	99.8%	25,714	25,714	-	16,332,244	-	-	-	
Fine Arts	7,405,580	6,869,930	6,867,231	100.0%	2,699	2,699	-	7,405,580	-	-	-	
Health Services	266,780	358,445	358,445	100.0%	-	-	-	266,780	-	-	-	
Innovative Instructional Space/Library Media	19,188,412	16,534,298	16,238,121	98.2%	296,177	296,177	-	19,188,412	-	-	-	
Instructional Technology	59,216,049	59,535,629	59,095,911	99.3%	439,718	439,718	-	59,216,049	-	-	-	
Junior Reserve Officer Training Corp (JROTC)	623,500	660,610	565,923	85.7%	94,687	94,687	-	623,500	-	-	-	
Language Arts	1,914,445	1,916,255	1,878,280	98.0%	37,974	37,974	-	1,914,445	-	-	-	
Languages Other Than English	1,185,800	1,196,600	1,188,737	99.3%	7,863	7,863	-	1,185,800	-	-	-	
Mathematics	1,151,550	1,151,550	1,151,369	100.0%	181	181	-	1,151,550	-	-	-	
Multipurpose Activity Centers	59,981,665	49,892,912	49,892,912	100.0%	-	-	-	59,981,665	-	-	-	
PACE After School Program	216,000	223,204	216,000	96.8%	7,204	7,204	-	216,000	-	-	-	
Physical Education & Health	489,400	462,878	448,362	96.9%	14,516	14,516	-	489,400	-	-	-	
Science	2,656,702	2,689,598	2,689,598	100.0%	-	-	-	2,656,702	-	-	-	
Social Studies	311,523	340,900	311,708	91.4%	29,192	29,192	-	311,523	-	-	-	
Special Education	1,438,000	5,439,878	4,857,253	89.3%	582,625	582,625	-	1,438,000	-	-	-	
Student Assistance Programs	55,875	55,875	55,262	98.9%	613	613	-	55,875	-	-	-	
Student Performance and Evaluation	410,000	437,026	365,573	83.7%	71,452	71,452	-	410,000	-	-	-	
Visual Arts	547,697	469,294	465,795	99.3%	3,499	3,499	-	547,697	-	-	-	
	<u>182,596,362</u>	<u>173,232,507</u>	<u>171,597,479</u>	<u>99.1%</u>	<u>1,635,027</u>	<u>1,635,027</u>	<u>-</u>	<u>182,596,362</u>	<u>-</u>	<u>-</u>	<u>-</u>	
Infrastructure and Support												
Enterprise Technology	35,565,000	31,437,902	26,969,089	85.8%	4,468,813	4,468,813	-	35,565,000	-	-	-	
Facilities	97,507,693	87,604,107	85,200,587	97.3%	2,403,520	2,403,520	-	97,507,693	-	-	-	
Furniture, Office Equipment, Copiers	7,534,426	9,354,001	9,203,786	98.4%	150,215	150,215	-	7,534,426	-	-	-	
Maintenance & Operations	3,294,834	3,294,269	3,294,269	100.0%	-	-	-	3,294,834	-	-	-	
Program and Project Management	1,282,044	1,329,012	1,242,840	93.5%	86,172	86,172	-	1,282,044	281	(281)	-	
Transportation	3,349,835	1,773,307	1,599,438	90.2%	173,868	173,868	-	3,349,835	-	-	-	
	<u>148,533,832</u>	<u>134,792,597</u>	<u>127,510,010</u>	<u>95%</u>	<u>7,282,587</u>	<u>7,282,587</u>	<u>-</u>	<u>148,533,832</u>	<u>281</u>	<u>(281)</u>	<u>-</u>	
Construction												
Construction	107,271,359	132,034,300	132,034,300	100.0%	-	-	-	107,271,359	-	-	-	
	<u>107,271,359</u>	<u>132,034,300</u>	<u>132,034,300</u>	<u>100.0%</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>107,271,359</u>	<u>-</u>	<u>-</u>	<u>-</u>	
TOTAL 2016 BOND	<u>438,401,553</u>	<u>440,059,404</u>	<u>431,141,790</u>	<u>98.0%</u>	<u>8,917,614</u>	<u>8,917,614</u>	<u>-</u>	<u>438,401,553</u>	<u>281</u>	<u>(281)</u>	<u>-</u>	

(1) "Estimate To Complete" includes 100% of the original project estimate for projects not yet bid and estimated cost of projects in progress.

(2) From the total bond amount, \$84M was issued on 7/21/16, \$225M was issued on 5/31/17, and \$128M was issued on 6/13/19

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: March 6, 2025

Submitted by: David Pate, Assistant Superintendent of Finance and Support Services

INFORMATION ITEM

TOPIC: Bond Expenditure Reports

BACKGROUND INFORMATION

The Bond Program Management Department prepares a report of the 2021 bond authorization expenditures each month. These reports are presented as part of a process to ensure community understanding and provide a degree of oversight of financial decisions regarding these monies.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent presents these reports for the Board's information.

RICHARDSON INDEPENDENT SCHOOL DISTRICT
Bond Expenditures By Project Through February 13, 2025
Bond Series 2021

	Original Budget	Amended Budget	Spent and Committed	% Spent To Date	Balance	Estimate To Complete	Available or (Shortage)	Amounts Issued 2021 Bond	Changes from Prior Report 31-Jan-25		
									Spent and Committed	Estimate to Complete	Available or (Shortage)
Instruction & Technology											
Accountability Continuous Imp	2,580,000	2,580,000	1,836,586	71.2%	743,414	743,414	-	2,580,000	-	-	-
Advance Learning Services	3,745,000	3,745,000	1,142,281	30.5%	2,602,719	2,602,719	-	3,745,000	413	(413)	-
Athletics	11,405,260	11,405,260	9,754,179	85.5%	1,651,081	1,651,081	-	11,405,260	20,574	(20,574)	-
Bilingual	1,610,000	1,610,000	620,738	38.6%	989,262	989,262	-	1,610,000	-	-	-
Career & Technical Education	14,250,000	14,250,000	9,590,341	67.3%	4,659,659	4,659,659	-	14,250,000	(131,456)	131,456	-
English as Second Language	3,183,130	3,183,130	1,867,865	58.7%	1,315,265	1,315,265	-	3,183,130	-	-	-
Fine Arts Music and Theatre	10,924,000	10,924,000	7,025,014	64.3%	3,898,986	3,898,986	-	10,924,000	42,992	(42,992)	-
Health Services	273,000	273,000	193,928	71.0%	79,072	79,072	-	273,000	24,253	(24,253)	-
Innovative Instructional Space/Library Media	2,943,000	2,943,000	2,232,939	75.9%	710,061	710,061	-	2,943,000	(6,921)	6,921	-
Instructional Technology	70,521,762	70,521,762	52,925,920	75.0%	17,595,842	17,595,842	-	70,521,762	(143,622)	143,622	-
JROTC	560,970	560,970	219,569	39.1%	341,401	341,401	-	560,970	-	-	-
Language Arts	5,965,050	5,965,050	4,637,103	77.7%	1,327,947	1,327,947	-	5,965,050	-	-	-
Language Other Than English	441,000	441,000	400,663	90.9%	40,337	40,337	-	441,000	-	(0)	-
Literacy & Intervention	6,819,514	6,819,514	6,171,749	90.5%	647,765	647,765	-	6,819,514	-	-	-
Mathematics	3,728,000	3,728,000	3,519,850	94.4%	208,150	208,150	-	3,728,000	-	-	-
Physical Education & Health	525,000	525,000	470,277	89.6%	54,723	54,723	-	525,000	(1,633)	1,633	-
PreKindergarten	1,586,970	1,586,970	1,070,816	67.5%	516,154	516,154	-	1,586,970	20,584	(20,584)	-
Prevention Programming	100,000	100,000	22,182	22.2%	77,818	77,818	-	100,000	-	-	-
Print Services	2,040,000	2,040,000	1,936,526	94.9%	103,474	103,474	-	2,040,000	-	-	-
Science	3,180,000	3,180,000	3,123,114	98.2%	56,886	56,886	-	3,180,000	-	(0)	-
Social Studies	574,000	574,000	351,966	61.3%	222,034	222,034	-	574,000	-	-	-
Special Student Services	2,978,741	2,978,741	1,415,653	47.5%	1,563,088	1,563,088	-	2,978,741	9,603	(9,603)	-
Teaching and Learning Svcs	1,559,030	1,559,030	1,190,309	76.3%	368,721	368,721	-	1,559,030	221,340	(221,340)	-
Visual Arts	893,900	893,900	692,433	77.5%	201,467	201,467	-	893,900	-	-	-
	<u>152,387,327</u>	<u>152,387,327</u>	<u>112,412,002</u>	<u>73.8%</u>	<u>39,975,326</u>	<u>39,975,326</u>	<u>-</u>	<u>152,387,327</u>	<u>56,127</u>	<u>(56,127)</u>	<u>-</u>
Infrastructure and Support											
Enterprise Technology	40,580,000	40,580,000	35,189,377	86.7%	5,390,623	5,390,623	-	40,580,000	100,717	(100,717)	-
Facilities	118,300,963	117,469,892	84,114,313	71.6%	33,355,579	33,355,579	-	118,300,963	431,504	(431,504)	-
Furniture, Office Equipment, Copiers	24,077,400	24,077,400	21,263,449	88.3%	2,813,951	2,813,951	-	24,077,400	-	0	-
Maintenance & Operations	4,307,511	4,307,511	2,314,227	53.7%	1,993,284	1,993,284	-	4,307,511	-	-	-
Program and Project Management	1,138,200	1,138,200	888,437	78.1%	249,763	249,763	-	1,138,200	1,290	(1,290)	-
Safety and Security	7,471,466	7,471,466	673,164	9.0%	6,798,302	6,798,302	-	7,471,466	8,308	(8,308)	-
Transportation	11,025,652	11,025,652	10,733,715	97.4%	291,937	291,937	-	11,025,652	-	-	-
	<u>206,901,192</u>	<u>206,070,121</u>	<u>155,176,682</u>	<u>75.3%</u>	<u>50,893,438</u>	<u>50,893,438</u>	<u>-</u>	<u>206,901,192</u>	<u>541,820</u>	<u>(541,820)</u>	<u>-</u>
Construction											
Construction	383,062,817	383,062,817	371,953,033	97.1%	11,109,783	11,109,783	-	383,062,817	(522,666)	522,666	-
	<u>383,062,817</u>	<u>383,062,817</u>	<u>371,953,033</u>	<u>97.1%</u>	<u>11,109,783</u>	<u>11,109,783</u>	<u>-</u>	<u>383,062,817</u>	<u>(522,666)</u>	<u>522,666</u>	<u>-</u>
TOTAL 2021 BOND	<u>742,351,336</u>	<u>741,520,265</u>	<u>639,541,718</u>	<u>86.2%</u>	<u>101,978,547</u>	<u>101,978,547</u>	<u>-</u>	<u>742,351,336</u>	<u>75,281</u>	<u>(75,281)</u>	<u>-</u>

(1) "Estimate To Complete" includes 100% of the original project estimate for projects not yet bid and estimated cost of projects in progress.

(2) From the total bond amount, \$200M was issued on 07/19/21, \$200M was issued on 06/08/22, \$200M was issued on 11/30/22, \$125M was issued 07/15/2024

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: March 6, 2025

Submitted by: David Pate, Assistant Superintendent of Finance & Support Services

ACTION ITEM

TOPIC: Budget Status Report – 2024-2025 Annual Budget

BACKGROUND INFORMATION

In compliance with the Texas Education Code and also with TEA Financial Accounting and Reporting Budgeting Module, the expenditure budget for the District must be approved by the Board of Trustees. The annual budget includes Funds 199 (Operating), 240 (Child Nutrition), and 599 (Debt Service) and is adopted by function and object series as prescribed by the Budgeting Module.

Many changes in function expenditures occur within each month. To keep the Board informed of these changes, the Budget Status Report for expenditures is presented for approval on a monthly basis. Changes in function expenditures or appropriations in amounts greater than \$5,000 are not made until the Board of Trustees gives its approval.

SUPERINTENDENT’S RECOMMENDATION

The Superintendent recommends that the Board of Trustees of the Richardson Independent School District approve the Budget Status Report as listed on the following pages.

RESOLUTION

WHEREAS, the Board of Trustees adopted the budget for the fiscal year in June; and

WHEREAS, changes occur in expenditures during the year; and

WHEREAS, these changes are necessary for the successful education of the students in the district and

WHEREAS, ensuring timely and accurate financial record keeping supports the Board’s Strategic Objectives and Strategies;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District approve the Budget Status Report on the following pages.

Summary of Budget - Proposed Amendments - All Official Funds
 Summary as of Date March 6, 2025

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 153,018,751	\$ -	\$ -	\$ -	\$ 153,018,751	\$ -	\$ -	\$ -	\$ 153,018,751
Revenues									
Local	367,741,386	-	(1,946,155)	-	365,795,231	-	-	-	365,795,231
State	136,714,106	-	9,280,948	-	145,995,054	-	-	-	145,995,054
Federal	19,898,648	-	-	-	19,898,648	-	-	-	19,898,648
Total Revenues	524,354,140	-	7,334,793	-	531,688,933	-	-	-	531,688,933
Expenditures									
Function 11 - Instruction	250,851,723	65,314	3,866,122	38,985	254,822,144	-	-	(10,342)	254,811,802
Function 12 - Library/Media Services	6,246,002	4,857	-	(13,352)	6,237,507	-	-	(12,398)	6,225,109
Function 13 - Curriculum/Instructional Staff Development	9,918,081	14,439	56,600	59,597	10,048,717	-	-	7,081	10,055,798
Function 21 - Instruction Leadership	7,571,830	6,495	-	(186,614)	7,391,711	-	-	1,467	7,393,178
Function 23 - School Leadership	27,354,648	6,891	-	4,032	27,365,571	-	-	-	27,365,571
Function 31 - Guidance / Counseling	20,620,672	123,776	632,006	67,857	21,444,311	-	-	100	21,444,411
Function 32 - Social Work Services	1,515,022	168	-	(1,000)	1,514,190	-	-	-	1,514,190
Function 33 - Health Services	6,160,110	291	213,748	125	6,374,274	-	-	-	6,374,274
Function 34 - Student Transportation	8,691,221	16,646	56,750	(66,598)	8,698,019	-	-	-	8,698,019
Function 35 - Child Nutrition	24,417,529	-	-	-	24,360,529	-	-	-	24,360,529
Function 36 - Co-curricular / Extracurricular Activities	6,646,770	30,489	29,334	(38,366)	6,668,227	-	-	-	6,668,227
Function 41 - General Administration	10,257,643	13,549	-	(19,326)	10,251,866	-	-	-	10,251,866
Function 51 - Maintenance & Operations	39,255,194	179,319	1,526,091	-	41,086,669	-	-	(250)	41,086,419
Function 52 - Security Services	7,080,445	9,587	-	-	7,090,032	-	-	-	7,090,032
Function 53 - Data Processing Services	5,108,281	84,644	-	71,409	5,264,334	-	-	13,752	5,278,086
Function 61 - Community Services	3,302,186	4,472	-	12,685	3,319,343	-	-	590	3,319,933
Function 71 - Debt Administration	67,245,118	-	45,411	1,064,395	68,354,924	-	-	460,000	68,814,924
Function 72 - Debt Administration	44,936,750	-	-	(2,064,395)	42,872,355	-	-	(460,000)	42,412,355
Function 73 - Debt Administration	20,000	-	-	1,000,000	1,020,000	-	-	-	1,020,000
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	4,918,676	-	618,869	-	5,537,545	-	-	-	5,537,545
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	255,704	-	-	-	255,704	-	-	-	255,704
Function 95 - Payments to JJAEP	50,000	-	-	-	50,000	-	-	-	50,000
Function 97 - Payments to Tax Increment	3,000,000	-	-	-	3,000,000	-	-	-	3,000,000
Function 99 - Other Intergovernmental Charges	1,316,566	-	-	1,501	1,318,067	-	-	-	1,318,067
Total Expenditures	556,740,171	560,937	7,044,931	-	564,346,039	-	-	-	564,346,039
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	131,470	-	-	-	131,470	-	-	-	131,470
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	-	-	-	-	-	-	-	-	-
8911 Transfers Out	(1,000,000)	-	-	-	(1,000,000)	-	-	-	(1,000,000)
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
Total Other Plan Sources (Uses)	(868,530)	-	-	-	(868,530)	-	-	-	(868,530)
Ending Fund Balance	\$ 119,764,190	\$ (560,937)	\$ 289,862	\$ -	\$ 119,493,115	\$ -	\$ -	\$ -	\$ 119,493,115

Note: The beginning fund balance reflects the 2023-24 ending fund balance per the 2023-24 ACFR less nonspendable balances and restrictions, commitments and assignments in the General Fund.

Summary of Budget - Proposed Amendments - General Operating Fund
 Summary as of Date March 6, 2025

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 109,142,406	\$ -	\$ -	\$ -	\$ 109,142,406	\$ -	\$ -	\$ -	\$ 109,142,406
Revenues									
Local	258,078,642	-	(1,946,155)	-	256,132,487	-	-	-	256,132,487
State	127,559,288	-	9,280,948	-	136,840,236	-	-	-	136,840,236
Federal	5,094,018	-	-	-	5,094,018	-	-	-	5,094,018
Total Revenues	390,731,948	-	7,334,793	-	398,066,741	-	-	-	398,066,741
Expenditures									
Function 11 - Instruction	250,851,723	65,314	3,866,122	38,985	254,822,144	-	-	(10,342)	254,811,802
Function 12 - Library/Media Services	6,246,002	4,857	-	(13,352)	6,237,507	-	-	(12,398)	6,225,109
Function 13 - Curriculum/Instructional Staff Development	9,918,081	14,439	56,600	59,597	10,048,717	-	-	7,081	10,055,798
Function 21 - Instruction Leadership	7,571,830	6,495	-	(186,614)	7,391,711	-	-	1,467	7,393,178
Function 23 - School Leadership	27,354,648	6,891	-	4,032	27,365,571	-	-	-	27,365,571
Function 31 - Guidance / Counseling	20,620,672	123,776	632,006	67,857	21,444,311	-	-	100	21,444,411
Function 32 - Social Work Services	1,515,022	168	-	(1,000)	1,514,190	-	-	-	1,514,190
Function 33 - Health Services	6,160,110	291	213,748	125	6,374,274	-	-	-	6,374,274
Function 34 - Student Transportation	8,691,221	16,646	56,750	(66,598)	8,698,019	-	-	-	8,698,019
Function 35 - Child Nutrition	250,000	-	-	-	250,000	-	-	-	250,000
Function 36 - Co-curricular / Extracurricular Activities	6,646,770	30,489	29,334	(38,366)	6,668,227	-	-	-	6,668,227
Function 41 - General Administration	10,257,643	13,549	-	(19,326)	10,251,866	-	-	-	10,251,866
Function 51 - Maintenance & Operations	38,941,690	179,319	1,526,091	69,065	40,716,165	-	-	(250)	40,715,915
Function 52 - Security Services	7,080,445	9,587	-	-	7,090,032	-	-	-	7,090,032
Function 53 - Data Processing Services	5,108,281	84,644	-	71,409	5,264,334	-	-	13,752	5,278,086
Function 61 - Community Services	3,301,986	4,472	-	12,685	3,319,143	-	-	590	3,319,733
Function 71 - Debt Administration	34,513	-	45,411	-	79,924	-	-	-	79,924
Function 72 - Debt Administration	540	-	-	-	540	-	-	-	540
Function 73 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	4,918,676	-	618,869	-	5,537,545	-	-	-	5,537,545
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	255,704	-	-	-	255,704	-	-	-	255,704
Function 95 - Payments to JJAEP	50,000	-	-	-	50,000	-	-	-	50,000
Function 97 - Payments to Tax Increment Fund	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	1,316,566	-	-	1,501	1,318,067	-	-	-	1,318,067
Total Expenditures	417,092,123	560,937	7,044,931	-	424,697,991	-	-	-	424,697,991
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	131,470	-	-	-	131,470	-	-	-	131,470
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	-	-	-	-	-	-	-	-	-
8911 Transfers Out	(1,000,000)	-	-	-	(1,000,000)	-	-	-	(1,000,000)
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
Total Other Plan Sources (Uses)	(868,530)				(868,530)				(868,530)
Ending Fund Balance	\$ 81,913,701	\$ (560,937)	\$ 289,862	\$ -	\$ 81,642,626	\$ -	\$ -	\$ -	\$ 81,642,626

Note: The beginning fund balance reflects the 2023-24 ending fund balance per the 2023-24 ACFR less nonspendable balances and restrictions, commitments and assignments in the General Fund.

Summary of Budget - Proposed Amendments - Child Nutrition Fund
 Summary as of Date March 6, 2025

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 8,597,259				\$ 8,597,259				\$ 8,597,259
Revenues									
Local	3,587,100	-	-	-	3,587,100	-	-	-	3,587,100
State	88,000	-	-	-	88,000	-	-	-	88,000
Federal	14,804,630	-	-	-	14,804,630	-	-	-	14,804,630
Total Revenues	18,479,730	-	-	-	18,479,730	-	-	-	18,479,730
Expenditures									
Function 11 - Instruction	-	-	-	-	-	-	-	-	-
Function 12 - Library/Media Services	-	-	-	-	-	-	-	-	-
Function 13 - Curriculum/Instructional Staff Development	-	-	-	-	-	-	-	-	-
Function 21 - Instruction Leadership	-	-	-	-	-	-	-	-	-
Function 23 - School Leadership	-	-	-	-	-	-	-	-	-
Function 31 - Guidance / Counseling	-	-	-	-	-	-	-	-	-
Function 32 - Social Work Services	-	-	-	-	-	-	-	-	-
Function 33 - Health Services	-	-	-	-	-	-	-	-	-
Function 34 - Student Transportation	-	-	-	-	-	-	-	-	-
Function 35 - Child Nutrition	24,167,529	-	-	(57,000)	24,110,529	-	-	-	24,110,529
Function 36 - Co-curricular / Extracurricular Activities	-	-	-	-	-	-	-	-	-
Function 41 - General Administration	-	-	-	-	-	-	-	-	-
Function 51 - Maintenance & Operations	313,504	-	-	57,000	370,504	-	-	-	370,504
Function 52 - Security Services	-	-	-	-	-	-	-	-	-
Function 53 - Data Processing Services	-	-	-	-	-	-	-	-	-
Function 61 - Community Services	200	-	-	-	200	-	-	-	200
Function 71 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 72 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 73 - Debt Administration	-	-	-	-	-	-	-	-	-
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	-	-	-	-	-	-	-	-	-
Function 95 - Payments to JJAEP	-	-	-	-	-	-	-	-	-
Function 97 - Payments to Tax Increment Fund	-	-	-	-	-	-	-	-	-
Function 99 - Other Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Total Expenditures	24,481,233	-	-	-	24,481,233	-	-	-	24,481,233
Other Plan Sources (Uses)									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	-	-	-	-	-	-	-	-	-
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	-	-	-	-	-	-	-	-	-
8911 Transfers Out	-	-	-	-	-	-	-	-	-
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
Total Other Plan Sources (Uses)	-	-	-	-	-	-	-	-	-
Ending Fund Balance	\$ 2,595,756	\$ -	\$ -	\$ -	\$ 2,595,756	\$ -	\$ -	\$ -	\$ 2,595,756

Note: The beginning fund balance reflects the 2023-24 ending fund balance less nonspendable balances per the 2023-24 ACFR.

Summary of Budget - Proposed Amendments - Debt Service Fund
 Summary as of Date March 6, 2025

Description	Original Budget	Previously Adopted Budget Amendments			Revised Budget	Proposed Budget Amendments			Potential Revised Budget
		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers		Rolled Over Encumbrances	Other Plan Changes	Fund Balance Neutral Transfers	
Beginning Fund Balance	\$ 35,279,086				\$ 35,279,086				\$ 35,279,086
<u>Revenues</u>									
Local	106,075,644	-	-	-	106,075,644	-	-	-	106,075,644
State	9,066,818	-	-	-	9,066,818	-	-	-	9,066,818
Federal	-	-	-	-	-	-	-	-	-
Total Revenues	115,142,462	-	-	-	115,142,462	-	-	-	115,142,462
<u>Expenditures</u>									
Function 11 - Instruction	-	-	-	-	-	-	-	-	-
Function 12 - Library/Media Services	-	-	-	-	-	-	-	-	-
Function 13 - Curriculum/Instructional Staff Development	-	-	-	-	-	-	-	-	-
Function 21 - Instruction Leadership	-	-	-	-	-	-	-	-	-
Function 23 - School Leadership	-	-	-	-	-	-	-	-	-
Function 31 - Guidance / Counseling	-	-	-	-	-	-	-	-	-
Function 32 - Social Work Services	-	-	-	-	-	-	-	-	-
Function 33 - Health Services	-	-	-	-	-	-	-	-	-
Function 34 - Student Transportation	-	-	-	-	-	-	-	-	-
Function 35 - Child Nutrition	-	-	-	-	-	-	-	-	-
Function 36 - Co-curricular / Extracurricular Activities	-	-	-	-	-	-	-	-	-
Function 41 - General Administration	-	-	-	-	-	-	-	-	-
Function 51 - Maintenance & Operations	-	-	-	-	-	-	-	-	-
Function 52 - Security Services	-	-	-	-	-	-	-	-	-
Function 53 - Data Processing Services	-	-	-	-	-	-	-	-	-
Function 61 - Community Services	-	-	-	-	-	-	-	-	-
Function 71 - Debt Administration	67,210,605	-	-	1,064,395	68,275,000	-	-	460,000	68,735,000
Function 72 - Debt Administration	44,936,210	-	-	(2,064,395)	42,871,815	-	-	(460,000)	42,411,815
Function 73 - Debt Administration	20,000	-	-	1,000,000	1,020,000	-	-	-	1,020,000
Function 81 - Facilities Acquisition & Construction	-	-	-	-	-	-	-	-	-
Function 91 - Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Function 92 - Incremental Ch 41 costs	-	-	-	-	-	-	-	-	-
Function 93 - Payments to Member Districts	-	-	-	-	-	-	-	-	-
Function 95 - Payments to JJAEP	-	-	-	-	-	-	-	-	-
Function 97 - Payments to Tax Increment Fund	3,000,000	-	-	-	3,000,000	-	-	-	3,000,000
Function 99 - Other Intergovernmental Charges	-	-	-	-	-	-	-	-	-
Total Expenditures	115,166,815	-	-	-	115,166,815	-	-	-	115,166,815
<u>Other Plan Sources (Uses)</u>									
7911 Refunding Bonds Issued	-	-	-	-	-	-	-	-	-
7912 Sale of Real and Personal Property	-	-	-	-	-	-	-	-	-
7916 Premium on Issuance of Bonds	-	-	-	-	-	-	-	-	-
7915 Transfers In	-	-	-	-	-	-	-	-	-
8911 Transfers Out	-	-	-	-	-	-	-	-	-
8949 Payment to Refunded Bond Escrow Agent	-	-	-	-	-	-	-	-	-
Total Other Plan Sources (Uses)	-	-	-	-	-	-	-	-	-
Ending Fund Balance	\$ 35,254,733	\$ -	\$ -	\$ -	\$ 35,254,733	\$ -	\$ -	\$ -	\$ 35,254,733

Note: The beginning fund balance reflects the 2023-24 ending fund balance less nonspendable balances per the 2023-24 ACFR.

BOARD MEETING
March 6, 2025

FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)

ACCOUNTS	REASON	AMOUNT
To 199.11.61410.850.26.1636.850.000	Social Security Medicare	44.71
To 199.11.61170.850.26.1636.850.000	Xtra Pay OT Prof Personnel	8,167.44
To 199.11.61480.850.26.1636.850.000	FICA Alternative	20.17
To 199.11.61210.850.26.1636.850.000	Extra Duty Pay OT Supp Pers	2,136.41
To 199.11.61430.850.26.1636.850.000	Workers Compensation	15.43
To 199.11.61464.850.26.1636.850.000	TRS CARE	9.38
To 199.11.61250.850.26.1636.850.000	Temp Part Time Support Pers	3,083.75
To 199.11.64990.850.26.1636.850.000	Other Misc Operating Cost	525.00
From 199.11.61210.850.11.0000.850.000	Extra Duty Pay OT Supp Pers	(2,136.41)
From 199.11.61170.850.11.0000.850.000	Xtra Pay OT Prof Personnel	(8,167.44)
From 199.11.64990.850.11.0000.850.000	Other Misc Operating Cost	(525.00)
From 199.11.61430.850.11.0000.850.000	Workers Compensation	(15.43)
From 199.11.61410.850.11.0000.850.000	Social Security Medicare	(44.71)
From 199.11.61250.850.11.0000.850.000	Temp Part Time Support Pers	(3,083.75)
From 199.11.61170.850.11.0000.850.000	Xtra Pay OT Prof Personnel	(20.17)
From 199.11.62490.867.11.0000.736.000	Other Cont Maint and Repair	(10,751.59)
From 199.11.63991.050.11.1600.000.000	Consumable Supplies Teaching	(500.00)
To 199.11.63990.949.11.1025.949.000	Other Supplies and Materials	1,000.00
From 199.11.63991.127.11.1600.000.000	Consumable Supplies Teaching	(100.00)
TOTAL FUNCTION 11		(10,342.21)
From 199.12.64110.864.99.0000.864.000	Travel, Train, Subsistence EE	(4,000.00)
From 199.12.64110.864.99.0000.864.000	Travel, Train, Subsistence EE	(5,000.00)
From 199.12.64110.864.99.0000.864.000	Travel, Train, Subsistence EE	(3,000.00)
From 199.12.63293.129.99.2517.000.000	Library Books Media less 5K	(398.00)
TOTAL FUNCTION 12		(12,398.00)
To 199.13.63990.876.23.0000.876.000	Other Supplies and Materials	250.00
To 199.13.64110.048.99.0000.000.000	Travel, Train, Subsistence EE	894.00
To 199.13.64990.839.99.0000.839.000	Other Misc Operating Cost	539.00
To 199.13.64110.864.99.0000.864.000	Travel, Train, Subsistence EE	5,000.00
To 199.13.64110.129.99.0000.000.000	Travel, Train, Subsistence EE	398.00
TOTAL FUNCTION 13		7,081.00
From 199.21.64992.884.99.0000.884.000	Food Consumed by EE Onsite	(100.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(894.00)
From 199.21.63990.838.99.0000.838.000	Other Supplies and Materials	(539.00)
From 199.21.63990.884.99.0000.884.000	Other Supplies and Materials	(1,000.00)
To 199.21.64110.864.99.0000.864.000	Travel, Train, Subsistence EE	4,000.00
TOTAL FUNCTION 21		1,467.00
To 199.31.64992.874.99.0000.874.000	Food Consumed by EE Onsite	100.00
TOTAL FUNCTION 31		100.00
From 199.51.61210.876.99.0000.876.000	Extra Duty Pay OT Supp Pers	(250.00)
TOTAL FUNCTION 51		(250.00)

FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)

ACCOUNTS	REASON	AMOUNT
To 199.53.62490.736.99.0000.736.000	Other Cont Maint and Repair	10,751.59
To 199.53.64110.864.99.0000.864.000	Travel, Train, Subsistence EE	3,000.00
TOTAL FUNCTION 53		13,751.59
From 199.61.61464.850.99.0000.997.000	TRS CARE	(9.38)
To 199.61.64990.050.99.1600.000.000	Other Misc Operating Cost	500.00
To 199.61.64990.127.99.0000.000.000	Other Misc Operating Cost	100.00
TOTAL FUNCTION 61		590.62
TOTAL FUND BALANCE NEUTRAL CHANGES - OPERATING FUND (199)		0.00

FUND BALANCE NEUTRAL CHANGES - DEBT SERVICE FUND (599)

ACCOUNTS	REASON	AMOUNT
To 599.71.65190.999.99.0000.000.000	Debt Principal	460,000.00
TOTAL FUNCTION 71		460,000.00
From 599.72.65210.999.99.0000.000.000	Interest on Bonds	(460,000.00)
TOTAL FUNCTION 72		(460,000.00)
TOTAL FUND BALANCE NEUTRAL CHANGES - DEBT SERVICE FUND (599)		0.00

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: March 6, 2025

Submitted by: David Pate, Assistant Superintendent of Finance & Support Services

INFORMATION ITEM

**TOPIC: TEA Learning Acceleration Support Opportunities (LASO) Cycle III
Notice of Award**

BACKGROUND INFORMATION

Board policy CB Local calls for public notice of all federal and state grant awards to be presented to the Board and published to the district website. Teaching and Learning Services, Leadership from our Learning communities and Federal Programs and Grants worked collaboratively on the LASO III competitive grant application that was submitted to TEA by the deadline of December 13, 2024. RISD was awarded \$186,000 to participate in the Te instructional leadership pathway that will provide training, implementation support, and one-on-one coaching to campus and district leaders.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent presents the information for the Board's information and review.

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: March 6, 2025

Submitted by: David Pate, Assistant Superintendent of Finance and Support Services

INFORMATION ITEM

TOPIC: Monthly Financial Statements

BACKGROUND INFORMATION

The financial statements for the General Fund, Child Nutrition Fund and Debt Service Fund are presented for review.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent presents these financial statements for the Board's Information



RICHARDSON INDEPENDENT SCHOOL DISTRICT

EVERY CHILD. EVERY TEACHER. EVERY LEADER. EVERY DAY.

Finance and Support Services

Date: March 6, 2025
To: Tabitha Branum
Superintendent
From: David Pate, CPA
Assistant Superintendent of Finance and Support Services
Subject: Summary of December 2024 Monthly Financial Statements

YEAR TO DATE PAYROLL COST EXCLUDING TRS AND ESSER SUPPLANTING– FUND 199, GENERAL FUND

As of December 31, 2024, the actual payroll costs exceeded year-to-date budget for the General Fund by \$5,278,859 (4.0%). Actual payroll costs for the General Fund (excluding TRS On-behalf payments) totaled \$136,668,369 an increase of \$8,800,208 (6.9%) when compared to \$127,868,161 at December 31, 2023.

SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE

General Fund (199)

Revenues are consistent with budget expectations and/or prior year activity, except for the following sources:

- Current year tax collections as of December 31, 2024 are consistent with current year collections as of December 31, 2023.
- Refunds issued for prior year tax supplements increased creating a decrease in Tax Prior Years (Object 5712) due to supplemental changes in the tax roll, increase in homestead exemption, and the decrease in the tax rate.
- Earnings from Temporary Deposits and Investments (Object 5742) decreased by \$919,718 (-18.5%) due to interest rates changes, when compared to the previous year.

As of December 31, 2024 50% of the year has passed. Expenditures are consistent with budget expectations and/or prior year activity.

Child Nutrition Fund (240)

Revenues are consistent with budget expectations and/or prior year activity.

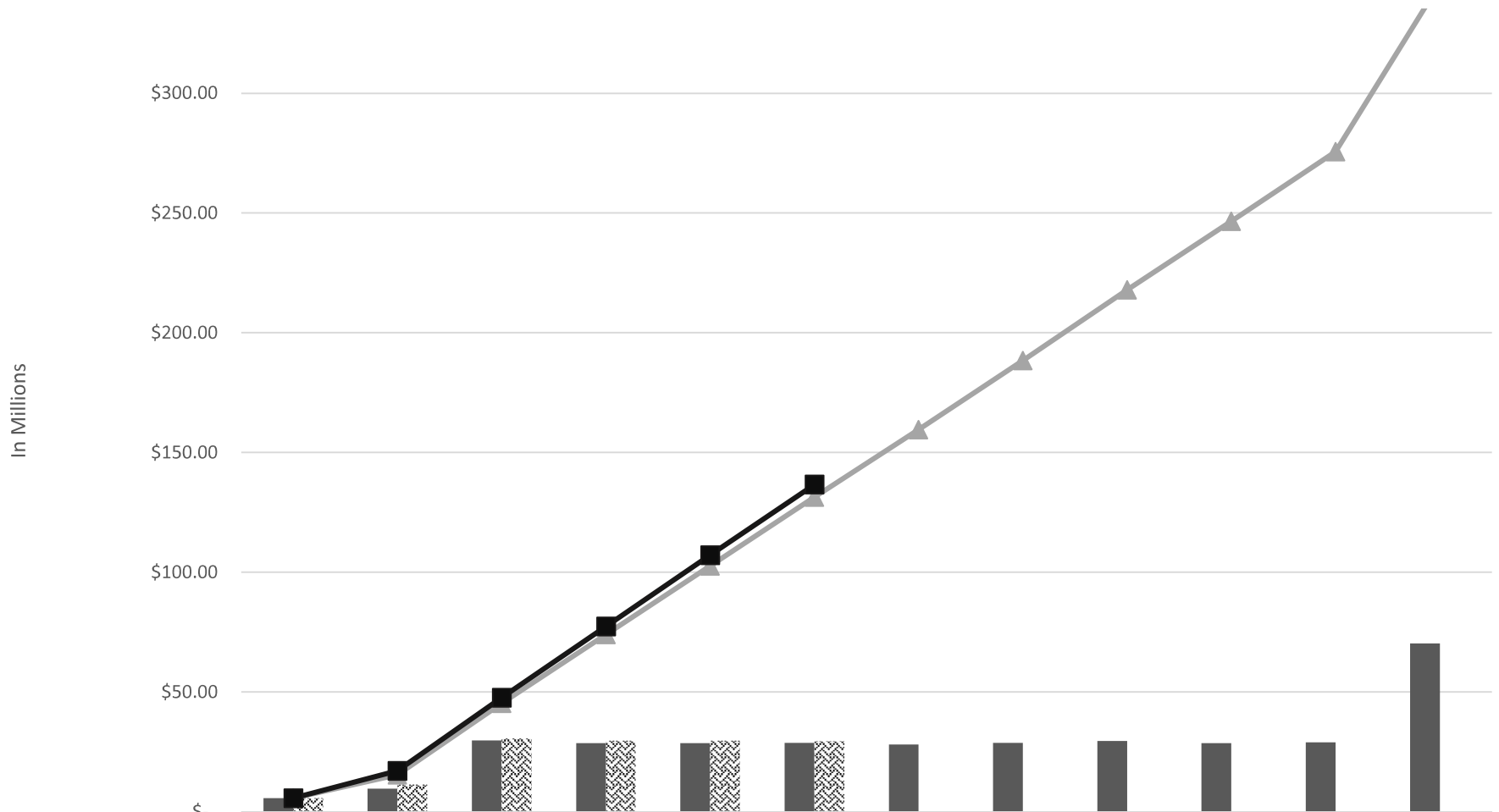
As of December 31, 2024 50% of the year has passed. Expenditures are consistent with budget expectations and/or prior year activity.

Debt Service Fund (599)

Revenues are consistent with budget expectations and/or prior year activity.

As of December 31, 2024 50% of the year has passed. Expenditures are consistent with budget expectations and/or prior year activity.

FY 2025 General Fund Payroll Analysis Excluding TRS On-Behalf and ESSER Supplanting



	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun/Adj
Budget By Month	\$5.72	\$9.70	\$29.83	\$28.73	\$28.64	\$28.76	\$28.13	\$28.82	\$29.59	\$28.63	\$29.05	\$70.33
Actual By Month	\$5.75	\$11.35	\$30.60	\$29.72	\$29.74	\$29.51						
Cumulative Budget	\$5.72	\$15.42	\$45.25	\$73.98	\$102.63	\$131.39	\$159.52	\$188.34	\$217.93	\$246.56	\$275.62	\$345.95
Cumulative Actual	\$5.75	\$17.11	\$47.71	\$77.43	\$107.16	\$136.67						

**RICHARDSON INDEPENDENT SCHOOL DISTRICT
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET TO ACTUAL
GENERAL FUND (199)**

% OF YEAR COMPLETE: 50%

DESCRIPTION

	Dec-24 Budget	Dec-24 Actual	% of Actual to Budget	Dec-23 Budget	Dec-23 Actual	% of Actual to Budget
REVENUES						
5711 Taxes Current Year Levy	\$ 237,135,735	\$ 96,799,435	41%	\$ 235,475,064	\$ 91,859,097	39%
5712 Taxes Prior Years	(913,939)	(974,579)	107%	978,000	(430,965)	-44%
5719 Penalties Interest and Other Tax Revenues	1,180,270	625,793	53%	976,574	409,634	42%
5739 Tuition and Fees	4,683,318	2,834,074	61%	2,253,000	2,153,949	96%
5742 Earnings from Temporary Deposits and Investments	9,107,250	4,050,763	44%	150,000	4,970,481	3314%
5743 Rent	2,150,000	1,288,709	60%	1,850,000	1,110,963	60%
5744 Revenue from Foundations, Non-Profits, and Gifts	33,384	12,481	37%	5,000	(140,869)	-2817%
5745 Insurance Recovery	234,595	78,428	33%	69,573	227,160	327%
5749 Other Revenues from Local Sources	1,708,095	504,451	30%	400,000	193,731	48%
5752 Athletic Activities	485,000	413,754	85%	300,000	442,315	147%
5769 Miscellaneous Revenues from Intermediate Sources	319,679	-	0%	-	319,679	100%
5811 Per Capita Apportionment	13,421,301	10,287,783	77%	13,982,774	4,663,952	33%
5812 Foundation School Program Act Entitlements	99,418,935	73,572,106	74%	86,439,594	60,576,997	70%
5829 State Program Revenues Distributed by Texas Education Agency	-	18,449	100%	-	22,223	100%
5831 Teacher Retirement TRS Care On-Behalf Payments	24,000,000	10,730,542	45%	24,000,000	10,377,093	43%
5929 Federal Revenues Distributed by Texas Education Agency	1,594,018	1,201,846	75%	1,500,000	374,760	25%
5931 School Health and Related Services (SHARS)	3,500,000	65,401	2%	3,500,000	182,620	5%
5939 Federal Revenues Distributed by State of Texas Government	-	93,513	100%	80,000	126,282	158%
5949 Federal Revenues Distributed Directly from the Federal	-	118,107	100%	18,233	18,233	100%
TOTAL REVENUES	\$ 398,057,641	\$ 201,721,056	51%	\$ 371,977,812	\$ 177,457,335	48%

**RICHARDSON INDEPENDENT SCHOOL DISTRICT
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET TO ACTUAL
GENERAL FUND (199)**

% OF YEAR COMPLETE: 50%

DESCRIPTION

EXPENDITURES	Dec-24 Budget	Dec-24 Actual	% of Actual to Budget	Dec-23 Budget	Dec-23 Actual	% of Actual to Budget
11 Instruction	\$ 254,803,810	\$ 91,891,621	36%	\$ 227,766,991	\$ 89,258,862	39%
12 Instructional Resources and Media Services	6,246,489	2,060,441	33%	6,484,463	2,156,605	33%
13 Curriculum Development and Instructional Staff Development	10,048,717	3,369,716	34%	9,346,096	3,679,621	39%
21 Instructional Leadership	7,384,972	3,377,874	46%	7,771,040	3,272,750	42%
23 School Leadership	27,365,695	10,435,776	38%	27,645,672	11,306,144	41%
31 Guidance, Counseling and Evaluation Services	21,444,349	8,073,100	38%	21,455,379	7,632,621	36%
32 Social Work Services	1,515,190	716,044	47%	1,504,627	725,592	48%
33 Health Services	6,222,771	2,478,362	40%	6,375,122	2,491,501	39%
34 Student (Pupil) Transportation	8,644,269	4,727,142	55%	9,428,210	5,152,022	55%
35 Food Service	250,000	72,086	29%	775,600	178,204	23%
36 Cocurricular/Extracurricular Activities	6,681,337	3,439,173	51%	6,787,466	3,447,199	51%
41 General Administration	10,251,866	5,074,694	50%	10,868,248	5,030,555	46%
51 Plant Maintenance and Operations	40,150,635	17,860,772	44%	35,339,148	16,311,388	46%
52 Security and Monitoring Services	7,090,032	1,681,188	24%	2,406,365	2,210,140	92%
53 Data Processing Services	5,264,334	2,115,153	40%	5,433,608	2,221,664	41%
61 Community Services	3,316,267	1,130,031	34%	2,589,580	660,172	25%
71 Debt Service	79,924	53,261	67%	79,038	49,426	63%
72 Interest on Long-term Debt	540	-	0%	540	99	18%
81 Facilities, Acquisition and Construction	-	-	0%	48,000	-	0%
91 Contracted Instructional Services Between Public Schools	5,537,545	-	0%	5,721,195	-	0%
93 Payments to Member Districts of Shared Services Arrangements	255,704	182,011	71%	255,704	-	0%
95 Payments to Juvenile Justice Alternative Education Programs	50,000	28,992	58%	70,000	13,146	19%
99 Other Intergovernmental Charges	1,318,067	659,034	50%	1,316,566	662,018	50%
TOTAL EXPENDITURES	423,922,513	159,426,471	38%	389,468,658	156,459,728	40%
EXCESS (DEFICIENCY) REVENUES OVER (UNDER) EXPENDITURES	(25,864,872)	42,294,585		(17,490,846)	20,997,607	
OTHER FINANCING SOURCES (USES)						
7912 Sale of Real and Personal Property	131,470	343,015	261%	100,000	131,197	131%
8911 Transfers Out	(1,000,000)	(1,000,000)	100%	(1,000,000)	(1,000,000)	100%
TOTAL OTHER FINANCING SOURCES (USES)	(868,530)	(656,985)	76%	(900,000)	(868,803)	97%
NET CHANGE IN FUND BALANCE	(26,733,402)	41,637,600		(18,390,846)	20,128,804	
FUND BALANCE JULY 1	183,514,011	183,514,011		179,185,352	179,185,352	
FUND BALANCE JULY 31 (UNAUDITED)	\$ 156,780,609	\$ 225,151,611		\$ 160,794,506	\$ 199,314,156	

**RICHARDSON INDEPENDENT SCHOOL DISTRICT
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET TO ACTUAL
FOOD SERVICE FUND (240)**

% OF YEAR COMPLETE: 50%

DESCRIPTION

	Dec-24 Budget	Dec-24 Actual	% of Actual to Budget	Dec-23 Budget	Dec-23 Actual	% of Actual to Budget
REVENUES						
5742 Earnings from Temporary Deposits and Investments	\$ 350,000	\$ 250,190	71%	\$ 250,000	\$ 235,763	94%
5749 Revenues from Local Sources	49,600	17,472	35%	38,000	14,190	3510%
5751 Food Service	3,187,500	1,307,353	41%	1,052,500	1,333,635	0%
5829 TEA/Non-Foundation Revenue	88,000	-	0%	165,000	-	536%
5921 School Breakfast Program	2,610,000	1,194,845	46%	3,120,000	883,812	28%
5922 National School Lunch Program	9,285,000	4,744,595	51%	12,348,000	3,321,991	27%
5923 United States Department of Agriculture Donated Commodities	1,349,630	-	0%	1,466,487	6,138	0%
5939 Federal Revenues Distributed by State of Texas Government Agencies	1,560,000	-	0%	80,700	214,451	266%
TOTAL REVENUES	\$ 18,479,730	\$ 7,514,455	41%	\$ 18,520,687	\$ 6,009,980	32%

**RICHARDSON INDEPENDENT SCHOOL DISTRICT
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET TO ACTUAL
FOOD SERVICE FUND (240)**

% OF YEAR COMPLETE: 50%

DESCRIPTION

	Dec-24 Budget	Dec-24 Actual	% of Actual to Budget	Dec-23 Budget	Dec-23 Actual	% of Actual to Budget
EXPENDITURES						
35 Food Service	\$ 24,110,529	7,592,087	31%	\$ 20,579,637	\$ 6,729,908	33%
51 Plant Maintenance and Operations	370,504	132,374	36%	392,644	108,717	28%
61 Community Services	200	-	0%	1,200	-	0%
TOTAL EXPENDITURES	24,481,233	7,724,461	32%	20,973,481	6,838,625	33%
EXCESS (DEFICIENCY) REVENUES OVER (UNDER) EXPENDITURES	(6,001,503)	(210,006)		(2,452,794)	(828,645)	
OTHER FINANCING SOURCES (USES)						
7915 Operating Transfers In	-	-	0%	-	-	0%
TOTAL OTHER FINANCING SOURCES (USES)	-	-		-	-	
NET CHANGE IN FUND BALANCE	(6,001,503)	(210,006)		(2,452,794)	(828,645)	
FUND BALANCE JULY 1	8,674,740	8,674,740		9,150,404	9,150,404	
FUND BALANCE JULY 31 (UNAUDITED)	\$ 2,673,237	\$ 8,464,734		\$ 6,697,610	\$ 8,321,759	

**RICHARDSON INDEPENDENT SCHOOL DISTRICT
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET TO ACTUAL
DEBT SERVICE FUND (599)**

% OF YEAR COMPLETE: 50%

DESCRIPTION

	Dec-24 Budget	Dec-24 Actual	% of Actual to Budget	Dec-23 Budget	Dec-23 Actual	% of Actual to Budget
REVENUES						
5711 Taxes on Current Year Levy	\$ 103,041,373	\$ 44,862,852	44%	\$ 103,760,153	\$ 37,984,680	37%
5712 Taxes for Prior Years	(265,729)	(457,398)	172%	100,000	(161,000)	-161%
5719 Penalties, Interest and Other Tax Revenues	200,000	205,156	103%	200,000	90,534	45%
5742 Earnings from Temporary Deposits and Investments	100,000	638,381	638%	750,000	514,849	69%
5746 Tax Increment Fund	3,000,000	-	0%	2,875,000	-	0%
5829 State Program Revenues Distributed by TEA	9,066,818	9,528,151	105%	1,431,015	3,302,890	231%
TOTAL REVENUES	\$ 115,142,462	\$ 54,777,142	48%	\$ 109,116,168	\$ 41,731,953	38%

**RICHARDSON INDEPENDENT SCHOOL DISTRICT
SCHEDULE OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE
BUDGET TO ACTUAL
DEBT SERVICE FUND (599)**

% OF YEAR COMPLETE: 50%

DESCRIPTION

	Dec-24 Budget	Dec-24 Actual	% of Actual to Budget	Dec-23 Budget	Dec-23 Actual	% of Actual to Budget
EXPENDITURES						
71 Debt Service	67,210,605	-	0%	74,440,251	18,013,968	24%
72 Interest on Long-term Debt	44,936,210	19,894,125	44%	42,356,709	21,178,354	50%
73 Bond Issuance Costs and Fees	20,000	16,708	84%	15,000	12,093	81%
97 Payment to Tax Increment Fund	3,000,000		0%	2,875,000		0%
TOTAL EXPENDITURES	115,166,815	19,910,833	17%	119,686,960	39,204,415	33%
EXCESS (DEFICIENCY) REVENUES OVER (UNDER) EXPENDITURES	(24,353)	34,866,309		(10,570,792)	2,527,538	
OTHER FINANCING SOURCES (USES)						
7911 Issuance of Bonds	-	-	0%	-	-	0%
7916 Premium or Discount on Issuance of Bonds	-	-	0%	-	-	0%
8949 Other Uses	-	-	0%	-	-	0%
TOTAL OTHER FINANCING SOURCES (USES)	-	-		-	-	
NET CHANGE IN FUND BALANCE	(24,353)	34,866,309		(10,570,792)	2,527,538	
FUND BALANCE JULY 1	35,279,086	35,279,086		40,840,000	40,840,000	
FUND BALANCE JULY 31 (UNAUDITED)	\$ 35,254,733	\$ 70,145,395		\$ 30,269,208	\$ 43,367,538	

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: March 6, 2025

Submitted by: David Pate, Assistant Superintendent of Finance and Support Services

ACTION ITEM

TOPIC: Authorization to Negotiate and Enter into Contract

BACKGROUND INFORMATION

The Purchasing Department facilitates requests for bids and proposals. District staff review, evaluate and score all bids and proposals. The evaluation committee recommends a vendor or vendors as appropriate for the product or services sought. The district engages with the top ranked vendor(s) and attempts to negotiate final contracts. District personnel have been working to finalize the contract(s) listed in Schedule A and negotiations are ongoing.

SUPERINTENDENT'S RECOMMENDATION

The Superintendent recommends that the Board of Trustees of the Richardson Independent School District authorizes the Administration to negotiate and enter into the contracts for products or services as described in Schedule A. If negotiations are not successful, the district will move to the next ranked vendor until a successful agreement is reached.

PROPOSED RESOLUTION

WHEREAS, the Board of Trustees consistent with the requirement to maintain proper contract compliance; and

WHEREAS, in accordance with Texas Education Code, Section 44.031, the district has reviewed proposal submissions and ranked vendor submissions; and

WHEREAS, continued negotiations are needed to complete the agreement;

BE IT THEREFORE RESOLVED, that the Board of Trustees of the Richardson Independent School District hereby authorizes the Administration to negotiate and enter into the contracts for products or services as described in Schedule A and be it further resolved the Assistant

Superintendent of Finance and Support Services is authorized to execute such contracts.

APPROVED on the 6th day of March 2025.

Board of Trustees

By: _____
Name: Chris Poteet
Title: President

Date Signed: March 6, 2025

ATTEST:

By: _____
Name: Rachael McGowen
Title: Secretary

Date Signed: March 6, 2025

Schedule A

Bid/RFP Number	Description	Contract Term
None	<p>Joint Election Services Contract for May 3, 2025, including the Lease of Premises for Vote Centers Agreement with the Dallas County Elections Department.</p> <p>The Dallas County Elections Department leases designated campuses within the Richardson Independent School District to serve as polling locations on election days.</p> <p>The District signs an interlocal agreement for each election date.</p>	May 3, 2025

BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: March 6, 2025
Division: School Improvement
Submitted by: Mike Jasso, Chief of Staff

ACTION ITEM

TOPIC:

The Effective Schools Framework Focus Support Grant provides resources and support to local education agencies, LEAs, to ensure that campuses identified for improvement reach full implementation of the Foundational Essential Actions in the ESF to significantly and sustainably improve student outcomes.

Districts/campuses engage in an ESF Diagnostic that results in a Targeted Improvement Plan (TIP) and select and work with a vetted improvement program, Region 10, that has been approved to support one or more of the Essential Actions (EAs) identified for prioritization in the diagnostic.

BACKGROUND INFORMATION:

Forestridge Elementary has participated in the Essential School Framework Focus Support Grant from 2023-25. The grant requires participating schools to develop a targeted improvement plan to identify essential actions identified via the campus diagnostic.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends the Board approve the Forestridge Elementary targeted improvement plan be accepted as presented.

**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: March 6, 2025

Submitted by: Liz Morse, Governmental Relations

Information Item

TOPIC: Legislative Update

Background Information:

The 89th Texas Legislature began on January 14, 2025. Information will be shared on the progress of the legislature regarding public education to date.



Legislative Update - 89th session

March 6, 2025

RICHARDSON ISD'S NORTH STAR GOAL
Every student, teacher, and leader will meet or exceed their academic growth goals.



LEGISLATIVE UPDATE



AS OF MARCH 6, 2025

- 5,852+ bills have been filed
 - More than 900 are education-related
- Low numbered bills address priority issues
- Session lasts until June 3, 2025
- Only ONE bill needs to pass per the Texas Constitution
- Last day to file a bill is March 14, 2025
- We have a **LONG WAY** to go!

LEGISLATIVE PRIORITIES



- **TEC Chapter 37 – Discipline – House Bill 6**
- **FUNDING**
 - **Basic Allotment – House Bill 2**
 - **School safety & security – Senate Bill 260**
 - **Special Education – House Bill 2**
 - **Pre-K – House Bill 2 grant**
 - **Workforce Development – HB 20**
- **Teachers – Senate Bill 26, House Bill 2**
- **Accountability - House Bill 4**

LEGISLATIVE UPDATE



- PRIORITY EDUCATION BILLS THAT HAVE PASSED OUT OF COMMITTEE
- PRIORITY EDUCATION BILLS HEARD IN COMMITTEE
- EDUCATION BILLS FILED

LEGISLATIVE UPDATE - SENATE BILLS



Bill #	CONTENT	PROGRESS
SB 1 (HB 1)	Budget – ONLY BILL THAT MUST PASS	Passed in Senate
SB 2 (HB 3)	Vouchers/ESAs	Passed in Senate
SB 4 vs (HB 8)	Property tax relief via Homestead Exemp.	Passed in Senate
SB 10 (HB 2696)	Ten Commandments in classrooms	Passed in Senate Ed comm
SB 11	Period of prayer in public schools	Passed in Senate Ed comm
SB 12	Parental Bills of Rights, etc.	Pending in Senate Ed.
SB 13	School library materials	Passed in Senate Ed committee
SB 19 (HB 3257)	No lobbying for public entities	Passed in Senate Ed comm
SB 24	Education on “horrors of communism”	Filed
SB 26	Teacher pay/rights	Pass in Senate

LEGISLATIVE UPDATE - HOUSE BILLS



Bill #	CONTENT	PROGRESS
HB 1 (SB 1)	Budget	In Appropriations Committee
HB 3 (SB 2)	Vouchers	Public Ed. hearing 3/11
HB 4	Accountability	In Pub. Ed. Committee
HB 6	Discipline Code	In Public Ed. Committee
HB 20	Establishing an Applied Sciences Pathway	Pending in Public Ed.
HB 26	Financial literacy course	Referred to Public Ed.

LEGISLATIVE UPDATE



Bill topics we're tracking . . .

Accountability/Assessment

AI Guidance/Regulation

CTE/Workforce

Cultural/Social Issues

Curriculum & Instruction

Discipline/Grievances

Extracurricular/UII

Elections/Bonds

Extracurricular/UII

Local control/state authority

Library books

Parental Rights

Property taxes

Pre-K/Early childhood

School Finance

School Safety

Special Education

Taxpayer Funded Lobbying

Teachers: Pay, Rights, Training

Transportation

Virtual education

Vouchers/ESAs



Questions

RICHARDSON ISD'S NORTH STAR GOAL

Every student, teacher, and leader will meet or exceed their academic growth goals.



BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas

Date: March 6, 2025

Submitted by: David Pate, Assistant Superintendent of Finance & Support Services

ACTION ITEM

TOPIC: Gifts

BACKGROUND INFORMATION:

The following gifts to the Richardson Independent School District were received as of February 2025. The Board of Trustees formally accepts gifts to the District of \$5,000 or more as described on the following pages. Gifts or donations of less than \$5,000 and a cumulative year-to-date total are also included for your information.

The Board's acceptance of gifts shall not be construed as a testimonial or endorsement by the Board or the District of a product or business enterprise.

By acknowledging these gifts and formally accepting those of \$5,000 or more, the Board also ratifies corresponding adjustments to the applicable organizations' budgets. Gifts of equipment or supplies do not require an adjustment in an organization's budget. The Superintendent's Advisory Council has approved this adjustment. Staff will provide the Board with the necessary information to formally amend the District's overall budget at the appropriate time.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board accept the gifts of \$5,000 or more as listed on the following pages.

RESOLUTION

WHEREAS, the Board of Trustees has considered the gifts of \$5,000 or more as listed on the following pages; and

WHEREAS, the Board recognizes that monetary gifts to the District will require an adjustment to the overall adopted budget; and

WHEREAS, ensuring timely and accurate financial record keeping supports the Board's Strategic Objectives and Strategies;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of the Richardson Independent School District accepts the gifts of \$5,000 or more as listed on the following pages and approves amending the District's overall budget to reflect receipt of the monetary gifts.

\$5,000 or More

To	From	Purpose	Cash Received	Estimated Supply/Equip Value
Bowie Elementary	BOW PTA	Support for teacher planning days	\$5,300.73	
Northwood Hills Elementary	NWHE PTA	School garden improvements		\$33,418.75
			\$5,300.73	\$33,418.75
Total Cash & Supply/Equipment Value - Gifts Over \$5,000 March 2025			\$38,719.48	

Less Than \$5,000

To	From	Purpose	Cash Received	Estimated Supply/Equip
Mohawk Elementary	MOH PTA	Supplemental instructional supplies	\$1,869.83	
Northlake Elementary	Cotton Bowl Foundation	Supplemental art supplies	\$500.00	
Prestonwood Elementary	PWE PTA	Field trip	\$1,589.13	
			\$3,958.96	\$0.00
Total Cash & Supply/Equipment Value - Gifts Under \$5,000			\$3,958.96	
Grand Total of All Gifts Over & Under \$5,000 March 2025			\$42,678.44	

Prior Year Comparison

Fiscal YTD Cash & Supply/Equipment Value - Gifts Over \$5,000	\$611,591.07
Fiscal YTD Cash & Supply/Equipment Value - Gifts Under \$5,000	\$105,789.72
Fiscal YTD Total of All Gifts Over & Under \$5,000 March 2025	\$717,380.79
Fiscal YTD Total of All Gifts Over & Under \$5,000 March 2024	\$484,510.90
Increase / (decrease) compared to prior year	\$232,869.89

**BOARD OF TRUSTEES
RICHARDSON INDEPENDENT SCHOOL DISTRICT
RICHARDSON, TEXAS**

Date: March 6, 2025
Submitted by: Leticia D. McGowan, General Counsel

ACTION ITEM

TOPIC: Consideration and Adoption of Resolution Approving Contingent Fee Legal Services Contract, including Findings Needed for Submission of Contingent Fee Legal Services Agreement and Request for Expedited Review by the Texas Attorney General

BACKGROUND INFORMATION:

The District is considering joining a nationwide group of school districts asserting claims against various social media companies. The first claims were filed in 2022 and are pending in a multi-district litigation in the Northern District of California. The lawsuit asserts legal claims against social media companies for public nuisance and negligence. The lawsuit seeks to recover the costs incurred by school districts. There is no financial impact to the District. The resolution is a required component of seeking approval of the contingent fee legal services agreement and expedited review by the Texas Attorney General's Office.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board approve the adoption of the attached Resolution Approving Contingent Fee Legal Services Contract, including Findings Needed for Submission of Contingent Fee Legal Services Agreement and Request for Expedited Review by the Texas Attorney General.

**BOARD OF TRUSTEES
RICHARDSON INDEPENDENT SCHOOL DISTRICT
RICHARDSON, TEXAS**

Date: March 6, 2025
Submitted by: Leticia D. McGowan, General Counsel

ACTION ITEM

TOPIC: Consideration and Adoption of Contingent Fee Legal Services Agreement with Thompson & Horton, LLP, Eiland & Bonnin, PC and O'Hanlon, Demerath & Castillo, PC

BACKGROUND INFORMATION:

The District is considering joining a nationwide group of school districts asserting claims against various social media companies. The first claims were filed in 2022 and are pending in a multi-district litigation in the Northern District of California. The lawsuit asserts legal claims against social media companies for public nuisance and negligence. The lawsuit seeks to recover the costs incurred by school districts. There is no financial impact to the District. Once approved by the Board of Trustees, the contingent fee legal services agreement will be reviewed by the Texas Attorney General's Office as statutorily required.

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent recommends that the Board approve the adoption of the attached Contingent Fee Legal Services Agreement with Thompson & Horton, LLP, Eiland & Bonnin, PC and O'Hanlon, Demerath & Castillo, PC.

BOARD OF TRUSTEES
Richardson Independent School
District Richardson, Texas

Date: March 6, 2025
Department: Administrative Services

Submitted by: Matthew Gibbins, Assistant Superintendent Administrative Services, Joe Miniscalco, Senior Executive Director Student Services

INFORMATION ITEM

TOPIC: Magnet Programming Update

BACKGROUND INFORMATION:

Richardson ISD is committed to providing high-quality, specialized learning experiences through magnet programming that align with student interests, career pathways, and academic excellence. This presentation will provide an overview of current magnet programs, future enhancements, and the strategic direction for possible expansion to programming to ensure RISD remains The ONE for families to choose.

Purpose:

This informational update will highlight:

- Current RISD magnet programming and its impact on student success.
- Planned program enhancements and alignment with district goals.
- The evolving educational landscape and RISD's competitive position in specialized programming.
- Future opportunities to strengthen magnet pathways for students in our magnet schools

SUPERINTENDENT'S RECOMMENDATION:

The Superintendent presents the Magnet programming update for the Board's information.

Magnet Programming Update and Review

March 6, 2025



©Richardson ISD



Presentation Objectives

1

Define why **Richardson ISD is the ONE**

2

Unpack **Opportunities, Neighborhoods, and Experiences**

3

Highlight **Magnet Programming Opportunities**



Goal 5

The school district will increase efficiency and effectiveness in operations and personnel and seek additional fiscal resources to accomplish the Call to Action.

Specific Results

(Yr. 1) 5.1 – Ensure operations are conducted in a financially efficient and effective manner.

Summary of Recommendations



Reduce Central Expenditures 5-7%



Expand Inter-District Transfer Options



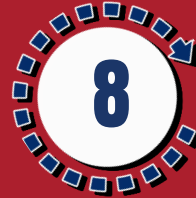
Choice/Specialized Programming



Standard Rubric for Reductions



VATRE



Standard Staffing Model



Consolidate Elementaries



Expand *xPlore!* Enrollment



Strategic Compensation



Implemented



In Progress

Subcommittee

Staff Facilitators

Dr. Matthew Gibbins

Dr. Kristin Leeper

Joe Miniscalco

Considerations

- Improvement in current magnet programming and systems.
- Increased choice programming.
- Expansion of inter-district transfer options.

RISD IS THE ONE

Opportunities for learners tailored to every style and ability.

Neighborhood schools that foster family-centered communities.

Experiences beyond the classroom that enhance learning!



What is Specialized Programming An Answer For?

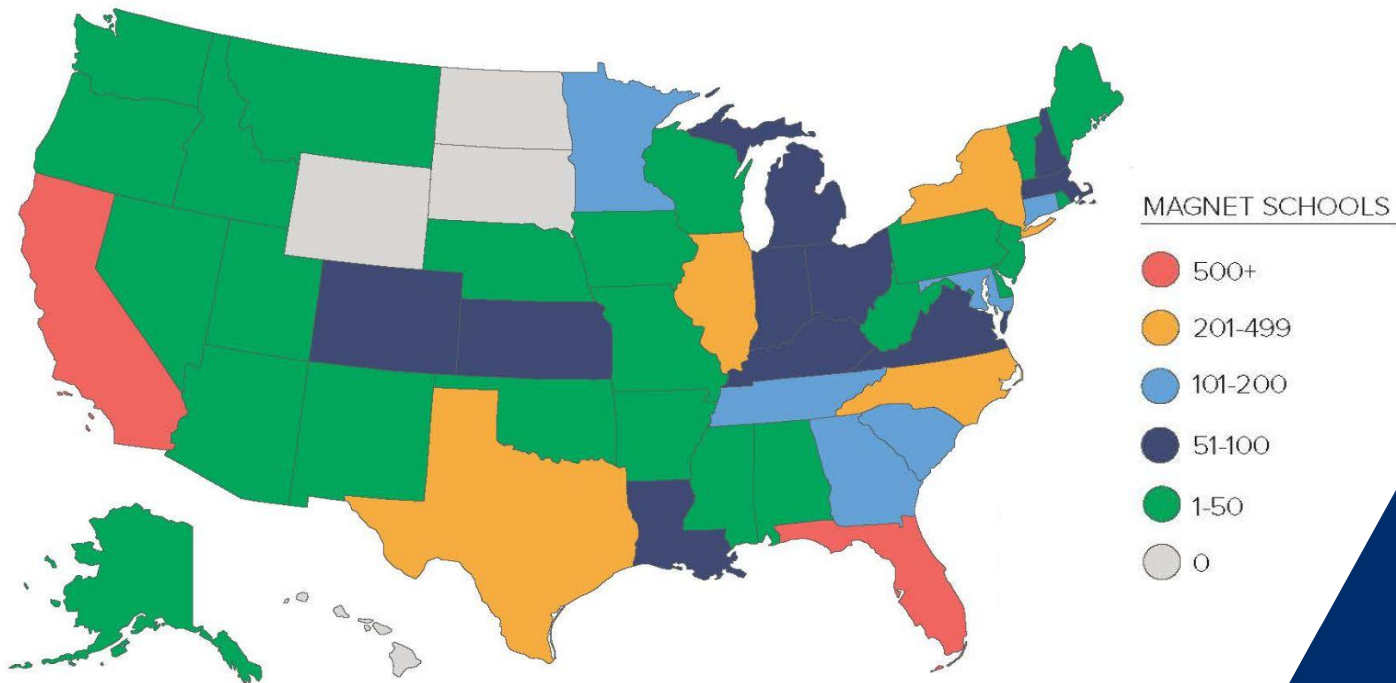
Student Benefits:

- **Customized Learning Pathways** – Allows students to select schools that align with their interests, talents, and career aspirations.
- **Flexible Learning Environments** – Supports students with different learning styles by offering a variety of instructional approaches.

District Benefits:

- **Competing with Charter and Private Schools** – Choice schools help retain families who might otherwise leave the district for alternative educational options.
- **Preventing Enrollment Declines** – Districts can attract new families by offering unique and high-quality educational experiences.
- **Building Stronger Community Connections** – Providing diverse options encourages families to stay invested in their local school system.
- **Supporting Economic Growth** – Ensures that the district is developing a future workforce aligned with local and regional job needs.
- **Raising the Overall Quality of Education** – By implementing rigorous academic programs, districts can elevate the performance of all students.

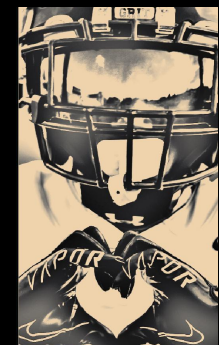
What is the National Landscape for Specialized Programming?



MAGNET SCHOOLS
OF AMERICA

www.magnet.edu

**BE
THE
ONE**



What Opportunities Currently Exist?

Texas

- Gifted and Talented Programs
- STEM
- Liberal Arts, Classical, Vanguard
- University/College Prep
- Performing and Visual Arts
- Health Professions
- Leadership
- Gender-Specific Academies
- Energy, Science
- International Baccalaureate
- Montessori
- Language Immersion
- Career and Technical Education
- Law

National

- Advanced Technology
- Career Exploration
- Innovative Teaching/Learning
- Integrated Arts Programs
- Accelerated/Advanced Learning
- Communication, Media Production
- Business, Finance, Management
- Cybersecurity, Coding

2025 Niche/K-12 Schools
U.S. News & World Report/Education/K-12



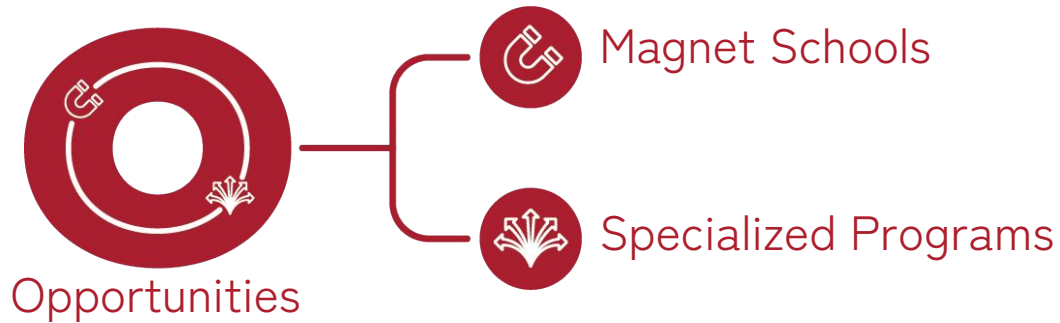


What is the **Local** Landscape for Specialized Programming?

- Leadership Programming
- Multilingual Programming
- Science, Technology, Engineering, Math, Arts (STEM/STEAM)
- Fine Arts (Theatre, Music, Dance, Visual Arts, Media)
- International Baccalaureate
- Montessori

What Does Specialized Programming Look Like in RISD?

Magnet and specialized programs are designed to cater to students with specific academic and career interests while promoting diversity and innovation. These programs offer specialized curricula, innovative instructional programming, and unique learning environments that allow students to excel in their areas of passion.





Magnet vs. Specialized Programming at Elementary Campuses



Magnet Schools

Selective Admissions

All Magnet Schools have selective admissions criteria with academic, attendance, and performance requirements as a gateway before entering into a lottery selection. Only open to families residing in RISD.

Specialized and Targeted Curricula

Magnet programs are theme-oriented courses of study that provide students with in-depth experiences in particular areas of interest.

Focused Themes

These schools offer specialized programs in areas such as science, technology, engineering, mathematics (STEM), fine arts, and leadership.



Specialized Programming

Lottery Selection

Choice Schools will have limited open enrollment policies, allowing students from inter and intra district transfers if there is an interest.

Variety of Options

RISD could provide elementary, middle, and high school parents and guardians with an opportunity to choose their child's school that is best for them.

Diverse Programs

These schools offer a range of programs, including International Baccalaureate, Personalized Learning Academy, Montessori, Advance Learning Academy, Dual Language and other innovative models designed to satisfy different student interests and needs.

RISD's Magnet History

1954



Hamilton Park opens as a K-12 neighborhood school

1970



Hamilton Park's grades 7-12 move to secondary feeders as a first step of integration

1975



Hamilton Park Pacesetter Magnet established as a PK-6 Magnet

1985



The District High School opens as a school-within-a-school

1995



Math Science Technology Magnet opens at business facility on Arapaho Rd.



Classical Magnet opens at the PDC

1996



Richardson High School Arts, Law, Science Magnet allowed to market districtwide



Westwood Junior High Leadership enrolls year one to roll up to years two and three

1997



West Junior High establishes Technology Magnet

2000



Westwood Junior High: The Math, Science, Leadership Magnet established

2001



West Junior High Arts and Technology Magnet established

2005



Classical Magnet moves from PDC to Arapaho Elementary, becoming **Arapaho Classical Magnet**



Math Science Technology Magnet moves to RJH facility

Current High School Magnet Programming

Richardson High School Arts, Law and Sciences Magnet

- Communication Arts
- Culinary Arts
- Theatre Collective:
Performing and
Technical
- Visual Arts:
Photography and
Studio Art
- Law
- Computer Science:
Application
Development,
Cybersecurity, and
Game Design
- Manufacturing
- Science
- Robotics



Current Junior High Magnet Programming



Westwood Math, Science Leadership Magnet

- Advanced Math and Accelerated Math Pathways
- Advanced and Accelerated Science Pathways
- Medical Terminology
- Leadership



West Arts and Technology Magnet

- Communication Arts
- Culinary Arts
- Theatre Arts - Performing and Technical
- Visual Arts
- Robotics

Current Elementary Magnet Programming



Arapaho Classical Magnet

- Interdisciplinary Art Integration
- Communication/Media/Film/ Digital Arts
- Theatre Arts
- Music/Visual & Performing Arts
- Personalized Learning and Competency-Based



Hamilton Park Pacesetter Magnet

- Leadership Development and Lesson Integration
- Personalized Learning and Competency-Based
- Action Research and Problem Solving Projects
- Mock Trials and Simulations



MST Magnet

- STEM Engineering
- Coding & 3D Printing
- Communication
- Robotics
- Digital Technology
- Personalized Learning Competency-Based



What are Our Next Steps?

Building on the Strengths and Legacy of Our Current Magnet Programs

Honor Our Foundations

Celebrate the rich history, achievements, and impact of each magnet program.

Amplify Signature Programs

Strengthen and expand the unique themes that define our schools (Fine Arts, STEM, Leadership).

Enhance Student Experiences

Introduce deeper, real-world learning opportunities like competitions, performances, and exhibitions.

Strengthen Community Partnerships

Expand collaborations with industry professionals, universities, and local organizations.

Innovate with Purpose

Integrate emerging best practices while staying true to our core mission.

Empower Student Voice

Give students leadership opportunities to shape and advocate for their programs.

Engage Families and Alumni

Leverage past successes and alumni stories to inspire future growth and collaboration.

Commit to Excellence

Continue refining curriculum, instruction, and enrichment to ensure students thrive.



What are Our Next Steps?

How Will We Improve and Elevate Our Current Magnet Programs?

Align and Expand

Identify gaps and enhance programs with new learning experiences.

Cross-Campus Collaboration

Foster multigrade and multi-school learning connections.

Innovative Instruction

Incorporate project-based, problem-solving, and community-driven learning.

Mastery-Based and Personalized Learning

Track standards-driven progress while offering student-centered, interest-based learning opportunities

Specialized Professional Learning

Support research and training aligned with magnet themes.

Optimize Learning Spaces

Ensure environments reflect and support programming needs.

Strengthen Community Engagement

Develop school-wide projects with families and local partners.

Embed Magnet Identity

Integrate program themes into school culture and daily experiences.

Program Accountability

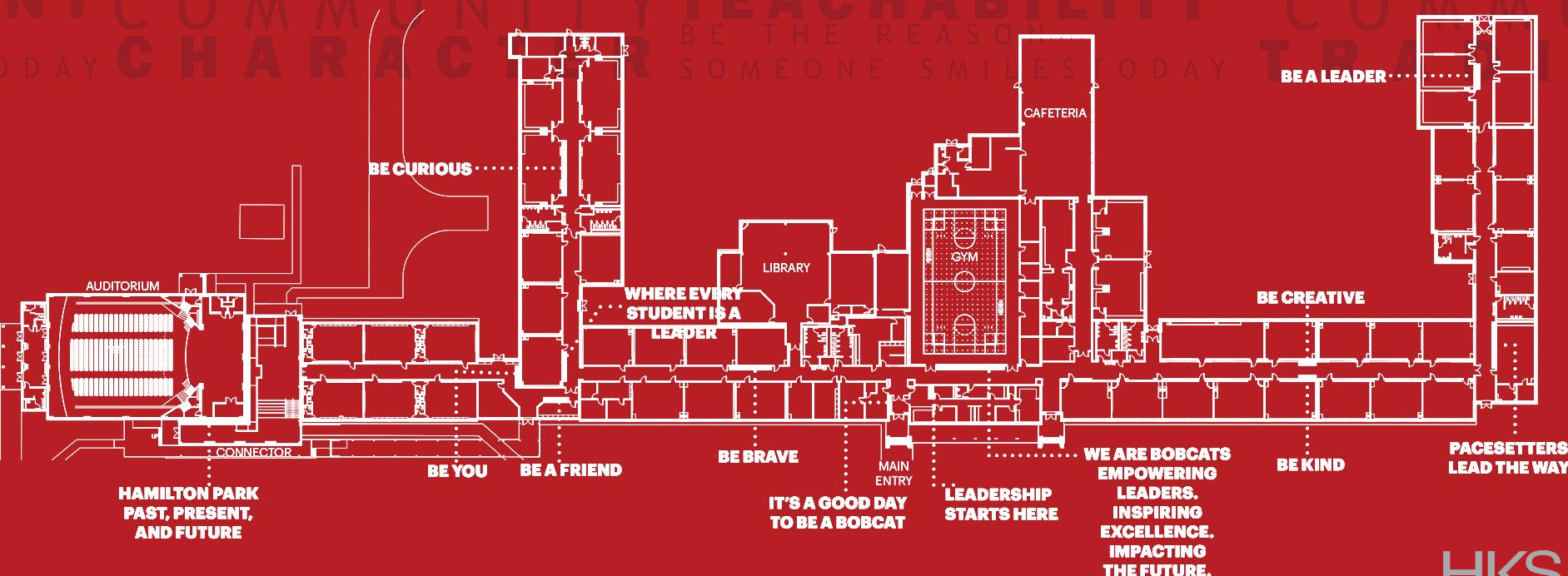
Establish structured evaluation cycles for continuous improvement.

Enhance School Identity

Upgrade uniform dress to reinforce school branding and pride.

WE ARE BOBCATS

EMPOWERING LEADERS. INSPIRING EXCELLENCE. IMPACTING THE FUTURE.



WE ARE BOBCCATS

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What are our highest hopes for our students in the Magnet Programs?

RISD Magnet
Students will be
Leaders

RISD Magnet
Students will be
Life Ready
(academic and career ready)

RISD Magnet
Students will have
Agency



Resources Needed

- Optimize existing funds
- Superintendent Enhancement Fund
- Seeking non-profit and foundation funding
- Reallocation of district funding



Next Steps and Timeline

Next Meeting:

Focus on Specialized Programming as an additional
RISD “Opportunity”





Thank You!

Questions?



**BOARD OF TRUSTEES
Richardson Independent School District
Richardson, Texas**

Date: March 6, 2025

Submitted by: Christopher B. Goodson, Ed.D.
Assistant Superintendent, Human Resources

INFORMATION ITEM

TOPIC: Human Resources Update

BACKGROUND INFORMATION

The Human Resources Department will share an update on RISD hiring, recruiting, retention, and employee support practices. Information will also include an update on the Teacher Incentive Allotment and National Board Certification program for teachers.



RISD Human Resources Update

March 6, 2025



EVERY Teacher. EVERY Day.

EVERY Leader. EVERY Day.

EVERY Child. EVERY Day.



RICHARDSON ISD'S **NORTH STAR GOAL**

Every student, teacher and leader will meet or exceed their academic growth goals.

Agenda

- **District Snapshot**
- **Review of Pathways**
- **Compensation Review**
- **Benefits Review**
- **Teacher Turnover Data**
- **Exit Survey Trends**
- **Teacher Incentive Allotment**
- **Reflections/Next Steps**

District Snapshot

Demographic	All Employees	Teachers	*Students
American Indian	0.6%	0.6%	0.3%
Asian	6.3%	3.1%	7.5%
African American	19.9%	14.4%	21.0%
Hispanic	23.4%	16.4%	37.9%
Pacific Islander	0.1%	0.1%	0.1%
Two or More	1.8%	2.3%	3.1%
White	47.9%	63.0%	30.1%
Total Minority Staff	52.1%		*23-24 TAPR

Pathways to Recruiting

- Dallas College Paid Teacher Residencies
 - Traditional/Adaptive
- Dallas College Para-to-Teach Pathway
- East Texas A&M University Beacon
- Teach For America (TFA)
- TOEFL Support Classes - Multilingual Dept.
- Bilingual Education Student Organization
- Consideration of Additional Incentives

Summary of Recommendations



Reduce Central Expenditures 5-7%



Expand Inter-District Transfer Options



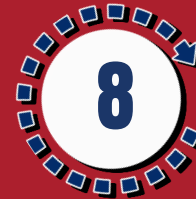
Choice Programming



Standard Rubric for Reductions



VATRE



Standard Staffing Model



Consolidate Elementaries



Expand *xPlore!* Enrollment



Strategic Compensation



Implemented



In Progress

Compensation

Teacher Pay Comparison - New Hire Salaries (23-24)



	Year 0	Year 5	Year 10	Year 15	Year 20	Year 25
Denton	59,340	61,079	63,510	65,776	67,630	69,278
Allen	59,500	61,039	64,427	65,821	67,579	69,305
Richardson	60,000 (6th)	61,375 (6th)	62,750 (8th)	64,125 (8th)	65,500 (8th)	66,775 (8th)
Plano	60,000	61,750	63,500	65,250	67,000	68,750
Lewisville	60,850	62,914	64,900	68,040	69,687	71,641
Garland	61,000	62,835	65,428	68,118	69,739	71,438
Grand Prairie	62,100	62,725	63,622	68,131	69,940	71,916
Arlington	62,500	65,000	67,500	70,000	72,500	74,700





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Comparison of Teacher Salaries in the **Dallas/Fort Worth Metroplex** *School Year 2023 - 2024 | BA / BS Degree*

YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30							
1	Mansfield	63000	1	Arlington	65000	1	Coppell	67955	1	Arlington	70000	1	Arlington	72500	1	Arlington	74700	1	Ft Worth	77689
2	Arlington	62500	2	Ft Worth	64457	2	Arlington	67500	2	Coppell	69564	2	Ft Worth	71525	2	Ft Worth	73499	2	HEB	76889
3	Grand Prairie	62100	3	Dallas	64250	3	HEB	66847	3	Ft Worth	69025	3	Coppell	71064	3	Coppell	72564	3	Arlington	76700
4	Castleberry	62025	4	Mansfield	64225	4	Ft Worth	66686	4	HEB	68177	4	Grand Prairie	69940	4	Irving	72420	4	Irving	76594
5	Ft Worth	62000	5	Castleberry	63792	5	Irving	66631	5	Grand Prairie	68131	5	Mansfield	69873	5	Alvarado	72280	5	Castleberry	75892
6	Crowley	61810	6	Coppell	63650	6	Dallas	66450	6	Garland	68118	6	HEB	69868	6	Everman	72170	6	Mansfield	75761
7	Everman	61500	7	Everman	63514	7	Mansfield	65860	7	Lewisville	68040	7	Castleberry	69792	7	HEB	72019	7	Coppell	75453
7	HEB	61500	8	HEB	63095	8	Castleberry	65792	8	Castleberry	67792	8	Everman	69790	8	Grand Prairie	71916	8	Alvarado	75400
9	Coppell	61150	9	Lewisville	62914	9	Everman	65679	9	Irving	67682	9	Garland	69739	9	Castleberry	71892	9	EMS	75302
10	Birdville	61000	10	Garland	62835	10	Garland	65428	10	Mansfield	67645	10	Lewisville	69687	10	Mansfield	71673	10	Everman	75092
10	Dallas	61000	11	Crowley	62810	11	Lewisville	64900	11	Everman	67626	11	Frisco	69400	11	Lewisville	71641	11	Azle	74439
10	Garland	61000	12	Grand Prairie	62725	12	Crowley	64592	12	Frisco	67050	12	Irving	69382	12	Garland	71438	12	Crowley	74315
13	Lewisville	60850	13	Birdville	62376	13	Allen	64427	13	McKinney	66450	13	McKinney	68950	13	Frisco	71400	13	Grand Prairie	74308
14	Irving	60794	14	Irving	62273	14	Frisco	64200	14	Kennedale	66156	14	Kennedale	68612	14	Kennedale	70486	14	Birdville	73688

20	Joshua	60000	21 Richardson	61375	21	Grand Prairie	63622	21	Lake Worth	65400	21	EMS	67382	21	Keller	69436	21	Joshua	72187	
20	Lake Worth	60000	22	Little Elm	61277	22	Denton	63510	22	Joshua	65358	22	Alvarado	67380	22	Allen	69305	22	Burleson	71927
20	Plano	60000	23	Denton	61079	23	Keller	63496	23	Keller	65291	23	Keller	67330	23	Denton	69278	23	White Sett	71550
20	Richardson	60000	24	Azle	61050	24	Grapevine	63350	24	Grapevine	65150	24	Lake Worth	67200	24	Aledo	69000	24	Garland	71438
20	White Sett	60000	25	Allen	61039	25	Lake Worth	63200	25	Azle	65118	24	White Sett	67200	25	McKinney	68950	25	Frisco	71400
26	Allen	59500	26	CFB	61000	26	CFB	63171	26	EMS	64857	26	Grapevine	67150	26	Burleson	68890	26	Aledo	71205
26	Azle	59500	27	Northwest	60950	27	Azle	63118	27	Little Elm	64830	27	Little Elm	67147	27	Northwest	68750	27	Denton	70967
28	Denton	59340	28	Keller	60915	28	Little Elm	62789	28	Burleson	64745	28	Azle	67118	28	Lake Worth	68700	28	Carroll	70896
29	Grapevine	59250	29	EMS	60811	29	Richardson	62750	29	CFB	64672	29	Joshua	66858	29	Grapevine	68650	29	Weatherford	70406
30	Burleson	59000	30	Grapevine	60750	30	EMS	62561	30	Weatherford	64236	30	Burleson	66579	30	Azle	68618	30	DeSoto	70205
30	Frisco	59000	31	Burleson	60743	31	Northwest	62350	31	Richardson	64125	31	CFB	66574	31	Carroll	68555	31	Lake Worth	70200
30	Keller	59000	32	White Sett	60650	32	Burleson	62204	32	Northwest	63800	32	Carroll	66219	32	Joshua	68266	32	Little Elm	70181
30	Kennedale	59000	33	Kennedale	60400	33	White Sett	61900	33	Carroll	63661	33	Weatherford	65766	33	CFB	68175	33	Grapevine	70150
34	DeSoto	58500	34	Carroll	60057	34	Carroll	61563	34	White Sett	63450	34	Northwest	65750	34	Weatherford	67886	34	CFB	70076
34	Duncanville	58500	35	Duncanville	59500	35	Weatherford	61136	35	DeSoto	62950	35	Richardson	65500	35	Duncanville	67100	35	Duncanville	69700
36	Carroll	58400	36	DeSoto	59400	36	DeSoto	61100	36	Duncanville	62200	36	DeSoto	64450	36	Richardson	66775	36	Granbury	69317
37	Little Elm	58285	37	Weatherford	58260	37	Duncanville	60700	37	Midlothian	62000	37	Duncanville	64200	37	Midlothian	66510	37	McKinney	68950
38	Weatherford	56700	38	Midlothian	58000	38	Midlothian	60000	38	Alvarado	61920	38	Midlothian	64000	38	DeSoto	66420	38	Glen Rose	68631
39	Midlothian	56000	39	Godley	56586	39	Granbury	59834	39	Granbury	61310	39	Godley	63940	39	Godley	65918	39	Midlothian	68550
40	Alvarado	54600	40	Granbury	56100	40	Godley	58595	40	Godley	60910	40	Granbury	62624	40	Glen Rose	65387	40	Godley	66918
41	Godley	53100	41	Glen Rose	55760	41	Glen Rose	57964	41	Glen Rose	59553	41	Venus	61937	41	Venus	65164	41	Richardson	66775
42	Glen Rose	52750	42	Alvarado	55745	42	Alvarado	57575	42	Venus	57665	42	Glen Rose	61777	42	Granbury	65071	42	Venus	66542

Compensation

Teacher Pay Comparison - New Hire Salaries After Recommendation



	Year 0	Year 5	Year 10	Year 15	Year 20	Year 25
Denton	59,340	61,079	63,510	65,776	67,630	69,278
Allen	59,500	61,039	64,427	65,821	67,579	69,305
Richardson	61,000 (+1,000)	63,500 (+2,125) 2nd	66,000 (+3,250) 2nd	71,000 (+6,875) 1st	76,000 (+10,500) 1st	81,000 (+14,225) 1st
Plano	60,000	61,750	63,500	65,250	67,000	68,750
Lewisville	60,850	62,914	64,900	68,040	69,687	71,641
Garland	61,000	62,835	65,428	68,118	69,739	71,438
Grand Prairie	62,100	62,725	63,622	68,131	69,940	71,916
Arlington	62,500	65,000	67,500	70,000	72,500	74,700





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Comparison of Teacher Salaries in the Dallas/Fort Worth Metroplex School Year 2024 - 2025 | BA / BS Degree

YEAR	0	YEAR	5	YEAR	10	YEAR	15	YEAR	20	YEAR	25	YEAR	30							
1	Mansfield	64700	1	Arlington	67100	1	Arlington	69600	1	Arlington	72100	1	Richardson	76000	1	Richardson	81000	1	Richardson	86000
2	Arlington	64600	2	Mansfield	66007	2	Coppell	69000	2	Coppell	71315	2	Arlington	74600	2	Arlington	76900	2	Arlington	78900
3	Ft Worth	63000	3	Irving	65365	3	Irving	68630	3	Richardson	71000	3	Coppell	72815	3	Irving	74593	3	Irving	78891
3	Grand Prairie	63000	4	Coppell	65200	4	HEB	67848	4	Ft Worth	69754	4	Ft Worth	72483	4	Ft Worth	74373	4	Ft Worth	78111
5	Birdville	62750	4	Ft Worth	65200	5	Mansfield	67644	5	Irving	69713	5	Mansfield	71655	5	Coppell	74315	5	HEB	76890
6	Coppell	62700	6	Grand Prairie	65000	6	Ft Worth	67421	6	Mansfield	69405	6	Irving	71463	6	Prosper	73600	6	Coppell	76855
7	Irving	62618	7	Garland	64495	7	Garland	67038	7	Garland	69138	7	Garland	71399	7	Mansfield	73356	7	Mansfield	76823
8	HEB	62500	8	Dallas	64250	8	Grand Prairie	67000	8	Grand Prairie	69000	8	Grand Prairie	71328	8	HEB	73351	8	Castleberry	75892
9	McKinney	62100	9	Birdville	64075	9	Dallas	66500	9	HEB	68748	9	HEB	71077	9	Garland	73098	9	Granbury	75402
10	Castleberry	62025	10	HEB	63861	10	Everman	66007	10	Everman	67975	10	McKinney	70400	10	Grand Prairie	72904	10	Alvarado	75400
11	Dallas	62000	11	Castleberry	63792	11	Richardson	66000	11	McKinney	67900	11	Prosper	70100	11	McKinney	72900	10	McKinney	75400
11	Everman	62000	12	Everman	63712	12	Granbury	65919	12	Castleberry	67792	12	Everman	70051	12	Everman	72455	12	Grand Prairie	75088
13	Crowley	61810	13	Cleburne	63675	13	Castleberry	65792	13	Lewisville	67632	13	Kennedale	69970	13	Alvarado	72280	13	Birdville	74937
14	Cleburne	61500	14	McKinney	63600	14	Birdville	65581	14	Kennedale	67575	14	Castleberry	69792	14	Frisco	72150	14	Everman	74859
14	Garland	61500	15	Richardson	63500	15	Cleburne	65511	15	Granbury	67395	15	Frisco	69650	15	Castleberry	71892	15	Northwest	74650
14	Northwest	61500	16	Plano	63007	16	McKinney	65400	16	Birdville	67181	16	Cleburne	69511	16	Kennedale	71653	16	Cleburne	74624
17	EMS	61350	17	Crowley	62810	17	Allen	65394	17	Frisco	67150	17	Lewisville	69478	17	Birdville	71486	17	Azle	74539
18	CFB	61000	18	Northwest	62550	18	Plano	65015	18	Cleburne	67111	18	Birdville	69157	18	Cleburne	71411	18	Kennedale	74448
18	Plano	61000	19	Frisco	62350	19	Kennedale	65000	19	Plano	67022	19	Plano	69029	19	Lewisville	71185	19	Crowley	74315
18	Richardson	61000	20	Granbury	62185	20	Frisco	64650	20	Allen	66809	20	Granbury	68709	20	Granbury	71156	20	EMS	74116



Teacher Years of Experience

Teacher Years of Experience	23-24	24-25	Change
0-5 years	43.31%	38.66%	- 4.65%
6-10 years	20.89%	18.84%	- 2.05%
11-20 years	22.63%	26.56%	+ 3.93%
21+ years	13.16%	15.94%	+ 2.78%

24-25 Compensation

2024-2025 RICHARDSON ISD COMPENSATION & BENEFITS

Here's why RISD is THE destination district in North Texas!

New Teacher Salary: \$61,000

Be sure to check out the 2024-2025 teacher salary schedule!

**HIGHEST LEVELS
IN THE METROPLEX!**

Proposed new teacher salary and pay increases to be finalized by the RISD Board of Trustees at the regular meeting on May 2, 2024.

Critical Needs Teacher Stipends

Secondary Math/Science/LITE..... up to \$2,000

Resource Special Education\$2,000

Central Program Special Education\$4,000

Bilingual Classroom.....\$6,000

Comprehensive Benefits Package Highlights

- Maternity and Paternity Leave
- Bereavement Leave - Allows use of three sick leave bank days
- RISD Employee Acute Care Clinic - Only \$10 copay!
- RISD Employee Daycare/ Child Learning Academy - Private, high-quality, licensed daycare for \$350/month (approximately \$7,500 savings compared to non-RISD provider)
- RISD Employee Pre-K - Only \$150/month (an estimated savings of \$8,700 per year when compared to non-RISD providers)

Richardson ISD Offers Top Pay for Our Special Education Teachers!

Join our team of exceptional educators and earn exceptional pay:

Base Teacher Salary with 0 Years Experience

\$61,000

+

Central Special Education Assignment

\$4,000

=

Projected Total Take-Home Pay:

\$65,000

Base Teacher Salary with 5 Years Experience

\$63,500

+

Resource Special Education Assignment

\$2,000

+

Bilingual Certified

\$6,000

=

Projected Total Take-Home Pay:

\$71,500

Base Teacher Salary with 15 Years Experience

\$71,000

+

Central Special Education Assignment

\$4,000

=

Projected Total Take-Home Pay:

\$75,000

Adjustments will be made for 25-26 Compensation

Recruitment & Retention



Little Eagles CLA



Little Mustangs CLA



Opening Fall of 2025



1801 E. Spring Valley Rd.

NOW OPEN!
THE RICHARDSON ISD EMPLOYEE
MENTAL WELLNESS CLINIC

Sponsored by Texas A&M Commerce in Partnership with RISD

The Mental Wellness Clinic Offers
EIGHT FREE COUNSELING SESSIONS
FOR RISD EMPLOYEES

600 Sherman St., Suite 108, Richardson 75081

For appointments, email hmcc@tamuc.edu or call **469-593-9155**.



**Harold Murphy
Counseling Center**

EAST TEXAS A&M

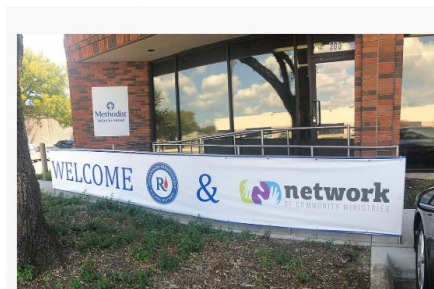


RISD Acute Care Clinic



Richardson ISD Acute Care Clinic, in partnership with Methodist Medical Group

The Richardson ISD Staff Clinic is a low-cost, convenient health clinic for district employees, spouses and dependents.



Low-Cost, Quality Care

The \$10 co-pay covers all services rendered for both an in person or virtual visit. Insurance is not required. Cash, check and credit cards are accepted.

If a prescription is needed, the clinic will call it into the pharmacy of the patient's choice. Prescription cost is at the patient's expense (whether insurance or co-pay).





Benefits Usage

RISD Acute Care Clinic - 2838 visits (in-person & virtual)

East Texas A&M Mental Wellness Clinic - 200

Sick Leave Bank - Expanded Access

Total Days Granted - 586.5

- **Bereavement - 3**
- **Maternity - 221.5**
- **Paternity - 19.5**
- **Personal Illness - 342.5**

Teacher Turnover Data

Teacher Turnover <i>*RISD Calculated</i>	
24-25	13.1%
23-24	17.4%
22-23	17.1%



Exit Survey Trends - Teachers

Exit Survey Data - Teacher (4-year review)

Years in RISD

1. 3-5 Years
2. First year
3. 6-10 years
4. Second Year
5. 20+

Reason for leaving

1. Career advancement
2. Regular retirement with TRS
3. Greater compensation
4. Taking position closer to home
5. Unhappy with job



Exit Survey Trends - All Employees

Exit Survey Data - All Positions (4-year review)

Years in RISD

1. 3-5 Years
2. First year
3. 6-10 years
4. Second Year
5. 11-15 years

Reason for leaving

1. Taking position closer to home
2. Career advancement
3. Unhappy with job
4. Regular retirement with TRS
5. Greater compensation

What is National Board Certification (NBCT)



NATIONAL BOARD
for Professional Teaching Standards®

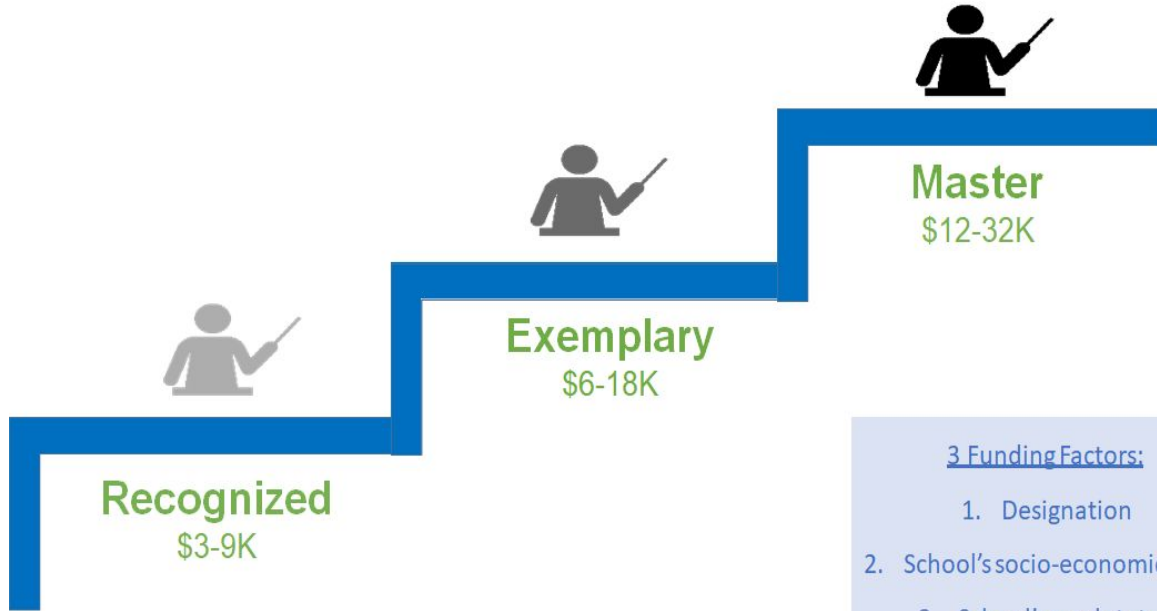
National Board Certification is a voluntary advanced professional certification for PreK-12 educator that identifies teaching expertise through a performance-based, peer-reviewed assessment.

More than 125,000 teachers across all 50 states have achieved Board certification.

National Board Certification (NBCT) - Strategic Compensation

- **2023 - 7 National Board Certified Teachers**
- **2024 Cohort - 30 participants**
 - **5 participants in Year 2**
 - **25 participants in Year 1**
 - **Automatic “Recognized” designation with TIA**

Teacher Incentive Allotment - Strategic Compensation



- 3 Funding Factors:
1. Designation
 2. School's socio-economic need
 3. School's rural status

Strategic Compensation - TIA/NBCT

TIA Campuses eligible local designations this year:

- Aikin Elementary
- Audelia Creek Elementary
- Carolyn Bukhair Elementary
- Forest Lane Academy
- O.Henry Elementary
- RISD Academy

New TIA Campuses in data collection year:

- Apollo Junior High
- Forest Meadow Middle School
- Jess Harben Elementary
- Parkhill Junior High
- Richardson Terrace Elementary
- Skyview Elementary

Strategic Compensation - TIA/NBCT

School Year	# of Participating Campuses	# of Teachers Earning Local Designation	Total # of TIA Designated Teachers	Additional Pay Earned by Designated Teachers
21-22	4	7	15	\$135,894
22-23	4	40	55	\$675,621
23-24	7	55	79	\$956,433
24-25	12	TBD	TBD	TBD

Reflections/Next Steps

- **Staffing and compensation review and planning**
 - **Benchmark surrounding districts and industries**
- **Research possible incentives to enhance recruitment of special education and bilingual teachers**
- **Increase number of participating TIA campuses**
- **Research and plan for locally developed administrator incentive allotment**

**Thank
You!**



**BE
THE
ONE**

