

**The Lockhart Independent School District
Board of Trustees
M.L. Cisneros Education Support Center Boardroom, 2nd Floor, Room 200, 419 Bois D'Arc Street,
Lockhart, TX 78644
Regular Meeting, March 27, 2023 – 6:30 PM**

Notice is hereby given that on March 27, 2023, the Board of Trustees of the Lockhart Independent School District will hold a Regular meeting at 6:30 PM in the M.L. Cisneros Education Support Center Boardroom, 2nd Floor, Room 200, 419 Bois D'Arc Street, Lockhart, TX 78644. 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. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. Call to Order
2. Presentation of Colors by JROTC
3. Invocation
4. Recognitions
 - A. Special Education Boys Basketball Participants
 - B. First LEGO League Lockhart Qualifier
 - C. TAFE State Qualifiers, Winners, and National Qualifiers
 - D. Texas Association of School Business Officials (TASBO) Award of Merit for Purchasing
 - E. Texas School Public Relations Association (TSPRA) 2022 Star Awards Winner - LISD Communications Department
5. PUBLIC HEARING:
 - A. Public Hearing regarding LISD District Annual Report 4
6. Public Comment
7. CLOSED SESSION:
 - A. Adjourned to Closed Session: Pursuant to Texas Government Code Section 551.072 (Deliberation Regarding Real Property); Texas Government Code Section 551.074 (Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee); Texas Government Code Section 551.076 (Deliberation regarding implementation of security personnel or devices) specifically to discuss:
 1. Discussion regarding administrative contracts, positions, and vacancies. Tex. Gov't Code § 551.074.
 2. Discussion regarding the duties of a public official and related Board operating procedures. Tex. Gov't Code § 551.074.
8. Business: Consent Agenda
 - A. Approval of Minutes:
 1. February 27, 2023 6
 2. March 6, 2023 9
 - B. Approve Budget Amendments 10
 - C. Approve Renewal of Membership in Walsh Gallegos Trevino Russo & Kyle Retainer Program 13
 - D. Approve Amendment to Interlocal Cooperation Agreement (ILA) between Lockhart ISD and Caldwell Co. 23
 - E. Approve a curriculum for puberty instruction as recommended by the SHAC 27
 - F. Review Tax Collection Report 29
 - G. Review Cash Investment Report 32
9. COMMUNICATION:
 - A. 2023 TASB Pay and Stipend Report 35

| | |
|---|----|
| B. Lion Care Financial Update | 37 |
| C. Progress Monitoring Data on District Achievement Targets | 39 |
| D. Parent & Employee Engagement Survey | 41 |
| E. Communicate the release of a Request for Qualifications (RFQ) for Geotech | 43 |
| F. Communicate the release of a Request for Proposal (RFP) for a Construction Manager at Risk (CMAR) | 45 |
| G. Review DEC(LOCAL): COMPENSATION AND BENEFITS-LEAVES AND ABSENCES | 47 |
| 10. COMMUNICATION/ACTION: | |
| A. Consider and/or Approve Purchase of Regional Day School Program for the Deaf Contracted Services (RDSPD) | 54 |
| B. Consider and/or Approve Resolution against Vouchers and/or Educational Savings Accounts | 56 |
| C. Consider and/or Approve Construction Delivery Methods for the Bond Projects | 60 |
| D. Consider and/or Approve Davis Bacon Wage Rates for the Bond Projects | 62 |
| 11. BOARD AND STAFF COMMENTS - ITEMS OF COMMUNITY INTEREST* | |
| 12. BENEDICTION | |
| 13. ADJOURNMENT | |

*BOARD AND STAFF COMMENTS - ITEMS OF COMMUNITY INTEREST: Items of community interest are limited to: 1) expressions of thanks, congratulations or condolence; 2) information regarding holiday schedules; 3) an honorary or salutary recognition of a public official, public employee, or other citizen, except that a discussion regarding a change in the status of a person's public office or public employment is not an honorary or salutary recognition for purposes of this subdivision; 4) a reminder about an upcoming event organized or sponsored by the governing body; 5) information regarding a social, ceremonial, or community event organized or sponsored by an entity other than the governing body that was attended or is scheduled to be attended by a member of the governing body or an official employee of the school district.

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(LLEGAL)]

Texas Government Code Section:

| | |
|---------|--|
| 551.071 | Consultation with Attorney; Closed Meeting |
| 551.072 | Deliberation Regarding Real Property; Closed Meeting |
| 551.073 | Deliberation Regarding Prospective Gift; Closed Meeting |
| 551.074 | Personnel Matters; Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline or Dismissal of a Public Officer or Employee; Closed Meeting |
| 551.075 | Conference Relating to Investments and Potential Investments Attended by Board of Trustees of Texas Growth Fund; Closed Meeting |
| 551.076 | Deliberation Regarding Security Devices; Closed Meeting |
| 551.082 | School Children; School District Employees; Disciplinary Matter or Complaint |
| 551.083 | Certain School Boards; Closed Meeting Regarding Consultation with Representative of Employee Group |
| 551.084 | Investigation; Exclusion of Witness from Hearing |

Should any final action, final decision, or final vote be required in the opinion of the School Board with regard to any matter considered in such closed or executive meeting or session, then the final decision, or final vote shall be either:

- (a) in the open meeting covered by the Notice upon the reconvening of the public meeting; or,

(b) at a subsequent public meeting of the School Board upon notice thereof; as the School Board shall determine.

On this day of March 24, 2023, this Notice was mailed or faxed to news media who had previously requested such Notice and an original copy was posted on the display window in the School District Administration Building on said date.



Superintendent

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION

DEPARTMENT:

DISTRICT GOAL(S) ALIGNMENT:

1. Create a collaborative culture of contagious ambition.
2. Expect all staff to embrace growth opportunities.
3. Empower students to seize opportunities to achieve at high levels.

AGENDA TITLE:

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

RECOMMENDED MOTION:

Minutes of Regular Meeting

The Board of Trustees

Lockhart Independent School District

A Regular meeting of the Board of Trustees of Lockhart Independent School District was held Monday, February 27, 2023, beginning at 6:30 PM in the M.L. Cisneros Education Support Center Boardroom, 2nd Floor, Room 200, 419 Bois D'Arc Street, Lockhart, TX 78644.

1. Call to Order was at 6:30 P.M. by Board President Michael Wright. Other members present were Sam Lockhart, Dr. Barbara Sanchez, Warren Burnett, Rebecca Pulliam, Rene Rayos, and Tom Guyton.
2. Presentation of Colors by JROTC
3. Invocation was given by Trustee Burnett
4. Recognitions
 - A. LIONS PRIDE SPORTS BROADCAST & Mr. Bishop's LHS Audio/Video Production Team
 - B. New Teacher Induction Program Graduates
5. Public Comment

Ms. Kristen Meriwether expressed her concern over the current state of Carver High School.

6. CLOSED SESSION:

- A. Adjourned to Closed Session: Pursuant to Texas Government Code Section 551.072 (Deliberation Regarding Real Property); Texas Government Code Section 551.074, (Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee); Texas Government Code Section 551.076 (Deliberation regarding implementation of security personnel or devices) specifically to discuss:
 1. Superintendent's Performance Goals

The Board of Trustees on Monday, February 27, 2023 convened at 6:53 PM in closed session in accordance with the Texas Open Meetings Act for the purposes of discussing items listed under the Texas Government Code Section 551.072 (Deliberation Regarding Real Property); Texas Government Code Section 551.074 (Personnel, to deliberate regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee); and Texas Government Code Section 551.076 (Deliberation regarding implementation of security personnel or devices). The Board ended its closed session at 7:56 PM on Monday, February 27, 2023. No votes, decisions, or actions were taken while in closed session.

7. BUSINESS: CONSENT AGENDA

A. Approval of Minutes:

1. January 23, 2023
 2. January 23, 2023 - 9:00 P.M.
 3. January 25, 2023
- B. Approve Budget Amendments
C. Approve 791 Purchasing Cooperative
D. Review Tax Collection Report
E. Review Cash Investment Report

Trustee Sanchez made the motion that the consent agenda be approved as presented. Trustee Rayos seconded the motion. The motion carried, 7-0.

8. COMMUNICATION:

A. Progress Monitoring Data on District Achievement Targets

This presentation was given by the Assistant Superintendent of C & I, Ty Davidson. No action was taken.

B. Career and Technical Education (CTE) Program Report

This presentation was given by the Career and Technical Education Coordinator, Rachel Sotello. No action was taken.

C. 2022-2023 Budget Update

This presentation was given by the CFO, Nicole Weiser. No action was taken.

9. COMMUNICATION/ACTION:

A. Consider and/or Approve Proclamation of March as Celebrate Texas Public Schools Month

Trustee Guyton made the motion that the Board approve the Celebrate Texas Public Schools Proclamation as presented. Trustee Rayos seconded the motion. The motion carried, 7-0.

B. Consider and/or Approve 2023-2024 Academic Calendar

Trustee Sanchez made the motion that the Board approve the Lockhart ISD 2023-2024 Academic Calendar as presented. Trustee Rayos seconded the motion. The motion carried, 7-0.

C. Consideration and Possible Action to Adopt Board Resolution Authorizing Payment of Employees during Winter Storm Closure

Trustee Sanchez made the motion that the Board adopt the Board Resolution authorizing payment of employees during the winter storm closure, as presented. Trustee Burnett seconded the motion. The motion carried, 7-0.

D. Consider and/or Approve District Mission Statement

Trustee Guyton made the motion that the Board approve the Lockhart ISD Mission Statement: "The mission of Lockhart Independent School District is to cultivate innovative learners and empower bold leaders who are prepared for a future yet to be imagined." Trustee Lockhart seconded the motion. The motion carried, 7-0.

E. Consider and/or Approve District Goals

Trustee Sanchez made a motion that the Board approve the District Goals as presented. Trustee Lockhart seconded the motion. The motion carried, 7-0.

F. Consideration and/or Possible Action Regarding Superintendent's Performance Goals

Trustee Sanchez made the motion that the Board approve the Superintendent's performance goals as discussed in closed session. Trustee Burnett seconded the motion. The motion carried, 7-0.

10. BOARD AND STAFF COMMENTS - ITEMS OF COMMUNITY INTEREST*
11. BENEDICTION was given by Trustee Guyton
12. ADJOURNMENT was at 9:37 p.m. by Board President Michael Wright

Michael Wright, Board President

Tom Guyton, Board Secretary

Minutes of Special Meeting

The Board of Trustees Lockhart Independent School District

A Special meeting of the Board of Trustees of Lockhart Independent School District was held Monday, March 6, 2023, beginning at 6:30 PM in the M.L. Cisneros Education Support Center Boardroom, 2nd Floor, Room 200, 419 Bois D'Arc Street, Lockhart, TX 78644.

1. Call to Order was at 6:30 P.M. by Board President Michael Wright. Other members present were Dr. Barbara Sanchez, Rene Rayos, Sam Lockhart, Warren Burnett, Tom Guyton, and Rebecca Pulliam.

2. Public Comment

None.

3. COMMUNICATION:

A. Governance Team (Board and Superintendent) Training and Development

The Board and Superintendent engaged in the Team Building session with TASB Leadership Services representative Orin Moore.

4. ADJOURNMENT was at 8:53 p.m. by Board President Michael Wright.

Michael Wright, Board President

Tom Guyton, Board Secretary

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION

DEPARTMENT:

DISTRICT GOAL(S) ALIGNMENT:

1. Create a collaborative culture of contagious ambition.
2. Expect all staff to embrace growth opportunities.
3. Empower students to seize opportunities to achieve at high levels.

AGENDA TITLE:

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

RECOMMENDED MOTION:

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION

DEPARTMENT:

DISTRICT GOAL(S) ALIGNMENT:

1. Create a collaborative culture of contagious ambition.
2. Expect all staff to embrace growth opportunities.
3. Empower students to seize opportunities to achieve at high levels.

AGENDA TITLE:

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

RECOMMENDED MOTION:



WALSH GALLEGOS
TREVINO KYLE & ROBINSON P.C.

**LEGAL SERVICES RETAINER AGREEMENT
FOR LOCKHART INDEPENDENT SCHOOL DISTRICT**

The Lockhart Independent School District (hereinafter "District"), acting by and through the authorized Trustee or Employee whose signature appears below, hereby retains the law firm of Walsh Gallegos Treviño Kyle & Robinson P.C. (hereinafter "Law Firm"), to provide the services to the District set forth below.

1. Telephone Consultation: The Law Firm shall provide telephone consultation at no charge to the District's Board President, Superintendent, Special Education Director, or designee pertaining to questions arising out of the general operation of the District. The District shall have access to a statewide toll-free telephone number for calls to the Law Firm.
2. Additional Legal Work: The District shall be entitled to reduced hourly rates for additional legal work over and above general telephone consultation. Examples of such additional legal work are research, opinion letters, and legal advice or representation in adversarial matters. Expenses incurred by the Law Firm in providing such additional legal work shall be charged.
3. Publications: The Law Firm shall provide at no charge the monthly publication This Just In, dealing with special education law issues, and the bi-monthly general school law publication Time Out with Walsh Gallegos, both published by the Law Firm.
4. E-mail Updates: The Law Firm shall send periodic e-mail updates to designated District personnel and trustees relating to developments in school law. The content and publication schedule of such updates shall be determined solely by the Law Firm.
5. Retainer Term and Cost: There shall be a fee of \$1,000.00 for this Retainer Agreement due upon execution and annually thereafter on the anniversary of the execution date below. This Retainer Agreement shall remain in effect until notice of cancellation is received.
6. Compliance with Texas Government Code Chapter 2271: Pursuant to Texas Government Code Chapter 2271, as amended, the Law Firm verifies that it

does not boycott Israel and will not boycott Israel during the term of this Agreement.

7. Compliance with Texas Government Code Chapter 2252: Pursuant to Texas Government Code Chapter 2252, as amended, the Law Firm verifies that it is not engaged in business with Iran, Sudan, or a foreign terrorist organization, as prohibited by Section 2252.152.
8. Compliance with Texas Government Code Chapter 2274 and 809: Pursuant to Texas Government Code Chapters 2274 and 809, as amended, the Law Firm verifies that it does not boycott energy companies and will not boycott energy companies during the term of this Agreement.
9. Compliance with Texas Government Code Chapter 2274: Pursuant to Texas Government Code Chapter 2274, as amended, the Law Firm verifies that it does not discriminate against firearm entities or firearm trade associations and will not discriminate against firearm entities or firearm trade associations during the term of this Agreement.
10. Scope of Attorney-Client Relationship: This Retainer Agreement establishes a limited attorney-client relationship only between the Law Firm and the District. The relationship exists only as to the consultations and additional legal work that are initiated by the District and accepted by the Law Firm pursuant to this Agreement. The Retainer Agreement does not impose any duty upon the Law Firm to provide advice or work to the District regarding legal matters absent a request by the District's Board President, Superintendent, Special Education Director, or designee for such advice or work on a matter. The Law Firm and the District acknowledge and represent that this Agreement does not establish an attorney-client relationship between the Law Firm and any individual Trustees or Employees of the District. If a lawsuit or other adversarial matter is brought against the District and/or any Trustee or Employee of the District, the Law Firm may require the execution of one or more separate Letters of Engagement prior to undertaking an attorney-client relationship in the matter.
11. Texas Lawyer's Creed: Under rules of the Texas Supreme Court and the State Bar of Texas, we advise our clients of the contents of the Texas Lawyer's Creed, a copy of which is enclosed. In addition, we advise clients that the State Bar of Texas investigates and prosecutes complaints of professional misconduct against attorneys licensed in Texas. A brochure entitled Attorney Complaint Information is available at all of our offices and is likewise available upon request. A client that has any questions about the State Bar's disciplinary process should call the Office of the General Counsel of the State Bar of Texas at 1-800-932-1900 (toll free).

LOCKHART INDEPENDENT SCHOOL DISTRICT

By: _____

(Signature)

(Print Name)

(Title)

(Date)

WALSH GALLEGOS TREVIÑO KYLE & ROBINSON P.C.



By: _____

Joe A. De Los Santos
Managing Shareholder

3/1/2023

(Date)



WALSH GALLEGOS
TREVINO KYLE & ROBINSON P.C.

Program for EFT/ACH Payments

Walsh Gallegos Trevino Kyle & Robinson P.C. is working to improve our services to you and assist you in saving time and money. To that end, we now offer our clients the option to pay their invoices electronically by either Electronic Funds Transfer (EFT) or Automated Clearing House (ACH) payment--instead of the traditional paper, check-by-mail method.

An EFT/ACH payment authorizes the client's bank to move funds from its bank account to the bank account of the authorized merchant (Walsh, Gallegos). This movement of funds is done between banks electronically—thus the term Electronic Funds Transfer (EFT) or Automated Clearing House (ACH). This electronic movement of funds between banks is more convenient, efficient, secure, and far less costly than the handling of paper checks.

If your district is interested in participating in our EFT/ACH payment program, please e-mail a request to WA-EFT@wabsa.com or call Karla Alvarado at (800) 252-3405 to receive our bank account information for EFT/ACH payments.

We are excited to be able to extend this opportunity to our clients. Please feel free to contact us if you have any questions.



FEE SCHEDULE AS OF JULY 16, 2022
LEGAL SERVICES RETAINER AGREEMENT

For Retainer Program Clients

Annual retainer fee is \$1,000 billed each year on the anniversary of the client joining the program.

Telephone consultation with school officials in this program regarding general routine legal matters is free of charge. The firm has toll-free telephone numbers that are made available to these clients.

An hourly rate of \$250/hour for associates licensed less than one year, \$275/hour for associates licensed one to two years, \$315/hour for associates licensed over two years, or \$335/hour for shareholders is charged for time spent on research, opinion letters, office visits, board meetings, and other work of a general nature.

For matters requiring more in-depth work, such as document review, negotiation of a contract, grievance, nonrenewal, review of constructions documents, litigation, administrative appeals, and the like, all time, including telephone calls, is charged at the current hourly retainer rates shown above, plus expenses. A new file is set up so that the billings show legal fees attributable to that particular matter.

For Non-retainer Program Clients

An hourly rate of \$250/hour for associates licensed less than one year, \$275/hour for associates licensed one to two years, \$335/hour for associates licensed over two years, or \$355/hour for shareholders is charged for time spent on any work, including all telephone calls, office visits, litigation, research, opinion letters, hearings, and the like.

The above rates are subject to change at any time.



BENEFITS OF THE RETAINER PROGRAM

- 1. FREE TELEPHONE CONSULTATION:** The law firm provides telephone consultation at no charge to the District's Board President, Superintendent, Special Education Director or any designee pertaining to questions arising out of the general operation of the District. Last year, our member clients received an average of 10.27 free hours of telephone consultation. That is a \$3,047.00 value in telephone calls alone!

As a retainer client, the District has exclusive access to the statewide toll-free telephone numbers for calls to the law firm. Before making decisions with legal consequences, use our exclusive toll-free number to reach any Walsh Gallegos attorney:

- Austin (800) 252-3405
- San Antonio (800) 232-9169
- Irving (800) 231-4207
- Houston (888) 565-6864
- Rio Grande Valley (866) 770-6864
- Amarillo (800) 622-6864
- Albuquerque (800) 771-6864

- 2. REDUCED RATES FOR ADDITIONAL LEGAL WORK:** The District receives reduced hourly rates for additional works that goes beyond the initial general telephone consultations, such as analyzing documents, writing opinion letters, attending school board meetings, or follow up phone consultations. Though the hourly rates are reduced for retainer clients, any actual expenses (copy costs or mileage, for example) incurred by the law firm in providing such additional work are charged.

- 3. FREE SUBSCRIPTIONS TO FIRM PUBLICATIONS:** Membership in the Walsh Gallegos Retainer Program also entitles the District to receive free subscriptions to both of the firm's newsletters:

(1) the informative bi-monthly newsletter "*Time Out with Walsh Gallegos*" that provides timely reminders and practical suggestions about general education law issues arising throughout the school year, and

(2) the monthly publication "*This Just In*" which addresses legal issues specific to the special needs of students with disabilities

- 4. E-MAIL UPDATES:** As another benefit of the Retainer Program, Walsh Gallegos sends periodic e-mail updates to you (and to any other District personnel or

trustees you designate) to help keep the District abreast of the latest developments in school law. These updates, averaging more than one per month, address a broad range of timely topics and are designed to keep you informed and better prepared in your work for the District. Examples of the topics of our updates include:

- New Rules for Public Comment
- New Legislation Regarding PIA Requests and Retention of Information
- Thinking of alternatives to TRS-ActiveCare for your District's employees?
- Planning Ahead for FEMA
- Potential Forms of COVID-19 Related District Funding
- Best Practices on Addressing and Preventing Cyberbullying in a Time of COVID-19 Closures
- Staying Current With FERPA As Virtual Instruction Expands
- Final Title IX Sexual Harassment Regulations Released
- Graduation Ceremonies During the Pandemic
- The Digital Millennium Copyright Act, Copyright Infringement, & Your School District
- Time Flies! Has Your District Completed the Required Cybersecurity Training Yet?

Don't let your District personnel miss our next update!

5. **REDUCED RATES ON ALL WALSH GALLEGOS INSERVICES:** Our Retainer Program members also receive reduced rates on all inservices presented at the District. Our up-to-date training programs are presented by attorneys with firsthand experience and knowledge about the current legal issues confronting Texas school districts. Our retainer clients also receive priority scheduling for inservice training.
6. **REDUCED RATES ON ALL WALSH GALLEGOS PRODUCTS:** To assist clients in their day-to-day operations, we have developed several practical products to save you time and head off potential problems during the school year. These products are easy to navigate, written in plain language, and are full of useful suggestions. As a member of the Retainer Program, clients receive reduced rates on these helpful tools, including:
 - Interactive Student Code of Conduct
 - Discipline Guide for DAEP & Expulsion
 - Administrator's Anti-Bullying Toolkit
 - Sexual Harassment Investigation Guide
 - Operating Guidelines for Cameras in Special Education Settings
7. **ONE FREE ON-DEMAND WEBINAR:** Our retainer clients are also eligible for one free On-Demand webinar of the District's choice, to be selected from our published webinar schedule. Our On-Demand webinars provide excellent training for school administrators without having to leave the district.

CERTIFICATE OF INTERESTED PARTIES

FORM **1295**

1 of 1

Complete Nos. 1 - 4 and 6 if there are interested parties.
 Complete Nos. 1, 2, 3, 5, and 6 if there are no interested parties.

**OFFICE USE ONLY
 CERTIFICATION OF FILING**

Certificate Number:
 2023-981481

Date Filed:
 02/09/2023

Date Acknowledged:

1 Name of business entity filing form, and the city, state and country of the business entity's place of business.
 Walsh Gallegos Treviño Kyle & Robinson P.C., or just Walsh Gallegos
 Austin, TX United States

2 Name of governmental entity or state agency that is a party to the contract for which the form is being filed.
 Lockhart Independent School District

3 Provide the identification number used by the governmental entity or state agency to track or identify the contract, and provide a description of the services, goods, or other property to be provided under the contract.
 04990
 Legal Services Retainer Agreement

| 4 | Name of Interested Party | City, State, Country (place of business) | Nature of interest (check applicable) | |
|---|--------------------------|--|---------------------------------------|--------------|
| | | | Controlling | Intermediary |
| | Kyle, Paige | Austin, TX United States | X | |
| | Trevino, Oscar | Austin, TX United States | X | |
| | Gallegos, Elena | Austin, TX United States | X | |
| | Walsh, Jim | Austin, TX United States | X | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

5 Check only if there is NO Interested Party.

6 UNSWORN DECLARATION

My name is Diana Stangl, and my date of birth is 9/29/1957.

My address is 2603 Tip Cove, Austin, TX, 78704, USA.
(street) (city) (state) (zip code) (country)

I declare under penalty of perjury that the foregoing is true and correct.

Executed in Travis County, State of Texas, on the 9th day of February, 2023.
(month) (year)

Diana Stangl - Firm Administrator

Signature of authorized agent of contracting business entity
 (Declarant)

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION

DEPARTMENT:

DISTRICT GOAL(S) ALIGNMENT:

1. Create a collaborative culture of contagious ambition.
2. Expect all staff to embrace growth opportunities.
3. Empower students to seize opportunities to achieve at high levels.

AGENDA TITLE:

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

RECOMMENDED MOTION:

**AMENDMENT TO
INTERLOCAL COOPERATION AGREEMENT
BETWEEN
LOCKHART INDEPENDENT SCHOOL DISTRICT
AND
CALDWELL COUNTY, TEXAS**

WHEREAS, Lockhart Independent School District (“Lockhart ISD”) and Caldwell County, Texas (the “County”) previously entered into an interlocal cooperation agreement for law enforcement services as Lockhart ISD facilities and campuses; and

WHEREAS, the Parties desire to amend the interlocal cooperation agreement in response to changing circumstances.

NOW THEREFORE, in consideration of the mutual covenants and agreements of the Parties, the Interlocal Cooperation Agreement between Lockhart Independent School District and Caldwell County, Texas, is AMENDED as follows:

- 3.2. Each elected County Constable will act as the coordinator of the CSP (“CSP Coordinator”) for any Lockhart ISD campus/facility within the territorial jurisdiction of each elected Constable’s respective precinct. The CSP Coordinator is responsible for scheduling constables to provide security services to the District under this Agreement. The CSP Coordinator will work with campus principals and the Superintendent to facilitate the CSP at LISD campuses/facilities.

- 5.2 Lockhart ISD will be responsible for reimbursing the County on a monthly basis at an hourly rate of \$23.00 per hour of service to the District.

Exhibit A is removed in its entirety.

Executed on this the ____ day of _____, 2023.

COUNTY OF CALDWELL, TEXAS

By: _____
Hoppy Haden
Caldwell County Judge

ATTEST:

By: _____
Teresa Rodriguez
Caldwell County Clerk

LOCKHART INDEPENDENT SCHOOL DISTRICT

By: _____
Michael Wright, President, LISD School Board

ATTEST:

By: _____
Tom Guyton, Secretary, LISD School Board

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item

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RECOMMENDATION:

RECOMMENDED MOTION:

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

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AGENDA TITLE:

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

RECOMMENDED MOTION:

LOCKHART I.S.D. BOARD

Tax Collection Report

FEBRUARY 2023

| | February | Prior Months | TOTAL | PRIOR YEAR |
|-------------------------------|-----------------------|------------------------|------------------------|------------------------|
| 2022 Tax Collection | \$962,477.27 | \$27,422,453.17 | \$28,384,930.44 | \$22,233,417.33 |
| 2021 & Prior Collection | \$103,470.24 | \$1,042,988.39 | \$1,146,458.63 | \$891,674.78 |
| | | | | |
| | | | | |
| Total Tax Collection = | \$1,065,947.51 | \$28,465,441.56 | \$29,531,389.07 | \$23,125,092.11 |

note: Above figures include penalties and interest collected

2022 Original Levy \$31,092,500.44

February 28, 2023 Percent of 2022 Tax Collected 91.95%

February 28, 2022 Percent of 2021 Tax Collected 91.97%

February 28, 2021 Percent of 2020 Tax Collected 91.19%

February 28, 2023 - Balance of Delinquent Tax \$2,073,902.05

February 28, 2022 - Balance of Delinquent Tax \$1,971,168.14

February 28, 2021 - Balance of Delinquent Tax \$1,772,445.84

Corrections made to Current Tax Roll \$0.00

Corrections made to Delinquent Tax Roll \$0.00

NOTE:

Caldwell County Appraisal District has collected and disbursed Attorney Fees in the amount of \$11,709.49

Submitted by:

Shanna Ramzinski

Shanna Ramzinski
 Chief Appraiser
 Caldwell County Appraisal District

Lockhart Independent School District Board of Trustees

Date of Board Meeting:

Agenda Item

AGENDA SECTION:

READING:

PREVIOUS BOARD REVIEW DATE:

TYPE OF ACTION

DEPARTMENT:

DISTRICT GOAL(S) ALIGNMENT:

1. Create a collaborative culture of contagious ambition.
2. Expect all staff to embrace growth opportunities.
3. Empower students to seize opportunities to achieve at high levels.

AGENDA TITLE:

BACKGROUND INFORMATION:

ATTACHMENT(S):

RECOMMENDATION:

RECOMMENDED MOTION:

**Lockhart ISD
Cash Investments Report
As of February 28, 2023**

| | Texas Term | Texpool | First Lockhart | District Funds Total |
|------------------------------------|---------------------|----------------------|---------------------|-------------------------|
| General Fund | \$ 290,701 | \$ 25,377,188 | \$ 4,360,206 | \$ 30,028,095 |
| Redemption Fund | | | \$ 2,183 | \$ 2,183 |
| Interest & Sinking Fund | \$ 1,346,176 | \$ 7,883,547 | \$ 61,921 | \$ 9,291,644 |
| Payroll | | | \$ 744,248 | \$ 744,248 |
| School Nutrition | \$ 6,825 | \$ 2,156,323 | \$ 860,149 | \$ 3,023,297 |
| Maintenance Debt Service | | | \$ 1,604 | \$ 1,604 |
| District Funds | \$ 1,643,702 | \$ 35,417,059 | \$ 6,030,312 | \$ 43,091,072 |
| C.D. Marshall JHS Scholarship | | \$ 31,494 | | \$ 31,494 |
| G.F. Hudnall Scholarship | | \$ 15,458 | | \$ 15,458 |
| L. White Scholarship | | \$ 14,454 | | \$ 14,454 |
| Mary Barron Canning Sanders Schol. | | \$ 6,158 | | \$ 6,158 |
| Fiduciary Funds | | | \$ 27,301 | \$ 27,301 |
| Roland Endowment Scholarship | | | \$ 20,678 | \$ 20,678 |
| Canning Engineering Scholarship | | \$ 24,182 | | \$ 24,182 |
| Mohle Scholarship | | \$ 1,035 | | \$ 1,035 |
| Top Ten Scholarship | | | \$ 161,999 | \$ 161,999 |
| Scholarship Funds | \$ - | \$ 92,781 | \$ 209,978 | \$ 302,758 |
| Monthly rate in Bank/Pool: | 4.80% | 4.74% | 1.00% | |

| | |
|--|---------------------|
| Earnings from Temporary Investment Budget Amount (General Fund) | \$ 25,000.00 |
| Earnings Realized | \$ 505,762 |
| Budget Balance (Interest received in excess of budget) | \$ (480,762) |

Lockhart Independent School District Board of Trustees

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PROPOSED REVISIONS, page 3

**Leave
Administration**

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

Definitions

The term "immediate family" is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee's household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term "family emergency" shall be limited to disasters and life-threatening situations involving the employee or a member of the employee's immediate family.

Leave Day

A "leave day" for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee's usual assignment, whether full-time or part-time.

School Year

A "school year" for purposes of earning, using, or recording leave shall mean the term of the employee's annual employment as set by the District for the employee's usual assignment, whether full-time or part-time.

Catastrophic Illness
or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee's immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

Note: For District contribution to employee insurance during leave, see CRD(LOCAL).

Availability

The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

State Leave Proration

If an employee separates from employment with the District before his or her last duty day of the school year or begins employment after the first duty day of the school year, state personal leave shall be prorated based on the actual time employed.

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state personal leave the employee used beyond his or her pro rata entitlement for the school year.

Medical Certification

An employee shall submit medical certification of the need for leave if:

1. The employee is absent more than five consecutive workdays because of personal illness or illness in the immediate family;
2. The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent; or
3. The employee requests FMLA leave for the employee's serious health condition; a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave.

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

State Personal Leave

The Board requires employees to differentiate the manner in which state personal leave is used.

Nondiscretionary Use

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

Discretionary Use

Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

*Request for
Leave*

In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave. The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.

Discretionary use of state personal leave shall not exceed three consecutive workdays.

Schedule
Limitations

Discretionary use of state leave shall not be allowed on days scheduled for state-mandated assessments or professional or staff development days.

Local Leave

Each employee shall earn five paid local leave days per school year in accordance with administrative regulations.

Local leave shall accumulate to a maximum of 30 leave days.

Schedule
Limitations

Except as provided below, local leave shall be used according to the terms and conditions of state personal leave. [See State Personal Leave, above]

Discretionary use of local leave shall not be allowed on days scheduled for state-mandated assessments or professional or staff development days.

Exception

The Superintendent shall develop administration regulations to allow an employee to request an exception from the Schedule Limitations provision for extenuating circumstances. Unapproved local leave taken on a schedule limitation day shall result in the employee's pay being docked accordingly.

~~Local leave shall be used according to the terms and conditions of state sick leave accumulated before the 1995-96 school year, except that an employee may contribute local leave to a sick leave bank. [See DEC(LEGAL)]~~

Sick Leave Bank

The District shall establish a sick leave bank that employees may join through contribution of local leave.

Leave contributed to the bank shall be solely for the use of participating employees who are eligible for benefits under the Teacher Retirement System of Texas (TRS). An employee who is a member of the bank may request leave from the bank if the employee or a member of the employee's immediate family experiences a catastrophic illness or injury and the employee has exhausted all paid leave and any applicable compensatory time.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

The Superintendent shall develop regulations for the operation of the sick leave bank that address the following:

1. Membership in the sick leave bank, including the number of days an employee must contribute to become a member;
2. Procedures to request leave from the sick leave bank;
3. The maximum number of days per school year a member employee may receive from the sick leave bank;
4. The committee or administrator authorized to consider requests for leave from the sick leave bank and criteria for granting requests; and
5. Other procedures deemed necessary for the operation of the sick leave bank.

Appeal

An employee may appeal a decision regarding the sick leave bank in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.

Family and Medical Leave

FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable.

Note: See DECA(LEGAL) for provisions addressing FMLA.

Twelve-Month Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be July 1 through June 30.

Combined Leave for Spouses

When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks.

Intermittent or Reduced Schedule Leave

The District shall permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of Leave

When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.

Fitness-for-Duty Certification

In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.

COMPENSATION AND BENEFITS
LEAVES AND ABSENCES

DEC
(LOCAL)

| | |
|-----------------------------------|---|
| Leave at the End of Semester | When a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester. |
| Temporary Disability Leave | <p>Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]</p> <p>An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.</p> <p>The District shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.</p> |
| Workers' Compensation | <hr/> <p>Note: Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance.</p> <hr/> |
| No Paid Leave Offset | <p>An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.</p> <p>The District shall not permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]</p> |
| Court Appearances | <p>Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.</p> <p>Absences for court appearances related to an employee's personal business, and not in compliance with a valid subpoena, shall be deducted from the employee's leave or, at the option of the employee, shall be taken as leave without pay.</p> |

Lockhart Independent School District Board of Trustees

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**BOARD OF TRUSTEES
LOCKHART INDEPENDENT SCHOOL DISTRICT**

**RESOLUTION
VOUCHERS, EDUCATION SAVINGS ACCOUNTS, TAXPAYER SAVINGS GRANTS,
AND OTHER MECHANISMS THAT REDUCE PUBLIC EDUCATION FUNDING**

STATE OF TEXAS §
 §
COUNTY OF CALDWELL §

WHEREAS, Article 7, Section 1 of the Texas Constitution requires that the Texas Legislature “establish and make suitable provision for the support and maintenance of an efficient system of public free schools;”

WHEREAS, Texas public school districts accept every student;

WHEREAS, education savings accounts and other voucher schemes give private schools, not parents, the right to choose;

WHEREAS, Texas public schools adhere to state-mandated academic and financial accountability standards;

WHEREAS, private schools are not required to meet the same academic standards as public schools, and they do not report test results, graduation rates, and other performance measures to the public;

WHEREAS, school choice already exists in the Texas via public school districts, charter schools, inter- and intra-district transfers, home schools, virtual schools, and private schools;

WHEREAS, education savings accounts and similar voucher schemes eliminate public accountability of schools and tax dollars;

WHEREAS, using tax dollars to pay for tuition at private and religious schools would grow into a costly entitlement program;

WHEREAS, a taxpayer-funded voucher program would reduce the amount of state funds available for all schools, harming many rural Texas communities where families have few, if any, private school options; and

WHEREAS, Texas parents who accept a voucher would lose out on a long list of important parental rights outlined in Texas state education code and in federal law, especially protections for students receiving special education services;

NOW, THEREFORE, BE IT RESOLVED that the Lockhart ISD Board of Trustees calls on the Texas Legislature to reject any diversion of public dollars to private entities in the form of education savings accounts and similar voucher schemes.

PASSED AND APPROVED on this _____ day of _____, 2023.

Michael Wright _____

Warren Burnett _____

Tom Guyton _____

Sam Lockhart _____

Rebecca Pulliam _____

Rene Rayos _____

Dr. Barbara Sanchez _____

Lockhart Independent School District Board of Trustees

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RECOMMENDATION:

RECOMMENDED MOTION:

"General Decision Number: TX20230286 01/27/2023

Superseded General Decision Number: TX20220286

State: Texas

Construction Type: Building

County: Caldwell County in Texas.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Contracts subject to the Davis-Bacon Act are generally required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658. Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60).

| | |
|---|---|
| If the contract is entered into on or after January 30, 2022, or the contract is renewed or extended (e.g., an option is exercised) on or after January 30, 2022: | . Executive Order 14026 generally applies to the contract. . The contractor must pay all covered workers at least \$16.20 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in 2023. |
| If the contract was awarded on or between January 1, 2015 and January 29, 2022, and the contract is not renewed or extended on or after January 30, 2022: | . Executive Order 13658 generally applies to the contract. . The contractor must pay all covered workers at least \$12.15 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on that contract in 2023. |

The applicable Executive Order minimum wage rate will be

adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

| Modification Number | Publication Date |
|---------------------|------------------|
| 0 | 01/06/2023 |
| 1 | 01/13/2023 |
| 2 | 01/27/2023 |

ASBE0087-014 06/06/2022

| | Rates | Fringes |
|---|----------|---------|
| ASBESTOS WORKER/HEAT & FROST INSULATOR (Duct, Pipe and Mechanical System Insulation)..... | \$ 28.10 | 8.29 |

BOIL0074-003 01/01/2021

| | Rates | Fringes |
|------------------|----------|---------|
| BOILERMAKER..... | \$ 29.47 | 24.10 |

CARP1266-002 01/01/2022

| | Rates | Fringes |
|--|----------|---------|
| CARPENTER (Excludes Acoustical Ceiling Installation, Drywall Hanging, Form Work, and Metal Stud Installation)..... | \$ 26.00 | 9.12 |

ELEC0520-003 06/06/2022

| | Rates | Fringes |
|---|----------|---------|
| ELECTRICIAN Excludes Low Voltage Wiring..... | \$ 32.00 | 9.29 |
| Low Voltage Wiring Only..... | \$ 32.00 | 9.29 |

ELEV0133-002 01/01/2023

| | Rates | Fringes |
|------------------------|----------|---------|
| ELEVATOR MECHANIC..... | \$ 47.28 | 37.335 |

Footnote:

A. 6% under 5 years based on regular hourly rate for all hours worked. 8% over 5 years based on regular hourly rate for all hours worked.

B. Holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and Veterans Day.

ENGI0450-002 04/01/2014

| | Rates | Fringes |
|---|----------|---------|
| POWER EQUIPMENT OPERATOR Cranes..... | \$ 34.85 | 9.85 |

IRON0084-011 06/01/2022

| | Rates | Fringes |
|-----------------------------|----------|---------|
| IRONWORKER, ORNAMENTAL..... | \$ 26.76 | 7.88 |

IRON0482-012 06/01/2021

| | Rates | Fringes |
|-----------------------------|----------|---------|
| IRONWORKER, STRUCTURAL..... | \$ 25.05 | 6.95 |

PLUM0286-010 06/06/2022

| | Rates | Fringes |
|---|----------|---------|
| PIPEFITTER (Including HVAC Pipe Installation)..... | \$ 33.15 | 15.37 |

* SFTX0669-002 01/01/2023

| | Rates | Fringes |
|--|----------|---------|
| SPRINKLER FITTER (Fire Sprinklers)..... | \$ 33.11 | 23.30 |

SHEE0067-007 07/04/2022

| | Rates | Fringes |
|--|-------|---------|
|--|-------|---------|

SHEET METAL WORKER
 Excludes HVAC Duct
 Installation.....\$ 28.35 15.56
 HVAC Duct Installation Only.\$ 28.35 15.56

 * SUTX2014-066 07/21/2014

| | Rates | Fringes |
|---|-------------|---------|
| BRICKLAYER..... | \$ 20.16 | 0.00 |
| CARPENTER (Acoustical Ceiling Installation Only)..... | \$ 14.00 ** | 0.00 |
| CARPENTER (Form Work Only)..... | \$ 15.62 ** | 0.05 |
| CEMENT MASON/CONCRETE FINISHER... | \$ 15.71 ** | 0.00 |
| DRYWALL FINISHER/TAPER..... | \$ 16.96 | 4.34 |
| DRYWALL HANGER AND METAL STUD INSTALLER..... | \$ 17.41 | 3.49 |
| ELECTRICAL INSTALLER (Sound and Communication Systems) (Excludes Wiring)..... | \$ 12.50 ** | 0.65 |
| FLOOR LAYER: Carpet..... | \$ 21.88 | 0.00 |
| GLAZIER..... | \$ 12.83 ** | 0.00 |
| HVAC MECHANIC (HVAC Unit Installation Only)..... | \$ 24.46 | 6.98 |
| IRONWORKER, REINFORCING..... | \$ 12.27 ** | 0.00 |
| LABORER: Common or General..... | \$ 11.96 ** | 0.53 |
| LABORER: Mason Tender - Brick... | \$ 12.17 ** | 0.00 |
| LABORER: Mason Tender - Cement/Concrete..... | \$ 11.85 ** | 0.00 |
| LABORER: Pipelayer..... | \$ 12.45 ** | 0.00 |
| LABORER: Roof Tearoff..... | \$ 11.28 ** | 0.00 |
| OPERATOR: Backhoe/Excavator/Trackhoe..... | \$ 19.43 | 3.49 |

| | | |
|---|-------------|------|
| OPERATOR: Bobcat/Skid Steer/Skid Loader..... | \$ 13.00 ** | 0.00 |
| OPERATOR: Bulldozer..... | \$ 14.00 ** | 0.00 |
| OPERATOR: Drill..... | \$ 14.50 ** | 0.00 |
| OPERATOR: Forklift..... | \$ 16.40 | 0.00 |
| OPERATOR: Grader/Blade..... | \$ 19.30 | 0.00 |
| OPERATOR: Loader..... | \$ 14.00 ** | 0.00 |
| OPERATOR: Mechanic..... | \$ 18.75 | 5.12 |
| OPERATOR: Paver (Asphalt, Aggregate, and Concrete)..... | \$ 16.03 ** | 0.00 |
| OPERATOR: Roller..... | \$ 11.25 ** | 0.00 |
| PAINTER (Brush, Roller and Spray), Excludes Drywall Finishing/Taping..... | \$ 18.76 | 6.35 |
| PLUMBER, Excludes HVAC Pipe Installation..... | \$ 21.67 | 4.76 |
| ROOFER..... | \$ 12.00 ** | 0.00 |
| TILE FINISHER..... | \$ 11.32 ** | 0.00 |
| TILE SETTER..... | \$ 16.35 | 0.00 |
| TRUCK DRIVER: Dump Truck..... | \$ 12.39 ** | 1.18 |
| TRUCK DRIVER: Flatbed Truck..... | \$ 19.65 | 8.57 |
| TRUCK DRIVER: Semi-Trailer Truck..... | \$ 12.50 ** | 0.00 |
| TRUCK DRIVER: Water Truck..... | \$ 12.00 ** | 4.11 |
| WATERPROOFER..... | \$ 16.30 | 0.06 |

WELDERS - Receive rate prescribed for craft performing
operation to which welding is incidental.

=====

** Workers in this classification may be entitled to a higher minimum wage under Executive Order 14026 (\$16.20) or 13658 (\$12.15). Please see the Note at the top of the wage determination for more information.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at <https://www.dol.gov/agencies/whd/government-contracts>.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of ""identifiers"" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than ""SU"" or ""UAVG"" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of

the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- * an existing published wage determination
- * a survey underlying a wage determination
- * a Wage and Hour Division letter setting forth a position on a wage determination matter
- * a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour National Office because National Office has responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations
Wage and Hour Division
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISIO"