

# Notice of Regular Meeting

## The Board of Trustees Celina Independent School District

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A Regular Meeting of the Board of Trustees of Celina Independent School District will be held Monday, April 25, 2022, beginning at 6:15 PM in the Multipurpose Facility, Celina High School, Banquet Hall, 3455 North Preston Road, Celina, TX 75009.

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 & ESTABLISH QUORUM**
  - 1.A. Pledge of Allegiance
  - 1.B. Invocation
2. **RECOGNITIONS**
  - 2.A. Recognize Superintendent Award Winners
  - 2.B. Recognize State Champion Girls Soccer Team
  - 2.C. Recognize State Finalist Boys Soccer Team
3. **SUPERINTENDENT'S REPORT**
  - 3.A. Information / Superintendent's Update  
**Presenter:** Dr. Tom Maglisceau
    - 3.A.1. Introduction of New Celina High School Principal  
**Presenter:** Dr. Tom Maglisceau
4. **PUBLIC COMMENT**
  - 4.A. Comments from Visitors Who Wish to Address Board Members on Agenda or Non-Agenda Topics
5. **CLOSED MEETING**
  - 5.A. Personnel - Pursuant to Texas Government Code Section 551.074, deliberation regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee.
    - 5.A.1. Professional Contracts
  - 5.B. Real Property - Pursuant to Texas Government Code Section 551.072, deliberation regarding the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the board's position in negotiations with a third person.
    - 5.B.1. Middle School Naming Committee Recommendation
  - 5.C. Safety and Security - Pursuant to Texas Government Code Section 551.089, deliberation regarding security devices or security audits. (1) Security assessments or deployments relating to information resources technology; (2) network security information as described by Section 2059.055 (b); or (3) the deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices.
6. **RECONVENE - Open meeting to vote on matters considered in closed session in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551, to take action necessary regarding personnel.**
7. **ACTION TAKEN ON ITEMS DISCUSSED IN CLOSED SESSION**
  - 7.A. Consider Approval of Professional Contracts
  - 7.B. Consider Middle School Naming Committee Recommendation

8. **INFORMATION/CONFIRMATION AGENDA ITEMS**
    - 8.A. Announce 2021-2022 Trustee Continuing Education Credit Hours
    - 8.B. TASB Salary Study  
**Presenter:** Dr. John Mathews
    - 8.C. District Grading Guidelines Update  
**Presenter:** Lori Sitzes
  9. **ACTION/BRIEFING AGENDA ITEMS**
    - 9.A. Approve TASB Risk Management Fund Membership  
**Presenter:** Amber Pennell
    - 9.B. Approve Budget Amendment  
**Presenter:** Amber Pennell
    - 9.C. Approve Elementary Literacy Consumables Package  
**Presenter:** Lisa Burgin
    - 9.D. Approve Textbook Certifications  
**Presenter:** Lori Sitzes
    - 9.E. Approve Central Office Improvements  
**Presenter:** Dr. Tom Maglisceau
    - 9.F. Consider Approval of Land Purchase from City of Celina  
**Presenter:** Dr. Tom Maglisceau
  10. **DISCUSSION ITEMS**
  11. **CONSENT/CONFIRMATION AGENDA ITEMS**
    - 11.A. Minutes of the March 21, 2022 Regular Board Meeting
    - 11.B. Monthly Cash Distributions/Cash Balance/Investment Report/Budget Amendments
  12. **ADJOURNMENT**
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If, during the course of the meeting, discussion of any items 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 preside 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)]

This meeting was posted in accordance with the Texas Open Meetings Act on Friday, April 22, 2022 at 5:20 PM.

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For the Board of Trustees



# Superintendent Award Winners

## Spring 2022



## Celina Primary School

**Gianna Banks - PreK**

**Santiago Robles - PreK**



## Lykins Elementary

**Elena Gomez - 1st Grade**

**Camden Walder - 1st Grade**

**Jack Clark - 3rd Grade**

**Hattie Looney - 3rd Grade**

**Layton Allen - 5th Grade**

**Cash Gomez - 5th Grade**



## O'Dell Elementary

**Ava Long - 1st Grade**

**Pranav Prasad - 1st Grade**

**Keziah Arthur - 3rd Grade**

**Austin Ehrhart - 3rd Grade**

**Julianna Cervantes - 5th Grade**

**Matthew Eaves - 5th Grade**



**Celina Middle School**

**Lucas Engle - 7th Grade**

**Jena VanDorpe - 7th Grade**



## **Celina High School**

**Jake Gerhart - 9th Grade**

**Georgia Newbold - 9th Grade**

**Brookelyn Babb - 10th Grade**

**Ryan Reemts - 10th Grade**



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## CISD Board Agenda Item Synopsis

**Subject: Overview of TASB salary and pay systems review**

**Background Information:**

Celina ISD requested TASB to complete a full salary review of all positions in order to ensure competitive salary offerings to all CISD employees. This review included both exempt and non-exempt employees and academic stipends. It did not review any other stipend structure.

**Goals:**

- 1. We will provide and support a safe, civil and collaborative culture.
- 2. We will continuously provide and support effective teaching in every classroom.
- 3. We will provide and support a guaranteed and viable curriculum.
- 4. We will continue to foster a love of reading and commit to continual growth in childhood literacy.
- 5. We will foster strong numeracy skills and commit to continual growth in math success.
- 6. We will provide targeted strategies and practices to prepare students for post-secondary education, career readiness, and military participation.
- 7. We will attract, recruit, develop, and retain high-quality professional staff.

**Budgetary Impact:**

~1.2M

**Recommendation:**

The District recommendation is to utilize the 3.5% with adjustments model.

**Submitted by:**

*Dr. John Mathews*

*Assistant Superintendent for Administrative Services*

**Recommended by:**

*Tom Maglisceau, Ph.D.*

*Superintendent*

**Meeting Date:** April 25, 2022

# Pay Systems Review Draft

**Celina**  
**Independent School District**

March 29, 2022

Luz Cadena



## Celina ISD

### Current Staff Costs, 2021-2022

| Pay Group                          | Job Titles                                 | Total Staff <sup>1</sup> | Cost <sup>2</sup>   | Cost % of Total | Staff % of Total |
|------------------------------------|--|--------------------------|---------------------|-----------------|------------------|
| <b>Teachers</b>                    |  |                          |                     |                 |                  |
|                                    | Teachers (95)                              | 226                      | \$12,783,078        | 57.4%           | 47.7%            |
| <b>Administrative/Professional</b> |  |                          |                     |                 |                  |
|                                    | Asst Supt, Director, Principal, Counselors | 57                       | \$4,527,345         | 20.3%           | 12.0%            |
| <b>Clerical/Paraprofessional</b>   |  |                          |                     |                 |                  |
|                                    | Classroom Asst, Secretary, Clerk           | 91                       | \$2,627,171         | 11.8%           | 19.2%            |
| <b>Auxiliary</b>                   |  |                          |                     |                 |                  |
|                                    | Custodians, CN, Maint, Transport           | 100                      | \$2,336,079         | 10.5%           | 21.1%            |
| <b>Total Count and Costs</b>       |  | <b>474</b>               | <b>\$22,273,673</b> | <b>100.0%</b>   | <b>100.0%</b>    |

<sup>1</sup> Count of employees is head count and not FTEs.

<sup>2</sup> Excludes overtime payments.

## Celina ISD

### Market Districts 2021-2022

|                   | District        | ESC Region | Student Enrollment | Number of FTE | UIL Class | Teacher, Exempt, Nonexempt |
|-------------------|-----------------|------------|--------------------|---------------|-----------|----------------------------|
| 1                 | Allen ISD       | 10         | 21,564             | 2,561         | 6A        | X*                         |
| 2                 | Anna ISD        | 10         | 4,391              | 643           | 4A        | X                          |
| 3                 | Aubrey ISD      | 11         | 3,050              | 328           | 4A        | X                          |
| 4                 | Community ISD   | 10         | 2,551              | 339           | 4A        | **                         |
| 5                 | Denton ISD      | 11         | 30,716             | 4,066         | 6A        | **                         |
| 6                 | Frisco ISD      | 10         | 65,494             | 8,112         | 5A        | X*                         |
| 7                 | Gunter ISD      | 10         | 1,122              | 140           | 3A        | X                          |
| 8                 | Little Elm ISD  | 11         | 8,206              | 1,001         | 6A        | X                          |
| 9                 | Lovejoy ISD     | 10         | 4,325              | 549           | 5A        | X                          |
| 10                | McKinney ISD    | 10         | 24,571             | 2,759         | 6A        | **                         |
| 11                | Melissa ISD     | 10         | 4,838              | 573           | 4A        | X                          |
| 12                | Pilot Point ISD | 11         | 1,358              | 208           | 3A        | X                          |
| 13                | Princeton ISD   | 10         | 6,690              | 897           | 5A        | X                          |
| 14                | Prosper ISD     | 10         | 16,789             | 1,782         | 6A        | **                         |
| 15                | Royse City ISD  | 10         | 7,532              | 935           | 5A        | X                          |
| 16                | Van Alstyne ISD | 10         | 2,042              | 266           | 4A        | X                          |
| <b>Celina ISD</b> |                 | <b>10</b>  | <b>3,309</b>       | <b>483</b>    | <b>4A</b> | <b>16</b>                  |

\* Directors and above may be excluded from comparison due to size of district.

\*\* District did not participate in survey. Teacher schedules collected from the district.

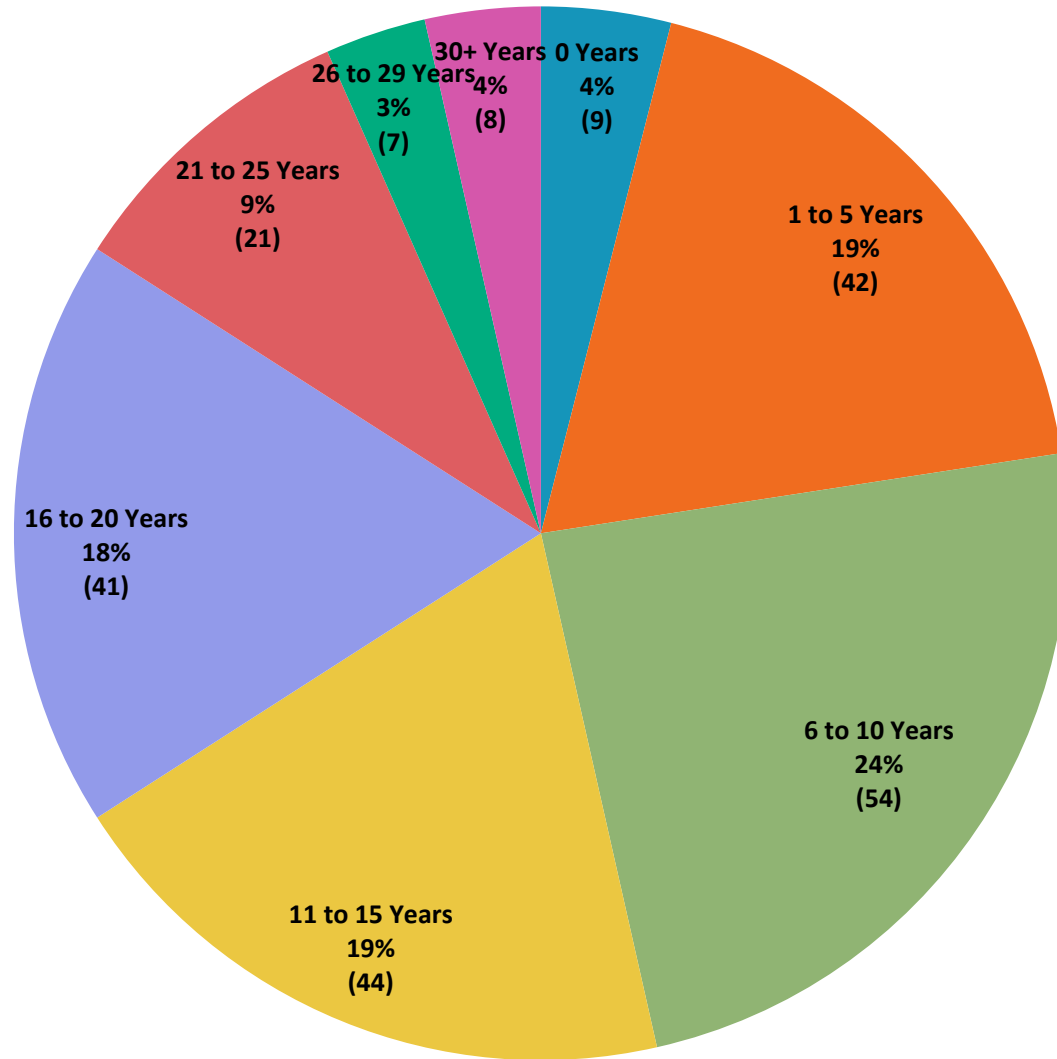
## Teachers

| <p><b>Teacher &amp; Librarian Demographics</b></p> | <p><b>Current:</b> Distribution of total teaching experience is well distributed. CISD teachers on average have 12.3 years of total teaching experience, slightly more than the state average of 12 years.</p> <p><b>New Hires:</b> CISD hired 63 teachers this year. Fourteen percent (9) of newly hired teachers had no prior teaching experience, 25 percent (16) had 1 to 5 years of previous teaching experience, 27 percent (17) had 6 to 10 years of teaching experience, and 33 percent (21) had more than 10 years of previous teaching experience.</p>  |                |                     |                |                     |                           |         |         |          |                                |    |         |         |                |         |         |         |                   |         |         |         |                                      |         |         |         |                                    |         |         |         |           |         |         |         |               |         |         |         |
|--|---|----------------|---------------------|----------------|---------------------|---------------------------|---------|---------|----------|--------------------------------|----|---------|---------|----------------|---------|---------|---------|-------------------|---------|---------|---------|--------------------------------------|---------|---------|---------|------------------------------------|---------|---------|---------|-----------|---------|---------|---------|---------------|---------|---------|---------|
| <p><b>Market Analysis</b></p>                      | <p>CISD is paying below median pay levels of competitive districts at all surveyed points in the range. The district’s starting teacher pay is the least competitive to market at 90 percent (\$5,116 below). Pay is most competitive at the 20-year benchmark which is at 98 percent of market (\$1,079 below). Average teacher pay is at 99 percent of market (\$777 below).</p> <p>The district provided teachers a 2.0 percent general pay increase for 2021-22 while the median teacher pay increase in the peer group was 2.4 percent.</p>  |                |                     |                |                     |                           |         |         |          |                                |    |         |         |                |         |         |         |                   |         |         |         |                                      |         |         |         |                                    |         |         |         |           |         |         |         |               |         |         |         |
| <p><b>Teacher Stipends</b></p>                     | <p>The district offers stipends for teacher shortage areas like those offered by market peers. CISD teaching area stipends are even with or exceed market levels except for Special Education – General Resource and Self-Contained which lag the market by \$300. Offering competitive stipends for hard-to-fill teaching positions is one method of remaining competitive with peer districts.</p> <table border="1" data-bbox="475 1329 1417 1690"> <thead> <tr> <th></th> <th>Celina ISD</th> <th>Median Stipend</th> <th>Districts Reporting</th> </tr> </thead> <tbody> <tr> <td>Master's Degree - General</td> <td>\$2,000</td> <td>\$1,000</td> <td>11 of 12</td> </tr> <tr> <td>Master's Degree - Subject-Area</td> <td>--</td> <td>\$1,500</td> <td>1 of 12</td> </tr> <tr> <td>Secondary Math</td> <td>\$2,000</td> <td>\$2,000</td> <td>7 of 12</td> </tr> <tr> <td>Secondary Science</td> <td>\$2,000</td> <td>\$2,000</td> <td>7 of 12</td> </tr> <tr> <td>Special Education - General/Resource</td> <td>\$1,700</td> <td>\$2,000</td> <td>5 of 12</td> </tr> <tr> <td>Special Education - Self-Contained</td> <td>\$1,700</td> <td>\$2,000</td> <td>9 of 12</td> </tr> <tr> <td>Bilingual</td> <td>\$5,000</td> <td>\$4,000</td> <td>7 of 12</td> </tr> <tr> <td>ESL – General</td> <td>\$1,700</td> <td>\$1,350</td> <td>4 of 12</td> </tr> </tbody> </table> <p>CISD department chair/grade leader stipends exceed market values. The Foreign Language stipend of \$2,000 is even with market.</p> |                | Celina ISD          | Median Stipend | Districts Reporting | Master's Degree - General | \$2,000 | \$1,000 | 11 of 12 | Master's Degree - Subject-Area | -- | \$1,500 | 1 of 12 | Secondary Math | \$2,000 | \$2,000 | 7 of 12 | Secondary Science | \$2,000 | \$2,000 | 7 of 12 | Special Education - General/Resource | \$1,700 | \$2,000 | 5 of 12 | Special Education - Self-Contained | \$1,700 | \$2,000 | 9 of 12 | Bilingual | \$5,000 | \$4,000 | 7 of 12 | ESL – General | \$1,700 | \$1,350 | 4 of 12 |
|  | Celina ISD  | Median Stipend | Districts Reporting |                |                     |                           |         |         |          |                                |    |         |         |                |         |         |         |                   |         |         |         |                                      |         |         |         |                                    |         |         |         |           |         |         |         |               |         |         |         |
| Master's Degree - General                          | \$2,000   | \$1,000        | 11 of 12            |                |                     |                           |         |         |          |                                |    |         |         |                |         |         |         |                   |         |         |         |                                      |         |         |         |                                    |         |         |         |           |         |         |         |               |         |         |         |
| Master's Degree - Subject-Area                     | --  | \$1,500        | 1 of 12             |                |                     |                           |         |         |          |                                |    |         |         |                |         |         |         |                   |         |         |         |                                      |         |         |         |                                    |         |         |         |           |         |         |         |               |         |         |         |
| Secondary Math                                     | \$2,000   | \$2,000        | 7 of 12             |                |                     |                           |         |         |          |                                |    |         |         |                |         |         |         |                   |         |         |         |                                      |         |         |         |                                    |         |         |         |           |         |         |         |               |         |         |         |
| Secondary Science                                  | \$2,000   | \$2,000        | 7 of 12             |                |                     |                           |         |         |          |                                |    |         |         |                |         |         |         |                   |         |         |         |                                      |         |         |         |                                    |         |         |         |           |         |         |         |               |         |         |         |
| Special Education - General/Resource               | \$1,700   | \$2,000        | 5 of 12             |                |                     |                           |         |         |          |                                |    |         |         |                |         |         |         |                   |         |         |         |                                      |         |         |         |                                    |         |         |         |           |         |         |         |               |         |         |         |
| Special Education - Self-Contained                 | \$1,700   | \$2,000        | 9 of 12             |                |                     |                           |         |         |          |                                |    |         |         |                |         |         |         |                   |         |         |         |                                      |         |         |         |                                    |         |         |         |           |         |         |         |               |         |         |         |
| Bilingual  | \$5,000   | \$4,000        | 7 of 12             |                |                     |                           |         |         |          |                                |    |         |         |                |         |         |         |                   |         |         |         |                                      |         |         |         |                                    |         |         |         |           |         |         |         |               |         |         |         |
| ESL – General                                      | \$1,700   | \$1,350        | 4 of 12             |                |                     |                           |         |         |          |                                |    |         |         |                |         |         |         |                   |         |         |         |                                      |         |         |         |                                    |         |         |         |           |         |         |         |               |         |         |         |

|   |   |
|---|---|
| <p><b>Proposed Increase and Adjustments</b></p> | <p>Four pay increase models are included for district consideration.</p> <p><b>Model 1:</b> \$50,750 starting salary, 2.02% GPI (\$1,100 increase for continuing teachers), additional adjustments to improve pay competitiveness at years 1-8 and 10-14 on the proposed schedule.</p> <p><b>Model 2:</b> \$52,000 starting salary, 2.5% GPI (\$1,430 increase for continuing teachers), additional adjustments to improve pay competitiveness at years 1-8 and 10-17 on the proposed schedule.</p> <p><b>Model 3:</b> \$53,250 starting salary, 3% GPI (\$1,710 increase for continuing teachers), additional adjustments to improve pay competitiveness at years 1-21 and 25-28 on the proposed schedule.</p> <p><b>Model 4:</b> \$53,500 starting salary, 3.5% GPI (\$2,000 increase for continuing teachers), additional adjustments to improve pay competitiveness at years 1-21 and 27-28 on the proposed schedule.</p> |
| <p><b>Proposed Job Changes</b></p>              | <p>Move nurses, counselors, sports medicine teacher/trainer, and head band director from teacher pay to the administrative/professional pay schedule. Job specific stipends have been rolled into base pay.</p>   |

# Distribution of Total Experience - Teachers, 2021-2022

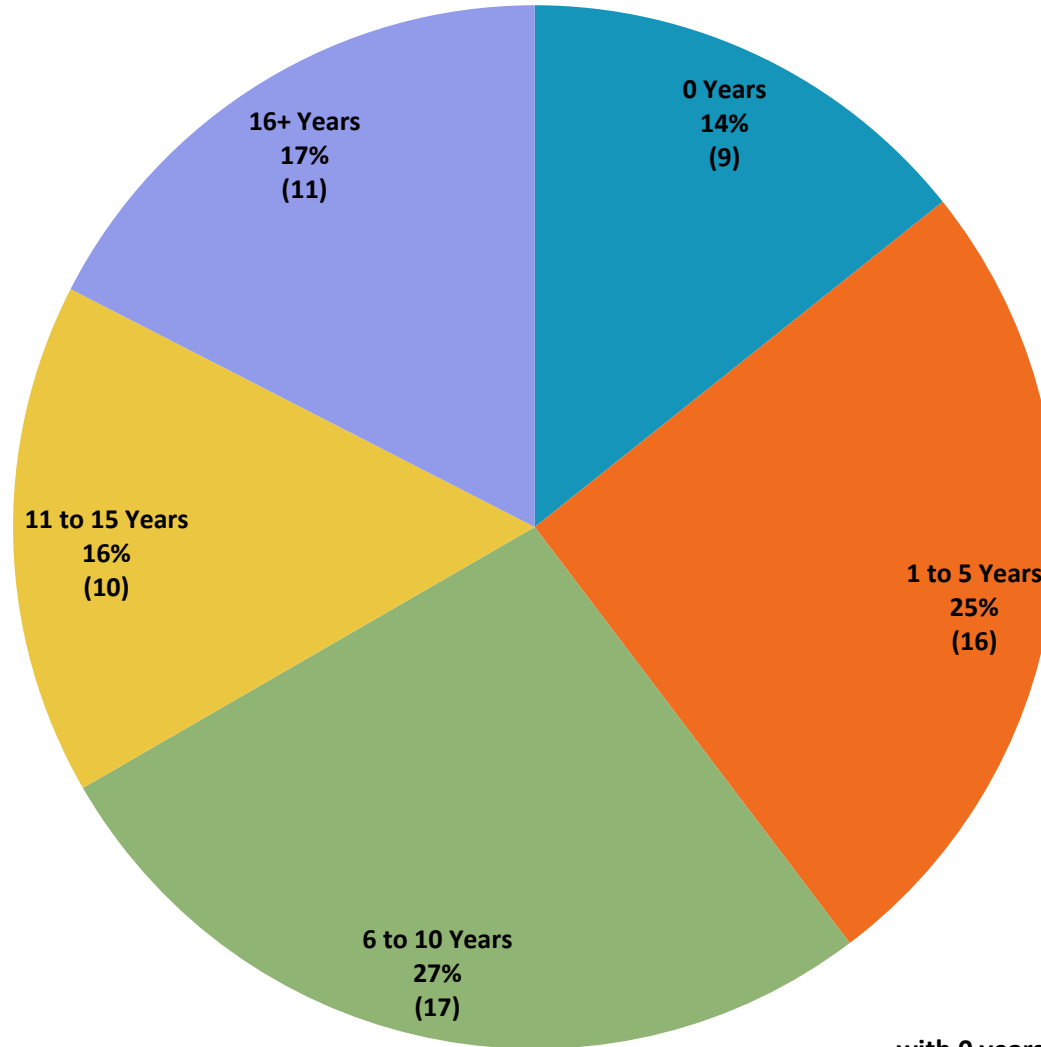
Celina ISD



226 Teachers in 2021-22

# Total Experience of Newly Hired Teachers, 2021-2022

Celina ISD



63 Teachers  
with 0 years of local experience in 2021-2022

# Celina ISD

## Teacher Salary Plan Comparisons, 2021-2022

| District           | Student Enrollment | Number of Teachers | 0-Year Salary | 5-Year Salary | 10-Year Salary | 15-Year Salary | 20-Year Salary | Average Teacher Salary | Max Yrs Credit | Last % Increase |
|--------------------|--------------------|--------------------|---------------|---------------|----------------|----------------|----------------|------------------------|----------------|-----------------|
| 1 McKinney ISD**   | 23,272             | 1,643              | \$57,800      | \$59,300      | \$61,700       | \$64,200       | \$66,700       |                        | 20             |                 |
| 2 Little Elm ISD   | 8,206              | 547                | \$56,525      | \$57,668      | \$59,233       | \$61,448       | \$63,971       | \$59,882               | 25             | 2.0%            |
| 3 Frisco ISD       | 65,494             | 4,580              | \$56,500      | \$59,250      | \$62,000       | \$64,650       | \$66,850       | \$62,000               | 25             | 3.6%            |
| 4 Denton ISD**     | 30,189             | 2,375              | \$56,400      | \$58,050      | \$60,810       | \$62,810       | \$64,310       |                        | 24             |                 |
| 5 Allen ISD        | 21,564             | 1,249              | \$56,000      | \$58,652      | \$61,206       | \$62,766       | \$64,354       | \$61,623               | 33             | 1.5%            |
| 6 Prosper ISD**    | 19,063             | 1,273              | \$54,500      | \$56,100      | \$58,500       | \$62,000       | \$66,500       |                        | 25             |                 |
| 7 Community ISD**  | 2,743              | 171                | \$53,441      | \$54,441      | \$56,941       | \$59,441       | \$61,942       |                        | 25             |                 |
| 8 Lovejoy ISD      | 4,325              | 276                | \$53,185      | \$55,240      | \$57,845       | \$59,759       | \$62,073       | \$58,840               | 30             | 0.0%            |
| 9 Anna ISD         | 4,391              | 294                | \$53,000      | \$54,200      | \$57,200       | \$60,200       | \$62,700       | \$58,400               | 32             | 2.1%            |
| 10 Royse City ISD  | 7,532              | 505                | \$52,700      | \$54,200      | \$55,500       | \$56,500       | \$58,300       | \$55,792               | 20             | 3.0%            |
| 11 Aubrey ISD      | 3,050              | 193                | \$50,000      | \$51,776      | \$55,907       | \$57,233       | \$61,823       | \$57,519               | 32             | 3.6%            |
| 12 Melissa ISD     | 4,838              | 296                | \$49,300      | \$52,300      | \$55,300       | \$58,300       | \$60,800       | \$55,300               | 25             | 2.8%            |
| 13 Princeton ISD   | 6,690              | 428                | \$49,000      | \$51,600      | \$54,600       | \$57,500       | \$60,000       | \$54,255               | 30             | 0.9%            |
| 14 Gunter ISD      | 1,122              | 76                 | \$47,250      | \$49,950      | \$53,200       | \$58,200       | \$62,200       | \$56,602               | 35             | 4.0%            |
| 15 Van Alstyne ISD | 2,042              | 146                | \$47,000      | \$48,800      | \$51,500       | \$54,500       | \$57,000       | \$54,500               | 30             | 2.8%            |
| 16 Pilot Point ISD | 1,358              | 113                | \$43,500      | \$46,250      | \$49,200       | \$52,950       | \$56,450       | \$50,747               | 35             | 1.0%            |

|                   |              |            |                 |                 |                 |                 |                 |                 |           |             |
|-------------------|--------------|------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------|-------------|
| <b>Celina ISD</b> | <b>3,309</b> | <b>225</b> | <b>\$47,977</b> | <b>\$52,018</b> | <b>\$55,093</b> | <b>\$57,699</b> | <b>\$61,058</b> | <b>\$56,284</b> | <b>32</b> | <b>2.0%</b> |
|-------------------|--------------|------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------|-------------|

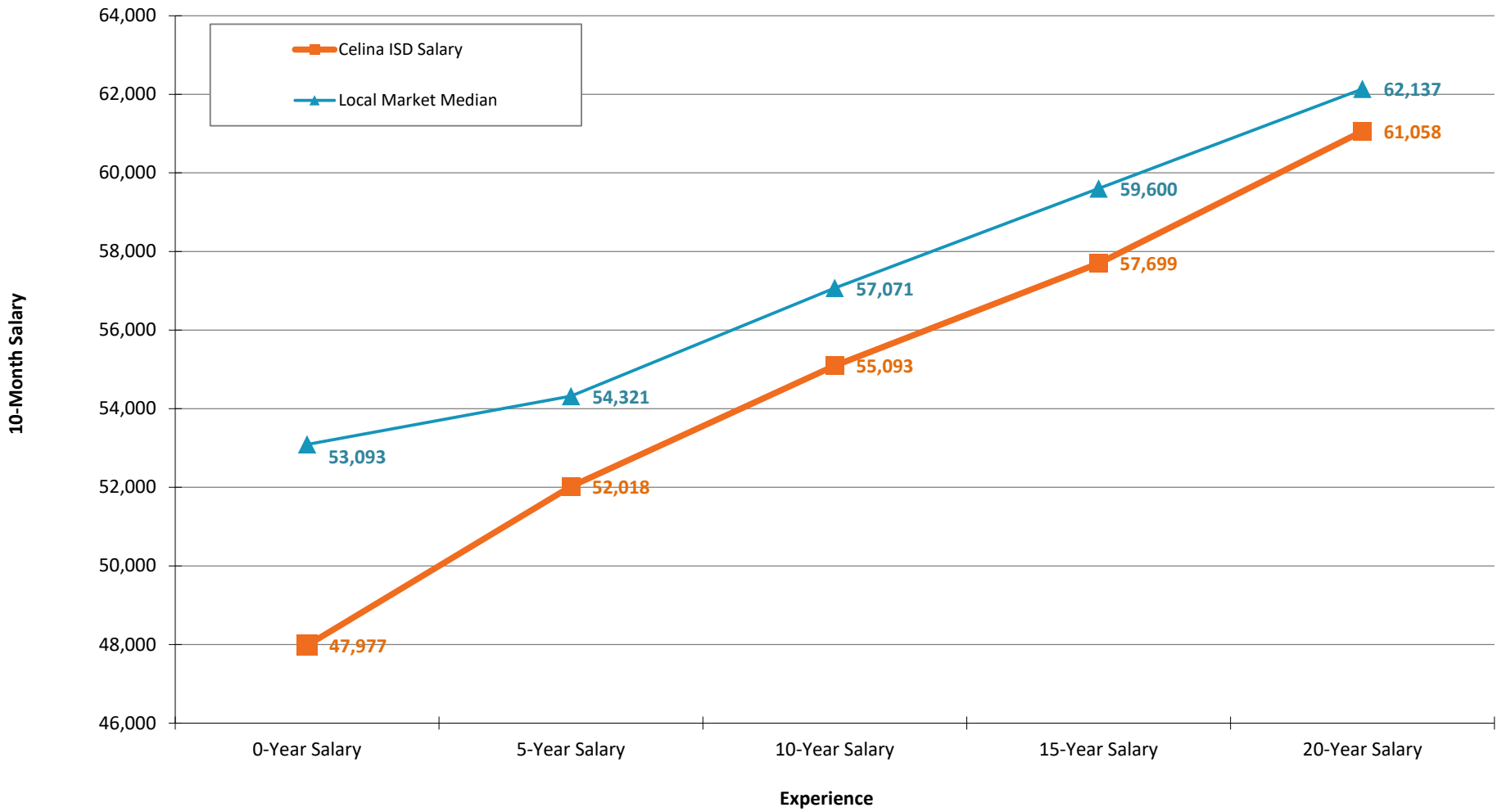
|                 |  |  |                 |                 |                 |                 |                 |                 |           |             |
|-----------------|--|--|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------|-------------|
| 25th Percentile |  |  | \$49,225        | \$51,732        | \$55,125        | \$57,433        | \$60,600        | \$55,100        | 25        | 1.4%        |
| <b>Median</b>   |  |  | <b>\$53,093</b> | <b>\$54,321</b> | <b>\$57,071</b> | <b>\$59,600</b> | <b>\$62,137</b> | <b>\$57,061</b> | <b>28</b> | <b>2.4%</b> |
| 75th Percentile |  |  | \$56,100        | \$57,764        | \$59,627        | \$62,192        | \$64,321        | \$59,100        | 32        | 3.1%        |

|                             |                  |                  |                  |                  |                  |                |
|-----------------------------|------------------|------------------|------------------|------------------|------------------|----------------|
| <b>Comparison to Median</b> | <b>90%</b>       | <b>96%</b>       | <b>97%</b>       | <b>97%</b>       | <b>98%</b>       | <b>99%</b>     |
| <i>Dollar Difference</i>    | <i>(\$5,116)</i> | <i>(\$2,303)</i> | <i>(\$1,978)</i> | <i>(\$1,901)</i> | <i>(\$1,079)</i> | <i>(\$777)</i> |
| <b>Rank Order</b>           | <b>14</b>        | <b>12</b>        | <b>13</b>        | <b>12</b>        | <b>12</b>        | <b>8</b>       |

**Footnotes:**

\*\* District did not participate in survey. Teacher schedules collected from the district.

### Teacher Salary Plan, 2021-2022 Market Comparison



# Celina ISD

## Teacher Stipend Comparisons, 2021-2022

| District                             | Student Enrollment | Master's Degree - General | Master's Degree - Subject-Area | Secondary Math | Secondary Science | Special Education General/Resource | Special Education Self-Contained | Bilingual      | ESL General    |
|--------------------------------------|--------------------|---------------------------|--------------------------------|----------------|-------------------|------------------------------------|----------------------------------|----------------|----------------|
| 1 Allen ISD                          | 21,564             | \$1,100                   |                                | \$1,800        | \$1,800           |                                    | \$1,800                          | \$4,000        |                |
| 2 Anna ISD                           | 4,391              | \$1,500                   |                                |                |                   | \$1,000                            | \$2,000                          | \$5,000        |                |
| 3 Aubrey ISD                         | 3,050              | \$1,500                   |                                |                |                   |                                    |                                  |                |                |
| 4 Frisco ISD                         | 65,494             | \$1,000                   |                                | \$2,000        | \$2,000           |                                    | \$2,000                          | \$4,000        | \$1,200        |
| 5 Gunter ISD                         | 1,122              | \$1,000                   |                                |                |                   | \$2,500                            | \$2,500                          |                |                |
| 6 Little Elm ISD                     | 8,206              | \$1,500                   |                                | \$2,000        | \$2,000           |                                    | \$3,000                          | \$4,000        |                |
| 7 Lovejoy ISD                        | 4,325              | \$1,000                   |                                | \$2,000        | \$2,000           | \$2,000                            | \$2,000                          |                |                |
| 8 Melissa ISD                        | 4,838              | \$1,000                   |                                |                |                   |                                    |                                  |                |                |
| 9 Pilot Point ISD                    | 1,358              | \$1,000                   |                                | \$4,200        | \$4,200           |                                    | \$1,000                          | \$4,000        |                |
| 10 Princeton ISD                     | 6,690              | \$2,000                   |                                | \$5,000        | \$5,000           | \$2,500                            | \$5,000                          | \$10,000       | \$750          |
| 11 Royse City ISD                    | 7,532              |                           | \$1,500                        | \$2,500        | \$2,500           | \$2,000                            | \$2,000                          | \$6,000        | \$1,500        |
| 12 Van Alstyne ISD                   | 2,042              | \$500                     |                                |                |                   |                                    |                                  |                | \$2,000        |
| <b>Celina ISD</b>                    | <b>3,309</b>       | <b>\$2,000</b>            |                                | <b>\$2,000</b> | <b>\$2,000</b>    | <b>\$1,700</b>                     | <b>\$1,700</b>                   | <b>\$5,000</b> | <b>\$1,700</b> |
| <b>Median Stipend</b>                |                    | <b>\$1,000</b>            | <b>\$1,500</b>                 | <b>\$2,000</b> | <b>\$2,000</b>    | <b>\$2,000</b>                     | <b>\$2,000</b>                   | <b>\$4,000</b> | <b>\$1,350</b> |
| <b>Average Stipend</b>               |                    | <b>\$1,191</b>            | <b>\$1,500</b>                 | <b>\$2,786</b> | <b>\$2,786</b>    | <b>\$2,000</b>                     | <b>\$2,367</b>                   | <b>\$5,286</b> | <b>\$1,363</b> |
| <b>Count</b>                         |                    | <b>11</b>                 | <b>1</b>                       | <b>7</b>       | <b>7</b>          | <b>5</b>                           | <b>9</b>                         | <b>7</b>       | <b>4</b>       |
| <i>Dollar Difference from Median</i> |                    | <i>\$1,000</i>            |                                | <i>\$0</i>     | <i>\$0</i>        | <i>(\$300)</i>                     | <i>(\$300)</i>                   | <i>\$1,000</i> | <i>\$350</i>   |

**Footnotes:**

Special Education Self-Contained:

Frisco ISD - All Self-Contained Classroom Teachers

Gunter ISD, Lovejoy ISD, Royse City ISD - HR Services edit: copied from SpEd General

Little Elm ISD - Behavior Self-Contained Classroom Teacher

Pilot Point ISD - School to Employment & Life Skills teachers

# Celina ISD

## Teacher Incentive Comparisons, 2021-2022

| District                             | Student Enrollment | Dept Chair/<br>Grade Leader<br>HS | Dept Chair/<br>Grade Leader<br>MS | Dept Chair/<br>Grade Leader<br>ES | Mentor<br>Teacher | Foreign<br>Language | Signing<br>Bonus | Other<br>Incentive |
|--------------------------------------|--------------------|-----------------------------------|-----------------------------------|-----------------------------------|-------------------|---------------------|------------------|--------------------|
| 1 Allen ISD                          | 21,564             | \$1,800                           | \$800                             | \$800                             |                   | \$1,800             |                  | \$1,100            |
| 2 Anna ISD                           | 4,391              | \$500                             | \$500                             |                                   | \$250             |                     |                  |                    |
| 3 Aubrey ISD                         | 3,050              |                                   |                                   |                                   |                   |                     |                  |                    |
| 4 Frisco ISD                         | 65,494             | \$1,000                           | \$1,000                           | \$1,000                           |                   | \$2,000             |                  |                    |
| 5 Gunter ISD                         | 1,122              | \$2,000                           | \$1,000                           |                                   | \$1,200           |                     |                  |                    |
| 6 Little Elm ISD                     | 8,206              | \$1,500                           | \$950                             |                                   | \$300             | \$2,000             |                  |                    |
| 7 Lovejoy ISD                        | 4,325              | \$1,500                           | \$1,000                           | \$650                             |                   | \$2,000             |                  | \$2,000            |
| 8 Melissa ISD                        | 4,838              |                                   |                                   |                                   |                   |                     |                  |                    |
| 9 Pilot Point ISD                    | 1,358              |                                   |                                   |                                   |                   | \$3,500             |                  |                    |
| 10 Princeton ISD                     | 6,690              | \$1,000                           | \$1,000                           | \$1,000                           | \$200             | \$5,000             | \$2,000          |                    |
| 11 Royse City ISD                    | 7,532              | \$1,500                           | \$1,500                           | \$1,500                           | \$2,000           | \$1,500             |                  |                    |
| 12 Van Alstyne ISD                   | 2,042              | \$500                             | \$500                             | \$500                             | \$4,000           | \$1,500             |                  |                    |
| <b>Celina ISD</b>                    | <b>3,309</b>       | <b>\$1,750</b>                    | <b>\$1,200</b>                    | <b>\$1,000</b>                    |                   | <b>\$2,000</b>      |                  |                    |
| <b>Median Stipend</b>                |                    | <b>\$1,500</b>                    | <b>\$1,000</b>                    | <b>\$900</b>                      | <b>\$750</b>      | <b>\$2,000</b>      | <b>\$2,000</b>   | <b>\$1,550</b>     |
| <b>Average Stipend</b>               |                    | <b>\$1,256</b>                    | <b>\$917</b>                      | <b>\$908</b>                      | <b>\$1,325</b>    | <b>\$2,413</b>      | <b>\$2,000</b>   | <b>\$1,550</b>     |
| <b>Count</b>                         |                    | <b>9</b>                          | <b>9</b>                          | <b>6</b>                          | <b>6</b>          | <b>8</b>            | <b>1</b>         | <b>2</b>           |
| <i>Dollar Difference from Median</i> |                    | <i>\$250</i>                      | <i>\$200</i>                      | <i>\$100</i>                      |                   | <i>\$0</i>          |                  |                    |

**Footnotes:**

Other Incentives:

Allen ISD - Doctorate

Lovejoy ISD - STEM

**Teachers Salary Plan Development**  
**Celina ISD**  
 Model 1: \$50,750 starting, 2.0% GPI

| 2021-2022<br>Years of<br>Exp | 2021-2022<br>New Hire<br>Salary | 2.0%<br>General<br>Pay<br>Increase | Additional<br>Adjustment | = | 2022-2023<br>Years of<br>Exp | 2022-2023<br>Proposed<br>New Hire<br>Salary |
|------------------------------|---------------------------------|------------------------------------|--------------------------|---|------------------------------|---|
|------------------------------|---------------------------------|------------------------------------|--------------------------|---|------------------------------|---|

|     |            |           |           |   |     |            |
|-----|------------|-----------|-----------|---|-----|------------|
|     |            |           |           |   | 0   | → \$50,750 |
| 0   | → \$47,977 | + \$1,150 | + \$1,923 | = | 1   | \$51,050   |
| 1   | \$48,477   | + \$1,150 | + \$1,723 | = | 2   | \$51,350   |
| 2   | \$49,790   | + \$1,150 | + \$810   | = | 3   | \$51,750   |
| 3   | \$50,657   | + \$1,150 | + \$643   | = | 4   | \$52,450   |
| 4   | \$51,518   | + \$1,150 | + \$500   | = | 5   | \$53,168   |
| 5   | \$52,018   | + \$1,150 | + \$600   | = | 6   | \$53,768   |
| 6   | \$52,543   | + \$1,150 | + \$675   | = | 7   | \$54,368   |
| 7   | \$53,343   | + \$1,150 | + \$475   | = | 8   | \$54,968   |
| 8   | \$54,543   | + \$1,150 |           | = | 9   | \$55,693   |
| 9   | \$54,793   | + \$1,150 | + \$250   | = | 10  | \$56,193   |
| 10  | \$55,093   | + \$1,150 | + \$350   | = | 11  | \$56,593   |
| 11  | \$55,413   | + \$1,150 | + \$430   | = | 12  | \$56,993   |
| 12  | \$56,068   | + \$1,150 | + \$200   | = | 13  | \$57,418   |
| 13  | \$56,518   | + \$1,150 | + \$150   | = | 14  | \$57,818   |
| 14  | \$57,074   | + \$1,150 |           | = | 15  | \$58,224   |
| 15  | \$57,699   | + \$1,150 |           | = | 16  | \$58,849   |
| 16  | \$58,324   | + \$1,150 |           | = | 17  | \$59,474   |
| 17  | \$58,949   | + \$1,150 |           | = | 18  | \$60,099   |
| 18  | \$59,574   | + \$1,150 |           | = | 19  | \$60,724   |
| 19  | \$60,199   | + \$1,150 |           | = | 20  | \$61,349   |
| 20  | \$61,058   | + \$1,150 |           | = | 21  | \$62,208   |
| 21  | \$62,013   | + \$1,150 |           | = | 22  | \$63,163   |
| 22  | \$62,826   | + \$1,150 |           | = | 23  | \$63,976   |
| 23  | \$63,637   | + \$1,150 |           | = | 24  | \$64,787   |
| 24  | \$64,396   | + \$1,150 | + \$41    | = | 25  | \$65,587   |
| 25  | \$65,124   | + \$1,150 | + \$113   | = | 26  | \$66,387   |
| 26  | \$65,811   | + \$1,150 | + \$226   | = | 27  | \$67,187   |
| 27  | \$66,456   | + \$1,150 | + \$481   | = | 28  | \$68,087   |
| 28  | \$67,859   | + \$1,150 |           | = | 29  | \$69,009   |
| 29  | \$68,149   | + \$1,150 |           | = | 30+ | \$69,299   |
| 30+ | \$68,689   |           |           |   |     |            |

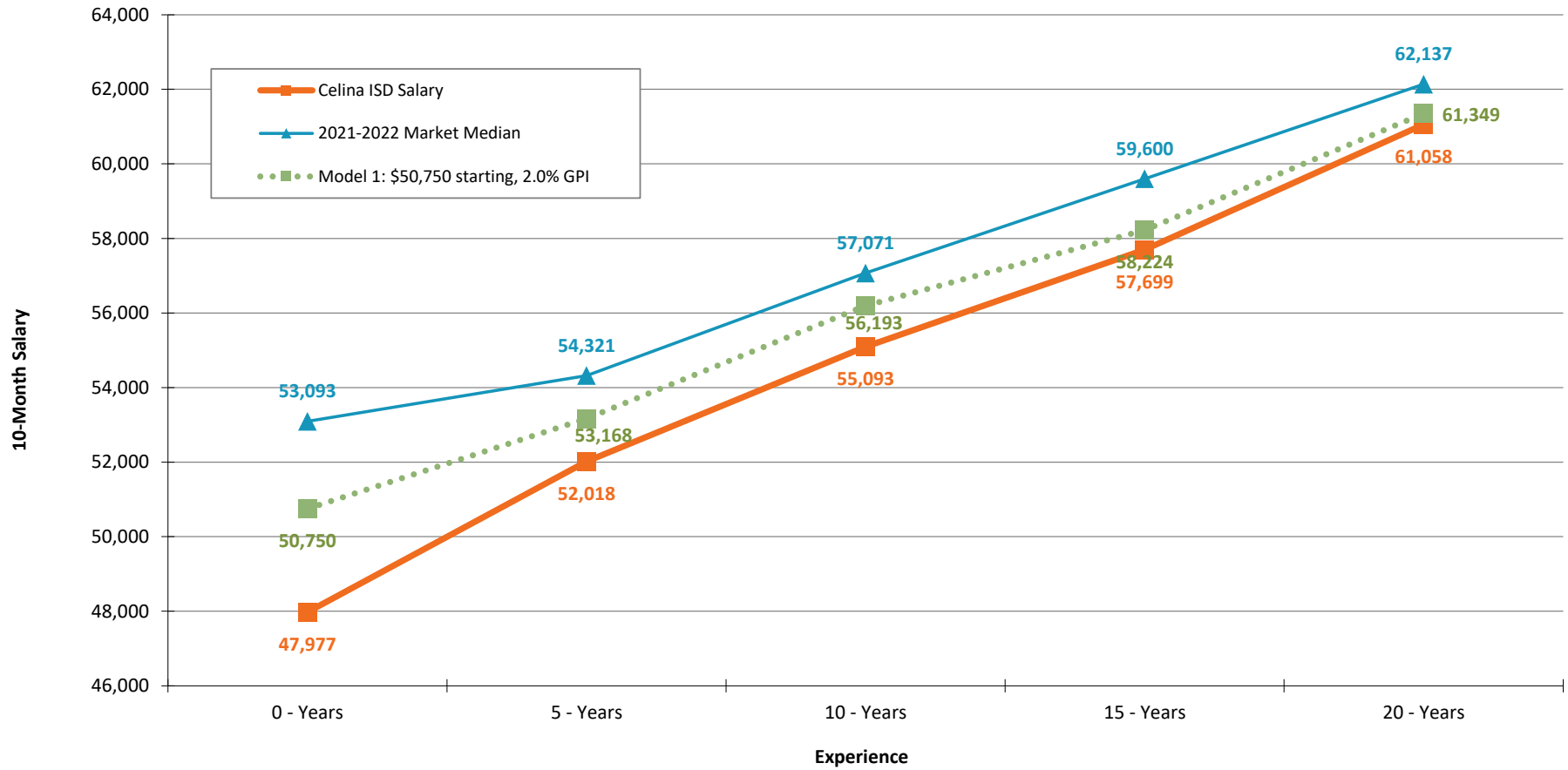
| Current Market Median |                   |                  | Exp<br>Diff |
|-----------------------|-------------------|------------------|-------------|
| Value                 | Compare<br>Before | Compare<br>After |             |

|          |     |     |     |
|----------|-----|-----|-----|
| 0 Years  |     |     |     |
| 53,093   | 90% | 96% | 300 |
|          |     |     | 300 |
|          |     |     | 400 |
| 5 Years  |     |     | 700 |
| 54,321   | 96% | 98% | 718 |
|          |     |     | 600 |
|          |     |     | 600 |
| 10 Years |     |     | 725 |
| 57,071   | 97% | 98% | 500 |
|          |     |     | 400 |
|          |     |     | 400 |
| 15 Years |     |     | 425 |
| 59,600   | 97% | 98% | 400 |
|          |     |     | 406 |
|          |     |     | 625 |
|          |     |     | 625 |
| 20 Years |     |     | 625 |
| 62,137   | 98% | 99% | 625 |
|          |     |     | 859 |
|          |     |     | 955 |
|          |     |     | 813 |
|          |     |     | 811 |
|          |     |     | 800 |
|          |     |     | 800 |
|          |     |     | 800 |
|          |     |     | 900 |
|          |     |     | 922 |
|          |     |     | 290 |

General pay increase is applied to the market median salary (\$57,061).

|                          |          |                          |          |
|--------------------------|----------|--------------------------|----------|
| <b>Pay Range Minimum</b> | \$50,750 | <b>Pay Range Maximum</b> | \$72,000 |
|--------------------------|----------|--------------------------|----------|

### Teacher Salary Plan 2021-2022 Market Comparison Model 1: \$50,750 starting, 2.0% GPI



**Teachers Salary Plan Development**  
**Celina ISD**  
 Model 2: \$52,000 starting, 2.5% GPI

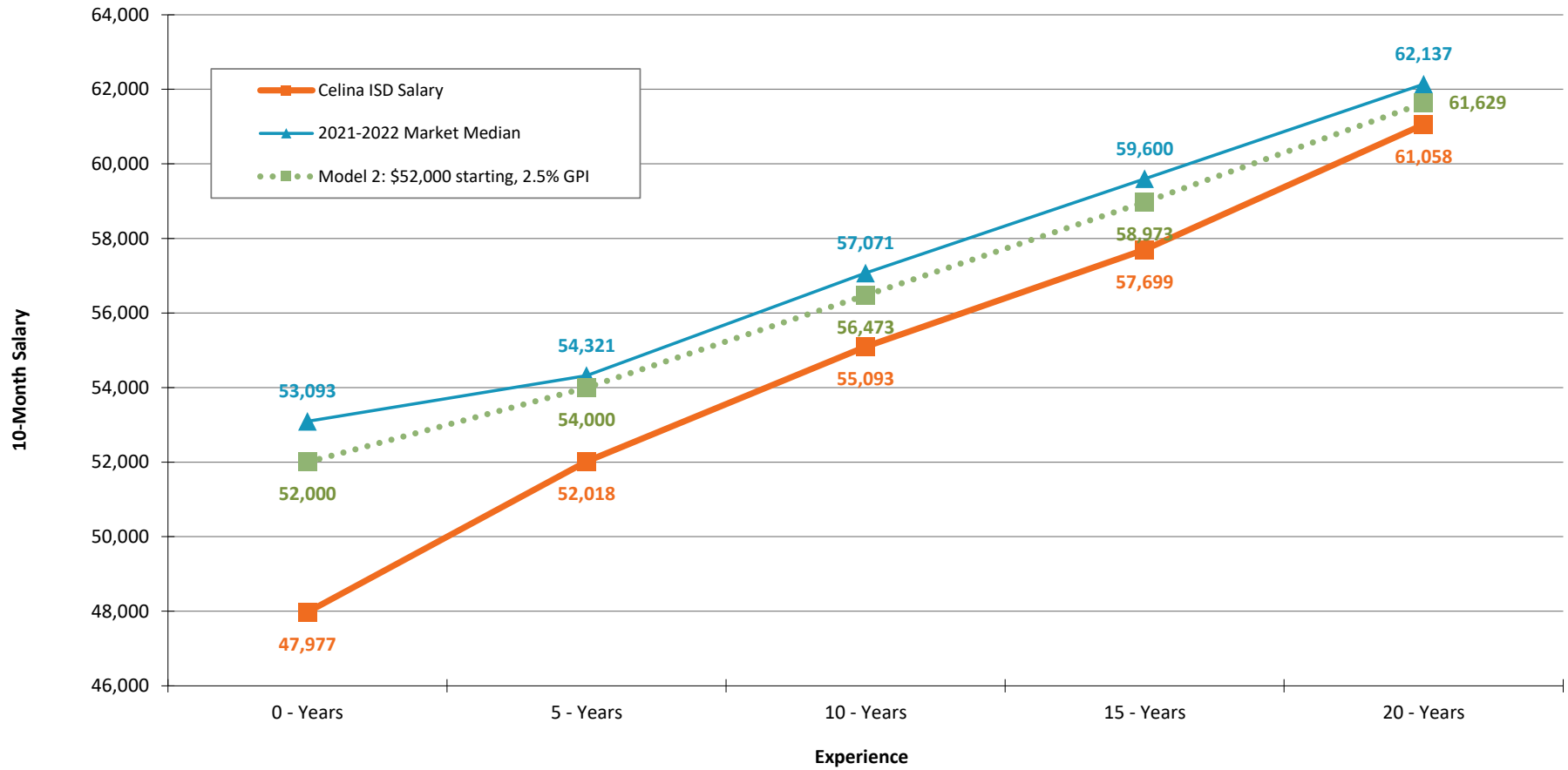
| 2021-2022<br>Years of<br>Exp | 2021-2022<br>New Hire<br>Salary | 2.5%<br>General<br>Pay<br>+ Increase | Additional<br>+ Adjustment | = | 2022-2023<br>Years of<br>Exp | 2022-2023<br>Proposed<br>New Hire<br>Salary |
|------------------------------|---------------------------------|--------------------------------------|----------------------------|---|------------------------------|---|
|                              |                                 |                                      |                            |   | 0                            | \$52,000                                    |
| 0                            | \$47,977                        | \$1,430                              | \$2,893                    | = | 1                            | \$52,300                                    |
| 1                            | \$48,477                        | \$1,430                              | \$2,693                    | = | 2                            | \$52,600                                    |
| 2                            | \$49,790                        | \$1,430                              | \$1,880                    | = | 3                            | \$53,100                                    |
| 3                            | \$50,657                        | \$1,430                              | \$1,563                    | = | 4                            | \$53,650                                    |
| 4                            | \$51,518                        | \$1,430                              | \$1,052                    | = | 5                            | \$54,000                                    |
| 5                            | \$52,018                        | \$1,430                              | \$1,052                    | = | 6                            | \$54,500                                    |
| 6                            | \$52,543                        | \$1,430                              | \$1,027                    | = | 7                            | \$55,000                                    |
| 7                            | \$53,343                        | \$1,430                              | \$727                      | = | 8                            | \$55,500                                    |
| 8                            | \$54,543                        | \$1,430                              |                            | = | 9                            | \$55,973                                    |
| 9                            | \$54,793                        | \$1,430                              | \$250                      | = | 10                           | \$56,473                                    |
| 10                           | \$55,093                        | \$1,430                              | \$450                      | = | 11                           | \$56,973                                    |
| 11                           | \$55,413                        | \$1,430                              | \$630                      | = | 12                           | \$57,473                                    |
| 12                           | \$56,068                        | \$1,430                              | \$475                      | = | 13                           | \$57,973                                    |
| 13                           | \$56,518                        | \$1,430                              | \$525                      | = | 14                           | \$58,473                                    |
| 14                           | \$57,074                        | \$1,430                              | \$469                      | = | 15                           | \$58,973                                    |
| 15                           | \$57,699                        | \$1,430                              | \$244                      | = | 16                           | \$59,373                                    |
| 16                           | \$58,324                        | \$1,430                              | \$119                      | = | 17                           | \$59,873                                    |
| 17                           | \$58,949                        | \$1,430                              |                            | = | 18                           | \$60,379                                    |
| 18                           | \$59,574                        | \$1,430                              |                            | = | 19                           | \$61,004                                    |
| 19                           | \$60,199                        | \$1,430                              |                            | = | 20                           | \$61,629                                    |
| 20                           | \$61,058                        | \$1,430                              |                            | = | 21                           | \$62,488                                    |
| 21                           | \$62,013                        | \$1,430                              |                            | = | 22                           | \$63,443                                    |
| 22                           | \$62,826                        | \$1,430                              |                            | = | 23                           | \$64,256                                    |
| 23                           | \$63,637                        | \$1,430                              |                            | = | 24                           | \$65,067                                    |
| 24                           | \$64,396                        | \$1,430                              | \$41                       | = | 25                           | \$65,867                                    |
| 25                           | \$65,124                        | \$1,430                              | \$113                      | = | 26                           | \$66,667                                    |
| 26                           | \$65,811                        | \$1,430                              | \$226                      | = | 27                           | \$67,467                                    |
| 27                           | \$66,456                        | \$1,430                              | \$481                      | = | 28                           | \$68,367                                    |
| 28                           | \$67,859                        | \$1,430                              |                            | = | 29                           | \$69,289                                    |
| 29                           | \$68,149                        | \$1,430                              |                            | = | 30+                          | \$69,579                                    |
| 30+                          | \$68,689                        |                                      |                            |   |                              |   |

| Current Market Median |                   |                  | Exp<br>Diff |
|-----------------------|-------------------|------------------|-------------|
| Value                 | Compare<br>Before | Compare<br>After |             |
| <i>0 Years</i>        |                   |                  |             |
| 53,093                | 90%               | 98%              | 300         |
|                       |                   |                  | 300         |
|                       |                   |                  | 500         |
| <i>5 Years</i>        |                   |                  |             |
| 54,321                | 96%               | 99%              | 550         |
|                       |                   |                  | 350         |
|                       |                   |                  | 500         |
|                       |                   |                  | 500         |
|                       |                   |                  | 500         |
|                       |                   |                  | 500         |
| <i>10 Years</i>       |                   |                  |             |
| 57,071                | 97%               | 99%              | 473         |
|                       |                   |                  | 500         |
|                       |                   |                  | 500         |
|                       |                   |                  | 500         |
|                       |                   |                  | 500         |
|                       |                   |                  | 500         |
| <i>15 Years</i>       |                   |                  |             |
| 59,600                | 97%               | 99%              | 500         |
|                       |                   |                  | 400         |
|                       |                   |                  | 500         |
|                       |                   |                  | 506         |
| <i>20 Years</i>       |                   |                  |             |
| 62,137                | 98%               | 99%              | 625         |
|                       |                   |                  | 625         |
|                       |                   |                  | 859         |
|                       |                   |                  | 955         |
|                       |                   |                  | 813         |
|                       |                   |                  | 811         |
|                       |                   |                  | 800         |
|                       |                   |                  | 800         |
|                       |                   |                  | 800         |
|                       |                   |                  | 900         |
|                       |                   |                  | 922         |
|                       |                   |                  | 290         |

General pay increase is applied to the market median salary (\$57,061).

|                          |          |                          |          |
|--------------------------|----------|--------------------------|----------|
| <b>Pay Range Minimum</b> | \$52,000 | <b>Pay Range Maximum</b> | \$72,000 |
|--------------------------|----------|--------------------------|----------|

**Teacher Salary Plan 2021-2022 Market Comparison**  
**Model 2: \$52,000 starting, 2.5% GPI**



**Teachers Salary Plan Development**  
**Celina ISD**  
 Model 3: \$53,250 starting, 3.0% GPI

| 2021-2022<br>Years of<br>Exp | 2021-2022<br>New Hire<br>Salary | 3.0%<br>General<br>Pay<br>Increase | Additional<br>Adjustment | = | 2022-2023<br>Years of<br>Exp | 2022-2023<br>Proposed<br>New Hire<br>Salary |
|------------------------------|---------------------------------|------------------------------------|--------------------------|---|------------------------------|---|
|------------------------------|---------------------------------|------------------------------------|--------------------------|---|------------------------------|---|

|     |            |           |           |   |     |            |
|-----|------------|-----------|-----------|---|-----|------------|
|     |            |           |           |   | 0   | → \$53,250 |
| 0   | → \$47,977 | + \$1,710 | + \$3,863 | = | 1   | \$53,550   |
| 1   | \$48,477   | + \$1,710 | + \$3,663 | = | 2   | \$53,850   |
| 2   | \$49,790   | + \$1,710 | + \$2,750 | = | 3   | \$54,250   |
| 3   | \$50,657   | + \$1,710 | + \$2,283 | = | 4   | \$54,650   |
| 4   | \$51,518   | + \$1,710 | + \$1,822 | = | 5   | \$55,050   |
| 5   | \$52,018   | + \$1,710 | + \$1,722 | = | 6   | \$55,450   |
| 6   | \$52,543   | + \$1,710 | + \$1,597 | = | 7   | \$55,850   |
| 7   | \$53,343   | + \$1,710 | + \$1,197 | = | 8   | \$56,250   |
| 8   | \$54,543   | + \$1,710 | + \$497   | = | 9   | \$56,750   |
| 9   | \$54,793   | + \$1,710 | + \$897   | = | 10  | \$57,400   |
| 10  | \$55,093   | + \$1,710 | + \$997   | = | 11  | \$57,800   |
| 11  | \$55,413   | + \$1,710 | + \$1,077 | = | 12  | \$58,200   |
| 12  | \$56,068   | + \$1,710 | + \$822   | = | 13  | \$58,600   |
| 13  | \$56,518   | + \$1,710 | + \$872   | = | 14  | \$59,100   |
| 14  | \$57,074   | + \$1,710 | + \$1,116 | = | 15  | \$59,900   |
| 15  | \$57,699   | + \$1,710 | + \$991   | = | 16  | \$60,400   |
| 16  | \$58,324   | + \$1,710 | + \$866   | = | 17  | \$60,900   |
| 17  | \$58,949   | + \$1,710 | + \$741   | = | 18  | \$61,400   |
| 18  | \$59,574   | + \$1,710 | + \$616   | = | 19  | \$61,900   |
| 19  | \$60,199   | + \$1,710 | + \$591   | = | 20  | \$62,500   |
| 20  | \$61,058   | + \$1,710 | + \$332   | = | 21  | \$63,100   |
| 21  | \$62,013   | + \$1,710 |           | = | 22  | \$63,723   |
| 22  | \$62,826   | + \$1,710 |           | = | 23  | \$64,536   |
| 23  | \$63,637   | + \$1,710 |           | = | 24  | \$65,347   |
| 24  | \$64,396   | + \$1,710 | + \$41    | = | 25  | \$66,147   |
| 25  | \$65,124   | + \$1,710 | + \$113   | = | 26  | \$66,947   |
| 26  | \$65,811   | + \$1,710 | + \$226   | = | 27  | \$67,747   |
| 27  | \$66,456   | + \$1,710 | + \$481   | = | 28  | \$68,647   |
| 28  | \$67,859   | + \$1,710 |           | = | 29  | \$69,569   |
| 29  | \$68,149   | + \$1,710 |           | = | 30+ | \$69,859   |
| 30+ | \$68,689   |           |           |   |     |            |

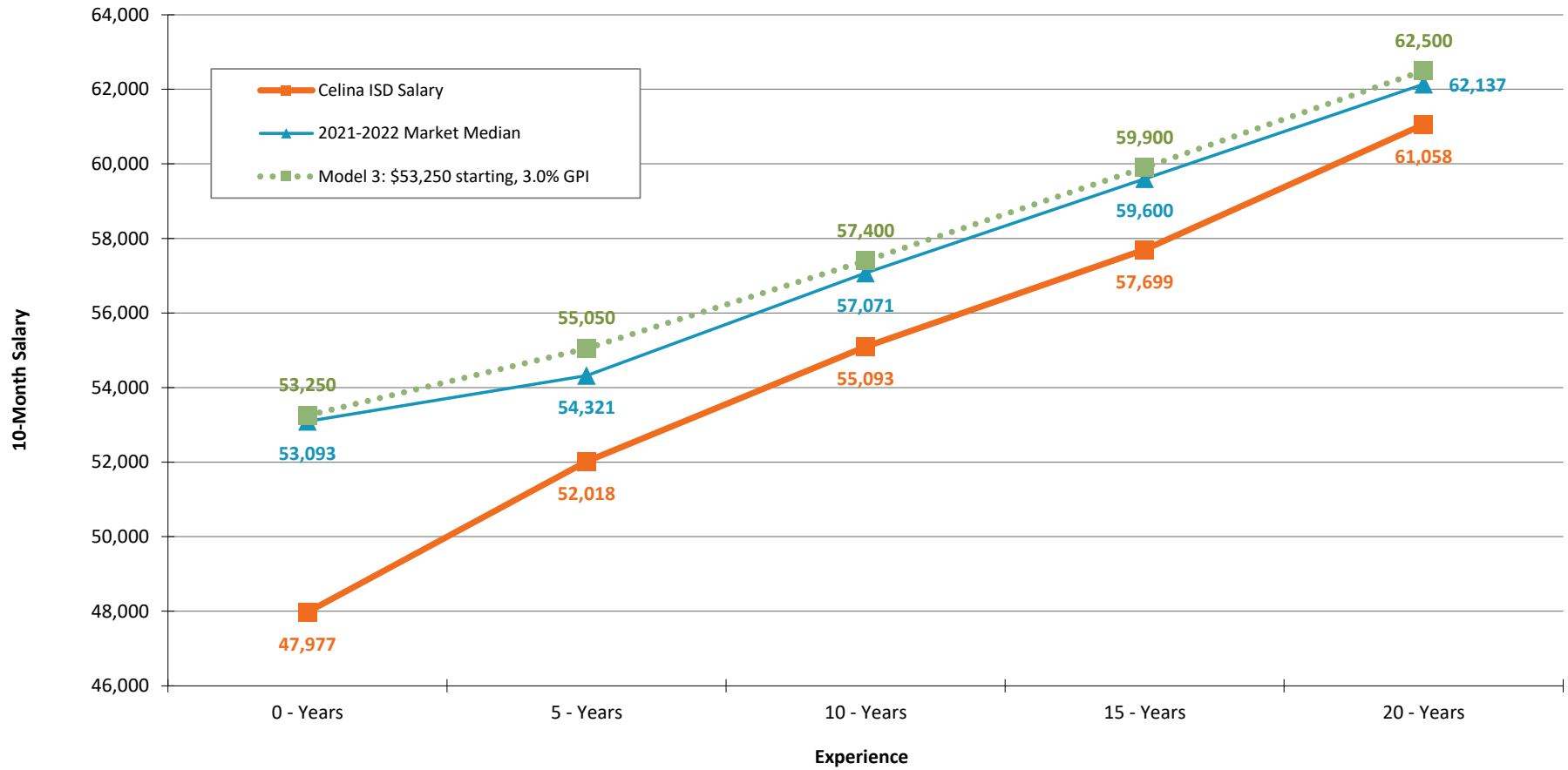
| Current Market Median |                   |                  | Exp<br>Diff |
|-----------------------|-------------------|------------------|-------------|
| Value                 | Compare<br>Before | Compare<br>After |             |

|          |     |      |     |
|----------|-----|------|-----|
| 0 Years  |     |      |     |
| 53,093   | 90% | 100% | 300 |
|          |     |      | 300 |
|          |     |      | 400 |
| 5 Years  |     |      | 400 |
| 54,321   | 96% | 101% | 400 |
|          |     |      | 400 |
|          |     |      | 400 |
| 10 Years |     |      | 400 |
| 57,071   | 97% | 101% | 500 |
|          |     |      | 650 |
|          |     |      | 400 |
|          |     |      | 400 |
| 15 Years |     |      | 400 |
| 59,600   | 97% | 101% | 500 |
|          |     |      | 800 |
|          |     |      | 500 |
|          |     |      | 500 |
| 20 Years |     |      | 500 |
| 62,137   | 98% | 101% | 500 |
|          |     |      | 600 |
|          |     |      | 600 |
|          |     |      | 623 |
|          |     |      | 813 |
|          |     |      | 811 |
|          |     |      | 800 |
|          |     |      | 800 |
|          |     |      | 800 |
|          |     |      | 900 |
|          |     |      | 922 |
|          |     |      | 290 |

General pay increase is applied to the market median salary (\$57,061).

|                          |          |                          |          |
|--------------------------|----------|--------------------------|----------|
| <b>Pay Range Minimum</b> | \$53,250 | <b>Pay Range Maximum</b> | \$72,000 |
|--------------------------|----------|--------------------------|----------|

**Teacher Salary Plan 2021-2022 Market Comparison**  
**Model 3: \$53,250 starting, 3.0% GPI**



**Teachers Salary Plan Development**  
**Celina ISD**  
 Model 4: \$53,500 starting, 3.5% GPI

| 2021-2022<br>Years of<br>Exp | 2021-2022<br>New Hire<br>Salary | 3.5%<br>General<br>Pay<br>Increase | Additional<br>Adjustment | = | 2022-2023<br>Years of<br>Exp | 2022-2023<br>Proposed<br>New Hire<br>Salary |
|------------------------------|---------------------------------|------------------------------------|--------------------------|---|------------------------------|---|
|------------------------------|---------------------------------|------------------------------------|--------------------------|---|------------------------------|---|

|     |          |   |         |   |         |                |
|-----|----------|---|---------|---|---------|----------------|
|     |          |   |         |   | 0       | \$53,500       |
| 0   | \$47,977 | + | \$2,000 | + | \$3,863 | = 1 \$53,840   |
| 1   | \$48,477 | + | \$2,000 | + | \$3,663 | = 2 \$54,140   |
| 2   | \$49,790 | + | \$2,000 | + | \$2,650 | = 3 \$54,440   |
| 3   | \$50,657 | + | \$2,000 | + | \$2,083 | = 4 \$54,740   |
| 4   | \$51,518 | + | \$2,000 | + | \$1,522 | = 5 \$55,040   |
| 5   | \$52,018 | + | \$2,000 | + | \$1,522 | = 6 \$55,540   |
| 6   | \$52,543 | + | \$2,000 | + | \$1,497 | = 7 \$56,040   |
| 7   | \$53,343 | + | \$2,000 | + | \$1,197 | = 8 \$56,540   |
| 8   | \$54,543 | + | \$2,000 | + | \$497   | = 9 \$57,040   |
| 9   | \$54,793 | + | \$2,000 | + | \$747   | = 10 \$57,540  |
| 10  | \$55,093 | + | \$2,000 | + | \$947   | = 11 \$58,040  |
| 11  | \$55,413 | + | \$2,000 | + | \$1,127 | = 12 \$58,540  |
| 12  | \$56,068 | + | \$2,000 | + | \$972   | = 13 \$59,040  |
| 13  | \$56,518 | + | \$2,000 | + | \$1,022 | = 14 \$59,540  |
| 14  | \$57,074 | + | \$2,000 | + | \$966   | = 15 \$60,040  |
| 15  | \$57,699 | + | \$2,000 | + | \$841   | = 16 \$60,540  |
| 16  | \$58,324 | + | \$2,000 | + | \$716   | = 17 \$61,040  |
| 17  | \$58,949 | + | \$2,000 | + | \$591   | = 18 \$61,540  |
| 18  | \$59,574 | + | \$2,000 | + | \$466   | = 19 \$62,040  |
| 19  | \$60,199 | + | \$2,000 | + | \$391   | = 20 \$62,590  |
| 20  | \$61,058 | + | \$2,000 | + | \$132   | = 21 \$63,190  |
| 21  | \$62,013 | + | \$2,000 | + |         | = 22 \$64,013  |
| 22  | \$62,826 | + | \$2,000 | + |         | = 23 \$64,826  |
| 23  | \$63,637 | + | \$2,000 | + |         | = 24 \$65,637  |
| 24  | \$64,396 | + | \$2,000 | + |         | = 25 \$66,396  |
| 25  | \$65,124 | + | \$2,000 | + |         | = 26 \$67,124  |
| 26  | \$65,811 | + | \$2,000 | + | \$113   | = 27 \$67,924  |
| 27  | \$66,456 | + | \$2,000 | + | \$418   | = 28 \$68,874  |
| 28  | \$67,859 | + | \$2,000 | + |         | = 29 \$69,859  |
| 29  | \$68,149 | + | \$2,000 | + |         | = 30+ \$70,149 |
| 30+ | \$68,689 |   |         |   |         |                |

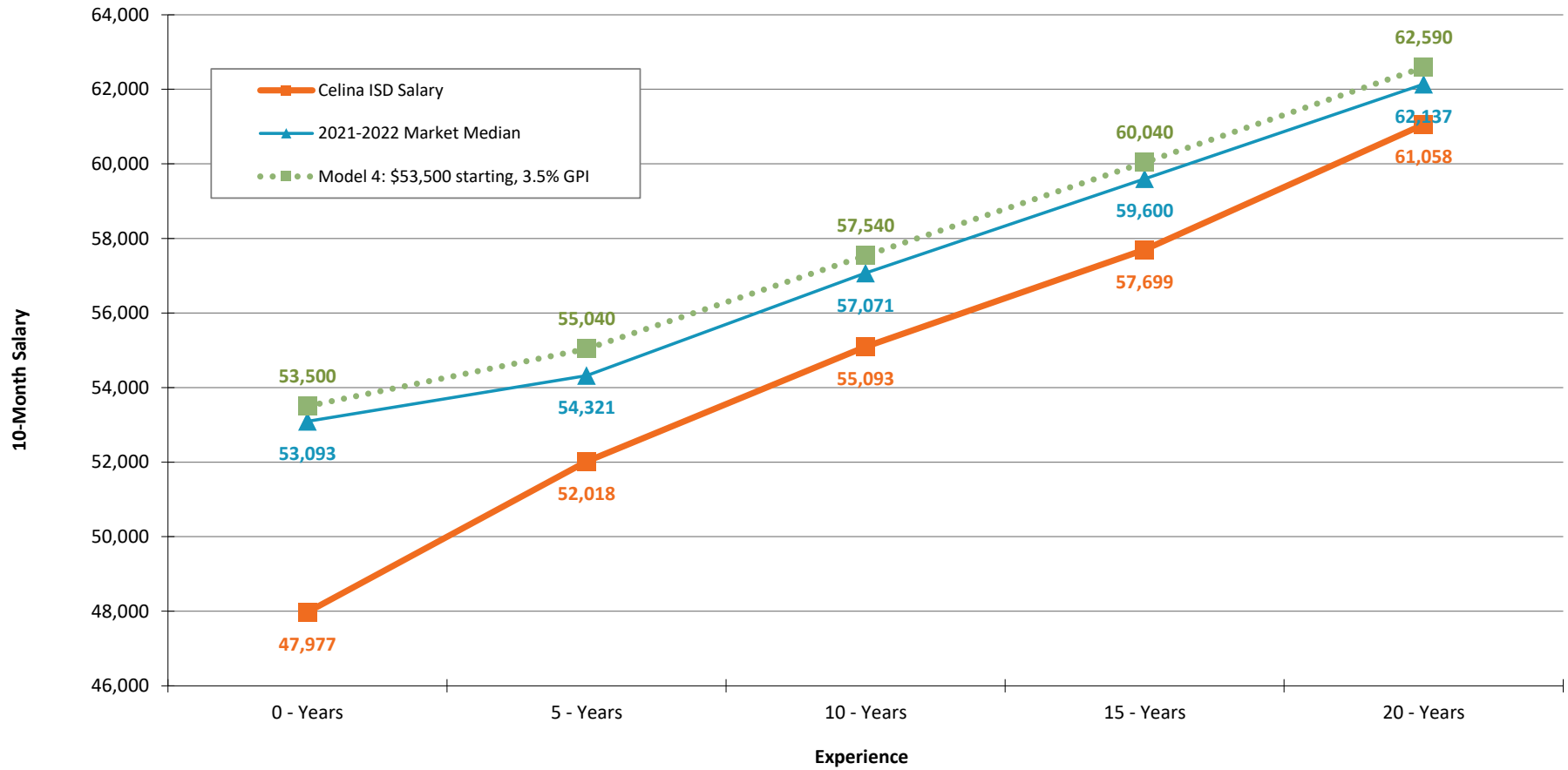
| Current Market Median |                   |                  | Exp<br>Diff |
|-----------------------|-------------------|------------------|-------------|
| Value                 | Compare<br>Before | Compare<br>After |             |

|          |     |      |     |
|----------|-----|------|-----|
| 0 Years  |     |      |     |
| 53,093   | 90% | 101% | 340 |
|          |     |      | 300 |
|          |     |      | 300 |
| 5 Years  |     |      | 300 |
| 54,321   | 96% | 101% | 300 |
|          |     |      | 500 |
|          |     |      | 500 |
| 10 Years |     |      | 500 |
| 57,071   | 97% | 101% | 500 |
|          |     |      | 500 |
|          |     |      | 500 |
| 15 Years |     |      | 500 |
| 59,600   | 97% | 101% | 500 |
|          |     |      | 500 |
|          |     |      | 500 |
| 20 Years |     |      | 500 |
| 62,137   | 98% | 101% | 550 |
|          |     |      | 600 |
|          |     |      | 823 |
|          |     |      | 813 |
|          |     |      | 811 |
|          |     |      | 759 |
|          |     |      | 728 |
|          |     |      | 800 |
|          |     |      | 950 |
|          |     |      | 985 |
|          |     |      | 290 |

General pay increase is applied to the market median salary (\$57,061).

|                          |          |                          |          |
|--------------------------|----------|--------------------------|----------|
| <b>Pay Range Minimum</b> | \$53,500 | <b>Pay Range Maximum</b> | \$72,000 |
|--------------------------|----------|--------------------------|----------|

**Teacher Salary Plan 2021-2022 Market Comparison**  
**Model 4: \$53,500 starting, 3.5% GPI**



## Administrative/Professional

| <b>Current Structure</b>                  | <p>CISD does not have a formal pay structure for most positions on this pay group. Nurses and counselors are paid on the teacher schedule adjusted for duty days, supplement, and stipend. The counselor hiring schedule reflects the \$2,000 master’s degree stipend.</p> <p>Several positions are classified as exempt that are considered nonexempt under the Fair Labor Standards Act (FLSA). These include superintendent executive assistant, assistant business manager, campus technician II, HR specialist, and transportation maintenance. Misclassifying jobs as exempt when based on their job duties do not meet this exemption is problematic.</p>   |                    |                                |                               |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |
|---|--|--------------------|--------------------------------|-------------------------------|--------------------------------|-------------------------------|--------------------------------|-----|-----|-----|-----|------------------------|-----|-----|------|------|---|-----|-----|------|------|---------------------------------|-----|-----|-----|-----|-------------------------|-----|-----|-----|-----|
| <b>Market Analysis</b>                    | <p>Local peer district market data was used for exempt positions and was combined with non-school market for applicable jobs. Non-school data was used for jobs where school district benchmark positions did not exist. Statewide market data on districts of comparable size was used for high-level central administrator jobs. Positions earning 20 percent or more from market have been excluded from the market graph and overall market average. This group had the most variance of duty days compared to the market.</p> <p><b>Central Administration:</b> Across central administration positions, pay is 2 percent below market median values. For this group (directors and above), statewide market data for districts with student enrollment of 3,000 to 4,999 was used for market analysis.</p> <p>Five positions have duty schedules that vary by more than five days from the local market median duty days. This difference in duty days can influence the variance from market due to annual salary comparisons. The table below illustrates the difference in market comparison between annual salaries and daily rates for these positions.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Benchmark Position</th> <th style="text-align: center;">Market Days</th> <th style="text-align: center;">District Days</th> <th style="text-align: center;">Annual Rate Compared to Market</th> <th style="text-align: center;">Daily Rate Compared to Market</th> </tr> </thead> <tbody> <tr> <td>Assistant Director - Athletics</td> <td style="text-align: center;">215</td> <td style="text-align: center;">207</td> <td style="text-align: center;">93%</td> <td style="text-align: center;">96%</td> </tr> <tr> <td>Communications Officer</td> <td style="text-align: center;">226</td> <td style="text-align: center;">207</td> <td style="text-align: center;">110%</td> <td style="text-align: center;">121%</td> </tr> <tr> <td>Director of Athletics/Head Football Coach</td> <td style="text-align: center;">226</td> <td style="text-align: center;">207</td> <td style="text-align: center;">103%</td> <td style="text-align: center;">112%</td> </tr> <tr> <td>Director of Bilingual Education</td> <td style="text-align: center;">226</td> <td style="text-align: center;">207</td> <td style="text-align: center;">84%</td> <td style="text-align: center;">92%</td> </tr> <tr> <td>Director of Maintenance</td> <td style="text-align: center;">240</td> <td style="text-align: center;">247</td> <td style="text-align: center;">92%</td> <td style="text-align: center;">89%</td> </tr> </tbody> </table> | Benchmark Position | Market Days                    | District Days                 | Annual Rate Compared to Market | Daily Rate Compared to Market | Assistant Director - Athletics | 215 | 207 | 93% | 96% | Communications Officer | 226 | 207 | 110% | 121% | Director of Athletics/Head Football Coach | 226 | 207 | 103% | 112% | Director of Bilingual Education | 226 | 207 | 84% | 92% | Director of Maintenance | 240 | 247 | 92% | 89% |
| Benchmark Position                        | Market Days  | District Days      | Annual Rate Compared to Market | Daily Rate Compared to Market |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |
| Assistant Director - Athletics            | 215  | 207                | 93%                            | 96%                           |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |
| Communications Officer                    | 226  | 207                | 110%                           | 121%                          |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |
| Director of Athletics/Head Football Coach | 226  | 207                | 103%                           | 112%                          |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |
| Director of Bilingual Education           | 226  | 207                | 84%                            | 92%                           |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |
| Director of Maintenance                   | 240  | 247                | 92%                            | 89%                           |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |

**Campus Administration & Counselors:** On average, positions in this group are paid 2 percent below market.

Six positions in this group have duty schedules that vary by more than five days from the local market median duty days. Daily rate comparisons are provided for reference.

| Benchmark Position       | Market Days | District Days | Annual Rate Compared to Market | Daily Rate Compared to Market |
|--------------------------|-------------|---------------|--------------------------------|-------------------------------|
| Assistant Principal - HS | 217         | 207           | 88%                            | 93%                           |
| Assistant Principal - MS | 215         | 207           | 88%                            | 91%                           |
| Principal - DAEP/JJAEP   | 216         | 202           | 86%                            | 92%                           |
| Principal - ES           | 217         | 226           | 97%                            | 93%                           |
| School Counselor - ES    | 197         | 207           | 104%                           | 99%                           |
| School Counselor - HS    | 217         | 226           | 118%                           | 113%                          |

**Professional:** Professional positions are paid 4 percent below market, overall.

Non-school market data was used in combination with local data for jobs commonly found outside of schools (database manager, nurse, speech therapist, systems engineer).

Seven jobs have duty schedules that vary by more than five days from the local market median duty days. Daily rate comparisons are provided for reference.

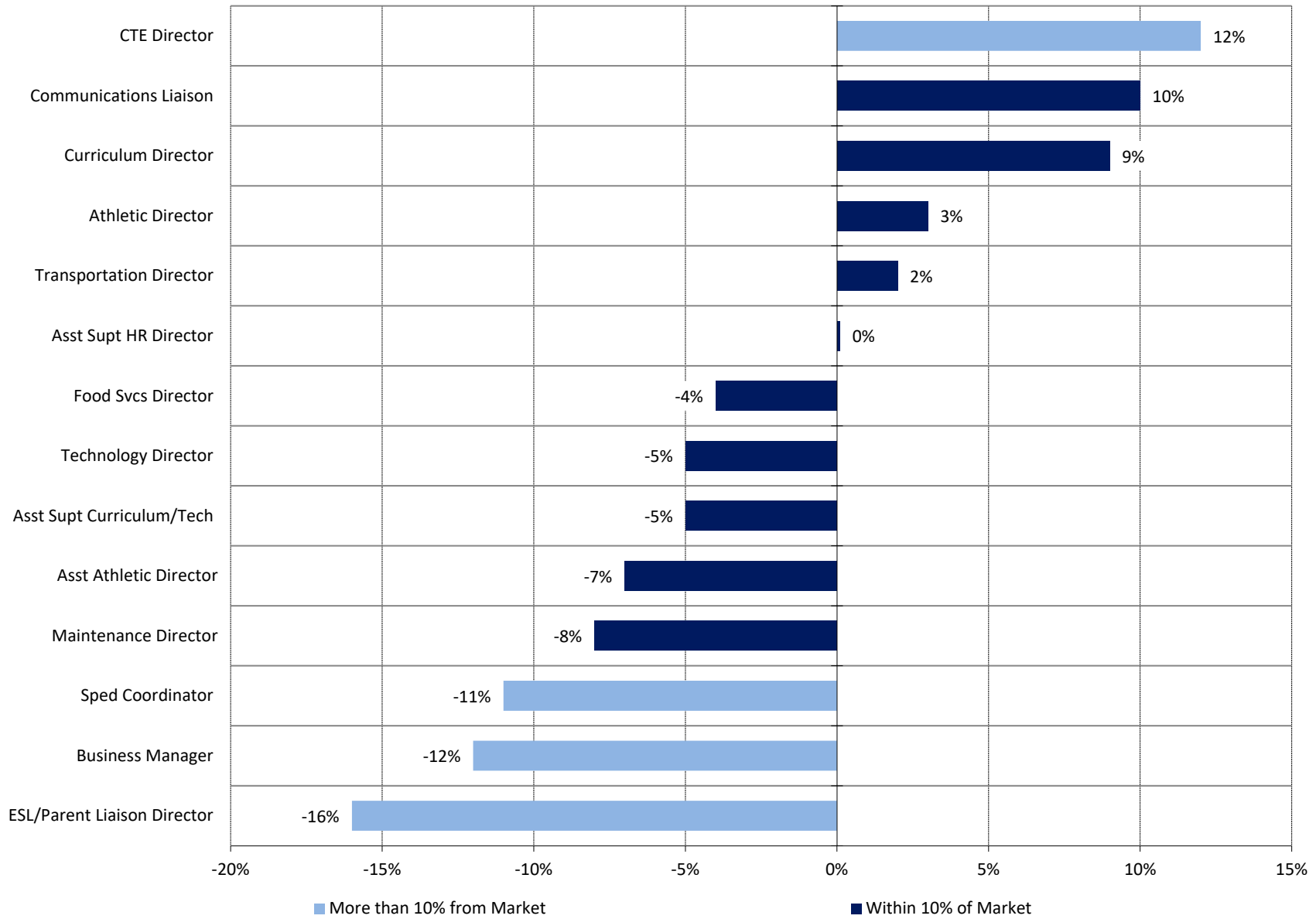
| Benchmark Position                  | Market Days | District Days | Annual Rate Compared to Market | Daily Rate Compared to Market |
|-------------------------------------|-------------|---------------|--------------------------------|-------------------------------|
| Athletic Trainer                    | 203         | 187           | 100%                           | 109%                          |
| Instructional Technology Specialist | 207         | 197           | 89%                            | 93%                           |
| Librarian                           | 192         | 207           | 96%                            | 89%                           |
| Nurse (RN)                          | 187         | 197           | 87%                            | 83%                           |
| Speech-Language Pathologist         | 187         | 197           | 103%                           | 98%                           |

**Proposed Changes**

- Create new administrative/professional pay structure aligned to market. Jobs have been classified according to market and level of skill, effort and responsibility.
- Nurses, counselors, sports medicine trainer and head band director have been placed on the administrative/professional structure. Placement in a pay range structure provides greater flexibility for salary placement based on market value and improves recruitment efforts.

|  |  |
|--|--|
|  | <ul style="list-style-type: none"><li>• Move superintendent executive assistant, assistant business manager, computer technician II, and HR specialist to the clerical/paraprofessional pay group.</li></ul> |
|--|--|

**Celina ISD:  
Central Administration Comparisons to Market, 2021-2022**



# Celina ISD

## Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Central Administration

|    | Benchmark Position                        | District Job Title          | Diff in Days | Note | Districts Reporting | 2021-2022 Market Salary | 2021-2022 District Salary | 2021-2022 District Salary Compared to Market |
|----|---|-----------------------------|--------------|------|---------------------|-------------------------|---------------------------|--|
| 1  | Assistant Director - Athletics            | Asst Athletic Director      | -8           | S    | 10                  | \$81,431                | \$75,620                  | 93%  |
| 2  | Chief Academic Officer                    | Asst Supt Curriculum/Tech   | 0            | S    | 40                  | \$122,548               | \$116,546                 | 95%  |
| 3  | Chief Financial Officer                   | Business Manager            | 0            | S    | 49                  | \$120,755               | \$106,792                 | 88%  |
| 4  | Chief Human Resources Officer             | Asst Supt HR Director       | 0            | S    | 28                  | \$116,919               | \$116,546                 | 100%   |
| 5  | Chief Technology Officer                  | Technology Director         | 0            | S    | 31                  | \$98,061                | \$93,117                  | 95%  |
| 6  | Communications Officer                    | Communications Liaison      | -19          | S    | 26                  | \$77,540                | \$85,613                  | 110%   |
| 7  | Director of Athletics/Head Football Coach | Athletic Director           | -19          | S    | 42                  | \$109,344               | \$112,596                 | 103%   |
| 8  | Director of Bilingual Education           | ESL/Parent Liaison Director | -19          | S    | 13                  | \$87,153                | \$73,553                  | 84%  |
| 9  | Director of Career & Technical Education  | CTE Director                | 0            | S    | 30                  | \$87,818                | \$98,249                  | 112%   |
| 10 | Director of Child Nutrition               | Food Services Director      | 0            | S    | 43                  | \$74,173                | \$71,502                  | 96%  |
| 11 | Director of Curriculum/Instruction        | Curriculum Director         | 0            | S    | 30                  | \$93,542                | \$101,865                 | 109%   |
| 12 | Director of Finance/Business Manager      |                             | -226         | S,X  | 26                  | \$89,359                | -                         |  |
| 13 | Director of Maintenance                   | Maintenance Director        | 7            | S    | 44                  | \$87,104                | \$80,087                  | 92%  |

# Celina ISD

## Market Comparisons, 2021-2022

Central Administration

Positions Sorted by Benchmark Position

|                                      | Benchmark Position            | District Job Title      | Diff in Days | Note | Districts Reporting | 2021-2022 Market Salary | 2021-2022 District Salary | 2021-2022 District Salary Compared to Market |
|--------------------------------------|-------------------------------|-------------------------|--------------|------|---------------------|-------------------------|---------------------------|--|
| 14                                   | Director of Special Education | Sped Coordinator        | 0            | S    | 57                  | \$95,177                | \$84,709                  | 89%  |
| 15                                   | Director of Transportation    | Transportation Director | 0            | S    | 40                  | \$78,129                | \$79,378                  | 102%   |
| <b>District Comparison to Market</b> |                               |                         |              |      |                     |                         |                           | <b>2021-2022 Pay 98%</b>                     |

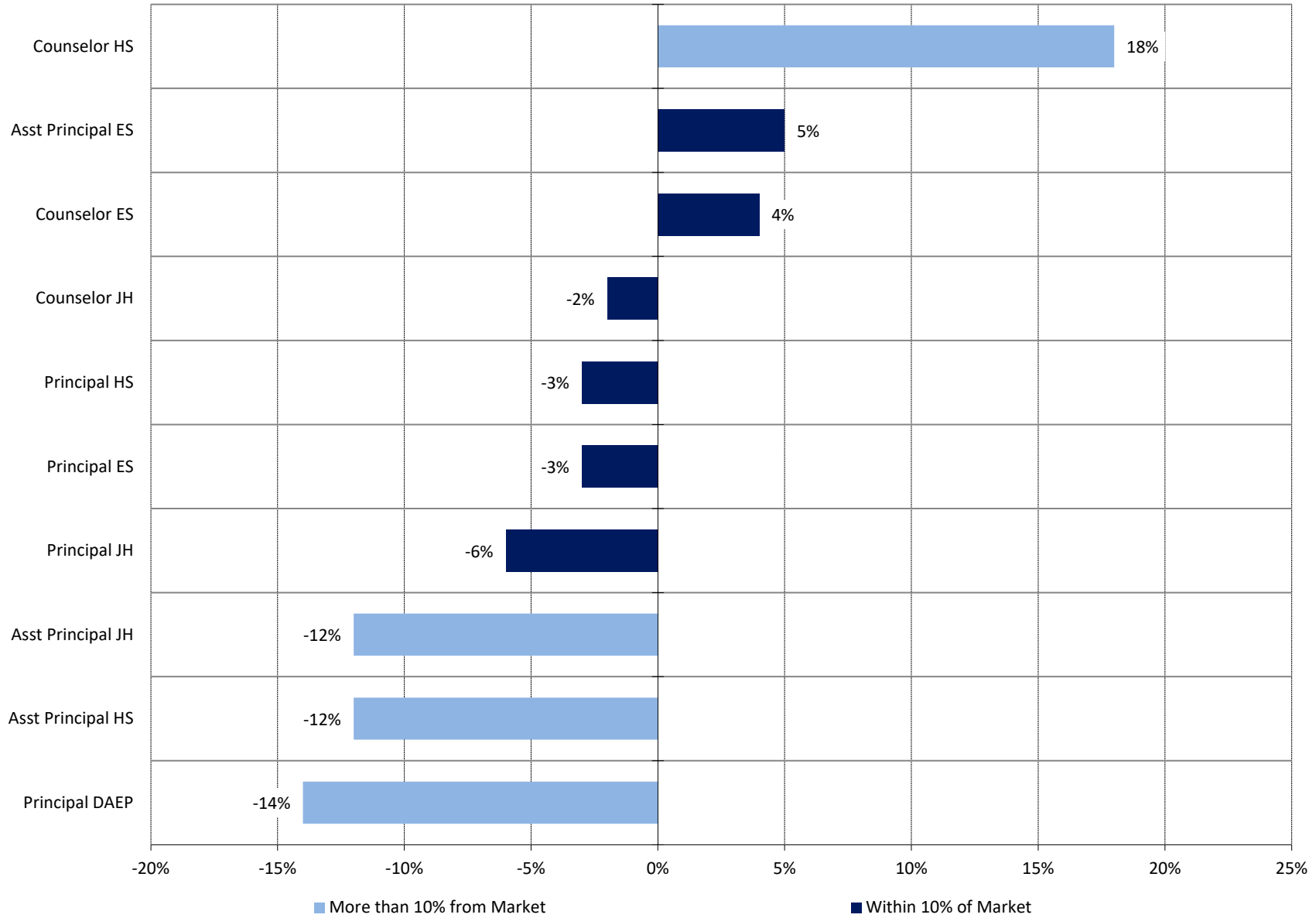
### Notes

S Market salary is median of statewide responses for student enrollment of 3,000 to 4,999

| Summary of Pay Comparisons to Market |                        |    |
|--------------------------------------|------------------------|----|
|                                      | Above (Over 110%)      | 1  |
|                                      | At market (90% - 110%) | 10 |
|                                      | Below (Less than 90%)  | 3  |

| Benchmark Position                        | Market Days | District Days | Annual Rate Compared to Market | Daily Rate Compared to Market |
|---|-------------|---------------|--------------------------------|-------------------------------|
| Assistant Director - Athletics            | 215         | 207           | 93%                            | 96%                           |
| Communications Officer                    | 226         | 207           | 110%                           | 121%                          |
| Director of Athletics/Head Football Coach | 226         | 207           | 103%                           | 112%                          |
| Director of Bilingual Education           | 226         | 207           | 84%                            | 92%                           |
| Director of Maintenance                   | 240         | 247           | 92%                            | 89%                           |

**Celina ISD:  
Campus Admin & Counselors Comparisons to Market, 2021-2022**



# Celina ISD

## Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

### Campus Admin & Counselors

|                                      | Benchmark Position       | District Job Title | Diff in Days | Note | Districts Reporting | 2021-2022 Market Salary | 2021-2022 District Salary | 2021-2022 District Salary Compared to Market |
|--------------------------------------|--------------------------|--------------------|--------------|------|---------------------|-------------------------|---------------------------|--|
| 1                                    | Assistant Principal - ES | Asst Principal ES  | 0            | M    | 11                  | \$74,274                | \$77,921                  | 105%   |
| 2                                    | Assistant Principal - HS | Asst Principal HS  | -10          | M    | 11                  | \$84,611                | \$74,827                  | 88%  |
| 3                                    | Assistant Principal - MS | Asst Principal JH  | -8           | M    | 11                  | \$79,350                | \$69,707                  | 88%  |
| 4                                    | Principal - DAEP/JJAEP   | Principal DAEP     | -14          | M    | 5                   | \$90,532                | \$77,754                  | 86%  |
| 5                                    | Principal - ES           | Principal ES       | 9            | M    | 12                  | \$90,537                | \$87,671                  | 97%  |
| 6                                    | Principal - HS           | Principal HS       | 0            | M    | 11                  | \$106,207               | \$103,546                 | 97%  |
| 7                                    | Principal - MS           | Principal JH       | 0            | M    | 11                  | \$98,516                | \$92,863                  | 94%  |
| 8                                    | School Counselor - ES    | Counselor ES       | 10           | M    | 12                  | \$70,282                | \$73,323                  | 104%   |
| 9                                    | School Counselor - HS    | Counselor HS       | 9            | M    | 12                  | \$75,309                | \$88,578                  | 118%   |
| 10                                   | School Counselor - MS    | Counselor JH       | 0            | M    | 12                  | \$70,389                | \$68,635                  | 98%  |
| <b>District Comparison to Market</b> |                          |                    |              |      |                     |                         | <b>2021-2022 Pay</b>      | <b>98%</b>                                   |

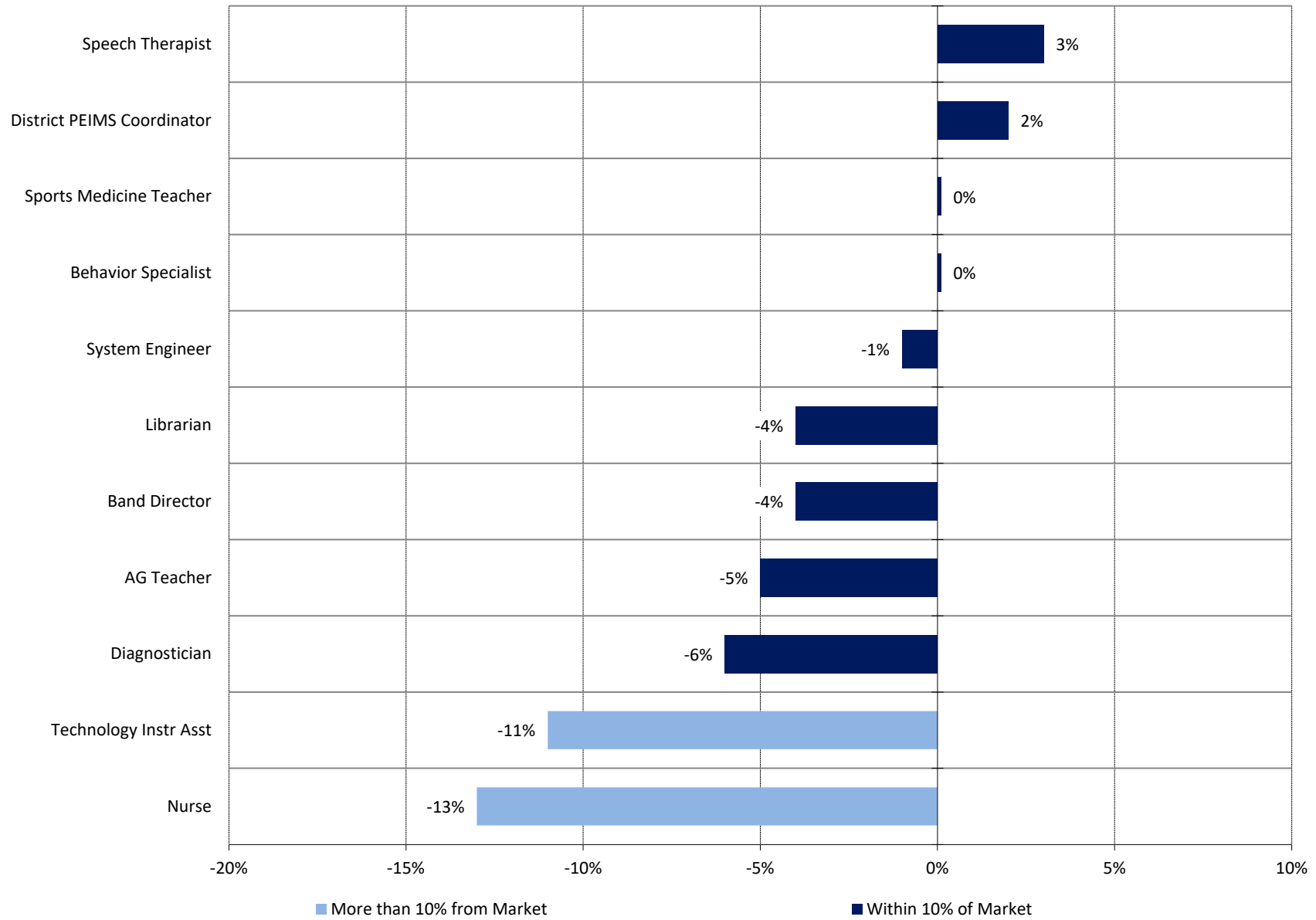
### Notes

M Market salary is median of reporting comparison districts

| Summary of Pay Comparisons to Market |                        | Count |
|--------------------------------------|------------------------|-------|
|                                      | Above (Over 110%)      | 1     |
|                                      | At market (90% - 110%) | 6     |
|                                      | Below (Less than 90%)  | 3     |

| Benchmark Position       | Market Days | District Days | Annual Rate Compared to Market | Daily Rate Compared to Market |
|--------------------------|-------------|---------------|--------------------------------|-------------------------------|
| Assistant Principal - HS | 217         | 207           | 88%                            | 93%                           |
| Assistant Principal - MS | 215         | 207           | 88%                            | 91%                           |
| Principal - DAEP/JJAEP   | 216         | 202           | 86%                            | 92%                           |
| Principal - ES           | 217         | 226           | 97%                            | 93%                           |
| School Counselor - ES    | 197         | 207           | 104%                           | 99%                           |
| School Counselor - HS    | 217         | 226           | 118%                           | 126%                          |

**Celina ISD:  
Professional Comparisons to Market, 2021-2022**



# Celina ISD

## Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

|              |
|--------------|
| Professional |
|--------------|

|    | Benchmark Position                  | District Job Title                     | Diff in Days | Note | Districts Reporting | 2021-2022 Market Salary | 2021-2022 District Salary | 2021-2022 District Salary Compared to Market |
|----|-------------------------------------|--|--------------|------|---------------------|-------------------------|---------------------------|--|
| 1  | Agriculture Science Teacher         | AG Teacher                             | 0            | M    | 9                   | \$69,145                | \$65,344                  | 95%  |
| 2  | Athletic Trainer                    | Sports Medicine Teacher                | -16          | M    | 11                  | \$64,500                | \$64,793                  | 100%   |
| 3  | Behavior Specialist                 | Behavior Specialist                    | 2            | M    | 8                   | \$67,531                | \$67,273                  | 100%   |
| 4  | Database Administrator              | Database Manager                       | -19          | C,X  | 3                   | \$86,109                | \$65,654                  | 76%  |
| 5  | Diagnostician                       | Diagnostician                          | 0            | M    | 8                   | \$70,300                | \$65,785                  | 94%  |
| 6  | District Testing Coordinator        | Student Services & Testing Coordinator | 14           | S,X  | 23                  | \$76,508                | \$102,880                 | 134%   |
| 7  | High School Band Director           | Band Director                          | 0            | M    | 11                  | \$89,915                | \$85,990                  | 96%  |
| 8  | Instructional Technology Specialist | Technology Instructional Asst          | -10          | M    | 5                   | \$68,825                | \$61,021                  | 89%  |
| 9  | Librarian                           | Librarian                              | 15           | M    | 7                   | \$63,834                | \$60,985                  | 96%  |
| 10 | Nurse (RN)                          | Nurse                                  | 10           | C    | 11                  | \$62,945                | \$54,820                  | 87%  |
| 11 | PEIMS Manager                       | District PEIMS Coordinator             | 0            | S    | 25                  | \$68,536                | \$69,864                  | 102%   |

# Celina ISD

## Market Comparisons, 2021-2022

**Professional**

Positions Sorted by Benchmark Position

|                                      | Benchmark Position                 | District Job Title | Diff in Days | Note | Districts Reporting | 2021-2022 Market Salary | 2021-2022 District Salary | 2021-2022 District Salary Compared to Market |
|--------------------------------------|------------------------------------|--------------------|--------------|------|---------------------|-------------------------|---------------------------|--|
| 12                                   | Speech-Language Pathologist        | Speech Therapist   | 10           | C    | 8                   | \$68,198                | \$70,253                  | 103%   |
| 13                                   | Systems Programmer/Analyst - Entry | System Engineer    | 0            | C    | 1                   | \$81,002                | \$80,167                  | 99%  |
| <b>District Comparison to Market</b> |                                    |                    |              |      |                     |                         | <b>2021-2022 Pay</b>      | <b>96%</b>                                   |

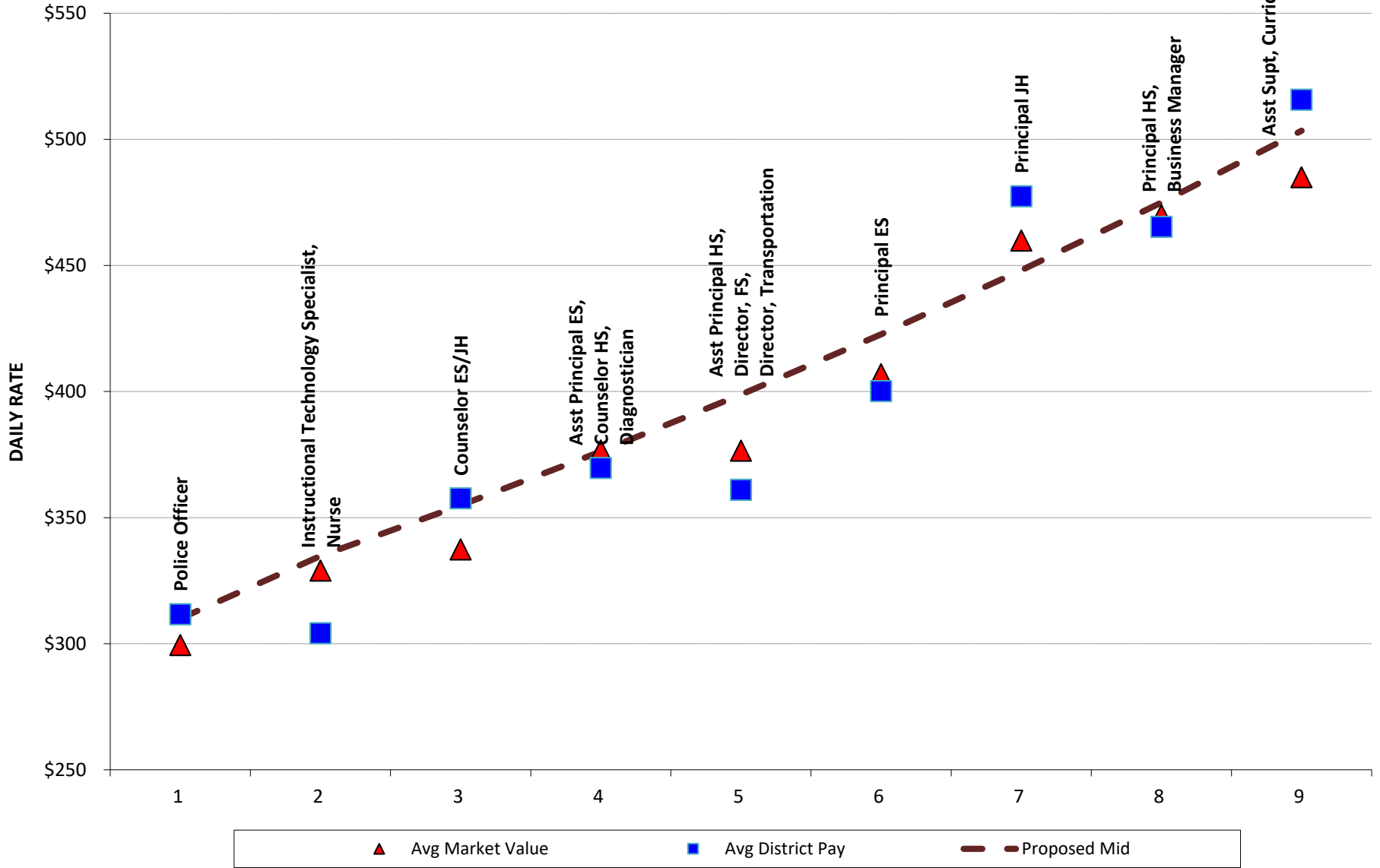
### Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- X** Market comparison is excluded from overall counts and averages
- S** Market salary is median of statewide responses for student enrollment of 3,000 to 4,999

| Summary of Pay Comparisons to Market |                        |   |
|--------------------------------------|------------------------|---|
|                                      | Above (Over 110%)      | - |
|                                      | At market (90% - 110%) | 9 |
|                                      | Below (Less than 90%)  | 2 |

| Benchmark Position                  | Market Days | District Days | Annual Rate Compared to Market | Daily Rate Compared to Market |
|-------------------------------------|-------------|---------------|--------------------------------|-------------------------------|
| Athletic Trainer                    | 203         | 187           | 100%                           | 109%                          |
| Instructional Technology Specialist | 207         | 197           | 89%                            | 93%                           |
| Librarian                           | 192         | 207           | 96%                            | 89%                           |
| Nurse (RN)                          | 187         | 197           | 87%                            | 83%                           |
| Speech-Language Pathologist         | 187         | 197           | 103%                           | 98%                           |

**Structure Development**  
**Celina ISD**  
 Administrative/Professional



## 2022-2023 Proposed Administrative/Professional Pay Plan

Celina ISD

| Pay Grade | Current Grade | Job Title                              | Calendars | Minimum         | Midpoint        | Maximum         |                 |
|-----------|---------------|--|-----------|-----------------|-----------------|-----------------|-----------------|
| <b>1</b>  |               |  |           |                 |                 |                 |                 |
|           | 26            | Police Officer                         | 207       | <b>Daily</b>    | <b>\$255.75</b> | <b>\$310.00</b> | <b>\$364.25</b> |
|           |               |  |           | <b>207 Days</b> | 52,940          | 64,170          | 75,400          |
| <b>2</b>  |               |  |           |                 |                 |                 |                 |
|           |               | District PEIMS Coordinator             | 226       | <b>Daily</b>    | <b>\$276.21</b> | <b>\$334.80</b> | <b>\$393.39</b> |
|           |               | Instructional Technology Specialist    | 197       | <b>187 Days</b> | 51,651          | 62,608          | 73,564          |
|           | 3             | Nurse                                  | 187       | <b>197 Days</b> | 54,413          | 65,956          | 77,498          |
|           |               |  |           | <b>226 Days</b> | 62,423          | 75,665          | 88,906          |
| <b>3</b>  |               |  |           |                 |                 |                 |                 |
|           | Tchr          | Athletic Trainer/Sports Medicine Tchr  | 187       | <b>Daily</b>    | <b>\$292.78</b> | <b>\$354.89</b> | <b>\$417.00</b> |
|           |               | Behavior Specialist                    | 187       | <b>187 Days</b> | 54,750          | 66,364          | 77,979          |
|           | 23            | Counselor ES                           | 187       |                 |                 |                 |                 |
|           | 23            | Counselor JH                           | 187       |                 |                 |                 |                 |
|           | 26            | District Literacy Specialist           | 187       |                 |                 |                 |                 |
| <b>4</b>  |               |  |           |                 |                 |                 |                 |
|           | 26            | Asst Principal ES                      | 207       | <b>Daily</b>    | <b>\$310.35</b> | <b>\$376.18</b> | <b>\$442.01</b> |
|           | 26            | Asst Principal JH                      | 207       | <b>187 Days</b> | 58,035          | 70,346          | 82,656          |
|           | 26            | Coordinator Student Services           | 187, 207  | <b>207 Days</b> | 64,242          | 77,869          | 91,496          |
|           | 26            | Coordinator Student Services & Testing | 226       | <b>226 Days</b> | 70,139          | 85,017          | 99,894          |
|           |               | Counselor HS                           | 187       |                 |                 |                 |                 |
|           | 26            | Database Manager                       | 207       |                 |                 |                 |                 |
|           |               | Diagnostician                          | 187       |                 |                 |                 |                 |
|           |               | LSSP                                   | 187       |                 |                 |                 |                 |
|           |               | Speech Therapist                       | 187       |                 |                 |                 |                 |
|           | 25            | Systems Engineer                       | 226       |                 |                 |                 |                 |
| <b>5</b>  |               |  |           |                 |                 |                 |                 |
|           | 4             | Asst Athletic Director                 | 207       | <b>Daily</b>    | <b>\$328.97</b> | <b>\$398.75</b> | <b>\$468.53</b> |
|           | 26            | Asst Principal HS                      | 207       | <b>207 Days</b> | 68,097          | 82,541          | 96,986          |
|           | Tchr          | Band Director                          | 226       | <b>226 Days</b> | 74,347          | 90,118          | 105,888         |
|           | 26            | Communications Liaison                 | 207       | <b>247 Days</b> | 81,256          | 98,491          | 115,727         |
|           |               | Coordinator Special Ed                 | 226       |                 |                 |                 |                 |
|           |               | Director Food Services                 | 226       |                 |                 |                 |                 |
|           |               | Director Maintenance                   | 247       |                 |                 |                 |                 |
|           |               | Director Transportation                | 226       |                 |                 |                 |                 |
| <b>6</b>  |               |  |           |                 |                 |                 |                 |
|           |               | Director CTE                           | 226       | <b>Daily</b>    | <b>\$348.71</b> | <b>\$422.68</b> | <b>\$496.65</b> |
|           |               | Director Curriculum                    | 226       | <b>202 Days</b> | 70,439          | 85,381          | 100,323         |
|           | 26            | Director ESL/Parent Liaison            | 207       | <b>207 Days</b> | 72,183          | 87,495          | 102,807         |
|           |               | Director Technology                    | 226       | <b>226 Days</b> | 78,808          | 95,526          | 112,243         |
|           |               | Principal DAEP                         | 202       |                 |                 |                 |                 |
|           |               | Principal ES                           | 226       |                 |                 |                 |                 |
| <b>7</b>  |               |  |           |                 |                 |                 |                 |
|           | 26            | Director Athletics                     | 207       | <b>Daily</b>    | <b>\$369.63</b> | <b>\$448.04</b> | <b>\$526.45</b> |
|           |               | Principal JH                           | 226       | <b>207 Days</b> | 76,513          | 92,744          | 108,975         |
|           |               |  |           | <b>226 Days</b> | 83,536          | 101,257         | 118,978         |

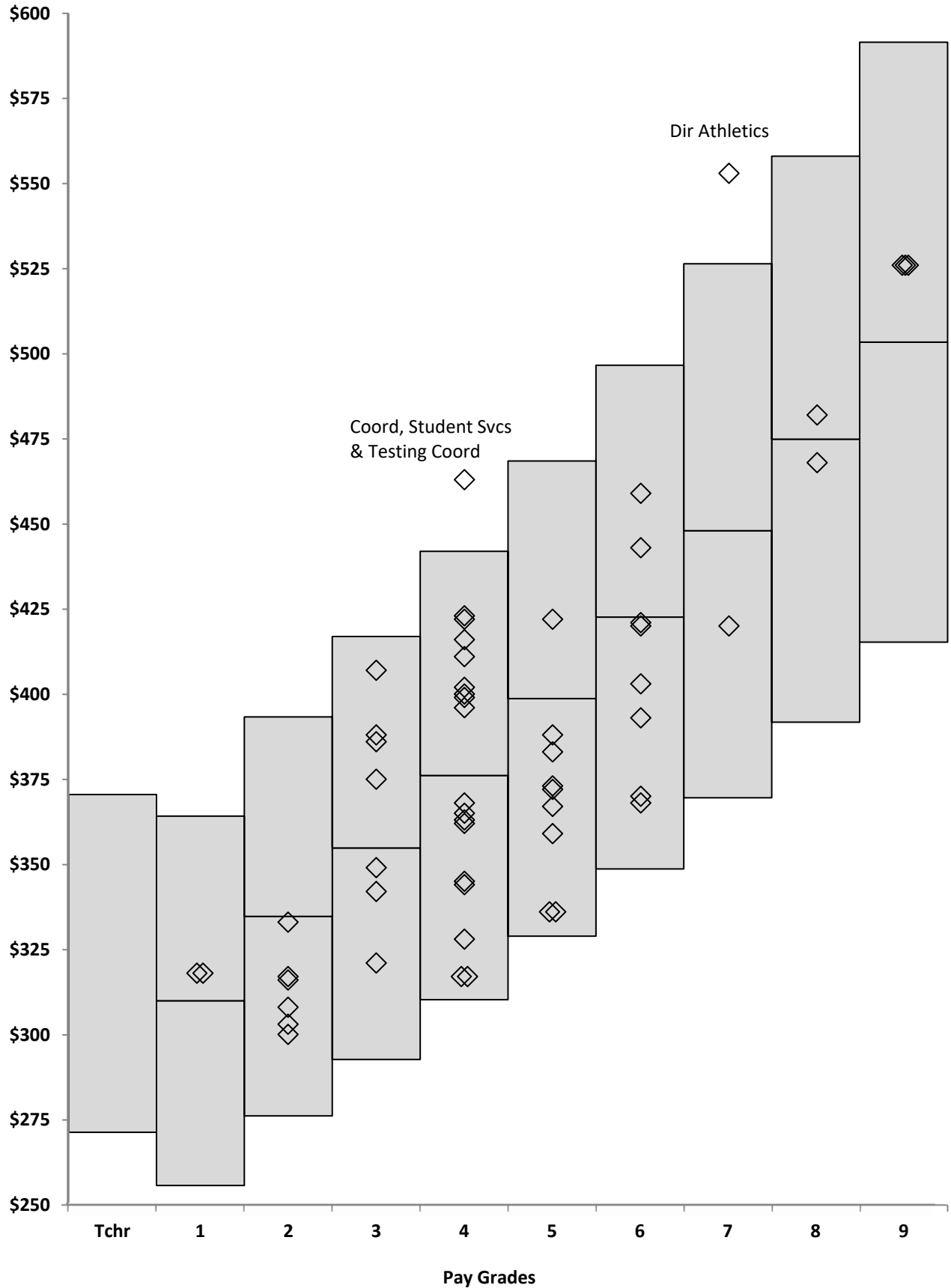
## 2022-2023 Proposed Administrative/Professional Pay Plan

Celina ISD

| Pay Grade | Current Grade | Job Title                  | Calendars | Minimum         | Midpoint        | Maximum         |                 |
|-----------|---------------|----------------------------|-----------|-----------------|-----------------|-----------------|-----------------|
| <b>8</b>  |               |                            |           | <b>Daily</b>    | <b>\$391.81</b> | <b>\$474.92</b> | <b>\$558.03</b> |
|           |               | Business Manager           | 226       | <b>226 Days</b> | 88,549          | 107,332         | 126,115         |
|           |               | Principal HS               | 226       |                 |                 |                 |                 |
| <b>9</b>  |               |                            |           | <b>Daily</b>    | <b>\$415.32</b> | <b>\$503.42</b> | <b>\$591.52</b> |
|           |               | Asst Supt Curriculum/Tech  | 226       | <b>226 Days</b> | 93,862          | 113,773         | 133,684         |
|           |               | Asst Supt HR Director      | 226       |                 |                 |                 |                 |
|           |               | Asst Supt Student Services | 226       |                 |                 |                 |                 |

**Proposed Pay vs. Proposed Structure - Administrative/Professional**

Celina ISD

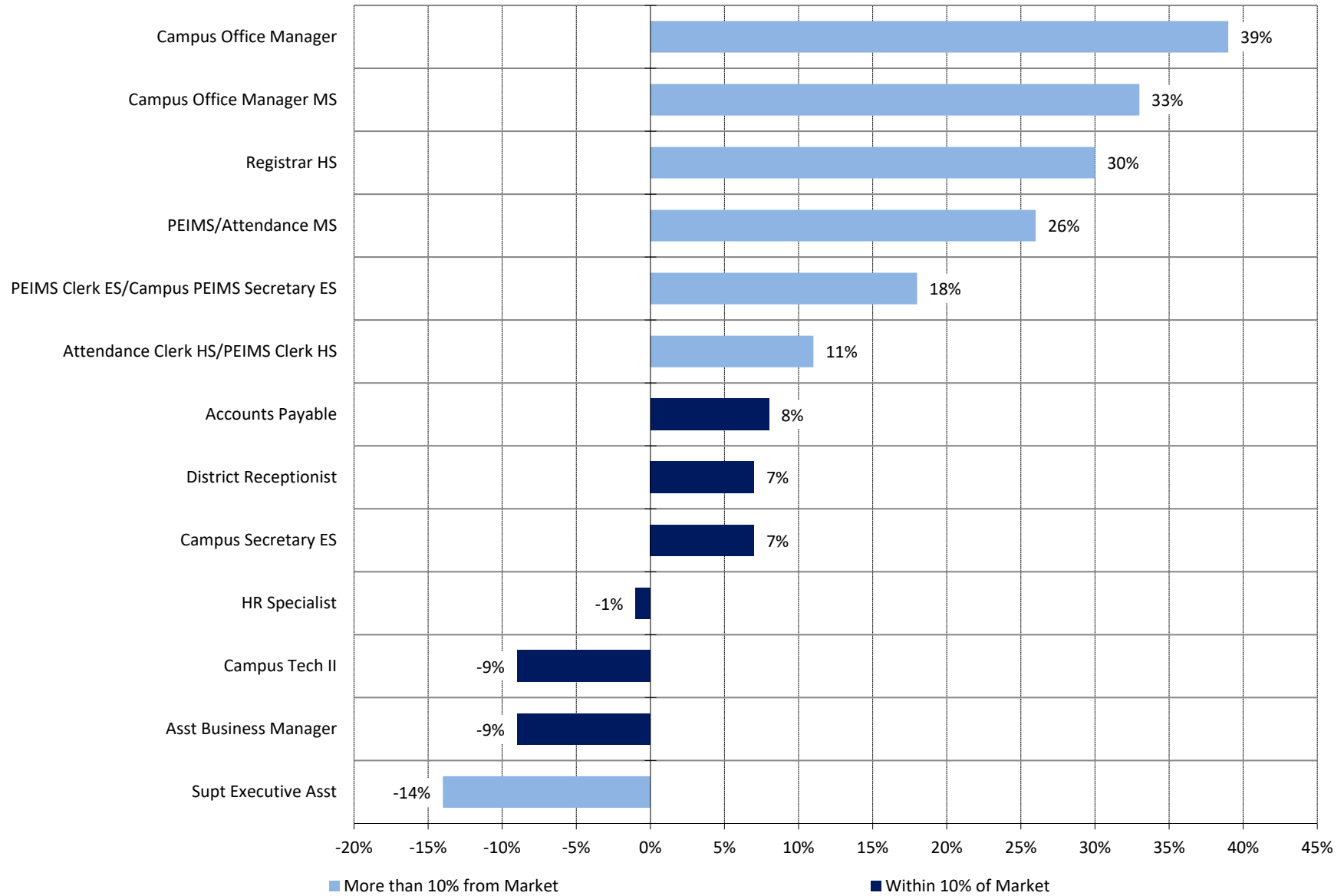


## Clerical/Paraprofessional

|                                 |   |
|---------------------------------|---|
|                                 |   |
| <p><b>Current Structure</b></p> | <p>CISD maintains 13 separate step schedules for the nonexempt job group. Each step schedule contains 33 steps and is assigned a pay grade. Some step schedules include additional pay grades that reflect the same hourly rate, but annual salaries differ based on duty days. Pay increases are calculated as a percentage based on step 10 of each schedule. Not all jobs are assigned a pay grade or corresponding step schedule.</p> <p>The district offers a \$2,000 bilingual stipend and a \$1,000 degree stipend to classroom aides. This practice is problematic for overtime calculations.</p>   |
| <p><b>Market Analysis</b></p>   | <p>Local peer district market data was used for nonexempt jobs. Non-school data was used in combination with local district data where applicable.</p> <p><b>Clerical/Para:</b> Overall, clerical paraprofessional benchmark jobs are paid 11 percent above market. Individual jobs range from 39 percent above market (Campus Office Manager HS) to 14 percent below market (Superintendent Executive Assistant).</p> <p><b>Instructional Support:</b> Across the IS pay group, jobs are paid 4 percent above market value. Pay minimums are 10 percent above market, on average. LVN job has the strongest relationship to market and is paid 23 percent above. The minimum for this job is 35 percent above market.</p>  |
| <p><b>Proposed Changes</b></p>  | <ul style="list-style-type: none"> <li>• Create new clerical/paraprofessional pay structure aligned to market. Jobs have been classified according to market and level of skill, effort and responsibility.</li> <li>• Place special ed classroom aides supporting self-contained and inclusion settings in pay grade 2.</li> <li>• Classify superintendent executive assistant, assistant business manager, computer technician II, and HR specialist as nonexempt and pay overtime for all hours worked over 40 per week. Ensure complete time records are maintained on a weekly basis.</li> <li>• Provide placement scale adjustments to align employee pay by years of experience for all pay grades. Placement scales divide the difference between minimum and midpoint for</li> </ul> |

|  |   |
|--|---|
|  | <p>these pay grades by 15 years to spread pay for staff based on experience.</p> <ul style="list-style-type: none"><li>• Discontinue practice of paying stipends to nonexempt employees. This ensures compliance with the FLSA for calculation of overtime wages.</li></ul> |
|--|---|

**Celina ISD:  
Clerical & Technical Comparisons to Market, 2021-2022**



# Celina ISD

## Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

**Clerical & Technical**

|                                      | Benchmark Position                      | District Job Title                       | Note | Districts Reporting | 2021-2022 Market Rate | 2021-2022 District Rate | 2021-2022 District Rate Compared to Market |
|--------------------------------------|---|--|------|---------------------|-----------------------|-------------------------|--|
| 1                                    | Accounts Payable Clerk                  | Accounts Payable                         | M    | 11                  | \$25.02               | \$27.06                 | 108%                                       |
| 2                                    | Campus Attendance/PEIMS Data Clerk - ES | PEIMS Clerk ES/Campus PEIMS Secretary ES | M    | 9                   | \$18.68               | \$22.12                 | 118%                                       |
| 3                                    | Campus Attendance/PEIMS Data Clerk - HS | Attendance Clerk HS/PEIMS Clerk HS       | M    | 11                  | \$19.00               | \$21.00                 | 111%                                       |
| 4                                    | Campus Attendance/PEIMS Data Clerk - MS | PEIMS/Attendance MS                      | M    | 9                   | \$18.85               | \$23.73                 | 126%                                       |
| 5                                    | Computer Technician                     | Campus Tech I                            | M,X  | 9                   | \$23.87               | \$15.72                 | 66%  |
| 6                                    | Human Resources Specialist              | HR Specialist                            | C    | 9                   | \$24.88               | \$24.69                 | 99%  |
| 7                                    | Network Technician                      | Campus Tech II                           | C    | 3                   | \$31.89               | \$29.09                 | 91%  |
| 8                                    | Payroll Supervisor                      | Asst Business Manager                    | C    | 3                   | \$32.16               | \$29.13                 | 91%  |
| 9                                    | Principal Secretary - ES                | Campus Secretary ES                      | M    | 12                  | \$19.96               | \$21.40                 | 107%                                       |
| 10                                   | Principal Secretary - HS                | Campus Office Manager                    | M    | 12                  | \$22.60               | \$31.37                 | 139%                                       |
| 11                                   | Principal Secretary - MS                | Campus Office Manager MS                 | M    | 12                  | \$22.02               | \$29.32                 | 133%                                       |
| 12                                   | Receptionist - Central Office           | District Receptionist                    | M    | 10                  | \$19.64               | \$21.02                 | 107%                                       |
| 13                                   | Registrar - HS                          | Registrar HS                             | M    | 7                   | \$21.00               | \$27.36                 | 130%                                       |
| 14                                   | Superintendent Secretary                | Supt Executive Asst                      | M    | 12                  | \$33.50               | \$28.72                 | 86%  |
| <b>District Comparison to Market</b> |   |  |      |                     |                       | <b>2021-2022 Pay</b>    | <b>111%</b>                                |

**Notes**

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- X** Market comparison is excluded from overall counts and averages

|   |                        |   |
|---|------------------------|---|
| <b>Summary of Pay Comparisons to Market</b> | Above (Over 110%)      | 6 |
|   | At market (90% - 110%) | 6 |
|   | Below (Less than 90%)  | 1 |

# Celina ISD

## Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

**Clerical & Technical  
Pay Range Minimums**

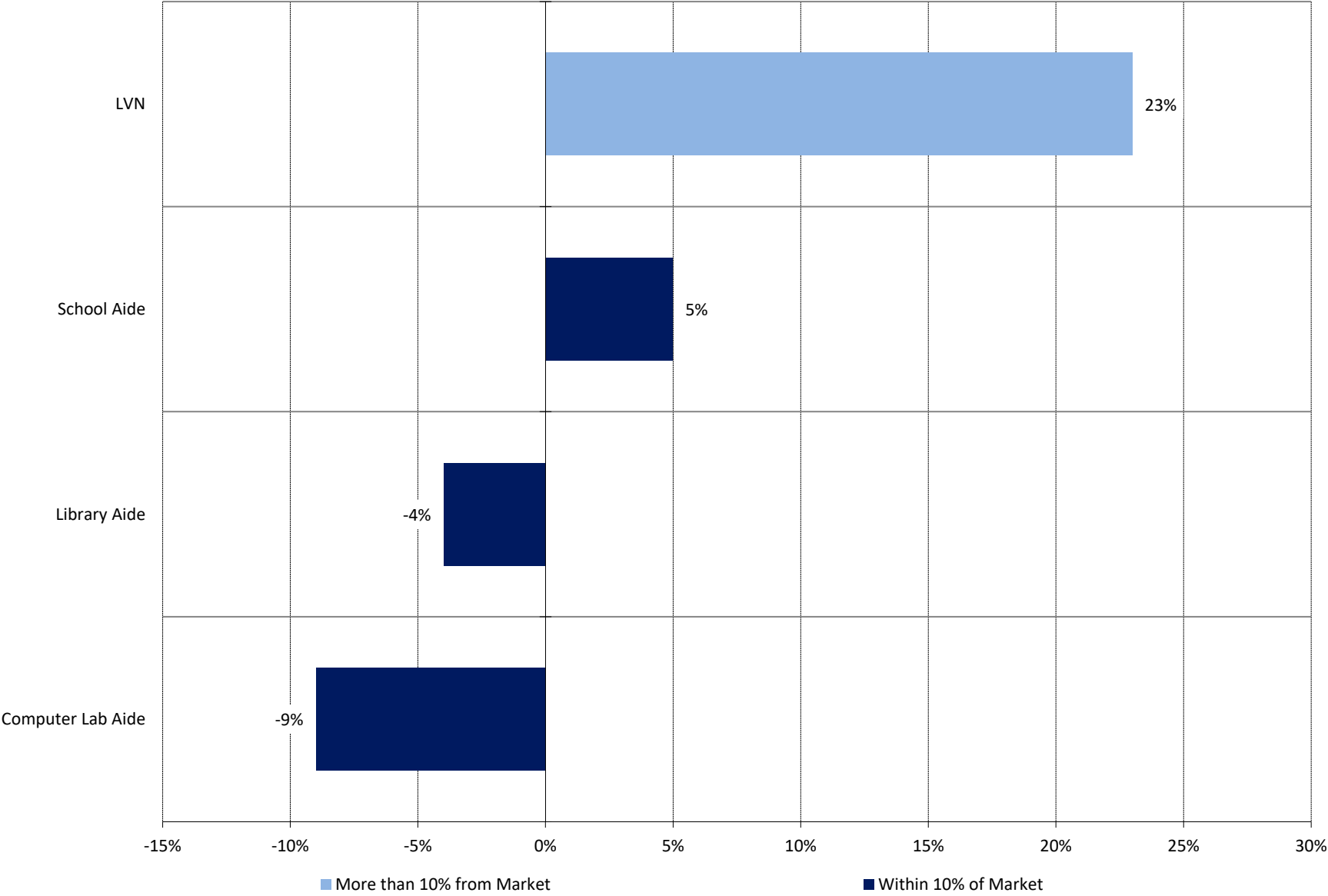
| Benchmark Position                   |   | District Job Title                       | Note | Districts Reporting | 2021-2022 Market Rate Minimum |
|--------------------------------------|---|--|------|---------------------|-------------------------------|
| 1                                    | Accounts Payable Clerk                  | Accounts Payable                         | M    | 8                   | \$20.40                       |
| 2                                    | Campus Attendance/PEIMS Data Clerk - ES | PEIMS Clerk ES/Campus PEIMS Secretary ES | M    | 8                   | \$15.43                       |
| 3                                    | Campus Attendance/PEIMS Data Clerk - HS | Attendance Clerk HS/PEIMS Clerk HS       | M    | 8                   | \$15.16                       |
| 4                                    | Campus Attendance/PEIMS Data Clerk - MS | PEIMS/Attendance MS                      | M    | 8                   | \$15.65                       |
| 5                                    | Computer Technician                     | Campus Tech I                            | M    | 6                   | \$21.69                       |
| 6                                    | Human Resources Specialist              | HR Specialist                            | M    | 7                   | \$21.30                       |
| 7                                    | Network Technician                      | Campus Tech II                           | M    | 2                   | \$26.23                       |
| 8                                    | Principal Secretary - ES                | Campus Secretary ES                      | M    | 9                   | \$16.72                       |
| 9                                    | Principal Secretary - HS                | Campus Office Manager                    | M    | 9                   | \$18.82                       |
| 10                                   | Principal Secretary - MS                | Campus Office Manager MS                 | M    | 9                   | \$17.19                       |
| 11                                   | Receptionist - Central Office           | District Receptionist                    | M    | 7                   | \$16.72                       |
| 12                                   | Registrar - HS                          | Registrar HS                             | M    | 5                   | \$17.19                       |
| 13                                   | Superintendent Secretary                | Supt Executive Asst                      | M    | 8                   | \$28.36                       |
| <b>District Comparison to Market</b> |   |  |      |                     |                               |

### Notes

**M** Market minimum is median of reporting comparison districts

|   |  |
|---|--|
| <b>Summary of Minimum Comparisons to Market</b> | Above (Over 110%)<br>At market (90% - 110%)<br>Below (Less than 90%) |
|---|--|

**Celina ISD:  
Instructional Support Comparisons to Market, 2021-2022**



# Celina ISD

## Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Instructional Support

|                                      | Benchmark Position              | District Job Title | Note | Districts Reporting | 2021-2022 Market Rate | 2021-2022 District Rate | 2021-2022 District Rate Compared to Market |
|--------------------------------------|---------------------------------|--------------------|------|---------------------|-----------------------|-------------------------|--|
| 1                                    | Classroom Teacher Aide          | School Aide        | M    | 10                  | \$14.56               | \$15.28                 | 105%                                       |
| 2                                    | Computer Lab Aide               | Computer Lab Aide  | M    | 4                   | \$15.75               | \$14.33                 | 91%  |
| 3                                    | Library Aide                    | Library Aide       | C    | 8                   | \$16.73               | \$16.02                 | 96%  |
| 4                                    | Licensed Vocational Nurse (LVN) | LVN                | C    | 6                   | \$24.01               | \$29.62                 | 123%                                       |
| <b>District Comparison to Market</b> |                                 |                    |      |                     |                       | <b>2021-2022 Pay</b>    | <b>104%</b>                                |

### Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets

| Summary of Pay Comparisons to Market |                        |   |
|--------------------------------------|------------------------|---|
|                                      | Above (Over 110%)      | 1 |
|                                      | At market (90% - 110%) | 3 |
|                                      | Below (Less than 90%)  | - |

# Celina ISD

## Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

**Instructional Support**  
*Pay Range Minimums*

| Benchmark Position                   |                                 | District Job Title | Note | Districts Reporting | 2021-2022 Market Rate Minimum | 2021-2022 District Rate Minimum | 2021-2022 District Minimum Compared to Market |
|--------------------------------------|---------------------------------|--------------------|------|---------------------|-------------------------------|---------------------------------|---|
| 1                                    | Classroom Teacher Aide          | School Aide        | M    | 9                   | \$13.06                       | \$13.75                         | 105%  |
| 2                                    | Computer Lab Aide               | Computer Lab Aide  | M    | 2                   | \$13.91                       | \$13.75                         | 99%   |
| 3                                    | Library Aide                    | Library Aide       | M    | 7                   | \$13.42                       | \$13.75                         | 102%  |
| 4                                    | Licensed Vocational Nurse (LVN) | LVN                | M    | 5                   | \$18.82                       | \$25.38                         | 135%  |
| <b>District Comparison to Market</b> |                                 |                    |      |                     |                               | <b>Plan</b>                     | <b>110%</b>                                   |

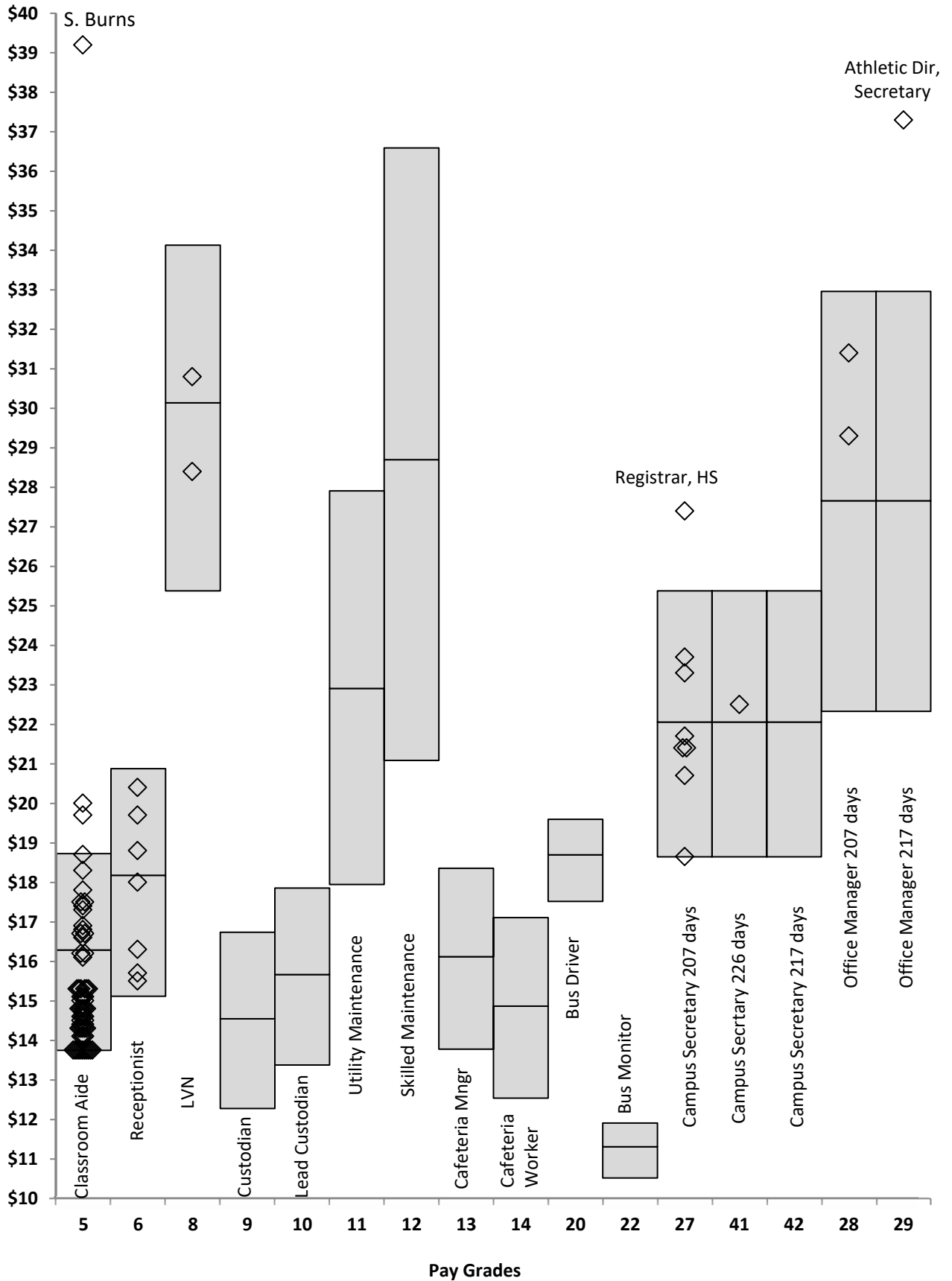
**Notes**

M Market minimum is median of reporting comparison districts

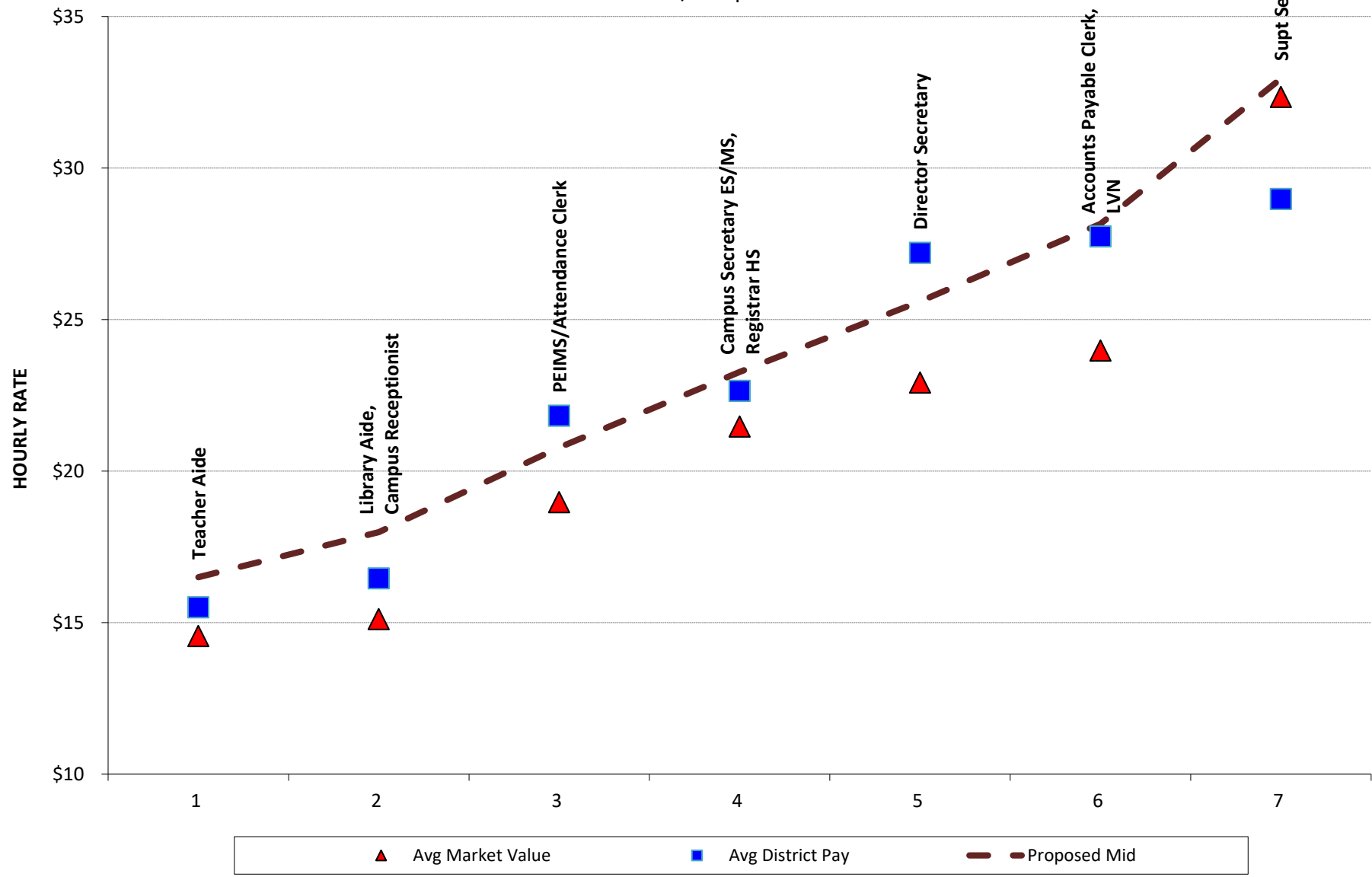
|   |                        |   |
|---|------------------------|---|
| <b>Summary of Minimum Comparisons to Market</b> | Above (Over 110%)      | 1 |
|   | At market (90% - 110%) | 3 |
|   | Below (Less than 90%)  | - |

**Current Pay vs. Current Structure - Nonexempt**

Celina ISD

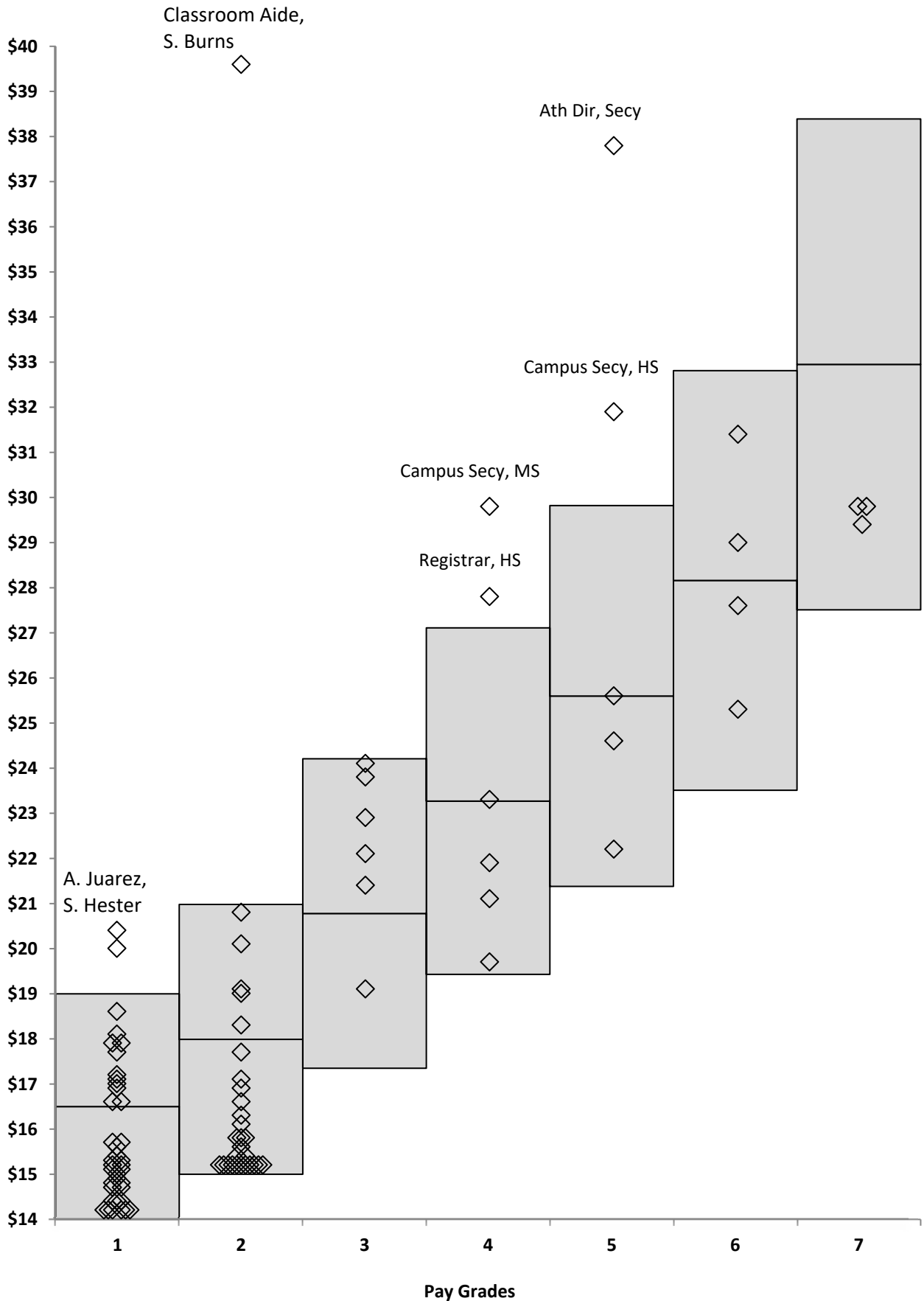


**Structure Development**  
**Celina ISD**  
 Clerical/Paraprofessional



**Proposed Pay vs. Proposed Structure - Clerical/Para**

Celina ISD



## 2022-2023 Proposed Clerical/Para Pay Plan

Celina ISD

\*Annual amounts are based on 8 hours per day.

| Pay Grade | Current Grade | Job Title                          | Calendars | Minimum         | Midpoint       | Maximum        |                |
|-----------|---------------|------------------------------------|-----------|-----------------|----------------|----------------|----------------|
| <b>1</b>  |               |                                    |           |                 |                |                |                |
|           | 5             | Teacher Aide                       | 187       | <b>Hourly</b>   | <b>\$14.00</b> | <b>\$16.50</b> | <b>\$19.00</b> |
|           |               |                                    |           | <b>187 Days</b> | 20,944         | 24,684         | 28,424         |
| <b>2</b>  |               |                                    |           |                 |                |                |                |
|           | 6             | Campus Receptionist ES             | 207       | <b>Hourly</b>   | <b>\$15.00</b> | <b>\$17.99</b> | <b>\$20.98</b> |
|           | 6             | Campus Receptionist HS             | 207       | <b>187 Days</b> | 22,440         | 26,913         | 31,386         |
|           | 6             | Campus Receptionist MS             | 207       | <b>207 Days</b> | 24,840         | 29,791         | 34,743         |
|           | 5             | Computer Lab Aide                  | 187       |                 |                |                |                |
|           | 5             | Library Aide                       | 187       |                 |                |                |                |
|           | 5             | Teacher Aide, Sp Ed Inclusion      | 187       |                 |                |                |                |
|           | 5             | Teacher Aide, Sp Ed Self-Contained | 187       |                 |                |                |                |
| <b>3</b>  |               |                                    |           |                 |                |                |                |
|           | 27            | Attendance Clerk HS                | 207       | <b>Hourly</b>   | <b>\$17.35</b> | <b>\$20.78</b> | <b>\$24.21</b> |
|           | 30            | District Receptionist              | 226       | <b>207 Days</b> | 28,732         | 34,412         | 40,092         |
|           | 27, 41        | PEIMS Clerk ES                     | 217, 226  | <b>217 Days</b> | 30,120         | 36,074         | 42,029         |
|           | 27            | PEIMS Clerk HS                     | 226       | <b>226 Days</b> | 31,369         | 37,570         | 43,772         |
|           | 27            | PEIMS/Attendance MS                | 226       |                 |                |                |                |
| <b>4</b>  |               |                                    |           |                 |                |                |                |
|           | 27            | Campus Secretary ES                | 207       | <b>Hourly</b>   | <b>\$19.43</b> | <b>\$23.27</b> | <b>\$27.11</b> |
|           | 27, 28        | Campus Secretary MS                | 207       | <b>207 Days</b> | 32,176         | 38,535         | 44,894         |
|           | 6             | Computer Tech I                    | 207       | <b>217 Days</b> | 33,730         | 40,397         | 47,063         |
|           | 27            | Registrar HS                       | 217       |                 |                |                |                |
| <b>5</b>  |               |                                    |           |                 |                |                |                |
|           | 28            | Campus Secretary HS                | 207       | <b>Hourly</b>   | <b>\$21.38</b> | <b>\$25.60</b> | <b>\$29.82</b> |
|           |               | Choir Accompanist                  | 187       | <b>187 Days</b> | 31,984         | 38,298         | 44,611         |
|           | 29            | Secretary Athletic Director        | 207       | <b>207 Days</b> | 35,405         | 42,394         | 49,382         |
|           | 30            | Secretary Sp Ed                    | 226       | <b>226 Days</b> | 38,655         | 46,285         | 53,915         |
|           | 46            | Secretary Transportation           | 226       |                 |                |                |                |
| <b>6</b>  |               |                                    |           |                 |                |                |                |
|           | 30            | Accounts Payable Specialist        | 226       | <b>Hourly</b>   | <b>\$23.51</b> | <b>\$28.16</b> | <b>\$32.81</b> |
|           |               | HR Specialist                      | 226       | <b>187 Days</b> | 35,171         | 42,127         | 49,084         |
|           | 8             | LVN                                | 187       | <b>226 Days</b> | 42,506         | 50,913         | 59,320         |
| <b>7</b>  |               |                                    |           |                 |                |                |                |
|           |               | Asst Business Manager              | 226       | <b>Hourly</b>   | <b>\$27.51</b> | <b>\$32.95</b> | <b>\$38.39</b> |
|           | 25            | Network Technician                 | 226       | <b>226 Days</b> | 49,738         | 59,574         | 69,409         |
|           |               | Supt Executive Asst                | 226       |                 |                |                |                |

## 2022-2023 Clerical/Paraprofessional Placement Scale

Celina ISD

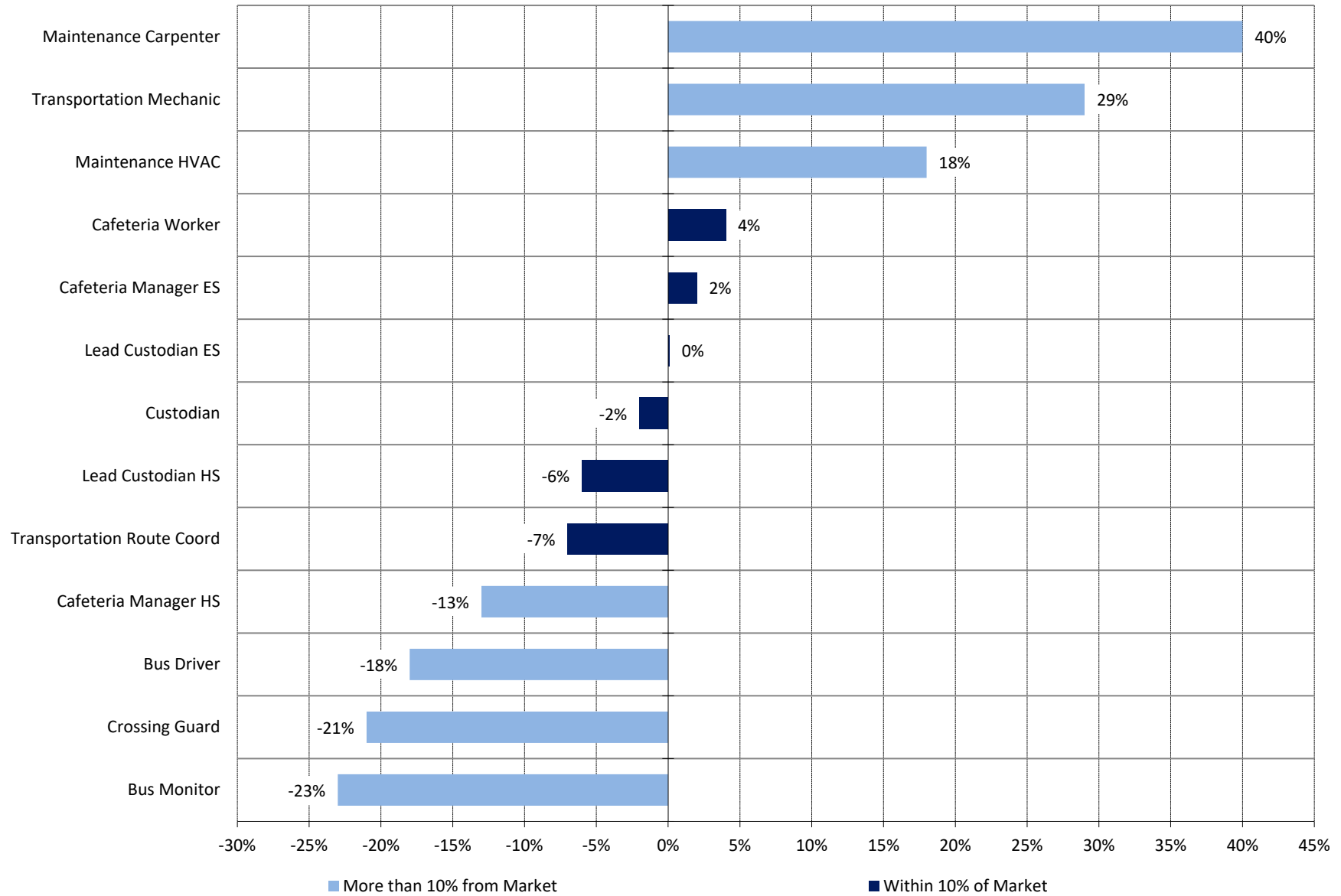
Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

| Range<br>Position | 2022-2023<br>Local Exp | Pay Grades |         |         |         |         |         |         |
|-------------------|------------------------|------------|---------|---------|---------|---------|---------|---------|
|                   |                        | 1          | 2       | 3       | 4       | 5       | 6       | 7       |
| <b>Minimum</b>    | <b>0</b>               | \$14.00    | \$15.00 | \$17.35 | \$19.43 | \$21.38 | \$23.51 | \$27.51 |
|                   | <b>1</b>               | \$14.17    | \$15.20 | \$17.58 | \$19.69 | \$21.66 | \$23.82 | \$27.87 |
|                   | <b>2</b>               | \$14.33    | \$15.39 | \$17.80 | \$19.94 | \$21.94 | \$24.13 | \$28.23 |
|                   | <b>3</b>               | \$14.49    | \$15.58 | \$18.02 | \$20.19 | \$22.22 | \$24.44 | \$28.59 |
|                   | <b>4</b>               | \$14.65    | \$15.77 | \$18.24 | \$20.44 | \$22.50 | \$24.75 | \$28.95 |
|                   | <b>5</b>               | \$14.81    | \$15.96 | \$18.46 | \$20.69 | \$22.78 | \$25.06 | \$29.31 |
|                   | <b>6</b>               | \$14.97    | \$16.15 | \$18.68 | \$20.94 | \$23.06 | \$25.37 | \$29.67 |
|                   | <b>7</b>               | \$15.13    | \$16.34 | \$18.90 | \$21.19 | \$23.34 | \$25.68 | \$30.03 |
|                   | <b>8</b>               | \$15.29    | \$16.53 | \$19.12 | \$21.44 | \$23.62 | \$25.99 | \$30.39 |
|                   | <b>9</b>               | \$15.45    | \$16.72 | \$19.34 | \$21.69 | \$23.90 | \$26.30 | \$30.75 |
|                   | <b>10</b>              | \$15.61    | \$16.91 | \$19.56 | \$21.94 | \$24.18 | \$26.61 | \$31.11 |
|                   | <b>11</b>              | \$15.77    | \$17.10 | \$19.78 | \$22.19 | \$24.46 | \$26.92 | \$31.47 |
|                   | <b>12</b>              | \$15.93    | \$17.29 | \$20.00 | \$22.44 | \$24.74 | \$27.23 | \$31.83 |
|                   | <b>13</b>              | \$16.09    | \$17.48 | \$20.22 | \$22.69 | \$25.02 | \$27.54 | \$32.19 |
|                   | <b>14</b>              | \$16.25    | \$17.67 | \$20.44 | \$22.94 | \$25.30 | \$27.85 | \$32.55 |
| <b>Midpoint</b>   | <b>15</b>              | \$16.50    | \$17.99 | \$20.78 | \$23.27 | \$25.60 | \$28.16 | \$32.95 |
| <b>Maximum</b>    |                        | \$19.00    | \$20.98 | \$24.21 | \$27.11 | \$29.82 | \$32.81 | \$38.39 |

## Auxiliary

|                          |   |
|--------------------------|---|
| <b>Current Structure</b> | CISD maintains step schedules as with the clerical/paraprofessional group which contain 33 steps. Most jobs in this group are assigned a pay grade/step schedule. Pay increases are calculated as a percentage based on step 10 of each schedule.   |
| <b>Market Analysis</b>   | <p>Non-school data was used in combination with local district data for most jobs in this group. These jobs also compete with employers outside of education.</p> <p>Overall, auxiliary positions are paid 3 percent below market value. Starting pay is 5 percent below market, overall. Individual jobs range from 40 percent above market (Maintenance Carpenter) to 23 percent below market (Bus Monitor). Bus Driver was compared to the 75<sup>th</sup> percentile for market analysis.</p> <p>Current entry rate of \$10.52 for bus monitor job is the lowest to market at 17 percent below.</p>   |
| <b>Proposed Changes</b>  | <ul style="list-style-type: none"> <li>• Create new clerical/paraprofessional pay structure aligned to market. Jobs have been classified according to market and level of skill, effort and responsibility Adjust structure to maintain competitive market position and align structures to market so they're no longer asymmetrical.</li> <li>• Bus driver starting pay is increased to \$17.15 per hour to improve market competitiveness.</li> <li>• Change job title of computer technician II to network technician to better reflect scope of duties.</li> <li>• Place transportation maintenance job in pay grade 6. Moved from the exempt group.</li> <li>• Provide placement scale adjustments to align employee pay by years of experience for all pay grades. Placement scales divide the difference between minimum and midpoint for these pay grades by 15 years to spread pay for staff based on experience.</li> </ul> |

**Celina ISD:  
Auxiliary Comparisons to Market, 2021-2022**



# Celina ISD

## Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

**Auxiliary**

| Benchmark Position                   |                           | District Job Title               | Note | Districts Reporting | 2021-2022 Market Rate | 2021-2022 District Rate | 2021-2022 District Rate Compared to Market |
|--------------------------------------|---------------------------|----------------------------------|------|---------------------|-----------------------|-------------------------|--|
| 1                                    | Bus Driver                | Bus Driver                       | 75   | 9                   | \$22.75               | \$18.62                 | <b>82%</b>                                 |
| 2                                    | Bus Monitor               | Bus Monitor                      | M    | 7                   | \$14.02               | \$10.78                 | <b>77%</b>                                 |
| 3                                    | Cafeteria Manager - ES    | Cafeteria Manager ES             | M    | 10                  | \$17.29               | \$17.68                 | <b>102%</b>                                |
| 4                                    | Cafeteria Manager - HS    | Cafeteria Manager HS             | M    | 10                  | \$19.84               | \$17.24                 | <b>87%</b>                                 |
| 5                                    | Cafeteria Worker          | Cafeteria Worker                 | C    | 10                  | \$13.63               | \$14.14                 | <b>104%</b>                                |
| 6                                    | Carpenter                 | Maintenance Carpenter            | C,X  | <b>2</b>            | \$26.01               | \$36.32                 | <b>140%</b>                                |
| 7                                    | Crossing Guard            | Crossing Guard                   | C    | <b>2</b>            | \$14.92               | \$11.73                 | <b>79%</b>                                 |
| 8                                    | Custodian                 | Custodian                        | C    | 6                   | \$14.42               | \$14.16                 | <b>98%</b>                                 |
| 9                                    | HVAC Mechanic (Licensed)  | Maintenance HVAC                 | C    | 6                   | \$26.93               | \$31.68                 | <b>118%</b>                                |
| 10                                   | Lead Custodian - ES       | Lead Custodian ES                | M    | 6                   | \$16.54               | \$16.54                 | <b>100%</b>                                |
| 11                                   | Lead Custodian - HS       | Lead Custodian HS                | C    | 6                   | \$17.06               | \$16.08                 | <b>94%</b>                                 |
| 12                                   | Transportation Dispatcher | Transportation Route Coordinator | C    | 5                   | \$22.02               | \$20.41                 | <b>93%</b>                                 |
| 13                                   | Vehicle Mechanic          | Transportation Mechanic          | C    | 7                   | \$25.99               | \$33.58                 | <b>129%</b>                                |
| <b>District Comparison to Market</b> |                           |                                  |      |                     |                       | <b>2021-2022 Pay</b>    | <b>97%</b>                                 |

**Notes**

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market

|   |                        |   |
|---|------------------------|---|
| <b>Summary of Pay Comparisons to Market</b> | Above (Over 110%)      | 2 |
|   | At market (90% - 110%) | 6 |
|   | Below (Less than 90%)  | 4 |

# Celina ISD

## Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

**Auxiliary**  
Pay Range Minimums

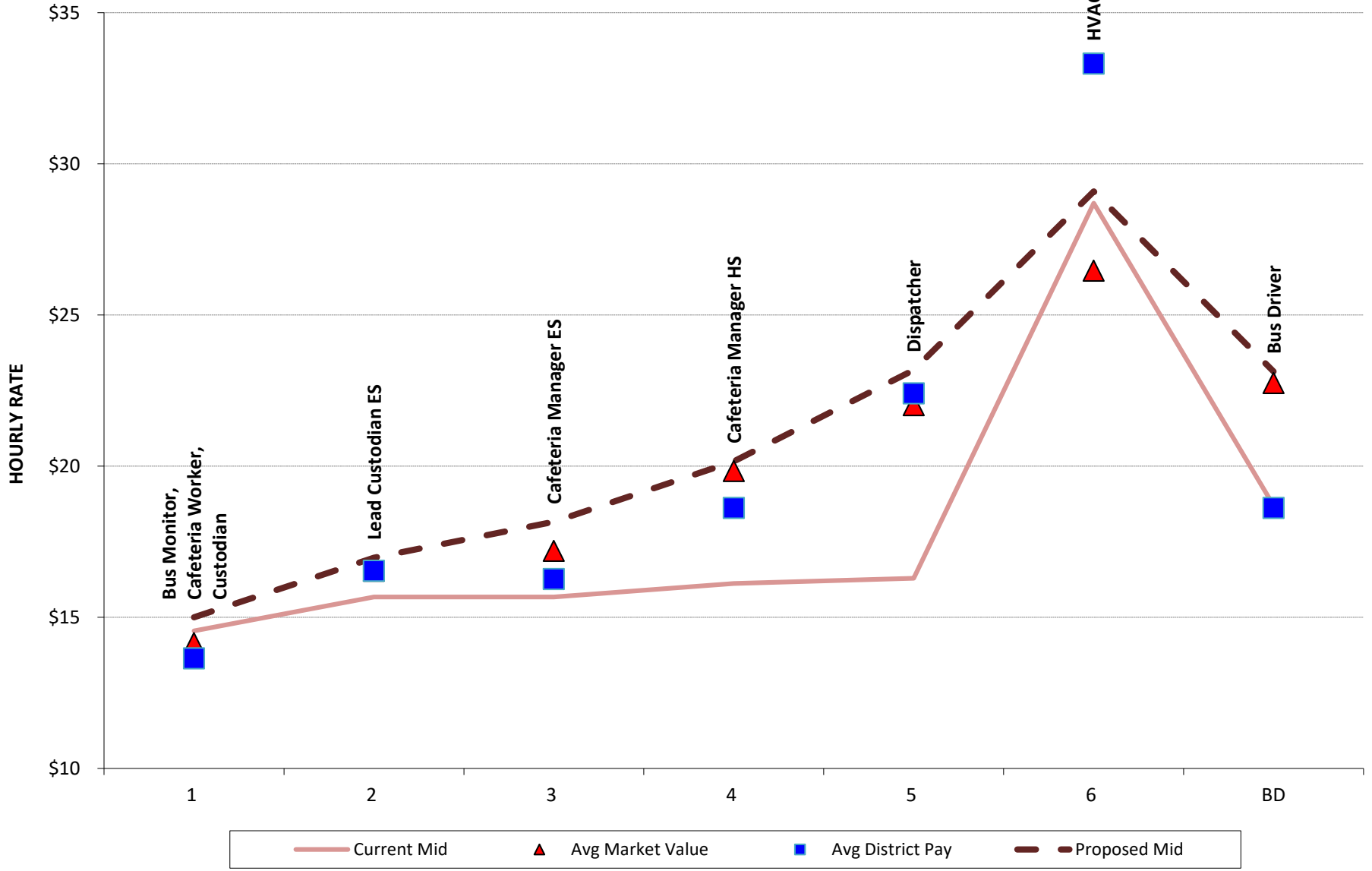
| Benchmark Position                   |                           | District Job Title               | Note | Districts Reporting | 2021-2022 Market Rate Minimum | 2021-2022 District Rate Minimum | 2021-2022 District Minimum Compared to Market |
|--------------------------------------|---------------------------|----------------------------------|------|---------------------|-------------------------------|---------------------------------|---|
| 1                                    | Bus Driver                | Bus Driver                       | 75   | 6                   | \$19.34                       | \$17.52                         | 91%   |
| 2                                    | Bus Monitor               | Bus Monitor                      | M    | 6                   | \$12.75                       | \$10.52                         | 83%   |
| 3                                    | Cafeteria Manager - ES    | Cafeteria Manager ES             | M    | 8                   | \$15.49                       | \$13.78                         | 89%   |
| 4                                    | Cafeteria Manager - HS    | Cafeteria Manager HS             | M    | 8                   | \$15.92                       | \$13.78                         | 87%   |
| 5                                    | Cafeteria Worker          | Cafeteria Worker                 | M    | 9                   | \$12.00                       | \$12.54                         | 105%  |
| 6                                    | Custodian                 | Custodian                        | M    | 5                   | \$12.00                       | \$12.28                         | 102%  |
| 7                                    | HVAC Mechanic (Licensed)  | Maintenance HVAC                 | M    | 5                   | \$20.34                       | \$21.09                         | 104%  |
| 8                                    | Lead Custodian - ES       | Lead Custodian ES                | M    | 5                   | \$13.92                       | \$13.38                         | 96%   |
| 9                                    | Lead Custodian - HS       | Lead Custodian HS                | M    | 4                   | \$14.66                       | \$13.38                         | 91%   |
| 10                                   | Transportation Dispatcher | Transportation Route Coordinator | M    | 4                   | \$19.09                       | \$18.65                         | 98%   |
| 11                                   | Vehicle Mechanic          | Transportation Mechanic          | M    | 5                   | \$21.30                       | \$21.09                         | 99%   |
| <b>District Comparison to Market</b> |                           |                                  |      |                     |                               | <b>Plan</b>                     | <b>95%</b>                                    |

**Notes**

**M** Market minimum is median of reporting comparison districts

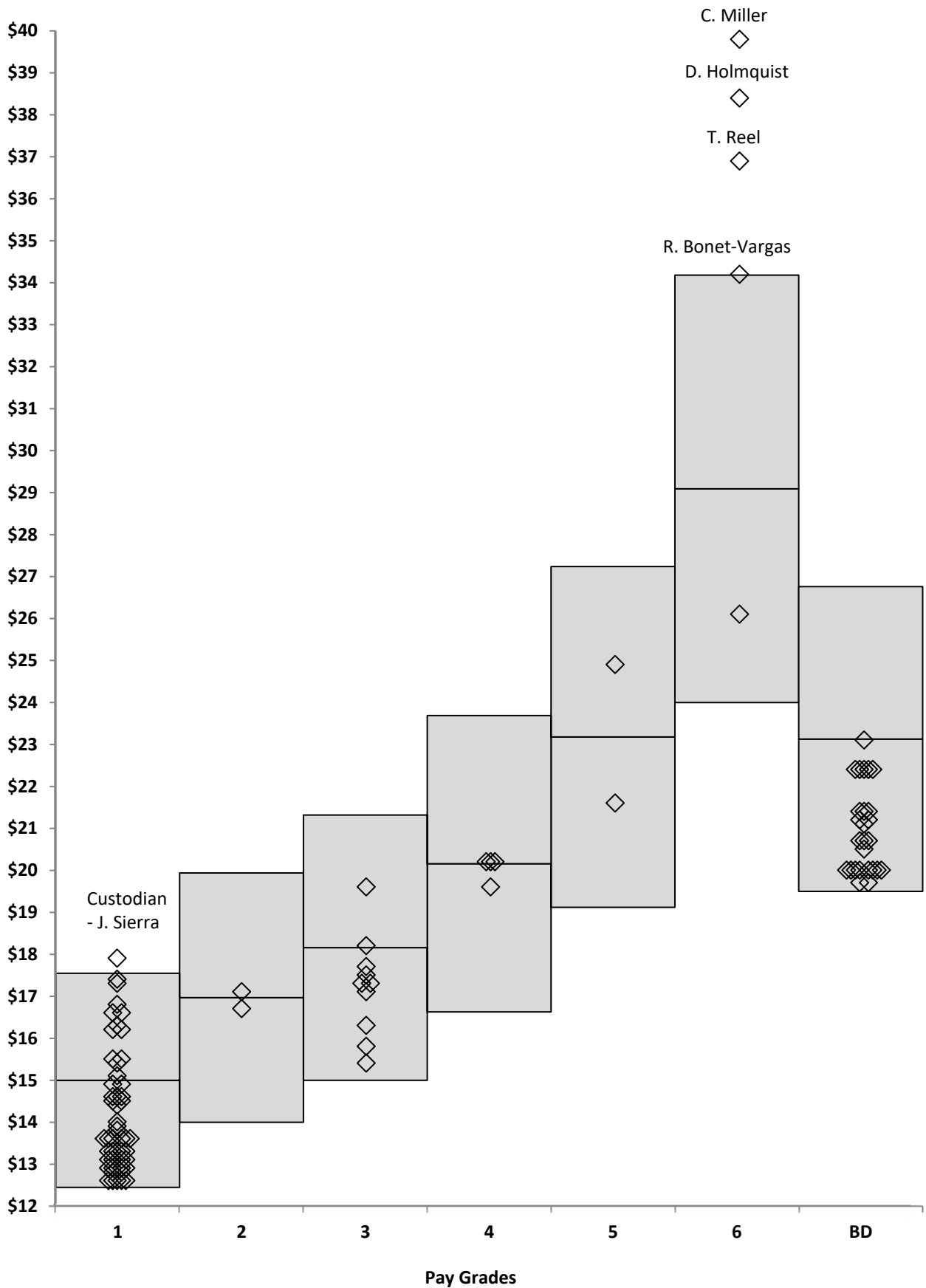
|   |                        |   |
|---|------------------------|---|
| <b>Summary of Minimum Comparisons to Market</b> | Above (Over 110%)      | - |
|   | At market (90% - 110%) | 8 |
|   | Below (Less than 90%)  | 3 |

**Structure Development**  
**Celina ISD**  
 Auxiliary



# Proposed Pay vs. Proposed Structure - Auxiliary

Celina ISD



## 2022-2023 Proposed Auxiliary Pay Plan

Celina ISD

\*Annual amounts are based on 8 hours per day.

| Pay Grade | Current Grade | Job Title                        | Calendars | Minimum               | Midpoint       | Maximum        |
|-----------|---------------|----------------------------------|-----------|-----------------------|----------------|----------------|
| <b>1</b>  |               |                                  |           |                       |                |                |
|           | 22            | Bus Monitor                      | 178       | <b>Hourly \$12.45</b> | <b>\$15.00</b> | <b>\$17.55</b> |
|           | 14            | Cafeteria Worker                 | 178       | <b>178 Days</b>       | 17,729         | 21,360         |
|           | 21            | Crossing Guard                   | 178       | <b>247 Days</b>       | 24,601         | 29,640         |
|           | 9             | Custodian                        | 247       |                       |                | 34,679         |
| <b>2</b>  |               |                                  |           |                       |                |                |
|           | 10            | Lead Custodian ES                | 247       | <b>Hourly \$14.00</b> | <b>\$16.97</b> | <b>\$19.94</b> |
|           |               |                                  |           | <b>247 Days</b>       | 27,664         | 33,533         |
| <b>3</b>  |               |                                  |           |                       |                |                |
|           | 13            | Cafeteria Manager ES             | 178       | <b>Hourly \$15.00</b> | <b>\$18.16</b> | <b>\$21.32</b> |
|           | 10            | Lead Custodian HS                | 247       | <b>178 Days</b>       | 21,360         | 25,860         |
|           | 10            | Lead Custodian MS                | 247       | <b>247 Days</b>       | 29,640         | 35,884         |
|           | 32            | Suburban Driver                  | 178       |                       |                | 42,128         |
| <b>4</b>  |               |                                  |           |                       |                |                |
|           | 13            | Cafeteria Manager HS             | 178       | <b>Hourly \$16.63</b> | <b>\$20.16</b> | <b>\$23.69</b> |
|           | 13            | Cafeteria Manager MS             | 178       | <b>178 Days</b>       | 23,681         | 28,708         |
| <b>5</b>  |               |                                  |           |                       |                |                |
|           | 11            | Maintenance/Utility Worker       | 247       | <b>Hourly \$19.12</b> | <b>\$23.18</b> | <b>\$27.24</b> |
|           | 27            | Transportation Route Coordinator | 207       | <b>207 Days</b>       | 31,663         | 38,386         |
|           |               |                                  |           | <b>247 Days</b>       | 37,781         | 45,804         |
| <b>6</b>  |               |                                  |           |                       |                |                |
|           | 12            | Maintenance Carpenter            | 247       | <b>Hourly \$24.00</b> | <b>\$29.09</b> | <b>\$34.18</b> |
|           | 12            | Maintenance HVAC                 | 247       | <b>226 Days</b>       | 43,392         | 52,595         |
|           | 12            | Transportation Mechanic          | 226       | <b>247 Days</b>       | 47,424         | 57,482         |
|           |               | Transportation Maintenance       | 226       |                       |                | 67,540         |
| <b>BD</b> |               |                                  |           |                       |                |                |
|           | 20            | Bus Driver                       | 178       | <b>Hourly \$19.50</b> | <b>\$23.13</b> | <b>\$26.76</b> |
|           | 42            | Bus Driver/Shop Asst             | 226       | <b>178 Days</b>       | 27,768         | 32,937         |
|           |               |                                  |           | <b>226 Days</b>       | 35,256         | 41,819         |
|           |               |                                  |           |                       |                | 48,382         |

## 2022-2023 Nonexempt Placement Scale

Celina ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

| Range Position | 2022-2023 Local Exp | Pay Grades |         |         |         |         |         |         |
|----------------|---------------------|------------|---------|---------|---------|---------|---------|---------|
|                |                     | 1          | 2       | 3       | 4       | 5       | 6       | BD      |
| Minimum        | 0                   | \$12.45    | \$14.00 | \$15.00 | \$16.63 | \$19.12 | \$24.00 | \$19.50 |
|                | 1                   | \$12.62    | \$14.20 | \$15.21 | \$16.87 | \$19.39 | \$24.34 | \$19.74 |
|                | 2                   | \$12.79    | \$14.39 | \$15.42 | \$17.10 | \$19.66 | \$24.67 | \$19.98 |
|                | 3                   | \$12.96    | \$14.58 | \$15.63 | \$17.33 | \$19.93 | \$25.00 | \$20.22 |
|                | 4                   | \$13.13    | \$14.77 | \$15.84 | \$17.56 | \$20.20 | \$25.33 | \$20.46 |
|                | 5                   | \$13.30    | \$14.96 | \$16.05 | \$17.79 | \$20.47 | \$25.66 | \$20.70 |
|                | 6                   | \$13.47    | \$15.15 | \$16.26 | \$18.02 | \$20.74 | \$25.99 | \$20.94 |
|                | 7                   | \$13.64    | \$15.34 | \$16.47 | \$18.25 | \$21.01 | \$26.32 | \$21.18 |
|                | 8                   | \$13.81    | \$15.53 | \$16.68 | \$18.48 | \$21.28 | \$26.65 | \$21.42 |
|                | 9                   | \$13.98    | \$15.72 | \$16.89 | \$18.71 | \$21.55 | \$26.98 | \$21.66 |
|                | 10                  | \$14.15    | \$15.91 | \$17.10 | \$18.94 | \$21.82 | \$27.31 | \$21.90 |
|                | 11                  | \$14.32    | \$16.10 | \$17.31 | \$19.17 | \$22.09 | \$27.64 | \$22.14 |
|                | 12                  | \$14.49    | \$16.29 | \$17.52 | \$19.40 | \$22.36 | \$27.97 | \$22.38 |
|                | 13                  | \$14.66    | \$16.48 | \$17.73 | \$19.63 | \$22.63 | \$28.30 | \$22.62 |
|                | 14                  | \$14.83    | \$16.67 | \$17.94 | \$19.86 | \$22.90 | \$28.63 | \$22.86 |
| Midpoint       | 15                  | \$15.00    | \$16.97 | \$18.16 | \$20.16 | \$23.18 | \$29.09 | \$23.13 |
| Maximum        |                     | \$17.55    | \$19.94 | \$21.32 | \$23.69 | \$27.24 | \$34.18 | \$26.76 |

# Cost Summary

## Celina ISD

### Summary of Cost Estimates, 2022-2023

#### Model 1

|   | Total Staff | Count of Increases | Cost Increase    | Percent of Current Costs | 2021-2022 Current Costs |
|---|-------------|--------------------|------------------|--------------------------|-------------------------|
| <b>Teachers</b>                                     |             |                    |                  |                          |                         |
| <b>\$50,750 starting salary</b>                     | <b>226</b>  |                    | <b>\$345,679</b> |                          | <b>\$12,783,078</b>     |
| <sup>1c</sup> 2.0% general pay increase (\$1,150)   |             | 226                | \$260,760        | 2.0%                     |                         |
| Adjustments to years 1-8, 10-14, 25-28              |             | 135                | \$84,919         | 0.7%                     |                         |
| <b>Administrative/Professional</b>                  | <b>57</b>   |                    | <b>\$118,336</b> |                          | <b>\$4,527,345</b>      |
| <sup>1c</sup> 2.0% of pay range midpoint increase   |             | 55                 | \$90,120         | 2.0%                     |                         |
| 2.0% increase to employees over range max           |             | 2                  | \$3,554          | 0.1%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 5                  | \$10,227         | 0.2%                     |                         |
| Teacher pay equity adjustments                      |             | 3                  | \$5,742          | 0.1%                     |                         |
| Strategic adjustment                                |             | 11                 | \$8,693          | 0.2%                     |                         |
| <b>Clerical/Paraprofessional</b>                    | <b>91</b>   |                    | <b>\$84,848</b>  |                          | <b>\$2,627,171</b>      |
| <sup>1c</sup> 2.0% of pay range midpoint increase   |             | 84                 | \$50,315         | 1.9%                     |                         |
| 2.0% increase to employees over range max           |             | 7                  | \$4,809          | 0.2%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 20                 | \$19,972         | 0.8%                     |                         |
| Placement scale adjustments                         |             | 28                 | \$9,752          | 0.4%                     |                         |
| <b>Auxiliary</b>                                    | <b>100</b>  |                    | <b>\$120,850</b> |                          | <b>\$2,336,079</b>      |
| <sup>1c</sup> 2.0% of pay range midpoint increase   |             | 96                 | \$46,146         | 2.0%                     |                         |
| 2.0% increase to employees over range max           |             | 4                  | \$3,934          | 0.2%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 31                 | \$26,370         | 1.1%                     |                         |
| Placement scale adjustments                         |             | 46                 | \$44,400         | 1.9%                     |                         |
| <b>Subtotal - General Pay Increase</b>              | <b>474</b>  | <b>474</b>         | <b>\$459,638</b> | <b>2.1%</b>              |                         |
| <b>Subtotal - Implementation/Equity Adjustments</b> |             | <b>279</b>         | <b>\$210,075</b> | <b>0.9%</b>              |                         |
| <b>Total Cost Estimate</b>                          |             |                    | <b>\$669,713</b> | <b>3.0%</b>              | <b>\$22,273,673</b>     |

#### Footnotes:

<sup>1c</sup> Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

## Celina ISD

### Summary of Cost Estimates, 2022-2023

#### Model 2

|   | Total Staff | Count of Increases | Cost Increase    | Percent of Current Costs | 2021-2022 Current Costs |
|---|-------------|--------------------|------------------|--------------------------|-------------------------|
| <b>Teachers</b>                                     |             |                    |                  |                          |                         |
| <b>\$52,000 starting salary</b>                     | <b>226</b>  |                    | <b>\$475,210</b> |                          | <b>\$12,783,078</b>     |
| <sup>1c</sup> 2.5% general pay increase (\$1,430)   |             | 226                | \$324,233        | 2.5%                     |                         |
| Adjustments to years 1-8, 10-17, 25-28              |             | 156                | \$150,977        | 1.2%                     |                         |
| <b>Administrative/Professional</b>                  | <b>57</b>   |                    | <b>\$140,255</b> |                          | <b>\$4,527,345</b>      |
| <sup>1c</sup> 2.5% of pay range midpoint increase   |             | 55                 | \$112,640        | 2.5%                     |                         |
| 2.5% increase to employees over range max           |             | 2                  | \$4,443          | 0.1%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 3                  | \$8,755          | 0.2%                     |                         |
| Teacher pay equity adjustments                      |             | 3                  | \$6,384          | 0.1%                     |                         |
| Strategic adjustment                                |             | 10                 | \$8,033          | 0.2%                     |                         |
| <b>Clerical/Paraprofessional</b>                    | <b>91</b>   |                    | <b>\$94,690</b>  |                          | <b>\$2,627,171</b>      |
| <sup>1c</sup> 2.5% of pay range midpoint increase   |             | 83                 | \$62,568         | 2.4%                     |                         |
| 2.5% increase to employees over range max           |             | 8                  | \$6,059          | 0.2%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 14                 | \$17,489         | 0.7%                     |                         |
| Placement scale adjustments                         |             | 25                 | \$8,574          | 0.3%                     |                         |
| <b>Auxiliary</b>                                    | <b>100</b>  |                    | <b>\$129,022</b> |                          | <b>\$2,336,079</b>      |
| <sup>1c</sup> 2.5% of pay range midpoint increase   |             | 95                 | \$57,955         | 2.5%                     |                         |
| 2.5% increase to employees over range max           |             | 5                  | \$5,191          | 0.2%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 31                 | \$23,460         | 1.0%                     |                         |
| Placement scale adjustments                         |             | 44                 | \$42,416         | 1.8%                     |                         |
| <b>Subtotal - General Pay Increase</b>              | <b>474</b>  | <b>474</b>         | <b>\$573,089</b> | <b>2.6%</b>              |                         |
| <b>Subtotal - Implementation/Equity Adjustments</b> |             | <b>286</b>         | <b>\$266,088</b> | <b>1.2%</b>              |                         |
| <b>Total Cost Estimate</b>                          |             |                    | <b>\$839,177</b> | <b>3.8%</b>              | <b>\$22,273,673</b>     |

#### Footnotes:

<sup>1c</sup> Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

## Celina ISD

### Summary of Cost Estimates, 2022-2023

#### Model 3

|   | Total Staff | Count of Increases | Cost Increase      | Percent of Current Costs | 2021-2022 Current Costs |
|---|-------------|--------------------|--------------------|--------------------------|-------------------------|
| <b>Teachers</b>                                     |             |                    |                    |                          |                         |
| <b>\$53,250 starting salary</b>                     | <b>226</b>  |                    | <b>\$654,829</b>   |                          | <b>\$12,783,078</b>     |
| <sup>1c</sup> 3.0% general pay increase (\$1,710)   |             | 226                | \$387,706          | 3.0%                     |                         |
| Adjustments to years 1-21, 25-28                    |             | 198                | \$267,123          | 2.1%                     |                         |
| <b>Administrative/Professional</b>                  | <b>57</b>   |                    | <b>\$161,783</b>   |                          | <b>\$4,527,345</b>      |
| <sup>1c</sup> 3.0% of pay range midpoint increase   |             | 55                 | \$135,187          | 3.0%                     |                         |
| 3.0% increase to employees over range max           |             | 2                  | \$5,334            | 0.1%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 2                  | \$7,911            | 0.2%                     |                         |
| Teacher pay equity adjustments                      |             | 3                  | \$5,318            | 0.1%                     |                         |
| Strategic adjustment                                |             | 10                 | \$8,033            | 0.2%                     |                         |
| <b>Clerical/Paraprofessional</b>                    | <b>91</b>   |                    | <b>\$106,098</b>   |                          | <b>\$2,627,171</b>      |
| <sup>1c</sup> 3.0% of pay range midpoint increase   |             | 83                 | \$75,371           | 2.9%                     |                         |
| 3.0% increase to employees over range max           |             | 8                  | \$7,482            | 0.3%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 14                 | \$15,528           | 0.6%                     |                         |
| Placement scale adjustments                         |             | 18                 | \$7,717            | 0.3%                     |                         |
| <b>Auxiliary</b>                                    | <b>100</b>  |                    | <b>\$136,684</b>   |                          | <b>\$2,336,079</b>      |
| <sup>1c</sup> 3.0% of pay range midpoint increase   |             | 94                 | \$68,755           | 2.9%                     |                         |
| 3.0% increase to employees over range max           |             | 6                  | \$6,401            | 0.3%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 30                 | \$20,836           | 0.9%                     |                         |
| Placement scale adjustments                         |             | 43                 | \$40,692           | 1.7%                     |                         |
| <b>Subtotal - General Pay Increase</b>              | <b>474</b>  | <b>474</b>         | <b>\$686,236</b>   | <b>3.1%</b>              |                         |
| <b>Subtotal - Implementation/Equity Adjustments</b> |             | <b>318</b>         | <b>\$373,158</b>   | <b>1.7%</b>              |                         |
| <b>Total Cost Estimate</b>                          |             |                    | <b>\$1,059,394</b> | <b>4.8%</b>              | <b>\$22,273,673</b>     |

#### Footnotes:

<sup>1c</sup> Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

## Celina ISD

### Summary of Cost Estimates, 2022-2023

#### Model 4

|   | Total Staff | Count of Increases | Cost Increase      | Percent of Current Costs | 2021-2022 Current Costs |
|---|-------------|--------------------|--------------------|--------------------------|-------------------------|
| <b>Teachers</b>                                     |             |                    |                    |                          |                         |
| <b>\$53,500 starting salary</b>                     | <b>226</b>  |                    | <b>\$705,469</b>   |                          | <b>\$12,783,078</b>     |
| <sup>1c</sup> 3.5% general pay increase (\$2,000)   |             | 226                | \$453,469          | 3.5%                     |                         |
| Adjustments to years 1-21, 27-28                    |             | 190                | \$252,000          | 2.0%                     |                         |
| <b>Administrative/Professional</b>                  | <b>57</b>   |                    | <b>\$185,759</b>   |                          | <b>\$4,527,345</b>      |
| <sup>1c</sup> 3.5% of pay range midpoint increase   |             | 55                 | \$157,721          | 3.5%                     |                         |
| 3.5% increase to employees over range max           |             | 2                  | \$6,222            | 0.1%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 2                  | \$7,089            | 0.2%                     |                         |
| Teacher pay equity adjustments                      |             | 4                  | \$8,088            | 0.2%                     |                         |
| Strategic adjustment                                |             | 8                  | \$6,639            | 0.1%                     |                         |
| <b>Clerical/Paraprofessional</b>                    | <b>91</b>   |                    | <b>\$117,212</b>   |                          | <b>\$2,627,171</b>      |
| <sup>1c</sup> 3.5% of pay range midpoint increase   |             | 82                 | \$87,587           | 3.3%                     |                         |
| 3.5% increase to employees over range max           |             | 9                  | \$8,941            | 0.3%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 11                 | \$13,777           | 0.5%                     |                         |
| Placement scale adjustments                         |             | 16                 | \$6,907            | 0.3%                     |                         |
| <b>Auxiliary</b>                                    | <b>100</b>  |                    | <b>\$145,204</b>   |                          | <b>\$2,336,079</b>      |
| <sup>1c</sup> 3.5% of pay range midpoint increase   |             | 94                 | \$80,601           | 3.5%                     |                         |
| 3.5% increase to employees over range max           |             | 6                  | \$7,794            | 0.3%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 29                 | \$18,077           | 0.8%                     |                         |
| Placement scale adjustments                         |             | 43                 | \$38,732           | 1.7%                     |                         |
| <b>Subtotal - General Pay Increase</b>              | <b>474</b>  | <b>474</b>         | <b>\$802,335</b>   | <b>3.6%</b>              |                         |
| <b>Subtotal - Implementation/Equity Adjustments</b> |             | <b>303</b>         | <b>\$351,309</b>   | <b>1.6%</b>              |                         |
| <b>Total Cost Estimate</b>                          |             |                    | <b>\$1,153,644</b> | <b>5.2%</b>              | <b>\$22,273,673</b>     |

#### Footnotes:

<sup>1c</sup> Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

## Celina ISD

### Summary of Models, 2022-2023

| <b>Model 1</b>              |                             |                    |                                 |
|-----------------------------|-----------------------------|--------------------|---------------------------------|
| <b>Pay Group</b>            | <b>General Pay Increase</b> | <b>Adjustments</b> | <b>Estimated Total Increase</b> |
| Teachers                    | \$260,760                   | \$84,919           | \$345,679                       |
| Administrative/Professional | \$93,674                    | \$24,662           | \$118,336                       |
| Clerical/Paraprofessional   | \$55,124                    | \$29,724           | \$84,848                        |
| Auxiliary                   | \$50,080                    | \$70,770           | \$120,850                       |
| <b>Total</b>                | <b>\$459,638</b>            | <b>\$210,075</b>   | <b>\$669,713</b>                |
| <b>% of Current Costs</b>   | <b>2.1%</b>                 | <b>0.9%</b>        | <b>3.0%</b>                     |

| <b>Model 2</b>              |                             |                    |                                 |
|-----------------------------|-----------------------------|--------------------|---------------------------------|
| <b>Pay Group</b>            | <b>General Pay Increase</b> | <b>Adjustments</b> | <b>Estimated Total Increase</b> |
| Teachers                    | \$324,233                   | \$150,977          | \$475,210                       |
| Administrative/Professional | \$117,083                   | \$23,172           | \$140,255                       |
| Clerical/Paraprofessional   | \$68,627                    | \$26,063           | \$94,690                        |
| Auxiliary                   | \$63,146                    | \$65,876           | \$129,022                       |
| <b>Total</b>                | <b>\$573,089</b>            | <b>\$266,088</b>   | <b>\$839,177</b>                |
| <b>% of Current Costs</b>   | <b>2.6%</b>                 | <b>1.2%</b>        | <b>3.8%</b>                     |

| <b>Model 3</b>              |                             |                    |                                 |
|-----------------------------|-----------------------------|--------------------|---------------------------------|
| <b>Pay Group</b>            | <b>General Pay Increase</b> | <b>Adjustments</b> | <b>Estimated Total Increase</b> |
| Teachers                    | \$387,706                   | \$267,123          | \$654,829                       |
| Administrative/Professional | \$140,521                   | \$21,262           | \$161,783                       |
| Clerical/Paraprofessional   | \$82,853                    | \$23,245           | \$106,098                       |
| Auxiliary                   | \$75,156                    | \$61,528           | \$136,684                       |
| <b>Total</b>                | <b>\$686,236</b>            | <b>\$373,158</b>   | <b>\$1,059,394</b>              |
| <b>% of Current Costs</b>   | <b>3.1%</b>                 | <b>1.7%</b>        | <b>4.8%</b>                     |

| <b>Model 4</b>              |                             |                    |                                 |
|-----------------------------|-----------------------------|--------------------|---------------------------------|
| <b>Pay Group</b>            | <b>General Pay Increase</b> | <b>Adjustments</b> | <b>Estimated Total Increase</b> |
| Teachers                    | \$453,469                   | \$252,000          | \$705,469                       |
| Administrative/Professional | \$163,943                   | \$21,816           | \$185,759                       |
| Clerical/Paraprofessional   | \$96,528                    | \$20,684           | \$117,212                       |
| Auxiliary                   | \$88,395                    | \$56,809           | \$145,204                       |
| <b>Total</b>                | <b>\$802,335</b>            | <b>\$351,309</b>   | <b>\$1,153,644</b>              |
| <b>% of Current Costs</b>   | <b>3.6%</b>                 | <b>1.6%</b>        | <b>5.2%</b>                     |

## Celina ISD

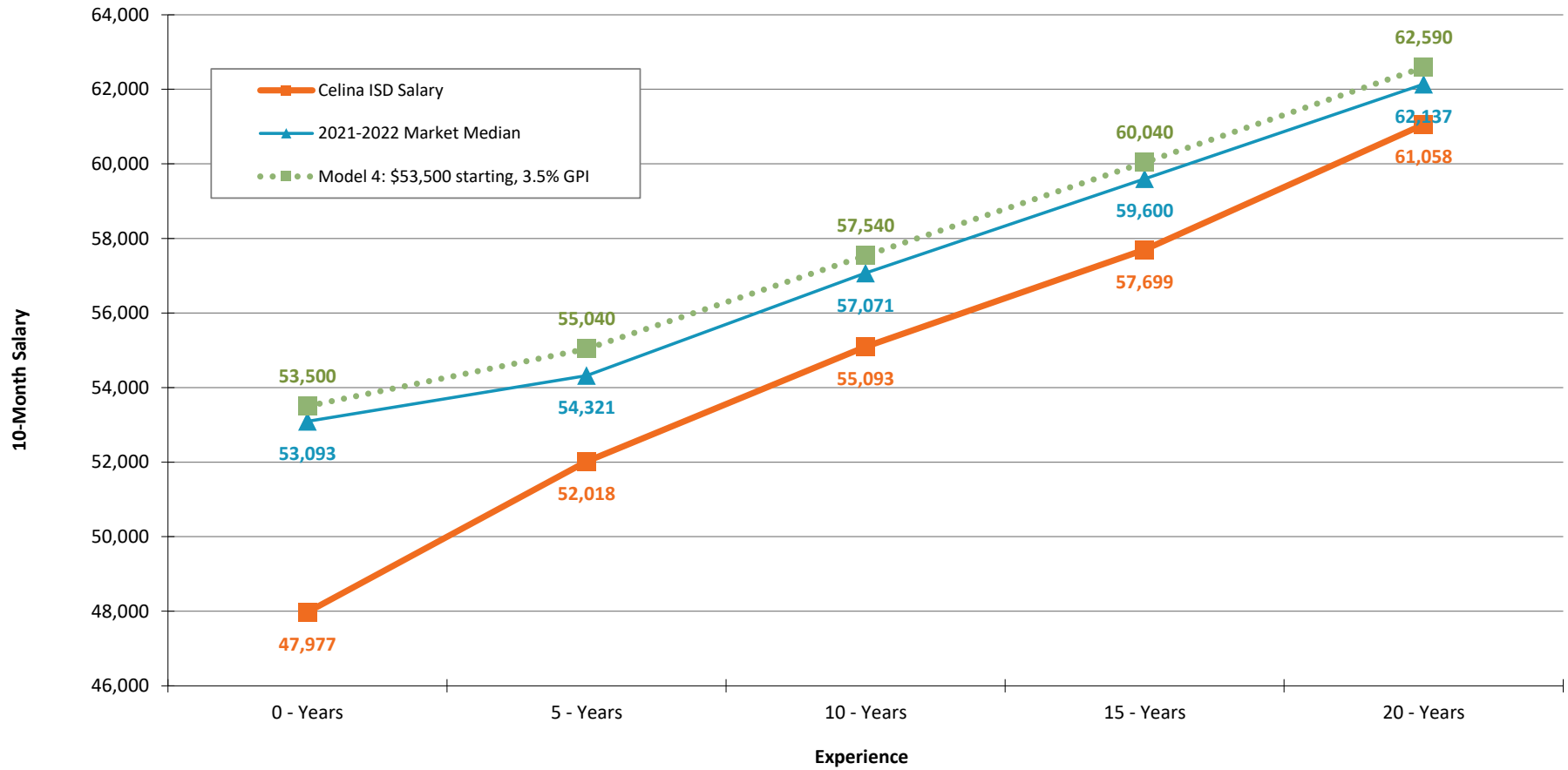
### Market Districts 2021-2022

|                   | District        | ESC Region | Student Enrollment | Number of FTE | UIL Class | Teacher, Exempt, Nonexempt |
|-------------------|-----------------|------------|--------------------|---------------|-----------|----------------------------|
| 1                 | Allen ISD       | 10         | 21,564             | 2,561         | 6A        | X*                         |
| 2                 | Anna ISD        | 10         | 4,391              | 643           | 4A        | X                          |
| 3                 | Aubrey ISD      | 11         | 3,050              | 328           | 4A        | X                          |
| 4                 | Community ISD   | 10         | 2,551              | 339           | 4A        | **                         |
| 5                 | Denton ISD      | 11         | 30,716             | 4,066         | 6A        | **                         |
| 6                 | Frisco ISD      | 10         | 65,494             | 8,112         | 5A        | X*                         |
| 7                 | Gunter ISD      | 10         | 1,122              | 140           | 3A        | X                          |
| 8                 | Little Elm ISD  | 11         | 8,206              | 1,001         | 6A        | X                          |
| 9                 | Lovejoy ISD     | 10         | 4,325              | 549           | 5A        | X                          |
| 10                | McKinney ISD    | 10         | 24,571             | 2,759         | 6A        | **                         |
| 11                | Melissa ISD     | 10         | 4,838              | 573           | 4A        | X                          |
| 12                | Pilot Point ISD | 11         | 1,358              | 208           | 3A        | X                          |
| 13                | Princeton ISD   | 10         | 6,690              | 897           | 5A        | X                          |
| 14                | Prosper ISD     | 10         | 16,789             | 1,782         | 6A        | **                         |
| 15                | Royse City ISD  | 10         | 7,532              | 935           | 5A        | X                          |
| 16                | Van Alstyne ISD | 10         | 2,042              | 266           | 4A        | X                          |
| <b>Celina ISD</b> |                 | <b>10</b>  | <b>3,309</b>       | <b>483</b>    | <b>4A</b> | <b>16</b>                  |

\* Directors and above may be excluded from comparison due to size of district.

\*\* District did not participate in survey. Teacher schedules collected from the district.

**Teacher Salary Plan 2021-2022 Market Comparison**  
**Model 4: \$53,500 starting, 3.5% GPI**



**Teachers Salary Plan Development**  
**Celina ISD**  
 Model 4: \$53,500 starting, 3.5% GPI

| 2021-2022<br>Years of<br>Exp | 2021-2022<br>New Hire<br>Salary | 3.5%<br>General<br>Pay<br>Increase | Additional<br>Adjustment | = | 2022-2023<br>Years of<br>Exp | 2022-2023<br>Proposed<br>New Hire<br>Salary |
|------------------------------|---------------------------------|------------------------------------|--------------------------|---|------------------------------|---|
|------------------------------|---------------------------------|------------------------------------|--------------------------|---|------------------------------|---|

|     |          |   |         |   |         |                |
|-----|----------|---|---------|---|---------|----------------|
|     |          |   |         |   | 0       | \$53,500       |
| 0   | \$47,977 | + | \$2,000 | + | \$3,863 | = 1 \$53,840   |
| 1   | \$48,477 | + | \$2,000 | + | \$3,663 | = 2 \$54,140   |
| 2   | \$49,790 | + | \$2,000 | + | \$2,650 | = 3 \$54,440   |
| 3   | \$50,657 | + | \$2,000 | + | \$2,083 | = 4 \$54,740   |
| 4   | \$51,518 | + | \$2,000 | + | \$1,522 | = 5 \$55,040   |
| 5   | \$52,018 | + | \$2,000 | + | \$1,522 | = 6 \$55,540   |
| 6   | \$52,543 | + | \$2,000 | + | \$1,497 | = 7 \$56,040   |
| 7   | \$53,343 | + | \$2,000 | + | \$1,197 | = 8 \$56,540   |
| 8   | \$54,543 | + | \$2,000 | + | \$497   | = 9 \$57,040   |
| 9   | \$54,793 | + | \$2,000 | + | \$747   | = 10 \$57,540  |
| 10  | \$55,093 | + | \$2,000 | + | \$947   | = 11 \$58,040  |
| 11  | \$55,413 | + | \$2,000 | + | \$1,127 | = 12 \$58,540  |
| 12  | \$56,068 | + | \$2,000 | + | \$972   | = 13 \$59,040  |
| 13  | \$56,518 | + | \$2,000 | + | \$1,022 | = 14 \$59,540  |
| 14  | \$57,074 | + | \$2,000 | + | \$966   | = 15 \$60,040  |
| 15  | \$57,699 | + | \$2,000 | + | \$841   | = 16 \$60,540  |
| 16  | \$58,324 | + | \$2,000 | + | \$716   | = 17 \$61,040  |
| 17  | \$58,949 | + | \$2,000 | + | \$591   | = 18 \$61,540  |
| 18  | \$59,574 | + | \$2,000 | + | \$466   | = 19 \$62,040  |
| 19  | \$60,199 | + | \$2,000 | + | \$391   | = 20 \$62,590  |
| 20  | \$61,058 | + | \$2,000 | + | \$132   | = 21 \$63,190  |
| 21  | \$62,013 | + | \$2,000 | + |         | = 22 \$64,013  |
| 22  | \$62,826 | + | \$2,000 | + |         | = 23 \$64,826  |
| 23  | \$63,637 | + | \$2,000 | + |         | = 24 \$65,637  |
| 24  | \$64,396 | + | \$2,000 | + |         | = 25 \$66,396  |
| 25  | \$65,124 | + | \$2,000 | + |         | = 26 \$67,124  |
| 26  | \$65,811 | + | \$2,000 | + | \$113   | = 27 \$67,924  |
| 27  | \$66,456 | + | \$2,000 | + | \$418   | = 28 \$68,874  |
| 28  | \$67,859 | + | \$2,000 | + |         | = 29 \$69,859  |
| 29  | \$68,149 | + | \$2,000 | + |         | = 30+ \$70,149 |
| 30+ | \$68,689 |   |         |   |         |                |

| Current Market Median |                   |                  | Exp<br>Diff |
|-----------------------|-------------------|------------------|-------------|
| Value                 | Compare<br>Before | Compare<br>After |             |

|          |     |      |     |
|----------|-----|------|-----|
| 0 Years  |     |      |     |
| 53,093   | 90% | 101% | 340 |
|          |     |      | 300 |
|          |     |      | 300 |
| 5 Years  |     |      | 300 |
| 54,321   | 96% | 101% | 300 |
|          |     |      | 500 |
|          |     |      | 500 |
| 10 Years |     |      | 500 |
| 57,071   | 97% | 101% | 500 |
|          |     |      | 500 |
|          |     |      | 500 |
| 15 Years |     |      | 500 |
| 59,600   | 97% | 101% | 500 |
|          |     |      | 500 |
|          |     |      | 500 |
| 20 Years |     |      | 500 |
| 62,137   | 98% | 101% | 550 |
|          |     |      | 600 |
|          |     |      | 823 |
|          |     |      | 813 |
|          |     |      | 811 |
|          |     |      | 759 |
|          |     |      | 728 |
|          |     |      | 800 |
|          |     |      | 950 |
|          |     |      | 985 |
|          |     |      | 290 |

General pay increase is applied to the market median salary (\$57,061).

|                          |          |                          |          |
|--------------------------|----------|--------------------------|----------|
| <b>Pay Range Minimum</b> | \$53,500 | <b>Pay Range Maximum</b> | \$72,000 |
|--------------------------|----------|--------------------------|----------|

| <b>Years of Experience</b> | <b>Melissa Base Salary</b> | <b>Anna Base Salary</b> | <b>Aubrey Base Salary</b> | <b>Prosper Base Salary</b> | <b>Avarage</b> | <b>Celina Model 4</b> |
|----------------------------|----------------------------|-------------------------|---------------------------|----------------------------|----------------|-----------------------|
| 0                          | \$ 49,300.00               | \$ 53,000.00            | \$ 50,000.00              | \$ 54,500.00               | \$ 51,700.00   | \$ 53,500.00          |
| 1                          | \$ 49,800.00               | \$ 53,200.00            | \$ 50,500.00              | \$ 54,700.00               | \$ 52,050.00   | \$ 53,840.00          |
| 2                          | \$ 50,300.00               | \$ 53,400.00            | \$ 50,700.00              | \$ 54,900.00               | \$ 52,325.00   | \$ 54,140.00          |
| 3                          | \$ 50,800.00               | \$ 53,600.00            | \$ 50,955.00              | \$ 55,300.00               | \$ 52,663.75   | \$ 54,440.00          |
| 4                          | \$ 51,300.00               | \$ 53,800.00            | \$ 51,470.00              | \$ 55,700.00               | \$ 53,067.50   | \$ 54,740.00          |
| 5                          | \$ 52,300.00               | \$ 54,200.00            | \$ 51,776.00              | \$ 56,100.00               | \$ 53,594.00   | \$ 55,040.00          |
| 6                          | \$ 52,800.00               | \$ 54,800.00            | \$ 52,286.00              | \$ 56,500.00               | \$ 54,096.50   | \$ 55,540.00          |
| 7                          | \$ 53,300.00               | \$ 55,400.00            | \$ 52,850.00              | \$ 57,000.00               | \$ 54,637.50   | \$ 56,040.00          |
| 8                          | \$ 53,800.00               | \$ 56,000.00            | \$ 53,867.00              | \$ 57,500.00               | \$ 55,291.75   | \$ 56,540.00          |
| 9                          | \$ 54,300.00               | \$ 56,600.00            | \$ 54,887.00              | \$ 58,000.00               | \$ 55,946.75   | \$ 57,040.00          |
| 10                         | \$ 55,300.00               | \$ 57,200.00            | \$ 55,907.00              | \$ 58,500.00               | \$ 56,726.75   | \$ 57,540.00          |
| 11                         | \$ 55,800.00               | \$ 57,800.00            | \$ 56,111.00              | \$ 59,000.00               | \$ 57,177.75   | \$ 58,040.00          |
| 12                         | \$ 56,300.00               | \$ 58,400.00            | \$ 56,315.00              | \$ 59,750.00               | \$ 57,691.25   | \$ 58,540.00          |
| 13                         | \$ 56,800.00               | \$ 59,000.00            | \$ 56,621.00              | \$ 60,500.00               | \$ 58,230.25   | \$ 59,040.00          |
| 14                         | \$ 57,300.00               | \$ 59,600.00            | \$ 56,927.00              | \$ 61,250.00               | \$ 58,769.25   | \$ 59,540.00          |
| 15                         | \$ 58,300.00               | \$ 60,200.00            | \$ 57,233.00              | \$ 62,000.00               | \$ 59,433.25   | \$ 60,540.00          |
| 16                         | \$ 58,800.00               | \$ 60,700.00            | \$ 58,253.00              | \$ 62,750.00               | \$ 60,125.75   | \$ 61,040.00          |
| 17                         | \$ 59,300.00               | \$ 61,200.00            | \$ 58,763.00              | \$ 63,500.00               | \$ 60,690.75   | \$ 61,540.00          |
| 18                         | \$ 59,800.00               | \$ 61,700.00            | \$ 59,885.00              | \$ 64,500.00               | \$ 61,471.25   | \$ 62,040.00          |
| 19                         | \$ 60,300.00               | \$ 62,200.00            | \$ 60,701.00              | \$ 65,500.00               | \$ 62,175.25   | \$ 62,590.00          |
| 20                         | \$ 60,800.00               | \$ 62,700.00            | \$ 61,823.00              | \$ 66,500.00               | \$ 62,955.75   | \$ 63,190.00          |
| 21                         | \$ 61,300.00               | \$ 62,900.00            | \$ 92,333.00              | \$ 67,500.00               | \$ 71,008.25   | \$ 64,013.00          |
| 22                         | \$ 61,800.00               | \$ 63,100.00            | \$ 63,353.00              | \$ 68,500.00               | \$ 64,188.25   | \$ 64,826.00          |
| 23                         | \$ 62,300.00               | \$ 63,577.00            | \$ 64,169.00              | \$ 69,500.00               | \$ 64,886.50   | \$ 65,637.00          |
| 24                         | \$ 62,800.00               | \$ 64,104.00            | \$ 65,087.00              | \$ 70,500.00               | \$ 65,622.75   | \$ 66,396.00          |
| 25                         | \$ 63,300.00               | \$ 64,632.00            | \$ 65,648.00              | \$ 71,500.00               | \$ 66,270.00   | \$ 67,124.00          |
| 26                         |                            |                         | \$ 66,515.00              |                            |                | \$ 67,924.00          |
| 27                         |                            |                         | \$ 67,535.00              |                            |                | \$ 68,874.00          |
| 28                         |                            |                         | \$ 68,453.00              |                            |                | \$ 69,859.00          |
| 29                         |                            |                         | \$ 68,861.00              |                            |                | \$ 70,149.00          |
| 30                         |                            |                         | \$ 69,575.00              |                            |                |                       |
| 31                         |                            |                         | \$ 70,085.00              |                            |                |                       |
| 32+                        |                            |                         | \$ 71,207.00              |                            |                |                       |

## Administrative/Professional

| <b>Current Structure</b>                  | <p>CISD does not have a formal pay structure for most positions on this pay group. Nurses and counselors are paid on the teacher schedule adjusted for duty days, supplement, and stipend. The counselor hiring schedule reflects the \$2,000 master’s degree stipend.</p> <p>Several positions are classified as exempt that are considered nonexempt under the Fair Labor Standards Act (FLSA). These include superintendent executive assistant, assistant business manager, campus technician II, HR specialist, and transportation maintenance. Misclassifying jobs as exempt when based on their job duties do not meet this exemption is problematic.</p>   |                    |                                |                               |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |
|---|--|--------------------|--------------------------------|-------------------------------|--------------------------------|-------------------------------|--------------------------------|-----|-----|-----|-----|------------------------|-----|-----|------|------|---|-----|-----|------|------|---------------------------------|-----|-----|-----|-----|-------------------------|-----|-----|-----|-----|
| <b>Market Analysis</b>                    | <p>Local peer district market data was used for exempt positions and was combined with non-school market for applicable jobs. Non-school data was used for jobs where school district benchmark positions did not exist. Statewide market data on districts of comparable size was used for high-level central administrator jobs. Positions earning 20 percent or more from market have been excluded from the market graph and overall market average. This group had the most variance of duty days compared to the market.</p> <p><b>Central Administration:</b> Across central administration positions, pay is 2 percent below market median values. For this group (directors and above), statewide market data for districts with student enrollment of 3,000 to 4,999 was used for market analysis.</p> <p>Five positions have duty schedules that vary by more than five days from the local market median duty days. This difference in duty days can influence the variance from market due to annual salary comparisons. The table below illustrates the difference in market comparison between annual salaries and daily rates for these positions.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Benchmark Position</th> <th style="text-align: center;">Market Days</th> <th style="text-align: center;">District Days</th> <th style="text-align: center;">Annual Rate Compared to Market</th> <th style="text-align: center;">Daily Rate Compared to Market</th> </tr> </thead> <tbody> <tr> <td>Assistant Director - Athletics</td> <td style="text-align: center;">215</td> <td style="text-align: center;">207</td> <td style="text-align: center;">93%</td> <td style="text-align: center;">96%</td> </tr> <tr> <td>Communications Officer</td> <td style="text-align: center;">226</td> <td style="text-align: center;">207</td> <td style="text-align: center;">110%</td> <td style="text-align: center;">121%</td> </tr> <tr> <td>Director of Athletics/Head Football Coach</td> <td style="text-align: center;">226</td> <td style="text-align: center;">207</td> <td style="text-align: center;">103%</td> <td style="text-align: center;">112%</td> </tr> <tr> <td>Director of Bilingual Education</td> <td style="text-align: center;">226</td> <td style="text-align: center;">207</td> <td style="text-align: center;">84%</td> <td style="text-align: center;">92%</td> </tr> <tr> <td>Director of Maintenance</td> <td style="text-align: center;">240</td> <td style="text-align: center;">247</td> <td style="text-align: center;">92%</td> <td style="text-align: center;">89%</td> </tr> </tbody> </table> | Benchmark Position | Market Days                    | District Days                 | Annual Rate Compared to Market | Daily Rate Compared to Market | Assistant Director - Athletics | 215 | 207 | 93% | 96% | Communications Officer | 226 | 207 | 110% | 121% | Director of Athletics/Head Football Coach | 226 | 207 | 103% | 112% | Director of Bilingual Education | 226 | 207 | 84% | 92% | Director of Maintenance | 240 | 247 | 92% | 89% |
| Benchmark Position                        | Market Days  | District Days      | Annual Rate Compared to Market | Daily Rate Compared to Market |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |
| Assistant Director - Athletics            | 215  | 207                | 93%                            | 96%                           |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |
| Communications Officer                    | 226  | 207                | 110%                           | 121%                          |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |
| Director of Athletics/Head Football Coach | 226  | 207                | 103%                           | 112%                          |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |
| Director of Bilingual Education           | 226  | 207                | 84%                            | 92%                           |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |
| Director of Maintenance                   | 240  | 247                | 92%                            | 89%                           |                                |                               |                                |     |     |     |     |                        |     |     |      |      |   |     |     |      |      |                                 |     |     |     |     |                         |     |     |     |     |

**Campus Administration & Counselors:** On average, positions in this group are paid 2 percent below market.

Six positions in this group have duty schedules that vary by more than five days from the local market median duty days. Daily rate comparisons are provided for reference.

| Benchmark Position       | Market Days | District Days | Annual Rate Compared to Market | Daily Rate Compared to Market |
|--------------------------|-------------|---------------|--------------------------------|-------------------------------|
| Assistant Principal - HS | 217         | 207           | 88%                            | 93%                           |
| Assistant Principal - MS | 215         | 207           | 88%                            | 91%                           |
| Principal - DAEP/JJAEP   | 216         | 202           | 86%                            | 92%                           |
| Principal - ES           | 217         | 226           | 97%                            | 93%                           |
| School Counselor - ES    | 197         | 207           | 104%                           | 99%                           |
| School Counselor - HS    | 217         | 226           | 118%                           | 113%                          |

**Professional:** Professional positions are paid 4 percent below market, overall.

Non-school market data was used in combination with local data for jobs commonly found outside of schools (database manager, nurse, speech therapist, systems engineer).

Seven jobs have duty schedules that vary by more than five days from the local market median duty days. Daily rate comparisons are provided for reference.

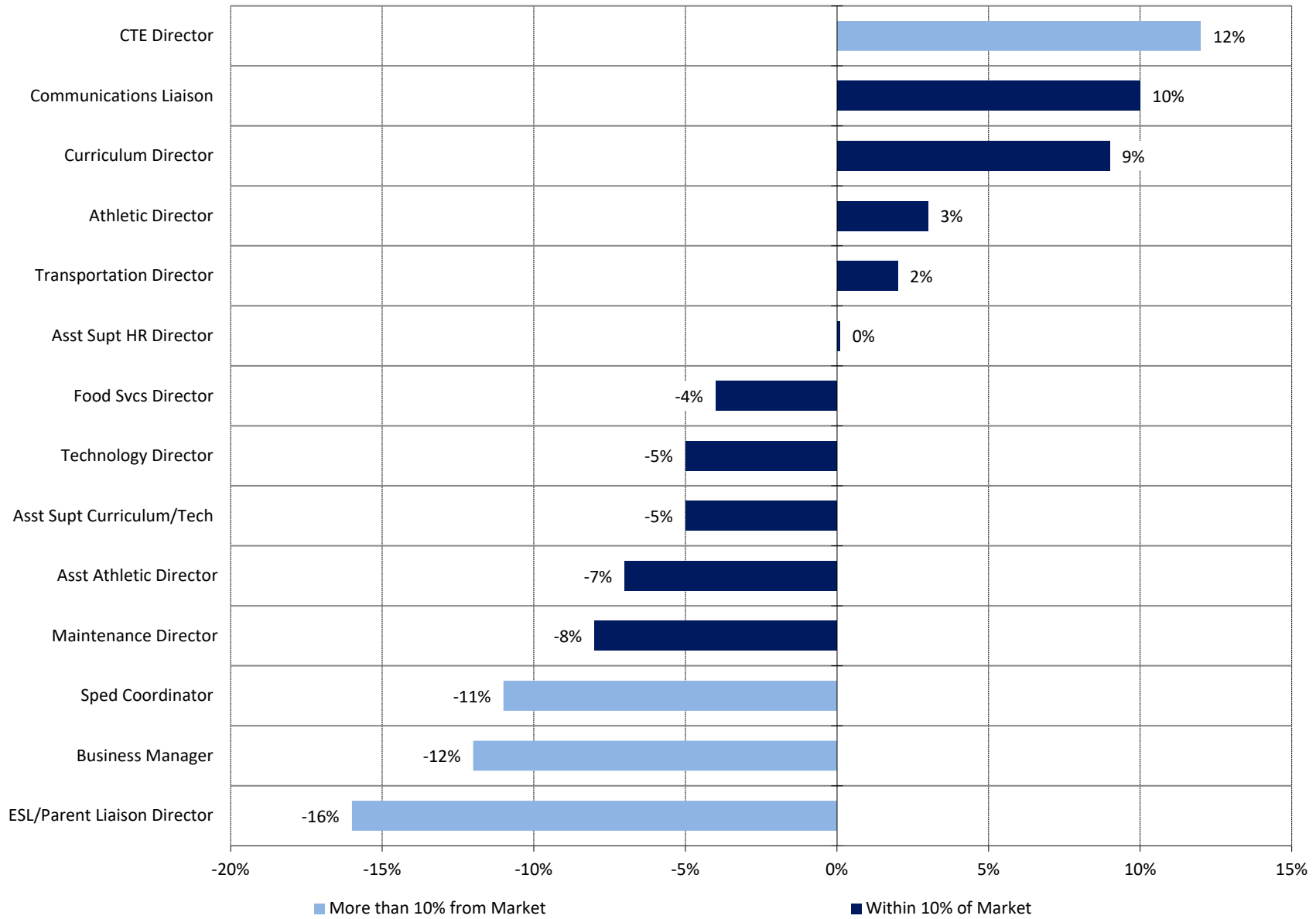
| Benchmark Position                  | Market Days | District Days | Annual Rate Compared to Market | Daily Rate Compared to Market |
|-------------------------------------|-------------|---------------|--------------------------------|-------------------------------|
| Athletic Trainer                    | 203         | 187           | 100%                           | 109%                          |
| Instructional Technology Specialist | 207         | 197           | 89%                            | 93%                           |
| Librarian                           | 192         | 207           | 96%                            | 89%                           |
| Nurse (RN)                          | 187         | 197           | 87%                            | 83%                           |
| Speech-Language Pathologist         | 187         | 197           | 103%                           | 98%                           |

**Proposed Changes**

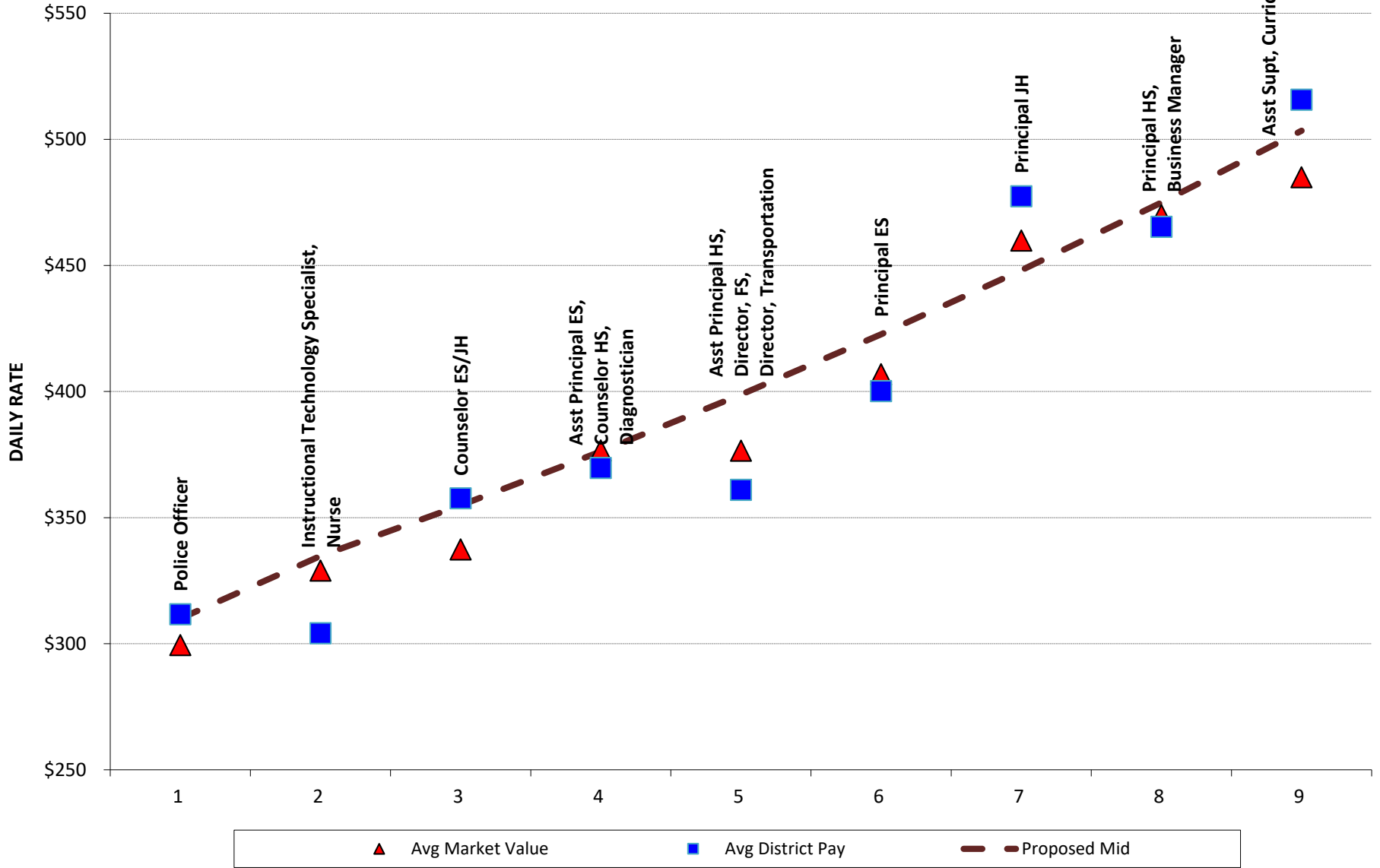
- Create new administrative/professional pay structure aligned to market. Jobs have been classified according to market and level of skill, effort and responsibility.
- Nurses, counselors, sports medicine trainer and head band director have been placed on the administrative/professional structure. Placement in a pay range structure provides greater flexibility for salary placement based on market value and improves recruitment efforts.

|  |  |
|--|--|
|  | <ul style="list-style-type: none"><li>• Move superintendent executive assistant, assistant business manager, computer technician II, and HR specialist to the clerical/paraprofessional pay group.</li></ul> |
|--|--|

**Celina ISD:  
Central Administration Comparisons to Market, 2021-2022**

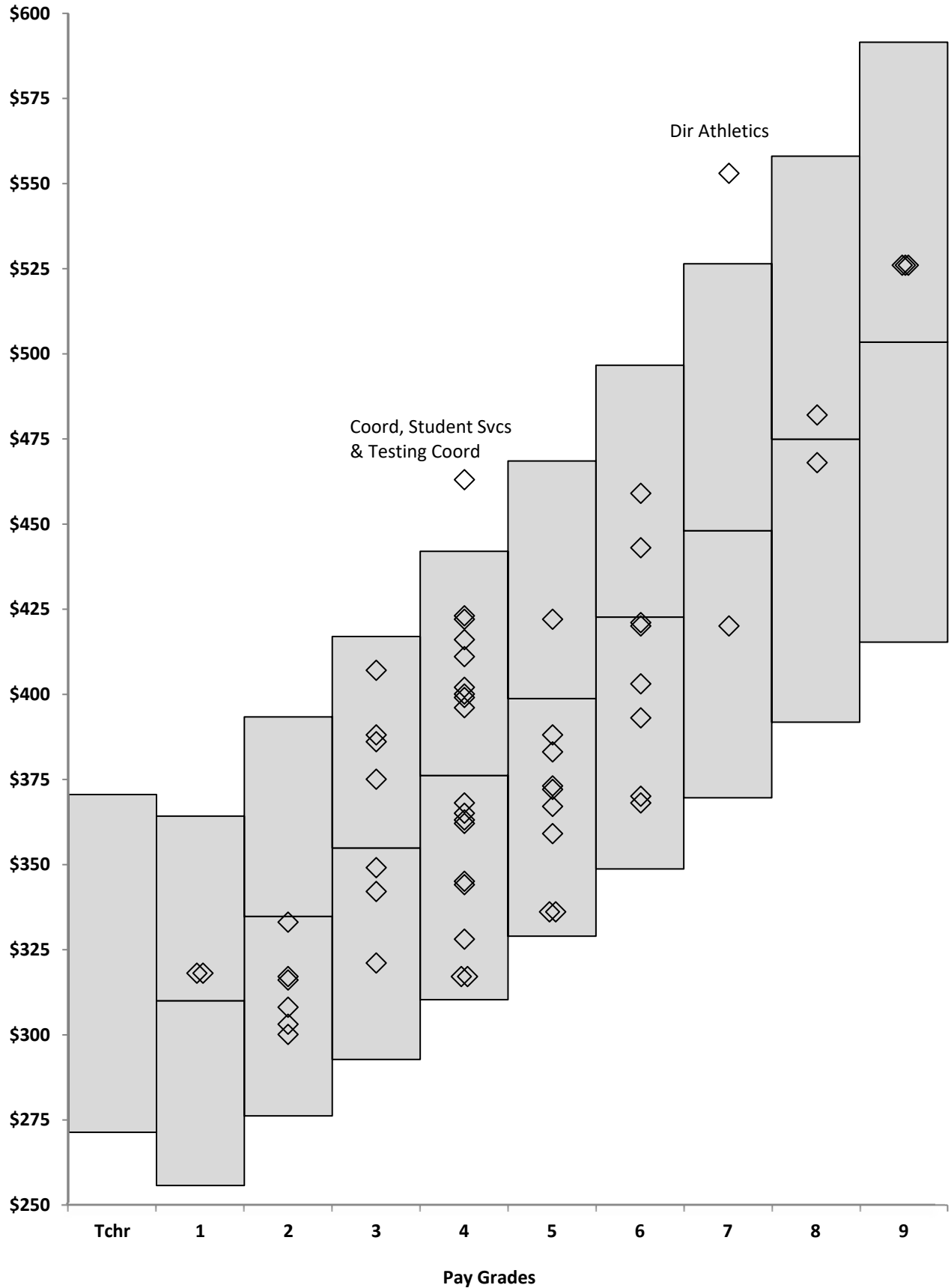


**Structure Development**  
**Celina ISD**  
 Administrative/Professional



**Proposed Pay vs. Proposed Structure - Administrative/Professional**

Celina ISD



## 2022-2023 Proposed Administrative/Professional Pay Plan

Celina ISD

| Pay Grade | Current Grade | Job Title                              | Calendars | Minimum         | Midpoint        | Maximum         |                 |
|-----------|---------------|--|-----------|-----------------|-----------------|-----------------|-----------------|
| <b>1</b>  |               |  |           |                 |                 |                 |                 |
|           | 26            | Police Officer                         | 207       | <b>Daily</b>    | <b>\$255.75</b> | <b>\$310.00</b> | <b>\$364.25</b> |
|           |               |  |           | <b>207 Days</b> | 52,940          | 64,170          | 75,400          |
| <b>2</b>  |               |  |           |                 |                 |                 |                 |
|           |               | District PEIMS Coordinator             | 226       | <b>Daily</b>    | <b>\$276.21</b> | <b>\$334.80</b> | <b>\$393.39</b> |
|           |               | Instructional Technology Specialist    | 197       | <b>187 Days</b> | 51,651          | 62,608          | 73,564          |
|           | 3             | Nurse                                  | 187       | <b>197 Days</b> | 54,413          | 65,956          | 77,498          |
|           |               |  |           | <b>226 Days</b> | 62,423          | 75,665          | 88,906          |
| <b>3</b>  |               |  |           |                 |                 |                 |                 |
|           | Tchr          | Athletic Trainer/Sports Medicine Tchr  | 187       | <b>Daily</b>    | <b>\$292.78</b> | <b>\$354.89</b> | <b>\$417.00</b> |
|           |               | Behavior Specialist                    | 187       | <b>187 Days</b> | 54,750          | 66,364          | 77,979          |
|           | 23            | Counselor ES                           | 187       |                 |                 |                 |                 |
|           | 23            | Counselor JH                           | 187       |                 |                 |                 |                 |
|           | 26            | District Literacy Specialist           | 187       |                 |                 |                 |                 |
| <b>4</b>  |               |  |           |                 |                 |                 |                 |
|           | 26            | Asst Principal ES                      | 207       | <b>Daily</b>    | <b>\$310.35</b> | <b>\$376.18</b> | <b>\$442.01</b> |
|           | 26            | Asst Principal JH                      | 207       | <b>187 Days</b> | 58,035          | 70,346          | 82,656          |
|           | 26            | Coordinator Student Services           | 187, 207  | <b>207 Days</b> | 64,242          | 77,869          | 91,496          |
|           | 26            | Coordinator Student Services & Testing | 226       | <b>226 Days</b> | 70,139          | 85,017          | 99,894          |
|           |               | Counselor HS                           | 187       |                 |                 |                 |                 |
|           | 26            | Database Manager                       | 207       |                 |                 |                 |                 |
|           |               | Diagnostician                          | 187       |                 |                 |                 |                 |
|           |               | LSSP                                   | 187       |                 |                 |                 |                 |
|           |               | Speech Therapist                       | 187       |                 |                 |                 |                 |
|           | 25            | Systems Engineer                       | 226       |                 |                 |                 |                 |
| <b>5</b>  |               |  |           |                 |                 |                 |                 |
|           | 4             | Asst Athletic Director                 | 207       | <b>Daily</b>    | <b>\$328.97</b> | <b>\$398.75</b> | <b>\$468.53</b> |
|           | 26            | Asst Principal HS                      | 207       | <b>207 Days</b> | 68,097          | 82,541          | 96,986          |
|           | Tchr          | Band Director                          | 226       | <b>226 Days</b> | 74,347          | 90,118          | 105,888         |
|           | 26            | Communications Liaison                 | 207       | <b>247 Days</b> | 81,256          | 98,491          | 115,727         |
|           |               | Coordinator Special Ed                 | 226       |                 |                 |                 |                 |
|           |               | Director Food Services                 | 226       |                 |                 |                 |                 |
|           |               | Director Maintenance                   | 247       |                 |                 |                 |                 |
|           |               | Director Transportation                | 226       |                 |                 |                 |                 |
| <b>6</b>  |               |  |           |                 |                 |                 |                 |
|           |               | Director CTE                           | 226       | <b>Daily</b>    | <b>\$348.71</b> | <b>\$422.68</b> | <b>\$496.65</b> |
|           |               | Director Curriculum                    | 226       | <b>202 Days</b> | 70,439          | 85,381          | 100,323         |
|           | 26            | Director ESL/Parent Liaison            | 207       | <b>207 Days</b> | 72,183          | 87,495          | 102,807         |
|           |               | Director Technology                    | 226       | <b>226 Days</b> | 78,808          | 95,526          | 112,243         |
|           |               | Principal DAEP                         | 202       |                 |                 |                 |                 |
|           |               | Principal ES                           | 226       |                 |                 |                 |                 |
| <b>7</b>  |               |  |           |                 |                 |                 |                 |
|           | 26            | Director Athletics                     | 207       | <b>Daily</b>    | <b>\$369.63</b> | <b>\$448.04</b> | <b>\$526.45</b> |
|           |               | Principal JH                           | 226       | <b>207 Days</b> | 76,513          | 92,744          | 108,975         |
|           |               |  |           | <b>226 Days</b> | 83,536          | 101,257         | 118,978         |

## 2022-2023 Proposed Administrative/Professional Pay Plan

Celina ISD

| Pay Grade | Current Grade | Job Title                  | Calendars | Minimum         | Midpoint        | Maximum         |                 |
|-----------|---------------|----------------------------|-----------|-----------------|-----------------|-----------------|-----------------|
| <b>8</b>  |               |                            |           | <b>Daily</b>    | <b>\$391.81</b> | <b>\$474.92</b> | <b>\$558.03</b> |
|           |               | Business Manager           | 226       | <b>226 Days</b> | 88,549          | 107,332         | 126,115         |
|           |               | Principal HS               | 226       |                 |                 |                 |                 |
| <b>9</b>  |               |                            |           | <b>Daily</b>    | <b>\$415.32</b> | <b>\$503.42</b> | <b>\$591.52</b> |
|           |               | Asst Supt Curriculum/Tech  | 226       | <b>226 Days</b> | 93,862          | 113,773         | 133,684         |
|           |               | Asst Supt HR Director      | 226       |                 |                 |                 |                 |
|           |               | Asst Supt Student Services | 226       |                 |                 |                 |                 |

## 2022-2023 Proposed Clerical/Para Pay Plan

Celina ISD

\*Annual amounts are based on 8 hours per day.

| Pay Grade | Current Grade | Job Title                          | Calendars | Minimum         | Midpoint       | Maximum        |                |
|-----------|---------------|------------------------------------|-----------|-----------------|----------------|----------------|----------------|
| <b>1</b>  |               |                                    |           |                 |                |                |                |
|           | 5             | Teacher Aide                       | 187       | <b>Hourly</b>   | <b>\$14.00</b> | <b>\$16.50</b> | <b>\$19.00</b> |
|           |               |                                    |           | <b>187 Days</b> | 20,944         | 24,684         | 28,424         |
| <b>2</b>  |               |                                    |           |                 |                |                |                |
|           | 6             | Campus Receptionist ES             | 207       | <b>Hourly</b>   | <b>\$15.00</b> | <b>\$17.99</b> | <b>\$20.98</b> |
|           | 6             | Campus Receptionist HS             | 207       | <b>187 Days</b> | 22,440         | 26,913         | 31,386         |
|           | 6             | Campus Receptionist MS             | 207       | <b>207 Days</b> | 24,840         | 29,791         | 34,743         |
|           | 5             | Computer Lab Aide                  | 187       |                 |                |                |                |
|           | 5             | Library Aide                       | 187       |                 |                |                |                |
|           | 5             | Teacher Aide, Sp Ed Inclusion      | 187       |                 |                |                |                |
|           | 5             | Teacher Aide, Sp Ed Self-Contained | 187       |                 |                |                |                |
| <b>3</b>  |               |                                    |           |                 |                |                |                |
|           | 27            | Attendance Clerk HS                | 207       | <b>Hourly</b>   | <b>\$17.35</b> | <b>\$20.78</b> | <b>\$24.21</b> |
|           | 30            | District Receptionist              | 226       | <b>207 Days</b> | 28,732         | 34,412         | 40,092         |
|           | 27, 41        | PEIMS Clerk ES                     | 217, 226  | <b>217 Days</b> | 30,120         | 36,074         | 42,029         |
|           | 27            | PEIMS Clerk HS                     | 226       | <b>226 Days</b> | 31,369         | 37,570         | 43,772         |
|           | 27            | PEIMS/Attendance MS                | 226       |                 |                |                |                |
| <b>4</b>  |               |                                    |           |                 |                |                |                |
|           | 27            | Campus Secretary ES                | 207       | <b>Hourly</b>   | <b>\$19.43</b> | <b>\$23.27</b> | <b>\$27.11</b> |
|           | 27, 28        | Campus Secretary MS                | 207       | <b>207 Days</b> | 32,176         | 38,535         | 44,894         |
|           | 6             | Computer Tech I                    | 207       | <b>217 Days</b> | 33,730         | 40,397         | 47,063         |
|           | 27            | Registrar HS                       | 217       |                 |                |                |                |
| <b>5</b>  |               |                                    |           |                 |                |                |                |
|           | 28            | Campus Secretary HS                | 207       | <b>Hourly</b>   | <b>\$21.38</b> | <b>\$25.60</b> | <b>\$29.82</b> |
|           |               | Choir Accompanist                  | 187       | <b>187 Days</b> | 31,984         | 38,298         | 44,611         |
|           | 29            | Secretary Athletic Director        | 207       | <b>207 Days</b> | 35,405         | 42,394         | 49,382         |
|           | 30            | Secretary Sp Ed                    | 226       | <b>226 Days</b> | 38,655         | 46,285         | 53,915         |
|           | 46            | Secretary Transportation           | 226       |                 |                |                |                |
| <b>6</b>  |               |                                    |           |                 |                |                |                |
|           | 30            | Accounts Payable Specialist        | 226       | <b>Hourly</b>   | <b>\$23.51</b> | <b>\$28.16</b> | <b>\$32.81</b> |
|           |               | HR Specialist                      | 226       | <b>187 Days</b> | 35,171         | 42,127         | 49,084         |
|           | 8             | LVN                                | 187       | <b>226 Days</b> | 42,506         | 50,913         | 59,320         |
| <b>7</b>  |               |                                    |           |                 |                |                |                |
|           |               | Asst Business Manager              | 226       | <b>Hourly</b>   | <b>\$27.51</b> | <b>\$32.95</b> | <b>\$38.39</b> |
|           | 25            | Network Technician                 | 226       | <b>226 Days</b> | 49,738         | 59,574         | 69,409         |
|           |               | Supt Executive Asst                | 226       |                 |                |                |                |

# Celina ISD

## Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Auxiliary

| Benchmark Position                   |                           | District Job Title               | Note | Districts Reporting | 2021-2022 Market Rate | 2021-2022 District Rate | 2021-2022 District Rate Compared to Market |
|--------------------------------------|---------------------------|----------------------------------|------|---------------------|-----------------------|-------------------------|--|
| 1                                    | Bus Driver                | Bus Driver                       | 75   | 9                   | \$22.75               | \$18.62                 | 82%  |
| 2                                    | Bus Monitor               | Bus Monitor                      | M    | 7                   | \$14.02               | \$10.78                 | 77%  |
| 3                                    | Cafeteria Manager - ES    | Cafeteria Manager ES             | M    | 10                  | \$17.29               | \$17.68                 | 102%                                       |
| 4                                    | Cafeteria Manager - HS    | Cafeteria Manager HS             | M    | 10                  | \$19.84               | \$17.24                 | 87%  |
| 5                                    | Cafeteria Worker          | Cafeteria Worker                 | C    | 10                  | \$13.63               | \$14.14                 | 104%                                       |
| 6                                    | Carpenter                 | Maintenance Carpenter            | C,X  | 2                   | \$26.01               | \$36.32                 | 140%                                       |
| 7                                    | Crossing Guard            | Crossing Guard                   | C    | 2                   | \$14.92               | \$11.73                 | 79%  |
| 8                                    | Custodian                 | Custodian                        | C    | 6                   | \$14.42               | \$14.16                 | 98%  |
| 9                                    | HVAC Mechanic (Licensed)  | Maintenance HVAC                 | C    | 6                   | \$26.93               | \$31.68                 | 118%                                       |
| 10                                   | Lead Custodian - ES       | Lead Custodian ES                | M    | 6                   | \$16.54               | \$16.54                 | 100%                                       |
| 11                                   | Lead Custodian - HS       | Lead Custodian HS                | C    | 6                   | \$17.06               | \$16.08                 | 94%  |
| 12                                   | Transportation Dispatcher | Transportation Route Coordinator | C    | 5                   | \$22.02               | \$20.41                 | 93%  |
| 13                                   | Vehicle Mechanic          | Transportation Mechanic          | C    | 7                   | \$25.99               | \$33.58                 | 129%                                       |
| <b>District Comparison to Market</b> |                           |                                  |      |                     |                       | <b>2021-2022 Pay</b>    | <b>97%</b>                                 |

### Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market

| Summary of Pay Comparisons to Market |                        |   |
|--------------------------------------|------------------------|---|
|                                      | Above (Over 110%)      | 2 |
|                                      | At market (90% - 110%) | 6 |
|                                      | Below (Less than 90%)  | 4 |

# Celina ISD

## Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

**Auxiliary**  
Pay Range Minimums

| Benchmark Position                   |                           | District Job Title               | Note | Districts Reporting | 2021-2022 Market Rate Minimum | 2021-2022 District Rate Minimum | 2021-2022 District Minimum Compared to Market |
|--------------------------------------|---------------------------|----------------------------------|------|---------------------|-------------------------------|---------------------------------|---|
| 1                                    | Bus Driver                | Bus Driver                       | 75   | 6                   | \$19.34                       | \$17.52                         | 91%   |
| 2                                    | Bus Monitor               | Bus Monitor                      | M    | 6                   | \$12.75                       | \$10.52                         | 83%   |
| 3                                    | Cafeteria Manager - ES    | Cafeteria Manager ES             | M    | 8                   | \$15.49                       | \$13.78                         | 89%   |
| 4                                    | Cafeteria Manager - HS    | Cafeteria Manager HS             | M    | 8                   | \$15.92                       | \$13.78                         | 87%   |
| 5                                    | Cafeteria Worker          | Cafeteria Worker                 | M    | 9                   | \$12.00                       | \$12.54                         | 105%  |
| 6                                    | Custodian                 | Custodian                        | M    | 5                   | \$12.00                       | \$12.28                         | 102%  |
| 7                                    | HVAC Mechanic (Licensed)  | Maintenance HVAC                 | M    | 5                   | \$20.34                       | \$21.09                         | 104%  |
| 8                                    | Lead Custodian - ES       | Lead Custodian ES                | M    | 5                   | \$13.92                       | \$13.38                         | 96%   |
| 9                                    | Lead Custodian - HS       | Lead Custodian HS                | M    | 4                   | \$14.66                       | \$13.38                         | 91%   |
| 10                                   | Transportation Dispatcher | Transportation Route Coordinator | M    | 4                   | \$19.09                       | \$18.65                         | 98%   |
| 11                                   | Vehicle Mechanic          | Transportation Mechanic          | M    | 5                   | \$21.30                       | \$21.09                         | 99%   |
| <b>District Comparison to Market</b> |                           |                                  |      |                     |                               | <b>Plan</b>                     | <b>95%</b>                                    |

**Notes**

**M** Market minimum is median of reporting comparison districts

|   |                        |   |
|---|------------------------|---|
| <b>Summary of Minimum Comparisons to Market</b> | Above (Over 110%)      | - |
|   | At market (90% - 110%) | 8 |
|   | Below (Less than 90%)  | 3 |

## 2022-2023 Proposed Auxiliary Pay Plan

Celina ISD

\*Annual amounts are based on 8 hours per day.

| Pay Grade | Current Grade | Job Title                        | Calendars | Minimum               | Midpoint       | Maximum        |
|-----------|---------------|----------------------------------|-----------|-----------------------|----------------|----------------|
| <b>1</b>  |               |                                  |           |                       |                |                |
|           | 22            | Bus Monitor                      | 178       | <b>Hourly \$12.45</b> | <b>\$15.00</b> | <b>\$17.55</b> |
|           | 14            | Cafeteria Worker                 | 178       | <b>178 Days</b>       | 17,729         | 21,360         |
|           | 21            | Crossing Guard                   | 178       | <b>247 Days</b>       | 24,601         | 29,640         |
|           | 9             | Custodian                        | 247       |                       |                | 34,679         |
| <b>2</b>  |               |                                  |           |                       |                |                |
|           | 10            | Lead Custodian ES                | 247       | <b>Hourly \$14.00</b> | <b>\$16.97</b> | <b>\$19.94</b> |
|           |               |                                  |           | <b>247 Days</b>       | 27,664         | 33,533         |
| <b>3</b>  |               |                                  |           |                       |                |                |
|           | 13            | Cafeteria Manager ES             | 178       | <b>Hourly \$15.00</b> | <b>\$18.16</b> | <b>\$21.32</b> |
|           | 10            | Lead Custodian HS                | 247       | <b>178 Days</b>       | 21,360         | 25,860         |
|           | 10            | Lead Custodian MS                | 247       | <b>247 Days</b>       | 29,640         | 35,884         |
|           | 32            | Suburban Driver                  | 178       |                       |                | 42,128         |
| <b>4</b>  |               |                                  |           |                       |                |                |
|           | 13            | Cafeteria Manager HS             | 178       | <b>Hourly \$16.63</b> | <b>\$20.16</b> | <b>\$23.69</b> |
|           | 13            | Cafeteria Manager MS             | 178       | <b>178 Days</b>       | 23,681         | 28,708         |
| <b>5</b>  |               |                                  |           |                       |                |                |
|           | 11            | Maintenance/Utility Worker       | 247       | <b>Hourly \$19.12</b> | <b>\$23.18</b> | <b>\$27.24</b> |
|           | 27            | Transportation Route Coordinator | 207       | <b>207 Days</b>       | 31,663         | 38,386         |
|           |               |                                  |           | <b>247 Days</b>       | 37,781         | 45,804         |
| <b>6</b>  |               |                                  |           |                       |                |                |
|           | 12            | Maintenance Carpenter            | 247       | <b>Hourly \$24.00</b> | <b>\$29.09</b> | <b>\$34.18</b> |
|           | 12            | Maintenance HVAC                 | 247       | <b>226 Days</b>       | 43,392         | 52,595         |
|           | 12            | Transportation Mechanic          | 226       | <b>247 Days</b>       | 47,424         | 57,482         |
|           |               | Transportation Maintenance       | 226       |                       |                | 67,540         |
| <b>BD</b> |               |                                  |           |                       |                |                |
|           | 20            | Bus Driver                       | 178       | <b>Hourly \$19.50</b> | <b>\$23.13</b> | <b>\$26.76</b> |
|           | 42            | Bus Driver/Shop Asst             | 226       | <b>178 Days</b>       | 27,768         | 32,937         |
|           |               |                                  |           | <b>226 Days</b>       | 35,256         | 41,819         |
|           |               |                                  |           |                       |                | 48,382         |

## Celina ISD

### Summary of Models, 2022-2023

| <b>Model 1</b>              |                             |                    |                                 |
|-----------------------------|-----------------------------|--------------------|---------------------------------|
| <b>Pay Group</b>            | <b>General Pay Increase</b> | <b>Adjustments</b> | <b>Estimated Total Increase</b> |
| Teachers                    | \$260,760                   | \$84,919           | \$345,679                       |
| Administrative/Professional | \$93,674                    | \$24,662           | \$118,336                       |
| Clerical/Paraprofessional   | \$55,124                    | \$29,724           | \$84,848                        |
| Auxiliary                   | \$50,080                    | \$70,770           | \$120,850                       |
| <b>Total</b>                | <b>\$459,638</b>            | <b>\$210,075</b>   | <b>\$669,713</b>                |
| <b>% of Current Costs</b>   | <b>2.1%</b>                 | <b>0.9%</b>        | <b>3.0%</b>                     |

| <b>Model 2</b>              |                             |                    |                                 |
|-----------------------------|-----------------------------|--------------------|---------------------------------|
| <b>Pay Group</b>            | <b>General Pay Increase</b> | <b>Adjustments</b> | <b>Estimated Total Increase</b> |
| Teachers                    | \$324,233                   | \$150,977          | \$475,210                       |
| Administrative/Professional | \$117,083                   | \$23,172           | \$140,255                       |
| Clerical/Paraprofessional   | \$68,627                    | \$26,063           | \$94,690                        |
| Auxiliary                   | \$63,146                    | \$65,876           | \$129,022                       |
| <b>Total</b>                | <b>\$573,089</b>            | <b>\$266,088</b>   | <b>\$839,177</b>                |
| <b>% of Current Costs</b>   | <b>2.6%</b>                 | <b>1.2%</b>        | <b>3.8%</b>                     |

| <b>Model 3</b>              |                             |                    |                                 |
|-----------------------------|-----------------------------|--------------------|---------------------------------|
| <b>Pay Group</b>            | <b>General Pay Increase</b> | <b>Adjustments</b> | <b>Estimated Total Increase</b> |
| Teachers                    | \$387,706                   | \$267,123          | \$654,829                       |
| Administrative/Professional | \$140,521                   | \$21,262           | \$161,783                       |
| Clerical/Paraprofessional   | \$82,853                    | \$23,245           | \$106,098                       |
| Auxiliary                   | \$75,156                    | \$61,528           | \$136,684                       |
| <b>Total</b>                | <b>\$686,236</b>            | <b>\$373,158</b>   | <b>\$1,059,394</b>              |
| <b>% of Current Costs</b>   | <b>3.1%</b>                 | <b>1.7%</b>        | <b>4.8%</b>                     |

| <b>Model 4</b>              |                             |                    |                                 |
|-----------------------------|-----------------------------|--------------------|---------------------------------|
| <b>Pay Group</b>            | <b>General Pay Increase</b> | <b>Adjustments</b> | <b>Estimated Total Increase</b> |
| Teachers                    | \$453,469                   | \$252,000          | \$705,469                       |
| Administrative/Professional | \$163,943                   | \$21,816           | \$185,759                       |
| Clerical/Paraprofessional   | \$96,528                    | \$20,684           | \$117,212                       |
| Auxiliary                   | \$88,395                    | \$56,809           | \$145,204                       |
| <b>Total</b>                | <b>\$802,335</b>            | <b>\$351,309</b>   | <b>\$1,153,644</b>              |
| <b>% of Current Costs</b>   | <b>3.6%</b>                 | <b>1.6%</b>        | <b>5.2%</b>                     |

## Celina ISD

### Summary of Cost Estimates, 2022-2023

#### Model 4

|   | Total Staff | Count of Increases | Cost Increase      | Percent of Current Costs | 2021-2022 Current Costs |
|---|-------------|--------------------|--------------------|--------------------------|-------------------------|
| <b>Teachers</b>                                     |             |                    |                    |                          |                         |
| <b>\$53,500 starting salary</b>                     | <b>226</b>  |                    | <b>\$705,469</b>   |                          | <b>\$12,783,078</b>     |
| <sup>1c</sup> 3.5% general pay increase (\$2,000)   |             | 226                | \$453,469          | 3.5%                     |                         |
| Adjustments to years 1-21, 27-28                    |             | 190                | \$252,000          | 2.0%                     |                         |
| <b>Administrative/Professional</b>                  | <b>57</b>   |                    | <b>\$185,759</b>   |                          | <b>\$4,527,345</b>      |
| <sup>1c</sup> 3.5% of pay range midpoint increase   |             | 55                 | \$157,721          | 3.5%                     |                         |
| 3.5% increase to employees over range max           |             | 2                  | \$6,222            | 0.1%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 2                  | \$7,089            | 0.2%                     |                         |
| Teacher pay equity adjustments                      |             | 4                  | \$8,088            | 0.2%                     |                         |
| Strategic adjustment                                |             | 8                  | \$6,639            | 0.1%                     |                         |
| <b>Clerical/Paraprofessional</b>                    | <b>91</b>   |                    | <b>\$117,212</b>   |                          | <b>\$2,627,171</b>      |
| <sup>1c</sup> 3.5% of pay range midpoint increase   |             | 82                 | \$87,587           | 3.3%                     |                         |
| 3.5% increase to employees over range max           |             | 9                  | \$8,941            | 0.3%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 11                 | \$13,777           | 0.5%                     |                         |
| Placement scale adjustments                         |             | 16                 | \$6,907            | 0.3%                     |                         |
| <b>Auxiliary</b>                                    | <b>100</b>  |                    | <b>\$145,204</b>   |                          | <b>\$2,336,079</b>      |
| <sup>1c</sup> 3.5% of pay range midpoint increase   |             | 94                 | \$80,601           | 3.5%                     |                         |
| 3.5% increase to employees over range max           |             | 6                  | \$7,794            | 0.3%                     |                         |
| Adjustments to 1.0% above pay range minimum         |             | 29                 | \$18,077           | 0.8%                     |                         |
| Placement scale adjustments                         |             | 43                 | \$38,732           | 1.7%                     |                         |
| <b>Subtotal - General Pay Increase</b>              | <b>474</b>  | <b>474</b>         | <b>\$802,335</b>   | <b>3.6%</b>              |                         |
| <b>Subtotal - Implementation/Equity Adjustments</b> |             | <b>303</b>         | <b>\$351,309</b>   | <b>1.6%</b>              |                         |
| <b>Total Cost Estimate</b>                          |             |                    | <b>\$1,153,644</b> | <b>5.2%</b>              | <b>\$22,273,673</b>     |

#### Footnotes:

<sup>1c</sup> Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.



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## CISD Board Agenda Item Synopsis

**Subject: Update on Grading Guidelines**

**Background Information:**

**Goals:**

- \_\_\_ 1. We will provide and support a safe, civil and collaborative culture.
- X 2. We will continuously provide and support effective teaching in every classroom.
- X 3. We will provide and support a guaranteed and viable curriculum.
- X 4. We will continue to foster a love of reading and commit to continual growth in childhood literacy.
- X 5. We will foster strong numeracy skills and commit to continual growth in math success.
- X 6. We will provide targeted strategies and practices to prepare students for post-secondary education, career readiness, and military participation.
- \_\_\_ 7. We will attract, recruit, develop, and retain high-quality professional staff.

**Budgetary Impact/Funding Sources:**

None

**Recommendation:**

Update only; no recommendation.

**Submitted by:**

*Lori Sitzes*

*Assistant Superintendent for Instruction and Technology*

**Recommended by:**

*Tom Maglisceau, Ph.D.*

*Superintendent*

**Meeting Date:** April 25, 2022

# 2022-2023 Celina ISD Grading Policy and Guidelines

## **District-Wide Grading Policy:**

It is the vision of Celina ISD to provide an educational model of innovation and excellence for each student. In keeping with our goal of being a Professional Learning Community, we believe educational decisions should be based on four key questions:

- What do we want our students to learn?
- How will we know when they have learned it?
- What will we do when they have not learned it?
- What will we do when they already know it?

The goal of the CISD grading and assessment system is to help ensure student mastery of the curriculum. The purpose of grading is to be informative in nature and to provide feedback on student progress in order to make instructional decisions. Grades need to be a true reflection of a student's relative level of mastery of the Texas Essential Knowledge and Skills. \

## **Formative & Summative Assessments:**

Assessment is the process of gathering information (evidence) that accurately reflects how well a student is progressing towards mastery of the identified learning targets, standards or established goals. Assessment data serves to guide teachers in adapting instructional approaches to better meet students' needs. The overall effectiveness of programs and classroom practices can also be evaluated through the assessment process.

Effective teachers use a variety of formative and summative assessments to determine mastery of content and skills being taught. Formative assessments should happen early and often in order to provide students the feedback they need so they can progress towards mastery. Formative assessments can be informal like checking student answers on individual whiteboards and exit tickets or formal such as a five question quiz tied directly to the standards. Summative assessments are cumulative in nature and summarize the current individual student mastery of the TEKS, standards or established goals after a period of student practice or work. It defines what a student knows and is able to do.

## **Grading Guidelines:**

In 2nd-12th, grades will be entered into the electronic gradebook (Skyward) weekly so parents and students have a clear understanding of their progress throughout the nine week period. No grade lower than a 50 will be reported in the gradebook. Report cards will be issued at the end of the nine week reporting period.

Students must meet the requirements and deadlines administered by the teacher. Each campus provides intervention time and tutorials for all students who do not show consistent mastery of the state objectives. Graded papers in K-5 will be sent home at least once a week to inform parents of their child's progress.

## **Standards-based report card:**

In PreK, Kindergarten and 1st grade, a standards based report card is utilized. Academic grades are not an average of student performance over a grading period, but a measure of whether or not they can show mastery of the specified grade level standards at its closure. A standards-based report card gives a child time to master the skill and it provides a more comprehensive assessment of student performance.

## **Grade Weighting and Categories:**

### **Grades 2-5**

- All grades are calculated **equally** in grades K-5. Summative and formative assessments are weighted equally in the gradebook.
- No assignments or projects should be double-weighted.
- Homework assignments are checked, but not graded.

### **Grades 6-8**

- 60% Summative (assessments and projects), 40% Formative (classwork and homework)
- Note: Each semester is weighted as follows: Each nine-week: 43%; Semester Exam: 14%
- Summative assignments will only be recorded/weighted once.
- Formative assignments will be recorded once unless stated by the teacher prior to the assignment.

### **Grades 9-12**

- 50% Summative (assessments and projects), 30% Formative (quizzes and labs), 20% Daily assignments classwork and homework
- Each semester is weighted as follows- each nine-week: 43%; Semester Exam: 14%
- Summative assignments will only be recorded/weighted once.

## **Progress Report and Report Card:**

### **Elementary (PreK-5th grade)**

- Progress reports will be available to parents in the 4th week of the reporting period.
- The report card grades for the core subjects are calculated as follows:  
ELAR            8-10 grades (*1 spelling, 2 writing, 2 grammar, and 3-5 reading*)  
Math            8-10 grades  
Science        4 (*2nd and 3rd grade*), 6-8 (*4th and 5th*)  
Social Studies 4 (*2nd and 3rd grade*), 6-8 (*4th and 5th*)

### **Secondary (6th-12th grade)**

- Progress reports will be available to parents after the 3-week and 6-week mark of each grading period.
- A minimum of nine (9) grades throughout the nine weeks; consisting of formative and/or classwork/homework grades and 2 summative grades.

## **Makeup Work:**

See the CISD Student Handbook for Makeup Work policy.

## **Late Work:**

- Giving a zero as a grade for late work is not a best practice and therefore, the teacher will provide a reasonable opportunity for students to receive partial credit. Because

assignments are valuable components of the learning process they should be completed prior to formal assessment.

- Assignments given during a student's absence, will not be counted as late work. When deadlines for projects are clearly stated and the teacher has provided a comprehensive rubric, teachers may penalize late projects and work assigned prior to the student's absences.
- Elementary level - Penalties for late work will be given in the work habit section of the elementary report card, not in the academic section.
- Secondary level - Late-work penalties will be Included on the teacher syllabus at the beginning of the year. Consistent across common courses.

### **Retesting:**

- The District's philosophy is to provide retesting options for summative assessments only. Redos are not required on formative assignments.
- If a student fails to achieve a 70 on an assessment, he or she may request a retest. A retest will be offered/available after teacher consultation, intervention, and additional student preparation.
- Retesting or re-dos will not be allowed for elementary level district summative assessments projects, or STAAR benchmark assessments.
- STAAR benchmark assessments which test student expectations not taught, should not be counted as a grade. STAAR benchmark assessments covering only student expectations which have been taught may go in the gradebook.
- A teacher may require that all missed assignments must be completed prior to retesting.
- The teacher may notify the student or parent that a retest is recommended.
- A tutorial or intervention session is required as part of the consultation. Prior to retesting, the student must ensure all incomplete assignments are resolved.
- Students may retest once within a week of receiving the failing assessment grade.
- Students will be allowed one re-do/re-test per eligible assessment.
- A student's grade can only be improved by retesting. If the retest grade is lower than the original grade, the original grade will stand.
- The specific criterion for retaking a test will be determined by the teacher. This criterion may be based upon either the student attending tutorial in preparation for the retest or completion of a written review document of the teacher's choosing or both. Re-evaluation may include, but is not limited to, oral examination, special assignment sheets, special homework assignments, detailed test corrections and/or formal tests.
- In addition, students will not be allowed to retest in Advanced Placement, honors courses or advanced courses unless specified in a special program accommodation plan. Due to the volume of skills and content that must be covered in these classes, class time is not always available for re-testing. Students must stay current in their assignments. Students should come in for tutoring when they do not master the material.

### **Grading for Students in Special Programs:**

Students in special programs may have other accommodations as determined by special education, 504, dyslexia and English Language Learners committees. Any variations in District grading procedures should be related to the student's specific plan, which shall be determined by the appropriate committee. These committees may make decisions in regard to what the student will be allowed to redo or retest.



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## CISD Board Agenda Item Synopsis

**Subject: Consider Approval of TASB Risk Management Fund Interlocal Agreement**

**Background Information:** CISD currently participates in the TASB Risk Management Fund. This agenda item is just updating the agreement.

**Goals:**

- \_\_\_1. We will provide and support a safe, civil and collaborative culture.
- \_\_\_2. We will continuously provide and support effective teaching in every classroom.
- \_\_\_3. We will provide and support a guaranteed and viable curriculum.
- \_\_\_4. We will continue to foster a love of reading and commit to continual growth in childhood literacy.
- \_\_\_5. We will foster strong numeracy skills and commit to continual growth in math success.
- \_\_\_6. We will provide targeted strategies and practices to prepare students for post-secondary education, career readiness, and military participation.
- \_\_\_7. We will attract, recruit, develop, and retain high-quality professional staff.

**Budgetary Impact:**

none

**Recommendation:**

**The District recommendation is for the Members of the Board to approve the updated TASB Risk Management Fund Membership Interlocal Agreement.**

**Submitted by:**

*Amber Pennell*  
*Business Manager*

**Recommended by:**

*Tom Maglisceau, Ph.D.*  
*Superintendent*

**Meeting Date:** April 25, 2022



March 1, 2022

Dr. Thomas Maglisceau  
Celina ISD  
[thomasmaglisceau@celinaisd.com](mailto:thomasmaglisceau@celinaisd.com)

### **Participation in TASB Risk Management Fund Coverage Programs**

Dear Dr. Maglisceau:

Please accept this letter as formal written notice that the Interlocal Participation Agreement (IPA) between Celina ISD and the TASB Risk Management Fund (Fund) is amended by the Fund effective May 1, 2022. The IPA is the foundational agreement by which eligible organizations join the Fund.

The amended IPA will replace your current IPA with the Fund. A copy of the new IPA is included for review and execution. It was last amended in 2012. Pursuant to Chapter 791 of the Texas Government Code, the new IPA must be authorized and approved by your Board of Trustees.

Along with the new IPA, a Frequently Asked Questions document with more information and a summary of changes is included to assist you in executing the agreement. The updates to the IPA focus on three areas: 1) clarity of purpose and meaning, 2) updates to Fund Member duties and obligations, and 3) revisions to the dispute resolution provisions.

The IPA must be approved through Board action and returned to the Fund. Your organization may take one of following approaches related to the new IPA:

- Seek authorization from your Board of Trustees and return the executed IPA to the TASB Risk Management Fund at [tasbrmf@tasbrmf.org](mailto:tasbrmf@tasbrmf.org) no later than May 13, 2022. A countersigned copy will be returned to you for your records.
- Take no action. The IPA will go into effect May 1, 2022, and your current coverage will continue under the terms of the new IPA. However, your next renewal proposal for Fund coverage will require a board-approved executed IPA unless you terminate coverage at that time.
- Terminate coverage in all Fund programs effective April 30, 2022, by providing written notice of termination to the Fund by April 29, 2022.

Please reach out to your TASB Risk Management Marketing Consultant for assistance with this process. We thank you for your membership in the TASB Risk Management Fund. We are very proud of our 48-year record of proven strength, stability, and service to Texas public school districts and other educational entities and look forward to our continued partnership.



Sincerely,

A handwritten signature in black ink that reads "Dubravka H. Romano".

Dubravka H. Romano  
Associate Executive Director  
Risk Management Services  
Texas Association of School Boards, Inc.

CC: Amber Pennell  
Jennifer Jones ([Jennifer.Jones@tasb.org](mailto:Jennifer.Jones@tasb.org))

Attachments: Frequently Asked Questions and Explanation of Changes, Amended Interlocal Participation Agreement



## **TASB Risk Management Fund Interlocal Participation Agreement Frequently Asked Questions**

### **What is the IPA?**

The Interlocal Participation Agreement (IPA) is the foundational agreement of the TASB Risk Management Fund (Fund). The Fund is a self-funded risk pool, and the IPA is the agreement through which Fund Members participate in the Fund. The IPA sets out the basic terms, conditions, and requirements of Fund membership.

Through an executed IPA, Fund Members may participate in the various lines of coverage offered by the Fund. Membership in each specific Fund program is created and controlled through a Contribution and Coverage Summary (CCS).

The IPA is approved once by each Fund Member's board. It remains in effect until the Fund Member ceases to participate in at least one Fund coverage program or the Fund terminates the IPA.

### **Does the IPA require Board approval?**

Yes. The Fund is an interlocal entity formed under the provisions of Chapter 791 of the Texas Government Code. This law requires that an interlocal agreement be authorized by the governing body of each party to the agreement.

### **What is the effective date of the IPA?**

The amended IPA is effective on May 1, 2022, for all Fund Members. Members should return a board-approved IPA prior to May 13, 2022. If the Fund Member takes no action, the IPA will still go into effect.

For Members who take no action, renewal proposals for coverage on or after May 1, 2022, will be contingent on the member returning a board-approved IPA. Coverage effective on or after May 1, 2022, will not be renewed without a properly executed IPA.

Members may also terminate coverage in all Fund programs effective April 30, 2022, by providing written notice to the Fund by April 29, 2022.

### **Why is the IPA Changing?**



The IPA was last approved by the Fund Board in April 2012 as a universal IPA covering all Fund programs. It has not been modified since 2012. The Fund reviews and updates its IPA at least once every ten years or more frequently, as needed.

The amendments to the IPA focus on three separate areas: 1) clarity of purpose and meaning, 2) updating Fund Member duties and obligations, and 3) revising the dispute resolution provisions.

### **What are the specific changes to the IPA?**

A thorough explanation of the changes is included in this document on the following page.

### **Can my organization make changes to the IPA?**

No. This IPA was approved by the TASB Risk Management Fund Board on November 12, 2021, and is effective on May 1, 2022. The IPA is a Board-approved agreement and is universal. All members of the Fund agree to the same terms of participation.

### **What if my organization doesn't agree to the terms of the new IPA?**

Fund Members who do not agree to the terms of the new IPA may terminate coverage in all Fund programs effective April 30, 2022, by providing written notice to the Fund by April 29, 2022, prior to the IPA going into effect on May 1, 2022.

### **Who can I contact for additional information?**

General questions can be directed to your Risk Management Marketing Consultant. If your questions are specific to the terms of the IPA, please contact Paul Taylor, Director of Legal and Regulatory Affairs in TASB Risk Management Services, at [paul.taylor@tasb.org](mailto:paul.taylor@tasb.org).

### **What are the steps for signing and returning the IPA?**

As part of the Board approval process, the Board may authorize an administrator to sign the IPA. Electronic signatures are acceptable. The date of Board approval must be recorded on the signature page.

Please return the executed IPA to [tasbrmf@tasbrmf.org](mailto:tasbrmf@tasbrmf.org) no later than May 13<sup>th</sup>, 2022. Once the executed IPA is received, it will be countersigned by the Fund and a copy will be provided for your records.

## **Explanation of Changes to the IPA**

The amendments to the IPA focus on three separate areas: 1) clarity of purpose and meaning, 2) updating Fund Member duties and obligations, and 3) revising the dispute resolution provisions.

### **Clarity:**

- Section 2, **Program Participation**, removes references to the original Fund programs to allow expansion of programs and services by the Fund.
- Section 5, **Agreement to Pay Contributions**, now separately addresses situations where Fund Members fail to pay contributions or fail to repay the Fund any other amounts owed. The adjusted contribution provision is also moved to this section.
- Section 6, **Contribution and Coverage Summary**, states the CCS, Coverage Agreements, Endorsements, and Addenda are incorporated into the IPA as one agreement.
- Section 8, **Other Duties of Fund Member**, is expanded to address Cooperation and Access and authorizes the Fund access to member data held by the Fund's administrator and its other affiliated entities.
- Section 11, **Subrogation and Assignment of Rights**, combines the two former sections on Subrogation into one section.

### **Updates to Member Duties and Obligations:**

- Section 4, **Termination**, specifies that a Fund Member attempting to terminate the agreement after their renewal term begins still owes the full contribution amount.
- Section 7, **Loss Prevention**, states that loss prevention recommendations are given without warranty.
- Section 15, **Fund Member's Designation of Coordinator**, states the Fund Member must appoint an employee with appropriate authority as Program Coordinator and may not delegate communication to a third-party.
- Section 16, **Risk Sharing Agreement**, states the IPA is a risk sharing and risk participation agreement and is not a contract of insurance. This section also provides that any ambiguity in the agreement will not be construed against the Fund.
- Section 23, **Authorization**, states the Fund Member authorizes the Program Coordinator or CEO to approve and bind current and future agreements with the Fund.
- In addition to the authorized signature, the new IPA requires entry of the date of approval of the IPA by the Fund Member's Board of Trustees.



### **Revisions to Dispute Resolution provisions:**

- Section 22, **Dispute Resolution**, requires an appeal to the Fund Board and mediation in Travis County, before pursuing litigation. The IPA requires that a suit against the Fund be filed in Travis County.
- A **Waiver and Estoppel** provision is added to the IPA to ensure that the parties to the agreement can enforce the contractual provisions in the IPA.
- The **Assignment** clause is updated and moved to Section 22 and states that a Fund Member may not transfer any interest in claim-related payments from the Fund to a third party. Action by the Fund Member which grants or attempts to grant interest or control over any claim payments suspends the Fund's obligation to make any claim payments under the agreement. This provision prohibits assignments to a third-party under a contingency fee contract or similar agreement.

## TASB RISK MANAGEMENT FUND INTERLOCAL PARTICIPATION AGREEMENT

Pursuant to the Texas Interlocal Cooperation Act, Chapter 791 of the Texas Government Code, this Interlocal Participation Agreement (Agreement) is entered into by and between the Texas Association of School Boards Risk Management Fund (Fund) and the undersigned local government of the State of Texas (Fund Member). The Fund is an administrative agency of local governments (Fund Members) that cooperate in performing administrative services and governmental functions relative to risk management.

### TERMS AND CONDITIONS

In consideration of the mutual covenants and conditions contained in this Agreement and other good and valuable consideration, including, without limitation, the agreement of the Fund and Fund Members to provide risk management programs as detailed in this Agreement, the receipt and sufficiency of which are hereby acknowledged, Fund Member and the Fund, intending to be legally bound, and subject to the terms, conditions, and provisions of this Agreement, agree as follows:

1. **Authority.** Fund Member hereby approves and adopts the Restatement of Interlocal Agreement, dated May 20, 1997, which restated the Interlocal Agreement dated July 2, 1974, establishing the predecessor of the Fund. The Restatement of Interlocal Agreement is incorporated into this Agreement by reference and is available from the Fund upon request. This Agreement serves to outline the relationship between the Fund and Fund Member. While the Texas Interlocal Cooperation Act provides the overarching basis for the Fund, certain Fund programs are further authorized pursuant to various statutes, such as Chapter 504 of the Texas Labor Code, pertaining to workers' compensation; and Chapter 2259, Subchapter B, of the Texas Government Code, pertaining to other risks or hazards.
2. **Program Participation.** This Agreement enables Fund Member to participate in one or more of the Fund's available programs. Because this is an enabling Agreement, Fund Member must also execute a separate Contribution and Coverage Summary (CCS) for each Fund program from which it seeks coverage and/or administrative services. Only a valid CCS will confer the right to participate in a specific program and each CCS shall be incorporated into this Agreement. Through participation in any Fund program, Fund Member waives none of its immunities and authorizes the Fund, or its designee, to assert such immunities on its behalf and on behalf of the Fund or its designee.
3. **Term of Agreement.** This Agreement shall be effective from the date of the last signature below and shall remain in effect unless terminated as provided in this Agreement. This Agreement will automatically terminate if Fund Member ceases to participate in at least one of the Fund's programs (due to the expiration of a CCS participation term or the valid termination of same) or fails to meet the membership qualifications of the Fund as provided in this Agreement and as determined by the Fund in writing.
4. **Termination.** Unless this Agreement is automatically terminated as described above, this Agreement, and/or any component CCS applicable to Fund Member, can be terminated as set forth below. However, unless specifically required in a CCS, the termination of any single Fund program under a CCS shall not also result in the automatic termination of another pending CCS, or this enabling Agreement if any other CCS is still in force for Fund Member. Rather, each Fund program can only be terminated as provided in this Agreement.
  - a. **By Either Party with 30 Days Notice before Renewal.** Any CCS may be terminated by either party with termination to be effective on any successive renewal date by giving written notice to the other party no later than 30 days prior to automatic renewal.
  - b. **By Fund Member upon Payment of Late Notice Fee.** If Fund Member fails to terminate a CCS as provided above, it may still terminate participation in any Fund program prior to the renewal date by paying a late notice fee as herein provided. If Fund Member terminates the CCS before the renewal date, but with fewer than 30 days' advance written notice, Fund Member agrees to pay the Fund a late notice fee in the amount of 25% of the annual contribution for the expiring participation term. Fund Member expressly acknowledges that the late notice fee is not a penalty, but a reasonable approximation of the Fund's damages for the Fund Member's untimely withdrawal from the program identified in the CCS. However, once the renewal term of a CCS commences, Fund Member can no longer terminate the CCS by paying a late notice fee; the CCS shall renew and Fund Member must pay 100% of the annual contribution for the renewal period.
  - c. **By the Fund upon Breach by Fund Member.** The Fund may terminate this Agreement or any CCS based on breach of any of the following obligations, by giving 10 days' written notice to Fund Member of the breach; and Fund Member's failure to cure the breach within said 10 days (or other time period allowed by the Fund):
    - 1) Fund Member fails or refuses to make the payments or contributions required by this Agreement;
    - 2) Fund Member fails to cooperate and comply with any reasonable requests for information and/or records made by the Fund;

- 3) Fund Member fails or refuses to follow loss prevention or statutory compliance requirements of the Fund, as provided in this Agreement; or
- 4) Fund Member otherwise breaches this Agreement.

If the Fund terminates this Agreement, or any CCS, based on breach as described above, Fund Member agrees that the Fund will have no responsibility of any kind or nature to provide coverage on the terminated Fund program post-termination. Further, Fund Member shall bear the full financial responsibility for any unpaid open claim and expense related to any claim, asserted or unasserted and reported or unreported, against the Fund or Fund Member, or incurred by the agents or representatives of Fund Member.

In addition to the foregoing, if termination is due to Fund Member's failure to make required payments or contributions, Fund Member agrees that it shall pay the Fund liquidated damages in the amount of 50% of the annual contribution for the participation term identified in the terminated CCS.

## 5. Contributions.

- a. **Agreement to Pay Contribution.** Fund Member agrees to pay its contribution for each Fund program in which it participates based on a plan developed by the Fund. The amount of contribution will be stated in the relevant CCS and will be payable upon receipt of an invoice from the Fund. Late fees amounting to the maximum interest allowed by law, but not less than the rate of interest authorized under Chapter 2251, Texas Government Code, shall begin to accrue daily on the first day following the due date and continue until the contribution and late fees are paid in full. If Fund Member fails to pay the amounts due under this Agreement, including any CCS, the Fund may redirect other amounts due to the Fund Member, payments received from Fund Member, or amounts held by the Fund for Fund Member's benefit, to offset the amount owed. Any offset will not extinguish Fund Member's obligation for any and all payments due under this Agreement, including any CCS.
- b. **Other Payments Due to the Fund.** In addition to contributions, if the Fund Member owes other payments to the Fund, such as deductibles or claim overpayments, and Fund Member fails to timely pay the amounts due, the Fund may redirect other amounts due to the Fund Member, payments received from Fund Member, or amounts held by the Fund for the Fund Member's benefit to offset the amounts owed.
- c. **Estimated Contribution and Contribution Adjustment.** In specified situations, the amount of contribution shown in the CCS will be identified as an estimate. The Fund reserves the right to request an audit of updated exposure information at the end of the CCS participation term and adjust contributions if Fund Member's exposure changes during the CCS participation term. As a result of the exposure review, any additional contribution payable to the Fund shall be paid by Fund Member, and any overpayment of contribution by Fund Member shall be returned or credited by the Fund. The Fund reserves the right to audit the relevant records of Fund Member in order to conduct this exposure review.

Upon expiration of each participation period, Fund Member may request a contribution adjustment due to exposure changes. Such request must be made in writing within 60 days after the end of the participation period. Fund Member must provide documentation as requested by the Fund to demonstrate that the exposure change warrants a contribution adjustment.

The annual contribution may be adjusted due to an exposure change or audit as presented in the CCS. The Fund may also request a contribution adjustment should the Fund's underwriting income for any program within a given program year be inadequate to pay the ultimate cost of claims incurred for that year, the Fund may collect an adjusted contribution from any current or former Fund Member if that Fund Member's contribution is inadequate to pay the Fund Member's claims incurred during that year.

6. **Contribution and Coverage Summary.** Fund Member agrees to abide by each CCS that governs its participation. A CCS will incorporate the program specific coverage document, if any, which sets forth the scope of coverage and/or services from the Fund. This Agreement will be construed to incorporate the CCS, Coverage Agreements, Endorsements, and Addenda, if any, whether or not physically attached. A CCS for a Fund program will state the participation term. After Fund Member's execution of a CCS, the CCS will automatically renew annually, unless terminated in accordance with this Agreement. Any renewal containing a change in the amount of contribution or other terms will be subject to the Amendment by Notice process described in this Agreement.
7. **Loss Prevention.** The Fund may provide loss prevention services to Fund Member. Fund Member agrees to adopt the Fund's reasonable and customary standards for loss prevention and to cooperate in implementing any and all reasonable loss prevention and statutory compliance recommendations or requirements. The Fund makes no warranty on Fund loss prevention recommendations.

## 8. Other Duties of Fund Member.

- a. **Standards of Performance.** Time shall be of the essence in Fund Member's reporting of any and all claims to the Fund, payment of any contributions or monies due to the Fund, and delivery of any written notices under this Agreement.
- b. **Claims Reporting.** Notice of any claim must be provided to the Fund as required by law or the applicable Coverage Agreement. Failure by Fund Member to timely report a claim may result in denial of coverage or payment of fines or penalties imposed by law or regulatory agencies. If the Fund advances payment of any fine or penalty arising from Fund Member's late claim reporting, Fund Member will reimburse the Fund for all such costs.
- c. **Cooperation and Access.** Fund Member agrees to cooperate and to comply in a timely manner with all reasonable requests for access, information and/or records made by the Fund or by a third-party acting for the Fund. Fund Member further agrees to provide complete and accurate statements of material facts, to not misrepresent or omit such facts, or make false statements to the Fund. The Fund Member agrees that any information held by the Fund's Administrator, or its' affiliated entities may be provided to the Fund. The Fund reserves the right to audit the relevant records of Fund Member to determine compliance with this Agreement.

9. **Administration of Claims.** The Fund or its designee agrees to administer all claims for which Fund Member has coverage after Fund Member provides timely written notice to the Fund. Fund Member hereby authorizes the Fund or its designee to act in all matters pertaining to handling of claims for which Fund Member has coverage pursuant to this Agreement. Fund Member expressly agrees that the Fund has sole authority in all matters pertaining to the administration of claims and grants the Fund or its designee full decision-making authority in all matters, including without limitation, discussions with claimants and their attorneys or other duly authorized representatives. Fund Member further agrees to be fully cooperative in supplying any information reasonably requested by the Fund in the handling of claims. All decisions on individual claims shall be made by the Fund or its designee, including, without limitation, decisions concerning claim values, payment due on the claim, settlement, subrogation, litigation, or appeals.

10. **Excess Coverage/Reinsurance.** The Fund, in its sole discretion, may purchase excess coverage or reinsurance for any or all Fund programs. In the event of a substantial change in terms or cost of such coverage, the Fund reserves the right to make adjustments to the terms and conditions of a CCS as allowed by the Amendment by Notice process under this Agreement. If any reinsurer, stop loss carrier, and/or excess coverage provider fails to meet its obligations to the Fund or any Fund Member, the Fund is not responsible for any payment or any obligations to Fund Member from any reinsurer, stop loss carrier, or excess coverage provider.

## 11. Subrogation and Assignment of Rights.

- a. Fund Member, on its own behalf and on behalf of any person entitled to benefits under this Agreement, assigns all subrogation rights to the Fund. The Fund has the right, in its sole discretion, without notice to Fund Member, to bring all claims and lawsuits in the name of Fund Member or the Fund. Fund Member agrees that all subrogation rights and recoveries belong first to the Fund, up to the amount of benefits, expenses, and attorneys' fees incurred by the Fund, with the balance, if any, being paid to Fund Member, unless otherwise specifically stated in the Agreement. Award of funds to any person entitled to coverage, whether by judgment or settlement, shall be conclusive proof that the injured party has been made whole. Fund Member's right to be made whole is expressly superseded by the Fund's subrogation rights. If Fund Member procures alternate coverage for a risk covered by the Fund, the latter acquired coverage shall be deemed primary coverage concerning that risk.
- b. Fund Member shall do nothing to prejudice or waive the Fund's existing or prospective subrogation rights under this Agreement. If Fund Member has waived any subrogation right without first obtaining the Fund's written approval, the Fund shall be entitled to recover from Fund Member any sums that it would have been able to recover absent such waiver. Recoverable amounts include attorneys' fees, costs, and expenses.

12. **Appeals.** Fund Member shall have the right to appeal any written decision or recommendation to the Fund's Board of Trustees, and the Board's determination will be final. Any appeal shall be made in writing to the Board Chair within 30 days of the decision or recommendation.

13. **Bylaws, Policies, and Procedures.** Fund Member agrees to abide by the Bylaws of the Fund, as they may be amended from time to time, and any and all written policies and procedures established by the Fund (which are available from the Fund upon written request). If a change is made to the Fund's Bylaws, written policies or procedures which conflicts with or impairs a CCS, such change will not apply to Fund Member until the renewal of such CCS, unless Fund Member specifically agrees otherwise.

14. **Payments.** Fund Member represents and warrants that all payments required under this Agreement of Fund Member shall be made from its available current revenues.

15. **Fund Member's Designation of Coordinator.** Fund Member agrees to designate an employee with appropriate authority as coordinator (Program Coordinator) for Fund Member on this Agreement or any CCS executed by Fund Member. Fund Member's Program Coordinator shall have express authority to represent and to bind Fund Member, shall fully communicate with the Fund regarding Fund business, and shall not delegate this communication to a third party. The Fund will not be required to contact any other individual regarding matters arising from or related to this Agreement. Fund Member reserves the right to change its Program Coordinator as needed, by giving written notice to the Fund; such notice is not effective until actually received by the Fund. Notice provided to the Chief Executive Officer of Fund Member shall also serve as notice to the Program Coordinator.
16. **Risk Sharing Agreement.** This Agreement is a risk sharing and risk participation agreement and should not be construed to be a contract of insurance. If any ambiguity exists in this Agreement, including any CCS or specific coverage document, the provision shall not be construed against the Fund as drafter of this Agreement. The Fund is not an insurance company nor is any member an insured. The Fund is a self-insured risk pool through which its members agree to share risk and actively participate in their contractual obligations to lessen risk and cost for all members. Any reference in this Agreement to an insurance term or concept is coincidental, is not intended to characterize the Fund as "insurance" as defined by law, shall be deemed to apply to self-insurance, and is not to be construed as being contrary to the self-insurance concept.
17. **Representation.** Fund Member authorizes the Fund to represent Fund Member in any lawsuit, dispute, or proceeding arising under or relating to any Fund program and/or coverage in which Fund Member participates. The Fund may exercise this right in its sole discretion and to the fullest extent permitted or authorized by law. Fund Member shall fully cooperate with the Fund, its designee, and the Fund's chosen counsel, including, without limitation, supplying any information necessary or relevant to the lawsuit, dispute, or proceeding in a timely fashion. Subject to specific revocation, Fund Member designates the Fund to act as a class representative on its behalf in matters arising out of this Agreement.
18. **Members' Equity.** The Fund Board, in its sole discretion, may declare a distribution of the Fund's members' equity to Fund Members. Members' equity belongs to the Fund. No current or former individual Fund Member is entitled to an individual allocation or portion of members' equity.
19. **Entire Agreement.** This Agreement, together with the Restated Interlocal Agreement, Bylaws, CCSs, and Coverage Agreements that are in effect as to Fund Member from time to time, represent and contain the complete understanding and agreement of the Fund and Fund Member, and there are no representations, agreements, arrangements, or undertakings, oral or written, between the Fund and Fund Member other than those set forth in this Agreement duly executed in writing. In the event of conflict between the terms of this Agreement and the Restated Interlocal Agreement, Bylaws, CCS, or any Coverage Agreement, the specific terms of the later adopted agreement shall prevail to the extent necessary to resolve the conflict. This Agreement replaces all previous Interlocal Participation Agreements between the Fund and Fund Member. Notwithstanding the foregoing, this Agreement does not supersede any unexpired participation term or pending claim under an existing agreement between Fund Member and Fund.
20. **Amendment by Notice.** This Agreement, including any of its component CCSs or coverage documents, may be amended by the Fund, in writing, by providing Fund Member with written notice before the earlier of (i) the effective date of the amendment or (ii) the date by which Fund Member can terminate without payment of late notice fees or liquidated damages. Unless this Agreement expressly provides otherwise, an amendment shall only apply prospectively and Fund Member shall have the right to terminate this Agreement, or a component CCS to which the amendment applies, before the amendment becomes effective, as provided in this Agreement. If Fund Member fails to give the Fund timely written notice of termination, Fund Member shall be deemed to have consented to the Fund's amendment and agrees to abide by and be bound by the amendment, without necessity of obtaining Fund Member's signature.

The Fund may amend this Agreement or any CCS effective upon renewal. Amendments may be for any reason including changes to the terms or contribution amount.

The Fund may also amend this Agreement or any CCS, effective during the term of a CCS, for any reason including but not limited to the following:

- a. State or federal governments, including any court, regulatory body, or agency thereof, adopt a statute, rule, decision, or take any action that would substantially impact the rights or financial obligations of the Fund as it pertains to this Agreement, or any Fund program or CCS.
- b. The terms of the Fund's stop-loss or excess coverage or reinsurance change substantially.

If the Fund exercises the option to amend the Agreement or any CCS during the term of a CCS and prior to renewal, the Fund shall give Fund Member 30 days advance written notice. Fund Member will then have the right during the 30-day period to give the Fund written notice of termination of the applicable Fund program, effective upon the expiration of the 30-day notice period (or longer period if so provided by the Fund in writing).

21. **Severability; Interpretation.** If any portion of this Agreement shall be declared illegal or held unenforceable for any reason, the remaining portions shall continue in full force and effect. Any questions of particular interpretation shall not be interpreted against the drafter of this Agreement, but rather in accordance with the fair meaning thereof.
22. **Dispute Resolution.** This Agreement shall be governed by and construed in accordance with the laws of the State of Texas, without regard to conflict of law principles that would require the application of the laws of another state. The Fund retains its governmental immunity except to the extent it is waived by the legislature. The parties agree that the following adjudication procedures apply to any legal dispute, and that the Fund Member's right to file suit against the Fund is contingent upon compliance with these procedures pursuant to Texas Local Government Code section 271.154:
- Prior to filing suit, the Fund Member must comply with all of its obligations under this Agreement and any specific Coverage Agreement including an appeal to the Fund Board as described by Section 12 of this Agreement. A good-faith appeal to the Fund Board is a pre-suit adjudication procedure that is required before litigation by a Fund Member against the Fund.
  - Prior to filing suit, the Fund Member will participate in good faith in mediation in Travis County, Texas before a mediator approved by both parties; and
  - Any suit against the Fund must be brought in Travis County, Texas.

In the event of a lawsuit or formal adjudication between Fund Member and the Fund, the prevailing party is entitled to recover reasonable and necessary attorneys' fees and expenses, including expert fees, that are equitable and just.

**Waiver and Estoppel.** No provision of this Agreement will be deemed waived by either party unless expressly waived in writing by the waiving party. No waiver shall be implied by delay or any other act or omission. No waiver by either party of any provision of this Agreement shall be deemed a waiver of such provision with respect to any subsequent matter relating to such provision. Estoppel may not be asserted against either party so as to prevent that party from enforcing or insisting on the other party's compliance with any provision of this Agreement.

**Assignment.** This Agreement or any duties or obligations imposed by this Agreement shall not be assignable by Fund Member without the prior written consent of the Fund. Fund Member shall not transfer any interest in Fund claim related payments to any third party, including, but not limited to litigation finance companies, attorneys, banks, public adjusters, architects, engineers, or contractors. Any action by the Fund Member which grants or attempts to grant to any third party an interest in or control over any claim payment, including, but not limited to, the Member's entry into a contingent fee contract, will immediately suspend any obligation by the Fund to make any claim payment under this Agreement. The obligation of the Fund to make any such claim payments shall not be restored unless and until the Fund Member provides the Fund with evidence reasonably satisfactory to the Fund that any such transfer or attempt to transfer an interest in or control over such claim payment to a third party has effectively been terminated.

23. **Authorization.** By the execution of this Agreement, the undersigned individuals warrant that they have been authorized by all requisite governance action to enter into and to perform the terms and conditions of this Agreement and that the Fund Member authorizes the Program Coordinator or Chief Executive Officer to approve and bind the Fund Member to any current or future CCS entered into under this Agreement
24. **Notice.** Unless expressly stated otherwise in this Agreement, any notice required or provided under this Agreement by either party to the other party shall be in writing and shall be sent by first class mail, postage prepaid or by a carrier for overnight service or by electronic means typically used in commerce. Notice to the Fund shall be sufficient if made or addressed as follows: TASB Risk Management Fund, P.O. Box 301, Austin, Texas 78767-0301, or [tasbrmf@tasbrmf.org](mailto:tasbrmf@tasbrmf.org). The Fund's required notice address may be updated through explicit written or electronic notice to Fund Members. Notice to a Fund Member shall be sufficient if addressed to the Program Coordinator or Fund Member's Chief Executive Officer and mailed to Fund Member's physical or electronic address of record on file with the Fund.
25. **Miscellaneous.** These provisions apply throughout this Agreement:
- Fund reference.** Any reference to the Fund in this Agreement includes reference to its designees.
  - CCS reference.** References to a Contribution and Coverage Summary (CCS) includes a reference to all separate coverage portions of a CCS and/or any similar service agreement between the Fund and a Fund Member.
  - "Including."** Unless the context requires otherwise, the term "including" means "including but not limited to."
  - Successors.** This Agreement binds and inures to the benefit of the parties and their successors.
  - Headings.** The headings are for convenience only and do not affect the interpretation of this Agreement.

26. **Signatures/Counterparts.** The failure of a party to provide an original, manually executed signature to the other party shall not affect the validity or enforceability of this Agreement. Either party may rely upon a facsimile or imaged signature as if it were an original. This Agreement may be executed in several separate counterparts, each of which shall be an original and all of which shall constitute one and the same instrument.

WHEREFORE, the parties agree to be bound by this Agreement by signing below.

For FUND MEMBER: **Celina ISD**

By: \_\_\_\_\_

Date: \_\_\_\_\_

Signature of Fund Member's Authorized Representative

Printed Name of Fund Member's Authorized Representative

\_\_\_\_\_

Date approved by Fund Member's Board of Trustees: \_\_\_\_\_

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**For TASB Risk Management Fund Use Only**

**For TASB RISK MANAGEMENT FUND:**

By: \_\_\_\_\_

Date: \_\_\_\_\_

Chair, TASB Risk Management Fund Board of Trustees





205 S Colorado, Celina, Tx 75009

Phone 469-742-9100

Fax 972-382-3607

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## CISD Board Agenda Item Synopsis

### **Subject: Consider Approval of Budget Amendment**

**Background Information:** At various times throughout the year budget items might need to amended due to increased revenues/expenditures or donations the district may have received.

#### **Goals:**

- \_\_\_1. We will provide and support a safe, civil and collaborative culture.
- \_\_\_2. We will continuously provide and support effective teaching in every classroom.
- \_\_\_3. We will provide and support a guaranteed and viable curriculum.
- \_\_\_4. We will continue to foster a love of reading and commit to continual growth in childhood literacy.
- \_\_\_5. We will foster strong numeracy skills and commit to continual growth in math success.
- \_\_\_6. We will provide targeted strategies and practices to prepare students for post-secondary education, career readiness, and military participation.
- \_\_\_7. We will attract, recruit, develop, and retain high-quality professional staff.

#### **Budgetary Impact:**

none

#### **Recommendation:**

The District recommendation is for the Members of the Board to approve the Budget Amendment

#### **Submitted by:**

*Amber Pennell*

*Business Manager*

#### **Recommended by:**

*Tom Maglisceau, Ph.D.*

*Superintendent*

**Meeting Date:** April 25, 2022

# Memo

**To:** Celina ISD Board of Trustees  
**From:** Amber Pennell  
**Date:** April 19, 2022  
**Re:** Budget Amendments

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Attached you will find 5 budget amendments.

1. This budget amendment increases the revenue and expenditures in the athletic turnkey accounts. This account is used for revenue received from facility usage for hosting playoff games and expenditures for paying costs associated with hosting.
2. This budget amendment increases the revenue and expenditures in the athletic flowthrough accounts.
3. This budget amendment increases the revenue and expenditures in the food service budget. The increase in revenues and expenditures is due to the free meals offered to students.
4. This budget amendment is allocating funds to pay for the increase in tax appraisal fees.
5. This budget amendment is for a donation to athletics from FCA to help with travel costs for boys and girls state soccer.

**CELINA INDEPENDENT SCHOOL DISTRICT  
2021-2022 BOARD APPROVED BUDGET AMENDMENTS**

| BA #      | ACCOUNT CODE |    |      |    |     | DESCRIPTION | AMOUNT (INC)          | AMOUNT (DEC) |  |
|-----------|--------------|----|------|----|-----|-------------|-----------------------|--------------|--|
| 221052/61 | 181          | 00 | 5749 | 01 | 999 | 291000      | INC REV TURNKEY       | \$ 8,167.00  |  |
|           | 181          | 36 | 6249 | 00 | 999 | 299001      | TURNKEY PLAYOFF GAMES | \$ 5,000.00  |  |
|           | 181          | 36 | 6121 | 00 | 999 | 291001      | SUPPLEMENTAL PAY      | \$ 2,850.00  |  |
|           | 181          | 36 | 6141 | 00 | 999 | 291001      | SOCIAL SECURITY       | \$ 40.00     |  |
|           | 181          | 36 | 6143 | 00 | 999 | 291001      | WORKERS COMP          | \$ 10.00     |  |
|           | 181          | 36 | 6144 | 00 | 999 | 291001      | TRS ON BEHALF         | \$ 212.00    |  |
|           | 181          | 36 | 6146 | 00 | 999 | 291001      | TEACHER RETIREMENT    | \$ 55.00     |  |

REALLOCATE TURNKEY

| BA #   | ACCOUNT CODE |    |      |    |     | DESCRIPTION | AMOUNT (INC)         | AMOUNT (DEC) |  |
|--------|--------------|----|------|----|-----|-------------|----------------------|--------------|--|
| 221054 | 199          | 00 | 5749 | 01 | 000 | 200000      | ATHELTIC FLOWTHROUGH | \$ 29,500.00 |  |
|        | 199          | 36 | 6219 | 00 | 999 | 291000      | ATHELTIC FLOWTHROUGH | \$ 29,500.00 |  |

REALLOCATE FLOWTHROUGH

| BA #   | ACCOUNT CODE |    |      |    |     | DESCRIPTION | AMOUNT (INC)          | AMOUNT (DEC)  |  |
|--------|--------------|----|------|----|-----|-------------|-----------------------|---------------|--|
| 221055 | 240          | 00 | 5829 | 00 | 000 | 200000      | STATE REVENUE         | \$ 13,000.00  |  |
|        | 240          | 00 | 5922 | 00 | 000 | 200000      | NATIONAL SCHOOL LUNCH | \$ 327,500.00 |  |
|        | 240          | 35 | 6249 | 00 | 001 | 299000      | CONTRCTED SRV HS      | \$ 1,000.00   |  |
|        | 240          | 35 | 6249 | 00 | 041 | 299000      | CONTRCTED SRV JH      | \$ 1,000.00   |  |
|        | 240          | 35 | 6249 | 00 | 101 | 299000      | CONTRCTED SRV ODELL   | \$ 1,000.00   |  |
|        | 240          | 35 | 6341 | 00 | 001 | 299000      | FOOD HS               | \$ 60,000.00  |  |
|        | 240          | 35 | 6341 | 00 | 041 | 299000      | FOOD JH               | \$ 50,000.00  |  |
|        | 240          | 35 | 6341 | 00 | 101 | 299000      | FOOD LYKINS           | \$ 40,000.00  |  |
|        | 240          | 35 | 6341 | 00 | 103 | 299000      | FOOD PRIMARY          | \$ 20,000.00  |  |
|        | 240          | 35 | 6341 | 00 | 104 | 299000      | FOOD O'DELL           | \$ 55,000.00  |  |
|        | 240          | 35 | 6499 | 00 | 001 | 299000      | MISC HS               | \$ 500.00     |  |
|        | 240          | 35 | 6499 | 00 | 041 | 299000      | MISC JH               | \$ 500.00     |  |
|        | 240          | 35 | 6499 | 00 | 101 | 299000      | MISC LYKINS           | \$ 500.00     |  |
|        | 240          | 35 | 6499 | 00 | 103 | 299000      | MISC PRIMARY          | \$ 500.00     |  |
|        | 240          | 35 | 6499 | 00 | 104 | 299000      | MISC O'DELL           | \$ 500.00     |  |
|        | 240          | 51 | 6129 | 00 | 001 | 299000      | CUSTODIAN HS          | \$ 40,000.00  |  |
|        | 240          | 51 | 6129 | 00 | 041 | 299000      | CUSTODIAN JH          | \$ 40,000.00  |  |
|        | 240          | 51 | 6129 | 00 | 101 | 299000      | CUSTODIAN LYKINS      | \$ 10,000.00  |  |
|        | 240          | 51 | 6129 | 00 | 103 | 299000      | CUSTODIAN PRIMARY     | \$ 10,000.00  |  |
|        | 240          | 51 | 6129 | 00 | 104 | 299000      | CUSTODIAN O'DELL      | \$ 10,000.00  |  |

REALLOCATE CAFÉ

| BA #   | ACCOUNT CODE |    |      |    |     | DESCRIPTION | AMOUNT (INC)  | AMOUNT (DEC) |              |
|--------|--------------|----|------|----|-----|-------------|---------------|--------------|--------------|
| 221062 | 199          | 99 | 6213 | 00 | 703 | 299000      | TAX APPRAISAL | \$ 39,500.00 |              |
|        | 199          | 00 | 3600 | 00 | 000 | 200000      | FUND BALANCE  |              | \$ 39,500.00 |

REALLOCATE APPRAISAL DISTRICT FEES

| BA #   | ACCOUNT CODE |    |      |    |     | DESCRIPTION | AMOUNT (INC) | AMOUNT (DEC) |  |
|--------|--------------|----|------|----|-----|-------------|--------------|--------------|--|
| 221065 | 181          | 00 | 5744 | 00 | 000 | 200000      | DONATION     | \$ 6,100.00  |  |
|        | 181          | 36 | 6411 | 00 | 001 | 291000      | TRAVEL       | \$ 6,100.00  |  |

DONATION FCA



Lisa Burgin  
Curriculum  
Celina Ind School District  
205 S Colorado St  
Celina, TX 75009-6441  
United States

Quote Number: 178334-3  
Quote Creation Date: 03-14-2022  
Quote Expiration Date: 09-30-2022  
Quote Release: 3

**Celina ISD myView Literacy Grades 1-3 and 5 Silver Consumable Package 2022-2028**

**Price Quote Summary**

| Solution                 | Base Amount          | Total                |
|--------------------------|----------------------|----------------------|
| myView Literacy          | \$ 153,129.15        | \$ 153,129.15        |
| <b>Solution Subtotal</b> | <b>\$ 153,129.15</b> | <b>\$ 153,129.15</b> |
|                          | Shipping & Handling  | \$ 0.00              |
|                          | <b>Total</b>         | <b>\$ 153,129.15</b> |

**Price Quote Detail**

| ISBN  | Description   | Price    | Charged Qty | Total Charged       |
|---|---|----------|-------------|---------------------|
| <b>myView Literacy</b>                                |   |          |             |                     |
| <b>Texas myView Literacy ©2020 - Grade 1</b>          |   |          |             |                     |
| 9780134919911   | ** MYVIEW LITERACY 2020 TEXAS SILVER CONSUMABLE STUDENT PACKAGE WITH DIGITAL COURSEWARE 2022-2028 GRADE 1 | \$136.47 | 313         | \$42,715.11         |
| <b>Texas myView Literacy ©2020 - Grade 1 Subtotal</b> |   |          |             | <b>\$ 42,715.11</b> |
| <b>Texas myView Literacy ©2020 - Grade 2</b>          |   |          |             |                     |
| 9780134919928   | ** MYVIEW LITERACY 2020 TEXAS SILVER CONSUMABLE STUDENT PACKAGE WITH DIGITAL COURSEWARE 2022-2028 GRADE 2 | \$118.47 | 307         | \$36,370.29         |
| <b>Texas myView Literacy ©2020 - Grade 2 Subtotal</b> |   |          |             | <b>\$ 36,370.29</b> |
| <b>Texas myView Literacy ©2020 - Grade 3</b>          |   |          |             |                     |
| 9780134919935   | ** MYVIEW LITERACY 2020 TEXAS SILVER CONSUMABLE STUDENT PACKAGE WITH DIGITAL COURSEWARE 2022-2028 GRADE 3 | \$118.47 | 325         | \$38,502.75         |

| ISBN  | Description   | Price    | Charged Qty | Total Charged        |
|---|---|----------|-------------|----------------------|
| <b>Texas myView Literacy ©2020 - Grade 3 Subtotal</b> |   |          |             | <b>\$ 38,502.75</b>  |
| <b>Texas myView Literacy ©2020 - Grade 5</b>          |   |          |             |                      |
| 9780134919966   | ** MYVIEW LITERACY 2020 TEXAS SILVER CONSUMABLE STUDENT PACKAGE WITH DIGITAL COURSEWARE 2022-2028 GRADE 5 | \$118.47 | 300         | \$35,541.00          |
| <b>Texas myView Literacy ©2020 - Grade 5 Subtotal</b> |   |          |             | <b>\$ 35,541.00</b>  |
| <b>myView Literacy Subtotal</b>                       |   |          |             | <b>\$ 153,129.15</b> |
| <b>Solution Subtotal</b>                              |   |          |             | <b>\$ 153,129.15</b> |
| <b>Shipping and Handling</b>                          |   |          |             | <b>\$ 0.00</b>       |
| <b>Total</b>  |   |          |             | <b>\$ 153,129.15</b> |

\*\* Contract Pricing has been applied to these items

Print Teacher Resources will be provided at a 1:22 ratio.

Please send your purchase order to [irvingsupport@savvas.com](mailto:irvingsupport@savvas.com)

## Savvas Learning Company LLC Terms and Conditions

**To place your order** please submit a copy of this price quote with your Purchase Order, include the Quote Number on your Purchase Order, and include any other required documentation. You may send the order documents using an electronic form or by mail. Please submit your PO and price via one of the following methods:

**Please send your purchase order to [irvingsupport@savvas.com](mailto:irvingsupport@savvas.com)**

Savvas does not accept Credit Card information via postal mail, facsimile, or email. Credit Card information will only be accepted via phone, eCommerce, or OASIS.

For questions regarding your order please call Customer Service: 1-800-848-9500.

**Price quote:** This is a price quote for the customer's convenience only, and not an offer to contract. All quotes are subject to review and final acceptance by an authorized representative of Savvas at its offices. Savvas reserves the right to correct typographical, computational or other errors. Savvas' standard terms are net 30 days unless otherwise specified. All pricing is in US Dollars unless otherwise specified. Pricing calculations use multiple decimal places to determine the most accurate extended pricing but are represented in standard currency format. The breakdown of the fees set forth in this quotation is considered Savvas proprietary information and not subject to disclosure by the customer.

**Shipping & handling charges** (where applicable) are shown on the quote. S&H rates quoted are for standard ground transportation and may not reflect account contracted rates. If expedited shipping is requested, actual charges may be higher. For orders picked up at the Savvas warehouse by the customer or a third party carrier contracted by the customer, a 2% handling charge will be applied to shippable items. The 2% charge will show up on the customer proposal and invoice as a S&H charge.

**Taxes:** All pricing in this quote is exclusive of any applicable sales, use or other similar taxes or duties. The customer is responsible for any such taxes or duties that may apply; if the customer is tax exempt, evidence of such tax exemption must be provided. Estimated tax may be provided solely for customer convenience. The amount indicated is only an estimate and is intended to be helpful for budgeting purposes. The actual amount of sales tax assessed at the time of invoicing may be more or less.

**Platforms:** Savvas, and any third party for which Savvas serves as the sales agent or distributor, reserve the right to change and/or update technology platforms, including possible edition updates to customers during the term of access. Customers will be notified of any change prior to the beginning of the new school year.

**Return Policy:** If you are not entirely satisfied with any of our products, then you may, within six months from the date of purchase, return all materials still in new, unused, salable condition for a full refund, credit, or replacement. All returned materials must be shipped back to Savvas within 30 days of receiving the Return Materials Authorization. All materials sold in a set or a package must be returned complete as originally sold. Materials that were provided gratis must be returned proportionate to the purchased items being returned for refund or credit.

**Consumable Worktexts:** Subsequent year consumable worktexts will ship each year on the order date of the original order for the duration of their license. Worktexts will ship to the location listed on the original order. Quantities for each grade level and title will remain consistent each year. Changes to quantities of titles previously ordered, shipping location changes, or any other changes to consumable worktext shipments must be made 4 weeks prior to the original order date. Changes should be made using the e-form: <https://worktext-subscriptions.savvas.com/>.

**Annual subscriptions for iLit and Successmaker:** Products automatically renew on the anniversary date of the original purchase and will be invoiced accordingly unless otherwise specified. If you wish to cancel, please let us know in writing prior to the date of renewal by completing the customer service request form which you can access here:

<https://support.savvas.com/support/s/customer-service-support-form>.

**Technical support services** are included with purchase of Savvas digital products eform:

<https://support.savvas.com/support/s/k12-curriculum-support-form> phone: 1-800-848-9500

**Professional Services:** All paid services must be scheduled and delivered within twelve (12) months of the order date of those services. Any unused services expire at the end of such twelve (12) month period, unless otherwise specified in contract terms. MySavvasTraining, which provides online access to on-demand tutorials and interactive webinar sessions, is included with purchase of products ([mySavvasTraining.com](http://mySavvasTraining.com)).



205 S Colorado, Celina, Tx 75009

Phone 469-742-9100

Fax 972-382-3607

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## CISD Board Agenda Item Synopsis

**Subject: Approval of TEKS Certification Form**

**Background Information:**

**Goals:**

- \_\_\_ 1. We will provide and support a safe, civil and collaborative culture.
- X 2. We will continuously provide and support effective teaching in every classroom.
- X 3. We will provide and support a guaranteed and viable curriculum.
- X 4. We will continue to foster a love of reading and commit to continual growth in childhood literacy.
- X 5. We will foster strong numeracy skills and commit to continual growth in math success.
- X 6. We will provide targeted strategies and practices to prepare students for post-secondary education, career readiness, and military participation.
- \_\_\_ 7. We will attract, recruit, develop, and retain high-quality professional staff.

**Budgetary Impact/Funding Sources:**

State Instructional Materials Allotment, ESSER, and local funds

**Recommendation:**

The District recommendation is for the board of trustees to approve the Instructional Materials Allotment certification survey from the Texas Education Agency.

**Submitted by:**

*Lori SIZES*

*Assistant Superintendent for Instruction and Technology*

**Recommended by:**

*Tom Maglisceau, Ph.D.*

*Superintendent*

**Meeting Date:** April 25, 2022



Intro

## 2022–2023 Allotment & TEKS Certification Form

In accordance with [TEC 31.04](#), school districts and charter schools are required to certify annually to the State Board of Education and the commissioner that, for each subject in the required curriculum other than physical education, students have access to instructional materials that cover all the Texas Essential Knowledge and Skills (TEKS). Districts and charters will be unable to order 2022–23 instructional materials through EMAT until the certification has been received by the Texas Education Agency (TEA).

Complete the form below, indicating the instructional materials the district has adopted or plans to adopt for the 2022–23 school year for each grade level and core subject or core course.

### Form Instructions:

The certification must be ratified by the LEA's board of trustees or governing body in an open, public-noticed meeting. The recommended steps are included below:

**1. Gather information** – Start by downloading a sample copy of the online survey to assist with collecting the information needed to complete the form. This can be found on the [Instructional Materials and Implementation](#) website. The form asks LEAs to indicate the instructional materials the LEA has adopted or plans to adopt for the 2022–23 school year for each grade level and core subject or core course, and some additional questions about instructional materials and local adoption procedures.

**2. Complete online form for approval** - The superintendent may identify a district representative to complete this survey. This may be the instructional

materials coordinator or another district representative. *Note: the form will not be considered finalized until the superintendent submits final approval.*

- At the end of the survey, click *Generate Response Summary* to download and print a PDF version of the completed form which will be needed to complete step 3.
- After the PDF is generated, click *Next* to submit the draft of the survey. This will automatically send a copy of the survey to the superintendent's email address provided in the survey, with instructions for submitting final approval (step 4 below).

**3. Obtain local board approval** - The LEA may take the PDF version of the completed form to the board meeting to obtain approval. *Note: board signatures are not required to be uploaded or submitted, so LEAs should plan to maintain documentation at the local level.*

**4. Superintendent to submit approved version** - After the district representative completes the form, the superintendent will get an email requesting approval of the completed form. Using a link in the email, the superintendent may go into the form and make any changes to the draft based on the local board meeting. Once the form is completed accurately, the superintendent may select *Approve* on the last page of the survey to officially submit the LEA's response to TEA.

If you have any questions or concerns, please submit a [Help Desk Ticket](#) on the Instructional Materials and Implementation website.

### General District and POC Info

## Background Information

Enter your name below.

First and Last Name

Lori Sitzes

Enter your email address below.

Email

lori.sitzes@celunad.com

Select the role that best describes your position at your district or charter.

- Instructional Materials Coordinator
- Curriculum Director
- Principal
- Administrative Assistant
- Superintendent

Other **Assistant Superintendent**

Select your region and district from the list below.

ESC Region

District Name and Number

## District Information

Enter the superintendent's name below.

First and Last Name

**Dr. Thomas Maglisceau**

Enter the superintendent's email address below.

Email

**tommaglisceau@celinaisd.com**

Enter the school board president's name below.

First and Last Name

**Kelly Juergens**

Enter the school board president's email address below.

Email

Enter the date of the school board meeting at which the TEKS Certification Form will be presented and approved.

Date  
(MM/DD/YYYY)

**04/25/2022**

RLA

## Reading Language Arts TEKS Certification

Does your district have materials to cover 100% of the English K-5 RLA TEKS?

- Yes
- No

Select all curriculum, materials, and supplemental materials that teachers in your district or charter will regularly use (once a week or more, on average) for K-5 English RLA instruction to ensure coverage of 100% of the TEKS.

*Note. Materials are in alphabetical order*

Select the K-5 English RLA materials for each section

|   | Curriculum               | Instructional Materials             | Supplemental                        |
|---|--------------------------|-------------------------------------|-------------------------------------|
| N/A - We do not use RLA materials for these grades                            | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Achieve3000   | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| American Reading Company - American Reading Company (ARC)                     | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Amira   | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Amplify - Amplify Texas Elementary Literacy Program (TEA Available Materials) | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Amplify - Amplify Education CKLA  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Amplify Reading Texas   | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| BookNook  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Center for the Collaborative Classroom - Collaborative Literacy               | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| District Created Materials  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Edmentum  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Education Galaxy  | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| HMH - Texas Houghton Mifflin Harcourt into Reading                            | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Imagination Station, Inc./istation - Istation Reading                         | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Imagine Learning  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |

Select the K-5 English RLA materials for each section

|  | Curriculum                          | Instructional Materials             | Supplemental             |
|--|-------------------------------------|-------------------------------------|--------------------------|
| iStation   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Learning A-Z, LLC. - Raz-Plus ELL Edition                                  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Lexia  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| McGraw-Hill School Division - Texas Wonders                                | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Reading Plus   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Renaissance Learning   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Savvas (formerly Pearson Education) - Texas myView Literacy                | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| StrongMind - Texas English Language Arts                                   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Teacher Created Materials  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| The College Board - SpringBoard, English Language Arts, 2020 Texas Edition | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| ThinkCERCA - ThinkCERCA, Texas Edition                                     | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| TEKS Resource System (TRS)   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| Other (Enter as "Publisher - Title")<br><b>Empowering Writers</b>          | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Other (Enter as "Publisher - Title")<br><b>Heggerty Phonics</b>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Other (Enter as "Publisher - Title")<br><b>Handwriting w/o Tears</b>       | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

Does your district have materials to cover 100% of the Spanish K-5 RLA TEKS?

- Yes
- No

Select all curriculum, materials, and supplemental materials that teachers in your district or charter will regularly use (once a week or more, on average) for K-5 Spanish RLA instruction to ensure coverage of 100% of the TEKS.

Note: Materials are in alphabetical order

Select the K-5 Spanish RLA materials for each section

|   | Curriculum                          | Instructional Materials             | Supplemental                        |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| N/A - We do not use Spanish RLA materials for these grades                  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| American Reading Company - ARC Core en Espanol                              | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Amplify - Amplify Texas Lectoescritura en Espanol (TEA Available Materials) | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Amplify Reading Texas   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Amira   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| BookNook  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| District Created Materials  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Edmentum  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Education Galaxy  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| EDUSPARK, INC. - Lengua, Ritmo y Cultura KIT                                | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| HMH - Texas Houghton Mifflin Harcourt 'Arriba la lectura'                   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Imagination Station, Inc./iStation - Istation Reading en Espanol            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Imagine Learning  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| iStation  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Lexia   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| McGraw-Hill School Division - Texas Maravillas                              | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Reading Plus  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Renaissance Learning  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Savvas (formerly Pearson Education) - Texas miVisión Lectura                | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| Teacher Created Materials   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| TEKS Resource System (TRS)  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Vista Higher Learning - Litos! + Antologias                                 | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |

Select the K-5 Spanish RLA materials for each section

|   | Curriculum               | Instructional Materials             | Supplemental                        |
|---|--------------------------|-------------------------------------|-------------------------------------|
| Other<br>(Enter as "Publisher - Title")<br><b>Empowering Writers</b>    |                          | <input checked="" type="checkbox"/> |                                     |
| Other<br>(Enter as "Publisher - Title")<br><b>Handwriting w/o Tears</b> | <input type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>         | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |

Does your district have materials to cover 100% of the 6-8 RLA TEKS?

- Yes  
 No

Select all curriculum, materials, and supplemental materials that teachers in your district or charter will regularly use (once a week or more, on average) for Grades 6-8 RLA instruction to ensure coverage of 100% of the TEKS.

Note: Materials are in alphabetical order

Select the Grades 6-8 RLA materials for each section

|  | Curriculum               | Instructional Materials             | Supplemental                        |
|--|--------------------------|-------------------------------------|-------------------------------------|
| N/A - We do not use RLA materials for these grades     | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Achieve3000  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Amplify - Amplify ELAR Texas (TEA Available Materials) | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Amplify Reading Texas                                  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| District Created Materials                             | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Edmentum   | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Education Galaxy                                       | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

Select the Grades 6-8 RLA materials for each section

|  | Curriculum                          | Instructional Materials             | Supplemental             |
|--|-------------------------------------|-------------------------------------|--------------------------|
| EMC Publishing, LLC. - Mirrors & Windows: Connecting with Literature             |                                     |                                     |                          |
| HMH - Texas Houghton Mifflin Harcourt Into Literature                            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Imagination Station, Inc./istation - Istation Reading                            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Imagine Learning   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| iStation   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Lexia  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| McGraw-Hill School Division - Texas StudySync                                    | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Perfection Learning Corporation - Texas Connections                              | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Reading Plus   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Renaissance Learning   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Savvas (formerly Pearson Education) - myPerspectives Texas English Language Arts | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| StrongMind - Texas English Language Arts   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Teacher Created Materials  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| TEKS Resource System (TRS)   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| The College Board - SpringBoard, English Language Arts, 2020 Texas Edition       | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| ThinkCERCA - ThinkCERCA, Texas Edition   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><b>Empowering Writers</b>             | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><b>Soldier Vocabulary</b>             | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>                  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |

Does your district have materials to cover 100% of the Grades 9-12 RLA TEKS?

- Yes
- No

Select all curriculum, materials, and supplemental materials that teachers in your district or charter will regularly use (once a week or more, on average) for **Grades 9-12 RLA** instruction to ensure coverage of 100% of the TEKS.

*Note: Materials are in alphabetical order*

|  | Select the Grades 9-12 RLA materials for each section |                          |                          |
|--|---|--------------------------|--------------------------|
|  | Curriculum  | Instructional Materials  | Supplemental             |
| N/A - We do not use RLA materials for these grades                                     | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Achieve3000  | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Bedford, Freeman and Worth Publishing Group - Foundations of Language and Literature   | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| BetterRhetor Resources, LLC. - College-Ready Writing Essentials                        | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| District Created Materials   | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Edmentum   | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| EMC Publishing, LLC. - Mirrors & Windows: Connecting with Literature                   | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| HMH - HMH Into Literature Texas  | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Imagine Learning   | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| McGraw-Hill School Division - StudySync Texas  | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Odell Education- Odell Texas High School Literacy                                      | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Perfection Learning Corporation - Texas Connections                                    | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Reading Plus   | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Renaissance Learning   | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Savvas (formerly Pearson Education, Inc.) - myPerspectives Texas English Language Arts | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |
| Shmoop University, Inc. - ELA: Introduction to Literature                              | <input type="checkbox"/>                              | <input type="checkbox"/> | <input type="checkbox"/> |

Select the Grades 9-12 RLA materials for each section

|  | Curriculum | Instructional Materials | Supplemental |
|--|------------|-------------------------|--------------|
|--|------------|-------------------------|--------------|

|  |                                     |                                     |                          |
|--|-------------------------------------|-------------------------------------|--------------------------|
| Strong Mind - Texas English Language Arts                            |                                     |                                     |                          |
| Teacher Created Materials  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| TEKS Resource System (TRS)   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| The College Board - SpringBoard, English Language Arts Texas Edition | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Other (Enter as "Publisher - Title")<br><u>Sadlier Vocabulary</u>    | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Other (Enter as "Publisher - Title")<br>[ ]                          | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Other (Enter as "Publisher - Title")<br>[ ]                          | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |

Would you request all RLA products listed previously and/or other products used by Texas educators be reviewed for quality?

- Request that all RLA materials listed above receive quality reviews
- [ ] Request that a specific product receive a review: Enter the product below as "Publisher - Title"
- [ ] Request that a specific product receive a review: Enter the product below as "Publisher - Title"
- [ ] Request that a specific product receive a review: Enter the product below as "Publisher - Title"
- [ ] Request that a specific product receive a review: Enter the product below as "Publisher - Title"

Math

## Mathematics TEKS Certification

Does your district have materials to cover 100% of the grades K-5 math TEKS?

- Yes

No

Select all curriculum, materials, and supplemental materials that teachers in your district or charter will regularly use (once a week or more, on average) for **Grades K-5 mathematics** instruction to ensure coverage of 100% of the TEKS.

*Note: Materials are in alphabetical order*

Select the Grades K-5 mathematics materials for each section

|   | Curriculum               | Instructional Materials  | Supplemental                                      |
|---|--------------------------|--------------------------|---|
| N/A - We do not use Math materials for this grade | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| Accelerate Learning - STEMscopes Texas Math       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| Achieve3000                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| District Created Materials                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| DreamBox Math                                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| Great Minds- Eureka Math TEKS Edition             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| HMH - Texas Go Math!                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| HMH - Texas Go Math! (Spanish)                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| Imagine Math                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> Bilingual/ESL |
| i-Ready   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| iStation  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| IXL Math  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| Origo Education - Stepping Stones                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| Origo Education - Stepping Stones (Spanish)       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| Savvas (formerly Person Education, Inc.)          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| enVisionMATH Texas 2.0                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| Savvas (formerly Person Education, Inc.)          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| enVisionMATH Texas 2.0 en español                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| ST Math   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |
| Teach to One                                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                          |

Select the Grades K-5 mathematics materials for each section

|  | Curriculum                          | Instructional Materials             | Supplemental             |
|--|-------------------------------------|-------------------------------------|--------------------------|
| Teacher Created Materials                        | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| TEKS Resource System (TRS)                       | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| TPS Publishing - Creative Mathematics Curriculum | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Zearn  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Other (Enter as "Publisher - Title")             | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Stemscopes Math                                  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Other (Enter as "Publisher - Title")             | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Other (Enter as "Publisher - Title")             | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |

Does your district have materials to cover 100% of the **grades 6-8 math** TEKS?

Yes

No, we use supplemental materials to cover the TEKS.

Select all curriculum, materials, and supplemental materials that teachers in your district or charter will regularly use (once a week or more, on average) for **Grades 6-8 mathematics** instruction to ensure coverage of 100% of the TEKS.

*Note: Materials are in alphabetical order*

Select the grades 6-8 mathematics materials for each section

|   | Curriculum               | Instructional Materials  | Supplemental             |
|---|--------------------------|--------------------------|--------------------------|
| N/A - We do not use Math materials for this grade | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Achieve3000                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Agile Mind - Agile Mind Mathematics               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Carnegie Learning - Texas Middle School Math      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Select the grades 6-8 mathematics materials for each section

|  | Curriculum                          | Instructional Materials             | Supplemental                        |
|--|-------------------------------------|-------------------------------------|-------------------------------------|
| Carnegie Learning- MATHia  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| District Created Materials   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| DreamBox Math  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Edusmart - Math Texas  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| HMH - Texas Go Math!   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Imagine Math   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| i-Ready  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| iStation   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| IXL Math   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| McGraw-Hill - Texas Math   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| Savvas (formerly Pearson Education, Inc.) - digits, Texas Edition    | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| ST Math  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Teacher Created Materials  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Teach to One   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| TEKS Resource System (TRS)   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Texas State University - Math Explorations Part 1-3                  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| The College Board - SpringBoard Mathematics, Course 1-3              | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| TPS Publishing - Creative Mathematics Curriculum                     | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Zearn  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Other<br>(Enter as "Publisher - Title")<br><b>Math in the Middle</b> | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>      | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>      | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |

Does your district have materials to cover 100% of the grades 9-12 math TEKS?

- Yes
- No

Select all curriculum, materials, and supplemental materials that teachers in your district or charter will regularly use (once a week or more, on average) for **Grades 9-12 mathematics** instruction to ensure coverage of 100% of the TEKS.

*Note: Materials are in alphabetical order*

Select the grades 9-12 mathematics materials for each section

|   | Curriculum               | Instructional Materials             | Supplemental             |
|---|--------------------------|-------------------------------------|--------------------------|
| N/A - We do not use Math materials for this grade               | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| Achieve3000   | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| Agile Mind - Algebra 1  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| BFW Publishing - Sapling Learning                               | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| Big Ideas Learning - Big Ideas Learning Math                    | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| Carnegie Learning - Texas Algebra 1/Algebra 2/Geometry          | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| Cengage Learning - PreCalculus + Limits                         | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| CORD Communications - Algebra 2                                 | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| District Created Materials                                      | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| HMH - HMH Algebra 1/Algebra 2/Geometry                          | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| Imagine Math  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| IXL Math  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| Kendall/Hunt Publishing Company - Precalculus with Trigonometry | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| Carnegie Learning- MATHia                                       | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| McGraw-Hill - Texas Algebra 1/Algebra 2/Geometry/Precalculus    | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

Select the grades 9-12 mathematics materials for each section

|  | Curriculum                          | Instructional Materials  | Supplemental             |
|--|-------------------------------------|--------------------------|--------------------------|
| Sapling Learning - Algebra 2   | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |
| Savvas (formerly Pearson Education, Inc.) - Texas Algebra 1/Algebra 2/Geometry/Precalculus | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |
| Teacher Created Materials  | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |
| TEKS Resource System (TRS)   | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| The College Board - SpringBoard Mathematics  | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (Enter as "Publisher - Title")   | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="text"/>   |                                     |                          |                          |
| Other (Enter as "Publisher - Title")   | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="text"/>   |                                     |                          |                          |
| Other (Enter as "Publisher - Title")   | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |
| <input type="text"/>   |                                     |                          |                          |

Would you request all math products listed previously and/or other products used by Texas educators be reviewed for quality?

- Request that all math materials listed above receive quality reviews
- Request that a specific product receive a review: Enter the product below as "Publisher - Title"
- Request that a specific product receive a review: Enter the product below as "Publisher - Title"
- Request that a specific product receive a review: Enter the product below as "Publisher - Title"
- Request that a specific product receive a review: Enter the product below as "Publisher - Title"

Social Studies

### Social Studies TEKS Certification

Does your district have materials to cover 100% of the grades K-5 social studies TEKS?

- Yes
- No

Select all curriculum, materials, and supplemental materials that teachers in your district or charter will regularly use (once a week or more, on average) for Grades K-5 social studies instruction to ensure coverage of 100% of the TEKS.

Note Materials are in alphabetical order.

Select the grades K-5 social studies materials for each section

|   | Curriculum                          | Instructional Materials             | Supplemental             |
|---|-------------------------------------|-------------------------------------|--------------------------|
| N/A - We do not use social studies materials for this grade                                   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| American Legacy Publishing dba Studies Weekly - Texas/USA Studies Weekly                      | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| American Legacy Publishing dba Studies Weekly - Texas/USA Studies Weekly (Spanish)            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| District Created Materials  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Newsela   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Nystrom Education   Social Studies School Service - Exploring Where and Why; Stratologica     | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Savvas (formerly Pearson Education, Inc.) - Texas MyWorld Social Studies                      | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Savvas (formerly Pearson Education, Inc.) - Texas MyWorld Social Studies en español (Spanish) | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| TCI- Social Studies Alive!  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Studies Weekly  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Teacher Created Materials   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| TEKS Resource System (TRS)  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| Other (Enter as "Publisher - Title")  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| <input type="text"/>  |                                     |                                     |                          |
|   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |

Select the grades K-5 social studies materials for each section

|   | Curriculum               | Instructional Materials  | Supplemental             |
|---|--------------------------|--------------------------|--------------------------|
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/> |                          |                          |                          |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Does your district have materials to cover 100% of the grades 6-8 social studies TEKS?

- Yes  
 No

Select all curriculum, materials, and supplemental materials that teachers in your district or charter will regularly use (once a week or more, on average) for Grades 6-8 social studies instruction to ensure coverage of 100% of the TEKS.

Note: Materials are in alphabetical order

Select the grades 6-8 social studies materials for each section

|  | Curriculum               | Instructional Materials             | Supplemental                        |
|--|--------------------------|-------------------------------------|-------------------------------------|
| N/A -<br>We do not use social studies materials for this grade                                     | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Cengage Learning, Inc./National Geographic Learning -<br>World Cultures and Geography, MYNGCONNECT | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Discovery Education, Inc. -<br>Discovery Education Social Studies Techbook                         | <input type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| District Created Materials   | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| HMH -<br>World Studies/Texas History/US History  | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| McGraw-Hill School Education LLC -<br>World Cultures and Geography/Texas History/US History        | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Newsela  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |

Select the grades 6-8 social studies materials for each section

|   | Curriculum                          | Instructional Materials  | Supplemental             |
|---|-------------------------------------|--------------------------|--------------------------|
| Savvas (formerly Pearson Education, Inc.) -<br>Texas Contemporary World Cultures/Texas History/US History | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |
| Social Studies School Service -<br>Active Classroom: Global Studies, Geography/US History                 | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |
| Studies Weekly  | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |
| Teacher Created Materials   | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |
| TEKS Resource System (TRS)  | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>   | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>   | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>   | <input type="checkbox"/>            | <input type="checkbox"/> | <input type="checkbox"/> |

Does your district have materials to cover 100% of the grades 9-12 social studies TEKS?

- Yes  
 No

Select all curriculum, materials, and supplemental materials that teachers in your district or charter will regularly use (once a week or more, on average) for Grades 9-12 social studies instruction to ensure coverage of 100% of the TEKS.

Note: Materials are in alphabetical order

Select the grades 9-12 social studies materials for each section

|  | Curriculum               | Instructional Materials  | Supplemental             |
|--|--------------------------|--------------------------|--------------------------|
| N/A -<br>We do not use social studies materials for this grade | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Select the grades 9-12 social studies materials for each section

|  | Curriculum                          | Instructional Materials             | Supplemental                        |
|--|-------------------------------------|-------------------------------------|-------------------------------------|
| Discovery Education, Inc. -<br>Discovery Education Social Studies<br>Techbook  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| District Created Materials   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| HMH -<br>HMH The Americans/World<br>Geography/World History  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| McGraw-Hill School Education LLC -<br>United States Government/US<br>History/World Geography/World History                     | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Newsela  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Savvas (formerly Pearson Education,<br>Inc.) -<br>Texas Magruder's American<br>Government/US History/World History             | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Perfection Learning -<br>Basic Principles of American Government   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Social Studies School Service -<br>Active Classroom: Government/Civics/US<br>History/Global Studies/Geography/World<br>History | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Teacher Created Materials  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| TEKS Resource System (TRS)   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| WorldView Software -<br>U.S. Government. An Interactive Approach   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            |

Would you request all social studies products listed previously and/or other products used by Texas educators be reviewed for quality?

Request that all social studies materials listed above receive quality reviews

- Request that a specific product receive a review:  
Enter the product below as "Publisher - Title"
- Request that a specific product receive a review:  
Enter the product below as "Publisher - Title"
- Request that a specific product receive a review:  
Enter the product below as "Publisher - Title"
- Request that a specific product receive a review:  
Enter the product below as "Publisher - Title"

Science

## Science TEKS Certification

Does your district have materials to cover 100% of the grades K-5 science TEKS?

- Yes
- No

Select all curriculum, materials, and supplemental materials that teachers in your district or charter will regularly use (once a week or more, on average) for Grades K-5 science instruction to ensure coverage of 100% of the TEKS.

*Note: Materials are in alphabetical order*

Select the grades K-5 science materials for each section

|   | Curriculum               | Instructional Materials  | Supplemental                        |
|---|--------------------------|--------------------------|-------------------------------------|
| N/A -<br>We do not use science materials for<br>these grades        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Adaptive Curriculum -<br>AC Science                                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Delta Education LLC -<br>FOSS Texas Edition                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Delta Education LLC -<br>FOSS Texas Edition (Spanish)               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Discovery Education, Inc. -<br>Discovery Education Science Techbook | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| District Created Materials  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
|   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |

Select the grades K-5 science materials for each section

|   | Curriculum                          | Instructional Materials             | Supplemental             |
|---|-------------------------------------|-------------------------------------|--------------------------|
| Edumatics Corporation - Edusmart Science Texas  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Edumatics Corporation - Edusmart Science Texas (Spanish)                                    | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Great Minds- PhD Science TEKS Edition   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| HMH - Texas ScienceFusion   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| HMH - Texas ScienceFusion (Spanish)   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Imagine Learning  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Knowing Science LLC - Core Science Curriculum   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| L.J. Create - SciTEX Living With Science  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| LAZEL, Inc. dba ExploreLearning - ExploreLearning Science Gizmos                            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Millmark Education Corporation, Inc. - CL Digital Online Curriculum                         | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Savvas (formerly Pearson Education, Inc.) - Texas Interactive Science                       | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Savvas (formerly Pearson Education, Inc.) - Texas Interactive Science en español            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| SciTex Learning   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| STEMscopes, Incorporated - STEMscopes 2.0   | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Teacher Created Materials   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| TEKS Resource System (TRS)  | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| TPS Publishing Inc - Creative Science Curriculum with STEM. Literacy and Arts Texas Edition | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| VSCHOOLZ, Inc. - VSCHOOLZ   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Zingy Learning - Zingy Science Texas  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Zingy Learning - Zingy Science Texas (Spanish)  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |

Select the grades K-5 science materials for each section

|                                      | Curriculum               | Instructional Materials  | Supplemental             |
|--------------------------------------|--------------------------|--------------------------|--------------------------|
| Other (Enter as "Publisher - Title") |                          |                          |                          |
| Other (Enter as "Publisher - Title") | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (Enter as "Publisher - Title") | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Does your district have materials to cover 100% of the grades 6-8 science TEKS?

- Yes
- No

Select all curriculum, materials, and supplemental materials that teachers in your district or charter will regularly use (once a week or more, on average) for Grades 6-8 science instruction to ensure coverage of 100% of the TEKS.

*Note: Materials are in alphabetical order*

Select the grades 6-8 science materials for each section

|  | Curriculum               | Instructional Materials  | Supplemental                        |
|--|--------------------------|--------------------------|-------------------------------------|
| N/A - We do not use science materials for these grades           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Achieve3000, Inc - eScience3000                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Adaptive Curriculum - AC Science                                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| CPO Science - CPO Science Texas                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Discovery Education, Inc. - Discovery Education Science Techbook | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| District Created Materials                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |
| Edumatics Corporation - Edusmart Science Texas                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>            |

Select the grades 6-8 science materials for each section

|  | Curriculum                          | Instructional Materials             | Supplemental             |
|--|-------------------------------------|-------------------------------------|--------------------------|
| HMH - Texas ScienceFusion  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Imagine Learning   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| L.J. Create - SciTEX   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| LAB-AIDS Inc - Science Texas Edition   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| LAZEL, Inc. dba ExploreLearning - ExploreLearning Science Gizmos                           | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| McGraw-Hill Education - Texas Glencoe iScience   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Millmark Education Corporation, Inc. - Cl. Curriculum                                      | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Savvas (formerly Pearson Education, Inc.) - Texas Interactive Science                      | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| SciTex Learning  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| STEMscopes, Incorporated - STEMscopes 2.0  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Teacher Created Materials  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| TEKS Resource System (TRS)   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| TPS Publishing Inc - Creative Science Curriculum with STEM Literacy and Arts Texas Edition | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| VSCHOOLZ, Inc. - VSCHOOLZ  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Zingy Learning - Zingy Science Texas   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>                            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>                            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>                            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |

Does your district have materials to cover 100% of the grades 9-12 science TEKS?

Yes  
 No

Select all curriculum, materials, and supplemental materials that teachers in your district or charter will regularly use (once a week or more, on average) for Grades 9-12 science instruction to ensure coverage of 100% of the TEKS

*Note: Materials are in alphabetical order*

Select the grades 9-12 science materials for each section

|   | Curriculum               | Instructional Materials             | Supplemental                        |
|---|--------------------------|-------------------------------------|-------------------------------------|
| N/A - We do not use science materials for these grades                    | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Adaptive Curriculum - AC Science Biology/Chemistry/IPC/Physics            | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Bedford, Freeman and Worth Publishing Group - Living by Chemistry         | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Agile Mind Educational Holdings, Inc. - Agile Mind Biology                | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Discovery Education, Inc. - Discovery Education Science Techbook          | <input type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| District Created Materials  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Edumatics Corporation - Edusmart Science Texas - Biology                  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Ergopedia, Inc. - Essential Physics                                       | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| HMH - Texas Biology/Modern Chemistry/Physics                              | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| L.J. Create - SciTEX  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| LAB-AIDS Inc - Science and Global Issues, Biology Units                   | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| LAB-AIDS Inc - A Natural Approach to Chemistry                            | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| LAZEL, Inc. dba ExploreLearning - ExploreLearning Science Gizmos          | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| McGraw-Hill Education - Texas Glencoe Biology/Texas Chemistry/IPC/Physics | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |

Select the grades 9-12 science materials for each section

|  | Curriculum                          | Instructional Materials             | Supplemental             |
|--|-------------------------------------|-------------------------------------|--------------------------|
| Perfection Learning - Kinetic First-Person Physics   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Savvas (Pearson Education, Inc.) - Pearson/Savvas Biology/Chemistry, Texas Edition           | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Sapling Systems, Inc. dba Sapling Learning - Dynamic Biology/Chemistry/Physics Texas Edition | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Scientific Minds, LLC - Biology/Chemistry Science Starters                                   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| SciTex Learning  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| STEMscopes, Incorporated - STEMscopes 2.0, Biology/Chemistry/Physics                         | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Teacher Created Materials  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| TEKS Resource System (TRS)   | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> |
| VSCHOOLZ, Inc. - VSCHOOLZ  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>                              | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>                              | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |
| Other<br>(Enter as "Publisher - Title")<br><input type="text"/>                              | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> |

Would you request all science products listed previously and/or other products used by Texas educators be reviewed for quality?

- Request that all science materials listed above receive quality reviews
- Request that a specific product receive a review:  
Enter the product below as "Publisher - Title"
- Request that a specific product receive a review:  
Enter the product below as "Publisher - Title"
- Request that a specific product receive a review:  
Enter the product below as "Publisher - Title"
- 

Request that a specific product receive a review:  
Enter the product below as "Publisher - Title"

Phonics

## Phonics Informational Questions

House Bill (HB) 3, 86th Texas Legislature, 2019, requires all Texas school districts provide phonics curriculum that uses systematic, direct instruction in kindergarten through third grade to ensure all students obtain necessary early-literacy skills. The commissioner of education is in the process of developing a recommended list of phonics programs in accordance with House Bill 3, 86<sup>th</sup> Texas Legislature, 2019, to ensure all students obtain necessary early literacy skills and that districts have access to phonics materials that include systematic direct instruction and integrated reading instruments. Phonics programs will undergo the Texas Resource Review process to determine inclusion on the commissioner's recommended list in accordance with 19 Texas Administrative Code §74.2001.

This section of the form is not evaluative and data will be used to help inform TEA on what additional resources or services are needed to support LEAs in providing students direct, systematic phonics instruction.

Select the statement that best describes how phonics materials are selected for use within your district.

- We select phonics material at the district-level, and all campuses are required to use the same phonics curriculum.
- We select phonics material at the district-level. These materials are available as a resource but is not required for use at each campus.
- We recommend a list of specific phonics material at the district-level. Campus leaders can select from this recommended list.
- Campus leaders determine use of phonics material.
- Teachers determine use of phonics material and create or source their own materials.
- We do not currently have phonics material in our district.
- Other

Select the statement(s) that reflect(s) the type of phonics material used in your district.

Select all that apply

|   | For English Phonics<br>Check all that apply | For Spanish Phonics<br>Check all that apply |
|---|---|---|
| Our district covers phonics as part of our core RLA approach                      | <input checked="" type="checkbox"/>         | <input checked="" type="checkbox"/>         |
| Our district uses additional supplemental products to support phonics instruction | <input type="checkbox"/>                    | <input type="checkbox"/>                    |

Select all materials that teachers in your district or charter will regularly use (once a week or more, on average) for **Grades K-3** phonics instruction.

If your district or charter does not use the materials listed, select "Other" and enter the Publisher and Title, separated by a dash, in the text box below.

|   | Curriculum               | Instructional Materials  | Supplemental             |
|---|--------------------------|--------------------------|--------------------------|
| 95% Group   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| American Reading Company  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Amplify - Amplify Texas Skills Unit (TEA Available Materials)   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Amplify - Amplify Texas Core Product                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Amplify Education CKLA  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Benchmark Education Company - Benchmark Phonics                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Catawaba Press - Puzzle Piece Phonics                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Center for the Collaborative Classroom - Collaborative Literacy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| EDUSPARK - Lengua, Ritmo, y Cultura                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Esperanza/Valley Speech   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Estrellita, Inc. - Accelerated Spanish Reading Program          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Express Readers Foundational Reading Program                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| FlyLeaf   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

|   | Curriculum               | Instructional Materials  | Supplemental             |
|---|--------------------------|--------------------------|--------------------------|
| Go Phonics  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Heinemann - Fountas & Pinnell                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Heinemann - Units of Study                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| HMH - Arriba la lectura                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| HMH - Into Reading  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| HMH - Saxon Phonics & Spelling                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| InterEthnic, LLC - Alphabet Harbor Phonics                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| IStation - Istation Reading                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| IStation - Istation Reading en Espanol                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Jolly Learning - Jolly Phonics                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Jossey-Bass - Phonics Pathways                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Kinestemus - Kinestem Program                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Learning A-Z - Raz Plus                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Learning Dynamics   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Letterland International Ltd. - Letterland                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Lexia Learning Systems, LLC - Lexia® Core5® Reading       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| LifeLong Readers  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Lucy Calkins - Units of Study for Teaching Phonics Grades | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| McGraw Hill - Open Court Reading                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| McGraw Hill - Reading Mastery                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| McGraw Hill - Texas Maravillas                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| McGraw Hill - Texas Wonders                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Mondo (Carnegie) - Bookshop Fonetica                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Nessy   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Neuhaus Education Center - Basic Language Skills          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Neuhaus Education Center - Reading Readiness              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Neuhaus Education Center - Scientific Spelling            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| NINE Enterprises - Johnny Can Spell                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Open Up Resources - Differentiated Instruction Block      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

|   | Curriculum               | Instructional Materials             | Supplemental                        |
|---|--------------------------|-------------------------------------|-------------------------------------|
| Open Up Resources - EL Education Foundational Skills Block        |                          |                                     |                                     |
| Paradigm - Alpha Phonics  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Phyllis Schlafly - Turbo Reader                                   | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Play and Talk International - Play and Talk                       | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Puzzle Piece Phonics  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Reading Horizons - Discovery                                      | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Really Great Reading Company, LLC - Phonics Suite                 | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Rosen - LevelUP   | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Savvas Learning Company - Savvas Essentials: Foundational Reading | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Savvas Learning Company - Texas mi Vision Lectura                 | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| Savvas Learning Company - Texas myView Literacy                   | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            |
| Savvas Learning Company - Words Their Way                         | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| School Specialty - Alphabetic Phonics                             | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Wilson - Foundations  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Zaner-Bloser - SuperKids  | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Zoo Phonics   | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| N/A<br>Our district does not use phonics materials                | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Other<br>Enter the product as "Publisher - Title"<br>Heggerty A-1 | <input type="checkbox"/> | <input type="checkbox"/>            | <input checked="" type="checkbox"/> |
| Other<br>Enter the product as "Publisher - Title"<br>[ ]          | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |
| Other<br>Enter the product as "Publisher - Title"<br>[ ]          | <input type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/>            |

Would you request all phonics products listed previously and/or other products used by Texas educators be reviewed for quality?

Select all that apply.

- Request that all phonics materials listed previously receive quality reviews
- [ ] Request that a specific product receive a review. Enter the product below as "Publisher - Title"
- [ ] Request that a specific product receive a review. Enter the product below as "Publisher - Title"
- [ ] Request that a specific product receive a review. Enter the product below as "Publisher - Title"

Informational Questions

### Additional Informational Questions

Has your district or charter ever used the Texas Resource Review (TRR) to make decisions about which instructional materials to use?

- Yes
- No
- I am not familiar with the Texas Resource Review (TRR)

In which subject areas have you used the TRR to obtain information about the quality of products?

- English reading language arts
- Spanish reading language arts
- Prekindergarten
- Math

Select the assessment platform (if any) your district leverages for unit/module, diagnostic, or interim, and for which type of assessments.

Select the assessment(s) your district require or encourages in the platform(s) below.

| Interim | Diagnostic | Unit/Module Formatives | Other Formatives | Ot |
|---------|------------|------------------------|------------------|----|
|         |            |                        |                  |    |

Select the assessment(s) your district require or encourages in the platform(s) below.

|  | Interim                             | Diagnostic                          | Unit/Module Formatives              | Other Formatives         | Ot |
|--|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------|----|
| Eduphoria  | <input type="checkbox"/>            | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | [  |
| DMAC   | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> | [  |
| Texas Formative Assessment Resource                  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> | [  |
| STAAR Interim  | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> | [  |
| Other<br>(Enter platform below) <b>NW&amp;MAP</b>    | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/>            | <input type="checkbox"/> | [  |
| Other<br>(Enter platform below) <input type="text"/> | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> | [  |
| Other<br>(Enter platform below) <input type="text"/> | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/>            | <input type="checkbox"/> | [  |

**The Children's Internet Protection Act**

The Children's Internet Protection Act (CIPA) was enacted by Congress in 2000 to address concerns about children's access to obscene or harmful content over the Internet. (You may find more information on the [FCC website](#).)

It is the intent of the Legislature that the State Board of Education ensure that any instructional materials and technology purchased using funds disbursed from the State Instructional Materials and Technology Fund meet the requirements for certification under 47 U.S.C. Sections 254(h)(5)(B) and (C) to the extent the certification is applicable to those materials. (See [S.B. No. 1, General Appropriations Act, Eighty-seventh Legislature](#))

Does your district or charter have a filter or a monitor in place to ensure that students accessing digital instructional materials do not have access to obscene or harmful content?

- No
- Yes

Satisfaction

What resources and/or PD would you like for TEA to provide to LEAs to support adoption purchasing and/or implementation of instructional materials?

**Approval**

TEKS Certification Form - Approval

- By selecting this box, I confirm that the school board has certified the responses and information provided in this document.

Powered by Qualtrics

## NORTHSTAR BUILDERS GROUP

ALLOWANCE

### Celina ISD

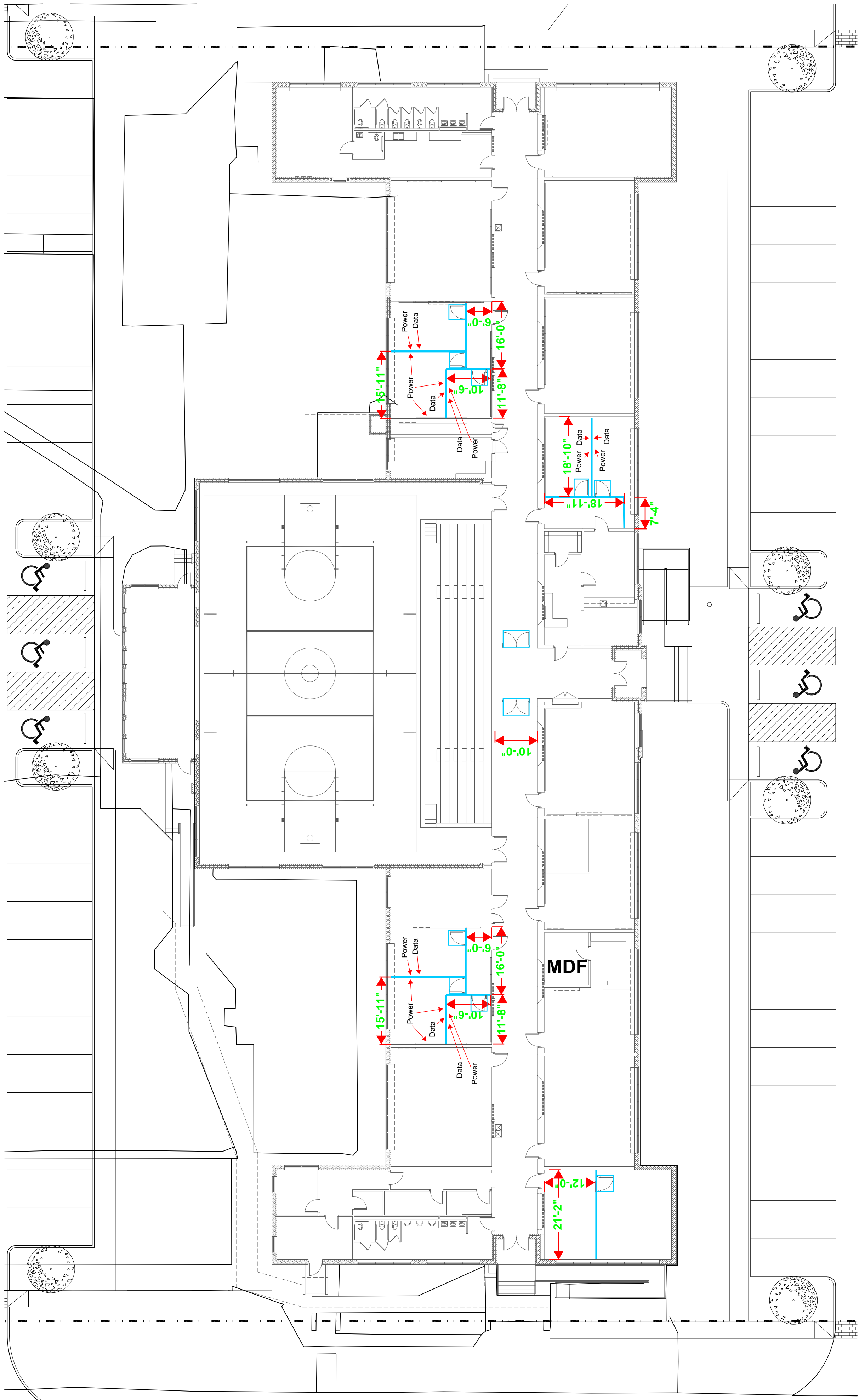
Celina Middle School  
Celina, TX

Documents Dated 4/1/2022  
Estimate Dated 4/11/2022

### General Summary

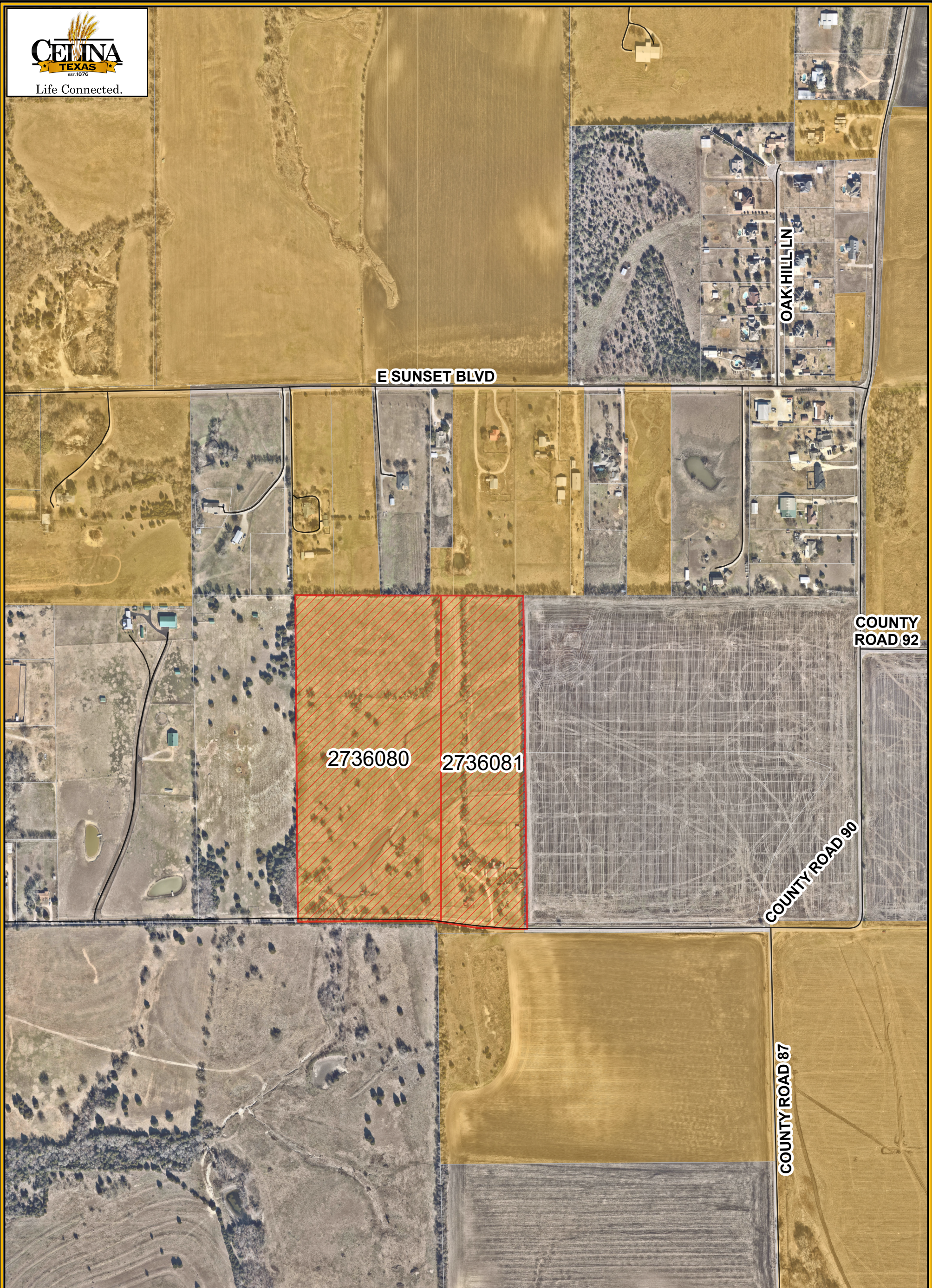
| CODE                      | ITEM                                 | LABOR  | MATERIAL | SUB    | TOTAL           | COMMENTS       |
|---------------------------|--------------------------------------|--------|----------|--------|-----------------|----------------|
| <b>GENERAL CONDITIONS</b> |                                      |        |          |        |                 |                |
|                           | General Conditions - Included in GMP | XXXXXX | XXXXXX   | XXXXXX | 0               |                |
| <b>SUBCONTRACTORS</b>     |                                      |        |          |        |                 | <b>85,330</b>  |
|                           | Selective Demolition                 | XXXXXX | XXXXXX   | 1,500  | 1,500           | Budget         |
|                           | Glass & Glazing                      | XXXXXX | XXXXXX   | 36,663 | 36,663          | Pierce Glazing |
|                           | Drywall                              | XXXXXX | XXXXXX   | 20,390 | 20,390          | Baker          |
|                           | Wood Flooring Patch/Repair           | XXXXXX | XXXXXX   | 3,000  | 3,000           | Budget         |
|                           | Painting                             | XXXXXX | XXXXXX   | 4,650  | 4,650           | Shahan         |
|                           | HVAC                                 | XXXXXX | XXXXXX   | 4,000  | 4,000           | Budget         |
|                           | Electrical                           | XXXXXX | XXXXXX   | 13,552 | 13,552          | Leland         |
|                           | Data                                 | XXXXXX | XXXXXX   | 1,575  | 1,575           | J&L            |
|                           |                                      |        |          |        | 0               |                |
| <b>SUBTOTAL</b>           |                                      |        |          |        | <b>85,330</b>   | <b>85,330</b>  |
|                           | Contractor's Contingency             | 0.00%  |          |        | \$0             |                |
|                           | Bond                                 | 0.00%  |          |        | \$0             |                |
|                           | Fee                                  | 0.00%  |          |        | \$0             |                |
| <b>TOTAL BASE BID</b>     |                                      |        |          |        | <b>\$85,330</b> |                |

|  |
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|  |
|  |
|  |









Life Connected.

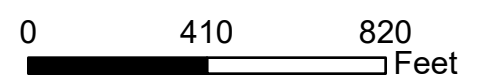
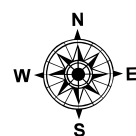


### Legend

-  Subject Property
-  City Limits
-  Roads
-  Parcels

### Exhibit City of Celina

3/18/2022



| <b>Seller</b>           | <b>Size (Acres)</b> |
|-------------------------|---------------------|
| Martinek                | 5.44                |
| Quest                   | 19                  |
| City Global Investments | 35                  |
| Louis Dickerson         | 49                  |
| Quest                   | 21                  |

---

**41.5 acres - Pump Station - Bellevue CR90**

| <b>Price/Ac</b> | <b>Comments</b>          | <b>Buyer</b>   | <b>Sale Date</b> |
|-----------------|--------------------------|----------------|------------------|
| \$175,000       |                          | City of Celina | 1/1/22           |
| \$115,000       | City did not purchase it |                |                  |
| \$100,000       | No Frontage              | City of Celina | 10/15/21         |
| \$130,680       |                          | Glendenning    | 9/1/21           |
| \$115,000       | L-Shaped                 | Celina Sunset  | 10/1/21          |

| <b>Location</b>   | <b>CAD ID</b> |
|-------------------|---------------|
| Oklahomas/ sunset | 991181        |
| Sunset            |               |
| Choate Pkwy       | 975154        |
| Louisiana         | 986320        |
| Sunset Blvd       | 2767435       |

CALLED 4,800 ACRES  
 TERRI KIRKMAN &  
 KAREN WILSON  
 C.C. NO. 2009052300781460  
 L.R.C.C.T.

CALLED 4,800 ACRES  
 TERRI KIRKMAN &  
 KAREN WILSON  
 C.C. NO. 2009052300781460  
 L.R.C.C.T.

CALLED 5,000 ACRES  
 KAREN WILSON  
 C.C. NO. 93-0048813  
 L.R.C.C.T.

CALLED 3,890 ACRES  
 LESLIE GAYLE WEST

TRIVEDI PROPERTIES, LLC  
 C.C. NO. 2014105001213370  
 L.R.C.C.T.

S 89°58'13" E 1119.30'

CALLED 18,570 ACRES  
 ROBERT A. COOK, MD  
 VOLUME 4855, PAGE 1238  
 L.R.C.C.T.

CALLED 31,539 ACRES  
 JOSEPH A. MILLER, INC.  
 EMPLOYEES PENSION TRUST  
 C.C. NO. 93-0002190  
 L.R.C.C.T.

CALLED 62,700 ACRES  
 A.J. WAINWRIGHT  
 VOLUME 5554, PAGE 1022  
 L.R.C.C.T.

CALLED 10.01 ACRES  
 JOSEPH A. MILLER  
 C.C. NO. 93-0002189

CALLED 15.0 ACRES  
 GUNTER RURAL WATER  
 SUPPLY CORPORATION  
 C.C. NO. 95-0011715

CALLED 20.0 ACRES  
 GRAYSON-COLLIN COUNTY  
 ELECTRIC COOP., INC. ESMT.  
 C.C. NO. 95-0041061

**41.549 ACRES**  
 40.056 ACRES NET

N 00°42'44" W 1603.59'

S 00°42'44" E 1646.43'

COLLIN COUNTY SCHOOL LAND SURVEY, ABSTRACT NO. 167  
 C.F. RICE SURVEY, ABSTRACT NO. 771

LEGAL DESCRIPTION

BEING a tract of land situated in the Collin County School Land Survey, Abstract No. 167, and the C. F. Rice Survey, Abstract No. 771, Collin County, Texas, and being all of a called 10.01 acre tract as conveyed to Joseph A. Miller and recorded in County Clerk's No. 93-0002189 of Collin County, Texas, and also being all of a called 31.539 acre tract as conveyed to Joseph A. Miller, Inc., Employees Pension Trust and recorded in County Clerk's No. 93-0002190 of Collin County, Texas, and being more particularly described by metes and bounds as follows:

BEGINNING at the southeast corner of said called 10.01 acre tract in CR. No. 90

THENCE N 89°52'31" W a distance of 44.95' to a mag nail set for corner;

THENCE N 88°02'04" W a distance of 188.99' to a mag nail set for corner;

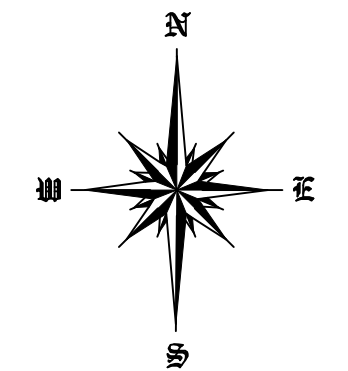
THENCE N 81°46'36" W a distance of 229.66' to a mag nail set for corner;

THENCE N 89°39'13" W a distance of 658.72' to a mag nail set for corner;

THENCE N 00°42'44" W a distance of 1603.59' to a corner post found for corner;

THENCE S 89°58'13" E a distance of 1119.30' to a 1/4" iron rod found for corner;

THENCE S 00°42'44" E a distance of 1646.43' to the POINT OF BEGINNING and containing 1,809,884 Square Feet or 41.549 Acres of land.



NORTH  
SCALE 1" = 100'


- LEGEND
- C.M. = CONTROLLING MONUMENT
  - C.R.S. = CAPPED 1/2" IRON ROD SET STAMPED (4613)
  - IRF = IRON ROD FOUND
  - IRS = IRON ROD SET
  - ⊙ = POWER POLE
  - \* = LIGHT POLE
  - = MAIL BOX
  - = TELEPHONE BOX
  - = FENCE POST
  - ⊕ = AC UNIT
  - ⊕ = WATER METER
  - ⊕ = WATER METER

41.549 ACRES GROSS  
 (1,809,884 Sq. Ft.)  
 0.779 ACRES IN ROAD  
 (33,923 ST. FT.)  
 0.387 ACRES IN WATER ESMT.  
 (16,841 ST. FT.)  
 0.327 ACRES IN ELEC. ESMT  
 (14,256 ST. FT.)  
 -----  
 40.056 ACRES NET  
 (1,744,864 Sq. Ft.)

SURVEYORS CERTIFICATION

TO CHICAGO TITLE INSURANCE COMPANY, JOSEPH A. MILLER,  
 AND CENTENARY ACQUISITIONS, INC.:

That this map and the survey on which it is based were made in accordance with the 2015 Minimum Standard Detail Requirements for a TSPS Category 1A Condition I Land Title Survey, as established and adopted by the Texas Society of Professional Land Surveyors. The field work was completed on March 22, 2016.

  
 DAVID J. SURDUKAN  
 R.P.L.S. NO. 4613



**BOUNDARY SURVEY**  
**41.549 ACRES**  
**COLLIN COUNTY SCHOOL LAND SURVEY**  
**ABSTRACT NO. 167**  
**C.F. RICE SURVEY**  
**ABSTRACT NO. 771**  
**COLLIN COUNTY, TEXAS**

**G.F. No. 4712009589**  
**SURDUKAN SURVEYING, INC.**  
 P.O. BOX 126  
 ANNA, TEXAS 75409  
 (972) 924-8200  
 FIRM NO. 10068500

- GENERAL NOTES:
1. The surveyor has not abstracted subject property.
  2. Easement shown hereon are pursuant to Chicago Title Insurance Company GF#4712009589. Surveyor has made no independent search of records for easement.
  3. Copyright 2016, Surdukan Surveying, Inc.
  4. The survey is being provided solely for the use of the current parties and that no license has been created, express or implied, to copy the survey except as is necessary in conjunction with the original transaction which shall take place within 3 months of the date of this survey.
  5. The original copy will have original signatures, stamp seal and an impression seal.

FLOOD NOTE:

THIS PROPERTY FALLS IN ZONED X ACCORDING TO THE FLOOD INSURANCE RATE MAP PANEL NO. AHSR05102J DATED JUNE 2, 2009 AS PUBLISHED BY THE FEDERAL EMERGENCY MANAGEMENT AGENCY. NO PORTION OF THIS TRACT FALLS WITHIN THE 100 YEAR FLOOD PLAIN.

Regular Meeting  
Monday, March 21, 2022 6:15 PM Central

Multipurpose Facility, Celina High School,  
Banquet Hall  
3455 North Preston Road  
Celina, TX 75009

## **1. CALL TO ORDER & ESTABLISH QUORUM**

Kelly Juergens called the meeting to order at 6:15 PM.

1.A. Pledge of Allegiance  
Led by Jeff Gravley

1.B. Invocation  
Led by Brooks Barr

## **2. RECOGNITIONS**

2.A. Dane Parsons: 2022 UIL State Champion - Digital Animation  
Recognized by Mr. Slivocka

2.B. Bekah Stuart: All-State Choir  
Recognized by Mr. LeMaire

## **3. CONSTRUCTION REPORT**

## **4. PUBLIC HEARING - OPPORTUNITY FOR PUBLIC INPUT REGARDING TEXAS ACADEMIC PERFORMANCE REPORT**

Kelly Juergens opened the Public Hearing at 6:40 PM.

Lori Sitzes presented the Texas Academic Performance Report to the Board. No questions or comments were made by any member of the public.

Kelly Juergens closed the Public Hearing 7:12 PM.

## **5. SUPERINTENDENT'S REPORT**

5.A. Information / Superintendent's Update

## **6. PUBLIC COMMENT**

6.A. Comments from Visitors Who Wish to Address Board Members on Agenda or Non-Agenda Topics  
No one addressed the Board in Open Forum.

## **7. CLOSED MEETING**

Kelly Juergens adjourned the Board to Executive Session at 7:17 PM.

7.A. Personnel - Pursuant to Texas Government Code Section 551.074, deliberation regarding the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee.

7.A.1. Administrative Contracts

7.B. Real Property - Pursuant to Texas Government Code Section 551.072, deliberation regarding the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the board's position in negotiations with a third person.

7.C. Safety and Security - Pursuant to Texas Government Code Section 551.089, deliberation regarding security devices or security audits. (1) Security assessments or deployments relating to information resources technology; (2) network security information as described by Section 2059.055 (b); or (3) the deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices.

**8. RECONVENE - Open meeting to vote on matters considered in closed session in accordance with the Texas Open Meetings Act, Texas Government Code, Chapter 551, to take action necessary regarding personnel.**

The Board reconvened to Open Session at 8:55 PM.

**9. ACTION TAKEN ON ITEMS DISCUSSED IN CLOSED SESSION**

Motion was made by Brooks Barr and seconded by Jeff Gravley to approve the amended CW(LOCAL) as presented.

Motion carried 7-0

Motion was made Todd Snyder to separate Bill Elliott's contract and discuss. No one seconded the motion.

Motion failed

Motion was made by Jeff Gravley and seconded by Chuck Hansen to approve the Administrative Contracts as presented.

Motion carried 6-0-1

Todd Snyder abstained

**10. INFORMATION/CONFIRMATION AGENDA ITEMS**

**11. ACTION/BRIEFING AGENDA ITEMS**

**11.A. Approve Elementary School #4 Networking Equipment**

Motion made by Chuck Hansen and seconded by Jeff Gravley to approve the Elementary School #4 Networking Equipment quote as presented.

Motion carries 6-0-1

Choc Christopher abstains.

**11.B. Approve Internet Service Provider Contract**

Motion was made by Choc Christopher and seconded by Jeff Gravley to approve the Internet Service Provider Contract as presented.

Motion carried 7-0

**11.C. Approve 2022-2023 Calendar**

Motion was made by Todd Snyder and seconded by Tracey Balsamo to approve the 2022-2023 Calendar as presented.

Motion carried 7-0

**11.D. Approve Amended CMS FF&E Budget**

Motion was made by Brooks Barr and seconded by Jeff Gravley to approve the Amended CMS FF&E Budget as presented.  
Motion carried 7-0

11.E. Approve Resolution for School Closing  
Motion was made by Choc Christopher and seconded by Todd Snyder to approve the Resolution for School Closing.  
Motion carried 7-0

11.F. Approve Collin County Election Contract  
Motion was made by Todd Snyder and seconded by Chuck Hansen to approve the Collin County Election Contract as presented.  
Motion carried 7-0

11.G. Approve Denton County Election Contract  
Motion was made by Brooks Barr and seconded by Choc Christopher to approve the Denton County Election Contract as presented.  
Motion carried 7-0

11.H. Consider and Take Action on Texas State Representative Jared Patterson's Pledge Request  
Motion was made by Choc Christopher and seconded by Tracey Balsamo to sign Texas State Representative Jared Patterson's Pledge and Send Follow-Up Letter as presented.  
Motion carried 7-0

## 12. DISCUSSION ITEMS

### 13. CONSENT/CONFIRMATION AGENDA ITEMS

Motion was made by Jeff Gravley and seconded by Todd Snyder to approve the February 21, 2022 Minutes and the March 15, 2022 Minutes as well as all Financial Statements as presented.  
Motion carried 7-0

13.A. Minutes of the February 21, 2022 Regular Board Meeting and the March 15, 2022 Training Meeting

13.B. Monthly Cash Distributions/Cash Balance/Investment Report/Budget Amendments

### 14. ADJOURNMENT

Motion was made by Todd Snyder and seconded by Chuck Hansen to adjourn the meeting.  
Motion carried 7-0

The meeting was adjourned at 9:24 PM.

Celina Independent School District  
Operating Cash Flow  
2021-2022

|                                       | January 2022<br>Actual  | February 2022<br>Actual | March 2022<br>Actual |
|---------------------------------------|-------------------------|-------------------------|----------------------|
| <i>Beginning Cash Balance</i>         | \$ 11,118,167.09        | 13,681,791.70           | 14,771,483.89        |
| <b>RECEIPTS</b>                       |                         |                         |                      |
| Tax Collections                       | \$ 4,650,816.59         | 3,679,435.92            | 518,820.60           |
| Interest                              | \$ 5,528.05             | 5,875.41                | 5,951.63             |
| Other Local Revenue                   | \$ 299,985.12           | 51,963.83               | 14,709.71            |
| State Revenue - Available School      | \$ 39,573.00            | 39,573.00               | 96,398.00            |
| State Revenue -Foundation             | \$ 0.00                 | 0.00                    | 0.00                 |
| State Revenue - Prior Year            | \$ 0.00                 | 0.00                    | 0.00                 |
| State Revenue - Misc                  | \$                      |                         |                      |
| Federal Program Revenue               | \$ 64,744.82            | 153,963.09              | 217,237.45           |
| Breakfast/Lunch Revenue - Local/Fed   | \$ 154,365.55           | 201,990.12              | 196,529.71           |
| Transfers From Texpool                | \$                      |                         |                      |
| <b>Total Revenue</b>                  | <b>\$ 5,215,013.13</b>  | <b>4,132,801.37</b>     | <b>1,049,647.10</b>  |
| <b>DISBURSEMENTS</b>                  |                         |                         |                      |
| Payroll Net Checks                    | \$ -1,514,811.09        | -1,542,246.36           | -1,566,883.92        |
| Payroll Deductions                    | \$ -88,990.89           | -86,242.50              | -86,713.34           |
| TRS Deposit                           | \$ -453,130.47          | -444,032.77             | -453,874.88          |
| IRS Deposit                           | \$ -166,600.19          | -169,666.94             | -174,611.96          |
| <b>Total Payroll</b>                  | <b>\$ -2,223,532.64</b> | <b>-2,242,188.57</b>    | <b>-2,282,084.10</b> |
| Transfers to Texpool                  | \$                      |                         |                      |
| Transfer to Ind Bank MMA              | \$                      |                         |                      |
| Account Payable Expenditures          | \$ -427,855.88          | -800,920.61             | -539,108.51          |
| <b>Total Expenditures</b>             | <b>\$ -2,651,388.52</b> | <b>-3,043,109.18</b>    | <b>-2,821,192.61</b> |
| Net Change in Cash                    | \$ 2,563,624.61         | 1,089,692.19            | -1,771,545.51        |
| <b>Ending Cash Balance</b>            | <b>\$ 13,681,791.70</b> | <b>14,771,483.89</b>    | <b>12,999,938.38</b> |
| Beginning Cash Balance at Texpool     | \$ 3,343,018.12         | 3,343,124.78            | 3,343,286.83         |
| Deposits - Transfers In               | \$                      |                         |                      |
| Interest Earned                       | \$ 106.66               | 162.05                  | 436.26               |
| Transfers out                         | \$                      |                         |                      |
| <b>Ending Cash Balance at Texpool</b> | <b>\$ 3,343,124.78</b>  | <b>3,343,286.83</b>     | <b>3,343,723.09</b>  |
| Beginnin Cash Balance-Ind Bank MMA    | 2,064,935.61            | 2,065,812.50            | 2,066,604.87         |
| Deposits - Transfer In                |                         |                         |                      |
| Interest Earned                       | 876.89                  | 792.37                  | 877.60               |
| Transfers out                         |                         |                         |                      |
| Ending Cash Balance-Ind Bank MMA      | <b>2,065,812.50</b>     | <b>2,066,604.87</b>     | <b>2,067,482.47</b>  |
| <b>TOTAL CASH AVAILABLE</b>           | <b>\$ 19,090,728.98</b> | <b>20,181,375.59</b>    | <b>18,411,143.94</b> |

Celina Independent School District  
Interest and Sinking Cash Flow

|  | 2021                    | 2022                 | February 2022        | March 2022           |
|--|-------------------------|----------------------|----------------------|----------------------|
|  | January 2022            | February 2022        | February 2022        | March 2022           |
|  | Actual                  | Actual               | Actual               | Actual               |
| <i>Beginning Cash Balance-Independent Bk</i> | \$ 12,166,649.87        | 14,633,067.98        | 11,949,033.76        | 11,949,033.76        |
| <b>RECEIPTS</b>                              |                         |                      |                      |                      |
| Tax Collections                              | \$ 2,460,607.47         | 1,936,577.63         | 272,823.75           | 272,823.75           |
| Interest                                     | \$ 5,810.64             | 5,027.74             | 5,154.13             | 5,154.13             |
| Transfer from Texpool                        | \$ 0.00                 | 0.00                 | 0.00                 | 0.00                 |
| State Revenue - IFA                          | \$ 0.00                 | 0.00                 | 0.00                 | 0.00                 |
| <b>Total Revenue</b>                         | <b>\$ 2,466,418.11</b>  | <b>1,941,605.37</b>  | <b>277,977.88</b>    | <b>277,977.88</b>    |
| <b>DISBURSEMENTS</b>                         |                         |                      |                      |                      |
| Bond Payments                                | \$ 0.00                 | 4,625,639.59         | 0.00                 | 0.00                 |
| Transfers to Texpool                         | \$ 0.00                 | 0.00                 | 0.00                 | 0.00                 |
| Transfers to MMA Independent Bank            | 0.00                    | 0.00                 | 0.00                 | 0.00                 |
| <b>Total Expenditures</b>                    | <b>\$ 0.00</b>          | <b>4,625,639.59</b>  | <b>0.00</b>          | <b>0.00</b>          |
| Net Change in Cash                           | 2,466,418.11            | -2,684,034.22        | 277,977.88           | 277,977.88           |
| <b>Ending Cash Balance - Independent Bk</b>  | <b>\$ 14,633,067.98</b> | <b>11,949,033.76</b> | <b>12,227,011.64</b> | <b>12,227,011.64</b> |
| Beginning Cash Balance at Texpool            | \$ 0.00                 | 0.00                 | 0.00                 | 0.00                 |
| Deposits - Transfers In/Int Sale of Bond     | \$ 0.00                 | 0.00                 | 0.00                 | 0.00                 |
| Interest Earned                              | \$ 0.00                 | 0.00                 | 0.00                 | 0.00                 |
| Transfers out (to Indep. Bank better rate)   | \$ 0.00                 | 0.00                 | 0.00                 | 0.00                 |
| <b>Ending Cash Balance at Texpool</b>        | <b>\$ 0.00</b>          | <b>0.00</b>          | <b>0.00</b>          | <b>0.00</b>          |
| Independent Bank - MMA Investment            |                         |                      |                      |                      |
| Beginning Balance                            | 103,251.14              | 103,294.99           | 103,334.61           | 103,334.61           |
| Deposits                                     | 0.00                    | 0.00                 | 0.00                 | 0.00                 |
| Interest                                     | 43.85                   | 39.62                | 43.88                | 43.88                |
| Transfers out                                | 0.00                    | 0.00                 | 0.00                 | 0.00                 |
| <b>Ending Cash Balance - Ind Bank MMA</b>    | <b>103,294.99</b>       | <b>103,334.61</b>    | <b>103,378.49</b>    | <b>103,378.49</b>    |
| <b>TOTAL CASH AVAILABLE</b>                  | <b>\$ 14,736,362.97</b> | <b>12,052,368.37</b> | <b>12,330,390.13</b> | <b>12,330,390.13</b> |

**Budgeted/Expended Comparison Summary**  
MARCH 31, 2022

|  | Original Budget | Amended Budget | Total Expended YTD | Current Month Expenditure | Encumbered | Balance      | % Available to Use |
|--|-----------------|----------------|--------------------|---------------------------|------------|--------------|--------------------|
| <b>Funds 181-191-199 General Operating</b> |                 |                |                    |                           |            |              |                    |
| <b>11 Instruction</b>                      |                 |                |                    |                           |            |              |                    |
| 6100 Payroll Costs                         | 18,282,956.00   | 18,393,793.00  | 13,420,257.17      | 1,635,050.75              |            | 4,973,535.83 | 27.04%             |
| 6200 Professional Services                 | 549,150.00      | 591,150.00     | 552,021.17         | 80,710.79                 | 7,895.00   | 31,233.83    | 5.28%              |
| 6300 Supplies and Materials                | 524,369.00      | 526,149.32     | 337,557.55         | 24,232.40                 | 25,253.78  | 163,337.99   | 31.04%             |
| 6400 Other Operating                       | 78,399.00       | 80,618.68      | 61,946.58          | 4,903.36                  | 3,528.14   | 15,143.96    | 18.78%             |
| 6600 Capital Outlay                        | 48,758.00       | 45,432.00      | 11,754.04          | 223.99                    | 2,560.00   | 31,117.96    | 68.49%             |
| Total Instruction                          | 19,483,632.00   | 19,637,143.00  | 14,383,536.51      | 1,745,121.29              | 39,236.92  | 5,214,369.57 | 26.55%             |
| <b>12 Library</b>                          |                 |                |                    |                           |            |              |                    |
| 6100 Payroll Costs                         | 228,449.00      | 228,449.00     | 144,686.78         | (5,606.87)                |            | 83,762.22    | 36.67%             |
| 6200 Professional Services                 | 12,888.00       | 12,888.00      | 10,819.26          | 59.98                     |            | 2,068.74     | 16.05%             |
| 6300 Supplies and Materials                | 9,875.00        | 9,875.00       | 3,141.31           | 88.10                     | 180.15     | 6,553.54     | 66.36%             |
| 6400 Other Operating                       | 6,000.00        | 6,000.00       |                    |                           |            | 6,000.00     | 100.00%            |
| 6600 Capital Outlay                        | 17,175.00       | 17,175.00      | 5,365.77           | 634.50                    | 4,040.36   | 7,768.87     | 45.23%             |
| Total Library                              | 274,387.00      | 274,387.00     | 164,013.12         | (4,824.29)                | 4,220.51   | 106,153.37   | 38.69%             |
| <b>13 Curriculum</b>                       |                 |                |                    |                           |            |              |                    |
| 6100 Payroll Costs                         | 271,794.00      | 271,794.00     | 206,642.09         | 23,412.52                 |            | 65,151.91    | 23.97%             |
| 6200 Contracted Services                   | 108,900.00      | 103,400.00     | 90,483.22          | 144.00                    | 96.00      | 12,820.78    | 12.40%             |
| 6300 Supplies and Materials                | 44,325.00       | 44,325.00      | 28,033.59          | 4,502.38                  | 100.00     | 16,191.41    | 36.53%             |
| 6400 Other Operating                       | 19,635.00       | 19,635.00      | 8,262.54           | 663.99                    | 1,109.97   | 10,262.49    | 52.27%             |
| 6600 Capital Outlay                        | 7,000.00        | 12,500.00      | 12,314.62          | 4,800.00                  |            | 185.38       | 1.48%              |
| Total Curriculum                           | 451,654.00      | 451,654.00     | 345,736.06         | 33,522.89                 | 1,305.97   | 104,611.97   | 23.16%             |
| <b>21 Instructional Leadership</b>         |                 |                |                    |                           |            |              |                    |
| 6100 Payroll Costs                         | 68,497.00       | 68,497.00      | 51,487.35          | 5,849.57                  |            | 17,009.65    | 24.83%             |
| Total Inst Leadership                      | 68,497.00       | 68,497.00      | 51,487.35          | 5,849.57                  |            | 17,009.65    | 24.83%             |
| <b>23 School Leadership</b>                |                 |                |                    |                           |            |              |                    |
| 6100 Payroll Costs                         | 2,290,743.00    | 2,290,743.00   | 1,682,732.77       | 211,533.10                |            | 608,010.23   | 26.54%             |
| 6200 Professional Services                 | 5,400.00        | 5,400.00       | 3,787.40           |                           | 112.60     | 1,500.00     | 27.78%             |
| 6300 Supplies and Materials                | 11,919.00       | 11,919.00      | 5,700.11           | 403.21                    | 181.76     | 6,037.13     | 50.65%             |
| 6400 Other Operating                       | 12,250.00       | 12,250.00      | 7,876.63           | 545.52                    |            | 4,373.37     | 35.70%             |
| 6600 Capital Outlay                        | 2,650.00        | 2,650.00       | 1,912.39           | 162.39                    |            | 737.61       | 27.83%             |
| Total School Leadership                    | 2,322,962.00    | 2,322,962.00   | 1,702,009.30       | 212,644.22                | 294.36     | 620,658.34   | 26.72%             |
| <b>Funds 181-191-199 General Operating</b> |                 |                |                    |                           |            |              |                    |
| <b>31 Guidance &amp; Counseling</b>        |                 |                |                    |                           |            |              |                    |
| 6100 Payroll Costs                         | 978,432.00      | 978,432.00     | 751,733.57         | 84,555.73                 |            | 226,698.43   | 23.17%             |
| 6200 Professional Services                 | 6,500.00        | 6,500.00       | 3,500.00           | (9,900.00)                |            | 3,000.00     | 46.15%             |
| 6300 Supplies and Materials                | 26,350.00       | 26,350.00      | 13,545.66          | 542.02                    | 1,477.09   | 11,327.25    | 42.99%             |
| 6400 Other Operating                       | 3,700.00        | 3,700.00       |                    |                           |            | 3,700.00     | 100.00%            |
| 6600 Capital Outlay                        | 500.00          | 500.00         |                    |                           |            | 500.00       | 100.00%            |
| Total Counseling                           | 1,015,482.00    | 1,015,482.00   | 768,779.23         | 75,197.75                 | 1,477.09   | 245,225.68   | 24.15%             |
| <b>33 Health Services</b>                  |                 |                |                    |                           |            |              |                    |
| 6100 Payroll Costs                         | 338,463.00      | 338,463.00     | 273,090.12         | 58,272.02                 |            | 65,372.88    | 19.31%             |
| 6200 Professional Services                 | 0.00            | 0.00           |                    |                           |            | 0.00         | 0.00%              |
| 6300 Supplies and Materials                | 14,250.00       | 14,250.00      | 6,498.86           |                           | 492.44     | 7,258.70     | 50.94%             |
| 6400 Other Operating                       | 1,800.00        | 1,800.00       | 997.50             | 200.00                    |            | 802.50       | 44.58%             |
| 6600 Capital Outlay                        | 1,000.00        | 1,000.00       | 662.02             |                           |            | 337.98       | 33.80%             |
| Total Health Services                      | 355,513.00      | 355,513.00     | 281,248.50         | 58,472.02                 | 492.44     | 73,772.06    | 20.75%             |
| <b>34 Pupil Transportation</b>             |                 |                |                    |                           |            |              |                    |
| 6100 Payroll Costs                         | 1,350,948.00    | 1,344,448.00   | 1,024,314.19       | 122,812.04                |            | 320,133.81   | 23.81%             |
| 6200 Professional Services                 | 24,000.00       | 23,836.50      | 18,870.94          | 316.75                    |            | 4,965.56     | 20.83%             |
| 6300 Supplies and Materials                | 228,000.00      | 228,163.50     | 192,615.38         | 25,177.34                 | 6,919.26   | 28,628.86    | 12.55%             |
| 6400 Other Operating                       | 38,000.00       | 44,500.00      | 41,673.36          | 1,770.00                  | 2,174.50   | 652.14       | 1.47%              |
| 6600 Capital Outlay                        |                 |                |                    |                           |            | 0.00         | 0.00%              |
| Total Pupil Transportation                 | 1,640,948.00    | 1,640,948.00   | 1,277,473.87       | 150,076.13                | 9,093.76   | 354,380.37   | 21.60%             |
| <b>36 Extra Curricular-Athletics</b>       |                 |                |                    |                           |            |              |                    |
| 6100 Payroll Costs                         |                 | 4,000.00       | 2,619.39           | 2,619.39                  |            | 1,380.61     | 34.52%             |

**Budgeted/Expended Comparison Summary**  
MARCH 31, 2022

|  | Original Budget     | Amended Budget      | Total Expended YTD  | Current Month Expenditure | Encumbered       | Balance             | % Available to Use |
|--|---------------------|---------------------|---------------------|---------------------------|------------------|---------------------|--------------------|
| 6200 Professional Services                 | 113,760.00          | 114,760.00          | 81,532.91           | 9,939.04                  | 12,504.35        | 20,722.74           | 18.06%             |
| 6300 Supplies and Materials                | 114,090.00          | 114,090.00          | 82,700.87           | 5,283.57                  | 9,411.54         | 21,977.59           | 19.26%             |
| 6400 Other Operating                       | 72,800.00           | 72,800.00           | 59,558.49           | 11,889.28                 | 637.16           | 12,604.35           | 17.31%             |
| 6600 Capital Outlay                        | 2,500.00            | 2,500.00            | 0.00                |                           |                  | 2,500.00            | 100.00%            |
| <b>Total Extra Curricular</b>              | <b>303,150.00</b>   | <b>308,150.00</b>   | <b>226,411.66</b>   | <b>29,731.28</b>          | <b>22,553.05</b> | <b>59,185.29</b>    | <b>19.21%</b>      |
| <b>36 Extra Curricular</b>                 |                     |                     |                     |                           |                  |                     |                    |
| 6100 Payroll Costs                         | 960,405.00          | 960,405.00          | 734,697.68          | 124,702.07                |                  | 225,707.32          | 23.50%             |
| 6200 Professional Services                 | 60,000.00           | 89,500.00           | 72,620.46           | 855.00                    |                  | 16,879.54           | 18.86%             |
| 6300 Supplies and Materials                | 29,005.00           | 29,005.00           | 9,985.22            | 641.78                    | 6,632.35         | 12,387.43           | 42.71%             |
| 6400 Other Operating                       | 94,860.00           | 94,860.00           | 79,997.69           | 3,948.22                  | 100.00           | 14,762.31           | 15.56%             |
| 6600 Capital Outlay                        | 0.00                | 0.00                |                     |                           |                  | 0.00                | 0.00%              |
| <b>Total Extra Curricular</b>              | <b>1,144,270.00</b> | <b>1,173,770.00</b> | <b>897,301.05</b>   | <b>130,147.07</b>         | <b>6,732.35</b>  | <b>269,736.60</b>   | <b>22.98%</b>      |
| <br>                                       |                     |                     |                     |                           |                  |                     |                    |
| <b>Funds 181-191-199 General Operating</b> |                     |                     |                     |                           |                  |                     |                    |
| <b>41 General Administration</b>           |                     |                     |                     |                           |                  |                     |                    |
| 6100 Payroll Costs                         | 1,048,860.00        | 1,193,860.00        | 879,197.68          | 98,220.99                 |                  | 314,662.32          | 26.36%             |
| 6200 Professional Services                 | 165,000.00          | 165,000.00          | 118,341.59          | 5,764.25                  |                  | 46,658.41           | 28.28%             |
| 6300 Supplies and Materials                | 18,500.00           | 18,500.00           | 13,934.54           | 1,556.67                  | 1,468.20         | 3,097.26            | 16.74%             |
| 6400 Other Operating                       | 110,200.00          | 110,200.00          | 89,945.02           | 13,352.13                 | 2,203.71         | 18,051.27           | 16.38%             |
| 6600 Capital Outlay                        |                     |                     |                     |                           |                  |                     |                    |
| <b>Total General Administration</b>        | <b>1,342,560.00</b> | <b>1,487,560.00</b> | <b>1,101,418.83</b> | <b>118,894.04</b>         | <b>3,671.91</b>  | <b>382,469.26</b>   | <b>25.71%</b>      |
| <br>                                       |                     |                     |                     |                           |                  |                     |                    |
| <b>51 Plant Maintenance</b>                |                     |                     |                     |                           |                  |                     |                    |
| 6100 Payroll Costs                         | 1,793,852.00        | 1,793,852.00        | 1,189,368.15        | 69,024.30                 |                  | 604,483.85          | 33.70%             |
| 6200 Professional Services                 | 1,231,800.00        | 1,231,800.00        | 917,250.52          | 112,269.71                |                  | 314,549.48          | 25.54%             |
| 6300 Supplies and Materials                | 290,500.00          | 290,500.00          | 186,515.72          | 22,806.86                 |                  | 103,984.28          | 35.79%             |
| 6400 Other Operating                       | 262,500.00          | 262,500.00          | 240,540.72          |                           | 1,295.00         | 20,664.28           | 7.87%              |
| 6600 Capital Outlay                        | 0.00                | 0.00                | 2,971.67            |                           |                  | (2,971.67)          | 0.00%              |
| <b>Total Plant Maintenance</b>             | <b>3,578,652.00</b> | <b>3,578,652.00</b> | <b>2,536,646.78</b> | <b>204,100.87</b>         | <b>1,295.00</b>  | <b>1,040,710.22</b> | <b>29.08%</b>      |
| <br>                                       |                     |                     |                     |                           |                  |                     |                    |
| <b>52 Security and Monitoring</b>          |                     |                     |                     |                           |                  |                     |                    |
| 6100 Payroll Costs                         | 375,437.00          | 295,437.00          | 134,496.04          | 15,529.91                 |                  | 160,940.96          | 54.48%             |
| 6200 Professional Services                 | 69,250.00           | 149,250.00          | 49,067.04           | 559.00                    |                  | 100,182.96          | 67.12%             |
| 6300 Supplies and Materials                | 24,700.00           | 24,700.00           | 1,415.28            | 187.73                    |                  | 23,284.72           | 94.27%             |
| 6400 Other Operating                       | 19,000.00           | 19,000.00           | 39.96               |                           |                  | 18,960.04           | 99.79%             |
| 6600 Capital Outlay                        | 13,000.00           | 13,000.00           |                     |                           |                  | 13,000.00           | 100.00%            |
| <b>Total Security</b>                      | <b>501,387.00</b>   | <b>501,387.00</b>   | <b>185,018.32</b>   | <b>16,276.64</b>          | <b>0.00</b>      | <b>316,368.68</b>   | <b>63.10%</b>      |
| <br>                                       |                     |                     |                     |                           |                  |                     |                    |
| <b>53 Data Processing</b>                  |                     |                     |                     |                           |                  |                     |                    |
| 6100 Payroll Costs                         | 454,425.00          | 454,425.00          | 322,195.27          | 36,504.09                 |                  | 132,229.73          | 29.10%             |
| 6200 Professional Services                 | 151,258.00          | 151,258.00          | 121,066.36          | 6,763.81                  |                  | 30,191.64           | 19.96%             |
| 6300 Supplies and Materials                | 86,100.00           | 86,100.00           | 56,039.73           | 6,718.41                  | 11,795.23        | 18,265.04           | 21.21%             |
| 6400 Other Operating                       | 6,500.00            | 6,500.00            | 2,494.61            |                           |                  | 4,005.39            | 61.62%             |
| 6600 Capital Outlay                        |                     |                     |                     |                           |                  |                     |                    |
| <b>Total Data Processing</b>               | <b>698,283.00</b>   | <b>698,283.00</b>   | <b>501,795.97</b>   | <b>49,986.31</b>          | <b>11,795.23</b> | <b>184,691.80</b>   | <b>26.45%</b>      |
| <br>                                       |                     |                     |                     |                           |                  |                     |                    |
| <b>71 Debt Service</b>                     |                     |                     |                     |                           |                  |                     |                    |
| 6500 Debt Service                          | 777,825.00          | 1,251,430.50        | 698,731.74          | 9,730.40                  |                  | 552,698.76          | 44.17%             |
| <b>Total Debt Service</b>                  | <b>777,825.00</b>   | <b>1,251,430.50</b> | <b>698,731.74</b>   | <b>9,730.40</b>           |                  | <b>552,698.76</b>   | <b>44.17%</b>      |

**Funds 181-191-199 General Operating**

**81 Facilities and Acquisition**

|                     |           |              |              |  |  |           |       |
|---------------------|-----------|--------------|--------------|--|--|-----------|-------|
| 6600 Capital Outlay | 45,000.00 | 4,942,000.00 | 4,905,589.27 |  |  | 36,410.73 | 0.74% |
|---------------------|-----------|--------------|--------------|--|--|-----------|-------|

**Budgeted/Expended Comparison Summary**

MARCH 31, 2022

|                                   | Original Budget  | Amended Budget   | Total Expended<br>YTD | Current Month<br>Expenditure | Encumbered    | Balance         | %<br>Available<br>to Use |
|-----------------------------------|------------------|------------------|-----------------------|------------------------------|---------------|-----------------|--------------------------|
| Total Facilities                  | 45,000.00        | 4,942,000.00     | 4,905,589.27          |                              |               | 36,410.73       | 0.74%                    |
| <b>93 Payment to Fiscal Agent</b> |                  |                  |                       |                              |               |                 |                          |
| 6400 Other Operating              | 18,500.00        | 18,500.00        |                       |                              |               | 18,500.00       | 100.00%                  |
| Total Fiscal Agent                | 18,500.00        | 18,500.00        |                       |                              |               | 18,500.00       | 100.00%                  |
| <b>95 Payment to JJAEP</b>        |                  |                  |                       |                              |               |                 |                          |
| 6400 Other Operating              | 16,000.00        | 16,000.00        |                       |                              |               | 16,000.00       | 100.00%                  |
| Total Fiscal Agent                | 16,000.00        | 16,000.00        |                       |                              |               | 16,000.00       | 100.00%                  |
| <b>99 Other Govt Charges</b>      |                  |                  |                       |                              |               |                 |                          |
| 6200 Contracted Services          | 165,000.00       | 165,000.00       | 150,718.80            | 1,390.31                     |               | 14,281.20       | 8.66%                    |
| Total Oter Govt Ch                | 165,000.00       | 165,000.00       | 150,718.80            | 1,390.31                     |               | 14,281.20       | 8.66%                    |
| <b>8900 TRANSFERS OUT</b>         | 0.00             | 0.00             |                       |                              |               | 0.00            |                          |
| Total Trans Out                   | 0.00             | 0.00             |                       |                              |               | 0.00            |                          |
| Total General Oper                | \$ 34,203,702.00 | \$ 39,907,318.50 | \$ 30,177,916.36      | \$ 2,836,316.50              | \$ 102,168.59 | \$ 9,627,233.55 | 24.12%                   |
| <b>Fund 240 Food Service</b>      |                  |                  |                       |                              |               |                 |                          |
| <b>35 Food Service</b>            |                  |                  |                       |                              |               |                 |                          |
| 6100 Payroll Costs                | 623,123.00       | 623,123.00       | 480,739.13            | 60,836.83                    |               | 142,383.87      | 22.85%                   |
| 6200 Professional Service         | 20,400.00        | 23,400.00        | 21,197.51             | 4,702.11                     |               | 2,202.49        | 9.41%                    |
| 6300 Supplies and Materi          | 352,200.00       | 577,200.00       | 425,291.08            | 48,298.70                    |               | 151,908.92      | 26.32%                   |
| 6400 Other Operating              | 6,500.00         | 9,000.00         | 6,869.00              |                              |               | 2,131.00        | 23.68%                   |
| 6600 Capital Outlay               | 0.00             | 0.00             |                       |                              |               |                 |                          |
| <b>51 Custodians</b>              |                  |                  |                       |                              |               |                 |                          |
| 6100 Payroll Costs                |                  | 110,000.00       | 71,410.83             | 69,664.39                    |               | 38,589.17       | 35.08%                   |
| Total Food Service                | 1,002,223.00     | 1,342,723.00     | 1,005,507.55          | 183,502.03                   |               | 337,215.45      | 25.11%                   |
| <b>Fund 599 Debt Service</b>      |                  |                  |                       |                              |               |                 |                          |
| <b>71 Debt Service</b>            |                  |                  |                       |                              |               |                 |                          |
| 6500 Debt Service                 |                  |                  |                       |                              |               |                 |                          |
| Payments to Bond                  | 10,823,775.00    | 13,518,974.98    | 11,216,443.05         |                              |               | 2,302,531.93    | 17.03%                   |
| Total Debt Service                | 10,823,775.00    | 13,518,974.98    | 11,216,443.05         |                              |               | 2,302,531.93    | 17.03%                   |

CELINA INDEPENDENT SCHOOL DISTRICT  
GENERAL FUND (INCLUDES ATHLETIC, OPERATING)  
MONTHLY FINANCIAL REPORT  
March 31, 2022

|                                   | AMENDED BUDGET   | RECEIVED TO<br>DATE | REMAINING       | PERCENT<br>REMAINING |
|-----------------------------------|------------------|---------------------|-----------------|----------------------|
| <b>REVENUES:</b>                  |                  |                     |                 |                      |
| 5700 OTHER LOCAL REVENUE          | \$ 5,175,000.00  | \$ 5,395,977.06     | \$ (220,977.06) | -4.27%               |
| 5711 PROPERTY TAXES, CURRENT YEAR | \$ 20,165,678.00 | \$ 19,780,633.22    | \$ 385,044.78   | 1.91%                |
| 5712 PROPERTY TAXES, PRIOR YEAR   | \$ 150,000.00    | \$ 206,882.53       | \$ (56,882.53)  | -37.92%              |
| 5719 PENALTY & INTEREST           | \$ 100,000.00    | \$ 67,090.80        | \$ 32,909.20    | 32.91%               |
| 5723 REV FROM SSA-GRAYSON COOP    | \$ 298,511.00    | \$ 298,510.55       | \$ 0.45         | 0.00%                |
| 5800 STATE PROGRAM REVENUES       | \$ 13,119,436.00 | \$ 6,240,878.69     | \$ 6,878,557.31 | 52.43%               |
| 5900 FEDERAL PROGRAM REVENUE      | \$ 60,000.00     | \$ 37,799.57        | \$ 22,200.43    | 37.00%               |
| 7900 OTHER REVENUE IF NEEDED      | \$ 365,088.00    |                     | \$ 365,088.00   | 0.00%                |
| 7912 SALE OF EQUIPMENT-IPADS      | \$ 473,605.50    | \$ 582,422.25       | \$ (108,816.75) | 0.00%                |
| TOTAL REVENUES                    | \$ 39,907,318.50 | \$ 32,610,194.67    | \$ 7,297,123.83 | 18.29%               |
| <b>EXPENDITURES:</b>              |                  |                     |                 |                      |
|                                   | AMENDED BUDGET   | EXPENDED TO<br>DATE | REMAINING       | PERCENT<br>REMAINING |
| 11 INSTRUCTION                    | \$ 19,637,143.00 | \$ 14,422,773.43    | \$ 5,214,369.57 | 26.55%               |
| 12 LIBRARY SERVICES               | \$ 274,387.00    | \$ 168,233.63       | \$ 106,153.37   | 38.69%               |
| 13 CURRICULUM                     | \$ 451,654.00    | \$ 347,042.03       | \$ 104,611.97   | 23.16%               |
| 21 INSTRUCTIONAL LEADERSHIP       | \$ 68,497.00     | \$ 51,487.35        | \$ 17,009.65    | 24.83%               |
| 23 SCHOOL ADMINISTRATION          | \$ 2,322,962.00  | \$ 1,702,303.66     | \$ 620,658.34   | 26.72%               |
| 31 GUIDANCE AND COUNSELING        | \$ 1,015,482.00  | \$ 770,256.32       | \$ 245,225.68   | 24.15%               |
| 33 HEALTH SERVICES                | \$ 355,513.00    | \$ 281,740.94       | \$ 73,772.06    | 20.75%               |
| 34 PUPIL TRANSPORTATION           | \$ 1,640,948.00  | \$ 1,286,567.63     | \$ 354,380.37   | 21.60%               |
| 36 EXTRA CURRICULAR ACTIVITIES    | \$ 1,481,920.00  | \$ 1,152,998.11     | \$ 328,921.89   | 22.20%               |
| 41 GENERAL ADMINISTRATION         | \$ 1,487,560.00  | \$ 1,105,090.74     | \$ 382,469.26   | 25.71%               |
| 51 PLANT MAINTENANCE & OPERATIC   | \$ 3,578,652.00  | \$ 2,537,941.78     | \$ 1,040,710.22 | 29.08%               |
| 52 SECURITY & MONITORING          | \$ 501,387.00    | \$ 185,018.32       | \$ 316,368.68   | 63.10%               |
| 53 DATA PROCESSING                | \$ 698,283.00    | \$ 513,591.20       | \$ 184,691.80   | 26.45%               |
| 71 DEBT SERVICE                   | \$ 1,251,430.50  | \$ 698,731.74       | \$ 552,698.76   | 44.17%               |
| 81 FACILITY IMPROVEMENT           | \$ 4,942,000.00  | \$ 4,905,589.27     | \$ 36,410.73    | 0.74%                |
| 93 PAYMENT TO FISCAL AGENTS       | \$ 18,500.00     | \$ -                | \$ 18,500.00    | 100.00%              |
| 95 PAYMENT TO JJAEP               | \$ 16,000.00     |                     | \$ 16,000.00    | 100.00%              |
| 99 TAX APPRAISAL                  | \$ 165,000.00    | \$ 150,718.80       | \$ 14,281.20    | 8.66%                |
| TRANSFER TO CONST/FOOD SER\       | \$ -             | \$ -                | \$ -            | 0.00%                |
| TOTAL EXPENDITURES                | \$ 39,907,318.50 | \$ 30,280,084.95    | \$ 9,627,233.55 | 24.12%               |

CELINA INDEPENDENT SCHOOL DISTRICT  
 FOOD SERVICE FUND 240  
 MONTHLY FINANCIAL REPORT  
 AS OF  
 March 31, 2022

|                                | AMENDED BUDGET  | RECEIVED TO<br>DATE | REMAINING       | PERCENT<br>REMAINING |
|--------------------------------|-----------------|---------------------|-----------------|----------------------|
| <b>REVENUES:</b>               |                 |                     |                 |                      |
| 5751 REVENUE FROM MEALS SERVED | \$ 425,000.00   | \$ 228,782.29       | \$ 196,217.71   | 46.17%               |
| 5800 STATE REVENUE             | \$ 54,144.00    | \$ 50,139.09        | \$ 4,004.91     | 7.40%                |
| 5900 NATL CHILD NUTRITION      | \$ 657,500.00   | \$ 1,087,855.04     | \$ (430,355.04) | -65.45%              |
| 7900 DUE FROM OPERATING        | \$ 206,079.00   | \$ -                | \$ 206,079.00   | 100.00%              |
| TOTAL REVENUES                 | \$ 1,342,723.00 | \$ 1,366,776.42     | \$ (24,053.42)  | -1.79%               |

|                      | AMENDED BUDGET  | EXPENDED TO<br>DATE | REMAINING     | PERCENT<br>REMAINING |
|----------------------|-----------------|---------------------|---------------|----------------------|
| <b>EXPENDITURES:</b> |                 |                     |               |                      |
| 35 FOOD SERVICES     | \$ 1,232,723.00 | \$ 934,096.72       | \$ 298,626.28 | 24.22%               |
| 51 CUSTODIANS        | \$ 110,000.00   | \$ 71,410.83        | \$ 38,589.17  | 35.08%               |
| TOTAL EXPENDITURES   | \$ 1,342,723.00 | \$ 1,005,507.55     | \$ 337,215.45 | 25.11%               |

CELINA INDEPENDENT SCHOOL DISTRICT  
 INTEREST AND SINKING FUND 599  
 MONTHLY FINANCIAL REPORT  
 AS OF  
 March 31, 2022

|                             | AMENDED BUDGET   | RECEIVED TO<br>DATE | REMAINING      | REMAINING |
|-----------------------------|------------------|---------------------|----------------|-----------|
| <b>REVENUES:</b>            |                  |                     |                |           |
| 5700 TAXES CURRENT YEAR     | \$ 10,716,275.00 | \$ 10,485,850.31    | \$ 230,424.69  | 2.15%     |
| 5700 TAXES PRIOR YEAR       | \$ 50,000.00     | \$ 56,145.62        | \$ (6,145.62)  | -12.29%   |
| 5700 PENALTY AND INTEREST   | \$ 40,000.00     | \$ 30,225.77        | \$ 9,774.23    | 24.44%    |
| 5700 LOCAL REVENUE          | \$ 17,500.00     | \$ 34,090.76        | \$ (16,590.76) | -94.80%   |
| 5800 STATE REVENUE EDA/IFA  | \$ 9,645.00      | \$ 73,117.00        | \$ (63,472.00) | 0.00%     |
| 7900 BOND PROCEEDS/PREMIUMS | \$ 2,685,554.98  | \$ 2,685,554.55     | \$ 0.43        | 0.00%     |
| TOTAL REVENUES              | \$ 13,518,974.98 | \$ 13,364,984.01    | \$ 153,990.97  | 1.14%     |

|                              | AMENDED BUDGET   | EXPENDED TO<br>DATE | REMAINING       | REMAINING |
|------------------------------|------------------|---------------------|-----------------|-----------|
| <b>EXPENDITURES:</b>         |                  |                     |                 |           |
| 6511 BOND PRINCIPAL          | \$ 2,835,000.00  | \$ 2,885,000.00     | \$ (50,000.00)  | -1.76%    |
| 6521 BOND INTEREST           | \$ 10,393,693.00 | \$ 7,865,595.86     | \$ 2,528,097.14 | 24.32%    |
| 6599 OTHER DEBT SERVICE FEES | \$ 10,000.00     | \$ 6,052.71         | \$ 3,947.29     | 39.47%    |
| 6599 BOND SALE FEES          | \$ 280,281.98    | \$ 459,794.48       | \$ (179,512.50) | 0.00%     |
| 8900 FLOW THRU               |                  |                     | \$ -            |           |
| TOTAL EXPENDITURES           | \$ 13,518,974.98 | \$ 11,216,443.05    | \$ 2,302,531.93 | 17.03%    |

Celina Independent School District  
 BOND CONSTRUCTION ACCOUNT  
 2021-2022

|                                  | January 2022<br>Actual   | February 2022<br>Actual  | March 2022<br>Actual     |
|----------------------------------|--------------------------|--------------------------|--------------------------|
| <i>Beginning Cash Balance</i>    | \$ 50,160,574.42         | \$ 43,581,106.43         | \$ 35,709,136.98         |
| <b>Independent Bank</b>          |                          |                          |                          |
| <b>RECEIPTS</b>                  |                          |                          |                          |
| Interest                         | \$ 20,155.77             | \$ 15,113.04             | \$ 13,911.86             |
| Sale of Bonds                    |                          |                          | \$ 40.80                 |
| Transfers from Texpool           |                          |                          |                          |
| Transfers from Indep. Bank       | \$                       |                          |                          |
| Accounts Payable                 |                          |                          |                          |
| <b>Total Revenue</b>             | <b>\$ 20,155.77</b>      | <b>\$ 15,113.04</b>      | <b>\$ 13,952.66</b>      |
| <br><b>DISBURSEMENTS</b>         |                          |                          |                          |
| Transfers to Texpool/Logic       | \$                       |                          |                          |
| Construction Payables            | \$ (6,599,623.76)        | \$ (7,887,082.49)        | \$ (4,698,690.01)        |
| <b>Total Expenditures</b>        | <b>\$ (6,599,623.76)</b> | <b>\$ (7,887,082.49)</b> | <b>\$ (4,698,690.01)</b> |
| <br>Net Change in Cash           | \$ (6,579,467.99)        | \$ (7,871,969.45)        | \$ (4,684,737.35)        |
| <br><b>Ending Cash Balance**</b> | <b>\$ 43,581,106.43</b>  | <b>\$ 35,709,136.98</b>  | <b>\$ 31,024,399.63</b>  |

|                                  | January 2022<br>Actual  | February 2022<br>Actual | March 2022<br>Actual    |
|----------------------------------|-------------------------|-------------------------|-------------------------|
| <i>Beginning Cash Balance</i>    | \$ 30,003,934.01        | \$ 30,004,891.16        | \$ 30,006,345.72        |
| <b>Texpool (Bond Acct.)</b>      |                         |                         |                         |
| <b>RECEIPTS</b>                  |                         |                         |                         |
| Interest                         | \$ 957.15               | \$ 1,454.56             | \$ 3,915.60             |
| Sale of Bonds                    |                         |                         |                         |
| Transfers from Texpool           |                         |                         |                         |
| Transfers from Indep. Bank       |                         |                         |                         |
| Accounts Payable                 |                         |                         |                         |
| <b>Total Revenue</b>             | <b>\$ 957.15</b>        | <b>\$ 1,454.56</b>      | <b>\$ 3,915.60</b>      |
| <br><b>DISBURSEMENTS</b>         |                         |                         |                         |
| Transfers to Texpool/Logic       |                         |                         |                         |
| Construction Payables            |                         |                         |                         |
| <b>Total Expenditures</b>        |                         |                         |                         |
| <br>Net Change in Cash           | \$ 957.15               | \$ 1,454.56             | \$ 3,915.60             |
| <br><b>Ending Cash Balance**</b> | <b>\$ 30,004,891.16</b> | <b>\$ 30,006,345.72</b> | <b>\$ 30,010,261.32</b> |
| <br><b>Total Bond Funds</b>      | <b>\$ 73,585,997.59</b> | <b>\$ 65,715,482.70</b> | <b>\$ 61,034,660.95</b> |

Celina Independent School District  
Investment Statement  
2021-2022

**Construction Account**

|  | FEBRUARY 2022        | MARCH 2022           |
|--|----------------------|----------------------|
| Logic Acct Closed June, 2016           |                      |                      |
| 2018 Bond Acct. Closed June '20        |                      |                      |
| Construction Acct Closed June '20      |                      |                      |
| <b>2020 Bond Program Sale #2</b>       |                      |                      |
| Beginning Cash Balance at Ind Bank     | 43,581,106.43        | 35,709,136.98        |
| Deposits - Transfers In                |                      |                      |
| Interest Earned                        | 15,113.04            | 13,952.66            |
| Transfers out                          | 7,887,082.49         | 4,698,690.01         |
| <b>Ending Cash Balance at Ind Bank</b> | <b>35,709,136.98</b> | <b>31,024,399.63</b> |

**2021 Bond Program Sale #3**

|  |                      |                      |
|--|----------------------|----------------------|
| Beginning Cash Balance at Ind Bank     | 30,004,891.16        | 30,006,345.72        |
| Deposits - Transfers In                |                      |                      |
| Interest Earned                        | 1,454.56             | 3,915.60             |
| Transfers out                          |                      |                      |
| <b>Ending Cash Balance at Ind Bank</b> | <b>30,006,345.72</b> | <b>30,010,261.32</b> |

**General Operating**

|                                       |                     |                     |
|---------------------------------------|---------------------|---------------------|
| Beginning Cash Balance at Texpool     | 3,343,124.78        | 3,343,286.83        |
| Deposits - Transfers In               |                     |                     |
| Interest Earned                       | 162.05              | 436.26              |
| Transfers out                         |                     |                     |
| <b>Ending Cash Balance at Texpool</b> | <b>3,343,286.83</b> | <b>3,343,723.09</b> |

Beginning MMA - Independent Bank-Operating

|                                      |                     |                     |
|--------------------------------------|---------------------|---------------------|
| Deposits - Transfers In              | 2,065,812.50        | 2,066,604.87        |
| Interest Earned                      | 792.37              | 877.60              |
| Transfers out                        |                     |                     |
| <b>Ending MMA - Independent Bank</b> | <b>2,066,604.87</b> | <b>2,067,482.47</b> |

|                                      |                      |                      |
|--------------------------------------|----------------------|----------------------|
| Beginning Cash Balance at Ind Bank   | 13,681,791.70        | 14,771,483.89        |
| Deposits                             | 4,126,925.96         | 1,043,695.47         |
| Interest Earned                      | 5,875.41             | 5,951.63             |
| Expenditures                         | (3,043,109.18)       | (2,821,192.61)       |
| <b>Ending Cash Balance Gen Oper.</b> | <b>14,771,483.89</b> | <b>12,999,938.38</b> |

**Interest and Sinking Cont.**

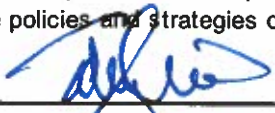
|  |                      |                      |
|--|----------------------|----------------------|
| Beginning Cash Balance at Ind Bank     | 14,633,067.98        | 11,949,033.76        |
| Deposits                               | 1,936,577.63         | 272,823.75           |
| Interest Earned                        | 5,027.74             | 5,154.13             |
| Expenditures/Transfers Out             | (4,625,639.59)       | -                    |
| <b>Ending Cash Balance at Ind Bank</b> | <b>11,949,033.76</b> | <b>12,227,011.64</b> |

Beginning MMA - Independent Bank-I & S

|                                      |                   |                   |
|--------------------------------------|-------------------|-------------------|
| Deposits - Transfers In              | 103,294.99        | 103,334.61        |
| Interest Earned                      | 39.62             | 43.88             |
| Transfers out                        |                   |                   |
| <b>Ending MMA - Independent Bank</b> | <b>103,334.61</b> | <b>103,378.49</b> |

Celina Independent School District  
Investment Statement  
2021-2022

This report is presented in accordance with the Texas Government Code Title 10 Section 2256.023. The below signed hereby certify that, to the best of their knowledge on the date this report was created, Celina ISD is in compliance with the provisions of Government Code 2256 and with the policies and strategies of Celina ISD.



Dr. Tom Maglisceau, Investment Officer



Amber Pennell, Investment Designee

**RATE INFORMATION**

**INDEPENDENT BANK: NOW checking account rate is based on current market conditions and movement of interest rates. Accounts have a floor rate of 0.50%.**

**TEXPOOL INVESTMENT POOL - March, 2022**

|                               |                   |
|-------------------------------|-------------------|
| INTEREST RATE:                | 0.1536%           |
| ALLOCATION FACTOR:            | 0.000004209       |
| AVERAGE MONTHLY POOL BALANCE: | 28,304,735,436.10 |
| WEIGHTED AVERAGE MATURITY:    | 29                |
| BOOK VALUE                    | 27369736879       |
| MARKET VALUE                  | 27363450886       |
| MARKET VALUE PER SHARE:       | 0.099980          |
| NUMBER OF PARTICIPANTS        | 2698              |

**TEXPOOL PORTFOLIO ASSET SUMMARY AS OF March, 2022**

|  | MARKET VALUE      | MARKET VALUE      |
|--|-------------------|-------------------|
| Uninvested Balance                         | (961,179.01)      | (961,179.01)      |
| Accrual of Interest Income                 | 6,357,322.57      | 6,357,322.57      |
| Interest and Management Fees Payable       | (3,672,205.76)    | (3,672,205.76)    |
| Payable for Investment Purchased           | 0.00              | 0.00              |
| Accrued Expenses & Taxes                   | (27,961.42)       | (27,961.42)       |
| Repurchase Agreements                      | 6,621,420,794.00  | 6,621,420,794.00  |
| Mutual Fund Investments                    | 808,074,000.00    | 808,085,200.00    |
| Government Securities                      | 9,716,829,497.04  | 9,716,395,130.82  |
| US Treasury Inflation Protected Securities | 0.00              |                   |
| US Treasury Bills                          | 7,515,570,592.76  | 7,512,442,165.05  |
| US Treasury Notes                          | 2,706,146,018.60  | 2,703,411,619.46  |
| Total                                      | 27,369,736,878.77 | 27,363,450,885.70 |